

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2022 This Form is Open to Public Inspection
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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 12/31/2022	
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
1a	Name of plan SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 07/01/1984
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) SERVICESOURCE, INC. 10467 WHITE GRANITE DRIVE OAKTON, VA 22124
2b	Employer Identification Number (EIN) 54-0901256
2c	Plan Sponsor's telephone number 703-461-6000
2d	Business code (see instructions) 624310

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	09/25/2023	NATE HOOVER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)
v. 220413

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN
		3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 4393
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year		6a(1) 2392
a(2) Total number of active participants at the end of the plan year		6a(2) 2376
b Retired or separated participants receiving benefits		6b 38
c Other retired or separated participants entitled to future benefits.....		6c 1815
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 4229
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 4229
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 3676
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 183
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2F 2G 2L 2M 2S 2T 3H		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ 4 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256

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.
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1 Coverage Information:

(a) Name of insurance carrier MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY
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(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
04-1590850	65935	MR 60266-1	3932	01/01/2022	09/09/2022

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.
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(a) Total amount of commissions paid	(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
	(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	

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.

4 Current value of plan's interest under this contract in the general account at year end..... **4** 4921332**5** Current value of plan's interest under this contract in separate accounts at year end..... **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** 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..... **6d**
Specify nature of costs ▶**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 ▶ GROUP ANNUITY CONTRACT**b** Balance at the end of the previous year **7b** 3984365**c** Additions: (1) Contributions deposited during the year **7c(1)** 263219
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)** 41594
(4) Transferred from separate account **7c(4)** 952084
(5) Other (specify below) **7c(5)** 27291

▶ LN INT, LN PRIN, TRANSFERS

(6) Total additions **7c(6)** 1284188**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 5268553**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 333201
(2) Administration charge made by carrier **7e(2)** 2657
(3) Transferred to separate account **7e(3)**
(4) Other (specify below) **7e(4)** 11363

▶ LN DISTRIBUTIONS

(5) Total deductions **7e(5)** 347221**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 4921332

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)

- a** ☐ Health (other than dental or vision)
 b ☐ Dental
 c ☐ Vision
 d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
 f ☐ Long-term disability
 g ☐ Supplemental unemployment
 h ☐ Prescription drug
i ☐ Stop loss (large deductible)
 j ☐ HMO contract
 k ☐ PPO contract
 l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve.....	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs.....	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges.....	9c(1)(G)		
(H) Total retention.....		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement.....		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).).....		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
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.	10b	

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. ▶

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500. ► Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256

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.
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1 Coverage Information:

(a) Name of insurance carrier THE VARIABLE ANNUITY LIFE INSURANCE COMPANY
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(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
74-1625348	70238	50851	1329	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.

(a) Total amount of commissions paid 708	(b) Total amount of fees paid 0
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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 STEPHANUS J. VAN BLOMMESTEIN ET AL 2929 ALLEN PARKWAY HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
315			3

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

JOSEPH DEL GUIDICE 2929 ALLEN PARKWAY HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
202			3

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

RICHARD E HARTNEY

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
69			3

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

SHIRLEY SAI YING CHU (SHAI)

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
30			3

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

ROBERT KLUG

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
28			3

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

ELISE COSBY

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
20			3

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

ANN K ADAMS

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
17			3

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

CLINTON J. MANN

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
15			3

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

MICHAEL A. WAVERKA

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
12			3

(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	

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.

4	Current value of plan's interest under this contract in the general account at year end.....	4	3517713
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	1064193

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	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 ▶	6d	

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 ▶

b	Balance at the end of the previous year	7b	3684803
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c	Additions: (1) Contributions deposited during the year	7c(1)		
	(2) Dividends and credits	7c(2)		
	(3) Interest credited during the year	7c(3)	85361	
	(4) Transferred from separate account	7c(4)	14217	
	(5) Other (specify below)	7c(5)		

(6) Total additions	7c(6)	99578
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	3784381
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e Deductions:

e	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	220722	
	(2) Administration charge made by carrier	7e(2)		
	(3) Transferred to separate account	7e(3)	45934	
	(4) Other (specify below)	7e(4)	12	

▶ **CONTRACT SURRENDER CHARGES**

(5) Total deductions	7e(5)	266668
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	3517713
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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)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve.....	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs.....	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges.....	9c(1)(G)		
(H) Total retention.....		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement.....		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).).....		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
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.	10b	

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. ▶

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256

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.
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1 Coverage Information:

(a) Name of insurance carrier LINCOLN NATIONAL LIFE INSURANCE COMPANY
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(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
35-0472300	65676	CR23352	70	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.

(a) Total amount of commissions paid 11694	(b) Total amount of fees paid 0
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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 LINCOLN FINANCIAL ADVISORS PO BOX 2239 FORT WAYNE, IN 46801-2239
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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
11694			4

(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
	(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.

4	Current value of plan's interest under this contract in the general account at year end.....	4	1800669
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	1365306

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	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 ▶	6d	

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 ▶

b	Balance at the end of the previous year	7b	1768987
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c	Additions: (1) Contributions deposited during the year	7c(1)		
	(2) Dividends and credits	7c(2)		
	(3) Interest credited during the year	7c(3)	60625	
	(4) Transferred from separate account	7c(4)	173791	
	(5) Other (specify below)	7c(5)		

(6) Total additions	7c(6)	234416
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	2003403
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e Deductions:

e	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	32131	
	(2) Administration charge made by carrier	7e(2)	790	
	(3) Transferred to separate account	7e(3)	164489	
	(4) Other (specify below)	7e(4)	5324	

▶ LOANS ISSUED, FORFEITURES

(5) Total deductions	7e(5)	202734
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	1800669
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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)

- a** ☐ Health (other than dental or vision)
 b ☐ Dental
 c ☐ Vision
 d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
 f ☐ Long-term disability
 g ☐ Supplemental unemployment
 h ☐ Prescription drug
i ☐ Stop loss (large deductible)
 j ☐ HMO contract
 k ☐ PPO contract
 l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
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. Specify nature of costs.	10b	

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. ▶

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256

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.
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1 Coverage Information:

(a) Name of insurance carrier MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY
--

(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
04-1590850	65935	765671-01	214	09/10/2022	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.
--

(a) Total amount of commissions paid	(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
	(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	

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.

4 Current value of plan's interest under this contract in the general account at year end..... **4** 5081221**5** Current value of plan's interest under this contract in separate accounts at year end..... **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** 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..... **6d**
Specify nature of costs ▶**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 ▶ GROUP ANNUITY CONTRACT**b** Balance at the end of the previous year **7b** 4921332**c** Additions: (1) Contributions deposited during the year **7c(1)** 141753
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)** 30092
(4) Transferred from separate account **7c(4)** 320651
(5) Other (specify below) **7c(5)** 18009

▶ LN REPAYMENTS

(6) Total additions **7c(6)** 510505**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 5431837**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 126255
(2) Administration charge made by carrier **7e(2)** 519
(3) Transferred to separate account **7e(3)** 223842
(4) Other (specify below) **7e(4)**(5) Total deductions **7e(5)** 350616**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 5081221

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)

- a** ☐ Health (other than dental or vision)
 b ☐ Dental
 c ☐ Vision
 d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
 f ☐ Long-term disability
 g ☐ Supplemental unemployment
 h ☐ Prescription drug
i ☐ Stop loss (large deductible)
 j ☐ HMO contract
 k ☐ PPO contract
 l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
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. Specify nature of costs.	10b	

