

Fiduciary Investment Review™

Prepared for:

The Platinum 401(k) Retirement Savings Plan



Presented by:



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Table of Contents

EXECUTIVE SUMMARY	3
INVESTMENT ANALYSIS	6
INVESTMENT RETURNS	16
QUARTERLY MARKET REVIEW	21
SCORECARD METHODOLOGY & GLOSSARY	29

Executive Summary
Fiduciary Investment Review® Scorecard
Fourth Quarter 2021

Attn: Retirement Committee

Market Overview: Fourth Quarter 2021

U.S. equity markets (Russell 3000) **rose 9.3%** in the fourth quarter, rallying to record highs on strong corporate profit growth, continued economic growth and increased economic activity fueled by vaccine-powered recovery. U.S. stocks wrapped up the **2021 calendar year up 25.7%**, posting the third consecutive year of double-digit returns. Volatility increased from concerns with COVID variants, persisting labor shortage, supply chain bottlenecks, higher stock valuation and potential rate hikes in 2022. International equity markets (MSCI ACWI ex U.S.) **rose 1.8%** over the quarter, ending the **2021 calendar year up 7.8%**. The broad U.S. fixed income market (Bloomberg Barclays Aggregate) was **nearly flat again** for the quarter, ending the **2021 calendar year down 1.5%**.

Despite the turmoil, 2021 was a year of unprecedented growth with the global economy expanding nearly 6%, the fastest pace since 1980. The U.S. labor market continued to improve during the quarter with unemployment dropping to 3.9% in December. High inflation continued, hitting 7% in December, now seemingly more sustained than transitory. The Federal Reserve kept interest rates at nearly zero during the quarter but began reducing bond purchases and now expects multiple rate hikes in 2022 due to rising inflation and tightening labor markets.

Investment Monitoring Overview

The quarterly investment review for your retirement plan is attached. The “Summary of Considerations” on page 5 identifies any investments qualifying for Watch List or replacement. If there are no investments listed on the Summary of Considerations page, then all your investments received a passing score for the quarter. Funds qualify for the Watch List if they received a score of 6 or below in one or more of the four recent quarters, but do not yet merit termination. Funds are subsequently removed from the Watch List only after receiving a score 7 or greater for four consecutive quarters. Investments qualify for termination because they received a score of 6 or below for four consecutive quarters, 6 or below for five of the last eight quarters, or 4 or below for the most recent quarter.

About the Fiduciary Investment Review Scorecard

The Fiduciary Investment Review Scorecard is a powerful investment analytic tool used by many leading retirement plan advisors to monitor over \$700 Billion of U.S. plan assets. Results are reported using a numerical scoring system, rating each fund from “1” to “10” after measuring nine separate factors. Fidelis Fiduciary Management evaluates these results and makes recommendations specific to your plan which are consistent with your Investment Policy Statement.



The average fund score is “6”. As a general rule, funds receiving a score of “7” to “10” are considered to be solid choices for fiduciaries. Funds receiving a score of “6” or less are placed on Watch List, and we generally recommend termination for funds that remain on Watch List for four consecutive probationary quarters or for five out of the last eight quarters. We will occasionally recommend that a fund be replaced sooner or given extra time based on qualitative factors or the discretion of trustees or investment committees. Most index funds are rated using slightly different criteria. Stable value accounts and funds with a history of less than five years generally do not receive ratings and are monitored by alternative methods. A more detailed description of the Scorecard rating system can be located in the last section of this report.

Scorecard also produces more detailed reports not included in these materials, including individual one-page fund descriptions for each of the funds in your plan. Let us know if you want an electronic or hard copy of this additional information at any time.

Retirement Committee Minutes

Unless superseded by resolution of the Retirement Plan Committee/Investment Committee, this Executive Summary, including the Summary of Considerations, shall serve as minutes documenting the ERISA 3(38) investment monitoring and decisions of Fidelis Fiduciary Management.


**Prepared by Fidelis Fiduciary Management, Inc.
February 2022**



CEFEX certified by the Centre for Fiduciary Excellence (CEFEX #CFX10100) for Defined Contribution ERISA fiduciary services, including plan-level ERISA 3(38) investment management, for corporate and non-profit entities; and non-ErISA fiduciary services for governmental entities.



Summary of Considerations

Watchlist	Asset Class	Fund	Score
	Group Series	JH LS Managed Volatility Class 0	6

Considerations:  Add  Delete  Watchlist

Style Box - Short

Asset Allocation - Conservative	Asset Allocation - Moderate John Hancock Multimanager Lifestyle Portfolio Class 0 (7) JH LS Managed Volatility Class 0 (6) 🚩	Asset Allocation - Aggressive JH USA Menu-American Funds Trgt Date Retire R6 (9) Vanguard Target Retirement Series (.jh0) (8)
Large Cap Value JH USA Menu-JHVIT Fundamental Large Cap Value I (10)	Large Cap Blend JH USA Menu-JHVIT 500 Index Trust I (10) JH USA Menu-Parnassus Core Equity Investor (10)	Large Cap Growth JH USA Menu-JHFunds2 Capital Appreciation 1 (10)
Mid/Smid Cap Value JH USA Menu-Vanguard Mid-Cap Value ETF (10)	Mid/Smid Cap Blend JH USA Menu-Fidelity Mid Cap Index (10)	Mid/Smid Cap Growth JH USA Menu-Vanguard Mid-Cap Growth ETF (9)
Small Cap Value JH USA Menu-Allspring Special Small Cap Value A (10)	Small Cap Blend JH USA Menu-TIAA-CREF Small-Cap Blend Idx Inst (10)	Small Cap Growth JH USA Menu-Invesco Small Cap Growth R5 (10)
International Equity JH USA Menu-Fidelity International Index (10) JH USA Menu-Janus Henderson Global Equity Income I (10)	Global Equity JH USA Menu-American Funds New Perspective R5 (10)	Cash Alternatives John Hancock Stable Value Fund (-)
Fixed Income JH USA Menu-JHFunds2 Core Bond 1 (10) JH USA Menu-Federated Hermes Instl High Yield Bd IS (9) JH USA Menu-JHVIT Total Bond Market Trust I (8)	Specialty/Alternatives JH USA Menu-JHancock Real Estate Securities 1 (8)	Notes 1. Target Date Fund series show the series name, glidepath risk posture and the average score. 2. Risk based funds are grouped into either conservative, moderate or aggressive style boxes. 3. Only the top 5 scoring funds in each asset class are shown due to spacing concerns.

Considerations:  Add

 Delete

 Watchlist

Scorecard™

Risk-based Series


Asset Allocation	Asset Class	Risk Index	Allocation Score (Series Funds)		Selection Score (Underlying Funds)		Blended Score			
			# of Funds	Avg Score	# of Funds	Avg Score	Q4 2021	Q3 2021	Q2 2021	Q1 2021
John Hancock Multimanager Lifestyle Portfolio Class 0	N/A	N/A	5	7.2	28	7.3	7	8	8	8

Allocation (Series Funds)

Asset Allocation	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score Components		Score
			Risk Level	Style Diversity	R ²	Risk/Return	Up/Down	Info Ratio	Return Rank	SR Rank	2pt Max	Allocation	Selection	Q4 2021
JH USA Menu-JHancock Multimanager Lifestyle Cnsv 1	CON	VAUSA0LEIS	1	1	1	0	1	0	1	0	2	7	7.3	7
			5.4	30.7/69.3	91.8	5.4/6.3	93.8/93.3	-0.23	36.0	53.0				CON
JH USA Menu-JHancock Multimanager Lifestyle Bal 1	MOD	VAUSA0LEIO	1	1	1	0	1	0	1	1	2	8	7.3	8
			10.4	66.9/33.2	98.2	10.4/11.1	98.1/97.4	-0.08	13.0	34.0				MOD
JH USA Menu-JHancock Multimanager Lifestyle Mod 1	MOD	VAUSA0LEIX	1	1	1	0	1	0	1	1	2	8	7.3	8
			7.8	48.8/51.2	96.8	7.8/8.7	96.9/96.7	-0.17	50.0	22.0				MOD
JH USA Menu-JHancock Multimanager Lifestyle Gr 1	MA	VAUSA0LEIU	1	1	1	0	1	0	1	1	2	8	7.3	8
			12.9	84.0/16.1	98.6	12.9/13.0	98.5/98.1	-0.07	19.0	37.0				MA
JH USA Menu-JHancock Multimanager Lifestyle Agrsv 1	AGG	VAUSA0LEIR	0	0	1	0	0	0	1	1	2	5	7.3	6
			15.4	99.2/0.9	98.5	15.4/14.7	99.4/99.8	-0.06	11.0	39.0				AGG

Scorecard™

Risk-based Series

Asset Allocation	Asset Class	Risk Index	Allocation Score (Series Funds)		Selection Score (Underlying Funds)		Blended Score			
			# of Funds	Avg Score	# of Funds	Avg Score	Q4 2021	Q3 2021	Q2 2021	Q1 2021
JH LS Managed Volatility Class 0 	N/A	N/A	5	4.3	9	7.8	6	6	7	7

Allocation (Series Funds)

Asset Allocation	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score Components		Score
			Risk Level	Style Diversity	R ²	Risk/Return	Up/Down	Info Ratio	Return Rank	SR Rank	2pt Max	Allocation	Selection	Q4 2021
JH USA Menu-JHVIT Managed Volatility Cnsvr Port I	CON	VAUSA0LEJC	1	1	0	0	0	0	0	0	2	4	7.8	6
			4.9	25.8/ 74.2	88.1	4.9/ 5.5	93.6/ 109.1	-0.55	75.0	75.0				CON
JH USA Menu-JHVIT Managed Vol Mod Port I	MC	VAUSA0LEJE	1	1	1	0	0	0	0	0	2	5	7.8	6
			7.2	44.4/ 55.6	92.9	7.2/ 7.4	97.0/ 111.6	-0.58	83.0	86.0				MC
JH USA Menu-JHVIT Managed Volatility Growth Port I	MOD	VAUSA0LEJJ	1	0	1	0	0	0	0	0	2	4	7.8	6
			10.3	65.9/ 34.1	91.9	10.3/ 8.6	99.1/ 114.4	-0.54	93.0	94.0				MOD
JH USA Menu-JHVIT Managed Volatility Balanced Port I	MOD	VAUSA0LEJG	1	0	1	0	0	0	0	0	2	4	7.8	6
			8.3	52.4/ 47.6	93.0	8.3/ 7.9	97.5/ 112.3	-0.59	85.0	84.0				MOD
JH USA Menu-JHVIT Managed Volatility Agrsv Port I	MA	VAUSA0LEJL										-	7.8	-
														-

Scorecard™

Target Date Series

Asset Allocation	Asset Class	Risk Index	Allocation Score (Series Funds)		Selection Score (Underlying Funds)		Blended Score			
			# of Funds	Avg Score	# of Funds	Avg Score	Q4 2021	Q3 2021	Q2 2021	Q1 2021
JH USA Menu-American Funds Trgt Date Retire R6	AGG	74	12	9.5	26	7.8	9	9	9	9

Allocation (Series Funds)

Asset Allocation	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score Components		Score
			Risk Level	Style Diversity	R ²	Risk/Return	Up/Down	Info Ratio	Return Rank	SR Rank	2pt Max	Allocation	Selection	Q4 2021
JH USA Menu-American Funds 2010 Trgt Date Retire R6	MC	VAUSA0MSD9	1	0	1	1	1	1	1	1	2	9	7.8	8
			6.1	40.7/ 59.3	96.9	6.1/ 7.9	99.1/ 94.0	0.19	35.0	11.0				MC
JH USA Menu-American Funds 2015 Trgt Date Retire R6	MC	VAUSA0MSDI	1	0	1	1	1	1	1	1	2	9	7.8	8
			6.7	45.3/ 54.7	97.5	6.7/ 8.6	98.9/ 92.5	0.28	16.0	13.0				MC
JH USA Menu-American Funds 2020 Trgt Date Retire R6	MC	VAUSA0MSD7	1	0	1	1	1	1	1	1	2	9	7.8	8
			7.0	49.6/ 50.4	98.0	7.0/ 9.3	98.7/ 88.9	0.5	7.0	9.0				MC
JH USA Menu-American Funds 2025 Trgt Date Retire R6	MOD	VAUSA0MSDG	1	0	1	1	1	1	1	1	2	9	7.8	8
			8.3	58.9/ 41.1	98.5	8.3/ 10.7	99.7/ 89.1	0.72	19.0	8.0				MOD
JH USA Menu-American Funds 2030 Trgt Date Retire R6	MOD	VAUSA0MSD5	1	0	1	1	1	1	1	1	2	9	7.8	8
			9.8	68.7/ 31.3	98.7	9.8/ 12.2	100.7/ 91.1	0.82	8.0	10.0				MOD

Scorecard™

continued

Allocation (Series Funds)

