

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 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021	
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 LES SCHWAB PROFIT SHARING RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 333
1c	Effective date of plan 08/01/1966
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) LES SCHWAB WAREHOUSE CENTER, LLC 20900 COOLEY ROAD BEND, OR 97701
2b	Employer Identification Number (EIN) 93-0470437
2c	Plan Sponsor's telephone number 541-447-4136
2d	Business code (see instructions) 441300

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.	09/12/2024	JENNIFER MATTSON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor LES SCHWAB PROFIT SHARING RETIREMENT PLAN ADMINISTRATIVE AND INVESTMENT COMMITTEE PO BOX 5350 BEND, OR 97708		3b Administrator's EIN 93-0470437
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		3c Administrator's telephone number 541-447-4136
5 Total number of participants at the beginning of the plan year		4b EIN 4d PN
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).		5 7657
a(1) Total number of active participants at the beginning of the plan year.....		6a(1) 5290
a(2) Total number of active participants at the end of the plan year		6a(2) 5197
b Retired or separated participants receiving benefits.....		6b 215
c Other retired or separated participants entitled to future benefits		6c 2030
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 7442
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 38
f Total. Add lines 6d and 6e		6f 7480
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g 7320
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h 438
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 3H		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (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) ☐ <u>0</u> 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 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan LES SCHWAB PROFIT SHARING RETIREMENT PLAN	B Three-digit plan number (PN) ▶	333
C Plan sponsor's name as shown on line 2a of Form 5500 LES SCHWAB WAREHOUSE CENTER, LLC	D Employer Identification Number (EIN) 93-0470437	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

HARSCH INVESTMENT CORP

93-0402005

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	707551	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MERCER

43-1359311

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	292831	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

STATE STREET BANK & TRUST CO

90-0337987

(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 51	INDEPENDENT ADVISOR	216223	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

AURELIUS

33-1115695

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INVESTMENT ADVISOR	182714	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PORTFOLIO ADVISORS

98-0489077

(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 51	INDEPENDENT ADVISOR	163206	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

NWPS

91-2090931

(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 50	THIRD PARTY ADMINISTRATO	146906	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

CANYON PARTNERS

95-4665514

(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 51	INVESTMENT ADVISOR	145908	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PRISA, LP

46-1242933

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	138540	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WELLS FARGO BANK & TRUST OPERATIONS

41-6370378

(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?
19 25 28 51	DIRECTED TRUSTEE	127409	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

NEUBERGER BERMAN

34-2049022

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	116000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

RESOURCE CAPITAL FUND, LP

98-1091392

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	113433	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

IRON POINT

26-0310489

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	105000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

ENCAP ENERGY

98-1340720

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	INDEPENDENT ADVISOR	90000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

GLOBAL TRUST COMPANY

30-6526680

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	83516	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

RELATED REAL ESTATE FUND

83-4237103

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	73721	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

ARITOTLE CAPITAL

95-4833644

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INVESTMENT ADVISOR	69845	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

AACP TAX EXEMPT INVESTORS VI

84-3891191

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	INDEPENDENT ADVISOR	62425	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MARTINGALE

04-2956583

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	57487	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

ANCHORAGE CAPITAL GROUP, LLC

20-0042271

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	56387	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MARSH USA INC.

36-1436000

(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?
22	INSURANCE	53360	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ENCAP FLATROCK

20-0088401

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 53	INDEPENDENT ADVISOR	45000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

JONES & ROTH, PC

93-0819646

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	AUDITOR	40000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

VENTURE

20-5196244

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	36081	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PRUDENTIAL TRUST CO

23-6994310

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	32726	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

MANULIFE

45-2395022

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	32656	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

TRANSAMERICA FINANCIAL LIFE INS CO

36-6071399

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	27885	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

WYSE INVESTMENT SERVICES CO

93-0970521

(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?
49	INDEPENDENT ADVISOR	23990	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

GRANDEUR PEAK

90-0732232

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	19139	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ACADIAN

04-2929221

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	16326	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

GW&K INVESTMENT MANAGEMENT

80-0250512

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	16065	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

QUELLOS PRIVATE CAPITAL

20-4552399

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INDEPENDENT ADVISOR	12992	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LOVELL MINNICK

26-2230767

(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?
35 51	INDEPENDENT ADVISOR	11517	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(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 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
		2021
		This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan LES SCHWAB PROFIT SHARING RETIREMENT PLAN	B Three-digit plan number (PN) ►	333
C Plan sponsor's name as shown on line 2a of Form 5500 LES SCHWAB WAREHOUSE CENTER, LLC	D Employer Identification Number (EIN) 93-0470437	

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)	34977342	37343428
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	1625758	782310
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	6339953	12586349
(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)	34858539	40117822
(5) Partnership/joint venture interests	1c(5)	239495245	293732957
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	453023791	454281257
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(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	770320628 838844123
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	478877 878438
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	478877 878438
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	769841751 837965685

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.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	37343428
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	37343428
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	3572
	(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)	
	(F) Other	2b(1)(F)	6843
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	10415
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	2077267
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	2077267
(3)	Rents	2b(3)	3302243
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	274398764
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	249956329
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	24442435
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	45613174
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	45613174

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		59152231
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		171941193
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	100506590	
(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)		100506590
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		528047
i Administrative expenses: (1) Professional fees.....	2i(1)	297732	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)	2414944	
(4) Other.....	2i(4)	69946	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		2782622
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		103817259
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		68123934
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: JONES & ROTH P.C.

(2) EIN: 93-0819646

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

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

Part IV Compliance Questions

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

During the plan year:

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

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
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.)		X	
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.)		X	
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
4e	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?	X		293732957
4g	X		293732957
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?		X	
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
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 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan LES SCHWAB PROFIT SHARING RETIREMENT PLAN	B Three-digit plan number (PN) ► 333
C Plan sponsor's name as shown on line 2a of Form 5500 LES SCHWAB WAREHOUSE CENTER, LLC	D Employer Identification Number (EIN) 93-0470437

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): 41-6257133		
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) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

**LES SCHWAB
PROFIT SHARING
RETIREMENT PLAN**

**FINANCIAL STATEMENTS AND
SUPPLEMENTAL INFORMATION**

**FOR THE YEARS ENDED
DECEMBER 31, 2021 AND 2020**

Les Schwab Profit Sharing Retirement Plan

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INDEPENDENT AUDITOR'S REPORT

To the Administrative and Investment Committee
Les Schwab Profit Sharing Retirement Plan
Bend, Oregon

Opinion

We have audited the accompanying financial statements of Les Schwab Profit Sharing Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Les Schwab Profit Sharing Retirement Plan as of December 31, 2021 and 2020, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Les Schwab Profit Sharing Retirement 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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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 generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

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

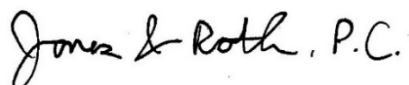
We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules as of and for the year ended December 31, 2021, as listed in the table of contents, 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 has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, 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 information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.



Jones & Roth, P.C.
Bend, Oregon
October 10, 2022

Les Schwab Profit Sharing Retirement Plan
Statements of Net Assets Available for Benefits

	December 31,	
	2021	2020
Assets:		
Investments, at fair value: (Notes 2 and 3)		
Mutual funds	\$ 454,281,257	\$ 453,023,791
Privately managed investment funds	90,470,667	96,777,990
Common and preferred stocks	40,117,822	34,858,539
Cash equivalents	12,586,349	6,339,953
Limited partnerships	203,262,290	142,717,255
Total investments, at fair value	<u>800,718,385</u>	<u>733,717,528</u>
Receivables:		
Employers' contributions (Note 4)	37,343,428	34,977,342
Accrued interest and dividends	33,640	32,840
Other receivables	748,670	1,592,918
Total receivables	<u>38,125,738</u>	<u>36,603,100</u>
 Total assets	 <u>838,844,123</u>	 <u>770,320,628</u>
 Liabilities:		
Other payables	878,438	478,877
Total liabilities	<u>878,438</u>	<u>478,877</u>
 Net assets available for benefits	 <u>\$ 837,965,685</u>	 <u>\$ 769,841,751</u>

The accompanying notes are an integral part of these statements.

Les Schwab Profit Sharing Retirement Plan
Statements of Changes in Net Assets Available for Benefits

	<u>Year Ended December 31,</u>	
	<u>2021</u>	<u>2020</u>
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments (Notes 2 and 3)	\$ 129,207,840	\$ 48,557,593
Net real property rentals (Note 6)	2,774,196	1,852,608
Interest	10,415	148,772
Dividends	2,077,267	1,114,215
Total investment income	134,069,718	51,673,188
Less investment expenses	(2,414,944)	(2,704,205)
Net investment income	131,654,774	48,968,983
Contributions:		
Employers'	37,343,428	34,977,342
Total additions	168,998,202	83,946,325
Deductions from net assets attributed to:		
Benefits paid to plan participants and beneficiaries	(100,506,590)	(98,955,188)
Administrative expenses	(367,678)	(416,918)
Total deductions	(100,874,268)	(99,372,106)
Net increase/(decrease)	68,123,934	(15,425,781)
Net assets available for benefits:		
Beginning of year	769,841,751	785,267,532
End of year	<u>\$ 837,965,685</u>	<u>\$ 769,841,751</u>

The accompanying notes are an integral part of these statements.

Les Schwab Profit Sharing Retirement Plan

Notes to Financial Statements

NOTE 1 – DESCRIPTION OF PLAN

The following description of the Les Schwab Profit Sharing Retirement Plan (the Plan) (previously the Les Schwab Profit Sharing Retirement Trust) provides only general information. The Plan Agreement provides details of the Plan's provisions.

General

The Plan was adopted on July 29, 1966 (most recently amended and restated effective January 1, 2020) as a trustee multiple-employer defined contribution profit sharing plan. Les Schwab Warehouse Center, LLC (the Company; formerly Les Schwab Warehouse Center, Inc.) is the sponsoring employer. Other participating employers at December 31, 2021 and 2020 have certain common shareholders and include the following:

Les Schwab Tire Centers of Oregon, LLC.
Les Schwab Tire Centers of California, LLC.
Les Schwab Tire Centers of Idaho, LLC.
Les Schwab Tire Centers of Washington, LLC.
Les Schwab Tire Centers of Portland, LLC.
Les Schwab Tire Centers of Boise, LLC.
Les Schwab Tire Centers of Montana, LLC.
Les Schwab Tire Centers of Nevada, LLC.
Les Schwab Tire Centers of Utah, LLC.
Les Schwab Tire Centers of Colorado, LLC.
Les Schwab Tire Centers of Central California, LLC.
L.S. Transport, LLC.
Midway Equipment and Supply, LLC.

The Plan covers current employees, 21 years and older, who are employed at the end of the Plan year and have provided 1,000 or more hours of service, as well as former employees who have retired, died, become disabled, or otherwise terminated employment. Employees begin accruing vesting service at attainment of age 18. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA). As of 2011, the Plan is administered by the Administrative and Investment Committee, a committee of one or more persons appointed by the Chief Executive Officer of the Company, who may delegate that function. Funds accumulated pursuant to the Plan are invested in accordance with the investment standards set forth in the Plan's Statement of Investment Policy with third-party investment advisory services provided by Mercer, and are administered by the Administrative and Investment Committee. No portion of the Plan's investments are participant directed. As of 2014, the Plan has retained Northwest Plan Services for third-party recordkeeping and distribution processing services. The Administrative and Investment Committee oversee the governance of the Plan.

The Plan's investments are separated into two trusts. As of December 31, 2021 and 2020, Wells Fargo Bank serves as directed trustee for all Plan assets for which it is custodian (see Note 3). The trustees for real estate and other assets held by the Plan are employees of the Company who are appointed by the Administrative and Investment Committee of the Company.