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. ▶

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2022
		This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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)

MASSACHUSETTS MUTUAL

04-1590850

(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?
62 64	CONTRACT ADMINISTRATOR	163059	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

EMPOWER ANNUITY INSURANCE COMPANY

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
64	RECORDKEEPER	38297	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE 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 <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>SERVICESTOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN</u>		B Three-digit plan number (PN) <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SERVICESTOURCE, INC.</u>		D Employer Identification Number (EIN) <u>54-0901256</u>

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)		22199
(2) Participant contributions.....	1b(2)		
(3) Other.....	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)		
(2) U.S. Government securities.....	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred.....	1c(3)(A)		
(B) All other.....	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred.....	1c(4)(A)		
(B) Common.....	1c(4)(B)		
(5) Partnership/joint venture interests.....	1c(5)		
(6) Real estate (other than employer real property).....	1c(6)		
(7) Loans (other than to participants).....	1c(7)		
(8) Participant loans.....	1c(8)	1057318	1154259
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts.....	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities.....	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	90891329	77549214
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	9438155	10399603
(15) Other.....	1c(15)	3121639	2429499

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(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	104508441	91554774

Liabilities

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		

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	104508441	91554774
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	4000995	
(B) Participants	2a(1)(B)	5305090	
(C) Others (including rollovers)	2a(1)(C)	620886	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		9926971
b Earnings on investments:			
(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)	56331	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		56331
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	3135183	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		3135183
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(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)		
(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)		
(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)		-19330892
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		-6212407
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	6535261	
(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)		6535261
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)	205999	
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		205999
j Total expenses. Add all expense amounts in column (b) and enter total	2j		6741260
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-12953667
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

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: CITRIN COOPERMAN & COMPANY, LLP

(2) EIN: 22-2428965

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 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.)		X	
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
4d		X	
e Was this plan covered by a fidelity bond?	X		2000000
4e	X		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	
4n		X	

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

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.		D Employer Identification Number (EIN) 54-0901256
Part I Distributions		
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-1590850 74-1625348 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.....		3 229
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)		
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☒ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☒ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A		
Part III Amendments		
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.		
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock?..... ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2022 v. 220413		

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:	
a	The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....	14a
b	The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b
c	The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c
15	Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:	
a	The corresponding number for the plan year immediately preceding the current plan year.....	15a
b	The corresponding number for the second preceding plan year.....	15b
16	Information with respect to any employers who withdrew from the plan during the preceding plan year:	
a	Enter the number of employers who withdrew during the preceding plan year	16a
b	If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b
17	If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐	

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

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

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

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

**SERVICESTRUE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN**

**FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULE**

YEAR ENDED DECEMBER 31, 2022

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
FOR THE YEAR ENDED DECEMBER 31, 2022**

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INDEPENDENT AUDITOR'S REPORT

To the Fiduciary Committee
ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

We have performed audits of the financial statements of ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for plan benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for plan benefits for the year ended December 31, 2022, and the related notes to the financial statements.

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

Management has obtained certifications from qualified institutions as of December 31, 2022 and 2021, and for the year ended December 31, 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

Opinion (Continued)

- the information in the accompanying financial statements related to assets held by and certified to by qualified institutions agrees to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Except as described in the Scope and Nature of ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the 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 a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, 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 audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Supplemental Information Required by ERISA

The supplemental Schedule H, Line 4i - assets (held at end of year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

"Citrin Cooperman" is the brand under which Citrin Cooperman & Company, LLP, a licensed independent CPA firm, and Citrin Cooperman Advisors LLC serve clients' business needs. The two firms operate as separate legal entities in an alternative practice structure. Citrin Cooperman is an independent member of Moore North America, which is itself a regional member of Moore Global Network Limited (MGNL).

Supplemental Information Required by ERISA (Continued)

For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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


CERTIFIED PUBLIC ACCOUNTANTS

Fairfax, Virginia
September 19, 2023

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS
DECEMBER 31, 2022 AND 2021**

	<u>2022</u>	<u>2021</u>
Assets:		
Investments at fair value	\$ 79,978,713	\$ 94,012,968
Investments at contract value	<u>10,399,603</u>	<u>9,438,155</u>
Total investments	90,378,316	103,451,123
Notes receivable from participants	1,154,259	1,057,318
Contributions receivable:		
Employer	<u>22,199</u>	<u>-</u>
NET ASSETS AVAILABLE FOR PLAN BENEFITS	\$ <u>91,554,774</u>	\$ <u>104,508,441</u>

See accompanying notes to financial statements.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2022**

Additions to (deductions from) net assets attributed to:

Investment income (loss):

Net depreciation in fair value of investments \$ (19,330,892)

Interest and dividends 3,135,183

Investment loss, net (16,195,709)

Interest income on notes receivable from participants 56,331

Contributions:

Participant 5,305,090

Rollover 620,886

Employer 4,000,995

Total contributions 9,926,971

Additions, net (6,212,407)

Deductions from net assets attributed to:

Benefits paid to participants 6,535,261

Administrative expenses 205,999

Total deductions 6,741,260

Net decrease in net assets available for plan benefits (12,953,667)

Net assets available for plan benefits - beginning 104,508,441

NET ASSETS AVAILABLE FOR PLAN BENEFITS - ENDING \$ 91,554,774

See accompanying notes to financial statements.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

NOTE 1. DESCRIPTION OF PLAN

The following description of the ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General information

The Plan is a defined contribution plan that holds and invests contributions, as directed by the participants, made by the participants and ServiceSource, Inc. (the "Company" or "Plan sponsor"). The Plan sponsor appointed Reliance Trust Company ("Reliance") to be the trustee and primary custodian of the Plan's assets and Massachusetts Mutual Life Insurance Company ("MassMutual") is the Plan's recordkeeper through November 1, 2021, at which time MassMutual was acquired by Empower Retirement ("Empower") who became the Plan's recordkeeper. Effective September 10, 2022, the trustee and primary custodian of the Plan's assets switched to Empower Annuity Insurance Company of America. The Plan sponsor has also appointed The Variable Annuity Life Insurance Company ("VALIC"), Fidelity Management Trust Company ("Fidelity"), Lincoln National Life Insurance Company ("Lincoln"), and Newport Trust Company ("Newport") to be custodians of the Plan's assets. Reliance and Empower Annuity Insurance Company of America are the only custodians accepting contributions during 2022. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Company's Fiduciary Committee is responsible for oversight of the Plan.

Eligibility

The Plan is offered to all employees and temporary employees of the Company and its affiliates, Employment Source, Inc., Community Thrift, Inc., Abilities, Inc. of Florida, Opportunities Center, Inc., ServiceSource Employment Services, and Central Fairfax Services, Inc., for elective deferrals under the Plan. All employees are eligible for employer contributions under the Plan, except as follows: interns, union employees, independent contractors, Center Based Program personnel, Day Support Program personnel, members of the Company's corporate executive team, and employees who normally work less than 20 hours per week. Temporary employees are eligible for employer contributions after completion of one year of service.

