
Deerfield Beach Police Officers' Pension Fund

Investment Performance Review
Period Ending March 31, 2024

MARINER

1st Quarter 2024 Market Environment

The Economy

- The US Federal Reserve (the Fed) held rates steady during the first quarter. However, domestic equities rallied on the prospect that the Fed could cut rates later in 2024. In its press release for the March meeting, the Fed stated that “In considering any adjustments to the target range for the federal funds rate, the Committee will carefully assess incoming data, the evolving outlook, and the balance of risks.” In addition, the Fed will continue reducing its balance sheet as described in its previously announced plans.
- The Fed’s prolonged pause in its rate-hiking cycle and the insertion of the word “any” in its December press release gave the market hope that the Fed may be ready to pivot in its stance and begin reducing rates to a less restrictive level in 2024. The Fed’s published “Dot Plot” shared expectations of three quarter-point rate cuts during the year, which would be the first rate cut since the COVID pandemic in 2020.
- Growth in the US labor market continued in March, as nonfarm payrolls increased by 303,000 and unemployment held steady at 3.8%. Federal Reserve Chair Jerome Powell stated, “Strong hiring in and of itself would not be a reason to hold off on rate cuts,” adding that the job market is not a primary cause for concern around inflation. Powell added “an unexpected weakening in the labor market could also warrant a policy response.”

Equity (Domestic and International)

- US equities moved broadly higher during the first quarter based on expectations of a more favorable interest rate environment in the coming year. The S&P 500 Index rose 10.6% for the quarter.
- International stocks experienced robust growth to begin the year, albeit muted by a strengthening US Dollar (USD). USD performance lagged local currency (LCL) performance in most regions for the quarter, though both currency readings were positive.
- GDP growth across regions remains mixed as many regions are dealing with local headwinds and tailwinds as much of the world continues to navigate sticky inflation with varying degrees of success. Conflicts abroad have dragged on performance, but as we have seen with the Russia-Ukraine conflict, market conditions will typically normalize once the broader impact has been reasonably assessed.

Fixed Income

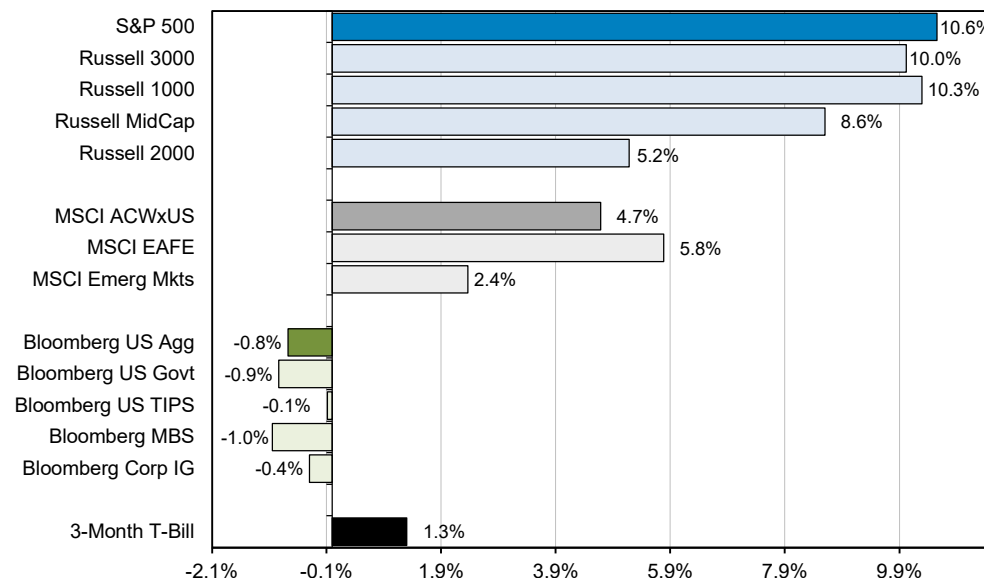
- While sticky inflation numbers and a robust job market likely prompted the Fed to keep the fed funds rate unchanged during the quarter, this lack of action also tempered expectations for potential rate cuts in 2024. Fixed-income markets fell in March (yield rose) on the belief that rates could be higher for longer.
- High-yield bonds outperformed investment-grade issues for the quarter, largely due to narrowing credit spreads and higher coupons. Although the high-yield bond benchmark’s duration is almost half of the US Aggregate Bond index’s duration, the high-yield index edged out the bellwether bond benchmark due to a relatively stable yield curve and the aforementioned narrowing credit spreads.
- Global bonds lagged the domestic bond market with the US Aggregate Index beating the Global Aggregate ex-US Index by 2.4%. This broke the two indexes’ tie in 2023 and left global bonds 2.4% behind the domestic bond market for the full year.

Market Themes

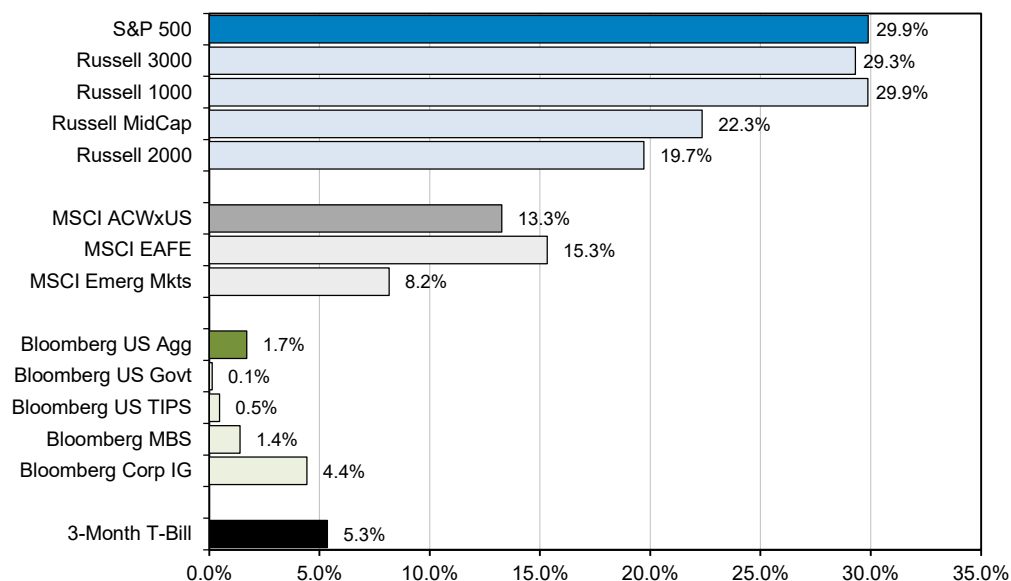
- 2024 opened with strong results in domestic and international equity markets, continuing what was a robust 2023. Growth sectors continued to outpace value sectors but by a narrower margin than 2023, showcasing increased breadth across many markets.
- Central banks remained vigilant in their stances to bring inflation under control. While inflation readings remain stubbornly elevated, signs of stable-to-cooling price pressures have shown up in most regions around the world.
- Policy rates remained relatively stable across most developed markets as central banks continued their tight policy stance. However, there are expectations of looser monetary policy to take hold as 2024 progresses.
- Ongoing military conflicts coupled with economic uncertainty around the globe continue to act as headwinds in international markets. While global disruptions from the Russia-Ukraine conflict seemed to subside, the proxy war in the Middle East has spread to other countries in the region and unsettled shipping channels globally.

- Domestic equity markets carried their momentum from late 2023 into the first quarter of 2024. Economic indicators continued to signal improving conditions for growth and softening inflation, resulting in an ongoing tailwind for risk assets. For the period, the S&P 500 large-cap benchmark returned 10.6% versus 8.6% for the Russell Mid Cap Index and 5.2% for the Russell 2000 small-cap index.
- International developed and emerging market equities also posted solid results. European markets continue to face geopolitical risks related to the conflict in Ukraine, the Middle East is grappling with a proxy war that has spread beyond Israel and Palestine, and Asia is feeling contagion effects from China's economic uncertainty. Despite the uncertainty, the developed market MSCI EAFE Index returned 5.8% for the quarter, while the MSCI Emerging Markets Index advanced 2.4%.
- Most broad fixed income indexes fell slightly during the first quarter of 2024. While market participants were generally optimistic about the possibility of a Fed rate cut during the first half of the year, sticky inflation pushed out these expectations and caused markets to re-think the timing of 2024's potential rate cuts. The Bloomberg (BB) US Aggregate Index returned -0.8% for the quarter while investment-grade corporate bonds were down less, returning -0.4%.
- US equity markets posted a stellar 29.9% during the trailing one-year period. The weakest relative performance for the year was the Russell 2000 Index, which nonetheless climbed 19.7% over the last 12 months.
- International markets also showcased a healthy rebound in 2023. Over the trailing one-year period, the MSCI EAFE Index was the best international performer, returning 15.3% while the MSCI Emerging Markets Index added a more modest 8.2%.
- Bond markets were relatively flat over the previous 12 months. Investment-grade corporate bonds were the best-performing sector, up by 4.4%. Meanwhile, Treasuries have lagged, returning just 0.1% over the previous 12 months. The bellwether fixed-income benchmark, the Bloomberg US Aggregate Index, returned a muted 1.7% for the year.

Quarter Performance

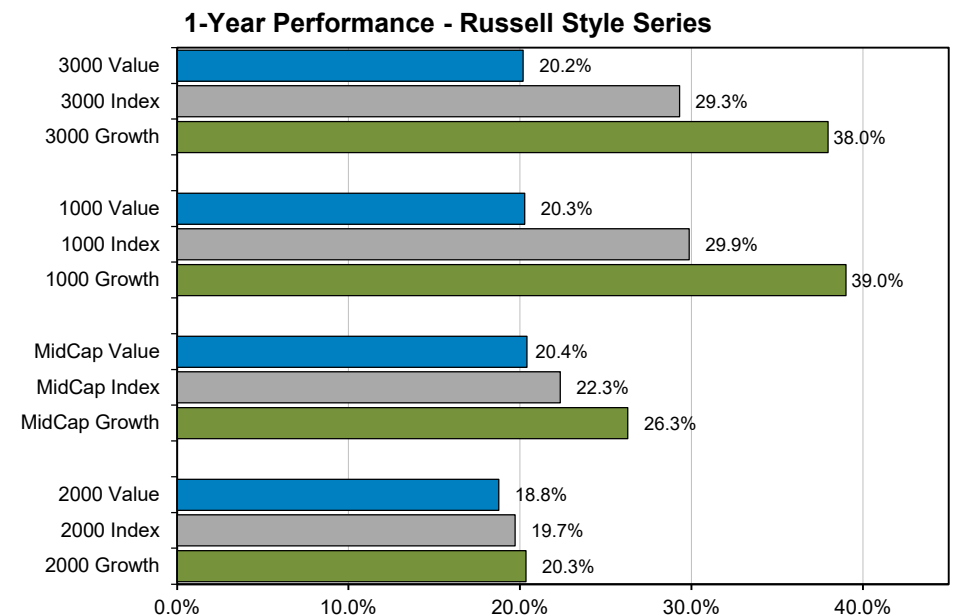
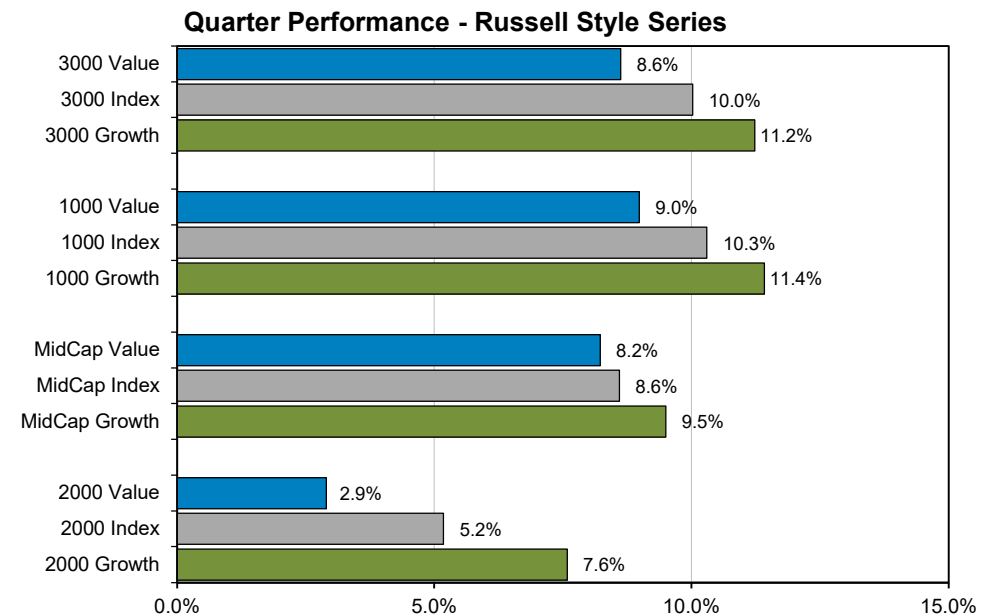


1-Year Performance



Source: Investment Metrics

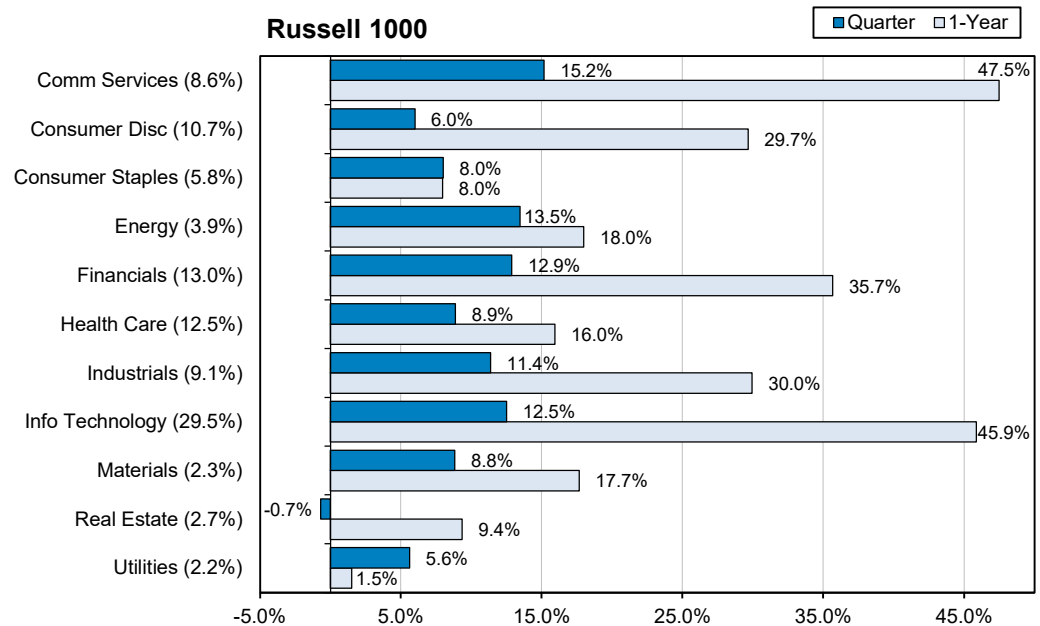
- Domestic equity benchmarks were positive for the second consecutive quarter and growth style issues continued to outpace value. The best-performing area of the equity market was large-cap growth, with the Russell 1000 Growth index returning 11.4%. The worst performing area of the market was small-cap value, with the Russell 2000 Value index returning just 2.9% for the quarter. From a market capitalization perspective, large-cap stocks led their small-cap counterparts, with the Russell 1000 Index returning 10.3% and the Russell 2000 Index lagging with a lower, but still solid, 5.2%.
- The market continued its growth-led rally as growth stocks outpaced value stocks across the market-capitalization spectrum. While growth led the way during the quarter, value benchmarks largely kept pace, signaling that the rally seen in domestic equities may be broadening to other areas of the market.
- For the year, within large-cap stocks, the Russell 1000 Growth Index returned an impressive 39.0%, leading the way among style and market capitalization classifications. The weakest performing index for the year was the Russell 2000 Value, which still posted a double-digit return of 18.8%.
- The dominance of growth sectors is evident in the chart, with all growth benchmarks handily outpacing their core and value index counterparts. However, the strength of the outperformance differs meaningfully between the large cap and small cap segments of the market. The Russell 2000 Growth Index returned 20.3%, outpacing the Russell 2000 Value index return by a narrow margin of just 1.5%. However, this spread widens to 5.9% for the Russell Midcap Growth benchmarks and blows out to a span of 18.7% for the large cap benchmarks.



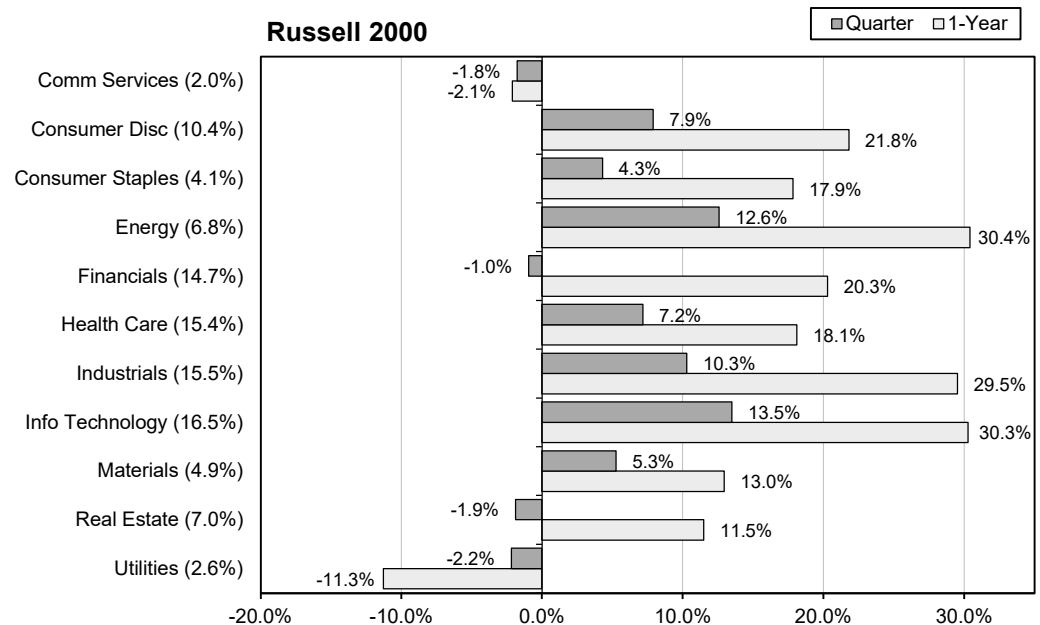
Source: Investment Metrics

- 2023's year-end rally continued into the first quarter of 2024 and expanded its breadth across styles and market capitalizations.
- Ten of the 11 GICS economic sectors in the large-cap Russell 1000 Index moved higher during the first quarter. Five of the 11 sectors outpaced the broad index return of 10.0%. Communication services led the way at 15.2% followed by energy (up 13.5%), financials (12.9%), information technology (12.5%), and industrials (11.4%).
- For the full year, all 11 economic sectors finished in positive territory with communication services leading the way at 47.5% and information technology following in lock step at 45.9%. Of the 11 sectors, four were up at least 30.0% the past year. Utilities (up 1.5%), consumer staples (8.0%), and real estate (9.4%) were the only three sectors that did not post double-digit results over the trailing year.
- Seven small-cap economic sectors posted positive results during the quarter with six of those sectors exceeding the 5.2% return of the Russell 2000 Index. The information technology (up 13.5%), energy (12.6%), and industrials (10.3%) sectors led the way as the only three sectors to showcase double-digit performance for the quarter. Utilities (-2.2%), real estate (-1.9%), communication services (-1.8%), and financials (-1.0%) sectors all lost ground during the quarter.
- Similar to large-cap sector performance, nine of the 11 small cap sectors were positive over the trailing year. Energy posted the strongest sector results (30.4%) with the information technology (30.3%) sector not far behind. Industrials (29.5%), consumer discretionary (21.8%) and financials (20.3%) each also returned more than 20.0% for the period. Six of the 11 economic sectors fell short of the core small-cap benchmark's return of 19.7% over the trailing year. The two negative sectors for the year were utilities with a return of -11.3% and communication services, which returned -2.1%.

Russell 1000



Russell 2000



Source: Morningstar Direct
As a result of the GICS classification changes on 9/28/2018 and certain associated reporting limitations, sector performance represents backward looking performance for the prior year of each sector's current constituency, post creation of the Communication Services sector.

The Market Environment
Top 10 Index Weights & Quarterly Performance for the Russell 1000 & 2000
As of March 31, 2024

Top 10 Weighted Stocks				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Microsoft Corp	6.5%	12.1%	47.1%	Information Technology
Apple Inc	5.2%	-10.8%	4.5%	Information Technology
NVIDIA Corp	4.5%	82.5%	225.4%	Information Technology
Amazon.com Inc	3.4%	18.7%	74.6%	Consumer Discretionary
Meta Platforms Inc Class A	2.2%	37.3%	129.4%	Communication Services
Alphabet Inc Class A	1.9%	8.0%	45.5%	Communication Services
Berkshire Hathaway Inc Class B	1.6%	17.9%	36.2%	Financials
Alphabet Inc Class C	1.6%	8.0%	46.4%	Communication Services
Eli Lilly and Co	1.4%	33.7%	128.4%	Health Care
JPMorgan Chase & Co	1.2%	18.5%	58.1%	Financials

Top 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
NVIDIA Corp	4.5%	82.5%	225.4%	Information Technology
Vistra Corp	0.1%	81.4%	197.1%	Utilities
AppLovin Corp Ordinary Shares	0.0%	73.7%	339.5%	Information Technology
Shockwave Medical Inc	0.0%	70.9%	50.2%	Health Care
Vertiv Holdings Co Class A	0.1%	70.1%	471.2%	Industrials
Cava Group Inc	0.0%	63.0%	N/A	Consumer Discretionary
EMCOR Group Inc	0.0%	62.7%	116.2%	Industrials
Maplebear Inc	0.0%	58.9%	N/A	Consumer Staples
Constellation Energy Corp	0.1%	58.5%	138.0%	Utilities
Williams-Sonoma Inc	0.0%	58.0%	167.4%	Consumer Discretionary

Bottom 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
New York Community Bancorp Inc	0.0%	-68.2%	-62.3%	Financials
SSR Mining Inc	0.0%	-58.7%	-70.1%	Materials
Rivian Automotive Inc Class A	0.0%	-53.3%	-29.3%	Consumer Discretionary
Agilon Health Inc	0.0%	-51.4%	-74.3%	Health Care
AMC Entertainment Holdings Inc	0.0%	-39.2%	-91.6%	Communication Services
Iridium Communications Inc	0.0%	-36.1%	-57.2%	Communication Services
Viasat Inc	0.0%	-35.3%	-46.5%	Information Technology
QuidelOrtho Corp	0.0%	-35.0%	-46.2%	Health Care
Unity Software Inc Ordinary Shares	0.0%	-34.7%	-17.7%	Information Technology
10x Genomics Inc Ordinary Shares	0.0%	-32.9%	-32.7%	Health Care

Top 10 Weighted Stocks				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Super Micro Computer Inc	1.9%	255.3%	847.9%	Information Technology
MicroStrategy Inc Class A	0.9%	169.9%	483.1%	Information Technology
Comfort Systems USA Inc	0.4%	54.6%	118.7%	Industrials
e.l.f. Beauty Inc	0.4%	35.8%	138.0%	Consumer Staples
Light & Wonder Inc Ordinary Shares	0.3%	24.3%	70.0%	Consumer Discretionary
Carvana Co Class A	0.3%	66.1%	798.0%	Consumer Discretionary
Onto Innovation Inc	0.3%	18.4%	106.1%	Information Technology
Simpson Manufacturing Co Inc	0.3%	3.8%	88.6%	Industrials
Viking Therapeutics Inc	0.3%	340.6%	392.5%	Health Care
Weatherford International PLC	0.3%	18.0%	94.5%	Energy

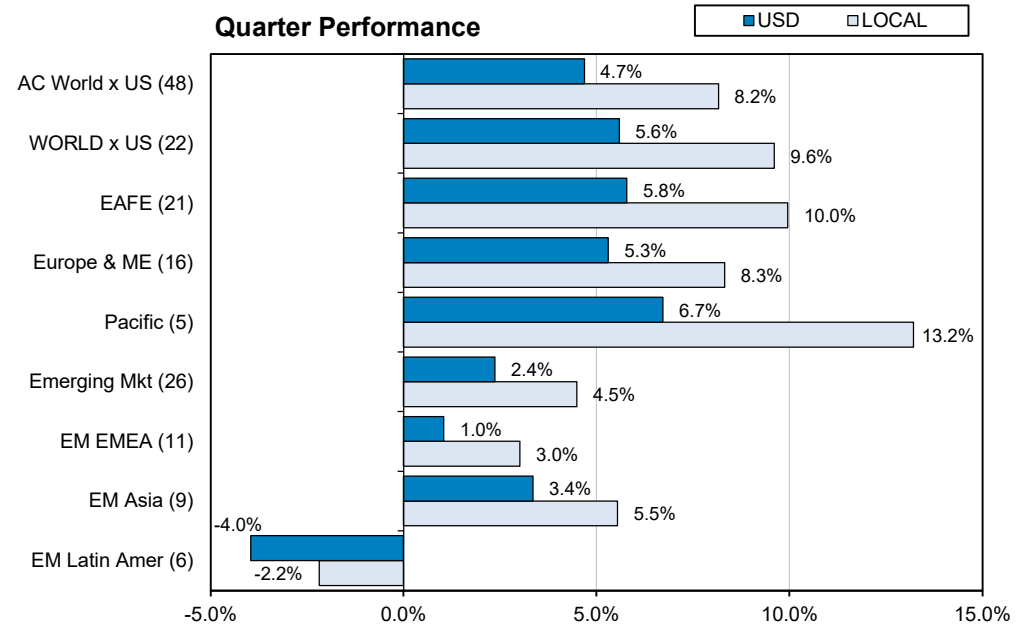
Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Ocean Biomedical Inc	0.0%	473.5%	-43.0%	Health Care
Viking Therapeutics Inc	0.3%	340.6%	392.5%	Health Care
Longboard Pharmaceuticals Inc	0.0%	258.2%	438.7%	Health Care
Super Micro Computer Inc	1.9%	255.3%	847.9%	Information Technology
Janux Therapeutics Inc	0.0%	250.9%	211.2%	Health Care
Arcutis Biotherapeutics Inc	0.0%	206.8%	-9.9%	Health Care
Veritone Inc	0.0%	190.6%	-9.8%	Information Technology
Avidity Biosciences Inc	0.1%	182.0%	66.3%	Health Care
Vera Therapeutics Inc Class A	0.1%	180.4%	455.7%	Health Care
SoundHound AI Inc Ordinary Shares	0.0%	177.8%	113.4%	Information Technology

Bottom 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Amylyx Pharmaceuticals Inc	0.0%	-80.7%	-90.3%	Health Care
Bakkt Holdings Inc Ordinary Shares	0.0%	-79.4%	-73.3%	Financials
WW International Inc	0.0%	-78.9%	-55.1%	Consumer Discretionary
iRobot Corp	0.0%	-77.4%	-79.9%	Consumer Discretionary
LivePerson Inc	0.0%	-73.7%	-77.4%	Information Technology
Office Properties Income Trust	0.0%	-72.1%	-81.1%	Real Estate
Spirit Airlines Inc	0.0%	-69.6%	-69.3%	Industrials
2U Inc	0.0%	-68.3%	-94.3%	Consumer Discretionary
CareMax Inc Ordinary Shares	0.0%	-67.8%	-94.0%	Health Care
Presto Automation Inc	0.0%	-67.3%	-89.0%	Information Technology

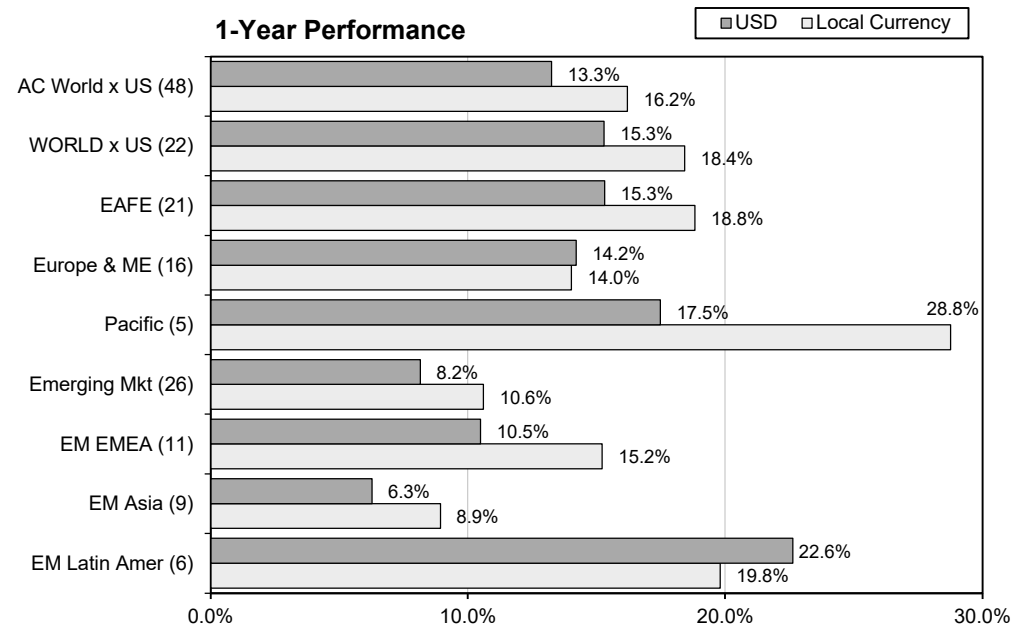
Source: Morningstar Direct

- Many of the international developed- and emerging-market benchmarks posted positive performance in both USD and LCL terms for the first quarter. A strengthening of the USD during the period was a drag on domestic non-US index performance across all regions. The developed-market MSCI EAFE Index still returned a solid 5.8% in USD and 10.0% in LCL terms for the period. The MSCI Emerging Markets Index rose by 2.4% in USD and 4.5% in LCL terms.
- Latin America was the only region to post negative performance for the quarter in both USD and LCL terms. The cyclical nature of demand for commodity exports in the region has resulted in greater volatility due to continued uncertainty over central bank policies and global demand.
- The heaviest weighted country in the emerging market index (China, 7.0%) continued its drag on broad index returns, returning -2.2% during the quarter. The Chinese economy grew at a rate of 5.2% in 2023, lower than its pre-pandemic rate of 6.0% which was a headwind for performance. Troubles in the commercial property and banking sectors have also created challenges for growth in the region.
- Much like domestic markets, trailing one-year results for international developed and emerging markets benchmarks were strong. Outside of EM Latin America, the USD showed strength over broad and regional benchmarks for the year, and as a result, LCL returns finished higher than USD performance.
- MSCI Pacific results led the way in LCL currency terms at 28.8% for the trailing year. USD returns for the region were still strong but returned a more muted 17.5% due to softening currency in the region. Due to demand for commodity exports and rising oil prices, EM Latin America was the only region where the USD weakened relative to LCL returns, resulting in higher USD returns (22.6% vs. 19.8%). The EM Asia regional benchmark was the weakest relative-performing region in the emerging market index, with the EM Asia index returning 6.3% in USD and 8.9% in LCL terms.

