HIGHFIELDS INC. EMPLOYEE DEFERRED COMPENSATION PLAN

REPORT ON FINANCIAL STATEMENTS
(with supplemental schedule)

YEARS ENDED DECEMBER 31, 2022 AND 2021

Maner Costerisan

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Maner Costerisan

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Highfields Inc. Employee Deferred Compensation Plan

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

We have performed audits of the financial statements of Highfields Inc. Employee Deferred Compensation Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

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

Opinion

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

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risk 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 Highfields Inc. Employee Deferred Compensation 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 Highfields Inc. Employee Deferred Compensation Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

Supplemental Schedule Required by ERISA

The supplemental schedule, as identified in the table of contents, as of December 31, 2022, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Maner Costerisan PC

July 26, 2023

HIGHFIELDS INC. EMPLOYEE DEFERRED COMPENSATION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2022 AND 2021

	2022	2021
ASSETS		
Investments, at fair value		
Mutual funds	$ 2,247,620	$ 2,733,621
Collective trusts	68,440	58,338
Total investments, at fair value	2,316,060	2,791,959
Receivables		
Notes receivable from participants	7,479	7,384
Employer contributions receivable	2,543	-
Employee contributions receivable	5,885	4,467
Total receivables	15,907	11,851
NET ASSETS AVAILABLE FOR BENEFITS	$ 2,331,967	$ 2,803,810

See notes to financial statements.

HIGHFIELDS INC. EMPLOYEE DEFERRED COMPENSATION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2022 AND 2021

	2022	2021
ADDITIONS TO NET ASSETS		
Investment income (loss)		
Net appreciation (depreciation) in fair value of investments	$ (624,993)	$ 212,788
Interest and dividends	95,661	153,437
Total investment income (loss)	(529,332)	366,225
Contributions		
Employer	67,014	-
Participants	145,578	124,029
Total contributions	212,592	124,029
TOTAL ADDITIONS TO NET ASSETS	(316,740)	490,254
DEDUCTIONS FROM NET ASSETS		
Benefits paid to participants	139,304	257,852
Administrative expenses	15,799	16,890
TOTAL DEDUCATIONS FROM NET ASSETS	155,103	274,742
NET INCREASE (DECREASE)	(471,843)	215,512
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	2,803,810	2,588,298
End of year	$ 2,331,967	$ 2,803,810

See notes to financial statements.

HIGHFIELDS INC. EMPLOYEE DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 1 - DESCRIPTION OF THE PLAN

The following brief description of the Highfields Inc. Employee Deferred Compensation Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan agreement for a more complete description of the plan provisions.

General

The Plan is a defined contribution plan pursuant to Section 401(k) of the Internal Revenue Code covering substantially all employees of Highfields Inc. (the Company or the Employer) who have one year of service (1,000 hours in a relevant 12 month counting period) and are age 21 or older. Entry dates into the Plan occur on a quarterly basis. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each year a participant may contribute via salary deferral up to 100% of annual pretax compensation as defined in the Plan, subject to certain limitations under the Internal Revenue Code. Participants who have attained age 50 before the close of the plan year shall be eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollovers). The Plan received $0 in rollover contributions during 2022 and 2021, respectively. Participants may designate a portion of their salary deferral as Roth contributions which are made on an after-tax basis. No after-tax contributions, other than Roth contributions, to the Plan are permitted.

Effective January 1, 2022, the Plan reinstated a safe harbor match. The employer will match 100% of participant contributions up to 3% of compensation and 50% of the next 2% of participant contributions, up to 4% of compensation. Eligibility is defined as having worked 1000 hours in 12 consecutive months and is over 21 years of age.

Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of (a) the Company's contributions (when applicable), (b) plan investment earnings, and (c) administrative expenses. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their voluntary contributions and safe harbor matching contributions. Discretionary profit-sharing amounts, if any, are based on years of continuous service. A participant is fully vested after 3 years of service.

Forfeitures

At December 31, 2022 and 2021, forfeited non-vested accounts totaled $0, respectively. Forfeitures may first be used to pay administrative expenses of the Plan and to restore previously forfeited amounts to reemployed participants, if any. Any remaining forfeitures will be used to reduce employer contributions for the plan year. During December 31, 2022 and 2021, $0, respectively, of forfeitures were used.

