

Investment Performance Review
Period Ending December 31, 2020

City of Eustis Firefighters' Pension Fund



As we start this new year, and on behalf of our entire AndCo family, Thank You for the opportunity to continue to serve you! I'm sure most of us are ready to turn the page on 2020 and all of the unique "firsts" we had to deal with – social distancing, masks, quarantining, and virtual meetings just to name a few. While 2020 definitely introduced new features into our daily routines, one constant remained the same at AndCo, our unwavering commitment to serve you within a model that is independent, singularly focused, customized, and passionately delivered. We take our role as your consultant and trusted advisor earnestly and will continue to work hard to maintain your trust and confidence in this unique and dynamic time. We are honored and privileged you have chosen AndCo as your consultant and we wanted to provide a brief update on the firm.

As we start 2021, we are 91 team members strong advising approximately \$100 billion in client assets – both around record highs. All departments within AndCo have grown over the years as we thoughtfully invest in our firm to provide the services you expect and we demand from our team.

Looking back at 2020, it represented another year of significant investment in the organization. We made personnel and technology investments within consulting, research, client solutions, compliance, finance, IT and marketing. We created an intranet for our team members to efficiently and effectively stay connected within the organization to collectively serve you, our valued clients, and our team members better. We continued enhancing our research team with two new hires in the department who have significant experience and tailored skillsets in certain asset classes. We added additional management within our client solutions department to provide more support and structure to the team. We also restructured our marketing department to enhance the quality of our deliverables and further promote the AndCo brand. While 2020 was a busy year for AndCo in terms of reinvesting and enhancing our structure, please know we are not done. We are strong believers that if you are not evolving, adapting and moving forward, you will get left behind. In the service business, that would mean our clients would not get the service they expect or deserve and that does not work for AndCo. As we budget for 2021 and continue to reinvest in our organization, you'll likely see additional hires made firmwide along with continued investments in technologies. All of these efforts are to better serve you!

Every January our firm hosts our firmwide retreat in Central Florida. It is a great time for everyone in the firm to spend time with one another. Along with this valuable time together we also review how the firm did strategically the previous year, renew our goals and initiatives for the upcoming year, and conduct activities and discussions to strengthen our culture. Due to the pandemic, we did not hold our firmwide retreat in person this year.

However, we did utilize our new intranet to provide a series of virtual firm updates where we covered many of the topics we normally present in person. While we cannot replace being physically together for several days, we were thrilled to have a virtual venue to provide this valuable information to our team and demonstrate new ways for us to stay connected during this unique time.

At the beginning of each year we also discuss the AndCo partnership, and when earned, announce new partners. This year I am happy to report two new team members made partner at AndCo - Jacob Peacock and Dan Osika. Jacob has been with the firm for almost 9 years and is currently a Consulting Director. Dan has been with AndCo for 6 years and has held multiple roles at the firm. Today Dan serves as a Marketing Consultant in our marketing department. We are extremely happy for both Jacob and Dan and are very lucky to have them as valuable team members. With the additions of Jacob and Dan, we now have 11 partners at AndCo with the majority of departments represented. We are looking to create a multigeneration employee-owned and employee-managed organization with our equity program. This will allow us to protect our mission, vision and values going forward as well as our commitment to serve you the best we possibly can.

In closing, our name, AndCo, reminds us who we work for every day - "Our Client" &Co. You, our clients, will always be our first priority. As we continue to discuss strategic decisions and reinvestments regarding our firm, please know that our decisions are filtered through the following question: "How does this benefit our clients?" If it doesn't benefit you, we don't do it, it's that simple. We said this last year and we'll say it again next year. If this commitment ever falters, you need to find a new consultant.

We know that each of our clients is facing many challenges and we will be there to help support you through all environments. We are honored and humbled that you have chosen AndCo as your partner. We do not take that relationship for granted and will continue to work tirelessly to exceed your expectations.

Thank you again for your valued partnership and the opportunity to serve you. Happy New Year!



Mike Welker, CFA
CEO



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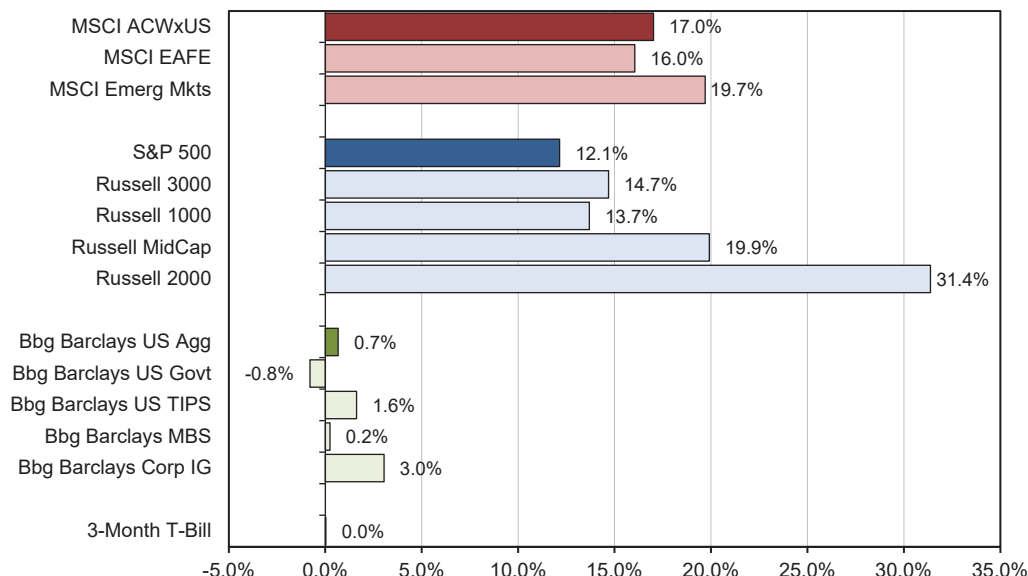


4th Quarter 2020 Market Environment

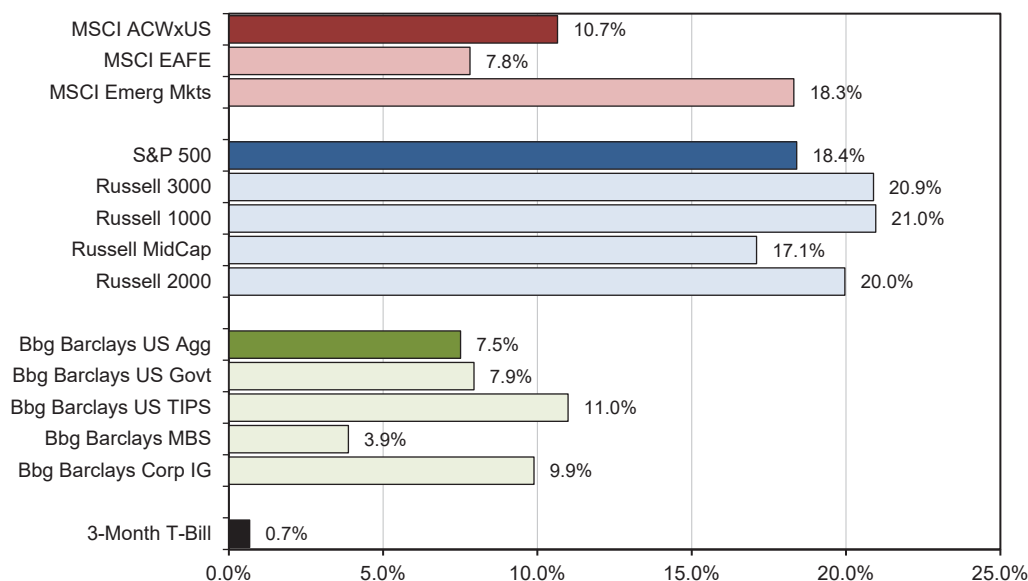


- Investment market index returns were broadly positive during the 4th quarter of 2020 except for the US Government bond benchmark. Performance during the period was largely driven by expectations related to the rollout of vaccines to treat the pandemic, the resolution of the US Presidential election, and the potential for additional government stimulus. Within domestic equity markets, there was a reversal in a recent trend with small cap stocks outperforming large cap issues. The Russell 2000 returned 31.4% compared to a 12.1% return for the S&P 500. This was the small cap benchmark's single strongest quarterly return since its inception in 1979. US equity markets ended 2020 with robust positive performance despite continued uncertainty associated with pandemic and slower than expected vaccine rollouts. For the full year, performance for domestic equities was strong across the capitalization spectrum with large cap stocks returning 18.4%, mid-caps 17.1%, and small caps 20.0%.
- Similar to domestic stocks, international equity returns were strong during the 4th quarter of 2020. International markets also benefited from the release of vaccines in addition to monetary policy relief from the European Central Bank. International returns were also amplified by a weakening US dollar which continued its decline against most major currencies. Emerging markets outperformed developed markets for the period with the MSCI Emerging Markets Index returning 19.7% compared to a return of 16.0% for the MSCI EAFE Index. Developed markets posted a modest return of 7.8% over the 1-year period while emerging markets returned a stronger 18.3%.
- Fixed income index performance was disparate during the 4th quarter. Corporate bonds performed well during the period as evidenced by the 3.0% return of the Bloomberg Barclays Corporate Investment Grade Index. In contrast, the Bloomberg Barclays US Government Bond Index returned -0.8% and was negatively affected by rising US interest rates. TIPS continued to outpace nominal bonds over concerns about rising US inflation and posted a return of 1.6% for the period. For the year, bonds posted solid returns across most sectors led by TIPS and Corporate bonds which returned 11.0% and 9.9%, respectively. For the year, the benchmark Bloomberg Barclays US Aggregate Bond Index returned a solid 7.5%.

Quarter Performance



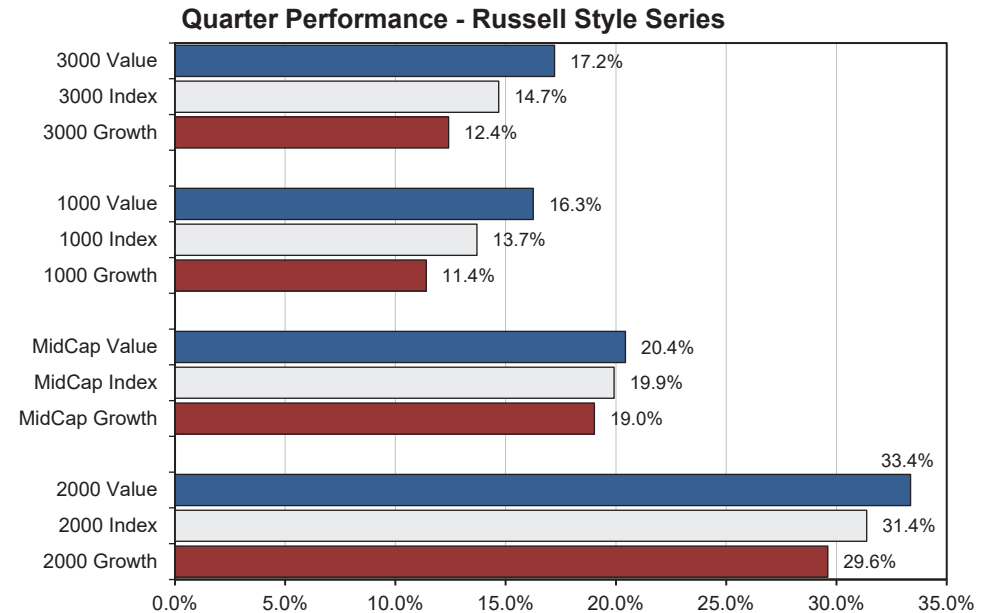
1-Year Performance



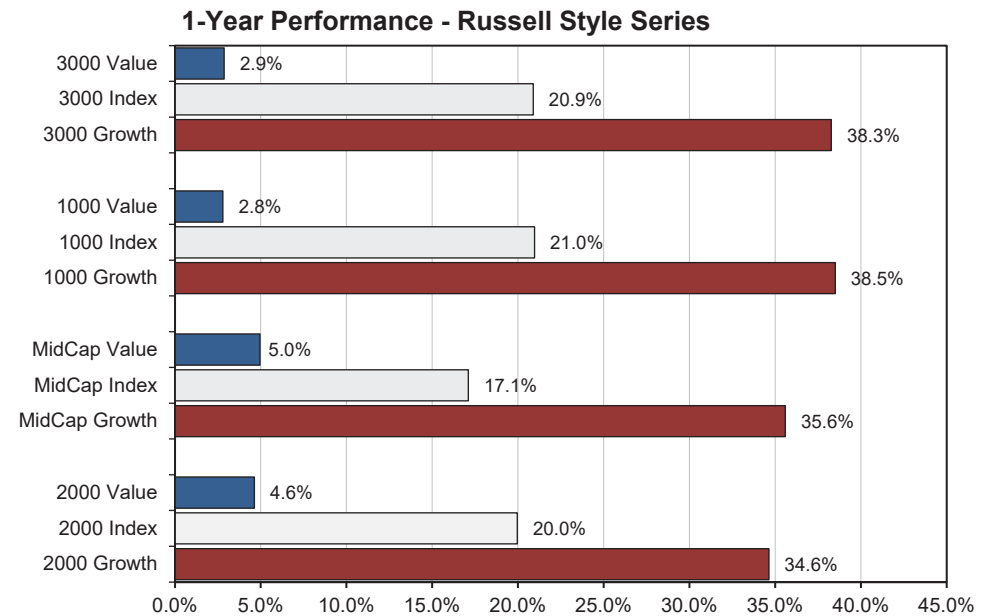
Source: Investment Metrics



- Despite 2020 experiencing one of the most dramatic drawdowns in history, US equities managed to recover all of their losses and closed the year delivering three straight quarters of strong gains across the capitalization and style spectrum. During the 4th quarter, value stocks reversed the recent trend and outperformed growth stocks across the full capitalization spectrum. It is important to note, value indexes contain large exposures to sectors like energy and financials which performed well during the 4th quarter. For the period, the Russell 2000 Value Index was the best performing style index with a return of 33.4% (also a record for the index). This performance was followed by mid and large cap value index returns of 20.4% and 16.3%, respectively. While slightly lower relative to their value counterparts, growth style benchmarks were also strong for the quarter with the small cap growth index returning 29.6% while mid and large cap growth stocks posted returns of 19.0% and 11.4%, respectively.



- Despite the 4th quarter's trend reversal, for the full year, growth-oriented stocks significantly outperformed value stocks across all market capitalizations with each growth benchmark posting returns in excess of 30.0%. The widest performance dispersion between growth and value for the year was in the large cap space with the Russell 1000 Growth Index returning 38.5%, which outpaced the large cap value benchmark by more than 35.0%. A combination of factors drove the performance of growth stocks during the year including investors seeking companies with the ability to growth revenues, structural shifts in the economy related to technologies, and momentum.

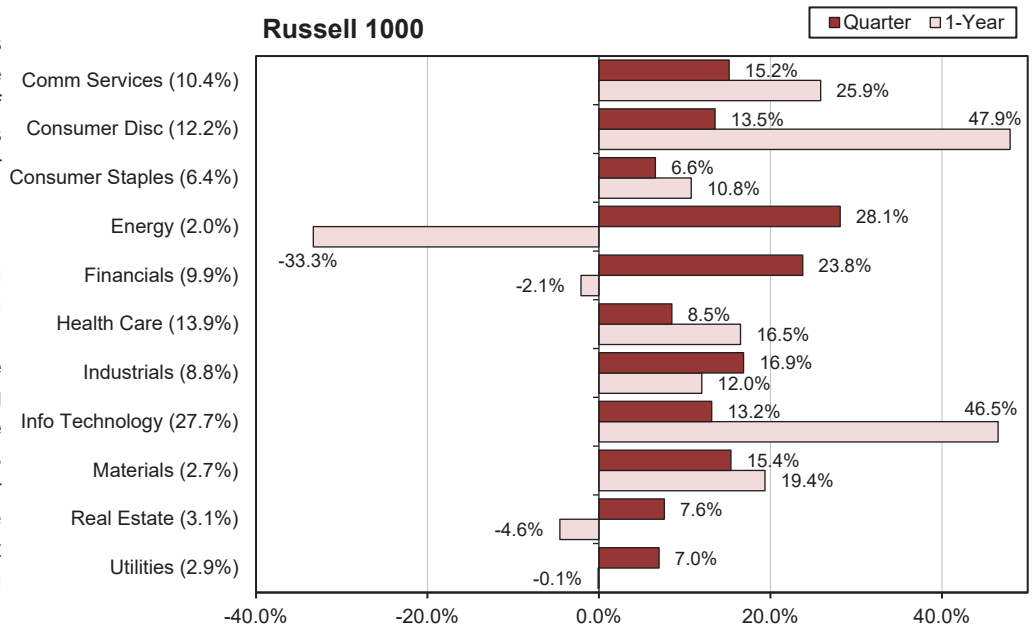


Source: Investment Metrics

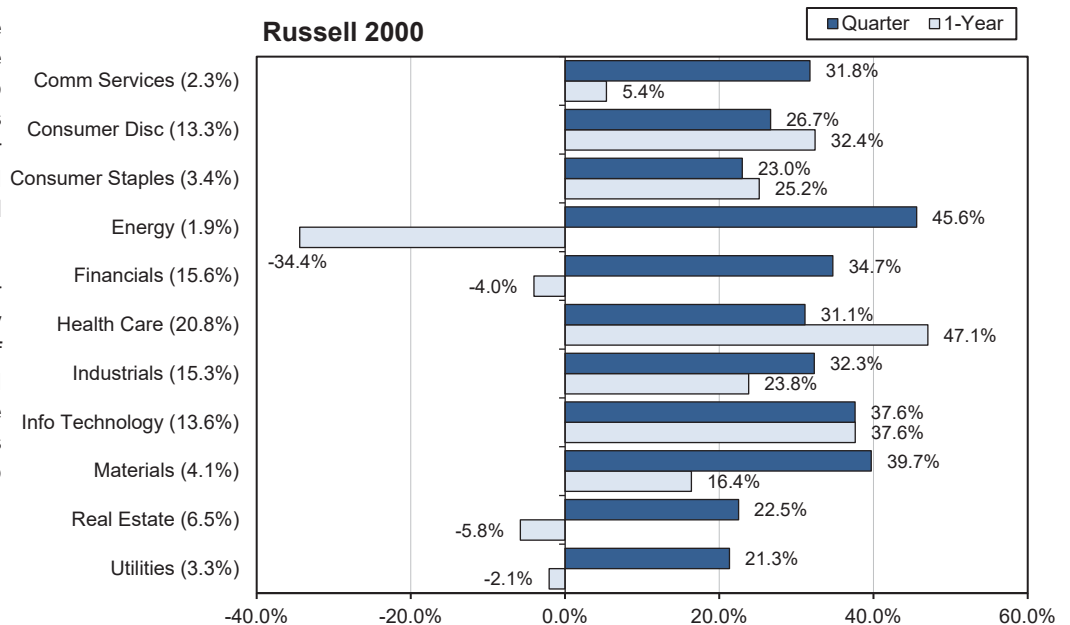


- Sector performance was positive across all eleven large cap economic sectors for the 4th quarter. However, only five sectors outpaced the return of the broader Russell 1000 Index. The positive news surrounding the release of COVID-19 vaccines provided the catalyst for cyclical sectors to rebound as expectations for economic growth improved. The best performing sectors for the quarter were energy, financials, and industrials with returns of 28.1%, 23.8%, and 16.9%, respectively.
- Over the trailing 1-year period, seven of the eleven large cap sectors produced positive results. Performance was led by the consumer discretionary and technology sectors which delivered returns of 47.9% and 46.5%, respectively. In a sign of narrow leadership, only three of the eleven sectors exceeded the return of the broad benchmark over the full year. In contrast to the strong positive performance in some sectors, four sectors that disappointed for the year were energy (-33.3%), real estate (-4.6%), financials (-2.1%), and utilities (-0.1%). The significant drawdown in energy prices earlier in the year combined with declining commercial real estate prices put downward pressure on these sectors. Finally, the staggering dispersion between the best performing (consumer discretionary) and worst-performing (energy) sectors in the large cap benchmark was in excess of 81.0% for the year.
- Quarterly results for small cap sectors were higher than their respective large capitalization counterparts. All eleven sectors posted positive returns for the period with six of eleven outpacing the Russell 2000 Index return. Similar to large caps, economically sensitive sectors such as energy (45.6%), materials (39.7%), technology (37.6%), and financials (34.7%) drove results. Sector performance was largely attributable to rising commodity prices, a continued decline in the US dollar, and expectations that global economic growth would accelerate following the rollout of vaccines.
- Over the trailing 1-year period, despite the strong broad market results, sector returns were more mixed. Negative sector performance was realized in energy (-34.4%), real estate (-5.8%), financials (-4.0%), and utilities (-2.1%). Much of the year's negative results were seen following the drawdown experienced during the 1st quarter in the initial reaction to the pandemic. In contrast, the healthcare sector delivered strong results (47.1%) for the period as investors looked for opportunities to invest in companies with the potential to develop therapeutics and treatments for COVID-19.