Contributions

Participants may contribute up to 100% of their annual eligible compensation as a pre-tax deferral, up to the maximum allowed by the Internal Revenue Code ("IRC"), as defined by the Plan. The Plan also allows participants to make after-tax Roth contributions, subject to certain limitations determined by the IRC. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. The Plan contains an automatic enrollment provision whereby newly eligible employees are automatically enrolled in the Plan with an automatic deferral of 3% of participant's eligible compensation as defined in the Plan. The automatic enrollment provision also includes a feature in which the 3% deferral will be applied to current eligible participants who were deferring less than 3%, including elections not to defer on August 1st of each year. The Plan also contains an automatic deferral increase provision of 1% up to a maximum of 10% on August 1st of

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

NOTE 1. DESCRIPTION OF PLAN (CONTINUED)

Contributions (continued)

each year.

The following groups of employees are excluded from the automatic enrollment provision: interns, union employees, temporary employees, Center Based Program personnel, Day Support Program personnel, members of the Corporate Executive team, and employees who normally work less than 20 hours per week.

The Company makes discretionary matching contributions annually as determined by Company management. For the year ended December 31, 2022, the Company contributed 100% of the first 3% of eligible compensation that a participant contributed to the Plan. There is no employer match for catch-up contributions. Employer discretionary matching contributions are subject to certain limitations under the IRC. For the year ended December 31, 2022, the Company made employer matching contributions totaling \$3,680,283. The Company may also elect to make a discretionary profit-sharing contribution as determined by Company management. Employer profit-sharing contributions are subject to certain limitations under the IRC. There were no profit-sharing contributions for the year ended December 31, 2022.

Certain participants are required to rollover into the Plan any excess funds in their premium reserve account of more than 30 days from the Company's Fringe Benefit Plan for Davis-Bacon and Related Acts (DBRA) Employees of ServiceSource, Inc. For the year ended December 31, 2022, employer contributions from the health and welfare plan totaled \$320,712.

Investment options

Upon enrollment in the Plan, a participant may direct contributions to any of the designated investment options and may change their investment options at their discretion.

Participant accounts

Each participant's account is credited with the participant's contribution, the Company's contribution, an allocation of investment earnings or losses, and an allocation of administrative expenses. Allocations are based on participant's earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their contributions plus earnings thereon. Participants are also vested immediately in the Company's matching contributions and health and welfare contributions, plus earnings thereon.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

NOTE 1. DESCRIPTION OF PLAN (CONTINUED)

Notes receivable from participants

Participants may borrow from their fund accounts with MassMutual and Empower a minimum of \$1,000 up to a maximum amount equal to the lesser of \$50,000 or 50% of their vested account balance. The maximum term of a note for general purpose may not exceed five years; however, if the note is used for the purchase of a primary residence, the maximum term may not exceed 30 years. Principal and interest are paid ratably through payroll deductions. The notes are secured by the balance in the participant's account and bear interest at market rates (ranging from 4.25% to 8.00% in 2022 and 4.25% to 6.50% in 2021) which are commensurate with local prevailing rates as determined by the Plan sponsor.

If a participant fails to make a payment when a note is due under the terms of the note, the participant will be in default. In the event of default, the note shall become due and payable immediately, and interest will continue to accrue until the entire note balance is repaid. The Plan will take all reasonable actions to collect the balance owed on the note. Under certain circumstances, the note in default could be considered a distribution from the Plan and could be considered income to the participant. In any event, failure to repay a note will reduce the benefit a participant would otherwise be entitled to receive from the Plan.

Participants with account balances in Lincoln may use their fund accounts as collateral for a loan directly with the insurer. The collateral for participant notes with Lincoln totaled \$57,953 and \$61,087 as of December 31, 2022 and 2021, respectively. In the event of default, such notes are reportable to Plan participants as taxable income but remain outstanding and continue to accrue interest until repaid by the participant or the participant becomes eligible to receive a distribution under the terms of the Plan. As of both December 31, 2022 and 2021, notes in default with Lincoln amounted to \$30,835, which will be satisfied upon future distribution.

Payment of benefits

Participants may receive all or a portion of their account balance related to their pre-tax deferral if they terminate employment, become disabled, reach age 59-1/2 or on account of financial hardship, as defined in the IRC.

Benefits may be paid in the form of a lump sum, partial payments or installment payments. The Plan allows for hardship withdrawals from a participant's elective deferral accounts with Empower and Lincoln.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Plan are prepared under the accrual method of accounting, in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of net assets available for plan benefits at the date of the financial statements and changes in net assets available for plan benefits during the year. Accordingly, actual results could differ from those estimates. Any adjustments applied to estimated amounts are recognized in the year such adjustments are determined.

Investment valuation and income recognition

The Plan's investments are held by Reliance, Empower, VALIC, Fidelity, Lincoln, and Newport, the custodians, in various mutual funds, variable annuity contracts, and guaranteed investment accounts. Investments are reported at fair value, except for fully benefit-responsive investment contracts, which are 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. Plan management determines the Plan's valuation policies utilizing information provided by the investment custodians.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on an accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/depreciation includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Fair value measurements

U.S. GAAP defines fair value and establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under U.S. GAAP are described as follows:

- | | |
|---------|---|
| Level 1 | Inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the reporting entity has the ability to access at the measurement date. |
| Level 2 | Inputs to the valuation methodology include: <ul style="list-style-type: none">• quoted prices for similar assets or liabilities in active markets;• quoted prices for identical or similar assets or liabilities in inactive markets;• inputs other than quoted prices that are observable for the asset or liability; and• inputs that are derived principally from or corroborated by observable market data by correlation or other means. |

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

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
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NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fair value measurements (continued)

Level 3 Unobservable inputs based on the Plan's assessment of the assumptions that market participants would use in pricing the asset or liability.

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2022 and 2021.

Mutual funds: Valued at the daily closing prices as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Variable annuity contracts: Variable annuity contracts are valued at the NAV of shares held at year-end, which is based upon the fair value of the underlying investments. The NAV is used as a practical expedient to estimate fair value. The Plan's interest in the variable annuity contracts is based on the information reported by the contract holder.

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

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recognized when received. Related fees are recorded as administrative expenses and are expensed when paid. No allowance for credit losses has been recorded as of December 31, 2022 and 2021. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of benefits

Benefits are recorded as a deduction from net assets when paid to Plan participants.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Administrative expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of benefit payments are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent events

The Plan has evaluated subsequent events through September 19, 2023, the date on which these financial statements were available to be issued, and has determined that there are no subsequent events that require disclosure under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 855, *Subsequent Events*, except as noted below.

The Plan was amended and restated effective February 1, 2023, to include new provisions and changes to the IRC. There were no significant changes to the provisions of the Plan as a result of this restatement.

NOTE 3. FAIR VALUE MEASUREMENTS

The following tables, set forth by level within the fair value hierarchy, summarize the Plan's assets measured at fair value as of December 31, 2022 and 2021:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total at December 31, 2022</u>
Mutual funds	\$ <u>77,549,214</u>	\$ <u>-</u>	\$ <u>-</u>	\$ <u>77,549,214</u>
Total assets in fair value hierarchy	\$ <u>77,549,214</u>	\$ <u>-</u>	\$ <u>-</u>	77,549,214
Assets measured at NAV:				
Variable annuity contracts (a)				<u>2,429,499</u>
Total investments at fair value				<u>\$ 79,978,713</u>

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total at December 31, 2021</u>
Mutual funds	\$ <u>90,891,329</u>	\$ <u>-</u>	\$ <u>-</u>	\$ <u>90,891,329</u>
Total assets in fair value hierarchy	\$ <u>90,891,329</u>	\$ <u>-</u>	\$ <u>-</u>	90,891,329
Assets measured at NAV:				
Variable annuity contracts (a)				<u>3,121,639</u>
Total investments at fair value				<u>\$ 94,012,968</u>

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

NOTE 3. FAIR VALUE MEASUREMENTS (CONTINUED)

- (a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliations of the fair value hierarchy to the line item presented in the statements of net assets available for benefits.

