

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>10/01/2021</u> and ending <u>09/30/2022</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☒ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>SWOBODA, INC. 401(K) PROFIT SHARING PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>10/01/1998</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>10/01/1998</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>10/01/1998</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>SWOBODA, INC.</u> <u>4108 52ND STREET SE</u> <u>KENTWOOD, MI 49512</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>38-3353972</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>616-554-6161</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>326100</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>38-3353972</u>	2c Plan Sponsor's telephone number <u>616-554-6161</u>	2d Business code (see instructions) <u>326100</u>	
2b Employer Identification Number (EIN) <u>38-3353972</u>					
2c Plan Sponsor's telephone number <u>616-554-6161</u>					
2d Business code (see instructions) <u>326100</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	08/10/2023	RADKA MATEJU
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	130
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	96
a(2) Total number of active participants at the end of the plan year		6a(2)	99
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	38
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	137
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	137
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	131
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	13
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.
For calendar plan year 2021 or fiscal plan year beginning 10/01/2021 and ending 09/30/2022		
A Name of plan SWOBODA, INC. 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SWOBODA, INC.	D Employer Identification Number (EIN) 38-3353972	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	27574	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

KESTRA INVESTMENT SERVICES LLC

35-2552359

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	10931	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 10/01/2021 and ending 09/30/2022

A Name of plan <u>SWOBODA, INC. 401(K) PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>SWOBODA, INC.</u>	D Employer Identification Number (EIN) <u>38-3353972</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>CB LARGE CAP GR R1</u>		
b Name of sponsor of entity listed in (a): <u>WILMINGTON TRUST, N.A.</u>		
c EIN-PN <u>82-4435820-375</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>139074</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTN LARGE CP VAL R1</u>		
b Name of sponsor of entity listed in (a): <u>WILMINGTON TRUST, N.A.</u>		
c EIN-PN <u>38-4065329-426</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>11218</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>AC SMALL CAP VALUE</u>		
b Name of sponsor of entity listed in (a): <u>WILMINGTON TRUST, N.A.</u>		
c EIN-PN <u>38-4097325-488</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>48834</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
For calendar plan year 2021 or fiscal plan year beginning 10/01/2021 and ending 09/30/2022		
A Name of plan SWOBODA, INC. 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 SWOBODA, INC.	D Employer Identification Number (EIN) 38-3353972	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....		1a	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions		1b(1)	0
(2) Participant contributions.....		1b(2)	0
(3) Other		1b(3)	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)		1c(1)	64039
(2) U.S. Government securities		1c(2)	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred		1c(3)(A)	0
(B) All other.....		1c(3)(B)	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred		1c(4)(A)	0
(B) Common		1c(4)(B)	0
(5) Partnership/joint venture interests		1c(5)	0
(6) Real estate (other than employer real property)		1c(6)	0
(7) Loans (other than to participants).....		1c(7)	0
(8) Participant loans		1c(8)	27978
(9) Value of interest in common/collective trusts		1c(9)	273028
(10) Value of interest in pooled separate accounts		1c(10)	0
(11) Value of interest in master trust investment accounts.....		1c(11)	0
(12) Value of interest in 103-12 investment entities		1c(12)	0
(13) Value of interest in registered investment companies (e.g., mutual funds)		1c(13)	5027324
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	0
(15) Other.....		1c(15)	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	5392369	4723777

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	5392369	4723777
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	133545	
(B) Participants	2a(1)(B)	546457	
(C) Others (including rollovers).....	2a(1)(C)	94683	
(2) Noncash contributions.....	2a(2)	0	774685
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	747	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	2065	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		2812
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	125642	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		125642
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		-73901
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		-1160872
c Other income.....	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		-331634
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	280687	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		280687
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		17765
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	0	
(4) Other.....	2i(4)	38506	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		38506
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		336958
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		-668592
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan.....	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **RODL LANGFORD DE KOCK LLP**

(2) EIN: **58-2594719**

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a	X		69129

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	
4n		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
---	---	--

For calendar plan year 2021 or fiscal plan year beginning 10/01/2021 and ending 09/30/2022

A Name of plan <u>SWOBODA, INC. 401(K) PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SWOBODA, INC.</u>	D Employer Identification Number (EIN) <u>38-3353972</u>

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>04-6568107</u> Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____



SWOBODA, INC. 401(K) PROFIT SHARING PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES
AS OF SEPTEMBER 30, 2022 AND 2021
TOGETHER WITH
INDEPENDENT AUDITORS' REPORT

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
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SEPTEMBER 30, 2022 AND 2021

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All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Rödl & Partner

Rödl Langford de Kock LLP
Certified Public Accountants

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Suite 3250
Chicago, IL 60606, USA
T +1 312 857 1950
info@roedlusa.com
www.roedl.com/us

INDEPENDENT AUDITORS' REPORT

To the Participants of
Swoboda, Inc. 401(k) Profit Sharing Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Swoboda, Inc. 401(k) Profit Sharing Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of September 30, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended September 30, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of September 30, 2022 and 2021, and for the year ended September 30, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditors' Responsibilities for the Audits of the Financial Statements* section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

RÖDL & PARTNER IN THE UNITED STATES OF AMERICA
Atlanta, Birmingham, Charlotte, Chicago, Cincinnati, Detroit, Greenville, Houston, New York

RÖDL & PARTNER INTERNATIONAL
Austria, Azerbaijan, Belarus, Brazil, Bulgaria, People's Republic of China, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Hong Kong, S.A.R., Hungary, India, Indonesia, Italy, Kazakhstan, Kenya, Latvia, Lithuania, Malaysia, Mexico, Moldova, Myanmar, Norway, Philippines, Poland, Portugal, Romania, Saudi Arabia, Serbia, Singapore, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Thailand, Turkey, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uzbekistan, Vietnam

Rödl & Partner

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are issued.

Management is also responsible for maintaining a current Plan instrument, including all Plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements conform with the Plan's provisions, including maintaining sufficient records with respect to each of the participants to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audits of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance. Therefore, it is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

Rödl & Partner

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules as of and for the year ended September 30, 2022 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or are derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Rödl Langford de Kock LLP

Chicago, Illinois,
August 7, 2023.

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
SEPTEMBER 30, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
ASSETS		
Investments at fair value:		
Mutual funds	\$ 4,362,321	\$ 5,027,324
Collective trust funds	199,126	273,028
Money market fund	139,846	64,039
Total investments at fair value	<u>4,701,293</u>	<u>5,364,391</u>
Receivables:		
Contributions receivable	-	1,340
Notes receivable from participants	49,084	36,813
	<u>49,084</u>	<u>38,153</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 4,750,377</u>	<u>\$ 5,402,544</u>

See independent auditors' report.
The accompanying notes are an integral part of these financial statements.

