

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

Part II Basic Plan Information —enter all requested information		
1a Name of plan <u>INNOVIM, LLC 401(K) PLAN</u>	1b	Three-digit plan number (PN) ▶ <u>001</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>INNOVIM, LLC</u> <u>8403 COLESVILLE ROAD SUITE 1100</u> <u>SUITE 110</u> <u>SILVER SPRING, MD 20910</u>	1c	Effective date of plan <u>01/01/2004</u>
	2b	Employer Identification Number (EIN) <u>56-2304619</u>
	2c	Plan Sponsor's telephone number <u>508-944-4143</u>
	2d	Business code (see instructions) <u>541519</u>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/16/2023	MICHAEL M KRAMER
	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		5 307
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) 144
a(2) Total number of active participants at the end of the plan year		6a(2) 151
b Retired or separated participants receiving benefits		6b 0
c Other retired or separated participants entitled to future benefits.....		6c 176
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 327
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 327
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 327
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 17
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: 2A 2E 2F 2G 2J 2K 2S 2T 3B 3D 3H		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply)		9b Plan benefit arrangement (check all that apply)
(1) ☐ Insurance	(1) ☐ Insurance	
(2) ☐ Code section 412(e)(3) insurance contracts	(2) ☐ Code section 412(e)(3) insurance contracts	
(3) ☒ Trust	(3) ☒ Trust	
(4) ☐ General assets of the sponsor	(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		b General Schedules
(1) ☒ R (Retirement Plan Information)	(1) ☒ H (Financial Information)	
(2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) ☐ I (Financial Information – Small Plan)	
(3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) ☐ 0 A (Insurance Information)	
	(4) ☒ C (Service Provider Information)	
	(5) ☐ D (DFE/Participating Plan Information)	
	(6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

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

Receipt Confirmation Code _____

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

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan INNOVIM, LLC 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 INNOVIM, LLC	D Employer Identification Number (EIN) 56-2304619	

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)

THE RETIREMENT ADVANTAGE INC

101 E GRAND AVENUE STE 16
PORT WASHINGTON, WI 53074

(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?
99	OTHER	2660	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

EMPOWER ANNUITY INSURANCE COMPANY O

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	1247	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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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>INNOVIM, LLC 401(K) 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>INNOVIM, LLC</u>	D Employer Identification Number (EIN) <u>56-2304619</u>	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	0	0
(2) Participant contributions.....	1b(2)	0	0
(3) Other.....	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common.....	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants).....	1c(7)	0	0
(8) Participant loans.....	1c(8)	162838	140852
(9) Value of interest in common/collective trusts.....	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	11275456	8710018
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other	1c(15)	0	0

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	11438294	8850870

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	11438294	8850870
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Part II Income and Expense Statement

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

Income**a Contributions:**

		(a) Amount	(b) Total
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	44057	
(B) Participants	2a(1)(B)	778164	
(C) Others (including rollovers)	2a(1)(C)	24370	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		846591

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

(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	8369	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		8369

(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	41808	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		41808

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

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

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-1655423
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		-758655
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1838081	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1838081
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		-13219
h Interest expense	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	2660	
(2) Contract administrator fees	2i(2)	1247	
(3) Investment advisory and management fees	2i(3)	0	
(4) Other	2i(4)	0	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		3907
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1828769
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-2587424
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: RYAN & WETMORE

(2) EIN: 52-1753100

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		1049423

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan INNOVIM, LLC 401(K) PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 INNOVIM, LLC		D Employer Identification Number (EIN) 56-2304619

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): 84-1455663

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).....
b Enter the amount contributed by the employer to the plan for this plan year.....
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).....

6a

6b

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
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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 _____

INNOVIM, LLC 401(K) PLAN

FINANCIAL STATEMENTS

December 31, 2022 and 2021

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INDEPENDENT AUDITORS' REPORT

To the Trustees and Administrative Committee of
Innovim, LLC 401(K) Plan
Greenbelt, MD

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

We have performed audits of the accompanying financial statements of Innovim, LLC 401(K) 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 Innovim, LLC 401(K) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Innovim, LLC 401(K) 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.

