

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 <u>01/01/2022</u> and ending <u>12/31/2022</u>	
A This return/report is for:	☐ a multiemployer plan ☒ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☐ a single-employer plan ☐ a DFE (specify) ____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II Basic Plan Information —enter all requested information		
1a Name of plan <u>LANDRUM PROFESSIONAL EMPLOYER SERVICES RETIREMENT SAVINGS PLAN</u>	1b	Three-digit plan number (PN) ▶ <u>338</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>LANDRUM PROFESSIONAL EMPLOYER SERVICES, INC.</u> <u>219 E. GARDEN STREET, SUITE 500</u> <u>PENSACOLA, FL 32502</u>	1c	Effective date of plan <u>07/01/1997</u>
	2b	Employer Identification Number (EIN) <u>59-2345956</u>
	2c	Plan Sponsor's telephone number <u>800-888-0472</u>
	2d	Business code (see instructions) <u>561300</u>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2023	CHRISTY ARNOLD
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2023	CHRISTY ARNOLD
	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 4391
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) 3507
a(2) Total number of active participants at the end of the plan year		6a(2) 3386
b Retired or separated participants receiving benefits		6b 0
c Other retired or separated participants entitled to future benefits.....		6c 764
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 4150
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 4150
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 2320
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 46
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 2R		
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) ☐ 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 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 LANDRUM PROFESSIONAL EMPLOYER SERVICES RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶ 338
C Plan sponsor's name as shown on line 2a of Form 5500 LANDRUM PROFESSIONAL EMPLOYER SERVICES, INC.	D Employer Identification Number (EIN) 59-2345956

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

SLAVIC INTEGRATED ADMINISTRATION

65-0608221

(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?
15 37 38 50	TPA	329756	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SLAVIC MUTUAL FUND MANAGEMENT CORP

59-2749576

(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?
28	INVESTMENT MGMT	133403	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BKS

84-1921272

(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?
26 51	ADVISORY CONSULTING	57005	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

CARR RIGGS & INGRAM

72-1396621

(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?
10	AUDITOR	19000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

(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
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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>LANDRUM PROFESSIONAL EMPLOYER SERVICES RETIREMENT SAVINGS PLAN</u>	B Three-digit plan number (PN) ►	338
C Plan sponsor's name as shown on line 2a of Form 5500 <u>LANDRUM PROFESSIONAL EMPLOYER SERVICES, INC.</u>	D Employer Identification Number (EIN) <u>59-2345956</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)
(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)
(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)
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)
(15) Other	1c(15)

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	113207282	96863185

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	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	113207282	96863185
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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)	4376519	
(B) Participants	2a(1)(B)	9253983	
(C) Others (including rollovers)	2a(1)(C)	1404826	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		15035328
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)	61645	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		61645
(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)	1853025	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1853025
(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)		0
(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)		0

		(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)		-17991054
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		-1041056
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9491980	
(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)		9491980
f Corrective distributions (see instructions)	2f		36984
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	19000	
(2) Contract administrator fees	2i(2)	330218	
(3) Investment advisory and management fees	2i(3)	190408	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		539626
j Total expenses. Add all expense amounts in column (b) and enter total	2j		10068590
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-11109646
l Transfers of assets:			
(1) To this plan	2l(1)		7725830
(2) From this plan	2l(2)		12960281

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: **CARR RIGGS & INGRAM**

(2) EIN: **72-1396621**

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.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1000000
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?			
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?			
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.)			
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?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
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)
BONAVENTURE PROPERTY MANAGEMENT SERVICES, LLC RSP	54-1971779	001
TAPPER & COMPANY PROPERTIES MANAGEMENT, INC.	59-3735900	001
OASIS RETIREMENT SAVINGS PLAN	65-0731524	333
SLAVIC SECURE PEP	65-0608221	001

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 _____.

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b			
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c			
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d			
e Was this plan covered by a fidelity bond?			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
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?			
4g			
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?			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i			
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.)			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k			
l Has the plan failed to provide any benefit when due under the plan?			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
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.			
4n			

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)
ELM STAFFING, INC. 401(K) PLAN	63-1249564	001
MCELHANY ELECTRIC CO. INC. 401(K) PLAN	59-2462270	001
SMARTHOUSE INTEGRATION, LLC	20-5524968	001
SIGNUM 401(K) PLAN	57-1077604	001

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 _____.

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b			
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c			
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d			
e Was this plan covered by a fidelity bond?			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
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?			
4g			
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?			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i			
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.)			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k			
l Has the plan failed to provide any benefit when due under the plan?			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
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.			
4n			

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)
DISTRICT ONE MEDICAL EXAMINER 401(K) PROFIT SHARING PLAN & TRUST	84-2673335	001
THE ST. JOE COMPANY RETIREMENT PLAN	59-0432511	080

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.
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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 LANDRUM PROFESSIONAL EMPLOYER SERVICES RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ► 338
C Plan sponsor's name as shown on line 2a of Form 5500 LANDRUM PROFESSIONAL EMPLOYER SERVICES, INC.	D Employer Identification Number (EIN) 59-2345956

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): 65-0708495		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....	3	

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

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

Part III	Amendments
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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
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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.
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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 _____



Landrum Professional Employer Services Retirement Savings Plan

FINANCIAL STATEMENTS

December 31, 2022 and 2021

**REPORT**

Independent Auditors' Report	1
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FINANCIAL STATEMENTS

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Statement of Changes in Net Assets Available for Benefits	6
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SUPPLEMENTAL SCHEDULE

Schedule H, line 4i – Schedule of Assets (Held at End of Year)	16
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Note: Other schedules required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA) have been omitted because the conditions under which they are required are not present.