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 December 31, 2020

Top 10 Weighted Stocks				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Apple Inc	6.03%	14.8%	82.3%	Information Technology
Microsoft Corp	4.69%	6.0%	42.5%	Information Technology
Amazon.com Inc	3.89%	3.4%	76.3%	Consumer Discretionary
Facebook Inc A	1.85%	4.3%	33.1%	Communication Services
Tesla Inc	1.50%	64.5%	743.4%	Consumer Discretionary
Alphabet Inc A	1.48%	19.6%	30.9%	Communication Services
Alphabet Inc Class C	1.43%	19.2%	31.0%	Communication Services
Berkshire Hathaway Inc Class B	1.23%	8.9%	2.4%	Financials
Johnson & Johnson	1.17%	6.5%	10.9%	Health Care
JPMorgan Chase & Co	1.08%	33.2%	-5.5%	Financials

Top 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Nordstrom Inc	0.01%	161.8%	-22.7%	Consumer Discretionary
Coty Inc Class A	0.01%	160.0%	-36.9%	Consumer Staples
Lemonade Inc Ordinary Shares	0.00%	146.4%	N/A	Financials
Capri Holdings Ltd	0.02%	133.3%	10.1%	Consumer Discretionary
Kohl's Corp	0.02%	119.6%	-16.8%	Consumer Discretionary
Enphase Energy Inc	0.05%	112.5%	571.5%	Information Technology
Spirit AeroSystems Hldgs Inc Class A	0.01%	106.8%	-46.3%	Industrials
Olin Corp	0.01%	100.3%	50.6%	Materials
Tapestry Inc	0.02%	98.8%	17.0%	Consumer Discretionary
Eaton Vance Corp	0.02%	90.9%	60.5%	Financials

Bottom 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Zoom Video Communications Inc	0.16%	-28.2%	395.8%	Information Technology
SolarWinds Corp Ordinary Shares	0.00%	-26.5%	-19.4%	Information Technology
Beyond Meat Inc	0.02%	-24.7%	65.3%	Consumer Staples
BigCommerce Hldgs Inc Ord. Series 1	0.00%	-23.0%	N/A	Information Technology
Wayfair Inc Class A	0.04%	-22.4%	149.9%	Consumer Discretionary
Global Blood Therapeutics Inc	0.01%	-21.5%	-45.5%	Health Care
Vroom Inc Ordinary Shares	0.00%	-20.9%	N/A	Consumer Discretionary
Jamf Holding Corp Ordinary Shares	0.00%	-20.4%	N/A	Information Technology
bluebird bio Inc	0.01%	-19.8%	-50.7%	Health Care
Quidel Corp	0.02%	-18.1%	139.4%	Health Care

Top 10 Weighted Stocks				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Penn National Gaming Inc	0.54%	18.8%	237.9%	Consumer Discretionary
Caesars Entertainment Inc	0.54%	32.5%	24.5%	Consumer Discretionary
Plug Power Inc	0.51%	152.9%	973.1%	Industrials
Sunrun Inc	0.42%	-10.0%	402.4%	Industrials
Mirati Therapeutics Inc	0.38%	32.3%	70.4%	Health Care
Darling Ingredients Inc	0.37%	60.1%	105.4%	Consumer Staples
Ultragenyx Pharmaceutical Inc	0.35%	68.4%	224.1%	Health Care
Deckers Outdoor Corp	0.32%	30.3%	69.8%	Consumer Discretionary
II-VI Inc	0.31%	87.3%	125.6%	Information Technology
Arrowhead Pharmaceuticals Inc	0.31%	78.2%	21.0%	Health Care

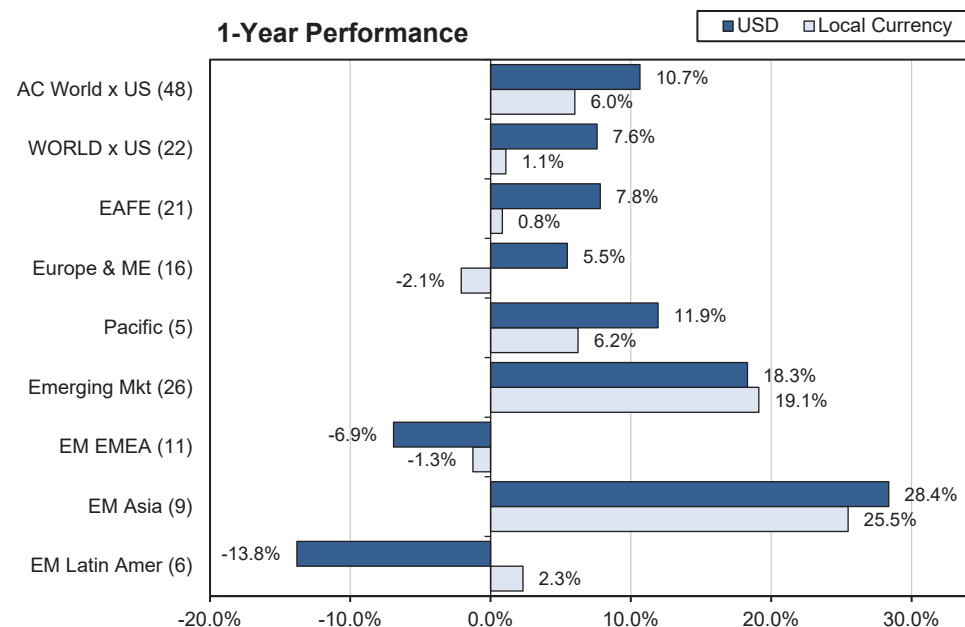
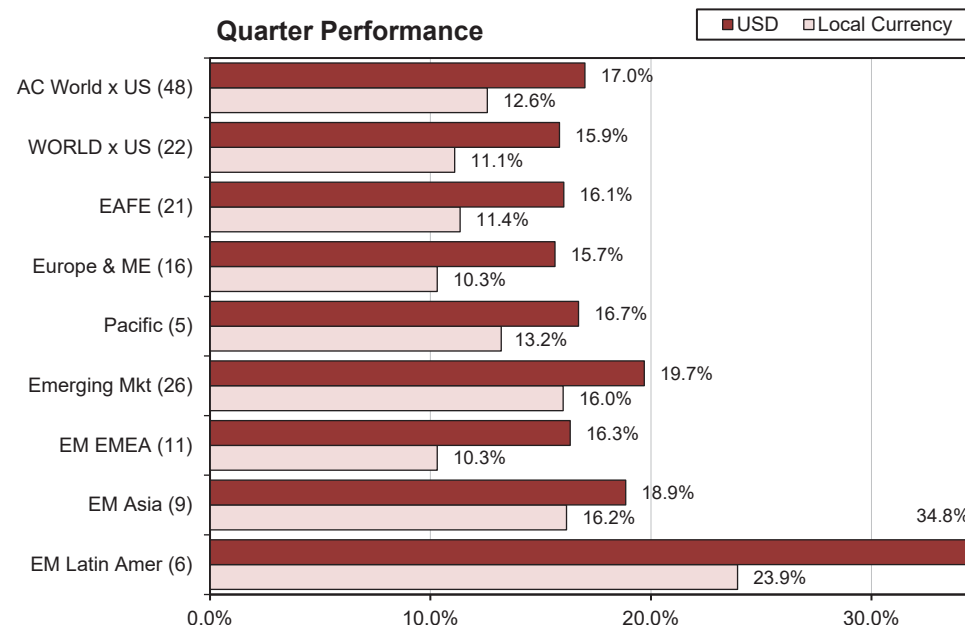
Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
FuelCell Energy Inc	0.13%	422.0%	345.0%	Industrials
Silvergate Capital Corp Class A	0.05%	416.0%	367.1%	Financials
Magnite Inc	0.13%	342.2%	276.3%	Consumer Discretionary
SM Energy Co	0.03%	287.3%	-44.9%	Energy
Solid Biosciences Inc	0.01%	273.4%	70.3%	Health Care
Five Prime Therapeutics Inc	0.02%	261.9%	270.6%	Health Care
Arvinas Inc	0.12%	259.7%	106.7%	Health Care
Beam Therapeutics Inc	0.13%	231.6%	N/A	Health Care
Veru Inc	0.02%	230.2%	158.2%	Consumer Staples
Clean Energy Fuels Corp	0.04%	216.9%	235.9%	Energy

Bottom 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Aprea Therapeutics Inc	0.00%	-79.6%	-89.3%	Health Care
Brainstorm Cell Therapeutics Inc	0.00%	-73.3%	5.7%	Health Care
Catabasis Pharmaceuticals Inc	0.00%	-65.4%	-63.8%	Health Care
Assembly Biosciences Inc	0.01%	-63.2%	-70.4%	Health Care
Ovid Therapeutics Inc	0.00%	-59.8%	-44.3%	Health Care
AMC Entertainment Hldgs Inc Class A	0.01%	-55.0%	-70.5%	Communication Services
Aytu BioScience Inc	0.00%	-49.7%	-38.5%	Health Care
Cyclerion Therapeutics Inc Ord. Shrs.	0.00%	-49.7%	12.5%	Health Care
iBio Inc	0.01%	-48.3%	321.7%	Health Care
Vaxcyte Inc Ordinary Shares	0.02%	-46.2%	N/A	Health Care

Source: Morningstar Direct



- Broad international equity returns were positive in both local currency and USD terms for the 4th quarter. Much like US equity markets, the international markets were positively impacted by the announcement and release of COVID-19 vaccines and benefited from additional monetary stimulus. The US dollar continued its year-to-date decline against most major currencies through the period which acted as a tailwind for US investor returns.
- For the 4th quarter, developed market equities were positive in both USD and local currency terms with the MSCI EAFE Index returning 16.1% and 11.4%, respectively. Despite several European countries reporting rising infection rates, expectations for continued economic growth and continued coordinated central bank policies, drove markets higher. In particular, the European Union approved a 1.8 trillion-euro financial package while the European Central Bank increased its asset purchases from 500 billion euros to 1.85 trillion euros with the goal of providing support to the markets and stimulating growth.
- Relative to developed markets, emerging markets significantly outperformed during the quarter as investors anticipated future economic growth would benefit companies in these markets. The MSCI Emerging Market Index returned 19.7% in USD and 16.0% in local currency terms. The relative outperformance in emerging markets was largely driven by Latin American countries, specifically Colombia, which posted an outsized return of 48.7% during the quarter. The recovery in oil prices also contributed to the region's outperformance as several Latin American countries (Brazil, Mexico, and Columbia) are highly sensitive to commodity price fluctuations.
- The trailing 1-year returns for international developed market equities were broadly positive across regions and currencies. Returns were higher in US dollar terms as the currency weakened against most major developed market currencies on concerns surrounding monetary stimulus, growth in the US debt, and uncertainty regarding the contested US election. For the period, the MSCI EAFE Index returned 7.8% in US dollar terms and 0.8% in local currency terms.
- During the trailing 1-year period, emerging markets posted strong returns in both US dollar and local currency terms. The MSCI Emerging Markets Index rose 18.3% in US dollar and 19.1% in local currency terms. Within the index, Asian countries outperformed as evidenced by the EM Asia component, which rose 28.4% US dollar terms. These countries have excelled in containing the pandemic which has led to faster local recoveries.



Source: MSCI Global Index Monitor (Returns are Net)



The Market Environment
US Dollar International Index Attribution & Country Detail
As of December 31, 2020

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Communication Services	5.2%	16.4%	12.6%
Consumer Discretionary	12.5%	22.4%	15.8%
Consumer Staples	10.9%	6.9%	5.7%
Energy	3.1%	31.2%	-27.5%
Financials	16.3%	25.4%	-3.9%
Health Care	12.9%	4.0%	11.4%
Industrials	15.2%	15.8%	10.9%
Information Technology	8.9%	16.9%	28.4%
Materials	7.9%	20.1%	20.6%
Real Estate	3.1%	14.9%	-6.9%
Utilities	3.9%	13.6%	14.2%
Total	100.0%	16.1%	7.8%

MSCI - ACWixUS	Sector Weight	Quarter Return	1-Year Return
Communication Services	7.1%	13.7%	18.9%
Consumer Discretionary	13.8%	15.9%	22.9%
Consumer Staples	8.9%	8.5%	6.7%
Energy	4.3%	22.5%	-23.5%
Financials	18.0%	24.7%	-4.5%
Health Care	9.6%	6.2%	15.4%
Industrials	11.6%	16.2%	10.8%
Information Technology	12.7%	24.7%	45.4%
Materials	8.1%	20.0%	21.2%
Real Estate	2.6%	12.6%	-9.8%
Utilities	3.3%	14.4%	9.4%
Total	100.0%	17.0%	10.7%

MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	11.6%	11.6%	27.5%
Consumer Discretionary	18.3%	7.6%	36.7%
Consumer Staples	5.9%	16.7%	10.7%
Energy	5.0%	14.9%	-15.4%
Financials	18.0%	24.4%	-8.2%
Health Care	4.7%	19.2%	52.8%
Industrials	4.3%	21.3%	5.0%
Information Technology	20.5%	34.2%	60.1%
Materials	7.6%	29.8%	24.8%
Real Estate	2.1%	6.1%	-16.9%
Utilities	2.0%	21.1%	-5.2%
Total	100.0%	19.7%	18.3%

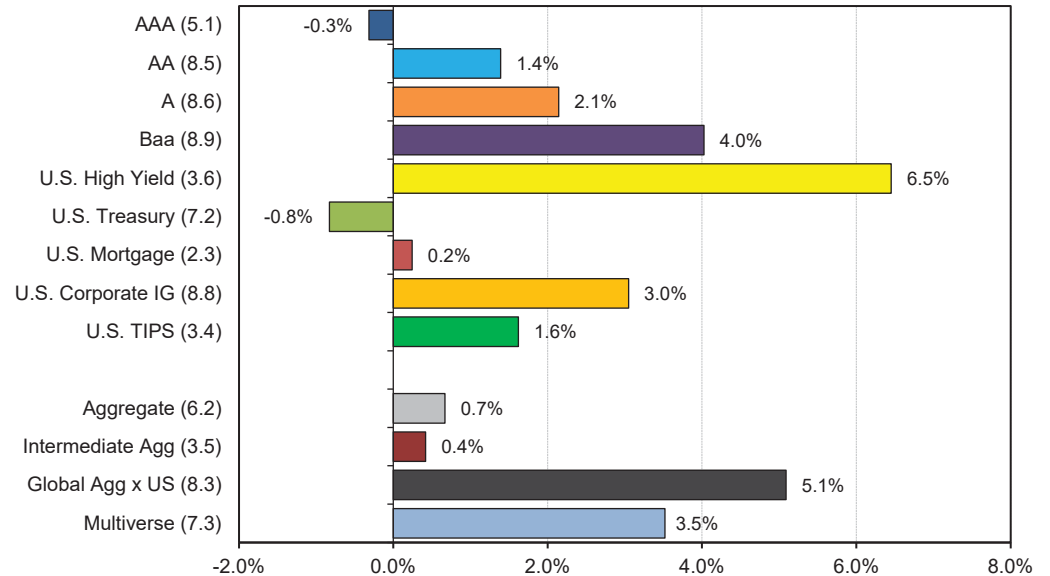
Country	MSCI-EAFE Weight	MSCI-ACWixUS Weight	Quarter Return	1- Year Return
Japan	25.3%	15.8%	15.3%	14.5%
United Kingdom	14.0%	8.8%	16.9%	-10.5%
France	11.1%	6.9%	20.4%	4.1%
Switzerland	9.7%	6.0%	8.2%	11.6%
Germany	9.4%	5.9%	11.5%	11.6%
Australia	7.1%	4.4%	22.9%	8.7%
Netherlands	3.9%	2.4%	18.4%	24.2%
Sweden	3.4%	2.1%	14.4%	23.9%
Hong Kong	3.3%	2.0%	15.5%	5.8%
Denmark	2.5%	1.6%	14.0%	43.7%
Spain	2.4%	1.5%	27.7%	-4.8%
Italy	2.4%	1.5%	22.4%	1.8%
Finland	1.1%	0.7%	10.1%	20.4%
Singapore	1.1%	0.7%	18.8%	-7.5%
Belgium	1.0%	0.6%	18.3%	-8.1%
Ireland	0.7%	0.4%	13.0%	15.1%
Israel	0.6%	0.4%	19.3%	15.0%
Norway	0.6%	0.4%	18.8%	-1.8%
New Zealand	0.3%	0.2%	13.2%	19.9%
Austria	0.2%	0.1%	47.3%	-3.3%
Portugal	0.2%	0.1%	21.6%	14.4%
Total EAFE Countries	100.0%	62.5%	16.1%	7.8%
Canada		6.3%	13.9%	5.3%
Total Developed Countries		68.8%	15.9%	7.6%
China		12.2%	11.2%	29.5%
Korea		4.2%	38.3%	44.6%
Taiwan		4.0%	23.2%	41.0%
India		2.9%	21.0%	15.6%
Brazil		1.6%	37.0%	-19.0%
South Africa		1.1%	22.1%	-4.0%
Russia		0.9%	21.6%	-12.5%
Saudi Arabia		0.8%	6.5%	0.7%
Thailand		0.6%	25.5%	-11.7%
Mexico		0.5%	31.0%	-1.9%
Malaysia		0.5%	10.1%	3.7%
Indonesia		0.4%	31.8%	-8.1%
Philippines		0.2%	22.2%	-3.4%
Qatar		0.2%	2.4%	-2.4%
Poland		0.2%	16.5%	-11.4%
Chile		0.2%	28.5%	-5.6%
United Arab Emirates		0.2%	10.6%	-0.9%
Turkey		0.1%	30.3%	-8.8%
Peru		0.1%	29.9%	-4.7%
Hungary		0.1%	39.2%	-11.7%
Colombia		0.1%	48.7%	-19.0%
Argentina		0.0%	21.2%	12.7%
Czech Republic		0.0%	34.1%	-4.0%
Greece		0.0%	16.4%	-26.9%
Egypt		0.0%	-5.0%	-22.5%
Pakistan		0.0%	7.7%	-17.1%
Total Emerging Countries		31.0%	19.7%	18.3%
Total ACWixUS Countries		100.0%	17.0%	10.7%

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.

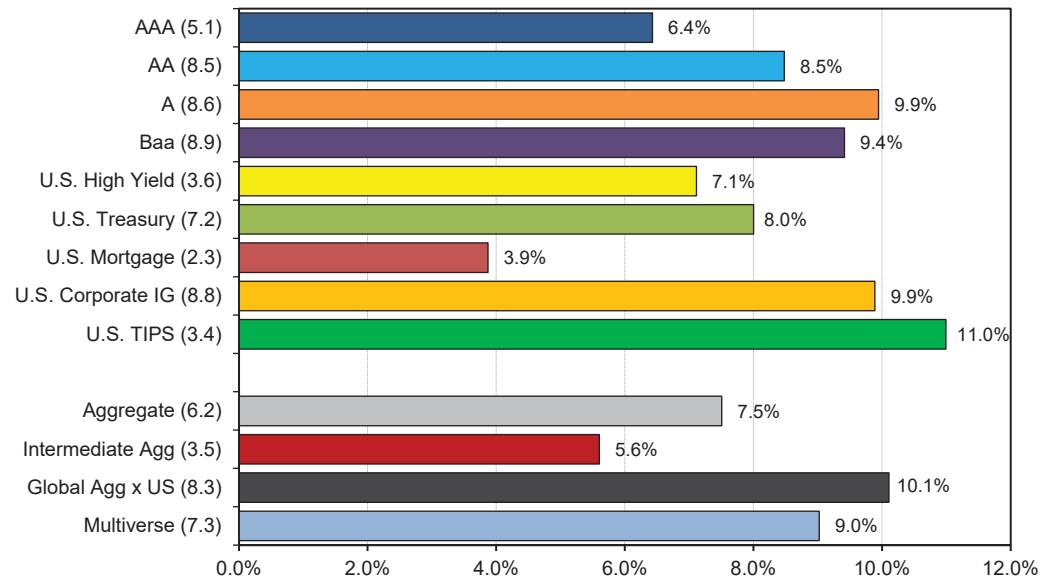


- During the 4th quarter, lower-quality bonds significantly outpaced higher-quality issues as investors continued to search for higher-yielding assets and became more comfortable accepting higher risk. For the quarter, the best performing category was high yield bonds which returned 6.5% and the laggard was US Treasury bonds which declined -0.8%. Returns of both US High Yield and Investment Grade Corporate bonds were driven by rising expectations of future US economic growth. Global bonds delivered a solid quarter returning 5.1% with results primarily attributable to a weakening US dollar. Finally, US TIPS increased 1.6% as inflation expectations rose during the period. During the quarter, the broad Bloomberg Barclays US Aggregate Index returned a slim 0.7%. While the return of the index was positive for the period, the performance of both US Treasury and mortgage bonds were a drag on results. US interest rates also began to rise during the period which acted as a general headwind to bond performance. With the duration of the broad index now over six years, any meaningful rise in interest rates will likely have a negative impact on future performance.
- Similar to stocks, over the trailing 1-year period bond markets experienced strong results despite some indices suffering significant drawdowns during the 1st quarter. Generally, lower-quality bonds outperformed higher-quality issues for the period, US Corporate Investment Grade bonds still delivered an equity-like 9.9% return for the year and US Treasury bonds managed a solid return of 8.0%. While High Yield bonds also delivered positive results, the benchmark lagged higher-quality issues due to the 1st quarter's selloff. For the year, both Investment Grade and High Yield spreads relative to US Treasury bonds narrowed, which provided a boost to non-Treasury results. Finally, US TIPS were the best performing segment of the market rising 11.0% for the year on expectations of future inflation resulting from accelerating economic growth.
- For the year, global bonds also performed well. The Bloomberg Barclays Global Aggregate Bond Index returned 10.1%, outpacing the domestic Bloomberg Barclays US Aggregate Index's return of 7.5%. Some of the relative outperformance of global bonds can be attributed to the decline in the US dollar relative to other currencies. Additionally, US interest rates began to rise later in the year which negatively contributed to performance while global Treasury bond rates remained largely steady.

Quarter Performance



1-Year Performance



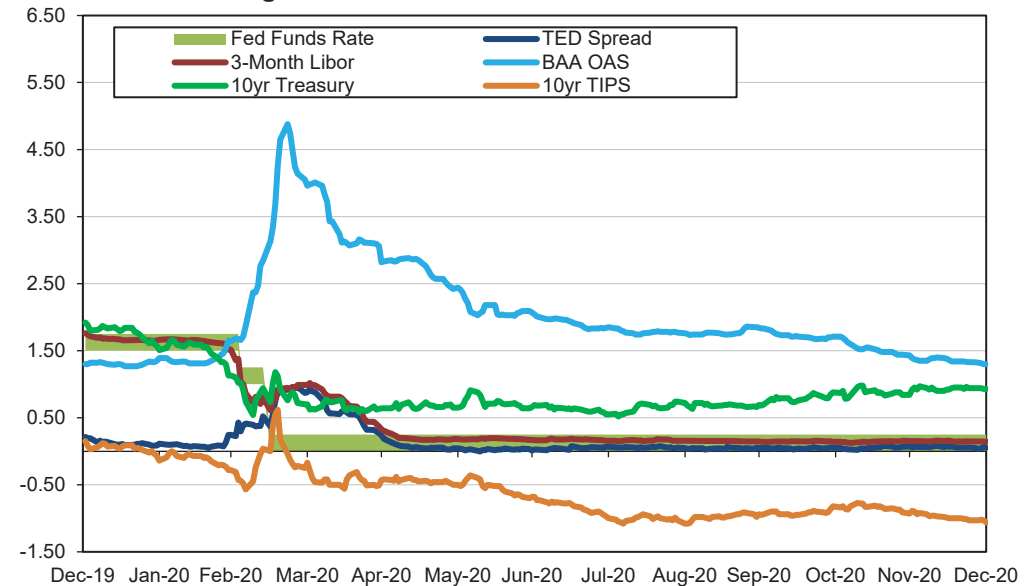
Source: Bloomberg



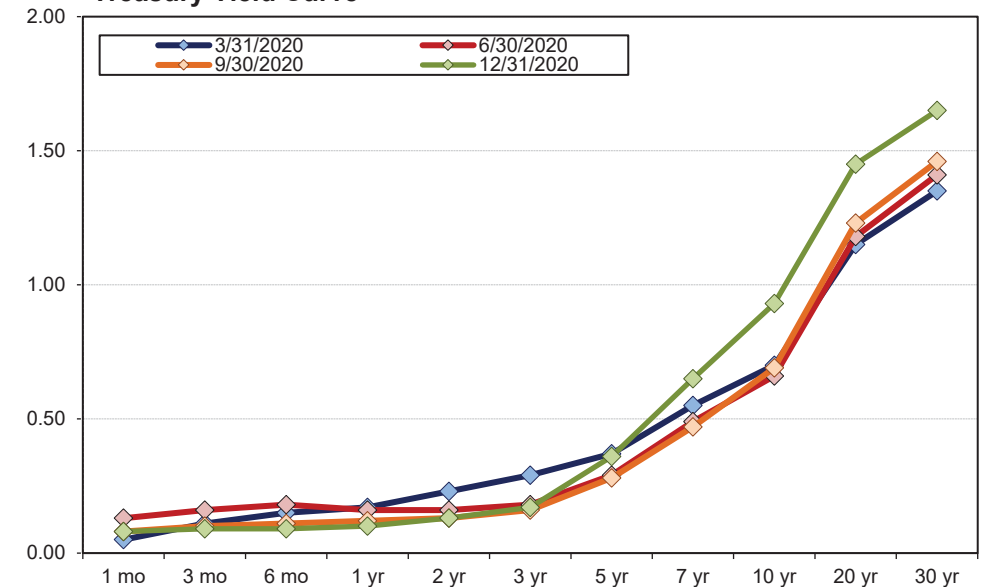
- Much of the index performance detailed in the bar graphs on the previous page is visible on a time series basis by reviewing the yield graph to the right. The "1-Year Trailing Market Rates" chart illustrates that over the last year, the US 10-year Treasury (green line) fell from yields of greater than 1.5% to a low of roughly 0.5%, before ending the year slightly higher than 0.9%. During the year, US interest rates declined significantly following the onset of the pandemic and the response from the US Federal Reserve Bank (Fed) to lower rates back near zero. During the 4th quarter, US interest rates began to rise in anticipation of higher US economic growth. The blue line illustrates changes in the BAA OAS (Option Adjusted Spread). This measure quantifies the additional yield premium that investors require to purchase and hold non-Treasury investment grade issues. The line illustrates the dramatic increase in credit spreads during the 1st quarter as global economic growth collapsed. Since that time, credit spreads have steadily declined as concerns over potential widespread defaults have subsided. The green band across the graph illustrates the Fed Fund Rate. At the beginning of 2020 the rate range was 1.50%-1.75% however, as a result of the pandemic, the Fed cut the range to 0.00%-0.25%, where it remained at the end of the 4th quarter. The Fed has indicated a willingness to keep US interest rates lower in an effort to supply the market with liquidity and help stimulate growth.

- The lower graph provides a snapshot of the US Treasury yield curve at the end of each of the last four quarters. While short-term US interest rates have remained largely unchanged throughout the year, longer-term interest rates began moving higher during the 4th quarter. The combination of additional fiscal stimulus, increased US Treasury issuance, and expectations for increasing inflation, all contributed to higher long-term rates. Importantly, the Fed has stated that it is comfortable allowing US inflation to exceed its 2% target in the near-term in an effort to achieve a long-term average of 2% inflation. This approach, combined with the need to dramatically increase debt issuance to supply fiscal stimulus, could result in higher US interest rates as markets normalize.

