



# Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

## **Retirement Plan Sub-Committee**

Wednesday, February 5, 2020 at 7:30 A.M.  
Main Meeting Room, Simsbury Town Hall  
933 Hopmeadow Street

### **REGULAR MEETING AGENDA**

- I. Call to Order
- II. Review of Minutes
  - a) November 18, 2019
- III. Pensions Plans & OPEB Trust Fourth Quarter 2019 Performance Reviews and Fiduciary Governance Update
- IV. Defined Contribution Plans Fourth Quarter 2019 Performance Reviews and Fiduciary Governance Update
- V. Banking Options for the OPEB Trust
- VI. Adjourn



# Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

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

Monday, November 18, 2019 at 5:30pm  
Program Room 1, Simsbury Public Library, 725 Hopmeadow Street

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

The meeting was called to order at 5:30 p.m. by Vice Chair Kevin Prell. Sub-Committee members Phil Schulz, Tom Potter, Derek Peterson, Cheryl Cook and Jennifer Batchelar (by phone) were present. Melissa Appleby, Deputy Town Manager, and Amy Meriwether, Finance Director, were present from Town staff. Tyler Polk was present (by phone) for Fiduciary Investment Advisors.

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

#### **a) November 6, 2019**

The minutes of November 6, 2019 were approved as presented by consensus.

### **III. Housekeeping Items**

#### **a) Appointment of Chair for November 2019-November 2020**

Mr. Peterson made a motion to appoint Mr. Prell as Chair for November 2019-November 2020. Ms. Cook seconded the motion. All were in favor and the motion passed unanimously.

#### **b) Appointment of Vice Chair for November 2019-November 2020**

Mr. Prell made a motion to appoint Mr. Peterson as Vice Chair for November 2019-November 2020. Ms. Cook seconded the motion. All were in favor and the motion passed unanimously.

#### **c) 2020 Meeting Schedule**

Mr. Peterson made a motion to approve the 2020 meeting schedule as presented. Ms. Cook seconded the motion. All were in favor and the motion passed unanimously.

### **IV. Banking Options for the OPEB Trust**

The group discussed the costs and benefits of the options presented by FIA. Ms. Meriwether noted that the Town Attorney would need to weigh in on whether we need to conduct a full RFQ for this service. She also noted that the proposal from Liberty Bank/Raymond James just came in, and that FIA and staff need a chance to compare this option with the others. The group decided to discuss this item further at their February 2020 meeting. Staff will discuss with the Town Attorney and work with FIA on comparing the various options in advance of that meeting.

**V. FY21 Budget Recommendations**

Amy walked through the spreadsheet provided regarding the projected increases in pension and OPEB contributions, based on the FY19 asset performance, updated mortality tables, and a decrease in the interest rate assumptions. She indicated that the total budget impact, for both the pension and OPEB plans, would be approximately \$1.3 million. The group agreed that the FY19 asset performance as well as the updated mortality tables should be factored in, no matter what interest rate assumption is used.

Mr. Prell made a motion to recommend to the Board of Finance that the interest rate assumption for both the pension and the OPEB plans be decreased to 6.50% for FY21, and that the FY19 asset performance and updated mortality tables be taken into account when determining the annual required contribution. Mr. Peterson seconded the motion. All were in favor and the motion passed unanimously.

**VI. Adjourn**

Mr. Prell made a motion to adjourn the meeting at 6:00 p.m. Ms. Cook seconded the motion, and it passed unanimously.

Respectfully submitted,

Melissa A.J. Appleby  
Deputy Town Manager



**FIDUCIARY**  
INVESTMENT ADVISORS

*Strategic thinking. Customized solutions.*

# Town of Simsbury Retirement Plans

## Executive Summary - Fourth Quarter 2019

**Important Disclosure Information:** Past performance may not be indicative of future results. Account information has been compiled solely by Fiduciary Investment Advisors, LLC, has not been independently verified, and does not reflect the impact of taxes on non-qualified accounts. In preparing this report, Fiduciary Investment Advisors, LLC has relied upon information provided by third party sources. A copy of our current written disclosure statement discussing our advisory services and fees continues to remain available for your review upon request. Historical performance results for investment indices and/or categories have been provided for general comparison purposes only, and generally do not reflect the deduction of transaction and/or custodial charges, the deduction of an investment management fee, nor the impact of taxes, the incurrence of which would have the effect of decreasing historical performance results. It should not be assumed that your account holdings correspond directly to any comparative indices.

*Please Save the Date*

# FIA 2020 Client Conference

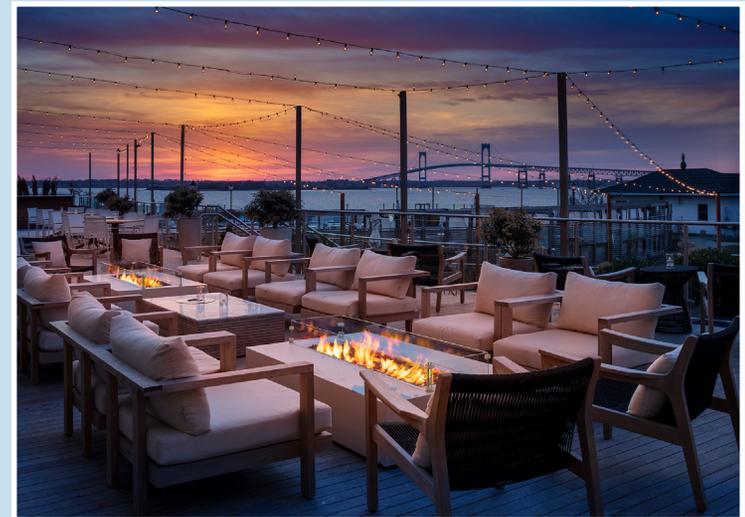
**Friday, June 12, 2020**

**Gurney's Newport Resort & Marina**

1 Goat Island, Newport, RI

[www.gurneysresorts.com/newport](http://www.gurneysresorts.com/newport)

- For overnight accommodations, please call (833) 235-7500 and mention the FIA Client Conference for a discounted rate of \$299 (available until May 14, 2020)
- Pre-conference New England clambake or sunset sail excursion on Thursday, June 11
- Conference attendees and their guests will also receive 20% off services at Seawater, Gurney's onsite spa
- Transportation to downtown Newport provided via complimentary shuttle



*Formal invitation to follow*

# FIA 2019 Year-End Firm Update

## ■ Firm Milestones:

- ✓ Celebrated our **13<sup>th</sup>** anniversary as an independent firm
- ✓ Expanded to a **78**-person staff, including **21** experienced Investment Consultants
- ✓ Advised over 350 institutions, with client assets exceeding **\$87 billion\***
- ✓ Maintained a client retention ratio in excess of **99%**
- ✓ This year there were several promotions within many areas of the firm, as we remain focused on career advancement opportunities for all our employees
- ✓ Recognized one new partner, Peter Nadeau, as we continued our commitment to expand ownership
- ✓ Experienced growth in each of our service areas, primarily through referrals
  - Defined Contribution Plans
  - Defined Benefit Plans
    - *Corporate*
    - *Municipal*
  - Endowments & Foundations
  - Private Client Services
  - OCIO Services

## ■ Industry Recognition:

- ✓ **Best Places to Work** in Money Management by Pensions & Investments for the fourth time
- ✓ One of the top 50 investment consulting firms, **ranked 34<sup>th</sup> by worldwide institutional assets**, by Pensions & Investments
- ✓ **Ranked 56<sup>th</sup> in Top 100 Wealth Managers Investment Advisors (RIAs) Of 2019 By Assets** published on Forbes.com. This ranking showcases wealth management firms in the United States based on their size and growth in assets.



# FIA 2019 Practice Area Update

We strive to provide significant value-add to our clients in all of our practice areas. Below are some examples of the work we have been doing with clients in recent months:

## ▪ Endowment & Foundation Practice

- ✓ Continued to conduct industry research on **ESG (Environmental, Social, Governance) strategies**, incorporating ESG factors broadly into our manager due diligence process and enhancing our coverage of and exposure to ESG strategies
- ✓ Continued to focus research efforts in the **alternative asset classes**, bolstering our list of approved managers/strategies and making appropriate recommendations to clients

## ▪ Defined Benefit Practice

- ✓ Continued to assist our corporate pension plans in implementing portfolio **de-risking initiatives** designed to mitigate funding volatility, and served as a strategic partner on several pension **plan terminations**
- ✓ Partnered with our public plan clients to model and implement **diversified portfolio solutions** as the trend around adoption of lower discount rates continued

## ▪ Defined Contribution Practice

- ✓ Continued focus on evaluating cost, creating administrative efficiencies and improving the participant experience through an open market bidding process
- ✓ Provided fiduciaries with proactive updates to the changing regulatory climate
- ✓ Improved the due diligence on asset allocation tools, advice, managed accounts and target date funds

## ▪ Private Wealth Practice

- ✓ Used our decades of wealth management experience to assist our clients with **financial planning, tax planning, and charitable and trust administration**
- ✓ Leveraged our **manager research team** to uncover capital market intelligence relevant to individuals and families

# Team FIA

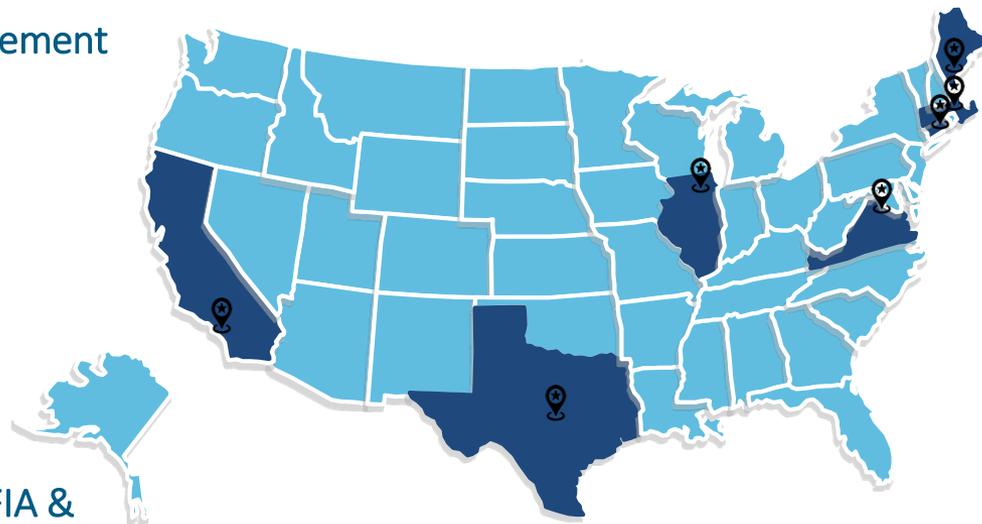


Above is a team picture from FIA's annual Community Service Day. In 2019 we continued our practice of giving back to the community by sending teams of individuals to volunteer at six local organizations: Salvation Army, Chrysalis Center, Girls Scouts of CT, MARCH Inc., Westfield YMCA, and A Hand Up.

# FIA and DiMeo Schneider Join Forces

## The Combined Firm: A Sum Greater than its Parts

- Approximately \$180 billion under advisement
- 180 Associates
- Clients in 47 states
- 60+ Investment Consultants
- 50+ Research Professionals
- 30 Equity Partners, 17 from FIA
- An Executive Committee consisting of FIA & DiMeo Schneider professionals



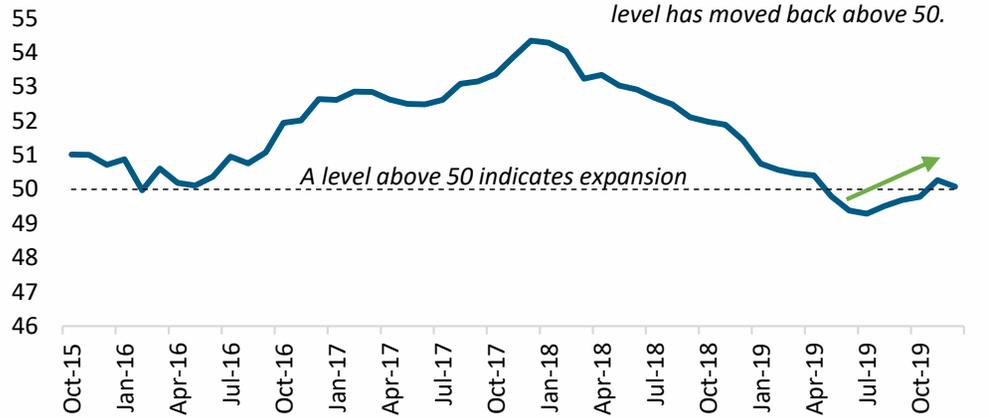
# Table of Contents

<b>Section 1</b>	<i>Capital Markets Overview</i>
<b>Section 2</b>	<i>Pension Plans Review</i>
<b>Section 3</b>	<i>OPEB Review</i>
<b>Section 4</b>	<i>DC Plan Review</i>

# Economic & Market Conditions

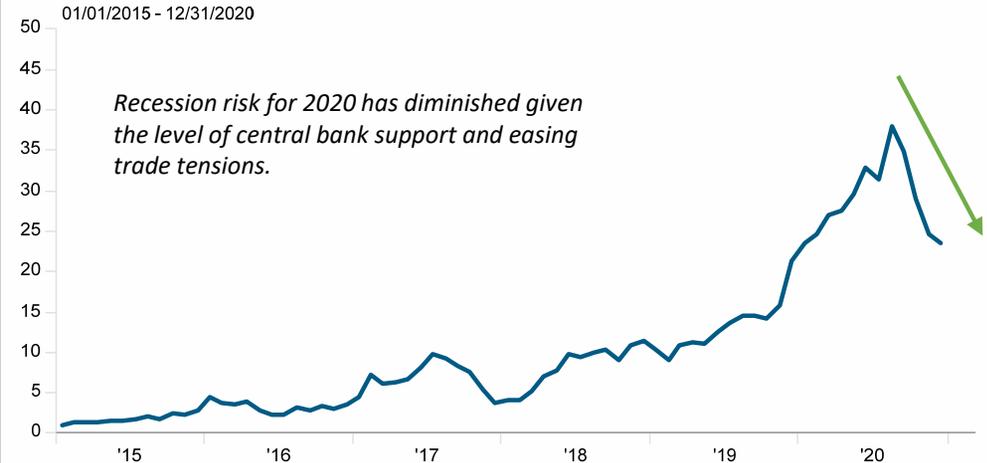
Stable economic conditions generally prevail, and global growth may move slightly higher given central bank support and trade tension relief. Prospects of a recession in 2020 remain dampened, yet we expect more restrained investment returns with bouts of heightened volatility. Somewhat elevated capital market valuations should persuade investors to reduce outsized portfolio tilts and embrace diversification.

**Global PMI Manufacturing Level**



FactSet, Markit. Data from 10/2015 – 12/2019.

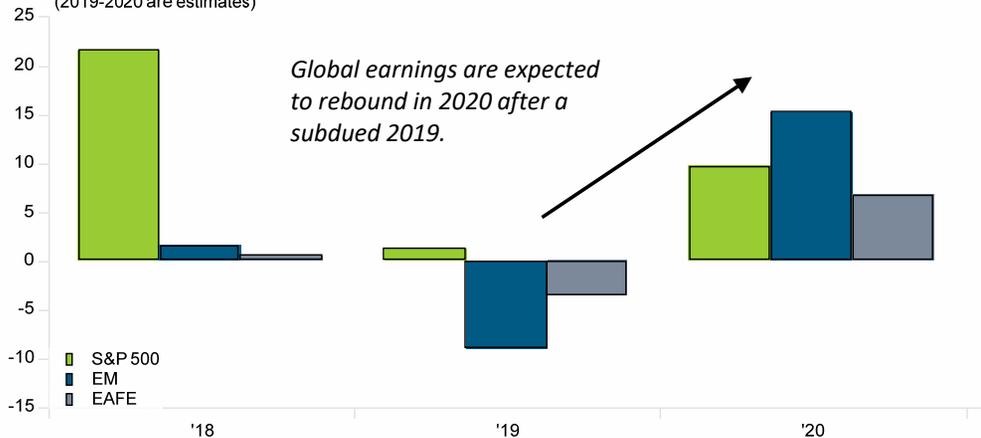
**U.S. Federal Reserve Recession Probability 12 Months Ahead**



FactSet, Federal Reserve Bank of New York.

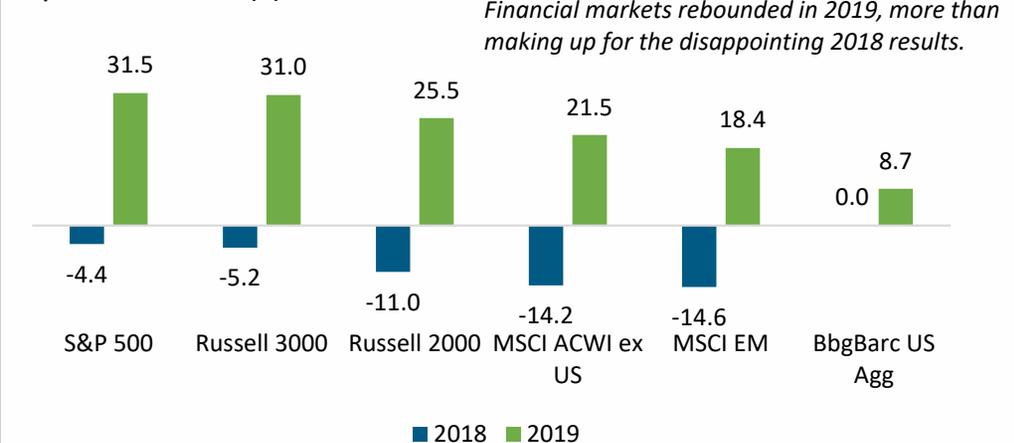
**Global Earnings Growth**

(2019-2020 are estimates)



FactSet. EAFE and EM data based on iShares ETFs

**Capital Market Returns (%)**



Performance data sourced from Morningstar Direct.

# Index Results

U.S. EQUITY	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
S&P 500	9.1	31.5	31.5	15.3	11.7	13.6
Russell 1000	9.0	31.4	31.4	15.0	11.5	13.5
Russell 1000 Value	7.4	26.5	26.5	9.7	8.3	11.8
Russell 1000 Growth	10.6	36.4	36.4	20.5	14.6	15.2
Russell Mid Cap	7.1	30.5	30.5	12.1	9.3	13.2
Russell Mid Cap Value	6.4	27.1	27.1	8.1	7.6	12.4
Russell Mid Cap Growth	8.2	35.5	35.5	17.4	11.6	14.2
Russell 2000	9.9	25.5	25.5	8.6	8.2	11.8
Russell 2000 Value	8.5	22.4	22.4	4.8	7.0	10.6
Russell 2000 Growth	11.4	28.5	28.5	12.5	9.3	13.0
Russell 3000	9.1	31.0	31.0	14.6	11.2	13.4
FTSE NAREIT Equity REITs Index	(0.8)	26.0	26.0	8.1	7.2	11.9
INTERNATIONAL EQUITY	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
MSCI ACWI ex-US	8.9	21.5	21.5	9.9	5.5	5.0
MSCI EAFE	8.2	22.0	22.0	9.6	5.7	5.5
MSCI EAFE Value	7.8	16.1	16.1	6.3	3.5	4.0
MSCI EAFE Growth	8.4	27.9	27.9	12.8	7.7	6.9
MSCI EAFE Small Cap	11.5	25.0	25.0	10.9	8.9	8.7
MSCI EM (Emerging Markets)	11.8	18.4	18.4	11.6	5.6	3.7
FIXED INCOME	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
Barclays U.S. Aggregate Bond	0.2	8.7	8.7	4.0	3.0	3.7
Barclays U.S. Gov/Credit Bond	(0.0)	9.7	9.7	4.3	3.2	4.0
Barclays Gov/Credit Long Bond	(1.1)	19.6	19.6	8.1	5.4	7.6
Barclays U.S. Corp High Yield	2.6	14.3	14.3	6.4	6.1	7.6
Barclays Municipal Bond	0.7	7.5	7.5	4.7	3.5	4.3
Barclays U.S. TIPS	0.8	8.4	8.4	3.3	2.6	3.4
BofA Merrill 3-Month T-Bill	0.5	2.3	2.3	1.7	1.1	0.6
NON-TRADITIONAL	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
Bloomberg Commodity Index	4.4	7.7	7.7	(0.9)	(3.9)	(4.7)
HFRI Fund of Funds Index	2.5	7.8	7.8	3.7	2.2	2.8
NCREIF Property Index (9/30/2019)	1.4	4.8	6.2	6.8	8.6	9.8
CPI (9/30/2019)	0.4	1.4	1.7	2.1	1.5	1.7

Sources: Morningstar Direct, Standard & Poor's, Russell, FTSE, MSCI, Barclays Capital, BofA Merrill Lynch, Bloomberg, HFRI, NCREIF. Data as of 12/31/2019 unless otherwise noted.

# Equity & Fixed Income Review

## U.S. Equity Size and Style Returns

QTR				1-Year		
Value	Blend	Growth		Value	Blend	Growth
7.4	9.0	10.6	Large	26.5	31.4	36.4
6.4	7.1	8.2	Mid	27.1	30.5	35.5
8.5	9.9	11.4	Small	22.4	25.5	28.5

U.S. equities had a strong finish to the year, producing high single digit gains for the quarter. Growth stocks once again outperformed value stocks, driven by strong performance in the health care and technology sectors. Small capitalization stocks modestly outpaced their large-cap counterparts in the quarter.

## International Equity Size and Region Returns (USD)

QTR				1-Year		
Small	Mid	Large		Small	Mid	Large
11.5	9.7	7.8	Dev	25.0	23.9	21.5
9.5	10.6	12.0	EM	11.5	13.1	19.3

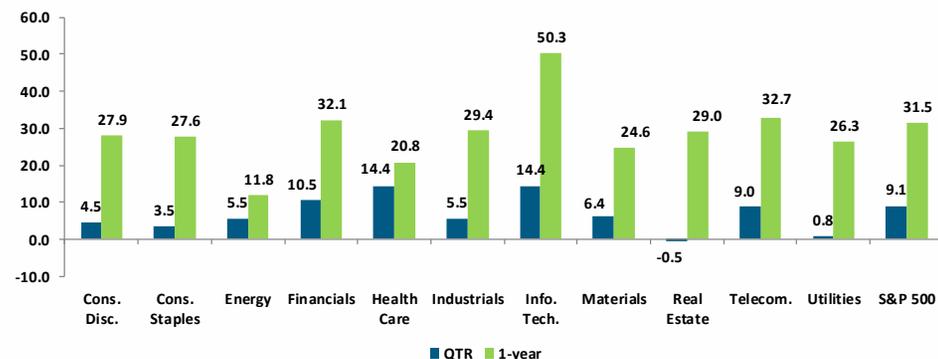
International stocks had favorable returns during the quarter and generally kept pace with domestic equities. Emerging markets outpaced developed regions, benefitting from the expectation that the U.S. and China would sign a phase 1 trade deal in the new year. The U.S. dollar declined against most currencies, providing a tailwind for the USD investor.

## Fixed Income Term and Quality Returns (USD)

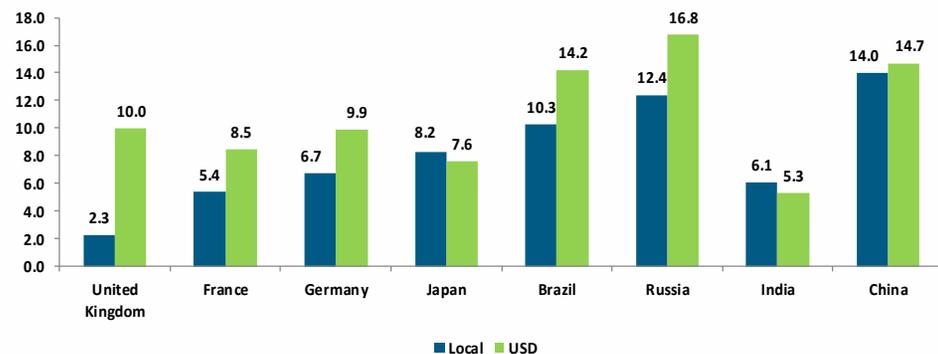
QTR				1-Year		
Short	Interm	Long		Short	Interm	Long
0.5	0.0	-4.1	Gov't	3.6	5.2	14.7
0.9	1.1	1.3	Corp	5.3	10.1	23.9

The U.S. yield curve steepened during the fourth quarter and ended the year with a positive slope. As a result, shorter dated government bonds generally outperformed longer dated issues. Spread sectors generally outpaced government bonds as investors favored "risk-on" areas of the market such as investment grade and high yield corporate bonds.

