

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- 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.) [x] 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: [x] 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 BURR & FORMAN LLP EMPLOYEES' 401(K) PLAN
1b Three-digit plan number (PN) 003
1c Effective date of plan 08/01/2006
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) BURR & FORMAN LLP
420 NORTH 20TH SUITE 3400 BIRMINGHAM, AL 35203
2b Employer Identification Number (EIN) 63-0322727
2c Plan Sponsor's telephone number 205-458-5146
2d Business code (see instructions) 541110

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

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

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> 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	155
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)	87
	6a(2)	97
	6b	1
	6c	71
	6d	169
	6e	0
	6f	169
	6g(1)	152
6g(2)	166	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2E 2F 2G 2J 2K 2T 3D

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)	9b Plan benefit arrangement (check all that apply)
(1) <input checked="" type="checkbox"/> Insurance	(1) <input checked="" type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> 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	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input checked="" type="checkbox"/> A (Insurance Information) – Number Attached <u>1</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> 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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 _____

<p style="text-align: center;">SCHEDULE A (Form 5500)</p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="text-align: center; font-size: small;">Pension Benefit Guaranty Corporation</p>	<p>Insurance Information</p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p>▶ File as an attachment to Form 5500.</p> <p>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</p>	<p>OMB No. 1210-0110</p> <hr/> <p style="font-size: 24pt;">2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<p>A Name of plan BURR & FORMAN LLP EMPLOYEES' 401(K) PLAN</p>	<p>B Three-digit plan number (PN) ▶</p>	<p>003</p>
<p>C Plan sponsor's name as shown on line 2a of Form 5500 BURR & FORMAN LLP</p>	<p>D Employer Identification Number (EIN) 63-0322727</p>	

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
EMPOWER ANNUITY INSURANCE COMPANY OF AMERICA

(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
84-0467907	68322	194566-01	16	01/01/2024	12/31/2024

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

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

(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	

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(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	68599
5	Current value of plan's interest under this contract in separate accounts at year end.....	0
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. Specify nature of costs ▶	6d
e	Type of contract: (1) <input type="checkbox"/> individual policies (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)	
a	Type of contract: (1) <input type="checkbox"/> deposit administration (2) <input type="checkbox"/> immediate participation guarantee (3) <input type="checkbox"/> guaranteed investment (4) <input checked="" type="checkbox"/> other ▶ GROUP ANNUITY CONTRACT	
b	Balance at the end of the previous year	7b 101428
c	Additions: (1) Contributions deposited during the year	7c(1) 5811
	(2) Dividends and credits.....	7c(2) 0
	(3) Interest credited during the year.....	7c(3) 1405
	(4) Transferred from separate account	7c(4) 0
	(5) Other (specify below)..... ▶ LOAN PAYMENTS	7c(5) 0
	(6) Total additions	7c(6) 7216
d	Total of balance and additions (add lines 7b and 7c(6))	7d 108644
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 39803
	(2) Administration charge made by carrier.....	7e(2) 242
	(3) Transferred to separate account	7e(3) 0
	(4) Other (specify below)..... ▶	7e(4)
(5) Total deductions	7e(5) 40045	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f 68599

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 <input type="checkbox"/> paid in cash, or <input type="checkbox"/> 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. Specify nature of costs.	10b	

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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan BURR & FORMAN LLP EMPLOYEES' 401(K) PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 BURR & FORMAN LLP	D Employer Identification Number (EIN) 63-0322727	

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)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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(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)

EMPOWER ANNUITY INSURANCE COMPANY O

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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	RECORDKEEPER	6947	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

CAPFINANCIAL PARTNERS LLC DBA CAPTR

4208 SIX FORKS RD STE 1700
RALEIGH, NC 27609

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	1225	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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 <hr/> 2024 <hr/> This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>BURR & FORMAN LLP EMPLOYEES' 401(K) PLAN</u>	B Three-digit plan number (PN)	<u>003</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>BURR & FORMAN LLP</u>	D Employer Identification Number (EIN) <u>63-0322727</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MODERATE MANAGED ACCT PORTFOLIO</u>		
b Name of sponsor of entity listed in (a): <u>WILMINGTON TRUST</u>		
c EIN-PN <u>46-3768480-182</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2322566</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>AGGRESSIVE (MAP) FREEDOM 401K CLASS</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>46-3787800-184</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>478839</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>EAGLE MID CAP GROWTH CIT CLASS 1</u>		
b Name of sponsor of entity listed in (a): <u>ALTA TRUST</u>		
c EIN-PN <u>83-0524193-000</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>102204</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>HARBOR CAPITAL APPRECIATION R</u>		
b Name of sponsor of entity listed in (a): <u>HARBOR FUNDS</u>		
c EIN-PN <u>84-4022934-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>301822</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MFS LARGE CAP VALUE CIT CL CT</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>38-7275332-781</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>45840</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MFS MID CAP VALUE FUND CT</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>38-4139822-616</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>45847</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>INCOME (MAP) FREEDOM 401K CLASS</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY</u>		
c EIN-PN <u>46-3745190-180</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1083</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: CONSERVATIVE MANAGED ACCT PORTFOLIO		
b Name of sponsor of entity listed in (a): WILMINGTON TRUST		
c EIN-PN 46-3787800-000	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 80678
a Name of MTIA, CCT, PSA, or 103-12 IE: GROWTH MANAGED ACCT PORTFOLIO		
b Name of sponsor of entity listed in (a): WILMINGTON TRUST		
c EIN-PN 46-3773972-000	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 417300
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan BURR & FORMAN LLP EMPLOYEES' 401(K) PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 BURR & FORMAN LLP	D Employer Identification Number (EIN) 63-0322727

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.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	250860	314590
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	0	0
(9) Value of interest in common/collective trusts	1c(9)	3137401	3796170
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1107886	1562787
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	101428	68599
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	4597575	5742146
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	4597575	5742146