NOTE 1 - DESCRIPTION OF THE PLAN (continued)

Hardship Withdrawals

A participant may elect to withdraw the balance of their account attributable to their salary reduction election and earnings attributable to those contributions, provided such withdrawal is to meet their immediate and significant financial needs.

Payment of Benefits

On termination of service due to death, disability, or retirement, a participant will receive benefits in the form of a lump sum. Upon attaining normal retirement age (age 59.5 and the completion of five years of service), participants may elect to have their vested account balance distributed while still employed. Special distribution rules apply to a very limited amount of plan assets attributable to a prior money purchase pension plan.

Notes Receivable from Participants

Participants may borrow from their vested fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their account balance. The loans are secured by the balance in the participant's account. The loan interest rate, determined quarterly, is set at 1% above the prime rate, as defined. Principal and interest is paid ratably through monthly payroll deductions.

NOTE 2 - SUMMARY OF SIGNIFICANT 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 conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

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

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Notes Receivable from Participants

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

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain administrative expenses of the Plan are paid by the Company. Expenses that are paid by the Company are excluded from these financial statements.

Subsequent Events

The Plan evaluates events and transactions that occur after year end for potential recognition or disclosure in the financial statements. These subsequent events have been considered through July 26, 2023 which is the date the financial statements were available to be issued. Effective April 30th, 2023, there will no longer be a safe harbor employer matching contribution.

NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE (UNAUDITED)

The following is a summary of Plan financial information and data certified by Capital Bank and Trust Company, the trustee, in accordance with Section 2520.103-5 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA.

Statements of net assets available for benefits as of December 31:

	2022	2021
Investments, at fair value:		
Mutual funds	$ 2,247,620	$ 2,733,621
Collective trusts	68,440	58,338
Total investments, at fair value	2,316,060	2,791,959
Notes receivable from participants	7,479	7,384
	$ 2,323,539	$ 2,799,343

NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE (UNAUDITED) (continued)

Statements of changes in net assets available for benefits for years ended December 31,

	2022	2021
Interest and dividends income	$ 95,661	$ 153,437
Net appreciation (depreciation) in fair value	(624,993)	212,788
	$ (529,332)	$ 366,225

NOTE 4 - FAIR VALUE MEASUREMENTS

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

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

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

NOTE 4 - FAIR VALUE MEASUREMENTS (continued)

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

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

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

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

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

Assets at fair values as of December 31, 2022:

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 2,247,620	$ -	$ -	$ 2,247,620
Total assets in the fair value hierarchy	$ 2,247,620	$ -	$ -	2,247,620
Collective trusts, at net asset value				68,440
Total investments, at fair value				$ 2,316,060

NOTE 4 - FAIR VALUE MEASUREMENTS (continued)

Assets at fair values as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 2,733,621	$ -	$ -	$ 2,733,621
Total assets in the fair value hierarchy	$ 2,733,621	$ -	$ -	2,733,621
Collective trusts, at net asset value				58,338
Total investments, at fair value				$ 2,791,959

Fair Value of Investments in Entities that Use NAV

The following table summarizes investments measured at fair value based on NAV per share as of December 31, 2022 and 2021.

December 31, 2022	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Reliance MetLife GAC Series	$ 68,440	None	Daily	None

December 31, 2021	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Reliance MetLife GAC Series	$ 58,338	None	Daily	None

NOTE 5 - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to amend or terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in their accounts.

NOTE 6 - INCOME TAX STATUS

The Company adopted a preapproved plan from Foster Swift, which received a favorable opinion letter from the Internal Revenue Service (IRS). Although the Plan has been amended, the Company believes the Plan currently is designed and being operated in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

NOTE 7 - RELATED PARTY TRANSACTIONS

Plan investments are shares of mutual funds and collective trusts of the American Funds. The Plan's trustee is Capital Bank and Trust, which is related to the American Funds. Therefore, these transactions qualify as exempt party-in interest transactions.

Certain administrative expenses of the Plan are paid directly by the plan sponsor and are not charged to the Plan.

