

Investment Performance Review
Period Ending December 31, 2023

Washoe County 457 & 401a Plans



Table Of Contents

Market Environment	Page 1
457 Fund Asset Allocation	Page 18
457 Fund Asset Allocation by Asset Class	Page 20
457 Fund Asset Allocation by Manager	Page 21
401(a) Fund Asset Allocation	Page 22
401(a) Fund Asset Allocation by Asset Class	Page 24
401(a) Fund Asset Allocation by Manager	Page 25
Risk Reward Graph	Page 32
Historical Activity	Page 44
Definitions & Disclosure Pages	Page 48



On behalf of the entire AndCo team, thank you for the opportunity to serve you this past year and for the trust you have placed in us. We take our role as your consultant and trusted advisor seriously and will continue working hard to maintain your confidence.

Looking back at the year, we would like to provide a brief update on where we stand as a firm. 2023 marked the 23rd straight year of growth for the firm and we advise on approximately \$100 billion in client assets as of year-end. We won our second consecutive Greenwich Quality Leader Award based on feedback from our valued clients. Thank you! We continued to reinvest 100% of our net profits back into the organization so we can continue to evolve and adapt within a market environment that is constantly changing and challenging. As we have stated in previous updates, we do not believe the “status quo” is an effective strategy and we are convicted in our belief that a firm not focused on moving forward in our industry is moving backward.

To execute on our commitment to evolve and continue to enhance the organization, we made significant investments in technology during 2023 to embrace digital transformation. We also continued to invest in our proprietary software system to compile and share information firmwide to better serve our clients. We conducted an internal employee survey and received valuable feedback from team members that reinforced what is working and helped us put together action plans to address areas of opportunity to continue to invest in, and understand, our most important asset - our people. We believe this effort helps drive our differentiated culture.

At the beginning of each year, we also discuss the AndCo partnership and, when earned, announce new partners. This year I am thrilled to share five new team members were named partners at AndCo – Joe Carter, Tony Kay, Sara Searle, John Rodak, and Kevin Laake. Joe has been with the firm since 2017 and has held many roles. Most recently he has been in our Performance Reporting department with an eye on transitioning to our Consulting Department. Tony has been with our firm for 8 years and is a

valuable member of the Consulting Department. Sara Searle has been with the company for almost 6 years and is our Chief Compliance Officer. John Rodak has been with the firm for 13 years and has operated within many functional areas and service departments over the years. He currently resides in our Solutions & Growth function. Finally, Kevin has been with the firm for 7 years and operates within our Research Department, covering both public and private equity over his tenure. We could not be happier for the new partners of AndCo or more grateful for the contributions they have made to AndCo since joining the firm. Joe, Tony, Sara, John, and Kevin represent what it means to be an AndCo team member, and we are honored and fortunate to have them as partners at our firm.

The big news for 2024 is that AndCo will be joining Mariner as their new institutional advisory platform. We believe joining forces with Mariner will allow us to better serve our clients going forward and leverage a robust corporate infrastructure so we can continuously focus on a clients first approach.

In closing, while the name AndCo will soon be Mariner Institutional, what won't change is our commitment to you and driving decisions by first asking “how will this impact our clients?” We strongly believe we have found a partner that shares our client-first focus, and we look forward to leveraging our combined expertise to enhance your overall client experience. On the wall at Mariner's headquarters, just like at AndCo's, it proudly says “Clients First.”

Thank you again for your valued partnership and the opportunity to serve you. Happy New Year!



Mike Welker, CFA®
CEO



Organization Chart

Partnership

Mike Welker, CFA®	Jason Purdy	Steve Gordon
Brian Green	Joe Carter, CPFA	Tony Kay
Brooke Wilson, CIPM®	John Rodak, CIPM®	Troy Brown, CFA®
Bryan Bakardjiev, CFA®	Jon Breth, CFP®	Tyler Grumbles, CFA®, CIPM®, CAIA®
Dan Johnson	Kerry Richardville, CFA®	
Dan Osika, CFA®	Kevin Laake, CFA®, CAIA®	
Evan Scussel, CFA®, CAIA®	Kim Spurlin, CPA	
Jacob Peacock, CPFA	Sara Searle	

Leadership & Management

Mike Welker, CFA® CEO	Steve Gordon Solutions & Growth Director	Jacob Peacock, CPFA® Consulting Director
Bryan Bakardjiev, CFA® COO	Troy Brown, CFA® Executive Director of Consulting	Jason Purdy I.T. Director
Evan Scussel, CFA®, CAIA® Executive Director of Research	Brooke Wilson, CIPM® Executive Director of Performance Reporting	Molly Halcom Solutions & Growth Director
Kim Spurlin, CPA CFO	Dan Johnson Consulting Director	Rachel Brignoni, MHR People & Culture Director
Sara Searle CCO	Jack Evatt Consulting Director	
Stacie Runion CHRO		

Investment Policy Committee

Bryan Bakardjiev, CFA®	Sara Searle
Evan Scussel, CFA®, CAIA®	Troy Brown, CFA®
Mike Welker, CFA®	Brooke Wilson, CIPM®

Consulting

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Brad Hess, CFA®, CPFA	Christiaan Brokaw, CFA®	Ian Jones	Jennifer Gainfort, CFA®, CPFA	Jon Breth, CFP®	Mary Nye	Oleg Sydyak, CFA®, FSA, EA	Tony Kay
Brendon Vavrica, CFP®	Dave West, CFA®	James Ross	John Mellinger	Jorge Friguls, CPFA	Michael Fleiner	Paul Murray, CPFA	Tyler Grumbles, CFA®, CIPM®, CAIA®
Brian Green	Doug Anderson, CPFA	Jeff Kuchta, CFA®, CPFA	John Thinnis, CFA®, CAIA®,	Justin Lauver, Esq.	Michael Holycross	Peter Brown	

Research

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Andrew Mulhall, CFA® Public Equity & Fixed Income	Elizabeth Wolfe Public & Private Equity	Justin Ellsesser, CFA®, CAIA® Private Equity	Zac Chichinski, CFA®, CIPM® Public Equity
Ben Baldridge, CFA®, CAIA® Private & Hedged Fixed Income	Evan Scussel, CFA®, CAIA® Public & Private Equity	Kevin Laake, CFA®, CAIA® Private Equity	
Dan Lomelino, CFA® Fixed Income	Josue Christiansen, CFA®, CIPM® Public Equity	Michael Kosoff Hedge Funds	

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Amy Steele	Edward Cha	Kim Hummel
Andrew Easton	Grace Niebrzydowski	Rotchild Dorson
Bob Bulas	James Culpepper	
David Gough, CPFA	James Reno	

Operations

Finance	Human Resources	IT & Operations	Compliance	Marketing	Solutions & Growth
Michelle Boff	Kelly Pearce	Jerry Camel	Thay Arroyo	Linden Landry-Jennings	Dan Osika, CFA®
Robert Marquetti		Kenneth Day	Joseph Ivaszuk	Shelley Berthold	John Rodak, CIPM®
		Marcos Ferrer		Tara Redding	Jonathan Branch
					Patrick Perez

89 Employees

9 CAIA®

37 Advanced Degrees

12 CPFA

24 CFA®

5 CIPM®

4th Quarter 2023 Market Environment



The Economy

- The US Federal Reserve Bank (the Fed) paused on additional rate hikes during the fourth quarter. As evidenced by capital market performance during the quarter, the pause was welcomed by participants. The Fed continued to prioritize fighting higher inflation over full employment. In its press release for the December meeting, the Fed said that in determining the extent of any additional policy firming that may be appropriate to return inflation to 2 percent over time, the Committee will take into account the cumulative tightening of monetary policy, the lags with which monetary policy affects economic activity and inflation, and economic and financial developments. They also indicated the Committee will continue to reduce the holdings on its balance sheet.
- The Fed's prolonged pause in its rate-hiking cycle and the insertion of the word "any" in its December press release gave the market hope that the Fed may be ready to pivot in its stance and begin reducing rates to a less restrictive level in 2024.
- Muted growth in the US labor market continued in December, as nonfarm payrolls increased by 216,000, and unemployment held steady at 3.7%. Unemployment was little changed over the last year, closing 2022 at a level of 3.5%.

Equity (Domestic and International)

- US equities moved broadly higher during the fourth quarter, led by a broad recovery across multiple sectors and expectations of a more favorable interest rate environment. The S&P 500 Index rose 11.7% for the quarter, its best-performing period since the first quarter of 2021. Small-cap value (15.3%) was the best-performing segment of the domestic equity market during the quarter, while large-cap value (9.5%), though solid, was the weakest relative performer for the period.
- International stocks experienced robust growth during the year, helped by a weakening US Dollar (USD). USD performance outpaced local currency (LCL) performance in most regions for the quarter, though both benchmarks were positive as the USD traded lower during the period.
- Global GDP growth continued to face challenges despite falling energy prices. European growth remained under pressure amid hawkish central bank policies. China continued to face economic challenges and drag on growth in the region. Additionally, renewed conflicts in the Middle East weighed on performance for the region and threatened to be a headwind going into 2024.

Fixed Income

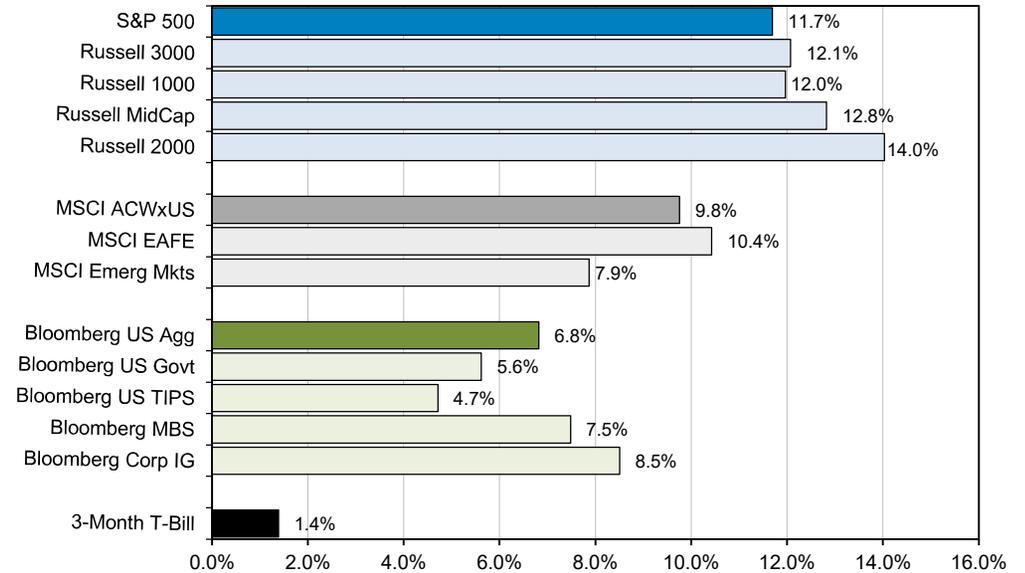
- While economic data signaled that inflation continued to moderate, the Fed maintained its conviction in fighting inflation by keeping the fed funds rate unchanged during the quarter. Equity and fixed-income markets rallied on the hope that this could signal a pivot in the Fed's policy stance in 2024.
- US Government securities were the lowest relative performing US Aggregate Bond sector during the quarter, but bond returns surged as longer maturity yields fell significantly. Credit spreads also narrowed during the quarter, lifting performance for non-government sectors.
- Lower quality investment grade corporate bonds outperformed higher quality corporate issues, aided by narrowing credit spreads as well as higher coupons. Although the high yield bond benchmark's duration is almost half of the US Aggregate Bond index's duration, the high yield index managed to edge out the bellwether bond benchmark for the quarter.
- Global bonds outpaced the domestic bond market with the Global Aggregate ex-US Index besting the US Aggregate Index by 2.4% due to USD weakness. This brought results for the full year slightly ahead of the domestic bond market.

Market Themes

- Central banks remained vigilant in their stance against inflation going into the new year. Signs of cooling price pressures have shown up in most regions around the world, and many central banks have chosen to pause on their rate hiking cycle, much in line with the US Fed's stance.
- Geopolitical risk around the world continues to be a headwind for global growth and economic stability. In addition to the conflict in Ukraine, a proxy war arose in the Middle East in October between Israel and Palestine, which could drag on performance in the region in quarters to come.
- Short-term interest rates remained consistent across most developed markets as central banks continued their tight policy stance with an eye towards potential rate cuts in the indeterminate future.
- 2023 closed with both US and international equity markets affirming their recovery from the disappointing performance of 2022. Growth sectors significantly outpaced value sectors during the year.

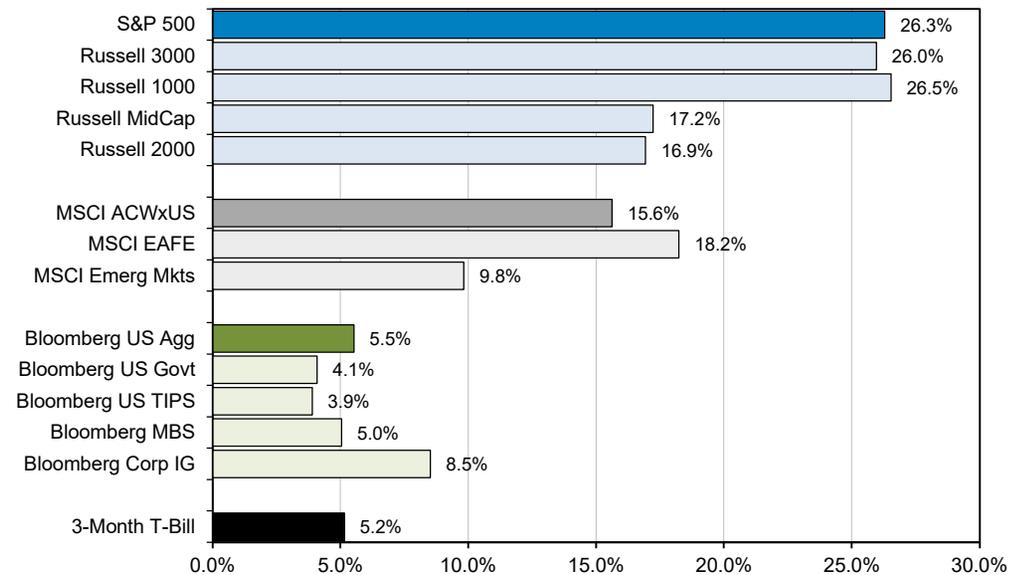
- Domestic equity market performance surged in the fourth quarter. Many of the challenges facing the U.S. economy over the past several quarters have begun to wane and forecasts for easing inflation and positive economic growth have been a growing consensus. For the period, the S&P 500 large-cap benchmark returned 11.7% versus 12.8% for the Russell Mid Cap Index and 14.0% for the Russell 2000 small-cap index.
- International developed and emerging market equities also delivered strong results. Europe continued to face geopolitical risks related to the conflict in Ukraine and elevated interest rates. The developed market MSCI EAFE Index returned 10.4% for the quarter and the MSCI Emerging Markets Index rose by 7.9%.
- The domestic bond market rallied during the final two months of the year as the Fed took on a more dovish tone at their recent meetings. The Bloomberg US Aggregate Index returned 6.8% for the period, while investment-grade corporate bonds beat out the government and securitized sectors with a gain of 8.5%.

Quarter Performance



- During the 2023 calendar year, US equity markets posted their strongest performance since 2021. The large-cap S&P 500 Index finished 2023 with an exceptional 26.3% return. The weakest relative performance for the year was from the Russell 2000 Index, which still climbed 16.9%.
- International markets also reverted from their poor performance of the year prior. The MSCI EAFE Index was the best international index performer, returning 18.2%, while the MSCI Emerging Markets Index added a more tempered, but still solid, 9.8%.
- Bond markets were broadly higher for the year. Investment-grade corporate bonds were the best-performing sector of the US Aggregate Index and gained 8.5% for the year. Treasuries lagged at 4.1% during the year but were still a welcome relief from 2022's negative bond market results. The bellwether fixed-income benchmark, the Bloomberg US Aggregate Index, climbed 5.5% in 2023.

