

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2022 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A	This return/report is for: ☐ a multiemployer plan ☒ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☐ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan TEAMWORK SERVICES 401(K) & PROFIT SHARING PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1993
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) TEAMWORK SERVICES, INC. 700 GLOUCESTER STREET SUITE 302 BRUNSWICK, GA 31520-7044
2b	Employer Identification Number (EIN) 58-1863048
2c	Plan Sponsor's telephone number 912-265-8500
2d	Business code (see instructions) 561300

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.	10/16/2023	JEFF SINGLETARY
	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 1452
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) 1452
a(2) Total number of active participants at the end of the plan year		6a(2) 1572
b Retired or separated participants receiving benefits		6b 1
c Other retired or separated participants entitled to future benefits.....		6c 125
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 1698
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 1698
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 824
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 21
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2R 2S 2T 3D		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ 1 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500. ► Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan TEAMWORK SERVICES 401(K) & PROFIT SHARING PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 TEAMWORK SERVICES, INC.	D Employer Identification Number (EIN) 58-1863048

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

(a) Name of insurance carrier MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY
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(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
04-1590850	65935	899183	648	01/01/2022	12/31/2022

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end.....	4	7703405
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	0

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

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ **GROUP ANNUITY CONTRACT**

b	Balance at the end of the previous year	7b	6470332
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c	Additions: (1) Contributions deposited during the year	7c(1)	738870
	(2) Dividends and credits	7c(2)	0
	(3) Interest credited during the year	7c(3)	71185
	(4) Transferred from separate account	7c(4)	866409
	(5) Other (specify below)	7c(5)	398004

▶ **LOAN REPAYMENT, FORFEITURES, ROLLOVER,**

(6) Total additions	7c(6)	2074468
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	8544800
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	763302
(2) Administration charge made by carrier	7e(2)	1427
(3) Transferred to separate account	7e(3)	45083
(4) Other (specify below)	7e(4)	31583

▶ **LOAN DISTRIBUTION, LOAN DEFAULT MKT VALUE**

(5) Total deductions	7e(5)	841395
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	7703405
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve.....	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	0
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs.....	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges.....	9c(1)(G)		
(H) Total retention.....		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement.....		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).).....		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.	10b	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE 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 TEAMWORK SERVICES 401(K) & PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TEAMWORK SERVICES, INC.	D Employer Identification Number (EIN) 58-1863048	

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
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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)

PENSIONMARK FINANCIAL GROUP LLC

61-1758632

(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	INVESTMENT ADVISOR	143502	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TEMPLETON & COMPANY, LLP

14-1918990

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	90000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER ANNUITY INS. COMPANY

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64	RECORDKEEPER	18777	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

GREAT WEST LIFE & ANNUITY INS.

84-0467907

(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?
71	INVESTMENT SERVICE PRO	0	Yes ☒ No ☐	Yes ☐ No ☒	48	Yes ☐ No ☒

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
GREAT WEST LIFE & ANNUITY INS. CO.	71	48

(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.
CHARLES SCHWAB & CO, INC. 94-1737782	PLAN RELATED EXPENSES

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>TEAMWORK SERVICES 401(K) & PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>TEAMWORK SERVICES, INC.</u>	D Employer Identification Number (EIN) <u>58-1863048</u>	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....		1a	
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....		1b(1)	
(2) Participant contributions.....		1b(2)	
(3) Other.....		1b(3)	
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....		1c(1)	
(2) U.S. Government securities		1c(2)	
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred		1c(3)(A)	
(B) All other		1c(3)(B)	
(4) Corporate stocks (other than employer securities):			
(A) Preferred		1c(4)(A)	
(B) Common.....		1c(4)(B)	
(5) Partnership/joint venture interests		1c(5)	
(6) Real estate (other than employer real property)		1c(6)	
(7) Loans (other than to participants).....		1c(7)	
(8) Participant loans.....		1c(8)	746515760496
(9) Value of interest in common/collective trusts.....		1c(9)	
(10) Value of interest in pooled separate accounts		1c(10)	
(11) Value of interest in master trust investment accounts.....		1c(11)	
(12) Value of interest in 103-12 investment entities		1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds).....		1c(13)	5426943550286508
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	64703317703832
(15) Other		1c(15)	148507105297

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	61634788	58856133

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	61634788	58856133
---	-----------	----------	----------

Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	2530656	
(B) Participants	2a(1)(B)	3777492	
(C) Others (including rollovers)	2a(1)(C)	717874	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		7026022
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	37449	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		37449
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	5071807	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		5071807
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-14467194
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		-2331916
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2890587	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2890587
f Corrective distributions (see instructions)	2f		8370
g Certain deemed distributions of participant loans (see instructions)	2g		7494
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	9000	
(2) Contract administrator fees	2i(2)	14623	
(3) Investment advisory and management fees	2i(3)	119300	
(4) Other	2i(4)	747	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		143670
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3050121
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-5382037
l Transfers of assets:			
(1) To this plan	2l(1)		3129184
(2) From this plan	2l(2)		525802

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: **TEMPLETON & COMPANY**

(2) EIN: **14-1918990**

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

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

Part IV Compliance Questions

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

During the plan year:

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

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		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.)	X		
4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
LOW COUNTRY UROLOGY	20-4068094	001
WEAVER ORTHODONTISTS	58-2513213	001
THOMAS I SMITH, DMD PC	25-4781637	001

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

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 TEAMWORK SERVICES 401(K) & PROFIT SHARING PLAN		B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 TEAMWORK SERVICES, INC.		D Employer Identification Number (EIN) 58-1863048
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 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-1590850 20-3691708		
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 _____

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

REPORT ON AUDITS OF FINANCIAL STATEMENTS

**AS OF DECEMBER 31, 2022 AND 2021
AND FOR THE YEAR ENDED DECEMBER 31, 2022**

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

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Independent Auditor's Report

To the Plan Administrator and Those Charged with Governance
Teamwork Services 401(k) & Profit Sharing Plan
Brunswick, Georgia

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

We have performed audits of the accompanying financial statements of Teamwork Services 401(k) & Profit Sharing Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, and the related notes to the financial statements.

