



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

Retirement Plan Sub-Committee

Wednesday, September 4, 2019 at 7:30 A.M.
Main Meeting Room, Simsbury Town Hall
933 Hopmeadow Street

REGULAR MEETING AGENDA

- I. Call to Order
- II. Review of Minutes
 - a) May 1, 2019
- III. Pensions Plans & OPEB Trust Second Quarter 2019 Performance Reviews and Fiduciary Governance Update
- IV. Defined Contribution Plans Second Quarter 2019 Performance Reviews and Fiduciary Governance Update
- V. Defined Contribution Recordkeeping Request for Information (RFI) Update
- VI. Adjourn



Town of Simsbury

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SIMSBURY, CONNECTICUT 06070

Retirement Plan Sub-Committee Regular Meeting Minutes - DRAFT

Wednesday, May 1, 2019 at 7:30am
Main Meeting Room, Town Hall, 933 Hopmeadow Street

I. Call to Order

The meeting was called to order at 7:30 a.m. by Chairman Chris Kelly. Sub-Committee members Cheryl Cook, Phil Schulz, Kevin Prell, and Jennifer Batchelar were present. Town and Board of Education staff members in attendance included Burke LaClair, School Business Manager; Maria Capriola, Town Manager; Melissa Appleby, Deputy Town Manager; and Amy Meriwether, Finance Director. Chris Kachmar and Tyler Polk were present for Fiduciary Investment Advisors.

II. Review of Minutes

a) Regular Meeting, February 6, 2019

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

III. Defined Contribution Plans First Quarter 2019 Performance Reviews and Fiduciary Governance Update

Mr. Polk said that the first quarter summary focuses on management fees. He noted that our fees for the defined contribution plan are high due to the fact that we offer an option that has a guaranteed 4% return. He reviewed the DC section of the document entitled "Town of Simsbury Retirement Plans – Executive Summary – First Quarter 2019." The fee review on page 58 indicates that the Town's fees per participant are significantly higher than average. The Town's per participant cost is \$573, and the average for comparable plans is \$125-\$150.

All managers are on a status of "maintain."

IV. Defined Contribution Recordkeeping Request for Information (RFI) Review

Mr. Polk said that FIA conducted an RFI as request by the Sub-Committee. The intent of the RFI is to do an informal testing of the market regarding recordkeeping services for the defined contribution plan. This included a questionnaire sent to four companies: Mass Mutual, Empower, Lincoln, and Voya. FIA has clients that are with all four of these companies. Mr. Polk reviewed the Comparison Matrix as presented on page 83 of the document entitled "Town of Simsbury Retirement Plans – Executive Summary – First Quarter 2019," noting that there would be savings through other products. Mr. Polk indicated that FIA would charge \$12,500 to conduct a full Request for Proposals (RFP). Ms. Capriola asked whether it would be possible for staff to manage the administrative aspects of the process in-house in order to cut down on this cost. Mr. Polk said that he will work with FIA's pricing department to determine what components of the process could be removed from their scope of services.

Mr. Prell made a motion to recommend to the Board of Finance that the Town conduct a Request for Proposals for defined contribution recordkeeping services. Ms. Cook seconded the motion. All were in favor and the motion passed.

V. Pensions Plans & OPEB Trust First Quarter 2019 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 2019.” He noted that the markets have come back strong in the first quarter of 2019 after finishing in a downturn at the end of 2018. In addition, the Federal Reserve has halted its rate hikes, which has had a positive impact. Mr. Kachmar provided a custody fee review, indicating that the weighted average investment management fee is at 0.50%. He noted that these fees are competitive for our portfolio type.

Mr. Kachmar said that the transition from Aberdeen to Vanguard has been completed. All managers are on a status of “maintain.”

Mr. Kachmar also reviewed the OPEB section of the document. Mr. Prell noted that the Sub-Committee should resume its discussion of management of the OPEB fund now that Simsbury Bank is being acquired by Liberty Bank. Mr. Kachmar said that FIA has meetings scheduled with Liberty Bank to discuss the transition. Ms. Capriola said that she and Ms. Meriwether are also scheduled to meet with the president of Liberty Bank in the coming weeks.

Mr. Kachmar reviewed the fee analysis, indicating that the fund’s average weighted fee is 0.19%. All managers are on a status of “maintain.”

VI. Housekeeping Items

a) Retirement Plan Sub-Committee Memorandum of Understanding

Mr. Kelly reviewed prior discussions that led to the determination that the Retirement Plan Sub-Committee is truly advisory to the Board of Finance. The MOU codifies this arrangement. Moving forward, FIA will provide updates to the Board of Finance twice per year. There was consensus that the Sub-Committee should consider scheduling its 2020 meetings to coincide with FIA’s visits to the Board of Finance in order to reduce redundancy.

b) Wells Fargo Institutional Retirement & Trust (IRT) Transition to Principal Financial Group

Mr. Kachmar said that FIA is in regular contact with Wells Fargo regarding the acquisition of their retirement program by Principal Financial Group. This acquisition is expected to close in the third quarter of 2019.