NOTE 8 - RISKS AND UNCERTANTIES

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

SUPPLEMENTAL SCHEDULE

HIGHFIELDS INC. EMPLOYEE DEFERRED COMPENSATION PLAN
EIN: 38-6099698, PN:002, FORM 5500, SCHEDULE H, LINE 4i
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2022

(a)	(b) Identity of Issuer	(c) Description	(d) Cost	(e) Current Value
	AllianzGI	AllianzGI Mid-Cape Value Instl	N/R	$ 93,838
*	American Funds	American Funds 2010 Target Date Fund R6	N/R	60,146
*	American Funds	American Funds 2015 Target Date Fund R6	N/R	216,188
*	American Funds	American Funds 2020 Target Date Fund R6	N/R	1,211
*	American Funds	American Funds 2030 Target Date Fund R6	N/R	115,755
*	American Funds	American Funds 2035 Target Date Fund R6	N/R	195,736
*	American Funds	American Funds 2040 Target Date Fund R6	N/R	82,817
*	American Funds	American Funds 2045 Target Date Fund R6	N/R	25,778
*	American Funds	American Funds 2050 Target Date Fund R6	N/R	56,555
*	American Funds	American Funds 2055 Target Date Fund R6	N/R	9,925
*	American Funds	American Funds 2060 Target Date Fund R6	N/R	12,281
*	American Funds	American Funds Am Cap R6	N/R	17,595
*	American Funds	American Funds American Balanced R6	N/R	14,724
*	American Funds	American Funds American Mutual R6	N/R	188,536
*	American Funds	American Funds American HI Inc TR R6	N/R	7,059
*	American Funds	American Funds Bond Fund of Amer R6	N/R	24,924
*	American Funds	American Funds Capital World Bond R6	N/R	28,418
*	American Funds	American Funds Capital World G/I R6	N/R	6,463
*	American Funds	American Funds Europacific GR R6	N/R	80,334
*	American Funds	American Funds Income Fund of Amer R6	N/R	13,150
*	American Funds	American Funds Inflation Linked Bd RD R6	N/R	25,095
*	American Funds	American Funds SmallCap World R6	N/R	1,000
*	American Funds	American Funds US Govt Money Market R6	N/R	304
	Blackrock	Blackrock Floating Rate Income Instl	N/R	26,257
	Blackrock	Blackrock Mid-Cap Growth Equity Instl	N/R	72,890
	Blackrock	Blackrock Technology Opportunities Insti	N/R	61,760
	Blackrock	Blackrock Event Driven Equity	N/R	38,625
	DFA	DFA International Small Company I	N/R	45,890
	DFA	DFA Real Estate Securities I	N/R	56,999
	DFA	DFA US Targeted Value I	N/R	69,555
	Dodge & Cox	Dodge & Cox International Stock	N/R	78,856
	Federated Hermes	Federated Hermes Instl High Yield Bond	N/R	23,960
	Fidelity	Fidelity Advisor Health Care Z	N/R	61,675
	Fidelity	Fidelity Blue Chip Growth Fund	N/R	187,985
	Goldman Sachs	Goldman Sachs Emerging Mkts Eqty Instl	N/R	67,693
	MFS	MFS Emerging Markets Debt R6	N/R	23,683

HIGHFIELDS INC. EMPLOYEE DEFERRED COMPENSATION PLAN
EIN: 38-6099698, PN:002, FORM 5500, SCHEDULE H, LINE 4i
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2022

(a)	(b) Identity of Issuer	(c) Description	(d) Cost	(e) Current Value
	American Beacon	American Beacon Ark Transfmt Innov Y	N/R	$ 19,617
	Buffalo	Buffalo Small Cap Institutional	N/R	73,365
	Cohen & Steers	Cohen & Steers Global Infrastructure I	N/R	44,880
	Vanguard	Vanguard 500 Index Fund - Admiral	N/R	16,098
				2,247,620
	MetLife	Reliance MetLife GAC Series CCT	N/R	68,440
*	Participants	Notes receivable, interest at 4.25% -5.75% due 2023 to 2027	0	7,479
				$ 2,323,539

* - Denotes party-in-interest to the Plan

N/R - Not required, all funds are participant directed