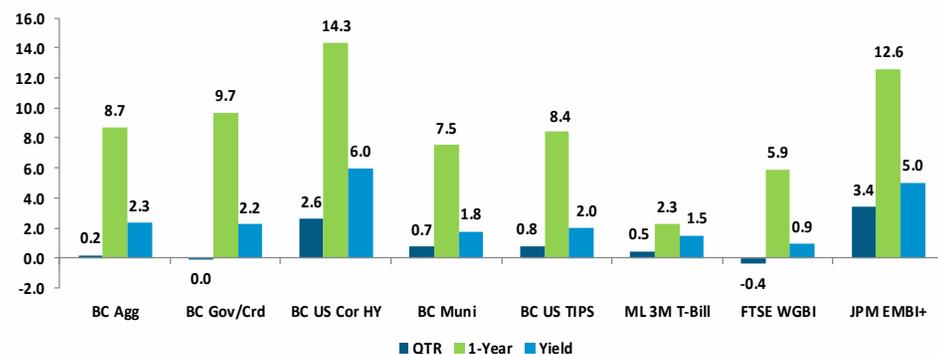
## S&P 500 Sector Returns



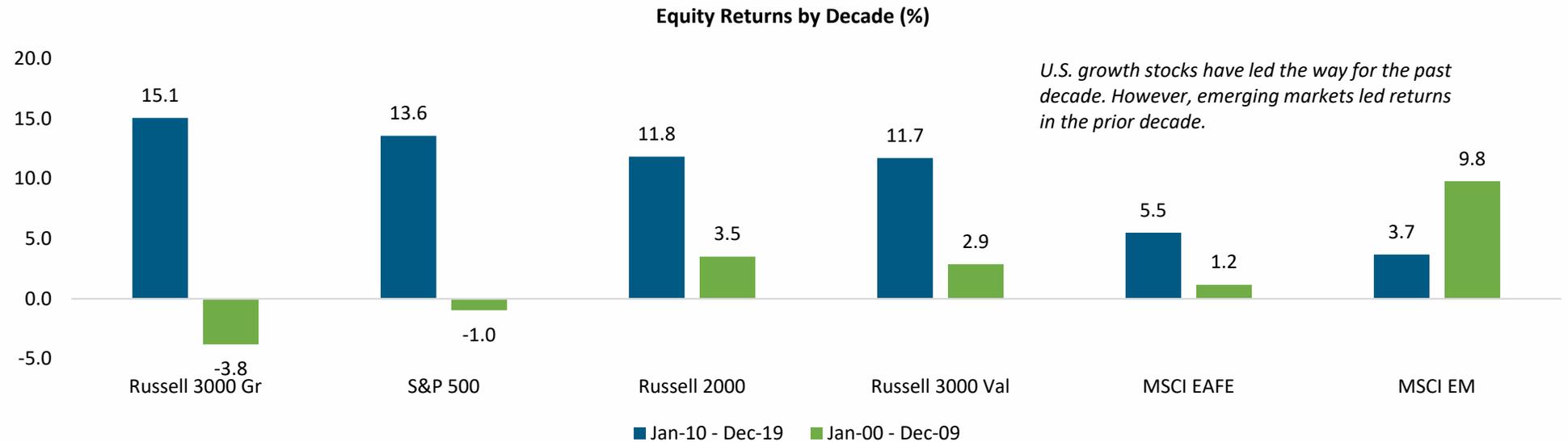
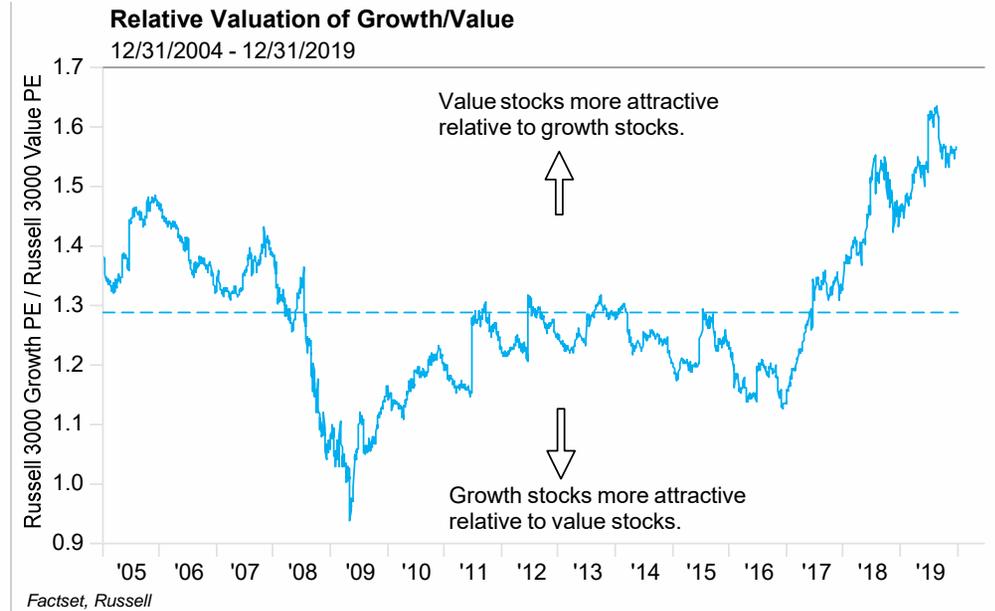
## MSCI Country Results 4Q 2019



## Fixed Income Returns and Yields (%)

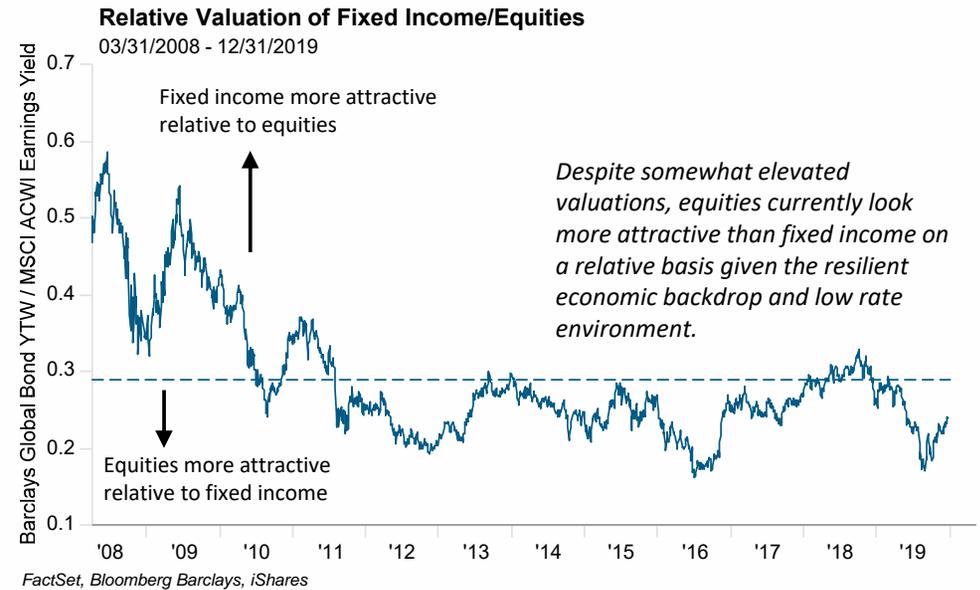
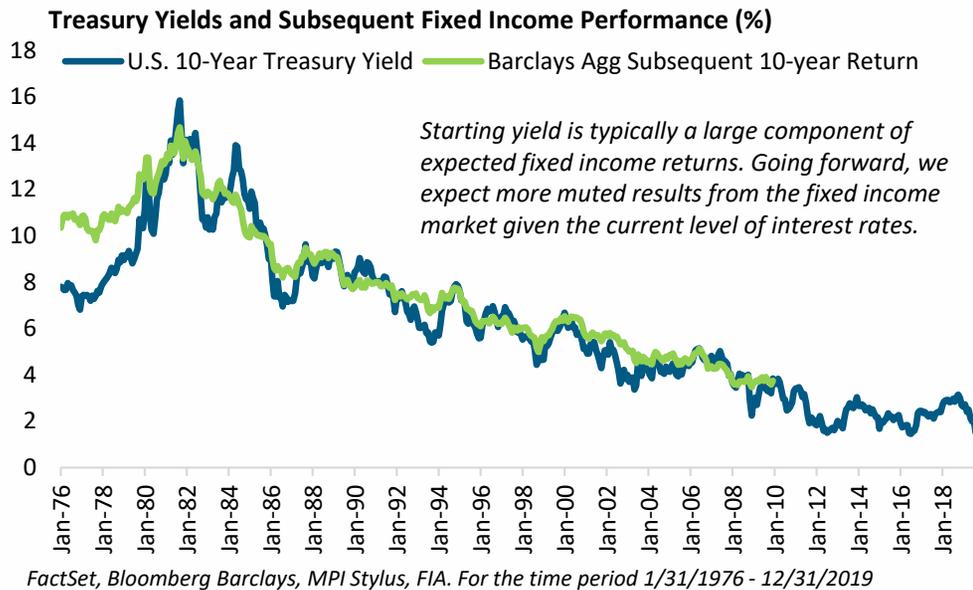
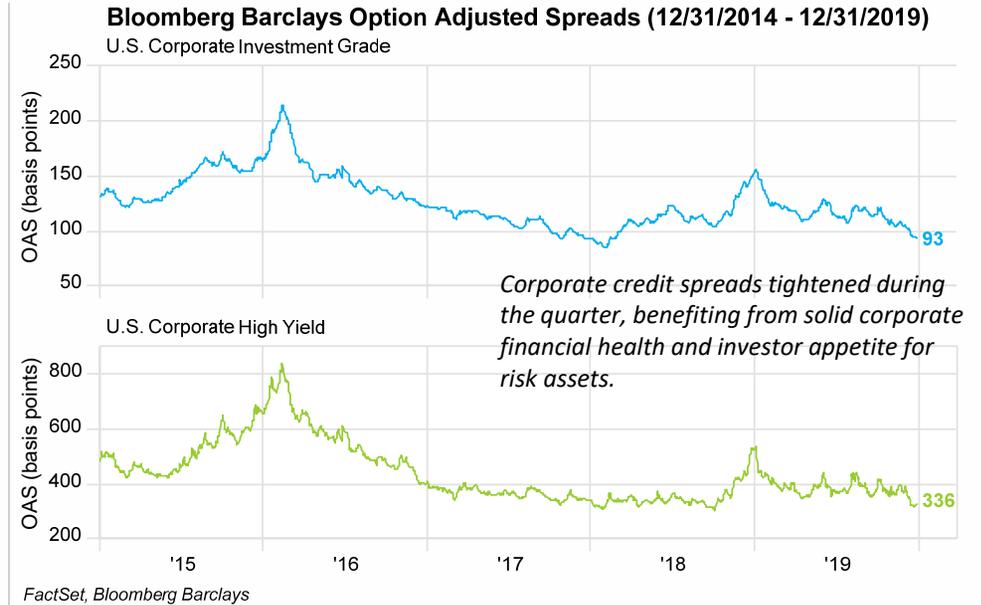
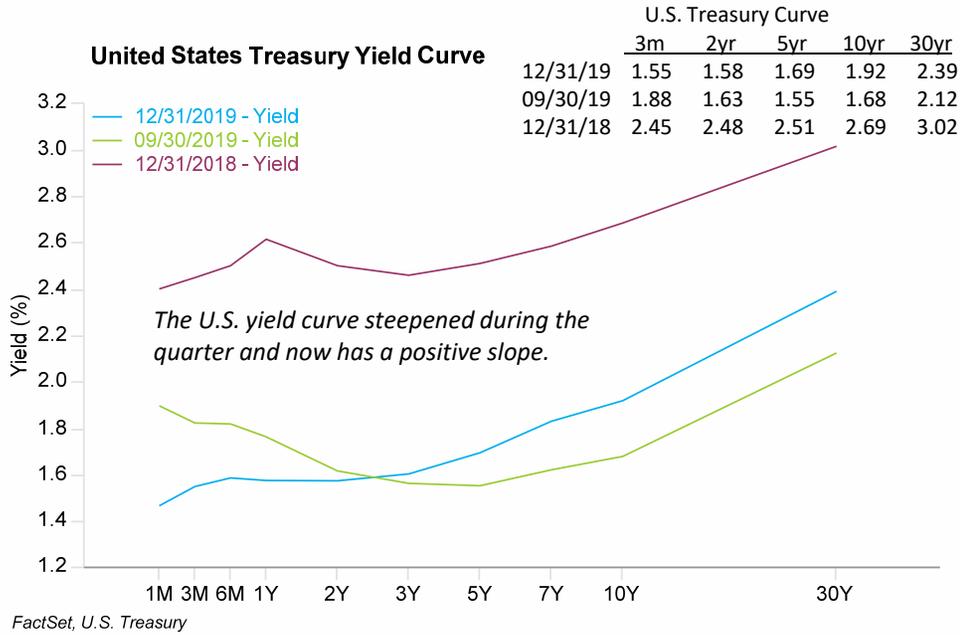


# Equity Market Perspectives



Performance data sourced from MPI Stylus.

# Fixed Income Market Perspectives



# Investing Viewpoints

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

Asset Allocation			Rationale
Fixed Income	Neutral	Equity	Our equity preference is driven by a host of supporting factors that include accommodative central banks, stabilizing backdrops for global growth and corporate earnings, and declining trade tensions. The preference is modest, however, recognizing the countervailing role fixed income can serve in times of equity market volatility (which may elevate during the forecast period).
	○ Q4 '19	●	
Equity			
Domestic	Neutral	International	Small valuation advantages exist across the international equity arena, but they are neutralized by the uneven pattern of global economic data, lingering U.S. dollar strength, and a more acute vulnerability to disruptions in trade negotiations.
	●	○ Q1 '18	
Domestic Large Cap	Neutral	Domestic Small Cap	Small cap names maintain a slight valuation advantage versus their large cap counterparts, but this advantage is counterbalanced by the generally lower level of financial flexibility possessed by smaller companies, which could prove vexing given the maturity of the economic cycle.
	●	○ Q2 '15	
Domestic Value	Neutral	Domestic Growth	The valuation dislocation between the styles remains skewed in favor of value, and the style draws additional support from the stabilizing economic environment and a normalized yield curve.
	○ Q3 '17	●	
Int'l Developed	Neutral	Emerging Mkts	International equities across the entirety of the opportunity set remain more directly levered to improvements on the global economic and trade fronts, but the valuation differential between the two segments is not meaningful enough to stipulate an investing preference.
	●	○ Q3 '15	
Fixed Income			
Treasuries	Neutral	Credit	While Treasuries offer a measure of defense should the economic backdrop begin to deteriorate, corporate financial health remains solid, and select pockets of opportunity endure across the credit spectrum. Neither condition is of enough magnitude to alter our neutral stance.
	●	○ Q3 '17	
Short Duration	Neutral	Long Duration	We expect the pace of forthcoming central bank accommodations to wane, while the mature and unsettled condition of the economic cycle serves as an impediment to higher rates further out the curve. We anticipate well-behaved interest rates near term, which informs our neutral stance.
	●	○ Q4 '18	

These viewpoints represent FIA's general assessment of the highlighted capital markets comparisons over the next 18 months. These opinions are subject to modification as conditions in the markets or forecasting periods change. Clients should utilize these rankings in conjunction with other considerations that may be relevant to their particular circumstances.



**FIDUCIARY**  
INVESTMENT ADVISORS

*Strategic thinking. Customized solutions.*

# Simsbury Pension

Executive Summary - Fourth Quarter 2019

# Table of Contents



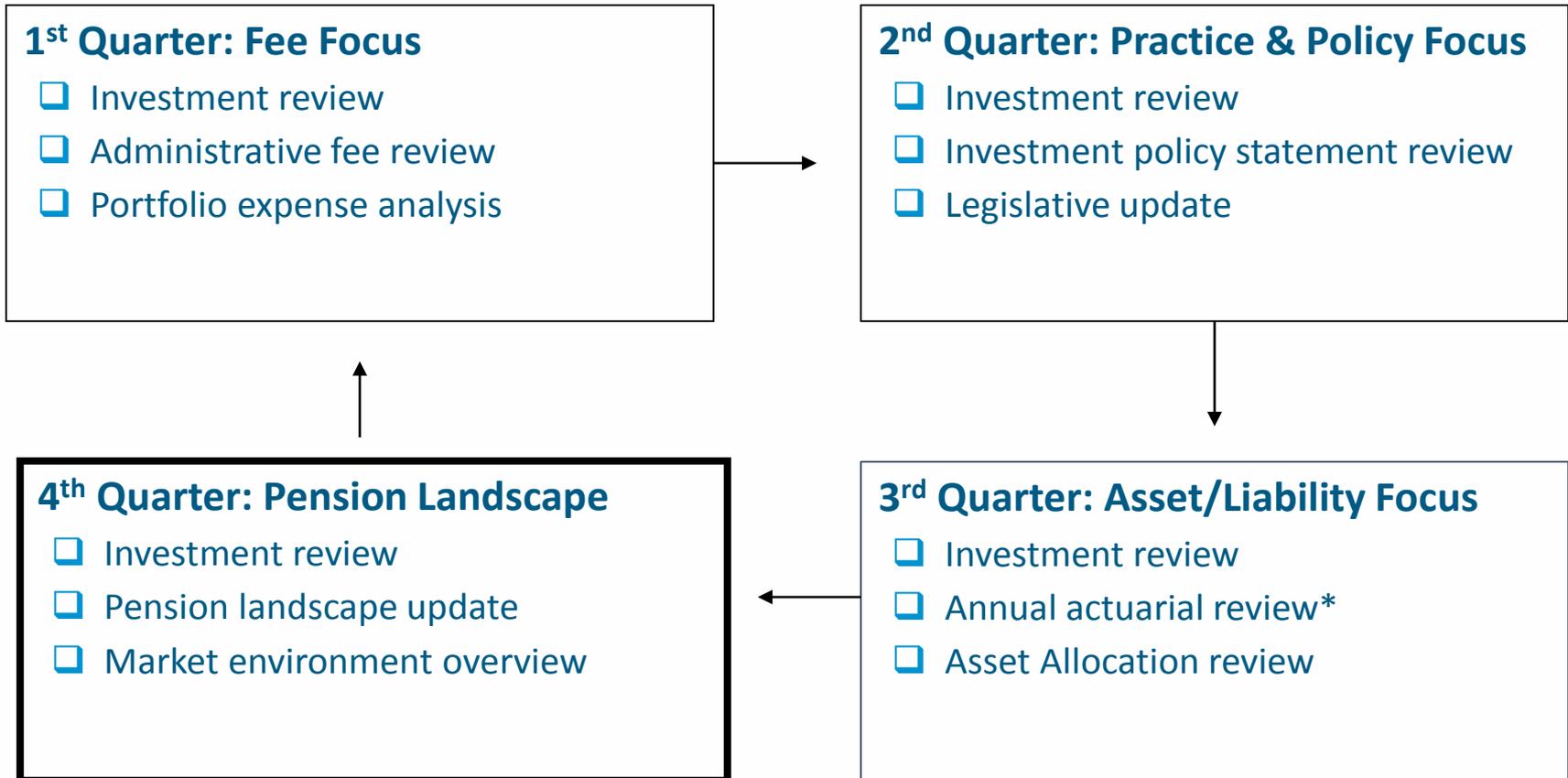
**Section 1**

*Fiduciary Governance Calendar*

**Section 2**

*Combined Pensions Summary*

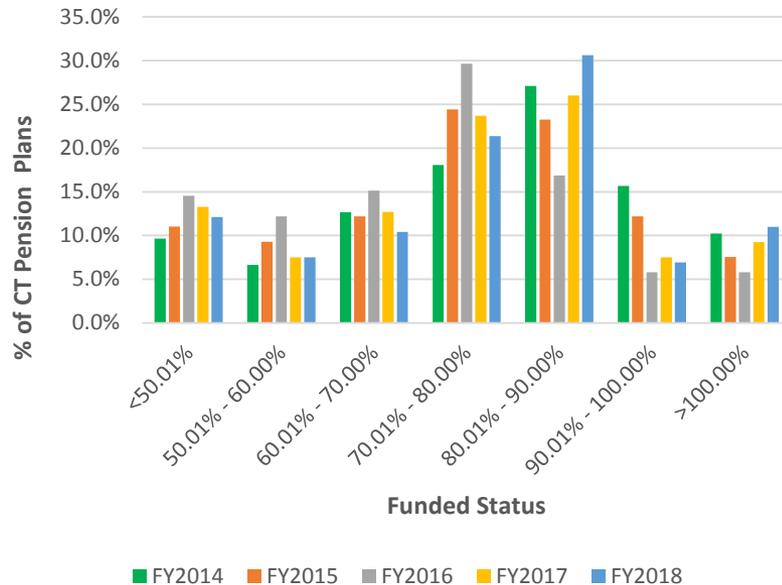
# Defined Benefit Fiduciary Governance Calendar



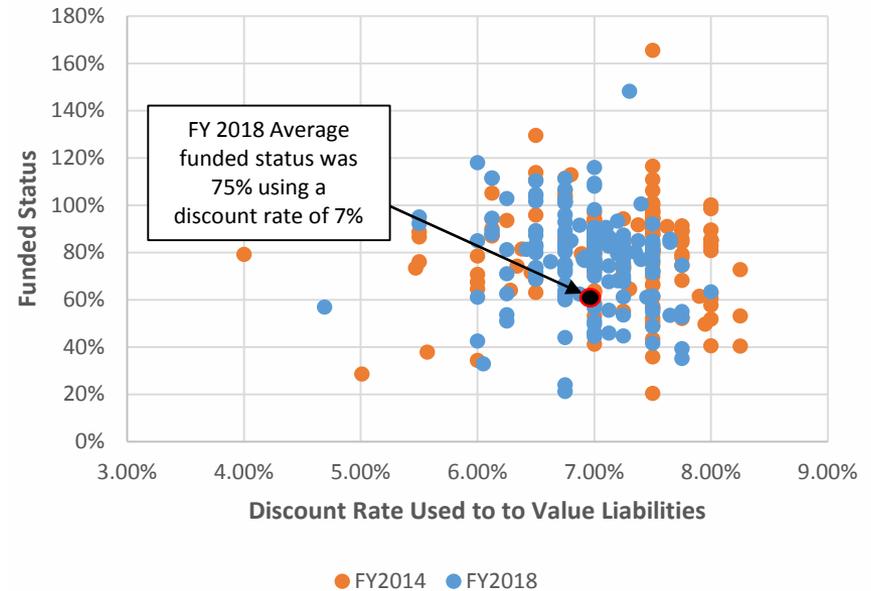
\* Timing of actuarial and liability review dependent on client's individual plan and /or fiscal year and actuarial input.

# Trends in Funded Status

### Funded Status Previous Last 5 Years for Connecticut Municipal Pension Plans



### Funded Status and Discount Rate for CT Municipal Pension Plans

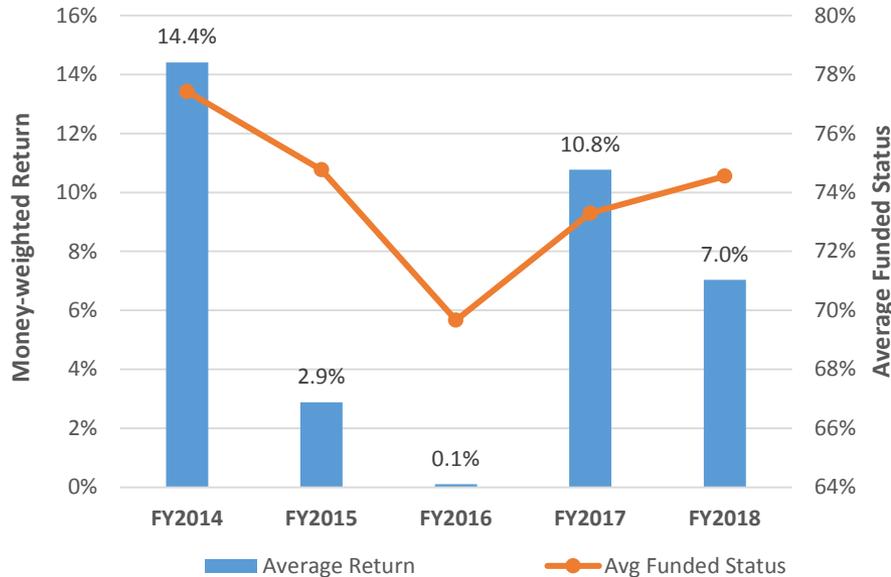


## Funded Status Observations

- Over 30% of 173 CT municipal pension plans included in this analysis are between 80-90% funded for FY2018 which represents the largest cohort. This group (80-90% funded) was also the largest cohort in FY2014 but many pension plans lost ground in FY2016, due in part to poor investment performance.
- Funded status has become more dispersed over the past 5 years, with more plans now under 50% funded and over 100% funded.
- Funded status is directly related to the discount rate used to value the liabilities. Discount rate assumptions used by CT municipalities have converged since FY2014 regardless of funded status.
- For FY2018, the average discount rate used in very well funded plans (>90% funded status) was 0.40% **lower** than the rate used by more poorly funded plans (<70% funded status).

# Investment Returns Across Pension Plans

**Actual Investment Returns for Connecticut Municipal Pension Plans**



**Funded Status and Investment Returns for CT Municipal Pension Plans**



## Investment Performance

- Money-weighted returns, which depend on both investment performance and cash flow timing, were 7% for FY2018 and averaged 5.7% and 6.8% for the trailing 3- and 5-year periods, respectively.
- The decline in the average funded status from 77% in FY2014 to 70% in FY2016 was impacted by poor investment performance and declining discount rates used to value liabilities.
  - A reversal of these two variables helped to improve funded status in FY2017 and FY2018.
- Correlations between investment returns and funded status have not been significant in CT municipal pension plans.

## Timeline:

- *December 2019 – January 2020:* Service continuity *packets* and consent letters will be sent to clients
  - Clients have 6 months to complete and return documentation.
- *May 2021:* System integration expected to be complete
- *Late 2021:* Migration of client assets
  - Asset migration will occur on a bank holiday weekend in order to minimize disruption.

## Contracts:

- Principal Financial will accept all existing contracts in place with Wells Fargo Institutional Retirement Trust clients.
  - Importantly, this will include **continuation of all current fee schedules**.
  - The only change in the documentation will be the legal entity of the contract issuer (from Wells Fargo to Principal).

## Benefit Payments:

- For clients who use Wells Fargo Institutional Retirement Trust to issue benefit payments, an Institutional Retirement Trust representative will proactively reach out to provide guidance and assistance with regard to the change in payment services.
  - Wells Fargo/Principal is **willing and able to prepare all beneficiary communications** to inform beneficiaries of the change.
  - Clients who wish to maintain control over beneficiary communications rather than having Wells Fargo/Principal handle communications may do so. Wells Fargo/Principal will be as involved (or uninvolved) in the communication efforts as each client desires.

