



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

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Retirement Plan Sub-Committee
Monday, February 7, 2022 at 8:00 A.M.

REGULAR MEETING AGENDA

- I. Call to Order
- II. Review of Minutes
 - a) May 3, 2021
 - b) December 6, 2021
- III. Housekeeping Items:
 - a) Appointment of Chair for 2022
 - b) Appointment of Vice Chair for 2022
- IV. Pensions Plans & OPEB Trust Fourth Quarter 2021 Performance Reviews and Fiduciary Governance Update
- V. Defined Contribution Plans Fourth Quarter 2021 Performance Reviews and Fiduciary Governance Update
- VI. Adjourn



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Retirement Plan Sub-Committee Regular Meeting Minutes - DRAFT

Monday, May 3, 2021 at 8:00 a.m.
Via Zoom video conference

I. Call to Order

The meeting was called to order at 8:02 a.m by vice chair Derek Peterson. Sub-Committee members Sean Askham, Thomas Potter, Brian Watson, and Phil Schulz were present. Maria Capriola, Town Manager, Amy Meriwether, Finance Director, and Melissa Appleby, Deputy Town Manager, were present from Town staff. Chris Kachmar and Tyler Polk were present for Fiducient Advisors. Others in attendance included Board of Finance member Art House.

II. Review of Minutes

a) February 1, 2021

The minutes of February 1, 2021 were approved as presented by consensus.

III. Pensions Plans & OPEB Trust First Quarter 2021 Performance Reviews and Fiduciary Governance Update

Mr. Kachmar reviewed the pension section of the document entitled “Town of Simsbury Retirement Plans – Executive Summary – First Quarter 2021.” He reviewed the rebranding that recently occurred with the firm, with the new name of Fiducient Advisors. He noted that there are no changes in service, investment strategy, or personnel.

Mr. Kachmar said that the market has been strong due to the stimulus, and noted that global growth has accelerated. He pointed to large equity returns over the one-year period, which is a byproduct of the stimulus and increased vaccine distribution. He said U.S. equities have done well, noting that early on in the pandemic the technology sector, which is more “pandemic proof,” did well, and now there is more of a return to a focus on the financial and industrial sectors.

Mr. Kachmar said that this quarter’s review is focus on fees. He reviewed the exhibit on page 15, indicating that the fees are reasonable and appropriate for a municipal portfolio. He also reviewed the asset allocations on page 16, noting that Templeton continues to struggle. Discussion ensued regarding Templeton’s “watch” status. Mr. Peterson made a motion to recommend to the Board of Finance the elimination of Templeton Global Bond from the pension plan line-ups and reallocation of those monies across the three remaining fixed income managers (MetWest, Western, and BlackRock). Mr. Askham seconded the motion. All were in favor and the motion passed unanimously.

Mr. Kachmar noted that the plans were up 2.2% for the quarter as compared with the benchmark of 2.0%, and that they are up 35.7% over the one-year period as compared with the benchmark of 33.4%.

Mr. Kachmar also reviewed the OPEB section of the document, noting that there is some minor rebalancing forthcoming. He said the plan was up 3.1% for the quarter as compared with the benchmark of 2.6%, and that it is up 35.3% for the one-year period as compared with the benchmark of 34.8%.

IV. Defined Contribution Plans First Quarter 2021 Performance Reviews and Fiduciary Governance Update

a) Performance Review

Mr. Polk reviewed the defined contribution section of the document entitled “Town of Simsbury Retirement Plans – Executive Summary – First Quarter 2021.” He said that the recent RFP for recordkeeping resulted in more competitive fees. Out of the 0.54% weighted average plan cost, 0.159% is for recordkeeping fees. He also noted that our fees are lower than the benchmark.

Mr. Polk said that we moved to “fee levelization” when we transitioned from MassMutual to ICMA, so that all participants are paying the same percentage for recordkeeping no matter what their investment strategy is.

Mr. Polk reviewed the historical balances starting on page 33. He said that there are no recommended changes in managers at this point, although Eaton Vance is on “watch” status.

b) DC Plan Investment Policy

Ms. Appleby said that the policy had not been updated since 2014, and that this draft was put into our current policy format. Ms. Capriola said that there were a few suggested edits based on the 2019 MOU that was signed between the Boards of Selectmen, Education, and Finance. Mr. Askham made a motion to recommend to the Board of Finance the revised DC Plan Investment Policy as presented. Mr. Potter seconded the motion. All were in favor and the motion passed unanimously.

c) Fee Benchmarking

Covered under Section IV, part a.

V. Adjourn

Mr. Schulz made a motion to adjourn the meeting at 8:57 a.m. Mr. Askham seconded the motion, and it passed unanimously.

Respectfully submitted,

Melissa Appleby
Deputy Town Manager



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Retirement Plan Sub-Committee Regular Meeting Minutes - DRAFT

Monday, December 6, 2021 at 8:00 a.m.
Via Zoom video conference

I. Call to Order

The meeting was called to order at 8:04 a.m by Kevin Prell. Sub-Committee members Thomas Potter, Brian Watson, and Phil Schulz were present. Maria Capriola, Town Manager, Amy Meriwether, Finance Director, and Melissa Appleby, Deputy Town Manager, were present from Town staff. Chris Kachmar and Tyler Polk were present for Fiduciant Advisors. Others in attendance included Board of Finance members Art House and Lisa Heavner.

II. Review of Minutes

a) May 3, 2021

This item was tabled.

III. 2022 Regular Meeting Schedule

The 2022 meeting schedule was approved as presented by consensus.

IV. Pensions Plans & OPEB Trust Third Quarter 2021 Performance Reviews and Fiduciary Governance Update

Mr. Kachmar reviewed the pension section of the document entitled “Town of Simsbury Retirement Plans – Executive Summary – Third Quarter 2021.” He reviewed firm update, indicating that the merger is up and running well. Mr. Kachmar said that the market has been more challenging, but the financial health of consumers is strong, with higher net worth and lower indebtedness. He said that inflation is moving higher this year due to supply chain constraints, pent up demand, etc. He said there are project interest rate increases in the second half of 2022.

Mr. Kachmar said that the plans are well funded and have a good interest rate assumption. The committee discussed potentially decreasing the interest rate assumption to 6.25%. Mr. Kachmar reviewed the asset allocation on page 24, and noted that there is a “flash memo” in the packet regarding Metro West. Mr. Kachmar noted that the returns for the quarter were essentially flat, as they were down 0.1% as compared with the benchmark which was down 0.4%.

Mr. Kachmar also reviewed the OPEB section of the document, noting that they will be drawing the liquidity down to focus more on fixed income. He said the returns were down 0.5% for the quarter as compared with the benchmark which was down 0.3%.

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

V. Defined Contribution Plans Third Quarter 2021 Performance Reviews and Fiduciary Governance Update

Mr. Polk reviewed the defined contribution section of the document starting on page 35. He said that the third quarter is a participant focus, and that they would be working with Mission Square to review the educational resources for participants.

Mr. Polk reviewed page 39 which provided an outline of the U.S. Department of Labor guidance for those selecting a plan sponsor, as well the guidance for plan sponsors themselves.

Mr. Polk reviewed the historical balances starting on page 42. He said that there are no recommended changes in managers at this point, although Eaton Vance will continue to be monitored due to underperformance.

There was discussion regarding a potential annuity option; Mr. Polk said that he could review Mission Square's product at the next meeting.

VI. Adjourn

Mr. Prell made a motion to adjourn the meeting at 9:15 a.m. Mr. Potter seconded the motion, and it passed unanimously.

Respectfully submitted,

Melissa Appleby
Deputy Town Manager



Town of Simsbury Retirement Plans

Executive Summary - Fourth Quarter 2021

This report is intended for the exclusive use of clients or prospective clients of Fiducient Advisors. The information contained herein is intended for the recipient, is confidential and may not be disseminated or distributed to any other person without prior approval. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecasts represent future expectations and actual returns; volatilities and correlations will differ from forecasts. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice.

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



Fiducient Advisors Update



Retirement Plans



Endowments & Foundations



The Wealth Office®

Featured Insights

- The Public Fiduciary Newsletter – October

Coming Soon

- Plan Sponsor Newsletter – March
- Defined Contribution Webcast – March

2022 Outlook and Capital Markets Assumptions

- Essential Economic Update Webcast
- Capital Market Assumptions Paper
- 2022 Outlook – Navigating Moderation

Recent Speaking Engagements

- ALTSCHI Virtual Conference 2021
- ASAE Annual Meeting
- CAIA Info Series
- Illinois Institutional Summit

Featured Insights

- The Steward Newsletter – December

Coming Soon

- The Steward Newsletter – February
- Guide to Mission Aligned Investing – February

Featured Insights

- The Advisor Newsletter – November
- Nine Moves to Consider Before Year-End: Planning Ahead and Reaping the Benefits

Coming Soon

- Assessing Your Financial Wellness: 2022 Planning Considerations Paper – January
- Assessing Your Financial Wellness: 2022 Planning Considerations Webcast – February



Fiducient Advisors Update



- Monthly market recaps
- Monthly market updates
 - Markets Unfazed by October Frights – October
 - Markets Pause as a New COVID Variant Emerges and the Fed Strikes a Hawkish Tone – November
- Carve Your Turkey, Not China
- Tax Update: Four Planning Considerations Despite Legislative Limbo
- On-Demand Video: Third Quarter 2021 Capital Markets Update

2021 New Associates – Welcome!

- Kimberly Carlson, Client Service Associate
- Christina Coimbra, Finance Billing Specialist
- Richard Dahling, Senior Consultant
- Freskid Dinaj, Performance Analyst
- Lucas Hannegan, Consulting Analyst
- Austin Herzy, Consulting Analyst
- Julissa Majka, Compliance Manager
- Joseph Melia, Senior Consultant
- Gina Nelson, Finance Associate
- Sierra Powel-Smith, Legal Operations Associate
- Jacob Shore, Finance Billing Specialist
- Shreyas Wardekar, Consulting Analyst
- Ryan Wieczorek, Performance Analyst

Table of Contents



Section 1	Capital Markets Overview
Section 2	DB Plan Reviews
Section 3	OPEB Trust Review
Section 4	DC Plan Reviews

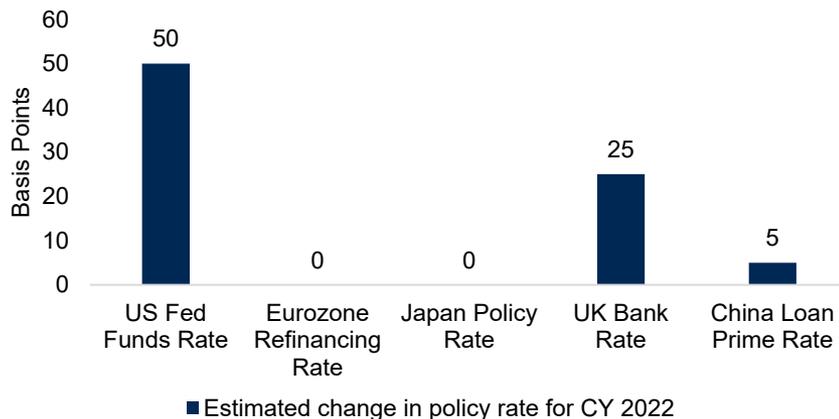


Market Themes

1. Adaptation and flexibility should prove key for investors in 2022, driven by concern for moderating return opportunities and heightened capital market volatility.
2. Investors should remain attuned to a more differentiated array of central bank responses in the New Year as authorities increasingly customize policies to their particular economic circumstances.
3. U.S. large cap equities were among the leaders this quarter as the reopening trade took a back seat and large growth outpaced value. Real estate markets continued their banner year while fixed income was relatively flat, despite increased rate volatility.

Global Policy Rates

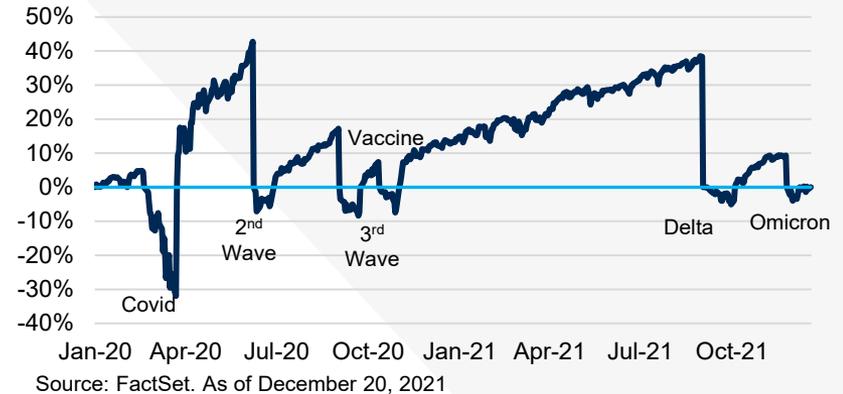
Market expectations are such that central bank coordination is likely to wane in 2022 as policy makers around the world react to their individual markets. This may present both opportunities and risks for investors in the coming quarters.



Source: FactSet. As of January 5, 2022

S&P 500 Drawdowns (% Change from Previous High/Low)

The COVID-19 pandemic has driven volatility over the past two years. Recent variants have had a more subdued impact.



Elevated Rate Volatility

The 10-year U.S. Treasury yield experienced elevated volatility in Q4 as investors digested the emergence of the omicron variant, elevated inflation, an increasingly hawkish Fed and prospects for further economic recovery.

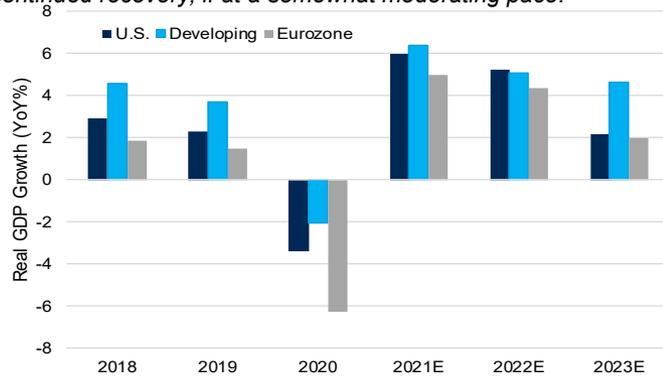




Economic Review

Real GDP Growth (YoY)

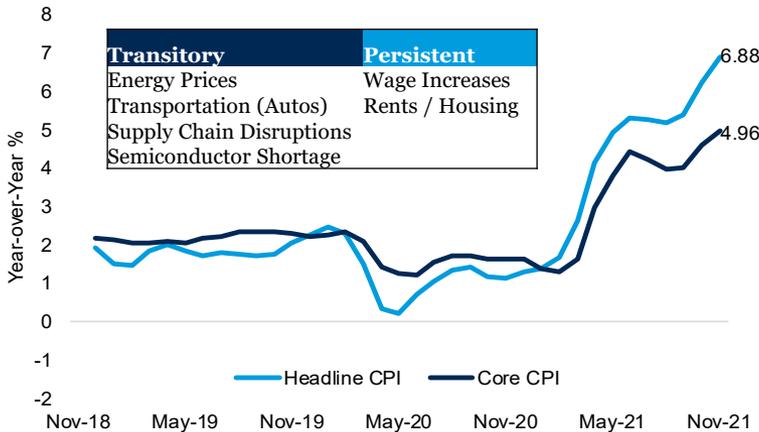
Estimates for positive GDP growth remain strong for 2022. A favorable consumer profile and corporate health provide a solid foundation for continued recovery, if at a somewhat moderating pace.



Source: FactSet, IMF World Economic Outlook. As of December 31, 2021.

U.S. Inflation

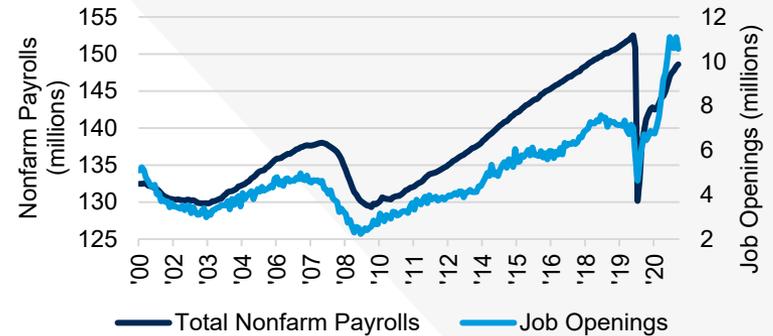
Inflation remains elevated, with energy and transportation seeing the largest increases year-over-year. Inflation may moderate but we don't expect it to revert to benign pre-pandemic levels.



Source: FactSet, Fiducient Advisors. As of November 30, 2021.

U.S. Labor Market

Job openings are at twenty-year highs, yet employment levels (nonfarm payrolls) are still below pre-pandemic levels. This supply/demand imbalance could lead to higher wages and a stronger consumer.



Source: FactSet, U.S. DOL. As of November 30, 2021.

Shipping Costs

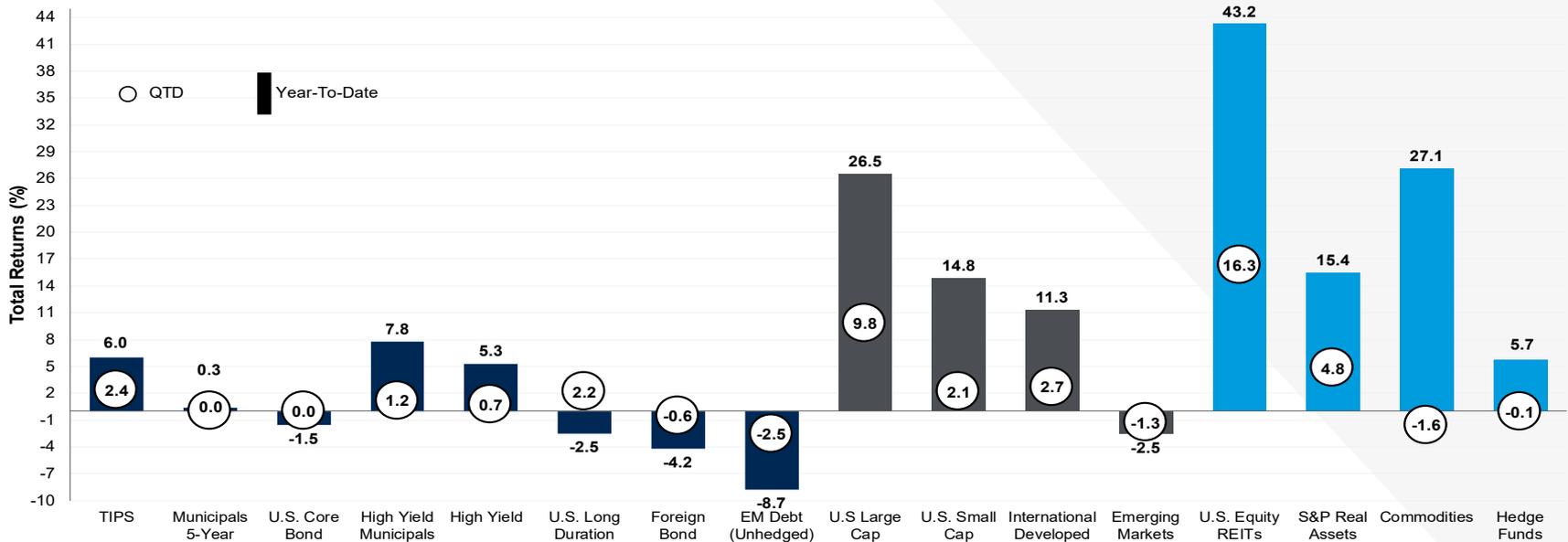
Supply chain issues are easing somewhat. The Baltic Dry Index, a measure of shipping costs of raw materials, has come off recent highs, which could alleviate inflation pressure in the future.



Source: FactSet, Baltic Exchange. As of December 31, 2021.



Asset Class Returns



*Hedge fund returns are lagged 1 month. Sources: FactSet, J.P. Morgan, Russell, MSCI, FTSE Russell, Alerian, Morningstar. As of December 31, 2021.

Fixed Income (4Q)

- +/- U.S. bonds were flat on the quarter. A hawkish Federal Reserve incited a flatter yield curve.
- + Credit spreads ultimately ended the quarter tighter as investors continued to demand yield in the low-rate environment.
- Non-USD debt struggled in the period. A rising U.S. dollar coupled with Evergrande's debt default was a headwind for EM debt.

Equity (4Q)

- + Despite a volatile quarter, U.S. and developed international equities ultimately ended the quarter higher following a year-end rally.
- Government regulation and intervention in China continued to weigh on investor enthusiasm, pushing emerging markets into negative territory for the quarter.

Real Asset / Alternatives (4Q)

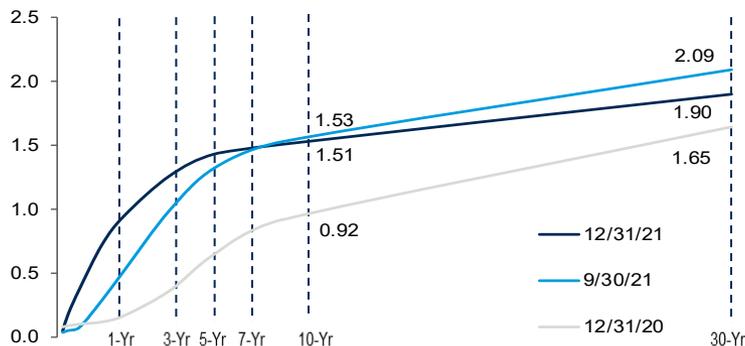
- + REITs benefited from strong industrial, self-storage and residential performance, areas that have continued to benefit during the COVID-19 era.
- Perceptions of lower energy demand due to COVID outbreaks led to falling energy prices, which weighed on the commodity market.



Fixed Income Market Update

U.S. Treasury Yields Curve

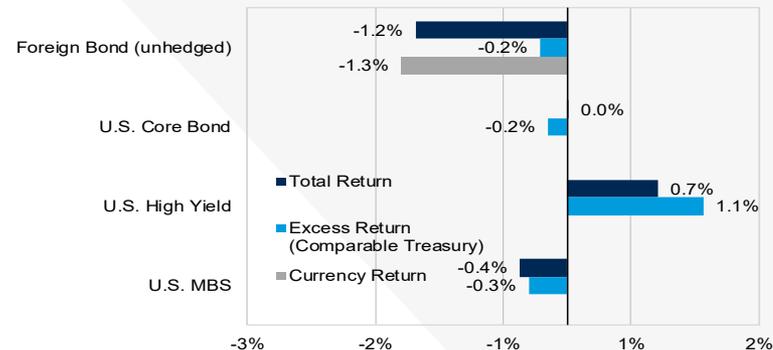
The U.S. curve flattened as the Fed accelerated their tapering program and outlook for rate hikes in 2022 solidified. Concerns about the impact of the omicron variant on the economy put pressure on the long-dated rates.



Source: FactSet

Index Performance Attribution (4Q 2021)

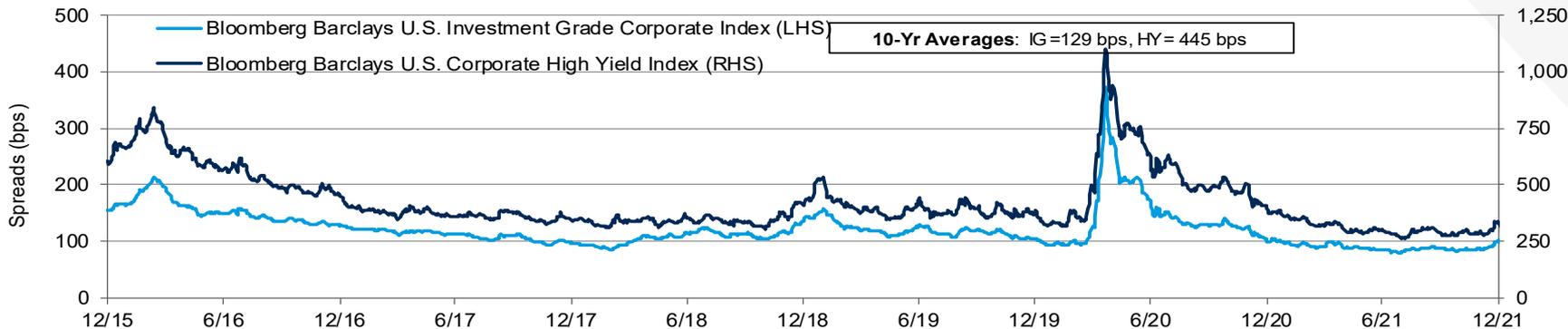
On a duration adjusted basis, high yield outpaced U.S. Treasuries while the mortgage market came under pressure as the Fed began its tapering program. A strengthening U.S. dollar was a major headwind for non-USD debt.



