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# City of Eustis Firefighters' 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**

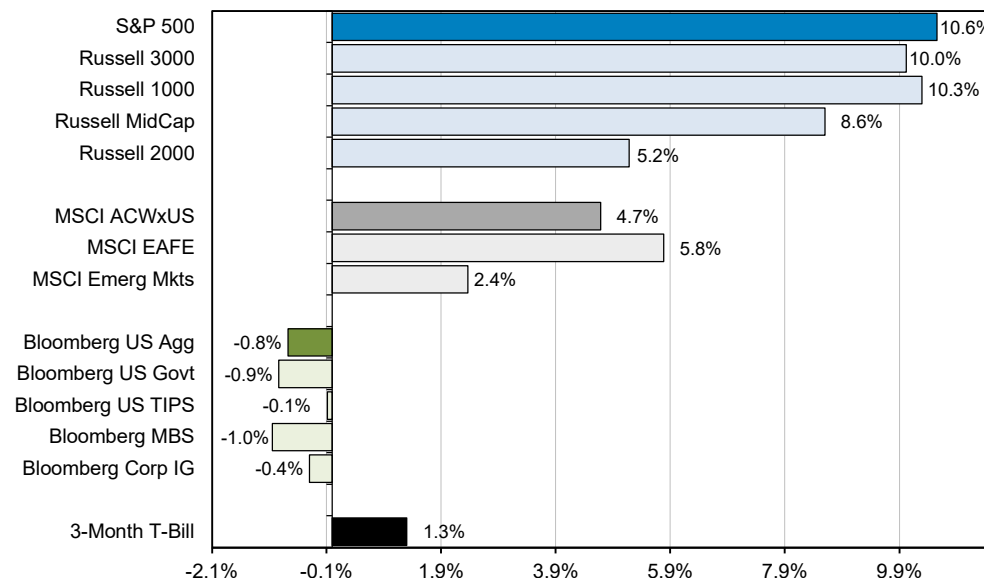
- While sticky inflation numbers and a robust job market likely prompted the Fed to keep the fed funds rate unchanged during the quarter, this lack of action also tempered expectations for potential rate cuts in 2024. Fixed-income markets fell in March (yield rose) on the belief that rates could be higher 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**

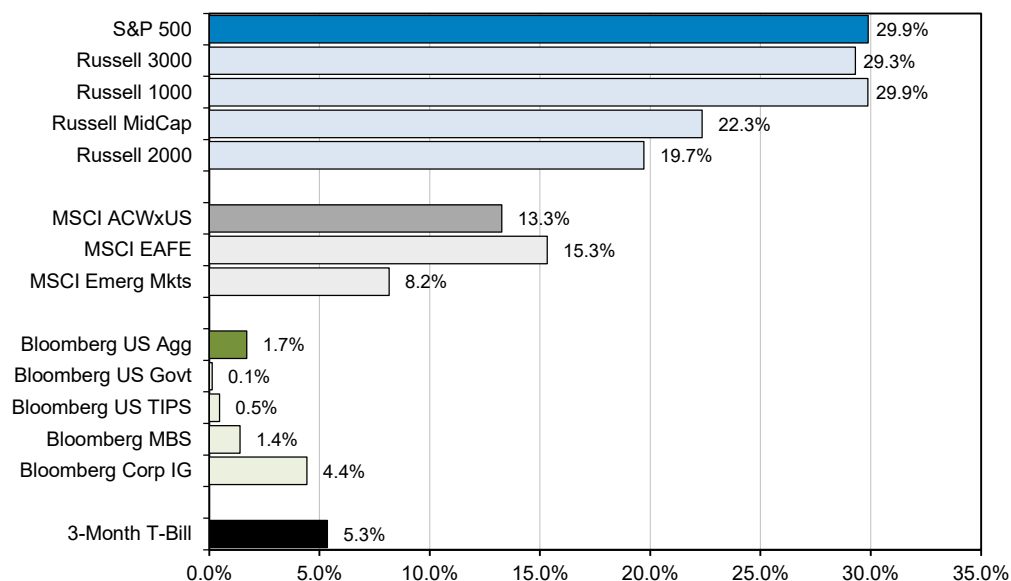
- 2024 opened with strong results in domestic and international equity markets, continuing what was a robust 2023. Growth sectors continued to outpace value sectors but by a narrower margin than 2023, showcasing increased breadth across many markets.
- Central banks remained vigilant in their stances 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

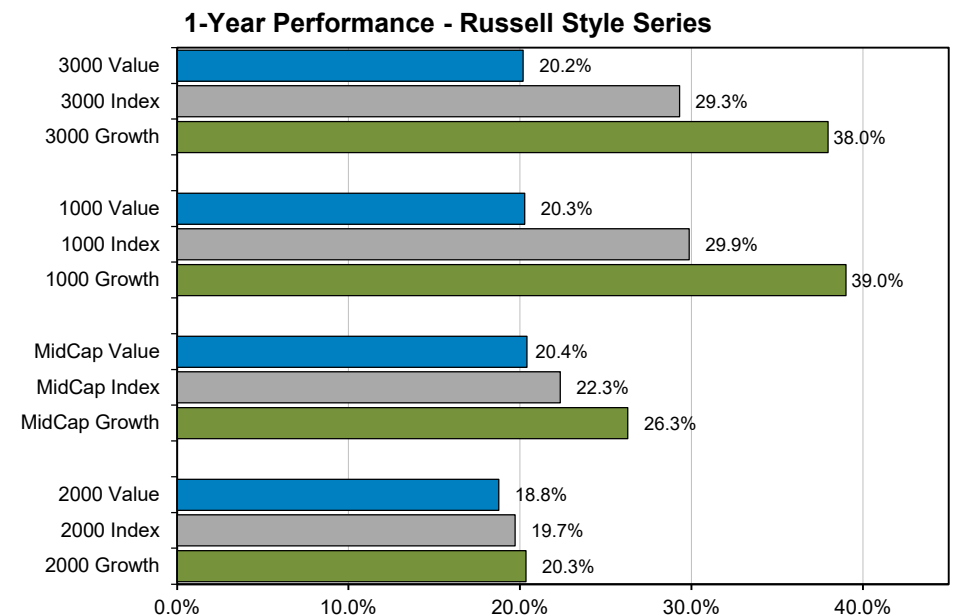
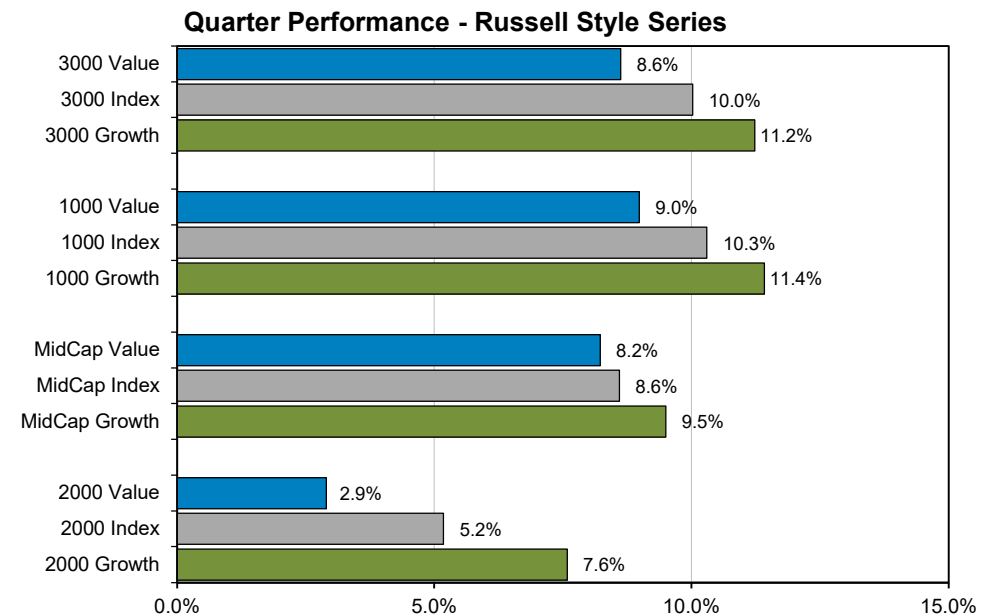


### 1-Year Performance



Source: Investment Metrics

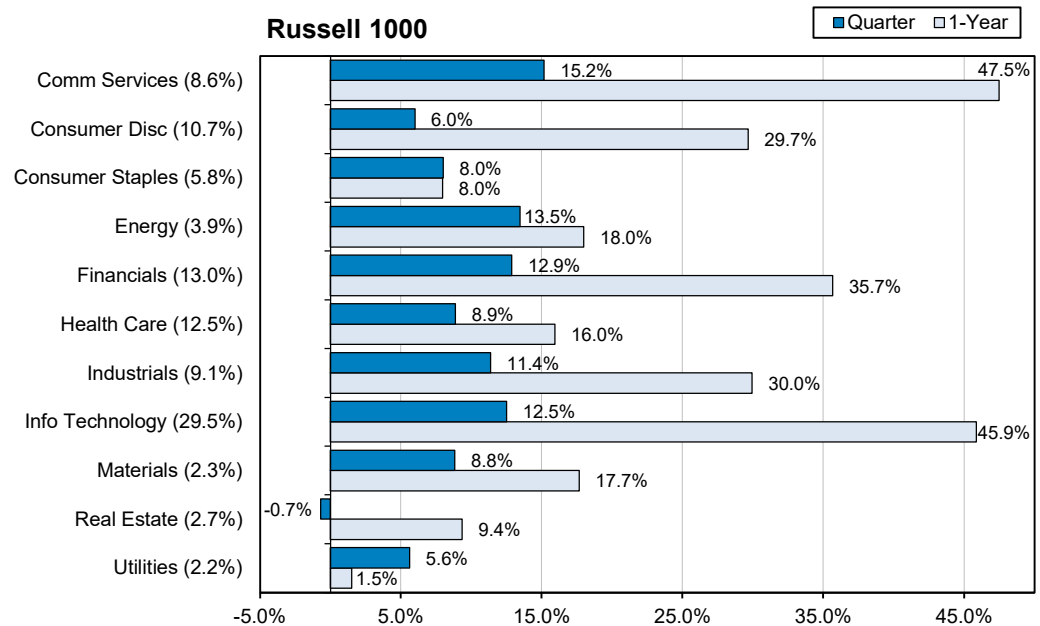
- Domestic equity benchmarks were positive for the second consecutive quarter and growth style issues continued to outpace value. The best-performing area of the equity market was large-cap growth, with the Russell 1000 Growth index returning 11.4%. The worst performing area of the market was small-cap 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.



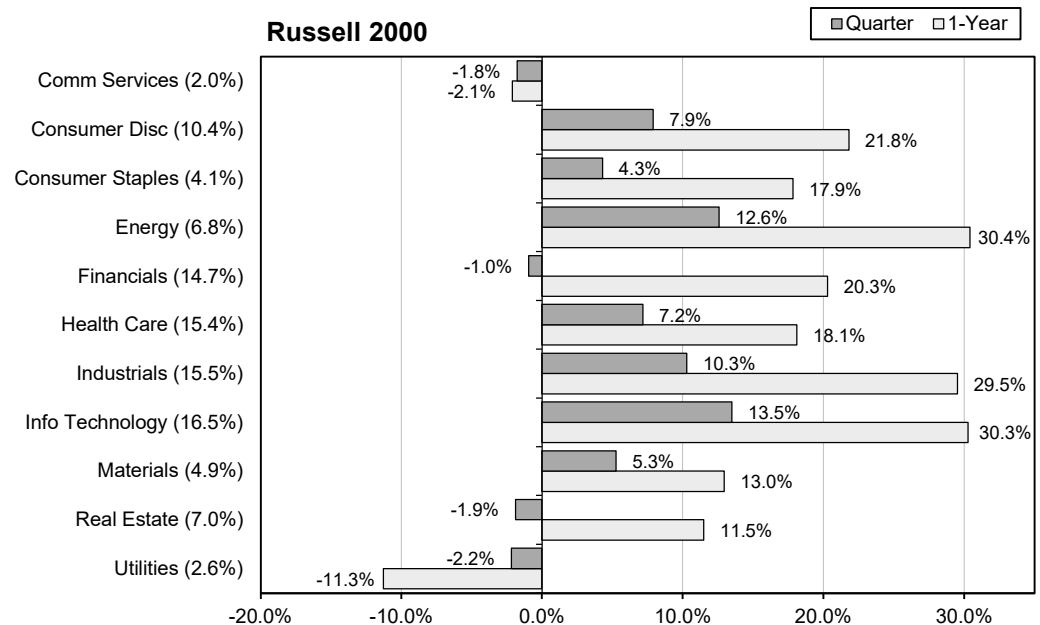
Source: Investment Metrics

- 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

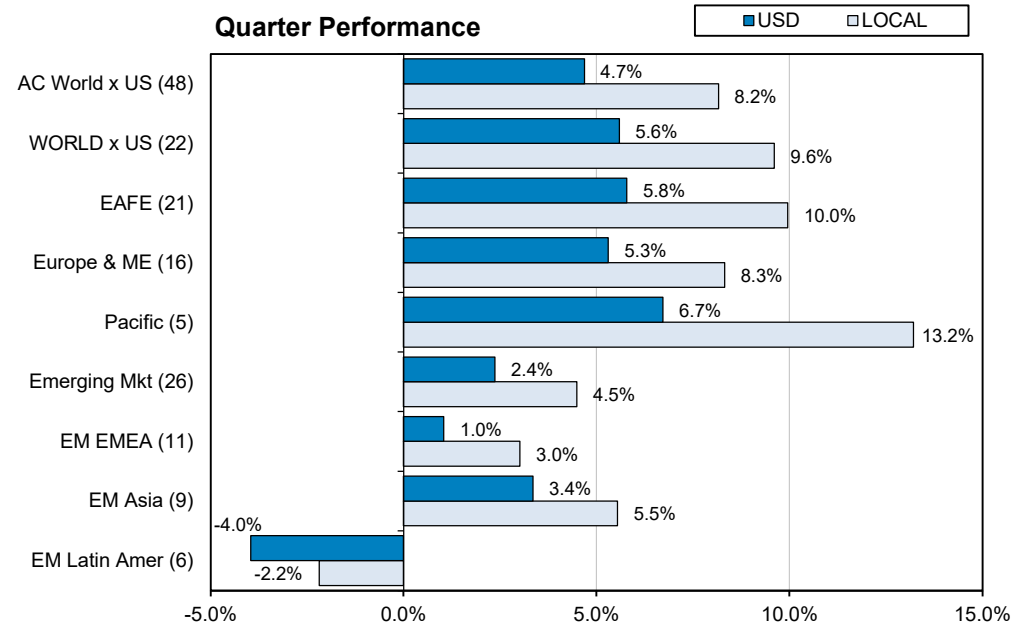
Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Ocean Biomedical Inc	0.0%	473.5%	-43.0%	Health Care
Viking Therapeutics Inc	0.3%	340.6%	392.5%	Health Care
Longboard Pharmaceuticals Inc	0.0%	258.2%	438.7%	Health Care
Super Micro Computer Inc	1.9%	255.3%	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

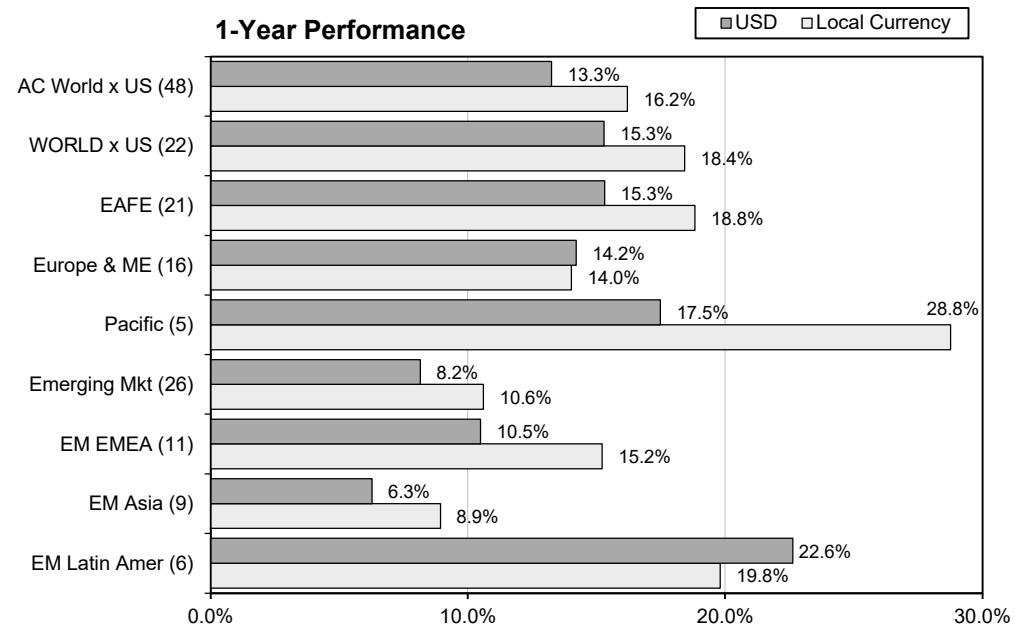
Source: Morningstar Direct

- 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%
<b>Total</b>	<b>100.0%</b>	<b>5.8%</b>	<b>15.3%</b>

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%
<b>Total</b>	<b>100.0%</b>	<b>4.7%</b>	<b>13.3%</b>

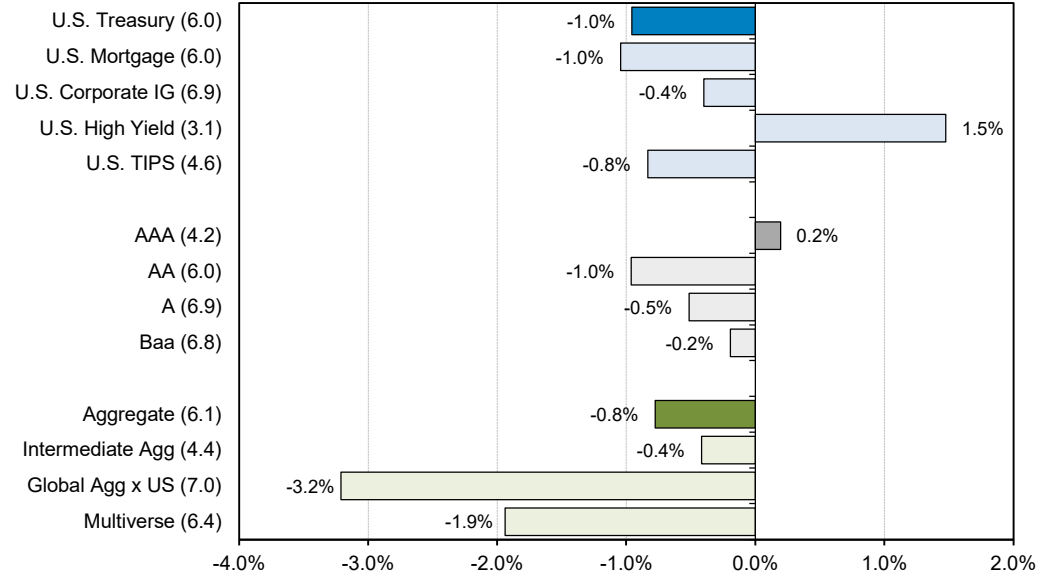
MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	8.6%	0.8%	-11.5%
Consumer Discretionary	12.4%	-0.5%	-5.3%
Consumer Staples	5.6%	-4.3%	-2.6%
Energy	5.3%	6.9%	36.0%
Financials	22.4%	2.3%	15.0%
Health Care	3.5%	-4.5%	-0.9%
Industrials	7.0%	1.4%	4.6%
Information Technology	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%
<b>Total</b>	<b>100.0%</b>	<b>2.4%</b>	<b>8.2%</b>

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%
<b>Total EAFE Countries</b>	<b>100.0%</b>	<b>64.5%</b>	<b>5.8%</b>	<b>15.3%</b>
Canada		7.7%	3.4%	12.3%
<b>Total Developed Countries</b>		<b>71.9%</b>	<b>5.6%</b>	<b>15.3%</b>
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%
<b>Total Emerging Countries</b>		<b>27.9%</b>	<b>2.4%</b>	<b>8.2%</b>
<b>Total ACWixUS Countries</b>		<b>100.0%</b>	<b>4.7%</b>	<b>13.3%</b>

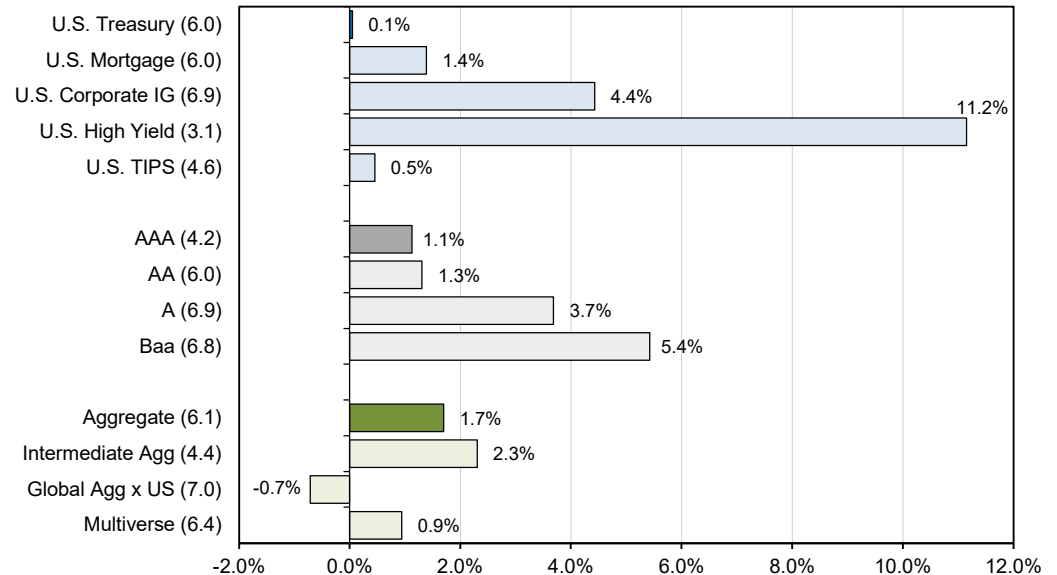
Source: Morningstar Direct, MSCI Global Index Monitor (Returns are Net in USD)  
As a result of the GICS classification changes on 9/28/2018 and certain associated reporting limitations, sector performance represents backward looking performance for the prior year of each sector's current constituency, 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



