

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

Part II	Basic Plan Information —enter all requested information
1a Name of plan COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT SHARING PLAN	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 09/01/1994
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) COLORADO SPRINGS ORTHOPAEDIC GROUP 4110 BRIARGATE PARKWAY SUITE 300 COLORADO SPRINGS, CO 80920	2b Employer Identification Number (EIN) 84-1276956 2c Plan Sponsor's telephone number 719-632-7669 2d Business code (see instructions) 621111

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2023	ANDREW MCCULLOUGH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)
v. 220413

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN
		3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 285
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).		
6a(1) Total number of active participants at the beginning of the plan year		6a(1) 207
6a(2) Total number of active participants at the end of the plan year		6a(2) 224
b Retired or separated participants receiving benefits		6b 0
c Other retired or separated participants entitled to future benefits.....		6c 71
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 295
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 295
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 295
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 2K 2T 3H 3D 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) ☐ 0 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

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

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 COLORADO SPRINGS ORTHOPAEDIC GROUP	D Employer Identification Number (EIN) 84-1276956	

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
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(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 60 64 65 71	RECORDKEEPER	6873	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
BARON EMERGING MARKETS FUND RETAIL	767 5TH AVE 49TH FL NEW YORK, NY 10153	0.40%
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
DFA INTERNATIONAL CORE EQUITY	6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
DFA US CORE EQUITY I	6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
DFA EMERGING MRKTS CORE EQU PORTF 6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
DFA US MICRO CAP PRTF INSTL 6300 BEE CAVES ROAD BUILDING ONE AUSTIN, TX 78746	0.02%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
HARDING LOEVNER INTL EQUITY PORT I PO BOX 4766 CHICAGO, IL 60680	0.15%	

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
OAKMARK INTL INVESTOR CL 111 SOUTH WACKER DR. CHICAGO, IL 60606	0.35%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
LORD ABBETT SHORT DURATION INCOME 90 HUDSON ST 10TH FL JERSEY CITY, NJ 07302	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
MATTHEWS ASIA DIVIDEND FUND 4 EMBARCADERO CENTER STE 550 SAN FRANCISCO, CA 94111	0.40%	

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
NEUBERGER BERMAN STRATEGIC INC INS 1290 AVE OF THE AMERICAS 22ND FL NEW YORK, NY 10104-0002	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
AMERICAN NEW WORLD CLASS F1 3500 WISEMAN BLVD SAN ANTONIO, TX 78251-4321	0.37%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
T ROWE PRICE RETIREMENT 2035 FUND 4515 PAINTERS MILL RD OWINGS MILLS, MD 21117	0.15%	

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
T ROWE PRICE ALL CAPOPPORTUNITIES 4515 PAINTERS MILL RD OWINGS MILLS, MD 21117	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
THIRD AVENUE REAL ESTATE VALUE INV 622 THIRD AVE 32 FL NEW YORK, NY 10017	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
TOUCHSTONE ARES CREDIT OPPORTUN CL 303 BROADWAY STE 1100 CINCINNATI, OH 45202-4203	0.10%	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT SHARING PLAN</u>		B Three-digit plan number (PN) <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>COLORADO SPRINGS ORTHOPAEDIC GROUP</u>		D Employer Identification Number (EIN) <u>84-1276956</u>

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	518457	612040
(2) Participant contributions.....	1b(2)	0	0
(3) Other.....	1b(3)	0	1917
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	26385	54292
(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)	198219	187866
(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)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	10948973	9433925
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other	1c(15)	7432699	6049675

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	19124733	16339715

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	19124733	16339715
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Part II Income and Expense Statement

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

Income

a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	1115004	
(B) Participants.....	2a(1)(B)	857846	
(C) Others (including rollovers).....	2a(1)(C)	9245	
(2) Noncash contributions.....	2a(2)	0	1982095
(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)	6712	
(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)	11231	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		17943
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	17703	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	311887	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		329590
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)	255458	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	279894	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	18441	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-3720109
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		-1396476
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1376352	
(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)		1376352
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		3185
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)	2207	
(4) Other	2i(4)	6798	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		9005
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1388542
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-2785018
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

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: **BIGGSKOFFORD, PC**

(2) EIN: **84-0884124**

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		244121

	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?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		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)

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT SHARING PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 COLORADO SPRINGS ORTHOPAEDIC GROUP		D Employer Identification Number (EIN) 84-1276956
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) 2022 v. 220413		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:	14a	
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....	14b	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)		
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
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:	16a	
a Enter the number of employers who withdrew during the preceding plan year	16b	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....		
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment		☐

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

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

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

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

**COLORADO SPRINGS ORTHOPAEDIC GROUP
PROFIT-SHARING PLAN**

**FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION
DECEMBER 31, 2022 AND 2021**

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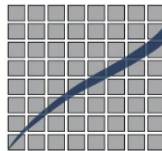
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BiggsKofford

CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

Trustees

Colorado Springs Orthopaedic Group Profit-Sharing Plan

Colorado Springs, Colorado

Opinion

We have audited the accompanying financial statements of Colorado Springs Orthopaedic Group Profit-Sharing Plan ("Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2022 and 2021, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Emphasis of Matter

As discussed in Note 6, during the year ended December 31, 2019 (and prior years), certain participant contributions were not remitted to the Plan in a timely manner. Additionally, the Plan has received notifications from the Department of Labor stating that certain required filings were noncompliant. The plan administrator believes the noncompliant filings for the year ended December 31, 2020 and prior years have been remedied, and the plan sponsor has paid the related penalties. The penalties were not paid with plan assets.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within 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.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 the 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 the Plan's ability to continue as a going concern for a reasonable period of time.

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

Report on Supplementary Information Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information, as identified in the table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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.

In forming our opinion on the supplementary information, we evaluated whether the supplementary information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

BiggsKofford, P.C.