Source: FactSet. As of December 31, 2021

Credit Market Spreads – Trailing 5 Years

Credit spreads ultimately ended the quarter tighter, but the ride through the quarter was bumpy. Investor demand for yield continued to provide a tailwind for credit. Credit spreads sit well within their 10-year averages and, when coupled with heightened rate volatility, we currently favor active management.



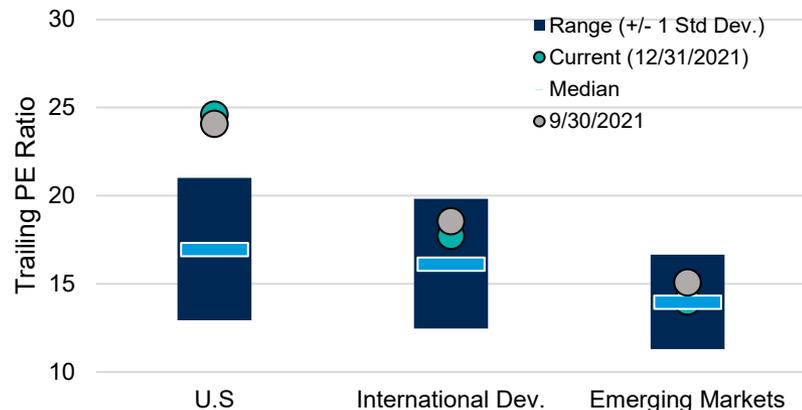
Source: FactSet. As of December 31, 2021



Equity Market Update

Equity Valuations (Trailing 15 Years)

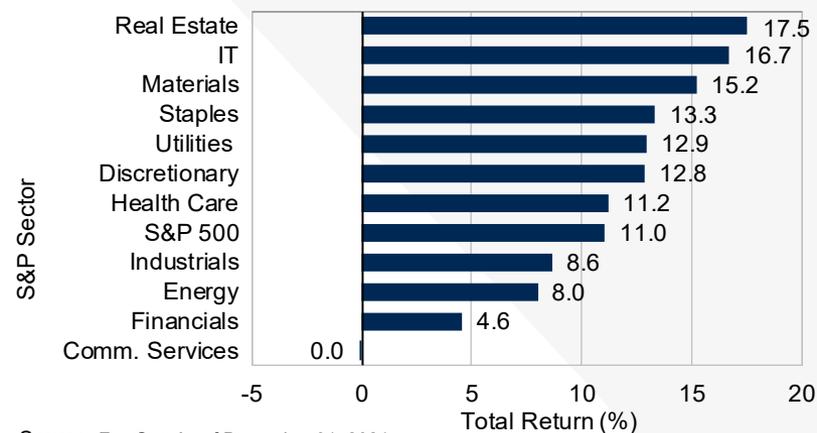
Valuations persist above longer-term averages in the U.S. but are less pronounced elsewhere in the world. Falling equity prices within emerging markets moved valuations lower and in-line with the 15-year median.



Source: FactSet. As of December 31, 2021

U.S. Equities – Return by Sector (4Q 2021)

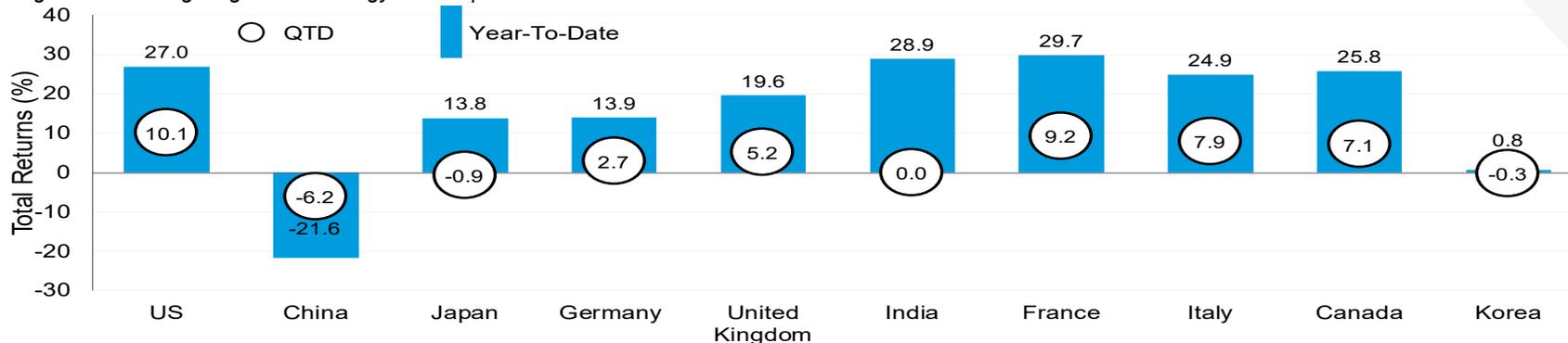
Real Estate and Information Technology led the way as the reopening trade reversed course, while energy and financials lagged the broader equity market.



Source: FactSet. As of December 31, 2021

Country Total Returns (%) – Top 10 Largest Economies

Equities were generally positive within developed regions, with the United States leading the way as COVID precautionary measures domestically were not as intense as those abroad. Chinese equities continued to be a drag on emerging market performance. Lingering concerns about the Chinese government targeting the technology and for-profit education sectors sent returns lower.



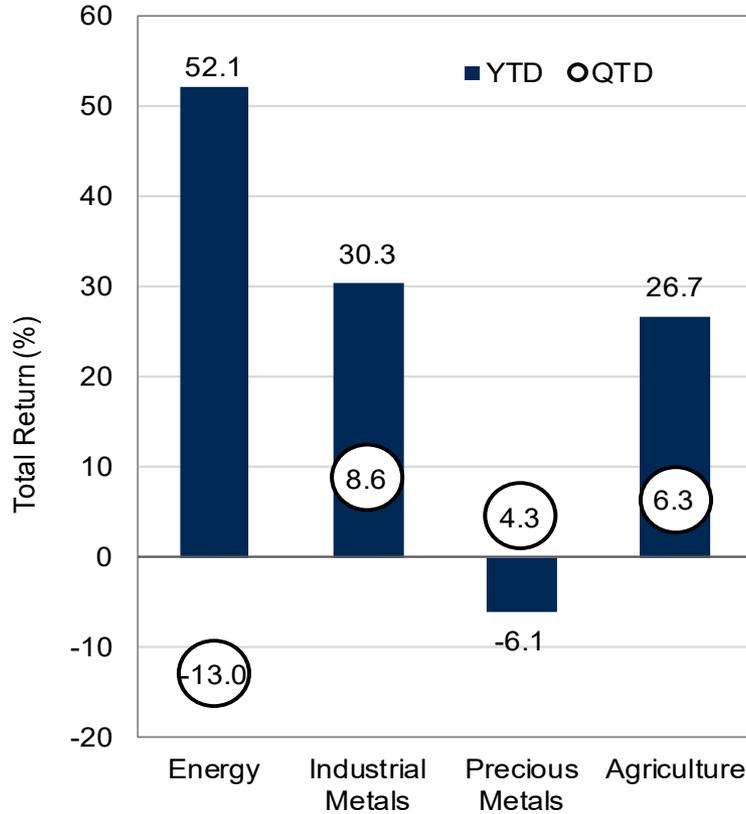
Source: FactSet. As of December 31, 2021.



Real Assets Market Update

Real Assets Performance

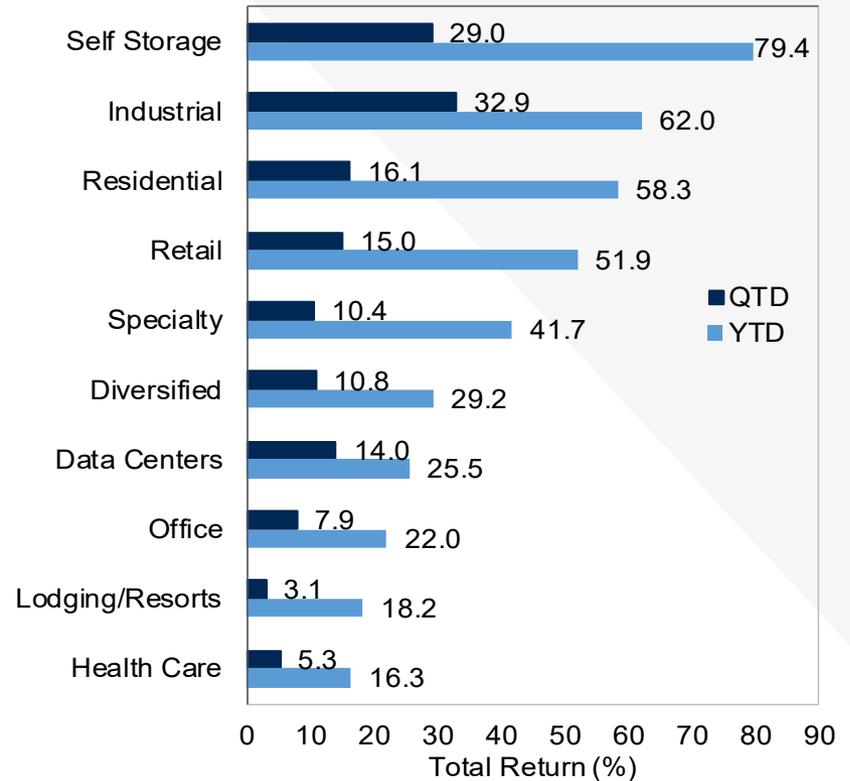
Energy reversed course in the fourth quarter as the breakout of COVID-19 cases weakened demand amid new lockdowns around the globe, while the supply chain backlog pushed industrial metals prices higher.



Source: FactSet. As of December 31, 2021

REIT Sector Performance

The Industrial and Self Storage sectors were the highlights this quarter, driven by the uncertainty generated by the omicron wave. Conversely, Lodging and Office lagged in the quarter. Real Estate, overall, performed well for the 2021 calendar year.



Source: FactSet. As of December 31, 2021



Private Equity

U.S. Private Equity deal activity is expected to shatter records in 2021, following heightened urgency ahead of (now unlikely) tax law changes and slightly reduced activity in 2020.

Fundraising activity has remained heightened with firms coming back to market sooner and raising larger funds as pace of deployment remained high.

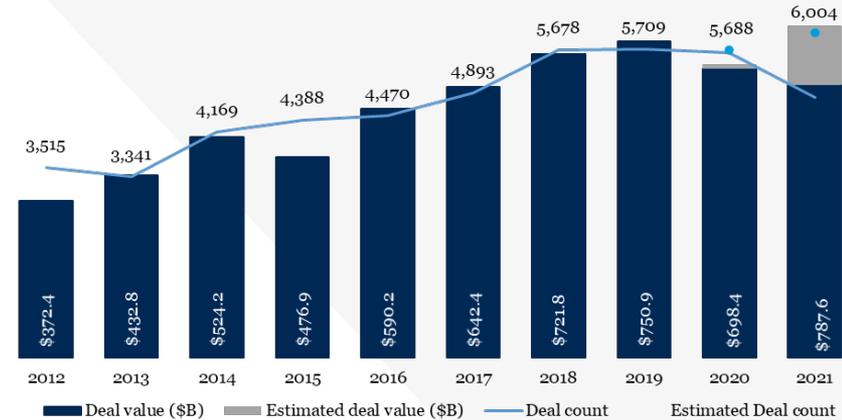
Private equity performance remained strong, with venture capital and growth equity outpacing buyout. All markets outperformed public markets.

Private Equity Performance

Benchmark	1-YR	3-YR	5-YR	10-Y	15-Y
US Private Equity	58.2%	25.1%	22.3%	16.7%	13.9%
US Buyout Index	51.2%	22.1%	20.4%	15.8%	13.2%
US Growth Equity Index	79.2%	34.5%	28.8%	20.0%	16.9%
US Venture Capital Index	88.1%	36.1%	25.8%	18.7%	14.6%
S&P 500 Index	40.8%	18.7%	17.6%	14.8%	10.7%

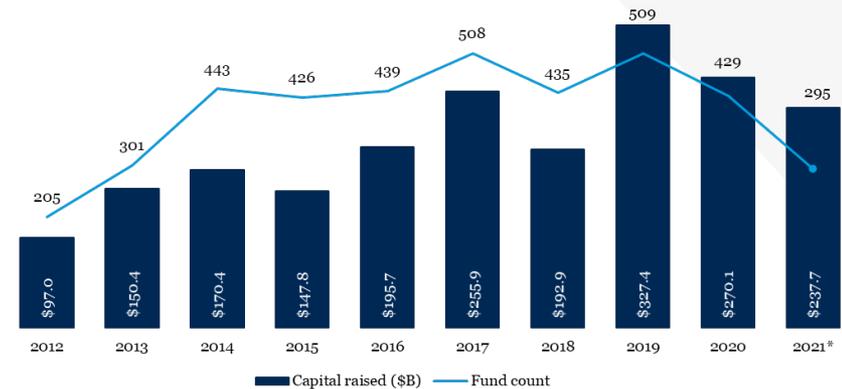
Source: Cambridge Associates. As of June 30, 2021.
Returns presented as horizon pooled return, net of fees.
S&P 500 Total Return Index as of June 30, 2021.

U.S. Private Equity Deal Activity



Source: Pitchbook. As of September 30, 2021.

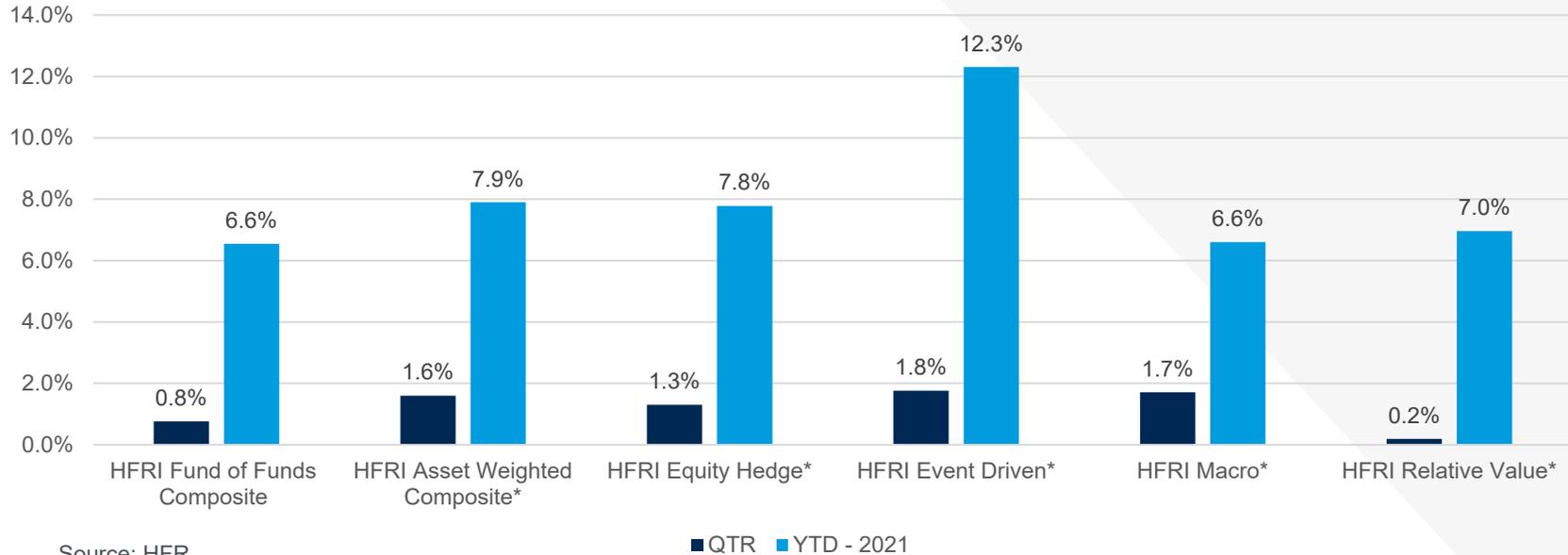
U.S. Buyout Fundraising Activity



Source: Pitchbook. As of September 30, 2021.



Marketable Alternatives



Source: HFR

*Methodology is asset weighted

■ QTR ■ YTD - 2021

- The HFRI Asset Weighted Composite finished the quarter in positive territory to conclude a year dominated by market uncertainty, high volatility, challenges of increasing interest rates and inflation, and the second year of a global pandemic.
- Equity Hedge strategies were up on the quarter, led by high beta and long-biased strategies that benefitted from a rally in equity markets to close out the year.
- Event Driven strategies outperformed on the quarter and the year, led by Activist and Special Situations sub-strategies in a market that continued to see strong corporate action and M&A activity.
- Macro strategies also advanced for the quarter as commodities rallied and interest rates continued to rise.
- Relative Value strategies gained modestly on the quarter. Fixed income-based, interest rate-sensitive strategies performed well as rates rose while Volatility Relative Value strategies also contributed.



The Case For Diversification

2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	YTD	10Yr (Ann)
TIPS 13.6	Emerging Markets 18.2	U.S. Small Cap 38.8	U.S. Equity REITs 30.1	U.S. Equity REITs 3.2	U.S. Small Cap 21.3	Emerging Markets 37.3	High Yield Munis 4.8	U.S. Large Cap 31.5	U.S. Small Cap 20.0	U.S. Equity REITs 43.2	US Large Cap 16.5
High Yield Munis 9.3	High Yield Munis 18.1	U.S. Large Cap 32.4	High Yield Munis 13.8	Municipals 5-Year 2.4	High Yield 17.1	International Dev. 25.0	Municipals 5-Year 1.7	U.S. Equity REITs 26.0	U.S. Large Cap 18.4	Commodities 27.1	US Small Cap 13.2
U.S. Equity REITs 8.3	U.S. Equity REITs 18.1	International Dev. 22.8	U.S. Large Cap 13.7	High Yield Munis 1.8	U.S. Large Cap 12.0	U.S. Large Cap 21.8	Foreign Bond 0.5	U.S. Small Cap 25.5	Emerging Markets 18.3	US Large Cap 26.5	U.S. Equity REITs 11.4
Core Bond 7.8	International Dev. 17.3	Balanced 12.2	Core Bond 6.0	U.S. Large Cap 1.4	Commodities 11.7	EM Debt (unhedged) 15.2	Core Bond 0.0	International Dev. 22.5	TIPS 11.0	US Small Cap 14.8	International Dev. 8.0
Municipals 5-Year 6.9	EM Debt (unhedged) 16.9	Hedge Funds 9.0	Balanced 5.1	Core Bond 0.6	Emerging Markets 11.2	U.S. Small Cap 14.6	TIPS -1.3	Emerging Markets 18.4	Balanced 8.8	International Dev. 11.3	Balanced 7.4
High Yield 5.0	U.S. Small Cap 16.3	High Yield 7.4	U.S. Small Cap 4.9	Hedge Funds -0.3	EM Debt (unhedged) 9.9	Balanced 13.6	High Yield -2.1	Balanced 17.5	International Dev. 7.8	Balanced 9.8	High Yield 6.8
Foreign Bond 4.2	U.S. Large Cap 16.0	U.S. Equity REITs 2.5	TIPS 3.6	International Dev. -0.8	U.S. Equity REITs 8.5	High Yield Munis 9.7	Hedge Funds -4.0	High Yield 14.3	Core Bond 7.5	High Yield Munis 7.8	High Yield Municipals 6.7
U.S. Large Cap 2.1	High Yield 15.8	Municipals 5-Year 0.8	Hedge Funds 3.4	TIPS -1.4	Balanced 7.6	Hedge Funds 7.8	U.S. Large Cap -4.4	EM Debt (unhedged) 13.5	Hedge Funds 7.1	TIPS 6.0	Emerging Markets 5.5
Balanced 0.9	Balanced 11.5	Foreign Bond -1.0	Municipals 5-Year 3.2	Foreign Bond -2.3	TIPS 4.7	High Yield 7.5	U.S. Equity REITs -4.6	High Yield Munis 10.7	High Yield 7.1	Hedge Funds 5.7	Hedge Funds 4.4
EM Debt (unhedged) -1.8	TIPS 7.0	Core Bond -2.0	Foreign Bond 2.9	Balanced -3.3	Foreign Bond 3.2	Foreign Bond 6.5	Balanced -5.8	Core Bond 8.7	Foreign Bond 7.0	High Yield 5.3	TIPS 3.1
U.S. Small Cap -4.2	Foreign Bond 5.3	Emerging Markets -2.6	High Yield 2.5	U.S. Small Cap -4.4	High Yield Munis 3.0	U.S. Equity REITs 5.2	EM Debt (unhedged) -6.2	TIPS 8.4	High Yield Munis 4.9	Municipals 5-Year 0.3	Core Bond 2.9
Hedge Funds -5.7	Hedge Funds 4.8	High Yield Munis -5.5	Emerging Markets -2.2	High Yield -4.5	Core Bond 2.6	Core Bond 3.5	U.S. Small Cap -11.0	Hedge Funds 7.8	Municipals 5-Year 4.3	Core Bond -1.5	Municipals 5-Year 2.4
Commodities -13.3	Core Bond 4.2	TIPS -8.6	International Dev. -4.9	Emerging Markets -14.9	International Dev. 1.0	Municipals 5-Year 3.1	Commodities -11.2	Commodities 7.7	EM Debt (unhedged) 2.7	Emerging Markets -2.5	Foreign Bond 2.3
International Dev. -12.1	Municipals 5-Year 3.0	EM Debt (unhedged) -9.0	EM Debt (unhedged) -5.7	EM Debt (unhedged) -14.9	Hedge Funds 0.5	TIPS 3.0	International Dev. -13.8	Foreign Bond 6.3	Commodities -3.1	Foreign Bond -4.2	EM Debt (unhedged) 0.7
Emerging Markets -18.4	Commodities -1.1	Commodities -9.5	Commodities -17.0	Commodities -24.7	Municipals 5-Year -0.4	Commodities 1.7	Emerging Markets -14.6	Municipals 5-Year 5.4	U.S. Equity REITs -8.0	EM Debt (unhedged) -8.7	Commodities -2.9

Source: FactSet & Morningstar as of December 31, 2021. Periods greater than one year are annualized. All returns are in U.S. dollar terms. One month lag for Hedge Funds.

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss.