Emphasis of Matter Regarding Prohibited Transactions

As discussed in Notes 8 and 11 to the financial statements, the Company failed to segregate and remit in a timely manner certain participant contributions (salary reduction amounts) totaling \$1,049,423 during the year ended December 31, 2022. Failure to segregate and remit contributions within the specified time period is a prohibited transaction according to the provisions of ERISA and the IRC. The Company applied to the Voluntary Fiduciary Correction Program in 2023 due to late contributions in 2021, 2022, and 2023. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Innovim, LLC 401(K) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Innovim, LLC 401(K) 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 Innovim, LLC 401(K) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplementary Schedules Required by ERISA

The supplementary schedules of Form 5500, Schedule H, Line 4(a) – Schedule of delinquent participant contributions and Form 5500, Schedule H, Line 4i – Schedule of assets (held at end of year) for the year ended December 31, 2022 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplementary schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplementary schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplementary schedules, we evaluated whether the supplementary schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

- the form and content of the supplementary schedules, other than the information in the supplementary schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplementary schedules 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).



Bethesda, MD
October 16, 2023

INNOVIM, LLC 401(K) PLAN

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2022 and 2021**

	<u>2022</u>	<u>2021</u>
ASSETS		
Investments, at fair value		
Mutual funds	\$ 1,636,982	\$ 2,232,150
Common collective trust funds	<u>7,073,036</u>	<u>9,043,306</u>
Total investments	<u>8,710,018</u>	<u>11,275,456</u>
Receivables:		
Employee contributions	212,385	38,508
Employer contributions	433,968	44,304
Notes receivable from participants	<u>140,852</u>	<u>162,838</u>
Total receivables	<u>787,205</u>	<u>245,650</u>
Total assets	<u>9,497,223</u>	<u>11,521,106</u>
LIABILITIES		
Corrective distributions payable	<u>-</u>	<u>(21,821)</u>
Total liabilities	<u>-</u>	<u>(21,821)</u>
Net assets available for benefits	<u>\$ 9,497,223</u>	<u>\$ 11,499,285</u>

The Notes to Financial Statements are an integral part of these statements.

INNOVIM, LLC 401(K) PLAN

**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
For the Year Ended December 31, 2022**

ADDITIONS

Additions to net assets attributed to:

Investment income (loss):

Net depreciation in fair value of investments	\$ (1,655,423)
Interest and dividends	<u>41,808</u>

(1,613,615)

Interest income on notes receivable from participants	8,369
---	-------

Contributions:

Participants	952,041
Employer	433,721
Rollovers	<u>24,370</u>

Total contributions	<u>1,410,132</u>
---------------------	------------------

Total additions, net	<u>(195,114)</u>
----------------------	------------------

DEDUCTIONS

Deductions from net assets attributed to:

Benefits paid to participants	1,803,042
Administrative expenses	<u>3,906</u>

Total deductions	<u>1,806,948</u>
------------------	------------------

NET DECREASE	(2,002,062)
--------------	-------------

Net assets available for benefits

Beginning of year	<u>11,499,285</u>
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End of year	<u><u>\$ 9,497,223</u></u>
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The Notes to Financial Statements are an integral part of this statements.

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS December 31, 2022 and 2021

Note 1 **Description of Plan**

The following description of the Innovim, LLC 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all full-time employees of Innovim, LLC and Innovim Defense Services, LLC (collectively, the "Company") except non-resident aliens who receive no US earned income and members of a collective-bargaining unit where retirement benefits have been the subject of good faith bargaining unless such agreement provides for participation in this Plan. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Trustees are responsible for oversight of the Plan. Plan management determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Plan's Trustees.

Effective January 1, 2021, the plan includes bonus compensation in a participant's plan compensation.