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)	314590	
(B) Participants.....	2a(1)(B)	1011631	
(C) Others (including rollovers).....	2a(1)(C)	86891	
(2) Noncash contributions.....	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1413112
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	0	
(F) Other.....	2b(1)(F)	1404	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1404
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	41550	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		41550
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	382745
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	185474
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	2024285

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	279900
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other.....	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	279900
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions).....	2g	0
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	6947
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	1225
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses.....	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	8172
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	288072

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	1736213
l Transfers of assets:		
(1) To this plan.....	2l(1)	0
(2) From this plan	2l(2)	591642

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: **KASSOUF & CO**

(2) EIN: **65-0590670**

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.)		X	
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.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		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?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
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.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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)
BURR & FORMAN LLP PROFIT SHARING PLAN	63-0322727	001

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>BURR & FORMAN LLP EMPLOYEES' 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>BURR & FORMAN LLP</u>	D Employer Identification Number (EIN) <u>63-0322727</u>	

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): 84-1455663

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

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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

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

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

19 If the total number of participants is 1,000 or more, complete lines (a) 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 11 / 14 / 2022 (MM/DD/YYYY) and the Opinion Letter serial number Q702518A.

Burr & Forman LLP Employees' 401(k) Plan

Birmingham, Alabama

Financial Statements

December 31, 2024 and 2023

Burr & Forman LLP Employees' 401(k) Plan
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December 31, 2024 and 2023

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Independent Auditors' Report

Trustee and Administrator
Burr & Forman LLP Employees' 401(k) Plan
Birmingham, Alabama

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

We have performed audits of the accompanying financial statements of Burr & Forman LLP Employees' 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the 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).

Kassouf & Co., Inc.

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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 Burr & Forman LLP Employees' 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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 Burr & Forman LLP Employees' 401(k) Plan's ability to continue 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 Burr & Forman LLP Employees' 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Burr & Forman LLP Employees' 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, line 4i - Schedule of Assets (Held at End of Year), Schedule H, line 4i – Schedule of Assets (Acquired and Disposed of Within Year) and Schedule H, line 4j – Schedule of Reportable Transactions as of and for the year ended December 31, 2024, 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 audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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).

KASSOUF & CO., INC.

Kassouf & Co.

CPAs and Advisors

October 1, 2025

**Burr & Forman LLP Employees' 401(k) Plan
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023**

	2024	2023
Assets		
Investments, at Fair Value	\$ 5,427,556	\$ 4,346,715
Receivables		
Employer contributions	314,590	250,860
Total Receivables	314,590	250,860
Total Assets Available for Benefits	5,742,146	4,597,575
Net Assets Available for Benefits	\$ 5,742,146	\$ 4,597,575

See accompanying notes to the financial statements.

Burr & Forman LLP Employees' 401(k) Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2024

Additions to Net Assets Attributed to:

Contributions

Employer	\$ 314,590
Participant	1,011,631
Rollover	86,891
Total Contributions	<u>1,413,112</u>

Investment Income

Interest and dividends	42,954
Net appreciation in fair value of investments	568,219
Total Investment Income	<u>611,173</u>

Total Additions	<u>2,024,285</u>
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Deductions from Net Assets Attributed to:

Benefits paid	279,900
Investment advisory and administration expenses	8,172
Total Deductions	<u>288,072</u>

Net increase	1,736,213
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Net Assets Available for Benefits

Beginning of year	4,597,575
Net transfers from plan	<u>(591,642)</u>
End of year	<u>\$ 5,742,146</u>

See accompanying notes to the financial statements.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1. Description of Plan and Summary of Significant Accounting Policies

Description of Plan

The following description of the Burr & Forman LLP Employees' 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

- A. **General** - The Plan is a defined contribution plan covering substantially all employees and self-employed persons of Burr & Forman LLP (the Partnership) who are not participants in the Burr & Forman LLP Profit Sharing Plan, summer associates, or law school students. An employee is eligible to participate on the date of employment with the employer. An employee is eligible to receive discretionary nonelective employer contributions after the completion of one year of service.
- B. **Contributions** - Each year participants may contribute a percentage of pretax annual compensation or after-tax Roth elective deferral contributions, as defined in the Plan. Participants may also contribute amounts representing distributions from other qualified defined benefit plans or contribution plans. Each year the Partnership may make contributions to the Plan in the amount necessary to provide the top heavy minimum contribution. Effective January 1, 2019, the Partnership may make nonelective employer contributions. Contributions are subject to certain limitations.
- C. **Participant Accounts** - Each participant's account is credited with the participant's contribution and an allocation of (a) the Partnership's contribution, if applicable, and (b) plan earnings. Plan earnings are credited on a daily basis. Allocations are based on participant earnings or account balances, as defined in the Plan agreement.
- D. **Vesting and Forfeitures** - Participants are immediately vested in their voluntary contributions and nonelective employer contributions plus actual earnings thereon. See the Plan Document for further details.
- E. **Payment of Benefits** - Upon retirement, death, disability, or other termination of employment, a participant (or beneficiary) may elect to receive the entire amount of his/her account in one lump sum payment or on an installment basis.
- F. **Administration** - The Plan is administered by the Partnership. For the years ended December 31, 2024 and 2023, Empower Annuity Insurance Company of America and Empower Trust Company, LLC were appointed trustees of the Plan. All funds in the Plan are held in trust by the trustees. Certain administrative expenses for trustee fees and recordkeeping fees are paid directly by the Partnership at the Partnership's discretion. Other fees are paid by the Plan.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 1. Description of Plan and Summary of Significant Accounting Policies - Continued

G. Life Insurance - Life insurance contracts are prohibited within the Plan.

Basis of Accounting

The Plan's policy is to prepare its financial statements on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Revenues are recognized in the period in which they are earned. Expenses are recognized in the period in which they are incurred.

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts which are reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Sponsor determines the Plan's valuation policies.

