

Investment Performance Review
Period Ending December 31, 2023

City of Eustis Firefighters' Pension Fund



On behalf of the entire AndCo team, thank you for the opportunity to serve you this past year and for the trust you have placed in us. We take our role as your consultant and trusted advisor seriously and will continue working hard to maintain your confidence.

Looking back at the year, we would like to provide a brief update on where we stand as a firm. 2023 marked the 23rd straight year of growth for the firm and we advise on approximately \$100 billion in client assets as of year-end. We won our second consecutive Greenwich Quality Leader Award based on feedback from our valued clients. Thank you! We continued to reinvest 100% of our net profits back into the organization so we can continue to evolve and adapt within a market environment that is constantly changing and challenging. As we have stated in previous updates, we do not believe the “status quo” is an effective strategy and we are convicted in our belief that a firm not focused on moving forward in our industry is moving backward.

To execute on our commitment to evolve and continue to enhance the organization, we made significant investments in technology during 2023 to embrace digital transformation. We also continued to invest in our proprietary software system to compile and share information firmwide to better serve our clients. We conducted an internal employee survey and received valuable feedback from team members that reinforced what is working and helped us put together action plans to address areas of opportunity to continue to invest in, and understand, our most important asset - our people. We believe this effort helps drive our differentiated culture.

At the beginning of each year, we also discuss the AndCo partnership and, when earned, announce new partners. This year I am thrilled to share five new team members were named partners at AndCo – Joe Carter, Tony Kay, Sara Searle, John Rodak, and Kevin Laake. Joe has been with the firm since 2017 and has held many roles. Most recently he has been in our Performance Reporting department with an eye on transitioning to our Consulting Department. Tony has been with our firm for 8 years and is a

valuable member of the Consulting Department. Sara Searle has been with the company for almost 6 years and is our Chief Compliance Officer. John Rodak has been with the firm for 13 years and has operated within many functional areas and service departments over the years. He currently resides in our Solutions & Growth function. Finally, Kevin has been with the firm for 7 years and operates within our Research Department, covering both public and private equity over his tenure. We could not be happier for the new partners of AndCo or more grateful for the contributions they have made to AndCo since joining the firm. Joe, Tony, Sara, John, and Kevin represent what it means to be an AndCo team member, and we are honored and fortunate to have them as partners at our firm.

The big news for 2024 is that AndCo will be joining Mariner as their new institutional advisory platform. We believe joining forces with Mariner will allow us to better serve our clients going forward and leverage a robust corporate infrastructure so we can continuously focus on a clients first approach.

In closing, while the name AndCo will soon be Mariner Institutional, what won't change is our commitment to you and driving decisions by first asking “how will this impact our clients?” We strongly believe we have found a partner that shares our client-first focus, and we look forward to leveraging our combined expertise to enhance your overall client experience. On the wall at Mariner's headquarters, just like at AndCo's, it proudly says “Clients First.”

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



Mike Welker, CFA®
CEO



Organization Chart

Partnership

Mike Welker, CFA®	Jason Purdy	Steve Gordon
Brian Green	Joe Carter, CPFA	Tony Kay
Brooke Wilson, CIPM®	John Rodak, CIPM®	Troy Brown, CFA®
Bryan Bakardjiev, CFA®	Jon Breth, CFP®	Tyler Grumbles, CFA®, CIPM®, CAIA®
Dan Johnson	Kerry Richardville, CFA®	
Dan Osika, CFA®	Kevin Laake, CFA®, CAIA®	
Evan Scussel, CFA®, CAIA®	Kim Spurlin, CPA	
Jacob Peacock, CPFA	Sara Searle	

Leadership & Management

Mike Welker, CFA® CEO	Steve Gordon Solutions & Growth Director	Jacob Peacock, CPFA® Consulting Director
Bryan Bakardjiev, CFA® COO	Troy Brown, CFA® Executive Director of Consulting	Jason Purdy I.T. Director
Evan Scussel, CFA®, CAIA® Executive Director of Research	Brooke Wilson, CIPM® Executive Director of Performance Reporting	Molly Halcom Solutions & Growth Director
Kim Spurlin, CPA CFO	Dan Johnson Consulting Director	Rachel Brignoni, MHR People & Culture Director
Sara Searle CCO	Jack Evatt Consulting Director	
Stacie Runion CHRO		

Investment Policy Committee

Bryan Bakardjiev, CFA®	Sara Searle
Evan Scussel, CFA®, CAIA®	Troy Brown, CFA®
Mike Welker, CFA®	Brooke Wilson, CIPM®

Consulting

Annette Bidart	Chris Kuhn, CFA®, CAIA®	Gwelda Swilley	Jennifer Brozstek	CPFA	Kerry Richardville, CFA®	Mike Bostler	Tim Walters
Brad Hess, CFA®, CPFA	Christiaan Brokaw, CFA®	Ian Jones	Jennifer Gainfort, CFA®, CPFA	Jon Breth, CFP®	Mary Nye	Oleg Sydyak, CFA®, FSA, EA	Tony Kay
Brendon Vavrica, CFP®	Dave West, CFA®	James Ross	John Mellinger	Jorge Friguls, CPFA	Michael Fleiner	Paul Murray, CPFA	Tyler Grumbles, CFA®, CIPM®, CAIA®
Brian Green	Doug Anderson, CPFA	Jeff Kuchta, CFA®, CPFA	John Thinnies, CFA®, CAIA®,	Justin Lauver, Esq.	Michael Holycross	Peter Brown	

Research

Abigail Torres Research Operations	David Julier Real Estate & Real Assets	Julie Baker, CFA®, CAIA® Public & Private Equity	Xinxin Liu, CFA®, CAIA®, FRM Private Equity & Private Debt
Andrew Mulhall, CFA® Public Equity & Fixed Income	Elizabeth Wolfe Public & Private Equity	Justin Ellsesser, CFA®, CAIA® Private Equity	Zac Chichinski, CFA®, CIPM® Public Equity
Ben Baldridge, CFA®, CAIA® Private & Hedged Fixed Income	Evan Scussel, CFA®, CAIA® Public & Private Equity	Kevin Laake, CFA®, CAIA® Private Equity	
Dan Lomelino, CFA® Fixed Income	Josue Christiansen, CFA®, CIPM® Public Equity	Michael Kosoff Hedge Funds	

Performance Reporting

Albert Sauerland	Don Delaney	Jeff Pruniski
Alexandre Samuel	Donnell Lehrer, CPFA	Joe Carter, CPFA
Amy Steele	Edward Cha	Kim Hummel
Andrew Easton	Grace Niebrzydowski	Rotchild Dorson
Bob Bulas	James Culpepper	
David Gough, CPFA	James Reno	

Operations

Finance	Human Resources	IT & Operations	Compliance	Marketing	Solutions & Growth
Michelle Boff	Kelly Pearce	Jerry Camel	Thay Arroyo	Linden Landry-Jennings	Dan Osika, CFA®
Robert Marquetti		Kenneth Day	Joseph Ivaszuk	Shelley Berthold	John Rodak, CIPM®
		Marcos Ferrer		Tara Redding	Jonathan Branch
					Patrick Perez

89 Employees

9 CAIA®

37 Advanced Degrees

12 CPFA

24 CFA®

5 CIPM®

4th Quarter 2023 Market Environment



The Economy

- The US Federal Reserve Bank (the Fed) paused on additional rate hikes during the fourth quarter. As evidenced by capital market performance during the quarter, the pause was welcomed by participants. The Fed continued to prioritize fighting higher inflation over full employment. In its press release for the December meeting, the Fed said that in determining the extent of any additional policy firming that may be appropriate to return inflation to 2 percent over time, the Committee will take into account the cumulative tightening of monetary policy, the lags with which monetary policy affects economic activity and inflation, and economic and financial developments. They also indicated the Committee will continue to reduce the holdings on its balance sheet.
- 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.
- Muted growth in the US labor market continued in December, as nonfarm payrolls increased by 216,000, and unemployment held steady at 3.7%. Unemployment was little changed over the last year, closing 2022 at a level of 3.5%.

Equity (Domestic and International)

- US equities moved broadly higher during the fourth quarter, led by a broad recovery across multiple sectors and expectations of a more favorable interest rate environment. The S&P 500 Index rose 11.7% for the quarter, its best-performing period since the first quarter of 2021. Small-cap value (15.3%) was the best-performing segment of the domestic equity market during the quarter, while large-cap value (9.5%), though solid, was the weakest relative performer for the period.
- International stocks experienced robust growth during the year, helped by a weakening US Dollar (USD). USD performance outpaced local currency (LCL) performance in most regions for the quarter, though both benchmarks were positive as the USD traded lower during the period.
- Global GDP growth continued to face challenges despite falling energy prices. European growth remained under pressure amid hawkish central bank policies. China continued to face economic challenges and drag on growth in the region. Additionally, renewed conflicts in the Middle East weighed on performance for the region and threatened to be a headwind going into 2024.

Fixed Income

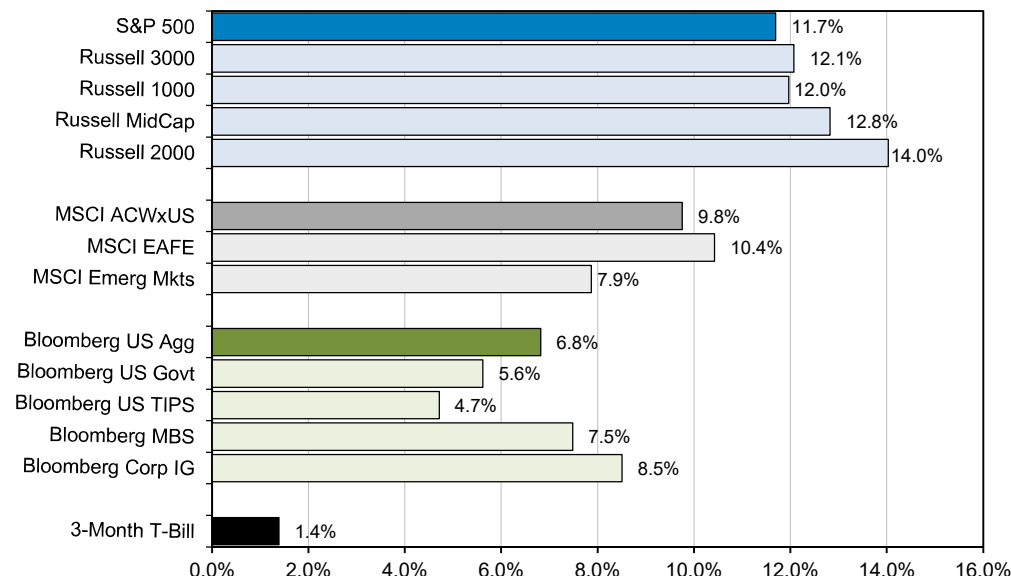
- While economic data signaled that inflation continued to moderate, the Fed maintained its conviction in fighting inflation by keeping the fed funds rate unchanged during the quarter. Equity and fixed-income markets rallied on the hope that this could signal a pivot in the Fed's policy stance in 2024.
- US Government securities were the lowest relative performing US Aggregate Bond sector during the quarter, but bond returns surged as longer maturity yields fell significantly. Credit spreads also narrowed during the quarter, lifting performance for non-government sectors.
- Lower quality investment grade corporate bonds outperformed higher quality corporate issues, aided by narrowing credit spreads as well as 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 managed to edge out the bellwether bond benchmark for the quarter.
- Global bonds outpaced the domestic bond market with the Global Aggregate ex-US Index besting the US Aggregate Index by 2.4% due to USD weakness. This brought results for the full year slightly ahead of the domestic bond market.

Market Themes

- Central banks remained vigilant in their stance against inflation going into the new year. Signs of cooling price pressures have shown up in most regions around the world, and many central banks have chosen to pause on their rate hiking cycle, much in line with the US Fed's stance.
- Geopolitical risk around the world continues to be a headwind for global growth and economic stability. In addition to the conflict in Ukraine, a proxy war arose in the Middle East in October between Israel and Palestine, which could drag on performance in the region in quarters to come.
- Short-term interest rates remained consistent across most developed markets as central banks continued their tight policy stance with an eye towards potential rate cuts in the indeterminate future.
- 2023 closed with both US and international equity markets affirming their recovery from the disappointing performance of 2022. Growth sectors significantly outpaced value sectors during the year.

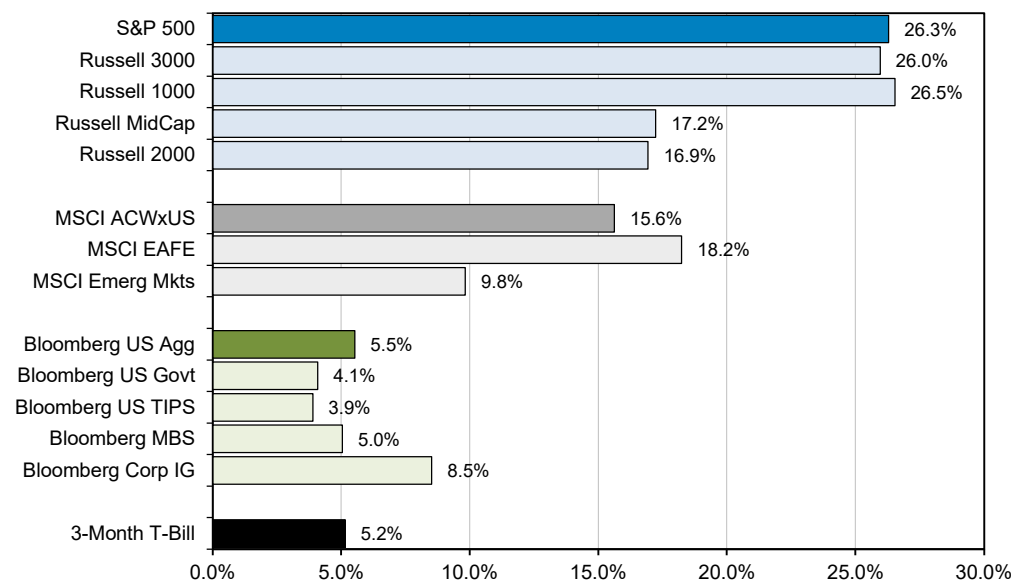
- Domestic equity market performance surged in the fourth quarter. Many of the challenges facing the U.S. economy over the past several quarters have begun to wane and forecasts for easing inflation and positive economic growth have been a growing consensus. For the period, the S&P 500 large-cap benchmark returned 11.7% versus 12.8% for the Russell Mid Cap Index and 14.0% for the Russell 2000 small-cap index.
- International developed and emerging market equities also delivered strong results. Europe continued to face geopolitical risks related to the conflict in Ukraine and elevated interest rates. The developed market MSCI EAFE Index returned 10.4% for the quarter and the MSCI Emerging Markets Index rose by 7.9%.
- The domestic bond market rallied during the final two months of the year as the Fed took on a more dovish tone at their recent meetings. The Bloomberg US Aggregate Index returned 6.8% for the period, while investment-grade corporate bonds beat out the government and securitized sectors with a gain of 8.5%.

Quarter Performance



- During the 2023 calendar year, US equity markets posted their strongest performance since 2021. The large-cap S&P 500 Index finished 2023 with an exceptional 26.3% return. The weakest relative performance for the year was from the Russell 2000 Index, which still climbed 16.9%.
- International markets also reverted from their poor performance of the year prior. The MSCI EAFE Index was the best international index performer, returning 18.2%, while the MSCI Emerging Markets Index added a more tempered, but still solid, 9.8%.
- Bond markets were broadly higher for the year. Investment-grade corporate bonds were the best-performing sector of the US Aggregate Index and gained 8.5% for the year. Treasuries lagged at 4.1% during the year but were still a welcome relief from 2022's negative bond market results. The bellwether fixed-income benchmark, the Bloomberg US Aggregate Index, climbed 5.5% in 2023.

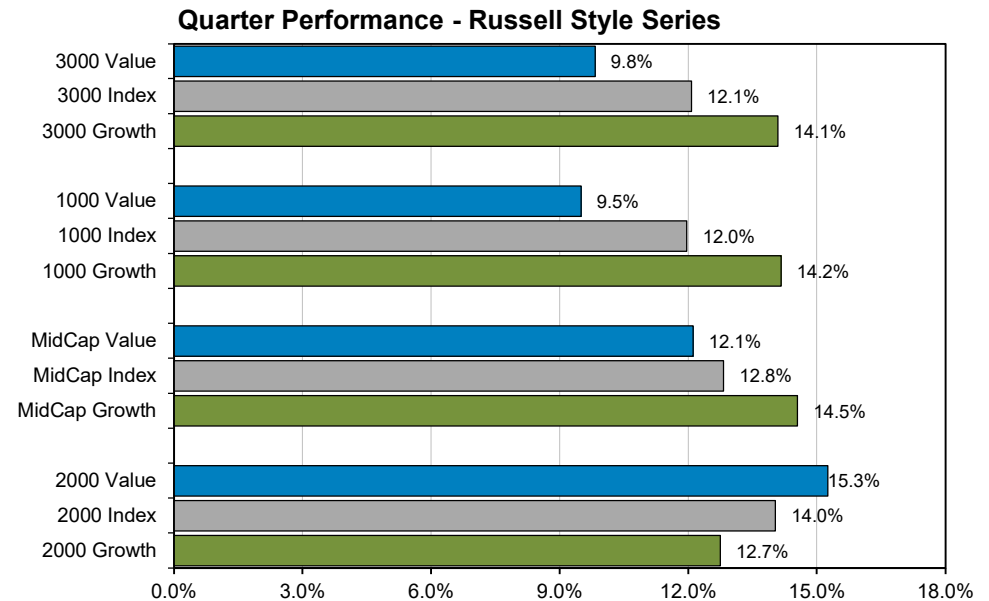
1-Year Performance



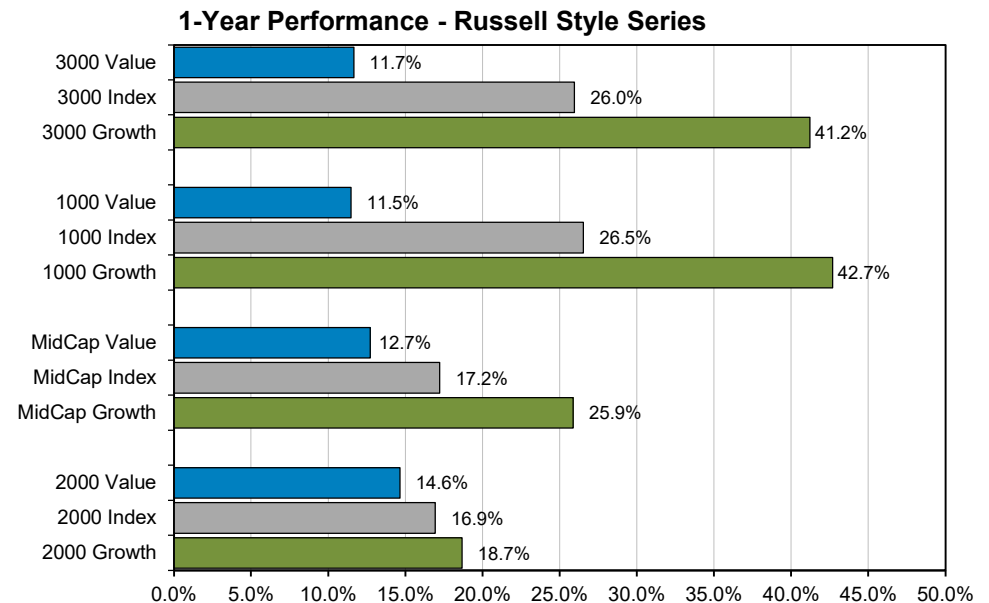
Source: Investment Metrics



- After softening in the third quarter, core domestic equity benchmarks finished 2023 on a strong note. Increasing optimism regarding taming inflation and future economic growth were the primary factors driving performance during the quarter. While the global economy still faces geopolitical risk in the Middle East and Eastern Europe, the US economy remains resilient heading into 2024. The small-cap Russell 2000 Index (14.0%) led results this quarter among the core capitalization-based benchmarks, besting both the mid-cap (12.8%) and large-cap (12.0%) indices. Growth was favored over value across the broad market as the Russell 3000 Growth Index outpaced its value counterpart by 4.3%. However, among small-cap stocks, value led the way with the Russell 2000 Value Index returning 15.3%. The Russell 2000 Growth Index was not far behind, gaining 12.7% for the quarter.
- Outside of small cap, growth stocks broadly outperformed their value counterparts by a sizable margin for the quarter. This continued a persistent theme for 2023 of growth-based benchmark outperformance. Despite these differentials, the large-, mid-, and small-cap value benchmarks each posted solid performance for the quarter with the Russell 2000 Value Index posting a chart-leading return of 15.3%.



- The broad rally in domestic equity markets during the fourth quarter contributed to a strong year of index results. Within large-cap stocks, the Russell 1000 Growth Index returned an exceptional 42.7% for the year, leading the way among style and market capitalization-based benchmark results. The lowest relative performing equity index was the Russell 1000 Value, but still posted a double-digit return of 11.5% for the year.
- Growth rebounded during 2023 and led value-based benchmarks at all market capitalization ranges for the year. The Russell 2000 Growth Index returned 18.7%, outpacing the Russell 2000 Value Index's 14.6% return by a span of 4.1%. The Russell 1000 Growth and Russell Midcap Growth benchmarks gained 42.7% and 25.9%, respectively, while their corresponding value index counterparts returned solid, but lagging, performance of 11.5% and 12.7%, respectively.