Financials Markets Performance

Financial Markets Performance

Total return as of December 31, 2021

Periods greater than one year are annualized

All returns are in U.S. dollar terms

Global Fixed Income Markets	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Bloomberg 1-3-Month T-Bill	0.0%	0.0%	0.0%	0.9%	1.1%	0.8%	0.6%	0.8%
Bloomberg U.S. TIPS	2.4%	6.0%	6.0%	8.4%	5.3%	4.2%	3.1%	4.7%
Bloomberg Municipal Bond (5 Year)	0.0%	0.3%	0.3%	3.3%	3.0%	2.4%	2.4%	3.5%
Bloomberg High Yield Municipal Bond	1.2%	7.8%	7.8%	7.8%	7.5%	6.0%	6.7%	5.2%
Bloomberg U.S. Aggregate	0.0%	-1.5%	-1.5%	4.8%	3.6%	3.0%	2.9%	4.1%
Bloomberg U.S. Corporate High Yield	0.7%	5.3%	5.3%	8.8%	6.3%	6.1%	6.8%	7.1%
Bloomberg Global Aggregate ex-U.S. Hedged	-1.2%	-1.4%	-1.4%	3.3%	3.1%	3.1%	3.8%	4.0%
Bloomberg Global Aggregate ex-U.S. Unhedged	-1.2%	-7.0%	-7.0%	2.5%	3.1%	1.5%	0.8%	2.6%
Bloomberg U.S. Long Gov / Credit	2.2%	-2.5%	-2.5%	10.6%	7.4%	5.7%	5.7%	7.0%
JPMorgan GBI-EM Global Diversified	-2.5%	-8.7%	-8.7%	2.1%	2.8%	1.0%	0.7%	3.5%
Global Equity Markets	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
S&P 500	11.0%	28.7%	28.7%	26.1%	18.5%	14.9%	16.6%	10.7%
Dow Jones Industrial Average	7.9%	20.9%	20.9%	18.5%	15.5%	13.3%	14.2%	10.1%
NASDAQ Composite	8.4%	22.2%	22.2%	34.3%	25.0%	19.8%	21.0%	14.4%
Russell 3000	9.3%	25.7%	25.7%	25.8%	18.0%	14.5%	16.3%	10.6%
Russell 1000	9.8%	26.5%	26.5%	26.2%	18.4%	14.8%	16.5%	10.7%
Russell 1000 Growth	11.6%	27.6%	27.6%	34.1%	25.3%	19.6%	19.8%	13.7%
Russell 1000 Value	7.8%	25.2%	25.2%	17.6%	11.2%	9.7%	13.0%	7.5%
Russell Mid Cap	6.4%	22.6%	22.6%	23.3%	15.1%	12.2%	14.9%	10.2%
Russell Mid Cap Growth	2.8%	12.7%	12.7%	27.5%	19.8%	14.9%	16.6%	11.7%
Russell Mid Cap Value	8.5%	28.3%	28.3%	19.6%	11.2%	10.0%	13.4%	8.8%
Russell 2000	2.1%	14.8%	14.8%	20.0%	12.0%	10.8%	13.2%	8.7%
Russell 2000 Growth	0.0%	2.8%	2.8%	21.2%	14.5%	11.7%	14.1%	10.0%
Russell 2000 Value	4.4%	28.3%	28.3%	18.0%	9.1%	9.5%	12.0%	7.2%
MSCI ACWI	6.7%	18.5%	18.5%	20.4%	14.4%	10.9%	11.9%	7.1%
MSCI ACWI ex. U.S.	1.8%	7.8%	7.8%	13.2%	9.6%	6.6%	7.3%	3.8%
MSCI EAFE	2.7%	11.3%	11.3%	13.5%	9.5%	6.8%	8.0%	3.6%
MSCI EAFE Growth	4.1%	11.3%	11.3%	19.0%	13.6%	9.7%	10.1%	5.5%
MSCI EAFE Value	1.2%	10.9%	10.9%	7.8%	5.3%	3.6%	5.8%	1.6%
MSCI EAFE Small Cap	0.1%	10.1%	10.1%	15.6%	11.0%	9.5%	10.8%	5.6%
MSCI Emerging Markets	-1.3%	-2.5%	-2.5%	10.9%	9.9%	6.1%	5.5%	4.5%
Alternatives	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Consumer Price Index*	1.7%	6.6%	6.2%	3.3%	2.9%	2.4%	2.1%	2.2%
FTSE NAREIT Equity REITs	16.3%	43.2%	43.2%	18.4%	10.8%	9.3%	11.4%	6.9%
S&P Real Assets	4.8%	15.4%	15.4%	11.0%	7.4%	5.2%	5.9%	5.5%
FTSE EPRA NAREIT Developed	12.5%	36.9%	36.9%	13.1%	7.2%	7.9%	11.0%	5.4%
FTSE EPRA NAREIT Developed ex U.S.	2.1%	8.8%	8.8%	7.4%	7.1%	4.8%	7.8%	2.4%
Bloomberg Commodity Total Return	-1.6%	27.1%	27.1%	9.9%	3.7%	0.1%	-2.9%	-2.6%
HFRI Fund of Funds Composite*	-0.1%	5.7%	9.6%	7.7%	5.8%	4.1%	4.4%	2.8%
HFRI Fund Weighted Composite*	-0.7%	8.9%	13.9%	9.4%	7.0%	5.4%	5.6%	4.6%
Alerian MLP	0.6%	40.2%	40.2%	2.1%	-2.7%	-5.1%	-0.3%	4.3%

*One month lag.

Source: FactSet & Morningstar as of December 31, 2021. Periods greater than 1 year are annualized. All returns are in U.S. dollar terms.



Simsbury Pension Plans

Executive Summary - Fourth Quarter 2021

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

Table of Contents



Section 1	Fiduciary Governance Calendar
Section 2	Combined Pensions Summary



Fiduciary Governance Calendar



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



January 2022 Investment Outlook

Key Observations

- We expect economic recovery to persist in 2022 at a more modest pace as extraordinary pandemic stimulus begins to moderate. Ongoing challenges with a recalibrating global supply chain are expected to continue to lead to persistently higher levels of inflation than we have seen over the last several decades.
- The investing backdrop remains mostly constructive in our view, but investors will likely be served by taking a thoughtful and diversified approach to risk-taking. The global economy is still in transition and pandemic-driven economic uncertainties are ongoing.

Capital Market Factors

- **Economic Growth:** The Conference Board's 2022 global economic growth forecast is 3.9 percent, a level characterized by the Board as "above potential recovery growth." 2023-2026 annualized growth is expected to moderate to 2.5 percent.
- **Monetary Policy:** The Fed's rotation to a tighter policy stance is expected to slow and then end its \$120 billion monthly asset purchase program sometime in 2022 and begin to raise interest rates. At its December 2021 meeting, the Fed indicated an accelerated pace toward the elimination of its bond buying efforts by the middle of next year and a majority of FOMC members now expect at least three interest rate hikes by year-end 2022.
- **Fiscal Policy:** Massive pandemic-relief and infrastructure spending will likely continue to drive short-term deficits, stimulate near-term economic growth and fuel inflationary forces.
- **Inflation:** Current year-over-year inflation is running at a level in excess of 6 percent, which is meaningfully above the Fed's stated target, and is likely to remain high in the immediate future. However, the bond market's expectation is for inflation to gradually moderate back towards 2.5 percent over the next decade.
- **Currency:** The dollar strengthened in 2021 and was supported by a more consistent economic recovery in the U.S. compared to global peers. A more aggressive path to interest rate hikes by the Fed when compared to its peer institutions would support U.S. dollar strength, but volatility is expected as investors continue to digest the implications of Fed tightening in conjunction with actions of other global central banks.



2022-2041 Twenty-Year Outlook

Investment Themes for 2022-2041

Asset Class	2022 Outlook E(R) - 20 Year	2021 Outlook E(R) - 20 Year	Year Over Year Change
Inflation	2.5%	1.8%	0.7%
Cash*	0.7%	0.7%	0.0%
TIPS	2.1%	1.7%	0.3%
Muni Bond**	2.1%	1.6%	0.5%
Muni High Yield**	5.6%	7.7%	-2.1%
US Bond	2.5%	2.1%	0.3%
Dynamic Bonds***	2.8%	2.8%	-0.1%
Global Bonds	2.2%	1.8%	0.4%
Corp HY Bond	4.5%	4.4%	0.1%
Global Equity	8.1%	7.7%	0.5%
US Equity (AC)	6.8%	6.4%	0.4%
US Equity (LC)	6.6%	6.3%	0.4%
US Equity (MC)	7.0%	6.6%	0.4%
US Equity (SC)	7.0%	6.7%	0.3%
Int'l Dev. Equity	8.6%	7.9%	0.8%
EM Equity	10.5%	9.4%	1.2%
Real Estate	6.3%	6.2%	0.1%
Broad Real Assets****	5.6%	4.8%	0.9%
Marketable Alternatives	6.8%	6.3%	0.5%
Private Equity	9.8%	9.4%	0.4%

*3-month forecast

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

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

****20% REITs, 20% Global Infrastructure, 20% Commodities, 20% US Bonds, 15% Corp High Yield, 5% TIPS

- Nominal return forecasts rose for most asset classes, but rising inflation expectations means most asset classes have declining year-over-year real return expectations.
- Meaningfully negative real returns continues to make cash an expensive opportunity cost for investors.
- Global bond yields generally rose. Despite the increase, most fixed income asset class forward-looking return expectations remain below expected inflation levels.
- Earnings accelerated in 2021 and expanded faster than stock prices. Non-U.S. equities remain more attractive on a valuation basis as U.S. equities have grown to represent 61 percent of the global equity market capitalization compared to 58 percent a year ago.
- With higher inflation expectations, real assets remain an important diversifier. Within real assets, broad real assets return expectations rose meaningfully faster than real estate.
- Alternative asset class return expectations rose modestly.

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



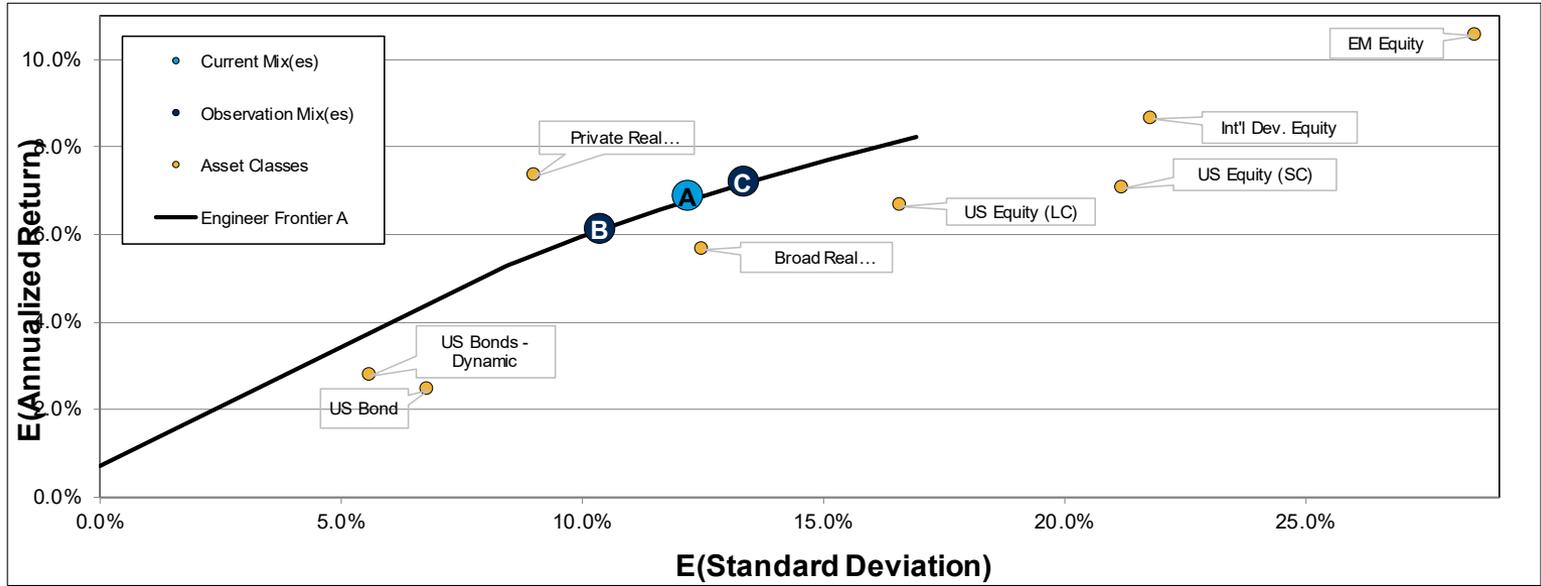
Asset Allocation Analysis

- We believe **Asset Allocation** is the primary determinant of long-term investment results.
- Our proprietary **Frontier Engineer**[®] system is the cornerstone of asset allocation decisions.
- Our Capital Markets Group develops **Capital Market Assumptions** (CMAs) for each major asset class at least annually.
 - ✓ The Capital Markets Group considers and analyzes a wide variety of factors that we believe will have the greatest impact on future returns and risks for each asset class studied.
 - ✓ Our CMAs are not intended to predict the future return in any single year, but rather to reflect our median expected outcome over the next ten years.
 - ✓ Our forecasting efforts center on a **ten-year horizon**. Any adjustments made to extend the forecast horizon to **twenty years** or beyond are grounded in our expectation that asset classes ultimately mean revert toward longer term historical averages.
 - ✓ Fiducient Advisors' Capital Markets Team develops our CMAs based on a “building block” approach outlined in our white paper “Capital Market Forecasts”. *(Copies are available upon request.)*
- **Correlations** (how asset classes behave in reference to one another) also significantly impact asset allocation analysis.
- **Fat Tails** (non-normal return elements of skewness and kurtosis) also meaningfully impact our asset allocation analysis.
- Given the current market environment, full market cycle (10 year) return assumptions are lower than long term (20 year) assumptions.

Frontier Engineer[®] Analysis 20-Year Outlook



12/31/2021	Asset Allocation												Forecasts				Past (1/88-12/21)	
	Fixed Income	Equity	Real Assets	Alternatives	US Bond	US Bonds - Dynamic	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Private Real Estate	Broad Real Assets	Annualized Return	Annualized Volatility	Normal 100 Year Flood*	Non-Normal 100 Year Flood**	Annualized Return	Annualized Volatility
Current Mix (A)	32.5%	59.0%	8.5%		24.5%	8.0%	21.5%	10.0%	16.0%	11.5%	5.0%	3.5%	6.9%	12.2%	-21%	-30%	8.9%	10.2%
Observation Mix (B)	42.5%	48.5%	9.0%		29.5%	13.0%	21.0%	7.0%	14.0%	6.5%	5.0%	4.0%	6.1%	10.4%	-17%	-25%	8.5%	8.6%
Observation Mix (C)	23.0%	67.5%	9.5%		16.0%	7.0%	28.5%	10.0%	19.5%	9.5%	5.0%	4.5%	7.2%	13.3%	-23%	-33%	9.2%	11.3%



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



Asset Allocation Analysis

Asset Class	IPS Range	IPS Target	Current Allocation
Fixed Income	22.5% - 42.5%	32.5%	30.7%
Domestic Equity	21.5% - 41.5%	31.5%	33.1%
International Equity	17.5% - 37.5%	27.5%	26.5%
Real Estate	0% - 7.5%	5%	5.4%
Inflation Protection	0% - 7%	3.5%	3.4%

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

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



Town of Simsbury Government Employees' Retirement Income Plan

	<u>7/1/2020</u>	<u>7/1/2019</u>
Actuarial Value of Assets	25,732,187	25,236,776
Total Accrued Liability	37,822,556	34,572,778
Funded Ratio	68.0%	73.0%
Actuarial Return Assumption	6.625%	6.75%



Town of Simsbury Board of Education Retirement Income Plan		
	<u>7/1/2020</u>	<u>7/1/2019</u>
Actuarial Value of Assets	25,075,182	23,903,390
Total Accrued Liability	36,056,258	32,061,081
Funded Ratio	69.5%	74.6%
Actuarial Return Assumption	6.625%	6.75%



Town of Simsbury Police Retirement Income Plan		
	<u>7/1/2020</u>	<u>7/1/2019</u>
Actuarial Value of Assets	18,519,543	17,758,277
Total Accrued Liability	23,551,191	21,702,700
Funded Ratio	78.6%	81.8%
Actuarial Return Assumption	6.625%	6.75%

Asset Allocation - Town of Simsbury

As of December 31, 2021

	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	270,910	0.8%	253,987	0.8%	162,698	0.7%	0.0%
<u>Fixed Income</u>							
Metropolitan West Total Return PI	3,700,214	11.6%	3,615,761	11.2%	2,636,863	11.2%	12.25%
Western Asset Core Plus Bond IS	3,727,933	11.6%	3,609,436	11.2%	2,653,068	11.3%	12.25%
BlackRock Strategic Income Opps K	<u>2,405,843</u>	<u>7.5%</u>	<u>2,381,869</u>	<u>7.4%</u>	<u>1,710,685</u>	<u>7.3%</u>	<u>8.0%</u>
Total Fixed Income	9,833,989	30.7%	9,607,066	29.8%	7,000,616	29.7%	32.5%
<u>Domestic Equity</u>							
Vanguard Instl Index Fund I	7,252,530	22.7%	7,474,597	23.2%	5,406,871	23.0%	21.5%
Neuberger Berman Genesis R6	<u>3,333,791</u>	<u>10.4%</u>	<u>3,423,231</u>	<u>10.6%</u>	<u>2,484,373</u>	<u>10.6%</u>	<u>10.0%</u>
Total Domestic Equity	10,586,321	33.1%	10,897,828	33.8%	7,891,244	33.5%	31.5%
<u>International Equity</u>							
Hartford International Opportunities R6	5,186,204	16.2%	5,472,060	17.0%	3,895,382	16.5%	16.5%
Templeton Instl Foreign Small Comp A	1,829,446	5.7%	1,889,728	5.9%	1,343,166	5.7%	6.0%
Vanguard Emerging Markets Adm	<u>1,459,674</u>	<u>4.6%</u>	<u>1,492,742</u>	<u>4.6%</u>	<u>1,070,452</u>	<u>4.5%</u>	<u>5.0%</u>
Total International Equity	8,475,325	26.5%	8,854,530	27.5%	6,309,000	26.8%	27.5%
<u>Real Estate</u>							
Barings Core Property Fund LP	<u>1,740,513</u>	<u>5.4%</u>	<u>1,450,427</u>	<u>4.5%</u>	<u>1,353,732</u>	<u>5.7%</u>	<u>5.0%</u>
Total Real Estate	1,740,513	5.4%	1,450,427	4.5%	1,353,732	5.7%	5.0%
<u>Inflation Protection</u>							
Vanguard Short-Term Infl Protection Adm	497,991	1.6%	484,062	1.5%	360,871	1.5%	1.75%
Credit Suisse Commodity Return I	604,720	1.9%	669,781	2.1%	467,153	2.0%	1.75%
Total Inflation Protection	1,102,711	3.4%	1,153,844	3.6%	828,024	3.5%	3.5%
	32,009,769	100.0%	32,217,683	100.0%	23,545,313	100.0%	100.0%

Total Plan Performance Summary - Total Plan

As of December 31, 2021

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Total Plan				08/01/1994
Beginning Market Value	83,166,143	79,674,248	12,042,857	
Net Contributions	1,123,152	-727,283	-10,846,014	
Total Gain/Loss	3,483,470	8,825,800	86,575,922	
Ending Market Value	87,772,765	87,772,765	87,772,765	

Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Jun-2021	
Blmbg. U.S. Aggregate Index	32.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

Trailing Performance Summary

	QTR	Jul-2021 To Dec-2021	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Total Plan	4.1	4.0	11.2	14.6	10.0	8.2	8.7	7.8	08/01/1994
<i>Simsbury Pension Benchmark</i>	3.5	3.2	10.6	14.0	10.1	8.1	8.7	8.0	
Difference	0.6	0.8	0.6	0.6	-0.1	0.1	0.0	-0.2	

Calendar Year Performance Summary

	2020	2019	2018	2017	2016	2015	2014	2013
Total Plan	13.9	18.9	-6.6	14.7	7.4	-0.1	3.1	14.4
<i>Simsbury Pension Benchmark</i>	12.9	18.6	-5.8	15.8	7.5	-0.8	4.9	14.3
Difference	1.0	0.3	-0.8	-1.1	-0.1	0.7	-1.8	0.1

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

Total Plan Performance Summary - Town Plan

As of December 31, 2021

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Town Plan				08/01/1994
Beginning Market Value	29,869,677	29,336,641	4,896,705	
Net Contributions	884,826	-535,852	-5,839,033	
Total Gain/Loss	1,255,267	3,208,980	32,952,097	
Ending Market Value	32,009,769	32,009,769	32,009,769	

Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Jun-2021	
Blmbg. U.S. Aggregate Index	32.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

Trailing Performance Summary

	QTR	Jul-2021 To Dec-2021	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Town Plan	4.1	4.0	11.1	14.5	10.0	8.1	8.7	7.8	08/01/1994
<i>Simsbury Pension Benchmark</i>	3.5	3.2	10.6	14.0	10.1	8.1	8.7	8.0	
Difference	0.6	0.8	0.5	0.5	-0.1	0.0	0.0	-0.2	

Calendar Year Performance Summary

	2020	2019	2018	2017	2016	2015	2014	2013
Town Plan	13.8	18.9	-6.6	14.7	7.4	-0.2	3.2	14.5
<i>Simsbury Pension Benchmark</i>	12.9	18.6	-5.8	15.8	7.5	-0.8	4.9	14.3
Difference	0.9	0.3	-0.8	-1.1	-0.1	0.6	-1.7	0.2

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

Total Plan Performance Summary - BOE Plan

As of December 31, 2021

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Board of Education				08/01/1994
Beginning Market Value	31,289,247	29,072,392	3,743,350	
Net Contributions	-359,649	-99,731	130,057	
Total Gain/Loss	1,288,084	3,245,022	28,344,276	
Ending Market Value	32,217,683	32,217,683	32,217,683	

Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Jun-2021	
Blmbg. U.S. Aggregate Index	32.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

Trailing Performance Summary

	QTR	Jul-2021 To Dec-2021	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Board of Education	4.1	4.0	11.3	14.8	10.1	8.2	8.7	7.8	08/01/1994
<i>Simsbury Pension Benchmark</i>	3.5	3.2	10.6	14.0	10.1	8.1	8.7	8.0	
Difference	0.6	0.8	0.7	0.8	0.0	0.1	0.0	-0.2	

Calendar Year Performance Summary

	2020	2019	2018	2017	2016	2015	2014	2013
Board of Education	14.0	19.0	-6.7	14.8	7.4	0.0	3.0	14.4
<i>Simsbury Pension Benchmark</i>	12.9	18.6	-5.8	15.8	7.5	-0.8	4.9	14.3
Difference	1.1	0.4	-0.9	-1.0	-0.1	0.8	-1.9	0.1

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

Total Plan Performance Summary - Police Plan

As of December 31, 2021

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Police Plan				08/01/1994
Beginning Market Value	22,007,219	21,265,215	3,402,802	
Net Contributions	597,975	-91,701	-5,137,038	
Total Gain/Loss	940,118	2,371,799	25,279,549	
Ending Market Value	23,545,313	23,545,313	23,545,313	

Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Jun-2021	
Blmbg. U.S. Aggregate Index	32.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

Trailing Performance Summary

	QTR	Jul-2021 To Dec-2021	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Police Plan	4.2	4.1	11.3	14.6	10.0	8.1	8.7	7.8	08/01/1994
<i>Simsbury Pension Benchmark</i>	3.5	3.2	10.6	14.0	10.1	8.1	8.7	8.0	
Difference	0.7	0.9	0.7	0.6	-0.1	0.0	0.0	-0.2	

Calendar Year Performance Summary

	2020	2019	2018	2017	2016	2015	2014	2013
Police Plan	13.8	18.8	-6.6	14.7	7.4	-0.1	3.2	14.3
<i>Simsbury Pension Benchmark</i>	12.9	18.6	-5.8	15.8	7.5	-0.8	4.9	14.3
Difference	0.9	0.2	-0.8	-1.1	-0.1	0.7	-1.7	0.0

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

Manager Performance Overview

Simsbury Pension

As of December 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Since FA's Inception Dec-2012 To Dec-2021	Inception Date
Total Plan	4.1	11.2	14.6	10.0	8.2	8.7	7.8	8.3	08/01/1994
<i>Simsbury Pension Benchmark</i>	3.5	10.6	14.0	10.1	8.1	8.7	8.0	8.5	
Wells Fargo Government Money Market Fund I	0.0	0.0	0.8	1.0	0.7	N/A	0.5	0.5	11/01/2012
<i>90 Day U.S. Treasury Bill</i>	0.0	0.0	1.0	1.1	0.9	N/A	0.7	0.7	
Fixed Income	-0.1	-0.9	4.7	3.7	3.2	3.5	3.5	3.0	07/01/2011
<i>Fixed Income Composite Benchmark</i>	0.0	-1.6	4.7	3.7	2.9	2.6	2.9	2.5	
Metropolitan West Total Return Bond PI	-0.1 (41)	-1.1 (55)	5.6 (52)	4.1 (53)	3.3 (54)	N/A	3.3 (37)	3.3 (37)	12/01/2012
<i>Blmbg. U.S. Aggregate Index</i>	0.0	-1.5	4.8	3.6	3.0	N/A	2.7	2.7	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	-0.2	-1.0	5.7	4.1	3.4	N/A	3.1	3.1	
Western Asset Core Plus Bond IS	0.0 (27)	-1.9 (83)	6.5 (23)	4.9 (13)	4.4 (6)	N/A	4.4 (5)	N/A	11/01/2014
<i>Blmbg. U.S. Aggregate Index</i>	0.0	-1.5	4.8	3.6	3.0	N/A	3.0	N/A	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	-0.2	-1.0	5.7	4.1	3.4	N/A	3.3	N/A	
BlackRock Strategic Income Opportunities K	-0.2 (39)	1.0 (46)	5.3 (24)	4.1 (30)	3.4 (28)	N/A	3.2 (23)	N/A	07/01/2014
<i>Blmbg. U.S. Aggregate Index</i>	0.0	-1.5	4.8	3.6	3.0	N/A	3.1	N/A	
IM Alternative Credit Focus (MF) Median	-0.3	0.8	4.2	3.4	2.8	N/A	2.5	N/A	
Domestic Equity	10.2	25.4	25.8	17.8	14.7	16.0	14.4	16.0	07/01/2011
<i>Russell 3000 Index</i>	9.3	25.7	25.8	18.0	14.5	16.3	14.9	16.3	
Vanguard Institutional Index I	11.0 (27)	28.7 (24)	26.1 (28)	18.4 (25)	14.9 (14)	N/A	16.5 (14)	16.5 (14)	12/01/2012
<i>S&P 500 Index</i>	11.0	28.7	26.1	18.5	14.9	N/A	16.6	16.6	
IM U.S. Large Cap Core Equity (MF) Median	10.0	26.7	24.2	17.0	13.4	N/A	15.1	15.1	
Neuberger Berman Genesis R6	8.4 (9)	18.5 (82)	24.4 (8)	15.8 (2)	13.8 (3)	N/A	14.5 (7)	14.5 (7)	12/01/2012
<i>Russell 2000 Index</i>	2.1	14.8	20.0	12.0	10.8	N/A	13.2	13.2	
IM U.S. Small Cap Core Equity (MF) Median	5.9	24.5	19.5	11.0	10.1	N/A	12.5	12.5	

Returns for periods less than one year are not annualized.

