

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 RCM TECHNOLOGIES 401(K) SAVINGS PLAN	1b	Three-digit plan number (PN) ▶ 001
		1c	Effective date of plan 01/01/1986
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) RCM TECHNOLOGIES, INC. 20 WATERVIEW BLVD 4TH FLOOR PARSIPPANY, NJ 07054	2b	Employer Identification Number (EIN) 95-1480559
		2c	Plan Sponsor's telephone number 973-658-3000
		2d	Business code (see instructions) 541600

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.	07/01/2024	KAREN MCCASEY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	07/01/2024	KAREN MCCASEY
	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

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 3359
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) 2976
a(2) Total number of active participants at the end of the plan year		6a(2) 5623
b Retired or separated participants receiving benefits		6b 2
c Other retired or separated participants entitled to future benefits.....		6c 437
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 6062
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 6062
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 1451
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 2
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 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 RCM TECHNOLOGIES 401(K) SAVINGS PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 RCM TECHNOLOGIES, INC.	D Employer Identification Number (EIN) 95-1480559

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 PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY 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
06-1050034	93629	075178	6062	01/01/2022	12/31/2022

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

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

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
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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	2512110
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	8121831

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 ▶ **GUARANTEED GENERAL ACCOUNT CONTRACT**

b	Balance at the end of the previous year	7b	2556435
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c	Additions: (1) Contributions deposited during the year	7c(1)	206373	
	(2) Dividends and credits	7c(2)		
	(3) Interest credited during the year	7c(3)	47728	
	(4) Transferred from separate account	7c(4)	80542	
	(5) Other (specify below)	7c(5)	934810	

▶ **LOAN REPAYMENTS, FORFEITURE CREDITS TRANSFERS IN MISCELLANEOUS IN**

(6) Total additions	7c(6)	1269453
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	3825888
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1208708	
(2) Administration charge made by carrier	7e(2)	201	
(3) Transferred to separate account	7e(3)	2475	
(4) Other (specify below)	7e(4)	102394	

▶ **LOAN INITIATIONS TRANSFERS OUT MISCELLANEOUS OUT**

(5) Total deductions	7e(5)	1313778
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	2512110
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

SCHEDULE 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 RCM TECHNOLOGIES 401(K) SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 RCM TECHNOLOGIES, INC.	D Employer Identification Number (EIN) 95-1480559	

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
PRUDENTIAL RETIREMENT INSURANCE AND
06-1050034

(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)

MORGAN STANLEY GLOBAL BANKING OPERA

20-8764829

(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 28	NONE	75263	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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?
13 15 37 50 64	NONE	23675	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan 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.
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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 RCM TECHNOLOGIES 401(K) SAVINGS PLAN	B Three-digit plan number (PN) ►	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 RCM TECHNOLOGIES, INC.	D Employer Identification Number (EIN) 95-1480559	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: COLUMBIA DIVIDEND VAL ISP		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-785	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1913548
a Name of MTIA, CCT, PSA, or 103-12 IE: TRP GROWTH STK STGY		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-435	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 6208283
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

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>RCM TECHNOLOGIES 401(K) SAVINGS 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>RCM TECHNOLOGIES, INC.</u>	D Employer Identification Number (EIN) <u>95-1480559</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)	397044	274985
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	13552431	8121831
(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)	49056221	42298540
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	2556435	2512110
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	65562131	53207466

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	65562131	53207466
---	-----------	----------	----------

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)	487439	
(B) Participants	2a(1)(B)	4190167	
(C) Others (including rollovers)	2a(1)(C)	390250	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		5067856
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)	16439	
(F) Other	2b(1)(F)	47728	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		64167
(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)	962868	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		962868
(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)		-4683609
(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)		-8550239
c Other income	2c		80629
d Total income. Add all income amounts in column (b) and enter total	2d		-7058328
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5179103	
(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)		5179103
f Corrective distributions (see instructions)	2f		5581
g Certain deemed distributions of participant loans (see instructions)	2g		12389
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)	23676	
(3) Investment advisory and management fees	2i(3)	75263	
(4) Other	2i(4)	325	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		99264
j Total expenses. Add all expense amounts in column (b) and enter total	2j		5296337
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-12354665
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: FUNARO & CO, P.C.

(2) EIN: 13-2871428

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		3314

	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 RCM TECHNOLOGIES 401(K) SAVINGS PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 RCM TECHNOLOGIES, INC.		D Employer Identification Number (EIN) 95-1480559
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): 22-1211670		
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:	14a		
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).....		14b	
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)			14c
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)			
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:	15a		
a The corresponding number for the plan year immediately preceding the current plan year.....		15b	
b The corresponding number for the second preceding plan year.....			
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:	16a		
a Enter the number of employers who withdrew during the preceding plan year		16b	
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.....			
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 _____

RCM TECHNOLOGIES 401(K) SAVINGS PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021



CERTIFIED PUBLIC ACCOUNTANTS

TAX • AUDIT • ADVISORY

INDEPENDENT AUDITOR'S REPORT

To the Administrator of
RCM Technologies 401(k) Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the RCM Technologies 401(k) Savings Plan's 2022 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 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.

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

(Cont.)

NEW YORK | MIAMI | LOS ANGELES | MILAN | ROME | BARI | FRANKFURT

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Opinion on the 2022 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section:

- the amounts and disclosures in the 2022 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 2022 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 on the 2022 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of our report. We are required to be independent of RCM Technologies 401(k) Savings Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2022 Financial Statements

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

(Cont.)



Responsibilities of Management for the 2022 Financial Statements (Continued)

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

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

Auditor's Responsibility for the Audit of the 2022 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 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.

(Cont.)



Auditor's Responsibility for the Audit of the 2022 Financial Statements (Continued)

- 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 RCM Technologies 401(k) Savings Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about RCM Technologies 401(k) Savings Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2022 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.

(Cont.)



2022 Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participants Contributions and Loan Repayments, and Assets Held for Investment Purposes, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, 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 schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

(Cont.)

Auditor's Report on the 2021 Financial Statements

The financial statements of RCM Technologies 401(k) Savings Plan as of December 31, 2021, were audited by predecessor auditors. 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, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated December 22, 2022 indicated that in their opinion (a) the amounts and disclosures in the 2021 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2021 financial statements 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). Their report also indicated that the form and content of the 2021 supplemental schedules, other than the information in the 2021 supplemental schedules that agrees to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, and the information in the 2021 supplemental 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).

Funaro & Co., P.C.

New York, N.Y.

June 11, 2024

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2022 AND 2021

	<u>ASSETS</u>	
	<u>2022</u>	<u>2021</u>
Investments at contract and fair market value		
Guaranteed investment contract, at contract value	\$ 2,512,110	\$ 2,556,435
Pooled separate accounts	8,121,831	13,552,431
Mutual funds	<u>42,298,540</u>	<u>49,056,221</u>
Total investments at contract and fair market value	<u>52,932,481</u>	<u>65,165,087</u>
Receivables		
Employer contributions	646,408	454,749
Participant contributions	80,439	86,505
Notes receivable from participants	<u>274,985</u>	<u>397,044</u>
Total receivables	<u>1,001,832</u>	<u>938,298</u>
Total net assets available for benefits	<u>\$ 53,934,313</u>	<u>\$ 66,103,385</u>

See independent auditor's report and notes to financial statements.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2022

Additions to net assets attributed to:

Investment income

Interest and dividend income	\$ 1,010,596
Interest income on notes receivable from participants	16,439
Net depreciation in fair value of investments	<u>(13,233,848)</u>

Total investment loss (12,206,813)

Other income 80,629

Contributions

Participants	4,184,101
Employer	679,098
Rollover	<u>390,250</u>

Total contributions 5,253,449

Total subtractions (6,872,735)

Deductions from net assets attributed to:

Benefits paid to participants	5,179,103
Corrective distributions	5,581
Deemed distribution of participant loans	12,389
Administrative fees	<u>99,264</u>

Total deductions 5,296,337

Net decrease in net assets available for benefits (12,169,072)

Net assets available for benefits - beginning of year 66,103,385

Net assets available for benefits - end of year \$ 53,934,313

See independent auditor's report and notes to financial statements.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN

The following description of the RCM Technologies, Inc. ("the Company") 401(k) Savings Plan ("the Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan established to provide retirement benefits to all eligible employees, as defined, of the Company. An eligible employee of the Company has reached the age of 21 and completed 60 days of service. Non-resident aliens, union, and Puerto Rican employees are excluded from eligibility to participate in the Plan. The effective entry date for employees who become eligible to participate is the first day of the month after which the requirements were met. Eligibility for employer and non-elective contributions requires a participant to have completed one year of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The benefits under this plan are not insured by the Pension Benefit Guaranty Corporation.

Empower Recordkeeping, LLC is the recordkeeper of the Plan. The Plan investments are administered and held in trust by the Plan's trustees, Prudential Bank & Trust, FSB and Empower Annuity Insurance Company. On April 1, 2022, Empower Annuity Insurance Company of America (EAIC), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAIC acquired all shares of Prudential Retirement Insurance and Annuity Company and Prudential Bank and Trust, FSB, which are no longer affiliated with Prudential Financial, Inc. Beginning in October of 2022, Empower will rename certain acquired entities, including Prudential Retirement Insurance and Annuity Company, which will become Empower Annuity Insurance Company.

2. Contributions

a. Each participant may contribute through payroll deferral not less than 1% of earnings and not more than 100% of pre-tax annual earnings subject to the Internal Revenue Code ("IRC") Rules and Regulations.

b. The Company matching contribution as defined under the Plan is a discretionary amount each payroll period. The Company will also match all participant catch-up deferrals.

In 2022, the Company made a matching contribution equal to 25% of the first 5% of an eligible participant's salary deferral, up to a maximum of \$1,250.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

2. Contributions (cont.)

c. The Company may make an annual discretionary "true-up" employer contribution. The amount contributed will be allocated to all eligible employees on a pro rata basis.

In 2022, the Company made a qualified nonelective contribution on behalf of each nonhighly compensated participant equal to \$224,207. The contribution is allocated based on compensation in order to satisfy the ADP/ACP non-discrimination test for Plan Year ended December 31, 2021.

d. The Company may also make a discretionary profit-sharing contribution.

In 2022, the Company did not make any profit-sharing contributions.

e. A participant or an employee, who has not satisfied the age or service eligibility requirements, may transfer funds in from other qualified plans. The transferred amount shall be invested and administered as a part of the trust fund and this transfer is 100% vested as defined in the Plan document. The Plan may accept such "rollovers" provided the "rollover" will not jeopardize the tax-exempt status of the Plan or create adverse tax consequences for the Company. The Plan does not permit in-Plan Roth rollover contributions.

f. A participant who is projected to reach age fifty (50) before the close of a taxable year will be permitted to make a catch-up contribution at any time during that Plan year. Catch-up contributions are contributions that exceed either the statutory limit as defined by the IRC Rules and Regulations, or the limit as defined by the Plan or any restrictions on contributions for certain highly paid employees. The limit on catch-up contributions for the year 2022 was \$6,500 per individual.

