

DEFERRED COMPENSATION PLAN OF THE

Screens Summary (Data as of 12-31-2021)

🚫 Fund Removed from Approved List ⚠️ Fund on Watch List

Name	Ticker	Asset Class	Trailing Performance and Risk				Management			Style		Expense		ESG Metrics				
			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	Sustain. Rating	Commit. Level	Carbon Risk	
US Stock																		
Vanguard Dividend Growth Inv	VDIGX	Large Blend	24.84	22.36	16.97	14.65	✔️	15.52	0.83	15.92	✔️	🇺🇸	✖️	0.26	✔️	3	2-Basic	Low Risk
percentile rank			72	74	53	68												
# of funds in category			1,394	1,256	1,121	831												

Vanguard 500 Index Admiral	VFIAX	Large Blend Index	28.66	26.03	18.43	16.51	✔️	17.42	1.00	5.68	✔️	🇺🇸	✔️	0.04	✔️	3	1-Low	Low Risk
percentile rank			23	24	18	11												
# of funds in category			1,394	1,256	1,121	831												

MFS Growth R6	MFEKX	Large Growth	23.76	30.98	24.76	19.26	✔️	16.73	0.89	19.76	✔️	🇺🇸	✔️	0.53	✔️	4	2-Basic	Low Risk
percentile rank			40	37	27	19												
# of funds in category			1,241	1,120	1,020	772												

⚠️ Invesco Diversified Dividend R6	LCEFX	Large Value	19.38	14.66	8.67	-	✔️	16.64	0.84	7.84	✔️	🇺🇸	✔️	0.44	✔️	2	-	Medium Risk
percentile rank			94	85	92	-												
# of funds in category			1,212	1,148	1,041	759												

MFS Mid Cap Growth R6	OTCKX	Mid-Cap Growth	14.17	28.84	22.30	-	✔️	17.84	0.84	13.12	✔️	🇺🇸	✔️	0.66	✔️	5	2-Basic	Low Risk
percentile rank			46	35	20	-												
# of funds in category			591	541	494	383												

Vanguard Selected Value Inv	VASVX	Mid-Cap Value	27.75	20.54	10.94	12.59	✔️	26.96	1.20	16.86	✔️	🇺🇸	✔️	0.31	✔️	3	-	Medium Risk
percentile rank			66	26	41	50												
# of funds in category			415	393	353	267												

PGIM Jennison Small Company R6	PJSQX	Small Growth	29.54	28.75	17.37	15.06	✔️	25.96	1.04	8.10	✔️	🇺🇸	✖️	0.69	✔️	3	-	Medium Risk
percentile rank			7	27	52	53												
# of funds in category			617	582	520	394												

DFA US Small Cap Value I	DFS VX	Small Value	39.84	19.08	8.97	12.54	✔️	28.18	1.10	9.85	✔️	🇺🇸	✔️	0.39	✔️	2	-	Medium Risk
percentile rank			12	36	49	26												
# of funds in category			447	419	393	301												

Non-US Stock																		
American Funds New World R6	RNWXG	Diversified Emerging Mkts	5.13	19.03	14.59	9.58	✔️	17.60	0.88	22.56	✔️	🇺🇸	✔️	0.57	✔️	4	1-Low	Low Risk
percentile rank			27	9	8	3												
# of funds in category			794	721	616	344												

American Funds Intl Gr and Inc R6	RIGGX	Foreign Large Blend	10.12	14.97	10.55	7.90	✔️	18.84	1.09	13.26	✔️	🇺🇸	✔️	0.54	✔️	2	1-Low	Low Risk
percentile rank			54	27	21	49												
# of funds in category			771	704	607	415												

Invesco Oppenheimer International Gr R6	OIGIX	Foreign Large Growth	10.99	20.62	12.50	-	✔️	17.28	0.95	25.79	✔️	🇺🇸	✔️	0.69	✔️	4	-	Low Risk
percentile rank			39	40	72	-												
# of funds in category			452	387	333	225												

Vanguard International Value Inv	VTRIX	Foreign Large Value	7.97	12.31	9.16	7.57	✔️	19.55	1.11	11.60	✔️	🇺🇸	✔️	0.35	✔️	2	-	Medium Risk
percentile rank			87	19	4	16												
# of funds in category			350	326	286	180												