INDEPENDENT AUDITORS' REPORT

(850) 837-3141
(850) 654-4619 (fax)
CRlcpa.com

To the Participants and Administrator of
Landrum Professional Employer Services Retirement Savings Plan

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

We have performed audits of the accompanying financial statements of Landrum Professional Employer Services Retirement Savings Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for 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 Landrum Professional Employer Services Retirement Savings Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution 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 3 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 Auditors' Responsibilities for the Audit of the Financial Statements section—

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Landrum Professional Employer Services Retirement Savings 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 Landrum Professional Employer Services Retirement Savings 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.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Landrum Professional Employer Services Retirement Savings 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 Landrum Professional Employer Services Retirement Savings Plan's ability to continue as a going concern for a reasonable period of time.

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

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements 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 Schedule Required by ERISA

The supplemental schedule of Schedule H, line 4i – Schedule of Assets (Held at End of Year) for the year ended December 31, 2022 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit 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 generally accepted auditing standards. 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 their form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

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

Carr, Riggs & Ingram, L.L.C.

CARR, RIGGS & INGRAM, LLC

Miramar Beach, Florida
October 12, 2023

Landrum Professional Employer Services Retirement Savings Plan
Statements of Net Assets Available for Benefits

<i>December 31,</i>	2022	2021
Assets		
Investments:		
Investments at fair value	\$ 94,431,451	\$ 110,793,408
Investments, self-directed brokerage accounts, at fair value	474,189	519,014
Total Investments	94,905,640	111,312,422
Receivables:		
Participant contribution	259,917	258,604
Employer contribution	321,566	324,683
Notes receivable from participants	1,376,062	1,311,573
Total receivables	1,957,545	1,894,860
Total assets	96,863,185	113,207,282
Net assets available for benefits	\$ 96,863,185	\$ 113,207,282

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

Landrum Professional Employer Services Retirement Savings Plan

Statement of Changes in Net Assets Available for Benefits

For the year ended December 31,

2022

Additions

Investment income	
Interest and dividends	\$ 1,853,025
Total investment income	1,853,025

Interest income on notes receivable from participants	61,645
---	--------

Contributions	
Employer	4,376,519
Employee	9,253,983
Rollover	1,404,825
Total contributions	15,035,327

Total additions	16,949,997
-----------------	------------

Deductions

Net depreciation in value of investments	17,991,053
Benefits paid to participants	9,528,964
Administrative expenses	539,626

Total deductions	28,059,643
------------------	------------

Net decrease	(11,109,646)
--------------	--------------

Transfers from Other Plans	7,725,830
Transfers to Other Plans	(12,960,281)

Net Assets Available for Benefits

Beginning of year	113,207,282
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End of year	\$ 96,863,185
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The accompanying notes are an integral part of these financial statements.

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 1: DESCRIPTION OF THE PLAN

The following description of the Landrum Professional Employer Services Retirement Savings Plan (the "Plan") provides only general information. Refer to Plan documents for a more complete description of Plan provisions.

General

The Plan is a defined contribution plan established for the benefit of the employees of Landrum Professional Employer Services, Inc. (the "Company") and Landrum Companies, Inc., a related party, who may be eligible to participate upon commencement of employment. The Plan qualifies as a "multiple employer" plan as described in Section 413(c) of the Internal Revenue Code. The Plan is subject to the provisions of the Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA). The Board of Directors is responsible for oversight of the Plan.

Some administrative functions are performed by employees of the Company. No compensation is remitted to the Company for these services.

Plan assets are held and managed by Mid Atlantic Trust Company (MATC), the custodian and the qualified institution for the Plan, which invests contributions and Plan earnings, makes investment transactions as directed by the individual participants and provides certain recordkeeping services. Slavic Integrated Administration (Slavic) acts as the third-party administrator for the Plan, which performs certain administration and annual ERISA compliance testing.

Eligibility

All employees who are 21 years of age, work for a participating client, and fulfill the participating client's service requirement are eligible to participate in the Plan. Participating clients may select from the following service requirements: (1) one year of service (1,000 hours of service in a consecutive twelve month period), (2) one to eleven months of service or (3) immediate eligibility. Additionally, a participating client may elect to waive the age and service eligibility requirements for individuals who are performing services for a participating client as of a specified date or may elect an age requirement less than 21 years of age. Entry into the Plan occurs based on the provisions of the participating client's agreement.

Employees are eligible for an allocation of the participating client's contribution, if any, as specified in the participating client's agreement.

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 1: DESCRIPTION OF THE PLAN (Continued)

Contributions

Each year, participants may contribute a percentage of their pay into an elective deferral account on a pre-tax or post-tax basis, subject to the limitations specified in the Internal Revenue Code (IRC). Participants may also roll over amounts representing distributions from other qualified defined benefit or contribution plans. Participants are permitted to contribute catch-up contributions in accordance with IRC requirements. Participating clients adopt one of several available options ranging from no participation to mandatory match based on the participant's compensation for the plan year. Employers can also provide a discretionary profit-sharing contribution. Participants direct the investment of their contributions into various investment options offered by the Plan.

During the year ended December 31, 2022, certain participating clients made profit sharing contributions totaling \$321,566.

Participant Accounts

Each participant's account is credited with the participant's contributions and an allocation of (a) the participating client's contribution and (b) Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the vested portion of the participant's account.