During the years ended December 31, 2022 and 2021, there were no transfers between levels of the fair value hierarchy.

NOTE 4. FAIR VALUE OF INVESTMENTS THAT USE NAV

The following tables set forth summaries of the Plan's investments with a reported NAV per share at December 31, 2022 and 2021, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2022					
<u>Investment</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Other Redemption Restrictions</u>	<u>Redemption Notice Period</u>
Variable annuity contracts:					
VALIC	\$ 1,064,193	\$ -	Daily	None	None
Lincoln	<u>1,365,306</u>	<u>-</u>	Daily	None	12 Months
	<u>\$ 2,429,499</u>	<u>\$ -</u>			

December 31, 2021					
<u>Investment</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Other Redemption Restrictions</u>	<u>Redemption Notice Period</u>
Variable annuity contracts:					
VALIC	\$ 1,371,852	\$ -	Daily	None	None
Lincoln	<u>1,749,787</u>	<u>-</u>	Daily	None	12 Months
	<u>\$ 3,121,639</u>	<u>\$ -</u>			

NOTE 5. INFORMATION PREPARED AND CERTIFIED BY THE CUSTODIANS

The following tables summarize investment information of the Plan as of December 31, 2022 and 2021, and for the year ended December 31, 2022, included in the Plan's financial statements and supplemental schedule, that was prepared by, or derived from, without audit, information prepared by Reliance, Empower Annuity Insurance Company of America, VALIC, Fidelity, Lincoln, and Newport, the custodians, and furnished to the Plan sponsor. The Plan sponsor has obtained certifications from the custodians that such information is complete and accurate.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

**NOTE 5. INFORMATION PREPARED AND CERTIFIED BY THE CUSTODIANS
(CONTINUED)**

	<u>2022</u>	<u>2021</u>
Investments:		
Mutual funds	\$ 77,549,214	\$ 90,891,329
Variable annuity contracts	2,429,499	3,121,639
Guaranteed investment contracts	<u>10,399,603</u>	<u>9,438,155</u>
Total investments	<u>\$ 90,378,316</u>	<u>\$ 103,451,123</u>
Notes receivable from participants	<u>\$ 1,154,259</u>	<u>\$ 1,057,318</u>
Net depreciation in fair value of investments	<u>\$ (19,330,892)</u>	
Interest and dividends	<u>\$ 3,135,183</u>	
Interest income on notes receivable from participants	<u>\$ 56,331</u>	

NOTE 6. INVESTMENT CONTRACTS WITH INSURANCE COMPANIES

The Plan has entered into traditional guaranteed investment contracts with MassMutual (managed by Empower), VALIC and Lincoln. MassMutual, VALIC and Lincoln maintain the contributions in a general account. These contracts meet the fully benefit-responsive contract criteria and therefore, are 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 the contracts, plus earnings, less participant withdrawals, and administrative expenses. The contract value of the traditional investment contracts at December 31, 2022 and 2021 were as follows:

	<u>2022</u>	<u>2021</u>
Guaranteed Investment Contracts:		
MassMutual	\$ 5,081,221	\$ 3,984,365
VALIC	3,517,713	3,684,803
Lincoln	<u>1,800,669</u>	<u>1,768,987</u>
Total	<u>\$ 10,399,603</u>	<u>\$ 9,438,155</u>

The investment contract issuers are contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting interest rates are based on formulas agreed upon by the issuer. The crediting rates are reviewed on a quarterly basis for resetting.

The Plan's ability to receive amounts due is dependent on the third-party issuer's ability to meet their financial obligations. The issuer's ability to meet their contractual obligations may be affected by future economic and regulatory requirements. There are no reserves against contract value for credit risk of the issuers or otherwise.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

**NOTE 6. INVESTMENT CONTRACTS WITH INSURANCE COMPANIES
(CONTINUED)**

Certain events could limit the ability of the Plan to transact at contract value with the issuers. Such events include the following: (1) amendments to the Plan documents, (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan sponsor or other Plan sponsor events that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA.

The Plan sponsor does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring. In addition, the contracts do not permit the issuers to terminate the contracts prior to the scheduled maturity dates or settle for an amount less than contract value.

NOTE 7. RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds, variable annuity contracts, and guaranteed investment contracts managed by VALIC, Fidelity, Lincoln, Newport, MassMutual and Empower. VALIC, Fidelity, Lincoln, and Newport are custodians as defined by the Plan. MassMutual and Empower are the recordkeepers as defined by the Plan. Therefore, these transactions qualify as party-in-interest transactions. The Plan paid \$205,999 in fees related to investment management and recordkeeping services for the year ended December 31, 2022. These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA. Notes receivable from participants are also party-in-interest transactions.

NOTE 8. TAX STATUS

The Plan has adopted the MassMutual Volume Submitter 401(k) Plan. The Internal Revenue Service ("IRS") does not have a determination letter program for prototype 403(b) plans. The Plan sponsor intends to rely on the determination letter obtained by the Plan sponsor for the prototype plan if and when the government opens such a program. The Plan sponsor believes that the Plan is designed and being operated in compliance with the applicable requirements of the IRC and, therefore, believes the Plan is qualified and the related trust is tax-exempt.

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan sponsor has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2022 and 2021, there are no uncertain tax positions taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

NOTE 9. PLAN TERMINATION

Although it has not expressed any intent to do so, the Plan sponsor has the right under the Plan to discontinue its contributions at any time and terminate the Plan subject to the provisions of ERISA.

NOTE 10. ADMINISTRATION OF PLAN ASSETS

Officers or employees of the Plan sponsor perform certain administrative functions. No such officers or employees receive compensation from the Plan. The Plan sponsor pays some administrative expenses. Expenses that are not paid by the Plan sponsor are deducted from the Plan's assets.

