

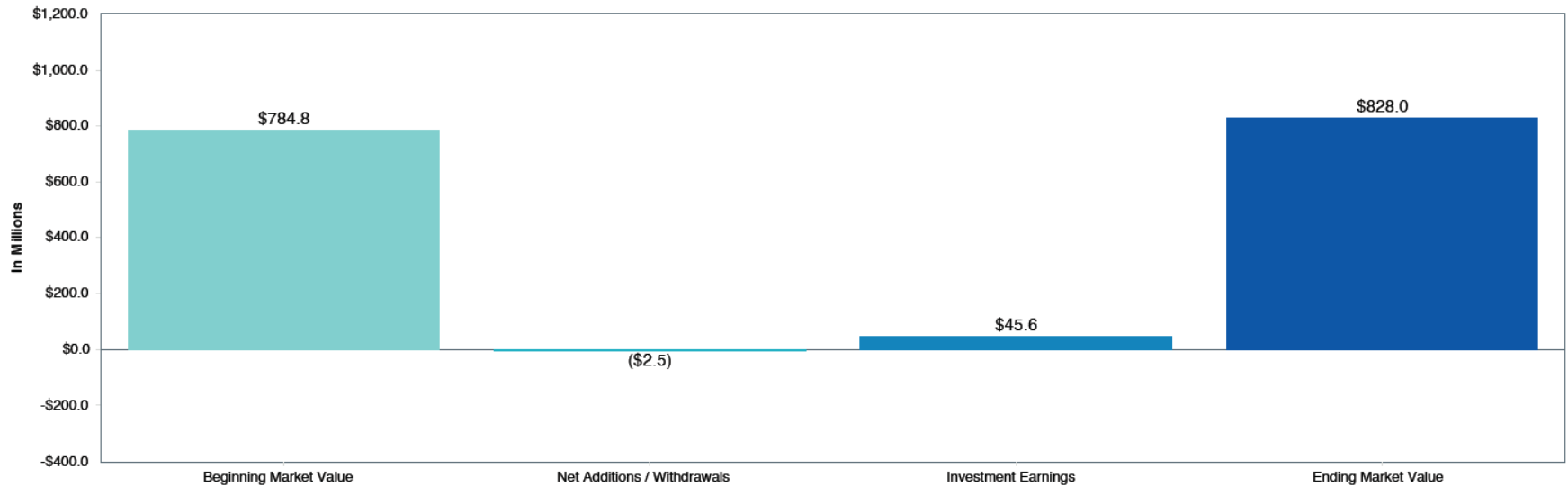
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Retirement Plan Review



Total Plan Asset Summary

As of March 31, 2024



Summary of Cash Flows		
	1 Quarter	1 Year
THA Retirement Plan		
Beginning Market Value	784,809,125	696,880,426
+ Additions / Withdrawals	-2,457,017	8,501,907
+ Investment Earnings	45,644,952	122,614,727
= Ending Market Value	827,997,060	827,997,060

Quarterly Total Plan Financial Reconciliation

As of March 31, 2024

	Market Value As of 01/01/2024	Contributions	Distributions	Net Transfers	Expenses	Return On Investment	Market Value As of 03/31/2024
Retirement Plan	784.8	4.4	-7.1	0.3	-0.5	46.2	828.0
U.S. Equity	463.9	-	-	-	-	44.5	508.4
Large Cap Equity	347.9	-	-	-	-	35.8	383.6
Small Cap Equity	116.1	-	-	-	-	8.7	124.8
International Equity	114.3	-	-	-	-	3.0	117.3
U.S. Fixed Income	200.0	-	-	-3.0	-	-1.4	195.5
Core Fixed Income	196.2	-	-	-3.0	-	-1.4	191.8
Long Credit Fixed Income	3.8	-	-	-	-	-	3.8
Cash	6.7	4.4	-7.1	3.3	-0.5	0.1	6.7

Net transfer amount reflects adjustment to Cash made in January 2024 by Northern Trust.