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED SEPTEMBER 30, 2022

	<u>2022</u>
ADDITIONS TO (REDUCTIONS FROM) NET ASSETS ATTRIBUTED TO:	
Investment income (loss):	
Net depreciation in fair value of investments	\$ (1,234,775)
Interest and dividends	<u>126,391</u>
Total investment loss	<u>(1,108,384)</u>
Interest income on notes receivable from participants	<u>2,065</u>
Contributions:	
Participant	545,767
Sponsor	132,895
Rollovers	<u>94,683</u>
Total contributions	<u>773,345</u>
Total reductions from net assets	<u>(332,974)</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:	
Benefits paid to participants	280,687
Administrative fees	<u>38,506</u>
Total deductions from net assets	<u>319,193</u>
NET DECREASE	(652,167)
NET ASSETS AVAILABLE FOR BENEFITS - BEGINNING OF YEAR	<u>5,402,544</u>
NET ASSETS AVAILABLE FOR BENEFITS - END OF YEAR	<u><u>\$ 4,750,377</u></u>

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS
SEPTEMBER 30, 2022 AND 2021

1. GENERAL DESCRIPTION OF THE PLAN

The following description of the Swoboda, Inc. 401(k) Profit Sharing Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General

The Plan is a profit-sharing and 401(k) plan established by Swoboda, Inc. (the “Sponsor”) on October 1, 1998. The Plan provides retirement benefits for the employees of the Sponsor. Employees become eligible to participate after one month of service with the Sponsor. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) and the Internal Revenue Code (the “IRC”).

Contributions

Employees eligible to participate in the Plan (“participants”) may contribute, on a pre-tax or after-tax basis, in the form of a salary deferral, a percentage of his or her compensation, as defined by the Plan, subject to IRC limitations, which are adjusted annually by the Internal Revenue Service (“IRS”). Participants may also make rollover contributions to the Plan, which represent distributions from other qualified plans. Eligible employees, who do not elect otherwise, are automatically enrolled in the Plan with a deferral rate of 4%.

The Sponsor, at its discretion, may provide matching contributions of participant contributions. The Sponsor, at its discretion, may also make profit-sharing contributions to the Plan annually on behalf of all participants. Profit-sharing contributions are allocated amongst participants based upon the ratio that the participants’ compensation for the Plan year bears to the total compensation for the Plan year of all participants. For the year ended September 30, 2022, the Sponsor matched 25% of participant contributions. No discretionary profit-sharing contribution was made for the year ended September 30, 2022.

Investment options

The Plan’s investment assets are held by Fidelity Management Trust Company (the “Custodian”), the custodian of the Plan’s investment assets. Under an arrangement with the Custodian and upon enrollment in the Plan, participants direct all contributions in any whole percentage increment to any of the available funds. Participants may change their allocation among the various investment options at any time via telephone or the internet.

Participant accounts

Each participant’s account is credited with (a) the participant’s contributions, (b) the Sponsor’s contributions on behalf of the participant and (c) the earnings and losses of the participant’s investments and is charged with any expenses incurred as a result of transactions initiated by the participant. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Vesting

Participants are vested immediately in their contributions, rollovers, and earnings thereon. Vesting in the Sponsor’s contributions and the earnings thereon is based on years of qualifying service, with the Sponsor, as follows:

<u>Years of Service</u>	<u>Vesting</u>
Less than 1	0%
1-2	10%
2-3	20%
3-4	50%
4 or more	100%

Administrative expenses

Fees related to the administration of notes receivable from participant and payments of benefits are charged directly to the participant’s account and are included in administrative expenses. The Plan also pays certain administrative fees.

Payment of benefits

Upon termination of employment, or for reasons of death or disability, participants may withdraw the vested balance of their account in the form of a lump sum. Participants still employed with the Sponsor may withdraw all or a portion of their account balance upon attainment of age 59½ or for reasons of a financial hardship, as allowed under the IRC. A participant whose vested account balance does not exceed \$1,000 will receive a lump sum distribution of their vested account balance as soon as administratively feasible following termination. A participant whose vested balance exceeds \$1,000 but does not exceed \$5,000 and who does not elect otherwise will have their vested account balance distributed from the Plan directly to an individual retirement account in their name as soon as administratively feasible following termination.

Forfeitures

Forfeitures of non-vested account balances may be used, at the sole discretion of the Sponsor, to pay administrative expenses of the Plan or reduce future Sponsor contributions. For the year ended September 30, 2022, amounts forfeited totaled \$8,127, and a total of \$3,780 was used to reduce employer match liability. Accumulated forfeitures available to reduce future Sponsor contributions or expenses totaled \$43,286 and \$38,681 at September 30, 2022 and 2021, respectively.

Notes receivable from participants

Participants may borrow, from their fund accounts, amounts ranging from \$1,000 up to a maximum amount equal to the lesser of \$50,000 or 50% of their vested account balances. The maximum term of repayment for a loan is five years, unless it is for the purchase of a principal residence, in which case the maximum term of repayment is ten years. The loans are secured by the balance in the participant's account and bear interest at rates that range from 4.25% to 6.50% at September 30, 2022 and 2021, which are commensurate with prevailing market rates for similar loans, as determined by the Plan administrator at the date of origination. Principal and interest are paid ratably through payroll deductions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The accompanying financial statements are prepared on the accrual basis of accounting, in accordance with accounting principles generally accepted in the United States of America.

Use of estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Investment valuation and income recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Interest income is recorded when earned. Dividends are recorded on the ex-dividend date. Net appreciation/depreciation in fair value of investments includes unrealized and realized gains and losses on investments purchased and sold, as well as held during the year. See Note 4 for discussion of fair value measurements.

Expenses

Certain expenses incurred maintaining the Plan are paid directly by the Sponsor and are excluded from these financial statements. Investment-related expenses are included in net appreciation of fair value of investments.

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivables from participants are recorded as distributions based upon the Plan's provisions.

Payment of benefits

Benefits are recorded when paid.

Subsequent events

The Sponsor has evaluated subsequent events through August 7, 2023, the date the financial statements were available to be issued.

3. INFORMATION PREPARED AND CERTIFIED BY THE CUSTODIAN (UNAUDITED)

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (the "DOL") Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information certified by the Custodian, except for comparing such information to the related information included in the Plan's financial statements and supplemental schedules.