Quarter Performance



1-Year Performance



Source: MSCI Global Index Monitor (Returns are Net)

The Market Environment
US Dollar International Index Attribution & Country Detail
As of March 31, 2024

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Communication Services	4.0%	4.1%	6.6%
Consumer Discretionary	12.5%	11.1%	15.5%
Consumer Staples	8.6%	-3.1%	-5.9%
Energy	4.1%	2.2%	14.6%
Financials	19.3%	8.6%	25.8%
Health Care	12.7%	4.7%	8.6%
Industrials	16.8%	7.9%	23.1%
Information Technology	9.4%	14.3%	31.1%
Materials	7.2%	-1.1%	10.2%
Real Estate	2.3%	1.5%	13.0%
Utilities	3.1%	-5.0%	2.7%
Total	100.0%	5.8%	15.3%

MSCI - ACWixUS	Sector Weight	Quarter Return	1-Year Return
Communication Services	5.1%	2.1%	-3.0%
Consumer Discretionary	11.8%	7.2%	8.6%
Consumer Staples	7.4%	-3.2%	-4.6%
Energy	5.5%	5.2%	21.4%
Financials	21.4%	5.9%	21.4%
Health Care	9.2%	3.7%	7.5%
Industrials	13.8%	6.9%	19.8%
Information Technology	13.4%	11.4%	29.4%
Materials	7.4%	-1.6%	4.1%
Real Estate	2.0%	-0.3%	6.8%
Utilities	3.0%	-3.0%	5.2%
Total	100.0%	4.7%	13.3%

MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	8.6%	0.8%	-11.5%
Consumer Discretionary	12.4%	-0.5%	-5.3%
Consumer Staples	5.6%	-4.3%	-2.6%
Energy	5.3%	6.9%	36.0%
Financials	22.4%	2.3%	15.0%
Health Care	3.5%	-4.5%	-0.9%
Industrials	7.0%	1.4%	4.6%
Information Technology	23.7%	9.9%	26.7%
Materials	7.2%	-4.6%	-5.4%
Real Estate	1.5%	-6.0%	-11.3%
Utilities	2.8%	3.5%	17.9%
Total	100.0%	2.4%	8.2%

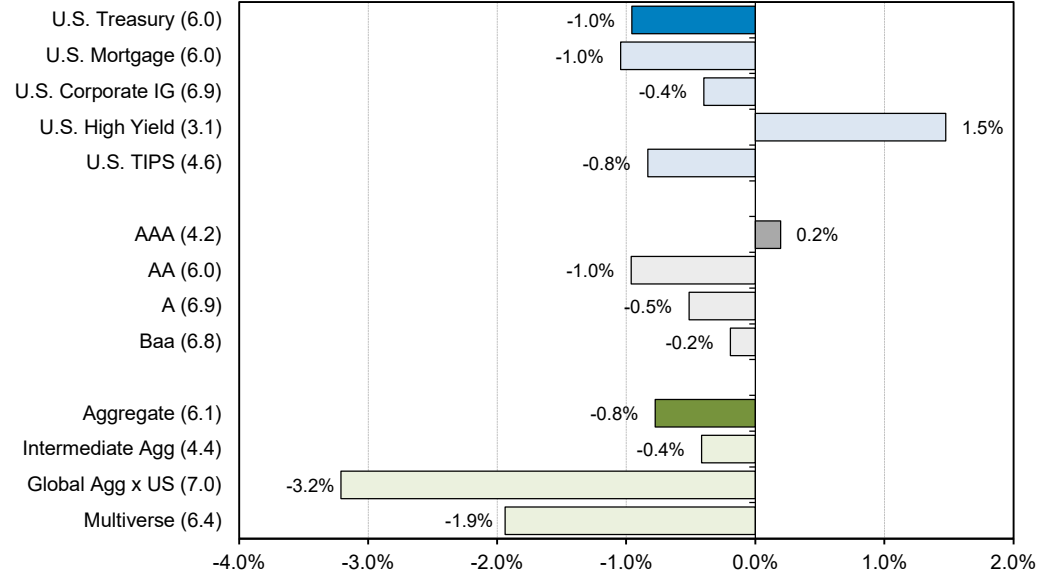
Country	MSCI-EAFE Weight	MSCI-ACWixUS Weight	Quarter Return	1-Year Return
Japan	23.3%	15.0%	10.2%	23.5%
United Kingdom	14.6%	9.4%	1.9%	6.4%
France	12.1%	7.8%	5.7%	9.7%
Switzerland	9.3%	6.0%	-2.1%	4.9%
Germany	8.7%	5.6%	6.8%	12.0%
Australia	7.3%	4.7%	-0.5%	8.1%
Netherlands	5.2%	3.3%	15.4%	22.5%
Denmark	3.6%	2.3%	14.4%	33.0%
Sweden	3.1%	2.0%	0.2%	11.6%
Italy	2.8%	1.8%	13.1%	30.6%
Spain	2.7%	1.7%	7.7%	19.6%
Hong Kong	1.8%	1.2%	-12.2%	-25.8%
Singapore	1.3%	0.9%	-0.1%	-6.1%
Finland	1.0%	0.6%	-6.0%	-12.8%
Belgium	0.9%	0.6%	1.7%	-0.2%
Israel	0.7%	0.5%	12.2%	22.1%
Norway	0.6%	0.4%	-7.9%	-0.2%
Ireland	0.4%	0.2%	14.8%	16.9%
Portugal	0.2%	0.1%	-17.9%	-16.6%
New Zealand	0.2%	0.1%	-4.9%	-8.2%
Austria	0.2%	0.1%	0.5%	10.5%
Total EAFE Countries	100.0%	64.5%	5.8%	15.3%
Canada		7.7%	3.4%	12.3%
Total Developed Countries		71.9%	5.6%	15.3%
China		7.0%	-2.2%	-17.1%
India		5.0%	6.1%	36.8%
Taiwan		4.9%	12.4%	27.8%
Korea		3.5%	1.6%	14.2%
Brazil		1.4%	-7.4%	27.0%
Saudi Arabia		1.2%	4.7%	15.8%
South Africa		0.8%	-6.8%	-4.9%
Mexico		0.8%	0.5%	17.7%
Indonesia		0.5%	2.1%	3.4%
Thailand		0.4%	-8.2%	-16.4%
Malaysia		0.4%	3.0%	3.1%
United Arab Emirates		0.3%	0.4%	9.2%
Poland		0.3%	3.5%	55.3%
Qatar		0.2%	-3.6%	-1.4%
Kuwait		0.2%	8.3%	4.1%
Turkey		0.2%	14.6%	19.3%
Philippines		0.2%	6.1%	7.2%
Chile		0.1%	-4.5%	-5.9%
Greece		0.1%	6.5%	37.4%
Peru		0.1%	15.8%	46.2%
Hungary		0.1%	0.5%	47.4%
Czech Republic		0.0%	-7.7%	-7.6%
Colombia		0.0%	14.2%	48.3%
Egypt		0.0%	-29.7%	3.2%
Total Emerging Countries		27.9%	2.4%	8.2%
Total ACWixUS Countries		100.0%	4.7%	13.3%

Source: Morningstar Direct, MSCI Global Index Monitor (Returns are Net in USD)

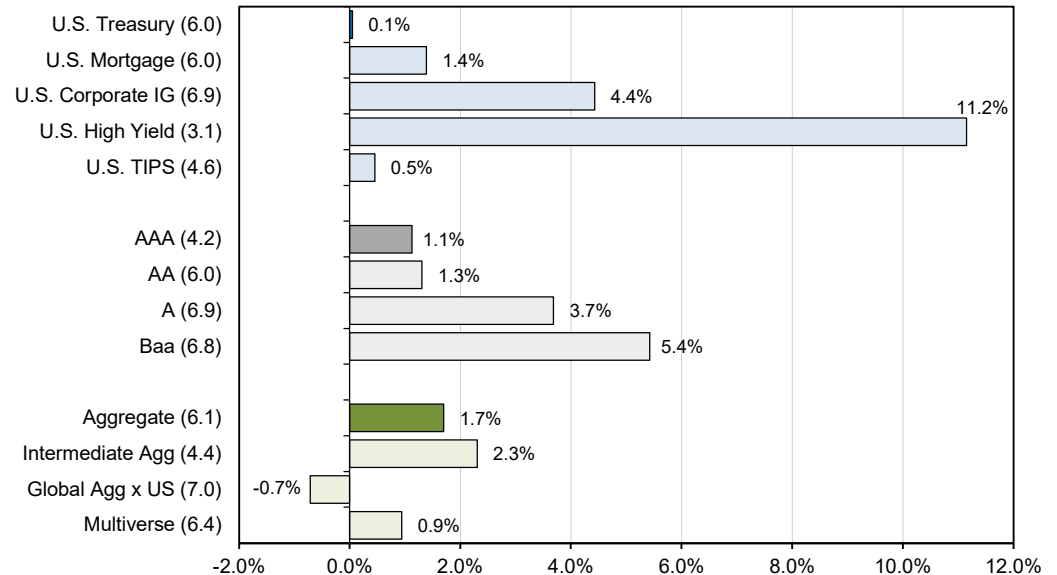
As a result of the GICS classification changes on 9/28/2018 and certain associated reporting limitations, sector performance represents backward looking performance for the prior year of each sector's current constituency, post creation of the Communication Services sector.

- Fixed-income markets pulled back slightly to start the year with many domestic and international bond indexes finishing modestly lower during the quarter. Yields remain elevated due to the Federal Reserve's decision to maintain rates at their current levels. While market expectations are that the Fed will eventually begin cutting rates in 2024, which will be a jolt to bond holder performance as yield fall, higher yields and coupon rates on bonds also are also offer an attractive stabilizing, lower-risk benefit for bond allocations in diversified portfolios.
- The Bloomberg US Aggregate Bond Index, the bellwether US investment grade benchmark, returned a mild negative result of -0.8% for the quarter. Performance across the investment grade index's segments finished the period with similar performance with the Bloomberg US Corporate Investment Grade Index returning -0.4% and the US Mortgage Index sliding by -1.0%.
- Outside of the Aggregate index's sub-components, high-yield bonds continued to rise with a return of 1.5% as credit spreads narrowed during the quarter. US TIPS fell -0.8% for the quarter. The Bloomberg Global Aggregate ex-US Index return of -3.2% for the quarter lagged all domestic fixed-income indexes as well as the multiverse benchmark's return of -1.9%.
- Over the trailing one-year period, the Bloomberg US Aggregate Bond Index climbed 1.7%. The benchmark's sub-components also posted positive performance over the trailing 12 months with the Bloomberg US Corporate Investment Grade Index rising 4.4% and the US Mortgage Index posting a more modest 1.4% return. US TIPS, which are excluded from the aggregate index, rose 0.5% for the year. High-yield corporate bonds, which have a much shorter duration, outpaced their investment grade counterparts with the Bloomberg US High Yield Index posting an equity-like return of 11.2% for the last year.
- Performance for non-US bonds were negative for the trailing year with the Bloomberg Global Aggregate ex-US Index falling by -0.7%. With foreign central banks largely tracking the Fed's tight monetary stance, the negative performance of global bonds is largely attributable to USD strength over the last year.

Quarter Performance



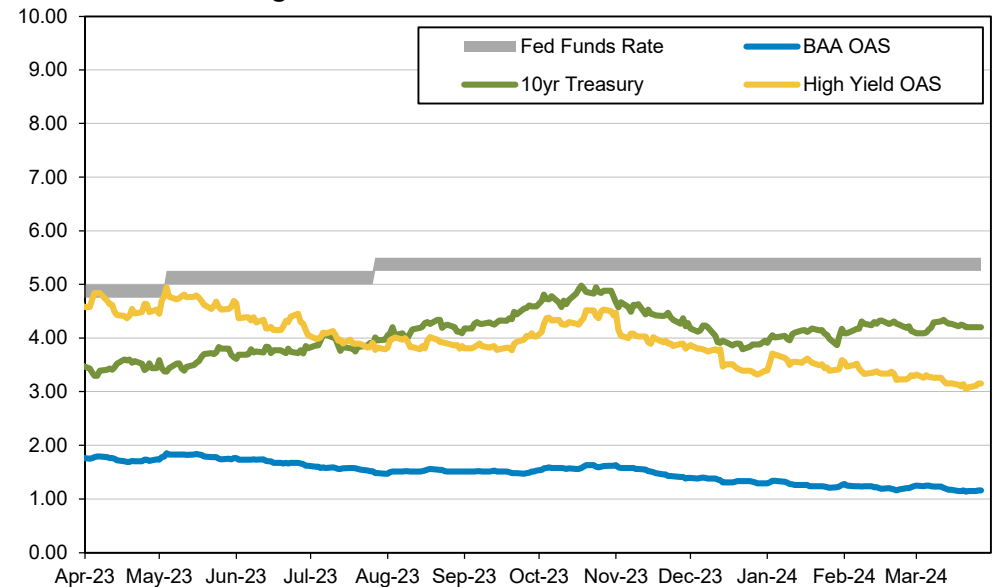
1-Year Performance



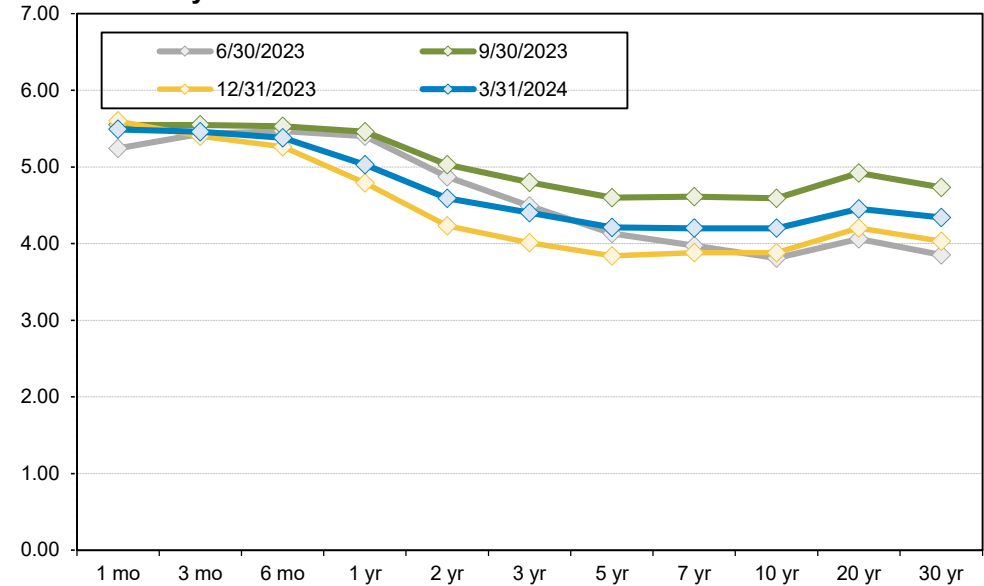
Source: Bloomberg

- The gray band across the graph illustrates the range of the current Fed Funds target rate. During the first quarter, the Federal Open Market Committee (FOMC) continued to hold the rates steady in the 5.25%-5.50% target range. The last rate increase in the current cycle occurred at the FOMC's July 2023 meeting and while their press releases have continued to push economic data-dependent outcomes, subtle press release rewordings since last July have increased the likelihood there will be no additional rate increase in this cycle. With early April's inflation surprise, the CME FedWatch tool, which forecasts rates based on Fed Fund futures pricing, is predicting two 0.25% rate cuts for 2024, with the first occurring in September. Fed officials and market participants have expressed concern about leaving rates at their current levels for an extended period could tip the US economy into a recession, but inflation remains stubbornly elevated and higher rates are the FOMC's primary inflation-fighting tool. Additionally, the FOMC continues to remove liquidity from the market by allowing bonds held on its balance sheet to mature without reinvesting maturity proceeds.
- The yield on the US 10-year Treasury (green line of the top chart) rose modestly, opening at the at 3.88% and finishing the quarter at 4.20%. The 0.32% increase was largely attributable to sticky inflation data released throughout the quarter. The benchmark's rate peaked in October 2023, cresting at just under 5.00% before pulling back in the remainder of the year.
- The blue line in the top chart illustrates changes in the Option Adjusted Spread (OAS) for BAA-rated corporate bonds. This measure quantifies the additional yield premium that investors require to purchase and hold non-US Treasury issues with the lowest investment grade rating. During the quarter, the spread narrowed from 1.29% to 1.17%, which is equivalent to falling rates for BAA bonds. The spread measure has continued to narrow over the trailing 12-month period after concerns about the regional banking sector during March 2023 caused credit spreads to spike. High-yield OAS spreads (represented by the yellow line in the top chart) have also continued to narrow from 3.39% at the end of 2023 to 3.15% at the end of March 2024. This narrowing provided an additional boost to high yield performance.
- The lower graph provides a snapshot of the US Treasury yield curve at the end of each of the last four quarters. If the anticipated rate cuts materialize in 2024, the yield curve will steepen into a positively sloped yield curve, which is the normal shape of the yield. Historically, a persistent inversion of the yield curve, as measured by the spread between 2 and 10-year Treasuries, has been a precursor of an economic recession within six to 24 months. As of quarter-end, the current yield curve inversion has persisted for 21 months.

1-Year Trailing Market Rates



Treasury Yield Curve



Source: US Department of Treasury, FRED (Federal Reserve of St. Louis), Federal Reserve of New York

[Fed Minutes Suggest Rate Hikes Are Over, but Offer No Timetable on Cuts - WSJ](#)

[Fed meeting today: Live updates on March Fed rate decision \(cnbc.com\)](#)

[CME FedWatch Tool - CME Group](#)

[Effective Federal Funds Rate - FEDERAL RESERVE BANK of NEW YORK \(newyorkfed.org\)](#)

[ICE BofA US High Yield Index Option-Adjusted Spread \(BAMLH0A0HYM2\) | FRED | St. Louis Fed \(stlouisfed.org\)](#)

[The quarter in review: what happened in the first three months of 2024? | J.P. Morgan Asset Management \(jpmorgan.com\)](#)

[When will the Federal Reserve start cutting interest rates? | J.P. Morgan Asset Management \(jpmorgan.com\)](#)

[Resource Center | U.S. Department of the Treasury](#)

[The S&P 500 Clinches Best Start to Year Since 2019 - WSJ](#)

[China's Economy Limpes Into 2024 - WSJ](#)

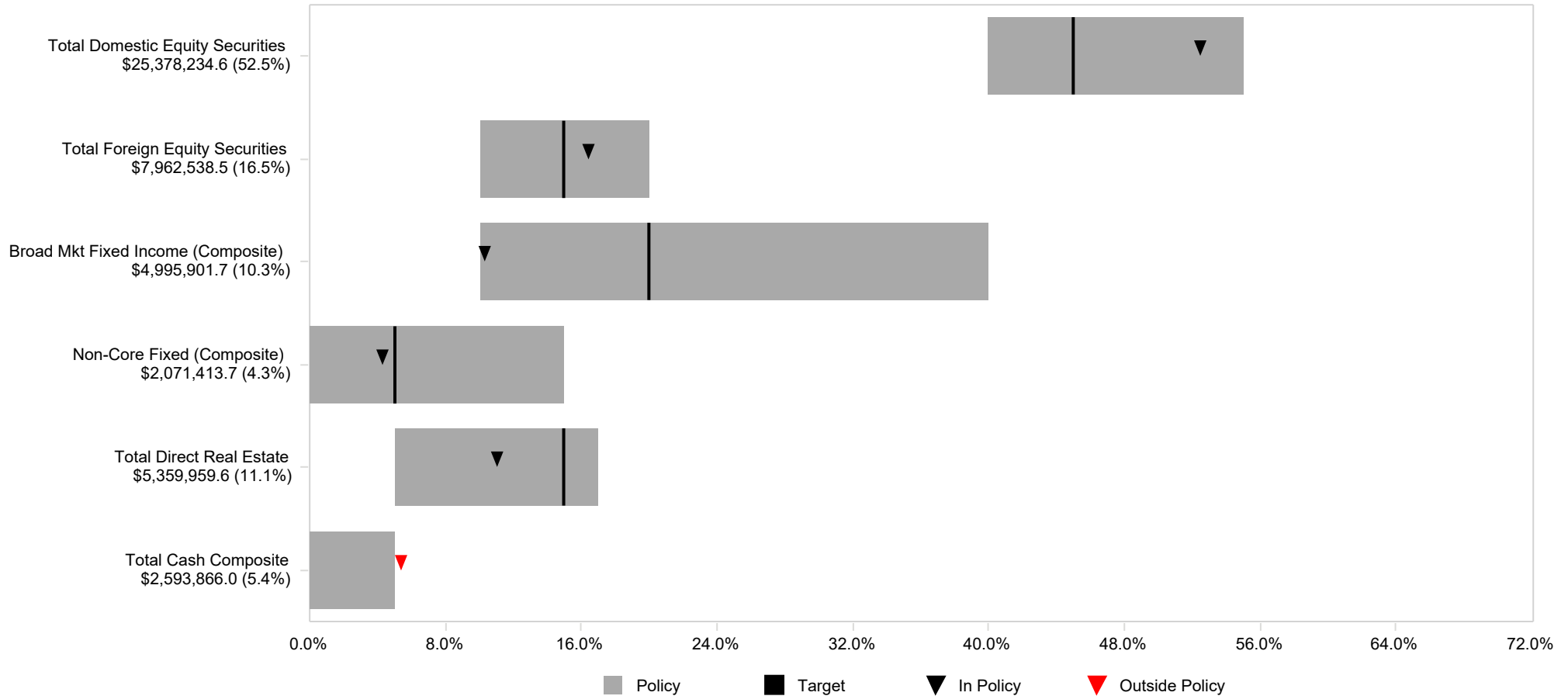
[Support Site - Global Index Lens: Index Returns - MSCI](#)

[Q1 2024 CIO Review and Outlook - Matthews Asia - Commentaries - Advisor Perspectives](#)

[Treasuries Selloff Deepens as Traders Push Back First Rate Cut - Articles - Advisor Perspectives](#)

[Federal Reserve issues FOMC statement](#)

Executive Summary

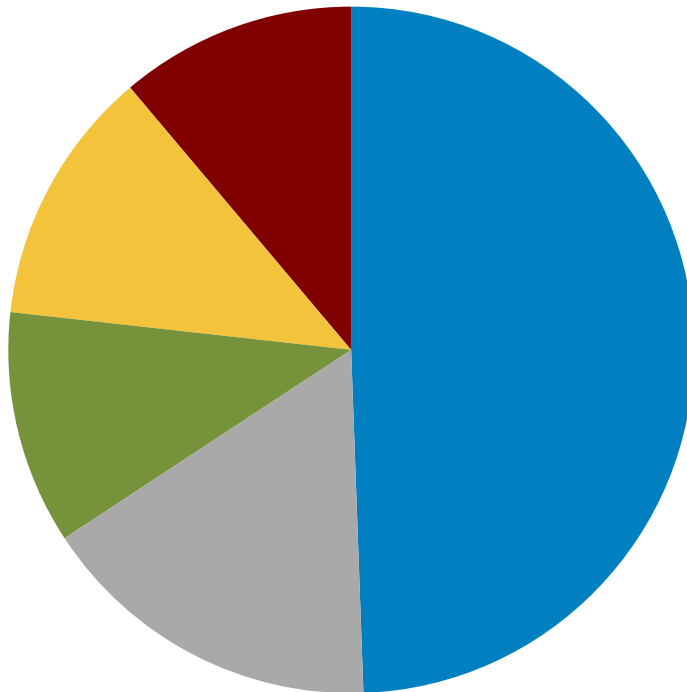


Asset Allocation Compliance

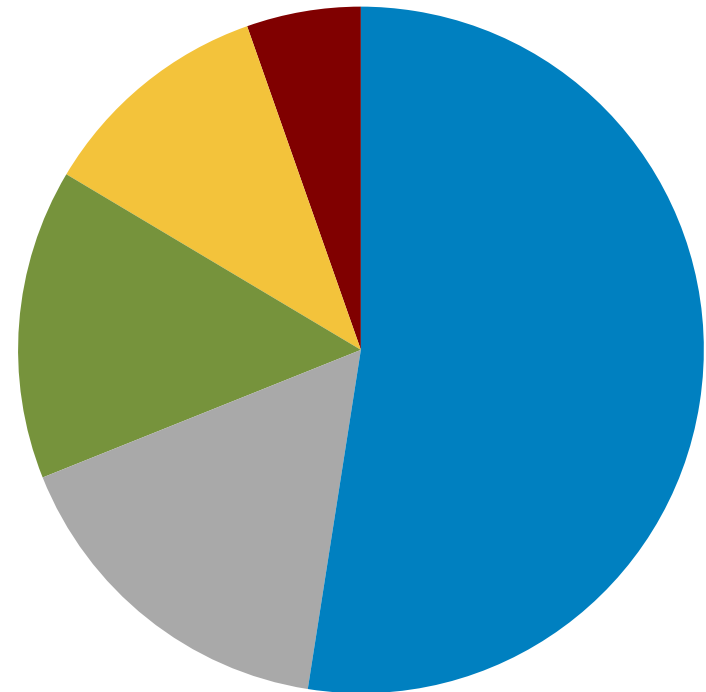
	Asset Allocation \$	Current Allocation (%)	Minimum Allocation (%)	Maximum Allocation (%)	Target Allocation (%)
Total Fund Portfolio	48,361,914	100.0	N/A	N/A	100.0
Total Domestic Equity Securities	25,378,235	52.5	40.0	55.0	45.0
Total Foreign Equity Securities	7,962,539	16.5	10.0	20.0	15.0
Broad Mkt Fixed Income (Composite)	4,995,902	10.3	10.0	40.0	20.0
Non-Core Fixed (Composite)	2,071,414	4.3	0.0	15.0	5.0
Total Direct Real Estate	5,359,960	11.1	5.0	17.0	15.0
Total Cash Composite	2,593,866	5.4	0.0	5.0	0.0

Direct Real Estate: a rebalancing redemption request was sent to Intercontinental and is in the manager's queue.

