

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 <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>HUSCH BLACKWELL LLP 401(K) PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1978</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>01/01/1978</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>01/01/1978</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>HUSCH BLACKWELL LLP</u> <u>4801 MAIN STREET</u> <u>SUITE 1000</u> <u>KANSAS CITY, MO 64112</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>26-1688286</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>816-983-8000</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>541110</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>26-1688286</u>	2c Plan Sponsor's telephone number <u>816-983-8000</u>	2d Business code (see instructions) <u>541110</u>	
2b Employer Identification Number (EIN) <u>26-1688286</u>					
2c Plan Sponsor's telephone number <u>816-983-8000</u>					
2d Business code (see instructions) <u>541110</u>					

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	08/02/2022	BRET D. CHAPMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	1617
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	1226
a(2) Total number of active participants at the end of the plan year		6a(2)	1325
b Retired or separated participants receiving benefits.....		6b	19
c Other retired or separated participants entitled to future benefits		6c	373
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	1717
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	1
f Total. Add lines 6d and 6e		6f	1718
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	1635
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2A 2E 2F 2G 2J 2T 3B 3H 2R			
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 HUSCH BLACKWELL LLP 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 HUSCH BLACKWELL LLP	D Employer Identification Number (EIN) 26-1688286	

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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
37 64 65 71	RECORDKEEPER	133580	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ONE ADVISORY PARTNERS, LLC

45-4357540

(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?
26	OTHER SERVICES	60474	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

STRATEGIC ADVISORS, INC.

04-2654524

(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	ADVISOR	32632	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)

PROVIDENCE FINANCIAL ADVISORS, LLC

47-3575125

(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 70	INVESTMENT ADVISOR	16521	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FCI ADVISORS

43-1703335

(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?
26 70	INVESTMENT ADVISOR	15279	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CGO WEALTH MANAGEMENT, LLC

27-3727150

(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?
26	OTHER SERVICES	11036	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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:

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

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 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 HUSCH BLACKWELL LLP 401(K) PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 HUSCH BLACKWELL LLP	D Employer Identification Number (EIN) 26-1688286	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	10530259	11496633
(2) Participant contributions.....	1b(2)	583422	671571
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	4165141	3637260
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	457324971	531965813
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	0	0
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	472603793	547771277

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	472603793	547771277
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	16316142	
(B) Participants	2a(1)(B)	14187692	
(C) Others (including rollovers).....	2a(1)(C)	3420122	
(2) Noncash contributions.....	2a(2)	0	33923956
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	218074	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		218074
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	0	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		68938905
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		0
c Other income.....	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		103080935
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	27254232	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		27254232
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		27149
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	32632	
(4) Other.....	2i(4)	228428	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		261060
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		27542441
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		75538494
l Transfers of assets:			
(1) To this plan.....	2l(1)		3586210
(2) From this plan.....	2l(2)		3957220

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: RUBINBROWN LLP

(2) EIN: 43-0765316

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

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

Part IV Compliance Questions

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

During the plan year:

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

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?	X		12
4l	X		12
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		X	
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)	
HUSCH BLACKWELL LLP ASSOCIATE 401(K) PLAN	26-1688286	012	
HUSCH BLACKWELL STRATEGIES LLC 401K PLAN	36-2612034	001	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 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 HUSCH BLACKWELL LLP 401(K) PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 HUSCH BLACKWELL LLP	D Employer Identification Number (EIN) 26-1688286

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
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107	
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 _____

HUSCH BLACKWELL LLP
401(k) PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2021

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Independent Auditors' Report

Plan Administrator
Husch Blackwell LLP 401(k) Plan
St. Louis, Missouri

Scope And Nature Of The ERISA Section 103(a)(3)(C) Audit For The 2021 Financial Statements

We have performed an audit of the financial statements of Husch Blackwell LLP 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2021 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, 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 year ended December 31, 2021, stating that the certified investment information, as described in Notes 3 and 4 to the financial statements, is complete and accurate.

Opinion On The 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities For The Audit Of The 2021 Financial Statements section

- The amounts and disclosures in the accompanying 2021 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 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis For Opinion On The 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities For The Audit Of The 2021 Financial Statements section of our report. We are required to be independent of Husch Blackwell LLP 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 2021 Financial Statements

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

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

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

Auditors' Responsibilities For The Audit Of The 2021 Financial Statements

Except as described in the Scope And Nature Of The ERISA Section 103(a)(3)(C) Audit For The 2021 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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America 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 auditing standards generally accepted in the United States of America, 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 Husch Blackwell LLP 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Husch Blackwell LLP 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 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 Matter

2021 Supplemental Schedule Required By ERISA

The supplemental schedules of assets held at year end as of December 31, 2021 and delinquent participant contributions for the year ended December 31, 2021 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditors' Report On The 2020 Financial Statements