Contributions

Each year, participants may contribute up to the maximum amount allowed by law, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans ("rollover contributions").

The Company may make a discretionary matching contribution. For the year ended December 31, 2022, the Company contributed a dollar for dollar match of up to 4% for employee contributions as a discretionary matching contribution. During the year ended December 31, 2022, the Company made a total of \$436,867 in gross discretionary matching contributions, reduced by \$3,146 from the asset holding account, for a net of \$433,721 in discretionary matching contributions.

The Company may also make a profit sharing contribution at its discretion. During the year ended December 31, 2022, the Company did not make a profit sharing contribution.

Participants direct the investment of their contributions, the discretionary employer matching contribution, and the employer profit sharing contribution, if any, into various investment options offered by the Plan.

Investment options

Plan investments are participant directed. Upon enrollment in the Plan, a participant may direct contributions in a number of investment fund options. Participants may change or transfer their investment options at any time via telephone or secure internet website.

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS December 31, 2022 and 2021

Note 1 Description of Plan (continued)

Participant accounts

Each participant's account is credited with the participant's contributions and allocations of (a) Company discretionary matching contributions (b) profit sharing contribution, if any and (c) investment earnings (losses) and (d) charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their contributions and the Company's discretionary matching contribution plus actual earnings thereon.

Each participant is vested in the profit sharing contribution portion of their accounts, if any, according to the following schedule based on years of credited service:

Years of vesting credited service	
Less than 1 year	0%
1 year	20%
2 years	40%
3 years	60%
4 years	80%
5 years	100%

If an active participant dies or becomes disabled prior to attaining normal retirement age, or attains normal retirement age, the participant's account becomes 100% vested.

Notes receivable from participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of (i) \$50,000 reduced by the highest outstanding balance of any prior loans from the Plan during the prior one-year period or (ii) 50% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at rates ranging from 5.25% to 7.50%, which is commensurate with local prevailing rates as determined by the Plan Administrator. Principal and interest are paid ratably through payroll deductions.

As described in the CARES Act footnote below, CARES Act loan provisions allowed qualified individuals to suspend their loan repayments through December 31, 2020, and temporarily increased the maximum amount allowed for borrowing.

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS December 31, 2022 and 2021

Note 1 Description of Plan (continued)

Payment of benefits

On termination of service due to death, disability, normal retirement age (age 65), in-service at age 59.5, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution unless the participant elects the balance to be rolled into an individual retirement account or another qualified retirement plan. Participants may also elect to withdraw amounts from their accounts in the event of a proven financial hardship. Terminated participants are required by law to receive minimum distributions by April 1 of the year following the year they turn 72.

Upon termination of employment, if a participant's vested interest in their account is greater than \$5,000, no distribution shall be made to the participant before they reach the age of normal retirement or receipt of consent to pay out by the participant.

If the participant's vested account is \$5,000 or less, the vested account balance is paid out in the form of a lump sum distribution unless the participant elects the balance to be rolled into an individual retirement account or another qualified retirement plan. In the event of a mandatory distribution greater than \$1,000, the distribution may be paid out in a direct rollover to an individual retirement arrangement designated by the Plan Administrator if the participant does not elect a direct rollover or lump sum distribution.

Asset holding account

Asset holding account amounts are used to reduce future employer matching contributions or pay Plan expenses. At December 31, 2022 and 2021, unused asset holding accounts totaled \$580 and \$947, respectively. These accounts will be used to reduce future employer contributions and pay Plan expenses. During the year ended December 31, 2022, \$3,146 of asset holding account amounts were used to reduce employer contributions and pay Plan expenses.

