

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 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ 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 PERKINS COIE RETIREMENT AND 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 003
1c	Effective date of plan 01/01/1975
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) PERKINS COIE LLP 1201 THIRD AVENUE SUITE 4900 SEATTLE, WA 98101-3099
2b	Employer Identification Number (EIN) 91-0591206
2c	Plan Sponsor's telephone number 206-359-8000
2d	Business code (see instructions) 541110

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.	10/14/2024	J. THOMAS CRISTY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2024	J. THOMAS CRISTY
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor PERKINS COIE RETIREMENT COMMITTEE 1201 THIRD AVENUE SUITE 4900 SEATTLE, WA 98101-3099	3b Administrator's EIN 91-0591206																						
	3c Administrator's telephone number 206-359-8000																						
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 2880																						
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td colspan="2" style="height: 20px;"></td></tr> <tr><td style="width: 15%;">6a(1)</td><td style="text-align: right;">1871</td></tr> <tr><td>6a(2)</td><td style="text-align: right;">1738</td></tr> <tr><td>6b</td><td style="text-align: right;">64</td></tr> <tr><td>6c</td><td style="text-align: right;">1034</td></tr> <tr><td>6d</td><td style="text-align: right;">2836</td></tr> <tr><td>6e</td><td style="text-align: right;">12</td></tr> <tr><td>6f</td><td style="text-align: right;">2848</td></tr> <tr><td>6g(1)</td><td style="text-align: right;">2850</td></tr> <tr><td>6g(2)</td><td style="text-align: right;">2826</td></tr> <tr><td>6h</td><td style="text-align: right;">110</td></tr> </table>			6a(1)	1871	6a(2)	1738	6b	64	6c	1034	6d	2836	6e	12	6f	2848	6g(1)	2850	6g(2)	2826	6h	110
6a(1)	1871																						
6a(2)	1738																						
6b	64																						
6c	1034																						
6d	2836																						
6e	12																						
6f	2848																						
6g(1)	2850																						
6g(2)	2826																						
6h	110																						
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7																						
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2R 2S 2T 3B 3H																							
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:																							

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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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 (4) ☐ DCG (Individual Plan Information) – Number Attached _____ (5) ☐ MEP (Multiple-Employer Retirement Plan Information)	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) – Number Attached _____ (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)
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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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan PERKINS COIE RETIREMENT AND 401(K) PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 PERKINS COIE LLP	D Employer Identification Number (EIN) 91-0591206	

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
THE VANGUARD GROUP, INC.
23-1945930

(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)

THE VANGUARD GROUP, INC.

23-1945930

(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?
15 25 33 37 52 99	NONE	98065	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☐

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

VANGUARD ADVISERS INC.

23-2811930

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	NONE	74296	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
THE VANGUARD GROUP, INC.	99	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.	
TD AMERITRADE, INC. 06-0988655	UP TO \$25 PER QUARTER,PER ACTIVE BROKERAGE PARTICIPANT; UP TO A \$50 ONE TIME PER PARTICIPANT BROKERAGE SET-UP FEE AS COMPENSATION FOR VANGUARD'S INITIAL/ONGOING ENHANCEMENTS TO INTEGRATE TD AMERITRADE'S BROKERAGE SERVICE FOR PLAN PARTICIPANTS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
THE VANGUARD GROUP, INC.	99	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.	
CHARLES SCHWAB & CO., INC. 94-1737782	UP TO \$25 PER QUARTER,PER ACTIVE BROKERAGE PARTICIPANT; UP TO A \$50 ONE TIME PER PARTICIPANT BROKERAGE SET-UP FEE AS COMPENSATION FOR VANGUARD'S INITIAL/ONGOING ENHANCEMENTS TO INTEGRATE SCHWAB'S BROKERAGE SERVICE FOR PLAN PARTICIPANTS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>PERKINS COIE RETIREMENT AND 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>003</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>PERKINS COIE LLP</u>	D Employer Identification Number (EIN) <u>91-0591206</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VFTC RETIREMENT SAVINGS TRUST III</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>38-7041744-024</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>11550773</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VFTC TARGET RET 2015 TR I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083953-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VFTC TARGET RET 2020 TR I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083983-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>34413547</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VFTC TARGET RET 2025 TR I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083981-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>85006944</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VFTC TARGET RET 2030 TR I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083979-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>104282398</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VFTC TARGET RET 2035 TR I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083977-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>96633744</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VFTC TARGET RET 2040 TR I</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>90-6083975-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>88818400</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2045 TR I

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083973-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 67045228
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a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2050 TR I

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083969-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 33559648
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a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2055 TR I

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 27-6715074-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10715488
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a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2060 TR I

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 45-3799212-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4527973
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a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2065 TR I

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 82-6190443-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 714239
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a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET 2070 TR I

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 87-7035538-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 313692
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a Name of MTIA, CCT, PSA, or 103-12 IE: VFTC TARGET RET INCOME TR I

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083968-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 22393983
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

b Name of sponsor of entity listed in (a):

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

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan PERKINS COIE RETIREMENT AND 401(K) PLAN	B Three-digit plan number (PN) ►	003
C Plan sponsor's name as shown on line 2a of Form 5500 PERKINS COIE LLP	D Employer Identification Number (EIN) 91-0591206	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	27598254	28970825
(2) Participant contributions	1b(2)	988416	1187407
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred.....	1c(3)(A)		
(B) All other.....	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred.....	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	4779022	4946386
(9) Value of interest in common/collective trusts	1c(9)	478165172	559976056
(10) Value of interest in pooled separate accounts.....	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	493991108	580964838
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other.....	1c(15)	26644058	27672249

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	1032166030	1203717761
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	1032166030	1203717761

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	36451627	
(B) Participants	2a(1)(B)	28578052	
(C) Others (including rollovers)	2a(1)(C)	5162823	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		70192502
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	318647	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		318647
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	22745728	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		22745728
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		78657108
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		69435281
c Other income	2c		5043910
d Total income. Add all income amounts in column (b) and enter total	2d		246393176

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	53227235	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)	15053	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		53242288
f Corrective distributions (see instructions)	2f		1513
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	167681	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		167681
j Total expenses. Add all expense amounts in column (b) and enter total	2j		53411482

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		192981694
l Transfers of assets:			
(1) To this plan	2l(1)		2578405
(2) From this plan	2l(2)		24008368

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: **MOSS ADAMS LLP**

(2) EIN: **91-0189318**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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.			

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)
PERKINS COIE SALARY DEFERRAL PLAN	91-0591203	006

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 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan PERKINS COIE RETIREMENT AND 401(K) PLAN		B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 PERKINS COIE LLP		D Employer Identification Number (EIN) 91-0591206

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): 23-2186884

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) 2023 v. 230707

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: 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) 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) 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)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to: a The corresponding number for the plan year immediately preceding the current plan year b The corresponding number for the second preceding plan year	15a 15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year: a Enter the number of employers who withdrew during the preceding plan year 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	16a 16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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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) and (b): a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____% b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
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. _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☒ "Prior year" ADP test ☐ "Current year" ADP test ☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.	