We were engaged to audit the statement of net assets available for benefits of Husch Blackwell LLP 401(k) Plan as of December 31, 2020, and the related statement of changes in net assets available for benefits for the year then ended. As permitted by 29 CFR 2520.103-8 of the Department Of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by a qualified institution. In our report, dated July 8, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department Of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

RubinBrown LLP

July 7, 2022

HUSCH BLACKWELL LLP 401(k) PLAN

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2021	2020
Assets		
Investments, At Fair Value		
Investment in Master Trust	\$ 531,965,813	\$ 457,324,971
Receivables		
Participant contributions	671,571	583,422
Firm contributions	11,496,633	10,530,259
Notes receivable from participants	3,674,757	4,174,698
Total Receivables	15,842,961	15,288,379
Net Assets Available For Benefits	\$ 547,808,774	\$ 472,613,350

HUSCH BLACKWELL LLP 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	For The Years Ended December 31,	
	2021	2020
Additions To Net Assets Attributed To:		
Contributions		
Firm	\$ 16,316,142	\$ 15,072,915
Participant	14,187,692	12,266,615
Participant rollovers	3,420,121	2,597,921
Total Contributions	33,923,955	29,937,451
Deductions From Net Assets Attributed To:		
Benefits paid directly to participants	27,254,232	41,031,933
Administrative expenses	261,060	262,401
Total Deductions	27,515,292	41,294,334
Investment Income		
Net investment income from Master Trust	68,938,905	56,670,546
Interest Income On Notes Receivable From Participants	218,865	168,621
Net Increase Before Transfers From (To) Other Plans	75,566,433	45,482,284
Transfers From (To) Other Plans	(371,009)	1,666,002
Net Increase	75,195,424	47,148,286
Net Assets Available For Benefits - Beginning Of Year	472,613,350	425,465,064
Net Assets Available For Benefits - End Of Year	\$ 547,808,774	\$ 472,613,350

HUSCH BLACKWELL LLP 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 And 2020

1. Description Of The Plan

The following description of Husch Blackwell LLP 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan Document for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all partners and employees of Husch Blackwell LLP (the Firm or Employer) with the exception of leased employees, nonresident aliens, persons classified as independent contractors, union employees, law clerks, summer interns and summer associates, seasonal or temporary workers, and employees employed as "associate" attorneys. Effective January 1, 2018, Husch Blackwell LLP 401k Plan was adopted by Husch Blackwell Strategies LLC. Effective December 31, 2021, all assets attributable to Husch Blackwell Strategies LLC participants were transferred out of the plan in the amount of \$3,941,350. This amount is netted with transfers from other plans on the Statement of Changes in Net Assets Available for Benefits.

Individuals are eligible to become participants in the Plan for the purpose of making 401(k) elective deferrals on their employment commencement date. Individuals are eligible to begin receiving Firm contributions as of the January 1 or July 1 entry date following the completion of one year of service. A year of service is a 12-month period beginning on the date of hire (or any subsequent Plan year) if, during that 12-month period, an employee has at least 1,000 hours of service with the Firm.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Contributions

Participants may elect to contribute a certain dollar deferral amount of their compensation, as defined in the Plan Document, as elective salary deferral contributions, not to exceed limitations specified by the Internal Revenue Service (the IRS). Salary deferral contributions can be made as either pre-tax or Roth contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollover).

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements (*Continued*)

Effective June 1, 2017, the Plan adopted an automatic 6% deferral provision for all eligible participants. Partners, temporary employees and participants who work for both Husch Blackwell and Husch Blackwell Strategies are excluded from this provision. A participant can make an election to forego or otherwise change the automatic deferral by making an affirmative election in accordance with procedures established by the Plan Administrator. Each July, the deferral election for each participant will be increased by 1%, up to a maximum deferral percentage of 10%. A participant can make an election to forego or otherwise change the automatic deferral election increases in accordance with procedures established by the Plan Administrator.

All participants who are eligible to make elective deferrals under the Plan and who have attained age 50 before the close of the Plan year shall be eligible to make catch up contributions in accordance with, and subject to the limitations of the IRS.

The Firm contributes three percent of annual pay on behalf of each eligible participant. Prior to January 1, 2021, the three percent contribution was delegated as a “safe harbor” contribution. Effective, January 1, 2021, the three percent contribution is designated as a discretionary non-elective contribution.

The Firm may make an additional discretionary contribution to the Plan in addition to the 3% employer non-elective contribution. The Firm’s discretionary contribution, if any, will be allocated to participants who are employed on the last day of the Plan year. The additional contribution ranges from 3% to slightly higher than 10% of covered compensation except as required by the IRS to pass certain nondiscrimination rules and is based on allocation groups as defined in the Plan Document. Discretionary contributions totaled \$16,084,093 and \$10,320,909 for the years ended December 31, 2021 and 2020, respectively. Three percent contributions totaled \$232,049 and \$4,752,006 for the years ended December 31, 2021 and 2020, respectively.