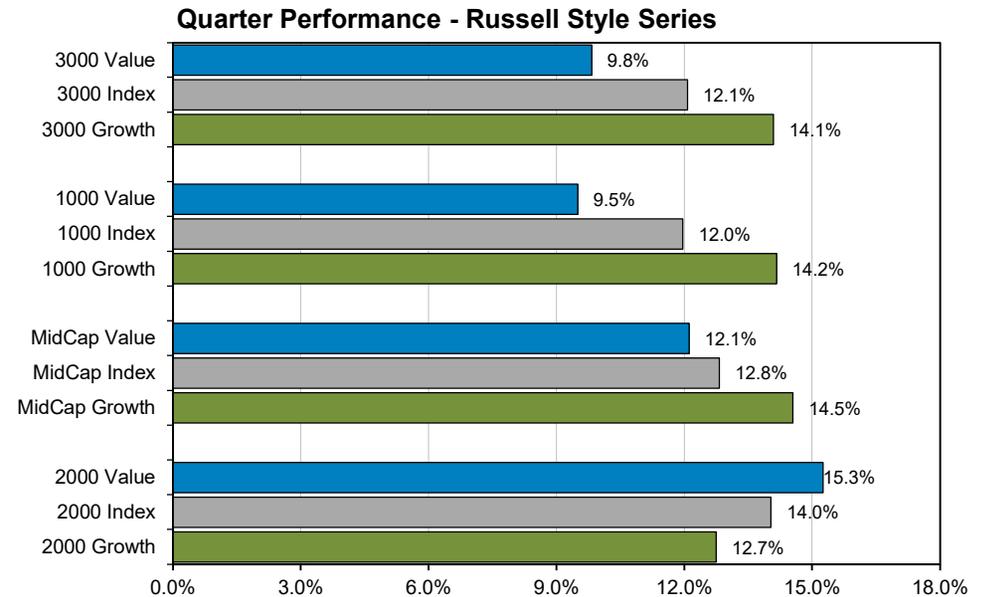
1-Year Performance



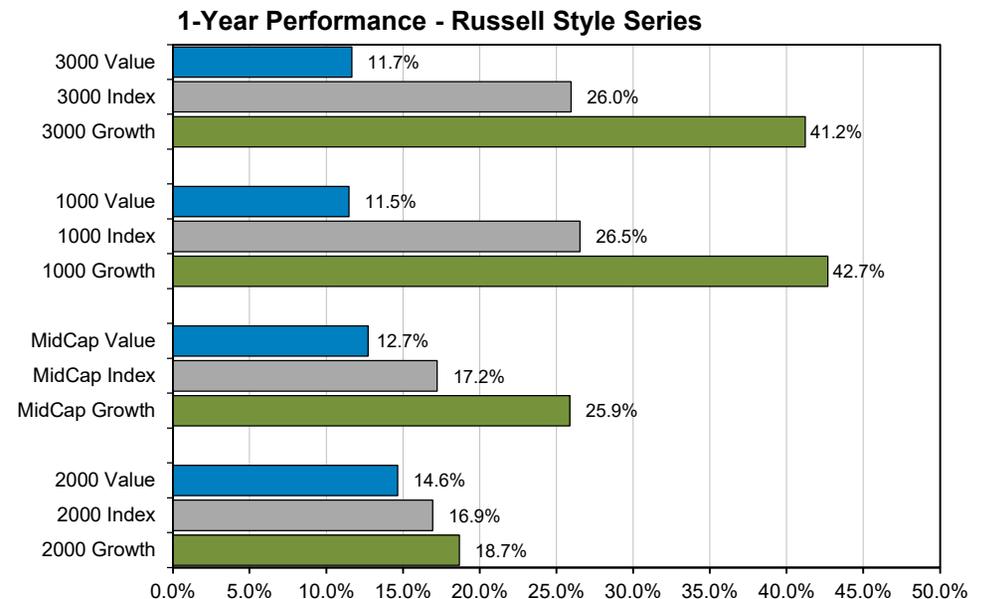
Source: Investment Metrics



- After softening in the third quarter, core domestic equity benchmarks finished 2023 on a strong note. Increasing optimism regarding taming inflation and future economic growth were the primary factors driving performance during the quarter. While the global economy still faces geopolitical risk in the Middle East and Eastern Europe, the US economy remains resilient heading into 2024. The small-cap Russell 2000 Index (14.0%) led results this quarter among the core capitalization-based benchmarks, besting both the mid-cap (12.8%) and large-cap (12.0%) indices. Growth was favored over value across the broad market as the Russell 3000 Growth Index outpaced its value counterpart by 4.3%. However, among small-cap stocks, value led the way with the Russell 2000 Value Index returning 15.3%. The Russell 2000 Growth Index was not far behind, gaining 12.7% for the quarter.
- Outside of small cap, growth stocks broadly outperformed their value counterparts by a sizable margin for the quarter. This continued a persistent theme for 2023 of growth-based benchmark outperformance. Despite these differentials, the large-, mid-, and small-cap value benchmarks each posted solid performance for the quarter with the Russell 2000 Value Index posting a chart-leading return of 15.3%.



- The broad rally in domestic equity markets during the fourth quarter contributed to a strong year of index results. Within large-cap stocks, the Russell 1000 Growth Index returned an exceptional 42.7% for the year, leading the way among style and market capitalization-based benchmark results. The lowest relative performing equity index was the Russell 1000 Value, but still posted a double-digit return of 11.5% for the year.
- Growth rebounded during 2023 and led value-based benchmarks at all market capitalization ranges for the year. The Russell 2000 Growth Index returned 18.7%, outpacing the Russell 2000 Value Index's 14.6% return by a span of 4.1%. The Russell 1000 Growth and Russell Midcap Growth benchmarks gained 42.7% and 25.9%, respectively, while their corresponding value index counterparts returned solid, but lagging, performance of 11.5% and 12.7%, respectively.

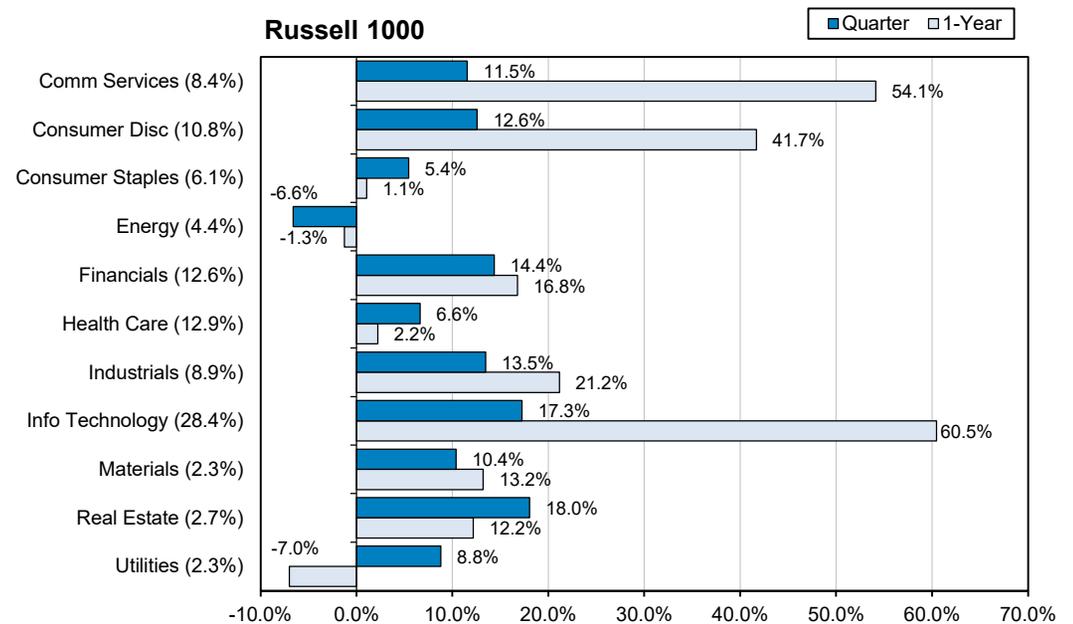


Source: Investment Metrics



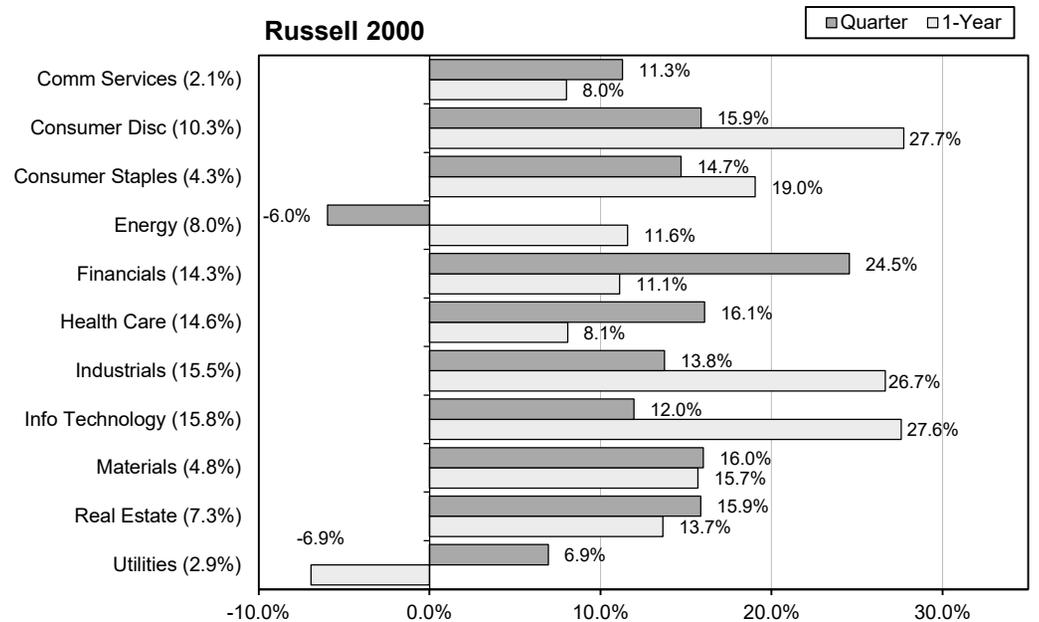
- Large-cap sector performance was generally positive for the fourth quarter. Ten of 11 economic sectors posted positive absolute performance for the quarter, with five sectors outpacing the return of the Russell 1000 Index.
- After being challenged by rapidly rising inflation and an uncertain growth trajectory in 2022, the information technology sector rebounded significantly during 2023, ending the year with an impressive 17.3% return in the fourth quarter. The other four sectors that outpaced the headline index's return for the quarter were consumer discretionary (12.6%), financials (14.4%), industrials (13.5%) and real estate (18.0%). Energy was the only sector to lose ground for the quarter, returning -6.6%.
- For the full year, just three economic sectors exceeded the return of the broad large-cap benchmark but nine of the 11 sectors posted positive performance. Performance in the Information technology (60.5%), communication services (54.1%), and consumer discretionary (41.7%) sectors made the greatest contributions to the index's 26.5% return during the year. The weakest economic sector in the Russell 1000 for the year was utilities, which declined by -7.0%.

Russell 1000



- Ten small-cap economic sectors posted positive results during the quarter while six of 11 sectors exceeded the 14.0% return of the Russell 2000 Index. Performance in the financials (24.5%) sector led the way for the quarter while the energy (-6.0%) was the only sector to post a negative result.
- Like large-cap sector performance over the trailing year, ten small-cap sectors were positive. Consumer discretionary (27.7%) posted the strongest sector result, with honorable mentions going to the industrials and information technology sectors, which each returned more than 20% for the year. Seven of the 11 economic sectors fell short of the core small-cap benchmark's return of 16.9% for the year. The worst-performing sector for the year was utilities, which slid -6.9% and was the only sector to post a negative return for 2023.

Russell 2000



Source: Morningstar Direct
 As a result of the GICS classification changes on 9/28/2018 and certain associated reporting limitations, sector performance represents backward looking performance for the prior year of each sector's current constituency, post creation of the Communication Services sector.



The Market Environment
Top 10 Index Weights & Quarterly Performance for the Russell 1000 & 2000
As of December 31, 2023

Top 10 Weighted Stocks				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Apple Inc	6.5%	12.6%	49.0%	Information Technology
Microsoft Corp	6.4%	19.3%	58.2%	Information Technology
Amazon.com Inc	3.1%	19.5%	80.9%	Consumer Discretionary
NVIDIA Corp	2.7%	13.9%	239.0%	Information Technology
Alphabet Inc Class A	1.9%	6.7%	58.3%	Communication Services
Meta Platforms Inc Class A	1.8%	17.9%	194.1%	Communication Services
Alphabet Inc Class C	1.6%	6.9%	58.8%	Communication Services
Tesla Inc	1.6%	-0.7%	101.7%	Consumer Discretionary
Berkshire Hathaway Inc Class B	1.5%	1.8%	15.5%	Financials
Eli Lilly and Co	1.1%	8.7%	60.9%	Health Care

Top 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Coinbase Global Inc Ordinary Shares	0.1%	131.6%	391.4%	Financials
Affirm Holdings Inc Ordinary Shares	0.0%	131.0%	408.2%	Financials
Gap Inc	0.0%	99.6%	96.8%	Consumer Discretionary
Spirit AeroSystems Holdings Inc	0.0%	96.9%	7.4%	Industrials
Karuna Therapeutics Inc	0.0%	87.2%	61.1%	Health Care
Rocket Companies Inc Ordinary Shares	0.0%	77.0%	106.9%	Financials
Block Inc Class A	0.1%	74.8%	23.1%	Financials
Macy's Inc	0.0%	74.8%	1.6%	Consumer Discretionary
SentinelOne Inc Class A	0.0%	62.8%	88.1%	Information Technology
Frontier Communications Parent Inc	0.0%	61.9%	-0.5%	Communication Services

Bottom 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
ChargePoint Holdings Inc	0.0%	-52.9%	-75.4%	Industrials
Plug Power Inc	0.0%	-40.8%	-63.6%	Industrials
Maravai LifeSciences Holdings Inc	0.0%	-34.5%	-54.2%	Health Care
R1 RCM Inc	0.0%	-29.9%	-3.5%	Health Care
Agilon Health Inc	0.0%	-29.3%	-22.2%	Health Care
BILL Holdings Inc Ordinary Shares	0.0%	-24.9%	-25.1%	Information Technology
Lucid Group Inc Shs	0.0%	-24.7%	-38.4%	Consumer Discretionary
AMC Entertainment Holdings Inc	0.0%	-23.4%	-83.0%	Communication Services
Petco Health and Wellness Co Inc	0.0%	-22.7%	-66.7%	Consumer Discretionary
Hasbro Inc	0.0%	-21.6%	-12.0%	Consumer Discretionary

Top 10 Weighted Stocks				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Super Micro Computer Inc	0.5%	3.7%	246.2%	Information Technology
Simpson Manufacturing Co Inc	0.3%	32.4%	125.3%	Industrials
e.l.f. Beauty Inc	0.3%	31.4%	161.0%	Consumer Staples
Cytokinetics Inc	0.3%	183.4%	82.2%	Health Care
MicroStrategy Inc Class A	0.3%	92.4%	346.2%	Information Technology
UFP Industries Inc	0.3%	22.9%	60.3%	Industrials
Light & Wonder Inc Ordinary Shares	0.3%	15.1%	40.1%	Consumer Discretionary
Onto Innovation Inc	0.3%	19.9%	124.6%	Information Technology
Rambus Inc	0.3%	22.3%	90.5%	Information Technology
BellRing Brands Inc Class A	0.3%	34.4%	116.2%	Consumer Staples

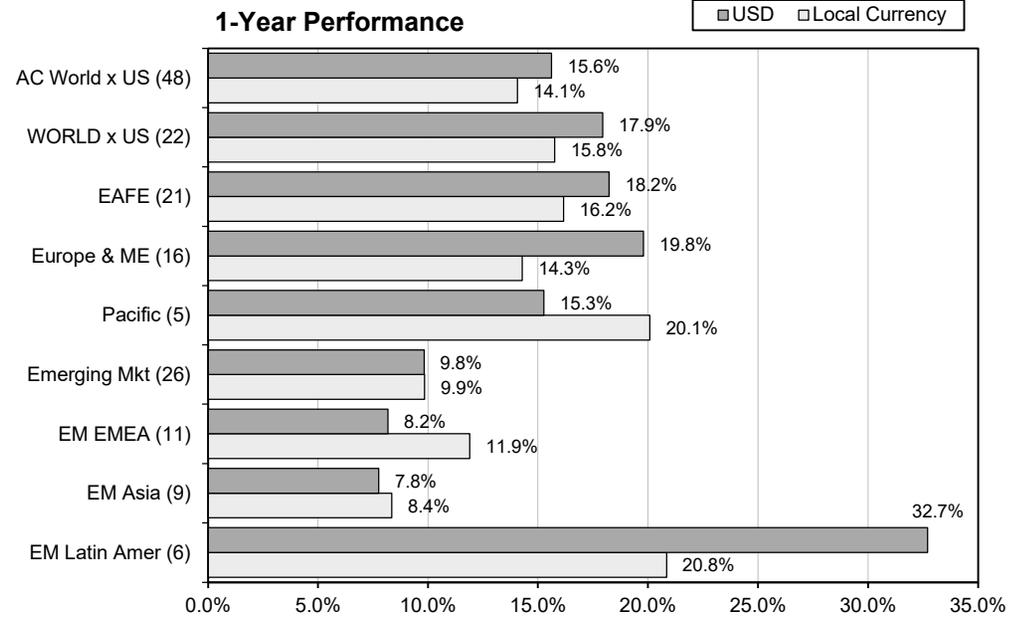
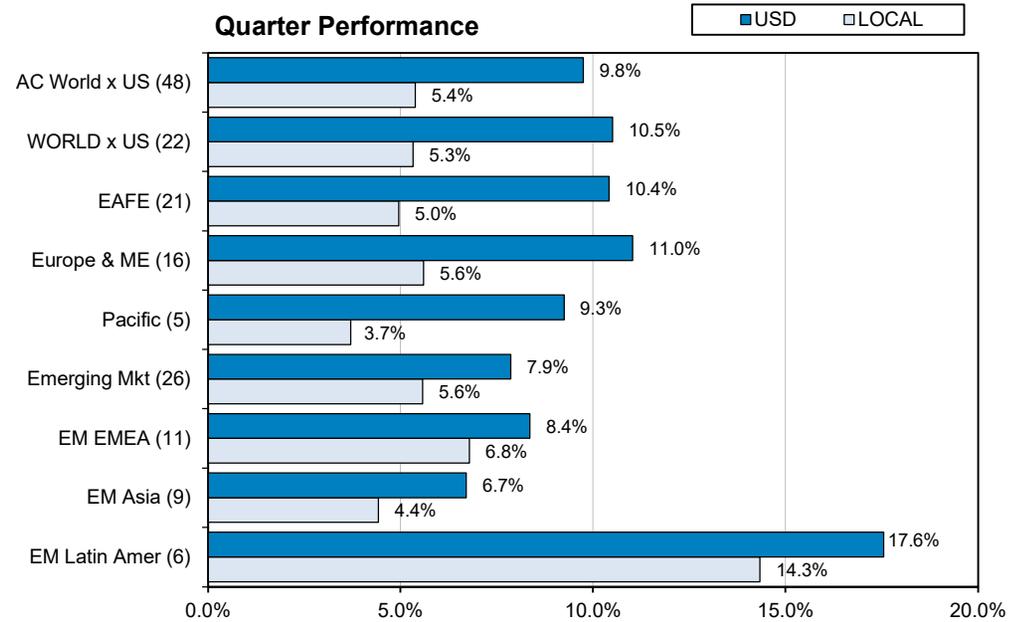
Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Nkarta Inc Ordinary Shares	0.0%	374.8%	10.2%	Health Care
Altimune Inc	0.0%	332.7%	-31.6%	Health Care
ALX Oncology Holdings Inc	0.0%	210.2%	32.1%	Health Care
Pulse Biosciences Inc	0.0%	203.7%	341.9%	Health Care
ImmunityBio Inc Ordinary Shares	0.0%	197.0%	-1.0%	Health Care
Cleanspark Inc	0.1%	189.5%	440.7%	Information Technology
EyePoint Pharmaceuticals Inc	0.0%	189.2%	560.3%	Health Care
Cytokinetics Inc	0.3%	183.4%	82.2%	Health Care
RayzeBio inc	0.0%	180.0%	N/A	Health Care
Marathon Digital Holdings Inc	0.2%	176.4%	586.8%	Information Technology

Bottom 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Ventix Biosciences Inc	0.0%	-92.9%	-92.5%	Health Care
Enviva Inc	0.0%	-86.7%	-98.1%	Energy
Aclaris Therapeutics Inc	0.0%	-84.7%	-93.3%	Health Care
Li-Cycle Holdings Corp Ordinary	0.0%	-83.5%	-87.7%	Industrials
Ocean Biomedical Inc	0.0%	-83.1%	N/A	Health Care
Reneo Pharmaceuticals Inc	0.0%	-79.0%	-31.3%	Health Care
Charge Enterprises Inc	0.0%	-77.1%	-90.8%	Communication Services
Cano Health Inc Ordinary Shares	0.0%	-76.9%	-95.7%	Health Care
CareMax Inc Ordinary Shares	0.0%	-76.5%	-86.4%	Health Care
Velo3D Inc	0.0%	-74.5%	-77.8%	Industrials

Source: Morningstar Direct



- The fourth quarter ended with strong performance across international equity markets in both in LCL and USD terms. The USD weakened substantially against most non-US currencies for the quarter, which boosted USD index performance relative to LCL returns. The developed market MSCI EAFE Index gained 10.4% in USD and 5.0% in LCL terms for the quarter. The MSCI Emerging Markets Index rose 7.9% in USD and a lower 5.6% in LCL terms.
- Latin America (LATAM) continued to lead the way, closing out 2023 with a quarterly return of 17.6% in USD terms. Performance in the region was driven by strong demand for commodity exports from growing worldwide production along with a USD performance boost due to LCL strength in the region.
- The performance of the largest weighted country in the emerging market index (China, 26.7%) lagged during the year with a return of -4.4% for the fourth quarter and -13.3% for the year in USD terms. Investors have struggled to accurately forecast the pace of China's recovery after its economic reopening from COVID-19 lockdowns, which led to a flurry of spending that has since cooled.
- Similar to domestic markets, results for international developed and emerging markets were much stronger in 2023 after inflationary pressures and geopolitical risks stunted growth in 2022. Much of the strong USD performance in late 2022 abated in 2023 with many of the international indices showcasing modestly stronger performance in USD terms.
- Annual returns across emerging markets were bifurcated. The LATAM index finished significantly ahead of the other regional indexes in USD terms, with strengthening currencies contributing significantly to the region's strong performance. The LATAM index returned 32.7% in USD and 20.8% in LCL terms for year. Performance in the EM Asia regional benchmark detracted from the emerging market index, with the EM Asia index posting returns of 7.8% in USD and 8.4% in LCL terms versus an overall MSCI Emerging Markets index return of 9.8% and 9.9% in USD and LCL terms, respectively. The EMEA, Asia and Pacific regions saw local currencies depreciate overall in 2023 due to factors related to additional military conflicts in the region and China's sluggish growth.



