

<p style="text-align: center;"><b>Form 5500</b></p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p style="font-size: x-small;">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).</p> <p style="text-align: center;"><b>▶ Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; text-align: center;"><b>2022</b></p> <hr/> <p style="text-align: center;"><b>This Form is Open to Public Inspection</b></p>
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**Part I Annual Report Identification Information**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 11/02/2022

**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

<p><b>1a</b> Name of plan <u>WESTERN INDUSTRIES RETIREMENT SAVINGS PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>006</u></p>
<p><b>2a</b> 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>WESTERN INDUSTRIES - NORTH, LLC</u></p> <p><u>2170 PIEDMONT RD NE</u> <u>ATLANTA, GA 30324-4135</u></p>	<p><b>1c</b> Effective date of plan <u>07/01/1984</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>20-0890604</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>973-515-0100</u></p> <p><b>2d</b> Business code (see instructions) <u>561710</u></p>

**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.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	09/15/2023	JAMIE BENTON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	09/15/2023	JAMIE BENTON
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN  <b>3c</b> Administrator's telephone number
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN  <b>4d</b> PN
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b> 384
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).	
<b>a(1)</b> Total number of active participants at the beginning of the plan year .....	<b>6a(1)</b> 262
<b>a(2)</b> Total number of active participants at the end of the plan year .....	<b>6a(2)</b> 0
<b>b</b> Retired or separated participants receiving benefits .....	<b>6b</b> 0
<b>c</b> Other retired or separated participants entitled to future benefits.....	<b>6c</b> 0
<b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....	<b>6d</b> 0
<b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....	<b>6e</b> 0
<b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....	<b>6f</b> 0
<b>g</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....	<b>6g</b> 0
<b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6h</b> 0
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>
<b>8a</b> If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2J 2F 2G 2K 3D 2A 2T 2S	
<b>b</b> If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
<b>9a</b> Plan funding arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	<b>9b</b> Plan benefit arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
<b>10</b> Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
<b>a Pension Schedules</b> (1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information) (2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	<b>b General Schedules</b> (1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information) (2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan) (3) <input checked="" type="checkbox"/> <sup>1</sup> <b>A</b> (Insurance Information) (4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information) (5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information) (6) <input type="checkbox"/> <b>G</b> (Financial Transaction Schedules)

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

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**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.

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**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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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 \_\_\_\_\_

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<p style="text-align: center;"><b>SCHEDULE A</b> <b>(Form 5500)</b></p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: x-small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="text-align: center; font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p><b>Insurance Information</b></p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p>▶ <b>File as an attachment to Form 5500.</b></p> <p>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</p>	<p>OMB No. 1210-0110</p> <hr/> <p style="font-size: large;"><b>2022</b></p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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For calendar plan year 2022 or fiscal plan year beginning **01/01/2022** and ending **11/02/2022**

<p><b>A</b> Name of plan <b>WESTERN INDUSTRIES RETIREMENT SAVINGS PLAN</b></p>	<p><b>B</b> Three-digit plan number (PN) ▶</p>	<p><b>006</b></p>
<p><b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>WESTERN INDUSTRIES - NORTH, LLC</b></p>	<p><b>D</b> Employer Identification Number (EIN) <b>20-0890604</b></p>	

**Part I Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

**1 Coverage Information:**

**(a)** Name of insurance carrier  
**THE PRUDENTIAL INSURANCE COMPANY OF AMERICA**

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
22-1211670	68241	62072	0	01/01/2022	12/31/2022

**2 Insurance fee and commission information.** Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

<b>(a)</b> Total amount of commissions paid	<b>(b)</b> Total amount of fees paid
0	0

**3 Persons receiving commissions and fees.** (Complete as many entries as needed to report all persons).

**(a)** Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

**(a)** Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

**Part II Investment and Annuity Contract Information**  
 Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

<b>4</b> Current value of plan's interest under this contract in the general account at year end.....	<b>4</b>	
<b>5</b> Current value of plan's interest under this contract in separate accounts at year end.....	<b>5</b>	

**6** Contracts With Allocated Funds:

**a** State the basis of premium rates ▶

<b>b</b> Premiums paid to carrier .....	<b>6b</b>	
<b>c</b> Premiums due but unpaid at the end of the year .....	<b>6c</b>	
<b>d</b> If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount..... Specify nature of costs ▶	<b>6d</b>	

**e** Type of contract: (1)  individual policies (2)  group deferred annuity  
 (3)  other (specify) ▶

**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶

**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

**a** Type of contract: (1)  deposit administration (2)  immediate participation guarantee  
 (3)  guaranteed investment (4)  other ▶ **SYNTHETIC GIC**

**b** Balance at the end of the previous year ..... **7b**

<b>c</b> Additions: (1) Contributions deposited during the year .....	<b>7c(1)</b>		
(2) Dividends and credits.....	<b>7c(2)</b>		
(3) Interest credited during the year.....	<b>7c(3)</b>		
(4) Transferred from separate account.....	<b>7c(4)</b>		
(5) Other (specify below) .....	<b>7c(5)</b>		

(6) Total additions..... **7c(6)**

**d** Total of balance and additions (add lines **7b** and **7c(6)**)..... **7d**

<b>e</b> Deductions:			
(1) Disbursed from fund to pay benefits or purchase annuities during year .....	<b>7e(1)</b>		
(2) Administration charge made by carrier.....	<b>7e(2)</b>		
(3) Transferred to separate account.....	<b>7e(3)</b>		
(4) Other (specify below) .....	<b>7e(4)</b>		

(5) Total deductions..... **7e(5)**

**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**)..... **7f**

**Part III Welfare Benefit Contract Information**  
 If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

- 8** Benefit and contract type (check all applicable boxes)
- |  |  |   |  |
|--|--|---|--|
| <b>a</b> <input type="checkbox"/> Health (other than dental or vision)         | <b>b</b> <input type="checkbox"/> Dental               | <b>c</b> <input type="checkbox"/> Vision                    | <b>d</b> <input type="checkbox"/> Life insurance     |
| <b>e</b> <input type="checkbox"/> Temporary disability (accident and sickness) | <b>f</b> <input type="checkbox"/> Long-term disability | <b>g</b> <input type="checkbox"/> Supplemental unemployment | <b>h</b> <input type="checkbox"/> Prescription drug  |
| <b>i</b> <input type="checkbox"/> Stop loss (large deductible)                 | <b>j</b> <input type="checkbox"/> HMO contract         | <b>k</b> <input type="checkbox"/> PPO contract              | <b>l</b> <input type="checkbox"/> Indemnity contract |
| <b>m</b> <input type="checkbox"/> Other (specify) ▶                            |  |   |  |

**9** Experience-rated contracts:

<b>a</b> Premiums: (1) Amount received .....	<b>9a(1)</b>		
(2) Increase (decrease) in amount due but unpaid .....	<b>9a(2)</b>		
(3) Increase (decrease) in unearned premium reserve.....	<b>9a(3)</b>		
(4) Earned ((1) + (2) - (3)).....		<b>9a(4)</b>	
<b>b</b> Benefit charges (1) Claims paid.....	<b>9b(1)</b>		
(2) Increase (decrease) in claim reserves .....	<b>9b(2)</b>		
(3) Incurred claims (add (1) and (2)).....		<b>9b(3)</b>	
(4) Claims charged .....		<b>9b(4)</b>	
<b>c</b> Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions .....	<b>9c(1)(A)</b>		
(B) Administrative service or other fees .....	<b>9c(1)(B)</b>		
(C) Other specific acquisition costs.....	<b>9c(1)(C)</b>		
(D) Other expenses .....	<b>9c(1)(D)</b>		
(E) Taxes .....	<b>9c(1)(E)</b>		
(F) Charges for risks or other contingencies .....	<b>9c(1)(F)</b>		
(G) Other retention charges.....	<b>9c(1)(G)</b>		
(H) Total retention.....		<b>9c(1)(H)</b>	
(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.).....		<b>9c(2)</b>	
<b>d</b> Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement.....		<b>9d(1)</b>	
(2) Claim reserves .....		<b>9d(2)</b>	
(3) Other reserves .....		<b>9d(3)</b>	
<b>e</b> Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).).....		<b>9e</b>	
<b>10</b> Nonexperience-rated contracts:			
<b>a</b> Total premiums or subscription charges paid to carrier .....		<b>10a</b>	
<b>b</b> If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount .....		<b>10b</b>	
Specify nature of costs.			