1-Year Trailing Market Rates



Treasury Yield Curve

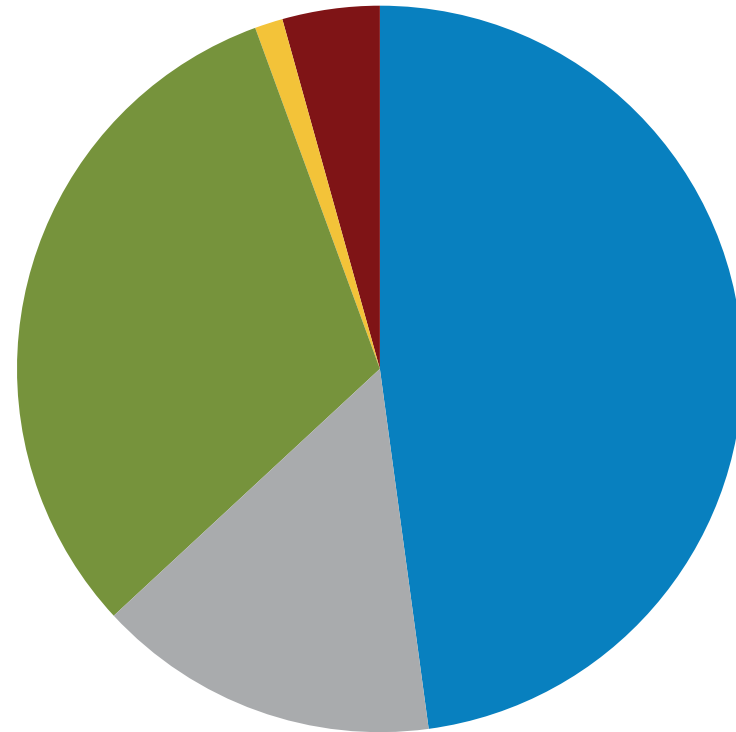
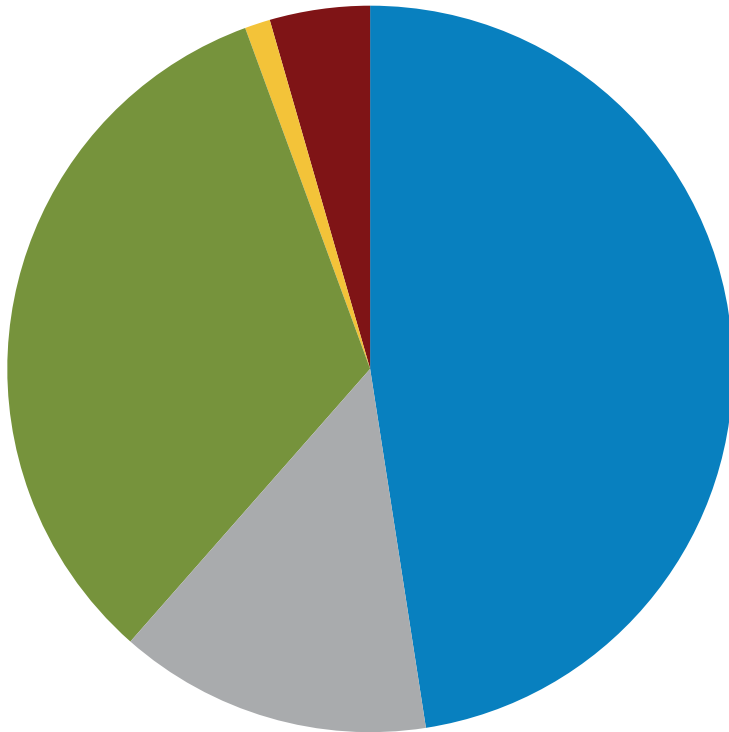


Source: US Department of Treasury, FRED (Federal Reserve of St. Louis)



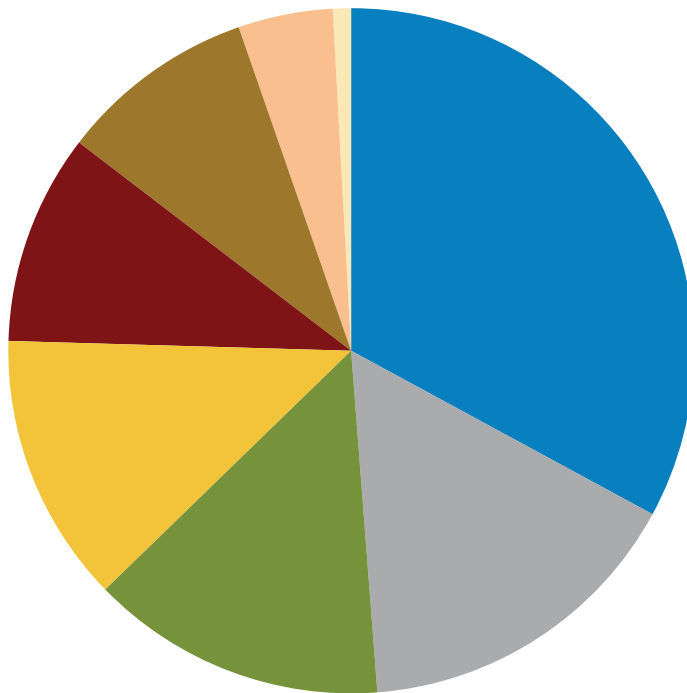
Asset Allocation By Segment as of
September 30, 2020 : \$11,651,628

Asset Allocation By Segment as of
December 31, 2020 : \$12,781,641

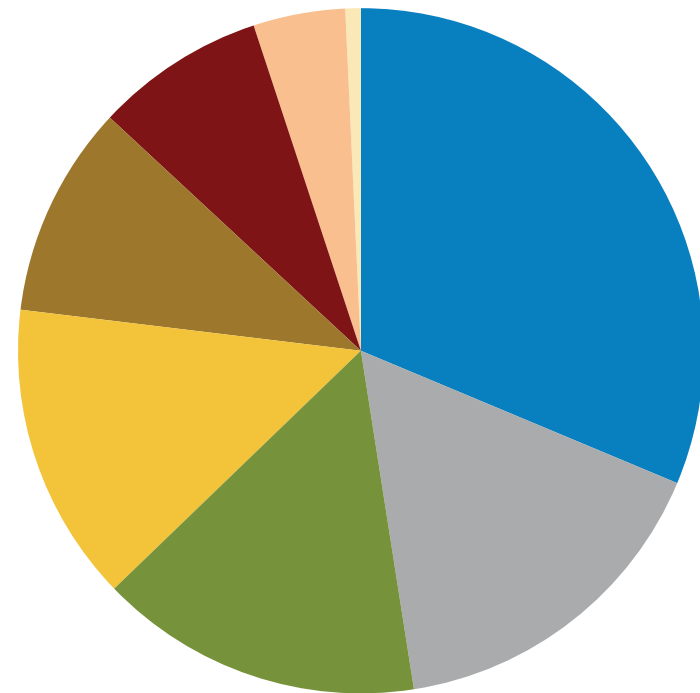


Allocation			Allocation		
Segments	Market Value	Allocation	Segments	Market Value	Allocation
Domestic Equity	5,539,381	47.5	Domestic Equity	6,116,470	47.9
International Equity	1,625,409	14.0	International Equity	1,949,728	15.3
Fixed Income	3,834,610	32.9	Fixed Income	4,001,598	31.3
Cash Equivalent	132,036	1.1	Cash Equivalent	159,630	1.2
Global Other	520,192	4.5	Global Other	554,214	4.3

Asset Allocation By Manager as of
September 30, 2020 : \$11,651,628

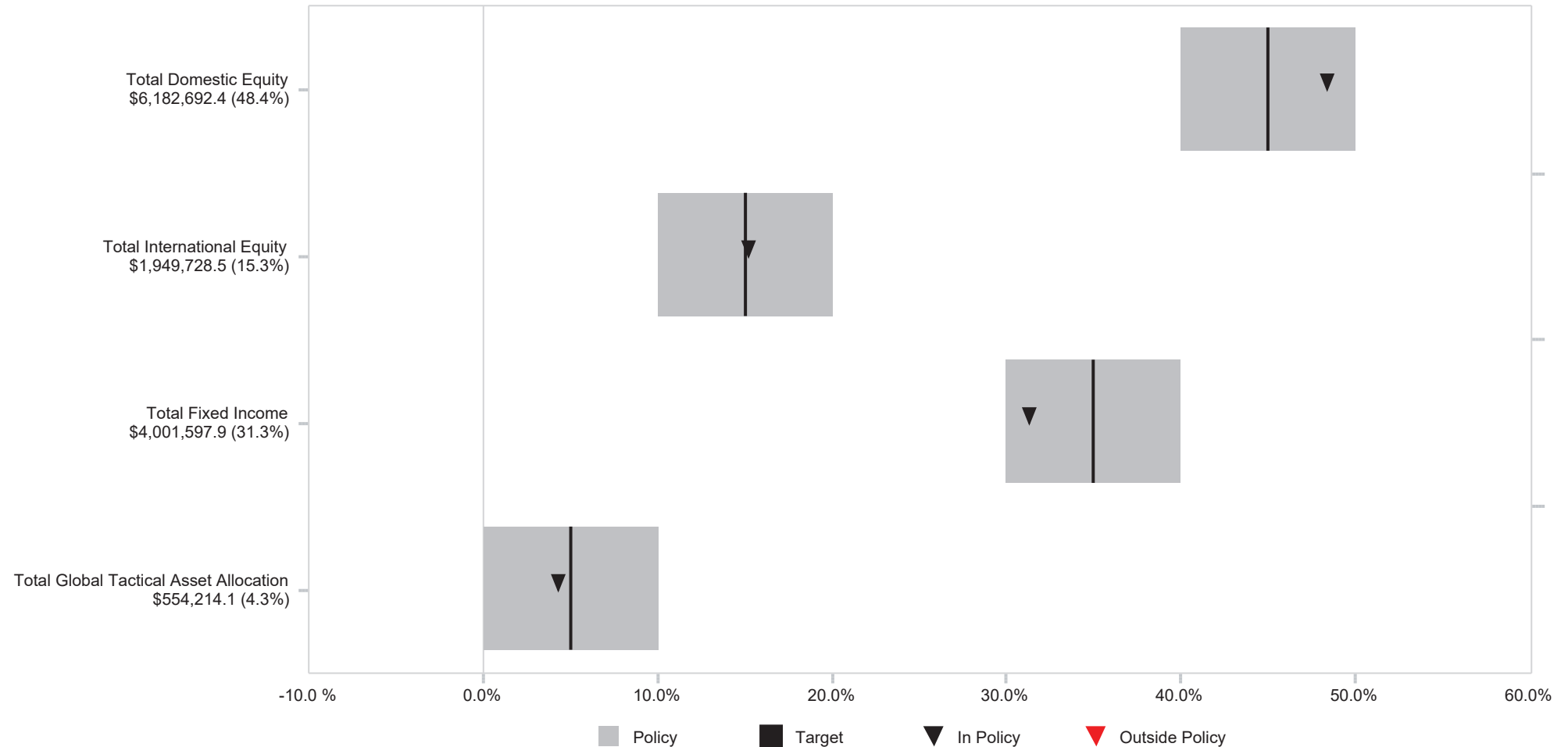


Asset Allocation By Manager as of
December 31, 2020 : \$12,781,641



Allocation			Allocation		
	Market Value	Allocation		Market Value	Allocation
■ Baird Aggregate Bond Fund (BAGIX)	3,834,610	32.9	■ Baird Aggregate Bond Fund (BAGIX)	4,001,598	31.3
■ Vanguard Index 500 Admiral (VFIAX)	1,848,968	15.9	■ Vanguard Index 500 Admiral (VFIAX)	2,073,554	16.2
■ American Funds EuroPacific Gr R6 (RERGX)	1,625,409	14.0	■ American Funds EuroPacific Gr R6 (RERGX)	1,949,728	15.3
■ Dana Large Cap Value	1,482,998	12.7	■ Dana Large Cap Value	1,806,470	14.1
■ Vanguard Growth Index Fund (VIGAX)	1,159,215	9.9	■ Wells Fargo Growth R6 (SGRHX)	1,278,372	10.0
■ Wells Fargo Growth R6 (SGRHX)	1,080,345	9.3	■ Vanguard Growth Index Fund (VIGAX)	1,024,296	8.0
■ Blackrock Multi-Asset Income -K (BKMIX)	520,192	4.5	■ Blackrock Multi-Asset Income -K (BKMIX)	554,214	4.3
■ Receipt & Disbursement	99,892	0.9	■ Receipt & Disbursement	93,408	0.7

Executive Summary



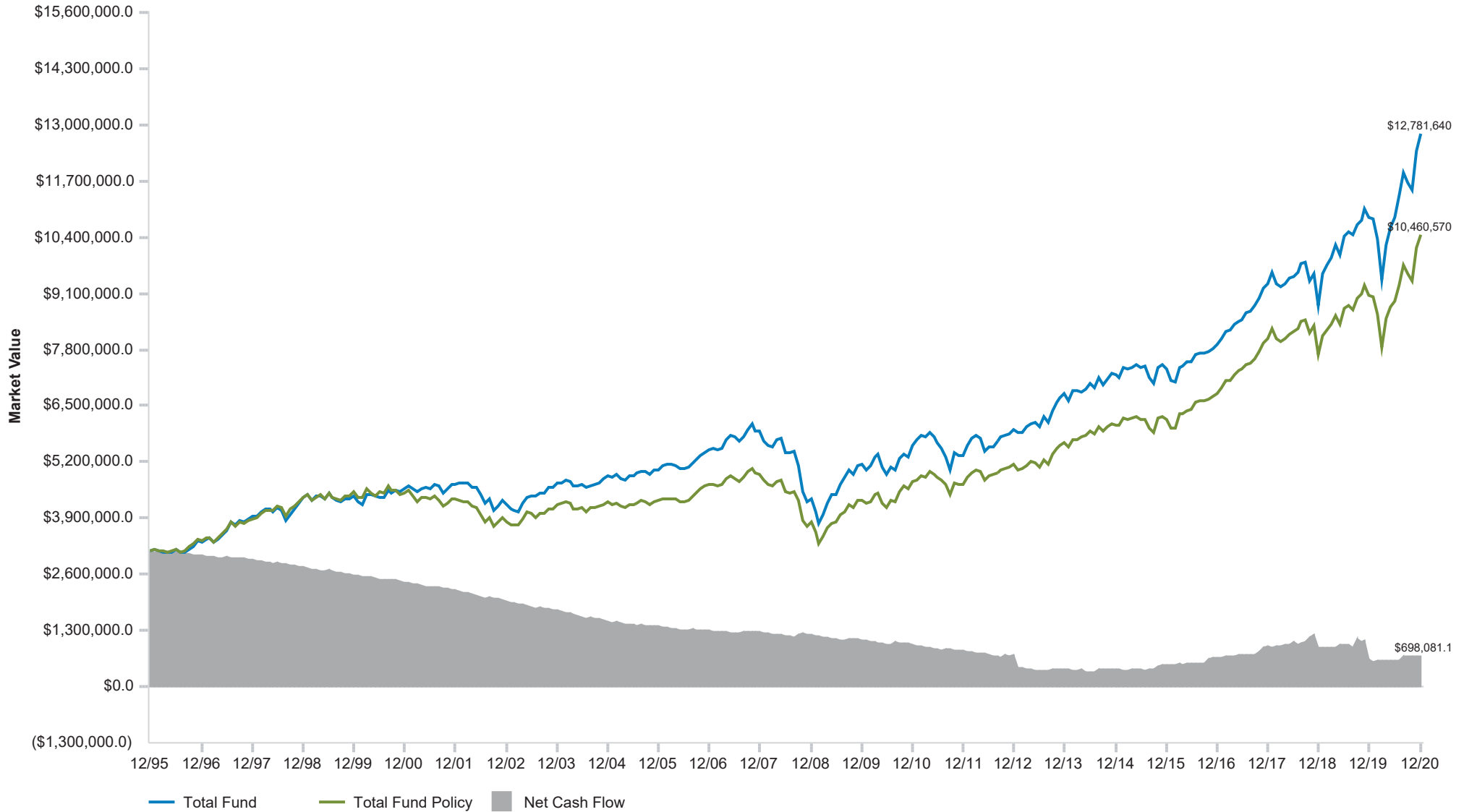
Asset Allocation Compliance

	Asset Allocation \$	Current Allocation (%)	Minimum Allocation (%)	Maximum Allocation (%)	Target Allocation (%)	Min. Rebal. (\$000)	Max. Rebal. (\$000)	Target Rebal. (\$000)
Total Fund	12,781,641	100.0	N/A	N/A	100.0	-	-	-
Total Domestic Equity	6,182,692	48.4	40.0	50.0	45.0	-1,070,036	208,128	-430,954
Total International Equity	1,949,728	15.3	10.0	20.0	15.0	-671,564	606,600	-32,482
Total Fixed Income	4,001,598	31.3	30.0	40.0	35.0	-167,106	1,111,059	471,976
Total Global Tactical Asset Allocation	554,214	4.3	0.0	10.0	5.0	-554,214	723,950	84,868



Schedule of Investable Assets
Total Fund
 Since Inception Ending December 31, 2020

Schedule of Investable Assets



Schedule of Investable Assets

Periods Ending	Beginning Market Value \$	Contributions \$	Withdrawals \$	Gain/Loss \$	Ending Market Value \$	%Return	Unit Value	Income \$	Income % of Beginning MV
Inception	3,146,449	31,333,904	33,782,272	12,083,560	12,781,641	558.37	658.4	4,970,375	158.0



Financial Reconciliation Quarter to Date

	Market Value 10/01/2020	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 12/31/2020
Total Domestic Equity	5,571,524	-125,000	-	-	-2,410	-875	20,270	719,183	6,182,692
Dana Large Cap Value	1,482,998	125,000	-	-	-2,410	-875	10,175	191,582	1,806,470
Wells Fargo Growth R6 (SGRHX)	1,080,345	-	-	-	-	-	-	198,028	1,278,372
Vanguard Growth Index Fund (VIGAX)	1,159,215	-250,000	-	-	-	-	1,835	113,246	1,024,296
Vanguard Index 500 Admiral (VFIAX)	1,848,968	-	-	-	-	-	8,260	216,327	2,073,554
Total International Equity	1,625,409	-	-	-	-	-	7,873	316,446	1,949,728
American Funds EuroPacific Gr R6 (RERGX)	1,625,409	-	-	-	-	-	7,873	316,446	1,949,728
Total Fixed Income	3,834,610	125,000	-	-	-	-	21,735	20,253	4,001,598
Baird Aggregate Bond Fund (BAGIX)	3,834,610	125,000	-	-	-	-	21,735	20,253	4,001,598
Total Global Tactical Asset Allocation	520,192	-	-	-	-	-	5,892	28,130	554,214
Blackrock Multi-Asset Income -K (BKMIX)	520,192	-	-	-	-	-	5,892	28,130	554,214
Receipt & Disbursement	99,892	-	153,019	-150,807	-	-8,701	5	-	93,408
Total Fund	11,651,628	-	153,019	-150,807	-2,410	-9,576	55,776	1,084,011	12,781,641

Financial Reconciliation Fiscal Year to Date

	Market Value 10/01/2020	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 12/31/2020
Total Domestic Equity	5,571,524	-125,000	-	-	-2,410	-875	20,270	719,183	6,182,692
Dana Large Cap Value	1,482,998	125,000	-	-	-2,410	-875	10,175	191,582	1,806,470
Wells Fargo Growth R6 (SGRHX)	1,080,345	-	-	-	-	-	-	198,028	1,278,372
Vanguard Growth Index Fund (VIGAX)	1,159,215	-250,000	-	-	-	-	1,835	113,246	1,024,296
Vanguard Index 500 Admiral (VFIAX)	1,848,968	-	-	-	-	-	8,260	216,327	2,073,554
Total International Equity	1,625,409	-	-	-	-	-	7,873	316,446	1,949,728
American Funds EuroPacific Gr R6 (RERGX)	1,625,409	-	-	-	-	-	7,873	316,446	1,949,728
Total Fixed Income	3,834,610	125,000	-	-	-	-	21,735	20,253	4,001,598
Baird Aggregate Bond Fund (BAGIX)	3,834,610	125,000	-	-	-	-	21,735	20,253	4,001,598
Total Global Tactical Asset Allocation	520,192	-	-	-	-	-	5,892	28,130	554,214
Blackrock Multi-Asset Income -K (BKMIX)	520,192	-	-	-	-	-	5,892	28,130	554,214
Receipt & Disbursement	99,892	-	153,019	-150,807	-	-8,701	5	-	93,408
Total Fund	11,651,628	-	153,019	-150,807	-2,410	-9,576	55,776	1,084,011	12,781,641

Comparative Performance Trailing Returns

	QTR	FYTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Total Fund (Gross)	9.69 (59)	9.69 (59)	17.32 (8)	11.92 (3)	11.13 (9)	8.86 (11)	9.27 (12)	7.83 (25)	01/01/1996
Total Fund Policy	9.71 (59)	9.71 (59)	15.02 (29)	10.01 (26)	10.46 (26)	8.47 (21)	8.95 (21)	7.45 (37)	
Difference	-0.02	-0.02	2.30	1.91	0.67	0.39	0.32	0.38	
All Public Plans-Total Fund Median	10.03	10.03	12.82	8.91	9.65	7.70	8.17	7.29	
Total Fund (Net)	9.67	9.67	17.22	11.79	10.97	8.64	8.96	7.33	01/01/1996
Total Fund Policy	9.71	9.71	15.02	10.01	10.46	8.47	8.95	7.45	
Difference	-0.04	-0.04	2.20	1.78	0.51	0.17	0.01	-0.12	
Total Equity	14.90	14.90	23.29	14.20	14.15	11.01	11.72	9.68	01/01/1996
Total Equity Policy	15.28	15.28	18.43	12.21	13.96	10.93	12.02	8.78	
Difference	-0.38	-0.38	4.86	1.99	0.19	0.08	-0.30	0.90	
Total Domestic Equity	13.41	13.41	22.67	15.34	14.93	12.08	N/A	12.02	05/01/2011
Total Domestic Equity Policy	14.68	14.68	20.89	14.49	15.43	12.76	N/A	13.38	
Difference	-1.27	-1.27	1.78	0.85	-0.50	-0.68	N/A	-1.36	
Dana Large Cap Value	13.25 (73)	13.25 (73)	3.54 (64)	6.09 (63)	8.72 (87)	7.96 (70)	N/A	9.55 (69)	07/01/2013
Russell 1000 Value Index	16.25 (46)	16.25 (46)	2.80 (69)	6.07 (63)	9.74 (66)	8.20 (65)	10.50 (69)	9.58 (68)	
Difference	-3.00	-3.00	0.74	0.02	-1.02	-0.24	N/A	-0.03	
IM U.S. Large Cap Value Equity (SA+CF) Median	15.92	15.92	5.00	7.23	10.64	8.92	11.19	10.48	
Wells Fargo Growth R6 (SGRHX)	18.33 (17)	18.33 (17)	49.56 (20)	27.44 (15)	22.71 (13)	16.89 (19)	N/A	16.76 (16)	06/01/2011
Russell 3000 Growth Index	12.41 (67)	12.41 (67)	38.26 (41)	22.50 (33)	20.67 (24)	17.12 (18)	16.93 (17)	16.72 (16)	
Difference	5.92	5.92	11.30	4.94	2.04	-0.23	N/A	0.04	
IM U.S. Multi-Cap Growth Equity (MF) Median	14.40	14.40	33.49	19.83	17.66	14.22	14.82	14.49	
Vanguard Growth Index Fund (VIGAX)	11.47 (43)	11.47 (43)	40.23 (31)	22.99 (39)	N/A	N/A	N/A	21.84 (40)	06/01/2016
CRSP U.S. Large Cap Growth TR Index	11.46 (43)	11.46 (43)	40.27 (31)	23.02 (39)	20.37 (24)	16.83 (27)	16.32 (35)	21.87 (40)	
Difference	0.01	0.01	-0.04	-0.03	N/A	N/A	N/A	-0.03	
IM U.S. Large Cap Growth Equity (MF) Median	11.12	11.12	36.17	22.09	19.00	15.96	15.75	21.23	
Vanguard Index 500 Admiral (VFIAX)	12.15 (48)	12.15 (48)	18.37 (40)	N/A	N/A	N/A	N/A	15.85 (29)	04/01/2018
S&P 500 Index	12.15 (48)	12.15 (48)	18.40 (40)	14.18 (30)	15.22 (20)	12.92 (15)	13.88 (13)	15.88 (29)	
Difference	0.00	0.00	-0.03	N/A	N/A	N/A	N/A	-0.03	
IM U.S. Large Cap Core Equity (MF) Median	12.02	12.02	16.00	12.44	13.57	11.40	12.40	14.05	

