

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>FEIN, SUCH, KAHN & SHEPARD, P.C. 401(K) RETIREMENT PLAN</u>	1b Three-digit plan number (PN) ▶	<u>001</u>
		1c Effective date of plan	<u>07/01/1994</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)		2b Employer Identification Number (EIN)	<u>22-3140786</u>
<u>FEIN, SUCH, KAHN & SHEPARD, P.C.</u>		2c Plan Sponsor's telephone number	<u>973-538-4700</u>
<u>7 CENTURY DRIVE</u> <u>SUITE 201</u> <u>PARSIPPANY, NJ 07054</u>		2d Business code (see instructions)	<u>541110</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	LISA ROCCO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)
v. 220413

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN
		3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 321
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) 264
a(2) Total number of active participants at the end of the plan year		6a(2) 128
b Retired or separated participants receiving benefits		6b 4
c Other retired or separated participants entitled to future benefits.....		6c 82
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 214
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 214
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 202
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 3
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: 2J 2K 2S 2E 2T 2F 2G 3D		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions: 4A 4B 4D 4E 4H 4Q		
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) ☐ 0 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 FEIN, SUCH, KAHN & SHEPARD, P.C. 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 FEIN, SUCH, KAHN & SHEPARD, P.C.	D Employer Identification Number (EIN) 22-3140786	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	32822	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

WELLS FARGO CLEARING SERVICES LLC

23-2384840

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	26913	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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(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.
PIM STKPLUS SM A - DST ASSET MANAG 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.20%

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	SOBEL & CO. LLC	b EIN:	22-1430039
c Position:			
d Address:	293 EISENHOWER PARKWAY SUITE 290 LIVINGSTON, NJ 07039	e Telephone:	973-994-9494

Explanation: THE FIRM MADE THE BUSINESS DECISION TO CHANGE ACCOUNTANTS JANUARY OF 2023.

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>FEIN, SUCH, KAHN & SHEPARD, P.C. 401(K) RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>FEIN, SUCH, KAHN & SHEPARD, P.C.</u>	D Employer Identification Number (EIN) <u>22-3140786</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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	3035	3360
(2) Participant contributions.....	1b(2)	19092	22612
(3) Other.....	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	104549	283773
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common.....	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants).....	1c(7)	0	0
(8) Participant loans.....	1c(8)	229858	207967
(9) Value of interest in common/collective trusts.....	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts.....	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	14855803	11390218
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	15212337	11907930

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	15212337	11907930
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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 Contributions:**

		(a) Amount	(b) Total
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	78236	
(B) Participants	2a(1)(B)	619668	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		697904

b Earnings on investments:**(1) Interest:**

(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	4084	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	10004	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		14088

(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	322439	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		322439

(3) Rents	2b(3)		0
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(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0

(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-2824650
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		-1790219
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1454453	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1454453
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	0	
(4) Other	2i(4)	59735	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		59735
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1514188
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-3304407
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **WILKIN & GUTTENPLAN, P.C.**

(2) EIN: **22-2612018**

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		36447

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
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.)			
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.			
4n		X	

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan FEIN, SUCH, KAHN & SHEPARD, P.C. 401(K) RETIREMENT PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 FEIN, SUCH, KAHN & SHEPARD, P.C.		D Employer Identification Number (EIN) 22-3140786
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock?..... ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 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 _____

October 11, 2023

To the Plan Administrator and Trustees of

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan

We have audited the financial statements of Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan, (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit") for the year ended December 31, 2022 and we will issue our report thereon dated October 11, 2023. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan (investment information) by Fidelity Management Trust Company, the trustee, which is a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedules, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP. Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated April 5, 2023.

Professional standards also require that we provide you with certain information related to our audit. Part I of this letter relays this required information. Part II details our comments and recommendations, all of which have been discussed with appropriate members of management, that are intended to improve the internal control or result in other operating efficiencies. We will be pleased to discuss this letter as well as the comments in further detail at your convenience, perform any additional study of these matters, or assist you in implementing the recommendations. We will review the status of these comments during our next audit engagement.

This letter does not affect our report on the above referenced financial statements of the Plan.

PART I COMMUNICATION OF INFORMATION AS REQUIRED BY PROFESSIONAL STANDARDS

A. Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Plan are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during the year ended December 31, 2022. We noted no transactions entered into by the Plan during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements and are based on your knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

The most sensitive estimate affecting the financial statements was:

Your estimate of the fair value of financial instruments is based upon the following:

Mutual Funds: unadjusted quoted prices in active markets for identical assets.

Money Market Mutual Funds: unadjusted quoted prices in active markets for identical assets

We evaluated the key factors and assumptions used to develop the fair value of financial instruments in determining that it is reasonable in relation to the financial statements taken as a whole.

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the financial statements were:

The disclosure of the reconciliation of financial statements to Form 5500 in Note 8 to the financial statements.

The financial statement disclosures are neutral, consistent, and clear.

B. Form 5500 Procedures

We are required to obtain and read a substantially complete draft of Form 5500 prior to dating our auditor's report. The purpose of this procedure is to identify any material inconsistencies between the draft Form 5500 and the Plan's financial statements. We identified no material inconsistencies in performing and completing our audit.

C. Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in performing and completing our audit.

D. Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management has corrected all such misstatements and has represented to us in the signed representation letter that they have considered the effects of uncorrected misstatements and that their effects are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. The uncorrected misstatements, if any, or the matters underlying them could potentially cause future period financial statements to be materially misstated, even though, in our judgment, such uncorrected misstatements are immaterial to the financial statements under audit.

E. Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

F. Other Matters

With respect to the ERISA-required supplemental schedules accompanying the financial statements, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the ERISA-required supplemental schedules to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

PART II COMMENTS AND RECOMMENDATIONS**A. Census Information**

During our audit we noted that certain individuals' dates of hire on the census did not match the information in the respective employee's personnel files. We recommend that management review the census to ensure that all information is correct and accurate. The census data should be accurate and be updated in the Fidelity portal regularly to reflect the current census data.

B. Personnel Files

During our audit we noted that management did not maintain documentation of individual's termination dates in their personnel file for a selection of employees. While we recognize that these individuals were hired more than twenty years ago and the Plan's policies and procedures have since been updated, we recommend that management maintain documentation of communication with individual's regarding their termination date in their personnel file.

C. Terminated Vested Balances

During our audit, we noted that a number of participants have account balances but are no longer actively employed by Fein, Such, Kahn & Shepard P.C. Accounts with balances below \$5,000 should be distributed in the form of a single lump-sum payment in accordance with the Plan Document. In addition, we recommend that management work to encourage terminated participants with balances in the Plan to rollover their account balances to Individual Retirement Accounts or other qualified plans. This will reduce the number of plan accounts and should reduce fees paid for administration of the Plan.

D. Compliance Testing

During the current year audit, we noted that the Plan failed their Actual Deferral Percentage and Actual Contribution Percentage Tests. We are aware that the Plan Sponsor has remitted the excess contributions subsequent to year end. We recommend that the Plan Sponsor monitor the Plan activity to ensure that the compliance tests are passed prior to year end.

This information is intended solely for the use of the Trustees and management of the Plan and is not intended to be and should not be used by anyone other than those specified parties.

We would like to thank all management and Plan officials for the cooperation and courtesy extended to us during our audit.

Very truly yours,

A handwritten signature in black ink, appearing to read "Wilkin & Guttenplan", written over a horizontal line.