Source: MSCI Global Index Monitor (Returns are Net)



The Market Environment
US Dollar International Index Attribution & Country Detail
As of December 31, 2023

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Communication Services	4.1%	8.9%	13.1%
Consumer Discretionary	11.8%	8.0%	21.7%
Consumer Staples	9.3%	5.2%	4.5%
Energy	4.3%	0.4%	12.5%
Financials	18.9%	10.0%	18.8%
Health Care	12.8%	4.9%	9.3%
Industrials	16.4%	14.3%	27.6%
Information Technology	8.6%	21.3%	36.4%
Materials	7.8%	17.1%	19.9%
Real Estate	2.5%	14.9%	9.1%
Utilities	3.5%	14.0%	17.0%
Total	100.0%	10.4%	18.2%

MSCI - ACWIxUS	Sector Weight	Quarter Return	1-Year Return
Communication Services	5.2%	4.7%	5.7%
Consumer Discretionary	11.5%	5.7%	12.7%
Consumer Staples	8.0%	5.6%	4.9%
Energy	5.6%	2.3%	15.0%
Financials	21.2%	10.1%	16.2%
Health Care	9.3%	5.2%	8.0%
Industrials	13.4%	12.8%	23.2%
Information Technology	12.5%	20.0%	36.3%
Materials	8.0%	12.5%	12.2%
Real Estate	2.1%	11.1%	5.3%
Utilities	3.2%	13.6%	12.0%
Total	100.0%	9.8%	15.6%

MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	8.8%	0.1%	-1.1%
Consumer Discretionary	12.8%	0.8%	-3.4%
Consumer Staples	6.0%	6.1%	4.2%
Energy	5.1%	6.7%	26.8%
Financials	22.3%	8.3%	11.5%
Health Care	3.8%	7.3%	-1.3%
Industrials	6.8%	6.3%	5.4%
Information Technology	22.1%	17.8%	32.3%
Materials	7.9%	6.8%	1.5%
Real Estate	1.6%	-0.2%	-7.1%
Utilities	2.7%	12.8%	2.0%
Total	100.0%	7.9%	9.8%

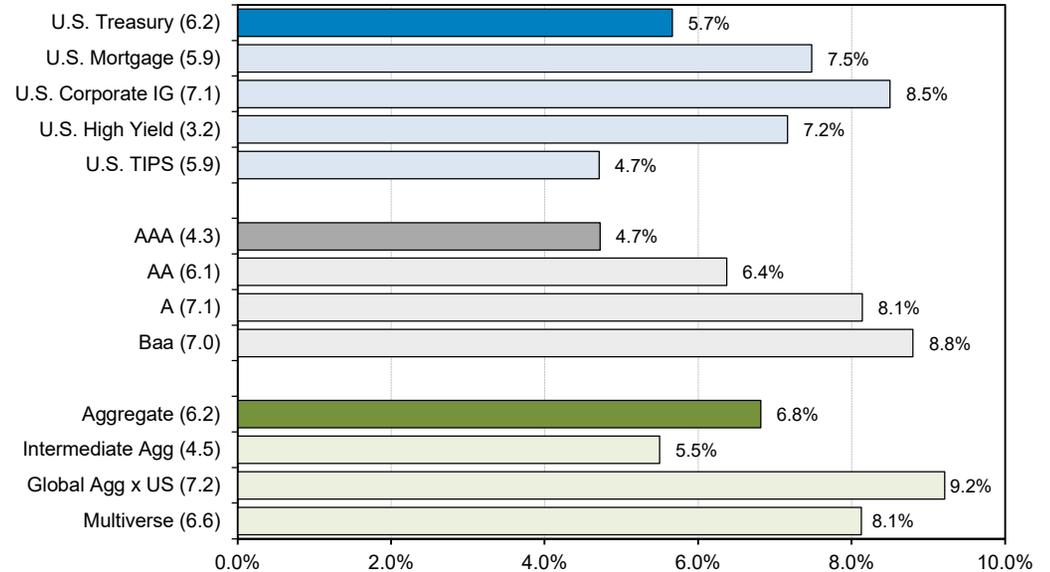
Country	MSCI-EAFE Weight	MSCI-ACWIxUS Weight	Quarter Return	1-Year Return
Japan	22.5%	14.4%	8.0%	17.8%
United Kingdom	14.7%	9.5%	6.1%	9.5%
France	12.1%	7.7%	10.1%	18.8%
Switzerland	10.0%	6.4%	10.1%	13.4%
Germany	8.6%	5.5%	13.0%	19.9%
Australia	7.6%	4.9%	14.5%	10.0%
Netherlands	4.6%	3.0%	19.6%	23.7%
Denmark	3.3%	2.2%	12.2%	29.7%
Sweden	3.2%	2.1%	20.9%	21.0%
Spain	2.7%	1.7%	11.3%	28.2%
Italy	2.6%	1.7%	11.9%	31.7%
Hong Kong	2.2%	1.4%	2.9%	-17.8%
Singapore	1.4%	0.9%	3.8%	0.4%
Finland	1.1%	0.7%	8.8%	-8.2%
Belgium	1.0%	0.6%	6.1%	4.1%
Israel	0.7%	0.4%	9.0%	9.3%
Norway	0.7%	0.4%	2.2%	-0.4%
Ireland	0.5%	0.3%	6.2%	22.9%
Portugal	0.2%	0.1%	15.0%	5.1%
New Zealand	0.2%	0.1%	14.4%	3.4%
Austria	0.2%	0.1%	9.6%	12.8%
Total EAFE Countries	100.0%	64.3%	10.4%	18.2%
Canada		7.7%	10.6%	12.6%
Total Developed Countries		72.0%	10.5%	17.9%
China		7.5%	-4.4%	-13.3%
India		4.7%	11.6%	19.6%
Taiwan		4.5%	17.2%	26.9%
Korea		3.6%	14.7%	21.7%
Brazil		1.6%	15.8%	23.4%
Saudi Arabia		1.2%	8.5%	7.2%
South Africa		0.9%	12.1%	-1.6%
Mexico		0.8%	16.9%	36.2%
Indonesia		0.5%	1.7%	3.3%
Thailand		0.5%	3.6%	-12.6%
Malaysia		0.4%	4.2%	-7.2%
United Arab Emirates		0.4%	-3.2%	-3.0%
Poland		0.3%	37.7%	45.0%
Qatar		0.3%	4.7%	-2.9%
Kuwait		0.2%	-0.3%	-10.4%
Turkey		0.2%	-12.5%	-8.9%
Philippines		0.2%	6.1%	1.7%
Chile		0.1%	6.2%	-1.2%
Greece		0.1%	11.7%	44.2%
Peru		0.1%	22.8%	30.2%
Hungary		0.1%	17.0%	45.5%
Czech Republic		0.0%	4.6%	22.4%
Colombia		0.0%	12.8%	2.3%
Egypt		0.0%	20.2%	37.7%
Total Emerging Countries		28.0%	7.9%	9.8%
Total ACWIxUS Countries		100.0%	9.8%	15.6%

Source: Morningstar Direct, MSCI Global Index Monitor (Returns are Net in USD)
As a result of the GICS classification changes on 9/28/2018 and certain associated reporting limitations, sector performance represents backward looking performance for the prior year of each sector's current constituency, post creation of the Communication Services sector.

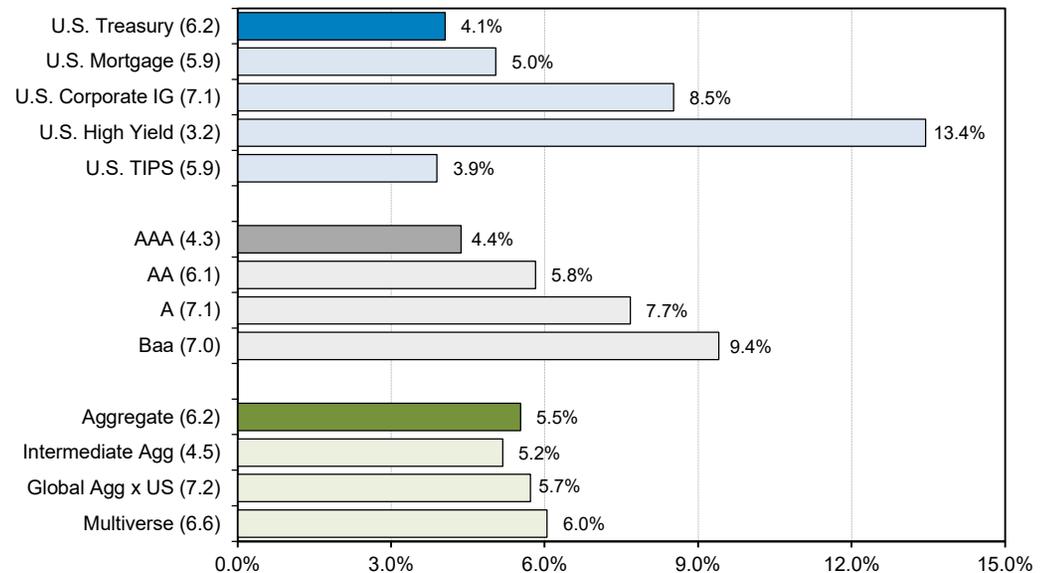


- Fixed-income markets rallied during the fourth quarter. Yields remained elevated for much of the year as economies across the globe attempted to stave off inflationary pressures. A five-month-long pause in rate hikes by the Fed coupled with expectations of cooler price pressures drove a rally in bonds globally. After a challenging 2022 in fixed-income markets brought on by the largest and most rapid increase in interest rates since the early 1980s, higher starting yields and a slower pace of rate increases led to better results in 2023. While not without its challenges during the year, the fourth-quarter's rally helped some of the fixed income sectors realize their best calendar-year performance since prior to the COVID-19 pandemic.
- The Bloomberg US Aggregate Bond Index, the bellwether US investment grade benchmark, posted its best-performing quarter of the year to close out 2023, returning 6.8% for the period. Performance across the investment grade index's segments was broadly higher during the period with the Bloomberg US Corporate Investment Grade Index returning 8.5%, the US Mortgage Index finishing slightly lower at 7.5% and the US Treasury sector returning a more modest, but still solid, 5.7% for the quarter.
- Outside of the aggregate index's sub-components, high-yield bonds continued their strong performance for the year with a return of 7.2% for the quarter as credit spreads narrowed by more than 1.0%. US TIPS gained 4.7% for the quarter, lagging most of the fixed-income market. The Bloomberg Global Aggregate ex-US Index outpaced the domestic indices during the quarter, returning a strong 9.2%.
- Over the trailing one-year period, the Bloomberg US Aggregate Bond Index posted a return of 5.5%. The Corporate Investment-grade sector outperformed the broader index during the year, gaining 8.5%. US TIPS, which are excluded from the aggregate index, lagged at just 3.9% for the year. High-yield corporate bonds, which have a much shorter duration, outpaced their investment grade counterparts with the Bloomberg US High Yield Index returning a strong 13.4% for the calendar year.
- Non-US bonds exceeded their domestic counterparts for the quarter, lifting the 5.7% return of the Bloomberg Global Aggregate ex-US Index past the 5.5% return of US Aggregate Index for the year. Rising interest rates, elevated inflation, and geopolitical risks have hindered non-US index performance. Some of those headwinds eased in the fourth quarter, contributing to the index's positive performance for the calendar year.

Quarter Performance



1-Year Performance

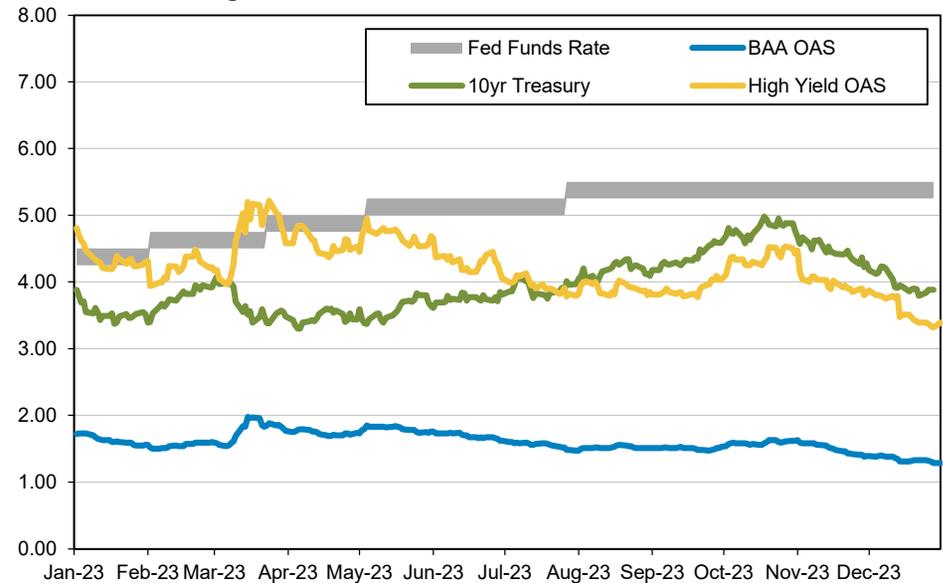


Source: Bloomberg

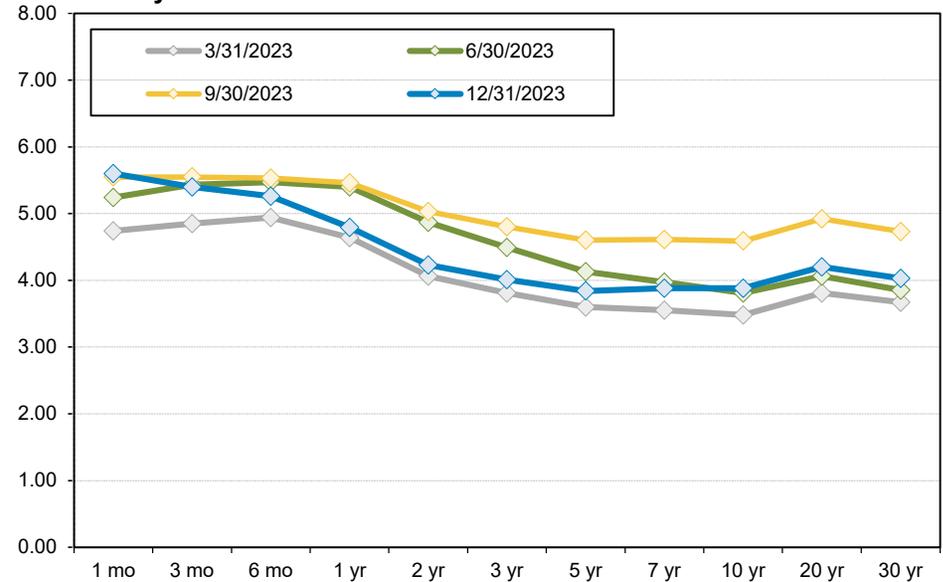


- The gray band across the graph illustrates the range of the fed funds target rate. The Fed last raised its rate range at the July 2023 meeting. The lower end of the range remained at 5.25% at year-end. The Fed’s decision to pause on additional rate increases for the remainder of 2023 and took on a more dovish tone in their December press release, which was well-received by market participants.
- The yield on the US 10-year Treasury (green line) exceeded 5.00% during the final week of October, its highest mark since July 2007. However, the benchmark yield proceeded to fall more than 1.00% over the final two months of the year, with the 10-Year Treasury finishing the year at a yield of 3.88%. The sharp decline in yields was likely a response to market participants anticipating rate cuts by the Fed in 2024.
- The blue line illustrates changes in the BAA OAS (Option Adjusted Spread) for lower-quality investment-grade corporate bonds. This measure quantifies the additional yield premium that investors require to purchase and hold non-US Treasury issues with the lowest investment grade rating. For the full calendar year, the spread narrowed 0.44% from 1.73% to 1.29%, signaling a lower premium for credit risk than the beginning of the year.
- High Yield OAS spreads have narrowed from 4.81% in January 2023 to 3.39% as of the end of 2023. High-yield spreads reached their widest point in March 2023, before trending lower for the remainder of the year. The spike in both the BAA OAS and High Yield spreads in March was a result of a short-lived crisis of confidence in the banking sector, which was addressed quickly by the Federal Deposit Insurance Corporation (FDIC) and supported further by the Fed's aggressive short-term par loan program. Though spreads tightened since the high, spreads traded slightly wider during October on the heels of a spark in the conflict between Israel and Palestine.
- The lower graph provides a snapshot of the US Treasury yield curve at the end of each of the last four quarters. Short-term yields rose modestly during the year and remained elevated. Despite this, both intermediate and longer-term yields are lower than they were at the end of the third quarter. Since September, the yield curve has further inverted (meaning that short-term rates are higher than long-term rates) between the two- and 10-year maturities. This is consistent with market expectations for a lower interest rate environment going forward. Since the Fed generally lowers rates to support economic growth, a persistent inversion of these two key rates has historically suggested an economic recession within six to 24 months, though this is an imprecise predictor of future economic growth.

