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Investment Performance Review Period Ending February 29, 2024

Lakeland DC Plans



Asset Allocation
Total Fund DC Combined
As of February 29, 2024

Asset Allocation Attributes

	Feb-2024		Jan-2024	
	(\$)	%	(\$)	%
Domestic Equity				
Vanguard Equity Inc;Adm (VEIRX)	6,194,951	4.04	6,027,835	4.03
Alger Inst:Cap App;Y (ACAYX)	14,764,070	9.63	13,330,231	8.91
AQR:Lg Cap Def Style;R6 (QUERX)	2,458,932	1.60	2,363,075	1.58
Vanguard Instl Indx;Inst (VINIX)	13,957,531	9.10	13,336,183	8.91
Vanguard Md-Cp I;Adm (VIMAX)	3,128,265	2.04	2,928,085	1.96
JPMorgan:MdCp Gro;R6 (JMGMX)	1,603,051	1.05	1,453,989	0.97
Vanguard S-C Id;Adm (VSMAX)	4,302,730	2.81	4,128,202	2.76
Conestoga Small Cap;Inst (CCALX)	2,260,733	1.47	2,155,336	1.44
Am Beacon:SC Val;R6 (AASRX)	426,254	0.28	416,295	0.28
Virtus:Cer MC Val;R6 (SMVZX)	1,880,866	1.23	1,775,005	1.19
Emerging/International Equity				
American Funds CWGI;R6 (RWIGX)	3,885,450	2.53	3,577,754	2.39
American Funds EuPc;R6 (RERGX)	2,121,175	1.38	2,052,860	1.37
Vanguard Tot I S;Adm (VTIAX)	1,882,361	1.23	2,082,025	1.39
Invesco Dev Mkt;R6 (ODVIX)	1,533,556	1.00	1,515,780	1.01
Domestic Fixed Income				
Baird Aggregate Bd;Inst (BAGIX)	4,347,537	2.84	4,427,993	2.96
Vanguard Tot Bd;Adm (VBTLX)	1,778,795	1.16	1,783,321	1.19
Global Fixed				
PIMCO:Div Income;Inst (PDIIX)	2,736,666	1.79	2,802,694	1.87
Real Estate				
Cohen&Steers RE Sec;I (CSDIX)	607,897	0.40	595,655	0.40
Vanguard RE Idx;Adm (VGSLX)	750,345	0.49	733,740	0.49
Real Return				
T Rowe Price New Era;I (TRNEX)	625,215	0.41	613,675	0.41

Asset Allocation
Total Fund DC Combined
As of February 29, 2024

	Feb-2024		Jan-2024	
	(\$)	%	(\$)	%
Balanced Funds				
Franklin Cust:Inc;R6 (FNCFX)	6,460,727	4.21	6,459,475	4.32
Vanguard LS Cons Gro;Inv (VSCGX)	874,107	0.57	850,900	0.57
Vanguard LS Growth;Inv (VASGX)	1,270,074	0.83	1,194,582	0.80
Vanguard LS Mod Gro;Inv (VSMGX)	1,712,391	1.12	1,695,026	1.13
Vanguard LS Income;Inv (VASIX)	296,960	0.19	311,759	0.21
Life Cycle Funds				
Vanguard Tgt Ret2020;Inv (VTW NX)	4,909,367	3.20	4,882,943	3.26
Vanguard Tgt Ret2025;Inv (VTTVX)	679,856	0.44	640,466	0.43
Vanguard Tgt Ret2030;Inv (VTHR X)	7,975,955	5.20	8,799,745	5.88
Vanguard Tgt Ret2035;Inv (VTTH X)	988,084	0.64	951,452	0.64
Vanguard Tgt Ret2040;Inv (VFOR X)	7,242,210	4.72	7,256,093	4.85
Vanguard Tgt Ret2045;Inv (VTIV X)	753,984	0.49	709,632	0.47
Vanguard Tgt Ret2050;Inv (VFIF X)	6,622,796	4.32	6,288,495	4.20
Vanguard Tgt Ret2055;Inv (VFFV X)	513,027	0.33	470,166	0.31
Vanguard Tgt Ret2060;Inv (VTT S X)	2,114,462	1.38	1,993,383	1.33
Vanguard Tgt Ret2065;Inv (VLXV X)	480,305	0.31	440,764	0.29
Vanguard Tgt Ret2070;Inv (VSVN X)	54,098	0.04	47,407	0.03
Vanguard Tgt Ret Inc;Inv (VTIN X)	763,687	0.50	759,453	0.51
Stable Value Fund				
Putnam Stable Value	36,674,179	23.92	36,113,644	24.13
Other				
Loan Fund	1,665,855	1.09	1,662,623	1.11
Participant Loan Fund (defaulted)	9,568	0.01	9,568	0.01
Total Plan (457(b), 401(a), & FICA Combined)	153,308,070	100.00	149,637,307	100.00

Comparative Performance
Total Fund DC Plans
As of February 29, 2024

Comparative Performance																
	MTH		QTD		YTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Domestic Equity Funds																
Vanguard Equity Inc;Adm (VEIRX)	2.76	(84)	2.15	(91)	2.15	(91)	11.41	(85)	5.71	(65)	10.36	(40)	12.56	(60)	10.16	(57)
Russell 1000 Value Index	3.69	(46)	3.80	(64)	3.80	(64)	14.01	(64)	5.27	(73)	8.41	(77)	11.71	(74)	9.38	(73)
IM U.S. Large Cap Value Equity (MF) Median	3.48		4.22		4.22		15.52		6.31		10.08		13.08		10.50	
Alger Cap Apprec Inst (ACAYX)	8.45	(12)	14.01	(4)	14.01	(4)	52.96	(11)	9.81	(66)	6.78	(76)	15.73	(67)	15.56	(58)
Russell 1000 Growth Index	6.82	(58)	9.49	(63)	9.49	(63)	45.93	(53)	12.46	(26)	12.49	(9)	19.70	(8)	18.77	(8)
IM U.S. Large Cap Growth Equity (MF) Median	7.00		10.29		10.29		46.46		10.81		9.17		16.70		15.91	
AQR:Lg Cap Def Style;R6 (QUERX)	3.29	(94)	5.93	(75)	5.93	(75)	17.08	(96)	5.45	(95)	7.95	(96)	10.97	(99)	10.21	(99)
Russell 1000 Index	5.40	(44)	6.87	(59)	6.87	(59)	29.81	(45)	9.16	(44)	10.66	(48)	16.14	(35)	14.43	(33)
IM U.S. Large Cap Core Equity (MF) Median	5.34		7.09		7.09		29.34		8.92		10.59		15.56		13.80	
Vanguard Index Inst (VINIX)	5.34	(15)	7.10	(8)	7.10	(8)	30.41	(14)	9.70	(9)	11.87	(9)	16.44	(7)	14.74	(8)
S&P 500 Index	5.34	(10)	7.11	(2)	7.11	(2)	30.45	(4)	9.74	(1)	11.91	(1)	16.47	(1)	14.76	(3)
IM S&P 500 Index (MF) Median	5.32		7.05		7.05		30.11		9.43		11.58		16.13		14.43	
Vanguard Md-Cp I;Adm (VIMAX)	5.03	(50)	3.46	(73)	3.46	(73)	14.24	(45)	3.41	(81)	5.07	(84)	12.07	(66)	10.30	(37)
Vanguard Mid Cap Core	5.03	(50)	3.46	(73)	3.46	(73)	14.24	(45)	3.42	(81)	5.08	(84)	12.08	(66)	10.32	(36)
IM U.S. Mid Cap Core Equity (MF) Median	5.03		4.10		4.10		13.86		5.11		7.49		12.45		9.76	
Virtus Ceredex Mid-Cap Value (SMVZX)	5.20	(17)	3.96	(20)	3.96	(20)	14.45	(17)	4.32	(43)	7.40	(75)	10.03	(94)	8.24	(75)
Russell Midcap Value Index	4.78	(20)	2.90	(45)	2.90	(45)	10.87	(37)	3.48	(62)	6.80	(84)	11.68	(62)	8.94	(55)
IM U.S. Mid Cap Value Equity (MF) Median	3.87		2.63		2.63		9.42		3.81		8.43		12.29		9.20	
JPMorgan:MdCp Gro;R6 (JMGMX)	7.38	(42)	7.56	(33)	7.56	(33)	24.24	(36)	5.35	(30)	1.07	(51)	13.22	(18)	13.25	(10)
Russell Midcap Growth Index	7.52	(39)	6.94	(42)	6.94	(42)	25.03	(31)	7.07	(9)	3.13	(30)	12.54	(23)	11.59	(27)
IM U.S. Mid Cap Growth Equity (MF) Median	7.01		6.40		6.40		22.16		3.58		1.12		11.44		10.76	