Asset Allocation	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score Components		Score
			Risk Level	Style Diversity	R ²	Risk/Return	Up/Down	Info Ratio	Return Rank	SR Rank	2pt Max	Allocation	Selection	Q4 2021
JH USA Menu-American Funds 2035 Trgt Date Retire R6	MA	VAUSA0MSDD	1	1	1	1	1	1	1	1	2	10	7.8	9
			11.8	78.5/ 21.5	98.9	11.8/ 14.0	104.0/ 96.4	1.08	7.0	6.0				MA
JH USA Menu-American Funds 2040 Trgt Date Retire R6	MA	VAUSA0MSD4	1	1	1	1	1	1	1	1	2	10	7.8	9
			12.7	82.9/ 17.1	99.0	12.7/ 14.8	105.0/ 97.9	1.15	4.0	6.0				MA
JH USA Menu-American Funds 2045 Trgt Date Retire R6	MA	VAUSA0MSDC	1	1	1	1	1	1	1	1	2	10	7.8	9
			12.9	84.3/ 15.7	99.0	12.9/ 15.0	105.6/ 98.4	1.18	3.0	7.0				MA
JH USA Menu-American Funds 2050 Trgt Date Retire R6	AGG	VAUSA0MSD2	1	1	1	1	1	1	1	1	2	10	7.8	9
			13.1	85.2/ 14.8	98.9	13.1/ 15.2	105.8/ 98.9	1.15	3.0	2.0				AGG
JH USA Menu-American Funds 2055 Trgt Date Retire R6	AGG	VAUSA0MSDA	1	1	1	1	1	1	1	1	2	10	7.8	9
			13.1	85.2/ 14.8	98.9	13.1/ 15.2	105.7/ 98.9	1.11	3.0	2.0				AGG
JH USA Menu-American Funds 2060 Trgt Date Retire R6	AGG	VAUSA0MSD1	1	1	1	1	1	1	1	1	2	10	7.8	9
			13.1	85.4/ 14.6	98.9	13.1/ 15.1	105.7/ 98.5	1.17	3.0	2.0				AGG
JH USA Menu-American Funds 2065 Trgt Date Retire R6	AGG	VAUSA0OCZ8										-	7.8	-
														-

Scorecard™

Target Date Series

Asset Allocation	Asset Class	Risk Index	Allocation Score (Series Funds)		Selection Score (Underlying Funds)		Blended Score			
			# of Funds	Avg Score	# of Funds	Avg Score	Q4 2021	Q3 2021	Q2 2021	Q1 2021
Vanguard Target Retirement Series (.j0)	AGG	85	13	7.8	5	8.2	8	8	8	8

Allocation (Series Funds)

Asset Allocation	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score Components		Score
			Risk Level	Style Diversity	R ²	Risk/Return	Up/Down	Info Ratio	Return Rank	SR Rank	2pt Max	Allocation	Selection	Q4 2021
JH USA Menu-Vanguard Target Retirement Income Fund	CON	VAUSA0LMS9	1	1	1	0	1	0	1	1	2	8	8.2	8
			5.0	30.3/ 69.7	98.9	5.0/ 6.9	98.4/ 97.8	-0.15	15.0	21.0				CON
JH USA Menu-Vanguard Target Retirement 2015 Fund	MC	VAUSA0LMS0	1	1	1	1	1	0	1	1	2	9	8.2	9
			6.0	42.0/ 58.0	98.6	6.0/ 7.7	92.3/ 88.4	-0.38	35.0	12.0				MC
JH USA Menu-Vanguard Target Retirement 2020 Fund	MOD	VAUSA0LMRZ	1	1	1	1	1	0	1	1	2	9	8.2	9
			7.9	54.0/ 46.0	99.4	7.9/ 9.3	94.6/ 93.4	-0.5	38.0	15.0				MOD
JH USA Menu-Vanguard Target Retirement 2025 Fund	MOD	VAUSA0LMS2	1	1	1	1	0	0	1	1	2	8	8.2	8
			9.3	62.8/ 37.2	99.6	9.3/ 10.4	95.4/ 95.8	-0.66	22.0	23.0				MOD
JH USA Menu-Vanguard Target Retirement 2030 Fund	MOD	VAUSA0LMS1	1	1	1	1	0	0	1	1	2	8	8.2	8
			10.4	70.3/ 29.7	99.7	10.4/ 11.2	96.1/ 96.5	-0.62	15.0	32.0				MOD

Scorecard™

continued

Allocation (Series Funds)

Asset Allocation	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score Components		Score
			Risk Level	Style Diversity	R ²	Risk/Return	Up/Down	Info Ratio	Return Rank	SR Rank	2pt Max	Allocation	Selection	Q4 2021
JH USA Menu-Vanguard Target Retirement 2035 Fund	MA	VAUSA0LMS4	1	1	1	1	0	0	1	1	2	8	8.2	8
			11.5	77.8/ 22.2	99.7	11.5/ 12.1	96.4/ 97.2	-0.63	32.0	25.0				MA
JH USA Menu-Vanguard Target Retirement 2040 Fund	MA	VAUSA0LMS3	1	1	1	1	0	0	1	1	2	8	8.2	8
			12.6	84.7/ 15.3	99.7	12.6/ 12.9	97.2/ 98.2	-0.61	24.0	35.0				MA
JH USA Menu-Vanguard Target Retirement 2045 Fund	AGG	VAUSA0LMS6	1	1	1	0	0	0	1	1	2	7	8.2	8
			13.6	89.1/ 10.9	99.8	13.6/ 13.6	99.1/ 100.9	-0.54	28.0	24.0				AGG
JH USA Menu-Vanguard Target Retirement 2050 Fund	AGG	VAUSA0LMS5	1	1	1	0	0	0	1	1	2	7	8.2	8
			13.7	89.2/ 10.8	99.8	13.7/ 13.6	99.4/ 101.0	-0.45	27.0	23.0				AGG
JH USA Menu-Vanguard Target Retirement 2055 Fund	AGG	VAUSA0LMS7	1	1	1	0	0	0	1	1	2	7	8.2	8
			13.7	89.1/ 10.9	99.8	13.7/ 13.6	99.4/ 100.9	-0.46	28.0	22.0				AGG
JH USA Menu-Vanguard Target Retirement 2060 Fund	AGG	VAUSA0LMS8	1	1	1	0	0	0	1	1	2	7	8.2	8
			13.7	89.1/ 10.9	99.8	13.7/ 13.6	99.4/ 101.1	-0.46	28.0	24.0				AGG
JH USA Menu-Vanguard Target Retirement 2065 Fund	AGG	VAUSA0O5WO										-	8.2	-
														-

Scorecard™

Core Lineup

Active	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank		Q4 2021	Q3 2021	Q2 2021	Q1 2021
JH USA Menu-JHVIT Fundamental Large Cap Value I	LCV	VAUSA0LEJ3	1	1	1	1	1	1	1	1	2	10	10	10	10
			-60.2/ 63.0	15.1	95.6	18.4/ 14.5	114.6/ 101.9	0.82	9.0	12.0		LCV	LCV	LCV	LCV
JH USA Menu-Parnassus Core Equity Investor	LCB	VAUSA0LEDO	1	1	1	1	1	1	1	1	2	10	10	10	9
			-8.7/ 84.8	11.0	94.4	13.7/ 19.1	91.9/ 81.1	0.16	2.0	4.0		LCB	LCB	LCB	LCB
JH USA Menu-JHFunds2 Capital Appreciation 1	LCG	VAUSA0LEHW	1	1	1	1	1	1	1	1	2	10	10	10	10
			100.0/ 79.7	4.8	93.1	19.2/ 27.2	108.1/ 106.4	0.36	8.0	8.0		LCG	LCG	LCG	LCG
JH USA Menu-Allspring Special Small Cap Value A	SCV	VAUSA0MSGM	1	1	1	1	1	1	1	1	2	10	9	8	9
			-87.9/ -63.5	8.8	97.1	20.3/ 10.1	96.4/ 92.2	0.28	18.0	18.0		SCV	SCV	SCV	SCV
JH USA Menu-Invesco Small Cap Growth R5	SCG	VAUSA0LEFM	1	1	1	1	1	1	1	1	2	10	10	10	10
			100.0/ -60.7	8.0	94.6	20.8/ 19.8	109.9/ 91.8	1.09	35.0	25.0		SCG	SCG	SCG	SCG
JH USA Menu-Janus Henderson Global Equity Income I	ILCV	VAUSA0MSG4	1	1	1	1	1	1	1	1	2	10	9	9	9
			-22.3/ 55.3	13.8	89.6	14.3/ 7.2	87.6/ 77.6	0.36	14.0	25.0		ILCV	ILCV	ILCV	ILCV
JH USA Menu-American Funds New Perspective R5	GE	VAUSA0LEGG	1	1	1	1	1	1	1	1	2	10	10	10	10
			61.6/ 44.4	20.4	95.2	15.8/ 20.3	116.5/ 91.7	1.69	7.0	1.0		GE	GE	GE	GE
JH USA Menu-JHFunds2 Core Bond 1	CFI	VAUSA0LEHY	1	1	1	1	1	1	1	1	2	10	10	10	9
			-32.0/ 41.3	9.3	95.6	3.2/ 3.9	104.6/ 99.6	0.43	28.0	8.0		CFI	CFI	CFI	CFI
JH USA Menu-Federated Hermes Instl High Yield Bd IS	HY	VAUSA0LEGS	1	1	1	1	1	0	1	1	2	9	8	8	8
			93.3/ -96.1	4.4	98.7	7.1/ 5.9	96.4/ 96.0	-0.2	10.0	11.0		HY	HY	HY	HY

Scorecard™

continued

Active	Asset Class	Ticker/ ID	Style			Risk/Return			Peer Group		Qual	Score			
			Style	Style Drift	R ²	Risk/ Return	Up/ Down	Info Ratio	Return Rank	Info Ratio Rank		Q4 2021	Q3 2021	Q2 2021	Q1 2021
John Hancock Stable Value Fund	SV	19Class0MSV										-	-	-	-
												-	-	-	-
JH USA Menu-JHancock Real Estate Securities 1	REI	VAUSA0LEII	1	1	1	1	1	1	1	1	0	8	8	8	8
			-84.2/ 86.7	6.4	94.5	15.8/ 13.5	99.3/ 79.7	0.87	17.0	25.0	T	REI	REI	REI	REI
Passive	Asset Class	Ticker/ ID	Style				Peer Group				Qual	Score			
			Style	Style Drift	R ²	Tracking Error	TE Rank	Expense Rank	Return Rank	SR Rank		Q4 2021	Q3 2021	Q2 2021	Q1 2021
JH USA Menu-JHVIT 500 Index Trust I	LCB-P	VAUSA0LEB7	1	1	1	1	1	1	1	1	2	10	10	10	10
			5.3/ 96.8	2.2	99.7	1.1	50.0	37.0	21.0	19.0		LCB-P	LCB-P	LCB-P	LCB-P
JH USA Menu-Vanguard Mid-Cap Value ETF	MCV-P	VAUSA0LER3	1	1	1	1	1	1	1	1	2	10	10	10	10
			-97.8/ 9.8	4.1	99.1	2.2	47.0	19.0	28.0	4.0		MCV-P	MCV-P	MCV-P	MCV-P
JH USA Menu-Fidelity Mid Cap Index	MCB-P	VAUSA0NK9E	1	1	1	1	1	1	1	1	2	10	10	10	10
			-25.3/ 0.5	3.0	100.0	0.1	1.0	2.0	12.0	14.0		MCB-P	MCB-P	MCB-P	MCB-P
JH USA Menu-Vanguard Mid-Cap Growth ETF	MCG-P	VAUSA0LER2	1	0	1	1	1	1	1	1	2	9	10	9	9
			73.7/ 9.0	6.8	97.9	3.0	57.0	20.0	19.0	14.0		MCG-P	MCG-P	MCG-P	MCG-P
JH USA Menu-TIAA-CREF Small-Cap Blend Idx Inst	SCB-P	VAUSA0LLPM	1	1	1	1	1	1	1	1	2	10	10	10	10
			3.0/ -99.2	1.5	100.0	0.1	19.0	12.0	15.0	16.0		SCB-P	SCB-P	SCB-P	SCB-P

Scorecard™

continued

Passive	Asset Class	Ticker/ ID	Style				Peer Group				Qual	Score			
			Style	Style Drift	R ²	Tracking Error	TE Rank	Expense Rank	Return Rank	SR Rank	2pt Max	Q4 2021	Q3 2021	Q2 2021	Q1 2021
JH USA Menu-Fidelity International Index	ILCB-P	VAUSA0NK9Y	1	1	1	1	1	1	1	1	2	10	10	10	10
			-7.6/ 48.0	21.9	99.2	1.6	37.0	6.0	20.0	18.0		ILCB-P	ILCB-P	ILCB-P	ILCB-P
JH USA Menu-JHVIT Total Bond Market Trust I	CFI-P	VAUSA0LEBA	1	0	1	1	0	1	1	1	2	8	8	8	9
			4.7/ 58.2	13.8	98.6	0.4	82.0	40.0	30.0	24.0		CFI-P	CFI-P	CFI-P	CFI-P






