

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
--	---	---

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 COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1987
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) COLUMBIA ORTHOPAEDIC GROUP LLP 1 SOUTH KEENE STREET COLUMBIA, MO 65201
2b	Employer Identification Number (EIN) 43-1427548
2c	Plan Sponsor's telephone number 573-876-8651
2d	Business code (see instructions) 621111

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2024	ANDREW LOVEWELL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 227
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	6a(1) 170 6a(2) 173 6b 19 6c 42 6d 234 6e 0 6f 234 6g(1) 208 6g(2) 201 6h 12
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2A 2E 2F 2G 2J 2K 2R 2T 3D 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
--	--

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1)** ☒ **R** (Retirement Plan Information)
- (2)** ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)** ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (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 1
- (4)** ☒ **C** (Service Provider Information)
- (5)** ☒ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ► Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	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 COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 COLUMBIA ORTHOPAEDIC GROUP LLP	D Employer Identification Number (EIN) 43-1427548

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
--------	---	--

1 Coverage Information:

(a) Name of insurance carrier
JOHN HANCOCK LIFE INSURANCE COMPANY (U.S.A.)

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
01-0233346	65838	128022	2	01/01/2023	12/31/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	628

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
WILLIAMS-KEEPERS LLC 3220 W EDGEWOOD SUITE E
JEFFERSON CITY, MO 65109

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
	628	TPA COMPENSATION	5

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	1437313

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year.....**6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.**6d**

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee(3) ☐ guaranteed investment (4) ☐ other ▶**b** Balance at the end of the previous year**7b**

0

c Additions: (1) Contributions deposited during the year**7c(1)**

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

(4) Transferred from separate account.....

7c(4)

(5) Other (specify below)

7c(5)

▶

(6) Total additions.....

7c(6)

0

d Total of balance and additions (add lines **7b** and **7c(6)**)**7d**

0

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year

7e(1)

(2) Administration charge made by carrier

7e(2)

(3) Transferred to separate account.....

7e(3)

(4) Other (specify below)

7e(4)

▶

(5) Total deductions.....

7e(5)

0

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)**7f**

0

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	0
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A?..... ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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 COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 COLUMBIA ORTHOPAEDIC GROUP LLP	D Employer Identification Number (EIN) 43-1427548

Part I

Service Provider Information (see instructions)

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).....

X

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
JOHN HANCOCK LIFE INSURANCE COMPANY	
01-0233346	

(b)	Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
-----	--

(b)	Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
-----	--

(b)	Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
-----	--

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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)

CENTRAL TRUST COMPANY

720 EAST BROADWAY 4TH FLOOR
COLUMBIA, MO 65201

(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?
21 26 27 28 38 50 51	NONE	55873	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CHARLES SCHWAB

94-1737782

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 28 33 50	NONE	40836	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ASCENSUS LLC

11-3665754

(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?
64 99 60 15 19	NONE	17860	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

NORTHWESTERN MUTUAL INVESTMENT SERV

52-2114207

(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?
57 72	NONE	12647	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

CETERA

200 N MARTINGALE RD
SCHAUMBURG, IL 60173

(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?
21 26 27 28 38 50 51	NONE	11514	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE 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.
---	--	--

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>COLUMBIA ORTHOPAEDIC GROUP LLP</u>	D Employer Identification Number (EIN) <u>43-1427548</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)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>AMERICAN CENTURY HERITAGE</u>		
b Name of sponsor of entity listed in (a): <u>JOHN HANCOCK USA</u>		
c EIN-PN <u>01-0233346-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>37289</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>DFA EMERGING MARKETS VALUE</u>		
b Name of sponsor of entity listed in (a): <u>JOHN HANCOCK USA</u>		
c EIN-PN <u>01-0233346-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>17833</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>DFA U.S. SMALL CAP FUND</u>		
b Name of sponsor of entity listed in (a): <u>JOHN HANCOCK USA</u>		
c EIN-PN <u>01-0233346-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>28320</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INVESCO SMALL CAP GROWTH</u>		
b Name of sponsor of entity listed in (a): <u>JOHN HANCOCK USA</u>		
c EIN-PN <u>01-0233346-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>25321</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>JPMORGAN MIDCAP VALUE FUND</u>		
b Name of sponsor of entity listed in (a): <u>JOHN HANCOCK USA</u>		
c EIN-PN <u>01-0233346-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>81448</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MID CAP GROWTH</u>		
b Name of sponsor of entity listed in (a): <u>JOHN HANCOCK USA</u>		
c EIN-PN <u>01-0233346-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>36477</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>THE GROWTH FUND OF AMERICA</u>		
b Name of sponsor of entity listed in (a): <u>JOHN HANCOCK USA</u>		
c EIN-PN <u>01-0233346-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>125042</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD MID-CAP GROWTH ETF		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 29987
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD SMALL CAP GROW INDEX		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 33502
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD SMALL CAP VALUE INDEX		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 70579
a Name of MTIA, CCT, PSA, or 103-12 IE: 500 INDEX FUND		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 250802
a Name of MTIA, CCT, PSA, or 103-12 IE: FRANKLIN MUTUAL GLOBAL DISCOVERY		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25354
a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDSFUNDAMENTAL INVESTORS		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 126196
a Name of MTIA, CCT, PSA, or 103-12 IE: JOHN HANCOCK DISCIPLINED VALUE		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 81743
a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS BALANCED FUND		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 275435
a Name of MTIA, CCT, PSA, or 103-12 IE: INVESCO INTERNATIONAL BOND		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 34013
a Name of MTIA, CCT, PSA, or 103-12 IE: FEDERATED HIGH YIELD BOND		
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA		
c EIN-PN 01-0233346-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 46201

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
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**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 COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 COLUMBIA ORTHOPAEDIC GROUP LLP		
D Employer Identification Number (EIN) 43-1427548		

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	122359	1161552
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1197074	1248200
(2) Participant contributions	1b(2)	13	0
(3) Other	1b(3)	16495	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2207530	385694
(2) U.S. Government securities	1c(2)	0	262961
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	143811	112211
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	5338279	7303062
(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)	196913	104886
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	27336603	24329092
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	1637731	10454445

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	38196808	45362103
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	38196808	45362103

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)	1353555	
(B) Participants	2a(1)(B)	1000482	
(C) Others (including rollovers)	2a(1)(C)	246927	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		2600964
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	71481	
(B) U.S. Government securities	2b(1)(B)	12016	
(C) Corporate debt instruments	2b(1)(C)	1928	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	7863	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		93288
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	85702	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	603877	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		689579
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	5251918	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	5066971	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		184947
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	1299214	
(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)		
(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)		4705589
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		9573581

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2255950	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2255950
f Corrective distributions (see instructions)	2f		
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)	17860	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	133998	
(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)	478	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		152336
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2408286

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		7165295
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **EVERS & COMPANY, CPAS, LLC**

(2) EIN: **43-1121359**

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.)	☒	☐	45000
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)

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 COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 COLUMBIA ORTHOPAEDIC GROUP LLP		D Employer Identification Number (EIN) 43-1427548
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 45-0404698 20-3874538		
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 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
----------------	---

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
-----------------	---------------------------------

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 <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q703912A</u> .	

**COLUMBIA ORTHOPAEDIC
GROUP PROFIT SHARING
PLAN AND TRUST**

Columbia, Missouri

INDEPENDENT AUDITORS' REPORT
December 31, 2023 and 2022

TABLE OF CONTENTS

	<u>Page</u>
INDEPENDENT AUDITORS' REPORT.....	1 – 5
FINANCIAL STATEMENTS:	
Statements of Net Assets Available for Benefits.....	6
Statement of Changes in Net Assets Available for Benefits.....	7
Notes to Financial Statements.....	8 – 17
SUPPLEMENTAL SCHEDULES:	
Schedule of Assets Held for Investment Purposes.....	18 – 28
Schedule of Delinquent Participant Contributions.....	29



Evers & Company, CPA's, L.L.C.

Certified Public Accountants and Consultants

Dale A. Siebeneck
Wendy M. Renner
Eldon H. Becker, Jr.
Jessica L. Bridges
Bobbie J. Redmon-Murray
Kevin B. Johnson
Theresa E. Price

INDEPENDENT AUDITORS' REPORT

Elmer L. Evers, Emeritus
Richard E. Elliott, Emeritus
Jerome L. Kauffman, Emeritus
Keith L. Taylor, Emeritus
Jo L. Moore, Emeritus
Bruce A. Vanderveld, Emeritus

To the Plan Trustees

Columbia Orthopaedic Group Profit

Sharing Plan and Trust

Columbia, Missouri:

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

We have performed audits of the accompanying financial statements of Columbia Orthopaedic Group Profit Sharing Plan and Trust, 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 the Columbia Orthopaedic Group Profit Sharing Plan and Trust'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 a certification 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 8 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 Auditors' Responsibilities for the Audit of the Financial Statements section-

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the financial statements referred to above 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. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Columbia Orthopaedic Group Profit Sharing Plan and Trust 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 accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

Auditors' 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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

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

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

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of assets held for investment purposes and delinquent participant contributions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Evers & Company, CPA's, LLC

EVERS & COMPANY, CPA'S, L.L.C.
Jefferson City, Missouri

October 14, 2024

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2023 and 2022

	2023	2022
ASSETS		
Investments:		
Investments at fair value	\$ 42,847,465	\$ 36,663,954
Non-interest bearing cash	1,161,552	122,359
Total investments	<u>44,009,017</u>	<u>36,786,313</u>
Receivables:		
Employer contributions	1,248,200	1,197,074
Employee Contributions	-	13
Notes Receivable from participants	104,886	196,913
Other	-	16,495
Total receivables	<u>1,353,086</u>	<u>1,410,495</u>
Net assets available for benefits	<u><u>\$ 45,362,103</u></u>	<u><u>\$ 38,196,808</u></u>

See accompanying notes to the financial statements.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Year Ended December 31, 2023

	<u>2023</u>
Additions to net assets attributed to:	
Investment income:	
Net appreciation (depreciation) in fair value of investments	\$ 6,189,749
Interest and dividend income	<u>782,868</u>
Total investment income (loss)	<u>6,972,617</u>
Contributions:	
Employers	1,353,555
Employees	1,000,482
Rollovers	<u>246,927</u>
Total contributions	<u>2,600,964</u>
Total additions	<u>9,573,581</u>
 Deductions from net assets attributed to:	
Benefits paid to participants	2,255,950
Administration expense	151,858
Other Expense	<u>478</u>
Total deductions	<u>2,408,286</u>
Net increase (decrease)	7,165,295
Net assets available for benefits, beginning of year	<u>38,196,808</u>
Net assets available for benefits, end of year	<u><u>\$ 45,362,103</u></u>

See accompanying notes to the financial statements.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 1 - DESCRIPTION OF THE PLAN:

The following description of The Columbia Orthopaedic Group Profit Sharing Plan and Trust (the Plan) provides only general information. Participants should refer to the Plan document for a more comprehensive description of the Plan's provisions.

General: The Plan is a defined contribution plan covering employees of Columbia Orthopaedic Group LLP; Thomas J. Aleto, M.D., P.C.; Alan G. Anz, M.D., P.C.; Kurt T. Bormann, M.D., P.C.; Peter K. Buchert, M.D., P.C.; Christopher D. Farmer, M.D., P.C.; Joshua C. Hamann, M.D., P.C.; Thomas R. Highland, M.D., P.C.; David E. Hockman, M.D., P.C.; Tyler Jenkins, M.D., P.C.; Matthew L. Jones, M.D., P.C.; Brian D. Kleiber, M.D., P.C.; Jason T. Koreckij, M.D., P.C.; Kurt Krautmann, M.D., P.C.; S. Craig Meyer, M.D., P.C.; John D. Miles, M.D., P.C.; James C. Newton, M.D., P.C.; Jeffrey W. Parker, M.D., P.C.; Michael Robertson, M.D., P.C.; Shawn Sahota, M.D., P.C.; Patrick A. Smith, M.D., P.C.; Byron R. Tarbox, M.D., P.C.; Samuel Thompson, M.D., LLC; Matt E. Thornburg, M.D., P.C.; Tameem Yehyawawi, M.D., P.C. (the Employers).