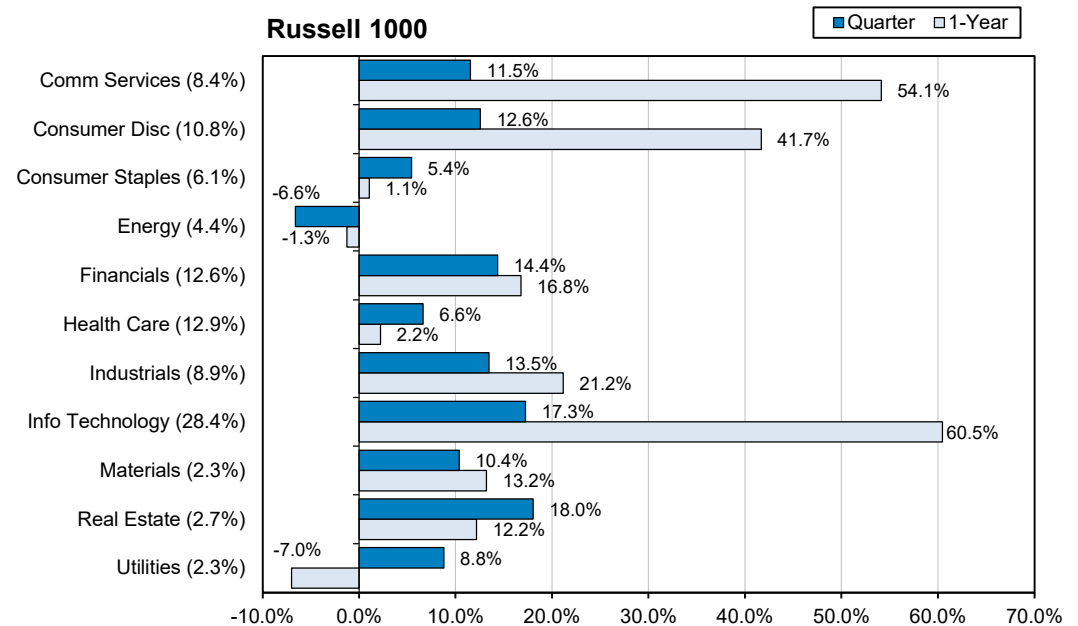


Source: Investment Metrics



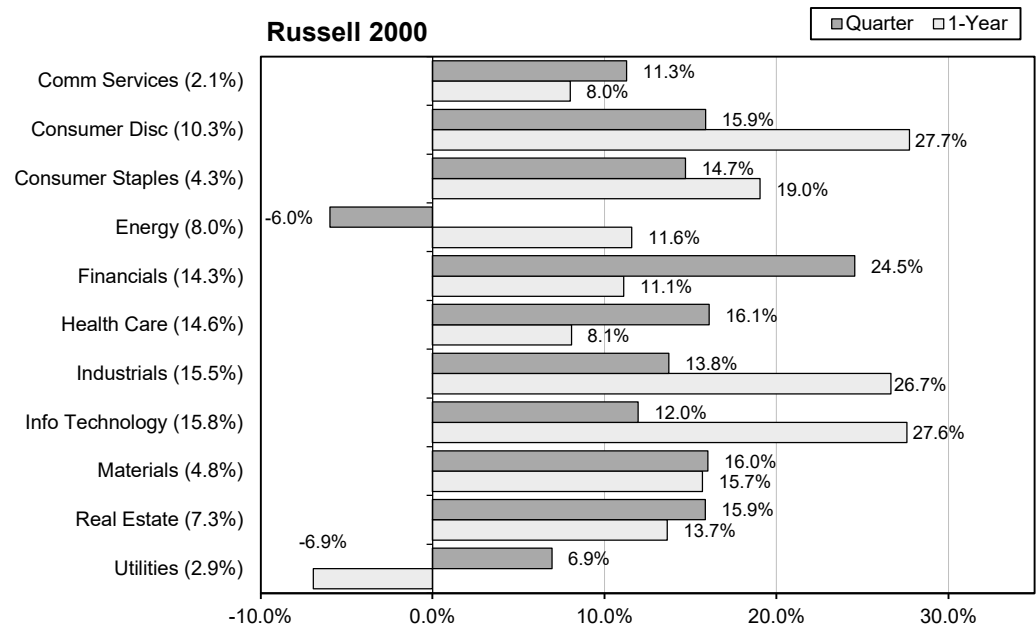
- Large-cap sector performance was generally positive for the fourth quarter. Ten of 11 economic sectors posted positive absolute performance for the quarter, with five sectors outpacing the return of the Russell 1000 Index.
- After being challenged by rapidly rising inflation and an uncertain growth trajectory in 2022, the information technology sector rebounded significantly during 2023, ending the year with an impressive 17.3% return in the fourth quarter. The other four sectors that outpaced the headline index's return for the quarter were consumer discretionary (12.6%), financials (14.4%), industrials (13.5%) and real estate (18.0%). Energy was the only sector to lose ground for the quarter, returning -6.6%.
- For the full year, just three economic sectors exceeded the return of the broad large-cap benchmark but nine of the 11 sectors posted positive performance. Performance in the Information technology (60.5%), communication services (54.1%), and consumer discretionary (41.7%) sectors made the greatest contributions to the index's 26.5% return during the year. The weakest economic sector in the Russell 1000 for the year was utilities, which declined by -7.0%.

Russell 1000



- Ten small-cap economic sectors posted positive results during the quarter while six of 11 sectors exceeded the 14.0% return of the Russell 2000 Index. Performance in the financials (24.5%) sector led the way for the quarter while the energy (-6.0%) was the only sector to post a negative result.
- Like large-cap sector performance over the trailing year, ten small-cap sectors were positive. Consumer discretionary (27.7%) posted the strongest sector result, with honorable mentions going to the industrials and information technology sectors, which each returned more than 20% for the year. Seven of the 11 economic sectors fell short of the core small-cap benchmark's return of 16.9% for the year. The worst-performing sector for the year was utilities, which slid -6.9% and was the only sector to post a negative return for 2023.

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, 2023

Top 10 Weighted Stocks				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Apple Inc	6.5%	12.6%	49.0%	Information Technology
Microsoft Corp	6.4%	19.3%	58.2%	Information Technology
Amazon.com Inc	3.1%	19.5%	80.9%	Consumer Discretionary
NVIDIA Corp	2.7%	13.9%	239.0%	Information Technology
Alphabet Inc Class A	1.9%	6.7%	58.3%	Communication Services
Meta Platforms Inc Class A	1.8%	17.9%	194.1%	Communication Services
Alphabet Inc Class C	1.6%	6.9%	58.8%	Communication Services
Tesla Inc	1.6%	-0.7%	101.7%	Consumer Discretionary
Berkshire Hathaway Inc Class B	1.5%	1.8%	15.5%	Financials
Eli Lilly and Co	1.1%	8.7%	60.9%	Health Care

Top 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Coinbase Global Inc Ordinary Shares	0.1%	131.6%	391.4%	Financials
Affirm Holdings Inc Ordinary Shares	0.0%	131.0%	408.2%	Financials
Gap Inc	0.0%	99.6%	96.8%	Consumer Discretionary
Spirit AeroSystems Holdings Inc	0.0%	96.9%	7.4%	Industrials
Karuna Therapeutics Inc	0.0%	87.2%	61.1%	Health Care
Rocket Companies Inc Ordinary Shares	0.0%	77.0%	106.9%	Financials
Block Inc Class A	0.1%	74.8%	23.1%	Financials
Macy's Inc	0.0%	74.8%	1.6%	Consumer Discretionary
SentinelOne Inc Class A	0.0%	62.8%	88.1%	Information Technology
Frontier Communications Parent Inc	0.0%	61.9%	-0.5%	Communication Services

Bottom 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
ChargePoint Holdings Inc	0.0%	-52.9%	-75.4%	Industrials
Plug Power Inc	0.0%	-40.8%	-63.6%	Industrials
Maravai LifeSciences Holdings Inc	0.0%	-34.5%	-54.2%	Health Care
R1 RCM Inc	0.0%	-29.9%	-3.5%	Health Care
Agilon Health Inc	0.0%	-29.3%	-22.2%	Health Care
BILL Holdings Inc Ordinary Shares	0.0%	-24.9%	-25.1%	Information Technology
Lucid Group Inc Shs	0.0%	-24.7%	-38.4%	Consumer Discretionary
AMC Entertainment Holdings Inc	0.0%	-23.4%	-83.0%	Communication Services
Petco Health and Wellness Co Inc	0.0%	-22.7%	-66.7%	Consumer Discretionary
Hasbro Inc	0.0%	-21.6%	-12.0%	Consumer Discretionary

Top 10 Weighted Stocks				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Super Micro Computer Inc	0.5%	3.7%	246.2%	Information Technology
Simpson Manufacturing Co Inc	0.3%	32.4%	125.3%	Industrials
e.l.f. Beauty Inc	0.3%	31.4%	161.0%	Consumer Staples
Cytokinetics Inc	0.3%	183.4%	82.2%	Health Care
MicroStrategy Inc Class A	0.3%	92.4%	346.2%	Information Technology
UFP Industries Inc	0.3%	22.9%	60.3%	Industrials
Light & Wonder Inc Ordinary Shares	0.3%	15.1%	40.1%	Consumer Discretionary
Onto Innovation Inc	0.3%	19.9%	124.6%	Information Technology
Rambus Inc	0.3%	22.3%	90.5%	Information Technology
BellRing Brands Inc Class A	0.3%	34.4%	116.2%	Consumer Staples

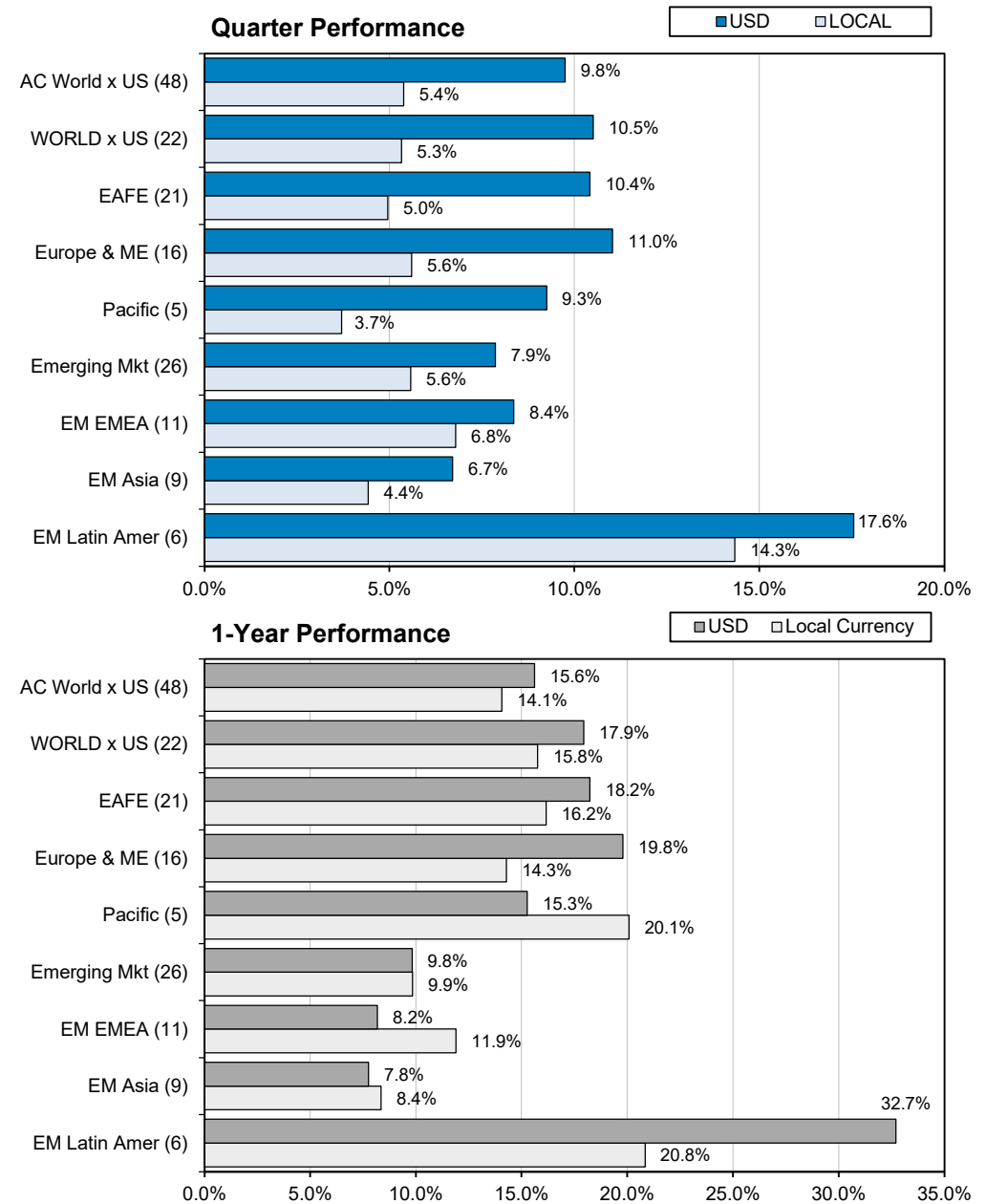
Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Nkarta Inc Ordinary Shares	0.0%	374.8%	10.2%	Health Care
Altimmune Inc	0.0%	332.7%	-31.6%	Health Care
ALX Oncology Holdings Inc	0.0%	210.2%	32.1%	Health Care
Pulse Biosciences Inc	0.0%	203.7%	341.9%	Health Care
ImmunityBio Inc Ordinary Shares	0.0%	197.0%	-1.0%	Health Care
Cleanspark Inc	0.1%	189.5%	440.7%	Information Technology
EyePoint Pharmaceuticals Inc	0.0%	189.2%	560.3%	Health Care
Cytokinetics Inc	0.3%	183.4%	82.2%	Health Care
RayzeBio inc	0.0%	180.0%	N/A	Health Care
Marathon Digital Holdings Inc	0.2%	176.4%	586.8%	Information Technology

Bottom 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Ventyx Biosciences Inc	0.0%	-92.9%	-92.5%	Health Care
Enviva Inc	0.0%	-86.7%	-98.1%	Energy
Aclaris Therapeutics Inc	0.0%	-84.7%	-93.3%	Health Care
Li-Cycle Holdings Corp Ordinary	0.0%	-83.5%	-87.7%	Industrials
Ocean Biomedical Inc	0.0%	-83.1%	N/A	Health Care
Reneo Pharmaceuticals Inc	0.0%	-79.0%	-31.3%	Health Care
Charge Enterprises Inc	0.0%	-77.1%	-90.8%	Communication Services
Cano Health Inc Ordinary Shares	0.0%	-76.9%	-95.7%	Health Care
CareMax Inc Ordinary Shares	0.0%	-76.5%	-86.4%	Health Care
Velo3D Inc	0.0%	-74.5%	-77.8%	Industrials

Source: Morningstar Direct



- The fourth quarter ended with strong performance across international equity markets in both in LCL and USD terms. The USD weakened substantially against most non-US currencies for the quarter, which boosted USD index performance relative to LCL returns. The developed market MSCI EAFE Index gained 10.4% in USD and 5.0% in LCL terms for the quarter. The MSCI Emerging Markets Index rose 7.9% in USD and a lower 5.6% in LCL terms.
- Latin America (LATAM) continued to lead the way, closing out 2023 with a quarterly return of 17.6% in USD terms. Performance in the region was driven by strong demand for commodity exports from growing worldwide production along with a USD performance boost due to LCL strength in the region.
- The performance of the largest weighted country in the emerging market index (China, 26.7%) lagged during the year with a return of -4.4% for the fourth quarter and -13.3% for the year in USD terms. Investors have struggled to accurately forecast the pace of China's recovery after its economic reopening from COVID-19 lockdowns, which led to a flurry of spending that has since cooled.
- Similar to domestic markets, results for international developed and emerging markets were much stronger in 2023 after inflationary pressures and geopolitical risks stunted growth in 2022. Much of the strong USD performance in late 2022 abated in 2023 with many of the international indices showcasing modestly stronger performance in USD terms.
- Annual returns across emerging markets were bifurcated. The LATAM index finished significantly ahead of the other regional indexes in USD terms, with strengthening currencies contributing significantly to the region's strong performance. The LATAM index returned 32.7% in USD and 20.8% in LCL terms for year. Performance in the EM Asia regional benchmark detracted from the emerging market index, with the EM Asia index posting returns of 7.8% in USD and 8.4% in LCL terms versus an overall MSCI Emerging Markets index return of 9.8% and 9.9% in USD and LCL terms, respectively. The EMEA, Asia and Pacific regions saw local currencies depreciate overall in 2023 due to factors related to additional military conflicts in the region and China's sluggish growth.



Source: MSCI Global Index Monitor (Returns are Net)



The Market Environment
US Dollar International Index Attribution & Country Detail
As of December 31, 2023

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Communication Services	4.1%	8.9%	13.1%
Consumer Discretionary	11.8%	8.0%	21.7%
Consumer Staples	9.3%	5.2%	4.5%
Energy	4.3%	0.4%	12.5%
Financials	18.9%	10.0%	18.8%
Health Care	12.8%	4.9%	9.3%
Industrials	16.4%	14.3%	27.6%
Information Technology	8.6%	21.3%	36.4%
Materials	7.8%	17.1%	19.9%
Real Estate	2.5%	14.9%	9.1%
Utilities	3.5%	14.0%	17.0%
Total	100.0%	10.4%	18.2%

MSCI - ACWIXUS	Sector Weight	Quarter Return	1-Year Return
Communication Services	5.2%	4.7%	5.7%
Consumer Discretionary	11.5%	5.7%	12.7%
Consumer Staples	8.0%	5.6%	4.9%
Energy	5.6%	2.3%	15.0%
Financials	21.2%	10.1%	16.2%
Health Care	9.3%	5.2%	8.0%
Industrials	13.4%	12.8%	23.2%
Information Technology	12.5%	20.0%	36.3%
Materials	8.0%	12.5%	12.2%
Real Estate	2.1%	11.1%	5.3%
Utilities	3.2%	13.6%	12.0%
Total	100.0%	9.8%	15.6%

MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	8.8%	0.1%	-1.1%
Consumer Discretionary	12.8%	0.8%	-3.4%
Consumer Staples	6.0%	6.1%	4.2%
Energy	5.1%	6.7%	26.8%
Financials	22.3%	8.3%	11.5%
Health Care	3.8%	7.3%	-1.3%
Industrials	6.8%	6.3%	5.4%
Information Technology	22.1%	17.8%	32.3%
Materials	7.9%	6.8%	1.5%
Real Estate	1.6%	-0.2%	-7.1%
Utilities	2.7%	12.8%	2.0%
Total	100.0%	7.9%	9.8%

Country	MSCI-EAFE Weight	MSCI-ACWIXUS Weight	Quarter Return	1-Year Return
Japan	22.5%	14.4%	8.0%	17.8%
United Kingdom	14.7%	9.5%	6.1%	9.5%
France	12.1%	7.7%	10.1%	18.8%
Switzerland	10.0%	6.4%	10.1%	13.4%
Germany	8.6%	5.5%	13.0%	19.9%
Australia	7.6%	4.9%	14.5%	10.0%
Netherlands	4.6%	3.0%	19.6%	23.7%
Denmark	3.3%	2.2%	12.2%	29.7%
Sweden	3.2%	2.1%	20.9%	21.0%
Spain	2.7%	1.7%	11.3%	28.2%
Italy	2.6%	1.7%	11.9%	31.7%
Hong Kong	2.2%	1.4%	2.9%	-17.8%
Singapore	1.4%	0.9%	3.8%	0.4%
Finland	1.1%	0.7%	8.8%	-8.2%
Belgium	1.0%	0.6%	6.1%	4.1%
Israel	0.7%	0.4%	9.0%	9.3%
Norway	0.7%	0.4%	2.2%	-0.4%
Ireland	0.5%	0.3%	6.2%	22.9%
Portugal	0.2%	0.1%	15.0%	5.1%
New Zealand	0.2%	0.1%	14.4%	3.4%
Austria	0.2%	0.1%	9.6%	12.8%
Total EAFE Countries	100.0%	64.3%	10.4%	18.2%
Canada		7.7%	10.6%	12.6%
Total Developed Countries		72.0%	10.5%	17.9%
China		7.5%	-4.4%	-13.3%
India		4.7%	11.6%	19.6%
Taiwan		4.5%	17.2%	26.9%
Korea		3.6%	14.7%	21.7%
Brazil		1.6%	15.8%	23.4%
Saudi Arabia		1.2%	8.5%	7.2%
South Africa		0.9%	12.1%	-1.6%
Mexico		0.8%	16.9%	36.2%
Indonesia		0.5%	1.7%	3.3%
Thailand		0.5%	3.6%	-12.6%
Malaysia		0.4%	4.2%	-7.2%
United Arab Emirates		0.4%	-3.2%	-3.0%
Poland		0.3%	37.7%	45.0%
Qatar		0.3%	4.7%	-2.9%
Kuwait		0.2%	-0.3%	-10.4%
Turkey		0.2%	-12.5%	-8.9%
Philippines		0.2%	6.1%	1.7%
Chile		0.1%	6.2%	-1.2%
Greece		0.1%	11.7%	44.2%
Peru		0.1%	22.8%	30.2%
Hungary		0.1%	17.0%	45.5%
Czech Republic		0.0%	4.6%	22.4%
Colombia		0.0%	12.8%	2.3%
Egypt		0.0%	20.2%	37.7%
Total Emerging Countries		28.0%	7.9%	9.8%
Total ACWIXUS Countries		100.0%	9.8%	15.6%

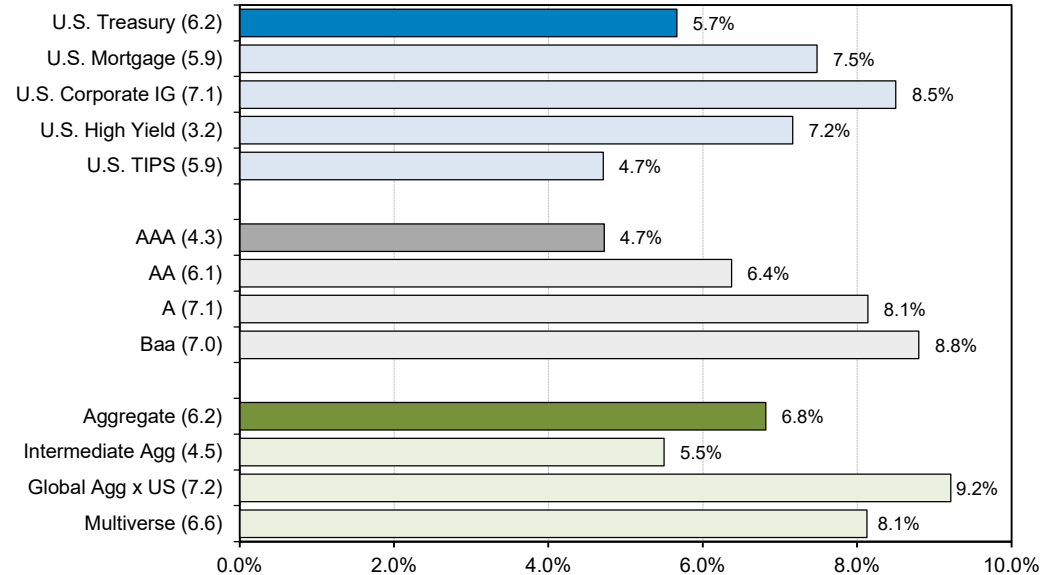
Source: Morningstar Direct, MSCI Global Index Monitor (Returns are Net in USD)

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.