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



Comparative Performance

Total Fund

As of December 31, 2020

	QTR	FYTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Total International Equity	19.95	19.95	25.27	10.48	11.60	7.24	N/A	7.31	05/01/2011
Total International Equity Policy	17.08	17.08	11.13	5.38	9.44	5.39	N/A	5.57	
Difference	2.87	2.87	14.14	5.10	2.16	1.85	N/A	1.74	
American Funds EuroPacific Gr R6 (RERGX)	19.95 (7)	19.95 (7)	25.27 (10)	10.74 (26)	12.47 (17)	N/A	N/A	8.67 (12)	05/01/2014
MSCI AC World ex USA	17.08 (31)	17.08 (31)	11.13 (85)	5.38 (83)	9.44 (55)	5.31 (68)	5.40 (82)	5.27 (74)	
Difference	2.87	2.87	14.14	5.36	3.03	N/A	N/A	3.40	
IM International Large Cap Growth Equity (MF) Median	14.75	14.75	16.70	8.45	10.11	6.31	6.60	6.64	
Total Fixed Income	1.07	1.07	8.62	5.83	5.04	4.12	3.94	5.03	01/01/1996
Total Fixed Income Policy	0.67	0.67	7.51	5.34	4.44	4.09	3.84	5.11	
Difference	0.40	0.40	1.11	0.49	0.60	0.03	0.10	-0.08	
Baird Aggregate Bond Fund (BAGIX)	1.07 (69)	1.07 (69)	8.62 (39)	5.84 (26)	5.04 (24)	N/A	N/A	4.15 (18)	04/01/2015
Blmbg. Barc. U.S. Aggregate Index	0.67 (88)	0.67 (88)	7.51 (72)	5.34 (53)	4.44 (61)	4.09 (48)	3.84 (56)	3.66 (53)	
Difference	0.40	0.40	1.11	0.50	0.60	N/A	N/A	0.49	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.36	1.36	8.19	5.38	4.56	4.05	3.91	3.68	
Total Global Tactical Asset Allocation	6.54 (75)	6.54 (75)	6.56 (53)	N/A	N/A	N/A	N/A	6.89 (61)	07/01/2019
Total Global Tactical Asset Policy	7.30 (67)	7.30 (67)	12.49 (24)	N/A	N/A	N/A	N/A	12.32 (24)	
Difference	-0.76	-0.76	-5.93	N/A	N/A	N/A	N/A	-5.43	
IM Flexible Portfolio (MF) Median	9.22	9.22	6.90	5.23	6.89	5.36	5.95	8.28	
Blackrock Multi-Asset Income -K (BKMIX)	6.54 (75)	6.54 (75)	6.56 (53)	N/A	N/A	N/A	N/A	6.89 (61)	07/01/2019
50% MSCI World/50% BC Agg	7.30 (67)	7.30 (67)	12.49 (24)	8.38 (16)	N/A	N/A	N/A	12.32 (24)	
Difference	-0.76	-0.76	-5.93	N/A	N/A	N/A	N/A	-5.43	
IM Flexible Portfolio (MF) Median	9.22	9.22	6.90	5.23	6.89	5.36	5.95	8.28	

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



Comparative Performance

Total Fund

As of December 31, 2020

Comparative Performance Fiscal Year to Date

	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	Oct-2012 To Sep-2013
Total Fund (Gross)	13.01 (4)	8.77 (2)	7.89 (51)	10.97 (69)	8.38 (70)	0.24 (26)	10.05 (43)	15.29 (6)
Total Fund Policy	10.78 (28)	5.67 (10)	7.54 (64)	11.19 (65)	10.43 (16)	-0.74 (56)	10.52 (32)	12.25 (43)
Difference	2.23	3.10	0.35	-0.22	-2.05	0.98	-0.47	3.04
All Public Plans-Total Fund Median	8.95	4.03	7.92	11.61	9.27	-0.61	9.68	11.74
Total Fund (Net)	12.91	8.66	7.72	10.71	8.15	-0.07	9.48	14.90
Total Fund Policy	10.78	5.67	7.54	11.19	10.43	-0.74	10.52	12.25
Difference	2.13	2.99	0.18	-0.48	-2.28	0.67	-1.04	2.65
Total Equity	17.00	3.17	13.62	18.10	10.32	-2.10	12.73	24.53
Total Equity Policy	12.06	2.04	13.62	19.14	13.68	-3.37	14.93	22.36
Difference	4.94	1.13	0.00	-1.04	-3.36	1.27	-2.20	2.17
Total Domestic Equity	17.61	4.29	17.21	17.70	11.20	-0.53	14.35	24.48
Total Domestic Equity Policy	15.00	2.92	17.58	18.71	14.96	-0.49	17.76	21.60
Difference	2.61	1.37	-0.37	-1.01	-3.76	-0.04	-3.41	2.88
Dana Large Cap Value	-1.79 (42)	4.25 (37)	9.17 (81)	16.63 (63)	9.79 (82)	-3.65 (58)	19.81 (30)	N/A
Russell 1000 Value Index	-5.03 (64)	4.00 (39)	9.45 (79)	15.12 (76)	16.19 (27)	-4.42 (65)	18.89 (42)	22.30 (60)
Difference	3.24	0.25	-0.28	1.51	-6.40	0.77	0.92	N/A
IM U.S. Large Cap Value Equity (SA+CF) Median	-3.33	2.45	11.83	17.89	13.56	-3.27	18.35	23.65
Wells Fargo Growth R6 (SGRHX)	37.21 (25)	4.59 (28)	30.23 (14)	21.35 (38)	10.38 (43)	1.32 (50)	7.11 (92)	21.15 (59)
Russell 3000 Growth Index	36.12 (27)	2.70 (40)	25.89 (31)	21.87 (33)	13.64 (13)	3.21 (31)	17.87 (22)	20.30 (68)
Difference	1.09	1.89	4.34	-0.52	-3.26	-1.89	-10.76	0.85
IM U.S. Multi-Cap Growth Equity (MF) Median	29.32	1.24	22.73	20.05	9.59	1.29	14.49	23.10
Vanguard Growth Index Fund (VIGAX)	38.28 (30)	4.52 (27)	22.67 (72)	19.81 (57)	N/A	N/A	N/A	N/A
CRSP U.S. Large Cap Growth TR Index	38.32 (30)	4.55 (27)	22.70 (71)	19.86 (56)	13.56 (20)	2.00 (62)	19.38 (21)	17.81 (67)
Difference	-0.04	-0.03	-0.03	-0.05	N/A	N/A	N/A	N/A
IM U.S. Large Cap Growth Equity (MF) Median	34.55	2.32	25.06	20.13	10.96	2.84	16.89	19.37
Vanguard Index 500 Admiral (VFIAX)	15.11 (37)	4.22 (39)	N/A	N/A	N/A	N/A	N/A	N/A
S&P 500 Index	15.15 (36)	4.25 (39)	17.91 (27)	18.61 (46)	15.43 (18)	-0.61 (31)	19.73 (18)	19.34 (60)
Difference	-0.04	-0.03	N/A	N/A	N/A	N/A	N/A	N/A
IM U.S. Large Cap Core Equity (MF) Median	12.90	3.21	16.07	18.38	13.06	-1.60	17.39	19.95
Highland Capital Core Value Equity	N/A	N/A	N/A	15.84 (80)	14.02 (42)	-0.29 (58)	15.22 (86)	25.50 (11)
S&P 500 Index	15.15 (37)	4.25 (40)	17.91 (39)	18.61 (53)	15.43 (23)	-0.61 (64)	19.73 (45)	19.34 (64)
Difference	N/A	N/A	N/A	-2.77	-1.41	0.32	-4.51	6.16
IM U.S. Large Cap Core Equity (SA+CF) Median	12.62	3.26	17.31	18.74	13.41	0.11	19.19	20.55

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



Comparative Performance

Total Fund

As of December 31, 2020

	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	Oct-2012 To Sep-2013
Total International Equity	14.97	-0.65	2.87	19.30	7.36	-7.56	5.39	24.71
Total International Equity Policy	3.45	-0.72	2.25	20.15	9.80	-11.78	6.73	24.29
Difference	11.52	0.07	0.62	-0.85	-2.44	4.22	-1.34	0.42
Highland Capital International	N/A	N/A	4.38 (31)	17.89 (74)	6.09 (73)	-10.11 (83)	5.27 (57)	24.71 (36)
MSCI EAFE Index	0.93 (73)	-0.82 (41)	3.25 (39)	19.65 (58)	7.06 (61)	-8.27 (62)	4.70 (65)	24.29 (37)
Difference	N/A	N/A	1.13	-1.76	-0.97	-1.84	0.57	0.42
IM International Large Cap Core Equity (SA+CF) Median	3.86	-1.42	2.55	20.20	8.00	-7.08	6.12	22.51
American Funds EuroPacific Gr R6 (RERGX)	14.97 (35)	1.14 (45)	1.47 (60)	20.63 (8)	8.52 (38)	-4.93 (34)	N/A	N/A
MSCI AC World ex USA	3.45 (88)	-0.72 (67)	2.25 (51)	20.15 (19)	9.80 (27)	-11.78 (89)	5.22 (29)	16.98 (58)
Difference	11.52	1.86	-0.78	0.48	-1.28	6.85	N/A	N/A
IM International Large Cap Growth Equity (MF) Median	13.05	0.81	2.28	17.85	7.77	-5.68	4.23	17.85
Total Fixed Income	7.79	10.67	-1.24	0.87	5.78	0.98	3.51	-2.53
Total Fixed Income Policy	6.98	10.30	-1.22	0.07	5.19	2.94	3.96	-1.68
Difference	0.81	0.37	-0.02	0.80	0.59	-1.96	-0.45	-0.85
ICC Fixed Income	N/A	N/A	N/A	N/A	N/A	N/A	3.51 (95)	-2.53 (98)
Blmbg. Barc. U.S. Aggregate Index	6.98 (77)	10.30 (69)	-1.22 (88)	0.07 (84)	5.19 (80)	2.94 (62)	3.96 (81)	-1.68 (78)
Difference	N/A	N/A	N/A	N/A	N/A	N/A	-0.45	-0.85
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	7.52	10.43	-0.74	0.63	5.66	3.02	4.49	-1.25
Baird Aggregate Bond Fund (BAGIX)	7.79 (21)	10.69 (9)	-1.24 (43)	0.87 (32)	5.78 (28)	N/A	N/A	N/A
Blmbg. Barc. U.S. Aggregate Index	6.98 (50)	10.30 (24)	-1.22 (41)	0.07 (64)	5.19 (51)	2.94 (9)	3.96 (59)	-1.68 (53)
Difference	0.81	0.39	-0.02	0.80	0.59	N/A	N/A	N/A
IM U.S. Broad Market Core Fixed Income (MF) Median	6.96	9.81	-1.34	0.48	5.21	1.98	4.19	-1.62
Total Global Tactical Asset Allocation	2.40 (51)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Global Tactical Asset Policy	9.36 (16)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Difference	-6.96	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM Flexible Portfolio (MF) Median	2.43	2.59	3.38	9.02	8.55	-4.22	7.99	8.17
Blackrock Multi-Asset Income -K (BKMIX)	2.40 (51)	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50% MSCI World/50% BC Agg	9.36 (16)	6.40 (18)	4.93 (36)	8.80 (53)	N/A	N/A	N/A	N/A
Difference	-6.96	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IM Flexible Portfolio (MF) Median	2.43	2.59	3.38	9.02	8.55	-4.22	7.99	8.17

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



City of Eustis Firefighters' Pension Fund

Compliance Checklist as of 12/31/2020

Total Fund Compliance:	Yes	No	N/A
1. The Total Plan return equaled or exceeded the actuarial earnings assumption of 7.8% over the trailing three year period.	✓		
2. The Total Plan return equaled or exceeded the actuarial earnings assumption of 7.8% 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 and five year periods.	✓		
6. Manager reports compliance with PFIA	✓		

Equity Compliance:	Yes	No	N/A
1. Total equity returns meet or exceed the benchmark over the trailing three year period.	✓		
2. Total equity returns meet or exceed the benchmark over the trailing five year period.	✓		
3. The total equity allocation was less than 65% of the total plan assets at market.	✓		
4. The total foreign equity allocation was less than 25% of the total plan assets at market.	✓		

Fixed Income Compliance:	Yes	No	N/A
1. Total fixed income returns meet or exceed the benchmark over the trailing three year period.	✓		
2. Total fixed income returns meet or exceed the benchmark over the trailing five year period.	✓		
3. The average quality of the fixed portfolio was investment grade or better	✓		

Manager Compliance:	VFIAX			Dana			SGRHX *			BKMIX			RERGX		
	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 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.			✓	✓			✓					✓	✓		

*Share class change as of 11/25/2019



City of Eustis Firefighters' Pension Fund

Compliance Checklist as of 12/31/2020

Manager Compliance:	BAGIX			VIGAX											
	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 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.		✓			✓										

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Eustis Firefighters' Retirement Plan
Fee Analysis
As of December 31, 2020

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Dana Large Cap Value	0.65	1,806,470	11,742	0.65 % of Assets
Wells Fargo Growth R6 (SGRHX)	0.70	1,278,372	8,949	0.70 % of Assets
Vanguard Growth Index Fund (VIGAX)	0.05	1,024,296	512	0.05 % of Assets
Vanguard Index 500 Admiral (VFIAX)	0.04	2,073,554	829	0.04 % of Assets
Total Domestic Equity	0.36	6,182,692	22,032	
American Funds EuroPacific Gr R6 (RERGX)	0.46	1,949,728	8,969	0.46 % of Assets
Total International Equity	0.46	1,949,728	8,969	
Baird Aggregate Bond Fund (BAGIX)	0.30	4,001,598	12,005	0.30 % of Assets
Total Fixed Income	0.30	4,001,598	12,005	
Blackrock Multi-Asset Income -K (BKMIX)	0.54	554,214	2,993	0.54 % of Assets
Total Global Tactical Asset Allocation	0.54	554,214	2,993	
Receipt & Disbursement		93,408	-	
Total Fund	0.36	12,781,641	45,999	



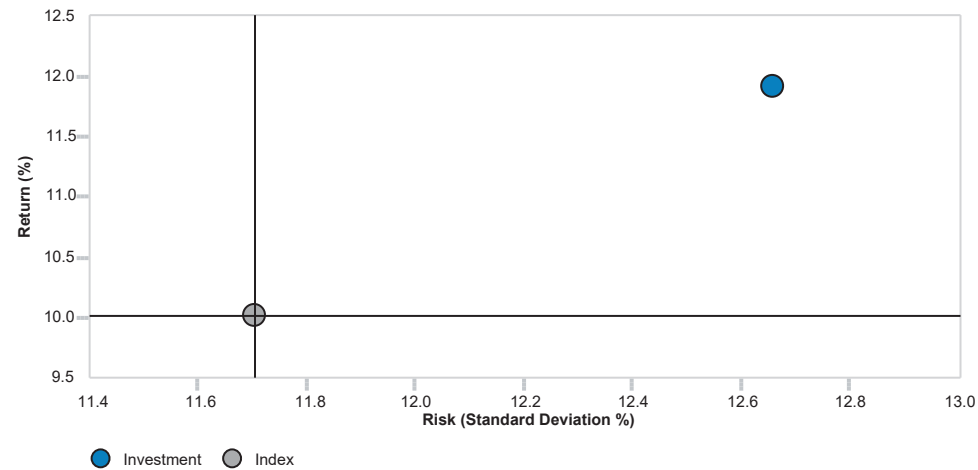
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	11.92	12.66	0.82	109.88	9	102.30	3
Index	10.01	11.70	0.73	100.00	9	100.00	3

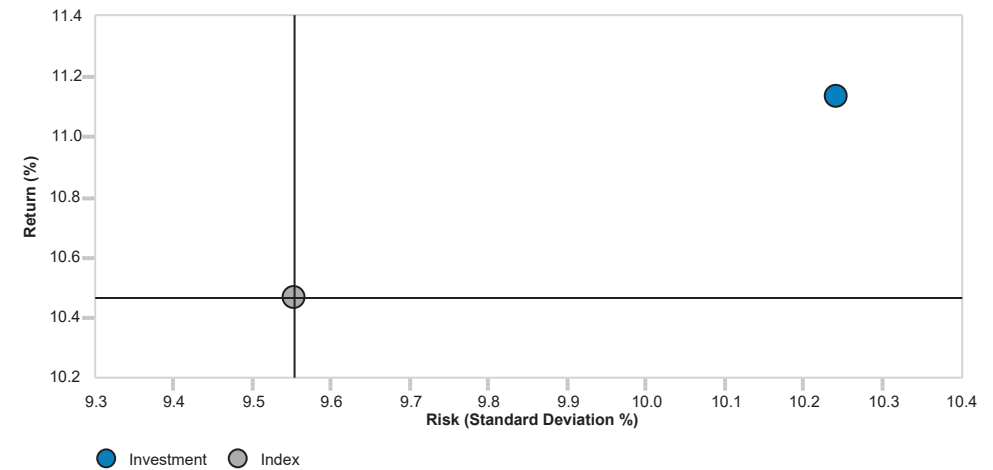
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	11.13	10.24	0.96	104.99	17	102.91	3
Index	10.46	9.55	0.96	100.00	17	100.00	3

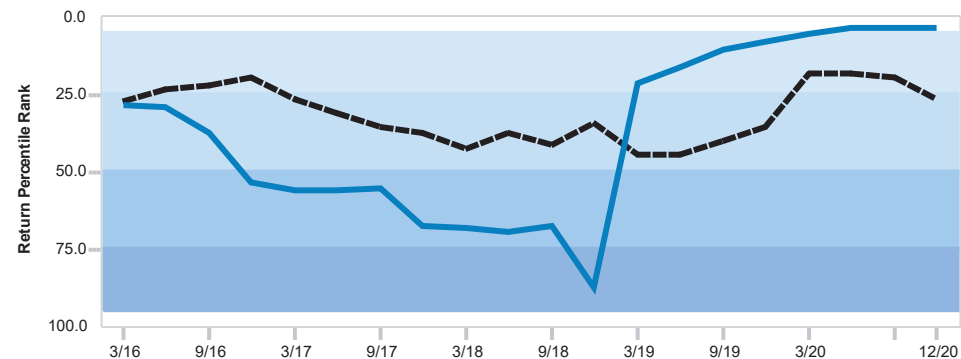
Risk and Return 3 Years



Risk and Return 5 Years

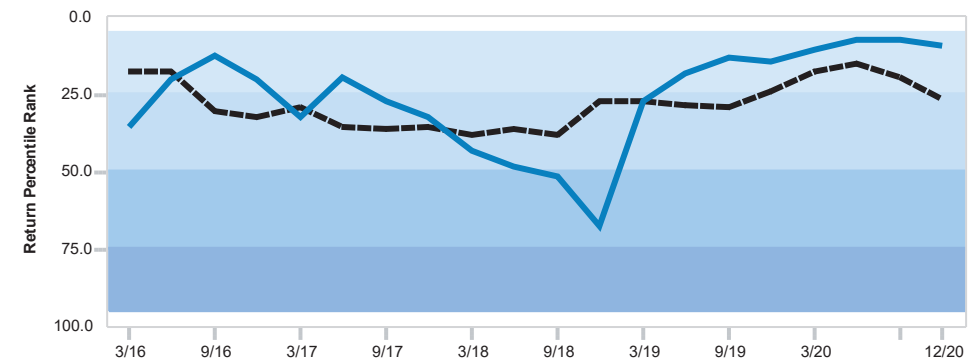


3 Year Rolling Percentile Rank All Public Plans-Total Fund



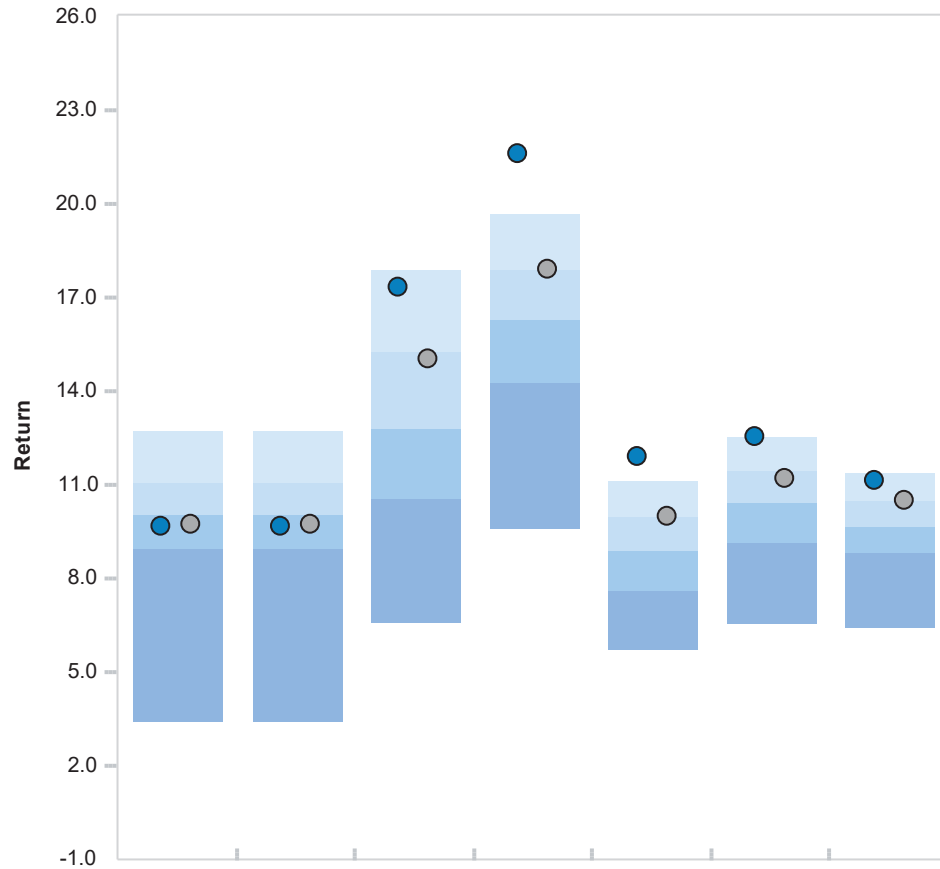
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	8 (40%)	3 (15%)	8 (40%)	1 (5%)
Index	20	6 (30%)	14 (70%)	0 (0%)	0 (0%)

5 Year Rolling Percentile Rank All Public Plans-Total Fund

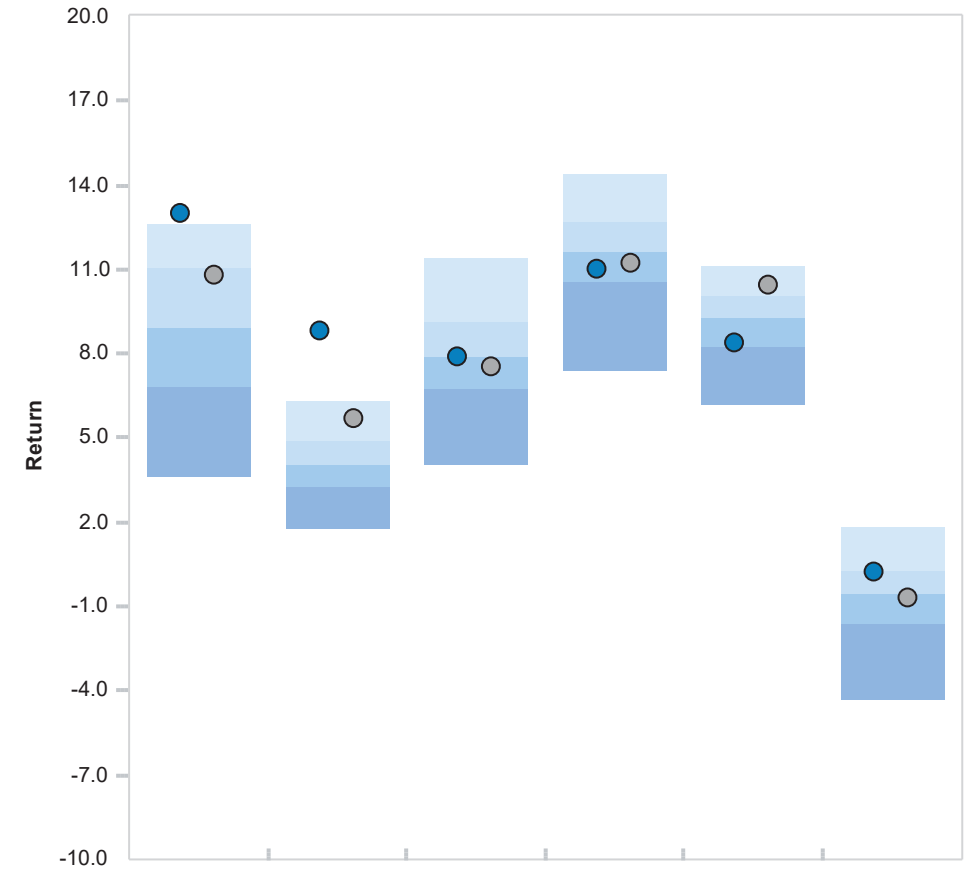


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	11 (55%)	7 (35%)	2 (10%)	0 (0%)
Index	20	6 (30%)	14 (70%)	0 (0%)	0 (0%)