Contributions

The Plan provides that the participating employers make annual contributions in amounts designated by the Company's Board of Directors. In no case, however, can this amount exceed the amount allowable as a tax deduction under the Internal Revenue Code. Voluntary contributions were allowed by participants through December 31, 1976. Contributions are made based on a participant's eligible compensation as defined by the Plan, which excludes bonuses and certain other irregular and additional pay items, and further excludes hourly wage amounts in excess of annual limits defined by the Plan. Eligible compensation includes amounts paid beginning with the first day of the month after the attainment of age 21 and one year of service.

NOTE 1 – DESCRIPTION OF PLAN (CONTINUED)

Participant Accounts

A participant account consists of contributions, forfeitures, and investment income or loss. Employer contributions and forfeitures are allocated in proportion to eligible compensation among participants. Investment income or loss is allocated annually to each participant in proportion to the participant's beginning of year account balance less current year distributions (average daily balance) in relation to total net assets available for benefits. The benefit to which the participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Each participant's employer contribution becomes 20 percent vested at the end of the second year of service. The participant's vested interest increases for each additional year of service and becomes 100 percent vested after 6 years of service or upon disability, retirement, death, or employer termination of the Plan. An employee must be at least 18 in order to earn a year of service for vesting purposes. Voluntary contributions and rollover amounts are 100 percent vested.

Forfeitures

Unvested portions of participant accounts are forfeited at the earlier of when the vested interest is distributed or at the end of a 5-year Break-in-Service. Forfeited amounts are retained in the Plan and are accounted for as follows: the amount forfeited is based on the balance in the account at the end of the Plan year in which forfeiture occurs; forfeitures are first applied to restore prior forfeitures and any remaining forfeitures are pooled and reallocated as indicated in the Plan Agreement. Forfeitures reallocated in the years ended December 31, 2021 and 2020 were \$1,549,115 and \$1,439,400, respectively.

Payment of Benefits

Upon termination of employment or retirement, participants are eligible to receive the vested portion of their account based on the provisions of the Plan in a lump-sum payment or installments. Upon disability or death, participant account balances become fully vested. The provisions of the Plan determine the form and timing of all benefit payments.

The Plan was amended and restated effective January 1, 2013. As a result of this change, distributions elected outside of the annual election window that are requested to be made based on the most recent valuation date are limited to 75 percent of the participant's vested account balance. The Administrative and Investment Committee has discretion under the Plan to further limit distributions and withdrawals if it deems such limitations to be desirable to avoid a material distortion of benefits or otherwise to administer the Plan properly.

Provision in the Event of Plan Termination

It is the intent of the sponsoring employers to continue the Plan and make annual contributions. However, in the event of any total or partial termination or discontinuance, the accounts of all affected participants shall be fully vested and non-forfeitable and, as such, shall be allocated among participants and beneficiaries in proportion to their interests.

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The preparation of the financial statements in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP) requires that the trustees make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of changes in net assets during the reported period. Actual results could differ from these estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. See Note 9 for a discussion of fair value measurements. Net change and realized gains (losses) are included in the Statements of Changes in Net Assets Available for Benefits. Purchases and sales of securities are recorded on a trade-date basis. Interest income and rental income are recorded on an accrual basis. Dividends are recorded on the ex-dividend date. Realized gains and losses from security transactions are reported on the average cost method.

NOTE 2 – SUMMARY OF ACCOUNTING POLICIES (CONTINUED)

As a result of the stock market volatility and in accordance with Plan provisions, the Administrative and Investment Committee of the Plan determined that participant account balances as of December 31, 2019 no longer reasonably reflected the value of the Plan's assets, and as a result performed a special valuation of the Plan's assets as of March 31, 2020. All distributions made after that date, other than installment payments that had already begun, were paid based on the special valuation. No such valuation occurred in 2021.

Cash and Cash Equivalents

Cash and cash equivalents include investments in money market funds and other highly liquid instruments that are both readily convertible to known amounts of cash and have original maturities of six months or less. They are recorded, in the Statements of Net Assets Available for Benefits, at contract value, which is believed to approximate fair value.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Plan administration expenses may be paid by the sponsoring employer, at its election, and allocated among the participating employers. Plan expenses paid by the sponsoring employer are excluded from these financial statements. Otherwise, the expenses are paid from assets of the Plan and are included in net change in fair value.

Tax Status

The Internal Revenue Service has determined and informed the Company, by letter dated October 18, 2013, that the Plan as then designed was in compliance with applicable sections of the Internal Revenue Code (IRC). The Plan has been amended and restated since receiving the determination letter. However, the Plan Administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and, accordingly, the Plan's net income is exempt from income taxes.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable taxing authorities.

The Plan is subject to routine examinations by taxing jurisdictions, as well as the U.S. Department of Labor (DOL). In 2021, the Plan Administrator was informed that the Plan was selected for review by the DOL. Plan management has provided all requested documents as of the date of the auditor's opinion and is awaiting further communication from the DOL. Although management does not expect any negative impact as a result of the review, this matter is ongoing and any future impact cannot be reasonably estimated at this time.

Accumulated Plan Benefits

Accumulated Plan benefits that were eligible for payout, including terminated employees and those eligible for in-service distributions, totaled \$343,174,229 and \$283,074,343 at December 31, 2021 and 2020, respectively. Subsequent to the years ended December 31, 2021 and 2020, \$62,374,177 and \$73,230,255, respectively, were paid out of eligible participant accounts, not including participants who were receiving payment under an existing installment agreement. These amounts are not reflected as liabilities in the Statements of Net Assets Available for Benefits at December 31, 2021 and 2020.

Payments made subsequent to December 31, 2019 were based on a Special Valuation of the Plan as of March 31, 2020 as elected by the Plan's Administrative and Investment Committee. As a result of this Special Valuation, the value of accumulated benefits eligible for payout for the 2020 plan year totaled \$307,787,154. No such valuation occurred in 2021.

Risks and Uncertainties

The Plan invests in various investment securities, including real estate and other non-publicly traded investments. 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 values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statement of Net Assets Available for Benefits.

NOTE 3 – INVESTMENTS (CONTINUED)**FAIR VALUE OF INVESTMENTS**

	December 31,	
	2021	2020
Investments at fair value as determined by quoted market price:		
Common and Preferred stock	\$ 40,117,822	\$ 34,858,539
Cash equivalents	12,586,349	6,339,953
Mutual funds	454,281,257	453,023,791
	<u>506,985,428</u>	<u>494,222,283</u>
Investments at estimated fair value:		
Privately managed investment funds	90,470,667	96,777,990
Limited Partnerships	203,262,290	142,717,255
	<u>293,732,957</u>	<u>239,495,245</u>
Total investments	<u>\$ 800,718,385</u>	<u>\$ 733,717,528</u>

Net Change in Fair Value

During 2021 and 2020, the Plan's investments (including investments bought, sold and held during the year) increased/(decreased) in value by \$129,207,840 and \$48,557,593, respectively, as follows:

NET CHANGE IN FAIR VALUE

	December 31,	
	2021	2020
Investments at fair value as determined by quoted market price:		
Common and preferred stock	\$ 7,165,672	\$ (4,785,729)
Mutual funds	59,152,231	34,949,135
	<u>66,317,903</u>	<u>30,163,406</u>
Investments at estimated fair value:		
Privately managed investment funds	13,517,582	7,359,780
Limited Partnerships	49,372,355	11,088,407
Real properties	-	(54,000)
	<u>62,889,937</u>	<u>18,394,187</u>
Net change in fair value	<u>\$ 129,207,840</u>	<u>\$ 48,557,593</u>

NOTE 4 – EMPLOYER'S CONTRIBUTIONS RECEIVABLE

Employer's contributions receivable, which represent the unpaid balances of contributions due from participating employers for the years ended December 31, 2021 and 2020, are as follows:

	December 31,	
	2021	2020
Les Schwab Warehouse Center, LLC	\$ 5,631,972	\$ 5,223,143
Les Schwab Tire Centers of Portland, LLC	7,522,873	7,212,581
Les Schwab Tire Centers of Washington, LLC	8,770,855	8,072,393
Les Schwab Tire Centers of Idaho, LLC	1,290,544	1,187,733
Les Schwab Tire Centers of Boise, LLC	2,303,017	2,168,598
Les Schwab Tire Centers of Montana, LLC	1,109,847	900,286
Les Schwab Tire Centers of California, LLC	4,253,988	4,159,483
Les Schwab Tire Centers of Nevada, LLC	759,932	708,372
Les Schwab Tire Centers of Utah, LLC	1,540,482	1,448,768
Les Schwab Tire Centers of Colorado, LLC	1,285,311	1,117,024
Les Schwab Tire Centers of Central California, LLC	1,671,044	1,542,273
Midway Equipment and Supply, LLC	103,933	108,543
LS Transport, LLC	1,099,630	1,128,145
Total employer's contributions receivable	<u>\$ 37,343,428</u>	<u>\$ 34,977,342</u>

NOTE 5 – PARTICIPANT INTERESTS

Participant interests as of December 31, 2021 and 2020 are summarized as follows:

	December 31,	
	2021	2020
Participant interests:		
Vested	\$ 823,720,988	\$ 756,764,774
Non-vested	14,244,697	13,076,977
Total participant interests	<u>\$ 837,965,685</u>	<u>\$ 769,841,751</u>

NOTE 6 – LEASES OF REAL PROPERTIES

The Plan leases some of its real property, including real property owned through a limited partnership, for various terms to unrelated third parties, and to employer corporations through 2020.

Real properties were leased to participating employer corporations on a net lease basis according to a specific formula based on increases in the Consumer Price Index at each renewal date. The leases also granted the lessee employer corporation the option to purchase the property at the end of the initial lease term or on any renewal date at the greater of the original cost or appraised value. During 2020, the Plan completed a process of selling all employer-leased real property to the lessee employers for fair market value after receiving required approvals by the Department of Labor and the exercise of the purchase option by the lessee employers. As of December 31, 2020, the Plan no longer owns employer-leased real estate.

Rental income includes income from leases of real properties and real estate limited partnerships and is reported after subtracting any related expenses, including interest expense, property tax expense, insurance expense and any miscellaneous expenses. Net real property rental income includes \$528,047 and \$580,429 of related expenses for the years ended December 31, 2021 and 2020, respectively. Any increases or decreases in the various properties' fair market value and any realized gains or losses from property sales are reported in Note 3, Net Change in Fair Value.

NOTE 7 – RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

During the year ended December 31, 2020, the Plan received income from various sources related directly or indirectly to the participating employer corporations. No such income was received during the year ended December 31, 2021. Net real property rentals include \$38,496 of net rental income from real properties leased to employer corporations for the year ended December 31, 2020 (Note 6). During the year ended December 31, 2020, the Plan sold two real properties to employer corporations for total proceeds of \$720,000 and realized loss totaling (\$54,000). As noted in Note 6, the Plan received prohibited transaction exemptions from the Department of Labor prior to completing these sales and all property sales were based on independently appraised valuations.

Certain Plan investments include money market funds managed by Wells Fargo Bank, who also acts as a trustee for the Plan. Fees incurred by the Plan for trustee services were paid by the Plan. Fees associated with the management of the funds are also paid by the Plan. The trustees and Administrative and Investment Committee members, who are employees of the Company, performed services for the Plan without compensation.

NOTE 8 – INVESTMENT COMMITMENTS

The Plan has investments in several real estate, private equity, and venture capital limited partnerships. These investments are funded over time, as the partnerships request funds. At December 31, 2021 and 2020, the commitments yet to be funded by the Plan totaled \$68,809,341 and \$68,845,694, respectively.

