Investment Performance Review
Period Ending December 31, 2021

City of Eustis Firefighters' Pension Fund

On behalf of everyone at AndCo, we want to Thank You for the opportunity to serve and the trust you place in us! 2021 marked another unique year as society continued to deal with the effects of the global pandemic. While this environment caused all organizations to reassess their business models and service approach, AndCo has remained steadfast in our belief and conviction that the best way to service our valued clients is within a model that is independent, singularly focused, customized, and passionately delivered. These four AndCo principles drive our service approach and desire to exceed your expectations. We take our role as your consultant and trusted advisor seriously and will continue working hard to maintain your confidence.

Looking back at 2021, we would like to provide a brief update on the firm. We advise on approximately $123 billion in client assets, as of June 30, 2021. 2021 also marked the 21st straight year of revenue growth for the firm. We continue to reinvest 100% of our net profits back into the organization so that we can continue to evolve and adapt within a market environment that is constantly changing and challenging. Put simply, stasis is not 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, we continued to make personnel and technology investments within the firm. Our personnel investments focused on further enhancing departmental service levels and narrowing perceived gaps. We continued to invest in our proprietary software system to more effectively and efficiently compile and share information across departments and ultimately better serve our clients. We also continued to build out our internal site (the intranet) so colleagues could stay connected with the firm and gain a deeper understanding of standard operating procedures and collectively service our clients the AndCo way. Our intranet also helped strengthen our internal brand and culture by pushing out a variety of daily firm updates, videos, and interactive posts to increase team member bonds to our values, core philosophies, and ultimately, brought the firm closer together. We believe these connections are increasingly important in the COVID environment when many team members remain wholly or partially remote and we will continue to explore innovative ways to be together in 2022.

As we start 2022, we are 87 team members strong with plans to grow. We are targeting several new positions for the year as we thoughtfully continue to invest in our firm to provide the quality services you expect from AndCo. These talent enhancements cover multiple departments including Research and Client Solutions, which will strengthen our alternative and public market research as well as our client service. We are also looking to add team members to our Consulting, Finance, Marketing, and IT departments.

While adding so many resources to a firm our size is a significant investment, it is one we embrace due to the impact we believe it will have on our ability to continue serving our clients at a high level and push us closer to our vision of being a transformational organization viewed as the leader in our industry.

At the beginning of each year, we discuss the AndCo partnership and, when earned, announce new partners. This year I am thrilled to share two new team members were named partners at AndCo – Brian Green and Kerry Richardville. Brian has been with the firm for over 6 years and is currently a consultant based out of our Detroit, Michigan office. Kerry has been with AndCo for over 5 years and is a consultant based in Orlando. We could not be happier for both Brian and Kerry or more grateful for the contributions they have made to AndCo since joining the firm. Brian and Kerry represent what it means to be an AndCo team member, and we are honored and fortunate to have them serving our clients. With the addition of Brian and Kerry, we have 13 partners representing various departments at AndCo, which provides diverse perspectives and insight. Our growing partnership group continues to strengthen AndCo and reaffirm our belief that 100% employee management is vital to protecting our mission, vision, values, and the long-term success of our organization. We enter 2022 with an unwavering commitment to serve you the best we possibly can.

Coming off a year that provided many of our clients record returns, we recognize results going forward may be more challenging to obtain. Please know we will continue to invest and evolve our firm in aiming to meet these realities. We do not take any client relationship for granted and will continue to work tirelessly to serve, earn your trust, add value, and exceed your expectations. We are honored and humbled you have chosen AndCo as your partner.

In closing, and as we have stated since our rebrand in 2017, our name, AndCo, reminds us of who we work for every day - “Our Client” &Co. You will always be first in our service model. 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 keep our clients’ interests first?” If it doesn’t meet this standard, we don’t do it - it’s that simple.

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

Mike Welker, CFA
CEO

Organizational Chart

PARTNERSHIP

Mike Welker, CFA®
Brian Green
Bryan Bakardjiev, CFA®
Dan Johnson
Dan Osika, CFA®
Donna Sullivan
Evan Scussel, CFA®, CAIA®
Jacob Peacock, CPFA
Jason Purdy
Kerry Richardville, CFA®
Kim Spurlin, CPA
Steve Gordon
Troy Brown, CFA®

LEADERSHIP & MANAGEMENT

Mike Welker, CFA®
CEO

Bryan Bakardjiev, CFA®
COO

Kim Spurlin, CPA
CFO

Sara Searle
CCO

Stacie Runion
CHRO

Steve Gordon
Partner

Troy Brown, CFA®
Executive Director

Brooke Wilson, CIPM®
Client Solutions Director

Dan Johnson
Consulting Director

Daniel Kwasny, CIPM®
Client Solutions Director

Evan Scussel, CFA®, CAIA®
Research Director

Jack Evatt
Consulting Director

Jacob Peacock, CPFA
Consulting Director

Jason Purdy
I.T. Director

Molly Halcom
Marketing Director

Philip Schmitt
Research Director

Rachel Brignoni, MHR
People & Culture Director

INVESTMENT POLICY COMMITTEE

Mike Welker, CFA®
Bryan Bakardjiev, CFA®
Troy Brown, CFA®
Sara Searle

CONSULTING

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

CLIENT SOLUTIONS

Donna Sullivan
Albert Sauerland
Amy Foster
David Gough, CPFA
Don Delaney
Donnell Lehrer, CPFA
Grace Niebrzydowski
James Reno
Jeff Pruniski
Joe Carter, CPFA
Julio Garcia Rengifo
Kim Hummel
Meghan Haines
Misha Bell
Yoon Lee-Choi

OPERATIONS

FINANCE
Kahjeelia Pope
Robert Marquetti

COMPLIANCE
Allen Caldwell
Thay Arroyo

H.R.
Sara Schmedinghoff

OPERATIONS
Jerry Camel

MARKETING
Dan Osika, CFA®
John Rodak, CIPM®
Kayleigh Greaser
Kim Goodearl
Lauren Kaufmann

RESEARCH

Ben Baldridge, CFA®, CAIA®
Private & Hedged Fixed Income

Chester Wyche
Real Estate & Real Assets

Dan Lomelino, CFA®
Fixed Income

David Julier
Real Estate & Real Assets

Elizabeth Wolfe
Capital Markets & Asset Allocation

Evan Scussel, CFA®, CAIA®
Private & Public Equity

Joseph Ivaszuk
Operational Due Diligence

Josue Christiansen, CFA®, CIPM®
Public Equity

Julie Baker, CFA®, CAIA®
Private & Hedged Equity

Justin Ellsesser, CFA®, CAIA®
Private Equity

Kevin Laake, CFA®, CAIA®
Private Equity

Michael Kosoff
Hedge Funds

Philip Schmitt
Fixed Income & Capital Markets

Ryan McCuskey
Real Estate & Real Assets

Zac Chichinski, CFA®, CIPM®
Public Equity

87 EMPLOYEES

38 ADVANCED DEGREES | 23 CFA® | 8 CAIA® | 8 CPFA | 6 CIPM®

4th Quarter 2021 Market Environment

The Economy

- The US economy faced headwinds from the Omicron variant during the quarter which likely had a negative impact on economic growth. Fortunately, despite higher transmission rates, the variant appears to be less likely to result in hospitalizations or significant health risks.
- Even with the variant, the demand for goods and services remained strong during the quarter and market expectations for 4th quarter US GDP growth range from 4% to 7%.
- The US labor market is nearing full employment with the unemployment rate falling to 3.9% in December. The pace of job growth slowed during the quarter with a three-month average of roughly +365,000. Despite the continued improvement in the labor market, workers are continuing to leave their employers in record numbers. This condition means the number of jobs available exceeds the number of unemployed workers. As a result, wage growth remains strong as employers compete to fill job openings.
- Persistently higher inflation readings forced the Fed to announce it was planning to end its bond purchase program earlier than expected. In addition, the Fed's December statement suggested that it could also begin raising short-term interest rates sooner than expected.

Equity (Domestic and International)

- US equities rose to all-time highs during the 4th quarter as investors expressed optimism about future economic growth and continued monetary support from the Fed. Large cap growth was the best performing domestic segment of the equity market relative to other US market capitalizations and styles.
- International equities lagged far behind their US counterparts during the 4th quarter. A key contributor to the muted performance was US dollar strength, which rose against both the Euro and Yen developed market currencies and most emerging market currencies. Emerging markets came under pressure as the Chinese property developer Evergrande defaulted during the quarter.

Fixed Income

- The combination of concerns related to the potential for rising US interest rates and persistent inflation acted as headwinds for fixed income performance during the quarter. US interest rates moved modestly higher during the quarter with the US 10-Year Treasury bond rising 2 basis points to close at 1.51%.
- Generally, performance across most bond markets sectors was positive during the quarter, led by US high yield corporate bonds and US Treasury Inflation-Protected Securities (TIPS).
- High yield bond's combination of higher coupons and a shorter maturity profile relative to high quality government bonds was the primary driver of their performance during the period.
- TIPS outperformed all other sectors during the quarter. US inflation remained substantially higher than the Fed's stated 2% long-term target average, and as a result, investors' expectations of future inflation increased.

Market Themes

- Global central bank monetary policy diverged somewhat during the quarter as the Fed stated its intention to taper its bond purchases and potentially being raising interest rates in 2022. Both the European Central Bank and the Bank of Japan reiterated their intent to remain accommodative as localized inflation remains low.
- While US economic growth remained strong, overall global economic growth slowed during the quarter primarily due to the rise in pandemic-related cases and shutdowns. It is likely that economic growth could face headwinds in 2022 as central bank stimulus begins to wear off.
- US equity markets – as measured by the S&P 500 Index – experienced their third consecutive year of double-digit positive performance led by large, growth-oriented companies. While equities have historically performed well during periods of rising inflation due to their links with strong economic growth, companies may face headwinds if they are unable to pass along price increases, which would result in lower profit margins.
- Longer-dated fixed income markets were negatively impacted by rising interest rates during the year. Despite the potential for increasing risks due to deteriorating credit conditions, corporate bonds could outperform given their higher coupons and shorter maturity profiles compared to higher quality, longer duration bonds.

- Broad US equity markets experienced strong returns during the 4th quarter of 2021. There were a variety of factors that contributed to performance including improving corporate earnings, increased consumer spending and demand, and continued accommodative monetary support from the Fed. For the period, the S&P 500 large cap benchmark returned 11.0%, compared to 6.4% for the mid-cap and 2.1% for small cap indices.

- Similar to domestic markets, developed market international equities also posted positive results for the 4th quarter, albeit more muted. Europe and the UK were negatively affected by the increase in COVID cases related to the Omicron variant. Emerging markets declined primarily due to concerns related to future economic growth in China and the default of property developer Evergrande. China is the second largest country in the developed market index (9.4%) and its weight dominates the emerging markets index (32.5%). During the period, the MSCI EAFE Index returned of 2.7% while the MSCI Emerging Markets Index declined by -1.3%

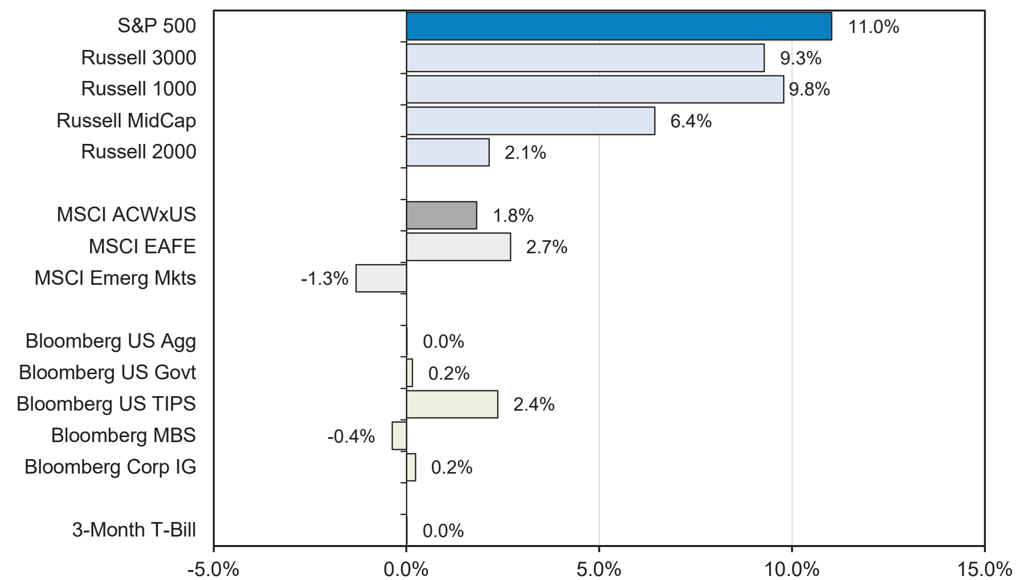
- For the quarter, bond market performance was generally muted as concerns about higher interest rates and rising inflation acted as sizable headwinds. The outlier during the period was TIPS, which are highly sensitive to future inflation expectations and posted a return of 2.4%. The Bloomberg Barclays (BB) US Aggregate Index returned 0.0%, for the period, trailing Investment Grade Corporate bonds, which returned 0.2%.

- Developed equity markets were sharply higher over the trailing 1-year period. The combination of Improving economic fundamentals, continued support from the Fed, and improving investor expectations all combined to drive equity markets higher. All broad US equity market indexes traded at near-record levels during the quarter. The S&P 500 large cap stock index led equity market performance for the year with a return of 28.7%. The Russell 2000 small cap index returned a lower, but still strong, 14.8% for the year.

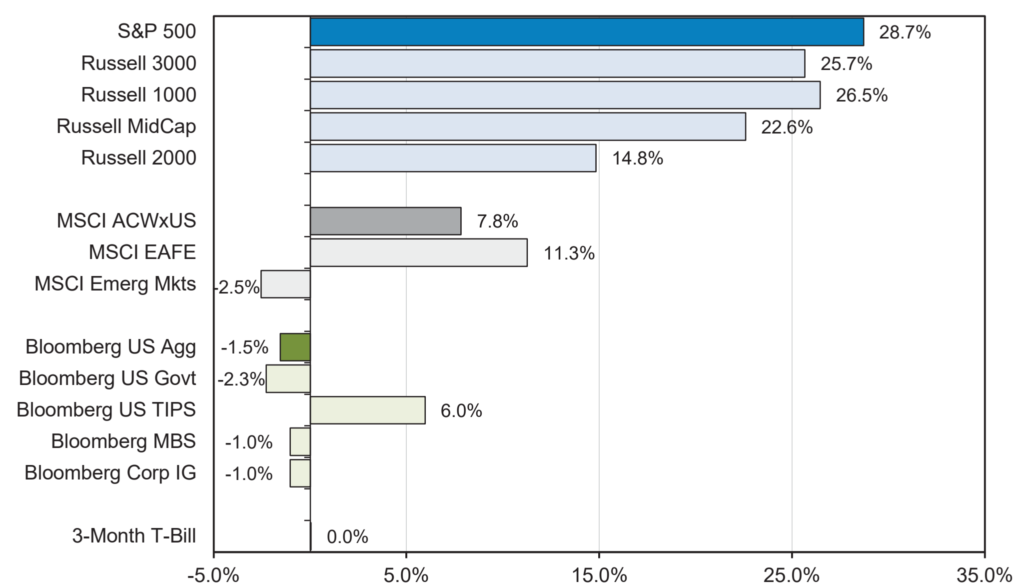
- Over the trailing 1-year period the developed market MSCI EAFE Index return of 11.3% outpaced the MSCI Emerging Markets Index return of -2.5%. While growth in developed markets improved throughout the year, emerging markets were negatively impacted from concerns related to index's dominant county weight to China.

- Bond market returns over the trailing 1-year period were broadly negative as rising interest rates and concerns regarding inflation detracted from performance. TIPS were the lone bright spot in the bond market with the TIPS Index returning 6.0% for the year.

Quarter Performance



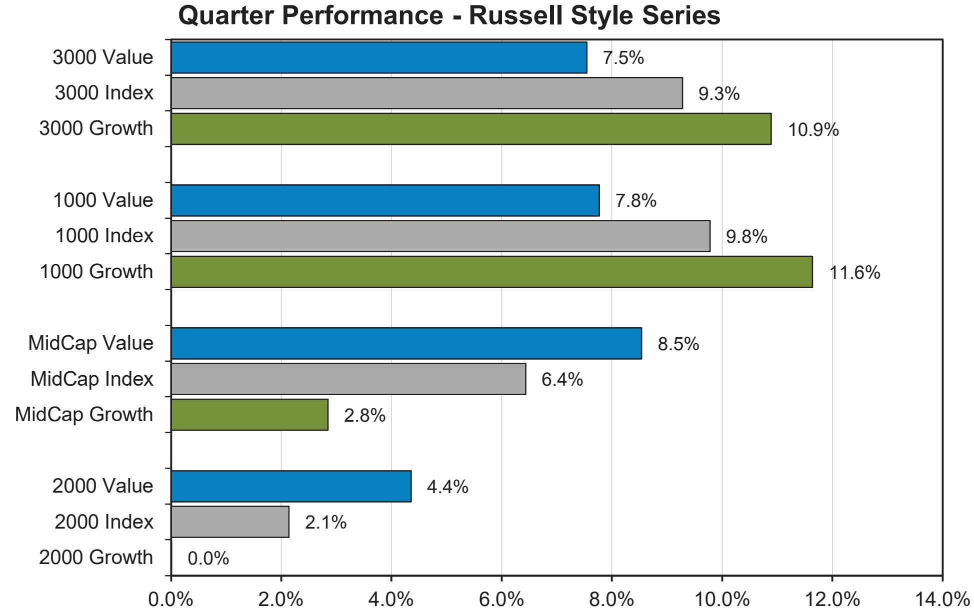
1-Year Performance



Source: Investment Metrics

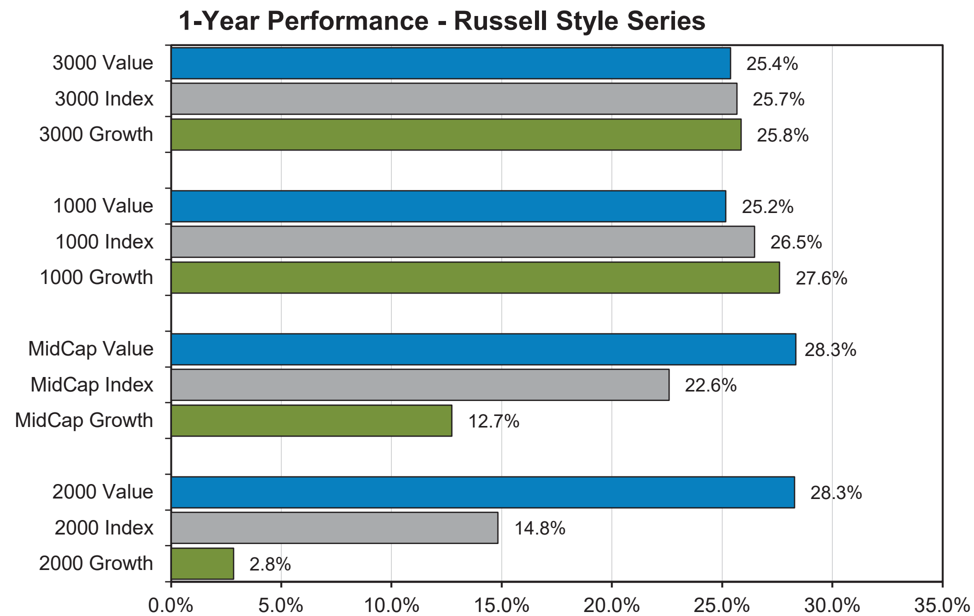
- The equity market resumed its solid momentum during the 4th quarter as nearly all US equity benchmarks posted positive returns across both the style and market capitalization spectrums. Large cap stocks continued their leadership followed by mid and small cap issues. The Russell 1000 Index returned a strong 9.8% for the quarter and outpaced a 6.4% return of the Russell Mid Cap Index and a Russell 2000 Index return of 2.1%.

- Performance across styles and market capitalizations was disparate during the quarter. Large cap growth stocks sizably outpaced their value counterparts while mid and small cap value stocks outperformed growth stocks by an even wider margin. For the period, the Russell 1000 Growth Index was the best performing style index, posting a return of 11.6%. Mid cap value index performance was the next best performing segment, returning 8.5% for the quarter. Small cap growth stocks were the laggards during the period with the Russell 2000 Growth Index returning 0.0%.



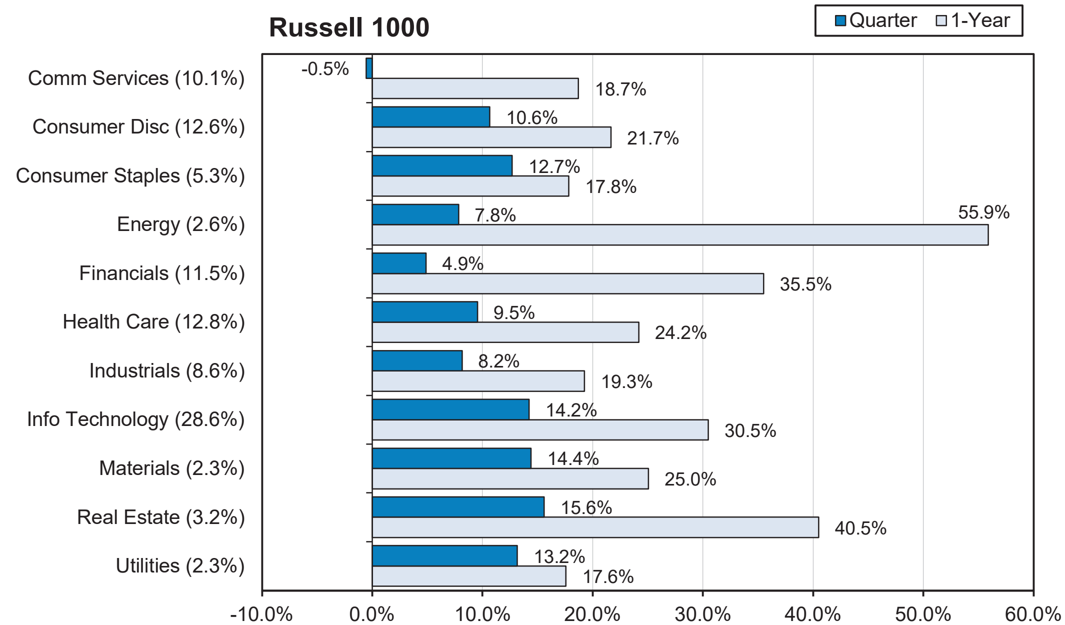
- Performance across all market capitalizations and styles was broadly robust over the trailing 1-year period. Much like the 4th quarter, the outlier for the year was small cap growth stocks. The Russell 2000 Growth Index return of 2.8% for the year significantly lagged both its mid and large cap growth index counterparts and Russell 2000 Value index return of 28.3%.

- While large cap style returns were relatively similar for the year, there was wide dispersion across mid and small style-based index performance. For the year, the Russell 1000 Growth Index rose by 27.6% compared to a still robust 25.2% return for the Russell 1000 Value Index. Within mid and small cap benchmark performance, value dominated growth by double digits. The Russell 2000 Value Index and Russell Mid Cap Value Index both returned 28.3% for the period. In comparison, the Russell Mid Cap Growth Index returned 12.7%, while the Russell 2000 Growth Index returned only 2.8%.