The following information included in the Plan's financial statements and supplemental schedules was prepared and certified to be complete and accurate by the Custodian as of September 30, 2022 and 2021, and for the year ended September 30, 2022:

	2022	2021
Investments at fair value:		
Mutual funds	\$ 4,362,321	\$ 5,027,324
Collective trust funds	199,126	273,028
Money market fund	139,846	64,039
	<u>\$ 4,701,293</u>	<u>\$ 5,364,391</u>
Investment income (loss):		
Net depreciation in fair value of investments	\$ (1,234,775)	
Dividends and interest	126,391	
	<u>\$ (1,108,384)</u>	

4. FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board ("FASB") *Accounting Standards Codification* ("ASC") 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2

Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3

Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There were no changes in the methodologies used during the year ended September 30, 2022.

- Mutual funds and money market fund: Valued at the net asset value ("NAV") of shares held by the Plan at year end. Funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price, and are deemed to be actively traded.
- Collective trusts: Valued at the NAV of units of the collective trust. The NAV, as provided by the trustee, is used as a practical expedient to the estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Sponsor believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of September 30, 2022 and 2021:

Investments at fair value as of September 30, 2022				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 4,362,321	\$ -	\$ -	\$ 4,362,321
Money market fund	139,846	-	-	139,846
	<u>\$ 4,502,167</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,502,167</u>
Investments measured using NAV as a practical expedient				<u>199,126</u>
				<u>\$ 4,701,293</u>

Investments at fair value as of September 30, 2021				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 5,027,324	\$ -	\$ -	\$ 5,027,324
Money market fund	64,039	-	-	64,039
	<u>\$ 5,091,363</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 5,091,363</u>
Investments measured using NAV as a practical expedient				<u>273,028</u>
				<u>\$ 5,364,391</u>

5. RELATED PARTY TRANSACTIONS

The Sponsor incurs certain costs on behalf of the Plan for insurance, administration and professional services. Recordkeeping and administrative services are also provided by the Sponsor at no cost to the Plan.

The Plan offers, as investment options, certain funds managed by the Custodian. Accordingly, transactions in these investments qualify as party-in-interest transactions.

6. RECONCILIATION TO FORM 5500

The following is a reconciliation of the Plan's net assets available for benefits and net decrease in net assets available for benefits as reported in the accompanying financial statements and those amounts reported on Form 5500 as of September 30, 2022 and 2021, and for the year ended September 30, 2022, are as follows:

	2022	2021
Net assets available for benefits per the financial statements	\$ 4,750,377	\$ 5,402,544
Deemed distributed notes receivable from participants	(26,600)	(8,835)
Contributions receivable	-	(1,340)
Net assets available for benefits per Form 5500	<u>\$ 4,723,777</u>	<u>\$ 5,392,369</u>
	2022	
Net decrease in net assets available for benefits per the financial statements	\$ (652,167)	
Deemed distributed notes receivable from participants	(17,765)	
Contributions receivable	1,340	
Net decrease in net assets available for benefits per Form 5500	<u>\$ (668,592)</u>	

7. INCOME TAX STATUS

The Plan utilizes a volume submitter plan document sponsored by Fidelity Management & Research Co., who was informed by the Internal Revenue Service ("IRS") by a letter dated June 30, 2020, that the volume submitter plan, as amended, is designed in accordance with the applicable sections of the IRC. The Plan has not obtained an advisory letter from the IRS on its adoption of the volume submitter plan. In accordance with Revenue Procedure 2002-6, the Sponsor has chosen to rely on the advisory letter of the volume submitter plan. Subsequent to this advisory letter, the plan has been amended. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Sponsor believes the Plan is being operated in compliance with the applicable requirements of the IRC and, therefore, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require the Plan's management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are no audits for any tax periods in progress, and the plan administrator believes that the Plan is no longer subject to income tax examinations for years prior to 2019.

8. PLAN TERMINATION

Although it has not expressed any intent to do so, the Sponsor has the right under the Plan to discontinue their contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, all participants would become 100% vested in their accounts.

9. INVESTMENT RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

10. PROHIBITED TRANSACTIONS

During the years ended September 30, 2022 and 2021, certain employee deferrals were not segregated from the Sponsor's general assets as soon as reasonably separable as required by ERISA. These non-timely contribution remittals represent employee deferrals on eligible wages, which constitute prohibited transactions. The non-timely contributions were remitted to the Plan by the Sponsor during the year ended September 30, 2022 and 2022. Participants' lost earnings on late employee deferrals will be remitted during the year ending September 30, 2023.

11. PLAN AMENDMENT

Effective March 24, 2022, the Plans adoption agreement was restated to include necessary amendments to reflect statutory changes pursuant to the Bipartisan Budget Act of 2018. No provisions of the Plan have been changed.

SWOBODA INC. 401(k) PROFIT SHARING PLAN
 EIN 38-3353972; PLAN# 001
 SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
 SEPTEMBER 30, 2022

Participant contributions transferred late to Plan	Total that constitute nonexempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 69,129</u>	<u>\$ 69,129</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

Check here if late
 participant loan
 repayments are
 included: ☐

SWOBODA INC. 401(k) PROFIT SHARING PLAN
 EIN 38-3353972; PLAN# 001
 SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
 SEPTEMBER 30, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value
	<i>Mutual funds</i>			
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2035 Fund	**	\$ 1,070,694
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2025 Fund	**	495,968
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2045 Fund	**	461,726
	iShares	iShares S&P 500 Index Fund Class K	**	424,986
*	Fidelity Concord Street Trust	Fidelity Freedom 2055 Fund	**	415,340
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2020 Fund	**	341,554
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2040 Fund	**	337,044
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2030 Fund	**	207,424
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2060 Fund	**	167,405
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2050 Fund	**	130,859
	Wells Fargo	Special Mid Cap Value Fund - Class R6	**	59,578
	American Funds	American Funds EuroPacifi Growth Fund	**	50,438
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2065 Fund	**	49,585
	MassMutual	MassMutual SEL MID CAP GR I	**	44,642
	iShares	iShare Russell 2000 Small-Cap Index K	**	37,635
	Western Asset	Western Asset Core Bond Fund	**	25,264
	iShares	iShares MSCI EAFE Intl Index Fd K	**	9,035
	BlackRock	BlackRock High Yield Bond	**	8,481
	American Century	Amer Century Emerging Markets Fd R6	**	8,459
	Pimco Funds	Pimco RealEstate Return Strategy Fund	**	7,570
	American Funds	AF EuroPacific Gwth Class R-6	**	6,852
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2010 Fund	**	1,782
				<u>4,362,321</u>
	<i>Collective trust funds</i>			
	ClearBridge	ClearBridge Large Cap Growth R1	**	139,074
	American Century	Small Cap Value Fund II Fee Class R1	**	48,834
	Putnam Investments	Large Cap Value Fund Fee Class R1	**	11,218
				<u>199,126</u>
*	Fidelity Money Market Trust	Retirement Money Market Portfolio	**	139,846
*	Participant loans	Interest rates from 4.25% to 6.50%, maturities from 2022 to 2025		<u>49,084</u>
				<u><u>\$ 4,750,377</u></u>

* Indicates a party-in-interest to the Plan.