**Part IV Provision of Information**

**11** Did the insurance company fail to provide any information necessary to complete Schedule A? .....  Yes  No

**12** If the answer to line 11 is "Yes," specify the information not provided. ▶

<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  ▶ <b>File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2022</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 11/02/2022

<b>A</b> Name of plan <u>WESTERN INDUSTRIES RETIREMENT SAVINGS PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>006</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>WESTERN INDUSTRIES - NORTH, LLC</u>	<b>D</b> Employer Identification Number (EIN) <u>20-0890604</u>	

**Part I Service Provider Information (see instructions)**

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

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

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**(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)

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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?
13 15 37 50 64 65	NONE	20639	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**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.

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

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

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

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

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

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

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> 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)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <hr/> <b>2022</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2022 or fiscal plan year beginning <b>01/01/2022</b> and ending <b>11/02/2022</b>		
<b>A</b> Name of plan <b>WESTERN INDUSTRIES RETIREMENT SAVINGS PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>006</b>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <b>WESTERN INDUSTRIES - NORTH, LLC</b>	<b>D</b> Employer Identification Number (EIN) <b>20-0890604</b>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
---------------	--

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<b>PRUDENTIAL CORE CONSERV BOND</b>	
<b>b</b> Name of sponsor of entity listed in (a):	<b>PRUDENTIAL TRUST CO</b>	
<b>c</b> EIN-PN <b>23-6994310-126</b>	<b>d</b> Entity code <b>C</b>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <b>0</b>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> 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 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 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)



**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

**2022**

**This Form is Open to Public Inspection**

For calendar plan year 2022 or fiscal plan year beginning **01/01/2022** and ending **11/02/2022**

<b>A</b> Name of plan <b>WESTERN INDUSTRIES RETIREMENT SAVINGS PLAN</b>		<b>B</b> Three-digit plan number (PN) ►	<b>006</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>WESTERN INDUSTRIES - NORTH, LLC</b>		<b>D</b> Employer Identification Number (EIN) <b>20-0890604</b>	

**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.

<b>Assets</b>		<b>(a) Beginning of Year</b>	<b>(b) End of Year</b>
<b>a</b> Total noninterest-bearing cash.....	<b>1a</b>		
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions.....	<b>1b(1)</b>		
<b>(2)</b> Participant contributions.....	<b>1b(2)</b>		
<b>(3)</b> Other.....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit).....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities.....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred.....	<b>1c(3)(A)</b>		
<b>(B)</b> All other.....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred.....	<b>1c(4)(A)</b>		
<b>(B)</b> Common.....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests.....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property).....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants).....	<b>1c(7)</b>		
<b>(8)</b> Participant loans.....	<b>1c(8)</b>	685517	
<b>(9)</b> Value of interest in common/collective trusts.....	<b>1c(9)</b>	12516571	
<b>(10)</b> Value of interest in pooled separate accounts.....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts.....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities.....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds).....	<b>1c(13)</b>	24482392	
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....	<b>1c(14)</b>		
<b>(15)</b> Other.....	<b>1c(15)</b>		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	3345249	
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	41029729	0
<b>Liabilities</b>			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
<b>Net Assets</b>			
l Net assets (subtract line 1k from line 1f).....	1l	41029729	0

**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.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	537070	
(B) Participants.....	2a(1)(B)	746720	
(C) Others (including rollovers).....	2a(1)(C)	29546	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		1313336
<b>b Earnings on investments:</b>			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	27758	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		27758
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	20496	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	153458	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	3912727	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	2293154	
(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)		
(B) Other.....	2b(5)(B)	-1115913	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)		189927
(7) Net investment gain (loss) from pooled separate accounts .....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts .....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	2b(10)		-5707565
<b>c</b> Other income .....	2c		2933
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	2d		-3495997
<b>Expenses</b>			
<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	2e(1)	2134005	
(2) To insurance carriers for the provision of benefits .....	2e(2)		
(3) Other .....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		2134005
<b>f</b> Corrective distributions (see instructions).....	2f		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	2g		
<b>h</b> Interest expense.....	2h		
<b>i</b> Administrative expenses: (1) Professional fees .....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees .....	2i(3)		
(4) Other .....	2i(4)	23795	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		23795
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	2j		2157800
<b>Net Income and Reconciliation</b>			
<b>k</b> Net income (loss). Subtract line 2j from line 2d.....	2k		-5653797
<b>l</b> Transfers of assets:			
(1) To this plan .....	2l(1)		23846
(2) From this plan.....	2l(2)		35399778

**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: WINDHAM BRANNON, LLC

(2) EIN: 58-1763439

**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	

		Yes	No	Amount
<b>b</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.).....	<b>4b</b>		X	
<b>c</b> 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.) .....	<b>4c</b>		X	
<b>d</b> 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.).....	<b>4d</b>		X	
<b>e</b> Was this plan covered by a fidelity bond?.....	<b>4e</b>	X		45000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....	<b>4f</b>		X	
<b>g</b> 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? .....	<b>4g</b>		X	
<b>h</b> 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?.....	<b>4h</b>		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....	<b>4i</b>		X	
<b>j</b> 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.).....	<b>4j</b>		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? .....	<b>4k</b>	X		
<b>l</b> Has the plan failed to provide any benefit when due under the plan? .....	<b>4l</b>		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....	<b>4m</b>		X	
<b>n</b> 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. ....	<b>4n</b>			

**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)
ROLLINS 401 (K) SAVINGS PLAN	51-0068479	002

**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 \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2022</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 11/02/2022

<b>A</b> Name of plan <u>WESTERN INDUSTRIES RETIREMENT SAVINGS PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>006</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>WESTERN INDUSTRIES - NORTH, LLC</u>	<b>D</b> Employer Identification Number (EIN) <u>20-0890604</u>	

<b>Part I</b>	<b>Distributions</b>
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**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	0
---	---

**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): 22-1211670

**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	
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<b>Part II</b>	<b>Funding Information</b> (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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year.....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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

<b>Part III</b>	<b>Amendments</b>
-----------------	-------------------

**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

<b>Part IV</b>	<b>ESOPs</b> (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

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

**13** Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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:

<b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	<b>14a</b>	
<b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) .....	<b>14b</b>	
<b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year.....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year.....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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 \_\_\_\_\_

WESTERN INDUSTRIES RETIREMENT  
SAVINGS PLAN

FINANCIAL STATEMENTS

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

Western Industries Retirement Savings Plan

Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

Contents

INDEPENDENT AUDITOR'S REPORT

FINANCIAL STATEMENTS:

Statements of Net Assets Available for Benefits

Statement of Changes in Net Assets Available for Benefits

Notes to Financial Statements

## INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee, the Plan Administrator and Participants of the Western Industries Retirement Savings Plan

### **Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements**

We have performed an audit of the financial statements of the Western Industries Retirement Savings 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) which comprise the statement of net assets available for benefits as of November 1, 2022, and the related statement of changes in net assets available for benefits for the period from January 1, 2022 to November 1, 2022, and the related notes to the financial statements (the 2022 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2022 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 (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). As permitted by ERISA Section 103(a)(3)(C), our audit 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 (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained a certification from a qualified institution as of November 1, 2022, and for period from January 1, 2022 to November 1, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

### **Opinion on the 2022 Financial Statements**

In our opinion, based on our audit and the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of the report,

- the amounts and disclosures in the accompanying 2022 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 (GAAP); and
- the certified investment information in the accompanying 2022 financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

### **Basis for Opinion on the 2022 Financial Statements**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of our report. We are required to be independent of the Plan and to meet our ethical responsibilities, in

accordance with the relevant ethical requirements relating to our audit. 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 2022 Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, 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 within one year after the date that the financial statements are available to be issued.

Management is responsible for maintaining a current Plan instrument, including all Plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity 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.

### **Auditor's Responsibilities for the Audit of the 2022 Financial Statements**

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the 2022 financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore 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 there is substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgement 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 the accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, 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 a reasonable period of time.

Our audit 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 2022 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 GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the 2022 financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

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.

#### **Emphasis of Matter on the 2022 Financial Statements**

As discussed in Note 1 to the financial statements, in 2022 the Plan merged into the Rollins 401(k) Savings Plan. All assets of the Plan were transferred to the Rollins 401(k) Savings Plan on November 1, 2022. Our opinion on the 2022 financial statements has not been modified with respect to this matter.