American Funds Capital World Gr&Inc R6	RWIGX	World Stock	15.15	18.79	13.55	11.96	✔️	16.15	0.94	15.92	✔️	---	✔️	0.42	✔️	2	-	Low Risk
percentile rank			78	56	49	36												
# of funds in category			328	284	237	145												

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Name	Ticker	Asset Class	Trailing Performance and Risk				Management			Style		Expense		ESG Metrics				
			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	Sustain. Rating	Commit. Level	Carbon Risk	
Alternative																		
PIMCO Commodity Real Ret Strat Instl	PCRIX	Commodities Broad Basket	33.48	14.74	5.99	-1.76	✓	18.67	1.19	7.00	✓	—	—	0.82	✓	2	—	—
<i>percentile rank</i>			25	7	21	42												
<i># of funds in category</i>			114	109	86	55									12-31-2021	—	—	
Vanguard Real Estate Index Admiral	VGSLX	Real Estate	40.40	19.95	11.24	11.51	✓	18.85	0.94	25.65	✓	—	✓	0.12	✓	3	1-Low	Medium Risk
<i>percentile rank</i>			59	42	49	31												
<i># of funds in category</i>			255	235	202	151									12-31-2021	02-15-2022	12-31-2021	
Fixed Income																		
Eaton Vance Income Fund of Boston R6	EIBRX	High Yield Bond	5.89	8.17	5.60	—	✓	8.42	0.90	7.16	✓	—	—	0.66	✓	—	—	—
<i>percentile rank</i>			20	40	36	—												
<i># of funds in category</i>			680	636	560	373												
Vanguard Inflation-Protected Secs Adm	VAIPX	Inflation-Protected Bond	5.68	8.24	5.18	2.98	✓	3.69	0.94	10.38	✓	—	—	0.10	✓	3	—	—
<i>percentile rank</i>			33	35	33	24												
<i># of funds in category</i>			210	203	180	125									12-31-2021	—	—	
Baird Aggregate Bond Inst	BAGIX	Intermediate-Term Bond	-1.46	5.43	4.01	3.74	✓	3.86	1.09	21.27	✓	⊠	—	0.30	✓	3	1-Low	—
<i>percentile rank</i>			40	20	13	9												
<i># of funds in category</i>			426	389	351	256									12-31-2021	02-15-2022	—	
PIMCO Income Instl	PIMIX	Multisector Bond	2.61	5.46	5.08	6.97	✓	5.79	0.83	14.77	✓	—	—	0.62	✓	—	—	—
<i>percentile rank</i>			45	58	25	1												
<i># of funds in category</i>			339	277	238	134												
Lincoln Stable Value Account -LNGPA		Stable Value	—	—	—	—	—	—	—	38.69	✓	—	—	—	—	—	—	—
<i>percentile rank</i>			—	—	—	—												
<i># of funds in category</i>			41	—	—	—												
Federated Hermes Govt Ultrashort R6	FGULX	Ultrashort Bond	0.06	1.20	1.32	—	✓	0.54	0.05	24.49	✓	—	—	0.24	✓	—	—	—
<i>percentile rank</i>			53	73	72	—												
<i># of funds in category</i>			239	214	175	94												
PIMCO International Bond (USD-Hdg) Instl	PFORX	World Bond	-1.67	3.86	3.55	4.78	✓	3.60	0.71	7.27	✓	—	—	0.52	✓	2	—	—
<i>percentile rank</i>			41	61	28	4												
<i># of funds in category</i>			125	110	81	48									11-30-2021	—	—	
Target Date																		
Vanguard Target Retirement 2015 Fund	VTVX	Target Date	5.78	10.24	7.71	7.46	✓	6.82	0.81	8.86	✓	—	✓	0.12	✓	3	1-Low	—
<i>percentile rank</i>			97	85	78	68												
<i># of funds in category</i>			123	118	89	45									12-31-2021	02-15-2022	—	
Vanguard Target Retirement 2020 Fund	VTWNX	Target Date	8.17	12.55	9.26	8.71	✓	9.04	0.97	8.86	✓	—	✓	0.13	✓	3	1-Low	—
<i>percentile rank</i>			68	49	37	32												
<i># of funds in category</i>			172	161	127	65									12-31-2021	02-15-2022	—	
Vanguard Target Retirement 2025 Fund	VTTVX	Target Date	9.80	14.17	10.35	9.60	✓	10.69	1.02	8.86	✓	—	✓	0.13	✓	3	1-Low	Low Risk
<i>percentile rank</i>			57	39	30	20												
<i># of funds in category</i>			222	205	169	89									12-31-2021	02-15-2022	12-31-2021	