Report of Independent Auditors
and Financial Statements
with Supplemental Schedule

Perkins Coie Retirement and 401(k) Plan

December 31, 2023 and 2022

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Report of Independent Auditors

The Retirement Plan Committee of
Perkins Coie Retirement and 401(k) Plan

Report on the Audit of the Financial Statements

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

We have performed audits of the financial statements of Perkins Coie Retirement and 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Perkins Coie Retirement and 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Perkins Coie Retirement and 401(k) 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

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

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

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

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

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

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

Other Matter

Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2023, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including 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 form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosures under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Moss Adams LLP

Seattle, Washington
October 14, 2024

Financial Statements

Perkins Coie Retirement and 401(k) Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
Investments, at fair value		
Mutual funds	\$ 580,964,838	\$ 493,991,108
Collective trusts	559,976,056	478,165,172
Self-directed brokerage accounts	<u>27,672,249</u>	<u>26,644,058</u>
Total investments, at fair value	<u>1,168,613,143</u>	<u>998,800,338</u>
Receivables		
Notes receivable from participants	4,946,386	4,779,022
Participant contributions	1,187,407	988,416
Employer contributions	<u>28,970,825</u>	<u>27,598,254</u>
	<u>35,104,618</u>	<u>33,365,692</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 1,203,717,761</u></u>	<u><u>\$ 1,032,166,030</u></u>

See accompanying notes.

Perkins Coie Retirement and 401(k) Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2023

ADDITIONS TO NET ASSETS ATTRIBUTED TO

Investment income	
Net appreciation in fair value of investments	\$ 147,744,933
Dividends	23,093,182
Other	<u>5,043,910</u>
Net investment income	<u>175,882,025</u>
Interest income on notes receivable from participants	<u>318,647</u>
Contributions	
Participant	28,578,052
Employer	36,451,626
Rollovers	<u>5,162,823</u>
Total contributions	<u>70,192,501</u>
Total additions	<u>246,393,173</u>

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO

Benefits paid to participants	53,228,748
Net transfers to Perkins Coie Salary Deferral Plan	21,429,962
Administrative expenses	<u>182,732</u>
Total deductions	<u>74,841,442</u>

CHANGE IN NET ASSETS 171,551,731

NET ASSETS AVAILABLE FOR BENEFITS

Beginning of year	<u>1,032,166,030</u>
End of year	<u><u>\$ 1,203,717,761</u></u>

See accompanying notes.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 1 – Description of Plan

General – The following description of the Perkins Coie Retirement and 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement, as amended, for a more complete description of Plan provisions. The Plan was established for the benefit of non-lawyer employees; staff attorneys; classified of counsel lawyers; contract partners, who were former partners of Perkins Coie LLP (the Firm) or classified of counsel lawyers; partners of the Firm and associated professional corporations; and senior counsel II lawyers and senior attorney II lawyers. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Firm is the Plan's sponsor and serves as Plan administrator.

Eligibility – Under the provisions of the Plan, employees of the Firm are eligible to participate in the Plan as of the first day of the first payroll period commencing after the later of the date on which the employee attains age 18 or becomes an eligible employee, as defined by the Plan. Eligible employees may share in retirement contributions on the January 1, April 1, July 1, or October 1 coinciding with or immediately following the date on which the employee completes one year of service and attains 18 years of age.

Contributions

Participant contributions – The Plan allows participants to make pre-tax and Roth 401(k) salary deferral contributions to the Plan between 1% and 75% of compensation. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. The Plan also allows rollover contributions from other qualified plans.

Eligible employees are automatically enrolled in the Plan with a 3% pre-tax salary deferral unless the employee declines by contacting Vanguard Fiduciary Trust Company (the Trustee). The deferral percentage for those employees who are automatically enrolled increases by 1% per year, to a maximum of 10%. In addition, such employees may elect to withdraw their deferrals at any time during the 90-day period immediately following their first deferral.

Employer contributions – The Firm makes a matching contribution equal to 50% of contributions up to 6% of the eligible employee's compensation.

The Firm also provides a retirement contribution for each participant of 7.3% of the participant's annual compensation during the time such employee is a participant, plus 5.7% of compensation in excess of the social security wage for each participant who is employed on the last day of the Plan year and employees who terminated during the Plan year due to death, disability or retirement at or after age 62 with at least 15 years of service.

The Plan is "top heavy" as defined by the Internal Revenue Code (IRC). As a result of the Plan's top heavy status, the Employer makes a minimum contribution of not less than 3% of compensation paid to all eligible non-key participants.

The Firm also provides a retirement contribution for any eligible employee who made a one-time irrevocable election not to participate in the Plan under terms in effect prior to January 1, 1994, of 3.65% of such eligible employee's compensation, plus 2.85% of such eligible employee's excess compensation for the Plan year. Contributions are subject to regulatory limitations.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Inter-plan transfers – If a participant becomes ineligible to participate in the Plan because of a change in status and such change in status renders the participant eligible to participate in the Perkins Coie Salary Deferral Plan (Salary Deferral Plan), then the participant's accounts under the Plan may be transferred to the Salary Deferral Plan in a trustee-to-trustee transfer. Similarly, if a participant in the Salary Deferral Plan becomes ineligible to participate in that plan because of a change of status and such change in status renders the participant eligible to participate in the Plan, then the Participant's account(s) under the Salary Deferral may be transferred to the Plan in a trustee-to-trustee transfer. During 2023, assets totaling \$2,578,405 were transferred into the Plan from the Salary Deferral Plan, and assets totaling \$24,008,368 were transferred to the Salary Deferral Plan.

Vesting – Participant contributions and earnings thereon are fully vested immediately. Both Firm matching and Firm retirement contributions vest immediately in the event of death, total and permanent disability, or retirement at normal retirement age. Normal retirement age is the later of age 59½ or the fifth anniversary of participation in the Plan. The Firm matching contribution fully vests after a participant completes three years of service. The Firm retirement contributions vest in graduated intervals as follows:

Years of Service	Vesting Percentage
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Participant accounts – Plan participants may direct the investment of their accounts among various investment funds. Participants' accounts are credited with employee, employer, and rollover contributions, as well as earnings allocated based on their account balances. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, depending on the type of expense. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants may change their investment options at any time. Participants may also elect to invest all or a portion of their account balances in self-directed brokerage accounts offered through the Trustee.

Benefits – Benefits are payable at normal retirement age, death, total and permanent disability or other termination of employment. Benefit payments are either lump sum or annuities. Early withdrawals are permitted in the event of certain financial hardships, as defined by the Plan, and by employees who are automatically enrolled in the Plan, so long as such withdrawals are made within 90 days after their first salary deferral. Terminated participants with a balance less than \$1,000 will receive cash payment and any nonvested portion will be treated as a forfeiture.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Notes receivable from participants – Participants may borrow from their fund accounts a minimum of \$1,000 to a maximum equal to the lesser of \$50,000 or 50% of their vested account balances. A participant is restricted to one loan in any calendar year, and no loan will be approved if there are two or more loans outstanding from the Plan. Loan terms range from one to five years or up to 15 years for the purchase of a primary residence. The loans are secured by the balance of the participant's account and bear interest at a fixed rate set at the time of the loan's origination at prime plus 2%. Principal and interest are paid ratably through monthly payroll deductions. As of December 31, 2023, the rates of interest on outstanding loans ranged from 5.25% to 10.50%, with various maturities through November 2038.

