

CoPilot Model Allocation Overview



Fund	Ticker	Asset Class	Expense Ratio	Income Age 70+*	Conservative Age 61-69*	Moderate Age 51-60*	Growth Age 41-50*	Aggressive Age 40 and under*
Vanguard Federal Money Market Investor	VMFXX	Money Market - Taxable	0.11%	0.00%	0.00%	0.00%	0.00%	0.00%
Fidelity® Inflation-Prot Bd Index	FIPDX	Inflation-Protected Bond	0.05%	7.00%	4.00%	3.00%	2.00%	2.00%
Fidelity® US Bond Index	FXNAX	Intermediate Core Bond	0.03%	53.50%	43.00%	32.50%	21.50%	9.00%
Vanguard High-Yield Corporate Adm	VWEAX	High Yield Bond	0.12%	7.50%	6.00%	4.00%	2.00%	1.00%
Vanguard Total Intl Bd Idx Admiral™	VTABX	World Bond-USD Hedged	0.11%	3.00%	3.00%	2.00%	1.50%	0.00%
Fidelity® 500 Index	FXAIX	Large Blend	0.02%	14.50%	22.00%	30.00%	38.00%	44.50%
Vanguard US Growth Admiral™	VWUAX	Large Growth	0.22%	0.00%	0.00%	0.00%	0.00%	0.00%
Fidelity® Extended Market Index	FSMAX	Mid-Cap Blend	0.04%	2.50%	4.00%	5.50%	7.00%	8.00%
Fidelity® International Index	FSPSX	Foreign Large Blend	0.04%	6.50%	10.50%	14.00%	18.00%	22.00%
Fidelity® Emerging Markets Idx	FPADX	Diversified Emerging Mkts	0.08%	2.50%	3.50%	5.00%	6.00%	7.50%
iShares Developed Real Estate Idx K	BKRDY	Global Real Estate	0.14%	3.00%	4.00%	4.00%	4.00%	6.00%

*Based on normal retirement age of 65.
 3(38) Investment fiduciary services are offered through Newport Group Consulting, LLC, an SEC registered investment adviser.
 The mutual funds and the allocations among the funds as shown are as of December 31, 2024.
 401(k) plans are: Not FDIC insured | Not bank guaranteed | May lose value
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Asset allocation

Most appropriate if the participant is:

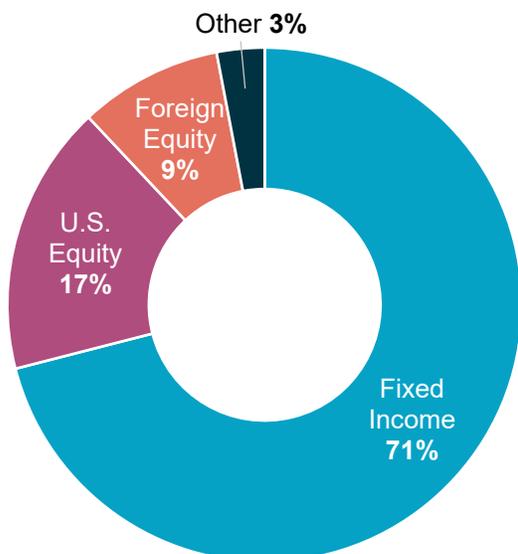
- Approximately 5 or more years into retirement.
- Seeking a conservative portfolio focused on capital preservation with a higher expected return than cash but limited growth potential that comes with less exposure to market risk.

This model is the default investment for:

- Individuals who retired in 2019 or earlier.

Useful model information:

- Takes 20% to 40% of the risk (volatility) associated with stocks.
- The mutual funds and the allocations among the funds as shown are as of December 31, 2024.
- Underlying fund weighted average expense ratio:¹ 0.04%.