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Fund on Watch List

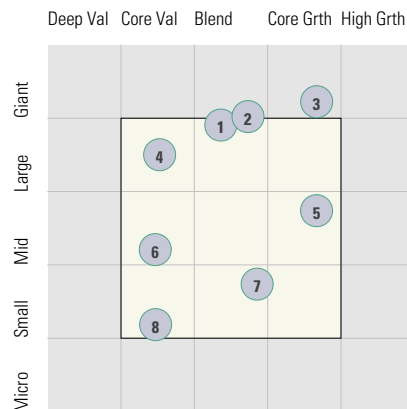
Name	Ticker	Asset Class	Trailing Performance and Risk							Management			Style		Expense		ESG Metrics		
			1 Yr	3 Yr	5 Yr	10 Yr	Pass/ Fail	Std Dev 3 Yr %	Beta 3 Yr %	Tenure	Pass/ Fail	Style Box	Pass/ Fail	Exp Ratio	Pass/ Fail	Sustain. Rating	Commit. Level	Carbon Risk	
																	Updated	Updated	Updated
Vanguard Target Retirement 2030 Fund	VTHRX	Target Date	11.38	15.45	11.23	10.36		11.97	0.99	8.86		—		0.14		3	1-Low	Low Risk	
<i>percentile rank</i>			61	50	42	24													
<i># of funds in category</i>			223	204	169	94									12-31-2021	02-15-2022	12-31-2021		
Vanguard Target Retirement 2035 Fund	VTHX	Target Date	12.96	16.66	12.06	11.10		13.24	0.95	8.86		—		0.14		3	1-Low	Low Risk	
<i>percentile rank</i>			79	57	47	31													
<i># of funds in category</i>			215	202	166	86									12-31-2021	02-15-2022	12-31-2021		
Vanguard Target Retirement 2040 Fund	VFORX	Target Date	14.56	17.89	12.88	11.69		14.51	0.94	8.86		—		0.14		3	1-Low	Low Risk	
<i>percentile rank</i>			81	53	40	31													
<i># of funds in category</i>			217	204	169	94									12-31-2021	02-15-2022	12-31-2021		
Vanguard Target Retirement 2045 Fund	VTIVX	Target Date	16.16	19.06	13.55	12.04		15.74	0.96	8.86		—		0.15		3	1-Low	Low Risk	
<i>percentile rank</i>			68	49	38	25													
<i># of funds in category</i>			215	202	166	85									12-31-2021	02-15-2022	12-31-2021		
Vanguard Target Retirement 2050 Fund	VFIX	Target Date	16.41	19.19	13.62	12.07		15.77	0.94	8.86		—		0.15		3	1-Low	Low Risk	
<i>percentile rank</i>			74	56	43	28													
<i># of funds in category</i>			217	204	169	86									12-31-2021	02-15-2022	12-31-2021		
Vanguard Target Retirement 2055 Fund	VFFVX	Target Date	16.44	19.18	13.61	12.05		15.77	0.94	8.86		—		0.15		3	1-Low	Low Risk	
<i>percentile rank</i>			78	62	51	34													
<i># of funds in category</i>			215	202	164	65									12-31-2021	02-15-2022	12-31-2021		
Vanguard Target Retirement 2060 Fund	VTSX	Target Date	16.44	19.17	13.61	—		15.75	1.44	8.86		—		0.15		3	1-Low	Low Risk	
<i>percentile rank</i>			81	67	57	—													
<i># of funds in category</i>			209	189	140	—									12-31-2021	02-15-2022	12-31-2021		
Vanguard Target Retirement 2065 Fund	VLXVX	Target Date	16.46	19.13	—	—		15.79	1.44	4.47		—		0.15		3	1-Low	Low Risk	
<i>percentile rank</i>			76	79	—	—													
<i># of funds in category</i>			135	17	—	—									12-31-2021	02-15-2022	12-31-2021		
Balanced																			
American Funds American Balanced R6	RLBGX	Moderate Allocation	16.11	15.58	11.78	11.47		10.34	0.95	23.01		—		0.26		3	1-Low	Low Risk	
<i>percentile rank</i>			28	41	24	10													
<i># of funds in category</i>			711	666	602	434									12-31-2021	02-15-2022	12-31-2021		