Colorado Springs, Colorado

October 10, 2023

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Investments, at fair value:		
Money market funds	\$ 54,292	\$ 26,385
Mutual funds	9,433,925	10,948,973
Self-directed brokerage accounts	5,619,753	7,021,218
Total investments, at fair value	<u>15,107,970</u>	<u>17,996,576</u>
Other investments:		
Self-directed accounts - partnerships and joint ventures	<u>429,922</u>	<u>411,481</u>
Total investments	<u>15,537,892</u>	<u>18,408,057</u>
Other assets:		
Employer profit-sharing contributions receivable	612,040	518,457
Other employer contributions receivable	1,917	-
Notes receivable from participants	187,866	198,219
Total other assets	<u>801,823</u>	<u>716,676</u>
Net assets available for benefits	<u><u>\$ 16,339,715</u></u>	<u><u>\$ 19,124,733</u></u>

The accompanying notes and independent auditor's report
should be read with these financial statements.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Additions to net assets attributed to:		
Investment income:		
Interest and dividends	\$ 336,302	\$ 353,880
Interest on notes receivable from participants	11,231	10,194
Net appreciation in fair value of investments	<u>(3,726,104)</u>	<u>1,737,671</u>
Net investment income	<u>(3,378,571)</u>	<u>2,101,745</u>
Contributions:		
Participant	857,846	787,517
Employer	501,047	438,923
Other employer	1,917	-
Employer profit-sharing	612,040	518,457
Rollover	<u>9,245</u>	<u>32,395</u>
Total contributions	<u>1,982,095</u>	<u>1,777,292</u>
Total additions	<u>(1,396,476)</u>	<u>3,879,037</u>
Deductions from net assets attributed to:		
Benefits paid to participants	1,379,537	460,291
Administrative fees	<u>9,005</u>	<u>5,751</u>
Total deductions	<u>1,388,542</u>	<u>466,042</u>
Net change in net assets available for benefits	<u>(2,785,018)</u>	<u>3,412,995</u>
Net assets available for benefits, beginning of year	<u>19,124,733</u>	<u>15,711,738</u>
Net assets available for benefits, end of year	<u><u>\$ 16,339,715</u></u>	<u><u>\$ 19,124,733</u></u>

The accompanying notes and independent auditor's report
should be read with these financial statements.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

1. PLAN DESCRIPTION

The following description of the Colorado Springs Orthopaedic Group Profit-Sharing Plan ("Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan, which became effective on September 1, 1994, is a defined contribution plan covering all eligible employees of Colorado Springs Orthopaedic Group ("Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Participants include eligible employees who have at least one month of service and have attained the age of 21. As of January 1, 2022, the Plan was amended to remove the minimum service requirement and change the age requirement to 18.

Contributions

Deferral contributions cannot exceed 100% of compensation or certain limits as set forth by the Internal Revenue Code ("IRC") (\$20,500 and \$19,500 in 2022 and 2021, respectively; \$27,000 and \$26,000 for employees age 50 or older in 2022 and 2021, respectively). The Internal Revenue Service ("IRS") adjusts this limitation each year for cost-of-living increases. Participants may change their contributions throughout the year and may cease making contributions at any time. Rollover contributions are accepted, as permitted by the Plan.

The Company makes a safe harbor contribution of 3% of participant compensation for all participants that are eligible to make salary deferrals under the Plan. The Company may elect to make matching contributions up to a discretionary percentage determined by the Company. The Company may also make discretionary profit-sharing contributions to eligible participants as defined in the plan document.

Participant accounts

Each participant's account is increased by the participant's contributions and their share of the Company's contributions and plan earnings, and is decreased by the participant's distributions and their share of plan losses and expenses, as defined in the plan document.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

1. PLAN DESCRIPTION (CONTINUED)

Vesting

Participants are vested immediately in their contributions and all Company contributions plus related earnings.

Notes receivable from participants

Participants may borrow from their accounts in amounts ranging from \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear a reasonable rate of interest. The term of each loan is a maximum of five years unless the loan is for the purchase of a primary residence. The Plan allows for a maximum of two loans per participant. Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are reclassified as distributions based upon the provisions of the plan document.

Payment of benefits

On termination of service due to death, disability or retirement, participants may request that the vested portion of their account be paid in a lump-sum, partial withdrawal or installment payments. If the value of the vested portion of a participant's individual account is less than \$5,000 upon termination, the amount will be rolled to another qualified plan or an involuntary cash out distribution will be made.

Plan termination

Although it has not expressed any intent to do so, the Company has the right to discontinue its contributions at any time and terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will remain 100% vested in the Company's contributions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared using the accrual basis of accounting.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("US GAAP") requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investment valuation

The Plan's investments are recorded 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 3 for a discussion of fair value measurements.

Income recognition

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

Benefits

Benefits are recorded when paid.

Plan administrative fees

Expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses paid by the Company are excluded from the accompanying financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses.

Tax status

The Plan, which is a volume submitter plan, obtained its latest opinion letter on June 30, 2020, stating that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the letter, the plan administrator and tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC, that the Plan is qualified, and the related trust is tax-exempt.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Tax status (continued)

US GAAP requires plan management to evaluate income 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 administrator has analyzed the income tax positions taken by the Plan and has concluded that, as of December 31, 2022, there are no uncertain positions taken or expected to be taken that would require recognition or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress.

Subsequent events

Management evaluated subsequent events through the date of the attached independent auditor's report, the date on which these financial statements were available to be issued.