Forfeitures – Forfeitures of the nonvested portion of terminated participants' accounts are used to reduce the Firm's contributions to the Plan. As of December 31, 2023 and 2022, forfeited nonvested accounts totaled \$485,327 and \$627,969 respectively. For the year ended December 31, 2023, forfeitures totaling \$437,505 were used to offset employer contributions.

Plan termination – Although it has not expressed any intent to do so, the Firm has the right under the Plan to terminate the Plan subject to the provisions of ERISA. If the Plan is terminated, amounts allocated to participant accounts become fully vested.

Note 2 – Summary of Significant Accounting Policies

Basis of accounting – The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP), using the accrual method of accounting.

Use of estimates – The preparation of financial statements in accordance with U.S. GAAP requires the use of estimates and assumptions that may affect certain amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investment valuation – The investments are reported at fair value. The Plan's Trustee certifies the fair value of all investments. If available, quoted market prices are used to value investments.

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

Income recognition – Purchases and sales of securities are recorded on a trade-date basis. Net appreciation in the fair value of investments consists of both the realized gains or losses and unrealized appreciation and depreciation of those investments. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Contributions – Contributions from participants are recorded in the year in which the employee contributes the related participant compensation is earned.

Notes receivable from participants – Notes receivable from participants are measured at amortized cost, which represents unpaid principal balance plus accrued but unpaid interest, and are classified as notes receivable.

Benefits – Benefits are recorded when paid.

Administrative expenses – Certain expenses of maintaining the Plan are paid directly by the Firm and are excluded from these 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. Investment related expenses are included in net appreciation in fair value of investments.

Subsequent events – Subsequent events are events or transactions that occur after the statement of net assets available for benefits date but before the financial statements are available to be issued. The Plan recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the statement of net assets available for benefits, including the estimates inherent in the process of preparing the financial statements. The Plan's financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the statement of net assets available for benefits but arose after the statement of net assets available for benefits date and before the financial statements are available to be issued.

The Plan has evaluated subsequent events through October 14, 2024, which is the date the financial statements were available to be issued.

Note 3 – Tax Status

The Internal Revenue Service determined and informed the Firm by a letter dated June 15, 2018, that the Plan and related trust were designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

In accordance with guidance on accounting for uncertainty in income taxes, management has evaluated the Plan's tax positions and does not believe the Plan has any uncertain tax positions that require disclosure or adjustment to the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 4 – Fair Value Measurements

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

The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities the Plan has the ability to access.

Level 2 – Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used at December 31, 2023 and 2022.

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

Self-directed brokerage accounts – Investments in self-directed brokerage accounts primarily consist of mutual funds and common stocks. Mutual funds are valued as noted above. Common stocks are valued at the closing price reported on the major market on which the individual securities are traded.

Collective trusts – Units held in collective trusts (CTs) are valued using the net asset value practical expedient (NAV practical expedient) of the CTs as reported by the CT managers. The NAV practical expedient is based on the fair value of the underlying assets owned by the CTs, minus its liabilities, and then divided by the number of units outstanding. There are no restrictions to trading the collective trust funds at their NAV practical expedients at December 31, 2023 or 2022.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

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

The following tables disclose the fair value hierarchy of the Plan's assets by level as of December 31, 2023 and 2022:

Fair Value Measurement at December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 580,964,838	\$ -	\$ -	\$ 580,964,838
Self-Directed brokerage accounts	27,672,249	-	-	27,672,249
Total assets in the fair value hierarchy	<u>\$ 608,637,087</u>	<u>\$ -</u>	<u>\$ -</u>	608,637,087
Investments measured at NAV practical expedient				<u>559,976,056</u>
Investments at fair value				<u>\$ 1,168,613,143</u>

Fair Value Measurement at December 31, 2022				
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 493,991,108	\$ -	\$ -	\$ 493,991,108
Self-Directed brokerage accounts	26,644,058	-	-	26,644,058
Total assets in the fair value hierarchy	<u>\$ 520,635,166</u>	<u>\$ -</u>	<u>\$ -</u>	520,635,166
Investments measured at NAV practical expedient				<u>478,165,172</u>
Investments at fair value				<u>\$ 998,800,338</u>

Note 5 – Information Certified by the Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Vanguard Fiduciary Trust Company, the trustee of the Plan, has certified to the completeness and accuracy of the following:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022.
- Net investment income and interest income on notes receivable from participants reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2023.
- Investments and participant loans reflected on the schedule of assets (held at end of year).

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 6 – Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risk. It is reasonably possible, given the level of risk associated with investment securities, that changes in the near term could materially affect participants' account balances and the amounts reported in the financial statements.

Note 7 – Party-in-Interest Transactions

Plan investments include shares of mutual funds managed by affiliates of the Trustee. Therefore, transactions with these entities qualify as exempt party-in-interest transactions.

Note 8 – Reconciliation to Form 5500

The Form 5500 has certain items that differ from amounts shown on the accompanying financial statements. These differences relate to classification only and have no effect upon net assets available for benefits for either period.