Investment Manager Research: Ratings Report Card

As of March 31, 2024

Fund	Aon Rating
THA Retirement Plan	
State Street S&P 500 Index	Buy
State Street Russell 1000 Value Index	Buy
Vanguard Small Cap Index	Buy
Dodge & Cox International	Buy
Morgan Stanley International	Qualified
State Street US Aggregate Bond Index	Buy
Loomis Sayles Core Plus Bond	Buy
PIMCO Long Credit	Buy

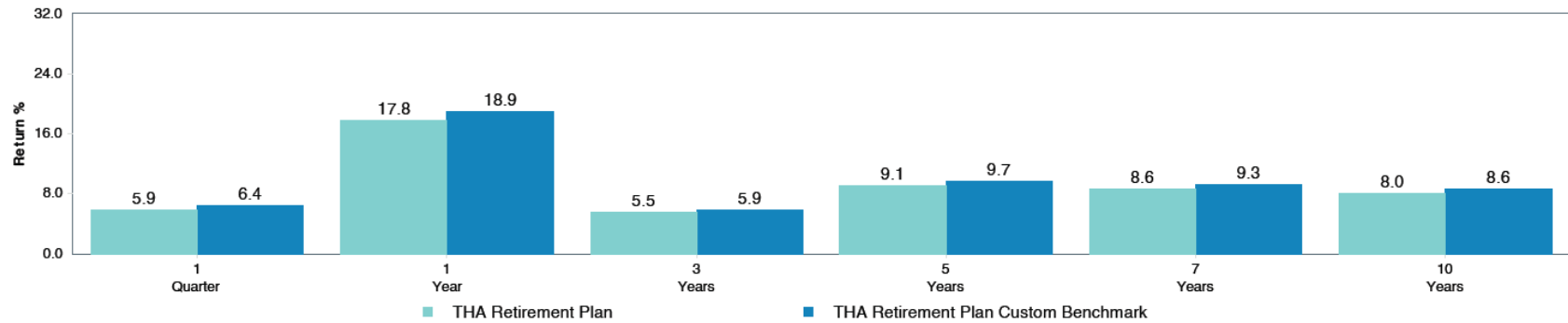
Many factors are considered when selecting and monitoring the investment options including, but not limited to:

- Business – Ownership structure, profitability, stability of organization, client, asset base
- Investment Staff – Quality of personnel, depth of resources, turnover, succession planning
- Investment Process – Skilled investment decisions, clear and repeatable processes, understanding of competitive advantages
- Risk Management – Embedded in broader investment process, independently verified
- Performance – Risk-adjusted returns, compared to appropriate benchmarks and peer groups, measured over multiple periods
- Operational Due Diligence – Operational controls, valuation of assets, independent directors
- Terms & Conditions – Investment expenses should be reasonable for the value provided and benchmarked for reasonability based on the specific type of investment strategy being evaluated
- ESG – Degree to which the team is aware of potential ESG risks and has taken steps to identify, evaluate and mitigate these risks

