

DEFERRED COMPENSATION PLAN

Screens Summary (Data as of 12-31-2025)

Fund Removed from Approved List

Fund on Watch List

			Trailing Performance and Risk							Management		Style		Expense		ESG Metrics		
Name	Ticker	Asset Class	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 Updated	Commit. Level Updated	Carbon Risk Updated
US Stock																		
T. Rowe Price Dividend Growth percentile rank	PRDGX	Large Blend	14.66 66	13.94 89	10.85 81	12.65 71	🟢	10.65	0.79	25.85	🟢	🗪	🟢	0.64	🟢	3	-	Low Risk
# of funds in category			1,379	1,265	1,169	906										12-31-2025	-	12-31-2022
Vanguard 500 Index Admiral percentile rank	VFIAX	Large Blend Index	17.83 25	22.96 24	14.38 20	14.78 14	🟢	11.95	1.00	8.18	🟢	🗪	🟢	0.04	🟢	3	1-Low	Low Risk
# of funds in category			1,379	1,265	1,169	906										12-31-2025	02-15-2022	12-31-2022
Fidelity Contrafund percentile rank	FCNTX	Large Growth	21.75 13	32.13 23	15.53 9	16.84 20	🟢	13.40	0.83	35.40	🟢	🗪	🟢	0.63	🟢	1	1-Low	Low Risk
# of funds in category			1,098	1,025	958	770										12-31-2025	02-15-2022	12-31-2022
American Funds Washington Mutual R6 percentile rank	RWMGX	Large Value	17.52 23	18.15 11	14.31 10	13.49 4	🟢	9.94	0.72	28.61	🟢	🗪	🔴	0.26	🟢	3	1-Low	Low Risk
# of funds in category			1,122	1,073	1,011	847										12-31-2025	02-15-2022	12-31-2022
Neuberger Mid Cap Growth Inst percentile rank	NBMLX	Mid-Cap Growth	5.80 52	15.98 38	4.67 38	11.29 36	🟢	18.63	1.01	6.05	🟢	🗪	🟢	0.68	🟢	3	-	Medium Risk
# of funds in category			503	485	459	384										12-31-2025	-	12-31-2022
American Century Mid Cap Value I percentile rank	AVUAX	Mid-Cap Value	9.09 59	8.06 86	8.98 74	9.26 62	🟢	12.80	0.78	17.44	🟢	🗪	🟢	0.77	🟢	3	1-Low	Medium Risk
# of funds in category			424	394	374	301										12-31-2025	02-15-2022	12-31-2022
MFS New Discovery R4 percentile rank	MNDJX	Small Growth	12.66 25	11.03 64	-0.45 81	10.51 39	🟢	17.07	0.80	12.09	🟢	🗪	🟢	0.96	🟢	4	-	Medium Risk
# of funds in category			543	529	507	396										12-31-2025	-	12-31-2022
Nomura Small Cap Value Institutional percentile rank	DEVIX	Small Value	7.95 40	9.52 66	9.14 58	9.07 48	🟢	18.44	0.89	13.59	🟢	🗪	🟢	0.85	🟢	4	-	Medium Risk
# of funds in category			491	468	445	365										12-31-2025	-	12-31-2022
Non-US Stock																		
American Funds New World R6 percentile rank	RNWGX	Diversified Emerging Mkts	28.60 66	16.90 37	5.62 34	9.92 11	🟢	11.42	0.75	26.64	🟢	🗪	🟢	0.57	🟢	4	1-Low	Medium Risk
# of funds in category			756	709	626	462										12-31-2025	02-15-2022	12-31-2022
American Funds Intl Gr and Inc R6 percentile rank	RIGGX	Foreign Large Blend	35.53 16	17.60 34	8.73 37	8.86 24	🟢	11.24	0.93	17.35	🟢	🗪	🟢	0.53	🟢	2	1-Low	Low Risk
# of funds in category			756	708	661	506										12-31-2025	02-15-2022	12-31-2022
Vanguard Developed Markets Index Admiral percentile rank	VTMGX	Foreign Large Blend Index	35.17 18	17.91 29	9.11 26	8.71 28	🟢	12.70	1.05	12.95	🟢	🗪	🟢	0.05	🟢	2	1-Low	Low Risk
# of funds in category			756	708	661	506										12-31-2025	02-15-2022	12-31-2022
🟡 Invesco International Growth Y percentile rank	OIGYX	Foreign Large Growth	16.08 74	11.44 74	2.26 61	5.85 82	🟢	14.54	1.13	13.85	🟢	🗪	🟢	0.86	🟢	4	-	Low Risk
# of funds in category			391	368	340	224										12-31-2025	-	12-31-2022
🟡 Vanguard International Value Inv percentile rank	VTRIX	Foreign Large Value	29.98 90	15.11 89	7.79 91	8.11 63	🟢	12.86	1.01	15.69	🟢	🗪	🔴	0.36	🟢	3	-	Medium Risk
# of funds in category			363	342	324	249										12-31-2025	-	12-31-2022