3. FAIR VALUE MEASUREMENTS

With the exception of self-directed accounts invested in partnerships and joint ventures, the Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The methods used to measure fair value may produce amounts that may not be indicative of net realizable value or reflective of future fair value. Furthermore, although plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used between December 31, 2022 and 2021.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The categorization is based on the lowest level of input that is significant to the fair value measurement. This hierarchy consists of three levels:

Level 1 - Quoted prices in active markets for identical assets or liabilities

Level 2 - Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities

Level 3 - Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

3. FAIR VALUE MEASUREMENTS (CONTINUED)

The valuation methodologies used for assets measured at fair value are as follows:

Money market funds - Valued at the closing price reported on the active market on which the individual securities are traded

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

Self-directed brokerage accounts - Valued at the closing price recorded on the active market on which the individually-owned securities are traded

Other assets not reported at fair value are measured as follows:

Self-directed accounts - partnerships and joint ventures - Valued at the membership interest K-1 balance (the underlying capital account balance for income tax reporting). Significant investment strategies vary and are established by each partnership or joint venture.

Fair value measurements of assets recognized in the accompanying financial statements, measured at fair value on a recurring basis, consist of the following as of December 31, 2022:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 54,292	\$ -	\$ -	\$ 54,292
Mutual funds	9,433,925	-	-	9,433,925
Self-directed brokerage accounts	<u>5,619,753</u>	<u>-</u>	<u>-</u>	<u>5,619,753</u>
Total, at fair value	<u>\$ 15,107,970</u>	<u>\$ -</u>	<u>\$ -</u>	15,107,970
Self-directed accounts - partnerships and joint ventures				<u>429,922</u>
Total				<u>\$ 15,537,892</u>

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

3. FAIR VALUE MEASUREMENTS (CONTINUED)

Fair value measurements of assets recognized in the accompanying financial statements, measured at fair value on a recurring basis, consist of the following as of December 31, 2021:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 26,385	\$ -	\$ -	\$ 26,385
Mutual funds	10,948,973	-	-	10,948,973
Self-directed brokerage accounts	<u>7,021,218</u>	<u>-</u>	<u>-</u>	<u>7,021,218</u>
Total, at fair value	<u>\$ 17,996,576</u>	<u>\$ -</u>	<u>\$ -</u>	17,996,576
Self-directed accounts - partnerships and joint ventures				<u>411,481</u>
Total				<u>\$ 18,408,057</u>

4. PARTY-IN-INTEREST BALANCES AND TRANSACTIONS

The Company and several participants, as a result of being trustees or administrators of the Plan, are deemed to be parties in interest. The custodian, third-party administrator, and plan auditors are also parties in interest. See Note 6 regarding prohibited transactions.

5. RISKS AND UNCERTAINTIES

Investments in general are exposed to risks including interest rate risk, market risk and credit risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the value of investments will occur in the near term and that such changes could materially affect the participants' account balances and the amounts reported in the accompanying financial statements.

The notes receivable from participants are secured by the participants' account balances and the plan administrator considers risk to be minimal since the loans are fully collateralized.

On January 27, 2022, the Department of Labor opened an investigation of the Plan for the period from January 1, 2018 through the date of their letter regarding whether it complied with the requirements of ERISA. The plan administrator provided requested documents to the Department of Labor. Subsequent to year end, the Plan was notified by the Department of Labor that, after making the corrective action discussed in Note 6, they had closed their investigation and were taking no further action.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

6. PROHIBITED TRANSACTIONS

During the year ended December 31, 2019 and prior years, certain participant contributions were not remitted to the Plan in a timely manner and, accordingly, these may be considered prohibited transactions under ERISA. Most of these late remittances related to participants holding self-directed accounts in which the participants themselves had significant control over the timeliness of the remittances. Subsequent to December 31, 2019, such participants signed waivers for related lost earnings as long as they remain an eligible participant or maintain an account with the Plan. Accordingly, no provision for other employer contributions to compensate for lost earnings on late remittances and no schedule of delinquent participant contributions have been included in the accompanying financial statements for these participants.

Payments of late remittances for other participants shown in the supplementary schedule of delinquent participant contributions were made in prior years. The Company paid \$1,917 to compensate for lost earnings on these late remittances subsequent to year end.

* * * * *

See independent auditor's report.

SUPPLEMENTARY INFORMATION

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN**EIN #84-1276956, PLAN #001****SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2014.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
\$ 71,152	X	\$ 71,152	\$ -	\$ -	\$ -

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2015.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
\$ 21,834	X	\$ 21,834	\$ -	\$ -	\$ -

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2016.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
\$ 23,783	X	\$ 23,783	\$ -	\$ -	\$ -

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2017.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
\$ 39,277	X	\$ 39,277	\$ -	\$ -	\$ -

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN**EIN #84-1276956, PLAN #001****SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2019.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 88,075</u>	<u>X</u>	<u>\$ 88,075</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
EIN #84-1276956, PLAN #001
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
*	Fidelity Government Money Market	Money market	**	\$ 54,292
*	Fidelity Freedom Index Income Fund	Mutual fund	**	1,017
*	Fidelity Freedom Index 2015	Mutual fund	**	405,224
*	Fidelity Freedom Index 2020	Mutual fund	**	644,501
*	Fidelity Freedom Index 2025	Mutual fund	**	345,458
*	Fidelity Freedom Index 2030	Mutual fund	**	1,187,402
*	Fidelity Freedom Index 2035	Mutual fund	**	1,147,672
*	Fidelity Freedom Index 2040	Mutual fund	**	1,285,355
*	Fidelity Freedom Index 2045	Mutual fund	**	673,757
*	Fidelity Freedom Index 2050	Mutual fund	**	803,016
*	Fidelity Freedom Index 2055	Mutual fund	**	561,627
*	Fidelity Freedom Index 2060	Mutual fund	**	85,881
*	Fidelity Freedom Index 2065	Mutual fund	**	36,220
*	Fidelity US Bond Index Fund	Mutual fund	**	1,040,959
*	Fidelity Total Market Index	Mutual fund	**	762,784
*	Fidelity Extended Market Index	Mutual fund	**	24,384
*	Fidelity Total International Index	Mutual fund	**	184,465
	T. Rowe Price Blue Chip Growth Fund I Class	Mutual fund	**	36,587
	Nationwide Geneva Small Cap Growth Fund Class R6	Mutual fund	**	12,166
	Cohen & Steers Realty Shares Fund	Mutual fund	**	4,714
	PIMCO Real Return Fund Institutional Class	Mutual fund	**	1,944
	PIMCO Diversified Income Fund Institutional Class	Mutual fund	**	318
	Undiscovered Managers Behavioral Value Fund Class R6	Mutual fund	**	109,431
	Pioneer Equity Income Fund Class K	Mutual fund	**	79,043
	Self-directed accounts	Self-directed brokerage	**	5,619,753
	Self-directed accounts	Partnerships	**	429,922
	Total investments			15,537,892
*	Employer contributions receivable			612,040
	Other employer contributions receivable			1,917
*	Notes receivable from participants	Loans, secured by participant accounts; at interest rates of 5.25%-9.00% per annum; maturing from February 16, 2023 to December 16, 2027	-	187,866
	Total			<u>\$ 16,339,715</u>