Vesting

Participants are fully vested with respect in their employee contributions plus actual earnings thereon. Vesting of participating client contributions is based on years of service beginning with the participants' day of hire. The standard vesting schedule is as follows:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 or more	100%

Based upon the agreements of mergers with other plans, the vesting schedule may vary among participating clients. Participants associated with clients with safe harbor provisions have immediate vesting.

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 1: DESCRIPTION OF THE PLAN (Continued)

A year of service is defined as a Plan year in which a participant is credited with 1,000 hours of service. A participant is fully vested in all of his or her account under the Plan upon reaching the Plan's normal retirement age, disability, or death.

Notes Receivable from Participants

Participants may borrow a minimum of \$1,000 up to a maximum of 50% of their vested account balance, not to exceed \$50,000. Participants are charged with out-of-pocket costs associated with the loan. The loans are secured by the balance in the participant's account and bear interest at rates ranging from 4.25% to 6.00%, which are commensurate with local prevailing rates as determined by the Plan administrator. Loans are payable through payroll deductions and must be paid within five years except for primary home loans which must be paid within fifteen years.

Benefit Payments

Distributions to participants or their beneficiaries take place upon the employee's separation of service, retirement, permanent and total disability, or death. Distributions equal to the value of the participant's vested interest in his or her account are made in a lump sum amount. A participant may also request a distribution from their elective deferral account in the case of a hardship as outlined in the Plan provisions.

Hardship Withdrawals

As permitted by the Internal Revenue Code (IRC) and in accordance with the plan agreement, a participant may request a financial hardship withdrawal if they experience a severe financial hardship. The financial hardship withdrawal may not exceed the amount of the financial hardship or the value of the vested portion of the participant's balance, whichever is less.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). The Financial Accounting Standards Board (FASB) provides authoritative guidance regarding U.S. GAAP through the Accounting Standards Codification (ASC) and related Accounting Standards Updates (ASUs).

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Use of Estimates

The preparation of U.S. GAAP financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments generally are reported at fair value, but may also be reported at contract value or net asset value (NAV). 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. See Note 4 for further discussion of fair value measurements.

The Plan determines its valuation policies utilizing information provided by the investment advisers, custodians and insurance company.

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2022 and 2021.

Payment of Benefits

Distributions to participants are recorded when paid.

Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net depreciation in value of investments.

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Risks and Uncertainties

The Plan invests in various investment securities. Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in value of investment securities will occur in the near term and that these changes could materially affect participants' account balances and the amounts reported in the Plan's financial statements.

Subsequent Events

Management has evaluated subsequent events through the date that the financial statements were available to be issued, October 12, 2023 and determined there were no events that occurred that require disclosure. No subsequent events occurring after this date have been evaluated for inclusion in these financial statements.

NOTE 3: INFORMATION CERTIFIED BY QUALIFIED INSTITUTION

Except for certain amounts described below, the Plan Administrator has elected the method of compliance, as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. The following financial information included in the Plan's financial statements was obtained by management and agreed to or derived from information certified as complete and accurate by the qualified institution:

- a) Substantially all investments, at fair value, included in the statements of net assets available for benefits at December 31, 2022 and 2021.
- b) Notes receivable from participants included in the statements of net assets available for benefits at December 31, 2022 and 2021.
- c) Investment income, net depreciation in value of investments, and interest income on notes receivable from participants included in the statement of changes in net assets available for benefits for the year ended December 31, 2022.
- d) Substantially all amounts included in Note 4, *Fair Value Measurements*.
- e) Substantially all information included in the supplemental schedule of assets (held at end of year) as of December 31, 2022.

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 3: INFORMATION CERTIFIED BY QUALIFIED INSTITUTION (Continued)

The Plan allows participants to direct their investments using a separate brokerage account. These participant accounts are outside of the custodian arrangement with Mid Atlantic; therefore, the balances and activities are not included in the certification described above. The following amounts were not certified:

- a) Balances in the participant self-directed brokerage accounts at December 31, 2022 and 2021.
- b) Investment income credited to the participant self-directed brokerage account investments for the year ended December 31, 2022.
- c) Certain amounts included in Note 4, *Fair Value Measurements*.
- d) Certain information included in the supplemental schedule of assets (held at end of year) as of December 31, 2022.

NOTE 4: FAIR VALUE MEASUREMENTS

Fair value is the exchange price that would be received for an asset or paid to transfer a liability (exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. There are three levels of inputs that may be used to measure fair values:

Level 1: Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.

Level 2: Significant other observable inputs other than Level 1 prices, such as:

- 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; or
 - can be corroborated by observable market data.

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

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 4: FAIR VALUE MEASUREMENTS (Continued)

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 price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Self-directed brokerage accounts: These accounts include mutual funds, common stocks and exchange-traded products. They are valued at the daily closing price reported on the active market on which each individual security is traded.

Money market mutual funds: Valued based on NAV per share or unit as a practical expedient as reported by the fund manager. Accordingly, these NAV-based investments have been excluded from the fair value hierarchy leveling.

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

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

Description	Quoted Prices in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3	Total
December 31, 2022				
Mutual funds	\$ 94,431,451	\$ -	\$ -	\$ 94,431,451
Self-directed brokerage accounts	474,189	-	-	474,189
	\$ 94,905,640	\$ -	\$ -	\$ 94,905,640

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 4: FAIR VALUE MEASUREMENTS (Continued)

Description	Quoted Prices in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3	Total
December 31, 2021				
Mutual funds	\$ 110,793,408	\$ -	\$ -	\$ 110,793,408
Self-directed brokerage accounts	519,014	-	-	519,014
	\$ 111,312,422	\$ -	\$ -	\$ 111,312,422

Fair Value of Investments that Calculate Net Asset Value

The following table summarizes information related to the money market mutual funds measured at fair value based on NAV per share as of December 31, 2022 and 2021, respectively. The money market mutual funds are maintained by investment companies and hold investments in accordance with a stated set of fund objectives.

