



# Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

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**Retirement Plan Sub-Committee**  
Monday, February 1, 2021 at 8:00 A.M.

## **REGULAR MEETING AGENDA**

- I. Call to Order
- II. Review of Minutes
  - a) December 2, 2020
- III. Pensions Plans & OPEB Trust Fourth Quarter 2020 Performance Reviews and Fiduciary Governance Update
- IV. Defined Contribution Plans Fourth Quarter 2020 Performance Reviews and Fiduciary Governance Update
  - a) Performance Review
  - b) DC Plan Investment Policy
- V. Communications
  - a) Research Team Overview
- VI. Adjourn



# Town of Simsbury

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SIMSBURY, CONNECTICUT 06070

## Retirement Plan Sub-Committee Regular Meeting Minutes - DRAFT

Wednesday, December 2, 2020 at 7:30 a.m.  
Via Zoom video conference

### **I. Call to Order**

The meeting was called to order at 7:30 a.m. Sub-Committee members Phil Schulz, Kevin Prell, Chris Peterson, Thomas Potter, and Todd Burrick were present. Maria Capriola, Town Manager, Amy Meriwether, Finance Director, and Melissa Appleby, Deputy Town Manager, were present from Town staff. Chris Kachmar and Tyler Polk were present for Fiduciary Investment Advisors. Others in attendance included Board of Finance member Lisa Heavner.

### **II. Review of Minutes**

#### **a) September 2, 2020**

Mr. Schulz made a motion to approve the minutes of September 2, 2020. The motion was seconded by Mr. Potter. All were in favor and the motion passed unanimously.

### **III. Housekeeping Items**

#### **a) Appointment of Chair for December 2020-December 2021**

The group agreed by consensus to appoint Kevin Prell as chair for December 2020-December 2021.

#### **b) Appointment of Vice Chair for December 2020-December 2021**

The group agreed by consensus to appoint Derek Peterson as vice chair for December 2020-December 2021.

#### **c) 2021 Regular Meeting Schedule**

The group agreed to move the quarterly meetings to Mondays at 8:00 a.m. Mr. Peterson made a motion to approve the 2021 regular meeting schedule as presented. The motion was seconded by Mr. Schulz. All were in favor and the motion passed unanimously.

### **IV. Update on Transition to ICMA for DC Recordkeeping Services**

Mr. Polk said that we are on track for a mid-January transition from MassMutual to ICMA for defined contribution recordkeeping services. He said that letters went out to plan participants this week, and educational sessions began this week as well. Mr. Peterson asked how our aggregate investment in these plans compares with our peers. Mr. Polk said

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8:30 - 7:00 Monday  
8:30 - 4:30 Tuesday through Thursday  
8:30 - 1:00 Friday

that it depends on when towns moved away from pension assets and toward defined contribution plans. In general, our investment amount is on the larger side for the Hartford area.

**V. Pensions Plans & OPEB Trust Third Quarter 2020 Performance Reviews and Fiduciary Governance Update**

Mr. Kachmar reviewed the pension section of the document entitled “Town of Simsbury Retirement Plans – Executive Summary – Third Quarter 2020.” He noted that the appetite for risk on the capital market front is resilient. He said that there was a drawback in the month of September, especially in the area of technology. He said that the fourth quarter to-date has been strong. Mr. Kachmar indicated that investor sentiment is currently driven by the prospect of a second round of federal stimulus as well as by the development of the COVID-19 vaccine.

Mr. Kachmar noted that the markets like split election results, in which no one party takes control of all branches of government. He said that the impact of election results is typically transitory.

Mr. Kachmar also discussed the status of the funded ratios of the pension plans, and how they compare with averages across the state. He said that discount rates continue to move from the “upper 7%’s,” to 7% or lower, so we are right in line at 6.75%. He noted that Wells Fargo transition to Principal seems to be going according to schedule.

FIA is not recommending any asset allocation changes at this point. The plans were up about 5.7% for the quarter as compared with the benchmark of 5.6%, and they were up 3.3% year to date as compared with the benchmark of 2.8%. Discussion ensued regarding our discount rate, and whether the 6.75% is appropriate. Mr. Kachmar said returns will likely be around 6.25%. He noted that the actuary is usually comfortable with a slightly higher rate, as their data takes into account a longer time horizon.

FIA is monitoring Templeton, but there is no recommended change in managers at this time.

Mr. Kachmar also reviewed the OPEB section of the document, noting that plan performed at benchmark for the quarter, as expected. The plan was up about 5.3% for the quarter as compared with the benchmark of 5.2%, and they were up 2.7% year to date as compared with the benchmark of 2.1%.

Mr. Prell asked whether FIA could share their investment selection criteria. Mr. Kachmar said that he will provide information on the analytics used.

**VI. Defined Contribution Plans Third Quarter 2020 Performance Reviews and Fiduciary Governance Update**

Mr. Polk reviewed the defined contribution section of the document entitled “Town of Simsbury Retirement Plans – Executive Summary – Third Quarter 2020.” He said that we can have ICMA come in next year to debrief after the transition. He reviewed the industry

update starting on page 60, which included information regarding disclosures to be provided to plan participants. He also spoke about cybersecurity, and provided details on the data protection provided by ICMA's system.

Mr. Polk reviewed the performance overview starting on page 73. FIA is monitoring Eaton Vance, but there is no recommended change in managers at this time. He also reviewed the historical balances by investment starting on page 78, and noted that there were no major changes. He noted that the transition to ICMA is savings employees in recordkeeping costs.

Mr. Prell asked if there is anything the committee should be reviewing right now from a policy standpoint. Ms. Meriwether said that FIA brings updates to the committee as needed, and that the Board of Finance recently reapproved the investment policy for this year. Mr. Polk noted that according to the fiduciary governance calendar, policies will be a focus for the second quarter next year.

## **VII. Adjourn**

Mr. Potter made a motion to adjourn the meeting at 8:40 a.m. Mr. Burrick seconded the motion, and it passed unanimously.

Respectfully submitted,

Melissa Appleby  
Deputy Town Manager

*Helping Clients Prosper.*



**DiMEO SCHNEIDER**  
& ASSOCIATES, L.L.C.

# Town of Simsbury Retirement Plans

Quarterly Investment Review - Fourth Quarter 2020

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# 2020 YEAR-END FIRM UPDATE

## FIRM MILESTONES

- ✓ DiMeo Schneider and Fiduciary Investment Advisors, LLC (“FIA”) joined forces as one combined firm
- ✓ Celebrated our 25<sup>th</sup> Anniversary on May 1, 2020
- ✓ Experienced growth in each of our service areas:
  - Retirement Plans
  - Endowments and Foundations
  - Private Clients
  - Financial Institutions
- ✓ Surpassed \$195 billion in assets under advisement<sup>1</sup>
- ✓ Established a successful summer inTURNship program for college seniors and recent college graduates

## NEW TEAM MEMBERS IN 2020 – WELCOME!

- Performance Analyst - Peter Goode
- Client Service Associate – The Wealth Office® - Lindsay Green
- Director of Finance & Accounting - Monica Harrison
- Performance Analyst - Ellen Kazembe
- Client Analyst - Eric Kraus
- Client Analyst - Griffin Olejarz
- Marketing Associate - Deb Ranicar
- Financial Wellness Coordinator - David Reynolds
- Client Service Associate – The Wealth Office® - Nick Santangelo
- Research Associate – Global Public Markets - Kedar Satyanand
- Chief Compliance Officer - Lisa Tamburini
- Chief Operating Officer - Julie Vander Weele
- Performance Analyst - Matt Witt

<sup>1</sup>As of June 30, 2020.

# 2020 YEAR-END FIRM UPDATE

## INDUSTRY RECOGNITION\*

- ✓ Ranked #1 - **Top 50 Institutional Consulting Teams** by *Barron's*
- ✓ Named one of *P&I's* 2020 **Best Places to Work in Money Management**
- ✓ Ranked in the **Top 25 Worldwide Consultants** (by institutional assets under advisement as of June 30, 2020) by *Pensions & Investments*

## KEEPING YOU INFORMED

In 2020 we launched our new blog and the Nonprofit Investment Stewards podcast!

[dimeoschneider.com/podcast](https://dimeoschneider.com/podcast)



[dimeoschneider.com/blog](https://dimeoschneider.com/blog)



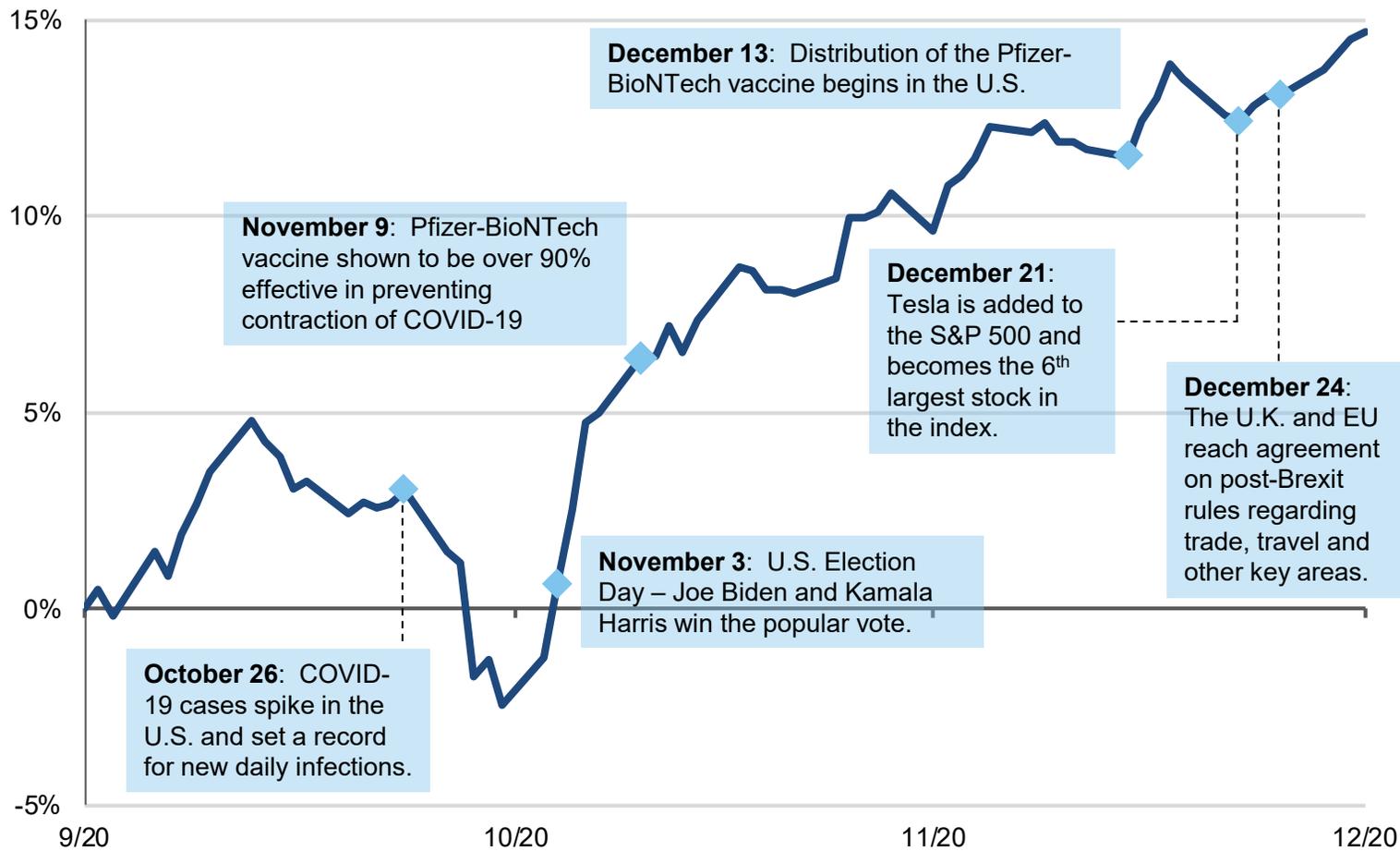
\*Please see disclosures at the end of the document.

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Section 4	DC Plans Review

# 4Q 2020 MARKET EVENTS

Global Equity Total Return (9/30/20 - 12/31/20)



## Key 1Q 2021 Dates

### January

- 5:** Georgia U.S. Senate runoff
- 20:** U.S. presidential inauguration
- 28:** First estimate of 4Q U.S. GDP

### March

- 16-17:** FOMC Meeting

Source: Bloomberg as of 12/31/20. Global Equity represented by MSCI ACWI Net Total Return USD Index. Past performance does not indicate future performance and there is a possibility of a loss.



# FINANCIAL MARKETS PERFORMANCE

<b>Global Fixed Income Markets</b>	<b>QTD</b>	<b>YTD</b>	<b>1YR</b>	<b>3YR</b>	<b>5YR</b>	<b>7YR</b>	<b>10YR</b>	<b>15YR</b>
Bloomberg Barclays 1-3-Month T-Bill	0.0%	0.5%	0.5%	1.5%	1.1%	0.8%	0.6%	1.2%
Bloomberg Barclays U.S. TIPS	1.6%	11.0%	11.0%	5.9%	5.1%	3.9%	3.8%	4.3%
Bloomberg Barclays Municipal Bond (5 Year)	0.8%	4.3%	4.3%	3.8%	2.8%	2.8%	3.0%	3.7%
Bloomberg Barclays High Yield Municipal Bond	4.5%	4.9%	4.9%	6.7%	6.6%	6.9%	6.9%	5.4%
Bloomberg Barclays U.S. Aggregate	0.7%	7.5%	7.5%	5.3%	4.4%	4.1%	3.8%	4.5%
Bloomberg Barclays U.S. Corporate High Yield	6.5%	7.1%	7.1%	6.2%	8.6%	5.7%	6.8%	7.5%
Bloomberg Barclays Global Aggregate ex-U.S. Hedged	0.9%	3.9%	3.9%	4.9%	4.4%	4.6%	4.4%	4.3%
Bloomberg Barclays Global Aggregate ex-U.S. Unhedged	5.1%	10.1%	10.1%	4.2%	4.9%	2.1%	2.0%	3.7%
Bloomberg Barclays U.S. Long Gov / Credit	1.7%	16.1%	16.1%	9.8%	9.3%	8.8%	8.2%	7.4%
JPMorgan GBI-EM Global Diversified	9.6%	2.7%	2.7%	3.0%	6.7%	1.5%	1.5%	5.1%
<b>Global Equity Markets</b>	<b>QTD</b>	<b>YTD</b>	<b>1YR</b>	<b>3YR</b>	<b>5YR</b>	<b>7YR</b>	<b>10YR</b>	<b>15YR</b>
S&P 500	12.1%	18.4%	18.4%	14.2%	15.2%	12.9%	13.9%	9.9%
Dow Jones Industrial Average	10.7%	9.7%	9.7%	9.9%	14.6%	11.8%	13.0%	10.0%
NASDAQ Composite	15.7%	45.1%	45.1%	24.5%	22.2%	18.9%	18.6%	13.8%
Russell 3000	14.7%	20.9%	20.9%	14.5%	15.4%	12.8%	13.8%	10.0%
Russell 1000	13.7%	21.0%	21.0%	14.8%	15.6%	13.0%	14.0%	10.1%
Russell 1000 Growth	11.4%	38.5%	38.5%	23.0%	21.0%	17.5%	17.2%	12.5%
Russell 1000 Value	16.2%	2.8%	2.8%	6.1%	9.7%	8.2%	10.5%	7.3%
Russell Mid Cap	19.9%	17.1%	17.1%	11.6%	13.4%	10.9%	12.4%	9.7%
Russell Mid Cap Growth	19.0%	35.6%	35.6%	20.5%	18.7%	14.8%	15.0%	11.5%
Russell Mid Cap Value	20.4%	5.0%	5.0%	5.3%	9.7%	8.2%	10.5%	8.3%
Russell 2000	31.4%	20.0%	19.9%	10.2%	13.2%	9.3%	11.2%	8.9%
Russell 2000 Growth	29.6%	34.6%	34.6%	16.2%	16.3%	12.1%	13.5%	10.7%
Russell 2000 Value	33.3%	4.6%	4.6%	3.7%	9.6%	6.2%	8.6%	6.9%
MSCI ACWI	14.7%	16.3%	16.3%	10.1%	12.3%	8.9%	9.1%	7.2%
MSCI ACWI ex. U.S.	17.0%	10.7%	10.7%	4.9%	8.9%	4.8%	4.9%	4.9%
MSCI EAFE	16.0%	7.8%	7.8%	4.3%	7.4%	4.4%	5.5%	4.5%
MSCI EAFE Growth	13.1%	18.3%	18.3%	9.7%	10.5%	7.3%	7.5%	6.1%
MSCI EAFE Value	19.2%	-2.6%	-2.6%	-1.2%	4.2%	1.3%	3.4%	2.7%
MSCI EAFE Small Cap	17.3%	12.3%	12.3%	4.9%	9.4%	7.2%	7.8%	6.1%
MSCI Emerging Markets	19.7%	18.3%	18.3%	6.2%	12.8%	6.2%	3.6%	6.6%
<b>Alternatives</b>	<b>QTD</b>	<b>YTD</b>	<b>1YR</b>	<b>3YR</b>	<b>5YR</b>	<b>7YR</b>	<b>10YR</b>	<b>15YR</b>
Consumer Price Index*	0.2%	0.9%	0.9%	1.7%	1.9%	1.5%	1.7%	1.9%
FTSE NAREIT Equity REITs	11.6%	-8.0%	-8.0%	3.4%	4.8%	7.8%	8.3%	6.5%
S&P Developed World Property x U.S.	14.4%	-4.7%	-4.7%	2.1%	6.0%	4.7%	5.8%	4.8%
S&P Developed World Property	13.0%	-6.2%	-6.2%	2.7%	5.3%	6.0%	6.8%	5.4%
Bloomberg Commodity Total Return	10.2%	-3.1%	-3.1%	-2.5%	1.0%	-5.8%	-6.5%	-4.0%
HFRI Fund of Funds Composite*	4.4%	7.1%	7.1%	3.7%	3.8%	3.2%	3.0%	2.8%
HFRI Fund Weighted Composite*	6.1%	7.0%	7.0%	4.0%	5.2%	4.0%	3.7%	4.4%
Alerian MLP	32.4%	-28.7%	-28.7%	-12.7%	-5.9%	-8.9%	-2.3%	3.6%

\*One month lag.

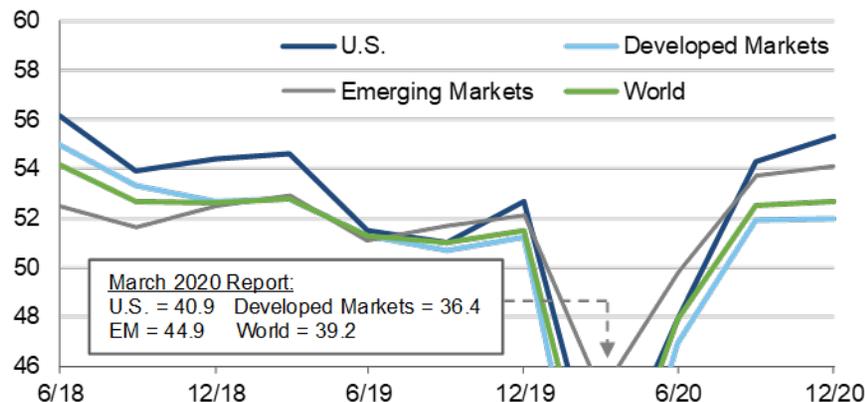
Source: Bloomberg as of 12/31/20. Total returns as of 12/31/20. Periods greater than 1 year are annualized. All returns are in U.S. dollar terms. Past performance does not indicate future performance and there is a possibility of a loss.



# ECONOMIC REVIEW

## PMI Composites

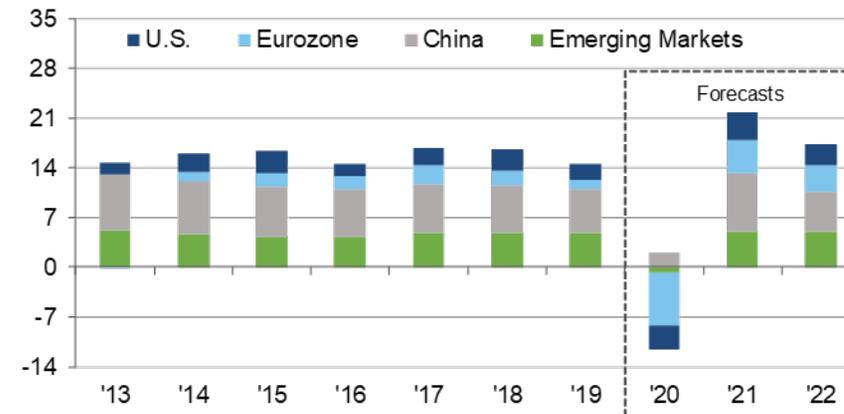
PMI data has been on a positive trajectory since March 2020 with business activity recovering at an accelerated pace through the fourth quarter.



Sources: Markit, JPMorgan. Subject to one-month lag.

## Real GDP Growth (YoY)

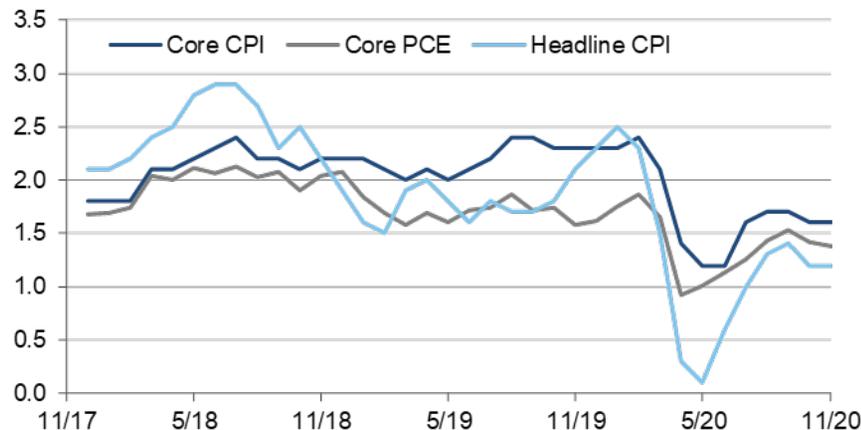
GDP growth forecasts for 2020 remain negative for most of the world except China; however, estimates for 2021 and beyond are more optimistic.



Source: Bloomberg. Forecasts based on Bloomberg survey.

## U.S Inflation

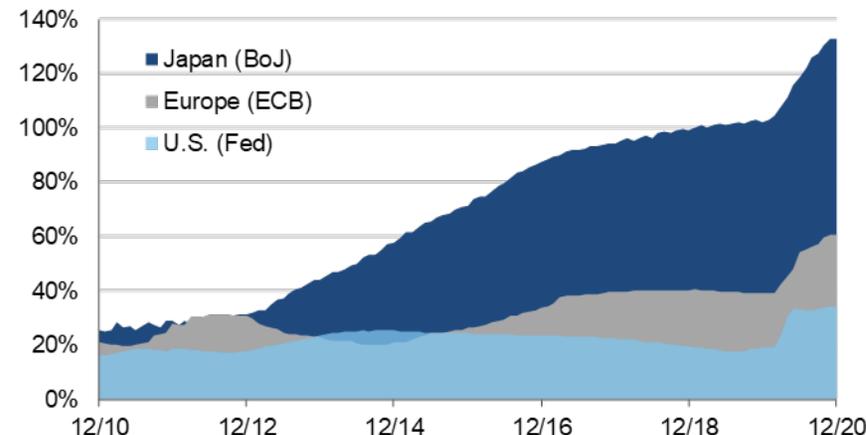
Inflation remains well below the Fed's 2% target, although pandemic-induced stimulus may cause inflation to rise in 2021.



Sources: Bureau of Labor Statistics (BLS), Bureau of Economic Analysis (BEA). Subject to one-month lag.

## Central Bank Balance Sheets as a Percentage of GDP

Despite unprecedented levels of monetary easing, the Fed has a lot more policy room to support economic activity.



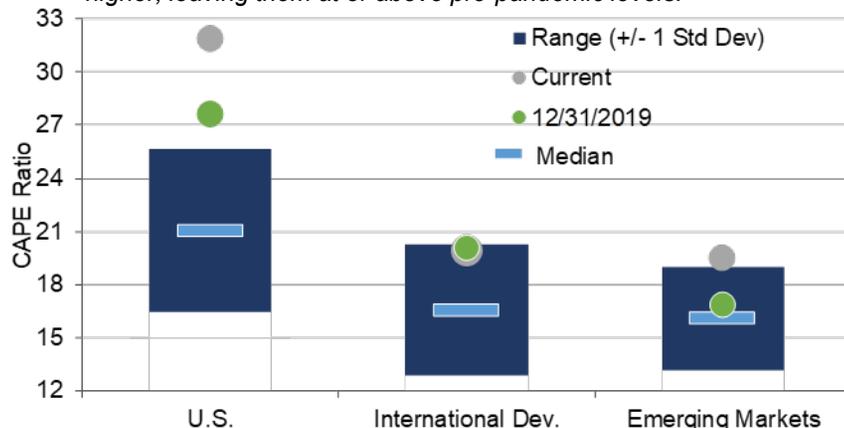
Source: Bloomberg



# EQUITY MARKET UPDATE

## Equity Valuations (Trailing 15 Years)

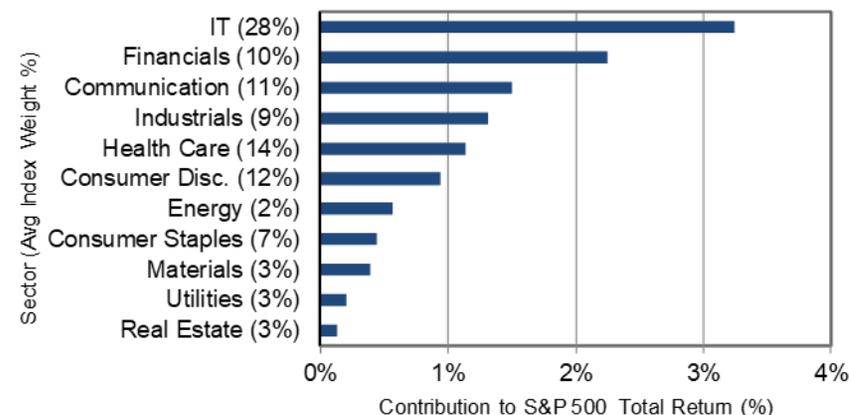
Incredibly strong fourth quarter returns pushed equity valuations even higher, leaving them at or above pre-pandemic levels.



Source: MSCI as of 12/31/20. U.S. = USA Price Return USD Index, Int. Dev = World Excluding United States Index, EM = Emerging Markets Index.

## U.S. Equities – Contribution to Return by Sector (4Q20)

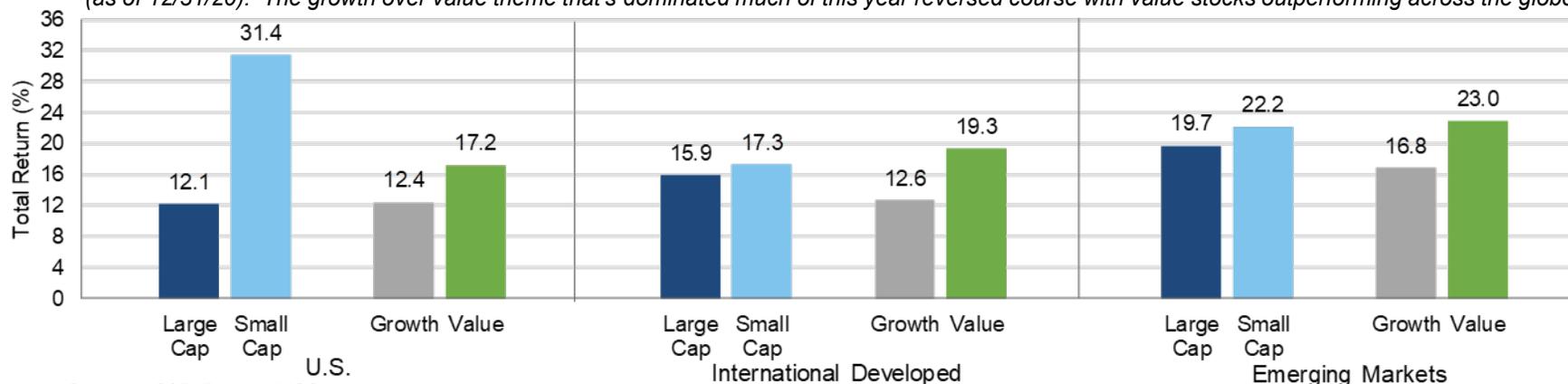
Tech was the largest contributor to performance given its sizable weight (28%), but financials at a 10% weight also had a meaningful contribution.



Source: S&P.

## Market Capitalization and Style Performance (4Q 2020)

U.S. small caps were the clear winners in the fourth quarter and returned over 30%, which brought the year-to-date return from -9% (as of 9/30/20) to +20% (as of 12/31/20). The growth over value theme that's dominated much of this year reversed course with value stocks outperforming across the globe.



Sources: S&P, Russell, MSCI.

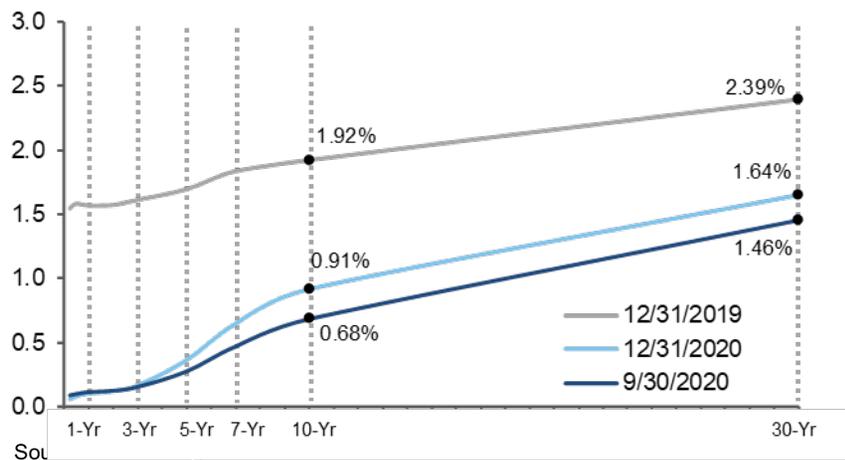
See disclosures for list of indices representing each asset class, region or country. CAPE = cyclically adjusted price/earnings ratio. Past performance does not indicate future performance and there is a possibility of a loss.