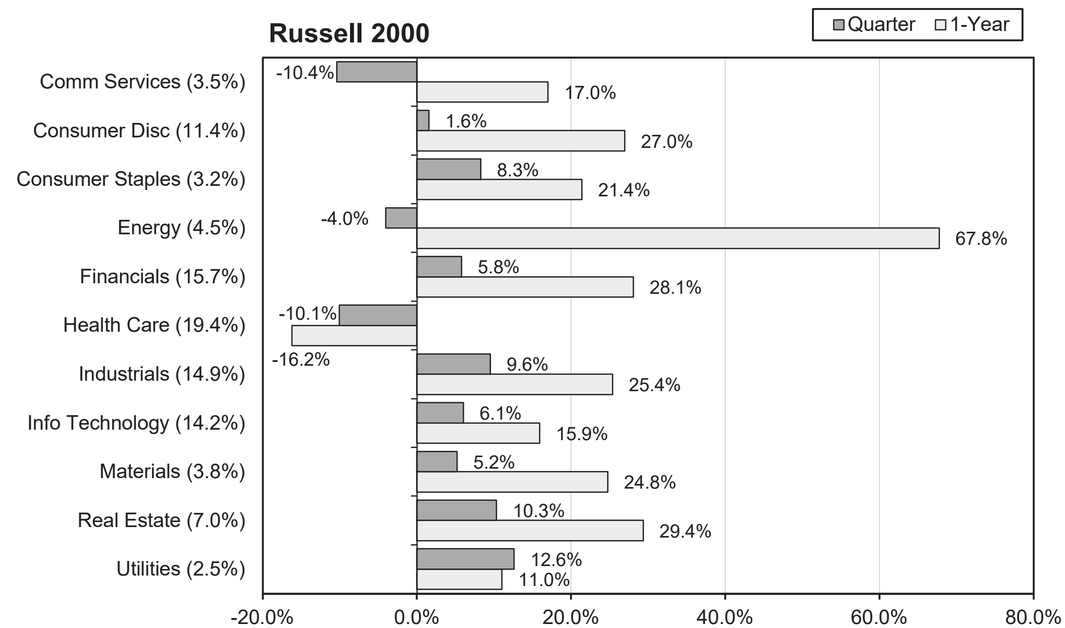


Source: Investment Metrics

- Economic sector performance was positive across ten of the eleven large cap economic sectors for the 4th quarter. Six sectors outpaced the return of the broad index during the period.
- Economically sensitive sectors like real estate (15.6%), materials (14.4%), information technology (14.2%), and utilities (13.2%) were the best performing sectors for the quarter. In general, companies in sectors with the ability to grow earnings and either guard against, or pass along, inflation experienced the strongest returns. While nearly all sectors experienced positive results, the communication services sector (-0.5%) lagged its peers and was the sole negative performer for the quarter.
- For the full year, four sectors exceeded the return of the broad large cap benchmark: energy (55.9%), real estate (40.5%), financials (35.5%), and information technology (30.5%). The weakest economic sector performance in the Russell 1000 for the year was utilities, which still managed to post a solid return of 17.6%.



- Small cap sector performance was more mixed with eight of the eleven economic sectors posting positive performance for the quarter and seven of them outpacing the return of the broader Russell 2000 Index. Utilities were the best performing sector during the quarter, returning 12.6%. The real estate (10.3%), industrials (9.6%), and consumer staples (8.3%) sectors also performed well during the period.
- For the trailing 1-year period, nine of the eleven sectors outpaced the broad benchmark's return. Outperforming sectors included energy (67.8%), real estate (29.4%), financials (28.1%), consumer discretionary (27.0%), industrials (25.4%), materials (24.8%), consumer staples (21.4%), communication services (17.0%), and information technology (15.9%). The combination of a steadily improving economy, improving corporate fundamentals, easy monetary policy, and rising inflationary pressures were all tailwinds for the robust performance in these sectors.



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.

Top 10 Index Weights & Quarterly Performance for the Russell 1000 & 2000

As of December 31, 2021

Top 10 Weighted Stocks

Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Apple Inc	6.11%	25.7%	34.6%	Information Technology
Microsoft Corp	5.65%	19.5%	52.5%	Information Technology
Amazon.com Inc	3.23%	1.5%	2.4%	Consumer Discretionary
Alphabet Inc Class A	1.94%	8.4%	65.3%	Communication Services
Tesla Inc	1.91%	36.3%	49.8%	Consumer Discretionary
Alphabet Inc Class C	1.81%	8.6%	65.2%	Communication Services
Meta Platforms Inc Class A	1.77%	-0.9%	23.1%	Communication Services
NVIDIA Corp	1.57%	42.0%	125.5%	Information Technology
Berkshire Hathaway Inc Class B	1.22%	9.5%	29.0%	Financials
UnitedHealth Group Inc	1.05%	28.9%	45.2%	Health Care

Top 10 Weighted Stocks

Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
AMC Entmt Hldgs Inc Class A	0.47%	-28.5%	1,183.0%	Communication Services
Synaptics Inc	0.38%	61.1%	200.3%	Information Technology
Lattice Semiconductor Corp	0.35%	19.2%	68.2%	Information Technology
EastGroup Properties Inc	0.31%	37.4%	68.4%	Real Estate
BJ's Wholesale Club Holdings Inc	0.31%	21.9%	79.6%	Consumer Staples
Tetra Tech Inc	0.31%	13.8%	47.5%	Industrials
Saia Inc	0.30%	41.6%	86.4%	Industrials
Ovintiv Inc	0.30%	3.0%	138.4%	Energy
Tenet Healthcare Corp	0.29%	23.0%	104.6%	Health Care
WillScot Mobile Mini Holdings Corp	0.29%	28.8%	76.3%	Industrials

Top 10 Performing Stocks (by Quarter)

Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Arista Networks Inc	0.08%	67.3%	97.9%	Information Technology
Builders FirstSource Inc	0.04%	65.7%	110.0%	Industrials
New Relic Inc	0.01%	53.2%	68.1%	Information Technology
Teradyne Inc	0.06%	49.9%	36.8%	Information Technology
Ciena Corp	0.03%	49.9%	45.6%	Information Technology
ON Semiconductor Corp	0.06%	48.4%	107.5%	Information Technology
Ford Motor Co	0.18%	47.4%	137.5%	Consumer Discretionary
Dollar Tree Inc	0.07%	46.8%	30.1%	Consumer Discretionary
Marvell Technology Inc	0.16%	45.2%	84.6%	Information Technology
Rexford Industrial Realty Inc	0.03%	43.4%	67.8%	Real Estate

Top 10 Performing Stocks (by Quarter)

Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Adicet Bio Inc Ordinary Shares	0.01%	123.1%	24.5%	Health Care
Yellow Corp Ordinary Shares	0.02%	122.9%	184.3%	Industrials
R.R.Donnelley & Sons Co	0.03%	119.1%	398.2%	Industrials
ChemoCentryx Inc	0.07%	112.9%	-41.2%	Health Care
iRhythm Technologies Inc	0.12%	101.0%	-50.4%	Health Care
BlueLinx Holdings Inc	0.03%	95.9%	227.3%	Industrials
Kezar Life Sciences Inc	0.02%	93.5%	220.3%	Health Care
Alpha & Omega Semiconductor Ltd	0.04%	93.1%	156.2%	Information Technology
Protagonist Therapeutics Inc	0.05%	93.0%	69.6%	Health Care
Clearfield Inc	0.03%	91.2%	241.5%	Information Technology

Bottom 10 Performing Stocks (by Quarter)

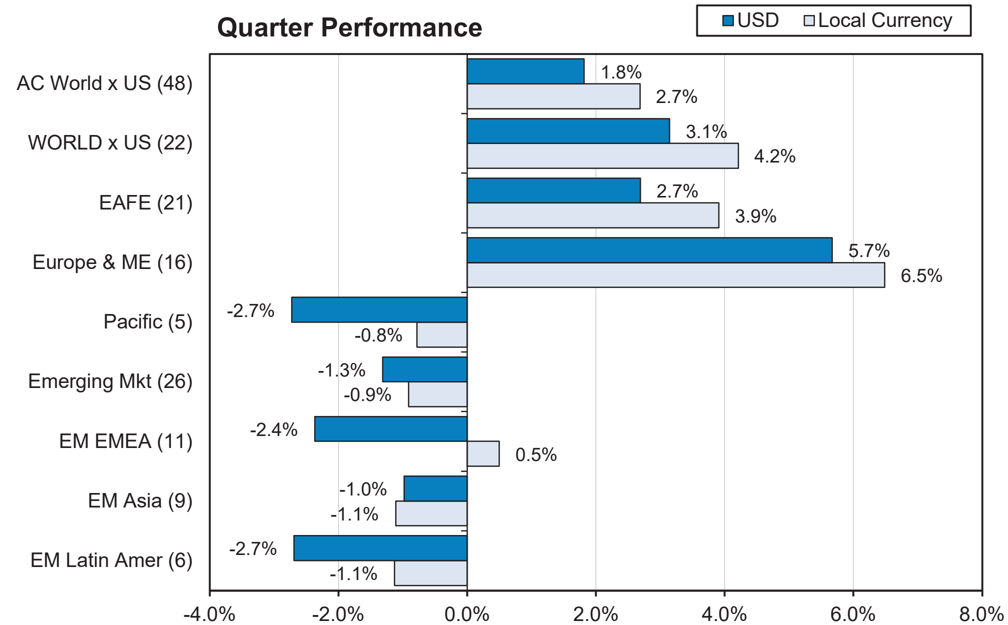
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Peloton Interactive Inc	0.02%	-58.9%	-76.4%	Consumer Discretionary
Everbridge Inc	0.01%	-55.4%	-54.8%	Information Technology
Chegg Inc	0.01%	-54.9%	-66.0%	Consumer Discretionary
Upstart Holdings Inc Ordinary Shares	0.02%	-52.2%	271.3%	Financials
StoneCo Ltd Class A	0.01%	-51.4%	-79.9%	Information Technology
Vroom Inc Ordinary Shares	0.00%	-51.1%	-73.7%	Consumer Discretionary
Paysafe Ltd Ord Shares - Class A	0.01%	-49.5%	N/A	Information Technology
Virgin Galactic Holdings Inc Shs A	0.01%	-47.1%	-43.6%	Industrials
DraftKings Inc Ord Shares - Class A	0.02%	-43.0%	-41.0%	Consumer Discretionary
DocuSign Inc	0.07%	-40.8%	-31.5%	Information Technology

Bottom 10 Performing Stocks (by Quarter)

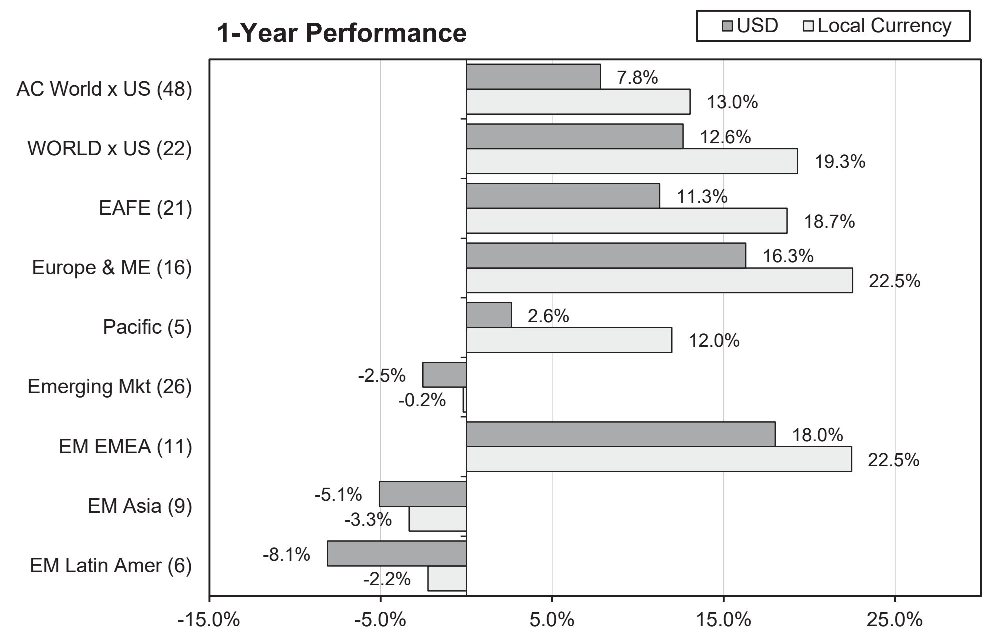
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Allakos Inc	0.01%	-90.8%	-93.0%	Health Care
Cortexyme Inc	0.01%	-86.2%	-54.6%	Health Care
Rafael Hldgs Inc Ord Shares - B	0.00%	-83.4%	-78.1%	Real Estate
Adagio Therapeutics Inc Ord Shares	0.01%	-82.8%	N/A	Health Care
Atea Pharmaceuticals Inc Ord Shs	0.02%	-74.5%	-78.6%	Health Care
Eros STX Global Corp	0.00%	-73.9%	-86.8%	Communication Services
Reata Pharmaceuticals Inc A	0.02%	-73.8%	-78.7%	Health Care
Generation Bio Co Ordinary Shares	0.01%	-71.8%	-75.0%	Health Care
BeyondSpring Inc	0.00%	-71.3%	-62.9%	Health Care
Deciphera Pharmaceuticals Inc	0.01%	-71.2%	-82.9%	Health Care

Source: Morningstar Direct

- Most developed market international equity indexes tracked in the chart posted positive returns in both US dollar (USD) and local currency terms for the 4th quarter. The provincial outlier during the period was the Pacific region which declined during the period on concerns about China and the country's future economic growth. The developed market MSCI EAFE Index returned 2.7% in USD and 3.9% in local currency (LC) terms for the period, while the MSCI Emerging Markets Index declined by -1.3% in USD and -0.9% in local currency terms.



- The trailing 1-year results for international developed markets were positive across all regions and currencies. The MSCI EAFE Index returned 11.3% in USD for the year and 18.7% in LC. Returns across emerging markets were more polarized by geography. While the MSCI Emerging Markets Index returned -2.5% in USD and -0.2% in LC, the EMEA (Europe, Middle East, and Africa) regional index's return of 18.0% in USD and 22.5% in LC, rivaled developed regional benchmark performance. In contrast, performance within the Latin America and Asia regional benchmarks detracted from emerging market index performance with the EM Latin America Index returning -8.1% in USD and -2.2% in LC, while EM Asia posted a return of -5.1% in USD and -3.3% in LC.



Source: MSCI Global Index Monitor (Returns are Net)

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Communication Services	4.5%	-5.6%	-5.7%
Consumer Discretionary	12.5%	2.9%	10.7%
Consumer Staples	10.3%	5.2%	7.3%
Energy	3.4%	-0.5%	22.9%
Financials	16.9%	1.2%	16.6%
Health Care	12.8%	3.0%	8.6%
Industrials	16.2%	2.6%	13.6%
Information Technology	9.7%	3.8%	20.9%
Materials	7.6%	5.9%	10.4%
Real Estate	2.8%	-0.5%	4.1%
Utilities	3.4%	8.8%	0.0%
Total	100.0%	2.7%	11.3%

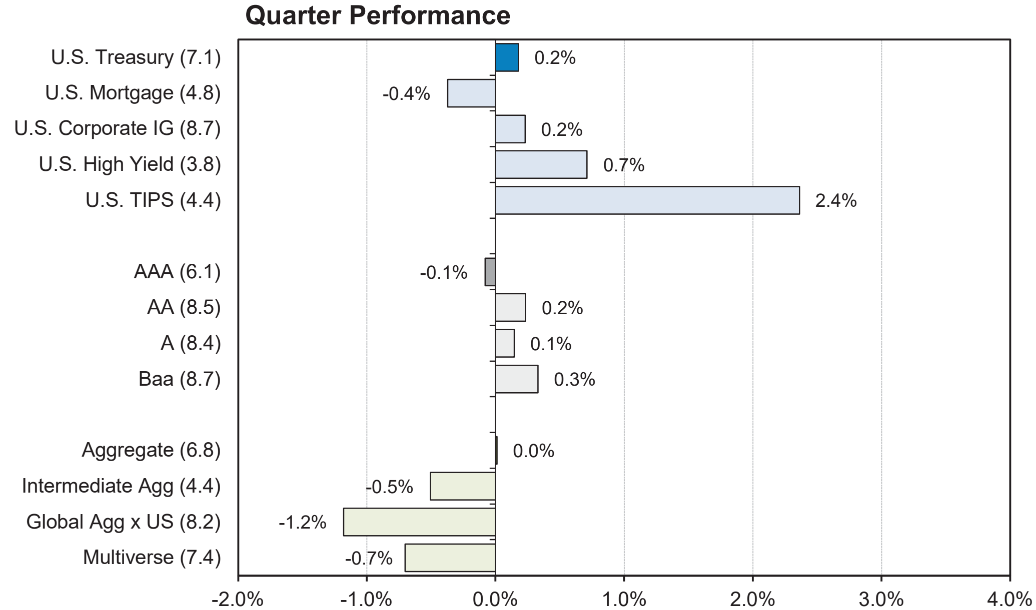
MSCI – ACWIxUS	Sector Weight	Quarter Return	1-Year Return
Communication Services	6.1%	-2.8%	-6.9%
Consumer Discretionary	12.1%	-0.9%	-6.0%
Consumer Staples	8.6%	3.8%	5.3%
Energy	4.8%	-0.4%	26.0%
Financials	19.2%	1.9%	16.4%
Health Care	9.4%	0.1%	3.7%
Industrials	12.6%	2.6%	12.9%
Information Technology	13.6%	5.2%	15.4%
Materials	8.1%	3.6%	9.7%
Real Estate	2.4%	-2.3%	-2.2%
Utilities	3.1%	6.8%	3.1%
Total	100.0%	1.8%	7.8%

MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	10.7%	-0.5%	-9.1%
Consumer Discretionary	13.5%	-8.2%	-29.1%
Consumer Staples	5.9%	-2.1%	-4.9%
Energy	5.6%	-3.8%	21.0%
Financials	19.4%	-0.4%	8.2%
Health Care	4.2%	-15.4%	-19.8%
Industrials	5.1%	-0.3%	8.4%
Information Technology	22.7%	7.4%	9.9%
Materials	8.6%	-2.9%	9.3%
Real Estate	2.0%	-8.5%	-21.8%
Utilities	2.4%	0.7%	12.4%
Total	100.0%	-1.3%	-2.5%

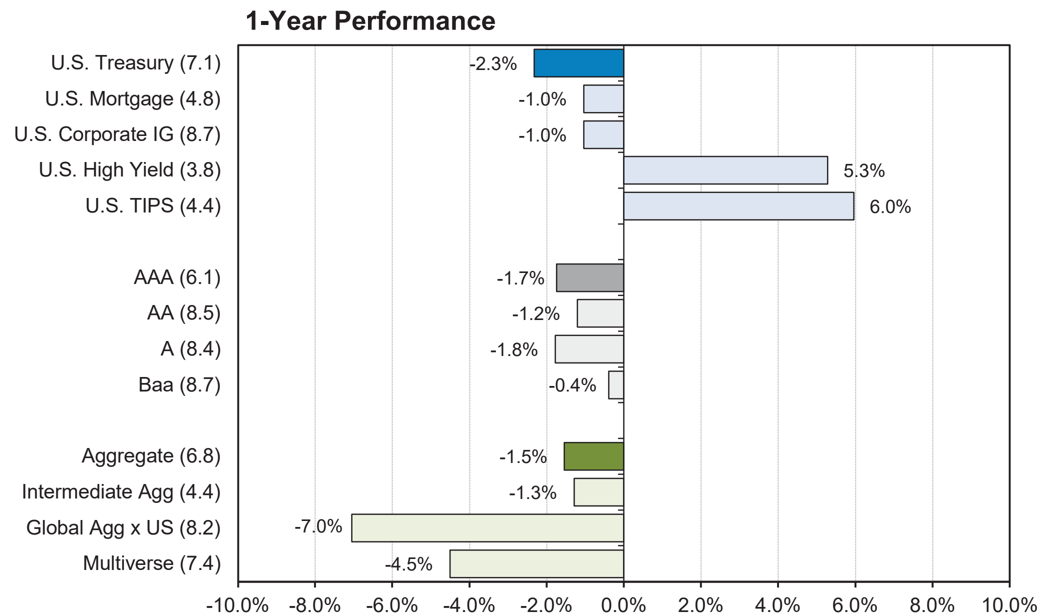
Country	MSCI-EAFE Weight	MSCI-ACWIxUS Weight	Quarter Return	1- Year Return
Japan	22.5%	14.3%	-4.0%	1.7%
United Kingdom	14.6%	9.3%	5.6%	18.5%
France	11.7%	7.5%	7.1%	19.5%
Switzerland	10.5%	6.7%	12.8%	19.3%
Germany	8.9%	5.6%	0.8%	5.3%
Australia	6.9%	4.4%	2.1%	9.4%
Netherlands	4.9%	3.1%	3.5%	27.6%
Sweden	4.0%	2.5%	6.1%	21.9%
Hong Kong	2.8%	1.8%	-3.6%	-3.9%
Denmark	2.7%	1.7%	5.8%	19.1%
Italy	2.5%	1.6%	5.6%	15.0%
Spain	2.2%	1.4%	-1.4%	1.4%
Singapore	1.2%	0.8%	-3.4%	5.7%
Finland	1.0%	0.7%	3.0%	9.0%
Belgium	0.9%	0.6%	1.7%	2.2%
Israel	0.7%	0.5%	7.0%	15.2%
Ireland	0.7%	0.4%	0.6%	8.5%
Norway	0.7%	0.4%	-0.3%	22.0%
Austria	0.2%	0.2%	5.2%	41.5%
New Zealand	0.2%	0.1%	-4.0%	-17.1%
Portugal	0.2%	0.1%	1.9%	0.2%
Total EAFE Countries	100.0%	63.6%	2.7%	11.3%
Canada		7.5%	7.2%	26.0%
Total Developed Countries		71.1%	3.1%	12.6%
China		9.4%	-6.1%	-21.7%
Taiwan		4.7%	8.4%	26.1%
Korea		3.7%	-0.9%	-8.4%
India		3.6%	-0.2%	26.2%
Brazil		1.2%	-6.5%	-17.4%
Russia		1.0%	-9.2%	19.0%
Saudi Arabia		1.0%	-0.7%	37.7%
South Africa		0.9%	-0.5%	3.6%
Mexico		0.6%	6.2%	22.5%
Thailand		0.5%	3.0%	-1.4%
Indonesia		0.4%	6.4%	2.1%
Malaysia		0.4%	1.8%	-6.2%
United Arab Emirates		0.3%	10.3%	50.2%
Poland		0.2%	-2.4%	8.5%
Qatar		0.2%	2.6%	15.2%
Philippines		0.2%	3.7%	-3.9%
Kuwait		0.2%	2.3%	30.9%
Chile		0.1%	-10.5%	-17.3%
Hungary		0.1%	-9.7%	12.1%
Turkey		0.1%	-11.2%	-28.4%
Peru		0.1%	10.4%	-19.9%
Greece		0.1%	-3.6%	8.0%
Colombia		0.1%	-2.7%	-13.8%
Czech Republic		0.0%	12.3%	55.0%
Egypt		0.0%	18.3%	7.5%
Argentina		0.0%	-0.4%	21.0%
Pakistan		0.0%	-2.7%	-24.9%
Total Emerging Countries		28.9%	-1.3%	-2.5%
Total ACWIxUS Countries		100.0%	1.8%	7.8%

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 market results were mixed during the 4th quarter. While the Fed remained supportive with bond purchases, concerns about rising inflation and potentially higher interest rates detracted from performance. US Treasury yields were mixed across the maturity curve but remained low.
- The return for the Bloomberg US Aggregate Bond Index, the bellwether investment grade benchmark, was flat for the period at 0.0%.
- Performance across the investment grade index's segments was mixed during the period with the US Corporate Investment Grade bonds returning 0.2% while the US Mortgage index component fell -0.4%.
- US TIPS posted the quarter's strongest bond performance with a return of 2.4%. High yield issues were also positive, posting a return of 0.7%.
- Outside of domestic markets, the BB Global Aggregate ex US Index posted a return of -1.2% for the quarter. Like international stocks, global bond index performance was negatively impacted by the strengthening USD, which acted as a drag on domestic index returns.

