

# PROFIT SHARING 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
<i>percentile rank</i>			90	56	64	38												
<i># of funds in category</i>			1,591	1,445	1,323	996									11-30-2023	-	12-31-2022	
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
<i>percentile rank</i>			27	28	21	10												
<i># of funds in category</i>			1,591	1,445	1,323	996									11-30-2023	02-15-2022	12-31-2022	
Fidelity® Contrafund®	FCNTX	Large Growth	39.33	7.52	16.46	12.82	✔️	18.37	-	33.31	✔️	🏠	✔️	0.55	✔️	1	1-Low	Low Risk
<i>percentile rank</i>			45	28	40	34												
<i># of funds in category</i>			1,294	1,204	1,115	882									11-30-2023	02-15-2022	12-31-2022	
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
<i>percentile rank</i>			79	7	69	46												
<i># of funds in category</i>			1,591	1,445	1,323	996									11-30-2023	02-15-2022	12-31-2022	
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
<i>percentile rank</i>			68	65	56	54												
<i># of funds in category</i>			603	568	537	434									11-30-2023	-	12-31-2022	
Vanguard Selected Value Inv	VASVX	Mid-Cap Value	25.33	14.01	15.23	8.78	✔️	20.82	-	18.86	✔️	🏠	✔️	0.38	✔️	4	-	Medium Risk
<i>percentile rank</i>			6	14	9	21												
<i># of funds in category</i>			421	407	386	295									11-30-2023	-	12-31-2022	
🚫 Carillon Eagle Small Cap Growth I	HSIIX	Small Growth	14.24	-5.27	8.02	6.54	✔️	20.40	-	12.84	✔️	🏠	✔️	0.80	✔️	3	-	Medium Risk
<i>percentile rank</i>			69	72	87	84												
<i># of funds in category</i>			626	592	555	433									11-30-2023	-	12-31-2022	
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
<i>percentile rank</i>			93	76	74	48												
<i># of funds in category</i>			510	475	446	352									11-30-2023	-	12-31-2022	
Non-US Stock																		
JPMorgan Emerging Markets Equity R5	JEMOX	Diversified Emerging Mkts	7.37	-10.53	4.99	-	✖️	19.20	-	18.34	✔️	🏠	✔️	0.89	✔️	4	2-Basic	Low Risk
<i>percentile rank</i>			80	93	37	-												
<i># of funds in category</i>			847	751	687	428									11-30-2023	02-15-2022	12-31-2022	
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
<i>percentile rank</i>			37	37	30	24												
<i># of funds in category</i>			837	782	710	467									11-30-2023	02-15-2022	12-31-2022	
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
<i>percentile rank</i>			12	45	41	72												
<i># of funds in category</i>			450	423	365	255									11-30-2023	-	12-31-2022	
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
<i>percentile rank</i>			71	84	42	37												
<i># of funds in category</i>			403	367	344	223									11-30-2023	-	12-31-2022	
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	

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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	Pass/Fail	Sustain. Rating	Commit. Level	Carbon Risk	
																	Updated	Updated	Updated
<b>Alternative</b>																			
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		
<b>Fixed Income</b>																			
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													
<b>Balanced</b>																			
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		

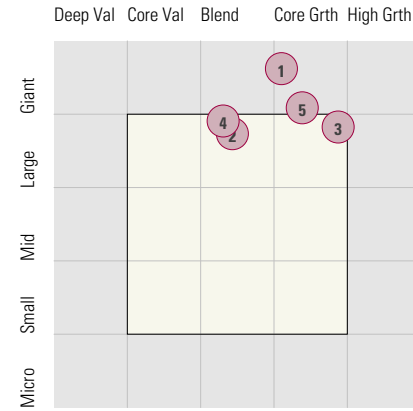
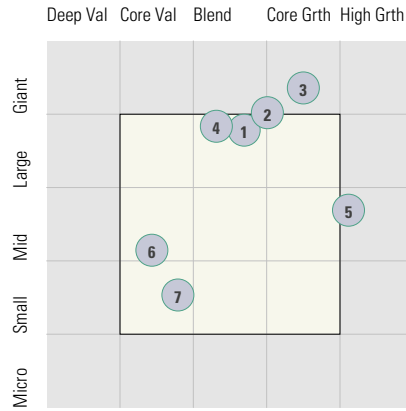
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## Style Analysis (Data as of 12-31-2023)

### 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	Vanguard Selected Value Inv	Mid-Cap Value	52.45	13.38	34.17	5.21	85.04	9.74	8.60
7	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	JPMorgan Emerging Markets Equity R5	Diversified Emerging Mkts	40.12	19.16	40.73	20.34	70.07	9.59	36.15	63.85	62.81
2	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
3	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
4	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
5	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