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

Management has obtained certifications from the qualified institutions as of December 31, 2022 and 2021, and for the year ended December 31, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the 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 U.S. 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 U.S. GAAP.

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

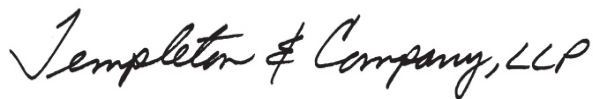
Supplemental Information Required by ERISA

The supplemental information of Schedule H, line 4i – schedule of assets (held at end of year), as of or for the year ended December 31, 2022, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental information, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental information 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 information, we evaluated whether the supplemental information, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

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



Fort Lauderdale, Florida
October 13, 2023

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
As of December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Investments:		
Investments, at fair value	\$ 50,391,805	\$ 54,417,942
Investment, at contract value	<u>7,703,832</u>	<u>6,470,331</u>
Total investments	<u>58,095,637</u>	<u>60,888,273</u>
Receivables:		
Notes receivable from participants	760,496	746,515
Participant contributions	56,298	-
Employer contributions	<u>578,357</u>	<u>-</u>
Total receivables	<u>1,395,151</u>	<u>746,515</u>
Net assets available for benefits	<u>\$ 59,490,788</u>	<u>\$ 61,634,788</u>

See accompanying notes to financial statements.

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
For the Year Ended December 31, 2022

Additions to net assets attributed to:

Investment income (loss):

Net depreciation in fair value of investments	\$ (14,467,194)
Interest, dividends and other	<u>5,071,807</u>
Total investment loss, net	<u>(9,395,387)</u>

Interest income on participant notes receivable	<u>37,449</u>
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Contributions:

Participants	3,833,790
Employer	3,109,013
Rollover	<u>717,874</u>
Total contributions	<u>7,660,677</u>

Total additions, net investment loss	(1,697,261)
--------------------------------------	-------------

Deductions from net assets attributed to:

Benefits paid to participants	2,906,451
Administrative expenses	<u>143,670</u>
Total deductions	<u>3,050,121</u>

Change in net assets before plan transfers	(4,747,382)
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Plan transfers:

Transfers out to qualified plans	(525,802)
Transfers in from qualified plans	<u>3,129,184</u>

Change in net assets	(2,144,000)
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Net assets available for benefits:

Beginning of year	<u>61,634,788</u>
End of year	<u>\$ 59,490,788</u>

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

Note 1 – Description of Plan

The following description of the Teamwork Services, Inc. 401(k) & Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General and eligibility

The Plan was established on June 1, 1993 as a multiple-employer defined contribution plan sponsored by Teamwork Services, Inc. and its affiliates (the Principal Employer or Sponsor). The Plan was amended and restated on January 1, 2021 to comply with certain tax legislation. The Plan covers eligible employees of the Sponsor and Adopting Employers (Participating Employers). With the consent of the Sponsor, an Adopting Employer, with a co-employment arrangement with the Sponsor and executing an adoption agreement may participate in the Plan. The Plan covers eligible employees who are not subject to a collective bargaining agreement. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Sponsor is a Professional Employer Organization (PEO) and provides payroll processing and human resource services to its clients. Each client of the Sponsor has the option of adopting this Plan for the benefit of its employees. An Adopting Employer establishes its eligibility requirement related to age and length of service for its employees in accordance with the Plan document and Internal Revenue Code (IRC). An Adopting Employer may elect to waive or change the service eligibility requirement for employees who are performing services for the Adopting Employer as of the date the Plan is adopted. However, hiring individuals after the adoption date is subject to the standard requirements, unless otherwise elected.

Through October 28, 2022, Empower Retirement, LLC (Empower) prepared statements and documents on behalf of Massachusetts Mutual Life Insurance Company (Mass Mutual) and Reliance Trust Company served as the Trustee of the Plan. Beginning October 29, 2022, the Plan operates under an arrangement with Empower Trust Company, LLC (the Trustee) and Empower Annuity Insurance Company of America (EAIC) for trust and custodian services, respectively, with their affiliate, Empower, continuing to provide recordkeeping services.

As of December 31, 2021 and from January 1, 2022 through October 28, 2022, Reliance Trust Company (RTC or the former Trustee) certified the Plan's investments and investment transactions.

Contributions

Each year, participants may contribute an amount of annual compensation, up to 100% of their pre-tax compensation, subject to Internal Revenue Service (IRS) limitations. 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. Roth 401(k) deferrals are allowed under the Plan, if elected by Adopting Employers.

A Participating Employer may make, safe-harbor matching, discretionary matching and/or profit-sharing contributions to the Plan as defined by the terms of their respective adoption agreements. Participating Employer contributions, if any, are recorded in the year for which the contributions apply. Aggregate Participating Employer contributions for the year ended December 31, 2022 amounted totaled \$3,109,013. Participating Employer contributions are invested in funds in accordance with the participant's direction and the Plan's provisions.

