

Fees and Fund Performance for Periods Ending December 31, 2022¹

Investment Option	Annualized asset-based fees per \$1,000 invested ²		Rates of Return					
	%	Dollar Amount	3 Months	Year to Date	1 Year	3 Years	5 Years	10 Years
Fixed Income								
Money Market Fund	0.10	\$1.00	0.96	1.85	1.85	0.87	1.42	0.93
Core Bond Index Fund	0.07	.70	1.69	-13.07	-13.07	-2.75	0.03	1.06
Target Maturity Bond Fund 2022	0.10	1.00	0.92	-3.91	-3.91	-	-	-
Target Maturity Bond Fund 2024	0.10	1.00	1.45	-	-	--	-	-
Target Retirement								
Lifecycle Income Fund	0.09	.80	4.23	-9.85	-9.85	1.12	2.70	3.73
Lifecycle 2020 Fund	0.08	.80	5.74	-13.57	-13.57	1.85	3.71	6.06
Lifecycle 2030 Fund	0.08	.80	7.56	-15.17	-15.17	2.79	4.41	7.32
Lifecycle 2040 Fund	0.08	.80	8.92	-15.83	-15.83	3.71	5.12	8.24
Lifecycle 2050 Fund	0.08	.80	9.67	-16.21	-16.21	4.13	5.46	8.82
Lifecycle 2060 Fund	0.08	.80	9.98	-16.35	-16.35	4.25	5.55	-
Equity								
Active Large Cap Value Stock Fund	0.37	3.70	11.97	-10.17	-10.17	9.14	8.82	11.78
Large Cap Value Stock Index Fund	0.05	.50	12.41	-7.48	-7.58	5.96	6.70	10.29
Large Cap Growth Stock Index Fund	0.05	.50	2.19	-29.17	-29.17	7.79	10.96	14.07
Large Cap Core Stock Index Fund	0.05	.50	7.55	-18.13	-18.13	7.66	9.46	12.57
Mid Cap Core Stock Index Fund	0.06	.60	10.76	-13.11	-13.11	7.21	6.72	10.76
Small Cap Core Stock Index Fund	0.23	2.30	6.21	-20.26	-20.26	3.32	4.36	9.35
Active International Stock Fund	0.83	8.30	16.26	-21.28	-21.28	0.52	1.67	4.72
International Stock Index Fund	0.10	1.00	15.07	-15.72	-15.72	0.30	1.14	3.96
Real Estate Securities Index Fund	0.13	1.30	4.35	-26.22	-26.22	-0.41	3.72	6.43

In addition to the asset-based fees above, a flat fee of \$2 is charged on a quarterly basis to each participant who has a balance in the 457 and/or 401(k) Plan.

¹Performance for periods greater than 1 year are annualized. Fees are accrued on a daily basis.

²Fees as of 01/01/2023. Asset-based fees represent the annualized fee paid to the fund manager plus plan administration fees. Amounts are per \$1000 of assets.