NOTE 9 – FAIR VALUE MEASUREMENTS

The Plan adopted Accounting Standards Codification (ASC) 820, *Fair Value Measurements*, effective January 1, 2008. ASC 820 establishes a fair value measurement framework, provides a single definition of fair value, and requires expanded disclosure summarizing fair value measurements. ASC 820 emphasizes that fair value is a market-based measurement and not an entity-specific measurement. Therefore, a fair value measurement should be determined based on the assumptions that market participants would use in pricing an asset or liability. ASC 820 also establishes a hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable input be used when available. Observable inputs are inputs that the market participants would use in pricing the asset or liability based on market data obtained from sources independent of the fund's manager.

NOTE 9 – FAIR VALUE MEASUREMENTS (CONTINUED)

Unobservable inputs are inputs that reflect the fund manager's assumptions about the assumptions market participants would use in pricing the asset or liability based on the best information available in the circumstances. The hierarchy is measured in three levels based on the reliability of inputs:

- Level 1 - Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.
- Level 2 - Quoted prices for similar assets or liabilities, or inputs that are observable, either directly or indirectly, for substantially the full term through corroboration with observable market data. Level 2 includes investments valued at quoted prices adjusted for legal or contractual restrictions specific to the assets or liabilities.
- Level 3 - Pricing inputs are unobservable for the asset or liability; that is, inputs that reflect the reporting entity's own assumptions about the assumptions market participants would use in pricing the asset or liability. Level 3 includes real estate investments that are supported by little or no market activity.

Marketable securities are valued at quoted market price and consist of common and preferred stocks, and government and corporate obligations.

Mutual funds are valued at the daily closing price as reported by the fund. All mutual funds held by the Plan are open-ended funds that are registered with the SEC and are deemed to be actively traded and have a readily determinable fair value.

Investments in privately managed investment funds and limited partnerships are valued based on information provided by the Plan's investment custodians. The financial statements of these investments are audited annually by independent accountants. Values for such funds are stated at estimated fair values, which have been determined by the funds' managers in accordance with ASC 820. If substantially all of an individual fund's underlying investments are measured at net asset value (NAV) as a practical expedient, then the Plan elects to use that fund's NAV as a practical expedient for measuring fair value. These funds have a variety of diverse investment strategies, primarily focused on growth in companies not publicly traded.

All policies and procedures related to valuation of Level 3 investments are determined and approved on an annual basis by the Administrative and Investment Committee of the Plan.

For all privately managed investment funds, limited partnerships, and real estate investments classified as Level 3 under the fair value hierarchy, the Plan does not develop its own inputs in determining fair values, but uses information provided by fund managers and real estate appraisers without modification.

NOTE 9 – FAIR VALUE MEASUREMENTS (CONTINUED)

The following tables summarize investments for which fair value is measured using the NAV per share practical expedient as of December 31:

	December 31, 2021	
	<u>Fair Value</u>	<u>Unfunded Commitments</u>
AACP	\$ 391,149	\$ 5,513,032
Montauk Trigaurd Fund VII L.P.	6,675,411	5,454,476
Montauk Trigaurd Fund VIII L.P.	2,537,529	7,462,562
Portfolio Advisors Fund IV	1,070,098	806,178
Portfolio Advisors Fund VIII	12,711,169	3,002,520
Portfolio Advisors Fund IX	19,805,631	4,993,204
PRISA, LP	14,567,188	None
Venture Investment Associates	3,540,741	100,000
Newbury Secondary Fund	316,366	None
Quellos Real Assets LP	2,495,281	None
NB Crossroads Fund XXI	12,937,840	2,800,000
NB Crossroads Fund XXII	<u>24,447,375</u>	6,400,000
Total	<u>\$ 101,495,778</u>	

	December 31, 2020	
	<u>Fair Value</u>	<u>Unfunded Commitments</u>
Montauk Trigaurd Fund VII L.P.	\$ 5,806,499	\$ 6,504,476
Montauk Trigaurd Fund VIII L.P.	1,589,448	8,462,562
Portfolio advisors Fund IV	1,121,142	806,178
Portfolio Advisors Fund VIII	9,958,895	3,002,520
Portfolio Advisors Fund XI	12,293,119	5,162,662
PRISA LP	12,045,876	None
Venture Investment Associates	2,914,757	100,000
Newbury Secondary Fund	459,539	None
Quellos Real Assets LP	2,222,680	None
NB Crossroads Fund XXI	10,311,338	2,800,000
NB Crossroads Fund XXII	<u>14,623,818</u>	7,800,000
Total	<u>\$ 73,347,111</u>	

These privately managed funds generally do not provide for any ongoing redemptions or allow for the investment to be transferred to another party, and do not have a specific timeframe for expected liquidity, but will provide distributions to investors (including the Plan) to the extent of distributable realized events.

NOTE 9 – FAIR VALUE MEASUREMENTS (CONTINUED)

The following tables summarize the levels in the ASC 820 fair value hierarchy into which the Plan's investments fall as of December 31, 2021 and December 31, 2020:

Assets at Fair Value as of December 31, 2021				
	Level 1	Level 2	Level 3	Total
Investments in the fair value hierarchy:				
Mutual funds	\$326,858,148	\$127,423,109	\$ -	\$454,281,257
Privately managed inv. funds	19,004,796	42,214,806	29,251,065	90,470,667
Common and preferred stocks	40,117,822	-	-	40,117,822
Cash equivalents	-	12,586,351	-	12,586,351
Limited partnerships	5,112,188	17,209,858	79,444,464	101,766,510
Total investments in the fair value hierarchy	<u>\$391,092,954</u>	<u>\$199,434,124</u>	<u>\$108,695,529</u>	699,222,607
Investments measured at NAV practical expedient:				
Limited partnerships				<u>101,495,778</u>
Total investments at fair value				<u>\$800,718,385</u>

Assets at Fair Value as of December 31, 2020				
	Level 1	Level 2	Level 3	Total
Investments in the fair value hierarchy:				
Mutual funds	\$329,831,065	\$123,192,726	\$ -	\$453,023,791
Privately managed inv. funds	17,969,081	42,177,357	36,631,552	96,777,990
Common and preferred stocks	34,858,539	-	-	34,858,539
Cash equivalents	-	6,339,953	-	6,339,953
Limited partnerships	-	6,181,609	63,188,535	69,370,144
Total investments in the fair value hierarchy	<u>\$382,658,685</u>	<u>\$177,891,645</u>	<u>\$99,820,087</u>	660,370,417
Investments measured at NAV practical expedient:				
Limited partnerships				<u>73,347,111</u>
Total investments at fair value				<u>\$733,717,528</u>

NOTE 9 – FAIR VALUE MEASUREMENTS (CONTINUED)

During the years ended December 31, 2021 and December 31, 2020, the Plan purchased \$18,144,027 and \$11,252,346 of investments, respectively, that are considered to have Level 3 valuations. The classification of a financial instrument within Level 3 is based upon the significance of the unobservable inputs to the overall fair value measurement.

NOTE 10 – PLAN AMENDMENTS

The Plan was restated and amended for 2020 to increase the annual eligible compensation limit from \$63,600 to \$64,872 for hourly employees, effective for pay periods commencing on or after January 1, 2020. Additionally, in November 2021, the Plan was amended for 2022 to increase the annual eligible compensation limit from \$64,872 to \$68,122 for hourly employees, effective for pay periods commencing on or after January 1, 2022. Eligible compensation under this provision is limited on a pay-period basis based on 24 pay periods in a Plan year.

NOTE 11 – SUBSEQUENT EVENTS

Plan management evaluates events and transactions that occur after the Statement of Net Assets Available for Benefits date as potential subsequent events. Management has performed this evaluation through the date of the independent auditor's report.

In March 2022, the Plan's assets in custody of Wells Fargo Bank were transferred to Principal Trust Company.

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333

Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)

December 31, 2021

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
<u>Mutual Funds:</u>					
	Acadian Collective International Equity Fund		1,514,196 Shares of Mutual Funds	\$ 19,200,000	\$ 21,834,700
	DFA International Small Company		692,913 Shares of Mutual Funds	10,799,978	16,604,001
	Grandeur Peak International Fund		932,637 Shares of Mutual Funds	15,886,474	23,782,244
	Dodge & Cox Global Stock Fund		863,632 Shares of Mutual Funds	17,931,893	22,324,876
	Manulife Asset Management		2,664,672 Shares of Mutual Funds	28,021,128	33,574,872
	Mercer Emerging Markets Equity		2,927,971 Shares of Mutual Funds	30,039,748	42,719,104
	Mercer Opportunities Fixed Income		2,340,022 Shares of Mutual Funds	23,758,491	28,197,266
	Principal Diversified Real Asset Fund		2,447,353 Shares of Mutual Funds	30,125,387	32,378,483
	Prudential Core Plus Bond Fund		170,549 Shares of Mutual Funds	30,555,718	33,272,489
	SSGA S&P 500 Index Fund		1,527,174 Shares of Mutual Funds	88,844,187	152,746,390
	SSGA World Ex U.S. Index Fund		2,560,216 Shares of Mutual Funds	31,113,346	46,846,832
	Total Mutual Funds			\$ 326,276,350	\$ 454,281,257
<u>Common Stock:</u>					
	Adobe Inc		540 Shares of Common Stock	\$ 88,538	\$ 306,212
	Meta Platforms Inc		1,006 Shares of Common Stock	160,137	338,368
	Servicenow Inc		236 Shares of Common Stock	122,969	153,190
	Visa Inc-Class A Shrs		1,030 Shares of Common Stock	122,634	223,211
	Kroger Co		4,000 Shares of Common Stock	136,447	181,040
	Newell Brands, Inc		5,292 Shares of Common Stock	78,678	115,577
	Booking Holdings Inc		65 Shares of Common Stock	142,874	155,950
	Altria Group Inc Com		3,740 Shares of Common Stock	151,082	177,239
	Voya Financial, Inc.		1,592 Shares of Common Stock	84,011	105,566
	Amgen Inc		670 Shares of Common Stock	133,088	150,730
	Dollar General Corp		220 Shares of Common Stock	26,392	51,883
	Boston Properties Inc Com		1,301 Shares of Common Stock	114,853	149,849
	Lam Research Corp Com		30 Shares of Common Stock	6,852	21,575
	Oracle Corporation		2,720 Shares of Common Stock	193,706	237,211
	Eli Lilly & Co Com		1,180 Shares of Common Stock	147,893	325,940
	Pfizer Inc		5,780 Shares of Common Stock	196,912	341,309
	Albemarle Corp Com		389 Shares of Common Stock	25,974	90,937
	Aptargroup Inc Com		1,330 Shares of Common Stock	153,648	162,898
	Kraton Performance Polymers In		3,112 Shares of Common Stock	71,927	144,148
	Silgan Hldgs Inc Com		1,392 Shares of Common Stock	41,779	59,633
	Azz Inc.		1,926 Shares of Common Stock	74,905	106,489
	Albany Intl Corp New CI A		2,208 Shares of Common Stock	160,470	195,298
	Altra Holdings Inc		3,282 Shares of Common Stock	105,465	169,253
	Barnes Group Inc Com		3,517 Shares of Common Stock	169,014	163,857
	Belden Inc Com		2,941 Shares of Common Stock	150,806	193,312
	Dycom Inds Inc Com		2,947 Shares of Common Stock	146,618	276,311
	Flowserve Corp Com		2,302 Shares of Common Stock	106,474	70,441
	Harsco Corp		11,093 Shares of Common Stock	235,365	185,364
	Heico Corp CI A		1,275 Shares of Common Stock	116,802	163,863
	Idex Corp		742 Shares of Common Stock	114,616	175,349
	Carter Holdings		2,106 Shares of Common Stock	188,379	213,169
	Designer Brands Inc		5,437 Shares of Common Stock	93,778	77,260
	Fti Consulting Inc Com		2,430 Shares of Common Stock	238,564	372,811
	Matthews Intl Corp		3,837 Shares of Common Stock	129,905	140,703
	Monro Inc		2,874 Shares of Common Stock	224,806	167,468
	Wolverine World Wide Inc Com		5,506 Shares of Common Stock	160,504	158,628
	World Wrestling Entertainment Inc		2,012 Shares of Common Stock	130,050	99,272
	Nu Skin Enterprises		2,509 Shares of Common Stock	119,775	127,332
	Prestige Consumer Healthcare Inc.		2,131 Shares of Common Stock	65,580	129,245
	Treehouse Foods Inc		2,478 Shares of Common Stock	108,321	100,433

