Investment Performance Review
Period Ending December 31, 2022

City of Eustis Firefighters' Pension Fund

On behalf of everyone at AndCo, we want to Thank You for the opportunity to serve you and for the trust you place in us! We take our role as your consultant and trusted advisor seriously and will continue working hard to maintain your confidence.

Looking back at the year, we would like to provide a brief update on where we stand as a firm. 2022 marked the 22nd straight year of revenue growth for the firm and we advise on approximately $90 billion in client assets as of December 31st. We reinvested 100% of our net profits back into the organization so we can continue to evolve and adapt within a market environment that is constantly changing and challenging. As we have stated in previous updates, we do not believe the “status quo” is an effective strategy and we are convicted in our belief that a firm not focused on moving forward in our industry is moving backward.

To execute on our commitment to evolve and continue to enhance the organization, we made additional personnel and technology investments in 2022. Specifically, we hired a Chief Information Officer (Bharat Kumta) after a national search led by a specialized executive recruiting firm. We believe technology is going to drive successful firms in our industry and we plan to invest heavily within this business function to support digital transformation. We also integrated a new Chief Human Resources Officer (Stacie Runion) through a national search led by an executive recruiter. We believe our firm's most important asset is our people, so we need to ensure we have the right leadership team in HR to focus on that asset. We also hired team members in Finance, Human Resources, Consulting, Research, Solutions & Growth, Technology and Performance & Reporting. These personnel investments focused on further enhancing functional areas, departmental service levels, and narrowing potential gaps. We also continued to invest in our proprietary software system to compile and share information firmwide to better serve our clients more effectively and efficiently. Finally, we engaged several outside consulting firms to help us better assess and invest in areas within our firm we believe will drive value for our clients going forward. Some examples include working with an outside group to evaluate and enhance our Operational Due Diligence efforts with investment managers and a separate group to help us review and analyze our current Discretionary Services offerings and how to make this service stronger for our clients.

As we start 2023, we are 93 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 functions and departments at AndCo including Consulting, Research, Performance & Reporting, Marketing, Technology and Compliance. While adding additional 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 will push us closer to our vision of being a transformational organization viewed as the leader in our industry. We thoughtfully grow while helping to ensure that service will not suffer at AndCo at the expense of growth. Rather, we utilize growth to enhance our value proposition and overall service to our valued clients.

At the beginning of each year, we also discuss the AndCo partnership and, when earned, announce new partners.

This year I am thrilled to share three new team members were named partners at AndCo – Jon Breth, Tyler Grumbles and Brooke Wilson. Jon has been with AndCo for 11-years and Tyler has been with AndCo for 15-years. Jon and Tyler are both members of our Consulting Department. Brooke was recently promoted to Executive Director of our Performance & Reporting Department and has been with AndCo 7-years. We could not be happier for Jon, Tyler, and Brooke or more grateful for the contributions they have made to AndCo since joining the firm. Jon, Tyler, and Brooke represent what it means to be an AndCo team member, and we are honored and fortunate to have them as partners at our firm.

While three new members will be added to the partnership in 2023, we will also be losing one valuable team member. Donna Sullivan retired on December 31, 2022. Donna joined AndCo at its inception in September of 2000. Donna has been integral in the success of the firm and for many years was the glue that held everything together. Her contributions and sacrifices are too many to reference in this letter. While we are extraordinarily excited for her and the next chapter of her life, she will be greatly missed as a partner and team member. We will be honoring Donna and her legacy with the Donna Sullivan Believe Award. This award will be given each year to the team member at AndCo that best demonstrates their belief in AndCo's Mission, Vision, and Values. Donna believed in what AndCo stood for before anyone else did, and she carried that belief for 23 years. Thank you, Donna!

With the addition of Jon, Tyler, and Brooke, and Donna's retirement, we now have 15 partners representing various functions and departments at AndCo. Our growing partnership group provides great perspective and insight which continues to strengthen AndCo and reaffirm our belief that 100% employee management is vital to the long-term success of our organization. We have great team members at AndCo and this partnership group will continue to expand as we move forward.

In closing, we know that 2022 was a dramatically different environment for investing as compared to 2021, with record high inflation and double-digit losses in both equity AND fixed income assets - all resulting in challenging client portfolio results. Please know our team works tirelessly to provide the advice and guidance you need regardless of the market environment. Our name, AndCo, reminds us of who we work for every day - “Our Client” &Co. You are 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
Brooke Wilson, CIPM®
Bryan Bakardjiev, CFA®
Dan Johnson
Dan Osika, CFA®
Evan Scussel, CFA®, CAIA®
Jacob Peacock, CPFA
Jason Purdy
Jon Breth, CFP®
Kerry Richardville, CFA®
Kim Spurlin, CPA
Steve Gordon
Troy Brown, CFA®
Tyler Grumbles, CFA®, CIPM®, CAIA®

LEADERSHIP & MANAGEMENT

Mike Welker, CFA®
CEO

Bharat Kumta
CIO

Bryan Bakardjiev, CFA®
COO

Evan Scussel, CFA®, CAIA®
Executive Director of Research

Kim Spurlin, CPA
CFO

Sara Searle
CCO

Stacie Runion
CHRO

Steve Gordon
Solutions & Growth Director

Troy Brown, CFA®
Executive Director of Consulting

Brooke Wilson, CIPM®
Executive Director of Performance Reporting

Dan Johnson
Consulting Director

Jack Evatt
Consulting Director

Jacob Peacock, CPFA
Consulting Director

Jason Purdy
I.T. Director

Molly Halcom
Solutions & Growth Director

Philip Schmitt
Research Director

Rachel Brignoni, MHR
People & Culture Director

INVESTMENT POLICY COMMITTEE

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

CONSULTING

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

PERFORMANCE REPORTING

Albert Sauerland
Amy Steele
Bob Bulas
David Gough, CPFA
Don Delaney
Donnell Lehrer, CPFA
Edward Cha
Grace Niebrzydowski
James Culpepper
James Reno
Jeff Pruniski
Joe Carter, CPFA
Julio Garcia Rengifo
Kim Hummel
Rotchild Dorson
Yoon Lee-Choi

OPERATIONS

FINANCE
Kahjeelia Pope
Michelle Boff
Robert Marquetti

HUMAN RESOURCES
Kelly Pearce
Shelley Berthold

I.T. & OPERATIONS
Geoffrey Granger
Jerry Camel
Kenneth Day

COMPLIANCE
Allen Caldwell
Thay Arroyo

MARKETING
Lauren Kaufmann

SOLUTIONS & GROWTH
Dan Osika, CFA®
John Rodak, CIPM®
Paola Gervasi

RESEARCH

Andrew Mulhall
Public Equity & Fixed Income

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

Xinxin Liu, CFA®, FRM
Private Equity and Private Debt

Zac Chichinski, CFA®, CIPM®
Public Equity

93 EMPLOYEES

37 ADVANCED DEGREES | 23 CFA® | 8 CAIA® | 11 CPFA | 5 CIPM®

Employee counts are as of 1/1/2023 and reflect only full time employees and do not include any who are part time, temporary or independent contractors.

4th Quarter 2022 Market Environment

The Economy

- US GDP growth is expected to remain strong in the 4th quarter. While the final measure of 3rd quarter GDP was revised upward to 3.2%, global GDP growth remains challenged with higher energy prices continuing to act as a headwind, especially in Europe. However, China is beginning the process of reopening its economy which should boost emerging markets.
- The US Federal Reserve Bank (the Fed) continued to increase interest rates during the quarter with a 0.75% increase in November and a 0.50% increase in December. Importantly, the Fed signaled it remains committed to fighting inflation through additional rate hikes if needed.
- The US labor market continued to show its resiliency by adding roughly 680 thousand jobs during the 4th quarter. As a result, the unemployment rate fell to 3.5% in December. Despite these gains, the number of announced layoffs during the quarter increased, which could impact labor markets in the future periods.
- Global markets were broadly positive during the 4th quarter. Despite persistent inflation, tighter central bank monetary policy, slowing GDP growth, and continuing geopolitical risks investors were focused on the potential of central banks slowing the pace of tightening as inflation moderated.

Equity (Domestic and International)

- US equities moved higher during the 4th quarter despite concerns regarding inflation, the potential for higher interest rates, and a slowing global GDP growth. Large cap value was the best performing domestic segment of the equity market relative to other US market capitalizations and styles during the period while large cap growth performed the worst.
- International stocks also experienced strong returns during the 4th quarter. While local currency performance was solid, the primary catalyst for outsized returns was a weakening USD, which fell against most major and emerging market currencies. GDP growth, especially in Europe, remained under pressure as central bank policies remained restrictive and elevated energy prices acted as a headwind. Finally, China began to relax its zero-tolerance policy regarding Covid-19, which positively contributed to both global GDP growth and equity market performance.

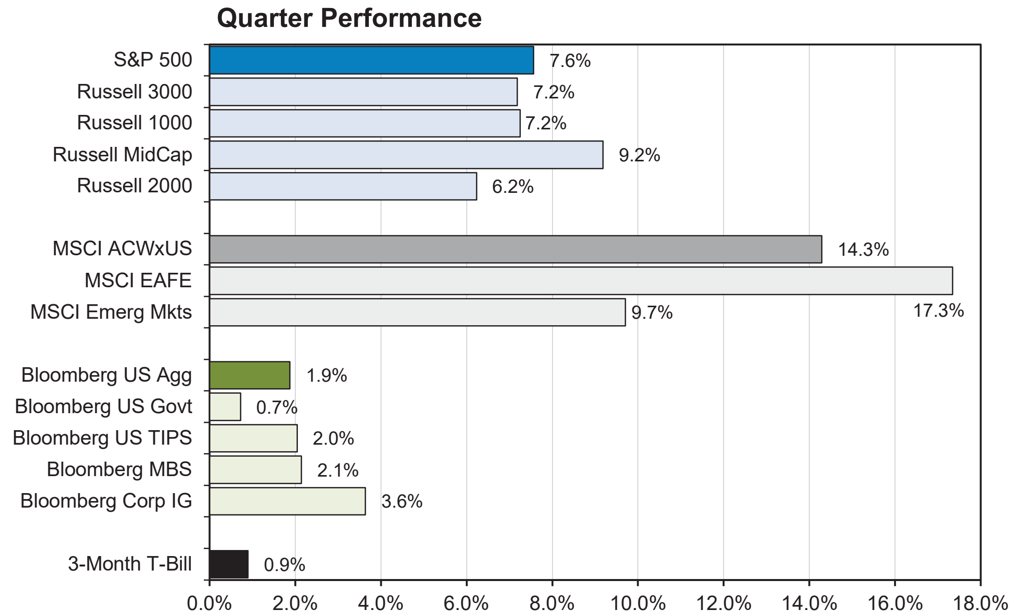
Fixed Income

- While inflation declined during the 4th quarter, the Fed continued increasing interest rates with two increases totaling 1.25%. Despite the short-term increases, long-term interest rates remained relatively stable during the period. US interest rates moved slightly higher during the quarter with the US 10-Year Treasury bond rising 0.08% to close the year at a yield of 3.88%.
- Performance across domestic bond market sectors was positive during the quarter, led by US high yield and corporate investment grade bonds. Much like equities, global bonds outperformed their domestic peers mainly due to a weaker USD.
- The combination of higher coupons, a shorter maturity profile relative to high quality government bonds, and narrower credit spreads were the primary drivers of relative return during the period.
- US Treasury bonds lagged their corporate bond peers during the quarter as investors' concerns about rising interest rates and the need for safety subsided.

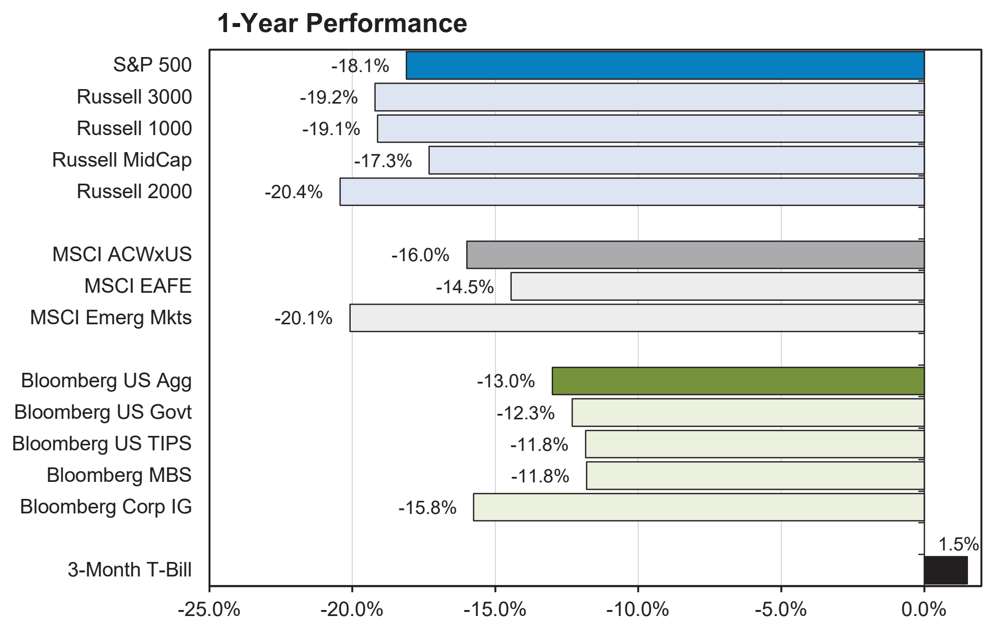
Market Themes

- Central banks remained vigilant in their fight against inflation with the Fed, the Bank of England, and the European Central Bank all raising interest rates during the quarter. Additionally, the Bank of Japan relaxed their targeting of interest rates, allowing the 10-Year Japanese Government Bond to float to 0.50%, above the previous 0.25% level.
- The conflict in Ukraine continues to disrupt global energy markets, in addition to the ongoing humanitarian crisis. Energy costs remain elevated which could further negatively impact economic growth.
- Both US and international equity markets rebounded during the quarter on expectations that inflation would continue to moderate, which could lead central banks to begin the process of slowing the pace of monetary tightening. Value-oriented stocks outperformed growth stocks as investors remained concerned about the pace of future growth.
- Short-term interest rates rose across most developed markets as central banks continued to tighten. Despite concerns about the potential for slowing economic growth, lower quality corporate bonds outperformed higher quality government bonds and USD weakness acted as a tailwind for global bonds during the quarter.

- Equity markets moved higher during the 4th quarter, but it was not sufficient to offset prior quarter pullbacks. Factors that contributed to performance included declining inflation, expectations that the Fed would slow the pace of future interest rate increases, and expectations that China would begin to open its economy. For the period, the S&P 500 large cap benchmark returned 7.6%, compared to 9.2% for mid-cap and 6.2% for small cap benchmarks.
- Like domestic equities, developed markets international and emerging market equities delivered positive results for the 4th quarter. Europe continues to face headwinds from higher-than-expected inflation, elevated energy prices, geopolitical risks related to the conflict in Ukraine, and rising interest rates. Emerging markets were positively impacted by China's decision to loosen restrictions related to the pandemic. Importantly, global equities were positively impacted by a decline in the USD. For the quarter, the MSCI EAFE Index returned 17.3% while the MSCI Emerging Markets Index rose by 9.7%.
- For the quarter, performance of the bond market was broadly positive due to lower inflation and lower interest rate volatility. The Bloomberg (BB) US Aggregate Index returned 1.9%, for the period while investment grade corporate bonds posted a return of 3.6%.

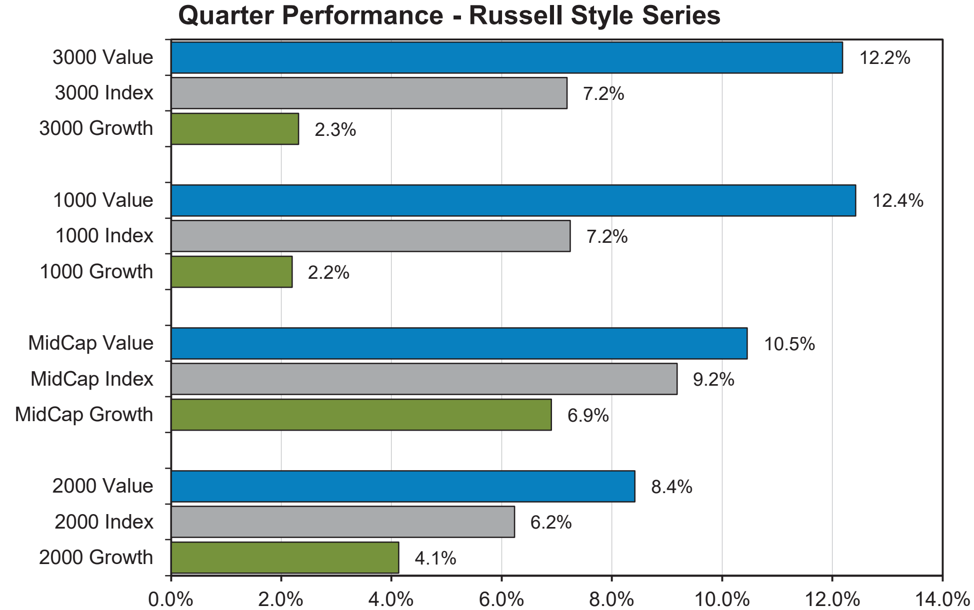


- Performance for developed equity markets was strongly negative over the trailing 1-year period. The bellwether S&P 500 Index dropped -18.1% for the year. The primary drivers of return during the period were concerns related to rising inflation, tighter monetary policy from global central banks, and slowing global economic growth. The weakest relative performance outlier was the Russell 2000 Index which declined by -20.4% for the year.
- Over the trailing 1-year period, international markets declined similarly to domestic markets. The MSCI EAFE Index returned -14.5% while the MSCI Emerging Markets Index fell by -20.1%. Continued concerns related to Ukraine, elevated inflation, and slowing global economic growth negatively impacted markets. However, a weakening USD acted as a tailwind to international performance in the second half of the year.
- Bond market returns were widely negative over the trailing 1-year period due primarily to concerns about persistently high inflation and the expectation of higher future interest rates. US TIPS and mortgage-backed bonds were the least negative sectors with both returning -11.6% for the year. Investment grade corporate bonds suffered the year's largest loss, falling -15.8%.

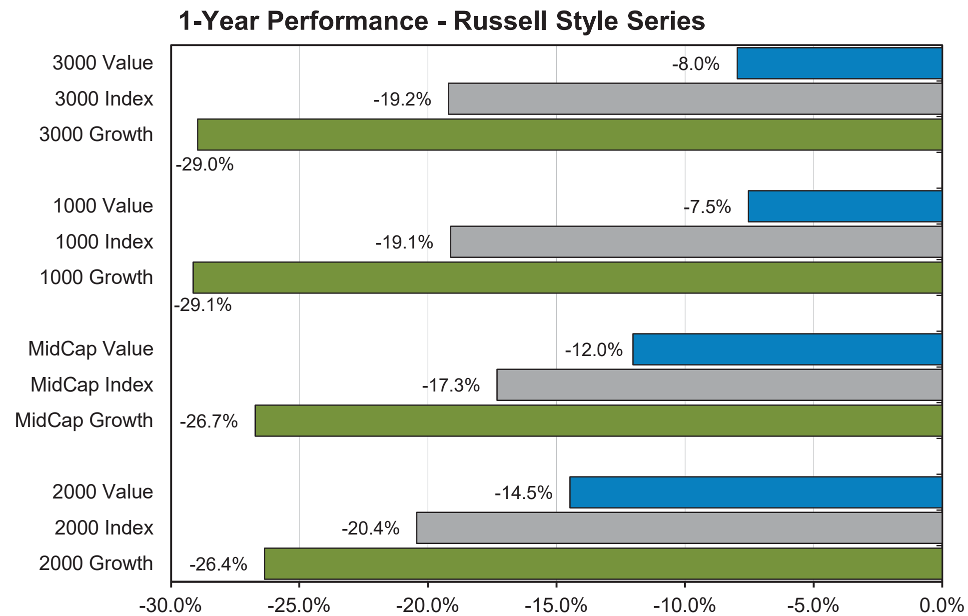


Source: Investment Metrics

- Despite a pullback in December, equity markets broadly experienced strong absolute returns during the 4th quarter across both the style and market capitalization spectrums. With concerns about the potential for slowing economic conditions, large cap stocks resumed their leadership, followed by mid and small cap stocks. The Russell 1000 Value Index delivered 12.4% for the quarter, followed by while the Russell Mid Cap Value Index and the Russell 2000 Index, which rose by 10.5% and 8.4%, respectively.
- Performance across styles and market capitalizations was disparate during the quarter. Large, mid, and small cap value stocks all outperformed their growth counterparts. For the period, the Russell 1000 Value Index was the best relative performing style index, posting a return of 12.4%. Large and small cap growth stocks were the laggards during the period with the Russell Large Cap Growth Index and Russell 2000 Growth Index returning 2.2% and 4.1%, respectfully.

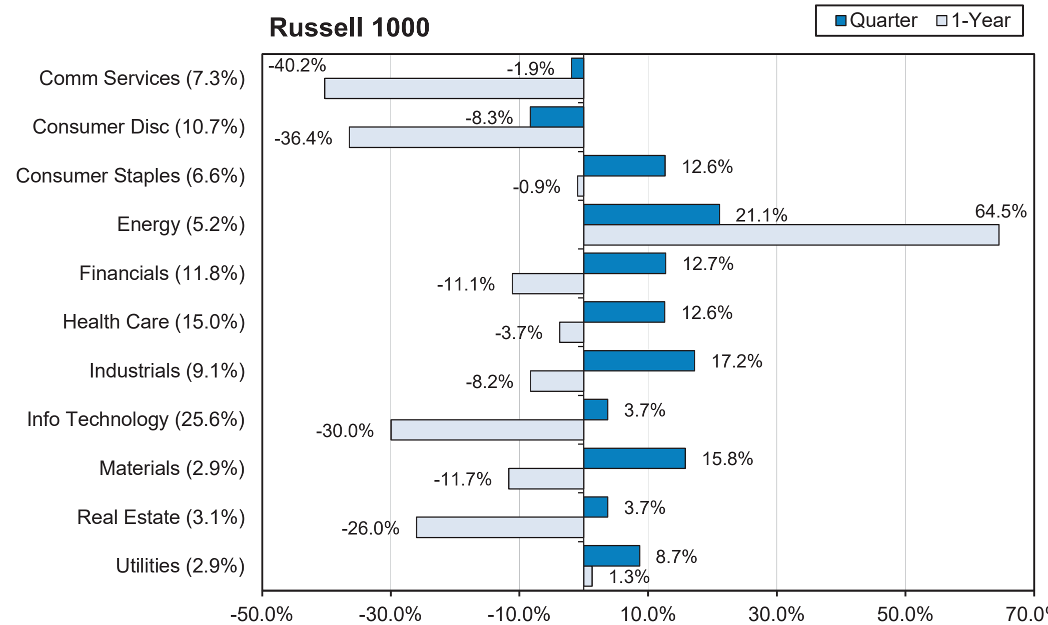


- In contrast to the 4th quarter's positive performance, there was a wide range of negative results across market capitalizations over the trailing 1-year period. The Russell 2000 Index returned a disappointing -20.4% for the year, which underperformed both its large and mid cap index counterparts.
- There was also a wide performance dispersion across the style-based indexes for the year with growth stocks down significantly more than their value counterparts at all capitalization ranges. Within large cap stocks, the Russell 1000 Value Index returned -7.5% compared to much larger -29.1% decline for the Russell Large Cap Growth benchmark. The Russell Mid Cap Value Index returned -12.0% while the Russell 2000 Value Index returned -14.5% for the period. While these value benchmark results represented double-digit losses for the year, the Russell Mid Cap Growth Index fell a much larger -26.7% and the Russell 2000 Growth Index declined by a similar -26.4%.

