

THOMAS AND SOLOMON 401K PLAN AND

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	Pass/ Fail	Sustain. Rating <i>Updated</i>	Commit. Level <i>Updated</i>	Carbon Risk <i>Updated</i>
US Stock																		
T. Rowe Price Dividend Growth Advisor	TADGX	Large Blend	25.68	23.11	16.98	15.30	✓	15.79	0.88	21.77	✓	☒	✓	0.90	✓	4	-	Low Risk
<i>percentile rank</i>			64	68	52	50												
<i># of funds in category</i>			1,394	1,256	1,121	831									11-30-2021	-	09-30-2021	
American Funds AMCAP R4	RAFEX	Large Growth	23.64	23.75	17.78	16.01	✓	16.66	0.86	15.68	✓	☒	✓	0.69	✓	2	-	Low Risk
<i>percentile rank</i>			41	90	90	78												
<i># of funds in category</i>			1,241	1,120	1,020	772									11-30-2021	-	09-30-2021	
JPMorgan Equity Income I	HLIEY	Large Value	25.13	17.86	12.96	13.36	✓	17.66	0.91	17.43	✓	☒	✓	0.71	✓	3	1-Low	Low Risk
<i>percentile rank</i>			61	48	28	23												
<i># of funds in category</i>			1,212	1,148	1,041	759									11-30-2021	12-16-2021	09-30-2021	
BNY Mellon MidCap Index Inv	PESPX	Mid-Cap Blend	24.16	20.81	12.54	13.66	✓	22.16	1.05	1.18	✗	☒	✓	0.50	✓	3	-	Medium Risk
<i>percentile rank</i>			52	56	58	48												
<i># of funds in category</i>			392	361	314	207									11-30-2021	-	09-30-2021	
Allspring Small Company Growth Admin	NVSCX	Small Growth	15.31	23.17	16.66	15.10	✓	23.65	0.97	27.16	✓	☒	✓	1.19	✓	4	-	-
<i>percentile rank</i>			34	63	59	52												
<i># of funds in category</i>			617	582	520	394									11-30-2021	-	-	
Delaware Small Cap Value A	DEVIX	Small Value	33.91	19.03	9.20	11.61	✓	25.93	1.00	24.68	✓	☒	✓	1.14	✓	3	-	-
<i>percentile rank</i>			35	36	43	49												
<i># of funds in category</i>			447	419	393	301									11-30-2021	-	-	
Non-US Stock																		
Delaware Emerging Markets A	DEMAX	Diversified Emerging Mkts	-2.31	15.01	12.24	8.13	✓	21.49	1.12	15.28	✓	☒	✓	1.57	✗	3	-	Medium Risk
<i>percentile rank</i>			62	22	20	12												
<i># of funds in category</i>			794	721	616	344									11-30-2021	-	09-30-2021	
BNY Mellon International Stock Index Inv	DIISX	Foreign Large Blend Index	10.85	13.12	9.17	7.58	✓	16.91	0.97	1.18	✗	☒	✓	0.60	✓	3	-	Low Risk
<i>percentile rank</i>			46	63	62	61												
<i># of funds in category</i>			771	704	607	415									11-30-2021	-	09-30-2021	
American Funds Europacific Growth R4	REREX	Foreign Large Growth	2.49	17.55	12.47	9.62	✓	17.89	0.99	20.60	✓	☒	✓	0.81	✓	2	1-Low	Low Risk
<i>percentile rank</i>			81	77	72	58												
<i># of funds in category</i>			452	387	333	225									11-30-2021	12-16-2021	09-30-2021	
Alternative																		
⚠ T. Rowe Price Global Real Estate Adv	PAGEX	Global Real Estate	28.54	14.89	8.53	8.84	✓	17.86	0.88	0.75	✗	☒	✓	1.15	✓	2	-	Medium Risk
<i>percentile rank</i>			27	32	53	49												
<i># of funds in category</i>			198	198	177	112									11-30-2021	-	09-30-2021	
Fixed Income																		
PIMCO Real Return A	PRTNX	Inflation-Protected Bond	5.25	8.30	5.12	2.82	✓	4.05	1.02	2.98	✗	—	—	0.87	✗	3	-	-
<i>percentile rank</i>			66	32	37	40												
<i># of funds in category</i>			210	203	180	125									11-30-2021	-	-	

