

FIRSTPRO RECRUITMENT LLC 401K PLAN

Screens Summary (Data as of 03-31-2025)

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																	
American Funds Invmt Co of Amer R6 percentile rank # of funds in category	RICGX	Large Blend	10.09 7 1,457	11.70 4 1,331	18.77 19 1,218	11.75 35 912	🟢	16.21	0.92	33.10	🟢	🇺🇸	🟢	0.27	🟢	2	—	Low Risk		
Vanguard 500 Index Admiral percentile rank # of funds in category	VFIAX	Large Blend Index	8.21 20 1,457	9.02 24 1,331	18.55 24 1,218	12.46 8 912	🟢	17.31	1.00	7.34	🟢	🇺🇸	🟢	0.04	🟢	3	1-Low	Low Risk		
JPMorgan Large Cap Growth R6 percentile rank # of funds in category	JLGMX	Large Growth	6.59 32 1,103	11.64 5 1,052	21.29 4 972	16.41 4 759	🟢	19.49	0.94	20.67	🟢	🇺🇸	🟢	0.44	🟢	2	2-Basic	Low Risk		
DFA US Large Cap Value I percentile rank # of funds in category	DFLVX	Large Value	3.72 81 1,175	6.72 56 1,109	17.63 33 1,049	8.86 53 824	🟢	18.48	1.07	13.10	🟢	🇺🇸	🟢	0.23	🟢	2	—	Medium Risk		
Vanguard Mid-Cap Growth Index Admiral percentile rank # of funds in category	VMGMX	Mid-Cap Growth	4.49 7 509	3.95 23 493	14.82 18 459	9.37 30 369	🟢	21.38	0.96	2.12	🔴	🇺🇸	🟢	0.07	🟢	4	1-Low	Medium Risk		
Vanguard Mid-Cap Value Index Admiral percentile rank # of funds in category	VMVAX	Mid-Cap Value	5.37 19 424	4.81 45 397	17.24 52 373	8.21 35 285	🟢	19.09	0.94	2.12	🔴	🇺🇸	🟢	0.07	🟢	4	1-Low	Medium Risk		
Vanguard Small Cap Growth Index Admiral percentile rank # of funds in category	VSGAX	Small Growth	-2.83 32 559	1.18 37 543	11.47 58 528	7.30 50 398	🟢	23.14	0.95	20.26	🟢	🇺🇸	🟢	0.07	🟢	4	1-Low	Medium Risk		
State St Russell Sm Cp® Val Indx NL Cl C percentile rank # of funds in category		Small Value	-3.16 48 503	-0.02 85 482	15.19 81 456	6.06 61 365	🟢	23.90	1.00	15.58	🟢	🇺🇸	🟢	0.05	🟢	2	—	Medium Risk		
Non-US Stock																				
American Funds New World R6 percentile rank # of funds in category	RNWGX	Diversified Emerging Mkts	3.31 68 787	3.31 25 724	10.83 24 646	6.44 3 439	🟢	15.36	0.78	25.81	🟢	🇺🇸	🟢	0.57	🟢	3	1-Low	Medium Risk		
American Funds Intl Gr and Inc R6 percentile rank # of funds in category	RIGGX	Foreign Large Blend	5.25 66 761	6.28 34 706	11.90 44 662	5.30 50 445	🟢	16.15	0.97	16.51	🟢	🇺🇸	🟢	0.54	🟢	3	1-Low	Low Risk		
Vanguard International Growth Adm percentile rank # of funds in category	VWILX	Foreign Large Growth	5.46 20 392	1.83 60 372	10.61 36 338	8.25 6 218	🟢	22.22	1.21	15.27	🟢	🇺🇸	🟢	0.25	🟢	3	—	Low Risk		
Vanguard International Value Inv percentile rank # of funds in category	VTRIX	Foreign Large Value	1.59 97 369	4.54 89 347	11.60 81 323	4.65 67 230	🟢	17.13	0.99	14.85	🟢	🇺🇸	🔴	0.36	🟢	3	—	Medium Risk		
American Funds New Perspective R6 percentile rank # of funds in category	RNPGX	Global Stock	5.96 22 342	5.89 36 328	15.61 16 280	10.74 14 196	🟢	17.66	1.07	24.35	🟢	—	🟢	0.41	🟢	3	2-Basic	Low Risk		