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⊖ 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 New Perspective R6 percentile rank	RNPGX	Global Stock	21.62	21.22	9.37	13.05	🟢	12.13	1.05	25.18	🟢	—	🟢	0.40	🟢	2	2-Basic	Low Risk
# of funds in category			313	297	271	187										12-31-2025	02-15-2022	12-31-2022

Alternative

PIMCO Commodity Real Return Strat I2 percentile rank	PCRPX	Commodities Broad Basket	19.11 19	4.81 35	10.82 55	6.69 47	✓	10.44	1.04	7.25	✓	—	—	1.00	✓	3	—	—
# of funds in category			112	102	97	71										12-31-2025	—	—
Vanguard Real Estate Index Admiral percentile rank	VGSIX	Real Estate	3.19 21	6.58 42	4.64 57	5.14 45	✓	17.25	1.04	29.74	✓	—	✓	0.13	✓	2	1-Low	Low Risk
# of funds in category			215	204	195	150										12-31-2025	02-15-2022	12-31-2022

Fixed Income

PIMCO International Bond (USD-Hdg) I-2 percentile rank	PFBPX	Global Bond	4.21 68	6.36 18	1.26 17	3.22 16	✓	3.38	0.48	11.36	✓	—	—	0.67	✓	3	—	—
# of funds in category			106	101	96	63										12-31-2025	—	—
Eaton Vance Income Fund of Boston I percentile rank	EIBIX	High Yield Bond	8.44 41	9.26 52	4.91 20	5.89 34	✓	4.50	0.93	11.25	✓	—	—	0.73	✓	—	—	—
# of funds in category			626	595	560	452										—	—	—
⚠ BlackRock Inflation Protected Bond Instl percentile rank	BPRIX	Inflation- Protected Bond	6.85 45	4.13 46	1.11 24	3.02 25	✓	4.62	1.00	1.93	✖	—	—	1.09	✖	3	—	—
# of funds in category			158	149	142	118										10-31-2025	—	—
Baird Aggregate Bond Inst percentile rank	BAGIX	Intermediate- Term Bond	7.36 32	5.19 25	-0.13 27	2.43 16	✓	6.13	1.01	25.36	✓	📊	—	0.30	✓	4	1-Low	—
# of funds in category			512	471	422	299										12-31-2025	02-15-2022	—
PIMCO Income I2 percentile rank	PONPX	Multisector Bond	10.93 5	8.46 21	3.79 20	4.99 13	✓	4.82	0.79	18.85	✓	—	—	0.64	✓	4	—	—
# of funds in category			360	340	309	215										12-31-2025	—	—
Federated Hermes Govt Ultrashort IS percentile rank	FGUSX	Ultrashort Bond	5.09 27	5.28 58	3.21 59	2.30 73	✖	0.59	0.08	28.58	✓	—	—	0.26	✓	—	—	—
# of funds in category			247	209	182	111										—	—	—

Balanced

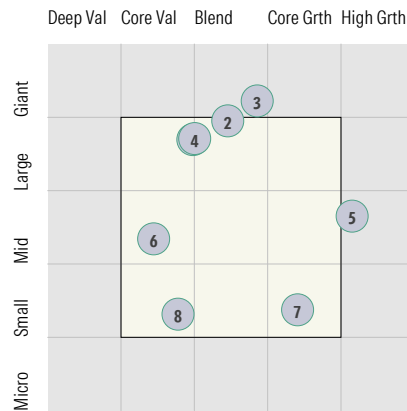
BlackRock Global Allocation Instl percentile rank	MALOX	Global Allocation	19.62 16	13.75 26	5.74 67	7.50 35	✓	9.22	1.00	9.09	✓	📊	✓	0.87	✓	2	—	Low Risk
# of funds in category			425	418	405	327										12-31-2025	—	09-30-2022