** Cost information omitted – not required for participant directed funds.

NOTE: Information in the above schedule, except for that relating to participant loans, was derived from schedules certified by Fidelity Management Trust Company.



SWOBODA, INC. 401(K) PROFIT SHARING PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES
AS OF SEPTEMBER 30, 2022 AND 2021
TOGETHER WITH
INDEPENDENT AUDITORS' REPORT

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
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SEPTEMBER 30, 2022 AND 2021

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All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Rödl & Partner

Rödl Langford de Kock LLP
Certified Public Accountants

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INDEPENDENT AUDITORS' REPORT

To the Participants of
Swoboda, Inc. 401(k) Profit Sharing Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Swoboda, Inc. 401(k) Profit Sharing Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of September 30, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended September 30, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of September 30, 2022 and 2021, and for the year ended September 30, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditors' Responsibilities for the Audits of the Financial Statements* section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

RÖDL & PARTNER IN THE UNITED STATES OF AMERICA
Atlanta, Birmingham, Charlotte, Chicago, Cincinnati, Detroit, Greenville, Houston, New York

RÖDL & PARTNER INTERNATIONAL
Austria, Azerbaijan, Belarus, Brazil, Bulgaria, People's Republic of China, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Hong Kong, S.A.R., Hungary, India, Indonesia, Italy, Kazakhstan, Kenya, Latvia, Lithuania, Malaysia, Mexico, Moldova, Myanmar, Norway, Philippines, Poland, Portugal, Romania, Saudi Arabia, Serbia, Singapore, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Thailand, Turkey, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uzbekistan, Vietnam

Rödl & Partner

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are issued.

Management is also responsible for maintaining a current Plan instrument, including all Plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements conform with the Plan's provisions, including maintaining sufficient records with respect to each of the participants to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audits of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance. Therefore, it is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

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- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules as of and for the year ended September 30, 2022 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or are derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Rödl Langford de Kock LLP

Chicago, Illinois,
August 7, 2023.

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
SEPTEMBER 30, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
ASSETS		
Investments at fair value:		
Mutual funds	\$ 4,362,321	\$ 5,027,324
Collective trust funds	199,126	273,028
Money market fund	<u>139,846</u>	<u>64,039</u>
Total investments at fair value	<u>4,701,293</u>	<u>5,364,391</u>
Receivables:		
Contributions receivable	-	1,340
Notes receivable from participants	<u>49,084</u>	<u>36,813</u>
	<u>49,084</u>	<u>38,153</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 4,750,377</u>	<u>\$ 5,402,544</u>

See independent auditors' report.
The accompanying notes are an integral part of these financial statements.

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED SEPTEMBER 30, 2022

	<u>2022</u>
ADDITIONS TO (REDUCTIONS FROM) NET ASSETS ATTRIBUTED TO:	
Investment income (loss):	
Net depreciation in fair value of investments	\$ (1,234,775)
Interest and dividends	<u>126,391</u>
Total investment loss	<u>(1,108,384)</u>
Interest income on notes receivable from participants	<u>2,065</u>
Contributions:	
Participant	545,767
Sponsor	132,895
Rollovers	<u>94,683</u>
Total contributions	<u>773,345</u>
Total reductions from net assets	<u>(332,974)</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:	
Benefits paid to participants	280,687
Administrative fees	<u>38,506</u>
Total deductions from net assets	<u>319,193</u>
NET DECREASE	(652,167)
NET ASSETS AVAILABLE FOR BENEFITS - BEGINNING OF YEAR	<u>5,402,544</u>
NET ASSETS AVAILABLE FOR BENEFITS - END OF YEAR	<u><u>\$ 4,750,377</u></u>

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS
SEPTEMBER 30, 2022 AND 2021

1. GENERAL DESCRIPTION OF THE PLAN

The following description of the Swoboda, Inc. 401(k) Profit Sharing Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General

The Plan is a profit-sharing and 401(k) plan established by Swoboda, Inc. (the “Sponsor”) on October 1, 1998. The Plan provides retirement benefits for the employees of the Sponsor. Employees become eligible to participate after one month of service with the Sponsor. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) and the Internal Revenue Code (the “IRC”).

Contributions

Employees eligible to participate in the Plan (“participants”) may contribute, on a pre-tax or after-tax basis, in the form of a salary deferral, a percentage of his or her compensation, as defined by the Plan, subject to IRC limitations, which are adjusted annually by the Internal Revenue Service (“IRS”). Participants may also make rollover contributions to the Plan, which represent distributions from other qualified plans. Eligible employees, who do not elect otherwise, are automatically enrolled in the Plan with a deferral rate of 4%.

The Sponsor, at its discretion, may provide matching contributions of participant contributions. The Sponsor, at its discretion, may also make profit-sharing contributions to the Plan annually on behalf of all participants. Profit-sharing contributions are allocated amongst participants based upon the ratio that the participants’ compensation for the Plan year bears to the total compensation for the Plan year of all participants. For the year ended September 30, 2022, the Sponsor matched 25% of participant contributions. No discretionary profit-sharing contribution was made for the year ended September 30, 2022.

Investment options

The Plan’s investment assets are held by Fidelity Management Trust Company (the “Custodian”), the custodian of the Plan’s investment assets. Under an arrangement with the Custodian and upon enrollment in the Plan, participants direct all contributions in any whole percentage increment to any of the available funds. Participants may change their allocation among the various investment options at any time via telephone or the internet.

Participant accounts

Each participant’s account is credited with (a) the participant’s contributions, (b) the Sponsor’s contributions on behalf of the participant and (c) the earnings and losses of the participant’s investments and is charged with any expenses incurred as a result of transactions initiated by the participant. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Vesting

Participants are vested immediately in their contributions, rollovers, and earnings thereon. Vesting in the Sponsor’s contributions and the earnings thereon is based on years of qualifying service, with the Sponsor, as follows:

<u>Years of Service</u>	<u>Vesting</u>
Less than 1	0%
1-2	10%
2-3	20%
3-4	50%
4 or more	100%

Administrative expenses

Fees related to the administration of notes receivable from participant and payments of benefits are charged directly to the participant’s account and are included in administrative expenses. The Plan also pays certain administrative fees.