THOMAS AND SOLOMON 401K PLAN AND

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	Pass/ Fail	Sustain. Rating	Commit. Level	Carbon Risk	
																	Updated	Updated	Updated
Baird Aggregate Bond Inv	BAGSX	Intermediate-Term Bond	-1.74	5.16	3.74	3.48	✔	3.85	1.09	21.27	✔	☒	—	0.55	✔	3	1-Low	—	
<i>percentile rank</i>			58	31	31	17													
<i># of funds in category</i>			426	389	351	256									11-30-2021	12-16-2021	—		
PIMCO Income A	PONAX	Multisector Bond	2.20	5.04	4.66	6.56	✔	5.79	0.83	14.77	✔	—	—	1.02	✔	—	—	—	
<i>percentile rank</i>			54	65	40	2													
<i># of funds in category</i>			339	277	238	134													
PIMCO Short-Term A	PSHAX	Ultrashort Bond	-0.24	1.56	1.62	1.60	✔	2.36	0.16	11.01	✔	—	—	0.72	✖	—	—	—	
<i>percentile rank</i>			89	48	45	20													
<i># of funds in category</i>			239	214	175	94													

Target Date																		
American Funds 2010 Trgt Date Retire R4	RDATX	Target Date	8.95	10.38	7.53	7.18	✔	6.95	0.90	10.01	✔	—	✖	0.63	✔	2	—	—
<i>percentile rank</i>			5	56	55	36												
<i># of funds in category</i>			121	116	78	53									11-30-2021		—	
American Funds 2015 Trgt Date Retire R4	RDBTX	Target Date	9.98	11.32	8.18	7.92	✔	7.70	0.90	10.01	✔	—	✖	0.64	✔	2	—	—
<i>percentile rank</i>			4	57	48	28												
<i># of funds in category</i>			123	118	89	45									11-30-2021		—	
American Funds 2020 Trgt Date Retire R4	RDCTX	Target Date	10.29	12.02	8.91	8.74	✔	8.09	0.86	10.01	✔	—	✔	0.65	✔	2	—	—
<i>percentile rank</i>			12	61	52	27												
<i># of funds in category</i>			172	161	127	65									11-30-2021		—	
American Funds 2025 Trgt Date Retire R4	RDDTX	Target Date	10.98	13.88	10.31	10.16	✔	9.40	0.89	10.01	✔	—	✔	0.66	✔	3	—	Low Risk
<i>percentile rank</i>			22	47	35	4												
<i># of funds in category</i>			222	205	169	89									11-30-2021		09-30-2020	
American Funds 2030 Trgt Date Retire R4	RDETX	Target Date	12.66	15.68	11.76	11.25	✔	11.14	0.91	10.01	✔	—	✔	0.68	✔	3	—	Low Risk
<i>percentile rank</i>			25	37	16	3												
<i># of funds in category</i>			223	204	169	94									11-30-2021		09-30-2021	
American Funds 2035 Trgt Date Retire R4	RDFTX	Target Date	15.13	18.34	13.56	12.23	✔	13.42	0.96	10.01	✔	—	✔	0.70	✔	3	—	Low Risk
<i>percentile rank</i>			16	13	1	2												
<i># of funds in category</i>			215	202	166	86									11-30-2021		09-30-2021	
American Funds 2040 Trgt Date Retire R4	RDGTX	Target Date	16.38	19.52	14.34	12.70	✔	14.48	0.93	10.01	✔	—	✖	0.71	✔	3	—	Low Risk
<i>percentile rank</i>			26	12	1	2												
<i># of funds in category</i>			217	204	169	94									11-30-2021		09-30-2021	
American Funds 2045 Trgt Date Retire R4	RDHTX	Target Date	16.74	19.89	14.62	12.85	✔	14.80	0.90	10.01	✔	—	✖	0.72	✔	3	—	Low Risk
<i>percentile rank</i>			50	15	4	2												
<i># of funds in category</i>			215	202	166	85									11-30-2021		09-30-2021	
American Funds 2050 Trgt Date Retire R4	RDITX	Target Date	16.90	20.14	14.78	12.95	✔	15.02	0.89	10.01	✔	—	✖	0.72	✔	3	—	Low Risk
<i>percentile rank</i>			58	14	1	2												
<i># of funds in category</i>			217	204	169	86									11-30-2021		09-30-2021	
American Funds 2055 Trgt Date Retire R4	RDJTX	Target Date	16.82	20.10	14.76	12.93	✔	15.05	0.89	10.01	✔	—	✖	0.73	✔	3	—	Low Risk
<i>percentile rank</i>			64	23	1	3												
<i># of funds in category</i>			215	202	164	65									11-30-2021		09-30-2021	
American Funds 2060 Trgt Date Retire R4	RDKTX	Target Date	16.82	20.08	14.73	—	✔	15.03	1.36	6.77	✔	—	✖	0.73	✔	3	—	Low Risk
<i>percentile rank</i>			65	31	2	—												
<i># of funds in category</i>			209	189	140	—									11-30-2021		09-30-2021	