#### **Auditor's Report on the 2021 Financial Statements**

We have audited the statement of net assets available for benefits of Western Industries Retirement Savings Plan as of December 31, 2021 and the related statement of changes in net assets available for benefits for the year ended December 31, 2021 (not presented herein), and in our report dated June 24, 2022, we expressed an unmodified opinion on those financial statements.

*Windham Brannon, LLC*

June 28, 2023

WESTERN INDUSTRIES  
RETIREMENT SAVINGS PLAN

Statements of Net Assets Available for Benefits  
As of November 1, 2022 and December 31, 2021

<b>ASSETS</b>	<b>2022</b>	<b>2021</b>
<b>INVESTMENTS:</b>		
Investments at fair value	\$ <b>22,214,653</b>	\$ 27,827,641
Investment at contract value	<b>12,387,163</b>	12,516,571
Total Investments	<u><b>34,601,816</b></u>	<u>40,344,212</u>
 <b>RECEIVABLES:</b>		
Employee contribution receivable	-	45,789
Employer contribution receivable	-	396,591
Notes receivable from participants	<b>667,424</b>	685,517
Total Receivables	<u><b>667,424</b></u>	<u>1,127,897</u>
<b>LIABILITIES:</b>		
Transfer out payable to Rollins 401(k) Savings Plan	<b>(35,269,240)</b>	-
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	\$ <u><b>-</b></u>	\$ <u>41,472,109</u>

*The accompanying notes are an integral part of these financial statements.*

WESTERN INDUSTRIES  
RETIREMENT SAVINGS PLAN

Statement of Changes in Net Assets Available for Benefits  
For the Period January 1, 2022 to November 1, 2022

ADDITIONS:

Additions to net assets attributed to:

Interest on notes receivable from participants	\$ 27,758
Contributions:	
Employer, net of forfeitures	147,461
Participants	700,931
Rollovers	<u>19,880</u>
	<u>868,272</u>
Total Additions	<u>896,030</u>

DEDUCTIONS:

Net depreciation in investments	4,840,025
Distributions to participants	2,116,311
Administrative expenses	<u>35,871</u>
Total Deductions	<u>6,992,207</u>
Net Decrease	(6,096,177)

Transfer of assets out of Plan	(35,399,778)
Transfer of assets into the Plan	<u>23,846</u>

NET ASSETS AVAILABLE FOR BENEFITS:

BEGINNING OF YEAR	<u>41,472,109</u>
END OF YEAR	<u>\$ (0)</u>

*The accompanying notes are an integral part of these financial statements*

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

### 1. DESCRIPTION OF PLAN

The following description of the Western Industries Retirement Savings Plan (the “Plan”) is provided for general information purposes. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

#### General

The Plan, as amended and restated, was a defined contribution plan covering eligible employees of Western Industries -North, LLC (the “Company” and the “Plan Sponsor”) and Western Industries-South, LLC (excluding the Western Sales employees, Supervisors and Managers as amended in the Plan Restatement). Rollins, Inc. is the Company’s parent. The Plan was subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended.

The Plan administrator had the discretion to provide transfers to and from defined contribution plans maintained by related companies. This provision was intended primarily to facilitate the periodic transfers to and from the Rollins 401(k) Savings Plan (“Rollins Plan”) or the Waltham Services, LLC Tax-Favored Employees’ Savings Plan (“Waltham Plan”), without requiring participant elections, but may also apply to other 401(k) plans from other acquisitions.

The Plan had designated the Plan investment fund invested primarily in Rollins, Inc. common stock as an employee stock ownership plan within the meaning of Section 4975(e)(7) of the Internal Revenue Code (the “Code”). The Administrative Committee allowed participants to elect to receive dividends on Rollins, Inc. common stock in cash as taxable compensation or to have such dividends paid to the Plan and reinvested in Rollins, Inc. common stock with taxes deferred. Participants may exercise voting, tendering and similar rights with respect to shares of Rollins, Inc. common stock held in their accounts under the Plan.

Effective November 1, 2022, the Plan merged its participant accounts into another defined contribution plan sponsored by the Company, the Rollins 401(k) Savings Plan (“Rollins Plan”). The Plan’s participants joined the Rollins Plan on November 1, 2022; however, the account balances, including contributions and notes receivables of \$35,269,240 attributable to these participants were transferred to the Rollins Plan on November 2, 2022.

#### Eligibility

Employees were eligible to participate in the Plan following completion of three months of service for fulltime employees and one year of service in which at least 1,000 hours of work was completed for non-fulltime employees. Employees entered the Plan on the first day of the quarter following attainment of eligibility requirements. Effective October 1, 2021, all non-fulltime employees were subject to the same eligibility requirements as fulltime employees.

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

### Contributions

Eligible employees were automatically enrolled in the Plan, and pre-tax contributions were withheld at 3% of eligible compensation, unless the employee elected differently. Eligible employees were given the opportunity to elect Roth contributions. Participants could elect to contribute up to 75% of eligible compensation as defined by the Plan, except for highly compensated employees who could contribute from 1% to 8.5% of their compensation. Contributions by participants were not to exceed the annual maximum of \$20,500 in 2022. Participants age 50 or older could also make additional “catch-up” contributions limited to \$6,500 in 2022. Participants could also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (“rollovers”). The Company matched each participant’s contribution equal to \$0.50 for each \$1.00 contributed limited to the first 3% of the participant’s eligible compensation. To be eligible for the Company match contribution, the participant must have completed 1,000 hours of service during the Plan year. The Company match was contributed to eligible employees each pay period. For the period from January 1, 2022 to November 1, 2022, the Company contributed approximately \$147,000 in matching contributions.

Discretionary contributions made by the Company under a profit sharing program were determined at the end of the year by the Company’s Board of Directors. The contributions were allocated to all eligible participants based on the ratio of a participant’s compensation to the total compensation of all eligible participants. To be eligible for the discretionary profit sharing contribution, the participant had to be actively employed on the last day of the Plan year and have completed 1,000 hours of service during the Plan year. No discretionary profit sharing contributions were made in 2022.

Additional discretionary Company contributions were determined at the end of the year by the Company’s Board of Directors. To be eligible for the additional discretionary contribution, the participant must be actively employed on the last day of the Plan year and have completed 1,000 hours of service during the Plan year. No additional discretionary contribution was made for 2022.

### Participant Accounts

Each participant’s account was credited with the participant’s contributions, rollovers, the Company’s contribution and earnings on the investments in their account and was charged with specific transaction fees. Participants directed the investment of their contributions and any Company contributions into various investment options offered by the Plan. The Plan offered fifteen mutual funds, one synthetic guaranteed investment contract (GIC), and Rollins, Inc. common stock as investment options for participants. Participants could change their investment options on a daily basis. The default investment fund was selected by the Plan administrator. The Plan administrator elected GoalMaker (an asset allocation model based on the participants expected retirement date which includes various fund options offered by the Plan) as the default investment option. The benefit to which a participant was entitled was the benefit that can be provided from the participant’s vested account.

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1,2022 AND Year Ended December 31,2021

### Notes Receivable from Participants

The Plan provided loans to participants up to the lesser of 50% of the individual participant's vested account balance of employee contributions plus actual earnings thereon or \$50,000. Principal and interest were paid ratably through payroll deductions. A participant's loan payments of principal and interest were allocated to their account and invested according to their current investment elections. Loan terms ranged from 1 to 5 years or up to 15 years for the purchase of a primary residence. Participant loans were secured by the balance in the participant's account and bear interest at a rate equal to prime plus 1%. Interest rates were updated quarterly. The update took place on the last business day of the calendar quarter effective for loans made on or after the first business day of the subsequent quarter. Interest rates on outstanding loans as of November 1, 2022 ranged from 4.25% to 7.25%. Participants could only have one loan outstanding at a time.

### Vesting

Participants were vested immediately in their contributions, plus actual earnings thereon. Upon normal retirement, disability, or death, each participant was 100% vested in the Company's contributions. Participants vested in the Company's additional discretionary and profit sharing contributions based on the following schedule:

<b>Years of Credit Service</b>	<b>Vesting</b>
Less than 2 years	0%
Between 2 and 3 years	20%
Between 3 and 4 years	40%
Between 4 and 5 years	60%
Between 5 and 6 years	80%
6 years or more	100%

Participants hired prior to January 1, 2007 vested in the additional discretionary and profit sharing contributions based on a vesting schedule that begins at 3 years and earns 20% each year thereafter through 7 years of service.