Wilkin & Guttenplan, P.C.
Certified Public Accountants



VFCP Calculator – Final Result

Lost Earnings and interest, if any, (\$4,825.42) exceed Restoration of Profits (\$0.00). Therefore the amount due to the plan is: **\$4,825.42.**

Note: This amount does **not** include any Principal Amount that may also need to be paid to the plan. Check the specific transaction to determine if the Principal Amount must be paid.

Lost Earnings

Principal	Loss Date	Recovery Date	Final Payment Date	Amount Due
\$102.30	1/1/2020	10/8/2021		\$6.64
\$610.90	1/1/2020	10/8/2021		\$39.66
\$433.40	1/1/2020	10/8/2021		\$28.14
\$414.30	1/1/2020	10/8/2021		\$26.90
\$1,777.80	1/1/2020	10/8/2021		\$115.42
\$650.30	1/1/2020	10/8/2021		\$42.22
\$224.50	1/1/2020	10/8/2021		\$14.57
\$1,738.30	1/1/2020	10/8/2021		\$112.85
\$1,579.90	1/1/2020	10/8/2021		\$102.57
\$999.00	1/1/2020	10/8/2021		\$64.86
\$2,116.00	1/1/2020	10/8/2021		\$137.37
\$253.10	1/1/2020	10/8/2021		\$16.43
\$112.90	1/1/2020	10/8/2021		\$7.33
\$475.20	1/1/2020	10/8/2021		\$30.85
\$29.40	1/1/2020	10/8/2021		\$1.91
\$360.06	1/1/2020	10/8/2021		\$23.38
\$180.80	1/1/2020	10/8/2021		\$11.74
\$41.70	1/1/2020	10/8/2021		\$2.71

\$3,206.20	1/1/2020	10/8/2021		\$208.15
\$488.30	1/1/2020	10/8/2021		\$31.70
\$108.30	1/1/2020	10/8/2021		\$7.03
\$256.40	1/1/2020	10/8/2021		\$16.65
\$223.30	1/1/2020	10/8/2021		\$14.50
\$318.10	1/1/2020	10/8/2021		\$20.65
\$308.10	1/1/2020	10/8/2021		\$20.00
\$843.60	1/1/2020	10/8/2021		\$54.77
\$849.60	1/1/2020	10/8/2021		\$55.16
\$1,218.00	1/1/2020	10/8/2021		\$79.07
\$223.00	1/1/2020	10/8/2021		\$14.48
\$211.20	1/1/2020	10/8/2021		\$13.71
\$786.60	1/1/2020	10/8/2021		\$51.07
\$503.50	1/1/2020	10/8/2021		\$32.69
\$262.90	1/1/2020	10/8/2021		\$17.07
\$515.10	1/1/2020	10/8/2021		\$33.44
\$84.10	1/1/2020	10/8/2021		\$5.46
\$2,988.30	1/1/2020	10/8/2021		\$194.01
\$213.30	1/1/2020	10/8/2021		\$13.85
\$666.30	1/1/2020	10/8/2021		\$43.26
\$1,004.30	1/1/2020	10/8/2021		\$65.20
\$8.40	1/1/2020	10/8/2021		\$0.55
\$479.30	1/1/2020	10/8/2021		\$31.12
\$1,061.50	1/1/2020	10/8/2021		\$68.91
\$128.00	1/1/2020	10/8/2021		\$8.31
\$650.80	1/1/2020	10/8/2021		\$42.25
\$76.00	1/1/2020	10/8/2021		\$4.93
\$460.60	1/1/2020	10/8/2021		\$29.90
\$623.60	1/1/2020	10/8/2021		\$40.49
\$1,188.40	1/1/2020	10/8/2021		\$77.15
\$2,087.40	1/1/2020	10/8/2021		\$135.52
\$3,084.40	1/1/2020	10/8/2021		\$200.24
\$306.70	1/1/2020	10/8/2021		\$19.91
\$595.40	1/1/2020	10/8/2021		\$38.65

\$79.20	1/1/2020	10/8/2021		\$5.14
\$346.20	1/1/2020	10/8/2021		\$22.48
\$573.80	1/1/2020	10/8/2021		\$37.25
\$297.30	1/1/2020	10/8/2021		\$19.30
\$6.40	1/1/2020	10/8/2021		\$0.42
\$291.70	1/1/2020	10/8/2021		\$18.94
\$256.20	1/1/2020	10/8/2021		\$16.63
\$5,520.50	1/1/2020	10/8/2021		\$358.40
\$423.80	1/1/2020	10/8/2021		\$27.51
\$496.90	1/1/2020	10/8/2021		\$32.26
\$936.80	1/1/2020	10/8/2021		\$60.82
\$485.60	1/1/2020	10/8/2021		\$31.53
\$243.60	1/1/2020	10/8/2021		\$15.81
\$658.10	1/1/2020	10/8/2021		\$42.73
\$197.90	1/1/2020	10/8/2021		\$12.85
\$710.20	1/1/2020	10/8/2021		\$46.11
\$586.20	1/1/2020	10/8/2021		\$38.06
\$1,084.90	1/1/2020	10/8/2021		\$70.43
\$936.90	1/1/2020	10/8/2021		\$60.83
\$1,407.50	1/1/2020	10/8/2021		\$91.38
\$234.10	1/1/2020	10/8/2021		\$15.20
\$598.70	1/1/2020	10/8/2021		\$38.87
\$15.20	1/1/2020	10/8/2021		\$0.99
\$492.60	1/1/2020	10/8/2021		\$31.98
\$185.40	1/1/2020	10/8/2021		\$12.04
\$234.70	1/1/2020	10/8/2021		\$15.24
\$138.50	1/1/2020	10/8/2021		\$8.99
\$96.80	1/1/2020	10/8/2021		\$6.28
\$84.80	1/1/2020	10/8/2021		\$5.51
\$562.50	1/1/2020	10/8/2021		\$36.52
\$684.70	1/1/2020	10/8/2021		\$44.45
\$438.30	1/1/2020	10/8/2021		\$28.46
\$902.70	1/1/2020	10/8/2021		\$58.60
\$237.80	1/1/2020	10/8/2021		\$15.44

\$481.20	1/1/2020	10/8/2021		\$31.24
\$335.20	1/1/2020	10/8/2021		\$21.76
\$252.80	1/1/2020	10/8/2021		\$16.41
\$248.50	1/1/2020	10/8/2021		\$16.13
\$175.20	1/1/2020	10/8/2021		\$11.37
\$753.20	1/1/2020	10/8/2021		\$48.90
\$493.00	1/1/2020	10/8/2021		\$32.01
\$155.20	1/1/2020	10/8/2021		\$10.08
\$16.40	1/1/2020	10/8/2021		\$1.06
\$388.70	1/1/2020	10/8/2021		\$25.24
\$1,272.70	1/1/2020	10/8/2021		\$82.63
\$343.80	1/1/2020	10/8/2021		\$22.32
\$417.50	1/1/2020	10/8/2021		\$27.10
\$483.10	1/1/2020	10/8/2021		\$31.36
\$617.40	1/1/2020	10/8/2021		\$40.08
\$115.00	1/1/2020	10/8/2021		\$7.47
\$513.40	1/1/2020	10/8/2021		\$33.33
\$1,362.90	1/1/2020	10/8/2021		\$88.48
\$125.00	1/1/2020	10/8/2021		\$8.12
\$392.60	1/1/2020	10/8/2021		\$25.49
\$477.40	1/1/2020	10/8/2021		\$30.99
\$251.90	1/1/2020	10/8/2021		\$16.35
\$464.00	1/1/2020	10/8/2021		\$30.12
\$1,135.50	1/1/2020	10/8/2021		\$73.72
\$563.50	1/1/2020	10/8/2021		\$36.58
\$135.30	1/1/2020	10/8/2021		\$8.78
\$169.10	1/1/2020	10/8/2021		\$10.98
\$697.50	1/1/2020	10/8/2021		\$45.28
\$31.80	1/1/2020	10/8/2021		\$2.06
\$763.90	1/1/2020	10/8/2021		\$49.59
\$248.00	1/1/2020	10/8/2021		\$16.10
\$311.80	1/1/2020	10/8/2021		\$20.24
\$83.00	1/1/2020	10/8/2021		\$5.39
\$551.20	1/1/2020	10/8/2021		\$35.78