Purchases and sales of securities are recorded on a trade-date basis. Net appreciation or depreciation in fair value of investments is the difference between the proceeds received or aggregate fair market value of investments determined at the end of the year and the aggregate fair value of investments determined at the beginning of the year or cost if acquired during the year. Dividends are recorded on the ex-dividend date.

Payment of Benefits

Benefits are recorded when paid.

Use of Estimates

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

Transfers from Plan

Newly hired employees who are not from an excluded job class will become participants of the Burr & Forman LLP Profit Sharing Plan upon hire. Employees who are not eligible for the Burr & Forman LLP Profit Sharing Plan and who are not summer associates or law school students are eligible for the Burr & Forman LLP Employees' 401(k) Plan. Upon promotion to an eligible job class, employees' accounts are transferred from the Plan to the Burr Forman LLP Profit Sharing Plan.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 2. Tax Status

The Plan adopted a non-standardized pre-approved form of a plan sponsored by Great-West Trust Company, LLC. The IRS has determined and informed Great-West Trust Company, LLC by an opinion letter dated June 30, 2020, that the prototype plan and related trust are designed in accordance with the applicable sections of the Internal Revenue Code (IRC). Effective August 1, 2022, Great-West Trust Company, LLC was renamed Empower Trust Company, LLC. Although the Plan has been amended since receiving the opinion letter, Plan management and the Plan's tax counsel believe the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Accordingly, the accompanying financial statements do not include a provision for income taxes.

Generally Accepted Accounting Principles (GAAP) requires Plan management to evaluate tax positions taken by the Plan and recognizes a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the applicable authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 3. Information Prepared and Certified by Trustee (Unaudited)

The following is a summary of the investment information regarding the Plan as of December 31, 2024 and 2023, and for the years then ended, included in the Plan's financial statements and supplemental schedules that were prepared or derived from information prepared by the trustees of the Plan, and furnished to the Plan administrator. The Plan administrator had obtained certification from the trustees that such information is complete and accurate.

The trustees providing such information were Empower Annuity Insurance Company of America and Empower Trust Company, LLC for the years ended December 31, 2024 and 2023.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 3. Information Prepared and Certified by Trustee (Unaudited) - Continued

	2024	2023
Investments, at fair value:		
Registered investment companies	\$ 1,478,008	\$ 994,100
Common collective trusts	3,796,170	3,137,402
Fixed annuity contracts	68,599	101,428
Variable annuity contracts	84,779	113,785
Total investments	\$ 5,427,556	\$ 4,346,715
	2024	
Investment income:		
Net appreciation in fair value of investments	\$ 568,219	
Interest and dividends	42,954	
Total investment income	\$ 611,173	

Note 4. Plan Termination

Although it has not expressed any intent to do so, the Partnership has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would be 100% vested in their accounts.

Note 5. Parties-in-Interest Transactions

The investments of the Plan are shares of mutual funds managed by the trustee, and therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan for services rendered by Empower that have been included in administrative expenses in the accompanying financial statements amounted to \$7,094 and \$2,685 during December 31, 2024 and 2023, respectively.

Note 6. Risks and Uncertainties

The Plan permits participants to invest in various types of investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investments. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for plan benefits.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 7. ERISA Bond Requirement

The Employee Retirement Income Security Act of 1974 (ERISA) requires that every person who handles funds or other property of the Plan be bonded. The bond coverage is to be determined by the balance of the total plan assets and is required to be the lesser of 10% of the plan's assets at the beginning of the plan year or \$500,000. At December 31, 2024 and 2023, the Plan's sponsor maintained bond coverage in the amount of \$500,000.

Note 8. Fair Value of Assets

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

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 8. Fair Value of Assets – Continued

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Registered investment companies: Valued at the daily closing prices, typically from multiple sources. Share prices and net asset value (NAV) for the mutual funds are generally obtained from a file feed from the National Securities Clearing Corporation, and/or directly from the fund house, or a secondary pricing source, such as Interactive Data Corporation (IDC).

Common collective trust: Valued using net asset value (NAV) per share/unit as a practical expedient. NAVs are generally obtained directly from the fund house or other investment provider.

Fixed annuity contract: Valued at fair value of the investment contract. Prior to contract termination, fair value equals contract value. Fair value is determined by using a discounted cash flow valuation methodology where the interest rate for the portfolio investment contract is reset at least as frequently as annually.

Variable annuity contract: Prices per unit values are calculated daily by the annuity provider according to methods described in the annuity contract. The annuity contract disclosures for pricing methods, as regulated by the Securities and Exchange Commission, are considered an observable input.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while 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.

Assets and liabilities itemized within the fair value hierarchy below were measured at fair value during the years ended December 31, 2024 and 2023, using the market and income approaches.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 8. Fair Value of Assets - Continued

	Fair Value	Assets at Fair Value as of December 31, 2024		
		Level 1	Level 2	Level 3
Registered investment companies	\$ 1,478,008	\$ 1,478,008	\$ -	\$ -
Fixed annuity contract	68,599	-	68,599	-
Variable annuity contract	84,779	-	84,779	-
Total	<u>1,631,386</u>	<u>\$ 1,478,008</u>	<u>\$ 153,378</u>	<u>\$ -</u>
Investments measured at NAV (a):				
Common collective trusts	3,796,170			
Total	<u>\$ 5,427,556</u>			
	Fair Value	Assets at Fair Value as of December 31, 2023		
		Level 1	Level 2	Level 3
Registered investment companies	\$ 994,100	\$ 994,100	\$ -	\$ -
Fixed annuity contract	101,428	-	101,428	-
Variable annuity contract	113,785	-	113,785	-
Total	<u>1,209,313</u>	<u>\$ 994,100</u>	<u>\$ 215,213</u>	<u>\$ -</u>
Investments measured at NAV (a):				
Common collective trusts	3,137,402			
Total	<u>\$ 4,346,715</u>			

- (a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 8. Fair Value of Assets - Continued

The following tables summarize investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