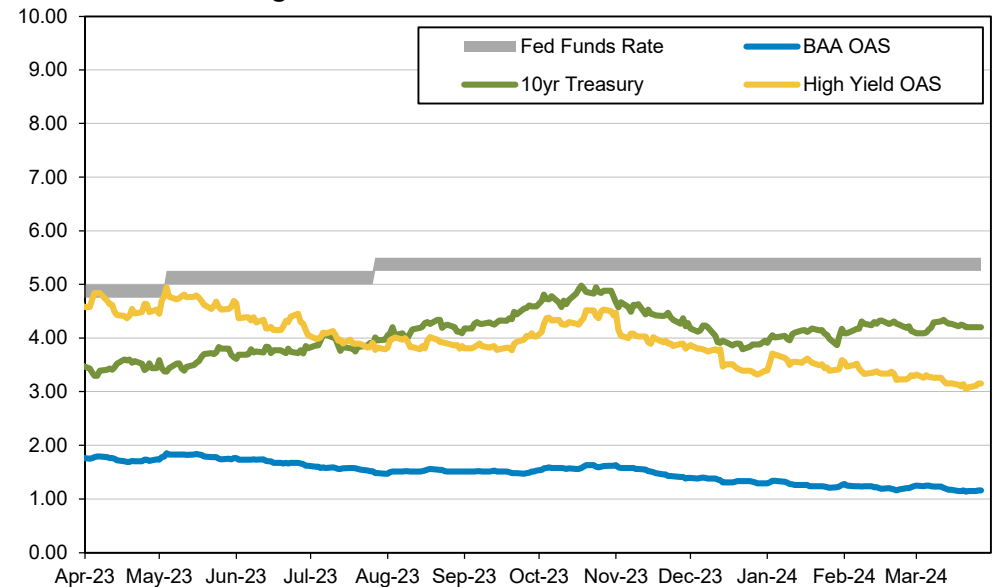
#### 1-Year Performance



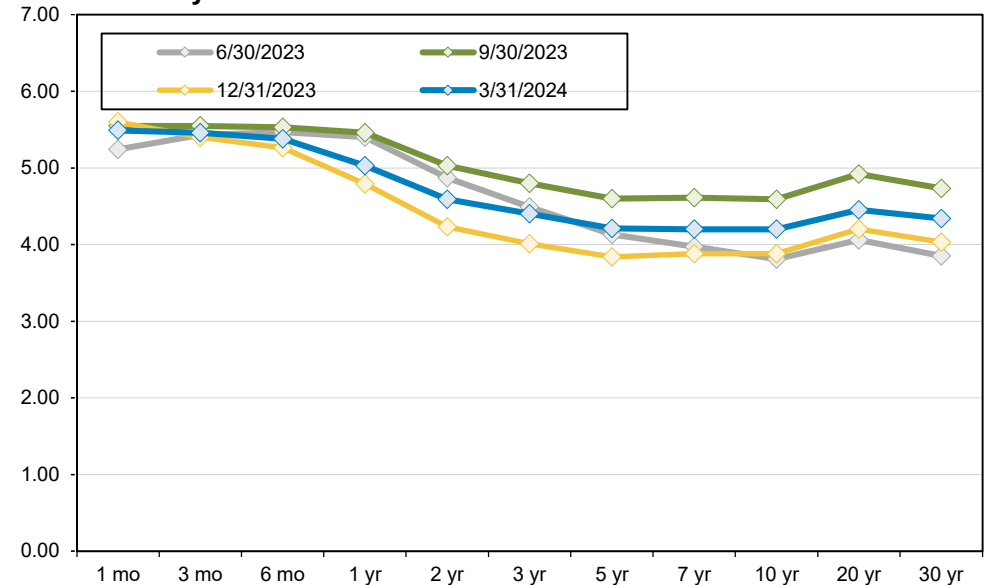
Source: Bloomberg

- 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](#)

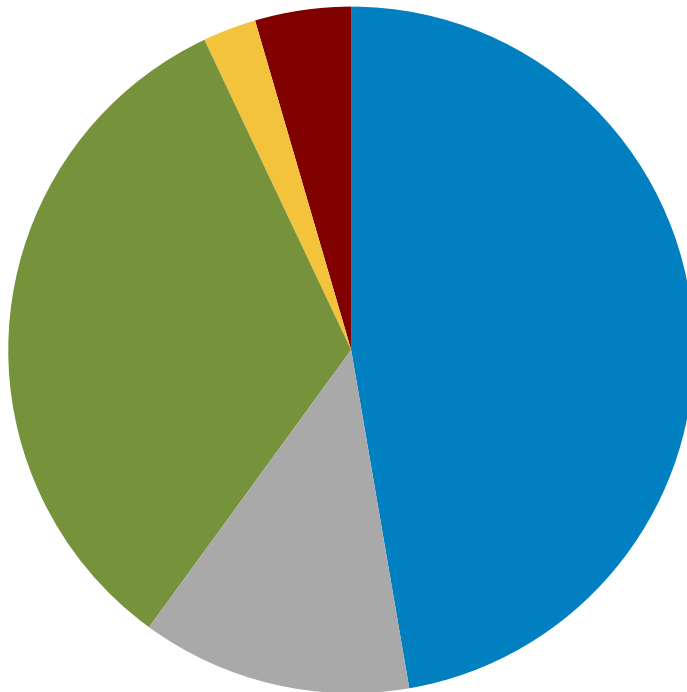
[Support Site - Global Index Lens: Index Returns - MSCI](#)

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

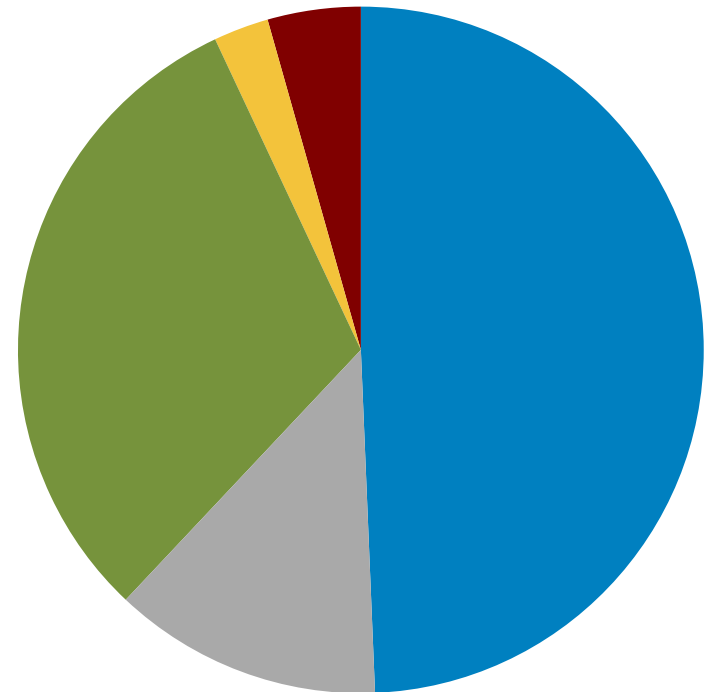
[Treasuries Selloff Deepens as Traders Push Back First Rate Cut - Articles - Advisor Perspectives](#)

[Federal Reserve issues FOMC statement](#)

Asset Allocation By Segment as of  
December 31, 2023 : \$14,213,503

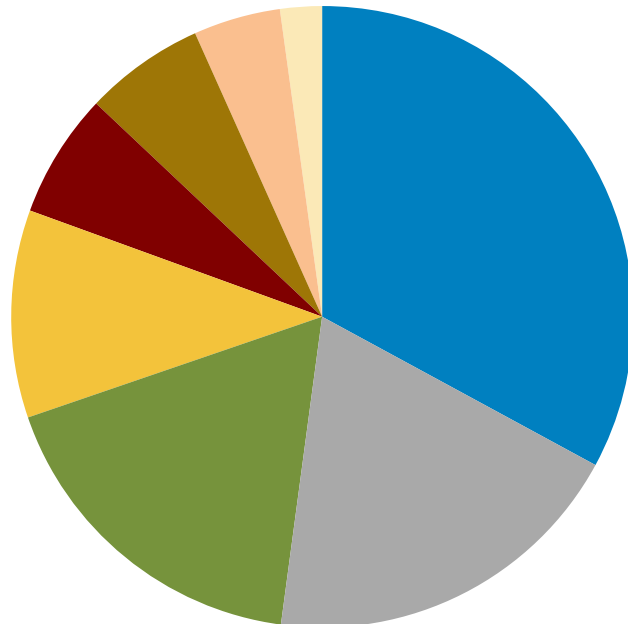


Asset Allocation By Segment as of  
March 31, 2024 : \$15,037,146

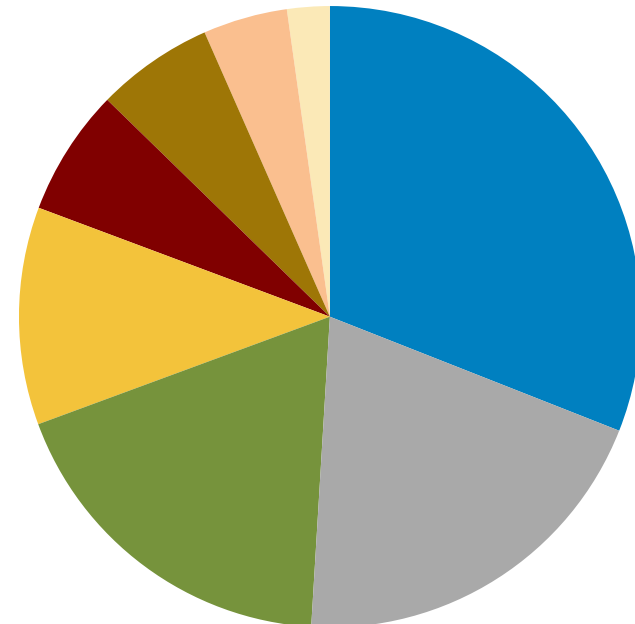


Allocation			Allocation		
Segments	Market Value	Allocation	Segments	Market Value	Allocation
Domestic Equity	6,721,227	47.3	Domestic Equity	7,419,546	49.3
International Equity	1,811,647	12.7	International Equity	1,908,153	12.7
Fixed Income	4,679,350	32.9	Fixed Income	4,658,220	31.0
Cash Equivalent	358,251	2.5	Cash Equivalent	391,341	2.6
Global Other	643,028	4.5	Global Other	659,886	4.4

Asset Allocation By Manager as of  
Dec-2023 : \$14,213,503

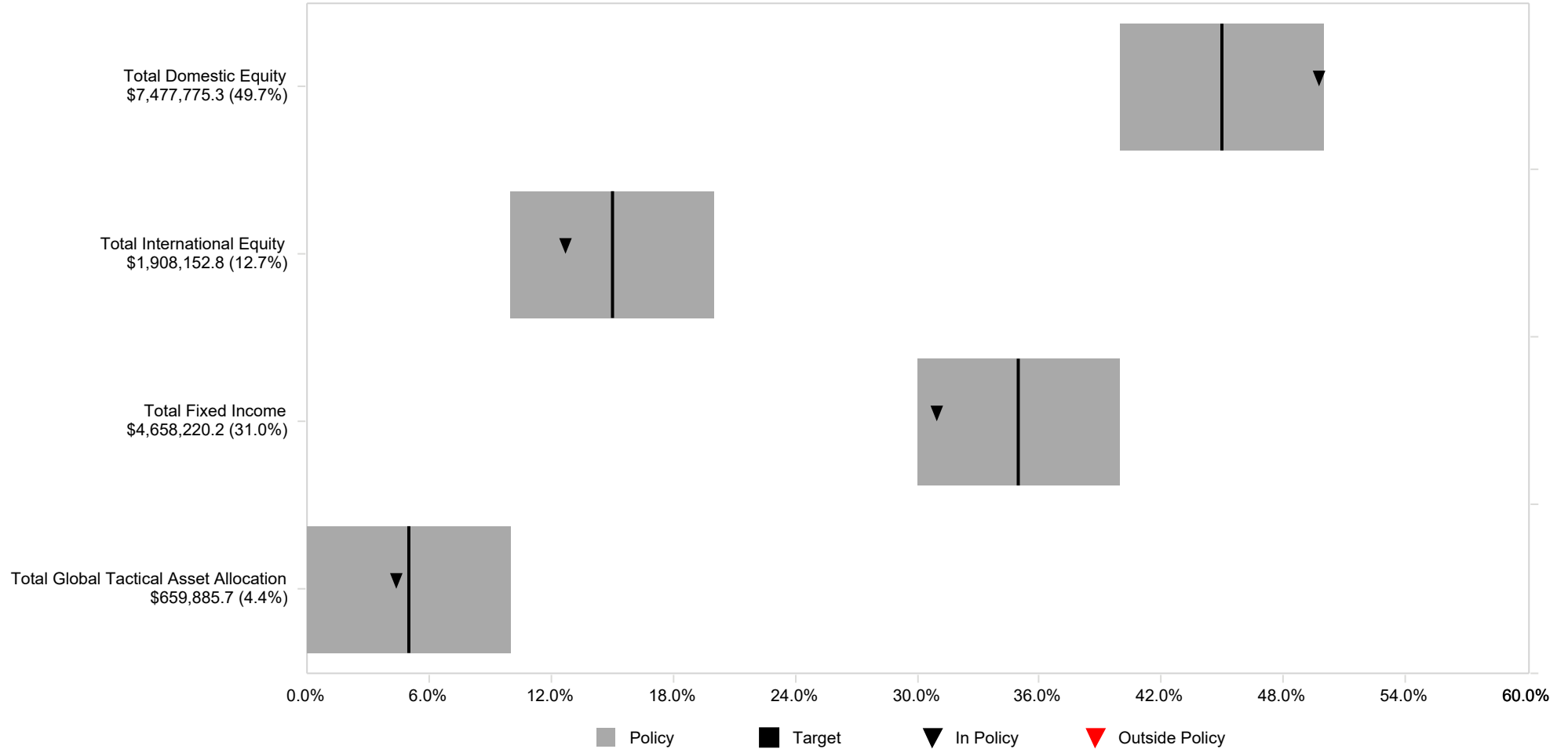


Asset Allocation By Manager as of  
Mar-2024 : \$15,037,146



Allocation			Allocation		
	Market Value	Allocation		Market Value	Allocation
Baird Aggregate Bond Fund (BAGIX)	4,679,350	32.9	Baird Aggregate Bond Fund (BAGIX)	4,658,220	31.0
Dana Large Cap Value	2,728,309	19.2	Dana Large Cap Value	3,004,612	20.0
Fidelity 500 Index (FXAIX)	2,505,049	17.6	Fidelity 500 Index (FXAIX)	2,769,344	18.4
Vanguard Growth Index Fund (VIGAX)	1,536,396	10.8	Vanguard Growth Index Fund (VIGAX)	1,703,819	11.3
American Funds EuroPacific Gr R6 (RERGX)	922,784	6.5	American Funds EuroPacific Gr R6 (RERGX)	991,445	6.6
Dodge & Cox Int'l (DODFX)	888,863	6.3	Dodge & Cox Int'l (DODFX)	916,708	6.1
Blackrock Multi-Asset Income -K (BKMIX)	643,028	4.5	Blackrock Multi-Asset Income -K (BKMIX)	659,886	4.4
Receipt & Disbursement	309,723	2.2	Receipt & Disbursement	333,112	2.2

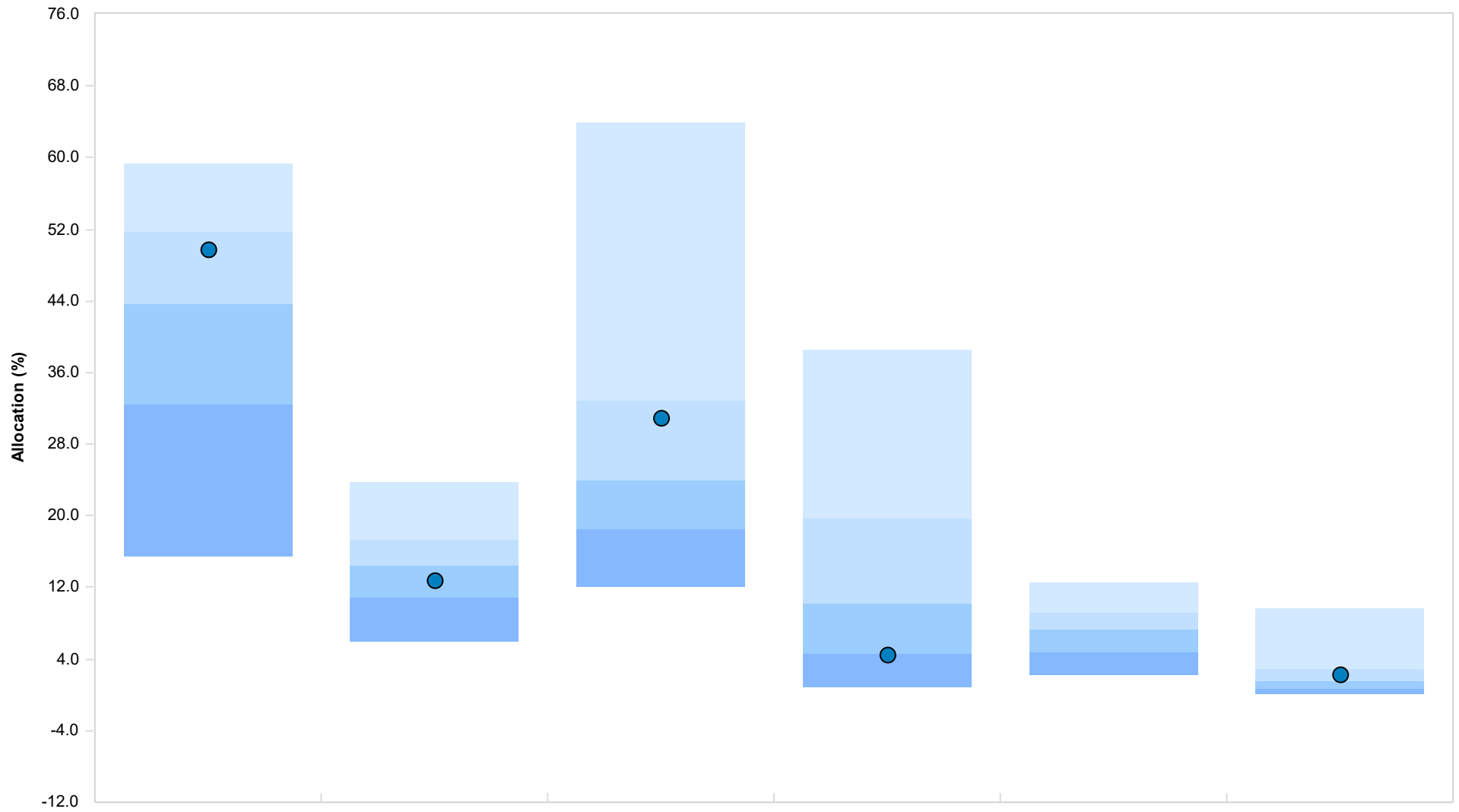
**Executive Summary**



**Asset Allocation Compliance**

	Asset Allocation \$	Current Allocation (%)	Minimum Allocation (%)	Maximum Allocation (%)	Target Allocation (%)	Min. Rebal. (\$000)	Max. Rebal. (\$000)	Target Rebal. (\$000)
<b>Total Fund</b>	<b>15,037,146</b>	<b>100.0</b>	<b>N/A</b>	<b>N/A</b>	<b>100.0</b>	<b>-</b>	<b>-</b>	<b>-</b>
Total Domestic Equity	7,477,775	49.7	40.0	50.0	45.0	-1,462,917	40,798	-711,060
Total International Equity	1,908,153	12.7	10.0	20.0	15.0	-404,438	1,099,276	347,419
Total Fixed Income	4,658,220	31.0	30.0	40.0	35.0	-147,076	1,356,638	604,781
Total Global Tactical Asset Allocation	659,886	4.4	0.0	10.0	5.0	-659,886	843,829	91,972

**Eustis Firefighters' Retirement Plan**  
**Plan Sponsor TF Asset Allocation - Total Fund Vs. All Public Plans-Total Fund**  
As of March 31, 2024



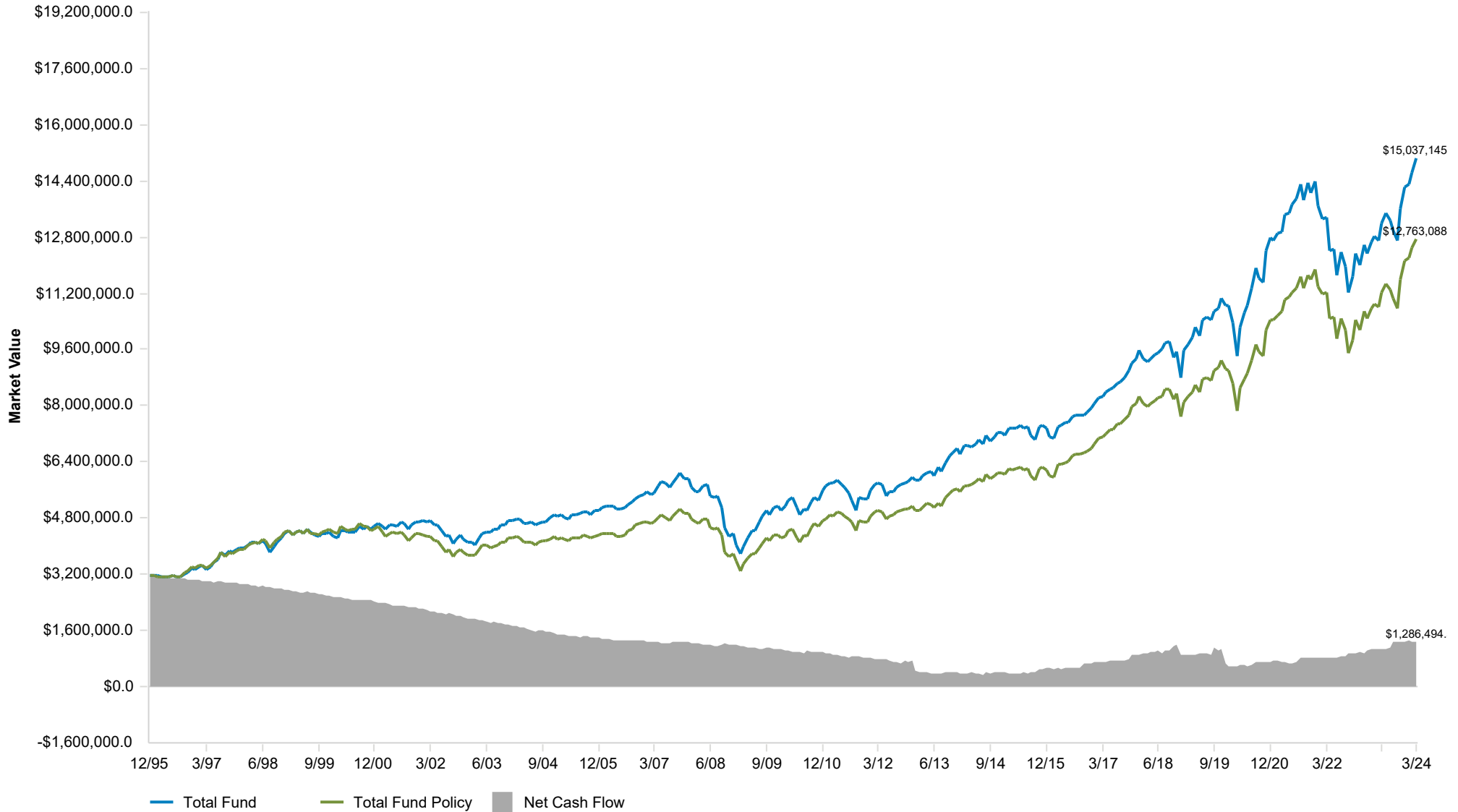
	US Equity	Global ex-US Equity	US Fixed	Alternatives	Total Real Estate	Cash & Equivalents
● Total Fund	49.73 (33)	12.69 (64)	30.98 (30)	4.39 (77)	N/A	2.22 (33)
5th Percentile	59.41	23.75	63.92	38.49	12.57	9.70
1st Quartile	51.71	17.38	32.89	19.79	9.26	2.84
Median	43.57	14.50	23.93	10.24	7.30	1.48
3rd Quartile	32.46	10.87	18.52	4.68	4.84	0.74
95th Percentile	15.40	5.97	12.10	0.88	2.27	0.09