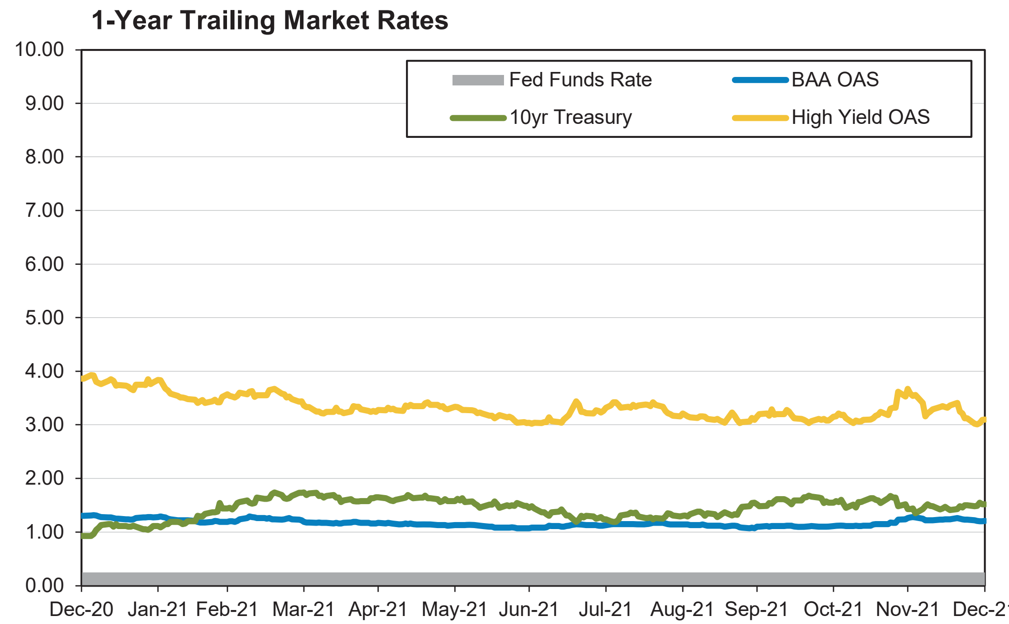


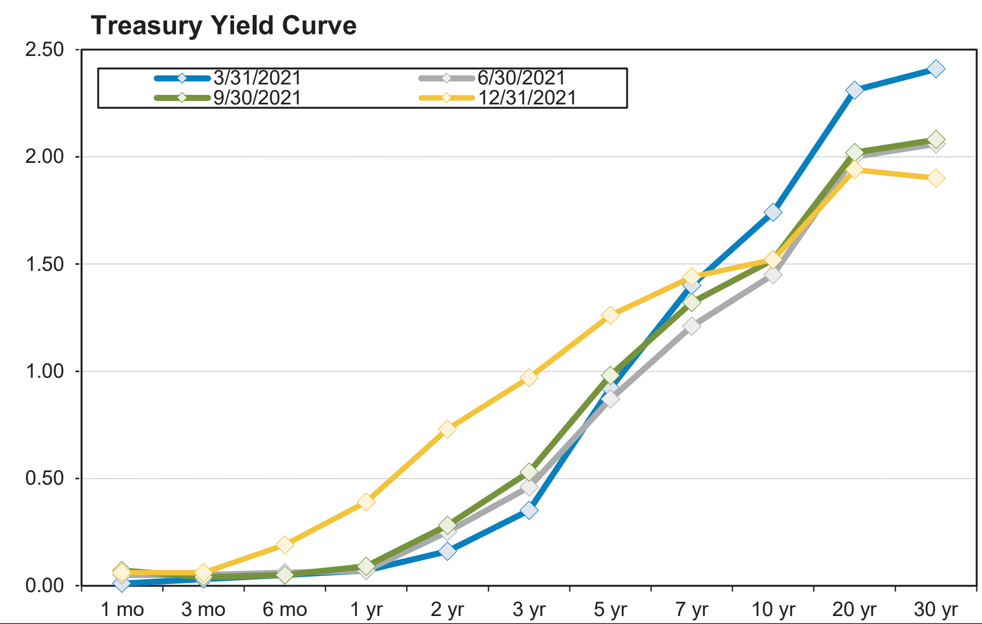
- Over the trailing 1-year period, domestic investment grade benchmark performance was skewed lower by higher quality government bonds (-2.3%) as well as negative performance from investment grade corporate (-1.0%) and mortgage-backed (-1.0%) bonds. Aided by higher inflation, only US TIPS managed to generate positive returns during the year with a return of 6.0%. The bellwether Bloomberg US Aggregate Bond Index declined by -1.5% for the year.
- Lower quality high yield bonds delivered solid performance during the year supported by both higher coupons and a lower maturity profile, which acted as tailwinds. The Bloomberg US High Yield Index returned of 5.3% for the period.
- Performance for non-US bonds was broadly negative for the year with the developed market Bloomberg Global Aggregate ex US Index declining by -7.0%. The combination of rising interest rates overseas, a longer maturity profile, and USD strength for the year hindered index performance.



Source: Bloomberg

- The gray band across the graph illustrates the range of the current Fed Funds Rate. Over the past year, the Fed's target rate range has remained unchanged at 0.00% to 0.25%. During its recent December meeting, the Federal Open Market Committee (FOMC) stated its intent to keep interest rates unchanged in the near-term, while also signaling that it would end its bond purchase program earlier than expected and foreshadowing that interest rates could begin to rise early next year.
- The yield on the US 10-year Treasury (green line) ended the year higher as economic growth accelerated in anticipation of the Fed beginning the process of normalizing interest rates. After reaching a high of 1.74% during the 1st quarter of 2021, interest rates traded within a narrow range for the remainder of the year. The yield on the US 10-year Treasury was 1.52% on December 31st.
- 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-US Treasury investment grade issues. For the full year, the spread narrowed slightly from 1.30% to 1.21%. A narrowing of the premium measured by the High Yield OAS showed investors' willingness to take on credit risk during the year as the spread tightened from 3.86% to 3.10% over the course of the year.
- 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 rates are largely pinned to the Fed Funds Rate, beginning in the 1st quarter of 2021, intermediate-term interest rates began to move higher as investors expectations for higher future interest rates increased. In contrast, longer-term interest rates declined throughout the year over concerns that future economic growth may slow due to rising interest rates.





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

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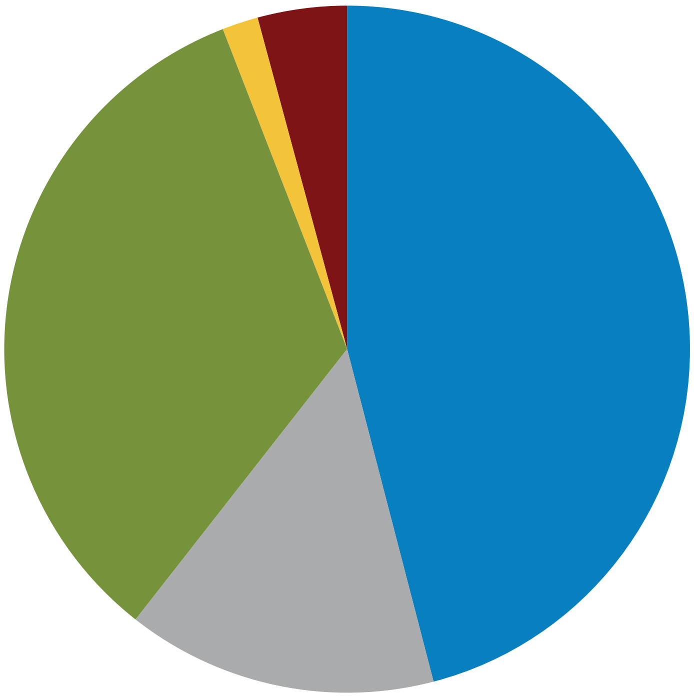
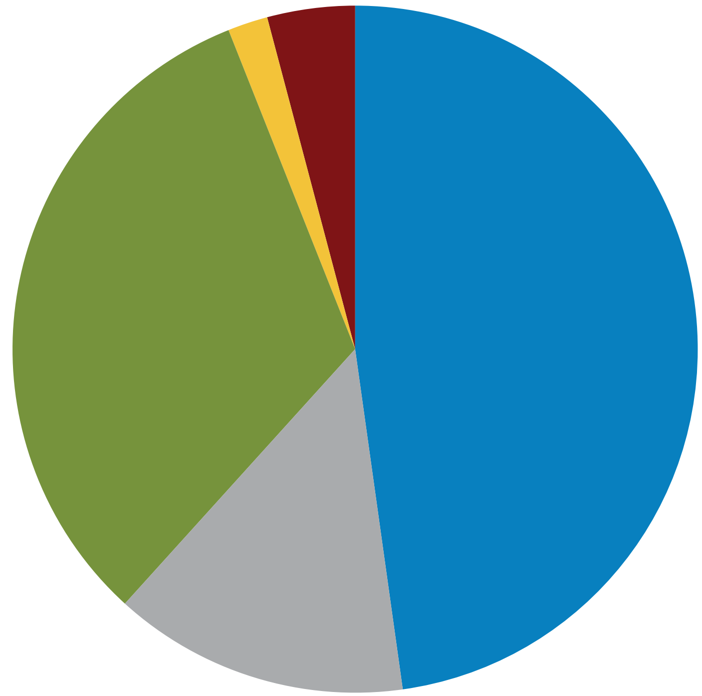
Asset Allocation By Segment as of September 30, 2021 : $13,850,743



Asset Allocation By Segment as of December 31, 2021 : $14,377,682



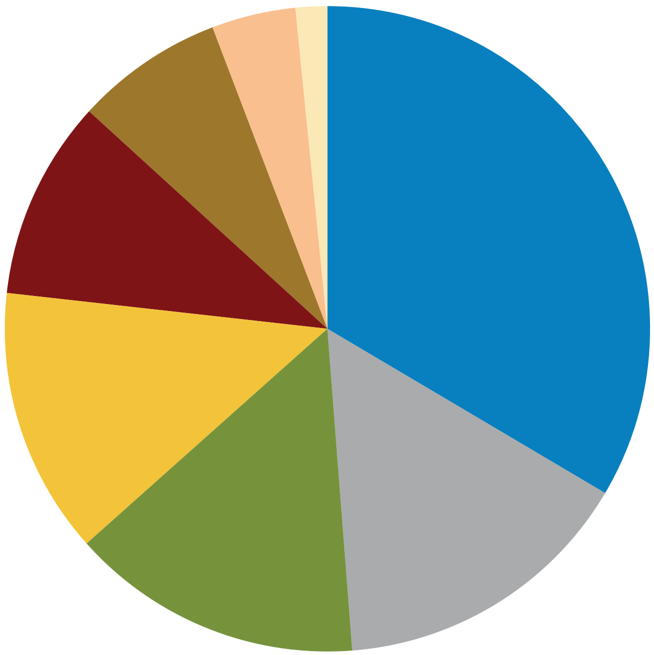
Allocation

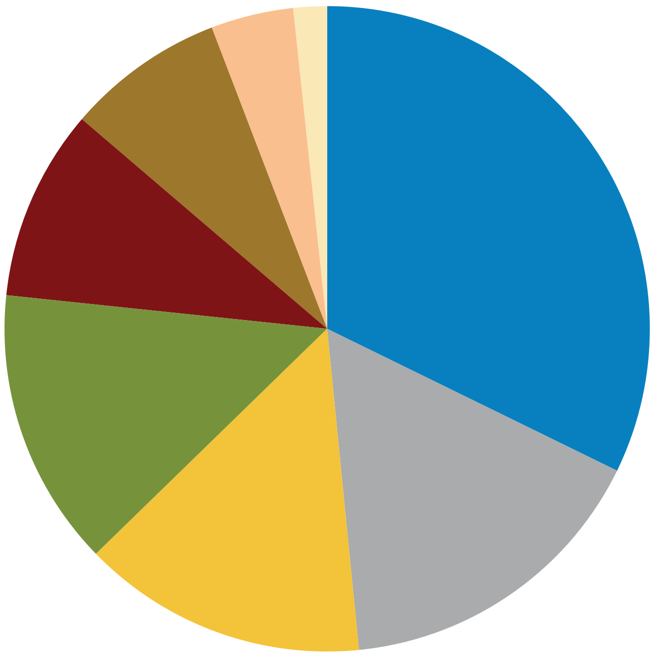
Segments	Market Value	Allocation
Domestic Equity	6,363,783	45.9
International Equity	2,027,932	14.6
Fixed Income	4,640,510	33.5
Cash Equivalent	235,230	1.7
Global Other	583,287	4.2

Allocation

Segments	Market Value	Allocation
Domestic Equity	6,869,941	47.8
International Equity	2,005,076	13.9
Fixed Income	4,635,940	32.2
Cash Equivalent	272,182	1.9
Global Other	594,542	4.1

Asset Allocation By Manager as of September 30, 2021 : $13,850,743	**Asset Allocation By Manager as of December 31, 2021 : $14,377,682**





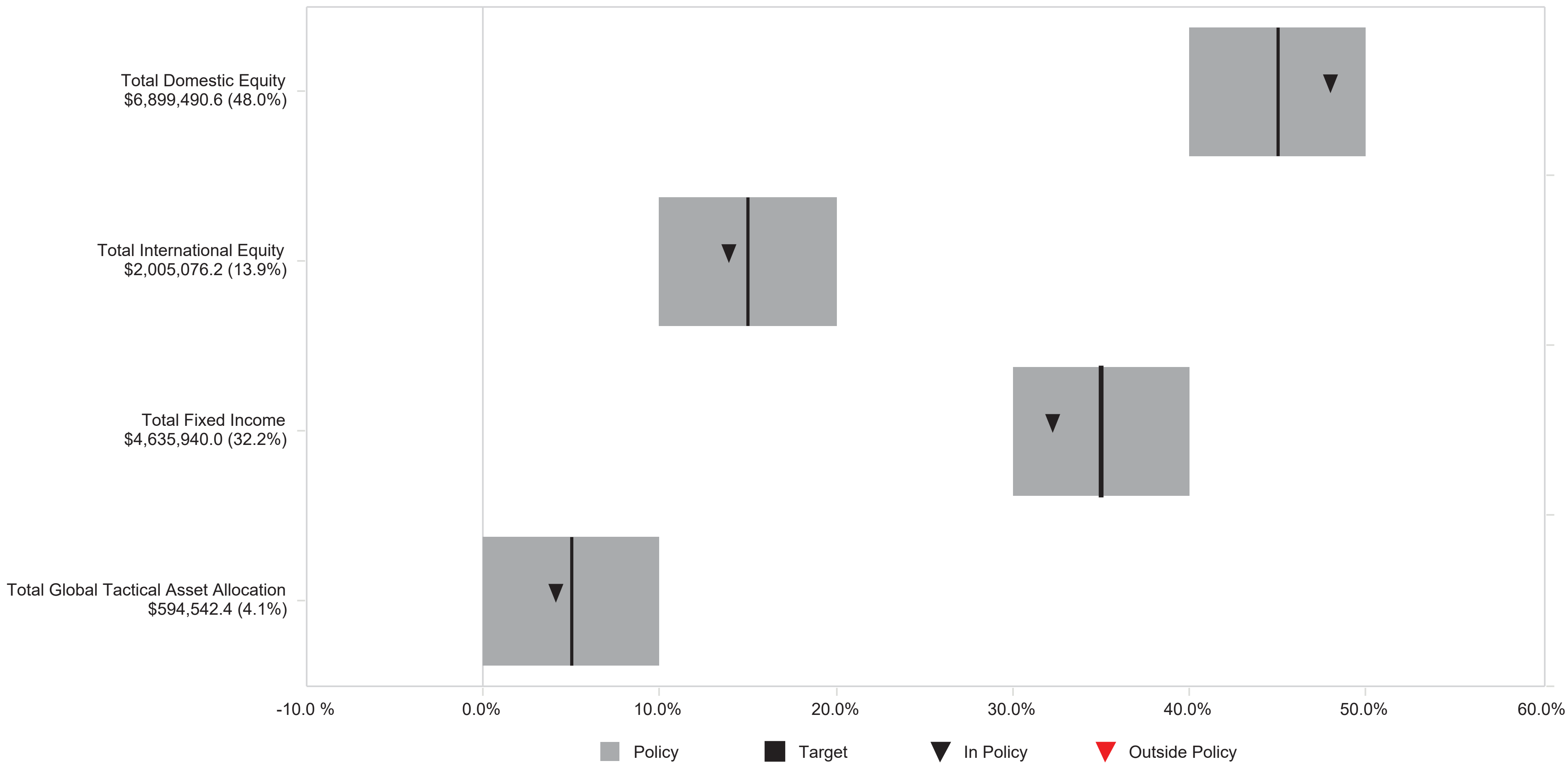
Allocation

	Market Value	Allocation
Baird Aggregate Bond Fund (BAGIX)	4,640,510	33.5
Dana Large Cap Value	2,114,661	15.3
American Funds EuroPacific Gr R6 (RERGX)	2,027,932	14.6
Fidelity 500 Index (FXAIX)	1,850,406	13.4
Wells Fargo Growth R6 (SGRHX)	1,385,263	10.0
Vanguard Growth Index Fund (VIGAX)	1,028,559	7.4
Blackrock Multi-Asset Income -K (BKMIX)	583,287	4.2
Receipt & Disbursement	220,125	1.6

Allocation

	Market Value	Allocation
Baird Aggregate Bond Fund (BAGIX)	4,635,940	32.2
Dana Large Cap Value	2,326,963	16.2
Fidelity 500 Index (FXAIX)	2,054,357	14.3
American Funds EuroPacific Gr R6 (RERGX)	2,005,076	13.9
Wells Fargo Growth R6 (SGRHX)	1,379,236	9.6
Vanguard Growth Index Fund (VIGAX)	1,138,935	7.9
Blackrock Multi-Asset Income -K (BKMIX)	594,542	4.1
Receipt & Disbursement	242,632	1.7

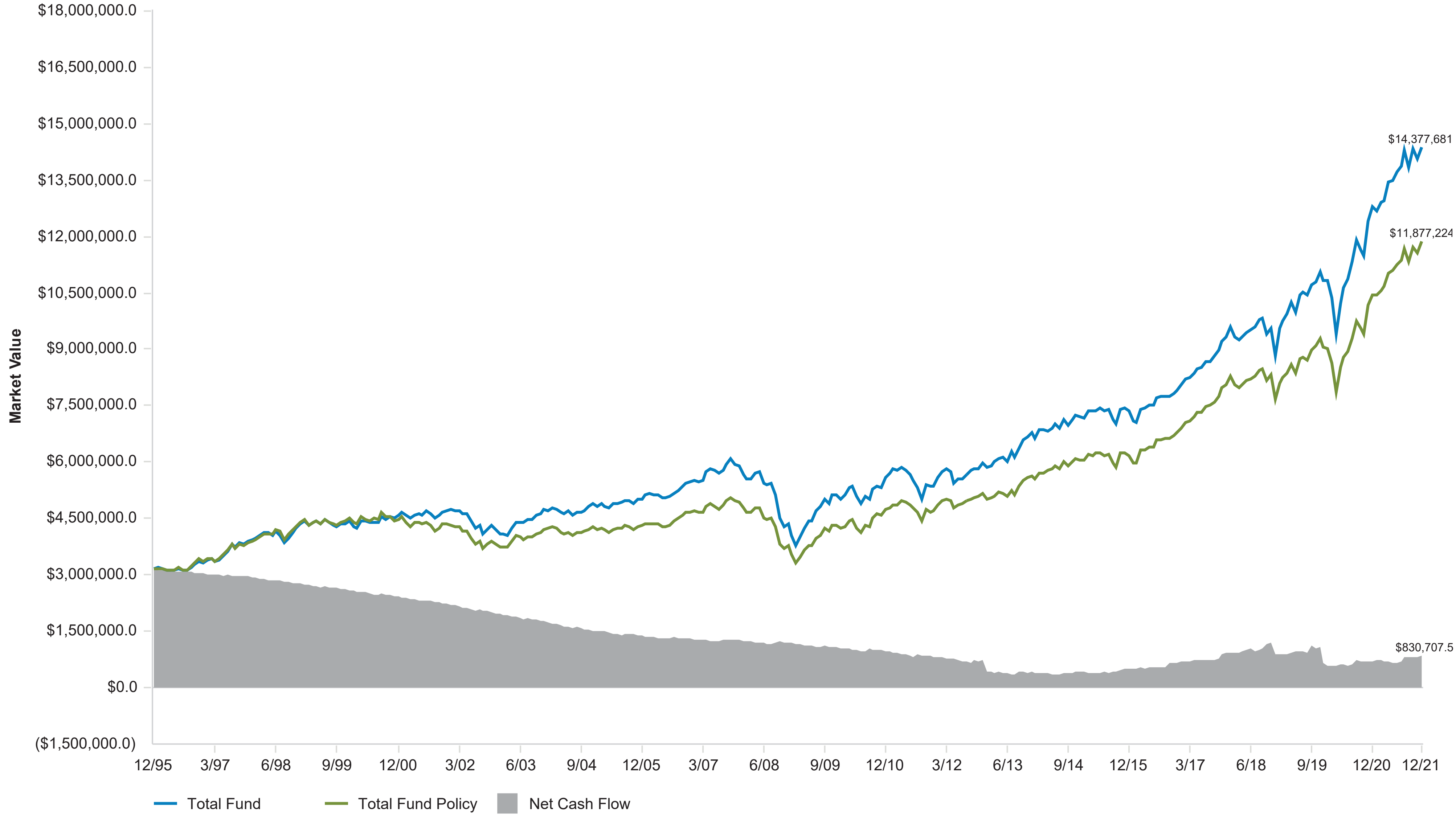
Executive Summary



Asset Allocation Compliance

	Asset Allocation $	Current Allocation (%)	Minimum Allocation (%)	Maximum Allocation (%)	Target Allocation (%)	Min. Rebal. ($000)	Max. Rebal. ($000)	Target Rebal. ($000)
Total Fund	**14,377,682**	**100.0**	**N/A**	**N/A**	**100.0**	**-**	**-**	**-**
Total Domestic Equity	6,899,491	48.0	40.0	50.0	45.0	-1,148,418	289,350	-429,534
Total International Equity	2,005,076	13.9	10.0	20.0	15.0	-567,308	870,460	151,576
Total Fixed Income	4,635,940	32.2	30.0	40.0	35.0	-322,636	1,115,133	396,249
Total Global Tactical Asset Allocation	594,542	4.1	0.0	10.0	5.0	-594,542	843,226	124,342

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	35,479,339	37,795,080	13,546,974	14,377,682	634.02	734.0	5,207,630	165.5

Financial Reconciliation Quarter to Date

	Market Value 10/01/2021	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 12/31/2021
Total Domestic Equity	**6,378,889**	**-**	**-**	**-**	**-3,436**	**-875**	**30,220**	**494,693**	**6,899,491**
Dana Large Cap Value	2,114,661	-	-	-	-3,436	-875	14,863	201,750	2,326,963
Wells Fargo Growth R6 (SGRHX)	1,385,263	-	-	-	-	-	-	-6,027	1,379,236
Vanguard Growth Index Fund (VIGAX)	1,028,559	-	-	-	-	-	1,636	108,740	1,138,935
Fidelity 500 Index (FXAIX)	1,850,406	-	-	-	-	-	13,722	190,230	2,054,357
Total International Equity	**2,027,932**	**-**	**-**	**-**	**-**	**-**	**32,058**	**-54,915**	**2,005,076**
American Funds EuroPacific Gr R6 (RERGX)	2,027,932	-	-	-	-	-	32,058	-54,915	2,005,076
Total Fixed Income	**4,640,510**	**-**	**-**	**-**	**-**	**-**	**23,058**	**-27,627**	**4,635,940**
Baird Aggregate Bond Fund (BAGIX)	4,640,510	-	-	-	-	-	23,058	-27,627	4,635,940
Total Global Tactical Asset Allocation	**583,287**	**-**	**-**	**-**	**-**	**-**	**12,759**	**-1,503**	**594,542**
Blackrock Multi-Asset Income -K (BKMIX)	583,287	-	-	-	-	-	12,759	-1,503	594,542
Receipt & Disbursement	**220,125**	**-**	**182,013**	**-150,730**	**-**	**-8,779**	**3**	**-**	**242,632**
Total Fund	**13,850,743**	**-**	**182,013**	**-150,730**	**-3,436**	**-9,654**	**98,098**	**410,648**	**14,377,682**