# Asset Allocation - Town of Simsbury

As of December 31, 2019

	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	571,152	2.2%	420,213	1.6%	330,151	1.7%	0.0%
<u>Fixed Income</u>							
Metropolitan West Total Return PI	2,556,786	9.7%	2,474,940	9.7%	1,825,505	9.7%	10.0%
Western Asset Core Plus Bond IS	2,579,870	9.8%	2,499,639	9.8%	1,848,728	9.8%	10.0%
BlackRock Strategic Income Opps K	1,883,325	7.1%	1,883,313	7.4%	1,344,160	7.1%	7.5%
Templeton Global Bond R6	<u>1,169,717</u>	<u>4.4%</u>	<u>1,209,268</u>	<u>4.7%</u>	<u>827,283</u>	<u>4.4%</u>	<u>5.0%</u>
<b>Total Fixed Income</b>	<b>8,189,698</b>	<b>31.0%</b>	<b>8,067,161</b>	<b>31.5%</b>	<b>5,845,677</b>	<b>30.9%</b>	<b>32.5%</b>
<u>Domestic Equity</u>							
Vanguard Instl Index Fund I	5,411,600	20.5%	5,357,730	20.9%	3,901,415	20.6%	20.5%
Neuberger Berman Genesis R6	<u>2,441,252</u>	<u>9.2%</u>	<u>2,464,696</u>	<u>9.6%</u>	<u>1,720,916</u>	<u>9.1%</u>	<u>9.5%</u>
<b>Total Domestic Equity</b>	<b>7,852,852</b>	<b>29.7%</b>	<b>7,822,426</b>	<b>30.5%</b>	<b>5,622,331</b>	<b>29.7%</b>	<b>30.0%</b>
<u>International Equity</u>							
Hartford International Opportunities R6	4,357,587	16.5%	4,273,375	16.7%	3,143,925	16.6%	16.5%
Templeton Instl Foreign Small Comp A	1,552,098	5.9%	1,566,552	6.1%	1,113,461	5.9%	6.0%
Vanguard Emerging Markets Adm	<u>1,255,697</u>	<u>4.8%</u>	<u>1,296,720</u>	<u>5.1%</u>	<u>874,503</u>	<u>4.6%</u>	<u>5.0%</u>
<b>Total International Equity</b>	<b>7,165,382</b>	<b>27.1%</b>	<b>7,136,647</b>	<b>27.9%</b>	<b>5,131,890</b>	<b>27.2%</b>	<b>27.5%</b>
<u>Real Estate</u>							
Barings Core Property Fund LP	<u>1,468,371</u>	<u>5.6%</u>	<u>1,223,642</u>	<u>4.8%</u>	<u>1,142,066</u>	<u>6.0%</u>	<u>5.0%</u>
<b>Total Real Estate</b>	<b>1,468,371</b>	<b>5.6%</b>	<b>1,223,642</b>	<b>4.8%</b>	<b>1,142,066</b>	<b>6.0%</b>	<b>5.0%</b>
<u>Inflation Protection</u>							
Vanguard Short-Term Infl Protection Adm	431,399	1.6%	350,003	1.4%	302,465	1.6%	1.7%
Credit Suisse Commodity Return I	401,279	1.5%	325,969	1.3%	280,100	1.5%	1.7%
Van Eck Global Hard Assets I	<u>346,931</u>	<u>1.3%</u>	<u>263,837</u>	<u>1.0%</u>	<u>244,783</u>	<u>1.3%</u>	<u>1.7%</u>
<b>Total Inflation Protection</b>	<b>1,179,609</b>	<b>4.5%</b>	<b>939,809</b>	<b>3.7%</b>	<b>827,348</b>	<b>4.4%</b>	<b>5.0%</b>
	<b>26,427,064</b>	<b>100.0%</b>	<b>25,609,898</b>	<b>100.0%</b>	<b>18,899,462</b>	<b>100.0%</b>	<b>100.0%</b>

## Total Plan Performance Summary - Total Plan

As of December 31, 2019

### Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Total Plan</b>				<b>08/01/1994</b>
Beginning Market Value	68,128,844	60,583,027	12,042,857	
Net Contributions	-981,992	-956,104	-9,297,523	
Total Gain/Loss	3,789,572	11,309,501	68,191,090	
Ending Market Value	70,936,424	70,936,424	70,936,424	

### Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	27.50
FTSE World Government Bond Index	5.00
Russell 3000 Index	30.00
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 Index	5.00

### Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Total Plan</b>	<b>5.6</b>	<b>18.9</b>	<b>8.4</b>	<b>6.4</b>	<b>7.1</b>	<b>7.6</b>	<b>7.4</b>	<b>08/01/1994</b>
Simsbury Pension Benchmark	5.8	18.6	9.0	6.6	7.4	7.8	7.7	
Difference	-0.2	0.3	-0.6	-0.2	-0.3	-0.2	-0.3	

### Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
<b>Total Plan</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>	<b>-0.2</b>
Simsbury Pension Benchmark	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6	1.0
Difference	-0.8	-1.1	-0.1	0.7	-1.8	0.1	1.0	-1.2

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

## Total Plan Performance Summary - Town Plan

As of December 31, 2019

### Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Town Plan</b>				<b>08/01/1994</b>
Beginning Market Value	25,484,892	22,937,454	4,896,705	
Net Contributions	-468,551	-756,341	-4,744,385	
Total Gain/Loss	1,410,723	4,245,951	26,274,743	
Ending Market Value	26,427,064	26,427,064	26,427,064	

### Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	27.50
FTSE World Government Bond Index	5.00
Russell 3000 Index	30.00
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 Index	5.00

### Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Town Plan</b>	<b>5.6</b>	<b>18.9</b>	<b>8.4</b>	<b>6.4</b>	<b>7.1</b>	<b>7.6</b>	<b>7.5</b>	<b>08/01/1994</b>
Simsbury Pension Benchmark	5.8	18.6	9.0	6.6	7.4	7.8	7.7	
Difference	-0.2	0.3	-0.6	-0.2	-0.3	-0.2	-0.2	

### Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
<b>Town Plan</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>	<b>0.0</b>
Simsbury Pension Benchmark	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6	1.0
Difference	-0.8	-1.1	-0.1	0.6	-1.7	0.2	1.0	-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, 2019

## Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Board of Education</b>				<b>08/01/1994</b>
Beginning Market Value	24,518,368	21,554,650	3,743,350	
Net Contributions	-286,254	-18,815	334,352	
Total Gain/Loss	1,377,783	4,074,063	21,532,196	
Ending Market Value	25,609,898	25,609,898	25,609,898	

## Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	27.50
FTSE World Government Bond Index	5.00
Russell 3000 Index	30.00
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 Index	5.00

## Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Board of Education</b>	<b>5.7</b>	<b>19.0</b>	<b>8.4</b>	<b>6.5</b>	<b>7.1</b>	<b>7.5</b>	<b>7.4</b>	<b>08/01/1994</b>
Simsbury Pension Benchmark	5.8	18.6	9.0	6.6	7.4	7.8	7.7	
Difference	-0.1	0.4	-0.6	-0.1	-0.3	-0.3	-0.3	

## Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
<b>Board of Education</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>	<b>-0.7</b>
Simsbury Pension Benchmark	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6	1.0
Difference	-0.9	-1.0	-0.1	0.8	-1.9	0.1	1.0	-1.7

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

## Total Plan Performance Summary - Police Plan

As of December 31, 2019

### Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Police Plan</b>				<b>08/01/1994</b>
Beginning Market Value	18,125,583	16,090,923	3,402,802	
Net Contributions	-227,187	-180,948	-4,887,491	
Total Gain/Loss	1,001,066	2,989,487	20,384,151	
Ending Market Value	18,899,462	18,899,462	18,899,462	

### Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	27.50
FTSE World Government Bond Index	5.00
Russell 3000 Index	30.00
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 Index	5.00

### Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Police Plan</b>	<b>5.6</b>	<b>18.8</b>	<b>8.4</b>	<b>6.4</b>	<b>7.1</b>	<b>7.6</b>	<b>7.5</b>	<b>08/01/1994</b>
Simsbury Pension Benchmark	5.8	18.6	9.0	6.6	7.4	7.8	7.7	
Difference	-0.2	0.2	-0.6	-0.2	-0.3	-0.2	-0.2	

### Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
<b>Police Plan</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>	<b>-0.2</b>
Simsbury Pension Benchmark	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6	1.0
Difference	-0.8	-1.1	-0.1	0.7	-1.7	0.0	0.9	-1.2

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

# Manager Performance Overview

## Simsbury Pension

As of December 31, 2019

	QTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since FIA's Inception Dec-2012 To Dec-2019	Inception Date
<b>Total Plan</b>	<b>5.6</b>	<b>18.9</b>	<b>8.4</b>	<b>6.4</b>	<b>7.6</b>	<b>7.4</b>	<b>7.2</b>	<b>08/01/1994</b>
<i>Simsbury Pension Benchmark</i>	5.8	18.6	9.0	6.6	7.8	7.7	7.5	
<b>Wells Fargo Government Money Market Fund I</b>	<b>0.4</b>	<b>2.0</b>	<b>1.5</b>	<b>0.9</b>	<b>N/A</b>	<b>0.6</b>	<b>0.7</b>	<b>11/01/2012</b>
<i>90 Day U.S. Treasury Bill</i>	0.5	2.3	1.7	1.1	N/A	0.8	0.8	
<b>Fixed Income</b>	<b>1.1</b>	<b>8.6</b>	<b>4.3</b>	<b>3.4</b>	<b>N/A</b>	<b>3.7</b>	<b>3.1</b>	<b>07/01/2011</b>
<i>Fixed Income Composite Benchmark</i>	0.1	8.3	4.1	2.9	N/A	2.9	2.3	
<b>Metropolitan West Total Return Bond PI</b>	<b>0.3 (60)</b>	<b>9.2 (54)</b>	<b>4.3 (45)</b>	<b>3.1 (58)</b>	<b>N/A</b>	<b>3.2 (37)</b>	<b>3.2 (37)</b>	<b>12/01/2012</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.2	8.7	4.0	3.0	N/A	2.7	2.7	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	0.4	9.3	4.1	3.2	N/A	2.9	2.9	
<b>Western Asset Core Plus Bond IS</b>	<b>1.3 (5)</b>	<b>12.3 (4)</b>	<b>5.8 (1)</b>	<b>4.7 (3)</b>	<b>N/A</b>	<b>4.7 (2)</b>	<b>N/A</b>	<b>11/01/2014</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.2	8.7	4.0	3.0	N/A	3.1	N/A	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	0.4	9.3	4.1	3.2	N/A	3.2	N/A	
<b>BlackRock Strategic Income Opportunities K</b>	<b>1.6 (39)</b>	<b>7.8 (36)</b>	<b>4.0 (39)</b>	<b>3.1 (42)</b>	<b>N/A</b>	<b>2.9 (32)</b>	<b>N/A</b>	<b>07/01/2014</b>
<i>Libor (3 month)</i>	0.5	2.6	1.9	1.4	N/A	1.3	N/A	
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.2	8.7	4.0	3.0	N/A	3.1	N/A	
IM Alternative Credit Focus (MF) Median	1.3	6.9	3.5	2.9	N/A	2.5	N/A	
<b>Templeton Global Bond R6</b>	<b>1.6 (15)</b>	<b>1.0 (100)</b>	<b>1.8 (100)</b>	<b>1.6 (84)</b>	<b>N/A</b>	<b>2.0 (41)</b>	<b>2.0 (41)</b>	<b>12/01/2012</b>
<i>FTSE World Government Bond Index</i>	-0.4	5.9	4.1	2.0	N/A	0.6	0.6	
IM Global Fixed Income (MF) Median	0.7	8.1	4.0	2.5	N/A	1.8	1.8	
<b>Domestic Equity</b>	<b>8.1</b>	<b>31.2</b>	<b>14.3</b>	<b>11.5</b>	<b>N/A</b>	<b>12.5</b>	<b>14.1</b>	<b>07/01/2011</b>
<i>Russell 3000 Index</i>	9.1	31.0	14.6	11.2	N/A	13.0	14.4	
<b>Vanguard Institutional Index I</b>	<b>9.1 (38)</b>	<b>31.5 (29)</b>	<b>15.2 (25)</b>	<b>11.7 (14)</b>	<b>N/A</b>	<b>14.7 (13)</b>	<b>14.7 (13)</b>	<b>12/01/2012</b>
<i>S&amp;P 500 Index</i>	9.1	31.5	15.3	11.7	N/A	14.7	14.7	
IM U.S. Large Cap Core Equity (MF) Median	8.7	29.6	13.9	10.3	N/A	13.3	13.3	

Returns for periods less than one year are not annualized.

## Manager Performance Overview

### Simsbury Pension

As of December 31, 2019

	QTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since FIA's Inception Dec-2012 To Dec-2019	Inception Date
<b>Neuberger Berman Genesis R6</b>	<b>6.0 (89)</b>	<b>29.7 (8)</b>	<b>12.0 (2)</b>	<b>10.8 (2)</b>	<b>N/A</b>	<b>12.5 (17)</b>	<b>12.5 (17)</b>	<b>12/01/2012</b>
<i>Russell 2000 Index</i>	9.9	25.5	8.6	8.2	N/A	12.1	12.1	
IM U.S. Small Cap Core Equity (MF) Median	8.1	23.9	6.5	7.2	N/A	11.1	11.1	
<b>International Equity</b>	<b>9.5</b>	<b>24.5</b>	<b>9.3</b>	<b>5.8</b>	<b>N/A</b>	<b>3.9</b>	<b>5.7</b>	<b>07/01/2011</b>
<i>International Equity Composite Benchmark</i>	10.0	21.7	10.3	6.3	N/A	4.6	6.6	
<b>Hartford International Opportunities R6</b>	<b>9.0 (53)</b>	<b>26.1 (16)</b>	<b>8.6 (48)</b>	<b>5.6 (18)</b>	<b>N/A</b>	<b>4.9 (12)</b>	<b>N/A</b>	<b>10/01/2014</b>
<i>MSCI AC World ex USA (Net)</i>	8.9	21.5	9.9	5.5	N/A	4.4	N/A	
IM International Large Cap Core Equity (MF) Median	9.1	22.1	8.5	4.1	N/A	3.1	N/A	
<b>Templeton Instl Foreign Small Comp A</b>	<b>9.6 (88)</b>	<b>22.9 (30)</b>	<b>10.4 (20)</b>	<b>6.3 (52)</b>	<b>N/A</b>	<b>7.4 (47)</b>	<b>7.4 (47)</b>	<b>12/01/2012</b>
<i>MSCI AC World ex USA Small Cap (Net)</i>	11.0	22.4	9.6	7.0	N/A	7.6	7.6	
IM International SMID Cap Core Equity (MF) Median	11.2	20.7	8.4	6.6	N/A	6.8	6.8	
<b>Vanguard Emerging Markets Stock Adm</b>	<b>11.3 (43)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>10.1 (50)</b>	<b>N/A</b>	<b>03/01/2019</b>
<i>FTSE Emerging All Cap China Spliced Index</i>	11.4	N/A	N/A	N/A	N/A	10.2	N/A	
IM Emerging Markets Equity (MF) Median	11.0	N/A	N/A	N/A	N/A	10.0	N/A	
<b>Real Estate</b>	<b>1.3</b>	<b>6.0</b>	<b>6.3</b>	<b>8.1</b>	<b>N/A</b>	<b>6.0</b>	<b>5.3</b>	<b>07/01/2011</b>
<i>NCREIF Fund Index - ODCE (net)</i>	1.3	4.4	6.1	8.0	N/A	9.4	9.4	
<b>Barings Core Property Fund LP</b>	<b>1.3</b>	<b>6.0</b>	<b>6.3</b>	<b>8.1</b>	<b>N/A</b>	<b>8.1</b>	<b>N/A</b>	<b>10/01/2013</b>
<i>NCREIF Fund Index - ODCE (net)</i>	1.3	4.4	6.1	8.0	N/A	8.7	N/A	

Returns for periods less than one year are not annualized.

## Manager Performance Overview

### Simsbury Pension

As of December 31, 2019

	QTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since FIA's Inception Dec-2012 To Dec-2019	Inception Date
<b>Inflation Protection</b>	<b>4.4</b>	<b>7.6</b>	<b>-2.2</b>	<b>-1.9</b>	<b>N/A</b>	<b>-3.5</b>	<b>-3.6</b>	<b>11/01/2012</b>
<i>Short Term Inflation Protection Index</i>	4.4	10.3	0.0	-0.8	N/A	-1.9	-1.8	
<b>Vanguard Short-Term Inflation Protection Adm</b>	<b>1.1 (36)</b>	<b>4.8 (89)</b>	<b>2.0 (78)</b>	<b>1.7 (68)</b>	<b>N/A</b>	<b>1.2 (77)</b>	<b>N/A</b>	<b>03/01/2014</b>
<i>Bloomberg Barclays US TIPS 0-5 Year Index</i>	1.1	4.8	2.1	1.8	N/A	1.2	N/A	
IM U.S. TIPS (MF) Median	1.0	7.5	2.7	2.1	N/A	1.7	N/A	
<b>Credit Suisse Commodity Return I</b>	<b>4.5 (61)</b>	<b>7.0 (72)</b>	<b>-1.3 (70)</b>	<b>-4.1 (65)</b>	<b>N/A</b>	<b>-7.4 (56)</b>	<b>N/A</b>	<b>03/01/2014</b>
<i>Bloomberg Commodity Index Total Return</i>	4.4	7.7	-0.9	-3.9	N/A	-7.4	N/A	
IM Commodities General (MF) Median	5.1	8.1	-0.3	-3.5	N/A	-7.0	N/A	
<b>Van Eck Global Hard Assets I</b>	<b>8.8 (43)</b>	<b>12.0 (61)</b>	<b>-7.7 (86)</b>	<b>-5.5 (88)</b>	<b>N/A</b>	<b>-5.0 (84)</b>	<b>-5.0 (84)</b>	<b>12/01/2012</b>
<i>S&amp;P North American Natural Res Sector Index (TR)</i>	7.5	17.6	-2.0	-1.4	N/A	-0.2	-0.2	
IM Global Natural Resources (MF) Median	8.1	14.1	-0.5	-0.8	N/A	-0.2	-0.2	

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.

Returns for periods less than one year are not annualized.

## Manager Commentary

As of December 31, 2019

Manager	Manager Status	Comments
<b>Fixed Income</b>		
Metropolitan West Total Return PI (MWTSX)	Maintain	4Q 2019 – The MetWest Total Return Bond Fund produced a positive return during the fourth quarter, performing in line with the Bloomberg Barclays U.S. Aggregate Bond Index. The Federal Reserve reduced their policy rate another 25 basis points during the quarter, driving shorter dated interest rates lower. This, coupled with rising long-term interest rates, resulted in a steepening of the U.S. yield curve. Spread sectors, led by corporate bonds, generally outperformed Treasuries in the risk-on environment. Relative to the benchmark the portfolio’s roughly neutral duration stance had minimal impact. Sector allocation was mixed for the strategy, as an overweight to securitized assets was beneficial but an underweight to corporate bonds detracted. Issue selection had a modest positive impact. Names that were added during the selloff in the fourth quarter of 2018, such as GE and Ford, rebounded in much of 2019. The team at MetWest continues to have a cautious stance. As such, the portfolio remains conservatively postured with lower exposure to corporate bonds compared to the benchmark. Additionally, the strategy maintains an overweight to securitized issues and is underweight Treasuries.
Western Asset Core Plus IS (WAPSX)	Maintain	4Q 2019 – The Western Asset Core Plus Bond Fund had a strong fourth quarter, outpacing the Bloomberg Barclays U.S. Aggregate Bond Index. The strategy was among the top Core Plus managers for the 2019 calendar year. The portfolio’s duration positioning and exposure to corporate bonds and emerging markets were key drivers of relative results during the quarter. These same factors also drove relative performance for the 2019 calendar year. Emerging markets continues to be one of the team’s highest conviction areas of the market which they believe will benefit from high relative real yields, a weakening U.S. dollar and central bank support. The team believes economic growth will be stable and supportive of spread sectors. However, the portfolio’s duration remains longer than that of the benchmark in an effort to compliment the risk of the credit sector overweights.
BlackRock Strategic Income Opportunities K (BSIKX)	Maintain	4Q 2019 – The BlackRock Strategic Income Opportunities strategy produced a positive return during the fourth quarter and outpaced the broader fixed income market. Interest rates move modestly higher during the period and the yield curve steepened. Shorter dated rates were driven lower by the Federal Reserve’s decision to lower its target rate, while an improved outlook for a stabilizing global economy pushed longer dated rates higher. Risk assets led the way and, as a result corporate bonds and emerging market debt were among the top fixed income asset classes. This was a conducive backdrop for the portfolio as the strategy benefited from its allocation to emerging market debt and high yield corporate bonds. The portfolio’s European and Asian rate strategies also were beneficial during the quarter. The portfolio ended the quarter with a duration of approximately 3.0 years. Despite trailing the broader fixed income market for the 2019 calendar year, the team at BlackRock has produced a strong track record over the long-term and has done so with a lower volatility profile than the market, resulting in favorable risk adjusted returns.
Templeton Global Bond R6 (FBNRX)	Maintain	4Q 2019 – The Templeton Global Bond Fund rose during the fourth quarter and outperformed its benchmark, the FTSE WGBI, which delivered a negative return in the period. Sovereign bond yields largely rose across much of the world and the U.S. dollar broadly weakened during the quarter as macro uncertainties that had been plaguing markets abated. In this market environment, the fund’s negative duration to U.S. Treasuries and select duration exposures in Latin America contributed to performance. The team continues to hold select duration exposures in specific emerging markets countries that they believe have economic resiliency to external shocks and attractive risk/reward profiles. The portfolio also benefited from its positions in the Brazilian real and northern European currencies, including the Norwegian krone, Swedish krona, and Swiss franc. However, the fund’s net-negative positions in the euro and Australian dollar detracted from returns, as did its new net-positive position in the Japanese yen. The team has maintained its short exposure to the euro as a macro hedge against a broadly strengthening US dollar, and the short position in the Australian dollar as a hedge to beta risk across emerging markets, due to the Australian economy’s exposure to emerging market risk factors.

## Manager Commentary

As of December 31, 2019

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 2019 - Commentary not available at time of report production.
<b>International Equity</b>		
Hartford International Opportunities R6 (HAOYX)	Maintain	4Q 2019 – The Hartford International Opportunities Fund rose during the fourth quarter and outperformed its benchmark, the MSCI ACW ex-US Index. International markets had a strong finish to the year, boosted by optimism over a trade deal between the U.S. and China, a decisive election result in the UK that provided clarity on Brexit, and signs that the slowdown in the global economy may have bottomed, which in turn resulted in broad foreign currency appreciation relative to the dollar. The fund’s outperformance this quarter was primarily driven by strong stock selection, most notably within the communication services, financials, and technology sectors. Meanwhile, these relative gains were partially offset by security selection among the fund’s healthcare and consumer staples positions as well as negative allocation effects from an underweight to materials stocks and an overweight allocation to utilities. From a regional perspective, the portfolio benefited from its exposures to emerging markets and the UK, while selection in Europe and Japan detracted. The Fund is sub-advised by Wellington Management.
Templeton Instl Foreign Smaller Companies Ser A (TFSCX)	Watch 3Q 2019	4Q 2019 - 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.
<b>Real Estate</b>		
Barings Core Property Fund LP	Maintain	4Q 2019 - 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 2019 – The Credit Suisse Enhanced Commodity Index produced a positive return during the fourth quarter and modestly outpaced the Bloomberg Commodity Index. Commodities rose broadly in the period with 17 of the 23 index constituents posting gains. Agriculture was the strongest segment this period, followed closely by energy. A number of macro developments favorably impacted the commodity complex, among them included progress in U.S./China trade relations, a declining dollar and stronger global economic growth prospects. The agreement to a Phase One trade deal had the greatest impact on agriculture, as China announced a commitment to substantially increase purchases of U.S. agricultural products. A falling dollar was a tailwind for metals, in particular precious metals, with gold and silver among the beneficiaries. Industrial metals fell modestly in aggregate, notably hampered by a 17% drop in the price of nickel, which reverted sharply after last quarter’s gains as Indonesia increased exports ahead of their January ban. At the portfolio level, roll and curve-based commodity strategies contributed to relative performance, with collateral management also adding slight value. Forward curve positioning in energy was particularly advantageous, as was positioning further out the curve in livestock and industrial metal contracts.

## Manager Commentary

As of December 31, 2019

Manager	Manager Status	Comments
Van Eck Global Hard Assets I (GHAIX)	Watch 3Q 2019	<p>4Q 2019 – The Van Eck Global Hard Assets Fund advanced during the fourth quarter and outpaced its index. Resource equities generated strong returns on the back of rising oil prices and the emergence of value and cyclical factors as equity market leaders in the closing months of the year. Easing trade tensions between the U.S. and China, a weaker dollar and stronger global economic growth metrics all served as tailwinds for hard assets in the period. Outperformance in the quarter was the result of favorable sub-industry allocations, with selection also positively contributing to relative performance. In particular, the portfolio benefited from its overweight stances to copper, gold and exploration &amp; production companies, while an underweight to integrated oil &amp; gas companies provided a further boost. From a selection standpoint, strength among industrial metals and E&amp;P names offset weakness in the midstream space.</p> <p>The Fund remains on Watch due to the changes to its portfolio allocations. Specifically, the portfolio has allocated to integrated oil &amp; gas companies (~4.5% of the portfolio), a sub-segment it has typically avoided under the premise they have higher correlations to the broader equity market, tend to be slower growth companies and generally do not perform as well in an inflationary environment. In addition, cash has been elevated to ~7% of the portfolio.</p>

## Manager Gain/Loss Summary

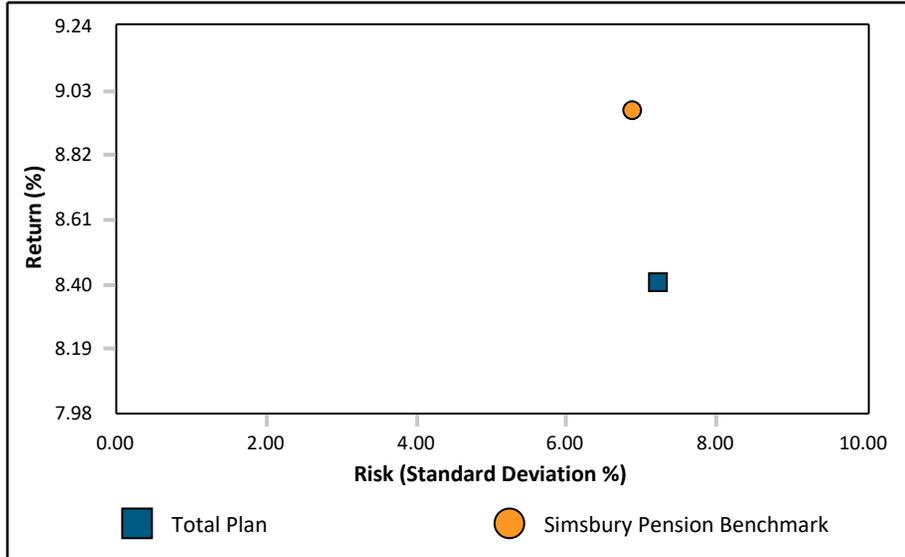
### Total Plan

	Market Value As of 10/01/2019	Net Flows	Return On Investment	Market Value As of 12/31/2019
Town Plan	25,484,892	-468,551	1,410,723	26,427,064
Board of Education	24,518,368	-286,254	1,377,783	25,609,898
Police Plan	18,125,583	-227,187	1,001,066	18,899,462
Total Plan	68,128,844	-981,992	3,789,572	70,936,424

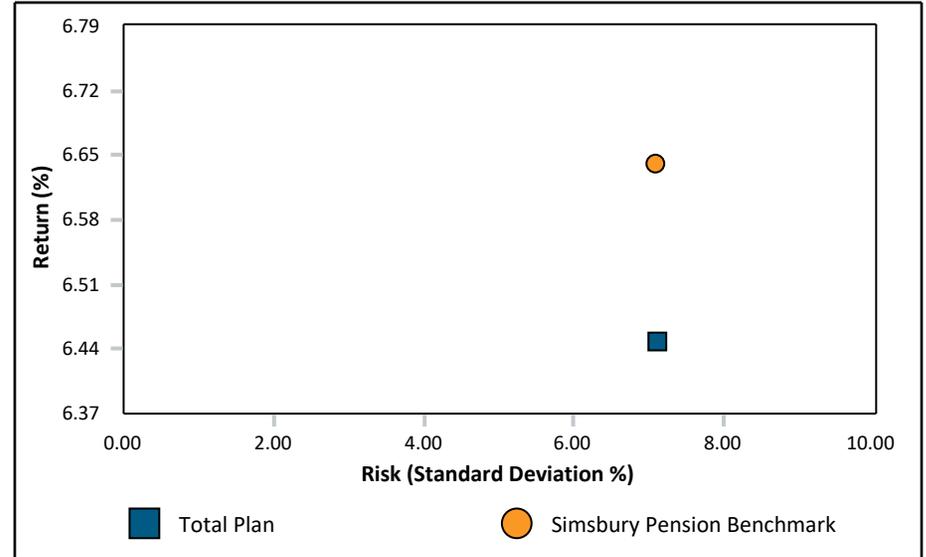
# Risk vs Return

As of December 31, 2019

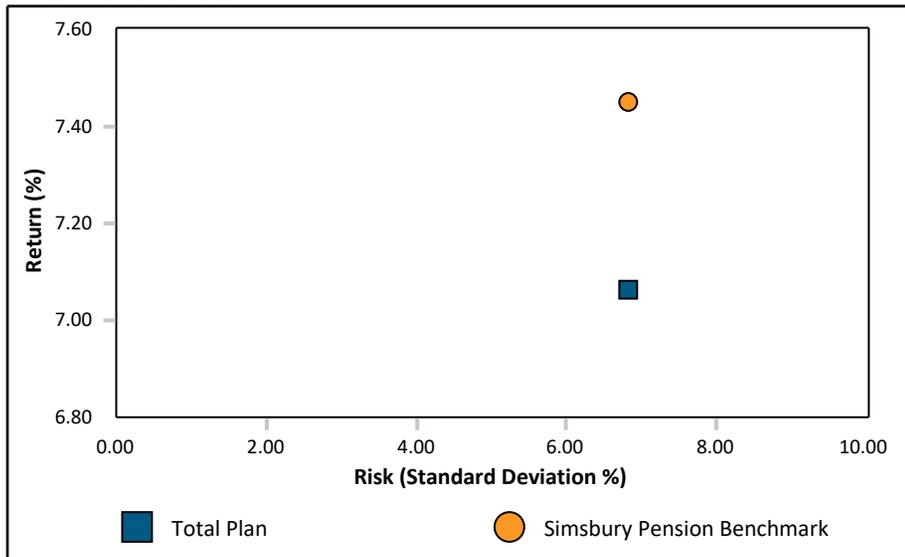
### 3 Year Risk and Return



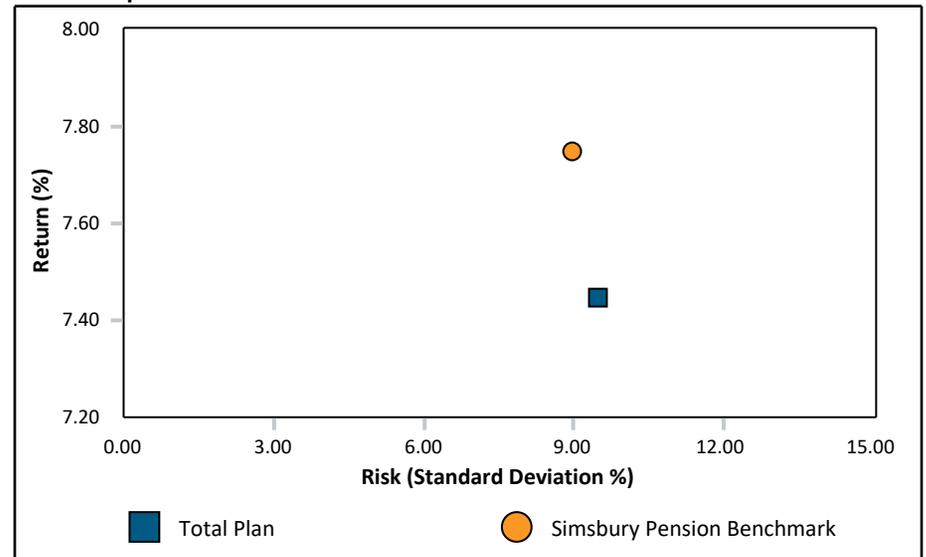
### 5 Year Risk and Return



### 7 Year Risk and Return



### Since Inception Risk and Return



# MPT Statistical Data

As of December 31, 2019

## 3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	8.40	7.24	4.69	0.92	-0.53	0.93	0.99	1.05	-0.89
Simsbury Pension Benchmark	8.96	6.88	4.40	1.04	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.67	0.20	0.00	N/A	-1.04	6.90	0.01	0.00	1.69