VII. Adjourn

Mr. Prell made a motion to adjourn at 8:20 a.m. Ms. Cook seconded the motion. All were in favor and the motion passed.

Respectfully submitted,

Melissa A.J. Appleby
Deputy Town Manager



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INVESTMENT ADVISORS

Strategic thinking. Customized solutions.

A close-up photograph of a black and silver fountain pen resting on a document. The document features a bar chart with blue bars and some text, including the words 'Random score'. The image is partially obscured by a large white and blue curved graphic element in the foreground.

Town of Simsbury Retirement Plans

Executive Summary - Second Quarter 2019

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

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Capital Markets Overview

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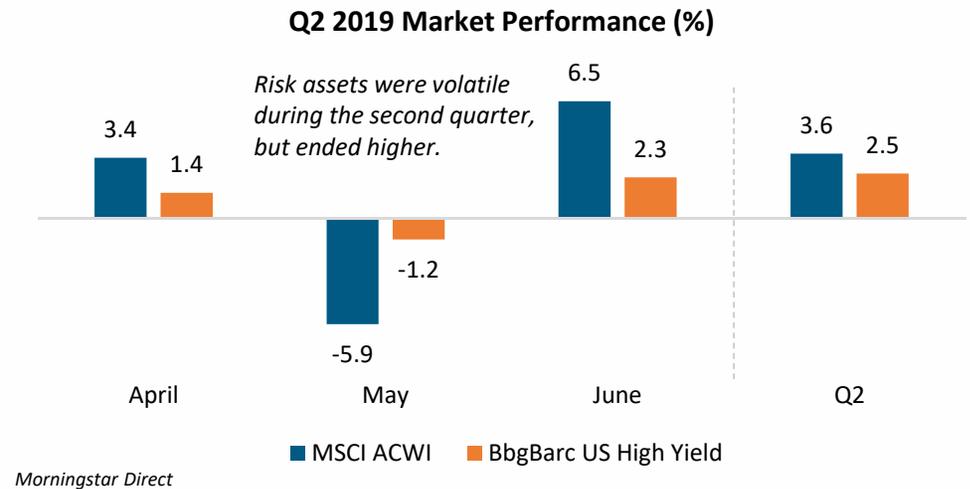
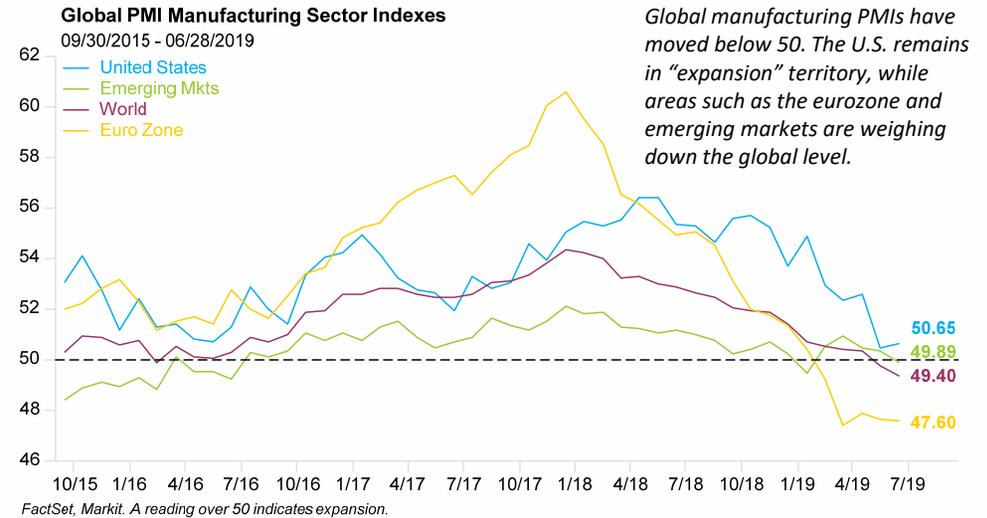
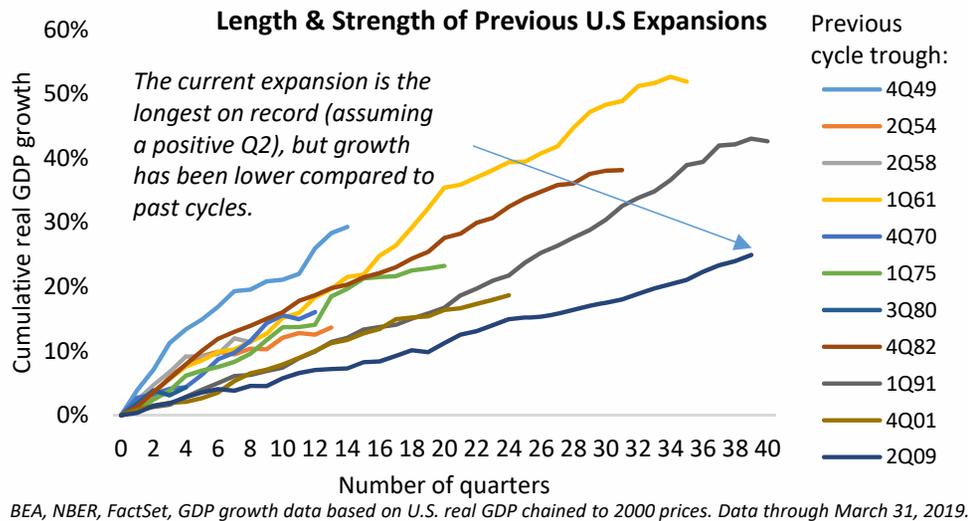
OPEB Review