Participant Accounts

Each participant’s account is credited with the participant’s elective salary deferral contributions, the Firm’s contributions made on his or her behalf, rollover contributions, and an allocation of the Plan’s earnings. The allocation of earnings is determined by the earnings of the participant’s investment selection based on each participant’s account balance, as defined in the Plan Document. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s account.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements (*Continued*)

Vesting

All participants are 100% vested in their contributions, the Firm's contributions, and all earnings thereon.

During 2021 and 2020, forfeitures (relating to legacy accounts of former employees) in the amount of \$967 and \$1,304, respectively, were used to reduce Firm contributions. At December 31, 2021 and 2020, there were no unapplied forfeitures.

Payment Of Benefits

The Plan provides for retirement at age 65. At retirement, termination, or attainment of age 59-1/2, a participant may elect to receive a distribution equal to all or any portion of the value of his or her account in the form of a lump sum payment.

In the event the participant's account does not exceed \$1,000, excluding rollover and transfer amounts, the balance shall be distributed in a lump sum or as otherwise requested by the participant following termination of employment. If the account balance exceeds \$1,000 but does not exceed \$5,000, amounts payable shall be rolled over to an individual retirement account established on behalf of the distributee, unless otherwise elected.

Participants may apply for a hardship distribution if all other distributions and loans currently available have already been received and the financial need requirements, as defined in the Plan Document, have been met. Hardship distributions may not exceed a participant's account balance less nonelective contributions, matching contributions, and the earnings on such amounts.

Notes Receivable From Participants

The Plan allows participants to borrow money from their accounts, subject to the following restrictions:

- a. No loan may be less than \$1,000.
- b. Each loan cannot exceed the lesser of:
 - (1) \$50,000 (reduced by the amount by which the highest outstanding balance of loans to the participant during the preceding year exceeds the outstanding loan balance on the date the loan is made); or
 - (2) 50% of the participant's interest in the Plan.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements *(Continued)*

- c. Only one loan may be outstanding at a time, except for loan balances transferred from other plans that allowed more than one loan balance outstanding.

Loans must be repaid by the end of five years from the date of the loan or by the end of the calendar year in which the borrower attains age 70-1/2, whichever occurs first. The repayment period may be extended, for up to 15 years, if the proceeds of the loan will be used to acquire a principal residence.

Notes receivable are secured by participants' vested account balances. The loans are due in installment payments, through payroll withholding, including principal and interest at rates of prime on the first business day of the month in which the loan is processed plus 1%.

Investment Options

Elective salary deferral, Firm, and rollover contributions credited to a participant's account are invested in funds offered under the Plan according to the investment options selected by the participant.

The Individually Directed Account alternative allows participants to establish a brokerage account and invest in any investments permitted by rules and regulations applicable to employee benefit plans and allowed by the Plan Committee.

Administrative Expenses

Certain administrative expenses are paid by the Plan and allocated to participants' accounts. The Firm, at its sole discretion may elect at any time to pay part or all of such expenses.

CARES Act

On March 27, 2020, the Coronavirus Aid, Relief and Economic Security, or CARES Act was passed into law. The CARES Act outlines special rules for use of retirement funds for those affected by COVID-19 that temporarily allow for the following: tax-favored withdrawals, increased loan limits to \$100,000, suspension of repayment of loans for up to a year, and delay of minimum required distributions. The Plan adopted the provisions. In addition, qualified individuals, were allowed to obtain an additional loan. These provisions expired on December 31, 2020.

2. Summary Of Significant Accounting Policies

Basis Of Accounting

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

Estimates And Assumptions

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions from net assets during the reporting period. Actual results could differ from those estimates.

Investment Valuation And Investment Income Recognition

Investments in the Husch Blackwell LLP Master Trust (the Master Trust) 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 5 for discussion of fair value measurements.

Net investment income from the Plan's interest in the Master Trust consists of realized gains and the unrealized appreciation in the fair value of those investments, as well as interest and dividends earned. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

Notes Receivable From Participants

Notes receivable from participants are measured at the unpaid principal balance plus accrued but unpaid interest. Interest income is recorded as earned on the accrual basis. Delinquent notes receivable are recorded as a distribution based upon the terms of the Plan Document.

Payment Of Benefits

Benefits are recorded when paid.

Subsequent Events

Management evaluates subsequent events through the date the financial statements are available for issue, which is the date of the Independent Auditors' Report.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements *(Continued)*

3. Certified Information

Certain information related to investments held and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including notes receivable from participants held at December 31, 2021 and 2020, and net investment income from the Master Trust and interest income on notes receivable from participants for the years ended December 31, 2021 and 2020, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by Fidelity Management Trust Company, the Trustee of the Plan.