* Party-in-interest

** Not required as investments are participant-directed

See independent auditor's report.

**COLORADO SPRINGS ORTHOPAEDIC GROUP
PROFIT-SHARING PLAN**

**FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION
DECEMBER 31, 2022 AND 2021**

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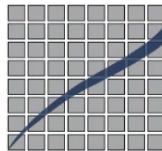
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BiggsKofford

CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

Trustees

Colorado Springs Orthopaedic Group Profit-Sharing Plan

Colorado Springs, Colorado

Opinion

We have audited the accompanying financial statements of Colorado Springs Orthopaedic Group Profit-Sharing Plan ("Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2022 and 2021, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Emphasis of Matter

As discussed in Note 6, during the year ended December 31, 2019 (and prior years), certain participant contributions were not remitted to the Plan in a timely manner. Additionally, the Plan has received notifications from the Department of Labor stating that certain required filings were noncompliant. The plan administrator believes the noncompliant filings for the year ended December 31, 2020 and prior years have been remedied, and the plan sponsor has paid the related penalties. The penalties were not paid with plan assets.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within 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.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 the 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 the Plan's ability to continue as a going concern for a reasonable period of time.

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

Report on Supplementary Information Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information, as identified in the table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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.

In forming our opinion on the supplementary information, we evaluated whether the supplementary information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

BiggsKofford, P.C.

Colorado Springs, Colorado

October 10, 2023

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Investments, at fair value:		
Money market funds	\$ 54,292	\$ 26,385
Mutual funds	9,433,925	10,948,973
Self-directed brokerage accounts	5,619,753	7,021,218
Total investments, at fair value	<u>15,107,970</u>	<u>17,996,576</u>
Other investments:		
Self-directed accounts - partnerships and joint ventures	429,922	411,481
Total investments	<u>15,537,892</u>	<u>18,408,057</u>
Other assets:		
Employer profit-sharing contributions receivable	612,040	518,457
Other employer contributions receivable	1,917	-
Notes receivable from participants	187,866	198,219
Total other assets	<u>801,823</u>	<u>716,676</u>
Net assets available for benefits	<u><u>\$ 16,339,715</u></u>	<u><u>\$ 19,124,733</u></u>

The accompanying notes and independent auditor's report
should be read with these financial statements.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Additions to net assets attributed to:		
Investment income:		
Interest and dividends	\$ 336,302	\$ 353,880
Interest on notes receivable from participants	11,231	10,194
Net appreciation in fair value of investments	<u>(3,726,104)</u>	<u>1,737,671</u>
Net investment income	<u>(3,378,571)</u>	<u>2,101,745</u>
Contributions:		
Participant	857,846	787,517
Employer	501,047	438,923
Other employer	1,917	-
Employer profit-sharing	612,040	518,457
Rollover	<u>9,245</u>	<u>32,395</u>
Total contributions	<u>1,982,095</u>	<u>1,777,292</u>
Total additions	<u>(1,396,476)</u>	<u>3,879,037</u>
Deductions from net assets attributed to:		
Benefits paid to participants	1,379,537	460,291
Administrative fees	<u>9,005</u>	<u>5,751</u>
Total deductions	<u>1,388,542</u>	<u>466,042</u>
Net change in net assets available for benefits	<u>(2,785,018)</u>	<u>3,412,995</u>
Net assets available for benefits, beginning of year	<u>19,124,733</u>	<u>15,711,738</u>
Net assets available for benefits, end of year	<u><u>\$ 16,339,715</u></u>	<u><u>\$ 19,124,733</u></u>

The accompanying notes and independent auditor's report
should be read with these financial statements.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

1. PLAN DESCRIPTION

The following description of the Colorado Springs Orthopaedic Group Profit-Sharing Plan ("Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan, which became effective on September 1, 1994, is a defined contribution plan covering all eligible employees of Colorado Springs Orthopaedic Group ("Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Participants include eligible employees who have at least one month of service and have attained the age of 21. As of January 1, 2022, the Plan was amended to remove the minimum service requirement and change the age requirement to 18.

Contributions

Deferral contributions cannot exceed 100% of compensation or certain limits as set forth by the Internal Revenue Code ("IRC") (\$20,500 and \$19,500 in 2022 and 2021, respectively; \$27,000 and \$26,000 for employees age 50 or older in 2022 and 2021, respectively). The Internal Revenue Service ("IRS") adjusts this limitation each year for cost-of-living increases. Participants may change their contributions throughout the year and may cease making contributions at any time. Rollover contributions are accepted, as permitted by the Plan.

The Company makes a safe harbor contribution of 3% of participant compensation for all participants that are eligible to make salary deferrals under the Plan. The Company may elect to make matching contributions up to a discretionary percentage determined by the Company. The Company may also make discretionary profit-sharing contributions to eligible participants as defined in the plan document.

Participant accounts

Each participant's account is increased by the participant's contributions and their share of the Company's contributions and plan earnings, and is decreased by the participant's distributions and their share of plan losses and expenses, as defined in the plan document.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

1. PLAN DESCRIPTION (CONTINUED)

Vesting

Participants are vested immediately in their contributions and all Company contributions plus related earnings.