Section 4

DC Plan Review

Market Review

- The current U.S. expansion is now the longest on record, but its magnitude may shelter typical late cycle imbalances.
- Dovish central bank postures and trade policy headway buoyed markets despite mounting economic uncertainty.
- Markets ended the quarter higher, but it was not a linear path to the finish.



Index Results

U.S. EQUITY	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
S&P 500	4.3	18.5	10.4	14.2	10.7	14.7
Russell 1000	4.2	18.8	10.0	14.1	10.5	14.8
Russell 1000 Value	3.8	16.2	8.5	10.2	7.5	13.2
Russell 1000 Growth	4.6	21.5	11.6	18.1	13.4	16.3
Russell Mid Cap	4.1	21.3	7.8	12.2	8.6	15.2
Russell Mid Cap Value	3.2	18.0	3.7	8.9	6.7	14.6
Russell Mid Cap Growth	5.4	26.1	13.9	16.5	11.1	16.0
Russell 2000	2.1	17.0	(3.3)	12.3	7.1	13.4
Russell 2000 Value	1.4	13.5	(6.2)	9.8	5.4	12.4
Russell 2000 Growth	2.7	20.4	(0.5)	14.7	8.6	14.4
Russell 3000	4.1	18.7	9.0	14.0	10.2	14.7
FTSE NAREIT Equity REITs Index	1.2	17.8	11.2	4.2	7.9	15.5
INTERNATIONAL EQUITY	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
MSCI ACWI ex-US	3.0	13.6	1.3	9.4	2.2	6.5
MSCI EAFE	3.7	14.0	1.1	9.1	2.2	6.9
MSCI EAFE Value	1.5	9.6	(2.1)	8.5	0.1	5.5
MSCI EAFE Growth	5.7	18.5	4.2	9.7	4.4	8.2
MSCI EAFE Small Cap	1.7	12.5	(6.3)	9.1	4.4	9.7
MSCI EM (Emerging Markets)	0.6	10.6	1.2	10.7	2.5	5.8
FIXED INCOME	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
Barclays U.S. Aggregate Bond	3.1	6.1	7.9	2.3	2.9	3.9
Barclays U.S. Gov/Credit Bond	3.5	6.9	8.5	2.4	3.1	4.1
Barclays Gov/Credit Long Bond	6.6	13.5	13.8	3.8	5.7	7.6
Barclays U.S. Corp High Yield	2.5	9.9	7.5	7.5	4.7	9.2
Barclays Municipal Bond	2.1	5.1	6.7	2.6	3.6	4.7
Barclays U.S. TIPS	2.9	6.2	4.8	2.1	1.8	3.6
BofA Merrill 3-Month T-Bill	0.6	1.2	2.3	1.4	0.9	0.5
NON-TRADITIONAL	QUARTER	YTD	1 YEAR	3 YEAR	5 YEAR	10 YEAR
Bloomberg Commodity Index	(1.2)	5.1	(6.8)	(2.2)	(9.1)	(3.7)
HFRI Fund of Funds Index	1.6	6.3	1.3	4.3	2.2	3.2
NCREIF Property Index (3/31/2019)	1.8	1.8	6.8	7.1	9.1	8.5
CPI (3/31/2019)	0.6	0.6	1.9	2.2	1.5	1.8

Sources: Morningstar Direct, Standard & Poor's, Russell, FTSE, MSCI, Barclays Capital, BofA Merrill Lynch, Bloomberg, HFRI, NCREIF. Data as of 06/30/2019 unless otherwise noted.

Equity & Fixed Income Review

U.S. Equity Size and Style Returns

QTR				1-Year		
Value	Blend	Growth		Value	Blend	Growth
3.8	4.2	4.6	Large	8.5	10.0	11.6
3.2	4.1	5.4	Mid	3.7	7.8	13.9
1.4	2.1	2.7	Small	-6.2	-3.3	-0.5

U.S. equities moved higher during the quarter, as the Federal Reserve's more dovish tone buoyed markets, and seemingly forward progress on trade negotiations with China eased some of the tension. Large-cap stocks generally outperformed small-cap, and growth stocks outshined value. Energy was the lone sector posting a negative return during the quarter on the back of falling oil prices.