THOMAS AND SOLOMON 401K PLAN AND

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	Pass/ Fail	Sustain. Rating	Commit. Level	Carbon Risk
															Updated	Updated	Updated	
American Funds 2065 Trgt Date Retire R4	RDLTX	Target Date	16.89	-	-	-	—	-	-	2.00	+	—	+	0.73	✓	3	-	Low Risk
<i>percentile rank</i>			59	-	-	-												
<i># of funds in category</i>			135	17	-	-									11-30-2021	-	09-30-2021	

Balanced

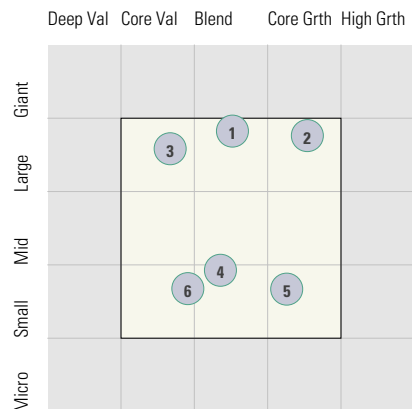
American Funds Capital Income Bldr R4	RIREX	World Allocation	14.99	11.69	8.12	7.68	✓	11.69	1.00	30.02	✓	☒	✓	0.61	✓	3	-	Low Risk
<i>percentile rank</i>			26	55	53	37												
<i># of funds in category</i>			433	412	358	245									11-30-2021	-	09-30-2021	

THOMAS AND SOLOMON 401K PLAN AND

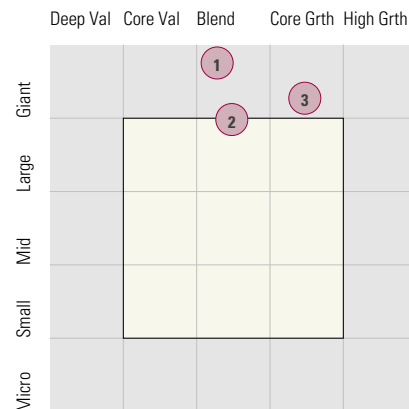
Style Analysis (Data as of 12-31-2021)

Style Analysis

Morningstar Style Box US Stock



Morningstar Style Box Non-US Stock



US Stock Funds

Fund Rank	Fund Name	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	31.60	30.01	38.40	3.47	90.59	5.93	155.85
2	American Funds AMCAP R4	Large Growth	24.23	22.80	52.95	4.00	87.18	8.71	128.32
3	JPMorgan Equity Income I	Large Value	37.64	28.77	33.60	2.42	95.99	1.60	105.51
4	BNY Mellon MidCap Index Inv	Mid-Cap Blend	45.27	17.05	37.69	0.61	98.78	0.62	7.23
5	Allspring Small Company Growth Admin	Small Growth	26.28	27.59	46.13	5.10	90.52	4.38	4.65
6	Delaware Small Cap Value A	Small Value	52.55	9.99	37.45	1.33	96.28	2.35	4.80

Non-US Stock Funds

Fund Rank	Fund Name	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	18.79	16.74	64.47	13.78	76.95	9.28	40.27	59.73	81.64
2	BNY Mellon International Stock Index Inv	Foreign Large Blend Index	38.35	26.71	34.93	1.35	33.58	65.07	99.74	0.26	49.47
3	American Funds Europacific Growth R4	Foreign Large Growth	36.08	19.48	44.44	13.65	37.75	48.60	77.71	22.29	61.49