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**Schedule of Investable Assets**  
**Total Fund**  
Since Inception Ending March 31, 2024

**Schedule of Investable Assets**



**Schedule of Investable Assets**

Periods Ending	Beginning Market Value \$	Contributions \$	Distributions \$	Gain/Loss \$	Ending Market Value \$	%Return	Unit Value	Income \$	Income % of Beginning MV
Inception	3,146,449	41,343,978	-43,203,932	13,750,651	15,037,146	640.41	740.4	5,904,504	187.7

**Financial Reconciliation**  
**Total Fund**  
**1 Quarter Ending March 31, 2024**

Financial Reconciliation Quarter to Date									
	Market Value 01/01/2024	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 03/31/2024
<b>Total Domestic Equity</b>	<b>6,769,755</b>	-	-	-	<b>-4,433</b>	<b>-887</b>	<b>17,293</b>	<b>696,047</b>	<b>7,477,775</b>
Dana Large Cap Value	2,728,309	-	-	-	-4,433	-887	15,022	266,601	3,004,612
Vanguard Growth Index Fund (VIGAX)	1,536,396	-	-	-	-	-	2,271	165,152	1,703,819
Fidelity 500 Index (FXAIX)	2,505,049	-	-	-	-	-	-	264,295	2,769,344
<b>Total International Equity</b>	<b>1,811,647</b>	-	-	-	-	-	-	<b>96,505</b>	<b>1,908,153</b>
American Funds EuroPacific Gr R6 (RERGX)	922,784	-	-	-	-	-	-	68,661	991,445
Dodge & Cox Int'l (DODFX)	888,863	-	-	-	-	-	-	27,845	916,708
<b>Total Fixed Income</b>	<b>4,679,350</b>	-	-	-	-	-	<b>40,396</b>	<b>-61,526</b>	<b>4,658,220</b>
Baird Aggregate Bond Fund (BAGIX)	4,679,350	-	-	-	-	-	40,396	-61,526	4,658,220
<b>Total Global Tactical Asset Allocation</b>	<b>643,028</b>	-	-	-	-	-	<b>9,681</b>	<b>7,177</b>	<b>659,886</b>
Blackrock Multi-Asset Income -K (BKMIX)	643,028	-	-	-	-	-	9,681	7,177	659,886
<b>Receipt &amp; Disbursement</b>	<b>309,723</b>	-	<b>216,046</b>	<b>-179,127</b>	-	<b>-17,304</b>	<b>3,774</b>	-	<b>333,112</b>
<b>Total Fund</b>	<b>14,213,503</b>	-	<b>216,046</b>	<b>-179,127</b>	<b>-4,433</b>	<b>-18,191</b>	<b>71,145</b>	<b>738,203</b>	<b>15,037,146</b>

**Financial Reconciliation**  
**Total Fund**  
**October 1, 2023 To March 31, 2024**

Financial Reconciliation Fiscal Year to Date									
	Market Value 10/01/2023	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 03/31/2024
<b>Total Domestic Equity</b>	<b>6,044,005</b>	-	-	-	<b>-8,428</b>	<b>-1,762</b>	<b>55,046</b>	<b>1,388,913</b>	<b>7,477,775</b>
Dana Large Cap Value	2,458,278	-	-	-	-8,428	-1,762	30,951	525,572	3,004,612
Vanguard Growth Index Fund (VIGAX)	1,342,878	-	-	-	-	-	5,120	355,821	1,703,819
Fidelity 500 Index (FXAIX)	2,242,849	-	-	-	-	-	18,975	507,520	2,769,344
<b>Total International Equity</b>	<b>1,668,231</b>	-	-	-	-	-	<b>51,681</b>	<b>188,240</b>	<b>1,908,153</b>
American Funds EuroPacific Gr R6 (RERGX)	836,054	-	-	-	-	-	31,805	123,586	991,445
Dodge & Cox Int'l (DODFX)	832,177	-	-	-	-	-	19,877	64,654	916,708
<b>Total Fixed Income</b>	<b>4,066,396</b>	<b>300,000</b>	-	-	-	-	<b>89,134</b>	<b>202,690</b>	<b>4,658,220</b>
Baird Aggregate Bond Fund (BAGIX)	4,066,396	300,000	-	-	-	-	89,134	202,690	4,658,220
<b>Total Global Tactical Asset Allocation</b>	<b>595,684</b>	-	-	-	-	-	<b>19,906</b>	<b>44,296</b>	<b>659,886</b>
Blackrock Multi-Asset Income -K (BKMIX)	595,684	-	-	-	-	-	19,906	44,296	659,886
<b>Receipt &amp; Disbursement</b>	<b>619,148</b>	<b>-300,000</b>	<b>379,673</b>	<b>-346,388</b>	-	<b>-28,619</b>	<b>9,297</b>	-	<b>333,112</b>
<b>Total Fund</b>	<b>12,993,465</b>	-	<b>379,673</b>	<b>-346,388</b>	<b>-8,428</b>	<b>-30,380</b>	<b>225,064</b>	<b>1,824,139</b>	<b>15,037,146</b>

# Comparative Performance

## Total Fund

As of March 31, 2024

### Comparative Performance Trailing Returns

	QTR		FYTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception		Inception Date
<b>Total Fund (Gross)</b>	<b>5.70</b>	<b>(12)</b>	<b>15.81</b>	<b>(9)</b>	<b>16.56</b>	<b>(12)</b>	<b>3.50</b>	<b>(71)</b>	<b>8.07</b>	<b>(47)</b>	<b>8.19</b>	<b>(36)</b>	<b>7.22</b>	<b>(46)</b>	<b>7.34</b>	<b>(66)</b>	<b>01/01/1996</b>
Total Fund Policy	5.10	(31)	15.35	(14)	16.03	(18)	4.16	(57)	8.05	(47)	7.83	(49)	7.20	(47)	7.11	(80)	
Difference	0.60		0.46		0.53		-0.66		0.02		0.36		0.02		0.23		
All Public Plans-Total Fund Median	4.68		13.20		13.36		4.42		7.96		7.79		7.15		7.51		
All Public Plans 35-45% Fixed Income Median	4.02		13.49		12.65		3.11		6.99		7.07		6.46		N/A		
<b>Total Fund (Net)</b>	<b>5.66</b>		<b>15.74</b>		<b>16.38</b>		<b>3.37</b>		<b>7.95</b>		<b>8.06</b>		<b>7.03</b>		<b>6.89</b>		<b>01/01/1996</b>
Total Fund Policy	5.10		15.35		16.03		4.16		8.05		7.83		7.20		7.11		
Difference	0.56		0.39		0.35		-0.79		-0.10		0.23		-0.17		-0.22		
<b>Total Equity</b>	<b>9.44</b>		<b>21.85</b>		<b>25.48</b>		<b>6.62</b>		<b>12.38</b>		<b>11.55</b>		<b>9.91</b>		<b>9.41</b>		<b>01/01/1996</b>
Total Equity Policy	8.71		21.21		25.29		7.98		12.39		11.71		10.45		8.82		
Difference	0.73		0.64		0.19		-1.36		-0.01		-0.16		-0.54		0.59		
<b>Total Domestic Equity</b>	<b>10.54</b>		<b>23.91</b>		<b>28.97</b>		<b>8.78</b>		<b>13.99</b>		<b>13.10</b>		<b>11.44</b>		<b>11.44</b>		<b>05/01/2011</b>
Total Domestic Equity Policy	10.02		23.30		29.29		9.78		14.34		13.45		12.33		12.80		
Difference	0.52		0.61		-0.32		-1.00		-0.35		-0.35		-0.89		-1.36		
Dana Large Cap Value	10.33	(38)	22.69	(31)	23.27	(52)	10.17	(53)	12.23	(59)	10.32	(68)	9.24	(81)	10.57	(75)	07/01/2013
Russell 1000 Value Index	8.99	(59)	19.34	(73)	20.27	(73)	8.11	(85)	10.31	(89)	9.16	(90)	9.01	(88)	10.02	(88)	
Difference	1.34		3.35		3.00		2.06		1.92		1.16		0.23		0.55		
IM U.S. Large Cap Value Equity (SA+CF) Median	9.64		21.16		23.52		10.41		12.53		11.16		10.23		11.28		
Vanguard Growth Index Fund (VIGAX)	10.90	(74)	26.88	(70)	38.82	(60)	10.91	(29)	17.93	(12)	17.02	(25)	N/A		17.02	(21)	06/01/2016
CRSP U.S. Large Cap Growth TR Index	10.91	(73)	26.91	(70)	38.90	(59)	10.96	(28)	17.96	(12)	17.05	(24)	15.11	(17)	17.05	(20)	
Difference	-0.01		-0.03		-0.08		-0.05		-0.03		-0.03		N/A		-0.03		
IM U.S. Large Cap Growth Equity (MF) Median	12.60		28.74		39.96		9.52		15.73		15.85		13.96		15.81		
Fidelity 500 Index (FXAIX)	10.55	(52)	23.47	(57)	29.87	(47)	N/A		N/A		N/A		N/A		9.88	(26)	06/01/2021
S&P 500 Index	10.56	(52)	23.48	(57)	29.88	(47)	11.49	(27)	15.05	(23)	14.09	(25)	12.96	(14)	9.90	(26)	
Difference	-0.01		-0.01		-0.01		N/A		N/A		N/A		N/A		-0.02		
IM U.S. Large Cap Core Equity (MF) Median	10.65		23.72		29.64		10.33		14.15		13.26		11.96		8.70		

Returns for periods greater than one year are annualized. Returns are expressed as percentages.

# Comparative Performance

## Total Fund

As of March 31, 2024

	QTR	FYTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
<b>Total International Equity</b>	<b>5.33</b>	<b>14.38</b>	<b>13.44</b>	<b>-0.57</b>	<b>6.99</b>	<b>6.38</b>	<b>4.77</b>	<b>5.25</b>	<b>05/01/2011</b>
Total International Equity Policy	4.81	15.11	13.83	2.44	6.48	6.38	4.75	5.01	
Difference	0.52	-0.73	-0.39	-3.01	0.51	0.00	0.02	0.24	
American Funds EuroPacific Gr R6 (RERGX)	7.44 (39)	18.59 (43)	13.49 (38)	-0.16 (68)	6.91 (58)	7.08 (48)	N/A	5.65 (38)	05/01/2014
MSCI AC World ex USA Growth	5.97 (54)	17.81 (51)	11.54 (59)	-0.46 (71)	6.57 (70)	7.04 (49)	5.48 (42)	5.44 (42)	
Difference	1.47	0.78	1.95	0.30	0.34	0.04	N/A	0.21	
IM International Large Cap Growth Equity (MF) Median	6.85	17.95	12.49	1.82	7.25	6.99	5.12	5.04	
Dodge & Cox Int'l (DODFX)	3.13 (94)	10.16 (100)	13.38 (73)	N/A	N/A	N/A	N/A	7.28 (87)	06/01/2022
MSCI AC World ex USA Value	3.60 (88)	12.41 (84)	16.19 (32)	5.30 (48)	6.05 (88)	5.49 (50)	3.83 (48)	8.28 (68)	
Difference	-0.47	-2.25	-2.81	N/A	N/A	N/A	N/A	-1.00	
IM International Large Cap Value Equity (MF) Median	4.89	13.81	14.50	5.17	6.72	5.48	3.73	9.36	
<b>Total Fixed Income</b>	<b>-0.45</b>	<b>6.72</b>	<b>2.80</b>	<b>-2.17</b>	<b>0.81</b>	<b>1.45</b>	<b>1.68</b>	<b>4.07</b>	<b>01/01/1996</b>
Total Fixed Income Policy	-0.78	5.99	1.70	-2.46	0.36	1.06	1.54	4.10	
Difference	0.33	0.73	1.10	0.29	0.45	0.39	0.14	-0.03	
Baird Aggregate Bond Fund (BAGIX)	-0.45 (43)	6.72 (21)	2.80 (28)	-2.17 (23)	0.81 (28)	1.45 (22)	N/A	1.49 (19)	04/01/2015
Blmbg. U.S. Aggregate Index	-0.78 (80)	5.99 (69)	1.70 (64)	-2.46 (42)	0.36 (58)	1.06 (52)	1.54 (48)	1.09 (52)	
Difference	0.33	0.73	1.10	0.29	0.45	0.39	N/A	0.40	
IM U.S. Broad Market Core Fixed Income (MF) Median	-0.53	6.23	2.08	-2.54	0.47	1.09	1.52	1.12	
<b>Total Global Tactical Asset Allocation</b>	<b>2.62 (81)</b>	<b>10.78 (66)</b>	<b>10.35 (67)</b>	<b>1.87 (59)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>3.79 (65)</b>	<b>07/01/2019</b>
Total Global Tactical Asset Policy	3.99 (56)	13.48 (41)	12.97 (48)	3.14 (37)	N/A	N/A	N/A	5.94 (38)	
Difference	-1.37	-2.70	-2.62	-1.27	N/A	N/A	N/A	-2.15	
IM Flexible Portfolio (MF) Median	4.38	12.28	12.72	2.31	5.33	5.12	4.47	5.10	
Blackrock Multi-Asset Income -K (BKMIX)	2.62 (81)	10.78 (66)	10.35 (67)	1.95 (56)	N/A	N/A	N/A	3.84 (65)	07/01/2019
50% MSCI World/50% BC Agg	3.99 (56)	13.48 (41)	12.97 (48)	3.14 (37)	6.40 (34)	6.26 (30)	N/A	5.94 (38)	
Difference	-1.37	-2.70	-2.62	-1.19	N/A	N/A	N/A	-2.10	
IM Flexible Portfolio (MF) Median	4.38	12.28	12.72	2.31	5.33	5.12	4.47	5.10	

Returns for periods greater than one year are annualized. Returns are expressed as percentages.

# Comparative Performance

## Total Fund

As of March 31, 2024

Comparative Performance Fiscal Year to Date								
	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	
<b>Total Fund (Gross)</b>	<b>12.95 (15)</b>	<b>-20.04 (99)</b>	<b>17.95 (79)</b>	<b>13.01 (4)</b>	<b>8.77 (2)</b>	<b>7.89 (43)</b>	<b>10.97 (70)</b>	
Total Fund Policy	13.02 (14)	-17.43 (87)	17.70 (80)	10.78 (13)	5.67 (16)	7.54 (52)	11.19 (65)	
Difference	-0.07	-2.61	0.25	2.23	3.10	0.35	-0.22	
All Public Plans-Total Fund Median	10.55	-14.05	20.58	7.73	4.31	7.62	11.91	
All Public Plans 35-45% Fixed Income Median	10.94	-16.06	18.19	9.46	4.77	6.81	10.78	
<b>Total Fund (Net)</b>	<b>12.81</b>	<b>-20.15</b>	<b>17.84</b>	<b>12.91</b>	<b>8.66</b>	<b>7.72</b>	<b>10.71</b>	
Total Fund Policy	13.02	-17.43	17.70	10.78	5.67	7.54	11.19	
Difference	-0.21	-2.72	0.14	2.13	2.99	0.18	-0.48	
<b>Total Equity</b>	<b>20.76</b>	<b>-23.66</b>	<b>28.65</b>	<b>17.00</b>	<b>3.17</b>	<b>13.62</b>	<b>18.10</b>	
Total Equity Policy	20.74	-19.42	30.03	12.06	2.04	13.62	19.14	
Difference	0.02	-4.24	-1.38	4.94	1.13	0.00	-1.04	
<b>Total Domestic Equity</b>	<b>20.14</b>	<b>-20.63</b>	<b>29.86</b>	<b>17.61</b>	<b>4.29</b>	<b>17.21</b>	<b>17.70</b>	
Total Domestic Equity Policy	20.46	-17.63	31.88	15.00	2.92	17.58	18.71	
Difference	-0.32	-3.00	-2.02	2.61	1.37	-0.37	-1.01	
Dana Large Cap Value	14.99 (65)	-10.53 (58)	33.37 (67)	-1.79 (44)	4.25 (37)	9.17 (79)	16.63 (62)	
Russell 1000 Value Index	14.44 (68)	-11.36 (66)	35.01 (58)	-5.03 (66)	4.00 (39)	9.45 (76)	15.12 (77)	
Difference	0.55	0.83	-1.64	3.24	0.25	-0.28	1.51	
IM U.S. Large Cap Value Equity (SA+CF) Median	17.03	-9.56	37.01	-3.24	2.49	11.87	17.81	
Allspring Growth R6 (SGRHX)	N/A	N/A	28.22 (48)	37.21 (35)	4.59 (30)	30.23 (19)	21.35 (34)	
Russell 3000 Growth Index	26.63 (8)	-23.01 (21)	27.57 (55)	36.12 (36)	2.70 (41)	25.89 (37)	21.87 (30)	
Difference	N/A	N/A	0.65	1.09	1.89	4.34	-0.52	
IM U.S. Multi-Cap Growth Equity (MF) Median	18.68	-29.32	28.02	31.24	1.38	23.43	19.40	
Vanguard Growth Index Fund (VIGAX)	28.10 (31)	-25.86 (38)	28.11 (20)	38.28 (28)	4.52 (25)	22.67 (71)	19.81 (58)	
CRSP U.S. Large Cap Growth TR Index	28.16 (30)	-25.84 (38)	28.13 (20)	38.32 (27)	4.55 (25)	22.70 (71)	19.86 (57)	
Difference	-0.06	-0.02	-0.02	-0.04	-0.03	-0.03	-0.05	
IM U.S. Large Cap Growth Equity (MF) Median	26.25	-27.74	25.85	34.07	2.15	24.80	20.19	
Vanguard Index 500 Admiral (VFIAX)	N/A	N/A	N/A	15.11 (47)	4.22 (42)	N/A	N/A	
S&P 500 Index	21.62 (39)	-15.47 (31)	30.00 (38)	15.15 (46)	4.25 (41)	17.91 (33)	18.61 (45)	
Difference	N/A	N/A	N/A	-0.04	-0.03	N/A	N/A	
IM U.S. Large Cap Core Equity (MF) Median	20.90	-17.11	29.05	14.77	3.56	16.72	18.34	

Returns for periods greater than one year are annualized. Returns are expressed as percentages.

# Comparative Performance

## 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
Fidelity 500 Index (FXAIX)	21.61 (40)	-15.49 (31)	N/A	N/A	N/A	N/A	N/A
S&P 500 Index	21.62 (39)	-15.47 (31)	30.00 (38)	15.15 (46)	4.25 (41)	17.91 (33)	18.61 (45)
Difference	-0.01	-0.02	N/A	N/A	N/A	N/A	N/A
IM U.S. Large Cap Core Equity (MF) Median	20.90	-17.11	29.05	14.77	3.56	16.72	18.34
Highland Capital Core Value Equity	N/A	N/A	N/A	N/A	N/A	N/A	15.84 (83)
S&P 500 Index	21.62 (37)	-15.47 (56)	30.00 (57)	15.15 (38)	4.25 (38)	17.91 (43)	18.61 (58)
Difference	N/A	N/A	N/A	N/A	N/A	N/A	-2.77
IM U.S. Large Cap Core Equity (SA+CF) Median	20.81	-15.00	30.77	13.43	3.16	17.48	19.05
<b>Total International Equity</b>	<b>23.08</b>	<b>-33.16</b>	<b>24.76</b>	<b>14.97</b>	<b>-0.65</b>	<b>2.87</b>	<b>19.30</b>
Total International Equity Policy	21.02	-24.79	24.45	3.45	-0.72	2.25	20.15
Difference	2.06	-8.37	0.31	11.52	0.07	0.62	-0.85
Highland Capital International	N/A	N/A	N/A	N/A	N/A	4.38 (29)	17.89 (77)
MSCI EAFE Index	26.31 (30)	-24.75 (40)	26.29 (43)	0.93 (75)	-0.82 (40)	3.25 (40)	19.65 (60)
Difference	N/A	N/A	N/A	N/A	N/A	1.13	-1.76
IM International Large Cap Core Equity (SA+CF) Median	23.79	-25.43	25.31	4.65	-1.59	2.53	20.47
American Funds EuroPacific Gr R6 (RERGX)	19.64 (43)	-32.85 (73)	24.76 (27)	14.97 (50)	1.14 (54)	1.47 (62)	20.63 (8)
MSCI AC World ex USA Growth	16.22 (83)	-30.00 (59)	17.27 (77)	17.90 (27)	2.43 (35)	3.46 (41)	18.09 (41)
Difference	3.42	-2.85	7.49	-2.93	-1.29	-1.99	2.54
IM International Large Cap Growth Equity (MF) Median	18.88	-28.73	20.62	14.87	1.35	2.48	17.62
Dodge & Cox Int'l (DODFX)	26.74 (83)	N/A	N/A	N/A	N/A	N/A	N/A
MSCI AC World ex USA Value	26.09 (92)	-19.46 (10)	32.15 (27)	-10.32 (98)	-3.89 (18)	1.02 (27)	22.23 (5)
Difference	0.65	N/A	N/A	N/A	N/A	N/A	N/A
IM International Large Cap Value Equity (MF) Median	29.35	-22.63	29.29	-5.76	-5.45	-0.02	18.21
<b>Total Fixed Income</b>	<b>1.41</b>	<b>-15.27</b>	<b>-0.29</b>	<b>7.79</b>	<b>10.67</b>	<b>-1.24</b>	<b>0.87</b>
Total Fixed Income Policy	0.64	-14.60	-0.90	6.98	10.30	-1.22	0.07
Difference	0.77	-0.67	0.61	0.81	0.37	-0.02	0.80
Baird Aggregate Bond Fund (BAGIX)	1.41 (24)	-15.27 (50)	-0.31 (65)	7.79 (22)	10.69 (8)	-1.24 (44)	0.87 (34)
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)
Difference	0.77	-0.67	0.59	0.81	0.39	-0.02	0.80
IM U.S. Broad Market Core Fixed Income (MF) Median	0.77	-15.29	0.17	6.94	9.78	-1.32	0.50

Returns for periods greater than one year are annualized. Returns are expressed as percentages.