Peer Group Analysis - All Public Plans-Total Fund



Peer Group Analysis - All Public Plans-Total Fund



Comparative Performance

	1 Qtr Ending Sep-2020	1 Qtr Ending Jun-2020	1 Qtr Ending Mar-2020	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019
Investment	6.32 (13)	15.34 (12)	-12.78 (40)	5.66 (38)	1.20 (18)	4.47 (1)
Index	5.55 (43)	13.75 (40)	-12.69 (39)	5.67 (38)	1.17 (20)	3.69 (14)
Median	5.44	13.19	-13.33	5.44	0.83	3.33

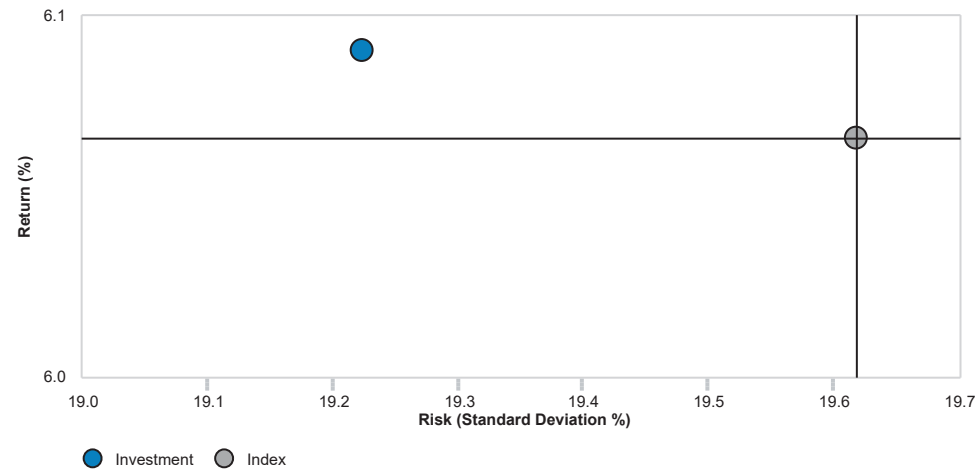
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	6.09	19.22	0.32	98.80	9	98.64	3
Index	6.07	19.62	0.32	100.00	9	100.00	3

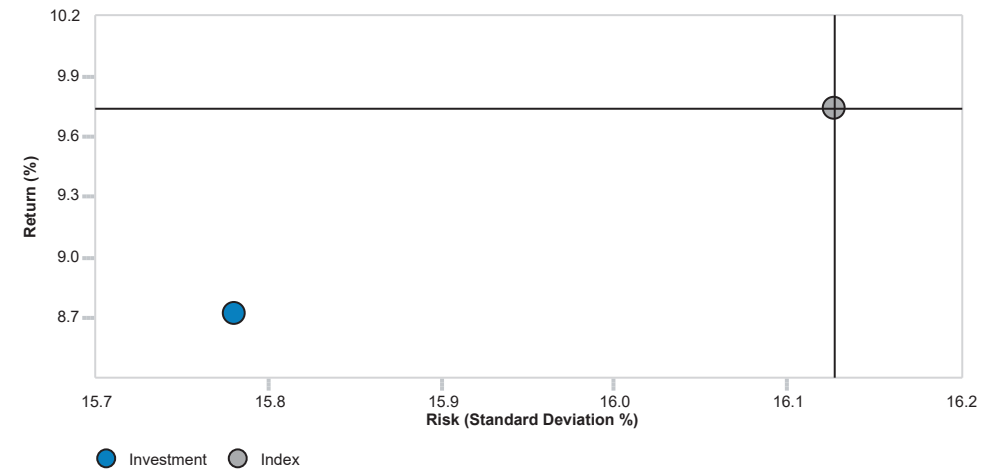
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	8.72	15.78	0.53	95.57	16	99.18	4
Index	9.74	16.13	0.58	100.00	17	100.00	3

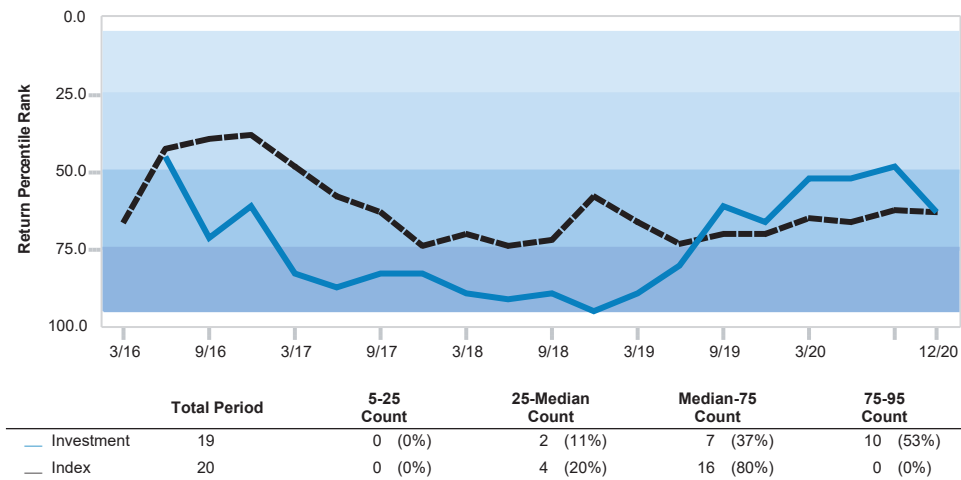
Risk and Return 3 Years



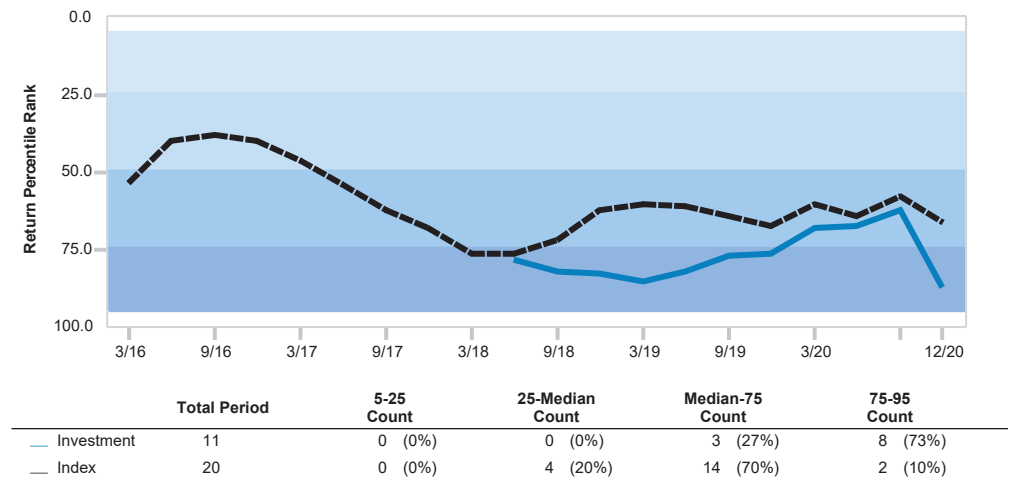
Risk and Return 5 Years



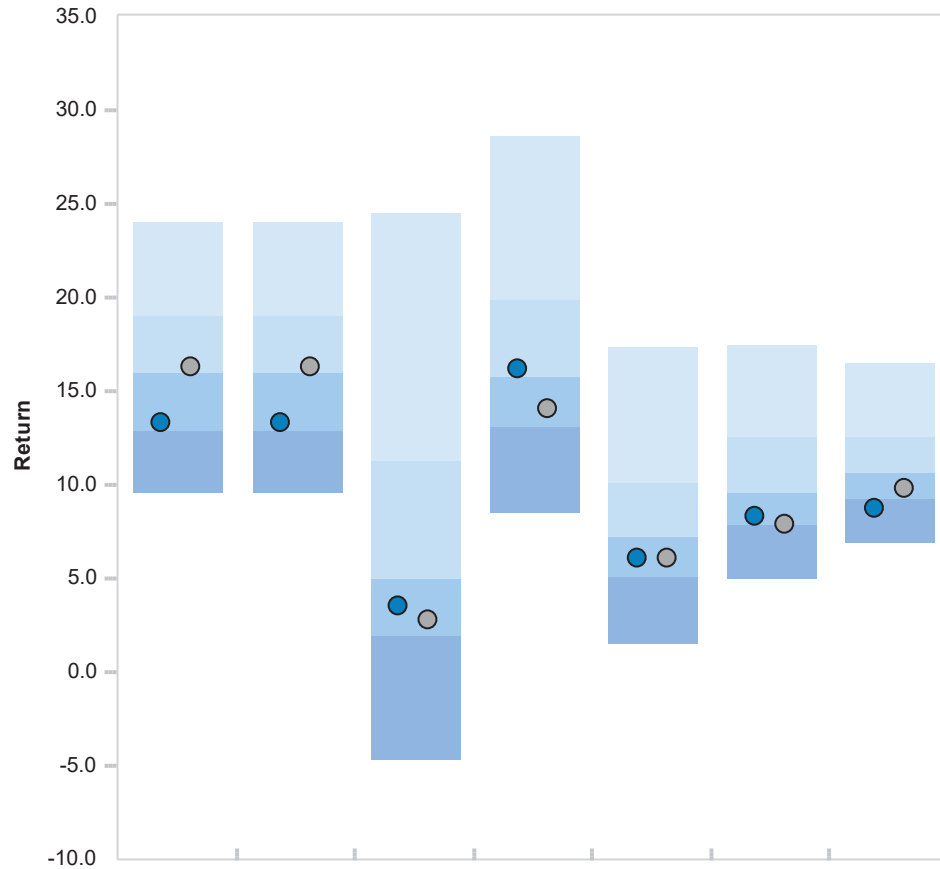
3 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



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)

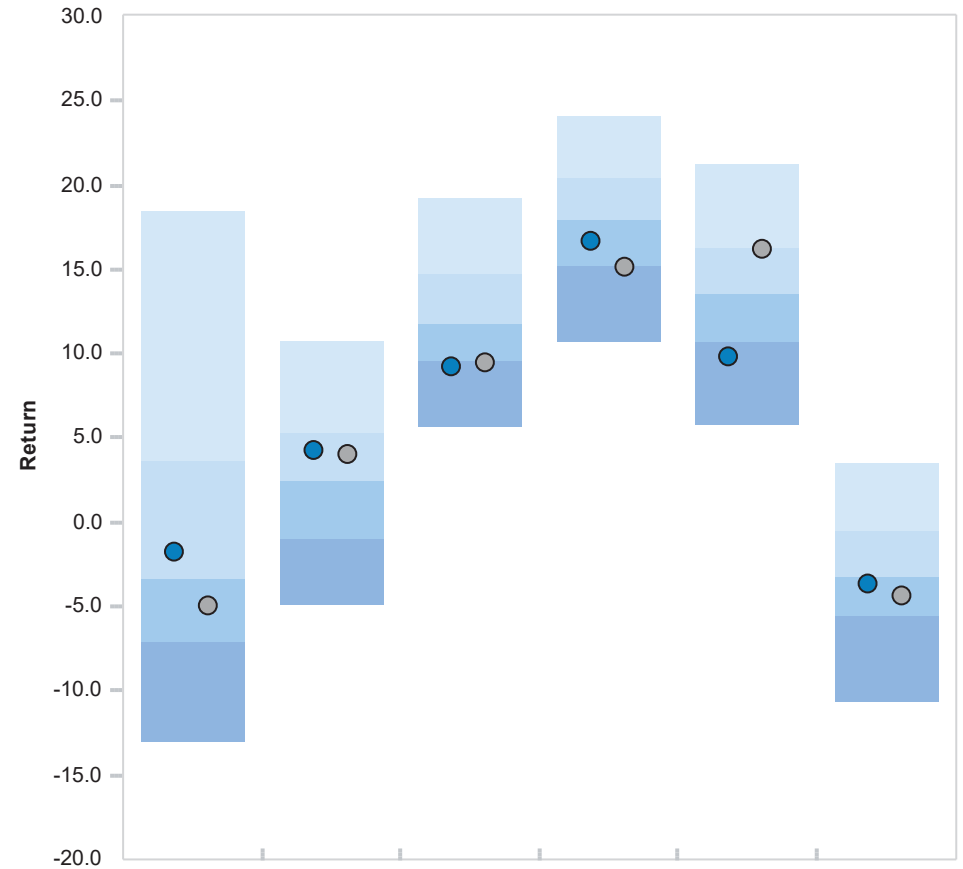


	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● Investment	13.25 (73)	13.25 (73)	3.54 (64)	16.19 (47)	6.09 (63)	8.27 (67)	8.72 (87)
● Index	16.25 (46)	16.25 (46)	2.80 (69)	14.05 (67)	6.07 (63)	7.92 (75)	9.74 (66)
Median	15.92	15.92	5.00	15.77	7.23	9.52	10.64

Comparative Performance

	1 Qtr Ending Sep-2020	1 Qtr Ending Jun-2020	1 Qtr Ending Mar-2020	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019
Investment	6.04 (41)	15.43 (67)	-25.30 (41)	7.42 (60)	1.95 (44)	5.65 (11)
Index	5.59 (48)	14.29 (80)	-26.73 (59)	7.41 (60)	1.36 (60)	3.84 (53)
Median	5.41	16.91	-26.10	7.90	1.71	3.97

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



	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
● Investment	-1.79 (42)	4.25 (37)	9.17 (81)	16.63 (63)	9.79 (82)	-3.65 (58)
● Index	-5.03 (64)	4.00 (39)	9.45 (79)	15.12 (76)	16.19 (27)	-4.42 (65)
Median	-3.33	2.45	11.83	17.89	13.56	-3.27



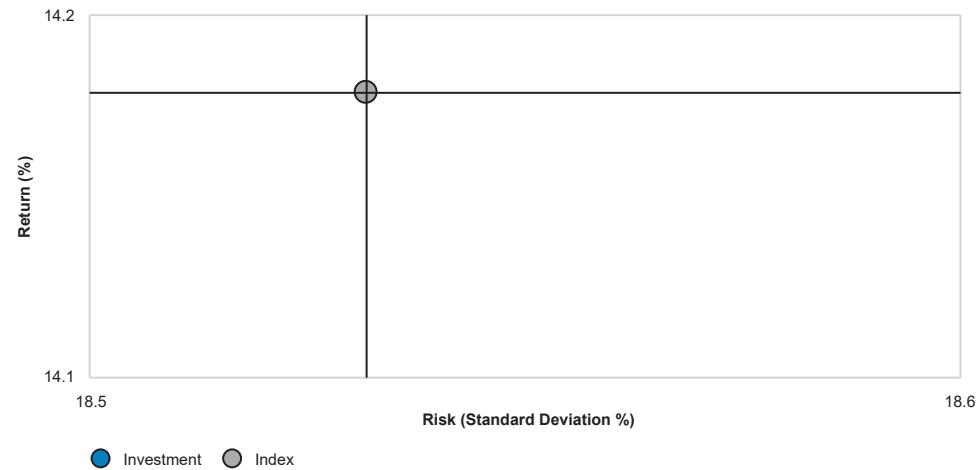
Historical Statistics 3 Years

	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	14.18	18.53	0.72	100.00	9	100.00	3

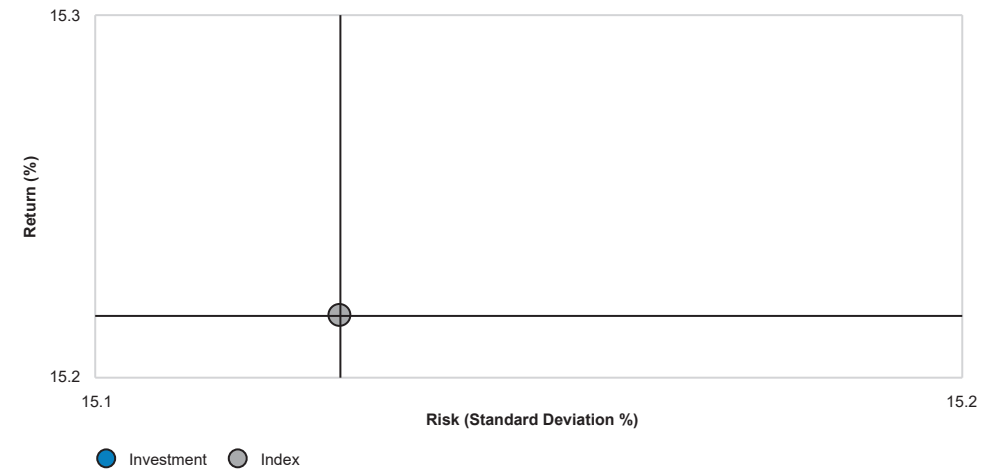
Historical Statistics 5 Years

	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	15.22	15.13	0.94	100.00	17	100.00	3

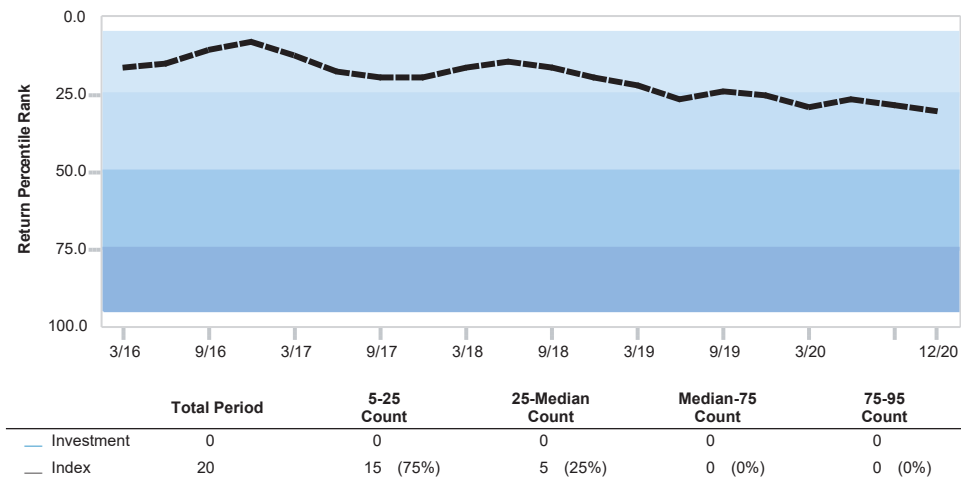
Risk and Return 3 Years



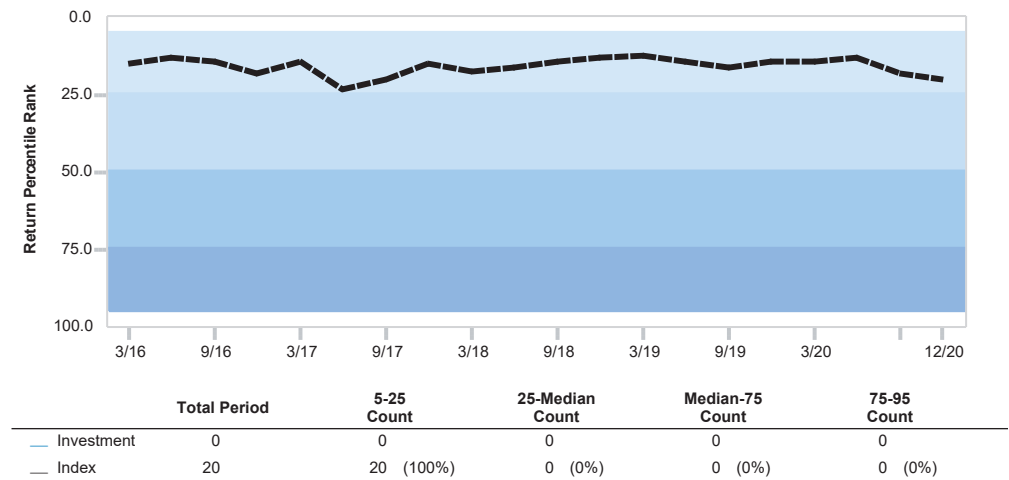
Risk and Return 5 Years



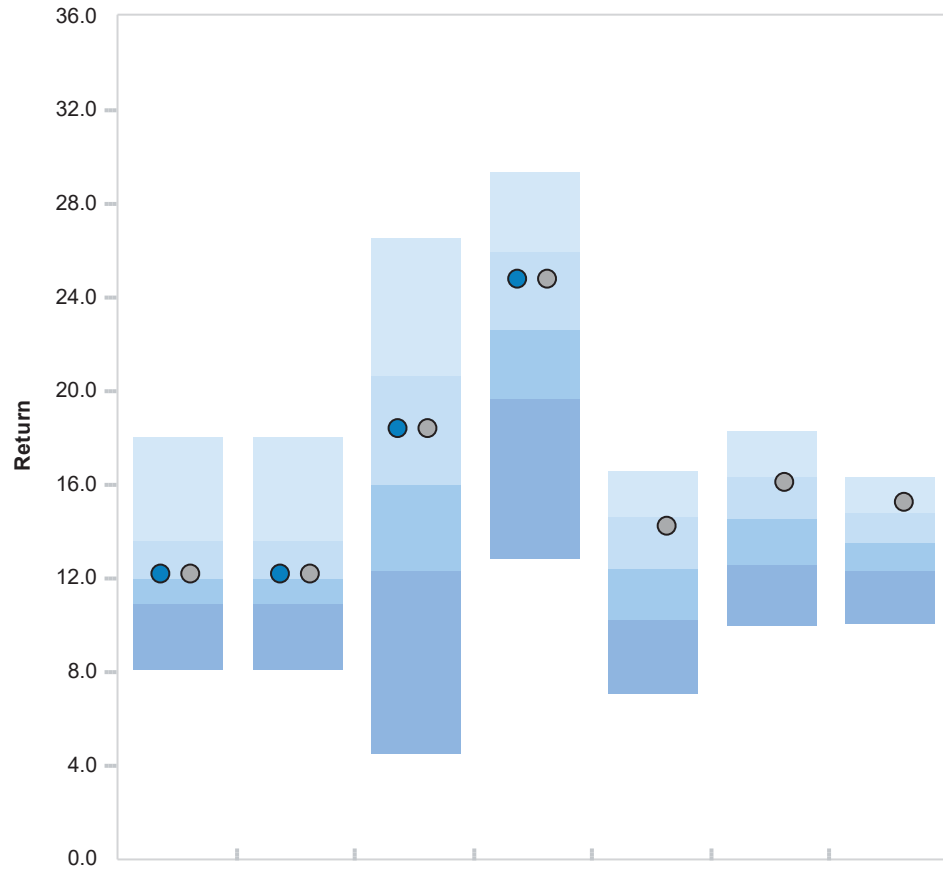
3 Year Rolling Percentile Rank IM U.S. Large Cap Core Equity (MF)



