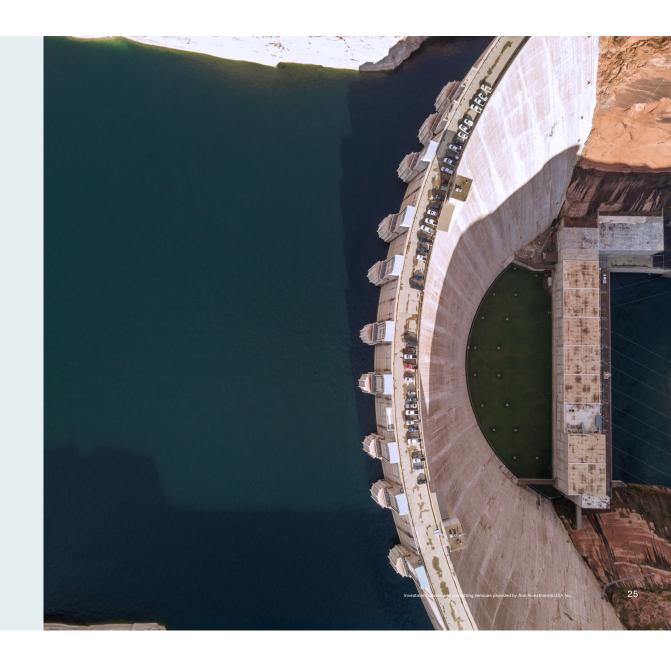
3

PDRP Investment Review



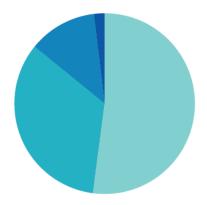
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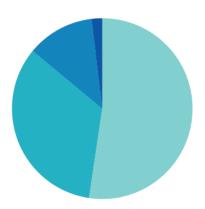
Asset Allocation by Tier

As of June 30, 2024

March 31, 2024 : \$199,365,971

June 30, 2024 : \$204,969,289





	Market Value	Allocation %		Market Value \$	Allocation %
■ Tier I - Target Date Funds	103,827,914	52.1	■ Tier I - Target Date Funds	107,310,307	52.4
■ Tier II - Passive Index Funds	67,335,750	33.8	■ Tier II - Passive Index Funds	68,986,954	33.7
■ Tier III - Active Funds	24,399,700	12.2	■ Tier III - Active Funds	24,808,642	12.1
Other	3,802,606	1.9	■ Other	3,863,386	1.9



Asset Allocation by Manager

As of June 30, 2024



	Market Value \$	Allocation %		Market Value \$	Allocation %
BlackRock LifePath Index Funds	103,827,914	52.1	BlackRock LifePath Index Funds	107,310,307	52.4
Vanguard Total Bond Market Index	2,523,935	1.3	Vanguard Total Bond Market Index	2,583,391	1.3
Vanguard Balanced Index	15,005,128	7.5	Vanguard Balanced Index	14,694,516	7.2
Vanguard Institutional Index	30,113,410	15.1	Vanguard Institutional Index	31,984,412	15.6
Vanguard Mid Cap Index	5,716,151	2.9	Vanguard Mid Cap Index	5,687,124	2.8
Vanguard Small Cap Index	5,939,083	3.0	■ Vanguard Small Cap Index	5,766,835	2.8
Vanguard Total International Stock Index	6,539,218	3.3	Vanguard Total International Stock Index	6,650,231	3.2
Vanguard Emerging Markets Stock Index	1,498,824	8.0	Vanguard Emerging Markets Stock Index	1,620,445	8.0
Prudential Guaranteed Income	7,506,535	3.8	Prudential Guaranteed Income	7,657,511	3.7
Invesco Stable Value Trust	311,279	0.2	Invesco Stable Value Trust	266,780	0.1
Schwab Government Money Market	-	0.0	Schwab Government Money Market	-	0.0
■ Baird Core Plus Bond	5,896,894	3.0	■ Baird Core Plus Bond	5,959,552	2.9
PIMCO Total Return	13	0.0	■ PIMCO Total Return	11	0.0
■ PIMCO Real Return	2,366,978	1.2	■ PIMCO Real Return	2,392,665	1.2
■ GQG Partners US Select Quality Equity	1,020,086	0.5	■ GQG Partners US Select Quality Equity	1,372,846	0.7
■ Transamerica Mid Cap Value Opportunities Fund	1,695,036	0.9	■ Transamerica Mid Cap Value Opportunities Fund	1,600,028	8.0
■ DFA U.S. Small Cap Equity	2,880,662	1.4	■ DFA U.S. Small Cap Equity	2,834,071	1.4
■ Dodge & Cox International Stock	2,722,217	1.4	■ Dodge & Cox International Stock	2,725,178	1.3
■ Loan Fund	3,738,083	1.9	■ Loan Fund	3,816,610	1.9
Cash / Forfeitures	64,522	0.0	Cash / Forfeitures	46,776	0.0