Year-End	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
December 31, 2022	\$ -	\$ -	Daily	N/A
December 31, 2021	\$ -	\$ -	Daily	N/A

NOTE 5: TAX STATUS

The IRS has determined and informed the Company in a letter dated August 28, 2013 that its plan and related trust are designed in accordance with applicable sections of the IRC. Management believes that the Plan has been designed and is being operated in such a way as to be qualified under Section 401 of the IRC.

Tax positions are recognized only if it is "more likely than not" that the tax position be sustained in a tax examination, with a tax examination being presumed to occur. The amount recognized is the largest amount that is greater than 50% likely of being realized on examination. For tax positions not meeting the "more likely than not" test, no tax position is recorded. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Landrum Professional Employer Services Retirement Savings Plan

Notes to Financial Statements

NOTE 6: RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

The Plan paid certain expenses related to plan operations and investment activity to various service providers, as described in Notes 1 and 2. During the year ended December 31, 2022, Slavic received approximately \$463,000 from the Plan for administrative services and investment management.

MATC receives revenue from mutual fund service providers for services it provides to the funds. This revenue is used to offset amounts owed to MATC for its services to the Plan.

NOTE 7: PLAN TERMINATION

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

NOTE 8: TRANSFERS TO AND FROM THE PLAN

In 2022, the assets of the participants that are employed by Professional Eye Care Association, P.A.; NWF Partnership for Better Communities, Inc.; Big Bend Based Care, Inc.; and others were transferred to the Plan as the result of mergers into the Plan. The transfer in amounts totaled \$7,725,830.

In addition, in 2022, the assets of the former Plan participants that were employed by National Standard Parts Associates, Inc.; St Joe Resort Operations, LLC; District One Medical Examiner Support, Inc.; and others (former participating employers) were transferred from the Plan. The transfer out amounts totaled \$12,960,281.

Supplemental Schedule

Landrum Professional Employer Services Retirement Savings Plan
EIN #59-2345956 Plan #338
Schedule H, line 4i - Schedule of Assets (Held at End of Year)
December 31, 2022

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment	(d) Cost	(e) Current Value
	American Funds	American Funds Capital World Bond R6	**	\$ 81,046
	American Funds	American Funds Capital World G & I R6	**	995,736
	American Funds	American Funds EuroPacific R6	**	844,734
	Dimensional Fund Advisors	DFA US Targeted Port	**	297,448
	Fidelity Investments	Fidelity SDB	**	474,189
	Fidelity Investments	Fidelity Select Health Care	**	1,219,870
	Fidelity Investments	Fidelity Select Technology	**	1,769,848
	Franklin Templeton Investments	Franklin Utilities Advisor Class	**	429,017
	Gabelli Money Market Funds	Gabelli US Treasury Money Market	**	2,394,687
	iShares	MSCI EAFE International Index Fund	**	5,359,256
	MFS	MFS Growth Fund R6	**	2,629,927
	Principal Funds	Principal Investors High Yield II	**	278,279
	Principal Funds	Principal Mid Cap R6	**	1,995,786
	Vanguard	Vanguard Consumer Staples Index Admiral	**	5,728,412
	Vanguard	Vanguard Energy Index Admiral	**	631,796
	Vanguard	Vanguard European Stock Index Admiral	**	56,964
	Vanguard	Vanguard Federal Money Market	**	8,167,198
	Vanguard	Vanguard Inflation Protected Securities	**	624,938
	Vanguard	Vanguard Intermediate-Term Bond Index Ad	**	15,842,110
	Vanguard	Vanguard Materials Index Adm	**	469,643
	Vanguard	Vanguard Mid Cap Index Admiral	**	1,796,167
	Vanguard	Vanguard REIT Index Admiral	**	516,818
	Vanguard	Vanguard Short-Term Federal Admiral	**	794,363
	Vanguard	Vanguard Small Cap Growth Index Adm	**	1,593,285
	Vanguard	Vanguard Small Cap Index Admiral	**	674,748
	Vanguard	Vanguard Target Retirement 2020	**	132,184
	Vanguard	Vanguard Target Retirement 2025	**	667,190
	Vanguard	Vanguard Target Retirement 2030	**	1,125,399
	Vanguard	Vanguard Target Retirement 2035	**	1,281,239
	Vanguard	Vanguard Target Retirement 2040	**	524,101
	Vanguard	Vanguard Target Retirement 2045	**	292,145
	Vanguard	Vanguard Target Retirement 2050	**	816,280
	Vanguard	Vanguard Target Retirement 2055	**	356,886
	Vanguard	Vanguard Target Retirement 2060	**	81,741
	Vanguard	Vanguard Target Retirement 2065 Inv	**	112,022
	Vanguard	Vanguard Target Retirement Income	**	12,091
	Vanguard	Vanguard Total Int'l Stock Index Admiral	**	797,113
	Vanguard	Vanguard Total Stock Market Index Admiral	**	32,263,490
	Vanguard	Vanguard Windsor Fund Admiral	**	328,766
	Victory	Victory Sycamore Established Value I	**	448,728
		Total investments		94,905,640
*	Notes receivable from participants	Interest rates from 4.25% to 6.00%	**	1,376,062
		Total	\$	96,281,702

* Represents a party-in-interest

** Cost not required for participant directed.

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT THE END OF THE YEAR).