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Comparative Performance
Total Fund DC Plans
As of February 29, 2024

	MTH		QTD		YTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Vanguard S-C Id;Adm (VSMAX)	5.81	(14)	3.02	(20)	3.02	(20)	13.15	(16)	3.93	(31)	2.88	(60)	11.98	(49)	8.85	(30)
Vanguard Small Cap Core	5.80	(14)	3.02	(20)	3.02	(20)	13.05	(16)	3.86	(32)	2.83	(60)	11.93	(50)	8.81	(30)
IM U.S. Small Cap Core Equity (MF) Median	4.20		1.35		1.35		8.58		2.07		3.78		11.91		7.88	
Conestoga Small Cap;Inst (CCALX)	4.69	(90)	1.27	(95)	1.27	(95)	12.34	(56)	2.68	(30)	-0.48	(35)	9.33	(54)	8.30	(39)
Russell 2000 Growth Index	8.12	(35)	4.66	(49)	4.66	(49)	14.18	(43)	2.54	(32)	-4.59	(69)	8.38	(72)	6.50	(75)
IM U.S. Small Cap Growth Equity (MF) Median	7.15		4.58		4.58		13.02		1.25		-2.57		9.52		7.72	
American Beacon SCV (AASRX)	3.25	(25)	-0.64	(40)	-0.64	(40)	6.70	(46)	4.38	(34)	6.60	(41)	14.00	(41)	8.54	(43)
Russell 2000 Value Index	3.27	(23)	-1.42	(63)	-1.42	(63)	5.61	(57)	0.48	(79)	2.49	(91)	11.01	(85)	6.62	(80)
IM U.S. Small Cap Value Equity (MF) Median	2.68		-1.23		-1.23		6.14		2.96		5.96		13.53		8.16	
Emerging/International Equity																
American Funds CWGI;R6 (RWIGX)	4.00	(35)	4.59	(52)	4.59	(52)	23.14	(30)	7.00	(26)	5.97	(53)	11.34	(35)	9.94	(61)
MSCI AC World Index	4.33	(34)	4.96	(39)	4.96	(39)	23.76	(28)	6.82	(32)	7.30	(39)	12.76	(20)	11.05	(30)
IM Global Large Cap Core Equity (MF) Median	3.95		4.59		4.59		21.94		6.18		6.17		10.81		10.19	
American Funds EuPc;R6 (RERGX)	3.77	(51)	3.67	(47)	3.67	(47)	14.61	(37)	2.42	(56)	-1.70	(70)	7.12	(55)	6.59	(60)
MSCI AC World ex USA	2.55	(90)	1.54	(87)	1.54	(87)	13.09	(58)	2.72	(52)	1.81	(42)	7.54	(44)	5.95	(81)
IM International Large Cap Growth Equity (MF) Median	3.78		3.62		3.62		13.76		2.80		1.32		7.31		7.00	
Vanguard Tot I S;Adm (VTIAX)	3.11	(38)	1.22	(71)	1.22	(71)	12.52	(57)	2.05	(83)	1.44	(86)	7.11	(72)	5.67	(70)
Vanguard Total Int'l Stock Index Hybrid	2.35	(72)	1.18	(72)	1.18	(72)	12.41	(59)	2.06	(83)	1.50	(85)	7.42	(69)	5.75	(69)
IM International Large Cap Core Equity (MF) Median	2.93		2.35		2.35		13.48		4.29		3.57		8.39		6.68	
Invesco Dev Mkt;R6 (ODVIX)	3.44	(84)	-1.79	(89)	-1.79	(89)	2.75	(90)	-3.64	(56)	-9.22	(70)	-0.36	(85)	0.22	(86)
MSCI Emerging Markets Index	4.77	(36)	-0.08	(66)	-0.08	(66)	9.18	(50)	-3.62	(56)	-5.93	(43)	3.24	(47)	2.28	(54)
IM Emerging Markets Equity (MF) Median	4.48		0.73		0.73		9.06		-3.34		-6.70		2.87		2.43	

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Comparative Performance
Total Fund DC Plans
As of February 29, 2024