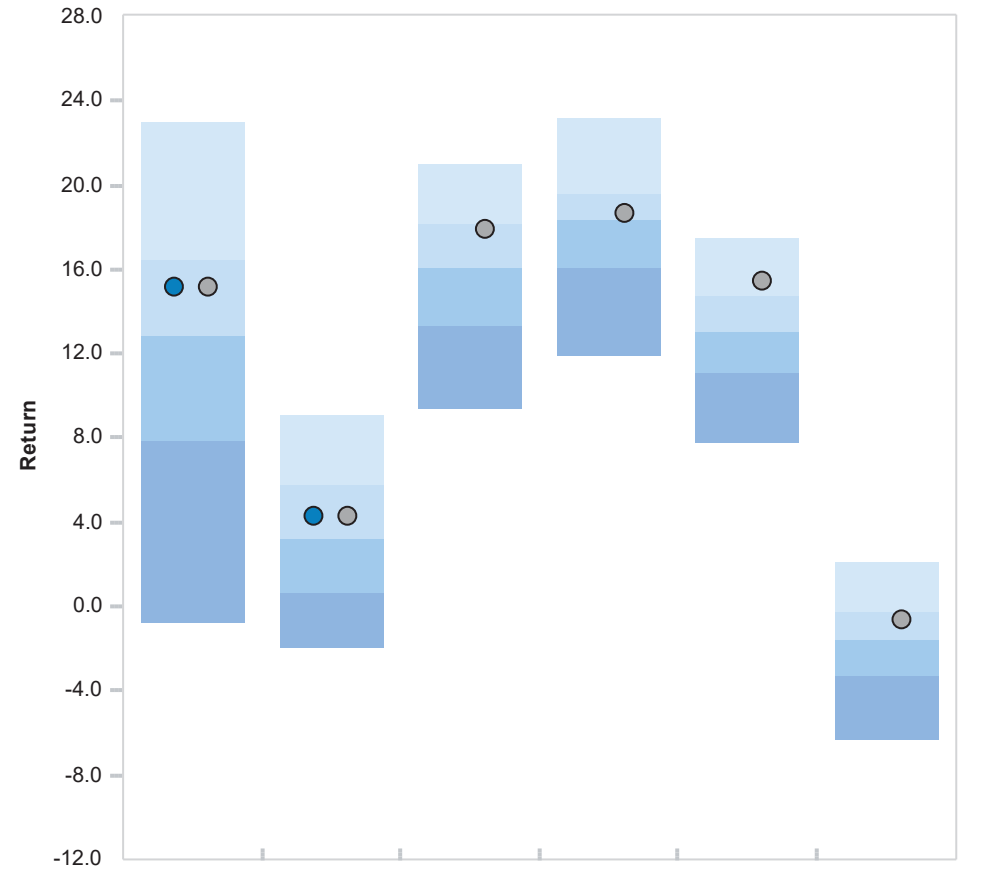
5 Year Rolling Percentile Rank IM U.S. Large Cap Core Equity (MF)



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



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



Comparative Performance

	1 Qtr Ending Sep-2020	1 Qtr Ending Jun-2020	1 Qtr Ending Mar-2020	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019
Investment	8.92 (45)	20.54 (37)	-19.61 (45)	9.06 (39)	1.69 (40)	4.30 (44)
Index	8.93 (45)	20.54 (37)	-19.60 (45)	9.07 (39)	1.70 (40)	4.30 (44)
Median	8.45	19.45	-19.79	8.74	1.46	4.15



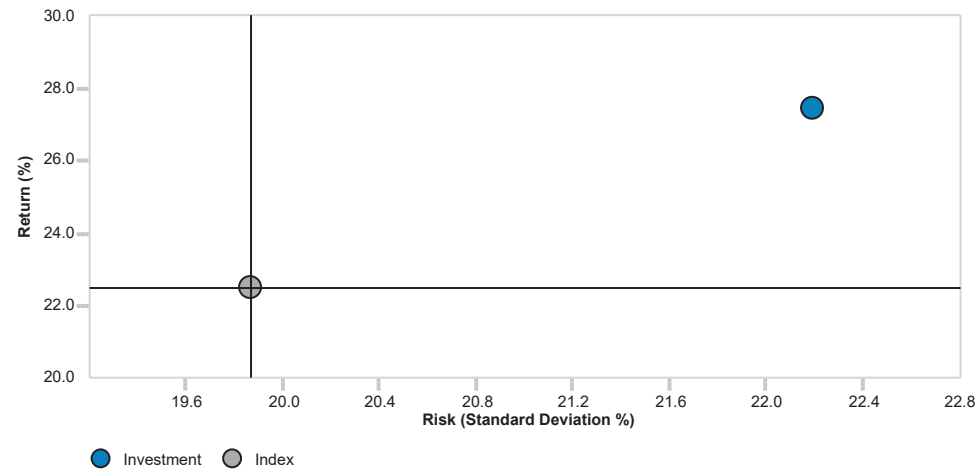
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	27.44	22.20	1.13	109.73	9	97.20	3
Index	22.50	19.87	1.04	100.00	10	100.00	2

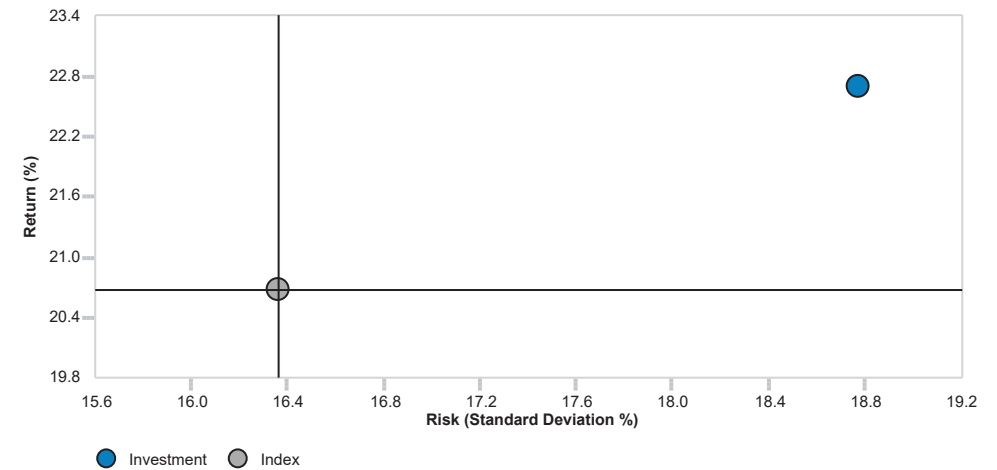
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	22.71	18.78	1.13	107.43	15	102.78	5
Index	20.67	16.37	1.16	100.00	18	100.00	2

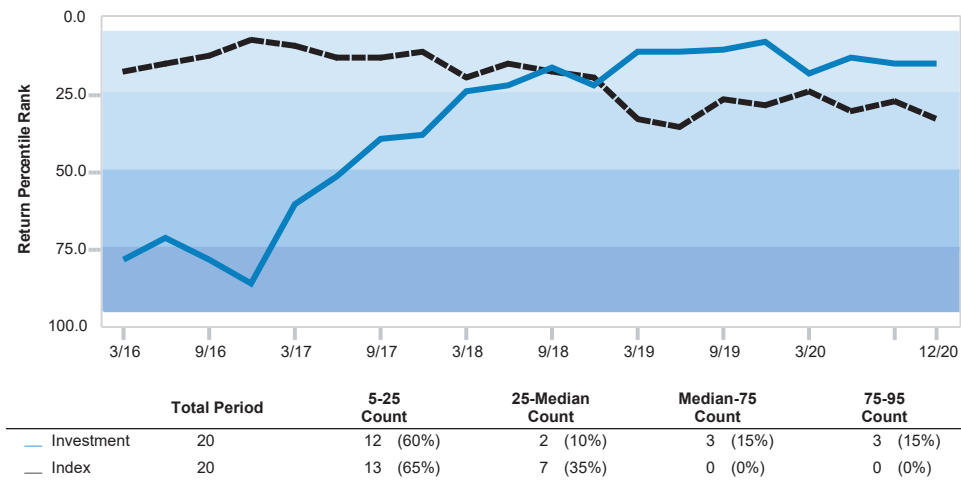
Risk and Return 3 Years



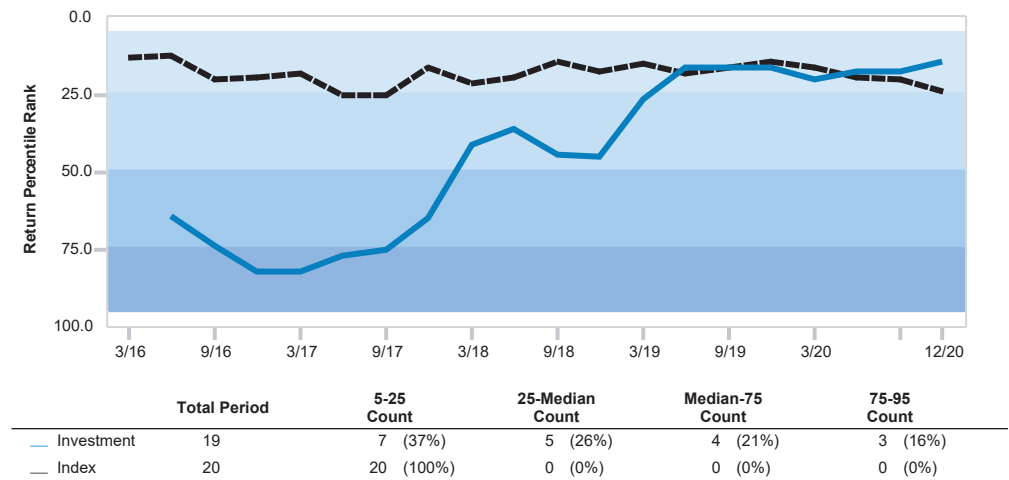
Risk and Return 5 Years



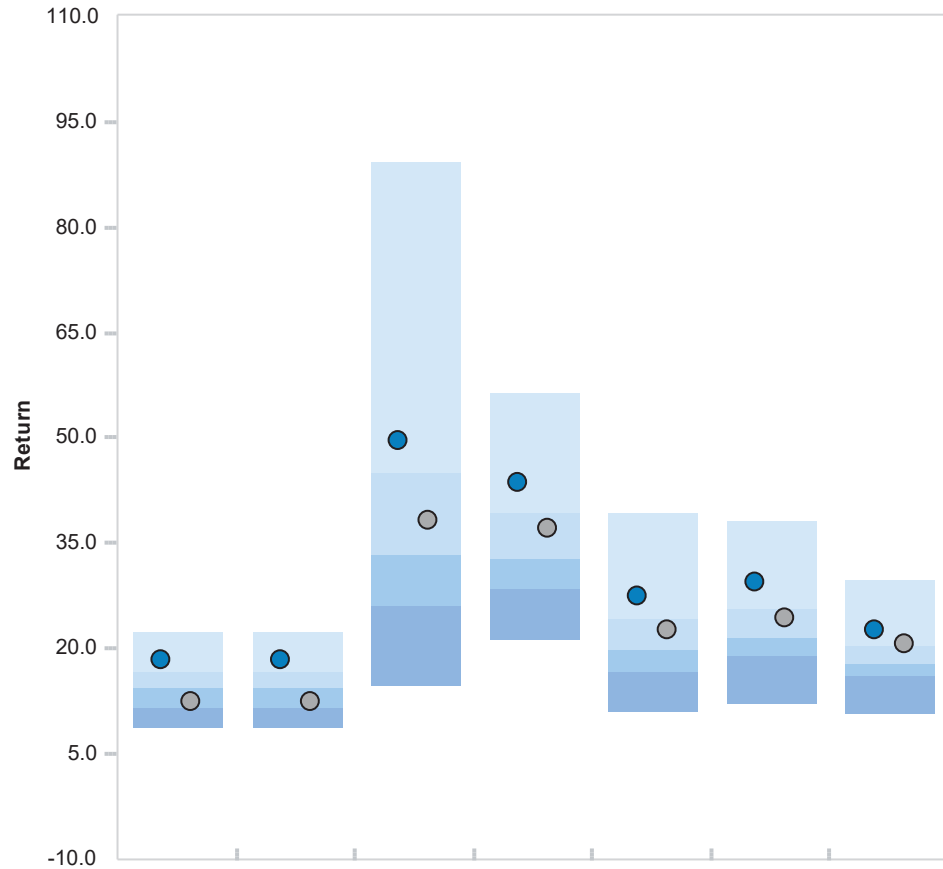
3 Year Rolling Percentile Rank IM U.S. Multi-Cap Growth Equity (MF)



5 Year Rolling Percentile Rank IM U.S. Multi-Cap Growth Equity (MF)

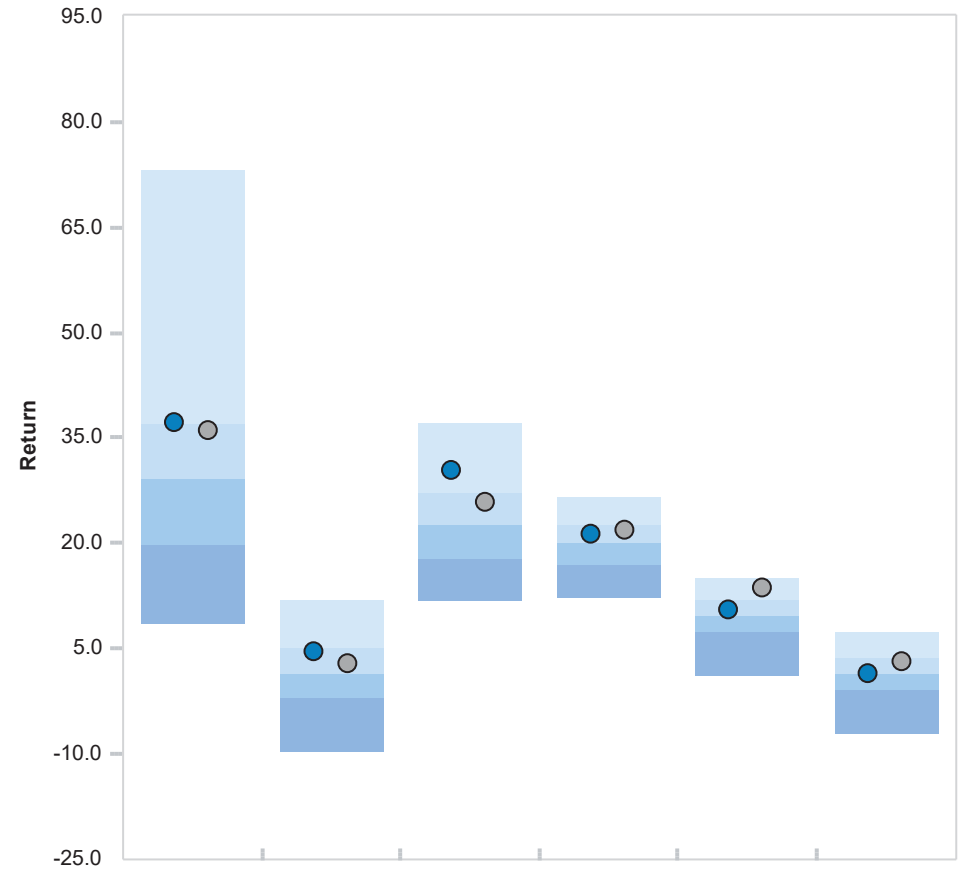


Peer Group Analysis - IM U.S. Multi-Cap Growth Equity (MF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
Investment	18.33 (17)	18.33 (17)	49.56 (20)	43.48 (18)	27.44 (15)	29.33 (12)	22.71 (14)
Index	12.41 (67)	12.41 (67)	38.26 (41)	37.05 (34)	22.50 (33)	24.24 (33)	20.67 (24)
Median	14.40	14.40	33.49	32.96	19.83	21.36	17.66

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



	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
Investment	37.21 (25)	4.59 (28)	30.23 (14)	21.35 (38)	10.38 (43)	1.32 (50)
Index	36.12 (27)	2.70 (40)	25.89 (31)	21.87 (33)	13.64 (13)	3.21 (31)
Median	29.32	1.24	22.73	20.05	9.59	1.29

Comparative Performance

	1 Qtr Ending Sep-2020	1 Qtr Ending Jun-2020	1 Qtr Ending Mar-2020	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019
Investment	11.94 (30)	34.71 (14)	-16.18 (52)	8.56 (57)	-1.45 (59)	7.37 (11)
Index	12.86 (22)	27.99 (47)	-14.85 (31)	10.67 (20)	1.10 (19)	4.50 (56)
Median	11.05	27.36	-15.99	8.85	-0.71	4.98



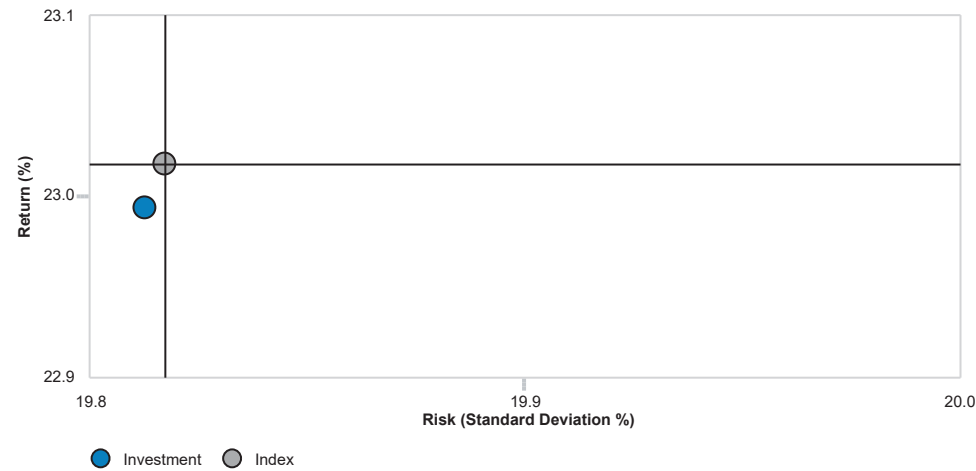
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	22.99	19.81	1.07	99.96	10	100.03	2
Index	23.02	19.82	1.07	100.00	10	100.00	2

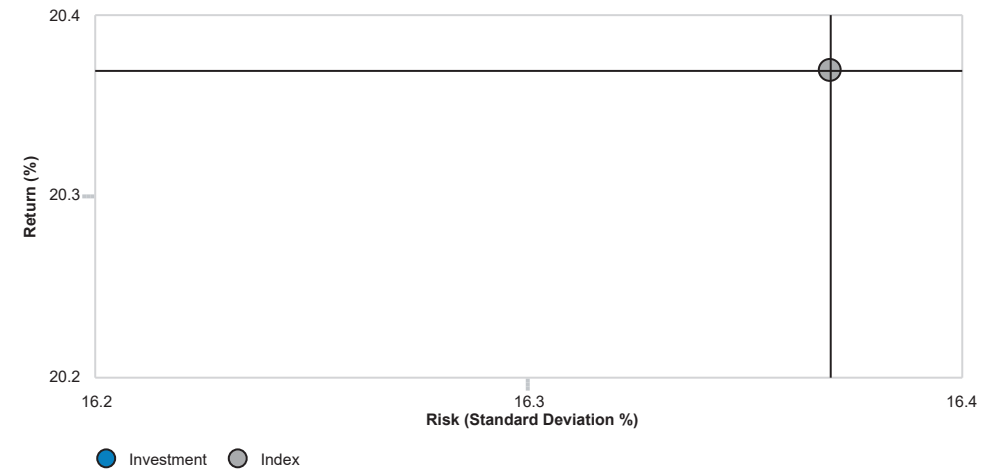
Historical Statistics 5 Years

	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	20.37	16.37	1.15	100.00	17	100.00	3

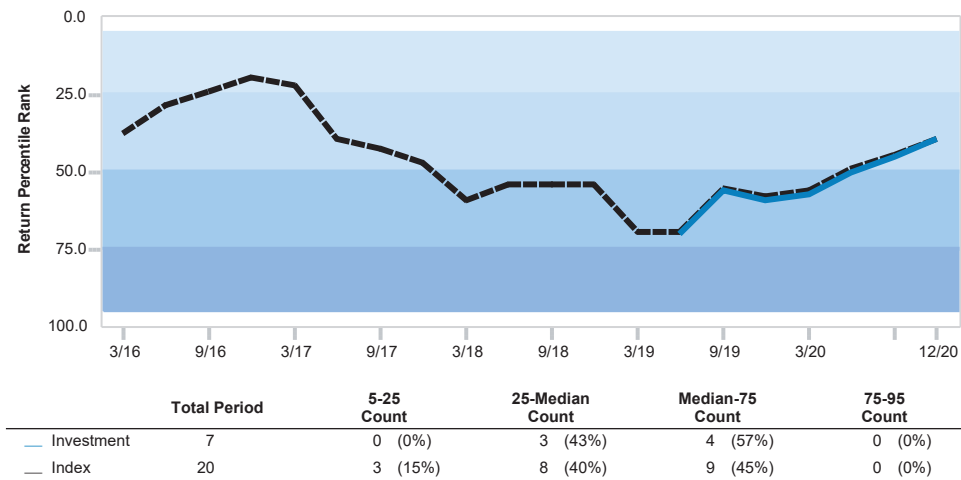
Risk and Return 3 Years



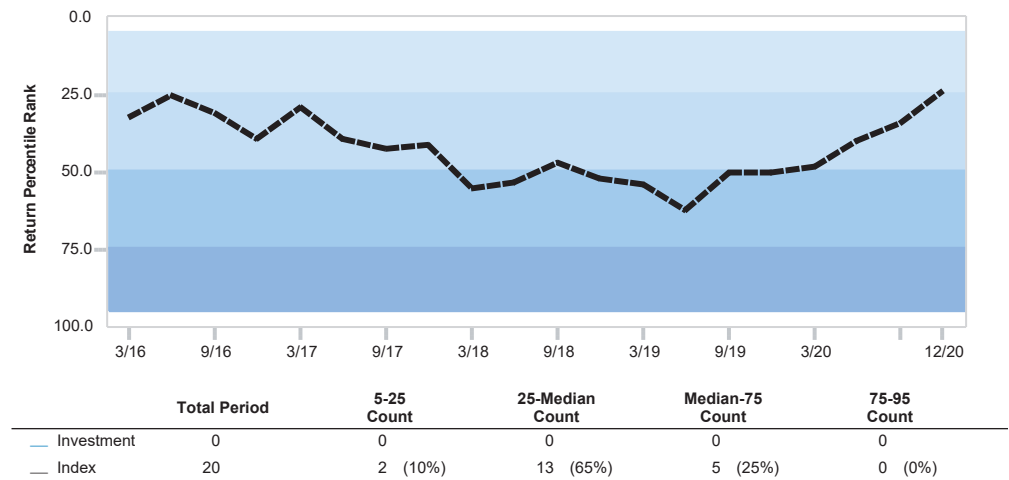
Risk and Return 5 Years



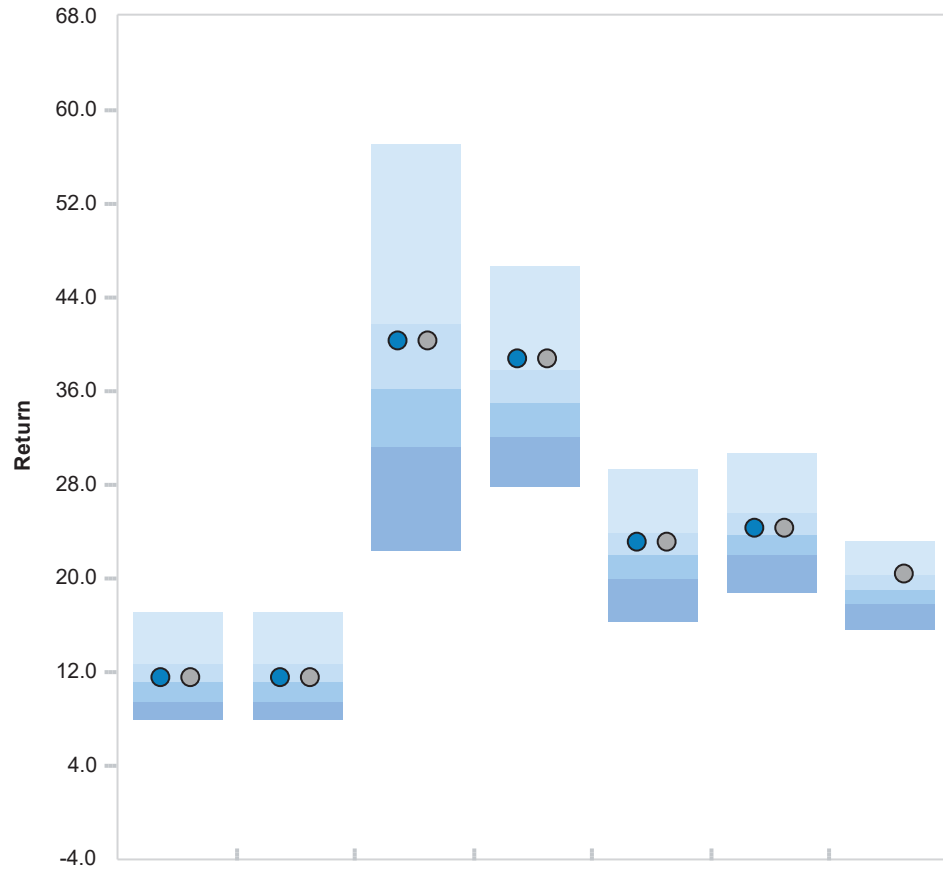
3 Year Rolling Percentile Rank IM U.S. Large Cap Growth Equity (MF)