A participant's vested percentage in the Company match contributions was determined in accordance with the following schedule:

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

<b>Years of Credit Service</b>	<b>Vesting</b>
Less than 1 year	0%
Between 1 and 2 years	20%
Between 2 and 3 years	40%
Between 3 and 4 years	60%
Between 4 and 5 years	80%
5 years or more	100%

### **Forfeitures**

Forfeitures were created when participants terminated employment before becoming vested in the Company's contributions. Forfeitures were \$20,315 at November 1, 2022 and \$20,222 at December 31, 2021. Forfeitures were used to reduce employer matching contributions to the Plan. Forfeitures of \$20,315 were used in 2022 to reduce the Company's matching contribution.

### **Payment of Benefits**

Upon retirement, death, total and permanent disability, or termination for any reason, the participant, or their beneficiary, could receive the total value of their vested account in either a single lump-sum payment in cash, installments over a period of not more than a participant's assumed life expectancy, in-service withdrawals, or in a joint and 100% survivor annuity. For participants who had attained age 72, payments are made in accordance with minimum annual amounts as described in applicable sections of the Internal Revenue Code.

Withdrawals of all or any part of vested contributions during employment were permitted under hardship circumstances which are set forth in accordance with applicable sections of the Internal Revenue Code and approved by the Plan administrator.

Participants could withdraw all or a part of their accounts, including the Company matching contributions, upon reaching age 59½ or upon becoming disabled.

### **Administrative Expenses**

All loan fees, investment transaction fees, and recordkeeping fees were paid by participants through a per-participant charge. Fees not covered by the per-participant charge were paid with some of the revenue-sharing amounts, with any excess amounts returned to the Plan, which would then be allocated to the participant accounts in accordance with ERISA. Loan fees were charged directly to the participant requesting the loan. Certain transaction, recordkeeping, and audit fees were included in the administrative expenses. These fees are paid to service providers of the Plan and therefore represent party-in-interest transactions. The Company paid all other administrative expenses of the Plan during the period January 1, 2022 to November 1, 2022.

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### Basis of Accounting

The financial statements of the Plan were prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States.

Investments held by a defined contribution plan are required to be reported at fair value, except for the fully benefit-responsive investment contract. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

### Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States requires 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 were reported at fair value (except for the fully benefit-responsive investment contract, which were reported at contract 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. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians, and insurance company. See Note 3 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation of investments includes the Plan's gains and losses on investments purchased and sold as well as held during the period from January 1, 2022 through November 1, 2022.

### Notes Receivable from Participants

Notes receivable from participants were carried at their unpaid principal balance. Interest income was recognized when received, primarily per pay period. Participant notes receivable that were 90 days past due were considered delinquent and recorded as distributions based on the terms of the Plan agreement. As such, no allowance for credit losses had been recorded as of November 1, 2022 or December 31, 2021.

### Benefit Payments

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021  
Benefit payments were recorded when paid.

### Subsequent Events

The Plan has evaluated subsequent events through June 28, 2023, the date the financial statements were available to be issued.

### 3. INFORMATION CERTIFIED BY THE CERTIFYING ENTITIES

All information in the accompanying financial statements, including investments held and notes receivable from participants at November 1, 2022, net depreciation in fair value of investments and interest income for the period from January 1, 2022 to November 1, 2022, was obtained or derived from information supplied to the Plan's administrator and certified as complete and accurate by Prudential Bank & Trust, F.S.B. and Empower Annuity Insurance Company, the Plan's certifying entities.

### 4. FAIR VALUE MEASUREMENTS

Generally accepted accounting principles establish a fair value hierarchy which prioritizes the inputs to valuation techniques used to measure fair value into three levels. The fair value hierarchy gives the highest priority to quoted market prices (unadjusted) in active markets, that that the Plan has the ability to access, for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Level 2 inputs are inputs from quoted market prices in active markets for similar assets and liabilities, which are observable for the asset or liability, either directly or indirectly. The Plan uses Level 1 inputs when available as Level 1 inputs generally provide the most reliable evidence of fair value.

Certain investments are reported at fair value on a recurring basis in the statements of net assets available for benefits. The following methods and assumptions were used to estimate the fair values:

Mutual funds and common stock – These investments consist of various publicly-traded mutual funds and common stock and are categorized as Level 1. The fair values are based on quoted market prices for the identical securities in an active market.

Fair value information for investments that are measured at fair value on a recurring basis was as follows at November 1, 2022 and December 31, 2021:

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

	Fair Value Measurements at November 1, 2022			
	Level 1	Level 2	Level 3	Totals
Mutual funds	\$ 19,433,438	\$ -	\$ -	\$ 19,433,438
Rollins, Inc. common stock	2,781,215	-	-	2,781,215
Total investments, at fair value	<u>\$ 22,214,653</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 22,214,653</u>

	Fair Value Measurements at December 31, 2021			
	Level 1	Level 2	Level 3	Totals
Mutual funds	\$ 24,482,392	\$ -	\$ -	\$ 24,482,392
Rollins, Inc. common stock	3,345,249	-	-	3,345,249
Total investments, at fair value	<u>\$ 27,827,641</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 27,827,641</u>

### 5. FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan held a portfolio of investment contracts that comprised a synthetic guaranteed investment contract (GIC). This contract met the fully benefit-responsive investment contract criteria and therefore was reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses.

The synthetic GIC is a wrapper contract paired with underlying investments which are owned by the Plan. The underlying investments consist of high-quality, intermediate fixed income securities. The wrapper contract relating to the synthetic GIC was purchased through Prudential Bank & Trust, F.S.B. The trust's crediting interest rate on the synthetic GIC is determined using an explicit formula specified in the interest schedule within the synthetic GIC contract. The rate is reset every six months.

### 6. INCOME TAX STATUS

The Internal Revenue Service determined and informed the Company by a letter dated April 15, 2016 that the Plan and related trust were designed in accordance with applicable sections of the Code and therefore exempt from taxation. Although the Plan had been amended since receiving the determination letter, the plan administrator believed that the Plan was designed and operated in compliance with the applicable requirements of the Code and has no income subject to unrelated business income tax. The Plan's income tax returns for the past three years are subject to examination by tax authorities and may change upon examination.

### 6. TRANSACTIONS WITH PARTIES-IN-INTEREST

At November 1, 2022 and December 31, 2021, respectively, the Plan held 66,425 and 97,786 shares of Rollins, Inc. common stock. The fair value of the Plan's investment in Rollins, Inc. common stock at November 1, 2022 and December 31, 2021 was approximately \$2.8 and \$3.3

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021 million, respectively. During 2022, the Plan received \$20,496 in dividends in Rollins, Inc. common stock, which was used to purchase additional shares of the stock.

At December 31, 2021, the Plan investments included a synthetic GIC that was managed directly by Prudential Retirement Insurance and Annuity Company ("Prudential"). At November 1, 2022, the Plan investments include a synthetic GIC that is directly managed by Empower Insurance Company of America ("EICA"). EICA, through its parent company acquired Prudential Retirement Insurance and Annuity Company during 2022 and renamed the acquired entity. EICA and Prudential was a service provider for the Plan; therefore, transactions in this security qualify as party-in-interest transactions.