LANDRUM PROFESSIONAL EMPLOYER SERVICES RETIREMENT SAVINGS PLAN

PLAN # 338

EIN # 59-2345956

(a)	(b) Identity of issuer, 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	VITSX - Vanguard Total Stock Market Index Inst.		32,263,490
	Vanguard	VBILX - Vanguard Intermediate-Term Bond Index Fund Admiral Shares		15,842,110
	Vanguard	VMFXX - Vanguard Federal Money Market Fund Investor Shares		8,167,198
	Vanguard	VCSAX - Vanguard Consumer Staples Index		5,728,412
	BlackRock	BTMKX - iShares MSCI EAFE International Index Fund Class K		5,359,256
	MFS	MFEHX - MFS Growth R3		2,629,927
	Gabelli Funds/Ssga	GABXX - Gabelli Us Treasury Money Market		2,394,687
	Principal	PMAQX - Principal MidCap R6		1,995,786
	Vanguard	VIMAX - Vanguard Mid-Cap Index Fund Admiral Shares		1,796,167
	Fidelity	FSPTX - Fidelity Select Technology		1,769,848
	Vanguard	VSGAX - Vanguard Small-Cap Growth Index Fund Admiral Shares		1,593,285
	Vanguard	VTTHX - Vanguard Target Retirement 2035 Fund Investor Shares		1,281,239
	Fidelity	FSPHX - Fidelity Select Health Care		1,219,870
	Vanguard	VTHRX - Vanguard Target Retirement 2030		1,125,399
	American Funds	RWIGX - American Funds Capital World G & I R6		995,736
	American Funds	RERGX - American Funds EuroPacific Growth Fund Class R6		844,734
	Vanguard	VFIFX - Vanguard Target Retirement 2050 Fund Investor Shares		816,280
	Vanguard	VTIAX - Vanguard Total International Stock Index Fund Admiral Shares		797,113
	Vanguard	VSGDX - Vanguard Short-Term Federal Fund Admiral Shares		794,363
	Vanguard	VSMAX - Vanguard Small-Cap Index Fund Admiral Shares		674,748
	Vanguard	VTTVX - Vanguard Target Retirement 2025		667,190
	Vanguard	VENAX - Vanguard Energy Index Admiral		631,796
	Vanguard	VAIPX - Vanguard Inflation-Protected Securities Fund Admiral Shares		624,938
	Vanguard	VFORX - Vanguard Target Retirement 2040 Fund Investor Shares		524,101
	Vanguard	VGSLX - Vanguard Real Estate Index Fund Admiral Shares		516,818
	Fidelity	FISDB - Fidelity Self-Directed Brokerage Account		474,189
	Vanguard	VMIAX - Vanguard Materials Index Adm		469,643
	Vanguard	VEVYX - Victory Sycamore Established Value Y		448,728
	Franklin/Templeton	FRUAX - Franklin Utilities Advisor Class		429,017
	Vanguard	VFFVX - Vanguard Target Retirement 2055 Fund Investor Shares		356,886
	Vanguard	VWNEX - Vanguard Windsor Fund Admiral Shares		328,766
	Dimensional Fund Advisors	DFFVX - DFA US Targeted Port		297,448
	Vanguard	VTIVX - Vanguard Target Retirement 2045		292,146
	Principal	PHYFX - Principal High Yield R6		278,279
	Vanguard	VTWNX - Vanguard Target Retirement 2020		132,184
	Vanguard	VLXVX - Vanguard Target Retirement 2065 Inv		112,022
	Vanguard	VTTSX - Vanguard Target Retirement 2060 Fund Investor Shares		81,741
	American Funds	RCWGX - American Funds Capital World Bond R6		81,046
	Vanguard	VEUSX - Vanguard European Stock Index Admiral		56,964
	Vanguard	VTINX - Vanguard Target Retirement Income Fund Investor Class		12,091
	Vanguard	VMRXX - Vanguard Money Mkt Reserve-Prime		0
	Vanguard	VMMXX - Vanguard Money Market Prime		0
	Participant Loans	4.25% - 7.25%		1,376,062