Manager Performance Overview

Simsbury Pension

As of December 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Since FA's Inception Dec-2012 To Dec-2021	Inception Date
International Equity	1.9	7.2	16.2	10.5	7.7	7.7	5.5	7.2	07/01/2011
<i>International Equity Composite Benchmark</i>	0.9	6.4	13.4	9.9	7.2	7.9	5.5	7.2	
Hartford International Opportunities R6	3.1 (39)	7.7 (75)	17.9 (10)	10.7 (13)	8.0 (1)	N/A	7.4 (1)	N/A	10/01/2014
<i>MSCI AC World ex USA (Net)</i>	1.8	7.8	13.2	9.6	6.6	N/A	5.7	N/A	
IM International Large Cap Core Equity (MF) Median	2.9	10.3	13.2	8.7	5.2	N/A	4.4	N/A	
Templeton Instl Foreign Small Comp A	0.5 (46)	10.7 (89)	14.0 (50)	10.1 (39)	7.3 (65)	N/A	7.9 (50)	7.9 (50)	12/01/2012
<i>MSCI AC World ex USA Small Cap (Net)</i>	0.6	12.9	16.5	11.2	8.9	N/A	8.9	8.9	
IM International SMID Cap Core Equity (MF) Median	0.4	12.9	13.9	8.9	7.8	N/A	7.8	7.8	
Vanguard Emerging Markets Stock Adm	-0.4 (38)	0.9 (37)	N/A	N/A	N/A	N/A	9.1 (52)	N/A	03/01/2019
<i>FTSE Emerging All Cap China Spliced Index</i>	-0.5	1.5	N/A	N/A	N/A	N/A	9.4	N/A	
IM Emerging Markets Equity (MF) Median	-1.3	-1.6	N/A	N/A	N/A	N/A	9.2	N/A	
Real Estate	7.4	18.9	7.9	7.3	8.3	6.2	6.6	6.1	07/01/2011
<i>NCREIF Fund Index - ODCE (net)</i>	7.7	21.1	8.2	7.7	8.6	9.4	9.6	9.6	
Barings Core Property Fund LP	7.4	18.9	7.9	7.3	8.3	N/A	8.3	N/A	10/01/2013
<i>NCREIF Fund Index - ODCE (net)</i>	7.7	21.1	8.2	7.7	8.6	N/A	9.1	N/A	

Returns for periods less than one year are not annualized.

Manager Performance Overview

Simsbury Pension

As of December 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Since FA's Inception Dec-2012 To Dec-2021	Inception Date
Inflation Protection	0.2	16.9	7.0	1.2	0.4	N/A	-1.4	-1.4	11/01/2012
<i>Short Term Inflation Protection Benchmark</i>	-0.1	16.0	7.2	2.3	1.0	N/A	-0.3	-0.2	
Vanguard Short-Term Inflation Protection Adm	1.1 (84)	5.3 (52)	5.0 (92)	3.3 (90)	2.7 (86)	N/A	2.2 (89)	N/A	03/01/2014
<i>Bloomberg US TIPS 0-5 Year Index</i>	1.2	5.3	5.1	3.3	2.8	N/A	2.2	N/A	
IM U.S. TIPS (MF) Median	1.7	5.3	7.5	4.6	3.5	N/A	3.1	N/A	
Credit Suisse Commodity Return I	-0.5 (61)	28.2 (69)	10.7 (57)	4.0 (67)	0.4 (74)	N/A	-2.7 (66)	N/A	03/01/2014
<i>Bloomberg Commodity Index Total Return</i>	-1.6	27.1	9.9	3.7	0.1	N/A	-3.0	N/A	
IM Commodities General (MF) Median	1.0	30.5	11.0	4.5	1.3	N/A	-1.8	N/A	

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

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

Returns for periods less than one year are not annualized.

Manager Commentary

As of December 31, 2021

Manager	Manager Status	Comments
Fixed Income		
Metropolitan West Total Return PI (MWTSX)	Maintain	<p>4Q 2021 – The MetWest strategy fell modestly in the fourth quarter, slightly lagging the Bloomberg U.S. Aggregate Bond Index. The broad fixed income market was essentially flat during the period as the U.S. yield curve flattened and credit spreads widened modestly.</p> <p>(+) An underweight duration profile had a modest positive impact on returns for the quarter.</p> <p>(-) The flattening yield curve detracted from performance as the strategy is underweight to the long-end of the U.S. yield curve.</p> <p>(+/-) Sector allocation had a neutral impact overall. An underweight to IG corporate credit was beneficial, but this was offset by an overweight to agency mortgages.</p>
Western Asset Core Plus IS (WAPSX)	Maintain	<p>4Q 2021 – The Western strategy fell during the fourth quarter and lagged the Bloomberg U.S. Aggregate Bond Index. The broad fixed income market was flat during the quarter. The U.S. yield curve flattened and credit spreads widened modestly.</p> <p>(-) The strategy's duration positioning, which is longer than the benchmark, weighed on relative performance.</p> <p>(-) Non-USD exposure, particularly emerging market debt, detracted from results in the quarter.</p> <p>(+) Yield curve positioning had a positive impact due to an overweight on the long end of yield curve.</p> <p>(+) Investments in high yield corporate bonds contributed to performance during the period.</p>
BlackRock Strategic Income Opportunities K (BSIKX)	Maintain	<p>4Q 2021 – The BlackRock strategy fell during the quarter and underperformed the broader fixed income market. The larger fixed income market was essentially flat this quarter on the back of a flatter yield curve and modestly higher credit spreads. A stronger U.S. dollar weighed on non-USD investments. The portfolio ended the quarter with a duration profile of approximately 1.1 years.</p> <p>(-) Weighing on relative results was the portfolio's Asian credit positions.</p> <p>(-) The portfolio's agency mortgage exposure detracted as the sector underperformed following the Federal Reserve's start to its tapering program.</p> <p>(+) Duration positioning was additive to results for the quarter due to an underweight to the front end of the curve.</p> <p>(+) The strategy's structured product exposure contributed to returns.</p>

Manager Commentary

As of December 31, 2021

Manager	Manager Status	Comments
Domestic Equity		
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	<p>4Q 2021 - The Fund gained during the quarter and outperformed the Russell 2000 Index. U.S equities produced strong absolute results during the quarter with large cap stocks once again leading the market higher. Growth stocks led the way in the large cap space while valued oriented names led down market cap. Within the index, utilities and real estate led while the health care and communication services sectors lagged during the period.</p> <p>(+) Strong stock selection in information technology was the principal contributor to performance during the fourth quarter</p> <p>(+) Stock selection in health care was also beneficial for the most recent calendar year quarter.</p> <p>(+) Stock selection in consumer discretionary added value during the quarter as well.</p> <p>(+) Over the past year, effective stock selection in information technology had the most advantageous impact on performance.</p> <p>(+) For the past 3 years, beneficial stock selection in consumer discretionary was the largest contributor to performance.</p> <p>(+) Over 5 years, good stock selection in consumer discretionary gave the biggest boost to performance.</p>
International Equity		
Hartford International Opportunities R6 (HAOYX)	Maintain	<p>4Q 2021 - The Fund gained during the quarter and outperformed the MSCI ACWI Ex USA Index. In foreign markets, developed stocks produced positive returns while emerging market stocks fell during the quarter. Within developed markets, small cap stocks outpaced larger peers while growth names outpaced value. Style trends differed within emerging markets as value-oriented names continued the outperformance exhibited throughout much of 2021. Regionally, Switzerland and France were among the strongest performers while China and Japan were laggards within the index.</p> <p>(+) Effective stock selection in consumer discretionary (+0.8%) and in Real Estate (+0.6%) were the two most significant contributors to performance during the fourth quarter.</p> <p>(+) Stock selection in Japan added value (+0.6%) during the period as well.</p> <p>(-) Conversely, ineffective stock selection in financials had the most significant negative impact (-0.6%) within the fourth quarter.</p> <p>(-) During the past 12 months, detrimental stock selection in Brazil had the biggest drag on performance (-1%).</p> <p>(+) Over the last 3 years, good stock selection in communication services (+4.4%) and in consumer discretionary (+4.2%) were the biggest boosts for performance.</p> <p>As of 11/30/2021, the main sector and or country overweights (versus the MSCI ACWI Ex USA Index) were in The United Kingdom (+3%), information technology (+2%), and Belgium (+1.8%). The chief underweights were in consumer staples (-3%), Canada (-3%), and Australia (-2%). The allocation to cash was 3.2%.</p>

Manager Commentary

As of December 31, 2021

Manager	Manager Status	Comments
Templeton Instl Foreign Smaller Companies Ser A (TFSCX)	Maintain	<p>4Q 2021 - The strategy gained during the quarter and was in-line with the MSCI ACWI Ex USA Small Index. Within foreign markets, developed stocks produced positive returns while emerging market stocks fell during the quarter. Within developed markets, small cap stocks outpaced larger peers while growth names outpaced value. Style trends differed within emerging markets as value-oriented names continued the outperformance exhibited throughout much of 2021. Regionally, Switzerland and France were among the strongest performers while China and Japan were laggards within the index.</p> <p>(+) Good stock selection in consumer discretionary was the principal contributor to performance (+1.6%) during the quarter.</p> <p>(-) From a country perspective, poor stock selection in Taiwan (-0.5%), in Belgium (-0.4%), and in Sweden (-0.4%) were the biggest drags on performance in the period.</p> <p>(-) Over the past year, weak stock selection in industrials (-1.9%) and in Taiwan (-1.8%) weighed on returns the most.</p> <p>(-) For the past 3 years, detrimental stock selection in information technology was the biggest detractor from performance (-4.6%).</p> <p>As of 11/30/2021, the main sector and or country overweights (versus the MSCI ACWI Ex USA Small Index) were in consumer discretionary (+13%), Italy (+5%), and Taiwan (+3.7%). The largest underweights were in Real Estate (-10%), Australia (-7%), and materials (-6%). The cash weight was 5.4%.</p>
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.
Real Estate		
Barings Core Property Fund LP	Maintain	<p>4Q 2021 – The Portfolio generated a gross return of 7.60% (7.42% net) during the fourth quarter, comprised of 6.63% of appreciation and 0.97% of income. The continued strength within industrial and apartment portfolios drove the bulk of the appreciation. Notably, many of the Fund’s southern apartment assets experienced strong gains. The portfolio is 96.1% leased and has a leverage ration of 24.7%. There were two acquisitions made in the period, including 701 Rio, a boutique office building within Austin, TX central business district; and Melanie Lane Industrial Portfolio, a three-building asset located in New Jersey that is currently 84% leased. One disposition was made in the period, generating \$65 million in proceeds.</p>

Manager Commentary

As of December 31, 2021

Manager	Manager Status	Comments
Inflation Protection		
Vanguard Short-Term Inflation Protection Adm (VTAPX)	Maintain	4Q 2021 - Commentary not available at time of report production.
Credit Suisse Commodity Return I (CRSOX)	Maintain	<p>4Q 2021 – The Strategy advanced during the quarter and outpaced its index. Commodities pulled back slightly during the period but ended 2021 with a strong year of gains. In the fourth quarter, energy prices retreated and led the commodity complex lower. Natural gas prices, which surged to all-time highs earlier in the year, fell by close to 40 percent, driven by one of the mildest starts to the winter on record in the United States. All other commodity sectors were positive in the period with industrial metals the strongest performer.</p> <p>(+) Roll and curve-based strategies contributed to the relative outperformance. (+) Forward curve positioning within energy benefited results. (-) Cash collateral management slightly detracted from relative returns in the quarter.</p>

Manager Gain/Loss Summary

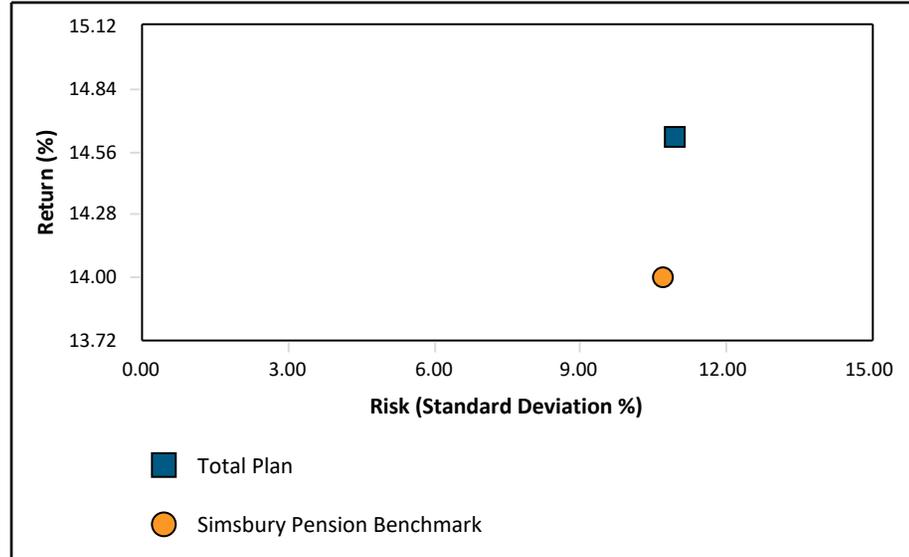
Total Plan

	Market Value As of 10/01/2021	Net Flows	Return On Investment	Market Value As of 12/31/2021
Town Plan	29,869,677	884,826	1,255,267	32,009,769
Board of Education	31,289,247	-359,649	1,288,084	32,217,683
Police Plan	22,007,219	597,975	940,118	23,545,313
Total Plan	83,166,143	1,123,152	3,483,470	87,772,765

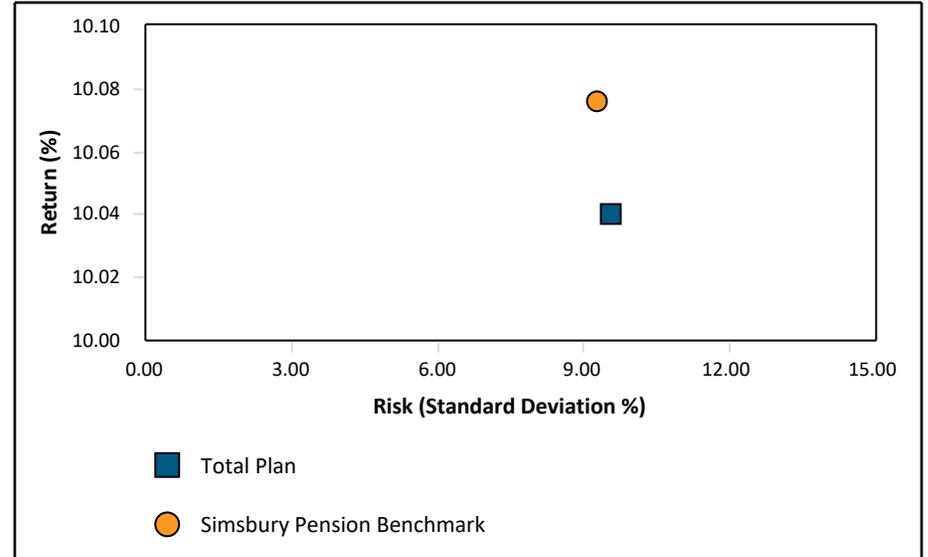
Risk vs Return

As of December 31, 2021

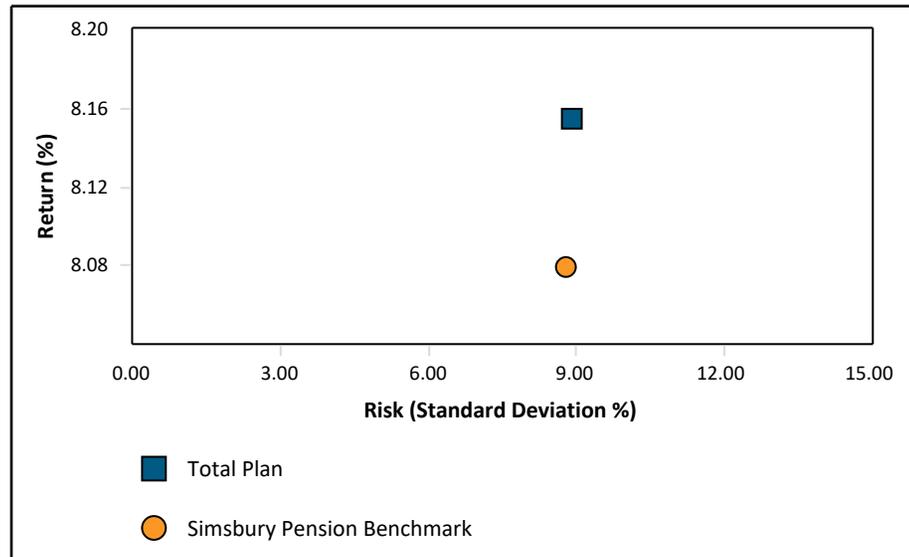
3 Year Risk and Return



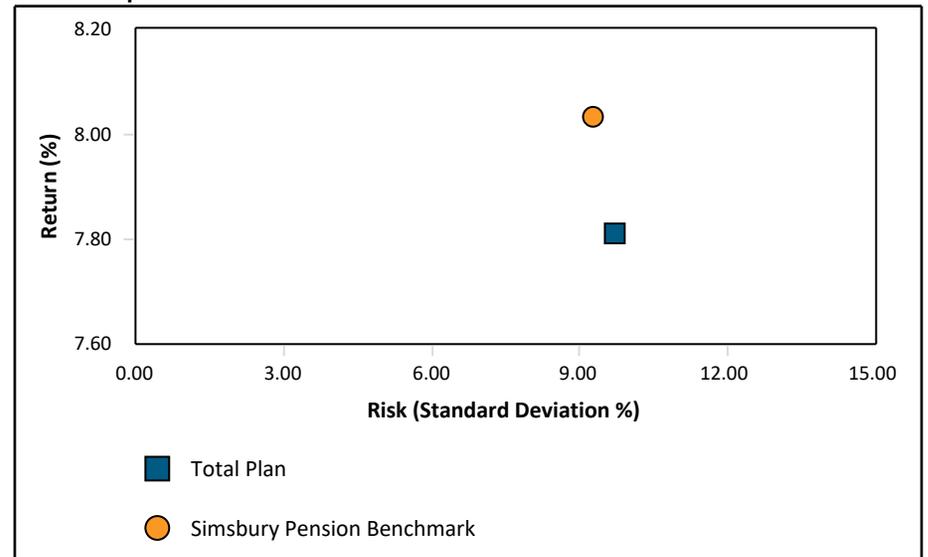
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistical Data

As of December 31, 2021

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	14.62	10.93	6.87	1.21	0.44	1.31	0.99	1.02	0.36
Simsbury Pension Benchmark	14.00	10.68	6.52	1.18	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.99	0.32	0.00	N/A	-1.18	10.79	0.11	-0.01	1.13

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	10.04	9.54	6.23	0.93	0.00	1.18	0.99	1.02	-0.22
Simsbury Pension Benchmark	10.08	9.27	5.92	0.95	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.14	0.28	0.00	N/A	-0.95	9.37	0.13	-0.01	1.25

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	8.16	8.89	5.70	0.83	0.07	1.19	0.98	1.00	0.06
Simsbury Pension Benchmark	8.08	8.80	5.48	0.83	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.86	0.27	0.01	N/A	-0.83	8.86	0.05	-0.01	0.91

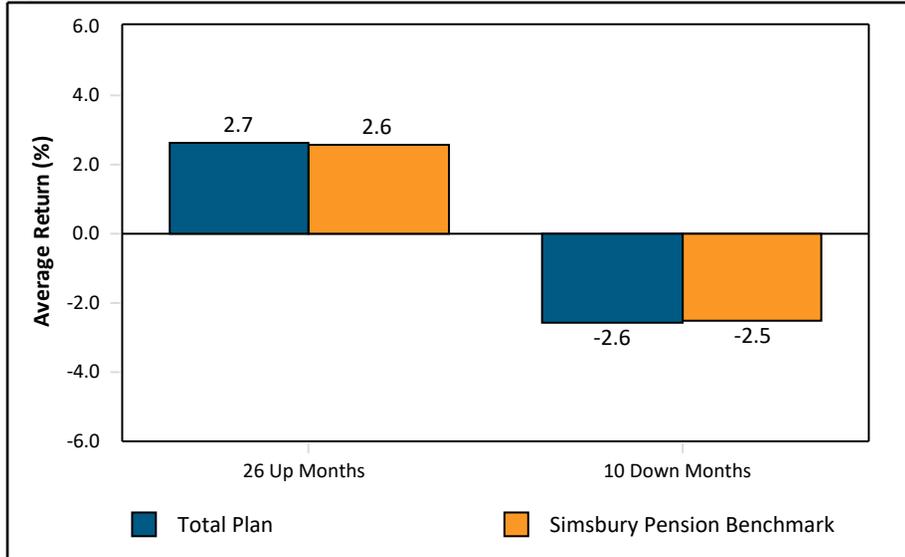
Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Total Plan	7.81	9.72	6.45	0.59	-0.12	1.31	0.98	1.04	-0.50	08/01/1994
Simsbury Pension Benchmark	8.03	9.26	6.03	0.63	N/A	0.00	1.00	1.00	0.00	08/01/1994
90 Day U.S. Treasury Bill	2.32	0.64	0.01	N/A	-0.63	9.28	0.00	0.00	2.33	08/01/1994