### 7. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2021:

	<u>2021</u>
Net assets available for benefits per the financial statements	\$ 41,472,109
Less: employer and employee contributions receivable at end of year	<u>(442,380)</u>
Net assets available for benefits per the Form 5500	<u>\$ 41,029,729</u>

The following is a reconciliation of the decrease in net assets available for benefits per the financial statements to the Form 5500 for the period January 1, 2022 through November 1, 2022:

Decrease in net assets available for benefits per the financial statements	\$ (6,096,177)
Less: employer and employee contributions receivable at end of year	-
Add: employer and employee contributions receivable at beginning of year	<u>442,380</u>
Decrease in net assets available for benefits per the Form 5500	<u>\$ (5,653,797)</u>



WESTERN INDUSTRIES RETIREMENT  
SAVINGS PLAN

FINANCIAL STATEMENTS

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

Western Industries Retirement Savings Plan

Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

Contents

INDEPENDENT AUDITOR'S REPORT

FINANCIAL STATEMENTS:

Statements of Net Assets Available for Benefits

Statement of Changes in Net Assets Available for Benefits

Notes to Financial Statements

## INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee, the Plan Administrator and Participants of the Western Industries Retirement Savings Plan

### **Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements**

We have performed an audit of the financial statements of the Western Industries Retirement Savings 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) which comprise the statement of net assets available for benefits as of November 1, 2022, and the related statement of changes in net assets available for benefits for the period from January 1, 2022 to November 1, 2022, and the related notes to the financial statements (the 2022 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2022 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 (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). As permitted by ERISA Section 103(a)(3)(C), our audit 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 (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained a certification from a qualified institution as of November 1, 2022, and for period from January 1, 2022 to November 1, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

### **Opinion on the 2022 Financial Statements**

In our opinion, based on our audit and the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of the report,

- the amounts and disclosures in the accompanying 2022 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 (GAAP); and
- the certified investment information in the accompanying 2022 financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

### **Basis for Opinion on the 2022 Financial Statements**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of our report. We are required to be independent of the Plan and to meet our ethical responsibilities, in

accordance with the relevant ethical requirements relating to our audit. 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 2022 Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, 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 within one year after the date that the financial statements are available to be issued.

Management is responsible for maintaining a current Plan instrument, including all Plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity 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.

### **Auditor's Responsibilities for the Audit of the 2022 Financial Statements**

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the 2022 financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore 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 there is substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgement 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 the accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, 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 a reasonable period of time.

Our audit 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 2022 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 GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the 2022 financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

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.

#### **Emphasis of Matter on the 2022 Financial Statements**

As discussed in Note 1 to the financial statements, in 2022 the Plan merged into the Rollins 401(k) Savings Plan. All assets of the Plan were transferred to the Rollins 401(k) Savings Plan on November 1, 2022. Our opinion on the 2022 financial statements has not been modified with respect to this matter.

#### **Auditor's Report on the 2021 Financial Statements**

We have audited the statement of net assets available for benefits of Western Industries Retirement Savings Plan as of December 31, 2021 and the related statement of changes in net assets available for benefits for the year ended December 31, 2021 (not presented herein), and in our report dated June 24, 2022, we expressed an unmodified opinion on those financial statements.

*Windham Brannon, LLC*

June 28, 2023

WESTERN INDUSTRIES  
RETIREMENT SAVINGS PLAN

Statements of Net Assets Available for Benefits  
As of November 1, 2022 and December 31, 2021

<b>ASSETS</b>	<b>2022</b>	<b>2021</b>
<b>INVESTMENTS:</b>		
Investments at fair value	\$ <b>22,214,653</b>	\$ 27,827,641
Investment at contract value	<b>12,387,163</b>	12,516,571
Total Investments	<u><b>34,601,816</b></u>	<u>40,344,212</u>
<b>RECEIVABLES:</b>		
Employee contribution receivable	-	45,789
Employer contribution receivable	-	396,591
Notes receivable from participants	<b>667,424</b>	685,517
Total Receivables	<u><b>667,424</b></u>	<u>1,127,897</u>
<b>LIABILITIES:</b>		
Transfer out payable to Rollins 401(k) Savings Plan	<b>(35,269,240)</b>	-
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	\$ <u><b>-</b></u>	\$ <u>41,472,109</u>

*The accompanying notes are an integral part of these financial statements.*

WESTERN INDUSTRIES  
RETIREMENT SAVINGS PLAN

Statement of Changes in Net Assets Available for Benefits  
For the Period January 1, 2022 to November 1, 2022

ADDITIONS:

Additions to net assets attributed to:

Interest on notes receivable from participants	\$ 27,758
Contributions:	
Employer, net of forfeitures	147,461
Participants	700,931
Rollovers	<u>19,880</u>
	<u>868,272</u>
Total Additions	<u>896,030</u>

DEDUCTIONS:

Net depreciation in investments	4,840,025
Distributions to participants	2,116,311
Administrative expenses	<u>35,871</u>
Total Deductions	<u>6,992,207</u>
Net Decrease	(6,096,177)

Transfer of assets out of Plan	(35,399,778)
Transfer of assets into the Plan	<u>23,846</u>

NET ASSETS AVAILABLE FOR BENEFITS:

BEGINNING OF YEAR	<u>41,472,109</u>
END OF YEAR	<u>\$ (0)</u>

*The accompanying notes are an integral part of these financial statements*

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

### 1. DESCRIPTION OF PLAN

The following description of the Western Industries Retirement Savings Plan (the “Plan”) is provided for general information purposes. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

#### General

The Plan, as amended and restated, was a defined contribution plan covering eligible employees of Western Industries -North, LLC (the “Company” and the “Plan Sponsor”) and Western Industries-South, LLC (excluding the Western Sales employees, Supervisors and Managers as amended in the Plan Restatement). Rollins, Inc. is the Company’s parent. The Plan was subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended.

The Plan administrator had the discretion to provide transfers to and from defined contribution plans maintained by related companies. This provision was intended primarily to facilitate the periodic transfers to and from the Rollins 401(k) Savings Plan (“Rollins Plan”) or the Waltham Services, LLC Tax-Favored Employees’ Savings Plan (“Waltham Plan”), without requiring participant elections, but may also apply to other 401(k) plans from other acquisitions.

The Plan had designated the Plan investment fund invested primarily in Rollins, Inc. common stock as an employee stock ownership plan within the meaning of Section 4975(e)(7) of the Internal Revenue Code (the “Code”). The Administrative Committee allowed participants to elect to receive dividends on Rollins, Inc. common stock in cash as taxable compensation or to have such dividends paid to the Plan and reinvested in Rollins, Inc. common stock with taxes deferred. Participants may exercise voting, tendering and similar rights with respect to shares of Rollins, Inc. common stock held in their accounts under the Plan.

Effective November 1, 2022, the Plan merged its participant accounts into another defined contribution plan sponsored by the Company, the Rollins 401(k) Savings Plan (“Rollins Plan”). The Plan’s participants joined the Rollins Plan on November 1, 2022; however, the account balances, including contributions and notes receivables of \$35,269,240 attributable to these participants were transferred to the Rollins Plan on November 2, 2022.

#### Eligibility

Employees were eligible to participate in the Plan following completion of three months of service for fulltime employees and one year of service in which at least 1,000 hours of work was completed for non-fulltime employees. Employees entered the Plan on the first day of the quarter following attainment of eligibility requirements. Effective October 1, 2021, all non-fulltime employees were subject to the same eligibility requirements as fulltime employees.

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

### Contributions

Eligible employees were automatically enrolled in the Plan, and pre-tax contributions were withheld at 3% of eligible compensation, unless the employee elected differently. Eligible employees were given the opportunity to elect Roth contributions. Participants could elect to contribute up to 75% of eligible compensation as defined by the Plan, except for highly compensated employees who could contribute from 1% to 8.5% of their compensation. Contributions by participants were not to exceed the annual maximum of \$20,500 in 2022. Participants age 50 or older could also make additional “catch-up” contributions limited to \$6,500 in 2022. Participants could also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (“rollovers”). The Company matched each participant’s contribution equal to \$0.50 for each \$1.00 contributed limited to the first 3% of the participant’s eligible compensation. To be eligible for the Company match contribution, the participant must have completed 1,000 hours of service during the Plan year. The Company match was contributed to eligible employees each pay period. For the period from January 1, 2022 to November 1, 2022, the Company contributed approximately \$147,000 in matching contributions.

Discretionary contributions made by the Company under a profit sharing program were determined at the end of the year by the Company’s Board of Directors. The contributions were allocated to all eligible participants based on the ratio of a participant’s compensation to the total compensation of all eligible participants. To be eligible for the discretionary profit sharing contribution, the participant had to be actively employed on the last day of the Plan year and have completed 1,000 hours of service during the Plan year. No discretionary profit sharing contributions were made in 2022.

Additional discretionary Company contributions were determined at the end of the year by the Company’s Board of Directors. To be eligible for the additional discretionary contribution, the participant must be actively employed on the last day of the Plan year and have completed 1,000 hours of service during the Plan year. No additional discretionary contribution was made for 2022.