Notes receivable from participants

Participants may borrow from their accounts in amounts ranging from \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear a reasonable rate of interest. The term of each loan is a maximum of five years unless the loan is for the purchase of a primary residence. The Plan allows for a maximum of two loans per participant. Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are reclassified as distributions based upon the provisions of the plan document.

Payment of benefits

On termination of service due to death, disability or retirement, participants may request that the vested portion of their account be paid in a lump-sum, partial withdrawal or installment payments. If the value of the vested portion of a participant's individual account is less than \$5,000 upon termination, the amount will be rolled to another qualified plan or an involuntary cash out distribution will be made.

Plan termination

Although it has not expressed any intent to do so, the Company has the right to discontinue its contributions at any time and terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will remain 100% vested in the Company's contributions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared using the accrual basis of accounting.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("US GAAP") requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investment valuation

The Plan's investments are recorded 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 3 for a discussion of fair value measurements.

Income recognition

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

Benefits

Benefits are recorded when paid.

Plan administrative fees

Expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses paid by the Company are excluded from the accompanying financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses.

Tax status

The Plan, which is a volume submitter plan, obtained its latest opinion letter on June 30, 2020, stating that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the letter, the plan administrator and tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC, that the Plan is qualified, and the related trust is tax-exempt.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Tax status (continued)

US GAAP requires plan management to evaluate income 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 administrator has analyzed the income tax positions taken by the Plan and has concluded that, as of December 31, 2022, there are no uncertain positions taken or expected to be taken that would require recognition or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress.

Subsequent events

Management evaluated subsequent events through the date of the attached independent auditor's report, the date on which these financial statements were available to be issued.

3. FAIR VALUE MEASUREMENTS

With the exception of self-directed accounts invested in partnerships and joint ventures, the Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The methods used to measure fair value may produce amounts that may not be indicative of net realizable value or reflective of future fair value. Furthermore, although plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used between December 31, 2022 and 2021.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The categorization is based on the lowest level of input that is significant to the fair value measurement. This hierarchy consists of three levels:

Level 1 - Quoted prices in active markets for identical assets or liabilities

Level 2 - Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities

Level 3 - Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

3. FAIR VALUE MEASUREMENTS (CONTINUED)

The valuation methodologies used for assets measured at fair value are as follows:

Money market funds - Valued at the closing price reported on the active market on which the individual securities are traded

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

Self-directed brokerage accounts - Valued at the closing price recorded on the active market on which the individually-owned securities are traded

Other assets not reported at fair value are measured as follows:

Self-directed accounts - partnerships and joint ventures - Valued at the membership interest K-1 balance (the underlying capital account balance for income tax reporting). Significant investment strategies vary and are established by each partnership or joint venture.

Fair value measurements of assets recognized in the accompanying financial statements, measured at fair value on a recurring basis, consist of the following as of December 31, 2022:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 54,292	\$ -	\$ -	\$ 54,292
Mutual funds	9,433,925	-	-	9,433,925
Self-directed brokerage accounts	<u>5,619,753</u>	<u>-</u>	<u>-</u>	<u>5,619,753</u>
Total, at fair value	<u>\$ 15,107,970</u>	<u>\$ -</u>	<u>\$ -</u>	15,107,970
Self-directed accounts - partnerships and joint ventures				<u>429,922</u>
Total				<u>\$ 15,537,892</u>

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

3. FAIR VALUE MEASUREMENTS (CONTINUED)

Fair value measurements of assets recognized in the accompanying financial statements, measured at fair value on a recurring basis, consist of the following as of December 31, 2021:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 26,385	\$ -	\$ -	\$ 26,385
Mutual funds	10,948,973	-	-	10,948,973
Self-directed brokerage accounts	<u>7,021,218</u>	<u>-</u>	<u>-</u>	<u>7,021,218</u>
Total, at fair value	<u>\$ 17,996,576</u>	<u>\$ -</u>	<u>\$ -</u>	17,996,576
Self-directed accounts - partnerships and joint ventures				<u>411,481</u>
Total				<u>\$ 18,408,057</u>

4. PARTY-IN-INTEREST BALANCES AND TRANSACTIONS

The Company and several participants, as a result of being trustees or administrators of the Plan, are deemed to be parties in interest. The custodian, third-party administrator, and plan auditors are also parties in interest. See Note 6 regarding prohibited transactions.

5. RISKS AND UNCERTAINTIES

Investments in general are exposed to risks including interest rate risk, market risk and credit risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the value of investments will occur in the near term and that such changes could materially affect the participants' account balances and the amounts reported in the accompanying financial statements.

The notes receivable from participants are secured by the participants' account balances and the plan administrator considers risk to be minimal since the loans are fully collateralized.

On January 27, 2022, the Department of Labor opened an investigation of the Plan for the period from January 1, 2018 through the date of their letter regarding whether it complied with the requirements of ERISA. The plan administrator provided requested documents to the Department of Labor. Subsequent to year end, the Plan was notified by the Department of Labor that, after making the corrective action discussed in Note 6, they had closed their investigation and were taking no further action.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

6. PROHIBITED TRANSACTIONS

During the year ended December 31, 2019 and prior years, certain participant contributions were not remitted to the Plan in a timely manner and, accordingly, these may be considered prohibited transactions under ERISA. Most of these late remittances related to participants holding self-directed accounts in which the participants themselves had significant control over the timeliness of the remittances. Subsequent to December 31, 2019, such participants signed waivers for related lost earnings as long as they remain an eligible participant or maintain an account with the Plan. Accordingly, no provision for other employer contributions to compensate for lost earnings on late remittances and no schedule of delinquent participant contributions have been included in the accompanying financial statements for these participants.

Payments of late remittances for other participants shown in the supplementary schedule of delinquent participant contributions were made in prior years. The Company paid \$1,917 to compensate for lost earnings on these late remittances subsequent to year end.