Asset Allocation by Target Date Fund Vintage

As of June 30, 2024

March 31, 2024 : \$103,827,914

June 30, 2024: \$107,310,307





	Market Value \$	Allocation %		Market Value	Allocation %
BlackRock LifePath Index Retirement	10,091,570	9.7	■ BlackRock LifePath Index Retirement	10,283,146	9.6
BlackRock LifePath Index 2025	12,734,953	12.3	■ BlackRock LifePath Index 2025	12,918,050	12.0
BlackRock LifePath Index 2030	15,730,322	15.2	■ BlackRock LifePath Index 2030	16,384,968	15.3
BlackRock LifePath Index 2035	15,950,018	15.4	■ BlackRock LifePath Index 2035	16,060,285	15.0
■ BlackRock LifePath Index 2040	12,388,056	11.9	■ BlackRock LifePath Index 2040	12,839,921	12.0
■ BlackRock LifePath Index 2045	10,861,907	10.5	■ BlackRock LifePath Index 2045	11,153,611	10.4
■ BlackRock LifePath Index 2050	13,337,473	12.8	■ BlackRock LifePath Index 2050	14,056,330	13.1
BlackRock LifePath Index 2055	7,453,057	7.2	■ BlackRock LifePath Index 2055	7,896,618	7.4
■ BlackRock LifePath Index 2060	3,656,227	3.5	■ BlackRock LifePath Index 2060	3,933,592	3.7
BlackRock LifePath Index 2065	1,624,331	1.6	BlackRock LifePath Index 2065	1,783,786	1.7



Investment Manager Research: Ratings Report Card

As of June 30, 2024

Fund	Aon Rating
Tier 1 - Target Date Funds	
BlackRock LifePath Index	Buy
Tier II - Passive Index Funds	
Vanguard Total Bond Market Index	Buy
Vanguard Balanced Index	Buy
Vanguard Institutional Index	Buy
Vanguard Mid Cap Index	Buy
Vanguard Small Cap Index	Buy
Vanguard Total International Stock Index	Buy
Vanguard Emerging Markets Stock Index	Buy
Tier III - Active Funds	
Schwab Govt Money Market	Not Rated
Prudential Guaranteed Income	Approved on financial strength
Invesco Stable Value	Buy
Baird Core Plus Bond	Buy
PIMCO Real Return	Buy
GQG Partners US Select Quality Equity	Buy
Transamerica Mid Cap Value Opportunities	Buy
DFA U.S. Small Cap Equity	Buy
Dodge & Cox International Stock	Buy

^{*} Vanguard Cash Reserves Federal was selected to replace the Schwab money market fund at the March 2024 Board meeting.

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



The transition is expected to be completed when all Plans transition to Empower.

Investment Monitoring Scorecard – Target Date and Passive Funds As of June 30, 2024

	1	Return Relative to Benchmark								
Fund Name	1 Year	3 Years	5 Years	10 Years						
Tier I - Target Date Funds										
BlackRock LifePath Index Retirement	-0.14	-0.10	-0.02	-0.07						
BlackRock LifePath Index 2025	-0.17	-0.08	-0.01	-0.03						
BlackRock LifePath Index 2045	-0.20	0.00	0.02	0.05						
BlackRock LifePath Index 2060	-0.11	0.02	0.01	-						
Tier II - Passive Index Funds										
Vanguard Total Bond Market Index	0.04	0.00	-0.01	-0.03						
Vanguard Balanced Index	0.15	-0.19	-0.30	-0.20						
Vanguard Institutional Index	-0.04	-0.04	-0.03	-0.03						
Vanguard Mid Cap Index	-0.02	-0.01	-0.01	-0.03						
Vanguard Small Cap Index	0.05	0.06	0.06	0.05						
Vanguard Total International Stock Index	-0.68	-0.11	-0.09	-0.08						
Vanguard Emerging Markets Stock Index	-1.52	-0.50	-0.39	-0.18						