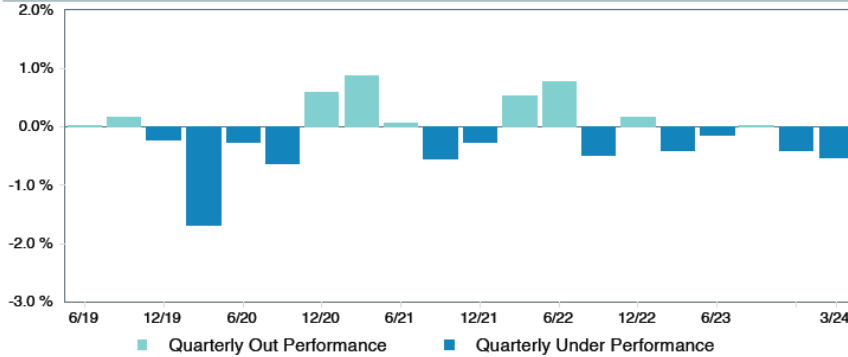
Total Plan Performance Summary

As of March 31, 2024

Return Summary



Quarterly Excess Performance



Ratio of Cumulative Wealth - 5 Years



Trailing Period Performance

As of March 31, 2024

	Allocation			Performance %				
	Market Value \$	%	Target Mix %	1 Quarter	1 Year	3 Years	5 Years	10 Years
THA Retirement Plan	827,997,060	100.0	100.0	5.9	17.8	5.5	9.1	8.0
<i>THA Retirement Plan Custom Benchmark</i>				6.4	18.9	5.9	9.7	8.6
<i>THA Mix 1 Custom Benchmark</i>				-1.6	3.3	-4.2	0.8	3.1
<i>THA Mix 3 Custom Benchmark</i>				4.6	14.4	3.8	7.4	6.9
<i>THA Mix 4 Custom Benchmark</i>				6.5	19.2	6.0	9.8	8.7
<i>THA Staff Mix Custom Benchmark</i>				0.0	4.4	-	-	-
U.S. Equity	508,441,601	61.4	59.0					
State Street S&P 500 Index NL Fund	320,444,544	38.7		10.5 (51)	29.9 (42)	11.5 (23)	15.0 (32)	13.0 (29)
<i>S&P 500 Index</i>				10.6 (49)	29.9 (43)	11.5 (22)	15.0 (31)	13.0 (29)
State Street Russell 1000 Value Index SL Fund	63,204,121	7.6		9.0 (54)	20.3 (64)	8.1 (75)	-	-
<i>Russell 1000 Value Index</i>				9.0 (54)	20.3 (65)	8.1 (75)	10.3 (77)	9.0 (66)
Vanguard Small Cap Index	124,792,936	15.1		7.5 (26)	22.5 (26)	3.8 (45)	10.0 (44)	9.0 (20)
<i>Vanguard Spliced Small-Cap Index</i>				7.5 (26)	22.4 (27)	3.8 (46)	9.9 (45)	8.9 (21)
International Equity	117,302,582	14.2	15.0					
Dodge & Cox International Stock	58,571,260	7.1		3.1 (86)	13.4 (57)	5.1 (22)	7.3 (44)	4.0 (76)
<i>MSCI EAFE (Net)</i>				5.8 (39)	15.3 (33)	4.8 (28)	7.3 (44)	4.8 (45)
Morgan Stanley International Equity Trust	58,731,322	7.1		2.0 (90)	7.3 (92)	2.1 (69)	5.4 (84)	3.8 (87)
<i>MSCI EAFE (Net)</i>				5.8 (43)	15.3 (39)	4.8 (29)	7.3 (47)	4.8 (55)

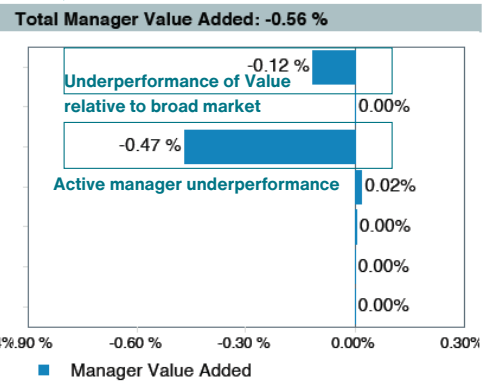
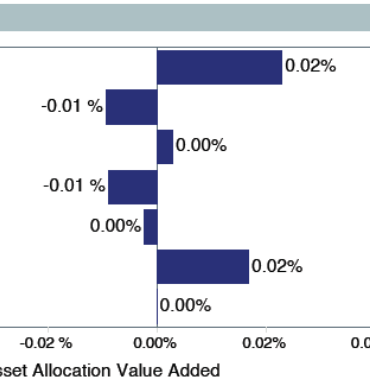
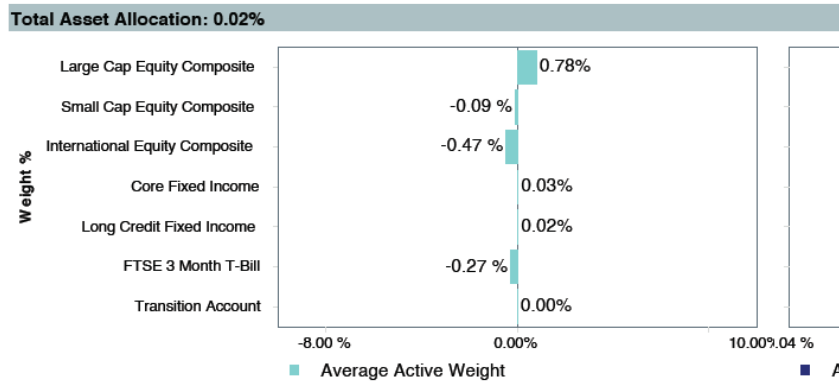
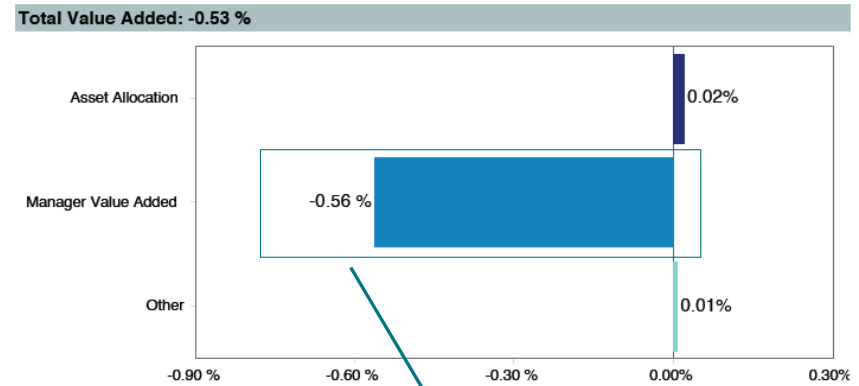
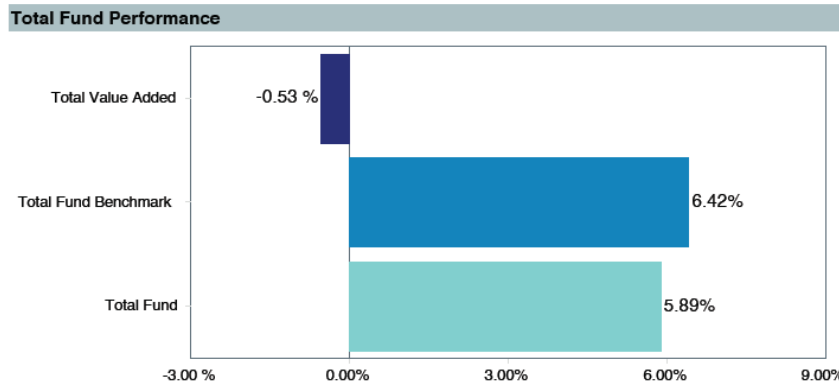
Trailing Period Performance