Returns Analysis

Performance as of 12/31/2021

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
JH USA Menu-JHancock Multimanager Lifestyle Cnsv 1	VAUSA0LEIS	0.97	4.00	4.00	8.91	6.27	5.60	5.52	10/14/2005	10/14/2005	0.48	0.48
StyleBenchmark		1.70	3.88	3.88	9.07	6.64	5.54	-	-	-	-	-
JH USA Menu-JHancock Multimanager Lifestyle Bal 1	VAUSA0LEIO	3.32	11.98	11.98	15.80	11.05	9.60	7.41	10/14/2005	10/14/2005	0.56	0.56
StyleBenchmark		4.37	11.92	11.92	15.60	11.17	9.64	-	-	-	-	-
JH USA Menu-JHancock Multimanager Lifestyle Mod 1	VAUSA0LEIX	2.31	8.29	8.29	12.38	8.65	7.63	6.53	10/14/2005	10/14/2005	0.51	0.51
StyleBenchmark		2.99	7.75	7.75	12.30	8.89	7.56	-	-	-	-	-
JH USA Menu-JHancock Multimanager Lifestyle Gr 1	VAUSA0LEIU	3.95	14.78	14.78	18.56	12.99	11.31	8.09	10/14/2005	10/14/2005	0.61	0.61
StyleBenchmark		5.50	15.58	15.58	18.42	13.10	11.37	-	-	-	-	-
JH USA Menu-JHancock Multimanager Lifestyle Agrsv 1	VAUSA0LEIR	4.58	17.20	17.20	20.98	14.72	12.60	8.50	10/14/2005	10/14/2005	0.67	0.67
StyleBenchmark		6.50	18.82	18.82	20.99	14.84	12.94	-	-	-	-	-

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
JH USA Menu-JHVIT Managed Volatility Cnsv Port I 	VAUSA0LEJC	1.29	3.84	3.84	7.09	5.52	5.06	5.67	1/7/1997	1/7/1997	0.49	0.49
StyleBenchmark		1.59	3.27	3.27	8.84	6.45	5.42	-	-	-	-	-
JH USA Menu-JHVIT Managed Vol Mod Port I 	VAUSA0LEJE	2.60	8.28	8.28	9.63	7.41	6.79	6.12	1/7/1997	1/7/1997	0.50	0.50
StyleBenchmark		2.92	7.40	7.40	11.76	8.52	7.27	-	-	-	-	-
JH USA Menu-JHVIT Managed Volatility Balanced Port I 	VAUSA0LEJG	3.21	10.15	10.15	10.10	7.91	7.14	6.03	1/7/1997	1/7/1997	0.51	0.51
StyleBenchmark		3.36	8.94	8.94	12.72	9.21	7.86	-	-	-	-	-
JH USA Menu-JHVIT Managed Volatility Growth Port I 	VAUSA0LEJJ	4.48	13.22	13.22	10.43	8.56	7.63	5.73	1/7/1997	1/7/1997	0.54	0.54
StyleBenchmark		4.15	11.86	11.86	14.01	10.16	8.67	-	-	-	-	-
JH USA Menu-JHVIT Managed Volatility Agrsv Port I 	VAUSA0LEJL	-	-	-	-	-	-	-	-	-	-	-
No Benchmark Data		-	-	-	-	-	-	-	-	-	-	-

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
JH USA Menu-American Funds 2010 Trgt Date Retire R6	VAUSA0MSD9	3.86	9.32	9.32	10.80	7.92	7.56	5.70	2/1/2007	2/1/2007	0.28	0.28
StyleBenchmark		2.54	6.50	6.50	10.55	7.71	6.51	-	-	-	-	-
JH USA Menu-American Funds 2015 Trgt Date Retire R6	VAUSA0MSDI	4.11	10.27	10.27	11.70	8.55	8.29	6.06	2/1/2007	2/1/2007	0.29	0.29
StyleBenchmark		2.81	7.34	7.34	11.31	8.24	6.98	-	-	-	-	-
JH USA Menu-American Funds 2020 Trgt Date Retire R6	VAUSA0MSD7	4.29	10.64	10.64	12.38	9.29	9.12	6.40	2/1/2007	2/1/2007	0.30	0.30

Returns Analysis

Performance as of 12/31/2021

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
StyleBenchmark		3.07	8.17	8.17	11.99	8.71	7.39	-	-	-	-	-
JH USA Menu-American Funds 2025 Trgt Date Retire R6	VAUSA0MSDG	4.54	11.44	11.44	14.29	10.69	10.55	7.19	2/1/2007	2/1/2007	0.31	0.31
StyleBenchmark		3.64	9.96	9.96	13.58	9.81	8.37	-	-	-	-	-
JH USA Menu-American Funds 2030 Trgt Date Retire R6	VAUSA0MSD5	5.12	13.16	13.16	16.09	12.16	11.65	7.91	2/1/2007	2/1/2007	0.33	0.33
StyleBenchmark		4.38	12.15	12.15	15.48	11.11	9.55	-	-	-	-	-
JH USA Menu-American Funds 2035 Trgt Date Retire R6	VAUSA0MSDD	5.80	15.54	15.54	18.75	13.96	12.63	8.52	2/1/2007	2/1/2007	0.35	0.35
StyleBenchmark		5.23	14.57	14.57	17.73	12.63	10.96	-	-	-	-	-
JH USA Menu-American Funds 2040 Trgt Date Retire R6	VAUSA0MSD4	6.13	16.83	16.83	19.96	14.75	13.09	8.81	2/1/2007	2/1/2007	0.36	0.36
StyleBenchmark		5.60	15.66	15.66	18.71	13.29	11.57	-	-	-	-	-
JH USA Menu-American Funds 2045 Trgt Date Retire R6	VAUSA0MSDC	6.22	17.18	17.18	20.32	15.02	13.25	8.91	2/1/2007	2/1/2007	0.37	0.37
StyleBenchmark		5.71	16.00	16.00	18.96	13.46	11.73	-	-	-	-	-
JH USA Menu-American Funds 2050 Trgt Date Retire R6	VAUSA0MSD2	6.05	17.27	17.27	20.53	15.17	13.33	8.96	2/1/2007	2/1/2007	0.37	0.37
StyleBenchmark		5.81	16.30	16.30	19.18	13.60	11.87	-	-	-	-	-
JH USA Menu-American Funds 2055 Trgt Date Retire R6	VAUSA0MSDA	5.99	17.28	17.28	20.54	15.17	13.32	12.24	2/1/2010	2/1/2010	0.38	0.38
StyleBenchmark		5.84	16.37	16.37	19.23	13.64	11.91	-	-	-	-	-
JH USA Menu-American Funds 2060 Trgt Date Retire R6	VAUSA0MSD1	5.89	17.19	17.19	20.50	15.13	-	12.04	3/27/2015	3/27/2015	0.38	0.38
StyleBenchmark		5.75	16.16	16.16	19.08	13.54	-	-	-	-	-	-
JH USA Menu-American Funds 2065 Trgt Date Retire R6	VAUSA0OCZ8	5.93	17.32	17.32	-	-	-	36.25	3/27/2020	-	0.38	0.38
No Benchmark Data		-	-	-	-	-	-	-	-	-	-	-

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
JH USA Menu-Vanguard Target Retirement Income Fund	VAUSA0LMS9	2.01	5.25	5.25	9.43	6.85	5.88	5.62	10/27/2003	10/27/2003	0.12	0.12
StyleBenchmark		2.02	4.60	4.60	9.50	6.94	5.87	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2015 Fund	VAUSA0LMS0	2.14	5.78	5.78	10.24	7.71	7.46	6.45	10/27/2003	10/27/2003	0.12	0.12
StyleBenchmark		2.62	6.63	6.63	11.09	8.06	6.83	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2020 Fund	VAUSA0LMRZ	2.91	8.17	8.17	12.55	9.26	8.71	6.93	6/7/2006	6/7/2006	0.13	0.13
StyleBenchmark		3.48	9.17	9.17	13.38	9.64	8.26	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2025 Fund	VAUSA0LMS2	3.55	9.80	9.80	14.17	10.35	9.60	7.47	10/27/2003	10/27/2003	0.13	0.13
StyleBenchmark		4.13	11.07	11.07	15.10	10.82	9.33	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2030 Fund	VAUSA0LMS1	4.06	11.38	11.38	15.45	11.23	10.36	7.64	6/7/2006	6/7/2006	0.14	0.14
StyleBenchmark		4.60	12.61	12.61	16.32	11.66	10.07	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2035 Fund	VAUSA0LMS4	4.55	12.96	12.96	16.66	12.06	11.10	8.30	10/27/2003	10/27/2003	0.14	0.14
StyleBenchmark		5.10	14.21	14.21	17.56	12.51	10.84	-	-	-	-	-

Returns Analysis

Performance as of 12/31/2021

Allocation (Series Funds)

Asset Allocation	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
JH USA Menu-Vanguard Target Retirement 2040 Fund	VAUSA0LMS3	5.02	14.56	14.56	17.89	12.88	11.69	8.31	6/7/2006	6/7/2006	0.14	0.14
StyleBenchmark		5.57	15.72	15.72	18.73	13.31	11.56	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2045 Fund	VAUSA0LMS6	5.49	16.16	16.16	19.06	13.55	12.03	8.96	10/27/2003	10/27/2003	0.15	0.15
StyleBenchmark		5.95	16.87	16.87	19.61	13.90	12.12	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2050 Fund	VAUSA0LMS5	5.63	16.41	16.41	19.19	13.62	12.07	8.58	6/7/2006	6/7/2006	0.15	0.15
StyleBenchmark		5.96	16.90	16.90	19.63	13.91	12.13	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2055 Fund	VAUSA0LMS7	5.65	16.44	16.44	19.18	13.61	12.05	11.66	8/18/2010	8/18/2010	0.15	0.15
StyleBenchmark		5.95	16.88	16.88	19.61	13.90	12.12	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2060 Fund	VAUSA0LMS8	5.66	16.44	16.44	19.19	13.61	-	11.62	1/19/2012	1/19/2012	0.15	0.15
StyleBenchmark		5.95	16.88	16.88	19.62	13.90	-	-	-	-	-	-
JH USA Menu-Vanguard Target Retirement 2065 Fund	VAUSA0O5WO	5.66	16.45	16.45	19.13	-	-	12.63	7/12/2017	-	0.15	0.15
No Benchmark Data		-	-	-	-	-	-	-	-	-	-	-

Core Lineup

Active	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio		
				1 Year	3 Year	5 Year	10 Year				Gross	Net	
U.S. Equity													
Large Cap Value													
JH USA Menu-JHVIT Fundamental Large Cap Value I	VAUSA0LEJ3	5.48	30.44	30.44	26.07	14.54	14.74	9.44	5/3/2004	5/3/2004	0.48	0.48	
Russell 1000 Value Index		7.77	25.16	25.16	17.64	11.16	12.97	-	-	-	-	-	
Large Cap Blend													
JH USA Menu-Parnassus Core Equity Investor	VAUSA0LEDO	10.83	28.00	28.00	26.86	19.06	16.69	11.94	8/31/1992	8/31/1992	0.49	0.49	
Russell 1000 Index		9.78	26.45	26.45	26.21	18.43	16.54	-	-	-	-	-	
Large Cap Growth													
JH USA Menu-JHFunds2 Capital Appreciation 1	VAUSA0LEHW	4.92	16.23	16.23	34.64	27.24	20.51	13.70	10/14/2005	10/14/2005	0.49	0.49	
Russell 1000 Growth Index		11.64	27.60	27.60	34.08	25.32	19.79	-	-	-	-	-	
Small Cap Value													
JH USA Menu-Allspring Special Small Cap Value A	VAUSA0MSGM	6.98	28.43	28.43	18.92	10.14	12.86	11.45	5/7/1993	5/7/1993	0.73	0.73	
Russell 2000 Value Index		4.36	28.27	28.27	17.99	9.07	12.03	-	-	-	-	-	
Small Cap Growth													
JH USA Menu-Invesco Small Cap Growth R5	VAUSA0LEFM	0.42	8.09	8.09	28.86	19.80	17.31	12.41	10/18/1995	10/18/1995	0.45	0.45	
Russell 2000 Growth Index		0.01	2.83	2.83	21.17	14.53	14.14	-	-	-	-	-	
International/Global Equity													
International Large Cap Value													
JH USA Menu-Janus Henderson Global Equity Income I	VAUSA0MSG4	7.87	13.24	13.24	11.88	7.17	7.35	4.84	11/30/2006	11/30/2006	0.68	0.68	