# FIXED INCOME MARKET UPDATE

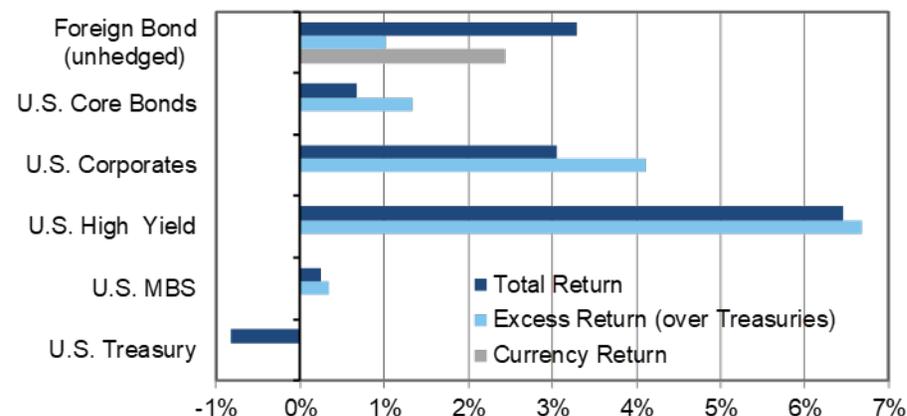
## U.S. Treasury Curve

The Treasury curve steepened in the fourth quarter with intermediate and long-dated yields rising to levels investors haven't seen since March 2020.



## Index Performance Attribution (4Q 2020)

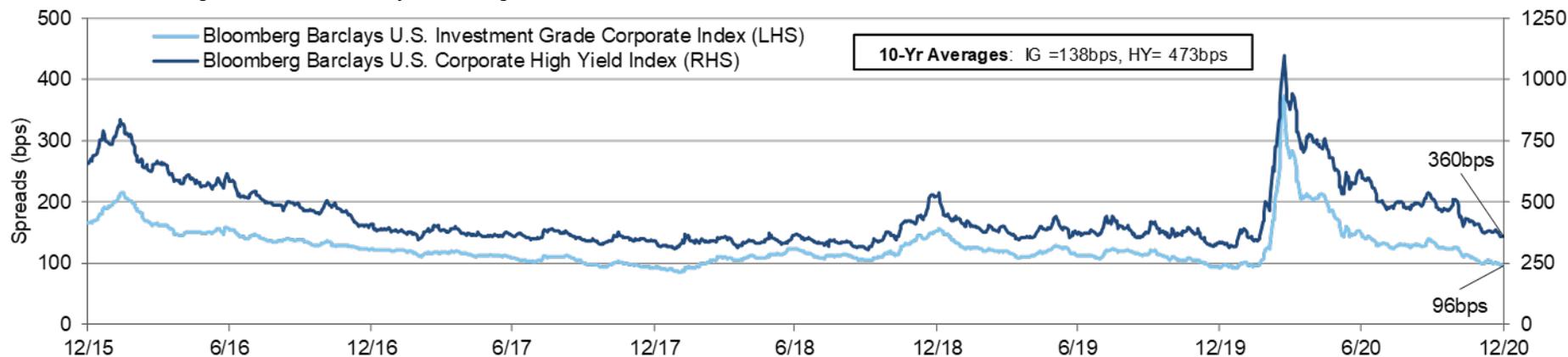
Spread tightening outpaced the rise in Treasury rates, which benefitted riskier parts of the market. U.S. dollar weakness helped foreign bonds.



Source: Bloomberg.

## Credit Market Spreads – Trailing 5 Years

Investment grade and high yield spreads had a strong finish to the year tightening 40bps and 157bps, respectively. Investment grade and high yield spreads are now trading well inside their 10-year averages.



Source: Bloomberg.

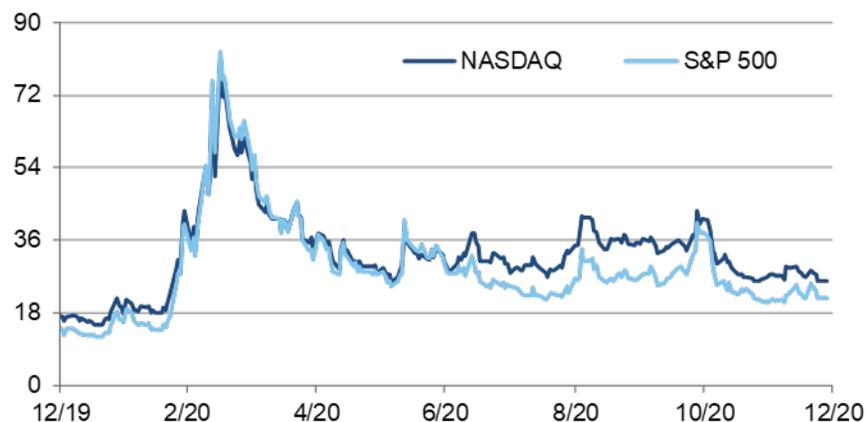
See disclosures for list of indices representing each asset class.



# MARKET THEMES

## Volatility – S&P 500 and NASDAQ

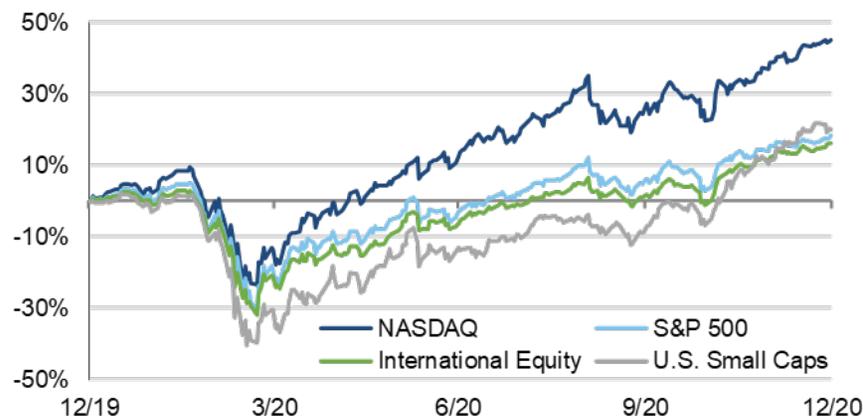
Equity volatility rose in October amid increasing COVID cases but has trended lower and is nearing longer-term averages.



Source: Bloomberg

## Equity Performance – Sector, Region, Market Cap

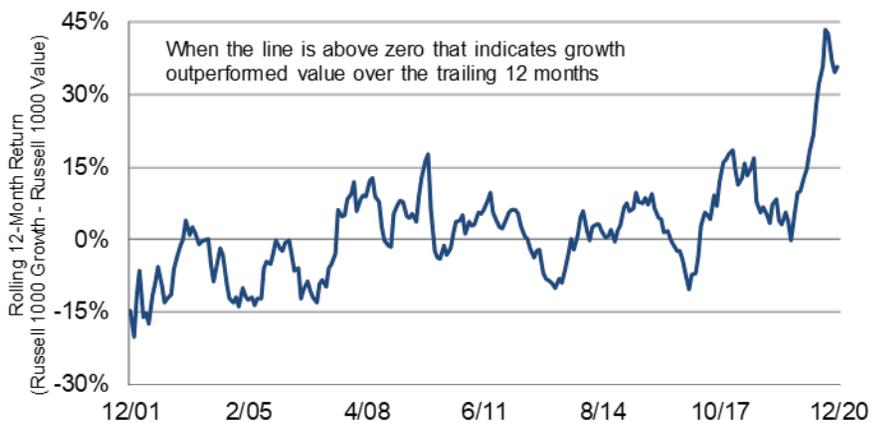
Tech stocks were the clear winners in 2020, but U.S. small caps had a stellar fourth quarter which meaningfully boosted the full year return.



Sources: NASDAQ, S&P, MSCI, Russell.

## Equity – Growth vs. Value

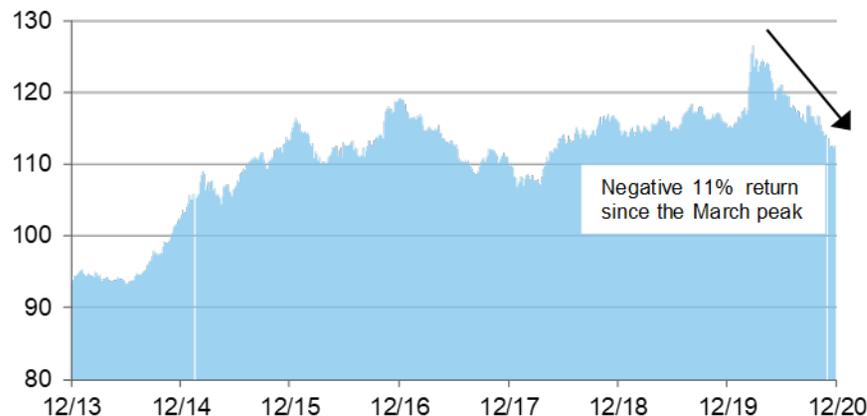
Styles have historically come in and out of favor, but COVID has served as a tailwind for technology and other service-related growth companies.



Source: Russell.

## Trade Weighted U.S. Dollar

Continued accommodative monetary and fiscal policy in the U.S. weighed on the U.S. dollar, which finished 2020 at levels last seen in mid-2018.

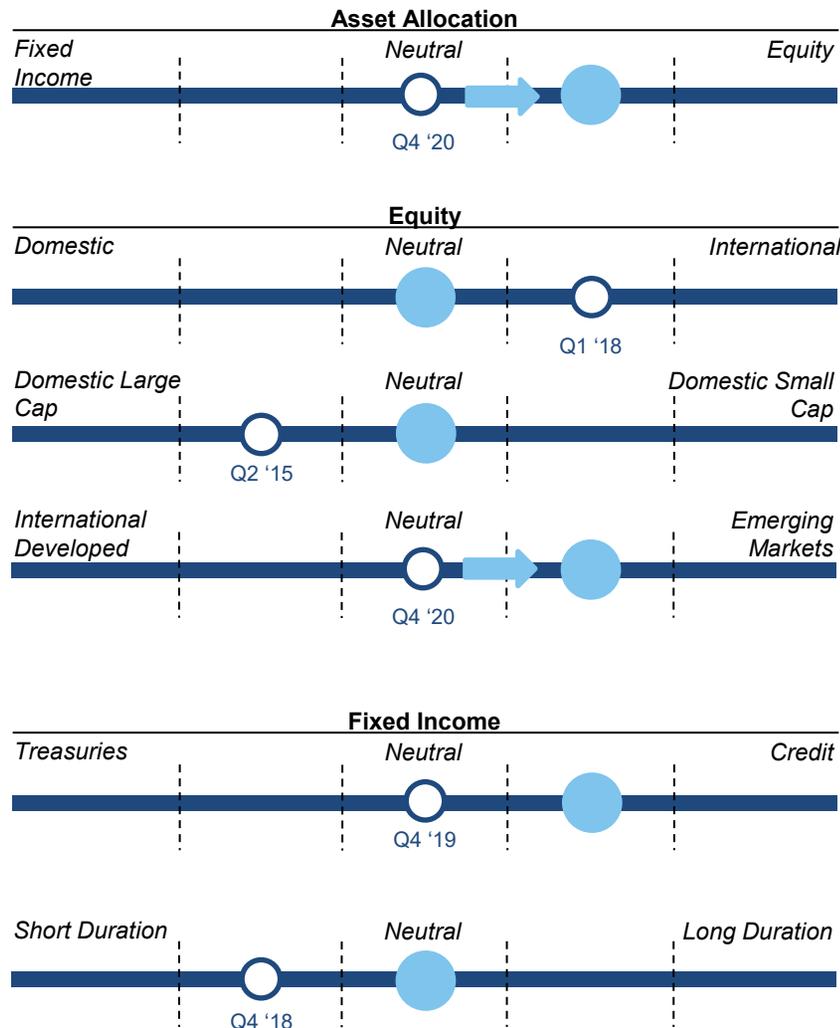


Source: Federal Reserve based on H.10 exchange rate data.

Past performance does not indicate future performance and there is a possibility of a loss.

# INVESTING VIEWPOINTS

- Current Stance
- Previous Stance (date indicates when we last changed our stance)



## Rationale

Given the Federal Open Market Committee's reduction in the Federal Funds rate to zero in response to COVID-induced lockdowns, equities are more attractive in the U.S. as a result. However, a successful vaccination effort is required to continue to support risk assets from here.

A historical analysis suggests U.S. dollar weakness is a key indicator for international outperformance relative to U.S. equities. While the environment can point to a higher likelihood of U.S. dollar weakness, which would add to the returns of international equities for U.S. investors, new and existing COVID-induced lockdowns might take their toll on international equities for some period.

Small cap equities had a volatile ride in 2020 but ended with positive momentum and are primed for an attractive environment if economic growth is higher than normal next year. However, any U.S. dollar weakness may benefit U.S. large caps with global operations more so than more domestically-focused small caps.

Emerging markets remains the most attractive forward looking return assumption in our view. It's not without more volatility and risk compared to other equity asset classes as we've seen at various periods, but in a return-seeking portfolio, emerging markets should be emphasized in our view.

In a low return world, U.S. corporate credit remains relatively more attractive than sovereign bonds. However, caution is warranted since corporate credit spreads have narrowed quickly after rapidly widening in March of last year. With an acceleration of defaults expected in high yield, as well as low spreads after the asset class has significantly recovered, forward looking returns offer some upside to sovereign bonds.

Assuming a pickup in U.S. inflation as a result of Congress being successful in passing additional spending measures, one would expect a steepening yield curve, which would negatively impact longer duration. Short duration fixed income is also unattractive since shorter-dated bonds are trading at yields that would result in negative real returns, which is also a challenge for investors.

*Helping Clients Prosper.*



**DiMEO SCHNEIDER**  
& ASSOCIATES, L.L.C.

# Simsbury Pension

Quarterly Investment Review - Fourth Quarter 2020

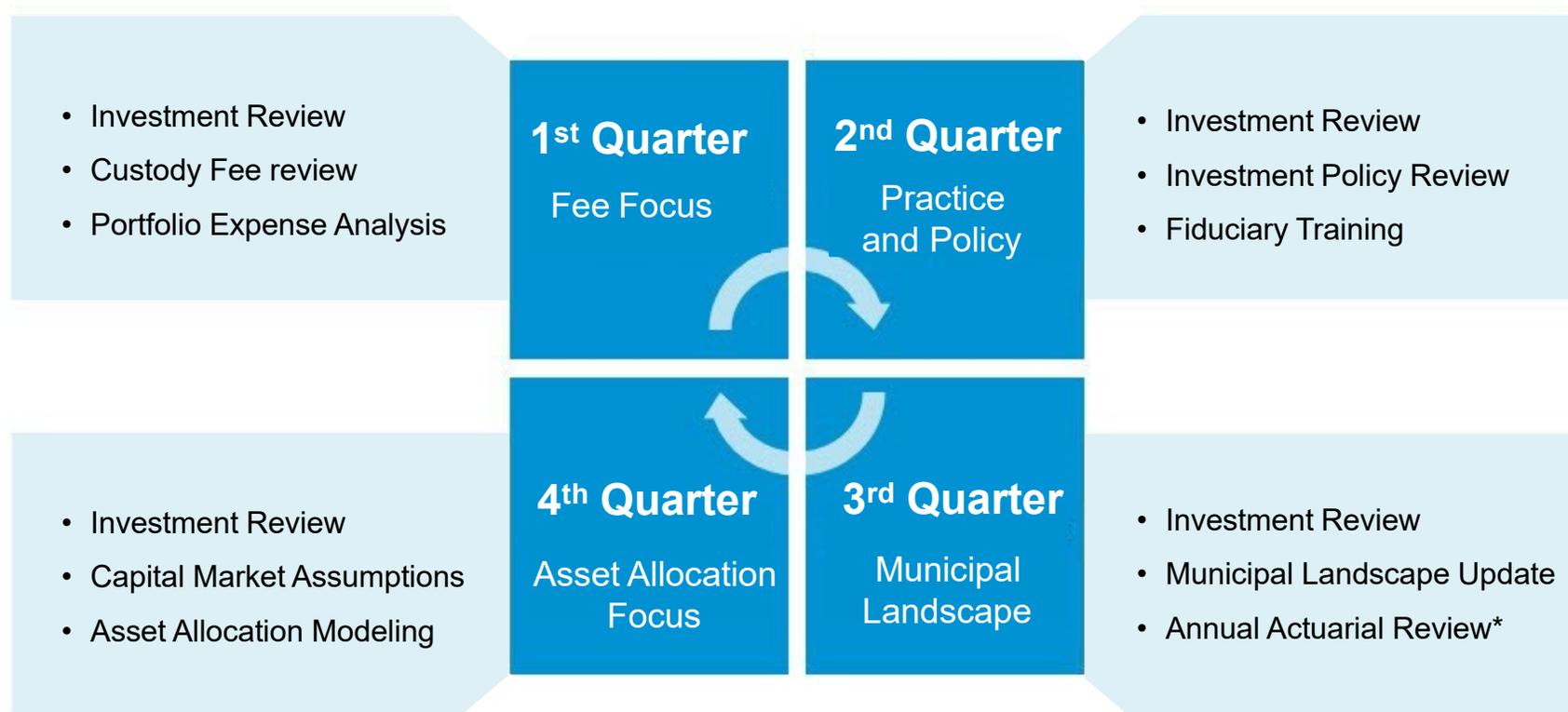
*This report is intended for the exclusive use of clients or prospective clients of DiMeo Schneider & Associates, L.L.C. Content is privileged and confidential. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecasts represent median expectations and actual returns, volatilities and correlations will differ from forecasts. Past performance does not indicate future performance.*

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# DEFINED BENEFIT FIDUCIARY GOVERNANCE CALENDAR



## FIDUCIARY TRAIL<sup>®</sup>

\*Timing of actuarial review is dependent on client's individual plan and/or fiscal year and actuarial input.

# ACTUARIAL REVIEW

<b>Town of Simsbury Government Employees' Retirement Income Plan</b>		
	<u>6/30/2020</u>	<u>6/30/2019</u>
Actuarial Value of Assets	\$24,914,721	\$24,955,570
Total Accrued Liability	\$35,415,809	\$33,014,397
Funded Ratio	70.35%	75.59%
Actuarial Return Assumption	6.75%	6.75%

Source: Milliman, 2020 GASB 67 and 68 Disclosure Report

# ACTUARIAL REVIEW

<b>Town of Simsbury Board of Education Retirement Income Plan</b>		
	<u>6/30/2020</u>	<u>6/30/2019</u>
Actuarial Value of Assets	\$24,372,129	\$23,749,717
Total Accrued Liability	\$33,363,994	\$31,771,170
Funded Ratio	73.05%	74.75%
Actuarial Return Assumption	6.75%	6.75%

Source: Milliman, 2020 GASB 67 and 68 Disclosure Report

# ACTUARIAL REVIEW

<b>Town of Simsbury Police Retirement Income Plan</b>		
	<u>6/30/2020</u>	<u>6/30/2019</u>
Actuarial Value of Assets	\$18,037,159	\$17,688,088
Total Accrued Liability	\$22,666,124	\$21,533,405
Funded Ratio	79.58%	82.14%
Actuarial Return Assumption	6.75%	6.75%

Source: Milliman, 2020 GASB 67 and 68 Disclosure Report



# ASSET ALLOCATION ANALYSIS

Asset Class	IPS Range	IPS Target	Current Allocation*
Fixed Income	22.5% - 42.5%	32.5%	30.2%
Domestic Equity	21.5% - 41.5%	31.5%	32.4%
International Equity	17.5% - 37.5%	27.5%	28.3%
Real Estate	0.0% - 7.5%	5.0%	5.0%
Inflation Protection	0.0% - 7.0%	3.5%	3.3%

\*The current allocation shown above represents the current allocation of the Simsbury Town Plan. The Board of Education and Police Plans have very similar current allocations, and all are within the allowable IPS ranges.

The current allocation is within the allowable range as stated within the Investment Policy Statement (IPS). Any portfolio adjustments that are considered will likely remain within the allowable range, but the IPS targets may need to be updated.

# ASSET ALLOCATION ANALYSIS

- Our investment philosophy is based on the belief that **Asset Allocation** is the primary determinant of long-term investment results.
- We utilize our propriety tool, **Frontier Engineer**<sup>®</sup>, as the basis for our efficient frontier analysis and the cornerstone of asset allocation decisions.
- Our Capital Markets Group develops **Capital Market Assumptions** (CMAs) for each major asset class at least annually.
  - ✓ The Capital Markets Group considers and analyzes a wide variety of factors that we believe will have the greatest impact on future returns and risks for each asset class studied.
  - ✓ CMAs are not intended to predict the future return in any one year, but to reflect realistic expectations of potential future return and risk traits over a longer term.
  - ✓ Our forecasting efforts center on developing assumptions for a **10-year horizon**. Adjustments made to extend the forecast horizon to **20 years** are grounded in our expectation that asset classes ultimately mean revert to their respective long term historical averages.
  - ✓ DiMeo Schneider's Capital Markets Team develop our CMAs based on a "building block" approach outlined in our research paper *Capital Market Forecasts*.
- **Correlations** (how asset classes behave in reference to one another) also significantly impact asset allocation analysis.
- The industry trend has been to lower **investment return assumptions** based on lower capital market expectations. Given the current market environment, full market cycle (10-year) return assumptions are lower than long term (20-year) assumptions.

# JANUARY 2021 OUTLOOK

## Key Observations

- Expectations for 2021 fiscal stimulus and wide-scale vaccination efforts inform our generally constructive view for global equity markets in 2021. Monetary policy also remains ultra-accommodative and supportive of risk assets entering the new year.
- Potential obstacles in 2021 (particularly early in the year) include the sustainability of economic growth given continued COVID-19 challenges, elevated equity valuations, historically low interest rates and tighter credit spreads.

## Capital Market Factors

- **Economic Growth:** The IMF expects U.S. real GDP to contract 4.3 percent for calendar year 2020. Meaningful economic uncertainty remains for early 2021, but the IMF is forecasting 3.1 percent real GDP growth for 2021.
- **Monetary Policy:** The Fed's balance sheet expanded dramatically in 2020. Monetary policy remains ultra-accommodative and supportive of risk assets entering 2021. The Fed committed to continue buying bonds until the economy reaches full employment and inflation stays at 2 percent.
- **Fiscal Policy:** Congress passed significant stimulus measures early in 2020 and are finalizing additional measures for 2021. Broader based fiscal stimulus and economic relief measures are expected to be pursued early in the Biden administration.
- **Inflation:** Given ultra-accommodative monetary and fiscal policy, investors are beginning to price in *some* future inflation albeit still below the Fed's 2 percent target. A more accommodative Fed means there could be greater inflation risks for 2021 and beyond.
- **Currency:** Since hitting a high on March 19, 2020, the U.S. dollar has steadily declined by 12.7 percent relative a trade-weighted basket of global currencies. This has been a tailwind for U.S. investors holding non-U.S. dollar denominated assets. Given the Fed's more accommodative stance entering 2021, we believe there is more room for the U.S. dollar to decline.

# JANUARY 2021 – LONG TERM OUTLOOK

Asset Class	12/1/20 E(R) - 20 Year	12/1/19 E(R) - 20 Year	Year Over Year Change
Cash*	0.72%	2.23%	-1.5%
TIPS	1.7%	2.9%	-1.2%
Muni Bond**	1.6%	2.4%	-0.8%
Muni High Yield**	5.2%	5.0%	0.2%
US Bond	2.1%	3.3%	-1.1%
Dynamic Bonds***	2.8%		
Global Bonds	1.8%	3.0%	-1.2%
For. Dev. Bond	1.4%	2.5%	-1.1%
HY Bond	4.4%	5.5%	-1.1%
EM Bond	2.7%	3.9%	-1.2%
Global Equity	7.7%	8.1%	-0.4%
US Equity (AC)	6.4%	6.6%	-0.2%
US Equity (LC)	6.3%	6.5%	-0.2%
US Equity (MC)	6.6%	6.7%	-0.1%
US Equity (SC)	6.7%	6.7%	0.0%
Int'l Dev. Equity	7.9%	8.3%	-0.5%
EM Equity	9.4%	10.6%	-1.2%
Real Estate	6.2%	6.4%	-0.2%
Broad Real Assets****	4.8%		
Commod. Fut.	3.2%	4.2%	-1.0%
HFoF Multi-Strat	6.3%	7.2%	-0.9%
Private Equity	9.4%	9.6%	-0.2%

\*3-month forecast

\*\*Tax equivalent yield based on highest marginal tax rate (37%)

\*\*\*33% Cash, 33% Corp HY, and 34% Global Bonds

\*\*\*\*25% TIPS, 15% Bank Loans, 30% Infrastructure, 15% REITs and 15% Commodities

## Our Investment Themes

- Cash remains an expensive opportunity cost for investors.
- Given the reductions in forward looking returns for bonds across the globe, generating positive real returns will be challenging moving forward.
- Global stock market valuations rose in 2020 with prices expanding faster than earnings capacity.
- Real Assets remain an important diversifier as the events of 2020 have likely planted some seeds for rising future inflation.

## Understanding the Asset Allocation Analysis

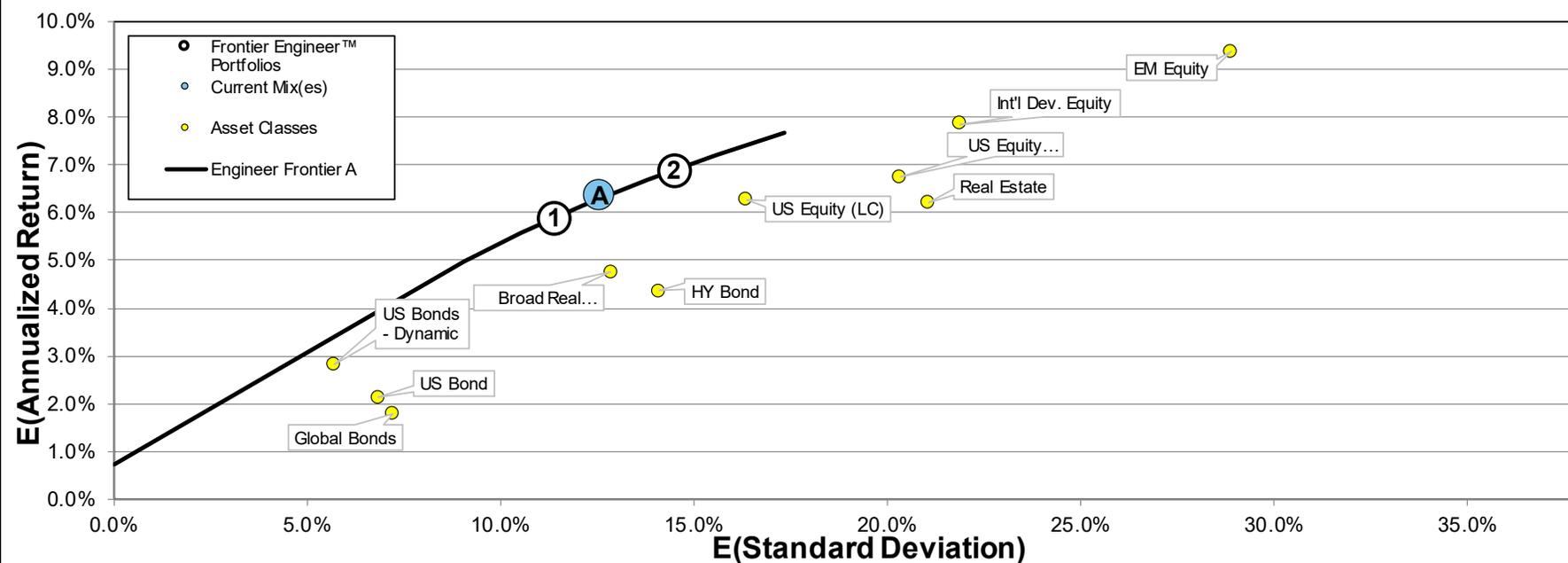
- Pension liabilities are long term in nature. The plan's current Asset Allocation target using our 'Long Term', 20-year Capital Market Assumptions is provided on the following slide.
- Additionally, we provide alternative portfolio allocations that increase and decrease the fixed income and growth asset allocations within the pension.
- These scenarios are provided for discussion purposes and should be considered in conjunction with the liability.

For additional information on forecast methodologies, please speak with your advisor. Please see Index Proxy Summary slide at the end of this presentation for summary of indexes used to represent each asset class. Past performance does not indicate future performance and there is a possibility of a loss.



# FRONTIER ENGINEER® ANALYSIS

12/31/2020	Asset Allocation														Forecasts				Past (1/88-12/20)	
	Fixed Income	Equity	Real Assets	Alternatives	US Bond	US Bonds - Dynamic	HY Bond	Global Bonds	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Real Estate	Broad Real Assets	Annualized Return	Annualized Volatility	Normal 100 Year Flood*	Non-Normal 100 Year Flood**	Annualized Return	Annualized Volatility
Current Mix (A)	33%	59%	9%		22.5%	7.5%		2.5%	21.5%	10.0%	15.8%	11.8%	5.0%	3.5%	6.4%	12.5%	-22%	-31%	8.9%	10.3%
Mix 1	40%	52%	8%		23.7%	10.0%	2.4%	3.7%	21.5%	7.2%	16.1%	7.0%	5.1%	3.4%	5.9%	11.4%	-20%	-29%	8.5%	9.2%
Mix 2	19%	72%	10%		11.1%	4.7%	1.1%	1.7%	29.8%	9.9%	22.3%	9.8%	5.8%	3.8%	6.9%	14.5%	-26%	-36%	9.1%	12.0%



<sup>1</sup>The expected one in a hundred worst case calendar year return based on normally distributed capital market assumptions from 10,000 Monte Carlo simulations. Greater losses are possible (1% expected likelihood).  
<sup>2</sup>The expected one in a hundred worst case calendar year return based on non-normally distributed capital market assumptions (factoring in skewness & kurtosis). Greater losses are possible (1% expected likelihood).  
 Historical Returns and Risk Metrics for each Mix represent back-tested calculations developed with the benefit of hindsight. Return calculations use an asset-weighted methodology based on the target asset allocation of each mix and the total return of index proxies used to represent each asset class and are gross of fees. Historical returns are hypothetical and do not represent returns earned by a client. It is not possible to invest in an index. Please see disclosures at the end of this presentation for additional important information, including index proxies used to represent each asset class. Please ask for a copy of DiMeo Schneider's white paper titled 10-Year Capital Market Forecasts. Past performance does not indicate future performance and it is possible to lose money when investing.