### Participant Accounts

Each participant’s account was credited with the participant’s contributions, rollovers, the Company’s contribution and earnings on the investments in their account and was charged with specific transaction fees. Participants directed the investment of their contributions and any Company contributions into various investment options offered by the Plan. The Plan offered fifteen mutual funds, one synthetic guaranteed investment contract (GIC), and Rollins, Inc. common stock as investment options for participants. Participants could change their investment options on a daily basis. The default investment fund was selected by the Plan administrator. The Plan administrator elected GoalMaker (an asset allocation model based on the participants expected retirement date which includes various fund options offered by the Plan) as the default investment option. The benefit to which a participant was entitled was the benefit that can be provided from the participant’s vested account.

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1,2022 AND Year Ended December 31,2021

### Notes Receivable from Participants

The Plan provided loans to participants up to the lesser of 50% of the individual participant's vested account balance of employee contributions plus actual earnings thereon or \$50,000. Principal and interest were paid ratably through payroll deductions. A participant's loan payments of principal and interest were allocated to their account and invested according to their current investment elections. Loan terms ranged from 1 to 5 years or up to 15 years for the purchase of a primary residence. Participant loans were secured by the balance in the participant's account and bear interest at a rate equal to prime plus 1%. Interest rates were updated quarterly. The update took place on the last business day of the calendar quarter effective for loans made on or after the first business day of the subsequent quarter. Interest rates on outstanding loans as of November 1, 2022 ranged from 4.25% to 7.25%. Participants could only have one loan outstanding at a time.

### Vesting

Participants were vested immediately in their contributions, plus actual earnings thereon. Upon normal retirement, disability, or death, each participant was 100% vested in the Company's contributions. Participants vested in the Company's additional discretionary and profit sharing contributions based on the following schedule:

<b>Years of Credit Service</b>	<b>Vesting</b>
Less than 2 years	0%
Between 2 and 3 years	20%
Between 3 and 4 years	40%
Between 4 and 5 years	60%
Between 5 and 6 years	80%
6 years or more	100%

Participants hired prior to January 1, 2007 vested in the additional discretionary and profit sharing contributions based on a vesting schedule that begins at 3 years and earns 20% each year thereafter through 7 years of service.

A participant's vested percentage in the Company match contributions was determined in accordance with the following schedule:

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

<b>Years of Credit Service</b>	<b>Vesting</b>
Less than 1 year	0%
Between 1 and 2 years	20%
Between 2 and 3 years	40%
Between 3 and 4 years	60%
Between 4 and 5 years	80%
5 years or more	100%

### **Forfeitures**

Forfeitures were created when participants terminated employment before becoming vested in the Company's contributions. Forfeitures were \$20,315 at November 1, 2022 and \$20,222 at December 31, 2021. Forfeitures were used to reduce employer matching contributions to the Plan. Forfeitures of \$20,315 were used in 2022 to reduce the Company's matching contribution.

### **Payment of Benefits**

Upon retirement, death, total and permanent disability, or termination for any reason, the participant, or their beneficiary, could receive the total value of their vested account in either a single lump-sum payment in cash, installments over a period of not more than a participant's assumed life expectancy, in-service withdrawals, or in a joint and 100% survivor annuity. For participants who had attained age 72, payments are made in accordance with minimum annual amounts as described in applicable sections of the Internal Revenue Code.

Withdrawals of all or any part of vested contributions during employment were permitted under hardship circumstances which are set forth in accordance with applicable sections of the Internal Revenue Code and approved by the Plan administrator.

Participants could withdraw all or a part of their accounts, including the Company matching contributions, upon reaching age 59½ or upon becoming disabled.

### **Administrative Expenses**

All loan fees, investment transaction fees, and recordkeeping fees were paid by participants through a per-participant charge. Fees not covered by the per-participant charge were paid with some of the revenue-sharing amounts, with any excess amounts returned to the Plan, which would then be allocated to the participant accounts in accordance with ERISA. Loan fees were charged directly to the participant requesting the loan. Certain transaction, recordkeeping, and audit fees were included in the administrative expenses. These fees are paid to service providers of the Plan and therefore represent party-in-interest transactions. The Company paid all other administrative expenses of the Plan during the period January 1, 2022 to November 1, 2022.

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### Basis of Accounting

The financial statements of the Plan were prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States.

Investments held by a defined contribution plan are required to be reported at fair value, except for the fully benefit-responsive investment contract. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

### Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States requires 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 were reported at fair value (except for the fully benefit-responsive investment contract, which were reported at contract 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. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians, and insurance company. See Note 3 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation of investments includes the Plan's gains and losses on investments purchased and sold as well as held during the period from January 1, 2022 through November 1, 2022.

### Notes Receivable from Participants

Notes receivable from participants were carried at their unpaid principal balance. Interest income was recognized when received, primarily per pay period. Participant notes receivable that were 90 days past due were considered delinquent and recorded as distributions based on the terms of the Plan agreement. As such, no allowance for credit losses had been recorded as of November 1, 2022 or December 31, 2021.

### Benefit Payments

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021  
Benefit payments were recorded when paid.

### Subsequent Events

The Plan has evaluated subsequent events through June 28, 2023, the date the financial statements were available to be issued.

### 3. INFORMATION CERTIFIED BY THE CERTIFYING ENTITIES

All information in the accompanying financial statements, including investments held and notes receivable from participants at November 1, 2022, net depreciation in fair value of investments and interest income for the period from January 1, 2022 to November 1, 2022, was obtained or derived from information supplied to the Plan's administrator and certified as complete and accurate by Prudential Bank & Trust, F.S.B. and Empower Annuity Insurance Company, the Plan's certifying entities.

### 4. FAIR VALUE MEASUREMENTS

Generally accepted accounting principles establish a fair value hierarchy which prioritizes the inputs to valuation techniques used to measure fair value into three levels. The fair value hierarchy gives the highest priority to quoted market prices (unadjusted) in active markets, that that the Plan has the ability to access, for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Level 2 inputs are inputs from quoted market prices in active markets for similar assets and liabilities, which are observable for the asset or liability, either directly or indirectly. The Plan uses Level 1 inputs when available as Level 1 inputs generally provide the most reliable evidence of fair value.

Certain investments are reported at fair value on a recurring basis in the statements of net assets available for benefits. The following methods and assumptions were used to estimate the fair values:

Mutual funds and common stock – These investments consist of various publicly-traded mutual funds and common stock and are categorized as Level 1. The fair values are based on quoted market prices for the identical securities in an active market.

Fair value information for investments that are measured at fair value on a recurring basis was as follows at November 1, 2022 and December 31, 2021:

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

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	Level 1	Level 2	Level 3	Totals
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# Western Industries Retirement Savings Plan

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WESTERN INDUSTRIES RETIREMENT  
SAVINGS PLAN

FINANCIAL STATEMENTS

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

Western Industries Retirement Savings Plan

Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

Contents

INDEPENDENT AUDITOR'S REPORT

FINANCIAL STATEMENTS:

Statements of Net Assets Available for Benefits

Statement of Changes in Net Assets Available for Benefits

Notes to Financial Statements

## INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee, the Plan Administrator and Participants of the Western Industries Retirement Savings Plan

### **Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements**

We have performed an audit of the financial statements of the Western Industries Retirement Savings 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) which comprise the statement of net assets available for benefits as of November 1, 2022, and the related statement of changes in net assets available for benefits for the period from January 1, 2022 to November 1, 2022, and the related notes to the financial statements (the 2022 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2022 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 (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). As permitted by ERISA Section 103(a)(3)(C), our audit 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 (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained a certification from a qualified institution as of November 1, 2022, and for period from January 1, 2022 to November 1, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

### **Opinion on the 2022 Financial Statements**

In our opinion, based on our audit and the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of the report,

- the amounts and disclosures in the accompanying 2022 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 (GAAP); and
- the certified investment information in the accompanying 2022 financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

### **Basis for Opinion on the 2022 Financial Statements**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of our report. We are required to be independent of the Plan and to meet our ethical responsibilities, in

accordance with the relevant ethical requirements relating to our audit. 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 2022 Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, 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 within one year after the date that the financial statements are available to be issued.

Management is responsible for maintaining a current Plan instrument, including all Plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity 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.

### **Auditor's Responsibilities for the Audit of the 2022 Financial Statements**

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the 2022 financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore 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 there is substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgement 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 the accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, 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 a reasonable period of time.

Our audit 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 2022 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 GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the 2022 financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

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.

#### **Emphasis of Matter on the 2022 Financial Statements**

As discussed in Note 1 to the financial statements, in 2022 the Plan merged into the Rollins 401(k) Savings Plan. All assets of the Plan were transferred to the Rollins 401(k) Savings Plan on November 1, 2022. Our opinion on the 2022 financial statements has not been modified with respect to this matter.