	Fair Value	Fair Value Estimated Using NAV Per Share as of December 31, 2024		
		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Aggressive Freedom 401(k) Class	\$ 478,839	None	Daily	30 days
Growth Freedom 401(k) Class	417,300	None	Daily	30 days
Moderate Freedom 401(k) Class	2,322,557	None	Daily	30 days
Conservative Freedom 401(k) Class	80,679	None	Daily	30 days
Income Freedom 401(k) Class	1,082	None	Daily	30 days
Eagle Mid Cap Growth CIT Class	102,204	None	Daily	30 days
MFS Mid Cap Value Fund CT	45,847	None	Daily	30 days
Harbor Capital Appreciation	301,822	None	Daily	30 days
MFS Large Cap Value CIT Class	<u>45,840</u>	None	Daily	30 days
Total Common Collective Trust	\$ <u>3,796,170</u>			

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 8. Fair Value of Assets - Continued

	Fair Value	Fair Value Estimated Using NAV Per Share as of December 31, 2023		
		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Aggressive Freedom 401(k) Class	\$ 435,649	None	Daily	30 days
Growth Freedom 401(k) Class	244,164	None	Daily	30 days
Moderate Freedom 401(k) Class	1,751,277	None	Daily	30 days
Conservative Freedom 401(k) Class	39,797	None	Daily	30 days
Income Freedom 401(k) Class	8	None	Daily	30 days
Eagle Mid Cap Growth CIT Class	74,876	None	Daily	30 days
MFS Mid Cap Value Fund CT	156,527	None	Daily	30 days
Harbor Capital Appreciation	247,061	None	Daily	30 days
MFS Large Cap Value CIT Class	<u>188,043</u>	None	Daily	30 days
Total Common Collective Trust	<u>\$ 3,137,402</u>			

Note 9. Concentration of Investments

Included in investments at December 31, 2024 and 2023, are:

Investment	As of December 31, 2024	
	Investment Amount	Percent of Total Investments
Moderate (MAP) Freedom 401(k) Class	\$ 2,322,557	43%
Vanguard Institutional Index Fund	1,007,006	19%

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 9. Concentration of Investments - Continued

	As of December 31, 2023	
Investment	Investment Amount	Percent of Total Investments
Moderate (MAP) Freedom 401(k) Class	\$ 1,751,277	40%
Vanguard Institutional Index Fund	660,057	15%
Aggressive Freedom 401(k) Class	435,649	10%

A significant decline in the market value of these funds would significantly affect the net assets available for benefits.

Note 10. Plan Amendments

On July 18, 2023, the Plan was amended, effective June 1, 2023, to update the language for excluded employees to read as employees classified by the Employer as associates or classified in the associates, law clerks, summer associates, or pre-law student cost center or any other position otherwise classified by the Employer as an intern or “seasonal” position.

Effective May 1, 2024, the Plan was amended to adopt and make available Domestic Abuse Distributions pursuant to the domestic abuse provision of the SECURE Act 2.0.

Note 11. Subsequent Events

The Plan sponsor has evaluated subsequent events through October 1, 2025, the date on which the financial statements were available to be issued.

Effective January 23, 2025, the Plan was amended to add additional predecessor employers for whom prior service will be credited with the Plan.

Effective May 1, 2025, the Plan was amended to add another predecessor employer for whom prior service will be credited with the Plan.

Supplemental Information

Burr & Forman LLP Employees' 401(k) Plan

EIN: 63-0322727 PLN: 003

Attachment to Form 5500 Schedule H Item 4i

Schedule H, line 4i - Schedule of Assets (Held at End of Year)

(A)	(B) Identity of issuer, borrower, lessor, or similar party	(C) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(D) Cost	(E) Current value
**	Empower Trust Company	Moderate (MAP) Freedom 401K Class	*	\$ 2,322,557
**	Empower Trust Company	Vanguard Institutional Index Fund	*	1,007,005
**	Empower Trust Company	Aggressive (MAP) Freedom 401K Class	*	478,839
**	Empower Trust Company	Growth (MAP) Freedom 401K Class	*	417,300
**	Empower Trust Company	Harbor Capital Appreciation Retirement	*	301,822
**	Empower Trust Company	Vanguard Total Intl Stock Index Admiral	*	146,517
**	Empower Trust Company	Vanguard Extended Market Idx Adm	*	108,722
**	Empower Trust Company	Eagle Mid Cap Growth CIT Class	*	102,204
**	Empower Trust Company	Loomis Sayles Small Cap Growth N	*	88,224
**	Empower Trust Company	Conservative (MAP) Freedom 401K Class	*	80,678
**	Empower Trust Company	Vanguard Total Bond Market Index Adm	*	71,813
**	Empower Trust Company	Key Guaranteed Portfolio Fund	*	68,599
**	Empower Trust Company	Macquire Small Cap Value R6	*	55,727
**	Empower Trust Company	MFS Mid Cap Value Fund CT	*	45,847
**	Empower Trust Company	MFS Large Cap Value CIT CL CT	*	45,840
**	Empower Trust Company	MFS Intl Growth Equity (IS Platform)	*	37,366
**	Empower Trust Company	Core Plus Bond/Pgim Fund	*	33,919
**	Empower Trust Company	Capital Group Europacific Growth SA	*	13,495
**	Empower Trust Company	Income (MAP) Freedom 401K Class	*	1,082
				<u>\$ 5,427,556</u>

** Party-in-interest as defined by ERISA

* Cost not required for participant directed investments

See independent auditors' report.

Burr & Forman LLP Employees' 401(k) Plan
EIN: 63-0322727 PLN: 003
Attachment to Form 5500 Schedule H Item 4i

Schedule H, line 4i - Schedule of Assets (Acquired and Disposed of Within Year)

(A) Identity of issuer, borrower, lessor, or similar party	(B) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(C) Cost of acquisitions	(D) Proceeds of dispositions
Empower Trust Company	Key Guaranteed Portfolio Fund	*	\$ 40,044
			<u>\$ 40,044</u>

* Cost omitted for participant directed investments

See independent auditors' report.