The Cares Act

The Plan implemented the distribution provision and the temporary loan repayment deferral and loan request provision of the Coronavirus Aid, Relief, and Economic Security ("CARES") Act that was signed into law on March 27, 2020. The CARES Act allows the Plan's participants to take a COVID-19 related distribution up to \$100,000 from the Plan beginning on or after January 1, 2020 and before December 31, 2020. It also allows for the suspension of required minimum distributions in 2020 and delays the commencement date for required minimum distributions until age 72. The deferral provision allows qualified Plan participants who have Plan loan repayments to defer such repayments until December 31, 2020. The loan provisions allow loans made to a qualified individual from March 27, 2020, to September 22, 2020, where the limit may be increased up to the lesser of: (1) \$100,000 (minus outstanding plan loans of the individual), or (2) the individual's vested benefit under the plan. The provisions under the CARES Act have been implemented effective July 20, 2020. Written amendments to the Plan to reflect these operational changes were adopted on July 22, 2022, in accordance with applicable law and IRS guidance.

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS December 31, 2022 and 2021

Note 2 Summary of significant accounting policies

Basis of accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from these estimates.

Investment valuation and income recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisors and custodian. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year. Employee contributions and employer discretionary matching contributions are recognized on the pay date to which they relate. Employer profit sharing contributions, if any are recognized in the year as designated by the Company.

Notes receivable from participants

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

Payments of benefits

Benefits are recorded when paid.

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS **December 31, 2022 and 2021**

Note 2 Summary of significant accounting policies (continued)

Administrative expenses

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

Subsequent events

The Plan Administrator has evaluated subsequent events and transactions that occurred from the statement of net assets date through the date of the independent auditors' report, the date the financial statements were available to be issued. See Note 12 for material subsequent events that required recognition or additional disclosure in the financial statements.

Note 3 Information prepared and certified by the custodians of the Plan (unaudited)

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA required supplementary schedules, including investments and notes receivable from participants held at December 31, 2022 and 2021, and net depreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2022, was obtained by management and agreed to or derived from information certified as complete and accurate by Empower Annuity Insurance Company and Empower Retirement, LLC (the custodians of the Plan).

December 31,	2022	2021
Investments:		
Mutual funds	\$ 1,636,982	\$ 2,232,150
Common collective trust funds	<u>7,073,036</u>	<u>9,043,306</u>
Total investments, at fair value	\$ 8,710,018	\$ 11,275,456
Notes receivable from participants	<u>\$ 140,852</u>	<u>\$ 162,838</u>
<u>Year ended December 31, 2022</u>		
Investment income (loss):		
Net depreciation in fair value of investments	\$ (1,655,423)	
Interest and dividends	\$ 41,808	
Interest income on notes receivable from participants	<u>\$ 8,369</u>	

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS December 31, 2022 and 2021

Note 4 Fair value measurements

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy under Financial Accounting Standards Board Account Standard Codification ("FASB ASC") 820 are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- 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;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means

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

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

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

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

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

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS **December 31, 2022 and 2021**

Note 4 Fair value measurements (continued)

Common collective trust funds: Valued at the NAV of units of the common trust held by the Plan at year end. The NAV, as provided by the custodian, is used as a practical expedient to estimating fair value. The NAV is based upon the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure the securities liquidations will be carried out in an orderly business manner.

The Plan has investments in a suite of 11 AllianceBernstein Holding L.P. ("AB") Multi-Manager Retirement Trusts. The AB Multi-Manager Retirement Trusts are presented on the statement of net assets available for benefits at fair value measured using the NAV of the units held by the Plan. The NAV is not a publicly quoted price in an active market. The NAV, as provided by AB, is used as a practical expedient to estimate fair value. The NAV calculated by the fund is based on "net assets". This NAV represents the Plan's fair value since this is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan.

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

For years ended December 31, 2022 and 2021, there were no significant transfers between Levels 1 and 2 and no transfers in and out of Level 3.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value on a recurring basis as of December 31, 2022 and 2021.