Contributions are subject to certain IRS limitations.

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS, CONTINUED

Note 1 – Description of Plan, Continued

Participant accounts

Each participant's account is credited with the participant's contribution and an allocation of (a) their Participating Employer's contributions (if any), and (b) Plan earnings or losses. Participants are charged with his or her withdrawals and an allocation of administrative expenses. Allocations are based on participant earnings or losses, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Each participant directs the investment of his or her account to any of the investment options available under the Plan.

Vesting

Participants are immediately vested in their individual voluntary contributions, as well as their Participating Employer's safe-harbor contributions (if any), plus actual earnings or losses thereon. Vesting in the remainder of their accounts is based on years of continuous service, based on elections made by the Participating Employer. Vesting periods and schedules vary based on the Participating Employer's elections. Participants become fully vested upon reaching normal retirement age of sixty-five (65), death, or becoming disabled.

Forfeitures

Forfeited nonvested accounts may be used to offset certain Plan administrative expenses or reduce the Adopting Employer's contributions. For the year ended December 31, 2022, forfeitures approximating \$56,000 were used to reduce Participating Employers' contributions and offset Plan administrative expenses. At December 31, 2022 and 2021, available forfeited nonvested accounts totaled \$31,384 and \$42,123, respectively.

Participant notes receivable

Plan participants are permitted to borrow from their account a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to five years unless the loan is used to acquire their principal residence of the participant which must be repaid in a reasonable period of time not to exceed thirty years. Loans are secured by the vested account balance in the participant's account, and bear interest at the prime rate plus 1%. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the Plan document. Principal and interest are repaid through regular payroll deductions.

Payments of benefits

On termination of service due to death, disability, or normal retirement age (65), a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in a lump-sum distribution, or in monthly installments. For termination of service due to other reasons, a participant may choose to leave the vested interest in the Plan if such amounts exceed \$5,000 or elect a lump-sum distribution. Participants with vested amounts less than \$5,000 must elect a lump-sum distribution. Participants may elect to take an in-service distribution of their vested accounts if they meet certain defined requirements, including becoming disabled, early retirement (age 59½), or due to heavy financial hardship, as defined.

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS, CONTINUED

Note 1 – Description of Plan, Continued

Administrative expenses

The Plan allows certain administrative expenses to be paid from Plan investment assets. Certain administrative expenses of maintaining the Plan are paid directly by the Sponsor and Adopting Employers and are not reflected in these financial statements.

Note 2 – Summary of Significant Accounting Policies

Basis of accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Investment valuation and income recognition

Investments are reported at fair value (except for the fully benefit-responsive investment contract which is valued at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Plan management determines the Plan's valuation policies utilizing information provided by the investment advisor and the Trustee.

Interest income is recognized when earned. Dividends are recorded on the ex-dividend date. Purchases and sales of securities are recorded on a trade-date basis. Net depreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Use of estimates

The preparation of financial statements in accordance with U.S. GAAP requires Plan management to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates and those differences may be material.

Risks and uncertainties

The Plan provides for various investment options. Investment securities are exposed to various risks, such as interest rate risk, market risk, liquidity risk and credit risk. Due to the level of risk associated with certain investment securities, including the uncertainty related to changes in the value of investment securities, it is at least reasonably possible changes in such risks in the near-term would materially affect participants' account balances and the amounts reported in the financial statements.

Participant notes receivables

Participant notes receivable are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual method. Related fees are charged directly to the borrowing participants' accounts and included as administrative expenses when incurred. No allowance for credit losses has been recorded as of December 31, 2022 and 2021. If a participant ceases to make scheduled repayments and the Plan Administrator deems the participant note receivable to be in default, the note receivable is reduced and a benefit payment recorded.

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS, CONTINUED

Note 2 – Summary of Significant Accounting Policies, Continued

Payment of benefits

The Plan records benefits when paid.

Plan administration

The Principal Employer is the Plan Administrator, and as such, controls and manages the operations of the Plan. The Plan's investment assets were maintained by RTC, the former trustee, through October 28, 2022 and Empower Trust Company, LLC, the Trustee, and EAIC maintain the Plan's investment assets as of December 31, 2022. The Trustee and EAIC invest cash received, interest and dividend income and make distributions to participants (subject to the direction of participants).

Plan expenses

The Plan's administrative expenses are paid either by the Plan or the Sponsor, as provided by the Plan document. Expenses that are paid directly by the Sponsor are excluded from these financial statements. Fees for custodial, recordkeeping, and investment management services are paid by the Plan. Participants are charged directly for loan fees and fees related to certain types of distributions.

Uncertain tax positions

U.S. GAAP requires the Plan to assess its uncertain tax positions for the likelihood they would be overturned upon examination by the IRS. In accordance with this guidance, the Plan has determined it does not have any positions at December 31, 2022, that it would be unable to substantiate.

Note 3 – Certified Investment Information

The Plan Administrator has elected the method of annual reporting compliance permitted by 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. Accordingly, Reliance Trust Company, Empower Annuity Insurance Company of America and Empower Trust Company, LLC, qualified institutions, have certified that the following investment information included in the accompanying financial statements and ERISA-required supplemental information is complete and accurate:

- Investments and participant notes receivable as shown on the statements of net assets available for benefits as of December 31, 2022 and 2021;
- Net investment activity and interest income on participant notes receivable as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2022; and
- Investment information included in the Schedule H, Line 4i – Schedule of Assets (held at end of year) as of December 31, 2022, as shown on the ERISA-required supplemental information.