Returns Analysis

Performance as of 12/31/2021

Core Lineup

Active	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
MSCI EAFE Large Value ND USD		1.40	11.75	11.75	7.74	5.08	5.37	-	-	-	-	-
Global Equity												
JH USA Menu-American Funds New Perspective R5	VAUSA0LEGG	6.73	18.11	18.11	27.28	20.28	15.80	12.88	3/13/1973	3/13/1973	0.41	0.41
MSCI ACWI NR		6.68	18.54	18.54	20.38	14.40	11.85	-	-	-	-	-
Fixed Income												
Core Fixed Income												
JH USA Menu-JHFunds2 Core Bond 1	VAUSA0LEHY	-0.22	-1.65	-1.65	5.22	3.86	3.29	4.46	10/14/2005	10/14/2005	0.35	0.35
BB Aggregate Bond		0.01	-1.54	-1.54	4.79	3.57	2.90	-	-	-	-	-
High Yield												
JH USA Menu-Federated Hermes Instl High Yield Bd IS	VAUSA0LEGS	0.60	4.84	4.84	8.54	5.91	6.69	8.28	11/1/2002	11/1/2002	0.45	0.45
BofA ML US High Yield Master II Index		0.66	5.36	5.36	8.57	6.10	6.72	-	-	-	-	-
Cash Alternatives												
Stable Value												
John Hancock Stable Value Fund	19Class0MSV	0.46	1.86	1.86	2.12	2.04	2.02	-	-	5/14/2004	0.42	0.42
No Benchmark Data		-	-	-	-	-	-	-	-	-	-	-
Specialty												
REIT												
JH USA Menu-JHancock Real Estate Securities 1	VAUSA0LEII	17.31	47.02	47.02	21.96	13.45	12.37	9.71	10/14/2005	10/14/2005	0.52	0.52
DJUSslct REIT United States		17.22	45.91	45.91	16.84	9.65	10.70	-	-	-	-	-
Passive	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
U.S. Equity												
Large Cap Blend												
JH USA Menu-JHVIT 500 Index Trust I	VAUSA0LEB7	11.03	28.62	28.62	26.02	18.44	16.43	10.91	4/29/2005	4/29/2005	0.05	0.05
Russell 1000 Index		9.78	26.45	26.45	26.21	18.43	16.54	-	-	-	-	-
Mid Cap Value												
JH USA Menu-Vanguard Mid-Cap Value ETF	VAUSA0LER3	8.27	28.59	28.59	19.02	11.53	13.49	9.47	8/17/2006	8/17/2006	0.13	0.13
Russell Mid-Cap Value Index		8.54	28.34	28.34	19.62	11.22	13.44	-	-	-	-	-
Mid Cap Blend												
JH USA Menu-Fidelity Mid Cap Index	VAUSA0NK9E	6.44	22.56	22.56	23.27	15.08	14.89	14.89	9/8/2011	9/8/2011	0.03	0.03
Russell Mid-Cap Index		6.44	22.58	22.58	23.29	15.10	14.91	-	-	-	-	-
Mid Cap Growth												
JH USA Menu-Vanguard Mid-Cap Growth ETF	VAUSA0LER2	7.87	20.37	20.37	29.23	19.90	16.34	11.58	8/17/2006	8/17/2006	0.13	0.13
Russell Mid-Cap Growth Index		2.85	12.73	12.73	27.46	19.83	16.63	-	-	-	-	-
Small Cap Blend												

Returns Analysis

Performance as of 12/31/2021

Passive	Ticker/ I D	QTR	YTD	Annualized Returns				Since Incept.	Share Class Inception	Strategy Inception	Expense Ratio	
				1 Year	3 Year	5 Year	10 Year				Gross	Net
JH USA Menu-TIAA-CREF Small-Cap Blend Idx Inst	VAUSA0LLPM	2.17	14.89	14.89	20.11	12.15	-	11.38	10/1/2002	10/1/2002	0.06	0.06
Russell 2000 Index		2.14	14.82	14.82	20.02	12.02	13.23	-	-	-	-	-
International/Global Equity												
International Large Cap Blend												
JH USA Menu-Fidelity International Index	VAUSA0NK9Y	3.17	11.45	11.45	13.72	9.78	8.21	5.44	9/8/2011	9/8/2011	0.04	0.04
MSCI EAFE ND USD		2.69	11.26	11.26	13.54	9.55	8.03	-	-	-	-	-
Fixed Income												
Core Fixed Income												
JH USA Menu-JHVIT Total Bond Market Trust I	VAUSA0LEBA	-0.01	-1.59	-1.59	4.69	3.50	2.79	3.97	4/29/2005	4/29/2005	0.08	0.08
BB Aggregate Bond		0.01	-1.54	-1.54	4.79	3.57	2.90	-	-	-	-	-

Disclosure

For use by Plan Sponsors or Institutional Investors Only- not intended for distribution to Retail Investors

Performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate so that an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data quoted.

The performance data quoted may not reflect the deduction of additional fees, if applicable. Additional fees would reduce the performance quoted.

Performance data is subject to change without prior notice. Expenses shown reflect the fund's prospectus Net and Gross expense ratios.

Some funds, accounts, or share classes may not be available for investment. Performance history prior to inception (if applicable) reflects another share class or account reflecting the manager's historical performance record. Expenses for mutual funds reflect the fund's prospectus Net and Gross expense ratios. In the case of Collective Investment Trust Funds, expenses generally reflect the CIT fund fact sheet and/ or Trust agreement Fund Inception Date - the date on which a fund commenced operations.

Share Class Inception Date - the date on which a fund's share class was introduced.

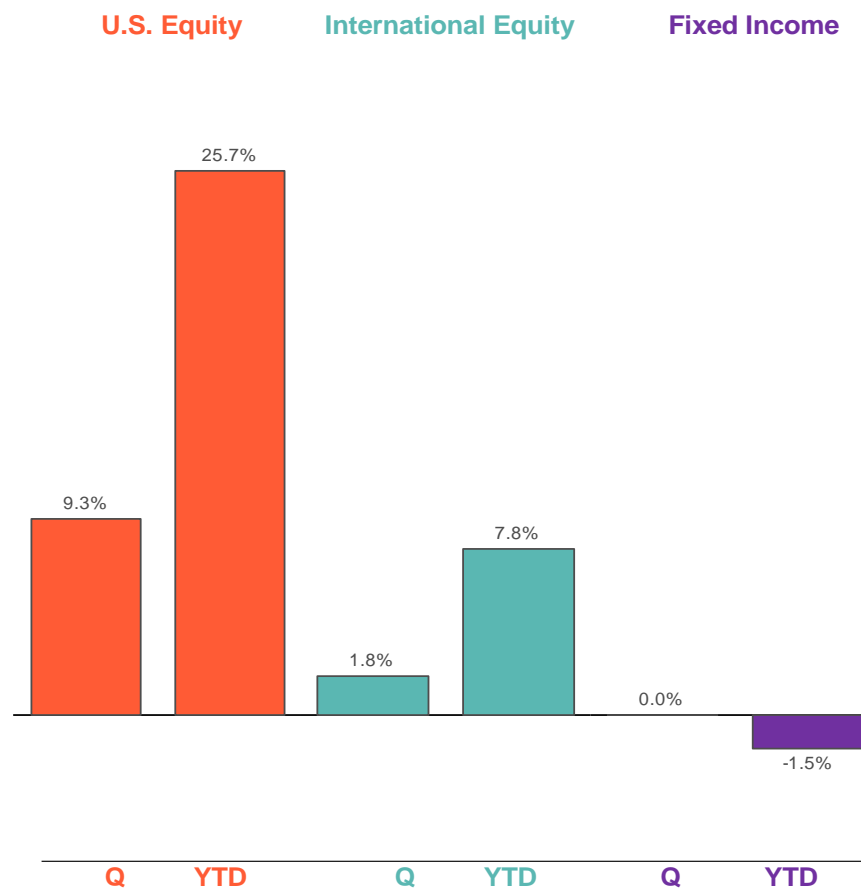
Contact Fidelis Fiduciary Management with any questions about this report or for the most current month-end performance at (866) 338-0097.

Q4 2021 Market Review

SUMMARY

- U.S. equity markets rallied to record highs in the fourth quarter, rising 9.3% (Russell 3000) on strong corporate profit growth.
- International equities rose to a lesser extent, posting a 1.8% gain over the quarter (MSCI ACWI ex U.S.).
- The broad U.S. fixed income market was flat for the fourth quarter (Bloomberg Barclays Aggregate) as longer-term interest rates stabilized.
- The U.S. labor market continued to improve during the fourth quarter with unemployment dropping to 3.9% in December.
- For the third quarter in a row, large-cap growth stocks led the market with the Russell 1000 Growth outperforming the Russell 1000 Value by almost 4 percentage points this quarter.
- The Federal Reserve kept rates at nearly zero during the quarter but began tapering their asset purchase program. Additionally, the Fed now expects multiple rate hikes in 2022 due to rising inflation and tightening labor markets.

TRAILING RETURNS (12/31/2021)



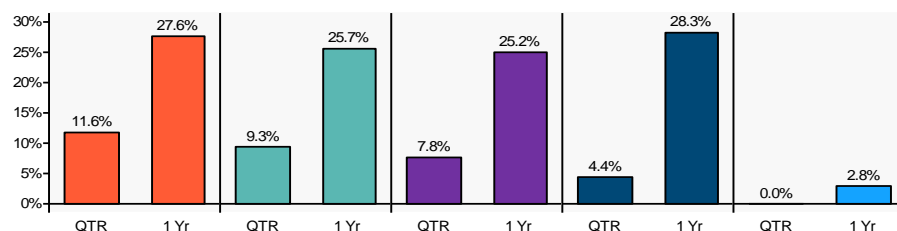
Quarterly and year-to-date returns of the following indices: U.S. Equity (Russell 3000 Index), Fixed Income (Bloomberg Barclays U.S. Aggregate Bond Index) and International Equity (MSCI ACWI ex U.S. Index)

Q4 2021 Market Review - U.S. Equity

U.S. EQUITY

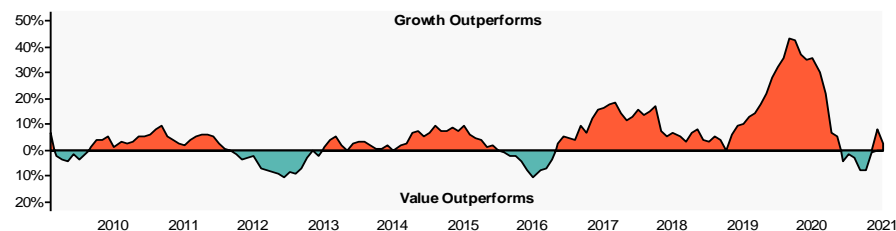
- The broad U.S. equity market, as measured by the Russell 3000 Index, was up 9.3% for the quarter.
- The best performing U.S. equity index for the quarter was Russell 1000 Growth, returning a positive 11.6%.
- The worst performing U.S. equity index for the quarter was Russell 2000 Growth, returning 0%.

INDEX PERFORMANCE (sorted by trailing quarterly performance)



	QTR	YTD	1 Yr	3 Yr	5 Yr	10 Yr
Russell 1000 Growth	11.6	27.6	27.6	34.1	25.3	19.8
Russell 3000	9.3	25.7	25.7	25.8	18.0	16.3
Russell 1000 Value	7.8	25.2	25.2	17.6	11.2	13.0
Russell 2000 Value	4.4	28.3	28.3	18.0	9.1	12.0
Russell 2000 Growth	0.0	2.8	2.8	21.2	14.5	14.1

GROWTH VS. VALUE



Over the last year, growth stocks outperformed value stocks by 2.40%.
For the trailing quarter, growth stocks outperformed value stocks by 3.80%.

The graph above is plotted using a rolling one-year time period. Growth stock performance is represented by the Russell 1000 Growth Index. Value stock performance is represented by the Russell 1000 Value Index.

SECTOR (sorted by trailing quarterly performance)

	QTR	YTD	1 Yr	3 Yr	5 Yr	10 Yr
Real Estate	16.4	43.2	43.2	20.6	13.1	12.6
Information Technology	16.4	33.8	33.8	42.1	31.3	23.6
Materials	14.6	27.5	27.5	23.6	14.3	12.8
Consumer Staples	13.0	18.5	18.5	18.7	11.6	12.3
Utilities	12.9	18.0	18.0	13.5	11.4	11.1
Consumer Discretionary	12.0	25.2	25.2	28.5	20.8	19.1
Health Care	10.4	24.8	24.8	20.0	17.7	17.4
Industrials	9.0	22.2	22.2	21.0	13.2	14.5
Energy	7.0	55.2	55.2	4.2	-2.2	0.5
Financials	4.8	34.6	34.6	20.1	12.7	16.0
Telecommunication Svcs.	-0.1	21.3	21.3	25.6	11.3	11.5

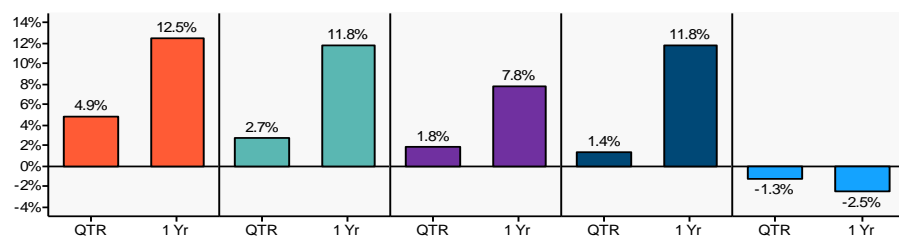
Source: S&P 1500 Sector Indices

Q4 2021 Market Review - International Equity

INTERNATIONAL EQUITY

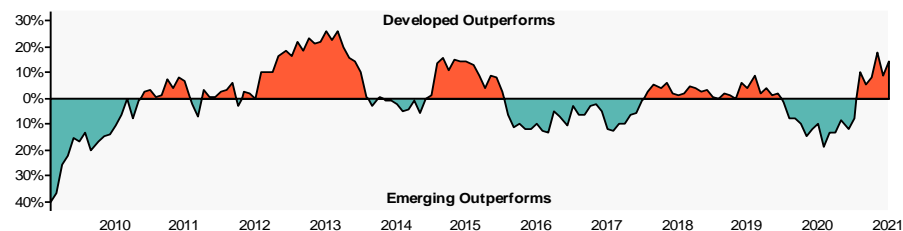
- Developed international equity returned a positive 2.7% in the last quarter (MSCI EAFE).
- Emerging market equity posted a negative 1.3% return (MSCI Emerging Markets Index).