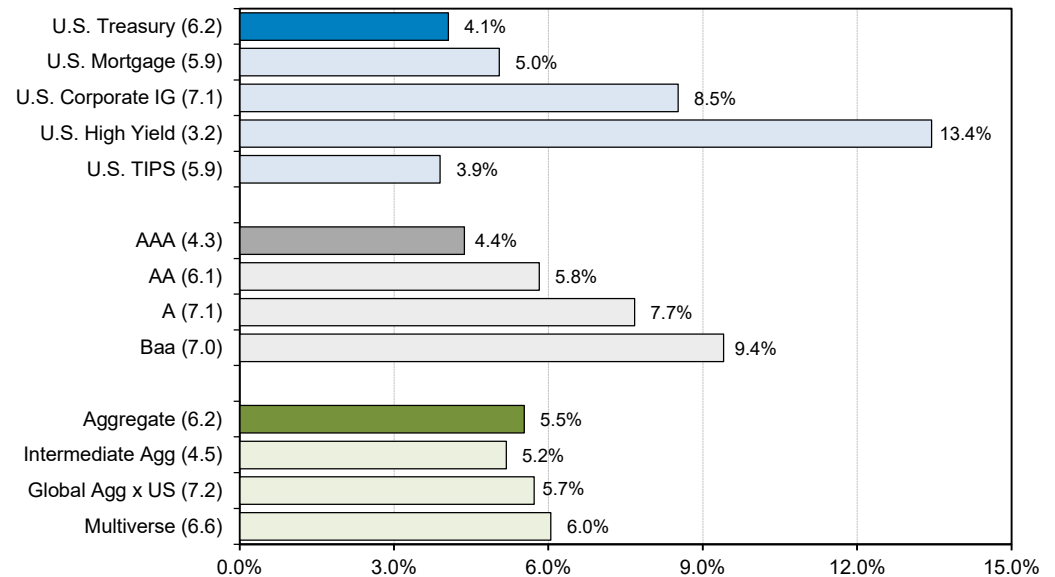


- Fixed-income markets rallied during the fourth quarter. Yields remained elevated for much of the year as economies across the globe attempted to stave off inflationary pressures. A five-month-long pause in rate hikes by the Fed coupled with expectations of cooler price pressures drove a rally in bonds globally. After a challenging 2022 in fixed-income markets brought on by the largest and most rapid increase in interest rates since the early 1980s, higher starting yields and a slower pace of rate increases led to better results in 2023. While not without its challenges during the year, the fourth-quarter's rally helped some of the fixed income sectors realize their best calendar-year performance since prior to the COVID-19 pandemic.
- The Bloomberg US Aggregate Bond Index, the bellwether US investment grade benchmark, posted its best-performing quarter of the year to close out 2023, returning 6.8% for the period. Performance across the investment grade index's segments was broadly higher during the period with the Bloomberg US Corporate Investment Grade Index returning 8.5%, the US Mortgage Index finishing slightly lower at 7.5% and the US Treasury sector returning a more modest, but still solid, 5.7% for the quarter.
- Outside of the aggregate index's sub-components, high-yield bonds continued their strong performance for the year with a return of 7.2% for the quarter as credit spreads narrowed by more than 1.0%. US TIPS gained 4.7% for the quarter, lagging most of the fixed-income market. The Bloomberg Global Aggregate ex-US Index outpaced the domestic indices during the quarter, returning a strong 9.2%.
- Over the trailing one-year period, the Bloomberg US Aggregate Bond Index posted a return of 5.5%. The Corporate Investment-grade sector outperformed the broader index during the year, gaining 8.5%. US TIPS, which are excluded from the aggregate index, lagged at just 3.9% 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 returning a strong 13.4% for the calendar year.
- Non-US bonds exceeded their domestic counterparts for the quarter, lifting the 5.7% return of the Bloomberg Global Aggregate ex-US Index past the 5.5% return of US Aggregate Index for the year. Rising interest rates, elevated inflation, and geopolitical risks have hindered non-US index performance. Some of those headwinds eased in the fourth quarter, contributing to the index's positive performance for the calendar year.

Quarter Performance



1-Year Performance

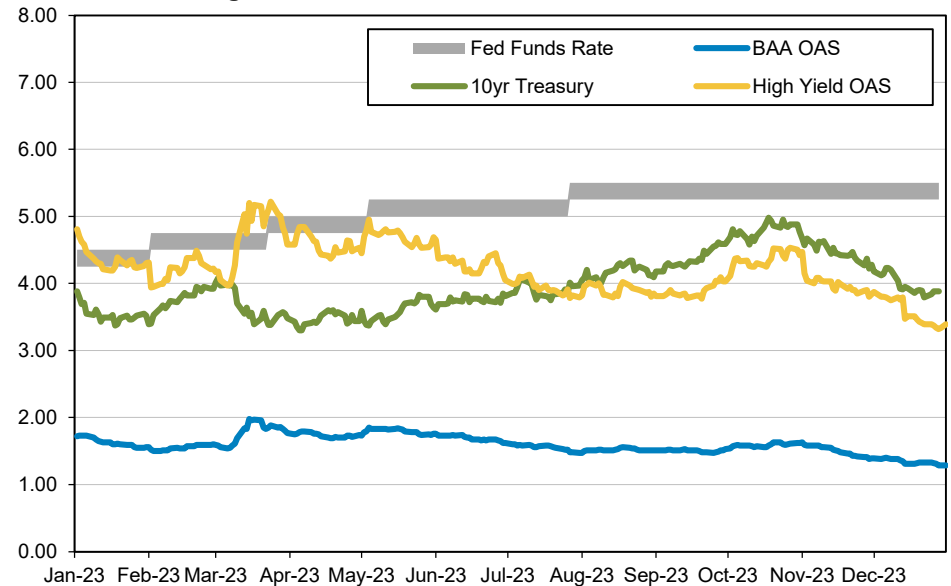


Source: Bloomberg

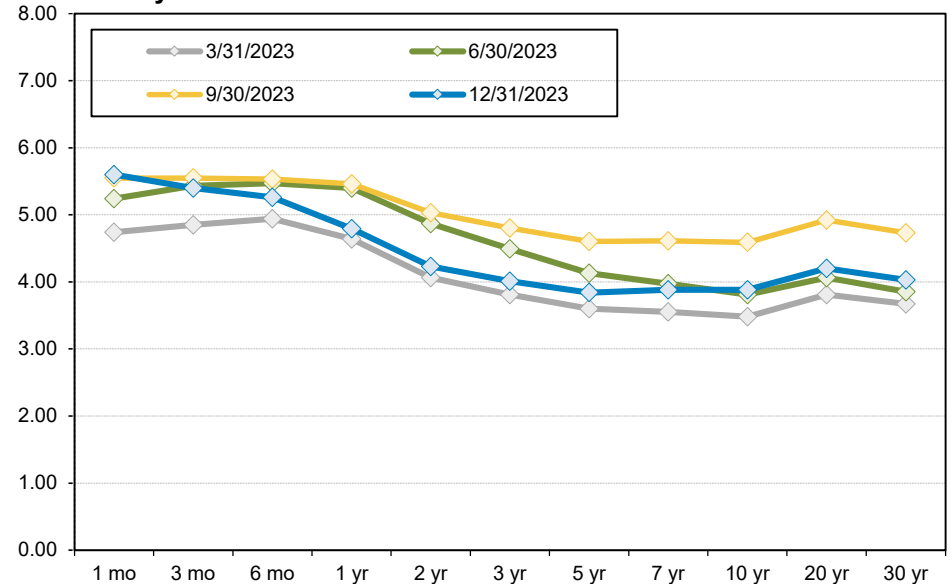


- The gray band across the graph illustrates the range of the fed funds target rate. The Fed last raised its rate range at the July 2023 meeting. The lower end of the range remained at 5.25% at year-end. The Fed's decision to pause on additional rate increases for the remainder of 2023 and took on a more dovish tone in their December press release, which was well-received by market participants.
- The yield on the US 10-year Treasury (green line) exceeded 5.00% during the final week of October, its highest mark since July 2007. However, the benchmark yield proceeded to fall more than 1.00% over the final two months of the year, with the 10-Year Treasury finishing the year at a yield of 3.88%. The sharp decline in yields was likely a response to market participants anticipating rate cuts by the Fed in 2024.
- The blue line illustrates changes in the BAA OAS (Option Adjusted Spread) for lower-quality investment-grade 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. For the full calendar year, the spread narrowed 0.44% from 1.73% to 1.29%, signaling a lower premium for credit risk than the beginning of the year.
- High Yield OAS spreads have narrowed from 4.81% in January 2023 to 3.39% as of the end of 2023. High-yield spreads reached their widest point in March 2023, before trending lower for the remainder of the year. The spike in both the BAA OAS and High Yield spreads in March was a result of a short-lived crisis of confidence in the banking sector, which was addressed quickly by the Federal Deposit Insurance Corporation (FDIC) and supported further by the Fed's aggressive short-term par loan program. Though spreads tightened since the high, spreads traded slightly wider during October on the heels of a spark in the conflict between Israel and Palestine.
- The lower graph provides a snapshot of the US Treasury yield curve at the end of each of the last four quarters. Short-term yields rose modestly during the year and remained elevated. Despite this, both intermediate and longer-term yields are lower than they were at the end of the third quarter. Since September, the yield curve has further inverted (meaning that short-term rates are higher than long-term rates) between the two- and 10-year maturities. This is consistent with market expectations for a lower interest rate environment going forward. Since the Fed generally lowers rates to support economic growth, a persistent inversion of these two key rates has historically suggested an economic recession within six to 24 months, though this is an imprecise predictor of future economic growth.

1-Year Trailing Market Rates



Treasury Yield Curve



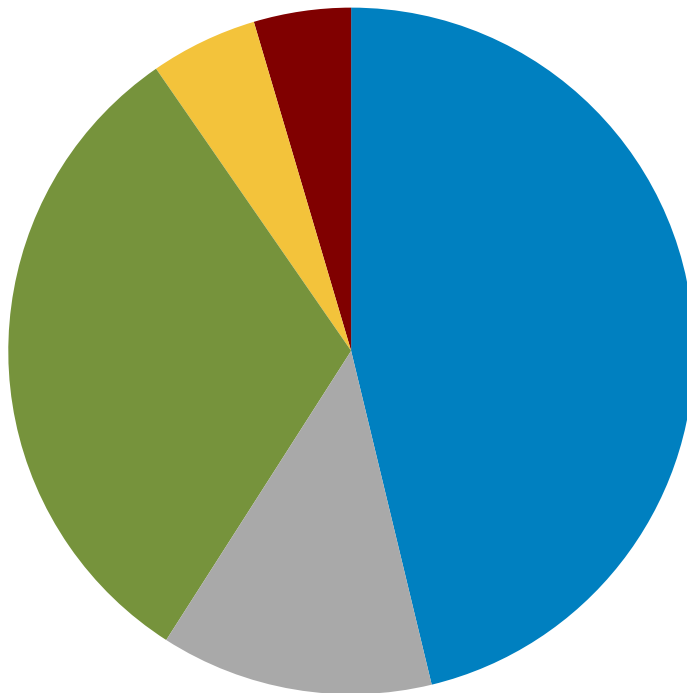
Source: US Department of Treasury, FRED (Federal Reserve of St. Louis)



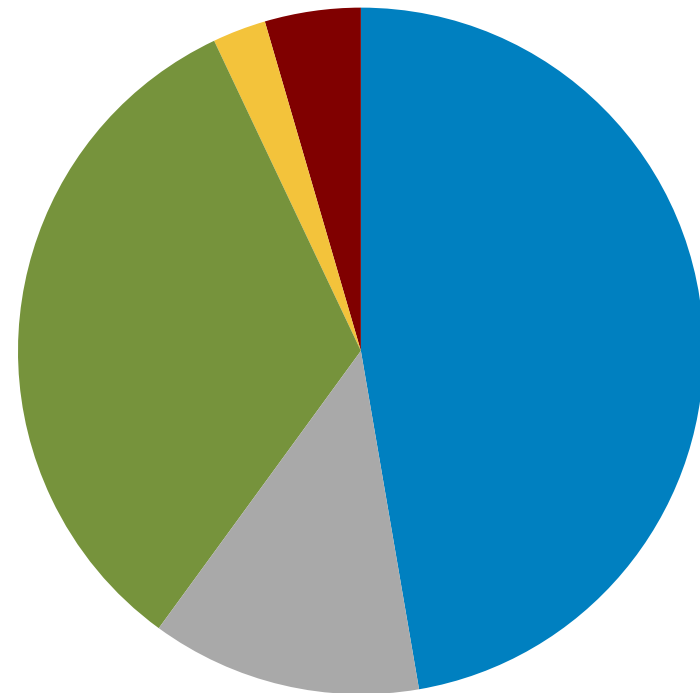
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Asset Allocation By Segment as of
September 30, 2023 : \$12,993,465

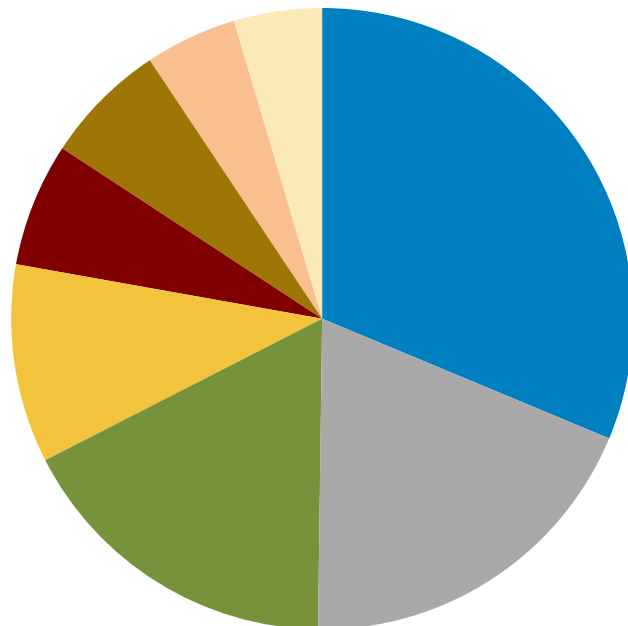


Asset Allocation By Segment as of
December 31, 2023 : \$14,213,503

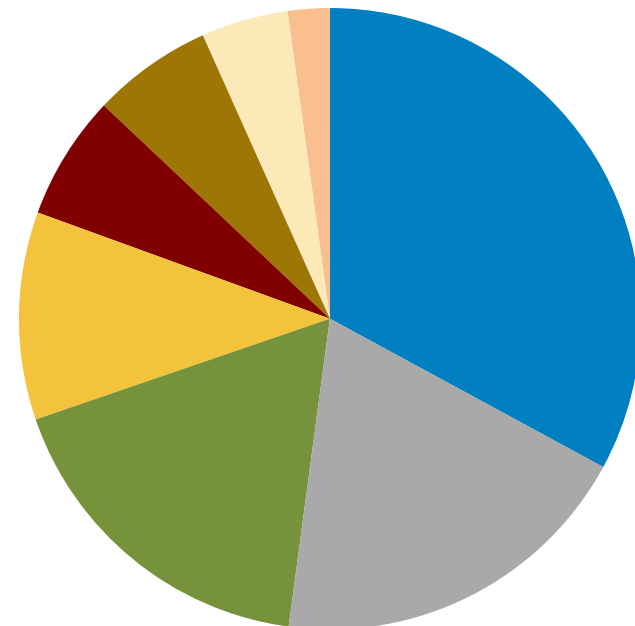


Allocation			Allocation		
Segments	Market Value	Allocation	Segments	Market Value	Allocation
Domestic Equity	6,006,537	46.2	Domestic Equity	6,721,227	47.3
International Equity	1,668,231	12.8	International Equity	1,811,647	12.7
Fixed Income	4,066,396	31.3	Fixed Income	4,679,350	32.9
Cash Equivalent	656,616	5.1	Cash Equivalent	358,251	2.5
Global Other	595,684	4.6	Global Other	643,028	4.5

Asset Allocation By Manager as of
Sep-2023 : \$12,993,465

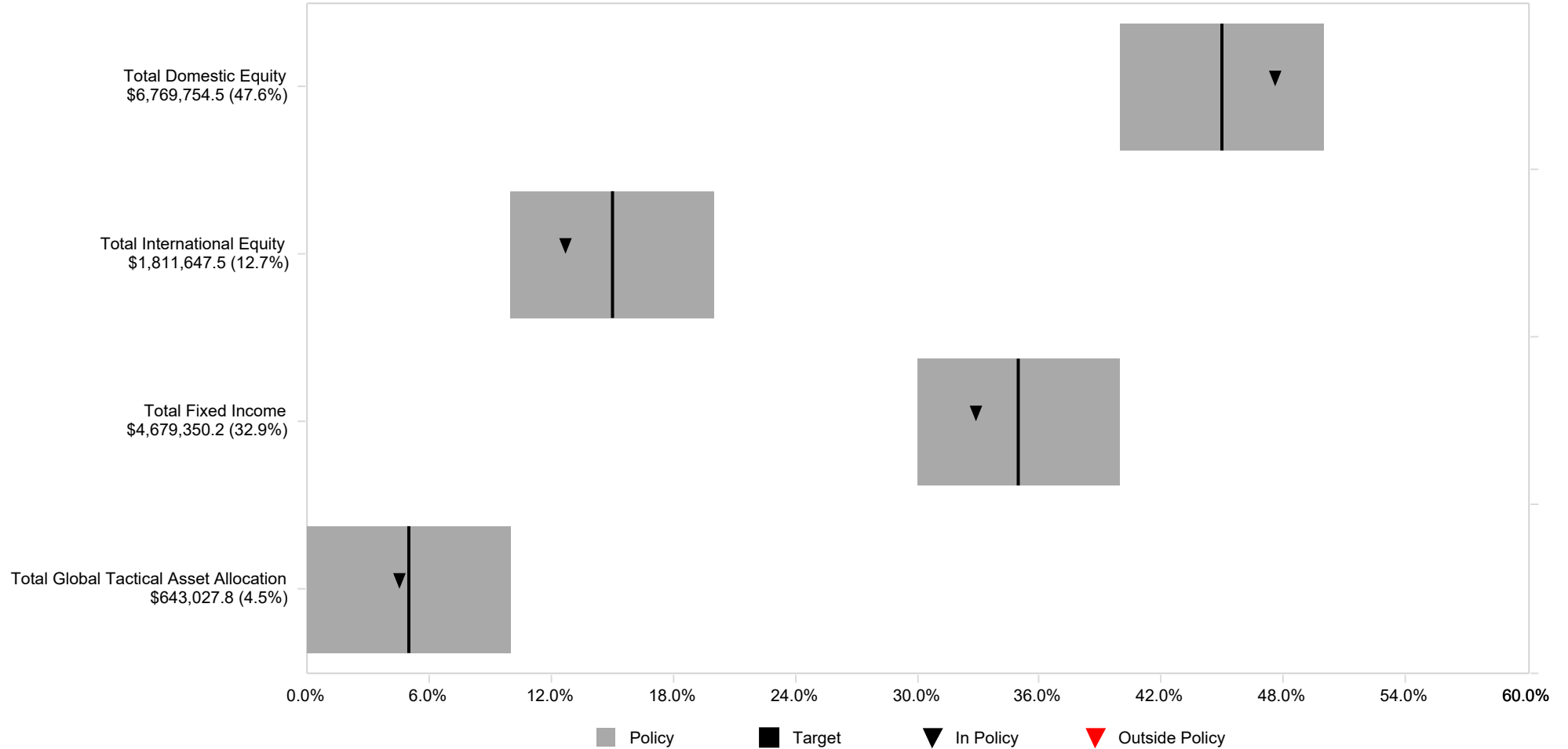


Asset Allocation By Manager as of
Dec-2023 : \$14,213,503



Allocation			Allocation		
	Market Value	Allocation		Market Value	Allocation
Baird Aggregate Bond Fund (BAGIX)	4,066,396	31.3	Baird Aggregate Bond Fund (BAGIX)	4,679,350	32.9
Dana Large Cap Value	2,458,278	18.9	Dana Large Cap Value	2,728,309	19.2
Fidelity 500 Index (FXAIX)	2,242,849	17.3	Fidelity 500 Index (FXAIX)	2,505,049	17.6
Vanguard Growth Index Fund (VIGAX)	1,342,878	10.3	Vanguard Growth Index Fund (VIGAX)	1,536,396	10.8
American Funds EuroPacific Gr R6 (RERGX)	836,054	6.4	American Funds EuroPacific Gr R6 (RERGX)	922,784	6.5
Dodge & Cox Int'l (DODFX)	832,177	6.4	Dodge & Cox Int'l (DODFX)	888,863	6.3
Receipt & Disbursement	619,148	4.8	Blackrock Multi-Asset Income -K (BKMIX)	643,028	4.5
Blackrock Multi-Asset Income -K (BKMIX)	595,684	4.6	Receipt & Disbursement	309,723	2.2