Investments at fair value as of December 31, 2022				
	Total	Fair value Hierarchy Level		
		(Level 1)	(Level 2)	(Level 3)
Mutual funds	\$ 1,636,982	\$ 1,636,982	\$ -	\$ -
Total investments in the fair value hierarchy level	1,636,982	1,636,982	-	-
Total assets measured at net asset value (a)	7,073,036	-	-	-
Total investments measured at fair value	\$ 8,710,018	\$ 1,636,982	\$ -	\$ -

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS
December 31, 2022 and 2021

Note 4 Fair value measurements (continued)

		Investments at fair value as of December 31, 2021			
		Total	Fair value Hierarchy Level		
			(Level 1)	(Level 2)	(Level 3)
Mutual funds	\$	<u>2,232,150</u>	\$ <u>2,232,150</u>	\$ <u>-</u>	\$ <u>-</u>
Total investments in the fair value hierarchy level	\$	<u>2,232,150</u>	\$ <u>2,232,150</u>	\$ <u>-</u>	\$ <u>-</u>
Total assets measured at net asset value (a)		<u>9,043,306</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total investments measured at fair value	\$	<u>11,275,456</u>	\$ <u>2,232,150</u>	\$ <u>-</u>	\$ <u>-</u>

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

The following table summarizes investments for which fair value is measured based on NAV per share as of December 31, 2022 and 2021, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan:

	2022 Fair Value	2021 Fair Value	Unfunded Commitment	Redemption frequency	Redemption notice period
Common collective trust funds	\$ 7,073,036	\$ 9,043,306	None	Daily	5 days

Note 5 Related-party transactions and party in interest transactions

The Plan includes investments managed by AB. AB is the investment advisor as defined by the Plan, and, therefore, these transactions qualify as party in interest transactions.

Empower Annuity Insurance Company and Empower Retirement, LLC (collectively, "Empower") are the custodians as defined by the Plan, and, therefore, these transactions qualify as party in interest transactions. Empower provides certain administrative services to the Plan pursuant to a Master Plan Services Agreement (MSA) between the Company and Empower. Empower receives revenue from mutual fund service providers for services Empower provides to the funds. The revenue is used to offset certain amounts owed to Empower for its administrative services to the Plan. If the revenue received by Empower from such mutual fund service providers exceeds the amount owed under the MSA, such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of the participants.

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS December 31, 2022 and 2021

Note 5 Related-party transactions and party in interest transactions (continued)

Personnel and facilities of the Company have been used to perform administrative functions for the Plan at no charge to the Plan. These transactions and notes receivable from participants qualify as party in interest transactions. These party in interest transactions are exempt from prohibited transactions under ERISA.

Note 6 Plan termination

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

Note 7 Income tax status

The Company has adopted a Non-Standardized Pre-Approved Profit-Sharing/Money Purchase plan sponsored by Empower Retirement, LLC and received a favorable opinion letter dated November 14, 2022. The Plan adopted by the Company has been deemed by the IRS, in compliance with the applicable requirement of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the opinion letter, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified and the related trust is tax-exempt.

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

Plan management has evaluated the Plan's tax positions and concluded that the Plan has taken no uncertain tax positions that require recognition or disclosure in the financial statements as of December 31, 2022 and 2021. The Plan's federal tax return is subject to examination by the IRS and tax authorities, generally for a period of three years after the returns are filed.

Note 8 Prohibited transactions

During the year ended December 31, 2021, the Company failed to segregate and remit in a timely manner certain participant contributions (salary reduction amounts) totaling \$93,339 from its assets within the required time period as specified by the DOL Reg. 2510.3012. Failure to segregate and remit contributions within the specified time period is a prohibited transaction according to the provisions of ERISA and the IRC. These participant contributions were remitted 8 business days after being withheld while the Company has shown it can do it within 1-2 business days. Of these, \$40,453 were corrected in 2022 and \$52,886 were corrected in 2023. See Note 11 regarding the 2023 corrections.