Supplemental Schedule

Perkins Coie Retirement and 401(k) Plan
EIN: 91-0591206, Plan #: 003
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Amer Funds EuroPacific Gr	Registered Investment Company	**	\$ 11,238,565
	Harbor Cap Appr Ret CI	Registered Investment Company	**	37,413,033
	MFS Mid Cap Growth R6	Registered Investment Company	**	236,098
	PIMCO Total Return Fd, Instit	Registered Investment Company	**	10,972,879
	TRP Sm Cap Val I Class	Registered Investment Company	**	7,871,610
*	Vanguard Capital Opp Admiral	Registered Investment Company	**	14,027,923
*	Vanguard Emrgn Mkts Stk Ix Ins	Registered Investment Company	**	10,920,957
*	Vanguard Eqty Inc Fnd Adm	Registered Investment Company	**	35,836,800
*	Vanguard Explorer Adm	Registered Investment Company	**	11,177,504
*	Vanguard Fed Money Mkt	Registered Investment Company	**	28,180,443
*	Vanguard High-Yield Corp Adm	Registered Investment Company	**	6,021,286
*	Vanguard Infla-Prot Sec Instl	Registered Investment Company	**	4,280,096
*	Vanguard Inst Idx Inst Plus	Registered Investment Company	**	115,472,567
*	Vanguard Intl Value Fund	Registered Investment Company	**	13,032,657
*	Vanguard Md-Cap Index Fund Ins	Registered Investment Company	**	19,119,309
*	Vanguard PRIMECAP Core Fund	Registered Investment Company	**	8,623,036
*	Vanguard PRIMECAP Adm	Registered Investment Company	**	65,892,850
*	Vanguard Real Est Idx Fnd Inst	Registered Investment Company	**	11,858,057
*	Vanguard Selected Value	Registered Investment Company	**	5,423,848
*	Vanguard Short-Term Invest-Gr Inst	Registered Investment Company	**	11,159,684
*	Vanguard Sm-Cap Index Fund Ins	Registered Investment Company	**	14,531,076
*	Vanguard Total Bond Idx Inst	Registered Investment Company	**	35,325,446
*	Vanguard Total Intl Stk Inst	Registered Investment Company	**	28,560,537
*	Vanguard Wellesley Inc Adm	Registered Investment Company	**	12,624,849
*	Vanguard Wellington Adm	Registered Investment Company	**	36,566,119
*	Vanguard Windsor II Fund Adm	Registered Investment Company	**	24,597,608
*	Self-Directed Brokerage Fund	Self-Directed Brokerage Fund	**	27,672,249
*	Vanguard Retirement Savings Trust III	Common/Collective Trust	**	11,550,773
*	Vanguard Tgt Retire 2020 Tr I	Common/Collective Trust	**	34,413,547
*	Vanguard Tgt Retire 2025 Tr I	Common/Collective Trust	**	85,006,944
*	Vanguard Tgt Retire 2030 Tr I	Common/Collective Trust	**	104,282,398
*	Vanguard Tgt Retire 2035 Tr I	Common/Collective Trust	**	96,633,744
*	Vanguard Tgt Retire 2040 Tr I	Common/Collective Trust	**	88,818,400
*	Vanguard Tgt Retire 2045 Tr I	Common/Collective Trust	**	67,045,228
*	Vanguard Tgt Retire 2050 Tr I	Common/Collective Trust	**	33,559,648
*	Vanguard Tgt Retire 2055 Tr I	Common/Collective Trust	**	10,715,488
*	Vanguard Tgt Retire 2060 Tr I	Common/Collective Trust	**	4,527,973
*	Vanguard Tgt Retire 2065 Tr I	Common/Collective Trust	**	714,239
*	Vanguard Tgt Retire 2070 Tr I	Common/Collective Trust	**	313,692
*	Vanguard Tgt Retire Inc Tr I	Common/Collective Trust	**	22,393,983
*	Participant loans	Interest rates range from 5.25% to 10.50%, maturing through November 2038		4,946,386
				<u>\$ 1,173,559,529</u>

* Indicates party-in-interest.

** Information is not required as investments are participant-directed.



Report of Independent Auditors
and Financial Statements
with Supplemental Schedule

Perkins Coie Retirement and 401(k) Plan

December 31, 2023 and 2022

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Report of Independent Auditors

The Retirement Plan Committee of
Perkins Coie Retirement and 401(k) Plan

Report on the Audit of the Financial Statements

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

We have performed audits of the financial statements of Perkins Coie Retirement and 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Perkins Coie Retirement and 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Perkins Coie Retirement and 401(k) 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

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

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

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

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

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

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

Other Matter

Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2023, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including 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 form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosures under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Moss Adams LLP

Seattle, Washington
October 14, 2024

Financial Statements

Perkins Coie Retirement and 401(k) Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
Investments, at fair value		
Mutual funds	\$ 580,964,838	\$ 493,991,108
Collective trusts	559,976,056	478,165,172
Self-directed brokerage accounts	<u>27,672,249</u>	<u>26,644,058</u>
Total investments, at fair value	<u>1,168,613,143</u>	<u>998,800,338</u>
Receivables		
Notes receivable from participants	4,946,386	4,779,022
Participant contributions	1,187,407	988,416
Employer contributions	<u>28,970,825</u>	<u>27,598,254</u>
	<u>35,104,618</u>	<u>33,365,692</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 1,203,717,761</u></u>	<u><u>\$ 1,032,166,030</u></u>

See accompanying notes.

Perkins Coie Retirement and 401(k) Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2023

ADDITIONS TO NET ASSETS ATTRIBUTED TO

Investment income	
Net appreciation in fair value of investments	\$ 147,744,933
Dividends	23,093,182
Other	<u>5,043,910</u>
Net investment income	<u>175,882,025</u>
Interest income on notes receivable from participants	<u>318,647</u>
Contributions	
Participant	28,578,052
Employer	36,451,626
Rollovers	<u>5,162,823</u>
Total contributions	<u>70,192,501</u>
Total additions	<u>246,393,173</u>

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO

Benefits paid to participants	53,228,748
Net transfers to Perkins Coie Salary Deferral Plan	21,429,962
Administrative expenses	<u>182,732</u>
Total deductions	<u>74,841,442</u>

CHANGE IN NET ASSETS 171,551,731

NET ASSETS AVAILABLE FOR BENEFITS

Beginning of year	<u>1,032,166,030</u>
End of year	<u><u>\$ 1,203,717,761</u></u>

See accompanying notes.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 1 – Description of Plan

General – The following description of the Perkins Coie Retirement and 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement, as amended, for a more complete description of Plan provisions. The Plan was established for the benefit of non-lawyer employees; staff attorneys; classified of counsel lawyers; contract partners, who were former partners of Perkins Coie LLP (the Firm) or classified of counsel lawyers; partners of the Firm and associated professional corporations; and senior counsel II lawyers and senior attorney II lawyers. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Firm is the Plan's sponsor and serves as Plan administrator.

Eligibility – Under the provisions of the Plan, employees of the Firm are eligible to participate in the Plan as of the first day of the first payroll period commencing after the later of the date on which the employee attains age 18 or becomes an eligible employee, as defined by the Plan. Eligible employees may share in retirement contributions on the January 1, April 1, July 1, or October 1 coinciding with or immediately following the date on which the employee completes one year of service and attains 18 years of age.

Contributions

Participant contributions – The Plan allows participants to make pre-tax and Roth 401(k) salary deferral contributions to the Plan between 1% and 75% of compensation. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. The Plan also allows rollover contributions from other qualified plans.

Eligible employees are automatically enrolled in the Plan with a 3% pre-tax salary deferral unless the employee declines by contacting Vanguard Fiduciary Trust Company (the Trustee). The deferral percentage for those employees who are automatically enrolled increases by 1% per year, to a maximum of 10%. In addition, such employees may elect to withdraw their deferrals at any time during the 90-day period immediately following their first deferral.

Employer contributions – The Firm makes a matching contribution equal to 50% of contributions up to 6% of the eligible employee's compensation.

The Firm also provides a retirement contribution for each participant of 7.3% of the participant's annual compensation during the time such employee is a participant, plus 5.7% of compensation in excess of the social security wage for each participant who is employed on the last day of the Plan year and employees who terminated during the Plan year due to death, disability or retirement at or after age 62 with at least 15 years of service.

The Plan is "top heavy" as defined by the Internal Revenue Code (IRC). As a result of the Plan's top heavy status, the Employer makes a minimum contribution of not less than 3% of compensation paid to all eligible non-key participants.