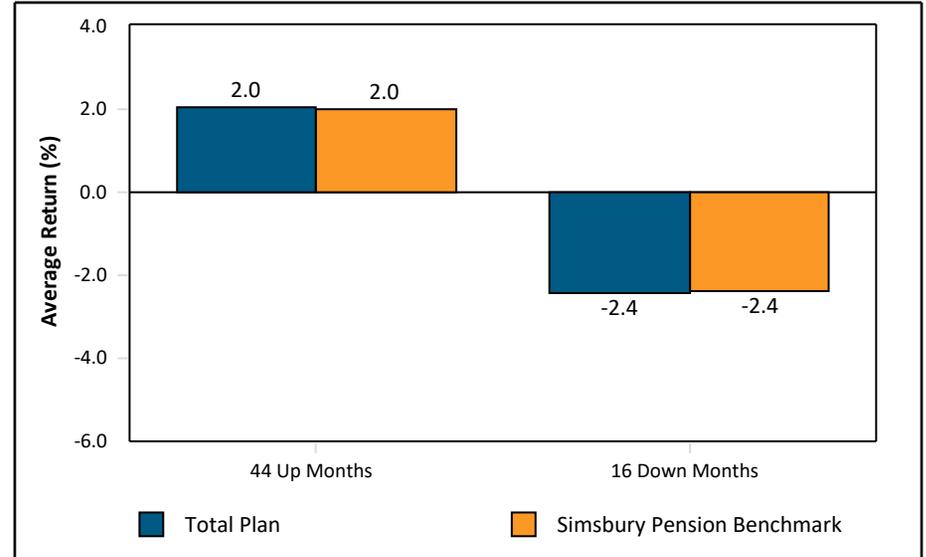
Market Capture Report

As of December 31, 2021

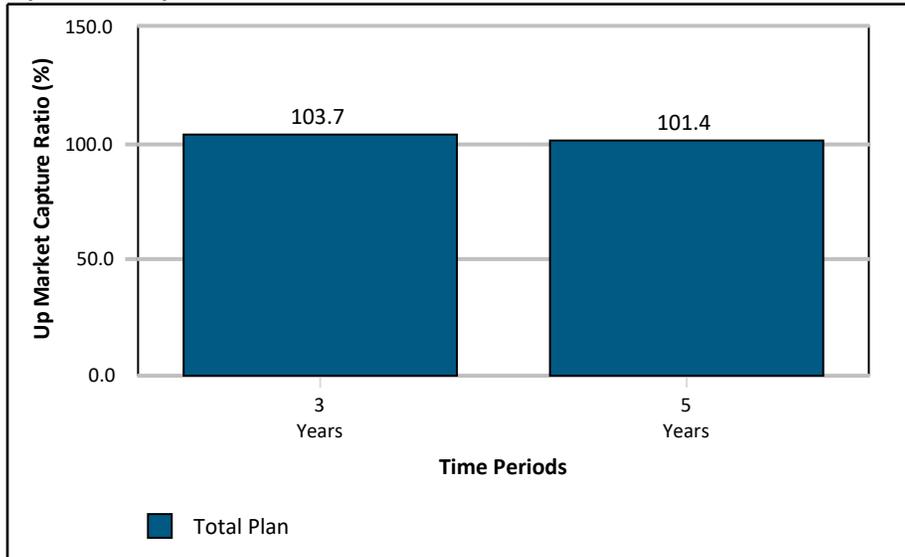
Up/Down Markets - 3 Years



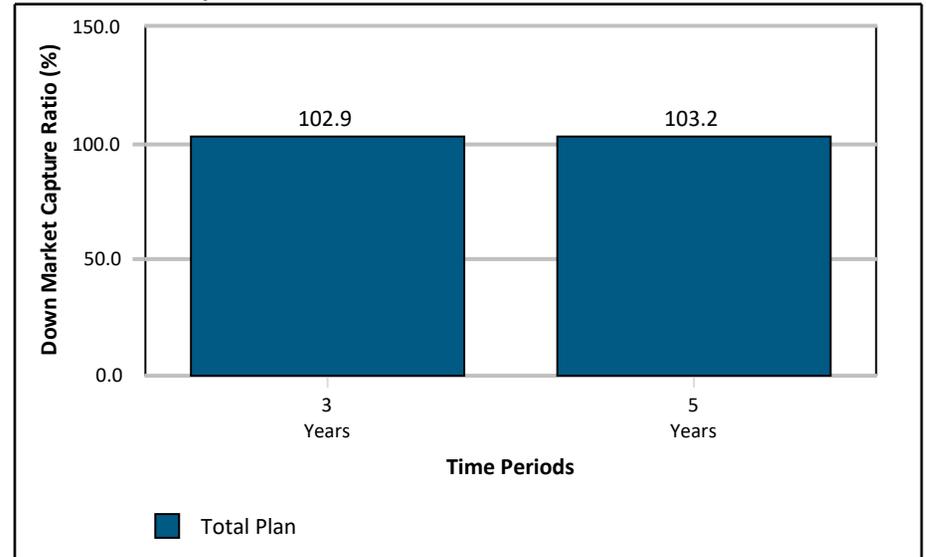
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis

As of December 31, 2021

MANAGER	MARKET VALUE	ANNUALIZED FEE (\$)	ANNUALIZED FEE (%)
Metropolitan West Total Return PI	9,952,838	37,821	0.38%
Western Asset Core Plus Bond IS	9,990,437	41,960	0.42%
BlackRock Strategic Income Opportunities K	6,498,397	49,388	0.76%
Vanguard Institutional Index I	20,133,998	7,047	0.035%
Neuberger Berman Genesis R6	9,241,395	69,310	0.75%
Hartford International Opportunities R6	14,553,646	103,331	0.71%
Templeton Instl Foreign Small Comp A	5,062,340	52,142	1.03%
Vanguard Emerging Markets Adm	4,022,869	5,632	0.14%
Barings Core Property Fund LP*	4,544,672	44,311	0.975%
Vanguard Short-Term Inflation Protection Adm	1,342,924	806	0.06%
Credit Suisse Commodity Return I	1,741,654	13,585	0.78%
TOTAL Portfolio*	\$87,085,169	\$425,332	0.49%

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. Fiducient Advisors has not independently verified this information.

Benchmark Composition

Simsbury Pension Benchmark

As of December 31, 2021

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
Jun-2021		Feb-2018	
Blmbg. U.S. Aggregate Index	32.5	Blmbg. U.S. Aggregate Index	27.5
Russell 3000 Index	31.5	FTSE World Government Bond Index	5.0
MSCI AC World ex USA (Net)	16.5	Russell 3000 Index	30.0
MSCI EAFE Small Cap (net) Index	6.0	MSCI AC World ex USA (Net)	16.5
MSCI Emerging Markets (Net) Index	5.0	MSCI EAFE Small Cap (net) Index	6.0
NCREIF Fund Index - ODCE (net)	5.0	MSCI Emerging Markets (Net) Index	5.0
Short Term Inflation Protection Benchmark	3.5	NCREIF Fund Index - ODCE (net)	5.0
		Short Term Inflation Protection Benchmark	5.0
Feb-2021		Jun-2015	
Blmbg. U.S. Aggregate Index	30.0	Blmbg. U.S. Aggregate Index	22.5
Bloomberg Global Aggregate	2.5	FTSE World Government Bond Index	5.5
Russell 3000 Index	31.5	Russell 3000 Index	29.5
MSCI AC World ex USA (Net)	16.5	MSCI AC World ex USA (Net)	14.0
MSCI EAFE Small Cap (net) Index	6.0	MSCI EAFE Small Cap (net) Index	5.5
MSCI Emerging Markets (Net) Index	5.0	MSCI Emerging Markets (Net) Index	3.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	5.0
Short Term Inflation Protection Benchmark	3.5	Short Term Inflation Protection Benchmark	5.0
		Blackrock Hybrid Benchmark	10.0
Oct-2020		Feb-2014	
Blmbg. U.S. Aggregate Index	30.0	Blmbg. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	2.5	FTSE World Government Bond Index	5.0
Russell 3000 Index	31.5	Russell 3000 Index	34.0
MSCI AC World ex USA (Net)	16.5	MSCI AC World ex USA (Net)	13.0
MSCI EAFE Small Cap (net) Index	6.0	MSCI EAFE Small Cap (net) Index	5.0
MSCI Emerging Markets (Net) Index	5.0	MSCI Emerging Markets (Net) Index	3.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	2.5
Short Term Inflation Protection Benchmark	3.5	Short Term Inflation Protection Index	5.0
		Blackrock Hybrid Benchmark	10.0
Jun-2020			
Blmbg. U.S. Aggregate Index	27.5		
FTSE World Government Bond Index	5.0		
Russell 3000 Index	31.5		
MSCI AC World ex USA (Net)	16.5		
MSCI EAFE Small Cap (net) Index	6.0		
MSCI Emerging Markets (Net) Index	5.0		
NCREIF Fund Index - ODCE (net)	5.0		
Short Term Inflation Protection Benchmark	3.5		

Benchmark Composition

Simsbury Pension Benchmark

As of December 31, 2021

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

Benchmark Composition

Simsbury Pension Benchmark

As of December 31, 2021

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
Jan-2005		Jun-1998	
Blmbg. U.S. Aggregate Index	25.0	Blmbg. 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	37.0	Russell 1000 Index	40.0
Russell 2500 Index	13.0	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 (gross)	5.0
Dec-2004		Jul-1996	
Blmbg. U.S. Aggregate Index	25.0	Blmbg. 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	38.0	Russell 1000 Index	40.0
Russell 2500 Index	12.0	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 (gross)	5.0
Nov-2004		Jan-1988	
Blmbg. U.S. Aggregate Index	25.0	Blmbg. 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	39.0	Russell 1000 Index	40.0
Russell 2500 Index	11.0	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 (gross)	5.0
Dec-2002			
Blmbg. U.S. Aggregate Index	25.0		
ICE BofAML 1-3 Year Treasury	10.0		
Russell 1000 Index	40.0		
Russell 2500 Index	10.0		
MSCI EAFE (Net) Index	10.0		
NCREIF Fund Index - ODCE (net)	5.0		



Simsbury OPEB

Executive Summary - Fourth Quarter 2021

This report is intended for the exclusive use of clients or prospective clients of Fiducient Advisors. The information contained herein is intended for the recipient, is confidential and may not be disseminated or distributed to any other person without prior approval. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecasts represent future expectations and actual returns; volatilities and correlations will differ from forecasts. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice.

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

Asset Allocation

As of December 31, 2021

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Simsbury OPEB	23,534,197	100.0	100.0	0.0
Total Short Term Liquidity	198,994	0.8	0.0	0.8
Money Market Fund	198,994	0.8	0.0	0.8
Total Fixed Income	8,081,253	34.3	35.0	-0.7
iShares TIPS Bond ETF	4,042,022	17.2	17.5	-0.3
iShares Core U.S. Aggregate Bond ETF	4,039,231	17.2	17.5	-0.3
Total Domestic Equity	8,604,603	36.6	35.0	1.6
iShares Core S&P 500 ETF	6,542,395	27.8	26.0	1.8
iShares Russell Midcap Index Fund	1,409,095	6.0	6.0	0.0
iShares Russell 2000 ETF	653,113	2.8	3.0	-0.2
Total International Equity	5,431,881	23.1	25.0	-1.9
iShares MSCI EAFE ETF	4,238,964	18.0	19.0	-1.0
iShares MSCI Emerging Markets ETF	1,192,917	5.1	6.0	-0.9
Total Real Estate	1,217,467	5.2	5.0	0.2
iShares Cohen & Steers REIT ETF	668,895	2.8	2.5	0.3
iShares International Developed Property ETF	548,572	2.3	2.5	-0.2

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

Total Portfolio Performance Summary - Simsbury OPEB

As of December 31, 2021

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Simsbury OPEB				06/01/2008
Beginning Market Value	22,493,887	20,816,594	1,364,267	
Net Contributions	-	-	10,356,217	
Total Gain/Loss	1,040,310	2,717,603	11,813,713	
Ending Market Value	23,534,197	23,534,197	23,534,197	

Blended Benchmark Composition

Allocation Mandate	Weight (%)
Apr-2017	
Blmbg. U.S. Aggregate Index	17.50
Bloomberg 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	Jul-2021 To Dec-2021	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Simsbury OPEB	4.6	4.1	13.1	15.2	10.6	8.3	8.5	6.8	06/01/2008
<i>Blended Benchmark</i>	4.6	4.3	12.9	15.2	10.6	8.4	8.7	6.9	
Difference	0.0	-0.2	0.2	0.0	0.0	-0.1	-0.2	-0.1	

Calendar Year Performance Summary

	2020	2019	2018	2017	2016	2015	2014	2013
Simsbury OPEB	13.2	19.5	-6.1	14.9	6.5	-0.7	5.6	9.8
<i>Blended Benchmark</i>	12.7	20.2	-5.8	15.0	6.6	-0.7	6.0	9.9
Difference	0.5	-0.7	-0.3	-0.1	-0.1	0.0	-0.4	-0.1

Manager Performance Overview

As of December 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Simsbury OPEB	4.6	13.1	15.2	10.6	8.3	8.5	6.8	06/01/2008
<i>Blended Benchmark</i>	4.6	12.9	15.2	10.6	8.4	8.7	6.9	
Short Term Liquidity								
Money Market Fund	0.0	0.0	0.4	0.4	0.3	0.2	0.2	06/01/2008
<i>90 Day U.S. Treasury Bill</i>	0.0	0.0	1.0	1.1	0.9	0.6	0.6	
Fixed Income								
iShares TIPS Bond ETF	2.2 (17)	5.5 (38)	8.2 (28)	5.2 (25)	4.1 (23)	2.9 (23)	3.9 (19)	06/01/2008
<i>Bloomberg U.S. TIPS Index</i>	2.4	6.0	8.4	5.3	4.2	3.1	4.1	
IM U.S. TIPS (MF) Median	1.7	5.3	7.5	4.6	3.5	2.5	3.4	
iShares Core U.S. Aggregate Bond ETF	-0.1 (43)	-1.7 (66)	4.7 (75)	3.5 (65)	2.9 (60)	2.8 (69)	3.8 (64)	06/01/2008
<i>Blmbg. U.S. Aggregate Index</i>	0.0	-1.5	4.8	3.6	3.0	2.9	3.9	
IM U.S. Broad Market Core Fixed Income (MF) Median	-0.1	-1.3	5.2	3.7	3.1	3.1	4.0	
Domestic Equity								
iShares Core S&P 500 ETF	11.0 (26)	28.7 (24)	26.0 (28)	18.4 (25)	14.9 (14)	16.5 (15)	11.7 (20)	06/01/2008
<i>S&P 500 Index</i>	11.0	28.7	26.1	18.5	14.9	16.6	11.7	
IM U.S. Large Cap Core Equity (MF) Median	10.0	26.7	24.2	17.0	13.4	15.2	10.4	
iShares Russell Midcap Index Fund	6.4 (79)	22.4 (67)	23.1 (19)	14.9 (14)	12.1 (19)	14.7 (11)	10.7 (11)	06/01/2008
<i>Russell Midcap Index</i>	6.4	22.6	23.3	15.1	12.2	14.9	10.9	
IM U.S. Mid Cap Core Equity (MF) Median	8.0	24.9	20.8	12.4	10.2	12.8	9.4	
iShares Russell 2000 ETF	2.1 (93)	14.6 (92)	19.9 (44)	11.9 (33)	10.7 (35)	13.2 (32)	9.9 (36)	06/01/2008
<i>Russell 2000 Index</i>	2.1	14.8	20.0	12.0	10.8	13.2	9.9	
IM U.S. Small Cap Core Equity (MF) Median	5.9	24.5	19.5	11.0	10.1	12.5	9.4	
International Equity								
iShares MSCI EAFE ETF	3.1 (39)	11.2 (39)	13.5 (49)	9.5 (32)	6.7 (20)	8.0 (20)	3.4 (37)	06/01/2008
<i>MSCI EAFE (Net) Index</i>	2.7	11.3	13.5	9.5	6.8	8.0	3.4	
IM International Large Cap Core Equity (MF) Median	2.9	10.3	13.3	8.7	5.2	6.7	2.7	

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, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
iShares MSCI Emerging Markets ETF	-1.6 (55)	-3.7 (67)	10.0 (76)	9.1 (62)	5.4 (66)	4.8 (67)	1.9 (63)	06/01/2008
<i>MSCI Emerging Markets (Net) Index</i>	-1.3	-2.5	10.9	9.9	6.1	5.5	2.5	
IM Emerging Markets Equity (MF) Median	-1.3	-1.6	11.8	9.6	5.9	5.6	2.6	
Real Estate								
iShares Cohen & Steers REIT ETF	17.2 (15)	44.0 (22)	19.6 (54)	11.8 (37)	9.9 (33)	11.4 (32)	8.0 (46)	06/01/2008
<i>Cohen Steers Realty Majors Index</i>	17.2	44.5	20.0	12.2	10.3	11.8	8.3	
IM Real Estate Sector (MF) Median	15.7	41.2	19.7	11.2	9.3	11.0	7.9	
iShares International Developed Property ETF	2.3 (52)	8.9 (35)	7.4 (72)	6.6 (65)	4.8 (49)	7.8 (40)	3.4 (48)	06/01/2008
<i>S&P Developed Ex-U.S. Property</i>	1.9	9.5	8.2	7.5	5.5	8.5	4.0	
IM International Real Estate (MF) Median	2.3	7.6	8.2	7.3	4.7	7.5	3.3	

** 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, 2021

Manager	Manager Status	Comments
Fixed Income		
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.
Domestic Equity		
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.
International Equity		
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.
Real Estate		
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

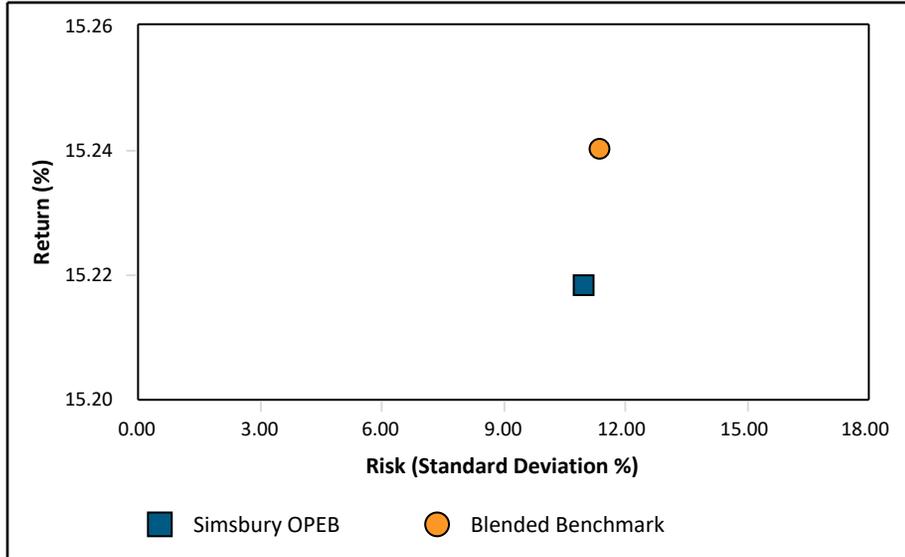
Quarter Ending December 31, 2021

	Market Value As of 10/01/2021	Net Flows	Return On Investment	Market Value As of 12/31/2021
<u>Short Term Liquidity</u>				
Money Market Fund	300,132	-101,145	7	198,994
Total Short Term Liquidity	300,132	-101,145	7	198,994
<u>Fixed Income</u>				
iShares TIPS Bond ETF	3,885,734	62,976	93,312	4,042,022
iShares Core U.S. Aggregate Bond ETF	3,875,168	168,277	-4,215	4,039,231
Total Fixed Income	7,760,902	231,253	89,097	8,081,253
<u>Domestic Equity</u>				
iShares Core S&P 500 ETF	5,909,127	-20,552	653,820	6,542,395
iShares Russell Midcap Index Fund	1,327,785	-4,358	85,669	1,409,095
iShares Russell 2000 ETF	642,250	-1,954	12,817	653,113
Total Domestic Equity	7,879,162	-26,864	752,305	8,604,603
<u>International Equity</u>				
iShares MSCI EAFE ETF	4,202,867	-72,853	108,950	4,238,964
iShares MSCI Emerging Markets ETF	1,230,280	-17,261	-20,102	1,192,917
Total International Equity	5,433,146	-90,114	88,848	5,431,881
<u>Real Estate</u>				
iShares Cohen & Steers REIT ETF	575,173	-4,981	98,704	668,895
iShares International Developed Property ETF	545,373	-8,149	11,349	548,572
Total Real Estate	1,120,545	-13,130	110,053	1,217,467
Simsbury OPEB	22,493,887	-	1,040,310	23,534,197

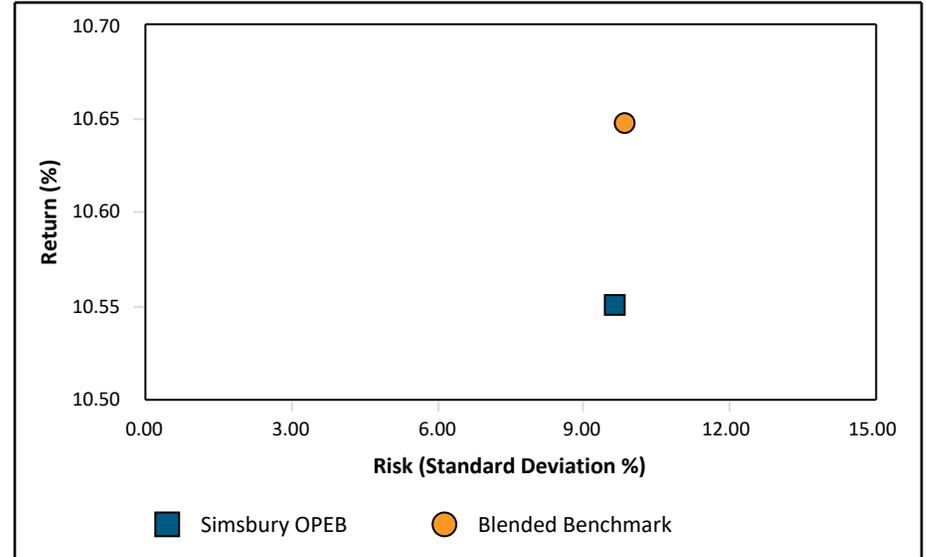
Risk vs. Return

As of December 31, 2021

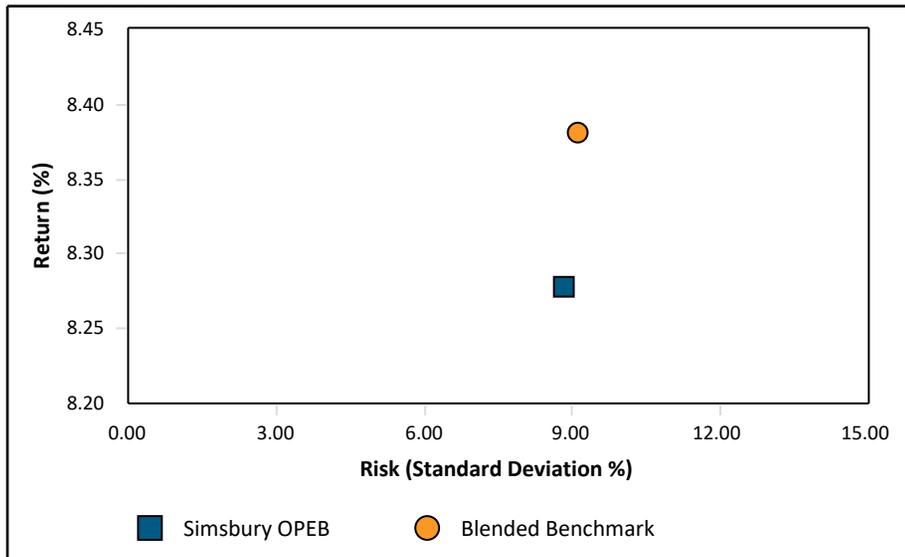
3 Year Risk and Return



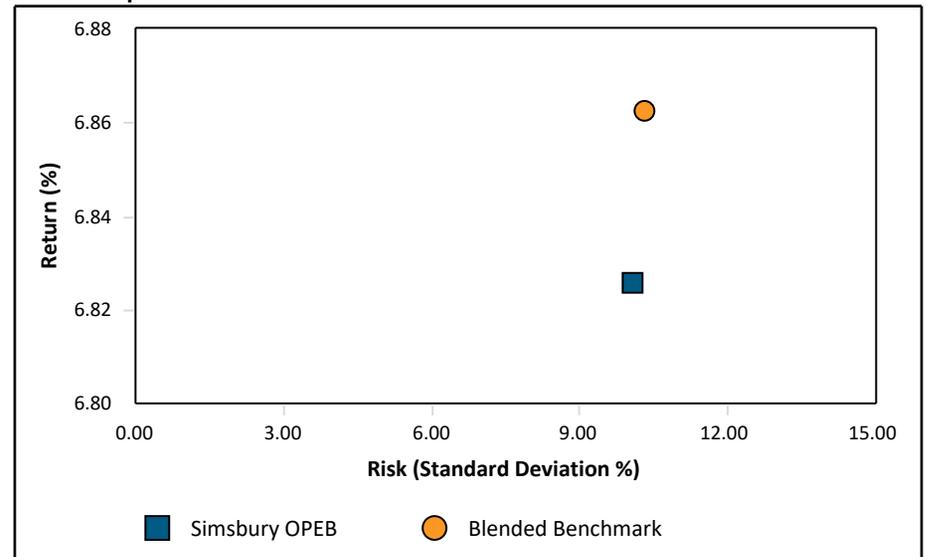
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistical Data