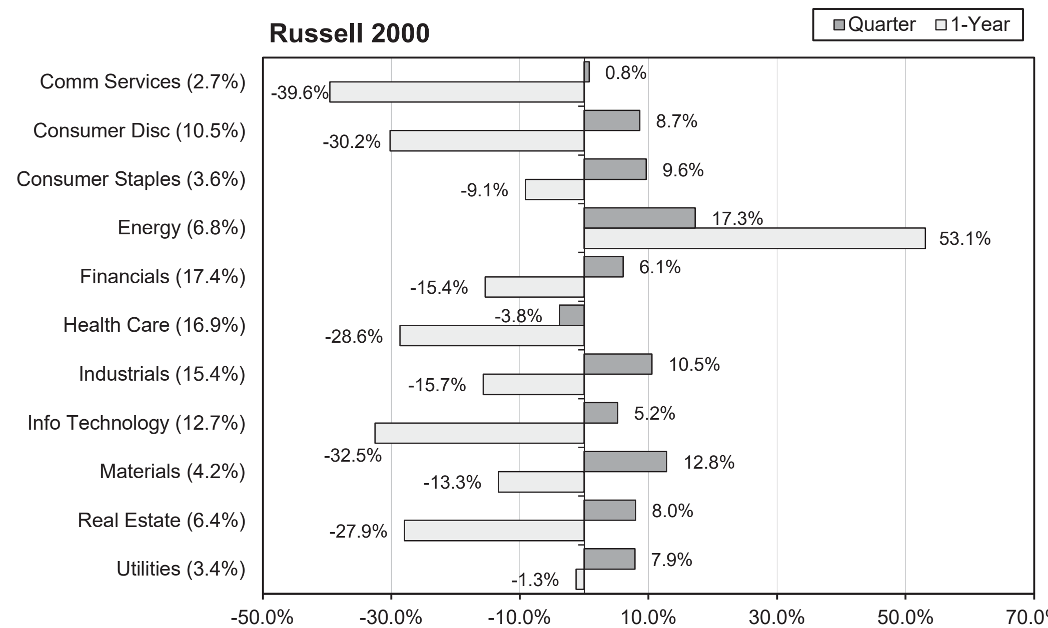


Source: Investment Metrics

- Economic sector performance was positive for nine of the eleven large cap economic sectors for the 4th quarter. Seven sectors outpaced the return of the broad index on a relative basis during the period.
- Energy continued its strong 2022 performance with a 4th quarter return of 21.1%. Other sectors that outpaced the headline index's return for the quarter included industrials (17.2%), materials (15.8%), financials (12.7%), healthcare (12.6%), consumer staples (12.6%), and utilities (8.7%). The real estate (3.7%), information technology (3.7%), communication services (-1.9%), and consumer discretionary (-8.3%) sectors all trailed the Russell 1000 Index return for the period.
- For the full year, seven economic sectors exceeded the return of the broad large cap benchmark but only the energy (64.5%) and utilities (1.3%) sectors managed to post positive, albeit vastly different, results. The weakest economic sector performance in the Russell 1000 for the year was communication services which declined by a staggering -40.2%.



- Ten small cap economic sectors posted positive returns during the quarter and seven exceeded the 6.2% return of the broader Russell 2000 Index. The energy (17.3%), materials (12.8%), and industrials (10.5%) sectors each posted double-digit positive results for the quarter. The only small cap economic sector that posted negative performance for the quarter was health care which fell by -3.8%.
- For the trailing 1-year period, six of the eleven economic sectors were down less than the broad small cap benchmark's return of -20.4%. Energy was the best performing and only positive economic sector for the year with a strong return of 53.1%. The utilities (-1.3%) and consumer staples (-9.1%) sectors were only small cap index segments to fall less than double-digit amounts for the year. The worst performing sector for the full year was communication services with a return of -39.6%. In addition, the information technology (-32.5%), consumer discretionary (-30.2%), health care (28.6%), and real estate (-27.9%) sectors all were down significantly for the year.



Source: Morningstar Direct

Top 10 Weighted Stocks				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Apple Inc	5.5%	-5.8%	-26.4%	Information Technology
Microsoft Corp	5.1%	3.3%	-28.0%	Information Technology
Amazon.com Inc	2.1%	-25.7%	-49.6%	Consumer Discretionary
Berkshire Hathaway Inc Class B	1.6%	15.7%	3.3%	Financials
Alphabet Inc Class A	1.5%	-7.8%	-39.1%	Communication Services
UnitedHealth Group Inc	1.4%	5.3%	7.0%	Health Care
Alphabet Inc Class C	1.3%	-7.7%	-38.7%	Communication Services
Johnson & Johnson	1.3%	8.8%	6.0%	Health Care
Exxon Mobil Corp	1.3%	27.4%	87.4%	Energy
JPMorgan Chase & Co	1.1%	29.5%	-12.6%	Financials

Top 10 Weighted Stocks				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Halozyme Therapeutics Inc	0.3%	43.9%	41.5%	Health Care
ShockWave Medical Inc	0.3%	-26.1%	15.3%	Health Care
Inspire Medical Systems Inc	0.3%	42.0%	9.5%	Health Care
EMCOR Group Inc	0.3%	28.4%	16.8%	Industrials
Crocs Inc	0.3%	57.9%	-15.4%	Consumer Discretionary
Matador Resources Co	0.3%	17.2%	55.9%	Energy
Iridium Communications Inc	0.3%	15.8%	24.5%	Communication Services
Murphy Oil Corp	0.3%	22.9%	68.3%	Energy
Agree Realty Corp	0.3%	6.0%	3.5%	Real Estate
Texas Roadhouse Inc	0.3%	4.7%	4.1%	Consumer Discretionary

Top 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Horizon Therapeutics PLC	0.1%	83.9%	5.6%	Health Care
Burlington Stores Inc	0.0%	81.2%	-30.4%	Consumer Discretionary
Halliburton Co	0.1%	60.4%	74.5%	Energy
Universal Health Services Inc Class B	0.0%	60.0%	9.4%	Health Care
PVH Corp	0.0%	57.7%	-33.7%	Consumer Discretionary
Spectrum Brands Holdings Inc	0.0%	57.4%	-38.6%	Consumer Staples
Boeing Co	0.3%	57.3%	-5.4%	Industrials
Under Armour Inc A	0.0%	52.8%	-52.1%	Consumer Discretionary
Exact Sciences Corp	0.0%	52.4%	-36.4%	Health Care
Moderna Inc	0.2%	51.9%	-29.3%	Health Care

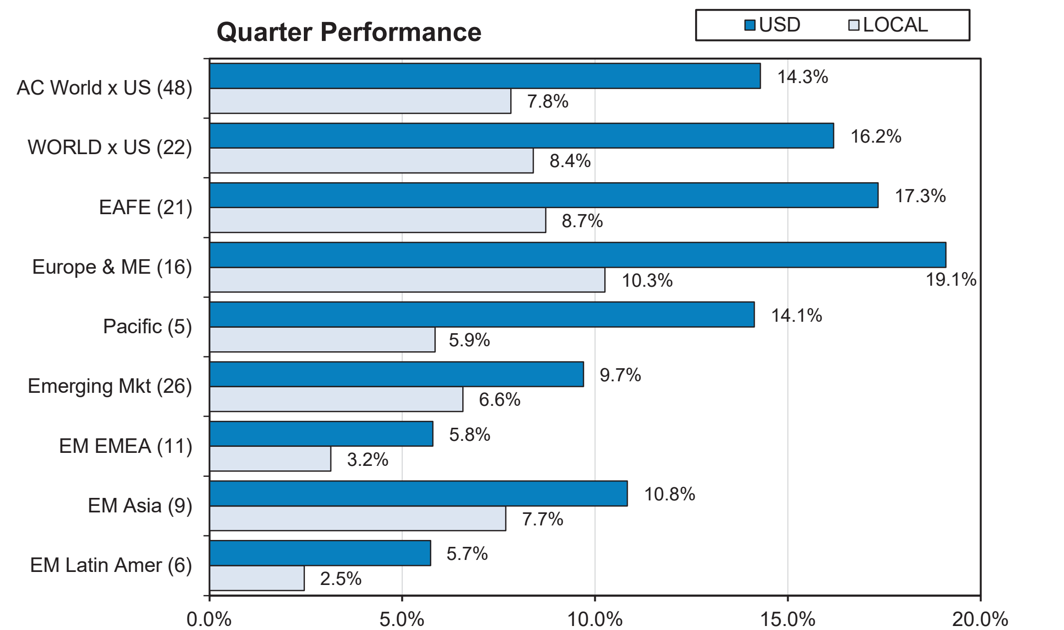
Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Madrigal Pharmaceuticals Inc	0.2%	346.6%	242.5%	Health Care
Immunovant Inc	0.0%	218.1%	108.3%	Health Care
Rayonier Advanced Materials Inc	0.0%	204.8%	68.1%	Materials
Maxar Technologies Inc	0.2%	176.5%	75.5%	Industrials
4D Molecular Therapeutics Inc	0.0%	176.2%	1.2%	Health Care
Icosavax Inc	0.0%	151.3%	-65.3%	Health Care
Imago BioSciences Inc	0.0%	138.9%	51.6%	Health Care
Provention Bio Inc	0.0%	134.9%	88.1%	Health Care
Biohaven Ltd	0.0%	120.3%	N/A	Health Care
Oceaneering International Inc	0.1%	119.7%	54.6%	Energy

Bottom 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Carvana Co Class A	0.0%	-76.7%	-98.0%	Consumer Discretionary
Opendoor Technologies Inc Class A	0.0%	-62.7%	-92.1%	Real Estate
Tesla Inc	0.9%	-53.6%	-65.0%	Consumer Discretionary
Lucid Group Inc Shs	0.0%	-51.1%	-82.1%	Consumer Discretionary
Guardant Health Inc	0.0%	-49.5%	-72.8%	Health Care
Affirm Holdings Inc - Class A	0.0%	-48.5%	-90.4%	Information Technology
WeWork Inc	0.0%	-46.0%	-83.4%	Real Estate
AppLovin Corp - Class A	0.0%	-46.0%	-88.8%	Information Technology
Ginkgo Bioworks Holdings Inc	0.0%	-45.8%	-79.7%	Materials
Olaplex Holdings Inc	0.0%	-45.5%	-82.1%	Consumer Staples

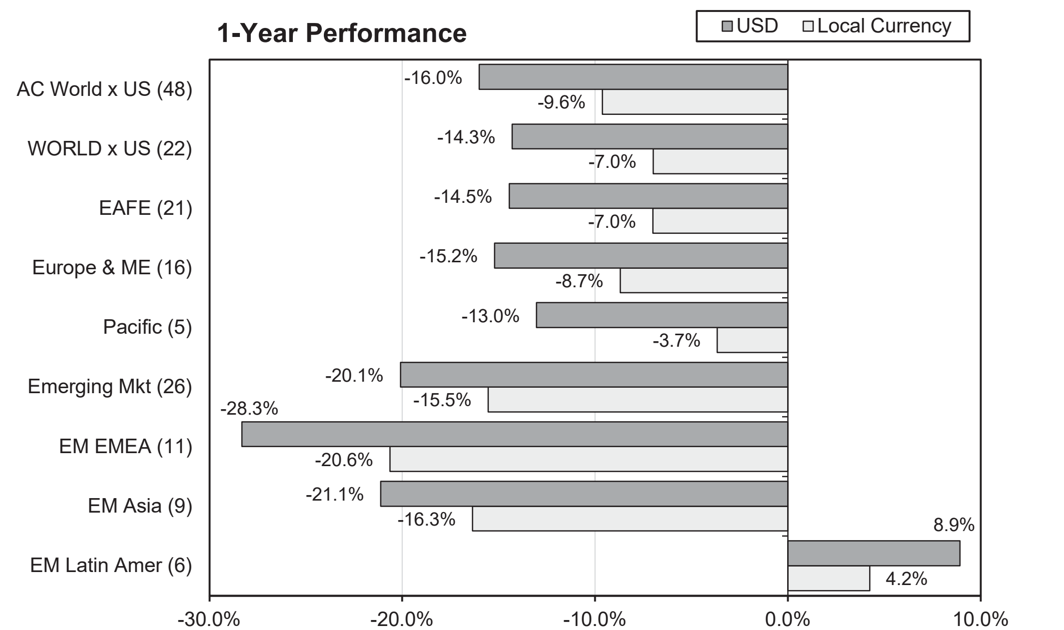
Bottom 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Tricida Inc	0.0%	-98.5%	-98.4%	Health Care
Relmada Therapeutics Inc	0.0%	-90.6%	-84.5%	Health Care
Avaya Holdings Corp	0.0%	-87.7%	-99.0%	Information Technology
Instil Bio Inc	0.0%	-87.0%	-96.3%	Health Care
Greenidge Generation Holdings Inc.	0.0%	-85.5%	-98.2%	Information Technology
Eiger BioPharmaceuticals Inc	0.0%	-84.3%	-77.3%	Health Care
Cano Health Inc - Class A	0.0%	-84.2%	-84.6%	Health Care
Gossamer Bio Inc	0.0%	-81.9%	-80.8%	Health Care
Rockley Photonics Holdings Ltd	0.0%	-80.3%	-96.8%	Information Technology
Boxed Inc	0.0%	-78.9%	-98.6%	Consumer Discretionary

Source: Morningstar Direct

- Each of the developed and emerging market international equity indexes tracked in the chart posted positive returns in both US dollar (USD) and local currency (LC) terms for the 4th quarter. A weaker USD acted as a tailwind for non-US index performance during the quarter. Higher energy prices and the reopening of China also drove performance, especially in emerging markets. The developed market MSCI EAFE Index returned a strong 17.3% in USD and 8.7% in LC terms for the period, and the MSCI Emerging Markets Index rose by 9.7% in USD and 6.6% in LC terms.



- The trailing 1-year results for international developed and emerging markets were negative across most regions and currencies. The MSCI EAFE Index returned -14.5% in USD for the year and -7.0% in LC terms. Similarly, returns across emerging markets were broadly lower except for Latin America which returned 8.9% in USD and 4.2% in LC terms. The MSCI Emerging Markets Index declined by -20.1% in USD and -15.5% in LC terms for the year. Performance in the EMEA regional benchmark significantly detracted from emerging market index performance with the EMEA Index posting returns of -28.3% in USD and -20.6% in LC terms.



Source: MSCI Global Index Monitor (Returns are Net)

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Communication Services	7.8%	10.1%	-16.8%
Consumer Discretionary	5.0%	17.8%	-22.4%
Consumer Staples	18.7%	10.6%	-13.0%
Energy	4.5%	19.8%	27.7%
Financials	15.1%	23.9%	-4.6%
Health Care	13.6%	14.2%	-11.0%
Industrials	10.5%	19.0%	-20.6%
Information Technology	7.8%	14.9%	-32.4%
Materials	11.1%	20.7%	-10.3%
Real Estate	3.5%	11.0%	-20.9%
Utilities	2.6%	19.4%	-12.4%
Total	100.0%	17.3%	-14.5%

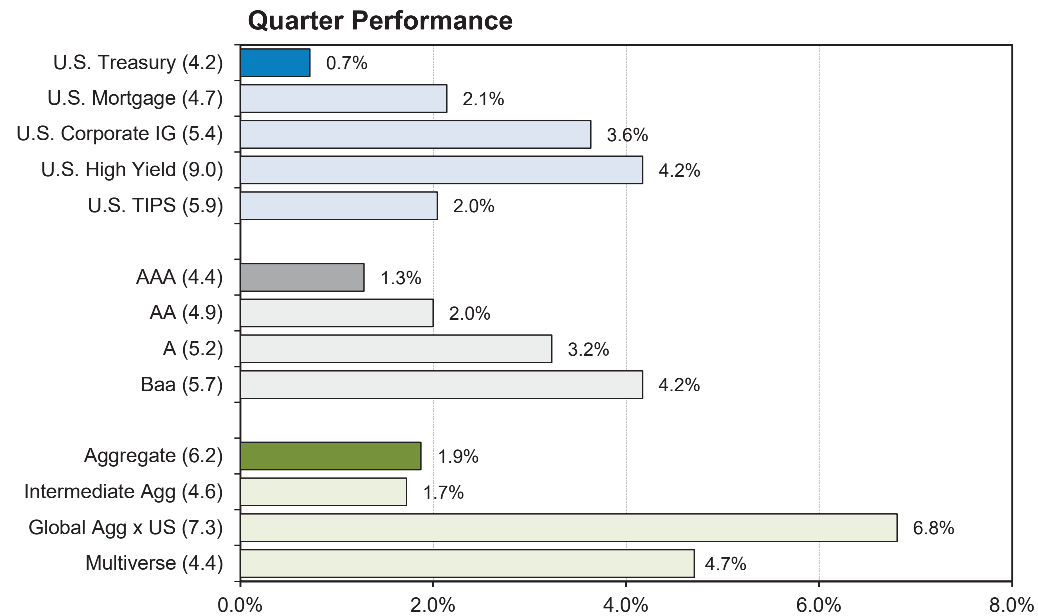
MSCI - ACWIxUS	Sector Weight	Quarter Return	1-Year Return
Communication Services	8.4%	12.0%	-21.6%
Consumer Discretionary	6.0%	14.7%	-21.7%
Consumer Staples	21.0%	9.8%	-11.9%
Energy	5.9%	13.3%	8.1%
Financials	12.3%	15.6%	-7.3%
Health Care	9.8%	14.1%	-12.9%
Industrials	8.9%	17.3%	-18.4%
Information Technology	10.8%	13.5%	-34.5%
Materials	11.4%	16.6%	-11.2%
Real Estate	3.4%	10.4%	-20.6%
Utilities	2.3%	13.0%	-11.1%
Total	100.0%	14.3%	-16.0%

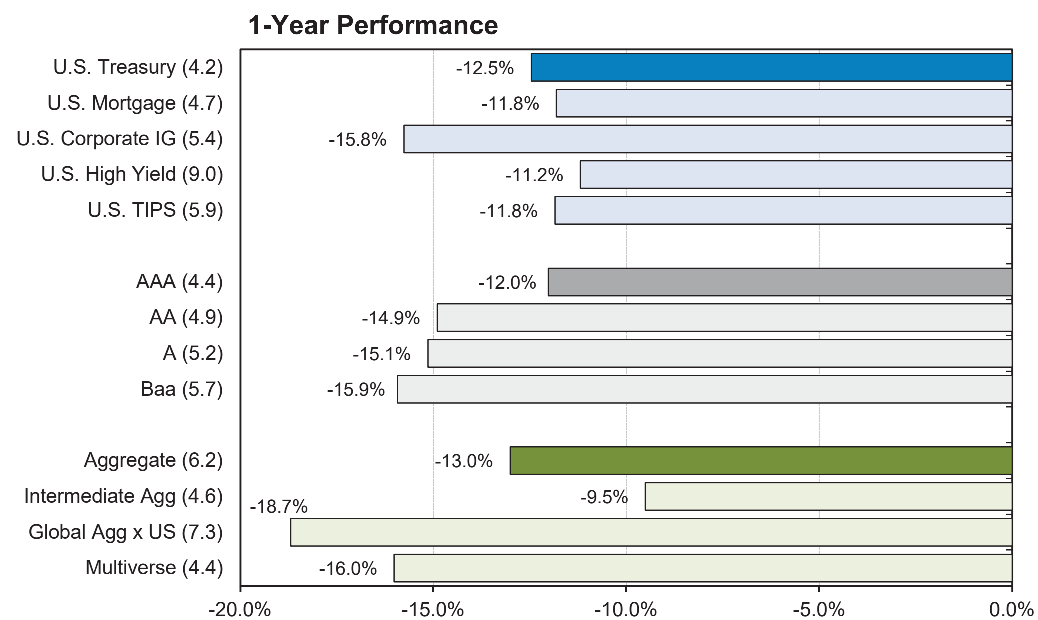
MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	8.9%	58.8%	1.8%
Consumer Discretionary	4.9%	46.2%	5.6%
Consumer Staples	22.1%	77.4%	48.9%
Energy	9.9%	92.9%	40.2%
Financials	6.1%	44.6%	24.5%
Health Care	4.1%	53.5%	3.8%
Industrials	6.4%	49.7%	18.8%
Information Technology	18.6%	9.8%	-34.7%
Materials	14.1%	45.6%	10.6%
Real Estate	3.0%	13.8%	-15.4%
Utilities	1.9%	38.8%	26.8%
Total	100.0%	9.7%	-20.1%

Country	MSCI-EAFE Weight	MSCI-ACWIxUS Weight	Quarter Return	1- Year Return
Japan	21.9%	14.0%	13.2%	-16.6%
United Kingdom	15.3%	9.8%	17.0%	-4.8%
France	11.8%	7.6%	22.2%	-13.3%
Switzerland	10.1%	6.5%	10.4%	-18.3%
Australia	7.9%	5.1%	15.7%	-5.3%
Germany	8.2%	5.2%	24.6%	-22.3%
Netherlands	4.3%	2.7%	21.0%	-27.7%
Sweden	3.3%	2.1%	18.1%	-28.4%
Hong Kong	3.0%	1.9%	18.2%	-4.7%
Denmark	3.0%	1.9%	31.6%	-4.8%
Spain	2.4%	1.5%	22.9%	-7.3%
Italy	2.3%	1.5%	26.4%	-14.4%
Singapore	1.5%	1.0%	10.5%	-11.0%
Belgium	1.0%	0.7%	22.6%	-12.5%
Finland	1.0%	0.7%	16.3%	-15.3%
Norway	0.8%	0.5%	16.9%	-7.0%
Israel	0.7%	0.5%	0.4%	-26.7%
Ireland	0.7%	0.4%	21.5%	-26.2%
Portugal	0.2%	0.1%	17.2%	0.2%
Austria	0.2%	0.1%	31.1%	-26.4%
New Zealand	0.2%	0.1%	24.5%	-13.6%
Total EAFE Countries	100.0%	63.9%	17.3%	-14.5%
Canada		7.7%	7.4%	-12.9%
Total Developed Countries		71.6%	16.2%	-14.3%
China		9.2%	13.5%	-21.9%
Taiwan		3.9%	9.6%	-29.8%
India		4.1%	2.0%	-8.0%
Korea		3.2%	18.1%	-29.4%
Brazil		1.5%	2.4%	14.2%
Saudi Arabia		1.2%	-7.4%	-5.1%
South Africa		1.0%	18.3%	-3.9%
Mexico		0.6%	12.5%	-2.0%
Thailand		0.6%	16.1%	5.0%
Indonesia		0.5%	-3.6%	3.6%
Malaysia		0.4%	14.0%	-5.8%
United Arab Emirates		0.4%	-1.5%	-6.2%
Qatar		0.3%	-15.3%	-6.9%
Kuwait		0.3%	5.7%	10.1%
Philippines		0.2%	21.1%	-13.9%
Poland		0.2%	47.7%	-27.2%
Chile		0.2%	6.2%	19.4%
Turkey		0.2%	62.9%	90.4%
Peru		0.1%	17.4%	9.4%
Greece		0.1%	29.1%	0.3%
Colombia		0.0%	19.7%	-6.0%
Czech Republic		0.0%	6.5%	-14.4%
Hungary		0.1%	36.3%	-31.1%
Egypt		0.0%	28.5%	-22.6%
Total Emerging Countries		28.4%	9.7%	-20.1%
Total ACWIxUS Countries		100.0%	14.3%	-16.0%

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

- After an extremely challenging year in fixed income markets, the 4th quarter's positive bond benchmark results were a welcome relief. Despite two rate increases during the quarter, bond performance was aided by lower investor concerns about rising inflation as US CPI declined. This was reflected in both intermediate and long-term interest rates which remained relatively stable during the quarter.
- The return for the BB US Aggregate Bond Index, the bellwether US investment grade benchmark, rose by 1.9% for the period.
- Performance across the investment grade index's segments was also positive during the period with the US Corporate Investment Grade Index returning 3.6% and the US Mortgage Index component posting a return of 2.1%.
- High yield bonds outperformed their investment grade counterparts, surging 4.2% during the quarter. US TIPS, which have delivered strong performance in recent periods, rose by 2.0% as investors' expectations of future inflation declined.
- Outside of domestic markets, the Bloomberg Global Aggregate ex US Index posted a strong return of 6.8% for the quarter. Like domestic bonds, global bond index performance was positively impacted declining inflation, but the benchmark also received a boost from the decline in the USD for the quarter.
- Over the trailing 1-year period, the bellwether BB US Aggregate Bond Index declined by -13.0% and each of the benchmark's components fell by more than -10%. US TIPS, which are excluded from the bellwether index, dropped by -11.8% for the year.
- Lower quality high yield corporate bonds were down less than their investment grade counterparts on a relative basis with the Bloomberg US High Yield Index posting still discouraging return of -11.2% for the period.
- Performance for non-US bonds was also strongly negative for the year with the developed market Bloomberg Global Aggregate ex US Index falling by -18.7%. The combination of rising interest rates overseas, elevated inflation, geopolitical risks, and USD strength earlier in the year hindered non-US index performance.