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Nextier Oilfield Solutions Inc		13,755 Shares of Common Stock	80,769	48,830
	Oceaneering Intl Inc		4,675 Shares of Common Stock	71,697	52,874
	Range Res Corp Com		6,780 Shares of Common Stock	48,495	120,887
	Bankunited Inc		5,587 Shares of Common Stock	184,231	236,386
	Banner Corp		953 Shares of Common Stock	50,319	57,819
	Berkshire Hills Bancorp Inc		3,830 Shares of Common Stock	101,254	108,887
	Cohen & Steers Inc Com		2,288 Shares of Common Stock	121,637	211,663
	Jbg Smith Properties		4,416 Shares of Common Stock	168,472	126,783
	Nasdaq, Inc		977 Shares of Common Stock	90,788	205,180
	National Bank Holdings Corp		4,847 Shares of Common Stock	175,183	212,977
	Pacwest Bancorp		3,480 Shares of Common Stock	127,819	157,192
	Signature Bk New York N Y Com		610 Shares of Common Stock	64,435	197,317
	Slr Investment Corp		6,853 Shares of Common Stock	143,314	126,301
	Texas Cap Bancshares Inc Com		1,842 Shares of Common Stock	112,707	110,981
	Wsfs Financial Corp		1,329 Shares of Common Stock	53,864	66,609
	Aci Worldwide Inc		5,334 Shares of Common Stock	171,928	185,090
	Advanced Energy Inds Inc		2,316 Shares of Common Stock	127,603	210,895
	Aspen Technology Inc Com		1,130 Shares of Common Stock	130,179	171,986
	Bottomline Technologies Del Inc		4,141 Shares of Common Stock	184,455	233,842
	Calamp Corp Com		9,191 Shares of Common Stock	96,967	64,888
	Euronet Worldwide Inc.		1,209 Shares of Common Stock	168,532	144,077
	Gartner Inc		714 Shares of Common Stock	94,390	238,704
	Ipg Photonics Corp		733 Shares of Common Stock	99,889	126,179
	Infinera Corp		6,857 Shares of Common Stock	38,925	65,759
	Itron Inc Com		2,939 Shares of Common Stock	184,468	201,380
	Knowles Corp		7,748 Shares of Common Stock	131,272	180,916
	Macom Technology Solutions Holdings, Inc.		3,894 Shares of Common Stock	68,278	304,900
	Ncr Corporation Com		4,487 Shares of Common Stock	129,676	180,377
	Rogers Corp Com		1,099 Shares of Common Stock	151,976	300,027
	Asgn Incorporated		2,485 Shares of Common Stock	134,597	306,649
	Acadia Healthcare Co Inc		3,915 Shares of Common Stock	125,441	237,641
	Catalent Inc		2,170 Shares of Common Stock	101,219	277,825
	Charles River Laboratories		933 Shares of Common Stock	120,605	351,536
	Chemed Corp New Com		630 Shares of Common Stock	223,961	333,295
	Mednax Inc		2,855 Shares of Common Stock	66,195	77,685
	Merit Medical Systems Inc Common Stock		4,169 Shares of Common Stock	198,204	259,729
	Supernus Pharmaceuticals Inc		4,550 Shares of Common Stock	120,539	132,678
	Allete Inc		3,093 Shares of Common Stock	247,036	205,221
	Northwestern Corp Com New		1,282 Shares of Common Stock	90,077	73,279
	Alamos Gold Inc		12,982 Shares of Common Stock	62,400	99,832
	Herbalife Ltd		3,623 Shares of Common Stock	157,296	148,289
	Tronox Holdings Plc		8,671 Shares of Common Stock	90,423	208,364
	Aercap Holdings Nv		3,563 Shares of Common Stock	169,553	233,091
	Alphabet Inc Cl A		146 Shares of Common Stock	166,376	422,968
	Automatic Data Processing Inc		1,000 Shares of Common Stock	167,173	246,580
	Mastercard Inc Cl A		206 Shares of Common Stock	53,908	74,020
	Microsoft Corp		1,200 Shares of Common Stock	160,626	403,584
	Abbott Labs		1,950 Shares of Common Stock	160,697	274,443
	Regeneron Pharmaceuticals Inc		180 Shares of Common Stock	61,740	113,674
	Zoetis Inc		1,020 Shares of Common Stock	110,488	248,911
	Accenture Plc		900 Shares of Common Stock	163,430	373,095
	Carlisle Cos Inc		742 Shares of Common Stock	94,020	184,105
	Huron Consulting Group Inc Com		2,754 Shares of Common Stock	134,032	137,425
	Kbr Inc		3,819 Shares of Common Stock	105,637	181,861
	Knight-Swift Transportation Holdings Inc		2,115 Shares of Common Stock	78,474	128,888

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Wabtec Corp		479 Shares of Common Stock	27,161	44,121
	Willscot Mobile Mini Holdings		3,748 Shares of Common Stock	50,524	153,068
	1-800-Flowers.Com Inc		3,889 Shares of Common Stock	89,052	90,886
	Cal Maine Foods Inc Com New		2,262 Shares of Common Stock	96,735	83,671
	Brp Group Inc		3,261 Shares of Common Stock	56,201	117,755
	Evercore Inc		879 Shares of Common Stock	64,989	119,412
	Pacific Premier Bancorp Com		3,377 Shares of Common Stock	80,588	135,181
	Stag Industrial Inc		1,040 Shares of Common Stock	28,489	49,878
	Ciena Corp Usd 0.01		1,706 Shares of Common Stock	76,208	131,311
	Xperi Holding Corp		3,552 Shares of Common Stock	60,414	67,168
	Coherus Biosciences Inc.		6,806 Shares of Common Stock	118,511	108,624
	Encompass Health Corp		1,878 Shares of Common Stock	131,470	122,558
	Haemonetics Corp Mass		1,040 Shares of Common Stock	85,922	55,162
	Healthequity Inc		1,926 Shares of Common Stock	116,408	85,206
	Quidel Corp		407 Shares of Common Stock	71,814	54,941
	Ecolab Inc		680 Shares of Common Stock	145,532	159,521
	Newmarket Corp Com		100 Shares of Common Stock	38,694	34,272
	Newmont Corporation		2,720 Shares of Common Stock	173,878	168,694
	Royal Gold Inc		720 Shares of Common Stock	90,993	75,751
	C H Robinson Worldwide Inc Com New		1,360 Shares of Common Stock	132,248	146,377
	Clean Harbors Inc		700 Shares of Common Stock	39,001	69,839
	Copart Inc Com		1,060 Shares of Common Stock	109,516	160,717
	Expeditors Intl Wash Inc		1,280 Shares of Common Stock	115,704	171,891
	Fedex Corporation		74 Shares of Common Stock	19,866	19,139
	Hunt J B Trans Svcs Inc		800 Shares of Common Stock	107,755	163,520
	Landstar Sys Inc Com		480 Shares of Common Stock	64,724	85,930
	Msa Safety Incorporated		400 Shares of Common Stock	49,662	60,384
	Old Dominion Freight Lines Inc		590 Shares of Common Stock	115,809	211,444
	Republic Services Inc Cl A Comm		1,300 Shares of Common Stock	123,755	181,285
	Roper Technologies, Inc.		326 Shares of Common Stock	131,589	160,346
	Schneider National Inc		1,160 Shares of Common Stock	30,160	31,216
	3M Co Com		960 Shares of Common Stock	161,600	170,525
	United Parcel Service-Cl B		1,040 Shares of Common Stock	165,400	222,914
	Waste Management Inc		1,200 Shares of Common Stock	135,798	200,280
	Amazon Com Inc Com		89 Shares of Common Stock	278,444	296,756
	Cable One Inc		60 Shares of Common Stock	106,464	105,807
	Charter Communications Inc		300 Shares of Common Stock	180,644	195,591
	Home Depot Inc		686 Shares of Common Stock	189,230	284,697
	Sherwin Williams Co		150 Shares of Common Stock	36,747	52,824
	Target Corp		1,000 Shares of Common Stock	147,655	231,440
	Tractor Supply Co Com		20 Shares of Common Stock	2,753	4,772
	Albertsons Cos Inc		2,960 Shares of Common Stock	50,129	89,362
	Caseys Gen Stores Inc		560 Shares of Common Stock	100,939	110,516
	Church & Dwight Inc		1,080 Shares of Common Stock	100,094	110,700
	Clorox Co		160 Shares of Common Stock	33,759	27,898
	Colgate Palmolive Co		1,900 Shares of Common Stock	145,731	162,146
	Costco Wholesale Corp		570 Shares of Common Stock	192,889	323,589
	Flowers Foods Inc		2,100 Shares of Common Stock	49,172	57,687
	The Hershey Company		860 Shares of Common Stock	125,154	166,384
	Mondelez International Inc		1,060 Shares of Common Stock	60,845	70,289
	Pepsico Inc		1,600 Shares of Common Stock	217,534	277,936
	Philip Morris International In		2,240 Shares of Common Stock	184,248	212,800
	Procter & Gamble Co		2,020 Shares of Common Stock	277,513	330,432
	Walmart Inc		1,700 Shares of Common Stock	232,737	245,973
	Berkshire Hathaway Inc.		820 Shares of Common Stock	207,577	245,180