3. Participant accounts

Each participant's account is credited with his/her contributions and allocations of the Company's contributions, the Plan earnings, and charged with an allocation of administrative expenses. Each participant will have full responsibility for the investment results of his/her investment choices as offered by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment options consist of mutual funds, guaranteed investment contracts and pooled separate accounts.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

4. Vesting

The participant is immediately 100% vested in his or her own deferral and rollover contributions. Also, the participant will always be automatically 100% vested in his or her nonelective contribution account upon the earlier of reaching retirement age (65), at death or disability, or upon termination of the Plan. For the purpose of vesting, all years of service are credited from date of hire to determine a participant's vesting service.

A participant vesting in his or her nonelective and regular matching contribution account is based on years of service as determined under the schedule set forth below:

<u>Years of service</u>	<u>Vested percentage</u>
Less than 1	0%
1	0%
2	33%
3	66%
4 or more	100%

5. Payment of benefits

A participant may elect to receive the full amount of his or her vested account balance in the event of normal retirement at age 65, termination of service, death or disability. In-service withdrawals are permitted at the request of a participant after the age of 59-1/2, or as a qualified reservist distribution or a deemed severance distribution. All distributions of benefits under this plan shall be made by the company holding the investments in accordance with the terms and conditions set forth in the group contract. Hardship withdrawals under Safe Harbor criteria are also permitted, as defined in the Plan document.

Benefits will be distributed by a single lump-sum payment, substantially equal installments, or ad-hoc distributions. Upon severance of employment, distributions of accounts may be made as soon as administratively feasible. Mandatory distributions upon severance which exceed \$1,000 are subject to automatic rollover. Participant consent is required only for distributions over \$5,000, the cash-out limit.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

6. Loans and withdrawals

A participant may elect to receive a loan in the amount that may not exceed the lesser of \$50,000 or one-half of the participant's vested amount. All loans bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rate charged by persons in the business of lending money. Each loan amount (principal and interest) must be completely paid within five (5) years with the exception of loans used for the purchase of a principal residence. Loan repayments and interest are deducted ratably from the participant's compensation each payroll period.

A participant may elect to withdraw from his or her account by demonstrating an immediate and heavy financial hardship and that the money can not be obtained from any other source. Immediate and heavy financial hardships are: post-secondary tuition payments for the education of the participant and immediate family members; the purchase of a principal residence; non-elective medical expenses; funeral or burial expenses; repair expense to a principal residence that would qualify as a casualty loss deduction, and payments to prevent the eviction of the participant from a principal residence.

7. Forfeiture accounts

The portion of a participant's account balance that is not vested upon termination of employment will be forfeited. Participant forfeitures will be applied to reduce employer's nonelective and match contributions as well as plan expenses at the end of the plan year. At December 31, 2022 and 2021, forfeited non-vested accounts totaled \$36,879 and \$7,106, respectively. If the forfeited credits were excluded from the investments, the total net assets available for benefits would be \$53,897,434 and \$66,096,279 at December 31, 2022 and 2021, respectively.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

B. SUMMARY OF ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Estimates

The preparation of financial statements in conformity with GAAP requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment valuation and income recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note C for discussion of fair value measurement. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The guaranteed investment contract is presented on the face of the statement of net assets available for benefit at contract value. See Note D for discussion of the investment contract.

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

Notes receivable from participants

Loans to participants are reported at their unpaid principal balances plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2022 and 2021, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

Administrative expenses

The Plan permits the payment of Plan expenses to be made from the Plan's assets, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. The Plan may assess against an individual participant's account certain Plan expenses that are incurred by or attributable to a particular participant.

Payment of benefits

Benefits are recorded when paid. However, as of December 31, 2022, \$23,644,707 of allocated balances for terminated participants were not paid because the participants did not request the withdrawal of their vested balances.

Date of management's review

Subsequent events were evaluated through June 11, 2024, which is the date the financial statements were available to be issued.

C. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits, except the Guaranteed Income Fund which is valued at contract value. The method used to measure fair value may produce an amount that 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 fair value measurement hierarchy established under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 prioritizes the inputs to valuation techniques. This hierarchy consists of three broad levels:

- Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority,

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

C. FAIR VALUE MEASUREMENTS (CONT.)

- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the assets or liabilities, either directly or indirectly, including quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; inputs other than quoted prices that are observable for the assets and liabilities; and inputs that are derived principally from or corroborated by observable market data by correlation or other means, and
- Level 3 inputs are unobservable and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 and 2 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available.

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

Level 1 Fair Value Measurements

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 with Prudential Bank & Trust, FSB and Empower Annuity Insurance Company are deemed to be actively traded.

Level 2 Fair Value Measurements

Pooled Separate Accounts - Valued at the net asset value ("NAV"), which is deemed by the Plan to be readily determinable fair value. The underlying securities in the pooled separate accounts are listed on national securities exchanges and valued on the basis of year-end closing prices. The investments are redeemable at the adjusted NAV under agreements with Prudential / Empower. The NAV is a quoted price in a market that is not active and classified within Level 2 of the valuation hierarchy.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

C. FAIR VALUE MEASUREMENTS (CONT.)

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

	Fair value	Fair value measurements using:	
		Quoted prices in active markets for identical assets	Other observable inputs
		(Level 1)	(Level 2)
<u>December 31, 2022</u>			
Pooled separate accounts	\$ 8,121,831	\$	\$ 8,121,831
Mutual funds	<u>42,298,540</u>	<u>42,298,540</u>	
Total	<u>\$ 50,420,371</u>	<u>\$ 42,298,540</u>	<u>\$ 8,121,831</u>
<u>December 31, 2021</u>			
Pooled separate accounts	13,552,431		13,552,431
Mutual funds	<u>\$ 49,056,221</u>	<u>\$ 49,056,221</u>	
Total	<u>\$ 62,608,652</u>	<u>\$ 49,056,221</u>	<u>\$ 13,552,431</u>

D. INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan holds a traditional investment contract which meets the fully benefit-responsive investment contract criteria and; therefore, is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts, because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer. The crediting rate is reviewed on a semi-annual basis for resetting. The contract cannot be terminated before the scheduled maturity date. The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party 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.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

D. INVESTMENT CONTRACT WITH INSURANCE COMPANY (CONT.)

Certain events might limit the Plan's ability to transact at contract value with the contract issuer. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan); (b) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; or (c) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuer 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. Examples of such events include the following: (a) an uncured violation of the Plan's investment guidelines; (b) a breach of material obligation under the contract; (c) a material misrepresentation; (d) a material amendment to the agreements without the consent of the issuer.

E. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the trustee as of and for the years ended December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Investments at contract and fair value:		
Investments at contract value	\$ 2,512,110	\$ 2,556,435
Investments at fair value	50,420,371	62,608,652
Participants notes receivable	<u>274,985</u>	<u>397,044</u>
Total investments at contract and fair value	<u>\$ 53,207,466</u>	<u>\$ 65,562,131</u>
Investment income for the year:		
Interest and dividends	\$ 1,010,596	\$ 1,720,747
Net (depreciation) appreciation in fair value of investments	(13,233,848)	7,992,610
Other income	80,629	39,398
Interest on participant notes	<u>16,439</u>	<u>19,594</u>
Total investment (loss) income	<u>\$ (12,126,184)</u>	<u>\$ 9,772,349</u>

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

F. 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 percent vested in their employer contributions.

G. TAX STATUS

The Internal Revenue Service has informed the Company by a letter dated September 16, 2022 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2020.

H. PARTY-IN-INTEREST TRANSACTIONS

The Plan engages Prudential Bank & Trust, FSB and Empower Annuity Insurance Company as the Plan's trustees and accordingly invests in funds managed by them. Transactions in such investments qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Plan engages Empower Recordkeeping, LLC as the Plan's recordkeeper.

The Plan issues loans to participants that are secured by participants' account balances. These transactions qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Company pays for most of the expenses incurred in the administration of the Plan. Certain fees, to the extent not paid by the Company, are paid by the Plan. These transactions are not deemed prohibited party-in-interest transactions because they are covered by statutory and administrative exemptions from the IRC and ERISA rules on prohibited transactions.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

I. RISKS AND UNCERTAINTIES

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

J. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	<u>2022</u>	<u>2021</u>
Net assets available for plan benefits per the financial statements	\$ 53,934,313	\$ 66,103,385
Contributions receivable from participants	80,439	86,505
Contributions receivable from employer	<u>646,408</u>	<u>454,749</u>
Net assets available for plan benefits per Form 5500	<u>\$ 53,207,466</u>	<u>\$ 65,562,131</u>

The following is a reconciliation of participants and employer contributions per the financial statements at December 31, 2022 to Form 5500:

Participant contributions per the financial statements	\$ 4,184,101
Add: contributions received in 2022 for the year 2021	86,505
Less: contributions deferred in 2022 funded in 2023	<u>(80,439)</u>
Participant contributions per Form 5500	<u>\$ 4,190,167</u>
Employer contributions per the financial statements	\$ 679,098
Add: contributions received in 2022 for the year 2021	454,749
Less: contributions deferred in 2022 funded in 2023	<u>(646,408)</u>
Employer contributions per Form 5500	<u>\$ 487,439</u>

S U P P L E M E N T A L I N F O R M A T I O N

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H PART IV - LINE 4a

**SCHEDULE OF DELINQUENT PARTICIPANTS CONTRIBUTIONS AND LOAN
REPAYMENTS**

UNDER VOLUNTARY FIDUCIARY CORRECTION PROGRAM (VFCP)

FOR THE YEAR ENDED DECEMBER 31, 2022

Participant contributions, and loan repayments transferred late to plan	<u>Total that constitute nonexempt prohibited transactions</u>			Total fully corrected under VFCP and PTE 2002-51
	<u>Contributions not corrected</u>	<u>Contributions corrected outside VFCP</u>	<u>Contributions pending corrections in VFCP</u>	
For the year ended 12/31/2022	\$ 3,644	\$	\$	\$