INDEX PERFORMANCE (sorted by trailing quarterly performance)



	QTR	YTD	1 Yr	3 Yr	5 Yr	10 Yr
MSCI EAFE Large Growth	4.9	12.5	12.5	19.6	14.3	10.2
MSCI EAFE	2.7	11.8	11.8	14.1	10.1	8.5
MSCI ACWI ex US	1.8	7.8	7.8	13.2	9.6	7.3
MSCI EAFE Large Value	1.4	11.8	11.8	7.7	5.1	5.4
MSCI Emg Markets	-1.3	-2.5	-2.5	10.9	9.9	5.5

DEVELOPED VS. EMERGING MARKETS

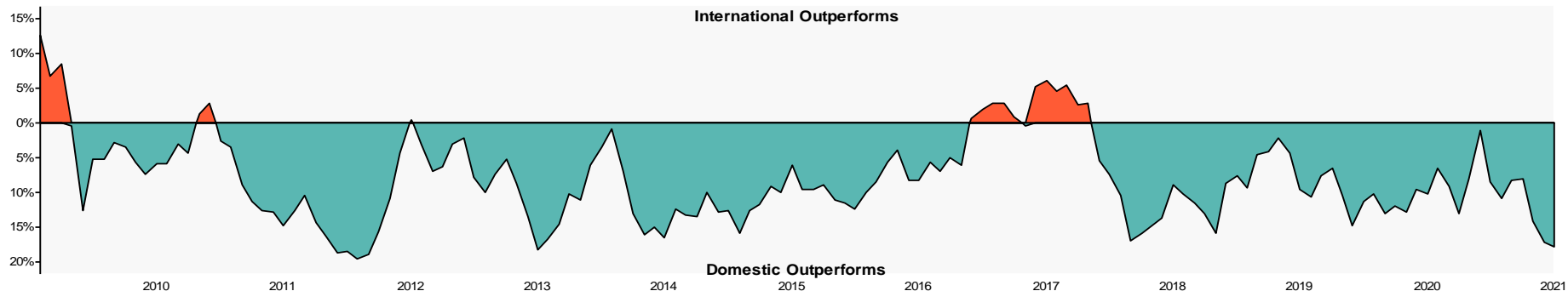


Over the last year, developed international stocks outperformed emerging market stocks by 14.30%.

For the trailing quarter, developed international stocks outperformed emerging market stocks by 4.00%.

The graph above is plotted using a rolling one-year time period. Developed international stock performance is represented by the MSCI EAFE Index. Emerging market stock performance is represented by the MSCI Emerging Markets Index.

INTERNATIONAL VS. DOMESTIC



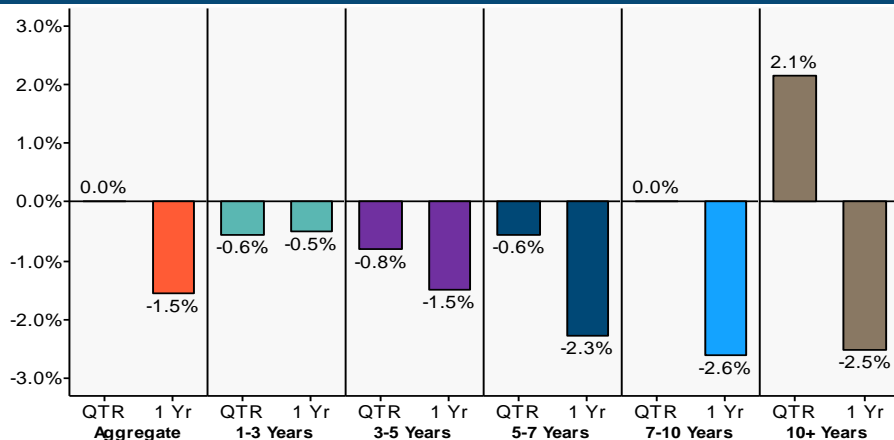
The graph above is plotted using a rolling one-year time period. International stock performance is represented by the MSCI ACWI ex U.S. Index. Domestic stock performance is represented by the Russell 3000 Index.

Q4 2021 Market Review - Fixed Income

FIXED INCOME

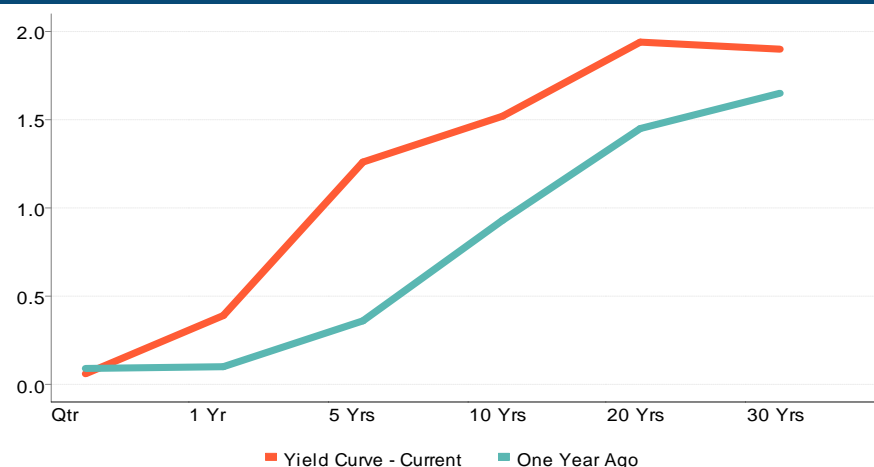
- The broad U.S. fixed income market was flat (Bloomberg Barclays U.S. Aggregate) for the quarter.
- The best performing sector for the quarter was TIPS, returning a positive 2.4%.
- The worst performing sector for the quarter was Mortgage Back Securities, returning a negative 0.4%.

PERFORMANCE BY MATURITY

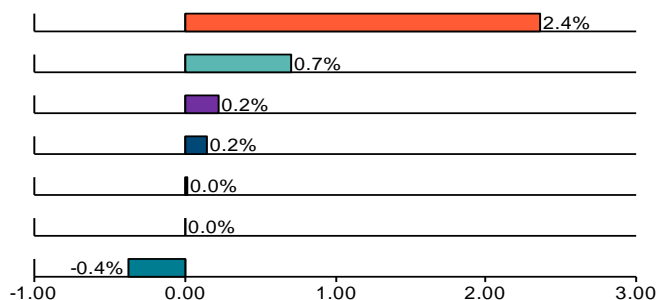


Source: Bloomberg Barclays U.S. Aggregate Indices

YIELD CURVE



SECTOR (sorted by trailing quarterly performance)



	QTR	YTD	1 Yr	3 Yr	5 Yr	10 Yr
TIPS	2.4	6.0	6.0	8.4	5.3	3.1
High Yield Corporate Bond	0.7	5.3	5.3	8.8	6.3	6.8
Corporate Investment Grade	0.2	-1.0	-1.0	7.6	5.3	4.7
Government	0.2	-2.3	-2.3	4.1	3.1	2.1
Aggregate Bond	0.0	-1.5	-1.5	4.8	3.6	2.9
Cash	0.0	0.0	0.0	1.0	1.1	0.6
Mortgage Backed Securities	-0.4	-1.0	-1.0	3.0	2.5	2.3

Source: Bloomberg Barclays U.S. Indices

Q4 2021 Market Kaleidoscope

ASSET CLASS RETURNS

The following chart exhibits the volatility of asset class returns from year to year by ranking indices in order of performance, highlighting the importance of diversification.

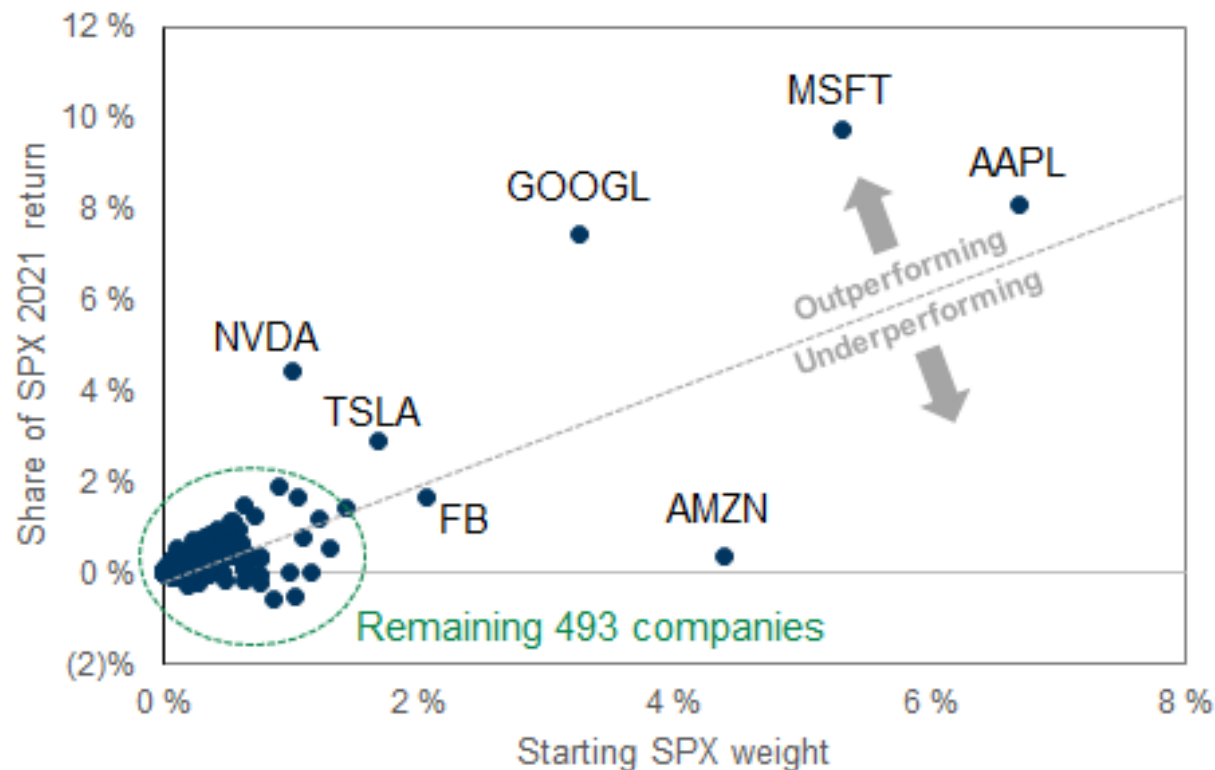
2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fixed Income 7.84	Global REIT 23.73	Sm Growth 43.30	Global REIT 22.81	Large Growth 5.67	Sm Value 31.74	Large Growth 30.21	Cash 1.87	Large Growth 36.39	Large Growth 38.49	Global REIT 32.50
Large Growth 2.64	Sm Value 18.05	Sm Value 34.52	Large Value 13.45	Global REIT 0.59	Large Value 17.34	International 27.19	Fixed Income 0.01	Sm Growth 28.48	Sm Growth 34.63	Sm Value 28.27
Global REIT 1.70	Large Value 17.51	Large Growth 33.48	Large Growth 13.05	Fixed Income 0.55	Commodities 11.77	Sm Growth 22.17	Large Growth -1.51	Large Value 26.54	Balanced Index 15.07	Large Growth 27.60
Balanced Index 1.26	International 16.83	Large Value 32.53	Balanced Index 6.56	Cash 0.05	Sm Growth 11.32	Balanced Index 15.00	Balanced Index -4.70	Global REIT 24.49	International 10.65	Commodities 27.11
Large Value 0.39	Large Growth 15.26	International 15.29	Fixed Income 5.97	Balanced Index -0.55	Large Growth 7.08	Large Value 13.66	Global REIT -4.77	Sm Value 22.39	Fixed Income 7.51	Large Value 25.16
Cash 0.10	Sm Growth 14.59	Balanced Index 14.92	Sm Growth 5.60	Sm Growth -1.38	Balanced Index 7.06	Global REIT 8.63	Large Value -8.27	International 21.51	Sm Value 4.63	Balanced Index 10.79
Sm Growth -2.91	Balanced Index 11.76	Global REIT 2.81	Sm Value 4.22	Large Value -3.83	Global REIT 6.90	Sm Value 7.84	Sm Growth -9.31	Balanced Index 20.02	Large Value 2.80	International 7.82
Sm Value -5.50	Fixed Income 4.22	Cash 0.07	Cash 0.03	International -5.66	International 4.50	Fixed Income 3.54	Commodities -11.25	Fixed Income 8.72	Cash 0.67	Sm Growth 2.83
Commodities -13.32	Cash 0.11	Fixed Income -2.02	International -3.87	Sm Value -7.47	Fixed Income 2.65	Commodities 1.70	Sm Value -12.86	Commodities 7.69	Commodities -3.12	Cash 0.05
International -13.71	Commodities -1.06	Commodities -9.52	Commodities -17.01	Commodities -24.66	Cash 0.33	Cash 0.86	International -14.20	Cash 2.28	Global REIT -8.11	Fixed Income -1.54

Large Value (Russell 1000 Value)	Small Growth (Russell 2000 Growth)	Global REIT (S&P Global REIT)
Large Growth (Russell 1000 Growth)	International (MSCI ACWI ex-US)	Commodities (Bloomberg Commodities)
Small Value (Russell 2000 Value)	Fixed Income (Bloomberg Barclays Agg)	Cash (Merrill Lynch 3-Mo T-Bill)
Balanced (40% Russell 3000, 40% Bloomberg Barclay's U.S. Aggregate, 20% MSCI ACWI ex US)		

Q4 2021 Market Review - Chart of the Quarter

Market Concentration

Market indices have become increasingly concentrated. For example, in 2021, 33% of the S&P 500 return came from only five stocks. This phenomenon is particularly pronounced in the Large Cap Growth category, where extreme concentration has challenged active managers. In fact, about 80% of such managers have underperformed the Russell 1000 Growth index over the trailing five years.