As of December 31, 2021

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	15.22	10.96	6.68	1.25	-0.09	0.69	1.00	0.96	0.48
Blended Benchmark	15.24	11.35	6.99	1.22	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.99	0.32	0.00	N/A	-1.22	11.46	0.10	-0.01	1.13

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	10.55	9.62	6.20	0.97	-0.17	0.64	1.00	0.98	0.15
Blended Benchmark	10.65	9.84	6.35	0.96	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.14	0.28	0.00	N/A	-0.96	9.94	0.12	-0.01	1.25

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB	8.28	8.84	5.61	0.84	-0.17	0.68	1.00	0.97	0.15
Blended Benchmark	8.38	9.11	5.77	0.83	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.86	0.27	0.01	N/A	-0.83	9.17	0.05	-0.01	0.91

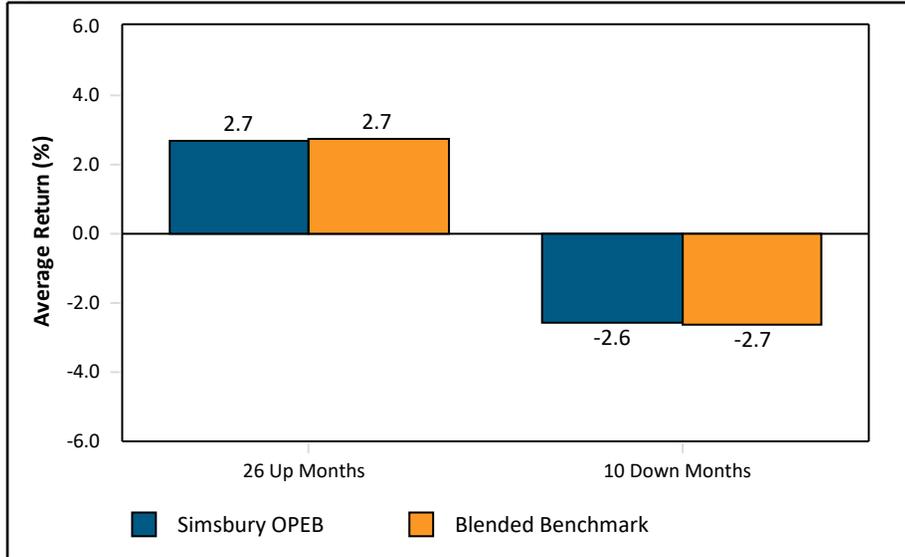
Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Simsbury OPEB	6.83	10.07	6.80	0.65	-0.06	0.99	0.99	0.97	0.14	06/01/2008
Blended Benchmark	6.86	10.32	7.09	0.64	N/A	0.00	1.00	1.00	0.00	06/01/2008
90 Day U.S. Treasury Bill	0.55	0.24	0.01	N/A	-0.64	10.39	0.06	-0.01	0.60	06/01/2008

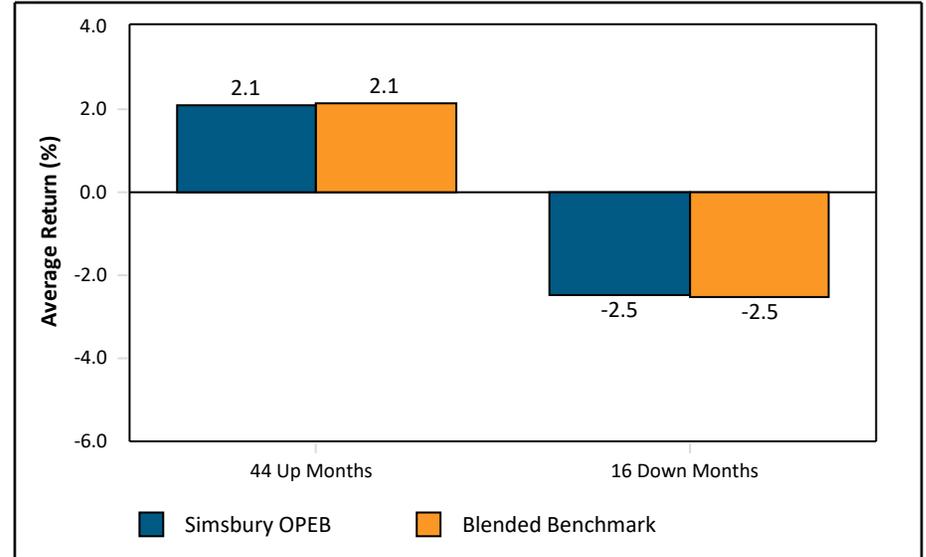
Market Capture Report

As of December 31, 2021

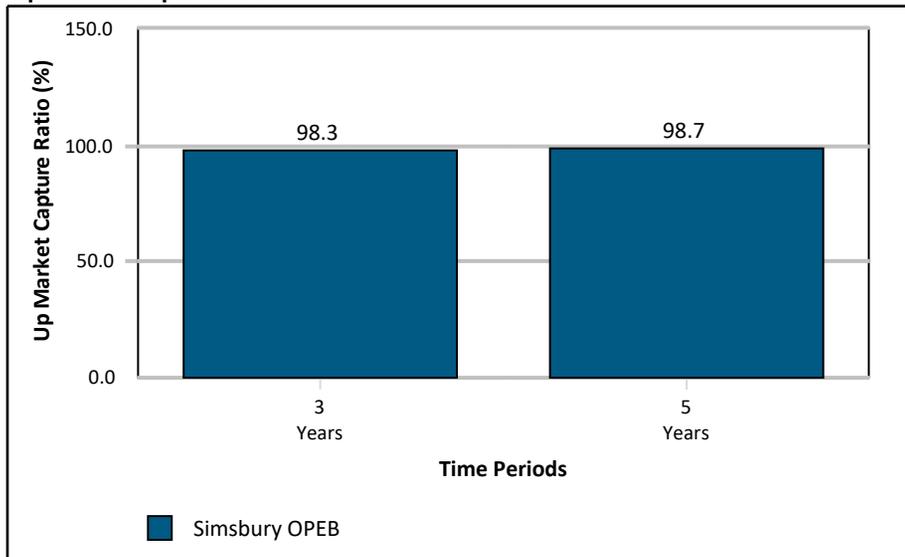
Up/Down Markets - 3 Years



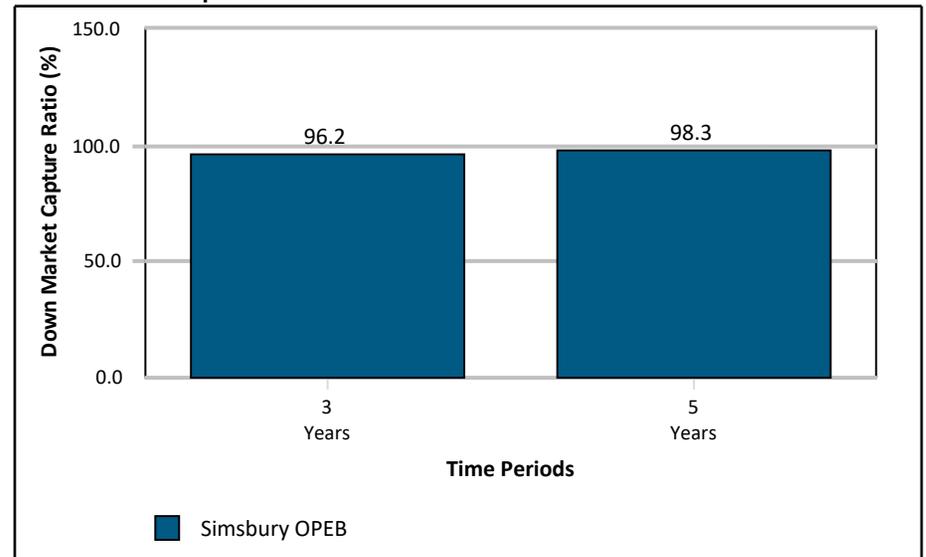
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis

As of December 31, 2021

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

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

Benchmark Composition

Blended Benchmark

As of December 31, 2021

Allocation Mandate	Weight (%)
Apr-2017	
Blmbg. U.S. Aggregate Index	17.5
Bloomberg 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. U.S. Aggregate Index	22.5
Bloomberg 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. U.S. Aggregate Index	22.5
Bloomberg 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



Simsbury DC

Executive Summary - Fourth Quarter 2021

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



Table of Contents

Section 1	Fiduciary Governance Calendar
Section 2	Fourth Quarter 2021 Executive Summary
Appendix	Investment Policy Statement



Fiduciary Governance Calendar



Fiduciary Governance Calendar



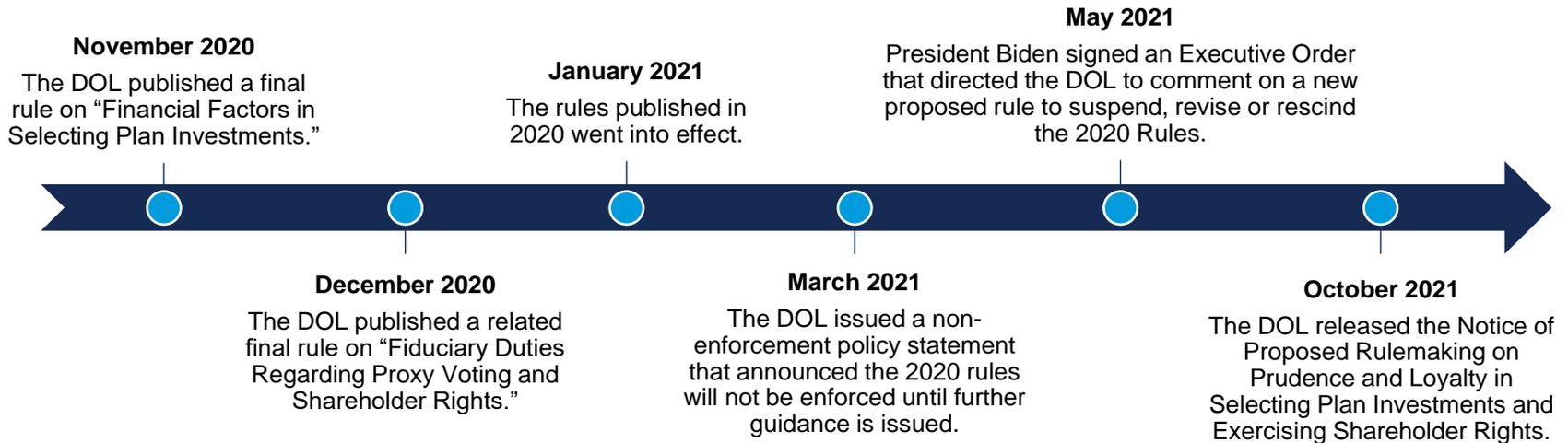
Fiduciary Trail[®]

Fiduciary Lockbox[®]

¹ Plan Sponsors should prudently select *and* monitor participant advice and managed accounts providers.



Department of Labor Proposed ESG and Proxy Voting Rules¹



The sixty-day comment period has passed, but no final ruling has been made on the DOL's "Notice of Proposed Rulemaking on Prudence and Loyalty in Selecting Plan Investments and Exercising Shareholder Rights." The important takeaway, if passed, is that the DOL considers ESG factors as potential financial risks to plan sponsors. **Below are some key provisions that will impact defined contribution plans:**

- Fiduciaries may be encouraged to consider the economic effects of climate change and other ESG factors on a particular investment or investment decision.
- The proposed rule replaces the current tie-breaker standard and requires the fiduciary to conclude that competing investments equally serve the financial interest of the plan.
- The proposed rule reverses the prior rule's prohibition on using ESG funds as QDIAs.
- The proposed rule may provide more flexibility and allow plan sponsors to broaden considerations on proxy related activities.

¹ Source: The Department of Labor



Pending Legislation

The House Ways & Means Committee passed the “Securing a Strong Retirement Act of 2021” bill in May of 2021. The SECURE Act 2.0 (as it’s most referred to) has stalled and has yet to be passed by the House of Representatives. Two pieces of legislation have since been introduced that have some overlap with the bill. Key provisions from these pieces of legislation that may impact defined contribution plans are summarized below.

Retirement Improvement and Savings Enhancements (RISE) Act of 2021¹

(Status: Introduced to the House of Representatives³)

- Establishes a “Retirement Lost and Found” database at the DOL to help workers locate their savings as they move from one job to another
- Allows 403(b) retirement plans to participate in multiple employer plans and pooled employer plans
- Ensures more part-time workers are offered opportunities to join retirement savings plans
- Enables employers to provide small financial incentives, such as low-dollar gift cards, to incentivize workers’ participation in retirement plans
- Simplifies and clarifies reporting and disclosure requirements related to retirement plans

Build Back Better Act²

(Status: Passed by the House of Representatives, pending introduction to the Senate³)

- Prohibits employee after-tax contributions in qualified retirement plans and after-tax IRA contributions from being converted to Roth
- Eliminates Roth conversions for single taxpayers with income over \$400,000, married taxpayers with income over \$450,000 and heads of households with income over \$425,000
- Requires minimum distributions for high-income taxpayers with large account balances if a retirement balance exceeds \$10 million
- Requires annual reporting for account balances of at least \$2.5 million to the IRS

¹ Source: The House Education and Labor Committee

² Source: The House Ways and Means Committee

³ Status as of 12/31/21



Litigation Landscape

Northwestern University Suit Revived by the Supreme Court¹

- The U.S. Supreme Court has revived a class action lawsuit challenging the fees and investment options in Northwestern University's retirement plan after it was affirmed by the Seventh Circuit to dismiss the plaintiffs claims.
- Based on a former ruling in the case of *Tibble v. Edison International*, the court vacated the Seventh Circuit's decision stating that if fiduciaries fail to remove an imprudent investment from the plan within a reasonable time, they breach their duty.
- The suit alleged that Northwestern offered more than 240 investment options, later reduced to 32 investment options that utilized expensive share classes when cheaper share classes were available to the plan. It also alleged the plan, at that time over \$2 billion in assets, failed to negotiate reasonable recordkeeping fees or solicit bids. Higher than reasonable administrative costs and failure to consolidate to one recordkeeper were also alleged in the complaint.

Plan Sponsor Takeaways

- The Supreme Court's decision may bring clarity to the requirements for pleading breach of fiduciary claims under ERISA. It may also clarify the fiduciary obligations when building a plan's fund menu and monitoring plan fees. Other excessive fee suits have been placed on hold awaiting the Court's newly made decision.
- While this case involves a 403(b) plan, the claims are similar to suits regarding 401(k) plans.
- Historically, lawsuits have been focused on the "mega market" but have recently migrated to plans of all sizes.

¹ Source: Supreme Court of the United States



Fiduciary Training & Committee Best Practices



Who is a Fiduciary?

- A person is a fiduciary to the extent he/she exercises discretionary authority or control over plan management or over the management or disposition of plan assets.

People who make decisions on behalf of the plan or who have the authority to do so.

Can be more than one and may be an actual person or a “legal person” such as Committee, Board or the company itself.

Your fiduciary status is determined by your conduct, not only your title, and you cannot disclaim your fiduciary status in writing.



ERISA Fiduciary Responsibilities

“Five Key Duties”

Duty of Loyalty:

Act exclusively in the interest of plan participants and beneficiaries.

Duty of Prudence:

Act in accordance with the “prudent expert rule.”

Duty to Diversify Investments:

Diversify the investment options to allow participants to manage risk.

Duty to Follow Plan Documents:

Follow the plan documents and instruments governing the plan.

Duty to Avoid Prohibited Transactions:

Ensure legal and appropriate transactions and be free from conflict.



Fiduciary Best Practices Review

Governance Related

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

Participant Related

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

Plan Related

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



Fourth Quarter 2021 Executive Summary

Historical Balances by Investment

Simsbury DC

As of December 31, 2021

	Dec-2021		Sep-2021		Jun-2021		Mar-2021	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
VantageTrust PLUS Fund R10	3,083,643	18.8	3,156,788	20.3	3,184,516	20.4	2,775,330	19.0
Stable Value / Money Market Funds	3,083,643	18.8	3,156,788	20.3	3,184,516	20.4	2,775,330	19.0
Fidelity US Bond Index	153,288	0.9	153,267	1.0	150,818	1.0	141,702	1.0
Western Asset Core Plus Bond IS	303,173	1.9	301,882	1.9	299,358	1.9	291,242	2.0
Fixed Income Funds	456,460	2.8	455,150	2.9	450,176	2.9	432,945	3.0
Fidelity Large Cap Value Index	46,841	0.3	42,386	0.3	37,965	0.2	11,323	0.1
MFS Value Fund R6	965,838	5.9	887,854	5.7	880,345	5.6	1,021,469	7.0
Fidelity 500 Index	4,219,452	25.7	3,798,699	24.4	3,802,476	24.4	3,700,366	25.3
Fidelity Large Cap Growth Index	56,264	0.3	25,224	0.2	2,017	0.0	4,256	0.0
T. Rowe Price Growth Stock I	2,693,476	16.4	2,560,809	16.5	2,622,812	16.8	2,343,828	16.0
Fidelity Mid Cap Value Index	0.00	0.0	0.00	0.0	0.00	0.0	3,254	0.0
Vanguard Explorer Value Inv	478,978	2.9	444,220	2.9	444,297	2.8	417,617	2.9
Fidelity Extended Market Index	241,361	1.5	237,069	1.5	243,537	1.6	205,113	1.4
Fidelity Mid Cap Growth Index	11,951	0.1	11,625	0.1	11,724	0.1	13,035	0.1
Eaton Vance Atlanta Capital SMID-Cap R6	735,067	4.5	666,233	4.3	678,080	4.3	637,667	4.4
Fidelity Small Cap Value Index	469	0.0	24,356	0.2	47,641	0.3	46,664	0.3
Fidelity Small Cap Growth Index	27,687	0.2	26,509	0.2	28,111	0.2	27,067	0.2
Domestic Equity Funds	9,477,384	57.8	8,724,985	56.1	8,799,006	56.4	8,431,659	57.6
Fidelity Total International Index	33,818	0.2	33,398	0.2	39,617	0.3	17,086	0.1
Hartford International Opportunities R6	298,759	1.8	284,022	1.8	278,400	1.8	261,643	1.8
International Equity Funds	332,577	2.0	317,420	2.0	318,016	2.0	278,730	1.9
T. Rowe Price Retirement I 2005 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2010 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2015 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2020 I	770,053	4.7	752,351	4.8	753,172	4.8	728,663	5.0
T. Rowe Price Retirement I 2025 I	278,772	1.7	269,409	1.7	269,523	1.7	256,358	1.8
T. Rowe Price Retirement I 2030 I	955,044	5.8	909,206	5.8	885,882	5.7	846,991	5.8
T. Rowe Price Retirement I 2035 I	5,315	0.0	6,644	0.0	5,197	0.0	4,555	0.0
T. Rowe Price Retirement I 2040 I	301,094	1.8	274,775	1.8	258,909	1.7	220,675	1.5
T. Rowe Price Retirement I 2045 I	1,434	0.0	1,178	0.0	1,188	0.0	3,809	0.0
T. Rowe Price Retirement I 2050 I	721,290	4.4	689,308	4.4	672,497	4.3	664,676	4.5
T. Rowe Price Retirement I 2055 I	820	0.0	623	0.0	143	0.0	57	0.0
T. Rowe Price Retirement I 2060 I	2,499	0.0	1,057	0.0	54	0.0	0.00	0.0
Target Date Funds	3,036,320	18.5	2,904,550	18.7	2,846,566	18.2	2,725,784	18.6
Town of Simsbury 457 Plan	16,386,385	100.0	15,558,893	100.0	15,598,280	100.0	14,644,448	100.0

Source: MissionSquare

Historical Balances by Investment

Simsbury DC

As of December 31, 2021

	Dec-2021		Sep-2021		Jun-2021		Mar-2021	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
VantageTrust PLUS Fund R10	6,702	0.9	3,760	0.6	57,177	9.1	51,948	9.4
Stable Value / Money Market Funds	6,702	0.9	3,760	0.6	57,177	9.1	51,948	9.4
Fidelity US Bond Index	5,598	0.7	5,214	0.8	4,409	0.7	349	0.1
Western Asset Core Plus Bond IS	1,965	0.3	1,820	0.3	1,752	0.3	0.00	0.0
Fixed Income Funds	7,563	1.0	7,034	1.0	6,161	1.0	349	0.1
Fidelity Large Cap Value Index	18,795	2.5	15,863	2.4	14,188	2.3	0.00	0.0
MFS Value Fund R6	205	0.0	1,411	0.2	187	0.0	177	0.0
Fidelity 500 Index	5,746	0.8	2,341	0.3	1,992	0.3	6,239	1.1
Fidelity Large Cap Growth Index	3,763	0.5	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Growth Stock I	1,815	0.2	3,463	0.5	4,791	0.8	439	0.1
Fidelity Mid Cap Value Index	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Vanguard Explorer Value Inv	1,674	0.2	1,373	0.2	1,238	0.2	1,037	0.2
Fidelity Extended Market Index	12,909	1.7	13,981	2.1	15,429	2.5	4,314	0.8
Fidelity Mid Cap Growth Index	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Eaton Vance Atlanta Capital SMID-Cap R6	1,603	0.2	1,266	0.2	1,146	0.2	943	0.2
Fidelity Small Cap Value Index	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Fidelity Small Cap Growth Index	1,255	0.2	0.00	0.0	0.00	0.0	0.00	0.0
Domestic Equity Funds	47,765	6.2	39,698	5.9	38,970	6.2	13,149	2.4
Fidelity Total International Index	16,129	2.1	16,819	2.5	19,431	3.1	0.00	0.0
Hartford International Opportunities R6	7,296	1.0	4,885	0.7	1,687	0.3	3,136	0.6
International Equity Funds	23,426	3.1	21,704	3.2	21,118	3.4	3,136	0.6
T. Rowe Price Retirement I 2005 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2010 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2015 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2020 I	25,160	3.3	23,060	3.4	21,678	3.4	19,350	3.5
T. Rowe Price Retirement I 2025 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2030 I	73,792	9.6	64,281	9.5	58,852	9.3	50,242	9.1
T. Rowe Price Retirement I 2035 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2040 I	199,440	26.1	172,162	25.5	153,219	24.3	127,238	22.9
T. Rowe Price Retirement I 2045 I	57,448	7.5	54,859	8.1	1,197	0.2	0.00	0.0
T. Rowe Price Retirement I 2050 I	307,246	40.1	277,871	41.2	269,278	42.8	289,322	52.2
T. Rowe Price Retirement I 2055 I	2,679	0.4	2,559	0.4	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2060 I	14,090	1.8	7,153	1.1	1,818	0.3	0.00	0.0
Target Date Funds	679,856	88.8	601,944	89.3	506,042	80.4	486,153	87.6
Simsbury 401(a) Plan	765,311	100.0	674,139	100.0	629,468	100.0	554,736	100.0