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Blackrock Inc		260 Shares of Common Stock	140,713	238,046
	Gallagher Arthur J & Co		1,040 Shares of Common Stock	106,506	176,457
	Intercontinental Exchange, Inc		300 Shares of Common Stock	29,609	41,031
	Markel Holdings		112 Shares of Common Stock	117,537	138,208
	Prologis, Inc.		1,360 Shares of Common Stock	134,497	228,970
	Public Storage Inc Com		550 Shares of Common Stock	126,693	206,008
	Agilent Technologies Inc		20 Shares of Common Stock	1,972	3,193
	Akamai Technologies		1,340 Shares of Common Stock	149,087	156,834
	Ansys Inc		438 Shares of Common Stock	141,011	175,691
	Autodesk Inc		228 Shares of Common Stock	52,598	64,111
	Broadcom Inc		550 Shares of Common Stock	197,838	365,976
	Cadence Design Systems Inc		1,200 Shares of Common Stock	121,818	223,620
	Cirrus Logic Inc		900 Shares of Common Stock	74,144	82,818
	Electronic Arts Inc		1,200 Shares of Common Stock	154,356	158,280
	Epam Systems Inc		336 Shares of Common Stock	105,825	224,599
	Fair Issac, Inc		260 Shares of Common Stock	108,523	112,754
	Fortinet Inc		562 Shares of Common Stock	64,728	201,983
	Henry Jack & Assoc Inc Com		700 Shares of Common Stock	112,805	116,893
	Intuit Com		500 Shares of Common Stock	156,776	321,610
	Mettler-Toledo Intl Inc		101 Shares of Common Stock	98,345	171,418
	Monolithic Pwr Sys Inc Com		120 Shares of Common Stock	28,444	59,200
	Skyworks Solutions Inc Com		300 Shares of Common Stock	40,852	46,542
	Synopsys Inc Com		650 Shares of Common Stock	129,998	239,525
	Take-Two Interactive Software		840 Shares of Common Stock	130,611	149,285
	Texas Instruments Inc		1,400 Shares of Common Stock	190,925	263,858
	Tyler Technologies Inc		340 Shares of Common Stock	113,106	182,903
	Verisign Inc Com		670 Shares of Common Stock	134,865	170,059
	Amerisourcebergen Corp Com		1,140 Shares of Common Stock	117,460	151,495
	Baxter Intl Inc		400 Shares of Common Stock	33,242	34,336
	Becton Dickinson & Co		264 Shares of Common Stock	64,324	66,391
	Bristol Myers Squibb Co		3,420 Shares of Common Stock	203,279	213,237
	Cerner Corp Com		1,020 Shares of Common Stock	72,947	94,727
	Danaher Corp		544 Shares of Common Stock	111,452	178,981
	Intuitive Surgical Inc		530 Shares of Common Stock	127,398	190,429
	Iqvia Holdings Inc		420 Shares of Common Stock	67,903	118,499
	Johnson & Johnson		1,920 Shares of Common Stock	287,615	328,454
	Merck & Co Inc New		3,100 Shares of Common Stock	246,049	237,584
	Resmed Inc		680 Shares of Common Stock	122,852	177,126
	Seagen Inc		40 Shares of Common Stock	5,999	6,184
	Thermo Fisher Scientific Inc		326 Shares of Common Stock	140,550	217,520
	United Therapeutics Corp Del Com		200 Shares of Common Stock	37,026	43,216
	Unitedhealth Group Inc		400 Shares of Common Stock	120,477	200,856
	Veeva Systems Inc		316 Shares of Common Stock	82,640	80,732
	West Pharmaceutical Svcs Inc Com		440 Shares of Common Stock	119,980	206,364
	Ameren Corporation		1,320 Shares of Common Stock	101,119	117,493
	American Electric Power Inc		200 Shares of Common Stock	15,831	17,794
	American Water Works Co Inc/Ne		880 Shares of Common Stock	124,878	166,197
	Cms Energy Corp		2,340 Shares of Common Stock	142,685	152,217
	Consolidated Edison Inc		1,400 Shares of Common Stock	101,843	119,448
	Dte Energy Co Com		1,260 Shares of Common Stock	131,071	150,620
	Dominion Energy Inc		940 Shares of Common Stock	74,866	73,846
	Eversource Energy		260 Shares of Common Stock	21,328	23,655
	Hawaiian Elec Inds Inc		1,440 Shares of Common Stock	47,719	59,760
	Idacorp Inc Com		640 Shares of Common Stock	53,232	72,518
	Nextera Energy, Inc.		2,400 Shares of Common Stock	166,875	224,064
	Wec Energy Group Inc		1,640 Shares of Common Stock	154,620	159,195

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Xcel Energy Inc Com		1,900 Shares of Common Stock	130,091	128,630
	T-Mobile Us Inc		1,540 Shares of Common Stock	174,932	178,609
	Verizon Communications		5,560 Shares of Common Stock	326,822	288,898
	Amdocs Limited Com		1,960 Shares of Common Stock	113,139	146,686
	Atlassian Corporation Plc		504 Shares of Common Stock	93,774	192,170
	Everest RE Group Ltd Mrg'd w Everest Reinsurance		514 Shares of Common Stock	111,784	140,795
	Genpact Ltd		2,800 Shares of Common Stock	123,178	148,624
	Medtronic, Plc		1,160 Shares of Common Stock	121,539	120,002
	Renaissancere Holdings Com		160 Shares of Common Stock	27,610	27,093
	Globant Sa		308 Shares of Common Stock	53,181	96,740
	Qiagen N.V.		1,480 Shares of Common Stock	72,430	82,258
	Ishares Russell Mid-Cap Etf		681 Shares of Common Stock	37,189	56,530
	Ishares Russell 2000 Etf		195 Shares of Common Stock	30,055	43,378
	Ishares Core S&P Small-Cap Etf		709 Shares of Common Stock	40,211	81,188
	Mercury Systems Inc		1,214 Shares of Common Stock	69,857	66,843
	Teledyne Technologies Inc		304 Shares of Common Stock	199,717	132,815
	Kb Home		1,716 Shares of Common Stock	71,600	76,757
	J & J Snack Foods Corp		182 Shares of Common Stock	29,494	28,749
	Diamondback Energy Inc		1,158 Shares of Common Stock	118,743	124,890
	Ehealth Inc		1,508 Shares of Common Stock	100,759	38,454
	Huntington Bancshares Inc		9,350 Shares of Common Stock	123,580	144,177
	United Community Banks Inc/Ga		2,156 Shares of Common Stock	74,114	77,487
	Box Inc		4,889 Shares of Common Stock	112,461	128,043
	PetiQ Inc		2,826 Shares of Common Stock	95,654	64,178
	Avery Dennison Corp		610 Shares of Common Stock	131,505	132,108
	Seaboard Corp Del Com		4 Shares of Common Stock	15,340	15,740
	Autozone Inc		54 Shares of Common Stock	91,479	113,205
	Netflix Inc		94 Shares of Common Stock	57,424	56,629
	O'Reilly Automotive Inc		86 Shares of Common Stock	51,642	60,736
	Service Corp Intl		1,560 Shares of Common Stock	90,836	110,744
	Archer Daniels Midland Co		540 Shares of Common Stock	34,392	36,499
	Coca Cola Co		2,120 Shares of Common Stock	117,285	125,525
	Ingredion Inc		360 Shares of Common Stock	35,556	34,790
	Estee Lauder Companies Inc		340 Shares of Common Stock	101,216	125,868
	Tyson Foods Inc Cl A Del		840 Shares of Common Stock	65,989	73,214
	Alleghany Corp Del New		182 Shares of Common Stock	128,766	121,501
	American Homes 4 Rent		300 Shares of Common Stock	11,525	13,083
	Avalonbay Cmnty Inc Com		600 Shares of Common Stock	143,276	151,554
	Cboe Global Markets, Inc.		30 Shares of Common Stock	3,990	3,912
	Camden Ppty Tr Sh Ben Int		840 Shares of Common Stock	128,612	150,091
	Cubsmart		1,960 Shares of Common Stock	97,671	111,544
	Essex Ppty Tr Com		182 Shares of Common Stock	60,554	64,106
	Extra Space Storage Inc Com		780 Shares of Common Stock	125,024	176,849
	Hanover Ins Group Inc		440 Shares of Common Stock	52,927	57,666
	Life Storage, Inc.		760 Shares of Common Stock	91,660	116,417
	Mercury Gen Corp New		600 Shares of Common Stock	36,324	31,836
	Mid America Apartment Com		760 Shares of Common Stock	118,778	174,374
	Northern Trust Corp		1,000 Shares of Common Stock	116,219	119,610
	Raymond James Finl Inc		1,500 Shares of Common Stock	125,962	150,600
	Sun Cmnty Inc Com		300 Shares of Common Stock	62,506	62,991
	Travelers Companies, Inc		580 Shares of Common Stock	86,052	90,729
	Apple Inc		1,880 Shares of Common Stock	263,447	333,832
	Caci Intl Inc Formerly Caci Inc To 12/23/86 Cl A		296 Shares of Common Stock	74,760	79,686
	Cisco Systems Inc		620 Shares of Common Stock	34,755	39,289
	Dell Technologies Inc.		1,460 Shares of Common Stock	72,808	82,008

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333

Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)

December 31, 2021

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Dolby Laboratories Inc		60 Shares of Common Stock	5,382	5,713
	Factset Resh Sys Inc Com		70 Shares of Common Stock	27,798	34,021
	Kla Corporation		114 Shares of Common Stock	33,042	49,033
	Manhattan Associates, Inc Com		330 Shares of Common Stock	54,302	51,312
	Paychex Inc		240 Shares of Common Stock	28,077	32,760
	Qualcomm Inc		80 Shares of Common Stock	11,390	14,629
	Salesforce Com Inc Com		42 Shares of Common Stock	11,035	10,673
	Science Applications Internati		40 Shares of Common Stock	3,296	3,344
	Vmware Inc		643 Shares of Common Stock	75,975	74,510
	Abbvie Inc		80 Shares of Common Stock	9,477	10,832
	Biomarin Pharmaceutical Inc		80 Shares of Common Stock	6,654	7,068
	Gilead Sciences Inc		540 Shares of Common Stock	37,555	39,209
	Idexx Corp		120 Shares of Common Stock	60,771	79,015
	Laboratory Crp Of Amer Hldgs		514 Shares of Common Stock	138,005	161,504
	Mckesson Corp		700 Shares of Common Stock	132,624	173,999
	Molina Healthcare Inc		48 Shares of Common Stock	11,936	15,268
	Schein Henry Inc		580 Shares of Common Stock	45,618	44,967
	Duke Energy Holding Corp. Com		540 Shares of Common Stock	54,444	56,646
	Evergy Inc		2,120 Shares of Common Stock	130,746	145,453
	Exelon Corporation		1,440 Shares of Common Stock	70,212	83,174
	Public Svc Enterprise Group Inc		1,780 Shares of Common Stock	104,377	118,779
	White Mountains Insurance Group Inc Com		40 Shares of Common Stock	42,878	40,556
	Chubb Limited		700 Shares of Common Stock	122,888	135,317
	Ss&C Technologies Holdings Inc		220 Shares of Common Stock	16,433	18,036
	Total Common Stock			\$ 30,181,239	\$ 40,117,822

Limited Partnerships:

Cabrillo Commerce Center LLC	Interest in Limited Partnership	\$ 2,989,132	\$ 16,801,833
Great Hills Equity	Interest in Limited Partnership	1,952,013	5,328,732
Lovell Minnick	Interest in Limited Partnership	2,253,511	1,050,705
Hickory Lane Fund	Interest in Limited Partnership	6,000,000	5,112,188
Madrona	Interest in Limited Partnership	1,930,729	914,511
Merit Energy Partners Fund J	Interest in Limited Partnership	4,976,488	4,234,107
Merit Energy Partners Fund K	Interest in Limited Partnership	1,846,671	1,885,481
Related Real Estate Fund III	Interest in Limited Partnership	1,755,405	2,090,805
NB Crossroads Fund XXI	Interest in Limited Partnership	4,398,383	12,937,840
NB Crossroads Fund XXII	Interest in Limited Partnership	12,650,000	24,447,375
Newbury Secondary Fund	Interest in Limited Partnership	2,782,406	316,366
Oak Tree	Interest in Limited Partnership	1	44,400
Pacific Crossroads Properties, Inc.	Interest in Limited Partnership	3,183,740	6,923,093
Patrick Airport Business Center LLC	Interest in Limited Partnership	895,422	5,171,664
Portfolio Advisors Fund IV	Interest in Limited Partnership	1,716,467	1,070,098
Portfolio Advisors Fund VIII	Interest in Limited Partnership	5,647,183	12,711,169
Q-Blk Real Assets II, L.P.	Interest in Limited Partnership	2,189,215	2,495,281
Seatac Village Shopping Center LLC	Interest in Limited Partnership	5,198,242	12,546,791
Thompson Street II, L.P.	Interest in Limited Partnership	482,319	1,009,744
Venture Investment Associates VI	Interest in Limited Partnership	2,693,735	3,540,741
WLR Recovery fund IV	Interest in Limited Partnership	1,366,496	77,994
PRISA L.P.	Interest in Limited Partnership	10,909,728	14,567,188
Aberdeen US Private Equity VII, L.P.	Interest in Limited Partnership	3,984,867	5,678,888
Portfolio Advisors Fund XI	Interest in Limited Partnership	9,286,313	19,805,631
Encap Energy Capital Fund, L.P.	Interest in Limited Partnership	3,335,323	3,267,643
Iron Point Real Estate Partners IC, L.P.	Interest in Limited Partnership	3,817,065	4,296,664
Encap Flatrock Midstream Fund IV-C	Interest in Limited Partnership	835,654	776,698
Resource Capital Fund, L.P.	Interest in Limited Partnership	2,074,886	3,122,606