# Asset Allocation - Town of Simsbury

As of December 31, 2020

	Town Pension Plan		BOE Plan		Police Plan		Target (%)
	Market Value (\$)	Allocation (%)	Market Value (\$)	Allocation (%)	Market Value (\$)	Allocation (%)	
<u>Short Term Liquidity</u>							
Wells Fargo Gov't Money Market	217,709	0.7%	202,567	0.7%	138,570	0.7%	0.0%
<u>Fixed Income</u>							
Metropolitan West Total Return PI	3,081,453	10.5%	2,924,983	10.1%	2,178,526	10.2%	11.25%
Western Asset Core Plus Bond IS	3,120,872	10.6%	2,957,196	10.2%	2,205,148	10.4%	11.25%
BlackRock Strategic Income Opps K	1,964,166	6.7%	2,041,316	7.0%	1,499,489	7.1%	7.5%
Templeton Global Bond R6	<u>695,221</u>	<u>2.4%</u>	<u>671,795</u>	<u>2.3%</u>	<u>492,280</u>	<u>2.3%</u>	<u>2.5%</u>
<b>Total Fixed Income</b>	<b>8,861,713</b>	<b>30.2%</b>	<b>8,595,290</b>	<b>29.6%</b>	<b>6,375,443</b>	<b>30.0%</b>	<b>32.5%</b>
<u>Domestic Equity</u>							
Vanguard Instl Index Fund I	6,426,819	21.9%	6,537,945	22.5%	4,658,412	21.9%	21.5%
Neuberger Berman Genesis R6	<u>3,080,902</u>	<u>10.5%</u>	<u>3,106,044</u>	<u>10.7%</u>	<u>2,228,749</u>	<u>10.5%</u>	<u>10.0%</u>
<b>Total Domestic Equity</b>	<b>9,507,721</b>	<b>32.4%</b>	<b>9,643,989</b>	<b>33.2%</b>	<b>6,887,161</b>	<b>32.4%</b>	<b>31.5%</b>
<u>International Equity</u>							
Hartford International Opportunities R6	5,089,553	17.3%	5,172,117	17.8%	3,697,624	17.4%	16.5%
Templeton Instl Foreign Small Comp A	1,691,076	5.8%	1,706,825	5.9%	1,213,163	5.7%	6.0%
Vanguard Emerging Markets Adm	<u>1,526,338</u>	<u>5.2%</u>	<u>1,549,816</u>	<u>5.3%</u>	<u>1,107,859</u>	<u>5.2%</u>	<u>5.0%</u>
<b>Total International Equity</b>	<b>8,306,968</b>	<b>28.3%</b>	<b>8,428,757</b>	<b>29.0%</b>	<b>6,018,646</b>	<b>28.3%</b>	<b>27.5%</b>
<u>Real Estate</u>							
Barings Core Property Fund LP	<u>1,463,332</u>	<u>5.0%</u>	<u>1,219,443</u>	<u>4.2%</u>	<u>1,138,146</u>	<u>5.4%</u>	<u>5.0%</u>
<b>Total Real Estate</b>	<b>1,463,332</b>	<b>5.0%</b>	<b>1,219,443</b>	<b>4.2%</b>	<b>1,138,146</b>	<b>5.4%</b>	<b>5.0%</b>
<u>Inflation Protection</u>							
Vanguard Short-Term Infl Protection Adm	473,109	1.6%	459,876	1.6%	342,840	1.6%	1.75%
Credit Suisse Commodity Return I	506,090	1.7%	522,471	1.8%	364,408	1.7%	1.75%
<b>Total Inflation Protection</b>	<b>979,199</b>	<b>3.3%</b>	<b>982,346</b>	<b>3.4%</b>	<b>707,247</b>	<b>3.3%</b>	<b>3.5%</b>
	<b>29,336,641</b>	<b>100.0%</b>	<b>29,072,392</b>	<b>100.0%</b>	<b>21,265,215</b>	<b>100.0%</b>	<b>100.0%</b>

## Total Plan Performance Summary - Total Plan

As of December 31, 2020

### Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Total Plan</b>				<b>08/01/1994</b>
Beginning Market Value	73,358,010	70,936,424	12,042,857	
Net Contributions	-1,099,009	-821,207	-10,118,731	
Total Gain/Loss	7,415,247	9,559,032	77,750,122	
Ending Market Value	79,674,248	79,674,248	79,674,248	

### Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
<b>Oct-2020</b>	
Blmbg. Barc. U.S. Aggregate Index	30.00
FTSE World Government Bond Index	2.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

### Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Total Plan</b>	<b>10.2</b>	<b>13.9</b>	<b>8.1</b>	<b>9.3</b>	<b>7.0</b>	<b>7.5</b>	<b>7.7</b>	<b>08/01/1994</b>
<i>Simsbury Pension Benchmark</i>	<i>9.9</i>	<i>13.0</i>	<i>8.1</i>	<i>9.4</i>	<i>7.3</i>	<i>7.7</i>	<i>7.9</i>	
Difference	0.3	0.9	0.0	-0.1	-0.3	-0.2	-0.2	

### Calendar Year Performance Summary

	2019	2018	2017	2016	2015	2014	2013	2012
<b>Total Plan</b>	<b>18.9</b>	<b>-6.6</b>	<b>14.7</b>	<b>7.4</b>	<b>-0.1</b>	<b>3.1</b>	<b>14.4</b>	<b>12.6</b>
<i>Simsbury Pension Benchmark</i>	<i>18.6</i>	<i>-5.8</i>	<i>15.8</i>	<i>7.5</i>	<i>-0.8</i>	<i>4.9</i>	<i>14.3</i>	<i>11.6</i>
Difference	0.3	-0.8	-1.1	-0.1	0.7	-1.8	0.1	1.0

Investment performance history data prior to 7/1/2011 was sourced from prior consultant.

## Total Plan Performance Summary - Town Plan

As of December 31, 2020

### Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Town Plan</b>				<b>08/01/1994</b>
Beginning Market Value	27,111,406	26,427,064	4,896,705	
Net Contributions	-489,898	-558,796	-5,303,181	
Total Gain/Loss	2,715,133	3,468,374	29,743,117	
Ending Market Value	29,336,641	29,336,641	29,336,641	

### Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
<b>Oct-2020</b>	
Blmbg. Barc. U.S. Aggregate Index	30.00
FTSE World Government Bond Index	2.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

### Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Town Plan</b>	<b>10.2</b>	<b>13.8</b>	<b>8.1</b>	<b>9.3</b>	<b>7.0</b>	<b>7.5</b>	<b>7.7</b>	<b>08/01/1994</b>
<i>Simsbury Pension Benchmark</i>	9.9	13.0	8.1	9.4	7.3	7.7	7.9	
Difference	0.3	0.8	0.0	-0.1	-0.3	-0.2	-0.2	

### Calendar Year Performance Summary

	2019	2018	2017	2016	2015	2014	2013	2012
<b>Town Plan</b>	<b>18.9</b>	<b>-6.6</b>	<b>14.7</b>	<b>7.4</b>	<b>-0.2</b>	<b>3.2</b>	<b>14.5</b>	<b>12.6</b>
<i>Simsbury Pension Benchmark</i>	18.6	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6
Difference	0.3	-0.8	-1.1	-0.1	0.6	-1.7	0.2	1.0

Investment performance history data prior to 7/1/2011 was sourced from prior consultant.

# Total Plan Performance Summary - BOE Plan

As of December 31, 2020

## Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Board of Education</b>				<b>08/01/1994</b>
Beginning Market Value	26,691,937	25,609,898	3,743,350	
Net Contributions	-359,747	-104,564	229,788	
Total Gain/Loss	2,740,201	3,567,058	25,099,254	
Ending Market Value	29,072,392	29,072,392	29,072,392	

## Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
<b>Oct-2020</b>	
Blmbg. Barc. U.S. Aggregate Index	30.00
FTSE World Government Bond Index	2.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

## Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Board of Education</b>	<b>10.4</b>	<b>14.0</b>	<b>8.2</b>	<b>9.3</b>	<b>7.0</b>	<b>7.5</b>	<b>7.7</b>	<b>08/01/1994</b>
<i>Simsbury Pension Benchmark</i>	<i>9.9</i>	<i>13.0</i>	<i>8.1</i>	<i>9.4</i>	<i>7.3</i>	<i>7.7</i>	<i>7.9</i>	
Difference	0.5	1.0	0.1	-0.1	-0.3	-0.2	-0.2	

## Calendar Year Performance Summary

	2019	2018	2017	2016	2015	2014	2013	2012
<b>Board of Education</b>	<b>19.0</b>	<b>-6.7</b>	<b>14.8</b>	<b>7.4</b>	<b>0.0</b>	<b>3.0</b>	<b>14.4</b>	<b>12.6</b>
<i>Simsbury Pension Benchmark</i>	<i>18.6</i>	<i>-5.8</i>	<i>15.8</i>	<i>7.5</i>	<i>-0.8</i>	<i>4.9</i>	<i>14.3</i>	<i>11.6</i>
Difference	0.4	-0.9	-1.0	-0.1	0.8	-1.9	0.1	1.0

Investment performance history data prior to 7/1/2011 was sourced from prior consultant.

## Total Plan Performance Summary - Police Plan

As of December 31, 2020

### Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Police Plan</b>				<b>08/01/1994</b>
Beginning Market Value	19,554,667	18,899,462	3,402,802	
Net Contributions	-249,364	-157,847	-5,045,338	
Total Gain/Loss	1,959,913	2,523,599	22,907,750	
Ending Market Value	21,265,215	21,265,215	21,265,215	

### Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
<b>Oct-2020</b>	
Blmbg. Barc. U.S. Aggregate Index	30.00
FTSE World Government Bond Index	2.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

### Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Police Plan</b>	<b>10.1</b>	<b>13.8</b>	<b>8.1</b>	<b>9.2</b>	<b>7.0</b>	<b>7.5</b>	<b>7.7</b>	<b>08/01/1994</b>
<i>Simsbury Pension Benchmark</i>	<i>9.9</i>	<i>13.0</i>	<i>8.1</i>	<i>9.4</i>	<i>7.3</i>	<i>7.7</i>	<i>7.9</i>	
Difference	0.2	0.8	0.0	-0.2	-0.3	-0.2	-0.2	

### Calendar Year Performance Summary

	2019	2018	2017	2016	2015	2014	2013	2012
<b>Police Plan</b>	<b>18.8</b>	<b>-6.6</b>	<b>14.7</b>	<b>7.4</b>	<b>-0.1</b>	<b>3.2</b>	<b>14.3</b>	<b>12.5</b>
<i>Simsbury Pension Benchmark</i>	<i>18.6</i>	<i>-5.8</i>	<i>15.8</i>	<i>7.5</i>	<i>-0.8</i>	<i>4.9</i>	<i>14.3</i>	<i>11.6</i>
Difference	0.2	-0.8	-1.1	-0.1	0.7	-1.7	0.0	0.9

Investment performance history data prior to 7/1/2011 was sourced from prior consultant.

# Manager Performance Overview

## Simsbury Pension

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since DSA's Inception Dec-2012 To Dec-2020	Inception Date
<b>Total Plan</b>	<b>10.2</b>	<b>13.9</b>	<b>8.1</b>	<b>9.3</b>	<b>7.5</b>	<b>7.7</b>	<b>8.0</b>	<b>08/01/1994</b>
<i>Simsbury Pension Benchmark</i>	9.9	13.0	8.1	9.4	7.7	7.9	8.2	
<b>Wells Fargo Government Money Market Fund I</b>	<b>0.0</b>	<b>0.3</b>	<b>1.4</b>	<b>1.0</b>	<b>N/A</b>	<b>0.6</b>	<b>0.6</b>	<b>11/01/2012</b>
<i>90 Day U.S. Treasury Bill</i>	0.0	0.7	1.6	1.2	N/A	0.7	0.7	
<b>Fixed Income</b>	<b>2.5</b>	<b>6.7</b>	<b>5.0</b>	<b>4.8</b>	<b>N/A</b>	<b>4.0</b>	<b>3.5</b>	<b>07/01/2011</b>
<i>Fixed Income Composite Benchmark</i>	0.8	7.7	5.3	4.5	N/A	3.4	3.0	
<b>Metropolitan West Total Return Bond PI</b>	<b>1.3 (82)</b>	<b>9.2 (35)</b>	<b>6.1 (30)</b>	<b>4.9 (61)</b>	<b>N/A</b>	<b>3.9 (34)</b>	<b>3.9 (34)</b>	<b>12/01/2012</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.7	7.5	5.3	4.4	N/A	3.3	3.3	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	2.0	8.5	5.6	5.1	N/A	3.6	3.6	
<b>Western Asset Core Plus Bond IS</b>	<b>3.2 (8)</b>	<b>9.5 (30)</b>	<b>6.6 (16)</b>	<b>6.3 (8)</b>	<b>N/A</b>	<b>5.4 (2)</b>	<b>N/A</b>	<b>11/01/2014</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.7	7.5	5.3	4.4	N/A	3.8	N/A	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	2.0	8.5	5.6	5.1	N/A	4.0	N/A	
<b>BlackRock Strategic Income Opportunities K</b>	<b>4.1 (42)</b>	<b>7.3 (14)</b>	<b>4.8 (19)</b>	<b>4.6 (41)</b>	<b>N/A</b>	<b>3.6 (19)</b>	<b>N/A</b>	<b>07/01/2014</b>
<i>Libor (3 month)</i>	0.1	1.1	1.9	1.5	N/A	1.2	N/A	
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.7	7.5	5.3	4.4	N/A	3.8	N/A	
IM Alternative Credit Focus (MF) Median	3.9	4.2	3.6	4.3	N/A	2.6	N/A	
<b>Templeton Global Bond R6</b>	<b>0.8 (91)</b>	<b>-4.1 (100)</b>	<b>-0.5 (100)</b>	<b>1.6 (99)</b>	<b>N/A</b>	<b>1.2 (94)</b>	<b>1.2 (94)</b>	<b>12/01/2012</b>
<i>FTSE World Government Bond Index</i>	2.8	10.1	5.0	4.8	N/A	1.8	1.8	
IM Global Fixed Income (MF) Median	3.6	8.1	4.8	4.8	N/A	2.5	2.5	
<b>Domestic Equity</b>	<b>14.9</b>	<b>20.9</b>	<b>14.6</b>	<b>15.6</b>	<b>N/A</b>	<b>13.3</b>	<b>14.9</b>	<b>07/01/2011</b>
<i>Russell 3000 Index</i>	14.7	20.9	14.5	15.4	N/A	13.8	15.2	
<b>Vanguard Institutional Index I</b>	<b>12.1 (48)</b>	<b>18.4 (40)</b>	<b>14.2 (30)</b>	<b>15.2 (20)</b>	<b>N/A</b>	<b>15.1 (18)</b>	<b>15.1 (18)</b>	<b>12/01/2012</b>
<i>S&amp;P 500 Index</i>	12.1	18.4	14.2	15.2	N/A	15.1	15.1	
IM U.S. Large Cap Core Equity (MF) Median	12.0	16.0	12.4	13.6	N/A	13.7	13.7	

Returns for periods less than one year are not annualized.

## Manager Performance Overview

### Simsbury Pension

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since DSA's Inception Dec-2012 To Dec-2020	Inception Date
<b>Neuberger Berman Genesis R6</b>	<b>20.7 (98)</b>	<b>25.2 (7)</b>	<b>15.0 (1)</b>	<b>15.8 (1)</b>	<b>N/A</b>	<b>14.0 (3)</b>	<b>14.0 (3)</b>	<b>12/01/2012</b>
<i>Russell 2000 Index</i>	31.4	20.0	10.2	13.3	N/A	13.0	13.0	
IM U.S. Small Cap Core Equity (MF) Median	28.4	10.4	6.3	10.3	N/A	11.0	11.0	
<b>International Equity</b>	<b>16.7</b>	<b>17.7</b>	<b>6.4</b>	<b>9.4</b>	<b>N/A</b>	<b>5.3</b>	<b>7.2</b>	<b>07/01/2011</b>
<i>International Equity Composite Benchmark</i>	17.6	12.5	5.1	9.6	N/A	5.4	7.3	
<b>Hartford International Opportunities R6</b>	<b>17.3 (34)</b>	<b>20.8 (8)</b>	<b>7.4 (8)</b>	<b>9.4 (1)</b>	<b>N/A</b>	<b>7.3 (1)</b>	<b>N/A</b>	<b>10/01/2014</b>
<i>MSCI AC World ex USA (Net)</i>	17.0	10.7	4.9	8.9	N/A	5.4	N/A	
IM International Large Cap Core Equity (MF) Median	16.1	8.5	4.2	6.7	N/A	3.7	N/A	
<b>Templeton Instl Foreign Small Comp A</b>	<b>14.6 (96)</b>	<b>9.0 (51)</b>	<b>3.0 (38)</b>	<b>7.7 (56)</b>	<b>N/A</b>	<b>7.6 (49)</b>	<b>7.6 (49)</b>	<b>12/01/2012</b>
<i>MSCI AC World ex USA Small Cap (Net)</i>	18.6	14.2	4.6	9.4	N/A	8.4	8.4	
IM International SMID Cap Core Equity (MF) Median	19.5	9.0	1.8	8.0	N/A	7.1	7.1	
<b>Vanguard Emerging Markets Stock Adm</b>	<b>16.9 (79)</b>	<b>15.2 (64)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>13.9 (62)</b>	<b>N/A</b>	<b>03/01/2019</b>
<i>FTSE Emerging All Cap China Spliced Index</i>	17.5	15.5	N/A	N/A	N/A	14.0	N/A	
IM Emerging Markets Equity (MF) Median	19.1	17.5	N/A	N/A	N/A	15.4	N/A	
<b>Real Estate</b>	<b>0.2</b>	<b>-0.3</b>	<b>3.9</b>	<b>5.4</b>	<b>N/A</b>	<b>5.3</b>	<b>4.6</b>	<b>07/01/2011</b>
<i>NCREIF Fund Index - ODCE (net)</i>	1.3	0.5	4.1	5.3	N/A	8.5	8.2	
<b>Barings Core Property Fund LP</b>	<b>0.2</b>	<b>-0.3</b>	<b>3.9</b>	<b>5.4</b>	<b>N/A</b>	<b>6.9</b>	<b>N/A</b>	<b>10/01/2013</b>
<i>NCREIF Fund Index - ODCE (net)</i>	1.3	0.5	4.1	5.3	N/A	7.5	N/A	

Returns for periods less than one year are not annualized.

## Manager Performance Overview

Simsbury Pension

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since DSA's Inception Dec-2012 To Dec-2020	Inception Date
<b>Inflation Protection</b>	<b>5.3</b>	<b>-2.8</b>	<b>-3.3</b>	<b>1.4</b>	<b>N/A</b>	<b>-3.4</b>	<b>-3.5</b>	<b>11/01/2012</b>
<i>Short Term Inflation Protection Benchmark</i>	5.7	-3.7	-1.7	2.1	N/A	-2.1	-2.0	
<b>Vanguard Short-Term Inflation Protection Adm</b>	<b>1.3 (90)</b>	<b>5.0 (93)</b>	<b>3.4 (83)</b>	<b>2.8 (89)</b>	<b>N/A</b>	<b>1.7 (87)</b>	<b>N/A</b>	<b>03/01/2014</b>
<i>Bloomberg Barclays US TIPS 0-5 Year Index</i>	1.3	5.1	3.5	2.8	N/A	1.8	N/A	
IM U.S. TIPS (MF) Median	1.8	9.6	5.1	4.4	N/A	2.8	N/A	
<b>Credit Suisse Commodity Return I</b>	<b>9.3 (85)</b>	<b>-1.1 (44)</b>	<b>-2.2 (52)</b>	<b>1.3 (57)</b>	<b>N/A</b>	<b>-6.5 (57)</b>	<b>N/A</b>	<b>03/01/2014</b>
<i>Bloomberg Commodity Index Total Return</i>	10.2	-3.1	-2.5	1.0	N/A	-6.8	N/A	
IM Commodities General (MF) Median	12.5	-1.3	-2.2	1.7	N/A	-6.2	N/A	

The inception date expressed on the Manager Performance Overview page(s) represents the first day of the first full month following the purchase of the investment. Performance figures shown at the fund level begin on this inception date. Your performance may differ slightly if the fund was purchased during the previous month. Actual performance is captured at the total plan level.

Investment returns are derived from custodian valuations and may deviate slightly from fund level returns displayed in other pages in your report which can result in minor differences in universe rankings. Mutual fund performance may differ from the current share class's historical performance due to share class exchanges.

## Manager Commentary

As of December 31, 2020

Manager	Manager Status	Comments
<b>Fixed Income</b>		
Metropolitan West Total Return PI (MWTSX)	Maintain	<p>4Q 2020 – The fixed income strategy produced a positive return during the fourth quarter and outperformed the Bloomberg Barclays U.S. Aggregate Bond Index. Fixed income markets produced a positive return for the period driven primarily by spread sectors. The yield of the 10-year U.S. Treasury moved higher during the period, ending the year at 0.93%. The team at MetWest continues to have a cautious view on the market. As such, the team continued to trim the corporate exposure during the quarter, taking profits on the back of tightening credit spreads. The portfolio remains underweight corporate credit duration and maintains a modest allocation to high yield. The portfolio is underweight duration as rates remain near all-time lows.</p> <p>(+) Issue selection had the largest positive impact on relative results in the period, with favorable performance within corporates and securitized.</p> <p>(+) An underweight to government bonds contributed to returns.</p> <p>(+) A lower duration profile relative to the benchmark was beneficial in the rising interest rate environment.</p> <p>(-) An underweight allocation to corporate bonds detracted from relative results.</p>
Western Asset Core Plus IS (WAPSX)	Maintain	<p>4Q 2020 – The fixed income strategy produced a positive return during the fourth quarter and outpaced the Bloomberg Barclays U.S. Aggregate Bond Index. Fixed income markets moved modestly higher during the quarter on the back of tightening credit spreads. Interest rates generally rose during the period, which proved to be a headwind for most fixed income securities.</p> <p>(+) An overweight to spread sectors, notably investment grade and high yield corporates as well as emerging market debt, had a positive impact.</p> <p>(+) Exposure to TIPS proved beneficial as breakeven inflation rates moved higher.</p> <p>(-) Yield curve positioning detracted modestly from relative results.</p>
BlackRock Strategic Income Opportunities K (BSIKX)	Maintain	<p>4Q 2020 – The strategy produced a positive return during the quarter outperforming the Bloomberg Barclays US Aggregate. The investment grade fixed income market produced a positive return in the fourth quarter. Interest rates moved generally higher and U.S. corporate credit spreads tightened in the risk-on environment.</p> <p>(+) Exposure to European and Asian credit added to relative returns as spreads compressed</p> <p>(+) Out of benchmark allocations to US corporate high yield added to relative returns</p> <p>(+) Duration positioning across the portfolio was beneficial relative to the benchmark in the rising interest rate environment.</p>
Templeton Global Bond R6 (FBNRX)	Maintain	<p>4Q 2020 - Templeton Global Bond produced a positive return during the quarter but underperformed its benchmark. The investment grade fixed income market produced a positive return in the fourth quarter. Interest rates moved generally higher and U.S. corporate credit spreads tightened in the risk-on environment.</p> <p>(-) The strategy's higher quality allocations detracted from relative returns as risk assets continued to rally during the quarter</p> <p>(-) Underweight Eurozone duration detracted from returns</p>

## Manager Commentary

As of December 31, 2020

Manager	Manager Status	Comments
<b>Domestic Equity</b>		
Vanguard Institutional Index I (VINIX)	Maintain	In accordance with its objective, the Vanguard Institutional Index Fund sufficiently tracked its index during the quarter.
Neuberger Berman Genesis R6 (NBGIX)	Maintain	4Q 2020 - Commentary not available at time of report production.
<b>International Equity</b>		
Hartford International Opportunities R6 (HAOYX)	Maintain	4Q 2020 - Commentary not available at time of report production.
Templeton Instl Foreign Smaller Companies Ser A (TFSCX)	Maintain	4Q 2020 - Commentary not available at time of report production.
Vanguard Emerging Markets Stock Adm (VEMAX)	Maintain	In accordance with its objective, the Vanguard Emerging Markets Stock Index Fund sufficiently tracked its index during the quarter with moderate tracking error due to international fair value pricing.

## Manager Commentary

As of December 31, 2020

Manager	Manager Status	Comments
<b>Real Estate</b>		
Barings Core Property Fund LP	Maintain	4Q 2020 - Commentary not available at time of report production.
<b>Inflation Protection</b>		
Vanguard Short-Term Inflation Protection Adm (VTAPX)	Maintain	In accordance with its objective, the Vanguard Short Term Inflation Protected Securities Index Fund sufficiently tracked its index during the quarter.
Credit Suisse Commodity Return I (CRSOX)	Maintain	4Q 2020 - Commentary not available at time of report production.

## Manager Gain/Loss Summary

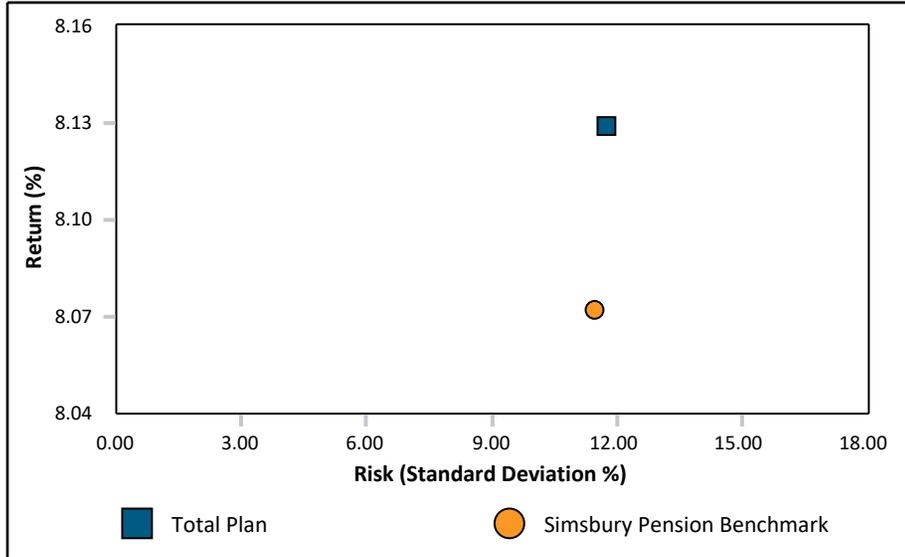
### Total Plan

	Market Value As of 10/01/2020	Net Flows	Return On Investment	Market Value As of 12/31/2020
Town Plan	27,111,406	-489,898	2,715,133	29,336,641
Board of Education	26,691,937	-359,747	2,740,201	29,072,392
Police Plan	19,554,667	-249,364	1,959,913	21,265,215
Total Plan	73,358,010	-1,099,009	7,415,247	79,674,248

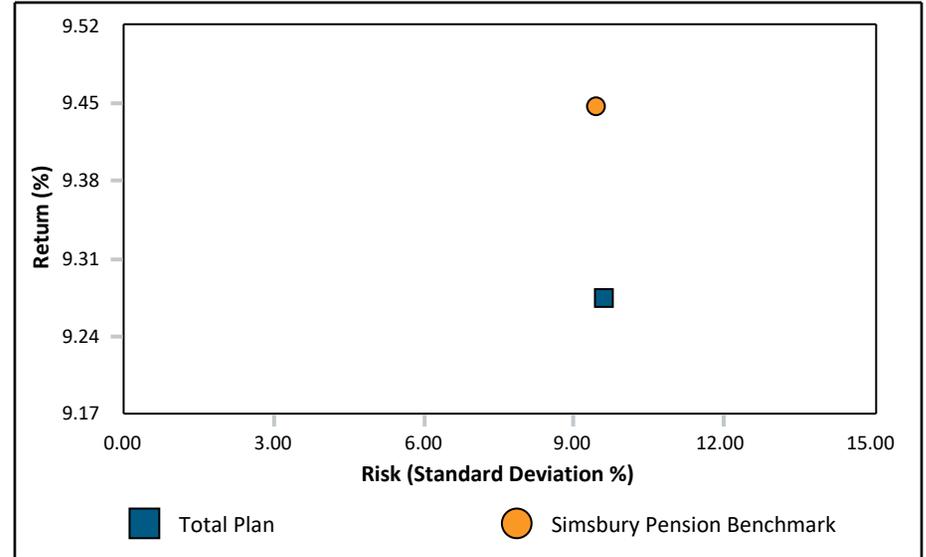
# Risk vs Return

As of December 31, 2020

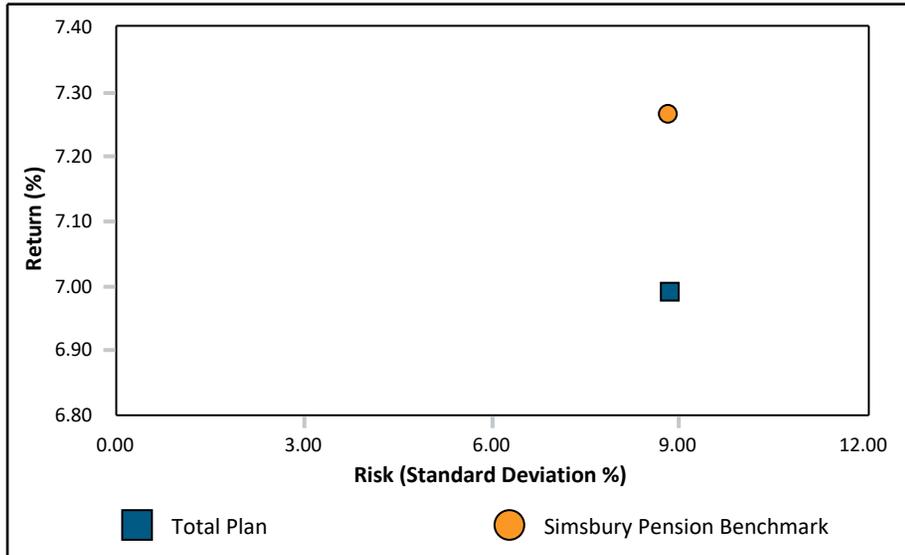
### 3 Year Risk and Return



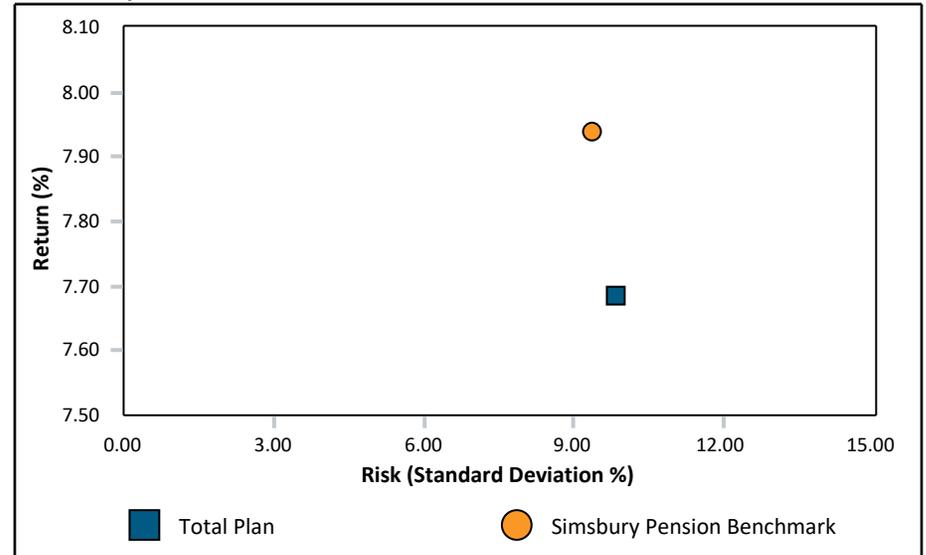
### 5 Year Risk and Return



### 7 Year Risk and Return



### Since Inception Risk and Return



# MPT Statistical Data

As of December 31, 2020

## 3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	8.13	11.80	7.85	0.58	0.07	1.31	0.99	1.02	-0.09
Simsbury Pension Benchmark	8.07	11.48	7.46	0.59	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.61	0.27	0.00	N/A	-0.59	11.61	0.21	-0.01	1.70