Historical portfolio performance⁺

Portfolio Name	QTD	1 Year	3 Year	5 Year	10 Year	Inception to date ³
Income Portfolio	-2.51%	5.49%	-0.19%	2.87%	3.84%	4.19%
Income Custom Benchmark ²	-2.35%	6.22%	0.16%	3.26%	4.09%	4.69%

Historical performance of underlying funds

Investment Name	Ticker	Asset Class	QTD	1 Year	3 Year	5 Year	10 Year	Allocation in Model
Fidelity Inflation-Prot Bd Index	FIPDX	Inflation-Protected Bond	-2.87%	2.01%	-2.35%	1.81%	2.18%	7.00%
Fidelity US Bond Index	FXNAX	Intermediate Core Bond	-3.11%	1.34%	-2.38%	-0.31%	1.33%	53.50%
Vanguard High-Yield Corporate Adm	VWEAX	High Yield Bond	-0.27%	6.39%	2.66%	3.43%	4.60%	7.50%
Vanguard Total Intl Bd Idx Admiral	VTABX	World Bond-USD Hedged	0.11%	3.67%	-0.59%	0.08%	1.90%	3.00%
Fidelity 500 Index	FXAIX	Large Blend	2.41%	25.00%	8.93%	14.51%	13.09%	14.50%
Fidelity Extended Market Index	FSMAX	Mid-Cap Blend	4.74%	16.98%	2.57%	9.90%	9.46%	2.50%
Fidelity International Index	FSPSX	Foreign Large Blend	-8.38%	3.71%	1.71%	4.87%	5.38%	6.50%
Fidelity Emerging Markets Idx	FPADX	Diversified Emerging Mkts	-7.39%	6.80%	-2.22%	1.32%	3.35%	2.50%
iShares Developed Real Estate Idx K ⁴	BKRDY	Global Real Estate	-9.53%	1.69%	-5.40%	-0.28%	-	3.00%

¹ Represents the weighted average expense ratio of the underlying mutual funds in the Managed Portfolio Model using the allocations shown above. The weighted average expense ratio can change at any time based on changes in allocations to the underlying funds, or changes within the funds that might increase or decrease the expense ratio of the fund.

² BBAGG (70%), Intl (9%), REITs (3%), TotMkt (18%).

³ Portfolio inception date is 12/15/2011.

⁴ 10-Year returns are not available for the iShares Developed Real Estate Idx K, which was incepted 08/13/2015.

CoPilot is a 401(k) solution with administrative and recordkeeping services provided by Ascensus, LLC and investment fiduciary services provided by Newport Group Consulting, LLC, an SEC registered investment advisor.

The Managed Portfolios are managed by Newport Group Consulting, LLC ("Newport"). The Managed Portfolios are composites of the individual mutual funds and/or common trust funds ("Fund(s)") offered as investment options within the Plan. The Managed Portfolios are not sponsored by, managed by, or affiliated with any of the sponsors of the referenced funds.

Returns for periods longer than one year are annualized. Returns prior to the Managed Portfolios January 1, 2025, operating date are past performance model allocations implemented by the Plan's predecessor investment manager and fiduciary for the Plan's participants at that time. Managed Portfolio and fund performance assumes the reinvestment of all distributions.

The underlying mutual funds pay management fees to their advisers and have other types of fees and expenses which are reflected in the net asset value of these mutual funds. These mutual fund expenses are borne by all investors holding such securities in the model allocation and are separate from investment management or plan fiduciary fees. Additional information regarding the fees of any mutual fund can be found in the fund's prospectus.

The information on the benchmarks is presented for illustrative purposes only and is not intended to imply the potential performance of any investment. Benchmarks are included for comparative performance purposes and are not available for direct investment by participants. Benchmark performance assumes the reinvestment of all distributions, but does not assume any transaction costs, taxes, management fees, or other expenses. The performance of the benchmarks may vary from the investments held in the Managed Portfolios.

"TBill" is the FTSE Treasury Bill 1 Mon USD, an index measuring the performance of the last one-month treasury bill month-end rates. Under SEC Rule 2a-7, money market funds must maintain a weighted average maturity that does not exceed 60 days and a weighted average life that does not exceed 120 days. In addition, the funds must meet daily and weekly minimum liquidity requirements, and no more than 5 percent of the fund's total assets may be illiquid securities.

"BBAgg" references the Bloomberg US Aggregate Bond Index (Bloomberg US Agg Bond), The index measures the performance of investment grade, U.S. dollar-denominated, fixed-rate taxable bond market, including treasuries, government-related and corporate securities, MBS (agency fixed-rate and hybrid ARM passthroughs), ABS, and CMBS. It rolls up into other Bloomberg flagship indices, such as the multi-currency Global Aggregate Index and the U.S. Universal Index, which includes high yield and emerging markets debt.

"TotMkt" references the Dow Jones U.S. Total Stock Market Index, implemented 1/1/2025; prior to this the Wilshire 5000 Index was used. The index measures the performance of all U.S. equity securities with readily available prices. It represents the top 95 percent of the U.S. stock market based on market capitalization. The index is float-adjusted market capitalization weighted.

