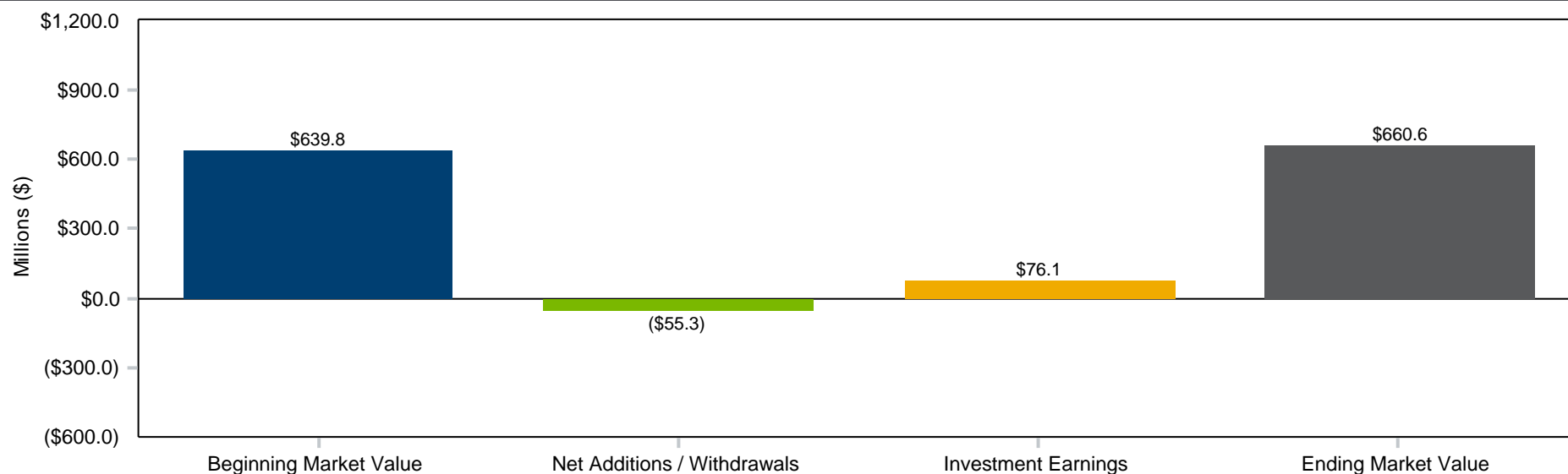


THA Retirement Plan

Total Plan Asset Summary

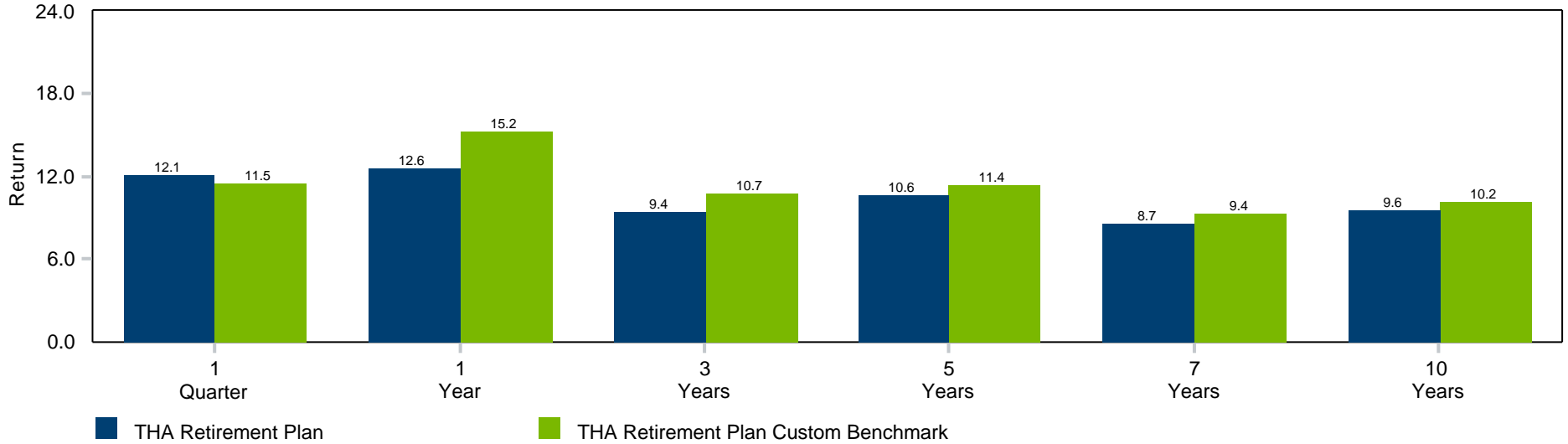
Change in Market Value
From October 1, 2020 to December 31, 2020