The Plan was established January 1, 1987, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan was restated and amended effective January 1, 2022.

Eligibility Requirements: Eligible employees who have completed three consecutive months of service, or 1,000 or more hours of service in a one year period and have attained the age of 21 are eligible to participate in the Plan. Union employees, non-resident aliens, leased employees, and part-time employees working less than 1,000 hours are excluded from participation in the Plan.

Contributions: Participants may contribute to the Plan in accordance with a participant salary deferral agreement. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing rollover distributions from other qualified defined benefit or contribution plans. The Employers contribute a safe harbor nonelective contribution equal to 3% of compensation. The Employers may also contribute a discretionary matching contribution and a discretionary profit sharing contribution. A discretionary profit sharing contribution was made in 2023 and 2022. A discretionary matching contribution was made in 2023. Participants direct the investment of contributions into various investment options offered by the Plan.

Participant Accounts: Each participant's account is credited with the participant's contributions and allocations of (a) the Employers' contributions, if any, (b) Plan earnings, and (c) the participant's rollover contributions from other qualified benefit plans, if any, and charged with an allocation of Plan expenses, if any. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 1 - DESCRIPTION OF THE PLAN: (Cont'd.)

Vesting: Participants are automatically 100% vested in the portion of their accounts resulting from participant salary deferrals, rollovers, qualified nonelective and safe harbor nonelective contributions. Participants vest in employer discretionary contributions at 0% for less than 2 years of service, 20% for 2 years of service, 40% for 3 years of service, 60% for 4 years of service, 80% for 5 years of service and 100% for 6 years or more of service. A participant has one year of service for each one year period in which he or she has worked 1,000 hours or more. Participants that are actively employed become automatically 100% vested in employer discretionary contributions upon attainment of age 55, total disability, or death.

Forfeitures: Forfeitures may be used to reduce employer contributions, reallocated as additional employer contributions, or used to pay Plan expenses, and may be used in the year of forfeiture or the year following forfeiture. The forfeiture balance will be used to pay administrative expenses. Unused forfeitures totaled \$15,161 and \$6,845 at December 31, 2023 and 2022, respectively.

Distributions to participants: On termination of service, a participant may elect to receive a distribution in cash as a lump sum payment, installments, or such amounts and at such time as the participant elects or rollover the distribution to an IRA or new employer plan. If the vested amount is less than \$5,000, participant consent to a distribution is not necessary.

Participant loans (notes receivable): Participants may borrow from their funds at the Plan administrator's discretion. The loans are secured by the balance in the participant's account and bear interest at a rate published in the Wall Street Journal plus 1% per year. Principal and interest are payable through payroll deductions.

Administration: Williams-Keepers LLC acts as the Plan's third-party administrator and as record-keeper for self-directed brokerage accounts held by various custodians. Ascensus acts as record-keeper and Ascensus Trust Company as custodian for Ascensus participant accounts. Williams-Keepers LLC and Ascensus provide general professional and administrative services related to the Plan. Central Trust Company is trustee of the Plan. Certain administrative and record-keeping costs are being absorbed by the Employers.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES:

Basis of accounting: The financial statements of the Plan are prepared under the accrual basis of accounting.

Valuation of investments and Income Recognition: Investments are recorded at fair value based upon quoted market prices, as determined by the custodian of the Plan's assets. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent notes receivable are reclassified as distributable events with respect to the default amount. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

Expenses: Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Employers. Expenses that are paid by the Employers are excluded from these financial statements. Certain administrative functions are performed by officers and employees of the Employers. No officer or employee receives compensation from the Plan for these services. 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 (depreciation) in fair value of investments.

Payment of benefits: Benefits are recorded when paid.

Estimates: The preparation of financial statements in conformity with accepted accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Subsequent events: Events that have occurred subsequent to December 31, 2023, have been evaluated through October 14, 2024, which represents that date the Plan's financial statements were available to be issued.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 3 – ADOPTION OF NEW ACCOUNTING STANDARD:

On January 1, 2023, the Plan adopted Accounting Standard Update (ASU) 2016-13 Financial Instruments – Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments, as amended. This standard replaces the incurred loss methodology with the current expected credit loss (CECL) methodology. The CECL methodology is used to measure expected credit losses on financial assets at amortized cost, including receivables. The standard specifically excludes participant loan receivables from consideration; however, contribution receivables are subject to the CECL methodology. The adoption of this standard did not have a material impact on the Plan's financial statements.

NOTE 4 - TERMINATED PARTICIPANTS:

Net assets available for benefits at December 31, 2023 and 2022, include \$7,309,430 and \$3,365,187, respectively, allocated to the accounts of individuals who, as of or prior to that date, had withdrawn from actively participating in the operations of the Plan, generally as a result of terminating employment. These amounts may be paid within the next year, at the request of the participants. These participants receive no further contributions but do receive allocations of investment income and Plan expenses.

NOTE 5 - TAX STATUS:

The Internal Revenue Service (IRS) has determined and informed the Plan Administrator by a letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes that the Plan is designed and currently being operated in compliance with the applicable requirements of the IRC and therefore believes that the Plan is qualified and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable authorities. The Plan is subject to routine audits by taxing jurisdictions; and is currently under a Department of Labor audit for tax periods 2021, 2022, and 2023.

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 risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 7 - PLAN TERMINATION:

Although they have not expressed any interest to do so, the Employers have the right under the Plan to discontinue their contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants remain 100% vested in their accounts.

NOTE 8 – INVESTMENTS:

Plan investments are held in various regulated financial institutions, and are unsecured. All investments are participant-directed. The following summarizes the investments at December 31, 2023 and 2022.

	<u>2023</u>	<u>2022</u>
Investments at fair value:		
Interest-bearing cash accounts	\$ 385,694	\$ 2,207,530
Common Stocks	7,303,062	5,338,279
Corporate Bonds	112,211	143,811
Exchange Traded Funds	8,975,789	2,436,209
Group Annuity Contract	1,478,656	1,403,055
Municipal Bonds	-	76,928
Mutual Funds	24,329,092	24,966,372
US Government Securities	<u>262,961</u>	<u>91,770</u>
Total investments	<u>\$ 42,847,465</u>	<u>\$ 36,663,954</u>

During 2023, the Plan's investments (including investments bought, sold, and held during the year) appreciated (depreciated) in value and earned investment income as follows.

	<u>2023</u>
Interest income	
Participant loan interest	\$ 7,863
Self-directed brokerage accounts	94,293
Dividend income	
Mutual Funds	235,884
Self-directed brokerage accounts	<u>444,828</u>
Total interest and dividend income	<u>\$ 782,868</u>
Net appreciation (depreciation) in fair value of investments:	
Mutual Funds	\$ 2,555,324
Self-directed brokerage accounts	<u>3,634,425</u>
Total net appreciation (depreciation)	<u>\$ 6,189,749</u>

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 9 – INVESTMENTS CERTIFIED BY CUSTODIAN:

The Plan's management 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. The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by the custodian, Ascensus Trust Company.

	<u>2023</u>	<u>2022</u>
Investments, at fair value		
Group Annuity Contract	\$ 1,478,656	\$ 1,403,055
Mutual Funds	<u>14,890,319</u>	<u>12,245,834</u>
Total investments, at fair value	16,368,975	13,648,889
Notes receivable from participants	<u>104,886</u>	<u>196,913</u>
Total assets, at fair value	<u><u>\$ 16,473,861</u></u>	<u><u>\$ 13,845,802</u></u>

During 2023, the Plan's investments (including investments bought, sold, and held during the year) appreciated in value and earned investment income as follows:

	<u>2023</u>
Net Appreciation in mutual funds	\$ 2,555,324
Interest and Dividend income	<u>243,747</u>
	<u><u>\$ 2,799,071</u></u>

NOTE 10 - FAIR VALUE OF FINANCIAL INSTRUMENTS:

The Plan reports fair value of financial investments in accordance with FASB ASC 820 (Statement of Financial Accounting Standards No. 157, *Fair Value Measurements*). FASB ASC 820 defines fair value, establishes a framework for measuring fair value, and expands disclosures about fair value measurements. FASB ASC 820 applies to reported balances that are required or permitted to be measured at fair value under existing accounting pronouncements; accordingly, the standard does not require any new fair value measurements of reported balances.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 10 - FAIR VALUE OF FINANCIAL INSTRUMENTS: (Cont'd.)

That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to the unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to the unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

- | | |
|---------|---|
| Level 1 | Valuation is based upon quoted prices (unadjusted) in active markets for identical assets or liabilities that the Plan has the ability to access. |
| Level 2 | Valuation is based upon quoted prices for similar assets or liabilities in active markets, quoted market prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, or inputs that are derived principally from or corroborated by observable market data by correlation or other means. Observable inputs may include interest rates, foreign exchange rates, and yield curves that are observable at commonly quoted intervals. |
| Level 3 | Valuation is based on methodologies that are unobservable and significant to the fair value measure. These may be generated from model-based techniques that use at least one significant assumption based on unobservable inputs for the asset or liability, which are typically based on an entity's own assumptions, as there is little, if any, related market activity. |

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. The Plan's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the asset or liability. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. There have been no changes in methodologies used at December 31, 2023 and 2022.

The following is a description of valuation methodologies used for assets recorded at fair value.

Common stocks: Valued at quoted market prices available on an active market.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 10 - FAIR VALUE OF FINANCIAL INSTRUMENTS: (Cont'd.)

Corporate bonds: Certain corporate bonds are valued at the closing price reported in the inactive market in which the bond is traded. Other corporate bonds are valued based on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximized observable inputs such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

Exchange traded funds: An exchange traded fund (ETF) is a marketable security that tracks an index, a commodity, bonds, or a basket of assets like an index fund. Unlike mutual funds, an ETF trades like a common stock on a stock exchange. ETFs experience price changes throughout the day as they are bought and sold. ETFs are valued at the daily closing price as reported by the fund on an active market, which is based on the underlying NAV of assets held by the Plan at year-end.

Group Annuity contracts: Valued at contract accumulation value, which totals all premiums paid and interest credited to the account before deductions for any expenses, loans or surrenders.

Mutual funds: Valued at the daily closing price as reported by the fund on an active market, which is based on the underlying net asset value (NAV) of shares held by the Plan at year-end. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Municipal bonds and U.S Government securities: Valued at the closing price reported in the market in which the individual security is traded. When quoted prices are not available for identical or similar bonds, the securities are valued under a discounted cash flows approach.

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

The table below presents the Plan's assets measured at fair value on a recurring basis as of December 31, 2023 and 2022, aggregated by the level in the fair value hierarchy within which those measurements fall.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 10 - FAIR VALUE OF FINANCIAL INSTRUMENTS: (Cont'd.)