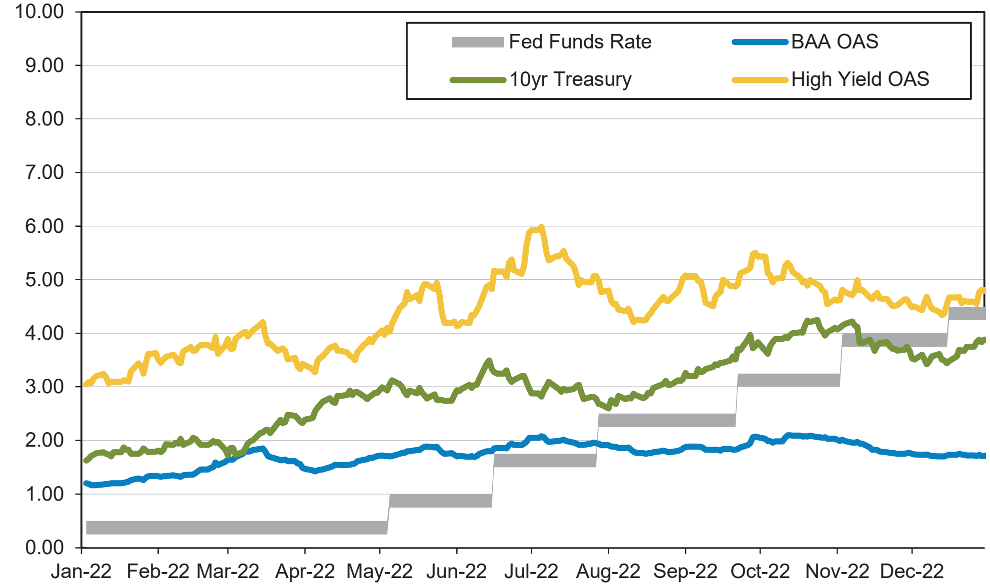




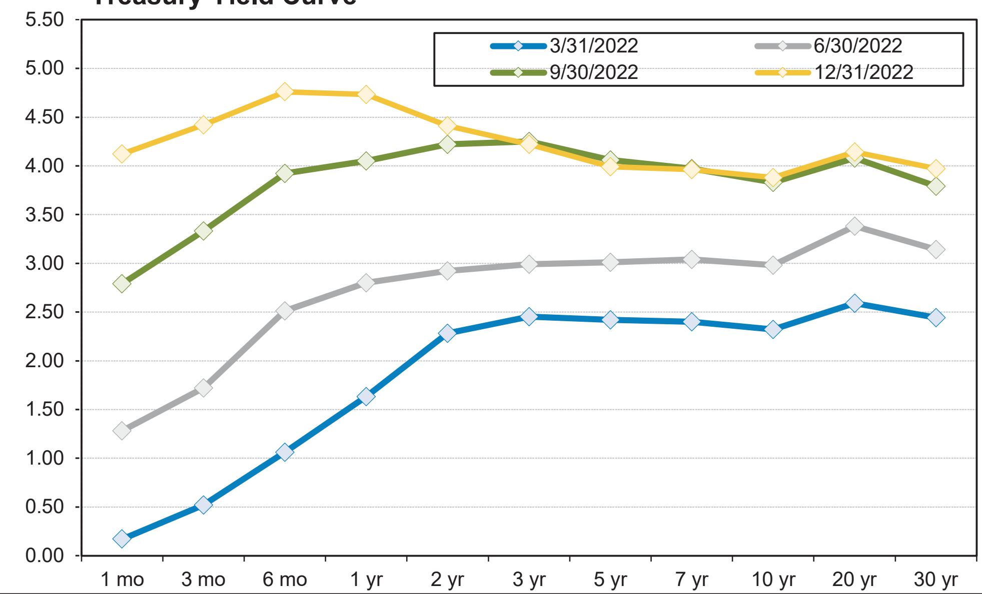
Source: Bloomberg

- The gray band across the graph illustrates the range of the current Fed Funds Rate. In the 4th quarter this year, the Fed raised the lower end of its target rate range from 3.00% to 4.25% through a 0.75% increase in November and a 0.50% increase in December. During its December meeting, the Federal Open Market Committee (FOMC) stated it intends to monitor economic growth closely and will continue to raise interest rates to fight inflation if needed. The FOMC also stated that it would continue its policy of removing liquidity from the market by allowing bonds held on its balance sheet to mature without reinvesting those proceeds.
- The yield on the US 10-year Treasury (green line) ended the period slightly higher as concerns over the pace of inflation, combined with the Fed's announced rate increase, drove yields. The closing yield on the 10-Year Treasury was 3.88% at year-end, an increase of 0.08% from its 3rd quarter closing yield. The benchmark's rate peaked in October, reaching a high of roughly 4.25% before declining to end the quarter.
- 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 widened slightly from 1.17% to 1.72%. High Yield OAS spreads rose from roughly 3.05% at the beginning of the year to 4.81% at year-end. During 2022, high yield spreads reached a level of 5.80% in early July before trading lower the remainder 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. Short-term rates continued to rise during the 4th quarter as the FOMC increased interest rates twice to combat elevated inflation. Despite these short-term rate increases, both intermediate and longer-term rates remained largely unchanged during the quarter. The yield curve remained inverted between 2-year and 10-year rates. Said differently, the short-term rate was higher than the long-term rate. Historically, a persistent inversion of these two key rates has been an indication of a future recession withing 6- to 24-months.

1-Year Trailing Market Rates



Treasury Yield Curve



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

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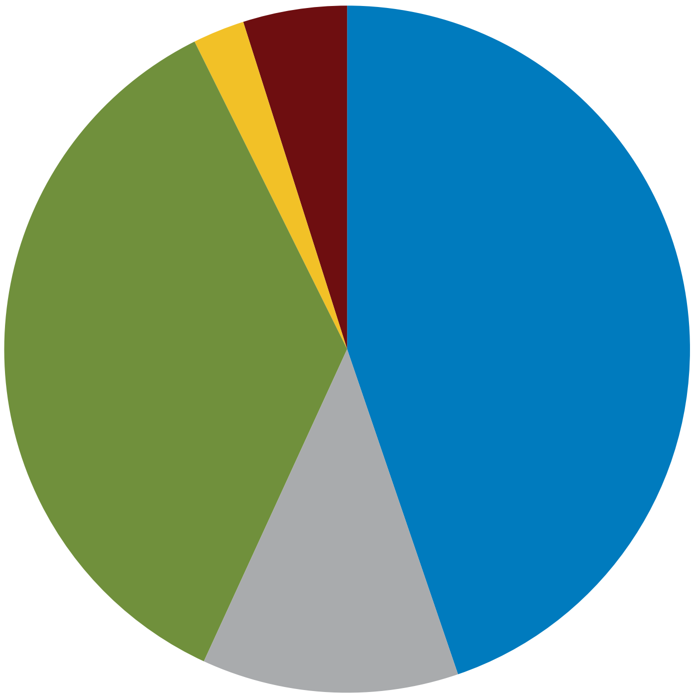
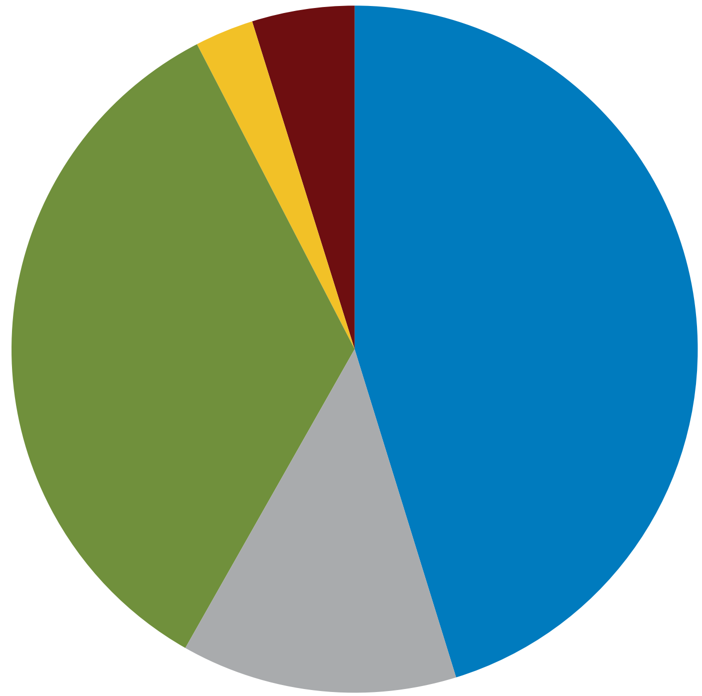
Asset Allocation By Segment as of September 30, 2022 : $11,202,413



Asset Allocation By Segment as of December 31, 2022 : $11,983,633



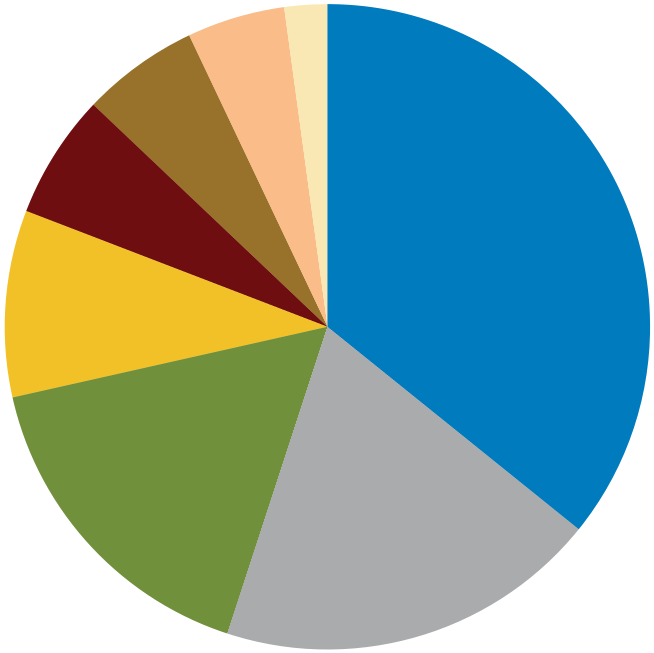
Allocation

Segments	Market Value	Allocation
Domestic Equity	5,014,449	44.8
International Equity	1,355,390	12.1
Fixed Income	4,009,747	35.8
Cash Equivalent	273,223	2.4
Global Other	549,604	4.9

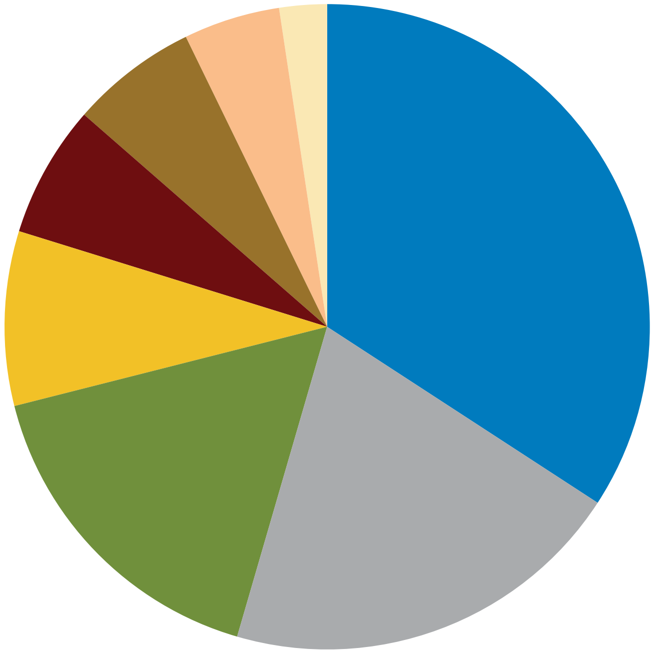
Allocation

Segments	Market Value	Allocation
Domestic Equity	5,419,739	45.2
International Equity	1,556,817	13.0
Fixed Income	4,095,900	34.2
Cash Equivalent	332,517	2.8
Global Other	578,660	4.8

Asset Allocation By Manager as of September 30, 2022 : $11,202,413



Asset Allocation By Manager as of December 31, 2022 : $11,983,633



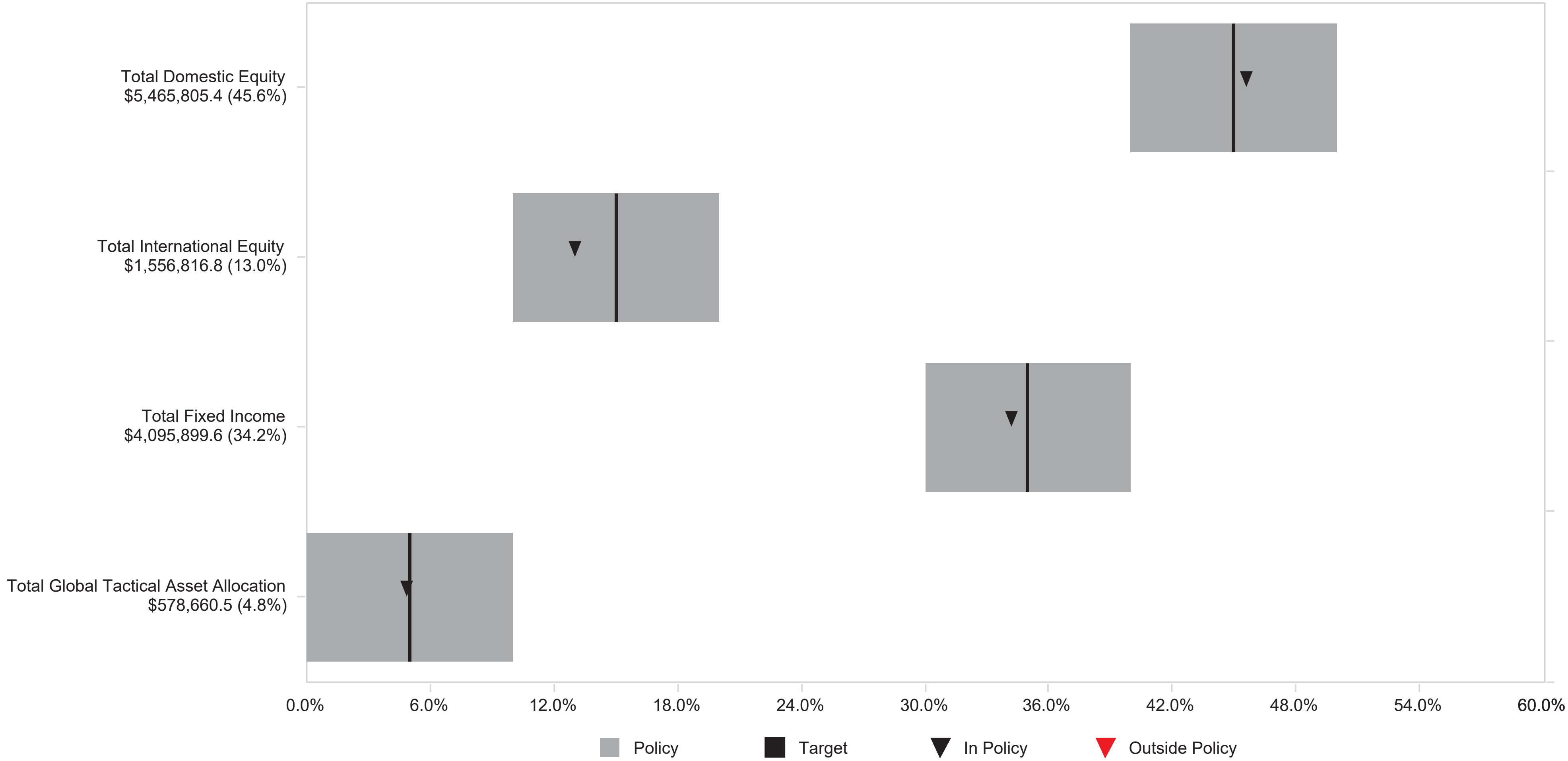
Allocation

	Market Value	Allocation
Baird Aggregate Bond Fund (BAGIX)	4,009,747	35.8
Dana Large Cap Value	2,154,296	19.2
Fidelity 500 Index (FXAIX)	1,844,263	16.5
Vanguard Growth Index Fund (VIGAX)	1,048,318	9.4
American Funds EuroPacific Gr R6 (RERGX)	698,809	6.2
Dodge & Cox Int'l (DODFX)	656,582	5.9
Blackrock Multi-Asset Income -K (BKMIX)	549,604	4.9
Receipt & Disbursement	240,794	2.1

Allocation

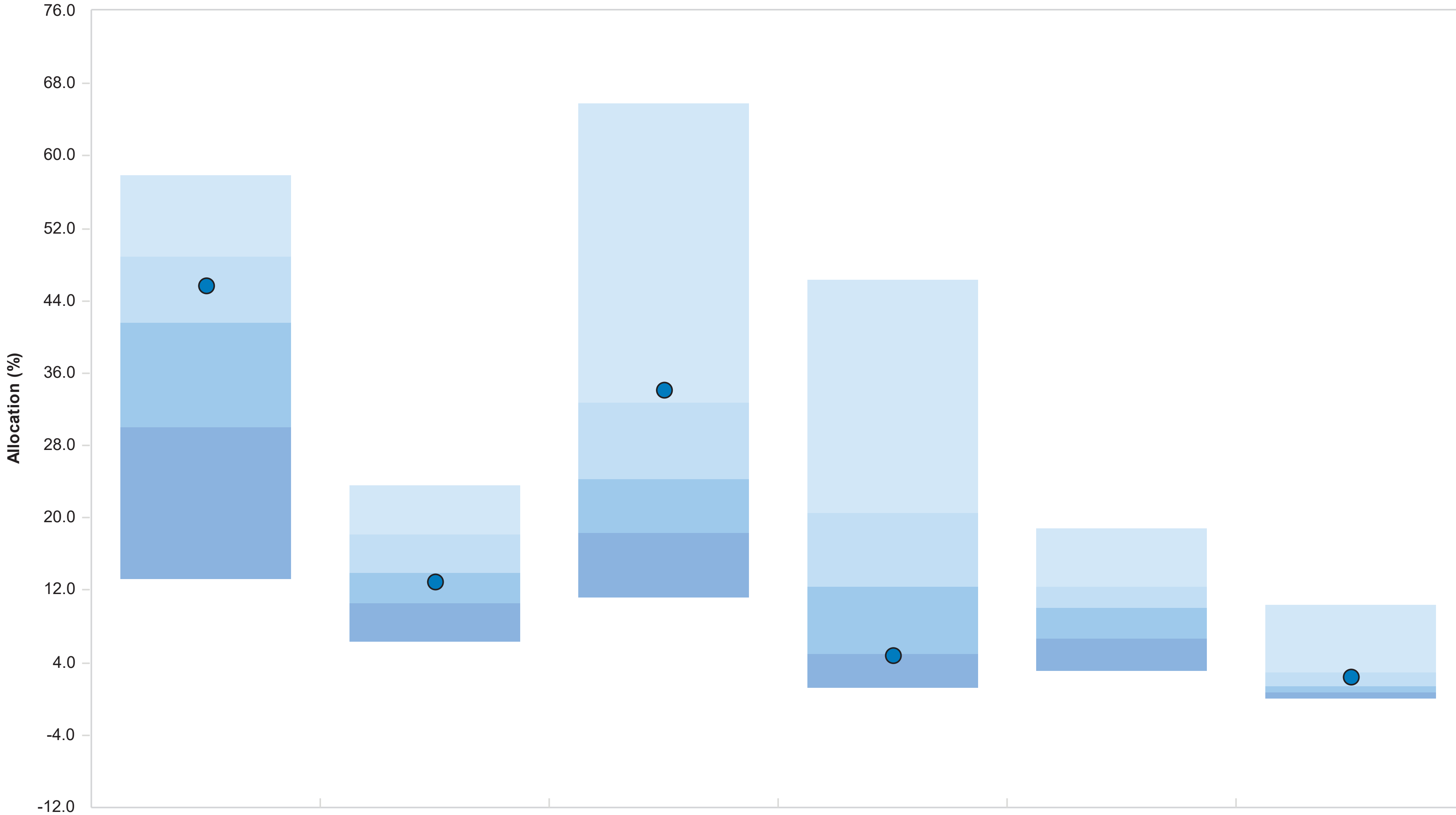
	Market Value	Allocation
Baird Aggregate Bond Fund (BAGIX)	4,095,900	34.2
Dana Large Cap Value	2,435,366	20.3
Fidelity 500 Index (FXAIX)	1,983,613	16.6
Vanguard Growth Index Fund (VIGAX)	1,046,826	8.7
American Funds EuroPacific Gr R6 (RERGX)	795,136	6.6
Dodge & Cox Int'l (DODFX)	761,680	6.4
Blackrock Multi-Asset Income -K (BKMIX)	578,660	4.8
Receipt & Disbursement	286,451	2.4

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	**11,983,633**	**100.0**	**N/A**	**N/A**	**100.0**	**-**	**-**	**-**
Total Domestic Equity	5,465,805	45.6	40.0	50.0	45.0	-672,352	526,011	-73,170
Total International Equity	1,556,817	13.0	10.0	20.0	15.0	-358,453	839,910	240,728
Total Fixed Income	4,095,900	34.2	30.0	40.0	35.0	-500,810	697,554	98,372
Total Global Tactical Asset Allocation	578,660	4.8	0.0	10.0	5.0	-578,660	619,703	20,521



	US Equity	Global ex-US Equity	US Fixed	Alternatives	Total Real Estate	Cash & Equivalents
● Total Fund	45.61 (36)	12.99 (61)	34.18 (22)	4.83 (78)	N/A	2.39 (32)
5th Percentile	57.80	23.69	65.75	46.30	18.84	10.36
1st Quartile	48.80	18.10	32.69	20.62	12.47	2.87
Median	41.53	13.93	24.23	12.43	10.03	1.46
3rd Quartile	30.09	10.60	18.39	4.94	6.67	0.65
95th Percentile	13.30	6.23	11.16	1.16	3.09	0.07

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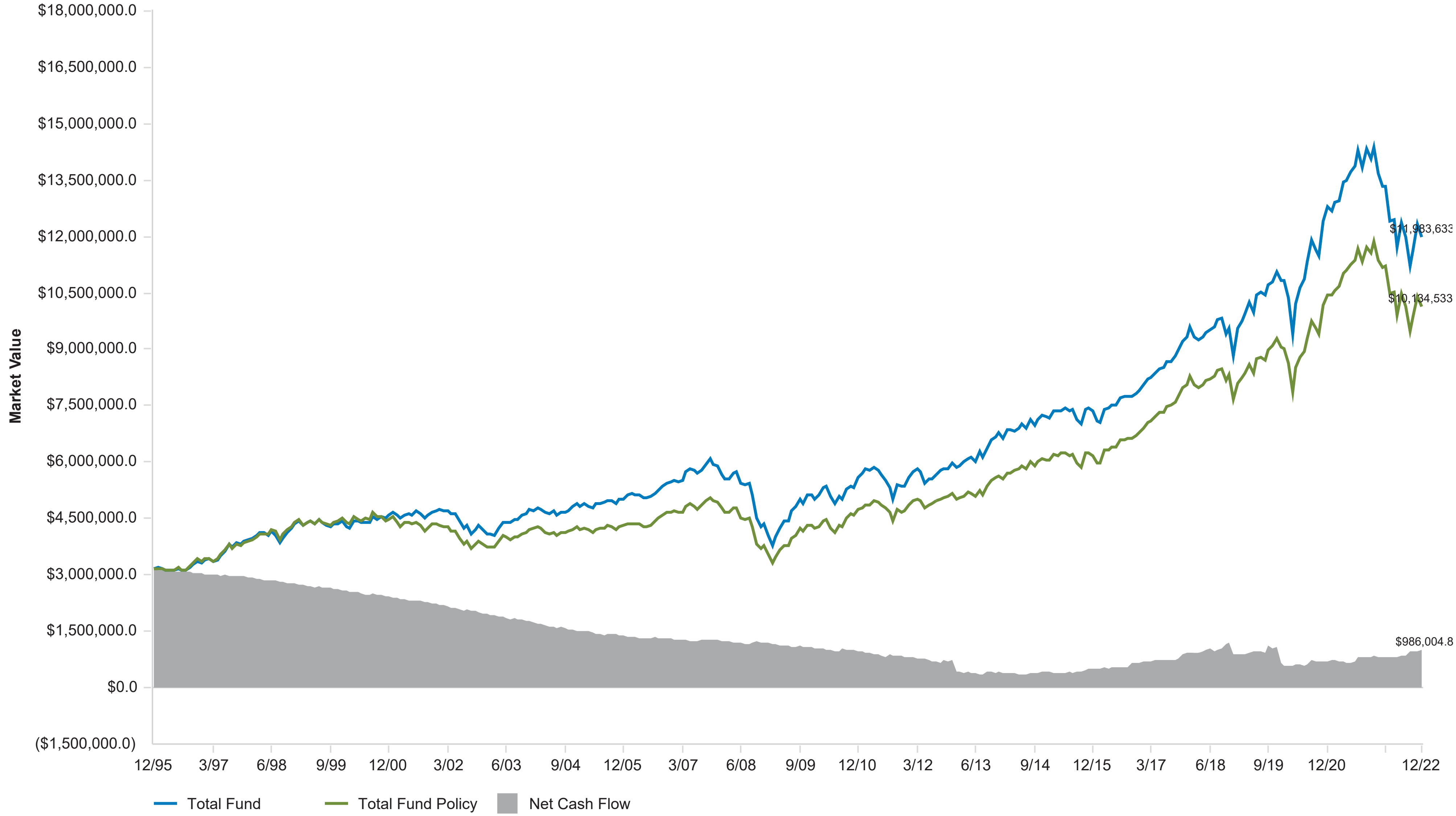
Schedule of Investable Assets



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	39,811,953	41,972,397	10,997,629	11,983,633	503.59	603.6	5,467,931	173.8