INNOVIM, LLC 401(K) PLAN

**NOTES TO FINANCIAL STATEMENTS
December 31, 2022 and 2021**

Note 8 Prohibited transactions (continued)

During the year ended December 31, 2022, the Company failed to segregate and remit in a timely manner certain participant contributions (salary reduction amounts) totaling \$1,049,423 from its assets within the required time period as specified by the DOL Reg. 2510.3012. Failure to segregate and remit contributions within the specified time period is a prohibited transaction according to the provisions of ERISA and the IRC. These participant contributions were remitted 5-72 business days after being withheld while the Company has shown it can do it within 1-2 business days. These were corrected in 2023. See note 11.

Note 9 Reconciliation of financial statements to Schedule H of Form 5500

The following is a reconciliation of net assets available for benefits per the accompanying financial statements to Schedule H of Form 5500:

	December 31,	
	2022	2021
Net assets available for benefits per the financial statements	\$ 9,497,223	\$ 11,499,285
Contributions receivable	(646,353)	(82,812)
Distributions payable	-	21,821
Net assets available for benefits per Schedule H of Form 5500	\$ 8,850,870	\$ 11,438,294

The following is a reconciliation of contributions per the financial statements to Schedule H of Form 5500:

	Year ended December 31, 2022
Contributions per the financial statements	\$ 1,410,132
Add: Contributions receivable at beginning of year	82,812
Less: Contributions receivable at end of year	(646,353)
Contributions per Schedule H of Form 5500	\$ 846,591

INNOVIM, LLC 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS December 31, 2022 and 2021

Note 10 Risks and uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Market risks include global events such as a pandemic or international conflict, which could impact the value of investment securities. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near-term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

As of December 31, 2022 and 2021, four investment funds represented approximately 55% and 54% of the total investments, respectively.

Note 11 Voluntary Fiduciary Correction Program

The Department of Labor, Employee Benefits Security Administration (EBSA) established a Voluntary Fiduciary Correction Program (VFCP) to encourage correction of breaches of fiduciary responsibility and the restoration of losses to plan participants and beneficiaries under Title I of the Employee Retirement Income Security Act of 1974. The Company applied to the VFCP in 2023 due to late contributions in 2021, 2022, and 2023, which qualified as breaches, or potential breaches, of this nature. All applicable contributions had been deposited into the Plan on or before February 3, 2023, lost earnings were deposited into the Plan's account on February 21, 2023 and April 24, 2023, and Plan participants were notified on April 28, 2023. The Department of Labor issued a response that these issues have been corrected. See note 8.

Note 12 Subsequent events

The Company continued late remittances of contributions until March, 2023. The Company corrected all prohibited transactions related to late remittances in April, 2023. See Note 11. Employer match receivable for 2022 was funded throughout 2023, with final contribution in October 2023.

SUPPLEMENTARY SCHEDULES

Innovim, LLC
PLAN NAME: Innovim, LLC 401(k) Plan
EIN: 56-2304619
PLAN NO. 001
PYE: 12/31/2022

Schedule H, Line 4(a)- Schedule of delinquent participant contributions

Total That Constitutes Nonexempt Prohibited Transactions

	Participant Contributions Transferred Late to the Plan*	Contributions Not Corrected	Contributions Corrected Outside VFCP Fiduciary Correction Program	Contributions Pending Correction in VFCP	Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
2021	\$ 93,339	\$ 40,453	\$ -	\$ -	\$ 52,886
2022	1,049,423	1,049,423	-	-	-
	<u>\$ 1,142,762</u>	<u>\$ 1,089,876</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 52,886</u>

*Late participant loan repayments are included.