	MTH		QTD		YTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Domestic Fixed Income																
Baird Aggregate Bd;Inst (BAGIX)	-1.24	(29)	-1.39	(44)	-1.39	(44)	4.13	(23)	-2.93	(21)	-2.94	(29)	-1.57	(33)	1.02	(25)
Blmbg. U.S. Aggregate Index	-1.41	(64)	-1.68	(86)	-1.68	(86)	3.33	(55)	-3.42	(43)	-3.16	(43)	-2.04	(66)	0.56	(58)
IM U.S. Broad Market Core Fixed Income (MF) Median	-1.37		-1.43		-1.43		3.42		-3.49		-3.22		-1.84		0.65	
Vanguard Tot Bd;Adm (VBTLX)	-1.38	(54)	-1.61	(75)	-1.61	(75)	3.41	(51)	-3.37	(38)	-3.14	(40)	-2.04	(65)	0.60	(55)
Blmbg. U.S. Aggregate Index	-1.41	(64)	-1.68	(86)	-1.68	(86)	3.33	(55)	-3.42	(43)	-3.16	(43)	-2.04	(66)	0.56	(58)
IM U.S. Broad Market Core Fixed Income (MF) Median	-1.37		-1.43		-1.43		3.42		-3.49		-3.22		-1.84		0.65	
Global Fixed																
PIMCO:Div Income;Inst (PDIIX)	-0.11	(7)	-0.24	(17)	-0.24	(17)	8.60	(4)	0.39	(11)	-0.95	(17)	0.02	(25)	1.87	(14)
Blmbg. Global Credit (Hedged)	-0.76	(40)	-0.85	(30)	-0.85	(30)	7.30	(9)	-0.94	(29)	-1.73	(26)	-0.54	(30)	1.78	(16)
IM Global Fixed Income (MF) Median	-0.92		-1.38		-1.38		4.59		-2.67		-3.05		-1.75		0.20	
Real Estate																
Cohen&Steers RE Sec;I (CSDIX)	2.64	(16)	-1.87	(28)	-1.87	(28)	6.07	(22)	-3.56	(22)	4.20	(24)	4.87	(19)	5.99	(9)
FTSE NAREIT Equity REIT Index	2.03	(38)	-2.21	(36)	-2.21	(36)	5.56	(31)	-3.45	(19)	4.99	(8)	4.46	(27)	4.41	(45)
IM Real Estate Sector (MF) Median	1.80		-2.62		-2.62		4.36		-4.89		3.46		3.53		4.20	
Vanguard RE Idx;Adm (VGSXLX)	1.98	(43)	-3.06	(67)	-3.06	(67)	4.27	(53)	-4.90	(52)	2.79	(64)	3.31	(59)	4.17	(52)
MSCI U.S. REIT Index	2.00	(41)	-2.23	(36)	-2.23	(36)	5.58	(30)	-3.47	(19)	4.86	(10)	4.48	(27)	4.42	(45)
IM Real Estate Sector (MF) Median	1.80		-2.62		-2.62		4.36		-4.89		3.46		3.53		4.20	
Real Return																
T Rowe Price New Era;I (TRNEX)	2.65	(8)	-0.03	(20)	-0.03	(20)	1.64	(34)	3.34	(34)	8.60	(60)	12.58	(77)	6.93	(64)
MSCI World Select Natural Resources Index	1.94	(26)	-0.53	(22)	-0.53	(22)	7.91	(8)	9.31	(17)	15.96	(34)	17.60	(33)	10.13	(26)
IM Global Natural Resources (MF) Median	0.88		-3.75		-3.75		-5.85		0.69		9.70		15.25		7.78	

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Comparative Performance
Total Fund DC Plans
As of February 29, 2024

	MTH		QTD		YTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Balanced Funds																
Franklin Income Fund R6 (FNCFX)	0.05	(96)	-0.32	(94)	-0.32	(94)	6.52	(95)	1.81	(52)	5.55	(9)	7.44	(25)	6.11	(46)
IM Mixed-Asset Target Alloc Moderate (MF) Median	1.89		1.95		1.95		11.74		1.86		2.50		6.12		5.96	
Vanguard LS Cons Gro;Inv (VSCGX)	1.08	(75)	0.93	(79)	0.93	(79)	11.19	(56)	0.69	(80)	0.89	(86)	3.75	(87)	4.69	(79)
IM Mixed-Asset Target Alloc Moderate (MF) Median	1.89		1.95		1.95		11.74		1.86		2.50		6.12		5.96	
Vanguard LS Growth;Inv (VASGX)	3.36	(32)	3.26	(51)	3.26	(51)	18.27	(31)	4.20	(37)	4.53	(53)	9.39	(31)	8.62	(33)
IM Mixed-Asset Target Alloc Growth (MF) Median	2.98		3.26		3.26		16.16		3.69		4.60		8.74		8.06	
Vanguard LS Mod Gro;Inv (VSMGX)	2.20	(88)	2.07	(93)	2.07	(93)	14.66	(72)	2.45	(84)	2.70	(90)	6.56	(96)	6.66	(84)
IM Mixed-Asset Target Alloc Growth (MF) Median	2.98		3.26		3.26		16.16		3.69		4.60		8.74		8.06	
Vanguard LS Income;Inv (VASIX)	0.00	(82)	-0.26	(84)	-0.26	(84)	7.69	(64)	-1.12	(81)	-0.97	(89)	0.86	(94)	2.61	(83)
IM Mixed-Asset Target Alloc Conserv (MF) Median	0.70		0.74		0.74		8.39		0.02		0.52		2.83		3.44	