International Equity Size and Region Returns (USD)

QTR				1-Year		
Small	Mid	Large		Small	Mid	Large
1.7	3.0	3.9	Dev	-6.3	-2.6	2.1
-1.0	1.3	0.5	EM	-5.1	0.5	1.3

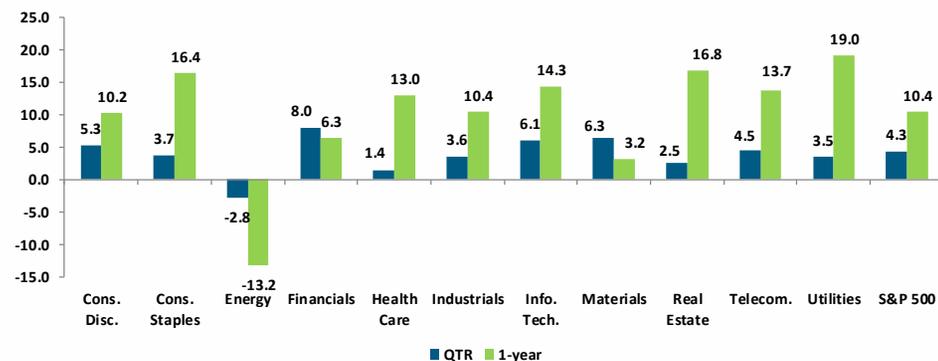
The ECB also showed signs that it may soon reduce interest rates, helping foster positive returns among international developed equities. Emerging market equities lagged developed markets, stemming from weakness in China, which was negatively impacted by uncertainty surrounding trade policy as well as concerns about a slowing economy.

Fixed Income Term and Quality Returns (USD)

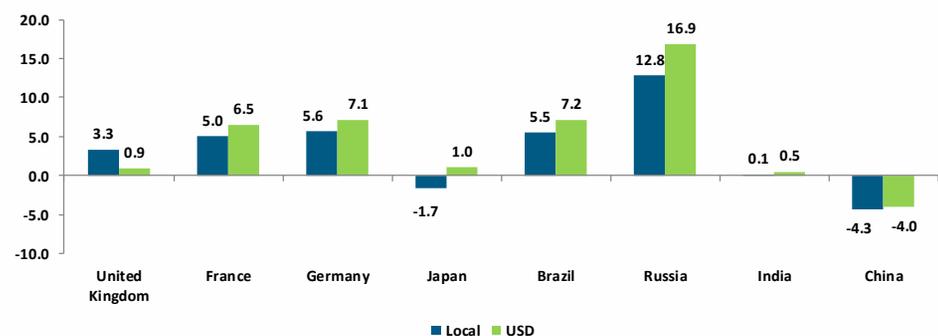
QTR				1-Year		
Short	Interm	Long		Short	Interm	Long
1.5	2.3	6.0	Gov't	4.0	6.2	12.3
1.6	3.1	7.2	Corp	4.9	8.6	15.2

Interest rates moved lower during the period and thus sent bond prices higher, as the potential for an interest rate cut by the Federal Reserve later in the year grew. Corporate bonds outpaced their government counterparts as the demand for yield persisted, while other spread sectors had mixed results. Longer duration securities outperformed due to their greater interest rate sensitivity.