1-Year Trailing Market Rates



Treasury Yield Curve



Source: US Department of Treasury, FRED (Federal Reserve of St. Louis)



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Evaluation Process

This section presents charts and graphs that highlight the investment character of each portfolio analyzed. The performance, portfolio characteristics, risk profile, and style traits of each portfolio are compared against those of its benchmark(s) and other funds with similar objectives. Eight criteria-specific rankings are developed, and then combined, to establish each portfolio's overall status.

The table below describes the evaluation standards used. Significant changes in portfolio characteristics compared to historical positioning, large performance deficits, and risk or style shortcomings are fundamental factors in concluding if remedial action is advisable. However, a violation of one of more of the standards does not automatically require remedial action.

Investment Policy Criteria	Weighting	Summary of Evaluation
Manager Performance		
Investment Returns vs. Peer Group	20%	A fund is evaluated relative to where its 1, 3 and 5-year returns fall within its peer group. The results for each period are combined to determine total ranking (satisfactory, modest breach, significant concern). A similar process is used to evaluate the fund's performance relative to its benchmark(s).
Historical Performance vs. Benchmark	20%	
Portfolio Characteristics		
Adherence to Standards	10%	These criteria compare portfolio characteristics such as market capitalization, number of holdings, cash, and concentration of holdings against objective standards and benchmarks. For example, a fund with a high allocation to cash or with a high/low average market capitalization relative to its benchmark will receive a lower grade. Additionally, funds having less than three years of performance history or having manager tenure of less than three years will receive a lower grade.
Inception & Manager Tenure	10%	
Risk Profile		
Sharpe Ratio & Standard Deviation Relative to Peer Group	10%	A fund is evaluated relative to where its 3- and 5-year Sharpe ratio and standard deviation fall within its peer group. The results for each period are combined to determine total ranking. A similar process is used to evaluate the fund's Sharpe ratio and standard deviation relative to its benchmark(s).
Sharpe Ratio & Standard Deviation Relative to Benchmark	10%	
Style Traits		
Adherence to Investment Objectives	10%	A fund's style is evaluated based upon how closely it adheres to its stated investment objective and how stable its style has been historically. Criteria used to evaluate a fund's style traits include returns-based style analysis, statistics such as r-squared, and portfolio characteristics such as price/earnings ratio. Funds with style traits that are inconsistent with their stated objective or historically unstable receive lower grades.
Historical Style Stability	10%	
Status		
Overall Status		The results for all criteria are combined to determine an overall ranking for the fund. Rankings include Satisfactory, Modest Breach ("Guarded" status) and Significant Concern ("Watch List" status).

Note: Grades are based on AndCo's Proprietary scale



Portfolio Evaluation Summary

This report provides opinions, analysis, and supporting statistical information concerning:

- the performance, volatility, and characteristics of each designated Plan fund
- the continuing suitability of each fund as a Plan investment option

Portfolio Performance and Suitability of Plan Funds

Our overall evaluation of the Plan's investment funds may be summarized as follows:

Summary Evaluation	Number of Funds
Pass (Satisfactory)	14
Guarded	1
Watch	1

See the Plan Funds Observations and Comments, below, for further explanation.

Plan Fund Observations and Comments

The majority of Plan funds have substantially achieved their category-specific standards for performance, controlled volatility, and portfolio characteristics. The charts in the following pages reveal some modest breaches compared to established

evaluation standards; however, we do not find divergences from the funds' stated objectives or styles that are worrisome except as discussed below.

Fund Commentary

The Hartford Mid Cap Fund remains on GUARDED status due to near term underperformance that has impacted longer term relative performance. The Fund continues to suffer from some significant underperformance experienced earlier during 2021-22. The fund continues to struggle with exposures to consumer discretionary, financials and technology. The third and fourth quarter saw improved relative performance results. We continue to recommend a patient approach as the fund has been a good performing over the long-term.

The American Century Equity Income Fund was replaced on 1/18/24 with the Dodge & Cox Stock Fund.



Portfolio Evaluation Summary

- 1 Trailing 1, 3 and 5-year portfolio returns versus peer group
- 2 Historic performance relative to benchmark
- 3 Portfolio characteristics compared to established standards
- 4 At least 3 years of investment performance/At least 3 years with current fund manager
- 5 Sharpe ratio and standard deviation of fund relative to peer group
- 6 Sharpe ratio and standard deviation of fund relative to benchmark
- 7 Style consistent with fund objective
- 8 Style historically stable
- 9 Summary Evaluation

Pass (Satisfactory)
Guarded
Watch

Investment Funds	1	2	3	4	5	6	7	8	9
American Funds EuroPacific Growth (RERGX)	Pass	Guarded	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Allspring Small Co Growth R6 (WSCRX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Vanguard Small Cap Index Adm (VSMAX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
AMG GW&K Small Cap Value N shares (SKSEX)	Guarded	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Hartford Mid Cap (HIMCX)	Guarded	Guarded	Pass	Pass	Pass	Pass	Pass	Pass	Guarded
Vanguard Mid Cap Index Adm (VIMAX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
American Funds Growth Fund of America (RGAGX)	Pass	Guarded	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Allspring Disciplined US Core (EVSIX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Vanguard Institutional Index (VINIX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
American Century Equity Income (AEUDX)	Watch	Watch	Watch	Pass	Pass	Pass	Pass	Pass	Watch
American Funds Target Date 2060-2010 R6	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
American Funds American Balanced (RLBGX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
PIMCO High Yield (PHIYX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
PIMCO International Bond Inst. USD-Hedged (PFORX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Hartford Total Return Bond (HIABX)	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Voya Fixed Account	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass



Historical Summary Evaluation

Pass (Satisfactory)

Guarded

Watch

Investment Funds	3Q23	2Q23	1Q23	4Q22	3Q22	2Q22	1Q22	4Q21	3Q21
American Funds EuroPacific Growth (RERGX)	Pass								
Allspring Small Co Growth R6 (WSCRX)	Pass								
Vanguard Small Cap Index Adm (VSMAX)	Pass								
AMG GW&K Small Cap Value N shares (SKSEX)	Pass								
Hartford Mid Cap (HIMCX)	Guarded	Pass	Pass						
Vanguard Mid Cap Index Adm (VIMAX)	Pass								
American Funds Growth Fund of America (RGAGX)	Pass	Pass	Pass	Pass	Pass	Guarded	Guarded	Guarded	Pass
Allspring Disciplined US Core (EVSIX)	Pass								
Vanguard Institutional Index (VINIX)	Pass								
American Century Equity Income (AEUDX)	Watch	Watch	Pass	Pass	Pass	Guarded	Guarded	Guarded	Guarded
American Funds Target Date 2060-2010 R6	Pass								
American Funds American Balanced (RLBGX)	Pass								
PIMCO High Yield (PHIYX)	Pass								
PIMCO International Bond Inst. USD-Hedged (PEORX)	Pass								
Hartford Total Return Bond (HIABX)	Pass								
Voya Fixed Account	Pass								



Asset Allocation Attributes	Dec-2023		Sep-2023		Jun-2023	
	(\$)	%	(\$)	%	(\$)	%
Total 457 Fund	206,130,894	100.00	192,825,949	100.00	194,480,417	100.00
International Equity						
American Funds EuPc;R6 (RERGX)	6,174,982	3.00	5,631,748	2.92	5,950,888	3.06
Domestic Equity						
Allspring:SCo Gro;R6 (WSCRX)	2,562,617	1.24	2,371,847	1.23	2,427,393	1.25
Vanguard S-C Id;Adm (VSMAX)	4,368,505	2.12	3,897,602	2.02	3,979,817	2.05
AMG GW&K Sm Cp Val;N (SKSEX)	2,084,417	1.01	1,840,277	0.95	1,850,814	0.95
Hartfd:MidCap HLS;IA	8,540,580	4.14	7,908,103	4.10	8,303,483	4.27
Vanguard Md-Cp I;Adm (VIMAX)	7,433,968	3.61	6,776,616	3.51	7,011,334	3.61
American Funds Gro;R6 (RGAGX)	20,371,075	9.88	17,473,586	9.06	17,420,040	8.96
Allspring:Dsp US Cr;A (EVSAX)	13,947,273	6.77	12,974,195	6.73	13,269,289	6.82
Vanguard Instl Indx;Inst (VINIX)	25,074,808	12.16	22,277,369	11.55	22,280,668	11.46
Amer Cent:Eq Inc;R6 (AEUDX)	7,167,647	3.48	6,703,909	3.48	6,932,572	3.56
Balanced Fund						
American Funds Bal;R6 (RLBGX)	7,971,156	3.87	7,210,878	3.74	6,883,343	3.54
Fixed Income						
PIMCO:High Yield;Inst (PHIYX)	2,527,738	1.23	2,393,889	1.24	2,330,318	1.20
PIMCO:Intl Bd (DH);Inst (PFORX)	492,548	0.24	460,042	0.24	445,689	0.23
Hartfd:Tot Rtn HLS;IA	3,490,640	1.69	3,228,209	1.67	3,255,307	1.67
Cash						
Voya Fixed Account	67,228,984	32.61	68,125,632	35.33	69,570,955	35.77
Loan Account	2,287,281	1.11	2,249,866	1.17	2,355,599	1.21



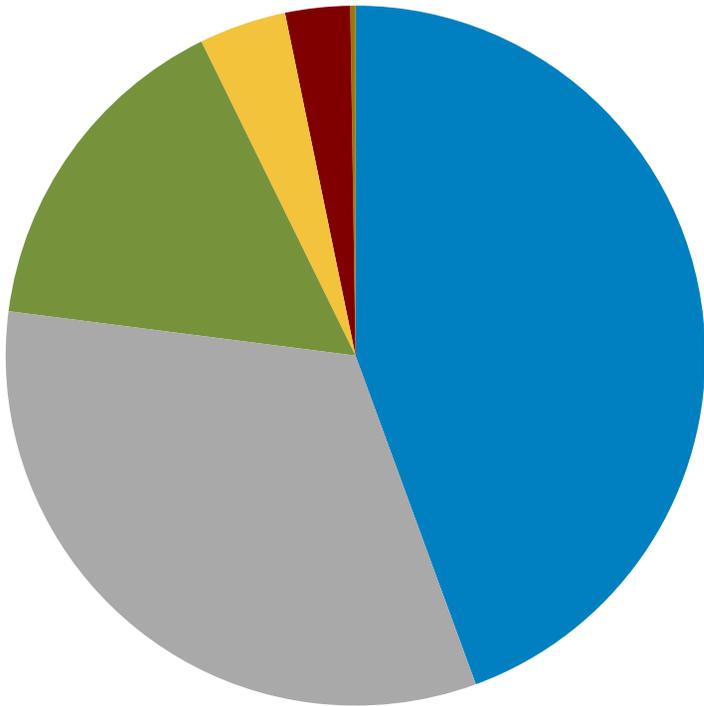
Asset Allocation Attributes	Dec-2023		Sep-2023		Jun-2023	
	(\$)	%	(\$)	%	(\$)	%
American Funds T2060;R6 (RFUTX)	410,947	1.68	337,513	1.58	345,326	1.71
American Funds T2055;R6 (RFKTX)	614,118	2.52	469,494	2.20	365,997	1.81
American Funds T2050;R6 (RFITX)	3,052,450	12.51	2,667,179	12.52	2,613,811	12.93
American Funds T2045;R6 (RFHTX)	2,151,458	8.82	1,819,509	8.54	1,861,545	9.21
American Funds T2040;R6 (RFGTX)	5,898,457	24.17	5,094,760	23.92	5,068,923	25.08
American Funds T2035;R6 (RFFTX)	2,133,544	8.74	1,823,171	8.56	1,739,971	8.61
American Funds T2030;R6 (RFETX)	5,658,272	23.18	5,010,934	23.52	4,853,170	24.01
American Funds T2025;R6 (RFDTX)	1,740,495	7.13	1,583,528	7.43	1,571,620	7.78
American Funds T2020;R6 (RRCTX)	2,409,358	9.87	2,180,763	10.24	1,525,011	7.54
American Funds T2015;R6 (RFJTX)	52,050	0.21	44,220	0.21	40,377	0.20
American Funds T2010;R6 (RFTTX)	285,525	1.17	271,108	1.27	227,158	1.12
Target Date Funds Total	24,406,674	100.00	21,302,179	100.00	20,212,908	100.00



Dec-2023 : \$206,130,894

Allocation

	Market Value	Allocation
US Equity	91,550,890	44.4
Cash	67,228,984	32.6
US Balanced	32,377,830	15.7
US Fixed Income	8,305,659	4.0
International Equity	6,174,982	3.0
International Fixed Income	492,548	0.2

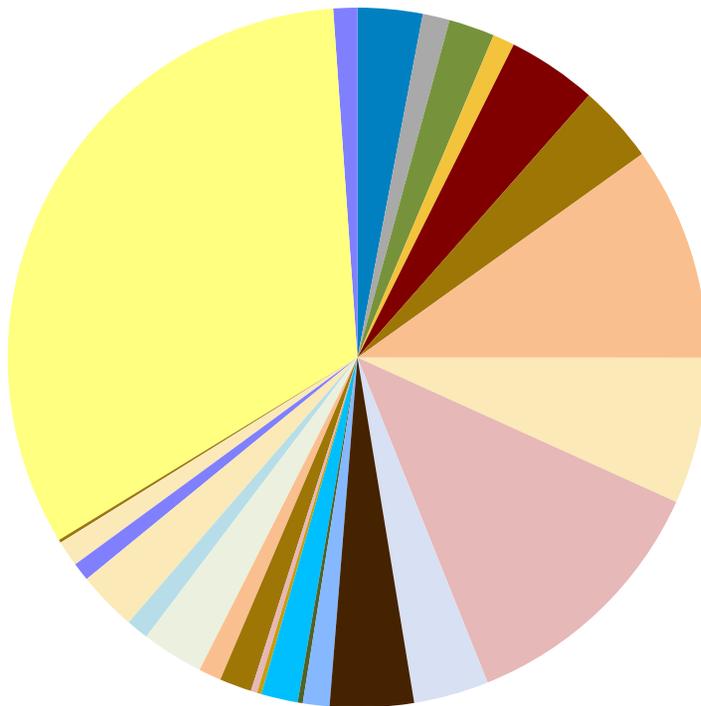


Asset Allocation by Asset Class

457 Total Plan

As of December 31, 2023

Dec-2023 : \$206,130,894



Allocation

	Market Value	Allocation
American Funds EuroPacific Growth (RERGX)	6,174,982	3.0
Allspring:SCo Gro;R6 (WSCRX)	2,562,617	1.2
Vanguard S-C Id;Adm (VSMAX)	4,368,505	2.1
AMG GW&K Sm Cp Val;N (SKSEX)	2,084,417	1.0
Hartfd:MidCap HLS;IA	8,540,580	4.1
Vanguard Md-Cp I;Adm (VIMAX)	7,433,968	3.6
American Funds Gro;R6 (RGAGX)	20,371,075	9.9
Allspring:Dsp US Cr;A (EVSAX)	13,947,273	6.8
Vanguard Instl Indx;Inst (VINIX)	25,074,808	12.2
American Century Equity Income (AEUDX)	7,167,647	3.5
American Funds American Balanced (RLBGX)	7,971,156	3.9
PIMCO:High Yield;Inst (PHIYX)	2,527,738	1.2
PIMCO:Intl Bd (DH);Inst (PFORX)	492,548	0.2
Hartford Total Return Bond (HIABX)	3,490,640	1.7
American Funds T2060;R6 (RFUTX)	410,947	0.2
American Funds T2055;R6 (RFKTX)	614,118	0.3
American Funds T2050;R6 (RFITX)	3,052,450	1.5
American Funds T2045;R6 (RFHTX)	2,151,458	1.0
American Funds T2040;R6 (RFGTX)	5,898,457	2.9
American Funds T2035;R6 (RFFTX)	2,133,544	1.0
American Funds T2030;R6 (RFETX)	5,658,272	2.7
American Funds T2025;R6 (RFDTX)	1,740,495	0.8
American Funds T2020;R6 (RRCTX)	2,409,358	1.2
American Funds T2015;R6 (RFJTX)	52,050	0.0
American Funds T2010;R6 (RFTTX)	285,525	0.1
Voya Fixed Account	67,228,984	32.6
Loan Account	2,287,281	1.1



Asset Allocation Attributes	Dec-2023		Sep-2023		Jun-2023	
	(\$)	%	(\$)	%	(\$)	%
Total 401(a) Fund	14,423,171	100.00	13,328,070	100.00	13,783,278	100.00
International Equity						
American Funds EuPc;R6 (RERGX)	361,756	2.51	324,730	2.44	345,140	2.50
Domestic Equity						
Allspring:SCo Gro;R6 (WSCRX)	141,254	0.98	125,668	0.94	132,985	0.96
Vanguard S-C Id;Adm (VSMAX)	338,409	2.35	294,990	2.21	306,790	2.23
AMG GW&K Sm Cp Val;N (SKSEX)	415,987	2.88	362,419	2.72	369,271	2.68
Hartfd:MidCap HLS;IA	656,420	4.55	579,715	4.35	617,539	4.48
Vanguard Md-Cp I;Adm (VIMAX)	573,537	3.98	523,997	3.93	529,754	3.84
American Funds Gro;R6 (RGAGX)	1,183,394	8.20	1,012,841	7.60	1,031,471	7.48
Allspring:Dsp US Cr;I (EVSIX)	946,979	6.57	855,206	6.42	882,010	6.40
Vanguard Instl Indx;Inst (VINIX)	1,957,231	13.57	1,793,241	13.45	1,762,261	12.79
Amer Cent:Eq Inc;R6 (AEUDX)	536,357	3.72	504,629	3.79	524,075	3.80
Balanced Fund						
American Funds Bal;R6 (RLBGX)	1,019,001	7.07	913,236	6.85	921,292	6.68
Fixed Income						
PIMCO:High Yield;Inst (PHIYX)	81,370	0.56	75,818	0.57	117,312	0.85
PIMCO:Intl Bd (DH);Inst (PFORX)	128,943	0.89	118,701	0.89	74,931	0.54
Hartfd:Tot Rtn HLS;IA	200,925	1.39	184,837	1.39	188,079	1.36
Cash						
Voya Fixed Account	4,367,106	30.28	4,290,256	32.19	4,624,018	33.55
Loan Account	117,654	0.82	130,281	0.98	106,837	0.78