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Comparative Performance

Total Fund DC Plans

As of February 29, 2024

	MTH		QTD		YTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Life Cycle Funds																
Vanguard Tgt Ret2020;Inv (VTWNX)	1.19	(69)	1.08	(67)	1.08	(67)	11.31	(31)	1.19	(37)	1.73	(48)	5.10	(47)	5.55	(39)
Dow Jones U.S. Target 2020 Index	0.32	(100)	0.28	(100)	0.28	(100)	6.63	(100)	-0.77	(99)	-0.18	(100)	2.19	(98)	3.33	(99)
IM Mixed-Asset Target 2020 (MF) Median	1.33		1.29		1.29		10.67		0.85		1.61		5.04		5.41	
Vanguard Tgt Ret2025;Inv (VTTVX)	1.85	(19)	1.74	(32)	1.74	(32)	13.55	(6)	2.03	(17)	2.41	(25)	6.26	(25)	6.43	(20)
Dow Jones U.S. Target 2025 Index	0.49	(97)	0.35	(97)	0.35	(97)	7.58	(97)	-0.21	(95)	0.63	(96)	3.63	(93)	4.36	(91)
IM Mixed-Asset Target 2025 (MF) Median	1.54		1.53		1.53		11.45		1.15		1.83		5.68		5.79	
Vanguard Tgt Ret2030;Inv (VTHRX)	2.34	(25)	2.20	(44)	2.20	(44)	15.16	(9)	2.70	(25)	3.08	(30)	7.33	(31)	7.18	(25)
Dow Jones U.S. Target 2030 Index	1.15	(94)	1.01	(95)	1.01	(95)	9.50	(96)	0.83	(90)	1.85	(88)	5.52	(91)	5.72	(88)
IM Mixed-Asset Target 2030 (MF) Median	2.12		2.10		2.10		13.73		1.99		2.65		6.93		6.74	
Vanguard Tgt Ret2035;Inv (VTTHX)	2.76	(64)	2.71	(56)	2.71	(56)	16.58	(38)	3.40	(37)	3.79	(42)	8.41	(54)	7.93	(42)
Dow Jones U.S. Target 2035 Index	1.92	(94)	1.78	(99)	1.78	(99)	11.71	(98)	1.96	(89)	3.15	(78)	7.51	(89)	7.15	(83)
IM Mixed-Asset Target 2035 (MF) Median	2.86		2.82		2.82		15.89		3.08		3.67		8.47		7.80	
Vanguard Tgt Ret2040;Inv (VFORX)	3.21	(80)	3.13	(76)	3.13	(76)	17.95	(55)	4.08	(56)	4.51	(55)	9.49	(56)	8.67	(48)
Dow Jones U.S. Target 2040 Index	2.70	(96)	2.56	(95)	2.56	(95)	13.97	(95)	3.12	(84)	4.44	(58)	9.43	(59)	8.51	(55)
IM Mixed-Asset Target 2040 (MF) Median	3.55		3.58		3.58		18.28		4.24		4.59		9.64		8.61	
Vanguard Tgt Ret2045;Inv (VTIVX)	3.60	(79)	3.56	(74)	3.56	(74)	19.30	(54)	4.75	(47)	5.19	(50)	10.58	(45)	9.40	(38)
Dow Jones U.S. Target 2045 Index	3.40	(89)	3.26	(85)	3.26	(85)	15.97	(91)	4.16	(71)	5.56	(28)	11.05	(19)	9.65	(26)
IM Mixed-Asset Target 2045 (MF) Median	3.96		3.99		3.99		19.46		4.68		5.19		10.47		9.18	
Vanguard Tgt Ret2050;Inv (VFIFX)	3.89	(73)	3.85	(67)	3.85	(67)	20.15	(48)	5.18	(39)	5.51	(40)	10.87	(41)	9.63	(36)
Dow Jones U.S. Target 2050 Index	3.98	(68)	3.83	(69)	3.83	(69)	17.75	(84)	5.04	(45)	6.44	(13)	12.21	(2)	10.48	(1)
IM Mixed-Asset Target 2050 (MF) Median	4.16		4.16		4.16		20.03		4.88		5.29		10.72		9.39	
Vanguard Tgt Ret2055;Inv (VFFVX)	3.89	(76)	3.83	(68)	3.83	(68)	20.12	(52)	5.18	(43)	5.50	(44)	10.85	(47)	9.62	(42)
Dow Jones U.S. Target 2055 Index	4.40	(37)	4.25	(48)	4.25	(48)	18.91	(72)	5.60	(25)	6.92	(12)	12.76	(2)	10.88	(1)
IM Mixed-Asset Target 2055 (MF) Median	4.22		4.21		4.21		20.16		4.94		5.33		10.83		9.44	
Vanguard Tgt Ret2060;Inv (VTTSX)	3.90	(73)	3.83	(68)	3.83	(68)	20.11	(52)	5.19	(43)	5.52	(43)	10.85	(47)	9.63	(41)
Dow Jones U.S. Target 2060 Index	4.47	(31)	4.32	(45)	4.32	(45)	19.10	(69)	5.69	(22)	6.98	(11)	12.80	(2)	10.92	(1)
IM Mixed-Asset Target 2055 (MF) Median	4.22		4.21		4.21		20.16		4.94		5.33		10.83		9.44	
Vanguard Tgt Ret2065;Inv (VLXVX)	3.87	(85)	3.84	(70)	3.84	(70)	20.13	(50)	5.20	(44)	5.55	(44)	10.84	(64)	9.61	(63)
Dow Jones U.S. Target 2060 Index	4.47	(28)	4.32	(48)	4.32	(48)	19.10	(70)	5.69	(29)	6.98	(15)	12.80	(1)	10.92	(5)
IM Mixed-Asset Target 2065+ (MF) Median	4.27		4.22		4.22		20.13		5.02		5.28		10.99		9.63	
Vanguard Tgt Ret2070;Inv (VSVNX)	3.93	(78)	3.84	(70)	3.84	(70)	20.18	(48)	N/A		N/A		N/A		N/A	
Dow Jones U.S. Target 2060 Index	4.47	(28)	4.32	(48)	4.32	(48)	19.10	(70)	5.69	(29)	6.98	(15)	12.80	(1)	10.92	(5)
IM Mixed-Asset Target 2065+ (MF) Median	4.27		4.22		4.22		20.13		5.02		5.28		10.99		9.63	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages.

Alger replaced Nuveen 11/1/2014.~ Ridgeworth MCV replaced Artisan 2nd qtr 2016.

*Funds share class was updated during the week of 11/3/2016. Due to lack of history for Alger (ACAYX) fund in plan line up, prior to 036/2017 returns for fund share class (ALARX) are represented.

Comparative Performance
Total Fund DC Plans
As of February 29, 2024

	MTH		QTD		YTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Vanguard Tgt Ret Inc;Inv (VTINX)	0.69	(67)	0.54	(72)	0.54	(72)	9.46	(61)	0.49	(52)	0.86	(54)	3.17	(57)	4.14	(50)
Dow Jones U.S. Conservative Index	0.34	(79)	0.40	(78)	0.40	(78)	6.43	(96)	-0.92	(95)	-0.67	(97)	1.07	(99)	2.52	(94)
IM Mixed-Asset Target Today (MF) Median	0.91		0.91		0.91		9.75		0.52		0.90		3.40		4.13	
Stable Value																
Putnam Stable Value	0.29	(1)	0.59	(4)	0.59	(1)	3.48	(1)	2.98	(3)	2.72	(1)	2.63	(1)	2.60	(1)
Ryan 3 Yr GIC Master Index	0.28	(1)	0.56	(4)	0.56	(1)	2.72	(1)	2.14	(38)	1.97	(1)	2.05	(17)	2.12	(1)
IM U.S. GIC/Stable Value (SA+CF) Median	0.20		0.39		0.41		2.50		2.02		1.84		1.81		1.99	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages.

Alger replaced Nuveen 11/1/2014.~ Ridgworth MCV replaced Artisan 2nd qtr 2016.

*Funds share class was updated during the week of 11/3/2016. Due to lack of history for Alger (ACAYX) fund in plan line up, prior to 03/6/2017 returns for fund share class (ALARX) are represented.