NOTE 11. RISKS AND UNCERTAINTIES

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

SUPPLEMENTAL SCHEDULE

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	MassMutual Capital Preservation Account	Investment Contract	**	\$ 5,081,221
*	VALIC Fixed Account Plus	Investment Contract	**	3,439,886
*	VALIC Short Term Fixed Account	Investment Contract	**	77,827
*	Lincoln Fixed Account	Investment Contract	**	1,800,669
*	PIMCO Diversified Income Fund	Mutual Fund	**	176,042
*	Vanguard Growth Index Fund	Mutual Fund	**	1,964,315
*	Vanguard Total Bond Market Index Fund	Mutual Fund	**	1,795,607
*	Vanguard 500 Index Fund	Mutual Fund	**	2,073,908
*	Vanguard Total Stock Market Index Fund	Mutual Fund	**	1,068,393
*	Vanguard Global Equity Fund	Mutual Fund	**	688,934
*	Vanguard Mid Cap Index Fund	Mutual Fund	**	713,064
*	Vanguard Value Index Fund	Mutual Fund	**	1,075,596
*	Vanguard Small Cap Growth Index Fund	Mutual Fund	**	52,550
*	Vanguard Small Cap Index Fund	Mutual Fund	**	738,204
*	Vanguard Mid Cap Growth Index Fund	Mutual Fund	**	629,438
*	Vanguard Total International Stock Index Fund	Mutual Fund	**	628,404
*	Vanguard Small Cap Value Index Fund	Mutual Fund	**	496,754
*	Vanguard Mid Cap Value Index Fund	Mutual Fund	**	384,494
*	Vanguard Real Estate Index Fund	Mutual Fund	**	181,553
*	Western Asset Core Bond Fund	Mutual Fund	**	18,779
*	Vanguard Inflation-Protected Securities Fund			
*	Admiral	Mutual Fund	**	25,419
*	Vanguard Target Retirement 2020 Fund	Mutual Fund	**	3,067,270
*	Vanguard Target Retirement 2025 Fund	Mutual Fund	**	7,132,199
*	Vanguard Target Retirement 2035 Fund	Mutual Fund	**	7,054,459
*	Vanguard Target Retirement 2045 Fund	Mutual Fund	**	7,274,721
*	Vanguard Target Retirement 2055 Fund	Mutual Fund	**	6,642,527
*	Vanguard Target Retirement 2065 Fund	Mutual Fund	**	1,189,304
*	Vanguard Target Retirement 2050 Fund	Mutual Fund	**	8,180,768
*	Vanguard Target Retirement 2030 Fund	Mutual Fund	**	8,376,205
*	Vanguard Target Retirement 2040 Fund	Mutual Fund	**	5,490,586
*	Vanguard Target Retirement 2060 Fund	Mutual Fund	**	3,923,044
*	Vanguard Target Retirement Income Fund	Mutual Fund	**	1,966,056
*	Vanguard Cash Reserves Federal Money	Mutual Fund	**	27,728
*	Vanguard Target Retirement 2020 Fund	Mutual Fund	**	69,253
*	Vanguard 500 Index Fund Admiral	Mutual Fund	**	656,035
*	Vanguard PrimeCap Fund	Mutual Fund	**	468,932
*	Vanguard Wellington Fund	Mutual Fund	**	417,778
*	Vanguard Total Stock Index Fund Admiral	Mutual Fund	**	186,547
*	Vanguard International Growth Fund Admiral	Mutual Fund	**	123,636
*	Vanguard Total Bond Market Index Fund AD	Mutual Fund	**	85,791

See independent auditor's report.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Vanguard Core Bond Fund Admiral Shares	Mutual Fund	**	89,172
*	Vanguard Small Cap Index Fund Admiral	Mutual Fund	**	70,104
*	Vanguard Total International Bond Index Fund	Mutual Fund	**	56,685
*	Vanguard Health Care Fund Admiral	Mutual Fund	**	71,066
*	Vanguard STAR Fund	Mutual Fund	**	42,678
*	Vanguard Explorer Fund	Mutual Fund	**	37,445
*	Vanguard Windsor II Fund	Mutual Fund	**	43,318
*	Vanguard U.S. Growth Fund Admiral	Mutual Fund	**	24,946
*	Vanguard Growth Index Fund Admiral	Mutual Fund	**	16,193
*	Vanguard Total World Stock Index Fund Admiral	Mutual Fund	**	29,208
*	Vanguard LifeStrategy Growth Fund	Mutual Fund	**	23,007
*	Vanguard Federal Money Market Fund	Mutual Fund	**	12,862
*	Vanguard Mid Cap Index Fund Admiral	Mutual Fund	**	3,657
*	Vanguard Value Index Fund Admiral	Mutual Fund	**	4,086
*	Vanguard Equity Income Fund Admiral	Mutual Fund	**	1,181
*	Fidelity Magellan Fund	Mutual Fund	**	301,165
*	Fidelity Growth Company Fund	Mutual Fund	**	132,028
*	Fidelity Contrafund	Mutual Fund	**	109,713
*	Fidelity Blue Chip Growth Fund	Mutual Fund	**	116,662
*	Fidelity Strategic Income Fund	Mutual Fund	**	122,928
*	Fidelity International Growth Fund	Mutual Fund	**	101,416
*	Fidelity Growth & Income Fund	Mutual Fund	**	98,054
*	Fidelity Spartan Intermediate Trade Bond Index Fund	Mutual Fund	**	89,786
*	Fidelity Low Priced Stock Fund	Mutual Fund	**	92,117
*	Fidelity Freedom 2035 Fund	Mutual Fund	**	79,662
*	Fidelity Total Bond Fund	Mutual Fund	**	75,216
*	Fidelity Overseas Fund	Mutual Fund	**	61,545
*	Fidelity Government Cash Reserve Fund	Mutual Fund	**	69,861
*	Fidelity Spartan Extended Market Index Fund	Mutual Fund	**	16,236
*	Fidelity Government Money Market Fund	Mutual Fund	**	62,363
*	Fidelity Select Financial Fund	Mutual Fund	**	53,076
*	Fidelity Capital & Income Fund	Mutual Fund	**	47,210
*	Fidelity Treasury Only Money Market Fund	Mutual Fund	**	43,085
*	Fidelity OTC Portfolio Fund	Mutual Fund	**	31,700
*	Fidelity Large Cap Stock Fund	Mutual Fund	**	40,389
*	Fidelity Select Software Fund	Mutual Fund	**	26,982
*	Fidelity 500 Index Fund	Mutual Fund	**	30,707
*	Fidelity Large Cap Value Enhanced Index Fund	Mutual Fund	**	28,748
*	Fidelity Dividend Growth Fund	Mutual Fund	**	26,729
*	Fidelity Small Cap Stock Fund	Mutual Fund	**	19,384
*	Fidelity Freedom 2020 Fund	Mutual Fund	**	20,509

See independent auditor's report.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

		(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or	(d)	(e) Current
(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	Maturity Value	Cost	Value
*	Fidelity Small Cap Discovery Fund	Mutual Fund	**	16,621
*	Fidelity Select Biotech Fund	Mutual Fund	**	14,896
*	Fidelity Select Industrials Fund	Mutual Fund	**	14,766
*	Fidelity Real Estate Investment Fund	Mutual Fund	**	11,775
*	Fidelity Select Materials Fund	Mutual Fund	**	12,517
*	Fidelity Freedom 2045 Fund	Mutual Fund	**	5,339
*	Fidelity Spartan Total Market Index Fund	Mutual Fund	**	4,638
*	Fidelity Freedom 2030 Fund	Mutual Fund	**	993
*	Fidelity Government Money Market	Mutual Fund	**	497
*	VALIC Science & Technology Fund	Variable Annuity Contract	**	151,523
*	VALIC Growth Fund	Variable Annuity Contract	**	72,235
*	VALIC Mid Cap Index Fund	Variable Annuity Contract	**	87,255
*	VALIC Blue Chip Growth Fund	Variable Annuity Contract	**	65,024
	GS VIT Government Money Market Fund	Variance Annuity Contract	**	93,853
*	VALIC Stock Index Fund	Variable Annuity Contract	**	78,822
*	VALIC Vanguard Windsor II Fund	Variable Annuity Contract	**	64,915
*	VALIC NASDAQ 100 Index Fund	Variable Annuity Contract	**	99,679
*	VALIC Ariel Appreciation Fund	Variable Annuity Contract	**	27,929
*	VALIC Vanguard Wellington Fund	Variable Annuity Contract	**	43,955
*	VALIC Global Strategy Fund	Variable Annuity Contract	**	21,928
*	VALIC Small Cap Index Fund	Variable Annuity Contract	**	28,740
*	VALIC Ariel Fund	Variable Annuity Contract	**	27,472
*	VALIC Vanguard Lifestrategy Moderate Fund	Variable Annuity Contract	**	24,302
*	VALIC Inflation Protected Fund	Variable Annuity Contract	**	15,662
*	VALIC Mid Cap Strategic Growth Fund	Variable Annuity Contract	**	33,279
*	VALIC Large Capital Growth Fund	Variable Annuity Contract	**	14,786
*	VALIC Small Cap Special Value Fund	Variable Annuity Contract	**	12,208
*	VALIC International Equities Index Fund	Variable Annuity Contract	**	11,041
*	VALIC International Opportunities Fund	Variable Annuity Contract	**	8,057
*	VALIC Vanguard Long Term Treasury Fund	Variable Annuity Contract	**	5,843
*	VALIC International Value Fund	Variable Annuity Contract	**	7,760
*	VALIC Conservative Growth Lifestyle Fund	Variable Annuity Contract	**	6,984
*	VALIC Mid Cap Value Fund	Variable Annuity Contract	**	5,621
*	VALIC Small Cap Growth Fund	Variable Annuity Contract	**	33,496
*	VALIC International Socially Responsible Fund	Variable Annuity Contract	**	4,261
*	VALIC Small Cap Value Fund	Variable Annuity Contract	**	2,231
*	VALIC US Socially Responsible Fund	Variable Annuity Contract	**	2,190
*	VALIC Emerging Economies Fund	Variable Annuity Contract	**	1,140
*	VALIC International Growth Fund	Variable Annuity Contract	**	1,171
*	VALIC High Yield Bond Fund	Variable Annuity Contract	**	647
*	VALIC Global Real Estate Fund	Variable Annuity Contract	**	478
*	VALIC Dividend Value Fund	Variable Annuity Contract	**	16