	Level 1	Level 2	Level 3	Total
2023				
Common Stocks	\$ 7,303,062	\$ -	\$ -	\$ 7,303,062
Corporate Bonds	112,211	-	-	112,211
Exchange Traded Funds	8,975,789	-	-	8,975,789
Group Annuity Contract	1,478,656	-	-	1,478,656
Mutual Funds	24,329,092	-	-	24,329,092
US Government Securities	262,961	-	-	262,961
Total investments	<u>\$ 42,461,771</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 42,461,771</u>

2022				
Common Stocks	\$ 5,338,279	\$ -	\$ -	\$ 5,338,279
Corporate Bonds	143,811	-	-	143,811
Exchange Traded Funds	2,436,209	-	-	2,436,209
Group Annuity Contract	1,403,055	-	-	1,403,055
Municipal Bonds	76,928	-	-	76,928
Mutual Funds	24,966,372	-	-	24,966,372
US Government Securities	91,770	-	-	91,770
Total investments	<u>\$ 34,456,424</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 34,456,424</u>

The table below reconciles the Investments at fair value to the total investments per the financial statements:

	2023	2022
Investments, at fair value	\$ 42,461,771	\$ 34,456,424
Cash and cash equivalents	1,547,246	2,329,889
Total investments per financial statements	<u>\$ 44,009,017</u>	<u>\$ 36,786,313</u>

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST
Columbia, Missouri

NOTES TO THE FINANCIAL STATEMENTS

For the Years Ended December 31, 2023 and 2022

NOTE 11 – PARTY-IN-INTEREST TRANSACTIONS:

Party-in-interest transactions include transactions with fiduciaries or employees of the Plan, any person providing services to the Plan, an employer whose employees are covered by the Plan, a person who owns 50% or more of such an employer, and relatives of parties-in-interest. The Plan has various parties-in-interest. Investments are held with parties-in-interest and certain fees are paid to parties-in-interest.

These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

NOTE 12 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500:

The following is a reconciliation of net assets available for benefits per the financial statements for the year ended December 31, 2023 and 2022 to Schedule H of Form 5500:

	<u>2023</u>	<u>2022</u>
Net Assets available for benefits per the financial statements and 5500	<u>\$ 45,362,103</u>	<u>\$38,196,808</u>

The following is a reconciliation of benefits paid per the financial statements for the year ended December 31, 2023 to Schedule H of Form 5500:

Benefits paid to participants per the financial statements and 5500	<u>\$ 2,255,950</u>
---	---------------------

SUPPLEMENTAL SCHEDULES

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

(a)	(b) Identity of Issue	(c) Description of Investment	(e) Current Value
	Cash and cash equivalents		
	Beal Bank	Beal Bank USA CD	\$ 40,699
	BMO Harris Bank	BMO Harris Bank NA CD	25,070
*	Central Trust	FDIC Insured Money Market Program	104,154
*	Central Trust	Non-interest bearing cash	1,079,279
*	Cetera	Non-interest bearing cash	34
*	Charles Schwab Bank	Non-interest bearing cash	21,709
	Clearpath Federal Credit Union	Clearpath Federal Credit Union CD	40,033
	Comerica Bank	Comerica Bank CD	40,287
	DFA	DFA Emerging Markets Small Cap Port	5,595
	Federated Hermes	Federated Hermes Treas Obl Cap Money Market	13,716
	JPMorgan Chase Bank	JPMorgan Chase Bank CD	40,049
*	LPL Financial	Non-interest bearing cash	21,033
	M1 Bank	M1 Bank CD	50,957
	Madigan Wealth Management	Advisory Retirement Sweep Program	118
*	Northwestern Mutual	Non-interest bearing cash	27,647
	TD Bank NA	Non-interest bearing cash	10,108
	TriState Capital Bank	Non-interest bearing cash	1,742
	US Bank	US Bank NA/Minneapolis MN CD	25,016
	Total cash and cash equivalents		\$ 1,547,246
	Common stocks		
	Abbvie Inc	Abbvie Inc	\$ 21,076
	Accenture PLC	Accenture PLC	21,055
	Adobe Inc	Adobe Inc	21,478
	Advance Auto Pts Inc	Advance Auto Pts Inc Com	915
	Aecom	Aecom	9,243
	Allstate Corp/The	Allstate Corp/The	66,491
	Alphabet Inc	Alphabet Inc	177,686
	Amazon.Com Inc	Amazon.Com Inc	183,847
	American Express Co	American Express Co	5,995
	Apple Inc	Apple Inc	209,858
	Archer Daniels Midland Co	Archer Daniels Midland Co	7,222
	Aris Wtr Solutions Inc	Aris Wtr Solutions Inc Cl A	17,334
	Arista Networks Inc	Arista Networks Inc	28,497
	Arthur J Gallagher & Co	Arthur J Gallagher & Co	85,904
	ASML Holding NV	ASML Holding NV	26,492
	Atkore Intl Group Inc	Atkore Intl Group Inc	132,000
	Atlassian Corp	Atlassian Corp	3,568
	Baker Hughes A Ge Co	Baker Hughes A Ge Co	50,655
	Bank of America Corp	Bank of America Corp	17,845
	Berkshire Hathaway Inc	Berkshire Hathaway Inc	12,483
	Berkshire Hathaway Inc	Berkshire Hathaway Inc Cl B	30,316
	Bloomin Brands Inc	Bloomin Brands Inc	119,525
	Booking Holdings Inc	Booking Holdings Inc	10,642
	Boston Scientific Corp	Boston Scientific Corp	6,937
	BP PLC	BP PLC	3,540
	Broadcom Inc	Broadcom Inc	39,069
	Builders FirstSource Inc	Builders FirstSource Inc	13,355

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

Caesars Entertainment Inc	Caesars Entertainment Inc	1,875
Canadian Pacific Kansas City Ltd	Canadian Pacific Kansas City Ltd	3,953
Canopy Growth Corp	Canopy Growth Corp	102
Cboe Global Markets Inc	Cboe Global Markets Inc	22,320
CDW Corp	CDW Corp	21,595
* Charles Schwab Corp	Charles Schwab Corp	5,160
Charter Communications Inc	Charter Communications Inc	6,219
Cheniere Energy Inc	Cheniere Energy Inc	24,924
Chesapeake Energy Corp	Chesapeake Energy Corp	20,004
Chubb Ltd	Chubb Ltd	10,170
Cigna Corp	Cigna Corp	101,273
Cigna Group	Cigna Group	10,481
Cisco Systems Inc	Cisco Sys Inc Com	1,819
Cisco Systems Inc	Cisco Systems Inc	20,713
Citigroup Inc Com New	Citigroup Inc Com New	2,109
Citizens Finl Group Inc	Citizens Finl Group Inc Com	1,889
Clorox Co/The	Clorox Co/The	5,989
CNX Res Corp	CNX Res Corp Com	6,712
Colgate Palmolive Co	Colgate Palmolive Co	7,971
Comcast Corp Cl A	Comcast Corp Cl A	7,104
ConocoPhillips	ConocoPhillips	40,276
Constellation Brands Inc	Constellation Brands Inc	13,296
Constellation Energy Corp	Constellation Energy Corp	91,759
Corbus Pharmaceuticals Hldgs Inc	Corbus Pharmaceuticals Hldgs Inc Com	1,625
Corning Inc	Corning Inc	79,170
Costco Wholesale Corp	Costco Wholesale Corp	46,206
Crowdstrike Holdings Inc	Crowdstrike Holdings Inc	20,426
CVS Health Corp	CVS Health Corp	6,317
Danaher Corp	Danaher Corp	17,351
Darling Ingredients Inc	Darling Ingredients Inc	37,579
Datadog Inc	Datadog Inc	10,317
DaVita Inc	DaVita Inc	7,857
Deere & Co	Deere & Co	29,990
Diamondback Energy Inc	Diamondback Energy Inc	105,454
Digital Realty Trust Inc	Digital Realty Trust Inc	87,477
Draftkings Inc	Draftkings Inc	15,404
Draganfly Inc Com New	Draganfly Inc Com New	797
Dycom Industries Inc	Dycom Industries Inc	120,845
E L F Beauty Inc	E L F Beauty Inc	54,849
Eastman Chem Co	Eastman Chem Co Com	1,976
Elastic NV	Elastic NV	15,891
Electronic Arts Inc	Electronic Arts Inc	8,209
Eli Lilly & Co	Eli Lilly & Co	26,231
Enbridge Inc	Enbridge Inc	901
Everest RE Group Ltd	Everest RE Group Ltd	81,323
Exelon Corp	Exelon Corp	93,340
Fabrinet	Fabrinet	43,015
Federal Realty Investment Trust	Federal Realty Investment Trust	84,501
First Amern Finl Corp	First Amern Finl Corp Com	2,191
Fiserv Inc	Fiserv Inc	16,605
Flowers Foods Inc	Flowers Foods Inc	102,421
FMC Corp	FMC Corp	49,116

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001**SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES**

December 31, 2023

General Mls Inc	General Mls Inc Com	1,433
General Motors Co	General Motors Co	77,336
Genworth Finl Inc	Genworth Finl Inc Com Cl A	12,585
Gilead Sciences Inc	Gilead Sciences Inc Com	1,863
Goldman Sachs Group Inc	Goldman Sachs Group Inc	15,431
Graco	Graco	8,676
Grayscale Bitcoin Tr BTC	Grayscale Bitcoin Tr BTC Shs	233,235
Grayscale Ethereum Tr Eth	Grayscale Ethereum Tr Eth Shs	359,834
Hawthorn Bancshares Inc	Hawthorn Bancshares Inc Com	47,112
Healthpeak Properties Inc	Healthpeak Properties Inc	42,570
Hershey Co/The	Hershey Co/The	9,322
Hess Corp	Hess Corp	109,562
Hims & Hers Health Inc	Hims & Hers Health Inc	34,710
Hologic Inc	Hologic Inc	48,443
Home Depot Inc	Home Depot Inc	9,010
Honeywell Intl Inc	Honeywell Intl Inc	16,777
Huntington Bancshares Inc	Huntington Bancshares Inc	106,848
Illinois Tool Works Inc	Illinois Tool Works Inc	8,382
Impinj Inc	Impinj Inc	1,350
Interpublic Group of Companies	Interpublic Group of Companies	9,792
Intuit	Intuit	17,501
J M Smucker Co/The	J M Smucker Co/The	6,319
Jazz Pharmaceuticals PLC	Jazz Pharmaceuticals PLC	7,011
Jfrog Ltd	Jfrog Ltd	35,821
Johnson & Johnson	Johnson & Johnson	7,837
JP Morgan Chase & Co	JP Morgan Chase & Co	51,030
KBR Inc	KBR Inc	88,656
Kimco Rlty Corp	Kimco Rlty Corp Com	2,131
KLA Corp	KLA Corp	11,626
Knight Swift Transportation	Knight Swift Transportation	4,843
L3Harris Technologies Inc	L3Harris Technologies Inc	71,611
Laboratory Corp of America Holdings	Laboratory Corp of America Holdings	89,325
Linde PLC	Linde PLC	23,821
Lockheed Martin Corp	Lockheed Martin Corp Com	1,813
Lockheed Martin Corp	Lockheed Martin Corp	18,130
LVMH Moet Hennessy Louis Vuitton SA	LVMH Moet Hennessy Louis Vuitton SA	15,433
Lyondellbasell Industries	Lyondellbasell Industries	1,902
Marathon Petroleum Corp	Marathon Petroleum Corp	19,287
Mastercard Inc	Mastercard Inc	51,181
McDonalds Corp	McDonalds Corp	10,378
McKesson Corp	McKesson Corp	35,649
Medtronic PLC	Medtronic PLC	9,886
Mercadolibre Inc	Mercadolibre Inc	251,445
Merck & Co Inc	Merck & Co Inc	22,894
Meta Platforms Inc	Meta Platforms Inc	14,158
Meta Platforms Inc	Meta Platforms Inc Cl A	187,244
Microchip Technology Inc	Microchip Technology Inc	27,054
Micron Technology Inc	Micron Technology Inc	124,169
Microsoft Corp	Microsoft Corp	232,867

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001**SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES**