Fee Schedule
Total Fund Deferred Compensation Plan
As of February 29, 2024

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Domestic Equity Funds				
Vanguard Equity Inc;Adm (VEIRX)	0.19	5,215,583	9,910	0.19 % of Assets
Alger Inst:Cap App;R (ACARX)	0.75	12,878,807	96,591	0.75 % of Assets
AQR:Lg Cap Def Style;R6 (QUERX)	0.30	1,962,602	5,888	0.30 % of Assets
Vanguard Instl Indx;Inst (VINIX)	0.04	11,510,582	4,604	0.04 % of Assets
Vanguard Md-Cp I;Adm (VIMAX)	0.05	2,752,325	1,376	0.05 % of Assets
JPMorgan:MdCp Gro;R6 (JMGMX)	0.70	1,331,224	9,319	0.70 % of Assets
Virtus:Cer MC Val;R6 (SMVZX)	0.79	1,502,464	11,869	0.79 % of Assets
Vanguard S-C Id;Adm (VSMAX)	0.05	3,834,933	1,917	0.05 % of Assets
Conestoga Small Cap;Inst (CCALX)	0.90	1,906,867	17,162	0.90 % of Assets
Am Beacon:SC Val;R6 (AASRX)	0.80	341,174	2,729	0.80 % of Assets
Emerging/International Equity Funds				
American Funds CWGI;R6 (RWIGX)	0.42	3,201,056	13,444	0.42 % of Assets
American Funds EuPc;R6 (RERGX)	0.46	1,853,960	8,528	0.46 % of Assets
Vanguard Tot I S;Adm (VTIAX)	0.11	1,723,540	1,896	0.11 % of Assets
Invesco Dev Mkt;R6 (ODVIX)	0.83	1,177,538	9,774	0.83 % of Assets
Fixed Income Funds				
Baird Aggregate Bd;Inst (BAGIX)	0.30	3,580,166	10,741	0.30 % of Assets
Vanguard Tot Bd;Adm (VBTIX)	0.05	1,498,599	749	0.05 % of Assets
PIMCO:Div Income;Inst (PDIIX)	0.79	2,211,767	17,473	0.79 % of Assets
Real Estate Funds				
Cohen&Steers RE Sec;I (CSDIX)	0.84	514,301	4,320	0.84 % of Assets
Vanguard RE Idx;Adm (VGSIX)	0.12	662,347	795	0.12 % of Assets
Real Return Funds				
T Rowe Price New Era;I (TRNEX)	0.56	584,670	3,274	0.56 % of Assets

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Fee Schedule
Total Fund Deferred Compensation Plan
As of February 29, 2024

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Balanced / Life Cycle Funds				
Franklin Cust:Inc;R6 (FNCFX)	0.40	6,222,952	24,892	0.40 % of Assets
Vanguard LS Cons Gro;Inv (VSCGX)	0.12	760,040	912	0.12 % of Assets
Vanguard LS Growth;Inv (VASGX)	0.14	1,192,913	1,670	0.14 % of Assets
Vanguard LS Income;Inv (VASIX)	0.11	204,542	225	0.11 % of Assets
Vanguard LS Mod Gro;Inv (VSMGX)	0.13	1,201,128	1,561	0.13 % of Assets
Vanguard Tgt Ret2020;Inv (VTW NX)	0.08	3,264,404	2,612	0.08 % of Assets
Vanguard Tgt Ret2025;Inv (VTTVX)	0.08	482,869	386	0.08 % of Assets
Vanguard Tgt Ret2030;Inv (VTHR X)	0.08	5,468,211	4,375	0.08 % of Assets
Vanguard Tgt Ret2035;Inv (VTTH X)	0.08	789,568	632	0.08 % of Assets
Vanguard Tgt Ret2040;Inv (VFOR X)	0.08	4,956,498	3,965	0.08 % of Assets
Vanguard Tgt Ret2045;Inv (VTIV X)	0.08	547,775	438	0.08 % of Assets
Vanguard Tgt Ret2050;Inv (VFIF X)	0.08	4,271,755	3,417	0.08 % of Assets
Vanguard Tgt Ret2055;Inv (VFFV X)	0.08	301,914	242	0.08 % of Assets
Vanguard Tgt Ret2060;Inv (VTTS X)	0.08	1,263,083	1,010	0.08 % of Assets
Vanguard Tgt Ret2065;Inv (VLXV X)	0.08	225,756	181	0.08 % of Assets
Vanguard Tgt Ret2070;Inv (VSVN X)	0.08	17,158	14	0.08 % of Assets
Vanguard Tgt Ret Inc;Inv (VTIN X)	0.08	550,237	440	0.08 % of Assets
Stable Value Funds				
Putnam Stable Value	0.25	32,611,687	81,529	0.25 % of Assets
457(b) Plan	0.29	126,231,685	360,861	

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Fee Schedule
Total Fund Defined Contribution Plan
As of February 29, 2024

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Domestic Equity Funds				
Vanguard Equity Inc;Adm (VEIRX)	0.19	964,534	1,833	0.19 % of Assets
Alger Inst:Cap App;Y (ACAYX)	0.75	1,823,870	13,679	0.75 % of Assets
AQR:Lg Cap Def Style;R6 (QUERX)	0.30	491,257	1,474	0.30 % of Assets
Vanguard Instl Indx;Inst (VINIX)	0.04	2,366,899	947	0.04 % of Assets
Vanguard Md-Cp I;Adm (VIMAX)	0.05	367,269	184	0.05 % of Assets
JPMorgan:MdCp Gro;R6 (JMGMX)	0.70	269,486	1,886	0.70 % of Assets
Vanguard S-C Id;Adm (VSMAX)	0.05	458,648	229	0.05 % of Assets
Conestoga Small Cap;Inst (CCALX)	0.90	345,749	3,112	0.90 % of Assets
Am Beacon:SC Val;R6 (AASRX)	0.80	84,702	678	0.80 % of Assets
Virtus:Cer MC Val;R6 (SMVZX)	0.79	376,030	2,971	0.79 % of Assets
Emerging/International Equity Funds				
American Funds CWGI;R6 (RWIGX)	0.42	673,611	2,829	0.42 % of Assets
American Funds EuPc;R6 (RERGX)	0.46	263,331	1,211	0.46 % of Assets
Vanguard Tot I S;Adm (VTIAX)	0.11	154,055	169	0.11 % of Assets
Invesco Dev Mkt;R6 (ODVIX)	0.83	350,288	2,907	0.83 % of Assets
Fixed Income Funds				
Baird Aggregate Bd;Inst (BAGIX)	0.30	760,463	2,281	0.30 % of Assets
Vanguard Tot Bd;Adm (VBTIX)	0.05	278,610	139	0.05 % of Assets
PIMCO:Div Income;Inst (PDIIX)	0.71	521,868	3,705	0.71 % of Assets
Real Estate Funds				
Cohen&Steers RE Sec;I (CSDIX)	0.84	92,002	773	0.84 % of Assets
Vanguard RE Idx;Adm (VGSLX)	0.12	86,784	104	0.12 % of Assets
Real Return Funds				
T Rowe Price New Era;I (TRNEX)	0.56	40,213	225	0.56 % of Assets

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Fee Schedule
Total Fund Defined Contribution Plan
As of February 29, 2024