Executive Summary

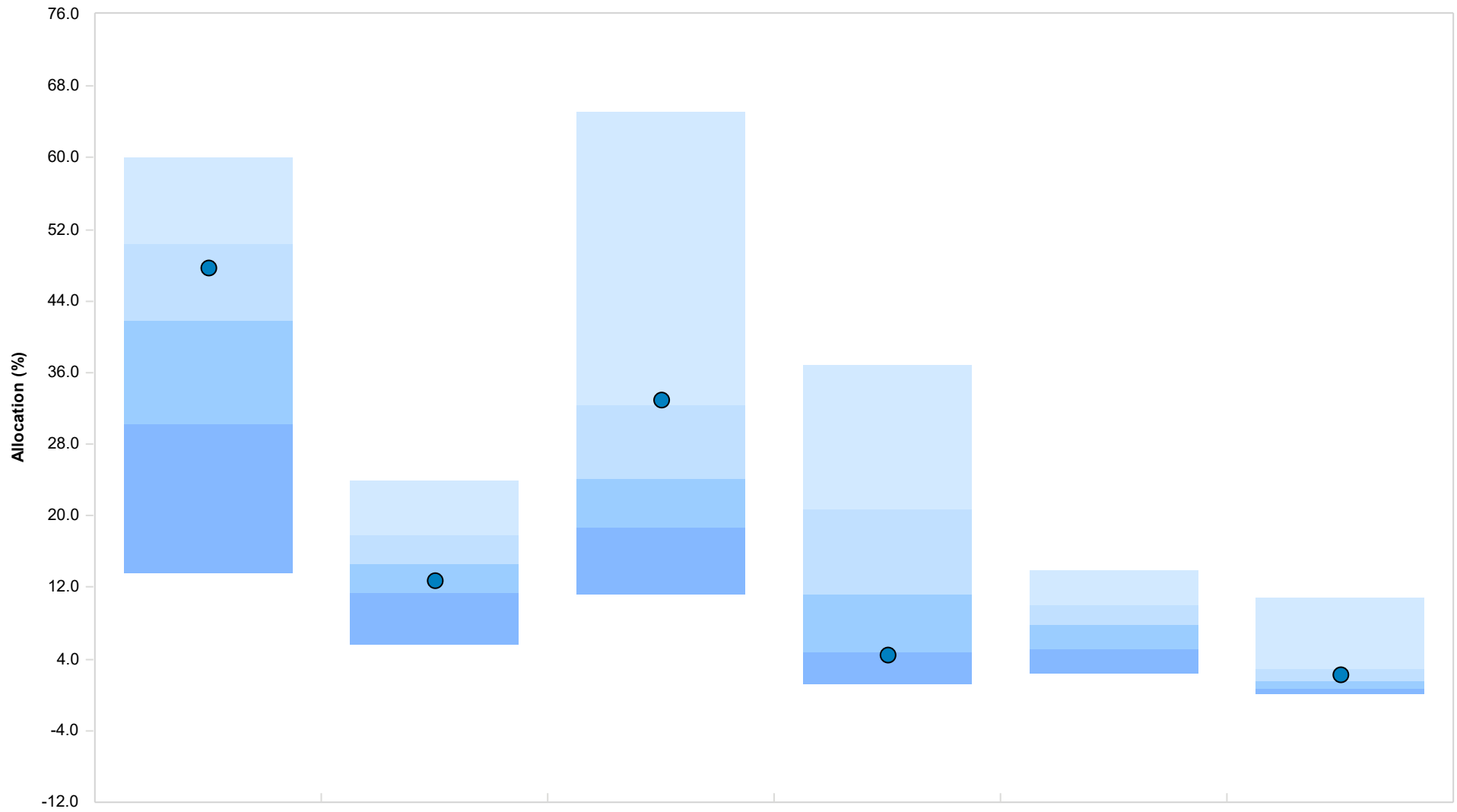


Asset Allocation Compliance

	Asset Allocation \$	Current Allocation (%)	Minimum Allocation (%)	Maximum Allocation (%)	Target Allocation (%)	Min. Rebal. (\$000)	Max. Rebal. (\$000)	Target Rebal. (\$000)
Total Fund	14,213,503	100.0	N/A	N/A	100.0	-	-	-
Total Domestic Equity	6,769,755	47.6	40.0	50.0	45.0	-1,084,353	336,997	-373,678
Total International Equity	1,811,647	12.7	10.0	20.0	15.0	-390,297	1,031,053	320,378
Total Fixed Income	4,679,350	32.9	30.0	40.0	35.0	-415,299	1,006,051	295,376
Total Global Tactical Asset Allocation	643,028	4.5	0.0	10.0	5.0	-643,028	778,323	67,647



Eustis Firefighters' Retirement Plan
Plan Sponsor TF Asset Allocation - Total Fund Vs. All Public Plans-Total Fund
As of December 31, 2023



	US Equity	Global ex-US Equity	US Fixed	Alternatives	Total Real Estate	Cash & Equivalents
● Total Fund	47.63 (35)	12.75 (66)	32.92 (23)	4.52 (80)	N/A	2.18 (40)
5th Percentile	60.03	23.96	65.08	36.77	13.97	10.83
1st Quartile	50.36	17.90	32.39	20.68	10.11	2.90
Median	41.81	14.54	24.13	11.25	7.90	1.63
3rd Quartile	30.18	11.48	18.65	4.82	5.12	0.77
95th Percentile	13.54	5.60	11.30	1.24	2.42	0.08

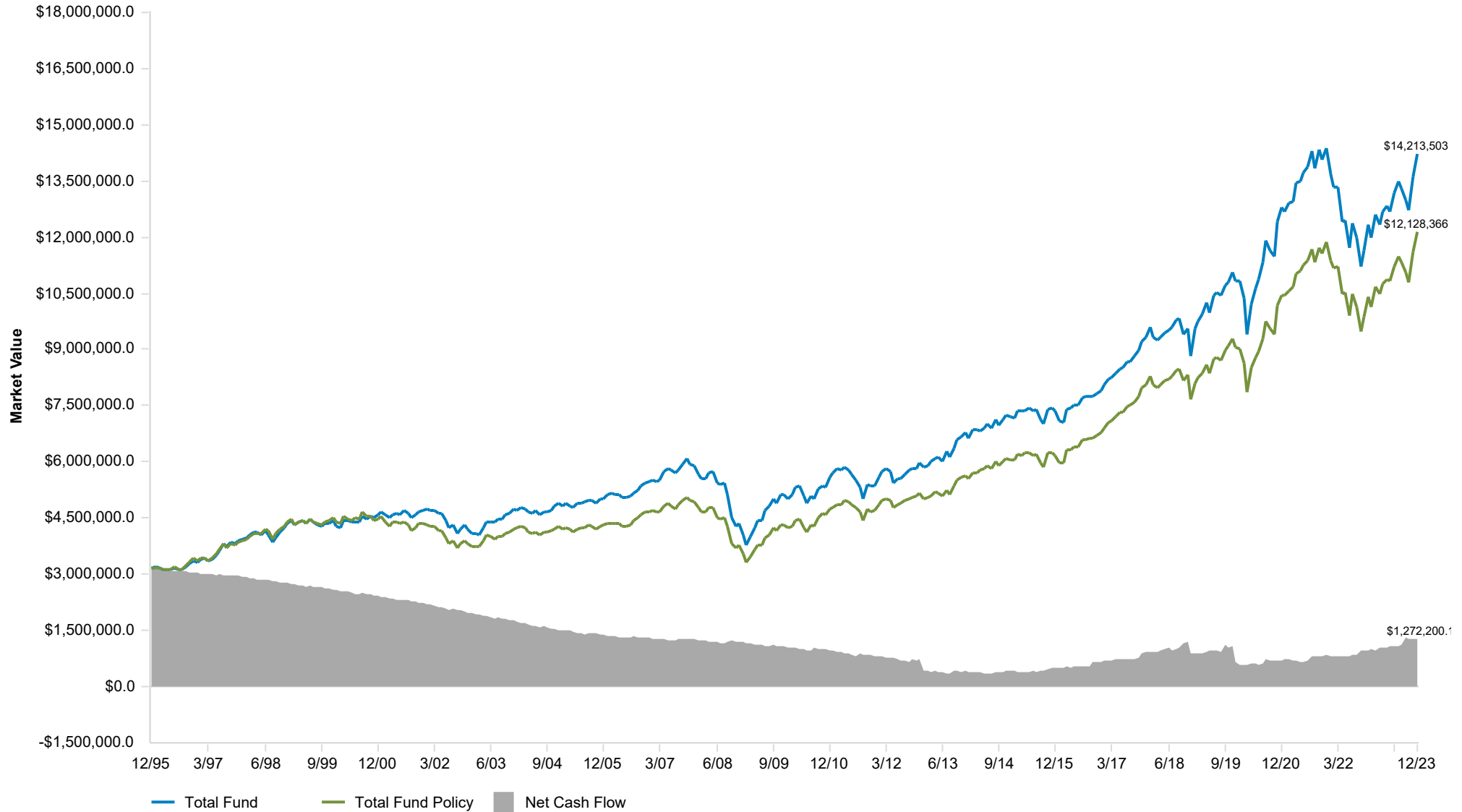


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Schedule of Investable Assets
Total Fund
Since Inception Ending December 31, 2023

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	41,127,932	-43,002,180	12,941,303	14,213,503	600.51	700.5	5,833,367	185.4



Financial Reconciliation
Total Fund
1 Quarter Ending December 31, 2023

Financial Reconciliation Quarter to Date									
	Market Value 10/01/2023	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 12/31/2023
Total Domestic Equity	6,044,005	-	-	-	-3,994	-875	37,753	692,866	6,769,755
Dana Large Cap Value	2,458,278	-	-	-	-3,994	-875	15,929	258,971	2,728,309
Vanguard Growth Index Fund (VIGAX)	1,342,878	-	-	-	-	-	2,849	190,669	1,536,396
Fidelity 500 Index (FXAIX)	2,242,849	-	-	-	-	-	18,975	243,226	2,505,049
Total International Equity	1,668,231	-	-	-	-	-	51,681	91,735	1,811,647
American Funds EuroPacific Gr R6 (RERGX)	836,054	-	-	-	-	-	31,805	54,926	922,784
Dodge & Cox Int'l (DODFX)	832,177	-	-	-	-	-	19,877	36,809	888,863
Total Fixed Income	4,066,396	300,000	-	-	-	-	48,738	264,216	4,679,350
Baird Aggregate Bond Fund (BAGIX)	4,066,396	300,000	-	-	-	-	48,738	264,216	4,679,350
Total Global Tactical Asset Allocation	595,684	-	-	-	-	-	10,225	37,119	643,028
Blackrock Multi-Asset Income -K (BKMIX)	595,684	-	-	-	-	-	10,225	37,119	643,028
Receipt & Disbursement	619,148	-300,000	163,628	-167,260	-	-11,314	5,523	-	309,723
Total Fund	12,993,465	-	163,628	-167,260	-3,994	-12,189	153,920	1,085,935	14,213,503



Financial Reconciliation Fiscal Year to Date									
	Market Value 10/01/2023	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 12/31/2023
Total Domestic Equity	6,044,005	-	-	-	-3,994	-875	37,753	692,866	6,769,755
Dana Large Cap Value	2,458,278	-	-	-	-3,994	-875	15,929	258,971	2,728,309
Vanguard Growth Index Fund (VIGAX)	1,342,878	-	-	-	-	-	2,849	190,669	1,536,396
Fidelity 500 Index (FXAIX)	2,242,849	-	-	-	-	-	18,975	243,226	2,505,049
Total International Equity	1,668,231	-	-	-	-	-	51,681	91,735	1,811,647
American Funds EuroPacific Gr R6 (RERGX)	836,054	-	-	-	-	-	31,805	54,926	922,784
Dodge & Cox Int'l (DODFX)	832,177	-	-	-	-	-	19,877	36,809	888,863
Total Fixed Income	4,066,396	300,000	-	-	-	-	48,738	264,216	4,679,350
Baird Aggregate Bond Fund (BAGIX)	4,066,396	300,000	-	-	-	-	48,738	264,216	4,679,350
Total Global Tactical Asset Allocation	595,684	-	-	-	-	-	10,225	37,119	643,028
Blackrock Multi-Asset Income -K (BKMIX)	595,684	-	-	-	-	-	10,225	37,119	643,028
Receipt & Disbursement	619,148	-300,000	163,628	-167,260	-	-11,314	5,523	-	309,723
Total Fund	12,993,465	-	163,628	-167,260	-3,994	-12,189	153,920	1,085,935	14,213,503

Comparative Performance Trailing Returns

	QTR	FYTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Total Fund (Gross)	9.57 (10)	9.57 (10)	16.06 (12)	2.09 (87)	9.48 (25)	7.95 (43)	6.78 (51)	7.20 (66)	01/01/1996
Total Fund Policy	9.75 (9)	9.75 (9)	16.57 (9)	3.19 (70)	8.84 (49)	7.68 (52)	6.86 (47)	6.98 (76)	
Difference	-0.18	-0.18	-0.51	-1.10	0.64	0.27	-0.08	0.22	
All Public Plans-Total Fund Median	8.03	8.03	12.95	4.06	8.82	7.71	6.80	7.42	
All Public Plans 35-45% Fixed Income Median	8.76	8.76	13.74	2.64	8.18	7.03	6.23	7.35	
Total Fund (Net)	9.53	9.53	15.91	1.97	9.36	7.80	6.59	6.75	01/01/1996
Total Fund Policy	9.75	9.75	16.57	3.19	8.84	7.68	6.86	6.98	
Difference	-0.22	-0.22	-0.66	-1.22	0.52	0.12	-0.27	-0.23	
Total Equity	11.34	11.34	22.50	4.75	13.34	11.04	9.09	9.14	01/01/1996
Total Equity Policy	11.51	11.51	23.49	6.96	13.29	11.35	9.72	8.58	
Difference	-0.17	-0.17	-0.99	-2.21	0.05	-0.31	-0.63	0.56	
Total Domestic Equity	12.09	12.09	24.25	6.96	14.91	12.31	10.52	10.80	05/01/2011
Total Domestic Equity Policy	12.07	12.07	25.96	8.54	15.16	12.81	11.48	12.22	
Difference	0.02	0.02	-1.71	-1.58	-0.25	-0.50	-0.96	-1.42	
Dana Large Cap Value	11.20 (31)	11.20 (31)	12.90 (60)	10.45 (62)	12.71 (60)	9.20 (76)	8.70 (78)	9.81 (76)	07/01/2013
Russell 1000 Value Index	9.50 (66)	9.50 (66)	11.46 (70)	8.86 (84)	10.91 (86)	8.32 (89)	8.40 (89)	9.37 (89)	
Difference	1.70	1.70	1.44	1.59	1.80	0.88	0.30	0.44	
IM U.S. Large Cap Value Equity (SA+CF) Median	10.23	10.23	14.37	10.83	12.93	10.31	9.56	10.57	
Vanguard Growth Index Fund (VIGAX)	14.41 (37)	14.41 (37)	46.77 (19)	7.69 (23)	19.17 (10)	16.82 (21)	N/A	16.03 (18)	06/01/2016
CRSP U.S. Large Cap Growth TR Index	14.42 (37)	14.42 (37)	46.86 (18)	7.73 (23)	19.21 (10)	16.86 (20)	14.02 (14)	16.07 (17)	
Difference	-0.01	-0.01	-0.09	-0.04	-0.04	-0.04	N/A	-0.04	
IM U.S. Large Cap Growth Equity (MF) Median	14.07	14.07	40.78	5.70	16.40	15.32	12.59	14.58	
Fidelity 500 Index (FXAIX)	11.69 (51)	11.69 (51)	26.29 (37)	N/A	N/A	N/A	N/A	6.67 (20)	06/01/2021
S&P 500 Index	11.69 (51)	11.69 (51)	26.29 (37)	10.00 (25)	15.69 (25)	13.42 (26)	12.03 (13)	6.68 (20)	
Difference	0.00	0.00	0.00	N/A	N/A	N/A	N/A	-0.01	
IM U.S. Large Cap Core Equity (MF) Median	11.70	11.70	24.85	8.83	14.61	12.52	10.94	5.44	

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



Comparative Performance

Total Fund

As of December 31, 2023

	QTR	FYTD	1 YR	3 YR	5 YR	7 YR	10 YR	Inception	Inception Date
Total International Equity	8.60	8.60	16.37	-2.42	8.13	6.81	4.25	4.92	05/01/2011
Total International Equity Policy	9.82	9.82	16.21	2.04	7.60	6.84	4.38	4.72	
Difference	-1.22	-1.22	0.16	-4.46	0.53	-0.03	-0.13	0.20	
American Funds EuroPacific Gr R6 (RERGX)	10.37 (59)	10.37 (59)	16.05 (37)	-2.66 (69)	8.04 (62)	7.35 (48)	N/A	5.02 (39)	05/01/2014
MSCI AC World ex USA Growth	11.17 (42)	11.17 (42)	14.40 (70)	-2.37 (67)	7.83 (69)	7.50 (43)	4.91 (37)	4.95 (41)	
Difference	-0.80	-0.80	1.65	-0.29	0.21	-0.15	N/A	0.07	
IM International Large Cap Growth Equity (MF) Median	10.83	10.83	15.54	0.33	8.40	7.28	4.42	4.52	
Dodge & Cox Int'l (DODFX)	6.81 (94)	6.81 (94)	16.70 (57)	N/A	N/A	N/A	N/A	6.39 (72)	06/01/2022
MSCI AC World ex USA Value	8.51 (43)	8.51 (43)	18.13 (42)	6.51 (37)	7.03 (73)	5.96 (50)	3.55 (41)	7.23 (58)	
Difference	-1.70	-1.70	-1.43	N/A	N/A	N/A	N/A	-0.84	
IM International Large Cap Value Equity (MF) Median	8.06	8.06	17.03	5.76	7.72	5.87	3.37	7.81	
Total Fixed Income	7.20	7.20	6.43	-3.14	1.56	1.66	1.89	4.12	01/01/1996
Total Fixed Income Policy	6.82	6.82	5.53	-3.31	1.10	1.29	1.81	4.17	
Difference	0.38	0.38	0.90	0.17	0.46	0.37	0.08	-0.05	
Baird Aggregate Bond Fund (BAGIX)	7.20 (18)	7.20 (18)	6.43 (23)	-3.14 (28)	1.56 (26)	1.66 (21)	N/A	1.59 (17)	04/01/2015
Blmbg. U.S. Aggregate Index	6.82 (46)	6.82 (46)	5.53 (65)	-3.31 (38)	1.10 (58)	1.29 (50)	1.81 (46)	1.21 (48)	
Difference	0.38	0.38	0.90	0.17	0.46	0.37	N/A	0.38	
IM U.S. Broad Market Core Fixed Income (MF) Median	6.77	6.77	5.77	-3.44	1.19	1.29	1.77	1.20	
Total Global Tactical Asset Allocation	7.95 (49)	7.95 (49)	11.12 (43)	1.71 (54)	N/A	N/A	N/A	3.40 (61)	07/01/2019
Total Global Tactical Asset Policy	9.12 (30)	9.12 (30)	14.43 (17)	2.05 (50)	N/A	N/A	N/A	5.36 (35)	
Difference	-1.17	-1.17	-3.31	-0.34	N/A	N/A	N/A	-1.96	
IM Flexible Portfolio (MF) Median	7.85	7.85	10.02	2.05	5.81	4.96	4.37	4.16	
Blackrock Multi-Asset Income -K (BKMIX)	7.95 (49)	7.95 (49)	11.12 (43)	1.78 (53)	N/A	N/A	N/A	3.46 (60)	07/01/2019
50% MSCI World/50% BC Agg	9.12 (30)	9.12 (30)	14.43 (17)	2.05 (50)	7.15 (31)	6.20 (27)	N/A	5.36 (35)	
Difference	-1.17	-1.17	-3.31	-0.27	N/A	N/A	N/A	-1.90	
IM Flexible Portfolio (MF) Median	7.85	7.85	10.02	2.05	5.81	4.96	4.37	4.16	

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



Comparative Performance

Total Fund

As of December 31, 2023

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
Total Fund (Gross)	12.95 (15)	-20.04 (99)	17.95 (79)	13.01 (4)	8.77 (2)	7.89 (42)	10.97 (71)
Total Fund Policy	13.02 (14)	-17.43 (87)	17.70 (80)	10.78 (13)	5.67 (17)	7.54 (51)	11.19 (67)
Difference	-0.07	-2.61	0.25	2.23	3.10	0.35	-0.22
All Public Plans-Total Fund Median	10.53	-13.95	20.58	7.63	4.31	7.55	12.00
All Public Plans 35-45% Fixed Income Median	10.98	-16.08	18.34	9.36	4.76	6.63	10.79
Total Fund (Net)	12.81	-20.15	17.84	12.91	8.66	7.72	10.71
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
Total Equity	20.76	-23.66	28.65	17.00	3.17	13.62	18.10
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
Total Domestic Equity	20.14	-20.63	29.86	17.61	4.29	17.21	17.70
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 (66)	-10.53 (58)	33.37 (68)	-1.79 (43)	4.25 (37)	9.17 (79)	16.63 (62)
Russell 1000 Value Index	14.44 (69)	-11.36 (66)	35.01 (59)	-5.03 (66)	4.00 (39)	9.45 (77)	15.12 (76)
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	17.12	-9.54	37.01	-3.26	2.49	11.83	17.80
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 December 31, 2023

	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 (57)	30.00 (58)	15.15 (39)	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	20.82	-14.98	30.78	13.41	3.16	17.48	19.05
Total International Equity	23.08	-33.16	24.76	14.97	-0.65	2.87	19.30
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 (30)	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	23.73	-25.44	25.33	4.65	-1.57	2.53	20.47
American Funds EuroPacific Gr R6 (REGRX)	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
Total Fixed Income	1.41	-15.27	-0.29	7.79	10.67	-1.24	0.87
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 (57)	-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	0.16	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 December 31, 2023

	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
Total Global Tactical Asset Allocation	8.38 (49)	-14.56 (48)	12.13 (77)	2.40 (53)	N/A	N/A	N/A
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	8.27	-14.78	16.31	2.57	2.64	3.46	9.51
Blackrock Multi-Asset Income -K (BKMIX)	8.38 (49)	-14.36 (46)	12.13 (77)	2.40 (53)	N/A	N/A	N/A
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	8.27	-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 December 31, 2023

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Dana Large Cap Value	0.65	2,728,309	17,734	0.65 % of Assets
Vanguard Growth Index Fund (VIGAX)	0.05	1,536,396	768	0.05 % of Assets
Fidelity 500 Index (FXAIX)	0.02	2,505,049	376	0.02 % of Assets
Total Domestic Equity	0.28	6,769,755	18,878	
American Funds EuroPacific Gr R6 (RERGX)	0.46	922,784	4,245	0.46 % of Assets
Dodge & Cox Int'l (DODFX)	0.62	888,863	5,511	0.62 % of Assets
Total International Equity	0.54	1,811,647	9,756	
Baird Aggregate Bond Fund (BAGIX)	0.30	4,679,350	14,038	0.30 % of Assets
Total Fixed Income	0.30	4,679,350	14,038	
Blackrock Multi-Asset Income -K (BKMIX)	0.52	643,028	3,344	0.52 % of Assets
Total Global Tactical Asset Allocation	0.52	643,028	3,344	
Receipt & Disbursement		309,723	-	
Total Fund	0.32	14,213,503	46,016	

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	2.09	12.51	0.06	98.27	7	104.51	5
Index	3.19	12.50	0.14	100.00	7	100.00	5