## 5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	9.27	9.63	6.28	0.84	-0.12	1.24	0.98	1.01	-0.22
Simsbury Pension Benchmark	9.45	9.47	6.00	0.87	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.18	0.27	0.01	N/A	-0.87	9.56	0.10	-0.01	1.27

## 7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	6.99	8.86	5.73	0.71	-0.21	1.24	0.98	0.99	-0.21
Simsbury Pension Benchmark	7.27	8.83	5.53	0.74	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.27	0.01	N/A	-0.74	8.88	0.04	-0.01	0.90

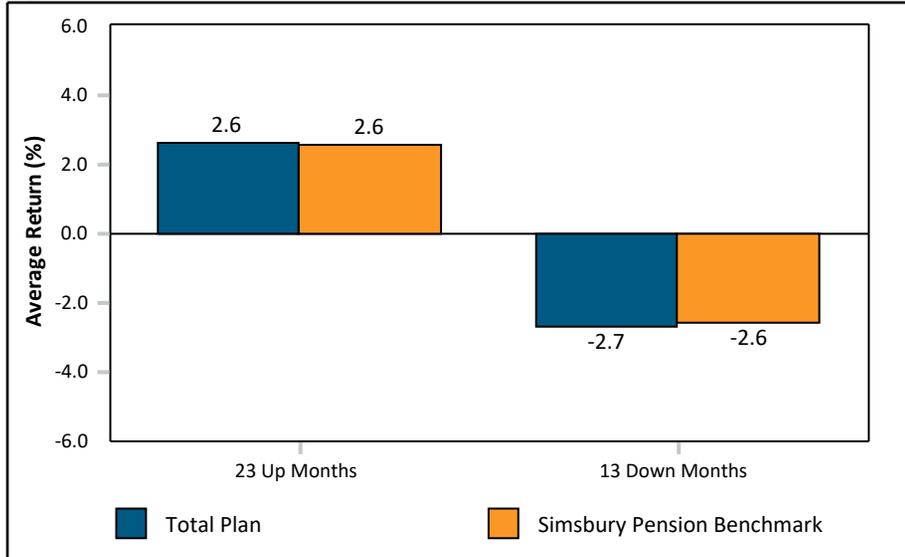
## Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Total Plan	7.68	9.84	6.54	0.56	-0.15	1.32	0.98	1.04	-0.53	08/01/1994
Simsbury Pension Benchmark	7.94	9.37	6.12	0.61	N/A	0.00	1.00	1.00	0.00	08/01/1994
90 Day U.S. Treasury Bill	2.41	0.64	0.01	N/A	-0.61	9.40	0.00	0.00	2.41	08/01/1994

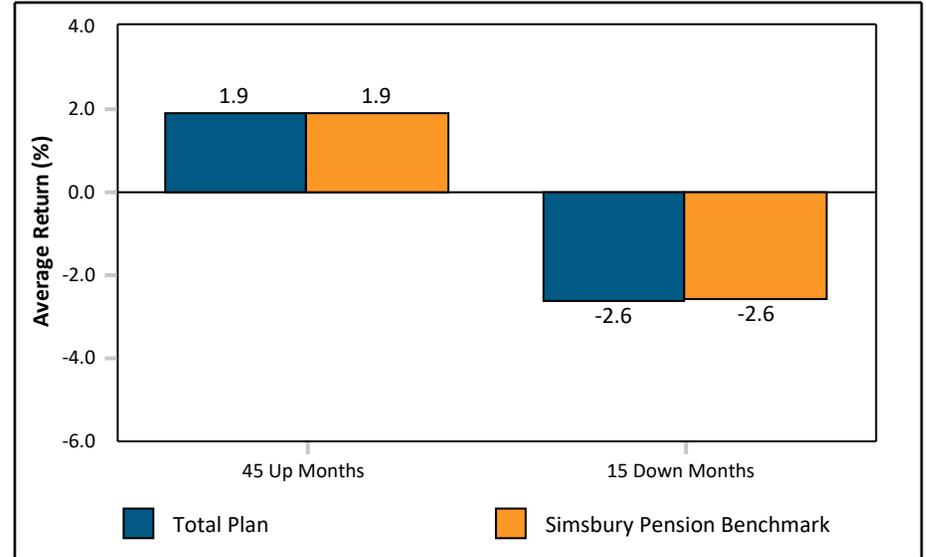
# Market Capture Report

As of December 31, 2020

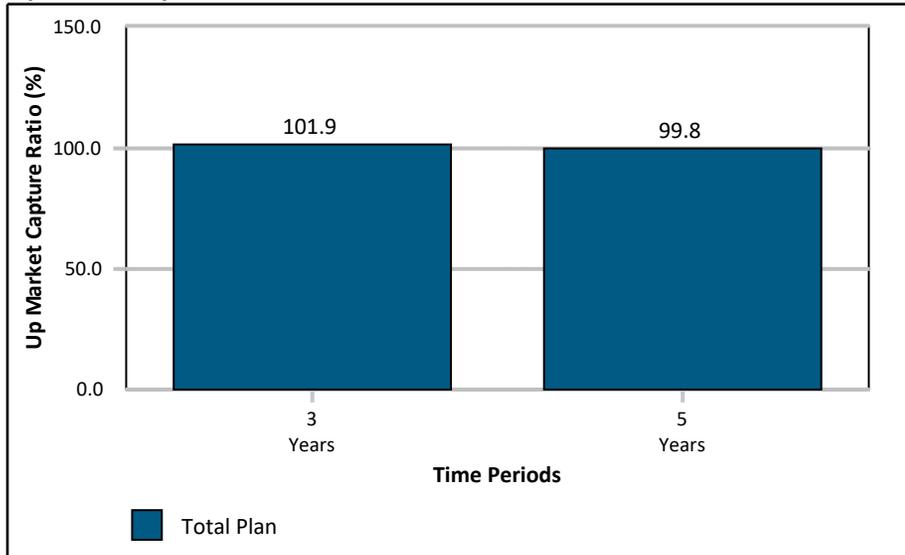
### Up/Down Markets - 3 Years



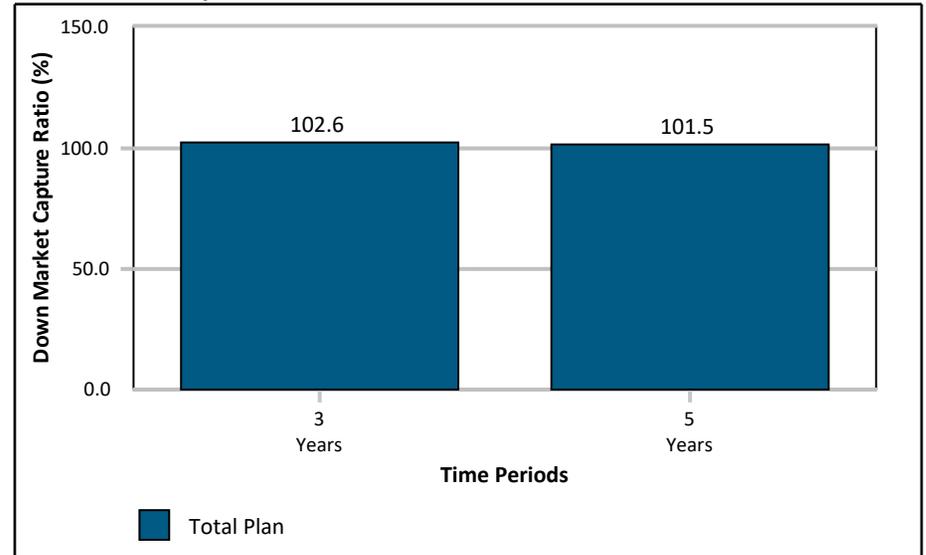
### Up/Down Markets - 5 Years



### Up Market Capture Ratio



### Down Market Capture Ratio



## Estimated Fee Analysis

As of December 31, 2020

MANAGER	MARKET VALUE	ANNUALIZED FEE (\$)	ANNUALIZED FEE (%)
Metropolitan West Total Return PI	8,184,962	31,103	0.38%
Western Asset Core Plus Bond IS	8,283,216	34,790	0.42%
BlackRock Strategic Income Opportunities K	5,504,971	41,838	0.76%
Templeton Global Bond R6	1,859,296	10,412	0.56%
Vanguard Institutional Index I	17,623,176	6,168	0.035%
Neuberger Berman Genesis R6	8,415,695	63,118	0.75%
Hartford International Opportunities R6	13,959,294	99,111	0.71%
Templeton Instl Foreign Small Comp A	4,611,064	47,494	1.03%
Vanguard Emerging Markets Adm	4,184,013	5,858	0.14%
Barings Core Property Fund LP*	3,820,921	37,254	0.975%
Vanguard Short-Term Inflation Protection Adm	1,275,824	765	0.06%
Credit Suisse Commodity Return I	1,392,968	10,865	0.78%
<b>TOTAL Portfolio*</b>	<b>\$79,115,401</b>	<b>\$388,775</b>	<b>0.49%</b>

*NOTE: Market value does not include Cash Value*

\*The base management fee for Barings Core Property Fund LP was reduced to 1.00% effective 10/1/2018 for account values under \$25 million. The fee of 0.975% includes a 2.5% discount applicable for FIA's clients. In addition, Barings has implemented a performance based discount should the fund's trailing 12-month return fail to exceed the management fee by at least 6%. The fee reported above does not reflect a performance based discount, if applicable.

*DISCLOSURE: The figures on this page have been obtained from sources we deem to be reliable. FIA has not independently verified this information.*

## Benchmark Composition

### Simsbury Pension Benchmark

As of December 31, 2020

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<b>Oct-2020</b>		<b>Jun-2015</b>	
Blmbg. Barc. U.S. Aggregate Index	30.0	Blmbg. Barc. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	2.5	FTSE World Government Bond Index	5.5
Russell 3000 Index	31.5	Russell 3000 Index	29.5
MSCI AC World ex USA (Net)	16.5	MSCI AC World ex USA (Net)	14.0
MSCI EAFE Small Cap (net) Index	6.0	MSCI EAFE Small Cap (net) Index	5.5
MSCI Emerging Markets (Net) Index	5.0	MSCI Emerging Markets (Net) Index	3.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	5.0
Short Term Inflation Protection Benchmark	3.5	Short Term Inflation Protection Benchmark	5.0
		Blackrock Hybrid Benchmark	10.0
<b>Jun-2020</b>		<b>Feb-2014</b>	
Blmbg. Barc. U.S. Aggregate Index	27.5	Blmbg. Barc. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	5.0	FTSE World Government Bond Index	5.0
Russell 3000 Index	31.5	Russell 3000 Index	34.0
MSCI AC World ex USA (Net)	16.5	MSCI AC World ex USA (Net)	13.0
MSCI EAFE Small Cap (net) Index	6.0	MSCI EAFE Small Cap (net) Index	5.0
MSCI Emerging Markets (Net) Index	5.0	MSCI Emerging Markets (Net) Index	3.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	2.5
Short Term Inflation Protection Benchmark	3.5	Short Term Inflation Protection Index	5.0
		Blackrock Hybrid Benchmark	10.0
<b>Feb-2018</b>		<b>Oct-2013</b>	
Blmbg. Barc. U.S. Aggregate Index	27.5	Blmbg. Barc. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	5.0	FTSE World Government Bond Index	5.0
Russell 3000 Index	30.0	Russell 3000 Index	34.0
MSCI AC World ex USA (Net)	16.5	MSCI AC World ex USA (Net)	13.0
MSCI EAFE Small Cap (net) Index	6.0	MSCI EAFE Small Cap (net) Index	5.0
MSCI Emerging Markets (Net) Index	5.0	MSCI Emerging Markets (Net) Index	3.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	2.5
Short Term Inflation Protection Benchmark	5.0	Inflation Protection Index	5.0
		Blackrock Hybrid Benchmark	10.0

## Benchmark Composition

### Simsbury Pension Benchmark

As of December 31, 2020

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<b>May-2013</b>		<b>Mar-2005</b>	
Blmbg. Barc. U.S. Aggregate Index	22.5	Blmbg. Barc. U.S. Aggregate Index	25.0
FTSE World Government Bond Index	5.0	ICE BofAML 1-3 Year Treasury	10.0
Russell 3000 Index	34.0	Russell 1000 Index	35.0
MSCI AC World ex USA (Net)	13.0	Russell 2500 Index	15.0
MSCI EAFE Small Cap (net) Index	5.0	MSCI EAFE (Net) Index	10.0
MSCI Emerging Markets (Net) Index	3.0	NCREIF Fund Index - ODCE (net)	5.0
MSCI U.S. REIT Index	2.5		
Inflation Protection Index	5.0	<b>Feb-2005</b>	
Blackrock Hybrid Benchmark	10.0	Blmbg. Barc. U.S. Aggregate Index	25.0
		ICE BofAML 1-3 Year Treasury	10.0
<b>Nov-2012</b>		Russell 1000 Index	36.0
Blmbg. Barc. U.S. Aggregate Index	22.5	Russell 2500 Index	14.0
FTSE World Government Bond Index	5.5	MSCI EAFE (Net) Index	10.0
Russell 3000 Index	32.0	NCREIF Fund Index - ODCE (net)	5.0
MSCI AC World ex USA (Net)	12.5		
MSCI EAFE Small Cap (net) Index	5.0	<b>Jan-2005</b>	
MSCI Emerging Markets (Net) Index	2.5	Blmbg. Barc. U.S. Aggregate Index	25.0
NCREIF Fund Index - ODCE (net)	5.0	ICE BofAML 1-3 Year Treasury	10.0
Inflation Protection Index	5.0	Russell 1000 Index	37.0
Blackrock Hybrid Benchmark	10.0	Russell 2500 Index	13.0
		MSCI EAFE (Net) Index	10.0
<b>Jun-2007</b>		NCREIF Fund Index - ODCE (net)	5.0
Blmbg. Barc. U.S. Aggregate Index	25.0		
ICE BofAML 1-3 Year Treasury	10.0	<b>Dec-2004</b>	
Russell 1000 Index	30.0	Blmbg. Barc. U.S. Aggregate Index	25.0
Russell 2500 Index	15.0	ICE BofAML 1-3 Year Treasury	10.0
MSCI EAFE (Net) Index	10.0	Russell 1000 Index	38.0
MSCI Emerging Markets Index	5.0	Russell 2500 Index	12.0
NCREIF Fund Index - ODCE (net)	5.0	MSCI EAFE (Net) Index	10.0
		NCREIF Fund Index - ODCE (net)	5.0
<b>Jan-2006</b>			
Blmbg. Barc. U.S. Aggregate Index	25.0		
ICE BofAML 1-3 Year Treasury	10.0		
Russell 1000 Index	35.0		
Russell 2500 Index	15.0		
MSCI EAFE (Net) Index	10.0		
NCREIF Fund Index - ODCE (net)	5.0		

## Benchmark Composition

### Simsbury Pension Benchmark

As of December 31, 2020

Allocation Mandate	Weight (%)
<b>Nov-2004</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	39.0
Russell 2500 Index	11.0
MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (net)	5.0
<b>Dec-2002</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	40.0
Russell 2500 Index	10.0
MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (net)	5.0
<b>Jun-1998</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	40.0
Russell 2500 Index	10.0
MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (gross)	5.0
<b>Jul-1996</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	40.0
Russell 2500 Index	10.0
MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (gross)	5.0
<b>Jan-1988</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	40.0
Russell 2500 Index	10.0
MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (gross)	5.0

## Prospectus Links

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As of December 31, 2020

<b><u>FUND FAMILY</u></b>	<b><u>WEB SITE</u></b>
BlackRock	<a href="http://www.blackrock.com">www.blackrock.com</a>
Credit Suisse	<a href="http://www.credit-suisse.com">www.credit-suisse.com</a>
Hartford	<a href="http://www.hartfordfunds.com">www.hartfordfunds.com</a>
Metropolitan West	<a href="http://www.mwamlc.com">www.mwamlc.com</a>
Neuberger Berman	<a href="http://www.nb.com">www.nb.com</a>
Templeton	<a href="http://www.franklintempleton.com">www.franklintempleton.com</a>
Vanguard	<a href="http://www.vanguard.com">www.vanguard.com</a>
Western Asset	<a href="http://www.leggmason.com">www.leggmason.com</a>

*Helping Clients Prosper.*



DiMEO SCHNEIDER  
& ASSOCIATES, L.L.C.

# Simsbury OPEB

Quarterly Investment Review - Fourth Quarter 2020

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## Asset Allocation

As of December 31, 2020

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
<b>Simsbury OPEB</b>	<b>20,816,594</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>
<b>Total Short Term Liquidity</b>	<b>347,091</b>	<b>1.7</b>	<b>0.0</b>	<b>1.7</b>
Money Market Fund	347,091	1.7	0.0	1.7
<b>Total Fixed Income</b>	<b>6,601,599</b>	<b>31.7</b>	<b>35.0</b>	<b>-3.3</b>
iShares TIPS Bond ETF	3,312,135	15.9	17.5	-1.6
iShares Core U.S. Aggregate Bond ETF	3,289,464	15.8	17.5	-1.7
<b>Total Domestic Equity</b>	<b>7,640,266</b>	<b>36.7</b>	<b>35.0</b>	<b>1.7</b>
iShares Core S&P 500 ETF	5,370,329	25.8	26.0	-0.2
iShares Russell Midcap Index Fund	1,483,148	7.1	6.0	1.1
iShares Russell 2000 ETF	786,789	3.8	3.0	0.8
<b>Total International Equity</b>	<b>5,279,742</b>	<b>25.4</b>	<b>25.0</b>	<b>0.4</b>
iShares MSCI EAFE ETF	3,930,793	18.9	19.0	-0.1
iShares MSCI Emerging Markets ETF	1,348,949	6.5	6.0	0.5
<b>Total Real Estate</b>	<b>947,897</b>	<b>4.6</b>	<b>5.0</b>	<b>-0.4</b>
iShares Cohen & Steers REIT ETF	460,674	2.2	2.5	-0.3
iShares International Developed Property ETF	487,223	2.3	2.5	-0.2

Investments with a zero balance were held in the portfolio during the reporting period and will be removed once they no longer impact portfolio performance. Asset Allocation weightings may not add up to 100% due to rounding.

# Total Portfolio Performance Summary

As of December 31, 2020

## Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Simsbury OPEB</b>				<b>06/01/2008</b>
Beginning Market Value	18,883,879	18,244,042	1,364,267	
Net Contributions	-	143,919	10,356,217	
Total Gain/Loss	1,932,715	2,428,633	9,096,110	
Ending Market Value	20,816,594	20,816,594	20,816,594	

## Blended Benchmark Composition

Allocation Mandate	Weight (%)
<b>Apr-2017</b>	
Blmbg. Barc. U.S. Aggregate Index	17.50
Bloomberg Barclays U.S. TIPS Index	17.50
S&P 500 Index	26.00
Russell Midcap Index	6.00
Russell 2000 Index	3.00
MSCI EAFE (Net) Index	19.00
MSCI Emerging Markets (Net) Index	6.00
Cohen Steers Realty Majors Index	2.50
FTSE EPRA/NAREIT Developed ex U.S. Index	2.50

## Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Simsbury OPEB</b>	<b>10.2</b>	<b>13.2</b>	<b>8.3</b>	<b>9.2</b>	<b>7.2</b>	<b>7.5</b>	<b>6.3</b>	<b>06/01/2008</b>
<i>Blended Benchmark</i>	<i>10.4</i>	<i>12.7</i>	<i>8.5</i>	<i>9.4</i>	<i>7.4</i>	<i>7.6</i>	<i>6.4</i>	
Difference	-0.2	0.5	-0.2	-0.2	-0.2	-0.1	-0.1	

## Calendar Year Performance Summary

	2019	2018	2017	2016	2015	2014	2013	2012
<b>Simsbury OPEB</b>	<b>19.5</b>	<b>-6.1</b>	<b>14.9</b>	<b>6.5</b>	<b>-0.7</b>	<b>5.6</b>	<b>9.8</b>	<b>12.0</b>
<i>Blended Benchmark</i>	<i>20.2</i>	<i>-5.8</i>	<i>15.0</i>	<i>6.6</i>	<i>-0.7</i>	<i>6.0</i>	<i>9.9</i>	<i>12.4</i>
Difference	-0.7	-0.3	-0.1	-0.1	0.0	-0.4	-0.1	-0.4

# Manager Performance Overview

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Simsbury OPEB</b>	<b>10.2</b>	<b>13.2</b>	<b>8.3</b>	<b>9.2</b>	<b>7.2</b>	<b>7.5</b>	<b>6.3</b>	<b>06/01/2008</b>
<i>Blended Benchmark</i>	10.4	12.7	8.5	9.4	7.4	7.6	6.4	
<b>Short Term Liquidity</b>								
<b>Money Market Fund</b>	<b>0.0</b>	<b>0.1</b>	<b>0.7</b>	<b>0.4</b>	<b>0.3</b>	<b>0.2</b>	<b>0.2</b>	<b>06/01/2008</b>
<i>90 Day U.S. Treasury Bill</i>	0.0	0.7	1.6	1.2	0.9	0.6	0.6	
<b>Fixed Income</b>								
<b>iShares TIPS Bond ETF</b>	<b>1.6 (73)</b>	<b>10.9 (27)</b>	<b>5.8 (24)</b>	<b>5.0 (27)</b>	<b>3.8 (16)</b>	<b>3.7 (14)</b>	<b>3.8 (15)</b>	<b>06/01/2008</b>
<i>Bloomberg Barclays U.S. TIPS Index</i>	1.6	11.0	5.9	5.1	3.9	3.8	3.9	
IM U.S. TIPS (MF) Median	1.8	9.6	5.1	4.4	3.0	3.0	3.2	
<b>iShares Core U.S. Aggregate Bond ETF</b>	<b>0.7 (89)</b>	<b>7.4 (75)</b>	<b>5.3 (58)</b>	<b>4.4 (66)</b>	<b>4.0 (51)</b>	<b>3.8 (63)</b>	<b>4.3 (62)</b>	<b>06/01/2008</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.7	7.5	5.3	4.4	4.1	3.8	4.4	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.4	8.2	5.4	4.6	4.1	3.9	4.5	
<b>Domestic Equity</b>								
<b>iShares Core S&amp;P 500 ETF</b>	<b>12.1 (49)</b>	<b>18.4 (40)</b>	<b>14.1 (30)</b>	<b>15.2 (20)</b>	<b>12.9 (17)</b>	<b>13.8 (15)</b>	<b>10.4 (22)</b>	<b>06/01/2008</b>
<i>S&amp;P 500 Index</i>	12.1	18.4	14.2	15.2	12.9	13.9	10.5	
IM U.S. Large Cap Core Equity (MF) Median	12.0	16.0	12.4	13.6	11.4	12.4	9.2	
<b>iShares Russell Midcap Index Fund</b>	<b>19.9 (48)</b>	<b>16.9 (25)</b>	<b>11.5 (17)</b>	<b>13.2 (17)</b>	<b>10.8 (14)</b>	<b>12.2 (11)</b>	<b>9.8 (9)</b>	<b>06/01/2008</b>
<i>Russell Midcap Index</i>	19.9	17.1	11.6	13.4	11.0	12.4	10.0	
IM U.S. Mid Cap Core Equity (MF) Median	19.4	10.0	7.9	10.1	7.9	9.7	8.2	
<b>iShares Russell 2000 ETF</b>	<b>31.4 (26)</b>	<b>19.9 (13)</b>	<b>10.2 (14)</b>	<b>13.2 (10)</b>	<b>9.3 (14)</b>	<b>11.2 (16)</b>	<b>9.6 (16)</b>	<b>06/01/2008</b>
<i>Russell 2000 Index</i>	31.4	20.0	10.2	13.3	9.3	11.2	9.5	
IM U.S. Small Cap Core Equity (MF) Median	28.4	10.4	6.3	10.3	7.3	9.5	8.3	
<b>International Equity</b>								
<b>iShares MSCI EAFE ETF</b>	<b>16.3 (46)</b>	<b>7.9 (54)</b>	<b>4.3 (45)</b>	<b>7.4 (35)</b>	<b>4.3 (25)</b>	<b>5.4 (12)</b>	<b>2.8 (38)</b>	<b>06/01/2008</b>
<i>MSCI EAFE (Net) Index</i>	16.0	7.8	4.3	7.4	4.4	5.5	2.8	
IM International Large Cap Core Equity (MF) Median	16.1	8.5	4.2	6.7	3.2	4.6	2.4	

Returns for periods less than one year are not annualized. Returns are net of fees unless otherwise noted.

## Manager Performance Overview

As of December 31, 2020

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>iShares MSCI Emerging Markets ETF</b>	<b>19.4 (44)</b>	<b>17.6 (50)</b>	<b>5.6 (51)</b>	<b>12.1 (46)</b>	<b>5.5 (57)</b>	<b>3.0 (61)</b>	<b>2.4 (58)</b>	<b>06/01/2008</b>
<i>MSCI Emerging Markets (Net) Index</i>	19.7	18.3	6.2	12.8	6.2	3.6	3.0	
IM Emerging Markets Equity (MF) Median	19.1	17.5	5.6	11.7	5.9	3.6	3.0	
<b>Real Estate</b>								
<b>iShares Cohen &amp; Steers REIT ETF</b>	<b>6.4 (88)</b>	<b>-5.4 (64)</b>	<b>5.0 (39)</b>	<b>4.9 (55)</b>	<b>8.8 (24)</b>	<b>8.5 (36)</b>	<b>5.6 (56)</b>	<b>06/01/2008</b>
<i>Cohen Steers Realty Majors Index</i>	6.5	-5.0	5.4	5.2	9.2	8.8	5.8	
IM Real Estate Sector (MF) Median	9.2	-4.2	4.7	5.0	7.9	8.0	5.7	
<b>iShares International Developed Property ETF</b>	<b>14.2 (16)</b>	<b>-5.3 (67)</b>	<b>1.2 (76)</b>	<b>5.1 (76)</b>	<b>4.0 (68)</b>	<b>5.1 (53)</b>	<b>2.9 (45)</b>	<b>06/01/2008</b>
<i>S&amp;P Developed Ex-U.S. Property</i>	14.4	-4.7	2.2	6.0	4.7	5.9	3.6	
IM International Real Estate (MF) Median	11.4	-2.2	3.4	6.4	4.4	5.2	2.9	

\*\* The above stated performance is sourced from iShares Funds. Actual investment performance achieved for each product may deviate due to differing pricing methodologies employed by the custodian and iShares.

The inception date expressed on the Manager Performance Overview page(s) represents the first day of the first full month following the purchase of the investment. Performance figures shown at the fund level begin on this inception date. Your performance may differ slightly if the fund was purchased during the previous month. Actual performance is captured at the total portfolio level.

Investment returns are derived from custodian valuations and may deviate slightly from fund level returns displayed in other pages in your report which can result in minor differences in universe rankings. Mutual fund performance may differ from the current share class's historical performance due to share class exchanges.

## Manager Commentary

As of December 31, 2020

Manager	Manager Status	Comments
<b>Fixed Income</b>		
iShares TIPS Bond ETF	Maintain	In accordance with its investment objective, the Fund has performed in-line with the Barclays Capital US TIPS Index.
iShares Core US Aggregate Bond ETF	Maintain	In accordance with its investment objective, the Fund's results generally corresponded to the returns of the Barclays Capital US Aggregate Bond Index.
<b>Domestic Equity</b>		
iShares Core S&P 500 ETF	Maintain	In accordance with its objective, the iShares S&P 500 Index Fund sufficiently tracked its index during the quarter.
iShares Russell Mid-Cap ETF	Maintain	In accordance with its objective, the iShares Russell Mid Cap Index Fund sufficiently tracked its index during the quarter.
iShares Russell 2000 ETF	Maintain	In accordance with its objective, the iShares Russell 2000 Index Fund sufficiently tracked its index during the quarter.
<b>International Equity</b>		
iShares MSCI EAFE ETF	Maintain	In accordance with its objective, the iShares MSCI EAFE Index Fund sufficiently tracked its index during the quarter with some tracking error due to the impact of fair value pricing.
iShares MSCI Emerging Markets ETF	Maintain	In accordance with its objective, the iShares MSCI Emerging Markets Index Fund sufficiently tracked its index during the quarter.
<b>Real Estate</b>		
iShares Cohen & Steers REIT ETF	Maintain	In accordance with its investment objective, the Fund's results generally corresponded to the returns of the Cohen & Steers Realty Majors Index.
iShares International Developed Property ETF	Maintain	In accordance with its investment objective, the Fund's results generally corresponded to the returns of the S&P Developed ex-US Property Index.