At the request of the Plan's Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such certified information to the related investment information included in the financial statements, including the disclosures related to the investments to assess whether they are in accordance with the presentation and disclosure requirements of U.S.GAAP, and in the ERISA-required supplemental schedule, including assessing whether the supplemental schedule is in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS, CONTINUED

Note 4 – Fair Value Measurements

Accounting guidance provides a framework for measuring fair value and provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy are described as follows:

Level 1	Unadjusted quoted prices for identical, unrestricted assets or liabilities in active markets that a plan has the ability to access.
Level 2	Quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means for substantially the full term of the assets or liabilities.
Level 3	Significant unobservable inputs.

A financial instrument's 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. There have been no changes in the methodology used at December 31, 2022 and 2021. During the year ended December 31, 2022, there were no transfers of financial instruments into or out of Level 3.

The following is a description of the valuation methodologies used for assets measured at fair value:

Mutual funds – valued at quoted market prices, which represent their daily net asset value (NAV) reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are traded on national exchanges (active markets).

Self-directed brokerage accounts – Valued at quoted market prices in active markets or quoted prices for similar assets and are classified as level 1.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's investments measured at fair value on a recurring basis as of December 31, 2022 and 2021:

	Fair Value Measurements as of December 31, 2022			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 50,286,508	\$ -	\$ -	\$ 50,286,508
Self-directed brokerage accounts	<u>105,297</u>	<u>-</u>	<u>-</u>	<u>105,297</u>
	<u>\$ 50,391,805</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 50,391,805</u>

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS, CONTINUED

Note 4 – Fair Value Measurements, Continued

	Fair Value Measurements as of December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 54,269,435	\$ -	\$ -	\$ 54,269,435
Self-directed brokerage accounts	<u>148,507</u>	<u>-</u>	<u>-</u>	<u>148,507</u>
	<u>\$ 54,417,942</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 54,417,942</u>

Note 5 – Group Annuity Contract with Insurance Company

The Plan has a traditional fully benefit-responsive investment contract through a group annuity contract with Empower Annuity Insurance Company of America (EAIC), the issuer, totaling \$7,703,832 and \$6,470,331, respectively, as of December 31, 2022 and 2021. EAIC maintains the contributions in a general account. The guaranteed investment contract is a general account product offered through a group annuity contract. Participant's principal and interest are fully guaranteed by the general accounts of EAIC. The methodology for calculating the interest crediting rate is based on the earnings on the underlying investments in the entire medium-long-term new portfolio compared to the minimum interest crediting rate, as stated in the contract, and prevailing market conditions.

EAIC is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting rate is reviewed on a quarterly basis for resetting. The contract does not permit EAIC to terminate the agreement prior to the scheduled maturity date.

The contract meets the fully benefit-responsive investment criteria and, therefore, is reported at contract value. Contract value is the relevant measurement for fully benefit-responsive investment contracts, because it is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Under the terms of the group annuity contract, participants may direct the withdrawal or transfer transactions of all or a portion of their balance in the investment option at contract value. Contract value, as reported to the Plan by (the issuer), represents contributions made under the contract, plus earnings, less participant withdrawals and expenses.

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events limit the ability of the Plan to transact at contract value. Such events include, but may not be limited to, amendments to the Plan documents (including complete or partial plan termination or merger with another plan), changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, bankruptcy of the Plan Sponsor or other Plan Sponsor events that cause a significant withdrawal from the Plan, the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA or premature termination of the contract.

The Plan Administrator does not believe any events are probable of occurring that might limit the ability of the Plan to transact at contract value with EAIC and that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Such events include an uncured violation of the Plan's investment guidelines, a breach of a material obligation under the contract, a material misrepresentation or a material amendment to the agreement without consent of the issuer.

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS, CONTINUED

Note 6 – Related Party and Party-In-Interest Transactions

Parties-in-interest are defined under DOL Regulations as any fiduciary of the Plan, any party rendering service to the Plan, the Sponsor, Adopting Employers, and certain others. The Plan's investments include shares of mutual funds, a self-directed brokerage account, and a guaranteed investment contract, managed, administered, and/or issued by EIAC and held in Trust by the Trustee. Empower is the Plan's recordkeeper, and an affiliate of the Trustee and EAIC, accounts for investment transactions and participant records along with other compliance and administrative services. Therefore, these transactions with EAIC, Trustee, and Empower qualify as party-in-interest transactions. Through October 28, 2022, RTC was the Plan's trustee, therefore transactions with RTC qualify as party-in-interest transactions. Such transactions are exempt from the prohibited transactions rules.

Certain administrative functions are performed by officers and employees of the Sponsor. No officer or employee receives compensation from the Plan for these services.

Empower receives revenue from service providers for services Empower provides to the mutual funds and self-directed brokerage account. This revenue is used to offset certain amounts owed to Empower for its administrative services. Fees incurred for the Plan for investment management services are included in net appreciation in fair value of investments, which were not covered by revenue sharing. The Plan also made direct payments to service providers which were not covered by revenue sharing.

Note 7 – Fidelity Bond

The Plan has complied with the fidelity bonding requirements of ERISA.

Note 8 – Plan Termination

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

Note 9 – Plan Transfers

In the normal course of business, the Sponsor adds Adopting Employers, and assets from the individual qualified plans that the added employers previously sponsored are transferred into the Plan, in conjunction with the Adopting Employer's adoption of the Plan. Likewise, as Adopting Employers may terminate their co-employment arrangement with the Sponsor and transferred out of the Plan through mergers with, or creation of other qualified plans.