4. Investment In Master Trust

Plan investments are held in the Master Trust. The Master Trust was established for the investment of assets of the Plan and another Company-sponsored retirement plan. Each plan is a sub-account under the Master Trust. The Plan may invest in any or all of the investments in the Master Trust. Financial information relating to the investments in the Master Trust is included in the financial statements and is based on information provided by Fidelity Management Trust Company.

Investment income and administrative expenses charged to each plan are based on actual income and expenses that were incurred.

Financial information related to the investments and earnings of the Master Trust assets, which has not been audited by the Plan's independent auditors, has been certified by Fidelity Management Trust Company as complete and accurate. The following table presents the net assets of the Master Trust at December 31:

	2021		2020	
	Master Trust	Plan's Interest In Master Trust	Master Trust	Plan's Interest In Master Trust
Assets				
Investments				
Mutual funds	\$ 455,254,583	\$ 424,900,733	\$ 386,484,687	\$ 360,992,265
Individually directed accounts	96,852,094	95,939,871	83,634,676	82,944,945
Money market fund	11,294,370	11,125,209	13,574,049	13,387,761
Net Assets Available For Benefits	\$ 563,401,047	\$ 531,965,813	\$ 483,693,412	\$ 457,324,971

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements *(Continued)*

Changes in Master Trust net assets were as follows:

	For The Years Ended December 31,	
	2021	2020
Additions To Net Assets Attributed To:		
Transfers in	\$ 39,680,864	\$ 35,311,062
Deductions From Net Assets Attributed To:		
Transfers out	33,358,860	44,543,197
Administrative expenses	292,321	288,487
Total Deductions	33,651,181	44,831,684
Investment Income		
Net appreciation	61,999,639	52,548,464
Interest and dividend income	11,480,774	7,959,548
Other income	197,539	169,518
Net Investment Income	73,677,952	60,677,530
Net Increase	79,707,635	51,156,908
Net Assets Available For Benefits - Beginning Of Year	483,693,412	432,536,504
Net Assets Available For Benefits - End Of Year	\$ 563,401,047	\$ 483,693,412

5. Fair Value Measurements Of The Master Trust

The Master Trust utilizes accounting standards related to fair value measurements, which establish a framework for measuring fair value. That framework 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 below:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Master Trust has the ability to access.
- Level 2 Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements (*Continued*)

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

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

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

The asset's 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.

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

Mutual Funds And Money Market Fund

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

Individually Directed Accounts

Self-directed brokerage accounts are mainly comprised of common stock, mutual funds, and interest bearing cash. Common stock is valued at the closing price reported on the active market on which the individual securities are traded. The interest in mutual funds are open-end investment funds that are registered with the SEC. These mutual funds are required to publish their daily net asset value and transact at that price. Fair value of interest bearing cash represents deposits plus interest less withdrawals and expenses.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements *(Continued)*

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 455,254,583	\$ —	\$ —	\$ 455,254,583
Individually directed accounts	96,741,894	110,200	—	96,852,094
Money market fund	11,294,370	—	—	11,294,370
Total assets at fair value	\$ 563,290,847	\$ 110,200	\$ —	\$ 563,401,047

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 386,484,687	\$ —	\$ —	\$ 386,484,687
Individually directed accounts	83,487,668	147,008	—	83,634,676
Money market fund	13,574,049	—	—	13,574,049
Total assets at fair value	\$ 483,546,404	\$ 147,008	\$ —	\$ 483,693,412

There have been no changes in the valuation methodologies used at December 31, 2021 or 2020.

6. Transfers From (To) Other Plans

Account balances totaling \$3,570,340 and \$1,666,002 were transferred into the Plan during 2021 and 2020, respectively, from the Husch Blackwell LLP Associates 401(k) for associates who became partners. In 2021, account balances totaling \$3,941,349 were transferred out of the plan related to Husch Blackwell Strategies, LLC assets leaving the plan.

7. Plan Termination

Although it has not expressed an intention to do so, the Firm has the right under the Plan to discontinue its contributions at any time and to terminate the Plan, subject to the provisions of ERISA. If the Plan is terminated, participants would remain 100% vested in their accounts.

8. Risk And Uncertainties

The Master Trust 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.

9. Party In Interest Transactions

Certain Plan investments are managed by Fidelity Management Trust Company, the Plan's Trustee. The related transactions with Fidelity Management Trust Company qualify as allowable party in interest transactions.

Certain employees have outstanding loans with the Plan as of December 31, 2021 and 2020. These loans are considered party in interest transactions in accordance with Departments of Labor guidelines.

10. Income Tax Status

As of year end, the Plan's latest determination letter was as of April 17, 2017, in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC) and, therefore, were not subject to tax.