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV - LINE 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
		<u>Guaranteed Investment Contracts</u>		
1	* Prudential	Guaranteed Income Fund 265,412 units	\$ <u>2,512,110</u>	\$ <u>2,512,110</u>
		Total Guaranteed Investment Contracts:	2,512,110	2,512,110
		<u>Pooled Separate Accounts</u>		
2	* Prudential	Columbia Dividend Value Fund ISP 178,843 units	1,693,633	1,913,548
3	* Prudential	Small Cap Value / Victory Fund 37,072 units	<u>6,925,256</u>	<u>6,208,283</u>
		Total Pooled Separate Accounts:	8,618,889	8,121,831
		<u>Mutual Funds:</u>		
4	Victory Sycamore VETAX	Established Value Fund A	1,706,479	1,831,673
5	Blackrock CIGAX	Impact Mortgage Inv A	706,915	598,984
6	Vanguard VSMAX	Small Cap Index Fund Admiral	840,618	891,569
7	Vanguard VFIAX	500 Index Fund Admiral	5,504,918	6,946,902
8	Janus Henderson JGRTX	Enterprise Fund S	4,576,956	4,116,756

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN**(EIN # 95-1480559 PLAN # 001)****FORM 5500 SCHEDULE H - PART IV - LINE 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES****FOR THE YEAR ENDED DECEMBER 31, 2022**

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
9	* Prudential PDCHX	Day One 2015 Fund R5	\$ 184,530	\$ 159,654
10	* Prudential PDDHX	Day One 2020 Fund R5	3,167,996	2,820,949
11	* Prudential PDEHX	Day One 2025 Fund R5	734,297	631,237
12	* Prudential PDFHX	Day One 2030 Fund R5	4,134,648	3,737,134
13	* Prudential PDGHX	Day One 2035 Fund R5	541,639	465,456
14	* Prudential PDHHX	Day One 2040 Fund R5	6,816,534	6,326,312
15	* Prudential PDIHX	Day One 2045 Fund R5	748,638	654,611
16	* Prudential PDJHX	Day One 2050 Fund R5	1,219,666	1,100,130
17	* Prudential PDKHX	Day One 2055 Fund R5	458,022	383,102
18	AmericanFunds RNPCX	New Perspective Fund R3	1,339,156	1,306,258
19	* Prudential PDLHX	Day One 2060 Fund R5	508,631	446,235

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN**(EIN # 95-1480559 PLAN # 001)****FORM 5500 SCHEDULE H - PART IV - LINE 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES****FOR THE YEAR ENDED DECEMBER 31, 2022**

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
20	* Prudential PDAHX	Day One Income Fund R5	\$ 978,984	\$ 851,948
21	MFS MRBFX	Total Return Bond Fund A	866,707	755,107
22	FederatedHermes FMDCX	Mid-Cap Index Svc	2,307,245	1,697,295
23	MFS MSFHX	Total Return R3 Fund	1,939,050	1,878,619
24	VictorySycamore SSGSX	Small Company Opportunity Fund A	869,169	857,957
25	Principal PRRAX	Real Estate Securities A Fund	740,308	733,918
26	Vanguard VTSAX	Total Stock Market Index Fund Admiral	1,657,526	1,534,421
27	The Hartford HWDSX	World Bond Fund R4	18,011	17,967
28	Vanguard VTMGX	Developed Markets Index Admiral	669,320	643,212
29	Franklin FSSAX	Small Cap Growth Fund Advisor	1,081,010	791,724

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV - LINE 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
30	Fidelity FSTAX	Advisor Strategic Income Fund A	\$ <u>131,316</u>	\$ <u>119,411</u>
		Total Mutual Funds:	\$44,448,289	42,298,541
31	* Participants	Notes - interest rate 4.25% - 7.25%; Maturity dates from 2023-2031; Collateralized by participant balances		<u>274,985</u>
		Total Assets		\$ <u><u>53,207,466</u></u>

* Party-in-interest to the Plan

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021



CERTIFIED PUBLIC ACCOUNTANTS

TAX • AUDIT • ADVISORY

INDEPENDENT AUDITOR'S REPORT

To the Administrator of
RCM Technologies 401(k) Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the RCM Technologies 401(k) Savings Plan's 2022 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 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.

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

(Cont.)

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Opinion on the 2022 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section:

- the amounts and disclosures in the 2022 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 2022 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 on the 2022 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of our report. We are required to be independent of RCM Technologies 401(k) Savings Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2022 Financial Statements

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

(Cont.)



Responsibilities of Management for the 2022 Financial Statements (Continued)

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

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

Auditor's Responsibility for the Audit of the 2022 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 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.

(Cont.)



Auditor's Responsibility for the Audit of the 2022 Financial Statements (Continued)

- 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 RCM Technologies 401(k) Savings Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about RCM Technologies 401(k) Savings Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2022 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.

(Cont.)



2022 Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participants Contributions and Loan Repayments, and Assets Held for Investment Purposes, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, 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 schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

(Cont.)



Auditor's Report on the 2021 Financial Statements

The financial statements of RCM Technologies 401(k) Savings Plan as of December 31, 2021, were audited by predecessor auditors. 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, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated December 22, 2022 indicated that in their opinion (a) the amounts and disclosures in the 2021 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2021 financial statements 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). Their report also indicated that the form and content of the 2021 supplemental schedules, other than the information in the 2021 supplemental schedules that agrees to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, and the information in the 2021 supplemental 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).

Funaro & Co., P.C.

New York, N.Y.

June 11, 2024

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2022 AND 2021

	<u>ASSETS</u>	
	<u>2022</u>	<u>2021</u>
Investments at contract and fair market value		
Guaranteed investment contract, at contract value	\$ 2,512,110	\$ 2,556,435
Pooled separate accounts	8,121,831	13,552,431
Mutual funds	<u>42,298,540</u>	<u>49,056,221</u>
Total investments at contract and fair market value	<u>52,932,481</u>	<u>65,165,087</u>
Receivables		
Employer contributions	646,408	454,749
Participant contributions	80,439	86,505
Notes receivable from participants	<u>274,985</u>	<u>397,044</u>
Total receivables	<u>1,001,832</u>	<u>938,298</u>
Total net assets available for benefits	<u>\$ 53,934,313</u>	<u>\$ 66,103,385</u>

See independent auditor's report and notes to financial statements.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2022

Additions to net assets attributed to:

Investment income

Interest and dividend income	\$ 1,010,596
Interest income on notes receivable from participants	16,439
Net depreciation in fair value of investments	<u>(13,233,848)</u>

Total investment loss (12,206,813)

Other income 80,629

Contributions

Participants	4,184,101
Employer	679,098
Rollover	<u>390,250</u>

Total contributions 5,253,449

Total subtractions (6,872,735)

Deductions from net assets attributed to:

Benefits paid to participants	5,179,103
Corrective distributions	5,581
Deemed distribution of participant loans	12,389
Administrative fees	<u>99,264</u>

Total deductions 5,296,337

Net decrease in net assets available for benefits (12,169,072)

Net assets available for benefits - beginning of year 66,103,385

Net assets available for benefits - end of year \$ 53,934,313

See independent auditor's report and notes to financial statements.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN

The following description of the RCM Technologies, Inc. ("the Company") 401(k) Savings Plan ("the Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan established to provide retirement benefits to all eligible employees, as defined, of the Company. An eligible employee of the Company has reached the age of 21 and completed 60 days of service. Non-resident aliens, union, and Puerto Rican employees are excluded from eligibility to participate in the Plan. The effective entry date for employees who become eligible to participate is the first day of the month after which the requirements were met. Eligibility for employer and non-elective contributions requires a participant to have completed one year of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The benefits under this plan are not insured by the Pension Benefit Guaranty Corporation.

Empower Recordkeeping, LLC is the recordkeeper of the Plan. The Plan investments are administered and held in trust by the Plan's trustees, Prudential Bank & Trust, FSB and Empower Annuity Insurance Company. On April 1, 2022, Empower Annuity Insurance Company of America (EAIC), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAIC acquired all shares of Prudential Retirement Insurance and Annuity Company and Prudential Bank and Trust, FSB, which are no longer affiliated with Prudential Financial, Inc. Beginning in October of 2022, Empower will rename certain acquired entities, including Prudential Retirement Insurance and Annuity Company, which will become Empower Annuity Insurance Company.

2. Contributions

a. Each participant may contribute through payroll deferral not less than 1% of earnings and not more than 100% of pre-tax annual earnings subject to the Internal Revenue Code ("IRC") Rules and Regulations.

b. The Company matching contribution as defined under the Plan is a discretionary amount each payroll period. The Company will also match all participant catch-up deferrals.

In 2022, the Company made a matching contribution equal to 25% of the first 5% of an eligible participant's salary deferral, up to a maximum of \$1,250.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

2. Contributions (cont.)

c. The Company may make an annual discretionary "true-up" employer contribution. The amount contributed will be allocated to all eligible employees on a pro rata basis.

In 2022, the Company made a qualified nonelective contribution on behalf of each nonhighly compensated participant equal to \$224,207. The contribution is allocated based on compensation in order to satisfy the ADP/ACP non-discrimination test for Plan Year ended December 31, 2021.

d. The Company may also make a discretionary profit-sharing contribution.

In 2022, the Company did not make any profit-sharing contributions.

e. A participant or an employee, who has not satisfied the age or service eligibility requirements, may transfer funds in from other qualified plans. The transferred amount shall be invested and administered as a part of the trust fund and this transfer is 100% vested as defined in the Plan document. The Plan may accept such "rollovers" provided the "rollover" will not jeopardize the tax-exempt status of the Plan or create adverse tax consequences for the Company. The Plan does not permit in-Plan Roth rollover contributions.

f. A participant who is projected to reach age fifty (50) before the close of a taxable year will be permitted to make a catch-up contribution at any time during that Plan year. Catch-up contributions are contributions that exceed either the statutory limit as defined by the IRC Rules and Regulations, or the limit as defined by the Plan or any restrictions on contributions for certain highly paid employees. The limit on catch-up contributions for the year 2022 was \$6,500 per individual.

3. Participant accounts

Each participant's account is credited with his/her contributions and allocations of the Company's contributions, the Plan earnings, and charged with an allocation of administrative expenses. Each participant will have full responsibility for the investment results of his/her investment choices as offered by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment options consist of mutual funds, guaranteed investment contracts and pooled separate accounts.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

4. Vesting

The participant is immediately 100% vested in his or her own deferral and rollover contributions. Also, the participant will always be automatically 100% vested in his or her nonelective contribution account upon the earlier of reaching retirement age (65), at death or disability, or upon termination of the Plan. For the purpose of vesting, all years of service are credited from date of hire to determine a participant's vesting service.

A participant vesting in his or her nonelective and regular matching contribution account is based on years of service as determined under the schedule set forth below:

<u>Years of service</u>	<u>Vested percentage</u>
Less than 1	0%
1	0%
2	33%
3	66%
4 or more	100%

5. Payment of benefits

A participant may elect to receive the full amount of his or her vested account balance in the event of normal retirement at age 65, termination of service, death or disability. In-service withdrawals are permitted at the request of a participant after the age of 59-1/2, or as a qualified reservist distribution or a deemed severance distribution. All distributions of benefits under this plan shall be made by the company holding the investments in accordance with the terms and conditions set forth in the group contract. Hardship withdrawals under Safe Harbor criteria are also permitted, as defined in the Plan document.