"Intl" references the MSCI All Country World ex U.S.A. Index (ACWI ex U.S.A.), beginning 12/31/2012; prior to this, the MSCI EAFE Index was used. The index measures the performance of the large and mid-cap segments of the particular regions, excluding U.S. equity securities, including developed and emerging market. It is free float-adjusted market-capitalization weighted.

"REITs" is the FTSE EPRA Nareit Developed NR USD Index beginning 1/1/2025; prior to this, the Wilshire Global RESI Index was used. The index measures the performance of listed real estate companies and REITs worldwide. It incorporates Real Estate Investment Trusts (REITs) and real estate holding and development companies. The index is market-capitalization weighted.

Morningstar is the source of performance, expense, and portfolio information for registered mutual funds in this report. Unless otherwise noted, the source of all charts and graphs after 12/31/2024 are produced by Newport Group Consulting, LLC.

This material is intended solely for educational and informational purposes and does not constitute an offer to sell or a solicitation to buy any securities. Certain information is based on sources believed to be reliable, however, we cannot guarantee its accuracy, adequacy or completeness. Actual results and anticipated volatility could differ materially from those referenced herein. The funds referenced are not representative of all investments recommended by Newport and are limited to the investment options that are available within the Plan. It should not be assumed that any investment in a managed portfolio or the funds identified will be profitable, and participants may incur losses. The managed portfolios do not take into account the personal financial circumstances or needs of any particular Plan participant. Accordingly, there can be no guarantees that any managed portfolio will be appropriate for a particular participant, and participants should consult their own legal, tax, and financial advisors, as necessary, in making their personal investment decisions. Newport is not affiliated with any particular mutual fund. For more information on the mutual funds, please refer to their fund prospectus.

Investments are subject to various risks, including market fluctuations, regulatory change, delays in repayments, and loss of income and principal invested. The value of investments can fall as well as rise and you may not recover the amount originally invested at any point in time. Furthermore, substantial fluctuations in the value of the investment are possible even over short periods of time.

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Source: Morningstar Direct

Asset allocation

Most appropriate if the participant is:

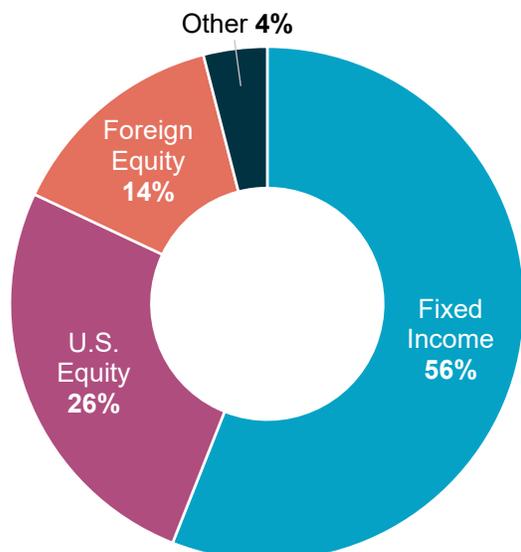
- Approximately 4 years from or into retirement.
- Seeking a moderately conservative portfolio focused more on income than long-term growth but with some growth potential from taking stock market risk.

This model is the default investment for:

- Individuals with an expected retirement date between 2020 and 2028.

Useful model information:

- Takes 35% to 55% of the risk (volatility) associated with stocks.
- The mutual funds and the allocations among the funds as shown are as of December 31, 2024.
- Underlying fund weighted average expense ratio:¹ 0.04%.



Historical portfolio performance⁺

Portfolio Name	QTD	1 Year	3 Year	5 Year	10 Year	Inception to date ³
Conservative Portfolio	-2.34%	7.52%	0.79%	4.27%	5.06%	5.71%
Conservative Custom Benchmark ²	-2.15%	8.34%	1.22%	4.80%	5.36%	6.23%

