

DEFERRED COMPENSATION PLAN

Screens Summary (Data as of 12-31-2023)

🔴 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																		
T. Rowe Price Dividend Growth	PRDGX	Large Blend	13.65	8.74	13.93	11.27	✔	15.62	-	23.77	✔	🇺🇸	✔	0.64	✔	4	-	Low Risk
percentile rank			90	56	64	38												
# of funds in category			1,591	1,445	1,323	996												

Vanguard 500 Index Admiral	VFIAX	Large Blend Index	26.24	9.96	15.65	11.99	✔	17.54	-	6.09	✔	🇺🇸	✔	0.04	✔	3	1-Low	Low Risk
percentile rank			27	28	21	10												
# of funds in category			1,591	1,445	1,323	996												

Fidelity® Contrafund®	FCNTX	Large Growth	39.33	7.52	16.46	12.82	✔	18.37	-	33.31	✔	🇺🇸	✔	0.55	✔	1	1-Low	Low Risk
percentile rank			45	28	40	34												
# of funds in category			1,294	1,204	1,115	882												

American Funds Washington Mutual R6	RWMGX	Large Value	17.59	11.65	13.63	10.93	✔	15.15	-	26.52	✔	🇺🇸	✖	0.27	✔	2	1-Low	Low Risk
percentile rank			79	7	69	46												
# of funds in category			1,591	1,445	1,323	996												

Neuberger Berman Mid Cap Growth Inst	NBMLX	Mid-Cap Growth	18.41	-1.57	12.26	9.27	✔	20.90	-	3.96	✔	🇺🇸	✔	0.70	✔	3	-	Medium Risk
percentile rank			68	65	56	54												
# of funds in category			603	568	537	434												

American Century Mid Cap Value I	AVUAX	Mid-Cap Value	6.35	9.01	11.25	8.92	✔	16.50	-	19.76	✔	🇺🇸	✔	0.78	✔	3	1-Low	Medium Risk
percentile rank			94	68	57	18												
# of funds in category			421	407	386	295												

MFS New Discovery R4	MNDJX	Small Growth	14.25	-6.55	10.80	7.50	✔	20.96	-	10.01	✔	🇺🇸	✔	1.04	✔	4	-	Medium Risk
percentile rank			69	78	49	62												
# of funds in category			626	592	555	433												

Delaware Small Cap Value Instl	DEVIX	Small Value	9.50	8.87	10.31	7.00	✔	21.80	-	11.51	✔	🇺🇸	✔	0.86	✔	3	-	Medium Risk
percentile rank			93	76	74	48												
# of funds in category			510	475	446	352												

Non-US Stock																		
American Funds New World R6	RNWXG	Diversified Emerging Mkts	16.22	-1.49	8.93	5.51	✔	16.09	-	24.56	✔	🇺🇸	✔	0.57	✔	3	1-Low	Medium Risk
percentile rank			24	34	9	4												
# of funds in category			847	751	687	428												

American Funds Intl Gr and Inc R6	RIGGX	Foreign Large Blend	15.72	2.64	8.33	4.04	✔	16.69	-	15.26	✔	🇺🇸	✔	0.54	✔	2	1-Low	Low Risk
percentile rank			63	53	31	52												
# of funds in category			837	782	710	467												

Vanguard Developed Markets Index Admiral	VTMGX	Foreign Large Blend Index	17.67	3.55	8.36	4.54	✔	17.84	-	10.86	✔	🇺🇸	✔	0.07	✔	2	1-Low	Low Risk
percentile rank			37	37	30	24												
# of funds in category			837	782	710	467												

Invesco Oppenheimer International Gr Y	OIGYX	Foreign Large Growth	21.01	-0.75	9.03	4.04	✔	21.44	-	27.79	✔	🇺🇸	✔	0.83	✔	4	-	Low Risk
percentile rank			12	45	41	72												
# of funds in category			450	423	365	255												

Vanguard International Value Inv	VTRIX	Foreign Large Value	16.15	3.47	7.77	3.78	✔	17.31	-	13.60	✔	🇺🇸	✖	0.38	✔	2	-	Medium Risk
percentile rank			71	84	42	37												
# of funds in category			403	367	344	223												

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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	
American Funds New Perspective R6	RNPGX	Global Stock	25.01	3.17	13.90	10.10	✔️	18.45	-	23.10	✔️	-	✔️	0.42	✔️	3	2-Basic	Low Risk
<i>percentile rank</i>			37	32	15	11												
<i># of funds in category</i>			372	339	288	197										11-30-2023	02-15-2022	12-31-2022

Alternative

PIMCO Commodity Real Return Strat I2	PCRPX	Commodities Broad Basket	-7.65	10.26	8.67	-0.71	✔️	18.04	-	5.17	✔️	-	-	1.09	✔️	3	-	-
<i>percentile rank</i>			67	67	34	60												
<i># of funds in category</i>			114	109	104	67										06-30-2023	-	-
Vanguard Real Estate Index Admiral	VGSLX	Real Estate	11.81	5.02	7.33	7.36	✔️	21.73	-	27.65	✔️	-	✔️	0.12	✔️	3	1-Low	Low Risk
<i>percentile rank</i>			52	62	43	44												
<i># of funds in category</i>			265	249	227	166										11-30-2023	02-15-2022	12-31-2022