## 5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	6.45	7.12	4.45	0.77	-0.17	1.06	0.98	0.99	-0.13
Simsbury Pension Benchmark	6.64	7.09	4.32	0.80	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.05	0.27	0.01	N/A	-0.80	7.08	0.00	0.00	1.04

## 7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	7.06	6.84	4.14	0.92	-0.34	1.06	0.98	0.99	-0.28
Simsbury Pension Benchmark	7.45	6.83	4.02	0.98	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.76	0.26	0.01	N/A	-0.98	6.83	0.00	0.00	0.76

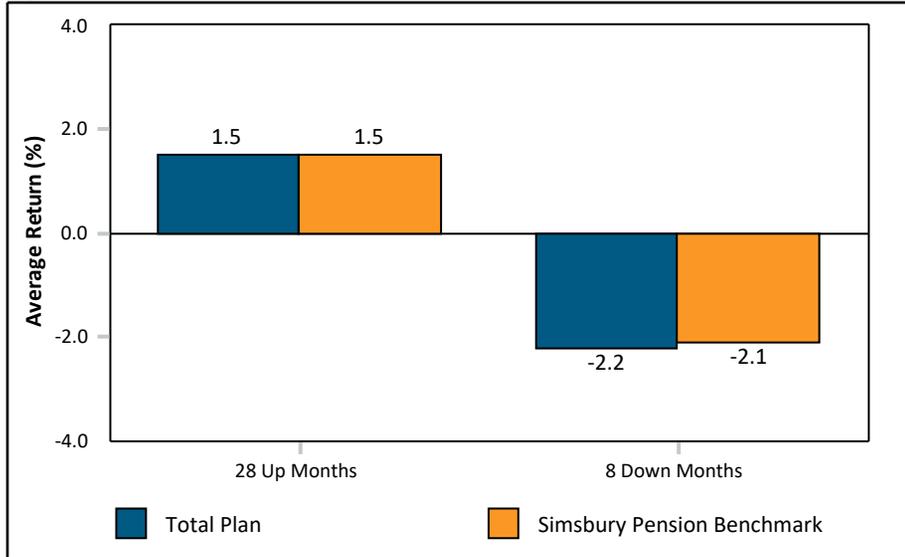
## Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Total Plan	7.45	9.49	6.31	0.55	-0.18	1.30	0.98	1.05	-0.59	08/01/1994
Simsbury Pension Benchmark	7.75	9.00	5.89	0.60	N/A	0.00	1.00	1.00	0.00	08/01/1994
90 Day U.S. Treasury Bill	2.48	0.64	0.01	N/A	-0.60	9.01	0.00	0.00	2.47	08/01/1994

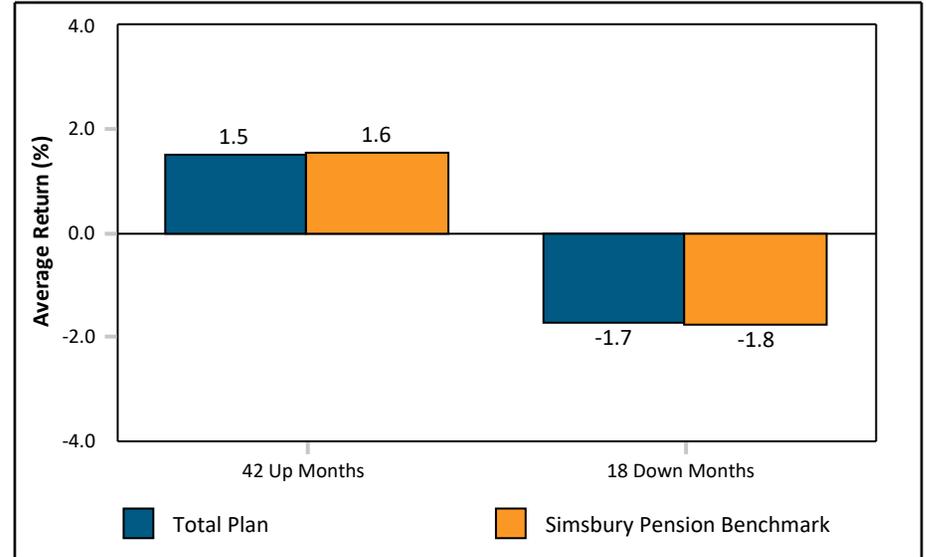
# Market Capture Report

As of December 31, 2019

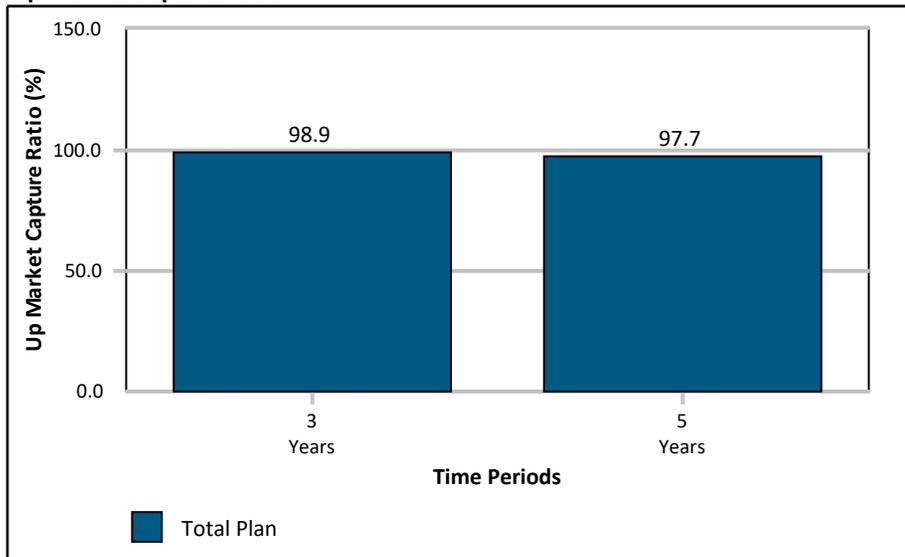
### Up/Down Markets - 3 Years



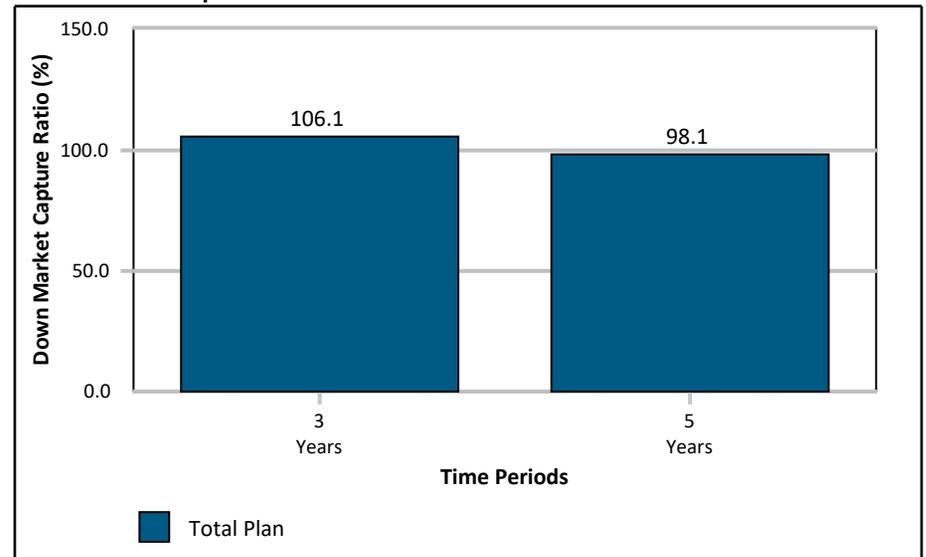
### Up/Down Markets - 5 Years



### Up Market Capture Ratio



### Down Market Capture Ratio



## Estimated Fee Analysis

As of December 31, 2019

MANAGER	MARKET VALUE	ANNUALIZED FEE (\$)	ANNUALIZED FEE (%)
Metropolitan West Total Return PI	6,857,231	25,372	0.37%
Western Asset Core Plus Bond IS	6,928,237	29,099	0.42%
BlackRock Strategic Income Opportunities K	5,110,798	37,820	0.74%
Templeton Global Bond R6	3,206,268	18,276	0.57%
Vanguard Institutional Index I	14,670,745	5,135	0.035%
Neuberger Berman Genesis R6	6,626,864	49,701	0.75%
Hartford International Opportunities R6	11,774,887	83,602	0.71%
Templeton Instl Foreign Small Comp A	4,232,111	42,744	1.01%
Vanguard Emerging Markets Adm	3,426,920	4,798	0.14%
Barings Core Property Fund LP*	3,834,079	37,382	0.975%
Vanguard Short-Term Inflation Protection Adm	1,083,867	650	0.06%
Credit Suisse Commodity Return I	1,007,348	7,857	0.78%
Van Eck Global Hard Assets I	855,551	8,128	0.95%
<b>TOTAL Portfolio*</b>	<b>\$69,614,906</b>	<b>\$350,564</b>	<b>0.50%</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, 2019

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<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 Index	5.0	Inflation Protection Index	5.0
		Blackrock Hybrid Benchmark	10.0
<b>Jun-2015</b>		<b>May-2013</b>	
Blmbg. Barc. U.S. Aggregate Index	22.5	Blmbg. Barc. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	5.5	FTSE World Government Bond Index	5.0
Russell 3000 Index	29.5	Russell 3000 Index	34.0
MSCI AC World ex USA (Net)	14.0	MSCI AC World ex USA (Net)	13.0
MSCI EAFE Small Cap (net) Index	5.5	MSCI EAFE Small Cap (net) Index	5.0
MSCI Emerging Markets (Net) Index	3.0	MSCI Emerging Markets (Net) Index	3.0
NCREIF Fund Index - ODCE (net)	5.0	MSCI U.S. REIT Index	2.5
Short Term Inflation Protection Index	5.0	Inflation Protection Index	5.0
Blackrock Hybrid Benchmark	10.0	Blackrock Hybrid Benchmark	10.0
<b>Feb-2014</b>		<b>Nov-2012</b>	
Blmbg. Barc. U.S. Aggregate Index	22.5	Blmbg. Barc. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	5.0	FTSE World Government Bond Index	5.5
Russell 3000 Index	34.0	Russell 3000 Index	32.0
MSCI AC World ex USA (Net)	13.0	MSCI AC World ex USA (Net)	12.5
MSCI EAFE Small Cap (net) Index	5.0	MSCI EAFE Small Cap (net) Index	5.0
MSCI Emerging Markets (Net) Index	3.0	MSCI Emerging Markets (Net) Index	2.5
NCREIF Fund Index - ODCE (net)	2.5	NCREIF Fund Index - ODCE (net)	5.0
Short Term Inflation Protection Index	5.0	Inflation Protection Index	5.0
Blackrock Hybrid Benchmark	10.0	Blackrock Hybrid Benchmark	10.0

## Benchmark Composition

### Simsbury Pension Benchmark

As of December 31, 2019

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
<b>Jun-2007</b>		<b>Jan-2005</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0	Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0	ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	30.0	Russell 1000 Index	37.0
Russell 2500 Index	15.0	Russell 2500 Index	13.0
MSCI EAFE (Net) Index	10.0	MSCI EAFE (Net) Index	10.0
MSCI Emerging Markets Index	5.0	NCREIF Fund Index - ODCE (net)	5.0
NCREIF Fund Index - ODCE (net)	5.0		
<b>Jan-2006</b>		<b>Dec-2004</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0	Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0	ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	35.0	Russell 1000 Index	38.0
Russell 2500 Index	15.0	Russell 2500 Index	12.0
MSCI EAFE (Net) Index	10.0	MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	5.0
<b>Mar-2005</b>		<b>Nov-2004</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0	Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0	ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	35.0	Russell 1000 Index	39.0
Russell 2500 Index	15.0	Russell 2500 Index	11.0
MSCI EAFE (Net) Index	10.0	MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	5.0
<b>Feb-2005</b>		<b>Dec-2002</b>	
Blmbg. Barc. U.S. Aggregate Index	25.0	Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0	ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	36.0	Russell 1000 Index	40.0
Russell 2500 Index	14.0	Russell 2500 Index	10.0
MSCI EAFE (Net) Index	10.0	MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	5.0

## Benchmark Composition

### Simsbury Pension Benchmark

As of December 31, 2019

Allocation Mandate	Weight (%)
Jun-1998	
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
Jul-1996	
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
Jan-1988	
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

---

As of December 31, 2019

<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.mwamllc.com">www.mwamllc.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>
Van Eck	<a href="http://www.vaneck.com">www.vaneck.com</a>
Western Asset	<a href="http://www.leggmason.com">www.leggmason.com</a>



**FIDUCIARY**  
INVESTMENT ADVISORS

*Strategic thinking. Customized solutions.*

# Simsbury OPEB

Executive Summary - Fourth Quarter 2019

# Table of Contents



<b>Section 1</b>	<i>Portfolio &amp; Manager Overview</i>
<b>Section 2</b>	<i>Custody Options</i>

## Asset Allocation

As of December 31, 2019

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
<b>Simsbury OPEB</b>	<b>18,244,042</b>	<b>100.00</b>	<b>100.00</b>	<b>0.00</b>
<b>Total Short Term Liquidity</b>	<b>289,280</b>	<b>1.59</b>	<b>0.00</b>	<b>1.59</b>
Money Market Fund	289,280	1.59	0.00	1.59
<b>Total Fixed Income</b>	<b>6,082,936</b>	<b>33.34</b>	<b>35.00</b>	<b>-1.66</b>
iShares TIPS Bond ETF	3,047,373	16.70	17.50	-0.80
iShares Core U.S. Aggregate Bond ETF	3,035,563	16.64	17.50	-0.86
<b>Total Domestic Equity</b>	<b>6,401,854</b>	<b>35.09</b>	<b>35.00</b>	<b>0.09</b>
iShares Core S&P 500 ETF	4,821,448	26.43	26.00	0.43
iShares Russell Midcap Index Fund	1,062,190	5.82	6.00	-0.18
iShares Russell 2000 ETF	518,216	2.84	3.00	-0.16
<b>Total International Equity</b>	<b>4,591,964</b>	<b>25.17</b>	<b>25.00</b>	<b>0.17</b>
iShares MSCI EAFE ETF	3,496,373	19.16	19.00	0.16
iShares MSCI Emerging Markets ETF	1,095,591	6.01	6.00	0.01
<b>Total Real Estate</b>	<b>878,008</b>	<b>4.81</b>	<b>5.00</b>	<b>-0.19</b>
iShares Cohen & Steers REIT ETF	439,180	2.41	2.50	-0.09
iShares International Developed Property ETF	438,828	2.41	2.50	-0.09

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, 2019

### Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
<b>Simsbury OPEB</b>				<b>06/01/2008</b>
Beginning Market Value	17,320,565	14,838,028	1,364,267	
Net Contributions	-	484,778	10,212,298	
Total Gain/Loss	923,477	2,921,236	6,667,477	
Ending Market Value	18,244,042	18,244,042	18,244,042	

### Blended Benchmark Composition

Allocation Mandate	Weight (%)
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>5.3</b>	<b>19.5</b>	<b>8.9</b>	<b>6.4</b>	<b>6.8</b>	<b>7.2</b>	<b>5.8</b>	<b>06/01/2008</b>
Blended Benchmark	5.6	20.2	9.2	6.7	7.0	7.5	5.9	
Difference	-0.3	-0.7	-0.3	-0.3	-0.2	-0.3	-0.1	

### Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
<b>Simsbury OPEB</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>	<b>2.5</b>
Blended Benchmark	-5.8	15.0	6.6	-0.7	6.0	9.9	12.4	2.2
Difference	-0.3	-0.1	-0.1	0.0	-0.4	-0.1	-0.4	0.3

# Manager Performance Overview

As of December 31, 2019

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Simsbury OPEB</b>	<b>5.3</b>	<b>19.5</b>	<b>8.9</b>	<b>6.4</b>	<b>6.8</b>	<b>7.2</b>	<b>5.8</b>	<b>06/01/2008</b>
<i>Blended Benchmark</i>	5.6	20.2	9.2	6.7	7.0	7.5	5.9	
<b>Short Term Liquidity</b>								
<b>Money Market Fund</b>	<b>0.1</b>	<b>1.0</b>	<b>0.6</b>	<b>0.4</b>	<b>0.3</b>	<b>0.2</b>	<b>0.3</b>	<b>06/01/2008</b>
<i>90 Day U.S. Treasury Bill</i>	0.5	2.3	1.7	1.1	0.8	0.6	0.6	
<b>Fixed Income</b>								
<b>iShares TIPS Bond ETF</b>	<b>0.7 (72)</b>	<b>8.3 (28)</b>	<b>3.2 (22)</b>	<b>2.5 (20)</b>	<b>1.0 (26)</b>	<b>3.2 (15)</b>	<b>3.2 (14)</b>	<b>06/01/2008</b>
<i>Bloomberg Barclays U.S. TIPS Index</i>	0.8	8.4	3.3	2.6	1.1	3.4	3.4	
IM U.S. TIPS (MF) Median	1.0	7.5	2.7	2.1	0.6	2.7	2.6	
<b>iShares Core U.S. Aggregate Bond ETF</b>	<b>0.2 (54)</b>	<b>8.7 (55)</b>	<b>4.0 (42)</b>	<b>3.0 (42)</b>	<b>2.7 (42)</b>	<b>3.6 (63)</b>	<b>4.0 (59)</b>	<b>06/01/2008</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.2	8.7	4.0	3.0	2.7	3.7	4.1	
IM U.S. Broad Market Core Fixed Income (MF) Median	0.2	8.8	3.9	2.9	2.6	3.8	4.1	
<b>Domestic Equity</b>								
<b>iShares Core S&amp;P 500 ETF</b>	<b>9.1 (39)</b>	<b>31.4 (30)</b>	<b>15.2 (25)</b>	<b>11.7 (14)</b>	<b>14.7 (13)</b>	<b>13.5 (12)</b>	<b>9.8 (18)</b>	<b>06/01/2008</b>
<i>S&amp;P 500 Index</i>	9.1	31.5	15.3	11.7	14.7	13.6	9.8	
IM U.S. Large Cap Core Equity (MF) Median	8.7	29.6	13.9	10.3	13.3	12.2	8.7	
<b>iShares Russell Midcap Index Fund</b>	<b>7.0 (44)</b>	<b>30.3 (29)</b>	<b>11.9 (17)</b>	<b>9.2 (25)</b>	<b>13.0 (16)</b>	<b>13.0 (9)</b>	<b>9.2 (14)</b>	<b>06/01/2008</b>
<i>Russell Midcap Index</i>	7.1	30.5	12.1	9.3	13.2	13.2	9.4	
IM U.S. Mid Cap Core Equity (MF) Median	6.9	28.1	9.3	7.5	11.1	11.0	7.9	
<b>iShares Russell 2000 ETF</b>	<b>9.9 (17)</b>	<b>25.4 (33)</b>	<b>8.6 (22)</b>	<b>8.2 (30)</b>	<b>11.7 (26)</b>	<b>11.8 (28)</b>	<b>8.7 (33)</b>	<b>06/01/2008</b>
<i>Russell 2000 Index</i>	9.9	25.5	8.6	8.2	11.6	11.8	8.7	
IM U.S. Small Cap Core Equity (MF) Median	8.1	23.9	6.5	7.2	10.7	11.0	8.2	
<b>International Equity</b>								
<b>iShares MSCI EAFE ETF</b>	<b>8.1 (68)</b>	<b>21.9 (53)</b>	<b>9.5 (41)</b>	<b>5.6 (19)</b>	<b>6.3 (13)</b>	<b>5.4 (27)</b>	<b>2.3 (37)</b>	<b>06/01/2008</b>
<i>MSCI EAFE (Net) Index</i>	8.2	22.0	9.6	5.7	6.3	5.5	2.4	
IM International Large Cap Core Equity (MF) Median	9.1	22.1	8.5	4.1	4.9	4.5	2.0	

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, 2019

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>iShares MSCI Emerging Markets ETF</b>	<b>11.7 (36)</b>	<b>17.7 (68)</b>	<b>10.9 (46)</b>	<b>5.0 (54)</b>	<b>2.6 (66)</b>	<b>2.9 (72)</b>	<b>1.2 (64)</b>	<b>06/01/2008</b>
<i>MSCI Emerging Markets (Net) Index</i>	11.8	18.4	11.6	5.6	3.3	3.7	1.7	
IM Emerging Markets Equity (MF) Median	11.0	20.1	10.6	5.1	3.2	3.7	1.6	
<b>Real Estate</b>								
<b>iShares Cohen &amp; Steers REIT ETF</b>	<b>-1.7 (97)</b>	<b>25.5 (68)</b>	<b>8.7 (38)</b>	<b>7.3 (32)</b>	<b>9.4 (27)</b>	<b>11.9 (31)</b>	<b>6.6 (61)</b>	<b>06/01/2008</b>
<i>Cohen Steers Realty Majors Index</i>	-1.7	26.0	9.0	7.7	9.7	12.2	6.8	
IM Real Estate Sector (MF) Median	0.1	27.4	7.9	6.7	8.7	11.2	6.8	
<b>iShares International Developed Property ETF</b>	<b>5.0 (81)</b>	<b>20.3 (79)</b>	<b>10.2 (71)</b>	<b>6.1 (60)</b>	<b>5.9 (49)</b>	<b>7.3 (51)</b>	<b>3.7 (42)</b>	<b>06/01/2008</b>
<i>S&amp;P Developed Ex-U.S. Property</i>	5.3	21.4	11.2	6.9	6.7	8.2	4.4	
IM International Real Estate (MF) Median	7.1	21.5	11.7	6.7	5.8	7.3	3.4	

\*\* 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.

