

DEFERRED COMPENSATION PLAN

Screens Summary (Data as of 12-31-2022)

🚫 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	
																Updated	Updated	Updated
US Stock																		
T. Rowe Price Dividend Growth	PRDGX	Large Blend	-10.23	8.83	10.81	12.80	✓	18.95	0.88	22.77	✓	🇺🇸	✓	0.62	✓	4	-	Low Risk
<i>percentile rank</i>			10	13	4	7												
<i># of funds in category</i>			1,379	1,247	1,137	837												

Vanguard 500 Index Admiral	VFIAX	Large Blend Index	-18.15	7.62	9.39	12.52	✓	21.17	1.00	6.68	✓	🇺🇸	✓	0.04	✓	3	1-Low	Low Risk
<i>percentile rank</i>			52	33	25	13												
<i># of funds in category</i>			1,379	1,247	1,137	837												

Fidelity® Contrafund®	FCNTX	Large Growth	-28.26	5.76	8.52	12.40	✓	21.91	0.91	32.31	✓	🇺🇸	✓	0.81	✓	2	1-Low	Low Risk
<i>percentile rank</i>			42	48	52	38												
<i># of funds in category</i>			1,237	1,133	1,056	807												

American Funds Washington Mutual R6	RWMGX	Large Value	-8.18	8.55	9.41	12.25	✓	19.43	0.89	25.52	✓	🇺🇸	✖️	0.26	✓	2	1-Low	Low Risk
<i>percentile rank</i>			5	16	22	26												
<i># of funds in category</i>			1,379	1,247	1,137	837												

Neuberger Berman Mid Cap Growth Inst	NBMLX	Mid-Cap Growth	-28.65	4.01	7.24	10.48	✓	24.40	0.96	19.93	✓	🇺🇸	✓	0.70	✓	3	-	Low Risk
<i>percentile rank</i>			62	52	48	54												
<i># of funds in category</i>			592	540	505	395												

American Century Mid Cap Value I	AVUAX	Mid-Cap Value	-1.22	7.46	6.91	11.15	✓	21.24	0.84	18.76	✓	🇺🇸	✓	0.77	✓	4	1-Low	Medium Risk
<i>percentile rank</i>			8	43	30	10												
<i># of funds in category</i>			407	395	374	274												

MFS New Discovery R4	MNDJX	Small Growth	-29.64	1.17	7.58	9.80	✓	25.48	0.93	9.01	✓	🇺🇸	✓	0.99	✓	4	-	Low Risk
<i>percentile rank</i>			65	75	34	58												
<i># of funds in category</i>			604	576	534	405												

Delaware Small Cap Value Instl	DEVIX	Small Value	-12.20	5.20	4.28	9.06	✓	27.97	0.99	10.51	✓	🇺🇸	✓	0.86	✓	3	-	Medium Risk
<i>percentile rank</i>			64	70	60	43												
<i># of funds in category</i>			483	455	428	324												

Non-US Stock																		
American Funds New World R6	RNWGX	Diversified Emerging Mkts	-21.75	1.01	3.04	4.98	✓	20.37	0.90	23.56	✓	🇺🇸	✓	0.57	✓	3	1-Low	Low Risk
<i>percentile rank</i>			58	17	3	2												
<i># of funds in category</i>			820	736	652	397												

Vanguard Developed Markets Index Admiral	VTMGX	Foreign Large Blend Index	-15.32	1.33	1.67	4.92	✓	21.45	1.08	9.86	✓	🇺🇸	✓	0.07	✓	2	1-Low	Low Risk
<i>percentile rank</i>			47	28	35	20												
<i># of funds in category</i>			763	723	630	440												

Invesco Oppenheimer International Gr Y	OIGYX	Foreign Large Growth	-27.12	-0.43	0.53	4.41	✓	22.86	1.05	26.79	✓	🇺🇸	✓	0.85	✓	3	-	Low Risk
<i>percentile rank</i>			66	63	78	74												
<i># of funds in category</i>			443	399	346	230												

Vanguard International Value Inv	VTRIX	Foreign Large Value	-11.66	1.30	1.36	4.31	✓	21.95	1.04	12.60	✓	🇺🇸	✓	0.36	✓	2	-	Medium Risk
<i>percentile rank</i>			75	40	27	25												
<i># of funds in category</i>			356	326	303	180												

American Funds New Perspective R6	RNPGX	Global Stock	-25.61	5.54	7.69	10.29	✓	22.44	1.09	22.10	✓	—	✓	0.41	✓	2	2-Basic	Low Risk
<i>percentile rank</i>			46	17	17	11												
<i># of funds in category</i>			366	309	272	179												