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 position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan's federal tax returns for tax years 2018 and later are subject to examination by taxing authorities.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements *(Continued)*

11. Reconciliation Of Financial Statements To Form 5500

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

	<u>2021</u>	<u>2020</u>
Net assets available for benefits per the financial statements	\$ 547,808,774	\$ 472,613,350
Adjustment for deemed distributed loans	(37,497)	(9,557)
Net assets available for benefits per form 5500	<u>\$ 547,771,277</u>	<u>\$ 472,603,793</u>

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

Net increase per the financial statements	\$ 75,195,424
Adjustment for net change in deemed distributed loans	<u>(27,940)</u>
Net income per form 5500	<u>\$ 75,167,484</u>

Supplemental Schedules

HUSCH BLACKWELL LLP 401(k) PLAN

EIN: 26-1688286 PLAN NUMBER: 01
SCHEDULE OF ASSETS HELD AT END OF YEAR
December 31, 2021

Identity Of Issue, Borrower, Lessor, Etc.	Description Of Investment	Current Value
Notes Receivable From Participants* (bearing interest at rates ranging from 3.13% to 10.50%, due at various dates through June 2038)		
		<u>\$ 3,674,757</u>

* Denotes allowable party-in-interest

The above information is a required disclosure for IRS Form 5500, Schedule H, part IV, line 4i.

HUSCH BLACKWELL LLP 401(k) PLAN

EIN: 26-1688286 PLAN NUMBER: 01
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
For The Year Ended December 31, 2021

Participant Contributions Transferred Late To Plan	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP And PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction In VFCP	
Check Here If Late Participant Loan Repayments Are Included: ☐				
\$ 302	\$ —	\$ 302	\$ —	\$ —

All amounts above related to 2021 plan year. These amounts were corrected in 2021.

The above information is a required disclosure for IRS Form 5500, Schedule H, Part IV, line 4a.

HUSCH BLACKWELL LLP
401(k) PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2021

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Independent Auditors' Report

Plan Administrator
Husch Blackwell LLP 401(k) Plan
St. Louis, Missouri

Scope And Nature Of The ERISA Section 103(a)(3)(C) Audit For The 2021 Financial Statements

We have performed an audit of the financial statements of Husch Blackwell LLP 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2021 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, 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 year ended December 31, 2021, stating that the certified investment information, as described in Notes 3 and 4 to the financial statements, is complete and accurate.

Opinion On The 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities For The Audit Of The 2021 Financial Statements section

- The amounts and disclosures in the accompanying 2021 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 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis For Opinion On The 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities For The Audit Of The 2021 Financial Statements section of our report. We are required to be independent of Husch Blackwell LLP 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 2021 Financial Statements

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

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

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

Auditors' Responsibilities For The Audit Of The 2021 Financial Statements

Except as described in the Scope And Nature Of The ERISA Section 103(a)(3)(C) Audit For The 2021 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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America 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 auditing standards generally accepted in the United States of America, 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 Husch Blackwell LLP 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Husch Blackwell LLP 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 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 Matter

2021 Supplemental Schedule Required By ERISA

The supplemental schedules of assets held at year end as of December 31, 2021 and delinquent participant contributions for the year ended December 31, 2021 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditors' Report On The 2020 Financial Statements

We were engaged to audit the statement of net assets available for benefits of Husch Blackwell LLP 401(k) Plan as of December 31, 2020, and the related statement of changes in net assets available for benefits for the year then ended. As permitted by 29 CFR 2520.103-8 of the Department Of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by a qualified institution. In our report, dated July 8, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department Of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

RubinBrown LLP

July 7, 2022

HUSCH BLACKWELL LLP 401(k) PLAN

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2021	2020
Assets		
Investments, At Fair Value		
Investment in Master Trust	\$ 531,965,813	\$ 457,324,971
Receivables		
Participant contributions	671,571	583,422
Firm contributions	11,496,633	10,530,259
Notes receivable from participants	3,674,757	4,174,698
Total Receivables	15,842,961	15,288,379
Net Assets Available For Benefits	\$ 547,808,774	\$ 472,613,350

HUSCH BLACKWELL LLP 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	For The Years Ended December 31,	
	2021	2020
Additions To Net Assets Attributed To:		
Contributions		
Firm	\$ 16,316,142	\$ 15,072,915
Participant	14,187,692	12,266,615
Participant rollovers	3,420,121	2,597,921
Total Contributions	33,923,955	29,937,451
Deductions From Net Assets Attributed To:		
Benefits paid directly to participants	27,254,232	41,031,933
Administrative expenses	261,060	262,401
Total Deductions	27,515,292	41,294,334
Investment Income		
Net investment income from Master Trust	68,938,905	56,670,546
Interest Income On Notes Receivable From Participants	218,865	168,621
Net Increase Before Transfers From (To) Other Plans	75,566,433	45,482,284
Transfers From (To) Other Plans	(371,009)	1,666,002
Net Increase	75,195,424	47,148,286
Net Assets Available For Benefits - Beginning Of Year	472,613,350	425,465,064
Net Assets Available For Benefits - End Of Year	\$ 547,808,774	\$ 472,613,350