Historical performance of underlying funds

Investment Name	Ticker	Asset Class	QTD	1 Year	3 Year	5 Year	10 Year	Allocation in Model
Fidelity Inflation-Prot Bd Index	FIPDX	Inflation-Protected Bond	-2.87%	2.01%	-2.35%	1.81%	2.18%	4.00%
Fidelity US Bond Index	FXNAX	Intermediate Core Bond	-3.11%	1.34%	-2.38%	-0.31%	1.33%	43.00%
Vanguard High-Yield Corporate Adm	VWEAX	High Yield Bond	-0.27%	6.39%	2.66%	3.43%	4.60%	6.00%
Vanguard Total Intl Bd Idx Admiral	VTABX	World Bond-USD Hedged	0.11%	3.67%	-0.59%	0.08%	1.90%	3.00%
Fidelity 500 Index	FXAIX	Large Blend	2.41%	25.00%	8.93%	14.51%	13.09%	22.00%
Fidelity Extended Market Index	FSMAX	Mid-Cap Blend	4.74%	16.98%	2.57%	9.90%	9.46%	4.00%
Fidelity International Index	FSPSX	Foreign Large Blend	-8.38%	3.71%	1.71%	4.87%	5.38%	10.50%
Fidelity Emerging Markets Idx	FPADX	Diversified Emerging Mkts	-7.39%	6.80%	-2.22%	1.32%	3.35%	3.50%
iShares Developed Real Estate Idx K ⁴	BKRDY	Global Real Estate	-9.53%	1.69%	-5.40%	-0.28%	-	4.00%

¹ Represents the weighted average expense ratio of the underlying mutual funds in the Managed Portfolio Model using the allocations shown above. The weighted average expense ratio can change at any time based on changes in allocations to the underlying funds, or changes within the funds that might increase or decrease the expense ratio of the fund.

² BBAGG (55%), Intl (14%), REITs (4%), TotMkt Index (27%).

³ Portfolio inception date is 12/15/2011.

⁴ 10-Year returns are not available for the iShares Developed Real Estate Idx K, which was incepted 08/13/2015.

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"REITs" is the FTSE EPRA Nareit Developed NR USD Index beginning 1/1/2025; prior to this, the Wilshire Global RESI Index was used. The index measures the performance of listed real estate companies and REITs worldwide. It incorporates Real Estate Investment Trusts (REITs) and real estate holding and development companies. The index is market-capitalization weighted.

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Source: Morningstar Direct

Asset allocation

Most appropriate if the participant is:

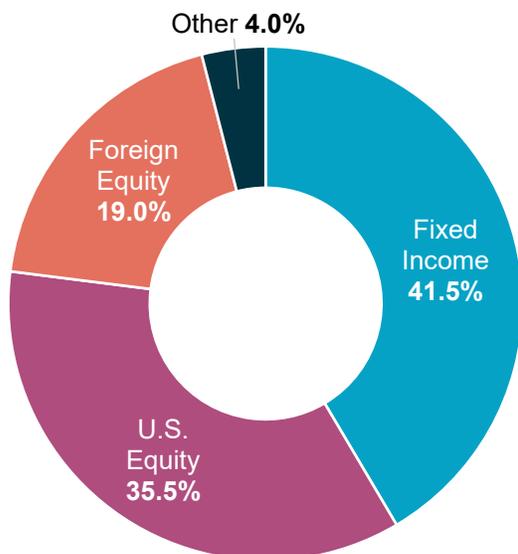
- Approximately 5 to 15 years from retirement.
- Seeking a balanced portfolio focused more on capital appreciation than income, with moderate volatility due to diversification into fixed income, but also moderate growth potential from stock market risk.

This model is the default investment for:

- Individuals with an expected retirement date between 2029 and 2038.

Useful model information:

- Takes 50% to 70% of the risk (volatility) associated with stocks.
- The mutual funds and the allocations among the funds as shown are as of December 31, 2024.
- Underlying fund weighted average expense ratio:¹ 0.04%.



Historical portfolio performance⁺

Portfolio Name	QTD	1 Year	3 Year	5 Year	10 Year	Inception to date ³
Moderate Portfolio	-2.12%	9.65%	1.83%	5.68%	6.20%	7.32%
Conservative Custom Benchmark ²	-1.86%	10.67%	2.37%	6.40%	6.61%	7.67%

Historical performance of underlying funds

Investment Name	Ticker	Asset Class	QTD	1 Year	3 Year	5 Year	10 Year	Allocation in Model
Fidelity Inflation-Prot Bd Index	FIPDX	Inflation-Protected Bond	-2.87%	2.01%	-2.35%	1.81%	2.18%	3.00%
Fidelity US Bond Index	FXNAX	Intermediate Core Bond	-3.11%	1.34%	-2.38%	-0.31%	1.33%	32.50%
Vanguard High-Yield Corporate Adm	VWEAX	High Yield Bond	-0.27%	6.39%	2.66%	3.43%	4.60%	4.00%
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"TotMkt" references the Dow Jones U.S. Total Stock Market Index, implemented 1/1/2025; prior to this the Wilshire 5000 Index was used. The index measures the performance of all U.S. equity securities with readily available prices. It represents the top 95 percent of the U.S. stock market based on market capitalization. The index is float-adjusted market capitalization weighted.