Note 10 – Tax Status

On April 7, 2021, the IRS stated that the Non-Standardized Pre-Approved Profit-Sharing Plan with CODA adopted by the Plan, as then designed, qualifies under Section 401(a) of the Internal Revenue Code (IRC) and, therefore, the related trust is tax-exempt. The Plan has not received a determination letter specific to the Plan itself; however, the Plan Administrator and the Plan's tax counsel believe that the Plan is being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2019.

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

NOTES TO FINANCIAL STATEMENTS, CONTINUED

Note 11 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits and changes in net assets available for benefits as shown on Form 5500 at December 31, 2022 and 2021 and for the year ended December 31, 2022 with the amounts shown in the financial statements:

	<u>2022</u>	<u>2021</u>
Net assets available for benefits – Form 5500	\$ 58,856,133	\$ 61,634,788
Reconciling item:		
Employer contributions receivable	578,357	-
Participant contributions receivable	<u>56,298</u>	<u>-</u>
Net assets available for benefits – financial statements	<u>\$ 59,490,788</u>	<u>\$ 61,634,788</u>
	<u>2022</u>	
Change in net assets – Form 5500	\$ (2,778,655)	
Reconciling item:		
Accrual basis adjustment for Employer contributions	578,357	
Accrual basis adjustment for Participant contributions	<u>56,298</u>	
Change in net assets– financial statements	<u>\$ (2,144,000)</u>	

Note 12 – Subsequent Events

The Plan evaluated events occurring subsequent to December 31, 2022 through October 13, 2023, the date on which the financial statements were available to be issued, for matters that should be recorded in the financial statements or disclosed in the footnotes thereto.

SUPPLEMENTAL INFORMATION

TEAMWORK SERVICES 401(k) & PROFIT SHARING PLAN

SPONSOR'S EIN: 58-1863048

PLAN NUMBER: 001

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

December 31, 2022

(a)	(b) Identity of issuer or Similar Party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Mutual Funds:			
	American Funds	Europacific Growth Fund	**	\$ 2,879,951
	Neuberger Berman	Real Estate Fund	**	972,895
	JPMorgan	Small Cap Value Fund	**	1,099,712
	JPMorgan	Large Cap Growth Fund	**	6,609,841
	American Century	Mid Cap Value Fund	**	1,598,171
*	Empower	S&P Midcap 400 Index Fund	**	2,352,892
	Columbia	Overseas Value Fund	**	1,596,229
	Clearbridge	Appreciation Fund	**	1,094,007
	JPMorgan	Smart Retirement 2050 Fund	**	317,046
	Dreyfus	Government Cash Mgmt Instl	**	3
	JPMorgan	Smart Retirement 2045 Fund	**	780,620
*	Empower	S&P Small Cap 600 Index Fund	**	1,865,451
*	MassMutual	S&P 500 Index Fund	**	8,476,376
	JPMorgan	Smart Retirement 2030 Fund	**	931,123
*	MassMutual	Mid Cap Growth Fund	**	1,769,858
	JPMorgan	Smart Retirement 2035 Fund	**	464,755
	American Funds	New World Fund	**	351,523
	Carillon Eagle	Small Cap Growth Fund	**	1,155,117
	Brandy Wine Global	Global Opps Bond Fund	**	3,821,092
	Invesco	Diversified Dividend Fund	**	4,195,392
	JPMorgan	Smart Retirement Income Fund	**	85,078
*	MassMutual	Total Return Bond Fund	**	5,514,500
	JPMorgan	Smart Retirement 2040 Fund	**	1,469,942
	JPMorgan	Smart Retirement 2055 Fund	**	291,676
	JPMorgan	Smart Retirement 2020 Fund	**	85,476
	JPMorgan	Smart Retirement 2025 Fund	**	<u>507,782</u>
	Total mutual funds			50,286,508
	Self-directed brokerage fund:			
	Charles Schwab PCRA	Self-directed brokerage	**	105,297
	Fixed annuity:			
*	Empower Annuity Insurance Company of America	Guaranteed Interest Account	**	<u>7,703,832</u>
	Total investments			58,095,637
*	Participant notes receivable	Loans to participants, interest rates ranging from 4.25% to 8.00%, various maturities.	-	<u>760,496</u>
	Total assets held			<u><u>\$ 58,856,133</u></u>

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

** The Cost of participant-directed Investment is not required to be disclosed.

A. Name Of Plan Teamwork Services, Inc.	B. Three-Digit plan number 001
C. Plan Year 1/1/2022 - 12/31/2022	D. Employer Identification Number 581863048

Multiple-Employer Plan Participating Employer Information

1. Participating Employer Name	2. Participating Employer EIN	3. Percentage of Contributions	4. Aggregate Account Balances at End of Year Attributable to Participating Employer
Teamwork Services, Inc	58-1863048	1.00%	645,671.74
Alliance Dental, PC	45-2517420	0.36%	1,190,263.13
Bono's of North Florida, Inc.	59-3614161	2.12%	1,572,322.16
Bruce Flexer Enterprises, Inc	58-2125510	0.04%	120,960.89
Brunswick and Glynn Cty Dvlpmt Auth	581177464	0.23%	164,129.33
Camden Healthcare Network, Inc	58-2133352	0.85%	80,491.93
Cavalier, Inc	20-5247963	0.08%	400,810.39
Climate Controllers, Inc	58-1296298	0.12%	297,865.98
Coastal Georgia Historical Society,	58-0964094	0.65%	700,523.23
Communities of Coastal Georgia Foun	20-2454729	0.29%	88,754.70
Eulonia Country Store, LLC	46-2601523	0.35%	143,516.86
First Coast Benefits Solutions, Inc	56-2370334	0.89%	1,512,194.58
Frederica Golf Club	27-3556550	0.02%	198,476.87
Frederica Township Community A	20-2528205	0.03%	151,625.91
Golden Isles Oral Surgery	46-0607070	0.19%	1,003,567.82
GTC MM, LLC	45-3342068	0.00%	2,349.31
International Tactical Products	58-1484370	0.30%	791,723.98