#### **Auditor's Report on the 2021 Financial Statements**

We have audited the statement of net assets available for benefits of Western Industries Retirement Savings Plan as of December 31, 2021 and the related statement of changes in net assets available for benefits for the year ended December 31, 2021 (not presented herein), and in our report dated June 24, 2022, we expressed an unmodified opinion on those financial statements.

*Windham Brannon, LLC*

June 28, 2023

WESTERN INDUSTRIES  
RETIREMENT SAVINGS PLAN

Statements of Net Assets Available for Benefits  
As of November 1, 2022 and December 31, 2021

<b>ASSETS</b>	<b>2022</b>	<b>2021</b>
<b>INVESTMENTS:</b>		
Investments at fair value	\$ <b>22,214,653</b>	\$ 27,827,641
Investment at contract value	<b>12,387,163</b>	12,516,571
Total Investments	<u><b>34,601,816</b></u>	<u>40,344,212</u>
<b>RECEIVABLES:</b>		
Employee contribution receivable	-	45,789
Employer contribution receivable	-	396,591
Notes receivable from participants	<b>667,424</b>	685,517
Total Receivables	<u><b>667,424</b></u>	<u>1,127,897</u>
<b>LIABILITIES:</b>		
Transfer out payable to Rollins 401(k) Savings Plan	<b>(35,269,240)</b>	-
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	\$ <u><b>-</b></u>	\$ <u>41,472,109</u>

*The accompanying notes are an integral part of these financial statements.*

WESTERN INDUSTRIES  
RETIREMENT SAVINGS PLAN

Statement of Changes in Net Assets Available for Benefits  
For the Period January 1, 2022 to November 1, 2022

ADDITIONS:

Additions to net assets attributed to:

Interest on notes receivable from participants	\$ 27,758
Contributions:	
Employer, net of forfeitures	147,461
Participants	700,931
Rollovers	<u>19,880</u>
	<u>868,272</u>
Total Additions	<u>896,030</u>

DEDUCTIONS:

Net depreciation in investments	4,840,025
Distributions to participants	2,116,311
Administrative expenses	<u>35,871</u>
Total Deductions	<u>6,992,207</u>
Net Decrease	(6,096,177)

Transfer of assets out of Plan	(35,399,778)
Transfer of assets into the Plan	<u>23,846</u>

NET ASSETS AVAILABLE FOR BENEFITS:

BEGINNING OF YEAR	<u>41,472,109</u>
END OF YEAR	<u>\$ (0)</u>

*The accompanying notes are an integral part of these financial statements*

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

### 1. DESCRIPTION OF PLAN

The following description of the Western Industries Retirement Savings Plan (the “Plan”) is provided for general information purposes. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

#### General

The Plan, as amended and restated, was a defined contribution plan covering eligible employees of Western Industries -North, LLC (the “Company” and the “Plan Sponsor”) and Western Industries-South, LLC (excluding the Western Sales employees, Supervisors and Managers as amended in the Plan Restatement). Rollins, Inc. is the Company’s parent. The Plan was subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended.

The Plan administrator had the discretion to provide transfers to and from defined contribution plans maintained by related companies. This provision was intended primarily to facilitate the periodic transfers to and from the Rollins 401(k) Savings Plan (“Rollins Plan”) or the Waltham Services, LLC Tax-Favored Employees’ Savings Plan (“Waltham Plan”), without requiring participant elections, but may also apply to other 401(k) plans from other acquisitions.

The Plan had designated the Plan investment fund invested primarily in Rollins, Inc. common stock as an employee stock ownership plan within the meaning of Section 4975(e)(7) of the Internal Revenue Code (the “Code”). The Administrative Committee allowed participants to elect to receive dividends on Rollins, Inc. common stock in cash as taxable compensation or to have such dividends paid to the Plan and reinvested in Rollins, Inc. common stock with taxes deferred. Participants may exercise voting, tendering and similar rights with respect to shares of Rollins, Inc. common stock held in their accounts under the Plan.

Effective November 1, 2022, the Plan merged its participant accounts into another defined contribution plan sponsored by the Company, the Rollins 401(k) Savings Plan (“Rollins Plan”). The Plan’s participants joined the Rollins Plan on November 1, 2022; however, the account balances, including contributions and notes receivables of \$35,269,240 attributable to these participants were transferred to the Rollins Plan on November 2, 2022.

#### Eligibility

Employees were eligible to participate in the Plan following completion of three months of service for fulltime employees and one year of service in which at least 1,000 hours of work was completed for non-fulltime employees. Employees entered the Plan on the first day of the quarter following attainment of eligibility requirements. Effective October 1, 2021, all non-fulltime employees were subject to the same eligibility requirements as fulltime employees.

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

### Contributions

Eligible employees were automatically enrolled in the Plan, and pre-tax contributions were withheld at 3% of eligible compensation, unless the employee elected differently. Eligible employees were given the opportunity to elect Roth contributions. Participants could elect to contribute up to 75% of eligible compensation as defined by the Plan, except for highly compensated employees who could contribute from 1% to 8.5% of their compensation. Contributions by participants were not to exceed the annual maximum of \$20,500 in 2022. Participants age 50 or older could also make additional “catch-up” contributions limited to \$6,500 in 2022. Participants could also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (“rollovers”). The Company matched each participant’s contribution equal to \$0.50 for each \$1.00 contributed limited to the first 3% of the participant’s eligible compensation. To be eligible for the Company match contribution, the participant must have completed 1,000 hours of service during the Plan year. The Company match was contributed to eligible employees each pay period. For the period from January 1, 2022 to November 1, 2022, the Company contributed approximately \$147,000 in matching contributions.

Discretionary contributions made by the Company under a profit sharing program were determined at the end of the year by the Company’s Board of Directors. The contributions were allocated to all eligible participants based on the ratio of a participant’s compensation to the total compensation of all eligible participants. To be eligible for the discretionary profit sharing contribution, the participant had to be actively employed on the last day of the Plan year and have completed 1,000 hours of service during the Plan year. No discretionary profit sharing contributions were made in 2022.

Additional discretionary Company contributions were determined at the end of the year by the Company’s Board of Directors. To be eligible for the additional discretionary contribution, the participant must be actively employed on the last day of the Plan year and have completed 1,000 hours of service during the Plan year. No additional discretionary contribution was made for 2022.

### Participant Accounts

Each participant’s account was credited with the participant’s contributions, rollovers, the Company’s contribution and earnings on the investments in their account and was charged with specific transaction fees. Participants directed the investment of their contributions and any Company contributions into various investment options offered by the Plan. The Plan offered fifteen mutual funds, one synthetic guaranteed investment contract (GIC), and Rollins, Inc. common stock as investment options for participants. Participants could change their investment options on a daily basis. The default investment fund was selected by the Plan administrator. The Plan administrator elected GoalMaker (an asset allocation model based on the participants expected retirement date which includes various fund options offered by the Plan) as the default investment option. The benefit to which a participant was entitled was the benefit that can be provided from the participant’s vested account.

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

### Notes Receivable from Participants

The Plan provided loans to participants up to the lesser of 50% of the individual participant's vested account balance of employee contributions plus actual earnings thereon or \$50,000. Principal and interest were paid ratably through payroll deductions. A participant's loan payments of principal and interest were allocated to their account and invested according to their current investment elections. Loan terms ranged from 1 to 5 years or up to 15 years for the purchase of a primary residence. Participant loans were secured by the balance in the participant's account and bear interest at a rate equal to prime plus 1%. Interest rates were updated quarterly. The update took place on the last business day of the calendar quarter effective for loans made on or after the first business day of the subsequent quarter. Interest rates on outstanding loans as of November 1, 2022 ranged from 4.25% to 7.25%. Participants could only have one loan outstanding at a time.

### Vesting

Participants were vested immediately in their contributions, plus actual earnings thereon. Upon normal retirement, disability, or death, each participant was 100% vested in the Company's contributions. Participants vested in the Company's additional discretionary and profit sharing contributions based on the following schedule:

<b>Years of Credit Service</b>	<b>Vesting</b>
Less than 2 years	0%
Between 2 and 3 years	20%
Between 3 and 4 years	40%
Between 4 and 5 years	60%
Between 5 and 6 years	80%
6 years or more	100%

Participants hired prior to January 1, 2007 vested in the additional discretionary and profit sharing contributions based on a vesting schedule that begins at 3 years and earns 20% each year thereafter through 7 years of service.