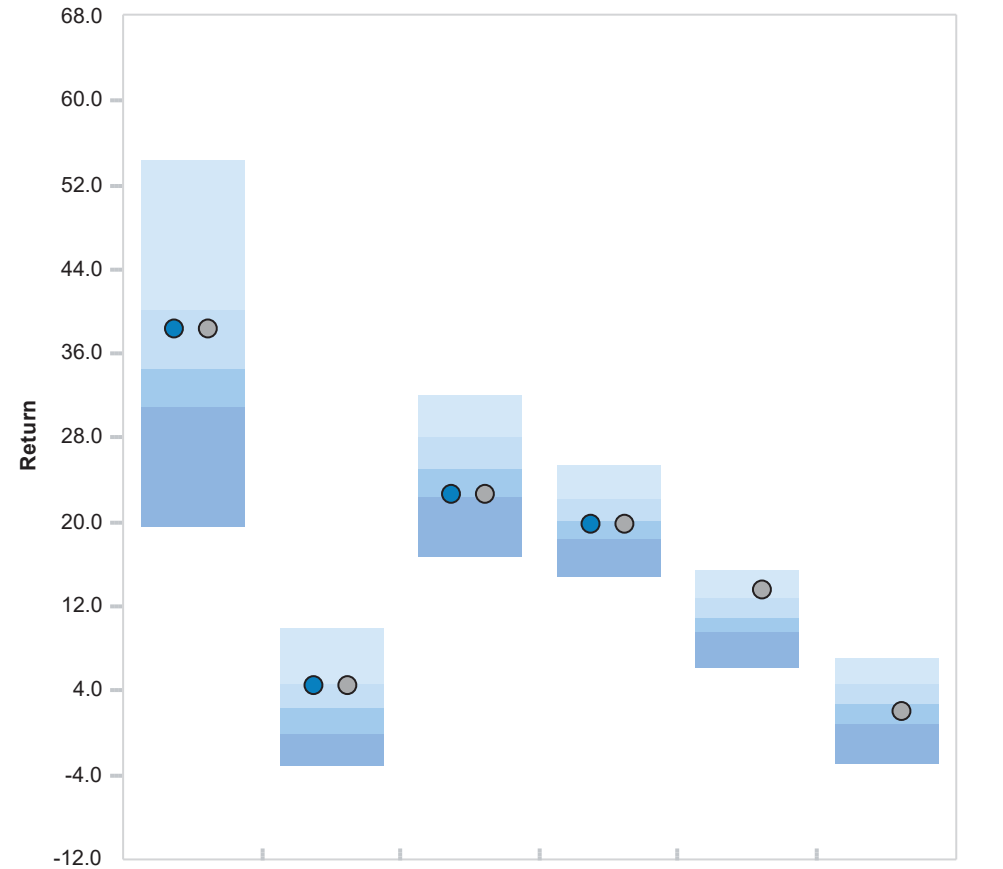
5 Year Rolling Percentile Rank IM U.S. Large Cap Growth Equity (MF)



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 Sep-2020	1 Qtr Ending Jun-2020	1 Qtr Ending Mar-2020	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019
Investment	13.01 (27)	29.04 (30)	-13.74 (57)	9.93 (45)	2.00 (10)	4.75 (51)
Index	13.02 (27)	29.06 (30)	-13.72 (56)	9.91 (45)	2.01 (10)	4.76 (51)
Median	11.51	27.69	-13.51	9.68	0.00	4.76



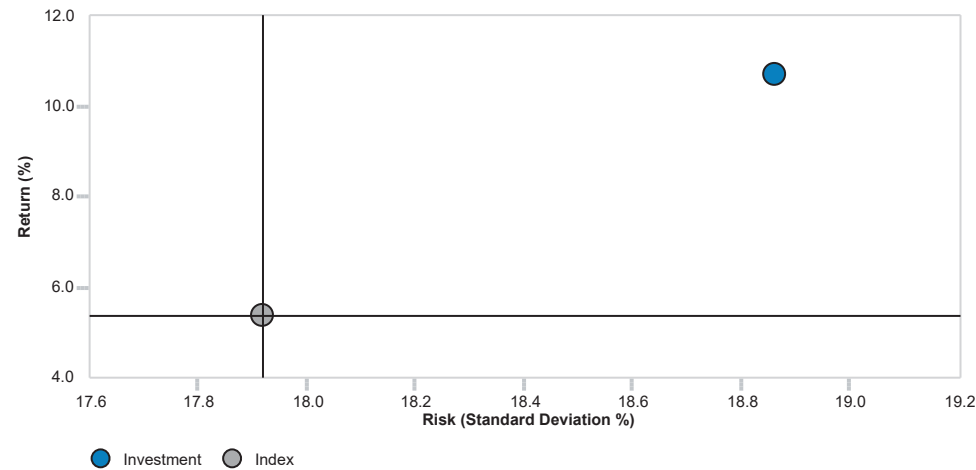
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	10.74	18.86	0.55	113.41	7	93.57	5
Index	5.38	17.92	0.29	100.00	7	100.00	5

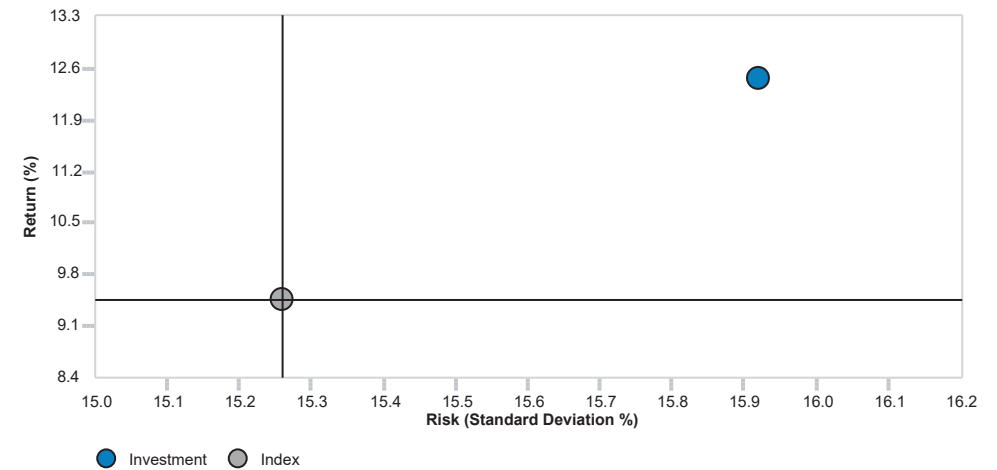
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	12.47	15.92	0.74	108.22	12	95.49	8
Index	9.44	15.26	0.59	100.00	12	100.00	8

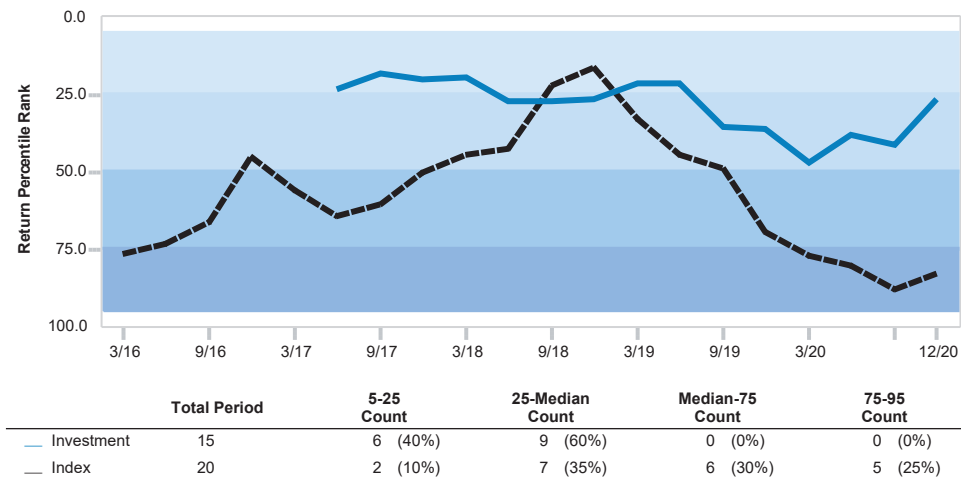
Risk and Return 3 Years



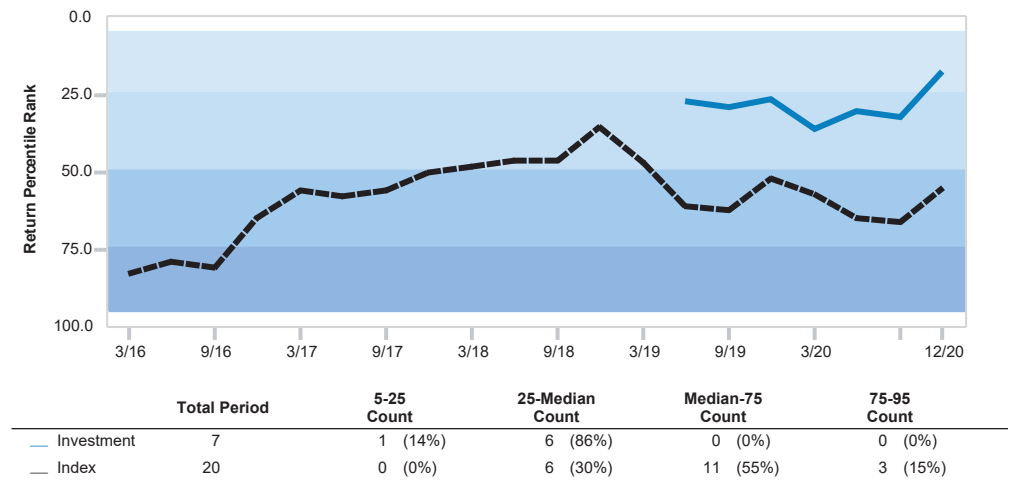
Risk and Return 5 Years



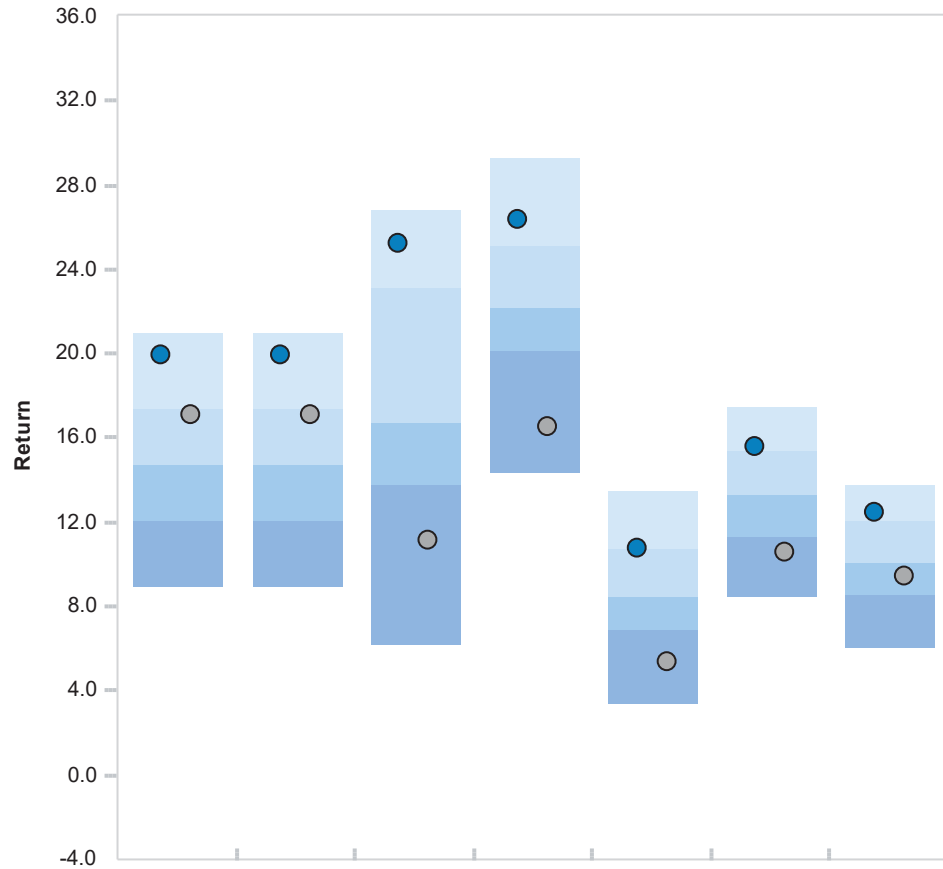
3 Year Rolling Percentile Rank IM International Large Cap Growth Equity (MF)



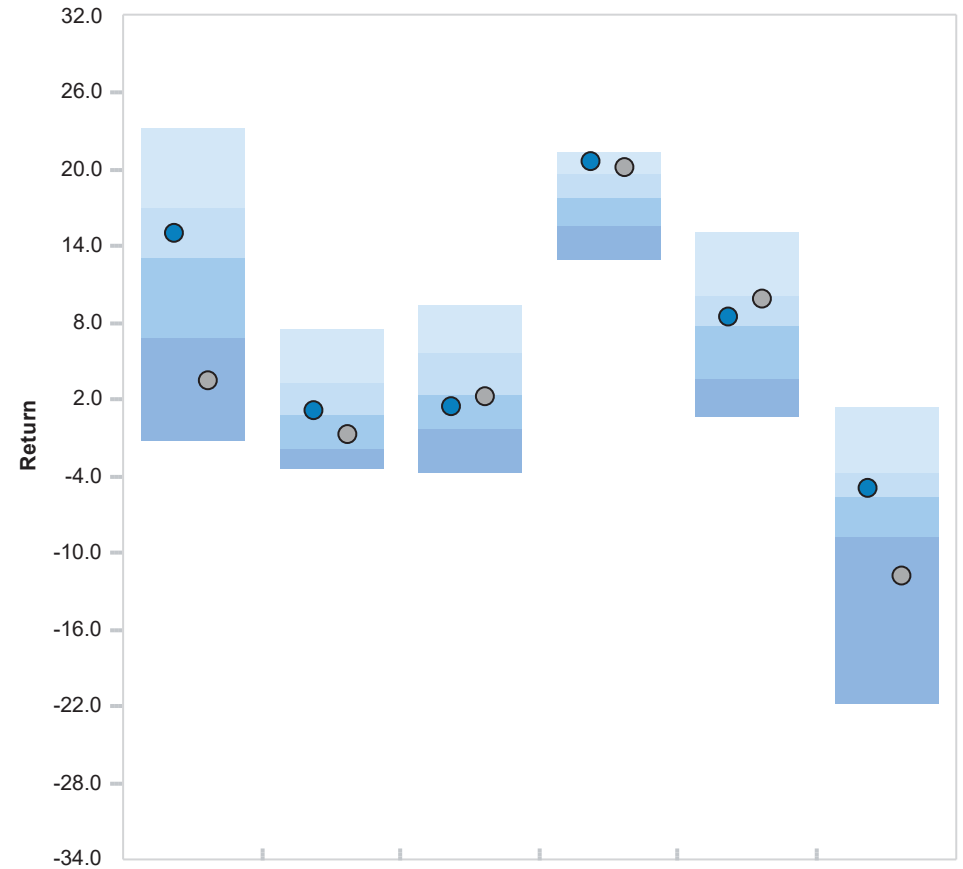
5 Year Rolling Percentile Rank IM International Large Cap Growth Equity (MF)



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 Sep-2020	1 Qtr Ending Jun-2020	1 Qtr Ending Mar-2020	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019
Investment	9.66 (25)	22.77 (5)	-22.43 (80)	10.09 (24)	-1.59 (57)	3.87 (72)
Index	6.36 (89)	16.30 (79)	-23.26 (89)	8.99 (51)	-1.70 (64)	3.22 (86)
Median	8.76	18.02	-20.42	9.00	-1.46	4.44



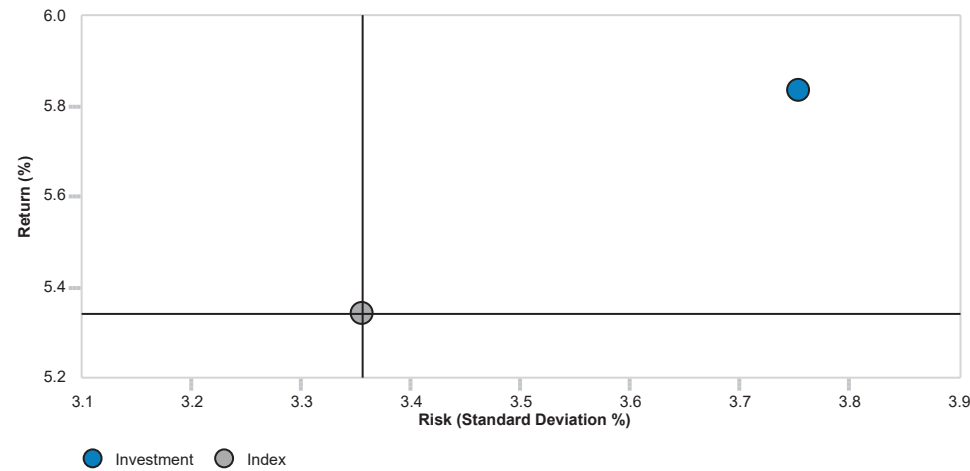
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	5.84	3.76	1.10	110.00	10	111.76	2
Index	5.34	3.36	1.10	100.00	10	100.00	2

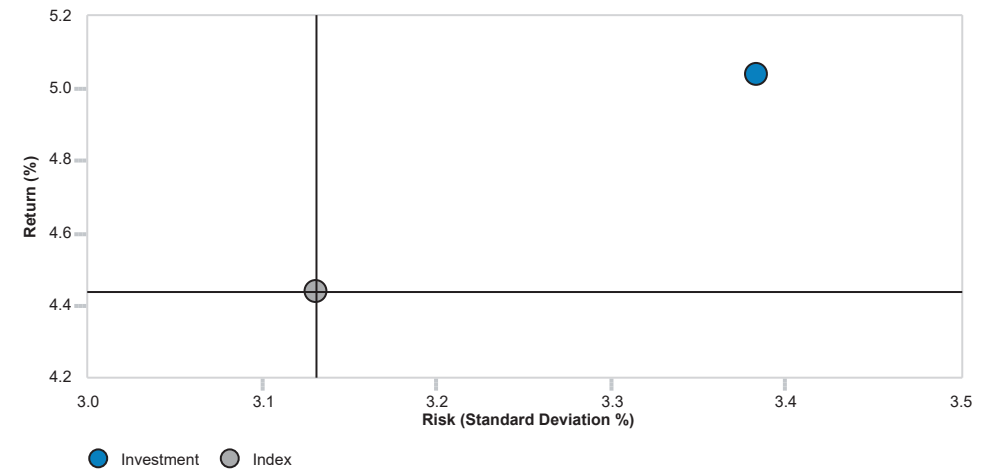
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	5.04	3.38	1.12	110.25	17	104.00	3
Index	4.44	3.13	1.04	100.00	17	100.00	3

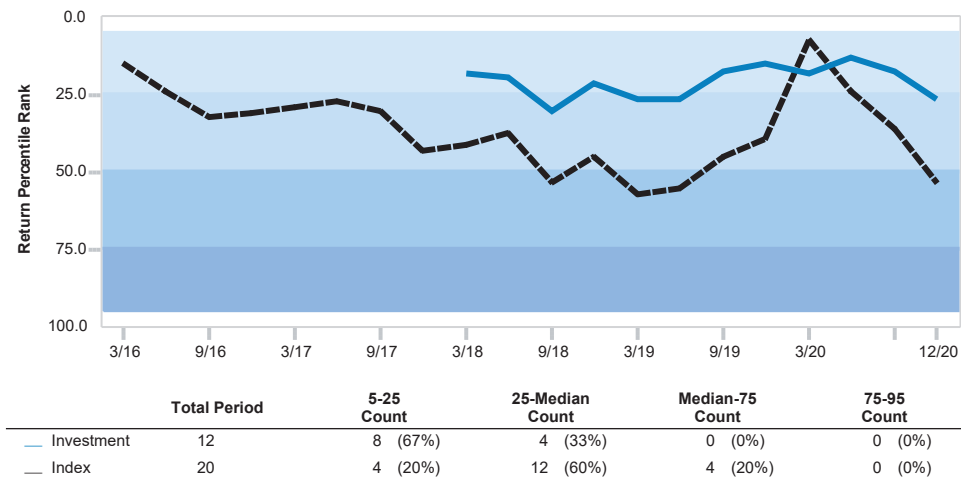
Risk and Return 3 Years



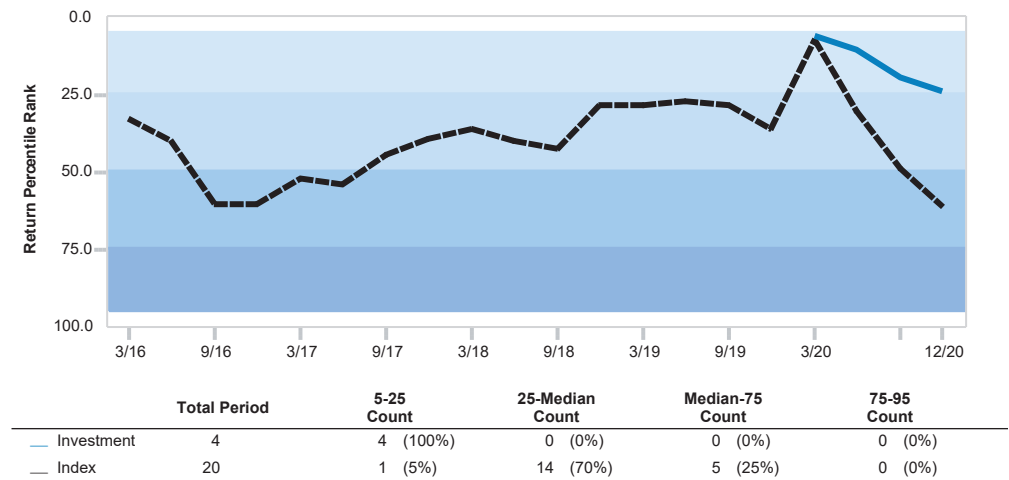
Risk and Return 5 Years



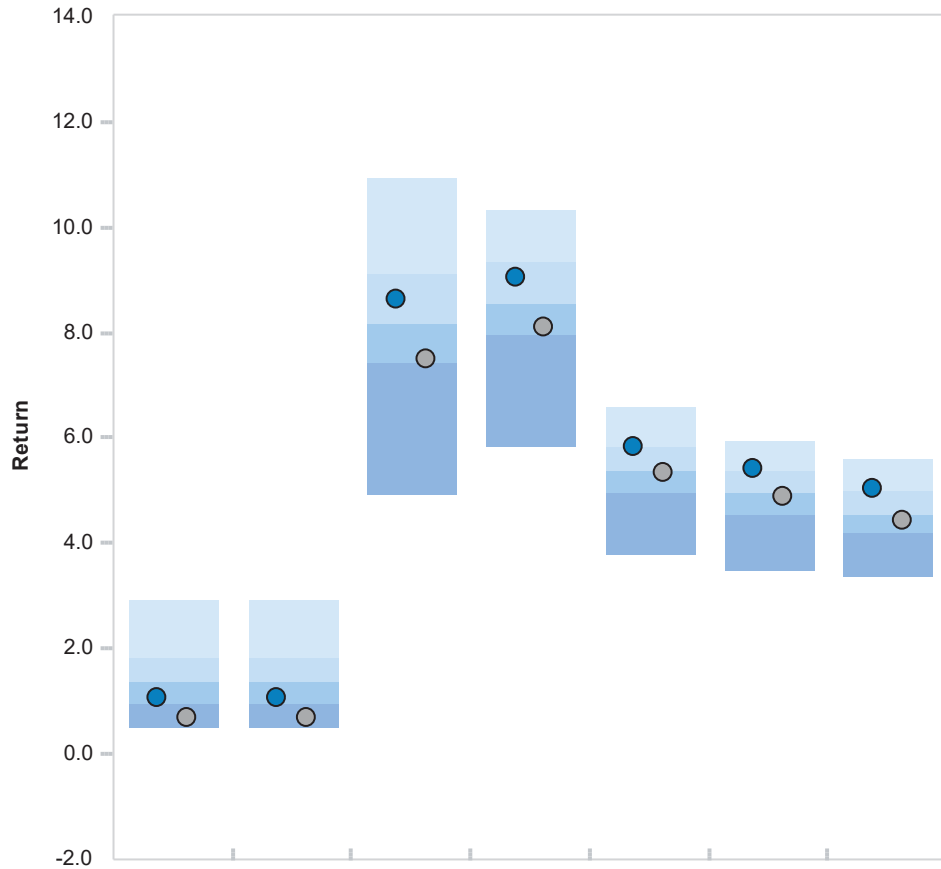
3 Year Rolling Percentile Rank IM U.S. Broad Market Core Fixed Income (MF)