Summary of Cash Flow

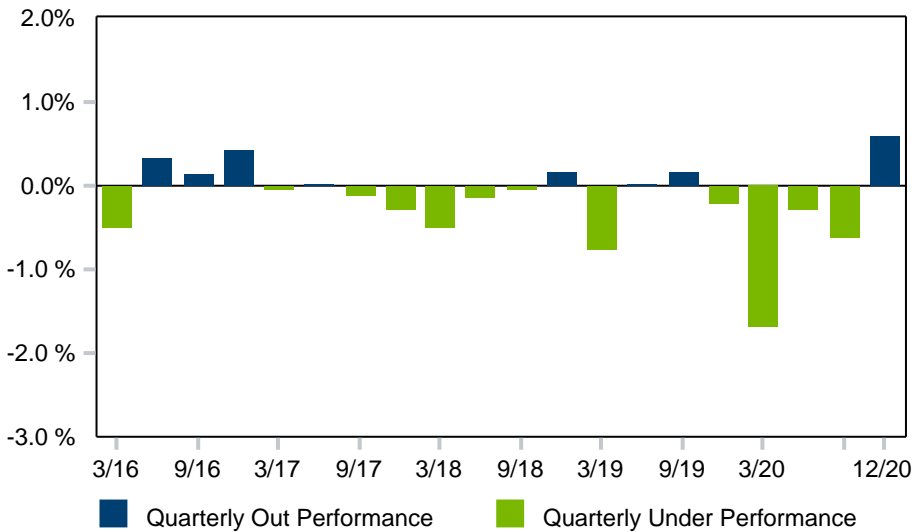
	1 Quarter	1 Year
Beginning Market Value	639,807,673	631,399,971
+ Additions / Withdrawals	-55,260,028	-46,912,967
+ Investment Earnings	76,069,799	76,130,440
= Ending Market Value	660,617,444	660,617,444

Total Plan Performance Summary

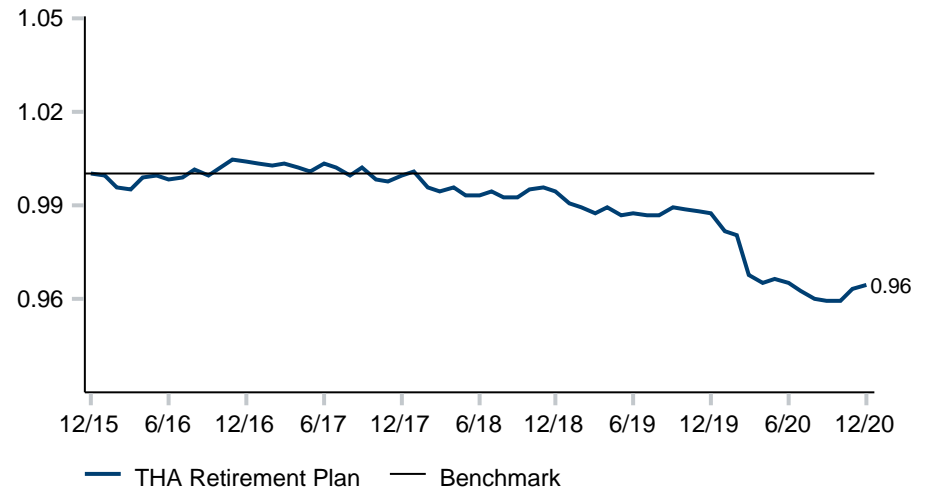
Return Summary



Quarterly Excess Performance



Ratio of Cumulative Wealth - 5 Years



*Performance shown net of fees.