December 31, 2023

Mondelez International Inc	Mondelez International Inc	4,346
Morgan Stanley	Morgan Stanley	3,544
Morgan Stanley	Morgan Stanley	13,055
MP Materials Corp	MP Materials Corp	8,238
Mueller Water Products Inc	Mueller Water Products Inc	108,071
Murphy USA Inc	Murphy USA Inc	8,914
Newpark Res Inc	Newpark Res Inc Com	29,880
Nextera Energy Inc	Nextera Energy Inc	6,074
Norfolk Southern Corp	Norfolk Southern Corp	7,091
Novo-Nordisk As Vormal F	Novo-Nordisk As Vormal F	724
NRG Energy Inc	NRG Energy Inc Com New	2,792
Nvidia Corp	Nvidia Corp	120,834
Occidental Petroleum Corp	Occidental Petroleum Corp	5,971
Old Rep Intl Corp	Old Rep Intl Corp Com	2,205
O'Reilly Automotive Inc	O'Reilly Automotive Inc	32,303
Owens Corning Inc	Owens Corning Inc	111,172
Paccar Inc	Paccar Inc	13,671
Packaging Corp Amer	Packaging Corp Amer Com	2,281
Palantir Technologies Inc	Palantir Technologies Inc	498
Palo Alto Networks Inc	Palo Alto Networks Inc	136,234
Parker Hannifin Corp	Parker Hannifin Corp	32,249
PepsiCo Inc	PepsiCo Inc	31,930
Pfizer Inc	Pfizer Inc Com	1,267
Piedmont Lithium Inc	Piedmont Lithium Inc Com	5,957
Pioneer Nat Res Co	Pioneer Nat Res Co Com	2,024
Pioneer Natural Resources Co	Pioneer Natural Resources Co	14,617
PPL Corp	PPL Corp	111,109
Progyny Inc	Progyny Inc	40,907
Prologis Inc	Prologis Inc	4,932
Prudential Finl Inc	Prudential Finl Inc Com	2,282
PTC Inc	PTC Inc	25,369
Qualcomm Inc	Qualcomm Inc	17,356
Raytheon Co	Raytheon Co	10,097
Raytheon Technologies Corp	Raytheon Technologies Corp	3,702
Regeneron Pharmaceuticals	Regeneron Pharmaceuticals	9,661
RPM International Inc	RPM International Inc	9,489
S&P Global Inc	S&P Global Inc	15,418
S&T Bankcorp Inc	S&T Bankcorp Inc Com	14,346
Schlumberger Ltd	Schlumberger Ltd	7,806
Schlumberger NV	Schlumberger NV	5,204
Seagate Technology Hldgs	Seagate Technology Hldgs	2,476
Sherwin Williams Co/The	Sherwin Williams Co/The	7,798
Shift4 Payments Inc	Shift4 Payments Inc	27,654
Simmons First Natl Corp	Simmons First Natl Corp Cl A	18,134
Steris PLC	Steris PLC	12,092
Sun Life Finl Inc	Sun Life Finl Inc Com	2,282
Synovus Financial Corp	Synovus Financial Corp	75,225

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

Take-Two Interactive Software Inc	Take-Two Interactive Software Inc	12,876
Target Corp	Target Corp	13,530
Teck Resources Ltd	Teck Resources Ltd	7,101
The Cigna Group	The Cigna Group	3,893
Thermo Fisher Scientific Inc	Thermo Fisher Scientific Inc	13,270
Tilray Brands Inc	Tilray Brands Inc	276
Tractor Supply Co	Tractor Supply Co	20,428
Trade Desk Inc/The	Trade Desk Inc/The	7,196
Trimble Inc	Trimble Inc	10,640
United Parcel Svc Inc	United Parcel Svc Inc Cl B	1,415
United Rentals Inc	United Rentals Inc	78,559
UnitedHealth Group Inc	UnitedHealth Group Inc	47,382
US Bancorp Del Com New	US Bancorp Del Com New	2,467
Valero Energy Corp	Valero Energy Corp	10,790
Valero Energy Corp New	Valero Energy Corp New Com	1,690
Valvoline Inc	Valvoline Inc	68,583
Veralto Corp	Veralto Corp	1,645
Verizon Communications Inc	Verizon Communications Inc Com	1,810
Vertex Pharmaceuticals Inc	Vertex Pharmaceuticals Inc	38,655
Visa Inc	Visa Inc	18,225
Visa Inc	Visa Inc CL A	23,432
Voya Financial Inc	Voya Financial Inc	73,179
Walgreens Boots Alliance Inc	Walgreens Boots Alliance Inc Com	1,410
Walmart	Walmart	18,130
Walmart Inc	Walmart Inc	21,440
Wells Fargo & Company	Wells Fargo & Company	11,468
Willis Towers Watson PLC	Willis Towers Watson PLC	6,995
Workday Inc	Workday Inc	32,851
Zimmer Biomet Holdings Inc	Zimmer Biomet Holdings Inc	99,185
Zoetis Inc	Zoetis Inc	11,842
Total common stocks		\$ 7,303,062
Corporate bonds		
Citigroup Inc	Citigroup Inc	\$ 33,338
Goldman Sachs Group Inc	Goldman Sachs Group Inc Bond	39,203
Goldman Sachs Group Inc	Goldman Sachs Group Inc Bond	39,670
Total corporate bonds		\$ 112,211

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

Exchange traded funds			
Capital Group	Capital Group Core Equity ETF Shs	\$	8,518
Cohen & Steers	Cohen & Steers Total Return Realty Fd ETF		2,350
Cohen & Steers	Cohen & Steers Total Return Realty Fund ETF		4,700
Columbia	Columbia EM Core Ex China ETF		63,325
Columbia	Columbia EM Core Ex-China ETF		66,594
Direxion Daily	Direxion Daily S&P Biotech ETF		854
First Trust	First Trust Exchange-Traded Fund III		32,181
First Trust	FT Unit 10353 Finls Select Port Ser 82		40,849
First Trust	FT Unit 10383 Innovative Technology Port Ser 37		43,183
First Trust	First Trust Exchange Traded Fund III		140,650
Invesco	Invesco S&P MidCap Quality ETF		80,460
Invesco	Invesco QQQ Trust Series 1 ETF		229,331
Invesco	Invesco S&P 500 Equal Weight ETF		315,126
iShares	iShares Inc Core MSCI Emerging Mkts ETF		4,148
iShares	iShares TR Cohen & Steers REIT ETF		5,579
iShares	iShares TR MSCI Eafe Value ETF		37,929
iShares	iShares Tr MSCI USA Value Factor ETF		39,308
iShares	iShares Inc MSCI Eurozone ETF		40,567
iShares	iShares MSCI Emerging Markets ex China ETF		60,619
iShares	iShares TR Core S&P Mid-Cap ETF		81,886
iShares	iShares TR Core S&P Small-Cap ETF		107,499
iShares	iShares MSCI Eafe Growth ETF		154,573
iShares	iShares 0-5 Year Tips Bond ETF		202,800
iShares	iShares TR Core S&P 500 ETF		344,752
iShares	iShares S&P 500		1,107,377
JP Morgan	JP Morgan Exchange Traded Fd Active Value ETF		11,569
JPMorgan	JPMorgan Equity Premium Income ETF		71,474
Opus	Opus Small Cap Value ETF		62,946
Pimco	Pimco 15+ Year US Tips Index ETF		5,668
* Schwab	Schwab Strategic TR Emerging Mkts Equity ETF		4,041
* Schwab	Schwab International Small-Cap Equity ETF		12,909
* Schwab	Schwab Intl Small Cap Equity		55,824
* Schwab	Schwab International Small Cap Equity ETF		69,780
* Schwab	Schwab US Tips ETF		74,385
* Schwab	Schwab Strategic Tr Intl Equity ETF		132,441
* Schwab	Schwab US Dividend Equity ETF		393,591
SPDR	SPDR Utilities Select sector		1,267
SPDR	SPDR Real Estate Select Sector Fund ETF		1,683
SPDR	SPDR S&P 600 Small Cap Value ETF		21,244
SPDR	SPDR S&P 600 Small Cap Growth ETF		33,452
SPDR	SPDR S&P 400 Mid Cap Growth ETF		37,911
Sprott	Sprott Physical Silver Tr		64,640
Sprott	Sprott Physical Gold Trust		143,434
Sprott	Sprott Physical Gold and Silver Trust		361,206
* Vanguard	Vanguard S&P 500 ETF		1,310
* Vanguard	Vanguard Specialized Funds Div App ETF		2,897
* Vanguard	Vanguard Small-Cap Growth ETF		2,901
* Vanguard	Vanguard Index Fds Vanguard Mid-Cap ETF		3,257
* Vanguard	Vanguard Whitehall Fds Intl High ETF		3,590

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

* Vanguard	Vanguard Index Fds Vanguard Value ETF	8,223
* Vanguard	Vanguard Index Fds Vanguard Growth ETF	9,326
* Vanguard	Vanguard FTSE Developed Markets ETF	12,981
* Vanguard	Vanguard FTSE Developed Markets ETF	23,184
* Vanguard	Vanguard Mid Cap ETF	23,264
* Vanguard	Vanguard Mid Cap Value ETF	26,102
* Vanguard	Vanguard BD Index Fds Vanguard Total Bd Market ETF	26,538
* Vanguard	Vanguard Small Cap Growth ETF	27,078
* Vanguard	Vanguard Intl Equity Index Fds FTSE Emerging Mkts ETF	34,442
* Vanguard	Vanguard Index Fds Vanguard Small-Cap Value ETF	41,213
* Vanguard	Vanguard Star FDS Vanguard Total Intl Stock Index Fd ETF	43,586
* Vanguard	Vanguard Small Cap ETF	48,853
* Vanguard	Vanguard Index Fds Growth ETF	49,741
* Vanguard	Vanguard High DVD Yield ETF	61,173
* Vanguard	Vanguard Value ETF	79,983
* Vanguard	Vanguard Growth ETF	156,684
* Vanguard	Vanguard Mid-Cap Growth ETF	167,010
* Vanguard	Vanguard Total Stock Market ETF	3,186,338
Xtrackers	Xtrackers MSCI Eafe Hedged Equity ETF	88,752
X-Trackers	X-Trackers MSCI Eafe Hedged Equity ETF	72,740
Total exchange traded funds		\$ 8,975,789

Group Annuity Contract

MetLife	MetLife GAC-25053 Class 0	\$ 1,478,656
Total group annuity contract		\$ 1,478,656

Mutual funds

Akre	Akre Focus Fd Inst	58,503
American Century	American Century Heritage	37,289
American Century	American Century Real Estate R6	413,890
American Funds	American Funds Balanced Fund	37,739
American Funds	American New World Fund Class F-2	40,040
American Funds	The Growth Fund of America	125,042
American Funds	American Funds Fundamental Investors	126,196
American Funds	American Growth & Income CI A	143,594
American Funds	American Growth CI R3	215,144
American Funds	American Balanced Fund	237,696
American Funds	American Funds New Perspective R6	276,279
AQR	AQR Large Cap Defensive Style Fd CI R6	31,946
BBH	BBH Limited Duration Fund	60,770
Blackrock	Blackrock Strategic Income Opp Fd CI K	13,514
Blackrock	Blackrock Commodity Strategies Fd Instl	17,073
Blackrock	Blackrock Strategic Income Opportunities Portfolio	28,012
Blackrock	BlackRock Commodity Strategies Fund	39,926
Blackrock	Blackrock High Yield Bond Institutional	428,498
Blackrock	BlackRock Health Sciences Opp Port K	466,400
BLF FedFund	BLF FedFund Cash Reserve	6,538
BNY Mellon	BNY Mellon Global Real Return Fund	32,516
Brown	Brown Capital Management Small Company Fund	21,515

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001**SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES**