Financial Reconciliation Fiscal Year to Date

	Market Value 10/01/2021	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 12/31/2021
Total Domestic Equity	**6,378,889**	**-**	**-**	**-**	**-3,436**	**-875**	**30,220**	**494,693**	**6,899,491**
Dana Large Cap Value	2,114,661	-	-	-	-3,436	-875	14,863	201,750	2,326,963
Wells Fargo Growth R6 (SGRHX)	1,385,263	-	-	-	-	-	-	-6,027	1,379,236
Vanguard Growth Index Fund (VIGAX)	1,028,559	-	-	-	-	-	1,636	108,740	1,138,935
Fidelity 500 Index (FXAIX)	1,850,406	-	-	-	-	-	13,722	190,230	2,054,357
Total International Equity	**2,027,932**	**-**	**-**	**-**	**-**	**-**	**32,058**	**-54,915**	**2,005,076**
American Funds EuroPacific Gr R6 (RERGX)	2,027,932	-	-	-	-	-	32,058	-54,915	2,005,076
Total Fixed Income	**4,640,510**	**-**	**-**	**-**	**-**	**-**	**23,058**	**-27,627**	**4,635,940**
Baird Aggregate Bond Fund (BAGIX)	4,640,510	-	-	-	-	-	23,058	-27,627	4,635,940
Total Global Tactical Asset Allocation	**583,287**	**-**	**-**	**-**	**-**	**-**	**12,759**	**-1,503**	**594,542**
Blackrock Multi-Asset Income -K (BKMIX)	583,287	-	-	-	-	-	12,759	-1,503	594,542
Receipt & Disbursement	**220,125**	**-**	**182,013**	**-150,730**	**-**	**-8,779**	**3**	**-**	**242,632**
Total Fund	**13,850,743**	**-**	**182,013**	**-150,730**	**-3,436**	**-9,654**	**98,098**	**410,648**	**14,377,682**

Comparative Performance Trailing Returns

	QTR		FYTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception		Inception Date
Total Fund (Gross)	**3.68**	**(72)**	**3.68**	**(72)**	**11.49**	**(79)**	**18.12**	**(5)**	**12.34**	**(15)**	**9.56**	**(18)**	**10.65**	**(14)**	**7.97**	**(33)**	**01/01/1996**
Total Fund Policy	4.65	(36)	4.65	(36)	12.26	(70)	15.99	(40)	11.39	(39)	9.14	(31)	9.99	(31)	7.63	(47)	
Difference	-0.97		-0.97		-0.77		2.13		0.95		0.42		0.66		0.34		
All Public Plans-Total Fund Median	4.30		4.30		13.42		15.41		11.11		8.73		9.60		7.58		
Total Fund (Net)	**3.65**		**3.65**		**11.38**		**18.01**		**12.19**		**9.37**		**10.38**		**7.49**		**01/01/1996**
Total Fund Policy	4.65		4.65		12.26		15.99		11.39		9.14		9.99		7.63		
Difference	-1.00		-1.00		-0.88		2.02		0.80		0.23		0.39		-0.14		
Total Equity	**5.97**		**5.97**		**18.65**		**24.52**		**16.53**		**12.60**		**14.36**		**10.02**		**01/01/1996**
Total Equity Policy	7.41		7.41		21.15		22.71		16.01		12.69		14.38		9.23		
Difference	-1.44		-1.44		-2.50		1.81		0.52		-0.09		-0.02		0.79		
Total Domestic Equity	**8.23**		**8.23**		**23.93**		**26.59**		**17.95**		**13.96**		**15.69**		**13.09**		**05/01/2011**
Total Domestic Equity Policy	9.28		9.28		25.66		25.79		17.97		14.55		16.30		14.48		
Difference	-1.05		-1.05		-1.73		0.80		-0.02		-0.59		-0.61		-1.39		
Dana Large Cap Value	10.26	(18)	10.26	(18)	29.84	(29)	20.57	(40)	12.28	(64)	10.07	(68)	N/A		11.76	(64)	07/01/2013
Russell 1000 Value Index	7.77	(58)	7.77	(58)	25.16	(72)	17.64	(77)	11.16	(79)	9.73	(80)	12.97	(74)	11.30	(73)	
Difference	2.49		2.49		4.68		2.93		1.12		0.34		N/A		0.46		
IM U.S. Large Cap Value Equity (SA+CF) Median	8.07		8.07		27.76		19.86		12.90		10.96		13.93		12.43		
Wells Fargo Growth R6 (SGRHX)	-0.44	(84)	-0.44	(84)	7.89	(83)	30.47	(33)	24.72	(20)	17.49	(21)	17.56	(38)	15.89	(27)	06/01/2011
Russell 3000 Growth Index	10.89	(11)	10.89	(11)	25.85	(19)	33.21	(17)	24.56	(21)	19.02	(15)	19.39	(15)	17.55	(11)	
Difference	-11.33		-11.33		-17.96		-2.74		0.16		-1.53		-1.83		-1.66		
IM U.S. Multi-Cap Growth Equity (MF) Median	5.92		5.92		18.87		28.72		21.29		15.68		16.98		14.82		
Vanguard Growth Index Fund (VIGAX)	10.73	(20)	10.73	(20)	27.26	(18)	34.80	(7)	24.79	(29)	N/A		N/A		22.79	(21)	06/01/2016
CRSP U.S. Large Cap Growth TR Index	10.74	(20)	10.74	(20)	27.30	(17)	34.84	(7)	24.82	(28)	18.73	(24)	19.09	(26)	22.83	(21)	
Difference	-0.01		-0.01		-0.04		-0.04		-0.03		N/A		N/A		-0.04		
IM U.S. Large Cap Growth Equity (MF) Median	7.69		7.69		22.03		30.72		23.41		17.52		18.19		21.19		
Fidelity 500 Index (FXAIX)	11.02	(26)	11.02	(26)	N/A		N/A		N/A		N/A		N/A		14.27	(22)	06/01/2021
S&P 500 Index	11.03	(26)	11.03	(26)	28.71	(24)	26.07	(27)	18.47	(24)	14.93	(14)	16.55	(14)	14.28	(22)	
Difference	-0.01		-0.01		N/A		N/A		N/A		N/A		N/A		-0.01		
IM U.S. Large Cap Core Equity (MF) Median	9.98		9.98		26.73		24.17		16.98		13.36		15.19		11.54		

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

	QTR		FYTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception		Inception Date
Total International Equity	**-1.13**		**-1.13**		**2.84**		**17.84**		**11.90**		**8.33**		**9.73**		**6.88**		**05/01/2011**
Total International Equity Policy	1.88		1.88		8.29		13.70		10.12		7.05		8.56		5.82		
Difference	-3.01		-3.01		-5.45		4.14		1.78		1.28		1.17		1.06		
American Funds EuroPacific Gr R6 (RERGX)	-1.13	(90)	-1.13	(90)	2.84	(83)	17.95	(43)	12.87	(44)	9.11	(31)	N/A		7.89	(25)	05/01/2014
MSCI AC World ex USA	1.88	(75)	1.88	(75)	8.29	(56)	13.70	(87)	10.12	(81)	7.05	(71)	7.78	(73)	5.66	(72)	
Difference	-3.01		-3.01		-5.45		4.25		2.75		2.06		N/A		2.23		
IM International Large Cap Growth Equity (MF) Median	3.01		3.01		8.70		17.72		12.44		8.11		8.87		6.71		
Total Fixed Income	**-0.10**		**-0.10**		**-1.44**		**5.43**		**4.01**		**3.23**		**2.95**		**4.77**		**01/01/1996**
Total Fixed Income Policy	0.01		0.01		-1.55		4.79		3.57		3.00		2.90		4.84		
Difference	-0.11		-0.11		0.11		0.64		0.44		0.23		0.05		-0.07		
Baird Aggregate Bond Fund (BAGIX)	-0.10	(43)	-0.10	(43)	-1.46	(58)	5.43	(39)	4.01	(28)	N/A		N/A		3.30	(23)	04/01/2015
Blmbg. U.S. Aggregate Index	0.01	(22)	0.01	(22)	-1.55	(61)	4.79	(70)	3.57	(61)	3.00	(55)	2.90	(64)	2.87	(55)	
Difference	-0.11		-0.11		0.09		0.64		0.44		N/A		N/A		0.43		
IM U.S. Broad Market Core Fixed Income (MF) Median	-0.14		-0.14		-1.32		5.17		3.71		3.07		3.10		2.94		
Total Global Tactical Asset Allocation	**1.93**	**(73)**	**1.93**	**(73)**	**7.28**	**(71)**	**N/A**		**N/A**		**N/A**		**N/A**		**7.04**	**(69)**	**07/01/2019**
Total Global Tactical Asset Policy	3.89	(43)	3.89	(43)	9.69	(53)	N/A		N/A		N/A		N/A		11.26	(30)	
Difference	-1.96		-1.96		-2.41		N/A		N/A		N/A		N/A		-4.22		
IM Flexible Portfolio (MF) Median	3.56		3.56		10.33		11.51		7.70		5.98		7.00		9.54		
Blackrock Multi-Asset Income -K (BKMIX)	1.93	(73)	1.93	(73)	7.28	(71)	N/A		N/A		N/A		N/A		7.04	(69)	07/01/2019
50% MSCI World/50% BC Agg	3.89	(43)	3.89	(43)	9.69	(53)	13.38	(28)	9.48	(27)	N/A		N/A		11.26	(30)	
Difference	-1.96		-1.96		-2.41		N/A		N/A		N/A		N/A		-4.22		
IM Flexible Portfolio (MF) Median	3.56		3.56		10.33		11.51		7.70		5.98		7.00		9.54		

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

Comparative Performance Fiscal Year to Date

	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	
Total Fund (Gross)	**17.95**	**(76)**	**13.01**	**(4)**	**8.77**	**(1)**	**7.89**	**(49)**	**10.97**	**(69)**	**8.38**	**(72)**	**0.24**	**(24)**
Total Fund Policy	17.70	(79)	10.78	(26)	5.67	(10)	7.54	(60)	11.19	(65)	10.43	(18)	-0.74	(52)
Difference	0.25		2.23		3.10		0.35		-0.22		-2.05		0.98	
All Public Plans-Total Fund Median	19.78		8.67		4.00		7.86		11.64		9.31		-0.70	
Total Fund (Net)	**17.84**		**12.91**		**8.66**		**7.72**		**10.71**		**8.15**		**-0.07**	
Total Fund Policy	17.70		10.78		5.67		7.54		11.19		10.43		-0.74	
Difference	0.14		2.13		2.99		0.18		-0.48		-2.28		0.67	
Total Equity	**28.65**		**17.00**		**3.17**		**13.62**		**18.10**		**10.32**		**-2.10**	
Total Equity Policy	30.03		12.06		2.04		13.62		19.14		13.68		-3.37	
Difference	-1.38		4.94		1.13		0.00		-1.04		-3.36		1.27	
Total Domestic Equity	**29.86**		**17.61**		**4.29**		**17.21**		**17.70**		**11.20**		**-0.53**	
Total Domestic Equity Policy	31.88		15.00		2.92		17.58		18.71		14.96		-0.49	
Difference	-2.02		2.61		1.37		-0.37		-1.01		-3.76		-0.04	
Dana Large Cap Value	33.37	(69)	-1.79	(44)	4.25	(37)	9.17	(81)	16.63	(63)	9.79	(82)	-3.65	(57)
Russell 1000 Value Index	35.01	(60)	-5.03	(66)	4.00	(39)	9.45	(78)	15.12	(76)	16.19	(26)	-4.42	(65)
Difference	-1.64		3.24		0.25		-0.28		1.51		-6.40		0.77	
IM U.S. Large Cap Value Equity (SA+CF) Median	37.20		-3.12		2.36		11.83		17.89		13.56		-3.29	
Wells Fargo Growth R6 (SGRHX)	28.22	(43)	37.21	(25)	4.59	(28)	30.23	(14)	21.35	(38)	10.38	(43)	1.32	(50)
Russell 3000 Growth Index	27.57	(49)	36.12	(27)	2.70	(40)	25.89	(31)	21.87	(33)	13.64	(13)	3.21	(31)
Difference	0.65		1.09		1.89		4.34		-0.52		-3.26		-1.89	
IM U.S. Multi-Cap Growth Equity (MF) Median	27.43		29.32		1.24		22.73		20.05		9.59		1.29	
Vanguard Growth Index Fund (VIGAX)	28.11	(22)	38.28	(30)	4.52	(27)	22.67	(72)	19.81	(57)	N/A		N/A	
CRSP U.S. Large Cap Growth TR Index	28.13	(22)	38.32	(30)	4.55	(27)	22.70	(71)	19.86	(56)	13.56	(20)	2.00	(62)
Difference	-0.02		-0.04		-0.03		-0.03		-0.05		N/A		N/A	
IM U.S. Large Cap Growth Equity (MF) Median	26.04		34.54		2.32		25.06		20.13		10.96		2.84	
Vanguard Index 500 Admiral (VFIAX)	N/A		15.11	(37)	4.22	(39)	N/A		N/A		N/A		N/A	
S&P 500 Index	30.00	(40)	15.15	(36)	4.25	(39)	17.91	(27)	18.61	(46)	15.43	(18)	-0.61	(31)
Difference	N/A		-0.04		-0.03		N/A		N/A		N/A		N/A	
IM U.S. Large Cap Core Equity (MF) Median	29.03		12.89		3.16		16.07		18.38		13.07		-1.60	
Fidelity 500 Index (FXAIX)	N/A		N/A		N/A		N/A		N/A		N/A		N/A	
S&P 500 Index	30.00	(40)	15.15	(36)	4.25	(39)	17.91	(27)	18.61	(46)	15.43	(18)	-0.61	(31)
Difference	N/A		N/A		N/A		N/A		N/A		N/A		N/A	
IM U.S. Large Cap Core Equity (MF) Median	29.03		12.89		3.16		16.07		18.38		13.07		-1.60	

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

	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	
Highland Capital Core Value Equity	N/A		N/A		N/A		N/A		15.84	(81)	14.02	(42)	-0.29	(58)
S&P 500 Index	30.00	(55)	15.15	(37)	4.25	(41)	17.91	(41)	18.61	(53)	15.43	(23)	-0.61	(63)
Difference	N/A		N/A		N/A		N/A		-2.77		-1.41		0.32	
IM U.S. Large Cap Core Equity (SA+CF) Median	30.51		12.77		3.20		17.33		18.74		13.41		0.11	
Total International Equity	**24.76**		**14.97**		**-0.65**		**2.87**		**19.30**		**7.36**		**-7.56**	
Total International Equity Policy	24.45		3.45		-0.72		2.25		20.15		9.80		-11.78	
Difference	0.31		11.52		0.07		0.62		-0.85		-2.44		4.22	
Highland Capital International	N/A		N/A		N/A		4.38	(31)	17.89	(74)	6.09	(74)	-10.11	(83)
MSCI EAFE Index	26.29	(42)	0.93	(74)	-0.82	(40)	3.25	(39)	19.65	(57)	7.06	(60)	-8.27	(62)
Difference	N/A		N/A		N/A		1.13		-1.76		-0.97		-1.84	
IM International Large Cap Core Equity (SA+CF) Median	25.35		4.28		-1.56		2.55		20.20		8.00		-7.16	
American Funds EuroPacific Gr R6 (RERGX)	24.76	(18)	14.97	(35)	1.14	(45)	1.47	(60)	20.63	(8)	8.52	(38)	-4.93	(34)
MSCI AC World ex USA	24.45	(22)	3.45	(88)	-0.72	(67)	2.25	(51)	20.15	(19)	9.80	(27)	-11.78	(89)
Difference	0.31		11.52		1.86		-0.78		0.48		-1.28		6.85	
IM International Large Cap Growth Equity (MF) Median	20.58		13.00		0.81		2.28		17.85		7.77		-5.68	
Total Fixed Income	**-0.29**		**7.79**		**10.67**		**-1.24**		**0.87**		**5.78**		**0.98**	
Total Fixed Income Policy	-0.90		6.98		10.30		-1.22		0.07		5.19		2.94	
Difference	0.61		0.81		0.37		-0.02		0.80		0.59		-1.96	
ICC Fixed Income	N/A		N/A		N/A		N/A		N/A		N/A		N/A	
Blmbg. U.S. Aggregate Index	-0.90	(86)	6.98	(77)	10.30	(69)	-1.22	(88)	0.07	(84)	5.19	(80)	2.94	(62)
Difference	N/A		N/A		N/A		N/A		N/A		N/A		N/A	
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	-0.02		7.52		10.43		-0.75		0.63		5.66		3.02	
Baird Aggregate Bond Fund (BAGIX)	-0.31	(66)	7.79	(22)	10.69	(9)	-1.24	(43)	0.87	(32)	5.78	(28)	N/A	
Blmbg. U.S. Aggregate Index	-0.90	(83)	6.98	(50)	10.30	(24)	-1.22	(41)	0.07	(64)	5.19	(51)	2.94	(9)
Difference	0.59		0.81		0.39		-0.02		0.80		0.59		N/A	
IM U.S. Broad Market Core Fixed Income (MF) Median	0.18		6.97		9.81		-1.34		0.48		5.21		1.98	
Total Global Tactical Asset Allocation	**12.13**	**(76)**	**2.40**	**(51)**	**N/A**		**N/A**		**N/A**		**N/A**		**N/A**	
Total Global Tactical Asset Policy	13.29	(71)	9.36	(16)	N/A		N/A		N/A		N/A		N/A	
Difference	-1.16		-6.96		N/A		N/A		N/A		N/A		N/A	
IM Flexible Portfolio (MF) Median	16.32		2.41		2.59		3.38		9.02		8.56		-4.23	
Blackrock Multi-Asset Income -K (BKMIX)	12.13	(76)	2.40	(51)	N/A		N/A		N/A		N/A		N/A	
50% MSCI World/50% BC Agg	13.29	(71)	9.36	(16)	6.40	(18)	4.93	(36)	8.80	(53)	N/A		N/A	
Difference	-1.16		-6.96		N/A		N/A		N/A		N/A		N/A	
IM Flexible Portfolio (MF) Median	16.32		2.41		2.59		3.38		9.02		8.56		-4.23	

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

City of Eustis Firefighters' Pension Fund

Compliance Checklist as of 12/31/2021

Total Fund Compliance:	Yes	No	N/A
1. The Total Plan return equaled or exceeded the actuarial earnings assumption of 7.6% over the trailing three year period.	✓		
2. The Total Plan return equaled or exceeded the actuarial earnings assumption of 7.6% 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:	FXAIX			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 12/31/2021

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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	Estimated Annual Fee (%)	Market Value ($)	Estimated Annual Fee ($)	Fee Schedule
Dana Large Cap Value	0.65	2,326,963	15,125	0.65 % of Assets
Wells Fargo Growth R6 (SGRHX)	0.70	1,379,236	9,655	0.70 % of Assets
Vanguard Growth Index Fund (VIGAX)	0.05	1,138,935	569	0.05 % of Assets
Fidelity 500 Index (FXAIX)	0.02	2,054,357	308	0.02 % of Assets
Total Domestic Equity	**0.37**	**6,899,491**	**25,658**	
American Funds EuroPacific Gr R6 (RERGX)	0.46	2,005,076	9,223	0.46 % of Assets
Total International Equity	**0.46**	**2,005,076**	**9,223**	
Baird Aggregate Bond Fund (BAGIX)	0.30	4,635,940	13,908	0.30 % of Assets
Total Fixed Income	**0.30**	**4,635,940**	**13,908**	
Blackrock Multi-Asset Income -K (BKMIX)	0.54	594,542	3,211	0.54 % of Assets
Total Global Tactical Asset Allocation	**0.54**	**594,542**	**3,211**	
Receipt & Disbursement		242,632	-	
Total Fund	**0.36**	**14,377,682**	**51,999**	

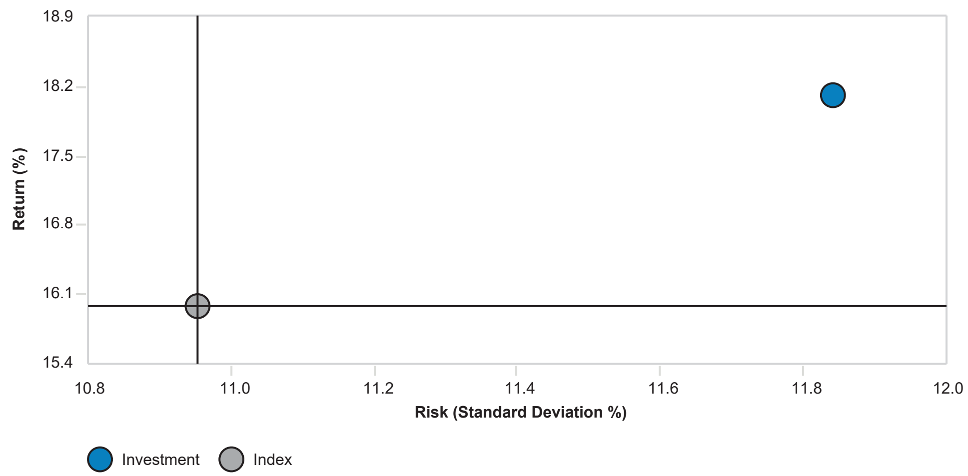
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	18.12	11.84	1.38	109.44	10	103.70	2
Index	15.99	10.95	1.31	100.00	10	100.00	2

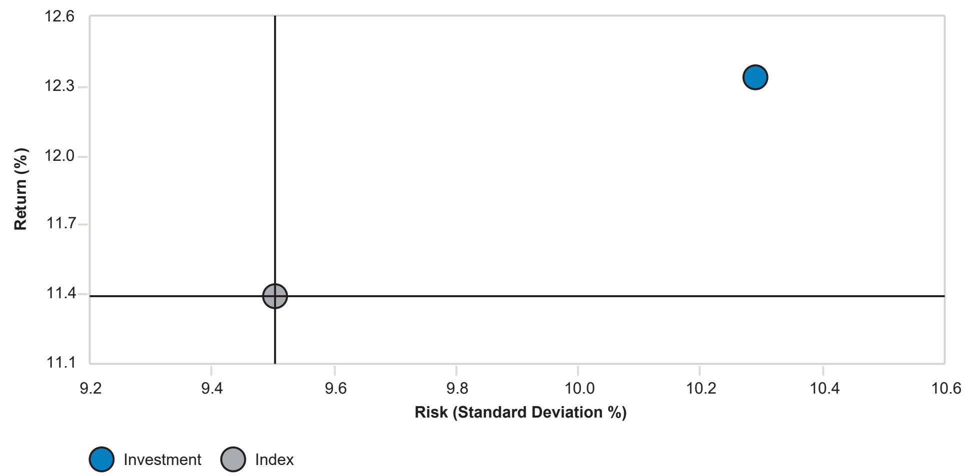
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	12.34	10.29	1.07	107.03	16	105.15	4
Index	11.39	9.50	1.06	100.00	16	100.00	4