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

## Manager Commentary

As of December 31, 2019

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, 2019

	Market Value As of 10/01/2019	Net Flows	Return On Investment	Market Value As of 12/31/2019
<u>Short Term Liquidity</u>				
Money Market Fund	132,537	156,598	146	289,280
<b>Total Short Term Liquidity</b>	<b>132,537</b>	<b>156,598</b>	<b>146</b>	<b>289,280</b>
<u>Fixed Income</u>				
iShares TIPS Bond ETF	3,040,053	-11,214	18,534	3,047,373
iShares Core U.S. Aggregate Bond ETF	3,057,174	-25,470	3,859	3,035,563
<b>Total Fixed Income</b>	<b>6,097,228</b>	<b>-36,684</b>	<b>22,393</b>	<b>6,082,936</b>
<u>Domestic Equity</u>				
iShares Core S&P 500 ETF	4,452,724	-30,415	399,139	4,821,448
iShares Russell Midcap Index Fund	996,805	-4,703	70,088	1,062,190
iShares Russell 2000 ETF	473,392	-1,868	46,693	518,216
<b>Total Domestic Equity</b>	<b>5,922,921</b>	<b>-36,987</b>	<b>515,919</b>	<b>6,401,854</b>
<u>International Equity</u>				
iShares MSCI EAFE ETF	3,283,389	-39,062	252,047	3,496,373
iShares MSCI Emerging Markets ETF	997,923	-22,684	120,352	1,095,591
<b>Total International Equity</b>	<b>4,281,312</b>	<b>-61,746</b>	<b>372,399</b>	<b>4,591,964</b>
<u>Real Estate</u>				
iShares Cohen & Steers REIT ETF	450,555	-3,171	-8,203	439,180
iShares International Developed Property ETF	436,014	-18,009	20,823	438,828
<b>Total Real Estate</b>	<b>886,569</b>	<b>-21,180</b>	<b>12,620</b>	<b>878,008</b>
<b>Simsbury OPEB</b>	<b>17,320,565</b>	<b>-</b>	<b>923,477</b>	<b>18,244,042</b>

## Market Values and Flow Summary

Since Inception Ending December 31, 2019

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Jun-2008	-	-	-	1,303,933	N/A
Sep-2008	1,303,933	674,353	-144,418	1,833,868	-7.8
Dec-2008	1,833,868	192	-192,246	1,641,814	-10.5
Mar-2009	1,641,814	-	-85,000	1,556,814	-5.2
Jun-2009	1,556,814	8,535	181,419	1,746,768	11.7
Sep-2009	1,746,768	605,495	237,888	2,590,150	11.0
Dec-2009	2,590,150	-122	73,424	2,663,452	2.8
Mar-2010	2,663,452	-	76,062	2,739,514	2.9
Jun-2010	2,739,514	-3,745	-132,677	2,603,092	-4.8
Sep-2010	2,603,092	905,100	261,309	3,769,501	7.9
Dec-2010	3,769,501	-11,752	181,860	3,939,609	4.8
Mar-2011	3,939,609	-	124,504	4,064,114	3.2
Jun-2011	4,064,114	-	67,458	4,131,571	1.7
Sep-2011	4,131,571	-	-324,460	3,807,111	-7.9
Dec-2011	3,807,111	615,000	229,512	4,651,623	6.1
Mar-2012	4,651,623	-	321,207	4,972,830	6.9
Jun-2012	4,972,830	7,503	-69,634	4,910,698	-1.4
Sep-2012	4,910,698	638,003	192,315	5,741,016	4.1
Dec-2012	5,741,016	8,431	115,237	5,864,684	2.0
Mar-2013	5,864,684	1	231,419	6,096,104	3.9
Jun-2013	6,096,104	-	-161,688	5,934,416	-2.7
Sep-2013	5,934,416	-1,939	288,140	6,220,618	4.9
Dec-2013	6,220,618	1,524,943	257,384	8,002,945	3.5
Mar-2014	8,002,945	-	131,845	8,134,791	1.6
Jun-2014	8,134,791	-	330,704	8,465,495	4.1
Sep-2014	8,465,495	671,669	-162,019	8,975,144	-1.8
Dec-2014	8,975,144	2	148,555	9,123,702	1.7
Mar-2015	9,123,702	-	206,797	9,330,499	2.3
Jun-2015	9,330,499	3,000,000	-99,412	12,231,087	-0.7
Sep-2015	12,231,087	215,214	-537,579	11,908,722	-4.3
Dec-2015	11,908,722	-	252,911	12,161,634	2.1
Mar-2016	12,161,634	-	279,736	12,441,370	2.3
Jun-2016	12,441,370	-	234,943	12,676,313	1.9
Sep-2016	12,676,313	163,076	373,875	13,213,263	2.9

## Market Values and Flow Summary

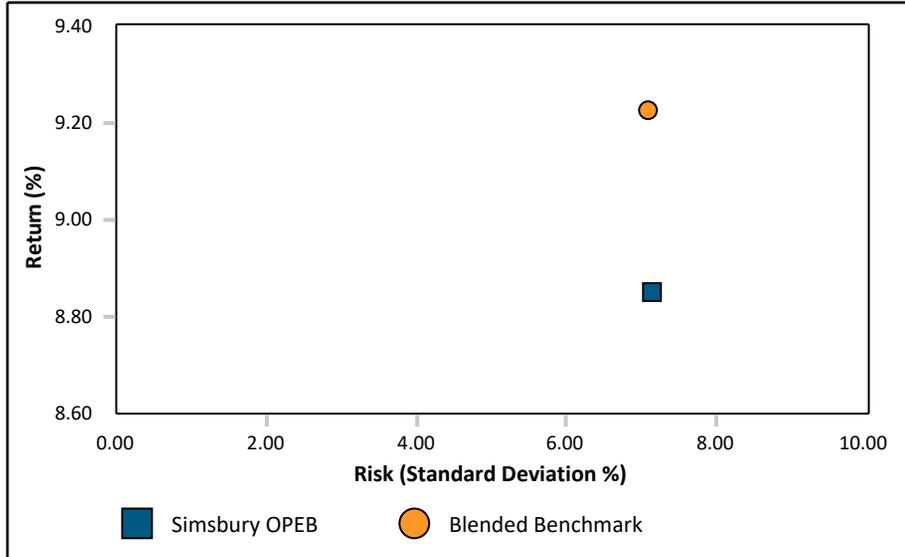
Since Inception Ending December 31, 2019

Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
Dec-2016	13,213,263	-	-103,980	13,109,283	-0.8
Mar-2017	13,109,283	-	538,287	13,647,571	4.1
Jun-2017	13,647,571	-	402,294	14,049,865	2.9
Sep-2017	14,049,865	331,097	469,249	14,850,211	3.3
Dec-2017	14,850,211	842	564,288	15,415,341	3.8
Mar-2018	15,415,341	-	-129,107	15,286,234	-0.8
Jun-2018	15,286,234	-	56,822	15,343,056	0.4
Sep-2018	15,343,056	-	406,546	15,749,602	2.6
Dec-2018	15,749,602	375,624	-1,287,197	14,838,028	-8.1
Mar-2019	14,838,028	-	1,350,823	16,188,851	9.1
Jun-2019	16,188,851	-	493,757	16,682,608	3.0
Sep-2019	16,682,608	484,778	153,180	17,320,565	0.9
Dec-2019	17,320,565	-	923,477	18,244,042	5.3

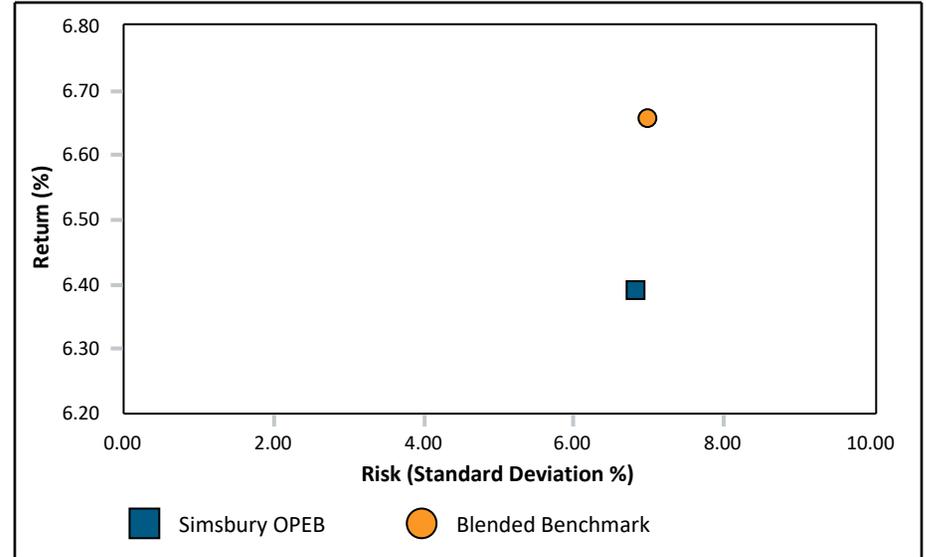
# Risk vs. Return

As of December 31, 2019

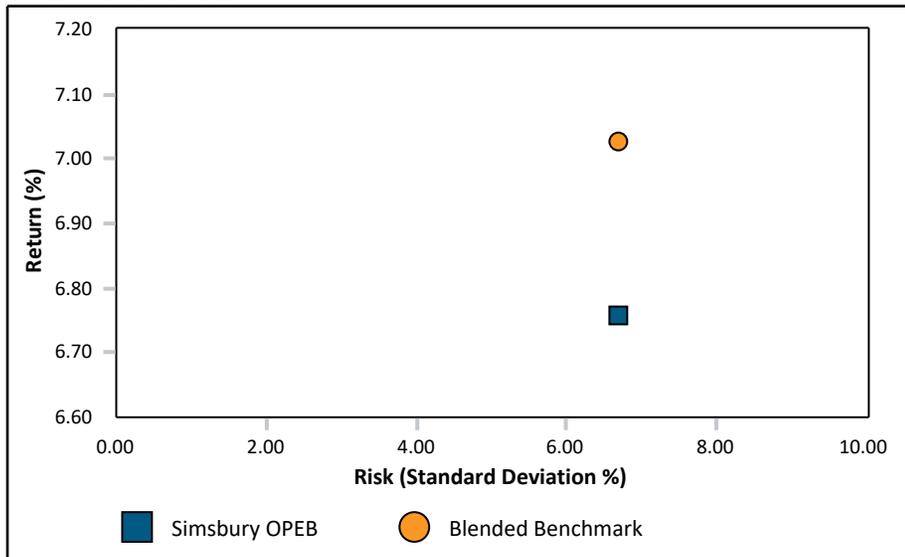
### 3 Year Risk and Return



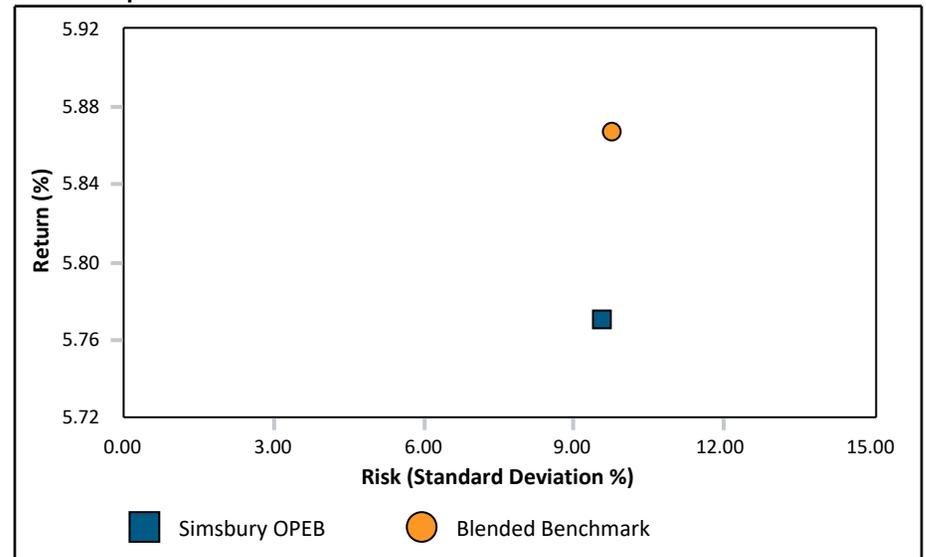
### 5 Year Risk and Return



### 7 Year Risk and Return



### Since Inception Risk and Return



# MPT Statistical Data

As of December 31, 2019

## 3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	8.85	7.15	4.75	0.99	-0.65	0.53	0.99	1.00	-0.37
Blended Benchmark	9.23	7.11	4.62	1.05	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.67	0.20	0.00	N/A	-1.05	7.12	0.00	0.00	1.68

## 5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	6.39	6.85	4.39	0.79	-0.41	0.64	0.99	0.97	-0.09
Blended Benchmark	6.66	7.00	4.37	0.81	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.05	0.27	0.01	N/A	-0.81	6.98	0.01	0.00	1.03

## 7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	6.76	6.70	4.18	0.90	-0.37	0.69	0.99	0.99	-0.21
Blended Benchmark	7.03	6.70	4.09	0.94	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.76	0.26	0.01	N/A	-0.94	6.69	0.00	0.00	0.75

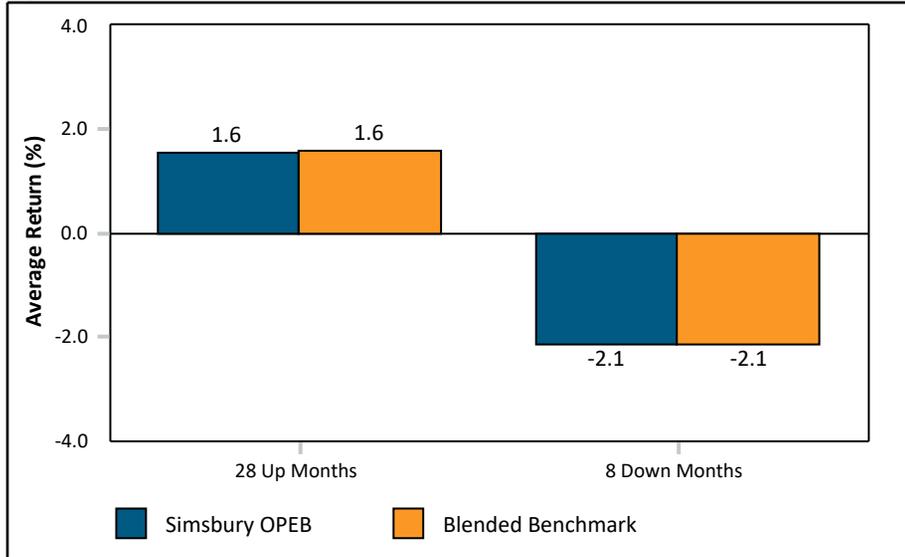
## Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Simsbury OPEB	5.77	9.58	6.60	0.57	-0.11	1.03	0.99	0.97	0.05	06/01/2008
Blended Benchmark	5.87	9.79	6.86	0.57	N/A	0.00	1.00	1.00	0.00	06/01/2008
90 Day U.S. Treasury Bill	0.59	0.24	0.01	N/A	-0.57	9.83	0.02	0.00	0.61	06/01/2008

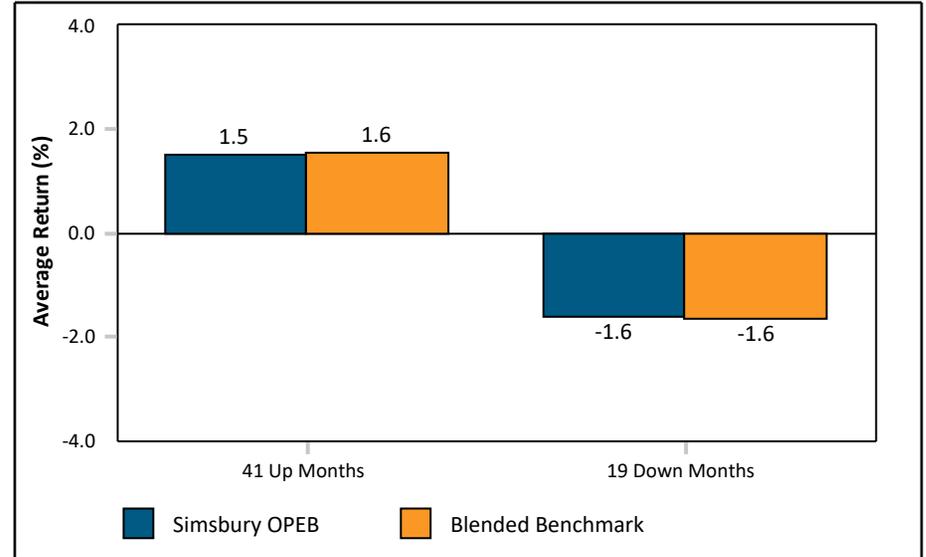
# Market Capture Report

As of December 31, 2019

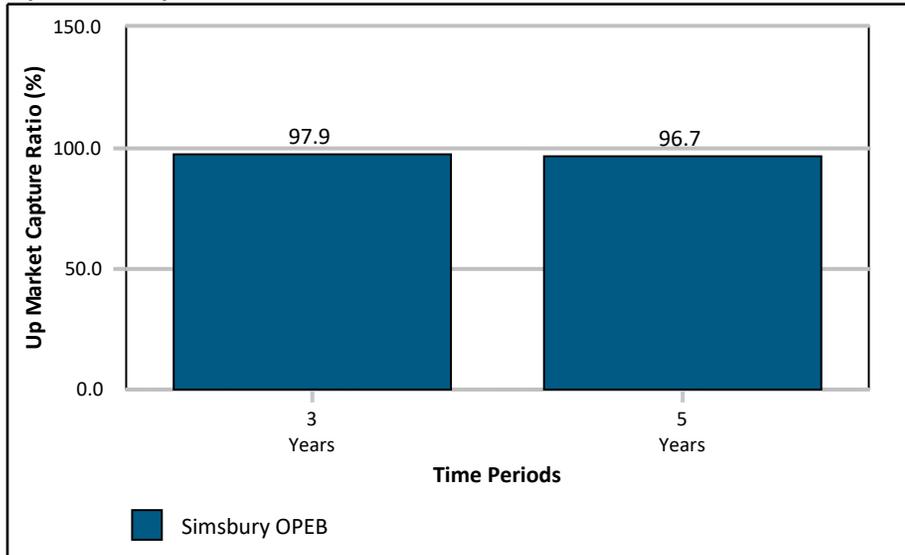
Up/Down Markets - 3 Years



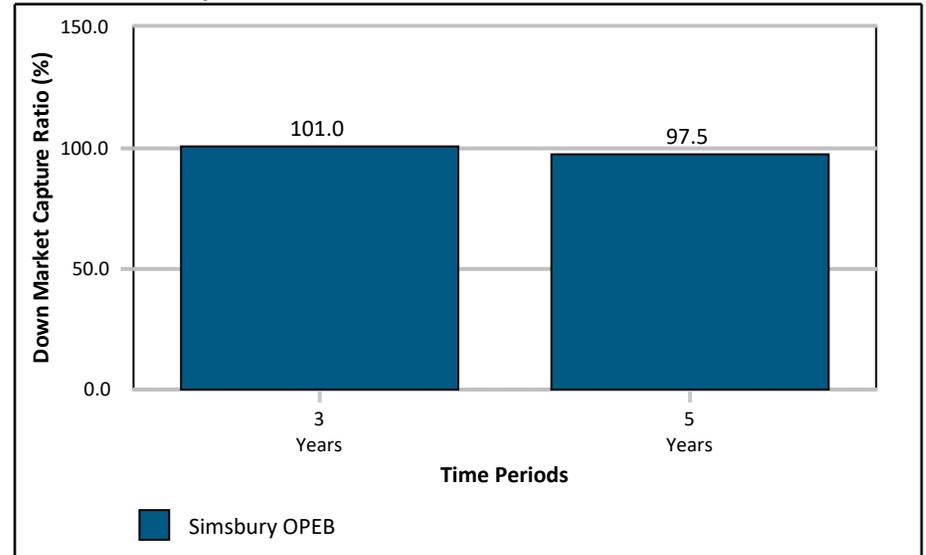
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



## Estimated Fee Analysis

As of December 31, 2019

Manager	Current Target %	Fee Schedule
iShares TIPS Bond ETF	17.5%	0.19%
iShares Core U.S. Aggregate Bond ETF	17.5%	0.05%
iShares Core S&P 500 ETF	26.0%	0.04%
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 Mkts 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. FIA has not independently verified this information.

## Benchmark Composition

### Blended Benchmark

As of December 31, 2019

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

---

As of December 31, 2019

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

# Custody Options

Separate Handout contains information on different custodian options and a comparison of pricing.  
(To be distributed at the meeting).

## Investment Statistics – Descriptions

Statistic	Description
<b>Active Return</b>	Arithmetic difference between the manager's return and the benchmark return over a specified period.
<b>Excess Return</b>	Arithmetic difference between the manager's return and the risk-free return over a specified period.
<b>Standard Deviation</b>	Represents the degree of variation, or dispersion, of a portfolio's return in relation to its mean return. It is a measure of volatility or investment risk.
<b>Downside Risk</b>	A measure of the standard deviation, or volatility, of a portfolio's negative returns in relation to the mean of the negative returns over a specified period. The higher the figure, the riskier the portfolio in negative performance environments.
<b>Sharpe Ratio</b>	Represents the excess return over the risk-free return divided by the standard deviation of the portfolio's return. The ratio shows how well a portfolio performs versus a risk-free investment. The higher the value, the better the portfolio's historical risk-adjusted performance.
<b>Tracking Error</b>	A measure of the standard deviation of a portfolio's excess return over the return of appropriate market benchmark. Tracking error measures how closely a portfolio follows or tracks the index to which it is benchmarked.
<b>Information Ratio</b>	A measure of a portfolio's active return over its benchmark divided by the tracking error. A higher ratio indicates a manager's ability to consistently add active return relative to a benchmark.
<b>Beta</b>	A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of a portfolio's non-diversifiable or systematic risk. A beta of 1.0 implies a portfolio is perfectly correlated to the market.
<b>Alpha</b>	A measure of the portfolio's value added relative to a benchmark, given its level of systematic risk as measured by beta. It is a measure of the portfolio's historical performance not explained by movements of the market, or a portfolio's non-systematic return.
<b>Consistency</b>	Also known as batting average, the percentage of quarters that a portfolio achieved a rate of return higher than that of its benchmark. The higher the consistency figure, the more value a manager has contributed to the portfolio's active performance.
<b>R-Squared</b>	Also known as the coefficient of determination, R-Squared ( $R^2$ ) represents the percentage of a portfolio's performance explained by the behavior of the appropriate benchmark. A high $R^2$ means a higher correlation of the portfolio's performance to that of the appropriate benchmark.
<b>Up Market Capture</b>	The ratio of a portfolio's average return over the benchmark during periods of positive benchmark return. Higher values indicate better performance in positive markets compared to the benchmark.
<b>Down Market Capture</b>	The ratio of a portfolio's average return over the benchmark during periods of negative benchmark return. Lower values indicate better performance (and better protection of capital) in down markets compared to the benchmark.
<b>Style Map</b>	Using returns-based style analysis, the style map gauges the adherence of a portfolio to its style mandate. The trend of the style plots identifies style drift, or lack thereof.
<b>Private Equity Investments</b>	
<b>Internal Rate of Return (IRR)</b>	An annualized money weighted return used primarily to measure performance of private equity investments. It represents the discount rate that makes the present value of the since inception paid-in capital and distributions associated with an investment equal to zero.
<b>Investment Multiple (TVPI)</b>	Also known as the total value paid-in capital. Multiple is calculated by dividing the fund's cumulative distributions and net asset value by the paid-in capital. The TVPI shows an investor the fund's total value as a multiple of its cost basis since inception.
<b>Realization Multiple (DPI)</b>	Also known as the distributions to paid-in capital (DPI) multiple. This is calculated by dividing the cumulative distributions by paid-in capital. It represents how much of an investor's invested capital has been returned to investors. A fund has broken even when multiple is greater than 1.0.
<b>RVPI Multiple (RVPI)</b>	Calculated by dividing residual value, or net asset value, by paid-in capital including fees paid and other expenses incurred. It measures how much of the fund's return is unrealized and dependent on the market value of its investments.
<b>PIC Multiple (PIC)</b>	Calculated by dividing paid-in capital by committed capital. This ratio allows a potential investor to see the percentage of a fund's committed capital that has been drawn down to date.



**FIDUCIARY**  
INVESTMENT ADVISORS

*Strategic thinking. Customized solutions.*

# Simsbury DC

Executive Summary - Fourth Quarter 2019

# Table of Contents



## Section 1

Fiduciary Governance Calendar

## Section 2

Fourth Quarter 2019 Executive Summary

# SECURE ACT Update<sup>1</sup>

The SECURE Act was signed into law on December 20, 2019. Updates and clarifications are anticipated from regulators throughout 2020. Below are some key features that will impact retirement plans:

## Safe Harbor Plans

The required annual safe harbor notice for plans making nonelective contributions has been eliminated. In addition, plan sponsors will now be allowed to adopt a safe harbor nonelective plan during a plan year by completing additional required amendments. The cap on auto-escalation of deferrals in a Qualified Automatic Contribution Arrangement (QACA) has increased from 10% to 15%.  
***Effective for plan years beginning after December 31, 2019***

## In-Plan Annuities

There are new safe harbor protections for selecting and monitoring annuity offerings in a qualified retirement plan. Additionally, the Act provides distribution protections to address portability issues and eliminates the possibility of large fees and surrender charges for participants.  
***Effective January 1, 2020***

## Lifetime Income Disclosures

Defined contribution plans subject to ERISA will require participant statements to include a lifetime income projection illustrating the estimated monthly payout. This disclosure must be provided at least once every 12 months. The DOL will release a safe harbor model of this projection within the next year.  
***Effective 12 months after DOL safe harbor issuance***

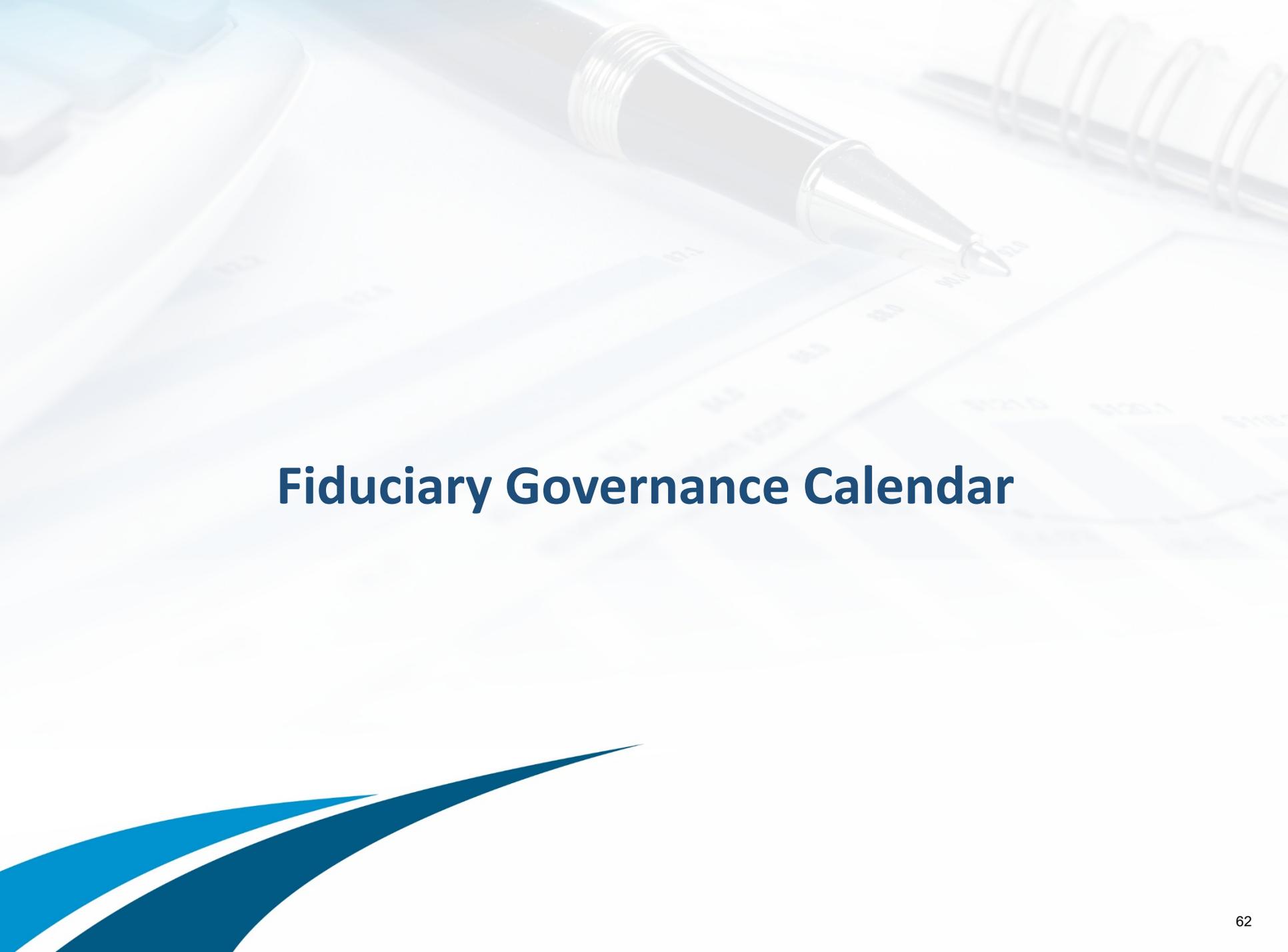
## Eligibility Requirements and RMDs

Most 401(k) plans will have a dual eligibility requirement, allowing employees to qualify for participation by working three consecutive years with at least 500 hours each or 1,000 within a single year. ***Effective January 1, 2021***  
The starting age for Required Minimum Distributions (RMDs) has been moved from 70 ½ to 72. ***Effective January 1, 2020***