Benefits will be distributed by a single lump-sum payment, substantially equal installments, or ad-hoc distributions. Upon severance of employment, distributions of accounts may be made as soon as administratively feasible. Mandatory distributions upon severance which exceed \$1,000 are subject to automatic rollover. Participant consent is required only for distributions over \$5,000, the cash-out limit.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

6. Loans and withdrawals

A participant may elect to receive a loan in the amount that may not exceed the lesser of \$50,000 or one-half of the participant's vested amount. All loans bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rate charged by persons in the business of lending money. Each loan amount (principal and interest) must be completely paid within five (5) years with the exception of loans used for the purchase of a principal residence. Loan repayments and interest are deducted ratably from the participant's compensation each payroll period.

A participant may elect to withdraw from his or her account by demonstrating an immediate and heavy financial hardship and that the money can not be obtained from any other source. Immediate and heavy financial hardships are: post-secondary tuition payments for the education of the participant and immediate family members; the purchase of a principal residence; non-elective medical expenses; funeral or burial expenses; repair expense to a principal residence that would qualify as a casualty loss deduction, and payments to prevent the eviction of the participant from a principal residence.

7. Forfeiture accounts

The portion of a participant's account balance that is not vested upon termination of employment will be forfeited. Participant forfeitures will be applied to reduce employer's nonelective and match contributions as well as plan expenses at the end of the plan year. At December 31, 2022 and 2021, forfeited non-vested accounts totaled \$36,879 and \$7,106, respectively. If the forfeited credits were excluded from the investments, the total net assets available for benefits would be \$53,897,434 and \$66,096,279 at December 31, 2022 and 2021, respectively.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

B. SUMMARY OF ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Estimates

The preparation of financial statements in conformity with GAAP requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment valuation and income recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note C for discussion of fair value measurement. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The guaranteed investment contract is presented on the face of the statement of net assets available for benefit at contract value. See Note D for discussion of the investment contract.

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

Notes receivable from participants

Loans to participants are reported at their unpaid principal balances plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2022 and 2021, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

Administrative expenses

The Plan permits the payment of Plan expenses to be made from the Plan's assets, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. The Plan may assess against an individual participant's account certain Plan expenses that are incurred by or attributable to a particular participant.

Payment of benefits

Benefits are recorded when paid. However, as of December 31, 2022, \$23,644,707 of allocated balances for terminated participants were not paid because the participants did not request the withdrawal of their vested balances.

Date of management's review

Subsequent events were evaluated through June 11, 2024, which is the date the financial statements were available to be issued.

C. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits, except the Guaranteed Income Fund which is valued at contract value. The method used to measure fair value may produce an amount that 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 fair value measurement hierarchy established under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 prioritizes the inputs to valuation techniques. This hierarchy consists of three broad levels:

- Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority,

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

C. FAIR VALUE MEASUREMENTS (CONT.)

- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the assets or liabilities, either directly or indirectly, including quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; inputs other than quoted prices that are observable for the assets and liabilities; and inputs that are derived principally from or corroborated by observable market data by correlation or other means, and
- Level 3 inputs are unobservable and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 and 2 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available.

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

Level 1 Fair Value Measurements

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 with Prudential Bank & Trust, FSB and Empower Annuity Insurance Company are deemed to be actively traded.

Level 2 Fair Value Measurements

Pooled Separate Accounts - Valued at the net asset value ("NAV"), which is deemed by the Plan to be readily determinable fair value. The underlying securities in the pooled separate accounts are listed on national securities exchanges and valued on the basis of year-end closing prices. The investments are redeemable at the adjusted NAV under agreements with Prudential / Empower. The NAV is a quoted price in a market that is not active and classified within Level 2 of the valuation hierarchy.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

C. FAIR VALUE MEASUREMENTS (CONT.)

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

	Fair value	Fair value measurements using:	
		Quoted prices in active markets for identical assets	Other observable inputs
		(Level 1)	(Level 2)
<u>December 31, 2022</u>			
Pooled separate accounts	\$ 8,121,831	\$	\$ 8,121,831
Mutual funds	<u>42,298,540</u>	<u>42,298,540</u>	
Total	<u>\$ 50,420,371</u>	<u>\$ 42,298,540</u>	<u>\$ 8,121,831</u>
<u>December 31, 2021</u>			
Pooled separate accounts	13,552,431		13,552,431
Mutual funds	<u>\$ 49,056,221</u>	<u>\$ 49,056,221</u>	
Total	<u>\$ 62,608,652</u>	<u>\$ 49,056,221</u>	<u>\$ 13,552,431</u>

D. INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan holds a traditional investment contract which meets the fully benefit-responsive investment contract criteria and; therefore, is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts, because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer. The crediting rate is reviewed on a semi-annual basis for resetting. The contract cannot be terminated before the scheduled maturity date. The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party 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.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

D. INVESTMENT CONTRACT WITH INSURANCE COMPANY (CONT.)

Certain events might limit the Plan's ability to transact at contract value with the contract issuer. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan); (b) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; or (c) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuer 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. Examples of such events include the following: (a) an uncured violation of the Plan's investment guidelines; (b) a breach of material obligation under the contract; (c) a material misrepresentation; (d) a material amendment to the agreements without the consent of the issuer.

E. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the trustee as of and for the years ended December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Investments at contract and fair value:		
Investments at contract value	\$ 2,512,110	\$ 2,556,435
Investments at fair value	50,420,371	62,608,652
Participants notes receivable	<u>274,985</u>	<u>397,044</u>
Total investments at contract and fair value	<u>\$ 53,207,466</u>	<u>\$ 65,562,131</u>
Investment income for the year:		
Interest and dividends	\$ 1,010,596	\$ 1,720,747
Net (depreciation) appreciation in fair value of investments	(13,233,848)	7,992,610
Other income	80,629	39,398
Interest on participant notes	<u>16,439</u>	<u>19,594</u>
Total investment (loss) income	<u>\$ (12,126,184)</u>	<u>\$ 9,772,349</u>

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

F. 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 percent vested in their employer contributions.

G. TAX STATUS

The Internal Revenue Service has informed the Company by a letter dated September 16, 2022 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2020.

H. PARTY-IN-INTEREST TRANSACTIONS

The Plan engages Prudential Bank & Trust, FSB and Empower Annuity Insurance Company as the Plan's trustees and accordingly invests in funds managed by them. Transactions in such investments qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Plan engages Empower Recordkeeping, LLC as the Plan's recordkeeper.

The Plan issues loans to participants that are secured by participants' account balances. These transactions qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Company pays for most of the expenses incurred in the administration of the Plan. Certain fees, to the extent not paid by the Company, are paid by the Plan. These transactions are not deemed prohibited party-in-interest transactions because they are covered by statutory and administrative exemptions from the IRC and ERISA rules on prohibited transactions.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

I. RISKS AND UNCERTAINTIES

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

J. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	<u>2022</u>	<u>2021</u>
Net assets available for plan benefits per the financial statements	\$ 53,934,313	\$ 66,103,385
Contributions receivable from participants	80,439	86,505
Contributions receivable from employer	<u>646,408</u>	<u>454,749</u>
Net assets available for plan benefits per Form 5500	<u>\$ 53,207,466</u>	<u>\$ 65,562,131</u>

The following is a reconciliation of participants and employer contributions per the financial statements at December 31, 2022 to Form 5500:

Participant contributions per the financial statements	\$ 4,184,101
Add: contributions received in 2022 for the year 2021	86,505
Less: contributions deferred in 2022 funded in 2023	<u>(80,439)</u>
Participant contributions per Form 5500	<u>\$ 4,190,167</u>
Employer contributions per the financial statements	\$ 679,098
Add: contributions received in 2022 for the year 2021	454,749
Less: contributions deferred in 2022 funded in 2023	<u>(646,408)</u>
Employer contributions per Form 5500	<u>\$ 487,439</u>

S U P P L E M E N T A L I N F O R M A T I O N

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H PART IV - LINE 4a

**SCHEDULE OF DELINQUENT PARTICIPANTS CONTRIBUTIONS AND LOAN
REPAYMENTS**

UNDER VOLUNTARY FIDUCIARY CORRECTION PROGRAM (VFCP)

FOR THE YEAR ENDED DECEMBER 31, 2022

Participant contributions, and loan repayments transferred late to plan	<u>Total that constitute nonexempt prohibited transactions</u>			Total fully corrected under VFCP and PTE 2002-51
	<u>Contributions not corrected</u>	<u>Contributions corrected outside VFCP</u>	<u>Contributions pending corrections in VFCP</u>	
For the year ended 12/31/2022	\$ 3,644	\$	\$	\$

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV - LINE 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
		<u>Guaranteed Investment Contracts</u>		
1	* Prudential	Guaranteed Income Fund 265,412 units	\$ <u>2,512,110</u>	\$ <u>2,512,110</u>
		Total Guaranteed Investment Contracts:	2,512,110	2,512,110
		<u>Pooled Separate Accounts</u>		
2	* Prudential	Columbia Dividend Value Fund ISP 178,843 units	1,693,633	1,913,548
3	* Prudential	Small Cap Value / Victory Fund 37,072 units	<u>6,925,256</u>	<u>6,208,283</u>
		Total Pooled Separate Accounts:	8,618,889	8,121,831
		<u>Mutual Funds:</u>		
4	Victory Sycamore VETAX	Established Value Fund A	1,706,479	1,831,673
5	Blackrock CIGAX	Impact Mortgage Inv A	706,915	598,984
6	Vanguard VSMAX	Small Cap Index Fund Admiral	840,618	891,569
7	Vanguard VFIAX	500 Index Fund Admiral	5,504,918	6,946,902
8	Janus Henderson JGRTX	Enterprise Fund S	4,576,956	4,116,756

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN**(EIN # 95-1480559 PLAN # 001)****FORM 5500 SCHEDULE H - PART IV - LINE 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES****FOR THE YEAR ENDED DECEMBER 31, 2022**

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
9	* Prudential PDCHX	Day One 2015 Fund R5	\$ 184,530	\$ 159,654
10	* Prudential PDDHX	Day One 2020 Fund R5	3,167,996	2,820,949
11	* Prudential PDEHX	Day One 2025 Fund R5	734,297	631,237
12	* Prudential PDFHX	Day One 2030 Fund R5	4,134,648	3,737,134
13	* Prudential PDGHX	Day One 2035 Fund R5	541,639	465,456
14	* Prudential PDHHX	Day One 2040 Fund R5	6,816,534	6,326,312
15	* Prudential PDIHX	Day One 2045 Fund R5	748,638	654,611
16	* Prudential PDJHX	Day One 2050 Fund R5	1,219,666	1,100,130
17	* Prudential PDKHX	Day One 2055 Fund R5	458,022	383,102
18	AmericanFunds RNPCX	New Perspective Fund R3	1,339,156	1,306,258
19	* Prudential PDLHX	Day One 2060 Fund R5	508,631	446,235