Burr & Forman LLP Employees' 401(k) Plan

EIN: 63-0322727 PLN: 003

Attachment to Form 5500 Schedule H, Line 4j

Schedule H, line 4j - Schedule of Reportable Transactions

(A) Identity of Party Involved	(B) Description of Assets	(C) Purchase Price	(D) Selling Price	(G) Cost of Asset	(H) Current Value on Trans Date	(I) Net Gain or (Loss)
<u>Category (III): Series of Securities Transactions in Excess of 5% of Plan Assets</u>						
Empower Trust Company	Moderate (Map) Freedom 401K Class	639,290	-	639,290	639,290	-
Empower Trust Company	Moderate (Map) Freedom 401K Class	-	262,206	225,539	262,206	36,667
Empower Trust Company	Vanguard Institutional Index Fund	238,651	-	238,651	238,651	-
Empower Trust Company	Vanguard Institutional Index Fund	-	53,186	40,126	53,186	13,060

See independent auditors' report.

TRANSACTIONS FOR REVIEW (5% REPORTABLE)

Burr & Forman LLP Employees' 401(k) Plan

01-JAN-24 to 31-DEC-24

11-JAN-25 10:37:07

INVESTMENT OPTION	PURCHASE AMOUNT	PURCHASE UNITS/SHARES	PURCHASE COUNT	SALES AMOUNT	SALES UNITS/SHARES	SALES COUNT	COST OF SALES	TRANSACTION DATE
4KGPBW	4.29	0.000000	4	0.00	0.000000	0	0.00	SERIES
1ASTAGG	110,973.21	4,511.167010	377	(124,062.65)	(5,289.647178)	803	(112,485.24)	SERIES
1ASTCON	37,433.39	2,073.049773	144	(82.15)	(4,514457)	186	(75.73)	SERIES
1ASTGRO	137,002.61	5,895.620062	482	(4,099.03)	(172,381727)	731	(3,658.42)	SERIES
1ASTINC	1,052.94	69.867299	16	(3.16)	(0.203618)	8	(3.06)	SERIES
1ASTMOD	639,289.76	31,437.814870	1353	(262,205.73)	(13,478.324242)	2932	(225,538.72)	SERIES
1PRUL19	0.00	0.000000	0	(15,737.44)	(1,372.471391)	42	(12,750.91)	SERIES
1PRUL31	1,955.09	142.487825	26	(50,689.08)	(3,592.458674)	76	(43,170.31)	SERIES
1VTIAX	47,163.15	1,473.779856	477	(7,507.59)	(244,857548)	470	(7,339.09)	SERIES
IJ0003A	15,734.93	1,392.433850	9	(1,993.87)	(172,906007)	119	(1,953.95)	SERIES
IJ0025A	37,760.10	2,613.504076	81	(1,868.29)	(126,540949)	249	(1,825.20)	SERIES
1DVZRX	13,878.37	193.155715	123	(776.60)	(10,456701)	326	(695.68)	SERIES
1LSSNX	26,942.64	959.406386	184	(16,554.95)	(640,503102)	439	(17,985.74)	SERIES
1CEMCG1	20,107.01	1,207.061781	131	(3,697.82)	(226,012541)	495	(3,092.01)	SERIES
1MFSMCV	13,693.95	687.244163	99	(128,078.61)	(6,827,108832)	244	(110,667.78)	SERIES
1VEXAX	27,749.67	209.734230	363	(114.47)	(0.825968)	470	(96.69)	SERIES
1HRBCAR	38,400.10	2,444.271931	273	(53,191.67)	(3,678,893696)	733	(42,476.29)	SERIES
1MFSLCV	12,189.55	1,091.695575	45	(158,697.84)	(14,485,301414)	175	(140,473.75)	SERIES
1INSIDX	238,650.58	544.957004	1266	(53,185.59)	(119,698626)	1380	(40,125.70)	SERIES
1PRUL09	3,994.72	150.372962	27	(55,490.26)	(2,080,341499)	73	(51,648.55)	SERIES
1VBTLX	26,649.56	2,797.219774	393	(98.33)	(10,153107)	328	(101.58)	SERIES
IJ0064A	33,009.26	1,228.398466	101	(42.88)	(1,537686)	219	(41.40)	SERIES
1KGPBW	5,806.44	0.000000	58	(40,044.41)	0.000000	518	(40,044.41)	SERIES

LEGEND

INVESTMENT OPTION:

4KGPBW	Key Guaranteed Portfolio Fund	1ASTAGG	Aggressive (MAP) Freedom 401k Class
1ASTCON	Conservative (MAP) Freedom 401k Class	1ASTGRO	Growth (MAP) Freedom 401k Class
1ASTINC	Income (MAP) Freedom 401k Class	1ASTMOD	Moderate (MAP) Freedom 401k Class
1PRUL19	Capital Group EuroPacific Growth Fund SA	1PRUL31	MFS International Growth SA
1VTIAX	Vanguard Total Intl Stock Index Admiral	IJ0003A	Capital Group EuroPacific Growth SA
IJ0025A	MFS Intl Growth Equity (IS Platform)	1DVZRX	Macquarie Small Cap Value R6
1LSSNX	Loomis Sayles Small Cap Growth N	1CEMCG1	Eagle Mid Cap Growth CIT Class 1
1MFSMCV	MFS Mid Cap Value Fund CT	1VEXAX	Vanguard Extended Market Idx Adm
1HRBCAR	Harbor Capital Appreciation R	1MFSLCV	MFS Large Cap Value CIT CL CT
1INSIDX	Vanguard Institutional Index Fund	1PRUL09	Core Plus Bond / PGIM Fund
1VBTLX	Vanguard Total Bond Market Index Adm	IJ0064A	Core Plus Bond / PGIM Fund
1KGPBW	Key Guaranteed Portfolio Fund		

Burr & Forman LLP Employees' 401(k) Plan

Birmingham, Alabama

Financial Statements

December 31, 2024 and 2023

Burr & Forman LLP Employees' 401(k) Plan
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December 31, 2024 and 2023

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Independent Auditors' Report

Trustee and Administrator
Burr & Forman LLP Employees' 401(k) Plan
Birmingham, Alabama

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

We have performed audits of the accompanying financial statements of Burr & Forman LLP Employees' 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the 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).