Financial Reconciliation Quarter to Date

	Market Value 10/01/2022	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 12/31/2022
Total Domestic Equity	**5,046,877**	**-**	**-**	**-**	**-3,501**	**-875**	**35,666**	**387,638**	**5,465,805**
Dana Large Cap Value	2,154,296	-	-	-	-3,501	-875	15,486	269,960	2,435,366
Vanguard Growth Index Fund (VIGAX)	1,048,318	-	-	-	-	-	2,171	-3,663	1,046,826
Fidelity 500 Index (FXAIX)	1,844,263	-	-	-	-	-	18,009	121,341	1,983,613
Total International Equity	**1,355,390**	**-**	**-**	**-**	**-**	**-**	**28,142**	**173,284**	**1,556,817**
American Funds EuroPacific Gr R6 (RERGX)	698,809	-	-	-	-	-	11,555	84,773	795,136
Dodge & Cox Int'l (DODFX)	656,582	-	-	-	-	-	16,587	88,511	761,680
Total Fixed Income	**4,009,747**	**-**	**-**	**-**	**-**	**-**	**35,044**	**51,109**	**4,095,900**
Baird Aggregate Bond Fund (BAGIX)	4,009,747	-	-	-	-	-	35,044	51,109	4,095,900
Total Global Tactical Asset Allocation	**549,604**	**-**	**-**	**-**	**-**	**-**	**6,229**	**22,827**	**578,660**
Blackrock Multi-Asset Income -K (BKMIX)	549,604	-	-	-	-	-	6,229	22,827	578,660
Receipt & Disbursement	**240,794**	**-**	**205,678**	**-149,589**	**-**	**-12,600**	**2,168**	**-**	**286,451**
Total Fund	**11,202,413**	**-**	**205,678**	**-149,589**	**-3,501**	**-13,475**	**107,249**	**634,858**	**11,983,633**

Financial Reconciliation Fiscal Year to Date

	Market Value 10/01/2022	Net Transfers	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 12/31/2022
Total Domestic Equity	**5,046,877**	**-**	**-**	**-**	**-3,501**	**-875**	**35,666**	**387,638**	**5,465,805**
Dana Large Cap Value	2,154,296	-	-	-	-3,501	-875	15,486	269,960	2,435,366
Vanguard Growth Index Fund (VIGAX)	1,048,318	-	-	-	-	-	2,171	-3,663	1,046,826
Fidelity 500 Index (FXAIX)	1,844,263	-	-	-	-	-	18,009	121,341	1,983,613
Total International Equity	**1,355,390**	**-**	**-**	**-**	**-**	**-**	**28,142**	**173,284**	**1,556,817**
American Funds EuroPacific Gr R6 (RERGX)	698,809	-	-	-	-	-	11,555	84,773	795,136
Dodge & Cox Int'l (DODFX)	656,582	-	-	-	-	-	16,587	88,511	761,680
Total Fixed Income	**4,009,747**	**-**	**-**	**-**	**-**	**-**	**35,044**	**51,109**	**4,095,900**
Baird Aggregate Bond Fund (BAGIX)	4,009,747	-	-	-	-	-	35,044	51,109	4,095,900
Total Global Tactical Asset Allocation	**549,604**	**-**	**-**	**-**	**-**	**-**	**6,229**	**22,827**	**578,660**
Blackrock Multi-Asset Income -K (BKMIX)	549,604	-	-	-	-	-	6,229	22,827	578,660
Receipt & Disbursement	**240,794**	**-**	**205,678**	**-149,589**	**-**	**-12,600**	**2,168**	**-**	**286,451**
Total Fund	**11,202,413**	**-**	**205,678**	**-149,589**	**-3,501**	**-13,475**	**107,249**	**634,858**	**11,983,633**

Comparative Performance Trailing Returns

	QTR		FYTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception		Inception Date
Total Fund (Gross)	**6.63**	**(24)**	**6.63**	**(24)**	**-17.77**	**(100)**	**2.46**	**(84)**	**5.15**	**(53)**	**6.50**	**(69)**	**7.16**	**(51)**	**6.88**	**(77)**	**01/01/1996**
Total Fund Policy	6.42	(31)	6.42	(31)	-16.03	(92)	2.73	(80)	4.65	(70)	6.46	(71)	6.88	(62)	6.64	(87)	
Difference	0.21		0.21		-1.74		-0.27		0.50		0.04		0.28		0.24		
All Public Plans-Total Fund Median	5.67		5.67		-12.90		3.96		5.22		6.97		7.17		7.21		
All Public Plans 35-45% Fixed Income Median	6.15		6.15		-15.08		3.09		4.70		6.44		6.36		N/A		
Total Fund (Net)	**6.60**		**6.60**		**-17.88**		**2.35**		**5.03**		**6.35**		**6.93**		**6.42**		**01/01/1996**
Total Fund Policy	6.42		6.42		-16.03		2.73		4.65		6.46		6.88		6.64		
Difference	0.18		0.18		-1.85		-0.38		0.38		-0.11		0.05		-0.22		
Total Equity	**9.76**		**9.76**		**-20.93**		**4.97**		**6.92**		**8.91**		**9.88**		**8.68**		**01/01/1996**
Total Equity Policy	9.03		9.03		-18.20		5.48		6.96		9.65		10.37		8.06		
Difference	0.73		0.73		-2.73		-0.51		-0.04		-0.74		-0.49		0.62		
Total Domestic Equity	**8.39**		**8.39**		**-20.52**		**6.51**		**8.61**		**10.21**		**11.23**		**9.72**		**05/01/2011**
Total Domestic Equity Policy	7.18		7.18		-19.21		7.07		8.79		11.04		12.13		11.11		
Difference	1.21		1.21		-1.31		-0.56		-0.18		-0.83		-0.90		-1.39		
Dana Large Cap Value	13.25	(44)	13.25	(44)	-8.10	(71)	7.30	(63)	7.34	(69)	8.86	(88)	N/A		9.48	(75)	07/01/2013
Russell 1000 Value Index	12.42	(56)	12.42	(56)	-7.54	(70)	5.96	(86)	6.67	(81)	9.12	(80)	10.29	(84)	9.15	(86)	
Difference	0.83		0.83		-0.56		1.34		0.67		-0.26		N/A		0.33		
IM U.S. Large Cap Value Equity (SA+CF) Median	12.75		12.75		-5.44		8.06		8.11		10.46		11.33		10.20		
Vanguard Growth Index Fund (VIGAX)	-0.14	(83)	-0.14	(83)	-33.14	(70)	6.06	(28)	9.62	(28)	N/A		N/A		11.96	(27)	06/01/2016
CRSP U.S. Large Cap Growth TR Index	-0.15	(83)	-0.15	(83)	-33.13	(69)	6.09	(27)	9.65	(28)	11.56	(21)	12.79	(29)	11.99	(27)	
Difference	0.01		0.01		-0.01		-0.03		-0.03		N/A		N/A		-0.03		
IM U.S. Large Cap Growth Equity (MF) Median	2.48		2.48		-31.30		4.76		8.53		10.26		12.04		11.07		
Fidelity 500 Index (FXAIX)	7.56	(57)	7.56	(57)	-18.13	(45)	N/A		N/A		N/A		N/A		-4.12	(29)	06/01/2021
S&P 500 Index	7.56	(57)	7.56	(57)	-18.11	(45)	7.66	(29)	9.42	(30)	11.48	(21)	12.56	(15)	-4.10	(29)	
Difference	0.00		0.00		-0.02		N/A		N/A		N/A		N/A		-0.02		
IM U.S. Large Cap Core Equity (MF) Median	7.83		7.83		-18.72		6.95		8.77		10.64		11.69		-5.36		

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	**14.86**		**14.86**		**-22.36**		**0.01**		**1.49**		**4.73**		**5.07**		**3.99**		**05/01/2011**
Total International Equity Policy	14.37		14.37		-15.57		0.53		1.36		5.30		5.00		3.79		
Difference	0.49		0.49		-6.79		-0.52		0.13		-0.57		0.07		0.20		
American Funds EuroPacific Gr R6 (RERGX)	13.78	(65)	13.78	(65)	-22.72	(60)	-0.15	(71)	1.54	(64)	5.24	(35)	N/A		3.81	(38)	05/01/2014
MSCI AC World ex USA	14.37	(53)	14.37	(53)	-15.57	(12)	0.53	(58)	1.36	(70)	5.30	(33)	4.28	(65)	2.96	(61)	
Difference	-0.59		-0.59		-7.15		-0.68		0.18		-0.06		N/A		0.85		
IM International Large Cap Growth Equity (MF) Median	14.64		14.64		-20.24		0.92		2.00		4.86		4.81		3.38		
Dodge & Cox Int'l (DODFX)	16.01	(97)	16.01	(97)	N/A		N/A		N/A		N/A		N/A		-5.48	(77)	06/01/2022
MSCI AC World ex USA Value	15.82	(97)	15.82	(97)	-7.95	(33)	0.69	(82)	0.57	(83)	4.83	(32)	3.33	(88)	-5.46	(77)	
Difference	0.19		0.19		N/A		N/A		N/A		N/A		N/A		-0.02		
IM International Large Cap Value Equity (MF) Median	19.30		19.30		-9.78		1.68		1.31		4.49		4.79		-3.69		
Total Fixed Income	**2.15**		**2.15**		**-13.36**		**-2.48**		**0.24**		**1.26**		**1.00**		**4.04**		**01/01/1996**
Total Fixed Income Policy	1.87		1.87		-13.01		-2.71		0.02		0.89		1.06		4.12		
Difference	0.28		0.28		-0.35		0.23		0.22		0.37		-0.06		-0.08		
Baird Aggregate Bond Fund (BAGIX)	2.15	(15)	2.15	(15)	-13.36	(36)	-2.48	(37)	0.24	(26)	1.26	(24)	N/A		0.98	(18)	04/01/2015
Blmbg. U.S. Aggregate Index	1.87	(35)	1.87	(35)	-13.01	(21)	-2.71	(50)	0.02	(42)	0.89	(53)	1.06	(46)	0.67	(45)	
Difference	0.28		0.28		-0.35		0.23		0.22		0.37		N/A		0.31		
IM U.S. Broad Market Core Fixed Income (MF) Median	1.71		1.71		-13.67		-2.72		-0.07		0.92		1.02		0.62		
Total Global Tactical Asset Allocation	**5.29**	**(49)**	**5.29**	**(49)**	**-11.75**	**(40)**	**0.29**	**(61)**	**N/A**		**N/A**		**N/A**		**1.30**	**(65)**	**07/01/2019**
Total Global Tactical Asset Policy	5.87	(44)	5.87	(44)	-15.33	(70)	1.47	(44)	N/A		N/A		N/A		2.91	(41)	
Difference	-0.58		-0.58		3.58		-1.18		N/A		N/A		N/A		-1.61		
IM Flexible Portfolio (MF) Median	5.14		5.14		-12.97		0.83		2.27		4.45		4.45		2.22		
Blackrock Multi-Asset Income -K (BKMIX)	5.29	(49)	5.29	(49)	-11.54	(37)	0.37	(58)	N/A		N/A		N/A		1.37	(63)	07/01/2019
50% MSCI World/50% BC Agg	5.87	(44)	5.87	(44)	-15.33	(70)	1.47	(44)	3.41	(33)	N/A		N/A		2.91	(41)	
Difference	-0.58		-0.58		3.79		-1.10		N/A		N/A		N/A		-1.54		
IM Flexible Portfolio (MF) Median	5.14		5.14		-12.97		0.83		2.27		4.45		4.45		2.22		

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

Comparative Performance Fiscal Year to Date	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017		Oct-2015 To Sep-2016	
Total Fund (Gross)	**-20.04**	**(99)**	**17.95**	**(79)**	**13.01**	**(4)**	**8.77**	**(2)**	**7.89**	**(41)**	**10.97**	**(71)**	**8.38**	**(84)**
Total Fund Policy	-17.43	(89)	17.70	(81)	10.78	(12)	5.67	(17)	7.54	(50)	11.19	(67)	10.43	(29)
Difference	-2.61		0.25		2.23		3.10		0.35		-0.22		-2.05	
All Public Plans-Total Fund Median	-13.78		20.73		7.52		4.29		7.52		12.06		9.80	
All Public Plans 35-45% Fixed Income Median	-16.09		18.73		9.32		4.70		6.88		10.93		9.67	
Total Fund (Net)	**-20.15**		**17.84**		**12.91**		**8.66**		**7.72**		**10.71**		**8.15**	
Total Fund Policy	-17.43		17.70		10.78		5.67		7.54		11.19		10.43	
Difference	-2.72		0.14		2.13		2.99		0.18		-0.48		-2.28	
Total Equity	**-23.66**		**28.65**		**17.00**		**3.17**		**13.62**		**18.10**		**10.32**	
Total Equity Policy	-19.42		30.03		12.06		2.04		13.62		19.14		13.68	
Difference	-4.24		-1.38		4.94		1.13		0.00		-1.04		-3.36	
Total Domestic Equity	**-20.63**		**29.86**		**17.61**		**4.29**		**17.21**		**17.70**		**11.20**	
Total Domestic Equity Policy	-17.63		31.88		15.00		2.92		17.58		18.71		14.96	
Difference	-3.00		-2.02		2.61		1.37		-0.37		-1.01		-3.76	
Dana Large Cap Value	-10.53	(58)	33.37	(68)	-1.79	(43)	4.25	(37)	9.17	(78)	16.63	(61)	9.79	(82)
Russell 1000 Value Index	-11.36	(67)	35.01	(58)	-5.03	(66)	4.00	(39)	9.45	(75)	15.12	(76)	16.19	(25)
Difference	0.83		-1.64		3.24		0.25		-0.28		1.51		-6.40	
IM U.S. Large Cap Value Equity (SA+CF) Median	-9.53		36.98		-3.28		2.49		11.73		17.78		13.33	
Allspring Growth R6 (SGRHX)	N/A		28.22	(48)	37.21	(35)	4.59	(30)	30.23	(19)	21.35	(34)	10.38	(46)
Russell 3000 Growth Index	-23.01	(20)	27.57	(55)	36.12	(36)	2.70	(41)	25.89	(37)	21.87	(30)	13.64	(17)
Difference	N/A		0.65		1.09		1.89		4.34		-0.52		-3.26	
IM U.S. Multi-Cap Growth Equity (MF) Median	-29.32		28.02		31.24		1.38		23.43		19.40		9.88	
Vanguard Growth Index Fund (VIGAX)	-25.86	(38)	28.11	(20)	38.28	(28)	4.52	(25)	22.67	(71)	19.81	(58)	N/A	
CRSP U.S. Large Cap Growth TR Index	-25.84	(38)	28.13	(20)	38.32	(27)	4.55	(25)	22.70	(71)	19.86	(57)	13.56	(16)
Difference	-0.02		-0.02		-0.04		-0.03		-0.03		-0.05		N/A	
IM U.S. Large Cap Growth Equity (MF) Median	-27.73		25.85		34.07		2.15		24.80		20.19		10.85	
Vanguard Index 500 Admiral (VFIAX)	N/A		N/A		15.11	(46)	4.22	(42)	N/A		N/A		N/A	
S&P 500 Index	-15.47	(31)	30.00	(38)	15.15	(46)	4.25	(41)	17.91	(33)	18.61	(45)	15.43	(18)
Difference	N/A		N/A		-0.04		-0.03		N/A		N/A		N/A	
IM U.S. Large Cap Core Equity (MF) Median	-17.11		29.04		14.72		3.57		16.73		18.34		13.01	

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

	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017		Oct-2015 To Sep-2016	
Fidelity 500 Index (FXAIX)	-15.49	(31)	N/A		N/A		N/A		N/A		N/A		N/A	
S&P 500 Index	-15.47	(31)	30.00	(38)	15.15	(46)	4.25	(41)	17.91	(33)	18.61	(45)	15.43	(18)
Difference	-0.02		N/A		N/A		N/A		N/A		N/A		N/A	
IM U.S. Large Cap Core Equity (MF) Median	-17.11		29.04		14.72		3.57		16.73		18.34		13.01	
Highland Capital Core Value Equity	N/A		N/A		N/A		N/A		N/A		15.84	(83)	14.02	(40)
S&P 500 Index	-15.47	(57)	30.00	(57)	15.15	(39)	4.25	(38)	17.91	(42)	18.61	(58)	15.43	(21)
Difference	N/A		N/A		N/A		N/A		N/A		-2.77		-1.41	
IM U.S. Large Cap Core Equity (SA+CF) Median	-14.98		30.80		12.96		3.15		17.38		19.04		13.17	
Total International Equity	**-33.16**		**24.76**		**14.97**		**-0.65**		**2.87**		**19.30**		**7.36**	
Total International Equity Policy	-24.79		24.45		3.45		-0.72		2.25		20.15		9.80	
Difference	-8.37		0.31		11.52		0.07		0.62		-0.85		-2.44	
Highland Capital International	N/A		N/A		N/A		N/A		4.38	(31)	17.89	(78)	6.09	(73)
MSCI EAFE Index	-24.75	(39)	26.29	(44)	0.93	(73)	-0.82	(40)	3.25	(41)	19.65	(60)	7.06	(63)
Difference	N/A		N/A		N/A		N/A		1.13		-1.76		-0.97	
IM International Large Cap Core Equity (SA+CF) Median	-25.45		25.45		4.80		-1.65		2.57		20.54		8.26	
American Funds EuroPacific Gr R6 (RERGX)	-32.85	(73)	24.76	(27)	14.97	(50)	1.14	(54)	1.47	(62)	20.63	(8)	8.52	(32)
MSCI AC World ex USA	-24.79	(9)	24.45	(29)	3.45	(91)	-0.72	(71)	2.25	(54)	20.15	(15)	9.80	(19)
Difference	-8.06		0.31		11.52		1.86		-0.78		0.48		-1.28	
IM International Large Cap Growth Equity (MF) Median	-28.73		20.62		14.87		1.35		2.48		17.62		7.50	
Total Fixed Income	**-15.27**		**-0.29**		**7.79**		**10.67**		**-1.24**		**0.87**		**5.78**	
Total Fixed Income Policy	-14.60		-0.90		6.98		10.30		-1.22		0.07		5.19	
Difference	-0.67		0.61		0.81		0.37		-0.02		0.80		0.59	
Baird Aggregate Bond Fund (BAGIX)	-15.27	(50)	-0.31	(65)	7.79	(22)	10.69	(8)	-1.24	(44)	0.87	(33)	5.78	(30)
Blmbg. U.S. Aggregate Index	-14.60	(24)	-0.90	(83)	6.98	(49)	10.30	(24)	-1.22	(42)	0.07	(65)	5.19	(53)
Difference	-0.67		0.59		0.81		0.39		-0.02		0.80		0.59	
IM U.S. Broad Market Core Fixed Income (MF) Median	-15.29		0.16		6.94		9.78		-1.32		0.49		5.23	
Total Global Tactical Asset Allocation	**-14.56**	**(48)**	**12.13**	**(77)**	**2.40**	**(53)**	**N/A**		**N/A**		**N/A**		**N/A**	
Total Global Tactical Asset Policy	-16.91	(62)	13.29	(72)	9.36	(17)	N/A		N/A		N/A		N/A	
Difference	2.35		-1.16		-6.96		N/A		N/A		N/A		N/A	
IM Flexible Portfolio (MF) Median	-14.79		16.31		2.56		2.63		3.45		9.51		8.68	
Blackrock Multi-Asset Income -K (BKMIX)	-14.36	(46)	12.13	(77)	2.40	(53)	N/A		N/A		N/A		N/A	
50% MSCI World/50% BC Agg	-16.91	(62)	13.29	(72)	9.36	(17)	6.40	(19)	4.93	(35)	8.80	(57)	N/A	
Difference	2.55		-1.16		-6.96		N/A		N/A		N/A		N/A	
IM Flexible Portfolio (MF) Median	-14.79		16.31		2.56		2.63		3.45		9.51		8.68	

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

City of Eustis Firefighters' Pension Fund

Compliance Checklist as of 12/31/2022

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			DODFX			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.			✓		✓				✓	✓				✓	

City of Eustis Firefighters' Pension Fund

Compliance Checklist as of 12/31/2022

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	2,435,366	15,830	0.65 % of Assets
Vanguard Growth Index Fund (VIGAX)	0.05	1,046,826	523	0.05 % of Assets
Fidelity 500 Index (FXAIX)	0.01	1,983,613	298	0.02 % of Assets
Total Domestic Equity	**0.30**	**5,465,805**	**16,651**	
American Funds EuroPacific Gr R6 (RERGX)	0.46	795,136	3,658	0.46 % of Assets
Dodge & Cox Int'l (DODFX)	0.62	761,680	4,722	0.62 % of Assets
Total International Equity	**0.54**	**1,556,817**	**8,380**	
Baird Aggregate Bond Fund (BAGIX)	0.30	4,095,900	12,288	0.30 % of Assets
Total Fixed Income	**0.30**	**4,095,900**	**12,288**	
Blackrock Multi-Asset Income -K (BKMIX)	0.51	578,660	2,951	0.51 % of Assets
Total Global Tactical Asset Allocation	**0.51**	**578,660**	**2,951**	
Receipt & Disbursement		286,451	-	
Total Fund	**0.34**	**11,983,633**	**40,270**	

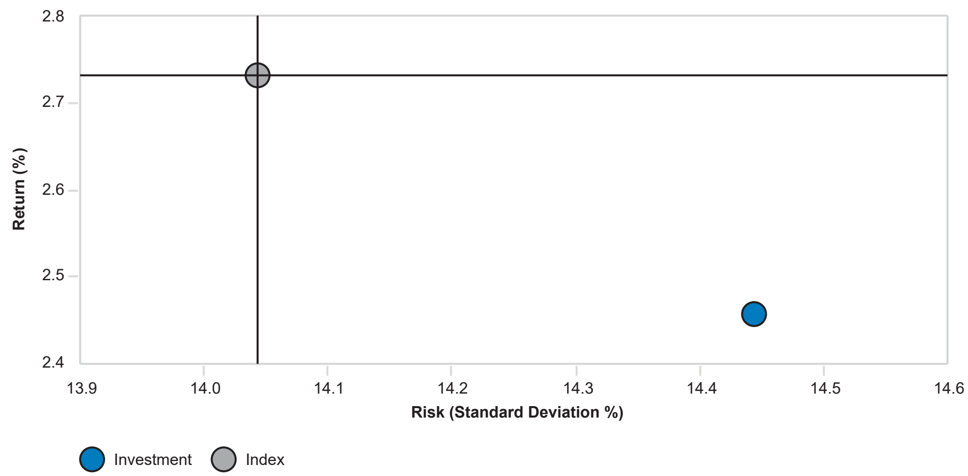
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	2.46	14.44	0.19	103.31	7	105.15	5
Index	2.73	14.04	0.21	100.00	7	100.00	5

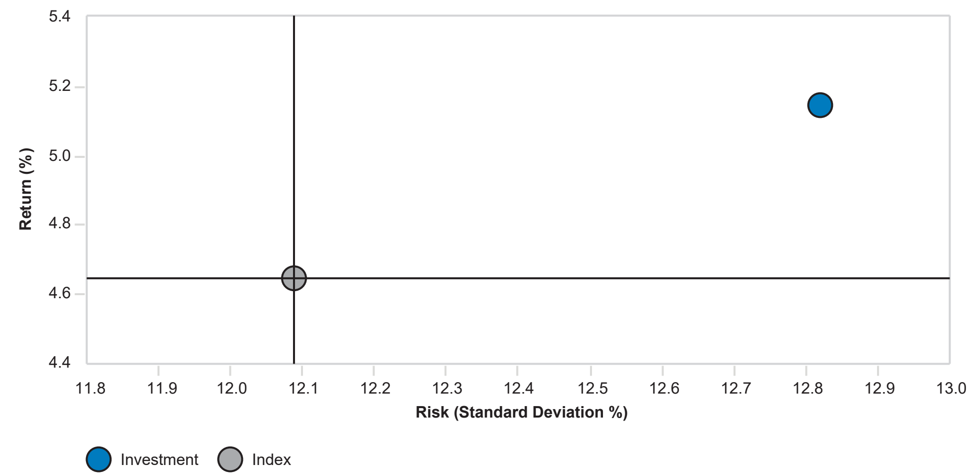
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	5.15	12.82	0.36	106.45	13	104.84	7
Index	4.65	12.09	0.33	100.00	13	100.00	7