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN**(EIN # 95-1480559 PLAN # 001)****FORM 5500 SCHEDULE H - PART IV - LINE 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES****FOR THE YEAR ENDED DECEMBER 31, 2022**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
20	* Prudential PDAHX	Day One Income Fund R5	\$ 978,984	\$ 851,948
21	MFS MRBFX	Total Return Bond Fund A	866,707	755,107
22	FederatedHermes FMDCX	Mid-Cap Index Svc	2,307,245	1,697,295
23	MFS MSFHX	Total Return R3 Fund	1,939,050	1,878,619
24	VictorySycamore SSGSX	Small Company Opportunity Fund A	869,169	857,957
25	Principal PRRAX	Real Estate Securities A Fund	740,308	733,918
26	Vanguard VTSAX	Total Stock Market Index Fund Admiral	1,657,526	1,534,421
27	The Hartford HWDSX	World Bond Fund R4	18,011	17,967
28	Vanguard VTMGX	Developed Markets Index Admiral	669,320	643,212
29	Franklin FSSAX	Small Cap Growth Fund Advisor	1,081,010	791,724

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV - LINE 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
30	Fidelity FSTAX	Advisor Strategic Income Fund A	\$ <u>131,316</u>	\$ <u>119,411</u>
		Total Mutual Funds:	\$44,448,289	42,298,541
31	* Participants	Notes - interest rate 4.25% - 7.25%; Maturity dates from 2023-2031; Collateralized by participant balances		<u>274,985</u>
		Total Assets		\$ <u><u>53,207,466</u></u>

* Party-in-interest to the Plan

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021



CERTIFIED PUBLIC ACCOUNTANTS

TAX • AUDIT • ADVISORY

INDEPENDENT AUDITOR'S REPORT

To the Administrator of
RCM Technologies 401(k) Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the RCM Technologies 401(k) Savings Plan's 2022 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 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.

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

(Cont.)

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Opinion on the 2022 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section:

- the amounts and disclosures in the 2022 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 2022 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 on the 2022 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of our report. We are required to be independent of RCM Technologies 401(k) Savings Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2022 Financial Statements

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

(Cont.)



Responsibilities of Management for the 2022 Financial Statements (Continued)

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

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

Auditor's Responsibility for the Audit of the 2022 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 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.

(Cont.)

Auditor's Responsibility for the Audit of the 2022 Financial Statements (Continued)

- 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 RCM Technologies 401(k) Savings Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about RCM Technologies 401(k) Savings Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2022 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.

(Cont.)



2022 Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participants Contributions and Loan Repayments, and Assets Held for Investment Purposes, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, 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 schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

(Cont.)

Auditor's Report on the 2021 Financial Statements

The financial statements of RCM Technologies 401(k) Savings Plan as of December 31, 2021, were audited by predecessor auditors. 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, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated December 22, 2022 indicated that in their opinion (a) the amounts and disclosures in the 2021 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2021 financial statements 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). Their report also indicated that the form and content of the 2021 supplemental schedules, other than the information in the 2021 supplemental schedules that agrees to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, and the information in the 2021 supplemental 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).

Funaro & Co., P.C.

New York, N.Y.

June 11, 2024

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2022 AND 2021

	<u>ASSETS</u>	
	<u>2022</u>	<u>2021</u>
Investments at contract and fair market value		
Guaranteed investment contract, at contract value	\$ 2,512,110	\$ 2,556,435
Pooled separate accounts	8,121,831	13,552,431
Mutual funds	<u>42,298,540</u>	<u>49,056,221</u>
Total investments at contract and fair market value	<u>52,932,481</u>	<u>65,165,087</u>
Receivables		
Employer contributions	646,408	454,749
Participant contributions	80,439	86,505
Notes receivable from participants	<u>274,985</u>	<u>397,044</u>
Total receivables	<u>1,001,832</u>	<u>938,298</u>
Total net assets available for benefits	<u>\$ 53,934,313</u>	<u>\$ 66,103,385</u>

See independent auditor's report and notes to financial statements.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2022

Additions to net assets attributed to:

Investment income

Interest and dividend income	\$ 1,010,596
Interest income on notes receivable from participants	16,439
Net depreciation in fair value of investments	<u>(13,233,848)</u>

Total investment loss (12,206,813)

Other income 80,629

Contributions

Participants	4,184,101
Employer	679,098
Rollover	<u>390,250</u>

Total contributions 5,253,449

Total subtractions (6,872,735)

Deductions from net assets attributed to:

Benefits paid to participants	5,179,103
Corrective distributions	5,581
Deemed distribution of participant loans	12,389
Administrative fees	<u>99,264</u>

Total deductions 5,296,337

Net decrease in net assets available for benefits (12,169,072)

Net assets available for benefits - beginning of year 66,103,385

Net assets available for benefits - end of year \$ 53,934,313

See independent auditor's report and notes to financial statements.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN

The following description of the RCM Technologies, Inc. ("the Company") 401(k) Savings Plan ("the Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan established to provide retirement benefits to all eligible employees, as defined, of the Company. An eligible employee of the Company has reached the age of 21 and completed 60 days of service. Non-resident aliens, union, and Puerto Rican employees are excluded from eligibility to participate in the Plan. The effective entry date for employees who become eligible to participate is the first day of the month after which the requirements were met. Eligibility for employer and non-elective contributions requires a participant to have completed one year of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The benefits under this plan are not insured by the Pension Benefit Guaranty Corporation.

Empower Recordkeeping, LLC is the recordkeeper of the Plan. The Plan investments are administered and held in trust by the Plan's trustees, Prudential Bank & Trust, FSB and Empower Annuity Insurance Company. On April 1, 2022, Empower Annuity Insurance Company of America (EAIC), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAIC acquired all shares of Prudential Retirement Insurance and Annuity Company and Prudential Bank and Trust, FSB, which are no longer affiliated with Prudential Financial, Inc. Beginning in October of 2022, Empower will rename certain acquired entities, including Prudential Retirement Insurance and Annuity Company, which will become Empower Annuity Insurance Company.

2. Contributions

a. Each participant may contribute through payroll deferral not less than 1% of earnings and not more than 100% of pre-tax annual earnings subject to the Internal Revenue Code ("IRC") Rules and Regulations.

b. The Company matching contribution as defined under the Plan is a discretionary amount each payroll period. The Company will also match all participant catch-up deferrals.

In 2022, the Company made a matching contribution equal to 25% of the first 5% of an eligible participant's salary deferral, up to a maximum of \$1,250.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

2. Contributions (cont.)

c. The Company may make an annual discretionary "true-up" employer contribution. The amount contributed will be allocated to all eligible employees on a pro rata basis.

In 2022, the Company made a qualified nonelective contribution on behalf of each nonhighly compensated participant equal to \$224,207. The contribution is allocated based on compensation in order to satisfy the ADP/ACP non-discrimination test for Plan Year ended December 31, 2021.

d. The Company may also make a discretionary profit-sharing contribution.

In 2022, the Company did not make any profit-sharing contributions.

e. A participant or an employee, who has not satisfied the age or service eligibility requirements, may transfer funds in from other qualified plans. The transferred amount shall be invested and administered as a part of the trust fund and this transfer is 100% vested as defined in the Plan document. The Plan may accept such "rollovers" provided the "rollover" will not jeopardize the tax-exempt status of the Plan or create adverse tax consequences for the Company. The Plan does not permit in-Plan Roth rollover contributions.

f. A participant who is projected to reach age fifty (50) before the close of a taxable year will be permitted to make a catch-up contribution at any time during that Plan year. Catch-up contributions are contributions that exceed either the statutory limit as defined by the IRC Rules and Regulations, or the limit as defined by the Plan or any restrictions on contributions for certain highly paid employees. The limit on catch-up contributions for the year 2022 was \$6,500 per individual.

3. Participant accounts

Each participant's account is credited with his/her contributions and allocations of the Company's contributions, the Plan earnings, and charged with an allocation of administrative expenses. Each participant will have full responsibility for the investment results of his/her investment choices as offered by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment options consist of mutual funds, guaranteed investment contracts and pooled separate accounts.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

4. Vesting

The participant is immediately 100% vested in his or her own deferral and rollover contributions. Also, the participant will always be automatically 100% vested in his or her nonelective contribution account upon the earlier of reaching retirement age (65), at death or disability, or upon termination of the Plan. For the purpose of vesting, all years of service are credited from date of hire to determine a participant's vesting service.

A participant vesting in his or her nonelective and regular matching contribution account is based on years of service as determined under the schedule set forth below:

<u>Years of service</u>	<u>Vested percentage</u>
Less than 1	0%
1	0%
2	33%
3	66%
4 or more	100%

5. Payment of benefits

A participant may elect to receive the full amount of his or her vested account balance in the event of normal retirement at age 65, termination of service, death or disability. In-service withdrawals are permitted at the request of a participant after the age of 59-1/2, or as a qualified reservist distribution or a deemed severance distribution. All distributions of benefits under this plan shall be made by the company holding the investments in accordance with the terms and conditions set forth in the group contract. Hardship withdrawals under Safe Harbor criteria are also permitted, as defined in the Plan document.

Benefits will be distributed by a single lump-sum payment, substantially equal installments, or ad-hoc distributions. Upon severance of employment, distributions of accounts may be made as soon as administratively feasible. Mandatory distributions upon severance which exceed \$1,000 are subject to automatic rollover. Participant consent is required only for distributions over \$5,000, the cash-out limit.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

6. Loans and withdrawals

A participant may elect to receive a loan in the amount that may not exceed the lesser of \$50,000 or one-half of the participant's vested amount. All loans bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rate charged by persons in the business of lending money. Each loan amount (principal and interest) must be completely paid within five (5) years with the exception of loans used for the purchase of a principal residence. Loan repayments and interest are deducted ratably from the participant's compensation each payroll period.

A participant may elect to withdraw from his or her account by demonstrating an immediate and heavy financial hardship and that the money can not be obtained from any other source. Immediate and heavy financial hardships are: post-secondary tuition payments for the education of the participant and immediate family members; the purchase of a principal residence; non-elective medical expenses; funeral or burial expenses; repair expense to a principal residence that would qualify as a casualty loss deduction, and payments to prevent the eviction of the participant from a principal residence.