* * * * *

See independent auditor's report.

SUPPLEMENTARY INFORMATION

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN**EIN #84-1276956, PLAN #001****SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2014.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
\$ 71,152	X	\$ 71,152	\$ -	\$ -	\$ -

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2015.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
\$ 21,834	X	\$ 21,834	\$ -	\$ -	\$ -

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2016.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
\$ 23,783	X	\$ 23,783	\$ -	\$ -	\$ -

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2017.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
\$ 39,277	X	\$ 39,277	\$ -	\$ -	\$ -

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN**EIN #84-1276956, PLAN #001****SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2019.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 88,075</u>	<u>X</u>	<u>\$ 88,075</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
EIN #84-1276956, PLAN #001
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
*	Fidelity Government Money Market	Money market	**	\$ 54,292
*	Fidelity Freedom Index Income Fund	Mutual fund	**	1,017
*	Fidelity Freedom Index 2015	Mutual fund	**	405,224
*	Fidelity Freedom Index 2020	Mutual fund	**	644,501
*	Fidelity Freedom Index 2025	Mutual fund	**	345,458
*	Fidelity Freedom Index 2030	Mutual fund	**	1,187,402
*	Fidelity Freedom Index 2035	Mutual fund	**	1,147,672
*	Fidelity Freedom Index 2040	Mutual fund	**	1,285,355
*	Fidelity Freedom Index 2045	Mutual fund	**	673,757
*	Fidelity Freedom Index 2050	Mutual fund	**	803,016
*	Fidelity Freedom Index 2055	Mutual fund	**	561,627
*	Fidelity Freedom Index 2060	Mutual fund	**	85,881
*	Fidelity Freedom Index 2065	Mutual fund	**	36,220
*	Fidelity US Bond Index Fund	Mutual fund	**	1,040,959
*	Fidelity Total Market Index	Mutual fund	**	762,784
*	Fidelity Extended Market Index	Mutual fund	**	24,384
*	Fidelity Total International Index	Mutual fund	**	184,465
	T. Rowe Price Blue Chip Growth Fund I Class	Mutual fund	**	36,587
	Nationwide Geneva Small Cap Growth Fund Class R6	Mutual fund	**	12,166
	Cohen & Steers Realty Shares Fund	Mutual fund	**	4,714
	PIMCO Real Return Fund Institutional Class	Mutual fund	**	1,944
	PIMCO Diversified Income Fund Institutional Class	Mutual fund	**	318
	Undiscovered Managers Behavioral Value Fund Class R6	Mutual fund	**	109,431
	Pioneer Equity Income Fund Class K	Mutual fund	**	79,043
	Self-directed accounts	Self-directed brokerage	**	5,619,753
	Self-directed accounts	Partnerships	**	429,922
	Total investments			15,537,892
*	Employer contributions receivable			612,040
	Other employer contributions receivable			1,917
*	Notes receivable from participants	Loans, secured by participant accounts; at interest rates of 5.25%-9.00% per annum; maturing from February 16, 2023 to December 16, 2027	-	187,866
	Total			<u>\$ 16,339,715</u>

* Party-in-interest

** Not required as investments are participant-directed

See independent auditor's report.

**COLORADO SPRINGS ORTHOPAEDIC GROUP
PROFIT-SHARING PLAN**

**FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION
DECEMBER 31, 2022 AND 2021**

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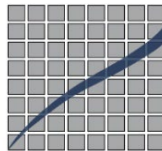
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BiggsKofford

CERTIFIED PUBLIC ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

Trustees

Colorado Springs Orthopaedic Group Profit-Sharing Plan

Colorado Springs, Colorado

Opinion

We have audited the accompanying financial statements of Colorado Springs Orthopaedic Group Profit-Sharing Plan ("Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2022 and 2021, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Emphasis of Matter

As discussed in Note 6, during the year ended December 31, 2019 (and prior years), certain participant contributions were not remitted to the Plan in a timely manner. Additionally, the Plan has received notifications from the Department of Labor stating that certain required filings were noncompliant. The plan administrator believes the noncompliant filings for the year ended December 31, 2020 and prior years have been remedied, and the plan sponsor has paid the related penalties. The penalties were not paid with plan assets.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within 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.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with 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 the 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 the Plan's ability to continue as a going concern for a reasonable period of time.

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

Report on Supplementary Information Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information, as identified in the table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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.

In forming our opinion on the supplementary information, we evaluated whether the supplementary information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

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

BiggsKofford, P.C.

Colorado Springs, Colorado

October 10, 2023

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Investments, at fair value:		
Money market funds	\$ 54,292	\$ 26,385
Mutual funds	9,433,925	10,948,973
Self-directed brokerage accounts	5,619,753	7,021,218
Total investments, at fair value	<u>15,107,970</u>	<u>17,996,576</u>
Other investments:		
Self-directed accounts - partnerships and joint ventures	429,922	411,481
Total investments	<u>15,537,892</u>	<u>18,408,057</u>
Other assets:		
Employer profit-sharing contributions receivable	612,040	518,457
Other employer contributions receivable	1,917	-
Notes receivable from participants	187,866	198,219
Total other assets	<u>801,823</u>	<u>716,676</u>
Net assets available for benefits	<u><u>\$ 16,339,715</u></u>	<u><u>\$ 19,124,733</u></u>