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	David Kempner Institutional L.P.		Interest in Limited Partnership	11,000,000	11,090,270
	Bain Capital Real Estate Fund II L.P.		Interest in Limited Partnership	1,622,512	1,622,220
	Arkkan Opportunities Feeder Fund LTD		Interest in Limited Partnership	8,700,000	8,719,475
	AACP VI L.P.		Interest in Limited Partnership	505,715	391,149
	Montauk Trigaurd Fund VII L.P.		Interest in Limited Partnership	2,471,412	6,675,411
	Montauk Trigaurd Fund VIII L.P.		Interest in Limited Partnership	1,601,667	2,537,529
	Total Limited Partnerships			\$ 127,052,700	\$ 203,262,290

Privately Managed Investment Funds:

Anchorage Capital Partners	Interest in Privately Managed Inv. Fnd.	\$ 994,133	\$ 2,094,811
Atalan Offshore Fund	Interest in Privately Managed Inv. Fnd.	6,500,000	8,534,047
Aurelius Capital International Fund	Interest in Privately Managed Inv. Fnd.	10,132,874	12,374,481
Canyon Value	Interest in Privately Managed Inv. Fnd.	2,116,101	8,409,057
Elliot International	Interest in Privately Managed Inv. Fnd.	8,638,772	25,773,633
King Street Capital	Interest in Privately Managed Inv. Fnd.	-	1,215,759
OZ Overseas	Interest in Privately Managed Inv. Fnd.	106,026	201,634
Pennant Windward	Interest in Privately Managed Inv. Fnd.	520,001	619,625
Phara Gaia Fund	Interest in Privately Managed Inv. Fnd.	8,000,000	9,049,988
Shellback Offshore Fund	Interest in Privately Managed Inv. Fnd.	5,752,405	10,470,749
Shepherd	Interest in Privately Managed Inv. Fnd.	1	76,368
Silver Point Capital Offshore Fund	Interest in Privately Managed Inv. Fnd.	8,500,000	11,165,521
Wexford Offshore Spectrum Fund	Interest in Privately Managed Inv. Fnd.	485,675	484,994
Total Privately Managed Investment Funds		\$ 51,745,988	\$ 90,470,667

Cash Equivalents:

	<u>Rate</u>	<u>Term</u>	<u>Maturity</u>		
* Wells Fargo Bank - MMF				12,586,349	12,586,349
Total Cash Equivalents				\$ 12,586,349	\$ 12,586,349

Total Investments**\$ 547,842,626 \$ 800,718,385**

* Denotes a party-in-interest

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333
Schedule H, line 4j, - Schedule of Reportable Transactions
For the Year Ended December 31, 2021

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Lease Rental	Expense Incurred with Transaction	Cost	Current Value of Asset on Transaction Date Involved	Net Gain
<u>PURCHASES:</u>								
* Wells Fargo Bank	Mutual Fund	\$ 158,987,289	\$ -	\$ -	\$ -	\$ 158,987,289	\$ 158,987,289	\$ -
<u>SALES:</u>								
* Wells Fargo Bank	Mutual Fund	\$ -	\$ 159,106,277	\$ -	\$ -	\$ 159,106,277	\$ 159,106,277	\$ -
* SSGA S&P 500 Index	Money Market Fund	\$ -	\$ 37,503,590	\$ -	\$ -	\$ 25,972,526	\$ 37,503,590	\$ 11,531,064

* Denotes a party-in-interest

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333
Schedule H, line 4j, - Schedule of Reportable Transactions
For the Year Ended December 31, 2021

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Identity of Party Involved	Description of Asset	Purchase Price	Selling Price	Lease Rental	Expense Incurred with Transaction	Cost	Current Value of Asset on Transaction Date Involved	Net Gain
<u>PURCHASES:</u>								
* Wells Fargo Bank	Mutual Fund	\$ 158,987,289	\$ -	\$ -	\$ -	\$ 158,987,289	\$ 158,987,289	\$ -
<u>SALES:</u>								
* Wells Fargo Bank	Mutual Fund	\$ -	\$ 159,106,277	\$ -	\$ -	\$ 159,106,277	\$ 159,106,277	\$ -
* SSGA S&P 500 Index	Money Market Fund	\$ -	\$ 37,503,590	\$ -	\$ -	\$ 25,972,526	\$ 37,503,590	\$ 11,531,064

* Denotes a party-in-interest

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333

Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)

December 31, 2021

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
<u>Mutual Funds:</u>					
	Acadian Collective International Equity Fund		1,514,196 Shares of Mutual Funds	\$ 19,200,000	\$ 21,834,700
	DFA International Small Company		692,913 Shares of Mutual Funds	10,799,978	16,604,001
	Grandueur Peak International Fund		932,637 Shares of Mutual Funds	15,886,474	23,782,244
	Dodge & Cox Global Stock Fund		863,632 Shares of Mutual Funds	17,931,893	22,324,876
	Manulife Asset Management		2,664,672 Shares of Mutual Funds	28,021,128	33,574,872
	Mercer Emerging Markets Equity		2,927,971 Shares of Mutual Funds	30,039,748	42,719,104
	Mercer Opportunities Fixed Income		2,340,022 Shares of Mutual Funds	23,758,491	28,197,266
	Principal Diversified Real Asset Fund		2,447,353 Shares of Mutual Funds	30,125,387	32,378,483
	Prudential Core Plus Bond Fund		170,549 Shares of Mutual Funds	30,555,718	33,272,489
	SSGA S&P 500 Index Fund		1,527,174 Shares of Mutual Funds	88,844,187	152,746,390
	SSGA World Ex U.S. Index Fund		2,560,216 Shares of Mutual Funds	31,113,346	46,846,832
	Total Mutual Funds			\$ 326,276,350	\$ 454,281,257
<u>Common Stock:</u>					
	Adobe Inc		540 Shares of Common Stock	\$ 88,538	\$ 306,212
	Meta Platforms Inc		1,006 Shares of Common Stock	160,137	338,368
	Servicenow Inc		236 Shares of Common Stock	122,969	153,190
	Visa Inc-Class A Shrs		1,030 Shares of Common Stock	122,634	223,211
	Kroger Co		4,000 Shares of Common Stock	136,447	181,040
	Newell Brands, Inc		5,292 Shares of Common Stock	78,678	115,577
	Booking Holdings Inc		65 Shares of Common Stock	142,874	155,950
	Altria Group Inc Com		3,740 Shares of Common Stock	151,082	177,239
	Voya Financial, Inc.		1,592 Shares of Common Stock	84,011	105,566
	Amgen Inc		670 Shares of Common Stock	133,088	150,730
	Dollar General Corp		220 Shares of Common Stock	26,392	51,883
	Boston Properties Inc Com		1,301 Shares of Common Stock	114,853	149,849
	Lam Research Corp Com		30 Shares of Common Stock	6,852	21,575
	Oracle Corporation		2,720 Shares of Common Stock	193,706	237,211
	Eli Lilly & Co Com		1,180 Shares of Common Stock	147,893	325,940
	Pfizer Inc		5,780 Shares of Common Stock	196,912	341,309
	Albemarle Corp Com		389 Shares of Common Stock	25,974	90,937
	Aptargroup Inc Com		1,330 Shares of Common Stock	153,648	162,898
	Kraton Performance Polymers In		3,112 Shares of Common Stock	71,927	144,148
	Silgan Hldgs Inc Com		1,392 Shares of Common Stock	41,779	59,633
	Azz Inc.		1,926 Shares of Common Stock	74,905	106,489
	Albany Intl Corp New Cl A		2,208 Shares of Common Stock	160,470	195,298
	Altra Holdings Inc		3,282 Shares of Common Stock	105,465	169,253
	Barnes Group Inc Com		3,517 Shares of Common Stock	169,014	163,857
	Belden Inc Com		2,941 Shares of Common Stock	150,806	193,312
	Dycom Inds Inc Com		2,947 Shares of Common Stock	146,618	276,311
	Flowserve Corp Com		2,302 Shares of Common Stock	106,474	70,441
	Harsco Corp		11,093 Shares of Common Stock	235,365	185,364
	Heico Corp Cl A		1,275 Shares of Common Stock	116,802	163,863
	Idex Corp		742 Shares of Common Stock	114,616	175,349
	Carter Holdings		2,106 Shares of Common Stock	188,379	213,169
	Designer Brands Inc		5,437 Shares of Common Stock	93,778	77,260
	Fti Consulting Inc Com		2,430 Shares of Common Stock	238,564	372,811
	Matthews Intl Corp		3,837 Shares of Common Stock	129,905	140,703
	Monro Inc		2,874 Shares of Common Stock	224,806	167,468
	Wolverine World Wide Inc Com		5,506 Shares of Common Stock	160,504	158,628
	World Wrestling Entertainment Inc		2,012 Shares of Common Stock	130,050	99,272
	Nu Skin Enterprises		2,509 Shares of Common Stock	119,775	127,332
	Prestige Consumer Healthcare Inc.		2,131 Shares of Common Stock	65,580	129,245
	Treehouse Foods Inc		2,478 Shares of Common Stock	108,321	100,433

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Nextier Oilfield Solutions Inc		13,755 Shares of Common Stock	80,769	48,830
	Oceaneering Intl Inc		4,675 Shares of Common Stock	71,697	52,874
	Range Res Corp Com		6,780 Shares of Common Stock	48,495	120,887
	Bankunited Inc		5,587 Shares of Common Stock	184,231	236,386
	Banner Corp		953 Shares of Common Stock	50,319	57,819
	Berkshire Hills Bancorp Inc		3,830 Shares of Common Stock	101,254	108,887
	Cohen & Steers Inc Com		2,288 Shares of Common Stock	121,637	211,663
	Jbg Smith Properties		4,416 Shares of Common Stock	168,472	126,783
	Nasdaq, Inc		977 Shares of Common Stock	90,788	205,180
	National Bank Holdings Corp		4,847 Shares of Common Stock	175,183	212,977
	Pacwest Bancorp		3,480 Shares of Common Stock	127,819	157,192
	Signature Bk New York N Y Com		610 Shares of Common Stock	64,435	197,317
	Slr Investment Corp		6,853 Shares of Common Stock	143,314	126,301
	Texas Cap Bancshares Inc Com		1,842 Shares of Common Stock	112,707	110,981
	Wsfs Financial Corp		1,329 Shares of Common Stock	53,864	66,609
	Aci Worldwide Inc		5,334 Shares of Common Stock	171,928	185,090
	Advanced Energy Inds Inc		2,316 Shares of Common Stock	127,603	210,895
	Aspen Technology Inc Com		1,130 Shares of Common Stock	130,179	171,986
	Bottomline Technologies Del Inc		4,141 Shares of Common Stock	184,455	233,842
	Calamp Corp Com		9,191 Shares of Common Stock	96,967	64,888
	Euronet Worldwide Inc.		1,209 Shares of Common Stock	168,532	144,077
	Gartner Inc		714 Shares of Common Stock	94,390	238,704
	Ipg Photonics Corp		733 Shares of Common Stock	99,889	126,179
	Infinera Corp		6,857 Shares of Common Stock	38,925	65,759
	Itron Inc Com		2,939 Shares of Common Stock	184,468	201,380
	Knowles Corp		7,748 Shares of Common Stock	131,272	180,916
	Macom Technology Solutions Holdings, Inc.		3,894 Shares of Common Stock	68,278	304,900
	Ncr Corporation Com		4,487 Shares of Common Stock	129,676	180,377
	Rogers Corp Com		1,099 Shares of Common Stock	151,976	300,027
	Asgn Incorporated		2,485 Shares of Common Stock	134,597	306,649
	Acadia Healthcare Co Inc		3,915 Shares of Common Stock	125,441	237,641
	Catalent Inc		2,170 Shares of Common Stock	101,219	277,825
	Charles River Laboratories		933 Shares of Common Stock	120,605	351,536
	Chemed Corp New Com		630 Shares of Common Stock	223,961	333,295
	Mednax Inc		2,855 Shares of Common Stock	66,195	77,685
	Merit Medical Systems Inc Common Stock		4,169 Shares of Common Stock	198,204	259,729
	Supernus Pharmaceuticals Inc		4,550 Shares of Common Stock	120,539	132,678
	Allete Inc		3,093 Shares of Common Stock	247,036	205,221
	Northwestern Corp Com New		1,282 Shares of Common Stock	90,077	73,279
	Alamos Gold Inc		12,982 Shares of Common Stock	62,400	99,832
	Herbalife Ltd		3,623 Shares of Common Stock	157,296	148,289
	Tronox Holdings Plc		8,671 Shares of Common Stock	90,423	208,364
	Aercap Holdings Nv		3,563 Shares of Common Stock	169,553	233,091
	Alphabet Inc Cl A		146 Shares of Common Stock	166,376	422,968
	Automatic Data Processing Inc		1,000 Shares of Common Stock	167,173	246,580
	Mastercard Inc Cl A		206 Shares of Common Stock	53,908	74,020
	Microsoft Corp		1,200 Shares of Common Stock	160,626	403,584
	Abbott Labs		1,950 Shares of Common Stock	160,697	274,443
	Regeneron Pharmaceuticals Inc		180 Shares of Common Stock	61,740	113,674
	Zoetis Inc		1,020 Shares of Common Stock	110,488	248,911
	Accenture Plc		900 Shares of Common Stock	163,430	373,095
	Carlisle Cos Inc		742 Shares of Common Stock	94,020	184,105
	Huron Consulting Group Inc Com		2,754 Shares of Common Stock	134,032	137,425
	Kbr Inc		3,819 Shares of Common Stock	105,637	181,861
	Knight-Swift Transportation Holdings Inc		2,115 Shares of Common Stock	78,474	128,888