Payment of benefits

Upon termination of employment, or for reasons of death or disability, participants may withdraw the vested balance of their account in the form of a lump sum. Participants still employed with the Sponsor may withdraw all or a portion of their account balance upon attainment of age 59½ or for reasons of a financial hardship, as allowed under the IRC. A participant whose vested account balance does not exceed \$1,000 will receive a lump sum distribution of their vested account balance as soon as administratively feasible following termination. A participant whose vested balance exceeds \$1,000 but does not exceed \$5,000 and who does not elect otherwise will have their vested account balance distributed from the Plan directly to an individual retirement account in their name as soon as administratively feasible following termination.

Forfeitures

Forfeitures of non-vested account balances may be used, at the sole discretion of the Sponsor, to pay administrative expenses of the Plan or reduce future Sponsor contributions. For the year ended September 30, 2022, amounts forfeited totaled \$8,127, and a total of \$3,780 was used to reduce employer match liability. Accumulated forfeitures available to reduce future Sponsor contributions or expenses totaled \$43,286 and \$38,681 at September 30, 2022 and 2021, respectively.

Notes receivable from participants

Participants may borrow, from their fund accounts, amounts ranging from \$1,000 up to a maximum amount equal to the lesser of \$50,000 or 50% of their vested account balances. The maximum term of repayment for a loan is five years, unless it is for the purchase of a principal residence, in which case the maximum term of repayment is ten years. The loans are secured by the balance in the participant's account and bear interest at rates that range from 4.25% to 6.50% at September 30, 2022 and 2021, which are commensurate with prevailing market rates for similar loans, as determined by the Plan administrator at the date of origination. Principal and interest are paid ratably through payroll deductions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The accompanying financial statements are prepared on the accrual basis of accounting, in accordance with accounting principles generally accepted in the United States of America.

Use of estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Investment valuation and income recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Interest income is recorded when earned. Dividends are recorded on the ex-dividend date. Net appreciation/depreciation in fair value of investments includes unrealized and realized gains and losses on investments purchased and sold, as well as held during the year. See Note 4 for discussion of fair value measurements.

Expenses

Certain expenses incurred maintaining the Plan are paid directly by the Sponsor and are excluded from these financial statements. Investment-related expenses are included in net appreciation of fair value of investments.

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivables from participants are recorded as distributions based upon the Plan's provisions.

Payment of benefits

Benefits are recorded when paid.

Subsequent events

The Sponsor has evaluated subsequent events through August 7, 2023, the date the financial statements were available to be issued.

3. INFORMATION PREPARED AND CERTIFIED BY THE CUSTODIAN (UNAUDITED)

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (the "DOL") Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information certified by the Custodian, except for comparing such information to the related information included in the Plan's financial statements and supplemental schedules.

The following information included in the Plan's financial statements and supplemental schedules was prepared and certified to be complete and accurate by the Custodian as of September 30, 2022 and 2021, and for the year ended September 30, 2022:

	2022	2021
Investments at fair value:		
Mutual funds	\$ 4,362,321	\$ 5,027,324
Collective trust funds	199,126	273,028
Money market fund	139,846	64,039
	<u>\$ 4,701,293</u>	<u>\$ 5,364,391</u>
Investment income (loss):		
Net depreciation in fair value of investments	\$ (1,234,775)	
Dividends and interest	126,391	
	<u>\$ (1,108,384)</u>	

4. FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board ("FASB") *Accounting Standards Codification* ("ASC") 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2

Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3

Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There were no changes in the methodologies used during the year ended September 30, 2022.

- Mutual funds and money market fund: Valued at the net asset value ("NAV") of shares held by the Plan at year end. Funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price, and are deemed to be actively traded.
- Collective trusts: Valued at the NAV of units of the collective trust. The NAV, as provided by the trustee, is used as a practical expedient to the estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Sponsor believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of September 30, 2022 and 2021:

Investments at fair value as of September 30, 2022				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 4,362,321	\$ -	\$ -	\$ 4,362,321
Money market fund	139,846	-	-	139,846
	<u>\$ 4,502,167</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,502,167</u>
Investments measured using NAV as a practical expedient				<u>199,126</u>
				<u>\$ 4,701,293</u>
Investments at fair value as of September 30, 2021				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 5,027,324	\$ -	\$ -	\$ 5,027,324
Money market fund	64,039	-	-	64,039
	<u>\$ 5,091,363</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 5,091,363</u>
Investments measured using NAV as a practical expedient				<u>273,028</u>
				<u>\$ 5,364,391</u>

5. RELATED PARTY TRANSACTIONS

The Sponsor incurs certain costs on behalf of the Plan for insurance, administration and professional services. Recordkeeping and administrative services are also provided by the Sponsor at no cost to the Plan.

The Plan offers, as investment options, certain funds managed by the Custodian. Accordingly, transactions in these investments qualify as party-in-interest transactions.

6. RECONCILIATION TO FORM 5500

The following is a reconciliation of the Plan's net assets available for benefits and net decrease in net assets available for benefits as reported in the accompanying financial statements and those amounts reported on Form 5500 as of September 30, 2022 and 2021, and for the year ended September 30, 2022, are as follows:

	2022	2021
Net assets available for benefits per the financial statements	\$ 4,750,377	\$ 5,402,544
Deemed distributed notes receivable from participants	(26,600)	(8,835)
Contributions receivable	-	(1,340)
Net assets available for benefits per Form 5500	<u>\$ 4,723,777</u>	<u>\$ 5,392,369</u>
	2022	
Net decrease in net assets available for benefits per the financial statements	\$ (652,167)	
Deemed distributed notes receivable from participants	(17,765)	
Contributions receivable	1,340	
Net decrease in net assets available for benefits per Form 5500	<u>\$ (668,592)</u>	

7. INCOME TAX STATUS

The Plan utilizes a volume submitter plan document sponsored by Fidelity Management & Research Co., who was informed by the Internal Revenue Service ("IRS") by a letter dated June 30, 2020, that the volume submitter plan, as amended, is designed in accordance with the applicable sections of the IRC. The Plan has not obtained an advisory letter from the IRS on its adoption of the volume submitter plan. In accordance with Revenue Procedure 2002-6, the Sponsor has chosen to rely on the advisory letter of the volume submitter plan. Subsequent to this advisory letter, the plan has been amended. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Sponsor believes the Plan is being operated in compliance with the applicable requirements of the IRC and, therefore, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require the Plan's management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are no audits for any tax periods in progress, and the plan administrator believes that the Plan is no longer subject to income tax examinations for years prior to 2019.

8. PLAN TERMINATION

Although it has not expressed any intent to do so, the Sponsor has the right under the Plan to discontinue their contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, all participants would become 100% vested in their accounts.