1. Participating Employer Name	2.Participating Employer EIN	3. Percentage of Contributions	4. Aggregate Account Balances at End of Year Attributable to Participating Employer
John K. Weaver, DMD, PC	58-2513213	0.00%	1,779,972.22
Keep Brunswick-Golden Isles Beautif	58-2393363	0.06%	35,260.24
Lowcountry Urology Clinics, P.	20-4068094	25.87%	7,467,871.81
M.J. Martelli and Associates, MD, P	58-1926480	0.00%	80,648.10
MAP International, Inc	36-2586390	5.51%	4,486,736.76
Marshland Credit Union	58-0872500	7.51%	3,003,018.25
Marshland Credit Union MPP	58-1863048	0.24%	287,033.69
McIntosh County Ind Dev Authority	58-1417718	0.10%	25,893.15
Mid South Feeds, Inc	62-0718613	0.27%	273,340.32
MorningStar Children & Family	58-2314421	0.01%	4,015.63
Paradigm Labs, Inc.	46-4450977	2.49%	1,512,235.95
PrimeSouth Bank	58-0163257	12.60%	7,497,999.42
Real Escapes Properties Inc	31-1831512	0.46%	201,741.56
RG Grabber, Inc	20-3723442	0.03%	263,819.01
RMP Associates, Inc.	01-0582169	0.38%	473,107.60
Schell & Hogan, LLP	58-0665739	3.26%	1,602,614.33
Sedgmoor, Inc.	58-1332341	0.69%	130,336.46
Suncoast Paper & Chemical, LLC	46-1643740	0.68%	237,796.05
The Bailey Boys, Inc.	58-1922682	0.81%	115,845.92
The Gathering Place, Inc.	58-2312223	0.51%	230,076.33
Thomas I. Smith DMD, PC	25-4781637	0.56%	3,346,482.73
Tidewater Equipment Company	20-1423231	12.98%	10,538,547.67

1. Participating Employer Name	2.Participating Employer EIN	3. Percentage of Contributions	4. Aggregate Account Balances at End of Year Attributable to Participating Employer
Turner & Associates Insurance, Inc	65-1187320	14.09%	4,543,928.24
Tutela, Inc	68-0548027	0.00%	456,363.57
United Way of Coastal Georgia, Inc	58-0671327	0.13%	36,048.47
Victory Storage Company	58-2094569	2.88%	532,809.09
Worth Cable, Inc	58-2145667	0.35%	616,754.69

TRANSACTIONS FOR REVIEW (5% REPORTABLE)

Teamwork Services, Inc.