7. Forfeiture accounts

The portion of a participant's account balance that is not vested upon termination of employment will be forfeited. Participant forfeitures will be applied to reduce employer's nonelective and match contributions as well as plan expenses at the end of the plan year. At December 31, 2022 and 2021, forfeited non-vested accounts totaled \$36,879 and \$7,106, respectively. If the forfeited credits were excluded from the investments, the total net assets available for benefits would be \$53,897,434 and \$66,096,279 at December 31, 2022 and 2021, respectively.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

B. SUMMARY OF ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Estimates

The preparation of financial statements in conformity with GAAP requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment valuation and income recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note C for discussion of fair value measurement. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The guaranteed investment contract is presented on the face of the statement of net assets available for benefit at contract value. See Note D for discussion of the investment contract.

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

Notes receivable from participants

Loans to participants are reported at their unpaid principal balances plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2022 and 2021, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

Administrative expenses

The Plan permits the payment of Plan expenses to be made from the Plan's assets, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. The Plan may assess against an individual participant's account certain Plan expenses that are incurred by or attributable to a particular participant.

Payment of benefits

Benefits are recorded when paid. However, as of December 31, 2022, \$23,644,707 of allocated balances for terminated participants were not paid because the participants did not request the withdrawal of their vested balances.

Date of management's review

Subsequent events were evaluated through June 11, 2024, which is the date the financial statements were available to be issued.

C. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits, except the Guaranteed Income Fund which is valued at contract value. The method used to measure fair value may produce an amount that 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 fair value measurement hierarchy established under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 prioritizes the inputs to valuation techniques. This hierarchy consists of three broad levels:

- Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority,

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

C. FAIR VALUE MEASUREMENTS (CONT.)

- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the assets or liabilities, either directly or indirectly, including quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; inputs other than quoted prices that are observable for the assets and liabilities; and inputs that are derived principally from or corroborated by observable market data by correlation or other means, and
- Level 3 inputs are unobservable and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 and 2 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available.

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

Level 1 Fair Value Measurements

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 with Prudential Bank & Trust, FSB and Empower Annuity Insurance Company are deemed to be actively traded.

Level 2 Fair Value Measurements

Pooled Separate Accounts - Valued at the net asset value ("NAV"), which is deemed by the Plan to be readily determinable fair value. The underlying securities in the pooled separate accounts are listed on national securities exchanges and valued on the basis of year-end closing prices. The investments are redeemable at the adjusted NAV under agreements with Prudential / Empower. The NAV is a quoted price in a market that is not active and classified within Level 2 of the valuation hierarchy.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

C. FAIR VALUE MEASUREMENTS (CONT.)

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

	Fair value	Fair value measurements using:	
		Quoted prices in active markets for identical assets	Other observable inputs
		(Level 1)	(Level 2)
<u>December 31, 2022</u>			
Pooled separate accounts	\$ 8,121,831	\$	\$ 8,121,831
Mutual funds	<u>42,298,540</u>	<u>42,298,540</u>	
Total	<u>\$ 50,420,371</u>	<u>\$ 42,298,540</u>	<u>\$ 8,121,831</u>
<u>December 31, 2021</u>			
Pooled separate accounts	13,552,431		13,552,431
Mutual funds	<u>\$ 49,056,221</u>	<u>\$ 49,056,221</u>	
Total	<u>\$ 62,608,652</u>	<u>\$ 49,056,221</u>	<u>\$ 13,552,431</u>

D. INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan holds a traditional investment contract which meets the fully benefit-responsive investment contract criteria and; therefore, is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts, because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer. The crediting rate is reviewed on a semi-annual basis for resetting. The contract cannot be terminated before the scheduled maturity date. The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party 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.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

D. INVESTMENT CONTRACT WITH INSURANCE COMPANY (CONT.)

Certain events might limit the Plan's ability to transact at contract value with the contract issuer. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan); (b) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; or (c) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuer 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. Examples of such events include the following: (a) an uncured violation of the Plan's investment guidelines; (b) a breach of material obligation under the contract; (c) a material misrepresentation; (d) a material amendment to the agreements without the consent of the issuer.

E. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the trustee as of and for the years ended December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Investments at contract and fair value:		
Investments at contract value	\$ 2,512,110	\$ 2,556,435
Investments at fair value	50,420,371	62,608,652
Participants notes receivable	<u>274,985</u>	<u>397,044</u>
Total investments at contract and fair value	<u>\$ 53,207,466</u>	<u>\$ 65,562,131</u>
Investment income for the year:		
Interest and dividends	\$ 1,010,596	\$ 1,720,747
Net (depreciation) appreciation in fair value of investments	(13,233,848)	7,992,610
Other income	80,629	39,398
Interest on participant notes	<u>16,439</u>	<u>19,594</u>
Total investment (loss) income	<u>\$ (12,126,184)</u>	<u>\$ 9,772,349</u>

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

F. 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 percent vested in their employer contributions.

G. TAX STATUS

The Internal Revenue Service has informed the Company by a letter dated September 16, 2022 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2020.

H. PARTY-IN-INTEREST TRANSACTIONS

The Plan engages Prudential Bank & Trust, FSB and Empower Annuity Insurance Company as the Plan's trustees and accordingly invests in funds managed by them. Transactions in such investments qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Plan engages Empower Recordkeeping, LLC as the Plan's recordkeeper.

The Plan issues loans to participants that are secured by participants' account balances. These transactions qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Company pays for most of the expenses incurred in the administration of the Plan. Certain fees, to the extent not paid by the Company, are paid by the Plan. These transactions are not deemed prohibited party-in-interest transactions because they are covered by statutory and administrative exemptions from the IRC and ERISA rules on prohibited transactions.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

I. RISKS AND UNCERTAINTIES

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

J. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	<u>2022</u>	<u>2021</u>
Net assets available for plan benefits per the financial statements	\$ 53,934,313	\$ 66,103,385
Contributions receivable from participants	80,439	86,505
Contributions receivable from employer	<u>646,408</u>	<u>454,749</u>
Net assets available for plan benefits per Form 5500	<u>\$ 53,207,466</u>	<u>\$ 65,562,131</u>

The following is a reconciliation of participants and employer contributions per the financial statements at December 31, 2022 to Form 5500:

Participant contributions per the financial statements	\$ 4,184,101
Add: contributions received in 2022 for the year 2021	86,505
Less: contributions deferred in 2022 funded in 2023	<u>(80,439)</u>
Participant contributions per Form 5500	<u>\$ 4,190,167</u>
Employer contributions per the financial statements	\$ 679,098
Add: contributions received in 2022 for the year 2021	454,749
Less: contributions deferred in 2022 funded in 2023	<u>(646,408)</u>
Employer contributions per Form 5500	<u>\$ 487,439</u>

S U P P L E M E N T A L I N F O R M A T I O N

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H PART IV - LINE 4a

**SCHEDULE OF DELINQUENT PARTICIPANTS CONTRIBUTIONS AND LOAN
REPAYMENTS**

UNDER VOLUNTARY FIDUCIARY CORRECTION PROGRAM (VFCP)

FOR THE YEAR ENDED DECEMBER 31, 2022

Participant contributions, and loan repayments transferred late to plan	<u>Total that constitute nonexempt prohibited transactions</u>			Total fully corrected under VFCP and PTE 2002-51
	<u>Contributions not corrected</u>	<u>Contributions corrected outside VFCP</u>	<u>Contributions pending corrections in VFCP</u>	
For the year ended 12/31/2022	\$ 3,644	\$	\$	\$

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV - LINE 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
		<u>Guaranteed Investment Contracts</u>		
1	* Prudential	Guaranteed Income Fund 265,412 units	\$ <u>2,512,110</u>	\$ <u>2,512,110</u>
		Total Guaranteed Investment Contracts:	2,512,110	2,512,110
		<u>Pooled Separate Accounts</u>		
2	* Prudential	Columbia Dividend Value Fund ISP 178,843 units	1,693,633	1,913,548
3	* Prudential	Small Cap Value / Victory Fund 37,072 units	<u>6,925,256</u>	<u>6,208,283</u>
		Total Pooled Separate Accounts:	8,618,889	8,121,831
		<u>Mutual Funds:</u>		
4	Victory Sycamore VETAX	Established Value Fund A	1,706,479	1,831,673
5	Blackrock CIGAX	Impact Mortgage Inv A	706,915	598,984
6	Vanguard VSMAX	Small Cap Index Fund Admiral	840,618	891,569
7	Vanguard VFIAX	500 Index Fund Admiral	5,504,918	6,946,902
8	Janus Henderson JGRTX	Enterprise Fund S	4,576,956	4,116,756

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN**(EIN # 95-1480559 PLAN # 001)****FORM 5500 SCHEDULE H - PART IV - LINE 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES****FOR THE YEAR ENDED DECEMBER 31, 2022**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
9	* Prudential PDCHX	Day One 2015 Fund R5	\$ 184,530	\$ 159,654
10	* Prudential PDDHX	Day One 2020 Fund R5	3,167,996	2,820,949
11	* Prudential PDEHX	Day One 2025 Fund R5	734,297	631,237
12	* Prudential PDFHX	Day One 2030 Fund R5	4,134,648	3,737,134
13	* Prudential PDGHX	Day One 2035 Fund R5	541,639	465,456
14	* Prudential PDHHX	Day One 2040 Fund R5	6,816,534	6,326,312
15	* Prudential PDIHX	Day One 2045 Fund R5	748,638	654,611
16	* Prudential PDJHX	Day One 2050 Fund R5	1,219,666	1,100,130
17	* Prudential PDKHX	Day One 2055 Fund R5	458,022	383,102
18	AmericanFunds RNPCX	New Perspective Fund R3	1,339,156	1,306,258
19	* Prudential PDLHX	Day One 2060 Fund R5	508,631	446,235

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN**(EIN # 95-1480559 PLAN # 001)****FORM 5500 SCHEDULE H - PART IV - LINE 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES****FOR THE YEAR ENDED DECEMBER 31, 2022**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
20	* Prudential PDAHX	Day One Income Fund R5	\$ 978,984	\$ 851,948
21	MFS MRBFX	Total Return Bond Fund A	866,707	755,107
22	FederatedHermes FMDCX	Mid-Cap Index Svc	2,307,245	1,697,295
23	MFS MSFHX	Total Return R3 Fund	1,939,050	1,878,619
24	VictorySycamore SSGSX	Small Company Opportunity Fund A	869,169	857,957
25	Principal PRRAX	Real Estate Securities A Fund	740,308	733,918
26	Vanguard VTSAX	Total Stock Market Index Fund Admiral	1,657,526	1,534,421
27	The Hartford HWDSX	World Bond Fund R4	18,011	17,967
28	Vanguard VTMGX	Developed Markets Index Admiral	669,320	643,212
29	Franklin FSSAX	Small Cap Growth Fund Advisor	1,081,010	791,724

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV - LINE 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
30	Fidelity FSTAX	Advisor Strategic Income Fund A	\$ <u>131,316</u>	\$ <u>119,411</u>
		Total Mutual Funds:	\$44,448,289	42,298,541
31	* Participants	Notes - interest rate 4.25% - 7.25%; Maturity dates from 2023-2031; Collateralized by participant balances		<u>274,985</u>
		Total Assets		\$ <u><u>53,207,466</u></u>

* Party-in-interest to the Plan

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021



CERTIFIED PUBLIC ACCOUNTANTS

TAX • AUDIT • ADVISORY

INDEPENDENT AUDITOR'S REPORT

To the Administrator of
RCM Technologies 401(k) Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 Financial Statements

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the RCM Technologies 401(k) Savings Plan's 2022 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 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.