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Wabtec Corp		479 Shares of Common Stock	27,161	44,121
	Willscot Mobile Mini Holdings		3,748 Shares of Common Stock	50,524	153,068
	1-800-Flowers.Com Inc		3,889 Shares of Common Stock	89,052	90,886
	Cal Maine Foods Inc Com New		2,262 Shares of Common Stock	96,735	83,671
	Brp Group Inc		3,261 Shares of Common Stock	56,201	117,755
	Evercore Inc		879 Shares of Common Stock	64,989	119,412
	Pacific Premier Bancorp Com		3,377 Shares of Common Stock	80,588	135,181
	Stag Industrial Inc		1,040 Shares of Common Stock	28,489	49,878
	Ciena Corp Usd 0.01		1,706 Shares of Common Stock	76,208	131,311
	Xperi Holding Corp		3,552 Shares of Common Stock	60,414	67,168
	Coherus Biosciences Inc.		6,806 Shares of Common Stock	118,511	108,624
	Encompass Health Corp		1,878 Shares of Common Stock	131,470	122,558
	Haemonetics Corp Mass		1,040 Shares of Common Stock	85,922	55,162
	Healthequity Inc		1,926 Shares of Common Stock	116,408	85,206
	Quidel Corp		407 Shares of Common Stock	71,814	54,941
	Ecolab Inc		680 Shares of Common Stock	145,532	159,521
	Newmarket Corp Com		100 Shares of Common Stock	38,694	34,272
	Newmont Corporation		2,720 Shares of Common Stock	173,878	168,694
	Royal Gold Inc		720 Shares of Common Stock	90,993	75,751
	C H Robinson Worldwide Inc Com New		1,360 Shares of Common Stock	132,248	146,377
	Clean Harbors Inc		700 Shares of Common Stock	39,001	69,839
	Copart Inc Com		1,060 Shares of Common Stock	109,516	160,717
	Expeditors Intl Wash Inc		1,280 Shares of Common Stock	115,704	171,891
	Fedex Corporation		74 Shares of Common Stock	19,866	19,139
	Hunt J B Trans Svcs Inc		800 Shares of Common Stock	107,755	163,520
	Landstar Sys Inc Com		480 Shares of Common Stock	64,724	85,930
	Msa Safety Incorporated		400 Shares of Common Stock	49,662	60,384
	Old Dominion Freight Lines Inc		590 Shares of Common Stock	115,809	211,444
	Republic Services Inc Cl A Comm		1,300 Shares of Common Stock	123,755	181,285
	Roper Technologies, Inc.		326 Shares of Common Stock	131,589	160,346
	Schneider National Inc		1,160 Shares of Common Stock	30,160	31,216
	3M Co Com		960 Shares of Common Stock	161,600	170,525
	United Parcel Service-Cl B		1,040 Shares of Common Stock	165,400	222,914
	Waste Management Inc		1,200 Shares of Common Stock	135,798	200,280
	Amazon Com Inc Com		89 Shares of Common Stock	278,444	296,756
	Cable One Inc		60 Shares of Common Stock	106,464	105,807
	Charter Communications Inc		300 Shares of Common Stock	180,644	195,591
	Home Depot Inc		686 Shares of Common Stock	189,230	284,697
	Sherwin Williams Co		150 Shares of Common Stock	36,747	52,824
	Target Corp		1,000 Shares of Common Stock	147,655	231,440
	Tractor Supply Co Com		20 Shares of Common Stock	2,753	4,772
	Albertsons Cos Inc		2,960 Shares of Common Stock	50,129	89,362
	Caseys Gen Stores Inc		560 Shares of Common Stock	100,939	110,516
	Church & Dwight Inc		1,080 Shares of Common Stock	100,094	110,700
	Clorox Co		160 Shares of Common Stock	33,759	27,898
	Colgate Palmolive Co		1,900 Shares of Common Stock	145,731	162,146
	Costco Wholesale Corp		570 Shares of Common Stock	192,889	323,589
	Flowers Foods Inc		2,100 Shares of Common Stock	49,172	57,687
	The Hershey Company		860 Shares of Common Stock	125,154	166,384
	Mondelez International Inc		1,060 Shares of Common Stock	60,845	70,289
	Pepsico Inc		1,600 Shares of Common Stock	217,534	277,936
	Philip Morris International In		2,240 Shares of Common Stock	184,248	212,800
	Procter & Gamble Co		2,020 Shares of Common Stock	277,513	330,432
	Walmart Inc		1,700 Shares of Common Stock	232,737	245,973
	Berkshire Hathaway Inc.		820 Shares of Common Stock	207,577	245,180

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333

Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)

December 31, 2021

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Blackrock Inc		260 Shares of Common Stock	140,713	238,046
	Gallagher Arthur J & Co		1,040 Shares of Common Stock	106,506	176,457
	Intercontinental Exchange, Inc		300 Shares of Common Stock	29,609	41,031
	Markel Holdings		112 Shares of Common Stock	117,537	138,208
	Prologis, Inc.		1,360 Shares of Common Stock	134,497	228,970
	Public Storage Inc Com		550 Shares of Common Stock	126,693	206,008
	Agilent Technologies Inc		20 Shares of Common Stock	1,972	3,193
	Akamai Technologies		1,340 Shares of Common Stock	149,087	156,834
	Ansys Inc		438 Shares of Common Stock	141,011	175,691
	Autodesk Inc		228 Shares of Common Stock	52,598	64,111
	Broadcom Inc		550 Shares of Common Stock	197,838	365,976
	Cadence Design Systems Inc		1,200 Shares of Common Stock	121,818	223,620
	Cirrus Logic Inc		900 Shares of Common Stock	74,144	82,818
	Electronic Arts Inc		1,200 Shares of Common Stock	154,356	158,280
	Epam Systems Inc		336 Shares of Common Stock	105,825	224,599
	Fair Issac, Inc		260 Shares of Common Stock	108,523	112,754
	Fortinet Inc		562 Shares of Common Stock	64,728	201,983
	Henry Jack & Assoc Inc Com		700 Shares of Common Stock	112,805	116,893
	Intuit Com		500 Shares of Common Stock	156,776	321,610
	Mettler-Toledo Intl Inc		101 Shares of Common Stock	98,345	171,418
	Monolithic Pwr Sys Inc Com		120 Shares of Common Stock	28,444	59,200
	Skyworks Solutions Inc Com		300 Shares of Common Stock	40,852	46,542
	Synopsys Inc Com		650 Shares of Common Stock	129,998	239,525
	Take-Two Interactive Software		840 Shares of Common Stock	130,611	149,285
	Texas Instruments Inc		1,400 Shares of Common Stock	190,925	263,858
	Tyler Technologies Inc		340 Shares of Common Stock	113,106	182,903
	Verisign Inc Com		670 Shares of Common Stock	134,865	170,059
	Amerisourcebergen Corp Com		1,140 Shares of Common Stock	117,460	151,495
	Baxter Intl Inc		400 Shares of Common Stock	33,242	34,336
	Becton Dickinson & Co		264 Shares of Common Stock	64,324	66,391
	Bristol Myers Squibb Co		3,420 Shares of Common Stock	203,279	213,237
	Cerner Corp Com		1,020 Shares of Common Stock	72,947	94,727
	Danaher Corp		544 Shares of Common Stock	111,452	178,981
	Intuitive Surgical Inc		530 Shares of Common Stock	127,398	190,429
	Iqvia Holdings Inc		420 Shares of Common Stock	67,903	118,499
	Johnson & Johnson		1,920 Shares of Common Stock	287,615	328,454
	Merck & Co Inc New		3,100 Shares of Common Stock	246,049	237,584
	Resmed Inc		680 Shares of Common Stock	122,852	177,126
	Seagen Inc		40 Shares of Common Stock	5,999	6,184
	Thermo Fisher Scientific Inc		326 Shares of Common Stock	140,550	217,520
	United Therapeutics Corp Del Com		200 Shares of Common Stock	37,026	43,216
	Unitedhealth Group Inc		400 Shares of Common Stock	120,477	200,856
	Veeva Systems Inc		316 Shares of Common Stock	82,640	80,732
	West Pharmaceutical Svcs Inc Com		440 Shares of Common Stock	119,980	206,364
	Ameren Corporation		1,320 Shares of Common Stock	101,119	117,493
	American Electric Power Inc		200 Shares of Common Stock	15,831	17,794
	American Water Works Co Inc/Ne		880 Shares of Common Stock	124,878	166,197
	Cms Energy Corp		2,340 Shares of Common Stock	142,685	152,217
	Consolidated Edison Inc		1,400 Shares of Common Stock	101,843	119,448
	Dte Energy Co Com		1,260 Shares of Common Stock	131,071	150,620
	Dominion Energy Inc		940 Shares of Common Stock	74,866	73,846
	Eversource Energy		260 Shares of Common Stock	21,328	23,655
	Hawaiian Elec Inds Inc		1,440 Shares of Common Stock	47,719	59,760
	Idacorp Inc Com		640 Shares of Common Stock	53,232	72,518
	Nextera Energy, Inc.		2,400 Shares of Common Stock	166,875	224,064
	Wec Energy Group Inc		1,640 Shares of Common Stock	154,620	159,195