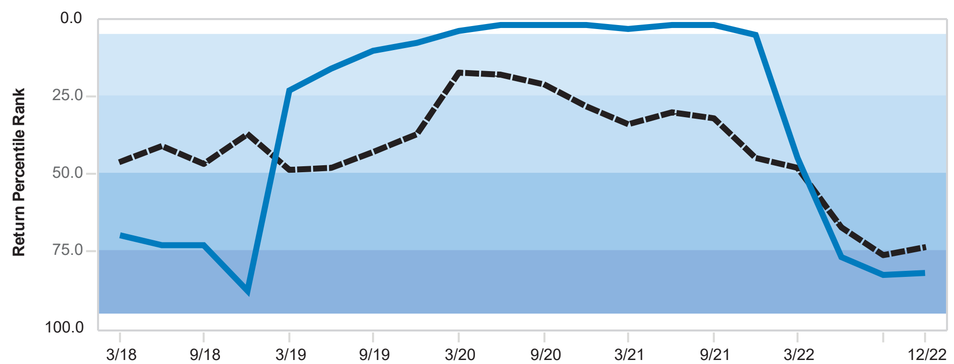
Risk and Return 3 Years



Risk and Return 5 Years

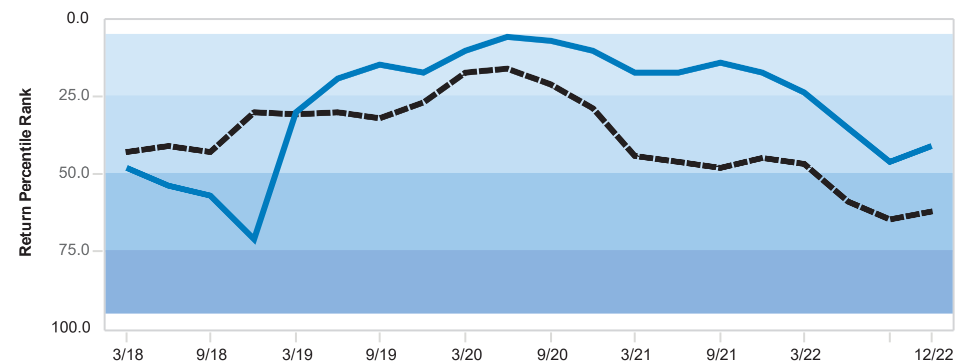


3 Year Rolling Percentile Rank All Public Plans-Total Fund



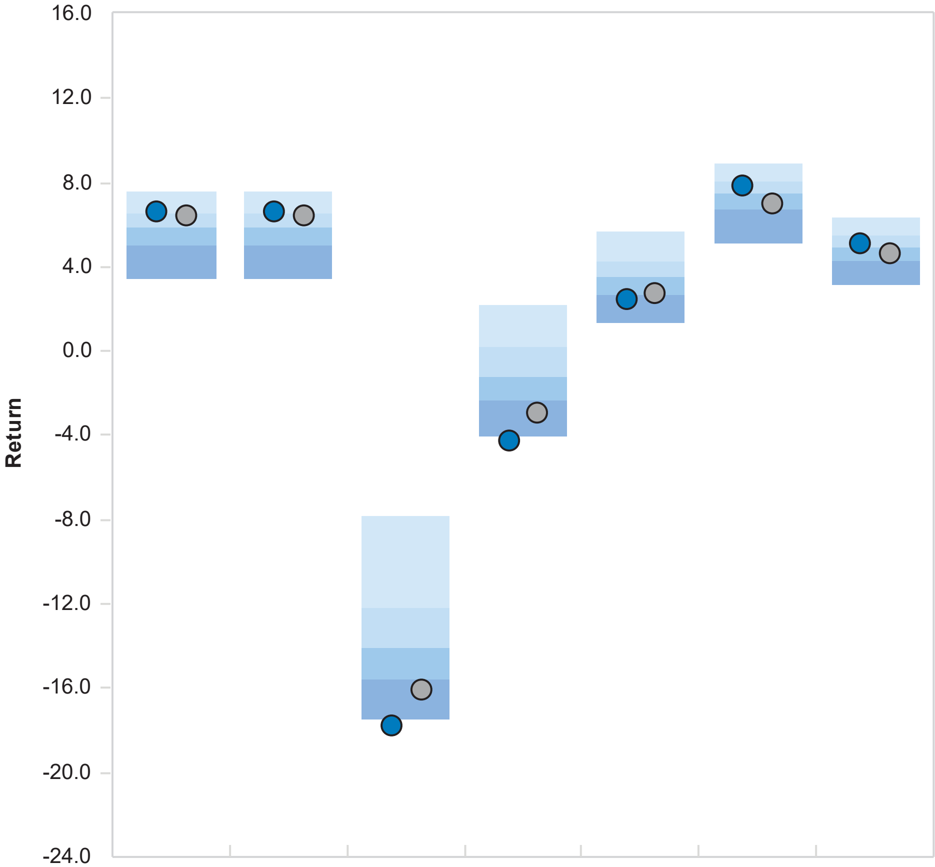
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	12 (60%)	1 (5%)	3 (15%)	4 (20%)
Index	20	3 (15%)	14 (70%)	2 (10%)	1 (5%)

5 Year Rolling Percentile Rank All Public Plans-Total Fund



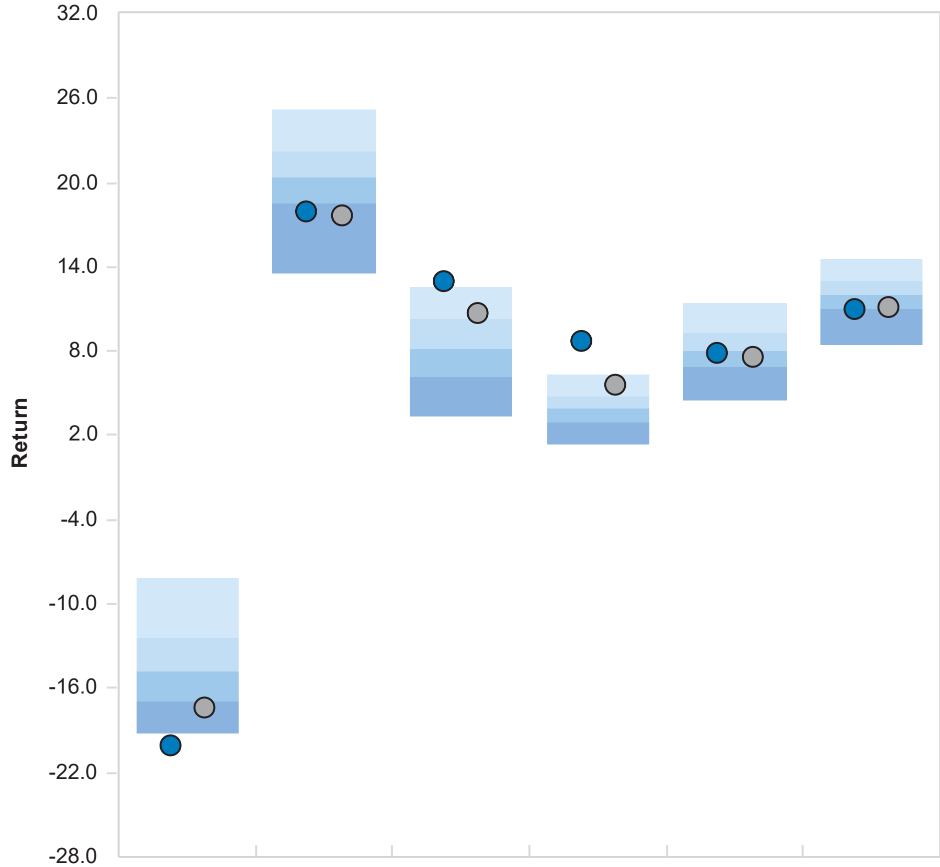
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	12 (60%)	5 (25%)	3 (15%)	0 (0%)
Index	20	3 (15%)	14 (70%)	3 (15%)	0 (0%)

Peer Group Analysis - All Public Plans-Total Fund



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	6.63	(23)	6.63	(23)	-17.77	(97)	-4.25	(97)	2.46	(82)	7.90	(31)	5.15	(41)
Index	6.42	(30)	6.42	(30)	-16.03	(81)	-2.91	(84)	2.73	(74)	6.99	(66)	4.65	(62)
Median	5.88		5.88		-14.12		-1.20		3.51		7.49		4.94	

Peer Group Analysis - All Public Plans-Total Fund



	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017	
Investment	-20.04	(99)	17.95	(81)	13.01	(4)	8.77	(1)	7.89	(53)	10.97	(75)
Index	-17.43	(82)	17.70	(83)	10.78	(19)	5.67	(11)	7.54	(59)	11.19	(69)
Median	-14.75		20.37		8.14		3.98		7.98		11.98	

Comparative Performance

	1 Qtr Ending Sep-2022		1 Qtr Ending Jun-2022		1 Qtr Ending Mar-2022		1 Qtr Ending Dec-2021		1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021	
Investment	**-5.43**	**(89)**	**-12.20**	**(89)**	**-7.12**	**(99)**	**3.68**	**(81)**	**-0.06**	**(45)**	**6.08**	**(16)**
Index	-5.35	(88)	-11.80	(81)	-5.48	(65)	4.65	(45)	-0.43	(73)	5.42	(52)
Median	-4.30		-10.64		-4.94		4.50		-0.13		5.46	

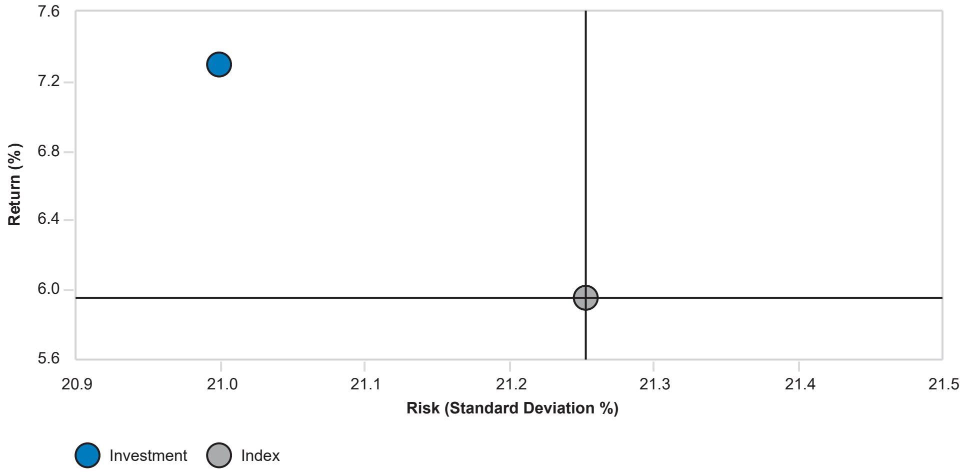
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	7.30	21.00	0.41	103.61	7	100.01	5
Index	5.96	21.25	0.35	100.00	7	100.00	5

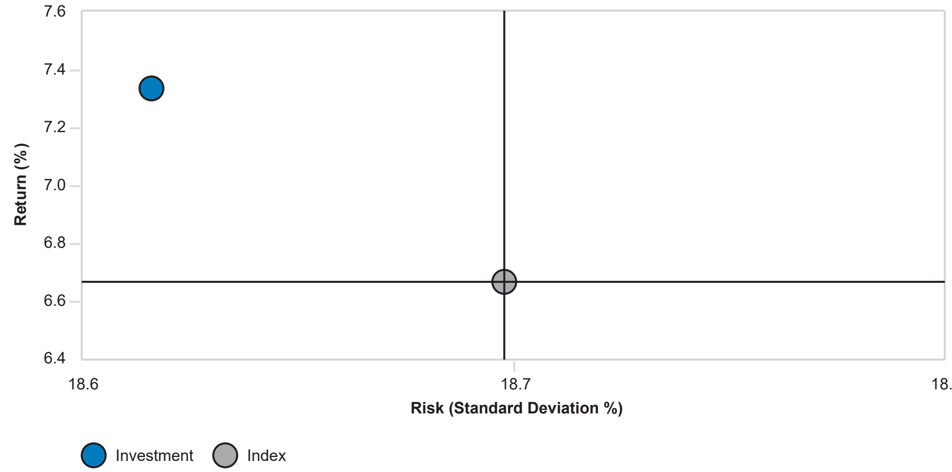
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	7.34	18.62	0.41	102.01	13	99.93	7
Index	6.67	18.70	0.37	100.00	13	100.00	7

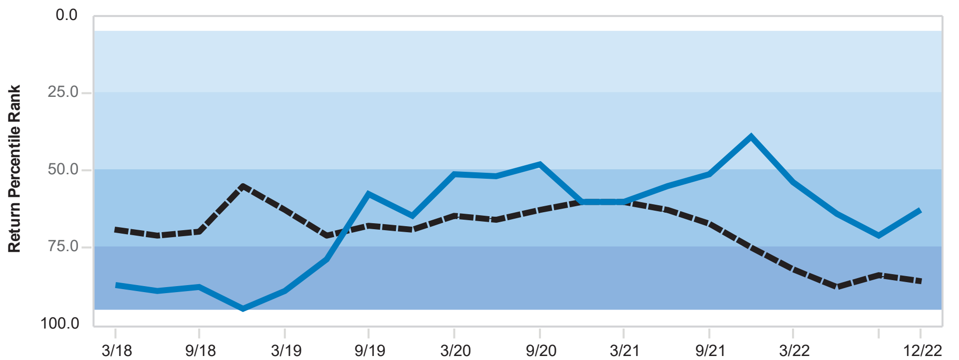
Risk and Return 3 Years



Risk and Return 5 Years

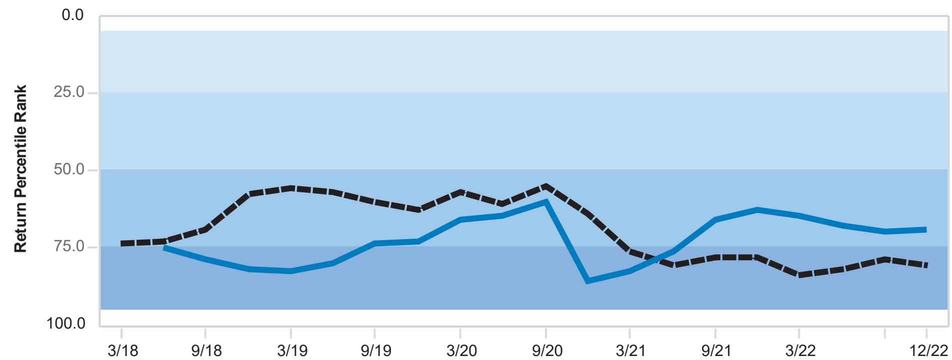


3 Year Rolling Percentile Rank IM U.S. Large Cap Value Equity (SA+CF)



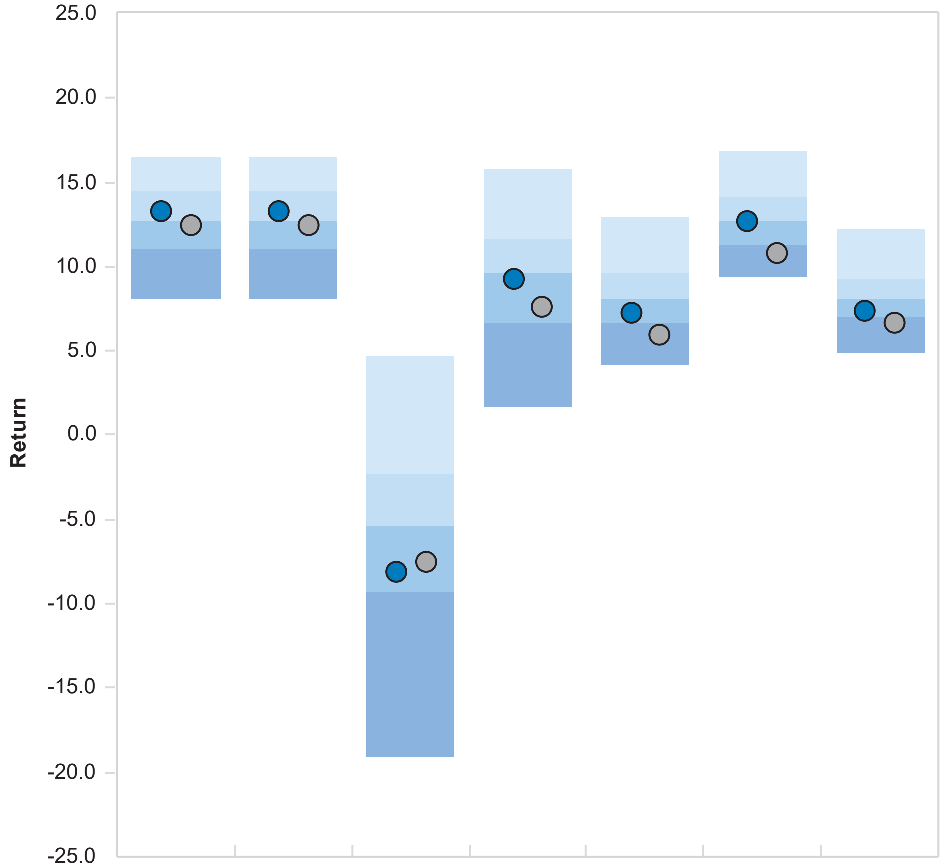
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	0 (0%)	2 (10%)	12 (60%)	6 (30%)
Index	20	0 (0%)	0 (0%)	16 (80%)	4 (20%)

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



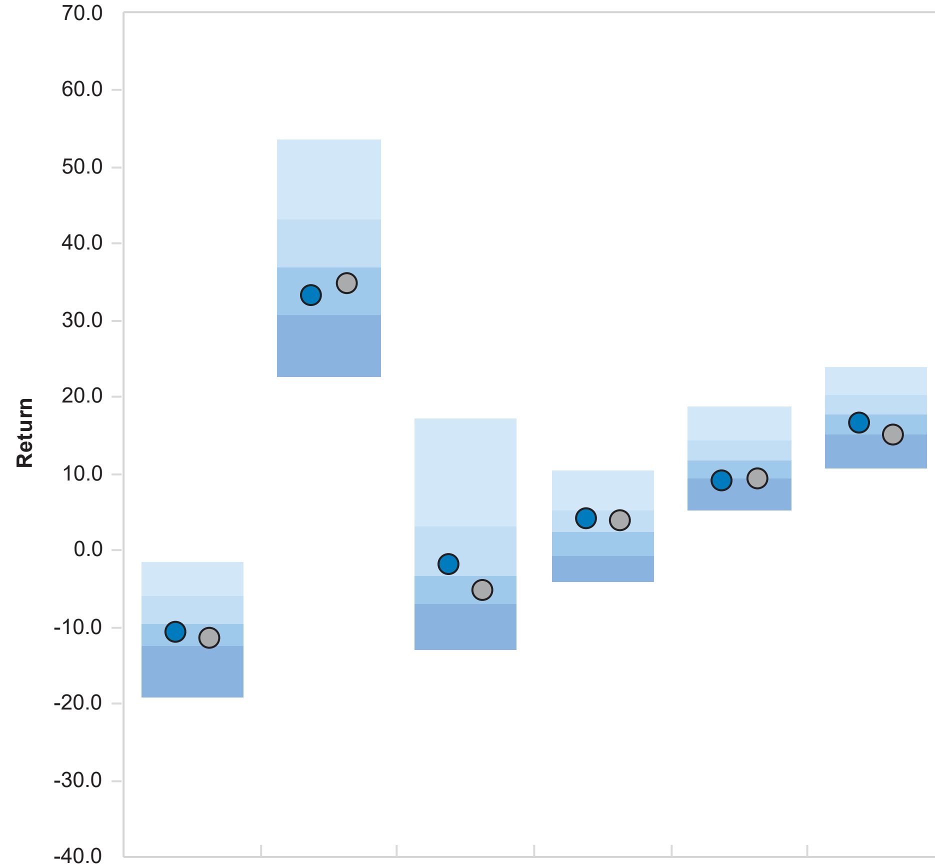
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	19	0 (0%)	0 (0%)	12 (63%)	7 (37%)
Index	20	0 (0%)	0 (0%)	12 (60%)	8 (40%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	13.25	(44)	13.25	(44)	-8.10	(71)	9.24	(57)	7.30	(63)	12.66	(52)	7.34	(69)
Index	12.42	(56)	12.42	(56)	-7.54	(70)	7.58	(73)	5.96	(86)	10.77	(85)	6.67	(81)
Median	12.75		12.75		-5.44		9.67		8.06		12.75		8.11	

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



	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017	
Investment	-10.53	(58)	33.37	(68)	-1.79	(43)	4.25	(37)	9.17	(78)	16.63	(61)
Index	-11.36	(67)	35.01	(58)	-5.03	(66)	4.00	(39)	9.45	(75)	15.12	(76)
Median	-9.53		36.98		-3.28		2.49		11.73		17.78	

Comparative Performance

	1 Qtr Ending Sep-2022		1 Qtr Ending Jun-2022		1 Qtr Ending Mar-2022		1 Qtr Ending Dec-2021		1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021	
Investment	-6.21	(64)	-11.42	(48)	-2.33	(76)	10.26	(19)	-0.41	(46)	6.37	(34)
Index	-5.62	(50)	-12.21	(61)	-0.74	(60)	7.77	(61)	-0.78	(61)	5.21	(66)
Median	-5.64		-11.67		-0.22		8.27		-0.51		5.81	

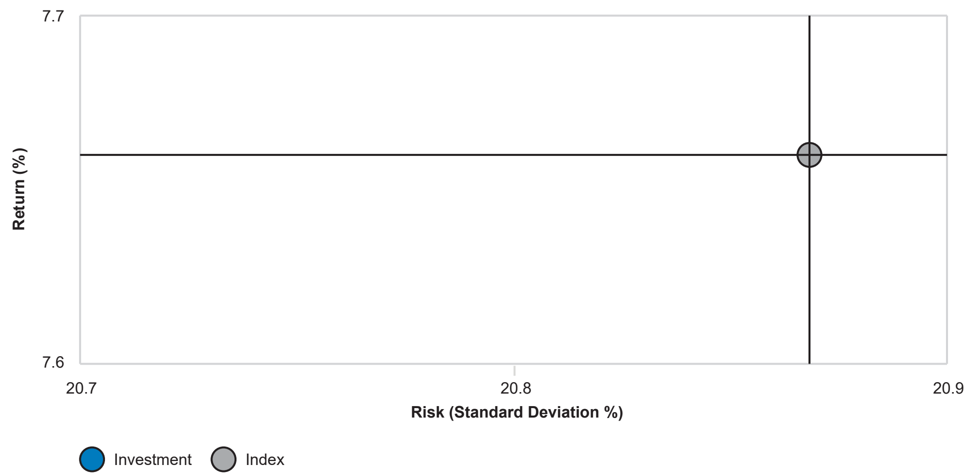
Historical Statistics 3 Years

	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	7.66	20.87	0.42	100.00	8	100.00	4

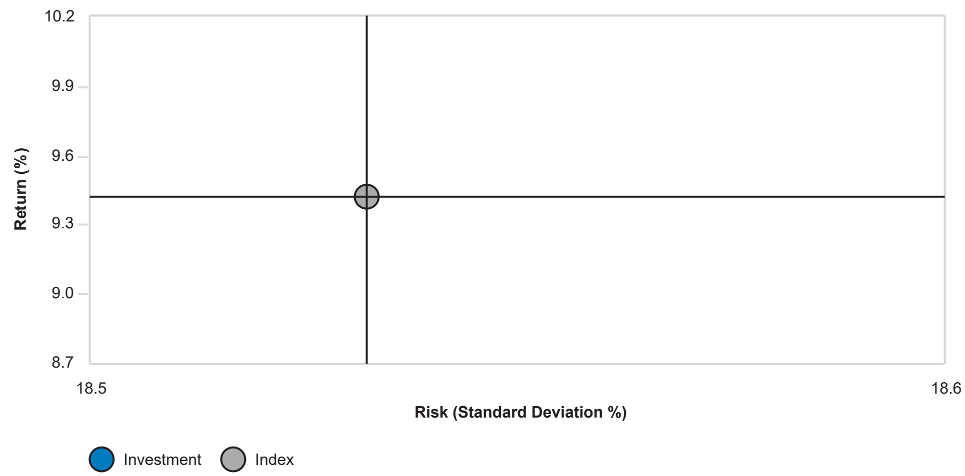
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	9.42	18.53	0.51	100.00	14	100.00	6