### Additional New Provisions:

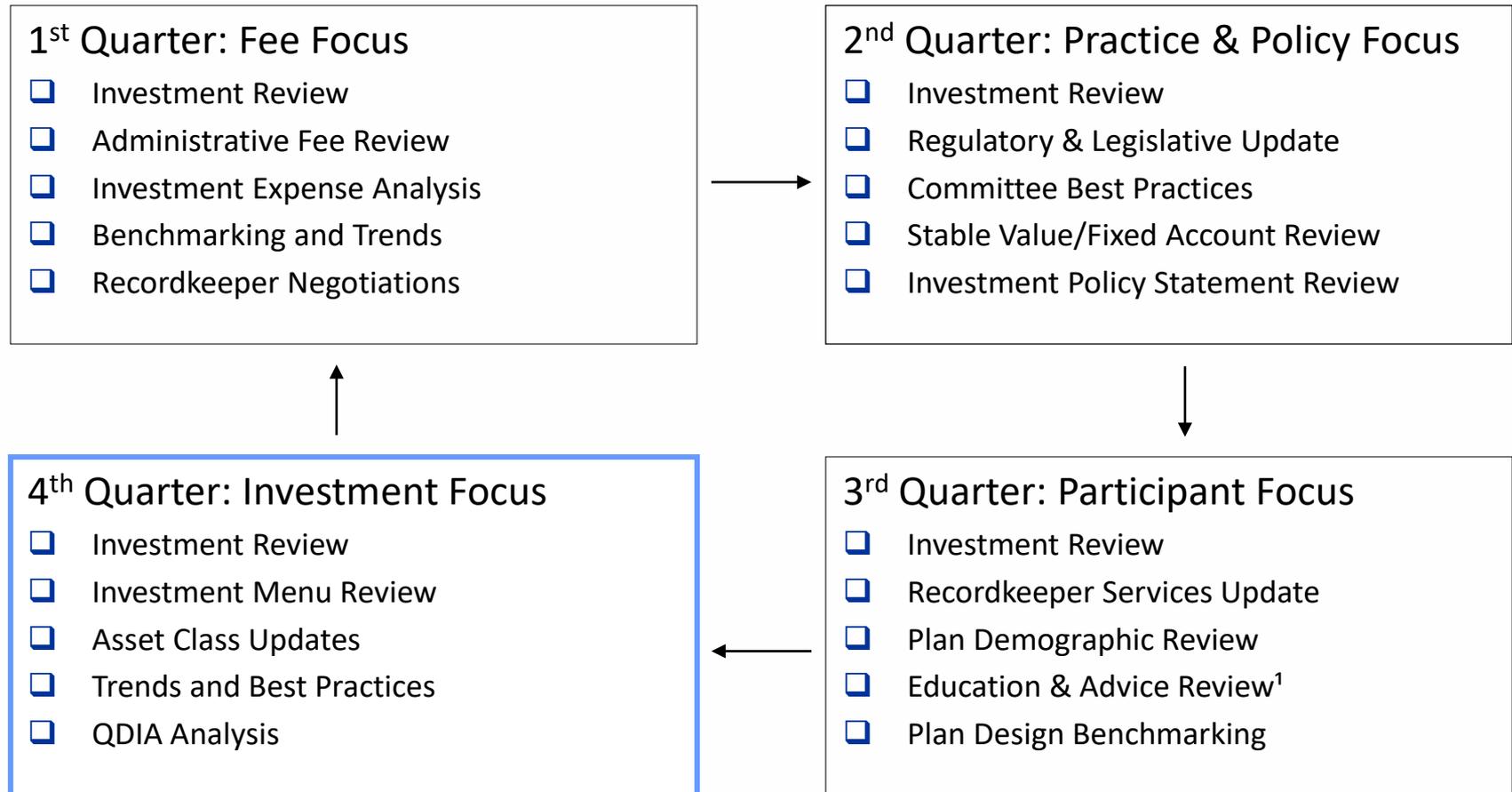
- Permission for penalty free distributions for births or adoptions ***Effective January 1, 2020***
- Further guidance for Multiple Employer Plans/Pooled Employer Plans ***Effective for plan years beginning after December 31, 2020***
- Requirement of certain beneficiaries to increase the rate of distributions ***Effective January 1, 2020***
- Increased penalties for failure to file Form 5500 and other retirement plan statements ***Effective January 1, 2020***

<sup>1</sup> Senate Finance Committee



# **Fiduciary Governance Calendar**

# Fiduciary Governance Calendar



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

## Investment Menu Design

# Menu Design Key Tenets & Trends

## Key Tenets of Menu Design



These tenets continue to be important considerations within defined contribution plan menu design:

- ✓ Simplification
- ✓ Active & passive investment selection
- ✓ Customized to plan demographics
- ✓ Tiered design communications

## Asset Allocation Tools



Some Plan Sponsors looking to provide enhanced assistance with participants' asset allocation and planning needs are considering:

- ✓ Managed Accounts
- ✓ Custom Target Date Funds
- ✓ Retirement and Distribution Planning Tools
- ✓ Advice

## Retirement Income



There is a growing emphasis on financial wellness and concerns about the lack of retirement income options within DC plans. Participants strive for the long-term goal of having a steady income throughout their retirement.

With 38% of participants not being on track for retirement, this has become a main focal point for retirement plans.<sup>1</sup>

## Environmental, Social and Governance Investing



Environmental, Social and Governance (ESG) investing has become a trending topic for Plan Sponsors to consider when building a fund menu.

Plan Sponsors offering an ESG strategy jumped from 26% in 2018 to 36% in 2019. Millennials are leading the trend as 76% place importance on ESG investing (vs. 56% of other participants).<sup>1</sup>

# Your Plan by the Numbers<sup>1</sup>

Below is a “Gap” analysis illustrating the Plan’s investment menu offerings and respective asset classes. The percentage of total plan contributions by investment made over the past 12 months and the number of participants invested in each fund are shown below:

Money Mkt / SV		Fixed Income	Multi-Asset	Domestic Equity			Intl /Global	Other
				Large Value	Large Blend	Large Growth		
General Account 457: 18.1%, 57 401(a): 9.5%, 3 BOE: 60.5%, 63	BNY Mellon Bond Market Index Inv 457: 1.2%, 7 401(a): 0.0%, 0 BOE: 2.9%, 6  Western Asset Core Plus Bond FI 457: 1.9%, 19 401(a): 0.0%, 0 BOE: 0.3%, 2  Templeton Global Bond A 457: 1.1%, 11 401(a): 0.0%, 1 BOE: 1.4%, 6	T. Rowe Price Retirement Balanced 457: 0.0%, 0 401(a): 0.0%, 0 BOE: 0.5%, 4  Suite of T. Rowe Price Retirement Funds R* 457: 36.3%, 75 401(a): 84.7%, 21 BOE: 11.6%, 24	MFS Value Fund R3 457: 6.0%, 36 401(a): 0.4%, 1 BOE: 0.8%, 6  AllianceBern Discovery Value A 457: 2.4%, 19 401(a): 1.0%, 1 BOE: 2.2%, 11	BNY Mellon S&P 500 Index 457: 13.0%, 62 401(a): 1.8%, 2 BOE: 6.5%, 16  BNY Mellon MidCap Index 457: 0.7%, 9 401(a): 0.0%, 1 BOE: 3.2%, 12  BNY Mellon Small Cap Stock Index 457: 1.6%, 22 401(a): 0.4%, 2 BOE: 1.6%, 8	T. Rowe Price Growth Stock R 457: 10.8%, 59 401(a): 1.2%, 2 BOE: 4.4%, 12	Hartford International Opportunities 457: 3.5%, 32 401(a): 0.0%, 1 BOE: 1.8%, 7		
				Small/Mid Value	Mid Blend	Small/Mid Growth		
						Eaton Vance Atlanta Capital SMID Cap A 457: 3.4%, 33 401(a): 1.0%, 2 BOE: 2.3%, 8		

**KEY**

Blue: Percentage of trailing 12 month contributions<sup>1</sup>  
 Purple: Number of participants invested in fund.

<sup>1</sup> Source: MassMutual

\* Indicates designated QDIA

Number of Participants with a Balance:

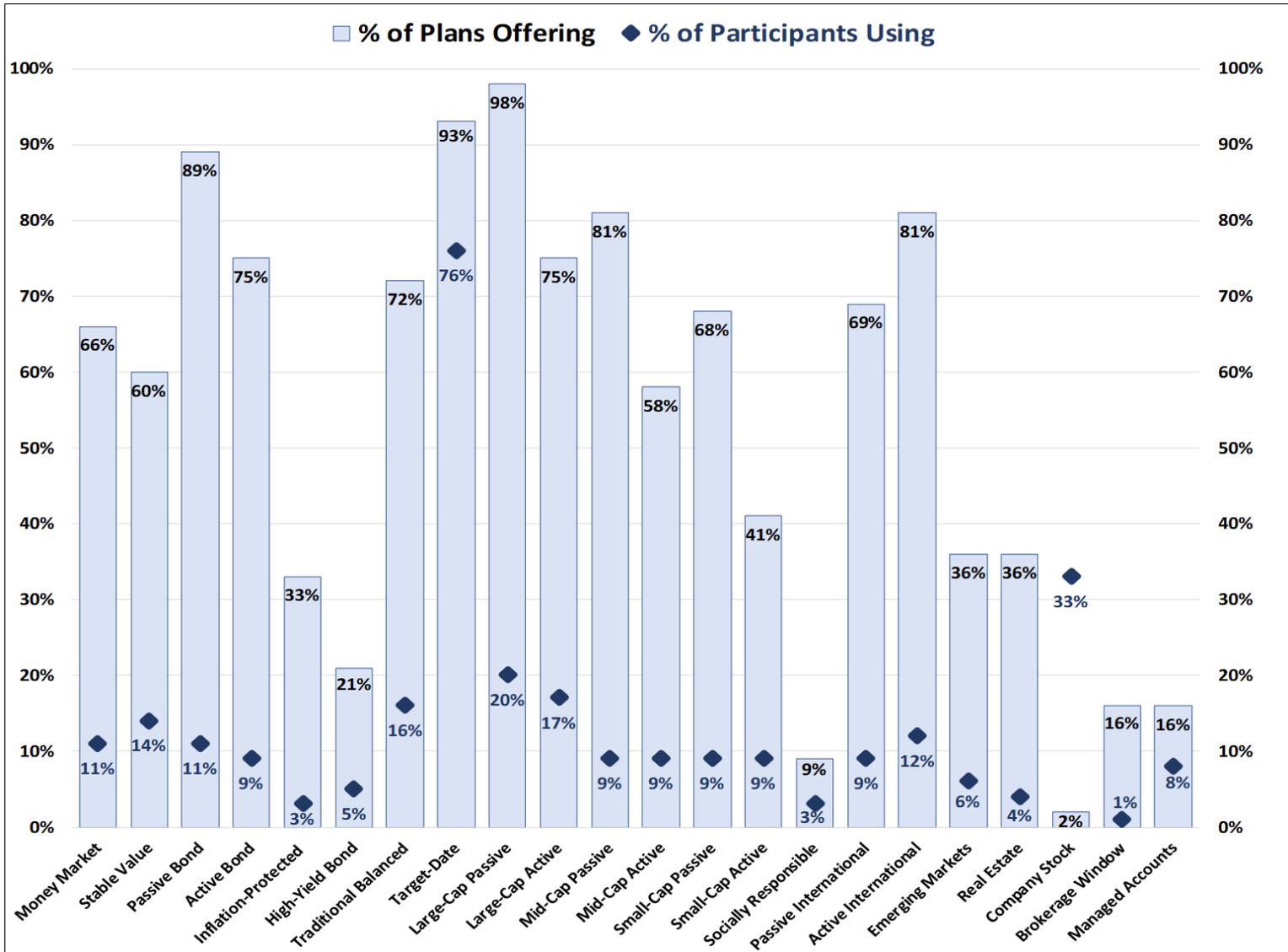
457: 150, 401(a): 26, and BOE: 87

Number of Active Participants with a Balance:

457: 134, 401(a) 21:, and BOE: 87

# Benchmarking - Investment Menu Options<sup>1</sup>

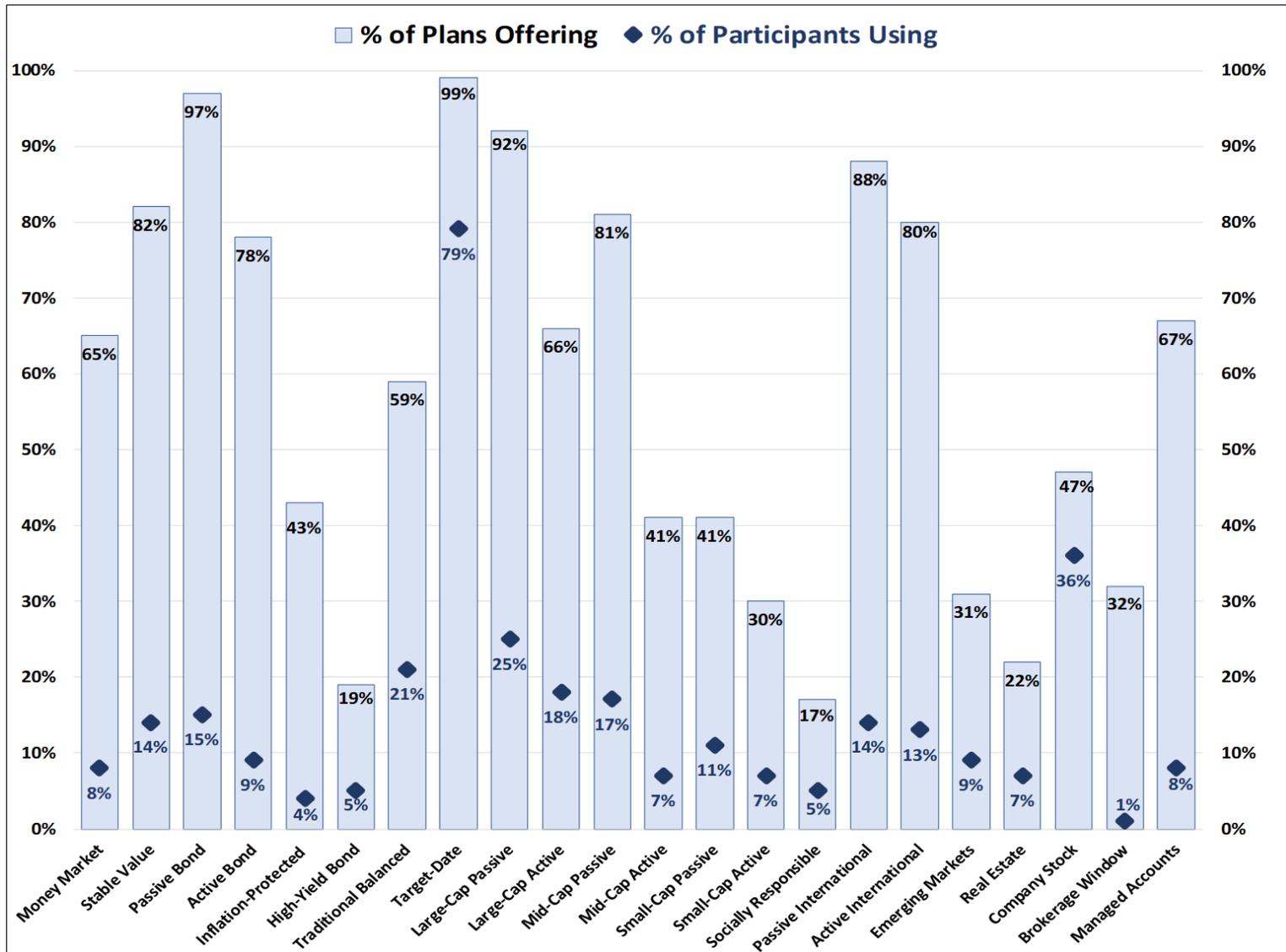
Retirement Plans with \$10M-\$49M in Asset Size



<sup>1</sup> Vanguard How America Saves 2019, data as of 12/31/2018.

# Benchmarking - Investment Menu Options<sup>1</sup>

Retirement Plans with \$1B+ in Asset Size



<sup>1</sup> Vanguard How America Saves 2019, data as of 12/31/2018.

## Your QDIA Analysis

ERISA section 404(c) and the corresponding DOL regulations define how a plan sponsor can establish protective relief from liability as a fiduciary for investment decisions made by employees in participant directed defined contribution plans. Introduced in the Pension Protection Act of 2006 and effective Dec. 24, 2007 – plan sponsors have the option to designate a default fund as a Qualified Default Investment Alternative (QDIA). If the plan complies with the requirements of the regulation, the fiduciary may not be liable for losses that result from investments in the QDIA. ***Plan Sponsors are responsible for prudent selection of appropriate QDIAs for their plans, as well as for monitoring QDIAs. The plan sponsor should also be able to demonstrate the due diligence process followed when selecting QDIAs.***<sup>1</sup>

## Broad Categories of QDIAs<sup>2</sup>

- Risk-based products/models (Target Risk or Balanced Funds)
- Age-based products/models (Target Date Funds)
- Managed accounts

## Communication Requirements

- Provide certain notices to participants within specified time frames
- Provide participants with fund information
- Notify participants of the ability to transfer out of QDIAs without restrictions or fees

## Selection & Monitoring of Target Date Funds (TDFs)

- Establish a process for comparing and selecting target date funds, and periodic review of selected TDFs
- Understand the fund's investments – the allocation of different asset classes, individual investments, and how these change over time
- Review the TDF fees and investment expenses
- Document the process

# T. Rowe Price Retirement Funds



T. Rowe Price Retirement Funds Overview	
<b>Philosophy</b>	The T. Rowe Price Retirement Funds have a primary focus to offset <u>inflation and longevity risks</u> with a goal to provide adequate <u>lifetime income</u> for participants.
<b>Glide Path Characteristics</b>	The glide path tends to have a <u>higher equity allocation</u> relative to peers, particularly near the retirement date and into retirement. The glide path is through-retirement in nature and has a <u>longer roll down</u> than most peers.
<b>Tactical Asset Allocation</b>	The portfolios use a <u>modest level of tactical allocation</u> based on 6 to 18-month outlooks regarding macroeconomics, relative value, and corporate fundamentals.
<b>Underlying Fund Characteristics</b>	The portfolios are built using <u>predominately active strategies</u> , including many of the firm's offerings that are currently capacity constrained. Passive management is used in large cap U.S. equity.
<b>Recent Changes</b>	T. Rowe Price made changes in 2017 to their fixed income diversification by adding Bank Loans, Long Duration Treasuries, and Nontraditional Bond strategy exposures. The core fixed income component will remain at 70% of the overall fixed income sleeve.
<b>Potential Changes</b>	Jerome Clark, the lead PM and Kim DeDomincas, the Associate PM for the Retirement Funds were onsite at FIA's offices on 1/16/2019 to discuss <u>recent research that the team has conducted regarding the glide path</u> . While it appears that no decisions have been made, <u>alternative glide paths were discussed and we are expecting a potential increase to the suite's equity allocations at several points along the glide path</u> .
<u>Asset Class Construction</u>	
<b>Equity</b>	The portfolios allocate to eight domestic and four international portfolios. Equity allocations are split 68% domestic and 32% international.
<b>Fixed Income</b>	The portfolios allocate to ten fixed income funds including diversifying strategies such as high yield, floating rate, international bonds, and emerging markets debt.
<b>Diversifying Assets</b>	In an effort to provide a further hedge against inflation, there are allocations to real assets and short duration TIPS.

# T. Rowe Price Retirement Funds



Strategy Overview	
Glide Path Inception	2002
Target Date AUM	\$272 billion
# of Underlying Funds (Total / Passive)	21 / 1
Portfolio Manager	Wyatt Lee Jerome Clark

## Glide Path Overview

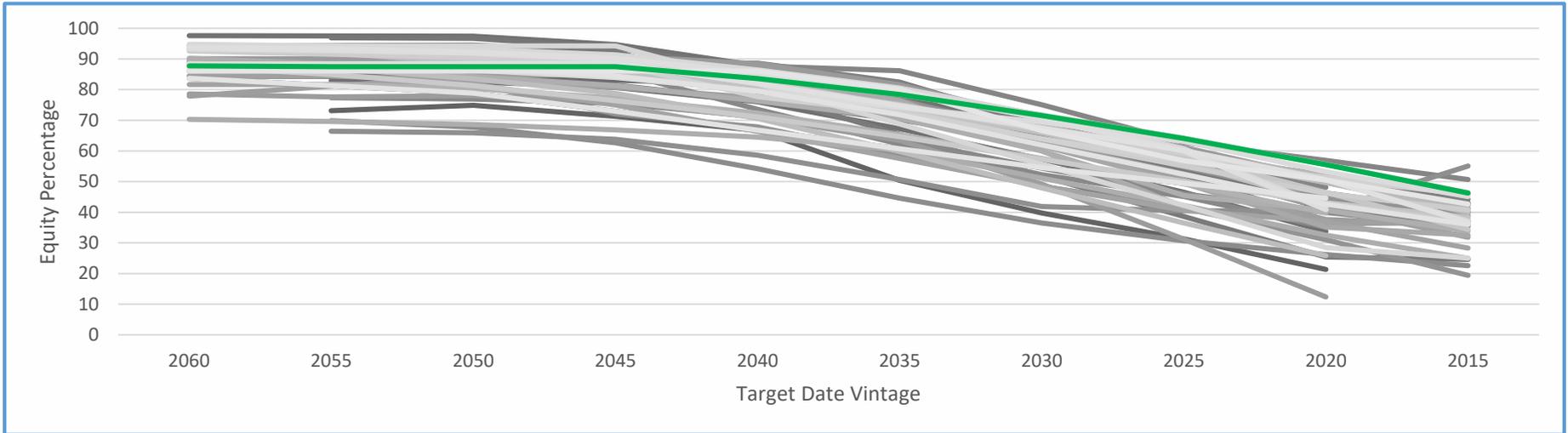
Beginning	At Retirement	Terminal Point	Years Roll Down Continues After Target
90%	55%	20%	30 years

## Extended Asset Class Exposures

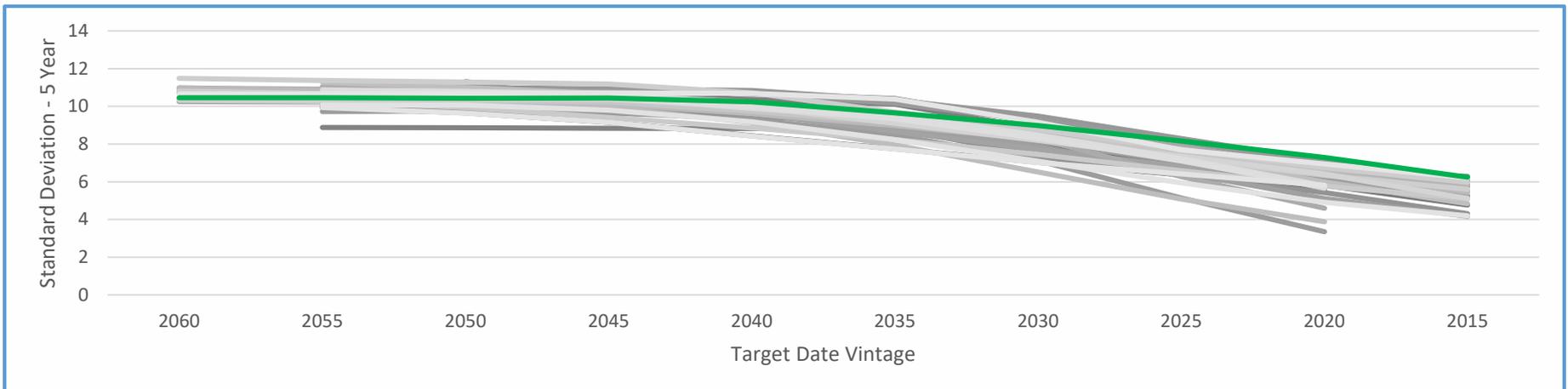
Fixed Income				Other	
High Yield Bonds	International Developed Bonds	Emerging Market Bonds	Bank Loans	Private Real Estate	Commodities/ Real Assets
Direct	Direct	Direct	Direct	No	Direct

# Target Date Portfolios

## Glidepath Comparison



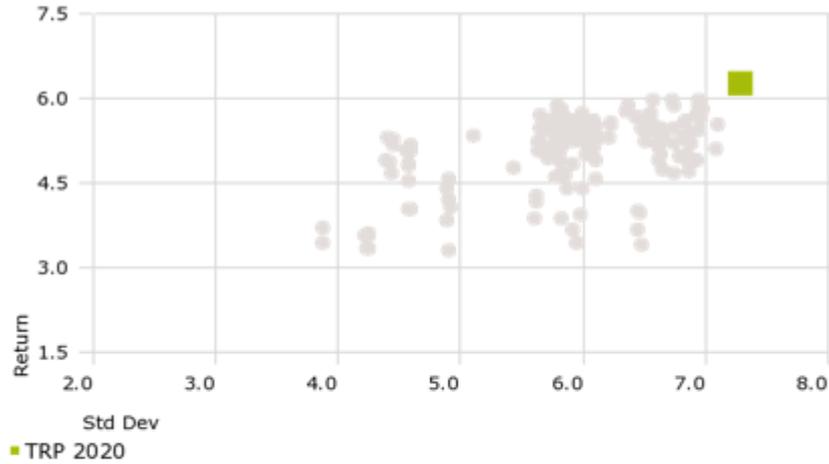
## Volatility



# Five Year Risk-Reward

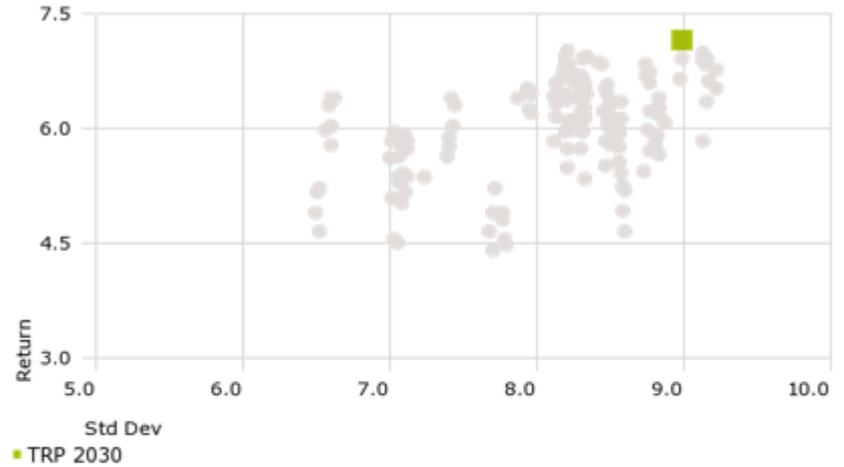
## 5 Year Risk-Reward (2020 Vintages)

Time Period: 10/1/2014 to 9/30/2019



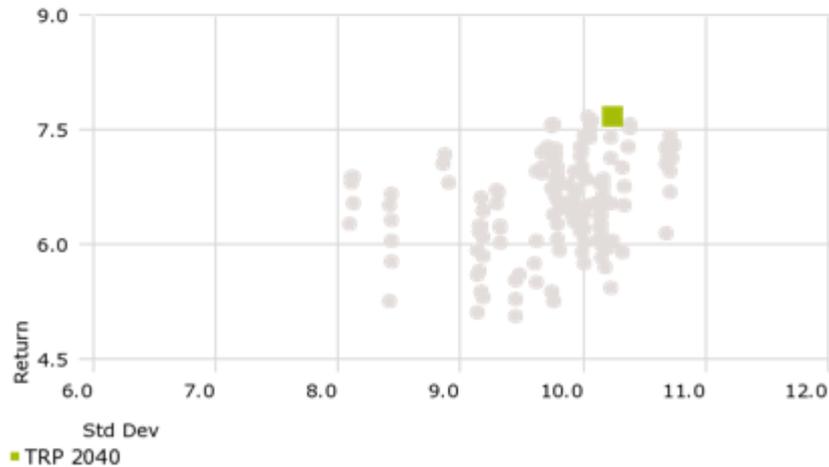
## 5 Year Risk-Reward (2030 Vintages)