\$261.40	1/1/2020	10/8/2021		\$16.97
\$161.00	1/1/2020	10/8/2021		\$10.45
\$453.80	1/1/2020	10/8/2021		\$29.46
\$48.50	1/1/2020	10/8/2021		\$3.15

Principal Amount total:\$74,326.76 Lost Earnings total:\$4,825.42

Restoration of Profits

No Restoration of Profit transactions entered.

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VFCP Calculator - Final Result

Lost Earnings and interest, if any, (\$879.74) exceed Restoration of Profits (\$0.00).

Therefore the amount due to the plan is: **\$879.74.**

Note: This amount does **not** include any Principal Amount that may also need to be paid to the plan. Check the specific transaction to determine if the Principal Amount must be paid.

Lost Earnings

Principal	Loss Date	Recovery Date	Final Payment Date	Amount Due
\$40.93	1/1/2020	10/15/2021		\$2.68
\$173.43	1/1/2020	10/15/2021		\$11.37
\$42.43	1/1/2020	10/15/2021		\$2.78
\$42.77	1/1/2020	10/15/2021		\$2.80
\$9.71	1/1/2020	10/15/2021		\$0.64
\$46.97	1/1/2020	10/15/2021		\$3.08
\$48.41	1/1/2020	10/15/2021		\$3.17
\$77.70	1/1/2020	10/15/2021		\$5.09
\$134.98	1/1/2020	10/15/2021		\$8.85
\$172.81	1/1/2020	10/15/2021		\$11.33
\$52.91	1/1/2020	10/15/2021		\$3.47
\$133.49	1/1/2020	10/15/2021		\$8.75
\$55.23	1/1/2020	10/15/2021		\$3.62
\$144.73	1/1/2020	10/15/2021		\$9.48
\$1.68	1/1/2020	10/15/2021		\$0.11
\$76.70	1/1/2020	10/15/2021		\$5.03
\$89.52	1/1/2020	10/15/2021		\$5.87
\$10.14	1/1/2020	10/15/2021		\$0.66

\$71.79	1/1/2020	10/15/2021		\$4.70
\$60.01	1/1/2020	10/15/2021		\$3.93
\$1.28	1/1/2020	10/15/2021		\$0.08
\$187.37	1/1/2020	10/15/2021		\$12.28
\$48.74	1/1/2020	10/15/2021		\$3.19
\$53.53	1/1/2020	10/15/2021		\$3.51
\$145.14	1/1/2020	10/15/2021		\$9.51
\$37.02	1/1/2020	10/15/2021		\$2.43
\$51.09	1/1/2020	10/15/2021		\$3.35
\$116.51	1/1/2020	10/15/2021		\$7.64
\$71.05	1/1/2020	10/15/2021		\$4.66
\$159.76	1/1/2020	10/15/2021		\$10.47
\$44.93	1/1/2020	10/15/2021		\$2.94
\$9.83	1/1/2020	10/15/2021		\$0.64
\$50.38	1/1/2020	10/15/2021		\$3.30
\$62.18	1/1/2020	10/15/2021		\$4.07
\$52.69	1/1/2020	10/15/2021		\$3.45
\$86.14	1/1/2020	10/15/2021		\$5.65
\$24.28	1/1/2020	10/15/2021		\$1.59
\$47.52	1/1/2020	10/15/2021		\$3.11
\$21.21	1/1/2020	10/15/2021		\$1.39
\$53.98	1/1/2020	10/15/2021		\$3.54
\$107.08	1/1/2020	10/15/2021		\$7.02
\$69.35	1/1/2020	10/15/2021		\$4.54
\$83.78	1/1/2020	10/15/2021		\$5.49
\$209.15	1/1/2020	10/15/2021		\$13.71
\$59.87	1/1/2020	10/15/2021		\$3.92
\$166.31	1/1/2020	10/15/2021		\$10.90
\$133.21	1/1/2020	10/15/2021		\$8.73
\$282.13	1/1/2020	10/15/2021		\$18.49
\$50.64	1/1/2020	10/15/2021		\$3.32
\$90.38	1/1/2020	10/15/2021		\$5.92
\$94.28	1/1/2020	10/15/2021		\$6.18
\$337.50	1/1/2020	10/15/2021		\$22.12

\$130.24	1/1/2020	10/15/2021		\$8.54
\$103.67	1/1/2020	10/15/2021		\$6.79
\$270.68	1/1/2020	10/15/2021		\$17.74
\$59.49	1/1/2020	10/15/2021		\$3.90
\$209.76	1/1/2020	10/15/2021		\$13.75
\$68.68	1/1/2020	10/15/2021		\$4.50
\$67.46	1/1/2020	10/15/2021		\$4.42
\$398.44	1/1/2020	10/15/2021		\$26.11
\$42.66	1/1/2020	10/15/2021		\$2.80
\$267.82	1/1/2020	10/15/2021		\$17.55
\$169.85	1/1/2020	10/15/2021		\$11.13
\$51.23	1/1/2020	10/15/2021		\$3.36
\$129.81	1/1/2020	10/15/2021		\$8.51
\$122.83	1/1/2020	10/15/2021		\$8.05
\$158.46	1/1/2020	10/15/2021		\$10.38
\$219.73	1/1/2020	10/15/2021		\$14.40
\$362.88	1/1/2020	10/15/2021		\$23.78
\$81.81	1/1/2020	10/15/2021		\$5.36
\$119.08	1/1/2020	10/15/2021		\$7.80
\$55.39	1/1/2020	10/15/2021		\$3.63
\$38.90	1/1/2020	10/15/2021		\$2.55
\$68.33	1/1/2020	10/15/2021		\$4.48
\$525.77	1/1/2020	10/15/2021		\$34.46
\$113.02	1/1/2020	10/15/2021		\$7.41
\$72.04	1/1/2020	10/15/2021		\$4.72
\$99.39	1/1/2020	10/15/2021		\$6.51
\$97.14	1/1/2020	10/15/2021		\$6.37
\$156.34	1/1/2020	10/15/2021		\$10.25
\$114.20	1/1/2020	10/15/2021		\$7.48
\$187.39	1/1/2020	10/15/2021		\$12.28
\$281.51	1/1/2020	10/15/2021		\$18.45
\$93.65	1/1/2020	10/15/2021		\$6.14
\$95.79	1/1/2020	10/15/2021		\$6.28
\$3.04	1/1/2020	10/15/2021		\$0.20