Comparative Performance

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
<b>Total Global Tactical Asset Allocation</b>	<b>8.38 (49)</b>	<b>-14.56 (48)</b>	<b>12.13 (77)</b>	<b>2.40 (53)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Total Global Tactical Asset Policy	11.02 (28)	-16.91 (62)	13.29 (72)	9.36 (17)	N/A	N/A	N/A
Difference	-2.64	2.35	-1.16	-6.96	N/A	N/A	N/A
IM Flexible Portfolio (MF) Median	8.25	-14.78	16.31	2.57	2.64	3.46	9.51
<b>Blackrock Multi-Asset Income -K (BKMIX)</b>	<b>8.38 (49)</b>	<b>-14.36 (46)</b>	<b>12.13 (77)</b>	<b>2.40 (53)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
50% MSCI World/50% BC Agg	11.02 (28)	-16.91 (62)	13.29 (72)	9.36 (17)	6.40 (19)	4.93 (36)	8.80 (57)
Difference	-2.64	2.55	-1.16	-6.96	N/A	N/A	N/A
IM Flexible Portfolio (MF) Median	8.25	-14.78	16.31	2.57	2.64	3.46	9.51

Returns for periods greater than one year are annualized. Returns are expressed as percentages.

Total Fund Compliance:	Yes	No	N/A

Equity Compliance:	Yes	No	N/A

Fixed Income Compliance:	Yes	No	N/A

Manager Compliance:	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A

Manager Compliance:															
	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A	Yes	No	N/A

**Eustis Firefighters' Retirement Plan**  
**Fee Analysis**  
**As of March 31, 2024**

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Dana Large Cap Value	0.65	3,004,612	19,530	0.65 % of Assets
Vanguard Growth Index Fund (VIGAX)	0.05	1,703,819	852	0.05 % of Assets
Fidelity 500 Index (FXAIX)	0.02	2,769,344	415	0.02 % of Assets
<b>Total Domestic Equity</b>	<b>0.28</b>	<b>7,477,775</b>	<b>20,797</b>	
American Funds EuroPacific Gr R6 (RERGX)	0.46	991,445	4,561	0.46 % of Assets
Dodge & Cox Int'l (DODFX)	0.62	916,708	5,684	0.62 % of Assets
<b>Total International Equity</b>	<b>0.54</b>	<b>1,908,153</b>	<b>10,244</b>	
Baird Aggregate Bond Fund (BAGIX)	0.30	4,658,220	13,975	0.30 % of Assets
<b>Total Fixed Income</b>	<b>0.30</b>	<b>4,658,220</b>	<b>13,975</b>	
Blackrock Multi-Asset Income -K (BKMIX)	0.52	659,886	3,431	0.52 % of Assets
<b>Total Global Tactical Asset Allocation</b>	<b>0.52</b>	<b>659,886</b>	<b>3,431</b>	
Receipt & Disbursement		333,112	-	
<b>Total Fund</b>	<b>0.32</b>	<b>15,037,146</b>	<b>48,448</b>	

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.

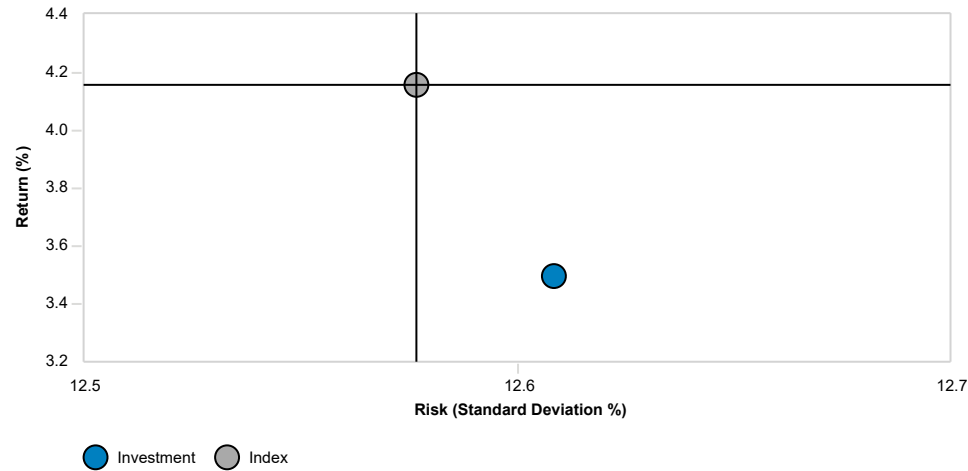
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	3.50	12.61	0.14	99.69	7	103.55	5
Index	4.16	12.58	0.19	100.00	7	100.00	5

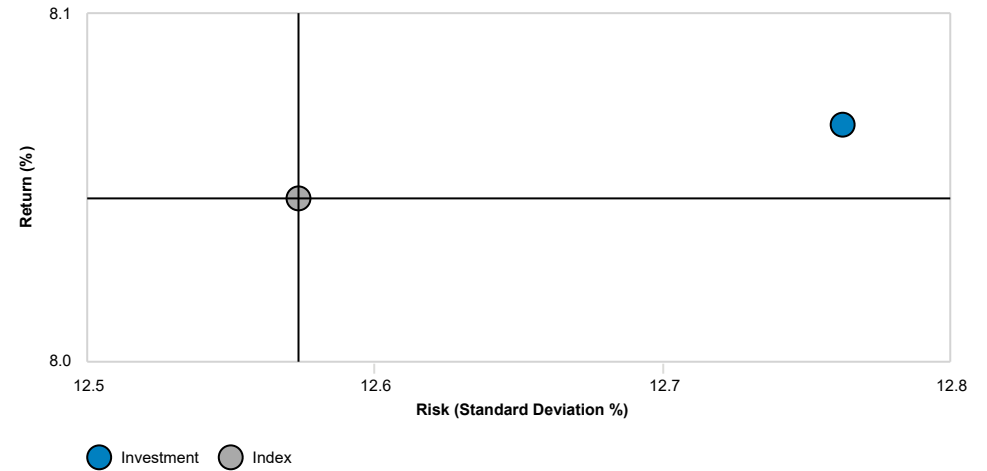
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	8.07	12.76	0.52	101.93	14	102.80	6
Index	8.05	12.57	0.52	100.00	14	100.00	6

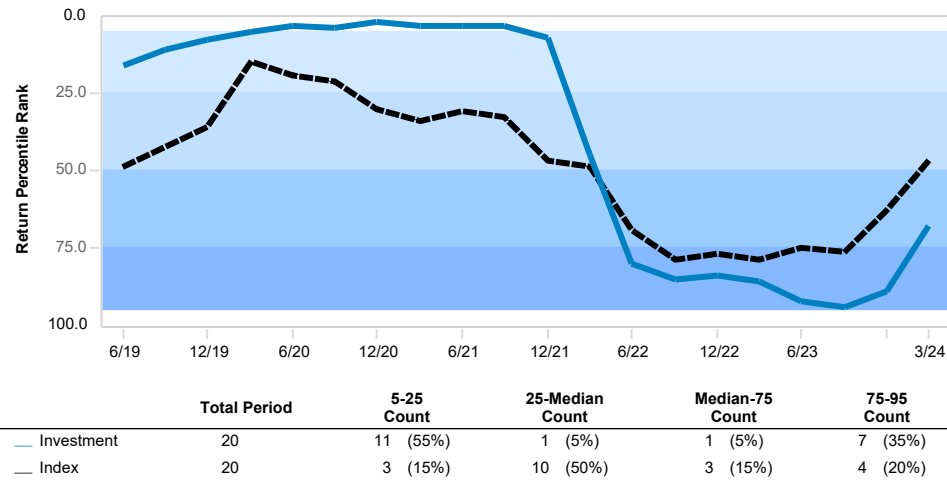
### Risk and Return 3 Years



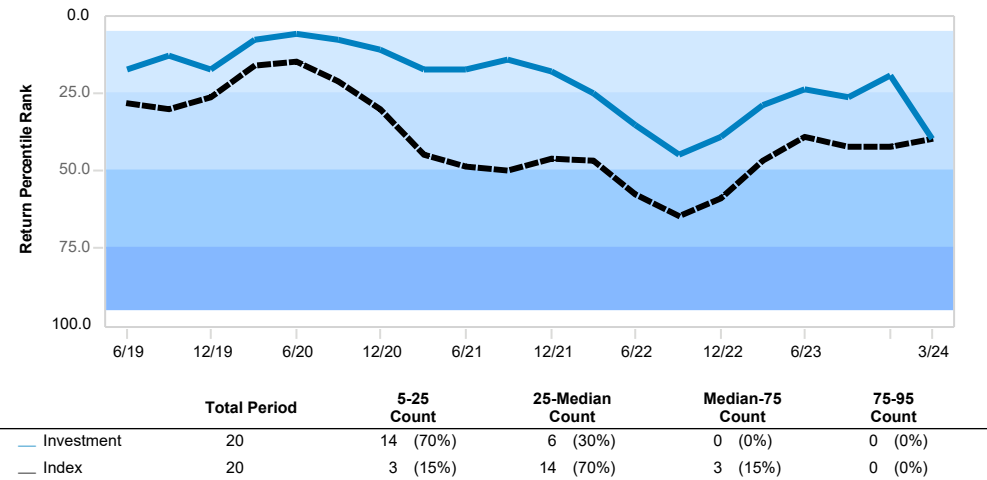
### Risk and Return 5 Years



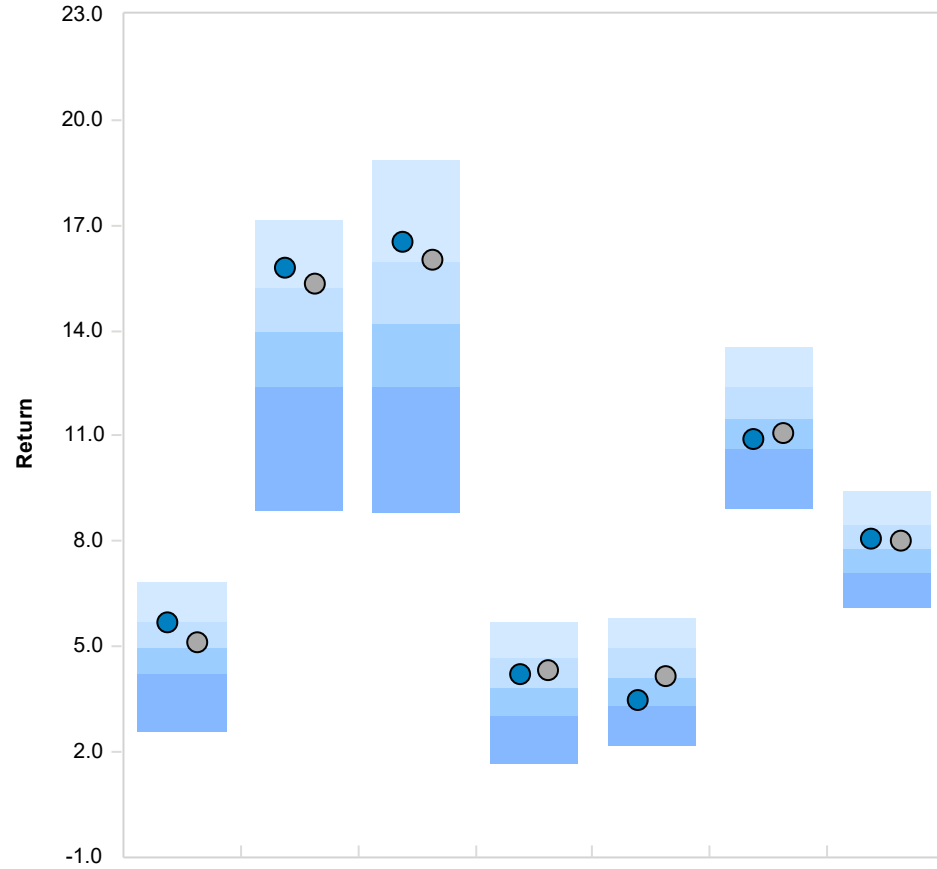
### 3 Year Rolling Percentile Rank All Public Plans-Total Fund



### 5 Year Rolling Percentile Rank All Public Plans-Total Fund

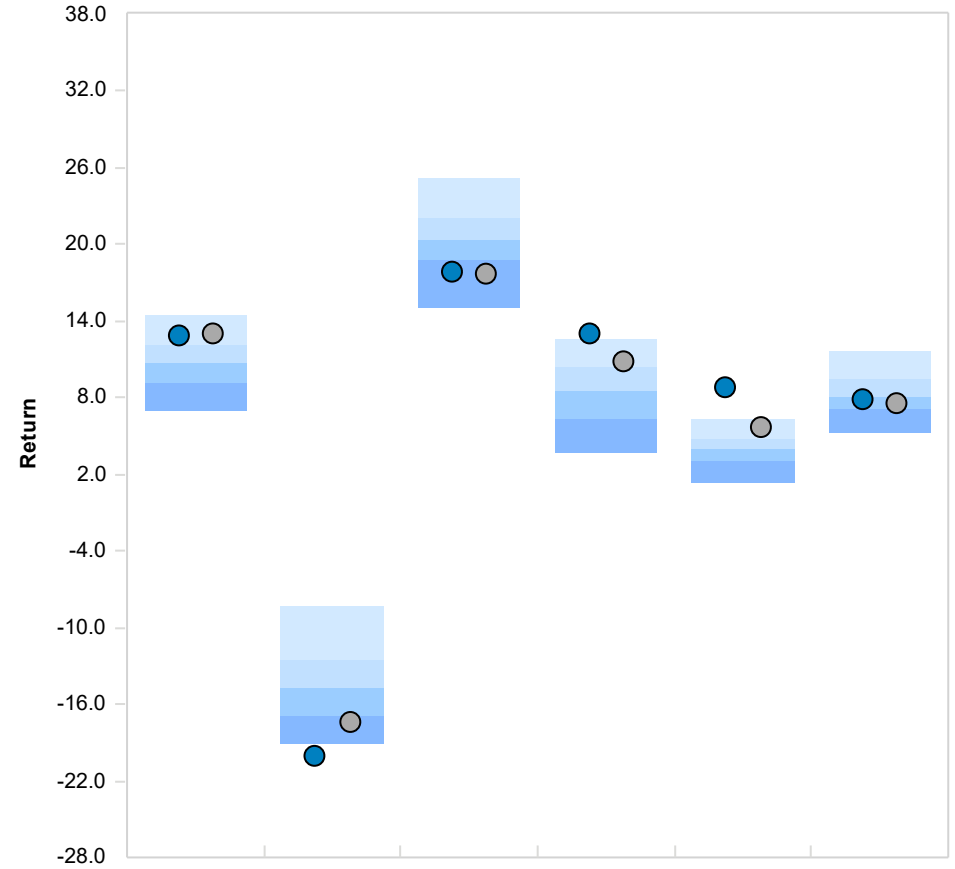


Peer Group Analysis - All Public Plans-Total Fund



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
Investment	5.70 (26)	15.81 (18)	16.56 (18)	4.21 (40)	3.50 (68)	10.90 (69)	8.07 (40)
Index	5.10 (45)	15.35 (24)	16.03 (24)	4.33 (38)	4.16 (47)	11.06 (65)	8.05 (40)
Median	4.98	13.95	14.21	3.83	4.11	11.50	7.77

Peer Group Analysis - All Public Plans-Total Fund



	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
Investment	12.95 (15)	-20.04 (99)	17.95 (82)	13.01 (4)	8.77 (1)	7.89 (58)
Index	13.02 (15)	-17.43 (83)	17.70 (85)	10.78 (20)	5.67 (10)	7.54 (64)
Median	10.63	-14.80	20.38	8.49	3.99	8.12

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
Investment	9.57 (15)	-3.06 (57)	3.82 (27)	5.24 (14)	6.63 (22)	-5.43 (88)
Index	9.75 (12)	-3.28 (70)	4.01 (19)	5.59 (8)	6.42 (28)	-5.35 (87)
Median	8.10	-2.94	3.36	4.33	5.71	-4.31

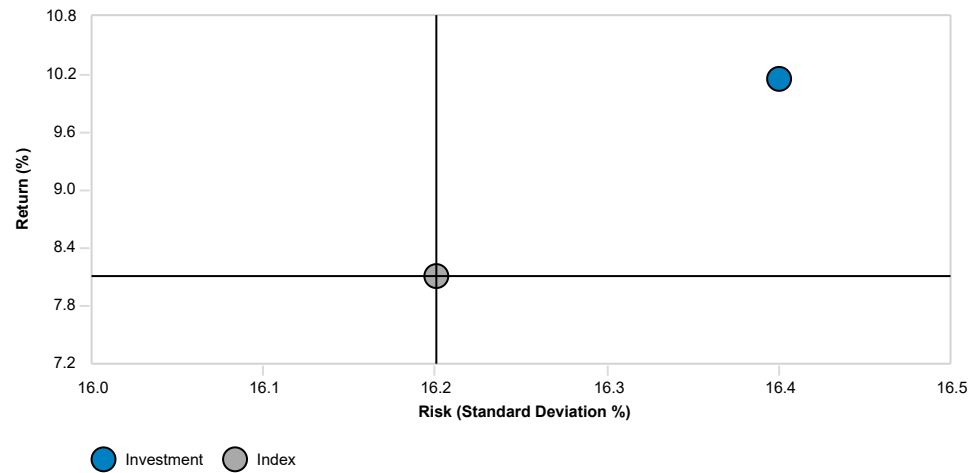
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	10.17	16.40	0.52	104.97	7	97.56	5
Index	8.11	16.20	0.41	100.00	7	100.00	5

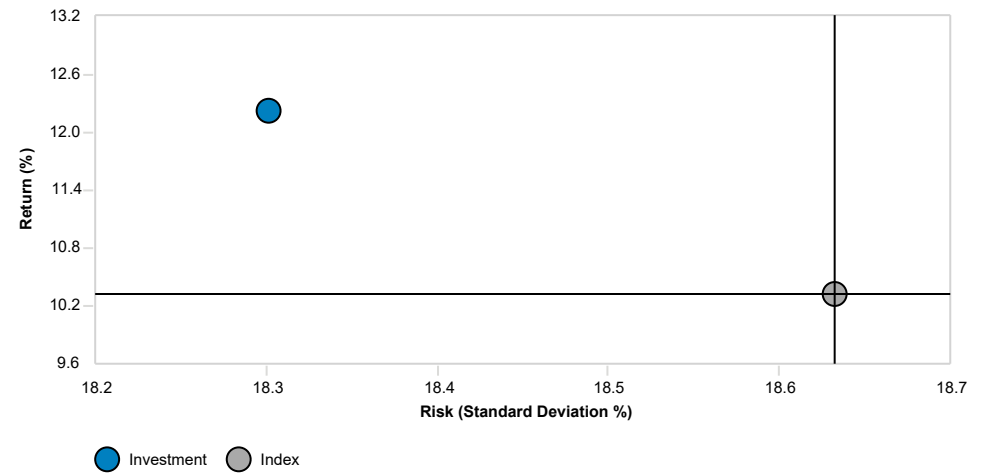
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	12.23	18.30	0.61	102.46	14	95.75	6
Index	10.31	18.63	0.51	100.00	14	100.00	6