DEFERRED COMPENSATION PLAN

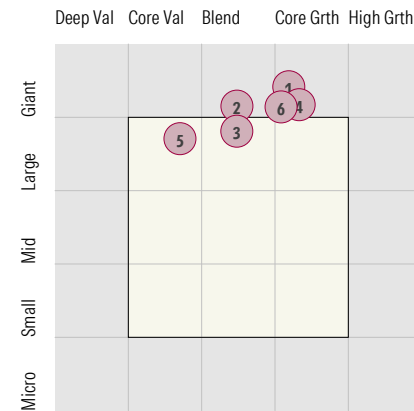
Style Analysis (Data as of 12-31-2025)

Style Analysis

Morningstar Style Box US Stock



Morningstar Style Box Non-US Stock



US Stock Funds

US Stock Funds			Super Sectors %			Asset Allocation %			
		Category	Cyclical	Defensive	Sensitive	Cash	US Stock	Foreign	Avg Mkt Cap M\$
1	T. Rowe Price Dividend Growth	Large Blend	32.19	22.80	45.01	0.99	92.24	6.78	250.37
2	Vanguard 500 Index Admiral	Large Blend Index	27.06	16.58	56.36	0.22	99.07	0.53	461.00
3	Fidelity Contrafund	Large Growth	29.58	11.83	58.61	1.76	88.25	6.88	621.84
4	American Funds Washington Mutual R6	Large Value	29.60	25.41	44.99	2.43	90.97	5.92	266.85
5	Neuberger Mid Cap Growth Inst	Mid-Cap Growth	30.85	19.03	50.10	1.24	93.21	5.55	38.14
6	American Century Mid Cap Value I	Mid-Cap Value	32.80	35.73	31.46	1.66	89.01	9.33	21.35
7	MFS New Discovery R4	Small Growth	20.05	32.58	47.38	4.41	89.86	5.73	5.27
8	Nomura Small Cap Value Institutional	Small Value	54.61	10.17	35.22	1.74	97.77	0.49	5.13

Non-US Stock Funds

Non-US Stock Funds			Super Sectors %			Regional Exposure %			Market Maturity %		
		Category	Cyclical	Defensive	Sensitive	Americas	Greater Asia	Greater Europe	Develop- ed	EM%	Avg Mkt Cap M\$
1	American Funds New World R6	Diversified Emerging Mkts	39.93	11.22	48.85	28.89	48.96	22.16	58.82	41.18	106.08
2	American Funds Intl Gr and Inc R6	Foreign Large Blend	40.74	18.81	40.44	11.18	30.42	58.41	87.65	12.35	70.46
3	Vanguard Developed Markets Index Admiral	Foreign Large Blend Index	43.12	18.49	38.37	11.99	35.46	52.55	99.16	0.84	43.13
4	Invesco International Growth Y	Foreign Large Growth	24.64	25.87	49.49	24.35	31.16	44.49	86.32	13.68	96.39
5	Vanguard International Value Inv	Foreign Large Value	51.47	16.71	31.84	12.87	39.32	47.81	83.76	16.24	33.51
6	American Funds New Perspective R6	Global Stock	28.91	18.59	52.51	60.61	13.03	26.35	96.59	3.41	231.04

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	44.35	9.26	4.31	0.00	7.49	96.20	3.80	0.00
2	Eaton Vance Income Fund of Boston I	High Yield Bond	0.00	0.00	85.90	0.00	2.81	2.29	95.07	2.64
3	BlackRock Inflation Protected Bond Instl	Inflation-Protected Bond	65.08	2.97	1.93	0.00	6.66	95.11	1.93	2.96
4	Baird Aggregate Bond Inst	Intermediate-Term Bond	29.47	19.85	42.33	0.00	5.98	99.70	0.30	0.00
5	PIMCO Income I2	Multisector Bond	30.67	17.06	10.74	0.00	5.10	88.79	11.21	0.00
6	Federated Hermes Govt Ultrashort IS	Ultrashort Bond	9.35	65.89	0.00	0.00	0.81	100.00	0.00	0.00