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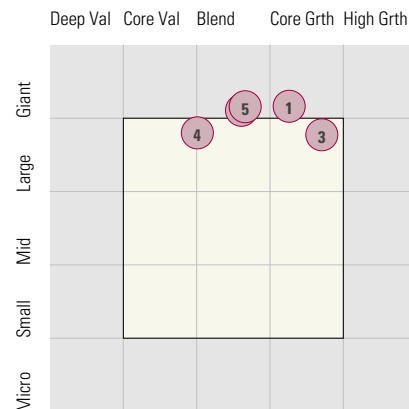
Style Analysis (Data as of 12-31-2021)

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	Vanguard Dividend Growth Inv	Large Blend	33.03	37.13	29.84	0.41	90.36	9.23	171.78
2	Vanguard 500 Index Admiral	Large Blend Index	30.22	22.16	47.62	0.47	98.51	1.02	230.90
3	MFS Growth R6	Large Growth	26.15	14.82	59.04	0.62	95.29	4.09	309.75
4	Invesco Diversified Dividend R6	Large Value	27.92	37.46	34.63	1.04	90.53	8.43	89.23
5	MFS Mid Cap Growth R6	Mid-Cap Growth	29.47	20.80	49.73	1.02	87.59	11.39	23.89
6	Vanguard Selected Value Inv	Mid-Cap Value	47.75	15.41	36.84	4.01	87.80	8.20	10.20
7	PGIM Jennison Small Company R6	Small Growth	40.38	21.97	37.66	0.30	91.33	4.91	5.10
8	DFA US Small Cap Value I	Small Value	51.99	9.74	38.28	0.88	95.90	3.07	2.66

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	American Funds New World R6	Diversified Emerging Mkts	37.47	21.32	41.22	37.45	39.39	23.15	61.07	38.93	66.76
2	American Funds Intl Gr and Inc R6	Foreign Large Blend	38.21	22.80	38.99	12.73	30.07	57.20	83.84	16.16	55.02
3	Invesco Oppenheimer International Gr R6	Foreign Large Growth	26.70	24.68	48.62	15.04	18.89	66.08	95.98	4.02	39.57
4	Vanguard International Value Inv	Foreign Large Value	47.64	14.43	37.93	11.26	35.90	52.83	82.09	17.91	32.77
5	American Funds Capital World Gr&Inc R6	World Stock	34.39	23.26	42.36	54.54	19.07	26.40	89.59	10.41	118.51