Asset Allocation By Segment as of
December 31, 2023 : \$46,174,872

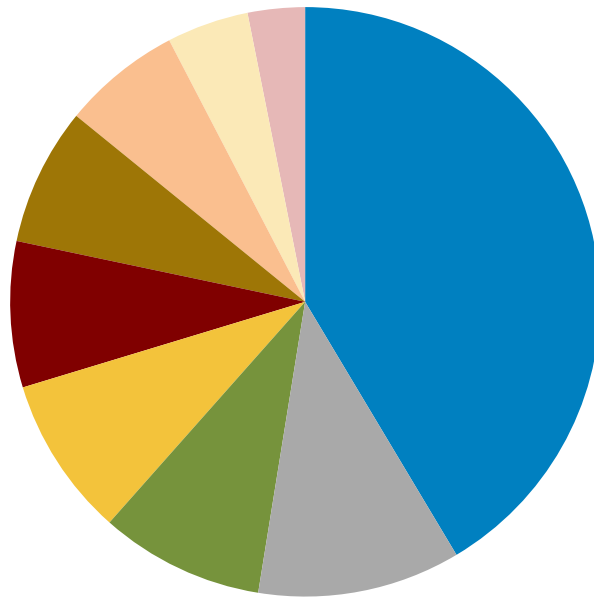


Asset Allocation By Segment as of
March 31, 2024 : \$48,361,914

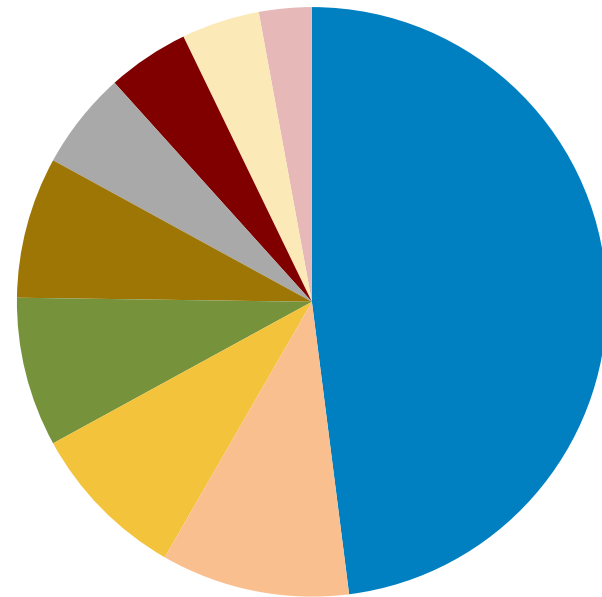


Allocation			Allocation		
Segments	Market Value	Allocation	Segments	Market Value	Allocation
Domestic Equity	22,824,386	49.4	Domestic Equity	25,378,235	52.5
Foreign Equity	7,539,524	16.3	Foreign Equity	7,962,539	16.5
Broad Mkt Fixed Income	5,079,156	11.0	Broad Mkt Fixed Income	7,067,315	14.6
Direct Real Estate	5,583,179	12.1	Direct Real Estate	5,349,475	11.1
Cash Equivalent	5,148,629	11.2	Cash Equivalent	2,604,350	5.4

Asset Allocation By Manager as of
Dec-2023 : \$46,174,872

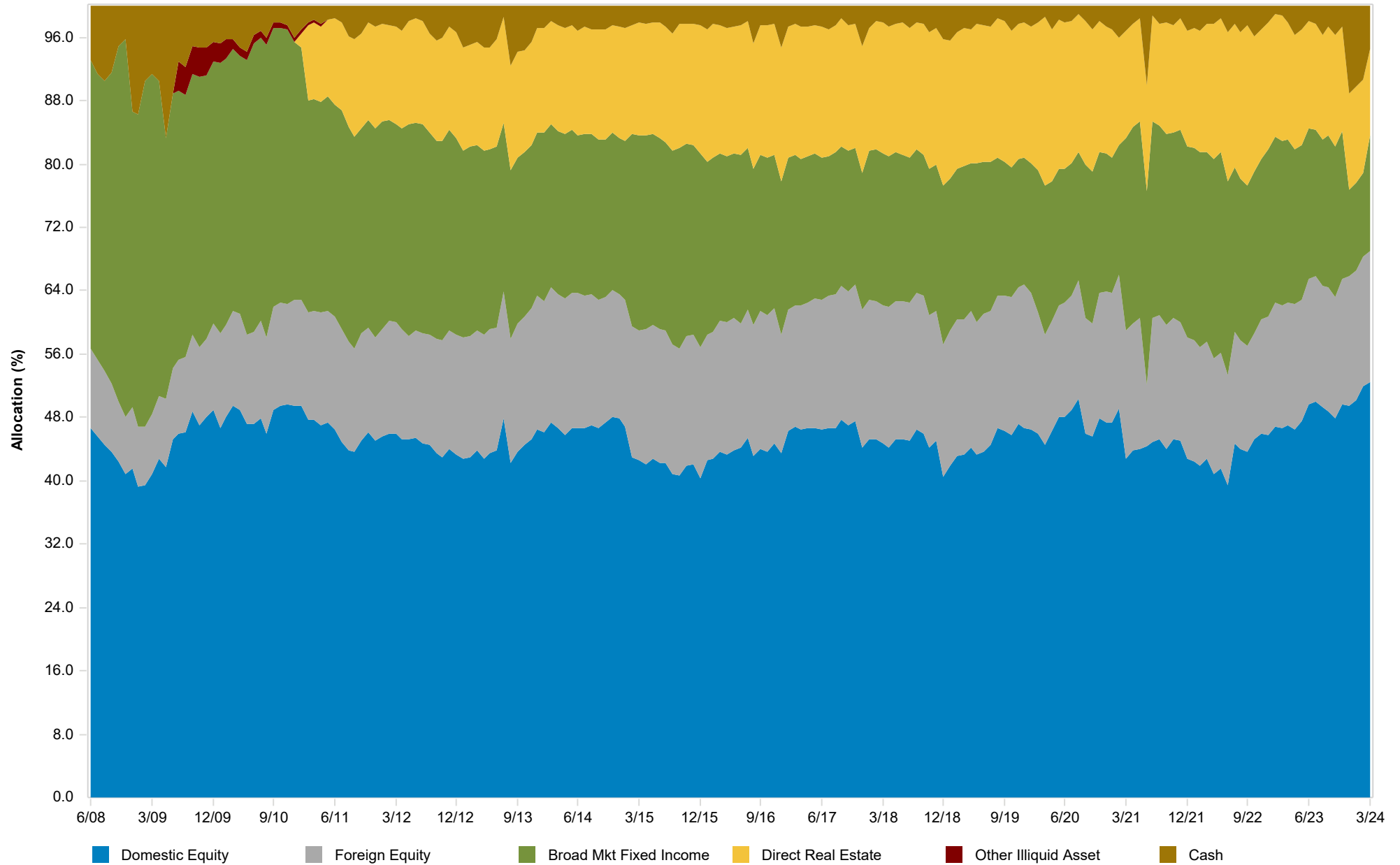


Asset Allocation By Manager as of
Mar-2024 : \$48,361,914

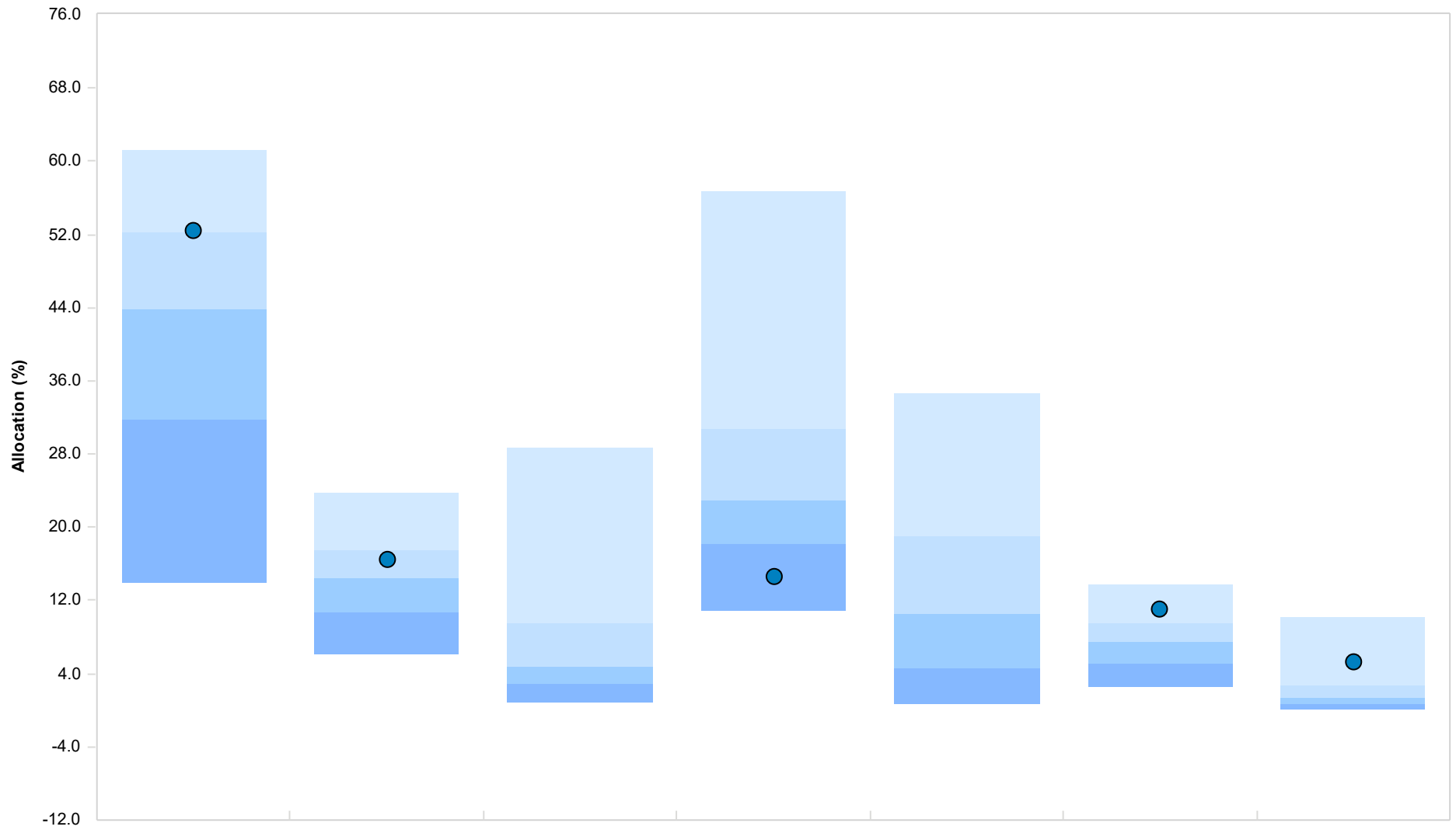


Allocation			Allocation		
	Market Value	Allocation		Market Value	Allocation
Fidelity Total Market Ix (FSKAX)	19,129,913	41.4	Fidelity Total Market Ix (FSKAX)	23,206,725	48.0
R&D Account	5,135,413	11.1	Fidelity Short Term Bond Index (FNSOX)	4,995,902	10.3
Intercontinental	4,149,178	9.0	RBC Global (Voyageur)	4,216,365	8.7
RBC Global (Voyageur)	4,052,784	8.8	Intercontinental	3,961,705	8.2
Allspring ACG R6 (EKJFX)	3,694,473	8.0	EuroPacific Growth Fund (RERGX)	3,746,174	7.7
EuroPacific Growth Fund (RERGX)	3,486,740	7.6	R&D Account	2,593,866	5.4
Fidelity Short Term Bond Index (FNSOX)	3,006,160	6.5	Allspring ACG R6 (EKJFX)	2,171,510	4.5
Fidelity Inflation-Protected Bond (FIPDX)	2,072,995	4.5	Fidelity Inflation-Protected Bond (FIPDX)	2,071,414	4.3
ARA Core Property Fund	1,445,432	3.1	ARA Core Property Fund	1,398,255	2.9
Garcia Hamilton Fixed Income	1,784	0.0	Garcia Hamilton Fixed Income	-	0.0

Asset Allocation Attributes



Plan Sponsor TF Asset Allocation
Total Fund Portfolio Vs. All Public Plans-Total Fund
As of March 31, 2024



	US Equity	Global ex-US Equity	Global Fixed Income	US Fixed	Alternatives	Total Real Estate	Cash & Equivalents
● Total Fund Portfolio	52.48 (25)	16.46 (30)	N/A	14.61 (88)	N/A	11.08 (15)	5.36 (12)
5th Percentile	61.19	23.71	28.69	56.66	34.64	13.81	10.26
1st Quartile	52.33	17.49	9.57	30.67	19.08	9.61	2.79
Median	43.75	14.51	4.74	23.01	10.58	7.49	1.45
3rd Quartile	31.80	10.70	2.86	18.22	4.60	5.05	0.70
95th Percentile	13.90	6.17	0.88	10.95	0.80	2.63	0.09

Asset Allocation History by Portfolio

Total Fund

As of March 31, 2024

Asset Allocation Attributes										
	Mar-2024		Dec-2023		Sep-2023		Jun-2023		Mar-2023	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%
Total Fund Portfolio	48,361,914	100.00	46,174,872	100.00	43,006,629	100.00	44,832,833	100.00	44,491,096	100.00
Total Equity	33,340,773	68.94	30,363,909	65.76	27,717,325	64.45	29,335,819	65.43	27,818,843	62.53
Total Domestic Equity Securities	25,378,235	52.48	22,824,386	49.43	20,941,571	48.69	22,275,054	49.68	20,899,629	46.97
Allspring ACG R6 (EKJFX)	2,171,510	4.49	3,694,473	8.00	3,885,048	9.03	4,640,659	10.35	4,185,955	9.41
Fidelity Total Market Ix (FSKAX)	23,206,725	47.99	19,129,913	41.43	17,056,524	39.66	17,634,395	39.33	16,713,674	37.57
Total Foreign Equity Securities	7,962,539	16.46	7,539,524	16.33	6,775,754	15.76	7,060,765	15.75	6,919,213	15.55
RBC Global Asset Management	4,216,365	8.72	4,052,784	8.78	3,616,724	8.41	3,688,303	8.23	3,618,209	8.13
EuroPacific Growth Fund (RERGX)	3,746,174	7.75	3,486,740	7.55	3,159,030	7.35	3,372,461	7.52	3,301,004	7.42
Total Fixed Income	7,067,315	14.61	5,080,940	11.00	8,262,974	19.21	8,560,027	19.09	9,374,628	21.07
Garcia Hamilton Fixed Income	-	0.00	1,784	0.00	6,279,283	14.60	6,521,932	14.55	6,858,831	15.42
Fidelity Inflation-Protected Bond (FIPDX)	2,071,414	4.28	2,072,995	4.49	1,983,690	4.61	2,038,095	4.55	2,515,797	5.65
Fidelity Short Term Bond Index (FNSOX)	4,995,902	10.33	3,006,160	6.51	-	0.00	-	0.00	-	0.00
Total Direct Real Estate	5,359,960	11.08	5,594,610	12.12	5,982,422	13.91	6,101,959	13.61	6,578,931	14.79
Intercontinental	3,961,705	8.19	4,149,178	8.99	4,429,070	10.30	4,496,989	10.03	4,920,388	11.06
ARA Core Property Fund	1,398,255	2.89	1,445,432	3.13	1,553,352	3.61	1,604,970	3.58	1,658,543	3.73
Cash Accounts										
R&D Account	2,593,866	5.36	5,135,413	11.12	1,043,908	2.43	835,029	1.86	718,694	1.62

Asset Allocation History by Portfolio

Total Fund

As of March 31, 2024

Asset Allocation Attributes												
	Domestic Equity		Foreign Equity		Broad Mkt Fixed Income		Direct Real Estate		Cash Equivalent		Total Fund	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%	(\$)	%
Total Fund Portfolio	25,378,235	52.48	7,962,539	16.46	7,067,315	14.61	5,349,475	11.06	2,604,350	5.39	48,361,914	100.00
Total Equity	25,378,235	76.12	7,962,539	23.88	-	-	-	-	-	-	33,340,773	68.94
Total Domestic Equity Securities	25,378,235	100.00	-	-	-	-	-	-	-	-	25,378,235	52.48
Allspring ACG R6 (EKJFX)	2,171,510	100.00	-	-	-	-	-	-	-	-	2,171,510	4.49
Fidelity Total Market Ix (FSKAX)	23,206,725	100.00	-	-	-	-	-	-	-	-	23,206,725	47.99
Total Foreign Equity Securities	-	-	7,962,539	100.00	-	-	-	-	-	-	7,962,539	16.46
RBC Global Asset Management	-	-	4,216,365	100.00	-	-	-	-	-	-	4,216,365	8.72
EuroPacific Growth Fund (RERGX)	-	-	3,746,174	100.00	-	-	-	-	-	-	3,746,174	7.75
Total Broad Mkt Fixed Income	-	-	-	-	7,067,315	100.00	-	-	-	0.00	7,067,315	14.61
Fidelity Short Term Bond Index (FNSOX)	-	-	-	-	4,995,902	100.00	-	-	-	-	4,995,902	10.33
Fidelity Inflation-Protected Bond (FIPDX)	-	-	-	-	2,071,414	100.00	-	-	-	-	2,071,414	4.28
Total Direct Real Estate	-	-	-	-	-	-	5,349,475	99.80	10,484	0.20	5,359,960	11.08
Intercontinental	-	-	-	-	-	-	3,961,705	100.00	-	-	3,961,705	8.19
ARA Core Property Fund	-	-	-	-	-	-	1,387,770	99.25	10,484	0.75	1,398,255	2.89
Cash Accounts												
R&D Account	-	-	-	-	-	-	-	-	2,593,866	100.00	2,593,866	5.36

All cash levels include accruals.

Comparative Performance Trailing Returns

Total Fund

As of March 31, 2024

Comparative Performance																				
	QTR		FYTD		YTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception	Inception Date		
Total Fund Portfolio (Net)		6.18	(15)	14.78	(32)	6.18	(15)	14.89	(38)	5.17	(20)	8.37	(31)	8.07	(32)	7.51	(20)	7.80	(50)	07/01/1991
Total Fund Policy		4.83	(56)	12.70	(69)	4.83	(56)	13.37	(62)	5.18	(20)	8.61	(23)	8.36	(21)	7.84	(12)	8.35	(22)	
Difference		1.35		2.08		1.35		1.52		-0.01		-0.24		-0.29		-0.33		-0.55		
All Public Plans-Total Fund Median		4.96		13.87		4.96		14.19		4.13		7.91		7.71		6.92		7.80		
Total Fund Portfolio (Gross)		6.24		14.81		6.24		15.09		5.67		8.88		8.62		8.12		8.35		07/01/1991
Total Fund Policy		4.83		12.70		4.83		13.37		5.18		8.61		8.36		7.84		8.35		
Difference		1.41		2.11		1.41		1.72		0.49		0.27		0.26		0.28		0.00		
Total Equity Securities		9.79		23.18		9.79		27.12		7.62		12.04		11.23		9.92		8.41		01/01/2008
Total Equity Securities Policy		8.69		21.23		8.69		25.18		7.73		12.22		11.59		10.37		8.36		
Difference		1.10		1.95		1.10		1.94		-0.11		-0.18		-0.36		-0.45		0.05		
Total Domestic Equity Securities		11.16	(26)	25.05	(23)	11.16	(26)	31.26	(22)	10.01	(24)	14.35	(20)	13.14	(24)	11.72	(24)	9.60	(30)	01/01/2008
Russell 3000 Index		10.02	(38)	23.30	(35)	10.02	(38)	29.29	(28)	9.78	(27)	14.34	(21)	13.45	(22)	12.33	(19)	10.16	(21)	
Difference		1.14		1.75		1.14		1.97		0.23		0.01		-0.31		-0.61		-0.56		
IM U.S. Equity (MF) Median		8.78		21.10		8.78		22.49		7.05		10.92		10.11		9.18		8.53		
Total Foreign Equity Securities		5.62	(46)	17.54	(36)	5.62	(46)	15.13	(46)	0.95	(82)	5.37	(94)	5.84	(85)	4.88	(78)	4.75	(38)	01/01/2008
Total Foreign Equity Securities Policy		4.69	(63)	14.90	(63)	4.69	(63)	13.26	(59)	1.94	(75)	6.12	(84)	6.13	(82)	4.57	(85)	2.77	(96)	
Difference		0.93		2.64		0.93		1.87		-0.99		-0.75		-0.29		0.31		1.98		
IM International Large Cap Equity (SA+CF) Median		5.36		16.23		5.36		14.21		3.99		7.89		7.39		5.72		4.38		

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Comparative Performance Trailing Returns

Total Fund

As of March 31, 2024

	QTR	FYTD	YTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Total Fixed Income	-0.09 (17)	6.37 (53)	-0.09 (17)	1.52 (88)	-0.48 (5)	1.86 (9)	2.19 (9)	2.31 (19)	3.90 (10)	01/01/2008
Total Fixed Income Policy	0.09 (10)	5.44 (96)	0.09 (10)	2.39 (45)	-1.03 (9)	1.29 (22)	1.69 (36)	1.97 (57)	3.01 (74)	
Difference	-0.18	0.93	-0.18	-0.87	0.55	0.57	0.50	0.34	0.89	
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	-0.47	6.40	-0.47	2.25	-2.11	0.91	1.56	2.01	3.33	
Broad Mkt Fixed Income	-0.05 (14)	7.14 (9)	-0.05 (14)	2.08 (62)	0.06 (3)	2.20 (6)	2.43 (7)	2.48 (10)	4.01 (6)	01/01/2008
Total Broad Market Fixed Income Policy	0.14 (9)	5.64 (93)	0.14 (9)	2.87 (28)	-0.92 (8)	1.30 (20)	1.74 (32)	2.02 (48)	3.04 (73)	
Difference	-0.19	1.50	-0.19	-0.79	0.98	0.90	0.69	0.46	0.97	
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	-0.47	6.40	-0.47	2.25	-2.11	0.91	1.56	2.01	3.33	
Non-Core Fixed	-0.08 (78)	4.42 (56)	-0.08 (78)	0.25 (68)	N/A	N/A	N/A	N/A	-2.43 (58)	10/01/2021
Bloomberg U.S. TIPS Index	-0.08 (79)	4.62 (44)	-0.08 (79)	0.46 (62)	-0.53 (68)	2.49 (81)	2.29 (87)	2.21 (63)	-2.58 (65)	
Difference	0.00	-0.20	0.00	-0.21	N/A	N/A	N/A	N/A	0.15	
IM U.S. TIPS (MF) Median	0.15	4.55	0.15	1.73	0.08	3.03	2.60	2.32	-1.97	
Total Direct Real Estate	-3.33 (88)	-9.59 (86)	-3.33 (88)	-15.23 (82)	2.32 (72)	3.50 (64)	5.18 (52)	7.53 (41)	9.04 (42)	01/01/2011
Direct Real Estate Policy	-2.37 (69)	-7.08 (71)	-2.37 (69)	-11.29 (63)	3.37 (52)	3.66 (62)	4.59 (66)	6.36 (72)	7.68 (79)	
Difference	-0.96	-2.51	-0.96	-3.94	-1.05	-0.16	0.59	1.17	1.36	
IM U.S. Open End Private Real Estate (SA+CF) Median	-2.08	-5.59	-2.08	-9.73	3.45	3.81	5.23	7.16	8.86	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Comparative Performance Trailing Returns

Total Fund

As of March 31, 2024

	QTR	FYTD	YTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Total Domestic Equity Securities	11.16 (33)	25.05 (33)	11.16 (33)	31.26 (30)	10.01 (41)	14.35 (35)	13.14 (42)	11.72 (42)	9.60 (59)	01/01/2008
Russell 3000 Index	10.02 (54)	23.30 (49)	10.02 (54)	29.29 (40)	9.78 (44)	14.34 (35)	13.45 (36)	12.33 (32)	10.16 (48)	
Difference	1.14	1.75	1.14	1.97	0.23	0.01	-0.31	-0.61	-0.56	
IM U.S. All Cap Equity (SA+CF+MF) Median	10.13	23.18	10.13	27.04	9.35	13.01	12.37	11.17	10.10	
Allspring ACG R6 (EKJFX)	16.65 (5)	32.78 (12)	16.65 (5)	39.54 (53)	5.22 (91)	13.28 (87)	15.43 (63)	12.61 (82)	13.40 (83)	09/01/2013
Russell 1000 Growth Index	11.41 (67)	27.19 (67)	11.41 (67)	39.00 (58)	12.50 (8)	18.52 (9)	18.06 (10)	15.98 (6)	16.72 (8)	
Difference	5.24	5.59	5.24	0.54	-7.28	-5.24	-2.63	-3.37	-3.32	
IM U.S. Large Cap Growth Equity (MF) Median	12.60	28.74	12.60	39.96	9.52	15.73	15.85	13.96	14.86	
Fidelity Total Market Ix (FSKAX)	10.05 (70)	23.43 (65)	10.05 (70)	29.41 (66)	N/A	N/A	N/A	N/A	7.00 (73)	08/01/2021
Dow Jones U.S. Total Stock Market Index	10.05 (70)	23.40 (65)	10.05 (70)	29.35 (66)	9.63 (86)	14.23 (75)	13.36 (72)	12.24 (76)	6.95 (75)	
Difference	0.00	0.03	0.00	0.06	N/A	N/A	N/A	N/A	0.05	
IM U.S. Large Cap Core Equity (MF) Median	10.86	24.14	10.86	30.35	11.10	15.03	14.16	12.80	8.29	
Total Foreign Equity Securities	5.62 (46)	17.54 (36)	5.62 (46)	15.13 (46)	0.95 (82)	5.37 (94)	5.84 (85)	4.88 (78)	4.75 (38)	01/01/2008
Total Foreign Equity Securities Policy	4.69 (63)	14.90 (63)	4.69 (63)	13.26 (59)	1.94 (75)	6.12 (84)	6.13 (82)	4.57 (85)	2.77 (96)	
Difference	0.93	2.64	0.93	1.87	-0.99	-0.75	-0.29	0.31	1.98	
IM International Large Cap Equity (SA+CF) Median	5.36	16.23	5.36	14.21	3.99	7.89	7.39	5.72	4.38	
RBC Global Asset Management	4.06 (46)	16.63 (13)	4.06 (46)	16.63 (29)	3.45 (71)	6.93 (58)	6.95 (43)	5.68 (33)	6.19 (15)	01/01/2008
MSCI EAFE (Net) Index	5.78 (23)	16.81 (10)	5.78 (23)	15.32 (45)	4.78 (53)	7.33 (51)	6.70 (55)	4.80 (69)	3.08 (82)	
Difference	-1.72	-0.18	-1.72	1.31	-1.33	-0.40	0.25	0.88	3.11	
MSCI EAFE Value Index (Net)	4.48 (42)	13.07 (56)	4.48 (42)	17.32 (23)	6.59 (27)	6.39 (76)	5.30 (83)	3.49 (93)	2.11 (98)	
Difference	-0.42	3.56	-0.42	-0.69	-3.14	0.54	1.65	2.19	4.08	
IM International Large Cap Value Equity (SA+CF) Median	3.90	13.40	3.90	14.29	5.15	7.37	6.83	5.21	4.19	
EuroPacific Growth Fund (RERGX)	7.44 (47)	18.59 (52)	7.44 (47)	13.49 (52)	N/A	N/A	N/A	N/A	-2.12 (77)	08/01/2021
MSCI AC World ex USA (Net)	4.69 (86)	14.90 (89)	4.69 (86)	13.26 (55)	1.94 (62)	5.97 (95)	5.88 (98)	4.25 (98)	0.78 (48)	
Difference	2.75	3.69	2.75	0.23	N/A	N/A	N/A	N/A	-2.90	
MSCI AC World ex USA Growth (Net)	5.91 (63)	17.69 (55)	5.91 (63)	11.22 (69)	-0.76 (84)	6.24 (95)	6.69 (97)	5.12 (86)	-2.65 (81)	
Difference	1.53	0.90	1.53	2.27	N/A	N/A	N/A	N/A	0.53	
IM International Large Cap Growth Equity (MF) Median	7.18	18.85	7.18	14.00	2.97	8.46	8.12	6.15	0.60	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Comparative Performance Trailing Returns

