

SPARK THE JOURNEY 403B PLAN

Screens Summary (Data as of 12-31-2024)

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
US Stock																			
Vanguard Dividend Growth Inv percentile rank # of funds in category	VDIGX	Large Blend	9.03 98 1,468	3.88 89 1,339	9.42 94 1,232	10.48 79 914	✖ 	13.84 	0.70 	2.50 	✖ 	📦 	✔ 	0.29 	✔ 	4 	2-Basic 	Low Risk 	
Vanguard FTSE Social Index Admiral percentile rank # of funds in category	VFTAX	Large Blend Index	25.97 14 1,468	7.95 46 1,339	14.53 19 1,232	– – 914	✔ 	18.44 	1.05 	9.03 	✔ 	📦 	✖ 	0.14 	✔ 	4 	2-Basic 	Low Risk 	
MFS Growth R6 percentile rank # of funds in category	MFEKX	Large Growth	31.79 38 1,117	7.36 52 1,050	15.07 58 980	15.22 28 762	✔ 	20.27 	0.97 	22.76 	✔ 	📦 	✔ 	0.51 	✔ 	3 	2-Basic 	Low Risk 	
Invesco Diversified Dividend R6 percentile rank # of funds in category	LCEFX	Large Value	13.48 60 1,190	6.92 38 1,115	7.97 78 1,058	8.07 72 823	✔ 	14.69 	0.86 	8.85 	✔ 	📦 	✔ 	0.47 	✔ 	3 	– 	Medium Risk 	
MFS Mid Cap Growth R6 percentile rank # of funds in category	OTCKX	Mid-Cap Growth	14.79 52 512	0.00 52 496	9.17 51 457	11.60 15 370	✔ 	20.71 	0.90 	16.12 	✔ 	📦 	✔ 	0.66 	✔ 	4 	2-Basic 	Low Risk 	
Vanguard Selected Value Inv percentile rank # of funds in category	VASVX	Mid-Cap Value	7.18 83 436	7.53 18 405	10.95 21 384	8.86 28 293	✔ 	20.81 	1.01 	19.86 	✔ 	📦 	✔ 	0.43 	✔ 	4 	– 	Medium Risk 	
PGIM Jennison Small Company R6 percentile rank # of funds in category	PJSQX	Small Growth	14.18 47 565	1.37 21 547	11.50 15 530	9.81 32 401	✔ 	20.37 	0.81 	11.10 	✔ 	📦 	✖ 	0.69 	✔ 	4 	– 	Medium Risk 	
DFA US Small Cap Value I percentile rank # of funds in category	DFS VX	Small Value	9.57 44 498	7.93 12 474	12.44 12 449	8.61 20 353	✔ 	23.11 	0.96 	12.85 	✔ 	📦 	✔ 	0.31 	✔ 	3 	– 	Medium Risk 	
Non-US Stock																			
American Funds New World R6 percentile rank # of funds in category	RNWGX	Diversified Emerging Mkts	6.88 44 794	-0.94 39 714	5.07 16 639	6.57 1 434	✔ 	15.98 	0.79 	25.56 	✔ 	📦 	✔ 	0.57 	✔ 	3 	1-Low 	Medium Risk 	
American Funds Intl Gr and Inc R6 percentile rank # of funds in category	RIGGX	Foreign Large Blend	3.68 64 771	0.60 58 705	3.94 68 668	4.72 65 442	✔ 	16.37 	0.98 	16.26 	✔ 	📦 	✔ 	0.54 	✔ 	3 	1-Low 	Low Risk 	
Vanguard Developed Markets Index Admiral percentile rank # of funds in category	VTMGX	Foreign Large Blend Index	3.04 75 771	0.89 50 705	4.76 42 668	5.47 28 442	✔ 	18.00 	1.09 	11.86 	✔ 	📦 	✔ 	0.08 	✔ 	3 	1-Low 	Low Risk 	
Invesco Oppenheimer International Gr R6 percentile rank # of funds in category	OIGIX	Foreign Large Growth	-1.41 91 390	-4.45 64 371	3.45 65 340	4.80 74 215	✔ 	21.62 	1.22 	12.77 	✔ 	📦 	✔ 	0.73 	✔ 	3 	– 	Low Risk 	
Vanguard International Value Inv percentile rank # of funds in category	VTRIX	Foreign Large Value	1.04 86 380	1.21 83 353	4.06 66 326	4.61 40 225	✔ 	17.15 	0.97 	14.61 	✔ 	📦 	✖ 	0.39 	✔ 	3 	– 	Medium Risk 	

