

THOMAS AND SOLOMON 401K PLAN AND

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 Advisor <i>percentile rank</i> <i># of funds in category</i>	TADGX	Large Blend	13.62 67 1,369	13.56 39 1,237	14.18 42 1,078	13.06 38 817	✔	16.30	0.85	20.77	✔	☒	✔	0.91	✔
American Funds AMCAP R4 <i>percentile rank</i> <i># of funds in category</i>	RAFEX	Large Growth	21.37 86 1,291	14.55 87 1,204	14.85 85 1,081	13.62 74 796	✔	18.24	0.89	14.68	✔	☒	✔	0.69	✔
JPMorgan Equity Income I <i>percentile rank</i> <i># of funds in category</i>	HLIEX	Large Value	3.62 41 1,202	7.73 23 1,130	11.03 20 1,000	11.66 7 717	✔	18.03	0.90	16.43	✔	☒	✔	0.72	✔
BNY Mellon MidCap Index Inv <i>percentile rank</i> <i># of funds in category</i>	PESPX	Mid-Cap Blend	13.10 46 407	7.91 55 374	11.82 46 309	10.98 39 215	✔	23.66	1.06	20.77	✔	☒	✔	0.50	✔
Wells Fargo Small Company Growth Admin <i>percentile rank</i> <i># of funds in category</i>	NVSCX	Small Growth	28.47 67 616	15.92 60 576	15.03 71 505	13.09 64 383	✔	26.18	1.01	26.16	✔	☒	✔	1.19	✔
Delaware Small Cap Value A <i>percentile rank</i> <i># of funds in category</i>	DEV LX	Small Value	-1.47 77 416	1.26 62 386	8.73 32 358	8.27 40 259	✔	27.04	1.01	23.68	✔	☒	✔	1.15	✔
Non-US Stock															
Delaware Emerging Markets A <i>percentile rank</i> <i># of funds in category</i>	DEMAX	Diversified Emerging Mkts	25.54 21 797	8.79 23 697	16.49 8 597	5.88 15 279	✔	22.60	1.11	14.28	✔	☒	✔	1.62	✖
American Funds Europacific Growth R4 <i>percentile rank</i> <i># of funds in category</i>	REREX	Foreign Large Blend	24.81 34 452	10.35 46 388	12.08 44 318	7.77 43 234	✔	19.14	1.02	19.60	✔	☒	✔	0.81	✔
BNY Mellon International Stock Index Inv <i>percentile rank</i> <i># of funds in category</i>	DIISX	Foreign Large Blend Index	7.50 65 780	3.97 61 674	7.15 66 584	5.06 60 383	✔	17.86	0.97	10.52	✔	☒	✔	0.60	✔
Alternative															
T. Rowe Price Global Real Estate Adv <i>percentile rank</i> <i># of funds in category</i>	PAGEX	Global Real Estate	-4.13 33 204	2.91 50 187	3.79 75 166	5.63 48 100	✔	17.78	0.88	5.76	✔	☒	✔	1.15	✔
Fixed Income															
PIMCO Real Return A <i>percentile rank</i> <i># of funds in category</i>	PRTNX	Inflation- Protected Bond	11.64 17 207	5.62 43 197	4.99 30 173	3.38 43 117	✔	4.05	1.02	1.98	✖	—	—	0.93	✖

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Baird Aggregate Bond Inv <i>percentile rank</i> <i># of funds in category</i>	BAGSX	Intermediate-Term Bond	8.42 25 416	5.59 21 381	4.80 21 331	4.42 11 253	✔	3.82	1.07	20.27	✔	☐	—	0.55	✔
PIMCO Income A <i>percentile rank</i> <i># of funds in category</i>	PONAX	Multisector Bond	5.38 56 340	4.35 57 299	5.88 33 262	6.94 2 138	✔	5.78	0.88	13.77	✔	—	—	1.49	✖
PIMCO Short-Term A <i>percentile rank</i> <i># of funds in category</i>	PSHAX	Ultrashort Bond	2.48 9 212	2.07 50 172	2.14 19 134	1.63 18 67	✔	2.36	0.11	10.01	✔	—	—	0.80	✖