HUSCH BLACKWELL LLP 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 And 2020

1. Description Of The Plan

The following description of Husch Blackwell LLP 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan Document for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all partners and employees of Husch Blackwell LLP (the Firm or Employer) with the exception of leased employees, nonresident aliens, persons classified as independent contractors, union employees, law clerks, summer interns and summer associates, seasonal or temporary workers, and employees employed as "associate" attorneys. Effective January 1, 2018, Husch Blackwell LLP 401k Plan was adopted by Husch Blackwell Strategies LLC. Effective December 31, 2021, all assets attributable to Husch Blackwell Strategies LLC participants were transferred out of the plan in the amount of \$3,941,350. This amount is netted with transfers from other plans on the Statement of Changes in Net Assets Available for Benefits.

Individuals are eligible to become participants in the Plan for the purpose of making 401(k) elective deferrals on their employment commencement date. Individuals are eligible to begin receiving Firm contributions as of the January 1 or July 1 entry date following the completion of one year of service. A year of service is a 12-month period beginning on the date of hire (or any subsequent Plan year) if, during that 12-month period, an employee has at least 1,000 hours of service with the Firm.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Contributions

Participants may elect to contribute a certain dollar deferral amount of their compensation, as defined in the Plan Document, as elective salary deferral contributions, not to exceed limitations specified by the Internal Revenue Service (the IRS). Salary deferral contributions can be made as either pre-tax or Roth contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollover).

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements (*Continued*)

Effective June 1, 2017, the Plan adopted an automatic 6% deferral provision for all eligible participants. Partners, temporary employees and participants who work for both Husch Blackwell and Husch Blackwell Strategies are excluded from this provision. A participant can make an election to forego or otherwise change the automatic deferral by making an affirmative election in accordance with procedures established by the Plan Administrator. Each July, the deferral election for each participant will be increased by 1%, up to a maximum deferral percentage of 10%. A participant can make an election to forego or otherwise change the automatic deferral election increases in accordance with procedures established by the Plan Administrator.

All participants who are eligible to make elective deferrals under the Plan and who have attained age 50 before the close of the Plan year shall be eligible to make catch up contributions in accordance with, and subject to the limitations of the IRS.

The Firm contributes three percent of annual pay on behalf of each eligible participant. Prior to January 1, 2021, the three percent contribution was delegated as a “safe harbor” contribution. Effective, January 1, 2021, the three percent contribution is designated as a discretionary non-elective contribution.

The Firm may make an additional discretionary contribution to the Plan in addition to the 3% employer non-elective contribution. The Firm’s discretionary contribution, if any, will be allocated to participants who are employed on the last day of the Plan year. The additional contribution ranges from 3% to slightly higher than 10% of covered compensation except as required by the IRS to pass certain nondiscrimination rules and is based on allocation groups as defined in the Plan Document. Discretionary contributions totaled \$16,084,093 and \$10,320,909 for the years ended December 31, 2021 and 2020, respectively. Three percent contributions totaled \$232,049 and \$4,752,006 for the years ended December 31, 2021 and 2020, respectively.

Participant Accounts

Each participant’s account is credited with the participant’s elective salary deferral contributions, the Firm’s contributions made on his or her behalf, rollover contributions, and an allocation of the Plan’s earnings. The allocation of earnings is determined by the earnings of the participant’s investment selection based on each participant’s account balance, as defined in the Plan Document. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s account.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements (*Continued*)

Vesting

All participants are 100% vested in their contributions, the Firm's contributions, and all earnings thereon.

During 2021 and 2020, forfeitures (relating to legacy accounts of former employees) in the amount of \$967 and \$1,304, respectively, were used to reduce Firm contributions. At December 31, 2021 and 2020, there were no unapplied forfeitures.

Payment Of Benefits

The Plan provides for retirement at age 65. At retirement, termination, or attainment of age 59-1/2, a participant may elect to receive a distribution equal to all or any portion of the value of his or her account in the form of a lump sum payment.

In the event the participant's account does not exceed \$1,000, excluding rollover and transfer amounts, the balance shall be distributed in a lump sum or as otherwise requested by the participant following termination of employment. If the account balance exceeds \$1,000 but does not exceed \$5,000, amounts payable shall be rolled over to an individual retirement account established on behalf of the distributee, unless otherwise elected.

Participants may apply for a hardship distribution if all other distributions and loans currently available have already been received and the financial need requirements, as defined in the Plan Document, have been met. Hardship distributions may not exceed a participant's account balance less nonelective contributions, matching contributions, and the earnings on such amounts.