See independent auditor's report.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	VALIC Invesco Balanced Risk Commodity			
*	Strategic Fund	Variable Annuity Contract	**	374
*	VALIC Core Bond Fund	Variable Annuity Contract	**	9,281
*	VALIC Systematic Core Fund	Variable Annuity Contract	**	18
*	VALIC Systematic Value Fund	Variable Annuity Contract	**	17
*	Lincoln American Funds Global Growth Fund	Variable Annuity Contract	**	131,943
*	Lincoln Fidelity VIP Contrafund	Variable Annuity Contract	**	137,558
*	Lincoln American Funds Growth Fund	Variable Annuity Contract	**	84,224
*	Lincoln Delaware VIP Diversified Income Fund	Variable Annuity Contract	**	66,848
*	Lincoln LVIP T. Rowe Price Structured Mid-Cap Growth Fund	Variable Annuity Contract	**	61,020
*	Lincoln LVIP Global Conservative Allocation Managed Risk Fund	Variable Annuity Contract	**	65,282
*	Lincoln Delaware VIP REIT Fund	Variable Annuity Contract	**	46,742
*	Lincoln LVIP Delaware Social Awareness Fund	Variable Annuity Contract	**	58,314
*	Lincoln LVIP Delaware Bond Fund	Variable Annuity Contract	**	39,633
*	Lincoln LVIP Baron Growth Opportunities Fund	Variable Annuity Contract	**	20,123
*	Lincoln Delaware Small Cap Core Series Fund	Variable Annuity Contract	**	46,220
*	Lincoln Delaware VIP Value Fund	Variable Annuity Contract	**	46,205
*	Lincoln Delaware VIP High Yield Fund	Variable Annuity Contract	**	38,561
*	Lincoln LVIP Managed Risk Profile 2040 Fund	Variable Annuity Contract	**	49,181
*	Lincoln American Funds Growth Income Fund	Variable Annuity Contract	**	28,581
*	Lincoln LVIP Dimensional US Core Equity Fund	Variable Annuity Contract	**	29,495
*	Lincoln MFS Utilities Fund	Variable Annuity Contract	**	28,105
*	Lincoln LVIP JPMorgan Retirement Income Fund	Variable Annuity Contract	**	21,043
*	Lincoln LVIP Vanguard Domestic Equity Fund	Variable Annuity Contract	**	25,342
*	Lincoln LVIP Blended Large Cap Growth Managed Volatility Fund	Variable Annuity Contract	**	16,224
*	Lincoln Fidelity VIP Growth Fund	Variable Annuity Contract	**	1,242
*	Lincoln American Funds International Fund	Variable Annuity Contract	**	11,845
*	Lincoln Blackrock Global Allocation Fund	Variable Annuity Contract	**	94,355
*	Lincoln Delaware VIP Small Cap Value	Variable Annuity Contract	**	77,644
*	Lincoln Delaware Mid Cap Value Fund	Variable Annuity Contract	**	111,313
*	Lincoln AB VPS Sustain Global Thematic	Variable Annuity Contract	**	8,741
*	Lincoln LVIP SSGA S&P 500 Index Fund	Variable Annuity Contract	**	11,459
*	Lincoln LVIP Blackrock Inflation Protected Bond Fund	Variable Annuity Contract	**	7
*	Lincoln LVIP Mondrian International Value Fund	Variable Annuity Contract	**	4,958
*	Lincoln LVIP Global Moderate Allocation Managed Risk Fund	Variable Annuity Contract	**	1,969
*	Lincoln LVIP SSGA Small Cap Index Fund	Variable Annuity Contract	**	1,129

See independent auditor's report.

SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Participant Loans	Interest rates from 4.25% - 8.00%, maturing through December 2027	\$-	<u>1,154,259</u>
TOTAL				<u><u>\$ 91,532,575</u></u>

* A party-in-interest as defined by ERISA.

** Cost information is not required for participant-directed investments.

See independent auditor's report.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	MassMutual Capital Preservation Account	Investment Contract	**	\$ 5,081,221
*	VALIC Fixed Account Plus	Investment Contract	**	3,439,886
*	VALIC Short Term Fixed Account	Investment Contract	**	77,827
*	Lincoln Fixed Account	Investment Contract	**	1,800,669
*	PIMCO Diversified Income Fund	Mutual Fund	**	176,042
*	Vanguard Growth Index Fund	Mutual Fund	**	1,964,315
*	Vanguard Total Bond Market Index Fund	Mutual Fund	**	1,795,607
*	Vanguard 500 Index Fund	Mutual Fund	**	2,073,908
*	Vanguard Total Stock Market Index Fund	Mutual Fund	**	1,068,393
*	Vanguard Global Equity Fund	Mutual Fund	**	688,934
*	Vanguard Mid Cap Index Fund	Mutual Fund	**	713,064
*	Vanguard Value Index Fund	Mutual Fund	**	1,075,596
*	Vanguard Small Cap Growth Index Fund	Mutual Fund	**	52,550
*	Vanguard Small Cap Index Fund	Mutual Fund	**	738,204
*	Vanguard Mid Cap Growth Index Fund	Mutual Fund	**	629,438
*	Vanguard Total International Stock Index Fund	Mutual Fund	**	628,404
*	Vanguard Small Cap Value Index Fund	Mutual Fund	**	496,754
*	Vanguard Mid Cap Value Index Fund	Mutual Fund	**	384,494
*	Vanguard Real Estate Index Fund	Mutual Fund	**	181,553
*	Western Asset Core Bond Fund	Mutual Fund	**	18,779
*	Vanguard Inflation-Protected Securities Fund			
*	Admiral	Mutual Fund	**	25,419
*	Vanguard Target Retirement 2020 Fund	Mutual Fund	**	3,067,270
*	Vanguard Target Retirement 2025 Fund	Mutual Fund	**	7,132,199
*	Vanguard Target Retirement 2035 Fund	Mutual Fund	**	7,054,459
*	Vanguard Target Retirement 2045 Fund	Mutual Fund	**	7,274,721
*	Vanguard Target Retirement 2055 Fund	Mutual Fund	**	6,642,527
*	Vanguard Target Retirement 2065 Fund	Mutual Fund	**	1,189,304
*	Vanguard Target Retirement 2050 Fund	Mutual Fund	**	8,180,768
*	Vanguard Target Retirement 2030 Fund	Mutual Fund	**	8,376,205
*	Vanguard Target Retirement 2040 Fund	Mutual Fund	**	5,490,586
*	Vanguard Target Retirement 2060 Fund	Mutual Fund	**	3,923,044
*	Vanguard Target Retirement Income Fund	Mutual Fund	**	1,966,056
*	Vanguard Cash Reserves Federal Money	Mutual Fund	**	27,728
*	Vanguard Target Retirement 2020 Fund	Mutual Fund	**	69,253
*	Vanguard 500 Index Fund Admiral	Mutual Fund	**	656,035
*	Vanguard PrimeCap Fund	Mutual Fund	**	468,932
*	Vanguard Wellington Fund	Mutual Fund	**	417,778
*	Vanguard Total Stock Index Fund Admiral	Mutual Fund	**	186,547
*	Vanguard International Growth Fund Admiral	Mutual Fund	**	123,636
*	Vanguard Total Bond Market Index Fund AD	Mutual Fund	**	85,791