Asset Allocation & Performance

	Allocation		Performance(%)				
	Market Value (\$)	%	1 Quarter	1 Year	3 Years	5 Years	10 Years
THA Retirement Plan	660,617,444	100.0	12.1	12.6	9.4	10.6	9.6
THA Retirement Plan Custom Benchmark			11.5	15.2	10.7	11.4	10.2
THA Mix 1 Custom Benchmark			4.9	13.2	9.2	9.9	8.2
THA Mix 3 Custom Benchmark			8.9	13.7	9.6	9.9	8.7
THA Mix 4 Custom Benchmark			12.0	15.4	10.9	11.7	10.4
CPI + 5%			1.3	6.4	6.9	7.0	6.8
U.S. Equity	412,492,566	62.4					
State Street S&P 500 Index NL Fund	254,695,963	38.6	12.1 (56)	18.3 (43)	14.2 (39)	15.2 (34)	13.9 (34)
S&P 500 Index			12.1 (56)	18.4 (42)	14.2 (39)	15.2 (34)	13.9 (34)
State Street Russell 1000 Value Index SL Fund	50,942,446	7.7	16.3 (46)	-	-	-	-
Russell 1000 Value Index			16.3 (46)	-	-	-	-
Vanguard Small Cap Index	106,854,156	16.2	27.1 (68)	19.1 (37)	11.2 (28)	13.6 (27)	12.0 (26)
Vanguard Spliced Small-Cap Index			27.1 (68)	19.1 (37)	11.2 (28)	13.6 (27)	12.0 (26)
International Equity	88,852,086	13.4					
Dodge & Cox International Stock	45,171,477	6.8	24.7 (3)	2.1 (89)	0.9 (86)	6.6 (75)	4.6 (76)
MSCI EAFE Index (Net)			16.0 (47)	7.8 (63)	4.3 (59)	7.4 (63)	5.5 (56)
IM International Equity Developed Markets (MF) (40th percentile)			16.5	12.6	5.5	8.7	6.1
Morgan Stanley International Equity Trust	43,680,609	6.6	14.1 (71)	11.8 (48)	5.3 (51)	7.5 (60)	6.1 (59)
MSCI EAFE Index (Net)			16.0 (46)	7.8 (63)	4.3 (61)	7.4 (61)	5.5 (71)
IM International Equity Developed Markets (SA+CF) (40th percentile)			16.5	14.3	6.4	9.6	6.8

Asset Allocation & Performance

	Allocation		Performance(%)				
	Market Value (\$)	%	1 Quarter	1 Year	3 Years	5 Years	10 Years
U.S. Fixed Income	148,621,573	22.5					
State Street Aggregate Bond Index NL Fund	73,374,092	11.1	0.7 (78)	7.6 (68)	5.4 (68)	4.4 (76)	3.8 (76)
Blmbg. Barc. U.S. Aggregate			0.7 (80)	7.5 (69)	5.3 (70)	4.4 (76)	3.8 (75)
PIMCO Total Return	71,484,324	10.8	1.0 (64)	8.9 (33)	5.5 (45)	4.9 (38)	-
Blmbg. Barc. U.S. Aggregate			0.7 (87)	7.5 (70)	5.3 (58)	4.4 (66)	-
IM U.S. Broad Market Core Fixed Income (MF) (40th percentile)			1.5	8.5	5.7	4.8	-
PIMCO U.S. Long Term Bond – Long Credit	3,763,157	0.6	5.4 (15)	13.2 (82)	-	-	-
Blmbg. Barc. U.S. Long Credit			4.9 (21)	13.3 (82)	-	-	-
IM U.S. Long Duration (SA+CF) (40th percentile)			3.4	17.0	-	-	-
Cash Account	5,510,660	0.8					
Transition Account	5,140,559	0.8					