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

(Cont.)

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Opinion on the 2022 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section:

- the amounts and disclosures in the 2022 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 2022 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 on the 2022 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2022 Financial Statements section of our report. We are required to be independent of RCM Technologies 401(k) Savings Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2022 Financial Statements

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

(Cont.)



Responsibilities of Management for the 2022 Financial Statements (Continued)

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

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

Auditor's Responsibility for the Audit of the 2022 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2022 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.

(Cont.)

Auditor's Responsibility for the Audit of the 2022 Financial Statements (Continued)

- 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 RCM Technologies 401(k) Savings Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about RCM Technologies 401(k) Savings Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2022 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.

(Cont.)



2022 Supplemental Schedules Required by ERISA

The supplemental schedules of Delinquent Participants Contributions and Loan Repayments, and Assets Held for Investment Purposes, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, 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 schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

(Cont.)

Auditor's Report on the 2021 Financial Statements

The financial statements of RCM Technologies 401(k) Savings Plan as of December 31, 2021, were audited by predecessor auditors. 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, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated December 22, 2022 indicated that in their opinion (a) the amounts and disclosures in the 2021 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2021 financial statements 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). Their report also indicated that the form and content of the 2021 supplemental schedules, other than the information in the 2021 supplemental schedules that agrees to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, and the information in the 2021 supplemental 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).

Funaro & Co., P.C.

New York, N.Y.

June 11, 2024

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2022 AND 2021

	<u>ASSETS</u>	
	<u>2022</u>	<u>2021</u>
Investments at contract and fair market value		
Guaranteed investment contract, at contract value	\$ 2,512,110	\$ 2,556,435
Pooled separate accounts	8,121,831	13,552,431
Mutual funds	<u>42,298,540</u>	<u>49,056,221</u>
Total investments at contract and fair market value	<u>52,932,481</u>	<u>65,165,087</u>
Receivables		
Employer contributions	646,408	454,749
Participant contributions	80,439	86,505
Notes receivable from participants	<u>274,985</u>	<u>397,044</u>
Total receivables	<u>1,001,832</u>	<u>938,298</u>
Total net assets available for benefits	<u>\$ 53,934,313</u>	<u>\$ 66,103,385</u>

See independent auditor's report and notes to financial statements.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED DECEMBER 31, 2022

Additions to net assets attributed to:

Investment income

Interest and dividend income	\$ 1,010,596
Interest income on notes receivable from participants	16,439
Net depreciation in fair value of investments	<u>(13,233,848)</u>

Total investment loss (12,206,813)

Other income 80,629

Contributions

Participants	4,184,101
Employer	679,098
Rollover	<u>390,250</u>

Total contributions 5,253,449

Total subtractions (6,872,735)

Deductions from net assets attributed to:

Benefits paid to participants	5,179,103
Corrective distributions	5,581
Deemed distribution of participant loans	12,389
Administrative fees	<u>99,264</u>

Total deductions 5,296,337

Net decrease in net assets available for benefits (12,169,072)

Net assets available for benefits - beginning of year 66,103,385

Net assets available for benefits - end of year \$ 53,934,313

See independent auditor's report and notes to financial statements.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN

The following description of the RCM Technologies, Inc. ("the Company") 401(k) Savings Plan ("the Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan established to provide retirement benefits to all eligible employees, as defined, of the Company. An eligible employee of the Company has reached the age of 21 and completed 60 days of service. Non-resident aliens, union, and Puerto Rican employees are excluded from eligibility to participate in the Plan. The effective entry date for employees who become eligible to participate is the first day of the month after which the requirements were met. Eligibility for employer and non-elective contributions requires a participant to have completed one year of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The benefits under this plan are not insured by the Pension Benefit Guaranty Corporation.

Empower Recordkeeping, LLC is the recordkeeper of the Plan. The Plan investments are administered and held in trust by the Plan's trustees, Prudential Bank & Trust, FSB and Empower Annuity Insurance Company. On April 1, 2022, Empower Annuity Insurance Company of America (EAIC), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAIC acquired all shares of Prudential Retirement Insurance and Annuity Company and Prudential Bank and Trust, FSB, which are no longer affiliated with Prudential Financial, Inc. Beginning in October of 2022, Empower will rename certain acquired entities, including Prudential Retirement Insurance and Annuity Company, which will become Empower Annuity Insurance Company.

2. Contributions

a. Each participant may contribute through payroll deferral not less than 1% of earnings and not more than 100% of pre-tax annual earnings subject to the Internal Revenue Code ("IRC") Rules and Regulations.

b. The Company matching contribution as defined under the Plan is a discretionary amount each payroll period. The Company will also match all participant catch-up deferrals.

In 2022, the Company made a matching contribution equal to 25% of the first 5% of an eligible participant's salary deferral, up to a maximum of \$1,250.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

2. Contributions (cont.)

c. The Company may make an annual discretionary "true-up" employer contribution. The amount contributed will be allocated to all eligible employees on a pro rata basis.

In 2022, the Company made a qualified nonelective contribution on behalf of each nonhighly compensated participant equal to \$224,207. The contribution is allocated based on compensation in order to satisfy the ADP/ACP non-discrimination test for Plan Year ended December 31, 2021.

d. The Company may also make a discretionary profit-sharing contribution.

In 2022, the Company did not make any profit-sharing contributions.

e. A participant or an employee, who has not satisfied the age or service eligibility requirements, may transfer funds in from other qualified plans. The transferred amount shall be invested and administered as a part of the trust fund and this transfer is 100% vested as defined in the Plan document. The Plan may accept such "rollovers" provided the "rollover" will not jeopardize the tax-exempt status of the Plan or create adverse tax consequences for the Company. The Plan does not permit in-Plan Roth rollover contributions.

f. A participant who is projected to reach age fifty (50) before the close of a taxable year will be permitted to make a catch-up contribution at any time during that Plan year. Catch-up contributions are contributions that exceed either the statutory limit as defined by the IRC Rules and Regulations, or the limit as defined by the Plan or any restrictions on contributions for certain highly paid employees. The limit on catch-up contributions for the year 2022 was \$6,500 per individual.

3. Participant accounts

Each participant's account is credited with his/her contributions and allocations of the Company's contributions, the Plan earnings, and charged with an allocation of administrative expenses. Each participant will have full responsibility for the investment results of his/her investment choices as offered by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment options consist of mutual funds, guaranteed investment contracts and pooled separate accounts.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

4. Vesting

The participant is immediately 100% vested in his or her own deferral and rollover contributions. Also, the participant will always be automatically 100% vested in his or her nonelective contribution account upon the earlier of reaching retirement age (65), at death or disability, or upon termination of the Plan. For the purpose of vesting, all years of service are credited from date of hire to determine a participant's vesting service.

A participant vesting in his or her nonelective and regular matching contribution account is based on years of service as determined under the schedule set forth below:

<u>Years of service</u>	<u>Vested percentage</u>
Less than 1	0%
1	0%
2	33%
3	66%
4 or more	100%

5. Payment of benefits

A participant may elect to receive the full amount of his or her vested account balance in the event of normal retirement at age 65, termination of service, death or disability. In-service withdrawals are permitted at the request of a participant after the age of 59-1/2, or as a qualified reservist distribution or a deemed severance distribution. All distributions of benefits under this plan shall be made by the company holding the investments in accordance with the terms and conditions set forth in the group contract. Hardship withdrawals under Safe Harbor criteria are also permitted, as defined in the Plan document.

Benefits will be distributed by a single lump-sum payment, substantially equal installments, or ad-hoc distributions. Upon severance of employment, distributions of accounts may be made as soon as administratively feasible. Mandatory distributions upon severance which exceed \$1,000 are subject to automatic rollover. Participant consent is required only for distributions over \$5,000, the cash-out limit.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

A. DESCRIPTION OF THE PLAN (CONT.)

6. Loans and withdrawals

A participant may elect to receive a loan in the amount that may not exceed the lesser of \$50,000 or one-half of the participant's vested amount. All loans bear a reasonable rate of interest as determined by the Plan administrator based on the prevailing interest rate charged by persons in the business of lending money. Each loan amount (principal and interest) must be completely paid within five (5) years with the exception of loans used for the purchase of a principal residence. Loan repayments and interest are deducted ratably from the participant's compensation each payroll period.

A participant may elect to withdraw from his or her account by demonstrating an immediate and heavy financial hardship and that the money can not be obtained from any other source. Immediate and heavy financial hardships are: post-secondary tuition payments for the education of the participant and immediate family members; the purchase of a principal residence; non-elective medical expenses; funeral or burial expenses; repair expense to a principal residence that would qualify as a casualty loss deduction, and payments to prevent the eviction of the participant from a principal residence.

7. Forfeiture accounts

The portion of a participant's account balance that is not vested upon termination of employment will be forfeited. Participant forfeitures will be applied to reduce employer's nonelective and match contributions as well as plan expenses at the end of the plan year. At December 31, 2022 and 2021, forfeited non-vested accounts totaled \$36,879 and \$7,106, respectively. If the forfeited credits were excluded from the investments, the total net assets available for benefits would be \$53,897,434 and \$66,096,279 at December 31, 2022 and 2021, respectively.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

B. SUMMARY OF ACCOUNTING POLICIES

Basis of accounting

The financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Estimates

The preparation of financial statements in conformity with GAAP requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment valuation and income recognition

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note C for discussion of fair value measurement. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The guaranteed investment contract is presented on the face of the statement of net assets available for benefit at contract value. See Note D for discussion of the investment contract.

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

Notes receivable from participants

Loans to participants are reported at their unpaid principal balances plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2022 and 2021, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

B. SUMMARY OF ACCOUNTING POLICIES (CONT.)

Administrative expenses

The Plan permits the payment of Plan expenses to be made from the Plan's assets, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. The Plan may assess against an individual participant's account certain Plan expenses that are incurred by or attributable to a particular participant.