Fixed Income

PIMCO International Bond (USD-Hdg) I-2	PFBPX	Global Bond	9.38	-1.09	1.93	3.35	✔️	4.97	-	9.27	✔️	-	-	0.73	✔️	3	-	-
<i>percentile rank</i>			21	9	16	3												
<i># of funds in category</i>			114	107	101	63										11-30-2023	-	-
Eaton Vance Income Fund of Boston I	EIBIX	High Yield Bond	12.05	2.96	5.43	4.39	✔️	7.85	-	9.16	✔️	-	-	0.75	✔️	-	-	-
<i>percentile rank</i>			58	22	22	18												
<i># of funds in category</i>			706	652	619	465												
BlackRock Inflation Protected Bond Instl	BPRIX	Inflation-Protected Bond	3.73	-0.98	3.27	2.20	✔️	7.32	-	6.88	✔️	-	-	0.56	✔️	3	-	-
<i>percentile rank</i>			57	48	24	33												
<i># of funds in category</i>			234	221	214	152										11-30-2023	-	-
Baird Aggregate Bond Inst	BAGIX	Intermediate-Term Bond	6.43	-3.14	1.56	2.25	✔️	7.38	-	23.27	✔️	📊	-	0.30	✔️	3	1-Low	-
<i>percentile rank</i>			20	31	18	9												
<i># of funds in category</i>			566	510	457	329										11-30-2023	02-15-2022	-
PIMCO Income I2	PONPX	Multisector Bond	9.21	1.02	3.30	4.34	✔️	6.26	-	16.77	✔️	-	-	0.72	✔️	4	-	-
<i>percentile rank</i>			35	26	41	2												
<i># of funds in category</i>			371	335	284	177										11-30-2023	-	-
Federated Hermes Govt Ultrashort IS	FGUSX	Ultrashort Bond	5.10	1.80	1.80	1.27	⚠️	0.88	-	26.49	✔️	-	-	0.26	✔️	-	-	-
<i>percentile rank</i>			81	70	77	75												
<i># of funds in category</i>			245	216	195	116												

Balanced

BlackRock Global Allocation Instl	MALOX	Global Allocation	12.62	0.39	7.57	4.80	✔️	11.89	-	7.00	✔️	📊	✔️	0.84	✔️	3	-	Low Risk
<i>percentile rank</i>			36	79	21	28												
<i># of funds in category</i>			420	407	396	285										11-30-2023	-	09-30-2022

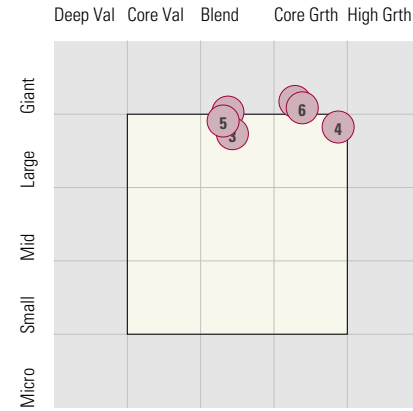
DEFERRED COMPENSATION PLAN

Style Analysis (Data as of 12-31-2023)

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	29.24	31.16	39.61	2.97	90.81	6.21	134.89
2	Vanguard 500 Index Admiral	Large Blend Index	28.24	21.13	50.64	0.27	99.17	0.56	241.88
3	Fidelity® Contrafund®	Large Growth	29.51	15.43	55.06	2.35	90.39	4.98	394.88
4	American Funds Washington Mutual R6	Large Value	26.43	29.26	44.31	3.12	90.30	6.55	145.74
5	Neuberger Berman Mid Cap Growth Inst	Mid-Cap Growth	24.83	20.42	54.77	2.65	94.56	2.80	25.61
6	American Century Mid Cap Value I	Mid-Cap Value	32.98	35.97	31.05	2.43	84.77	12.80	16.67
7	MFS New Discovery R4	Small Growth	20.74	23.00	56.25	3.31	82.52	14.17	4.41
8	Delaware Small Cap Value Instl	Small Value	49.12	9.88	41.00	0.50	97.18	2.32	4.21

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	38.31	22.24	39.44	35.96	39.10	24.94	57.94	42.06	60.60
2	American Funds Intl Gr and Inc R6	Foreign Large Blend	35.54	24.92	39.53	15.01	27.74	57.25	86.52	13.48	48.53
3	Vanguard Developed Markets Index Admiral	Foreign Large Blend Index	41.06	21.35	37.60	10.38	36.03	53.58	99.41	0.59	31.81
4	Invesco Oppenheimer International Gr Y	Foreign Large Growth	31.94	24.80	43.26	12.94	15.41	71.66	95.44	4.56	43.05
5	Vanguard International Value Inv	Foreign Large Value	43.43	16.49	40.07	11.72	37.96	50.32	81.26	18.74	32.73
6	American Funds New Perspective R6	Global Stock	29.33	24.49	46.18	59.28	10.42	30.29	96.07	3.93	117.31

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	PIMCO International Bond (USD-Hdg) I-2	Global Bond	43.73	6.71	3.44	0.00	5.91	97.21	2.79	0.00
2	Eaton Vance Income Fund of Boston I	High Yield Bond	0.00	0.00	89.80	0.00	3.66	6.17	91.33	2.50
3	BlackRock Inflation Protected Bond Instl	Inflation-Protected Bond	72.41	4.83	2.88	0.00	6.08	97.25	0.08	2.67
4	Baird Aggregate Bond Inst	Intermediate-Term Bond	22.55	25.51	45.75	0.00	6.15	99.90	0.10	0.00
5	PIMCO Income I2	Multisector Bond	39.78	12.74	8.62	0.00	4.74	82.84	17.16	0.00
6	Federated Hermes Govt Ultrashort IS	Ultrashort Bond	3.96	68.84	0.00	0.00	0.57	100.00	0.00	0.00