Sources: Goldman Sachs Global Investment Research

Q4 2021 Disclosures

Performance of indexes reflects the unmanaged result for the market segment the selected stocks represent. Indexes are unmanaged and not available for direct investment.

Citigroup Corporate Bond is an index which serves as a benchmark for corporate bond performance. You cannot invest directly in an index.

Citigroup Mortgage Master is an index which serves as a benchmark for U.S. mortgage-backed securities performance.

Citigroup WGBI Index is an index which serves as a benchmark for global bond performance, including 22 different government bond markets.

Credit Suisse High Yield Index is an unmanaged, trader priced index constructed to mirror the characteristics of the high yield bond market.

Bloomberg Barclays U.S. Aggregate Bond (BB Aggregate Bond) represents securities that are U.S., domestic, taxable, and dollar denominated. The index covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities. These major sectors are subdivided into more specific indices that are calculated and reported on a regular basis.

BC Credit Bond Index includes publicly issued U.S. corporate and specified foreign debentures and secured notes that meet the specified maturity, liquidity, and quality requirements. To qualify, bonds must be SEC-registered.

BC U.S. Corporate Investment Grade represents investment grade corporate securities that are U.S., domestic, taxable, and dollar denominated.

BC High Yield Corporate Bond represents below investment grade corporate securities that are U.S., domestic, taxable, and dollar denominated.

BC TIPS Index includes publicly issued U.S. government treasury inflation protected securities that meet the specified maturity, liquidity and other requirements.

BC Mortgage-Backed Securities covers agency mortgage-backed pass-through securities (both fixed-rate and hybrid ARMs) issued by Ginnie Mae (GNMA), Fannie Mae (FNMA), and Freddie Mac (FHLMC).

BC Muni Bond covers the USD-denominated long-term tax-exempt bond market with four main sectors: state and local general obligation bonds, revenue bonds, insured bonds, and pre-refunded bonds.

BC Government Index includes publicly issued U.S. government securities that meet the specified maturity, liquidity and other requirements.

BarCap U.S. Aggregate 1-3 Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over the next 1-3 years.

BarCap U.S. Aggregate 3-5 Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over the next 3-5 years.

BarCap U.S. Aggregate 5-7 Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over the next 5-7 years.

BarCap U.S. Aggregate 7-10 Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over the next 7-10 years.

BarCap U.S. Aggregate 10+ Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over 10 years.

DJW 5000 (Full Cap) Index measures the performance of all U.S. common equity securities, and serves as an index of all stock trades in the U.S.

MSCI FI Emerging Markets is a rules-based index which serves as a benchmark for emerging country fixed income performance.

MSCI FI EAFE International is a rules-based index which serves as a benchmark for developed international country fixed income performance.

MSCI EAFE Index is listed for foreign stock funds (EAFE refers to Europe, Australia and Far East). Widely accepted as a benchmark for international stock performance, it is an aggregate of 21 individual country indexes.

MSCI EAFE Large Value represents the large cap value stocks within the MSCI EAFE Index.

MSCI EAFE Large Growth represents the large cap growth stocks within the MSCI EAFE Index.

MSCI EAFE Mid Value represents the mid cap value stocks within the MSCI EAFE Index.

MSCI EAFE Mid Growth represents the mid cap growth stocks within the MSCI EAFE Index.

MSCI EAFE Small Value represents the small cap value stocks within the MSCI EAFE Index.

MSCI EAFE Small Growth represents the small cap growth stocks within the MSCI EAFE Index.

MSCI EM (Emerging Markets) Index serves as a benchmark for each emerging country. The average size of these companies is (U.S.) \$400 million, as compared with \$300 billion for those companies in the World index.

MSCI World Index is a rules-based index that serves as a benchmark for the developed global equity markets.

MSCI Europe ex UK Index is a rules-based index that serves as a benchmark for Europe's equity markets, excluding the United Kingdom.

MSCI Pacific ex Japan Index is a rules-based index that serves as a benchmark for Asia Pacific's equity markets, excluding Japan.

MSCI United Kingdom Index is a rules-based index that serves as a benchmark for the United Kingdom's equity markets.

MSCI Japan is a rules-based index that serves as a benchmark for Japan's equity markets.

NAREIT All REIT Index includes all tax-qualified REITs with common shares that trade on the New York Stock Exchange the American Stock Exchange or the NASDAQ National Market List.

3-Month T-Bills (90 Day T-Bill Index) are government-backed, short-term investments considered to be risk-free and as good as cash because the maturity is only three months.

Russell 1000 Growth Index is a market-capitalization weighted index of those firms in the Russell 1000 with higher price-to-book ratios and higher forecasted growth values.

Russell 1000 Value Index is a market-capitalization weighted index of those firms in the Russell 1000 with lower price-to-book ratios and lower forecasted growth values.

Russell Top 200 Growth Index is a market-capitalization weighted index of those firms in the Russell Top 200 with higher price-to-book ratios and higher forecasted growth values.

Russell Top 200 Value Index is a market-capitalization weighted index of those firms in the Russell Top 200 with lower price-to-book ratios and lower forecasted growth values.

Russell 2000 Growth Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having higher price-to-book ratio and higher forecasted growth values.

Russell 2000 Index consists of the smallest 2000 companies in the Russell 3000 Index, representing approximately 7% of the Russell 3000 total market capitalization.

Russell 2000 Value Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having lower price-to-book ratio and lower forecasted growth values.

Q4 2021 Disclosures

Russell MidCap Growth Index is a market-weighted total return index that measures the performance of companies within the Russell MidCap Index having higher price-to-book ratio and higher forecasted growth values.

Russell MidCap Index includes firms 201 through 1000, based on market capitalization, from the Russell 3000 Index.

Russell MidCap Value Index is a market-weighted total return index that measures the performance of companies within the Russell MidCap Index having lower price-to-book ratio and lower forecasted growth values.

Russell Top 200 Index consists of the 200 largest securities in the Russell 3000 Index. Russell 3000 Index is a market capitalization weighted index, consisting of 3,000 U.S. common equity securities, reflective of the broad U.S. equity market.

Salomon 1-10 Yr. Governments is an index which serves as a benchmark for U.S. Government bonds with maturities ranging from 1 to 10 years.

S&P 500 Index measures the performance of the largest 500 U.S. common equity securities, and serves as an index of large cap stocks traded in the U.S.

S&P 1500 Energy Index measures the performance of the energy sector in the S&P 1500 Index.

S&P 1500 Industrials measures the performance of the industrial sector in the S&P 1500 Index.

S&P 1500 Financials measures the performance of the financials sector in the S&P 1500 Index.

S&P 1500 Utilities measures the performance of the utilities sector in the S&P 1500 Index.

S&P 1500 Consumer Discretionary Index measures the performance of the consumer discretionary sector in the S&P 1500 Index.

S&P 1500 Consumer Staples Index measures the performance of the consumer staples sector in the S&P 1500 Index.

S&P 1500 Information Technology measures the performance of the information technology sector in the S&P 1500 Index.

S&P 1500 Materials measures the performance of the materials sector in the S&P 1500 Index.

S&P 1500 Health Care measures the performance of the health care sector in the S&P 1500 Index.

S&P 1500 Telecommunications Services Index measures the performance of the telecommunications services sector in the S&P 1500 Index.

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Scorecard System Methodology™

The **Scorecard System Methodology** incorporates both quantitative and qualitative factors in evaluating fund managers and their investment strategies. The **Scorecard System** is built around pass/fail criteria, on a scale of 0 to 10 (with 10 being the best) and has the ability to measure active, passive and asset allocation investing strategies. Active and asset allocation strategies are evaluated over a five-year time period, and passive strategies are evaluated over a three-year time period.

Eighty percent of the fund's score is quantitative (made up of eight unique factors), incorporating modern portfolio theory statistics, quadratic optimization analysis, and peer group rankings (among a few of the quantitative factors). The other 20 percent of the score is qualitative, taking into account things such as manager tenure, the fund's expense ratio relative to the average fund expense ratio in that asset class category, and the fund's strength of statistics (statistical significance). Other criteria that may be considered in the qualitative score includes the viability of the firm managing the assets, management or personnel issues at the firm, and/or whether there has been a change in direction of the fund's stated investment strategy. The following pages detail the specific factors for each type of investing strategies.

Combined, these factors are a way of measuring the relative performance, characteristics, behavior and overall appropriateness of a fund for inclusion into a plan as an investment option. General fund guidelines are shown in the "Scorecard Point System" table below. The Scorecard Point System is meant to be used in conjunction with our sample Investment Policy Statement, in order to help identify what strategies need to be discussed as a "watch-list" or removal candidate; what strategies continue to meet some minimum standards and continue to be appropriate; and/or identify new top-ranked strategies for inclusion into a plan.

<i>Scorecard Point System</i>	
Good:	9-10 Points
Acceptable:	7-8 Points
Watch:	5-6 Points
Poor:	0-4 Points

Scorecard System Methodology™

Target Date Fund strategies are investment strategies that invest in a broad array of asset classes that may include U.S. equity, international equity, emerging markets, real estate, fixed income, high yield bonds and cash (to name a few asset classes). These strategies are managed to a retirement date or life expectancy date, typically growing more conservative as that date is approached). For this type of investment strategy, the **Scorecard System** is focused on how well these managers can add value from asset allocation. Asset allocation is measured using our **Asset allocation strategies methodology** and manager selection is measured using either our **Active and/or Passive strategies methodologies**, depending on the underlying fund options utilized within the Target Date Fund strategy.

Risk-based strategies follow the same evaluation criteria and are evaluated on both their asset allocation and security selection.

Weightings	Target Date Fund Strategies	Maximum Points
Asset Allocation Score (Average) 50%	<p>The individual funds in this Score average require five years of time history to be included. See Asset Allocation strategies methodology for a detailed breakdown of the Scoring criteria. Funds without the required time history are not included in the Score average.</p> <p>The Funds included in this average are from the Conservative, Moderate Conservative, Moderate, Moderate Aggressive and Aggressive categories, where Funds (also referred to as “vintages”) are individually Scored according to their standard deviation or risk bucket.</p>	5
Selection Score (Average) 50%	Active strategies: The individual active funds in this Score average require five years of time history to be Scored. See Active strategies methodology for a detailed breakdown of the Scoring criteria. Funds without the required time history are not included in the Score average.	5
	Passive strategies: The individual passive funds in this Score average require three years of time history to be Scored. See Passive strategies methodology for a detailed breakdown of the Scoring criteria. Funds without the required time history are not included in the Score average.	
	Total	10

Scorecard System Methodology™

Asset allocation strategies are investment strategies that invest in a broad array of asset classes that may include U.S. equity, international equity, emerging markets, real estate, fixed income, high yield bonds and cash (to name a few asset classes). These strategies are typically structured in either a risk-based format (the strategies are managed to a level of risk, e.g., conservative or aggressive) or, in an age-based format (these strategies are managed to a retirement date or life expectancy date, typically growing more conservative as that date is approached). For this type of investment strategy, the **Scorecard System** is focused on how well these managers can add value, with asset allocation being the primary driver of investment returns and the resulting Score. *Multisector Bond (MSB) asset class* follows the same evaluation criteria with some slightly different tolerance levels where noted. These managers are also evaluated on both their asset allocation and security selection.

Weightings	Asset Allocation Strategies	Maximum Points
Style Factors 30%	Risk Level: The fund's standard deviation is measured against the category it is being analyzed in. The fund passes if it falls within the range for that category.	1
	Style Diversity: Fund passes if it reflects appropriate style diversity (returns-based) among the four major asset classes (Cash, Fixed Income, U.S. & International Equity) for the given category. <i>MSB</i> funds pass if reflect some level of diversity among fixed income asset classes (Cash, U.S. Fixed Income, Non-U.S. Fixed Income and High Yield/Emerging Markets).	1
	R-Squared: Measures the percentage of a fund's returns that are explained by the benchmark. Fund passes with an R-squared greater than 90 percent. This statistic measures whether the benchmark used in the analysis is appropriate.	1
Risk/Return Factors 30%	Risk/Return: Fund passes if its risk is less than the benchmark or its return is greater than the benchmark. Favorable risk/return characteristics are desired.	1
	Up/Down Capture Analysis: Measures the behavior of a fund in up and down markets. Fund passes with an up capture greater than its down capture. This analysis measures the relative value by the manager in up and down markets.	1
	Information Ratio: Measures a fund's relative risk and return. Fund passes if ratio is greater than 0. This statistic measures the value added above the benchmark, adjusted for risk.	1
Peer Group Rankings 20%	Returns Peer Group Ranking: Fund passes if its median rank is above the 50 th percentile.	1
	Sharpe Ratio Peer Group Ranking: Fund passes if its median rank is above the 50 th percentile. This ranking ranks risk-adjusted excess return.	1
Qualitative Factors 20%	Two points may be awarded based on qualitative characteristics of the fund. Primary considerations are given to manager tenure, fund expenses and strength of statistics, however, other significant factors may be considered. It is important to take into account nonquantitative factors, which may impact future performance.	2
Total		10

Scorecard System Methodology™

Active strategies are investment strategies where the fund manager is trying to add value and outperform the market averages (for that style of investing). Typically, these investment strategies have higher associated fees due to the active involvement in the portfolio management process by the fund manager(s). For this type of investment strategy, the **Scorecard System** is trying to identify those managers who can add value on a consistent basis within their own style of investing.