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Source: Morningstar Direct

Asset allocation

Most appropriate if the participant is:

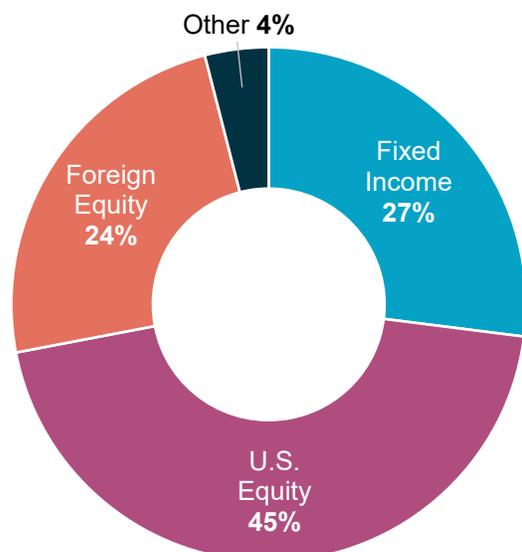
- Approximately 15 to 25 years from retirement.
- Seeking a growth-oriented portfolio with a greater emphasis on capital appreciation than current income while accepting higher exposure to stock market risk.

This model is the default investment for:

- Individuals with an expected retirement date between 2039 and 2048.

Useful model information:

- Takes 60% to 80% of the risk (volatility) associated with stocks.
- The mutual funds and the allocations among the funds as shown are as of December 31, 2024.
- Underlying fund weighted average expense ratio:¹ 0.03%.



Historical portfolio performance⁺

Portfolio Name	QTD	1 Year	3 Year	5 Year	10 Year	Inception to date ³
Growth Portfolio	-1.89%	11.79%	2.87%	7.07%	7.36%	8.78%
Conservative Custom Benchmark ²	-1.57%	13.02%	3.50%	7.95%	7.85%	9.17%

Historical performance of underlying funds

Investment Name	Ticker	Asset Class	QTD	1 Year	3 Year	5 Year	10 Year	Allocation in Model
Fidelity Inflation-Prot Bd Index	FIPDX	Inflation-Protected Bond	-2.87%	2.01%	-2.35%	1.81%	2.18%	2.00%
Fidelity US Bond Index	FXNAX	Intermediate Core Bond	-3.11%	1.34%	-2.38%	-0.31%	1.33%	21.50%
Vanguard High-Yield Corporate Adm	VWEAX	High Yield Bond	-0.27%	6.39%	2.66%	3.43%	4.60%	2.00%
Vanguard Total Intl Bd Idx Admiral	VTABX	World Bond-USD Hedged	0.11%	3.67%	-0.59%	0.08%	1.90%	1.50%
Fidelity 500 Index	FXAIX	Large Blend	2.41%	25.00%	8.93%	14.51%	13.09%	38.00%
Fidelity Extended Market Index	FSMAX	Mid-Cap Blend	4.74%	16.98%	2.57%	9.90%	9.46%	7.00%
Fidelity International Index	FSPSX	Foreign Large Blend	-8.38%	3.71%	1.71%	4.87%	5.38%	18.00%
Fidelity Emerging Markets Idx	FPADX	Diversified Emerging Mkts	-7.39%	6.80%	-2.22%	1.32%	3.35%	6.00%
iShares Developed Real Estate Idx K ⁴	BKRDX	Global Real Estate	-9.53%	1.69%	-5.40%	-0.28%	–	4.00%

¹ Represents the weighted average expense ratio of the underlying mutual funds in the Managed Portfolio Model using the allocations shown above. The weighted average expense ratio can change at any time based on changes in allocations to the underlying funds, or changes within the funds that might increase or decrease the expense ratio of the fund.

² BBAgg (25%), Intl (24%), REITs (4%), TotlMkt (47%).

³ Portfolio inception date is 12/15/2011.

⁴ 10-Year returns are not available for the iShares Developed Real Estate Idx K, which was inception 08/13/2015.