Notes Receivable From Participants

The Plan allows participants to borrow money from their accounts, subject to the following restrictions:

- a. No loan may be less than \$1,000.
- b. Each loan cannot exceed the lesser of:
 - (1) \$50,000 (reduced by the amount by which the highest outstanding balance of loans to the participant during the preceding year exceeds the outstanding loan balance on the date the loan is made); or
 - (2) 50% of the participant's interest in the Plan.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements *(Continued)*

- c. Only one loan may be outstanding at a time, except for loan balances transferred from other plans that allowed more than one loan balance outstanding.

Loans must be repaid by the end of five years from the date of the loan or by the end of the calendar year in which the borrower attains age 70-1/2, whichever occurs first. The repayment period may be extended, for up to 15 years, if the proceeds of the loan will be used to acquire a principal residence.

Notes receivable are secured by participants' vested account balances. The loans are due in installment payments, through payroll withholding, including principal and interest at rates of prime on the first business day of the month in which the loan is processed plus 1%.

Investment Options

Elective salary deferral, Firm, and rollover contributions credited to a participant's account are invested in funds offered under the Plan according to the investment options selected by the participant.

The Individually Directed Account alternative allows participants to establish a brokerage account and invest in any investments permitted by rules and regulations applicable to employee benefit plans and allowed by the Plan Committee.

Administrative Expenses

Certain administrative expenses are paid by the Plan and allocated to participants' accounts. The Firm, at its sole discretion may elect at any time to pay part or all of such expenses.

CARES Act

On March 27, 2020, the Coronavirus Aid, Relief and Economic Security, or CARES Act was passed into law. The CARES Act outlines special rules for use of retirement funds for those affected by COVID-19 that temporarily allow for the following: tax-favored withdrawals, increased loan limits to \$100,000, suspension of repayment of loans for up to a year, and delay of minimum required distributions. The Plan adopted the provisions. In addition, qualified individuals, were allowed to obtain an additional loan. These provisions expired on December 31, 2020.

2. Summary Of Significant Accounting Policies

Basis Of Accounting

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

Estimates And Assumptions

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions from net assets during the reporting period. Actual results could differ from those estimates.

Investment Valuation And Investment Income Recognition

Investments in the Husch Blackwell LLP Master Trust (the Master Trust) 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 5 for discussion of fair value measurements.

Net investment income from the Plan's interest in the Master Trust consists of realized gains and the unrealized appreciation in the fair value of those investments, as well as interest and dividends earned. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date.

Notes Receivable From Participants

Notes receivable from participants are measured at the unpaid principal balance plus accrued but unpaid interest. Interest income is recorded as earned on the accrual basis. Delinquent notes receivable are recorded as a distribution based upon the terms of the Plan Document.

Payment Of Benefits

Benefits are recorded when paid.

Subsequent Events

Management evaluates subsequent events through the date the financial statements are available for issue, which is the date of the Independent Auditors' Report.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements (Continued)

3. Certified Information

Certain information related to investments held and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including notes receivable from participants held at December 31, 2021 and 2020, and net investment income from the Master Trust and interest income on notes receivable from participants for the years ended December 31, 2021 and 2020, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by Fidelity Management Trust Company, the Trustee of the Plan.

4. Investment In Master Trust

Plan investments are held in the Master Trust. The Master Trust was established for the investment of assets of the Plan and another Company-sponsored retirement plan. Each plan is a sub-account under the Master Trust. The Plan may invest in any or all of the investments in the Master Trust. Financial information relating to the investments in the Master Trust is included in the financial statements and is based on information provided by Fidelity Management Trust Company.

Investment income and administrative expenses charged to each plan are based on actual income and expenses that were incurred.

Financial information related to the investments and earnings of the Master Trust assets, which has not been audited by the Plan's independent auditors, has been certified by Fidelity Management Trust Company as complete and accurate. The following table presents the net assets of the Master Trust at December 31:

	2021		2020	
	Master Trust	Plan's Interest In Master Trust	Master Trust	Plan's Interest In Master Trust
Assets				
Investments				
Mutual funds	\$ 455,254,583	\$ 424,900,733	\$ 386,484,687	\$ 360,992,265
Individually directed accounts	96,852,094	95,939,871	83,634,676	82,944,945
Money market fund	11,294,370	11,125,209	13,574,049	13,387,761
Net Assets Available For Benefits	\$ 563,401,047	\$ 531,965,813	\$ 483,693,412	\$ 457,324,971

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements (*Continued*)

Changes in Master Trust net assets were as follows:

	For The Years Ended December 31,	
	2021	2020
Additions To Net Assets Attributed To:		
Transfers in	\$ 39,680,864	\$ 35,311,062
Deductions From Net Assets Attributed To:		
Transfers out	33,358,860	44,543,197
Administrative expenses	292,321	288,487
Total Deductions	33,651,181	44,831,684
Investment Income		
Net appreciation	61,999,639	52,548,464
Interest and dividend income	11,480,774	7,959,548
Other income	197,539	169,518
Net Investment Income	73,677,952	60,677,530
Net Increase	79,707,635	51,156,908
Net Assets Available For Benefits - Beginning Of Year	483,693,412	432,536,504
Net Assets Available For Benefits - End Of Year	\$ 563,401,047	\$ 483,693,412

5. Fair Value Measurements Of The Master Trust

The Master Trust utilizes accounting standards related to fair value measurements, which establish a framework for measuring fair value. That framework 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 below:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Master Trust has the ability to access.
- Level 2 Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements (*Continued*)

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

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

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

The asset's 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.

