

Fees and Fund Performance for Periods Ending December 31, 2023¹

Investment Option	Annualized asset-based Fees per \$1000 invested ²		Historical Rates of Return					
	%	Dollar Amount	3 Months	Year to Date	1 Year	3 Years	5 Years	10 Years
Fixed Income								
Money Market Fund	0.1200	\$1.20	1.39	5.34	5.34	2.42	2.05	1.44
Core Bond Index Fund	0.0600	0.60	6.71	5.64	5.64	-3.33	1.10	1.83
Target Maturity Bond Fund 2024	0.1000	1.00	1.58	5.09	5.09	-0.03	-	-
Target Maturity Bond Fund 2026	0.1000	1.00	3.28	5.20	5.20	-	-	-
Short Term TIPS Fund	0.0600	0.60	2.53	-	-	-	-	-
Target Retirement								
Lifecycle Income Fund	0.0769	0.77	6.07	9.94	9.94	1.30	4.95	3.91
Lifecycle 2020 Fund	0.0711	0.71	7.73	12.09	12.09	1.57	6.76	5.71
Lifecycle 2030 Fund	0.0687	0.69	9.48	15.10	15.10	2.95	8.70	6.85
Lifecycle 2040 Fund	0.0722	0.72	10.23	17.33	17.33	4.34	10.19	7.67
Lifecycle 2050 Fund	0.0747	0.75	10.73	18.65	18.65	5.07	10.91	8.19
Lifecycle 2060 Fund	0.0759	0.76	10.86	19.07	19.07	5.30	11.15	-
Equity								
Active Large Cap Value Stock Fund	0.3650	3.65	10.79	19.32	19.32	11.85	14.53	10.36
Large Cap Value Stock Index Fund	0.0500	0.50	9.49	11.44	11.44	8.83	10.90	8.40
Large Cap Growth Stock Index Fund	0.0500	0.50	14.16	42.63	42.63	8.84	19.49	14.83
Large Cap Core Stock Index Fund	0.0475	0.48	11.68	26.26	26.26	9.98	15.68	12.04
Mid Cap Core Stock Index Fund	0.0500	0.50	11.66	16.35	16.35	8.02	12.58	9.25
Small Cap Core Stock Index Fund	0.2200	2.20	14.05	17.08	17.08	2.29	10.16	7.49
Active International Stock Fund	0.8300	8.30	13.16	19.71	19.71	1.35	9.09	4.99
International Stock Index Fund	0.0850	0.85	9.91	15.54	15.54	1.67	7.26	4.05
Real Estate Securities Index Fund	0.1300	1.30	18.12	11.78	11.78	5.02	7.33	7.37

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

²Fees as of 1/1/2024. Fees represent the annualized fee paid to the fund manager plus plan administration fees, expressed as a percentage of assets.