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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	Commit. Level	Carbon Risk
																Updated	Updated	Updated
American Funds Capital World Gr&Inc R6	RWIGX	Global Stock	14.26	4.75	8.91	8.57		16.35	0.97	18.93		—		0.41		2	1-Low	Low Risk
percentile rank			50	47	48	49												
# of funds in category			338	322	304	199										11-30-2024	05-18-2022	12-31-2022

Alternative																		
PIMCO Commodity Real Ret Strat Instl	PCRIX	Commodities Broad Basket	4.69	1.82	7.27	1.86		16.37	1.10	6.17		—	—	1.00		3	—	—
percentile rank			75	95	47	55												
# of funds in category			111	103	98	67										11-30-2024	—	—
Vanguard Real Estate Index Admiral	VGSLX	Real Estate	4.92	-4.69	2.99	5.06		21.84	1.03	28.65		—		0.13		3	1-Low	Low Risk
percentile rank			66	62	64	52												
# of funds in category			229	219	203	150										11-30-2024	02-15-2022	12-31-2022

Fixed Income																		
PIMCO International Bond (USD-Hdg) Instl	PFORX	Global Bond	5.68	1.42	1.72	2.93		5.15	0.56	10.27		—	—	0.75		4	—	—
percentile rank			8	3	4	3												
# of funds in category			119	114	98	60										11-30-2024	—	—
Eaton Vance Income Fund of Boston R6	EIBRX	High Yield Bond	7.44	3.55	4.34	4.92		7.94	0.92	10.17		—	—	0.66		—	—	—
percentile rank			56	25	26	18												
# of funds in category			642	596	555	433												
Vanguard Inflation-Protected Secs Adm	VAIPX	Inflation- Protected Bond	1.86	-2.33	1.79	2.12		7.21	0.99	3.15		—	—	0.10		3	—	—
percentile rank			55	37	45	36												
# of funds in category			158	150	141	104										11-30-2024	—	—
Baird Aggregate Bond Inst	BAGIX	Intermediate- Term Bond	1.85	-2.07	0.11	1.76		7.95	1.01	24.27			—	0.30		4	1-Low	—
percentile rank			34	28	27	18												
# of funds in category			542	482	434	294										11-30-2024	02-15-2022	—
PIMCO Income Instl	PIMIX	Multisector Bond	5.42	2.04	2.89	4.27		6.72	0.82	17.77		—	—	0.83		4	—	—
percentile rank			62	25	29	5												
# of funds in category			372	341	297	204										11-30-2024	—	—
Lincoln Stable Value Account -LNGPA		Stable Value	—	—	—	—	—	—	—	41.70		—	—	—	—	—	—	—
percentile rank			—	—	—	—												
# of funds in category			11	—	—	—												
Federated Hermes Govt Ultrashort R6	FGULX	Ultrashort Bond	5.68	3.72	2.51	—		0.93	0.07	27.50		—	—	0.24		—	—	—
percentile rank			48	61	64	—												
# of funds in category			255	203	185	112												

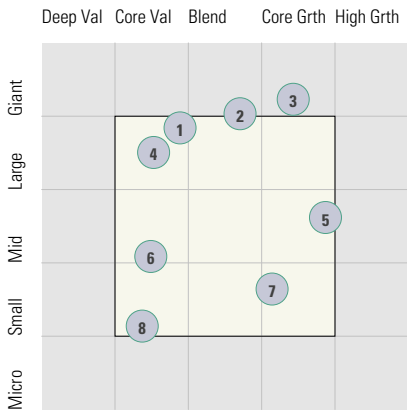
Balanced																		
American Funds American Balanced R6	RLBGX	Moderate Allocation	15.30	5.15	8.47	8.47		11.99	0.96	26.02		—		0.25		3	1-Low	Low Risk
percentile rank			14	11	16	9												
# of funds in category			736	696	652	495										11-30-2024	02-15-2022	12-31-2022