Multiple-Employer Plan Participating Employer Information

LANDRUM PROFESSIONAL EMPLOYER SERVICES RETIREMENT SAVINGS PLAN PLAN # 338		EIN #	59-2345956
(a) Name of participating employer	(b) EIN	(c) Balance at the end of the year	(d) Percent of total contributions
hrQ, Inc.	20-4366734	3,059,382	7.44%
NHE, Inc.	57-0524509	2,001,895	6.27%
Landrum Companies, Inc.	59-2345956	8,369,673	6.24%
NICEVILLE REFRIGERATION AND AIR INC	59-3319996	2,685,020	5.18%
AMS & Sons Moving Co., LLC dba Two Men and A Truck of Ashevi	20-5173290	509,679	3.72%
Bryan Builders, LLC	27-3722600	1,064,407	3.24%
National Standard Parts Associates, Inc.	59-1984545	0	2.50%
Pet Care Hospital & Co-Adopting Companies	59-3564350	819,152	2.33%
Southern Carbide Technologies, Inc.	63-1134973	313,580	2.29%
22nd State Bank	63-0071230	2,042,040	2.12%
Foundation Museum Support, LLC	59-6178237	1,600,054	2.01%
Sulphuric Acid Trading Company, Inc.	59-3424337	1,550,998	1.89%
CFP Physicians Group, PL	59-3578884	1,539,777	1.70%
Big Bend Community Based Care, Inc.	03-0423156	2,995,136	1.58%
Bullock Tice Associates Architects, Inc.	59-1467913	2,573,077	1.48%
Whibbs Stone Barnett Turner, PA	59-3326473	4,001,604	1.35%
Leda Printing, Inc.	59-2090404	1,346,501	1.33%
The Fitts Company	57-1071326	1,849,859	1.33%
HG Vision, LLC	85-2332562	262,480	1.29%
Quintessential Brands North America LLC	83-3665252	724,633	1.26%
ELC of Northwest Florida, Inc.	02-0751749	836,254	1.21%
NWF Partnership for Better Communities, Inc.	82-2705311	1,939,408	1.15%
Raxis LLC	20-2752999	372,545	1.07%
Emerald Coast Title, Inc.	59-3739345	970,157	1.02%
LaFayette State Bank	59-0549169	735,052	1.00%
Habitat for Humanity of Jacksonville, Inc.	59-2880071	657,786	1.00%
Montessori Early School	59-2098328	2,046,053	0.99%
Symbol Health Solutions, LLC	27-4504760	575,808	0.99%
Workforce Escarosa, Inc.	59-3390564	1,638,620	0.95%
Ambulatory Strategies, Inc.	59-3053634	324,201	0.92%
Trusst Builder Group, LLC	45-4506513	122,835	0.90%
Cable Tie Express LLC	47-5582684	415,141	0.88%
Advanced Computer Technologies, LLC	63-1142085	550,744	0.88%
District One Medical Examiner Support, Inc.	84-2673335	3	0.85%
AssureCo, LLC	71-0896394	973,415	0.81%
Mid Carolina Steel & Recycling, Inc.	47-4785839	2,109,583	0.80%
Soft Intelligence, Inc.	58-1900980	649,383	0.77%
Separation Systems, Inc.	59-3035944	1,383,255	0.75%
Kudulis, Reisinger, and Price LLC	46-1068820	667,867	0.74%
Realstar Development Group, LLC	87-3314901	421,023	0.73%
Paradigm Parachute & Defense	84-2756399	142,095	0.68%
Employer Services Assurance Corporation (ESAC)	52-1935343	1,520,807	0.66%
Atlantic-AE, LLC	85-0850109	183,301	0.66%
Schmidt Music, Inc.	59-3436975	612,474	0.66%
WEMO Industries, Inc.	47-1276591	752,479	0.65%
Surf & Sport, Inc. dba Islander's	59-2029738	284,719	0.64%
Unipharm, Inc.	47-2667546	350,929	0.63%
Kedrick Cerry, Inc.	46-2655180	2,289,909	0.61%
Butler Auto Recycling, Inc.	59-1766765	599,957	0.61%
Golden Optometric	90-0758036	236,812	0.59%
GREG PIENKA, O.D., P.A.	65-0825869	605,780	0.59%
City Center Partnership, Inc.	57-1116130	958,800	0.58%
Kenny Strange Electric & Service Company, Inc.	82-4027307	268,446	0.58%
Brooks and Shorey Resorts, Inc. & Brooks, Shorey & Associates	59-3703529	1,140,821	0.55%
Visit Pensacola, Inc.	46-3684826	353,655	0.53%
J. Rhodes Enterprises	81-0885524	76,429	0.52%
CMM Realty Inc.	57-0823240	208,496	0.51%
Quality Urgent Care & Wellness, PC & Quality Primary Care	46-3272154	326,197	0.51%
Jeffrey Cooper O.D., P.C.	02-0613109	406,920	0.50%
CBHS IPA, LLC	47-1254788	160,638	0.49%
Easlan Management Co, Inc.	51-0846158	599,951	0.49%
Birdsall Marine Design, Inc.	65-0996449	435,927	0.49%
Family Heating & Air	90-0614609	270,810	0.48%
Jasper Eye care, Inc.	59-2419553	82,780	0.45%
Green Group Holdings, LLC	27-4874188	351,641	0.42%
PR Sports, Inc. dba Running Wild	20-0667395	57,295	0.42%
Adcomm, Inc & Co-Adopting Companies	20-4046911	365,230	0.40%
LandrumHR Workforce Solutions, Inc.	59-1508876	273,023	0.40%
Aaron B. Stein, MD, PLLC dba The Pain Management Group	26-4219590	297,809	0.39%
Jeri A. Schnebeck, O.D., P.C. dba Highline Vision Center	84-1066731	49,873	0.39%
Rob Roy Investments, Inc. dba Dixielectricar	59-3253251	48,381	0.38%
WKJS Land Company dba LPL Financial	20-1872061	326,578	0.36%
Autumn Beck Blackledge PLLC	47-1737243	174,475	0.36%
G. Scott Williamson O.D., P.C.	58-2507896	708,405	0.34%
Virtue Technologies Inc.	83-0578280	273,069	0.33%
Zerion Group	20-2991933	396,514	0.31%
EyeCare Center of Leesburg	91-2160727	39,519	0.31%
Sanbur Corp dba. Signs In One Day	65-0280326	710,582	0.29%
Appalachian Development Corporation	57-0735286	195,465	0.29%
Community Economic Development Assoc of Pensacola & Escambia	47-1954665	287,478	0.28%
Sunrise Plants	65-0552396	448,368	0.27%
Paisley Park Operations, Inc.	84-2700901	88,713	0.27%
Medi Weight Loss Clinic Pensacola	20-5660972	210,073	0.26%
Central Panhandle Association of Realtors	59-1440029	196,990	0.25%
Ronald McDonald House Charities of NWFL	59-2172279	167,192	0.25%
Economic Development Corporation Sarasota County	20-1133191	181,468	0.25%
Precision Eye Care, LLC	45-3200749	160,607	0.25%
Tidwell & Associates, P.A.	83-4618028	251,991	0.25%
EBI Management Group, Inc.	59-3732444	102,649	0.24%
Gene JA Terrezza, OD & Associates, PA	59-2989621	38,379	0.24%
Image Development Marketing Group	59-3648353	244,339	0.24%
Southern Ventures of Okaloosa County, LLC	59-3348361	423,259	0.24%
Johnson & Lesley Construction Company, Inc.	58-2384056	130,666	0.23%
Kerrigan, Estess, Rankin & McLeod, LLP	59-1822583	3,662,508	0.23%
McCall Capital, LLC	36-4510570	232,202	0.23%
Florida's Great Northwest, Inc.	59-3685250	71,009	0.23%
Better Business Bureau of Northwest Florida, Inc	59-2534888	47,783	0.22%
Herbafex Inc.	59-3193316	149,006	0.22%
American Metal Solutions, Inc.	26-2866323	975,178	0.21%