Innovim, LLC
PLAN NAME: Innovim, LLC 401(k) Plan
EIN: 56-2304619
PLAN NO. 001
PYE: 12/31/2022

Form 5500, Schedule H, line 4(i)- Schedule of assets (held at end of year)

		(c)Description of Investment, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d)Cost	(e)Current Value
(a)	(b)Identity of Issue, Borrower, Lessor, or Similar Party			
*	AB Large Cap Growth K	Mutual fund	#	\$ 366,694
	TIAA CREF S&P 500 Index Retire	Mutual fund	#	337,898
*	AB Discovery Value K	Mutual fund	#	157,100
	TIAA CREF Small-Cap Blend Idx Retire	Mutual fund	#	142,299
*	AB Government Money Market K	Mutual fund	#	128,224
*	AB Discovery Growth K	Mutual fund	#	82,117
	Ishares Russell Mid-Cap Index A	Mutual fund	#	81,668
	TIAA CREF Bond Index Retirement	Mutual fund	#	52,030
	TIAA CREF International Eq Idx Retire	Mutual fund	#	51,375
*	AB Concentrated Growth K	Mutual fund	#	40,431
	TIAA CREF Emerging Markets Eq Idx Retire	Mutual fund	#	32,706
	AB High Income K	Mutual fund	#	30,766
*	AB Core Opportunities K	Mutual fund	#	27,809
*	AB Equity Income K	Mutual fund	#	23,823
*	AB Value K	Mutual fund	#	20,161
*	Bernstein International Strategic EQ SCB	Mutual fund	#	15,049
*	Bernstein Intermediate Duration	Mutual fund	#	13,910
*	AB Sustainable International Thematic K	Mutual fund	#	12,880
*	AB Gbl Rel Est Invmt K	Mutual fund	#	11,190
*	AB Global Bond K	Mutual fund	#	8,501
*	AB All Market Real Return K	Mutual fund	#	218
*	AB International Value K	Mutual fund	#	131
*	Bernstein Short Duration Plus Fund	Mutual fund	#	2
		<u>Common Collective Trust</u>		
*	AB Multi Mr Ret Trt 2025 FD W SR FE CL K	Common Collective Trust	#	1,459,383
*	AB Multi Mr Ret Trt 2040 FD W SR FE CL K	Common Collective Trust	#	1,274,226
*	AB Multi Mr Ret Trt 2030 FD W SR FE CL K	Common Collective Trust	#	1,074,870
*	AB Multi Mr Ret Trt 2035 FD W SR FE CL K	Common Collective Trust	#	988,307
*	AB Multi Mr Ret Trt 2045 FD W SR FE CL K	Common Collective Trust	#	563,388
*	AB Multi Mr Ret Trt 2020 FD W SR FE CL K	Common Collective Trust	#	458,976
*	AB Multi Mr Ret Trt 2050 FD W SR FE CL K	Common Collective Trust	#	444,314
*	AB Multi Mr Ret Trt 2055 FD W SR FE CL K	Common Collective Trust	#	343,765
*	AB Multi Mr Ret Trt 2015 FD W SR FE CL K	Common Collective Trust	#	273,776
*	AB Multi Mr Ret Trt 2060 FD W SR FE CL K	Common Collective Trust	#	151,792
*	AB Multi Mr Ret Trt 2010 FD W SR FE CL K	Common Collective Trust	#	40,239
Total investments per the financial statements				8,710,018
		Interest rates ranging from 5.25% to 7.50% maturing through January 2034.	-0-	140,852
Total assets per the Form 5500				<u>\$ 8,850,870</u>
*	Party-in-interest as defined by ERISA.			
#	Historical cost information is not required as all investments are participant-directed.			

Name of Plan: Innovim, LLC 401(k) Plan	
▶	
Employer Identification No.:	▶ 56-2304619
Plan year (ending):	▶ 12/31/2022 Plan number: ▶ 001

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are included:	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
				1,049,423.00

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SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Innovim, LLC 401(k) Plan
01-JAN-22 to 31-DEC-22