Calendar Year Performance

	Performance(%)										
	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	
THA Retirement Plan	12.6	22.9	-5.3	15.3	9.6	-0.7	8.8	23.4	13.4	-0.5	
THA Retirement Plan Custom Benchmark	15.2	23.8	-4.8	15.8	9.2	0.5	8.6	23.0	13.3	1.4	
THA Mix 1 Custom Benchmark	13.2	23.1	-6.7	12.1	10.1	-4.5	16.2	-6.6	12.6	16.9	
THA Mix 3 Custom Benchmark	13.7	19.9	-3.3	12.9	7.8	0.6	8.0	15.8	10.9	3.3	
THA Mix 4 Custom Benchmark	15.4	24.1	-4.7	16.5	9.5	0.4	8.6	23.0	13.3	1.4	
CPI + 5%	6.4	7.4	7.0	7.2	7.2	5.8	5.8	6.6	6.8	8.1	
U.S. Equity											
State Street S&P 500 Index NL Fund	18.3 (43)	31.5 (33)	-4.4 (37)	21.9 (44)	12.0 (35)	1.4 (40)	13.7 (24)	32.4 (54)	16.0 (39)	2.1 (36)	
S&P 500 Index	18.4 (42)	31.5 (33)	-4.4 (37)	21.8 (44)	12.0 (35)	1.4 (41)	13.7 (23)	32.4 (54)	16.0 (39)	2.1 (36)	
State Street Russell 1000 Value Index SL Fund	-	-	-	-	-	-	-	-	-	-	
Russell 1000 Value Index	-	-	-	-	-	-	-	-	-	-	
Vanguard Small Cap Index	19.1 (37)	27.4 (24)	-9.3 (31)	16.3 (29)	18.3 (67)	-3.6 (45)	7.5 (11)	37.8 (59)	18.3 (24)	-2.6 (48)	
Vanguard Spliced Small-Cap Index	19.1 (37)	27.3 (24)	-9.3 (31)	16.2 (29)	18.3 (67)	-3.7 (46)	7.5 (11)	37.8 (59)	18.2 (25)	-2.8 (48)	
International Equity											
Dodge & Cox International Stock	2.1 (89)	22.8 (48)	-18.0 (84)	23.9 (74)	8.3 (6)	-11.4 (97)	0.1 (8)	26.3 (10)	21.0 (18)	-16.0 (84)	
MSCI EAFE Index (Net)	7.8 (63)	22.0 (55)	-13.8 (31)	25.0 (66)	1.0 (54)	-0.8 (52)	-4.9 (48)	22.8 (27)	17.3 (65)	-12.1 (38)	
IM International Equity Developed Markets (MF) (40th percentile)	12.6	23.8	-14.4	27.3	2.2	0.0	-4.4	21.7	18.8	-12.3	
Morgan Stanley International Equity Trust	11.8 (48)	20.7 (68)	-13.5 (32)	25.4 (65)	-1.7 (75)	0.3 (44)	-6.0 (72)	20.6 (57)	19.7 (36)	-8.1 (16)	
MSCI EAFE Index (Net)	7.8 (63)	22.0 (58)	-13.8 (37)	25.0 (68)	1.0 (50)	-0.8 (52)	-4.9 (55)	22.8 (42)	17.3 (62)	-12.1 (50)	
IM International Equity Developed Markets (SA+CF) (40th percentile)	14.3	24.9	-14.1	28.5	1.9	0.6	-3.6	23.1	19.2	-11.3	
U.S. Fixed Income											
State Street Aggregate Bond Index NL Fund	7.6 (68)	8.7 (68)	0.0 (28)	3.5 (66)	2.6 (66)	0.5 (53)	5.9 (47)	-2.1 (65)	4.2 (90)	7.7 (38)	
Bimbg. Barc. U.S. Aggregate	7.5 (69)	8.7 (67)	0.0 (30)	3.5 (63)	2.6 (66)	0.5 (52)	6.0 (45)	-2.0 (64)	4.2 (90)	7.8 (28)	
PIMCO Total Return	8.9 (33)	8.3 (78)	-0.3 (37)	5.1 (6)	2.6 (65)	0.7 (22)	4.7 (78)	-1.9 (60)	10.4 (2)	-	
Bimbg. Barc. U.S. Aggregate	7.5 (70)	8.7 (60)	0.0 (19)	3.5 (62)	2.6 (64)	0.5 (30)	6.0 (32)	-2.0 (64)	4.2 (77)	-	
IM U.S. Broad Market Core Fixed Income (MF) (40th percentile)	8.5	9.3	-0.3	3.9	3.2	0.4	5.9	-1.4	6.5	-	
PIMCO U.S. Long Term Bond – Long Credit	13.2 (82)	-	-	-	-	-	-	-	-	-	
Bimbg. Barc. U.S. Long Credit	13.3 (82)	-	-	-	-	-	-	-	-	-	
IM U.S. Long Duration (SA+CF) (40th percentile)	17.0	-	-	-	-	-	-	-	-	-	

Investment Policies and Objectives – Performance Objectives (five year horizon)