\$51.85	1/1/2020	10/15/2021		\$3.40
\$70.75	1/1/2020	10/15/2021		\$4.64
\$22.17	1/1/2020	10/15/2021		\$1.45
\$87.28	1/1/2020	10/15/2021		\$5.72
\$67.90	1/1/2020	10/15/2021		\$4.45
\$150.00	1/1/2020	10/15/2021		\$9.83
\$178.51	1/1/2020	10/15/2021		\$11.70
\$86.77	1/1/2020	10/15/2021		\$5.69
\$180.55	1/1/2020	10/15/2021		\$11.83
\$128.32	1/1/2020	10/15/2021		\$8.41
\$26.11	1/1/2020	10/15/2021		\$1.71
\$90.12	1/1/2020	10/15/2021		\$5.91
\$197.03	1/1/2020	10/15/2021		\$12.91
\$131.73	1/1/2020	10/15/2021		\$8.63
\$103.67	1/1/2020	10/15/2021		\$6.79
\$163.75	1/1/2020	10/15/2021		\$10.73
\$63.76	1/1/2020	10/15/2021		\$4.18
\$66.80	1/1/2020	10/15/2021		\$4.38
\$96.62	1/1/2020	10/15/2021		\$6.33
\$82.33	1/1/2020	10/15/2021		\$5.40
\$92.06	1/1/2020	10/15/2021		\$6.03
\$82.16	1/1/2020	10/15/2021		\$5.38
\$95.48	1/1/2020	10/15/2021		\$6.26
\$92.82	1/1/2020	10/15/2021		\$6.08
\$133.60	1/1/2020	10/15/2021		\$8.76
\$150.28	1/1/2020	10/15/2021		\$9.85
\$21.66	1/1/2020	10/15/2021		\$1.42
\$67.50	1/1/2020	10/15/2021		\$4.42
\$5.10	1/1/2020	10/15/2021		\$0.33
\$305.59	1/1/2020	10/15/2021		\$20.03
\$49.61	1/1/2020	10/15/2021		\$3.25
\$62.37	1/1/2020	10/15/2021		\$4.09
\$66.43	1/1/2020	10/15/2021		\$4.35
\$147.01	1/1/2020	10/15/2021		\$9.63

\$64.41	1/1/2020	10/15/2021		\$4.22
\$114.42	1/1/2020	10/15/2021		\$7.50
\$233.03	1/1/2020	10/15/2021		\$15.27
\$63.37	1/1/2020	10/15/2021		\$4.15

Principal Amount total:\$13,424.05 Lost Earnings total:\$879.74

Restoration of Profits

No Restoration of Profit transactions entered.

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VFCP Calculator – Lost Earnings

Please see instructions (<https://www.dol.gov/agencies/ebsa/employers-and-advisers/plan-administration-and-compliance/correction-programs/vfcp>) to assure correct data entry.

Principal:

Loss Date:

 / /

mm/dd/yyyy

Recovery Date:

 / /

mm/dd/yyyy

Final Payment Date:

 / /

mm/dd/yyyy

Enter/Calculate

Reset/Start Over

View Instructions

Principal	Loss Date	Recovery Date	Final Payment Date	Amount Due	Delete
\$1,704.20	7/19/2021	11/12/2021	10/12/2022	\$16.92	Delete

Principal Amount total: \$1,704.20

Lost Earnings total: \$16.92

After you are finished entering all Lost Earnings transactions, if any Principal Amount was used for a specific purpose such that a profit on the use of the Principal Amount is determinable then proceed to the next step by clicking the "Calculate Restoration of Profit" button below:

- 1) For each participant requiring correction please supply the information below
* *indicates required field*
- 2) Hover your mouse over the specific column heading name for field definitions and helpful information
- 3) When completed please ensure you save the template to your computer prior to attaching to the PSW Service Request

[illegible]

Old Deferral Value	New Deferral Value	Deferral Effective Date	Feedback Date	Last Updated By	Gross Pay	1% of Gross Pay	25% or 50% of the 1% of Gross Pay	Lost Earnings Interest	Total Due in Fidelity by 12/31/2021	Refused 1%	25% or 50% of the Refused 1% (millions)	Lost Earnings Interest	Total Due
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$34,715.73	\$347.16	\$86.79	\$2.61	\$89.40	\$89.40	347.16	86.79	2.03
7	0	3/8/2021	3/1/2021	Auto-Services (PSIB74)	\$4,378.54	\$43.79	\$10.95	\$0.33	\$11.28	\$11.28	43.79	10.95	0.26
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$16,347.59	\$163.48	\$40.87	\$1.23	\$42.10	\$42.10	163.48	40.87	0.95
8	9	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$73,889.92	\$738.90	\$184.72	\$5.55	\$190.27	\$190.27	738.90	184.72	4.31
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$4,287.04	\$42.87	\$10.72	\$0.33	\$11.05	\$11.05	42.87	10.72	0.25
7	8	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$71,756.31	\$717.56	\$179.39	\$5.39	\$184.78	\$184.78	717.56	179.39	4.18
9	10	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$34,515.89	\$345.16	\$86.29	\$2.59	\$88.88	\$88.88	345.16	86.29	2.01
7	8	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$42,320.02	\$423.20	\$105.80	\$3.18	\$108.98	\$108.98	423.20	105.80	2.47
2	3	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$87,661.97	\$876.62	\$219.15	\$6.58	\$225.73	\$225.73	876.62	219.15	5.11
2	3	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$26,761.71	\$267.62	\$67.40	\$2.16	\$74.06	\$74.06	267.62	67.40	1.68
7	8	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$5,743.80	\$57.44	\$14.36	\$0.44	\$14.80	\$14.80	57.44	14.36	0.33
6	7	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$440.66	\$4.41	\$1.10	\$0.04	\$1.14	\$1.14	4.41	1.10	0.03
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$98,981.35	\$989.81	\$247.45	\$7.43	\$254.88	\$254.88	989.81	247.45	5.77
2	3	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$42,630.90	\$426.31	\$106.58	\$3.20	\$109.78	\$109.78	426.31	106.58	2.48
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$30,646.23	\$306.46	\$76.62	\$2.30	\$78.92	\$78.92	306.46	76.62	1.79
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$54,861.08	\$548.61	\$137.15	\$4.12	\$141.27	\$141.27	548.61	137.15	3.20
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$83,220.39	\$832.20	\$208.05	\$6.25	\$214.30	\$214.30	832.20	208.05	4.85
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$193.19	\$1.93	\$0.48	\$0.15	\$0.49	\$0.49	1.93	0.48	0.11
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$15,318.93	\$153.19	\$38.30	\$1.15	\$106.90	\$106.90	153.19	38.30	2.42
7	8	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$41,511.26	\$415.11	\$103.78	\$3.12	\$106.90	\$106.90	415.11	103.78	2.42
3	4	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$6,044.59	\$60.45	\$15.11	\$0.46	\$15.57	\$15.57	60.45	15.11	0.35
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$24,025.21	\$240.25	\$60.06	\$1.81	\$61.87	\$61.87	240.25	60.06	1.40
3	4	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$13,502.12	\$135.02	\$33.76	\$1.02	\$34.78	\$34.78	135.02	33.76	0.79
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$8,673.78	\$86.74	\$21.68	\$0.66	\$22.34	\$22.34	86.74	21.68	0.51
3	4	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$136,366.01	\$1,363.66	\$340.92	\$10.23	\$351.15	\$351.15	1,363.66	340.92	7.94
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$35,629.33	\$356.29	\$89.07	\$2.68	\$91.75	\$91.75	356.29	89.07	2.08
7	8	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$52,291.47	\$522.91	\$130.73	\$3.93	\$134.66	\$134.66	522.91	130.73	3.05
7	8	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$82,364.86	\$823.65	\$205.96	\$6.18	\$212.14	\$212.14	823.65	205.96	4.80
8	10	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$80,875.82	\$808.76	\$202.19	\$6.07	\$208.26	\$208.26	808.76	202.19	4.71
8	9	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$93,144.65	\$931.45	\$232.86	\$6.99	\$239.85	\$239.85	931.45	232.86	5.43
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$23,970.28	\$239.70	\$59.93	\$1.80	\$61.73	\$61.73	239.70	59.93	1.40
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$38,440.71	\$384.41	\$96.10	\$2.89	\$98.99	\$98.99	384.41	96.10	2.24
2	3	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$14,410.12	\$144.10	\$36.03	\$1.09	\$37.12	\$37.12	144.10	36.03	0.84
7	8	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$803.81	\$8.04	\$2.01	\$0.07	\$2.08	\$2.08	8.04	2.01	0.05
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$39,446.17	\$394.46	\$98.62	\$2.96	\$101.58	\$101.58	394.46	98.62	2.30
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$880.33	\$8.80	\$2.20	\$0.07	\$2.27	\$2.27	8.80	2.20	0.05
7	8	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$6,302.32	\$63.02	\$15.76	\$0.48	\$15.39	\$15.39	63.02	15.76	0.48
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$25,441.08	\$254.41	\$63.60	\$1.91	\$65.51	\$65.51	254.41	63.60	1.48
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$30,626.77	\$306.27	\$76.57	\$2.30	\$78.87	\$78.87	306.27	76.57	1.78
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$94,500.00	\$945.00	\$236.25	\$7.09	\$243.34	\$243.34	945.00	236.25	5.50
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$29,408.61	\$294.09	\$73.52	\$2.21	\$75.73	\$75.73	294.09	73.52	1.71
5	6	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$34,857.18	\$348.57	\$87.14	\$2.62	\$89.76	\$89.76	348.57	87.14	2.03
8	9	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$33,676.06	\$336.76	\$84.19	\$2.53	\$86.72	\$86.72	336.76	84.19	1.96
4	5	1/1/2021	12/31/2020	Auto-Services (PSIB74)	\$38,234.02	\$382.34	\$95.59	\$2.87	\$98.46	\$98.46	382.34	95.59	2.23