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INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1ABM10K			37,791.42	40,238.83
1ABM15K			259,962.42	273,776.15
1ABM20K			417,992.12	458,975.84
1ABM25K			1,301,554.13	1,459,383.16
1ABM30K			973,116.01	1,074,869.86
1ABM35K			904,004.75	988,307.06
1ABM40K			1,090,470.65	1,274,226.27
1ABM45K			497,271.57	563,388.22
1ABM50K			371,697.93	444,313.78
1ABM55K			297,614.87	343,764.73
1ABM60K			156,978.26	151,792.47
1AMTKX			238.02	218.07
1AWPKX			16,465.09	12,879.85
1AIVKX			126.37	130.62
1STESX			17,645.40	15,048.99
1TEQXX			35,465.93	32,705.88
1TRIEX			47,575.90	51,374.90
1ARRKX			12,861.54	11,190.10
1AUIKX			26,217.01	23,823.14
1ABSKX			180,382.70	157,100.37
1TRBIX			170,004.85	141,718.83
1CHCKX			115,896.61	82,117.31
1BRMAX			74,452.77	81,668.37
1WPSKX			40,825.36	40,431.13
1ADGKX			32,143.20	27,808.53
1ALCKX			380,586.47	366,694.20
1ABVKX			22,998.83	20,161.29
1TRSPX			292,928.49	337,898.43
1ANAKX			10,365.01	8,501.08
1AGDKX			38,564.03	30,766.45
1SNIDX			16,264.06	13,910.04
1SNSDX			1.66	1.59
1TBIRX			61,136.30	52,029.44
1AEKXX			128,223.49	128,223.49
			8,029,823.22	8,709,438.47
PARTICIPANT LOANS	VARIOUS	5.250-7.500	138,072.96	140,851.52
FORFEITURES			579.81	579.81

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SCHEDULE OF ASSETS (HELD AT END OF YEAR)

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Innovim, LLC 401(k) Plan
01-JAN-22 to 31-DEC-22

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INVESTMENT OPTION

MATURITY DATE

INTEREST RATE

COST OF ASSETS

CURRENT VALUE

LEGEND

INVESTMENT OPTION:

1ABM10K AB Multi Mr Ret Trt 2010 Fd W Sr Fe Cl K
1ABM20K AB Multi Mr Ret Trt 2020 Fd W Sr Fe Cl K
1ABM30K AB Multi Mr Ret Trt 2030 Fd W Sr Fe Cl K
1ABM40K AB Multi Mr Ret Trt 2040 Fd W Sr Fe Cl K
1ABM50K AB Multi Mr Ret Trt 2050 Fd W Sr Fe Cl K
1ABM60K AB Multi Mr Ret Trt 2060 Fd W Sr Fe Cl K
1AWPKX AB Sustainable International Thematic K
1STESX Bernstein International Strategic Eq SCB
1TRIEX TIAA-CREF International Eq Idx Retire
1AUIKX AB Equity Income K
1TRBIX TIAA-CREF Small-Cap Blend Idx Retire
1BRMAX iShares Russell Mid-Cap Index A
1ADGKX AB Core Opportunities K
1ABVKX AB Value K
1ANAKX AB Global Bond K
1SNIDX Bernstein Intermediate Duration
1TBIRX TIAA-CREF Bond Index Retirement

1ABM15K AB Multi Mr Ret Trt 2015 Fd W Sr Fe Cl K
1ABM25K AB Multi Mr Ret Trt 2025 Fd W Sr Fe Cl K
1ABM35K AB Multi Mr Ret Trt 2035 Fd W Sr Fe Cl K
1ABM45K AB Multi Mr Ret Trt 2045 Fd W Sr Fe Cl K
1ABM55K AB Multi Mr Ret Trt 2055 Fd W Sr Fe Cl K
1AMTKX AB All Market Real Return K
1AIVKX AB International Value K
1TEQX TIAA CREF Emerging Markets Eq Idx Retire
1ARRKX AB Gbl Rel Est Invmt K
1ABSKX AB Discovery Value K
1CHKX AB Discovery Growth K
1WPSKX AB Concentrated Growth K
1ALCKX AB Large Cap Growth K
1TRSPX TIAA-CREF S&P 500 Index Retire
1AGDKX AB High Income K
1SNSDX Bernstein Short Duration Plus Fund
1AEKXX AB Government Money Market K

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year