Workroom Services	20-4330721	28,231	0.21%
Component Estimator	46-2650125	70,808	0.20%
Dr. Van Vinciguerra Optometry, P.C.	87-2299039	26,239	0.19%
St. Joe Resort Operations, LLC	45-4640111	-	0.19%
Professional Eye Care Associates, P.A.	22-2144236	1,243,818	0.19%
Florida Optometric Association	59-0836623	154,453	0.19%
Escambia County Healthy Start Coalition	59-3151838	62,265	0.19%
Membership Services, Inc.	59-3599370	168,709	0.19%
Liberty Electric Contractors	20-2562638	44,543	0.19%
Personal Insurance Federation of Florida	27-3582307	154,424	0.17%
Waterview & Aero Capital	47-1998128	321,463	0.17%
Venture Out at PCB Inc.	58-1260154	22,548	0.17%
The Surgery Center at Woodlands	83-3500010	22,158	0.16%
Nichefitness1 LLC	82-3489053	47,198	0.16%
Surgical Specialists ASC	20-8066586	81,332	0.16%
Executive Landscaping, Inc.	59-2659799	451,159	0.15%
Pensacola Area Chamber of Commerce	59-0190330	286,174	0.15%
Wallace Industrial, Inc.	56-2216323	-	0.15%
Gulf Breeze United Methodist Church, Inc.	59-0882915	301,040	0.14%
Coast 2 Coast Financial C.U., Inc.	59-0594973	176,929	0.14%
United Way of Florida, Inc.	59-2104175	146,474	0.13%
Garden Street Insurance, Inc.	46-4483070	18,137	0.13%
Defuniak Vision Center, LLC & Co-Adopting Companies	87-1145240	19,400	0.12%
McElhany Electric Co. Inc.	59-2462270	-	0.12%
Andrews Research & Education Foundation	46-5182138	85,687	0.12%
ABHT Inc.	20-0114506	33,829	0.12%
Big Brothers Big Sisters of NW FL	59-2996893	263,902	0.11%
Modality Systems, Inc.	45-3833630	101,765	0.11%
Florida Crown Workforce Board dba CareerSource Florida Crown	59-3531927	133,852	0.10%
The Surgery Center at Sacred Heart Medical Park	56-2315052	117,487	0.10%
Florida Property & Casualty Insurance, LLC	27-2753047	253,395	0.10%
Laura B. McAuley, DDS	59-3737096	71,290	0.10%
Lighthouse Health Plan, LLC	82-3182832	554,128	0.10%
BayState Eye Care	02-0598226	12,183	0.09%
Cypress Lakes Golf Club, Inc.	59-2150685	541,763	0.09%
SGT Signs Inc. dba Fastsigns	59-3037200	36,394	0.09%
Bell & Terrezza, OD, PA	82-4280638	13,485	0.09%
Barnabas Fund	16-1711227	11,433	0.08%
Marina Management Corp.	59-3416408	249,756	0.08%
Palmetto Consulting of Columbia, LLC	32-0568310	12,345	0.07%
Chipola Regional Workforce Development Board, Inc.	59-3384516	76,301	0.07%
United Way of Northwest Florida, Inc.	59-0863698	103,215	0.07%
Hawkins Insurance & Investments, LLC	26-1511849	129,552	0.07%
Della Vite	87-1379968	8,530	0.07%
Behavior Quest LLC	81-3732403	58,749	0.06%
Ceres Talent, Inc.	88-3959371	8,589	0.06%
Interventional Rehabilitation Center	59-3673361	27,326	0.05%
SmartHouse Integration	20-5524968	3	0.05%
Pivot Development Group, LLC/Well Pets TR II, LLC	87-3135070	20,260	0.05%
VirtueRN, LLC	36-4813555	130,282	0.05%
Childs Financial Services	65-1005980	207,910	0.05%
Coastal Care Nursing Associates, Inc.	42-1609443	102,359	0.05%
Florida A&M University Federal Credit Union	59-0696281	6,435	0.05%
Adcomm TV	61-1811675	5,675	0.04%
Physicians' Care Network	59-3199460	35,173	0.04%
Timberwolf Inc. dba Windows Plus of Pensacola	59-3386183	4,154	0.03%
Cobb & Terrezza, O.D., PC	82-4246647	5,630	0.03%
Advanced Mailing Systems	35-2516783	153,882	0.03%
Dr. Margarette Recalde, OD, Inc	82-0760284	43,008	0.03%
Benninks Refrigeration	59-1461046	45,020	0.03%
Advanced Integration Systems, Inc.	81-2821190	13,136	0.03%
FDC Holdings, Inc., dba Pensacola Shipyard	59-0246255	64,403	0.02%
Emerald Coast Title Services	47-1356652	10,829	0.02%
Escambia County School Readiness Coalition, Inc.	59-3683227	(0)	0.02%
Phoenix Telecom, Inc./Pensacola Electrical, LLC	20-0655747	2,255	0.02%
Joint Mission Essential Training Solutions, Inc.	45-2762479	94,714	0.01%
Northstar Equipment Corp.	58-2275891	43,157	0.01%
Direct Accommodations, LLC	47-2556300	500	0.00%
Pathways For Change	90-0591724	4,059	0.00%
Transportation Consulting & Accounting, Inc.	59-3155909	1,531,201	0.00%
Vaughn's Inc. of Pensacola	59-2166444	721	0.00%
Market Research Insight, Inc.	52-2421607	312,443	0.00%
Executive Properties of NW Florida, Inc.	59-2892028	2	0.00%
Integrity Property Management Services, Inc.	20-1860232	10,936	0.00%
Low Country Home Oxygen	57-1057057	3,837	0.00%
Junior League of Pensacola	59-6166684	227,202	0.00%
Bonaventure Property Management Services, LLC	54-1971779	-	0.00%
Pensacola Hyperbaric Care Center	59-3399210	1,930	0.00%
Solutia	59-5959599	104,337	0.00%
Cherokee Kenworth, Inc.	57-0898947	221,381	0.00%
North Florida Central Title	37-1574873	67,864	0.00%
Arte Ditta Inc dba Contract Resources	59-3030197	-	0.00%
Center for Independent Living	59-2288751	0	0.00%
Warriner - Tapper, LLC	26-2428497	-	0.00%
ARC of Santa Rosa, Inc.	59-1862936	1,867	0.00%
The Jim Owen Group	63-0643605	41,366	0.00%
Health First Network, Inc.	59-2521606	547,143	0.00%
Medical Professional Agency, Inc.	59-2555835	375	0.00%
Gulf Blue Vacations, Inc.	45-2532367	1,565	0.00%
First Physicians Group, P.A.	59-3759388	384,799	0.00%
Chelsea Title Agency of Northwest Florida, Inc.	59-3335945	-	0.00%
Anita S. Westafer, M.D., P.A.	59-2749645	-	0.00%
Walton County ARC, Inc.	59-1614147	78,541	0.00%
Gulf Coast Community Bank	56-2308972	142,074	0.00%
Aviation Systems of Northwest FL, Inc.	20-1431561	116,239	0.00%
Panama City Rescue Mission, Inc.	59-1580961	60,018	0.00%
Gulf Coast Autopsy Physicians, P.A.	54-2143487	35,010	0.00%
Okaloosa Pain Consultants	20-0770577	201,964	0.00%
Pensacola Guarantee Mortgage, Inc.	59-3702977	13,516	0.00%
Rebuild NW FL	20-1920020	315,676	0.00%
Mitsui Bussan Logistics, Inc.	99-0300237	37,321	0.00%
Knauer and Smithwick Ophthalmology Associates	02-0533580	93,938	0.00%
Destin Gulf Gate Owner Assoc, Inc.	59-3187839	0	0.00%
Gulf Region Radiation Centers, Inc.	26-0623827	71,506	0.00%
Torres Insurance Group, LLC	26-3781414	69,737	0.00%