Source: MissionSquare

Historical Balances by Investment

Simsbury DC

As of December 31, 2021

	Dec-2021		Sep-2021		Jun-2021		Mar-2021	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
VantageTrust PLUS Fund R10	487,356	46.5	459,231	49.1	446,803	49.5	415,126	50.3
Stable Value / Money Market Funds	487,356	46.5	459,231	49.1	446,803	49.5	415,126	50.3
Fidelity US Bond Index	8,897	0.8	8,368	0.9	7,921	0.9	16,290	2.0
Western Asset Core Plus Bond IS	1,605	0.2	1,484	0.2	2,848	0.3	1,294	0.2
Fixed Income Funds	10,503	1.0	9,852	1.1	10,769	1.2	17,584	2.1
Fidelity Large Cap Value Index	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
MFS Value Fund R6	11,258	1.1	10,086	1.1	9,977	1.1	8,668	1.1
Fidelity 500 Index	120,187	11.5	104,048	11.1	97,602	10.8	84,906	10.3
Fidelity Large Cap Growth Index	2,411	0.2	1,480	0.2	755	0.1	103	0.0
T. Rowe Price Growth Stock I	77,978	7.4	72,188	7.7	68,815	7.6	58,813	7.1
Fidelity Mid Cap Value Index	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Vanguard Explorer Value Inv	13,908	1.3	12,504	1.3	12,220	1.4	11,219	1.4
Fidelity Extended Market Index	49,809	4.7	47,582	5.1	50,046	5.5	43,027	5.2
Fidelity Mid Cap Growth Index	1,062	0.1	0.00	0.0	0.00	0.0	0.00	0.0
Eaton Vance Atlanta Capital SMID-Cap R6	21,319	2.0	18,558	2.0	15,146	1.7	13,902	1.7
Fidelity Small Cap Value Index	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Fidelity Small Cap Growth Index	1,056	0.1	0.00	0.0	0.00	0.0	0.00	0.0
Domestic Equity Funds	298,988	28.5	266,445	28.5	254,560	28.2	220,638	26.7
Fidelity Total International Index	1,359	0.1	0.00	0.0	0.00	0.0	0.00	0.0
Hartford International Opportunities R6	25,900	2.5	24,037	2.6	22,763	2.5	18,642	2.3
International Equity Funds	27,259	2.6	24,037	2.6	22,763	2.5	18,642	2.3
T. Rowe Price Retirement I 2005 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2010 I	3,007	0.3	2,789	0.3	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2015 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2020 I	8,202	0.8	7,645	0.8	7,501	0.8	6,904	0.8
T. Rowe Price Retirement I 2025 I	12,251	1.2	10,595	1.1	9,849	1.1	8,817	1.1
T. Rowe Price Retirement I 2030 I	43,754	4.2	39,194	4.2	37,655	4.2	34,237	4.1
T. Rowe Price Retirement I 2035 I	4,731	0.5	2,346	0.3	1,860	0.2	1,640	0.2
T. Rowe Price Retirement I 2040 I	88,608	8.4	73,979	7.9	73,222	8.1	65,863	8.0
T. Rowe Price Retirement I 2045 I	20,229	1.9	803	0.1	177	0.0	621	0.1
T. Rowe Price Retirement I 2050 I	43,260	4.1	38,338	4.1	37,918	4.2	35,014	4.2
T. Rowe Price Retirement I 2055 I	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement I 2060 I	877	0.1	105	0.0	0.00	0.0	0.00	0.0
Target Date Funds	224,918	21.4	175,794	18.8	168,181	18.6	153,096	18.6
Simsbury BOE Plan	1,049,023	100.0	935,359	100.0	903,076	100.0	825,087	100.0

Source: MissionSquare

Performance Overview By Investment

As of December 31, 2021

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 =
T. Rowe Price Retirement I 2005 I*	2.3	8.2	11.6	8.3	7.3	0.34	MAINTAIN
<i>T. Rowe Price Retirement 2005 Index</i>	3.2	8.1	11.6	8.3	7.2	-	
IM Mixed-Asset Target Today (MF) Median	2.2	6.1	9.6	6.9	5.6	0.59	
IM Mixed-Asset Target Today (MF) Rank	47	16	10	8	2	-	
T. Rowe Price Retirement I 2010 I*	2.5	9.0	12.4	8.9	8.0	0.34	MAINTAIN
<i>T. Rowe Price Retirement 2010 Index</i>	3.5	9.0	12.5	9.0	7.9	-	
IM Mixed-Asset Target 2010 (MF) Median	2.1	5.8	10.4	7.5	6.8	0.48	
IM Mixed-Asset Target 2010 (MF) Rank	27	6	1	1	1	-	
T. Rowe Price Retirement I 2015 I*	2.6	9.7	13.3	9.6	8.9	0.36	MAINTAIN
<i>T. Rowe Price Retirement 2015 Index</i>	3.7	9.7	13.4	9.7	8.7	-	
IM Mixed-Asset Target 2015 (MF) Median	2.7	8.1	11.6	8.2	7.6	0.54	
IM Mixed-Asset Target 2015 (MF) Rank	56	15	1	1	1	-	
T. Rowe Price Retirement I 2020 I*	2.9	10.6	14.4	10.5	9.8	0.37	MAINTAIN
<i>T. Rowe Price Retirement 2020 Index</i>	3.9	10.6	14.4	10.5	9.6	-	
IM Mixed-Asset Target 2020 (MF) Median	2.9	8.7	12.2	8.6	8.2	0.58	
IM Mixed-Asset Target 2020 (MF) Rank	53	8	1	1	1	-	
T. Rowe Price Retirement I 2025 I*	3.3	12.0	15.9	11.6	10.7	0.39	MAINTAIN
<i>T. Rowe Price Retirement 2025 Index</i>	4.5	12.3	16.0	11.6	10.6	-	
IM Mixed-Asset Target 2025 (MF) Median	3.4	9.7	13.3	9.5	8.9	0.61	
IM Mixed-Asset Target 2025 (MF) Rank	59	5	2	1	1	-	

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

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

Performance Overview By Investment

As of December 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
T. Rowe Price Retirement I 2030 I*	3.9	13.7	17.4	12.7	11.5	0.41	MAINTAIN
<i>T. Rowe Price Retirement 2030 Index</i>	5.2	14.2	17.6	12.6	11.4	-	
IM Mixed-Asset Target 2030 (MF) Median	4.0	11.4	15.0	10.8	9.8	0.63	
IM Mixed-Asset Target 2030 (MF) Rank	57	8	2	1	2	-	
T. Rowe Price Retirement I 2035 I*	4.2	15.3	18.7	13.5	12.2	0.42	MAINTAIN
<i>T. Rowe Price Retirement 2035 Index</i>	5.8	16.1	18.9	13.5	12.1	-	
IM Mixed-Asset Target 2035 (MF) Median	4.7	13.8	16.7	11.8	10.5	0.64	
IM Mixed-Asset Target 2035 (MF) Rank	74	15	8	5	5	-	
T. Rowe Price Retirement I 2040 I*	4.6	16.6	19.8	14.3	12.7	0.43	MAINTAIN
<i>T. Rowe Price Retirement 2040 Index</i>	6.4	17.7	20.1	14.3	12.6	-	
IM Mixed-Asset Target 2040 (MF) Median	5.2	15.7	18.0	12.6	11.1	0.65	
IM Mixed-Asset Target 2040 (MF) Rank	76	20	10	5	4	-	
T. Rowe Price Retirement I 2045 I*	4.8	17.4	20.5	14.7	12.9	0.44	MAINTAIN
<i>T. Rowe Price Retirement 2045 Index</i>	6.7	18.8	20.8	14.7	12.8	-	
IM Mixed-Asset Target 2045 (MF) Median	5.7	16.7	18.9	13.1	11.4	0.65	
IM Mixed-Asset Target 2045 (MF) Rank	82	29	1	3	3	-	
T. Rowe Price Retirement I 2050 I*	4.8	17.5	20.6	14.7	12.9	0.45	MAINTAIN
<i>T. Rowe Price Retirement 2050 Index</i>	6.8	18.9	20.9	14.7	12.8	-	
IM Mixed-Asset Target 2050 (MF) Median	5.9	17.0	19.2	13.4	11.6	0.65	
IM Mixed-Asset Target 2050 (MF) Rank	81	36	1	5	5	-	
T. Rowe Price Retirement I 2055 I*	4.8	17.6	20.5	14.7	12.9	0.46	MAINTAIN
<i>T. Rowe Price Retirement 2055 Index</i>	6.8	18.9	20.9	14.7	12.8	-	
IM Mixed-Asset Target 2055 (MF) Median	5.9	17.2	19.3	13.3	11.8	0.65	
IM Mixed-Asset Target 2055 (MF) Rank	82	37	2	5	7	-	

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

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

Performance Overview By Investment

As of December 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
T. Rowe Price Retirement I 2060 I*	4.9	17.6	20.6	14.7	-	0.46	MAINTAIN
<i>T. Rowe Price Retirement 2060 Index</i>	<i>6.8</i>	<i>18.9</i>	<i>20.9</i>	<i>14.7</i>	-	-	
IM Mixed-Asset Target 2060+ (MF) Median	5.9	17.2	19.5	13.6	-	0.65	
IM Mixed-Asset Target 2060+ (MF) Rank	80	40	6	5	-	-	

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

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

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

Performance Overview By Investment

As of December 31, 2021

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 =
VantageTrust PLUS Fund R10			Net Crediting Rate: 1.85%				MAINTAIN
<i>FTSE 3 Month T-Bill</i>	0.0	0.0	1.0	1.1	-	-	
Fidelity US Bond Index*	-0.1	-1.8	4.7	3.5	2.9	0.03	MAINTAIN
<i>Blmbg. U.S. Aggregate Index</i>	0.0	-1.5	4.8	3.6	2.9	-	
IM U.S. Broad Market Core Fixed Income (MF) Median	-0.1	-1.3	5.2	3.7	3.1	0.54	
IM U.S. Broad Market Core Fixed Income (MF) Rank	46	75	74	64	66	-	
Western Asset Core Plus Bond IS	0.0	-1.9	6.5	4.9	4.6	0.42	MAINTAIN
<i>Blmbg. U.S. Aggregate Index</i>	0.0	-1.5	4.8	3.6	2.9	-	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	-0.2	-1.0	5.7	4.1	3.6	0.62	
IM U.S. Broad Market Core+ Fixed Income (MF) Rank	33	83	23	13	8	-	
Fidelity Large Cap Value Index	7.8	25.1	17.6	11.2	-	0.04	MAINTAIN
<i>Russell 1000 Value Index</i>	7.8	25.2	17.6	11.2	-	-	
IM U.S. Large Cap Value Equity (MF) Median	8.2	26.2	17.9	11.6	-	0.82	
IM U.S. Large Cap Value Equity (MF) Rank	58	63	54	61	-	-	
MFS Value Fund R6	8.6	25.6	19.4	12.6	13.7	0.47	MAINTAIN
<i>Russell 1000 Value Index</i>	7.8	25.2	17.6	11.2	13.0	-	
IM U.S. Large Cap Value Equity (MF) Median	8.2	26.2	17.9	11.6	12.5	0.82	
IM U.S. Large Cap Value Equity (MF) Rank	32	59	26	24	14	-	

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

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

Performance Overview By Investment

As of December 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
Fidelity 500 Index*	11.0	28.7	26.1	18.5	16.5	0.02	MAINTAIN
<i>S&P 500 Index</i>	11.0	28.7	26.1	18.5	16.6	-	
IM U.S. Large Cap Core Equity (MF) Median	10.0	26.7	24.2	17.0	15.2	0.75	
IM U.S. Large Cap Core Equity (MF) Rank	26	24	28	24	14	-	
Fidelity Large Cap Growth Index	11.6	27.6	34.0	25.3	-	0.04	MAINTAIN
<i>Russell 1000 Growth Index</i>	11.6	27.6	34.1	25.3	-	-	
IM U.S. Large Cap Growth Equity (MF) Median	7.7	22.0	30.7	23.4	-	0.87	
IM U.S. Large Cap Growth Equity (MF) Rank	9	15	10	20	-	-	
T. Rowe Price Growth Stock I	4.8	20.2	29.2	23.4	19.1	0.52	MAINTAIN
<i>Russell 1000 Growth Index</i>	11.6	27.6	34.1	25.3	19.8	-	
IM U.S. Large Cap Growth Equity (MF) Median	7.7	22.0	30.7	23.4	18.2	0.87	
IM U.S. Large Cap Growth Equity (MF) Rank	82	61	69	51	24	-	
Fidelity Mid Cap Value Index	8.5	28.2	-	-	-	0.05	MAINTAIN
<i>Russell Midcap Value Index</i>	8.5	28.3	-	-	-	-	
IM U.S. Mid Cap Value Equity (MF) Median	8.5	29.5	-	-	-	0.92	
IM U.S. Mid Cap Value Equity (MF) Rank	50	68	-	-	-	-	
Vanguard Explorer Value Inv	6.5	28.4	19.0	10.6	12.8	0.64	MAINTAIN
<i>Russell 2500 Value Index</i>	6.4	27.8	18.3	9.9	12.4	-	
IM U.S. SMID Cap Value Equity (MF) Median	7.6	28.1	17.9	9.9	11.9	1.11	
IM U.S. SMID Cap Value Equity (MF) Rank	62	42	40	32	21	-	
Fidelity Extended Market Index*	0.7	12.4	23.9	15.3	14.9	0.04	MAINTAIN
<i>Dow Jones U.S. Completion Total Stock Market Indx</i>	0.7	12.4	23.9	15.2	14.8	-	
IM U.S. SMID Cap Core Equity (MF) Median	7.5	24.4	20.8	12.3	13.0	0.90	
IM U.S. SMID Cap Core Equity (MF) Rank	97	98	12	11	8	-	

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

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

Performance Overview By Investment

As of December 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
Fidelity Mid Cap Growth Index	2.8	12.7	-	-	-	0.05	MAINTAIN
<i>Russell Midcap Growth Index</i>	2.8	12.7	-	-	-	-	
IM U.S. Mid Cap Growth Equity (MF) Median	3.6	13.0	-	-	-	1.04	
IM U.S. Mid Cap Growth Equity (MF) Rank	63	52	-	-	-	-	
Eaton Vance Atlanta Capital SMID-Cap R6*	9.7	22.3	22.4	16.7	15.8	0.82	MAINTAIN
<i>Russell 2500 Growth Index</i>	0.2	5.0	25.1	17.7	15.7	-	
IM U.S. SMID Cap Growth Equity (MF) Median	1.6	7.8	26.7	19.2	15.5	1.05	
IM U.S. SMID Cap Growth Equity (MF) Rank	1	10	82	68	45	-	
Fidelity Small Cap Value Index	4.3	28.1	-	-	-	0.05	MAINTAIN
<i>Russell 2000 Value Index</i>	4.4	28.3	-	-	-	-	
IM U.S. Small Cap Value Equity (MF) Median	5.9	30.9	-	-	-	1.10	
IM U.S. Small Cap Value Equity (MF) Rank	76	67	-	-	-	-	
Fidelity Small Cap Growth Index	0.0	2.8	-	-	-	0.05	MAINTAIN
<i>Russell 2000 Growth Index</i>	0.0	2.8	-	-	-	-	
IM U.S. Small Cap Growth Equity (MF) Median	1.8	8.9	-	-	-	1.15	
IM U.S. Small Cap Growth Equity (MF) Rank	68	80	-	-	-	-	
Fidelity Total International Index	2.0	8.5	13.5	9.8	-	0.06	MAINTAIN
<i>MSCI AC World ex USA IMI (Net)</i>	1.6	8.5	13.6	9.8	-	-	
IM International Large Cap Core Equity (MF) Median	2.9	10.3	13.2	8.7	-	0.88	
IM International Large Cap Core Equity (MF) Rank	74	70	49	29	-	-	
Hartford International Opportunities R6	3.1	7.7	17.9	10.7	9.0	0.71	MAINTAIN
<i>MSCI AC World ex USA (Net)</i>	1.8	7.8	13.2	9.6	7.3	-	
IM International Large Cap Core Equity (MF) Median	2.9	10.3	13.2	8.7	6.7	0.88	
IM International Large Cap Core Equity (MF) Rank	39	75	10	12	1	-	

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

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

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

Manager Commentary

As of December 31, 2021

Manager	Manager Status	Comments
VantageTrust PLUS Fund R10	Maintain	4Q 2021 – The VantageTrust Plus Fund (Reported as of 9/30/21) continued to produce a positive, stable return in the third quarter of 2021, while short-term interest rates remained at historically low levels. The portfolio seeks to offer competitive level of income consistent with providing capital preservation while meeting liquidity needs. The portfolio is allocated primarily to credits, mortgage-backed securities, and traditional GICs, with smaller exposures to cash equivalents and Treasuries. The firm remains highly rated by multiple rating agencies.
Fidelity US Bond Index	Maintain	In accordance with its objective, the Fidelity U.S. Bond Index Fund sufficiently tracked its index during the quarter.
Western Asset Core Plus Bond IS	Maintain	4Q 2021 – The Western strategy fell during the fourth quarter and lagged the Bloomberg U.S. Aggregate Bond Index. The broad fixed income market was flat during the quarter. The U.S. yield curve flattened and credit spreads widened modestly. (-) The strategy’s duration positioning, which is longer than the benchmark, weighed on relative performance. (-) Non-USD exposure, particularly emerging market debt, detracted from results in the quarter. (+) Yield curve positioning had a positive impact due to an overweight on the long end of yield curve. (+) Investments in high yield corporate bonds contributed to performance during the period.
Fidelity Large Cap Value Index	Maintain	In accordance with its objective, the Fidelity Large Cap Value Index Fund sufficiently tracked its index during the quarter.
MFS Value Fund R6	Maintain	4Q 2021 - The Portfolio gained during the quarter and outperformed the Russell 1000 Value Index. U.S equities produced strong absolute results during the quarter with large cap stocks once again leading the market higher. Growth stocks led the way in the large cap space while valued oriented names led down market cap. Within the index, technology and real estate led while the financials and communications services sectors lagged during the period. (+) Strong stock selection in industrials was the principal contributor to performance (+0.9%) in the fourth quarter period. (+) An underweight in communication services was also favorable adding another 0.7% for the most recent calendar year quarter. (-) An underweight in Real Estate had the most harmful performance impact (-0.4%) throughout the fourth quarter. (+) Over the past year, sector selection in communication services gave the biggest bump to performance (+1.4%). (+) Over the last 3 years, sector selection in energy was the largest contributor to performance (+2.5%). (+) For 5 years, favorable stock selection in industrials was the chief performance contributor (+7.3%). As of 11/30/2021, the largest sector overweights (versus the Russell 1000 Value Index) were in industrials (+7%), financials (+6%), and utilities (+1%). The main underweights were in communication services (-5%), Real Estate (-5%), and consumer discretionary (-3%). The cash position was 1.3%.
Fidelity 500 Index	Maintain	In accordance with its objective, the Fidelity 500 Index Fund sufficiently tracked its index during the quarter.

Manager Commentary

As of December 31, 2021

Manager	Manager Status	Comments
Fidelity Large Cap Growth Index	Maintain	In accordance with its objective, the Fidelity Large Cap Growth Index Fund sufficiently tracked its index during the quarter.
T. Rowe Price Growth Stock I	Maintain	<p>4Q 2021 - The Portfolio gained during the quarter and underperformed the Russell 1000 Growth Index. U.S equities produced strong absolute results during the quarter with large cap stocks once again leading the market higher. Growth stocks led the way in the large cap space while valued oriented names led down market cap. Within the index, technology and real estate led while the financials and communications services sectors lagged during the period.</p> <p>(-) Poor stock selection in information technology (-2.7%) and in consumer discretionary (-2.3%) were the two biggest drags on performance during the fourth quarter.</p> <p>(-) Stock selection in communication services had an undesirable impact (-1.7%) in the quarter as well.</p> <p>(-) An overweight in communication services also diminished performance (-1.2%).</p> <p>(-) During the past 12 months, ineffective stock selection in information technology (-4.9%) and in consumer discretionary (-4.8%) were the biggest drags on performance.</p> <p>(-) For the past 3 years, detrimental stock selection in information technology had the biggest drag on performance (-16.1%).</p> <p>(-) For the last 5 years, weak stock selection in consumer discretionary hampered performance the most (-15.3%).</p>
Fidelity Mid Cap Value Index	Maintain	In accordance with its objective, the Fidelity Mid Cap Value Index Fund sufficiently tracked its index during the quarter.
Vanguard Explorer Value Inv	Maintain	<p>4Q 2021 - The Fund gained during the quarter and was in-line with the Russell 2500 Value Index. U.S equities produced strong absolute results during the quarter with large cap stocks once again leading the market higher. Growth stocks led the way in the large cap space while valued oriented names led down market cap. Within the index, utilities and materials led while the health care and communication services sectors lagged during the period.</p> <p>(+) Effective stock selection in information technology was the principal contributor to performance (+0.9%) for the fourth quarter.</p> <p>(-) Ineffective stock selection in financials had the most significant negative impact (-1%) throughout the fourth quarter.</p> <p>(+) Stock selection in communication services was also positive adding another 0.5% for the most recent calendar year quarter.</p> <p>(+) Over the past four quarters, beneficial stock selection in information technology had the most advantageous impact on performance (+2.6%).</p> <p>(+) For the past 3 years, good stock selection in information technology was the greatest performance contributor (+4.5%).</p> <p>(+) For 5 years, favorable stock selection in communication services was the largest contributor to performance (+7.5%).</p>

Manager Commentary

As of December 31, 2021

Manager	Manager Status	Comments
Fidelity Extended Market Index	Maintain	In accordance with its objective, the Fidelity Extended Market Index Fund sufficiently tracked its index during the quarter.
Fidelity Mid Cap Growth Index	Maintain	In accordance with its objective, the Fidelity Mid Cap Growth Index Fund sufficiently tracked its index during the quarter.
Eaton Vance Atlanta Capital SMID-Cap R6	Maintain	<p>4Q 2021 - The Portfolio gained during the quarter and outperformed the Russell 2500 Index. U.S equities produced strong absolute results during the quarter with large cap stocks once again leading the market higher. Growth stocks led the way in the large cap space while valued oriented names led down market cap. Within the index, utilities and real estate led while the health care and communication services sectors lagged during the period.</p> <p>(+) Effective stock selection in consumer discretionary (+1.9%) and in financials (+1.5%) were the two principal performance contributors for the fourth quarter.</p> <p>(+) Stock selection in industrials boosted performance (+0.7%) during the quarterly period as well.</p> <p>(+) An underweight in health care also had a favorable quarterly impact (+0.7%).</p> <p>(+) Over the past year, stock selection in health care (+2.8%) and sector selection in health care (+1.9%) had the two largest positive impacts on performance.</p> <p>(+) Over the last 3 years, sector selection in health care was the greatest performance contributor (+3.1%).</p> <p>(+) For the last 5 years, sector selection in energy was the largest contributor to performance (+6.5%).</p>
Fidelity Small Cap Value Index	Maintain	In accordance with its objective, the Fidelity Small Cap Value Index Fund sufficiently tracked its index during the quarter.
Fidelity Small Cap Growth Index	Maintain	In accordance with its objective, the Fidelity Small Cap Growth Index Fund sufficiently tracked its index during the quarter.
Fidelity Total International Index	Maintain	In accordance with its objective, the Fidelity Total International Index Fund sufficiently tracked its index during the quarter with some tracking error due to the impact of fair value pricing.

Manager Commentary

As of December 31, 2021

Manager	Manager Status	Comments
Hartford International Opportunities R6	Maintain	<p>4Q 2021 - The Fund gained during the quarter and outperformed the MSCI ACWI Ex USA Index. In foreign markets, developed stocks produced positive returns while emerging market stocks fell during the quarter. Within developed markets, small cap stocks outpaced larger peers while growth names outpaced value. Style trends differed within emerging markets as value-oriented names continued the outperformance exhibited throughout much of 2021. Regionally, Switzerland and France were among the strongest performers while China and Japan were laggards within the index.</p> <p>(+) Effective stock selection in consumer discretionary (+0.8%) and in Real Estate (+0.6%) were the two most significant contributors to performance during the fourth quarter.</p> <p>(+) Stock selection in Japan added value (+0.6%) during the period as well.</p> <p>(-) Conversely, ineffective stock selection in financials had the most significant negative impact (-0.6%) within the fourth quarter.</p> <p>(-) During the past 12 months, detrimental stock selection in Brazil had the biggest drag on performance (-1%).</p> <p>(+) Over the last 3 years, good stock selection in communication services (+4.4%) and in consumer discretionary (+4.2%) were the biggest boosts for performance.</p> <p>As of 11/30/2021, the main sector and or country overweights (versus the MSCI ACWI Ex USA Index) were in The United Kingdom (+3%), information technology (+2%), and Belgium (+1.8%). The chief underweights were in consumer staples (-3%), Canada (-3%), and Australia (-2%). The allocation to cash was 3.2%.</p>
Suite of T. Rowe Price Target Date Funds	Maintain	<p>4Q 2021 – The T. Rowe Price Retirement Funds produced positive absolute returns across all vintages in the fourth quarter but underperformed their respective composite benchmarks for the period. During the quarter, U.S. equities produced strong absolute results with large cap stocks once again leading the market higher. Growth stocks led the way in the large cap space while value oriented names led down market cap. Within foreign markets, developed stocks produced positive returns while emerging market stocks fell during the quarter. The broad fixed income market was flat for the period as rates ended the quarter essentially where they began, and credit spreads widened modestly. Given this environment, shorter-dated vintages underperformed longer-dated vintages in absolute terms due to the lower equity exposure. Tactically, the suite remains modestly underweight to total equity as they view valuations as stretched. Long-term performance of the suite remains strong, primarily driven by a strategically higher equity allocation relative to the peer group average.</p> <p>(-) Tactical allocations were a headwind for the suite for the fourth quarter and the primary driver of underperformance relative the custom benchmarks. An underweight to total equity and a bias toward value stocks were both detractors for the period.</p> <p>(+) Dedicated TIPS exposure was additive due to inflationary pressures for the quarter and benefitted the shorter-dated vintages.</p>



Appendix: Investment Policy Statement



Investment Policy Statement

An Investment Policy Statement (IPS) is a written document outlining a plan's decision-making process for investments.