The Firm also provides a retirement contribution for any eligible employee who made a one-time irrevocable election not to participate in the Plan under terms in effect prior to January 1, 1994, of 3.65% of such eligible employee's compensation, plus 2.85% of such eligible employee's excess compensation for the Plan year. Contributions are subject to regulatory limitations.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Inter-plan transfers – If a participant becomes ineligible to participate in the Plan because of a change in status and such change in status renders the participant eligible to participate in the Perkins Coie Salary Deferral Plan (Salary Deferral Plan), then the participant's accounts under the Plan may be transferred to the Salary Deferral Plan in a trustee-to-trustee transfer. Similarly, if a participant in the Salary Deferral Plan becomes ineligible to participate in that plan because of a change of status and such change in status renders the participant eligible to participate in the Plan, then the Participant's account(s) under the Salary Deferral may be transferred to the Plan in a trustee-to-trustee transfer. During 2023, assets totaling \$2,578,405 were transferred into the Plan from the Salary Deferral Plan, and assets totaling \$24,008,368 were transferred to the Salary Deferral Plan.

Vesting – Participant contributions and earnings thereon are fully vested immediately. Both Firm matching and Firm retirement contributions vest immediately in the event of death, total and permanent disability, or retirement at normal retirement age. Normal retirement age is the later of age 59½ or the fifth anniversary of participation in the Plan. The Firm matching contribution fully vests after a participant completes three years of service. The Firm retirement contributions vest in graduated intervals as follows:

Years of Service	Vesting Percentage
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Participant accounts – Plan participants may direct the investment of their accounts among various investment funds. Participants' accounts are credited with employee, employer, and rollover contributions, as well as earnings allocated based on their account balances. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, depending on the type of expense. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants may change their investment options at any time. Participants may also elect to invest all or a portion of their account balances in self-directed brokerage accounts offered through the Trustee.

Benefits – Benefits are payable at normal retirement age, death, total and permanent disability or other termination of employment. Benefit payments are either lump sum or annuities. Early withdrawals are permitted in the event of certain financial hardships, as defined by the Plan, and by employees who are automatically enrolled in the Plan, so long as such withdrawals are made within 90 days after their first salary deferral. Terminated participants with a balance less than \$1,000 will receive cash payment and any nonvested portion will be treated as a forfeiture.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Notes receivable from participants – Participants may borrow from their fund accounts a minimum of \$1,000 to a maximum equal to the lesser of \$50,000 or 50% of their vested account balances. A participant is restricted to one loan in any calendar year, and no loan will be approved if there are two or more loans outstanding from the Plan. Loan terms range from one to five years or up to 15 years for the purchase of a primary residence. The loans are secured by the balance of the participant's account and bear interest at a fixed rate set at the time of the loan's origination at prime plus 2%. Principal and interest are paid ratably through monthly payroll deductions. As of December 31, 2023, the rates of interest on outstanding loans ranged from 5.25% to 10.50%, with various maturities through November 2038.

Forfeitures – Forfeitures of the nonvested portion of terminated participants' accounts are used to reduce the Firm's contributions to the Plan. As of December 31, 2023 and 2022, forfeited nonvested accounts totaled \$485,327 and \$627,969 respectively. For the year ended December 31, 2023, forfeitures totaling \$437,505 were used to offset employer contributions.

Plan termination – Although it has not expressed any intent to do so, the Firm has the right under the Plan to terminate the Plan subject to the provisions of ERISA. If the Plan is terminated, amounts allocated to participant accounts become fully vested.

Note 2 – Summary of Significant Accounting Policies

Basis of accounting – The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP), using the accrual method of accounting.

Use of estimates – The preparation of financial statements in accordance with U.S. GAAP requires the use of estimates and assumptions that may affect certain amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investment valuation – The investments are reported at fair value. The Plan's Trustee certifies the fair value of all investments. If available, quoted market prices are used to value investments.

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

Income recognition – Purchases and sales of securities are recorded on a trade-date basis. Net appreciation in the fair value of investments consists of both the realized gains or losses and unrealized appreciation and depreciation of those investments. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Contributions – Contributions from participants are recorded in the year in which the employee contributes the related participant compensation is earned.

Notes receivable from participants – Notes receivable from participants are measured at amortized cost, which represents unpaid principal balance plus accrued but unpaid interest, and are classified as notes receivable.

Benefits – Benefits are recorded when paid.

Administrative expenses – Certain expenses of maintaining the Plan are paid directly by the Firm and are excluded from these 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. Investment related expenses are included in net appreciation in fair value of investments.

Subsequent events – Subsequent events are events or transactions that occur after the statement of net assets available for benefits date but before the financial statements are available to be issued. The Plan recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the statement of net assets available for benefits, including the estimates inherent in the process of preparing the financial statements. The Plan's financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the statement of net assets available for benefits but arose after the statement of net assets available for benefits date and before the financial statements are available to be issued.

The Plan has evaluated subsequent events through October 14, 2024, which is the date the financial statements were available to be issued.

Note 3 – Tax Status

The Internal Revenue Service determined and informed the Firm by a letter dated June 15, 2018, that the Plan and related trust were designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

In accordance with guidance on accounting for uncertainty in income taxes, management has evaluated the Plan's tax positions and does not believe the Plan has any uncertain tax positions that require disclosure or adjustment to the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 4 – Fair Value Measurements

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

The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities the Plan has the ability to access.

Level 2 – Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used at December 31, 2023 and 2022.

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

Self-directed brokerage accounts – Investments in self-directed brokerage accounts primarily consist of mutual funds and common stocks. Mutual funds are valued as noted above. Common stocks are valued at the closing price reported on the major market on which the individual securities are traded.

Collective trusts – Units held in collective trusts (CTs) are valued using the net asset value practical expedient (NAV practical expedient) of the CTs as reported by the CT managers. The NAV practical expedient is based on the fair value of the underlying assets owned by the CTs, minus its liabilities, and then divided by the number of units outstanding. There are no restrictions to trading the collective trust funds at their NAV practical expedients at December 31, 2023 or 2022.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

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

The following tables disclose the fair value hierarchy of the Plan's assets by level as of December 31, 2023 and 2022:

Fair Value Measurement at December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 580,964,838	\$ -	\$ -	\$ 580,964,838
Self-Directed brokerage accounts	27,672,249	-	-	27,672,249
Total assets in the fair value hierarchy	<u>\$ 608,637,087</u>	<u>\$ -</u>	<u>\$ -</u>	608,637,087
Investments measured at NAV practical expedient				<u>559,976,056</u>
Investments at fair value				<u>\$ 1,168,613,143</u>

Fair Value Measurement at December 31, 2022				
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 493,991,108	\$ -	\$ -	\$ 493,991,108
Self-Directed brokerage accounts	26,644,058	-	-	26,644,058
Total assets in the fair value hierarchy	<u>\$ 520,635,166</u>	<u>\$ -</u>	<u>\$ -</u>	520,635,166
Investments measured at NAV practical expedient				<u>478,165,172</u>
Investments at fair value				<u>\$ 998,800,338</u>

Note 5 – Information Certified by the Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Vanguard Fiduciary Trust Company, the trustee of the Plan, has certified to the completeness and accuracy of the following:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022.
- Net investment income and interest income on notes receivable from participants reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2023.
- Investments and participant loans reflected on the schedule of assets (held at end of year).

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 6 – Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risk. It is reasonably possible, given the level of risk associated with investment securities, that changes in the near term could materially affect participants' account balances and the amounts reported in the financial statements.