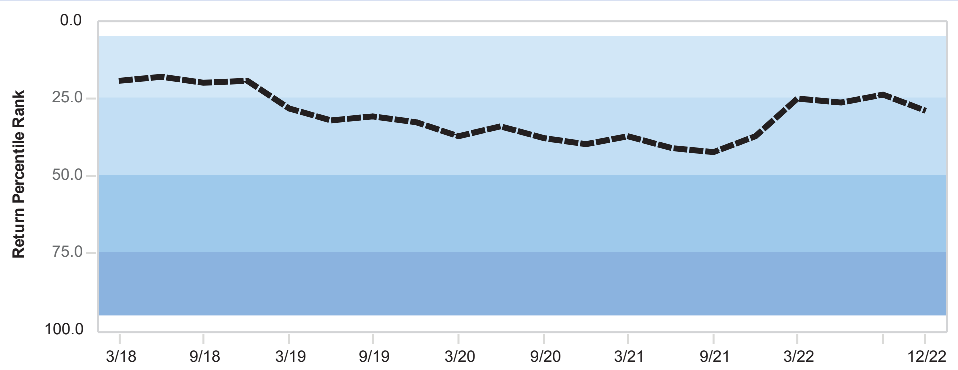
Risk and Return 3 Years



Risk and Return 5 Years

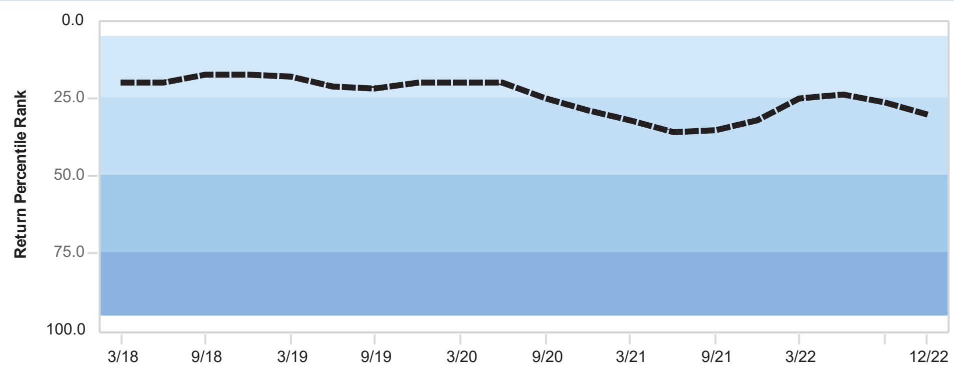


3 Year Rolling Percentile Rank IM U.S. Large Cap Core Equity (MF)



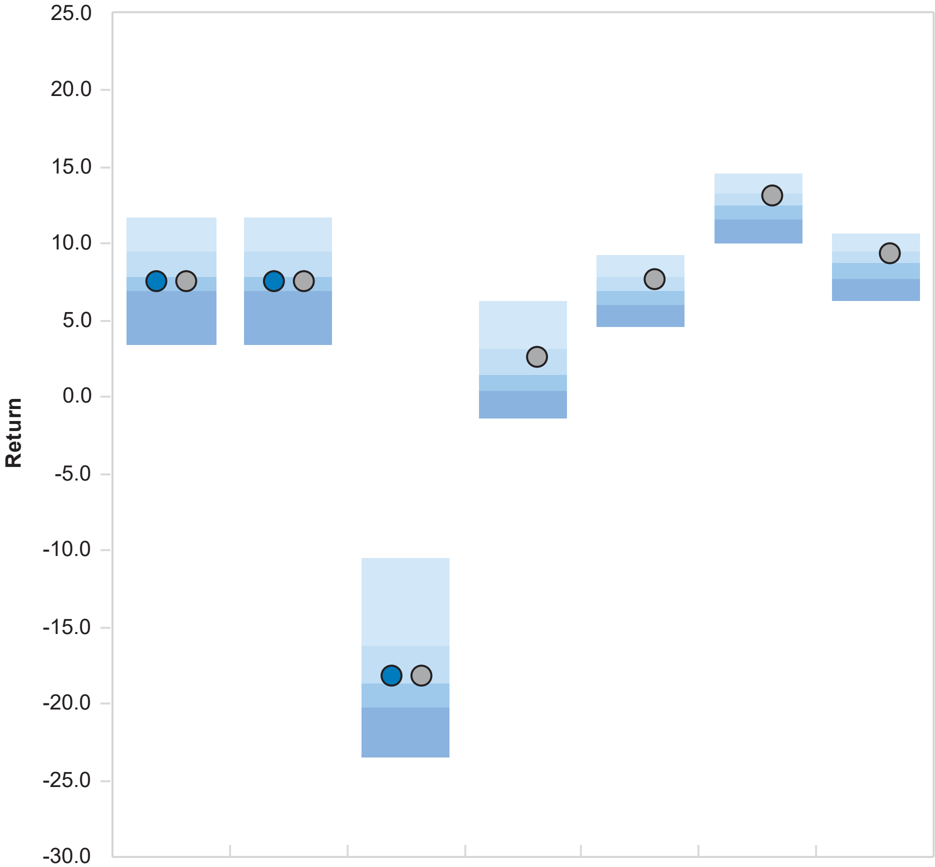
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	20	6 (30%)	14 (70%)	0 (0%)	0 (0%)

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



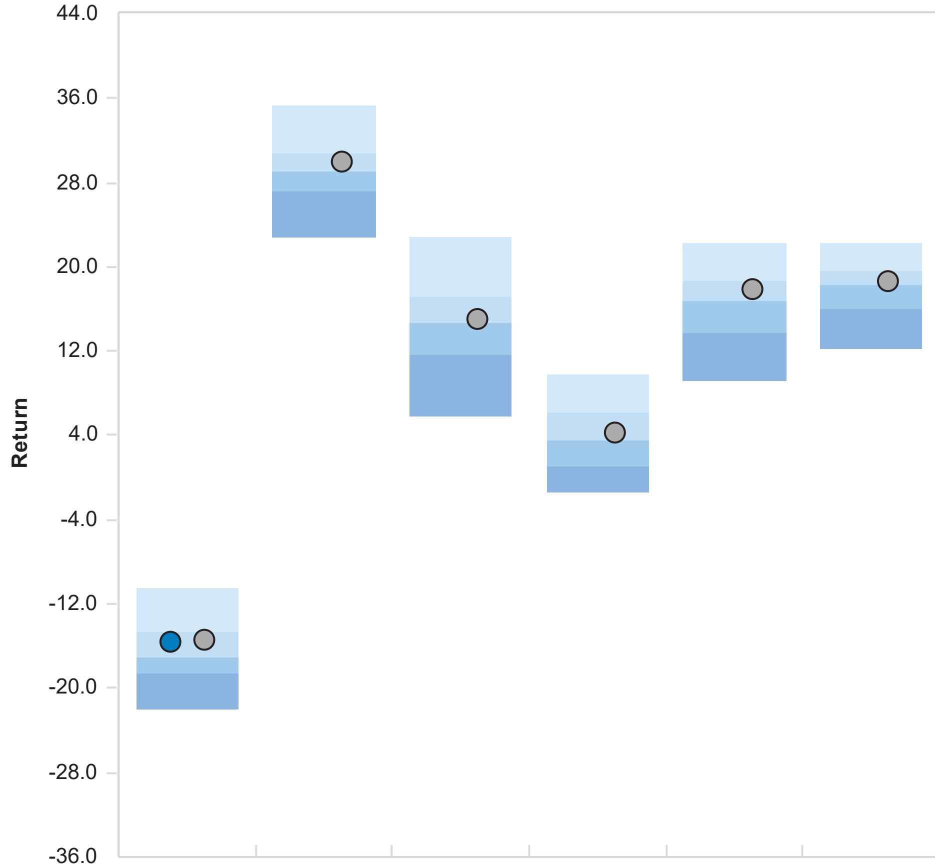
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	20	13 (65%)	7 (35%)	0 (0%)	0 (0%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	7.56	(57)	7.56	(57)	-18.13	(45)	N/A		N/A		N/A		N/A	
Index	7.56	(57)	7.56	(57)	-18.11	(45)	2.66	(33)	7.66	(29)	13.18	(27)	9.42	(30)
Median	7.83		7.83		-18.72		1.47		6.95		12.51		8.77	

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



	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017	
Investment	-15.49	(31)	N/A		N/A		N/A		N/A		N/A	
Index	-15.47	(31)	30.00	(38)	15.15	(46)	4.25	(41)	17.91	(33)	18.61	(45)
Median	-17.11		29.04		14.72		3.57		16.73		18.34	

Comparative Performance

	1 Qtr Ending Sep-2022		1 Qtr Ending Jun-2022		1 Qtr Ending Mar-2022		1 Qtr Ending Dec-2021		1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021	
Investment	-4.89	(42)	-16.10	(58)	-4.60	(26)	11.02	(29)	0.58	(32)	N/A	
Index	-4.88	(42)	-16.10	(58)	-4.60	(26)	11.03	(29)	0.58	(32)	8.55	(40)
Median	-5.16		-15.79		-5.62		10.18		0.26		8.32	

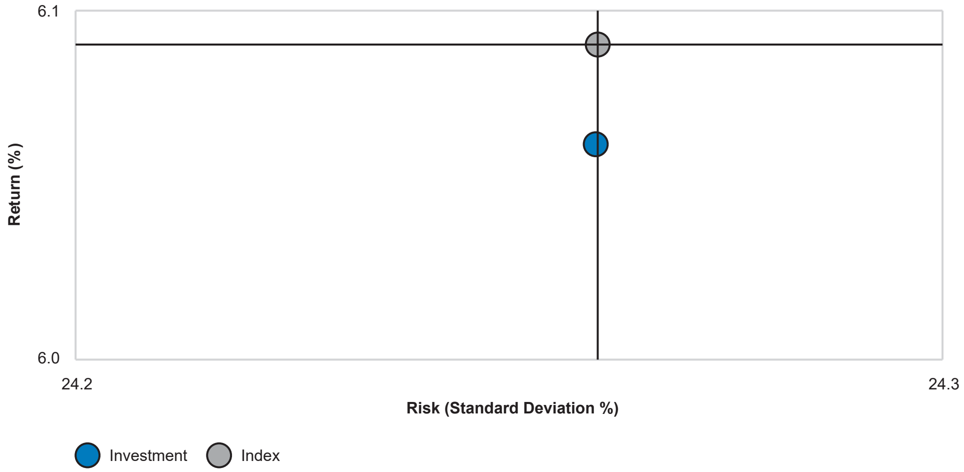
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	6.06	24.26	0.33	99.96	7	100.04	5
Index	6.09	24.26	0.33	100.00	7	100.00	5

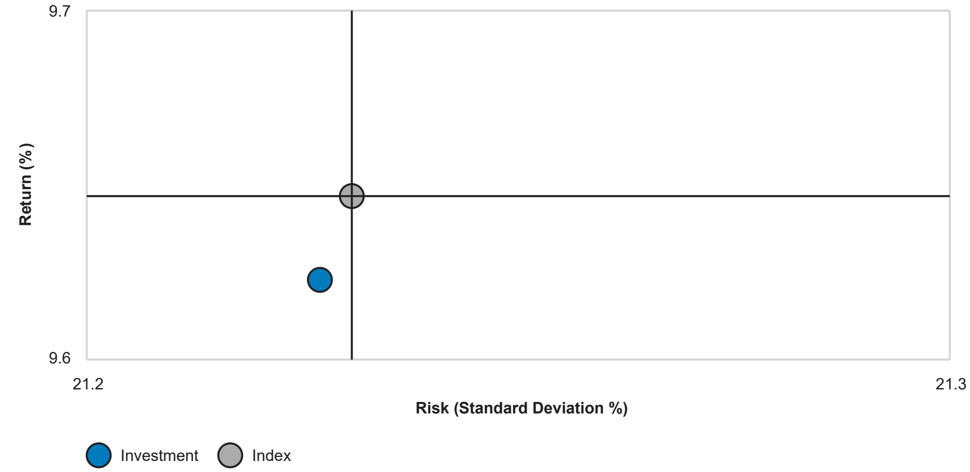
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	9.62	21.23	0.48	99.96	14	100.03	6
Index	9.65	21.23	0.48	100.00	14	100.00	6

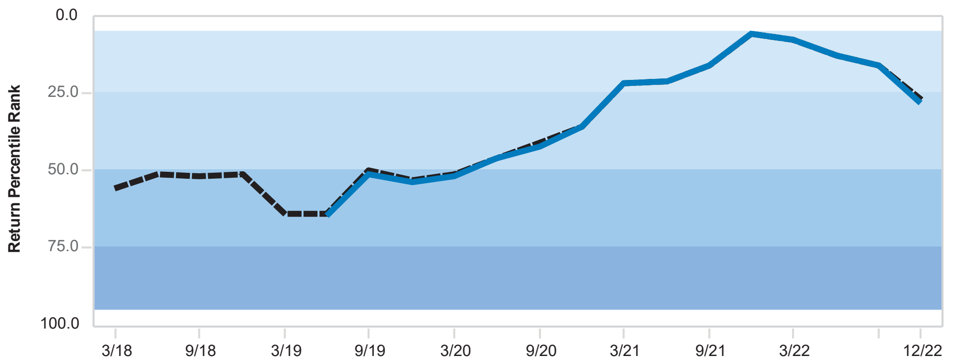
Risk and Return 3 Years



Risk and Return 5 Years

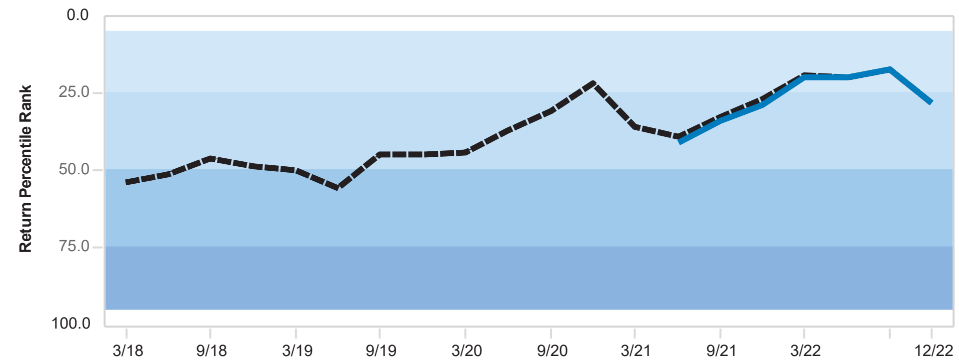


3 Year Rolling Percentile Rank IM U.S. Large Cap Growth Equity (MF)



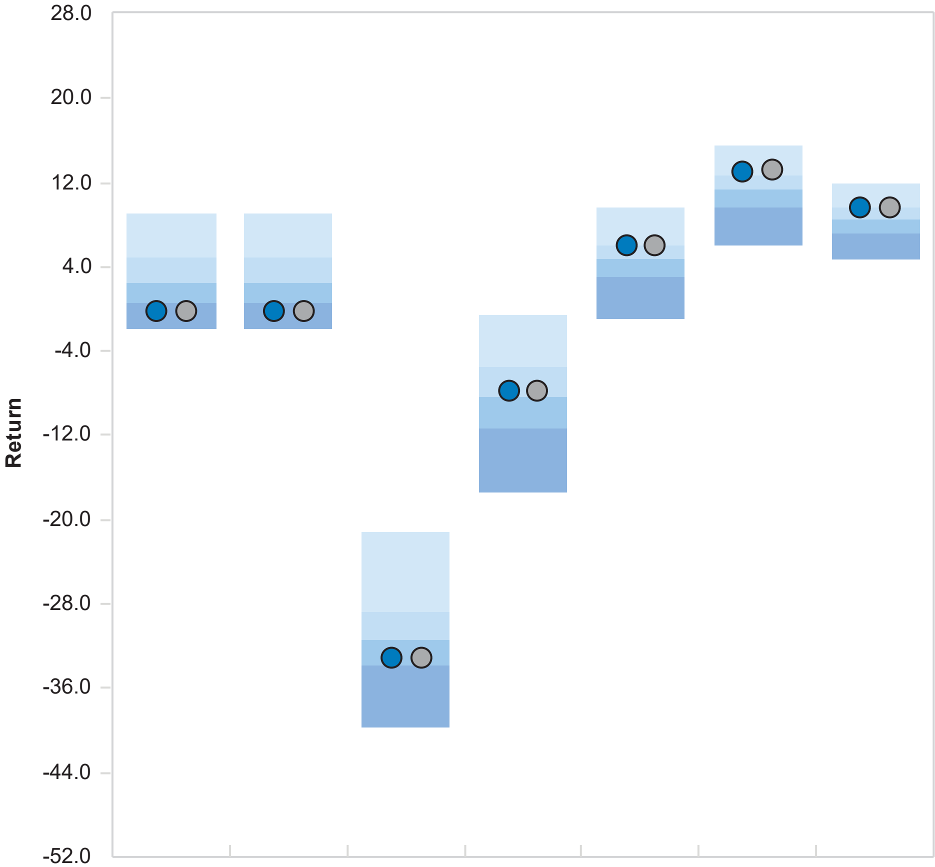
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	15	7 (47%)	4 (27%)	4 (27%)	0 (0%)
Index	20	7 (35%)	5 (25%)	8 (40%)	0 (0%)

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



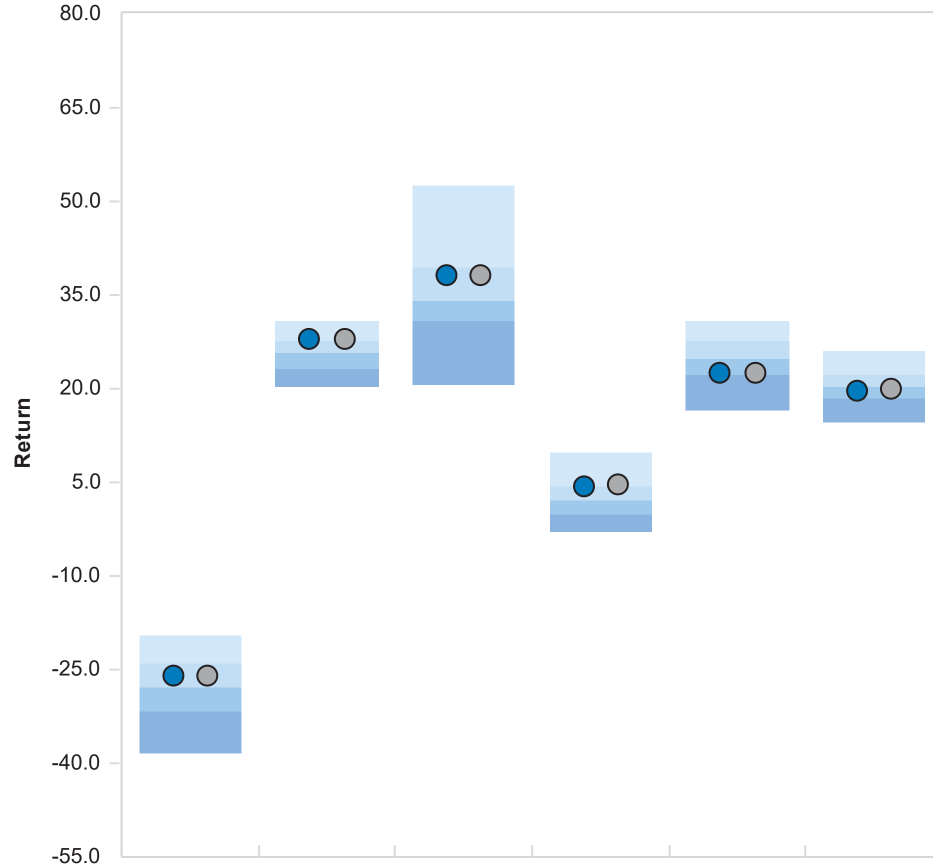
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	7	3 (43%)	4 (57%)	0 (0%)	0 (0%)
Index	20	4 (20%)	13 (65%)	3 (15%)	0 (0%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	-0.14	(83)	-0.14	(83)	-33.14	(70)	-7.76	(44)	6.06	(28)	13.13	(18)	9.62	(28)
Index	-0.15	(83)	-0.15	(83)	-33.13	(69)	-7.73	(43)	6.09	(27)	13.16	(18)	9.65	(28)
Median	2.48		2.48		-31.30		-8.24		4.76		11.32		8.53	

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



	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017	
Investment	-25.86	(38)	28.11	(20)	38.28	(28)	4.52	(25)	22.67	(71)	19.81	(58)
Index	-25.84	(38)	28.13	(20)	38.32	(27)	4.55	(25)	22.70	(71)	19.86	(57)
Median	-27.73		25.85		34.07		2.15		24.80		20.19	

Comparative Performance

	1 Qtr Ending Sep-2022		1 Qtr Ending Jun-2022		1 Qtr Ending Mar-2022		1 Qtr Ending Dec-2021		1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021	
Investment	-3.80	(31)	-22.42	(63)	-10.29	(42)	10.73	(22)	1.38	(17)	11.69	(42)
Index	-3.78	(31)	-22.42	(63)	-10.28	(42)	10.74	(22)	1.39	(16)	11.71	(41)
Median	-4.41		-21.94		-10.62		7.91		0.46		11.34	

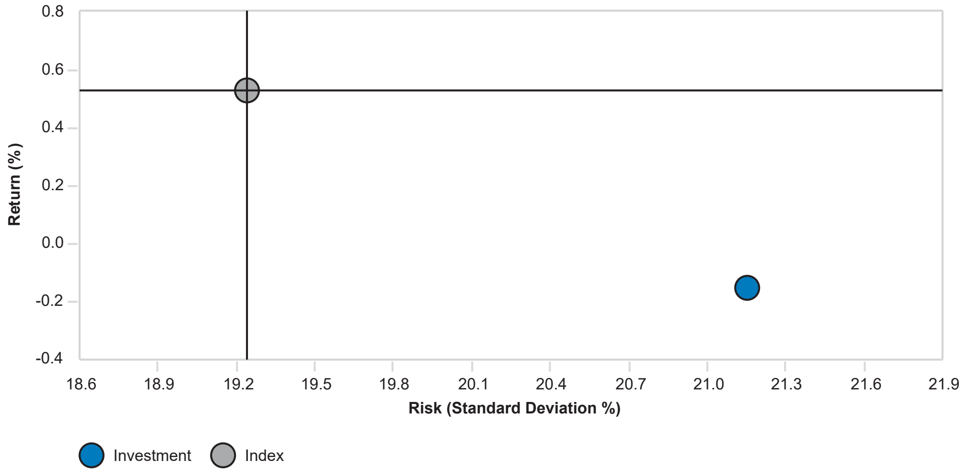
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-0.15	21.15	0.06	109.93	5	112.14	7
Index	0.53	19.24	0.09	100.00	7	100.00	5

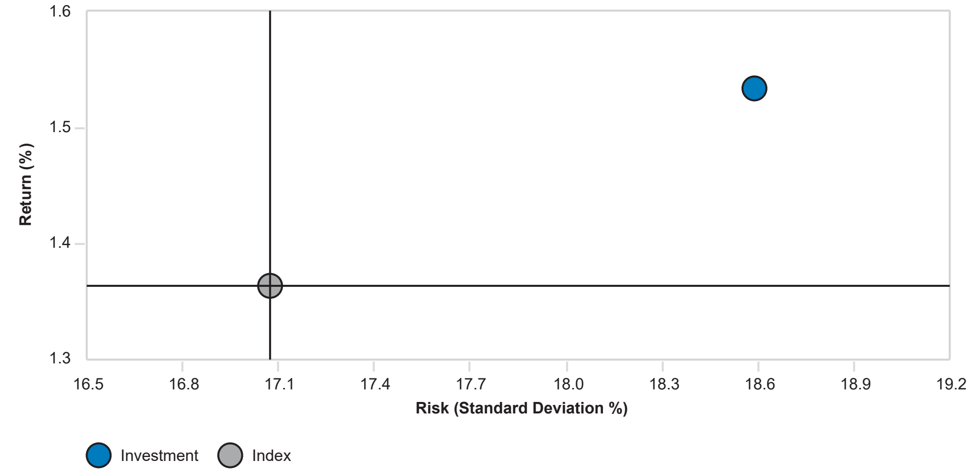
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	1.54	18.59	0.11	108.11	9	107.14	11
Index	1.36	17.07	0.09	100.00	11	100.00	9

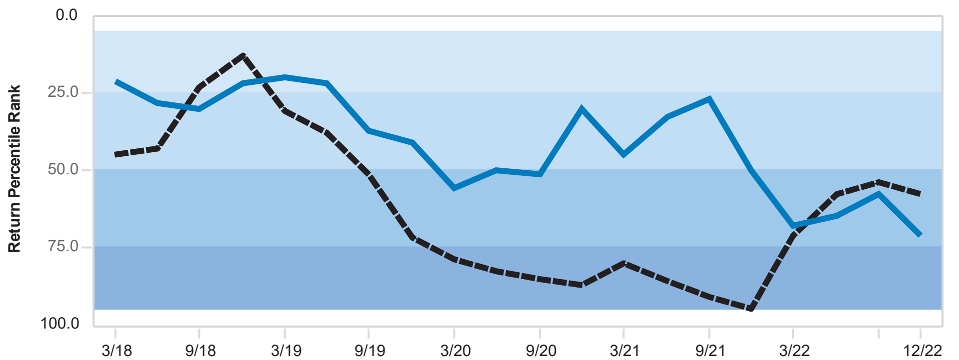
Risk and Return 3 Years



Risk and Return 5 Years

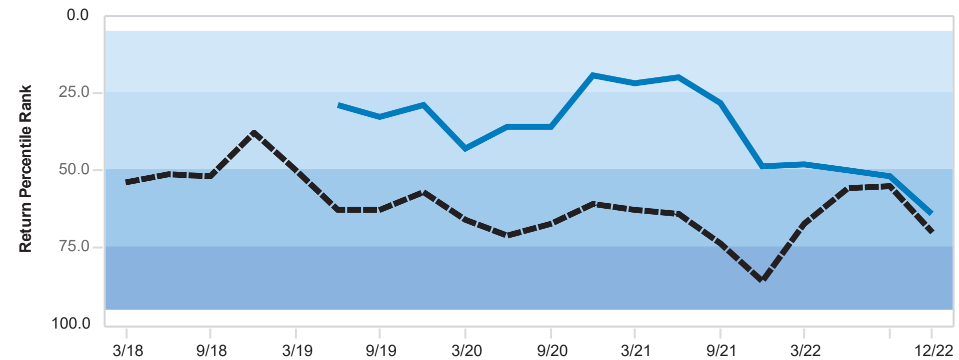


3 Year Rolling Percentile Rank IM International Large Cap Growth Equity (MF)



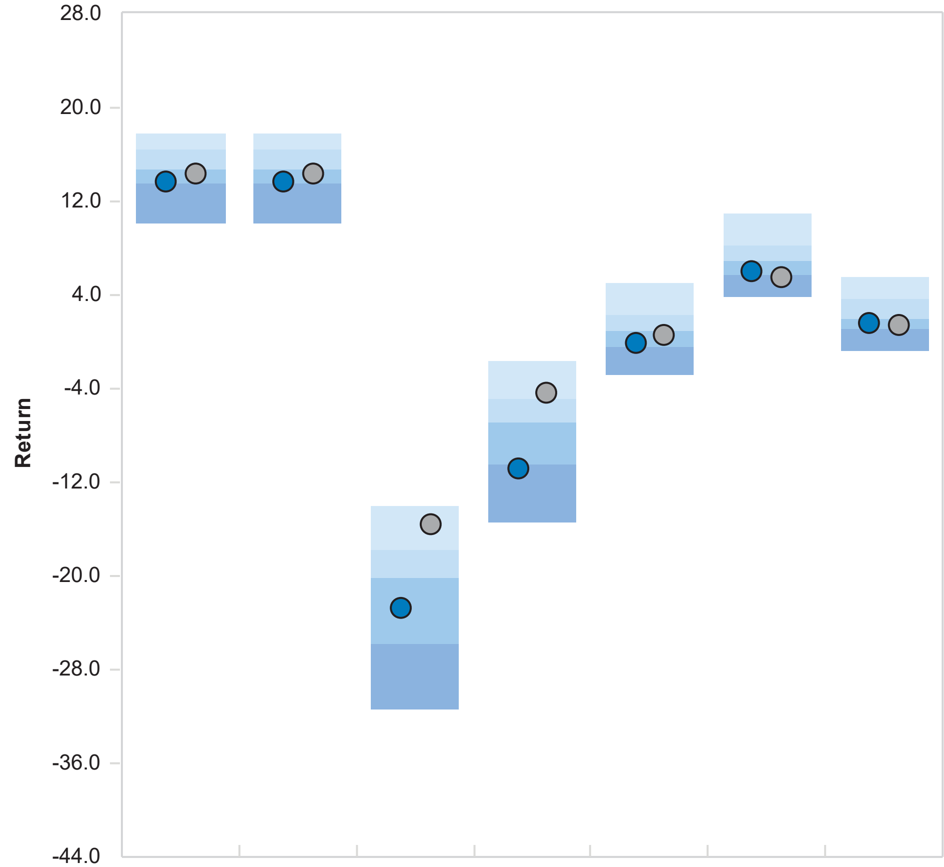
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	4 (20%)	10 (50%)	6 (30%)	0 (0%)
Index	20	2 (10%)	4 (20%)	6 (30%)	8 (40%)