## Manager Investment Gain/Loss Summary

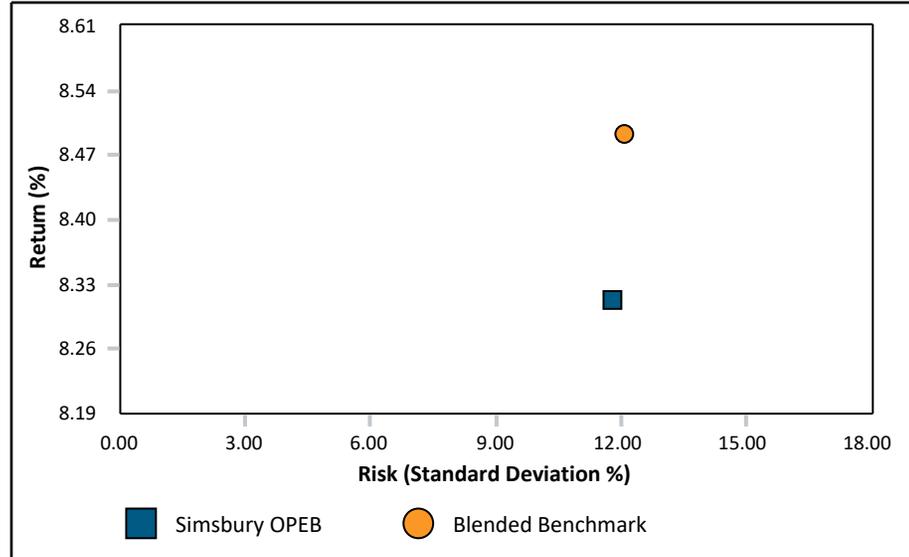
Quarter Ending December 31, 2020

	Market Value As of 10/01/2020	Net Flows	Return On Investment	Market Value As of 12/31/2020
<u>Short Term Liquidity</u>				
Money Market Fund	219,326	127,758	6	347,091
<b>Total Short Term Liquidity</b>	<b>219,326</b>	<b>127,758</b>	<b>6</b>	<b>347,091</b>
<u>Fixed Income</u>				
iShares TIPS Bond ETF	3,282,296	-23,123	52,962	3,312,135
iShares Core U.S. Aggregate Bond ETF	3,285,846	-20,178	23,796	3,289,464
<b>Total Fixed Income</b>	<b>6,568,141</b>	<b>-43,301</b>	<b>76,758</b>	<b>6,601,599</b>
<u>Domestic Equity</u>				
iShares Core S&P 500 ETF	4,807,674	-23,036	585,691	5,370,329
iShares Russell Midcap Index Fund	1,241,474	-4,964	246,638	1,483,148
iShares Russell 2000 ETF	601,107	-2,378	188,059	786,789
<b>Total Domestic Equity</b>	<b>6,650,255</b>	<b>-30,378</b>	<b>1,020,388</b>	<b>7,640,266</b>
<u>International Equity</u>				
iShares MSCI EAFE ETF	3,429,207	-37,417	539,002	3,930,793
iShares MSCI Emerging Markets ETF	1,151,058	-13,547	211,438	1,348,949
<b>Total International Equity</b>	<b>4,580,265</b>	<b>-50,964</b>	<b>750,440</b>	<b>5,279,742</b>
<u>Real Estate</u>				
iShares Cohen & Steers REIT ETF	436,093	-3,116	27,698	460,674
iShares International Developed Property ETF	429,798	-	57,424	487,223
<b>Total Real Estate</b>	<b>865,891</b>	<b>-3,116</b>	<b>85,122</b>	<b>947,897</b>
<b>Simsbury OPEB</b>	<b>18,883,879</b>	<b>-</b>	<b>1,932,715</b>	<b>20,816,594</b>

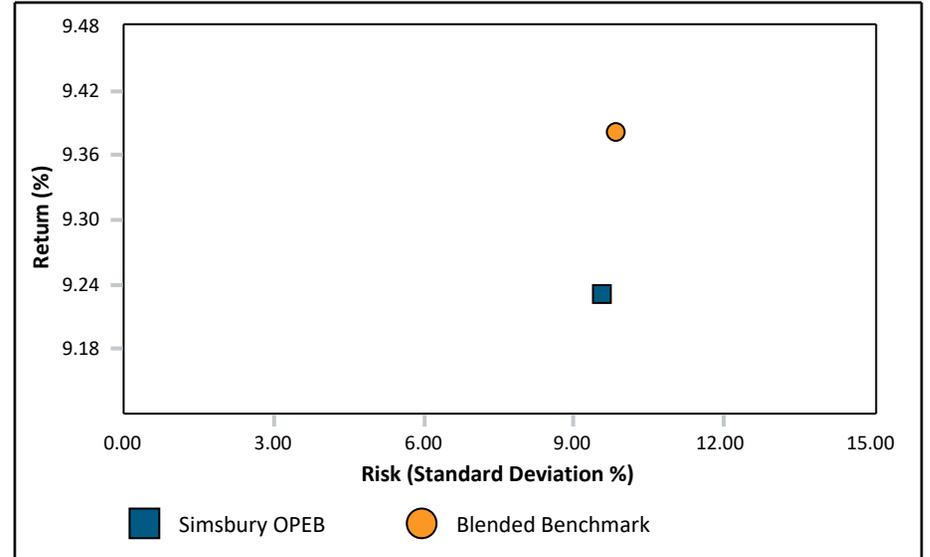
# Risk vs. Return

As of December 31, 2020

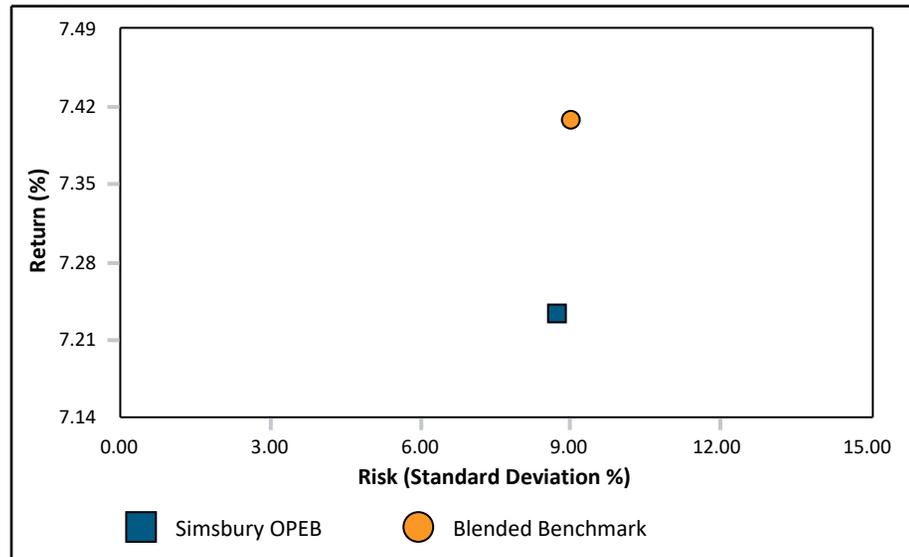
### 3 Year Risk and Return



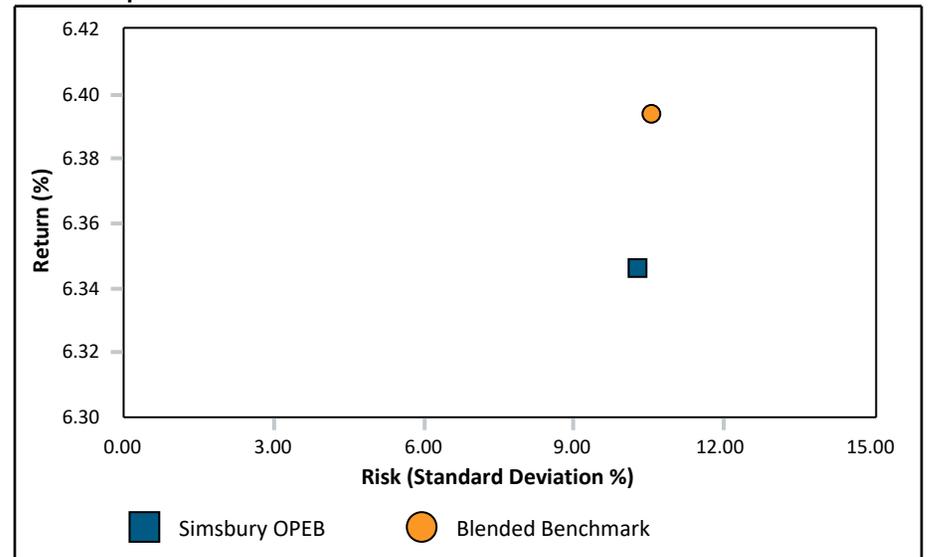
### 5 Year Risk and Return



### 7 Year Risk and Return



### Since Inception Risk and Return



# MPT Statistical Data

As of December 31, 2020

## 3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	8.31	11.82	7.76	0.60	-0.26	0.77	1.00	0.97	0.03
Blended Benchmark	8.49	12.13	7.97	0.60	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.61	0.27	0.00	N/A	-0.60	12.25	0.19	-0.01	1.69

## 5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	9.23	9.57	6.13	0.84	-0.24	0.71	1.00	0.97	0.14
Blended Benchmark	9.38	9.87	6.32	0.84	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.18	0.27	0.01	N/A	-0.84	9.95	0.09	-0.01	1.26

## 7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	7.23	8.75	5.60	0.74	-0.27	0.69	0.99	0.97	0.06
Blended Benchmark	7.41	9.02	5.75	0.74	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.27	0.01	N/A	-0.74	9.07	0.04	-0.01	0.90

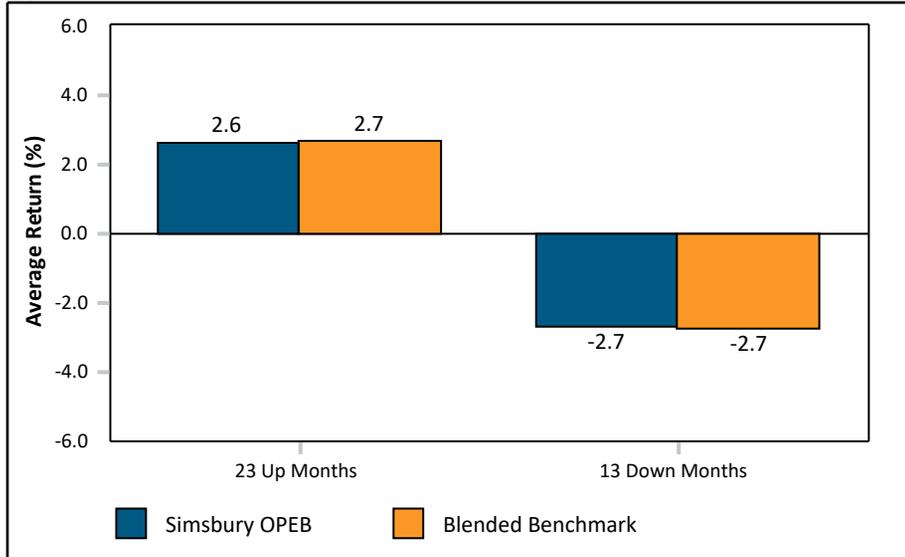
## Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Simsbury OPEB	6.35	10.31	7.00	0.59	-0.07	1.03	0.99	0.97	0.13	06/01/2008
Blended Benchmark	6.39	10.58	7.31	0.58	N/A	0.00	1.00	1.00	0.00	06/01/2008
90 Day U.S. Treasury Bill	0.60	0.25	0.01	N/A	-0.58	10.64	0.06	-0.01	0.64	06/01/2008

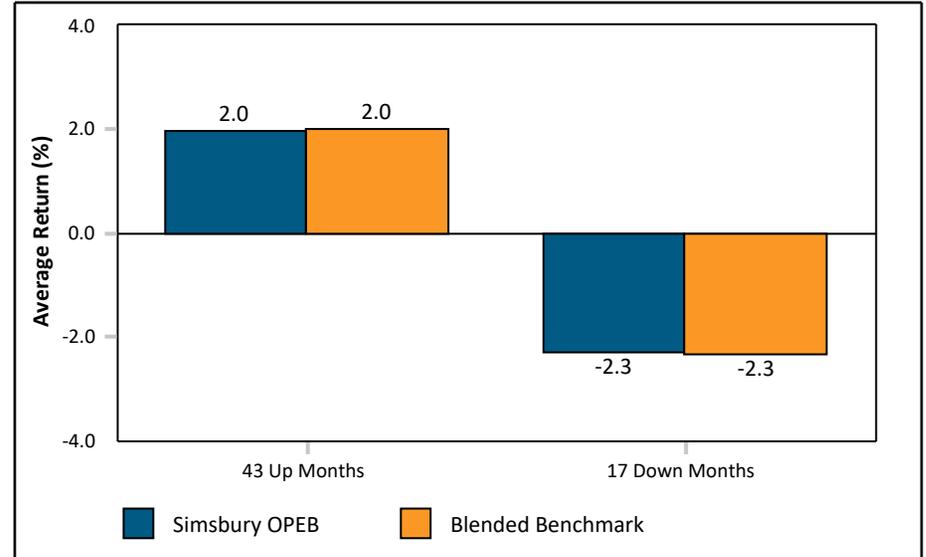
# Market Capture Report

As of December 31, 2020

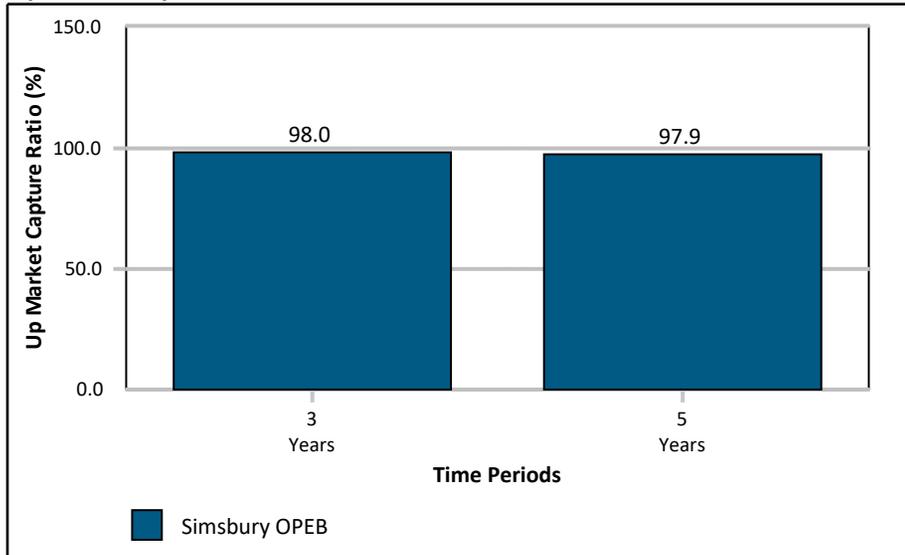
### Up/Down Markets - 3 Years



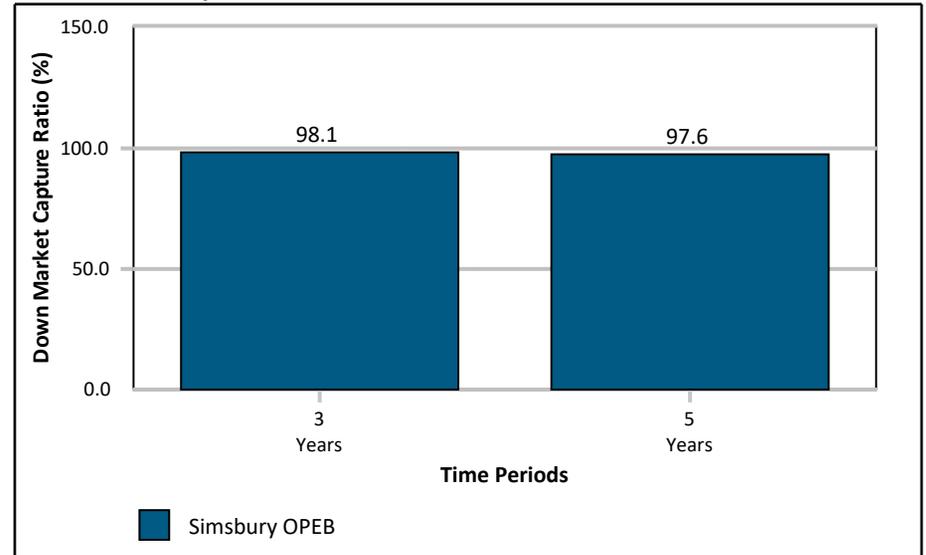
### Up/Down Markets - 5 Years



### Up Market Capture Ratio



### Down Market Capture Ratio



## Estimated Fee Analysis

As of December 31, 2020

Manager	Current Target %	Fee Schedule
iShares TIPS Bond ETF	17.5%	0.19%
iShares Core U.S. Aggregate Bond ETF	17.5%	0.04%
iShares Core S&P 500 ETF	26.0%	0.03%
iShares Russell Midcap Index Fund	6.0%	0.19%
iShares Russell 2000 ETF	3.0%	0.19%
iShares MSCI EAFE ETF	19.0%	0.32%
iShares MSCI Emerging Markets ETF	6.0%	0.68%
iShares Cohen & Steers REIT ETF	2.5%	0.34%
iShares International Developed Property ETF	2.5%	0.48%
<b>Weighted Average Investment Management Fee</b>		<b>0.19%</b>

DISCLOSURE: The figures on this page have been obtained from sources we deem to be reliable, including Morningstar. DiMeo Schneider & Associates has not independently verified this information.

## Benchmark Composition

### Blended Benchmark

As of December 31, 2020

Allocation Mandate	Weight (%)
Apr-2017	
Blmbg. Barc. U.S. Aggregate Index	17.5
Bloomberg Barclays U.S. TIPS Index	17.5
S&P 500 Index	26.0
Russell Midcap Index	6.0
Russell 2000 Index	3.0
MSCI EAFE (Net) Index	19.0
MSCI Emerging Markets (Net) Index	6.0
Cohen Steers Realty Majors Index	2.5
FTSE EPRA/NAREIT Developed ex U.S. Index	2.5
Dec-2009	
Blmbg. Barc. U.S. Aggregate Index	22.5
Bloomberg Barclays U.S. TIPS Index	22.5
S&P 500 Index	22.5
Russell Midcap Index	5.0
Russell 2000 Index	2.5
MSCI EAFE (Net) Index	15.0
MSCI Emerging Markets (Net) Index	5.0
Cohen Steers Realty Majors Index	2.5
FTSE EPRA/NAREIT Developed ex U.S. Index	2.5
Jun-2008	
Blmbg. Barc. U.S. Aggregate Index	22.5
Bloomberg Barclays U.S. TIPS Index	22.5
S&P 500 Index	22.5
Russell Midcap Index	5.0
Russell 2000 Index	2.5
MSCI EAFE (Net) Index	15.0
MSCI Emerging Markets (Net) Index	5.0
iShares Cohen & Steers Realty Majors Index	2.5
S&P/Citigroup World Property Index BMI Ex-U.S.	2.5

## Prospectus Links

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As of December 31, 2020

<b>FUND FAMILY</b>		<b>WEB SITE</b>	
iShares		<a href="http://www.ishares.com">www.ishares.com</a>	

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*Helping Clients Prosper.*



**DiMEO SCHNEIDER**  
& ASSOCIATES, L.L.C.

# Simsbury DC

Executive Summary - Fourth Quarter 2020

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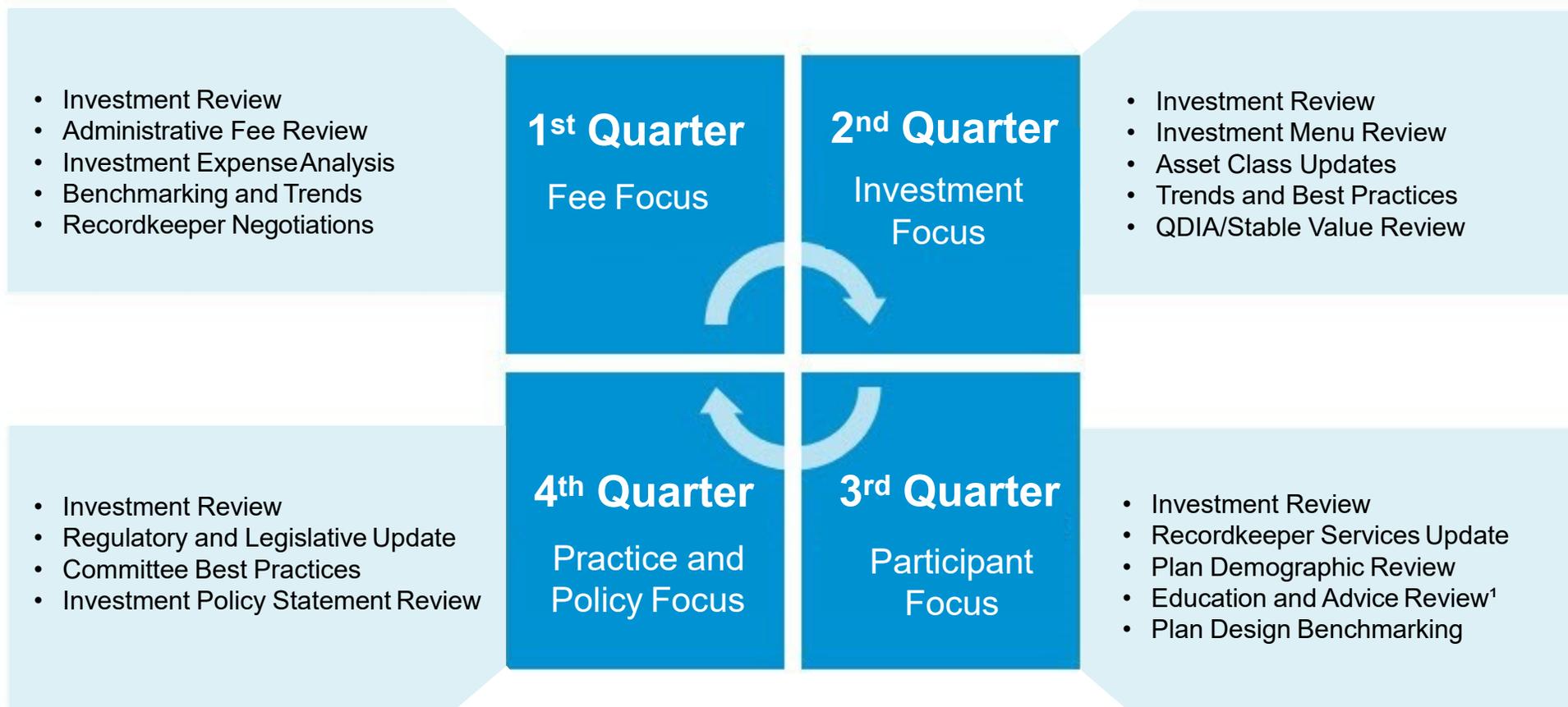


DIMEO SCHNEIDER  
& ASSOCIATES, L.L.C.

# FIDUCIARY GOVERNANCE CALENDAR



# FIDUCIARY GOVERNANCE CALENDAR



## FIDUCIARY TRAIL®

<sup>1</sup> Where applicable, DiMeo Schneider & Associates is recommending that plan fiduciaries prudently select *and* monitor participant advice providers.

# INDUSTRY UPDATE

## Department of Labor Regulation<sup>1</sup>

The DOL published a flurry of new regulation at the end of the past year. The final rulings covered ESG investing, proxy voting, and prohibited transactions.

- **“Financial Factors in Selecting ESG Investments”** – The text of the final rule has been written generically without reference to ESG and emphasizes that retirement plan fiduciaries should only use “pecuniary factors” when assessing investments of any type. “Pecuniary factors” solely focus on the economic considerations that have a material effect on the risk and return of an investment based on appropriate investment horizons, consistent with the plan’s funding policy and investment policy objectives. The rule will go into effect on January 12, 2021.
- **“Fiduciary Duties Regarding Proxy Voting and Shareholder Rights”** – Following with the previous rule, proxy voting decisions and the exercise of shareholder rights must only follow the participants best interests and only consider economic or “pecuniary factors”. The rule will go into effect thirty days after being published in the Federal Register with compliance extensions until January 31, 2022 for applicable fiduciaries.
- **“Improving Investment Advice for Workers & Retirees”** – The final published rule changes little from the proposed version released in the summer of 2020. The DOL’s five-part test will be reinstated to determine whether a financial institution or investment professional is considered an investment advice fiduciary. Advice pertaining to IRA rollovers will not fall under fiduciary status. The rule will go into effect sixty days after it is published in the Federal Register. This sixty-day window may jeopardize the rule with President-elect Joe Biden being inaugurated on January 20, 2021.

## Securing a Strong Retirement Act of 2020 (SECURE Act 2.0)<sup>2</sup>

The proposed legislation looks to add on to the provisions established by the SECURE Act from December 2019. Below are some key features that will impact defined contribution plans:

- Increase the required minimum distribution age to 75.
- Allow for a higher catch-up limit to apply at age 60.
- Individuals may receive an employer match in their retirement plans for making student loan payments.
- Increase the Saver’s Credit for contributions to a retirement plan. The maximum credit amount would increase from \$1,000 to \$1,500. The maximum income eligibility amount would increase as well.
- Allow for 403(b) plans to pool assets into a multiple employer plan.
- Plans will be required to provide a paper notice at least once annually. This requirement walks back the previous DOL rule only requiring initial notice of a paper delivery option.

<sup>1</sup> The Department of Labor

<sup>2</sup> The House Ways and Means Committee



# LITIGATION LANDSCAPE<sup>1</sup>

More than sixty class action suits were filed against 401(k) plans in the first eight months of 2020. In comparison, twenty cases were filed in the whole of 2019.<sup>2</sup> Employee benefit settlements totaled \$449 million in 2019, with nearly half coming from 401(k) and 403(b) suits.<sup>3</sup> The litigation landscape for defined contribution plans is ever-changing. Staying informed and monitoring trends will help Plan Sponsors reduce the risks they face as fiduciaries.

## What are recent claims alleging?

- Actively managed target date funds are more expensive and underperform passive alternatives with higher levels of risk.
- Failure to enforce proper cyber security measures.
- Applying an imprudent and inappropriate preference for proprietary products in the plan.
- Failure to follow plan documents and Investment Policy Statement.
- Improper use of participant data by the plan's recordkeeper.

## How can fiduciaries reduce risk?

- Review the current target date offering to understand drivers of performance and reaffirm that the expenses are appropriate.
- Periodically evaluate service providers and their cybersecurity policies.
- Monitor performance, fees, and how each available fund option fits into the plan design.
- Confirm compliance with all plan documents and document your FIDUCIARY TRAIL®
- Review recordkeeper data policies and request the information if an RFP process occurs.

<sup>1</sup> DiMeo Schneider & Associates is not a law firm and does not provide legal advice.

<sup>2</sup> Thompson Hine

<sup>3</sup> Bloomberg Law

# ERISA FIDUCIARY RESPONSIBILITIES

## “Five Key Duties”

Anyone who exercises discretion or control with regard to the plan may be a Fiduciary, including:

- ✓ Plan sponsors
- ✓ Investment committees
- ✓ Investment consultants, if they render investment advice

### **Duty of Loyalty:**

Act exclusively in the interest of plan participants and beneficiaries

### **Duty of Prudence:**

Act in accordance with the “prudent expert rule”

### **Duty to Diversify Investments:**

Diversify the investment options to allow participants to manage risk

### **Duty to Follow Plan Documents:**

Follow the plan documents and instruments governing the plan

### **Duty to Avoid Prohibited Transactions:**

Ensure legal and appropriate transactions and be free from conflict



# FIDUCIARY BEST PRACTICES REVIEW<sup>1</sup>

## Governance Related

- Periodically review all governance documents, including Investment Policy Statement, plan documents/amendments, and summary plan description.
- Schedule periodic meetings and establish a quorum.
- Consider periodic updates to committee or governing body.
- Review required plan bonding annually and consider other non-required coverages that may help protect plan fiduciaries (e.g. Fiduciary Liability Insurance).
- Contact counsel prior to disseminating information about your processes and procedures.

## Participant Related

- Periodically evaluate participant communications, education and advice services.
- Discuss automatic or other plan design features that may benefit participant retirement readiness.
- Consider periodic communications to participants concerning the process related to restricted/closed funds.<sup>2</sup>
- Periodically ensure that all eligible employees have the opportunity to elect deferrals, and deferrals are limited to 402(g) limits and deposited in a timely manner.
- Periodically review the plan's procedures for locating lost participants.

## Plan Related

- Periodically review and document all plan related fees to ensure reasonableness.
- Periodically evaluate Plan Recordkeeper(s).
- Periodically ensure you are operating according to all plan documents.
- Ensure that all required plan related disclosures are sent to participants.
- Ensure the plan is acting in accordance with the plan's protocol on proxy voting.
- Periodically review all service provider cybersecurity protocols.

<sup>1</sup> Not intended as legal or compliance advice and may not be all inclusive. Plan fiduciaries should always consult with qualified ERISA counsel on legal and compliance matters.

<sup>2</sup> Not applicable to all plans



# INVESTMENT POLICY STATEMENT REVIEW<sup>1</sup>

*A Defined Contribution Plan Investment Policy Statement provides an important step in establishing the FIDUCIARY TRAIL™. The essential attributes of an effective and well-written IPS are outlined below:*

## INVESTMENT POLICY STATEMENT (IPS)

Clarifies the plan's goals and objectives

An IPS is a written document outlining a plan's decision-making process for investments

Indicates the sponsor's intent to comply with QDIA safe harbor regulations for participant directed plans<sup>2</sup>

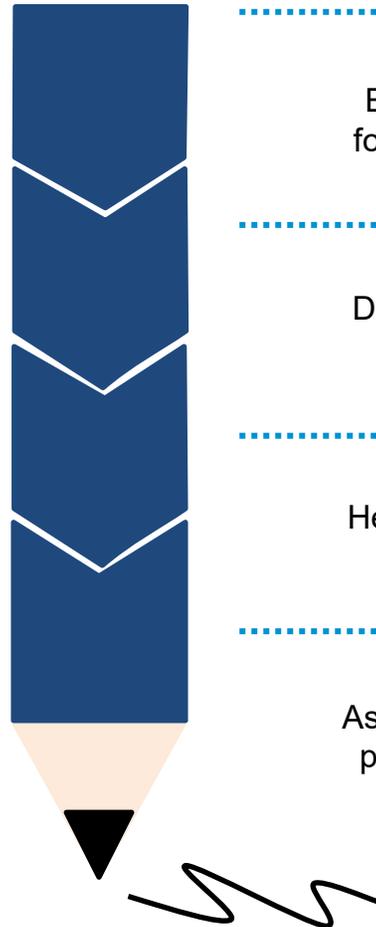
Indicates the plan sponsor's intent to comply with 404(c) for participant directed plans<sup>2</sup>

Establishes policies and procedures for investment selection, performance monitoring, and evaluation

Defines the duties and responsibilities of all parties involved

Helps the sponsor manage pressure for change caused by short-term investment fads or goals

Assists with the clear communication of plan investment policy to participants



<sup>1</sup> DiMeo Schneider & Associates is not a law firm and does not provide legal advice.

<sup>2</sup> Where applicable for plans subject to ERISA.

**TOWN OF SIMSBURY DEFINED CONTRIBUTION PLANS  
INVESTMENT POLICY STATEMENT  
May 2014**

**I. PLAN DESCRIPTION**

The Town of Simsbury sponsors the Simsbury 457/401 Plans (the "Plan") for the benefit of its employees. It is intended to provide eligible employees with long-term accumulation of retirement savings through a combination of employee and employer contributions to individual participant accounts and the earnings thereon.

The Plan's participants and beneficiaries are expected to have different investment objectives, time horizons and risk tolerances. To meet these varying investment needs, participants and beneficiaries will be able to direct their account balances among a range of investment options to construct diversified portfolios that reasonably span the risk/return spectrum. Participants shall bear the risk of and receive any benefits from the investment options and asset mixes that they select.