A participant's vested percentage in the Company match contributions was determined in accordance with the following schedule:

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

<b>Years of Credit Service</b>	<b>Vesting</b>
Less than 1 year	0%
Between 1 and 2 years	20%
Between 2 and 3 years	40%
Between 3 and 4 years	60%
Between 4 and 5 years	80%
5 years or more	100%

### **Forfeitures**

Forfeitures were created when participants terminated employment before becoming vested in the Company's contributions. Forfeitures were \$20,315 at November 1, 2022 and \$20,222 at December 31, 2021. Forfeitures were used to reduce employer matching contributions to the Plan. Forfeitures of \$20,315 were used in 2022 to reduce the Company's matching contribution.

### **Payment of Benefits**

Upon retirement, death, total and permanent disability, or termination for any reason, the participant, or their beneficiary, could receive the total value of their vested account in either a single lump-sum payment in cash, installments over a period of not more than a participant's assumed life expectancy, in-service withdrawals, or in a joint and 100% survivor annuity. For participants who had attained age 72, payments are made in accordance with minimum annual amounts as described in applicable sections of the Internal Revenue Code.

Withdrawals of all or any part of vested contributions during employment were permitted under hardship circumstances which are set forth in accordance with applicable sections of the Internal Revenue Code and approved by the Plan administrator.

Participants could withdraw all or a part of their accounts, including the Company matching contributions, upon reaching age 59½ or upon becoming disabled.

### **Administrative Expenses**

All loan fees, investment transaction fees, and recordkeeping fees were paid by participants through a per-participant charge. Fees not covered by the per-participant charge were paid with some of the revenue-sharing amounts, with any excess amounts returned to the Plan, which would then be allocated to the participant accounts in accordance with ERISA. Loan fees were charged directly to the participant requesting the loan. Certain transaction, recordkeeping, and audit fees were included in the administrative expenses. These fees are paid to service providers of the Plan and therefore represent party-in-interest transactions. The Company paid all other administrative expenses of the Plan during the period January 1, 2022 to November 1, 2022.

# **Western Industries Retirement Savings Plan**

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

## **2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

### **Basis of Accounting**

The financial statements of the Plan were prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States.

Investments held by a defined contribution plan are required to be reported at fair value, except for the fully benefit-responsive investment contract. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

### **Use of Estimates**

The preparation of financial statements in accordance with accounting principles generally accepted in the United States requires 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 were reported at fair value (except for the fully benefit-responsive investment contract, which were reported at contract 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. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians, and insurance company. See Note 3 for discussion of fair value measurements. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation of investments includes the Plan's gains and losses on investments purchased and sold as well as held during the period from January 1, 2022 through November 1, 2022.

### **Notes Receivable from Participants**

Notes receivable from participants were carried at their unpaid principal balance. Interest income was recognized when received, primarily per pay period. Participant notes receivable that were 90 days past due were considered delinquent and recorded as distributions based on the terms of the Plan agreement. As such, no allowance for credit losses had been recorded as of November 1, 2022 or December 31, 2021.

### **Benefit Payments**

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021  
Benefit payments were recorded when paid.

### Subsequent Events

The Plan has evaluated subsequent events through June 28, 2023, the date the financial statements were available to be issued.

### 3. INFORMATION CERTIFIED BY THE CERTIFYING ENTITIES

All information in the accompanying financial statements, including investments held and notes receivable from participants at November 1, 2022, net depreciation in fair value of investments and interest income for the period from January 1, 2022 to November 1, 2022, was obtained or derived from information supplied to the Plan's administrator and certified as complete and accurate by Prudential Bank & Trust, F.S.B. and Empower Annuity Insurance Company, the Plan's certifying entities.

### 4. FAIR VALUE MEASUREMENTS

Generally accepted accounting principles establish a fair value hierarchy which prioritizes the inputs to valuation techniques used to measure fair value into three levels. The fair value hierarchy gives the highest priority to quoted market prices (unadjusted) in active markets, that that the Plan has the ability to access, for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Level 2 inputs are inputs from quoted market prices in active markets for similar assets and liabilities, which are observable for the asset or liability, either directly or indirectly. The Plan uses Level 1 inputs when available as Level 1 inputs generally provide the most reliable evidence of fair value.

Certain investments are reported at fair value on a recurring basis in the statements of net assets available for benefits. The following methods and assumptions were used to estimate the fair values:

Mutual funds and common stock – These investments consist of various publicly-traded mutual funds and common stock and are categorized as Level 1. The fair values are based on quoted market prices for the identical securities in an active market.

Fair value information for investments that are measured at fair value on a recurring basis was as follows at November 1, 2022 and December 31, 2021:

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021

	Fair Value Measurements at November 1, 2022			
	Level 1	Level 2	Level 3	Totals
Mutual funds	\$ 19,433,438	\$ -	\$ -	\$ 19,433,438
Rollins, Inc. common stock	2,781,215	-	-	2,781,215
Total investments, at fair value	<u>\$ 22,214,653</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 22,214,653</u>

	Fair Value Measurements at December 31, 2021			
	Level 1	Level 2	Level 3	Totals
Mutual funds	\$ 24,482,392	\$ -	\$ -	\$ 24,482,392
Rollins, Inc. common stock	3,345,249	-	-	3,345,249
Total investments, at fair value	<u>\$ 27,827,641</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 27,827,641</u>

### 5. FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Plan held a portfolio of investment contracts that comprised a synthetic guaranteed investment contract (GIC). This contract met the fully benefit-responsive investment contract criteria and therefore was reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses.

The synthetic GIC is a wrapper contract paired with underlying investments which are owned by the Plan. The underlying investments consist of high-quality, intermediate fixed income securities. The wrapper contract relating to the synthetic GIC was purchased through Prudential Bank & Trust, F.S.B. The trust's crediting interest rate on the synthetic GIC is determined using an explicit formula specified in the interest schedule within the synthetic GIC contract. The rate is reset every six months.

### 6. INCOME TAX STATUS

The Internal Revenue Service determined and informed the Company by a letter dated April 15, 2016 that the Plan and related trust were designed in accordance with applicable sections of the Code and therefore exempt from taxation. Although the Plan had been amended since receiving the determination letter, the plan administrator believed that the Plan was designed and operated in compliance with the applicable requirements of the Code and has no income subject to unrelated business income tax. The Plan's income tax returns for the past three years are subject to examination by tax authorities and may change upon examination.

### 6. TRANSACTIONS WITH PARTIES-IN-INTEREST

At November 1, 2022 and December 31, 2021, respectively, the Plan held 66,425 and 97,786 shares of Rollins, Inc. common stock. The fair value of the Plan's investment in Rollins, Inc. common stock at November 1, 2022 and December 31, 2021 was approximately \$2.8 and \$3.3

# Western Industries Retirement Savings Plan

## Notes to Financial Statements

For the Period Ended November 1, 2022 AND Year Ended December 31, 2021 million, respectively. During 2022, the Plan received \$20,496 in dividends in Rollins, Inc. common stock, which was used to purchase additional shares of the stock.

At December 31, 2021, the Plan investments included a synthetic GIC that was managed directly by Prudential Retirement Insurance and Annuity Company ("Prudential"). At November 1, 2022, the Plan investments include a synthetic GIC that is directly managed by Empower Insurance Company of America ("EICA"). EICA, through its parent company acquired Prudential Retirement Insurance and Annuity Company during 2022 and renamed the acquired entity. EICA and Prudential was a service provider for the Plan; therefore, transactions in this security qualify as party-in-interest transactions.

### 7. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2021:

	<u>2021</u>
Net assets available for benefits per the financial statements	\$ 41,472,109
Less: employer and employee contributions receivable at end of year	<u>(442,380)</u>
Net assets available for benefits per the Form 5500	<u>\$ 41,029,729</u>

The following is a reconciliation of the decrease in net assets available for benefits per the financial statements to the Form 5500 for the period January 1, 2022 through November 1, 2022:

Decrease in net assets available for benefits per the financial statements	\$ (6,096,177)
Less: employer and employee contributions receivable at end of year	-
Add: employer and employee contributions receivable at beginning of year	<u>442,380</u>
Decrease in net assets available for benefits per the Form 5500	<u>\$ (5,653,797)</u>

