

DEFERRED COMPENSATION PLAN

Screens Summary (Data as of 12-31-2020)

⊖ Fund Removed from Approved List ⚠ Fund on Watch List

Name	Ticker	Asset Class	Trailing Performance and Risk				Management			Style		Expense				
			1 Yr	3 Yr	5 Yr	10 Yr	Pass/ Fail	Std Dev 3 Yr %	Beta 3 Yr %	Tenure	Pass/ Fail	Style Box	Pass/ Fail	Exp Ratio	Pass/ Fail	
US Stock																
T. Rowe Price Dividend Growth <i>percentile rank</i> <i># of funds in category</i>	PRDGX	Large Blend	13.93 66 1,369	13.88 32 1,237	14.49 37 1,078	13.37 30 817	✔	16.29	0.85	20.77	✔	☐	✔	0.63	✔	
Vanguard 500 Index Admiral <i>percentile rank</i> <i># of funds in category</i>	VFIAX	Large Blend Index	18.37 38 1,369	14.14 24 1,237	15.18 20 1,078	13.85 12 817	✔	18.80	1.00	4.68	✔	☐	✔	0.04	✔	
Fidelity® Contrafund® <i>percentile rank</i> <i># of funds in category</i>	FCNTX	Large Growth	32.50 54 1,291	19.01 60 1,204	18.16 51 1,081	15.39 47 796	✔	19.60	0.97	30.31	✔	☐	✔	0.85	✔	
American Funds Washington Mutual R6 <i>percentile rank</i> <i># of funds in category</i>	RWMGX	Large Value	8.08 90 1,369	9.83 80 1,237	12.68 70 1,078	12.51 52 817	✔	17.19	0.90	23.52	✔	☐	✔	0.27	✔	
Neuberger Berman Mid Cap Growth Inst <i>percentile rank</i> <i># of funds in category</i>	NBMLX	Mid-Cap Growth	39.71 36 604	20.77 38 564	18.33 37 504	14.43 42 383	✔	21.74	0.99	17.93	✔	☐	✔	0.70	✔	
American Century Mid Cap Value I <i>percentile rank</i> <i># of funds in category</i>	AVUAX	Mid-Cap Value	1.88 60 415	4.66 42 396	9.55 32 349	10.61 13 247	✔	20.65	0.89	16.76	✔	☐	✔	0.78	✔	
Carillon Eagle Small Cap Growth I <i>percentile rank</i> <i># of funds in category</i>	HSIIX	Small Growth	37.61 45 616	15.84 61 576	16.15 62 505	12.89 66 383	✔	25.17	0.98	25.02	✔	☐	✖	0.76	✔	
Delaware Small Cap Value Instl <i>percentile rank</i> <i># of funds in category</i>	DEVIX	Small Value	-1.23 75 416	1.52 58 386	9.00 29 358	8.54 34 259	✔	27.06	1.01	23.68	✔	☐	✔	0.90	✔	
Non-US Stock																
JPMorgan Emerging Markets Equity R5 <i>percentile rank</i> <i># of funds in category</i>	JEMOX	Diversified Emerging Mkts	34.83 8 797	14.41 4 697	- - 597	- - 279	✔	20.82	1.01	15.34	✔	☐	✔	0.89	✔	
Vanguard Developed Markets Index Admiral <i>percentile rank</i> <i># of funds in category</i>	VTMGX	Foreign Large Blend Index	10.26 40 780	4.81 41 674	8.31 34 584	5.92 27 383	✔	18.86	1.02	7.86	✔	☐	✔	0.07	✔	
⚠ Invesco Oppenheimer International Gr Y <i>percentile rank</i> <i># of funds in category</i>	OIGYX	Foreign Large Growth	22.18 47 452	8.32 72 388	9.57 81 318	7.99 40 234	✔	18.62	0.97	24.79	✔	☐	✔	0.85	✔	
Vanguard International Value Inv <i>percentile rank</i> <i># of funds in category</i>	VTRIX	Foreign Large Value	8.99 5 353	3.90 5 323	8.43 3 281	5.08 13 184	✔	20.05	1.09	10.60	✔	☐	✖	0.38	✔	
American Funds New Perspective R6 <i>percentile rank</i> <i># of funds in category</i>	RNPGX	World Stock	33.81 14 869	18.14 10 762	16.85 11 636	13.04 9 390	✔	19.35	1.06	20.10	✔	☐	✔	0.42	✔	