**II. PURPOSE OF THE INVESTMENT POLICY STATEMENT**

This investment policy statement is intended to assist the Plan's fiduciaries, who are charged with making investment-related decisions for the plan in a prudent manner. It outlines the underlying philosophies and processes for the selection, monitoring and evaluation of the investment categories and investment options utilized by the Plan. Specifically, this Investment Policy Statement:

- Defines the Plan's investment objectives
- Defines the roles of those responsible for the Plan's investments
- Describes the criteria and procedures for selecting investment categories and investment options
- Establishes investment performance measurement standards and monitoring procedures
- Describes methods for addressing investments that fail to satisfy established objectives

This Investment Policy Statement will be reviewed periodically, and, if appropriate, can be amended as needed.

### III. INVESTMENT OBJECTIVES

The following criteria may be considered when choosing a menu of investment options:

- The menu of investment options should represent a broad range that allows for participant choice among various asset classes and investment styles.
- Investment options should have varying degrees of risk and potential for return.
- Investment options should have returns that are competitive in the marketplace when compared to appropriate benchmarks.
- Investment options should have total expense ratios that are competitive in the marketplace.

These are not necessarily the only criteria that may be considered.

### IV. ROLES AND RESPONSIBILITIES

The parties responsible for the management and administration of the Plan include:

1. The Town of Simsbury Retirement Plan Sub-Committee, (the "Committee") which is responsible for:
  - Establishing and maintaining the Investment Policy Statement
  - Selecting the plan record keeper and administrator
  - Selecting investment options which may be with the advice and assistance of a paid professional investment advisor
  - Periodically evaluating the Plan's investment performance and recommending investment option changes
2. The Plan's Administrator, who is responsible for day to day administration of the plan.
3. The Plan's Trustee, who is responsible for holding and investing plan assets in accordance with the terms of the Trust Agreement
4. The Investment Managers of the Plan options, who are responsible for making reasonable investment decisions consistent with the stated approach as described by prospectus and reporting investment results on a regular basis
5. The Plan Record keeper, who is responsible for maintaining and updating individual account balances as well as information regarding plan contributions, withdrawals and distributions

At the Committee's discretion, the services of an investment consultant may be utilized to assist the Committee with any of the following, including, without limitation: Investment policy development, fund menu construction and selection, fund analysis and recommendations, performance monitoring, and employee education.

## V. SELECTION OF INVESTMENT OPTIONS

Set forth below are the considerations and guidelines employed in selection of investment options:

The Plan intends to provide a broad range of investment options that will span a risk/return spectrum and will allow Plan participants to construct portfolios consistent with their individual circumstances, goals, time horizons and tolerance for risk.

After determining the asset classes to be used, the Committee must evaluate and select investment options. Each investment option should be managed by a prudent expert that meets certain minimum criteria:

- Be a bank, insurance company, mutual fund company, or investment adviser registered under the Registered Investment Advisers Act of 1940.
- Be operating in good standing with regulators and clients.
- Provide qualitative and quantitative information on the history of the firm, its investment philosophy and approach, and other relevant information.

Assuming the minimum criteria are met, additional factors that may be considered include:

- Investment results that are competitive when compared to appropriate, style-specific benchmarks and peer groups.
- Adherence to stated investment objectives.
- Fees that are competitive in the marketplace.
- Availability of relevant information in a timely fashion.

## VI. INVESTMENT MONITORING AND REPORTING

The Committee will periodically review the investment options in the Plan. Investment options that no longer accept participant and/or employer contributions and cannot be removed from the Plan due to contractual limitations and where participants have been notified of this will not be monitored by the committee. Performance monitoring shall provide a mechanism for revisiting the investment option selection process and confirming that the criteria originally satisfied remain intact and that investment options continue to be appropriate. While frequent change is neither expected nor desirable, the monitoring of investment performance relative to specified guidelines shall be an on-going process.

Monitoring should occur on a periodic basis. The monitoring process may utilize the same criteria that formed the basis of the investment selection decision; however, these are not the only criteria that may be considered. In addition, a set of “watch list criteria” may be employed to track important quantitative and qualitative elements, to assist in the Committee’s evaluation process, and to focus the Committee on potential areas of concern.

Watch list criteria may include the following:

- Results versus applicable benchmarks over specified periods of time
- Deterioration of risk-adjusted performance
- Notable style drift / change in investment objective
- Expense ratio versus category average
- Significant organizational or manager change

## VII. TERMINATION OF AN INVESTMENT OPTION

An investment option may be terminated by the Committee in its discretion at any time. An investment option shall be terminated by the Committee if the Committee has lost confidence in the manager's ability to:

- Achieve investment objectives,
- Comply with investment guidelines,
- Comply with reporting requirements, or
- Maintain a stable organization and retain key relevant investment professionals.

There are no hard and fast rules for termination. However, if the investment option has consistently failed to adhere to one or more of the above conditions, failure to remedy the circumstances of unsatisfactory performance, within a reasonable time, may be grounds for termination.

Any recommendation to terminate an investment option will be treated on an individual basis, and will not be made solely based on quantitative data. In addition to those above, other factors may include professional or client turnover, or material change to investment processes. The Committee shall have considerable discretion in the exercise of its judgment in the termination decision process.

An investment option may be terminated or removed using any of the following approaches:

- Remove and replace (map assets) to an alternative comparable option,
- Freeze assets in the terminated option and direct new assets to a replacement option,
- Phase out the option over a specific time period,
- Remove the option and do not provide a replacement option, or
- A reasonable solution that may be determined at the time of termination.

The process for selecting a replacement for a terminated investment option may follow the criteria outlined in Part V, Selection of Investments.

## VIII. PARTICIPANT EDUCATION AND COMMUNICATION

The Plan will communicate to employees that:

- employees control their own investments,
- investment changes are permitted on a daily basis and may be subject to individual investment option requirements,
- educational materials allowing employees to make informed decisions are readily available.

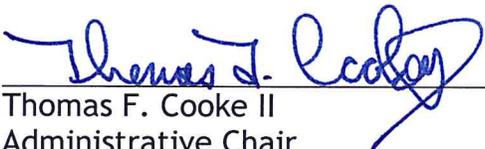
## IX. COORDINATION WITH THE PLAN DOCUMENT

If any term or condition of this investment policy conflicts with any term or condition in the Plan Document, the terms and conditions of the Plan Document shall control.

## X. APPROVAL

It is understood that this investment policy is to be reviewed periodically by the Committee to determine if any revisions are warranted by changing circumstances including, but not limited to, changes in financial status, risk tolerance, or changes involving the investment managers.

This Investment Policy Statement has been adopted by the Retirement Plan Sub-Committee at its Regular Meeting on Wednesday, May 21, 2014.



Thomas F. Cooke II  
Administrative Chair  
Retirement Plan Sub-Committee



DIMEO SCHNEIDER  
& ASSOCIATES, L.L.C.

# FOURTH QUARTER 2020 EXECUTIVE SUMMARY

## Historical Balances by Investment

Simsbury 457

As of December 31, 2020

	Dec-2020		Sep-2020		Jun-2020		Mar-2020	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	3,488,948	24.9	2,752,243	21.5	2,803,352	23.3	2,861,009	27.4
<b>Stable Value/ Money Market Funds</b>	<b>3,488,948</b>	<b>24.9</b>	<b>2,752,243</b>	<b>21.5</b>	<b>2,803,352</b>	<b>23.3</b>	<b>2,861,009</b>	<b>27.4</b>
BNY Mellon Bond Market Index Inv	124,292	0.9	122,694	1.0	121,377	1.0	117,030	1.1
Western Asset Core Plus Bond FI	294,987	2.1	269,315	2.1	263,440	2.2	247,292	2.4
Templeton Global Bond A	35,189	0.3	34,404	0.3	33,175	0.3	31,703	0.3
<b>Fixed Income Funds</b>	<b>454,468</b>	<b>3.2</b>	<b>426,412</b>	<b>3.3</b>	<b>417,992</b>	<b>3.5</b>	<b>396,025</b>	<b>3.8</b>
T. Rowe Price Retirement Balanced R	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
<b>Balanced Funds</b>	<b>0.00</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>
MFS Value Fund R3	929,841	6.6	824,014	6.4	771,826	6.4	669,700	6.4
BNY Mellon S&P 500 Index	3,582,466	25.6	3,610,198	28.2	3,322,707	27.6	2,740,621	26.2
T. Rowe Price Growth Stock Adv	2,518,659	18.0	2,526,642	19.8	2,256,092	18.7	1,740,529	16.6
AllianceBern Discovery Value A	357,690	2.6	274,891	2.2	260,929	2.2	213,420	2.0
BNY Mellon MidCap Index	58,551	0.4	47,101	0.4	44,187	0.4	38,937	0.4
Eaton Vance Atlanta Capital SMID-Cap A	600,801	4.3	545,597	4.3	526,219	4.4	443,572	4.2
BNY Mellon Small Cap Stock Index	112,866	0.8	85,268	0.7	80,852	0.7	78,441	0.8
<b>Domestic Equity Funds</b>	<b>8,160,874</b>	<b>58.2</b>	<b>7,913,710</b>	<b>61.9</b>	<b>7,262,811</b>	<b>60.3</b>	<b>5,925,220</b>	<b>56.7</b>
Hartford International Opportunities HLS IA	271,189	1.9	246,120	1.9	221,752	1.8	179,572	1.7
<b>International Funds</b>	<b>271,189</b>	<b>1.9</b>	<b>246,120</b>	<b>1.9</b>	<b>221,752</b>	<b>1.8</b>	<b>179,572</b>	<b>1.7</b>
T. Rowe Price Retirement 2010 R	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement 2020 R	95,693	0.7	86,319	0.7	81,137	0.7	69,847	0.7
T. Rowe Price Retirement 2030 R	718,818	5.1	673,429	5.3	635,999	5.3	535,931	5.1
T. Rowe Price Retirement 2040 R	206,273	1.5	171,463	1.3	153,633	1.3	122,434	1.2
T. Rowe Price Retirement 2050 R	620,393	4.4	511,155	4.0	458,937	3.8	366,219	3.5
<b>Target Date Funds</b>	<b>1,641,178</b>	<b>11.7</b>	<b>1,442,367</b>	<b>11.3</b>	<b>1,329,706</b>	<b>11.0</b>	<b>1,094,431</b>	<b>10.5</b>
<b>Simsbury 457</b>	<b>14,016,657</b>	<b>100.0</b>	<b>12,780,852</b>	<b>100.0</b>	<b>12,035,613</b>	<b>100.0</b>	<b>10,456,256</b>	<b>100.0</b>

Source: MassMutual

## Historical Balances by Investment

Simsbury DC

As of December 31, 2020

	Dec-2020		Sep-2020		Jun-2020		Mar-2020	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	108,697	19.8	98,781	21.8	95,058	24.4	98,960	31.2
<b>Stable Value / Money Market Funds</b>	<b>108,697</b>	<b>19.8</b>	<b>98,781</b>	<b>21.8</b>	<b>95,058</b>	<b>24.4</b>	<b>98,960</b>	<b>31.2</b>
BNY Mellon Bond Market Index Inv	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Western Asset Core Bond FI	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Templeton Global Bond A	1,836	0.3	1,824	0.4	1,841	0.5	1,842	0.6
<b>Fixed Income Funds</b>	<b>1,836</b>	<b>0.3</b>	<b>1,824</b>	<b>0.4</b>	<b>1,841</b>	<b>0.5</b>	<b>1,842</b>	<b>0.6</b>
T. Rowe Price Retirement Balanced R	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
<b>Balanced Funds</b>	<b>0.00</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>	<b>0.00</b>	<b>0.0</b>
MFS Value Fund R3	164	0.0	146	0.0	138	0.0	121	0.0
BNY Mellon S&P 500 Index	5,662	1.0	4,885	1.1	4,334	1.1	3,452	1.1
T. Rowe Price Growth Stock R	428	0.1	1,938	0.4	1,733	0.4	1,361	0.4
AllianceBern Discovery Value A	853	0.2	522	0.1	356	0.1	161	0.1
BNY Mellon MidCap Index	1,717	0.3	1,240	0.3	1,041	0.3	709	0.2
Eaton Vance Atlanta Capital SMID-Cap A	1,002	0.2	1,844	0.4	1,645	0.4	1,215	0.4
BNY Mellon Small Cap Stock Index	1,793	0.3	1,229	0.3	1,049	0.3	726	0.2
<b>Domestic Equity Funds</b>	<b>11,618</b>	<b>2.1</b>	<b>11,805</b>	<b>2.6</b>	<b>10,296</b>	<b>2.6</b>	<b>7,745</b>	<b>2.4</b>
Hartford International Opportunities R4	2,984	0.5	2,400	0.5	2,063	0.5	1,572	0.5
<b>International Equity Funds</b>	<b>2,984</b>	<b>0.5</b>	<b>2,400</b>	<b>0.5</b>	<b>2,063</b>	<b>0.5</b>	<b>1,572</b>	<b>0.5</b>
T. Rowe Price Retirement 2020 R	17,538	3.2	14,564	3.2	12,526	3.2	9,662	3.0
T. Rowe Price Retirement 2030 R	42,913	7.8	32,618	7.2	25,353	6.5	16,896	5.3
T. Rowe Price Retirement 2040 R	103,601	18.9	80,353	17.8	65,551	16.8	46,879	14.8
T. Rowe Price Retirement 2050 R	259,633	47.3	210,124	46.4	176,705	45.4	133,521	42.1
<b>Target Date Funds</b>	<b>423,685</b>	<b>77.2</b>	<b>337,658</b>	<b>74.6</b>	<b>280,134</b>	<b>71.9</b>	<b>206,958</b>	<b>65.3</b>
<b>Simsbury 401(a) DC Plan</b>	<b>548,819</b>	<b>100.0</b>	<b>452,468</b>	<b>100.0</b>	<b>389,393</b>	<b>100.0</b>	<b>317,076</b>	<b>100.0</b>

Source: MassMutual

## Historical Balances by Investment

Simsbury DC

As of December 31, 2020

	Dec-2020		Sep-2020		Jun-2020		Mar-2020	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	429,836	53.8	392,719	56.4	371,511	55.8	334,973	58.3
<b>Stable Value / Money Market Funds</b>	<b>429,836</b>	<b>53.8</b>	<b>392,719</b>	<b>56.4</b>	<b>371,511</b>	<b>55.8</b>	<b>334,973</b>	<b>58.3</b>
BNY Mellon Bond Market Index Inv	5,297	0.7	4,862	0.7	4,576	0.7	4,126	0.7
Western Asset Core Bond FI	1,253	0.2	1,116	0.2	1,053	0.2	904	0.2
Templeton Global Bond A	10,255	1.3	9,635	1.4	9,282	1.4	8,787	1.5
<b>Fixed Income Funds</b>	<b>16,806</b>	<b>2.1</b>	<b>15,612</b>	<b>2.2</b>	<b>14,910</b>	<b>2.2</b>	<b>13,817</b>	<b>2.4</b>
T. Rowe Price Retirement Balanced R	3,264	0.4	2,618	0.4	2,119	0.3	8,574	1.5
<b>Balanced Funds</b>	<b>3,264</b>	<b>0.4</b>	<b>2,618</b>	<b>0.4</b>	<b>2,119</b>	<b>0.3</b>	<b>8,574</b>	<b>1.5</b>
MFS Value Fund R3	7,772	1.0	6,652	1.0	16,726	2.5	14,402	2.5
BNY Mellon S&P 500 Index	77,771	9.7	67,003	9.6	66,218	9.9	53,135	9.2
T. Rowe Price Growth Stock R	54,968	6.9	44,471	6.4	38,431	5.8	28,571	5.0
AllianceBern Discovery Value A	14,375	1.8	12,306	1.8	10,764	1.6	7,999	1.4
BNY Mellon MidCap Index	28,040	3.5	21,304	3.1	24,335	3.7	18,589	3.2
Eaton Vance Atlanta Capital SMID-Cap A	25,571	3.2	20,306	2.9	18,873	2.8	14,762	2.6
BNY Mellon Small Cap Stock Index	16,381	2.1	12,009	1.7	11,237	1.7	8,736	1.5
<b>Domestic Equity Funds</b>	<b>224,878</b>	<b>28.2</b>	<b>184,049</b>	<b>26.4</b>	<b>186,583</b>	<b>28.0</b>	<b>146,193</b>	<b>25.4</b>
Hartford International Opportunities R4	17,897	2.2	14,652	2.1	12,907	1.9	10,097	1.8
<b>International Equity Funds</b>	<b>17,897</b>	<b>2.2</b>	<b>14,652</b>	<b>2.1</b>	<b>12,907</b>	<b>1.9</b>	<b>10,097</b>	<b>1.8</b>
T. Rowe Price Retirement 2020 R	3,704	0.5	3,263	0.5	3,048	0.5	2,569	0.4
T. Rowe Price Retirement 2030 R	32,914	4.1	27,015	3.9	24,021	3.6	18,819	3.3
T. Rowe Price Retirement 2040 R	59,768	7.5	49,049	7.0	44,185	6.6	34,419	6.0
T. Rowe Price Retirement 2050 R	9,213	1.2	7,402	1.1	6,628	1.0	5,256	0.9
<b>Target Date Funds</b>	<b>105,599</b>	<b>13.2</b>	<b>86,728</b>	<b>12.5</b>	<b>77,883</b>	<b>11.7</b>	<b>61,063</b>	<b>10.6</b>
<b>Simsbury BOE DC Plan</b>	<b>798,280</b>	<b>100.0</b>	<b>696,378</b>	<b>100.0</b>	<b>665,913</b>	<b>100.0</b>	<b>574,717</b>	<b>100.0</b>

Source: MassMutual

# Plan Balances by Investment<sup>1</sup>

## As of 1/12/21 ICMA Transition



DIMEO SCHNEIDER  
& ASSOCIATES, L.L.C.

Fund	457 Plan		BOE Plan		401(a) Plan	
	Market Value	Plan Allocation	Market Value	Plan Allocation	Market Value	Plan Allocation
VantageTrust PLUS Fund R10	\$3,492,984	24.70%	\$411,634	51.11%	\$49,612	8.90%
VT Cash Management	\$0	0.00%	\$18,388	2.28%	\$59,132	10.61%
<b>Money Market / Stable Value Sub Class Total</b>	<b>\$3,492,984</b>	<b>24.70%</b>	<b>\$430,022</b>	<b>53.40%</b>	<b>\$108,744</b>	<b>19.50%</b>
Fidelity US Bond Index	\$122,981	0.87%	\$5,242	0.65%	\$0	0.00%
Western Asset Core Plus Bond IS	\$290,910	2.06%	\$1,236	0.15%	\$0	0.00%
<b>Fixed Income Sub Class Total</b>	<b>\$413,891</b>	<b>2.93%</b>	<b>\$6,477</b>	<b>0.80%</b>	<b>\$0</b>	<b>0.00%</b>
Fidelity Large Cap Value Index	\$0	0.00%	\$0	0.00%	\$0	0.00%
MFS Value R6	\$951,100	6.72%	\$7,950	0.99%	\$167	0.03%
Fidelity 500 Index	\$3,625,119	25.63%	\$78,696	9.77%	\$5,729	1.03%
Fidelity Large Cap Growth Index	\$0	0.00%	\$0	0.00%	\$0	0.00%
T. Rowe Price Growth Stock I	\$2,502,149	17.69%	\$54,599	6.78%	\$425	0.08%
Fidelity Mid Cap Value Index	\$0	0.00%	\$0	0.00%	\$0	0.00%
Vanguard Explorer Value Inv	\$377,409	2.67%	\$15,168	1.88%	\$900	0.16%
Fidelity Extended Market Index	\$182,050	1.29%	\$46,938	5.83%	\$3,718	0.67%
Fidelity Mid Cap Growth Index	\$0	0.00%	\$0	0.00%	\$0	0.00%
Eaton Vance Atlanta Capital SMID-Cap R6	\$617,440	4.37%	\$26,279	3.26%	\$1,030	0.18%
Fidelity Small Cap Value Index	\$0	0.00%	\$0	0.00%	\$0	0.00%
Fidelity Small Cap Growth Index	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>Domestic Equity Sub Class Total</b>	<b>\$8,255,267</b>	<b>58.37%</b>	<b>\$229,631</b>	<b>28.51%</b>	<b>\$11,969</b>	<b>2.15%</b>
Hartford International Opportunities R6	\$276,398	1.95%	\$18,236	2.26%	\$3,041	0.55%
Fidelity Total International Index	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>International / Global Sub Class Total</b>	<b>\$276,398</b>	<b>1.95%</b>	<b>\$18,236</b>	<b>2.26%</b>	<b>\$3,041</b>	<b>0.55%</b>
T. Rowe Price Retirement I 2005 I	\$0	0.00%	\$0	0.00%	\$0	0.00%
T. Rowe Price Retirement I 2010 I	\$0	0.00%	\$0	0.00%	\$0	0.00%
T. Rowe Price Retirement I 2015 I	\$0	0.00%	\$0	0.00%	\$0	0.00%
T. Rowe Price Retirement I 2020 I	\$101,474	0.72%	\$6,513	0.81%	\$17,723	3.18%
T. Rowe Price Retirement I 2025 I	\$8,181	0.06%	\$8,063	1.00%	\$0	0.00%
T. Rowe Price Retirement I 2030 I	\$745,360	5.27%	\$34,396	4.27%	\$43,567	7.81%
T. Rowe Price Retirement I 2035 I	\$3,934	0.03%	\$1,504	0.19%	\$0	0.00%
T. Rowe Price Retirement I 2040 I	\$211,112	1.49%	\$60,917	7.56%	\$107,416	19.27%
T. Rowe Price Retirement I 2045 I	\$1,079	0.01%	\$161	0.02%	\$0	0.00%
T. Rowe Price Retirement I 2050 I	\$634,004	4.48%	\$9,408	1.17%	\$265,105	47.55%
T. Rowe Price Retirement I 2055 I	\$0	0.00%	\$0	0.00%	\$0	0.00%
T. Rowe Price Retirement I 2060 I	\$0	0.00%	\$0	0.00%	\$0	0.00%
<b>Target Date Sub Class Totals</b>	<b>\$1,705,144</b>	<b>12.06%</b>	<b>\$120,961</b>	<b>15.02%</b>	<b>\$433,811</b>	<b>77.80%</b>
<b>Plan Total:</b>	<b>\$14,143,685</b>	<b>100%</b>	<b>\$805,327</b>	<b>100%</b>	<b>\$557,565</b>	<b>100%</b>

<sup>1</sup> Source: ICMA

## Performance Overview By Investment

As of December 31, 2020

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
							1-50 Percentile = <span style="background-color: #e0ffe0;"> </span>
							51-75 Percentile = <span style="background-color: #ffffe0;"> </span>
							76-100 Percentile = <span style="background-color: #ffcc00;"> </span>
<b>T. Rowe Price Retirement I 2005 I*</b>	<b>7.5</b>	<b>11.5</b>	<b>7.6</b>	<b>8.0</b>	<b>6.6</b>	<b>0.37</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2005 Index</i>	6.4	12.0	7.8	7.9	6.6	-	
IM Mixed-Asset Target Today (MF) Rank	11	11	11	7	10	0.62	
<b>T. Rowe Price Retirement I 2010 I*</b>	<b>8.1</b>	<b>12.1</b>	<b>7.9</b>	<b>8.5</b>	<b>7.1</b>	<b>0.37</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2010 Index</i>	7.1	12.6	8.2	8.4	7.1	-	
IM Mixed-Asset Target 2010 (MF) Rank	1	1	2	1	2	0.51	
<b>T. Rowe Price Retirement I 2015 I*</b>	<b>8.9</b>	<b>12.8</b>	<b>8.3</b>	<b>9.1</b>	<b>7.8</b>	<b>0.40</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2015 Index</i>	7.8	13.1	8.6	9.1	7.9	-	
IM Mixed-Asset Target 2015 (MF) Rank	1	2	2	1	1	0.56	
<b>T. Rowe Price Retirement I 2020 I*</b>	<b>9.8</b>	<b>13.3</b>	<b>8.8</b>	<b>9.9</b>	<b>8.5</b>	<b>0.42</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2020 Index</i>	8.8	13.5	9.0	9.9	8.5	-	
IM Mixed-Asset Target 2020 (MF) Rank	3	11	1	1	1	0.65	
<b>T. Rowe Price Retirement I 2025 I*</b>	<b>11.1</b>	<b>14.6</b>	<b>9.5</b>	<b>10.7</b>	<b>9.2</b>	<b>0.46</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2025 Index</i>	10.1	14.6	9.7	10.8	9.3	-	
IM Mixed-Asset Target 2025 (MF) Rank	5	9	1	1	2	0.65	
<b>T. Rowe Price Retirement I 2030 I*</b>	<b>12.4</b>	<b>15.9</b>	<b>10.1</b>	<b>11.4</b>	<b>9.8</b>	<b>0.49</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2030 Index</i>	11.5	15.6	10.3	11.6	9.9	-	
IM Mixed-Asset Target 2030 (MF) Rank	4	6	2	2	3	0.68	
<b>T. Rowe Price Retirement I 2035 I*</b>	<b>13.5</b>	<b>17.0</b>	<b>10.6</b>	<b>12.0</b>	<b>10.2</b>	<b>0.50</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2035 Index</i>	12.6	16.5	10.8	12.2	10.3	-	
IM Mixed-Asset Target 2035 (MF) Rank	14	12	7	10	6	0.66	

Explanation of Category rankings: Percentile rankings are on a scale of 1 to 100, with a rank of 1(1stpercentile) being the best and 100 (100th percentile) being the worst. Rankings relate to net of fee returns for each fund in its respective Lipper peer group. Due to statistical requirements, investment versus peer group rankings will not populate if peer groups contain less than 10 members. Returns for periods less than one year are not annualized.

Source: Lipper Analytical Services or investment manager for non-mutual fund holdings.

## Performance Overview By Investment

As of December 31, 2020

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
<b>T. Rowe Price Retirement I 2040 I*</b>	<b>14.6</b>	<b>18.2</b>	<b>11.0</b>	<b>12.5</b>	<b>10.6</b>	<b>0.51</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2040 Index</i>	13.6	17.2	11.2	12.7	10.6	-	
IM Mixed-Asset Target 2040 (MF) Rank	13	11	6	6	5	0.69	
<b>T. Rowe Price Retirement I 2045 I*</b>	<b>15.4</b>	<b>18.7</b>	<b>11.3</b>	<b>12.7</b>	<b>10.7</b>	<b>0.51</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2045 Index</i>	14.2	17.6	11.4	12.9	10.7	-	
IM Mixed-Asset Target 2045 (MF) Rank	21	9	5	7	6	0.68	
<b>T. Rowe Price Retirement I 2050 I*</b>	<b>15.4</b>	<b>18.7</b>	<b>11.3</b>	<b>12.7</b>	<b>10.7</b>	<b>0.52</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2050 Index</i>	14.3	17.6	11.4	12.9	10.7	-	
IM Mixed-Asset Target 2050 (MF) Rank	26	9	8	8	6	0.70	
<b>T. Rowe Price Retirement I 2055 I*</b>	<b>15.4</b>	<b>18.7</b>	<b>11.3</b>	<b>12.7</b>	<b>10.7</b>	<b>0.52</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2055 Index</i>	14.3	17.6	11.4	12.9	10.7	-	
IM Mixed-Asset Target 2055 (MF) Rank	31	10	7	10	12	0.68	
<b>T. Rowe Price Retirement I 2060 I*</b>	<b>15.4</b>	<b>18.8</b>	<b>11.3</b>	<b>12.7</b>	-	<b>0.52</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2060 Index</i>	14.3	17.6	11.4	12.9	-	-	
IM Mixed-Asset Target 2060+ (MF) Rank	33	8	9	16	-	0.68	

\*Historical performance of current share class may differ slightly due to share class exchanges and/or blended performance.

Explanation of Category rankings: Percentile rankings are on a scale of 1 to 100, with a rank of 1(1stpercentile) being the best and 100 (100th percentile) being the worst. Rankings relate to net of fee returns for each fund in its respective Lipper peer group. Due to statistical requirements, investment versus peer group rankings will not populate if peer groups contain less than 10 members. Returns for periods less than one year are not annualized.

Source: Lipper Analytical Services or investment manager for non-mutual fund holdings.

## Performance Overview By Investment

As of December 31, 2020

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
<b>VantageTrust PLUS Fund R10</b>							<b>MAINTAIN</b>
<i>FTSE 3 Month T-Bill</i>	0.0	0.6	1.6	1.2	-	-	
			Net Crediting Rate: 2.14%				
<b>Fidelity US Bond Index*</b>	<b>0.8</b>	<b>7.8</b>	<b>5.4</b>	<b>4.4</b>	<b>3.8</b>	<b>0.03</b>	<b>MAINTAIN</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.7	7.5	5.3	4.4	3.8	-	
IM U.S. Broad Market Core Fixed Income (MF) Rank	82	62	52	62	58	0.57	
<b>Western Asset Core Plus Bond IS</b>	<b>3.1</b>	<b>9.5</b>	<b>6.6</b>	<b>6.3</b>	<b>5.4</b>	<b>0.42</b>	<b>MAINTAIN</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.7	7.5	5.3	4.4	3.8	-	
IM U.S. Broad Market Core+ Fixed Income (MF) Rank	8	29	16	8	4	0.68	
<b>Fidelity Large Cap Value Index</b>	<b>16.3</b>	<b>2.9</b>	<b>6.1</b>	-	-	<b>0.04</b>	<b>MAINTAIN</b>
<i>Russell 1000 Value Index</i>	16.3	2.8	6.1	-	-	-	
IM U.S. Large Cap Value Equity (MF) Rank	42	47	46	-	-	0.87	
<b>MFS Value Fund R6</b>	<b>12.6</b>	<b>4.0</b>	<b>6.9</b>	<b>10.5</b>	<b>11.1</b>	<b>0.47</b>	<b>MAINTAIN</b>
<i>Russell 1000 Value Index</i>	16.3	2.8	6.1	9.7	10.5	-	
IM U.S. Large Cap Value Equity (MF) Rank	84	35	28	21	15	0.87	
<b>Fidelity 500 Index*</b>	<b>12.1</b>	<b>18.4</b>	<b>14.2</b>	<b>15.2</b>	<b>13.9</b>	<b>0.02</b>	<b>MAINTAIN</b>
<i>S&amp;P 500 Index</i>	12.1	18.4	14.2	15.2	13.9	-	
IM U.S. Large Cap Core Equity (MF) Rank	48	40	30	20	14	0.79	
<b>Fidelity Large Cap Growth Index</b>	<b>11.4</b>	<b>38.4</b>	<b>22.9</b>	-	-	<b>0.04</b>	<b>MAINTAIN</b>
<i>Russell 1000 Growth Index</i>	11.4	38.5	23.0	-	-	-	
IM U.S. Large Cap Growth Equity (MF) Rank	45	37	42	-	-	0.90	

1-50 Percentile =   
 51-75 Percentile =   
 76-100 Percentile = 

Explanation of Category rankings: Percentile rankings are on a scale of 1 to 100, with a rank of 1 (1st percentile) being the best and 100 (100th percentile) being the worst. Rankings relate to net of fee returns for each fund in its respective Lipper peer group. Due to statistical requirements, investment versus peer group rankings will not populate if peer groups contain less than 10 members. Returns for periods less than one year are not annualized.