Target Date

American Funds 2010 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDATX	Target Date	8.83 94 119	6.26 86 88	7.17 65 75	6.61 28 52	✔	7.33	0.90	9.01	✔	—	✔	0.65	✔
American Funds 2015 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDBTX	Target Date	9.47 82 118	6.74 80 97	7.63 81 74	7.11 30 44	✔	8.13	0.91	9.01	✔	—	✔	0.65	✔
American Funds 2020 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDCTX	Target Date	10.55 67 178	7.29 64 157	8.19 61 118	7.76 26 72	✔	8.63	0.87	9.01	✔	—	✔	0.66	✔
American Funds 2025 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDDTX	Target Date	13.35 35 214	8.59 29 187	9.48 37 151	8.88 4 87	✔	10.17	0.90	9.01	✔	—	✔	0.68	✔
American Funds 2030 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDETX	Target Date	14.77 21 224	9.46 20 197	10.68 25 158	9.70 3 89	✔	12.08	0.93	9.01	✔	—	✔	0.70	✔
American Funds 2035 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDFTX	Target Date	17.11 8 207	10.79 3 184	12.04 8 148	10.39 2 84	✔	14.53	0.97	9.01	✔	—	✖	0.72	✔
American Funds 2040 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDGTX	Target Date	18.37 8 218	11.37 1 197	12.61 1 158	10.70 2 89	✔	15.58	0.94	9.01	✔	—	✔	0.73	✔
American Funds 2045 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDHTX	Target Date	18.80 5 207	11.57 1 184	12.83 3 148	10.83 2 83	✔	15.89	0.91	9.01	✔	—	✔	0.74	✔
American Funds 2050 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDITX	Target Date	19.03 7 217	11.75 1 196	12.98 1 157	10.90 3 78	✔	16.13	0.90	9.01	✔	—	✔	0.74	✔
American Funds 2055 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDJTX	Target Date	19.00 6 207	11.73 1 184	12.96 5 145	10.88 4 44	✔	16.15	0.90	9.01	✔	—	✔	0.74	✔
American Funds 2060 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDKTX	Target Date	19.02 4 257	11.71 1 181	12.95 5 93	— — —	✔	16.13	0.90	5.77	✔	—	✔	0.75	✔

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Fund on Watch List

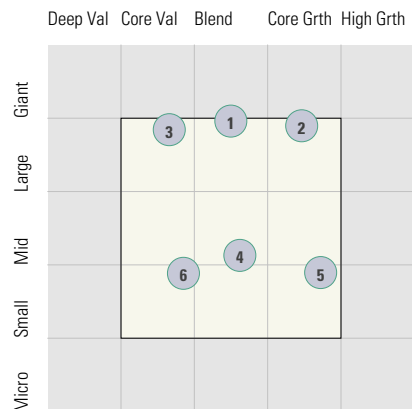
Name	Ticker	Asset Class	Trailing Performance and Risk							Management		Style		Expense		
			1 Yr	3 Yr	5 Yr	10 Yr	Pass/ Fail	Std Dev 3 Yr %	Beta 3 Yr %	Tenure	Pass/ Fail	Style Box	Pass/ Fail	Exp Ratio	Pass/ Fail	
American Funds 2065 Trgt Date Retire R4 <i>percentile rank</i> <i># of funds in category</i>	RDLTX	Target Date	—	—	—	—	—	—	—	—	1.00		—		0.76	
			257	181	93	—										
Balanced																
American Funds Capital Income Bldr R4 <i>percentile rank</i> <i># of funds in category</i>	RIREX	World Allocation	3.26	4.03	6.55	6.48		11.75	0.97	29.02				0.62		
			71	62	66	32										
			475	415	362	220										

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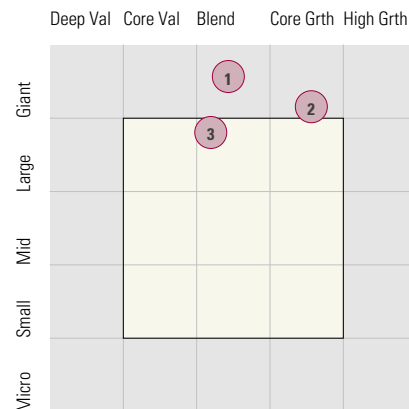
Style Analysis (Data as of 12-31-2020)

Style Analysis

Morningstar Style Box US Stock



Morningstar Style Box Non-US Stock



US Stock Funds

Fund	Category	Super Sectors %			Asset Allocation %			Avg Mkt Cap M\$
		Cyclical	Defensive	Sensitive	Cash	US Stock	Foreign	
1 T. Rowe Price Dividend Growth Advisor	Large Blend	30.97	33.13	35.90	3.98	89.46	6.56	47.20
2 American Funds AMCAP R4	Large Growth	19.42	31.28	49.29	9.88	83.18	6.94	31.47
3 JPMorgan Equity Income I	Large Value	39.43	28.93	31.64	3.17	96.03	0.80	55.01
4 BNY Mellon MidCap Index Inv	Mid-Cap Blend	42.30	21.03	36.65	0.84	98.81	0.26	4.68
5 Wells Fargo Small Company Growth Admin	Small Growth	25.89	31.28	42.82	3.48	88.13	3.79	1.82
6 Delaware Small Cap Value A	Small Value	53.48	10.44	36.08	3.65	93.39	2.07	2.27

Non-US Stock Funds

Fund	Category	Super Sectors %			Regional Exposure %			Market Maturity %		
		Cyclical	Defensive	Sensitive	Americas	Greater Asia	Greater Europe	Developed	EM%	Avg Mkt Cap M\$
1 Delaware Emerging Markets A	Diversified Emerging Mkts	23.17	15.41	61.42	20.31	70.50	9.19	31.22	68.78	17.63
2 American Funds Europacific Growth R4	Foreign Large Blend	38.16	26.01	35.83	9.53	46.78	43.69	72.93	27.07	39.57
3 BNY Mellon International Stock Index Inv	Foreign Large Blend Index	35.84	31.39	32.77	0.83	37.57	61.61	99.57	0.43	35.74