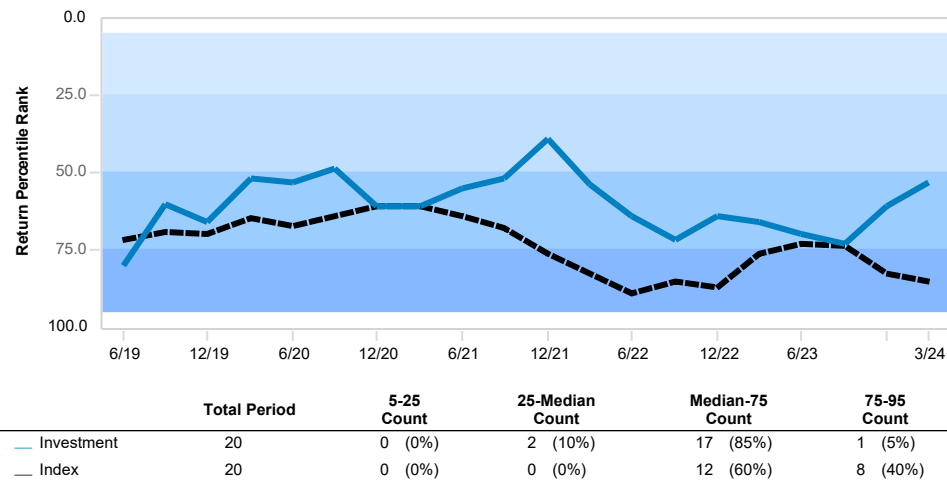
### Risk and Return 3 Years



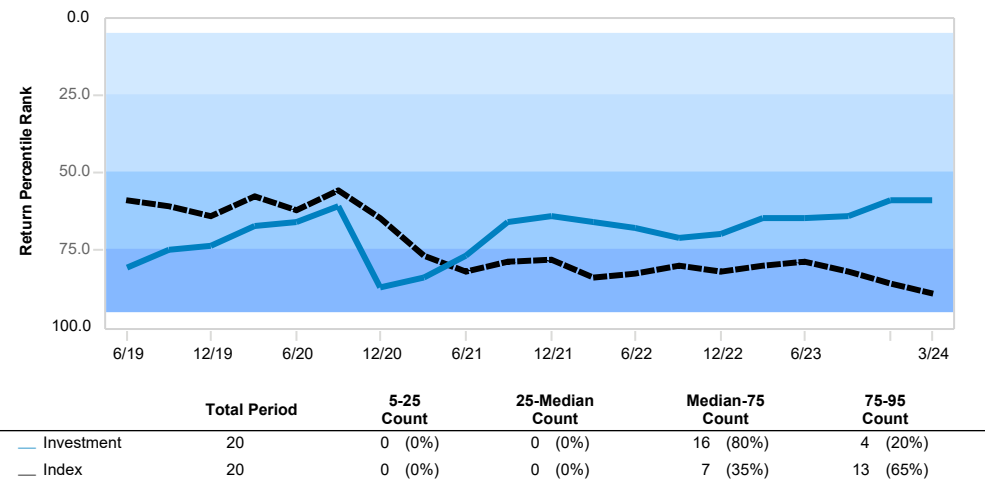
### Risk and Return 5 Years



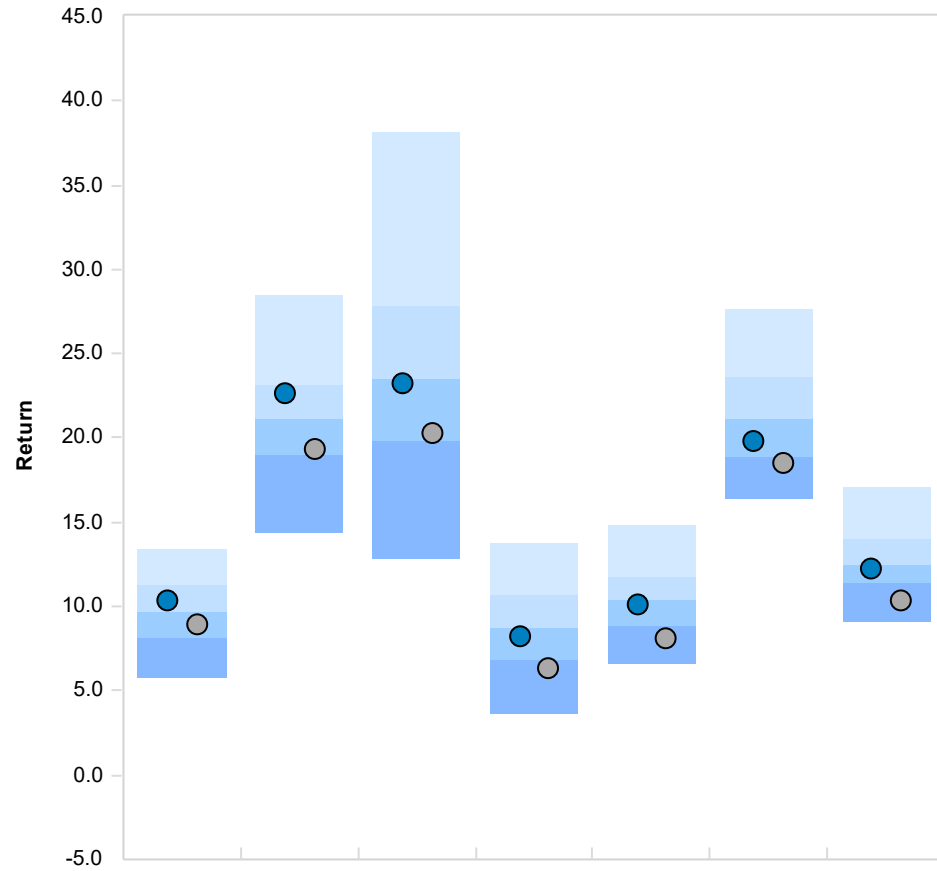
### 3 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



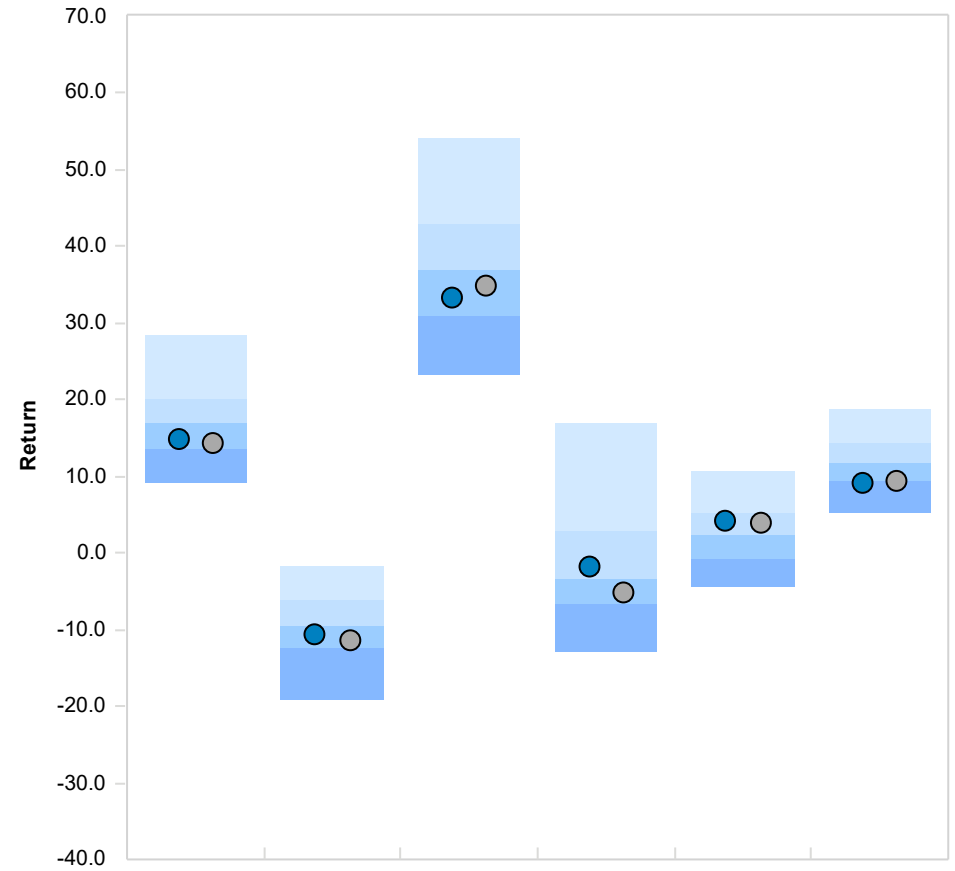
### 5 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



**Peer Group Analysis - IM U.S. Large Cap Value Equity (SA+CF)**



**Peer Group Analysis - IM U.S. 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
Investment	11.20 (33)	-3.09 (75)	3.68 (64)	1.06 (49)	13.25 (42)	-6.21 (65)
Index	9.50 (66)	-3.16 (79)	4.07 (54)	1.01 (50)	12.42 (54)	-5.62 (50)
Median	10.25	-2.18	4.30	0.98	12.68	-5.63



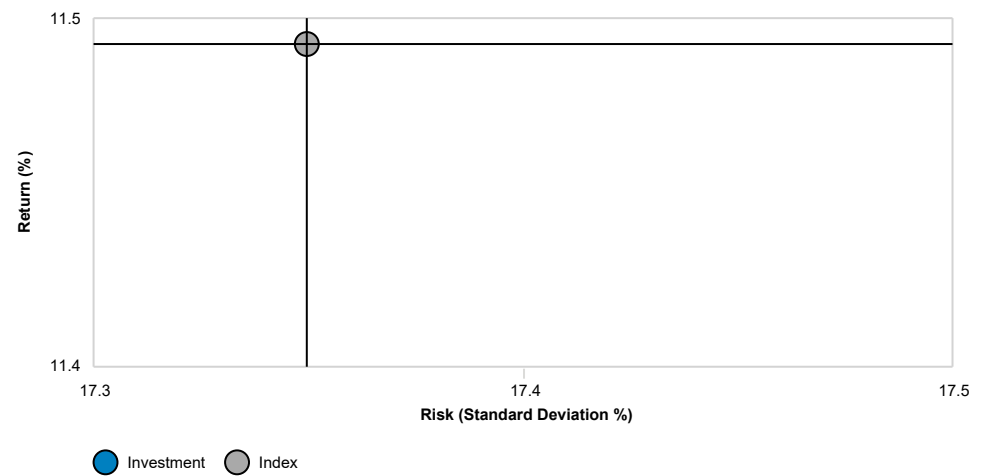
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	11.49	17.35	0.57	100.00	8	100.00	4

Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	15.05	18.21	0.75	100.00	15	100.00	5

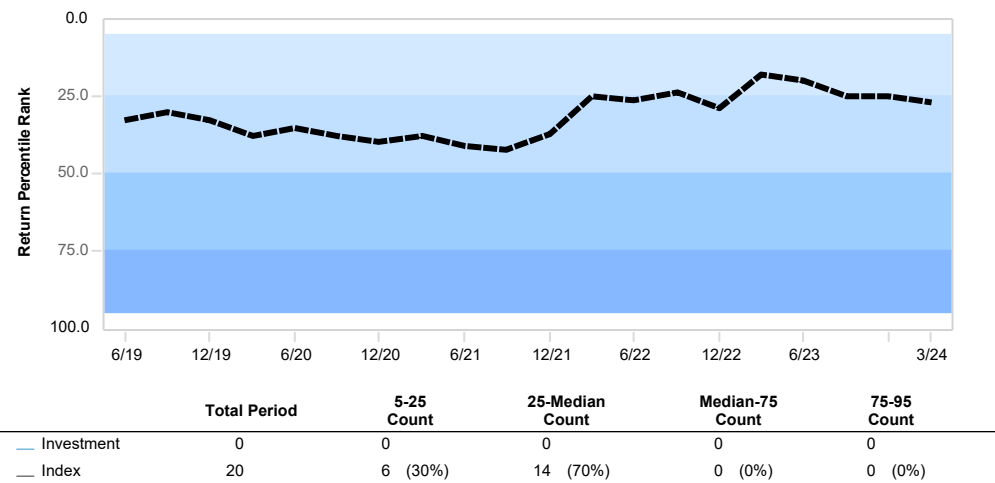
Risk and Return 3 Years



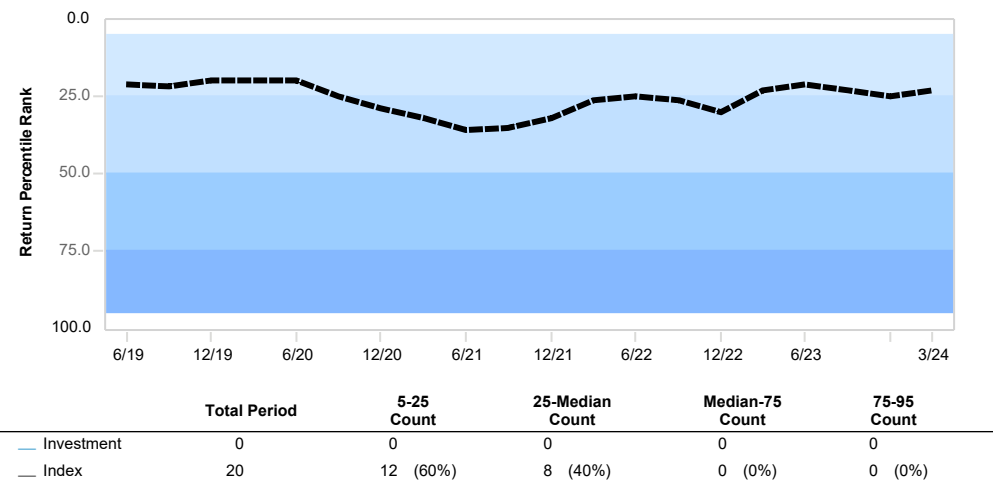
Risk and Return 5 Years



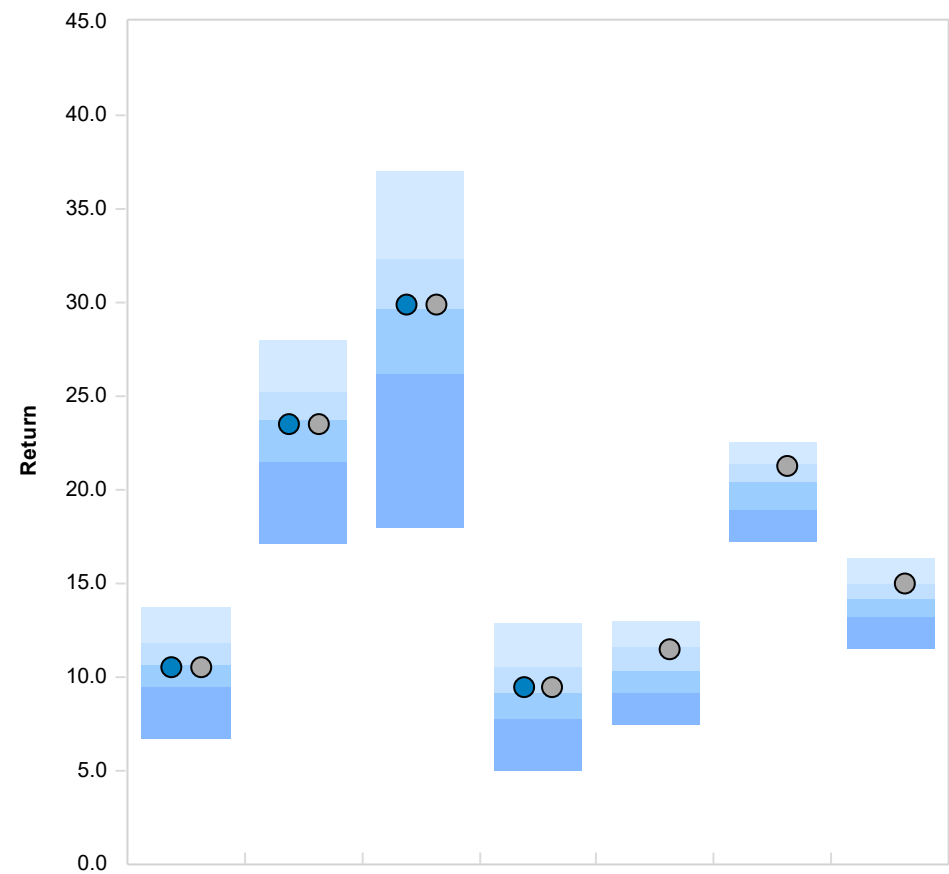
3 Year Rolling Percentile Rank IM U.S. Large Cap Core Equity (MF)



5 Year Rolling Percentile Rank IM U.S. Large Cap Core Equity (MF)

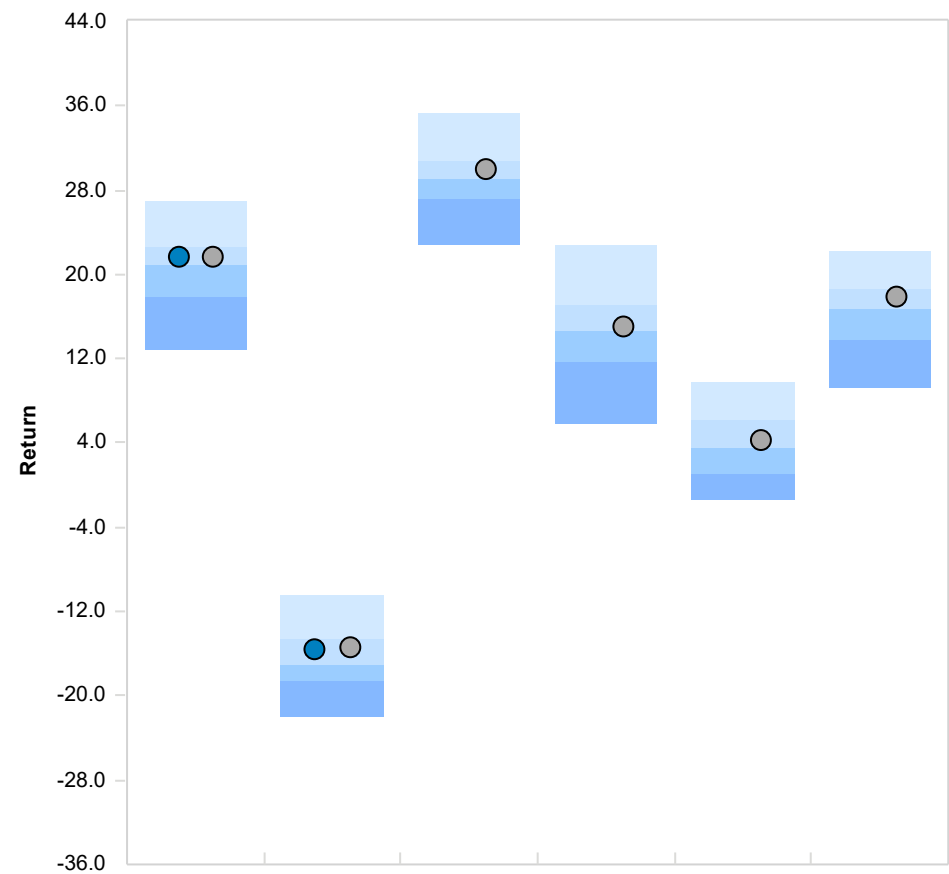


Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
Investment	10.55 (52)	23.47 (57)	29.87 (47)	9.46 (43)	N/A	N/A	N/A
Index	10.56 (52)	23.48 (57)	29.88 (47)	9.47 (43)	11.49 (27)	21.33 (27)	15.05 (23)
Median	10.65	23.72	29.64	9.13	10.33	20.43	14.15

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



	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
Investment	21.61 (40)	-15.49 (31)	N/A	N/A	N/A	N/A
Index	21.62 (39)	-15.47 (31)	30.00 (38)	15.15 (46)	4.25 (41)	17.91 (33)
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
Investment	11.69 (51)	-3.27 (55)	8.73 (34)	7.50 (31)	7.56 (57)	-4.89 (42)
Index	11.69 (51)	-3.27 (56)	8.74 (34)	7.50 (31)	7.56 (57)	-4.88 (42)
Median	11.70	-3.17	8.23	6.61	7.81	-5.16

**Strategy Review**  
**Vanguard Growth Index Fund (VIGAX) | CRSP U.S. Large Cap Growth TR Index**  
**As of March 31, 2024**

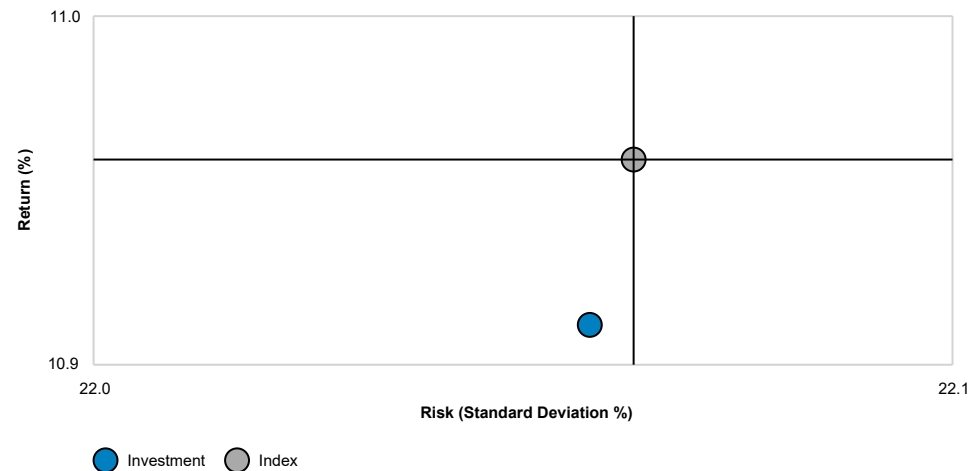
**Historical Statistics 3 Years**

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	10.91	22.06	0.47	99.92	7	100.05	5
Index	10.96	22.06	0.47	100.00	7	100.00	5

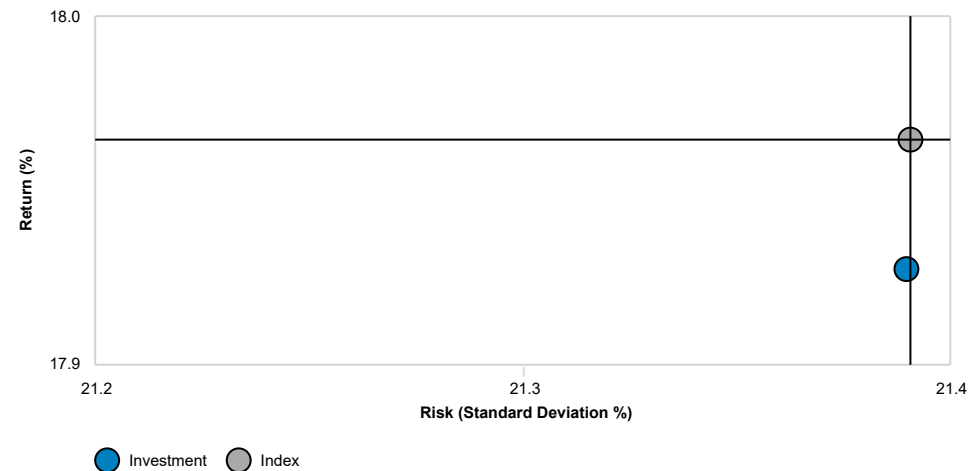
**Historical Statistics 5 Years**

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	17.93	21.39	0.79	99.95	14	100.06	6
Index	17.96	21.39	0.79	100.00	14	100.00	6