Asset Allocation
401(a) Target Date Funds
As of December 31, 2023

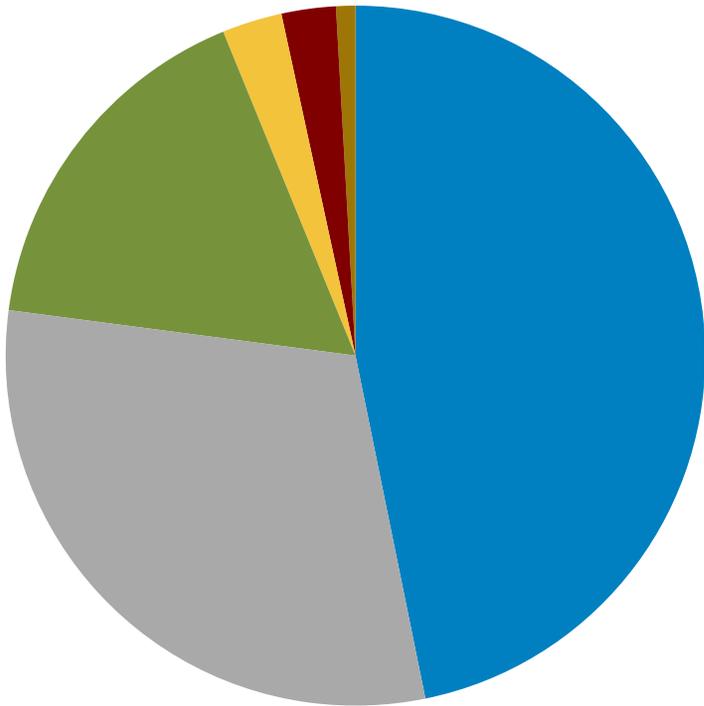
Asset Allocation Attributes	Dec-2023		Sep-2023		Jun-2023	
	(\$)	%	(\$)	%	(\$)	%
American Funds T2060;R6 (RFUTX)	25,286	1.81	21,515	1.74	21,058	1.69
American Funds T2055;R6 (RFKTX)	-	0.00	-	0.00	-	0.00
American Funds T2050;R6 (RFITX)	94,688	6.78	83,278	6.73	81,150	6.49
American Funds T2045;R6 (RFHTX)	16,941	1.21	13,558	1.10	12,189	0.98
American Funds T2040;R6 (RFGTX)	241,641	17.30	210,298	16.99	209,506	16.77
American Funds T2035;R6 (RFFTX)	267,338	19.14	226,525	18.30	216,985	17.37
American Funds T2030;R6 (RFETX)	467,671	33.48	421,535	34.06	430,191	34.43
American Funds T2025;R6 (RFDTX)	212,759	15.23	195,293	15.78	201,374	16.12
American Funds T2020;R6 (RRCTX)	-	0.00	-	0.00	-	0.00
American Funds T2015;R6 (RFJTX)	4	0.00	4	0.00	6	0.00
American Funds T2010;R6 (RFTTX)	70,517	5.05	65,501	5.29	77,054	6.17
Target Date Funds Total	1,396,845	100.00	1,237,506	100.00	1,249,514	100.00



Asset Allocation by Asset Class
401(a) Total Plan
As of December 31, 2023

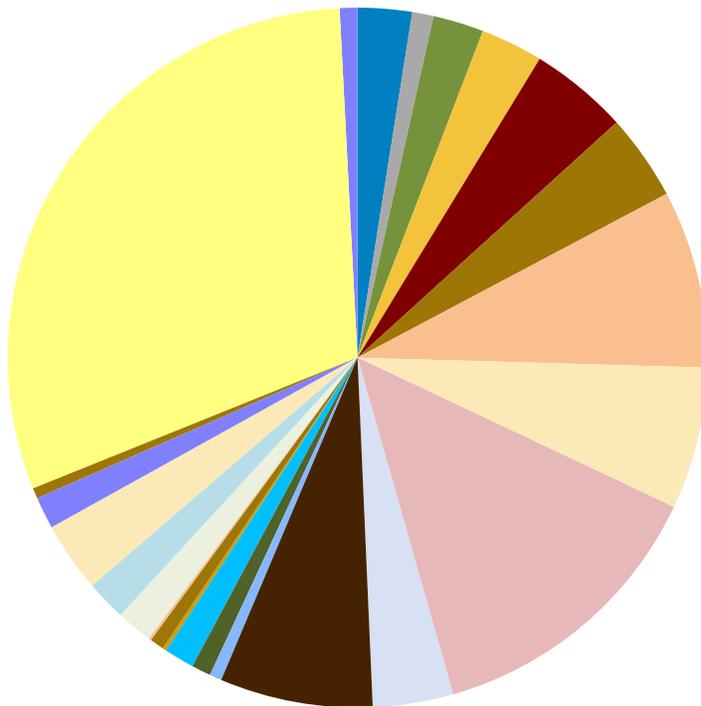
Dec-2023 : \$14,423,171

Allocation	Market Value	Allocation
US Equity	6,749,570	46.8
Cash	4,367,106	30.3
US Balanced	2,415,847	16.7
US Fixed Income	399,949	2.8
International Equity	361,756	2.5
International Fixed Income	128,943	0.9



Asset Allocation by Asset Class
401(a) Total Plan
As of December 31, 2023

Dec-2023 : \$14,423,171



Allocation

	Market Value	Allocation
American Funds EuroPacific Growth (RERGX)	361,756	2.5
Allspring:SCo Gro;R6 (WSCRX)	141,254	1.0
Vanguard S-C Id;Adm (VSMAX)	338,409	2.3
AMG GW&K Sm Cp Val;N (SKSEX)	415,987	2.9
Hartfd:MidCap HLS;IA	656,420	4.6
Vanguard Md-Cp I;Adm (VIMAX)	573,537	4.0
American Funds Gro;R6 (RGAGX)	1,183,394	8.2
Allspring:Dsp US Cr;I (EVSIX)	946,979	6.6
Vanguard Instl Indx;Inst (VINIX)	1,957,231	13.6
American Century Equity Income (AEUDX)	536,357	3.7
American Funds American Balanced (RLBGX)	1,019,001	7.1
PIMCO:High Yield;Inst (PHIYX)	81,370	0.6
PIMCO:Intl Bd (DH);Inst (PFORX)	128,943	0.9
Hartford Total Return Bond (HIABX)	200,925	1.4
American Funds T2060;R6 (RFUTX)	25,286	0.2
American Funds T2055;R6 (RFKTX)	-	0.0
American Funds T2050;R6 (RFITX)	94,688	0.7
American Funds T2045;R6 (RFHTX)	16,941	0.1
American Funds T2040;R6 (RFGTX)	241,641	1.7
American Funds T2035;R6 (RFFTX)	267,338	1.9
American Funds T2030;R6 (RFETX)	467,671	3.2
American Funds T2025;R6 (RFDTX)	212,759	1.5
American Funds T2020;R6 (RRCTX)	-	0.0
American Funds T2015;R6 (RFJTX)	4	0.0
American Funds T2010;R6 (RFTTX)	70,517	0.5
Voya Fixed Account	4,367,106	30.3
Loan Account	117,654	0.8



Comparative Performance
457 & 401(a) Trailing Returns
As of December 31, 2023

Comparative Performance														
	QTR		YTD		1 YR		3 YR		5 YR		7 YR		10 YR	
International Equity														
American Funds EuPc;R6 (RERGX)	10.37	(54)	16.05	(72)	16.05	(72)	-2.66	(100)	8.04	(47)	7.35	(20)	4.90	(8)
MSCI EAFE (Net) Index	10.42	(50)	18.24	(34)	18.24	(34)	4.02	(32)	8.16	(45)	6.91	(32)	4.28	(23)
IM International Large Cap Core Equity (MF) Median	10.41		17.20		17.20		3.05		7.92		6.38		3.44	
Domestic Equity														
Allspring:SCo Gro;R6 (WSCRX)	11.44	(48)	18.21	(35)	18.21	(35)	1.20	(28)	11.07	(38)	10.15	(45)	N/A	
Russell 2000 Growth Index	12.75	(21)	18.66	(30)	18.66	(30)	-3.50	(61)	9.22	(74)	8.08	(73)	7.16	(65)
IM U.S. Small Cap Growth Equity (MF) Median	11.32		16.54		16.54		-2.27		10.49		9.61		7.64	
Vanguard S-C Id;Adm (VSMAX)	13.41	(38)	18.20	(26)	18.20	(26)	4.66	(76)	11.70	(31)	9.05	(12)	8.43	(15)
Vanguard Spliced Small Cap Index	13.41	(38)	18.09	(26)	18.09	(26)	4.61	(77)	11.66	(32)	9.01	(12)	8.41	(16)
IM U.S. Small Cap Core Equity (MF) Median	12.91		15.99		15.99		7.27		10.86		7.18		7.16	
AMG GW&K Sm Cp Val;N (SKSEX)	14.36	(39)	17.43	(40)	17.43	(40)	9.74	(70)	11.92	(44)	6.38	(63)	6.22	(69)
Russell 2000 Value Index	15.26	(24)	14.65	(69)	14.65	(69)	7.94	(91)	10.00	(81)	6.10	(68)	6.76	(55)
IM U.S. Small Cap Value Equity (MF) Median	13.33		16.55		16.55		11.29		11.61		7.02		6.84	
Hartfd:MidCap HLS;IA	12.52	(33)	14.87	(44)	14.87	(44)	-1.50	(100)	9.70	(92)	9.02	(35)	8.77	(21)
Russell Midcap Index	12.82	(26)	17.23	(25)	17.23	(25)	5.92	(79)	12.68	(28)	10.07	(15)	9.42	(11)
IM U.S. Mid Cap Core Equity (MF) Median	11.54		13.86		13.86		7.63		11.70		8.36		7.56	
Vanguard Md-Cp I;Adm (VIMAX)	12.27	(41)	15.98	(33)	15.98	(33)	5.49	(83)	12.71	(28)	10.16	(14)	9.41	(11)
Vanguard Spliced Mid Cap Index	12.27	(41)	15.98	(33)	15.98	(33)	5.50	(83)	12.73	(27)	10.18	(14)	9.44	(11)
IM U.S. Mid Cap Core Equity (MF) Median	11.54		13.86		13.86		7.63		11.70		8.36		7.56	
American Funds Gro;R6 (RGAGX)	14.38	(39)	37.65	(71)	37.65	(71)	4.62	(65)	15.27	(73)	14.04	(80)	12.20	(62)
Russell 1000 Growth Index	14.16	(48)	42.68	(37)	42.68	(37)	8.86	(12)	19.50	(7)	17.68	(10)	14.86	(4)
IM U.S. Large Cap Growth Equity (MF) Median	14.07		40.78		40.78		5.70		16.40		15.32		12.59	
Allspring:Dsp US Cr;I (EVSIX)	10.56	(75)	26.33	(37)	26.33	(37)	10.78	(11)	15.36	(35)	12.42	(54)	11.68	(26)
S&P 500 Index	11.69	(51)	26.29	(37)	26.29	(37)	10.00	(25)	15.69	(25)	13.42	(26)	12.03	(13)
IM U.S. Large Cap Core Equity (MF) Median	11.70		24.85		24.85		8.83		14.61		12.52		10.94	
Vanguard Instl Indx;Inst (VINIX)	11.68	(52)	26.24	(38)	26.24	(38)	9.96	(26)	15.66	(26)	13.38	(26)	12.00	(14)
S&P 500 Index	11.69	(51)	26.29	(37)	26.29	(37)	10.00	(25)	15.69	(25)	13.42	(26)	12.03	(13)
IM U.S. Large Cap Core Equity (MF) Median	11.70		24.85		24.85		8.83		14.61		12.52		10.94	
Amer Cent:Eq Inc;R6 (AEUDX)	5.53	(98)	4.25	(95)	4.25	(95)	5.89	(99)	8.46	(96)	7.30	(93)	8.38	(63)
Russell 1000 Value Index	9.50	(55)	11.46	(57)	11.46	(57)	8.86	(66)	10.91	(70)	8.32	(78)	8.40	(63)
IM U.S. Large Cap Value Equity (MF) Median	9.61		12.63		12.63		9.59		11.83		9.33		8.70	

Returns for periods greater than one year are annualized.
Returns are expressed as percentages.
*Returns are MassMutual Guaranteed Account until 1Q2019 then the Voya Fixed account thereafter.



Comparative Performance
457 & 401(a) Trailing Returns
As of December 31, 2023

	QTR		YTD		1 YR		3 YR		5 YR		7 YR		10 YR	
Balanced Fund														
American Funds T2060;R6 (RFUTX)	11.90	(7)	21.61	(13)	21.61	(13)	4.62	(54)	11.32	(43)	10.22	(N/A)	N/A	
S&P Target Date 2060 Index	10.72	(65)	19.74	(59)	19.74	(59)	5.89	(15)	11.04	(65)	9.41	(N/A)	8.04	(N/A)
IM Mixed-Asset Target 2065+ (MF) Median	11.10		20.18		20.18		4.65		11.18		N/A		N/A	
American Funds T2055;R6 (RFKTX)	11.83	(7)	21.40	(12)	21.40	(12)	4.65	(54)	11.35	(12)	10.25	(1)	8.73	(1)
S&P Target Date 2055 Index	10.71	(70)	19.62	(57)	19.62	(57)	5.91	(10)	10.98	(36)	9.33	(36)	7.99	(22)
IM Mixed-Asset Target 2055 (MF) Median	11.05		19.95		19.95		4.76		10.70		9.08		7.56	
American Funds T2050;R6 (RFITX)	11.72	(8)	20.83	(15)	20.83	(15)	4.75	(49)	11.41	(5)	10.30	(1)	8.77	(1)
S&P Target Date 2050 Index	10.70	(68)	19.59	(56)	19.59	(56)	5.84	(10)	10.92	(36)	9.25	(36)	7.93	(22)
IM Mixed-Asset Target 2050 (MF) Median	11.04		19.84		19.84		4.73		10.66		9.07		7.44	
American Funds T2045;R6 (RFHTX)	11.54	(6)	20.15	(18)	20.15	(18)	4.83	(33)	11.35	(5)	10.24	(1)	8.73	(1)
S&P Target Date 2045 Index	10.53	(70)	19.14	(53)	19.14	(53)	5.62	(10)	10.68	(39)	9.03	(44)	7.76	(28)
IM Mixed-Asset Target 2045 (MF) Median	10.85		19.20		19.20		4.61		10.49		8.90		7.36	
American Funds T2040;R6 (RFGTX)	11.27	(6)	19.33	(19)	19.33	(19)	4.75	(14)	11.17	(3)	10.07	(1)	8.58	(1)
S&P Target Date 2040 Index	10.19	(75)	18.16	(49)	18.16	(49)	5.16	(9)	10.22	(35)	8.67	(41)	7.49	(28)
IM Mixed-Asset Target 2040 (MF) Median	10.54		18.11		18.11		4.11		9.94		8.49		7.14	
American Funds T2035;R6 (RFFTX)	10.50	(7)	16.90	(31)	16.90	(31)	4.20	(11)	10.39	(1)	9.46	(1)	8.15	(1)
S&P Target Date 2035 Index	9.68	(71)	16.63	(38)	16.63	(38)	4.45	(8)	9.44	(32)	8.07	(38)	7.04	(26)
IM Mixed-Asset Target 2035 (MF) Median	9.96		16.30		16.30		3.29		9.05		7.86		6.61	
American Funds T2030;R6 (RFETX)	9.78	(11)	14.52	(42)	14.52	(42)	3.47	(4)	8.90	(6)	8.22	(2)	7.25	(2)
S&P Target Date 2030 Index	9.02	(69)	14.80	(34)	14.80	(34)	3.61	(3)	8.42	(29)	7.29	(36)	6.44	(23)
IM Mixed-Asset Target 2030 (MF) Median	9.33		14.36		14.36		2.33		8.01		7.02		5.93	
American Funds T2025;R6 (RFDTX)	8.96	(24)	11.94	(62)	11.94	(62)	2.87	(3)	7.84	(8)	7.17	(3)	6.41	(3)
S&P Target Date 2025 Index	8.27	(67)	12.99	(37)	12.99	(37)	2.80	(5)	7.42	(31)	6.52	(31)	5.85	(21)
IM Mixed-Asset Target 2025 (MF) Median	8.60		12.49		12.49		1.54		6.87		6.09		5.26	
American Funds T2020;R6 (RRCTX)	8.51	(29)	10.46	(79)	10.46	(79)	2.84	(1)	6.89	(18)	6.29	(6)	5.78	(2)
S&P Target Date 2020 Index	8.04	(62)	12.32	(30)	12.32	(30)	2.12	(17)	6.47	(51)	5.75	(44)	5.28	(38)
IM Mixed-Asset Target 2020 (MF) Median	8.18		11.64		11.64		1.33		6.47		5.61		5.01	
American Funds T2015;R6 (RFJTX)	8.04	(18)	9.57	(76)	9.57	(76)	2.74	(2)	6.51	(9)	5.79	(6)	5.39	(3)
S&P Target Date 2015 Index	7.67	(67)	11.38	(26)	11.38	(26)	1.86	(18)	6.10	(34)	5.38	(43)	4.94	(39)
IM Mixed-Asset Target 2015 (MF) Median	7.87		10.91		10.91		1.24		5.92		5.23		4.85	
American Funds T2010;R6 (RFTTX)	7.68	(10)	8.67	(67)	8.67	(67)	2.58	(2)	6.07	(10)	5.41	(6)	5.10	(1)
S&P Target Date 2010 Index	7.42	(32)	10.78	(28)	10.78	(28)	1.49	(22)	5.61	(44)	4.92	(51)	4.50	(46)
IM Mixed-Asset Target 2010 (MF) Median	7.18		9.82		9.82		1.00		5.43		4.95		4.44	

Returns for periods greater than one year are annualized.
Returns are expressed as percentages.
*Returns are MassMutual Guaranteed Account until 1Q2019 then the Voya Fixed account thereafter.