FIRSTPRO RECRUITMENT LLC 401K PLAN

Screens Summary (Data as of 03-31-2025)

⊖ 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	Commit. Level	Carbon Risk	
Alternative																			
⚠ DWS Enhanced Commodity Strategy R6 percentile rank # of funds in category	SKRRX	Commodities Broad Basket	9.57	-1.87	13.09	—	✖	11.53	0.87	15.01	✔	—	✔	0.89	✔	3	—	—	
			58	84	91	—													
			110	101	95	67											02-28-2025	—	—
Vanguard Real Estate Index Admiral percentile rank # of funds in category	VGSLX	Real Estate	9.00	-1.86	9.41	4.85	✔	21.07	1.02	28.90	✔	—	✔	0.13	✔	2	1-Low	Low Risk	
			47	52	61	50													
			229	221	204	152											02-28-2025	02-15-2022	12-31-2022
Fixed Income																			
Baird Core Plus Bond Inst percentile rank # of funds in category	BCOIX	Core Plus Bond	5.39	1.44	1.07	2.23	✔	7.58	0.98	24.52	✔	—	—	0.30	✔	4	1-Low	—	
			41	24	41	21													
			583	542	490	354											02-28-2025	02-15-2022	—
PIMCO International Bond (USD-Hdg) Instl percentile rank # of funds in category	PFORX	Global Bond	4.69	2.80	2.17	2.69	✔	4.95	0.54	10.52	✔	—	—	0.75	✔	3	—	—	
			42	12	13	7													
			109	104	99	60											02-28-2025	—	—
⚠ Vanguard High-Yield Corporate Adm percentile rank # of funds in category	VWEAX	High Yield Bond	7.22	4.68	6.10	4.55	✔	8.16	0.97	2.59	✖	—	—	0.12	✔	2	—	—	
			32	38	70	29													
			632	600	551	434											02-28-2025	—	—
Vanguard Inflation-Protected Secs Adm percentile rank # of funds in category	VAIPX	Inflation- Protected Bond	6.24	-0.08	2.25	2.41	✔	7.24	1.00	3.39	✔	—	—	0.10	✔	3	—	—	
			36	50	53	35													
			158	150	141	117											02-28-2025	—	—
Baird Aggregate Bond Inst percentile rank # of funds in category	BAGIX	Intermediate- Term Bond	5.22	1.03	0.37	1.86	✔	7.75	1.01	24.52	✔	🗲	—	0.30	✔	4	1-Low	—	
			28	21	27	16													
			529	470	423	294											02-28-2025	02-15-2022	—
Lincoln Stable Value Account -LNGPA percentile rank # of funds in category		Stable Value	—	—	—	—	—	—	—	41.94	✔	—	—	—	—	—	—	—	
			—	—	—	—													
			10	—	—	—											—	—	—
Vanguard Ultra-Short-Term Bond Admiral percentile rank # of funds in category	VUSFX	Ultrashort Bond	5.82	4.36	2.94	2.26	✔	1.02	0.10	5.37	✔	—	—	0.09	✔	3	—	—	
			26	62	64	45													
			255	201	183	113											02-28-2025	—	—
Balanced																			
American Funds American Balanced R6 percentile rank # of funds in category	RLBGX	Moderate Allocation	8.35	6.52	11.14	8.36	✔	11.97	0.97	26.26	✔	—	✔	0.25	✔	3	1-Low	Low Risk	
			10	7	24	8													
			715	690	638	496											02-28-2025	02-15-2022	12-31-2022