Kassouf & Co., Inc.

2101 Highland Avenue South • Suite 300 • Birmingham, AL 35205-4009
(205)443-2500 • kassouf.com

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 Burr & Forman LLP Employees' 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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 Burr & Forman LLP Employees' 401(k) Plan's ability to continue 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 Burr & Forman LLP Employees' 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Burr & Forman LLP Employees' 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, line 4i - Schedule of Assets (Held at End of Year), Schedule H, line 4i – Schedule of Assets (Acquired and Disposed of Within Year) and Schedule H, line 4j – Schedule of Reportable Transactions as of and for the year ended December 31, 2024, 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 audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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).

KASSOUF & CO., INC.

A handwritten signature in black ink that reads "Kassouf & Co." in a cursive script.

CPAs and Advisors

October 1, 2025

Burr & Forman LLP Employees' 401(k) Plan
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	2024	2023
Assets		
Investments, at Fair Value	\$ 5,427,556	\$ 4,346,715
Receivables		
Employer contributions	314,590	250,860
Total Receivables	314,590	250,860
Total Assets Available for Benefits	5,742,146	4,597,575
Net Assets Available for Benefits	\$ 5,742,146	\$ 4,597,575

See accompanying notes to the financial statements.

Burr & Forman LLP Employees' 401(k) Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2024

Additions to Net Assets Attributed to:

Contributions

Employer	\$ 314,590
Participant	1,011,631
Rollover	86,891
Total Contributions	1,413,112

Investment Income

Interest and dividends	42,954
Net appreciation in fair value of investments	568,219
Total Investment Income	611,173

Total Additions	2,024,285
-----------------	-----------

Deductions from Net Assets Attributed to:

Benefits paid	279,900
Investment advisory and administration expenses	8,172
Total Deductions	288,072

Net increase	1,736,213
--------------	-----------

Net Assets Available for Benefits

Beginning of year	4,597,575
Net transfers from plan	(591,642)
End of year	\$ 5,742,146

See accompanying notes to the financial statements.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements
December 31, 2024 and 2023

Note 1. Description of Plan and Summary of Significant Accounting Policies

Description of Plan

The following description of the Burr & Forman LLP Employees' 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

- A. **General** - The Plan is a defined contribution plan covering substantially all employees and self-employed persons of Burr & Forman LLP (the Partnership) who are not participants in the Burr & Forman LLP Profit Sharing Plan, summer associates, or law school students. An employee is eligible to participate on the date of employment with the employer. An employee is eligible to receive discretionary nonelective employer contributions after the completion of one year of service.
- B. **Contributions** - Each year participants may contribute a percentage of pretax annual compensation or after-tax Roth elective deferral contributions, as defined in the Plan. Participants may also contribute amounts representing distributions from other qualified defined benefit plans or contribution plans. Each year the Partnership may make contributions to the Plan in the amount necessary to provide the top heavy minimum contribution. Effective January 1, 2019, the Partnership may make nonelective employer contributions. Contributions are subject to certain limitations.
- C. **Participant Accounts** - Each participant's account is credited with the participant's contribution and an allocation of (a) the Partnership's contribution, if applicable, and (b) plan earnings. Plan earnings are credited on a daily basis. Allocations are based on participant earnings or account balances, as defined in the Plan agreement.
- D. **Vesting and Forfeitures** - Participants are immediately vested in their voluntary contributions and nonelective employer contributions plus actual earnings thereon. See the Plan Document for further details.
- E. **Payment of Benefits** - Upon retirement, death, disability, or other termination of employment, a participant (or beneficiary) may elect to receive the entire amount of his/her account in one lump sum payment or on an installment basis.
- F. **Administration** - The Plan is administered by the Partnership. For the years ended December 31, 2024 and 2023, Empower Annuity Insurance Company of America and Empower Trust Company, LLC were appointed trustees of the Plan. All funds in the Plan are held in trust by the trustees. Certain administrative expenses for trustee fees and recordkeeping fees are paid directly by the Partnership at the Partnership's discretion. Other fees are paid by the Plan.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 1. Description of Plan and Summary of Significant Accounting Policies - Continued

G. Life Insurance - Life insurance contracts are prohibited within the Plan.

Basis of Accounting

The Plan's policy is to prepare its financial statements on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Revenues are recognized in the period in which they are earned. Expenses are recognized in the period in which they are incurred.

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts which are reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Sponsor determines the Plan's valuation policies.

Purchases and sales of securities are recorded on a trade-date basis. Net appreciation or depreciation in fair value of investments is the difference between the proceeds received or aggregate fair market value of investments determined at the end of the year and the aggregate fair value of investments determined at the beginning of the year or cost if acquired during the year. Dividends are recorded on the ex-dividend date.

Payment of Benefits

Benefits are recorded when paid.

Use of Estimates

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

Transfers from Plan

Newly hired employees who are not from an excluded job class will become participants of the Burr & Forman LLP Profit Sharing Plan upon hire. Employees who are not eligible for the Burr & Forman LLP Profit Sharing Plan and who are not summer associates or law school students are eligible for the Burr & Forman LLP Employees' 401(k) Plan. Upon promotion to an eligible job class, employees' accounts are transferred from the Plan to the Burr Forman LLP Profit Sharing Plan.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 2. Tax Status

The Plan adopted a non-standardized pre-approved form of a plan sponsored by Great-West Trust Company, LLC. The IRS has determined and informed Great-West Trust Company, LLC by an opinion letter dated June 30, 2020, that the prototype plan and related trust are designed in accordance with the applicable sections of the Internal Revenue Code (IRC). Effective August 1, 2022, Great-West Trust Company, LLC was renamed Empower Trust Company, LLC. Although the Plan has been amended since receiving the opinion letter, Plan management and the Plan's tax counsel believe the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Accordingly, the accompanying financial statements do not include a provision for income taxes.