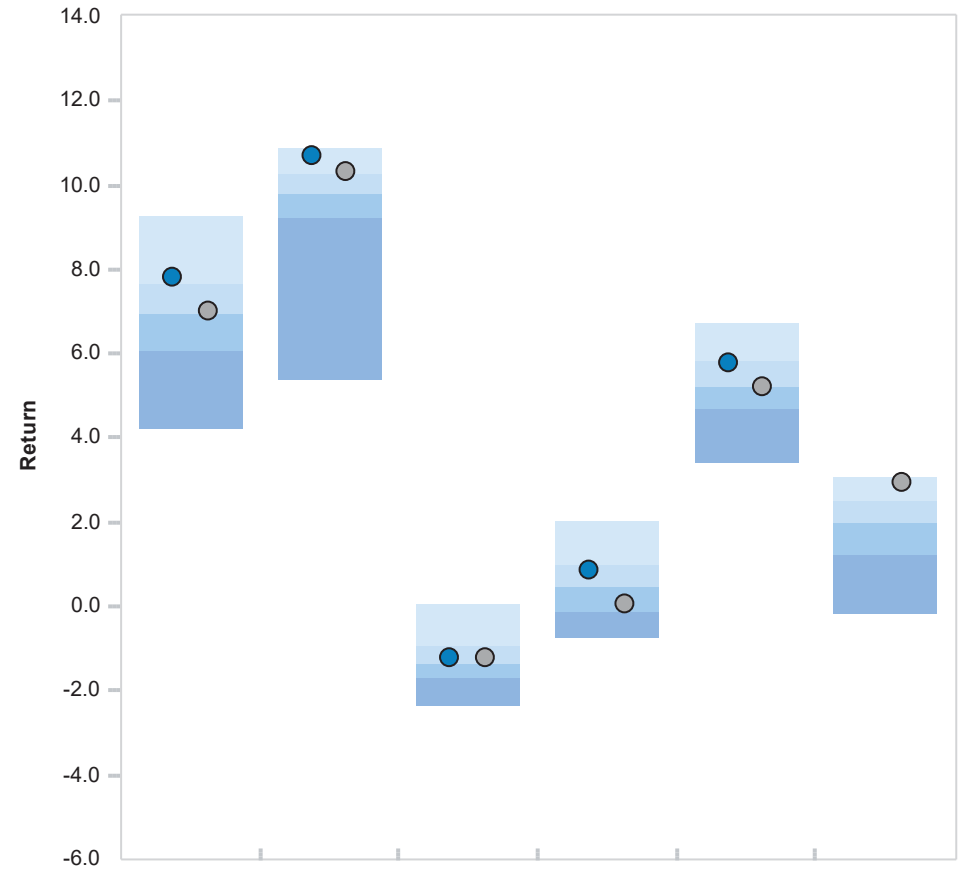
5 Year Rolling Percentile Rank IM U.S. Broad Market Core Fixed Income (MF)



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 Sep-2020	1 Qtr Ending Jun-2020	1 Qtr Ending Mar-2020	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019
Investment	1.04 (60)	4.79 (54)	1.50 (36)	0.30 (36)	2.41 (15)	3.16 (31)
Index	0.62 (88)	2.90 (91)	3.15 (16)	0.18 (51)	2.27 (34)	3.08 (42)
Median	1.19	4.94	0.55	0.18	2.16	3.04

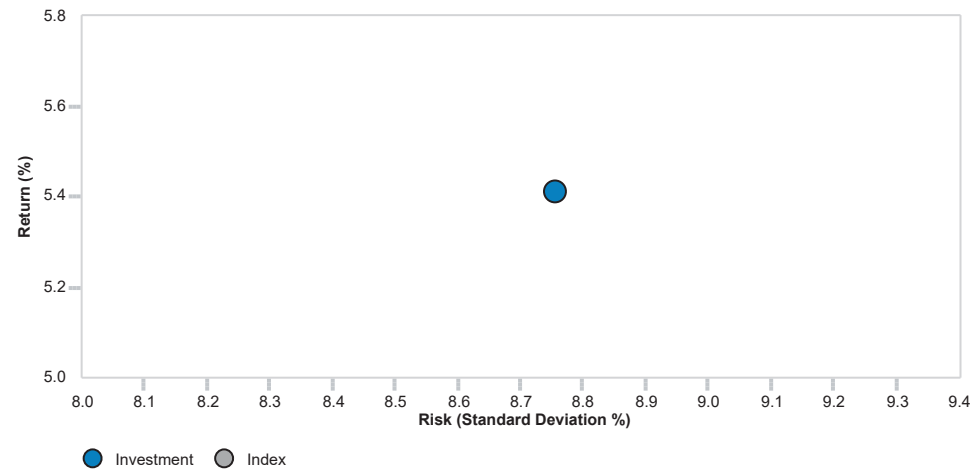
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	5.41	8.76	0.46	N/A	9	N/A	3
Index	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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	N/A	N/A	N/A	N/A	N/A	N/A	N/A

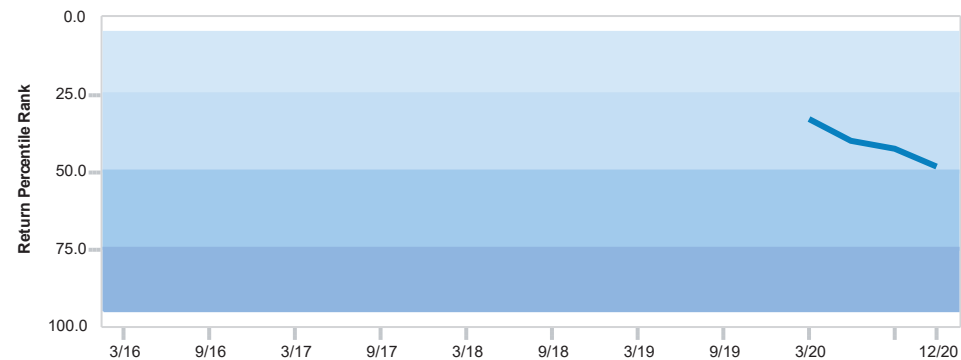
Risk and Return 3 Years



Risk and Return 5 Years

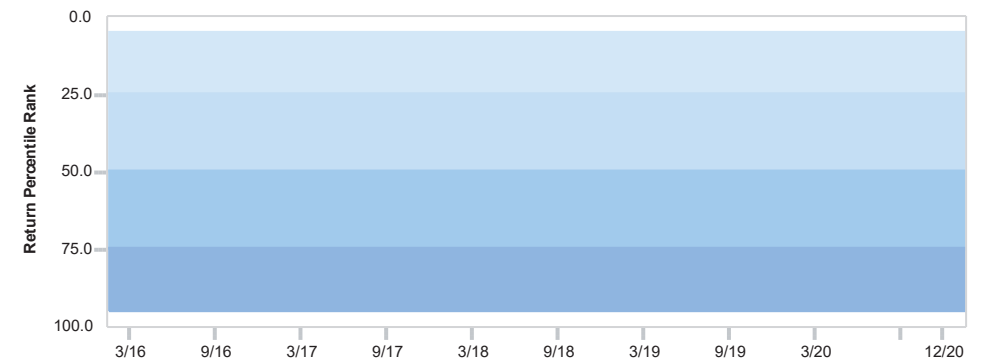
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3 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



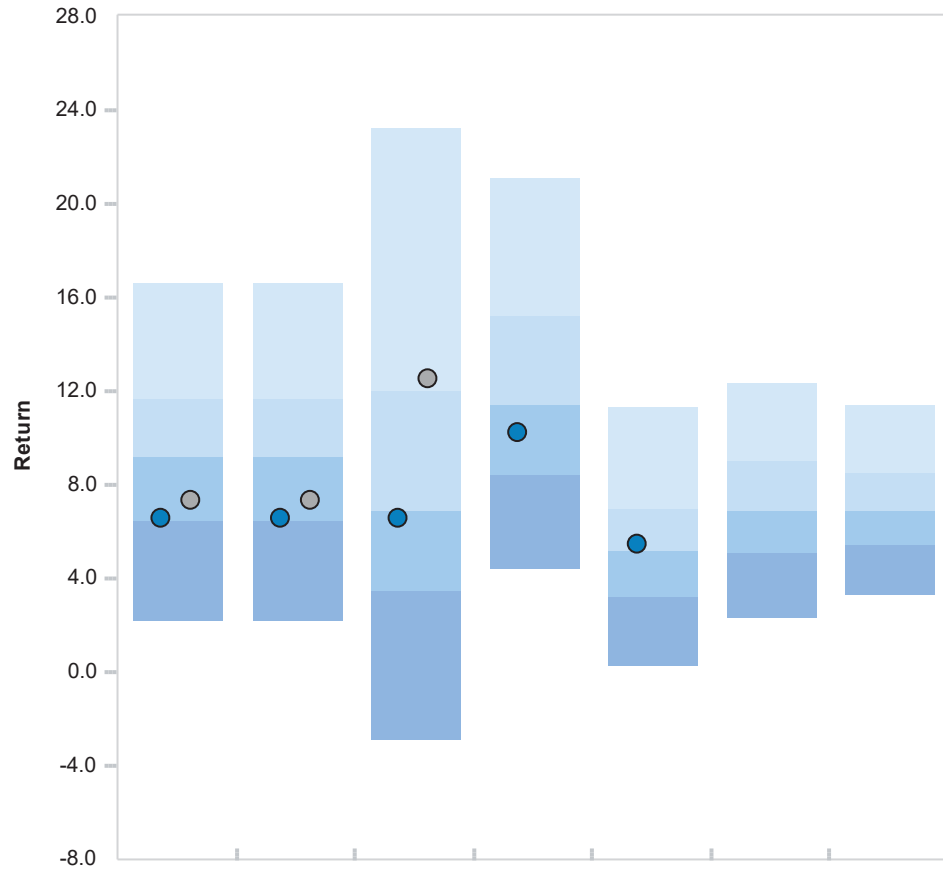
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	4	0 (0%)	4 (100%)	0 (0%)	0 (0%)
Index	0	0	0	0	0

5 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	0	0	0	0	0

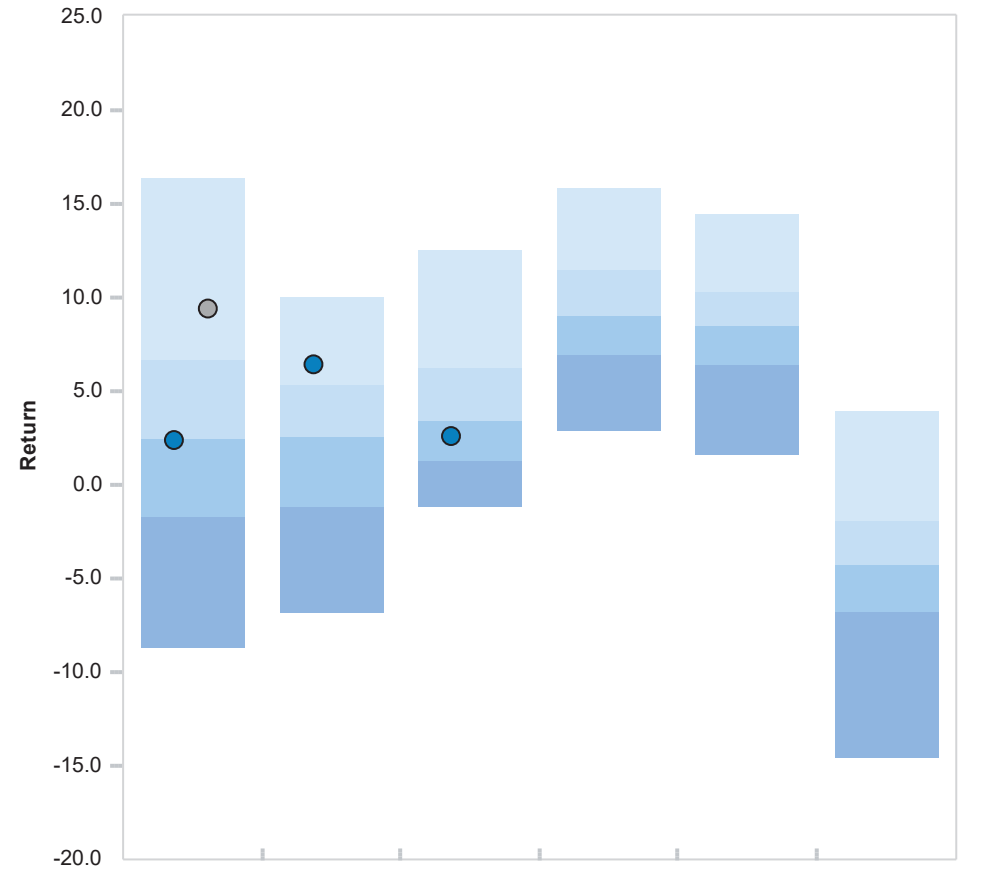
Peer Group Analysis - IM Flexible Portfolio (MF)



Comparative Performance

	1 Qtr Ending Sep-2020	1 Qtr Ending Jun-2020	1 Qtr Ending Mar-2020	1 Qtr Ending Dec-2019	1 Qtr Ending Sep-2019	1 Qtr Ending Jun-2019
Investment	3.45 (69)	9.41 (70)	-11.67 (25)	2.39 (81)	1.28 (34)	2.77 (41)
Index	4.31 (56)	10.96 (54)	-9.42 (15)	4.31 (47)	1.43 (31)	N/A
Median	4.57	11.21	-15.28	4.09	0.73	2.53

Peer Group Analysis - IM Flexible Portfolio (MF)



Comparative Performance
Manager Composite Performance Comparison
As of December 31, 2020

Comparative Performance Trailing Returns												
	1 YR		3 YR		5 YR		7 YR		10 YR		15 YR	
Dana Large Cap Value	3.46	(65)	5.86	(67)	8.53	(88)	7.85	(74)	10.17	(77)	7.48	(78)
Russell 1000 Value Index	2.80	(69)	6.07	(63)	9.74	(66)	8.20	(65)	10.50	(69)	7.34	(82)
Difference	0.66		-0.21		-1.21		-0.35		-0.33		0.14	
IM U.S. Large Cap Value Equity (SA+CF) Median	5.00		7.23		10.64		8.92		11.19		8.53	
WellsFargo:Growth;R6 (SGRHX)	49.56	(20)	27.48	(15)	22.76	(13)	N/A		N/A		N/A	
Russell 3000 Growth Index	38.26	(41)	22.50	(33)	20.67	(24)	17.12	(18)	16.93	(17)	12.41	(20)
Difference	11.30		4.98		2.09		N/A		N/A		N/A	
IM U.S. Multi-Cap Growth Equity (MF) Median	33.49		19.83		17.66		14.22		14.82		10.98	
Vanguard Gro Idx;Adm (VIGAX)	40.19	(31)	22.97	(40)	20.32	(26)	16.77	(28)	16.67	(28)	12.27	(28)
CRSP U.S. Large Cap Growth TR Index	40.27	(31)	23.02	(39)	20.37	(24)	16.83	(27)	16.32	(35)	12.15	(32)
Difference	-0.08		-0.05		-0.05		-0.06		0.35		0.12	
IM U.S. Large Cap Growth Equity (MF) Median	36.17		22.09		19.00		15.96		15.75		11.42	
Vanguard 500 Idx;Adm (VFIAX)	18.37	(40)	14.14	(30)	15.18	(20)	12.88	(17)	13.85	(15)	9.86	(22)
S&P 500 Index	18.40	(40)	14.18	(30)	15.22	(20)	12.92	(15)	13.88	(13)	9.88	(21)
Difference	-0.03		-0.04		-0.04		-0.04		-0.03		-0.02	
IM U.S. Large Cap Core Equity (MF) Median	16.00		12.44		13.57		11.40		12.40		8.86	
American Funds EuPc;R6 (RERGX)	25.27	(10)	10.74	(26)	12.47	(17)	8.32	(12)	8.14	(10)	N/A	
MSCI EAFE Growth Index	18.68	(47)	10.08	(36)	10.93	(44)	7.72	(26)	7.91	(16)	6.53	(31)
Difference	6.59		0.66		1.54		0.60		0.23		N/A	
IM International Large Cap Growth Equity (MF) Median	16.70		8.45		10.11		6.31		6.60		6.12	
Baird Aggregate Bd;Inst (BAGIX)	8.63	(38)	5.84	(25)	5.04	(24)	4.65	(11)	4.68	(7)	4.91	(15)
Blmbg. Barc. U.S. Aggregate Index	7.51	(72)	5.34	(53)	4.44	(61)	4.09	(48)	3.84	(56)	4.49	(45)
Difference	1.12		0.50		0.60		0.56		0.84		0.42	
IM U.S. Broad Market Core Fixed Income (MF) Median	8.19		5.38		4.56		4.05		3.91		4.41	
BlackRock:Mlt-A Inc;l (BIICX)*	6.57	(53)	5.37	(48)	6.36	(60)	5.02	(56)	6.28	(41)	N/A	
50% MSCI World/50% BC Agg	12.49	(24)	8.38	(16)	8.57	(25)	6.88	(21)	7.09	(24)	6.25	(30)
Difference	-5.92		-3.01		-2.21		-1.86		-0.81		N/A	
IM Flexible Portfolio (MF) Median	6.90		5.23		6.89		5.36		5.95		5.76	

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 December 31, 2020

Comparative Performance Fiscal Year Returns

	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		Oct-2012 To Sep-2013		Oct-2011 To Sep-2012		Oct-2010 To Sep-2011	
Dana Large Cap Value	-1.96	(43)	3.63	(42)	9.18	(81)	16.46	(65)	9.79	(82)	-3.45	(54)	19.97	(30)	19.43	(79)	32.51	(12)	-1.59	(56)
Russell 1000 Value Index	-5.03	(64)	4.00	(39)	9.45	(79)	15.12	(76)	16.19	(27)	-4.42	(65)	18.89	(42)	22.30	(60)	30.92	(26)	-1.89	(62)
Difference	3.07		-0.37		-0.27		1.34		-6.40		0.97		1.08		-2.87		1.59		0.30	
IM U.S. Large Cap Value Equity (SA+CF) Median	-3.33		2.45		11.83		17.89		13.56		-3.27		18.35		23.65		28.13		-0.98	
WellsFargo:Growth;R6 (SGRHX)	37.25	(25)	4.65	(27)	30.27	(14)	21.42	(37)	10.45	(42)	N/A		N/A		N/A		N/A		N/A	
Russell 3000 Growth Index	36.12	(27)	2.70	(40)	25.89	(31)	21.87	(33)	13.64	(13)	3.21	(31)	17.87	(22)	20.30	(68)	29.35	(26)	3.39	(23)
Difference	1.13		1.95		4.38		-0.45		-3.19		N/A		N/A		N/A		N/A		N/A	
IM U.S. Multi-Cap Growth Equity (MF) Median	29.32		1.24		22.73		20.05		9.59		1.29		14.49		23.10		26.78		-1.06	
Vanguard Gro Idx;Adm (VIGAX)	38.24	(31)	4.52	(27)	22.67	(72)	19.81	(57)	13.51	(20)	1.93	(63)	19.31	(21)	18.64	(60)	31.27	(15)	2.90	(24)
CRSP U.S. Large Cap Growth TR Index	38.32	(30)	4.55	(27)	22.70	(71)	19.86	(56)	13.56	(20)	2.00	(62)	19.38	(21)	17.81	(67)	30.07	(27)	1.02	(44)
Difference	-0.08		-0.03		-0.03		-0.05		-0.05		-0.07		-0.07		0.83		1.20		1.88	
IM U.S. Large Cap Growth Equity (MF) Median	34.55		2.32		25.06		20.13		10.96		2.84		16.89		19.37		27.40		0.50	
Vanguard 500 Idx;Adm (VFIAX)	15.11	(37)	4.22	(39)	17.87	(28)	18.57	(47)	15.39	(18)	-0.64	(31)	19.68	(19)	19.30	(60)	30.16	(23)	1.12	(25)
S&P 500 Index	15.15	(36)	4.25	(39)	17.91	(27)	18.61	(46)	15.43	(18)	-0.61	(31)	19.73	(18)	19.34	(60)	30.20	(23)	1.14	(24)
Difference	-0.04		-0.03		-0.04		-0.04		-0.04		-0.03		-0.05		-0.04		-0.04		-0.02	
IM U.S. Large Cap Core Equity (MF) Median	12.90		3.21		16.07		18.38		13.06		-1.60		17.39		19.95		27.93		-1.12	
American Funds EuPc;R6 (RERGX)	14.97	(35)	1.14	(44)	1.47	(60)	20.63	(8)	8.52	(38)	-4.93	(34)	6.98	(2)	18.28	(45)	18.44	(37)	-12.34	(61)
MSCI EAFE Growth Index	13.81	(45)	2.64	(31)	6.27	(23)	16.11	(71)	9.90	(27)	-4.30	(30)	3.22	(60)	23.67	(3)	15.22	(76)	-8.49	(24)
Difference	1.16		-1.50		-4.80		4.52		-1.38		-0.63		3.76		-5.39		3.22		-3.85	
IM International Large Cap Growth Equity (MF) Median	13.05		0.81		2.28		17.85		7.77		-5.68		4.23		17.85		17.92		-10.80	
Baird Aggregate Bd;Inst (BAGIX)	7.80	(21)	10.69	(9)	-1.24	(43)	0.87	(32)	5.78	(28)	2.99	(7)	5.17	(17)	-0.55	(14)	8.58	(12)	5.03	(22)
Blmbg. Barc. U.S. Aggregate Index	6.98	(50)	10.30	(24)	-1.22	(41)	0.07	(64)	5.19	(51)	2.94	(9)	3.96	(59)	-1.68	(53)	5.16	(81)	5.26	(14)
Difference	0.82		0.39		-0.02		0.80		0.59		0.05		1.21		1.13		3.42		-0.23	
IM U.S. Broad Market Core Fixed Income (MF) Median	6.96		9.81		-1.34		0.48		5.21		1.98		4.19		-1.62		6.79		4.31	
BlackRock:Mlt-A Inc;I (BIICX)*	2.43	(50)	6.24	(19)	2.62	(59)	7.82	(64)	7.39	(63)	-1.76	(24)	8.50	(44)	7.65	(54)	17.59	(37)	4.12	(6)
50% MSCI World/50% BC Agg	9.36	(16)	6.40	(18)	4.93	(36)	8.80	(53)	8.47	(51)	-0.98	(19)	8.10	(49)	8.84	(46)	13.48	(64)	0.72	(35)
Difference	-6.93		-0.16		-2.31		-0.98		-1.08		-0.78		0.40		-1.19		4.11		3.40	
IM Flexible Portfolio (MF) Median	2.43		2.59		3.38		9.02		8.55		-4.22		7.99		8.17		15.66		-0.87	

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



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

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

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

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

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

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.



AndCo compiled this report for the sole use of the client for which it was prepared. AndCo is responsible for evaluating the performance results of the Total Fund along with the investment advisors by comparing their performance with indices and other related peer universe data that is deemed appropriate. AndCo uses the results from this evaluation to make observations and recommendations to the client.

AndCo uses time-weighted calculations which are founded on standards recommended by the CFA Institute. The calculations and values shown are based on information that is received from custodians. AndCo analyzes transactions as indicated on the custodian statements and reviews the custodial market values of the portfolio. As a result, this provides AndCo with a reasonable basis that the investment information presented is free from material misstatement. This methodology of evaluating and measuring performance provides AndCo with a practical foundation for our observations and recommendations. Nothing came to our attention that would cause AndCo to believe that the information presented is significantly misstated.

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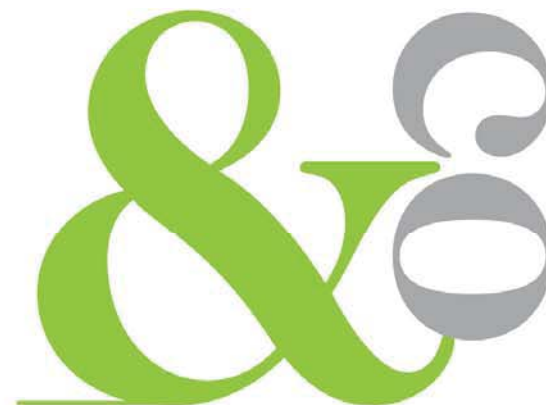
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