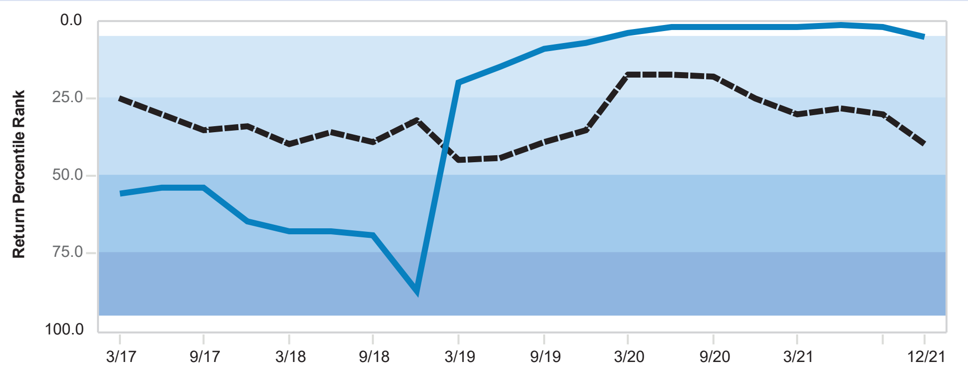
Risk and Return 3 Years



Risk and Return 5 Years

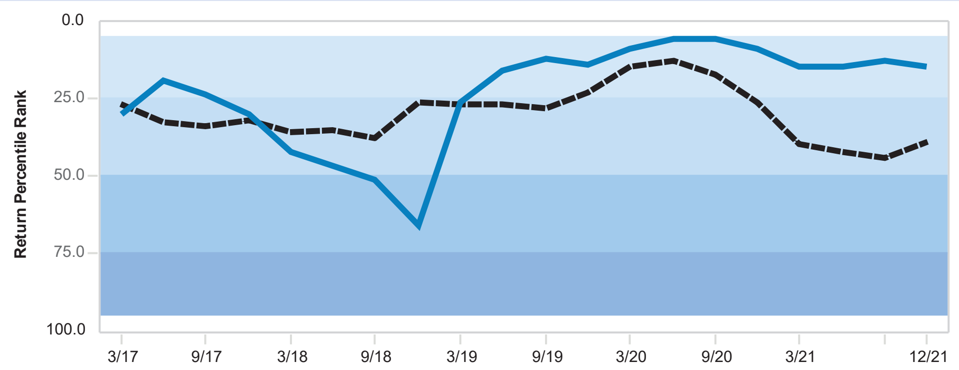


3 Year Rolling Percentile Rank All Public Plans-Total Fund



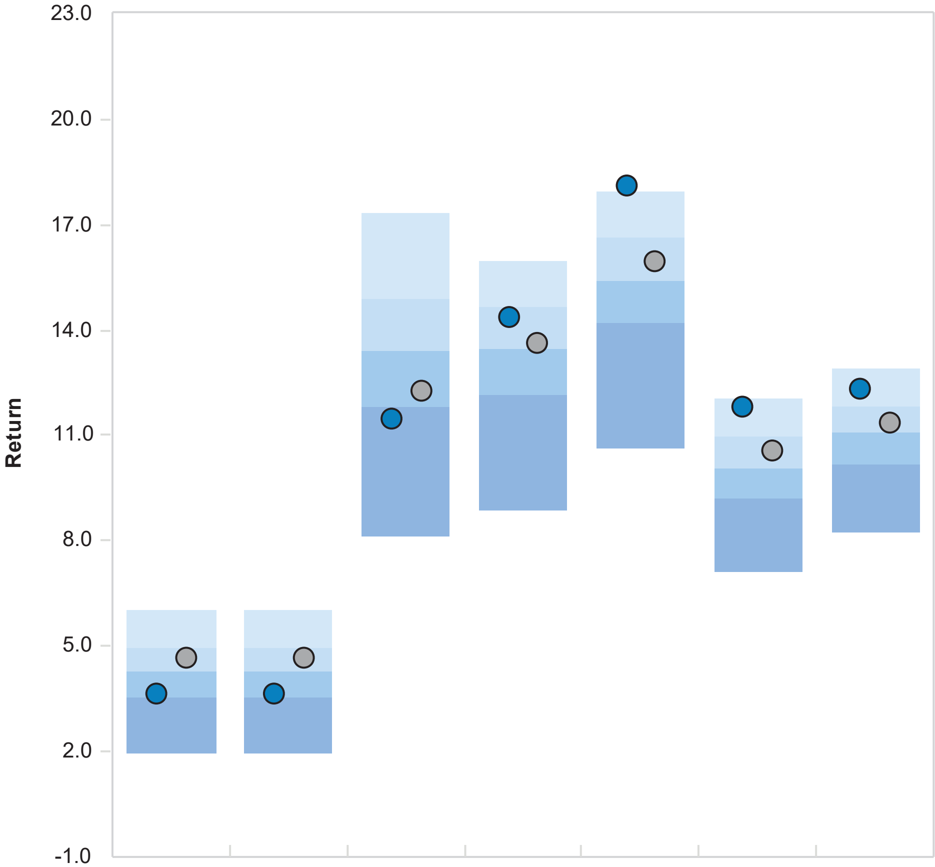
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	12 (60%)	0 (0%)	7 (35%)	1 (5%)
Index	20	5 (25%)	15 (75%)	0 (0%)	0 (0%)

5 Year Rolling Percentile Rank All Public Plans-Total Fund



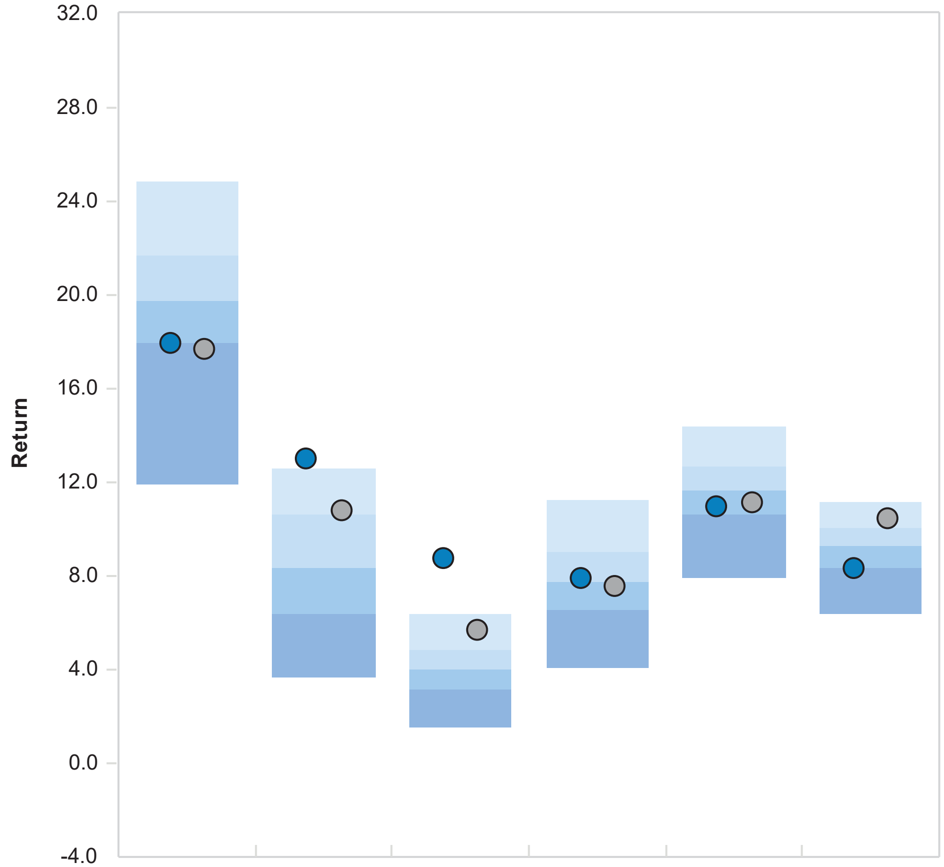
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	13 (65%)	5 (25%)	2 (10%)	0 (0%)
Index	20	4 (20%)	16 (80%)	0 (0%)	0 (0%)

Peer Group Analysis - All Public Plans-Total Fund



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	3.68	(72)	3.68	(72)	11.49	(79)	14.37	(30)	18.12	(5)	11.81	(9)	12.34	(15)
Index	4.65	(36)	4.65	(36)	12.26	(70)	13.63	(47)	15.99	(40)	10.57	(36)	11.39	(39)
Median	4.30		4.30		13.42		13.47		15.41		10.04		11.11	

Peer Group Analysis - All Public Plans-Total Fund



	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	
Investment	17.95	(76)	13.01	(4)	8.77	(1)	7.89	(45)	10.97	(70)	8.38	(74)
Index	17.70	(79)	10.78	(24)	5.67	(10)	7.54	(54)	11.19	(65)	10.43	(17)
Median	19.78		8.38		4.03		7.77		11.66		9.31	

Comparative Performance

	1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021		1 Qtr Ending Mar-2021		1 Qtr Ending Dec-2020		1 Qtr Ending Sep-2020		1 Qtr Ending Jun-2020	
Investment	**-0.06**	**(42)**	**6.08**	**(16)**	**1.43**	**(92)**	**9.69**	**(65)**	**6.32**	**(13)**	**15.34**	**(12)**
Index	-0.43	(72)	5.42	(52)	2.20	(81)	9.71	(65)	5.55	(43)	13.75	(40)
Median	-0.16		5.46		3.10		10.19		5.42		13.14	

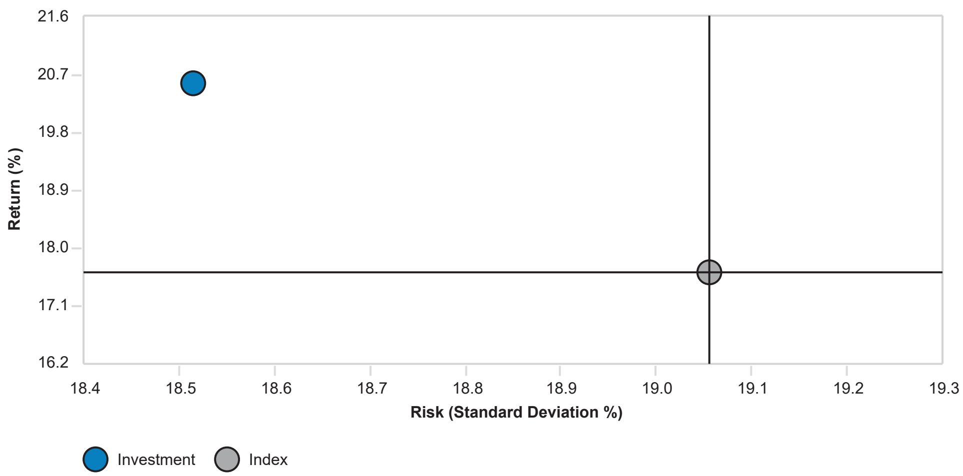
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	20.57	18.51	1.05	103.88	10	94.15	2
Index	17.64	19.06	0.90	100.00	10	100.00	2

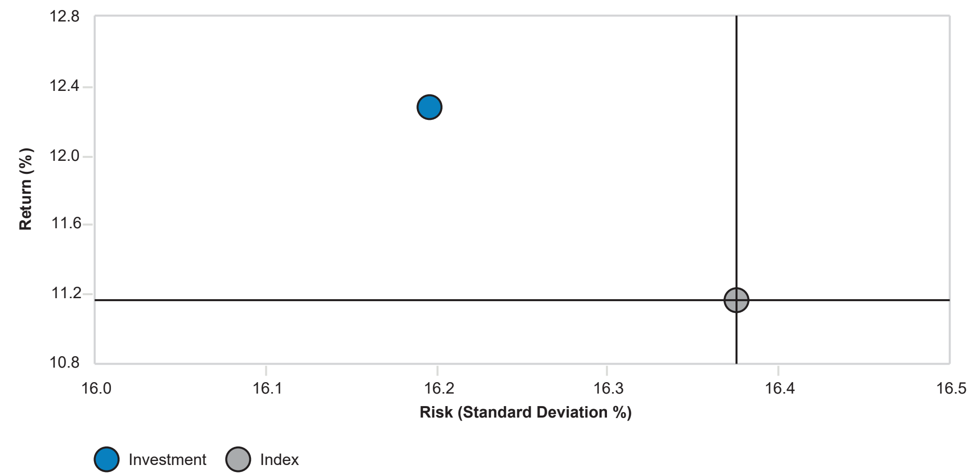
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	12.28	16.20	0.73	101.64	16	96.52	4
Index	11.16	16.37	0.66	100.00	16	100.00	4

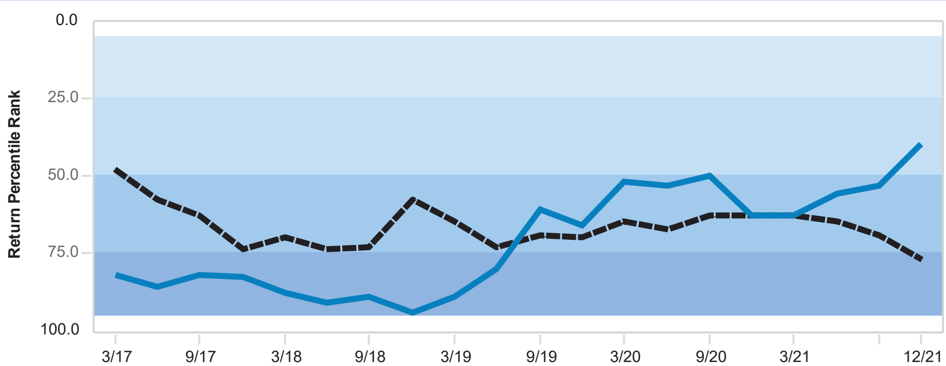
Risk and Return 3 Years



Risk and Return 5 Years

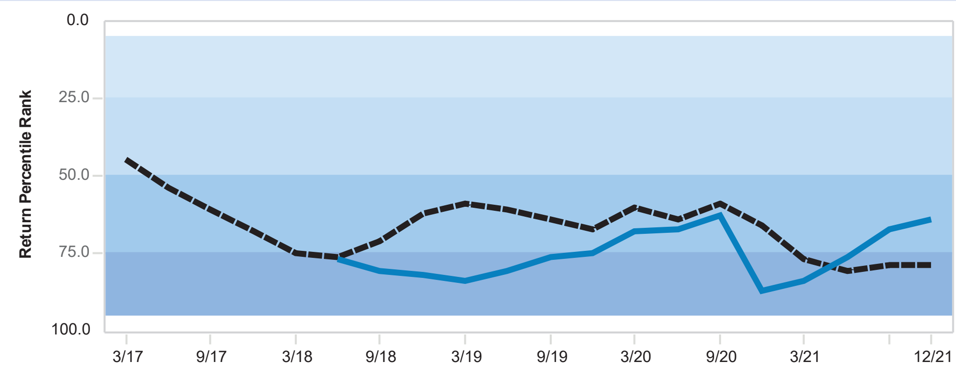


3 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



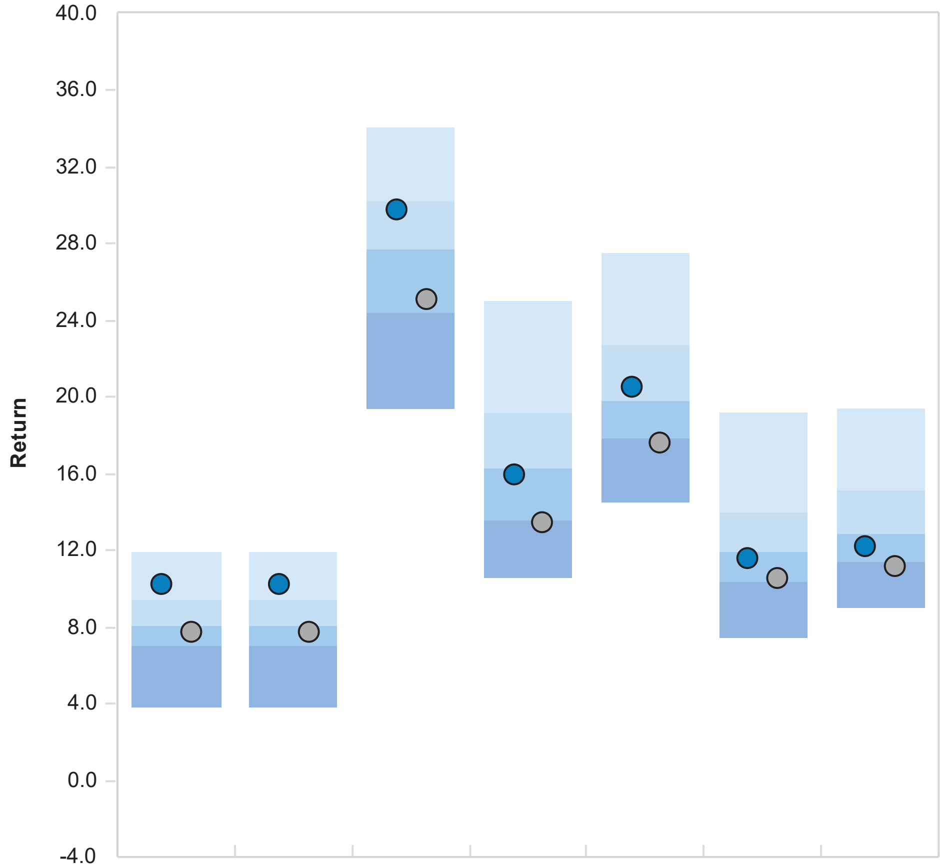
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	0 (0%)	2 (10%)	8 (40%)	10 (50%)
Index	20	0 (0%)	1 (5%)	18 (90%)	1 (5%)

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



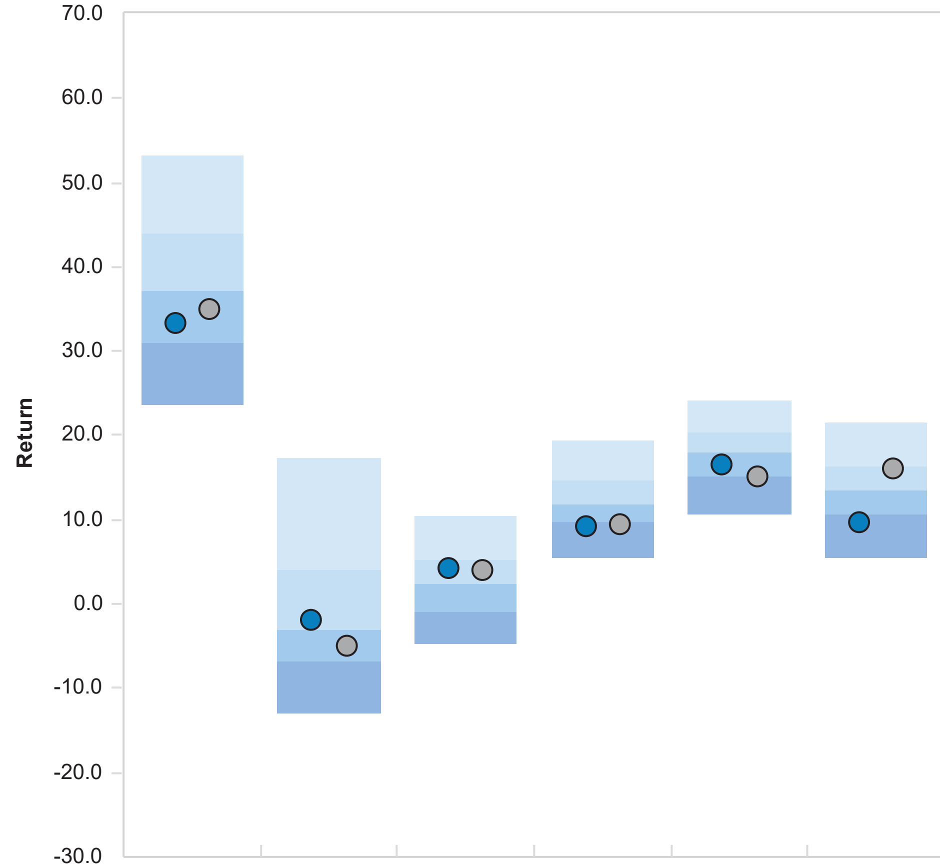
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	15	0 (0%)	0 (0%)	6 (40%)	9 (60%)
Index	20	0 (0%)	1 (5%)	14 (70%)	5 (25%)

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	10.26	(18)	10.26	(18)	29.84	(29)	15.95	(52)	20.57	(40)	11.59	(54)	12.28	(64)
Index	7.77	(58)	7.77	(58)	25.16	(72)	13.43	(77)	17.64	(77)	10.55	(74)	11.16	(79)
Median	8.07		8.07		27.76		16.30		19.86		11.88		12.90	

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



	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	
Investment	33.37	(69)	-1.79	(44)	4.25	(37)	9.17	(81)	16.63	(63)	9.79	(82)
Index	35.01	(60)	-5.03	(66)	4.00	(39)	9.45	(78)	15.12	(76)	16.19	(26)
Median	37.20		-3.12		2.36		11.83		17.89		13.56	

Comparative Performance

	1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021		1 Qtr Ending Mar-2021		1 Qtr Ending Dec-2020		1 Qtr Ending Sep-2020		1 Qtr Ending Jun-2020	
Investment	-0.41	(44)	6.37	(35)	11.17	(57)	13.25	(76)	6.04	(41)	15.43	(68)
Index	-0.78	(61)	5.21	(66)	11.26	(55)	16.25	(49)	5.59	(48)	14.29	(80)
Median	-0.56		5.86		11.56		16.05		5.43		17.10	

Historical Statistics 3 Years

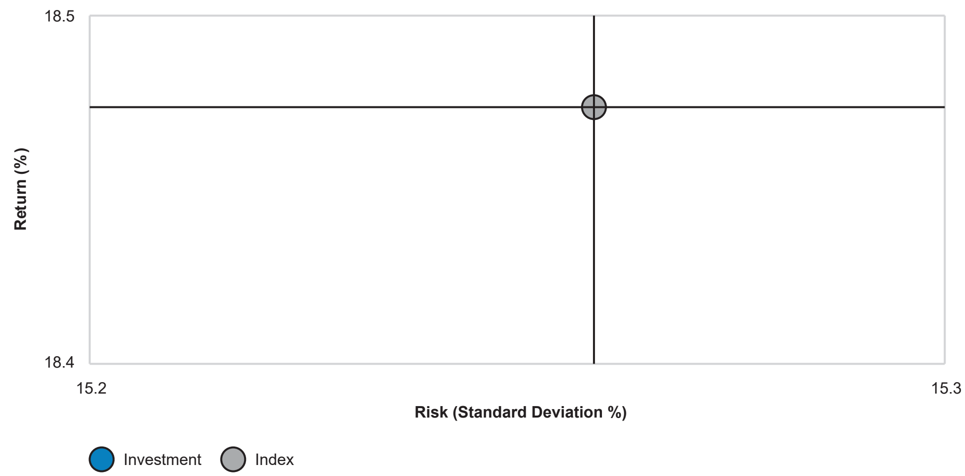
	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	26.07	17.17	1.38	100.00	11	100.00	1

Historical Statistics 5 Years

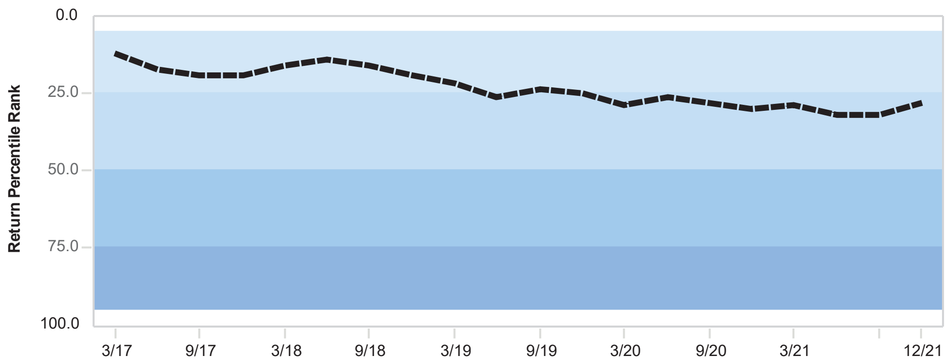
	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	18.47	15.26	1.11	100.00	17	100.00	3