December 31, 2023

Calvert	Calvert Flexible Bond Fund	24,730
Carillon Chartwell	Carillon Chartwell Income Fund	800,132
Carillon Chartwell	Carillon Chartwell Short Duration High Yield Fund	811,907
Carillon Eagle	Carillon Eagle Growth & Income R6	711,817
Catalyst Millburn	Catalyst Millburn Hedge Strtgy Fd Cl I	9,755
Causeway	Causeway Emerging Markets Fund	10,706
Causeway	Causeway International Value Fund	18,736
Cohen & Steers	Cohen & Steers Realty Shares Cl I	8,341
Cohen & Steers	Cohen & Steers Real Estate Securities Fund	55,214
Columbia	Columbia Convertible Securities Fund	7,441
Delaware	Delaware Group Global Intl F	19,489
Delaware	Delaware Small Cap Core Fund	54,520
DFA	DFA Us Small Cap Portfolio	1,703
DFA	DFA US Large Cap Value Port	2,303
DFA	DFA One Year Fixed Incm	11,020
DFA	DFA International Value	11,937
DFA	DFA International Value I	12,623
DFA	DFA US Small Cap Value	13,036
DFA	DFA International Small	13,608
DFA	DFA Global Real Estate Securities Port	13,959
DFA	DFA Emerging Markets Value	17,833
DFA	DFA International Small Cap Value I	18,182
DFA	DFA Short Duration Real Return Port	20,911
DFA	DFA Short Duration Real	23,194
DFA	DFA US Micro Cap	26,174
DFA	DFA International Value III	26,651
DFA	DFA US Small Cap Fund	28,320
DFA	DFA Large Cap Intl Port	32,353
DFA	DFA Five-Year Global Fixed Income I	32,829
DFA	DFA Investment Grade I	33,249
DFA	DFA Targeted Credit Institutional	33,479
DFA	DFA US Large Cap Value II	34,226
DFA	DFA US Small Cap	38,244
DFA	DFA US Large Cap Value	54,532
DFA	DFA Intl Value Port	54,638
DFA	DFA Emerging Markets Small Cap Port	56,710
DFA	DFA Intl Small Cap Value Port	66,063
DFA	DFA Short Term Extended	68,150
DFA	DFA Emerging Markets Core Equity I	71,880
DFA	DFA Global Real Estate	71,939
DFA	DFA Intl Hi Relatv Profitability	79,252
DFA	DFA US Targeted Value	92,723
DFA	DFA International Core Equity	102,667
DFA	DFA Short Term Extended Quality Port	133,985
DFA	DFA Emerging Mkts Core	162,105
DFA	DFA US Hi Relatv Profitability	165,738
DFA	DFA US Core Equity 2	242,994
DFA	DFA Intrmd Govt Fixed Income Port I	246,389
DFA	DFA Intl Core Eqty Port	246,710
DFA	DFA US Core Eqty 2 Port	268,339
DFA	DFA Investment Grade	425,029

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

Dimensional	Dimensional US Small Cap	8,747
Dimensional	Dimensional US Core	1,374
Dimensional	Dimensional Intern Core	5,826
Dimensional	Dimensional Shrt Drt Fxd	17,547
Dimensional	Dimensional Core Fixed	17,769
Dodge & Cox	Dodge & Cox Stock Fd	66,394
Eaton Vance	Eaton Vance Floating Rate Fund	5,721
Eaton Vance	Eaton Vance Emerging Markets Debt Opportunities Fd	14,861
Eaton Vance	Eaton Vance Global Macro Absolute Return Adv Fd	19,123
Eaton Vance	Eaton Vance Global Macro Absolute Return Adv Fund	22,098
Eaton Vance	Eaton Vance Global Macro Absolute Return	31,329
Eaton Vance	Eaton Vance Global Macro Absolute Return Advantage Fd	49,411
Federated	Federated High Yield Bond	46,201
* Fidelity	Fidelity Inflation Protected Bond Index Fund	6,204
* Fidelity	Fidelity Emerging Markets Fund	11,248
* Fidelity	Fidelity Emerging Markets Index Fd	11,479
* Fidelity	Fidelity Emerging Markets Fd	15,048
* Fidelity	Fidelity Advisor Floating Rate High Income Fund	56,809
* Fidelity	Fidelity Advisor Total Bond Fund	66,009
* Fidelity	Fidelity Blue Chip Growth Fd	66,229
* Fidelity	Fidelity Intermediate Treas Bond Ind	211,782
* Fidelity	Fidelity 500 Index Fund	698,743
* Fidelity	Fidelity Advisor Balanced Z	1,241,385
* Fidelity	Fidelity Government Cash Reserves	4,059
* Fidelity	Fidelity MMKT Premium Class	27,256
First Eagle	First Eagle Overseas Class I	5,109
First Eagle	First Eagle Small Cap Opportunity Cl I	5,284
First Trust	First Trust Exchange-Trade Fund III	9,677
FlexShares	FlexShares Morningstar Global Upstream	1,638
FMI	FMI International Fd Inst	28,614
FMI	FMI International Fund	37,902
FMI	FMI International Fund Institutional	52,704
Franklin	Franklin Mutual Global Discovery Fund	25,354
Franklin	Franklin Small Cap Value Fund	32,241
Glenmede	Glenmede Secured Options Portfolio	38,382
GMO	GMO Quality Fund	27,046
Goldman Sachs	Goldman Sachs International Small Cap Insights Fund	50,241
Grayscale	Grayscale Ethereum Trust	4,277
Harding Loevner	Harding Loevner Intl Equity Portfolio	4,952
Harding Loevner	Harding Loevner International Equity Portfolio	21,674
Hartford	Hartford Growth Opptys Cl R3	22,233
Invesco	Invesco S&P 500 Equal Weight	25,248
Invesco	Invesco Small Cap Growth	25,321
Invesco	Invesco QQQ Trust Series 1	26,619
Invesco	Invesco International Bond	34,013
Invesco	Invesco Developing Markets Fund	60,090

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

* John Hancock	John Hancock Mid Cap Growth	36,477
* John Hancock	John Hancock Disciplined Value	145,806
* John Hancock	John Hancock 500 Index Fund	250,802
JP Morgan	JP Morgan ETF BetaBuilders US	3,284
JP Morgan	JPMorgan Emerging Markets Equity Fd CI R6	4,443
JP Morgan	JP Morgan ETF ActiveBldrs Emer	9,280
JP Morgan	JPMorgan Emerging Markets Equity Fund	9,394
JP Morgan	JP Morgan ETF US Quality Fctr	10,864
JP Morgan	JP Morgan Exchange Traded Fund Active Growth	11,668
JP Morgan	JP Morgan ETF BetaBuilders I	31,198
JP Morgan	JPMorgan Strategic Income Opportunities Fd	31,399
JP Morgan	JPMorgan Income Fund Class I	36,354
JP Morgan	JPMorgan Hedged Equity Fund	46,120
JP Morgan	JP Morgan ETF BetaBuilders US	53,166
JP Morgan	JPMorgan MidCap Value Fund	81,448
JP Morgan	JPMorgan Strategic Income Opportunities Fund	90,176
JP Morgan	JPMorgan Large Cap Growth R6	1,757,147
Lord Abbett	Lord Abbett Bond Debenture Fund Class I	26,955
Lord Abbett	Lord Abbett Short Duration Income Fd Class I	31,680
LSV	LSV Small Cap Value Fund Inst	5,367
MFS	MFS Growth Fund Class I	15,068
MFS	MFS International Growth R6	399,117
Oakmark	Oakmark International Fund	22,325
Oakmark	Oakmark Select Fund Investor Class	92,488
Parnassus	Parnassus Mid Cap Fund Institutional Class	57,316
Pimco	Pimco Trends Managed Futures Fund	12,150
Pimco	Pimco Emerging Markets Local Currency and Bond Fund	15,100
Pimco	Pimco Commodities Plus Strategy Fund	34,658
Pimco	Pimco Trends Managed Futures Strategy Fund	42,727
Pimco	Pimco Income Fund Class I-2	77,765
Principal	Principal Real Estate Securities Fund Class A	41,952
Putnam	Putnam Large Cap Growth Y	1,415,338
T Rowe Price	T Rowe Price Retirement 2065	647
T Rowe Price	T Rowe Price Quant Mgt Fds Inc	16,502
T Rowe Price	T Rowe Price Emerging Markets Stock	26,923
T Rowe Price	T Rowe Price Retirement 2020	35,037
T Rowe Price	T Rowe Price Retirement 2030	72,815
T Rowe Price	T Rowe Price Institutional Floating Rate Fund	102,717
T Rowe Price	T Rowe Price Retirement 2060	143,475
T Rowe Price	T Rowe Price Retirement Balanced I	218,156
T Rowe Price	T Rowe Price Retirement 2040	265,534
T Rowe Price	T Rowe Price Retirement 2045	468,612
T Rowe Price	T Rowe Price Retirement 2035	594,587
T Rowe Price	T Rowe Price Retirement 2025	657,317
T Rowe Price	T Rowe Price Retirement 2050	749,712
T Rowe Price	T Rowe Price Retirement 2055	1,767,756
Thornburg	Thornburg Strategic Income Fund Class I	24,627

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

* Vanguard	Vanguard Intl Equity Index Fds	3,430
* Vanguard	Vanguard Index Fds Grw Index Adml	9,412
* Vanguard	Vanguard FTSE All Wrld Ex US	9,893
* Vanguard	Vanguard Small Cap Value	12,778
* Vanguard	Vanguard World Fd Intl Gr Fd ADM	15,945
* Vanguard	Federal Money Mkt Fund	17,231
* Vanguard	Vanguard Intrmdiat Trm	21,711
* Vanguard	Vanguard Index Fds Smcp Index ADM	22,662
* Vanguard	Vanguard Scottsdale FDS	29,180
* Vanguard	Vanguard Small Cap Grow Index	33,502
* Vanguard	Vanguard Small Cap Value	36,714
* Vanguard	Vanguard Total Interntl	49,556
* Vanguard	Vanguard Index Fds Valu Index Adm	66,351
* Vanguard	Vanguard Small Cap Value Index	70,579
* Vanguard	Vanguard Money Mkt Resvs Inc	77,214
* Vanguard	Vanguard Short Term Corp Bd Index Adm	248,853
* Vanguard	Vanguard BD Index Fds Vanguard Total	281,052
* Vanguard	Vanguard Energy Adm	291,252
* Vanguard	Vanguard Information Tech Index Adm	473,211
* Vanguard	Vanguard Small-Cap Index Adm	654,886
Victory Sycamore	Victory Sycamore Established Value Fund	1,943
WCM	WCM Focused Intl Growth Fd Cl I	15,642
WCM	WCM Focused International Growth Fund	56,429
Weitz	Weitz Short Duration Income Fund	16,198
Western	Western Asset Core Bond Fund Class I	62,163
Total mutual funds		<u>\$ 24,329,092</u>
US government securities		
Fannie Mae	Fannie Mae	\$ 40,890
Farmer Mac	Farmer Mac	25,414
Federal Home Loan Banks	Federal Home Loan Banks	40,585
Freddie Mac	Freddie Mac	51,153
United States	United States Treasury Note	5,075
United States	United States Treasury Note	10,411
United States	United States Treasury Note	34,716
United States	United States Treasury Note	54,717
Total US government securities		<u>\$ 262,961</u>
Total Investments		<u><u>\$ 44,009,017</u></u>

* Represents a party-in-interest to the plan

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001**SCHEDULE H LINE 4A – SCHEDULE OF DELINQUENT PARTICIPANT
CONTRIBUTIONS**

December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
\$ 45,000	\$ -	\$ 45,000	\$ -	\$ -

There were unintentional delays in submitting certain employee deferrals totaling \$45,000 to the Plan. The Employers remitted the late employee deferrals to the plan in July 2023. No determination of missed earnings due to participants has yet been made.

**Authorization of Practitioner to Electronically Sign
and File For the 2023 Form 5500/Form 5500-SF**

The undersigned plan sponsor/plan administrator hereby authorizes Williams-Keepers LLC to electronically sign and file the plan sponsor's 2023 Form 5500 through EFAST2.