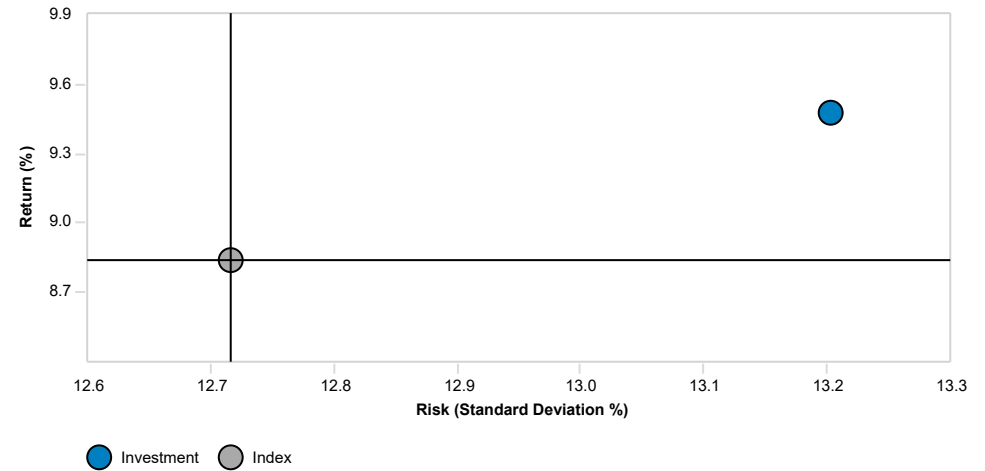
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	9.48	13.20	0.61	104.50	14	102.80	6
Index	8.84	12.72	0.58	100.00	14	100.00	6

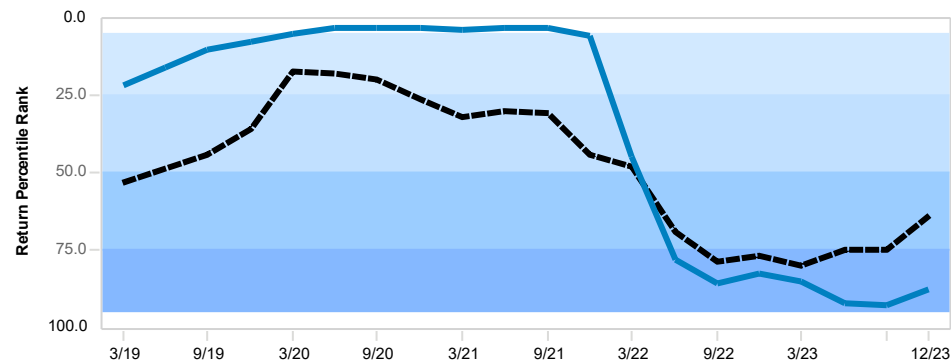
Risk and Return 3 Years



Risk and Return 5 Years

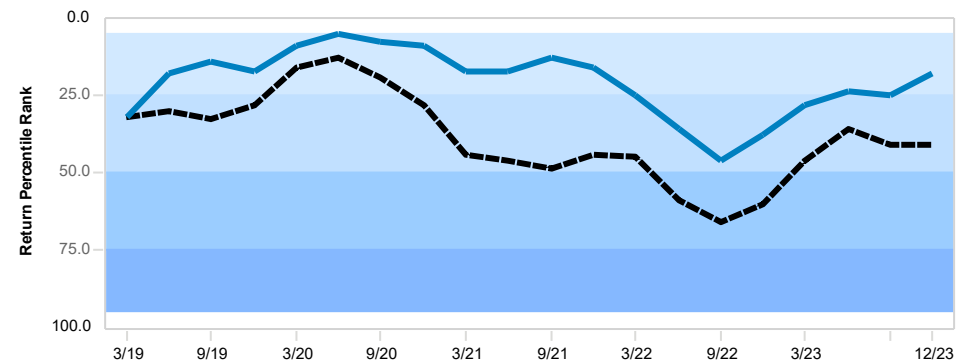


3 Year Rolling Percentile Rank All Public Plans-Total Fund



	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	12 (60%)	1 (5%)	0 (0%)	7 (35%)
Index	20	3 (15%)	9 (45%)	5 (25%)	3 (15%)

5 Year Rolling Percentile Rank All Public Plans-Total Fund



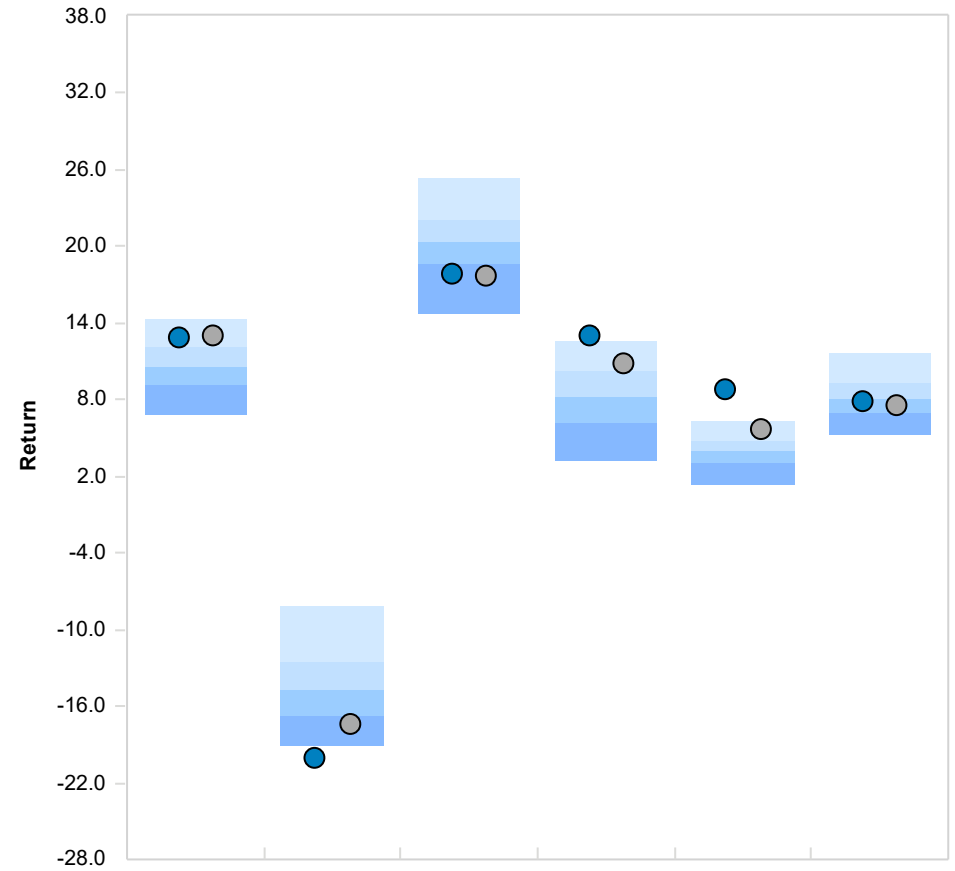
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	15 (75%)	5 (25%)	0 (0%)	0 (0%)
Index	20	3 (15%)	14 (70%)	3 (15%)	0 (0%)

Peer Group Analysis - All Public Plans-Total Fund



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● Investment	9.57 (17)	9.57 (17)	16.06 (16)	-2.31 (84)	2.09 (88)	5.70 (62)	9.48 (18)
● Index	9.75 (14)	9.75 (14)	16.57 (13)	-1.07 (49)	3.19 (64)	6.03 (49)	8.84 (41)
Median	8.28	8.28	13.34	-1.11	3.65	5.98	8.64

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 (56)
● Index	13.02 (14)	-17.43 (83)	17.70 (84)	10.78 (19)	5.67 (10)	7.54 (62)
Median	10.58	-14.76	20.36	8.24	3.99	8.06

Comparative Performance

	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	1 Qtr Ending Jun-2022
Investment	-3.06 (59)	3.82 (25)	5.24 (13)	6.63 (22)	-5.43 (89)	-12.20 (89)
Index	-3.28 (71)	4.01 (18)	5.59 (8)	6.42 (28)	-5.35 (87)	-11.80 (81)
Median	-2.90	3.31	4.31	5.68	-4.31	-10.65

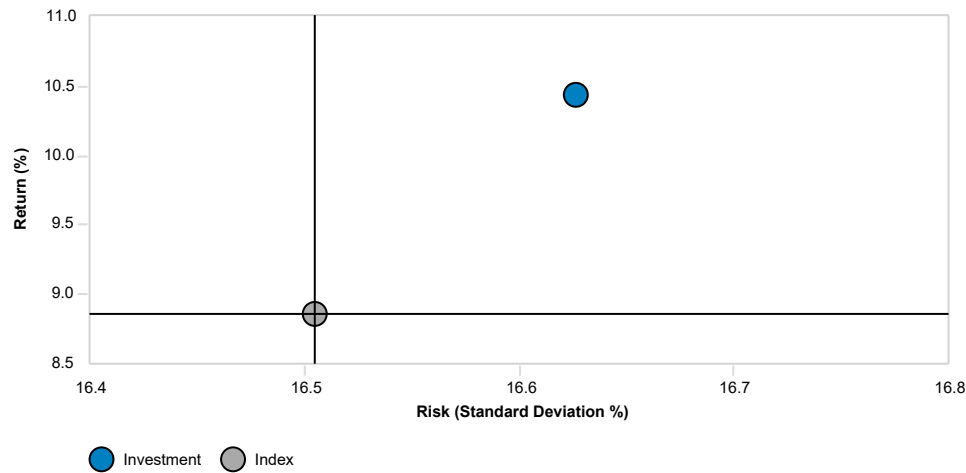
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	10.45	16.63	0.55	103.36	7	97.68	5
Index	8.86	16.51	0.47	100.00	7	100.00	5

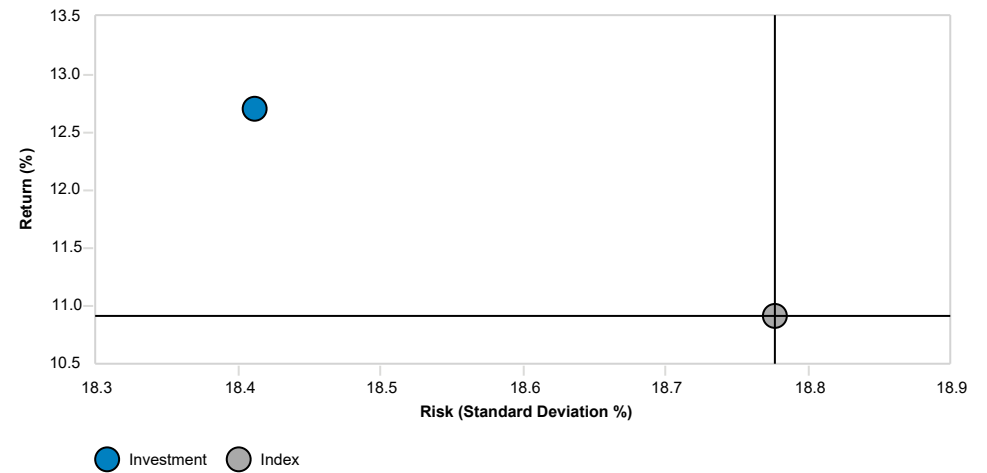
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	12.71	18.41	0.64	102.05	14	95.75	6
Index	10.91	18.78	0.55	100.00	14	100.00	6

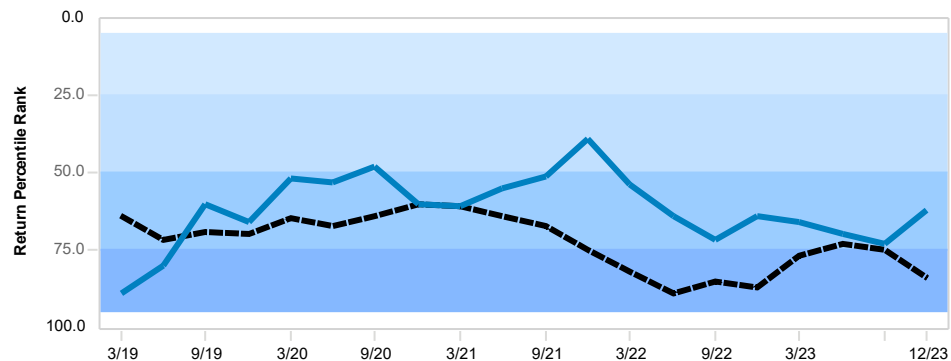
Risk and Return 3 Years



Risk and Return 5 Years

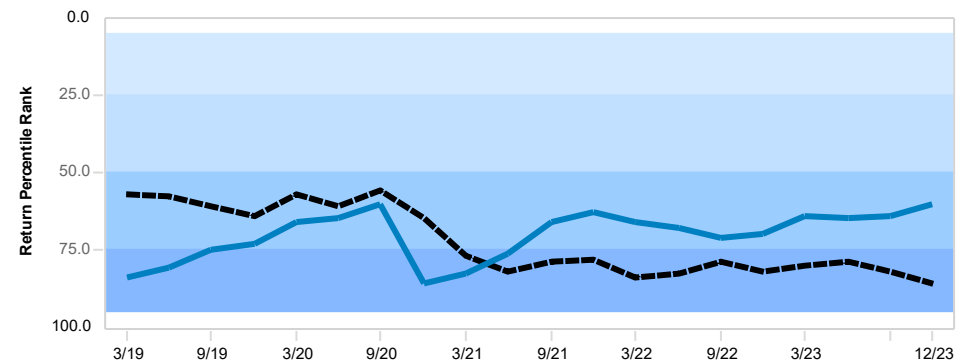


3 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	0 (0%)	2 (10%)	16 (80%)	2 (10%)
Index	20	0 (0%)	0 (0%)	14 (70%)	6 (30%)

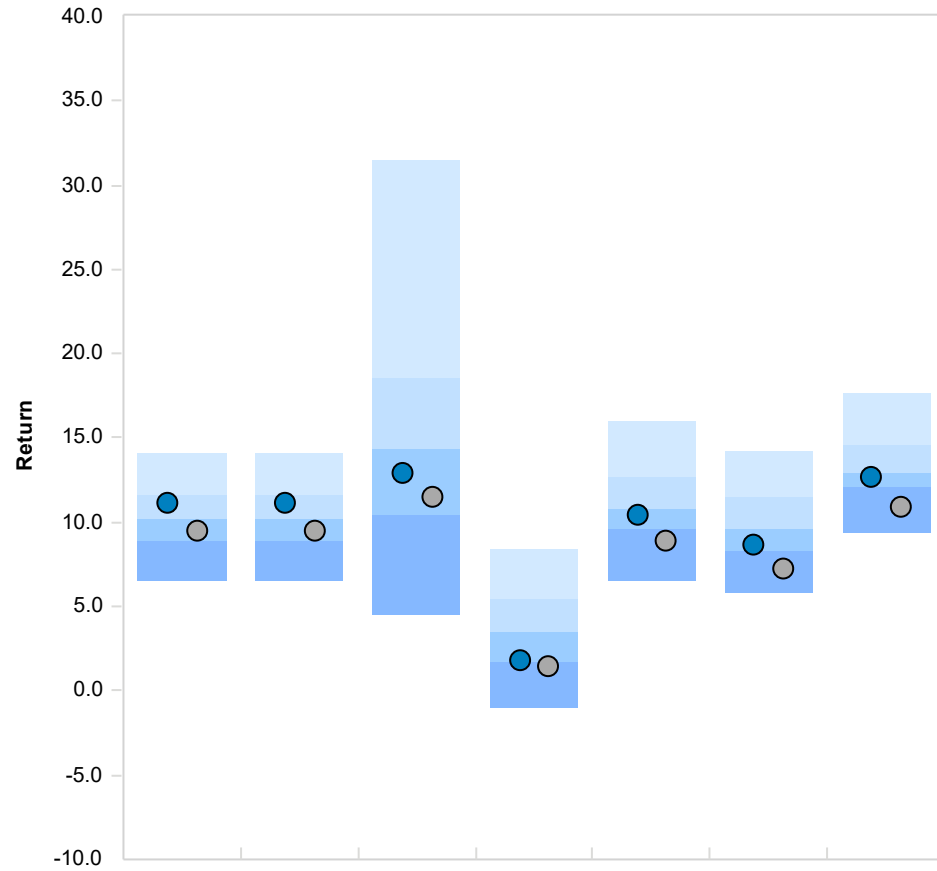
5 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



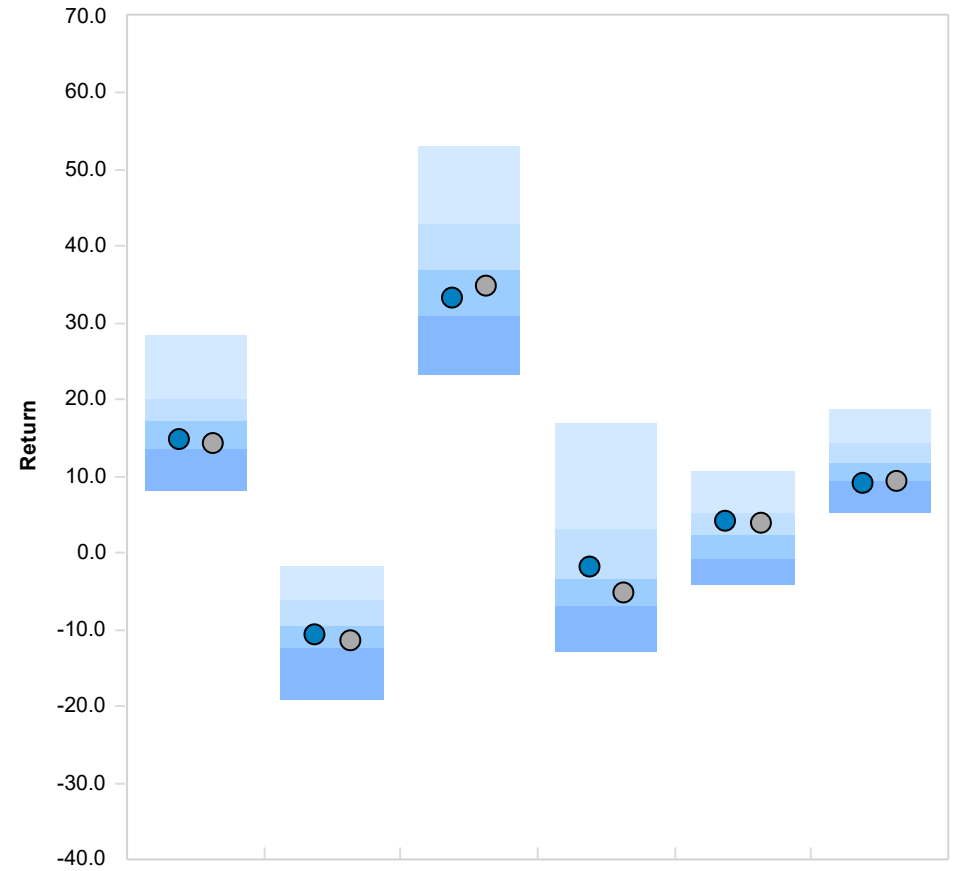
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	0 (0%)	0 (0%)	15 (75%)	5 (25%)
Index	20	0 (0%)	0 (0%)	8 (40%)	12 (60%)



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 Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022	1 Qtr Ending Jun-2022
Investment	-3.09 (75)	3.68 (64)	1.06 (49)	13.25 (42)	-6.21 (65)	-11.42 (49)
Index	-3.16 (79)	4.07 (54)	1.01 (50)	12.42 (55)	-5.62 (50)	-12.21 (62)
Median	-2.18	4.30	0.97	12.68	-5.64	-11.50

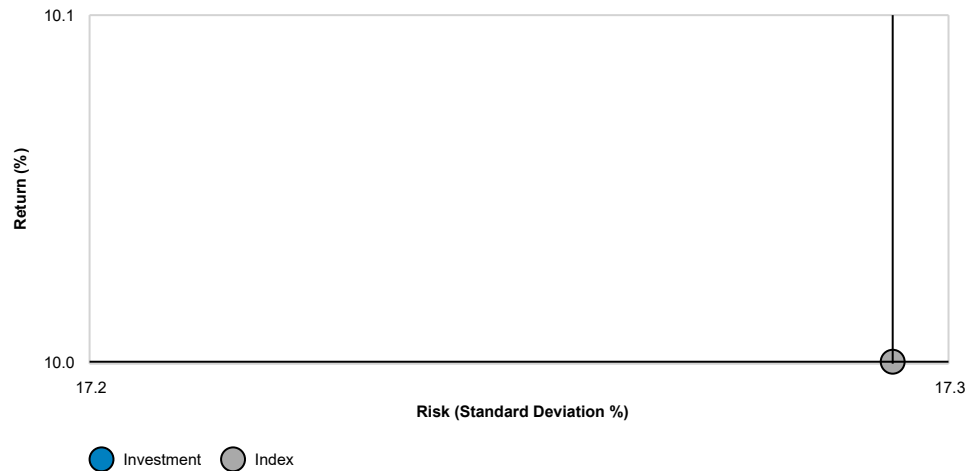
Historical Statistics 3 Years

	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	10.00	17.29	0.52	100.00	8	100.00	4

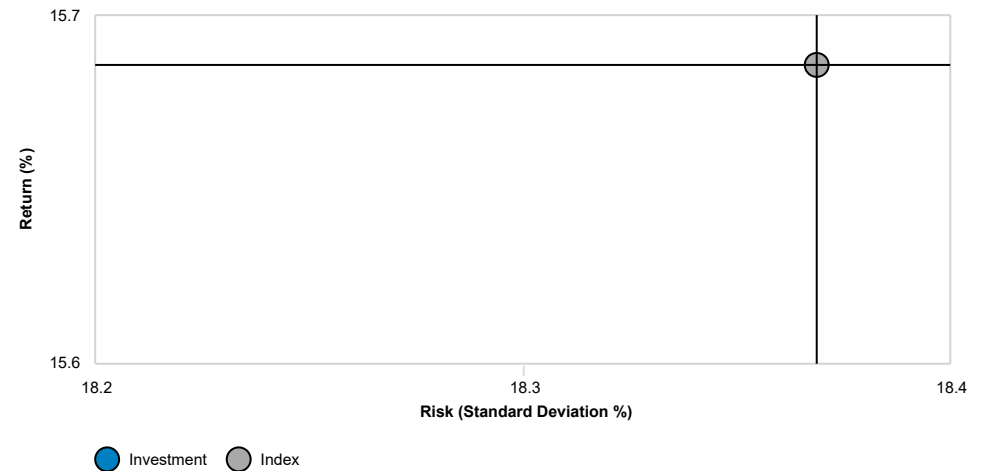
Historical Statistics 5 Years

	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	15.69	18.37	0.79	100.00	15	100.00	5