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	15	3 (20%)	10 (67%)	2 (13%)	0 (0%)
Index	20	0 (0%)	2 (10%)	17 (85%)	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	13.78	(65)	13.78	(65)	-22.72	(60)	-10.85	(79)	-0.15	(71)	6.12	(66)	1.54	(64)
Index	14.37	(53)	14.37	(53)	-15.57	(12)	-4.38	(17)	0.53	(58)	5.55	(80)	1.36	(70)
Median	14.64		14.64		-20.24		-6.84		0.92		6.87		2.00	

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

	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017	
Investment	-32.85	(73)	24.76	(27)	14.97	(50)	1.14	(54)	1.47	(62)	20.63	(8)
Index	-24.79	(9)	24.45	(29)	3.45	(91)	-0.72	(71)	2.25	(54)	20.15	(15)
Median	-28.73		20.62		14.87		1.35		2.48		17.62	

Comparative Performance

	1 Qtr Ending Sep-2022		1 Qtr Ending Jun-2022		1 Qtr Ending Mar-2022		1 Qtr Ending Dec-2021		1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021	
Investment	-9.33	(39)	-14.65	(49)	-12.24	(59)	-1.13	(92)	-2.35	(57)	6.97	(25)
Index	-9.80	(64)	-13.54	(32)	-5.33	(5)	1.88	(73)	-2.88	(68)	5.64	(65)
Median	-9.57		-14.68		-10.99		3.17		-1.61		6.34	

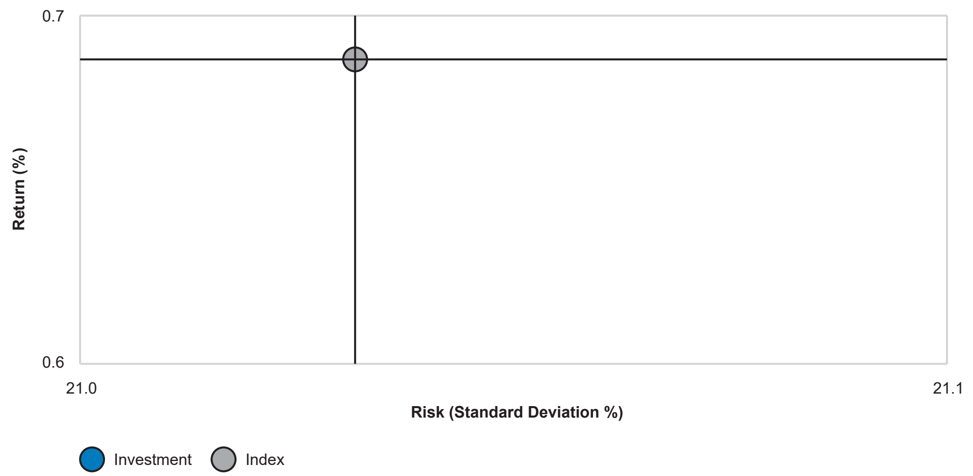
Historical Statistics 3 Years

	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	0.69	21.03	0.10	100.00	8	100.00	4

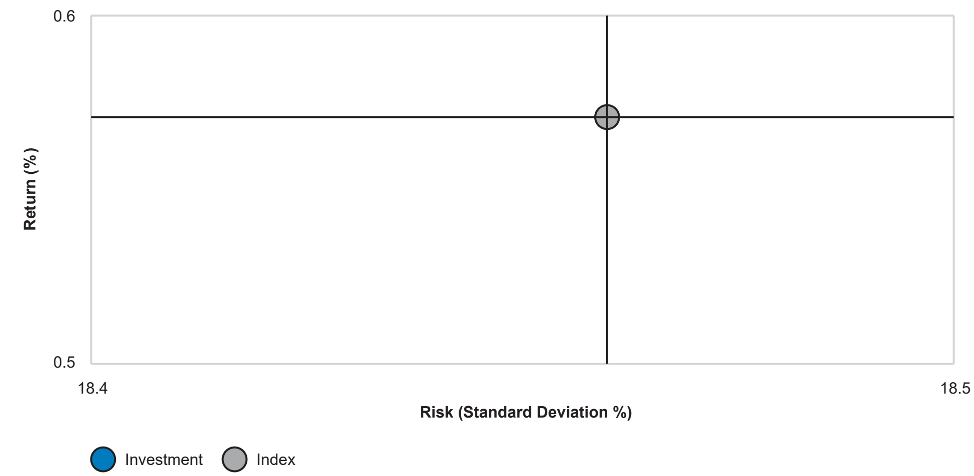
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Index	0.57	18.46	0.06	100.00	12	100.00	8

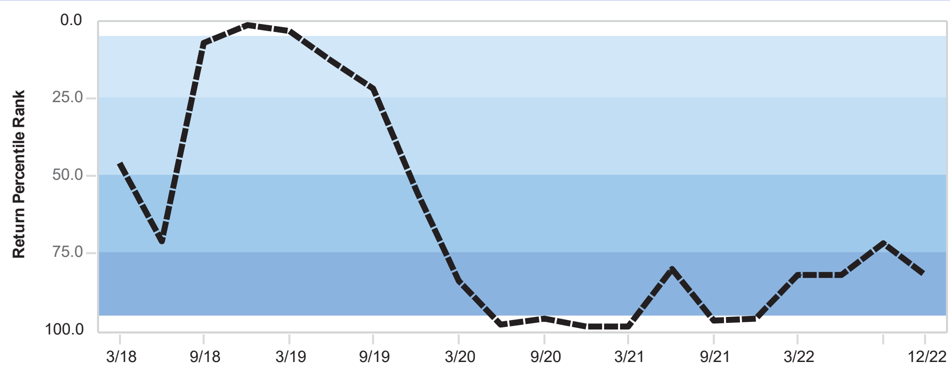
Risk and Return 3 Years



Risk and Return 5 Years

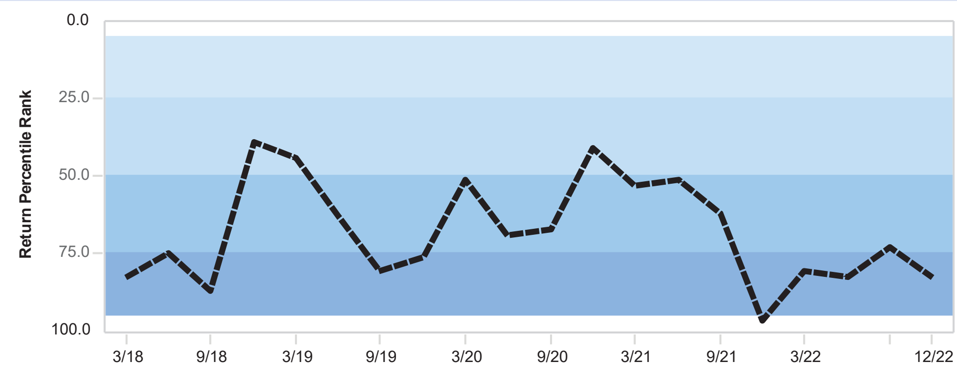


3 Year Rolling Percentile Rank IM International Large Cap Value Equity (MF)



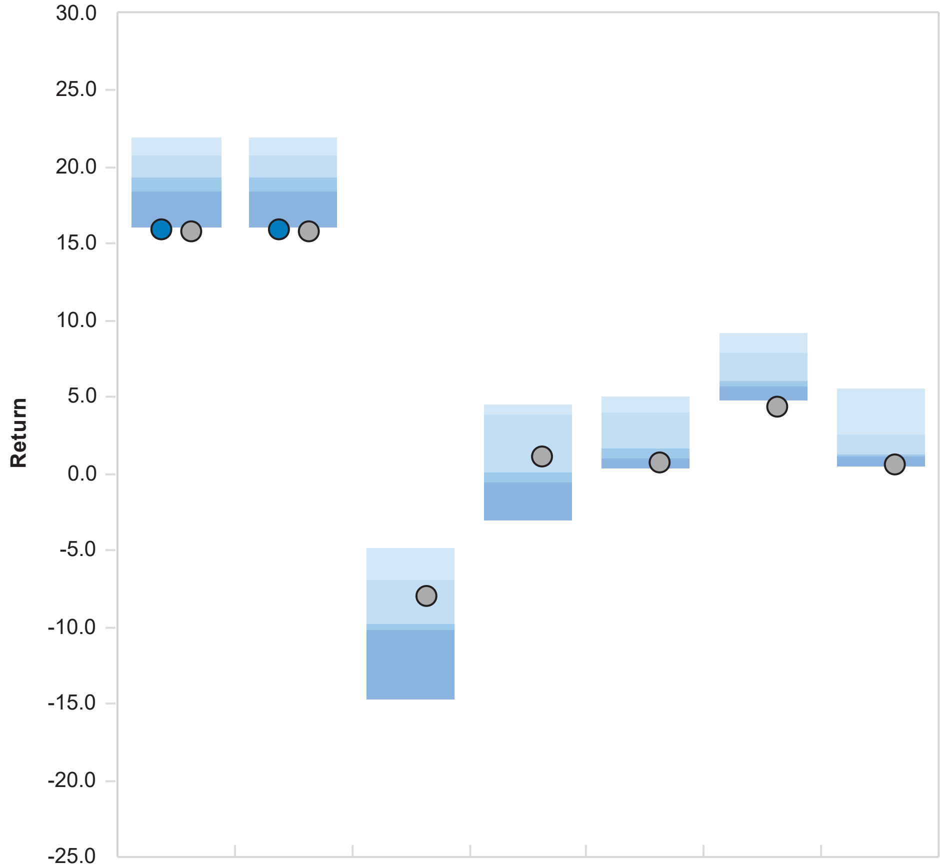
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	20	5 (25%)	1 (5%)	3 (15%)	11 (55%)

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



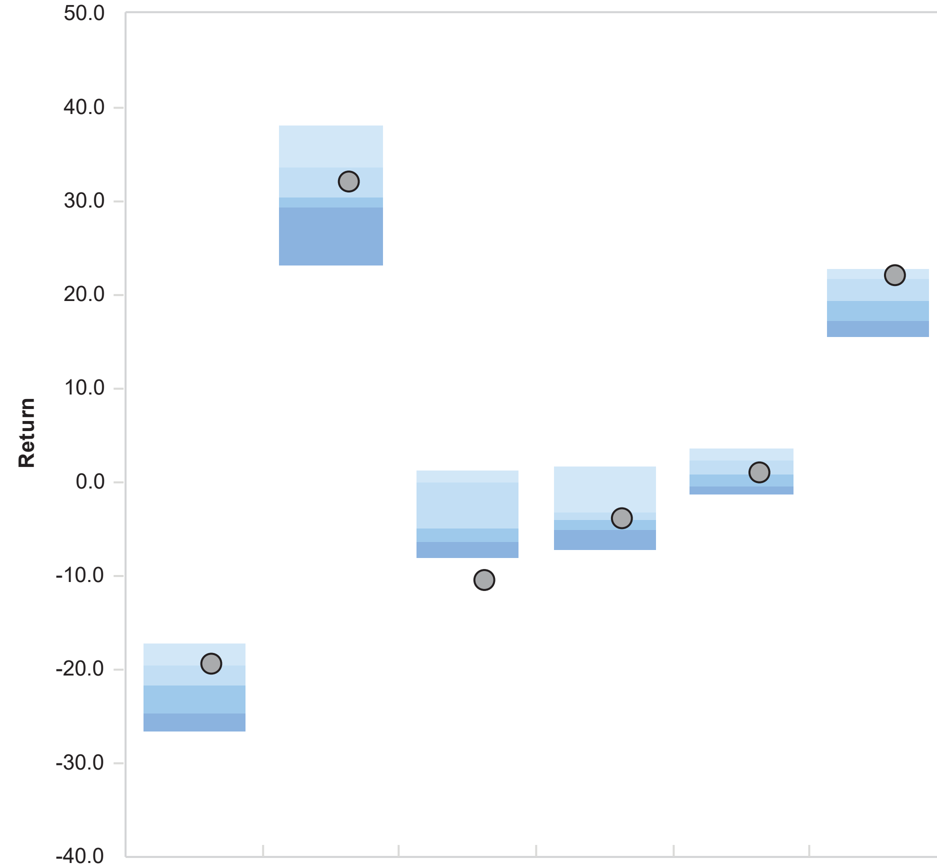
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	0	0	0	0	0
Index	20	0 (0%)	3 (15%)	9 (45%)	8 (40%)

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



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
Investment	16.01	(97)	16.01	(97)	N/A		N/A		N/A		N/A		N/A	
Index	15.82	(97)	15.82	(97)	-7.95	(33)	1.14	(47)	0.69	(82)	4.42	(96)	0.57	(83)
Median	19.30		19.30		-9.78		0.10		1.68		6.08		1.31	

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



	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017	
Investment	N/A		N/A		N/A		N/A		N/A		N/A	
Index	-19.46	(21)	32.15	(35)	-10.32	(99)	-3.89	(46)	1.02	(48)	22.23	(9)
Median	-21.68		30.49		-4.80		-4.12		0.83		19.39	

Comparative Performance

	1 Qtr Ending Sep-2022		1 Qtr Ending Jun-2022		1 Qtr Ending Mar-2022		1 Qtr Ending Dec-2021		1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021	
Investment	-10.69	(54)	N/A		N/A		N/A		N/A		N/A	
Index	-10.29	(41)	-11.65	(58)	0.28	(1)	1.34	(86)	-2.14	(64)	4.53	(32)
Median	-10.55		-11.13		-2.79		3.21		-1.00		3.84	

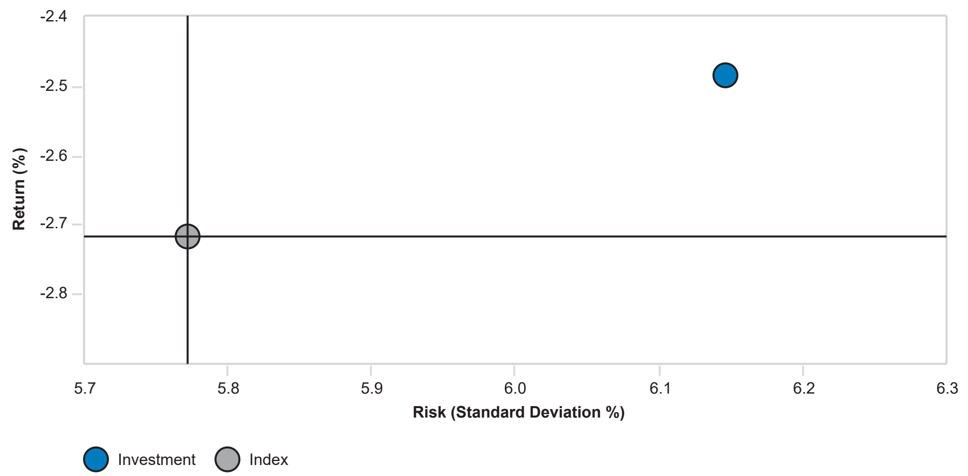
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	-2.48	6.15	-0.49	112.61	7	106.12	5
Index	-2.71	5.77	-0.57	100.00	8	100.00	4

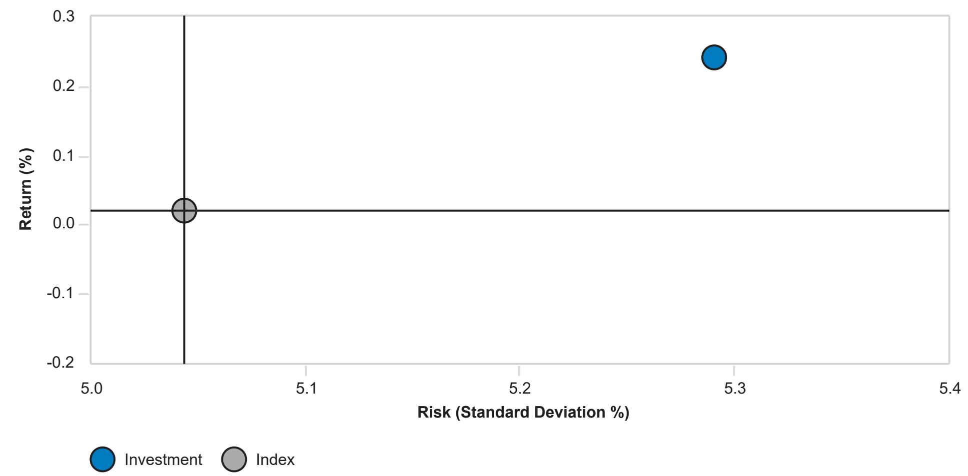
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	0.24	5.29	-0.17	107.33	13	103.90	7
Index	0.02	5.04	-0.22	100.00	14	100.00	6

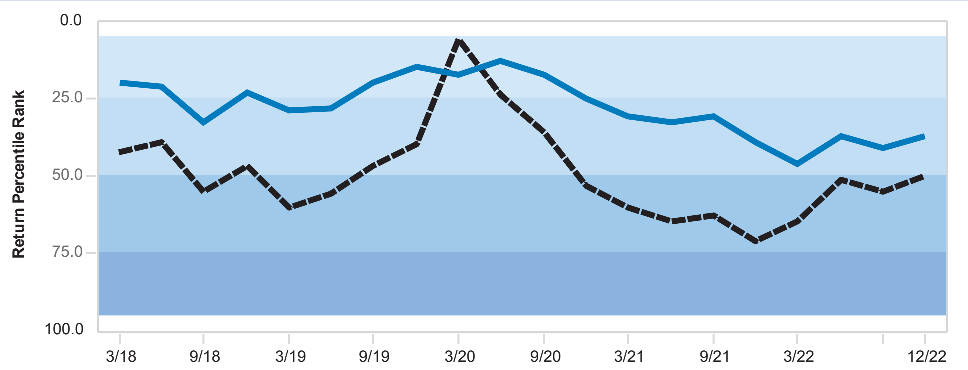
Risk and Return 3 Years



Risk and Return 5 Years

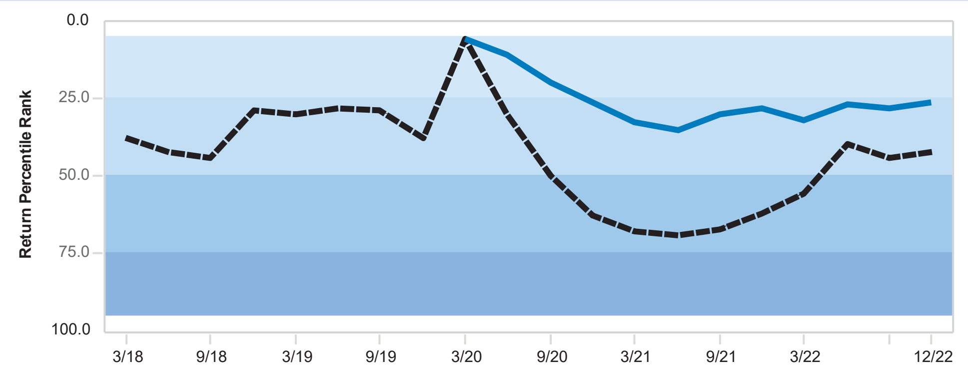


3 Year Rolling Percentile Rank IM U.S. Broad Market Core Fixed Income (MF)



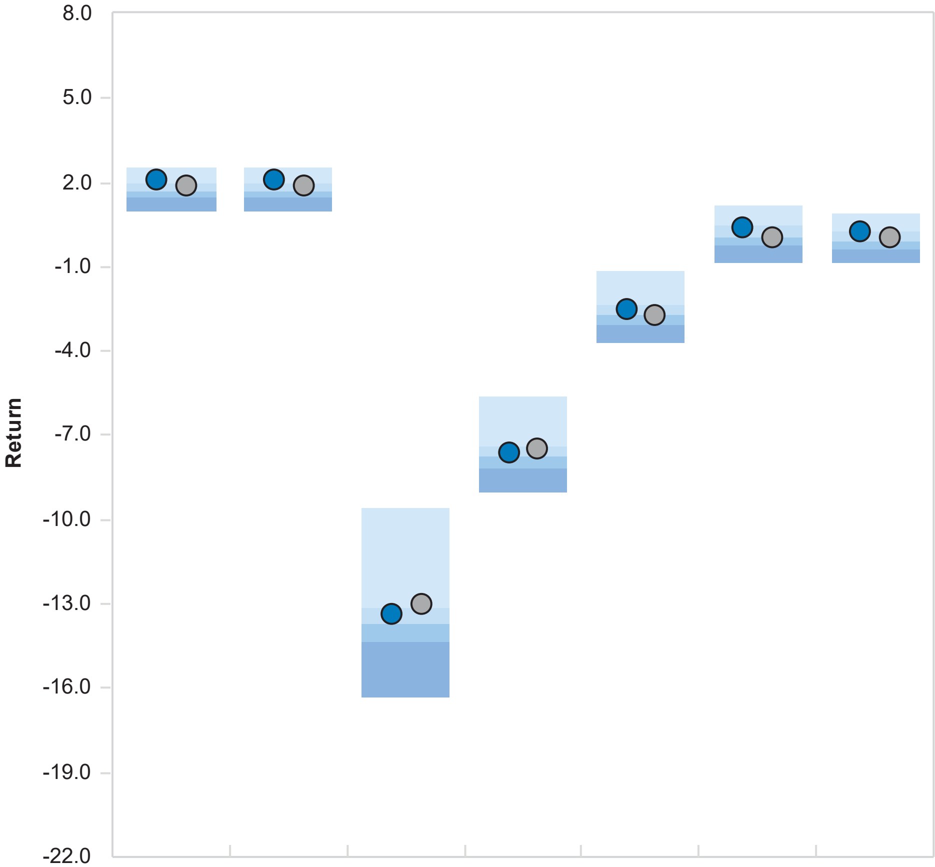
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	20	9 (45%)	11 (55%)	0 (0%)	0 (0%)
Index	20	2 (10%)	7 (35%)	11 (55%)	0 (0%)