Fixed Income Funds

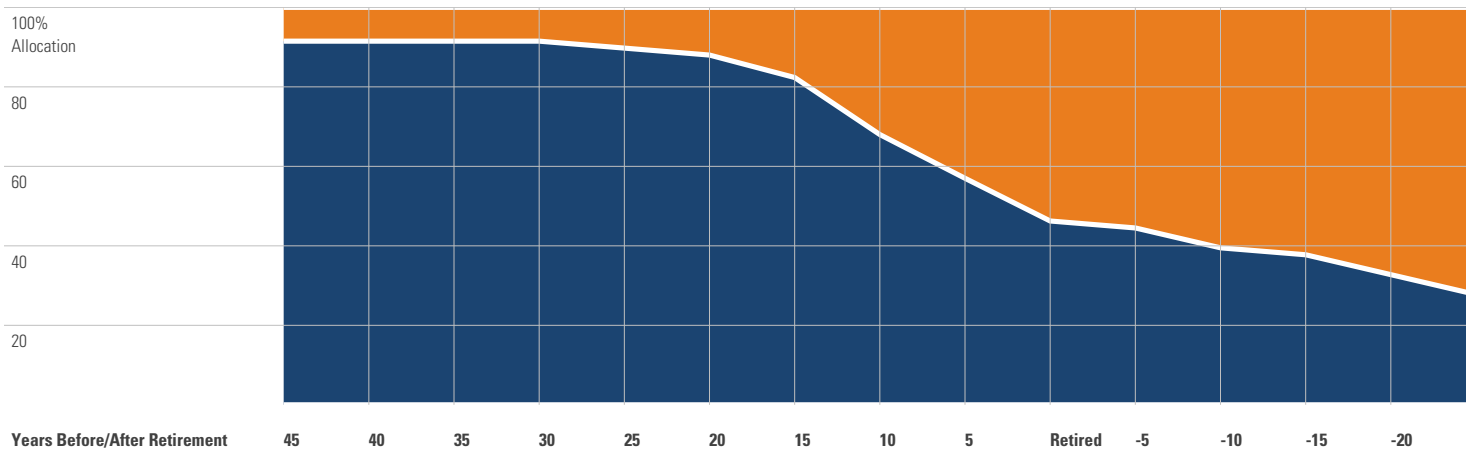
Fund	Category	Super Sectors %				Other Stats	Credit Quality %		
		US Govt Debt	Mtg	US Credit	Non US		Avg Eff Duration	Inv Grade	Below Inv Grade
1 PIMCO Real Return A	Inflation-Protected Bond	67.81	8.23	5.30	0.00	7.81	97.00	3.00	0.00
2 Baird Aggregate Bond Inv	Intermediate-Term Bond	22.40	26.93	42.38	0.00	5.69	99.40	0.60	0.00
3 PIMCO Income A	Multisector Bond	23.42	14.10	18.31	0.00	0.91	81.00	19.00	0.00
4 PIMCO Short-Term A	Ultrashort Bond	22.37	5.89	31.68	0.00	0.97	91.00	9.00	0.00

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Target Date Analysis (Data as of 12-31-2020)

Target Date Allocation

● Stocks ● Cash ● Bonds ● Other



Target Date Portfolio Data

Asset Allocation %

	Total Stock	US Stock	Non-US Stock	Total Bond	Infl Prot Bond	HY Bond	Cash	Other	Avg Mkt Cap \$M
American Funds 2010 Trgt Date Retire R4	39.39	27.19	12.20	53.60	13.10	5.20	6.30	0.71	61.97
American Funds 2015 Trgt Date Retire R4	43.90	30.32	13.58	49.11	14.13	5.18	6.31	0.68	60.10
American Funds 2020 Trgt Date Retire R4	45.29	32.06	13.23	47.74	14.41	4.93	6.33	0.64	54.76
American Funds 2025 Trgt Date Retire R4	55.13	37.45	17.68	38.17	13.93	1.03	6.19	0.52	47.62
American Funds 2030 Trgt Date Retire R4	64.55	43.17	21.38	28.78	14.41	0.88	6.21	0.46	45.00
American Funds 2035 Trgt Date Retire R4	78.12	51.14	26.98	15.71	12.53	0.38	5.75	0.41	43.38
American Funds 2040 Trgt Date Retire R4	83.10	54.34	28.76	10.76	4.79	0.34	5.75	0.40	43.20
American Funds 2045 Trgt Date Retire R4	84.55	55.31	29.24	9.30	4.22	0.22	5.76	0.39	43.56
American Funds 2050 Trgt Date Retire R4	85.79	56.69	29.10	8.03	4.16	0.13	5.80	0.37	43.58
American Funds 2055 Trgt Date Retire R4	85.85	56.74	29.11	7.99	4.18	0.13	5.80	0.37	43.54
American Funds 2060 Trgt Date Retire R4	85.84	56.71	29.13	7.99	4.18	0.13	5.80	0.37	—
American Funds 2065 Trgt Date Retire R4	83.30	55.74	27.56	8.27	4.03	0.11	7.83	0.60	—