See independent auditor's report.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Vanguard Core Bond Fund Admiral Shares	Mutual Fund	**	89,172
*	Vanguard Small Cap Index Fund Admiral	Mutual Fund	**	70,104
*	Vanguard Total International Bond Index Fund	Mutual Fund	**	56,685
*	Vanguard Health Care Fund Admiral	Mutual Fund	**	71,066
*	Vanguard STAR Fund	Mutual Fund	**	42,678
*	Vanguard Explorer Fund	Mutual Fund	**	37,445
*	Vanguard Windsor II Fund	Mutual Fund	**	43,318
*	Vanguard U.S. Growth Fund Admiral	Mutual Fund	**	24,946
*	Vanguard Growth Index Fund Admiral	Mutual Fund	**	16,193
*	Vanguard Total World Stock Index Fund Admiral	Mutual Fund	**	29,208
*	Vanguard LifeStrategy Growth Fund	Mutual Fund	**	23,007
*	Vanguard Federal Money Market Fund	Mutual Fund	**	12,862
*	Vanguard Mid Cap Index Fund Admiral	Mutual Fund	**	3,657
*	Vanguard Value Index Fund Admiral	Mutual Fund	**	4,086
*	Vanguard Equity Income Fund Admiral	Mutual Fund	**	1,181
*	Fidelity Magellan Fund	Mutual Fund	**	301,165
*	Fidelity Growth Company Fund	Mutual Fund	**	132,028
*	Fidelity Contrafund	Mutual Fund	**	109,713
*	Fidelity Blue Chip Growth Fund	Mutual Fund	**	116,662
*	Fidelity Strategic Income Fund	Mutual Fund	**	122,928
*	Fidelity International Growth Fund	Mutual Fund	**	101,416
*	Fidelity Growth & Income Fund	Mutual Fund	**	98,054
*	Fidelity Spartan Intermediate Trade Bond Index Fund	Mutual Fund	**	89,786
*	Fidelity Low Priced Stock Fund	Mutual Fund	**	92,117
*	Fidelity Freedom 2035 Fund	Mutual Fund	**	79,662
*	Fidelity Total Bond Fund	Mutual Fund	**	75,216
*	Fidelity Overseas Fund	Mutual Fund	**	61,545
*	Fidelity Government Cash Reserve Fund	Mutual Fund	**	69,861
*	Fidelity Spartan Extended Market Index Fund	Mutual Fund	**	16,236
*	Fidelity Government Money Market Fund	Mutual Fund	**	62,363
*	Fidelity Select Financial Fund	Mutual Fund	**	53,076
*	Fidelity Capital & Income Fund	Mutual Fund	**	47,210
*	Fidelity Treasury Only Money Market Fund	Mutual Fund	**	43,085
*	Fidelity OTC Portfolio Fund	Mutual Fund	**	31,700
*	Fidelity Large Cap Stock Fund	Mutual Fund	**	40,389
*	Fidelity Select Software Fund	Mutual Fund	**	26,982
*	Fidelity 500 Index Fund	Mutual Fund	**	30,707
*	Fidelity Large Cap Value Enhanced Index Fund	Mutual Fund	**	28,748
*	Fidelity Dividend Growth Fund	Mutual Fund	**	26,729
*	Fidelity Small Cap Stock Fund	Mutual Fund	**	19,384
*	Fidelity Freedom 2020 Fund	Mutual Fund	**	20,509

See independent auditor's report.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

		(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or	(d)	(e) Current
(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	Maturity Value	Cost	Value
*	Fidelity Small Cap Discovery Fund	Mutual Fund	**	16,621
*	Fidelity Select Biotech Fund	Mutual Fund	**	14,896
*	Fidelity Select Industrials Fund	Mutual Fund	**	14,766
*	Fidelity Real Estate Investment Fund	Mutual Fund	**	11,775
*	Fidelity Select Materials Fund	Mutual Fund	**	12,517
*	Fidelity Freedom 2045 Fund	Mutual Fund	**	5,339
*	Fidelity Spartan Total Market Index Fund	Mutual Fund	**	4,638
*	Fidelity Freedom 2030 Fund	Mutual Fund	**	993
*	Fidelity Government Money Market	Mutual Fund	**	497
*	VALIC Science & Technology Fund	Variable Annuity Contract	**	151,523
*	VALIC Growth Fund	Variable Annuity Contract	**	72,235
*	VALIC Mid Cap Index Fund	Variable Annuity Contract	**	87,255
*	VALIC Blue Chip Growth Fund	Variable Annuity Contract	**	65,024
*	GS VIT Government Money Market Fund	Variance Annuity Contract	**	93,853
*	VALIC Stock Index Fund	Variable Annuity Contract	**	78,822
*	VALIC Vanguard Windsor II Fund	Variable Annuity Contract	**	64,915
*	VALIC NASDAQ 100 Index Fund	Variable Annuity Contract	**	99,679
*	VALIC Ariel Appreciation Fund	Variable Annuity Contract	**	27,929
*	VALIC Vanguard Wellington Fund	Variable Annuity Contract	**	43,955
*	VALIC Global Strategy Fund	Variable Annuity Contract	**	21,928
*	VALIC Small Cap Index Fund	Variable Annuity Contract	**	28,740
*	VALIC Ariel Fund	Variable Annuity Contract	**	27,472
*	VALIC Vanguard Lifestrategy Moderate Fund	Variable Annuity Contract	**	24,302
*	VALIC Inflation Protected Fund	Variable Annuity Contract	**	15,662
*	VALIC Mid Cap Strategic Growth Fund	Variable Annuity Contract	**	33,279
*	VALIC Large Capital Growth Fund	Variable Annuity Contract	**	14,786
*	VALIC Small Cap Special Value Fund	Variable Annuity Contract	**	12,208
*	VALIC International Equities Index Fund	Variable Annuity Contract	**	11,041
*	VALIC International Opportunities Fund	Variable Annuity Contract	**	8,057
*	VALIC Vanguard Long Term Treasury Fund	Variable Annuity Contract	**	5,843
*	VALIC International Value Fund	Variable Annuity Contract	**	7,760
*	VALIC Conservative Growth Lifestyle Fund	Variable Annuity Contract	**	6,984
*	VALIC Mid Cap Value Fund	Variable Annuity Contract	**	5,621
*	VALIC Small Cap Growth Fund	Variable Annuity Contract	**	33,496
*	VALIC International Socially Responsible Fund	Variable Annuity Contract	**	4,261
*	VALIC Small Cap Value Fund	Variable Annuity Contract	**	2,231
*	VALIC US Socially Responsible Fund	Variable Annuity Contract	**	2,190
*	VALIC Emerging Economies Fund	Variable Annuity Contract	**	1,140
*	VALIC International Growth Fund	Variable Annuity Contract	**	1,171
*	VALIC High Yield Bond Fund	Variable Annuity Contract	**	647
*	VALIC Global Real Estate Fund	Variable Annuity Contract	**	478
*	VALIC Dividend Value Fund	Variable Annuity Contract	**	16