Note 7 – Party-in-Interest Transactions

Plan investments include shares of mutual funds managed by affiliates of the Trustee. Therefore, transactions with these entities qualify as exempt party-in-interest transactions.

Note 8 – Reconciliation to Form 5500

The Form 5500 has certain items that differ from amounts shown on the accompanying financial statements. These differences relate to classification only and have no effect upon net assets available for benefits for either period.

Supplemental Schedule

Perkins Coie Retirement and 401(k) Plan
EIN: 91-0591206, Plan #: 003
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Amer Funds EuroPacific Gr	Registered Investment Company	**	\$ 11,238,565
	Harbor Cap Appr Ret CI	Registered Investment Company	**	37,413,033
	MFS Mid Cap Growth R6	Registered Investment Company	**	236,098
	PIMCO Total Return Fd, Instit	Registered Investment Company	**	10,972,879
	TRP Sm Cap Val I Class	Registered Investment Company	**	7,871,610
*	Vanguard Capital Opp Admiral	Registered Investment Company	**	14,027,923
*	Vanguard Emrgn Mkts Stk Ix Ins	Registered Investment Company	**	10,920,957
*	Vanguard Eqty Inc Fnd Adm	Registered Investment Company	**	35,836,800
*	Vanguard Explorer Adm	Registered Investment Company	**	11,177,504
*	Vanguard Fed Money Mkt	Registered Investment Company	**	28,180,443
*	Vanguard High-Yield Corp Adm	Registered Investment Company	**	6,021,286
*	Vanguard Infla-Prot Sec Instl	Registered Investment Company	**	4,280,096
*	Vanguard Inst Idx Inst Plus	Registered Investment Company	**	115,472,567
*	Vanguard Intl Value Fund	Registered Investment Company	**	13,032,657
*	Vanguard Md-Cap Index Fund Ins	Registered Investment Company	**	19,119,309
*	Vanguard PRIMECAP Core Fund	Registered Investment Company	**	8,623,036
*	Vanguard PRIMECAP Adm	Registered Investment Company	**	65,892,850
*	Vanguard Real Est Idx Fnd Inst	Registered Investment Company	**	11,858,057
*	Vanguard Selected Value	Registered Investment Company	**	5,423,848
*	Vanguard Short-Term Invest-Gr Inst	Registered Investment Company	**	11,159,684
*	Vanguard Sm-Cap Index Fund Ins	Registered Investment Company	**	14,531,076
*	Vanguard Total Bond Idx Inst	Registered Investment Company	**	35,325,446
*	Vanguard Total Intl Stk Inst	Registered Investment Company	**	28,560,537
*	Vanguard Wellesley Inc Adm	Registered Investment Company	**	12,624,849
*	Vanguard Wellington Adm	Registered Investment Company	**	36,566,119
*	Vanguard Windsor II Fund Adm	Registered Investment Company	**	24,597,608
*	Self-Directed Brokerage Fund	Self-Directed Brokerage Fund	**	27,672,249
*	Vanguard Retirement Savings Trust III	Common/Collective Trust	**	11,550,773
*	Vanguard Tgt Retire 2020 Tr I	Common/Collective Trust	**	34,413,547
*	Vanguard Tgt Retire 2025 Tr I	Common/Collective Trust	**	85,006,944
*	Vanguard Tgt Retire 2030 Tr I	Common/Collective Trust	**	104,282,398
*	Vanguard Tgt Retire 2035 Tr I	Common/Collective Trust	**	96,633,744
*	Vanguard Tgt Retire 2040 Tr I	Common/Collective Trust	**	88,818,400
*	Vanguard Tgt Retire 2045 Tr I	Common/Collective Trust	**	67,045,228
*	Vanguard Tgt Retire 2050 Tr I	Common/Collective Trust	**	33,559,648
*	Vanguard Tgt Retire 2055 Tr I	Common/Collective Trust	**	10,715,488
*	Vanguard Tgt Retire 2060 Tr I	Common/Collective Trust	**	4,527,973
*	Vanguard Tgt Retire 2065 Tr I	Common/Collective Trust	**	714,239
*	Vanguard Tgt Retire 2070 Tr I	Common/Collective Trust	**	313,692
*	Vanguard Tgt Retire Inc Tr I	Common/Collective Trust	**	22,393,983
*	Participant loans	Interest rates range from 5.25% to 10.50%, maturing through November 2038		4,946,386
				<u><u>\$ 1,173,559,529</u></u>

* Indicates party-in-interest.

** Information is not required as investments are participant-directed.



Report of Independent Auditors
and Financial Statements
with Supplemental Schedule

Perkins Coie Retirement and 401(k) Plan

December 31, 2023 and 2022

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Report of Independent Auditors

The Retirement Plan Committee of
Perkins Coie Retirement and 401(k) Plan

Report on the Audit of the Financial Statements

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

We have performed audits of the financial statements of Perkins Coie Retirement and 401(k) Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Perkins Coie Retirement and 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Perkins Coie Retirement and 401(k) 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

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

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

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

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

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

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

Other Matter

Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2023, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including 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 form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosures under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Moss Adams LLP

Seattle, Washington
October 14, 2024

Financial Statements

Perkins Coie Retirement and 401(k) Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
Investments, at fair value		
Mutual funds	\$ 580,964,838	\$ 493,991,108
Collective trusts	559,976,056	478,165,172
Self-directed brokerage accounts	<u>27,672,249</u>	<u>26,644,058</u>
Total investments, at fair value	<u>1,168,613,143</u>	<u>998,800,338</u>
Receivables		
Notes receivable from participants	4,946,386	4,779,022
Participant contributions	1,187,407	988,416
Employer contributions	<u>28,970,825</u>	<u>27,598,254</u>
	<u>35,104,618</u>	<u>33,365,692</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 1,203,717,761</u></u>	<u><u>\$ 1,032,166,030</u></u>

See accompanying notes.

Perkins Coie Retirement and 401(k) Plan
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2023

ADDITIONS TO NET ASSETS ATTRIBUTED TO

Investment income	
Net appreciation in fair value of investments	\$ 147,744,933
Dividends	23,093,182
Other	<u>5,043,910</u>
Net investment income	<u>175,882,025</u>
Interest income on notes receivable from participants	<u>318,647</u>
Contributions	
Participant	28,578,052
Employer	36,451,626
Rollovers	<u>5,162,823</u>
Total contributions	<u>70,192,501</u>
Total additions	<u>246,393,173</u>

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO

Benefits paid to participants	53,228,748
Net transfers to Perkins Coie Salary Deferral Plan	21,429,962
Administrative expenses	<u>182,732</u>
Total deductions	<u>74,841,442</u>

CHANGE IN NET ASSETS 171,551,731

NET ASSETS AVAILABLE FOR BENEFITS

Beginning of year	<u>1,032,166,030</u>
End of year	<u><u>\$ 1,203,717,761</u></u>

See accompanying notes.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 1 – Description of Plan

General – The following description of the Perkins Coie Retirement and 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement, as amended, for a more complete description of Plan provisions. The Plan was established for the benefit of non-lawyer employees; staff attorneys; classified of counsel lawyers; contract partners, who were former partners of Perkins Coie LLP (the Firm) or classified of counsel lawyers; partners of the Firm and associated professional corporations; and senior counsel II lawyers and senior attorney II lawyers. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Firm is the Plan's sponsor and serves as Plan administrator.