I understand that in granting this authority:

- I must manually sign and date page 1 of the form 5500 or Form 5500-SF and provide a scanned copy of that signature page to Williams-Keepers LLC before the electronic filing can be initiated,
- Williams-Keepers LLC will retain a copy of this written authorization in its records,
- Williams-Keepers LLC will notify the individual signing below as plan sponsor/plan administrator about any inquiries and information it receives from EFAST2, DOL, IRS or PBGC regarding this annual return/report, and
- A copy of my signature, as it appears on page 1 of the Form 5500 or Form 5500-SF, will be included with the return/report posted by the Department of Labor on the Internet for public disclosure.
- Williams-Keepers LLC shall not be deemed an administrator or other fiduciary with respect to any Plan solely on account of the services performed under this authorization.

The authorization is applicable only to the filing for the 2023 filing year

Plan Sponsor's Company Name: Columbia Orthopaedic Group

By: Andrew H. Lovewell

Print Name: Andrew H. Lovewell
Plan Sponsor/Plan Administrator

Date: 10/14/2024

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
---	--	---

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) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. ▶	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description) _____
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶	☐

Part II	Basic Plan Information—enter all requested information
1a Name of plan Columbia Orthopaedic Group Profit Sharing Plan And Trust	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 01/01/1987
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) Columbia Orthopaedic Group LLP 1 South Keene Street Columbia MO 65201	2b Employer Identification Number (EIN) 43-1427548 2c Plan Sponsor's telephone number 573-876-8651 2d Business code (see instructions) 621111

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

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

SIGN HERE	<i>Andrew H. Lovewell</i>	10/14/2024	Andrew Lovewell
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2023)
v. 2300728

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 227
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	 6a(1) 170 6a(2) 173 6b 19 6c 42 6d 234 6e 0 6f 234 6g(1) 208 6g(2) 201 6h 12
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2A 2E 2F 2G 2J 2K 2R 2T 3D 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (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 <u> 1 </u> (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 _____

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001**SCHEDULE H LINE 4A – SCHEDULE OF DELINQUENT PARTICIPANT
CONTRIBUTIONS**

December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
\$ 45,000	\$ -	\$ 45,000	\$ -	\$ -

There were unintentional delays in submitting certain employee deferrals totaling \$45,000 to the Plan. The Employers remitted the late employee deferrals to the plan in July 2023. No determination of missed earnings due to participants has yet been made.

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

(a)	(b) Identity of Issue	(c) Description of Investment	(e) Current Value
	Cash and cash equivalents		
	Beal Bank	Beal Bank USA CD	\$ 40,699
	BMO Harris Bank	BMO Harris Bank NA CD	25,070
*	Central Trust	FDIC Insured Money Market Program	104,154
*	Central Trust	Non-interest bearing cash	1,079,279
*	Cetera	Non-interest bearing cash	34
*	Charles Schwab Bank	Non-interest bearing cash	21,709
	Clearpath Federal Credit Union	Clearpath Federal Credit Union CD	40,033
	Comerica Bank	Comerica Bank CD	40,287
	DFA	DFA Emerging Markets Small Cap Port	5,595
	Federated Hermes	Federated Hermes Treas Obl Cap Money Market	13,716
	JPMorgan Chase Bank	JPMorgan Chase Bank CD	40,049
*	LPL Financial	Non-interest bearing cash	21,033
	M1 Bank	M1 Bank CD	50,957
	Madigan Wealth Management	Advisory Retirement Sweep Program	118
*	Northwestern Mutual	Non-interest bearing cash	27,647
	TD Bank NA	Non-interest bearing cash	10,108
	TriState Capital Bank	Non-interest bearing cash	1,742
	US Bank	US Bank NA/Minneapolis MN CD	25,016
	Total cash and cash equivalents		\$ 1,547,246
	Common stocks		
	Abbvie Inc	Abbvie Inc	\$ 21,076
	Accenture PLC	Accenture PLC	21,055
	Adobe Inc	Adobe Inc	21,478
	Advance Auto Pts Inc	Advance Auto Pts Inc Com	915
	Aecom	Aecom	9,243
	Allstate Corp/The	Allstate Corp/The	66,491
	Alphabet Inc	Alphabet Inc	177,686
	Amazon.Com Inc	Amazon.Com Inc	183,847
	American Express Co	American Express Co	5,995
	Apple Inc	Apple Inc	209,858
	Archer Daniels Midland Co	Archer Daniels Midland Co	7,222
	Aris Wtr Solutions Inc	Aris Wtr Solutions Inc Cl A	17,334
	Arista Networks Inc	Arista Networks Inc	28,497
	Arthur J Gallagher & Co	Arthur J Gallagher & Co	85,904
	ASML Holding NV	ASML Holding NV	26,492
	Atkore Intl Group Inc	Atkore Intl Group Inc	132,000
	Atlassian Corp	Atlassian Corp	3,568
	Baker Hughes A Ge Co	Baker Hughes A Ge Co	50,655
	Bank of America Corp	Bank of America Corp	17,845
	Berkshire Hathaway Inc	Berkshire Hathaway Inc	12,483
	Berkshire Hathaway Inc	Berkshire Hathaway Inc Cl B	30,316
	Bloomin Brands Inc	Bloomin Brands Inc	119,525
	Booking Holdings Inc	Booking Holdings Inc	10,642
	Boston Scientific Corp	Boston Scientific Corp	6,937
	BP PLC	BP PLC	3,540
	Broadcom Inc	Broadcom Inc	39,069
	Builders FirstSource Inc	Builders FirstSource Inc	13,355

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

Caesars Entertainment Inc	Caesars Entertainment Inc	1,875
Canadian Pacific Kansas City Ltd	Canadian Pacific Kansas City Ltd	3,953
Canopy Growth Corp	Canopy Growth Corp	102
Cboe Global Markets Inc	Cboe Global Markets Inc	22,320
CDW Corp	CDW Corp	21,595
* Charles Schwab Corp	Charles Schwab Corp	5,160
Charter Communications Inc	Charter Communications Inc	6,219
Cheniere Energy Inc	Cheniere Energy Inc	24,924
Chesapeake Energy Corp	Chesapeake Energy Corp	20,004
Chubb Ltd	Chubb Ltd	10,170
Cigna Corp	Cigna Corp	101,273
Cigna Group	Cigna Group	10,481
Cisco Systems Inc	Cisco Sys Inc Com	1,819
Cisco Systems Inc	Cisco Systems Inc	20,713
Citigroup Inc Com New	Citigroup Inc Com New	2,109
Citizens Finl Group Inc	Citizens Finl Group Inc Com	1,889
Clorox Co/The	Clorox Co/The	5,989
CNX Res Corp	CNX Res Corp Com	6,712
Colgate Palmolive Co	Colgate Palmolive Co	7,971
Comcast Corp Cl A	Comcast Corp Cl A	7,104
ConocoPhillips	ConocoPhillips	40,276
Constellation Brands Inc	Constellation Brands Inc	13,296
Constellation Energy Corp	Constellation Energy Corp	91,759
Corbus Pharmaceuticals Hldgs Inc	Corbus Pharmaceuticals Hldgs Inc Com	1,625
Corning Inc	Corning Inc	79,170
Costco Wholesale Corp	Costco Wholesale Corp	46,206
Crowdstrike Holdings Inc	Crowdstrike Holdings Inc	20,426
CVS Health Corp	CVS Health Corp	6,317
Danaher Corp	Danaher Corp	17,351
Darling Ingredients Inc	Darling Ingredients Inc	37,579
Datadog Inc	Datadog Inc	10,317
DaVita Inc	DaVita Inc	7,857
Deere & Co	Deere & Co	29,990
Diamondback Energy Inc	Diamondback Energy Inc	105,454
Digital Realty Trust Inc	Digital Realty Trust Inc	87,477
Draftkings Inc	Draftkings Inc	15,404
Draganfly Inc Com New	Draganfly Inc Com New	797
Dycom Industries Inc	Dycom Industries Inc	120,845
E L F Beauty Inc	E L F Beauty Inc	54,849
Eastman Chem Co	Eastman Chem Co Com	1,976
Elastic NV	Elastic NV	15,891
Electronic Arts Inc	Electronic Arts Inc	8,209
Eli Lilly & Co	Eli Lilly & Co	26,231
Enbridge Inc	Enbridge Inc	901
Everest RE Group Ltd	Everest RE Group Ltd	81,323
Exelon Corp	Exelon Corp	93,340
Fabrinet	Fabrinet	43,015
Federal Realty Investment Trust	Federal Realty Investment Trust	84,501
First Amern Finl Corp	First Amern Finl Corp Com	2,191
Fiserv Inc	Fiserv Inc	16,605
Flowers Foods Inc	Flowers Foods Inc	102,421
FMC Corp	FMC Corp	49,116

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

General Mls Inc	General Mls Inc Com	1,433
General Motors Co	General Motors Co	77,336
Genworth Finl Inc	Genworth Finl Inc Com Cl A	12,585
Gilead Sciences Inc	Gilead Sciences Inc Com	1,863
Goldman Sachs Group Inc	Goldman Sachs Group Inc	15,431
Graco	Graco	8,676
Grayscale Bitcoin Tr BTC	Grayscale Bitcoin Tr BTC Shs	233,235
Grayscale Ethereum Tr Eth	Grayscale Ethereum Tr Eth Shs	359,834
Hawthorn Bancshares Inc	Hawthorn Bancshares Inc Com	47,112
Healthpeak Properties Inc	Healthpeak Properties Inc	42,570
Hershey Co/The	Hershey Co/The	9,322
Hess Corp	Hess Corp	109,562
Hims & Hers Health Inc	Hims & Hers Health Inc	34,710
Hologic Inc	Hologic Inc	48,443
Home Depot Inc	Home Depot Inc	9,010
Honeywell Intl Inc	Honeywell Intl Inc	16,777
Huntington Bancshares Inc	Huntington Bancshares Inc	106,848
Illinois Tool Works Inc	Illinois Tool Works Inc	8,382
Impinj Inc	Impinj Inc	1,350
Interpublic Group of Companies	Interpublic Group of Companies	9,792
Intuit	Intuit	17,501
J M Smucker Co/The	J M Smucker Co/The	6,319
Jazz Pharmaceuticals PLC	Jazz Pharmaceuticals PLC	7,011
Jfrog Ltd	Jfrog Ltd	35,821
Johnson & Johnson	Johnson & Johnson	7,837
JP Morgan Chase & Co	JP Morgan Chase & Co	51,030
KBR Inc	KBR Inc	88,656
Kimco Rlty Corp	Kimco Rlty Corp Com	2,131
KLA Corp	KLA Corp	11,626
Knight Swift Transportation	Knight Swift Transportation	4,843
L3Harris Technologies Inc	L3Harris Technologies Inc	71,611
Laboratory Corp of America Holdings	Laboratory Corp of America Holdings	89,325
Linde PLC	Linde PLC	23,821
Lockheed Martin Corp	Lockheed Martin Corp Com	1,813
Lockheed Martin Corp	Lockheed Martin Corp	18,130
LVMH Moet Hennessy Louis Vuitton SA	LVMH Moet Hennessy Louis Vuitton SA	15,433
Lyondellbasell Industries	Lyondellbasell Industries	1,902
Marathon Petroleum Corp	Marathon Petroleum Corp	19,287
Mastercard Inc	Mastercard Inc	51,181
McDonalds Corp	McDonalds Corp	10,378
McKesson Corp	McKesson Corp	35,649
Medtronic PLC	Medtronic PLC	9,886
Mercadolibre Inc	Mercadolibre Inc	251,445
Merck & Co Inc	Merck & Co Inc	22,894
Meta Platforms Inc	Meta Platforms Inc	14,158
Meta Platforms Inc	Meta Platforms Inc Cl A	187,244
Microchip Technology Inc	Microchip Technology Inc	27,054
Micron Technology Inc	Micron Technology Inc	124,169
Microsoft Corp	Microsoft Corp	232,867

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001**SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES**