Comparative Performance
457 & 401(a) Trailing Returns
As of December 31, 2023

	QTR		YTD		1 YR		3 YR		5 YR		7 YR		10 YR	
American Funds Bal;R6 (RLBGX)	9.96	(32)	14.37	(44)	14.37	(44)	5.40	(9)	9.26	(32)	8.41	(23)	7.88	(8)
American Balanced Fund Hybrid	9.25	(46)	15.58	(36)	15.58	(36)	3.38	(41)	8.53	(40)	7.51	(37)	7.08	(23)
IM All Balanced (MF) Median	9.06		13.43		13.43		2.67		7.61		6.44		5.54	
Fixed Income														
PIMCO:High Yield;Inst (PHIYX)	7.44	(8)	12.75	(30)	12.75	(30)	1.55	(53)	4.85	(43)	4.08	(37)	4.21	(22)
ICE BofA U.S. High Yield Index	7.06	(22)	13.46	(14)	13.46	(14)	2.00	(37)	5.21	(30)	4.43	(20)	4.51	(11)
IM U.S. High Yield Bonds (MF) Median	6.56		12.16		12.16		1.62		4.68		3.81		3.67	
PIMCO:Intl Bd (DH);Inst (PFORX)	5.98	(86)	9.49	(14)	9.49	(14)	-0.99	(6)	2.04	(5)	2.33	(2)	3.45	(1)
Bloomberg Global Aggregate	8.10	(34)	5.72	(67)	5.72	(67)	-5.51	(68)	-0.32	(48)	0.62	(42)	0.38	(31)
IM International Fixed Income (MF) Median	6.67		7.17		7.17		-3.72		-0.68		0.29		-0.47	
Hartfd:Tot Rtn HLS;IA	7.41	(10)	6.97	(12)	6.97	(12)	-3.13	(27)	1.86	(12)	1.94	(7)	2.32	(7)
Blmbg. U.S. Aggregate Index	6.82	(46)	5.53	(65)	5.53	(65)	-3.31	(38)	1.10	(58)	1.29	(50)	1.81	(46)
IM U.S. Broad Market Core Fixed Income (MF) Median	6.77		5.77		5.77		-3.44		1.19		1.29		1.77	
Cash														
Voya Fixed Account*	0.50	(84)	1.96	(82)	1.96	(82)	1.72	(63)	2.06	(38)	2.48	(1)	2.93	(1)
Morningstar US CIT Stable Value	0.73	(25)	2.86	(23)	2.86	(23)	2.16	(15)	2.25	(14)	2.20	(15)	2.07	(17)
IM U.S. GIC/Stable Value (SA+CF) Median	0.65		2.52		2.52		1.85		1.96		1.92		1.74	

Returns for periods greater than one year are annualized.
Returns are expressed as percentages.

*Returns are MassMutual Guaranteed Account until 1Q2019 then the Voya Fixed account thereafter.



Comparative Performance
457 & 401(a) Calendar Returns
As of December 31, 2023

Comparative Performance	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
International Equity										
American Funds EuPc;R6 (RERGX)	-22.72 (100)	2.84 (96)	25.27 (1)	27.40 (4)	-14.91 (49)	31.17 (10)	1.01 (37)	-0.48 (22)	-2.29 (11)	20.58 (46)
MSCI EAFE (Net) Index	-14.45 (40)	11.26 (40)	7.82 (67)	22.01 (52)	-13.79 (25)	25.03 (50)	1.00 (37)	-0.81 (29)	-4.90 (27)	22.78 (16)
IM International Large Cap Core Equity (MF) Median	-15.06	10.74	9.07	22.06	-15.00	25.00	-0.04	-1.95	-6.01	20.42
Domestic Equity										
Allspring:SCo Gro;R6 (WSCRX)	-24.21 (28)	15.68 (30)	28.87 (67)	26.55 (55)	-3.57 (30)	20.68 (51)	7.76 (72)	-4.33 (71)	N/A	N/A
Russell 2000 Growth Index	-26.36 (44)	2.83 (82)	34.63 (56)	28.48 (47)	-9.31 (73)	22.17 (43)	11.32 (43)	-1.38 (34)	5.60 (22)	43.30 (45)
IM U.S. Small Cap Growth Equity (MF) Median	-27.54	10.51	36.57	27.63	-5.58	20.74	10.08	-2.36	2.77	42.48
Vanguard S-C Id;Adm (VSMAX)	-17.61 (72)	17.73 (84)	19.11 (17)	27.37 (16)	-9.31 (18)	16.24 (14)	18.30 (80)	-3.64 (40)	7.50 (13)	37.81 (43)
Vanguard Spliced Small Cap Index	-17.64 (72)	17.71 (84)	19.07 (17)	27.35 (17)	-9.33 (18)	16.24 (14)	18.26 (80)	-3.68 (40)	7.54 (13)	37.77 (44)
IM U.S. Small Cap Core Equity (MF) Median	-15.77	25.12	9.89	23.94	-12.71	12.09	21.66	-4.35	4.73	36.85
AMG GW&K Sm Cp Val;N (SKSEX)	-15.33 (97)	32.93 (43)	3.29 (54)	28.64 (7)	-19.00 (80)	8.39 (51)	21.32 (84)	-6.05 (33)	4.02 (38)	51.59 (3)
Russell 2000 Value Index	-14.48 (96)	28.27 (73)	4.63 (35)	22.39 (28)	-12.86 (23)	7.84 (60)	31.74 (16)	-7.47 (57)	4.22 (35)	34.52 (71)
IM U.S. Small Cap Value Equity (MF) Median	-11.09	31.97	3.57	21.05	-16.08	8.46	26.70	-7.05	3.41	36.46
Hartfd:MidCap HLS;IA	-24.30 (95)	9.91 (100)	25.10 (7)	32.87 (16)	-7.44 (12)	24.47 (2)	11.98 (72)	1.60 (6)	11.37 (27)	39.82 (14)
Russell Midcap Index	-17.32 (88)	22.58 (68)	17.10 (17)	30.54 (31)	-9.06 (21)	18.52 (25)	13.80 (57)	-2.44 (31)	13.22 (9)	34.76 (49)
IM U.S. Mid Cap Core Equity (MF) Median	-13.21	25.73	8.44	28.59	-11.64	14.94	14.51	-3.74	8.88	34.49
Vanguard Md-Cp I;Adm (VIMAX)	-18.71 (93)	24.51 (60)	18.24 (15)	31.03 (27)	-9.23 (22)	19.25 (19)	11.22 (76)	-1.34 (23)	13.76 (6)	35.15 (47)
Vanguard Spliced Mid Cap Index	-18.68 (93)	24.52 (60)	18.24 (15)	31.09 (27)	-9.22 (22)	19.30 (19)	11.25 (76)	-1.28 (23)	13.83 (6)	35.21 (46)
IM U.S. Mid Cap Core Equity (MF) Median	-13.21	25.73	8.44	28.59	-11.64	14.94	14.51	-3.74	8.88	34.49
American Funds Gro;R6 (RGAGX)	-30.49 (38)	19.69 (67)	38.28 (36)	28.54 (89)	-2.60 (64)	26.53 (74)	8.82 (2)	5.70 (49)	9.63 (61)	34.29 (48)
Russell 1000 Growth Index	-29.14 (27)	27.60 (17)	38.49 (34)	36.39 (19)	-1.51 (54)	30.21 (39)	7.08 (10)	5.67 (49)	13.05 (24)	33.48 (57)
IM U.S. Large Cap Growth Equity (MF) Median	-31.30	22.39	35.62	33.26	-1.22	29.28	2.21	5.61	10.49	34.12
Allspring:Dsp US Cr;I (EVSIX)	-17.82 (42)	30.94 (8)	16.47 (62)	29.04 (68)	-8.08 (88)	20.88 (59)	12.09 (18)	2.53 (22)	15.69 (4)	33.97 (21)
S&P 500 Index	-18.11 (45)	28.71 (25)	18.40 (50)	31.49 (36)	-4.38 (32)	21.83 (45)	11.96 (20)	1.38 (35)	13.69 (18)	32.39 (37)
IM U.S. Large Cap Core Equity (MF) Median	-18.72	26.95	18.39	30.70	-5.45	21.46	9.70	0.54	11.51	31.77
Vanguard Instl Indx;Inst (VINIX)	-18.14 (46)	28.67 (26)	18.39 (50)	31.46 (37)	-4.42 (32)	21.79 (45)	11.93 (20)	1.37 (35)	13.65 (18)	32.35 (38)
S&P 500 Index	-18.11 (45)	28.71 (25)	18.40 (50)	31.49 (36)	-4.38 (32)	21.83 (45)	11.96 (20)	1.38 (35)	13.69 (18)	32.39 (37)
IM U.S. Large Cap Core Equity (MF) Median	-18.72	26.95	18.39	30.70	-5.45	21.46	9.70	0.54	11.51	31.77
Amer Cent:Eq Inc;R6 (AEUDX)	-2.90 (18)	17.27 (98)	1.43 (80)	24.64 (74)	-4.17 (18)	13.83 (82)	19.88 (6)	0.94 (6)	12.84 (14)	N/A
Russell 1000 Value Index	-7.54 (66)	25.16 (63)	2.80 (61)	26.54 (50)	-8.27 (45)	13.66 (82)	17.34 (17)	-3.83 (69)	13.45 (8)	32.53 (44)
IM U.S. Large Cap Value Equity (MF) Median	-6.10	25.96	3.82	26.50	-8.61	16.95	13.85	-3.00	10.82	32.11

Returns for periods greater than one year are annualized.

Returns are expressed as percentages.

*Returns are MassMutual Guaranteed Account until 1Q2019 then the Voya Fixed account thereafter.



**Comparative Performance
457 & 401(a) Calendar Returns**

As of December 31, 2023

	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Balanced Fund										
American Funds T2060;R6 (RFUTX)	-19.66 (91)	17.19 (49)	19.44 (1)	25.01 (61)	-5.64 (1)	22.49 (N/A)	8.41 (N/A)	N/A	N/A	N/A
S&P Target Date 2060 Index	-16.01 (7)	18.05 (34)	13.99 (73)	24.73 (84)	-7.95 (7)	20.75 (N/A)	10.08 (N/A)	-0.66 (N/A)	5.64 (N/A)	24.96 (N/A)
IM Mixed-Asset Target 2065+ (MF) Median	-18.58	17.15	16.23	26.28	-9.37	N/A	N/A	N/A	N/A	N/A
American Funds T2055;R6 (RFKTX)	-19.50 (88)	17.28 (46)	19.39 (7)	25.09 (40)	-5.65 (3)	22.63 (5)	8.30 (48)	0.63 (1)	7.01 (22)	26.59 (1)
S&P Target Date 2055 Index	-15.97 (10)	18.19 (25)	13.86 (72)	24.48 (62)	-7.97 (38)	20.48 (65)	9.94 (7)	-0.54 (20)	5.64 (45)	24.96 (26)
IM Mixed-Asset Target 2055 (MF) Median	-18.31	17.19	15.61	24.82	-8.51	21.11	8.25	-1.67	5.43	23.21
American Funds T2050;R6 (RFITX)	-18.89 (68)	17.27 (42)	19.42 (6)	25.04 (38)	-5.61 (2)	22.61 (6)	8.33 (45)	0.65 (1)	7.02 (18)	26.65 (2)
S&P Target Date 2050 Index	-15.97 (11)	17.99 (27)	13.86 (65)	24.35 (60)	-7.94 (35)	20.18 (67)	9.74 (14)	-0.47 (16)	5.69 (46)	24.13 (33)
IM Mixed-Asset Target 2050 (MF) Median	-18.30	17.00	15.52	24.67	-8.55	20.76	8.11	-1.62	5.62	23.08
American Funds T2045;R6 (RFHTX)	-18.18 (52)	17.18 (37)	19.21 (5)	24.68 (48)	-5.58 (3)	22.44 (6)	8.27 (47)	0.64 (1)	7.09 (14)	26.51 (2)
S&P Target Date 2045 Index	-15.84 (12)	17.52 (26)	13.66 (69)	24.02 (63)	-7.74 (36)	19.56 (72)	9.54 (14)	-0.46 (17)	5.67 (43)	23.14 (46)
IM Mixed-Asset Target 2045 (MF) Median	-18.15	16.69	15.35	24.60	-8.21	20.64	8.15	-1.64	5.56	23.07
American Funds T2040;R6 (RFGTX)	-17.55 (42)	16.83 (15)	18.77 (5)	24.40 (29)	-5.52 (3)	21.98 (4)	8.17 (41)	0.58 (1)	6.96 (16)	26.66 (2)
S&P Target Date 2040 Index	-15.56 (12)	16.55 (21)	13.37 (69)	23.37 (57)	-7.41 (34)	18.87 (70)	9.23 (16)	-0.40 (15)	5.69 (42)	22.10 (46)
IM Mixed-Asset Target 2040 (MF) Median	-17.85	15.68	14.73	23.63	-7.96	19.71	7.96	-1.66	5.41	21.67
American Funds T2035;R6 (RFFTX)	-16.24 (30)	15.54 (13)	17.55 (6)	23.29 (22)	-5.14 (4)	21.04 (3)	8.00 (44)	0.59 (1)	7.02 (11)	25.97 (1)
S&P Target Date 2035 Index	-14.99 (12)	14.93 (20)	12.79 (74)	22.18 (52)	-6.88 (44)	17.78 (71)	8.85 (15)	-0.35 (15)	5.69 (41)	20.84 (49)
IM Mixed-Asset Target 2035 (MF) Median	-17.04	13.84	14.14	22.27	-7.27	18.72	7.75	-1.52	5.40	20.79
American Funds T2030;R6 (RFETX)	-14.50 (23)	13.16 (13)	15.16 (14)	20.06 (52)	-4.16 (5)	18.40 (11)	7.71 (38)	0.47 (1)	7.06 (7)	25.64 (1)
S&P Target Date 2030 Index	-13.96 (16)	12.61 (26)	11.91 (65)	20.38 (48)	-5.99 (42)	16.19 (60)	8.35 (20)	-0.30 (11)	5.64 (36)	19.14 (41)
IM Mixed-Asset Target 2030 (MF) Median	-16.21	11.46	12.85	20.13	-6.34	16.91	7.31	-1.47	5.19	17.89
American Funds T2025;R6 (RFDTX)	-12.74 (15)	11.44 (14)	13.67 (23)	17.85 (57)	-3.47 (6)	15.33 (37)	7.36 (31)	0.13 (3)	6.66 (11)	23.76 (1)
S&P Target Date 2025 Index	-13.13 (20)	10.67 (27)	11.22 (63)	18.38 (47)	-5.02 (43)	14.55 (55)	7.82 (17)	-0.25 (11)	5.56 (39)	17.03 (35)
IM Mixed-Asset Target 2025 (MF) Median	-15.31	9.71	12.12	18.21	-5.25	14.95	6.87	-1.37	5.22	15.86
American Funds T2020;R6 (RRCTX)	-11.01 (1)	10.64 (6)	10.99 (47)	15.59 (58)	-2.69 (4)	12.87 (46)	7.05 (28)	0.19 (2)	6.74 (3)	18.71 (1)
S&P Target Date 2020 Index	-12.81 (19)	8.76 (48)	10.24 (57)	16.52 (42)	-4.16 (41)	12.80 (47)	7.22 (25)	-0.19 (7)	5.67 (23)	14.76 (28)
IM Mixed-Asset Target 2020 (MF) Median	-14.36	8.71	10.89	16.00	-4.52	12.67	6.37	-1.43	4.72	11.93
American Funds T2015;R6 (RFJTX)	-10.25 (1)	10.27 (3)	9.96 (63)	14.94 (59)	-2.72 (5)	11.19 (53)	7.55 (9)	-0.62 (19)	6.64 (4)	15.72 (1)
S&P Target Date 2015 Index	-12.16 (22)	8.01 (50)	10.28 (61)	15.40 (47)	-3.67 (44)	11.39 (49)	6.56 (45)	-0.16 (8)	5.49 (26)	12.16 (37)
IM Mixed-Asset Target 2015 (MF) Median	-13.67	7.98	11.36	15.26	-3.88	11.27	6.39	-1.30	4.50	10.41
American Funds T2010;R6 (RFTTX)	-9.15 (1)	9.32 (1)	9.25 (74)	13.88 (57)	-2.49 (9)	10.41 (41)	7.45 (3)	-0.84 (27)	6.79 (1)	12.55 (1)
S&P Target Date 2010 Index	-11.44 (16)	6.54 (50)	9.95 (59)	14.30 (49)	-3.10 (25)	9.95 (66)	5.82 (59)	-0.21 (7)	5.07 (18)	9.42 (46)
IM Mixed-Asset Target 2010 (MF) Median	-12.72	5.80	10.43	14.19	-3.58	10.24	6.06	-1.20	4.11	8.67

Returns for periods greater than one year are annualized.

Returns are expressed as percentages.

*Returns are MassMutual Guaranteed Account until 1Q2019 then the Voya Fixed account thereafter.