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Returns for periods longer than one year are annualized. Returns prior to the Managed Portfolios January 1, 2025, operating date are past performance model allocations implemented by the Plan's predecessor investment manager and fiduciary for the Plan's participants at that time. Managed Portfolio and fund performance assumes the reinvestment of all distributions.

The underlying mutual funds pay management fees to their advisers and have other types of fees and expenses which are reflected in the net asset value of these mutual funds. These mutual fund expenses are borne by all investors holding such securities in the model allocation and are separate from investment management or plan fiduciary fees. Additional information regarding the fees of any mutual fund can be found in the fund's prospectus.

The information on the benchmarks is presented for illustrative purposes only and is not intended to imply the potential performance of any investment. Benchmarks are included for comparative performance purposes and are not available for direct investment by participants. Benchmark performance assumes the reinvestment of all distributions, but does not assume any transaction costs, taxes, management fees, or other expenses. The performance of the benchmarks may vary from the investments held in the Managed Portfolios.

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"TotMkt" references the Dow Jones U.S. Total Stock Market Index, implemented 1/1/2025; prior to this the Wilshire 5000 Index was used. The index measures the performance of all U.S. equity securities with readily available prices. It represents the top 95 percent of the U.S. stock market based on market capitalization. The index is float-adjusted market capitalization weighted.

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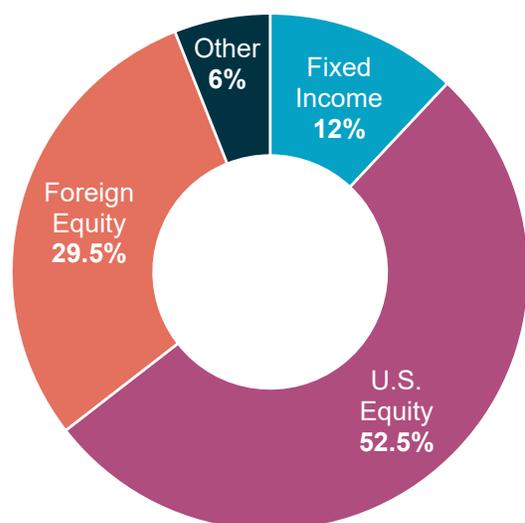
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Investments are subject to various risks, including market fluctuations, regulatory change, delays in repayments, and loss of income and principal invested. The value of investments can fall as well as rise and you may not recover the amount originally invested at any point in time. Furthermore, substantial fluctuations in the value of the investment are possible even over short periods of time.

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Source: Morningstar Direct

Asset allocation



Most appropriate if the participant is:

- More than 25 years from retirement.
- Seeking an aggressive portfolio focused on long-term growth while accepting significant exposure to stock market risk with the goal of increasing growth potential.

This model is the default investment for:

- Individuals with an expected retirement date in or after 2049.

Useful model information:

- Takes 80% to 100% of the risk (volatility) associated with stocks.
- The mutual funds and the allocations among the funds as shown are as of December 31, 2024.
- Underlying fund weighted average expense ratio:¹ 0.04%.

Historical portfolio performance⁺

Portfolio Name	QTD	1 Year	3 Year	5 Year	10 Year	Inception to date ³
Aggressive Portfolio	-1.94%	13.62%	3.64%	8.07%	8.22%	9.99%
Aggressive Custom Benchmark ²	-1.58%	14.87%	4.33%	9.11%	8.84%	10.45%

Historical performance of underlying funds

Investment Name	Ticker	Asset Class	QTD	1 Year	3 Year	5 Year	10 Year	Allocation in Model
Fidelity Inflation-Prot Bd Index	FIPDX	Inflation-Protected Bond	-2.87%	2.01%	-2.35%	1.81%	2.18%	2.00%
Fidelity US Bond Index	FXNAX	Intermediate Core Bond	-3.11%	1.34%	-2.38%	-0.31%	1.33%	9.00%
Vanguard High-Yield Corporate Adm	VWEAX	High Yield Bond	-0.27%	6.39%	2.66%	3.43%	4.60%	1.00%
Fidelity 500 Index	FXAIX	Large Blend	2.41%	25.00%	8.93%	14.51%	13.09%	44.50%
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² BBAGG (10%), Intl (30%), REITs (6%), TotMkt (54%).

³ Portfolio inception date is 12/15/2011.

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Source: Morningstar Direct