December 31, 2023

Mondelez International Inc	Mondelez International Inc	4,346
Morgan Stanley	Morgan Stanley	3,544
Morgan Stanley	Morgan Stanley	13,055
MP Materials Corp	MP Materials Corp	8,238
Mueller Water Products Inc	Mueller Water Products Inc	108,071
Murphy USA Inc	Murphy USA Inc	8,914
Newpark Res Inc	Newpark Res Inc Com	29,880
Nextera Energy Inc	Nextera Energy Inc	6,074
Norfolk Southern Corp	Norfolk Southern Corp	7,091
Novo-Nordisk As Vormal F	Novo-Nordisk As Vormal F	724
NRG Energy Inc	NRG Energy Inc Com New	2,792
Nvidia Corp	Nvidia Corp	120,834
Occidental Petroleum Corp	Occidental Petroleum Corp	5,971
Old Rep Intl Corp	Old Rep Intl Corp Com	2,205
O'Reilly Automotive Inc	O'Reilly Automotive Inc	32,303
Owens Corning Inc	Owens Corning Inc	111,172
Paccar Inc	Paccar Inc	13,671
Packaging Corp Amer	Packaging Corp Amer Com	2,281
Palantir Technologies Inc	Palantir Technologies Inc	498
Palo Alto Networks Inc	Palo Alto Networks Inc	136,234
Parker Hannifin Corp	Parker Hannifin Corp	32,249
PepsiCo Inc	PepsiCo Inc	31,930
Pfizer Inc	Pfizer Inc Com	1,267
Piedmont Lithium Inc	Piedmont Lithium Inc Com	5,957
Pioneer Nat Res Co	Pioneer Nat Res Co Com	2,024
Pioneer Natural Resources Co	Pioneer Natural Resources Co	14,617
PPL Corp	PPL Corp	111,109
Progyny Inc	Progyny Inc	40,907
Prologis Inc	Prologis Inc	4,932
Prudential Finl Inc	Prudential Finl Inc Com	2,282
PTC Inc	PTC Inc	25,369
Qualcomm Inc	Qualcomm Inc	17,356
Raytheon Co	Raytheon Co	10,097
Raytheon Technologies Corp	Raytheon Technologies Corp	3,702
Regeneron Pharmaceuticals	Regeneron Pharmaceuticals	9,661
RPM International Inc	RPM International Inc	9,489
S&P Global Inc	S&P Global Inc	15,418
S&T Bankcorp Inc	S&T Bankcorp Inc Com	14,346
Schlumberger Ltd	Schlumberger Ltd	7,806
Schlumberger NV	Schlumberger NV	5,204
Seagate Technology Hldgs	Seagate Technology Hldgs	2,476
Sherwin Williams Co/The	Sherwin Williams Co/The	7,798
Shift4 Payments Inc	Shift4 Payments Inc	27,654
Simmons First Natl Corp	Simmons First Natl Corp Cl A	18,134
Steris PLC	Steris PLC	12,092
Sun Life Finl Inc	Sun Life Finl Inc Com	2,282
Synovus Financial Corp	Synovus Financial Corp	75,225

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

Take-Two Interactive Software Inc	Take-Two Interactive Software Inc	12,876
Target Corp	Target Corp	13,530
Teck Resources Ltd	Teck Resources Ltd	7,101
The Cigna Group	The Cigna Group	3,893
Thermo Fisher Scientific Inc	Thermo Fisher Scientific Inc	13,270
Tilray Brands Inc	Tilray Brands Inc	276
Tractor Supply Co	Tractor Supply Co	20,428
Trade Desk Inc/The	Trade Desk Inc/The	7,196
Trimble Inc	Trimble Inc	10,640
United Parcel Svc Inc	United Parcel Svc Inc Cl B	1,415
United Rentals Inc	United Rentals Inc	78,559
UnitedHealth Group Inc	UnitedHealth Group Inc	47,382
US Bancorp Del Com New	US Bancorp Del Com New	2,467
Valero Energy Corp	Valero Energy Corp	10,790
Valero Energy Corp New	Valero Energy Corp New Com	1,690
Valvoline Inc	Valvoline Inc	68,583
Veralto Corp	Veralto Corp	1,645
Verizon Communications Inc	Verizon Communications Inc Com	1,810
Vertex Pharmaceuticals Inc	Vertex Pharmaceuticals Inc	38,655
Visa Inc	Visa Inc	18,225
Visa Inc	Visa Inc CL A	23,432
Voya Financial Inc	Voya Financial Inc	73,179
Walgreens Boots Alliance Inc	Walgreens Boots Alliance Inc Com	1,410
Walmart	Walmart	18,130
Walmart Inc	Walmart Inc	21,440
Wells Fargo & Company	Wells Fargo & Company	11,468
Willis Towers Watson PLC	Willis Towers Watson PLC	6,995
Workday Inc	Workday Inc	32,851
Zimmer Biomet Holdings Inc	Zimmer Biomet Holdings Inc	99,185
Zoetis Inc	Zoetis Inc	11,842
Total common stocks		\$ 7,303,062
Corporate bonds		
Citigroup Inc	Citigroup Inc	\$ 33,338
Goldman Sachs Group Inc	Goldman Sachs Group Inc Bond	39,203
Goldman Sachs Group Inc	Goldman Sachs Group Inc Bond	39,670
Total corporate bonds		\$ 112,211

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

Exchange traded funds			
Capital Group	Capital Group Core Equity ETF Shs	\$	8,518
Cohen & Steers	Cohen & Steers Total Return Realty Fd ETF		2,350
Cohen & Steers	Cohen & Steers Total Return Realty Fund ETF		4,700
Columbia	Columbia EM Core Ex China ETF		63,325
Columbia	Columbia EM Core Ex-China ETF		66,594
Direxion Daily	Direxion Daily S&P Biotech ETF		854
First Trust	First Trust Exchange-Traded Fund III		32,181
First Trust	FT Unit 10353 Finls Select Port Ser 82		40,849
First Trust	FT Unit 10383 Innovative Technology Port Ser 37		43,183
First Trust	First Trust Exchange Traded Fund III		140,650
Invesco	Invesco S&P MidCap Quality ETF		80,460
Invesco	Invesco QQQ Trust Series 1 ETF		229,331
Invesco	Invesco S&P 500 Equal Weight ETF		315,126
iShares	iShares Inc Core MSCI Emerging Mkts ETF		4,148
iShares	iShares TR Cohen & Steers REIT ETF		5,579
iShares	iShares TR MSCI Eafe Value ETF		37,929
iShares	iShares Tr MSCI USA Value Factor ETF		39,308
iShares	iShares Inc MSCI Eurozone ETF		40,567
iShares	iShares MSCI Emerging Markets ex China ETF		60,619
iShares	iShares TR Core S&P Mid-Cap ETF		81,886
iShares	iShares TR Core S&P Small-Cap ETF		107,499
iShares	iShares MSCI Eafe Growth ETF		154,573
iShares	iShares 0-5 Year Tips Bond ETF		202,800
iShares	iShares TR Core S&P 500 ETF		344,752
iShares	iShares S&P 500		1,107,377
JP Morgan	JP Morgan Exchange Traded Fd Active Value ETF		11,569
JPMorgan	JPMorgan Equity Premium Income ETF		71,474
Opus	Opus Small Cap Value ETF		62,946
Pimco	Pimco 15+ Year US Tips Index ETF		5,668
* Schwab	Schwab Strategic TR Emerging Mkts Equity ETF		4,041
* Schwab	Schwab International Small-Cap Equity ETF		12,909
* Schwab	Schwab Intl Small Cap Equity		55,824
* Schwab	Schwab International Small Cap Equity ETF		69,780
* Schwab	Schwab US Tips ETF		74,385
* Schwab	Schwab Strategic Tr Intl Equity ETF		132,441
* Schwab	Schwab US Dividend Equity ETF		393,591
SPDR	SPDR Utilities Select sector		1,267
SPDR	SPDR Real Estate Select Sector Fund ETF		1,683
SPDR	SPDR S&P 600 Small Cap Value ETF		21,244
SPDR	SPDR S&P 600 Small Cap Growth ETF		33,452
SPDR	SPDR S&P 400 Mid Cap Growth ETF		37,911
Sprott	Sprott Physical Silver Tr		64,640
Sprott	Sprott Physical Gold Trust		143,434
Sprott	Sprott Physical Gold and Silver Trust		361,206
* Vanguard	Vanguard S&P 500 ETF		1,310
* Vanguard	Vanguard Specialized Funds Div App ETF		2,897
* Vanguard	Vanguard Small-Cap Growth ETF		2,901
* Vanguard	Vanguard Index Fds Vanguard Mid-Cap ETF		3,257
* Vanguard	Vanguard Whitehall Fds Intl High ETF		3,590

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

* Vanguard	Vanguard Index Fds Vanguard Value ETF	8,223
* Vanguard	Vanguard Index Fds Vanguard Growth ETF	9,326
* Vanguard	Vanguard FTSE Developed Markets ETF	12,981
* Vanguard	Vanguard FTSE Developed Markets ETF	23,184
* Vanguard	Vanguard Mid Cap ETF	23,264
* Vanguard	Vanguard Mid Cap Value ETF	26,102
* Vanguard	Vanguard BD Index Fds Vanguard Total Bd Market ETF	26,538
* Vanguard	Vanguard Small Cap Growth ETF	27,078
* Vanguard	Vanguard Intl Equity Index Fds FTSE Emerging Mkts ETF	34,442
* Vanguard	Vanguard Index Fds Vanguard Small-Cap Value ETF	41,213
* Vanguard	Vanguard Star FDS Vanguard Total Intl Stock Index Fd ETF	43,586
* Vanguard	Vanguard Small Cap ETF	48,853
* Vanguard	Vanguard Index Fds Growth ETF	49,741
* Vanguard	Vanguard High DVD Yield ETF	61,173
* Vanguard	Vanguard Value ETF	79,983
* Vanguard	Vanguard Growth ETF	156,684
* Vanguard	Vanguard Mid-Cap Growth ETF	167,010
* Vanguard	Vanguard Total Stock Market ETF	3,186,338
Xtrackers	Xtrackers MSCI Eafe Hedged Equity ETF	88,752
X-Trackers	X-Trackers MSCI Eafe Hedged Equity ETF	72,740
Total exchange traded funds		\$ 8,975,789

Group Annuity Contract

MetLife	MetLife GAC-25053 Class 0	\$ 1,478,656
Total group annuity contract		\$ 1,478,656

Mutual funds

Akre	Akre Focus Fd Inst	58,503
American Century	American Century Heritage	37,289
American Century	American Century Real Estate R6	413,890
American Funds	American Funds Balanced Fund	37,739
American Funds	American New World Fund Class F-2	40,040
American Funds	The Growth Fund of America	125,042
American Funds	American Funds Fundamental Investors	126,196
American Funds	American Growth & Income CI A	143,594
American Funds	American Growth CI R3	215,144
American Funds	American Balanced Fund	237,696
American Funds	American Funds New Perspective R6	276,279
AQR	AQR Large Cap Defensive Style Fd CI R6	31,946
BBH	BBH Limited Duration Fund	60,770
Blackrock	Blackrock Strategic Income Opp Fd CI K	13,514
Blackrock	Blackrock Commodity Strategies Fd Instl	17,073
Blackrock	Blackrock Strategic Income Opportunities Portfolio	28,012
Blackrock	BlackRock Commodity Strategies Fund	39,926
Blackrock	Blackrock High Yield Bond Institutional	428,498
Blackrock	BlackRock Health Sciences Opp Port K	466,400
BLF FedFund	BLF FedFund Cash Reserve	6,538
BNY Mellon	BNY Mellon Global Real Return Fund	32,516
Brown	Brown Capital Management Small Company Fund	21,515

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001**SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES**