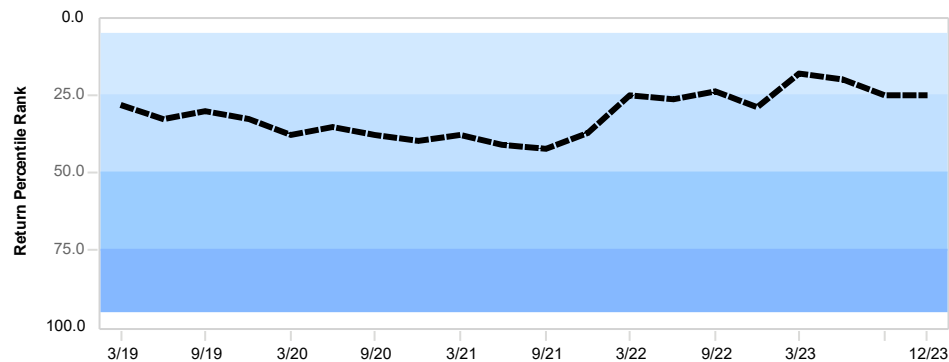
Risk and Return 3 Years



Risk and Return 5 Years

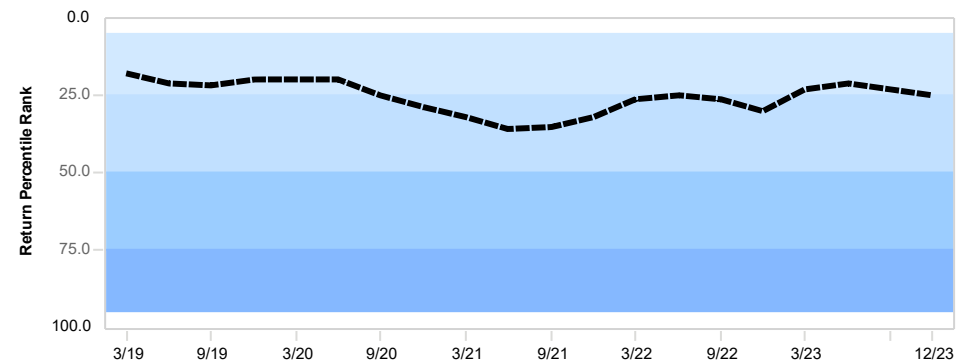


3 Year Rolling Percentile Rank IM U.S. Large Cap Core Equity (MF)



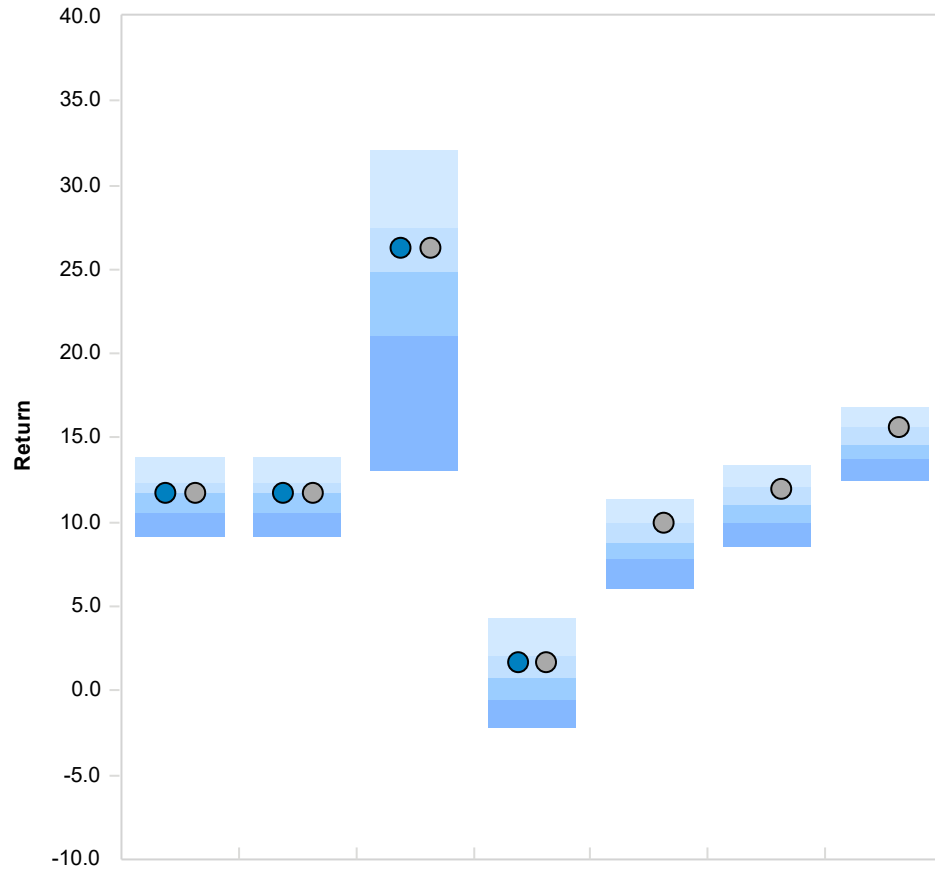
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	20	6 (30%)	14 (70%)	0 (0%)	0 (0%)

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

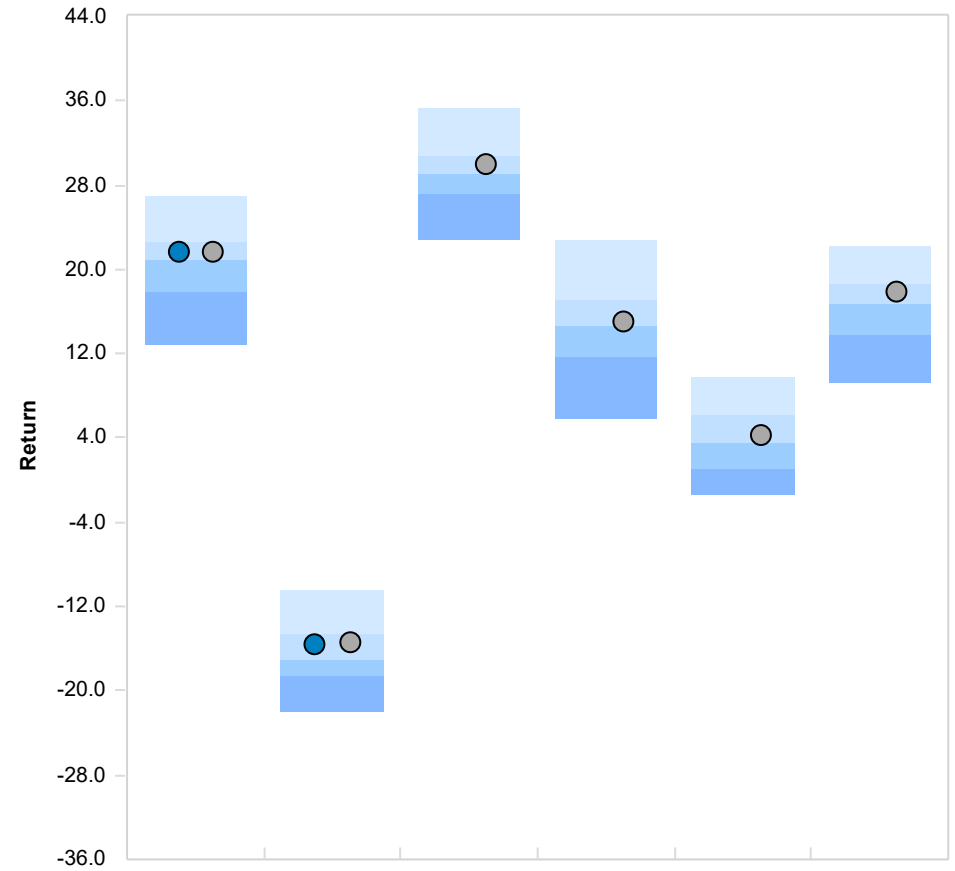


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	20	12 (60%)	8 (40%)	0 (0%)	0 (0%)

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-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022	1 Qtr Ending Jun-2022
Investment	-3.27 (55)	8.73 (34)	7.50 (31)	7.56 (57)	-4.89 (42)	-16.10 (58)
Index	-3.27 (56)	8.74 (34)	7.50 (31)	7.56 (57)	-4.88 (42)	-16.10 (58)
Median	-3.17	8.23	6.61	7.81	-5.16	-15.79

Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	7.69	21.79	0.35	99.93	7	100.05	5
Index	7.73	21.80	0.36	100.00	7	100.00	5

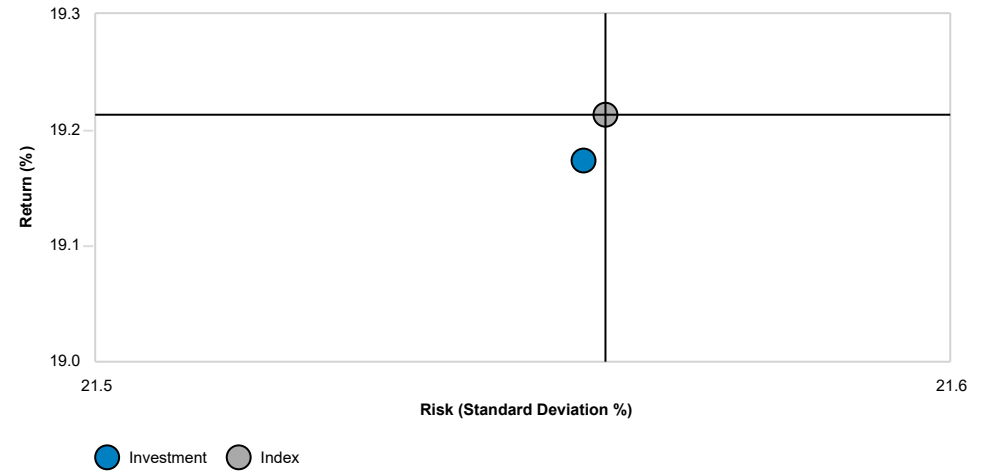
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	19.17	21.56	0.84	99.95	14	100.06	6
Index	19.21	21.56	0.84	100.00	14	100.00	6

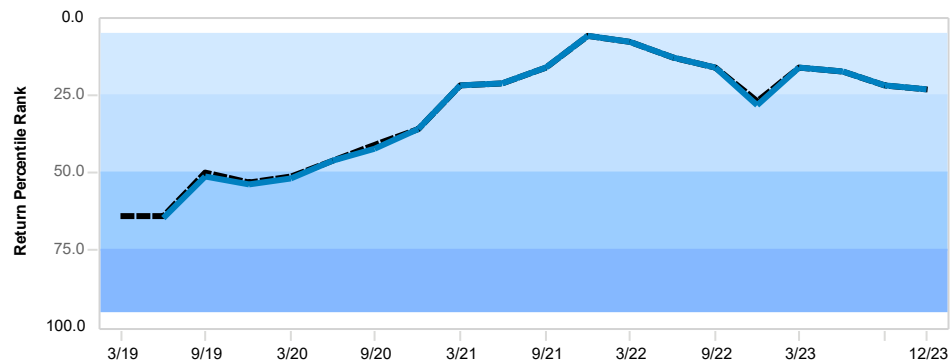
Risk and Return 3 Years



Risk and Return 5 Years

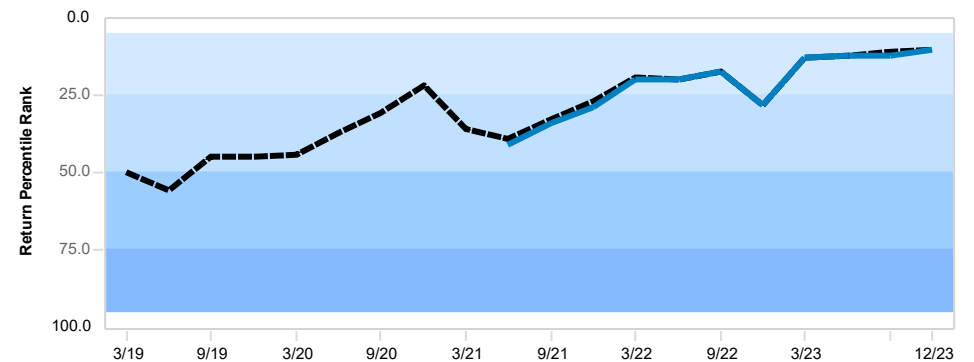


3 Year Rolling Percentile Rank IM U.S. Large Cap Growth Equity (MF)



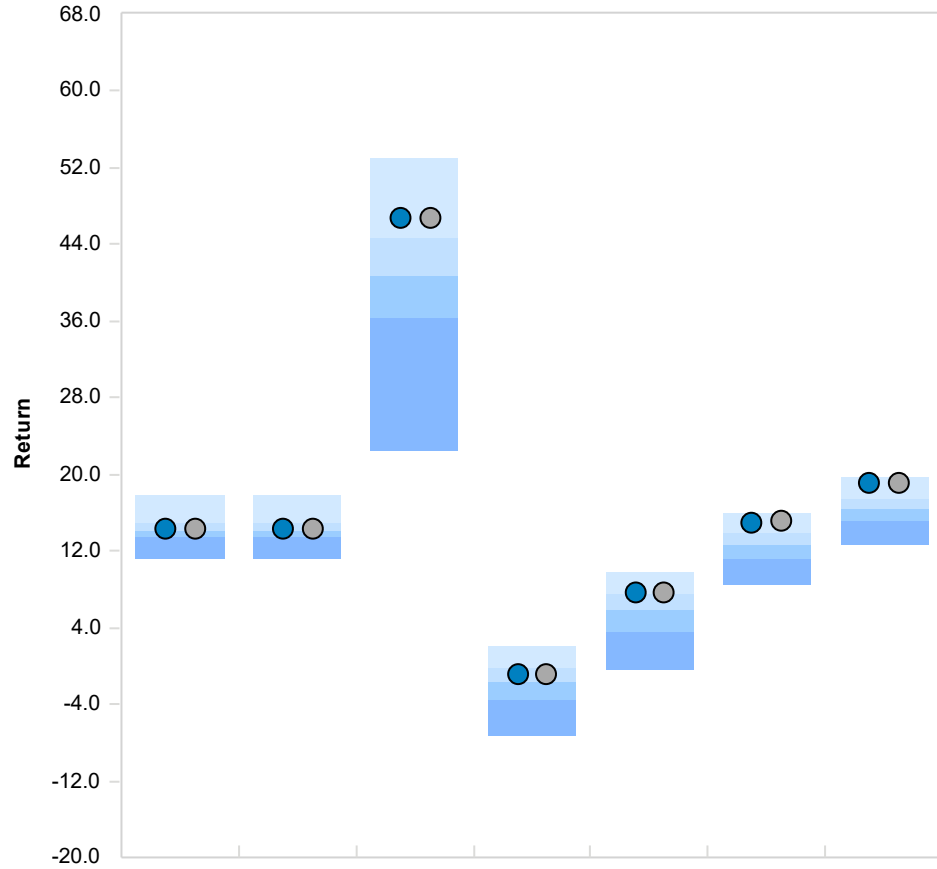
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	19	11 (58%)	4 (21%)	4 (21%)	0 (0%)
Index	20	11 (55%)	5 (25%)	4 (20%)	0 (0%)

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

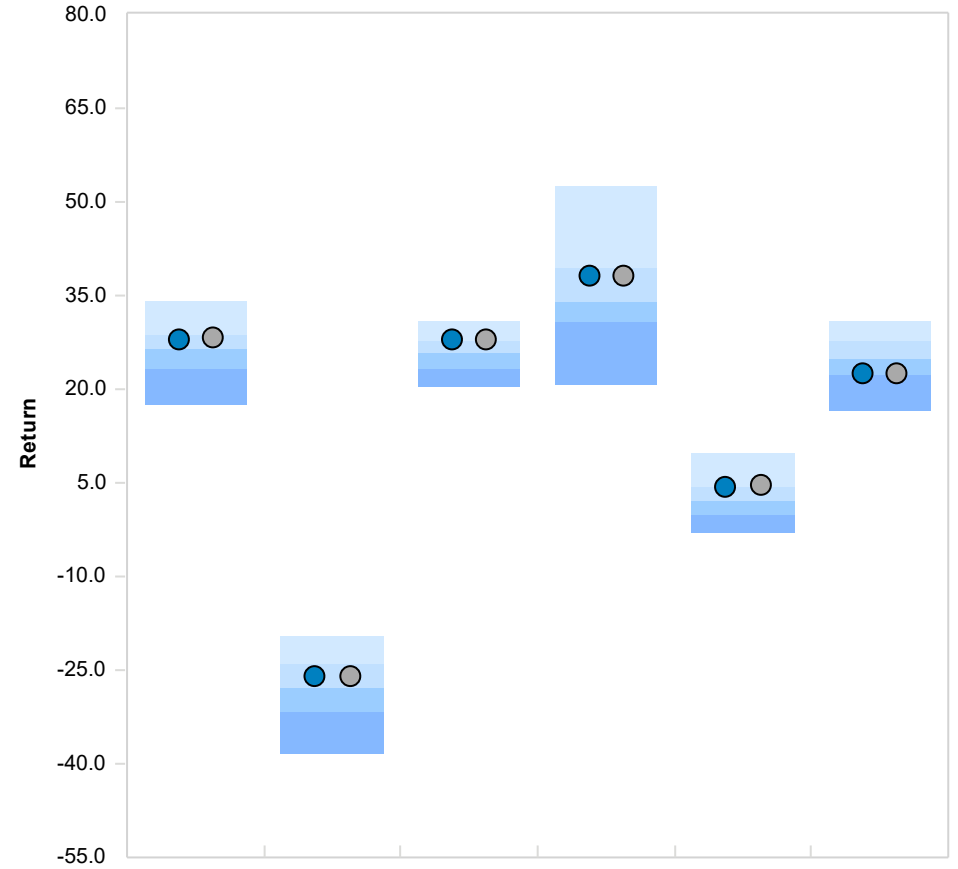


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	11	7 (64%)	4 (36%)	0 (0%)	0 (0%)
Index	20	8 (40%)	11 (55%)	1 (5%)	0 (0%)

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 Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022	1 Qtr Ending Jun-2022
Investment	-3.70 (56)	13.61 (26)	17.24 (15)	-0.14 (83)	-3.80 (31)	-22.42 (63)
Index	-3.68 (56)	13.63 (25)	17.27 (14)	-0.15 (83)	-3.78 (31)	-22.42 (63)
Median	-3.54	12.69	13.68	2.48	-4.41	-21.94



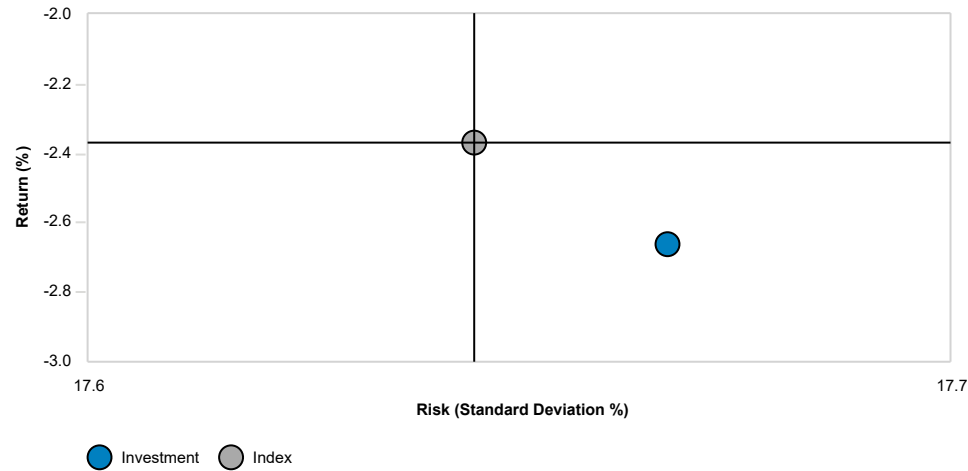
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-2.66	17.67	-0.19	98.32	5	99.57	7
Index	-2.37	17.64	-0.17	100.00	6	100.00	6

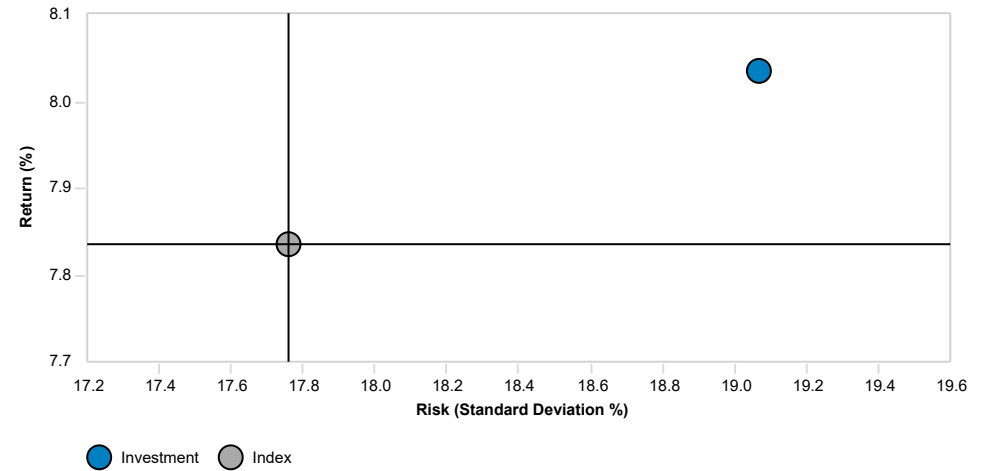
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	8.04	19.07	0.40	105.70	11	106.12	9
Index	7.83	17.76	0.41	100.00	12	100.00	8