Source: Lipper Analytical Services or investment manager for non-mutual fund holdings.

## Performance Overview By Investment

As of December 31, 2020

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
<b>T. Rowe Price Growth Stock I</b>	<b>12.0</b>	<b>37.1</b>	<b>21.2</b>	<b>19.3</b>	<b>16.8</b>	<b>0.52</b>	<b>MAINTAIN</b>
<i>Russell 1000 Growth Index</i>	11.4	38.5	23.0	21.0	17.2	-	
IM U.S. Large Cap Growth Equity (MF) Rank	35	45	59	43	26	0.90	
<b>Fidelity Mid Cap Value Index</b>	<b>20.4</b>	<b>4.7</b>	-	-	-	<b>0.05</b>	<b>MAINTAIN</b>
<i>Russell Midcap Value Index</i>	20.4	5.0	-	-	-	-	
IM U.S. Mid Cap Value Equity (MF) Rank	75	25	-	-	-	0.92	
<b>Vanguard Explorer Value Inv</b>	<b>31.3</b>	<b>3.3</b>	<b>4.5</b>	<b>9.3</b>	<b>9.8</b>	<b>0.55</b>	<b>MAINTAIN</b>
<i>Russell 2500 Value Index</i>	28.5	4.9	4.3	9.4	9.3	-	
IM U.S. SMID Cap Value Equity (MF) Rank	23	57	18	28	22	1.11	
<b>Fidelity Extended Market Index*</b>	<b>27.4</b>	<b>32.2</b>	<b>15.3</b>	<b>16.0</b>	<b>13.2</b>	<b>0.05</b>	<b>MAINTAIN</b>
<i>Dow Jones U.S. Completion Total Stock Market Indx</i>	27.4	32.2	15.2	15.9	13.0	-	
IM U.S. SMID Cap Core Equity (MF) Rank	17	5	6	5	3	0.90	
<b>Fidelity Mid Cap Growth Index</b>	<b>19.0</b>	<b>34.8</b>	-	-	-	<b>0.05</b>	<b>MAINTAIN</b>
<i>Russell Midcap Growth Index</i>	19.0	35.6	-	-	-	-	
IM U.S. Mid Cap Growth Equity (MF) Rank	59	58	-	-	-	1.05	
<b>Eaton Vance Atlanta Capital SMID-Cap R6*</b>	<b>21.3</b>	<b>11.3</b>	<b>12.4</b>	<b>14.6</b>	<b>14.1</b>	<b>0.82</b>	<b>MAINTAIN</b>
<i>Russell 2500 Growth Index</i>	25.9	40.5	19.9	18.7	15.0	-	
IM U.S. SMID Cap Growth Equity (MF) Rank	74	100	92	88	63	1.06	
<b>Fidelity Small Cap Value Index</b>	<b>33.2</b>	<b>4.5</b>	-	-	-	<b>0.05</b>	<b>MAINTAIN</b>
<i>Russell 2000 Value Index</i>	33.4	4.6	-	-	-	-	
IM U.S. Small Cap Value Equity (MF) Rank	42	44	-	-	-	1.12	

Explanation of Category rankings: Percentile rankings are on a scale of 1 to 100, with a rank of 1(1stpercentile) being the best and 100 (100th percentile) being the worst. Rankings relate to net of fee returns for each fund in its respective Lipper peer group. Due to statistical requirements, investment versus peer group rankings will not populate if peer groups contain less than 10 members. Returns for periods less than one year are not annualized.

Source: Lipper Analytical Services or investment manager for non-mutual fund holdings.

## Performance Overview By Investment

As of December 31, 2020

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
<b>Fidelity Small Cap Growth Index</b>	<b>29.5</b>	<b>34.4</b>	-	-	-	<b>0.05</b>	<b>MAINTAIN</b>
<i>Russell 2000 Growth Index</i>	29.6	34.6	-	-	-	-	
IM U.S. Small Cap Growth Equity (MF) Rank	29	60	-	-	-	1.16	
<b>Fidelity Total International Index</b>	<b>16.8</b>	<b>11.1</b>	<b>4.9</b>	-	-	<b>0.06</b>	<b>MAINTAIN</b>
<i>MSCI AC World ex USA IMI (Net)</i>	17.2	11.1	4.8	-	-	-	
IM International Large Cap Core Equity (MF) Rank	38	26	19	-	-	0.90	
<b>Hartford International Opportunities R6</b>	<b>17.3</b>	<b>20.8</b>	<b>7.4</b>	<b>9.4</b>	<b>6.7</b>	<b>0.71</b>	<b>MAINTAIN</b>
<i>MSCI AC World ex USA (Net)</i>	17.0	10.7	4.9	8.9	4.9	-	
IM International Large Cap Core Equity (MF) Rank	34	8	8	1	1	0.90	

\*Historical performance of current share class may differ slightly due to share class exchanges and/or blended performance.

Explanation of Category rankings: Percentile rankings are on a scale of 1 to 100, with a rank of 1(1stpercentile) being the best and 100 (100th percentile) being the worst. Rankings relate to net of fee returns for each fund in its respective Lipper peer group. Due to statistical requirements, investment versus peer group rankings will not populate if peer groups contain less than 10 members. Returns for periods less than one year are not annualized.

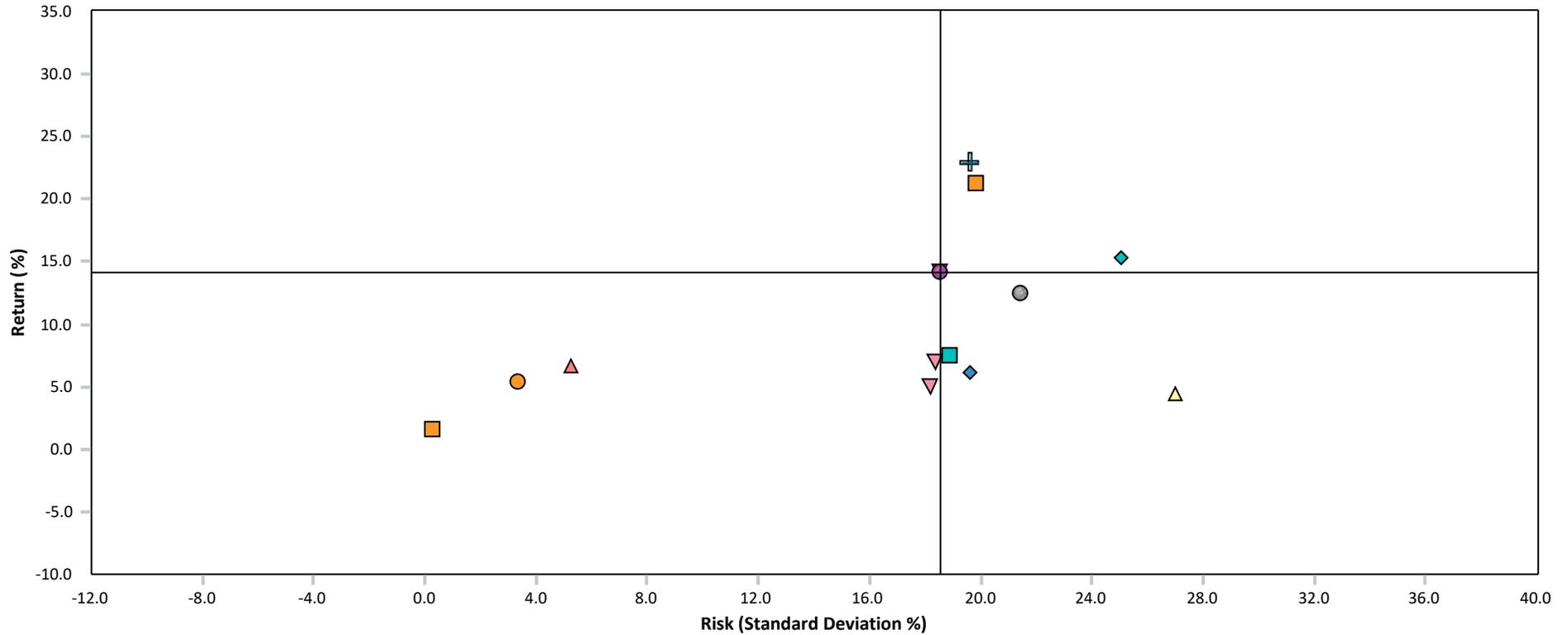
Source: Lipper Analytical Services or investment manager for non-mutual fund holdings.

# Performance vs Risk

## 3 Years Ending December 31, 2020

The plan's investment menu should provide for investment options with materially different risk/reward characteristics that would allow participants to construct a broadly diversified portfolio. The chart below illustrates how the funds in the plan align on the "risk-return spectrum" when compared to the S&P 500 Index.

Calculation based on monthly periodicity.



- Fidelity US Bond Index
- T. Rowe Price Growth Stock I
- Fidelity Extended Market Index
- Fidelity Small Cap Value Index
- Hartford International Opportunities R6
- Western Asset Core Plus Bond IS
- Fidelity 500 Index
- Fidelity Mid Cap Value Index
- Fidelity Mid Cap Growth Index
- Fidelity Small Cap Growth Index
- S&P 500 Index
- Fidelity Large Cap Value Index
- Fidelity Large Cap Growth Index
- Vanguard Explorer Value Inv
- Eaton Vance Atlanta Capital SMID-Cap R6
- Fidelity Total International Index
- 90 Day U.S. Treasury Bill

## Manager Commentary

As of December 31, 2020

Manager	Manager Status	Comments
VantageTrust PLUS Fund R10	Maintain	4Q 2020 – The VantageTrust Plus Fund continued to produce a positive, stable return in the fourth quarter. The portfolio is allocated primarily to credits, mortgage-backed securities, and traditional GICs, with smaller exposures to cash equivalents and Treasuries. The firm remains highly rated by multiple rating agencies.
Fidelity US Bond Index	Maintain	In accordance with its objective, the Fidelity U.S. Bond Index Fund sufficiently tracked its index during the quarter.
Western Asset Core Plus Bond IS	Maintain	4Q 2020 – The fixed income strategy produced a positive return during the fourth quarter and outpaced the Bloomberg Barclays U.S. Aggregate Bond Index. Fixed income markets moved modestly higher during the quarter on the back of tightening credit spreads. Interest rates generally rose during the period, which proved to be a headwind for most fixed income securities. (+) An overweight to spread sectors, notably investment grade and high yield corporates as well as emerging market debt, had a positive impact. (+) Exposure to TIPS proved beneficial as breakeven inflation rates moved higher. (-) Yield curve positioning detracted modestly from relative results.
Fidelity Large Cap Value Index	Maintain	In accordance with its objective, the Fidelity Large Cap Value Index Fund sufficiently tracked its index during the quarter.
MFS Value Fund R6	Maintain	4Q 2020 - Commentary not available at time of report production.
Fidelity 500 Index	Maintain	In accordance with its objective, the Fidelity 500 Index Fund sufficiently tracked its index during the quarter.
Fidelity Large Cap Growth Index	Maintain	In accordance with its objective, the Fidelity Large Cap Growth Index Fund sufficiently tracked its index during the quarter.
T. Rowe Price Growth Stock I	Maintain	4Q 2020 - Commentary not available at time of report production.
Fidelity Mid Cap Value Index	Maintain	In accordance with its objective, the Fidelity Mid Cap Value Index Fund sufficiently tracked its index during the quarter.
Vanguard Explorer Value Inv	Maintain	4Q 2020 – Commentary not available at time of report production.
Fidelity Extended Market Index	Maintain	In accordance with its objective, the Fidelity Extended Market Index Fund sufficiently tracked its index during the quarter.
Fidelity Mid Cap Growth Index	Maintain	In accordance with its objective, the Fidelity Mid Cap Growth Index Fund sufficiently tracked its index during the quarter.
Eaton Vance Atlanta Capital SMID-Cap R6	Maintain	4Q 2020 - Commentary not available at time of report production.
Fidelity Small Cap Value Index	Maintain	In accordance with its objective, the Fidelity Small Cap Value Index Fund sufficiently tracked its index during the quarter.
Fidelity Small Cap Growth Index	Maintain	In accordance with its objective, the Fidelity Small Cap Growth Index Fund sufficiently tracked its index during the quarter.
Fidelity Total International Index	Maintain	In accordance with its objective, the Fidelity Total International Index Fund sufficiently tracked its index during the quarter with some tracking error due to the impact of fair value pricing.
Hartford International Opportunities R6	Maintain	4Q 2020 - Commentary not available at time of report production.

## Manager Commentary

As of December 31, 2020

Manager	Manager Status	Comments
Suite of T. Rowe Price Target Date Funds	Maintain	4Q 2020 - Commentary not available at time of report production.

# Glossary

**Alpha** - A measure of return that cannot be attributed to the market. Thus, it can be thought of as how the portfolio would have performed if the market had experienced no gain or loss. Alpha is value added over the benchmark; the higher the alpha, the better.

**Batting Average** - Ratio defining excess performance of a portfolio in comparison to its benchmark, measured, typically, over a series of calendar quarters.

**Beta** - Indicates the level of risk relative to the market. A beta of more than one suggests more volatility than the market, while a beta of less than one indicates less volatility than the market. Beta is also referred to as systematic risk.

**Down Market Capture Ratio** - A measure of a portfolio's performance in down markets. The lower a portfolio's down market capture ratio, the better the manager protected capital during a market decline. Ex: a value of 90 suggests that a manager's losses were only 90% of the market loss when the market was down. A negative down market capture ratio indicates that a manager's returns rose while the market declined.

**Information Ratio** - Measures a portfolio's excess return per unit of risk. The ratio is used to measure the value added from the information a manager possesses, adjusted for the risk taken in making active investment decisions. The greater the information ratio, the better.

**Performance vs Peers** - Trailing return and calendar year returns reveal how the portfolio has performed versus a peer group of portfolios of similar style.

**R-Squared** - This number reflects the correlation between a portfolio's movements and the movements of its comparative benchmark. An R-squared of 100 indicates that there is perfect correlation between the movements of a portfolio and its benchmark, while an R-squared of 0 indicates that there is no correlation between the portfolio's movements and the benchmark's movements.

**Return vs Standard Deviation Scatterchart** - This graph shows a risk/reward relationship of the portfolio and its relative benchmark. Risk, or volatility as measured by standard deviation, is plotted along the horizontal axis. Reward, as measured by total return, is plotted along the vertical axis. A line drawn from T-bills and through the benchmark separates efficient managers from inefficient managers. Efficient managers will plot above this line and are considered to have risk/reward tradeoffs that are superior to the benchmark.

**Sharpe Ratio** - Reward per unit of risk, calculated using standard deviation and excess return. The greater the Sharpe Ratio, the better.

**Standard Deviation** - A gauge of risk that measures the spread of the difference of returns from their average. The more a portfolio's returns vary from its average, the higher the standard deviation.

**Style Map** - Using returns-based style analysis, the style map is an efficient tool to gauge the adherence of a portfolio to its style mandate. The trend of the style plots allows the viewer to identify style drift, or lack thereof. The smaller sized plots represent earlier time periods, while the larger plots represent the more recent observations.

**Tracking Error** - The standard deviation of the portfolio's residual (i.e. excess) returns. The lower the tracking error, the closer the portfolio returns have been to its risk index. Aggressively managed portfolios would be expected to have higher tracking errors than portfolios with a more conservative investment style.

**Up Market Capture Ratio** - A measure of a portfolio's performance in up markets. The higher a portfolio's up market capture ratio, the better the manager capitalized on a rising market. Ex: a value of 110 suggests the manager captured 110% of the market when the market was up. A negative up market ratio indicates that a manager's returns fell while the market rose.

## Prospectus Links

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Fund Family	Website
Eaton Vance	<a href="http://www.eatonvance.com">www.eatonvance.com</a>
Fidelity Funds	<a href="http://www.fidelity.com">www.fidelity.com</a>
Hartford Funds	<a href="http://www.hartfordfunds.com">www.hartfordfunds.com</a>
MFS Funds	<a href="http://www.mfs.com">www.mfs.com</a>
T. Rowe Price	<a href="http://www.troweprice.com">www.troweprice.com</a>
Vanguard	<a href="http://www.vanguard.com">www.vanguard.com</a>
VantagePoint	<a href="http://www.vantagepoint.com">www.vantagepoint.com</a>
Western Asset	<a href="http://www.westernasset.com">www.westernasset.com</a>

# Definitions & Disclosures

Please note: Due to rounding methodologies of various data providers, certain returns in this report might differ slightly when compared to other sources

## REGULATORY DISCLOSURES

**Offer of ADV Part 2A:** Rule 204-3 under the Investment Advisers Act of 1940 requires that we make an annual offer to clients to send them, without charge, a written disclosure statement meeting the requirements of such rule. We will be glad to send a copy of our ADV Part 2A to you upon your written request to [compliance@dimeoschneider.com](mailto:compliance@dimeoschneider.com).

## INDEX DEFINITIONS

- **Citigroup 3 Month T-Bill** measures monthly return equivalents of yield averages that are not marked to market. The Three-Month Treasury Bill Indexes consist of the last three three-month Treasury bill issues.
- **Ryan 3 Yr. GIC** is an arithmetic mean of market rates of \$1 million Guaranteed Interest Contracts held for three years.
- **Bloomberg Barclays Treasury U.S. T-Bills-1-3 Month Index** includes aged U.S. Treasury bills, notes and bonds with a remaining maturity from 1 up to (but not including) 3 months. It excludes zero coupon strips.
- **Bloomberg Barclays Capital US Treasury Inflation Protected Securities Index** consists of Inflation-Protection securities issued by the U.S. Treasury.
- **Bloomberg Barclays Muni Index** is a rules-based, market-value-weighted index engineered for the long-term tax-exempt bond market. Bonds must be rated investment-grade by at least two ratings agencies.
- **Bloomberg Barclays Muni 1 Year Index** is the 1 year (1-2) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 3 Year Index** is the 3 year (2-4) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 5 Year Index** is the 5 year (4-6) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 7 Year Index** is the 7 year (6-8) component of the Municipal Bond index.
- **Bloomberg Barclays Intermediate U.S. Gov't/Credit** is the Intermediate component of the U.S. Government/Credit index, which includes securities in the Government and Credit Indices. The Government Index includes treasuries and agencies, while the credit index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements.
- **Bloomberg Barclays U.S. Aggregate Index** covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.
- **Bloomberg Barclays Global Aggregate ex. USD Indices** represent a broad-based measure of the global investment-grade fixed income markets. The two major components of this index are the Pan-European Aggregate and the Asian-Pacific Aggregate Indices. The index also includes Eurodollar and Euro-Yen corporate bonds and Canadian government, agency and corporate securities.
- **Bloomberg Barclays U.S. Corporate High Yield Index** covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.
- **JP Morgan Government Bond Index-Emerging Market (GBI-EM) Index** is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.
- **The S&P 500** is a capitalization-weighted index of 500 stocks designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.
- **The Dow Jones Industrial Index** is a price-weighted average of 30 blue-chip stocks that are generally the leaders in their industry.
- **The NASDAQ** is a broad-based capitalization-weighted index of stocks in all three NASDAQ tiers: Global Select, Global Market and Capital Market.
- **Russell 3000** is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.
- **Russell 1000** consists of the largest 1000 companies in the Russell 3000 Index.
- **Russell 1000 Growth** measures the performance of those Russell 1000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 1000 Value** measures the performance of those Russell 1000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell Mid Cap** measures the performance of the 800 smallest companies in the Russell 1000 Index.
- **Russell Mid Cap Growth** measures the performance of those Russell Mid Cap companies with higher P/B ratios and higher forecasted growth values.
- **Russell Mid Cap Value** measures the performance of those Russell Mid Cap companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2000** consists of the 2,000 smallest U.S. companies in the Russell 3000 index.
- **Russell 2000 Growth** measures the performance of the Russell 2000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2000 Value** measures the performance of those Russell 2000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2500** consists of the 2,500 smallest U.S. companies in the Russell 3000 index.
- **Russell 2500 Growth** measures the performance of the Russell 2500 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2500 Value** measures the performance of those Russell 2500 companies with lower P/B ratios and lower forecasted growth values.
- **MSCI World** captures large and mid-cap representation across 23 Developed Markets countries. With 1,645 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.
- **MSCI ACWI (All Country World Index) ex. U.S. Index** captures large and mid-cap representation across 22 of 23 Developed Markets countries (excluding the United States) and 23 Emerging Markets countries. With 1,859 constituents, the index covers approximately 85% of the global equity opportunity set outside the US.
- **MSCI ACWI (All Country World Index) ex. U.S. Small Cap Index** captures small cap representation across 22 of 23 Developed Markets countries (excluding the US) and 23 Emerging Markets countries. With 4,368 constituents, the index covers approximately 14% of the global equity opportunity set outside the US.
- **MSCI EAFE** is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. With 930 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.

- **MSCI EAFE Value** captures large and mid-cap securities exhibiting overall value style characteristics across Developed Markets countries around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 507 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI EAFE Growth** captures large and mid-cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. With 542 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI Emerging Markets** captures large and mid-cap representation across 23 Emerging Markets countries. With 836 constituents, the index covers approximately 85% of the free-float adjusted market capitalization in each country.
- **Consumer Price Index** is a measure of prices paid by consumers for a market basket of consumer goods and services. The yearly (or monthly) growth rates represent the inflation rate.
- **FTSE NAREIT Equity REITs Index** contains all Equity REITs not designed as Timber REITs or Infrastructure REITs.
- **S&P Developed World Property** defines and measures the investable universe of publicly traded property companies domiciled in developed markets. The companies in the index are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **S&P Developed World Property x U.S.** defines and measures the investable universe of publicly traded property companies domiciled in developed countries outside of the U.S. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **Bloomberg Commodity Index** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **HFRI Fund Weighted Composite Index** is a global, equal-weighted index of over 2,000 single-manager funds that report to HFR Database. Constituent funds report monthly net of all fees performance in US Dollar and have a minimum of \$50 Million under management or a twelve (12) month track record of active performance. The HFRI Fund Weighted Composite Index does not include Funds of Hedge Funds.
- **The Alerian MLP Index** is the leading gauge of energy Master Limited Partnerships (MLPs). The float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **The Adjusted Alerian MLP Index** is commensurate with 65% of the monthly returns of the Alerian MLP Index to incorporate the effect of deferred tax liabilities incurred by MLP entities.
- **Cambridge Associates U.S. Private Equity Index** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- **Cambridge Associates U.S. Venture Capital Index** is based on data compiled from over 1,600 institutional-quality venture capital funds formed between 1986 and 2015.
- **Vanguard Spliced Bloomberg Barclays US1-5Yr Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. 1–5 Year Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. 1–5 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US5-10Yr Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. 5–10 Year Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. 5–10 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US Agg Flt Adj Index:** Bloomberg Barclays U.S. Aggregate Bond Index through December 31, 2009; Bloomberg Barclays U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US Long Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. Long Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. Long Government/Credit Float Adjusted Index thereafter.
- **Vanguard Balanced Composite Index:** Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly the Dow Jones Wilshire 5000 Index) and 40% Bloomberg Barclays U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Bloomberg Barclays U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Bloomberg Barclays U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Bloomberg Barclays U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Intermediate-Term Tax-Exempt Index:** Bloomberg Barclays 1–15 Year Municipal Bond Index.
- **Vanguard Spliced Extended Market Index:** Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.
- **Vanguard Spliced Value Index:** S&P 500 Value Index (formerly the S&P 500/Barra Value Index) through May 16, 2003; MSCI US Prime Market Value Index through April 16, 2013; CRSP US Large Cap Value Index thereafter.
- **Vanguard Spliced Large Cap Index:** Consists of MSCI US Prime Market 750 Index through January 30, 2013, and the CRSP US Large Cap Index thereafter.
- **Vanguard Spliced Growth Index:** S&P 500 Growth Index (formerly the S&P 500/Barra Growth Index) through May 16, 2003; MSCI US Prime Market Growth Index through April 16, 2013; CRSP US Large Cap Growth Index thereafter.
- **Vanguard Spliced Mid Cap Value Index:** MSCI US Mid Cap Value Index through April 16, 2013; CRSP US Mid Cap Value Index thereafter.
- **Vanguard Spliced Mid Cap Index:** S&P MidCap 400 Index through May 16, 2003; the MSCI US Mid Cap 450 Index through January 30, 2013; and the CRSP US Mid Cap Index thereafter.
- **Vanguard Spliced Mid Cap Growth Index:** MSCI US Mid Cap Growth Index through April 16, 2013; CRSP US Mid Cap Growth Index thereafter.
- **Vanguard Spliced Total Stock Market Index:** Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.
- **Vanguard Spliced Small Cap Value Index:** SmallCap 600 Value Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Value Index through April 16, 2013; CRSP US Small Cap Value Index thereafter.
- **Vanguard Spliced Small Cap Index:** Russell 2000 Index through May 16, 2003; the MSCI US Small Cap 1750 Index through January 30, 2013; and the CRSP US Small Cap Index thereafter.
- **Vanguard Spliced Small Cap Growth Index:** S&P SmallCap 600 Growth Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Growth Index through April 16, 2013; CRSP US Small Cap Growth Index thereafter.
- **Vanguard Spliced Total International Stock Index:** Consists of the Total International Composite Index through August 31, 2006; the MSCI EAFE + Emerging Markets Index through December 15, 2010; the MSCI ACWI ex USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Developed Markets Index:** MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Emerging Markets Index:** Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard REIT Spliced Index:** MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

### **Additional:**

- Equity sector returns are calculated by Russell and MSCI for domestic and international markets, respectively. MSCI sector definitions correspond to the MSCI GICS® classification (Global Industry Classification System); Russell uses its own sector and industry classifications.
- MSCI country returns are calculated by MSCI, and are free float-adjusted market capitalization indices that are designed to measure equity market performance in each specific country.
- Currency returns are calculated using Bloomberg's historical spot rate indices and are calculated using the U.S. dollar as the base currency.
- The Index of Leading Economic Indicators, calculated by The Conference Board, is used as a barometer of economic activity over a range of three to six months. The index is used to determine the direction and stability of the economy. The composite index of leading indicators, which is derived from 10 leading indicators, helps to signal turning points in the economy and forecast economic cycles. The leading indicators are the following: average weekly hours, average weekly initial claims, manufacturers' new orders, both consumer and non-defense capital goods, vendor performance, building permits, stock prices, money supply (M2), the interest rate spread and the index of consumer expectations.
- S&P Target Date Indexes are constructed using a survey method of current target date investments with \$100 million or more in assets under management. Allocations for each vintage are comprised of exchange-traded-funds that represent respective asset classes used in target date portfolios. The indexes are designed to represent a market consensus glide path.

### **DEFINITION OF KEY STATISTICS AND TERMS**

- **Returns:** A percentage figure used when reporting historical average compounded rate of investment return. All returns are annualized if the period for which they are calculated exceeds one year.
- **Universe Comparison:** The universe compares the fund's returns to a group of other investment portfolios with similar investment strategies. The returns for the fund, the index and the universe percentiles are displayed. A percentile ranking of 1 is the best, while a percentile ranking of 100 is the worst. For example, a ranking of 50 indicates the fund outperformed half of the universe. A ranking of 25 indicates the fund was in the top 25% of the universe, outperforming 75%.
- **Returns In Up/Down Markets:** This measures how the fund performed in both up and down markets. The methodology is to segregate the performance for each time period into the quarters in which the market, as defined by the index, was positive and negative. Quarters with negative index returns are treated as down markets, and quarters with positive index returns are treated as up markets. Thus, in a 3 year or 12 quarter period, there might be 4 down quarters and 8 up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the down quarters. The up market capture ratio is the ratio of the fund's return in up markets to the index. The down market capture ratio is the ratio of the fund's return in down markets to the index. Ideally, the fund would have a greater up market capture ratio than down market capture ratio.
- **Standard Deviation:** Standard deviation is a statistical measure of the range of performance within which the total returns of a fund fall. When a fund has a high standard deviation, the range of performance is very wide, meaning there is a greater volatility. Approximately 68% of the time, the total return of any given fund will differ from the average total return by no more than plus or minus the standard deviation figure. Ninety-five percent of the time, a fund's total return will be within a range of plus or minus two times the standard deviation from the average total return. If the quarterly or monthly returns are all the same the standard deviation will be zero. The more they vary from one another, the higher the standard deviation. Standard deviation can be misleading as a risk indicator for funds with high total returns because large positive deviations will increase the standard deviation without a corresponding increase in the risk of the fund. While positive volatility is welcome, negative is not.
- **R-Squared:** This reflects the percentage of a fund's movements that are explained by movements in its benchmark index. An R-squared of 100 means that all movements of a fund are completely explained by movements in the index. Conversely, a low R-squared indicates very few of the fund's movements are explained by movements in the benchmark index. R-squared can also be used to ascertain the significance of a particular beta. Generally, a higher R-squared will indicate a more reliable beta figure. If the R-squared is lower, then the beta is less relevant to the fund's performance. A measure of diversification, R-squared indicates the extent to which fluctuations in portfolio returns are explained by market. An R-squared = 0.70 implies that 70% of the fluctuation in a portfolio's return is explained by the fluctuation in the market. In this instance, overweighting or underweighting of industry groups or individual securities is responsible for 30% of the fund's movement.
- **Beta:** This is a measure of a fund's market risk. The beta of the market is 1.00. Accordingly, a fund with a 1.10 beta is expected to perform 10% better than the market in up markets and 10% worse than the market in down markets. It is important to note, however, a low fund beta does not imply the fund has a low level of volatility; rather, a low beta means only that the fund's market-related risk is low. Because beta analyzes the market risk of a fund by showing how responsive the fund is to the market, its usefulness depends on the degree to which the markets determine the fund's total risk (indicated by R-squared).
- **Alpha:** The Alpha is the nonsystematic return, or the return that can't be attributed to the market. It can be thought of as how the manager performed if the market's return was zero. A positive alpha implies the manager added value to the return of the portfolio over that of the market. A negative alpha implies the manager did not contribute any value over the performance of the market.
- **Sharpe Ratio:** The Sharpe ratio is the excess return per unit of total risk as measured by standard deviation. Higher numbers are better, indicating more return for the level of risk experienced. The ratio is a fund's return minus the risk-free rate of return (30-day T-Bill rate) divided by the fund's standard deviation. The higher the Sharpe ratio, the more reward you are receiving per unit of total risk. This measure can be used to rank the performance of mutual funds or other portfolios.
- **Treynor Ratio:** The Treynor ratio measures returns earned in excess of that which could have been earned on a riskless investment per each unit of market risk. The ratio relates excess return over the risk-free rate to the additional risk taken; however, systematic risk is used instead of total risk. The Treynor ratio is similar to the Sharpe ratio, except in the fact that it uses the beta to evaluate the returns rather than the standard deviation of portfolio returns. High values mean better return for risk taken.
- **Tracking Error:** Tracking error measures the volatility of the difference in annual returns between the manager and the index. This value is calculated by measuring the standard deviation of the difference between the manager and index returns. For example, a tracking error of +/- 5 would mean there is about a 68% chance (1 standard deviation event) that the manager's returns will fall within +/- 5% of the benchmark's annual return.
- **Information Ratio:** The information ratio is a measure of the consistency of excess return. This value is determined by taking the annualized excess return over a benchmark (style benchmark by default) and dividing it by the standard deviation of excess return.
- **Consistency:** Consistency shows the percent of the periods the fund has beaten the index and the percent of the periods the index has beat the fund. A high average for the fund (e.g. over 50) is desirable, indicating the fund has beaten the index frequently.
- **Downside Risk:** Downside risk is a measure similar to standard deviation but focuses only on the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. The higher the factor, the riskier the product.
- **M-Squared:** M-squared, or the Modigliani risk-adjusted performance measure is used to characterize how well a portfolio's return rewards an investor for the amount of risk taken, relative to that of some benchmark portfolio and to the risk-free rate.