Payment of benefits

Benefits are recorded when paid. However, as of December 31, 2022, \$23,644,707 of allocated balances for terminated participants were not paid because the participants did not request the withdrawal of their vested balances.

Date of management's review

Subsequent events were evaluated through June 11, 2024, which is the date the financial statements were available to be issued.

C. FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits, except the Guaranteed Income Fund which is valued at contract value. The method used to measure fair value may produce an amount that 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 fair value measurement hierarchy established under Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") 820 prioritizes the inputs to valuation techniques. This hierarchy consists of three broad levels:

- Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority,

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

C. FAIR VALUE MEASUREMENTS (CONT.)

- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the assets or liabilities, either directly or indirectly, including quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in markets that are not active; inputs other than quoted prices that are observable for the assets and liabilities; and inputs that are derived principally from or corroborated by observable market data by correlation or other means, and
- Level 3 inputs are unobservable and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 and 2 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available.

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

Level 1 Fair Value Measurements

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 with Prudential Bank & Trust, FSB and Empower Annuity Insurance Company are deemed to be actively traded.

Level 2 Fair Value Measurements

Pooled Separate Accounts - Valued at the net asset value ("NAV"), which is deemed by the Plan to be readily determinable fair value. The underlying securities in the pooled separate accounts are listed on national securities exchanges and valued on the basis of year-end closing prices. The investments are redeemable at the adjusted NAV under agreements with Prudential / Empower. The NAV is a quoted price in a market that is not active and classified within Level 2 of the valuation hierarchy.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

C. FAIR VALUE MEASUREMENTS (CONT.)

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

		Fair value measurements using:	
		Quoted prices in active markets for identical assets (Level 1)	Other observable inputs (Level 2)
	Fair value		
<u>December 31, 2022</u>			
Pooled separate accounts	\$ 8,121,831	\$	\$ 8,121,831
Mutual funds	<u>42,298,540</u>	<u>42,298,540</u>	
Total	<u>\$ 50,420,371</u>	<u>\$ 42,298,540</u>	<u>\$ 8,121,831</u>
<u>December 31, 2021</u>			
Pooled separate accounts	13,552,431		13,552,431
Mutual funds	<u>\$ 49,056,221</u>	<u>\$ 49,056,221</u>	
Total	<u>\$ 62,608,652</u>	<u>\$ 49,056,221</u>	<u>\$ 13,552,431</u>

D. INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan holds a traditional investment contract which meets the fully benefit-responsive investment contract criteria and; therefore, is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts, because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals and administrative expenses.

The traditional investment contract held by the Plan is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer. The crediting rate is reviewed on a semi-annual basis for resetting. The contract cannot be terminated before the scheduled maturity date. The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party 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.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

D. INVESTMENT CONTRACT WITH INSURANCE COMPANY (CONT.)

Certain events might limit the Plan's ability to transact at contract value with the contract issuer. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan); (b) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan; or (c) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuer 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. Examples of such events include the following: (a) an uncured violation of the Plan's investment guidelines; (b) a breach of material obligation under the contract; (c) a material misrepresentation; (d) a material amendment to the agreements without the consent of the issuer.

E. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the trustee as of and for the years ended December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Investments at contract and fair value:		
Investments at contract value	\$ 2,512,110	\$ 2,556,435
Investments at fair value	50,420,371	62,608,652
Participants notes receivable	<u>274,985</u>	<u>397,044</u>
Total investments at contract and fair value	<u>\$ 53,207,466</u>	<u>\$ 65,562,131</u>
Investment income for the year:		
Interest and dividends	\$ 1,010,596	\$ 1,720,747
Net (depreciation) appreciation in fair value of investments	(13,233,848)	7,992,610
Other income	80,629	39,398
Interest on participant notes	<u>16,439</u>	<u>19,594</u>
Total investment (loss) income	<u>\$ (12,126,184)</u>	<u>\$ 9,772,349</u>

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

F. 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 percent vested in their employer contributions.

G. TAX STATUS

The Internal Revenue Service has informed the Company by a letter dated September 16, 2022 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain positions that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2020.

H. PARTY-IN-INTEREST TRANSACTIONS

The Plan engages Prudential Bank & Trust, FSB and Empower Annuity Insurance Company as the Plan's trustees and accordingly invests in funds managed by them. Transactions in such investments qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Plan engages Empower Recordkeeping, LLC as the Plan's recordkeeper.

The Plan issues loans to participants that are secured by participants' account balances. These transactions qualify as party-in-interest transactions, however, they are exempt from the prohibited transaction rules under ERISA.

The Company pays for most of the expenses incurred in the administration of the Plan. Certain fees, to the extent not paid by the Company, are paid by the Plan. These transactions are not deemed prohibited party-in-interest transactions because they are covered by statutory and administrative exemptions from the IRC and ERISA rules on prohibited transactions.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

I. RISKS AND UNCERTAINTIES

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

J. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

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

	<u>2022</u>	<u>2021</u>
Net assets available for plan benefits per the financial statements	\$ 53,934,313	\$ 66,103,385
Contributions receivable from participants	80,439	86,505
Contributions receivable from employer	<u>646,408</u>	<u>454,749</u>
Net assets available for plan benefits per Form 5500	<u>\$ 53,207,466</u>	<u>\$ 65,562,131</u>

The following is a reconciliation of participants and employer contributions per the financial statements at December 31, 2022 to Form 5500:

Participant contributions per the financial statements	\$ 4,184,101
Add: contributions received in 2022 for the year 2021	86,505
Less: contributions deferred in 2022 funded in 2023	<u>(80,439)</u>
Participant contributions per Form 5500	<u>\$ 4,190,167</u>
Employer contributions per the financial statements	\$ 679,098
Add: contributions received in 2022 for the year 2021	454,749
Less: contributions deferred in 2022 funded in 2023	<u>(646,408)</u>
Employer contributions per Form 5500	<u>\$ 487,439</u>

S U P P L E M E N T A L I N F O R M A T I O N

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H PART IV - LINE 4a

**SCHEDULE OF DELINQUENT PARTICIPANTS CONTRIBUTIONS AND LOAN
REPAYMENTS**

UNDER VOLUNTARY FIDUCIARY CORRECTION PROGRAM (VFCP)

FOR THE YEAR ENDED DECEMBER 31, 2022

Participant contributions, and loan repayments transferred late to plan	<u>Total that constitute nonexempt prohibited transactions</u>			Total fully corrected under VFCP and PTE 2002-51
	<u>Contributions not corrected</u>	<u>Contributions corrected outside VFCP</u>	<u>Contributions pending corrections in VFCP</u>	
For the year ended 12/31/2022	\$ 3,644	\$	\$	\$

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV - LINE 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
		<u>Guaranteed Investment Contracts</u>		
1	* Prudential	Guaranteed Income Fund 265,412 units	\$ <u>2,512,110</u>	\$ <u>2,512,110</u>
		Total Guaranteed Investment Contracts:	2,512,110	2,512,110
		<u>Pooled Separate Accounts</u>		
2	* Prudential	Columbia Dividend Value Fund ISP 178,843 units	1,693,633	1,913,548
3	* Prudential	Small Cap Value / Victory Fund 37,072 units	<u>6,925,256</u>	<u>6,208,283</u>
		Total Pooled Separate Accounts:	8,618,889	8,121,831
		<u>Mutual Funds:</u>		
4	Victory Sycamore VETAX	Established Value Fund A	1,706,479	1,831,673
5	Blackrock CIGAX	Impact Mortgage Inv A	706,915	598,984
6	Vanguard VSMAX	Small Cap Index Fund Admiral	840,618	891,569
7	Vanguard VFIAX	500 Index Fund Admiral	5,504,918	6,946,902
8	Janus Henderson JGRTX	Enterprise Fund S	4,576,956	4,116,756

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN**(EIN # 95-1480559 PLAN # 001)****FORM 5500 SCHEDULE H - PART IV - LINE 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES****FOR THE YEAR ENDED DECEMBER 31, 2022**

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
9	* Prudential PDCHX	Day One 2015 Fund R5	\$ 184,530	\$ 159,654
10	* Prudential PDDHX	Day One 2020 Fund R5	3,167,996	2,820,949
11	* Prudential PDEHX	Day One 2025 Fund R5	734,297	631,237
12	* Prudential PDFHX	Day One 2030 Fund R5	4,134,648	3,737,134
13	* Prudential PDGHX	Day One 2035 Fund R5	541,639	465,456
14	* Prudential PDHHX	Day One 2040 Fund R5	6,816,534	6,326,312
15	* Prudential PDIHX	Day One 2045 Fund R5	748,638	654,611
16	* Prudential PDJHX	Day One 2050 Fund R5	1,219,666	1,100,130
17	* Prudential PDKHX	Day One 2055 Fund R5	458,022	383,102
18	AmericanFunds RNPCX	New Perspective Fund R3	1,339,156	1,306,258
19	* Prudential PDLHX	Day One 2060 Fund R5	508,631	446,235

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN**(EIN # 95-1480559 PLAN # 001)****FORM 5500 SCHEDULE H - PART IV - LINE 4I****SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES****FOR THE YEAR ENDED DECEMBER 31, 2022**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
20	* Prudential PDAHX	Day One Income Fund R5	\$ 978,984	\$ 851,948
21	MFS MRBFX	Total Return Bond Fund A	866,707	755,107
22	FederatedHermes FMDCX	Mid-Cap Index Svc	2,307,245	1,697,295
23	MFS MSFHX	Total Return R3 Fund	1,939,050	1,878,619
24	VictorySycamore SSGSX	Small Company Opportunity Fund A	869,169	857,957
25	Principal PRRAX	Real Estate Securities A Fund	740,308	733,918
26	Vanguard VTSAX	Total Stock Market Index Fund Admiral	1,657,526	1,534,421
27	The Hartford HWDSX	World Bond Fund R4	18,011	17,967
28	Vanguard VTMGX	Developed Markets Index Admiral	669,320	643,212
29	Franklin FSSAX	Small Cap Growth Fund Advisor	1,081,010	791,724

See independent auditor's report.

RCM TECHNOLOGIES 401(K) SAVINGS PLAN

(EIN # 95-1480559 PLAN # 001)

FORM 5500 SCHEDULE H - PART IV - LINE 4I

SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES

FOR THE YEAR ENDED DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investments, including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
30	Fidelity FSTAX	Advisor Strategic Income Fund A	\$ <u>131,316</u>	\$ <u>119,411</u>
		Total Mutual Funds:	\$44,448,289	42,298,541
31	* Participants	Notes - interest rate 4.25% - 7.25%; Maturity dates from 2023-2031; Collateralized by participant balances		<u>274,985</u>
		Total Assets		\$ <u><u>53,207,466</u></u>

* Party-in-interest to the Plan

See independent auditor's report.