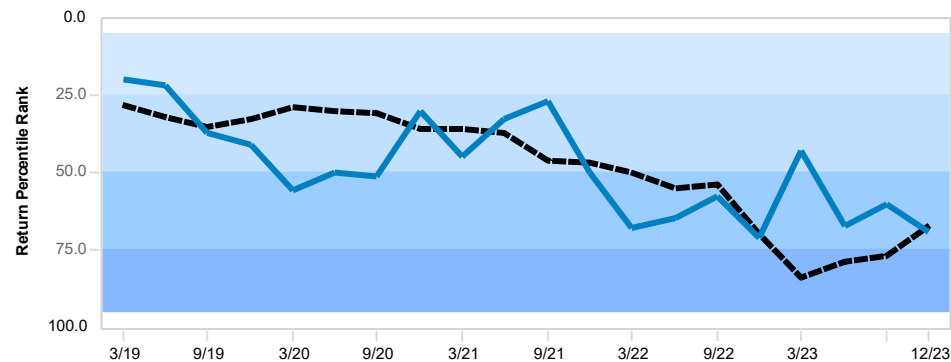
Risk and Return 3 Years



Risk and Return 5 Years

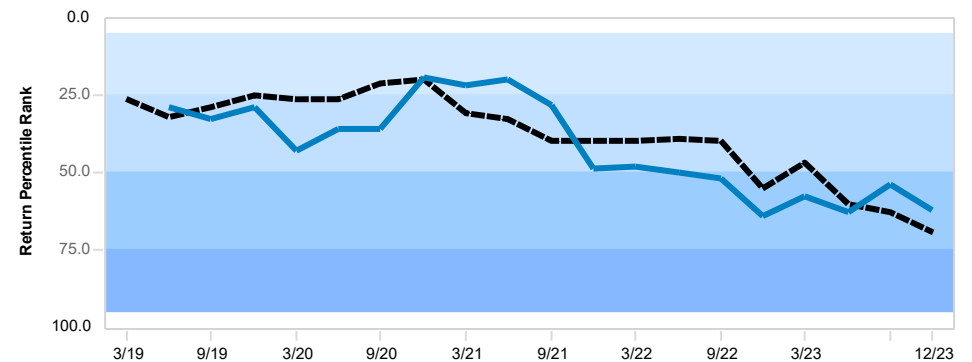


3 Year Rolling Percentile Rank IM International Large Cap Growth Equity (MF)



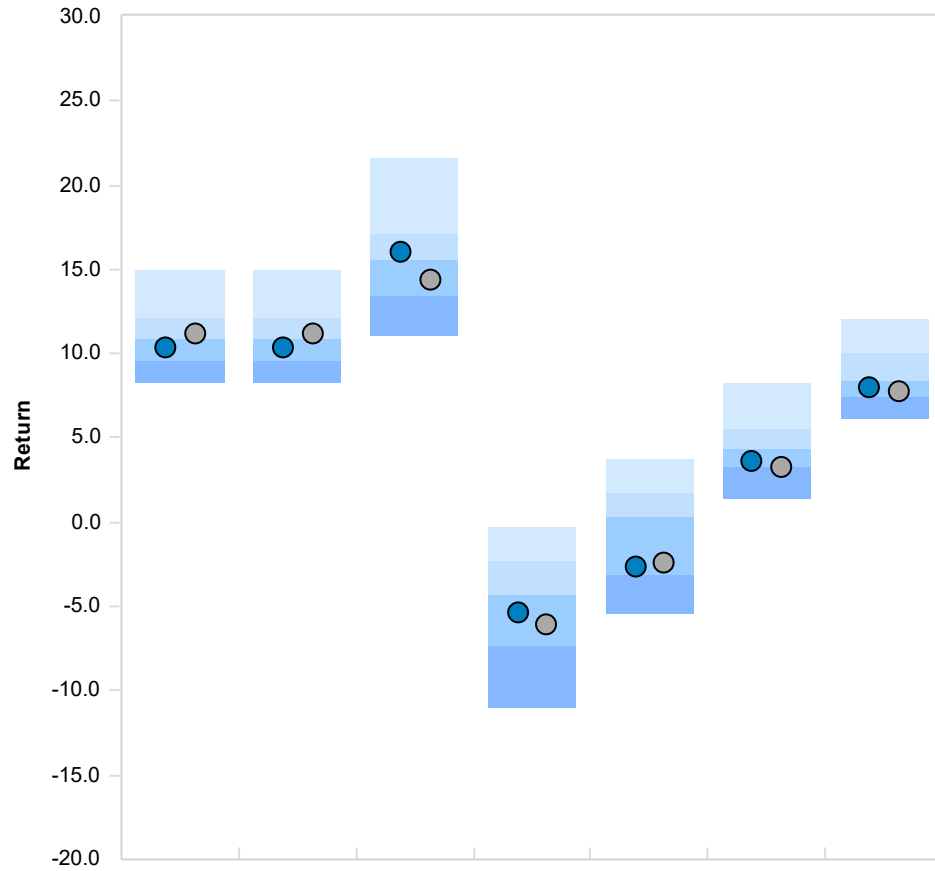
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	2 (10%)	9 (45%)	9 (45%)	0 (0%)
Index	20	0 (0%)	13 (65%)	4 (20%)	3 (15%)

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

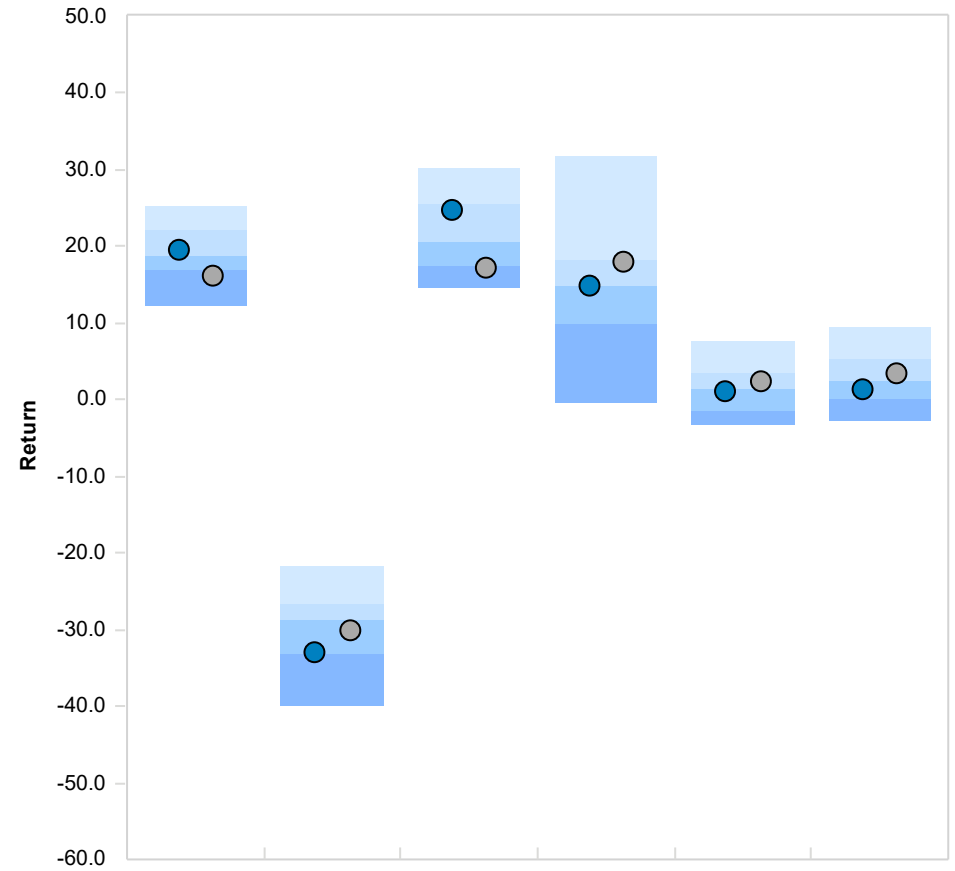


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	19	3 (16%)	10 (53%)	6 (32%)	0 (0%)
Index	20	3 (15%)	13 (65%)	4 (20%)	0 (0%)

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-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022	1 Qtr Ending Jun-2022
Investment	-6.33 (33)	2.16 (63)	9.87 (42)	13.78 (65)	-9.33 (39)	-14.65 (49)
Index	-7.26 (54)	2.08 (69)	8.69 (64)	12.94 (80)	-9.30 (39)	-15.59 (64)
Median	-7.10	2.45	9.63	14.64	-9.57	-14.68

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	6.51	15.58	0.35	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	7.03	18.79	0.36	100.00	15	100.00	5

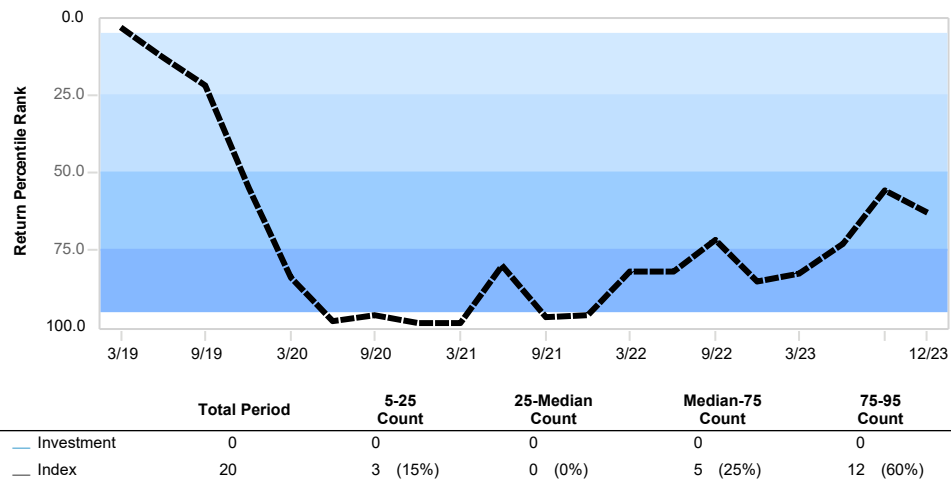
Risk and Return 3 Years



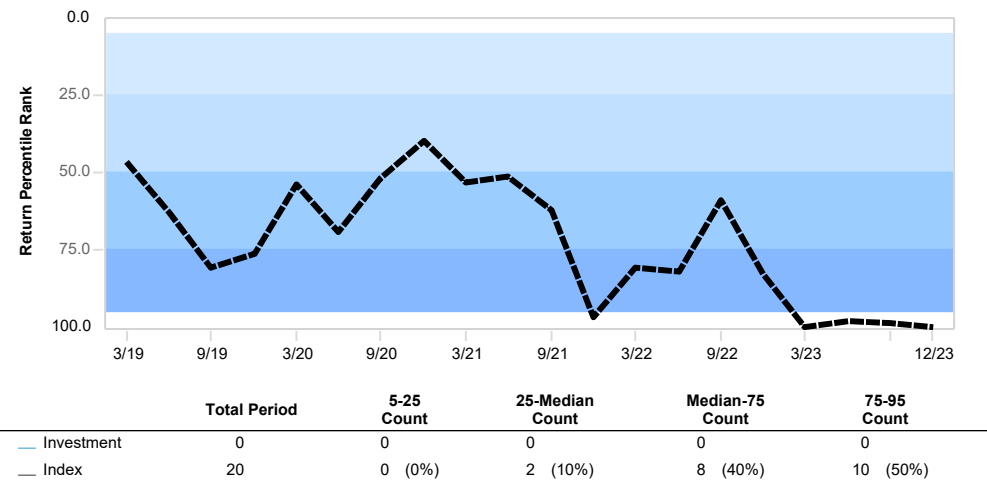
Risk and Return 5 Years



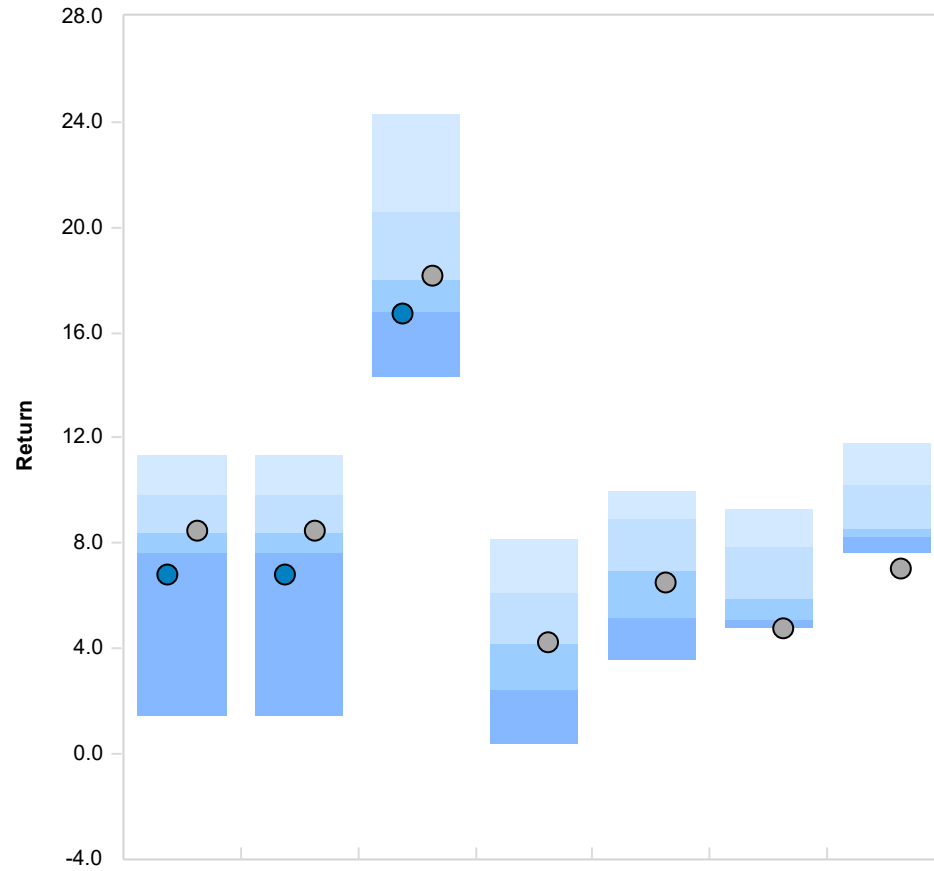
3 Year Rolling Percentile Rank IM International Large Cap Value Equity (MF)



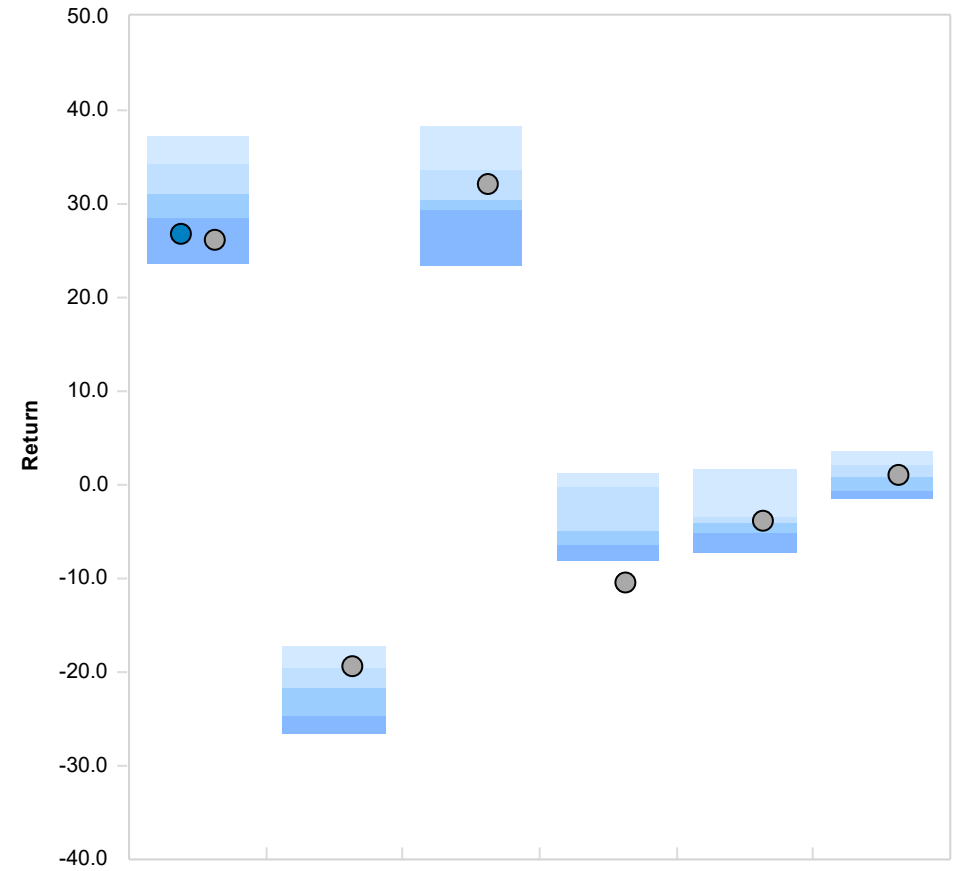
5 Year Rolling Percentile Rank IM International Large Cap Value Equity (MF)



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 Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022	1 Qtr Ending Jun-2022
Investment	-1.32 (24)	4.30 (21)	6.15 (83)	16.01 (97)	-10.69 (54)	N/A
Index	0.07 (8)	3.28 (54)	5.33 (97)	15.82 (97)	-10.29 (41)	-11.65 (58)
Median	-2.05	3.38	7.72	19.30	-10.55	-11.16

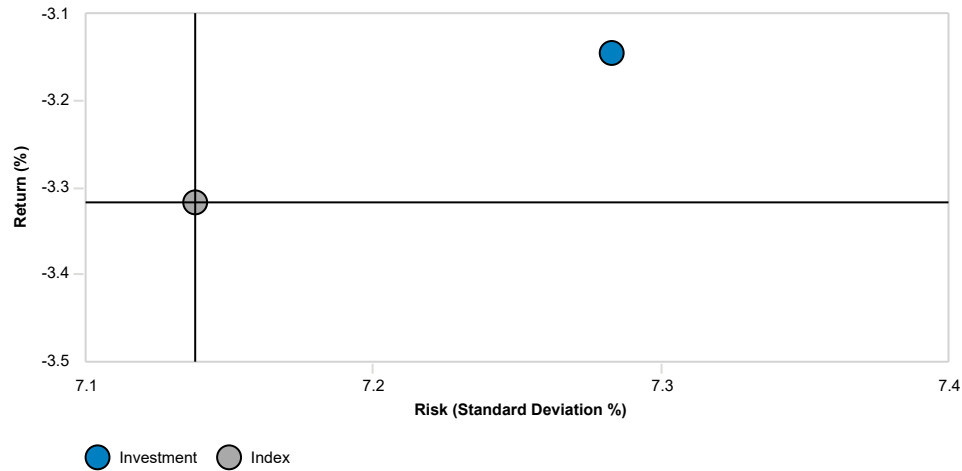
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-3.14	7.28	-0.71	102.40	5	100.09	7
Index	-3.31	7.14	-0.75	100.00	6	100.00	6

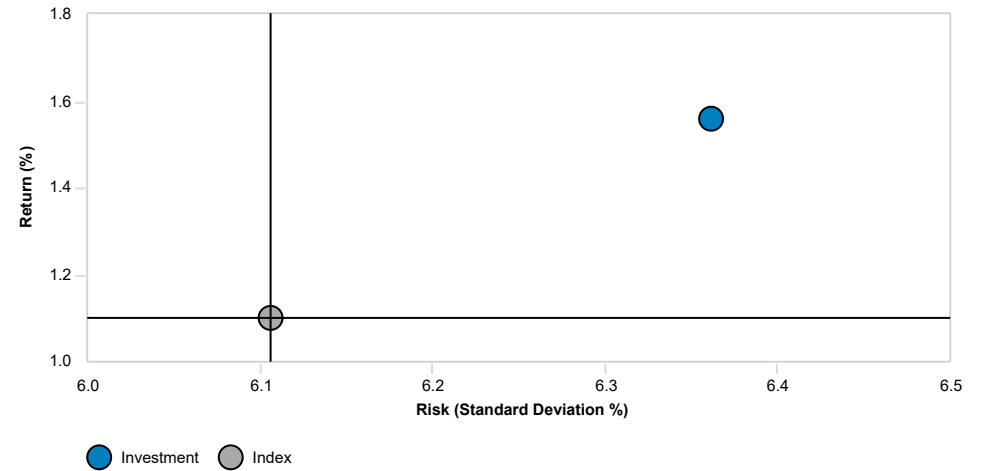
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	1.56	6.36	-0.02	107.50	13	102.41	7
Index	1.10	6.11	-0.10	100.00	14	100.00	6

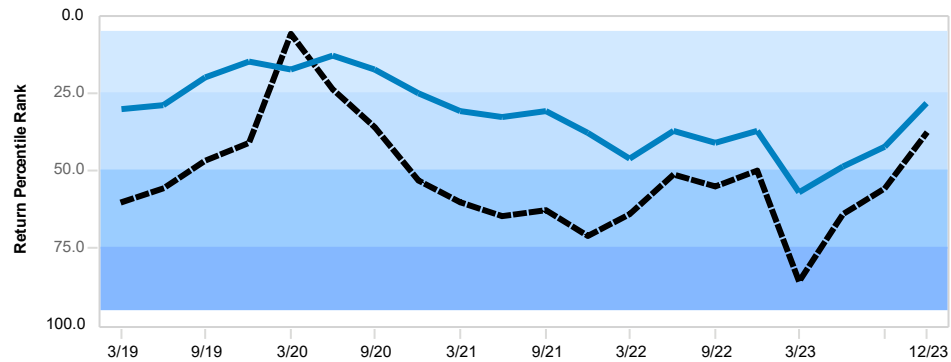
Risk and Return 3 Years



Risk and Return 5 Years

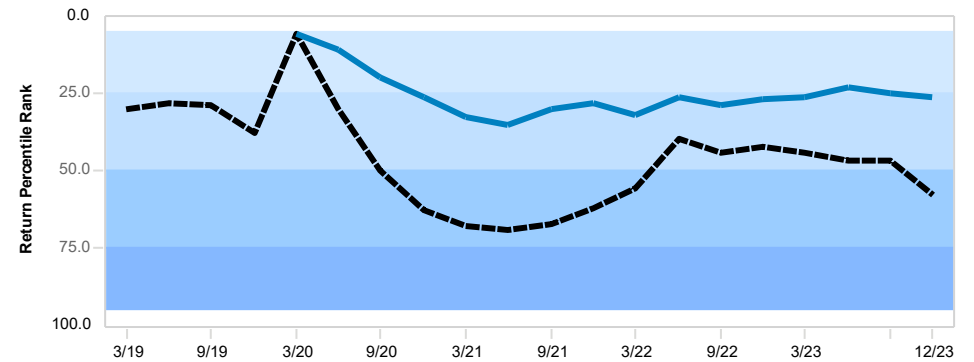


3 Year Rolling Percentile Rank IM U.S. Broad Market Core Fixed Income (MF)



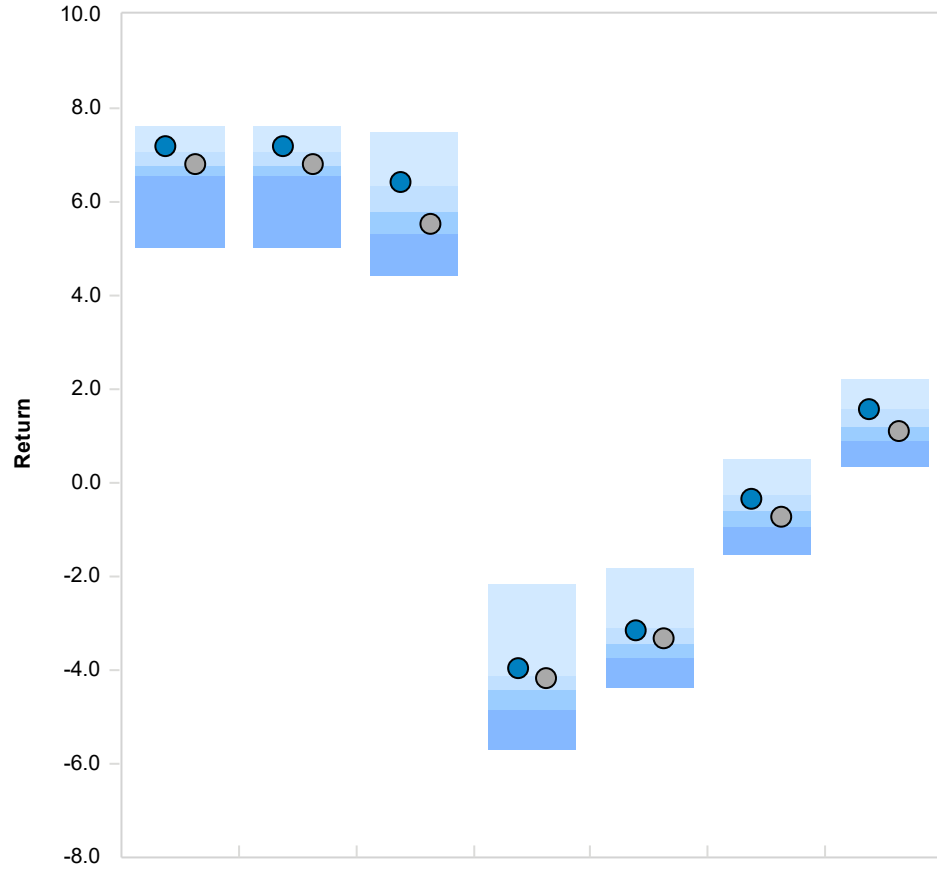
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	6 (30%)	13 (65%)	1 (5%)	0 (0%)
Index	20	2 (10%)	5 (25%)	12 (60%)	1 (5%)