9. INVESTMENT RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

10. PROHIBITED TRANSACTIONS

During the years ended September 30, 2022 and 2021, certain employee deferrals were not segregated from the Sponsor's general assets as soon as reasonably separable as required by ERISA. These non-timely contribution remittals represent employee deferrals on eligible wages, which constitute prohibited transactions. The non-timely contributions were remitted to the Plan by the Sponsor during the year ended September 30, 2022 and 2022. Participants' lost earnings on late employee deferrals will be remitted during the year ending September 30, 2023.

11. PLAN AMENDMENT

Effective March 24, 2022, the Plans adoption agreement was restated to include necessary amendments to reflect statutory changes pursuant to the Bipartisan Budget Act of 2018. No provisions of the Plan have been changed.

SWOBODA INC. 401(k) PROFIT SHARING PLAN
 EIN 38-3353972; PLAN# 001
 SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
 SEPTEMBER 30, 2022

Participant contributions transferred late to Plan	Total that constitute nonexempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 69,129</u>	<u>\$ 69,129</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

Check here if late
 participant loan
 repayments are
 included: ☐

SWOBODA INC. 401(k) PROFIT SHARING PLAN
 EIN 38-3353972; PLAN# 001
 SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
 SEPTEMBER 30, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value
	<i>Mutual funds</i>			
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2035 Fund	**	\$ 1,070,694
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2025 Fund	**	495,968
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2045 Fund	**	461,726
	iShares	iShares S&P 500 Index Fund Class K	**	424,986
*	Fidelity Concord Street Trust	Fidelity Freedom 2055 Fund	**	415,340
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2020 Fund	**	341,554
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2040 Fund	**	337,044
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2030 Fund	**	207,424
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2060 Fund	**	167,405
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2050 Fund	**	130,859
	Wells Fargo	Special Mid Cap Value Fund - Class R6	**	59,578
	American Funds	American Funds EuroPacifi Growth Fund	**	50,438
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2065 Fund	**	49,585
	MassMutual	MassMutual SEL MID CAP GR I	**	44,642
	iShares	iShare Russell 2000 Small-Cap Index K	**	37,635
	Western Asset	Western Asset Core Bond Fund	**	25,264
	iShares	iShares MSCI EAFE Intl Index Fd K	**	9,035
	BlackRock	BlackRock High Yield Bond	**	8,481
	American Century	Amer Century Emerging Markets Fd R6	**	8,459
	Pimco Funds	Pimco RealEstate Return Strategy Fund	**	7,570
	American Funds	AF EuroPacific Gwth Class R-6	**	6,852
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2010 Fund	**	1,782
				<u>4,362,321</u>
	<i>Collective trust funds</i>			
	ClearBridge	ClearBridge Large Cap Growth R1	**	139,074
	American Century	Small Cap Value Fund II Fee Class R1	**	48,834
	Putnam Investments	Large Cap Value Fund Fee Class R1	**	11,218
				<u>199,126</u>
*	Fidelity Money Market Trust	Retirement Money Market Portfolio	**	139,846
*	Participant loans	Interest rates from 4.25% to 6.50%, maturities from 2022 to 2025		<u>49,084</u>
				<u>\$ 4,750,377</u>

* Indicates a party-in-interest to the Plan.

** Cost information omitted – not required for participant directed funds.

NOTE: Information in the above schedule, except for that relating to participant loans, was derived from schedules certified by Fidelity Management Trust Company.



SWOBODA, INC. 401(K) PROFIT SHARING PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES
AS OF SEPTEMBER 30, 2022 AND 2021
TOGETHER WITH
INDEPENDENT AUDITORS' REPORT

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
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SEPTEMBER 30, 2022 AND 2021

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All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Rödl & Partner

Rödl Langford de Kock LLP
Certified Public Accountants

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INDEPENDENT AUDITORS' REPORT

To the Participants of
Swoboda, Inc. 401(k) Profit Sharing Plan:

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Swoboda, Inc. 401(k) Profit Sharing Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of September 30, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended September 30, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of September 30, 2022 and 2021, and for the year ended September 30, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditors' Responsibilities for the Audits of the Financial Statements* section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

RÖDL & PARTNER IN THE UNITED STATES OF AMERICA
Atlanta, Birmingham, Charlotte, Chicago, Cincinnati, Detroit, Greenville, Houston, New York

RÖDL & PARTNER INTERNATIONAL
Austria, Azerbaijan, Belarus, Brazil, Bulgaria, People's Republic of China, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Hong Kong, S.A.R., Hungary, India, Indonesia, Italy, Kazakhstan, Kenya, Latvia, Lithuania, Malaysia, Mexico, Moldova, Myanmar, Norway, Philippines, Poland, Portugal, Romania, Saudi Arabia, Serbia, Singapore, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Thailand, Turkey, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uzbekistan, Vietnam

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Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are issued.

Management is also responsible for maintaining a current Plan instrument, including all Plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements conform with the Plan's provisions, including maintaining sufficient records with respect to each of the participants to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audits of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance. Therefore, it is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users made on the basis of these financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

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- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplemental Schedules Required by ERISA

The supplemental schedules as of and for the year ended September 30, 2022 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or are derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Rödl Langford de Kock LLP

Chicago, Illinois,
August 7, 2023.

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
SEPTEMBER 30, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
ASSETS		
Investments at fair value:		
Mutual funds	\$ 4,362,321	\$ 5,027,324
Collective trust funds	199,126	273,028
Money market fund	<u>139,846</u>	<u>64,039</u>
Total investments at fair value	<u>4,701,293</u>	<u>5,364,391</u>
Receivables:		
Contributions receivable	-	1,340
Notes receivable from participants	<u>49,084</u>	<u>36,813</u>
	<u>49,084</u>	<u>38,153</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 4,750,377</u>	<u>\$ 5,402,544</u>

See independent auditors' report.
The accompanying notes are an integral part of these financial statements.