Time Period: 10/1/2014 to 9/30/2019



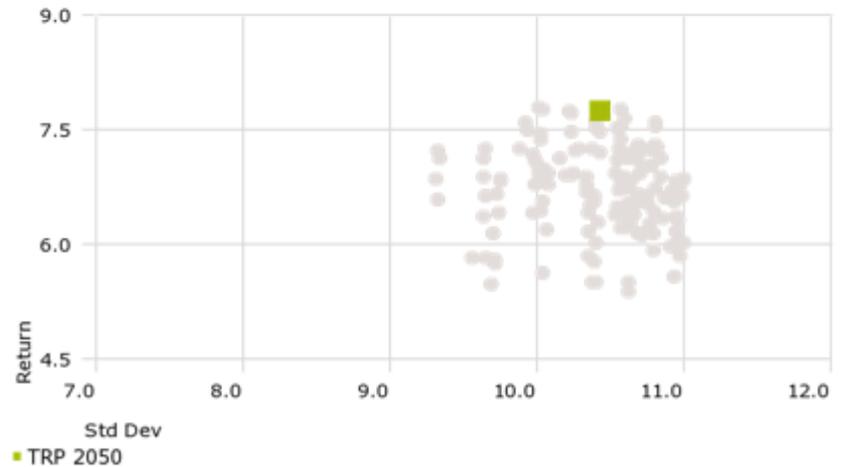
## 5 Year Risk-Reward (2040 Vintages)

Time Period: 10/1/2014 to 9/30/2019



## 5 Year Risk-Reward (2050 Vintages)

Time Period: 10/1/2014 to 9/30/2019

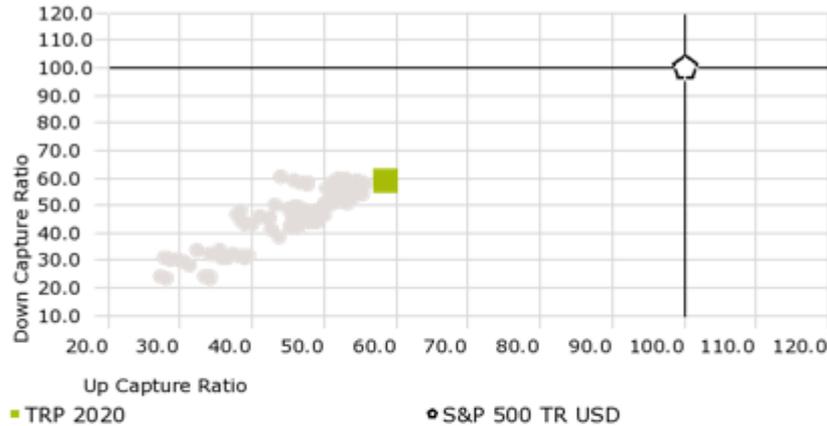


# Five Year Market Capture

## 5 Year Up/Down Capture (2020 Vintages)

Time Period: 10/1/2014 to 9/30/2019

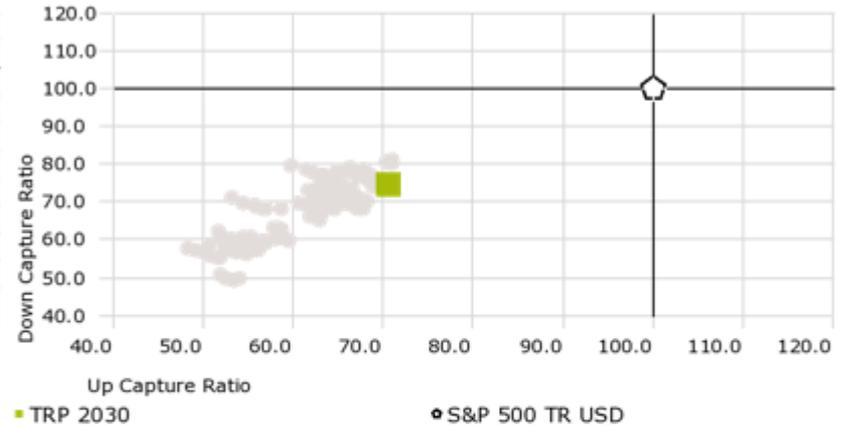
Calculation Benchmark: S&P 500 TR USD



## 5 Year Up/Down Capture (2030 Vintages)

Time Period: 10/1/2014 to 9/30/2019

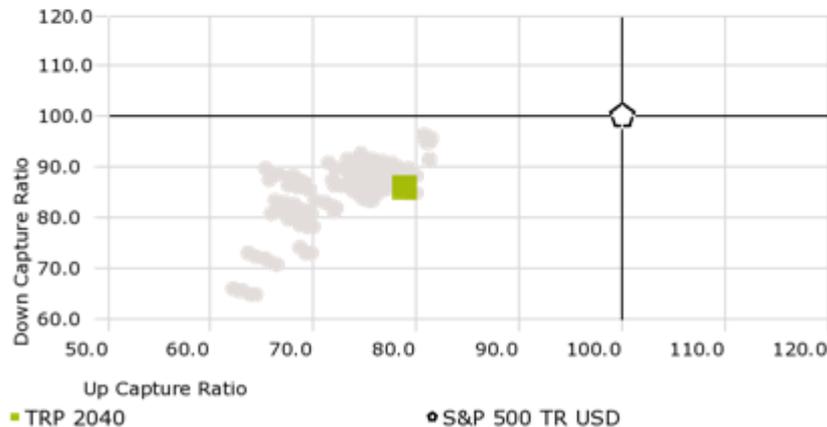
Calculation Benchmark: S&P 500 TR USD



## 5 Year Up/Down Capture (2040 Vintages)

Time Period: 10/1/2014 to 9/30/2019

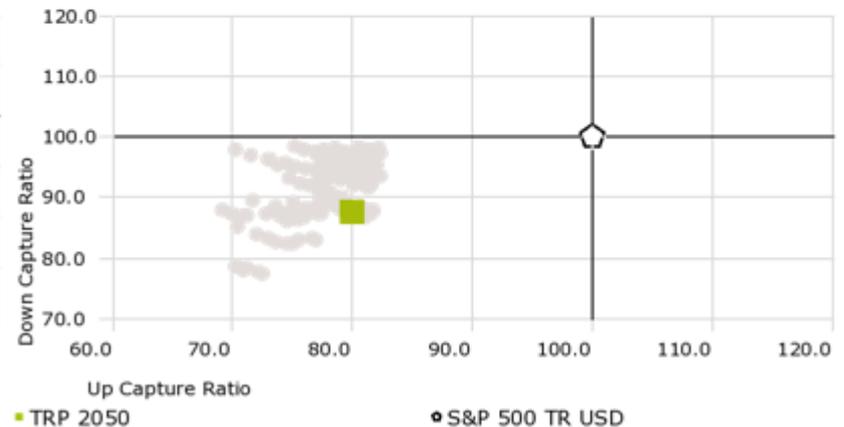
Calculation Benchmark: S&P 500 TR USD



## 5 Year Up/Down Capture (2050 Vintages)

Time Period: 10/1/2014 to 9/30/2019

Calculation Benchmark: S&P 500 TR USD

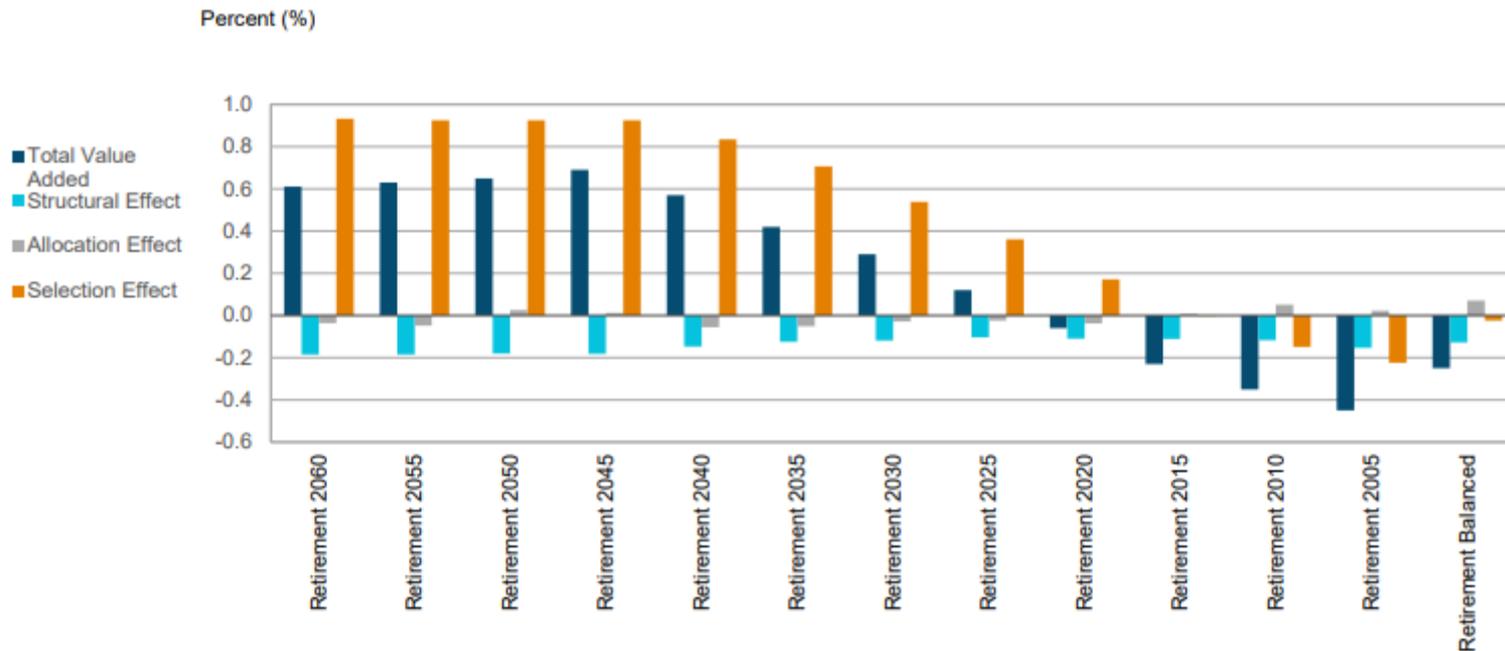


# T. Rowe Retirement Attribution

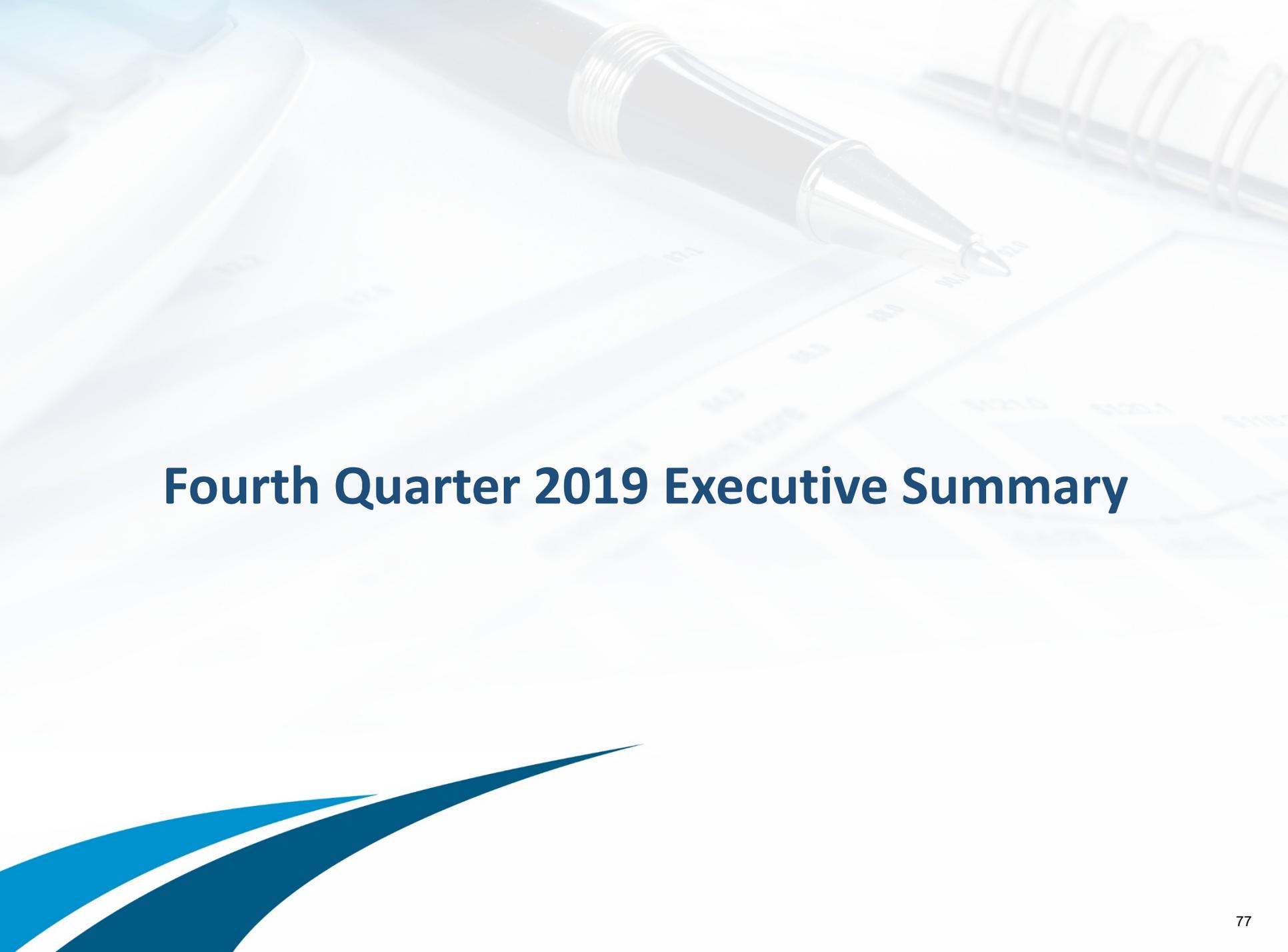
## 12 MONTH ATTRIBUTION—NET OF FEES

### SOURCES OF VALUE ADDED—TOTAL FUND

(12 months ended September 30, 2019)



Analysis represents the total fund performance of each fund relative to its respective benchmark as calculated by T. Rowe Price's proprietary attribution model, and includes all underlying mutual funds. Figures shown are net of fees.



**Fourth Quarter 2019 Executive Summary**

## Historical Balances by Investment

Simsbury 457

As of December 31, 2019

	Dec-2019		Sep-2019		Jun-2019		Mar-2019	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	2,826,658	23.3	2,817,338	23.2	2,778,453	23.2	2,760,531	23.9
<b>Stable Value/ Money Market Funds</b>	<b>2,826,658</b>	<b>23.3</b>	<b>2,817,338</b>	<b>23.2</b>	<b>2,778,453</b>	<b>23.2</b>	<b>2,760,531</b>	<b>23.9</b>
BNY Mellon Bond Market Index Inv	111,733	0.9	111,618	0.9	107,714	0.9	103,734	0.9
Western Asset Core Plus Bond FI	246,112	2.0	243,399	2.0	236,012	2.0	226,722	2.0
Templeton Global Bond A	31,766	0.3	29,852	0.2	29,318	0.2	27,680	0.2
<b>Fixed Income Funds</b>	<b>389,610</b>	<b>3.2</b>	<b>384,869</b>	<b>3.2</b>	<b>373,044</b>	<b>3.1</b>	<b>358,137</b>	<b>3.1</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	871,972	7.2	811,925	6.7	785,824	6.6	742,303	6.4
BNY Mellon S&P 500 Index	3,396,998	28.0	3,398,356	28.0	3,344,368	27.9	3,200,228	27.7
T. Rowe Price Growth Stock Adv	2,037,544	16.8	2,112,364	17.4	2,126,852	17.7	2,037,906	17.6
AllianceBern Discovery Value A	333,614	2.7	311,835	2.6	312,835	2.6	304,388	2.6
BNY Mellon MidCap Index	54,456	0.4	50,101	0.4	51,238	0.4	66,056	0.6
Eaton Vance Atlanta Capital SMID-Cap A	578,914	4.8	556,769	4.6	538,100	4.5	473,983	4.1
BNY Mellon Small Cap Stock Index	114,429	0.9	103,983	0.9	104,287	0.9	100,552	0.9
<b>Domestic Equity Funds</b>	<b>7,387,926</b>	<b>60.8</b>	<b>7,345,332</b>	<b>60.4</b>	<b>7,263,506</b>	<b>60.6</b>	<b>6,925,416</b>	<b>60.0</b>
Hartford International Opportunities HLS IA	241,064	2.0	251,240	2.1	253,377	2.1	239,371	2.1
<b>International Funds</b>	<b>241,064</b>	<b>2.0</b>	<b>251,240</b>	<b>2.1</b>	<b>253,377</b>	<b>2.1</b>	<b>239,371</b>	<b>2.1</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	80,152	0.7	75,146	0.6	73,493	0.6	70,045	0.6
T. Rowe Price Retirement 2030 R	642,696	5.3	765,967	6.3	756,410	6.3	724,867	6.3
T. Rowe Price Retirement 2040 R	145,038	1.2	129,274	1.1	123,445	1.0	113,045	1.0
T. Rowe Price Retirement 2050 R	439,846	3.6	385,613	3.2	365,981	3.1	358,409	3.1
<b>Target Date Funds</b>	<b>1,307,731</b>	<b>10.8</b>	<b>1,356,000</b>	<b>11.2</b>	<b>1,319,328</b>	<b>11.0</b>	<b>1,266,365</b>	<b>11.0</b>
<b>Simsbury 457</b>	<b>12,152,990</b>	<b>100.0</b>	<b>12,154,780</b>	<b>100.0</b>	<b>11,987,708</b>	<b>100.0</b>	<b>11,549,820</b>	<b>100.0</b>

Source: MassMutual

## Historical Balances by Investment

Simsbury DC

As of December 31, 2019

	Dec-2019		Sep-2019		Jun-2019		Mar-2019	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	95,983	28.9	85,710	29.9	85,268	33.3	82,001	35.0
<b>Stable Value / Money Market Funds</b>	<b>95,983</b>	<b>28.9</b>	<b>85,710</b>	<b>29.9</b>	<b>85,268</b>	<b>33.3</b>	<b>82,001</b>	<b>35.0</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	796	0.3	0.00	0.0
Templeton Global Bond A	1,933	0.6	1,908	0.7	1,978	0.8	1,967	0.8
<b>Fixed Income Funds</b>	<b>1,933</b>	<b>0.6</b>	<b>1,908</b>	<b>0.7</b>	<b>2,774</b>	<b>1.1</b>	<b>1,967</b>	<b>0.8</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	159	0.0	565	0.2	396	0.2	230	0.1
BNY Mellon S&P 500 Index	4,132	1.2	4,625	1.6	7,008	2.7	5,873	2.5
T. Rowe Price Growth Stock R	1,599	0.5	4,274	1.5	792	0.3	469	0.2
AllianceBern Discovery Value A	80	0.0	75	0.0	2,643	1.0	2,023	0.9
BNY Mellon MidCap Index	847	0.3	794	0.3	1,086	0.4	775	0.3
Eaton Vance Atlanta Capital SMID-Cap A	1,513	0.5	4,242	1.5	620	0.2	354	0.2
BNY Mellon Small Cap Stock Index	912	0.3	1,241	0.4	0.00	0.0	919	0.4
<b>Domestic Equity Funds</b>	<b>9,242</b>	<b>2.8</b>	<b>15,817</b>	<b>5.5</b>	<b>12,544</b>	<b>4.9</b>	<b>10,643</b>	<b>4.5</b>
Hartford International Opportunities R4	1,861	0.6	1,711	0.6	1,761	0.7	1,696	0.7
<b>International Equity Funds</b>	<b>1,861</b>	<b>0.6</b>	<b>1,711</b>	<b>0.6</b>	<b>1,761</b>	<b>0.7</b>	<b>1,696</b>	<b>0.7</b>
T. Rowe Price Retirement 2020 R	9,780	2.9	8,104	2.8	6,895	2.7	5,603	2.4
T. Rowe Price Retirement 2030 R	15,454	4.7	11,929	4.2	9,933	3.9	7,794	3.3
T. Rowe Price Retirement 2040 R	50,407	15.2	40,760	14.2	33,604	13.1	26,714	11.4
T. Rowe Price Retirement 2050 R	147,119	44.3	121,012	42.2	103,118	40.3	97,817	41.8
<b>Target Date Funds</b>	<b>222,760</b>	<b>67.1</b>	<b>181,805</b>	<b>63.4</b>	<b>153,551</b>	<b>60.0</b>	<b>137,928</b>	<b>58.9</b>
<b>Simsbury 401(a) DC Plan</b>	<b>331,778</b>	<b>100.0</b>	<b>286,951</b>	<b>100.0</b>	<b>255,899</b>	<b>100.0</b>	<b>234,235</b>	<b>100.0</b>

Source: MassMutual

## Historical Balances by Investment

Simsbury DC

As of December 31, 2019

	Dec-2019		Sep-2019		Jun-2019		Mar-2019	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	308,704	52.7	282,821	53.7	264,015	53.0	246,285	53.8
<b>Stable Value / Money Market Funds</b>	<b>308,704</b>	<b>52.7</b>	<b>282,821</b>	<b>53.7</b>	<b>264,015</b>	<b>53.0</b>	<b>246,285</b>	<b>53.8</b>
BNY Mellon Bond Market Index Inv	4,475	0.8	3,698	0.7	4,247	0.9	3,164	0.7
Western Asset Core Bond FI	797	0.1	696	0.1	635	0.1	525	0.1
Templeton Global Bond A	8,632	1.5	8,022	1.5	7,867	1.6	7,365	1.6
<b>Fixed Income Funds</b>	<b>13,904</b>	<b>2.4</b>	<b>12,415</b>	<b>2.4</b>	<b>12,750</b>	<b>2.6</b>	<b>11,055</b>	<b>2.4</b>
T. Rowe Price Retirement Balanced R	1,319	0.2	931	0.2	636	0.1	585	0.1
<b>Balanced Funds</b>	<b>1,319</b>	<b>0.2</b>	<b>931</b>	<b>0.2</b>	<b>636</b>	<b>0.1</b>	<b>585</b>	<b>0.1</b>
MFS Value Fund R3	18,562	3.2	17,106	3.2	16,514	3.3	15,511	3.4
BNY Mellon S&P 500 Index	62,048	10.6	54,844	10.4	52,111	10.5	48,018	10.5
T. Rowe Price Growth Stock R	31,291	5.3	26,731	5.1	26,162	5.2	23,906	5.2
AllianceBern Discovery Value A	11,193	1.9	9,552	1.8	8,961	1.8	8,209	1.8
BNY Mellon MidCap Index	23,469	4.0	20,763	3.9	19,691	4.0	18,204	4.0
Eaton Vance Atlanta Capital SMID-Cap A	17,068	2.9	15,700	3.0	14,459	2.9	12,620	2.8
BNY Mellon Small Cap Stock Index	12,265	2.1	10,827	2.1	10,431	2.1	9,772	2.1
<b>Domestic Equity Funds</b>	<b>175,897</b>	<b>30.0</b>	<b>155,523</b>	<b>29.5</b>	<b>148,328</b>	<b>29.8</b>	<b>136,240</b>	<b>29.8</b>
Hartford International Opportunities R4	12,123	2.1	10,553	2.0	10,255	2.1	9,349	2.0
<b>International Equity Funds</b>	<b>12,123</b>	<b>2.1</b>	<b>10,553</b>	<b>2.0</b>	<b>10,255</b>	<b>2.1</b>	<b>9,349</b>	<b>2.0</b>
T. Rowe Price Retirement 2020 R	2,867	0.5	2,625	0.5	2,544	0.5	2,360	0.5
T. Rowe Price Retirement 2030 R	27,481	4.7	24,288	4.6	21,909	4.4	19,851	4.3
T. Rowe Price Retirement 2040 R	36,955	6.3	32,251	6.1	30,555	6.1	24,937	5.5
T. Rowe Price Retirement 2050 R	6,221	1.1	5,501	1.0	7,343	1.5	6,847	1.5
<b>Target Date Funds</b>	<b>73,525</b>	<b>12.6</b>	<b>64,664</b>	<b>12.3</b>	<b>62,351</b>	<b>12.5</b>	<b>53,996</b>	<b>11.8</b>
<b>Simsbury BOE DC Plan</b>	<b>585,470</b>	<b>100.0</b>	<b>526,907</b>	<b>100.0</b>	<b>498,334</b>	<b>100.0</b>	<b>457,509</b>	<b>100.0</b>

Source: MassMutual

## Performance Overview By Investment

As of December 31, 2019

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
							1-50 Percentile = 
							51-75 Percentile = 
							76-100 Percentile = 
<b>T. Rowe Price Retirement 2010 R</b>	<b>4.0</b>	<b>15.6</b>	<b>7.2</b>	<b>5.3</b>	<b>6.6</b>	<b>1.04</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2010 Index</i>	3.9	16.0	7.8	5.8	7.0	-	
IM Mixed-Asset Target 2010 (MF) Rank	6	11	20	30	31	0.55	
<b>T. Rowe Price Retirement 2020 R</b>	<b>5.1</b>	<b>18.7</b>	<b>9.0</b>	<b>6.5</b>	<b>8.1</b>	<b>1.11</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2020 Index</i>	5.2	19.5	9.6	7.1	8.6	-	
IM Mixed-Asset Target 2020 (MF) Rank	13	5	6	6	6	0.68	
<b>T. Rowe Price Retirement 2030 R</b>	<b>6.2</b>	<b>21.9</b>	<b>10.5</b>	<b>7.6</b>	<b>9.2</b>	<b>1.17</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2030 Index</i>	6.7	23.1	11.1	8.2	9.8	-	
IM Mixed-Asset Target 2030 (MF) Rank	25	17	11	14	9	0.70	
<b>T. Rowe Price Retirement 2040 R</b>	<b>7.0</b>	<b>24.0</b>	<b>11.6</b>	<b>8.2</b>	<b>9.8</b>	<b>1.22</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2040 Index</i>	7.8	25.5	12.2	8.9	10.4	-	
IM Mixed-Asset Target 2040 (MF) Rank	53	39	22	23	18	0.72	
<b>T. Rowe Price Retirement 2050 R</b>	<b>7.4</b>	<b>24.7</b>	<b>11.8</b>	<b>8.3</b>	<b>9.9</b>	<b>1.22</b>	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement 2050 Index</i>	8.2	26.3	12.5	9.1	10.5	-	
IM Mixed-Asset Target 2050 (MF) Rank	68	51	31	25	19	0.72	

\*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 (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, 2019