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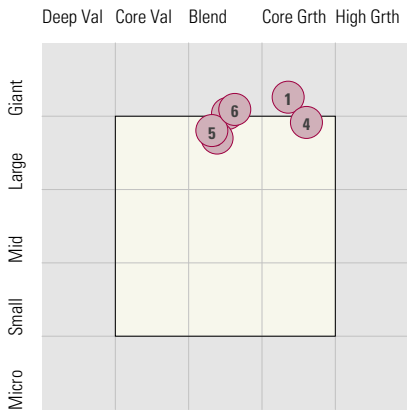
Style Analysis (Data as of 12-31-2024)

Style Analysis

Morningstar Style Box US Stock



Morningstar Style Box Non-US Stock



US Stock Funds			Super Sectors %			Asset Allocation %					
		Category	Cyclical	Defensive	Sensitive	Cash	US Stock	Foreign	Avg Mkt Cap M\$		
1	Vanguard Dividend Growth Inv	Large Blend	33.30	32.40	34.29	2.20	90.61	7.19	221.96		
2	Vanguard FTSE Social Index Admiral	Large Blend Index	29.70	16.06	54.24	0.41	98.63	0.97	402.80		
3	MFS Growth R6	Large Growth	27.50	10.15	62.35	0.42	97.41	2.17	510.11		
4	Invesco Diversified Dividend R6	Large Value	34.44	28.43	37.13	1.01	90.07	8.92	135.69		
5	MFS Mid Cap Growth R6	Mid-Cap Growth	29.60	13.66	56.74	1.11	91.54	7.35	30.27		
6	Vanguard Selected Value Inv	Mid-Cap Value	50.07	16.78	33.14	5.25	83.02	11.72	10.91		
7	PGIM Jennison Small Company R6	Small Growth	45.02	18.04	36.95	2.82	88.91	8.27	6.08		
8	DFA US Small Cap Value I	Small Value	53.18	10.20	36.61	0.51	97.75	1.74	3.55		

Non-US Stock Funds			Super Sectors %			Regional Exposure %			Market Maturity %		
		Category	Cyclical	Defensive	Sensitive	Americas	Greater Asia	Greater Europe	Developed	EM%	Avg Mkt Cap M\$
1	American Funds New World R6	Diversified Emerging Mkts	40.46	19.44	40.09	31.83	45.97	22.21	54.30	45.70	80.24
2	American Funds Intl Gr and Inc R6	Foreign Large Blend	36.43	21.80	41.76	12.63	29.98	57.38	86.75	13.25	57.70
3	Vanguard Developed Markets Index Admiral	Foreign Large Blend Index	42.13	20.07	37.81	11.37	35.62	53.00	99.40	0.60	32.20
4	Invesco Oppenheimer International Gr R6	Foreign Large Growth	27.21	25.48	47.30	14.37	20.19	65.43	93.88	6.12	53.08
5	Vanguard International Value Inv	Foreign Large Value	43.10	17.61	39.31	10.95	39.95	49.11	80.11	19.89	34.15
6	American Funds Capital World Gr&Inc R6	Global Stock	29.70	22.24	48.06	57.18	15.31	27.52	94.16	5.84	148.43

Fixed Income Funds			Super Sectors %				Other Stats		Credit Quality %		
		Category	US Govt Debt	Mtg	US Credit	Non US	Avg Eff Duration		Inv Grade	Below Inv Grade	NR/NA
1	PIMCO International Bond (USD-Hdg) Instl	Global Bond	45.51	10.28	4.38	0.00	6.39		96.17	3.83	0.00
2	Eaton Vance Income Fund of Boston R6	High Yield Bond	0.00	0.00	87.24	0.00	3.13		2.46	94.67	2.87
3	Vanguard Inflation-Protected Secs Adm	Inflation-Protected Bond	97.08	0.00	0.00	0.00	6.70		97.69	0.00	2.31
4	Baird Aggregate Bond Inst	Intermediate-Term Bond	28.07	21.85	43.22	0.00	6.08		99.80	0.20	0.00
5	PIMCO Income Instl	Multisector Bond	28.82	16.21	10.66	0.00	3.28		87.20	12.80	0.00
6	Lincoln Stable Value Account -LNGPA	Stable Value	—	—	—	0.00	—		0.00	0.00	—
7	Federated Hermes Govt Ultrashort R6	Ultrashort Bond	7.66	69.83	0.00	0.00	0.69		100.00	0.00	0.00