Total Fund

- Inflation + 5%
- Customized index¹

Large Cap U.S. Equity Index: State Street Global Advisors

- Standard & Poor's 500 Index

Large Cap Value Equity: State Street Global Advisors²

- Russell 1000 Value Index

Small Cap U.S. Equity Index: Vanguard³

- CRSP U.S. Small Cap Index

International Equity: Dodge & Cox⁴

- MSCI EAFE Index
- Upper 40% of peer group

International Equity: Morgan Stanley

- MSCI EAFE Index
- Upper 40% of peer group

Fixed Income Index: State Street Global Advisors

- Bloomberg Barclays U.S. Aggregate Bond Index

Fixed Income: PIMCO Total Return

- Bloomberg Barclays U.S. Aggregate Bond Index
- Upper 40% of peer group

Fixed Income: PIMCO U.S. Long Term Bond - Long Credit

- Bloomberg Barclays U.S. Long Credit
- Upper 40% of peer group

¹ S&P 500 Index (47.4%), CRSP U.S. Small Cap Index (14.2%), MSCI EAFE Index (9.5%), Bloomberg Barclays U.S. Aggregate Bond Index (25.0%), Bloomberg Barclays Long Credit Index (2.9%), and Citigroup 3 Month T-Bill (1.0%).

² THA's inception was 07/08/2020.

³ THA's inception was 12/02/2005.

⁴ Dodge & Cox began managing assets transferred from Morgan Stanley on June 6, 2006.

Investment Policies and Objectives – Investment Guidelines

Large Cap U.S. Equity: State Street Global Advisors

- The fund should be invested to fully replicate the Standard & Poor's 500 Index.

Large Cap Value Equity: State Street Global Advisors

- The fund should be invested to fully replicate the Russell 1000 Value Index.

Small Cap U.S. Equity Index: Vanguard

- The fund should be invested to fully replicate the CRSP U.S. Small Cap Index.
- Ticker symbol is VSCIX.

International Equity: Dodge & Cox

- The assets are invested in Dodge & Cox's International Stock mutual fund. The guidelines prescribe a diversified portfolio of non-U.S. stocks including emerging markets. These guidelines have been accepted by THA.
- Ticker symbol is DODFX

International Equity: Morgan Stanley

- The assets are invested in the Morgan Stanley Pooled International Equity Trust; the guidelines of that fund have been accepted by THA.

Fixed Income Index: State Street Global Advisors

- The fund should be structured to closely track the performance of the Barclays Aggregate Index.

Fixed Income: PIMCO Total Return

- The assets are invested in the PIMCO Total Return Institutional mutual fund. The guidelines prescribe a diversified portfolio of U.S. and global fixed income securities. These guidelines have been accepted by THA.
- Ticker symbol is PTTRX

Fixed Income: PIMCO U.S. Long Term Bond – Long Credit

- The assets are invested in the PIMCO U.S. Long Term Bond – Long Credit Institutional mutual fund. The guidelines prescribe a diversified portfolio of U.S. long duration fixed income securities. These guidelines have been accepted by THA.
- Ticker symbol is PTCIX

Retirement Plan Asset Class Target Mixes

Asset Class/Style	Mix 4	Mix 3	Mix 2	Mix 1
Large Cap U.S. Equities				
State Street S&P 500 Index NL Fund	37.5%	27.4%	17.4%	0.0%
State Street Russell 1000 Value Index SL Fund	7.5%	5.6%	3.6%	0.0%
Total Large Cap U.S. Equities	45.0%	33.0%	21.0%	0.0%
Small Cap U.S. Equities				
Vanguard Small Cap Index	15.0%	11.0%	7.0%	0.0%
Total Small Cap U.S. Equities	15.0%	11.0%	7.0%	0.0%
International Equities				
Dodge & Cox International Stock	7.5%	5.5%	3.5%	0.0%
Morgan Stanley International Equity Trust	7.5%	5.5%	3.5%	0.0%
Total International Equities	15.0%	11.0%	7.0%	0.0%
Total Equities	75.0%	55.0%	35.0%	0.0%
Intermediate Fixed Income				
State Street Barclays Aggregate Bond Index NL Fund	12.0%	22.0%	32.0%	0.0%
PIMCO Total Return	12.0%	22.0%	32.0%	0.0%
Total Intermediate Fixed Income	24.0%	44.0%	64.0%	0.0%
Long Duration Fixed Income				
PIMCO U.S. Long Term Bond – Long Credit	0.0%	0.0%	0.0%	99.0%
Total Long Duration Fixed Income	0.0%	0.0%	0.0%	99.0%
Cash	1.0%	1.0%	1.0%	1.0%
Total Fixed Income	25.0%	45.0%	65.0%	100.0%
Total Portfolio	100.0%	100.0%	100.0%	100.0%