As of March 31, 2024

	Allocation			Performance %				
	Market Value \$	%	Target Mix %	1 Quarter	1 Year	3 Years	5 Years	10 Years
U.S. Fixed Income	195,521,111	23.6	25.0					
State Street Aggregate Bond Index NL Fund	103,273,756	12.5		-0.7 (73)	1.7 (68)	-2.5 (63)	0.4 (71)	1.5 (76)
<i>Blmbg. U.S. Aggregate Index</i>				<i>-0.8 (79)</i>	<i>1.7 (68)</i>	<i>-2.5 (64)</i>	<i>0.4 (75)</i>	<i>1.5 (76)</i>
Loomis Sayles Core Plus Bond	88,446,673	10.7		-0.1 (47)	2.3 (70)	-	-	-
<i>Loomis Sayles Core Plus Bond Strategy</i>				<i>-0.1 (47)</i>	<i>2.3 (70)</i>	<i>-2.0 (50)</i>	<i>1.3 (40)</i>	<i>2.0 (58)</i>
<i>Blmbg. U.S. Aggregate Index</i>				<i>-0.8 (90)</i>	<i>1.7 (86)</i>	<i>-2.5 (82)</i>	<i>0.4 (92)</i>	<i>1.5 (89)</i>
PIMCO Total Return	40,842	0.0		0.0 (19)	3.3 (25)	-2.2 (39)	0.8 (45)	1.8 (40)
<i>Blmbg. U.S. Aggregate Index</i>				<i>-0.8 (85)</i>	<i>1.7 (70)</i>	<i>-2.5 (53)</i>	<i>0.4 (71)</i>	<i>1.5 (71)</i>
PIMCO U.S. Long Term Bond – Long Credit	3,759,840	0.5		-0.9 (15)	3.0 (23)	-4.5 (29)	-	-
<i>Blmbg. U.S. Long Credit Index</i>				<i>-1.6 (36)</i>	<i>3.3 (21)</i>	<i>-4.3 (27)</i>	<i>0.8 (28)</i>	<i>3.1 (24)</i>
Cash Account	6,731,767	0.8	1.0					
Transition Account	-	0.0	0.0					

Retirement Plan Total Fund Attribution

1 Quarter As of March 31, 2024



Retirement Plan Investment Structure – Summary & Observations

As of March 31, 2024

- Aon reviews the investment structure and the asset class mixes offered to the hospitals within the Master Trust every 24 – 36 months
- There is currently a “Value” bias in the Plan from the US large cap value mandate and as Morgan Stanley has drifted towards Value over the past few years
- This has caused a drag on relative performance compared to the Policy Benchmark when Value underperforms the broader market
- Aon is comfortable maintaining the US large cap value mandate given current economic conditions and elevated equity valuations
- Aon is not recommending any changes to the five asset class mixes