Comparative Performance
457 & 401(a) Calendar Returns
As of December 31, 2023

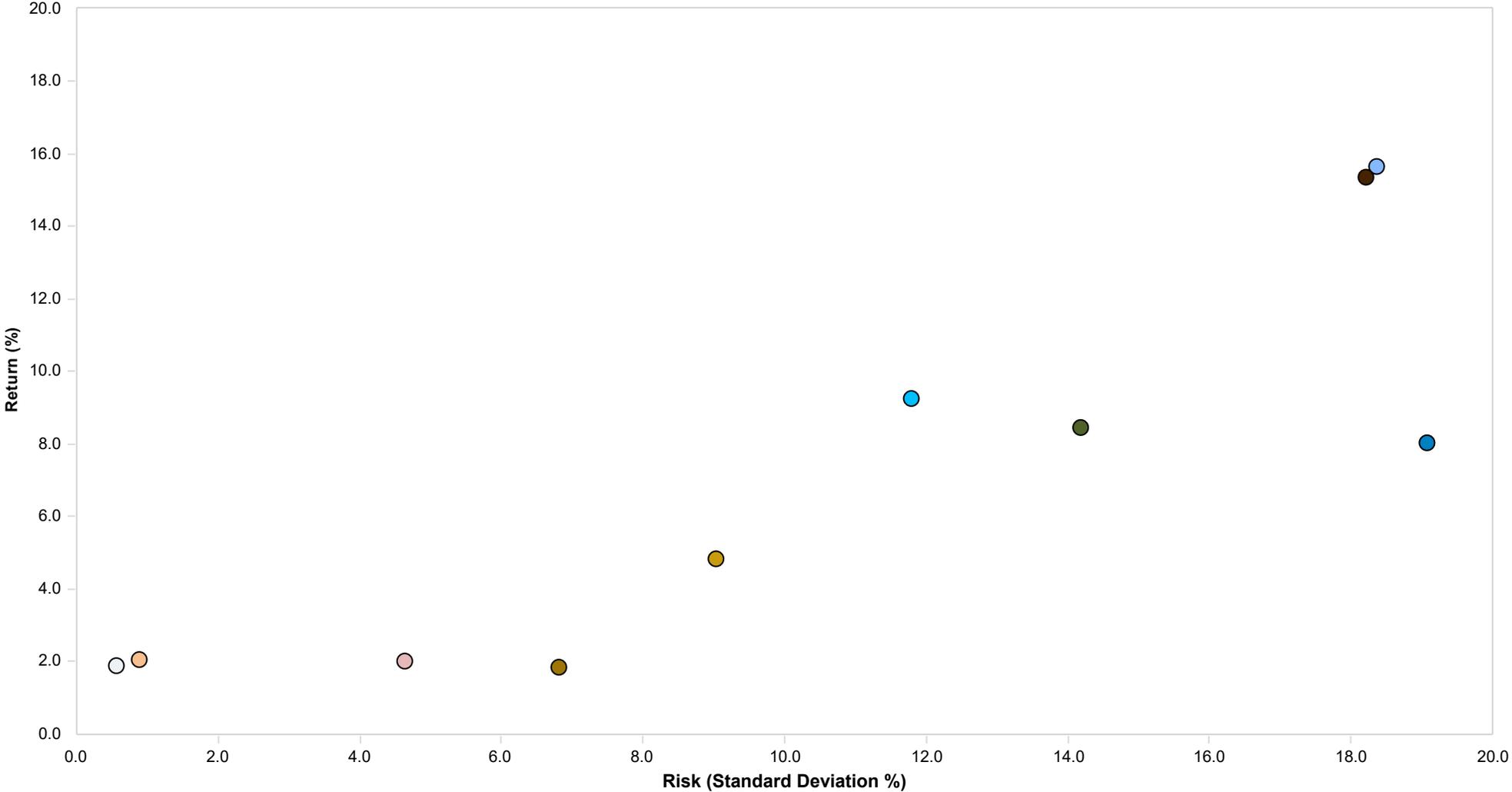
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
American Funds Bal;R6 (RLBGX)	-11.83 (19)	16.11 (25)	11.22 (57)	19.55 (45)	-2.42 (7)	15.84 (39)	8.90 (18)	2.03 (3)	9.22 (6)	22.12 (20)
American Balanced Fund Hybrid	-15.26 (48)	12.80 (46)	13.66 (35)	19.89 (42)	-1.90 (5)	12.37 (62)	7.38 (40)	1.21 (4)	9.85 (4)	14.08 (56)
IM All Balanced (MF) Median	-15.51	12.00	12.01	18.64	-6.14	14.08	6.80	-1.58	4.75	15.42
Fixed Income										
PIMCO:High Yield;Inst (PHIYX)	-10.76 (46)	4.06 (74)	5.31 (53)	14.94 (24)	-2.49 (31)	7.02 (35)	12.68 (70)	-1.88 (21)	3.31 (13)	5.77 (74)
ICE BofA U.S. High Yield Index	-11.22 (59)	5.36 (40)	6.17 (34)	14.41 (36)	-2.27 (27)	7.48 (21)	17.49 (5)	-4.64 (61)	2.50 (23)	7.42 (32)
IM U.S. High Yield Bonds (MF) Median	-10.97	4.94	5.43	13.83	-2.97	6.63	13.77	-3.98	1.50	6.72
PIMCO:Intl Bd (DH);Inst (PFORX)	-9.84 (18)	-1.67 (8)	6.15 (57)	7.35 (34)	2.63 (7)	3.53 (69)	7.03 (7)	0.40 (9)	11.16 (3)	0.90 (17)
Bloomberg Global Aggregate	-16.25 (62)	-4.71 (41)	9.20 (28)	6.84 (42)	-1.19 (46)	7.39 (59)	2.09 (61)	-3.15 (24)	0.59 (52)	-2.60 (37)
IM International Fixed Income (MF) Median	-12.94	-5.39	6.55	6.64	-2.47	9.80	3.34	-5.82	0.63	-3.74
Hartfd:Tot Rtn HLS;IA	-14.21 (70)	-0.95 (31)	9.03 (27)	10.65 (5)	-0.81 (61)	5.16 (5)	4.49 (11)	-0.59 (73)	5.89 (32)	-1.36 (29)
Blmbg. U.S. Aggregate Index	-13.01 (22)	-1.55 (60)	7.51 (73)	8.72 (53)	0.01 (18)	3.54 (54)	2.65 (62)	0.55 (20)	5.97 (27)	-2.02 (54)
IM U.S. Broad Market Core Fixed Income (MF) Median	-13.66	-1.33	8.16	8.76	-0.62	3.60	2.90	0.04	5.55	-1.96
Cash										
Voya Fixed Account*	1.47 (61)	1.73 (21)	2.19 (19)	2.97 (6)	3.38 (1)	3.67 (2)	3.94 (1)	4.00 (1)	4.00 (2)	4.00 (1)
Morningstar US CIT Stable Value	1.88 (18)	1.74 (20)	2.24 (14)	2.51 (19)	2.23 (15)	1.96 (19)	1.79 (32)	1.77 (31)	1.69 (39)	1.84 (28)
IM U.S. GIC/Stable Value (SA+CF) Median	1.63	1.46	1.98	2.26	1.95	1.68	1.58	1.44	1.36	1.46

Returns for periods greater than one year are annualized.
Returns are expressed as percentages.

*Returns are MassMutual Guaranteed Account until 1Q2019 then the Voya Fixed account thereafter.



Risk and Return



- American Funds EuPc;R6 (RERGX)
- Allspring: SCo Gro;R6 (WSCRX)
- Vanguard S-C Id;Adm (VSMAX)
- AMG GW&K Sm Cp Val;N (SKSEX)
- Hartfd: MidCap HLS;IA
- Vanguard Md-Cp I;Adm (VIMAX)
- American Funds Gro;R6 (RGAGX)
- Allspring: Dsp US Cr;I (EVSIX)
- Vanguard Instl Indx;Inst (VINIX)
- Amer Cent: Eq Inc;R6 (AEUDX)
- American Funds Bal;R6 (RLBGX)
- PIMCO: High Yield;Inst (PHIYX)
- PIMCO: Intl Bd (DH);Inst (PFORX)
- Hartfd: Tot Rtn HLS;IA
- Voya Fixed Account
- 90 Day U.S. Treasury Bill

Calculation based on monthly periodicity.



**American Funds Target Retirement R6
Target Date Fund Universe Ranges**

December 31, 2023

Asset Class	2065+	2060	2055	2050	2045	2040	2035	2030	2025	2020	2015	2010
Equity Range												
Maximum	100%	100%	100%	100%	95%	90%	85%	80%	70%	65%	50%	45%
Minimum	60%	50%	50%	50%	45%	45%	40%	35%	20%	15%	10%	5%
Fixed Income Range												
Maximum	20%	20%	25%	30%	35%	40%	50%	55%	70%	75%	75%	80%
Minimum	0%	0%	0%	0%	0%	5%	10%	15%	20%	25%	30%	40%
Cash Range												
Maximum	20%	20%	20%	30%	30%	30%	30%	30%	30%	35%	35%	35%
Minimum	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Range												
Maximum	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Minimum	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Target Date Universe	39	48	48	48	49	50	50	49	49	37	37	37

Morningstar Definitions:

1. Cash - The percentage of the fund's assets in cash. This figure is calculated separately for the short and long positions of the portfolio, and the sum of the asset allocation of each will not necessarily equal 100%.
2. Other - The percentage of the fund's assets in other instruments. This figure is calculated separately for the short and long positions of the portfolio, and the sum of the asset allocation of each will not necessarily equal 100%.
3. Target Date Universe - Based on the number of unique glide paths in the Morningstar Target Date Universe. Only one share class is selected to represent the fund manager.



**American Funds Target Retirement R6
Target Date Fund Asset Allocation**

December 31, 2023

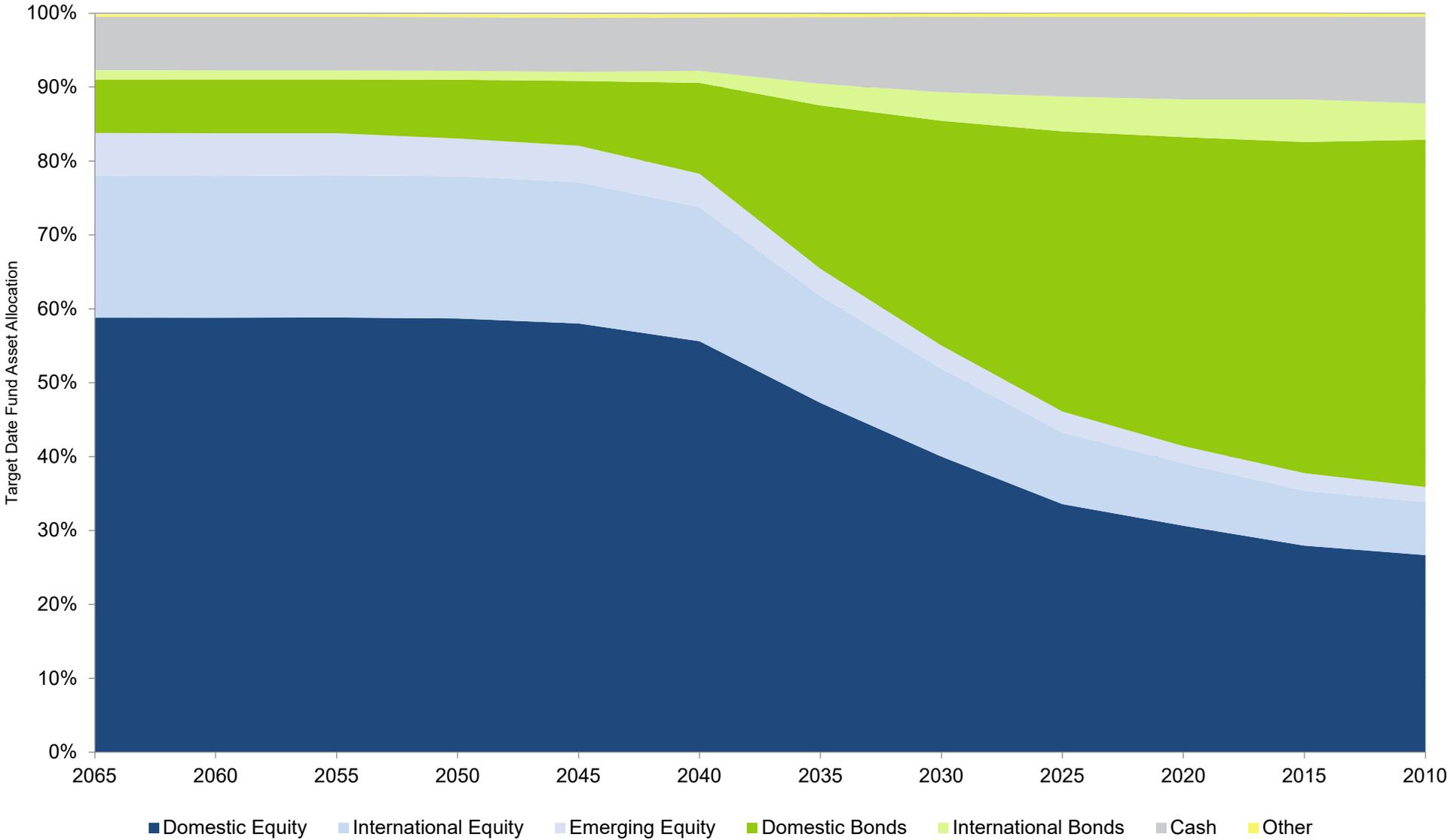
Asset Class	2065	2060	2055	2050	2045	2040	2035	2030	2025	2020	2015	2010
Total Equity	84%	84%	84%	83%	82%	78%	65%	55%	47%	42%	39%	37%
Domestic Equity	59%	59%	59%	59%	58%	56%	47%	40%	34%	31%	28%	27%
International Equity	19%	19%	19%	19%	19%	18%	14%	12%	10%	8%	7%	7%
Emerging Equity	6%	6%	6%	5%	5%	5%	4%	3%	3%	2%	2%	2%
Total Fixed Income	8%	9%	9%	9%	10%	14%	25%	34%	43%	47%	51%	52%
Domestic Bonds	7%	7%	7%	8%	9%	12%	22%	30%	38%	42%	45%	47%
International Bonds	1%	1%	1%	1%	1%	2%	3%	4%	5%	5%	6%	5%
Cash	7%	7%	7%	7%	7%	7%	9%	10%	11%	11%	11%	12%
Other	0%											
Total	100%	101%	101%	101%	101%							

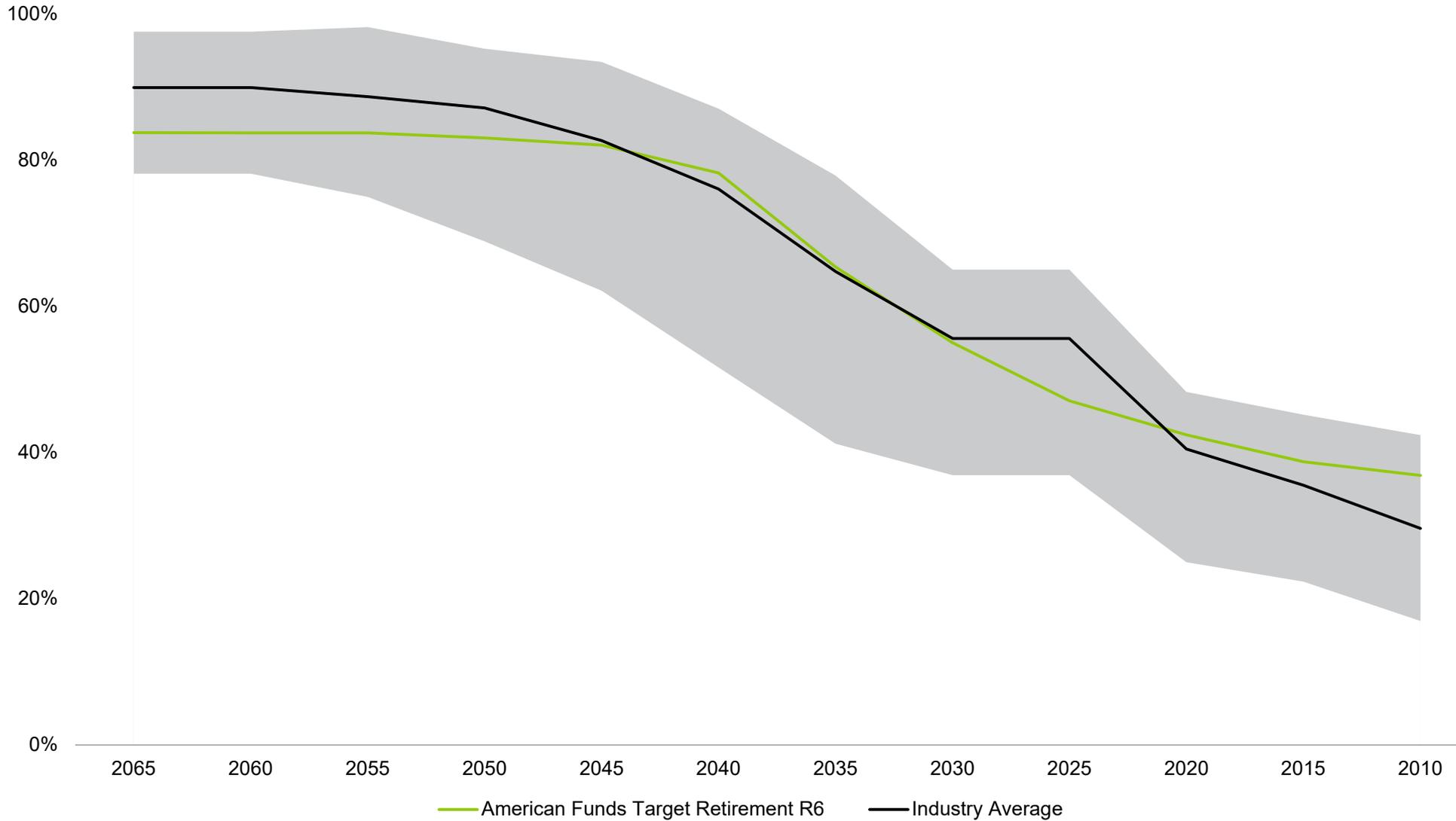
Terminal Equity Date:	30 years after Retirement
Active/Passive/Blend Allocation:	Active

Morningstar Definitions:

1. Cash - The percentage of the fund's assets in cash. This figure is calculated separately for the short and long positions of the portfolio, and the sum of the asset allocation of each will not necessarily equal 100%.
2. Other - The percentage of the fund's assets in other instruments. This figure is calculated separately for the short and long positions of the portfolio, and the sum of the asset allocation of each will not necessarily equal 100%.







1. Industry Range (Gray Bar) - Represents the equity allocation range of the Target Date Funds in the universe.

2. Industry Average - The average equity allocation of the investments included in the universe.



Fee and Expense Summary

Voya requires 0.03% in revenue from the plan assets annually.

AndCo Consulting bills quarterly. The fee structure is \$60,000 per annum, paid in quarterly cash payments.

Plan Demographics

Total Assets*	\$218,149,126
Number of Participants with a Balance (active and terminated)	3,339

Expense Type Estimates (annual)	Percent of Assets	Dollar Cost	% Cost
Voya Recordkeeping fees	0.03%	\$65,445	0.03%
AndCo Consulting fees		\$60,000	0.03%
Total plan expenses		\$ 125,445	0.06%

Revenue Sharing Estimates (annual)

Revenue from participant annual fee	0.08%	\$174,519
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Net plan fee surplus (annual)

\$49,075 0.02%

Annual average total plan recordkeeping and administrative cost per participant (gross)**

\$52.27

*Does not include outstanding loan values

**All revenue sharing monies are reimbursed to the participant accounts that utilize those funds. This policy was implemented on 1/1/18.