December 31, 2023

Calvert	Calvert Flexible Bond Fund	24,730
Carillon Chartwell	Carillon Chartwell Income Fund	800,132
Carillon Chartwell	Carillon Chartwell Short Duration High Yield Fund	811,907
Carillon Eagle	Carillon Eagle Growth & Income R6	711,817
Catalyst Millburn	Catalyst Millburn Hedge Strtgy Fd Cl I	9,755
Causeway	Causeway Emerging Markets Fund	10,706
Causeway	Causeway International Value Fund	18,736
Cohen & Steers	Cohen & Steers Realty Shares Cl I	8,341
Cohen & Steers	Cohen & Steers Real Estate Securities Fund	55,214
Columbia	Columbia Convertible Securities Fund	7,441
Delaware	Delaware Group Global Intl F	19,489
Delaware	Delaware Small Cap Core Fund	54,520
DFA	DFA Us Small Cap Portfolio	1,703
DFA	DFA US Large Cap Value Port	2,303
DFA	DFA One Year Fixed Incm	11,020
DFA	DFA International Value	11,937
DFA	DFA International Value I	12,623
DFA	DFA US Small Cap Value	13,036
DFA	DFA International Small	13,608
DFA	DFA Global Real Estate Securities Port	13,959
DFA	DFA Emerging Markets Value	17,833
DFA	DFA International Small Cap Value I	18,182
DFA	DFA Short Duration Real Return Port	20,911
DFA	DFA Short Duration Real	23,194
DFA	DFA US Micro Cap	26,174
DFA	DFA International Value III	26,651
DFA	DFA US Small Cap Fund	28,320
DFA	DFA Large Cap Intl Port	32,353
DFA	DFA Five-Year Global Fixed Income I	32,829
DFA	DFA Investment Grade I	33,249
DFA	DFA Targeted Credit Institutional	33,479
DFA	DFA US Large Cap Value II	34,226
DFA	DFA US Small Cap	38,244
DFA	DFA US Large Cap Value	54,532
DFA	DFA Intl Value Port	54,638
DFA	DFA Emerging Markets Small Cap Port	56,710
DFA	DFA Intl Small Cap Value Port	66,063
DFA	DFA Short Term Extended	68,150
DFA	DFA Emerging Markets Core Equity I	71,880
DFA	DFA Global Real Estate	71,939
DFA	DFA Intl Hi Relatv Profitability	79,252
DFA	DFA US Targeted Value	92,723
DFA	DFA International Core Equity	102,667
DFA	DFA Short Term Extended Quality Port	133,985
DFA	DFA Emerging Mkts Core	162,105
DFA	DFA US Hi Relatv Profitability	165,738
DFA	DFA US Core Equity 2	242,994
DFA	DFA Intrmd Govt Fixed Income Port I	246,389
DFA	DFA Intl Core Eqty Port	246,710
DFA	DFA US Core Eqty 2 Port	268,339
DFA	DFA Investment Grade	425,029

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

Dimensional	Dimensional US Small Cap	8,747
Dimensional	Dimensional US Core	1,374
Dimensional	Dimensional Intern Core	5,826
Dimensional	Dimensional Shrt Drt Fxd	17,547
Dimensional	Dimensional Core Fixed	17,769
Dodge & Cox	Dodge & Cox Stock Fd	66,394
Eaton Vance	Eaton Vance Floating Rate Fund	5,721
Eaton Vance	Eaton Vance Emerging Markets Debt Opportunities Fd	14,861
Eaton Vance	Eaton Vance Global Macro Absolute Return Adv Fd	19,123
Eaton Vance	Eaton Vance Global Macro Absolute Return Adv Fund	22,098
Eaton Vance	Eaton Vance Global Macro Absolute Return	31,329
Eaton Vance	Eaton Vance Global Macro Absolute Return Advantage Fd	49,411
Federated	Federated High Yield Bond	46,201
* Fidelity	Fidelity Inflation Protected Bond Index Fund	6,204
* Fidelity	Fidelity Emerging Markets Fund	11,248
* Fidelity	Fidelity Emerging Markets Index Fd	11,479
* Fidelity	Fidelity Emerging Markets Fd	15,048
* Fidelity	Fidelity Advisor Floating Rate High Income Fund	56,809
* Fidelity	Fidelity Advisor Total Bond Fund	66,009
* Fidelity	Fidelity Blue Chip Growth Fd	66,229
* Fidelity	Fidelity Intermediate Treas Bond Ind	211,782
* Fidelity	Fidelity 500 Index Fund	698,743
* Fidelity	Fidelity Advisor Balanced Z	1,241,385
* Fidelity	Fidelity Government Cash Reserves	4,059
* Fidelity	Fidelity MMKT Premium Class	27,256
First Eagle	First Eagle Overseas Class I	5,109
First Eagle	First Eagle Small Cap Opportunity Cl I	5,284
First Trust	First Trust Exchange-Trade Fund III	9,677
FlexShares	FlexShares Morningstar Global Upstream	1,638
FMI	FMI International Fd Inst	28,614
FMI	FMI International Fund	37,902
FMI	FMI International Fund Institutional	52,704
Franklin	Franklin Mutual Global Discovery Fund	25,354
Franklin	Franklin Small Cap Value Fund	32,241
Glenmede	Glenmede Secured Options Portfolio	38,382
GMO	GMO Quality Fund	27,046
Goldman Sachs	Goldman Sachs International Small Cap Insights Fund	50,241
Grayscale	Grayscale Ethereum Trust	4,277
Harding Loevner	Harding Loevner Intl Equity Portfolio	4,952
Harding Loevner	Harding Loevner International Equity Portfolio	21,674
Hartford	Hartford Growth Opptys Cl R3	22,233
Invesco	Invesco S&P 500 Equal Weight	25,248
Invesco	Invesco Small Cap Growth	25,321
Invesco	Invesco QQQ Trust Series 1	26,619
Invesco	Invesco International Bond	34,013
Invesco	Invesco Developing Markets Fund	60,090

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001**SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES**

December 31, 2023

*	John Hancock	John Hancock Mid Cap Growth	36,477
*	John Hancock	John Hancock Disciplined Value	145,806
*	John Hancock	John Hancock 500 Index Fund	250,802
	JP Morgan	JP Morgan ETF BetaBuilders US	3,284
	JP Morgan	JPMorgan Emerging Markets Equity Fd CI R6	4,443
	JP Morgan	JP Morgan ETF ActiveBldrs Emer	9,280
	JP Morgan	JPMorgan Emerging Markets Equity Fund	9,394
	JP Morgan	JP Morgan ETF US Quality Fctr	10,864
	JP Morgan	JP Morgan Exchange Traded Fund Active Growth	11,668
	JP Morgan	JP Morgan ETF BetaBuilders I	31,198
	JP Morgan	JPMorgan Strategic Income Opportunities Fd	31,399
	JP Morgan	JPMorgan Income Fund Class I	36,354
	JP Morgan	JPMorgan Hedged Equity Fund	46,120
	JP Morgan	JP Morgan ETF BetaBuilders US	53,166
	JP Morgan	JPMorgan MidCap Value Fund	81,448
	JP Morgan	JPMorgan Strategic Income Opportunities Fund	90,176
	JP Morgan	JPMorgan Large Cap Growth R6	1,757,147
	Lord Abbett	Lord Abbett Bond Debenture Fund Class I	26,955
	Lord Abbett	Lord Abbett Short Duration Income Fd Class I	31,680
	LSV	LSV Small Cap Value Fund Inst	5,367
	MFS	MFS Growth Fund Class I	15,068
	MFS	MFS International Growth R6	399,117
	Oakmark	Oakmark International Fund	22,325
	Oakmark	Oakmark Select Fund Investor Class	92,488
	Parnassus	Parnassus Mid Cap Fund Institutional Class	57,316
	Pimco	Pimco Trends Managed Futures Fund	12,150
	Pimco	Pimco Emerging Markets Local Currency and Bond Fund	15,100
	Pimco	Pimco Commodities Plus Strategy Fund	34,658
	Pimco	Pimco Trends Managed Futures Strategy Fund	42,727
	Pimco	Pimco Income Fund Class I-2	77,765
	Principal	Principal Real Estate Securities Fund Class A	41,952
	Putnam	Putnam Large Cap Growth Y	1,415,338
	T Rowe Price	T Rowe Price Retirement 2065	647
	T Rowe Price	T Rowe Price Quant Mgt Fds Inc	16,502
	T Rowe Price	T Rowe Price Emerging Markets Stock	26,923
	T Rowe Price	T Rowe Price Retirement 2020	35,037
	T Rowe Price	T Rowe Price Retirement 2030	72,815
	T Rowe Price	T Rowe Price Institutional Floating Rate Fund	102,717
	T Rowe Price	T Rowe Price Retirement 2060	143,475
	T Rowe Price	T Rowe Price Retirement Balanced I	218,156
	T Rowe Price	T Rowe Price Retirement 2040	265,534
	T Rowe Price	T Rowe Price Retirement 2045	468,612
	T Rowe Price	T Rowe Price Retirement 2035	594,587
	T Rowe Price	T Rowe Price Retirement 2025	657,317
	T Rowe Price	T Rowe Price Retirement 2050	749,712
	T Rowe Price	T Rowe Price Retirement 2055	1,767,756
	Thornburg	Thornburg Strategic Income Fund Class I	24,627

COLUMBIA ORTHOPAEDIC GROUP PROFIT SHARING PLAN AND TRUST

Columbia, Missouri

EIN: 43-1453096, Plan Number 001

SCHEDULE H LINE 4i – ASSETS HELD FOR INVESTMENT PURPOSES

December 31, 2023

* Vanguard	Vanguard Intl Equity Index Fds	3,430
* Vanguard	Vanguard Index Fds Grw Index Adml	9,412
* Vanguard	Vanguard FTSE All Wrld Ex US	9,893
* Vanguard	Vanguard Small Cap Value	12,778
* Vanguard	Vanguard World Fd Intl Gr Fd ADM	15,945
* Vanguard	Federal Money Mkt Fund	17,231
* Vanguard	Vanguard Intrmdiat Trm	21,711
* Vanguard	Vanguard Index Fds Smcp Index ADM	22,662
* Vanguard	Vanguard Scottsdale FDS	29,180
* Vanguard	Vanguard Small Cap Grow Index	33,502
* Vanguard	Vanguard Small Cap Value	36,714
* Vanguard	Vanguard Total Interntl	49,556
* Vanguard	Vanguard Index Fds Valu Index Adm	66,351
* Vanguard	Vanguard Small Cap Value Index	70,579
* Vanguard	Vanguard Money Mkt Resvs Inc	77,214
* Vanguard	Vanguard Short Term Corp Bd Index Adm	248,853
* Vanguard	Vanguard BD Index Fds Vanguard Total	281,052
* Vanguard	Vanguard Energy Adm	291,252
* Vanguard	Vanguard Information Tech Index Adm	473,211
* Vanguard	Vanguard Small-Cap Index Adm	654,886
Victory Sycamore	Victory Sycamore Established Value Fund	1,943
WCM	WCM Focused Intl Growth Fd Cl I	15,642
WCM	WCM Focused International Growth Fund	56,429
Weitz	Weitz Short Duration Income Fund	16,198
Western	Western Asset Core Bond Fund Class I	62,163
Total mutual funds		<u>\$ 24,329,092</u>
US government securities		
Fannie Mae	Fannie Mae	\$ 40,890
Farmer Mac	Farmer Mac	25,414
Federal Home Loan Banks	Federal Home Loan Banks	40,585
Freddie Mac	Freddie Mac	51,153
United States	United States Treasury Note	5,075
United States	United States Treasury Note	10,411
United States	United States Treasury Note	34,716
United States	United States Treasury Note	54,717
Total US government securities		<u>\$ 262,961</u>
Total Investments		<u><u>\$ 44,009,017</u></u>

* Represents a party-in-interest to the plan