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			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>
Alternative																		
PIMCO Commodity Real Return Strat I2	PCRPX	Commodities Broad Basket	9.02	13.51	7.16	-1.52	✔️	22.32	1.17	4.17	✔️	—	—	0.86	✔️	3	—	—
<i>percentile rank</i>			90	51	41	73												
<i># of funds in category</i>			114	109	91	65									11-30-2022	—	—	
Vanguard Real Estate Index Admiral	VGSLX	Real Estate	-26.20	-0.41	3.68	6.42	✔️	22.84	0.96	26.65	✔️	—	✔️	0.12	✔️	3	1-Low	Low Risk
<i>percentile rank</i>			61	57	50	34												
<i># of funds in category</i>			257	238	214	155									11-30-2022	02-15-2022	09-30-2022	
Fixed Income																		
PIMCO International Bond (USD-Hdg) I-2	PFBPX	Global Bond	-9.93	-2.10	0.62	2.50	✔️	4.88	0.64	8.27	✔️	—	—	0.61	✔️	3	—	—
<i>percentile rank</i>			14	14	6	3												
<i># of funds in category</i>			130	112	98	59									11-30-2022	—	—	
Eaton Vance Income Fund of Boston I	EIBIX	High Yield Bond	-7.93	0.78	2.52	3.95	✔️	10.30	0.91	8.16	✔️	—	—	0.75	✔️	—	—	—
<i>percentile rank</i>			21	24	20	15												
<i># of funds in category</i>			687	630	584	417												
BlackRock Inflation Protected Bond Instl	BPRIX	Inflation- Protected Bond	-11.49	1.51	2.13	0.97	✔️	7.28	1.03	5.88	✔️	—	—	0.35	✔️	3	—	—
<i>percentile rank</i>			47	37	37	48												
<i># of funds in category</i>			217	204	195	138									09-30-2022	—	—	
Baird Aggregate Bond Inst	BAGIX	Intermediate- Term Bond	-13.35	-2.48	0.25	1.49	✔️	6.23	1.05	22.27	✔️	🗄️	—	0.30	✔️	3	1-Low	—
<i>percentile rank</i>			49	31	22	9												
<i># of funds in category</i>			471	423	389	289									11-30-2022	02-15-2022	—	
PIMCO Income I2	PONPX	Multisector Bond	-7.90	-0.07	1.59	3.90	✔️	7.35	0.92	15.77	✔️	—	—	0.61	✔️	—	—	—
<i>percentile rank</i>			23	26	23	1												
<i># of funds in category</i>			344	295	258	152												
Federated Hermes Govt Ultrashort IS	FGUSX	Ultrashort Bond	0.43	0.61	1.17	0.77	⚠️	0.60	0.06	25.49	✔️	—	—	0.26	✔️	—	—	—
<i>percentile rank</i>			39	47	63	67												
<i># of funds in category</i>			237	218	180	107												
Balanced																		
BlackRock Global Allocation Instl	MALOX	Global Allocation	-15.83	2.85	3.45	4.99	✔️	14.32	0.99	6.00	✔️	🗄️	✔️	0.84	✔️	3	—	Low Risk
<i>percentile rank</i>			63	29	24	28												
<i># of funds in category</i>			430	408	375	269									11-30-2022	—	09-30-2022	

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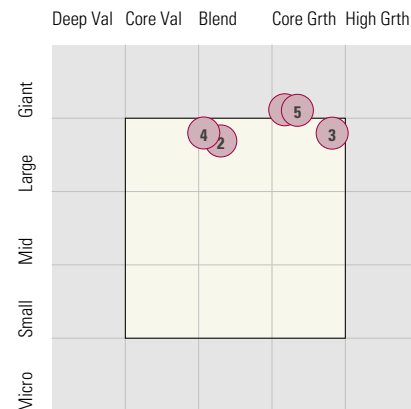
Style Analysis (Data as of 12-31-2022)

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	30.33	34.24	35.43	4.04	88.28	7.68	117.21
2	Vanguard 500 Index Admiral	Large Blend Index	28.67	26.71	44.61	0.33	98.54	1.12	161.35
3	Fidelity® Contrafund®	Large Growth	32.21	21.88	45.92	2.73	89.77	5.61	255.82
4	American Funds Washington Mutual R6	Large Value	26.94	33.10	39.96	4.63	87.39	7.73	121.35
5	Neuberger Berman Mid Cap Growth Inst	Mid-Cap Growth	24.75	18.74	56.50	4.42	91.99	3.59	21.04
6	American Century Mid Cap Value I	Mid-Cap Value	39.35	31.49	29.17	3.20	85.80	11.01	14.52
7	MFS New Discovery R4	Small Growth	32.46	20.28	47.25	5.38	80.84	13.78	3.47
8	Delaware Small Cap Value Instl	Small Value	51.60	9.80	38.60	2.63	94.78	2.59	4.60

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	38.94	24.45	36.60	39.27	39.96	20.78	59.14	40.86	49.35
2	Vanguard Developed Markets Index Admiral	Foreign Large Blend Index	41.13	22.49	36.38	11.13	36.20	52.68	99.44	0.56	27.54
3	Invesco Oppenheimer International Gr Y	Foreign Large Growth	34.57	27.76	37.67	14.63	18.33	67.04	93.98	6.02	39.74
4	Vanguard International Value Inv	Foreign Large Value	43.14	16.58	40.29	12.02	37.77	50.23	79.69	20.31	25.32
5	American Funds New Perspective R6	Global Stock	36.38	25.93	37.69	62.73	11.29	25.97	95.40	4.60	100.40

Fixed Income Funds

	Category	Super Sectors %				Avg Eff Duration	Credit Quality %			
		US Govt Debt	Mtg	US Credit	Non US		Inv Grade	Below Inv Grade	NR/NA	
1	PIMCO International Bond (USD-Hdg) I-2	Global Bond	40.62	2.82	6.35	0.00	6.67	94.31	5.70	0.00
2	Eaton Vance Income Fund of Boston I	High Yield Bond	0.00	0.00	92.59	0.00	4.16	3.49	90.82	5.68
3	BlackRock Inflation Protected Bond Instl	Inflation-Protected Bond	81.46	0.00	1.87	0.00	6.74	97.38	0.58	2.04
4	Baird Aggregate Bond Inst	Intermediate-Term Bond	24.00	23.55	44.16	0.00	6.20	99.70	0.30	0.00
5	PIMCO Income I2	Multisector Bond	27.36	2.53	12.71	0.00	3.22	71.23	28.78	0.00
6	Federated Hermes Govt Ultrashort IS	Ultrashort Bond	6.41	29.59	0.00	0.00	0.36	100.00	0.00	0.00