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**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	VALIC Invesco Balanced Risk Commodity			
*	Strategic Fund	Variable Annuity Contract	**	374
*	VALIC Core Bond Fund	Variable Annuity Contract	**	9,281
*	VALIC Systematic Core Fund	Variable Annuity Contract	**	18
*	VALIC Systematic Value Fund	Variable Annuity Contract	**	17
*	Lincoln American Funds Global Growth Fund	Variable Annuity Contract	**	131,943
*	Lincoln Fidelity VIP Contrafund	Variable Annuity Contract	**	137,558
*	Lincoln American Funds Growth Fund	Variable Annuity Contract	**	84,224
*	Lincoln Delaware VIP Diversified Income Fund	Variable Annuity Contract	**	66,848
*	Lincoln LVIP T. Rowe Price Structured Mid-Cap Growth Fund	Variable Annuity Contract	**	61,020
*	Lincoln LVIP Global Conservative Allocation Managed Risk Fund	Variable Annuity Contract	**	65,282
*	Lincoln Delaware VIP REIT Fund	Variable Annuity Contract	**	46,742
*	Lincoln LVIP Delaware Social Awareness Fund	Variable Annuity Contract	**	58,314
*	Lincoln LVIP Delaware Bond Fund	Variable Annuity Contract	**	39,633
*	Lincoln LVIP Baron Growth Opportunities Fund	Variable Annuity Contract	**	20,123
*	Lincoln Delaware Small Cap Core Series Fund	Variable Annuity Contract	**	46,220
*	Lincoln Delaware VIP Value Fund	Variable Annuity Contract	**	46,205
*	Lincoln Delaware VIP High Yield Fund	Variable Annuity Contract	**	38,561
*	Lincoln LVIP Managed Risk Profile 2040 Fund	Variable Annuity Contract	**	49,181
*	Lincoln American Funds Growth Income Fund	Variable Annuity Contract	**	28,581
*	Lincoln LVIP Dimensional US Core Equity Fund	Variable Annuity Contract	**	29,495
*	Lincoln MFS Utilities Fund	Variable Annuity Contract	**	28,105
*	Lincoln LVIP JPMorgan Retirement Income Fund	Variable Annuity Contract	**	21,043
*	Lincoln LVIP Vanguard Domestic Equity Fund	Variable Annuity Contract	**	25,342
*	Lincoln LVIP Blended Large Cap Growth Managed Volatility Fund	Variable Annuity Contract	**	16,224
*	Lincoln Fidelity VIP Growth Fund	Variable Annuity Contract	**	1,242
*	Lincoln American Funds International Fund	Variable Annuity Contract	**	11,845
*	Lincoln Blackrock Global Allocation Fund	Variable Annuity Contract	**	94,355
*	Lincoln Delaware VIP Small Cap Value	Variable Annuity Contract	**	77,644
*	Lincoln Delaware Mid Cap Value Fund	Variable Annuity Contract	**	111,313
*	Lincoln AB VPS Sustain Global Thematic	Variable Annuity Contract	**	8,741
*	Lincoln LVIP SSGA S&P 500 Index Fund	Variable Annuity Contract	**	11,459
*	Lincoln LVIP Blackrock Inflation Protected Bond Fund	Variable Annuity Contract	**	7
*	Lincoln LVIP Mondrian International Value Fund	Variable Annuity Contract	**	4,958
*	Lincoln LVIP Global Moderate Allocation Managed Risk Fund	Variable Annuity Contract	**	1,969
*	Lincoln LVIP SSGA Small Cap Index Fund	Variable Annuity Contract	**	1,129

See independent auditor's report.

**SERVICESTOURCE, INC. 403(b) TAX DEFERRED
THRIFT RETIREMENT PLAN
SCHEDULE H, LINE 4i - ASSETS (HELD AT END OF YEAR) (CONTINUED)
DECEMBER 31, 2022
EIN: 54-0901256
PLAN NUMBER: 001**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	Participant Loans	Interest rates from 4.25% - 8.00%, maturing through December 2027	\$-	<u>1,154,259</u>
TOTAL				<u><u>\$ 91,532,575</u></u>

* A party-in-interest as defined by ERISA.

** Cost information is not required for participant-directed investments.

See independent auditor's report.

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**OMB Nos. 1210 - 0110
1210 - 0089**2022****This Form is Open to Public Inspection****Part I Annual Report Identification Information**For calendar plan year 2022 or fiscal plan year beginning **01/01/2022** and ending **12/31/2022**

- 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 instr.)
- ☒ a single-employer plan ☐ a DFE (specify) _____
- B** This return/report is: ☐ the first return/report ☐ the final return/report
- ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here ☐ ▶ ☐
- D** Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program
- ☐ special extension (enter description) _____
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here ☐ ▶ ☐

Part II Basic Plan Information - enter all requested information

1a Name of plan SERVICESTOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 07/01/1984
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) SERVICESTOURCE, INC. 10467 WHITE GRANITE DRIVE OAKTON VA 22124	2b Employer Identification Number (EIN) 54-0901256 2c Plan Sponsor's telephone number (703) 461-6000 2d Business code (see instructions) 624310

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

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

SIGN HERE 	09/25/2023	NATE HOOVER
Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		
Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE		
Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)
v. 220413

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
--	---

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
--	-----------------------------------

5 Total number of participants at the beginning of the plan year	5	4393
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).		
a (1) Total number of active participants at the beginning of the plan year	6a(1)	2392
a (2) Total number of active participants at the end of the plan year	6a(2)	2376
b Retired or separated participants receiving benefits	6b	38
c Other retired or separated participants entitled to future benefits	6c	1815
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	4229
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	0
f Total. Add lines 6d and 6e	6f	4229
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g	3676
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	183
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2F 2G 2L 2M 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
 (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
 (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- (1) ☒ **H** (Financial Information)
 (2) ☐ **I** (Financial Information - Small Plan)
 (3) ☒ **4 A** (Insurance Information)
 (4) ☒ **C** (Service Provider Information)
 (5) ☐ **D** (DFE/Participating Plan Information)
 (6) ☐ **G** (Financial Transaction Schedules)