10	1/1/2021	12/31/2020	Auto-Services (PSI863A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
4	1/1/2021	12/31/2020	Auto-Services (PSI867A)
7	1/1/2021	12/31/2020	Auto-Services (PSI867A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
3	1/1/2021	12/31/2020	Auto-Services (PSI867A)
3	1/1/2021	12/31/2020	Auto-Services (PSI863A)
5	1/1/2021	12/31/2020	Auto-Services (PSI867A)
5	1/1/2021	12/31/2020	Auto-Services (PSI867A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
5	1/1/2021	12/31/2020	Auto-Services (PSI867A)
8	1/1/2021	12/31/2020	Auto-Services (PSI867A)
4	1/1/2021	12/31/2020	Auto-Services (PSI863A)
9	1/1/2021	12/31/2020	Auto-Services (PSI867A)
5	1/1/2021	12/31/2020	Auto-Services (PSI867A)
5	1/1/2021	12/31/2020	Auto-Services (PSI867A)
3	1/1/2021	12/31/2020	Auto-Services (PSI867A)
7	1/1/2021	12/31/2020	Auto-Services (PSI867A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
3	1/1/2021	12/31/2020	Auto-Services (PSI867A)
7	1/1/2021	12/31/2020	Auto-Services (PSI867A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
8	1/1/2021	12/31/2020	Auto-Services (PSI867A)
9	1/1/2021	12/31/2020	Auto-Services (PSI863A)
5	1/1/2021	12/31/2020	Auto-Services (PSI867A)
2	1/1/2021	12/31/2020	Auto-Services (PSI867A)
9	1/1/2021	12/31/2020	Auto-Services (PSI867A)
6	1/1/2021	12/31/2020	Auto-Services (PSI867A)
3	1/1/2021	12/31/2020	Auto-Services (PSI867A)
5	1/1/2021	12/31/2020	Auto-Services (PSI867A)
4	1/1/2021	12/31/2020	Auto-Services (PSI867A)
7	1/1/2021	12/31/2020	Auto-Services (PSI867A)

\$ 22,763.34	\$227.63	\$56.91	\$1.71	\$58.62	227.63	56.91	1.33	58.23
\$ 63,495.84	\$634.96	\$158.74	\$4.77	\$163.51	634.96	158.74	3.70	161.44
\$ 87,763.30	\$877.63	\$219.41	\$6.59	\$226.00	877.63	219.41	5.11	224.92
\$ 30,720.00	\$307.20	\$76.80	\$2.31	\$79.11	307.20	76.80	1.79	76.59
\$ 36,963.33	\$369.63	\$92.41	\$2.78	\$95.19	369.63	92.41	2.15	94.56
\$ 12,118.41	\$121.18	\$30.30	\$0.91	\$31.21	121.18	30.30	0.71	31.00
\$ 29,904.06	\$299.04	\$74.76	\$2.25	\$77.01	299.04	74.76	1.74	76.50
\$ 1,466.31	\$14.66	\$3.67	\$0.11	\$3.78	14.66	3.67	0.09	3.75
\$ 58,801.75	\$588.02	\$147.00	\$4.42	\$151.42	588.02	147.00	3.43	150.43
\$ 72,653.83	\$726.54	\$181.63	\$5.45	\$187.08	726.54	181.63	4.23	185.87
\$ 28,945.33	\$289.45	\$72.36	\$2.18	\$74.54	289.45	72.36	1.69	74.05
\$ 62,525.56	\$625.26	\$156.31	\$4.69	\$161.00	625.26	156.31	3.64	155.96
\$ 43,272.80	\$432.73	\$108.18	\$3.25	\$111.43	432.73	108.18	2.52	110.70
\$ 29,973.49	\$299.73	\$74.93	\$2.25	\$77.18	299.73	74.93	1.75	76.68
\$ 6,077.44	\$60.77	\$15.19	\$0.46	\$15.65	60.77	15.19	0.35	15.55
\$ 62,661.58	\$626.62	\$156.65	\$4.70	\$161.35	626.62	156.65	3.65	160.30
\$ 43,438.95	\$434.39	\$108.60	\$3.26	\$111.86	434.39	108.60	2.53	111.13
\$ 19,144.50	\$191.45	\$47.86	\$1.44	\$49.30	191.45	47.86	1.12	48.98
\$ 73,641.83	\$736.42	\$184.10	\$5.53	\$189.63	736.42	184.10	4.29	188.39
\$ 17,724.22	\$177.24	\$44.31	\$1.33	\$45.64	177.24	44.31	1.03	45.34
\$ 34,483.85	\$344.84	\$86.21	\$2.59	\$88.80	344.84	86.21	2.01	88.22
\$ 30,123.44	\$301.23	\$75.31	\$2.26	\$77.57	301.23	75.31	1.75	77.06
\$ 25,470.17	\$254.70	\$63.68	\$1.92	\$65.60	254.70	63.68	1.48	65.16
\$ 39,425.56	\$394.26	\$98.56	\$2.96	\$101.52	394.26	98.56	2.30	100.86
\$ 28,393.65	\$283.94	\$70.98	\$2.13	\$73.11	283.94	70.98	1.65	71.64
\$ 96,150.51	\$961.51	\$240.38	\$7.22	\$247.60	961.51	240.38	5.60	245.98
\$ 7,078.57	\$70.79	\$17.70	\$0.54	\$18.24	70.79	17.70	0.41	18.11
\$ 47,515.82	\$475.16	\$118.79	\$3.57	\$122.36	475.16	118.79	2.77	121.56
\$ 58,144.73	\$581.45	\$145.36	\$4.37	\$149.73	581.45	145.36	3.39	148.75
\$ 40,120.47	\$401.20	\$100.30	\$3.01	\$103.31	401.20	100.30	2.34	102.64
\$ 7,063.65	\$70.84	\$17.71	\$0.54	\$18.25	70.84	17.71	0.41	18.12
\$ 16,369.22	\$163.69	\$40.92	\$1.23	\$42.15	163.69	40.92	0.95	41.88
\$ 51,690.53	\$516.91	\$129.23	\$3.88	\$133.11	516.91	129.23	3.01	132.24
\$ 20,335.29	\$203.35	\$50.84	\$1.53	\$52.37	203.35	50.84	1.18	52.02
\$ 20,438.24	\$204.38	\$51.10	\$1.54	\$52.64	204.38	51.10	1.19	52.29
	\$7,622.01	\$7,851.06	\$229.05	\$7,851.06	7622.015	7795.62	177.61	7795.62