Risk and Return 3 Years

Risk and Return 5 Years

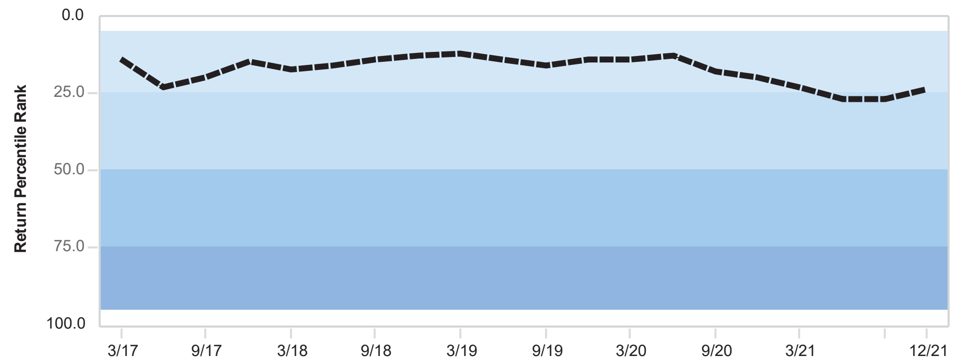


3 Year Rolling Percentile Rank IM U.S. Large Cap Core Equity (MF)



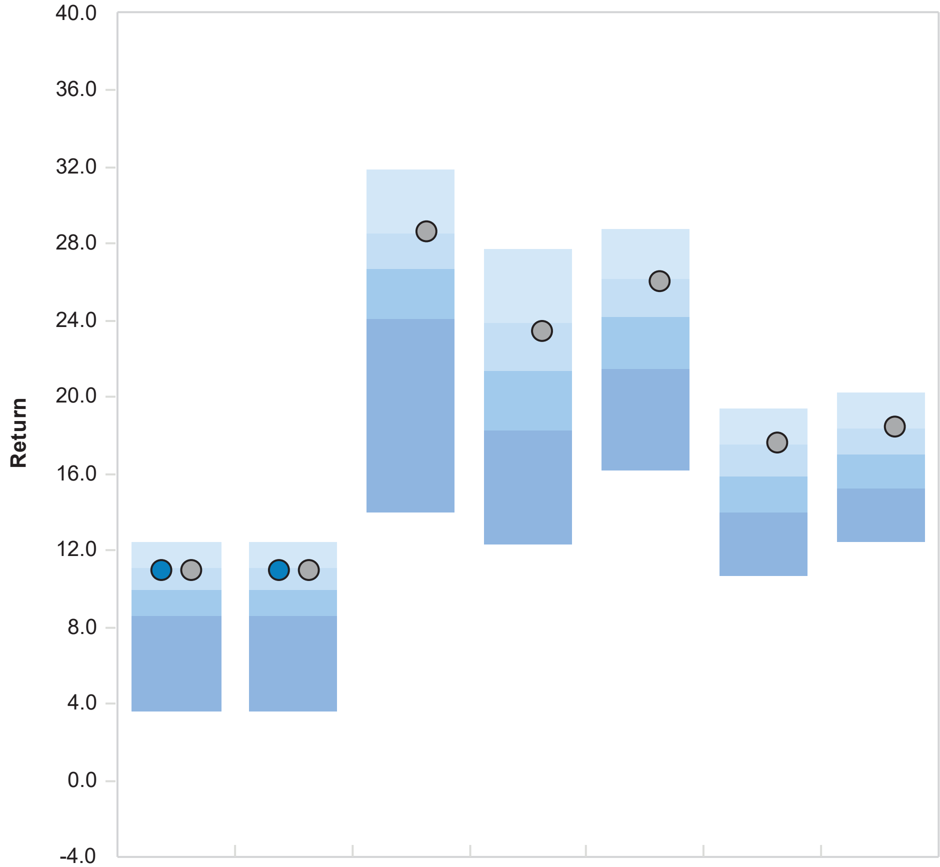
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	20	11 (55%)	9 (45%)	0 (0%)	0 (0%)

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



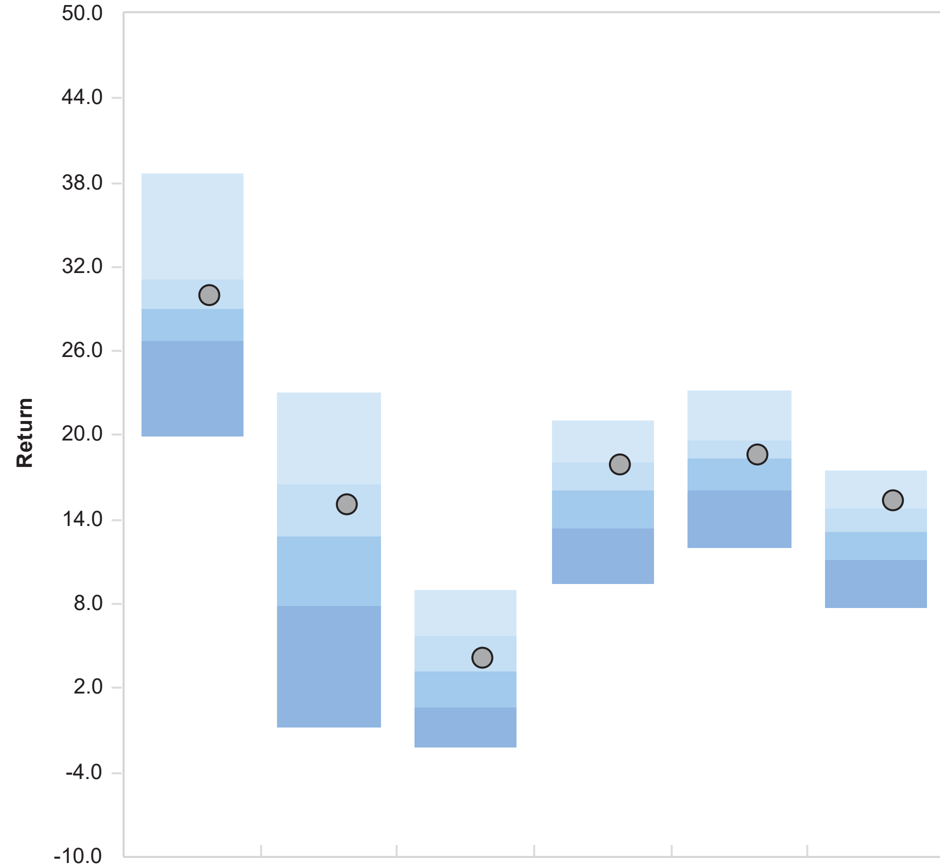
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	20	18 (90%)	2 (10%)	0 (0%)	0 (0%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	11.02	(26)	11.02	(26)	N/A		N/A		N/A		N/A		N/A	
Index	11.03	(26)	11.03	(26)	28.71	(24)	23.44	(31)	26.07	(28)	17.65	(24)	18.47	(24)
Median	9.96		9.96		26.73		21.34		24.15		15.83		16.97	

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



	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	
Investment	N/A		N/A		N/A		N/A		N/A		N/A	
Index	30.00	(40)	15.15	(36)	4.25	(39)	17.91	(27)	18.61	(46)	15.43	(18)
Median	29.03		12.89		3.16		16.07		18.38		13.07	

Comparative Performance

	1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021		1 Qtr Ending Mar-2021		1 Qtr Ending Dec-2020		1 Qtr Ending Sep-2020		1 Qtr Ending Jun-2020	
Investment	0.58	(26)	N/A		N/A		N/A		N/A		N/A	
Index	0.58	(25)	8.55	(33)	6.17	(57)	12.15	(48)	8.93	(45)	20.54	(37)
Median	0.04		8.00		6.44		12.02		8.45		19.45	

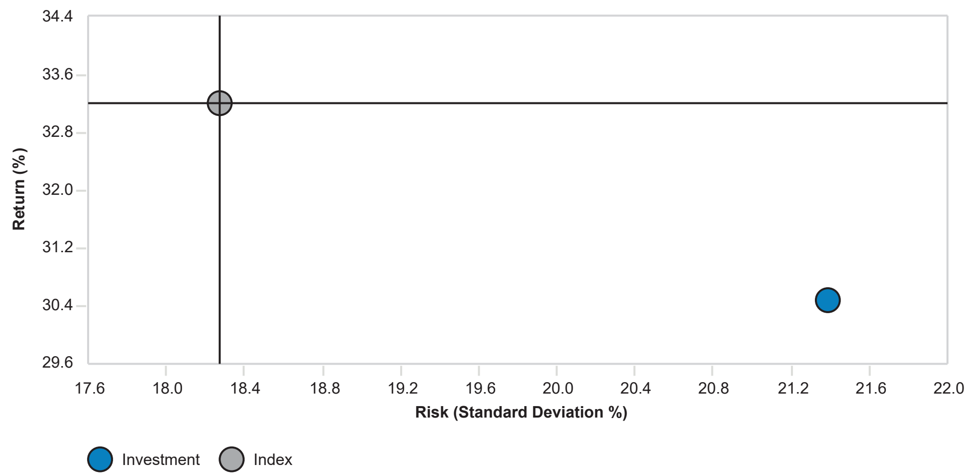
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	30.47	21.39	1.31	98.74	8	107.35	4
Index	33.21	18.27	1.62	100.00	11	100.00	1

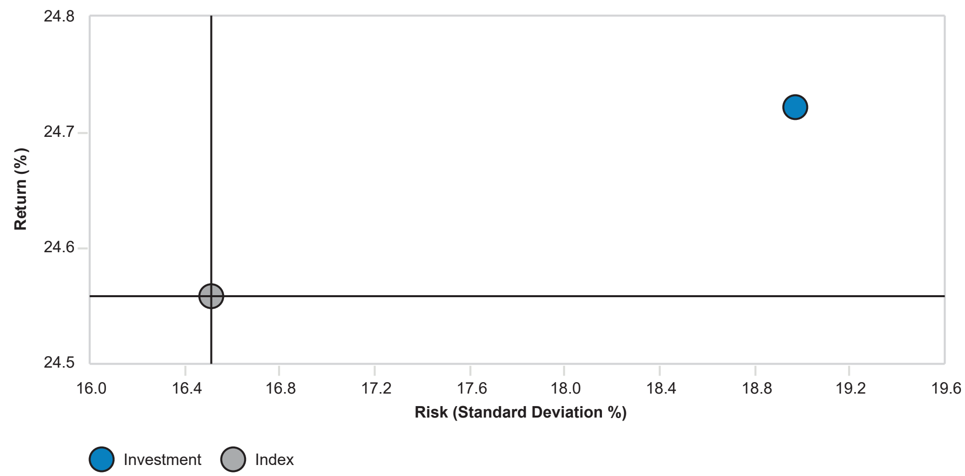
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	24.72	18.97	1.20	102.28	15	102.10	5
Index	24.56	16.52	1.35	100.00	18	100.00	2

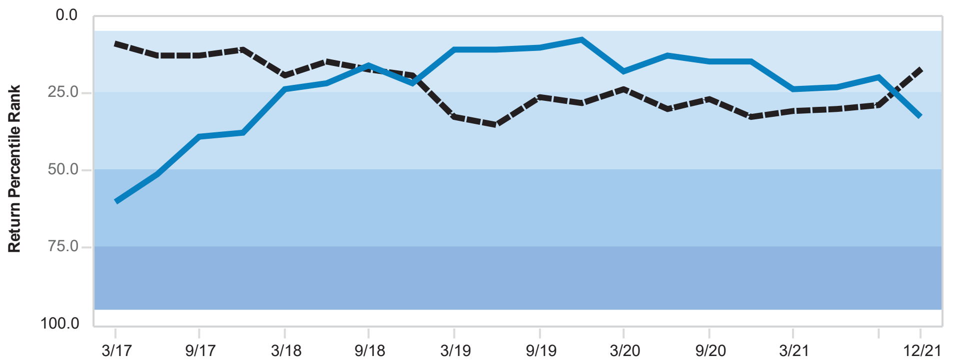
Risk and Return 3 Years



Risk and Return 5 Years

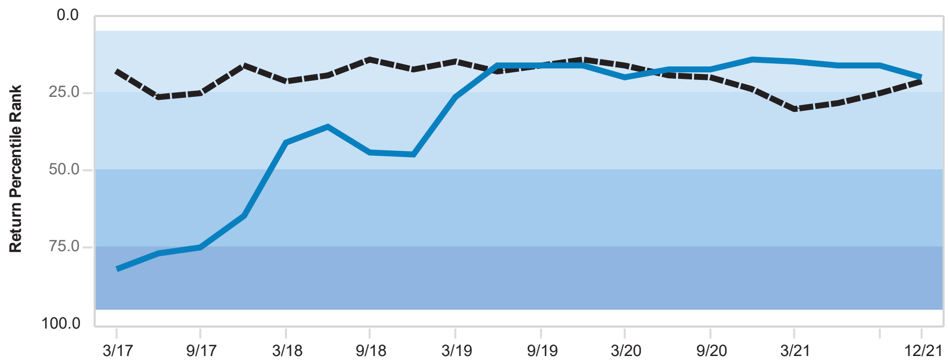


3 Year Rolling Percentile Rank IM U.S. Multi-Cap Growth Equity (MF)



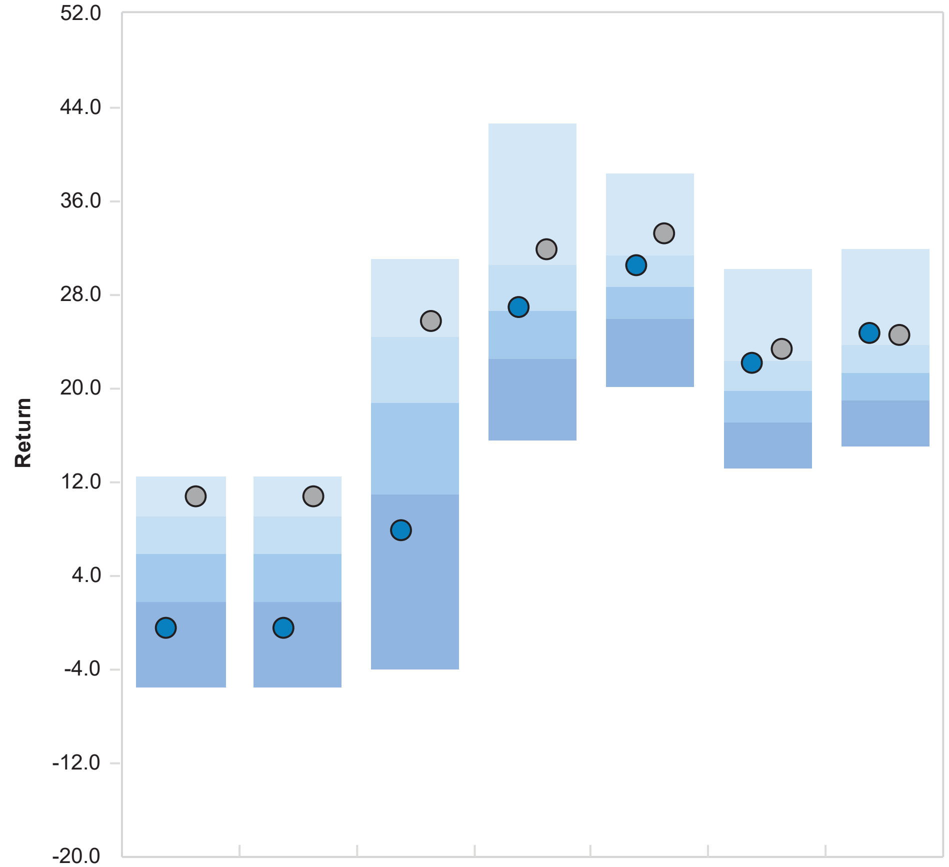
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	15 (75%)	3 (15%)	2 (10%)	0 (0%)
Index	20	10 (50%)	10 (50%)	0 (0%)	0 (0%)

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



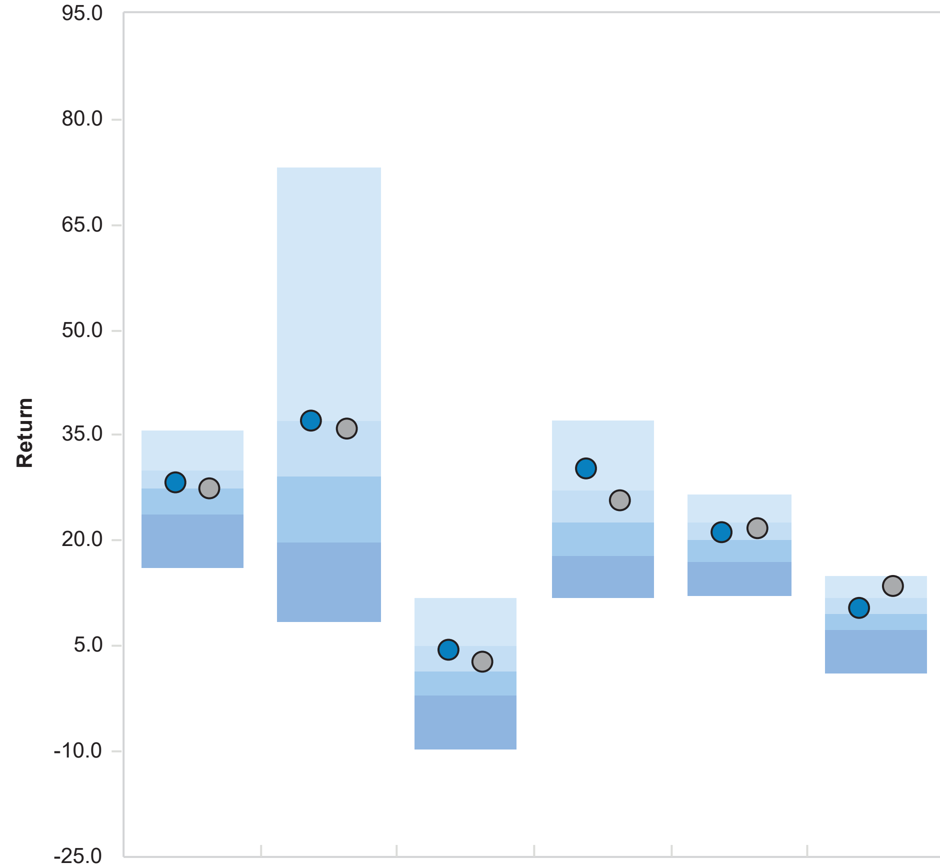
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	11 (55%)	5 (25%)	2 (10%)	2 (10%)
Index	20	17 (85%)	3 (15%)	0 (0%)	0 (0%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	-0.44	(84)	-0.44	(84)	7.89	(83)	27.03	(48)	30.47	(33)	22.25	(28)	24.72	(20)
Index	10.89	(11)	10.89	(11)	25.85	(19)	31.91	(22)	33.21	(17)	23.33	(20)	24.56	(21)
Median	5.92		5.92		18.87		26.61		28.72		19.84		21.29	

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



	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	
Investment	28.22	(43)	37.21	(25)	4.59	(28)	30.23	(14)	21.35	(38)	10.38	(43)
Index	27.57	(49)	36.12	(27)	2.70	(40)	25.89	(31)	21.87	(33)	13.64	(13)
Median	27.43		29.32		1.24		22.73		20.05		9.59	

Comparative Performance

	1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021		1 Qtr Ending Mar-2021		1 Qtr Ending Dec-2020		1 Qtr Ending Sep-2020		1 Qtr Ending Jun-2020	
Investment	0.19	(44)	10.72	(28)	-2.31	(89)	18.33	(17)	11.94	(30)	34.71	(14)
Index	0.69	(33)	11.38	(20)	1.19	(58)	12.41	(67)	12.86	(22)	27.99	(47)
Median	-0.10		9.69		1.75		14.40		11.04		27.36	

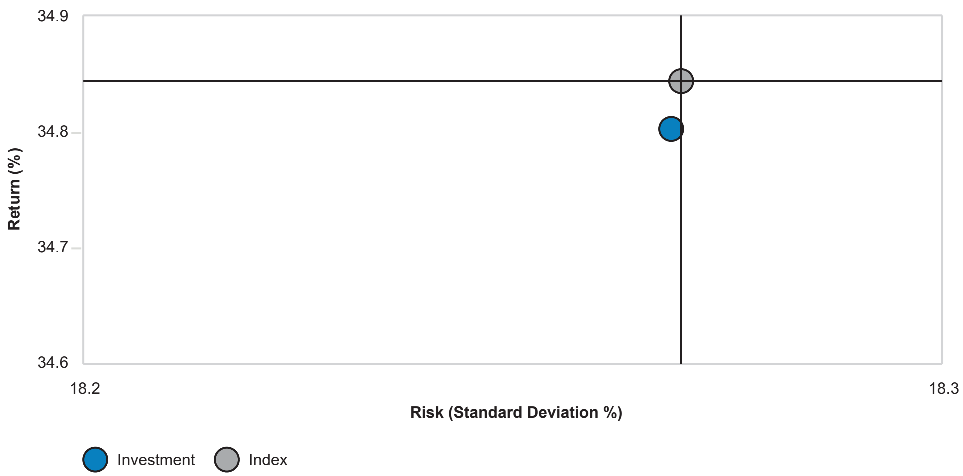
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	34.80	18.27	1.68	99.95	11	100.08	1
Index	34.84	18.27	1.68	100.00	11	100.00	1

Historical Statistics 5 Years

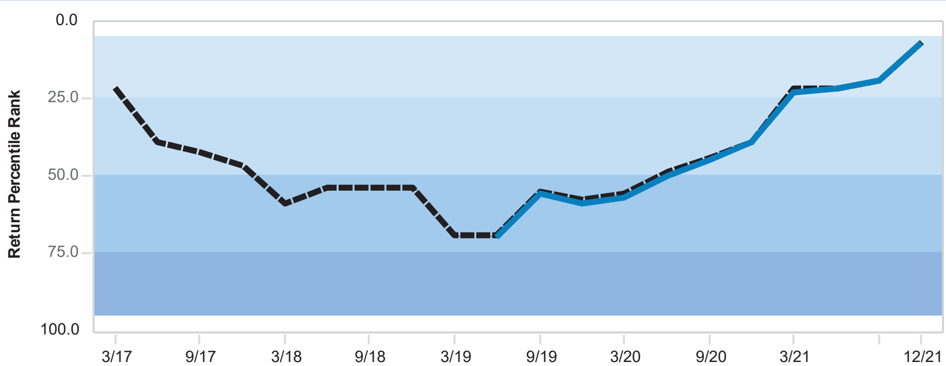
	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	24.79	16.49	1.36	99.94	18	100.04	2
Index	24.82	16.50	1.36	100.00	18	100.00	2

Risk and Return 3 Years



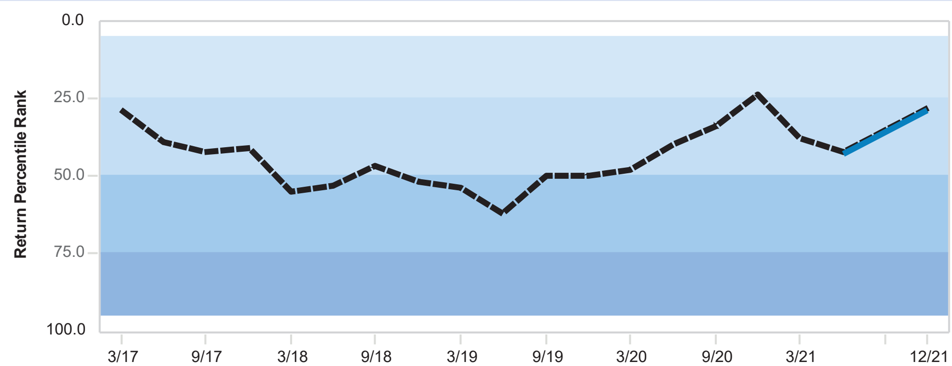
Risk and Return 5 Years

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



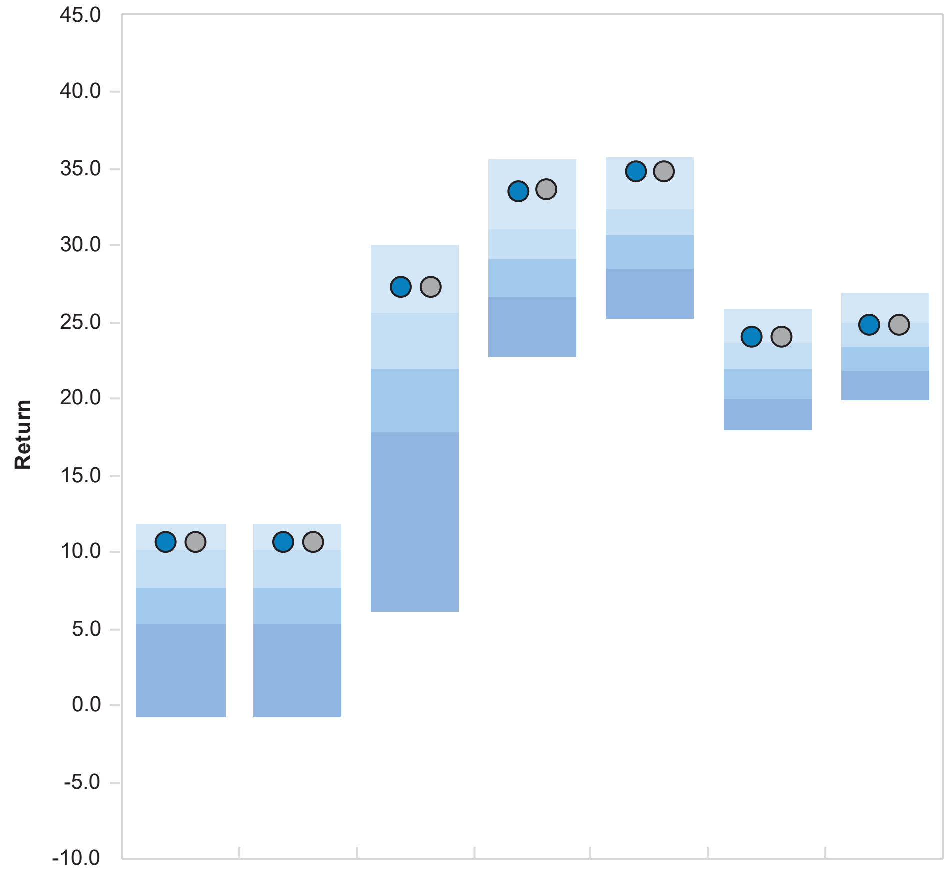
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	11	4 (36%)	3 (27%)	4 (36%)	0 (0%)
Index	20	5 (25%)	6 (30%)	9 (45%)	0 (0%)