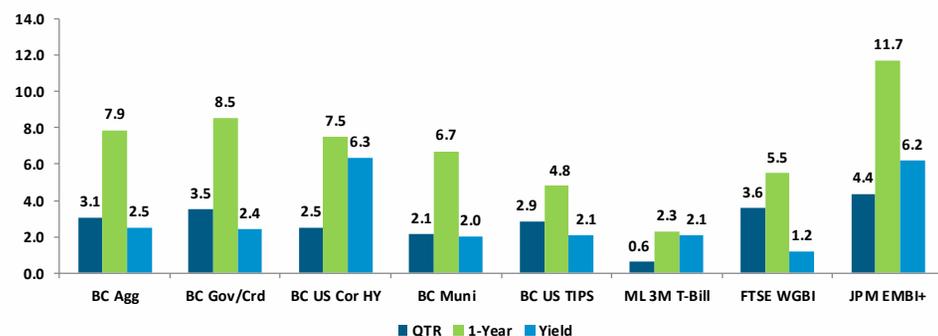
S&P 500 Sector Returns



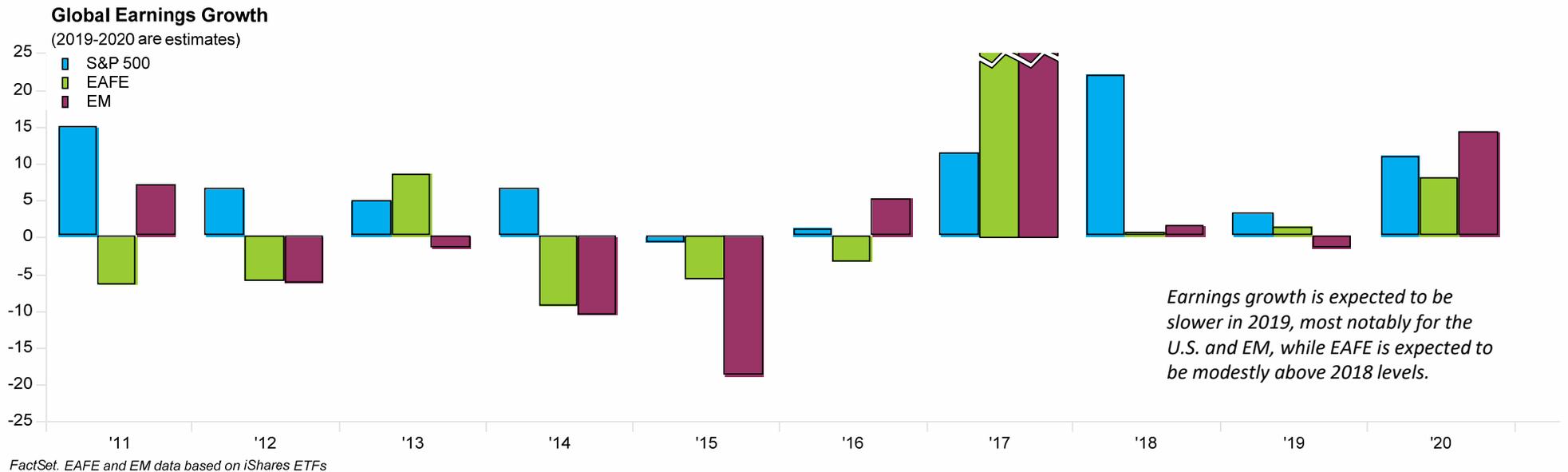
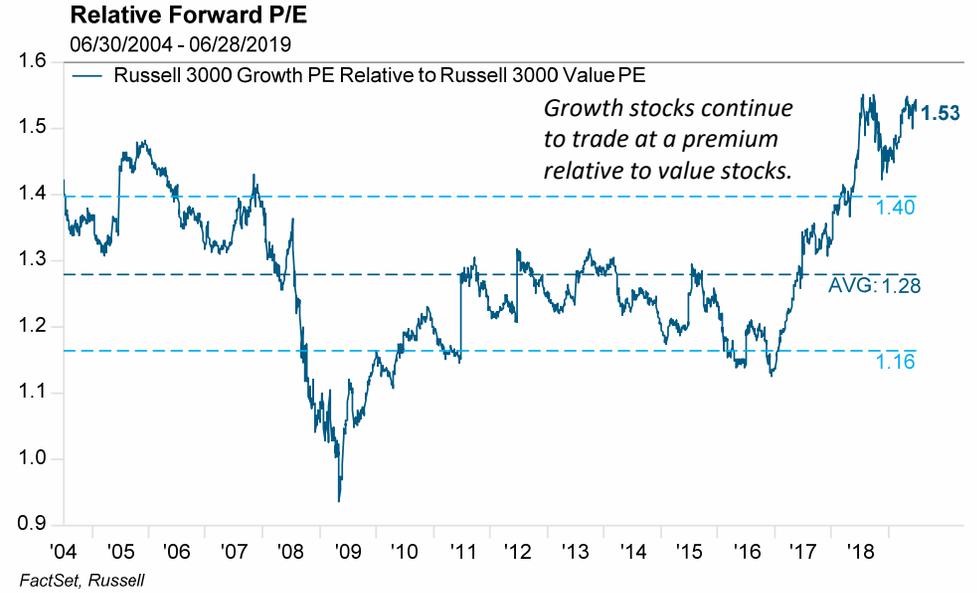
MSCI Country Results 2Q 2019



Fixed Income Returns and Yields (%)