Index Funds Rule: Within 0.5% = green, tracking error within 1.0% = yellow, tracking error > 1.0% below = red Performance is based on the reasonableness of tracking error targets



Investment Monitoring Scorecard - Active Funds

As of June 30, 2024

		Return Rela	ative to Bench	ımark		Ranking Rela				
Fund Name	1 Year	3 Years	5 Years	10 Years	1 Year	3 Years	5 Years	10 Years	Rolling 5-Year Period Performance Benchmark	Rolling 5-Year Period Performance Peer Group Median
Tier III - Active Funds										
Schwab Government Money Market	-0.16	-0.11	-0.18	-	-	-	-	-	-	-
Prudential Guaranteed Income	-3.22	-1.09	-0.14	0.69	-	-	-	-	95	-
Invesco Stable Value Trust	-2.51	-0.87	-0.05	0.43	-	-	-	-	95	-
Baird Core Plus Bond	1.69	0.72	0.88	0.73	43	36	43	28	100	95
PIMCO Real Return	0.71	0.00	0.20	-0.06	52	56	50	50	60	90
GQG Partners US Select Quality Equity	13.75	5.29	4.02	-	6	1	6	-	-	-
Transamerica Mid Cap Value Opportunities	-4.73	-0.23	-0.73	0.23	91	80	82	51	50	55
DFA U.S. Small Cap Equity	1.61	5.81	2.95	0.97	34	29	23	23	50	70
Dodge & Cox International Stock	-2.80	3.19	1.21	-0.30	70	20	38	77	35	25

Benchmark Rule: Above Benchmark = green, underperformance within 1.0% = yellow, underperformance > 1.0% below = red Peer Rule: Median percentile or above = green (1-50), third quartile = yellow (51-75), fourth quartile = red (76-100)

Rolling Percentages are determined by the outperformance of the trailing 5-Year returns to the benchmark and peer group median over the prior 5 years. This is a measure of consistency in the % of time the manager has outperformed the benchmark and peer universe median. A higher % means the manager has outperformed more consistently over time.