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Balanced Funds / Life Cycle Funds				
Franklin Cust:Inc;R6 (FNCFX)	0.40	227,940	912	0.40 % of Assets
Vanguard LS Cons Gro;Inv (VSCGX)	0.12	113,389	136	0.12 % of Assets
Vanguard LS Growth;Inv (VASGX)	0.14	57,360	80	0.14 % of Assets
Vanguard LS Mod Gro;Inv (VSMGX)	0.13	511,263	665	0.13 % of Assets
Vanguard LS Income;Inv (VASIX)	0.11	92,417	102	0.11 % of Assets
Vanguard Tgt Ret2020;Inv (VTW NX)	0.08	1,598,085	1,278	0.08 % of Assets
Vanguard Tgt Ret2025;Inv (VTTVX)	0.08	180,630	145	0.08 % of Assets
Vanguard Tgt Ret2030;Inv (VTHR X)	0.08	2,437,038	1,950	0.08 % of Assets
Vanguard Tgt Ret2035;Inv (VTTH X)	0.08	188,656	151	0.08 % of Assets
Vanguard Tgt Ret2040;Inv (VFOR X)	0.08	2,217,832	1,774	0.08 % of Assets
Vanguard Tgt Ret2045;Inv (VTIV X)	0.08	198,760	159	0.08 % of Assets
Vanguard Tgt Ret2050;Inv (VFIF X)	0.08	2,277,594	1,822	0.08 % of Assets
Vanguard Tgt Ret2055;Inv (VFFV X)	0.08	174,304	139	0.08 % of Assets
Vanguard Tgt Ret2060;Inv (VTTS X)	0.08	778,732	623	0.08 % of Assets
Vanguard Tgt Ret2065;Inv (VLXV X)	0.08	195,012	156	0.08 % of Assets
Vanguard Tgt Ret2070;Inv (VSVN X)	0.08	23,775	19	0.08 % of Assets
Vanguard Tgt Ret Inc;Inv (VTIN X)	0.08	190,102	152	0.08 % of Assets
Stable Value Fund				
Putnam Stable Value	0.25	2,613,579	6,534	0.25 % of Assets
401(a) Plan	0.23	24,866,870	58,134	

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Fee Schedule
Total Fund FICA Alternative Plan
As of February 29, 2024

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Domestic Equity Funds				
Vanguard Equity Inc;Adm (VEIRX)	0.19	14,833	28	0.19 % of Assets
Alger Inst:Cap App;Y (ACAYX)	0.75	61,392	460	0.75 % of Assets
AQR:Lg Cap Def Style;R6 (QUERX)	0.30	5,073	15	0.30 % of Assets
Vanguard Instl Indx;Inst (VINIX)	0.04	80,050	32	0.04 % of Assets
Vanguard Md-Cp I;Adm (VIMAX)	0.05	8,671	4	0.05 % of Assets
JPMorgan:MdCp Gro;R6 (JMGMX)	0.70	2,342	16	0.70 % of Assets
Vanguard S-C Id;Adm (VSMAX)	0.05	9,149	5	0.05 % of Assets
Conestoga Small Cap;Inst (CCALX)	0.90	8,117	73	0.90 % of Assets
Am Beacon:SC Val;R6 (AASRX)	0.80	377	3	0.80 % of Assets
Virtus:Cer MC Val;R6 (SMVZX)	0.79	2,372	19	0.79 % of Assets
Emerging/International Equity Funds				
American Funds CWGI;R6 (RWIGX)	0.42	10,783	45	0.42 % of Assets
American Funds EuPc;R6 (RERGX)	0.46	3,884	18	0.46 % of Assets
Vanguard Tot I S;Adm (VTIAX)	0.11	4,765	5	0.11 % of Assets
Invesco Dev Mkt;R6 (ODVIX)	0.83	5,730	48	0.83 % of Assets
Fixed Income Funds				
Baird Aggregate Bd;Inst (BAGIX)	0.30	6,908	21	0.30 % of Assets
Vanguard Tot Bd;Adm (VBTLX)	0.05	1,586	1	0.05 % of Assets
PIMCO:Div Income;Inst (PDIIX)	0.79	3,031	24	0.79 % of Assets
Real Estate Funds				
Cohen&Steers RE Sec;I (CSDIX)	0.84	1,594	13	0.84 % of Assets
Vanguard RE Idx;Adm (VGSLX)	0.12	1,214	1	0.12 % of Assets
Real Return Funds				
T Rowe Price New Era;I (TRNEX)	0.56	332	2	0.56 % of Assets

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Fee Schedule
Total Fund FICA Alternative Plan
As of February 29, 2024

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Balanced Funds / Life Cycle Funds				
Franklin Cust:Inc;R6 (FNCFX)	0.40	9,835	39	0.40 % of Assets
Vanguard LS Cons Gro;Inv (VSCGX)	0.12	678	1	0.12 % of Assets
Vanguard LS Growth;Inv (VASGX)	0.14	19,801	28	0.14 % of Assets
Vanguard LS Mod Gro;Inv (VSMGX)	0.13	-	-	0.13 % of Assets
Vanguard LS Income;Inv (VASIX)	0.11	-	-	0.11 % of Assets
Vanguard Tgt Ret2020;Inv (VTW NX)	0.08	46,878	38	0.08 % of Assets
Vanguard Tgt Ret2025;Inv (VTTVX)	0.08	16,357	13	0.08 % of Assets
Vanguard Tgt Ret2030;Inv (VTHR X)	0.08	70,705	57	0.08 % of Assets
Vanguard Tgt Ret2035;Inv (VTTH X)	0.08	9,860	8	0.08 % of Assets
Vanguard Tgt Ret2040;Inv (VFOR X)	0.08	67,880	54	0.08 % of Assets
Vanguard Tgt Ret2045;Inv (VTIV X)	0.08	7,449	6	0.08 % of Assets
Vanguard Tgt Ret2050;Inv (VFIF X)	0.08	73,448	59	0.08 % of Assets
Vanguard Tgt Ret2055;Inv (VFFV X)	0.08	36,810	29	0.08 % of Assets
Vanguard Tgt Ret2060;Inv (VTTS X)	0.08	72,648	58	0.08 % of Assets
Vanguard Tgt Ret2065;Inv (VLXV X)	0.08	59,536	48	0.08 % of Assets
Vanguard Tgt Ret2070;Inv (VSVN X)	0.08	13,165	11	0.08 % of Assets
Vanguard Tgt Ret Inc;Inv (VTIN X)	0.08	23,347	19	0.08 % of Assets
Stable Value Fund				
Putnam Stable Value	0.25	1,448,913	3,622	0.25 % of Assets
FICA Plan	0.22	2,209,515	4,923	

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Asset Allocation
Total Fund Deferred Compensation Plan
As of February 29, 2024