THA Equity Portfolio	Current Allocation	THA Policy Benchmark	Global Equity Weights
U.S. Equities			
State Street S&P 500 Index NL Fund	51.2%	60.0%	
State Street Russell 1000 Value Index SL Fund	10.0%	0.0%	52.0%
Vanguard Small Cap Index	<u>20.0%</u>	<u>20.0%</u>	13.0%
Total U.S. Equities	81.2%	80.0%	65.0%
International Equities			
Doge & Cox International Stock	9.4%	10.0%	
Morgan Stanley International Equity Trust	<u>9.4%</u>	<u>10.0%</u>	
Total International Equities	18.8%	20.0%	35.0%
Total Equities	100.0%	100.0%	100.0%

Value bias in the Retirement Plan

Allocation from legacy active manager that was replaced with index fund

Morgan Stanley has also trended towards Value over past few years

Aon downgraded the strategy in early 2024 and we reviewed with the Board at the March 2024 meeting

Further details on following slide

Retirement Plan Investment Structure – International Equity

As of March 31, 2024

Current International Equity Portfolio

	Value	Core	Growth
Developed	Dodge & Cox International Stock 80% Dev 20% EM	Morgan Stanley International Equity 95% Dev 5% EM Trended towards Value over past few years	
Emerging			

Proposed International Equity Portfolio

	Value	Core	Growth
Developed	Dodge & Cox International Stock 80% Dev 20% EM	NEW International Equity Manager as replacement for Morgan Stanley Creates a balanced portfolio across Value / Growth and Developed / EM	
Emerging			

Retirement Plan Investment Structure – Recommendations

As of March 31, 2024

There are two recommendations Aon has for the Board’s consideration as a result of our structure review:

Update the indexes in the Investment Policy Statement to more accurately reflect the current allocations of the Plan (see tables below)

- Russell 1000 Value Index to reflect the US Large Cap Value Equity allocation
- MSCI All Country World ex-US Index to reflect the developed and emerging markets allocation
- A redlined version of the IPS has been provided for the Board’s approval

Select a new international equity manager to replace the Morgan Stanley fund

- Details provided in the next section

Current (As of 3/31)		Proposed (As of 3/31)	
US Large Cap Equity (S&P 500 Index)	44.3%	US Large Cap Equity (S&P 500 Index)	37.0%
US Small Cap Equity (CRSP Small Cap Index)	14.8%	US Large Cap Value Equity (Russell 1000 Value Index)	7.3%
International Equity (Developed Markets – EAFE Index)	14.8%	US Small Cap Equity (CRSP Small Cap Index)	14.8%
Europe, Australia, Asia, Far East)		International Equity (Developed + EM – ACWI ex-US Index)	14.8%
Intermediate Fixed Income (Bloomberg US Aggregate Index)	24.6%	All Country World ex-US Index)	
Long Duration Fixed Income (Bloomberg US Long Credit Index)	0.5%	Intermediate Fixed Income (Bloomberg US Aggregate Index)	24.6%
Cash (FTSE 3 Month Treasury Bill)	1.0%	Long Duration Fixed Income (Bloomberg US Long Credit Index)	0.5%
		Cash (FTSE 3 Month Treasury Bill)	1.0%

Retirement Plan Asset Class Target Mixes

As of March 31, 2024

Asset Class/Style	Mix 4	Mix 3	Mix 2	Mix 1	Mix THA Staff
Large Cap U.S. Equities					
State Street S&P 500 Index NL Fund	37.5%	27.4%	17.4%	0.0%	5.0%
State Street Russell 1000 Value Index SL Fund	<u>7.5%</u>	<u>5.6%</u>	<u>3.6%</u>	<u>0.0%</u>	<u>1.0%</u>
Total Large Cap U.S. Equities	45.0%	33.0%	21.0%	0.0%	6.0%
Small Cap U.S. Equities					
Vanguard Small Cap Index	<u>15.0%</u>	<u>11.0%</u>	<u>7.0%</u>	<u>0.0%</u>	<u>2.0%</u>
Total Small Cap U.S. Equities	15.0%	11.0%	7.0%	0.0%	2.0%
International Equities					
Doge & Cox International Stock	7.5%	5.5%	3.5%	0.0%	1.0%
Morgan Stanley International Equity Trust	<u>7.5%</u>	<u>5.5%</u>	<u>3.5%</u>	<u>0.0%</u>	<u>1.0%</u>
Total International Equities	15.0%	11.0%	7.0%	0.0%	2.0%
Total Equities	75.0%	55.0%	35.0%	0.0%	10.0%