Total Fund

As of March 31, 2024

	QTR	FYTD	YTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Broad Mkt Fixed Income	-0.05 (14)	7.14 (9)	-0.05 (14)	2.08 (62)	0.06 (3)	2.20 (6)	2.43 (7)	2.48 (10)	4.01 (6)	01/01/2008
Total Broad Market Fixed Income Policy	0.14 (9)	5.64 (93)	0.14 (9)	2.87 (28)	-0.92 (8)	1.30 (20)	1.74 (32)	2.02 (48)	3.04 (73)	
Difference	-0.19	1.50	-0.19	-0.79	0.98	0.90	0.69	0.46	0.97	
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	-0.47	6.40	-0.47	2.25	-2.11	0.91	1.56	2.01	3.33	
Fidelity Short Term Bond Index (FNSOX)	0.18 (96)	N/A	0.18 (96)	N/A	N/A	N/A	N/A	N/A	0.18 (96)	01/01/2024
Bloomberg 1-5 Year Gov/Credit Idx	0.14 (97)	3.58 (65)	0.14 (97)	3.16 (93)	-0.38 (97)	1.24 (93)	1.41 (90)	1.40 (87)	0.14 (97)	
Difference	0.04	N/A	0.04	N/A	N/A	N/A	N/A	N/A	0.04	
IM U.S. Short Duration Fixed Income (MF) Median	1.11	3.83	1.11	5.56	1.40	2.28	2.30	2.08	1.11	
Non-Core Fixed	-0.08 (78)	4.42 (56)	-0.08 (78)	0.25 (68)	N/A	N/A	N/A	N/A	-2.43 (58)	10/01/2021
Bloomberg U.S. TIPS Index	-0.08 (79)	4.62 (44)	-0.08 (79)	0.46 (62)	-0.53 (68)	2.49 (81)	2.29 (87)	2.21 (63)	-2.58 (65)	
Difference	0.00	-0.20	0.00	-0.21	N/A	N/A	N/A	N/A	0.15	
IM U.S. TIPS (MF) Median	0.15	4.55	0.15	1.73	0.08	3.03	2.60	2.32	-1.97	
Fidelity Inflation-Protected Bond (FIPDX)	-0.08 (78)	4.42 (56)	-0.08 (78)	0.25 (68)	N/A	N/A	N/A	N/A	-2.73 (75)	10/01/2021
Bloomberg U.S. TIPS Index	-0.08 (79)	4.62 (44)	-0.08 (79)	0.46 (62)	-0.53 (68)	2.49 (81)	2.29 (87)	2.21 (63)	-2.58 (65)	
Difference	0.00	-0.20	0.00	-0.21	N/A	N/A	N/A	N/A	-0.15	
IM U.S. TIPS (MF) Median	0.15	4.55	0.15	1.73	0.08	3.03	2.60	2.32	-1.97	
Total Direct Real Estate	-3.33 (88)	-9.59 (86)	-3.33 (88)	-15.23 (82)	2.32 (72)	3.50 (64)	5.18 (52)	7.53 (41)	9.04 (42)	01/01/2011
Direct Real Estate Policy	-2.37 (69)	-7.08 (71)	-2.37 (69)	-11.29 (63)	3.37 (52)	3.66 (62)	4.59 (66)	6.36 (72)	7.68 (79)	
Difference	-0.96	-2.51	-0.96	-3.94	-1.05	-0.16	0.59	1.17	1.36	
IM U.S. Open End Private Real Estate (SA+CF) Median	-2.08	-5.59	-2.08	-9.73	3.45	3.81	5.23	7.16	8.86	
Intercontinental	-3.72 (89)	-10.12 (87)	-3.72 (89)	-16.30 (87)	1.87 (74)	3.35 (66)	5.17 (52)	7.70 (21)	9.35 (N/A)	02/01/2011
Direct Real Estate Policy	-2.37 (69)	-7.08 (71)	-2.37 (69)	-11.29 (63)	3.37 (52)	3.66 (62)	4.59 (66)	6.36 (72)	7.74 (N/A)	
Difference	-1.35	-3.04	-1.35	-5.01	-1.50	-0.31	0.58	1.34	1.61	
IM U.S. Open End Private Real Estate (SA+CF) Median	-2.08	-5.59	-2.08	-9.73	3.45	3.81	5.23	7.16	N/A	
American Core Realty Fund	-2.22 (67)	-8.08 (76)	-2.22 (67)	-12.11 (67)	3.58 (46)	3.74 (53)	4.97 (62)	6.74 (60)	8.22 (69)	01/01/2011
Direct Real Estate Policy	-2.37 (69)	-7.08 (71)	-2.37 (69)	-11.29 (63)	3.37 (52)	3.66 (62)	4.59 (66)	6.36 (72)	7.68 (79)	
Difference	0.15	-1.00	0.15	-0.82	0.21	0.08	0.38	0.38	0.54	
IM U.S. Open End Private Real Estate (SA+CF) Median	-2.08	-5.59	-2.08	-9.73	3.45	3.81	5.23	7.16	8.86	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Financial Reconciliation Quarter to Date

Total Fund

1 Quarter Ending March 31, 2024

Financial Reconciliation									
	Market Value 01/01/2024	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 03/31/2024
Total Fund Portfolio	46,174,872	-	579,951	-1,177,632	-22,065	-36,431	113,123	2,730,097	48,361,914
Total Equity Securities	30,363,909	8,998	-	-	-8,998	-919	35,266	2,942,517	33,340,773
Total Domestic Equity Securities	22,824,386	-	-	-	-	-	-	2,553,849	25,378,235
Fidelity Total Market Ix (FSKAX)	19,129,913	2,100,000	-	-	-	-	-	1,976,813	23,206,725
Allspring ACG R6 (EKJFX)	3,694,473	-2,100,000	-	-	-	-	-	577,037	2,171,510
Total Foreign Equity Securities	7,539,524	8,998	-	-	-8,998	-919	35,266	388,668	7,962,539
RBC Global Asset Management	4,052,784	8,998	-	-	-8,998	-919	35,266	129,234	4,216,365
EuroPacific Growth Fund (RERGX)	3,486,740	-	-	-	-	-	-	259,434	3,746,174
Total Fixed Income	5,080,940	1,985,746	-	-	-	-	13,184	-12,555	7,067,315
Garcia Hamilton Fixed Income	1,784	-307	-	-	-	-	-1,477	-	-
Fidelity Inflation-Protected Bond (FIPDX)	2,072,995	-	-	-	-	-	715	-2,296	2,071,414
Fidelity Short Term Bond Index (FNSOX)	3,006,160	1,986,054	-	-	-	-	13,946	-10,259	4,995,902
Total Direct Real Estate	5,594,610	-39,626	-	-	-9,499	-	14,340	-199,865	5,359,960
Intercontinental	4,149,178	-28,195	-	-	-5,643	-	-	-153,635	3,961,705
ARA Core Property Fund	1,445,432	-11,431	-	-	-3,856	-	14,340	-46,230	1,398,255
Cash Accounts									
R&D Account	5,135,413	-1,955,118	579,951	-1,177,632	-3,568	-35,512	50,333	-	2,593,866

Financial Reconciliation Fiscal Year to Date

Total Fund

October 1, 2023 To March 31, 2024

Financial Reconciliation									
	Market Value 10/01/2023	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 03/31/2024
Total Fund Portfolio	43,006,629	-	1,459,802	-2,351,523	1,452	-68,557	1,349,317	4,964,795	48,361,914
Total Equity Securities	27,717,325	-691,068	-	-	-17,852	-1,600	1,114,721	5,219,247	33,340,773
Total Domestic Equity Securities	20,941,571	-708,921	-	-	-	-	944,138	4,201,446	25,378,235
Fidelity Total Market Ix (FSKAX)	17,056,524	2,100,000	-	-	-	-	235,217	3,814,984	23,206,725
Allspring ACG R6 (EKJFX)	3,885,048	-2,808,921	-	-	-	-	708,921	386,462	2,171,510
Total Foreign Equity Securities	6,775,754	17,852	-	-	-17,852	-1,600	170,584	1,017,801	7,962,539
RBC Global Asset Management	3,616,724	17,852	-	-	-17,852	-1,600	50,410	550,830	4,216,365
EuroPacific Growth Fund (RERGX)	3,159,030	-	-	-	-	-	120,174	466,970	3,746,174
Total Fixed Income	8,262,974	-1,670,206	-	-	-3,923	-624	133,359	345,736	7,067,315
Garcia Hamilton Fixed Income	6,279,283	-6,648,644	-	-	-3,923	-624	41,578	332,330	-
Fidelity Inflation-Protected Bond (FIPDX)	1,983,690	-	-	-	-	-	70,219	17,504	2,071,414
Fidelity Short Term Bond Index (FNSOX)	-	4,978,438	-	-	-	-	21,562	-4,098	4,995,902
Total Direct Real Estate	5,982,422	-78,825	-	-	26,795	-	29,757	-600,189	5,359,960
Intercontinental	4,429,070	-55,748	-	-	34,637	-	-	-446,254	3,961,705
ARA Core Property Fund	1,553,352	-23,077	-	-	-7,842	-	29,757	-153,935	1,398,255
Cash Accounts									
R&D Account	1,043,908	2,440,099	1,459,802	-2,351,523	-3,568	-66,332	71,480	-	2,593,866

Comparative Performance Fiscal Year Returns

Total Fund

As of March 31, 2024

Comparative Performance													
	Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014			
Total Fund Portfolio (Net)	10.19 (59)	-12.82 (27)	26.83 (2)	3.72 (95)	1.34 (96)	9.81 (17)	12.65 (30)	9.45 (49)	2.22 (4)	8.70 (81)			
Total Fund Policy	10.42 (54)	-11.94 (19)	19.52 (58)	10.33 (32)	5.09 (19)	8.67 (37)	11.96 (47)	11.01 (9)	0.20 (24)	11.05 (21)			
Difference	-0.23	-0.88	7.31	-6.61	-3.75	1.14	0.69	-1.56	2.02	-2.35			
All Public Plans-Total Fund Median	10.63	-14.84	19.90	8.75	3.99	8.00	11.83	9.40	-0.64	9.77			
Total Fund Portfolio (Gross)	10.55	-12.08	27.33	4.23	2.02	10.41	13.43	10.24	2.92	9.45			
Total Fund Policy	10.42	-11.94	19.52	10.33	5.09	8.67	11.96	11.01	0.20	11.05			
Difference	0.13	-0.14	7.81	-6.10	-3.07	1.74	1.47	-0.77	2.72	-1.60			
Total Equity Securities	22.42	-22.29	42.30	3.39	-1.90	13.89	18.76	11.77	0.02	10.93			
Total Equity Securities Policy	20.60	-19.83	29.89	12.05	2.04	13.62	19.14	13.68	-3.37	14.53			
Difference	1.82	-2.46	12.41	-8.66	-3.94	0.27	-0.38	-1.91	3.39	-3.60			
Total Domestic Equity Securities	22.04 (25)	-19.77 (66)	43.70 (13)	7.77 (55)	-0.75 (72)	16.69 (45)	17.47 (65)	12.10 (55)	1.65 (31)	13.50 (79)			
Russell 3000 Index	20.46 (36)	-17.63 (59)	31.88 (53)	15.00 (37)	2.92 (42)	17.58 (41)	18.71 (53)	14.96 (26)	-0.49 (46)	17.76 (41)			
Difference	1.58	-2.14	11.82	-7.23	-3.67	-0.89	-1.24	-2.86	2.14	-4.26			
IM U.S. All Cap Equity (SA+CF+MF) Median	18.57	-16.25	32.18	9.86	1.99	15.51	18.90	12.66	-0.83	17.14			
Manning & Napier Equity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Russell 3000 Value Index	14.05 (65)	-11.79 (49)	36.64 (62)	-5.67 (69)	3.10 (44)	9.46 (75)	15.53 (66)	16.38 (33)	-4.22 (66)	17.66 (27)			
Difference	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
IM U.S. All Cap Value Equity (SA+CF) Median	17.29	-12.10	39.55	-2.53	1.58	11.91	17.69	14.43	-2.76	15.35			
ICC Multi-Cap Equity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Russell 3000 Index	20.46 (55)	-17.63 (79)	31.88 (40)	15.00 (41)	2.92 (52)	17.58 (49)	18.71 (56)	14.96 (29)	-0.49 (62)	17.76 (70)			
Difference	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
IM U.S. Large Cap Core Equity (SA+CF) Median	20.81	-15.00	30.77	13.41	3.15	17.47	19.04	13.18	0.10	19.33			
S&P 500 Index Fund (VIFSX)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
S&P 500 Index	21.62 (3)	-15.47 (1)	30.00 (2)	15.15 (8)	4.25 (10)	17.91 (2)	18.61 (2)	15.43 (4)	-0.61 (2)	19.73 (1)			
Difference	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
IM S&P 500 Index (MF) Median	21.28	-15.72	29.60	14.81	3.94	17.52	18.17	14.99	-1.04	19.23			
GAMCO All Cap Value (Equity)	N/A	N/A	N/A	N/A	N/A	6.66 (89)	15.89 (63)	12.90 (60)	1.27 (14)	15.44 (50)			
Russell 3000 Value Index	14.05 (65)	-11.79 (48)	36.64 (62)	-5.67 (69)	3.10 (44)	9.46 (75)	15.53 (66)	16.38 (33)	-4.22 (66)	17.66 (27)			
Difference	N/A	N/A	N/A	N/A	N/A	-2.80	0.36	-3.48	5.49	-2.22			
IM U.S. All Cap Value Equity (SA+CF) Median	17.29	-12.32	39.55	-2.53	1.58	11.91	17.69	14.51	-2.76	15.35			

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Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Comparative Performance Fiscal Year Returns

Total Fund

As of March 31, 2024

	Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014
Vanguard S&P Mid-Cap 400 Index (VSPMX)	N/A	N/A	N/A	-2.23 (29)	-2.55 (33)	14.14 (27)	17.43 (40)	15.26 (23)	1.34 (16)	11.86 (18)
S&P MidCap 400 Index	15.51 (27)	-15.25 (39)	43.68 (60)	-2.16 (29)	-2.49 (32)	14.21 (27)	17.52 (39)	15.33 (23)	1.40 (16)	11.82 (18)
Difference	N/A	N/A	N/A	-0.07	-0.06	-0.07	-0.09	-0.07	-0.06	0.04
IM U.S. SMID Cap Core Equity (MF) Median	13.71	-17.06	44.98	-5.88	-4.78	10.92	16.89	12.22	-1.36	9.35
Dodge & Cox Stock Fund (DODGX)	N/A	-13.09 (77)	50.41 (5)	-2.39 (46)	N/A	N/A	N/A	N/A	N/A	N/A
Russell 1000 Value Index	14.44 (57)	-11.36 (67)	35.01 (41)	-5.03 (72)	4.00 (41)	9.45 (70)	15.12 (80)	16.19 (20)	-4.42 (48)	18.89 (15)
Difference	N/A	-1.73	15.40	2.64	N/A	N/A	N/A	N/A	N/A	N/A
IM U.S. Large Cap Value Equity (MF) Median	15.11	-9.58	33.01	-2.87	3.14	11.93	17.34	13.33	-4.54	17.04
Allspring ACG R6 (EKJFX)	17.90 (57)	-32.77 (99)	27.84 (70)	31.84 (1)	3.52 (32)	31.23 (1)	20.39 (21)	6.72 (85)	1.69 (20)	12.97 (78)
Russell 1000 Growth Index	27.72 (2)	-22.59 (87)	27.32 (73)	37.53 (1)	3.71 (31)	26.30 (2)	21.94 (11)	13.76 (24)	3.17 (11)	19.15 (19)
Difference	-9.82	-10.18	0.52	-5.69	-0.19	4.93	-1.55	-7.04	-1.48	-6.18
IM U.S. Multi-Cap Core Equity (MF) Median	18.77	-17.28	30.69	11.14	1.48	15.61	18.24	11.19	-1.56	16.32
Vanguard 500 Index (VFIAX)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
S&P 500 Index	21.62 (3)	-15.47 (1)	30.00 (2)	15.15 (8)	4.25 (10)	17.91 (2)	18.61 (2)	15.43 (4)	-0.61 (2)	19.73 (1)
Difference	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM S&P 500 Index (MF) Median	21.28	-15.72	29.60	14.81	3.94	17.52	18.17	14.99	-1.04	19.23
Fidelity Total Market Ix (FSKAX)	20.56 (66)	-18.03 (81)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dow Jones U.S. Total Stock Market Index	20.49 (66)	-18.05 (82)	32.13 (20)	14.77 (56)	2.81 (68)	17.58 (52)	18.67 (59)	14.93 (38)	-0.55 (52)	17.69 (65)
Difference	0.07	0.02	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM U.S. Large Cap Core Equity (MF) Median	21.74	-16.61	29.82	15.63	4.20	17.72	19.38	14.18	-0.51	18.67

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Comparative Performance Fiscal Year Returns

Total Fund

As of March 31, 2024

	Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014
Total Foreign Equity Securities	23.75 (48)	-29.36 (80)	39.23 (7)	-9.12 (95)	-5.36 (84)	6.78 (16)	22.66 (30)	10.75 (29)	-4.36 (28)	4.04 (69)
Total Foreign Equity Securities Policy	20.39 (70)	-25.17 (50)	23.92 (66)	3.41 (55)	-0.72 (42)	2.25 (54)	20.15 (51)	9.80 (36)	-11.78 (87)	5.22 (54)
Difference	3.36	-4.19	15.31	-12.53	-4.64	4.53	2.51	0.95	7.42	-1.18
IM International Large Cap Equity (SA+CF) Median	23.30	-25.23	26.11	4.60	-1.65	2.62	20.20	8.59	-6.91	5.52
RBC Global Asset Management	27.57 (57)	-25.79 (74)	39.43 (15)	-9.12 (87)	-5.36 (73)	6.78 (4)	22.66 (36)	10.75 (29)	-4.36 (21)	10.08 (7)
MSCI EAFE (Net) Index	25.65 (68)	-25.13 (72)	25.73 (75)	0.49 (27)	-1.34 (32)	2.74 (30)	19.10 (58)	6.52 (70)	-8.66 (44)	4.25 (70)
Difference	1.92	-0.66	13.70	-9.61	-4.02	4.04	3.56	4.23	4.30	5.83
MSCI EAFE Value Index (Net)	31.51 (34)	-20.16 (25)	30.66 (52)	-11.93 (94)	-4.92 (67)	-0.36 (76)	22.55 (37)	3.52 (89)	-12.60 (80)	5.65 (52)
Difference	-3.94	-5.63	8.77	2.81	-0.44	7.14	0.11	7.23	8.24	4.43
IM International Large Cap Value Equity (SA+CF) Median	28.80	-22.72	31.24	-5.37	-3.18	1.35	20.93	8.42	-9.29	5.84
Baring International Portfolio	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Foreign Equity Securities Policy	20.39 (36)	-25.17 (21)	23.92 (46)	3.41 (95)	-0.72 (64)	2.25 (85)	20.15 (44)	9.80 (49)	-11.78 (96)	5.22 (48)
Difference	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM International Large Cap Growth Equity (SA+CF) Median	19.34	-29.99	23.26	18.47	1.30	6.09	19.41	9.71	-4.50	5.05
EuroPacific Growth Fund (RERGX)	19.64 (59)	-32.85 (83)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MSCI AC World ex USA (Net)	20.39 (45)	-25.17 (17)	23.92 (35)	3.00 (91)	-1.23 (82)	1.76 (69)	19.61 (40)	9.26 (38)	-12.16 (99)	4.77 (59)
Difference	-0.75	-7.68	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MSCI AC World ex USA Growth (Net)	15.84 (92)	-30.22 (63)	16.95 (90)	17.54 (42)	2.03 (55)	3.08 (58)	17.68 (66)	11.50 (16)	-8.12 (80)	4.29 (62)
Difference	3.80	-2.63	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM International Large Cap Growth Equity (MF) Median	20.18	-27.88	21.91	15.53	2.71	3.54	18.85	8.67	-4.54	5.59

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Comparative Performance Fiscal Year Returns

Total Fund

As of March 31, 2024

	Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014
Total Fixed Income	0.83 (80)	-9.94 (10)	-0.05 (85)	7.78 (38)	10.07 (57)	-0.45 (50)	0.33 (89)	5.06 (88)	2.28 (56)	4.31 (78)
Total Fixed Income Policy	1.39 (63)	-11.02 (11)	-0.87 (94)	7.41 (45)	9.90 (62)	-1.01 (79)	-0.03 (96)	5.37 (78)	2.47 (51)	3.66 (92)
Difference	-0.56	1.08	0.82	0.37	0.17	0.56	0.36	-0.31	-0.19	0.65
IM U.S. Broad Market Fixed Income (SA+CF+MF) Median	1.82	-14.59	1.69	7.19	10.31	-0.46	1.88	6.27	2.47	5.32
PIMCO Total Return Instl (PTTRX)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.29 (84)
Blmbg. U.S. Aggregate Index	0.64 (56)	-14.60 (24)	-0.90 (83)	6.98 (49)	10.30 (24)	-1.22 (42)	0.07 (65)	5.19 (53)	2.94 (9)	3.96 (61)
Difference	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-0.67
IM U.S. Broad Market Core Fixed Income (MF) Median	0.77	-15.29	0.17	6.94	9.78	-1.32	0.50	5.23	1.96	4.24
Garcia Hamilton Fixed Income	0.74 (63)	-9.19 (1)	-1.32 (94)	7.16 (59)	8.49 (96)	0.78 (4)	0.33 (65)	5.55 (56)	3.80 (8)	6.46 (5)
Garcia Policy ^	1.42 (27)	-10.90 (2)	-0.90 (83)	6.98 (76)	10.30 (69)	-1.22 (88)	0.07 (84)	5.19 (79)	2.94 (62)	3.96 (79)
Difference	-0.68	1.71	-0.42	0.18	-1.81	2.00	0.26	0.36	0.86	2.50
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	1.06	-14.50	-0.05	7.50	10.41	-0.74	0.62	5.66	3.01	4.41
Vanguard TIPS (VAIPX)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-0.73	1.49
Bloomberg U.S. TIPS Index	1.25	-11.57	5.19	10.08	7.13	0.41	-0.73	6.58	-0.83	1.59
Difference	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.10	-0.10
Metropolitan West Total Return Bond (MWTIX)	N/A	N/A	1.21 (21)	8.03 (18)	10.57 (12)	-0.97 (28)	0.31 (57)	4.84 (72)	N/A	N/A
Blmbg. U.S. Aggregate Index	0.64 (56)	-14.60 (24)	-0.90 (83)	6.98 (49)	10.30 (24)	-1.22 (42)	0.07 (65)	5.19 (53)	2.94 (9)	3.96 (61)
Difference	N/A	N/A	2.11	1.05	0.27	0.25	0.24	-0.35	N/A	N/A
IM U.S. Broad Market Core Fixed Income (MF) Median	0.77	-15.29	0.17	6.94	9.78	-1.32	0.50	5.23	1.96	4.24
Fidelity Inflation-Protected Bond (FIPDX)	1.23 (69)	-11.72 (71)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bloomberg U.S. TIPS Index	1.25 (68)	-11.57 (65)	5.19 (75)	10.08 (37)	7.13 (32)	0.41 (82)	-0.73 (83)	6.58 (48)	-0.83 (28)	1.59 (59)
Difference	-0.02	-0.15	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM U.S. TIPS (MF) Median	2.17	-11.33	5.73	9.39	6.43	0.89	0.28	6.56	-1.20	1.69
Fidelity Short Term Bond Index (FNSOX)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bloomberg 1-5 Year Gov/Credit Idx	2.62 (81)	-7.29 (90)	0.08 (77)	4.88 (3)	6.01 (2)	-0.38 (87)	0.51 (75)	2.06 (27)	1.97 (4)	1.15 (42)
Difference	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM U.S. Short Duration Fixed Income (MF) Median	3.92	-5.32	0.69	2.88	3.89	0.67	1.08	1.44	0.48	0.96

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Comparative Performance Fiscal Year Returns

Total Fund

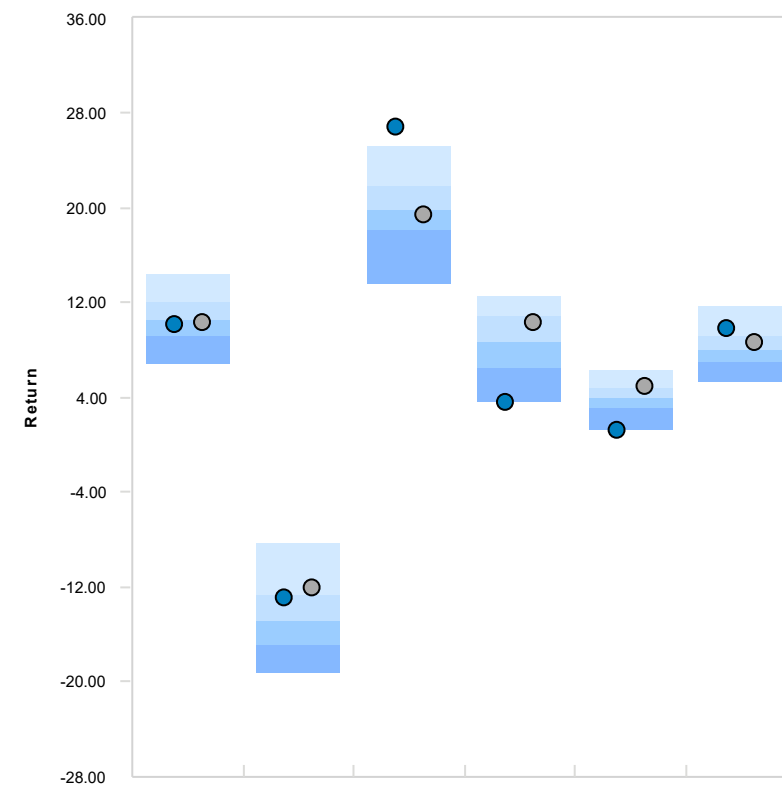
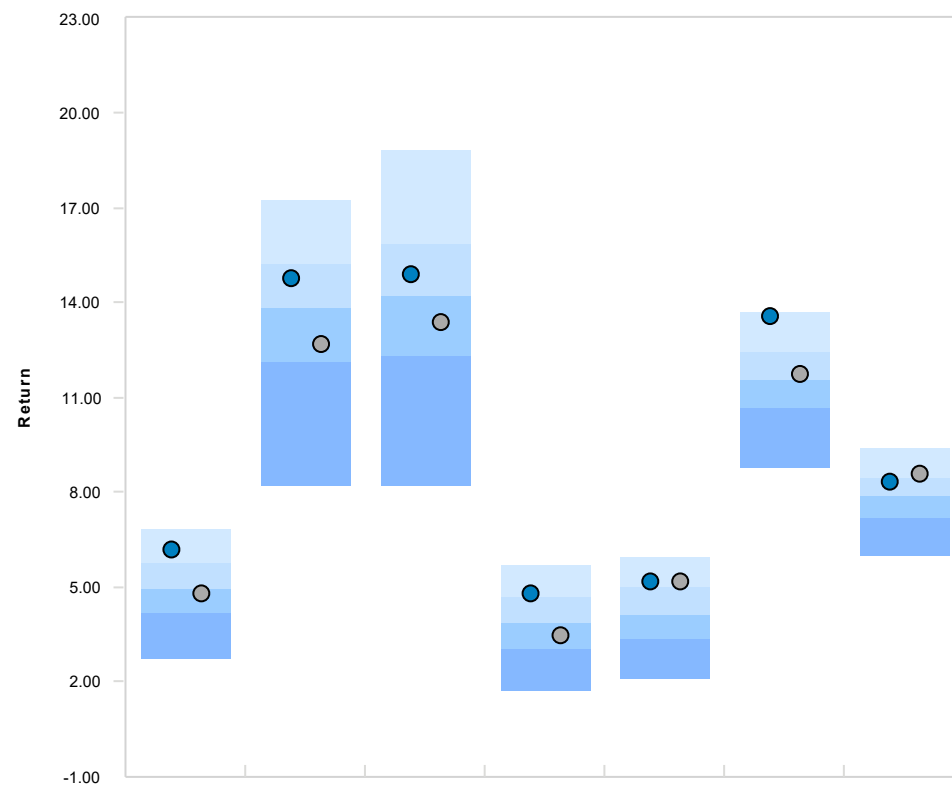
As of March 31, 2024

	Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018	Oct-2016 To Sep-2017	Oct-2015 To Sep-2016	Oct-2014 To Sep-2015	Oct-2013 To Sep-2014
Total Direct Real Estate	-15.03 (78)	26.33 (15)	13.52 (75)	3.86 (15)	8.02 (27)	10.80 (20)	10.87 (11)	12.32 (29)	14.00 (58)	13.48 (40)
Direct Real Estate Policy	-12.14 (40)	22.09 (44)	14.63 (57)	1.75 (42)	6.24 (70)	7.16 (88)	6.89 (63)	9.22 (89)	13.48 (69)	11.26 (86)
Difference	-2.89	4.24	-1.11	2.11	1.78	3.64	3.98	3.10	0.52	2.22
IM U.S. Open End Private Real Estate (SA+CF) Median	-12.68	20.33	16.09	1.58	6.80	8.93	7.78	11.16	15.08	12.94
Intercontinental	-15.88 (86)	26.49 (13)	13.56 (75)	4.41 (11)	8.32 (19)	11.40 (9)	11.80 (6)	13.27 (19)	14.01 (58)	14.03 (32)
Direct Real Estate Policy	-12.14 (40)	22.09 (44)	14.63 (57)	1.75 (42)	6.24 (70)	7.16 (88)	6.89 (63)	9.22 (89)	13.48 (69)	11.26 (86)
Difference	-3.74	4.40	-1.07	2.66	2.08	4.24	4.91	4.05	0.53	2.77
IM U.S. Open End Private Real Estate (SA+CF) Median	-12.68	20.33	16.09	1.58	6.80	8.93	7.78	11.16	15.08	12.94
ARA Core Property Fund	-12.54 (49)	25.79 (18)	13.51 (75)	1.62 (49)	6.81 (50)	8.50 (61)	7.52 (53)	9.04 (90)	13.99 (58)	12.49 (68)
Direct Real Estate Policy	-12.14 (40)	22.09 (44)	14.63 (57)	1.75 (42)	6.24 (70)	7.16 (88)	6.89 (63)	9.22 (89)	13.48 (69)	11.26 (86)
Difference	-0.40	3.70	-1.12	-0.13	0.57	1.34	0.63	-0.18	0.51	1.23
IM U.S. Open End Private Real Estate (SA+CF) Median	-12.68	20.33	16.09	1.58	6.80	8.93	7.78	11.16	15.08	12.94

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

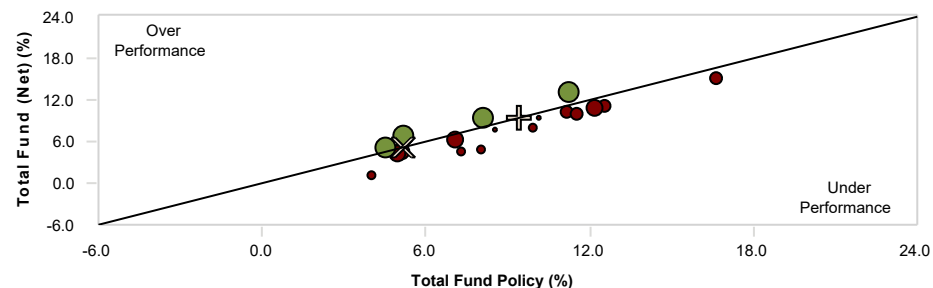
Plan Sponsor Peer Group Analysis - All Public Plans-Total Fund



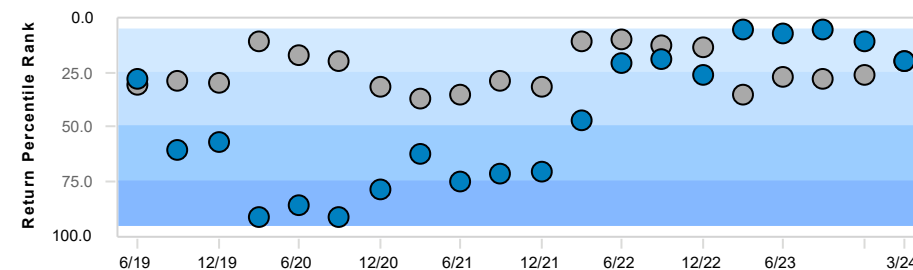
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
Total Fund (Net)	8.10 (51)	-3.27 (68)	3.47 (44)	4.83 (26)	5.02 (75)	-4.67 (65)
Total Fund Policy	7.51 (66)	-2.81 (44)	3.50 (43)	4.46 (44)	5.08 (72)	-4.38 (53)
All Public Plans-Total Fund Median	8.11	-2.94	3.36	4.33	5.71	-4.31

3 Yr Rolling Under/Over Performance - 5 Years

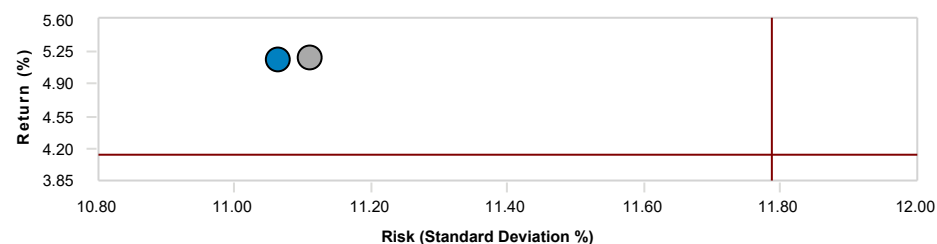


3 Yr Rolling Percentile Ranking - 5 Years



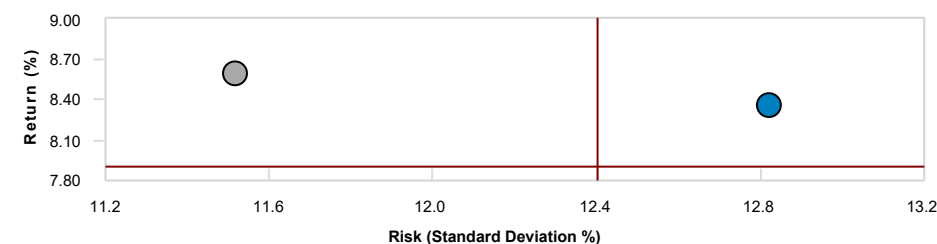
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Total Fund (Net)	20	7 (35%)	3 (15%)	6 (30%)	4 (20%)
Total Fund Policy	20	8 (40%)	12 (60%)	0 (0%)	0 (0%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
Total Fund (Net)	5.17	11.06
Total Fund Policy	5.18	11.11
Median	4.13	11.79

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
Total Fund (Net)	8.37	12.82
Total Fund Policy	8.61	11.52
Median	7.91	12.40

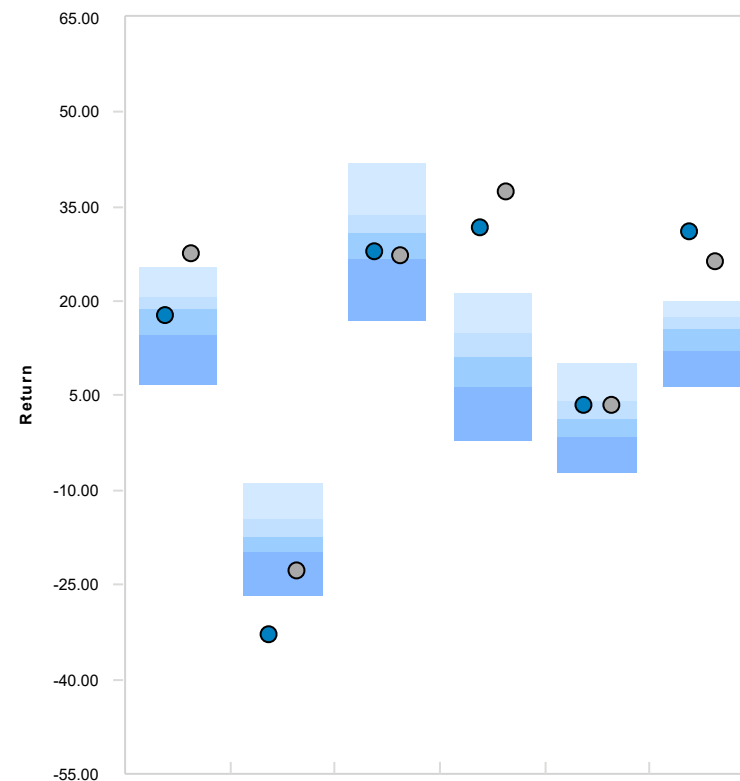
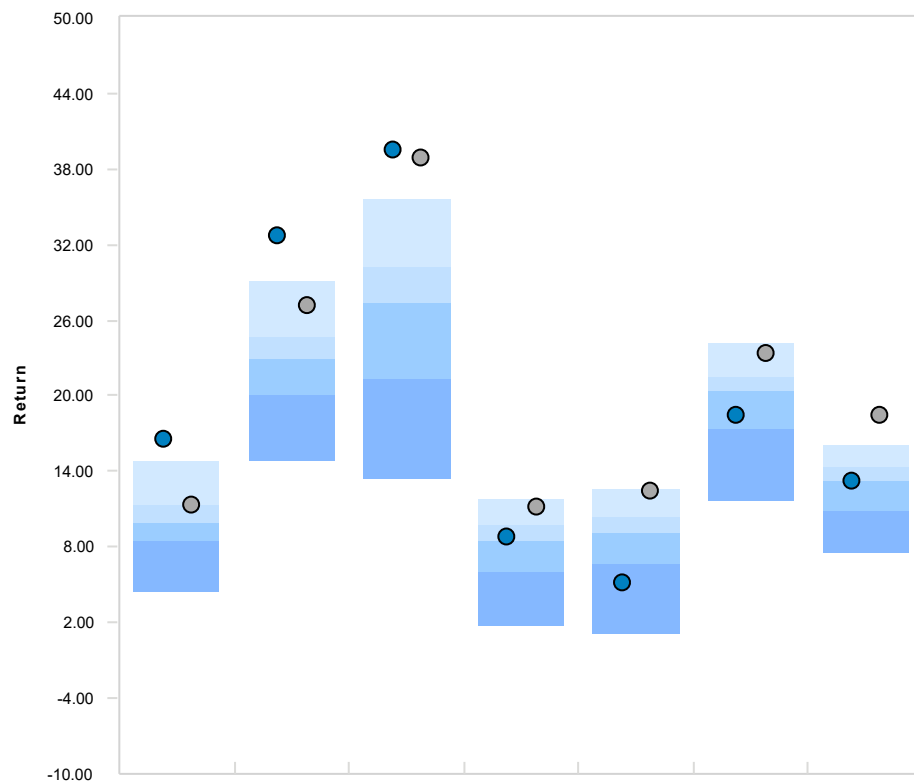
Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Total Fund (Net)	1.55	99.91	99.99	0.06	-0.01	0.28	0.99	7.28
Total Fund Policy	0.00	100.00	100.00	0.00	N/A	0.28	1.00	7.35

Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Total Fund (Net)	2.82	105.31	109.64	-0.85	-0.02	0.53	1.09	8.46
Total Fund Policy	0.00	100.00	100.00	0.00	N/A	0.60	1.00	7.34

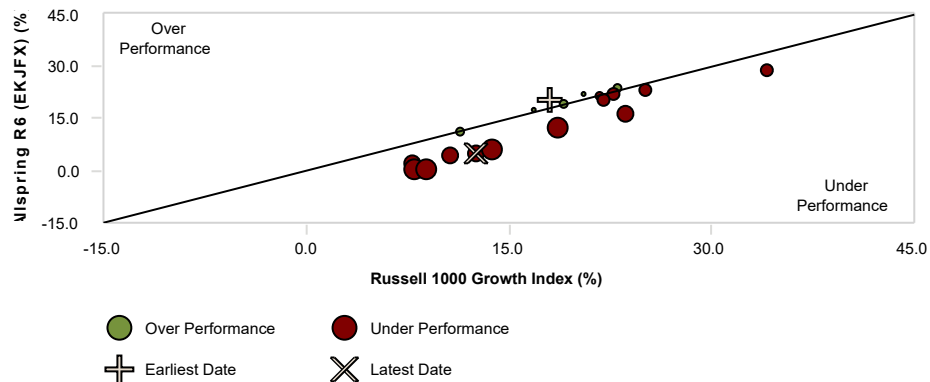
Peer Group Analysis - IM U.S. Multi-Cap Core Equity (MF)



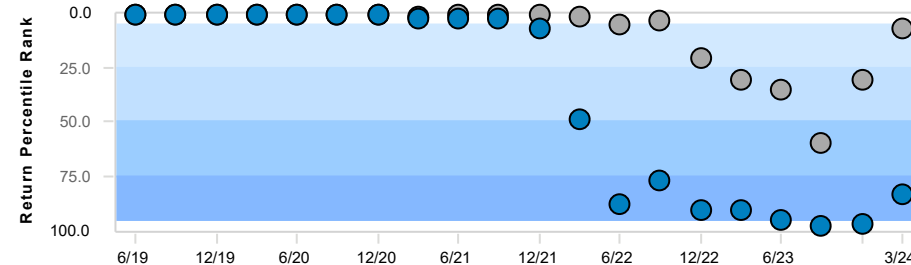
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
Allspring R6 (EKJFX)	13.83 (8)	-5.21 (88)	10.86 (4)	11.59 (4)	0.54 (97)	-3.46 (22)
Russell 1000 Growth Index	14.16 (7)	-3.13 (37)	12.81 (2)	14.37 (1)	2.20 (96)	-3.60 (26)
IM U.S. Multi-Cap Core Equity (MF) Median	11.80	-3.40	7.16	6.16	8.04	-4.63

3 Yr Rolling Under/Over Performance - 5 Years

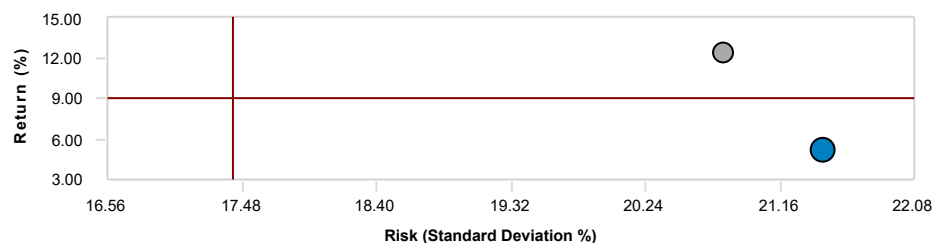


3 Yr Rolling Percentile Ranking - 5 Years



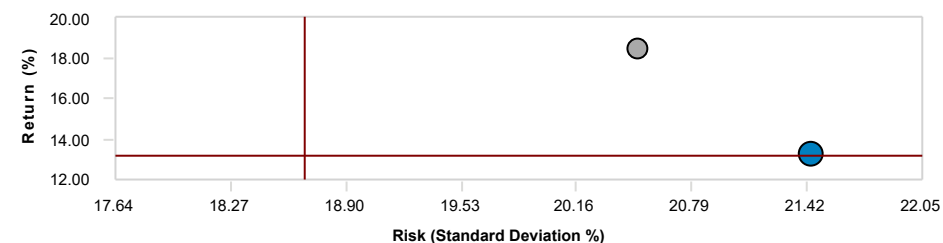
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Allspring R6 (EKJFX)	20	11 (55%)	1 (5%)	0 (0%)	8 (40%)
Russell 1000 Growth	20	16 (80%)	3 (15%)	1 (5%)	0 (0%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
Allspring R6 (EKJFX)	5.22	21.45
Russell 1000 Growth	12.50	20.76
Median	9.09	17.42

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
Allspring R6 (EKJFX)	13.28	21.44
Russell 1000 Growth	18.52	20.49
Median	13.21	18.68

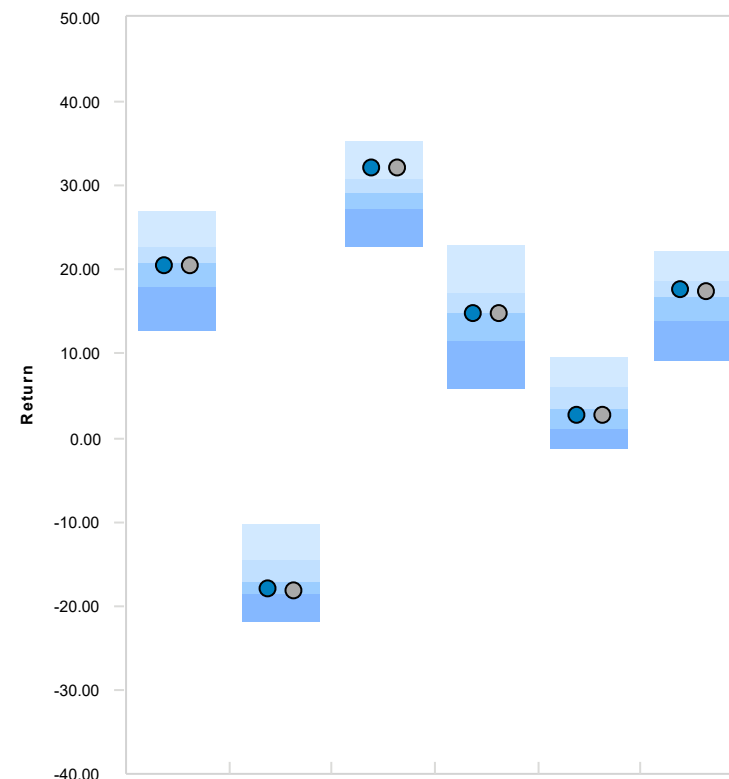
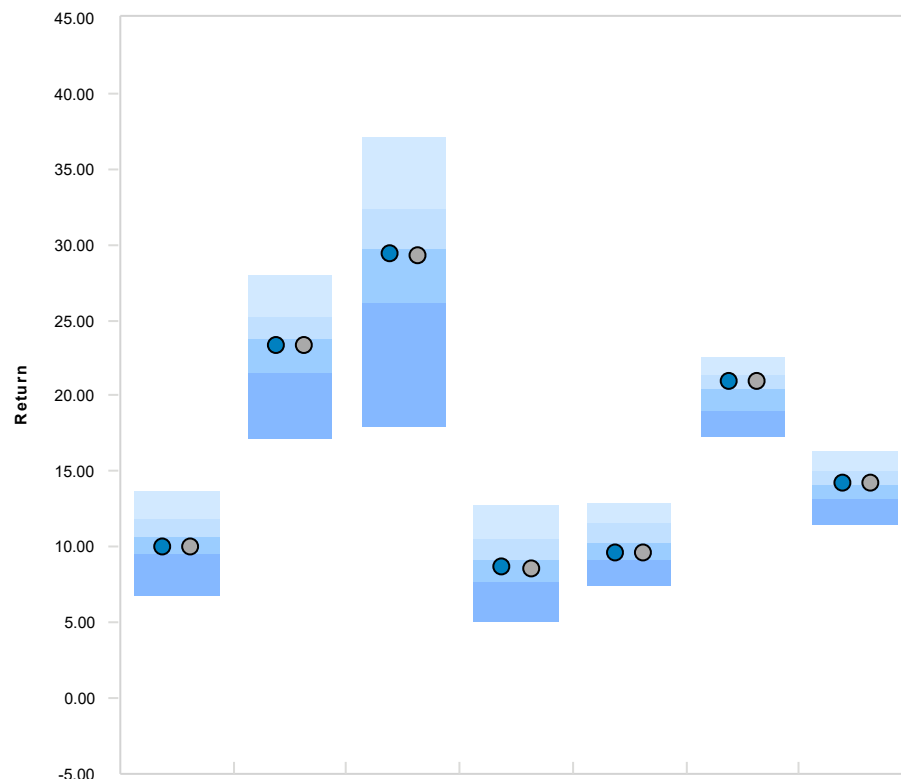
Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Allspring R6 (EKJFX)	5.21	86.34	105.50	-6.41	-1.26	0.23	1.00	14.70
Russell 1000 Growth	0.00	100.00	100.00	0.00	N/A	0.55	1.00	13.51

Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Allspring R6 (EKJFX)	5.75	88.62	98.94	-4.43	-0.76	0.60	1.01	13.54
Russell 1000 Growth	0.00	100.00	100.00	0.00	N/A	0.84	1.00	12.37

Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)

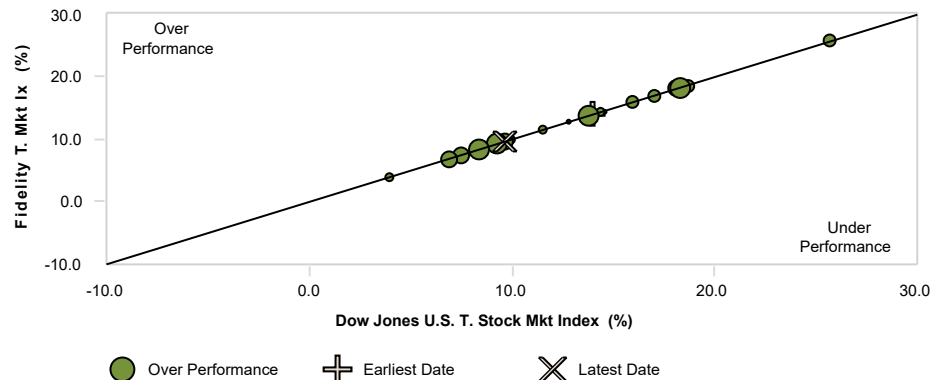


	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR		Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018
● Fidelity T. Mkt Ix	10.05 (68)	23.43 (58)	29.41 (54)	8.67 (59)	9.66 (65)	21.02 (35)	14.25 (48)	● Fidelity T. Mkt Ix	20.52 (54)	18.03 (66)	32.11 (11)	14.76 (51)	2.83 (58)	17.60 (39)
● DJ U.S. T. Stock Mkt	10.05 (68)	23.40 (59)	29.35 (54)	8.63 (60)	9.63 (65)	21.00 (35)	14.23 (48)	● DJ U.S. T. Stock Mkt	20.49 (55)	18.05 (66)	32.13 (11)	14.77 (51)	2.81 (58)	17.58 (39)
Median	10.65	23.72	29.64	9.13	10.33	20.43	14.15	Median	20.90	17.11	29.05	14.77	3.56	16.72

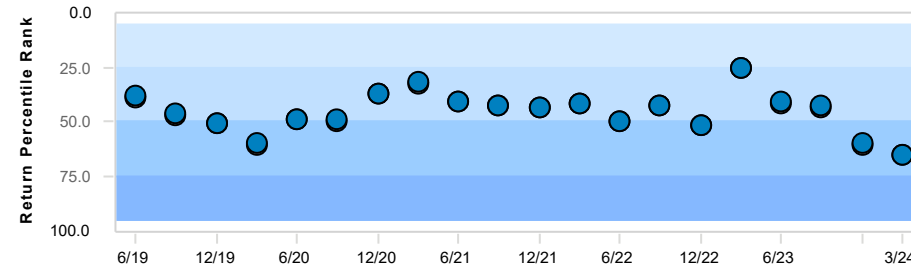
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
Fidelity T. Mkt Ix	12.16 (30)	-3.28 (56)	8.40 (45)	7.26 (38)	7.18 (67)	-4.56 (28)
Dow Jones U.S. T. Stock Mkt Index	12.13 (31)	-3.29 (57)	8.39 (45)	7.24 (38)	7.18 (67)	-4.56 (28)
IM U.S. Large Cap Core Equity (MF) Median	11.70	-3.17	8.23	6.61	7.81	-5.16

3 Yr Rolling Under/Over Performance - 5 Years

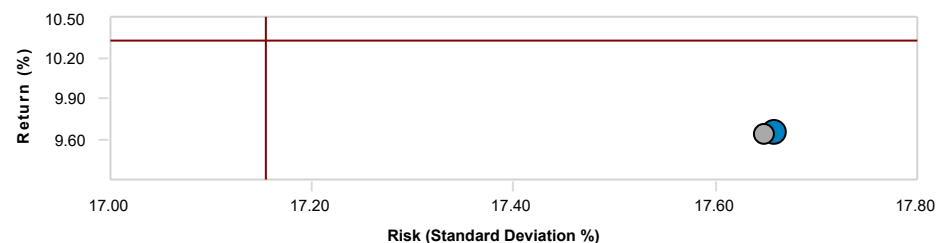


3 Yr Rolling Percentile Ranking - 5 Years



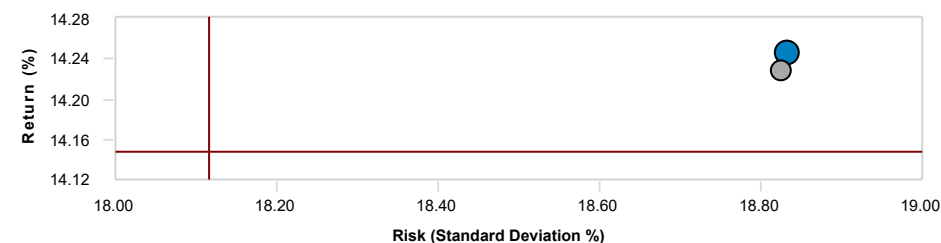
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Fidelity T. Mkt Ix	20	1 (5%)	14 (70%)	5 (25%)	0 (0%)
DJ U.S. T. Stock Mkt	20	1 (5%)	14 (70%)	5 (25%)	0 (0%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
Fidelity T. Mkt Ix	9.66	17.66
DJ U.S. T. Stock Mkt	9.63	17.65
Median	10.33	17.15

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
Fidelity T. Mkt Ix	14.25	18.83
DJ U.S. T. Stock Mkt	14.23	18.83
Median	14.15	18.12

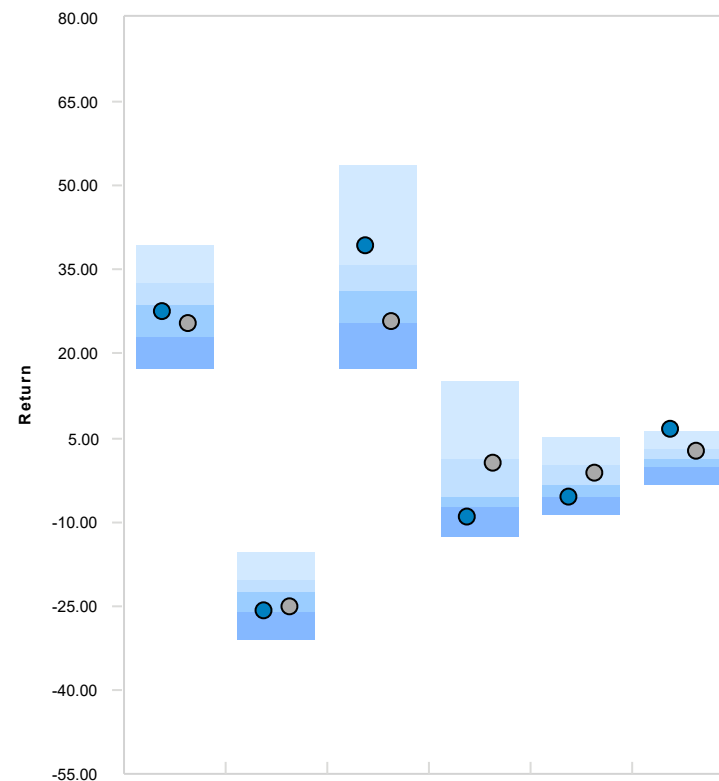
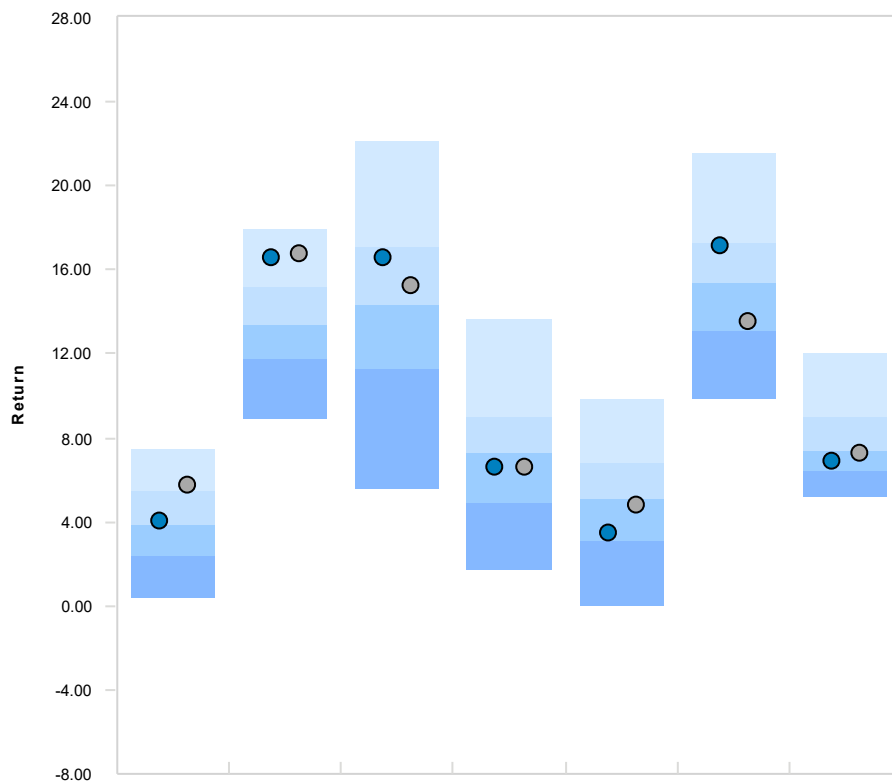
Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Fidelity T. Mkt Ix	0.02	100.07	99.99	0.02	1.05	0.47	1.00	11.44
DJ U.S. T. Stock Mkt	0.00	100.00	100.00	0.00	N/A	0.47	1.00	11.44

Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Fidelity T. Mkt Ix	0.02	100.05	100.01	0.01	0.70	0.70	1.00	11.95
DJ U.S. T. Stock Mkt	0.00	100.00	100.00	0.00	N/A	0.70	1.00	11.95

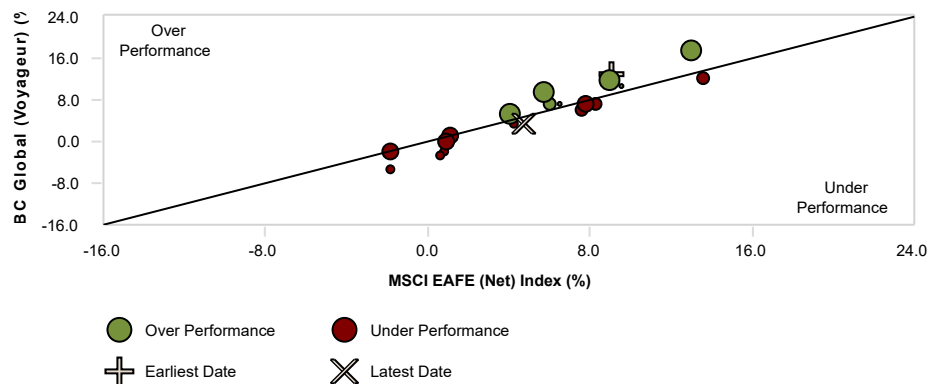
Peer Group Analysis - IM Int'l Large Cap Value Equity (SA+CF)



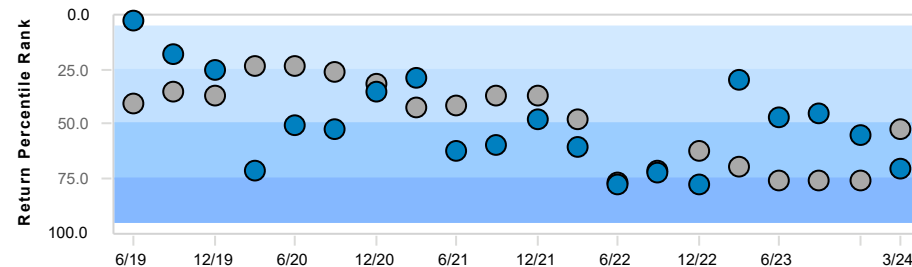
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
RBC Global (Voyageur)	12.08 (5)	-1.92 (45)	1.96 (86)	9.31 (39)	16.72 (64)	-11.10 (66)
MSCI EAFE (Net) Index	10.42 (20)	-4.11 (75)	2.95 (59)	8.47 (53)	17.34 (58)	-9.36 (27)
IM Int'l Large Cap Value Equity (SA+CF)	8.85	-2.22	3.17	8.71	18.09	-10.53

3 Yr Rolling Under/Over Performance - 5 Years

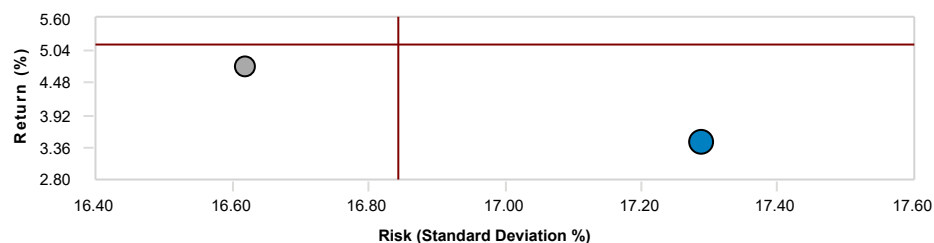


3 Yr Rolling Percentile Ranking - 5 Years



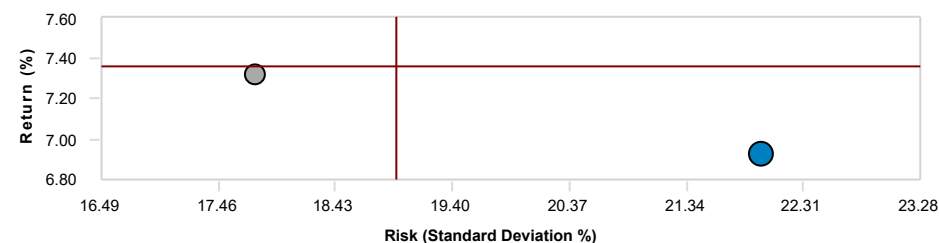
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
RBC Global (Voyageur)	20	3 (15%)	6 (30%)	9 (45%)	2 (10%)
MSCI EAFE (Net) Index	20	2 (10%)	10 (50%)	4 (20%)	4 (20%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
RBC Global (Voyageur)	3.45	17.29
MSCI EAFE (Net) Index	4.78	16.62
Median	5.15	16.85

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
RBC Global (Voyageur)	6.93	21.95
MSCI EAFE (Net) Index	7.33	17.77
Median	7.37	18.94

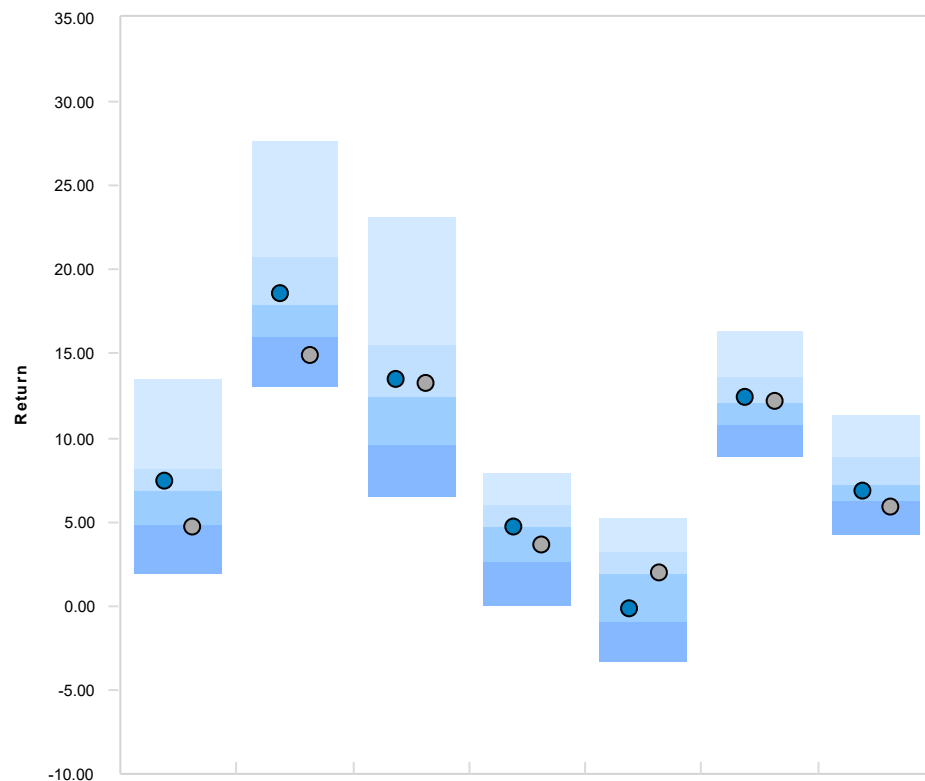
Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
RBC Global (Voyageur)	4.43	92.54	95.95	-1.19	-0.26	0.14	1.01	11.47
MSCI EAFE (Net) Index	0.00	100.00	100.00	0.00	N/A	0.21	1.00	10.97

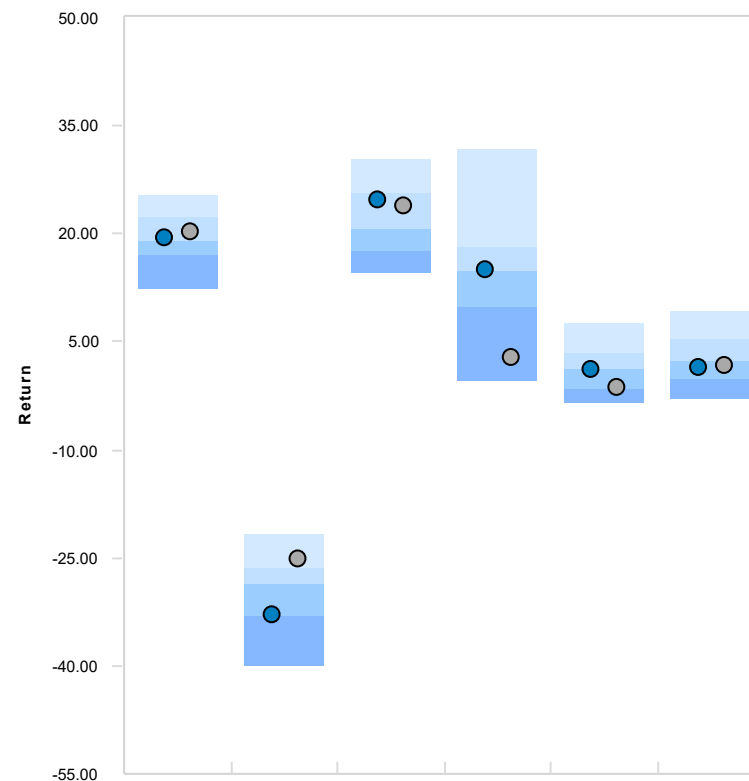
Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
RBC Global (Voyageur)	6.86	111.67	114.19	-1.14	0.07	0.33	1.19	14.73
MSCI EAFE (Net) Index	0.00	100.00	100.00	0.00	N/A	0.38	1.00	11.66

Peer Group Analysis - IM International Large Cap Growth Equity (MF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● EuPc;R6 (RERGX)	7.44 (39)	18.59 (43)	13.49 (38)	4.78 (48)	-0.16 (68)	12.47 (42)	6.91 (58)
● MSCI ACW ex USA	4.69 (82)	14.90 (88)	13.26 (43)	3.69 (64)	1.94 (48)	12.16 (50)	5.97 (85)
Median	6.85	17.95	12.49	4.67	1.82	12.08	7.25

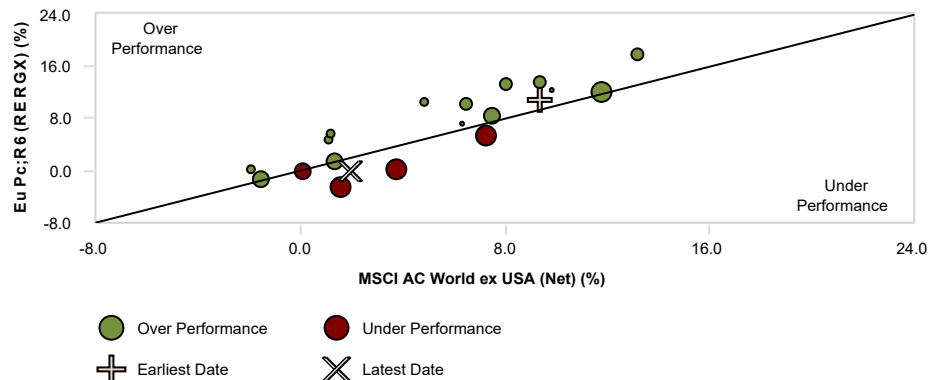


	Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018
● EuPc;R6 (RERGX)	19.64 (43)	32.85 (73)	24.76 (27)	14.97 (50)	1.14 (54)	1.47 (62)
● MSCI ACW ex USA	20.39 (41)	25.17 (10)	23.92 (32)	3.00 (91)	-1.23 (73)	1.76 (59)
Median	18.88	28.73	20.62	14.87	1.35	2.48

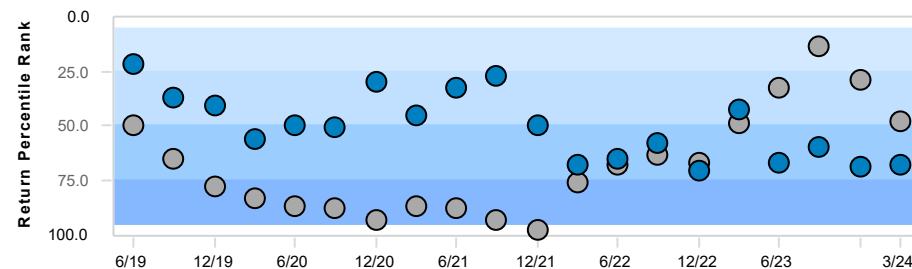
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
EuPc;R6 (RERGX)	10.37 (59)	-6.33 (34)	2.16 (63)	9.87 (42)	13.78 (65)	-9.33 (39)
MSCI AC World ex USA (Net)	9.75 (74)	-3.77 (4)	2.44 (52)	6.87 (87)	14.28 (53)	-9.91 (67)
IM International Large Cap Growth Equity (MF) Median	10.83	-7.10	2.45	9.63	14.64	-9.57

3 Yr Rolling Under/Over Performance - 5 Years

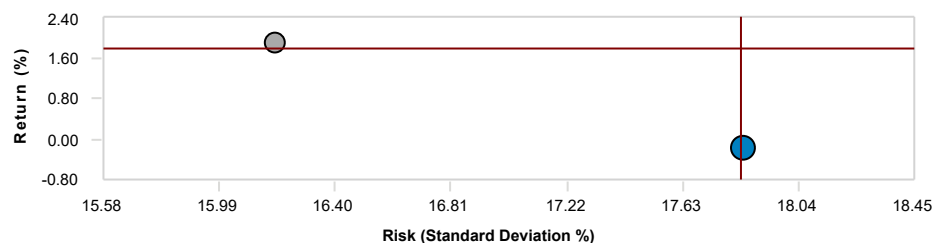


3 Yr Rolling Percentile Ranking - 5 Years



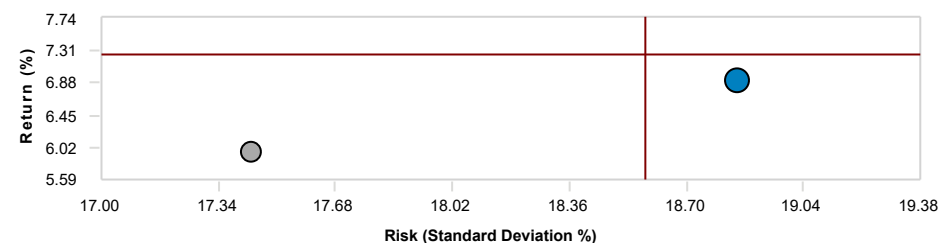
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
EuPc;R6 (REGX)	20	1 (5%)	9 (45%)	10 (50%)	0 (0%)
MSCI ACW ex USA	20	1 (5%)	5 (25%)	4 (20%)	10 (50%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
EuPc;R6 (REGX)	-0.16	17.84
MSCI ACW ex USA	1.94	16.19
Median	1.82	17.84

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
EuPc;R6 (REGX)	6.91	18.85
MSCI ACW ex USA	5.97	17.44
Median	7.25	18.58

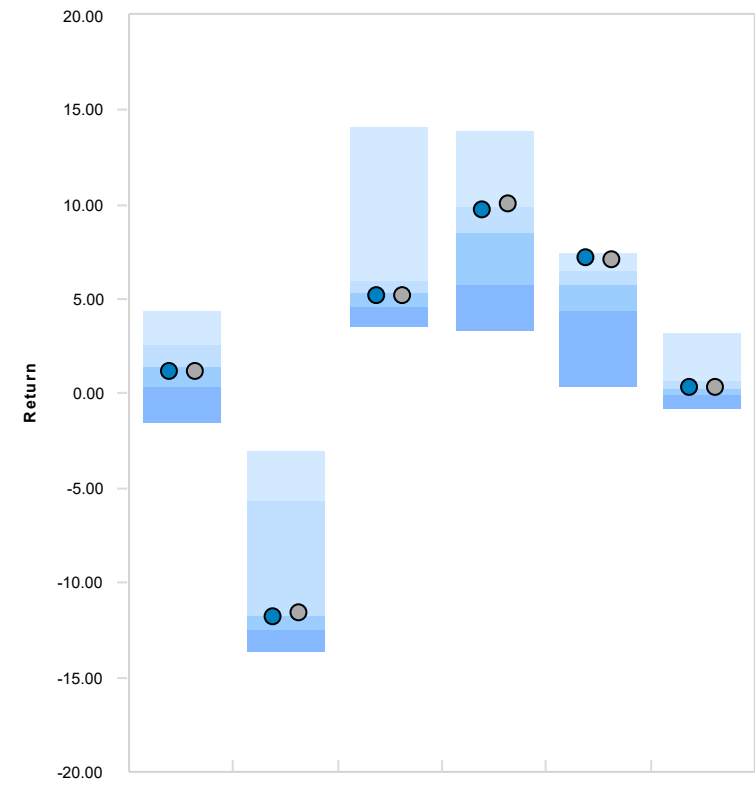
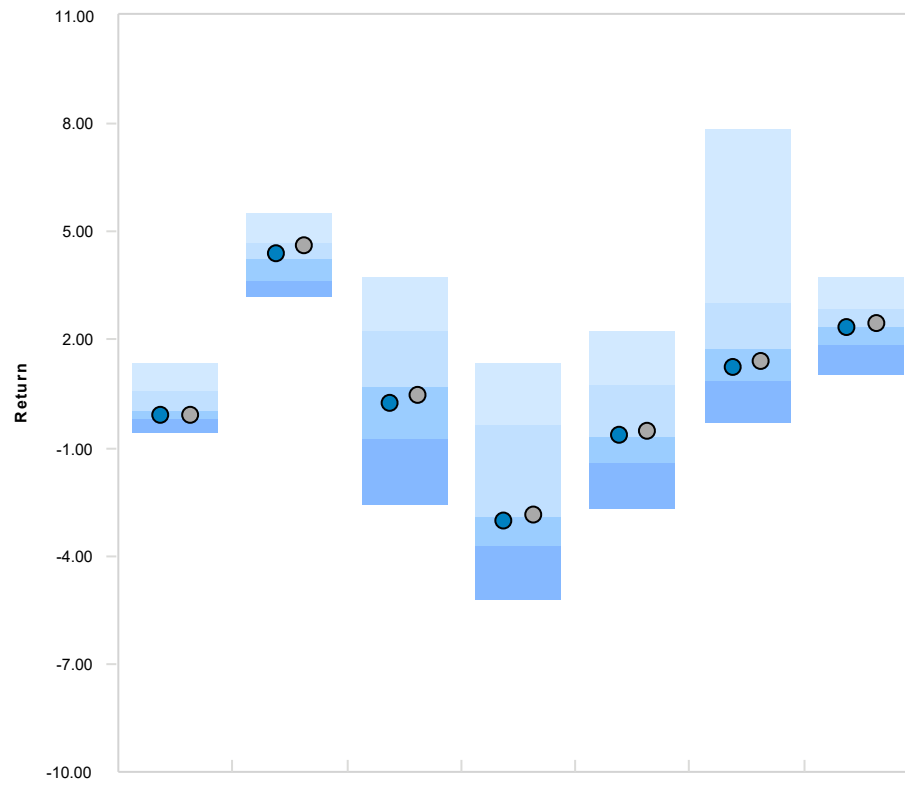
Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
EuPc;R6 (REGX)	4.54	107.42	116.90	-2.00	-0.40	-0.06	1.07	12.30
MSCI ACW ex USA	0.00	100.00	100.00	0.00	N/A	0.04	1.00	10.79

Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
EuPc;R6 (REGX)	4.43	109.04	106.70	0.77	0.26	0.34	1.05	12.35
MSCI ACW ex USA	0.00	100.00	100.00	0.00	N/A	0.31	1.00	11.65

Peer Group Analysis - IM U.S. TIPS (MF)

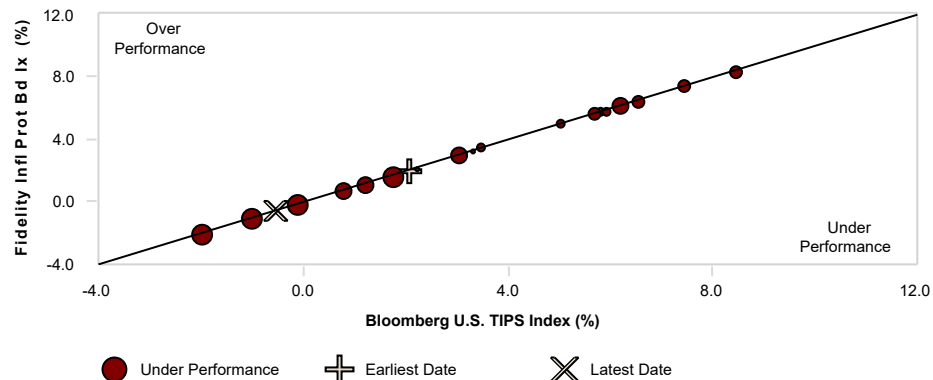


	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR		Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018
● Fidelity Infl Prot Bd Ix	-0.08 (64)	4.42 (44)	0.25 (56)	-3.01 (55)	-0.63 (49)	1.27 (62)	2.36 (52)	● Fidelity Infl Prot Bd Ix	1.22 (56)	11.72 (52)	5.18 (56)	9.78 (29)	7.20 (8)	0.41 (39)
● BB U.S. TIPS Index	-0.08 (64)	4.62 (29)	0.46 (52)	-2.86 (49)	-0.53 (46)	1.43 (56)	2.49 (43)	● BB U.S. TIPS Index	1.25 (54)	11.57 (46)	5.19 (55)	10.08 (20)	7.13 (9)	0.41 (39)
Median	0.03	4.23	0.72	-2.93	-0.68	1.77	2.38	Median	1.40	11.72	5.33	8.50	5.70	0.29

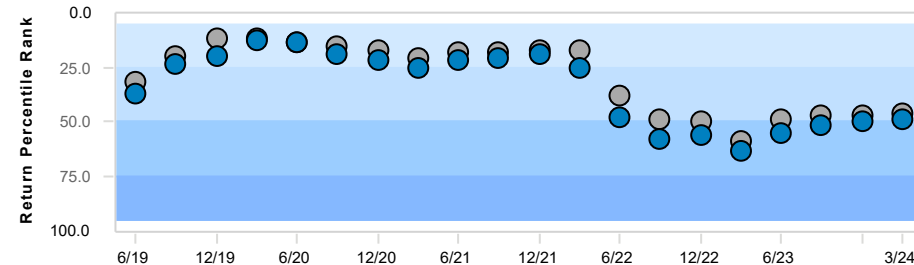
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
Fidelity Infl Prot Bd Ix	4.50 (36)	-2.67 (71)	-1.37 (35)	3.45 (28)	1.93 (53)	-5.12 (56)
Bloomberg U.S. TIPS Index	4.71 (25)	-2.60 (68)	-1.42 (43)	3.34 (33)	2.04 (39)	-5.14 (57)
IM U.S. TIPS (MF) Median	4.21	-2.21	-1.47	3.05	1.96	-5.04

3 Yr Rolling Under/Over Performance - 5 Years

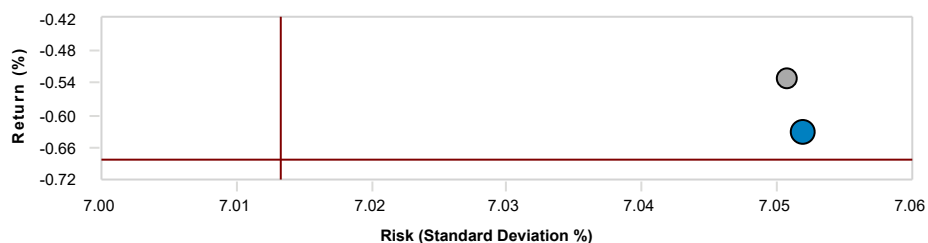


3 Yr Rolling Percentile Ranking - 5 Years



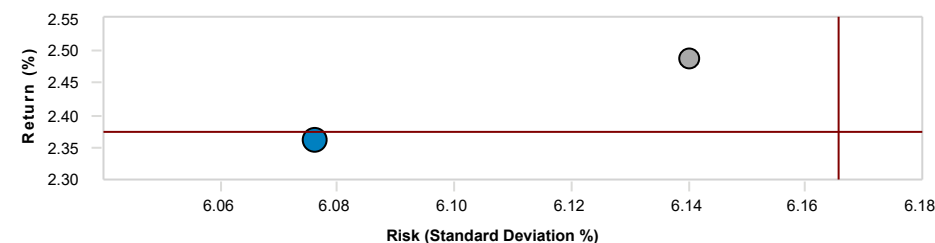
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
● Fidelity Infl Prot Bd Ix	20	11 (55%)	4 (20%)	5 (25%)	0 (0%)
● BB U.S. TIPS Index	20	11 (55%)	8 (40%)	1 (5%)	0 (0%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
● Fidelity Infl Prot Bd Ix	-0.63	7.05
● BB U.S. TIPS Index	-0.53	7.05
— Median	-0.68	7.01

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
● Fidelity Infl Prot Bd Ix	2.36	6.08
● BB U.S. TIPS Index	2.49	6.14
— Median	2.38	6.17

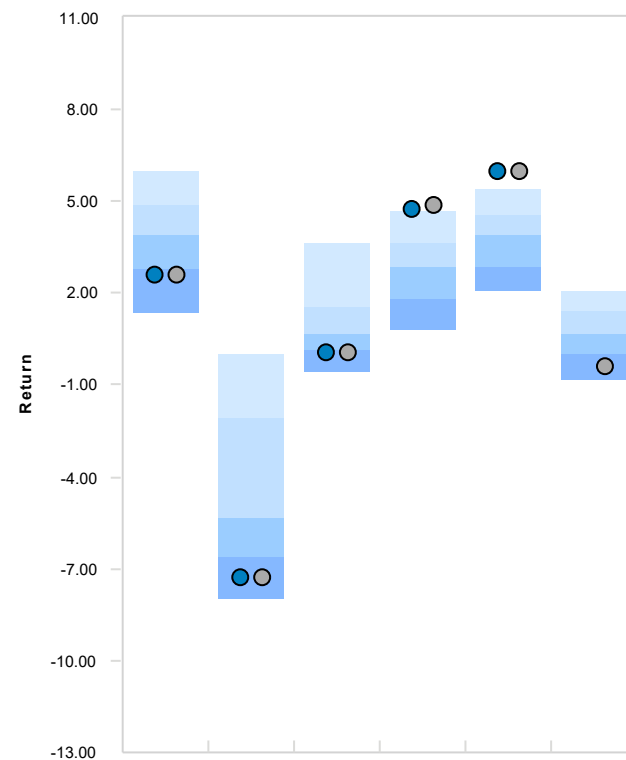
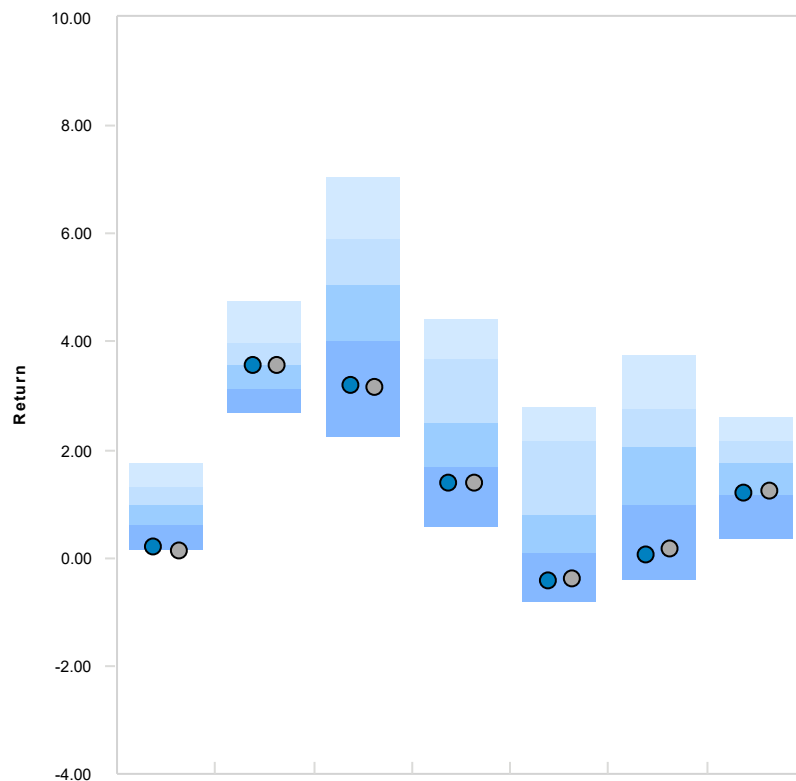
Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Fidelity Infl Prot Bd Ix	0.35	99.55	100.58	-0.10	-0.28	-0.41	1.00	5.35
BB U.S. TIPS Index	0.00	100.00	100.00	0.00	N/A	-0.40	1.00	5.31

Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Fidelity Infl Prot Bd Ix	0.47	97.93	98.97	-0.09	-0.27	0.08	0.99	4.29
BB U.S. TIPS Index	0.00	100.00	100.00	0.00	N/A	0.10	1.00	4.30

Peer Group Analysis - IM U.S. Short Duration Fixed Income (MF)

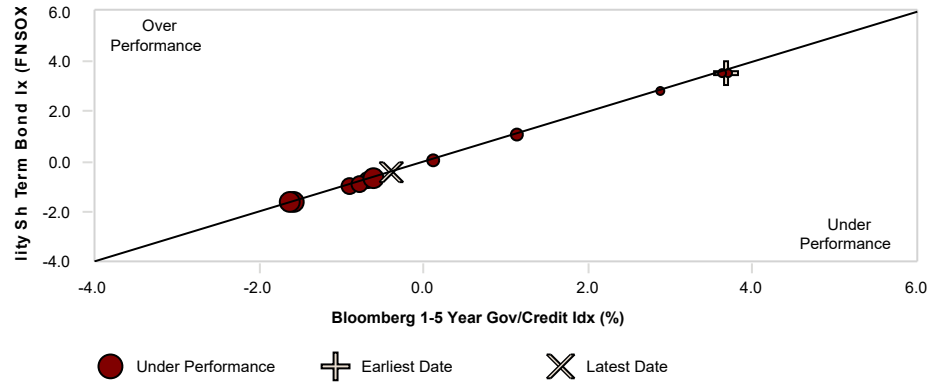


	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR		Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018
● Fidelity Sh Term Bond Ix (FNSOX)	0.20 (94)	3.56 (51)	3.20 (87)	1.39 (85)	-0.41 (89)	0.08 (88)	1.20 (74)	● Fidelity Sh Term Bond Ix (FNSOX)	2.62 (81)	7.29 (90)	0.06 (78)	4.73 (5)	6.00 (2)	N/A
● Bloomberg 1-5 Year Gov/Credit Idx	0.14 (95)	3.58 (48)	3.16 (88)	1.40 (85)	-0.38 (88)	0.18 (86)	1.24 (72)	● Bloomberg 1-5 Year Gov/Credit Idx	2.62 (81)	7.29 (90)	0.08 (77)	4.88 (3)	6.01 (2)	0.38 (87)
Median	0.97	3.56	5.05	2.49	0.80	2.06	1.77	Median	3.92	5.32	0.69	2.88	3.89	0.67

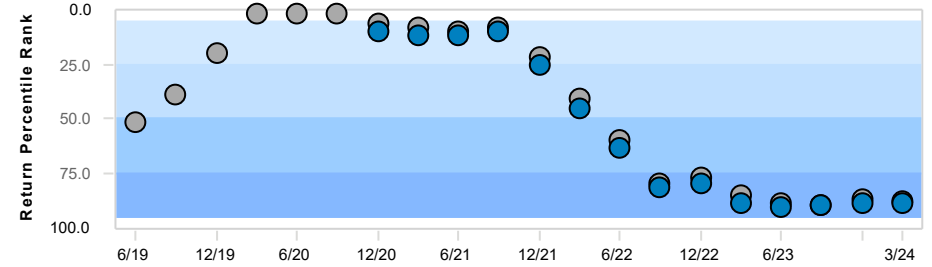
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
Fidelity Sh Term Bond Ix (FNSOX)	3.35 (14)	0.20 (92)	-0.55 (85)	1.85 (15)	1.10 (37)	-2.19 (94)
Bloomberg 1-5 Year Gov/Credit Idx	3.44 (11)	0.21 (92)	-0.62 (88)	1.82 (18)	1.20 (27)	-2.16 (93)
IM U.S. Short Duration Fixed Income (MF) Median	2.76	0.94	0.22	1.50	1.00	-1.13

3 Yr Rolling Under/Over Performance - 5 Years

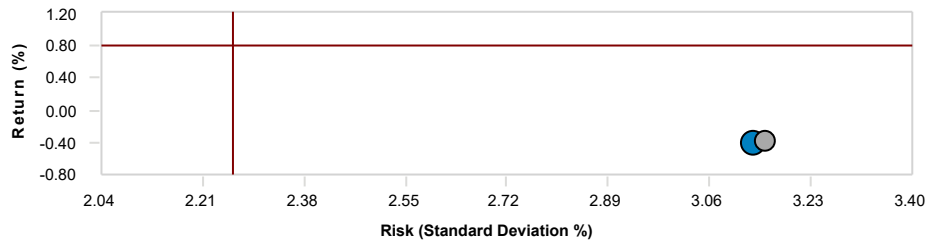


3 Yr Rolling Percentile Ranking - 5 Years



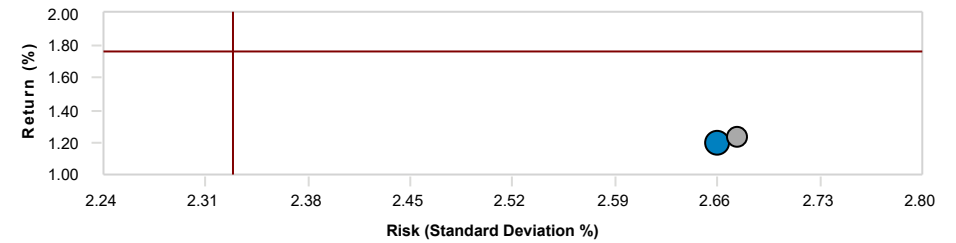
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
● Fidelity Sh Term Bond Ix (FNSOX)	14	5 (36%)	1 (7%)	1 (7%)	7 (50%)
● Bloomberg 1-5 Year Gov/Credit Ix	20	9 (45%)	2 (10%)	2 (10%)	7 (35%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
● Fidelity Sh Term Bond Ix (FNSOX)	-0.41	3.13
● Bloomberg 1-5 Year Gov/Credit Ix	-0.38	3.15
— Median	0.80	2.26

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
● Fidelity Sh Term Bond Ix (FNSOX)	1.20	2.66
● Bloomberg 1-5 Year Gov/Credit Ix	1.24	2.67
— Median	1.77	2.33

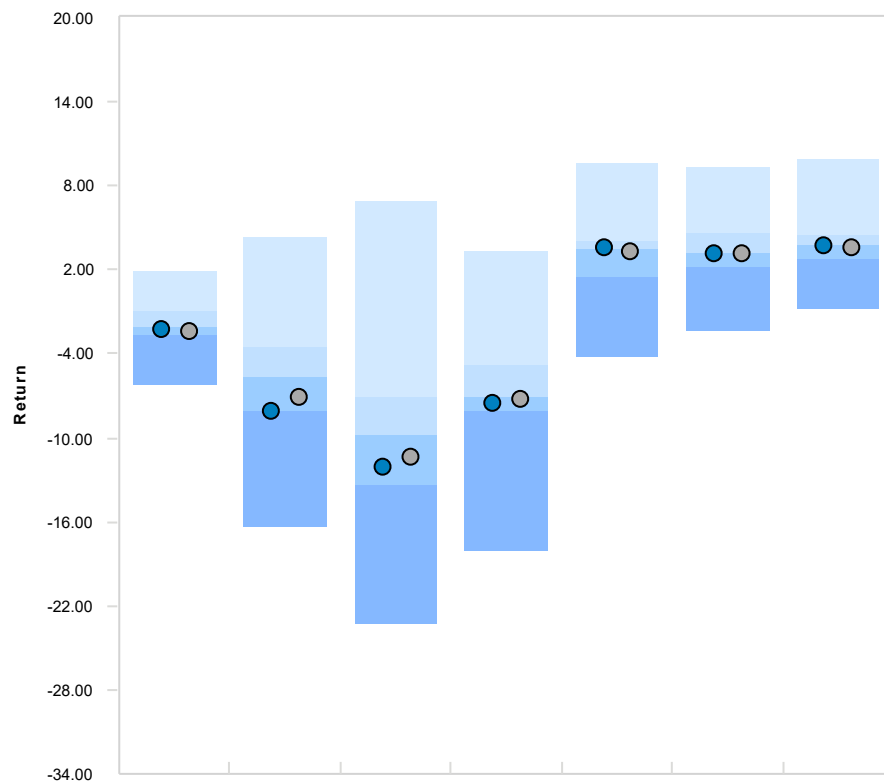
Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Fidelity Sh Term Bond Ix (FNSOX)	0.18	99.86	100.54	-0.03	-0.17	-0.98	0.99	2.21
Bloomberg 1-5 Year Gov/Credit Ix	0.00	100.00	100.00	0.00	N/A	-0.96	1.00	2.23

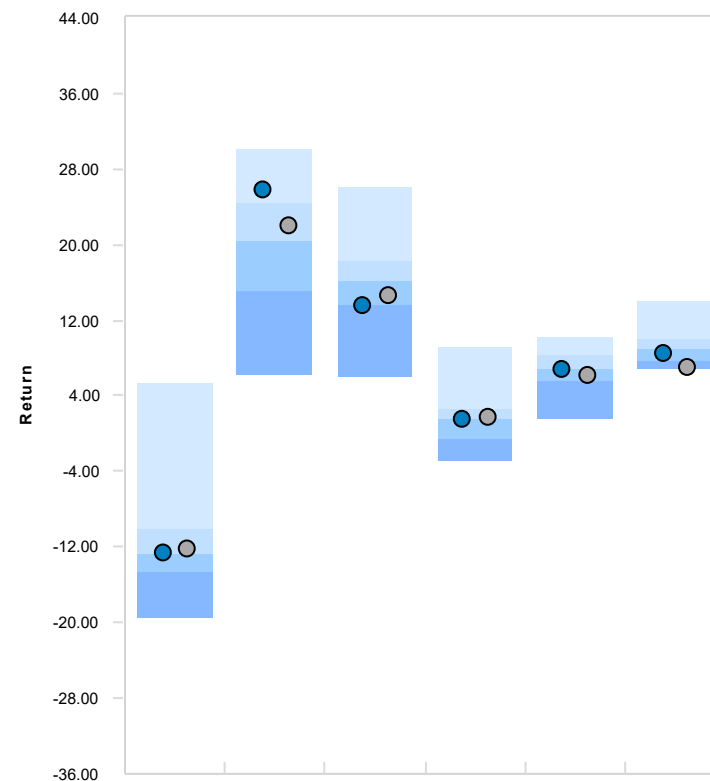
Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Fidelity Sh Term Bond Ix (FNSOX)	0.21	99.51	100.72	-0.03	-0.19	-0.30	0.99	1.72
Bloomberg 1-5 Year Gov/Credit Ix	0.00	100.00	100.00	0.00	N/A	-0.28	1.00	1.74

Peer Group Analysis - IM U.S. Open End Private Real Estate (SA+CF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● ARA Core Property Fund	-2.22 (67)	-8.08 (76)	-12.11 (67)	-7.43 (60)	3.58 (46)	3.16 (58)	3.74 (53)
● Direct Real Estate Policy	-2.37 (69)	-7.08 (71)	-11.29 (63)	-7.28 (58)	3.37 (52)	3.25 (50)	3.66 (62)
Median	-2.08	-5.59	-9.73	-7.07	3.45	3.25	3.81

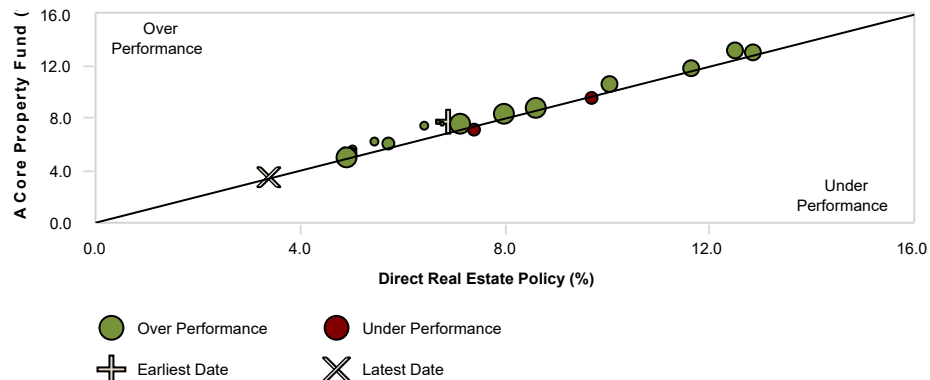


	Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018
● ARA Core Property Fund	12.54 (49)	25.79 (18)	13.51 (75)	1.62 (49)	6.81 (50)	8.50 (61)
● Direct Real Estate Policy	12.14 (40)	22.09 (44)	14.63 (57)	1.75 (42)	6.24 (70)	7.16 (88)
Median	12.68	20.33	16.09	1.58	6.80	8.93

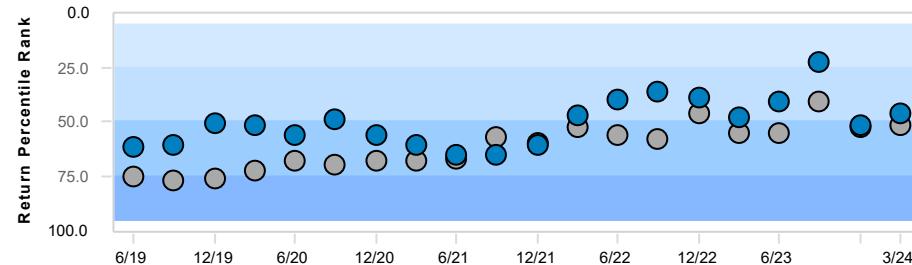
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
ARA Core Property Fund	-5.99 (81)	-2.22 (42)	-2.22 (65)	-3.28 (65)	-5.42 (64)	1.66 (22)
Direct Real Estate Policy	-4.83 (64)	-1.90 (37)	-2.68 (69)	-3.17 (62)	-4.97 (49)	0.52 (57)
IM U.S. Open End Private Real Estate (SA+CF) Median	-4.10	-2.66	-1.98	-2.91	-4.97	0.60

3 Yr Rolling Under/Over Performance - 5 Years

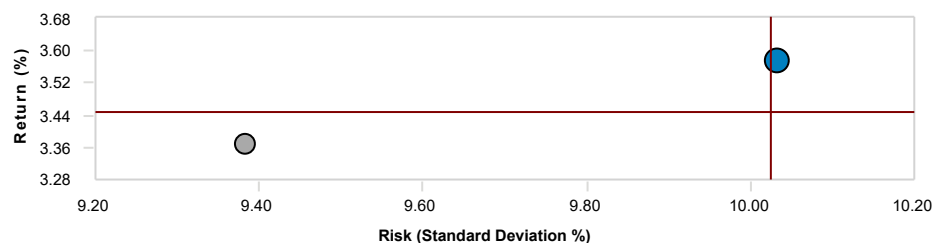


3 Yr Rolling Percentile Ranking - 5 Years



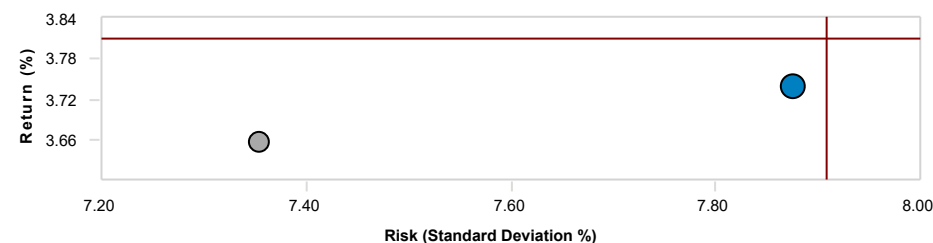
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
ARA Core Property Fund	20	1 (5%)	8 (40%)	11 (55%)	0 (0%)
Direct Real Estate Policy	20	0 (0%)	2 (10%)	16 (80%)	2 (10%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
ARA Core Property Fund	3.58	10.03
Direct Real Estate Policy	3.37	9.38
Median	3.45	10.03

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
ARA Core Property Fund	3.74	7.88
Direct Real Estate Policy	3.66	7.35
Median	3.81	7.91

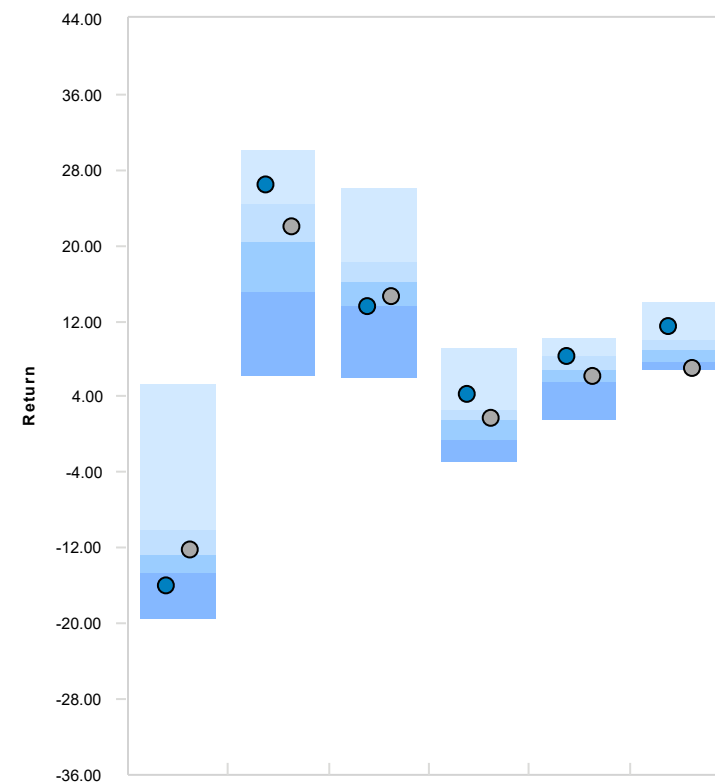
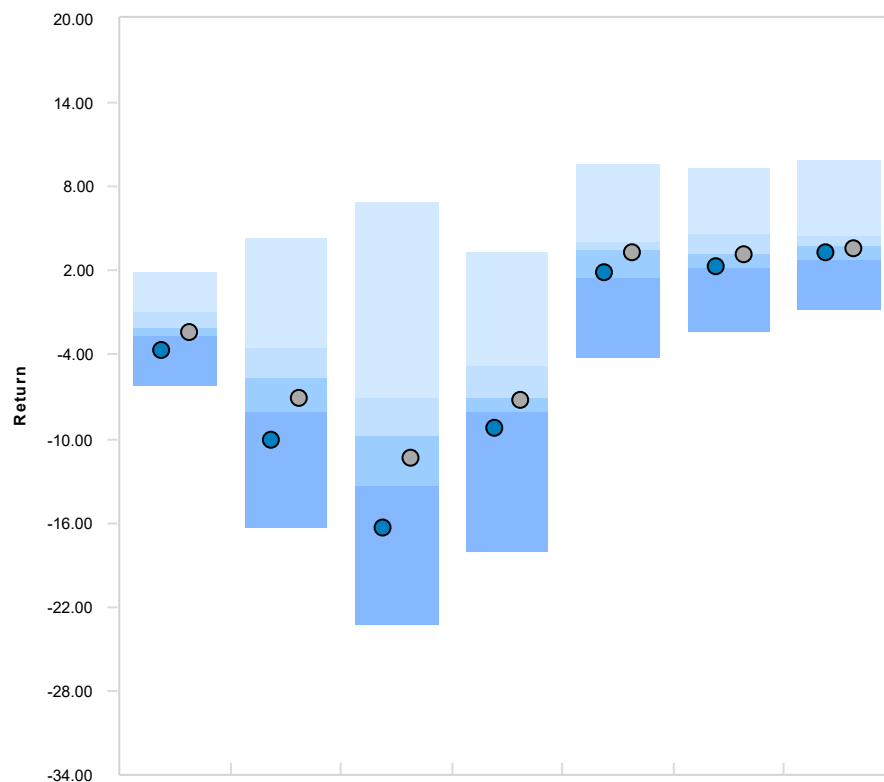
Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
ARA Core Property Fund	1.43	107.17	107.23	0.04	0.19	0.14	1.06	5.50
Direct Real Estate Policy	0.00	100.00	100.00	0.00	N/A	0.12	1.00	4.98

Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
ARA Core Property Fund	1.21	105.66	108.02	-0.11	0.10	0.23	1.06	4.30
Direct Real Estate Policy	0.00	100.00	100.00	0.00	N/A	0.23	1.00	3.88

Peer Group Analysis - IM U.S. Open End Private Real Estate (SA+CF)



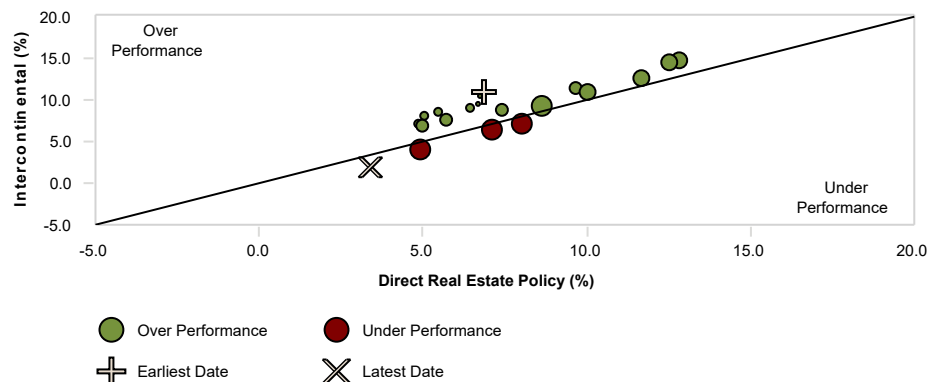
	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● Intercontinental	-3.72 (89)	-10.12 (87)	-16.30 (87)	-9.23 (82)	1.87 (74)	2.31 (75)	3.35 (66)
● Direct Real Estate Policy	-2.37 (69)	-7.08 (71)	-11.29 (63)	-7.28 (58)	3.37 (52)	3.25 (50)	3.66 (62)
Median	-2.08	-5.59	-9.73	-7.07	3.45	3.25	3.81

	Oct-2022 To Sep-2023	Oct-2021 To Sep-2022	Oct-2020 To Sep-2021	Oct-2019 To Sep-2020	Oct-2018 To Sep-2019	Oct-2017 To Sep-2018
● Intercontinental	15.88 (86)	26.49 (13)	13.56 (75)	4.41 (11)	8.32 (19)	11.40 (9)
● Direct Real Estate Policy	12.14 (40)	22.09 (44)	14.63 (57)	1.75 (42)	6.24 (70)	7.16 (88)
Median	12.68	20.33	16.09	1.58	6.80	8.93

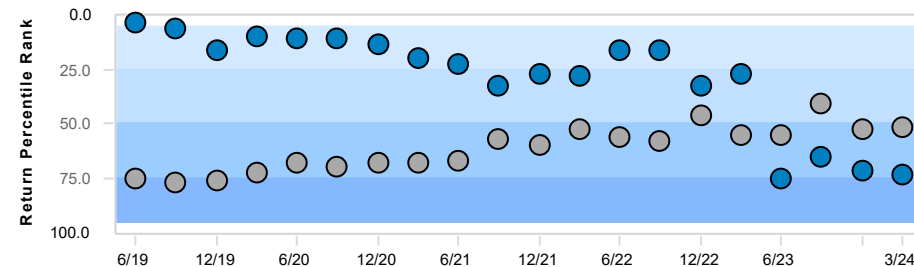
Comparative Performance

	1 Qtr Ending Dec-2023	1 Qtr Ending Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022
Intercontinental	-6.65 (84)	-0.81 (13)	-6.11 (97)	-3.61 (71)	-6.29 (94)	1.60 (29)
Direct Real Estate Policy	-4.83 (64)	-1.90 (37)	-2.68 (69)	-3.17 (62)	-4.97 (49)	0.52 (57)
IM U.S. Open End Private Real Estate (SA+CF) Median	-4.10	-2.66	-1.98	-2.91	-4.97	0.60

3 Yr Rolling Under/Over Performance - 5 Years

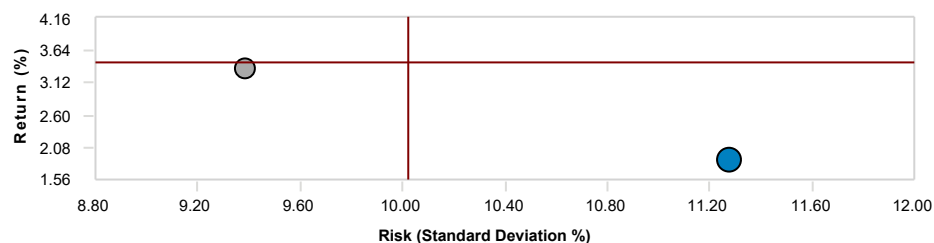


3 Yr Rolling Percentile Ranking - 5 Years



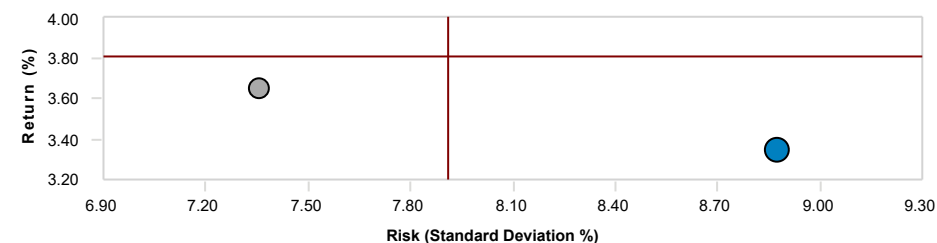
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Intercontinental	20	11 (55%)	5 (25%)	4 (20%)	0 (0%)
Direct Real Estate Policy	20	0 (0%)	2 (10%)	16 (80%)	2 (10%)

Peer Group Scattergram - 3 Years



	Return	Standard Deviation
Intercontinental	1.87	11.28
Direct Real Estate Policy	3.37	9.38
Median	3.45	10.03

Peer Group Scattergram - 5 Years



	Return	Standard Deviation
Intercontinental	3.35	8.88
Direct Real Estate Policy	3.66	7.35
Median	3.81	7.91

Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Intercontinental	3.39	111.47	137.13	-1.81	-0.38	-0.01	1.15	7.07
Direct Real Estate Policy	0.00	100.00	100.00	0.00	N/A	0.12	1.00	4.98

Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Intercontinental	2.83	113.55	130.17	-0.77	-0.06	0.18	1.15	5.45
Direct Real Estate Policy	0.00	100.00	100.00	0.00	N/A	0.23	1.00	3.88