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GA_ID	INVESTMENT OPTION	PURCHASE AMOUNT	PURCHASE UNITS/SHARES	PURCHASE COUNT	SALES AMOUNT	SALES UNITS/SHARES	SALES COUNT	COST OF SALES
789211-01	1RNWCX	96,098.00	1,560.11	25	0.00	0.00	0	0.00
789211-01	1SMTPX	181,259.88	10,006.72	15	0.00	0.00	0	0.00
789211-01	2MKSXX	0.01	0.01	1	0.00	0.00	0	0.00
789211-01	3MGDTBI	2,404.17	0.00	3	0.00	0.00	0	0.00
789211-01	4MGDTBI	3,113.06	0.00	3	(3,114.03)	0.00	2	(3,114.03)
789212-01	1ACLAX	744.90	46.57	248	(16.37)	(1.02)	69	(16.28)
789212-01	1COAVX	1,382.95	157.86	211	(85.39)	(8.89)	144	(77.69)
789212-01	1GOBAX	4,274.79	502.97	321	(237.82)	(25.54)	144	(216.52)
789212-01	1HRSCX	893.62	31.96	276	0.00	0.00	0	0.00
789212-01	1JLGPX	3,715.50	79.58	304	(19.93)	(0.43)	60	(20.07)
789212-01	1USVPX	417.82	17.13	287	(8.10)	(0.33)	30	(8.10)
789212-01	1LCEAX	3,904.88	205.33	304	(119.28)	(6.25)	90	(119.56)
789212-01	1MEFAX	797.15	53.91	311	(1.01)	(0.06)	8	(0.98)
789212-01	1MGDTBI	5,567.09	0.00	272	(56.65)	0.00	80	(56.65)
789212-01	1MIEAX	6,488.15	414.55	316	(48.55)	(2.94)	80	(48.88)
789212-01	1MPTRX	6,283.22	757.11	327	(49.33)	(5.67)	114	(47.03)
789212-01	1MXIN6	42,005.47	3,438.44	318	(46.70)	(3.81)	80	(46.70)
789212-01	1MXMDX	43,960.64	2,458.05	315	(30.73)	(1.72)	70	(30.73)
789212-01	1NREAX	743.64	54.77	349	0.00	0.00	0	0.00
789212-01	1RERCX	1,728.34	38.06	315	(103.64)	(2.08)	144	(94.12)
789212-01	4MGDTBI	45.55	0.00	3	(45.56)	0.00	2	(45.56)
789213-01	1ACLAX	20,826.83	1,306.59	128	(712.88)	(44.37)	106	(708.65)
789213-01	1COAVX	38,479.01	4,444.07	98	(2,649.42)	(276.75)	95	(2,394.58)
789213-01	1GOBAX	119,613.69	14,198.55	171	(7,914.43)	(850.11)	87	(7,147.57)
789213-01	1HRSCX	25,401.07	899.05	151	(160.49)	(5.17)	50	(160.78)
789213-01	1JLGPX	104,494.79	2,234.83	165	(781.14)	(16.83)	50	(788.19)
789213-01	1USVPX	12,046.38	492.73	166	(509.31)	(20.54)	50	(509.90)
789213-01	1LCEAX	109,902.19	5,778.54	165	(3,981.01)	(208.65)	65	(3,993.49)
789213-01	1MEFAX	22,279.38	1,505.06	170	(252.94)	(15.81)	71	(238.93)
789213-01	1MGDTBI	101,742.49	0.00	138	(2,468.12)	0.00	55	(2,468.12)
789213-01	1MIEAX	182,285.43	11,589.10	178	(1,468.38)	(88.88)	55	(1,479.87)
789213-01	1MPTRX	175,342.48	21,214.32	174	(1,820.17)	(209.22)	80	(1,728.15)
789213-01	1MXIN6	32,437.39	2,654.74	163	(1,606.53)	(131.14)	55	(1,607.85)
789213-01	1MXMDX	40,872.27	2,289.21	163	(1,072.41)	(60.04)	55	(1,073.00)
789213-01	1NREAX	20,827.79	1,536.07	187	(207.90)	(14.36)	71	(196.44)
789213-01	1RERCX	48,178.48	1,074.02	170	(3,404.49)	(68.23)	80	(3,057.96)
789213-01	3MGDTBI	0.05	0.05	1	0.00	0.00	0	0.00
789213-01	4MGDTBI	403.39	0.00	3	(403.52)	0.00	2	(403.52)
789215-01	1ACLAX	52,171.60	3,270.23	1576	(1,978.65)	(122.71)	1400	(1,962.13)
789215-01	1COAVX	104,125.58	11,995.37	1341	(7,136.27)	(746.43)	1749	(6,478.47)
789215-01	1GOBAX	341,798.50	40,477.57	2591	(22,538.42)	(2,425.25)	1523	(20,446.28)
789215-01	1HRSCX	64,575.14	2,288.36	2151	(652.28)	(22.08)	600	(673.97)
789215-01	1JFFPX	15,567.49	714.04	12	(6.66)	(0.29)	6	(6.35)
789215-01	1JLGPX	254,237.27	5,437.69	2309	(2,943.96)	(63.54)	810	(2,972.81)
789215-01	1USAPX	132,508.41	7,351.58	24	0.00	0.00	0	0.00
789215-01	1USIPX	3,379.05	244.24	32	(0.32)	(0.02)	6	(0.32)
789215-01	1USMNX	3,464.07	211.66	32	(0.32)	(0.02)	6	(0.32)
789215-01	1USVPX	35,535.16	1,453.48	2389	(1,597.41)	(64.61)	729	(1,603.21)
789215-01	1JTSPPX	11,746.63	645.83	24	0.00	0.00	0	0.00
789215-01	1LCEAX	267,388.82	14,055.90	2304	(10,289.38)	(539.38)	990	(10,324.46)
789215-01	1MEFAX	60,998.11	4,119.53	2414	(1,006.07)	(64.25)	936	(970.77)
789215-01	1MGDTBI	294,833.87	0.00	2025	(8,632.33)	0.00	925	(8,632.33)
789215-01	1MIEAX	520,032.38	33,070.77	2623	(6,165.70)	(380.25)	985	(6,287.67)

TRANSACTIONS FOR REVIEW (5% REPORTABLE)

Teamwork Services, Inc.