Coastal Association Law Group P.L.	27-1338291	67,278	0.00%
Growing Child Pediatrics, P.A.	59-3580965	10,538	0.00%
Cantonment Family Medicine, PA	26-0548646	598,223	0.00%
Adsync Technologies, Inc.	20-1431567	142,595	0.00%
Landrum Plan Expense Account	80-8080808	56,553	0.00%
Gulf Coast State College Foundation	59-1682455	8,878	0.00%
A.D. Martin Commercial Insurance Services	22-3074814	66,001	0.00%
ARCO	59-2110489	89,079	0.00%
Serenity Now of NW FL	26-3411856	-	0.00%
GNG Plumbing, Inc.	63-1022769	461	0.00%
Pensacola Area Chamber Foundation	59-2297826	92,211	0.00%
Advanced Mailing Systems, Inc.	56-1772348	43,891	0.00%
MCBC of Florida, Inc.	20-0207265	26,506	0.00%
Solid Design Fabricators, Inc.	20-0755069	10,111	0.00%
Heriberto D. Ramos OD, PA dba Complete Family Eye Care	20-4020067	554	0.00%
Four Winds Global, LLC	85-1329034	-	0.00%
Terry R. Richmond, DDS P.A.	59-1792595	-	0.00%
The Watt Stopper, Inc.	94-2787834	0	0.00%
Excelsior Ambulance Service	45-0600978	16,871	0.00%
Shore to Shore Insurance Agency, Inc. dba Shores Insurance	81-2912669	15,691	0.00%
S&H Car Wash, Inc.	81-0677822	15,182	0.00%
Realstar Homes	46-5403702	493,192	0.00%
LandrumHR SJR, Inc.	82-3523715	101,898	0.00%
Gulf Coast Specialty Products & Services Inc.	45-0956490	17,399	0.00%
DeStefano Engineering Group, PL	20-5783702	1,969	0.00%
The Dial Firm	84-4425504	-	0.00%
RSM Communities, LLC	83-3930116	61,876	0.00%