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

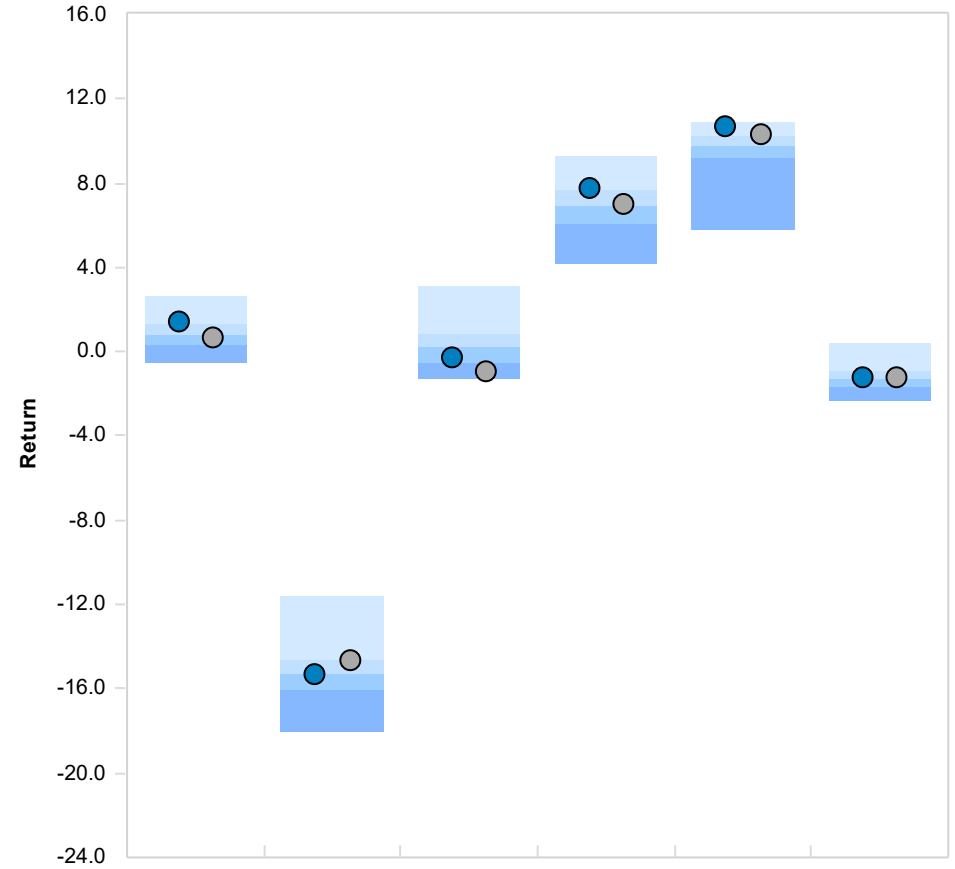


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	16	5 (31%)	11 (69%)	0 (0%)	0 (0%)
Index	20	1 (5%)	12 (60%)	7 (35%)	0 (0%)

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 Sep-2023	1 Qtr Ending Jun-2023	1 Qtr Ending Mar-2023	1 Qtr Ending Dec-2022	1 Qtr Ending Sep-2022	1 Qtr Ending Jun-2022
Investment	-3.07 (49)	-0.61 (22)	3.06 (61)	2.15 (15)	-4.67 (51)	-5.01 (30)
Index	-3.23 (70)	-0.84 (55)	2.96 (69)	1.87 (35)	-4.75 (61)	-4.69 (16)
Median	-3.08	-0.81	3.14	1.71	-4.67	-5.35

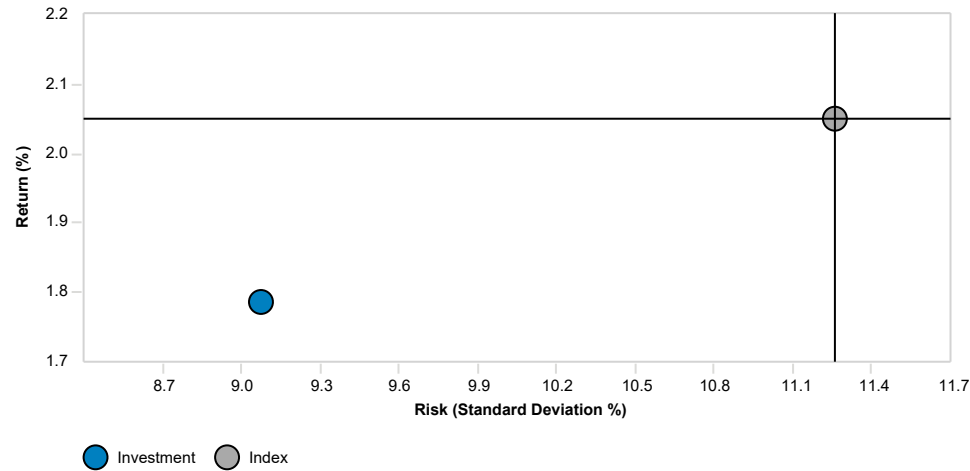
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	1.79	9.08	0.01	77.86	7	77.14	5
Index	2.05	11.26	0.05	100.00	8	100.00	4

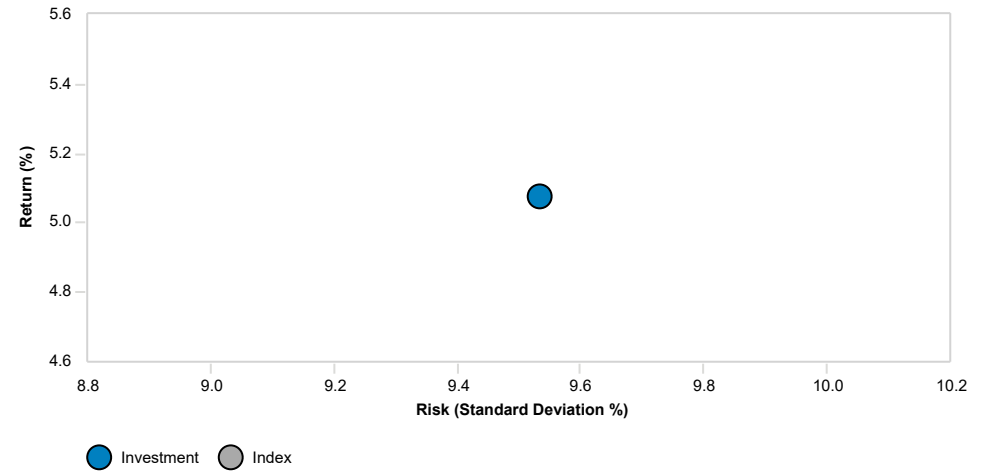
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	5.08	9.54	0.37	N/A	14	N/A	6
Index	N/A	N/A	N/A	N/A	N/A	N/A	N/A

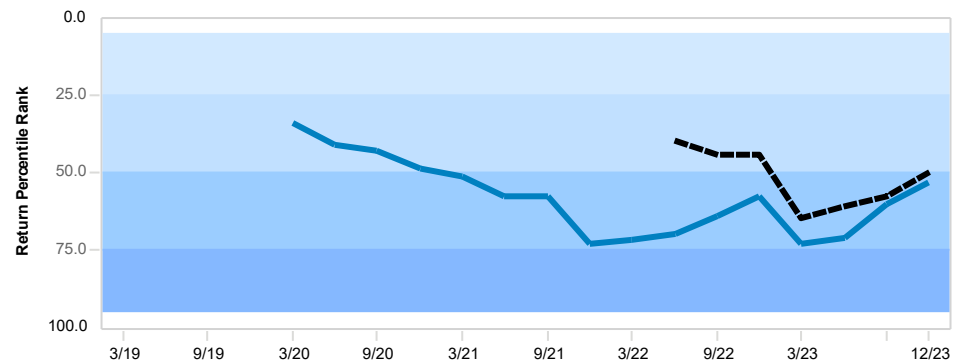
Risk and Return 3 Years



Risk and Return 5 Years

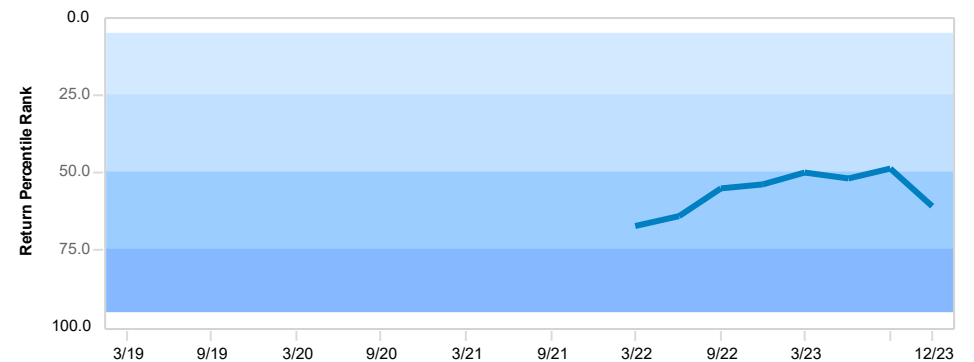


3 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



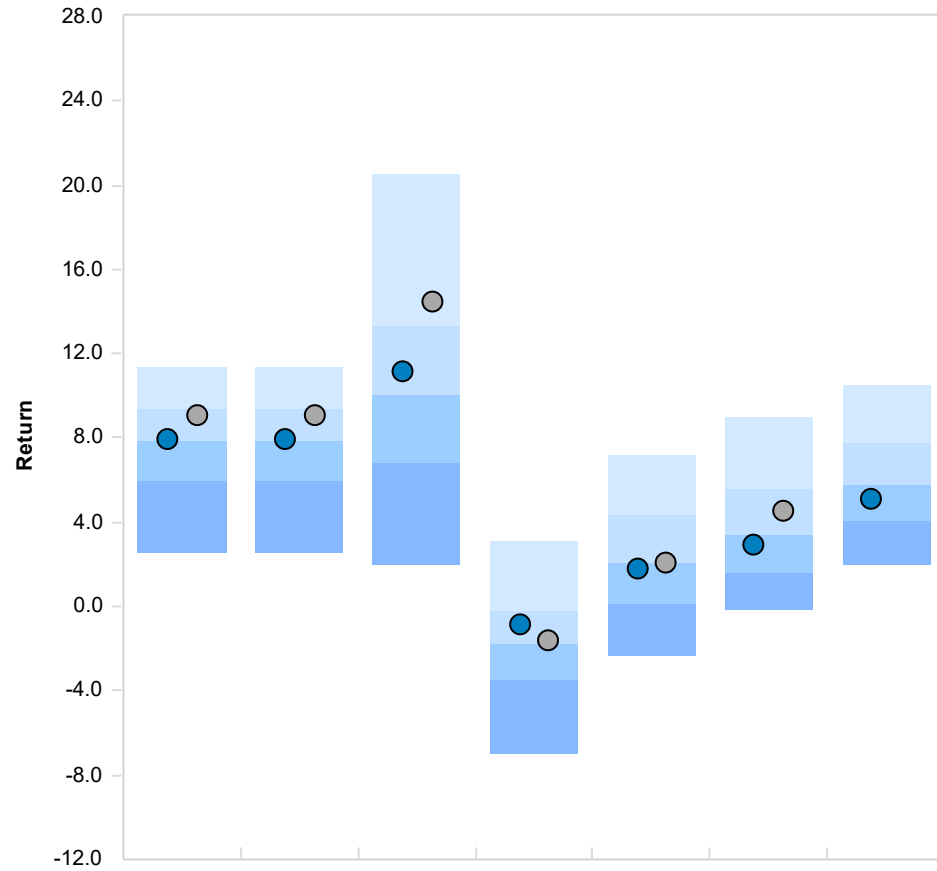
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	16	0 (0%)	4 (25%)	12 (75%)	0 (0%)
Index	7	0 (0%)	4 (57%)	3 (43%)	0 (0%)

5 Year Rolling Percentile Rank IM Flexible Portfolio (MF)

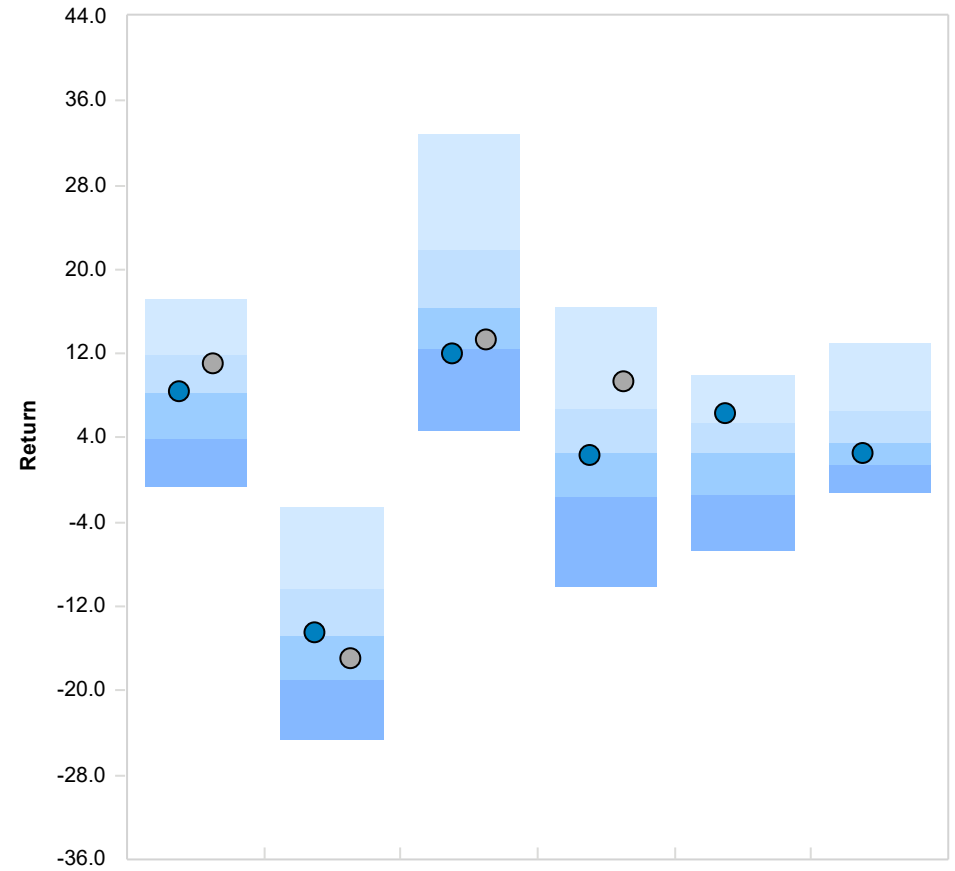


	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	8	0 (0%)	2 (25%)	6 (75%)	0 (0%)
Index	0	0	0	0	0

Peer Group Analysis - IM Flexible Portfolio (MF)



Peer Group Analysis - IM Flexible Portfolio (MF)



Comparative Performance

	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	1 Qtr Ending Jun-2022
Investment	-1.79 (40)	1.42 (67)	3.34 (45)	5.29 (49)	-3.47 (40)	-9.28 (43)
Index	-3.32 (68)	2.97 (34)	5.34 (15)	5.87 (44)	-5.40 (59)	-10.54 (57)
Median	-2.52	2.12	2.87	5.09	-4.54	-10.06

Comparative Performance
Manager Composite Performance Comparison
As of December 31, 2023

Comparative Performance Trailing Returns

	1 YR		3 YR		5 YR		7 YR		10 YR		15 YR	
Dana Large Cap Value	12.33	(63)	10.28	(66)	12.41	(69)	9.03	(79)	8.58	(83)	11.08	(92)
Russell 1000 Value Index	11.46	(70)	8.86	(84)	10.91	(86)	8.32	(89)	8.40	(89)	11.09	(91)
Difference	0.87		1.42		1.50		0.71		0.18		-0.01	
IM U.S. Large Cap Value Equity (SA+CF) Median	14.37		10.83		12.93		10.31		9.56		12.39	
Vanguard Gro Idx;Adm (VIGAX)	46.77	(19)	7.69	(23)	19.16	(10)	16.81	(21)	13.97	(16)	16.05	(16)
CRSP U.S. Large Cap Growth TR Index	46.86	(18)	7.73	(23)	19.21	(10)	16.86	(20)	14.02	(14)	15.71	(24)
Difference	-0.09		-0.04		-0.05		-0.05		-0.05		0.34	
IM U.S. Large Cap Growth Equity (MF) Median	40.78		5.70		16.40		15.32		12.59		14.89	
Fidelity 500 Index Fund (FXAIX)	26.29	(5)	9.99	(3)	15.68	(4)	13.40	(2)	12.02	(2)	N/A	
S&P 500 Index	26.29	(5)	10.00	(1)	15.69	(3)	13.42	(1)	12.03	(1)	13.97	(1)
Difference	0.00		-0.01		-0.01		-0.02		-0.01		N/A	
IM S&P 500 Index (MF) Median	25.96		9.67		15.34		13.05		11.65		13.49	
American Funds EuPc;R6 (RERGX)	16.05	(37)	-2.66	(69)	8.04	(62)	7.35	(48)	4.90	(38)	N/A	
MSCI EAFE Growth Index	17.97	(19)	0.59	(47)	9.18	(35)	8.38	(30)	5.53	(26)	8.03	(25)
Difference	-1.92		-3.25		-1.14		-1.03		-0.63		N/A	
IM International Large Cap Growth Equity (MF) Median	15.54		0.33		8.40		7.28		4.42		7.28	
Dodge & Cox Intl Stck;I (DODFX)	16.70	(57)	6.49	(37)	8.65	(36)	6.35	(30)	3.99	(25)	8.03	(9)
MSCI AC World ex USA Value	18.13	(42)	6.51	(37)	7.03	(73)	5.96	(50)	3.55	(41)	6.71	(26)
Difference	-1.43		-0.02		1.62		0.39		0.44		1.32	
IM International Large Cap Value Equity (MF) Median	17.03		5.76		7.72		5.87		3.37		6.06	
Baird Aggregate Bd;Inst (BAGIX)	6.43	(23)	-3.14	(28)	1.56	(26)	1.67	(20)	2.25	(13)	3.70	(24)
Blmbg. U.S. Aggregate Index	5.53	(65)	-3.31	(38)	1.10	(58)	1.29	(50)	1.81	(46)	2.68	(75)
Difference	0.90		0.17		0.46		0.38		0.44		1.02	
IM U.S. Broad Market Core Fixed Income (MF) Median	5.77		-3.44		1.19		1.29		1.77		3.26	
BlackRock:Mlt-A Inc;I (BIICX)*	11.06	(44)	1.74	(54)	5.03	(61)	4.30	(64)	4.03	(61)	6.91	(55)
50% MSCI World/50% BC Agg	14.43	(17)	2.05	(50)	7.15	(31)	6.20	(27)	5.41	(25)	6.93	(55)
Difference	-3.37		-0.31		-2.12		-1.90		-1.38		-0.02	
IM Flexible Portfolio (MF) Median	10.02		2.05		5.81		4.96		4.37		7.15	

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, 2023

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	(69)	-11.36	(66)	35.01	(59)	-5.03	(66)	4.00	(39)	9.45	(77)	15.12	(76)	16.19	(26)	-4.42	(63)	18.89	(42)
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	17.12		-9.54		37.01		-3.26		2.49		11.83		17.80		13.35		-3.34		18.36	
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	(50)	-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	(57)	-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		0.16		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	8.27		-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.



Total Fund Policy	
Allocation Mandate	Weight (%)
Jan-1996	
S&P 500 Index	40.00
Blmbg. U.S. Gov't/Credit	60.00
Oct-2001	
Blmbg. U.S. Gov't/Credit	50.00
S&P 500 Index	50.00
Jan-2006	
S&P 500 Index	60.00
Blmbg. U.S. Gov't/Credit	40.00
Jan-2010	
MSCI EAFE Index	15.00
Blmbg. U.S. Aggregate Index	40.00
Russell 3000 Index	45.00
Feb-2014	
MSCI AC World ex USA	15.00
Blmbg. 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. 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. U.S. Gov't/Credit	100.00	MSCI World (net)	50.00
Jan-2010		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.

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

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



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