Eligibility – Under the provisions of the Plan, employees of the Firm are eligible to participate in the Plan as of the first day of the first payroll period commencing after the later of the date on which the employee attains age 18 or becomes an eligible employee, as defined by the Plan. Eligible employees may share in retirement contributions on the January 1, April 1, July 1, or October 1 coinciding with or immediately following the date on which the employee completes one year of service and attains 18 years of age.

Contributions

Participant contributions – The Plan allows participants to make pre-tax and Roth 401(k) salary deferral contributions to the Plan between 1% and 75% of compensation. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. The Plan also allows rollover contributions from other qualified plans.

Eligible employees are automatically enrolled in the Plan with a 3% pre-tax salary deferral unless the employee declines by contacting Vanguard Fiduciary Trust Company (the Trustee). The deferral percentage for those employees who are automatically enrolled increases by 1% per year, to a maximum of 10%. In addition, such employees may elect to withdraw their deferrals at any time during the 90-day period immediately following their first deferral.

Employer contributions – The Firm makes a matching contribution equal to 50% of contributions up to 6% of the eligible employee's compensation.

The Firm also provides a retirement contribution for each participant of 7.3% of the participant's annual compensation during the time such employee is a participant, plus 5.7% of compensation in excess of the social security wage for each participant who is employed on the last day of the Plan year and employees who terminated during the Plan year due to death, disability or retirement at or after age 62 with at least 15 years of service.

The Plan is "top heavy" as defined by the Internal Revenue Code (IRC). As a result of the Plan's top heavy status, the Employer makes a minimum contribution of not less than 3% of compensation paid to all eligible non-key participants.

The Firm also provides a retirement contribution for any eligible employee who made a one-time irrevocable election not to participate in the Plan under terms in effect prior to January 1, 1994, of 3.65% of such eligible employee's compensation, plus 2.85% of such eligible employee's excess compensation for the Plan year. Contributions are subject to regulatory limitations.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Inter-plan transfers – If a participant becomes ineligible to participate in the Plan because of a change in status and such change in status renders the participant eligible to participate in the Perkins Coie Salary Deferral Plan (Salary Deferral Plan), then the participant's accounts under the Plan may be transferred to the Salary Deferral Plan in a trustee-to-trustee transfer. Similarly, if a participant in the Salary Deferral Plan becomes ineligible to participate in that plan because of a change of status and such change in status renders the participant eligible to participate in the Plan, then the Participant's account(s) under the Salary Deferral may be transferred to the Plan in a trustee-to-trustee transfer. During 2023, assets totaling \$2,578,405 were transferred into the Plan from the Salary Deferral Plan, and assets totaling \$24,008,368 were transferred to the Salary Deferral Plan.

Vesting – Participant contributions and earnings thereon are fully vested immediately. Both Firm matching and Firm retirement contributions vest immediately in the event of death, total and permanent disability, or retirement at normal retirement age. Normal retirement age is the later of age 59½ or the fifth anniversary of participation in the Plan. The Firm matching contribution fully vests after a participant completes three years of service. The Firm retirement contributions vest in graduated intervals as follows:

Years of Service	Vesting Percentage
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Participant accounts – Plan participants may direct the investment of their accounts among various investment funds. Participants' accounts are credited with employee, employer, and rollover contributions, as well as earnings allocated based on their account balances. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, depending on the type of expense. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants may change their investment options at any time. Participants may also elect to invest all or a portion of their account balances in self-directed brokerage accounts offered through the Trustee.

Benefits – Benefits are payable at normal retirement age, death, total and permanent disability or other termination of employment. Benefit payments are either lump sum or annuities. Early withdrawals are permitted in the event of certain financial hardships, as defined by the Plan, and by employees who are automatically enrolled in the Plan, so long as such withdrawals are made within 90 days after their first salary deferral. Terminated participants with a balance less than \$1,000 will receive cash payment and any nonvested portion will be treated as a forfeiture.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Notes receivable from participants – Participants may borrow from their fund accounts a minimum of \$1,000 to a maximum equal to the lesser of \$50,000 or 50% of their vested account balances. A participant is restricted to one loan in any calendar year, and no loan will be approved if there are two or more loans outstanding from the Plan. Loan terms range from one to five years or up to 15 years for the purchase of a primary residence. The loans are secured by the balance of the participant's account and bear interest at a fixed rate set at the time of the loan's origination at prime plus 2%. Principal and interest are paid ratably through monthly payroll deductions. As of December 31, 2023, the rates of interest on outstanding loans ranged from 5.25% to 10.50%, with various maturities through November 2038.

Forfeitures – Forfeitures of the nonvested portion of terminated participants' accounts are used to reduce the Firm's contributions to the Plan. As of December 31, 2023 and 2022, forfeited nonvested accounts totaled \$485,327 and \$627,969 respectively. For the year ended December 31, 2023, forfeitures totaling \$437,505 were used to offset employer contributions.

Plan termination – Although it has not expressed any intent to do so, the Firm has the right under the Plan to terminate the Plan subject to the provisions of ERISA. If the Plan is terminated, amounts allocated to participant accounts become fully vested.

Note 2 – Summary of Significant Accounting Policies

Basis of accounting – The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP), using the accrual method of accounting.

Use of estimates – The preparation of financial statements in accordance with U.S. GAAP requires the use of estimates and assumptions that may affect certain amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investment valuation – The investments are reported at fair value. The Plan's Trustee certifies the fair value of all investments. If available, quoted market prices are used to value investments.

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

Income recognition – Purchases and sales of securities are recorded on a trade-date basis. Net appreciation in the fair value of investments consists of both the realized gains or losses and unrealized appreciation and depreciation of those investments. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Interest income is recorded on the accrual basis.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Contributions – Contributions from participants are recorded in the year in which the employee contributes the related participant compensation is earned.

Notes receivable from participants – Notes receivable from participants are measured at amortized cost, which represents unpaid principal balance plus accrued but unpaid interest, and are classified as notes receivable.

Benefits – Benefits are recorded when paid.

Administrative expenses – Certain expenses of maintaining the Plan are paid directly by the Firm and are excluded from these 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. Investment related expenses are included in net appreciation in fair value of investments.

Subsequent events – Subsequent events are events or transactions that occur after the statement of net assets available for benefits date but before the financial statements are available to be issued. The Plan recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the statement of net assets available for benefits, including the estimates inherent in the process of preparing the financial statements. The Plan's financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the statement of net assets available for benefits but arose after the statement of net assets available for benefits date and before the financial statements are available to be issued.

The Plan has evaluated subsequent events through October 14, 2024, which is the date the financial statements were available to be issued.