The accompanying notes and independent auditor's report
should be read with these financial statements.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Additions to net assets attributed to:		
Investment income:		
Interest and dividends	\$ 336,302	\$ 353,880
Interest on notes receivable from participants	11,231	10,194
Net appreciation in fair value of investments	<u>(3,726,104)</u>	<u>1,737,671</u>
Net investment income	<u>(3,378,571)</u>	<u>2,101,745</u>
Contributions:		
Participant	857,846	787,517
Employer	501,047	438,923
Other employer	1,917	-
Employer profit-sharing	612,040	518,457
Rollover	<u>9,245</u>	<u>32,395</u>
Total contributions	<u>1,982,095</u>	<u>1,777,292</u>
Total additions	<u>(1,396,476)</u>	<u>3,879,037</u>
Deductions from net assets attributed to:		
Benefits paid to participants	1,379,537	460,291
Administrative fees	<u>9,005</u>	<u>5,751</u>
Total deductions	<u>1,388,542</u>	<u>466,042</u>
Net change in net assets available for benefits	<u>(2,785,018)</u>	<u>3,412,995</u>
Net assets available for benefits, beginning of year	<u>19,124,733</u>	<u>15,711,738</u>
Net assets available for benefits, end of year	<u><u>\$ 16,339,715</u></u>	<u><u>\$ 19,124,733</u></u>

The accompanying notes and independent auditor's report
should be read with these financial statements.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2022 AND 2021

1. PLAN DESCRIPTION

The following description of the Colorado Springs Orthopaedic Group Profit-Sharing Plan ("Plan") provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan, which became effective on September 1, 1994, is a defined contribution plan covering all eligible employees of Colorado Springs Orthopaedic Group ("Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Eligibility

Participants include eligible employees who have at least one month of service and have attained the age of 21. As of January 1, 2022, the Plan was amended to remove the minimum service requirement and change the age requirement to 18.

Contributions

Deferral contributions cannot exceed 100% of compensation or certain limits as set forth by the Internal Revenue Code ("IRC") (\$20,500 and \$19,500 in 2022 and 2021, respectively; \$27,000 and \$26,000 for employees age 50 or older in 2022 and 2021, respectively). The Internal Revenue Service ("IRS") adjusts this limitation each year for cost-of-living increases. Participants may change their contributions throughout the year and may cease making contributions at any time. Rollover contributions are accepted, as permitted by the Plan.

The Company makes a safe harbor contribution of 3% of participant compensation for all participants that are eligible to make salary deferrals under the Plan. The Company may elect to make matching contributions up to a discretionary percentage determined by the Company. The Company may also make discretionary profit-sharing contributions to eligible participants as defined in the plan document.

Participant accounts

Each participant's account is increased by the participant's contributions and their share of the Company's contributions and plan earnings, and is decreased by the participant's distributions and their share of plan losses and expenses, as defined in the plan document.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

1. PLAN DESCRIPTION (CONTINUED)

Vesting

Participants are vested immediately in their contributions and all Company contributions plus related earnings.

Notes receivable from participants

Participants may borrow from their accounts in amounts ranging from \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear a reasonable rate of interest. The term of each loan is a maximum of five years unless the loan is for the purchase of a primary residence. The Plan allows for a maximum of two loans per participant. Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are reclassified as distributions based upon the provisions of the plan document.

Payment of benefits

On termination of service due to death, disability or retirement, participants may request that the vested portion of their account be paid in a lump-sum, partial withdrawal or installment payments. If the value of the vested portion of a participant's individual account is less than \$5,000 upon termination, the amount will be rolled to another qualified plan or an involuntary cash out distribution will be made.

Plan termination

Although it has not expressed any intent to do so, the Company has the right to discontinue its contributions at any time and terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will remain 100% vested in the Company's contributions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared using the accrual basis of accounting.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("US GAAP") requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investment valuation

The Plan's investments are recorded 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 3 for a discussion of fair value measurements.

Income recognition

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

Benefits

Benefits are recorded when paid.

Plan administrative fees

Expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses paid by the Company are excluded from the accompanying financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses.

Tax status

The Plan, which is a volume submitter plan, obtained its latest opinion letter on June 30, 2020, stating that the Plan and related trust are designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the letter, the plan administrator and tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC, that the Plan is qualified, and the related trust is tax-exempt.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Tax status (continued)

US GAAP requires plan management to evaluate income 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 administrator has analyzed the income tax positions taken by the Plan and has concluded that, as of December 31, 2022, there are no uncertain positions taken or expected to be taken that would require recognition or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress.

Subsequent events

Management evaluated subsequent events through the date of the attached independent auditor's report, the date on which these financial statements were available to be issued.

3. FAIR VALUE MEASUREMENTS

With the exception of self-directed accounts invested in partnerships and joint ventures, the Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits. The methods used to measure fair value may produce amounts that may not be indicative of net realizable value or reflective of future fair value. Furthermore, although plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used between December 31, 2022 and 2021.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The categorization is based on the lowest level of input that is significant to the fair value measurement. This hierarchy consists of three levels:

Level 1 - Quoted prices in active markets for identical assets or liabilities

Level 2 - Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities

Level 3 - Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

3. FAIR VALUE MEASUREMENTS (CONTINUED)

The valuation methodologies used for assets measured at fair value are as follows:

Money market funds - Valued at the closing price reported on the active market on which the individual securities are traded

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

Self-directed brokerage accounts - Valued at the closing price recorded on the active market on which the individually-owned securities are traded

Other assets not reported at fair value are measured as follows:

Self-directed accounts - partnerships and joint ventures - Valued at the membership interest K-1 balance (the underlying capital account balance for income tax reporting). Significant investment strategies vary and are established by each partnership or joint venture.