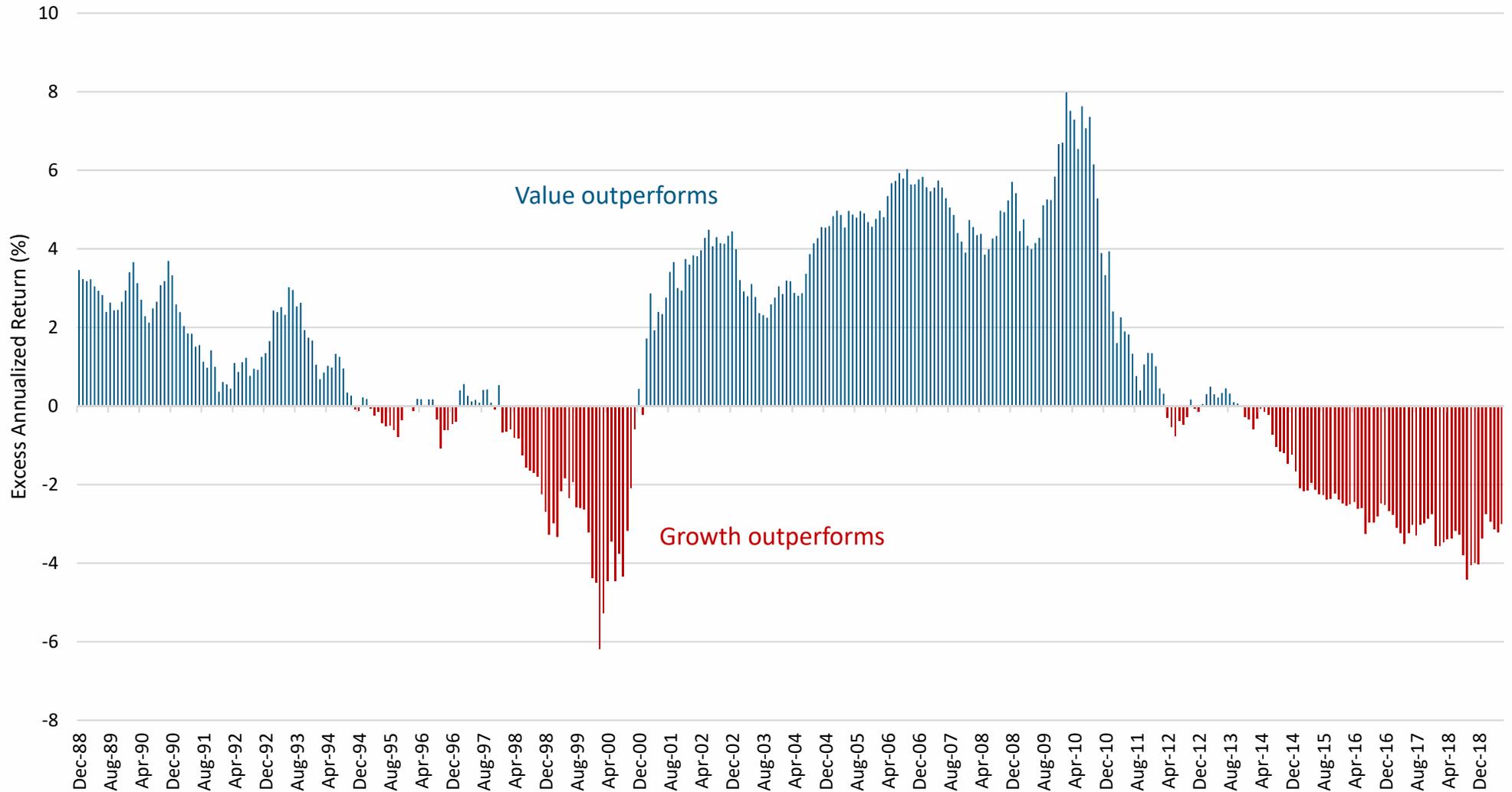


Equity Market Review



Value vs. Growth

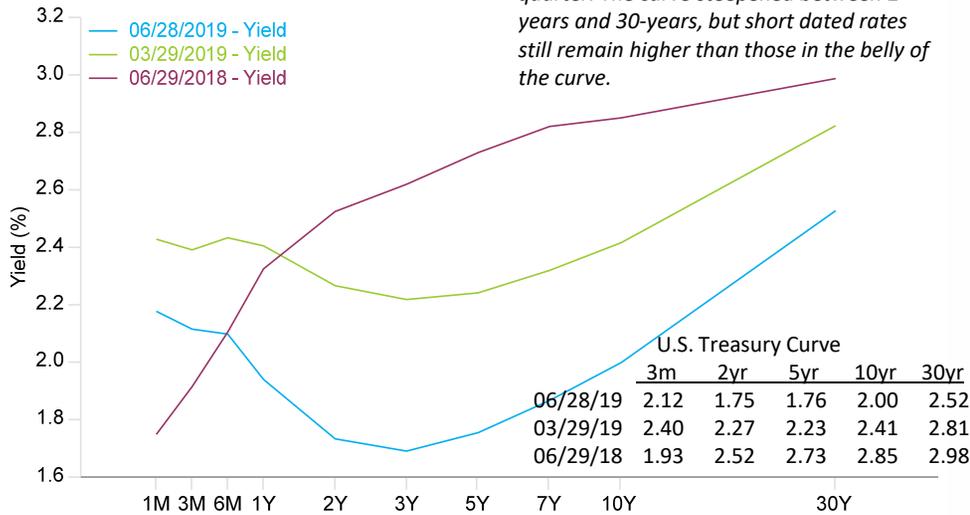
10-Year Rolling Excess Returns Russell 3000 Value vs. Russell 3000 Growth