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



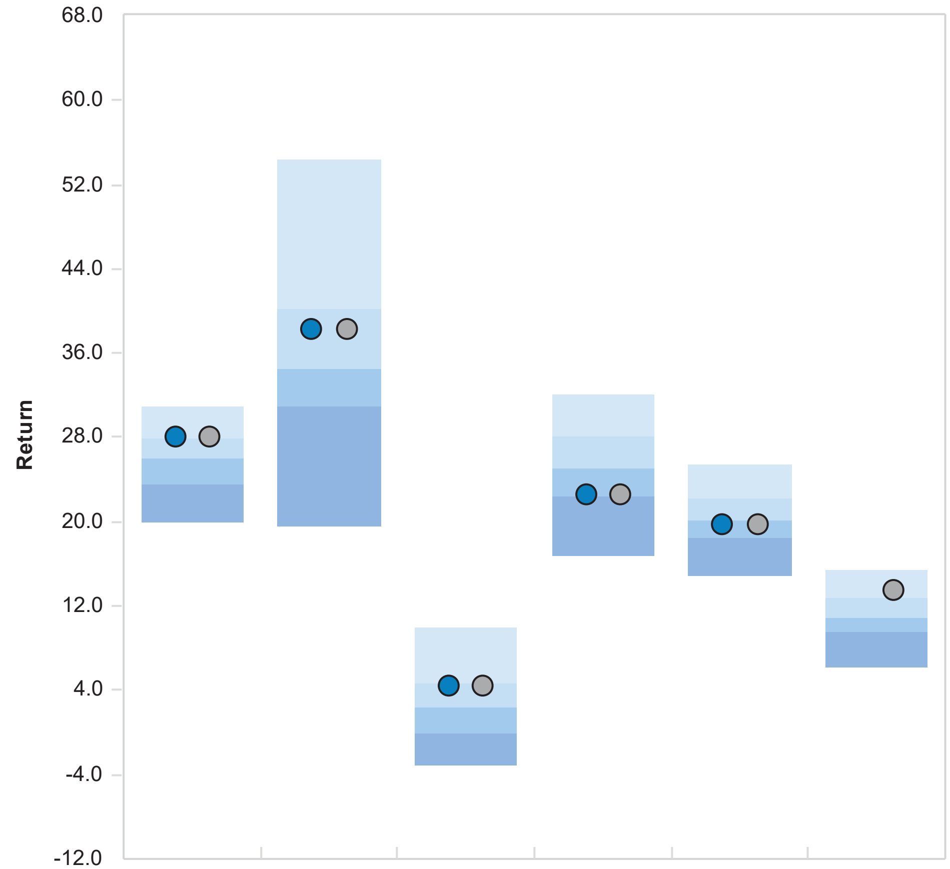
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	3	0 (0%)	3 (100%)	0 (0%)	0 (0%)
Index	20	1 (5%)	14 (70%)	5 (25%)	0 (0%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	10.73	(20)	10.73	(20)	27.26	(18)	33.58	(11)	34.80	(7)	24.05	(19)	24.79	(29)
Index	10.74	(20)	10.74	(20)	27.30	(17)	33.63	(11)	34.84	(7)	24.08	(18)	24.82	(28)
Median	7.69		7.69		22.03		29.17		30.71		22.00		23.41	

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



	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	
Investment	28.11	(22)	38.28	(30)	4.52	(27)	22.67	(72)	19.81	(57)	N/A	
Index	28.13	(22)	38.32	(30)	4.55	(27)	22.70	(71)	19.86	(56)	13.56	(20)
Median	26.04		34.54		2.32		25.06		20.13		10.96	

Comparative Performance

	1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021		1 Qtr Ending Mar-2021		1 Qtr Ending Dec-2020		1 Qtr Ending Sep-2020		1 Qtr Ending Jun-2020	
Investment	1.38	(18)	11.69	(42)	1.50	(43)	11.47	(43)	13.01	(27)	29.04	(30)
Index	1.39	(17)	11.71	(41)	1.50	(42)	11.46	(43)	13.02	(26)	29.06	(30)
Median	0.46		11.37		1.18		11.12		11.51		27.69	

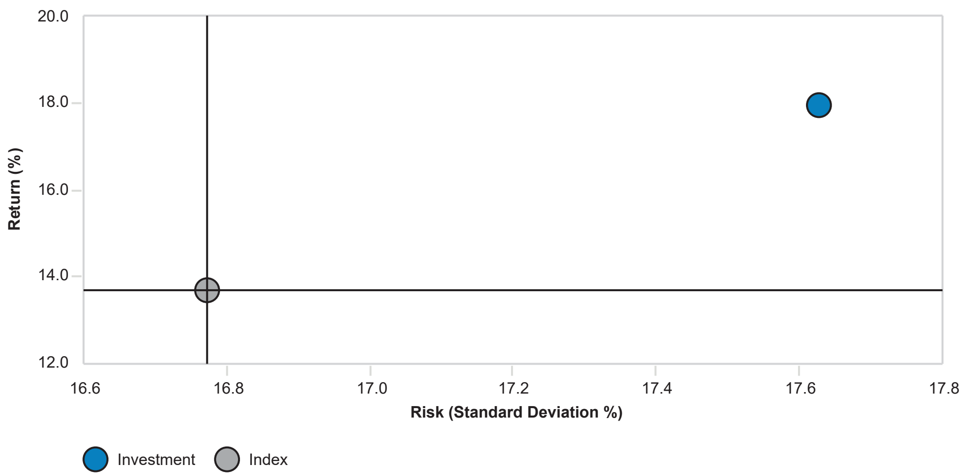
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	17.95	17.63	0.97	109.27	7	93.71	5
Index	13.70	16.77	0.79	100.00	9	100.00	3

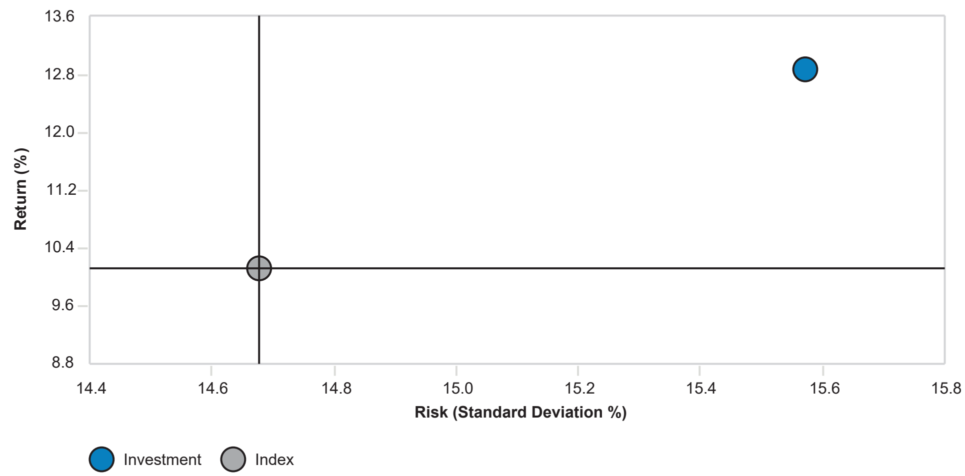
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	12.87	15.57	0.78	107.45	12	95.15	8
Index	10.12	14.68	0.65	100.00	14	100.00	6

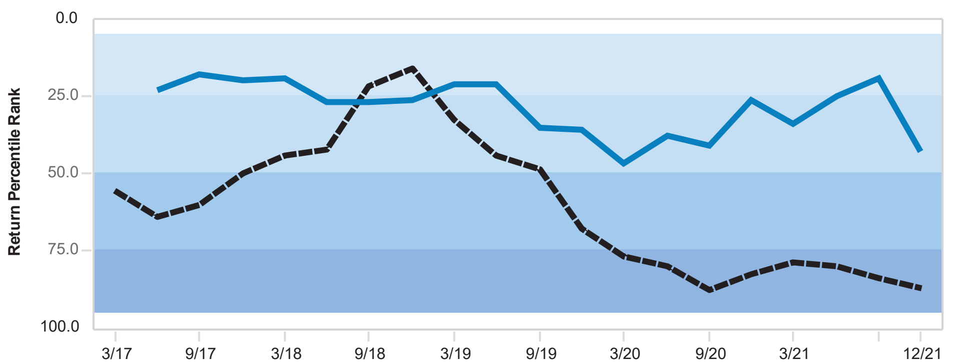
Risk and Return 3 Years



Risk and Return 5 Years

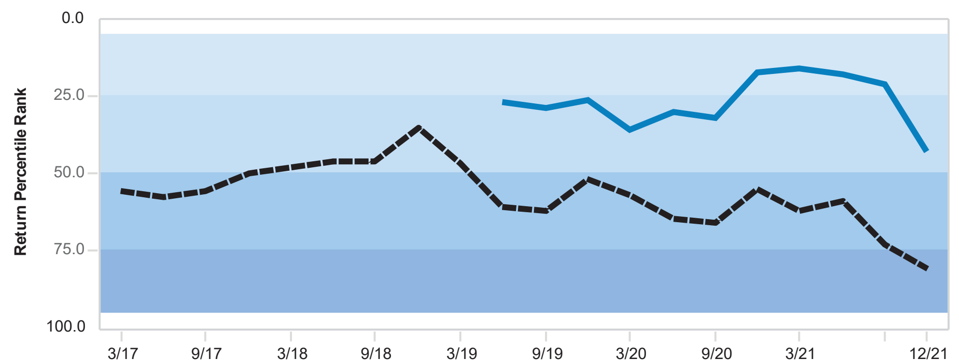


3 Year Rolling Percentile Rank IM International Large Cap Growth Equity (MF)



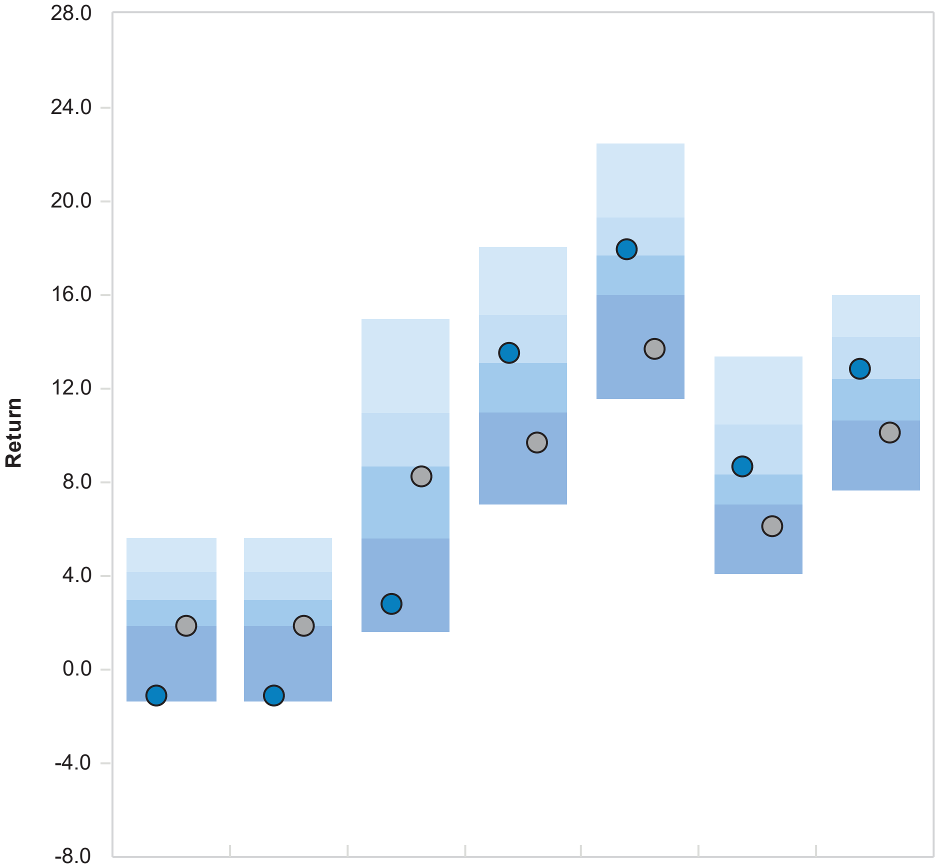
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	19	8 (42%)	11 (58%)	0 (0%)	0 (0%)
Index	20	2 (10%)	6 (30%)	4 (20%)	8 (40%)

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



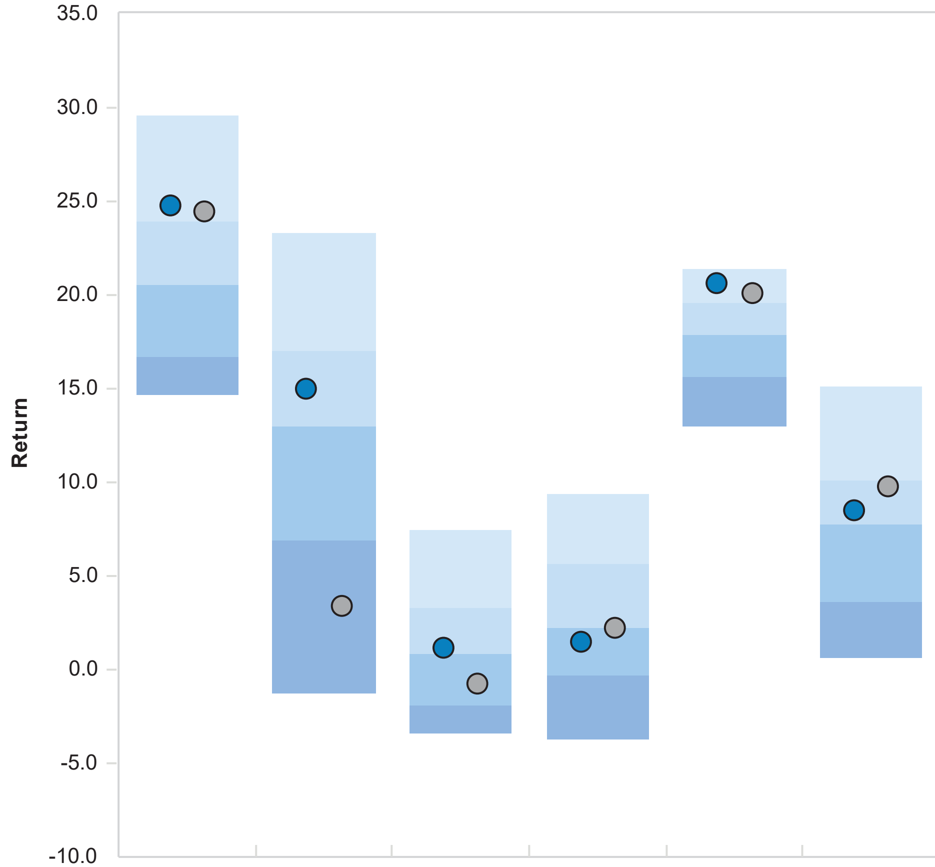
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	11	4 (36%)	7 (64%)	0 (0%)	0 (0%)
Index	20	0 (0%)	6 (30%)	13 (65%)	1 (5%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	-1.13	(90)	-1.13	(90)	2.84	(83)	13.50	(45)	17.95	(43)	8.71	(46)	12.87	(43)
Index	1.88	(75)	1.88	(75)	8.29	(56)	9.70	(80)	13.70	(87)	6.10	(82)	10.12	(81)
Median	3.01		3.01		8.70		13.10		17.72		8.33		12.44	

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



	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	
Investment	24.76	(18)	14.97	(35)	1.14	(45)	1.47	(60)	20.63	(8)	8.52	(38)
Index	24.45	(22)	3.45	(88)	-0.72	(67)	2.25	(51)	20.15	(19)	9.80	(27)
Median	20.58		13.00		0.81		2.28		17.85		7.77	

Comparative Performance

	1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021		1 Qtr Ending Mar-2021		1 Qtr Ending Dec-2020		1 Qtr Ending Sep-2020		1 Qtr Ending Jun-2020	
Investment	-2.35	(56)	6.97	(20)	-0.43	(81)	19.95	(7)	9.66	(25)	22.77	(5)
Index	-2.88	(69)	5.64	(59)	3.60	(16)	17.08	(31)	6.36	(89)	16.30	(79)
Median	-1.69		6.18		0.80		14.75		8.76		18.02	

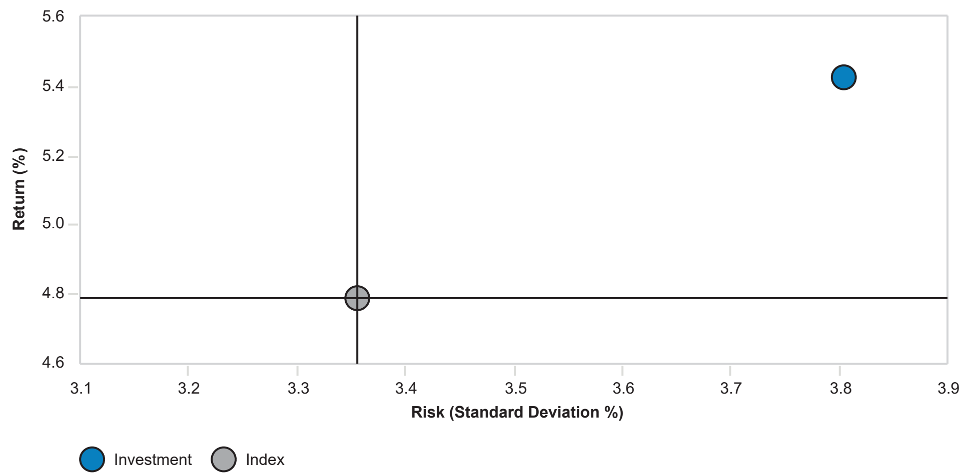
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	5.43	3.80	1.16	113.04	10	112.88	2
Index	4.79	3.36	1.15	100.00	11	100.00	1

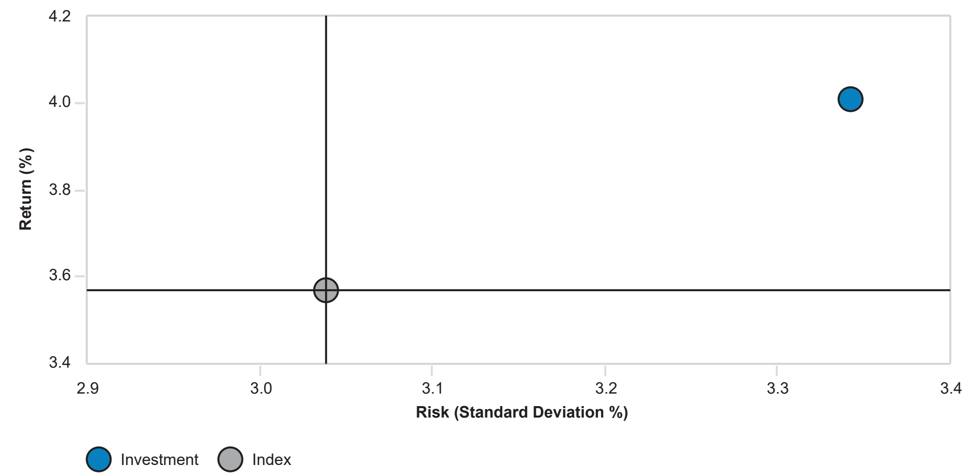
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	4.01	3.34	0.86	109.90	16	106.48	4
Index	3.57	3.04	0.81	100.00	17	100.00	3

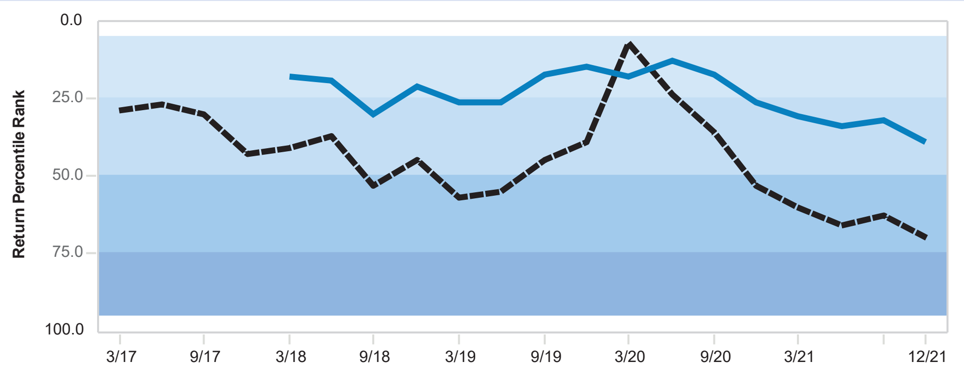
Risk and Return 3 Years



Risk and Return 5 Years

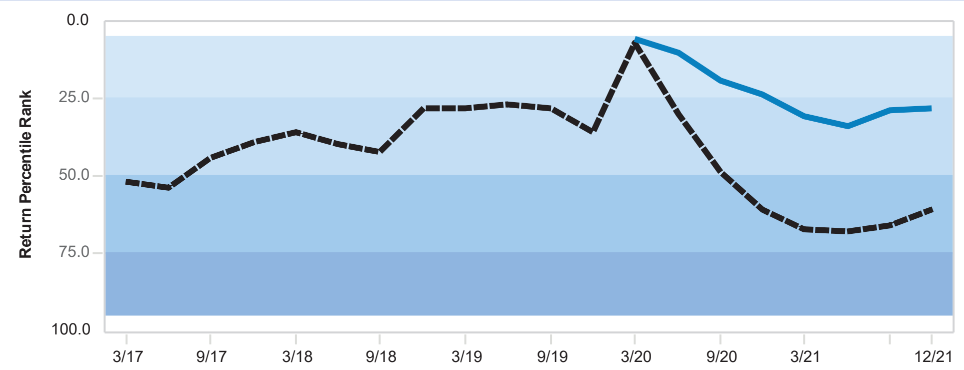


3 Year Rolling Percentile Rank IM U.S. Broad Market Core Fixed Income (MF)



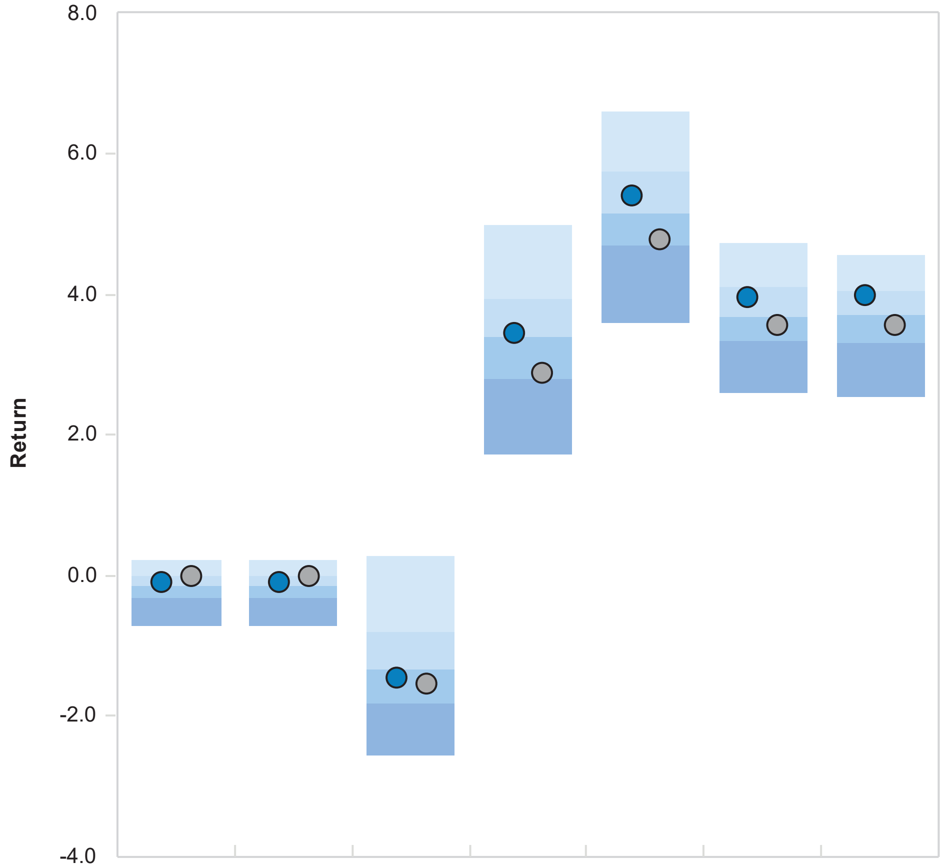
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	16	8 (50%)	8 (50%)	0 (0%)	0 (0%)
Index	20	2 (10%)	10 (50%)	8 (40%)	0 (0%)