Weightings	Active Strategies	Maximum Points
Style Factors 30%	Style Analysis: Returns-based analysis to determine the style characteristics of a fund over a period of time. Fund passes if it reflects the appropriate style characteristics. Style analysis helps ensure proper diversification in the Plan.	1
	Style Drift: Returns-based analysis to determine the behavior of the fund/manager over multiple (rolling) time periods. Fund passes if the fund exhibits a consistent style pattern. Style consistency is desired so that funds can be effectively monitored within their designated asset class.	1
	R-Squared: Measures the percentage of a fund's returns that are explained by the benchmark. Fund passes with an R-squared greater than 80 percent. This statistic measures whether the benchmark used in the analysis is appropriate.	1
Risk/Return Factors 30%	Risk/Return: Fund passes if its risk is less than the benchmark or its return is greater than the benchmark. Favorable risk/return characteristics are desired.	1
	Up/Down Capture Analysis: Measures the behavior of a fund in up and down markets. Fund passes with an up capture greater than its down capture. This analysis measures the relative value by the manager in up and down markets.	1
	Information Ratio: Measures a fund's relative risk and return. Fund passes if ratio is greater than 0. This statistic measures the value added above the benchmark, adjusted for risk.	1
Peer Group Rankings 20%	Returns Peer Group Ranking: Fund passes if its median rank is above the 50 th percentile.	1
	Information Ratio Peer Group Ranking: Fund passes if its median rank is above the 50 th percentile. This ranking ranks risk-adjusted excess return.	1
Qualitative Factors 20%	Two points may be awarded based on qualitative characteristics of the fund. Primary considerations are given to manager tenure, fund expenses and strength of statistics, however, other significant factors may be considered. It is important to take into account nonquantitative factors, which may impact future performance.	2
Total		10

Scorecard System Methodology™

Passive strategies are investment strategies where the fund manager is trying to track or replicate some area of the market. These types of strategies may be broad-based in nature (e.g., the fund manager is trying to track/replicate the entire U.S. equity market like the S&P 500) or may be more specific to a particular area of the market (e.g., the fund manager may be trying to track/replicate the technology sector). These investment strategies typically have lower fees than active investment strategies due to their passive nature of investing and are commonly referred to as index funds. For this type of investment strategy, the **Scorecard System** is focused on how well these managers track and/or replicate a particular area of the market with an emphasis on how they compare against their peers.

Weightings	Passive Strategies	Maximum Points
Style & Tracking Factors 40%	Style Analysis: Returns-based analysis to determine the style characteristics of a fund over a period of time. Fund passes if it reflects the appropriate style characteristics. Style analysis helps ensure proper diversification in the Plan.	1
	Style Drift: Returns-based analysis to determine the behavior of the fund/manager over multiple (rolling) time periods. Fund passes if the fund exhibits a consistent style pattern. Style consistency is desired so that funds can be effectively monitored within their designated asset class.	1
	R-Squared: Measures the percentage of a fund's returns that are explained by the benchmark. Fund passes with an R-squared greater than 95 percent. This statistic measures whether the benchmark used in the analysis is appropriate.	1
	Tracking Error: Measures the percentage of a fund's excess return volatility relative to the benchmark. Fund passes with a tracking error less than 4. This statistic measures how well the fund tracks the benchmark.	1
Peer Group Rankings 40%	Tracking Error Peer Group Ranking: Fund passes if its median rank is above the 75 th percentile.	1
	Expense Ratio Peer Group Ranking: Fund passes if its median rank is above the 75 th percentile.	1
	Returns Peer Group Ranking: Fund passes if its median rank is above the 75 th percentile.	1
	Sharpe Ratio Peer Group Ranking: Fund passes if its median rank is above the 75 th percentile.	1
Qualitative Factors 20%	Two points may be awarded based on qualitative characteristics of the fund. Primary considerations are given to fund expenses and strength of statistics, however, other significant factors may be considered. It is important to take into account nonquantitative factors, which may impact future performance.	2
Total		10

Manager Research Methodology

The **Scorecard System**™ uses an institutional approach which is comprehensive, independent, and utilizes a process and methodology that strives to create successful outcomes for plan sponsors and participants. The **Scorecard** helps direct the additional research the Investment team conducts with fund managers throughout the year. Three of the primary factors that go into the fund manager research are people, process and philosophy.

PEOPLE

Key Factors:

- Fund manager and team experience
- Deep institutional expertise
- Organizational structure
- Ability to drive the process and performance

PROCESS

Key Factors:

- Clearly defined
- Consistent application
- Sound and established
- Clearly communicated
- Successfully executed process

PHILOSOPHY

Key Factors:

- Research and ideas must be coherent and persuasive
- Strong rationale
- Logical and compelling
- Focus on identifying skillful managers

Scorecard System Disclosures

Investment objectives and strategies vary among fund, and may not be similar for funds included in the same asset class.

All definitions are typical category representations. The specific share classes or accounts identified above may not be available or chosen by the Plan. Share class and account availability is unique to the client's specific circumstances. There may be multiple share classes or accounts available to the client from which to choose. All recommendations are subject to vendor/provider approval before implementation into the Plan. The performance data quoted may not reflect the deduction of additional fees, if applicable. If reflected, additional fees would reduce the performance quoted.

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Every reasonable effort has been made to ensure completeness and accuracy; however, the final accuracy of the numbers and information is the responsibility of the investment manager(s) of each fund and/or the retirement plan providers offering these funds. Discrepancies between the figures reported in this analysis, and those reported by the actual investment managers and/or retirement plan providers, may be caused by a variety of factors, including: Inaccurate reporting by the manager/provider; Changes in reporting by the manager/provider from the time this report was prepared to a subsequent retro-active audit and corrected reporting; Differences in fees and share-classes impacting net investment return; and, Scriveners error by your advisor in preparing this report.

The enclosed Investment Due Diligence report, including the **Scorecard System**, is intended for plan sponsor and/or institutional use only. The materials are not intended for participant use.

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Glossary

Active strategies: investment strategies where the fund manager is trying to add value and outperform the market averages (for that style of investing). Typically, these investment strategies have higher associated costs due to the active involvement in the portfolio management process by the fund manager(s). For this type of investment strategy, the **Scorecard System™** is trying to identify those managers who can add value on a consistent basis within their own style of investing.

Alpha: a measure used to quantify a fund manager's value added. Alpha measures the difference between a portfolio's actual returns and what it might be expected to deliver based on its level of risk. A positive alpha means the fund has beaten expectations and implies a skillful manager. A negative alpha means that the manager failed to match performance with the given risk level.

Asset allocation strategies: investment strategies that invest in a broad array of asset classes that may include U.S. equity, international equity, emerging markets, real estate, fixed income, high yield bonds and cash (to name a few asset classes). These strategies are typically structured in either a risk-based format (the strategies are managed to a level of risk, e.g., conservative or aggressive) or, in an age-based format (these strategies are managed to a retirement date or life expectancy date, typically growing more conservative as that date is approached). For this type of investment strategy, the Scorecard System is focused on how well these managers can add value from both asset allocation and manager selection.

Beta: a measure of risk that gauges the sensitivity of a manager to movements in the benchmark (market). If the market returns change by some amount x , then the manager returns can be expected to change by Beta times x . A Beta of 1 implies that you can expect the movement of a fund's return series to match that of the benchmark. A portfolio with a beta of 2 would move approximately twice as much as the benchmark.

Downside deviation: also referred to as downside risk. The downside standard deviation shows the average size of the deviations (from the mean) when the return is negative.

Excess return: the difference between the returns of a mutual fund and its benchmark.

Explained variance: the explained variance measures the variance of the fund that is explained by the benchmark (similar to the R-squared statistic).

Information ratio: a measure of the consistency of excess return. The ratio is calculated by taking the annualized excess return over a benchmark (numerator) and dividing it by the standard deviation of excess return (denominator). The result is a measure of the portfolio management's performance against risk and return relative to a benchmark. This is a straightforward way to evaluate the return a fund manager achieves, given the risk they take on.

Median rank: refers to the midpoint of the range numbers that are arranged in order of value (lowest to highest).

Passive strategies: investment strategies where the fund manager is trying to track or replicate some area of the market. These types of strategies may be broad-based in nature (e.g., the fund manager is trying to track/replicate the entire U.S. equity market like the S&P 500) or may be more specific to a particular area of the market (e.g., the fund manager may be trying to track/replicate the technology sector). These investment strategies typically have lower costs than active investment strategies due to their passive nature of investing and are commonly referred to as index funds. For this type of investment strategy, the Scorecard System is focused on how well these managers track and/or replicate a particular area of the market with an emphasis on how they compare against their peers.

R-squared: measures (on a scale of 0 to 100) the amount of movement of a fund's return that can be explained by that fund's benchmark. An R-squared of 100 means that all movements of a fund are completely explained by movements in the associated index (benchmark).

Returns-based style analysis: uses a fund's return series to help identify the style of the fund. This is done by comparing those returns across a specific time period to a series of index returns of various styles (Large Cap Growth, Small Cap Value, etc.) over the same period. Through quadratic optimization, the best fit style is calculated. Once the best fit is found, the fund's style can then be analyzed and weightings toward each asset class can be made.

Sharpe ratio: a ratio developed by Bill Sharpe to measure risk-adjusted performance. It is calculated by subtracting the risk-free rate from the rate of return for a portfolio and dividing the result by the standard deviation of the portfolio returns to measure reward on a per unit of risk basis. For example, if a bond fund returns 6% and has a standard deviation of 4% and the risk-free rate is 2% then the Sharpe Ratio for this fund will be 1: $(6-2)/4=1$.

Significance level: indicates the level of confidence (on a percentage basis) with which the statement "the manager's annualized excess return over the benchmark is positive" or "the manager's annualized excess return over the benchmark is negative," as the case may be, holds true.

Standard deviation: of return measures the average deviations of a return series from its mean (average) return. A large standard deviation implies that there have been large swings in the return series of the manager. The larger the swing, the more volatile the fund's returns and hence more implied risk. For smaller swings the opposite is true. Standard deviation helps us analyze risk by revealing how much the return on the fund is deviating.

Style drift: is the tendency of a fund to deviate from its investment style over time is style drift. This generally occurs because of a change in the fund's strategy, the manager's philosophy or even a portfolio manager change. During the 1990's dotcom boom, for example, many managers – regardless of the strategies they were initially bound by – were able to justify buying tech stocks for their portfolio, in hopes of capitalizing on the tech boom in the market at that time. Consequently, their styles "drifted" from their original strategy.

Tracking error: refers to the standard deviation of excess returns or the divergence between the return behavior of a portfolio and the return behavior of a benchmark. Tracking error is reported as a "standard deviation percentage" difference that accounts for the volatility between the return of a fund versus its benchmark.

Volatility of rank: is measured by taking the median of a series of numbers, or taking the absolute value of the distance of each individual number to that median, then finding the median of those distances. Volatility is used because it makes a better companion to the median than the standard deviation. Standard deviation is commonly used when measuring volatility around the mean (average), while volatility of rank is used for medians.

Up/Down capture: a measure of how well a manager was able to replicate or improve on periods of positive benchmark returns, and how badly the manager was affected by periods of negative benchmark returns. For example, if a fund has an up capture of 120 that means that the fund goes up 12% when the benchmark moves up 10%. The same fund has a down capture of 90 so that means the fund returns a -9% when the benchmark returns a -10%.

Asset Class Definitions

Conservative (CON): a diversified asset allocation strategy including equity with an emphasis on fixed income. Demonstrates a lower overall volatility (risk) level when compared to the other asset allocation categories.

Moderate Conservative (MC): a diversified asset allocation strategy including equity and fixed income. Demonstrates a higher overall volatility (risk) level when compared to CON, but lower volatility level when compared to MOD, MA and AGG.

Moderate (MOD): a diversified asset allocation strategy including equity and fixed income. Demonstrates a higher overall volatility (risk) level when compared to CON and MC, but lower volatility level when compared to MA and AGG.

Moderate Aggressive (MA): a diversified asset allocation strategy including equity and fixed income. Demonstrates a higher overall volatility (risk) level when compared to CON, MC and MOD, but lower volatility level when compared to AGG.

Aggressive (AGG): a diversified asset allocation strategy including fixed income with an emphasis on equity. Demonstrates a higher overall volatility (risk) level when compared to the other asset allocation categories.