MPI Stylus. Data from 1/1/1979 – 6/30/2019

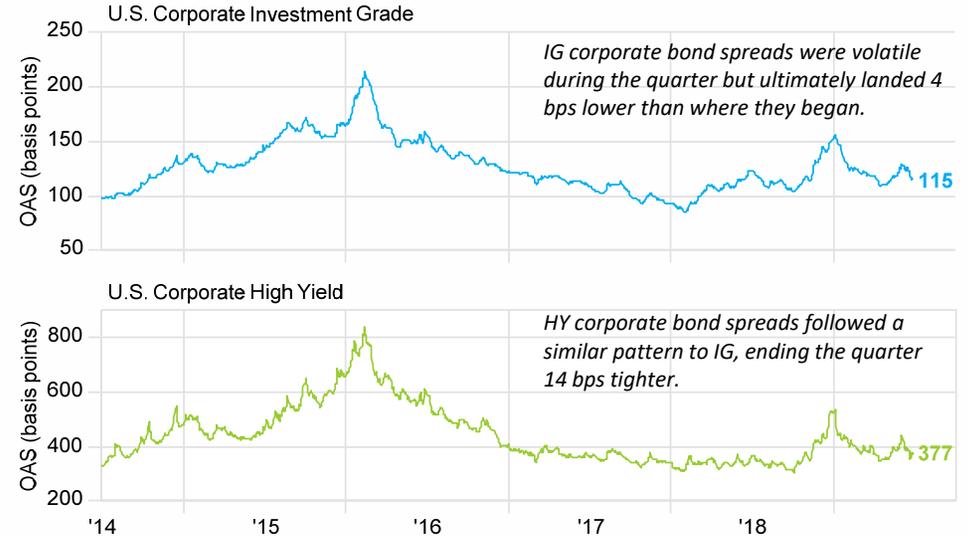
Fixed Market Review

United States Treasury Yield Curve



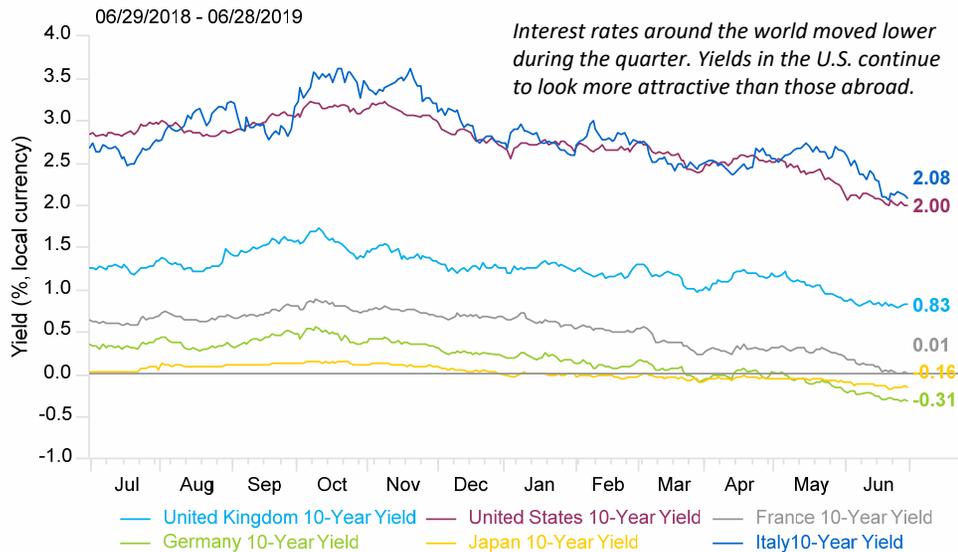
FactSet, U.S. Treasury

Bloomberg Barclays Option Adjusted Spreads (06/30/2014 - 06/28/2019)