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



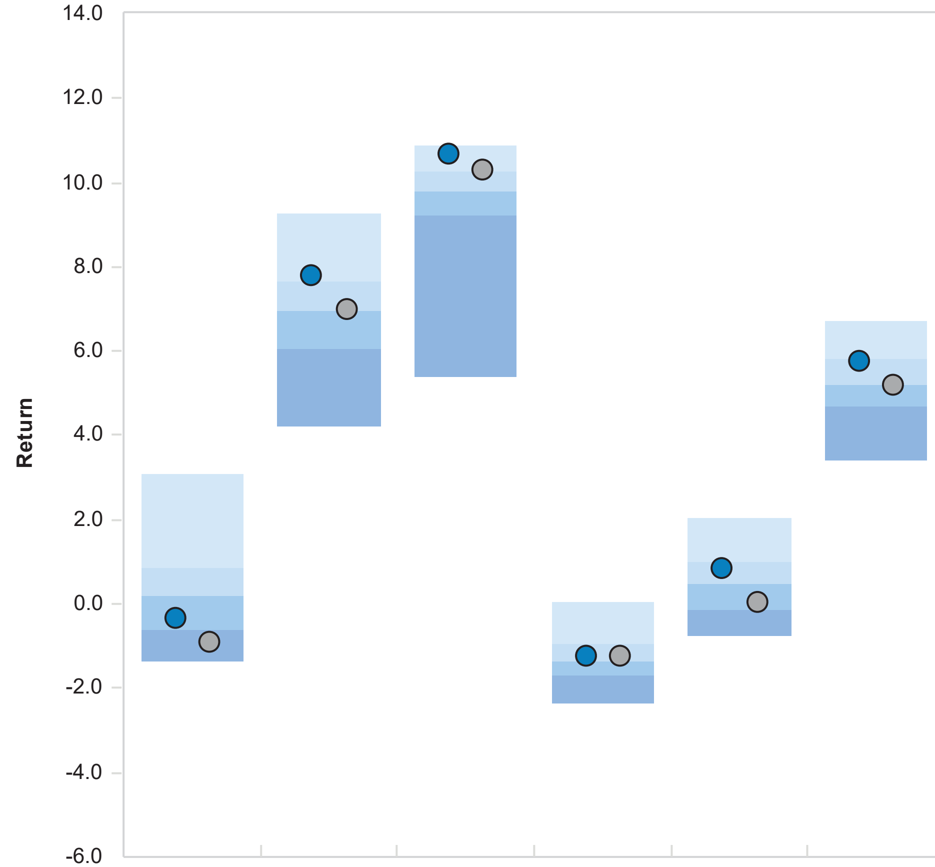
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	8	4 (50%)	4 (50%)	0 (0%)	0 (0%)
Index	20	1 (5%)	12 (60%)	7 (35%)	0 (0%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	-0.10	(43)	-0.10	(43)	-1.46	(58)	3.46	(48)	5.43	(39)	3.96	(33)	4.01	(28)
Index	0.01	(22)	0.01	(22)	-1.55	(61)	2.88	(72)	4.79	(70)	3.57	(59)	3.57	(61)
Median	-0.14		-0.14		-1.32		3.40		5.17		3.68		3.71	

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



	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	
Investment	-0.31	(66)	7.79	(22)	10.69	(9)	-1.24	(43)	0.87	(32)	5.78	(28)
Index	-0.90	(83)	6.98	(50)	10.30	(24)	-1.22	(41)	0.07	(64)	5.19	(51)
Median	0.18		6.97		9.81		-1.34		0.48		5.21	

Comparative Performance

	1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021		1 Qtr Ending Mar-2021		1 Qtr Ending Dec-2020		1 Qtr Ending Sep-2020		1 Qtr Ending Jun-2020	
Investment	0.11	(30)	1.99	(43)	-3.39	(75)	1.07	(69)	1.04	(60)	4.79	(54)
Index	0.05	(44)	1.83	(62)	-3.38	(74)	0.67	(88)	0.62	(88)	2.90	(91)
Median	0.03		1.93		-3.04		1.36		1.19		4.94	

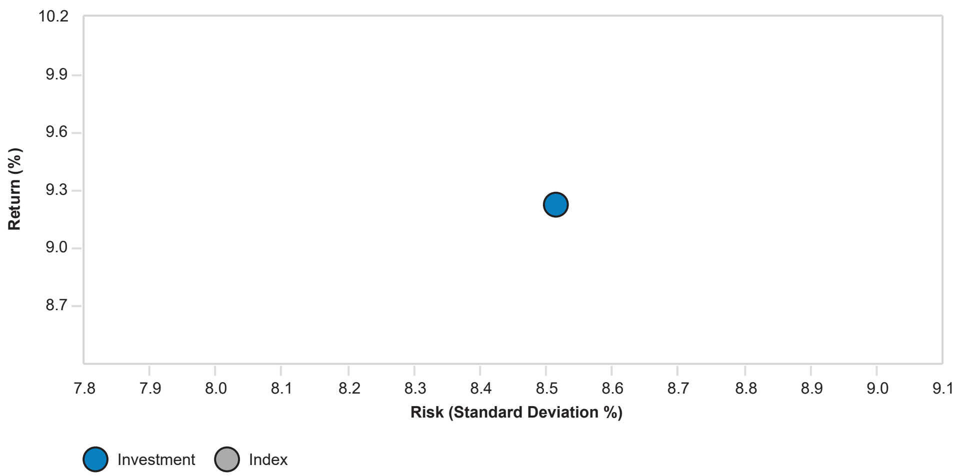
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	9.22	8.51	0.95	N/A	10	N/A	2
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

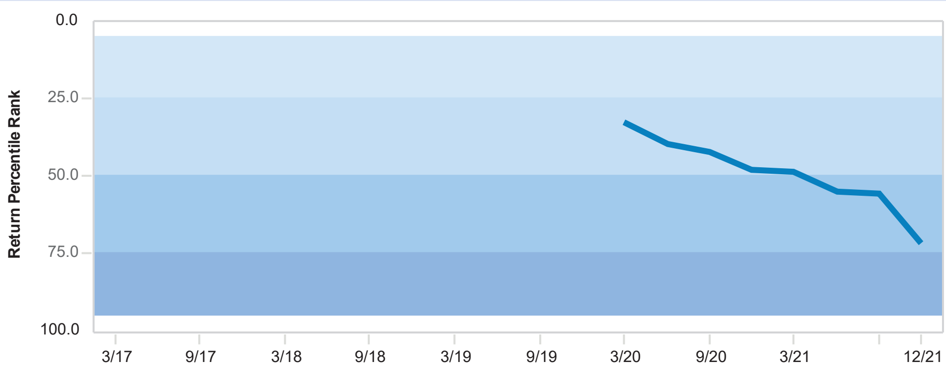
Risk and Return 3 Years



Risk and Return 5 Years

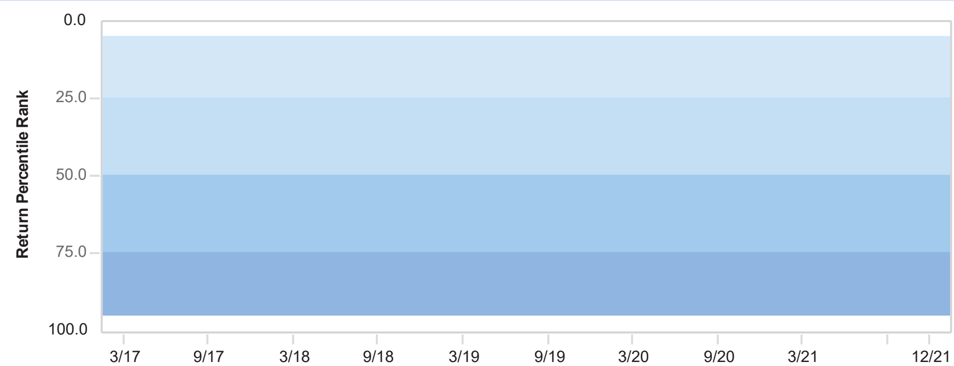
No data found.

3 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



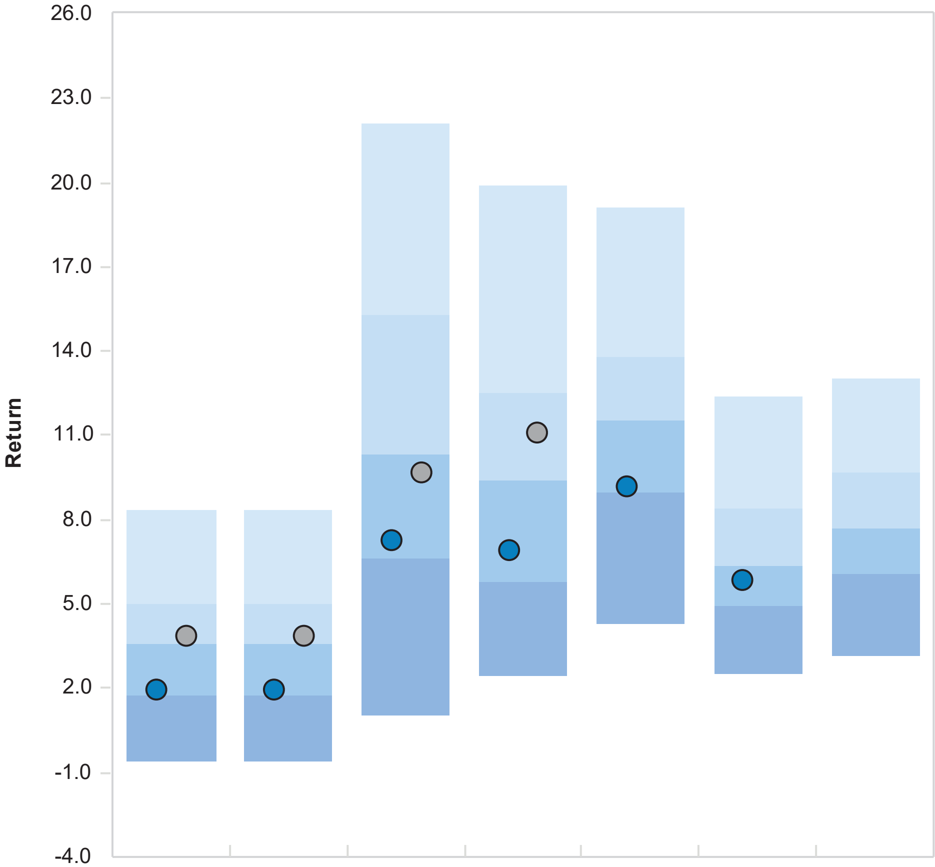
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	8	0 (0%)	5 (63%)	3 (38%)	0 (0%)
Index	0	0	0	0	0

5 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



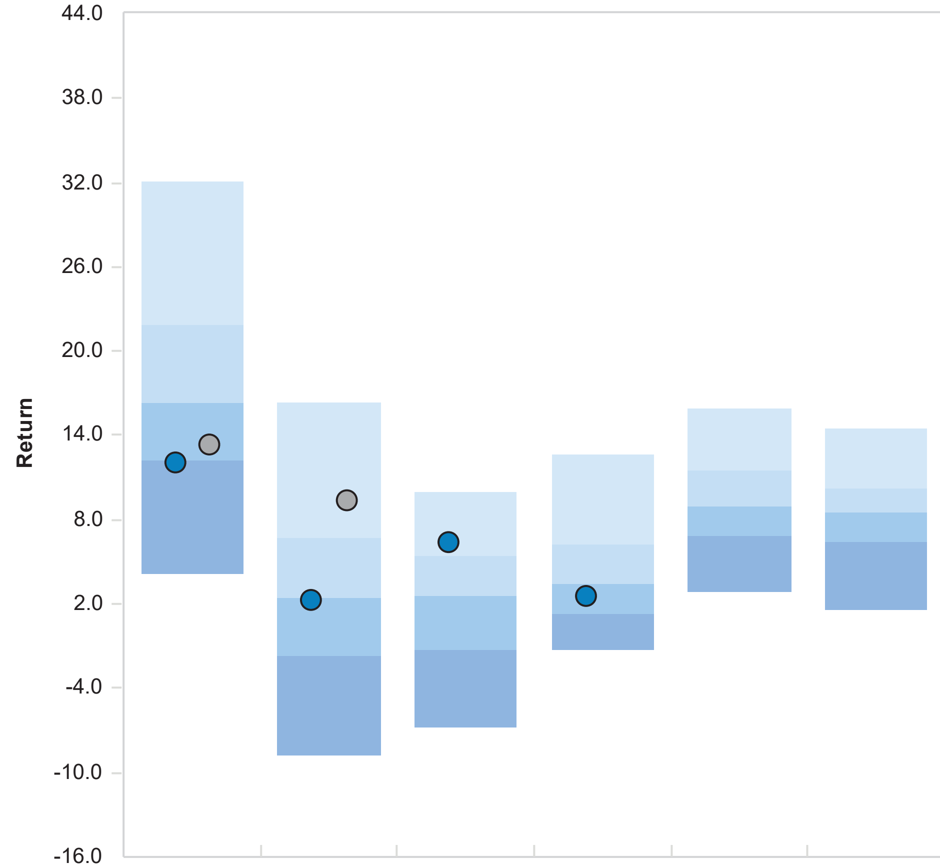
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	0	0	0	0	0

Peer Group Analysis - IM Flexible Portfolio (MF)



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR
Investment	1.93	(73)	1.93	(73)	7.28	(71)	6.90	(67)	9.22	(72)	5.88	(59)	N/A
Index	3.89	(43)	3.89	(43)	9.69	(53)	11.08	(33)	N/A		N/A		N/A
Median	3.56		3.56		10.33		9.40		11.51		6.36		7.70

Peer Group Analysis - IM Flexible Portfolio (MF)



	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
Investment	12.12	(76)	2.36	(51)	6.39	(18)	2.57	(60)	N/A	N/A
Index	13.29	(71)	9.36	(16)	N/A		N/A		N/A	N/A
Median	16.32		2.41		2.59		3.38		9.02	8.56

Comparative Performance

	1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021		1 Qtr Ending Mar-2021		1 Qtr Ending Dec-2020		1 Qtr Ending Sep-2020		1 Qtr Ending Jun-2020	
Investment	-0.29	(38)	3.36	(75)	2.12	(57)	6.53	(75)	3.45	(69)	9.41	(70)
Index	0.05	(29)	4.77	(45)	0.73	(80)	7.30	(67)	4.31	(56)	10.96	(54)
Median	-0.60		4.50		2.58		9.23		4.57		11.21	

Comparative Performance Trailing Returns

	1 YR		3 YR		5 YR		7 YR		10 YR		15 YR	
Dana Large Cap Value	29.55	(31)	20.13	(46)	12.09	(66)	9.94	(72)	12.96	(74)	8.15	(78)
Russell 1000 Value Index	25.16	(72)	17.64	(77)	11.16	(79)	9.73	(80)	12.97	(74)	7.51	(87)
Difference	4.39		2.49		0.93		0.21		-0.01		0.64	
IM U.S. Large Cap Value Equity (SA+CF) Median	27.76		19.86		12.90		10.96		13.93		9.00	
Allspring:Growth;R6 (SGRHX)	7.89	(83)	30.48	(33)	24.76	(20)	N/A		N/A		N/A	
Russell 3000 Growth Index	25.85	(19)	33.21	(17)	24.56	(21)	19.02	(15)	19.39	(15)	13.46	(15)
Difference	-17.96		-2.73		0.20		N/A		N/A		N/A	
IM U.S. Multi-Cap Growth Equity (MF) Median	18.87		28.72		21.29		15.68		16.98		11.71	
Vanguard Gro Idx;Adm (VIGAX)	27.26	(18)	34.78	(8)	24.77	(30)	18.68	(25)	19.29	(20)	13.42	(22)
CRSP U.S. Large Cap Growth TR Index	27.30	(17)	34.84	(7)	24.82	(28)	18.73	(24)	19.09	(26)	13.22	(28)
Difference	-0.04		-0.06		-0.05		-0.05		0.20		0.20	
IM U.S. Large Cap Growth Equity (MF) Median	22.03		30.72		23.41		17.52		18.19		12.54	
Fidelity 500 Index Fund (FXAIX)	28.69	(4)	26.06	(5)	18.46	(4)	14.93	(4)	16.54	(3)	N/A	
S&P 500 Index	28.71	(1)	26.07	(3)	18.47	(2)	14.93	(2)	16.55	(1)	10.66	(2)
Difference	-0.02		-0.01		-0.01		0.00		-0.01		N/A	
IM S&P 500 Index (MF) Median	28.25		25.64		18.06		14.50		16.04		10.19	
American Funds EuPc;R6 (RERGX)	2.84	(83)	17.95	(43)	12.87	(44)	9.11	(31)	10.01	(15)	N/A	
MSCI EAFE Growth Index	11.59	(19)	19.37	(25)	14.00	(29)	10.07	(16)	10.48	(9)	5.86	(21)
Difference	-8.75		-1.42		-1.13		-0.96		-0.47		N/A	
IM International Large Cap Growth Equity (MF) Median	8.70		17.72		12.44		8.11		8.87		5.13	
Baird Aggregate Bd;Inst (BAGIX)	-1.46	(58)	5.43	(39)	4.01	(27)	3.44	(22)	3.74	(11)	4.48	(19)
Blmbg. U.S. Aggregate Index	-1.55	(61)	4.79	(70)	3.57	(61)	3.00	(55)	2.90	(64)	4.09	(48)
Difference	0.09		0.64		0.44		0.44		0.84		0.39	
IM U.S. Broad Market Core Fixed Income (MF) Median	-1.32		5.17		3.71		3.07		3.10		4.03	
BlackRock:Mlt-A Inc;I (BIICX)*	7.23	(72)	9.17	(72)	6.46	(70)	5.34	(65)	6.49	(63)	N/A	
50% MSCI World/50% BC Agg	9.69	(53)	13.38	(28)	9.48	(27)	7.47	(23)	7.94	(31)	6.10	(35)
Difference	-2.46		-4.21		-3.02		-2.13		-1.45		N/A	
IM Flexible Portfolio (MF) Median	10.33		11.51		7.70		5.98		7.00		5.58	

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

Comparative Performance Fiscal Year Returns

	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		Oct-2012 To Sep-2013		Oct-2011 To Sep-2012	
Dana Large Cap Value	33.27	(69)	-1.96	(44)	3.63	(42)	9.18	(81)	16.46	(65)	9.79	(82)	-3.45	(54)	19.97	(30)	19.43	(79)	32.51	(12)
Russell 1000 Value Index	35.01	(60)	-5.03	(66)	4.00	(39)	9.45	(78)	15.12	(76)	16.19	(26)	-4.42	(65)	18.89	(42)	22.30	(59)	30.92	(25)
Difference	-1.74		3.07		-0.37		-0.27		1.34		-6.40		0.97		1.08		-2.87		1.59	
IM U.S. Large Cap Value Equity (SA+CF) Median	37.20		-3.12		2.36		11.83		17.89		13.56		-3.29		18.40		23.67		28.06	
Allspring:Growth;R6 (SGRHX)	28.22	(43)	37.25	(25)	4.65	(27)	30.27	(14)	21.42	(37)	10.45	(42)	N/A		N/A		N/A		N/A	
Russell 3000 Growth Index	27.57	(49)	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)
Difference	0.65		1.13		1.95		4.38		-0.45		-3.19		N/A		N/A		N/A		N/A	
IM U.S. Multi-Cap Growth Equity (MF) Median	27.43		29.32		1.24		22.73		20.05		9.59		1.29		14.49		23.10		26.78	
Vanguard Gro Idx;Adm (VIGAX)	28.07	(23)	38.24	(30)	4.52	(27)	22.67	(72)	19.81	(57)	13.51	(20)	1.93	(63)	19.31	(21)	18.64	(60)	31.27	(15)
CRSP U.S. Large Cap Growth TR Index	28.13	(22)	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)
Difference	-0.06		-0.08		-0.03		-0.03		-0.05		-0.05		-0.07		-0.07		0.83		1.20	
IM U.S. Large Cap Growth Equity (MF) Median	26.04		34.54		2.32		25.06		20.13		10.96		2.84		16.89		19.37		27.40	
Fidelity 500 Index Fund (FXAIX)	29.99	(5)	15.14	(10)	4.24	(12)	17.90	(2)	18.59	(3)	15.43	(4)	-0.61	(2)	19.72	(1)	19.32	(2)	30.20	(2)
S&P 500 Index	30.00	(2)	15.15	(8)	4.25	(10)	17.91	(2)	18.61	(2)	15.43	(4)	-0.61	(2)	19.73	(1)	19.34	(1)	30.20	(1)
Difference	-0.01		-0.01		-0.01		-0.01		-0.02		0.00		0.00		-0.01		-0.02		0.00	
IM S&P 500 Index (MF) Median	29.57		14.78		3.94		17.51		18.16		14.99		-1.05		19.19		18.80		29.58	
American Funds EuPc;R6 (RERGX)	24.76	(18)	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)
MSCI EAFE Growth Index	21.25	(45)	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)
Difference	3.51		1.16		-1.50		-4.80		4.52		-1.38		-0.63		3.76		-5.39		3.22	
IM International Large Cap Growth Equity (MF) Median	20.58		13.00		0.81		2.28		17.85		7.77		-5.68		4.23		17.85		17.92	
Baird Aggregate Bd;Inst (BAGIX)	-0.31	(66)	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)
Blmbg. U.S. Aggregate Index	-0.90	(83)	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)
Difference	0.59		0.82		0.39		-0.02		0.80		0.59		0.05		1.21		1.13		3.42	
IM U.S. Broad Market Core Fixed Income (MF) Median	0.18		6.97		9.81		-1.34		0.48		5.21		1.98		4.19		-1.62		6.79	
BlackRock:Mlt-A Inc;I (BIICX)*	12.06	(76)	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)
50% MSCI World/50% BC Agg	13.29	(71)	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)
Difference	-1.23		-6.93		-0.16		-2.31		-0.98		-1.08		-0.78		0.40		-1.19		4.11	
IM Flexible Portfolio (MF) Median	16.32		2.41		2.59		3.38		9.02		8.56		-4.23		8.00		8.17		15.66	

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	
Allocation Mandate	**Weight (%)**
Jan-1973	
Blmbg. U.S. Gov't/Credit	100.00
Jan-2010	
Blmbg. U.S. Aggregate Index	100.00

Total Global Tactical Asset Policy	
Allocation Mandate	**Weight (%)**
Jun-2019	
MSCI World (net)	50.00
Blmbg. U.S. Aggregate Index	50.00

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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