Asset Allocation Attributes	Feb-2024		Nov-2023	
	(\$)	%	(\$)	%
Domestic Equity				
Vanguard Equity Inc;Adm (VEIRX)	5,215,583	4.13	5,068,702	4.24
Alger Inst:Cap App;R (ACARX)	12,878,807	10.20	10,673,285	8.93
AQR:Lg Cap Def Style;R6 (QUERX)	1,962,602	1.55	1,869,917	1.56
Vanguard Instl Indx;Inst (VINIX)	11,510,582	9.12	10,430,571	8.73
Vanguard Md-Cp I;Adm (VIMAX)	2,752,325	2.18	2,474,394	2.07
JPMorgan:MdCp Gro;R6 (JMGMX)	1,331,224	1.05	1,152,827	0.96
Vanguard S-C Id;Adm (VSMAX)	3,834,933	3.04	3,522,124	2.95
Conestoga Small Cap;Inst (CCALX)	1,906,867	1.51	1,798,111	1.50
Am Beacon:SC Val;R6 (AASRX)	341,174	0.27	343,920	0.29
Virtus:Ser MC Val;R6 (SMVZX)	1,502,464	1.19	1,494,557	1.25
Emerging/International Equity				
American Funds CWGI;R6 (RWIGX)	3,201,056	2.54	2,801,501	2.34
American Funds EuPc;R6 (RERGX)	1,853,960	1.47	1,871,995	1.57
Vanguard Tot I S;Adm (VTIAX)	1,723,540	1.37	1,772,376	1.48
Invesco Dev Mkt;R6 (ODVIX)	1,177,538	0.93	1,195,302	1.00
Domestic Fixed Income				
Baird Aggregate Bd;Inst (BAGIX)	3,580,166	2.84	3,669,115	3.07
Vanguard Tot Bd;Adm (VBTLX)	1,498,599	1.19	1,559,307	1.30
Global Fixed				
PIMCO:Div Income;Inst (PDIIX)	2,211,767	1.75	2,375,409	1.99
Real Estate				
Cohen&Steers RE Sec;I (CSDIX)	514,301	0.41	519,910	0.44
Invesco Real Estate;R6 (IARFX)	-	0.00	-	0.00
Vanguard RE Idx;Adm (VGSLX)	662,347	0.52	647,432	0.54
Real Return				
T Rowe Price New Era;I (TRNEX)	584,670	0.46	588,220	0.49

Asset Allocation
Total Fund Deferred Compensation Plan
As of February 29, 2024

	Feb-2024		Nov-2023	
	(\$)	%	(\$)	%
Balanced Funds				
Franklin Cust:Inc;R6 (FNCFX)	6,222,952	4.93	6,074,205	5.08
Vanguard LS Cons Gro;Inv (VSCGX)	760,040	0.60	705,014	0.59
Vanguard LS Growth;Inv (VASGX)	1,192,913	0.95	1,131,127	0.95
Vanguard LS Mod Gro;Inv (VSMGX)	1,201,128	0.95	1,119,210	0.94
Vanguard LS Income;Inv (VASIX)	204,542	0.16	211,785	0.18
Life Cycle Funds				
Vanguard Tgt Ret2020;Inv (VTW NX)	3,264,404	2.59	3,194,287	2.67
Vanguard Tgt Ret2025;Inv (VTTVX)	482,869	0.38	437,001	0.37
Vanguard Tgt Ret2030;Inv (VTHR X)	5,468,211	4.33	5,920,578	4.95
Vanguard Tgt Ret2035;Inv (VTTH X)	789,568	0.63	710,329	0.59
Vanguard Tgt Ret2040;Inv (VFOR X)	4,956,498	3.93	4,804,775	4.02
Vanguard Tgt Ret2045;Inv (VTIV X)	547,775	0.43	476,888	0.40
Vanguard Tgt Ret2050;Inv (VFIF X)	4,271,755	3.38	3,770,929	3.16
Vanguard Tgt Ret2055;Inv (VFFV X)	301,914	0.24	235,493	0.20
Vanguard Tgt Ret2060;Inv (VTTS X)	1,263,083	1.00	1,082,441	0.91
Vanguard Tgt Ret2065;Inv (VLXV X)	225,756	0.18	175,087	0.15
Vanguard Tgt Ret2070;Inv (VSVN X)	17,158	0.01	10,657	0.01
Vanguard Tgt Ret Inc;Inv (VTIN X)	550,237	0.44	534,239	0.45
Stable Value Fund				
Putnam Stable Value	32,611,687	25.83	31,432,440	26.31
Other				
Loan Fund	1,645,122	1.30	1,626,451	1.36
Participant Loan Fund (defaulted)	9,568	0.01	9,568	0.01
457(b) Plan	126,231,685	100.00	119,491,480	100.00

Asset Allocation
Total Fund Defined Contribution Plan
As of February 29, 2024

Asset Allocation Attributes	Feb-2024		Nov-2023	
	(\$)	%	(\$)	%
Domestic Equity Funds				
Vanguard Equity Inc;Adm (VEIRX)	964,534	3.88	1,071,480	4.70
Alger Inst:Cap App;Y (ACAYX)	1,823,870	7.33	1,465,304	6.43
AQR:Lg Cap Def Style;R6 (QUERX)	491,257	1.98	484,875	2.13
Vanguard Instl Indx;Inst (VINIX)	2,366,899	9.52	2,005,412	8.79
Vanguard Md-Cp I;Adm (VIMAX)	367,269	1.48	351,414	1.54
JPMorgan:MdCp Gro;R6 (JMGMX)	269,486	1.08	200,212	0.88
Vanguard S-C Id;Adm (VSMAX)	458,648	1.84	411,241	1.80
Conestoga Small Cap;Inst (CCALX)	345,749	1.39	323,889	1.42
Am Beacon:SC Val;R6 (AASRX)	84,702	0.34	76,862	0.34
Virtus:Cer MC Val;R6 (SMVZX)	376,030	1.51	337,961	1.48
Emerging/International Equity				
American Funds CWGI;R6 (RWIGX)	673,611	2.71	629,896	2.76
American Funds EuPc;R6 (RERGX)	263,331	1.06	253,562	1.11
Vanguard Tot I S;Adm (VTIAX)	154,055	0.62	253,588	1.11
Invesco Dev Mkt;R6 (ODVIX)	350,288	1.41	362,350	1.59
Domestic Fixed Income				
Baird Aggregate Bd;Inst (BAGIX)	760,463	3.06	755,455	3.31
Vanguard Tot Bd;Adm (VBTLX)	278,610	1.12	274,587	1.20
Global Fixed				
PIMCO:Div Income;Inst (PDIIX)	521,868	2.10	503,073	2.21
Real Estate				
Cohen&Steers RE Sec;I (CSDIX)	92,002	0.37	87,942	0.39
Invesco Real Estate;R6 (IARFX)	-	0.00	-	0.00
Vanguard RE Idx;Adm (VGSLX)	86,784	0.35	81,021	0.36
Real Return				
T Rowe Price New Era;I (TRNEX)	40,213	0.16	123,947	0.54