Large Cap Value (LCV): large capitalization companies who have lower prices in relation to their earnings or book value.

Large Cap Blend (LCB): large capitalization companies who display both value and growth-like characteristics.

Large Cap Growth (LCG): large capitalization companies who have higher prices relative to their earnings or book value, generally due to a higher forecasted or expected growth rate.

Mid Cap Value (MCV): mid-capitalization companies who have lower prices in relation to their earnings or book value.

Mid Cap Blend (MCB): mid-capitalization companies who display both value and growth-like characteristics.

Mid Cap Growth (MCG): mid-capitalization companies who have higher prices relative to their earnings or book value, generally due to a higher expected growth rate.

Small Cap Value (SCV): small capitalization companies who have lower prices in relation to their earnings or book value.

Small Cap Blend (SCB): small capitalization companies who display both value and growth-like characteristics.

Small Cap Growth (SCG): small capitalization companies who have higher prices relative to their earnings or book value, generally due to a higher forecasted or expected growth rate.

SMid Value (SMCV): includes any fund categorized as SCV or MCV within Morningstar and whose primary prospectus benchmark is the Russell 2500 Value, which consists primarily of small and mid-capitalization companies who have lower prices in relation to their earnings or book value.

SMid Growth (SMCG): includes any fund categorized as SCG or MCG within Morningstar and whose primary prospectus benchmark is the Russell 2500 Growth, which consists primarily of small and mid-capitalization companies who have higher prices in relation to their earnings or book value, generally due to a higher forecasted or expected growth rate.

SMid Blend (SMCB): includes any fund categorized as SCB or MCB within Morningstar and whose primary prospectus benchmark is the Russell 2500, which consists primarily of small and mid-capitalization companies who display both value and growth-like characteristics.

Bank Loans (BL): an array of loans to corporations made by banks and other financial outfits that do not pay a fixed interest rate, but rather an adjustable one and are therefore often referred to as floating rate loans.

International Equity (IE): includes any fund whose primary prospectus benchmark is the MSCI ACWI ex USA, which includes both developed and emerging markets, and is intended to provide a broad measure of stock performance throughout the world, with the exception of U.S. based companies.

International Large Cap Value (ILCV): primarily large capitalization foreign companies displaying both value-like characteristics.

International Large Cap Blend (ILCB): primarily large capitalization foreign companies displaying both value and growth-like characteristics.

International Large Cap Growth (ILCG): primarily large capitalization foreign companies displaying growth-like characteristics.

International Small-Mid Cap Value (ISMCP): primarily small and mid-capitalization foreign companies displaying both value-like characteristics.

International Small-Mid Cap Growth (ISMG): primarily small and mid-capitalization foreign companies displaying both growth-like characteristics.

Emerging Market Equity (EME): foreign companies in countries that are not considered to have fully developed markets or economies.

Global Equity (GE): large capitalization domestic and foreign companies displaying both value and growth-like characteristics.

Core Fixed Income (CFI): domestic fixed income securities representing a broad array of fixed income securities including government, credit and mortgage-backed securities.

Intermediate Government (IG): domestic Government or Government-backed fixed income securities.

U.S. Government TIPS (UGT): treasury inflation protected securities which are Government securities designed to offer inflation protection by adjusting the principal based on changes in the Consumer Price Index.

Short-Term Bond (STB): a broad array of fixed income securities that have short durations and/or maturities (typically 1-3 years).

High Yield (HY): below investment grade domestic fixed income securities, which have a higher likelihood of default.

Global Fixed Income (GFI): a broad array of fixed income securities across many different countries.

Multisector Bond (MB): a broad array of fixed income securities across many different sectors including domestic government, corporate, sovereign and emerging markets debt. They generally have a few limitations when it comes to domicile, sectors, maturities or credit ratings.

Specialty Fixed Income (SFI): a particular segment of the stock market focused on utility companies.

Stable Value (SV): a conservative fixed income strategy that is designed to preserve capital.

Money Market (MM): conservative, short-term oriented money market securities.

Guaranteed Investment Contract (GIC): products that have some type of guarantee from the issuer or provider.

REIT (RE): real estate securities traded on a stock exchange.

Technology (TEC): a particular segment of the stock market focused on technology related companies.

Natural Resources (NR): a particular segment of the stock market focused on natural resource related companies.

HealthCare (HC): a particular segment of the stock market focused on healthcare related companies.

Communication (COM): a particular segment of the stock market focused on communications related companies.

Financial Services (FS): a particular segment of the stock market focused on financial services related companies.

Utilities (UTI): a particular segment of the stock market focused on utility companies.

Specialty (SPC): a unique area of the market

-P: Asset class abbreviations with a “-P” after the abbreviation indicate that the strategy was classified as passively managed. When not indicated, all other strategies are classified as actively managed and/or asset allocation.

Fund Fact Sheet Disclosures

Performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate so that an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data quoted.

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Citigroup Corporate Bond is an index which serves as a benchmark for corporate bond performance. You cannot invest directly in an index.

Citigroup Mortgage Master is an index which serves as a benchmark for U.S. mortgage-backed securities performance.

Citigroup WGBI Index is an index which serves as a benchmark for global bond performance, including 22 different government bond markets.

Credit Suisse High Yield Index is an unmanaged, trader priced index constructed to mirror the characteristics of the high yield bond market.

Bloomberg Barclays U.S. Aggregate Bond (BB Aggregate Bond) represents securities that are U.S., domestic, taxable, and dollar denominated. The index covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities. These major sectors are subdivided into more specific indices that are calculated and reported on a regular basis.

BC Credit Bond Index includes publicly issued U.S. corporate and specified foreign debentures and secured notes that meet the specified maturity, liquidity, and quality requirements. To qualify, bonds must be SEC-registered.

BC U.S. Corporate Investment Grade represents investment grade corporate securities that are U.S., domestic, taxable, and dollar denominated.

BC High Yield Corporate Bond represents below investment grade corporate securities that are U.D., domestic, taxable, and dollar denominated.

BC TIPS Index includes publicly issued U.S. government treasury inflation protected securities that meet the specified maturity, liquidity and other requirements.

BC Mortgage-Backed Securities covers agency mortgage-backed pass-through securities (both fixed-rate and hybrid ARMs) issued by Ginnie Mae (GNMA), Fannie Mae (FNMA), and Freddie Mac (FHLMC).

BC Muni Bond covers the USD-denominated long term tax exempt bond market with four main sectors: state and local general obligation bonds, revenue bonds, insured bonds, and pre-refunded bonds.

BC Government Index includes publicly issued U.S. government securities that meet the specified maturity, liquidity and other requirements.

BarCap U.S. Aggregate 1-3 Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over the next 1-3 years.

BarCap U.S. Aggregate 3-5 Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over the next 3-5 years.

BarCap U.S. Aggregate 5-7 Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over the next 5-7 years.

BarCap U.S. Aggregate 7-10 Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over the next 7-10 years.

BarCap U.S. Aggregate 10+ Yr. TR USD Index represents securities in the BC U.S. Aggregate Index that have maturity dates over 10 years.

DJW 5000 (Full Cap) Index measures the performance of all U.S. common equity securities, and serves as an index of all stock trades in the U.S.

MSCI FI Emerging Markets is a rules-based index which serves as a benchmark for emerging country fixed income performance.

MSCI FI EAFE International is a rules-based index which serves as a benchmark for developed international country fixed income performance.

MSCI EAFE Index is listed for foreign stock funds (EAFE refers to Europe, Australia and Far East). Widely accepted as a benchmark for international stock performance, it is an aggregate of 21 individual country indexes.

MSCI EAFE Large Value represents the large cap value stocks within the MSCI EAFE Index.

MSCI EAFE Large Growth represents the large cap growth stocks within the MSCI EAFE Index.

MSCI EAFE Mid Value represents the mid cap value stocks within the MSCI EAFE Index.

MSCI EAFE Mid Growth represents the mid cap growth stocks within the MSCI EAFE Index.

MSCI EAFE Small Value represents the small cap value stocks within the MSCI EAFE Index.

MSCI EAFE Small Growth represents the small cap growth stocks within the MSCI EAFE Index.

MSCI EM (Emerging Markets) Index serves as a benchmark for each emerging country. The average size of these companies is (U.S.) \$400 million, as compared with \$300 billion for those companies in the World index.

MSCI World Index is a rules-based index that serves as a benchmark for the developed global equity markets.

MSCI Europe ex UK Index is a rules-based index that serves as a benchmark for Europe's equity markets, excluding the United Kingdom.

MSCI Pacific ex Japan Index is a rules-based index that serves as a benchmark for Asia Pacific's equity markets, excluding Japan.

MSCI United Kingdom Index is a rules-based index that serves as a benchmark for the United Kingdom's equity markets.

MSCI Japan is a rules-based index that serves as a benchmark for Japan's equity markets.

NAREIT All REIT Index includes all tax-qualified REITs with common shares that trade on the New York Stock Exchange the American Stock Exchange or the NASDAQ National Market List.

3-Month T-Bills (90 Day T-Bill Index) are government-backed, short-term investments considered to be risk-free and as good as cash because the maturity is only three months.

Russell 1000 Growth Index is a market-capitalization weighted index of those firms in the Russell 1000 with higher price-to-book ratios and higher forecasted growth values.

Russell 1000 Value Index is a market-capitalization weighted index of those firms in the Russell 1000 with lower price-to-book ratios and lower forecasted growth values.

Russell Top 200 Growth Index is a market-capitalization weighted index of those firms in the Russell Top 200 with higher price-to-book ratios and higher forecasted growth values.

Russell Top 200 Value Index is a market-capitalization weighted index of those firms in the Russell Top 200 with lower price-to-book ratios and lower forecasted growth values.

Russell 2000 Growth Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having higher price-to-book ratio and higher forecasted growth values.

Russell 2000 Index consists of the smallest 2000 companies in the Russell 3000 Index, representing approximately 7% of the Russell 3000 total market capitalization.

Russell 2000 Value Index is a market-weighted total return index that measures the performance of companies within the Russell 2000 Index having lower price-to-book ratio and lower forecasted growth values.

Index Disclosures

Russell MidCap Growth Index is a market-weighted total return index that measures the performance of companies within the Russell MidCap Index having higher price-to-book ratio and higher forecasted growth values.

Russell MidCap Index includes firms 201 through 1000, based on market capitalization, from the Russell 3000 Index.

Russell MidCap Value Index is a market-weighted total return index that measures the performance of companies within the Russell MidCap Index having lower price-to-book ratio and lower forecasted growth values.

Russell Top 200 Index consists of the 200 largest securities in the Russell 3000 Index.

Russell 3000 Index is a market capitalization weighted index, consisting of 3,000 U.S. common equity securities, reflective of the broad U.S. equity market.

Salomon 1-10 Yr. Governments is an index which serves as a benchmark for U.S. Government bonds with maturities ranging from 1 to 10 years.

S&P 500 Index measures the performance of the largest 500 U.S. common equity securities, and serves as an index of large cap stocks traded in the U.S.

S&P 500 Energy Index measures the performance of the energy sector in the S&P 500 Index.

S&P 500 Industrials measures the performance of the industrial sector in the S&P 500 Index.

S&P 500 Financials measures the performance of the financials sector in the S&P 500 Index.

S&P 500 Utilities measures the performance of the utilities sector in the S&P 500 Index.

S&P 500 Consumer Discretionary Index measures the performance of the consumer discretionary sector in the S&P 500 Index.

S&P 500 Consumer Staples Index measures the performance of the consumer staples sector in the S&P 500 Index.

S&P 500 Information Technology measures the performance of the information technology sector in the S&P 500 Index.

S&P 500 Materials measures the performance of the materials sector in the S&P 500 Index.

S&P 500 Health Care measures the performance of the health care sector in the S&P 500 Index.

S&P 500 Telecommunications Services Index measures the performance of the telecommunications services sector in the S&P 500 Index.

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International/Emerging Markets: The investor should note that funds that invest in international securities involve special additional risks. These risks include, but are not limited to, currency risk, political risk, and risk associated with varying accounting standards. Investing in emerging markets may accentuate these risks.

Sector Funds: The investor should note that funds that invest exclusively in one sector or industry involve additional risks. The lack of industry diversification subjects the investor to increased industry-specific risks.

Non-Diversified Funds: The investor should note that funds that invest more of their assets in a single issuer involve additional risks, including share price fluctuations, because of the increased concentration of investments.

Small-Cap Stocks: The investor should note that funds that invest in stocks of small cap companies involve additional risks. Smaller companies typically have a higher risk of failure, and are not as well established as larger blue-chip companies. Historically, smaller-company stocks have experienced a greater degree of market volatility than the overall market average.

Mid-Cap Stocks: The investor should note that funds that invest in companies with market capitalization below \$10 billion involve additional risks. The securities of these companies may be more volatile and less liquid than the securities of larger companies.

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High-Yield Bonds: The investor should note that funds that invest in lower-rated debt securities (commonly referred to as junk bonds) involve additional risks because of the lower credit quality of the securities in the portfolio. The investor should be aware of the possible higher level of volatility, and increased risk of default.

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Stable Value Funds: The investor should note that these funds invest in short to intermediate term securities that can and may lose value. These funds, while managed to protect principal, do not guarantee the investor's principal, nor are they insured or guaranteed by the FDIC or any other government agency.

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