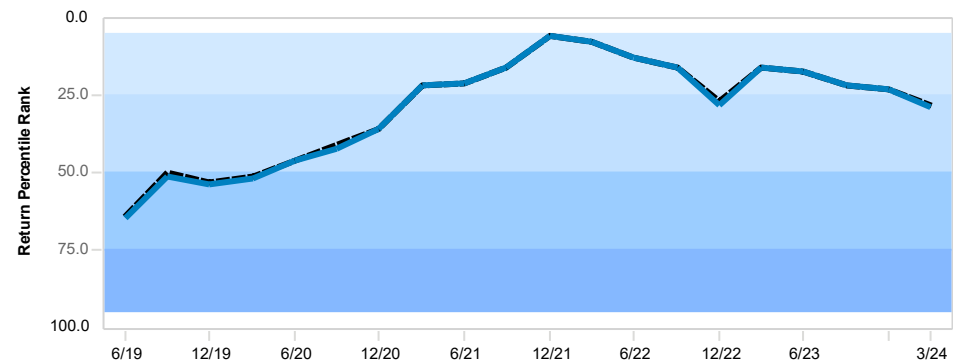
**Risk and Return 3 Years**



**Risk and Return 5 Years**

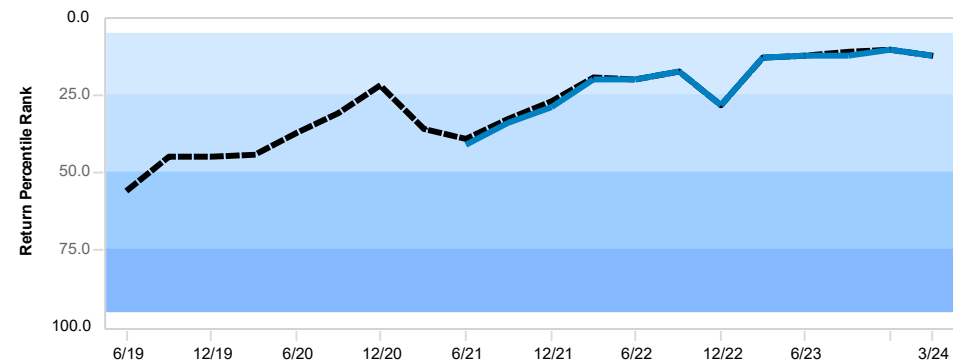


**3 Year Rolling Percentile Rank IM U.S. Large Cap Growth Equity (MF)**



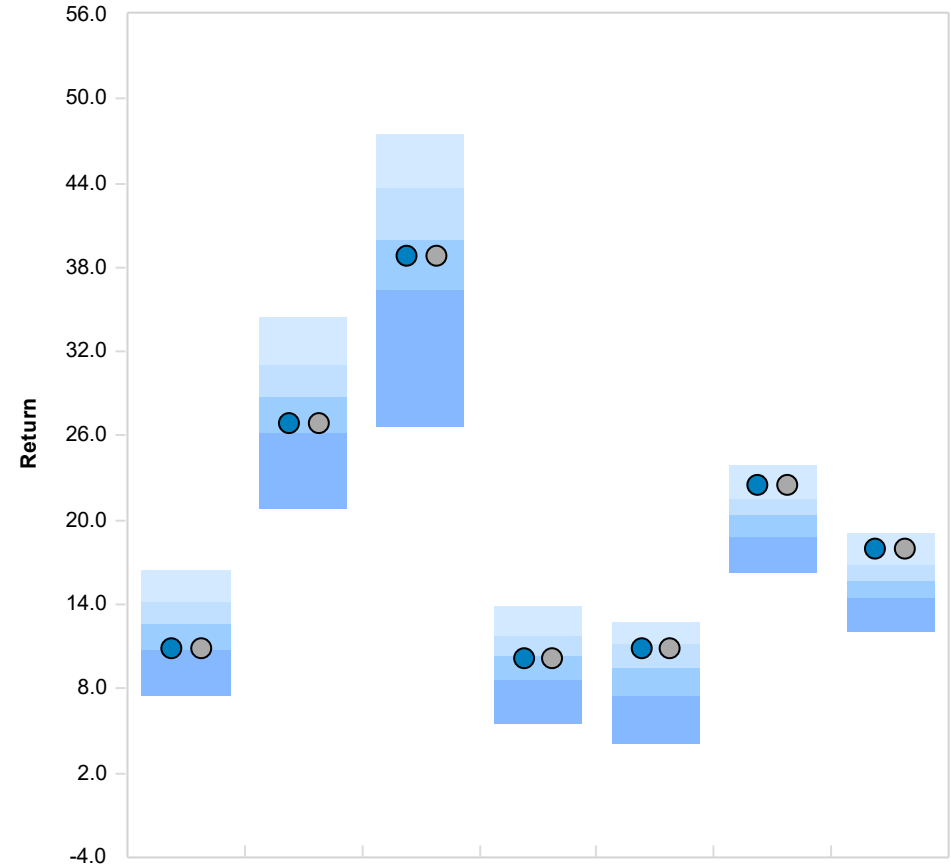
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	11 (55%)	5 (25%)	4 (20%)	0 (0%)
Index	20	11 (55%)	6 (30%)	3 (15%)	0 (0%)

**5 Year Rolling Percentile Rank IM U.S. Large Cap Growth Equity (MF)**

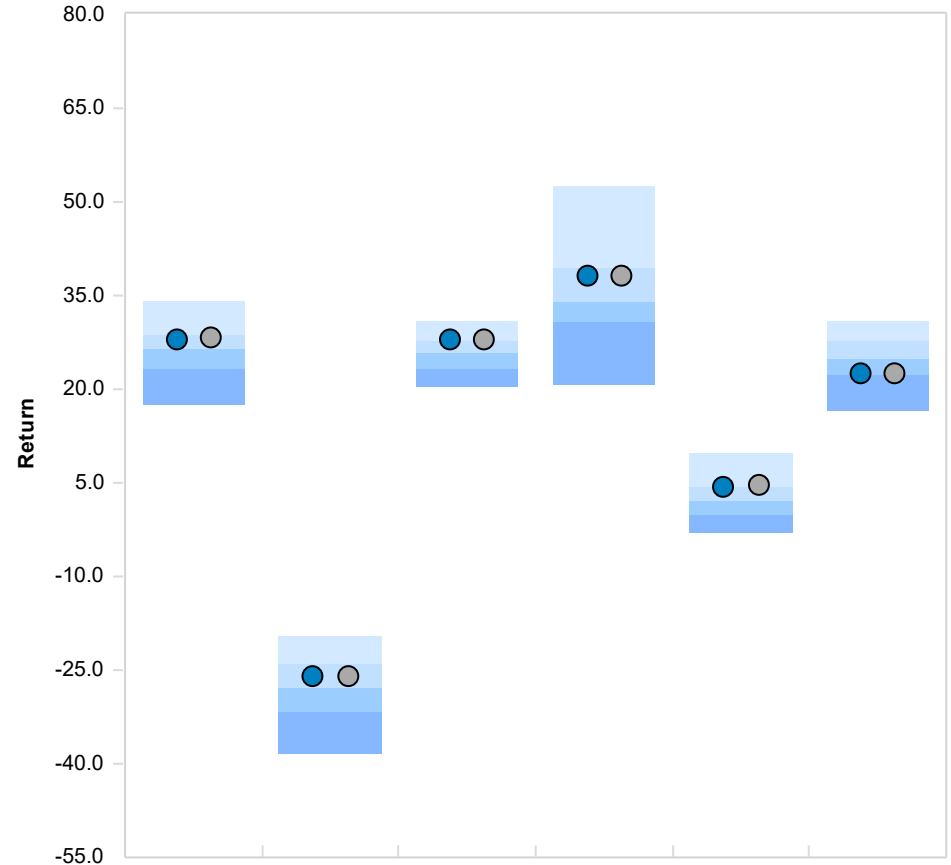


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	12	8 (67%)	4 (33%)	0 (0%)	0 (0%)
Index	20	9 (45%)	10 (50%)	1 (5%)	0 (0%)

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



**Peer Group Analysis - IM U.S. Large Cap Growth 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
Investment	14.41 (37)	-3.70 (56)	13.61 (26)	17.24 (15)	-0.14 (83)	-3.80 (31)
Index	14.42 (37)	-3.68 (56)	13.63 (25)	17.27 (14)	-0.15 (83)	-3.78 (31)
Median	14.07	-3.54	12.69	13.68	2.48	-4.41

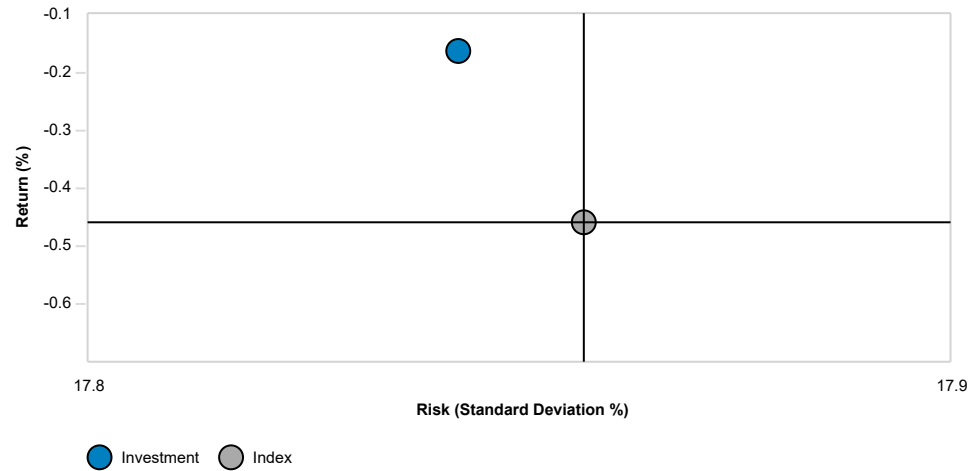
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-0.16	17.84	-0.06	102.15	6	101.04	6
Index	-0.46	17.86	-0.08	100.00	7	100.00	5

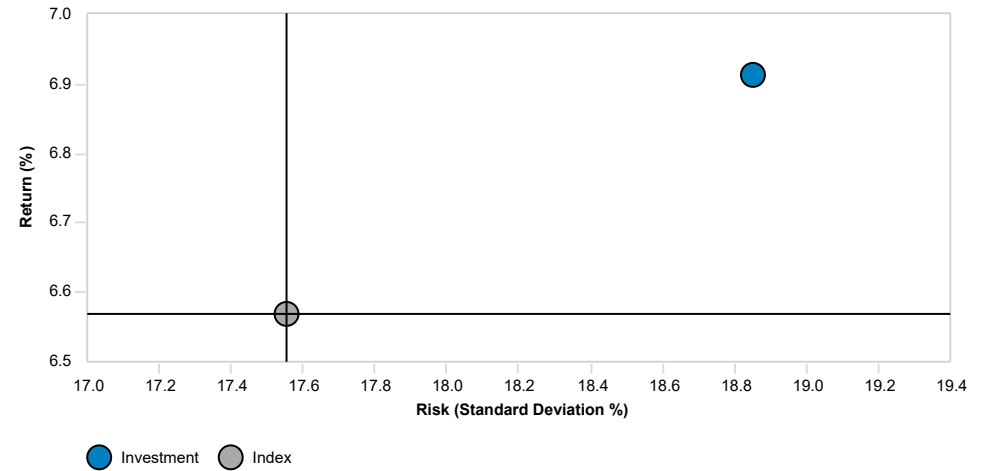
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	6.91	18.85	0.34	105.91	11	105.43	9
Index	6.57	17.56	0.34	100.00	12	100.00	8

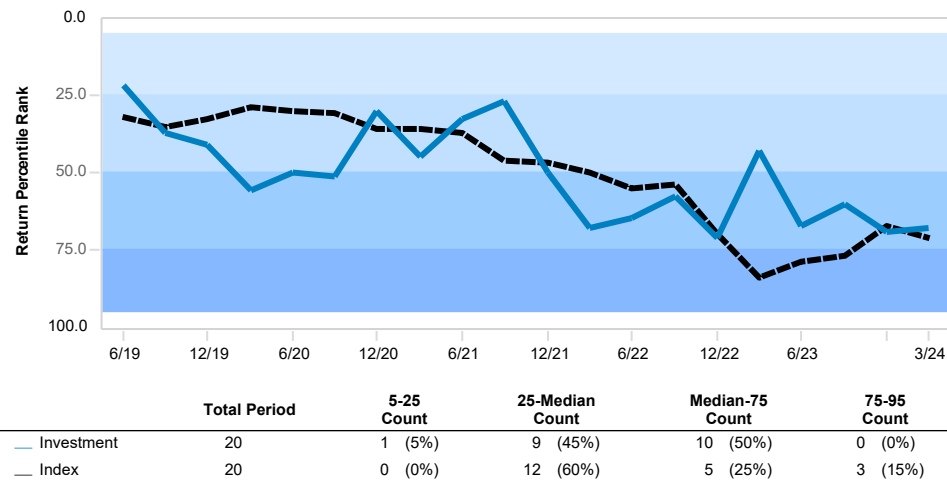
### Risk and Return 3 Years



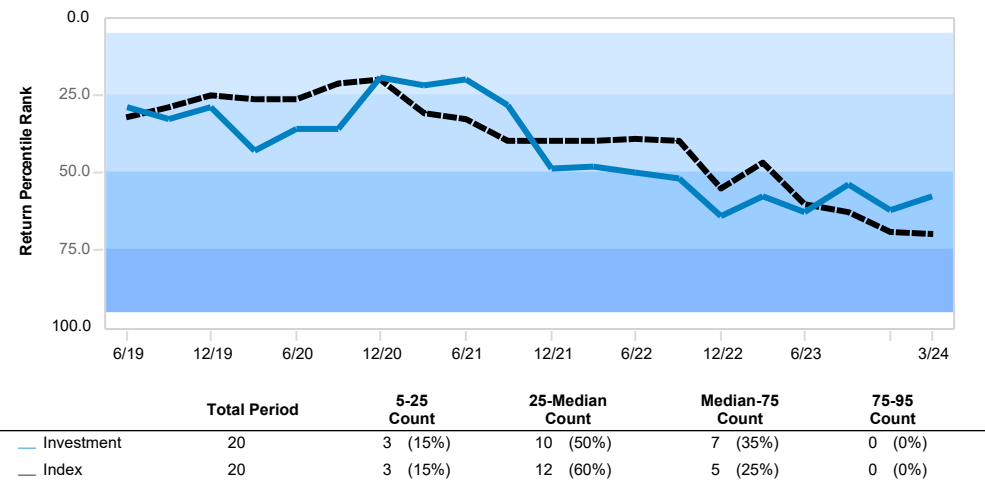
### Risk and Return 5 Years



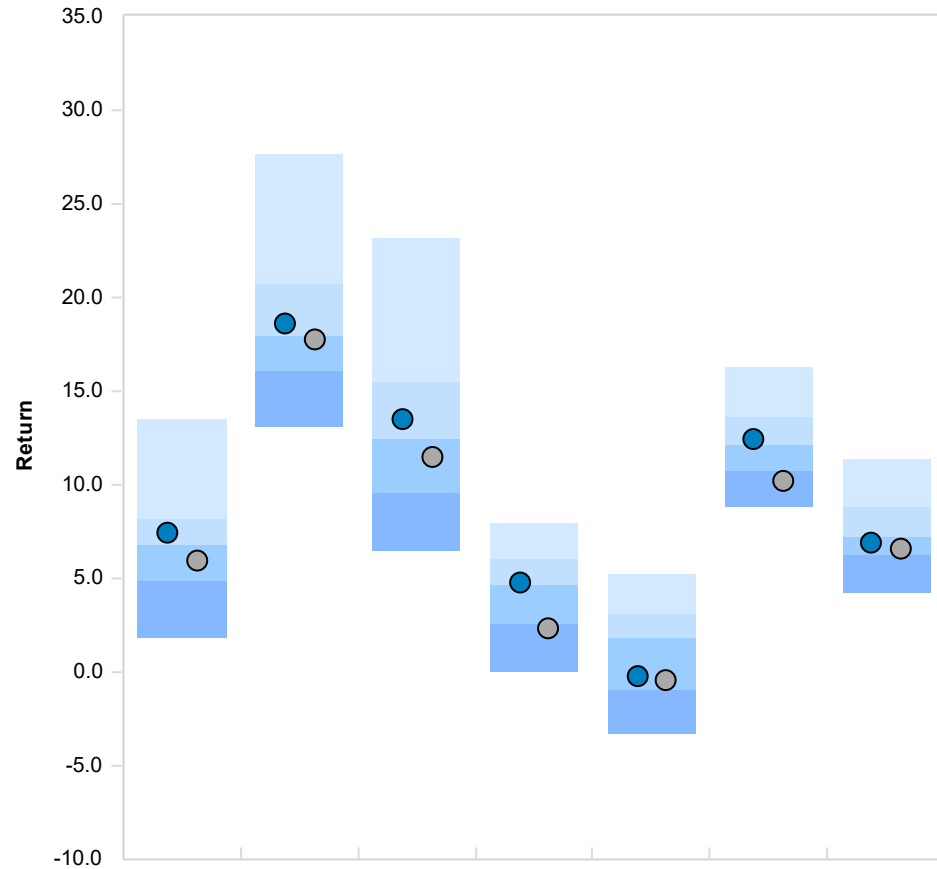
### 3 Year Rolling Percentile Rank IM International Large Cap Growth Equity (MF)



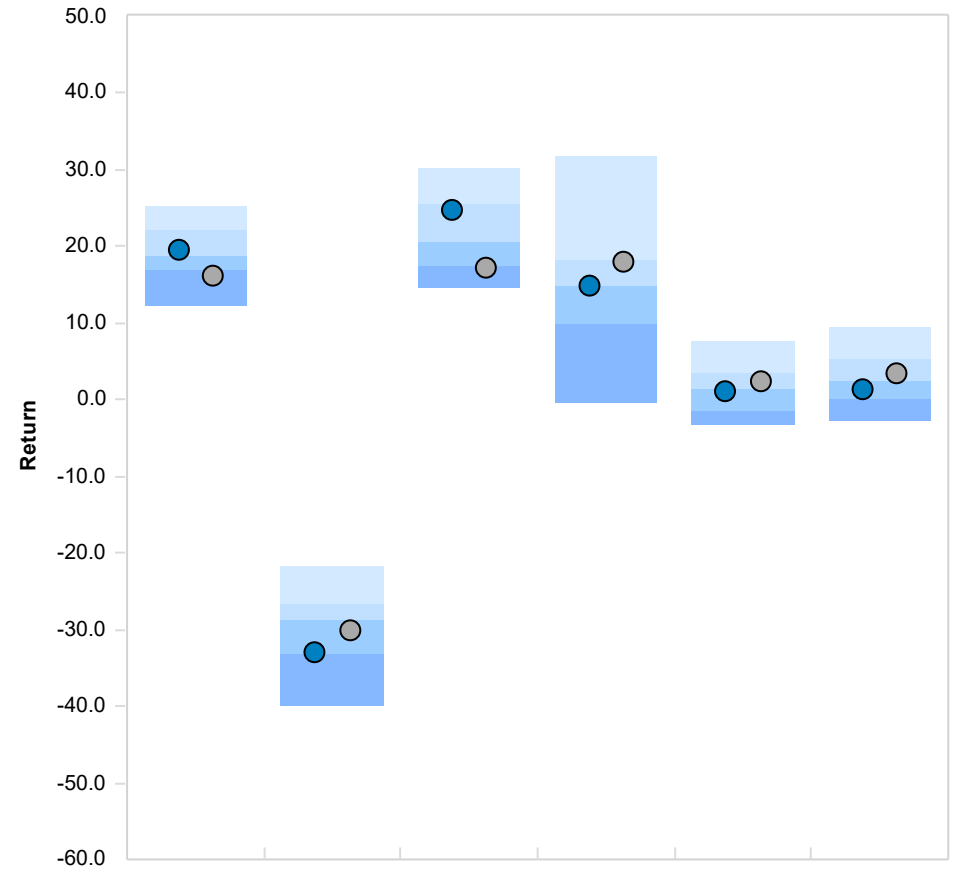
### 5 Year Rolling Percentile Rank IM International Large Cap Growth Equity (MF)



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



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



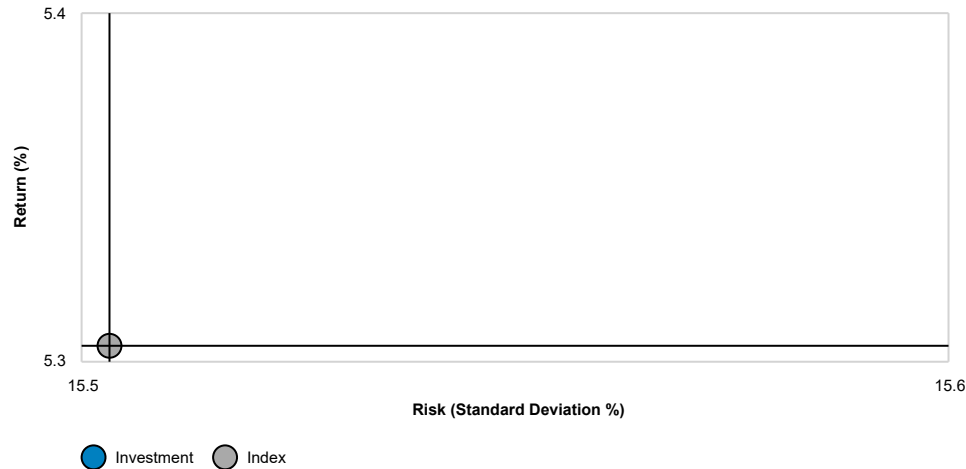
**Comparative Performance**

	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
Investment	10.37 (59)	-6.33 (33)	2.16 (63)	9.87 (42)	13.78 (65)	-9.33 (39)
Index	11.17 (42)	-7.26 (54)	2.08 (69)	8.69 (64)	12.94 (80)	-9.30 (39)
Median	10.83	-7.10	2.45	9.63	14.64	-9.57

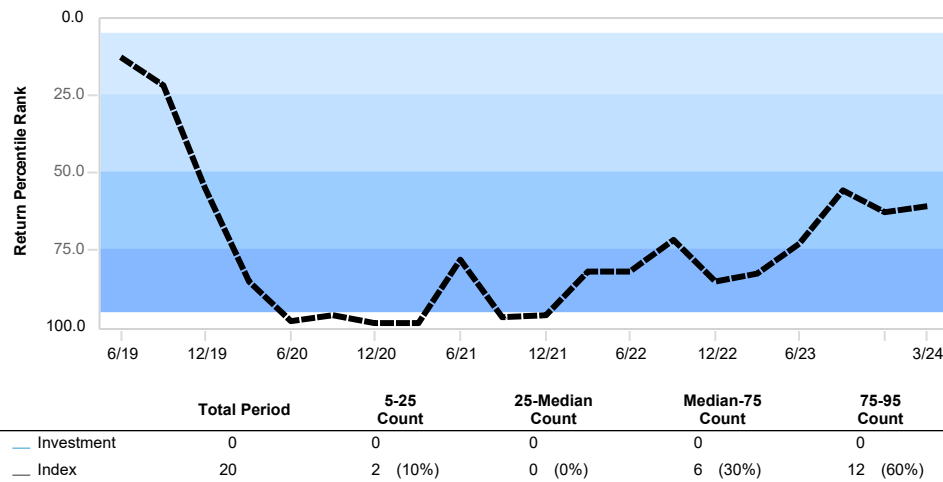
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	5.30	15.50	0.25	100.00	9	100.00	3