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Xcel Energy Inc Com		1,900 Shares of Common Stock	130,091	128,630
	T-Mobile Us Inc		1,540 Shares of Common Stock	174,932	178,609
	Verizon Communications		5,560 Shares of Common Stock	326,822	288,898
	Amdocs Limited Com		1,960 Shares of Common Stock	113,139	146,686
	Atlassian Corporation Plc		504 Shares of Common Stock	93,774	192,170
	Everest RE Group Ltd Mrg'd w Everest Reinsurance		514 Shares of Common Stock	111,784	140,795
	Genpact Ltd		2,800 Shares of Common Stock	123,178	148,624
	Medtronic, Plc		1,160 Shares of Common Stock	121,539	120,002
	Renaissancere Holdings Com		160 Shares of Common Stock	27,610	27,093
	Globant Sa		308 Shares of Common Stock	53,181	96,740
	Qiagen N.V.		1,480 Shares of Common Stock	72,430	82,258
	Ishares Russell Mid-Cap Etf		681 Shares of Common Stock	37,189	56,530
	Ishares Russell 2000 Etf		195 Shares of Common Stock	30,055	43,378
	Ishares Core S&P Small-Cap Etf		709 Shares of Common Stock	40,211	81,188
	Mercury Systems Inc		1,214 Shares of Common Stock	69,857	66,843
	Teledyne Technologies Inc		304 Shares of Common Stock	199,717	132,815
	Kb Home		1,716 Shares of Common Stock	71,600	76,757
	J & J Snack Foods Corp		182 Shares of Common Stock	29,494	28,749
	Diamondback Energy Inc		1,158 Shares of Common Stock	118,743	124,890
	Ehealth Inc		1,508 Shares of Common Stock	100,759	38,454
	Huntington Bancshares Inc		9,350 Shares of Common Stock	123,580	144,177
	United Community Banks Inc/Ga		2,156 Shares of Common Stock	74,114	77,487
	Box Inc		4,889 Shares of Common Stock	112,461	128,043
	PetiQ Inc		2,826 Shares of Common Stock	95,654	64,178
	Avery Dennison Corp		610 Shares of Common Stock	131,505	132,108
	Seaboard Corp Del Com		4 Shares of Common Stock	15,340	15,740
	Autozone Inc		54 Shares of Common Stock	91,479	113,205
	Netflix Inc		94 Shares of Common Stock	57,424	56,629
	O'Reilly Automotive Inc		86 Shares of Common Stock	51,642	60,736
	Service Corp Intl		1,560 Shares of Common Stock	90,836	110,744
	Archer Daniels Midland Co		540 Shares of Common Stock	34,392	36,499
	Coca Cola Co		2,120 Shares of Common Stock	117,285	125,525
	Ingredion Inc		360 Shares of Common Stock	35,556	34,790
	Estee Lauder Companies Inc		340 Shares of Common Stock	101,216	125,868
	Tyson Foods Inc Cl A Del		840 Shares of Common Stock	65,989	73,214
	Alleghany Corp Del New		182 Shares of Common Stock	128,766	121,501
	American Homes 4 Rent		300 Shares of Common Stock	11,525	13,083
	Avalonbay Cmnty Inc Com		600 Shares of Common Stock	143,276	151,554
	Cboe Global Markets, Inc.		30 Shares of Common Stock	3,990	3,912
	Camden Ppty Tr Sh Ben Int		840 Shares of Common Stock	128,612	150,091
	Cubsmart		1,960 Shares of Common Stock	97,671	111,544
	Essex Ppty Tr Com		182 Shares of Common Stock	60,554	64,106
	Extra Space Storage Inc Com		780 Shares of Common Stock	125,024	176,849
	Hanover Ins Group Inc		440 Shares of Common Stock	52,927	57,666
	Life Storage, Inc.		760 Shares of Common Stock	91,660	116,417
	Mercury Gen Corp New		600 Shares of Common Stock	36,324	31,836
	Mid America Apartment Com		760 Shares of Common Stock	118,778	174,374
	Northern Trust Corp		1,000 Shares of Common Stock	116,219	119,610
	Raymond James Finl Inc		1,500 Shares of Common Stock	125,962	150,600
	Sun Cmnty Inc Com		300 Shares of Common Stock	62,506	62,991
	Travelers Companies, Inc		580 Shares of Common Stock	86,052	90,729
	Apple Inc		1,880 Shares of Common Stock	263,447	333,832
	Caci Intl Inc Formerly Caci Inc To 12/23/86 Cl A		296 Shares of Common Stock	74,760	79,686
	Cisco Systems Inc		620 Shares of Common Stock	34,755	39,289
	Dell Technologies Inc.		1,460 Shares of Common Stock	72,808	82,008

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333

Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)

December 31, 2021

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Dolby Laboratories Inc		60 Shares of Common Stock	5,382	5,713
	Factset Resh Sys Inc Com		70 Shares of Common Stock	27,798	34,021
	Kla Corporation		114 Shares of Common Stock	33,042	49,033
	Manhattan Associates, Inc Com		330 Shares of Common Stock	54,302	51,312
	Paychex Inc		240 Shares of Common Stock	28,077	32,760
	Qualcomm Inc		80 Shares of Common Stock	11,390	14,629
	Salesforce Com Inc Com		42 Shares of Common Stock	11,035	10,673
	Science Applications Internati		40 Shares of Common Stock	3,296	3,344
	Vmware Inc		643 Shares of Common Stock	75,975	74,510
	Abbvie Inc		80 Shares of Common Stock	9,477	10,832
	Biomarin Pharmaceutical Inc		80 Shares of Common Stock	6,654	7,068
	Gilead Sciences Inc		540 Shares of Common Stock	37,555	39,209
	Idexx Corp		120 Shares of Common Stock	60,771	79,015
	Laboratory Crp Of Amer Hldgs		514 Shares of Common Stock	138,005	161,504
	Mckesson Corp		700 Shares of Common Stock	132,624	173,999
	Molina Healthcare Inc		48 Shares of Common Stock	11,936	15,268
	Schein Henry Inc		580 Shares of Common Stock	45,618	44,967
	Duke Energy Holding Corp. Com		540 Shares of Common Stock	54,444	56,646
	Evergy Inc		2,120 Shares of Common Stock	130,746	145,453
	Exelon Corporation		1,440 Shares of Common Stock	70,212	83,174
	Public Svc Enterprise Group Inc		1,780 Shares of Common Stock	104,377	118,779
	White Mountains Insurance Group Inc Com		40 Shares of Common Stock	42,878	40,556
	Chubb Limited		700 Shares of Common Stock	122,888	135,317
	Ss&C Technologies Holdings Inc		220 Shares of Common Stock	16,433	18,036
	Total Common Stock			\$ 30,181,239	\$ 40,117,822

Limited Partnerships:

Cabrillo Commerce Center LLC	Interest in Limited Partnership	\$ 2,989,132	\$ 16,801,833
Great Hills Equity	Interest in Limited Partnership	1,952,013	5,328,732
Lovell Minnick	Interest in Limited Partnership	2,253,511	1,050,705
Hickory Lane Fund	Interest in Limited Partnership	6,000,000	5,112,188
Madrona	Interest in Limited Partnership	1,930,729	914,511
Merit Energy Partners Fund J	Interest in Limited Partnership	4,976,488	4,234,107
Merit Energy Partners Fund K	Interest in Limited Partnership	1,846,671	1,885,481
Related Real Estate Fund III	Interest in Limited Partnership	1,755,405	2,090,805
NB Crossroads Fund XXI	Interest in Limited Partnership	4,398,383	12,937,840
NB Crossroads Fund XXII	Interest in Limited Partnership	12,650,000	24,447,375
Newbury Secondary Fund	Interest in Limited Partnership	2,782,406	316,366
Oak Tree	Interest in Limited Partnership	1	44,400
Pacific Crossroads Properties, Inc.	Interest in Limited Partnership	3,183,740	6,923,093
Patrick Airport Business Center LLC	Interest in Limited Partnership	895,422	5,171,664
Portfolio Advisors Fund IV	Interest in Limited Partnership	1,716,467	1,070,098
Portfolio Advisors Fund VIII	Interest in Limited Partnership	5,647,183	12,711,169
Q-Blk Real Assets II, L.P.	Interest in Limited Partnership	2,189,215	2,495,281
Seatac Village Shopping Center LLC	Interest in Limited Partnership	5,198,242	12,546,791
Thompson Street II, L.P.	Interest in Limited Partnership	482,319	1,009,744
Venture Investment Associates VI	Interest in Limited Partnership	2,693,735	3,540,741
WLR Recovery fund IV	Interest in Limited Partnership	1,366,496	77,994
PRISA L.P.	Interest in Limited Partnership	10,909,728	14,567,188
Aberdeen US Private Equity VII, L.P.	Interest in Limited Partnership	3,984,867	5,678,888
Portfolio Advisors Fund XI	Interest in Limited Partnership	9,286,313	19,805,631
Encap Energy Capital Fund, L.P.	Interest in Limited Partnership	3,335,323	3,267,643
Iron Point Real Estate Partners IC, L.P.	Interest in Limited Partnership	3,817,065	4,296,664
Encap Flatrock Midstream Fund IV-C	Interest in Limited Partnership	835,654	776,698
Resource Capital Fund, L.P.	Interest in Limited Partnership	2,074,886	3,122,606

Les Schwab Profit Sharing Retirement Plan, EIN 93-0470437, Plan # 333**Schedule H, line 4i, Schedule of Assets (Held for Investment Purposes)****December 31, 2021**

(a)	(b) Identity of Issue, Borrower, or Similar Party	Lessor	(c) Description of Investment including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	David Kempner Institutional L.P.		Interest in Limited Partnership	11,000,000	11,090,270
	Bain Capital Real Estate Fund II L.P.		Interest in Limited Partnership	1,622,512	1,622,220
	Arkkan Opportunities Feeder Fund LTD		Interest in Limited Partnership	8,700,000	8,719,475
	AACP VI L.P.		Interest in Limited Partnership	505,715	391,149
	Montauk Trigaurd Fund VII L.P.		Interest in Limited Partnership	2,471,412	6,675,411
	Montauk Trigaurd Fund VIII L.P.		Interest in Limited Partnership	1,601,667	2,537,529
	Total Limited Partnerships			\$ 127,052,700	\$ 203,262,290

Privately Managed Investment Funds:

Anchorage Capital Partners	Interest in Privately Managed Inv. Fnd.	\$ 994,133	\$ 2,094,811
Atalan Offshore Fund	Interest in Privately Managed Inv. Fnd.	6,500,000	8,534,047
Aurelius Capital International Fund	Interest in Privately Managed Inv. Fnd.	10,132,874	12,374,481
Canyon Value	Interest in Privately Managed Inv. Fnd.	2,116,101	8,409,057
Elliot International	Interest in Privately Managed Inv. Fnd.	8,638,772	25,773,633
King Street Capital	Interest in Privately Managed Inv. Fnd.	-	1,215,759
OZ Overseas	Interest in Privately Managed Inv. Fnd.	106,026	201,634
Pennant Windward	Interest in Privately Managed Inv. Fnd.	520,001	619,625
Phara Gaia Fund	Interest in Privately Managed Inv. Fnd.	8,000,000	9,049,988
Shellback Offshore Fund	Interest in Privately Managed Inv. Fnd.	5,752,405	10,470,749
Shepherd	Interest in Privately Managed Inv. Fnd.	1	76,368
Silver Point Capital Offshore Fund	Interest in Privately Managed Inv. Fnd.	8,500,000	11,165,521
Wexford Offshore Spectrum Fund	Interest in Privately Managed Inv. Fnd.	485,675	484,994
Total Privately Managed Investment Funds		\$ 51,745,988	\$ 90,470,667

Cash Equivalents:

	<u>Rate</u>	<u>Term</u>	<u>Maturity</u>		
* Wells Fargo Bank - MMF				12,586,349	12,586,349
Total Cash Equivalents				\$ 12,586,349	\$ 12,586,349

Total Investments**\$ 547,842,626 \$ 800,718,385**

* Denotes a party-in-interest