## DEFINITION OF KEY PRIVATE EQUITY TERMS

- **PIC (Paid in Capital):** The amount of committed capital that has been transferred from the limited partner to the general partner.
- **TVPI (Total Value to Paid in Capital):** Money returned to limited partners plus the fund's unrealized investments, divided by money paid-in to the partnership. The TVPI should equal RVPI plus DPI.
- **DPI (Distribution to Paid In Capital):** Money returned (distributions) to limited partners divided by money paid in to the partnership. Also called cash-on-cash multiple.
- **RVPI (Residual Value to Paid In Capital):** The value of a fund's unrealized investments divided by money paid-in to the partnership.
- **Internal rate of return (IRR):** This is the most appropriate performance benchmark for private equity investments. It is a time-weighted return expressed as a percentage. IRR uses the present sum of cash drawdowns (money invested), the present value of distributions (money returned from investments) and the current value of unrealized investments and applies a discount.
- **Commitment:** Every investor in a private equity fund commits to investing a specified sum of money in the fund partnership over a specified period of time. The fund records this as the limited partnership's capital commitment. The sum of capital commitments is equal to the size of the fund.
- **Capital Distribution:** These are the returns that an investor in a private equity fund receives. It is the income and capital realized from investments less expenses and liabilities. Once a limited partner has had their cost of investment returned, further distributions are actual profit. The partnership agreement determines the timing of distributions to the limited partner. It will also determine how profits are divided among the limited partners and general partner.
- **Carried Interest:** The share of profits that the fund manager is due once it has returned the cost of investment to investors. Carried interest is normally expressed as a percentage of the total profits of the fund.
- **Co-Investment:** Co-Investments are minority investments made alongside a private equity investor in an LBO, a recapitalization or an expansion capital transaction. It is a passive, non-controlling investment, as the private equity firm involved will typically exercise control and perform monitoring functions.
- **General Partner (GP):** This can refer to the top-ranking partners at a private equity firm as well as the firm managing the private equity fund.
- **GP Commitments:** It is normal practice for the GP managing a private equity fund to also make a financial commitment to the fund on the same basis as the LPs in the fund, and this is seen as an important factor driving the alignment of GP and LP interests. The historic benchmark for GP commitments has been 1% of the total fund size, but this is by no means universal, and many GPs commit significantly larger amounts. Furthermore, there has been a marked trend towards GPs making larger commitments to their funds over recent years.
- **Leveraged Buy-Out (LBO):** The acquisition of a company using debt and equity finance.
- **Limited Partner (LP):** Institutions or high-net-worth individuals/sophisticated investors that contribute capital to a private equity fund.
- **Public Market Equivalent (PME):** Performance measure used to evaluate performance relative to the market. It is calculated as the ratio of the discounted value of the LP's inflows divided by the discounted value of outflows, with the discounting performed using realized market returns.
- **Primaries:** An original investment vehicle that invests directly into a company or asset.

## VALUATION POLICY

DiMeo Schneider does not engage an independent third party pricing service to value securities. Our reports are generated using the security prices provided by custodians used by our clients. Our custodial pricing hierarchy is available upon request. If a client holds a security not reported by the first custodian within the hierarchy, the valuation is generated from the next custodian within the hierarchy, and so forth. Each custodian uses pricing services from outside vendors, where the vendors may generate nominally different prices. Therefore, this report can reflect minor valuation differences from those contained in a custodian's report. In rare instances where DSA overrides a custodial price, prices are taken from Bloomberg.

## REPORTING POLICY

This report is intended for the exclusive use of the client listed within the report. Content is privileged and confidential. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecast represents median expectations and actual returns, volatilities and correlations will differ from forecasts. Please note each client has customized investment objectives and constraints and the investment strategy for each portfolio is based on a client-specific asset allocation model. Past performance does not indicate future performance and there is a possibility of a loss. Performance calculated net of investment fees. Certain portfolios presented may be gross of DiMeo Schneider's fees and actual performance would be reduced by investment advisory fees. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice.

Custodian reports are the reports that govern the account. There will be different account values between DiMeo Schneider's reports and the custodian reports based on whether the report utilizes trade date or settlement date to calculate value. Additionally, difference between values contained on reports may be caused by different accrued income values. Any forecasts represent future expectations and actual returns, volatilities and correlations will differ from forecasts. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice. Past performance does not indicate future performance and there is a possibility of a loss.

Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Unless specified otherwise, all returns are net of individual manager fees, represent total returns and are annualized for periods greater than one year. The deduction of fees produces a compounding effect that reduces the total rate of return over time. As an example, the effect of investment management fees on the total value of a client's portfolio assuming (a) quarterly fee assessment, (b) \$1,000,000 investment, (c) portfolio return of 8% a year, and (d) 0.50% annual investment advisory fee would be \$5,228 in the first year, and cumulative effects of \$30,342 over five years and \$73,826 over ten years. Additional information on advisory fees charged by DiMeo Schneider are described in Part 2 of the Form ADV.

## **OTHER**

By regulation, closed-end funds utilizing debt for leverage must report their interest expense, as well as their income tax expense, as part of their total expense ratio. To make for a useful comparison between closed-end funds and both open-end funds and exchange-traded funds, adjusted expense ratios excluding interest and income tax expenses are utilized for closed-end funds within this report. See disclosure on closed-end fund fact sheets for information regarding the total expense ratio of each closed-end fund.

Please advise us of any changes in your objectives or circumstances.

## **CUSTODIAN STATEMENTS**

Please remember to review the periodic statements you receive from your custodian. If you do not receive periodic statements from your custodian, or notice issues with the activity reported in those statements, please contact DSA or your custodian immediately.

## **YEAR END FIRM UPDATE DISCLOSURES**

Barron's Institutional Consulting Teams ranking is based on quantitative and qualitative factors including team's assets, revenue, size and character of the team itself. Barron's invites firms that, in their opinion, are competitive given size and sophistication. There is no fee associated with participating in the ranking. DiMeo Schneider's ranking took into consideration the combined capabilities of the firm and its subsidiary, Fiduciary Investment Advisors, LLC.

P&I's 2020 Best Places to Work in Money Management ranking is a proprietary survey produced by Pension & Investment in partnership with Best Companies Group. 94 companies were recognized in 2020 and results are based on evaluating each nominated company's workplace policies, practices, philosophy, systems and demographics, as well as an employee survey to measure employee experience. DiMeo Schneider's rankings are representative of the firm and its subsidiary, Fiduciary Investment Advisors, LLC. There is no fee associated with participating in the ranking.

P&I's Consultant Ranking is a proprietary survey produced by Pension & Investment. Results are based on 80 questionnaire responses sent to 213 consultants determined by P&I that self-reported institutional assets under advisement as of June 30, 2020. Consultants with multiple subsidiaries are asked to provide information on a consolidated basis. There is no fee associated with participating in the ranking. The ranking is not indicative of DiMeo Schneider's future performance.



DIMEO SCHNEIDER  
& ASSOCIATES, L.L.C.

# APPENDIX FRONTIER ENGINEER ANALYSIS DISCLOSURES



# CAPITAL MARKET ASSUMPTIONS (20-Year)

Return & Risk Assumptions (Forecasts)	Arithmetic Return	Geometric Return	Standard Deviation	Skewness	Kurtosis
Cash	0.7%	0.7%	0.0%	0	0
TIPS	2.2%	1.7%	10.1%	-0.79	5.27
US Bond	2.4%	2.1%	6.8%	-0.23	1.01
US Bonds - Dynamic	3.0%	2.8%	5.7%	-1.11	8.21
For. Dev. Bond	1.8%	1.4%	8.9%	0.00	0.69
HY Bond	5.4%	4.4%	14.1%	-1.18	8.90
EM Bond	4.2%	2.7%	17.0%	-1.71	9.62
Global Bonds	2.0%	1.8%	7.2%	-0.15	0.07
US Equity (LC)	7.6%	6.3%	16.4%	-0.58	1.04
US Equity (SC)	8.8%	6.7%	20.3%	-0.50	1.37
Int'l Dev. Equity	10.3%	7.9%	21.9%	-0.57	1.42
EM Equity	13.5%	9.4%	28.9%	-0.70	1.98
Real Estate	8.4%	6.2%	21.1%	-0.72	7.62
Broad Real Assets	5.6%	4.8%	12.9%	-1.89	11.36
Midstream Energy	16.1%	9.0%	37.6%	0.01	19.69
HFoF Multi-Strat	6.7%	6.3%	8.7%	-0.93	5.30
Private Equity	12.0%	9.4%	22.9%	0.00	0.00

January 1, 2021 Twenty-Year Forecasted CMA's

Correlation Assumptions (Forecasts)	Cash	TIPS	US Bond	US Bonds - Dynamic	For. Dev. Bond	HY Bond	EM Bond	Global Bonds	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Real Estate	Broad Real Assets	Midstream Energy	HFoF Multi-Strat	Private Equity
Cash	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TIPS	0	1.00	0.76	0.47	0.58	0.29	0.34	0.68	0.05	0.02	0.12	0.16	0.25	0.56	0.17	0.14	-0.04
US Bond	0	0.76	1.00	0.35	0.55	0.29	0.30	0.94	0.19	0.10	0.15	0.03	0.21	0.20	0.09	0.08	-0.11
US Bonds - Dynamic	0	0.47	0.35	1.00	0.26	0.95	0.60	0.49	0.53	0.51	0.47	0.53	0.54	0.65	0.45	0.50	0.17
For. Dev. Bond	0	0.58	0.55	0.26	1.00	0.12	0.33	0.66	0.05	-0.03	0.37	0.12	0.11	0.25	0.09	0.04	-0.08
HY Bond	0	0.29	0.29	0.95	0.12	1.00	0.57	0.20	0.61	0.63	0.54	0.59	0.61	0.66	0.47	0.52	0.22
EM Bond	0	0.34	0.30	0.60	0.33	0.57	1.00	0.29	0.57	0.52	0.61	0.74	0.47	0.59	0.38	0.57	0.21
Global Bonds	0	0.68	0.94	0.49	0.66	0.20	0.29	1.00	0.09	-0.01	0.07	0.02	0.18	0.24	0.08	0.09	-0.10
US Equity (LC)	0	0.05	0.19	0.53	0.05	0.61	0.57	0.09	1.00	0.84	0.69	0.67	0.62	0.55	0.41	0.59	0.38
US Equity (SC)	0	0.02	0.10	0.51	-0.03	0.63	0.52	-0.01	0.84	1.00	0.62	0.66	0.70	0.57	0.40	0.62	0.38
Int'l Dev. Equity	0	0.12	0.15	0.47	0.37	0.54	0.61	0.07	0.69	0.62	1.00	0.71	0.50	0.55	0.36	0.58	0.35
EM Equity	0	0.16	0.03	0.53	0.12	0.59	0.74	0.02	0.67	0.66	0.71	1.00	0.47	0.56	0.33	0.67	0.30
Real Estate	0	0.25	0.21	0.54	0.11	0.61	0.47	0.18	0.62	0.70	0.50	0.47	1.00	0.75	0.32	0.35	0.21
Broad Real Assets	0	0.56	0.20	0.65	0.25	0.66	0.59	0.24	0.55	0.57	0.55	0.56	0.75	1.00	0.53	0.50	0.25
Midstream Energy	0	0.17	0.09	0.45	0.09	0.47	0.38	0.08	0.41	0.40	0.36	0.33	0.32	0.53	1.00	0.45	0.19
HFoF Multi-Strat	0	0.14	0.08	0.50	0.04	0.52	0.57	0.09	0.59	0.62	0.58	0.67	0.35	0.50	0.45	1.00	0.49
Private Equity	0	-0.04	-0.11	0.17	-0.08	0.22	0.21	-0.10	0.38	0.38	0.35	0.30	0.21	0.25	0.19	0.49	1.00

For additional information on forecast methodologies, please speak with your advisor. Please see Index Proxy Summary slide at the end of this presentation for summary of indexes used to represent each asset class. Past performance does not indicate future performance.



# INDICES FOR PAST RETURN AND RISK METRICS

Indices used to generate historical risk and return metrics	Most Recent Index	Index Dates		Linked Index 1	Index Dates		Linked Index 2	Index Dates		Linked Index 2	Index Dates	
Cash	FTSE Treasury Bill 3 Mon USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
TIPS	BBgBarc US Treasury US TIPS TR USD	12/20	- 3/97	BBgBarc US Agg Bond TR USD	2/97	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Bond	BBgBarc US Agg Bond TR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Bonds - Dynamic	<small>BBgBarc US Agg Bond TR USD</small>	12/20	- 2/90	BBgBarc US Agg Bond TR USD	1/90	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
For. Dev. Bond	50% Citi WGBI NonUSD Hdg 50% Citi WGBI NonUSD	12/20	- 1/85	BBgBarc US Agg Bond TR USD	12/84	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
HY Bond	BBgBarc US Corporate High Yield TR USD	12/20	- 7/83	BBgBarc US Agg Bond TR USD	6/83	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
EM Bond	JPM GB+EM Global Diversified TR USD	12/20	- 1/03	JPM EMBI Global Diversified TR USD	12/02	- 1/94	BBgBarc US Corporate High Yield TR USD	12/93	- 7/83	BBgBarc US Agg Bond TR USD	6/83	- 1/79
Global Bonds	BBgBarc Global Aggregate TR Hdg USD	12/20	- 2/90	BBgBarc US Agg Bond TR USD	1/90	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Equity (LC)	S&P 500 TR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Equity (SC)	Russell 2000 TR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Int'l Dev. Equity	MSCI EAFE GR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
EM Equity	MSCI EM GR USD	12/20	- 1/88	MSCI EAFE GR USD	12/87	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Real Estate	Wilshire US RESI TR USD	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Broad Real Assets	*Custom Real Assets Index	12/20	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Midstream Energy	Alerian MLP TR USD	12/20	- 1/96	BCH+AGG-CASH	12/95	- 1/91	GSCI+AGG-CASH	12/90	- 1/79	N.A.	N.A.	- N.A.
HFoF Multi-Strat	HFRI Fund of Funds Composite USD	12/20	- 1/90	HFN Hedge Fund Aggregate Average	12/89	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Private Equity	Cambridge PE 67% Buyout vs. 33% Venture	12/20	- 4/86	Russell 2000 TR USD	3/86	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.

\*Custom Real Assets Index - Blended indices of 25% TIPS, 15% loans, 30% infra., 15% REITs & 15% Commod.

Note: Private Equity Index is frequently 3-6 months behind the other indices. For historical return calculation purposes, it is given 0% returns during the most recent period where gaps may exist.



# DISCLOSURES

The historical performance information derived from the Frontier Engineer and used or presented in charts, tables, or graphs represent simulated historical performance, which has been derived by retroactively applying an asset allocation modeling process in its most recently developed form with its most recently derived twenty-year (forward-looking) capital market assumptions. Such historical return simulations (or back testing) was performed by simulating the combination of actual index returns for the historical period with a buy and hold strategy effective January 1, 1988 through the most recently available month-end date with simulated rebalancing occurring every month-end (with the reinvestment of dividends and capital gains from each index).

Back tested performance is hypothetical and does not reflect actual trades or actual client performance. As with all models, there are inherent limitations which are derived from the retroactive application developed with the benefit of hindsight, including the risk that certain factors such as material economic and market conditions could have contributed to materially different (either higher or lower) performance results than those depicted, or that certain material factors may have been included or excluded from consideration. As such, actual results during the applicable back tested period would have been different than those depicted.

The asset allocation modeling process currently used was initially developed in 2002 and was not offered as a strategy prior to that time. The output of a forward-looking model (or process) is a representation of allocation percentages among specific asset classes. Clients cannot invest directly in a target allocation, but rather, in underlying securities within designated asset classes. Advisor may change its models from time to time, and regularly updates its model as additional capital market assumption information becomes available or to increase or decrease relative weightings or emphasis on certain factors. Consequently, the Advisor may choose to deviate from a stated model over time as the model itself is revised, which could have a materially positive or negative impact on performance.

During the period represented, numerous modelling changes were made, including the regular changes in (twenty-year) forward-looking expected returns, expected volatilities, expected non-normal return distribution assumptions, as well as tracking-error assumptions and risk budgets. Furthermore, such assumptions can be modified client-by-client depending on certain preferences, priorities, constraints or unique considerations applicable to each client.

Other economic and market factors may have impacted decision-making when using the model to manage client funds, including the list of approved asset classes by a client or client type as well as any client-directed or Advisor implemented constraints.

All investments bear the risk of loss, including the loss of principal. Past performance, actual or hypothetical, is no guarantee of future results.

The returns displayed on the preceding pages are gross of fees. Actual performance would be reduced by investment advisory fees and other expenses that may be incurred in the management of the client's portfolio. The collection of fees produces a compounding effect on the total rate of return net of management fees. As an example, the effect of investment management fees on the total value of a client's portfolio assuming (a) quarterly fee assessment, (b) \$1,000,000 investment, (c) portfolio return of 8% a year, and (d) 0.50% annual investment advisory fee would be \$5,228 in the first year, and cumulative effects of \$30,342 over five years and \$73,826 over ten years. Additional information on advisory fees charged by DiMeo Schneider are described in Part 2 of the Form ADV.



# DISCLOSURES AND DEFINITIONS

## INDEX DEFINITIONS

- **FTSE Treasury Bill 3 Month** measures return equivalents of yield averages and are not marked to market. It is an average of the last three three-month Treasury bill month-end rates.
- **Bloomberg Barclays Capital US Treasury Inflation Protected Securities Index** consists of Inflation-Protection securities issued by the U.S. Treasury.
- **Bloomberg Barclays Muni 5 Year Index** is the 5-year (4-6) component of the Municipal Bond index.
- **Bloomberg Barclays High Yield Municipal Bond Index** covers the universe of fixed rate, non-investment grade debt.
- **Bloomberg Barclays U.S. Aggregate Index** covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.
- **FTSE World Government Bond Index (WGBI) (Unhedged)** provides a broad benchmark for the global sovereign fixed income market by measuring the performance of fixed-rate, local currency, investment-grade sovereign debt from over 20 countries,
- **FTSE World Government Bond Index (WGBI) (Hedged)** is designed to represent the FTSE WGBI without the impact of local currency exchange rate fluctuations.
- **Bloomberg Barclays US Corporate High Yield TR USD** covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.
- **JP Morgan Government Bond Index-Emerging Market Index (GBI-EMI)** is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.
- **JPMorgan EMBI Global Diversified** is an unmanaged, market-capitalization weighted, total-return index tracking the traded market for U.S.-dollar-denominated Brady bonds, Eurobonds, traded loans, and local market debt instruments issued by sovereign and quasi-sovereign entities.
- **MSCI ACWI** is designed to represent performance of the full opportunity set of large- and mid-cap stocks across multiple developed and emerging markets, including cross-market tax incentives.
- **The S&P 500** is a capitalization-weighted index designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.
- **Russell 3000** is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.
- **Russell Mid Cap** measures the performance of the 800 smallest companies in the Russell 1000 Index.
- **Russell 2000** consists of the 2,000 smallest U.S. companies in the Russell 3000 index.
- **MSCI EAFE** is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. The index covers approximately 85% of the free float-adjusted market capitalization in each country.
- **MSCI Emerging Markets** captures large and mid-cap representation across Emerging Markets countries. The index covers approximately 85% of the free-float adjusted market capitalization in each country
- **The Wilshire US Real Estate Securities Index (Wilshire US RESI)** is comprised of publicly-traded real estate equity securities and designed to offer a market-based index that is more reflective of real estate held by pension funds.
- **Alerian MLP Index** is a float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **Bloomberg Commodity Index (BCI)** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **Treasury Inflation-Protected Securities (TIPS)** are Treasury bonds that are indexed to inflation to protect investors from the negative effects of rising prices. The principal value of TIPS rises as inflation rises.
- **HFRI Fund of Funds Composite** is an equal-weighted index consisting of over 800 constituent hedge funds, including both domestic and offshore funds.
- **Cambridge Associates U.S. Private Equity Index (67% Buyout vs. 33% Venture)** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- **HFN Hedge Fund Aggregate Average** is an equal weighted average of all hedge funds and CTA/managed futures products reporting to the HFN Database. Constituents are aggregated from each of the HFN Strategy Specific Indices.
- **Goldman Sachs Commodity Index (GSCI)** is a broadly diversified, unleveraged, long-only composite index of commodities that measures the performance of the commodity market.

*Helping Clients Prosper.*



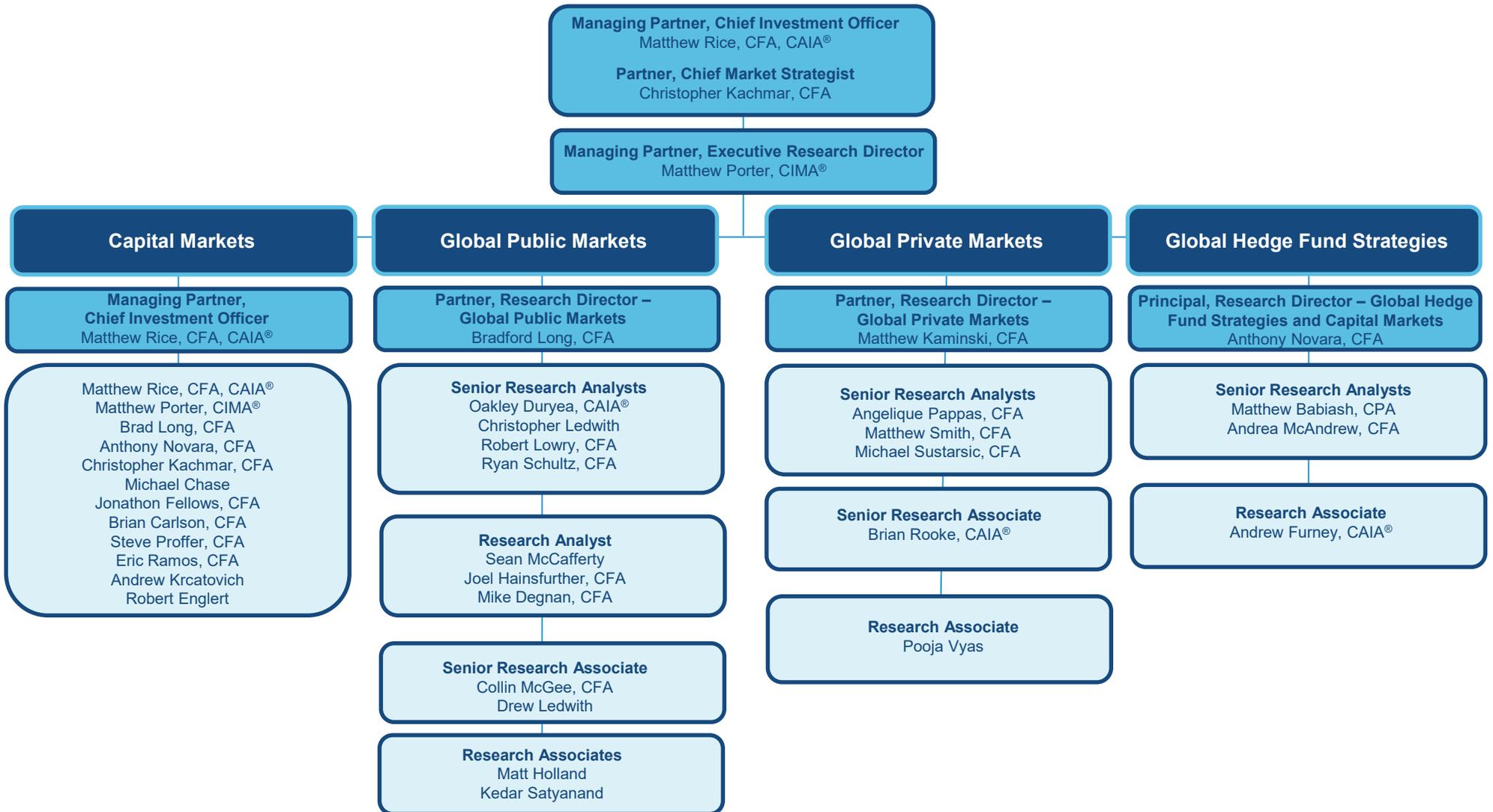
DiMEO SCHNEIDER  
& ASSOCIATES, L.L.C.

# RESEARCH TEAM *ENHANCEMENTS 2020*

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# OUR EXPERIENCED, DEEP RESEARCH TEAM



# CAPITAL MARKETS



**DIMEO SCHNEIDER**  
& ASSOCIATES, L.L.C.

FIDUCIARY INVESTMENT ADVISORS



**Matthew Rice, CFA, CAIA®**  
*Managing Partner,  
Chief Investment Officer*



**Matthew Porter, CIMA®**  
*Managing Partner,  
Executive Research Director*



**Christopher Kachmar, CFA**  
*Partner, Chief Market  
Strategist*



**Anthony Novara, CFA**  
*Principal, Research Director –  
Global Hedge Fund Strategies  
& Capital Markets*



**Bradford Long, CFA**  
*Partner, Research Director  
Coverage: Generalist*



**Michael Chase**  
*Partner,  
Senior Consultant*



**Jonathan Fellows, CFA**  
*Partner,  
Senior Consultant*



**Brian Carlson, CFA**  
*Partner,  
Senior Consultant*



**Stephen Proffer, CFA**  
*Consultant, Market Strategist*



**Eric Ramos, CFA**  
*Consultant*



**Andrew Krcatovich**  
*Investment Operations Specialist –  
Discretionary Practice*



**Robert Englert**  
*Client Service Associate –  
Discretionary Practice*

# GLOBAL PUBLIC MARKETS



**Bradford Long, CFA**  
*Partner, Research Director*  
Coverage: Generalist

## U.S. Equity



**Michael Degnan, CFA**  
*Research Analyst*  
Coverage: U.S. Growth



**Collin McGee, CFA**  
*Senior Research Associate*  
Coverage: U.S. Core



**Christopher Ledwith**  
*Senior Research Analyst*  
Coverage: U.S. Value



**Oakley Duryea, CAIA®**  
*Senior Research Analyst*  
Coverage: Ex. U.S. Growth



**Drew Ledwith**  
*Senior Research Associate*  
Coverage: Ex. U.S. Core



**Joel Hainsfurther, CFA**  
*Research Analyst*  
Coverage: Ex. U.S. Value

## International Equity

## Global Fixed Income



**Robert Lowry, CFA**  
*Senior Research Analyst*  
Coverage: Investment  
Grade Fixed Income



**Ryan Schultz, CFA**  
*Senior Research Analyst*  
Coverage: Spread Fixed Income



**Sean McCaffery**  
*Research Analyst*  
Coverage: Multi Asset



**Matthew Smith, CFA**  
*Senior Research Analyst*  
Coverage: Real Assets

## Associates



**Matthew Holland**  
*Research Associate*  
Coverage: Generalist



**Kedar Satyanand**  
*Research Associate*  
Coverage: Generalist

# GLOBAL PRIVATE MARKETS



**Matthew Kaminski, CFA**  
*Partner, Research Director*  
Coverage: Generalist



**Angelique Pappas, CFA**  
*Senior Research Analyst*  
Coverage: Generalist



**Matthew Smith, CFA**  
*Senior Research Analyst*  
Coverage: Real Assets



**Michael Sustarsic, CFA**  
*Senior Research Analyst*  
Coverage: Generalist



**Brian Rooke, CAIA®**  
*Senior Research Associate*  
Coverage: Generalist



**Pooja Vyas**  
*Research Associate*  
Coverage: Generalist



**DiMEO SCHNEIDER**  
& ASSOCIATES, L.L.C.

FIDUCIARY INVESTMENT ADVISORS

# GLOBAL HEDGE FUND STRATEGIES



**Anthony Novara, CFA**  
*Principal, Research Director*  
Coverage: Generalist



**Matthew Babiash, CPA**  
*Senior Research Analyst*  
Coverage: Operational Risk



**Andrea McAndrew**  
*Senior Research Analyst*  
Coverage: Generalist



**Andrew Furney, CAIA®**  
*Research Associate*  
Coverage: Generalist

# APPROVAL PROCESS

**1**

**Introductory Meeting & Analysis**

- Introduction or continued meeting
- Request for information (RFI)
- Seeking sustainable competitive advantage

**2**

**Local Team Vetting**



**3**

**Research Forum Debate**



**4**

**Discretionary/ Manager Search**





# RESEARCH CALENDAR

## Cadence

*Each team is responsible for their own research calendar and will schedule six months in advance. Teams have the opportunity to add a strategy to the recommended list monthly at the Research Forum*

## Asset Class Review

*Beginning in 2021 one team each quarter will present a holistic review of their coverage area and macro themes in their space influencing both manager and client success*



# DISCLOSURES

*Information intended as representative illustrations of combined capabilities of DiMeo Schneider & Associates, L.L.C. and Fiduciary Investment Advisors, LLC. As of April 1, 2020, FIA became a subsidiary of DiMeo Schneider and anticipates fully merging by the end of 2020.*

*Barron's Institutional Consulting Teams ranking is based on quantitative and qualitative factors including team's assets, revenue, size and character of the team itself. Barron's invites firms that, in their opinion, are competitive given size and sophistication.*

*P&I's Consultant Ranking is a proprietary survey produced by Pension & Investment. Results are based on questionnaire responses sent to approximately 200 consultants determined by P&I that self-reported institutional assets under advisement as of June 30, 2019. Consultants with multiple subsidiaries are asked to provide information on a consolidated basis. No fee is associated with ranking participation. The ranking is not indicative of any future performance of the individual or combined firms.*

*FA's RIA Ranking is an independent listing produced by Financial Advisor magazine based on assets under management of the 683 eligible firms. To be eligible, firms must provide financial planning and related services to individual clients, be independently registered investment advisors, file an ADV statement with the SEC and have at least \$100 million in assets under management as of December 31, 2018 based their ADV filing with the SEC. No fee is associated with participation. The ranking is not indicative of any future performance of the individual or combined firms.*

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