### Risk and Return 3 Years



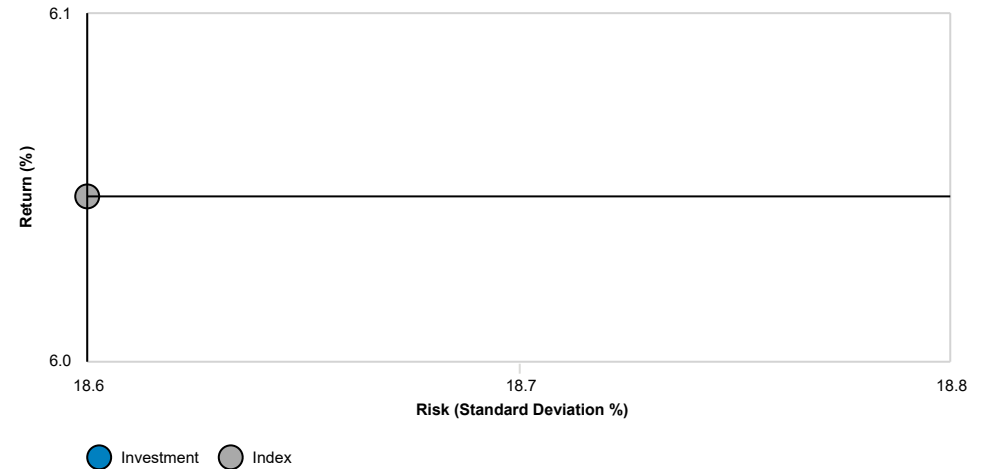
### 3 Year Rolling Percentile Rank IM International Large Cap Value Equity (MF)



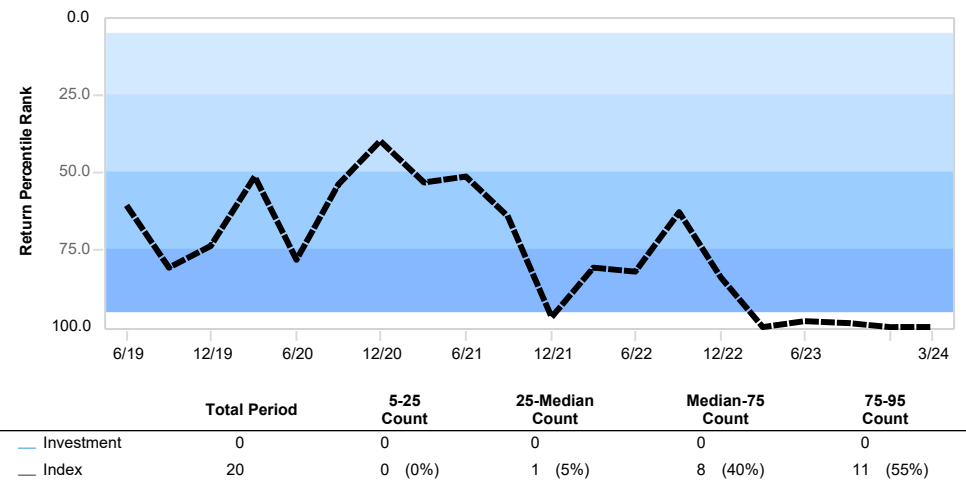
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	6.05	18.60	0.30	100.00	15	100.00	5

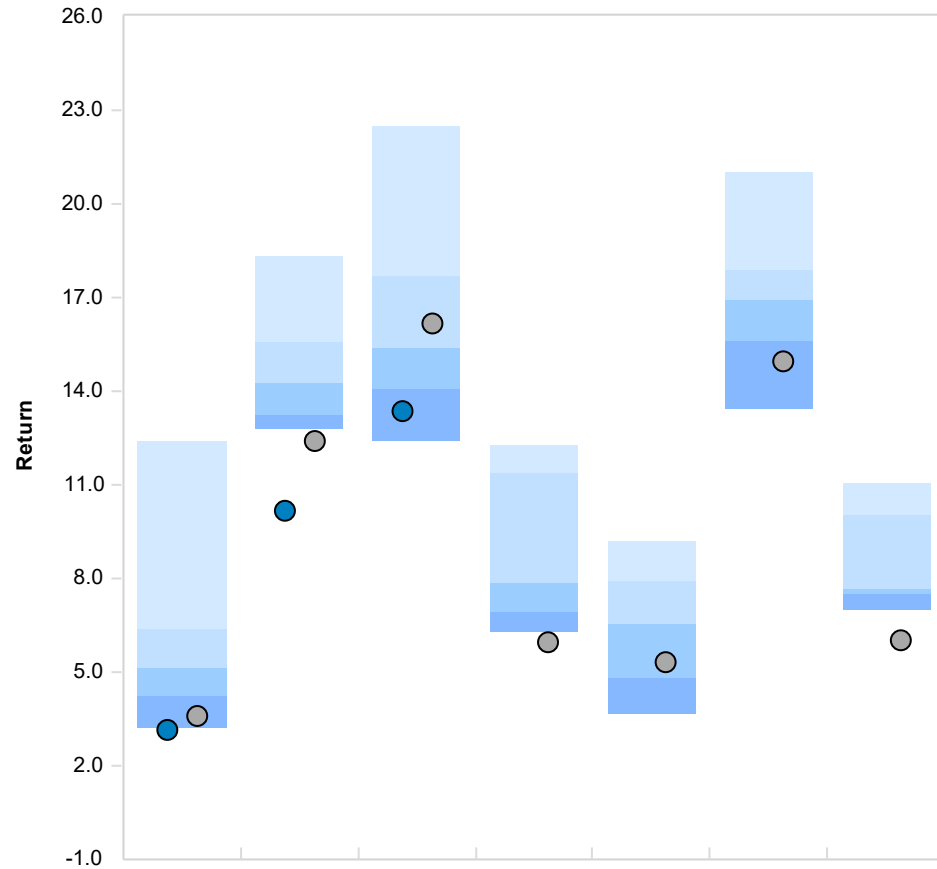
### Risk and Return 5 Years



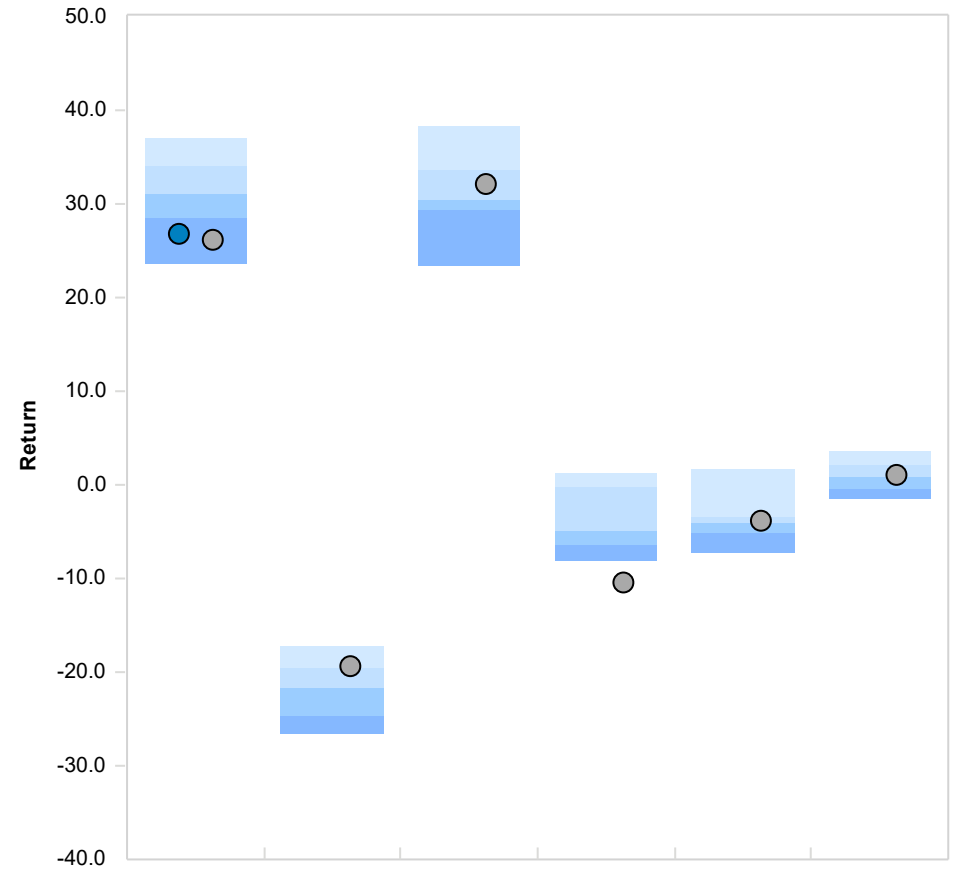
### 5 Year Rolling Percentile Rank IM International Large Cap Value Equity (MF)



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



**Peer Group Analysis - IM International Large Cap Value 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
Investment	6.81 (94)	-1.32 (24)	4.30 (21)	6.15 (83)	16.01 (97)	-10.69 (53)
Index	8.51 (43)	0.07 (8)	3.28 (54)	5.33 (97)	15.82 (97)	-10.29 (41)
Median	8.38	-2.05	3.38	7.72	19.29	-10.55



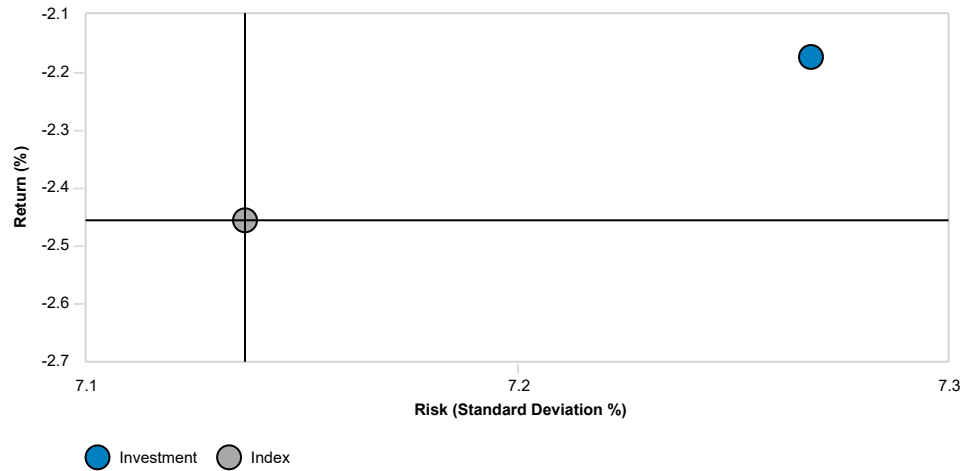
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-2.17	7.27	-0.63	102.42	5	99.12	7
Index	-2.46	7.14	-0.68	100.00	6	100.00	6

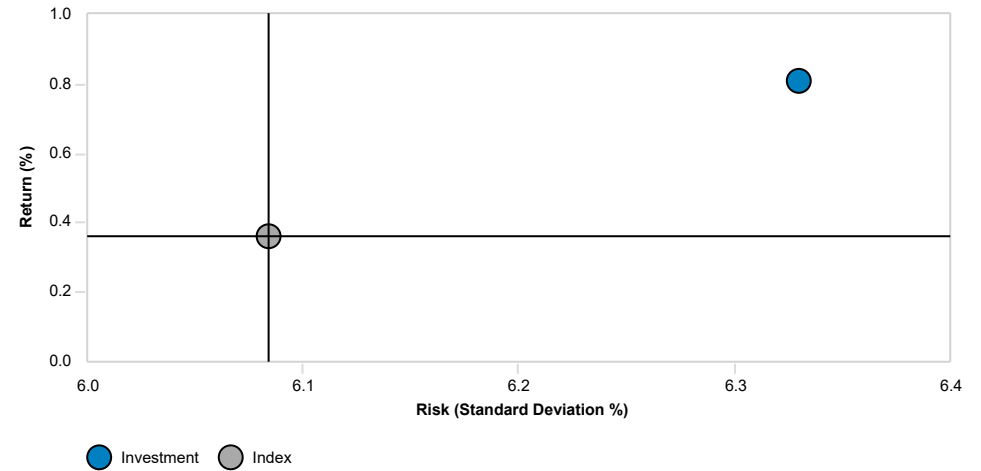
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	0.81	6.33	-0.16	107.55	12	102.07	8
Index	0.36	6.08	-0.24	100.00	13	100.00	7

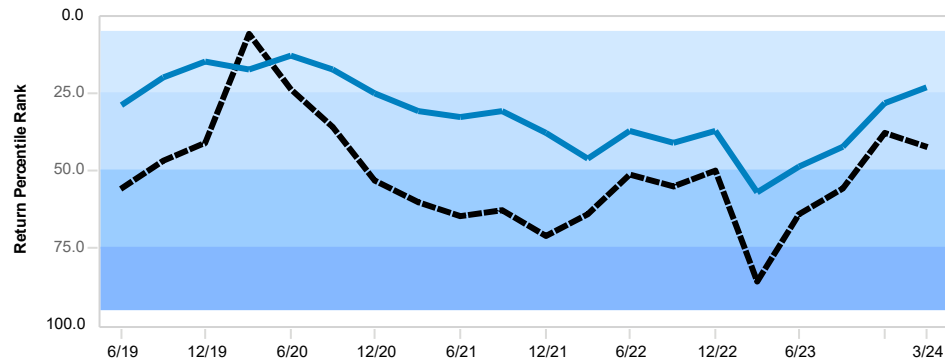
### Risk and Return 3 Years



### Risk and Return 5 Years

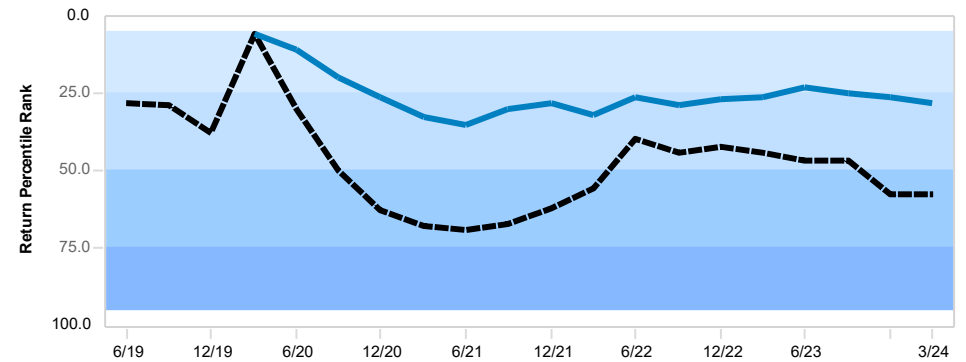


### 3 Year Rolling Percentile Rank IM U.S. Broad Market Core Fixed Income (MF)



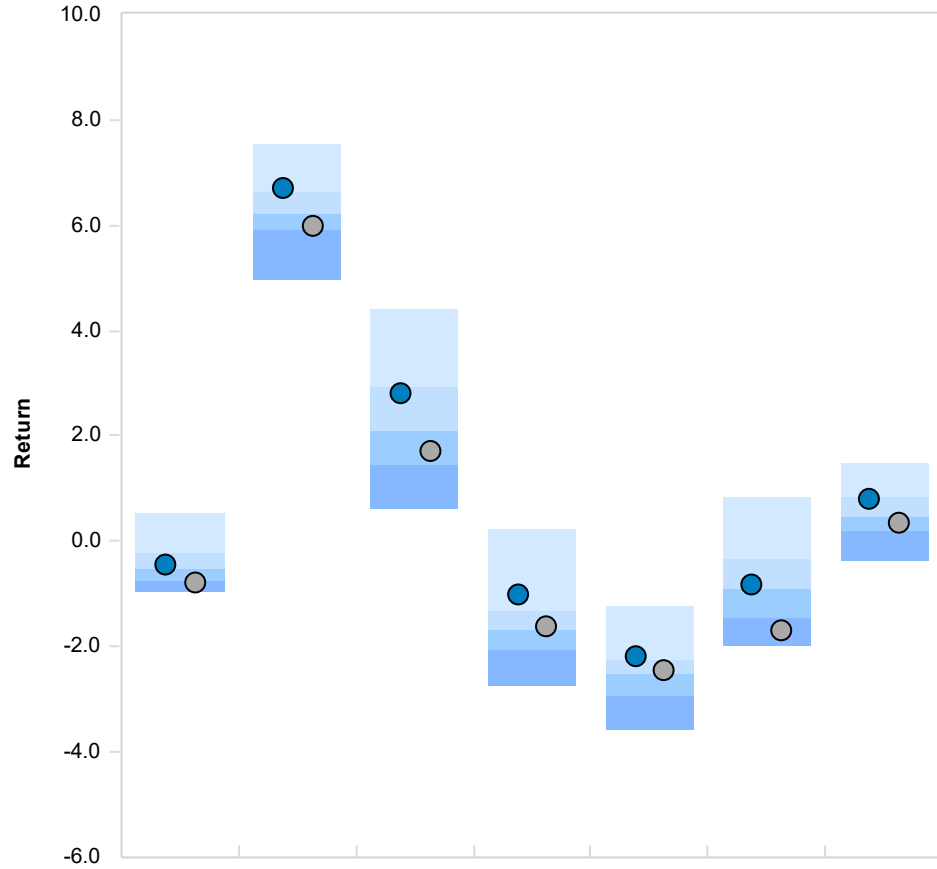
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	7 (35%)	12 (60%)	1 (5%)	0 (0%)
Index	20	2 (10%)	6 (30%)	11 (55%)	1 (5%)

### 5 Year Rolling Percentile Rank IM U.S. Broad Market Core Fixed Income (MF)

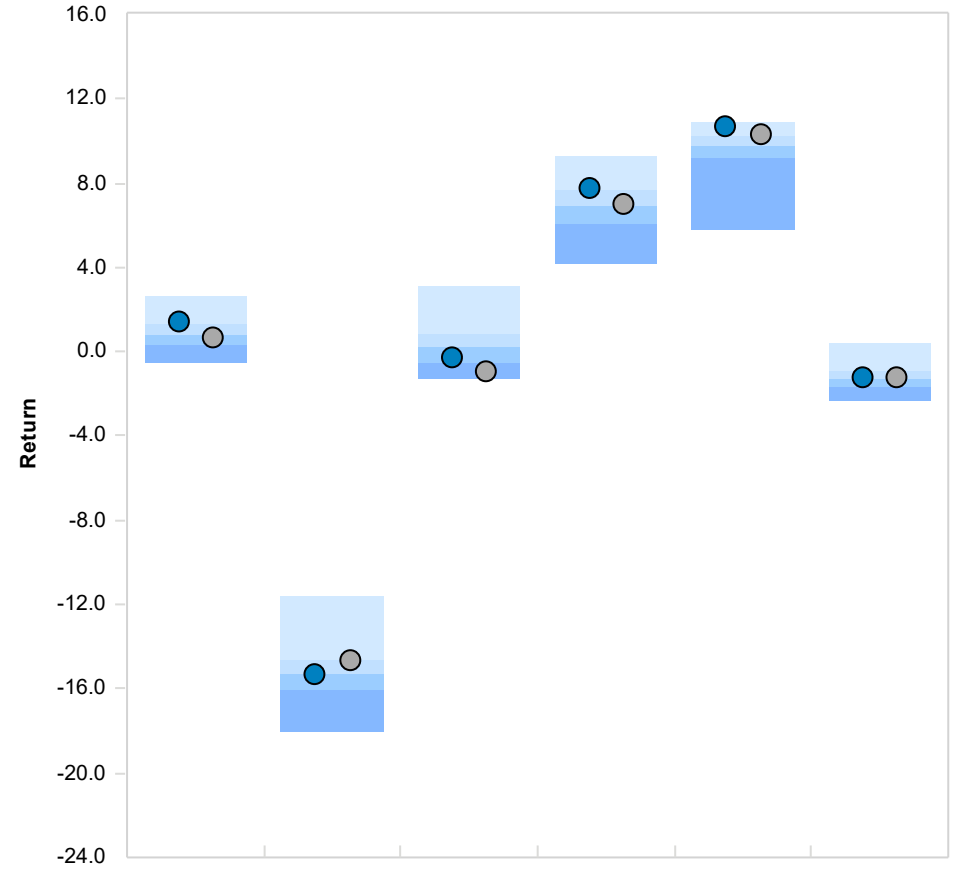


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	17	5 (29%)	12 (71%)	0 (0%)	0 (0%)
Index	20	1 (5%)	11 (55%)	8 (40%)	0 (0%)

**Peer Group Analysis - IM U.S. Broad Market Core Fixed Income (MF)**



**Peer Group Analysis - IM U.S. Broad Market Core Fixed Income (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
Investment	7.20 (18)	-3.07 (49)	-0.61 (22)	3.06 (61)	2.15 (15)	-4.67 (51)
Index	6.82 (46)	-3.23 (70)	-0.84 (55)	2.96 (69)	1.87 (35)	-4.75 (60)
Median	6.77	-3.08	-0.81	3.14	1.71	-4.67

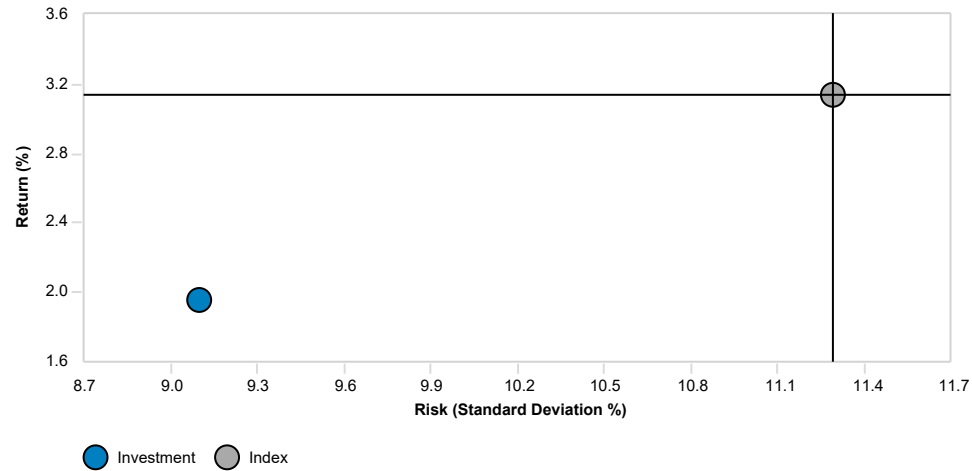
### Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	1.95	9.10	-0.02	75.24	7	78.41	5
Index	3.14	11.30	0.11	100.00	8	100.00	4