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED SEPTEMBER 30, 2022

	<u>2022</u>
ADDITIONS TO (REDUCTIONS FROM) NET ASSETS ATTRIBUTED TO:	
Investment income (loss):	
Net depreciation in fair value of investments	\$ (1,234,775)
Interest and dividends	<u>126,391</u>
Total investment loss	<u>(1,108,384)</u>
Interest income on notes receivable from participants	<u>2,065</u>
Contributions:	
Participant	545,767
Sponsor	132,895
Rollovers	<u>94,683</u>
Total contributions	<u>773,345</u>
Total reductions from net assets	<u>(332,974)</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:	
Benefits paid to participants	280,687
Administrative fees	<u>38,506</u>
Total deductions from net assets	<u>319,193</u>
NET DECREASE	(652,167)
NET ASSETS AVAILABLE FOR BENEFITS - BEGINNING OF YEAR	<u>5,402,544</u>
NET ASSETS AVAILABLE FOR BENEFITS - END OF YEAR	<u><u>\$ 4,750,377</u></u>

SWOBODA, INC. 401(k) PROFIT SHARING PLAN
NOTES TO THE FINANCIAL STATEMENTS
SEPTEMBER 30, 2022 AND 2021

1. GENERAL DESCRIPTION OF THE PLAN

The following description of the Swoboda, Inc. 401(k) Profit Sharing Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions.

General

The Plan is a profit-sharing and 401(k) plan established by Swoboda, Inc. (the “Sponsor”) on October 1, 1998. The Plan provides retirement benefits for the employees of the Sponsor. Employees become eligible to participate after one month of service with the Sponsor. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) and the Internal Revenue Code (the “IRC”).

Contributions

Employees eligible to participate in the Plan (“participants”) may contribute, on a pre-tax or after-tax basis, in the form of a salary deferral, a percentage of his or her compensation, as defined by the Plan, subject to IRC limitations, which are adjusted annually by the Internal Revenue Service (“IRS”). Participants may also make rollover contributions to the Plan, which represent distributions from other qualified plans. Eligible employees, who do not elect otherwise, are automatically enrolled in the Plan with a deferral rate of 4%.

The Sponsor, at its discretion, may provide matching contributions of participant contributions. The Sponsor, at its discretion, may also make profit-sharing contributions to the Plan annually on behalf of all participants. Profit-sharing contributions are allocated amongst participants based upon the ratio that the participants’ compensation for the Plan year bears to the total compensation for the Plan year of all participants. For the year ended September 30, 2022, the Sponsor matched 25% of participant contributions. No discretionary profit-sharing contribution was made for the year ended September 30, 2022.

Investment options

The Plan’s investment assets are held by Fidelity Management Trust Company (the “Custodian”), the custodian of the Plan’s investment assets. Under an arrangement with the Custodian and upon enrollment in the Plan, participants direct all contributions in any whole percentage increment to any of the available funds. Participants may change their allocation among the various investment options at any time via telephone or the internet.

Participant accounts

Each participant’s account is credited with (a) the participant’s contributions, (b) the Sponsor’s contributions on behalf of the participant and (c) the earnings and losses of the participant’s investments and is charged with any expenses incurred as a result of transactions initiated by the participant. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Vesting

Participants are vested immediately in their contributions, rollovers, and earnings thereon. Vesting in the Sponsor’s contributions and the earnings thereon is based on years of qualifying service, with the Sponsor, as follows:

<u>Years of Service</u>	<u>Vesting</u>
Less than 1	0%
1-2	10%
2-3	20%
3-4	50%
4 or more	100%

Administrative expenses

Fees related to the administration of notes receivable from participant and payments of benefits are charged directly to the participant’s account and are included in administrative expenses. The Plan also pays certain administrative fees.

Payment of benefits

Upon termination of employment, or for reasons of death or disability, participants may withdraw the vested balance of their account in the form of a lump sum. Participants still employed with the Sponsor may withdraw all or a portion of their account balance upon attainment of age 59½ or for reasons of a financial hardship, as allowed under the IRC. A participant whose vested account balance does not exceed \$1,000 will receive a lump sum distribution of their vested account balance as soon as administratively feasible following termination. A participant whose vested balance exceeds \$1,000 but does not exceed \$5,000 and who does not elect otherwise will have their vested account balance distributed from the Plan directly to an individual retirement account in their name as soon as administratively feasible following termination.

Forfeitures

Forfeitures of non-vested account balances may be used, at the sole discretion of the Sponsor, to pay administrative expenses of the Plan or reduce future Sponsor contributions. For the year ended September 30, 2022, amounts forfeited totaled \$8,127, and a total of \$3,780 was used to reduce employer match liability. Accumulated forfeitures available to reduce future Sponsor contributions or expenses totaled \$43,286 and \$38,681 at September 30, 2022 and 2021, respectively.

Notes receivable from participants

Participants may borrow, from their fund accounts, amounts ranging from \$1,000 up to a maximum amount equal to the lesser of \$50,000 or 50% of their vested account balances. The maximum term of repayment for a loan is five years, unless it is for the purchase of a principal residence, in which case the maximum term of repayment is ten years. The loans are secured by the balance in the participant's account and bear interest at rates that range from 4.25% to 6.50% at September 30, 2022 and 2021, which are commensurate with prevailing market rates for similar loans, as determined by the Plan administrator at the date of origination. Principal and interest are paid ratably through payroll deductions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The accompanying financial statements are prepared on the accrual basis of accounting, in accordance with accounting principles generally accepted in the United States of America.

Use of estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Investment valuation and income recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Interest income is recorded when earned. Dividends are recorded on the ex-dividend date. Net appreciation/depreciation in fair value of investments includes unrealized and realized gains and losses on investments purchased and sold, as well as held during the year. See Note 4 for discussion of fair value measurements.

Expenses

Certain expenses incurred maintaining the Plan are paid directly by the Sponsor and are excluded from these financial statements. Investment-related expenses are included in net appreciation of fair value of investments.

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivables from participants are recorded as distributions based upon the Plan's provisions.

Payment of benefits

Benefits are recorded when paid.

Subsequent events

The Sponsor has evaluated subsequent events through August 7, 2023, the date the financial statements were available to be issued.

3. INFORMATION PREPARED AND CERTIFIED BY THE CUSTODIAN (UNAUDITED)

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (the "DOL") Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the information certified by the Custodian, except for comparing such information to the related information included in the Plan's financial statements and supplemental schedules.

The following information included in the Plan's financial statements and supplemental schedules was prepared and certified to be complete and accurate by the Custodian as of September 30, 2022 and 2021, and for the year ended September 30, 2022:

	2022	2021
Investments at fair value:		
Mutual funds	\$ 4,362,321	\$ 5,027,324
Collective trust funds	199,126	273,028
Money market fund	139,846	64,039
	<u>\$ 4,701,293</u>	<u>\$ 5,364,391</u>
Investment income (loss):		
Net depreciation in fair value of investments	\$ (1,234,775)	
Dividends and interest	126,391	
	<u>\$ (1,108,384)</u>	

4. FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board ("FASB") *Accounting Standards Codification* ("ASC") 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2

Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3

Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There were no changes in the methodologies used during the year ended September 30, 2022.