Weighted Fee and Revenue Sharing Evaluation

	Market Value	Expense Ratio	Expense Ratio Weighted Fee	Revenue Sharing	*Revenue Sharing \$
American Funds EuroPacific Growth (RERGX)	\$6,536,738	0.46%	\$30,069	0.00%	\$0
Allspring Small Co Growth (WSCRX)	\$2,703,871	0.86%	\$23,253	0.00%	\$0
Vanguard Small Cap Index (VSMAX)	\$4,706,914	0.05%	\$2,353	0.00%	\$0
AMG Managers Skyline Special Equities (SKSEX)	\$2,500,404	1.13%	\$28,255	0.25%	\$6,251
Hartford Mid Cap (HIMCX)	\$9,197,000	0.71%	\$65,299	0.25%	\$22,993
Vanguard Mid Cap Index (VIMAX)	\$8,007,505	0.05%	\$4,004	0.00%	\$0
AF Growth Fund of America (RGAGX)	\$21,554,469	0.30%	\$64,663	0.00%	\$0
Allspring Disciplined US Core (EVSIX)	\$14,894,252	0.48%	\$71,492	0.15%	\$22,341
Vanguard Institutional Index (VINIX)	\$27,032,039	0.04%	\$10,813	0.00%	\$0
American Century Equity Income (AEUDX)	\$7,704,004	0.57%	\$43,913	0.00%	\$0
American Funds Target 2060-2010 R6	\$25,803,519	0.33%	\$86,184	0.00%	\$0
American Funds American Balanced (RLBGX)	\$8,990,157	0.25%	\$22,475	0.00%	\$0
PIMCO High Yield (PHIYX)	\$2,609,108	0.57%	\$14,872	0.00%	\$0
PIMCO Foreign Bond USD-Hedged (PFORX)	\$621,491	0.63%	\$3,915	0.00%	\$0
Hartford Total Return Bond (HIABX)	\$3,691,565	0.50%	\$18,458	0.25%	\$9,229
Voya Fixed Account	\$71,596,090	0.00%	\$0	0.00%	\$0
TOTAL	\$218,149,126	0.22%	\$490,018	0.03%	\$60,814

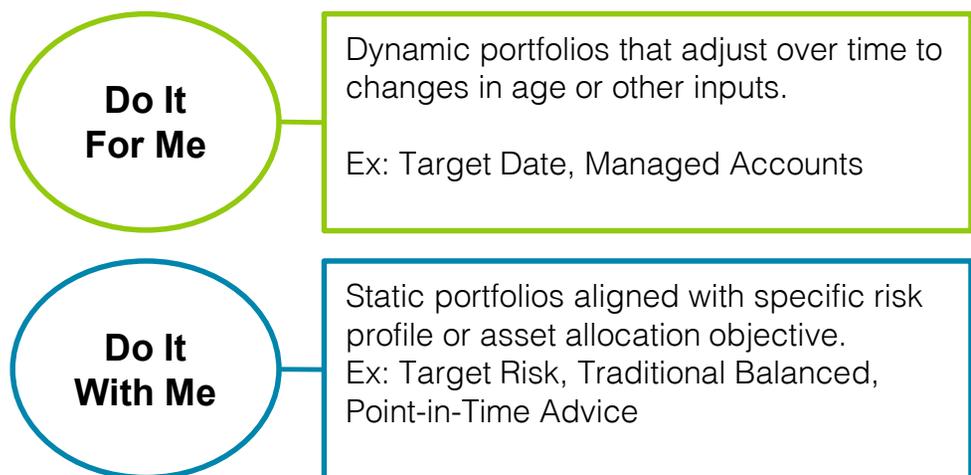
*All revenue sharing monies are reimbursed to the participant accounts that utilize those funds. This policy was implemented on 1/1/18.



Most participants have heard the phrases “don’t put all your eggs in one basket” or “diversify and rebalance”, but when faced with the responsibility of selecting their own investments, are unsure how to implement appropriately. In an effort to prevent common pitfalls, a variety of asset allocation solutions are available to help align broad market exposure and diversification based on an individual participant’s risk tolerance, time horizon, or objectives.

38%
of participants are confident in making investment decisions.¹

Types of Asset Allocation Vehicles



Utilization of Solutions

Asset Allocation Vehicle	% of plans offering	% of participants using
Target Date	96%	83%
Managed Account	41%	7%
Target Risk	13%	<0.5%
Traditional Balanced	62%	6%

Source: Vanguard How America Saves 2023

¹ Schwab – 2022 401(k) Participant Study, July 2022

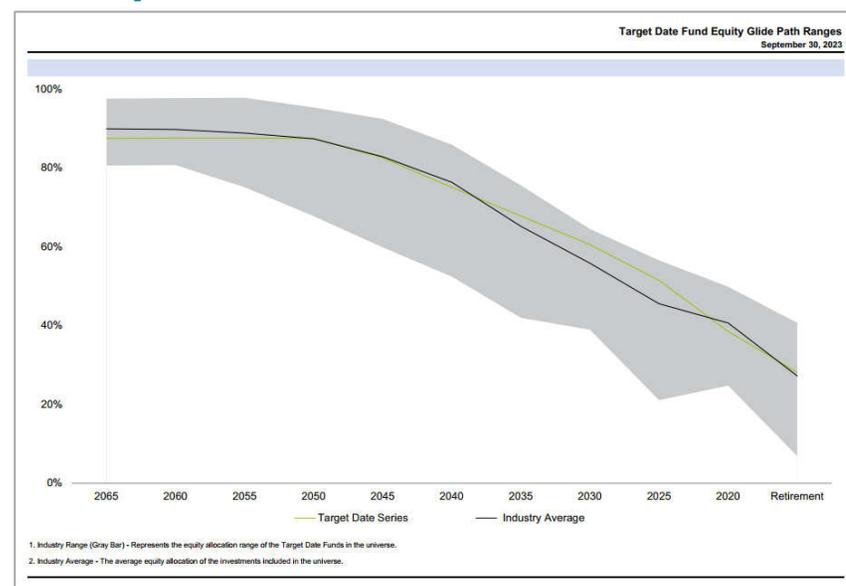


Target date funds have become the most popular asset allocation solution due to their simple and intuitive design. Approximately 83% of plan participants are allocated to a target date when offered as of 2022, and account for 82% of participant and employer contributions.¹

Key Target Date Characteristics

- **Series:** Suite of funds targeting expected retirement in 5 to 10-year increments.
- **Glide Path:** Portfolios will become more conservative as participant nears retirement – higher equity/risk when younger (see exhibit)
- **To vs. Through:** Reference to when glide path reaches its most conservative point (To at retirement / Through some point afterwards)
- **Professional Management:** Broadly diversified portfolios, monitored and rebalanced in accordance with asset allocation methodology (varies by provider)
- **Active vs. Passive:** Underlying holdings are either active (higher fees), passive (lower fees), or a combination of both.

Sample Glide Path Exhibit



For illustrative purposes only. There is no guarantee that other clients will experience similar results as various factors can cause actual outcomes.

¹ Vanguard – How America Saves 2023

Given the prevalence and popularity of target date offerings, the Department of Labor (DOL) has issued guidelines to assist plan fiduciaries in selecting appropriate offerings¹:



Other Target Date Considerations

- One-Size-Fits-All: Age-driven approach may not be ideal for investors with specific goals, preferences or circumstances, particularly as you approach retirement
- Glide Path Suitability: Based on industry or company specific retirement assumptions, off-the-shelf offerings may be incompatible; consider custom solutions

¹ DOL: Target Date Funds – Tips for ERISA Plan Fiduciaries, February 2013

Qualified Default Investment Alternatives (QDIA)

Plan fiduciaries may designate a QDIA to serve as a default option for specific participant circumstances – failure to make investment election, auto-enrollment, fund mappings, or other undirected situations. Asset allocation vehicles designed to provide diversification and long-term savings objectives are generally eligible, assuming they comply with one of the following primary types¹:

- A product with a mix of investments that consider the individual's age or retirement date (e.g. Target date funds)
- An investment service that allocates contributions among existing plan options to provide an asset mix that considers the individual's age, retirement date, or other variable inputs (e.g. Managed Accounts)
- A product with a mix of investments that consider the characteristics of employees (e.g. Balanced fund)

When utilized appropriately, QDIA defaults provide fiduciary safe harbor, shielding plan sponsors from liability relating to investment losses.

¹ DOL Fact Sheet – QDIA In Participant Directed Account Plans, April 2008

Quarterly	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Follow procedures, including documentation of all meetings and decisions	Yes	Yes	Yes	Yes
Review of plan investments and compliance with investment policy statement	Yes	Yes	Yes	Yes
Fiduciary education	Yes	Yes	Yes	Yes
Periodically				
Investment policy statement review	No	No	No	Yes
Review QDIA selection	Yes	Yes	Yes	Yes
Plan fee analysis	Yes	Yes	Yes	Yes
Plan recordkeeping & administration services review	Yes	Yes	Yes	Yes
Employee education review	Yes	Yes	Yes	Yes
Review of ancillary products, if applicable (self-directed brokerage, managed accounts, etc.)				
Other Projects				
Record-keeping Benchmarking Study		Yes		
Large Cap Value Fund Search			Yes	



Historical Activity

Sep-2020

Hotchkis & Wiley Mid Cap Value (HWMIX) fund removed from the fund line-up.

Jan-2020

The Custom Target Date funds were replaced with the American R6 Target Date funds.

Jun-2019

The MassMutual Guaranteed Interest Account was replaced by the Voya Fixed Account. The returns are MassMutual until 1Q2019, Voya thereafter.
The Record Keeper was changed in 2Q2019 from Mass Mutual to Voya.

Jul-2017

The Hartford Small Company Fund (HIASX) was replaced by Wells Fargo Small Company Growth Fund (WSCRX).

Nov-2016

The Hartford Capital Appreciation Fund (HIACX) was replaced by the Wells Fargo Disciplined US Core Fund (EVSIX).

The Deutsche Real Assets Fund (AAAVX) was removed from the Plans. The remaining balances were mapped into the American Funds American Balanced Fund (RLBGX).

The Plan added WCAB Models 2015, 2025, 2035, 2045, 2055, and 2060. The 2010 Model was replaced by the Income Model.

Dec-2015

The Plan was converted to the Mass Mutual platform. The following funds were changed:

The SSGA Index Fund were replaced by Vanguard Index Funds.
The Hartford Balanced was replaced by American Funds Balanced.
American Century Equity Income shares changed from ACIIX to AEUDX.
Deutsche Alternative Asset Allocation shares changed from AAAAX to AAAVX.

Sep-2014

Lord Abbett Mid Cap Value closes 9/3/14. Assets will map to the Hotchkis & Wiley Mid Cap Value Fund on September 5, 2014.

Oct-2013

Pimco Foreign Bond (US Hedged) (PFORZ) was added to the fund lineup.

Apr-2011

The LifePath Funds were removed from the fund line-up.

Mar-2011

The Barclays LifePath Target Date Funds will be mapped to the Hartford Advisors HLS Fund.

Oct-2010



The following funds were moved to new share classes as follows:

American Funds EuroPacific Growth to R6 shares
SSgA Russell Small Cap to A shares
Lord Abbett Mid Cap Value to I shares
SSgA S&P Mid Cap Index to A shares
American Funds Growth Fund of America to R6 shares
SSgA S&P 500 Index to A shares
Pimco High Yield to Institutional shares.

Dec-2009

The LifePath 2010 fund was wrapped in with the Life Path Retirement Fund.

Sep-2009

Barclays merged with BlackRock. The LifePath funds took the BlackRock name.

Feb-2009

The Following new investment choices were added to the Plans:

American Century Capital, DFA Intl. Small Cap Value, DWS Alternative Asset Allocation, Lazard Emerging Markets, Lord Abbett Mid Cap Value.

Sep-2007

The Hartford Index HLS was replaced by the SSgA S&P 500 Flagship fund in the third quarter 2007. The TCW Opportunity Fund was renamed to the TCW Relative Value Small Cap Fund.

Jun-2007

The American Century Ultra Fund was removed from the fund lineup during the second quarter 2007.

Mar-2005



Changes to the fund lineup started on March 1, 2005 and concluded on March 31, 2005. Below is a list of the funds that were retained and a list of funds that were added to the lineup.

Retained Funds:

Hartford Small Company HLS
Skyline Special Equities Portfolio, Hartford Mid-Cap HLS
American Century Ultra, Hartford Capital Appreciation
Hartford Index HLS
American Century Equity Income
Hartford Advisors HLS
Hartford Total Return Bond HLS
General "Declared Interest"

Introduced Funds:

American Funds EuroPacific
TCW Opportunity
Artisan Mid-Cap
Hotchkis & Wiley Mid-Cap Value
American Funds Growth Fund
PIMCO High Yield
General Account (Declared)
Barclays Global Investors LifePath.



Common Index Definitions

The S&P 500® Index is a broad based unmanaged index of 500 stocks, which is widely recognized as representative of the equity market in general.

The Russell 1000® Index measures the performance of those 1,000 largest companies in the Russell 3000® Index, which represents approximately 92% of the total market capitalization of the Russell 3000® Index.

The Russell 1000® Value Index measures the performance of those Russell 1000® Index companies with lower price-to-book ratios and lower forecasted growth values.

The Russell 1000® Growth Index measures the performance of those Russell 1000® Index companies with higher price-to-book ratios and higher forecasted growth values.

The Russell 2000® Index, an unmanaged index, measures the performance of the 2,000 smallest companies in the Russell 3000® Index.

The Russell 2000® Value Index measures the performance of those Russell 2000® Index companies with lower price-to-book ratios and lower forecasted growth values.

The Russell 2000® Growth Index measures the performance of those Russell 2000® Index companies higher price-to-book ratios and higher forecasted growth values.

The Russell 3000® Index includes the 3,000 largest U.S.-traded stocks.

The Russell 3000® Value Index includes stocks from the Russell 3000® Index with lower price-to-book ratios and lower expected growth rates.

The Russell 3000® Growth Index includes companies that display signs of above average growth. The index is used to provide a gauge of the performance of growth stocks in the U.S.

The Russell Midcap® Index, an unmanaged index, measures the performance of the 800 smallest companies in the Russell 1000® Index.

The Russell Midcap® Value Index measures the performance of those Russell Midcap® Index companies with lower price-to book value ratios and lower forecasted growth values.

The Russell Midcap® Growth Index measures the performance of those Russell Midcap® Index companies with higher price-to book ratios and higher forecasted growth values.

The Russell Developed® Index measures the performance of the investable securities in developed countries globally across all market capitalization ranges.

The Bloomberg Barclays Intermediate Treasury Index includes Treasuries with maturities between 1 and 10 years.

The Bloomberg Barclays Aggregate Bond Index, is a market capitalization-weighted intermediate term index, meaning the securities in the index are weighted according to the market size of each bond type. Most U.S. traded investment grade bonds are represented. Municipal bonds, and Treasury Inflation-Protected Securities are excluded, due to tax treatment issues. The index includes Treasury securities, Government agency bonds, Mortgage-backed bonds, Corporate bonds, and a small amount of foreign bonds traded in U.S. The Bloomberg Barclays US Aggregate Bond Index is an index.

The BofA Merrill Lynch U.S. High Yield Index tracks the performance of below investment grade, but not in default, US dollardenominated corporate bonds publicly issued in the US domestic market, and includes issues with a credit rating of BBB or below, as rated by Moody's and S&P.



Active Return	- Arithmetic difference between the manager's performance and the designated benchmark return over a specified time period.
Alpha	- A measure of the difference between a portfolio's actual performance and its expected return based on its level of risk as determined by beta. It determines the portfolio's non-systemic return, or its historical performance not explained by movements of the market.
Beta	- A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of the portfolio's systematic risk.
Consistency	- The percentage of quarters that a product achieved a rate of return higher than that of its benchmark. Higher consistency indicates the manager has contributed more to the product's performance.
Distributed to Paid In (DPI)	- The ratio of money distributed to Limited Partners by the fund, relative to contributions. It is calculated by dividing cumulative distributions by paid in capital. This multiple shows the investor how much money they got back. It is a good measure for evaluating a fund later in its life because there are more distributions to measure against.
Down Market Capture	- The ratio of average portfolio performance over the designated benchmark during periods of negative returns. A lower value indicates better product performance
Downside Risk	- A measure similar to standard deviation that utilizes only the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. A higher factor is indicative of a riskier product.
Excess Return	- Arithmetic difference between the manager's performance and the risk-free return over a specified time period.
Excess Risk	- A measure of the standard deviation of a portfolio's performance relative to the risk free return.
Information Ratio	- This calculates the value-added contribution of the manager and is derived by dividing the active rate of return of the portfolio by the tracking error. The higher the Information Ratio, the more the manager has added value to the portfolio.
Public Market Equivalent (PME)	- Designs a set of analyses used in the Private Equity Industry to evaluate the performance of a Private Equity Fund against a public benchmark or index.
R-Squared	- The percentage of a portfolio's performance that can be explained by the behavior of the appropriate benchmark. A high R-Squared means the portfolio's performance has historically moved in the same direction as the appropriate benchmark.
Return	- Compounded rate of return for the period.
Sharpe Ratio	- Represents the excess rate of return over the risk free return divided by the standard deviation of the excess return. The result is an absolute rate of return per unit of risk. A higher value demonstrates better historical risk-adjusted performance.
Standard Deviation	- A statistical measure of the range of a portfolio's performance. It represents the variability of returns around the average return over a specified time period.
Total Value to Paid In (TVPI)	- The ratio of the current value of remaining investments within a fund, plus the total value of all distributions to date, relative to the total amount of capital paid into the fund to date. It is a good measure of performance before the end of a fund's life
Tracking Error	- This is a measure of the standard deviation of a portfolio's returns in relation to the performance of its designated market benchmark.
Treynor Ratio	- Similar to Sharpe ratio but utilizes beta rather than excess risk as determined by standard deviation. It is calculated by taking the excess rate of return above the risk free rate divided by beta to derive the absolute rate of return per unit of risk. A higher value indicates a product has achieved better historical risk-adjusted performance.
Up Market Capture	- The ratio of average portfolio performance over the designated benchmark during periods of positive returns. A higher value indicates better product performance.



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Methodology for this Award: For the 2022 Greenwich Quality Award for Overall U.S. Investment Consulting – Midsize Consultants – Between February and November 2022, Coalition Greenwich conducted interviews with 727 individuals from 590 of the largest tax-exempt funds in the United States. These U.S.-based institutional investors are corporate and union funds, public funds, and endowment and foundation funds, with either pension or investment pool assets greater than \$150 million. Study participants were asked to provide quantitative and qualitative evaluations of their asset management and investment consulting providers, including qualitative assessments of those firms soliciting their business and detailed information on important market trends.



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