Retirement Plan Asset Class Target Mixes

As of March 31, 2024

Asset Class/Style	Mix 4	Mix 3	Mix 2	Mix 1	Mix THA Staff
Intermediate Fixed Income					
State Street Barclays Aggregate Bond Index NL Fund	12.0%	22.0%	32.0%	0.0%	33.5%
Loomis Sayles Core Plus Bond	<u>12.0%</u>	<u>22.0%</u>	<u>32.0%</u>	<u>0.0%</u>	<u>33.5%</u>
Total Intermediate Fixed Income	24.0%	44.0%	64.0%	0.0%	67.0%
Long Duration Fixed Income					
PIMCO U.S. Long Term Bond – Long Credit	<u>0.0%</u>	<u>0.0%</u>	<u>0.0%</u>	<u>99.0%</u>	<u>22.0%</u>
Total Long Duration Fixed Income	0.0%	0.0%	0.0%	99.0%	22.0%
Cash					
Cash	1.0%	1.0%	1.0%	1.0%	1.0%
Total Fixed Income	25.0%	45.0%	65.0%	100.0%	90.0%
Total Portfolio	100.0%	100.0%	100.0%	100.0%	100.0%

Investment Fee Analysis

As of March 31, 2024

	Vehicle Type ¹	Market Value \$	% of Portfolio	Net Expense Ratio (%) ²	Universe Name ³	Peer Group Fee Range (%)			
						25th	50th	75th	Population
THA Retirement Plan		827,997,060	100.0						
Large Cap Equity		383,648,664	46.3						
State Street S&P 500 Index NL Fund	CIT	320,444,544	38.7	0.013	eA US Passive S&P 500 Equity (CF 250m)	0.02	0.04	0.05	25
State Street Russell 1000 Value Index SL Fund	CIT	63,204,121	7.6	0.030	eA US Passive Large Cap Equity (CF 50m)	0.03	0.04	0.08	59
Small Cap Equity		124,792,936	15.1						
Vanguard Small Cap Index	MF	124,792,936	15.1	0.030	eA US Passive Small Cap Equity (MF)	0.05	0.16	0.25	29
International Equity		117,302,582	14.2						
Dodge & Cox International Stock	MF	58,571,260	7.1	0.620	eA ACWI ex-US All Cap Equity (MF)	0.75	0.85	0.98	57
Morgan Stanley International Equity Trust	CIT	58,731,322	7.1	0.910	eA ACWI ex-US All Cap Equity (CF 50m)	0.65	0.70	0.78	45
Core Fixed Income		191,761,271	23.2						
State Street US Aggregate Bond Index NL Fund	CIT	103,273,756	12.5	0.030	eA US Passive Core Fixed Income (CF 50m)	0.04	0.05	0.06	10
Loomis Sayles Core Plus Bond	CIT	88,446,673	10.7	0.284	eA US Core Plus Fixed Income (CF)	0.29	0.33	0.37	52
PIMCO Total Return	MF	40,842	0.0	0.460	eA US Core Plus Fixed Income (MF)	0.40	0.45	0.50	92
Long Credit Fixed Income		3,759,840	0.5						
PIMCO U.S. Long Term Bond – Long Credit	MF	3,759,840	0.5	0.550	eA US Long Duration - Credit Fixed Income (MF)	0.30	0.49	0.55	8

Important Note: The investment fee analysis reported in the table above measures only the relative fee level of your current plan offerings as compared to fee medians from style, size, and vehicle-specific peer universes, which Aon Investments believes is an appropriate comparison. Determining whether an investment's expense is reasonable depends on a variety of factors including the level of returns achieved and the method with which administration and operational expenses are paid. Understanding and evaluating the total cost of plan operations, including both investment and administration fees is a critical analysis that should be completed periodically.¹Vehicle Type Definitions: "MF" = Mutual Fund, "CF" = Collective Investment Trust, "SA" = Separate Account²Expense Ratio is intended to represent a fund's total expense ratio which may include investment management fees, 12b-1 fees, custodial fees, trustee fees, revenue sharing components and/or charges for fund or plan administration.³Fee universes are provided and calculated by eVestment Alliance, as of December 31, 2023. Fund expense information has been sourced from eVestment for all asset classes except the stable value and target date fund universes, which uses Morningstar databases. Since fund expense ratios do not change frequently, Aon Investments believes this study to be a relevant comparison for up to a year, at which time it will be updated. For complete information on methodologies, contact your Aon Investments consultant.