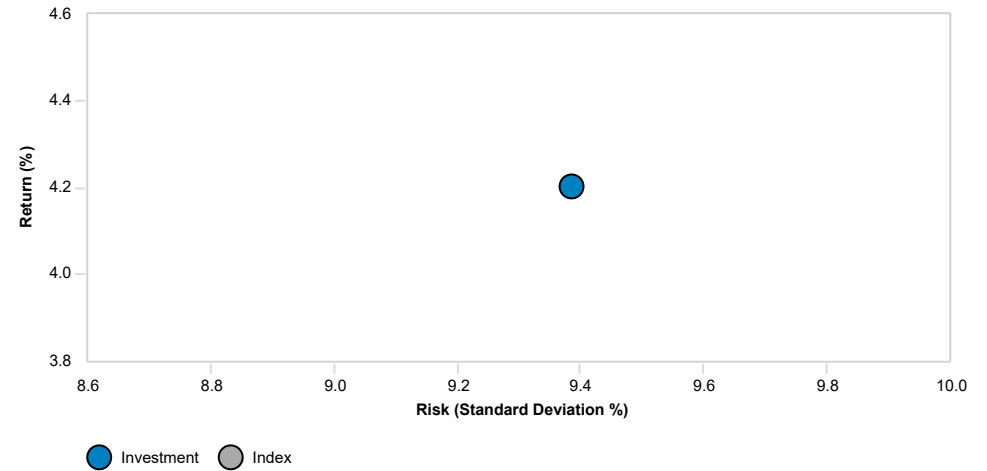
### Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	4.21	9.39	0.27	N/A	14	N/A	6
Index	N/A	N/A	N/A	N/A	N/A	N/A	N/A

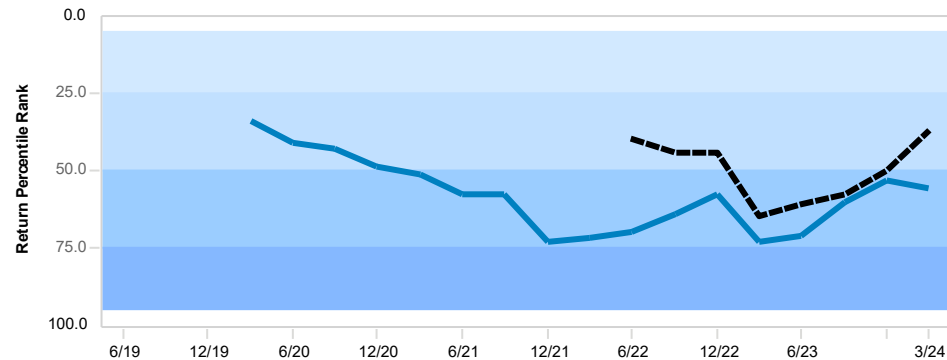
### Risk and Return 3 Years



### Risk and Return 5 Years

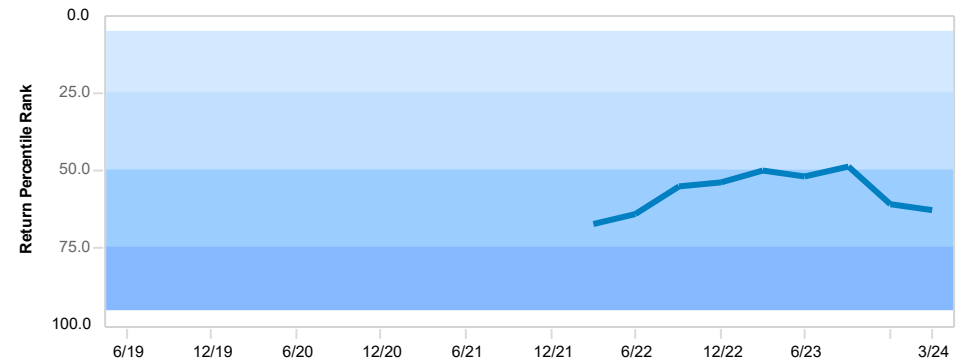


### 3 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



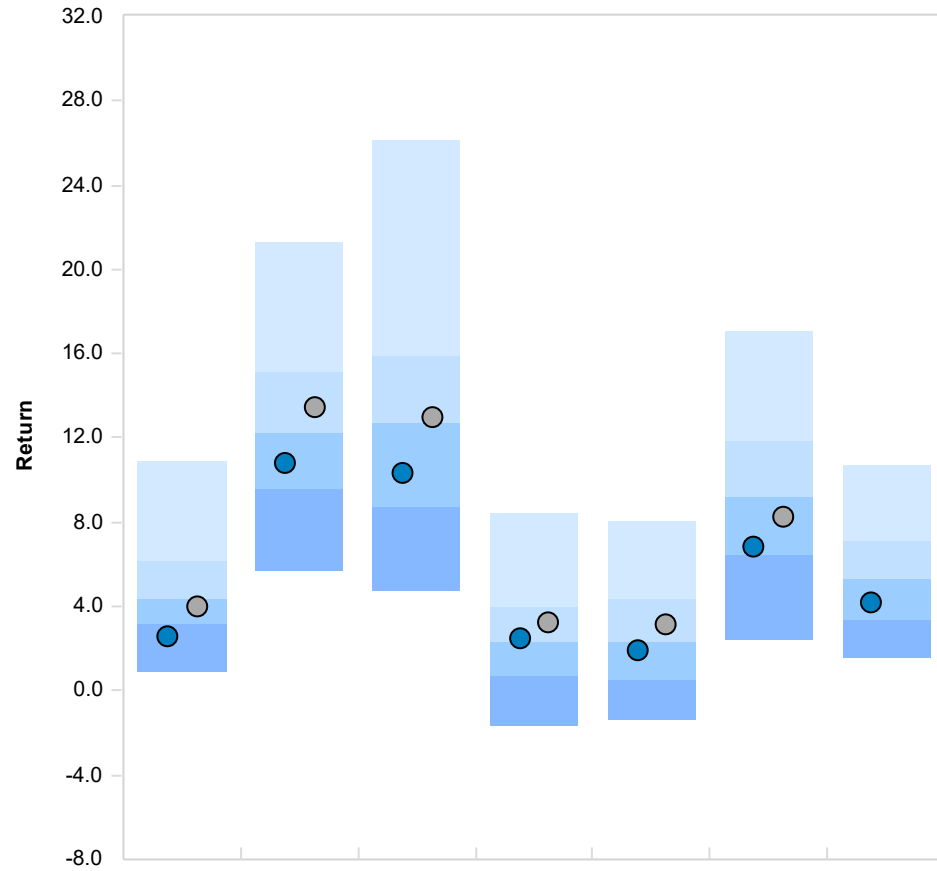
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	17	0 (0%)	4 (24%)	13 (76%)	0 (0%)
Index	8	0 (0%)	5 (63%)	3 (38%)	0 (0%)

### 5 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



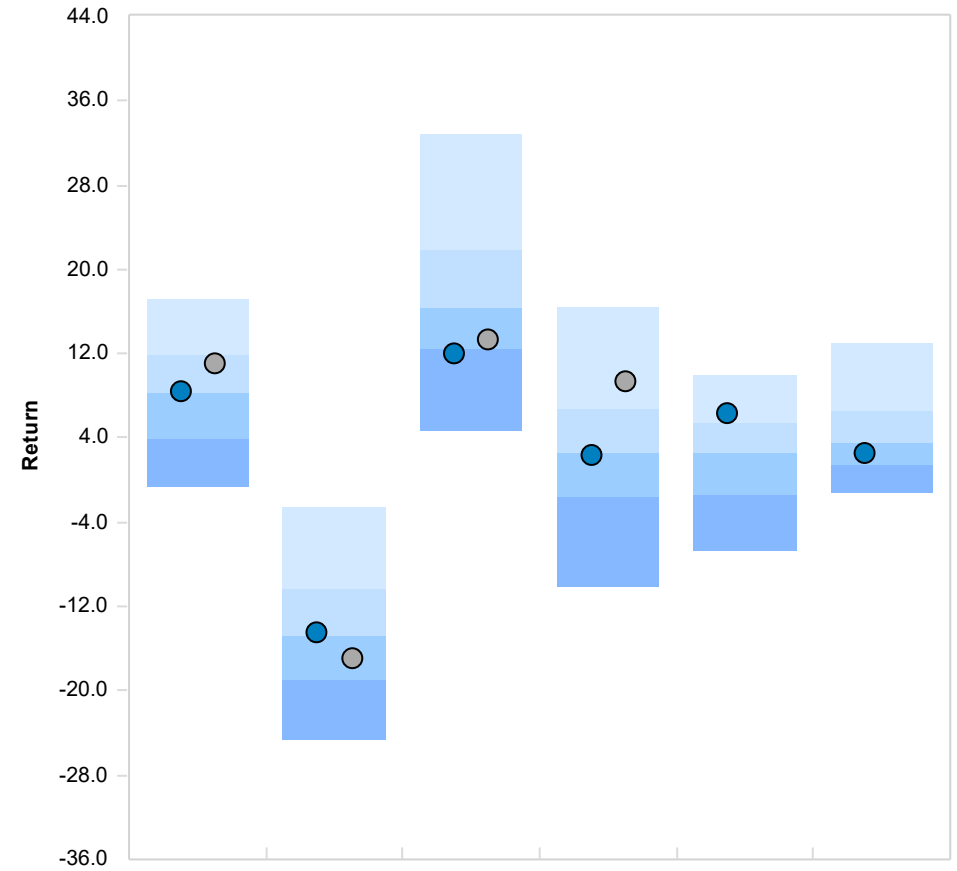
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	9	0 (0%)	2 (22%)	7 (78%)	0 (0%)
Index	0	0	0	0	0

**Peer Group Analysis - IM Flexible Portfolio (MF)**



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
Investment	2.62 (81)	10.78 (66)	10.35 (67)	2.54 (47)	1.95 (56)	6.89 (73)	4.21 (63)
Index	3.99 (56)	13.48 (41)	12.97 (48)	3.26 (36)	3.14 (37)	8.24 (61)	N/A
Median	4.38	12.28	12.72	2.34	2.31	9.24	5.33

**Peer Group Analysis - IM Flexible Portfolio (MF)**



	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
Investment	8.39 (49)	-14.36 (46)	12.12 (77)	2.38 (53)	6.39 (19)	2.57 (61)
Index	11.02 (28)	-16.91 (62)	13.29 (72)	9.36 (17)	N/A	N/A
Median	8.25	-14.78	16.31	2.57	2.64	3.46

**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
Investment	7.95 (49)	-1.79 (40)	1.42 (67)	3.34 (45)	5.29 (49)	-3.47 (40)
Index	9.12 (30)	-3.32 (68)	2.97 (34)	5.34 (15)	5.87 (44)	-5.40 (59)
Median	7.84	-2.51	2.12	2.87	5.09	-4.54

**Comparative Performance**  
**Manager Composite Performance Comparison**  
As of March 31, 2024

Comparative Performance Trailing Returns												
	1 YR		3 YR		5 YR		7 YR		10 YR		15 YR	
Dana Large Cap Value	22.97	(53)	9.94	(57)	12.03	(66)	10.16	(71)	9.13	(85)	12.88	(86)
Russell 1000 Value Index	20.27	(73)	8.11	(85)	10.31	(89)	9.16	(90)	9.01	(88)	13.10	(83)
Difference	2.70		1.83		1.72		1.00		0.12		-0.22	
IM U.S. Large Cap Value Equity (SA+CF) Median	23.52		10.41		12.53		11.16		10.23		14.19	
Vanguard Gro Idx;Adm (VIGAX)	38.82	(60)	10.91	(29)	17.91	(13)	17.01	(25)	15.06	(19)	17.18	(15)
CRSP U.S. Large Cap Growth TR Index	38.90	(59)	10.96	(28)	17.96	(12)	17.05	(24)	15.11	(17)	16.81	(24)
Difference	-0.08		-0.05		-0.05		-0.04		-0.05		0.37	
IM U.S. Large Cap Growth Equity (MF) Median	39.96		9.52		15.73		15.85		13.96		16.01	
Fidelity 500 Index Fund (FXAIX)	29.87	(6)	11.48	(2)	15.04	(4)	14.08	(3)	12.95	(1)	N/A	
S&P 500 Index	29.88	(4)	11.49	(1)	15.05	(3)	14.09	(1)	12.96	(1)	15.63	(1)
Difference	-0.01		-0.01		-0.01		-0.01		-0.01		N/A	
IM S&P 500 Index (MF) Median	29.53		11.16		14.71		13.75		12.57		15.15	
American Funds EuPc;R6 (RERGX)	13.49	(38)	-0.16	(68)	6.91	(58)	7.08	(48)	5.58	(40)	N/A	
MSCI EAFE Growth Index	13.62	(37)	3.08	(27)	8.17	(33)	8.16	(30)	6.24	(26)	9.48	(22)
Difference	-0.13		-3.24		-1.26		-1.08		-0.66		N/A	
IM International Large Cap Growth Equity (MF) Median	12.49		1.82		7.25		6.99		5.12		8.55	
Dodge & Cox Intl Stck;I (DODFX)	13.38	(73)	5.14	(52)	7.30	(36)	5.47	(53)	4.02	(40)	9.25	(9)
MSCI AC World ex USA Value	16.19	(32)	5.30	(48)	6.05	(88)	5.49	(50)	3.83	(48)	7.88	(36)
Difference	-2.81		-0.16		1.25		-0.02		0.19		1.37	
IM International Large Cap Value Equity (MF) Median	14.50		5.17		6.72		5.48		3.73		7.62	
Baird Aggregate Bd;Inst (BAGIX)	2.80	(28)	-2.17	(23)	0.81	(28)	1.45	(22)	1.97	(14)	3.70	(21)
Blmbg. U.S. Aggregate Index	1.70	(64)	-2.46	(42)	0.36	(58)	1.06	(52)	1.54	(48)	2.62	(75)
Difference	1.10		0.29		0.45		0.39		0.43		1.08	
IM U.S. Broad Market Core Fixed Income (MF) Median	2.08		-2.54		0.47		1.09		1.52		3.17	
BlackRock:Mlt-A Inc;I (BIICX)*	10.40	(66)	1.90	(58)	4.15	(64)	4.26	(65)	4.08	(63)	7.42	(64)
50% MSCI World/50% BC Agg	12.97	(48)	3.14	(37)	6.40	(34)	6.26	(30)	5.65	(28)	7.64	(59)
Difference	-2.57		-1.24		-2.25		-2.00		-1.57		-0.22	
IM Flexible Portfolio (MF) Median	12.72		2.31		5.33		5.12		4.47		7.97	

Returns for periods greater than one year are annualized.  
\*Used different share class for longer historical returns.

**Comparative Performance**  
**Manager Composite Performance Comparison**  
As of March 31, 2024

Comparative Performance Fiscal Year Returns																				
	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	
Dana Large Cap Value	14.89	(66)	-10.41	(57)	33.27	(68)	-1.96	(44)	3.63	(42)	9.18	(79)	16.46	(64)	9.79	(82)	-3.45	(53)	19.97	(29)
Russell 1000 Value Index	14.44	(68)	-11.36	(66)	35.01	(58)	-5.03	(66)	4.00	(39)	9.45	(76)	15.12	(77)	16.19	(25)	-4.42	(64)	18.89	(43)
Difference	0.45		0.95		-1.74		3.07		-0.37		-0.27		1.34		-6.40		0.97		1.08	
IM U.S. Large Cap Value Equity (SA+CF) Median	17.03		-9.56		37.01		-3.24		2.49		11.87		17.81		13.42		-3.33		18.38	
Vanguard Gro Idx;Adm (VIGAX)	28.10	(31)	-25.86	(38)	28.07	(21)	38.24	(28)	4.52	(25)	22.67	(71)	19.81	(58)	13.51	(17)	1.93	(60)	19.31	(24)
CRSP U.S. Large Cap Growth TR Index	28.16	(30)	-25.84	(38)	28.13	(20)	38.32	(27)	4.55	(25)	22.70	(71)	19.86	(57)	13.56	(16)	2.00	(59)	19.38	(23)
Difference	-0.06		-0.02		-0.06		-0.08		-0.03		-0.03		-0.05		-0.05		-0.07		-0.07	
IM U.S. Large Cap Growth Equity (MF) Median	26.25		-27.74		25.85		34.07		2.15		24.80		20.19		10.85		2.64		17.09	
Fidelity 500 Index Fund (FXAIX)	21.61	(3)	-15.49	(5)	29.99	(5)	15.14	(10)	4.24	(12)	17.90	(2)	18.59	(3)	15.43	(4)	-0.61	(2)	19.72	(1)
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	-0.01		-0.02		-0.01		-0.01		-0.01		-0.01		-0.02		0.00		0.00		-0.01	
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	
American Funds EuPc;R6 (RERGX)	19.64	(43)	-32.85	(73)	24.76	(27)	14.97	(50)	1.14	(54)	1.47	(62)	20.63	(8)	8.52	(32)	-4.93	(37)	6.98	(10)
MSCI EAFE Growth Index	20.41	(41)	-30.06	(60)	21.25	(45)	13.81	(55)	2.64	(33)	6.27	(20)	16.11	(74)	9.90	(18)	-4.30	(33)	3.22	(60)
Difference	-0.77		-2.79		3.51		1.16		-1.50		-4.80		4.52		-1.38		-0.63		3.76	
IM International Large Cap Growth Equity (MF) Median	18.88		-28.73		20.62		14.87		1.35		2.48		17.62		7.50		-5.60		4.36	
Dodge & Cox Intl Stck;I (DODFX)	26.74	(83)	-17.71	(5)	35.19	(16)	-9.43	(96)	-2.75	(12)	-5.26	(100)	26.58	(1)	5.62	(43)	-16.19	(89)	13.19	(1)
MSCI AC World ex USA Value	26.09	(92)	-19.46	(10)	32.15	(27)	-10.32	(98)	-3.89	(18)	1.02	(27)	22.23	(5)	7.62	(9)	-15.72	(89)	5.79	(32)
Difference	0.65		1.75		3.04		0.89		1.14		-6.28		4.35		-2.00		-0.47		7.40	
IM International Large Cap Value Equity (MF) Median	29.35		-22.63		29.29		-5.76		-5.45		-0.02		18.21		4.33		-9.62		4.67	
Baird Aggregate Bd;Inst (BAGIX)	1.41	(24)	-15.26	(49)	-0.31	(65)	7.80	(21)	10.69	(8)	-1.24	(44)	0.87	(34)	5.78	(30)	2.99	(7)	5.17	(19)
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	0.77		-0.66		0.59		0.82		0.39		-0.02		0.80		0.59		0.05		1.21	
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	
BlackRock:Mlt-A Inc;I (BIICX)*	8.21	(51)	-14.39	(46)	12.06	(78)	2.43	(52)	6.24	(20)	2.62	(60)	7.82	(68)	7.39	(65)	-1.76	(24)	8.50	(47)
50% MSCI World/50% BC Agg	11.02	(28)	-16.91	(62)	13.29	(72)	9.36	(17)	6.40	(19)	4.93	(36)	8.80	(57)	8.47	(53)	-0.98	(19)	8.10	(52)
Difference	-2.81		2.52		-1.23		-6.93		-0.16		-2.31		-0.98		-1.08		-0.78		0.40	
IM Flexible Portfolio (MF) Median	8.25		-14.78		16.31		2.57		2.64		3.46		9.51		8.68		-4.37		8.19	

Returns for periods greater than one year are annualized.  
\*Used different share class for longer historical returns.

<b>Total Fund Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Jan-1996</b>	
S&P 500 Index	40.00
Blmbg. U.S. Gov't/Credit	60.00
<b>Oct-2001</b>	
Blmbg. U.S. Gov't/Credit	50.00
S&P 500 Index	50.00
<b>Jan-2006</b>	
S&P 500 Index	60.00
Blmbg. U.S. Gov't/Credit	40.00
<b>Jan-2010</b>	
MSCI EAFE Index	15.00
Blmbg. U.S. Aggregate Index	40.00
Russell 3000 Index	45.00
<b>Feb-2014</b>	
MSCI AC World ex USA	15.00
Blmbg. U.S. Aggregate Index	40.00
Russell 3000 Index	45.00
<b>Jul-2019</b>	
Russell 3000 Index	45.00
MSCI AC World ex USA	15.00
Blmbg. U.S. Aggregate Index	35.00
Total Global Tactical Asset Policy	5.00

<b>Total Equity Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Jan-1996</b>	
S&P 500 Index	100.00
<b>Jan-2010</b>	
S&P 500 Index	75.00
MSCI EAFE Index	25.00
<b>Dec-2011</b>	
Russell 3000 Index	75.00
MSCI EAFE Index	25.00
<b>Feb-2014</b>	
Russell 3000 Index	75.00
MSCI AC World ex USA	25.00

<b>Total Domestic Equity Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Apr-2011</b>	
S&P 500 Index	100.00
<b>Dec-2011</b>	
Russell 3000 Index	100.00

<b>Total International Equity Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Apr-2011</b>	
MSCI EAFE Index	100.00
<b>Feb-2014</b>	
MSCI AC World ex USA	100.00

Total Fixed Income Policy		Total Global Tactical Asset Policy	
Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<a href="#">Jan-1973</a>		<a href="#">Jun-2019</a>	
Blmbg. U.S. Gov't/Credit	100.00	MSCI World (net)	50.00
<a href="#">Jan-2010</a>		Blmbg. U.S. Aggregate Index	50.00
Blmbg. U.S. Aggregate Index	100.00		



**Disclosures**

**Disclosures as they pertain to breakout of balanced account:**

- Previous to 4/30/2011, ICC's account was balanced with segment level returns that did not include their respective cash returns, upon breakout, each strategy will now include their respective cash returns.
- Due to the balanced account total equity was run as one strategy, upon breakout, each equity strategy will be run separately, with their respective cash balances, but due to the balanced nature, each equity strategy inception date will be 5/1/2011. Total equity's historical performance and inception date will be able to be brought forward.

The fixed strategy historical returns will be able to be brought forward along with its inception date.

<b>Active Return</b>	- Arithmetic difference between the manager's performance and the designated benchmark return over a specified time period.
<b>Alpha</b>	- 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.
<b>Beta</b>	- A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of the portfolio's systematic risk.
<b>Consistency</b>	- 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.
<b>Distributed to Paid In (DPI)</b>	- 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.
<b>Down Market Capture</b>	- The ratio of average portfolio performance over the designated benchmark during periods of negative returns. A lower value indicates better product performance
<b>Downside Risk</b>	- 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.
<b>Excess Return</b>	- Arithmetic difference between the manager's performance and the risk-free return over a specified time period.
<b>Excess Risk</b>	- A measure of the standard deviation of a portfolio's performance relative to the risk free return.
<b>Information Ratio</b>	- 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.
<b>Public Market Equivalent (PME)</b>	- 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.
<b>R-Squared</b>	- 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.
<b>Return</b>	- Compounded rate of return for the period.
<b>Sharpe Ratio</b>	- 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.
<b>Standard Deviation</b>	- 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.
<b>Total Value to Paid In (TVPI)</b>	- 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
<b>Tracking Error</b>	- This is a measure of the standard deviation of a portfolio's returns in relation to the performance of its designated market benchmark.
<b>Treynor Ratio</b>	- 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.
<b>Up Market Capture</b>	- 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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