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Alternative																
PIMCO Commodity Real Return Strat I2 <i>percentile rank</i> <i># of funds in category</i>	PCRPX	Commodities Broad Basket	0.76 31 124	-0.89 25 106	2.72 26 95	-5.40 36 55	✔	17.68	1.23	6.00	✔	—	—	1.43	✖	
Vanguard Real Estate Index Admiral <i>percentile rank</i> <i># of funds in category</i>	VGSLX	Real Estate	-4.65 44 248	4.96 41 225	5.65 38 199	8.68 31 144	✔	18.90	0.94	24.65	✔	—	✔	0.12	✔	
Fixed Income																
Eaton Vance Income Fund of Boston I <i>percentile rank</i> <i># of funds in category</i>	EIBIX	High Yield Bond	5.09 54 678	5.15 46 629	6.89 53 556	6.09 26 352	✔	8.65	0.91	6.16	✔	—	—	0.75	✔	
BlackRock Inflation Protected Bond Instl <i>percentile rank</i> <i># of funds in category</i>	BPRIX	Inflation- Protected Bond	11.75 15 207	5.89 24 197	4.97 33 173	3.48 37 117	✔	4.12	1.05	3.88	✔	—	—	0.65	✔	
Baird Aggregate Bond Inst <i>percentile rank</i> <i># of funds in category</i>	BAGIX	Intermediate- Term Bond	8.63 22 416	5.84 14 381	5.04 11 331	4.68 5 253	✔	3.81	1.07	20.27	✔	⚠	—	0.30	✔	
PIMCO Income I2 <i>percentile rank</i> <i># of funds in category</i>	PONPX	Multisector Bond	5.69 50 340	4.66 49 299	6.20 23 262	7.26 1 138	✔	5.78	0.88	13.77	✔	—	—	1.19	✔	
Federated Hermes Govt Ultrashort IS <i>percentile rank</i> <i># of funds in category</i>	FGUSX	Ultrashort Bond	1.48 50 212	1.83 65 172	1.39 81 134	0.84 78 67	✖	0.47	0.05	23.49	✔	—	—	0.26	✔	
Templeton Global Bond Adv <i>percentile rank</i> <i># of funds in category</i>	TGBAX	World Bond	-4.19 88 316	-0.65 94 269	1.41 89 240	2.00 80 96	✖	6.10	-0.49	19.01	✔	—	—	0.67	✔	
Balanced																
BlackRock Global Allocation Instl <i>percentile rank</i> <i># of funds in category</i>	MALOX	World Allocation	21.12 3 475	9.66 3 415	9.29 9 362	6.80 23 220	✔	12.39	1.04	4.00	✔	⚠	✔	0.80	✔	

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Style Analysis (Data as of 12-31-2020)

Style Analysis

Morningstar Style Box US Stock



Morningstar Style Box Non-US Stock



US Stock Funds

	Category	Super Sectors %			Asset Allocation %			Avg Mkt Cap M\$	
		Cyclical	Defensive	Sensitive	Cash	US Stock	Foreign		
1	T. Rowe Price Dividend Growth	Large Blend	30.97	33.13	35.90	3.98	89.46	6.56	47.20
2	Vanguard 500 Index Admiral	Large Blend Index	28.52	27.38	44.10	0.70	98.04	1.26	71.43
3	Fidelity® Contrafund®	Large Growth	34.92	17.09	47.99	0.87	91.05	7.18	72.75
4	American Funds Washington Mutual R6	Large Value	25.88	30.98	43.14	5.07	86.70	7.96	92.42
5	Neuberger Berman Mid Cap Growth Inst	Mid-Cap Growth	20.43	22.28	57.28	1.44	94.53	4.03	8.18
6	American Century Mid Cap Value I	Mid-Cap Value	37.38	32.74	29.88	3.36	84.34	12.30	11.80
7	Carillon Eagle Small Cap Growth I	Small Growth	16.75	39.98	43.27	0.33	97.31	2.36	2.67
8	Delaware Small Cap Value Instl	Small Value	53.48	10.44	36.08	3.65	93.39	2.07	2.27

Non-US Stock Funds

	Category	Super Sectors %			Regional Exposure %			Market Maturity %			
		Cyclical	Defensive	Sensitive	Americas	Greater Asia	Greater Europe	Developed	EM%	Avg Mkt Cap M\$	
1	JPMorgan Emerging Markets Equity R5	Diversified Emerging Mkts	50.82	20.07	29.10	16.84	74.58	8.58	31.23	68.77	—
2	Vanguard Developed Markets Index Admiral	Foreign Large Blend Index	37.18	27.61	35.23	9.09	37.90	53.02	99.07	0.93	30.79
3	Invesco Oppenheimer International Gr Y	Foreign Large Growth	23.21	31.00	45.78	13.26	25.86	60.87	94.66	5.34	15.13
4	Vanguard International Value Inv	Foreign Large Value	33.27	21.85	44.88	7.63	37.88	54.50	89.21	10.79	33.22
5	American Funds New Perspective R6	World Stock	35.61	24.35	40.04	59.55	13.28	27.16	95.76	4.24	55.05

Fixed Income Funds

	Category	Super Sectors %				Other Stats		Credit Quality %		
		US Govt Debt	Mtg	US Credit	Non US	Avg Eff Duration	Inv Grade	Below Inv Grade	NR/NA	
1	Eaton Vance Income Fund of Boston I	High Yield Bond	0.00	0.00	88.06	0.00	2.55	8.04	89.77	2.19
2	BlackRock Inflation Protected Bond Instl	Inflation-Protected Bond	95.14	0.34	1.52	0.00	6.90	99.78	0.22	0.00
3	Baird Aggregate Bond Inst	Intermediate-Term Bond	22.40	26.93	42.38	0.00	5.69	99.40	0.60	0.00
4	PIMCO Income I2	Multisector Bond	23.42	14.10	18.31	0.00	0.91	81.00	19.00	0.00
5	Federated Hermes Govt Ultrashort IS	Ultrashort Bond	15.26	56.99	0.00	0.00	0.38	100.00	0.00	0.00
6	Templeton Global Bond Adv	World Bond	82.53	0.00	0.06	0.00	-1.01	85.16	17.29	-2.44