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

Mutual Funds And Money Market Fund

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

Individually Directed Accounts

Self-directed brokerage accounts are mainly comprised of common stock, mutual funds, and interest bearing cash. Common stock is valued at the closing price reported on the active market on which the individual securities are traded. The interest in mutual funds are open-end investment funds that are registered with the SEC. These mutual funds are required to publish their daily net asset value and transact at that price. Fair value of interest bearing cash represents deposits plus interest less withdrawals and expenses.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements *(Continued)*

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of December 31, 2021:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 455,254,583	\$ —	\$ —	\$ 455,254,583
Individually directed accounts	96,741,894	110,200	—	96,852,094
Money market fund	11,294,370	—	—	11,294,370
Total assets at fair value	\$ 563,290,847	\$ 110,200	\$ —	\$ 563,401,047

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 386,484,687	\$ —	\$ —	\$ 386,484,687
Individually directed accounts	83,487,668	147,008	—	83,634,676
Money market fund	13,574,049	—	—	13,574,049
Total assets at fair value	\$ 483,546,404	\$ 147,008	\$ —	\$ 483,693,412

There have been no changes in the valuation methodologies used at December 31, 2021 or 2020.

6. Transfers From (To) Other Plans

Account balances totaling \$3,570,340 and \$1,666,002 were transferred into the Plan during 2021 and 2020, respectively, from the Husch Blackwell LLP Associates 401(k) for associates who became partners. In 2021, account balances totaling \$3,941,349 were transferred out of the plan related to Husch Blackwell Strategies, LLC assets leaving the plan.

7. Plan Termination

Although it has not expressed an intention to do so, the Firm has the right under the Plan to discontinue its contributions at any time and to terminate the Plan, subject to the provisions of ERISA. If the Plan is terminated, participants would remain 100% vested in their accounts.

8. Risk And Uncertainties

The Master Trust 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.

9. Party In Interest Transactions

Certain Plan investments are managed by Fidelity Management Trust Company, the Plan's Trustee. The related transactions with Fidelity Management Trust Company qualify as allowable party in interest transactions.

Certain employees have outstanding loans with the Plan as of December 31, 2021 and 2020. These loans are considered party in interest transactions in accordance with Departments of Labor guidelines.

10. Income Tax Status

As of year end, the Plan's latest determination letter was as of April 17, 2017, in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (IRC) and, therefore, were not subject to tax.

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 position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan's federal tax returns for tax years 2018 and later are subject to examination by taxing authorities.

HUSCH BLACKWELL LLP 401(k) PLAN

Notes To Financial Statements *(Continued)*

11. Reconciliation Of Financial Statements To Form 5500

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

	<u>2021</u>	<u>2020</u>
Net assets available for benefits per the financial statements	\$ 547,808,774	\$ 472,613,350
Adjustment for deemed distributed loans	(37,497)	(9,557)
Net assets available for benefits per form 5500	<u>\$ 547,771,277</u>	<u>\$ 472,603,793</u>

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

Net increase per the financial statements	\$ 75,195,424
Adjustment for net change in deemed distributed loans	<u>(27,940)</u>
Net income per form 5500	<u>\$ 75,167,484</u>

Supplemental Schedules

HUSCH BLACKWELL LLP 401(k) PLAN

EIN: 26-1688286 PLAN NUMBER: 01
SCHEDULE OF ASSETS HELD AT END OF YEAR
December 31, 2021

Identity Of Issue, Borrower, Lessor, Etc.	Description Of Investment	Current Value
Notes Receivable From Participants* (bearing interest at rates ranging from 3.13% to 10.50%, due at various dates through June 2038)		
		<u>\$ 3,674,757</u>

* Denotes allowable party-in-interest

The above information is a required disclosure for IRS Form 5500, Schedule H, part IV, line 4i.

HUSCH BLACKWELL LLP 401(k) PLAN

EIN: 26-1688286 PLAN NUMBER: 01
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
For The Year Ended December 31, 2021

Participant Contributions Transferred Late To Plan	Total That Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP And PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction In VFCP	
Check Here If Late Participant Loan Repayments Are Included: ☐				
\$ 302	\$ —	\$ 302	\$ —	\$ —

All amounts above related to 2021 plan year. These amounts were corrected in 2021.

The above information is a required disclosure for IRS Form 5500, Schedule H, Part IV, line 4a.