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GA_ID	INVESTMENT OPTION	PURCHASE AMOUNT	PURCHASE UNITS/SHARES	PURCHASE COUNT	SALES AMOUNT	SALES UNITS/SHARES	SALES COUNT	COST OF SALES
789215-01	IMPTRX	513,639.97	62,075.26	2632	(6,410.09)	(741.98)	1306	(6,146.25)
789215-01	IMXIN6	90,438.33	7,399.24	2362	(4,578.80)	(373.88)	947	(4,584.74)
789215-01	IMXMDX	120,962.59	6,768.87	2344	(3,475.64)	(193.87)	914	(3,470.13)
789215-01	INREAX	64,909.28	4,784.10	2833	(882.72)	(62.05)	853	(850.15)
789215-01	IRERCX	127,130.29	2,826.63	2568	(8,954.83)	(179.78)	1481	(8,085.12)
789215-01	IRNWCX	6,320.28	102.09	29	(0.67)	(0.01)	6	(0.62)
789215-01	ISRJPX	42,412.14	2,519.35	80	(0.32)	(0.02)	6	(0.32)
789215-01	2MKSXX	0.02	0.02	1	0.00	0.00	0	0.00
789215-01	3MGDTBI	10,450.09		122	0.00	0.00	0	0.00
789215-01	4MGDTBI	1,171.71		3	(1,172.08)	0.00	2	(1,172.08)
789216-01	1ACLAX	5,665.57	355.41	69	(82.35)	(5.13)	89	(81.84)
789216-01	ICOAVX	10,010.84	1,156.12	47	(306.20)	(31.96)	77	(276.69)
789216-01	IDGCXX	2,772.96	2,772.96	10	(2,769.86)	(2,769.86)	5	(2,769.86)
789216-01	IGOBAX	30,770.75	3,647.14	112	(912.39)	(98.01)	62	(824.54)
789216-01	IHRSCX	6,864.48	242.90	93	(18.39)	(0.59)	36	(18.39)
789216-01	IJLGPX	26,699.79	570.72	102	(91.90)	(1.98)	41	(92.70)
789216-01	IJSAPX	20,495.26	1,137.34	4	0.00	0.00	0	0.00
789216-01	IJSVPX	3,503.49	142.59	115	(58.97)	(2.38)	41	(59.01)
789216-01	ILCEAX	28,209.67	1,483.46	102	(460.41)	(24.13)	41	(461.84)
789216-01	IMEFAX	6,585.93	444.79	108	(29.01)	(1.81)	54	(287.78)
789216-01	IMGDTBI	28,649.72	0.00	79	(287.78)	0.00	41	(172.51)
789216-01	IMIEAX	52,289.63	3,323.74	121	(171.30)	(10.36)	41	(172.51)
789216-01	IMPTRX	48,579.78	5,873.92	112	(212.19)	(24.40)	62	(201.58)
789216-01	IMXIN6	8,835.38	723.23	107	(185.82)	(15.17)	41	(185.96)
789216-01	IMXMDX	12,209.85	684.04	107	(124.30)	(6.96)	41	(124.34)
789216-01	INREAX	6,110.09	450.43	126	(23.86)	(1.65)	54	(22.57)
789216-01	IRERCX	12,502.84	278.68	112	(393.24)	(7.88)	62	(353.42)
789216-01	4MGDTBI	118.89	0.00	3	(118.93)	0.00	2	(118.93)

LEGEND

INVESTMENT OPTION:

1ACLAX	American Century Mid Cap Value A	ICOAVX	Columbia Overseas Value A
IDGCXX	Dreyfus Government Cash Mgmt Instl	IGOBAX	BrandywineGLOBAL - Global Opps Bond A
IHRSCX	Carillon Eagle Small Cap Growth A	IJFFPX	JP Morgan Smart Retirement 2055 R3
IJLGPX	JP Morgan Large Cap Growth R3	IJNSPX	JP Morgan SmartRetirement 2025 R3
IJSAPX	JP Morgan SmartRetirement 2045 R3	IJSIPX	JP Morgan SmartRetirement Income R3
IJSMNX	JP Morgan SmartRetirement 2030 R3	IJSVPX	JP Morgan Small Cap Value R3
IJTSPX	JP Morgan SmartRetirement 2050 R3	IJTTPX	JP Morgan SmartRetirement 2020 R3
ILCEAX	Invesco Diversified Dividend A	IMEFAX	MassMutual Mid Cap Growth A
IMGDTBI	General Account	IMIEAX	MM S&P 500 Index R4
IMPTRX	MassMutual Total Return Bond A	IMXIN6	Empower S&P Sncap 600 Index Fund Inv
IMXMDX	Empower S&P MidCap 400 Index Fund Inv	INREAX	Neuberger Berman Real Estate A
IRERCX	American Funds EuroPacific Gr R3	IRNWCX	American Funds New World Fund - R3
ISDBSCH	Schwab SDB	ISHAPX	ClearBridge Appreciation A
ISMTPX	JP Morgan SmartRetirement 2040 R3	ISRJPX	JP Morgan SmartRetirement 2035 R3
2MKSXX	MassMutual US Government Mny Mkt Fd	3MGDTBI	General Account
4MGDTBI	General Account	4MKSXX	MassMutual US Government Mny Mkt Fd

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Teamwork Services, Inc.

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INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
IACLAX			1,655,999.18	1,598,171.26
ICOAVX			1,461,403.51	1,596,229.26
IDGCXX			3.10	3.10
IGOBAX			3,680,070.96	3,821,092.50
IHRSCX			1,496,775.14	1,155,117.20
IJFFPX			311,088.48	291,676.33
IJLGPX			7,040,859.50	6,609,841.08
IJNSPX			530,059.36	507,782.07
IJSAPX			840,725.99	780,620.47
IJSIPX			86,729.89	85,078.19
IJSMNX			975,812.25	931,123.05
IJSVPX			1,234,543.69	1,099,712.37
IJTS PX			339,680.83	317,045.64
IJTTPX			87,411.37	85,475.54
ILCEAX			4,549,332.46	4,195,391.83
IMEFAX			2,060,805.27	1,769,857.64
IMEIAX			10,731,300.36	8,476,375.55
IMPTRX			5,475,115.25	5,514,499.92
IMXING			2,000,962.20	1,865,451.15
IMXMDX			2,428,058.83	2,352,891.94
INREAX			1,062,753.07	972,895.04
IRERCX			2,710,004.54	2,879,951.22
IRNWCX			331,897.81	351,522.75
ISHAPX			1,178,282.39	1,094,006.50
ISMT PX			1,561,273.61	1,469,941.75
ISRJPX			491,651.44	464,754.61
ISDBSCH			105,296.54	105,296.54
IMGDTBI		1.000	7,659,305.53	7,672,448.22
TOTALS			62,087,202.55	58,064,252.72
PARTICIPANT LOANS	VARIOUS	3.25-8	749,277.99	749,909.29
FORFEITURES			31,339.93	31,384.06