Funded 10/07/2022

Funded 12/21/2021

Transaction Search

Search Transactions

Account Number

*4795 - Checking (Business Account)

Check Number From

To

Posting Date From

10/28/2022

To

10/28/2022

Amount From

9520.60

To

9520.60

Transaction Groups

All

Search

<u>Posting Date</u>	<u>Deposits</u>	<u>Description</u>	<u>Credit</u>	<u>Debit</u>
10/28/2022		ACH Debit Received FPRS FIDELITY Fidelity 401K 03479 001		\$9,520.60

Results returned in 0.013 seconds

* indicates required fields
Page generated on 02/24/2023 at 12:00 PM EST

Transaction Search

Search Transactions

Account Number

*4795 - Checking (Business Account)

Check Number From

To

Posting Date From

10/19/21

To

10/19/21

Amount From

14303.77

To

14303.77

Transaction Groups

All

Search

<u>Posting Date</u>	<u>Deposits</u>	<u>Description</u>	<u>Credit</u>	<u>Debit</u>
10/19/2021		ACH Debit Received FPRS FIDELITY Fidelity 401K 03479 001		\$14,303.77

Results returned in 0.019 seconds

* indicates required fields
Page generated on 02/24/2023 at 12:00 PM EST

Transaction Search

Search Transactions

Account Number

*4795 - Checking (Business Account)

Check Number From

To

Posting Date From

2/16/22

To

2/16/22

Amount From

7851.05

To

7851.05

Transaction Groups

All

Search

<u>Posting Date</u>	<u>Deposits</u>	<u>Description</u>	<u>Credit</u>	<u>Debit</u>
02/16/2022		ACH Debit Received FPRS FIDELITY Fidelity 401K 03479 001		\$7,851.05

Results returned in 0.013 seconds

* indicates required fields
Page generated on 02/24/2023 at 12:00 PM EST

**Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
Financial Statements
December 31, 2022 and 2021**

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
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December 31, 2022 and 2021

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Independent Auditors' Report

To the Plan Administrator and Trustees of

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan

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

We have performed an audit of the accompanying financial statements of Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022, 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 audit of Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan 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 audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, 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 9 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section –

1. 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.

2. 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 audit 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 the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

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 base on the financial statements.

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

1. Exercise professional judgment and maintain professional skepticism throughout the audit.
2. 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.
3. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
4. 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.
5. Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 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.

Other Matters – Supplemental Schedules Required by ERISA

The supplemental schedules of assets held, and delinquent participant contributions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, have 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 schedules 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion —

1. The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
2. The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to or are 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).

Auditors' Report on the 2021 Financial Statements

The 2021 financial statements of Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan were audited by predecessor auditors. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed the predecessor auditor not to perform, and they did not perform, any auditing procedures with respect to the information certified by a qualified institution. Their report dated October 13, 2022, indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, they did not express an opinion on the financial statements and supplemental schedules, and (b) the form and content of the information included in the financial statements and supplemental schedules other than that derived from the certified information, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

A handwritten signature in black ink, appearing to read "William J. Guttag", with a stylized flourish at the end.

East Brunswick, New Jersey

October 11, 2023

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
Statements of Net Assets Available for Benefits
December 31, 2022 and 2021

	2022	2021
Assets		
Investments at Fair Value		
Mutual funds	\$ 11,390,218	\$ 14,855,803
Money market funds	283,773	104,549
Total Investments	11,673,991	14,960,352
Participants' Notes Receivable	207,967	229,858
Contributions Receivable		
Participants	22,612	19,092
Employer	3,360	3,035
Other employer contributions	-	17,355
Total Contributions Receivable	25,972	39,482
Total Assets	11,907,930	15,229,692
Liabilities		
Excess contributions refundable	24,734	-
Net Assets Available for Benefits	\$ 11,883,196	\$ 15,229,692

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

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2022

	2022
Investment Income (Loss)	
Net depreciation in fair value of investments	\$ (2,824,650)
Interest and dividends	<u>326,523</u>
Total Investment Income (Loss)	<u>(2,498,127)</u>
Contributions	
Participants	600,075
Employer	<u>55,740</u>
Total Contributions	<u>655,815</u>
Interest on Participant Notes Receivable	10,004
Subtotal	<u>(1,832,308)</u>
Deductions	
Deductions from net assets attributed to	
Benefits paid to participants	1,454,453
Administrative expenses	<u>59,735</u>
Total Deductions from Net Assets	<u>1,514,188</u>
Net Decrease in Net Assets Available for Benefits	(3,346,496)
Net Assets Available for Benefits - Beginning of Year	<u>15,229,692</u>
Net Assets Available for Benefits - End of Year	<u><u>\$ 11,883,196</u></u>

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

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
Notes to the Financial Statements
December 31, 2022 and 2021

Note 1 Description of Plan

The following brief description of the Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a voluntary participant directed defined contribution plan under the provision of Section 401(k) of the Internal Revenue Code covering the eligible employees of Fein, Such, Kahn & Shepard, P.C. (the "Company" or "Plan Sponsor"). All employees of the Company are eligible to participate immediately following attainment of three months of service, as defined, provided they are at least eighteen years of age and are not: subject to a collective bargaining agreement unless the agreement requires the employees to be included under the Plan; a nonresident alien who do not receive earned income from the Company; or employed in Puerto Rico. Employees are eligible to receive employer matching contributions after completing twelve months of service, as defined. The entry date will be the first day of the subsequent payroll period in which the employee became eligible. The Plan is subject to the provisions of the Employee Retirement Security Act of 1974 ("ERISA").

Plan Contributions

Each year, participants may contribute up to 85 percent of pretax annual compensation, as defined in the Plan, subject to certain limitations under the Internal Revenue Code ("IRC"). Eligible employees are permitted to make both pre-tax and after-tax (Roth) contributions provided the total of such elective contributions does not exceed the limits stated in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans ("rollover"). Participants direct the investment of their contributions into various investment options offered by the Plan. Participants may elect to change their deferral percentage at any time, effective at the beginning of each payroll period.