Generally Accepted Accounting Principles (GAAP) requires Plan management to evaluate tax positions taken by the Plan and recognizes a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the applicable authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 3. Information Prepared and Certified by Trustee (Unaudited)

The following is a summary of the investment information regarding the Plan as of December 31, 2024 and 2023, and for the years then ended, included in the Plan's financial statements and supplemental schedules that were prepared or derived from information prepared by the trustees of the Plan, and furnished to the Plan administrator. The Plan administrator had obtained certification from the trustees that such information is complete and accurate.

The trustees providing such information were Empower Annuity Insurance Company of America and Empower Trust Company, LLC for the years ended December 31, 2024 and 2023.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 3. Information Prepared and Certified by Trustee (Unaudited) - Continued

	2024	2023
Investments, at fair value:		
Registered investment companies	\$ 1,478,008	\$ 994,100
Common collective trusts	3,796,170	3,137,402
Fixed annuity contracts	68,599	101,428
Variable annuity contracts	84,779	113,785
Total investments	\$ 5,427,556	\$ 4,346,715
	2024	
Investment income:		
Net appreciation in fair value of investments	\$ 568,219	
Interest and dividends	42,954	
Total investment income	\$ 611,173	

Note 4. Plan Termination

Although it has not expressed any intent to do so, the Partnership has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would be 100% vested in their accounts.

Note 5. Parties-in-Interest Transactions

The investments of the Plan are shares of mutual funds managed by the trustee, and therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan for services rendered by Empower that have been included in administrative expenses in the accompanying financial statements amounted to \$7,094 and \$2,685 during December 31, 2024 and 2023, respectively.

Note 6. Risks and Uncertainties

The Plan permits participants to invest in various types of investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investments. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for plan benefits.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 7. ERISA Bond Requirement

The Employee Retirement Income Security Act of 1974 (ERISA) requires that every person who handles funds or other property of the Plan be bonded. The bond coverage is to be determined by the balance of the total plan assets and is required to be the lesser of 10% of the plan's assets at the beginning of the plan year or \$500,000. At December 31, 2024 and 2023, the Plan's sponsor maintained bond coverage in the amount of \$500,000.

Note 8. Fair Value of Assets

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

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 8. Fair Value of Assets – Continued

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Registered investment companies: Valued at the daily closing prices, typically from multiple sources. Share prices and net asset value (NAV) for the mutual funds are generally obtained from a file feed from the National Securities Clearing Corporation, and/or directly from the fund house, or a secondary pricing source, such as Interactive Data Corporation (IDC).

Common collective trust: Valued using net asset value (NAV) per share/unit as a practical expedient. NAVs are generally obtained directly from the fund house or other investment provider.

Fixed annuity contract: Valued at fair value of the investment contract. Prior to contract termination, fair value equals contract value. Fair value is determined by using a discounted cash flow valuation methodology where the interest rate for the portfolio investment contract is reset at least as frequently as annually.

Variable annuity contract: Prices per unit values are calculated daily by the annuity provider according to methods described in the annuity contract. The annuity contract disclosures for pricing methods, as regulated by the Securities and Exchange Commission, are considered an observable input.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while 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.

Assets and liabilities itemized within the fair value hierarchy below were measured at fair value during the years ended December 31, 2024 and 2023, using the market and income approaches.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 8. Fair Value of Assets - Continued

	Fair Value	Assets at Fair Value as of December 31, 2024		
		Level 1	Level 2	Level 3
Registered investment companies	\$ 1,478,008	\$ 1,478,008	\$ -	\$ -
Fixed annuity contract	68,599	-	68,599	-
Variable annuity contract	84,779	-	84,779	-
Total	<u>1,631,386</u>	<u>\$ 1,478,008</u>	<u>\$ 153,378</u>	<u>\$ -</u>
Investments measured at NAV (a):				
Common collective trusts	3,796,170			
Total	<u>\$ 5,427,556</u>			
		Assets at Fair Value as of December 31, 2023		
	Fair Value	Level 1	Level 2	Level 3
Registered investment companies	\$ 994,100	\$ 994,100	\$ -	\$ -
Fixed annuity contract	101,428	-	101,428	-
Variable annuity contract	113,785	-	113,785	-
Total	<u>1,209,313</u>	<u>\$ 994,100</u>	<u>\$ 215,213</u>	<u>\$ -</u>
Investments measured at NAV (a):				
Common collective trusts	3,137,402			
Total	<u>\$ 4,346,715</u>			

- (a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 8. Fair Value of Assets - Continued

The following tables summarize investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

	Fair Value	Fair Value Estimated Using NAV Per Share as of December 31, 2024		
		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Aggressive Freedom 401(k) Class	\$ 478,839	None	Daily	30 days
Growth Freedom 401(k) Class	417,300	None	Daily	30 days
Moderate Freedom 401(k) Class	2,322,557	None	Daily	30 days
Conservative Freedom 401(k) Class	80,679	None	Daily	30 days
Income Freedom 401(k) Class	1,082	None	Daily	30 days
Eagle Mid Cap Growth CIT Class	102,204	None	Daily	30 days
MFS Mid Cap Value Fund CT	45,847	None	Daily	30 days
Harbor Capital Appreciation	301,822	None	Daily	30 days
MFS Large Cap Value CIT Class	<u>45,840</u>	None	Daily	30 days
Total Common Collective Trust	\$ <u>3,796,170</u>			

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 8. Fair Value of Assets - Continued