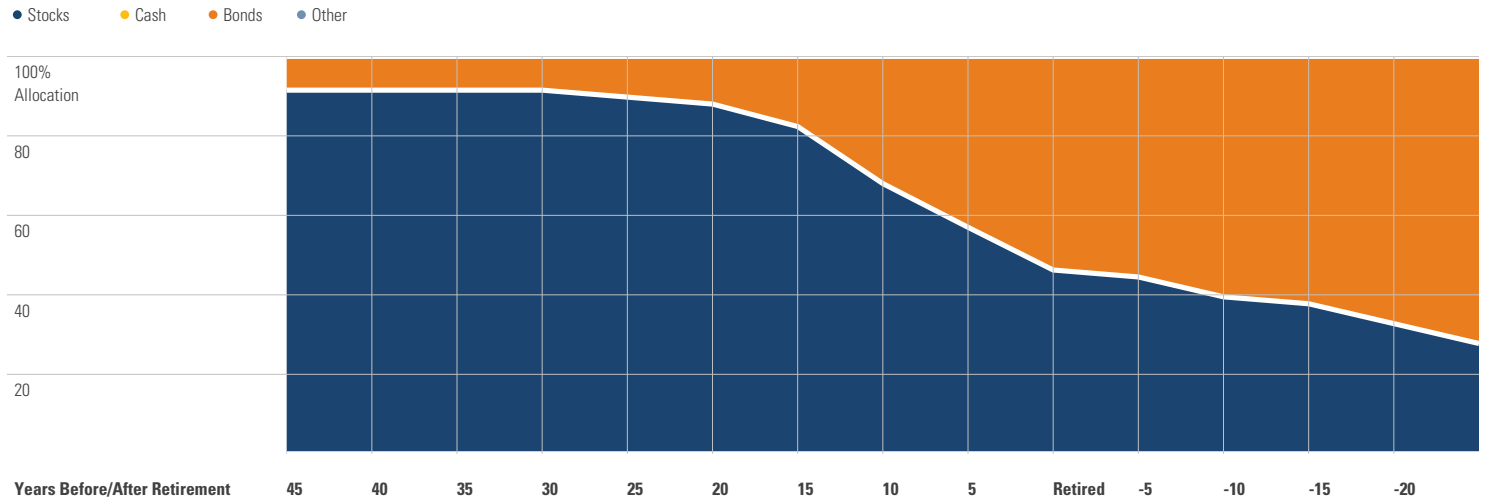
Fixed Income Funds

Fund Rank	Fund Name	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	PIMCO Real Return A	Inflation-Protected Bond	68.82	2.40	3.78	0.00	7.44	97.00	3.00	0.00	
2	Baird Aggregate Bond Inv	Intermediate-Term Bond	30.09	18.36	43.28	0.00	6.78	99.30	0.70	0.00	
3	PIMCO Income A	Multisector Bond	53.76	6.54	15.92	0.00	1.74	81.00	19.00	0.00	
4	PIMCO Short-Term A	Ultrashort Bond	37.43	2.57	29.41	0.00	0.26	91.00	9.00	0.00	

THOMAS AND SOLOMON 401K PLAN AND

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
American Funds 2010 Trgt Date Retire R4	40.78	30.11	10.67	50.82	14.68	3.76	6.84	1.56	113.70
American Funds 2015 Trgt Date Retire R4	43.91	32.31	11.60	47.80	15.96	4.95	6.77	1.50	116.06
American Funds 2020 Trgt Date Retire R4	46.33	33.72	12.61	45.44	16.55	4.74	6.82	1.41	117.07
American Funds 2025 Trgt Date Retire R4	53.23	38.39	14.84	38.92	16.78	2.29	6.62	1.24	113.81
American Funds 2030 Trgt Date Retire R4	62.59	45.02	17.57	30.01	17.00	0.76	6.30	1.12	108.72
American Funds 2035 Trgt Date Retire R4	74.85	53.22	21.63	18.70	17.90	0.46	5.42	1.03	103.23
American Funds 2040 Trgt Date Retire R4	83.52	58.58	24.94	10.78	14.34	0.30	4.67	1.02	99.37
American Funds 2045 Trgt Date Retire R4	85.96	60.07	25.89	8.59	10.53	0.22	4.48	0.98	97.97
American Funds 2050 Trgt Date Retire R4	86.84	60.44	26.40	7.86	10.58	0.12	4.43	0.86	96.63
American Funds 2055 Trgt Date Retire R4	87.25	60.49	26.76	7.57	10.60	0.08	4.37	0.82	94.48
American Funds 2060 Trgt Date Retire R4	87.20	60.44	26.76	7.64	10.69	0.08	4.35	0.82	93.63
American Funds 2065 Trgt Date Retire R4	87.21	60.41	26.80	7.63	10.64	0.08	4.35	0.82	93.65