Historical Hybrid Composition

Total Fund Policy

As of March 31, 2024

Total Fund Policy			
Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
Jan-1979		Dec-2021	
Russell 2000 Index	10.00	Dow Jones U.S. Total Stock Market Index	45.00
Russell 1000 Index	40.00	MSCI AC World ex USA (Net)	15.00
MSCI EAFE (Net) Index	10.00	Bloomberg Intermed Aggregate Index	20.00
ICE BofAML Govt/ Corp Master	40.00	Bloomberg U.S. TIPS Index	5.00
		NCREIF Fund Index-ODCE (VW)	15.00
Jan-2008		Jan-2024	
Russell 3000 Index	50.00	Dow Jones U.S. Total Stock Market Index	45.00
MSCI EAFE Index	10.00	MSCI AC World ex USA (Net)	15.00
Blmbg. U.S. Aggregate Index	40.00	Bloomberg 1-5 Year Gov/Credit Idx	20.00
		Bloomberg U.S. TIPS Index	5.00
		NCREIF Fund Index-ODCE (VW)	15.00
Jan-2010			
Russell 3000 Index	45.00		
MSCI AC World ex USA	15.00		
Blmbg. U.S. Aggregate Index	35.00		
Bloomberg U.S. TIPS Index	5.00		
Apr-2011			
Russell 3000 Index	45.00		
MSCI AC World ex USA	15.00		
Blmbg. U.S. Aggregate Index	25.00		
Bloomberg U.S. TIPS Index	5.00		
NCREIF Fund Index-ODCE (VW)	10.00		
Sep-2020			
Russell 3000 Index	45.00		
MSCI AC World ex USA (Net)	15.00		
Blmbg. U.S. Aggregate Index	25.00		
NCREIF Fund Index-ODCE (VW)	15.00		
Sep-2021			
Russell 3000 Index	45.00		
MSCI AC World ex USA (Net)	15.00		
Blmbg. U.S. Aggregate Index	20.00		
Bloomberg U.S. TIPS Index	5.00		
NCREIF Fund Index-ODCE (VW)	15.00		

Total Fund Policy (Ex RE)	
Allocation Mandate	Weight (%)
Jan-1979	
Russell 2000 Index	10.00
Russell 1000 Index	40.00
MSCI EAFE (Net) Index	10.00
ICE BofAML Govt/ Corp Master	40.00
Jan-2008	
Russell 3000 Index	50.00
MSCI EAFE Index	10.00
Blmbg. U.S. Aggregate Index	40.00
Jan-2010	
Russell 3000 Index	45.00
MSCI AC World ex USA	15.00
Blmbg. U.S. Aggregate Index	35.00
Bloomberg U.S. TIPS Index	5.00
Apr-2011	
Russell 3000 Index	50.00
MSCI AC World ex USA	17.00
Blmbg. U.S. Aggregate Index	28.00
Bloomberg U.S. TIPS Index	5.00
Sep-2020	
Russell 3000 Index	45.00
MSCI AC World ex USA (Net)	15.00
Blmbg. U.S. Aggregate Index	40.00
Sep-2021	
Russell 3000 Index	45.00
MSCI AC World ex USA (Net)	15.00
Blmbg. U.S. Aggregate Index	35.00
Bloomberg U.S. TIPS Index	5.00
Dec-2021	
Dow Jones U.S. Total Stock Market Index	45.00
MSCI AC World ex USA (Net)	15.00
Bloomberg Intermed Aggregate Index	35.00
Bloomberg U.S. TIPS Index	5.00

Historical Hybrid Composition

Total Fund Policy (EX RE)

As of March 31, 2024

Allocation Mandate	Weight (%)
Jan-2024	
Dow Jones U.S. Total Stock Market Index	45.00
MSCI AC World ex USA (Net)	15.00
Bloomberg 1-5 Year Gov/Credit Idx	35.00
Bloomberg U.S. TIPS Index	5.00

Total Equity Securities Policy	
Allocation Mandate	Weight (%)
Jan-1979	
MSCI EAFE Index	15.00
Russell 3000 Index	85.00
Jan-2010	
Russell 3000 Index	75.00
MSCI AC World ex USA	25.00
Sep-2020	
Russell 3000 Index	75.00
MSCI AC World ex USA (Net)	25.00
Dec-2021	
Dow Jones U.S. Total Stock Market Index	75.00
MSCI AC World ex USA (Net)	25.00

Total Fixed Income Policy			
Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
Jan-1976		Jan-2024	
Blmbg. U.S. Aggregate Index	100.00	Bloomberg 1-5 Year Gov/Credit Idx	80.00
		Bloomberg U.S. TIPS Index	20.00
Jan-2010			
Blmbg. U.S. Aggregate Index	87.50		
Bloomberg U.S. TIPS Index	12.50		
Sep-2020			
Blmbg. U.S. Aggregate Index	100.00		
Sep-2021			
Blmbg. U.S. Aggregate Index	80.00		
Bloomberg U.S. TIPS Index	20.00		
Dec-2021			
Bloomberg Intermed Aggregate Index	80.00		
Bloomberg U.S. TIPS Index	20.00		

Total Foreign Equity Securities Policy	
Allocation Mandate	Weight (%)
Jan-1970	
MSCI EAFE Index	100.00
Jan-2010	
MSCI AC World ex USA	100.00
Sep-2020	
MSCI AC World ex USA (Net)	100.00

Direct Real Estate Policy	
Allocation Mandate	Weight (%)
Jan-1978	
NCREIF Property Index	100.00
Sep-2020	
NCREIF Fund Index-ODCE (VW)	100.00

Broad Market Fixed Income Policy	
Allocation Mandate	Weight (%)
Jan-1976	
Blmbg. U.S. Aggregate Index	100.00
Dec-2021	
Bloomberg Intermed Aggregate Index	100.00
Jan-2024	
Bloomberg 1-5 Year Gov/Credit Idx	100.00

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DEERFIELD BEACH PD

Total Fund Compliance:

1. The Total Plan return equaled or exceeded the 6.5% actuarial earnings assumption over the trailing three year period.
2. The Total Plan return equaled or exceeded the 6.5% actuarial earnings assumption over the trailing five year period.
3. The Total Plan return equaled or exceeded the total plan benchmark over the trailing three year period.
4. The Total Plan return equaled or exceeded the total plan benchmark over the trailing five year period.
5. The Total Plan return ranked within the top 40th percentile of its peer group over the trailing three year period.
6. The Total Plan return ranked within the top 40th percentile of its peer group over the trailing five year period.
7. Total foreign securities were less than 25% of the total plan assets at market.

* effective 10/1/2015 ROR 6.5%

Yes	No	N/A
	✓	
✓		
✓		
	✓	
✓		
✓		
✓		

Equity Compliance:

1. Total domestic equity returns meet or exceed the benchmark over the trailing three year period.
2. Total domestic equity returns meet or exceed the benchmark over the trailing five year period.
3. Total domestic equity returns ranked within the top 40th percentile of its peer group over the trailing three year period.
4. Total domestic equity returns ranked within the top 40th percentile of its peer group over the trailing five year period.
5. Total foreign equity returns meet or exceed the benchmark over the trailing three year period.
6. Total foreign equity returns meet or exceed the benchmark over the trailing five year period.
7. Total foreign equity returns ranked within the top 40th percentile of its peer group over the trailing three year period.
8. Total foreign equity returns ranked within the top 40th percentile of its peer group over the trailing five year period.
9. The total equity allocation was less than 70% of the total plan assets at market.

Yes	No	N/A
✓		
✓		
✓		
✓		
	✓	
	✓	
	✓	
	✓	
✓		

Fixed Income Compliance:

1. Broad mkt fixed income returns meet or exceed the benchmark over the trailing three year period.
2. Broad mkt fixed income returns meet or exceed the benchmark over the trailing five year period.
3. Broad mkt fixed income returns ranked within the top 40th percentile of its peer group over the trailing three year period.
4. Broad mkt fixed income returns ranked within the top 40th percentile of its peer group over the trailing five year period.
5. All fixed income investments have a minimum rating of investment grade or higher.**

Yes	No	N/A
✓		
✓		
✓		
✓		
✓		

**As reported by Fidelity Short Term Bond Index.

DEERFIELD BEACH PD

Manager Compliance:	Allspr. EKJFX			Fid. Total Mkt.						EuroPacific *			RBC Int'l		
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
1. Manager outperformed the index over the trailing three year period.		✓				✓						✓		✓	
2. Manager outperformed the index over the trailing five year period.		✓				✓						✓		✓	
3. Manager ranked within the top 40th percentile over trailing three year period.		✓				✓						✓		✓	
4. Manager ranked within the top 40th percentile over trailing five year period.		✓				✓						✓		✓	
5. Less than four consecutive quarters of under-performance relative to the benchmark.		✓				✓				✓			✓		
6. Three-year down-market capture ratio less than the index.		✓				✓					✓		✓		
7. Five-year down-market capture ratio less than the index.	✓					✓					✓			✓	

* Inception date is 8-1-2021.

Manager Compliance:	Fidelity ST ^			Fid. Infl-Prot **						American RE			Intercon RE		
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
1. Manager outperformed the index over the trailing three year period.			✓			✓				✓				✓	
2. Manager outperformed the index over the trailing five year period.			✓			✓				✓				✓	
3. Manager ranked within the top 40th percentile over trailing three year period.			✓			✓					✓			✓	
4. Manager ranked within the top 40th percentile over trailing five year period.			✓			✓					✓			✓	
5. Less than four consecutive quarters of under-performance relative to the benchmark.			✓	✓						✓			✓		
6. Three-year down-market capture ratio less than the index.			✓			✓						✓			✓
7. Five-year down-market capture ratio less than the index.			✓			✓						✓			✓

** Inception date is 10-1-2021. ^ Inception date is 1-1-2024.

Manager Compliance:												
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A
1. Manager outperformed the index over the trailing three year period.												
2. Manager outperformed the index over the trailing five year period.												
3. Manager ranked within the top 50th percentile over trailing three year period.												
4. Manager ranked within the top 50th percentile over trailing five year period.												
5. Less than four consecutive quarters of under-performance relative to the benchmark.												
6. Three-year down-market capture ratio less than the index.												
7. Five-year down-market capture ratio less than the index.												

Deerfield Beach Police Officers' Pension Fund

Fee Analysis

As of March 31, 2024

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Allspring ACG R6 (EKJFX)	0.65	2,171,510	14,115	0.65 % of Assets
Fidelity Total Market Ix (FSKAX)	0.01	23,206,725	2,321	0.01 % of Assets
Total Domestic Equity Securities	0.06	25,378,235	16,435	
RBC Global (Voyageur)	0.95	4,216,365	40,055	0.95 % of Assets
EuroPacific Growth Fund (RERGX)	0.46	3,746,174	17,232	0.46 % of Assets
Total Foreign Equity Securities	0.72	7,962,539	57,288	
Fidelity Inflation-Protected Bond (FIPDX)	0.05	2,071,414	1,036	0.05 % of Assets
Fidelity Short Term Bond Index (FNSOX)	0.03	4,995,902	1,499	0.03 % of Assets
Total Fixed Income	0.04	7,067,315	2,534	
ARA Core Property Fund	1.10	1,398,255	15,381	1.10 % of Assets
Intercontinental	1.10	3,961,705	43,579	1.10 % of Assets
Total Direct Real Estate	1.10	5,359,960	58,960	
R&D Account		2,593,866	-	
Total Fund Portfolio	0.28	48,361,914	135,217	

Fee information on this page is an illustrative estimate of management fees based on current reported portfolio values. Fee estimates do not reflect actual calculation methodologies or applicable carried interest.

Previous Quarters updated Performance

Comparative Performance Trailing Returns

Total Fund
One Qtr Behind

Comparative Performance															
	1 Quarter Ending Dec-2023		1 Year Ending Dec-2023		3 Years Ending Dec-2023		5 Years Ending Dec-2023		7 Years Ending Dec-2023		10 Years Ending Dec-2023		Since Inception Ending Dec-2023		Inception Date
Total Fund Portfolio (Net)	8.10	(51)	13.43	(46)	5.21	(12)	8.84	(43)	7.83	(37)	7.00	(26)	7.67	(58)	07/01/1991
Total Fund Policy	7.51	(66)	12.97	(54)	4.50	(28)	9.43	(20)	8.27	(19)	7.53	(10)	8.26	(24)	
Difference	0.59		0.46		0.71		-0.59		-0.44		-0.53		-0.59		
All Public Plans-Total Fund Median	8.11		13.22		3.64		8.70		7.57		6.58		7.80		
Total Fund Portfolio (Gross)	8.06		13.65		5.73		9.37		8.39		7.61		8.21		07/01/1991
Total Fund Policy	7.51		12.97		4.50		9.43		8.27		7.53		8.26		
Difference	0.55		0.68		1.23		-0.06		0.12		0.08		-0.05		
Total Equity Securities	12.20		24.76		7.80		12.74		10.79		9.01		7.92		01/01/2008
Total Equity Securities Policy	11.54		23.41		6.71		13.13		11.24		9.63		7.93		
Difference	0.66		1.35		1.09		-0.39		-0.45		-0.62		-0.01		
Total Domestic Equity Securities	12.50	(39)	26.54	(21)	9.84	(24)	15.02	(21)	12.46	(25)	10.66	(25)	9.03	(32)	01/01/2008
Russell 3000 Index	12.07	(44)	25.96	(24)	8.54	(37)	15.16	(20)	12.81	(22)	11.48	(17)	9.67	(20)	
Difference	0.43		0.58		1.30		-0.14		-0.35		-0.82		-0.64		
IM U.S. Equity (MF) Median	11.68		17.19		7.09		11.95		9.45		8.51		8.10		
Total Foreign Equity Securities	11.28	(28)	19.43	(38)	2.19	(64)	6.28	(96)	6.09	(88)	4.41	(79)	4.47	(35)	01/01/2008
Total Foreign Equity Securities Policy	9.75	(61)	15.62	(77)	1.55	(71)	7.26	(85)	6.60	(82)	4.16	(86)	2.52	(95)	
Difference	1.53		3.81		0.64		-0.98		-0.51		0.25		1.95		
IM International Large Cap Equity (SA+CF) Median	10.14		18.09		3.50		8.94		7.71		5.26		4.00		

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Comparative Performance Trailing Returns

Total Fund

One Qtr Behind

	1 Quarter Ending Dec-2023		1 Year Ending Dec-2023		3 Years Ending Dec-2023		5 Years Ending Dec-2023		7 Years Ending Dec-2023		10 Years Ending Dec-2023		Since Inception Ending Dec-2023		Inception Date
Total Fixed Income	6.46	(81)	4.98	(97)	-1.47	(30)	2.49	(35)	2.33	(41)	2.50	(60)	3.97	(37)	01/01/2008
Total Fixed Income Policy	5.34	(92)	4.93	(97)	-2.18	(39)	1.87	(63)	1.81	(77)	2.14	(88)	3.06	(89)	
Difference	1.12		0.05		0.71		0.62		0.52		0.36		0.91		
IM U.S. Broad Market Fixed Income (SA+CF+MF) Median	6.93		6.86		-2.62		2.18		2.21		2.58		3.74		
Broad Mkt Fixed Income	7.20	(17)	5.47	(86)	-0.94	(4)	2.82	(6)	2.57	(6)	2.66	(13)	4.07	(5)	01/01/2008
Total Broad Market Fixed Income Policy	5.50	(100)	5.18	(95)	-2.10	(11)	1.87	(28)	1.84	(43)	2.19	(61)	3.08	(76)	
Difference	1.70		0.29		1.16		0.95		0.73		0.47		0.99		
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	6.82		5.99		-2.98		1.65		1.76		2.25		3.41		
Non-Core Fixed	4.50	(42)	3.78	(68)	N/A		N/A		N/A		N/A		-2.67	(55)	10/01/2021
Bloomberg U.S. TIPS Index	4.71	(34)	3.90	(62)	-1.00	(65)	3.15	(86)	2.49	(85)	2.42	(53)	-2.83	(62)	
Difference	-0.21		-0.12		N/A		N/A		N/A		N/A		0.16		
IM U.S. TIPS (MF) Median	4.39		4.28		-0.44		3.36		2.68		2.43		-2.35		
Total Direct Real Estate	-6.48	(84)	-15.40	(84)	4.22	(66)	4.60	(53)	5.96	(33)	8.13	(31)	9.51	(41)	01/01/2011
Direct Real Estate Policy	-4.83	(64)	-12.02	(55)	4.92	(53)	4.53	(60)	5.18	(63)	6.90	(72)	8.04	(81)	
Difference	-1.65		-3.38		-0.70		0.07		0.78		1.23		1.47		
IM U.S. Open End Private Real Estate (SA+CF) Median	-4.10		-10.76		5.04		4.63		5.75		7.50		9.22		

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Comparative Performance Trailing Returns

Total Fund

One Qtr Behind

	1 Quarter Ending Dec-2023		1 Year Ending Dec-2023		3 Years Ending Dec-2023		5 Years Ending Dec-2023		7 Years Ending Dec-2023		10 Years Ending Dec-2023		Since Inception Ending Dec-2023		Inception Date
Total Domestic Equity Securities	12.50	(36)	26.54	(30)	9.84	(37)	15.02	(37)	12.46	(41)	10.66	(46)	9.03	(53)	01/01/2008
Russell 3000 Index	12.07	(45)	25.96	(35)	8.54	(54)	15.16	(35)	12.81	(37)	11.48	(31)	9.67	(38)	
Difference	0.43		0.58		1.30		-0.14		-0.35		-0.82		-0.64		
IM U.S. All Cap Equity (SA+CF+MF) Median	11.82		21.62		8.75		13.94		11.79		10.41		9.09		
Allspring ACG R6 (EKJFX)	13.83	(60)	33.48	(86)	0.39	(95)	13.63	(90)	14.53	(71)	10.86	(90)	12.07	(97)	09/01/2013
Russell 1000 Growth Index	14.16	(48)	42.68	(37)	8.86	(12)	19.50	(7)	17.68	(10)	14.86	(4)	15.94	(18)	
Difference	-0.33		-9.20		-8.47		-5.87		-3.15		-4.00		-3.87		
IM U.S. Large Cap Growth Equity (MF) Median	14.07		40.78		5.70		16.40		15.32		12.59		14.86		
Fidelity Total Market Ix (FSKAX)	12.16	(38)	26.13	(49)	N/A		N/A		N/A		N/A		3.57	(99)	08/01/2021
Dow Jones U.S. Total Stock Market Index	12.13	(38)	26.06	(50)	8.43	(86)	15.05	(67)	12.72	(79)	11.40	(72)	3.52	(99)	
Difference	0.03		0.07		N/A		N/A		N/A		N/A		0.05		
IM U.S. Large Cap Core Equity (MF) Median	11.92		25.86		9.52		15.54		13.39		11.91		8.29		
Total Foreign Equity Securities	11.28	(28)	19.43	(38)	2.19	(64)	6.28	(96)	6.09	(88)	4.41	(79)	4.47	(35)	01/01/2008
Total Foreign Equity Securities Policy	9.75	(61)	15.62	(77)	1.55	(71)	7.26	(85)	6.60	(82)	4.16	(86)	2.52	(95)	
Difference	1.53		3.81		0.64		-0.98		-0.51		0.25		1.95		
IM International Large Cap Equity (SA+CF) Median	10.14		18.09		3.50		8.94		7.71		5.26		4.00		
RBC Global Asset Management	12.08	(5)	22.50	(13)	5.24	(55)	8.17	(58)	7.44	(45)	5.69	(23)	6.03	(16)	01/01/2008
MSCI EAFE (Net) Index	10.42	(20)	18.24	(58)	4.02	(76)	8.16	(58)	6.91	(62)	4.28	(77)	2.76	(84)	
Difference	1.66		4.26		1.22		0.01		0.53		1.41		3.27		
MSCI EAFE Value Index (Net)	8.22	(73)	18.95	(51)	7.59	(34)	7.08	(83)	5.52	(90)	3.16	(93)	1.87	(98)	
Difference	3.86		3.55		-2.35		1.09		1.92		2.53		4.16		
IM International Large Cap Value Equity (SA+CF) Median	8.85		18.97		5.97		8.50		7.35		5.04		3.91		
EuroPacific Growth Fund (RERGX)	10.37	(69)	16.05	(66)	N/A		N/A		N/A		N/A		-5.19	(95)	08/01/2021
MSCI AC World ex USA (Net)	9.75	(78)	15.62	(71)	1.55	(49)	7.08	(97)	6.33	(98)	3.83	(94)	-1.03	(65)	
Difference	0.62		0.43		N/A		N/A		N/A		N/A		-4.16		
MSCI AC World ex USA Growth (Net)	11.12	(50)	14.03	(77)	-2.67	(84)	7.49	(95)	7.14	(86)	4.55	(92)	-5.20	(95)	
Difference	-0.75		2.02		N/A		N/A		N/A		N/A		0.01		
IM International Large Cap Growth Equity (MF) Median	11.12		16.59		1.35		9.54		8.35		5.47		0.60		

Returns for periods greater than one year are annualized.

Returns are expressed as percentages. Parenthesized number represents pertinent peer group ranking: 1-100, best to worst. ^ Garcia Policy from Barclays Agg to Barclays Intermediate Agg effective 12-1-2021.

Comparative Performance Trailing Returns

Total Fund

One Qtr Behind

	1 Quarter Ending Dec-2023		1 Year Ending Dec-2023		3 Years Ending Dec-2023		5 Years Ending Dec-2023		7 Years Ending Dec-2023		10 Years Ending Dec-2023		Since Inception Ending Dec-2023		Inception Date
Broad Mkt Fixed Income	7.20	(17)	5.47	(86)	-0.94	(4)	2.82	(6)	2.57	(6)	2.66	(13)	4.07	(5)	01/01/2008
Blmbg. U.S. Aggregate Index	6.82	(53)	5.53	(84)	-3.31	(79)	1.10	(96)	1.29	(97)	1.81	(95)	2.84	(93)	
Difference	0.38		-0.06		2.37		1.72		1.28		0.85		1.23		
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	6.82		5.99		-2.98		1.65		1.76		2.25		3.41		
Garcia Hamilton Fixed Income	8.25	(1)	6.51	(24)	-1.00	(4)	2.37	(9)	2.36	(9)	2.87	(7)	4.31	(14)	01/01/2009
Garcia Policy ^	5.50	(100)	5.18	(95)	-2.10	(11)	1.87	(28)	1.84	(43)	2.19	(61)	2.94	(81)	
Difference	2.75		1.33		1.10		0.50		0.52		0.68		1.37		
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	6.82		5.99		-2.98		1.65		1.76		2.25		3.49		
Fidelity Short Term Bond Index (FNSOX)	N/A		N/A		N/A		N/A		N/A		N/A		N/A		01/01/2024
Bloomberg 1-5 Year Gov/Credit Idx	3.44	(16)	4.89	(88)	-0.62	(97)	1.54	(90)	1.48	(88)	1.43	(84)	N/A		
Difference	N/A		N/A		N/A		N/A		N/A		N/A		N/A		
IM U.S. Short Duration Fixed Income (MF) Median	2.93		6.05		1.13		2.40		2.26		2.04		N/A		
Non-Core Fixed	4.50	(42)	3.78	(68)	N/A		N/A		N/A		N/A		-2.67	(55)	10/01/2021
Bloomberg U.S. TIPS Index	4.71	(34)	3.90	(62)	-1.00	(65)	3.15	(86)	2.49	(85)	2.42	(53)	-2.83	(62)	
Difference	-0.21		-0.12		N/A		N/A		N/A		N/A		0.16		
IM U.S. TIPS (MF) Median	4.39		4.28		-0.44		3.36		2.68		2.43		-2.35		
Fidelity Inflation-Protected Bond (FIPDX)	4.50	(42)	3.78	(68)	N/A		N/A		N/A		N/A		-2.99	(75)	10/01/2021
Bloomberg U.S. TIPS Index	4.71	(34)	3.90	(62)	-1.00	(65)	3.15	(86)	2.49	(85)	2.42	(53)	-2.83	(62)	
Difference	-0.21		-0.12		N/A		N/A		N/A		N/A		-0.16		
IM U.S. TIPS (MF) Median	4.39		4.28		-0.44		3.36		2.68		2.43		-2.35		
Total Direct Real Estate	-6.48	(84)	-15.40	(84)	4.22	(66)	4.60	(53)	5.96	(33)	8.13	(31)	9.51	(41)	01/01/2011
Direct Real Estate Policy	-4.83	(64)	-12.02	(55)	4.92	(53)	4.53	(60)	5.18	(63)	6.90	(72)	8.04	(81)	
Difference	-1.65		-3.38		-0.70		0.07		0.78		1.23		1.47		
IM U.S. Open End Private Real Estate (SA+CF) Median	-4.10		-10.76		5.04		4.63		5.75		7.50		9.22		
Intercontinental	-6.65	(84)	-16.20	(88)	3.93	(72)	4.55	(60)	6.00	(32)	8.31	(22)	9.86	(N/A)	02/01/2011
Direct Real Estate Policy	-4.83	(64)	-12.02	(55)	4.92	(53)	4.53	(60)	5.18	(63)	6.90	(72)	8.09	(N/A)	
Difference	-1.82		-4.18		-0.99		0.02		0.82		1.41		1.77		
IM U.S. Open End Private Real Estate (SA+CF) Median	-4.10		-10.76		5.04		4.63		5.75		7.50		N/A		
American Core Realty Fund	-5.99	(81)	-13.06	(65)	5.00	(52)	4.57	(56)	5.65	(56)	7.32	(58)	8.57	(64)	01/01/2011
Direct Real Estate Policy	-4.83	(64)	-12.02	(55)	4.92	(53)	4.53	(60)	5.18	(63)	6.90	(72)	8.04	(81)	
Difference	-1.16		-1.04		0.08		0.04		0.47		0.42		0.53		
IM U.S. Open End Private Real Estate (SA+CF) Median	-4.10		-10.76		5.04		4.63		5.75		7.50		9.22		

Returns for periods greater than one year are annualized.

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Active Return	- Arithmetic difference between the manager's performance and the designated benchmark return over a specified time period.
Alpha	- A measure of the difference between a portfolio's actual performance and its expected return based on its level of risk as determined by beta. It determines the portfolio's non-systemic return, or its historical performance not explained by movements of the market.
Beta	- A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of the portfolio's systematic risk.
Consistency	- The percentage of quarters that a product achieved a rate of return higher than that of its benchmark. Higher consistency indicates the manager has contributed more to the product's performance.
Distributed to Paid In (DPI)	- The ratio of money distributed to Limited Partners by the fund, relative to contributions. It is calculated by dividing cumulative distributions by paid in capital. This multiple shows the investor how much money they got back. It is a good measure for evaluating a fund later in its life because there are more distributions to measure against.
Down Market Capture	- The ratio of average portfolio performance over the designated benchmark during periods of negative returns. A lower value indicates better product performance
Downside Risk	- A measure similar to standard deviation that utilizes only the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. A higher factor is indicative of a riskier product.
Excess Return	- Arithmetic difference between the manager's performance and the risk-free return over a specified time period.
Excess Risk	- A measure of the standard deviation of a portfolio's performance relative to the risk free return.
Information Ratio	- This calculates the value-added contribution of the manager and is derived by dividing the active rate of return of the portfolio by the tracking error. The higher the Information Ratio, the more the manager has added value to the portfolio.
Public Market Equivalent (PME)	- Designs a set of analyses used in the Private Equity Industry to evaluate the performance of a Private Equity Fund against a public benchmark or index.
R-Squared	- The percentage of a portfolio's performance that can be explained by the behavior of the appropriate benchmark. A high R-Squared means the portfolio's performance has historically moved in the same direction as the appropriate benchmark.
Return	- Compounded rate of return for the period.
Sharpe Ratio	- Represents the excess rate of return over the risk free return divided by the standard deviation of the excess return. The result is an absolute rate of return per unit of risk. A higher value demonstrates better historical risk-adjusted performance.
Standard Deviation	- A statistical measure of the range of a portfolio's performance. It represents the variability of returns around the average return over a specified time period.
Total Value to Paid In (TVPI)	- The ratio of the current value of remaining investments within a fund, plus the total value of all distributions to date, relative to the total amount of capital paid into the fund to date. It is a good measure of performance before the end of a fund's life
Tracking Error	- This is a measure of the standard deviation of a portfolio's returns in relation to the performance of its designated market benchmark.
Treynor Ratio	- Similar to Sharpe ratio but utilizes beta rather than excess risk as determined by standard deviation. It is calculated by taking the excess rate of return above the risk free rate divided by beta to derive the absolute rate of return per unit of risk. A higher value indicates a product has achieved better historical risk-adjusted performance.
Up Market Capture	- The ratio of average portfolio performance over the designated benchmark during periods of positive returns. A higher value indicates better product performance.

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Methodology for this Award: For the 2022 Greenwich Quality Award for Overall U.S. Investment Consulting – Midsize Consultants – Between February and November 2022, Coalition Greenwich conducted interviews with 727 individuals from 590 of the largest tax-exempt funds in the United States. These U.S.-based institutional investors are corporate and union funds, public funds, and endowment and foundation funds, with either pension or investment pool assets greater than \$150 million. Study participants were asked to provide quantitative and qualitative evaluations of their asset management and investment consulting providers, including qualitative assessments of those firms soliciting their business and detailed information on important market trends.

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