Note 3 – Tax Status

The Internal Revenue Service determined and informed the Firm by a letter dated June 15, 2018, that the Plan and related trust were designed in accordance with applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

In accordance with guidance on accounting for uncertainty in income taxes, management has evaluated the Plan's tax positions and does not believe the Plan has any uncertain tax positions that require disclosure or adjustment to the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 4 – Fair Value Measurements

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

The three levels of the fair value hierarchy are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities the Plan has the ability to access.

Level 2 – Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used at December 31, 2023 and 2022.

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

Self-directed brokerage accounts – Investments in self-directed brokerage accounts primarily consist of mutual funds and common stocks. Mutual funds are valued as noted above. Common stocks are valued at the closing price reported on the major market on which the individual securities are traded.

Collective trusts – Units held in collective trusts (CTs) are valued using the net asset value practical expedient (NAV practical expedient) of the CTs as reported by the CT managers. The NAV practical expedient is based on the fair value of the underlying assets owned by the CTs, minus its liabilities, and then divided by the number of units outstanding. There are no restrictions to trading the collective trust funds at their NAV practical expedients at December 31, 2023 or 2022.

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

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

The following tables disclose the fair value hierarchy of the Plan's assets by level as of December 31, 2023 and 2022:

Fair Value Measurement at December 31, 2023				
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 580,964,838	\$ -	\$ -	\$ 580,964,838
Self-Directed brokerage accounts	27,672,249	-	-	27,672,249
Total assets in the fair value hierarchy	<u>\$ 608,637,087</u>	<u>\$ -</u>	<u>\$ -</u>	608,637,087
Investments measured at NAV practical expedient				<u>559,976,056</u>
Investments at fair value				<u>\$ 1,168,613,143</u>

Fair Value Measurement at December 31, 2022				
	Level 1	Level 2	Level 3	Total
Mutual Funds	\$ 493,991,108	\$ -	\$ -	\$ 493,991,108
Self-Directed brokerage accounts	26,644,058	-	-	26,644,058
Total assets in the fair value hierarchy	<u>\$ 520,635,166</u>	<u>\$ -</u>	<u>\$ -</u>	520,635,166
Investments measured at NAV practical expedient				<u>478,165,172</u>
Investments at fair value				<u>\$ 998,800,338</u>

Note 5 – Information Certified by the Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Vanguard Fiduciary Trust Company, the trustee of the Plan, has certified to the completeness and accuracy of the following:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022.
- Net investment income and interest income on notes receivable from participants reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2023.
- Investments and participant loans reflected on the schedule of assets (held at end of year).

Perkins Coie Retirement and 401(k) Plan

Notes to Financial Statements

Note 6 – Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risk. It is reasonably possible, given the level of risk associated with investment securities, that changes in the near term could materially affect participants' account balances and the amounts reported in the financial statements.

Note 7 – Party-in-Interest Transactions

Plan investments include shares of mutual funds managed by affiliates of the Trustee. Therefore, transactions with these entities qualify as exempt party-in-interest transactions.

Note 8 – Reconciliation to Form 5500

The Form 5500 has certain items that differ from amounts shown on the accompanying financial statements. These differences relate to classification only and have no effect upon net assets available for benefits for either period.

Supplemental Schedule

Perkins Coie Retirement and 401(k) Plan
EIN: 91-0591206, Plan #: 003
Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Amer Funds EuroPacific Gr	Registered Investment Company	**	\$ 11,238,565
	Harbor Cap Appr Ret CI	Registered Investment Company	**	37,413,033
	MFS Mid Cap Growth R6	Registered Investment Company	**	236,098
	PIMCO Total Return Fd, Instit	Registered Investment Company	**	10,972,879
	TRP Sm Cap Val I Class	Registered Investment Company	**	7,871,610
*	Vanguard Capital Opp Admiral	Registered Investment Company	**	14,027,923
*	Vanguard Emrgn Mkts Stk Ix Ins	Registered Investment Company	**	10,920,957
*	Vanguard Eqty Inc Fnd Adm	Registered Investment Company	**	35,836,800
*	Vanguard Explorer Adm	Registered Investment Company	**	11,177,504
*	Vanguard Fed Money Mkt	Registered Investment Company	**	28,180,443
*	Vanguard High-Yield Corp Adm	Registered Investment Company	**	6,021,286
*	Vanguard Infla-Prot Sec Instl	Registered Investment Company	**	4,280,096
*	Vanguard Inst Idx Inst Plus	Registered Investment Company	**	115,472,567
*	Vanguard Intl Value Fund	Registered Investment Company	**	13,032,657
*	Vanguard Md-Cap Index Fund Ins	Registered Investment Company	**	19,119,309
*	Vanguard PRIMECAP Core Fund	Registered Investment Company	**	8,623,036
*	Vanguard PRIMECAP Adm	Registered Investment Company	**	65,892,850
*	Vanguard Real Est Idx Fnd Inst	Registered Investment Company	**	11,858,057
*	Vanguard Selected Value	Registered Investment Company	**	5,423,848
*	Vanguard Short-Term Invest-Gr Inst	Registered Investment Company	**	11,159,684
*	Vanguard Sm-Cap Index Fund Ins	Registered Investment Company	**	14,531,076
*	Vanguard Total Bond Idx Inst	Registered Investment Company	**	35,325,446
*	Vanguard Total Intl Stk Inst	Registered Investment Company	**	28,560,537
*	Vanguard Wellesley Inc Adm	Registered Investment Company	**	12,624,849
*	Vanguard Wellington Adm	Registered Investment Company	**	36,566,119
*	Vanguard Windsor II Fund Adm	Registered Investment Company	**	24,597,608
*	Self-Directed Brokerage Fund	Self-Directed Brokerage Fund	**	27,672,249
*	Vanguard Retirement Savings Trust III	Common/Collective Trust	**	11,550,773
*	Vanguard Tgt Retire 2020 Tr I	Common/Collective Trust	**	34,413,547
*	Vanguard Tgt Retire 2025 Tr I	Common/Collective Trust	**	85,006,944
*	Vanguard Tgt Retire 2030 Tr I	Common/Collective Trust	**	104,282,398
*	Vanguard Tgt Retire 2035 Tr I	Common/Collective Trust	**	96,633,744
*	Vanguard Tgt Retire 2040 Tr I	Common/Collective Trust	**	88,818,400
*	Vanguard Tgt Retire 2045 Tr I	Common/Collective Trust	**	67,045,228
*	Vanguard Tgt Retire 2050 Tr I	Common/Collective Trust	**	33,559,648
*	Vanguard Tgt Retire 2055 Tr I	Common/Collective Trust	**	10,715,488
*	Vanguard Tgt Retire 2060 Tr I	Common/Collective Trust	**	4,527,973
*	Vanguard Tgt Retire 2065 Tr I	Common/Collective Trust	**	714,239
*	Vanguard Tgt Retire 2070 Tr I	Common/Collective Trust	**	313,692
*	Vanguard Tgt Retire Inc Tr I	Common/Collective Trust	**	22,393,983
*	Participant loans	Interest rates range from 5.25% to 10.50%, maturing through November 2038		4,946,386
				<u><u>\$ 1,173,559,529</u></u>

* Indicates party-in-interest.

** Information is not required as investments are participant-directed.