	Fair Value	Fair Value Estimated Using NAV Per Share as of December 31, 2023		
		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Aggressive Freedom 401(k) Class	\$ 435,649	None	Daily	30 days
Growth Freedom 401(k) Class	244,164	None	Daily	30 days
Moderate Freedom 401(k) Class	1,751,277	None	Daily	30 days
Conservative Freedom 401(k) Class	39,797	None	Daily	30 days
Income Freedom 401(k) Class	8	None	Daily	30 days
Eagle Mid Cap Growth CIT Class	74,876	None	Daily	30 days
MFS Mid Cap Value Fund CT	156,527	None	Daily	30 days
Harbor Capital Appreciation	247,061	None	Daily	30 days
MFS Large Cap Value CIT Class	<u>188,043</u>	None	Daily	30 days
Total Common Collective Trust	<u>\$ 3,137,402</u>			

Note 9. Concentration of Investments

Included in investments at December 31, 2024 and 2023, are:

Investment	As of December 31, 2024	
	Investment Amount	Percent of Total Investments
Moderate (MAP) Freedom 401(k) Class	\$ 2,322,557	43%
Vanguard Institutional Index Fund	1,007,006	19%

Burr & Forman LLP Employees' 401(k) Plan
Notes to Financial Statements - Continued
December 31, 2024 and 2023

Note 9. Concentration of Investments - Continued

Investment	As of December 31, 2023	
	Investment Amount	Percent of Total Investments
Moderate (MAP) Freedom 401(k) Class	\$ 1,751,277	40%
Vanguard Institutional Index Fund	660,057	15%
Aggressive Freedom 401(k) Class	435,649	10%

A significant decline in the market value of these funds would significantly affect the net assets available for benefits.

Note 10. Plan Amendments

On July 18, 2023, the Plan was amended, effective June 1, 2023, to update the language for excluded employees to read as employees classified by the Employer as associates or classified in the associates, law clerks, summer associates, or pre-law student cost center or any other position otherwise classified by the Employer as an intern or “seasonal” position.

Effective May 1, 2024, the Plan was amended to adopt and make available Domestic Abuse Distributions pursuant to the domestic abuse provision of the SECURE Act 2.0.

Note 11. Subsequent Events

The Plan sponsor has evaluated subsequent events through October 1, 2025, the date on which the financial statements were available to be issued.

Effective January 23, 2025, the Plan was amended to add additional predecessor employers for whom prior service will be credited with the Plan.

Effective May 1, 2025, the Plan was amended to add another predecessor employer for whom prior service will be credited with the Plan.

Supplemental Information

Burr & Forman LLP Employees' 401(k) Plan

EIN: 63-0322727 PLN: 003

Attachment to Form 5500 Schedule H Item 4i

Schedule H, line 4i - Schedule of Assets (Held at End of Year)

(A)	(B) Identity of issuer, borrower, lessor, or similar party	(C) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(D) Cost	(E) Current value
**	Empower Trust Company	Moderate (MAP) Freedom 401K Class	*	\$ 2,322,557
**	Empower Trust Company	Vanguard Institutional Index Fund	*	1,007,005
**	Empower Trust Company	Aggressive (MAP) Freedom 401K Class	*	478,839
**	Empower Trust Company	Growth (MAP) Freedom 401K Class	*	417,300
**	Empower Trust Company	Harbor Capital Appreciation Retirement	*	301,822
**	Empower Trust Company	Vanguard Total Intl Stock Index Admiral	*	146,517
**	Empower Trust Company	Vanguard Extended Market Idx Adm	*	108,722
**	Empower Trust Company	Eagle Mid Cap Growth CIT Class	*	102,204
**	Empower Trust Company	Loomis Sayles Small Cap Growth N	*	88,224
**	Empower Trust Company	Conservative (MAP) Freedom 401K Class	*	80,678
**	Empower Trust Company	Vanguard Total Bond Market Index Adm	*	71,813
**	Empower Trust Company	Key Guaranteed Portfolio Fund	*	68,599
**	Empower Trust Company	Macquire Small Cap Value R6	*	55,727
**	Empower Trust Company	MFS Mid Cap Value Fund CT	*	45,847
**	Empower Trust Company	MFS Large Cap Value CIT CL CT	*	45,840
**	Empower Trust Company	MFS Intl Growth Equity (IS Platform)	*	37,366
**	Empower Trust Company	Core Plus Bond/Pgim Fund	*	33,919
**	Empower Trust Company	Capital Group Europacific Growth SA	*	13,495
**	Empower Trust Company	Income (MAP) Freedom 401K Class	*	1,082
				<u>\$ 5,427,556</u>

** Party-in-interest as defined by ERISA

* Cost not required for participant directed investments

See independent auditors' report.

Burr & Forman LLP Employees' 401(k) Plan
EIN: 63-0322727 PLN: 003
Attachment to Form 5500 Schedule H Item 4i

Schedule H, line 4i - Schedule of Assets (Acquired and Disposed of Within Year)

(A) Identity of issuer, borrower, lessor, or similar party	(B) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(C) Cost of acquisitions	(D) Proceeds of dispositions
Empower Trust Company	Key Guaranteed Portfolio Fund	*	\$ 40,044
			<u>\$ 40,044</u>

* Cost omitted for participant directed investments

See independent auditors' report.

Burr & Forman LLP Employees' 401(k) Plan

EIN: 63-0322727 PLN: 003

Attachment to Form 5500 Schedule H, Line 4j

Schedule H, line 4j - Schedule of Reportable Transactions

(A) Identity of Party Involved	(B) Description of Assets	(C) Purchase Price	(D) Selling Price	(G) Cost of Asset	(H) Current Value on Trans Date	(I) Net Gain or (Loss)
<u>Category (III): Series of Securities Transactions in Excess of 5% of Plan Assets</u>						
Empower Trust Company	Moderate (Map) Freedom 401K Class	639,290	-	639,290	639,290	-
Empower Trust Company	Moderate (Map) Freedom 401K Class	-	262,206	225,539	262,206	36,667
Empower Trust Company	Vanguard Institutional Index Fund	238,651	-	238,651	238,651	-
Empower Trust Company	Vanguard Institutional Index Fund	-	53,186	40,126	53,186	13,060

See independent auditors' report.