The Plan includes an auto enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their pre-tax deferral rate set at 6 percent of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant. Participant deferrals are automatically increased by 1% annually effective at the end of each Plan year, unless the employee files the necessary opt-out documents.

Note 1 Description of Plan (Continued)

Plan Contributions (Continued)

The Company may, at its discretion, elect to contribute on behalf of each eligible participant, an employer-matching contribution. For the years ended December 31, 2022 and 2021, the Company contributed the lesser of 25 percent of the first 6 percent of eligible base compensation, or 25 percent of the participant's contribution percentage, if 6 percent or less. For the years ended December 31, 2022 and 2021, the Company made discretionary employer-matching contributions of \$55,740 and \$62,630, respectively. The Company may also make nonelective employer contributions to all eligible participants who are enrolled in the Plan during the contribution period. Nonelective employer contributions, if made, are determined by the Company using a formula, based on either the participant's contributions to the Plan or the participant's eligible compensation for that payroll period. Eligibility is determined during the period the contribution is made. There were no qualified nonelective contributions made during the 2022 plan year. For the year ended December 31, 2021, qualified nonelective employer contributions were \$17,355. Additionally, for the year ended December 31, 2022, the Company determined that refunds of excess contributions amounting to \$24,734 were required and were paid in February 2023.

Investment Options

Upon enrollment in the Plan, participants may direct their contributions in any of the investment options available. A separate account is maintained for each participant, and interest and dividends earned by each fund are reinvested in that fund. Participants may change their investment options daily. All participants have elected to self-direct their accounts.

Participant Accounts

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

Vesting and Forfeitures

Participants are immediately fully vested in their voluntary employee contributions, rollover contributions, and the earnings thereon. Vesting in employer matching contributions, nonelective contributions and the earnings thereon is based on years of continuous service. Participants who attain the normal retirement age (defined as 65), or become disabled, are automatically fully vested in their accounts. Vesting in nonelective contributions and matching contributions for all employees is subject to a six-year, graded vesting schedule based on years of service as follows:

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
Notes to the Financial Statements
December 31, 2022 and 2021

Note 1 Description of Plan (Continued)

Vesting and Forfeitures (Continued)

<u>Year(s) of Service</u>	<u>Percent Vested</u>
Less than 1	0%
1 but less than 2	10%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
More than 6	100%

Forfeitures are used to pay administrative expenses and any remaining amounts will be used to reduce future employer contributions. At December 31, 2022 and 2021, forfeited non-vested accounts totaled \$1,237 and \$1,222, respectively. These amounts will be available to reduce future employer matching contributions and plan expenses. Forfeitures used to reduce plan matching contributions during the year ended December 31, 2022 and 2021 totaled \$11,868 and \$11,196, respectively.

Participant Notes Receivable

Participants may borrow from their account a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 (reduced by the highest value of any outstanding loan balance in the preceding 12 months) or 50 percent of their vested account balance. Loans bear interest at rates that are commensurate with local prevailing rates being charged by institutions that are in the business of lending money for similar types of commercial loans. The interest rate will remain fixed throughout the duration of the loan. Loan terms depend on the type of note; a general note must be repaid within five years, while notes used to acquire a primary residence shall be repaid over a ten-year period. Loans will be secured by one-half of the participant's vested balance reduced by any outstanding loans on the date the loan was issued. Notes must be repaid through payroll deductions and are secured by the balances in the participants' accounts. If a participant is terminated prior to repayment of the loan balance, the remaining balance on the loan is considered to be a deemed distribution to the participant. Participants may be granted five loans during a twelve-month period. Only two loans per participant can be outstanding at a time. At December 31, 2022 interest rates on the outstanding loans ranged from 3.25% - 6.25%. Principal and interest are paid ratably. Processing fees are charged against participant accounts.

Payment of Benefits

On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, monthly installments, annual installments, or a variety of annuity options. Participants have the option to leave amounts in the Plan up to the mandatory distribution date, which is defined as the later of April 1st following the calendar year of attaining the age of 72 or age at retirement.

Note 1 Description of Plan (Continued)

Payment of Benefits (Continued)

Upon termination, vested benefits can be rolled over to another qualified plan or an individual retirement account ("IRA"), or distributed in a lump-sum payment or partial withdrawals. If the vested balance is \$5,000 or less, any amount exceeding \$1,000 will be distributed to an IRA for the participant's benefit. If the participant's vested balance is \$1,000 or less, the participant will receive a lump-sum distribution without consent.

The Plan allows for in-service withdrawals to participants attaining the age of 59 ½ for all or a part of the vested portion of their account.

Hardship Benefits

The Plan allows for "hardship withdrawals" of employee benefits from participant's pre-tax elective deferral and ROTH elective deferral accounts based the provisions of the Plan document. These hardship withdrawals are subject to income tax withholding and penalties, and the minimum amount allowed under the Plan is \$500.

Note 2 Summary of Significant Accounting Policies

Basis of Presentation

The accompanying financial statements of the Plan have been prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America 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 at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's trustees determine the Plan's valuation policies utilizing information provided by the investment advisers and custodians (See Note 3).

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded and earned 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.

Note 2 Summary of Significant Accounting Policies (Continued)

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. Delinquent notes receivable from participants are recorded as a distribution based upon the terms of the Plan Document. No allowance for credit losses has been recorded as of December 31, 2022 and 2021. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Payment of Benefits

Benefit payments to participants are recorded when paid.

Administrative Expenses

The Plan's expenses are paid either by the Plan or the Plan Sponsor, as provided by the Plan Document. Expenses that are paid directly by the Plan Sponsor are excluded from the accompanying financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. Certain expenses that are paid by the Company and reimbursed from the Plan are recorded as accrued expenses by the Plan. Investment-related expenses are included in net appreciation (depreciation) in fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Subsequent Events

Management has evaluated subsequent events and transactions for potential recognition or disclosure through the date of the auditors' report, which is the date the financial statements were available to be issued. (See Note 1, Plan Contributions.)

Note 3 Fair Value Measurements

Generally accepted accounting principles ("GAAP") establish a framework for measuring fair value. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The Plan did not hold any level 2 or level 3 investments at December 31, 2022 and 2021.

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December 31, 2022 and 2021

Note 3 Fair Value Measurements (Continued)

Level 1 investments in the fair value hierarchy under GAAP are described below:

Level 1

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

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.

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

Mutual Funds

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

Money Market Funds

Valued at the closing price reported on the active market on which individual securities are traded. Money market funds are included in self-directed brokerage accounts.

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

Investments at fair value:

	December 31,	
	2022	2021
Level 1 – Mutual Funds	\$ 11,390,218	\$ 14,855,803
Level 1 – Money Market Funds	283,773	104,549
Total	<u>\$ 11,673,991</u>	<u>\$ 14,960,352</u>

Note 4 Related Party and Party-In-Interest Transactions

Certain Plan investments are managed by Fidelity Management Trust Company ("Fidelity"). Fidelity is the trustee and recordkeeper for the Plan and, therefore, these transactions qualify as party in interest transactions. Fees paid by the Plan for the investment management services amounted to approximately \$60,000 for the year ended December 31, 2022.

Certain expenses of the Plan are paid directly by the Plan Sponsor and are therefore not included in the accompanying financial statements.