Trailing Period Performance

As of June 30, 2024

	Allocatio							
	Market Value \$	%	1 Quarter	Year to Date	1 Year	3 Years	5 Years	10 Years
THA Participant-Directed Retirement Plan	204,969,289	100.0						
Tier I - Target Date Funds	107,310,307	52.4						
BlackRock LifePath Index Retirement	10,283,146	5.0	1.0 (56)	3.6 (61)	8.4 (64)	0.0 (80)	4.3 (78)	4.5 (61)
LifePath Index Retirement Custom Benchmark			1.0 (60)	3.5 (63)	8.6 (62)	0.1 (77)	4.3 (77)	4.5 (43)
BlackRock LifePath Index 2025	12,918,050	6.3	1.0 (59)	3.8 (83)	8.8 (91)	0.3 (96)	5.0 (86)	5.3 (74)
LifePath Index 2025 Custom Benchmark			1.0 (59)	3.8 (89)	9.0 (85)	0.4 (94)	5.0 (83)	5.3 (72)
BlackRock LifePath Index 2030	16,384,968	8.0	1.3 (47)	5.1 (73)	10.8 (75)	1.3 (84)	6.3 (83)	6.1 (69)
LifePath Index 2030 Custom Benchmark			1.2 (51)	5.0 (74)	11.0 (72)	1.4 (73)	6.3 (82)	6.1 (68)
BlackRock LifePath Index 2035	16,060,285	7.8	1.4 (46)	6.3 (65)	12.7 (74)	2.3 (69)	7.5 (81)	6.9 (61)
LifePath Index 2035 Custom Benchmark			1.4 (48)	6.3 (71)	12.9 (62)	2.3 (56)	7.5 (80)	6.9 (59)
BlackRock LifePath Index 2040	12,839,921	6.3	1.7 (47)	7.5 (70)	14.5 (70)	3.1 (67)	8.5 (58)	7.6 (51)
LifePath Index 2040 Custom Benchmark			1.7 (51)	7.5 (73)	14.7 (64)	3.2 (64)	8.5 (58)	7.6 (51)
BlackRock LifePath Index 2045	11,153,611	5.4	1.9 (40)	8.6 (59)	16.2 (49)	4.0 (46)	9.5 (43)	8.3 (27)
LifePath Index 2045 Custom Benchmark			1.9 (43)	8.6 (62)	16.4 (45)	4.0 (45)	9.5 (45)	8.2 (30)
BlackRock LifePath Index 2050	14,056,330	6.9	2.1 (25)	9.5 (49)	17.5 (35)	4.5 (20)	10.1 (35)	8.6 (26)
LifePath Index 2050 Custom Benchmark			2.0 (28)	9.4 (50)	17.6 (31)	4.5 (23)	10.0 (36)	8.5 (26)
BlackRock LifePath Index 2055	7,896,618	3.9	2.2 (25)	9.9 (37)	18.0 (25)	4.7 (18)	10.2 (31)	8.7 (29)
LifePath Index 2055 Custom Benchmark			2.1 (26)	9.8 (44)	18.2 (16)	4.7 (18)	10.2 (31)	8.6 (30)
BlackRock LifePath Index 2060	3,933,592	1.9	2.2 (25)	9.9 (40)	18.1 (28)	4.7 (27)	10.2 (32)	-
LifePath Index 2060 Custom Benchmark			2.2 (28)	9.8 (45)	18.2 (22)	4.7 (27)	10.2 (33)	-
BlackRock LifePath Index 2065	1,783,786	0.9	2.2 (24)	9.9 (35)	18.0 (31)	4.7 (25)	-	-
LifePath Index 2065 Custom Benchmark			2.2 (28)	9.8 (46)	18.2 (22)	4.7 (27)	-	-



Trailing Period Performance As of June 30, 2024

	Allocatio							
	Market	%	_ 1	Year to	1	3	5	10
	Value \$		Quarter	Date	Year	Years	Years	Years
Tier II - Passive Index Funds	68,986,954	33.7						
Vanguard Total Bond Market Index	2,583,391	1.3	0.2 (62)	-0.6 (81)	2.8 (69)	-3.0 (51)	-0.2 (70)	1.3 (72)
Vanguard Spliced Total Bond Market Index			0.1 (88)	-0.6 (86)	2.7 (69)	-3.0 (50)	-0.2 (70)	1.4 (65)
Vanguard Balanced Index	14,694,516	7.2	2.0 (14)	7.9 (17)	14.9 (11)	3.6 (18)	8.5 (7)	8.0 (4)
Vanguard Balanced Composite Index (Net)			2.0 (14)	7.7 (19)	14.7 (12)	3.8 (15)	8.8 (6)	8.1 (4)
Vanguard Institutional Index	31,984,412	15.6	4.3 (44)	15.3 (49)	24.5 (55)	10.0 (27)	15.0 (43)	12.8 (43)
S&P 500 Index			4.3 (44)	15.3 (48)	24.6 (55)	10.0 (26)	15.0 (43)	12.9 (42)
Vanguard Mid Cap Index	5,687,124	2.8	-2.7 (23)	4.9 (47)	11.8 (56)	2.2 (83)	9.4 (47)	9.1 (16)
Vanguard Spliced Mid Cap Index (Net)			-2.7 (23)	4.9 (47)	11.8 (56)	2.2 (83)	9.4 (45)	9.1 (16)
Vanguard Small Cap Index	5,766,835	2.8	-4.1 (74)	3.1 (39)	11.5 (38)	0.5 (52)	8.5 (47)	8.1 (26)
Vanguard Spliced Small Cap Index (Net)			-4.1 (74)	3.1 (39)	11.4 (39)	0.5 (52)	8.4 (48)	8.1 (27)
Vanguard Total International Stock Index	6,650,231	3.2	0.8 (31)	5.1 (52)	11.0 (50)	0.4 (68)	5.8 (65)	4.0 (60)
Vanguard Spliced Total Intl Stock Index (Net)			0.9 (30)	5.2 (51)	11.7 (37)	0.5 (66)	5.9 (61)	4.1 (56)
Vanguard Emerging Markets Stock Index	1,620,445	0.8	5.3 (37)	7.3 (52)	11.9 (56)	-3.7 (46)	3.7 (52)	3.0 (45)
Vanguard Spliced Emerging Markets Index (Net)			5.6 (29)	7.8 (46)	13.4 (42)	-3.2 (43)	4.1 (45)	3.2 (42)
Tier III - Active Funds	24,808,631	12.1						
Schwab Government Money Market	-	0.0	1.3	2.6	5.2	2.9	2.0	-
90 Day U.S. Treasury Bill			1.3	2.6	5.4	3.0	2.2	1.5
Prudential Guaranteed Income*	7,657,511	3.7	0.5	1.0	2.2	1.9	2.0	2.2
90 Day U.S. Treasury Bill			1.3	2.6	5.4	3.0	2.2	1.5
Stable Value Institutional Peer Group			0.7	1.3	2.6	2.1	2.0	1.8
Invesco Stable Value Trust	266,780	0.1	0.7	1.4	2.9	2.2	2.1	1.9
90 Day U.S. Treasury Bill			1.3	2.6	5.4	3.0	2.2	1.5
Stable Value Institutional Peer Group			0.7	1.3	2.6	2.1	2.0	1.8