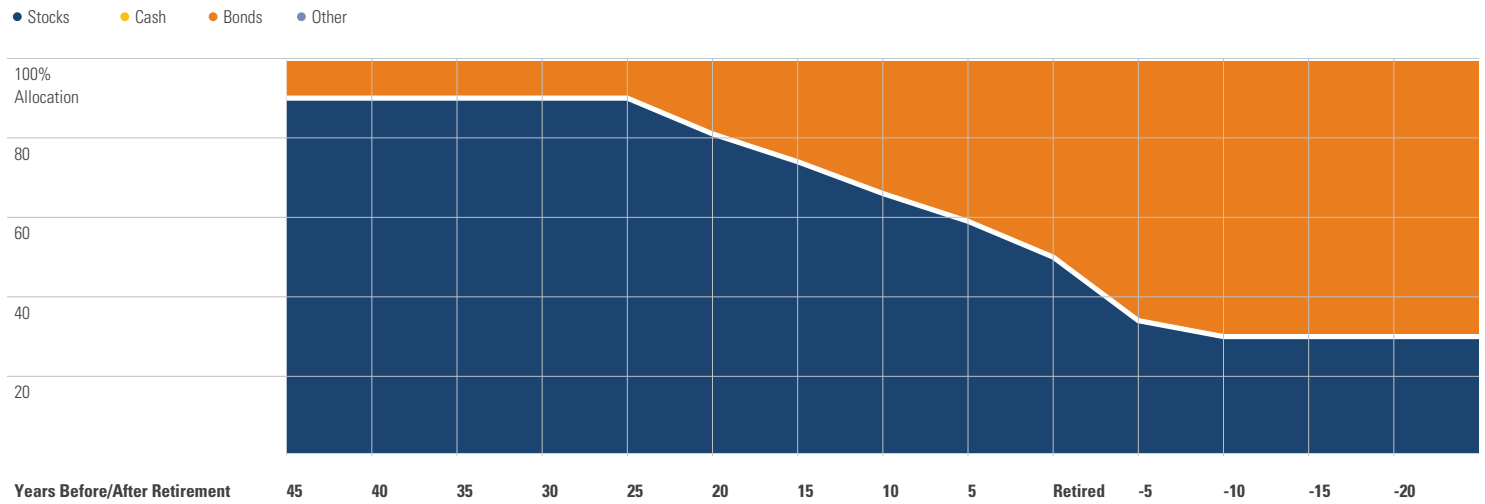
Fixed Income Funds

	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 R6	High Yield Bond	0.00	0.00	88.31	0.00	3.41	0.77	96.03	3.20
2	Vanguard Inflation-Protected Secs Adm	Inflation-Protected Bond	99.84	0.00	0.00	0.00	7.50	99.85	0.00	0.15
3	Baird Aggregate Bond Inst	Intermediate-Term Bond	30.09	18.36	43.28	0.00	6.78	99.30	0.70	0.00
4	PIMCO Income Instl	Multisector Bond	53.76	6.54	15.92	0.00	1.74	81.00	19.00	0.00
5	Lincoln Stable Value Account -LNGPA	Stable Value	-	-	-	0.00	-	0.00	0.00	-
6	Federated Hermes Govt Ultrashort R6	Ultrashort Bond	13.74	41.44	0.00	0.00	0.40	100.00	0.00	0.00
7	PIMCO International Bond (USD-Hdg) Instl	World Bond	64.24	3.07	7.24	0.00	7.02	93.00	7.00	0.00

DEFERRED COMPENSATION PLAN OF THE

Target Date Analysis (Data as of 12-31-2021)

Target Date Allocation



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
Vanguard Target Retirement 2015 Fund	30.36	18.11	12.25	65.78	19.08	0.24	3.36	0.50	73.70
Vanguard Target Retirement 2020 Fund	44.76	26.98	17.78	51.87	14.46	0.20	2.95	0.42	74.41
Vanguard Target Retirement 2025 Fund	56.19	33.94	22.25	40.74	2.58	0.19	2.67	0.39	74.55
Vanguard Target Retirement 2030 Fund	64.47	38.93	25.54	32.65	0.00	0.16	2.54	0.33	74.53
Vanguard Target Retirement 2035 Fund	71.81	43.33	28.48	25.31	0.00	0.12	2.62	0.26	74.47
Vanguard Target Retirement 2040 Fund	79.01	47.60	31.41	18.29	0.00	0.09	2.51	0.19	74.37
Vanguard Target Retirement 2045 Fund	86.30	52.07	34.23	10.88	0.00	0.05	2.70	0.13	74.47
Vanguard Target Retirement 2050 Fund	88.31	53.29	35.02	8.97	0.00	0.04	2.61	0.11	74.48
Vanguard Target Retirement 2055 Fund	88.15	53.35	34.80	9.05	0.00	0.04	2.70	0.11	74.69
Vanguard Target Retirement 2060 Fund	88.01	53.55	34.46	9.09	0.00	0.04	2.78	0.11	75.05
Vanguard Target Retirement 2065 Fund	87.90	52.71	35.19	9.12	0.00	0.04	2.87	0.11	74.06