- Mutual funds and money market fund: Valued at the net asset value ("NAV") of shares held by the Plan at year end. Funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price, and are deemed to be actively traded.
- Collective trusts: Valued at the NAV of units of the collective trust. The NAV, as provided by the trustee, is used as a practical expedient to the estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Sponsor believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of September 30, 2022 and 2021:

Investments at fair value as of September 30, 2022				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 4,362,321	\$ -	\$ -	\$ 4,362,321
Money market fund	139,846	-	-	139,846
	<u>\$ 4,502,167</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,502,167</u>
Investments measured using NAV as a practical expedient				<u>199,126</u>
				<u>\$ 4,701,293</u>

Investments at fair value as of September 30, 2021				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 5,027,324	\$ -	\$ -	\$ 5,027,324
Money market fund	64,039	-	-	64,039
	<u>\$ 5,091,363</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 5,091,363</u>
Investments measured using NAV as a practical expedient				<u>273,028</u>
				<u>\$ 5,364,391</u>

5. RELATED PARTY TRANSACTIONS

The Sponsor incurs certain costs on behalf of the Plan for insurance, administration and professional services. Recordkeeping and administrative services are also provided by the Sponsor at no cost to the Plan.

The Plan offers, as investment options, certain funds managed by the Custodian. Accordingly, transactions in these investments qualify as party-in-interest transactions.

6. RECONCILIATION TO FORM 5500

The following is a reconciliation of the Plan's net assets available for benefits and net decrease in net assets available for benefits as reported in the accompanying financial statements and those amounts reported on Form 5500 as of September 30, 2022 and 2021, and for the year ended September 30, 2022, are as follows:

	2022	2021
Net assets available for benefits per the financial statements	\$ 4,750,377	\$ 5,402,544
Deemed distributed notes receivable from participants	(26,600)	(8,835)
Contributions receivable	-	(1,340)
Net assets available for benefits per Form 5500	<u>\$ 4,723,777</u>	<u>\$ 5,392,369</u>
	2022	
Net decrease in net assets available for benefits per the financial statements	\$ (652,167)	
Deemed distributed notes receivable from participants	(17,765)	
Contributions receivable	1,340	
Net decrease in net assets available for benefits per Form 5500	<u>\$ (668,592)</u>	

7. INCOME TAX STATUS

The Plan utilizes a volume submitter plan document sponsored by Fidelity Management & Research Co., who was informed by the Internal Revenue Service ("IRS") by a letter dated June 30, 2020, that the volume submitter plan, as amended, is designed in accordance with the applicable sections of the IRC. The Plan has not obtained an advisory letter from the IRS on its adoption of the volume submitter plan. In accordance with Revenue Procedure 2002-6, the Sponsor has chosen to rely on the advisory letter of the volume submitter plan. Subsequent to this advisory letter, the plan has been amended. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Sponsor believes the Plan is being operated in compliance with the applicable requirements of the IRC and, therefore, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require the Plan's management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are no audits for any tax periods in progress, and the plan administrator believes that the Plan is no longer subject to income tax examinations for years prior to 2019.

8. PLAN TERMINATION

Although it has not expressed any intent to do so, the Sponsor has the right under the Plan to discontinue their contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, all participants would become 100% vested in their accounts.

9. INVESTMENT RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

10. PROHIBITED TRANSACTIONS

During the years ended September 30, 2022 and 2021, certain employee deferrals were not segregated from the Sponsor's general assets as soon as reasonably separable as required by ERISA. These non-timely contribution remittals represent employee deferrals on eligible wages, which constitute prohibited transactions. The non-timely contributions were remitted to the Plan by the Sponsor during the year ended September 30, 2022 and 2022. Participants' lost earnings on late employee deferrals will be remitted during the year ending September 30, 2023.

11. PLAN AMENDMENT

Effective March 24, 2022, the Plans adoption agreement was restated to include necessary amendments to reflect statutory changes pursuant to the Bipartisan Budget Act of 2018. No provisions of the Plan have been changed.

SWOBODA INC. 401(k) PROFIT SHARING PLAN
 EIN 38-3353972; PLAN# 001
 SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
 SEPTEMBER 30, 2022

Participant contributions transferred late to Plan	Total that constitute nonexempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
	Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 69,129</u>	<u>\$ 69,129</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

Check here if late
 participant loan
 repayments are
 included: ☐

SWOBODA INC. 401(k) PROFIT SHARING PLAN
 EIN 38-3353972; PLAN# 001
 SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
 SEPTEMBER 30, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current value
	<i>Mutual funds</i>			
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2035 Fund	**	\$ 1,070,694
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2025 Fund	**	495,968
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2045 Fund	**	461,726
	iShares	iShares S&P 500 Index Fund Class K	**	424,986
*	Fidelity Concord Street Trust	Fidelity Freedom 2055 Fund	**	415,340
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2020 Fund	**	341,554
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2040 Fund	**	337,044
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2030 Fund	**	207,424
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2060 Fund	**	167,405
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2050 Fund	**	130,859
	Wells Fargo	Special Mid Cap Value Fund - Class R6	**	59,578
	American Funds	American Funds EuroPacifi Growth Fund	**	50,438
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2065 Fund	**	49,585
	MassMutual	MassMutual SEL MID CAP GR I	**	44,642
	iShares	iShare Russell 2000 Small-Cap Index K	**	37,635
	Western Asset	Western Asset Core Bond Fund	**	25,264
	iShares	iShares MSCI EAFE Intl Index Fd K	**	9,035
	BlackRock	BlackRock High Yield Bond	**	8,481
	American Century	Amer Century Emerging Markets Fd R6	**	8,459
	Pimco Funds	Pimco RealEstate Return Strategy Fund	**	7,570
	American Funds	AF EuroPacific Gwth Class R-6	**	6,852
*	Fidelity Aberdeen Street Trust	Fidelity Freedom 2010 Fund	**	1,782
				<u>4,362,321</u>
	<i>Collective trust funds</i>			
	ClearBridge	ClearBridge Large Cap Growth R1	**	139,074
	American Century	Small Cap Value Fund II Fee Class R1	**	48,834
	Putnam Investments	Large Cap Value Fund Fee Class R1	**	11,218
				<u>199,126</u>
*	Fidelity Money Market Trust	Retirement Money Market Portfolio	**	139,846
*	Participant loans	Interest rates from 4.25% to 6.50%, maturities from 2022 to 2025		<u>49,084</u>
				<u><u>\$ 4,750,377</u></u>

* Indicates a party-in-interest to the Plan.

** Cost information omitted – not required for participant directed funds.

NOTE: Information in the above schedule, except for that relating to participant loans, was derived from schedules certified by Fidelity Management Trust Company.