Trailing Period Performance

As of June 30, 2024

	Allocation	1		Performance %					
	Market Value \$	%	1 Quarter	Year to Date	1 Year	3 Years	5 Years	10 Years	
Baird Core Plus Bond	5,959,552	2.9	0.3 (57)	0.1 (55)	4.3 (43)	-2.3 (36)	0.7 (43)	2.1 (28)	
Blmbg. U.S. Aggregate Index			0.1 (91)	-0.7 (95)	2.6 (93)	-3.0 (78)	-0.2 (90)	1.3 (83)	
PIMCO Total Return	11	0.0							
PIMCO Real Return	2,392,665	1.2	0.9 (52)	1.2 (41)	3.4 (52)	-1.3 (56)	2.3 (50)	1.9 (50)	
Blmbg. Global Inflation-Linked: U.S. TIPS			0.8 (76)	0.7 (80)	2.7 (61)	-1.3 (56)	2.1 (55)	1.9 (31)	
GQG Partners US Select Quality Equity	1,372,846	0.7	2.8 (61)	26.4 (3)	38.3 (6)	15.3 (1)	19.1 (6)	-	
S&P 500 Index			4.3 (44)	15.3 (48)	24.6 (55)	10.0 (26)	15.0 (43)	12.9 (42)	
Transamerica Mid Cap Value Opportunities Fund**	1,600,028	0.8	-5.6 (85)	0.8 (93)	7.2 (91)	3.4 (80)	7.8 (82)	7.8 (51)	
Russell Midcap Value Index			-3.4 (44)	4.5 (50)	12.0 (61)	3.7 (79)	8.5 (70)	7.6 (61)	
DFA U.S. Small Cap Equity	2,834,071	1.4	-2.8 (35)	2.1 (42)	11.7 (34)	3.2 (29)	9.9 (23)	8.0 (23)	
Russell 2000 Index			-3.3 (52)	1.7 (49)	10.1 (53)	-2.6 (88)	6.9 (78)	7.0 (58)	
Dodge & Cox International Stock	2,725,178	1.3	0.0 (47)	3.2 (79)	8.8 (70)	3.6 (20)	6.8 (38)	3.5 (77)	
MSCI AC World ex USA (Net)			1.0 (27)	5.7 (42)	11.6 (37)	0.5 (66)	5.5 (69)	3.8 (69)	
MSCI EAFE (Net)			-0.4 (63)	5.3 (49)	11.5 (39)	2.9 (30)	6.5 (47)	4.3 (49)	
Other									
Loan Fund	3,816,610	1.9							
Cash / Forfeitures	46,776	0.0							

^{****}Non-Qualified Plans: \$1,094,166



^{*}Performance for the Prudential Guaranteed Income portfolio is representative of the 7/1/2007 Pool Inception Date.

^{**}Performance prior to August 2016 references the net composite returns for longer history.

^{***}PDRP-Milliman: \$174,897,558 & PDRP-RW \$8,429,296 & PDRP-Empower \$20,548,269