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>General Account- 457 Plan</b>							<b>MAINTAIN</b>
<i>FTSE 3 Month T-Bill</i>	0.5	2.3	1.7	1.0	0.6	-	
							<b>Net Crediting Rate: 4.00%</b>
<b>General Account- 401(a) Plan</b>							<b>MAINTAIN</b>
<i>FTSE 3 Month T-Bill</i>	0.5	2.3	1.7	1.0	0.6	-	
							<b>Net Crediting Rate: 1.45%</b>
<b>General Account- BOE DC Plan</b>							<b>MAINTAIN</b>
<i>FTSE 3 Month T-Bill</i>	0.5	2.3	1.7	1.0	0.6	-	
							<b>Net Crediting Rate: 1.45%</b>
<b>BNY Mellon Bond Market Index Inv</b>	-0.1	8.1	3.6	2.6	3.3	0.40	<b>MAINTAIN</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.2	8.7	4.0	3.0	3.7	-	
IM U.S. Broad Market Core Fixed Income (MF) Rank	87	75	68	75	81	0.60	
<b>Western Asset Core Bond FI</b>	0.6	10.1	4.5	3.6	4.9	0.81	<b>MAINTAIN</b>
<i>Blmbg. Barc. U.S. Aggregate Index</i>	0.2	8.7	4.0	3.0	3.7	-	
IM U.S. Broad Market Core+ Fixed Income (MF) Rank	29	29	31	27	23	0.68	
<b>Templeton Global Bond A</b>	1.5	0.6	1.4	1.2	3.4	0.94	<b>MAINTAIN</b>
<i>FTSE World Government Bond Index</i>	-0.4	5.9	4.1	2.0	1.9	-	
IM Global Fixed Income (MF) Rank	18	100	100	97	35	0.83	
<b>T. Rowe Price Retirement Balanced R</b>	4.1	14.7	6.6	4.9	5.6	1.02	<b>MAINTAIN</b>
<i>T. Rowe Price Retirement Balanced Index</i>	4.0	15.3	7.2	5.5	6.0	-	
IM Mixed-Asset Target Alloc Moderate (MF) Rank	64	88	80	75	88	1.04	

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, 2019

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
<b>MFS Value Fund R3</b>	<b>7.0</b>	<b>29.7</b>	<b>11.1</b>	<b>9.1</b>	<b>11.6</b>	<b>0.83</b>	<b>WATCH</b>
<i>Russell 1000 Value Index</i>	7.4	26.5	9.7	8.3	11.8	-	
IM U.S. Large Cap Value Equity (MF) Rank	69	16	32	18	25	0.88	
<b>BNY Mellon S&amp;P 500 Index</b>	<b>8.9</b>	<b>30.9</b>	<b>14.7</b>	<b>11.1</b>	<b>13.0</b>	<b>0.50</b>	<b>MAINTAIN</b>
<i>S&amp;P 500 Index</i>	9.1	31.5	15.3	11.7	13.6	-	
IM U.S. Large Cap Core Equity (MF) Rank	44	39	36	27	24	0.79	
<b>T. Rowe Price Growth Stock Adv</b>	<b>9.9</b>	<b>30.4</b>	<b>19.7</b>	<b>13.9</b>	<b>14.8</b>	<b>0.92</b>	<b>MAINTAIN</b>
<i>Russell 1000 Growth Index</i>	10.6	36.4	20.5	14.6	15.2	-	
IM U.S. Large Cap Growth Equity (MF) Rank	45	79	53	33	19	0.92	
<b>T. Rowe Price Growth Stock R</b>	<b>10.1</b>	<b>30.8</b>	<b>20.1</b>	<b>14.2</b>	<b>15.0</b>	<b>1.18</b>	<b>MAINTAIN</b>
<i>Russell 1000 Growth Index</i>	10.6	36.4	20.5	14.6	15.2	-	
IM U.S. Large Cap Growth Equity (MF) Rank	43	76	47	27	13	0.92	
<b>AllianceBern Discovery Value A</b>	<b>6.2</b>	<b>19.7</b>	<b>4.6</b>	<b>6.0</b>	<b>10.6</b>	<b>1.10</b>	<b>MAINTAIN</b>
<i>Russell 2500 Value Index</i>	7.1	23.6	6.1	7.2	11.3	-	
IM U.S. SMID Cap Value Equity (MF) Rank	85	82	86	65	51	1.13	
<b>BNY Mellon MidCap Index</b>	<b>6.9</b>	<b>25.6</b>	<b>8.7</b>	<b>8.5</b>	<b>12.2</b>	<b>0.50</b>	<b>MAINTAIN</b>
<i>S&amp;P MidCap 400 Index</i>	7.1	26.2	9.3	9.0	12.7	-	
IM U.S. Mid Cap Core Equity (MF) Rank	48	76	59	33	20	1.04	
<b>Eaton Vance Atlanta Capital SMID-Cap A</b>	<b>3.5</b>	<b>34.1</b>	<b>16.4</b>	<b>13.9</b>	<b>15.2</b>	<b>1.16</b>	<b>MAINTAIN</b>
<i>Russell 2500 Growth Index</i>	10.6	32.7	15.2	10.8	14.0	-	
IM U.S. SMID Cap Growth Equity (MF) Rank	100	26	46	15	13	1.08	

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, 2019

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
<b>BNY Mellon Small Cap Stock Index</b>	<b>8.1</b>	<b>22.3</b>	<b>7.8</b>	<b>9.0</b>	<b>12.9</b>	<b>0.50</b>	<b>MAINTAIN</b>
<i>S&amp;P SmallCap 600 Index</i>	8.2	22.8	8.4	9.6	13.4	-	
IM U.S. Small Cap Core Equity (MF) Rank	50	68	35	16	6	1.09	
<b>Hartford International Opportunities HLS IA</b>	<b>9.2</b>	<b>26.4</b>	<b>8.8</b>	<b>5.8</b>	<b>6.3</b>	<b>0.73</b>	<b>MAINTAIN</b>
<i>MSCI AC World ex USA (Net)</i>	8.9	21.5	9.9	5.5	5.0	-	
IM International Large Cap Core Equity (MF) Rank	46	13	47	11	1	1.02	

\*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 (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.

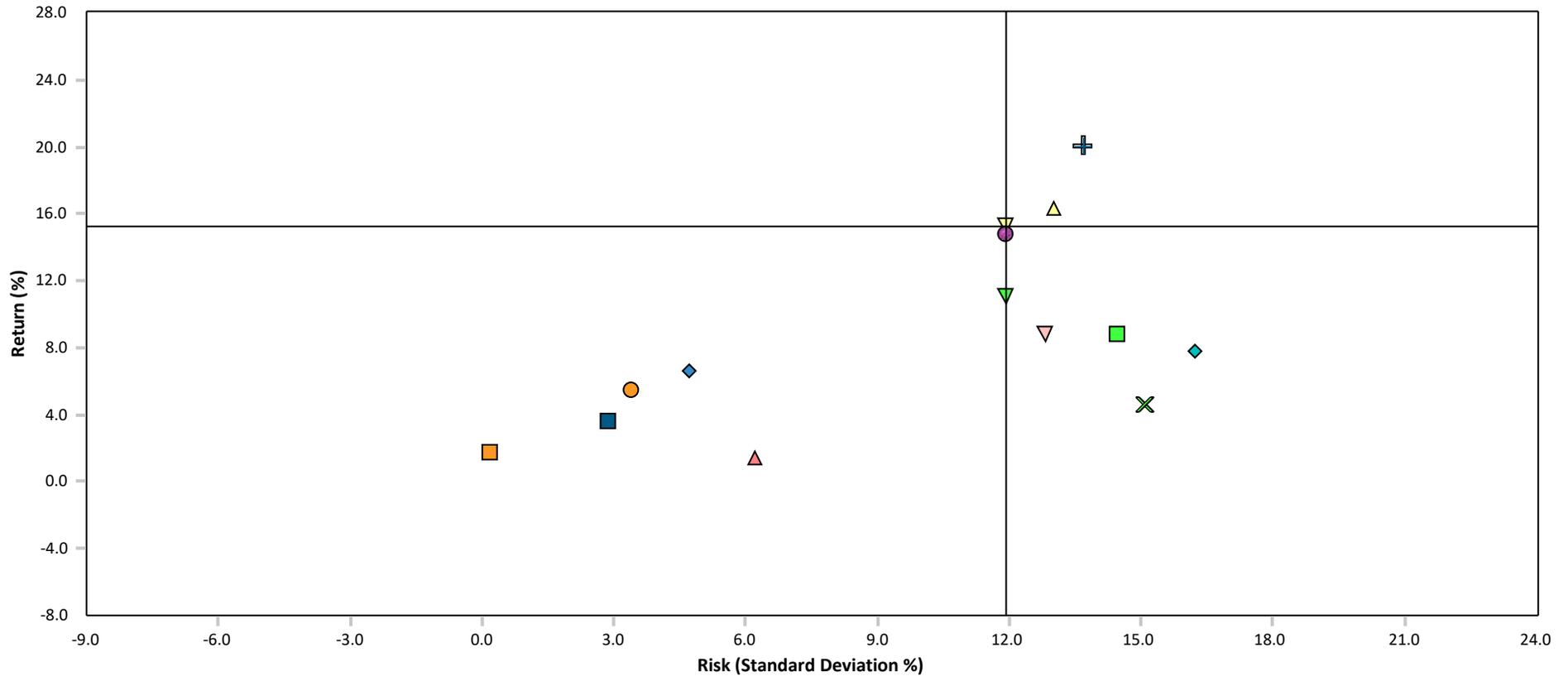
Source: Lipper Analytical Services or investment manager for non-mutual fund holdings.

# Performance vs Risk

## 3 Years Ending December 31, 2019

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.



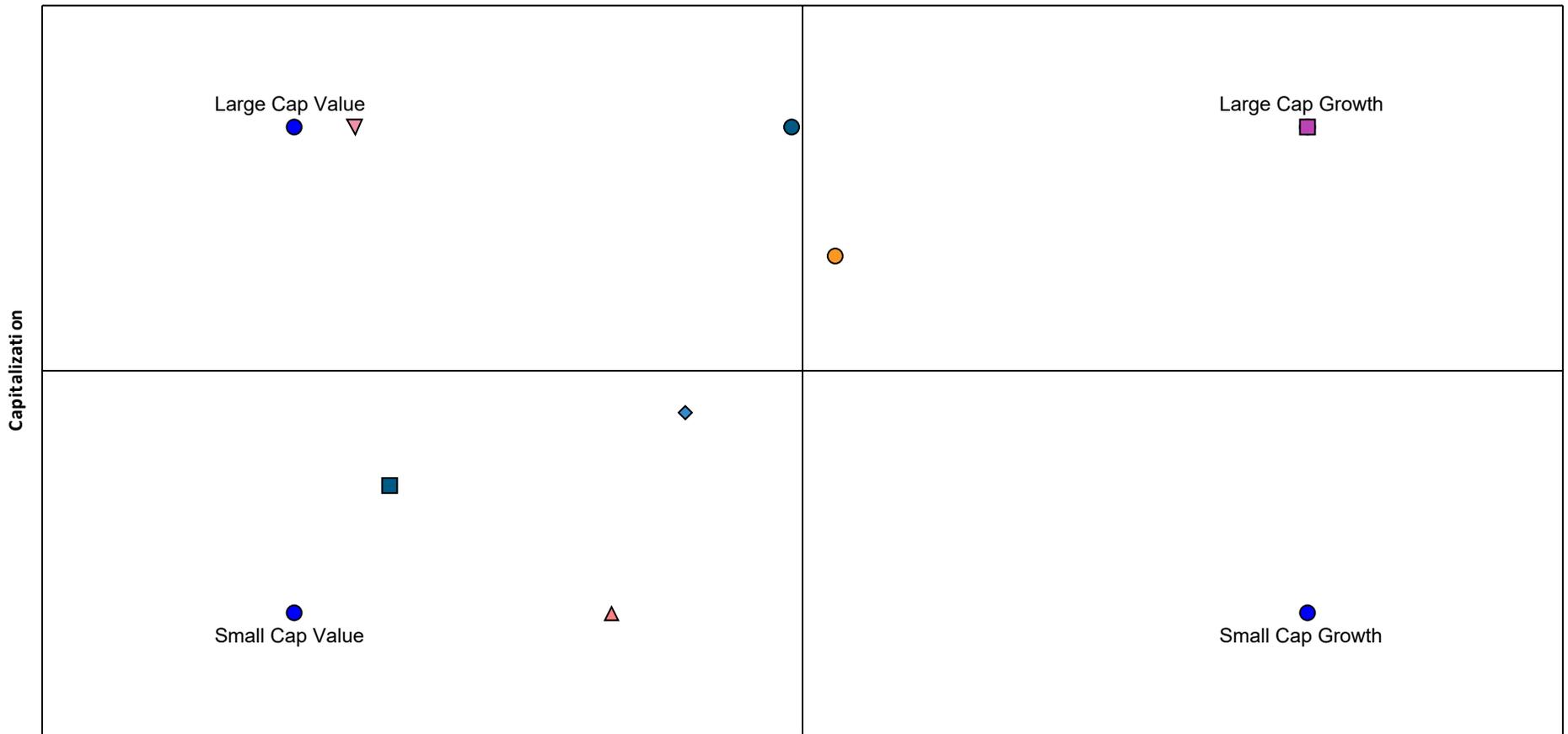
- BNY Mellon Bond Market Index Inv
- Western Asset Core Plus Bond FI
- ▲ Templeton Global Bond A
- ◆ T. Rowe Price Retirement Balanced R
- ▼ MFS Value Fund R3
- BNY Mellon S&P 500 Index
- ⊕ T. Rowe Price Growth Stock R
- ✕ AllianceBern Discovery Value A
- BNY Mellon MidCap Index
- ▲ Eaton Vance Atlanta Capital SMID-Cap A
- ◆ BNY Mellon Small Cap Stock Index
- ▼ Hartford International Opportunities HLS IA
- ▼ S&P 500 Index
- 90 Day U.S. Treasury Bill

# Performance Statistics

## Average Style Exposure

The chart below illustrates the Lipper Style Box exposure for the plan's funds that invest primarily in U.S. stocks. The purpose of the chart is to demonstrate the presence of coverage in all style boxes, from small cap to large cap and from growth to value.

Style Map(01/01/17 - 12/31/19)



- AllianceBern Discovery Value A
- ◆ BNY Mellon MidCap Index
- BNY Mellon S&P 500 Index
- Eaton Vance Atlanta Capital SMID-Cap A
- ▲ BNY Mellon Small Cap Stock Index
- ▼ MFS Value Fund R3
- T. Rowe Price Growth Stock R

## Manager Commentary

As of December 31, 2019

Manager	Manager Status	Comments
General Account	Maintain	4Q 2019 - Commentary not available at time of report production.
BNY Mellon Bond Market Index Inv	Maintain	In accordance with its objective, the BNY Mellon Bond Market Index Fund sufficiently tracked its index during the quarter.
Western Asset Core Plus Bond FI	Maintain	4Q 2019 – The Western Asset Core Plus Bond Fund had a strong fourth quarter, outpacing the Bloomberg Barclays U.S. Aggregate Bond Index. The strategy was among the top Core Plus managers for the 2019 calendar year. The portfolio’s duration positioning and exposure to corporate bonds and emerging markets were key drivers of relative results during the quarter. These same factors also drove relative performance for the 2019 calendar year. Emerging markets continues to be one of the team’s highest conviction areas of the market which they believe will benefit from high relative real yields, a weakening U.S. dollar and central bank support. The team believes economic growth will be stable and supportive of spread sectors. However, the portfolio’s duration remains longer than that of the benchmark in an effort to compliment the risk of the credit sector overweights.
Templeton Global Bond A	Maintain	4Q 2019 – The Templeton Global Bond Fund rose during the fourth quarter and outperformed its benchmark, the FTSE WGBI, which delivered a negative return in the period. Sovereign bond yields largely rose across much of the world and the U.S. dollar broadly weakened during the quarter as macro uncertainties that had been plaguing markets abated. In this market environment, the fund’s negative duration to U.S. Treasuries and select duration exposures in Latin America contributed to performance. The team continues to hold select duration exposures in specific emerging markets countries that they believe have economic resiliency to external shocks and attractive risk/reward profiles. The portfolio also benefited from its positions in the Brazilian real and northern European currencies, including the Norwegian krone, Swedish krona, and Swiss franc. However, the fund’s net-negative positions in the euro and Australian dollar detracted from returns, as did its new net-positive position in the Japanese yen. The team has maintained its short exposure to the euro as a macro hedge against a broadly strengthening US dollar, and the short position in the Australian dollar as a hedge to beta risk across emerging markets, due to the Australian economy’s exposure to emerging market risk factors.
T. Rowe Price Retirement Balanced R	Maintain	4Q 2019 - Commentary not available at time of report production.

## Manager Commentary

As of December 31, 2019

Manager	Manager Status	Comments
MFS Value Fund R3	Watch 3Q 2019	<p>4Q 2019 - The MFS Value Fund trailed the Russell 1000 Value Index in the fourth quarter. The Fund faced some headwinds this quarter as lower quality stocks outperformed the higher quality stocks that the Fund favors. Specifically, stock selection was responsible for all of the Fund's underperformance in the fourth quarter as sector allocation contributed modestly to results. Selection was weakest in the industrials and technology sectors. Sector allocation benefited performance due to overweights to healthcare and financials along with an underweight to real estate.</p> <p>The Fund was placed on watch last quarter due to an upcoming portfolio manager change. Katherine Cannan, an MFS Equity Research Analyst with more than 10 years of experience, joined Nevin Chitkara and Steve Gorham on the portfolio management team of the MFS Value Fund, effective December 31, 2019. Steve Gorham will relinquish his portfolio management responsibilities on the strategy effective December 31, 2020. Steve has been a portfolio manager on the Fund since 2002 and his departure will be a meaningful loss but he leaves the Fund in good hands. Nevin Chitkara has been a portfolio manager on the Fund since 2006 and has contributed to the Fund's strong results. Katherine Cannan has no portfolio management experience but there are reasons to believe in her ability to step in here. She has covered energy, technology and telecommunications since joining the firm as an analyst in 2013 and has worked closely with Nevin and Steve on idea generation. She will also have time to learn as Steve Gorham will remain on the strategy until the end of 2020. The team will also continue to benefit from the firm's deep analyst pool which includes 25 US equity analysts and 36 non-US analysts.</p>
BNY Mellon S&P 500 Index	Maintain	In accordance with its objective, the BNY Mellon S&P 500 Index Fund sufficiently tracked its index during the quarter.
T. Rowe Price Growth Stock R	Maintain	<p>4Q 2019 – The T. Rowe Price Growth Stock Fund produced a positive absolute return in the fourth quarter, but modestly trailed the Russell 1000 Growth Index for the period. Domestic equities rose during the fourth quarter and 2019 calendar year amid easing trade tension and the Federal Reserve cutting interest rates. Sector weightings detracted from relative performance, as an overweight to consumer discretionary, and an underweight to information technology both weighed on performance. Security selection modestly detracted overall, as selection in communication services, consumer discretionary, and health care was additive, but offset by selection in industrials and information technology. Among information technology stocks, an underweight allocation to Apple, and a position to Intuit were both headwinds. Conversely, within communication services, a position in Tencent Holdings, and an overweight to Facebook were both additive. The strategy meaningfully added to the Apple exposure during the quarter in order to narrow the relative underweight of the position in anticipation of the 2020 5G product cycle, but still maintains a relative underweight. Calendar year 2019, the strategy lagged the Russell 1000 Growth Index, in large part due to the underweight and selection in information technology, however the strong longer-term performance remains intact.</p>

## Manager Commentary

As of December 31, 2019

Manager	Manager Status	Comments
AllianceBern Discovery Value A	Maintain	4Q 2019 - The Alliance Bernstein Discovery Value Fund trailed the Russell 2500 Value Index in the fourth quarter. Smaller-caps bested large-caps for the quarter but trailed sharply for the year. Within small-cap markets, growth and low quality was favored by investors which proved to be a headwind for the Fund's higher quality, deeper value bias. Specifically, security selection in the technology and materials sectors detracted, while selection in healthcare contributed. Sector allocation contributed, led by an overweight to technology and an underweight to utilities. This more than offset a detracting underweight to healthcare. The Fund's underperformance over the past two years is weighing on the longer 3-year and 5-year trailing return periods. The Fund's deep value bias has faced some style headwinds as companies that are cheap on the basis of forecasted earnings and cash flows, which the Fund favors, broadly struggled. In addition, the on and off flight to more defensive and lower volatility stocks during this time period proved challenging.
BNY Mellon MidCap Index	Maintain	In accordance with its objective, the BNY Mellon Midcap Index Fund sufficiently tracked its index during the quarter.
Eaton Vance Atlanta Capital SMID-Cap A	Maintain	4Q 2019 – The Eaton Vance Atlanta Capital Smid Cap Fund produced a positive absolute return in the fourth quarter, but meaningfully lagged the Russell 2500 Growth Index for the period. Domestic equities had a strong fourth quarter and calendar year 2019, while small and mid-cap equities were primarily driven in the quarter by the health care sector, and more specifically, the biotechnology industry which was up nearly 30% for the quarter. A significant underweight to the health care sector drove the underperformance for the fourth quarter as it was the best performing sector of the benchmark. A cash position of approximately 4% also weighed on relative returns in the high growth environment. Security selection overall detracted, primarily in consumer discretionary, health care, and information technology. Calendar year 2019 performance was strong overall, as the strategy was up over 32% and outperformed the benchmark, in large part due to the health care and biotech underweight. The team generally avoids the unprofitable and binary nature of biotech and maintains an underweight to health care due to the political rhetoric that has surrounded drug pricing. Strong long-term relative performance for the strategy remains intact.
BNY Mellon Small Cap Stock Index	Maintain	In accordance with its objective, the BNY Mellon Small Cap Stock Index Fund sufficiently tracked its index during the quarter.

## Manager Commentary

As of December 31, 2019

Manager	Manager Status	Comments
Hartford International Opportunities HLS IA	Maintain	<p>4Q 2019 – The Hartford International Opportunities Fund rose during the fourth quarter and outperformed its benchmark, the MSCI ACW ex-US Index. International markets had a strong finish to the year, boosted by optimism over a trade deal between the U.S. and China, a decisive election result in the UK that provided clarity on Brexit, and signs that the slowdown in the global economy may have bottomed, which in turn resulted in broad foreign currency appreciation relative to the dollar. The fund’s outperformance this quarter was primarily driven by strong stock selection, most notably within the communication services, financials, and technology sectors. Meanwhile, these relative gains were partially offset by security selection among the fund’s healthcare and consumer staples positions as well as negative allocation effects from an underweight to materials stocks and an overweight allocation to utilities. From a regional perspective, the portfolio benefited from its exposures to emerging markets and the UK, while selection in Europe and Japan detracted. The Fund is sub-advised by Wellington Management.</p>
T. Rowe Price Retirement Funds	Maintain	<p>4Q 2019 – The T. Rowe Price Retirement Funds produced positive absolute returns across all vintages during the fourth quarter, but performance was mixed relative to their respective benchmarks, as shorter-dated vintages outperformed, while longer-dated vintages lagged. Market sentiment improved in the period due to progress with US-China trade talks as well as growing expectations for a global economic recovery. Emerging markets led the way within equities, while U.S. and developed non-U.S. closely followed. An underweight allocation to real assets, and a subsequent overweight to emerging market equities was additive. Security selection among international equities and fixed income was additive, but was more than offset by weak selection among domestic equities. Heading into 2020, the suite is tactically overweight to overall equities and underweight to fixed income as they believe global growth is stabilizing and earning expectations are improving. Over the next 12 months, Jerome Clark will be transitioning his PM responsibilities into a broader advisory role for the Multi-Asset Solutions group at the firm. Wyatt Lee who has been a Co-PM on the strategy since 2015 will serve as the head of the group, and Kim DeDominicas has been promoted to PM as part of this transition.</p>

# 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

---

Fund Family	Website
Alliance Bernstein	<a href="http://www.alliancebernstein.com">www.alliancebernstein.com</a>
Dreyfus Funds	<a href="http://www.dreyfus.com">www.dreyfus.com</a>
Eaton Vance	<a href="http://www.eatonvance.com">www.eatonvance.com</a>
Hartford Funds	<a href="http://www.hartfordfunds.com">www.hartfordfunds.com</a>
Templeton	<a href="http://www.franklintempleton.com">www.franklintempleton.com</a>
T. Rowe Price	<a href="http://www.troweprice.com">www.troweprice.com</a>
Western Asset	<a href="http://www.westernasset.com">www.westernasset.com</a>

## Data Source Acknowledgements, Links and Disclaimers

---

**Bloomberg Barclays Global Indices**, BLOOMBERG is a trademark and service mark of Bloomberg Finance L.P. and its affiliates (collectively “Bloomberg”). BARCLAYS is a trademark and service mark of Barclays Bank Plc (collectively with its affiliates, “Barclays”), used under license. Bloomberg Finance L.P. and its affiliates (collectively, “Bloomberg”) or Bloomberg’s licensors own all proprietary rights in the BLOOMBERG BARCLAYS INDICES. For more information please visit <https://www.bloomberg.com/professional/product/indices/bloomberg-barclays-indices/#/>

**ICE® BofAML® Bond Indices**, © Copyright 2018 Intercontinental Exchange, Inc. ICE® and ICE® BofAML® are registered trademarks owned by Intercontinental Exchange, Inc. For additional information please visit <https://www.theice.com/market-data/indices>

**Credit Suisse**, Copyright © 1997-2018 Credit Suisse Group AG and/or its affiliates. All rights reserved. For more information please visit [https://research-doc.credit-suisse.com/docView?language=ENG&format=PDF&source\\_id=csplusresearchcp&document\\_id=807177640&serialid=RoryRQMgHsUxy1uzjtLu2wRwt4tICfpGXmKix%2Fws84%3D](https://research-doc.credit-suisse.com/docView?language=ENG&format=PDF&source_id=csplusresearchcp&document_id=807177640&serialid=RoryRQMgHsUxy1uzjtLu2wRwt4tICfpGXmKix%2Fws84%3D)

**FTSE Russell & FTSE Nareit Indices**, © Copyright FTSE Russell 2018; “FTSE Russell” is a trading name of FTSE International Limited (“FTSE”) and Frank Russell Company (“Russell”) and their respective subsidiary undertakings, which are members of the London Stock Exchange Group plc group. Nareit is the exclusive registered trademark of the National Association of Real Estate Investment Trusts. All rights in the Indexes vest in FTSE and Nareit. For more information please visit <https://www.ftserussell.com/index-series/index-spotlights>

**S&P Dow Jones Indices**, Copyright © 2018 S&P Dow Jones Indices LLC, a division of S&P Global. All rights reserved. For more information please visit <https://us.spindices.com/index-literacy/>

**MSCI Indices**, © Copyright 2018 by MSCI Inc. All rights reserved. MSCI Inc. and all other service marks referred to herein are the exclusive property of MSCI and its affiliates. All MSCI indices are the exclusive property of MSCI and may not be used in any way without express written permission of MSCI. For more information please visit <https://www.msci.com/index-methodology>

**NCREIF**, Copyright © 2018 National Council of Real Estate Investment Fiduciaries. Redistribution of any NCREIF data is not permitted without express written from NCREIF. For more information please visit <https://www.ncreif.org/data-products/>

**HFRI® Indices**, © 2018 Hedge Fund Research, Inc – All rights reserved. All data and content on HFR Database products are for your informational and personal use only. For more information please visit <https://www.hedgefundresearch.com/hfri-index-methodology>

**Disclaimer:** The analysis in this report was prepared by Fiduciary Investment Advisors, LLC, utilizing data from third parties and other sources including but not limited to FIA computer software and selected information in the FIA database. Reasonable care has been taken to assure the accuracy of the data contained herein, and comments are objectively stated and are based on facts gathered in good faith. These reports do not constitute investment advice with respect to the purchase, sale or disposition of individual securities. FIA disclaims responsibility, financial or otherwise, for the accuracy or completeness of this report. This report and the information contained herein was prepared solely for the internal business use of our clients. This report is confidential and cannot be reproduced or redistributed to any party other than the intended recipients without the expressed consent of FIA. FIA does not intend to benefit any third-party recipient of its work product or create any legal duty from FIA consents to the release of its work product to such third party. FIA provides a copy of its SEC Form ADV Part II to clients without charge upon request.