- Clarifies the plan's goals and objectives
- Provides a framework for performance evaluation
- Assists with the clear communication of plan investment policy to participants
- Ensures continuity in decision-making as plan fiduciaries change
- Helps the plan sponsor manage pressure for change caused by short-term investment fads or goals

An annual review of your Investment Policy Statement is a best practice.

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

I. PLAN DESCRIPTION

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

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

II. PURPOSE OF THE INVESTMENT POLICY STATEMENT

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

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

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

III. INVESTMENT OBJECTIVES

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

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

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

IV. ROLES AND RESPONSIBILITIES

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

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

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

V. SELECTION OF INVESTMENT OPTIONS

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

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

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

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

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

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

VI. INVESTMENT MONITORING AND REPORTING

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

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

Watch list criteria may include the following:

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

VII. TERMINATION OF AN INVESTMENT OPTION

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

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

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

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

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

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

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

VIII. PARTICIPANT EDUCATION AND COMMUNICATION

The Plan will communicate to employees that:

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

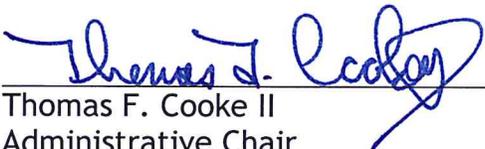
IX. COORDINATION WITH THE PLAN DOCUMENT

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

X. APPROVAL

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

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



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

Appendix:
Frontier Engineer[®]
Disclosures

Capital Market Assumptions 20-Year



Return & Risk Assumptions (Forecasts)	Arithmetic Return	Geometric Return	Standard Deviation	Skewness	Kurtosis
Cash	0.7%	0.7%	0.0%	0	0
US Bond	2.7%	2.5%	6.8%	-0.21	0.94
US Bonds - Dynamic	2.9%	2.8%	5.6%	-1.09	8.41
HY Bond	5.4%	4.5%	13.9%	-1.19	9.30
Global Bonds	2.4%	2.2%	7.2%	-0.15	0.06
US Equity (LC)	8.0%	6.6%	16.6%	-0.60	1.08
US Equity (SC)	9.3%	7.0%	21.2%	-0.51	1.42
Int'l Dev. Equity	11.0%	8.6%	21.8%	-0.58	1.50
EM Equity	14.6%	10.5%	28.5%	-0.69	2.06
Real Estate	8.6%	6.3%	21.2%	-0.74	7.73
Broad Real Assets	6.4%	5.6%	12.5%	-1.70	10.31
Marketable Alternatives	7.2%	6.8%	8.7%	-0.87	5.07
Private Equity	12.5%	9.8%	23.0%	0.00	0.00

Correlation Assumptions (Forecasts)	Cash	US Bond	US Bonds - Dynamic	HY Bond	Global Bonds	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Real Estate	Broad Real Assets	Marketable Alternatives	Private Equity
Cash	1	0	0	0	0	0	0	0	0	0	0	0	0
US Bond	0	1.00	0.35	0.29	0.94	0.19	0.10	0.15	0.03	0.21	0.20	0.08	-0.11
US Bonds - Dynamic	0	0.35	1.00	0.95	0.49	0.53	0.51	0.47	0.53	0.54	0.65	0.50	0.17
HY Bond	0	0.29	0.95	1.00	0.20	0.61	0.63	0.54	0.59	0.61	0.66	0.52	0.22
Global Bonds	0	0.94	0.49	0.20	1.00	0.09	-0.01	0.07	0.02	0.18	0.24	0.09	-0.10
US Equity (LC)	0	0.19	0.53	0.61	0.09	1.00	0.84	0.69	0.67	0.62	0.55	0.59	0.38
US Equity (SC)	0	0.10	0.51	0.63	-0.01	0.84	1.00	0.62	0.66	0.70	0.57	0.62	0.38
Int'l Dev. Equity	0	0.15	0.47	0.54	0.07	0.69	0.62	1.00	0.71	0.50	0.55	0.58	0.35
EM Equity	0	0.03	0.53	0.59	0.02	0.67	0.66	0.71	1.00	0.47	0.56	0.67	0.30
Real Estate	0	0.21	0.54	0.61	0.18	0.62	0.70	0.50	0.47	1.00	0.75	0.35	0.21
Broad Real Assets	0	0.20	0.65	0.66	0.24	0.55	0.57	0.55	0.56	0.75	1.00	0.50	0.25
Marketable Alternatives	0	0.08	0.50	0.52	0.09	0.59	0.62	0.58	0.67	0.35	0.50	1.00	0.50
Private Equity	0	-0.11	0.17	0.22	-0.10	0.38	0.38	0.35	0.30	0.21	0.25	0.50	1.00

January 1, 2022 Twenty-Year Forecasted CMAs



Indices for Past Return & Risk Metrics

Indices used to generate historical risk and return metrics	Most Recent Index	Index Dates			Linked Index 1	Index Dates			Linked Index 2	Index Dates			Linked Index 2	Index Dates		
Cash	FTSE Treasury Bill 3 Mon USD	12/21	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
US Bond	Bloomberg US Agg Bond TR USD	12/21	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
US Bonds - Dynamic	*Custom Blend of Indices	12/21	-	2/90	Bloomberg US Agg Bond TR USD	1/90	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
HY Bond	Bloomberg US Corporate High Yield TR USD	12/21	-	7/83	Bloomberg US Agg Bond TR USD	6/83	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
Global Bonds	Bloomberg Global Aggregate TR Hdg USD	12/21	-	2/90	Bloomberg US Agg Bond TR USD	1/90	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
US Equity (LC)	S&P 500 TR USD	12/21	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
US Equity (SC)	Russell 2000 TR USD	12/21	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
Int'l Dev. Equity	MSCI EAFE GR USD	12/21	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
EM Equity	MSCI EM GR USD	12/21	-	1/88	MSCI EAFE GR USD	12/87	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
Real Estate	Wilshire US RESI TR USD	12/21	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
Broad Real Assets	S&P Real Asset TR USD	12/21	-	5/05	*Custom Real Assets Index	4/05	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
Marketable Alternatives	HFRI Fund of Funds Composite USD	12/21	-	1/90	HFN Hedge Fund Aggregate Average	12/89	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.
Private Equity	Cambridge PE 67% Buyout vs. 33% Venture	12/21	-	4/86	Russell 2000 TR USD	3/86	-	1/79	N.A.	N.A.	-	N.A.	N.A.	N.A.	-	N.A.

*US Bonds - Dynamic Index - 1/3 Bloomberg Gbl Agg Ex USD TR Hdg USD, 1/3 FTSE Treasury Bill 3 Mon USD & 1/3 Bloomberg US Corporate High Yield TR USD

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

Disclosures



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

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

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

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

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

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

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

Disclosures



INDEX DEFINITIONS

FTSE Treasury Bill 3 Month measures return equivalents of yield averages and are not marked to market. It is an average of the last three three-month Treasury bill month-end rates.

Bloomberg Barclays Capital US Treasury Inflation Protected Securities Index consists of Inflation-Protection securities issued by the U.S. Treasury.

Bloomberg Barclays Muni 5 Year Index is the 5 year (4-6) component of the Municipal Bond index.

Bloomberg Barclays High Yield Municipal Bond Index covers the universe of fixed rate, non-investment grade debt.

Bloomberg Barclays U.S. Aggregate Index covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.

FTSE World Government Bond Index (WGBI) (Unhedged) provides a broad benchmark for the global sovereign fixed income market by measuring the performance of fixed-rate, local currency, investment-grade sovereign debt from over 20 countries,

FTSE World Government Bond Index (WGBI) (Hedged) is designed to represent the FTSE WGBI without the impact of local currency exchange rate fluctuations.

Bloomberg Barclays US Corporate High Yield TR USD covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.

JP Morgan Government Bond Index-Emerging Market Index (GBI-EMI) is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.

JPMorgan EMBI Global Diversified is an unmanaged, market-capitalization weighted, total-return index tracking the traded market for U.S.-dollar-denominated Brady bonds, Eurobonds, traded loans, and local market debt instruments issued by sovereign and quasi-sovereign entities.

MSCI ACWI is designed to represent performance of the full opportunity set of large- and mid-cap stocks across multiple developed and emerging markets, including cross-market tax incentives.

The S&P 500 is a capitalization-weighted index designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.

Russell 3000 is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.

Russell Mid Cap measures the performance of the 800 smallest companies in the Russell 1000 Index.

Russell 2000 consists of the 2,000 smallest U.S. companies in the Russell 3000 index.

MSCI EAFE is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. The index covers approximately 85% of the free float-adjusted market capitalization in each country.

MSCI Emerging Markets captures large and mid-cap representation across Emerging Markets countries. The index covers approximately 85% of the free-float adjusted market capitalization in each country

The Wilshire US Real Estate Securities Index (Wilshire US RESI) is comprised of publicly-traded real estate equity securities and designed to offer a market-based index that is more reflective of real estate held by pension funds.

Alerian MLP Index is a float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.

Bloomberg Commodity Index (BCI) is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.

Treasury Inflation-Protected Securities (TIPS) are Treasury bonds that are indexed to inflation to protect investors from the negative effects of rising prices. The principal value of TIPS rises as inflation rises.

HFRI Fund of Funds Composite is an equal-weighted index consisting of over 800 constituent hedge funds, including both domestic and offshore funds.

Cambridge Associates U.S. Private Equity Index (67% Buyout vs. 33% Venture) is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.

HFN Hedge Fund Aggregate Average is an equal weighted average of all hedge funds and CTA/managed futures products reporting to the HFN Database. Constituents are aggregated from each of the HFN Strategy Specific Indices.

Goldman Sachs Commodity Index (GSCI) is a broadly diversified, unleveraged, long-only composite index of commodities that measures the performance of the commodity market.

Definitions & Disclosures

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

REGULATORY DISCLOSURES

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

ASSET CLASS REPRESENTATIONS

All material and information is intended for Fiducient Advisors L.L.C. business only. Any use or public dissemination outside firm business is prohibited. Information is obtained from a variety of sources which are believed though not guaranteed to be accurate. Any forecast represents future expectations and actual returns, volatilities and correlations will differ from forecasts. Past performance does not indicate future performance. This presentation does not represent a specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice.

When referencing asset class returns or statistics, the following indices are used to represent those asset classes, unless otherwise notes. Each index is unmanaged and investors can not actually invest directly into an index:

TIPS: Bloomberg Barclays Global Inflation-Linked: U.S. TIPS Total Return Index Unhedged

Municipals 5-Year: Bloomberg Barclays Municipal Bond 5 Year (4-6) Total Return Index Unhedged USD

Core Bond: Bloomberg Barclays US Agg Total Return Value Unhedged USD

High Yield Municipals: Bloomberg Barclays Muni High Yield Total Return Index Value Unhedged USD

High Yield: Bloomberg Barclays US Corporate High Yield Total Return Index Value Unhedged USD

Foreign Bond: Bloomberg Barclays Global Aggregate ex-USD Total Return Index Value USD (50/50 blend of hedged and unhedged)

EM Debt (unhedged): J.P. Morgan GBI-EM Global Diversified Composite Unhedged USD

U.S. Large Cap: S&P 500 Total Return Index

U.S. Small Cap: Russell 2000 Total Return Index

International Developed: MSCI EAFE Net Total Return USD Index

Emerging Markets: MSCI Emerging Markets Net Total Return USD Index

World: MSCI ACWI Net Total Return USD Index

U.S. Equity REITs: FTSE Nareit Equity REITs Total Return Index USD

S&P Real Assets: S&P Real Assets Total Return Index

Commodities: Bloomberg Commodity Total Return Index

Hedge Funds: Hedge Fund Research HFRI Fund of Funds Composite Index

Balanced: 3% TIPS, 33% Core Bond, 4% High Yield, 2% Foreign Bond, 2% EM Debt (unhedged), 18% U.S. Large Cap, 6% U.S. Small Cap, 16% International, 8% Emerging Markets, 5% U.S. Equity REITs, 3% Commodities

U.S.: MSCI USA Net Total Return USD Index

China: MSCI CHINA Net Total Return USD Index

Japan: MSCI Japan Net Total Return USD Index

Germany: MSCI Germany Net Total Return USD Index

India: MSCI India Net Total Return USD Index

United Kingdom: MSCI UK Net Total Return USD Index

France: MSCI France Net Total Return USD Index

Italy: MSCI Italy Net Total Return USD Index

Brazil: MSCI Brazil Net Total Return USD Index

Canada: MSCI Canada Net Total Return USD Index

INDEX DEFINITIONS

- **Citigroup 3 Month T-Bill** measures monthly return equivalents of yield averages that are not marked to market. The Three-Month Treasury Bill Indexes consist of the last three three-month Treasury bill issues.
- **Ryan 3 Yr. GIC** is an arithmetic mean of market rates of \$1 million Guaranteed Interest Contracts held for three years.
- **Bloomberg Barclays Treasury U.S. T-Bills-1-3 Month Index** includes aged U.S. Treasury bills, notes and bonds with a remaining maturity from 1 up to (but not including) 3 months. It excludes zero coupon strips.
- **Bloomberg Barclays Capital US Treasury Inflation Protected Securities Index** consists of Inflation-Protection securities issued by the U.S. Treasury.
- **Bloomberg Barclays Muni Index** is a rules-based, market-value-weighted index engineered for the long-term tax-exempt bond market. Bonds must be rated investment-grade by at least two ratings agencies.
- **Bloomberg Barclays Muni 1 Year Index** is the 1-year (1-2) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 3 Year Index** is the 3-year (2-4) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 5 Year Index** is the 5-year (4-6) component of the Municipal Bond index.
- **Bloomberg Barclays Muni 7 Year Index** is the 7-year (6-8) component of the Municipal Bond index.
- **Bloomberg Barclays Intermediate U.S. Gov't/Credit** is the Intermediate component of the U.S. Government/Credit index, which includes securities in the Government and Credit Indices. The Government Index includes treasuries and agencies, while the credit index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements.

- **Bloomberg Barclays U.S. Aggregate Index** covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.
- **Bloomberg Barclays Global Aggregate ex. USD Indices** represent a broad-based measure of the global investment-grade fixed income markets. The two major components of this index are the Pan-European Aggregate and the Asian-Pacific Aggregate Indices. The index also includes Eurodollar and Euro-Yen corporate bonds and Canadian government, agency and corporate securities.
- **Bloomberg Barclays U.S. Corporate High Yield Index** covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.
- **JP Morgan Government Bond Index-Emerging Market (GBI-EM) Index** is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.
- **The S&P 500** is a capitalization-weighted index of 500 stocks designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.
- **The Dow Jones Industrial Index** is a price-weighted average of 30 blue-chip stocks that are generally the leaders in their industry.
- **The NASDAQ** is a broad-based capitalization-weighted index of stocks in all three NASDAQ tiers: Global Select, Global Market and Capital Market.
- **Russell 3000** is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.
- **Russell 1000** consists of the largest 1000 companies in the Russell 3000 Index.
- **Russell 1000 Growth** measures the performance of those Russell 1000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 1000 Value** measures the performance of those Russell 1000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell Mid Cap** measures the performance of the 800 smallest companies in the Russell 1000 Index.
- **Russell Mid Cap Growth** measures the performance of those Russell Mid Cap companies with higher P/B ratios and higher forecasted growth values.
- **Russell Mid Cap Value** measures the performance of those Russell Mid Cap companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2000** consists of the 2,000 smallest U.S. companies in the Russell 3000 index.
- **Russell 2000 Growth** measures the performance of the Russell 2000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2000 Value** measures the performance of those Russell 2000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2500** consists of the 2,500 smallest U.S. companies in the Russell 3000 index.
- **Russell 2500 Growth** measures the performance of the Russell 2500 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2500 Value** measures the performance of those Russell 2500 companies with lower P/B ratios and lower forecasted growth values.
- **MSCI World** captures large and mid-cap representation across 23 Developed Markets countries. With 1,645 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.
- **MSCI ACWI (All Country World Index) ex. U.S. Index** captures large and mid-cap representation across 22 of 23 Developed Markets countries (excluding the United States) and 23 Emerging Markets countries. With 1,859 constituents, the index covers approximately 85% of the global equity opportunity set outside the US.
- **MSCI ACWI (All Country World Index) ex. U.S. Small Cap Index** captures small cap representation across 22 of 23 Developed Markets countries (excluding the US) and 23 Emerging Markets countries. With 4,368 constituents, the index covers approximately 14% of the global equity opportunity set outside the US.
- **MSCI EAFE** is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. With 930 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.
- **MSCI EAFE Value** captures large and mid-cap securities exhibiting overall value style characteristics across Developed Markets countries around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 507 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI EAFE Growth** captures large and mid-cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. With 542 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI Emerging Markets** captures large and mid-cap representation across 23 Emerging Markets countries. With 836 constituents, the index covers approximately 85% of the free-float adjusted market capitalization in each country.
- **Consumer Price Index** is a measure of prices paid by consumers for a market basket of consumer goods and services. The yearly (or monthly) growth rates represent the inflation rate.
- **FTSE NAREIT Equity REITs Index** contains all Equity REITs not designed as Timber REITs or Infrastructure REITs.
- **S&P Developed World Property** defines and measures the investable universe of publicly traded property companies domiciled in developed markets. The companies in the index are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **S&P Developed World Property x U.S.** defines and measures the investable universe of publicly traded property companies domiciled in developed countries outside of the U.S. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **Fund Specific Broad Real Asset Benchmarks:**
 - **DWS Real Assets:** 30%: Dow Jones Brookfield Infrastructure Index, 30%: FTSE EPRA/NAREIT Developed Index, 15%: Bloomberg Commodity Index, 15%: S&P Global Natural Resources Index, 10%: Barclays U.S. Treasury Inflation Notes Total Return Index
 - **PIMCO Inflation Response Multi Asset Fund:** 45% Barclays U.S. TIPS, 20% Bloomberg Commodity Index, 15% JP Morgan Emerging Local Markets Plus, 10% Dow Jones Select REIT, 10% Bloomberg Gold Subindex Total Return
 - **Principal Diversified Real Assets:** 35% BBgBarc U.S. Treasury TIPS Index, 20% S&P Global Infrastructure Index NTR, 20% S&P Global Natural Resources Index NTR, 15% Bloomberg Commodity Index, and 10% FTSE EPRA/NAREIT Developed Index NTR
 - **Wellington Diversified Inflation H:** 50% MSCI ACWI Commodity Producers Index, 25% Bloomberg Commodity Index, and 25% Bloomberg Barclays US TIPS 1 – 10 Year Index
- **Bloomberg Commodity Index** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **HFRI Fund Weighted Composite Index** is a global, equal-weighted index of over 2,000 single-manager funds that report to HFR Database. Constituent funds report monthly net of all fees performance in US Dollar and have a minimum of \$50 Million under management or a twelve (12) month track record of active performance. The HFRI Fund Weighted Composite Index does not include Funds of Hedge Funds.
- **The Alerian MLP Index** is the leading gauge of energy Master Limited Partnerships (MLPs). The float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **The Adjusted Alerian MLP Index** is commensurate with 65% of the monthly returns of the Alerian MLP Index to incorporate the effect of deferred tax liabilities incurred by MLP entities.
- **Cambridge Associates U.S. Private Equity Index** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.

- **Cambridge Associates U.S. Venture Capital Index** is based on data compiled from over 1,600 institutional-quality venture capital funds formed between 1986 and 2015.
- **Vanguard Spliced Bloomberg Barclays US1-5Yr Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. 1–5 Year Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. 1–5 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US5-10Yr Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. 5–10 Year Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. 5–10 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US Agg Flt Adj Index:** Bloomberg Barclays U.S. Aggregate Bond Index through December 31, 2009; Bloomberg Barclays U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg Barclays US Long Gov/Cr Flt Adj Index:** Bloomberg Barclays U.S. Long Government/Credit Bond Index through December 31, 2009; Bloomberg Barclays U.S. Long Government/Credit Float Adjusted Index thereafter.
- **Vanguard Balanced Composite Index:** Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly the Dow Jones Wilshire 5000 Index) and 40% Bloomberg Barclays U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Bloomberg Barclays U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Bloomberg Barclays U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Bloomberg Barclays U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Intermediate-Term Tax-Exempt Index:** Bloomberg Barclays 1–15 Year Municipal Bond Index.
- **Vanguard Spliced Extended Market Index:** Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.
- **Vanguard Spliced Value Index:** S&P 500 Value Index (formerly the S&P 500/Barra Value Index) through May 16, 2003; MSCI US Prime Market Value Index through April 16, 2013; CRSP US Large Cap Value Index thereafter.
- **Vanguard Spliced Large Cap Index:** Consists of MSCI US Prime Market 750 Index through January 30, 2013, and the CRSP US Large Cap Index thereafter.
- **Vanguard Spliced Growth Index:** S&P 500 Growth Index (formerly the S&P 500/Barra Growth Index) through May 16, 2003; MSCI US Prime Market Growth Index through April 16, 2013; CRSP US Large Cap Growth Index thereafter.
- **Vanguard Spliced Mid Cap Value Index:** MSCI US Mid Cap Value Index through April 16, 2013; CRSP US Mid Cap Value Index thereafter.
- **Vanguard Spliced Mid Cap Index:** S&P MidCap 400 Index through May 16, 2003; the MSCI US Mid Cap 450 Index through January 30, 2013; and the CRSP US Mid Cap Index thereafter.
- **Vanguard Spliced Mid Cap Growth Index:** MSCI US Mid Cap Growth Index through April 16, 2013; CRSP US Mid Cap Growth Index thereafter.
- **Vanguard Spliced Total Stock Market Index:** Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.
- **Vanguard Spliced Small Cap Value Index:** SmallCap 600 Value Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Value Index through April 16, 2013; CRSP US Small Cap Value Index thereafter.
- **Vanguard Spliced Small Cap Index:** Russell 2000 Index through May 16, 2003; the MSCI US Small Cap 1750 Index through January 30, 2013; and the CRSP US Small Cap Index thereafter.
- **Vanguard Spliced Small Cap Growth Index:** S&P SmallCap 600 Growth Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Growth Index through April 16, 2013; CRSP US Small Cap Growth Index thereafter.
- **Vanguard Spliced Total International Stock Index:** Consists of the Total International Composite Index through August 31, 2006; the MSCI EAFE + Emerging Markets Index through December 15, 2010; the MSCI ACWI ex USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Developed Markets Index:** MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Emerging Markets Index:** Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard REIT Spliced Index:** MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

Additional:

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

DEFINITION OF KEY STATISTICS AND TERMS

- **Returns:** A percentage figure used when reporting historical average compounded rate of investment return. All returns are annualized if the period for which they are calculated exceeds one year.
- **Universe Comparison:** The universe compares the fund's returns to a group of other investment portfolios with similar investment strategies. The returns for the fund, the index and the universe percentiles are displayed. A percentile ranking of 1 is the best, while a percentile ranking of 100 is the worst. For example, a ranking of 50 indicates the fund outperformed half of the universe. A ranking of 25 indicates the fund was in the top 25% of the universe, outperforming 75%.
- **Returns In Up/Down Markets:** This measures how the fund performed in both up and down markets. The methodology is to segregate the performance for each time period into the quarters in which the market, as defined by the index, was positive and negative. Quarters with negative index returns are treated as down markets, and quarters with positive index returns are treated as up markets. Thus, in a 3 year or 12 quarter period, there might be 4 down quarters and 8 up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the down quarters. The up market capture ratio is the ratio of the fund's return in up markets to the index. The down market capture ratio is the ratio of the fund's return in down markets to the index. Ideally, the fund would have a greater up market capture ratio than down market capture ratio.

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

DEFINITION OF KEY PRIVATE EQUITY TERMS

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

VALUATION POLICY

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

REPORTING POLICY

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

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

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

OTHER

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

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

CUSTODIAN STATEMENTS

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