Fair value measurements of assets recognized in the accompanying financial statements, measured at fair value on a recurring basis, consist of the following as of December 31, 2022:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 54,292	\$ -	\$ -	\$ 54,292
Mutual funds	9,433,925	-	-	9,433,925
Self-directed brokerage accounts	<u>5,619,753</u>	<u>-</u>	<u>-</u>	<u>5,619,753</u>
Total, at fair value	<u>\$ 15,107,970</u>	<u>\$ -</u>	<u>\$ -</u>	15,107,970
Self-directed accounts - partnerships and joint ventures				<u>429,922</u>
Total				<u>\$ 15,537,892</u>

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

3. FAIR VALUE MEASUREMENTS (CONTINUED)

Fair value measurements of assets recognized in the accompanying financial statements, measured at fair value on a recurring basis, consist of the following as of December 31, 2021:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money market funds	\$ 26,385	\$ -	\$ -	\$ 26,385
Mutual funds	10,948,973	-	-	10,948,973
Self-directed brokerage accounts	<u>7,021,218</u>	<u>-</u>	<u>-</u>	<u>7,021,218</u>
Total, at fair value	<u>\$ 17,996,576</u>	<u>\$ -</u>	<u>\$ -</u>	17,996,576
Self-directed accounts - partnerships and joint ventures				<u>411,481</u>
Total				<u>\$ 18,408,057</u>

4. PARTY-IN-INTEREST BALANCES AND TRANSACTIONS

The Company and several participants, as a result of being trustees or administrators of the Plan, are deemed to be parties in interest. The custodian, third-party administrator, and plan auditors are also parties in interest. See Note 6 regarding prohibited transactions.

5. RISKS AND UNCERTAINTIES

Investments in general are exposed to risks including interest rate risk, market risk and credit risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the value of investments will occur in the near term and that such changes could materially affect the participants' account balances and the amounts reported in the accompanying financial statements.

The notes receivable from participants are secured by the participants' account balances and the plan administrator considers risk to be minimal since the loans are fully collateralized.

On January 27, 2022, the Department of Labor opened an investigation of the Plan for the period from January 1, 2018 through the date of their letter regarding whether it complied with the requirements of ERISA. The plan administrator provided requested documents to the Department of Labor. Subsequent to year end, the Plan was notified by the Department of Labor that, after making the corrective action discussed in Note 6, they had closed their investigation and were taking no further action.

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

6. PROHIBITED TRANSACTIONS

During the year ended December 31, 2019 and prior years, certain participant contributions were not remitted to the Plan in a timely manner and, accordingly, these may be considered prohibited transactions under ERISA. Most of these late remittances related to participants holding self-directed accounts in which the participants themselves had significant control over the timeliness of the remittances. Subsequent to December 31, 2019, such participants signed waivers for related lost earnings as long as they remain an eligible participant or maintain an account with the Plan. Accordingly, no provision for other employer contributions to compensate for lost earnings on late remittances and no schedule of delinquent participant contributions have been included in the accompanying financial statements for these participants.

Payments of late remittances for other participants shown in the supplementary schedule of delinquent participant contributions were made in prior years. The Company paid \$1,917 to compensate for lost earnings on these late remittances subsequent to year end.

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See independent auditor's report.

SUPPLEMENTARY INFORMATION

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN**EIN #84-1276956, PLAN #001****SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2014.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 71,152</u>	<u>X</u>	<u>\$ 71,152</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2015.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 21,834</u>	<u>X</u>	<u>\$ 21,834</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2016.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 23,783</u>	<u>X</u>	<u>\$ 23,783</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2017.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 39,277</u>	<u>X</u>	<u>\$ 39,277</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN**EIN #84-1276956, PLAN #001****SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**

The following table represents non-exempt prohibited transactions that occurred during the year ended December 31, 2019.

Participant contributions transferred late to the Plan	Participant loan repayment included	Total that constitutes non-exempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
<u>\$ 88,075</u>	<u>X</u>	<u>\$ 88,075</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

See independent auditor's report.

COLORADO SPRINGS ORTHOPAEDIC GROUP PROFIT-SHARING PLAN
EIN #84-1276956, PLAN #001
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2022

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
*	Fidelity Government Money Market	Money market	**	\$ 54,292
*	Fidelity Freedom Index Income Fund	Mutual fund	**	1,017
*	Fidelity Freedom Index 2015	Mutual fund	**	405,224
*	Fidelity Freedom Index 2020	Mutual fund	**	644,501
*	Fidelity Freedom Index 2025	Mutual fund	**	345,458
*	Fidelity Freedom Index 2030	Mutual fund	**	1,187,402
*	Fidelity Freedom Index 2035	Mutual fund	**	1,147,672
*	Fidelity Freedom Index 2040	Mutual fund	**	1,285,355
*	Fidelity Freedom Index 2045	Mutual fund	**	673,757
*	Fidelity Freedom Index 2050	Mutual fund	**	803,016
*	Fidelity Freedom Index 2055	Mutual fund	**	561,627
*	Fidelity Freedom Index 2060	Mutual fund	**	85,881
*	Fidelity Freedom Index 2065	Mutual fund	**	36,220
*	Fidelity US Bond Index Fund	Mutual fund	**	1,040,959
*	Fidelity Total Market Index	Mutual fund	**	762,784
*	Fidelity Extended Market Index	Mutual fund	**	24,384
*	Fidelity Total International Index	Mutual fund	**	184,465
	T. Rowe Price Blue Chip Growth Fund I Class	Mutual fund	**	36,587
	Nationwide Geneva Small Cap Growth Fund Class R6	Mutual fund	**	12,166
	Cohen & Steers Realty Shares Fund	Mutual fund	**	4,714
	PIMCO Real Return Fund Institutional Class	Mutual fund	**	1,944
	PIMCO Diversified Income Fund Institutional Class	Mutual fund	**	318
	Undiscovered Managers Behavioral Value Fund Class R6	Mutual fund	**	109,431
	Pioneer Equity Income Fund Class K	Mutual fund	**	79,043
	Self-directed accounts	Self-directed brokerage	**	5,619,753
	Self-directed accounts	Partnerships	**	429,922
	Total investments			15,537,892
*	Employer contributions receivable			612,040
	Other employer contributions receivable			1,917
*	Notes receivable from participants	Loans, secured by participant accounts; at interest rates of 5.25%-9.00% per annum; maturing from February 16, 2023 to December 16, 2027	-	187,866
	Total			<u>\$ 16,339,715</u>

* Party-in-interest

** Not required as investments are participant-directed

See independent auditor's report.