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



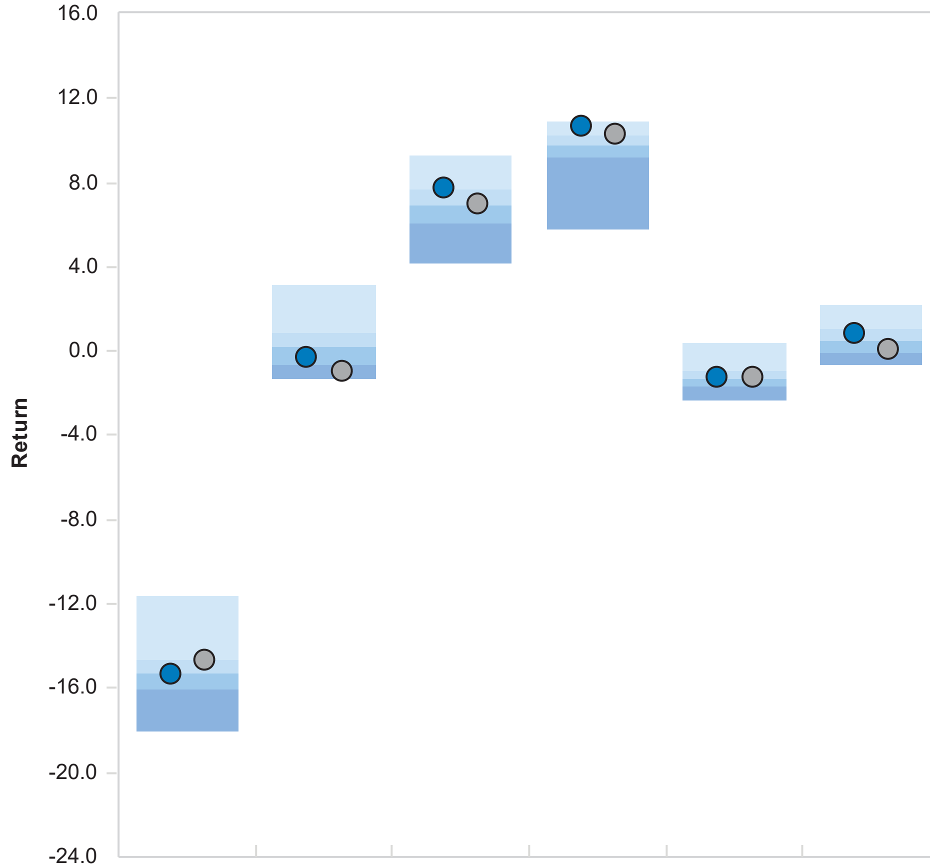
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	12	3 (25%)	9 (75%)	0 (0%)	0 (0%)
Index	20	1 (5%)	13 (65%)	6 (30%)	0 (0%)

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	2.15	(15)	2.15	(15)	-13.36	(36)	-7.60	(38)	-2.48	(37)	0.38	(28)	0.24	(26)
Index	1.87	(35)	1.87	(35)	-13.01	(21)	-7.45	(28)	-2.71	(50)	0.03	(54)	0.02	(42)
Median	1.71		1.71		-13.67		-7.75		-2.72		0.06		-0.07	

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



	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017	
Investment	-15.27	(50)	-0.31	(65)	7.79	(22)	10.69	(8)	-1.24	(44)	0.87	(33)
Index	-14.60	(24)	-0.90	(83)	6.98	(49)	10.30	(24)	-1.22	(42)	0.07	(65)
Median	-15.29		0.16		6.94		9.78		-1.32		0.49	

Comparative Performance

	1 Qtr Ending Sep-2022		1 Qtr Ending Jun-2022		1 Qtr Ending Mar-2022		1 Qtr Ending Dec-2021		1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021	
Investment	-4.67	(51)	-5.01	(30)	-6.33	(75)	-0.10	(42)	0.11	(30)	1.99	(45)
Index	-4.75	(60)	-4.69	(15)	-5.93	(47)	0.01	(21)	0.05	(45)	1.83	(64)
Median	-4.67		-5.35		-5.98		-0.14		0.03		1.94	

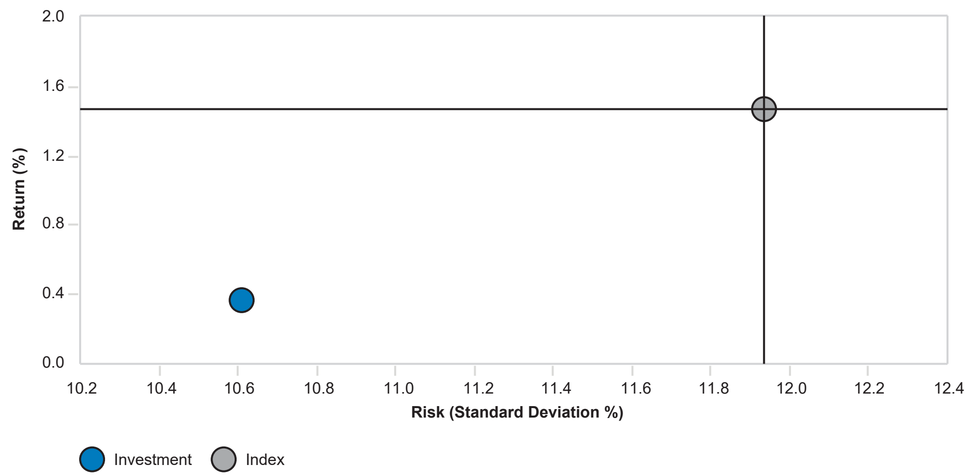
Historical Statistics 3 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	0.36	10.61	0.02	77.05	7	81.73	5
Index	1.47	11.93	0.12	100.00	8	100.00	4

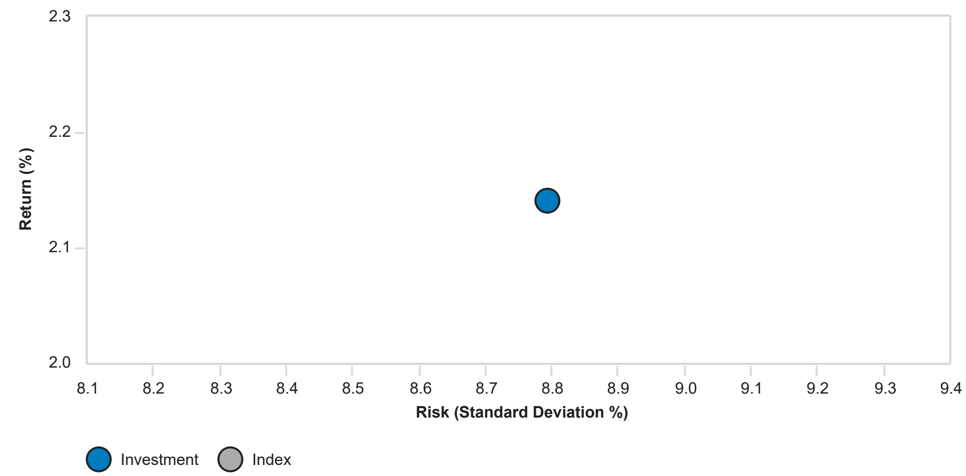
Historical Statistics 5 Years

	Return	Standard Deviation	Sharpe Ratio	Up Market Capture	Up Quarters	Down Market Capture	Down Quarters
Investment	2.14	8.79	0.14	N/A	13	N/A	7
Index	N/A	N/A	N/A	N/A	N/A	N/A	N/A

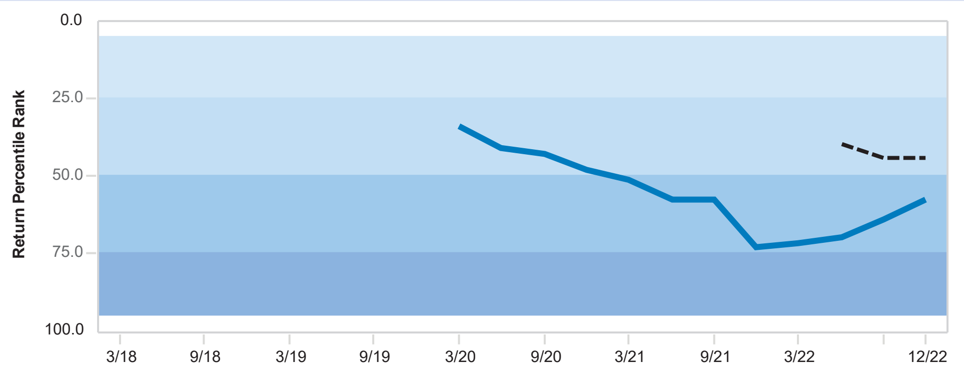
Risk and Return 3 Years



Risk and Return 5 Years

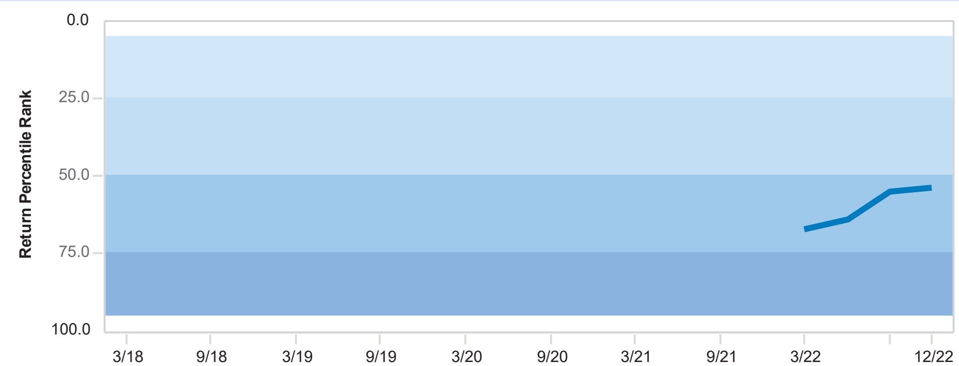


3 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



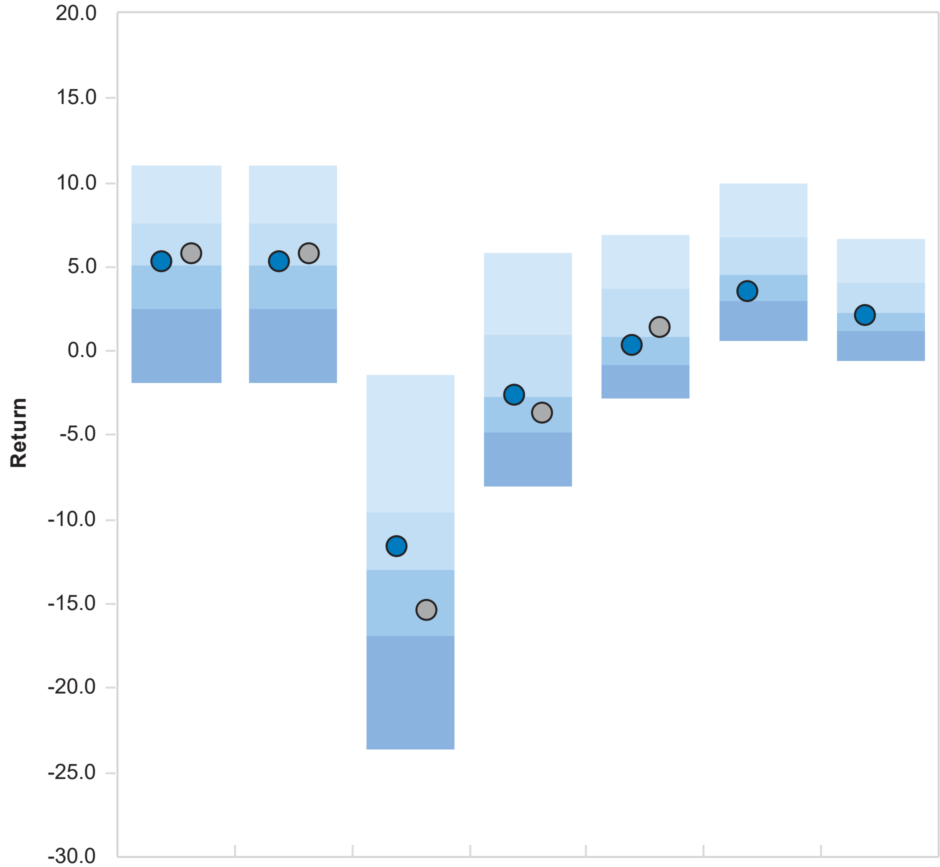
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	12	0 (0%)	4 (33%)	8 (67%)	0 (0%)
Index	3	0 (0%)	3 (100%)	0 (0%)	0 (0%)

5 Year Rolling Percentile Rank IM Flexible Portfolio (MF)



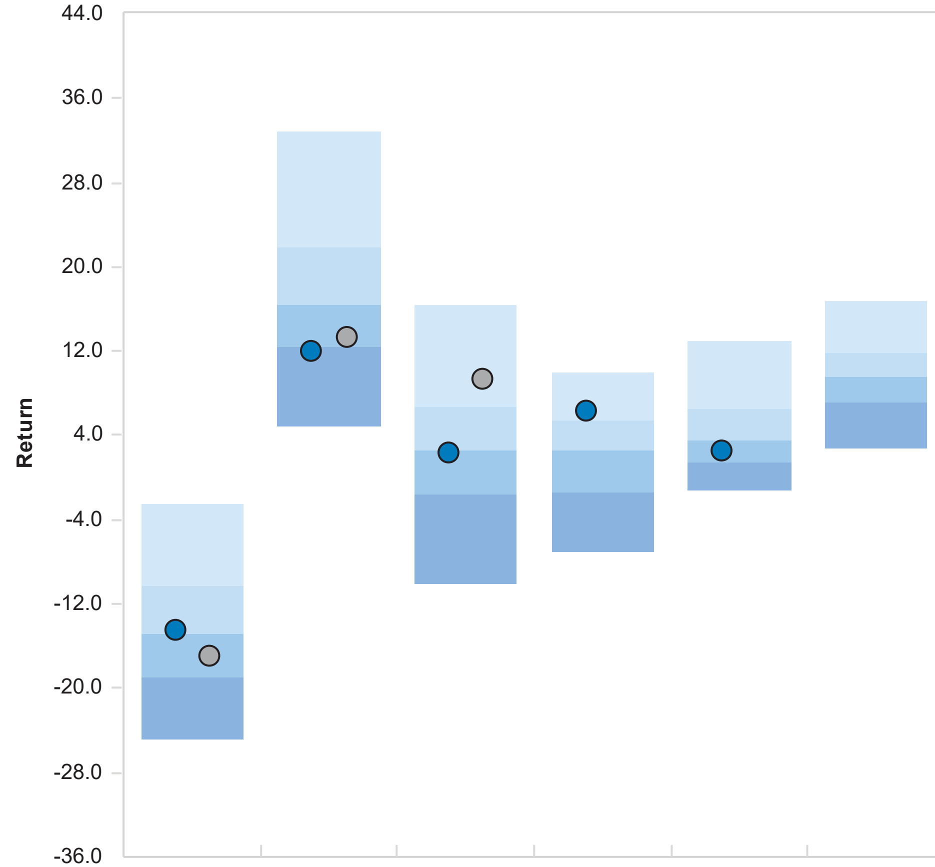
	Total Period	5-25 Count	25-Median Count	Median-75 Count	75-95 Count
Investment	4	0 (0%)	0 (0%)	4 (100%)	0 (0%)
Index	0	0	0	0	0

Peer Group Analysis - IM Flexible Portfolio (MF)



	QTR		FYTD		1 YR		2 YR		3 YR		4 YR		5 YR	
● Investment	5.29	(49)	5.29	(49)	-11.54	(37)	-2.58	(50)	0.36	(58)	3.62	(65)	2.14	(54)
● Index	5.87	(44)	5.87	(44)	-15.33	(70)	-3.63	(62)	1.47	(44)	N/A		N/A	
Median	5.14		5.14		-12.97		-2.65		0.83		4.57		2.27	

Peer Group Analysis - IM Flexible Portfolio (MF)



	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017	
● Investment	-14.36	(46)	12.12	(77)	2.38	(53)	6.39	(19)	2.57	(61)	N/A	
● Index	-16.91	(62)	13.29	(72)	9.36	(17)	N/A		N/A		N/A	
Median	-14.79		16.31		2.56		2.63		3.45		9.51	

Comparative Performance

	1 Qtr Ending Sep-2022		1 Qtr Ending Jun-2022		1 Qtr Ending Mar-2022		1 Qtr Ending Dec-2021		1 Qtr Ending Sep-2021		1 Qtr Ending Jun-2021	
Investment	-3.47	(40)	-9.28	(43)	-4.06	(38)	1.93	(73)	-0.29	(37)	3.36	(75)
Index	-5.40	(59)	-10.54	(57)	-5.49	(64)	3.89	(42)	0.05	(27)	4.77	(42)
Median	-4.54		-10.07		-4.80		3.56		-0.69		4.47	

Comparative Performance Trailing Returns

	1 YR		3 YR		5 YR		7 YR		10 YR		15 YR	
Dana Large Cap Value	-7.84	(70)	7.30	(63)	7.21	(73)	8.74	(90)	10.32	(83)	7.22	(86)
Russell 1000 Value Index	-7.54	(70)	5.96	(86)	6.67	(81)	9.12	(80)	10.29	(84)	6.96	(89)
Difference	-0.30		1.34		0.54		-0.38		0.03		0.26	
IM U.S. Large Cap Value Equity (SA+CF) Median	-5.44		8.06		8.11		10.46		11.33		8.26	
Vanguard Gro Idx;Adm (VIGAX)	-33.14	(70)	6.05	(28)	9.61	(29)	11.52	(21)	12.80	(28)	9.54	(18)
CRSP U.S. Large Cap Growth TR Index	-33.13	(69)	6.09	(27)	9.65	(28)	11.56	(21)	12.79	(29)	9.16	(28)
Difference	-0.01		-0.04		-0.04		-0.04		0.01		0.38	
IM U.S. Large Cap Growth Equity (MF) Median	-31.30		4.76		8.53		10.26		12.04		8.55	
Fidelity 500 Index Fund (FXAIX)	-18.13	(6)	7.65	(6)	9.41	(3)	11.47	(1)	12.55	(2)	N/A	
S&P 500 Index	-18.11	(3)	7.66	(3)	9.42	(1)	11.48	(1)	12.56	(1)	8.81	(1)
Difference	-0.02		-0.01		-0.01		-0.01		-0.01		N/A	
IM S&P 500 Index (MF) Median	-18.38		7.31		9.07		11.10		12.09		8.34	
American Funds EuPc;R6 (RERGX)	-22.72	(60)	-0.15	(71)	1.54	(64)	5.24	(35)	5.30	(32)	N/A	
MSCI EAFE Growth Index	-22.69	(60)	0.79	(53)	2.85	(33)	5.44	(32)	5.97	(22)	2.98	(31)
Difference	-0.03		-0.94		-1.31		-0.20		-0.67		N/A	
IM International Large Cap Growth Equity (MF) Median	-20.24		0.92		2.00		4.86		4.81		2.40	
Dodge & Cox Intnl Stck;I (DODFX)	-6.78	(10)	1.85	(37)	1.25	(26)	5.22	(8)	4.81	(10)	2.53	(15)
MSCI AC World ex USA Value	-7.95	(26)	0.69	(57)	0.57	(39)	4.83	(14)	3.33	(59)	1.40	(34)
Difference	1.17		1.16		0.68		0.39		1.48		1.13	
IM International Large Cap Value Equity (MF) Median	-10.58		0.80		0.35		3.44		3.46		1.05	
Baird Aggregate Bd;Inst (BAGIX)	-13.35	(35)	-2.48	(36)	0.25	(25)	1.27	(23)	1.49	(12)	3.11	(17)
Blmbg. U.S. Aggregate Index	-13.01	(21)	-2.71	(50)	0.02	(42)	0.89	(53)	1.06	(46)	2.66	(51)
Difference	-0.34		0.23		0.23		0.38		0.43		0.45	
IM U.S. Broad Market Core Fixed Income (MF) Median	-13.67		-2.72		-0.07		0.92		1.02		2.67	
BlackRock:Mlt-A Inc;I (BIICX)*	-11.57	(37)	0.35	(59)	2.09	(55)	3.71	(67)	3.87	(65)	N/A	
50% MSCI World/50% BC Agg	-15.33	(70)	1.47	(44)	3.41	(33)	4.94	(41)	5.14	(37)	4.38	(46)
Difference	3.76		-1.12		-1.32		-1.23		-1.27		N/A	
IM Flexible Portfolio (MF) Median	-12.97		0.83		2.27		4.45		4.45		4.21	

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

Comparative Performance Fiscal Year Returns

	Oct-2021 To Sep-2022		Oct-2020 To Sep-2021		Oct-2019 To Sep-2020		Oct-2018 To Sep-2019		Oct-2017 To Sep-2018		Oct-2016 To Sep-2017		Oct-2015 To Sep-2016		Oct-2014 To Sep-2015		Oct-2013 To Sep-2014		Oct-2012 To Sep-2013	
Dana Large Cap Value	-10.41	(57)	33.27	(68)	-1.96	(43)	3.63	(43)	9.18	(78)	16.46	(63)	9.79	(82)	-3.45	(52)	19.97	(29)	19.43	(77)
Russell 1000 Value Index	-11.36	(67)	35.01	(58)	-5.03	(66)	4.00	(39)	9.45	(75)	15.12	(76)	16.19	(25)	-4.42	(63)	18.89	(42)	22.30	(58)
Difference	0.95		-1.74		3.07		-0.37		-0.27		1.34		-6.40		0.97		1.08		-2.87	
IM U.S. Large Cap Value Equity (SA+CF) Median	-9.53		36.98		-3.28		2.49		11.73		17.78		13.33		-3.39		18.38		23.54	
Vanguard Gro Idx;Adm (VIGAX)	-25.86	(38)	28.07	(21)	38.24	(28)	4.52	(25)	22.67	(71)	19.81	(58)	13.51	(17)	1.93	(60)	19.31	(24)	18.64	(62)
CRSP U.S. Large Cap Growth TR Index	-25.84	(38)	28.13	(20)	38.32	(27)	4.55	(25)	22.70	(71)	19.86	(57)	13.56	(16)	2.00	(59)	19.38	(23)	17.81	(68)
Difference	-0.02		-0.06		-0.08		-0.03		-0.03		-0.05		-0.05		-0.07		-0.07		0.83	
IM U.S. Large Cap Growth Equity (MF) Median	-27.73		25.85		34.07		2.15		24.80		20.19		10.85		2.64		17.09		19.55	
Fidelity 500 Index Fund (FXAIX)	-15.49	(5)	29.99	(5)	15.14	(10)	4.24	(12)	17.90	(2)	18.59	(3)	15.43	(4)	-0.61	(2)	19.72	(1)	19.32	(2)
S&P 500 Index	-15.47	(1)	30.00	(2)	15.15	(8)	4.25	(10)	17.91	(2)	18.61	(2)	15.43	(4)	-0.61	(2)	19.73	(1)	19.34	(1)
Difference	-0.02		-0.01		-0.01		-0.01		-0.01		-0.02		0.00		0.00		-0.01		-0.02	
IM S&P 500 Index (MF) Median	-15.73		29.60		14.80		3.94		17.51		18.17		14.99		-1.04		19.21		18.80	
American Funds EuPc;R6 (RERGX)	-32.85	(73)	24.76	(27)	14.97	(50)	1.14	(54)	1.47	(62)	20.63	(8)	8.52	(32)	-4.93	(37)	6.98	(10)	18.28	(62)
MSCI EAFE Growth Index	-30.06	(60)	21.25	(45)	13.81	(55)	2.64	(33)	6.27	(20)	16.11	(74)	9.90	(18)	-4.30	(33)	3.22	(60)	23.67	(8)
Difference	-2.79		3.51		1.16		-1.50		-4.80		4.52		-1.38		-0.63		3.76		-5.39	
IM International Large Cap Growth Equity (MF) Median	-28.73		20.62		14.87		1.35		2.48		17.62		7.50		-5.60		4.36		19.50	
Dodge & Cox Intnl Stck;I (DODFX)	-17.71	(5)	35.19	(16)	-9.43	(96)	-2.75	(12)	-5.26	(100)	26.58	(1)	5.62	(43)	-16.19	(89)	13.19	(1)	27.76	(4)
MSCI AC World ex USA Value	-19.46	(10)	32.15	(27)	-10.32	(98)	-3.89	(18)	1.02	(27)	22.23	(5)	7.62	(9)	-15.72	(89)	5.79	(32)	17.40	(88)
Difference	1.75		3.04		0.89		1.14		-6.28		4.35		-2.00		-0.47		7.40		10.36	
IM International Large Cap Value Equity (MF) Median	-22.63		29.29		-5.76		-5.45		-0.02		18.21		4.33		-9.62		4.67		21.68	
Baird Aggregate Bd;Inst (BAGIX)	-15.26	(49)	-0.31	(65)	7.80	(21)	10.69	(8)	-1.24	(44)	0.87	(34)	5.78	(30)	2.99	(7)	5.17	(19)	-0.55	(16)
Blmbg. U.S. Aggregate Index	-14.60	(24)	-0.90	(83)	6.98	(49)	10.30	(24)	-1.22	(42)	0.07	(65)	5.19	(53)	2.94	(9)	3.96	(61)	-1.68	(54)
Difference	-0.66		0.59		0.82		0.39		-0.02		0.80		0.59		0.05		1.21		1.13	
IM U.S. Broad Market Core Fixed Income (MF) Median	-15.29		0.16		6.94		9.78		-1.32		0.49		5.23		1.95		4.24		-1.60	
BlackRock:Mlt-A Inc;I (BIICX)*	-14.39	(46)	12.06	(78)	2.43	(52)	6.24	(20)	2.62	(60)	7.82	(68)	7.39	(65)	-1.76	(24)	8.50	(47)	7.65	(57)
50% MSCI World/50% BC Agg	-16.91	(62)	13.29	(72)	9.36	(17)	6.40	(19)	4.93	(35)	8.80	(57)	8.47	(53)	-0.98	(20)	8.10	(52)	8.84	(49)
Difference	2.52		-1.23		-6.93		-0.16		-2.31		-0.98		-1.08		-0.78		0.40		-1.19	
IM Flexible Portfolio (MF) Median	-14.79		16.31		2.56		2.63		3.45		9.51		8.68		-4.37		8.19		8.68	

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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