Asset Allocation
Total Fund Defined Contribution Plan
As of February 29, 2024

	Feb-2024		Nov-2023	
	(\$)	%	(\$)	%
Balanced Funds				
Franklin Cust:Inc;R6 (FNCFX)	227,940	0.92	225,064	0.99
Vanguard LS Cons Gro;Inv (VSCGX)	113,389	0.46	106,121	0.47
Vanguard LS Growth;Inv (VASGX)	57,360	0.23	54,220	0.24
Vanguard LS Mod Gro;Inv (VSMGX)	511,263	2.06	483,011	2.12
Vanguard LS Income;Inv (VASIX)	92,417	0.37	89,182	0.39
Life Cycle Funds				
Vanguard Tgt Ret2020;Inv (VTW NX)	1,598,085	6.43	1,487,488	6.52
Vanguard Tgt Ret2025;Inv (VTTVX)	180,630	0.73	149,187	0.65
Vanguard Tgt Ret2030;Inv (VTHR X)	2,437,038	9.80	2,305,363	10.11
Vanguard Tgt Ret2035;Inv (VTTH X)	188,656	0.76	124,548	0.55
Vanguard Tgt Ret2040;Inv (VFOR X)	2,217,832	8.92	2,022,856	8.87
Vanguard Tgt Ret2045;Inv (VTIV X)	198,760	0.80	164,933	0.72
Vanguard Tgt Ret2050;Inv (VFIF X)	2,277,594	9.16	2,005,577	8.80
Vanguard Tgt Ret2055;Inv (VFFV X)	174,304	0.70	146,849	0.64
Vanguard Tgt Ret2060;Inv (VTT S X)	778,732	3.13	657,829	2.88
Vanguard Tgt Ret2065;Inv (VLXV X)	195,012	0.78	150,448	0.66
Vanguard Tgt Ret2070;Inv (VSVN X)	23,775	0.10	17,687	0.08
Vanguard Tgt Ret Inc;Inv (VTIN X)	190,102	0.76	185,294	0.81
Stable Value Fund				
Putnam Stable Value	2,613,579	10.51	2,350,154	10.31
Other				
Loan Fund	20,733	0.08	21,885	0.10
401(a) Plan	24,866,870	100.00	22,801,769	100.00

Asset Allocation
Total Fund FICA Alternative Plan

As of February 29, 2024

Asset Allocation Attributes	Feb-2024		Nov-2023	
	(\$)	%	(\$)	%
Domestic Equity Funds				
Vanguard Equity Inc;Adm (VEIRX)	14,833	0.67	12,522	0.58
Alger Inst:Cap App;Y (ACAYX)	61,392	2.78	50,896	2.37
AQR:Lg Cap Def Style;R6 (QUERX)	5,073	0.23	4,679	0.22
Vanguard Instl Indx;Inst (VINIX)	80,050	3.62	80,842	3.76
Vanguard Md-Cp I;Adm (VIMAX)	8,671	0.39	8,002	0.37
JPMorgan:MdCp Gro;R6 (JMGMX)	2,342	0.11	3,058	0.14
Vanguard S-C Id;Adm (VSMAX)	9,149	0.41	8,140	0.38
Conestoga Small Cap;Inst (CCALX)	8,117	0.37	7,278	0.34
Am Beacon:SC Val;R6 (AASRX)	377	0.02	341	0.02
Virtus:Ser MC Val;R6 (SMVZX)	2,372	0.11	2,149	0.10
Emerging/International Equity				
American Funds CWGI;R6 (RWIGX)	10,783	0.49	9,929	0.46
American Funds EuPc;R6 (RERGX)	3,884	0.18	3,641	0.17
Vanguard Tot I S;Adm (VTIAX)	4,765	0.22	4,465	0.21
Invesco Dev Mkt;R6 (ODVIX)	5,730	0.26	5,713	0.27
Domestic Fixed Income				
Baird Aggregate Bd;Inst (BAGIX)	6,908	0.31	6,729	0.31
Vanguard Tot Bd;Adm (VBTLX)	1,586	0.07	1,090	0.05
Global Fixed				
PIMCO:Div Income;Inst (PDIIX)	3,031	0.14	2,924	0.14
Real Estate				
Cohen&Steers RE Sec;I (CSDIX)	1,594	0.07	1,425	0.07
Invesco Real Estate;R6 (IARFX)	-	0.00	-	0.00
Vanguard RE Idx;Adm (VGSLX)	1,214	0.05	1,045	0.05
Real Return				
T Rowe Price New Era;I (TRNEX)	332	0.02	307	0.01

Asset Allocation
Total Fund FICA Alternative Plan

As of February 29, 2024

	Feb-2024		Nov-2023	
	(\$)	%	(\$)	%
Balanced Funds				
Franklin Cust:Inc;R6 (FNCFX)	9,835	0.45	9,441	0.44
Vanguard LS Cons Gro;Inv (VSCGX)	678	0.03	645	0.03
Vanguard LS Growth;Inv (VASGX)	19,801	0.90	5,190	0.24
Vanguard LS Mod Gro;Inv (VSMGX)	-	0.00	1,045	0.05
Vanguard LS Income;Inv (VASIX)	-	0.00	7,867	0.37
Life Cycle Funds				
Vanguard Tgt Ret2020;Inv (VTWNX)	46,878	2.12	45,136	2.10
Vanguard Tgt Ret2025;Inv (VTTVX)	16,357	0.74	12,343	0.57
Vanguard Tgt Ret2030;Inv (VTHR)	70,705	3.20	63,056	2.93
Vanguard Tgt Ret2035;Inv (VTTHX)	9,860	0.45	22,481	1.05
Vanguard Tgt Ret2040;Inv (VFORX)	67,880	3.07	62,281	2.90
Vanguard Tgt Ret2045;Inv (VTIVX)	7,449	0.34	6,272	0.29
Vanguard Tgt Ret2050;Inv (VFIFX)	73,448	3.32	66,935	3.11
Vanguard Tgt Ret2055;Inv (VFFVX)	36,810	1.67	32,507	1.51
Vanguard Tgt Ret2060;Inv (VTTSX)	72,648	3.29	64,742	3.01
Vanguard Tgt Ret2065;Inv (VLXVX)	59,536	2.69	52,408	2.44
Vanguard Tgt Ret2070;Inv (VSVNX)	13,165	0.60	8,573	0.40
Vanguard Tgt Ret Inc;Inv (VTINX)	23,347	1.06	20,200	0.94
Stable Value Fund				
Putnam Stable Value	1,448,913	65.58	1,454,596	67.63
FICA Plan	2,209,515	100.00	2,150,892	100.00

Disclosures:

Due to lack of history on some current shares classes of funds in lineup, older share classes have been used in some areas of report to show history:

- Alger Cap Appreciation (ACAYX) returns prior to 03/2017, ALARX shown.
- Franklin Income Fund (FNCFX) returns prior to 09/2013, FRIAX shown.
- Invesco MC Growth (VGRFX) returns prior to 09/2013, VGRJX shown.
- Ceredex MC Value (SMVZX) returns prior to 06/2016, SMVTX shown.
- Vanguard Index Institutional (VINIX) returns prior to 10/2018, VFIAX shown.
- American Beacon Small Cap (AASRX) returns prior to 03/0218, AVFIX shown.

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