Notes receivable from Plan participants qualify as party-in-interest transactions.

Note 5 Plan Termination

Although it has not expressed any 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 or partial termination, participants will become fully vested, and net assets will be distributed to participants and beneficiaries in proportion to their respective account balances.

Note 6 Tax Status

The IRS has determined and informed the Company by a letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. There are currently no audits in progress for any tax periods. The Plan will be open for examination for three years.

Note 7 Risks and Uncertainties

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

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
Notes to the Financial Statements
December 31, 2022 and 2021

Note 7 Risks and Uncertainties (Continued)

The Plan's exposure to a concentration of credit risk is limited by the diversification of investments across a variety of participant-directed fund elections. Additionally, the investments within each participant-directed fund election are further diversified into varied financial instruments.

At December 31, 2022, three investment options accounted for 10% or more of the Plan's total net assets:

Fidelity Freedom Index 2025	\$1,508,178	13%
Fidelity Freedom Index 2030	\$1,412,447	12%
Fidelity 500 Index	\$1,155,918	10%

Note 8 Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits according to the financial statements to the Form 5500 for the years ended December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Net assets available for benefits per the financial statements	\$ 11,883,196	\$ 15,229,692
Excess contributions refundable	24,734	-
Other employer contributions receivable	<u>-</u>	<u>(17,355)</u>
Net assets available for benefits per the form 5500	<u>\$ 11,907,930</u>	<u>\$ 15,212,337</u>

The following is a reconciliation of changes in net assets available for benefits according to the financial statements to the Form 5500 for the year ended December 31, 2022:

	<u>2022</u>
Changes in net assets available for benefits per the financial statements	\$ (3,346,496)
Changes in excess contributions refundable	24,734
Changes in other employer contributions receivable	<u>-</u>
Changes in net assets available for benefits per the form 5500	<u>\$ (3,321,762)</u>

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Notes to the Financial Statements
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Note 9 Certified Investments

The information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedule, including investments and notes receivable from participants held at December 31, 2022 and 2021, and net depreciation in fair value of investments, interest and dividends for the year ended December 31, 2022, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Fidelity Management Trust Company (the trustee of the Plan).

SUPPLEMENTARY INFORMATION

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
Supplementary Information
Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
December 31, 2022

EIN: 22-3140786
 Plan Number 001

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions
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✓

Check here if Late Participant Loan Repayments are Included	Contributions not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected under VFCP and PTE 2002-51
\$ 36,447	\$ -	\$ 36,447	\$ -	\$ -

See Independent Auditors' Report

Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
Supplementary Information
Schedule H, Line 4i - Schedule of Assets Held at December 31, 2022

EIN: 22-3140786
Plan Number 001

(a)	(b)	(c)	(d)	(e)
	IDENTITY OF ISSUER/BORROWER/LESSOR OR SIMILAR PARTY	DESCRIPTION OF INVESTMENT INCLUDING MATURITY DATE RATE OF INTEREST, COLLATERAL, PAR OR MATURITY VALUE	COST	CURRENT VALUE
*	Fidelity Government Money Market Fund	Money Market Fund - Registered Investment Company	**	\$ 283,773
*	Fidelity Freedom Index Fund 2025 Investor Class	Mutual Fund - Registered Investment Company	**	1,508,178
*	Fidelity Freedom Index Fund 2030 Investor Class	Mutual Fund - Registered Investment Company	**	1,412,447
*	Fidelity 500 Index Fund	Mutual Fund - Registered Investment Company	**	1,155,918
*	Fidelity Freedom Index Fund 2040 Investor Class	Mutual Fund - Registered Investment Company	**	978,554
*	Fidelity Freedom Index Fund 2045 Investor Class	Mutual Fund - Registered Investment Company	**	965,961
*	Fidelity Freedom Index Fund 2035 Investor Class	Mutual Fund - Registered Investment Company	**	849,223
*	Fidelity Freedom Index Fund 2050 Investor Class	Mutual Fund - Registered Investment Company	**	676,875
*	Fidelity Freedom Index Fund 2020 Investor Class	Mutual Fund - Registered Investment Company	**	654,371
*	Fidelity Mid Cap Index Fund	Mutual Fund - Registered Investment Company	**	522,365
*	Fidelity Freedom Index 2055 Fund Investor Class	Mutual Fund - Registered Investment Company	**	401,658
*	Fidelity International Index Fund	Mutual Fund - Registered Investment Company	**	322,534
	BlackRock Equity Dividend Fund K Shares	Mutual Fund - Registered Investment Company	**	301,349
*	Fidelity Small Cap Index Fund	Mutual Fund - Registered Investment Company	**	262,318
	PGIM Jennison Natural Resources R6	Mutual Fund - Registered Investment Company	**	209,466
*	Fidelity Freedom Index Fund 2015 Investor Class	Mutual Fund - Registered Investment Company	**	195,998
	American Funds Growth Fund of America R6	Mutual Fund - Registered Investment Company	**	156,072
	American Funds Growth & Inc Port R6	Mutual Fund - Registered Investment Company	**	154,031
*	Fidelity Freedom Index Fund 2010 Investor Class	Mutual Fund - Registered Investment Company	**	132,340
	Invesco Oppenheimer Discovery Mid Cap Growth R6	Mutual Fund - Registered Investment Company	**	98,351
*	Fidelity Freedom Index Fund 2060 Investor Class	Mutual Fund - Registered Investment Company	**	64,582
*	Fidelity Freedom Index 2015 Investor Class	Mutual Fund - Registered Investment Company	**	53,732
	American Funds Capital Income Builder R6	Mutual Fund - Registered Investment Company	**	52,203
	Franklin Small Cap Value Fund Class R6	Mutual Fund - Registered Investment Company	**	43,763
	PGIM Global Real Estate Fund - Class R6	Mutual Fund - Registered Investment Company	**	32,924
	Janus Henderson Venture N	Mutual Fund - Registered Investment Company	**	32,265
	John Hancock Income Fund Class R6	Mutual Fund - Registered Investment Company	**	31,808
*	Fidelity Freedom Index Fund 2005 Investor Class	Mutual Fund - Registered Investment Company	**	27,704
	T. Rowe Price Overseas Stock Fund Class I	Mutual Fund - Registered Investment Company	**	21,256
	PIMCO Stock Plus Small Fund Admin	Mutual Fund - Registered Investment Company	**	19,125
	PIMCO Total Return Admin	Mutual Fund - Registered Investment Company	**	15,067
	American Funds CSV Growth & Inc PTF R6	Mutual Fund - Registered Investment Company	**	12,721
	BlackRock High Yield Bond Portfolio Class K	Mutual Fund - Registered Investment Company	**	10,449
	American Funds U.S. Government Securities Fund R6	Mutual Fund - Registered Investment Company	**	9,178
	American Funds Moderate Growth & Income R6	Mutual Fund - Registered Investment Company	**	3,270
*	Fidelity Freedom Index Fund Inc Investor Class	Mutual Fund - Registered Investment Company	**	1,083
*	Fidelity Freedom Index Fund 2065 Investor Class	Mutual Fund - Registered Investment Company	**	1,079
				<u>11,673,991</u>
*	Participant Notes Receivable	Participant Notes Receivable with interest rates ranging from 3.25% to 6.25%		<u>207,967</u>
				<u>\$ 11,881,958</u>

* Represents Party-In-Interest as defined by ERISA.
** Cost is omitted for Participant-directed investments

See Independent Auditors' Report.