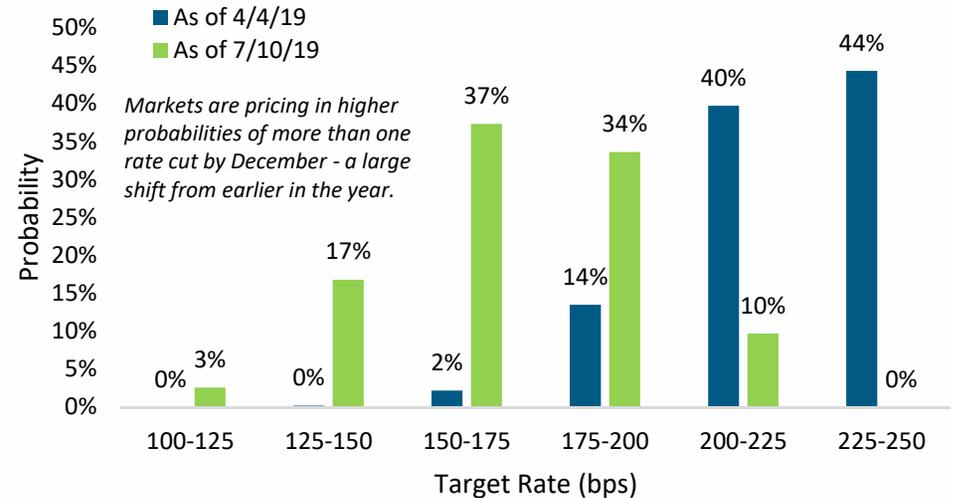
FactSet, Bloomberg Barclays

10-Year Government Bond Yields



FactSet

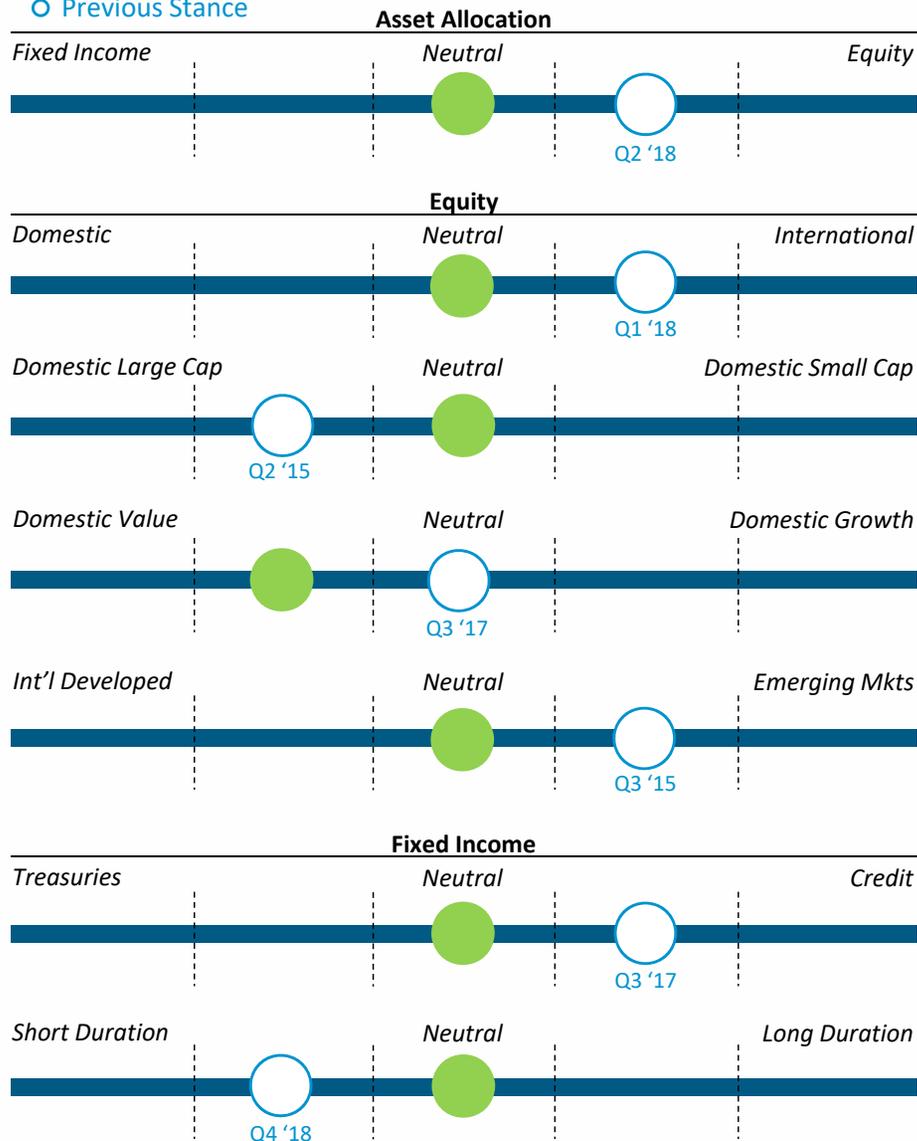
Probability of the Fed Rate Target for Dec 2019 Meeting



CME FedWatch Tool. The current Federal Funds rate target is 225-250 as of July 10, 2019.

Market Viewpoints

- Current Stance
- Previous Stance



Rationale

The advanced age of the economic cycle and somewhat elevated risk asset valuations lend credibility to the notion of balanced asset allocation expressions, combined with the recognition that capital market returns may continue to garner additional support from central banks' renewed commitment to stimulus.

Valuation advantages overseas are largely extinguished by a more tepid economic backdrop and foreign equity markets' more direct linkages to the somewhat constrained prospects for global trade. Higher valuations in the U.S. offset the more resilient economic profile in place domestically.

Return disparities across the capitalization spectrum are likely to continue to result from investors' fluctuating appetite for risk and developments on the economic and trade fronts. Late cycle, developments on these fronts are likely to be uneven and varied, which informs our neutral stance.

The relative valuation advantage and return shortfall associated with value investing persist, which continue to set the table, in our opinion, for a reversion back to style parity. This reversal has the potential to unfold in an accelerated manner should equity markets become unsettled.

The valuation profile between developed and emerging markets remains in balance, and we expect the entirety of foreign equity markets, on balance, to react in a somewhat similar vein to the matters of global economic prospects, trade negotiations, and central bank policy developments. As such, we remain inclined to our neutral stance.

Spreads ended the quarter slightly tighter than where they began the period, and credit continues to garner support from investors' bid for yield and durable corporate financial health. Late cycle dynamics remain in play, however, and investors will likely be well served elevating selectivity in the credit arena.

We expect rates to be largely range-bound over our forecast period. Central bankers' efforts to transmit policy stances with elevated transparency mitigates rate surprises on the front-end of the yield curve, and the murkier global economic picture (combined with the appetite that remains for what yield is available further out the curve) should keep longer rates in check.

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



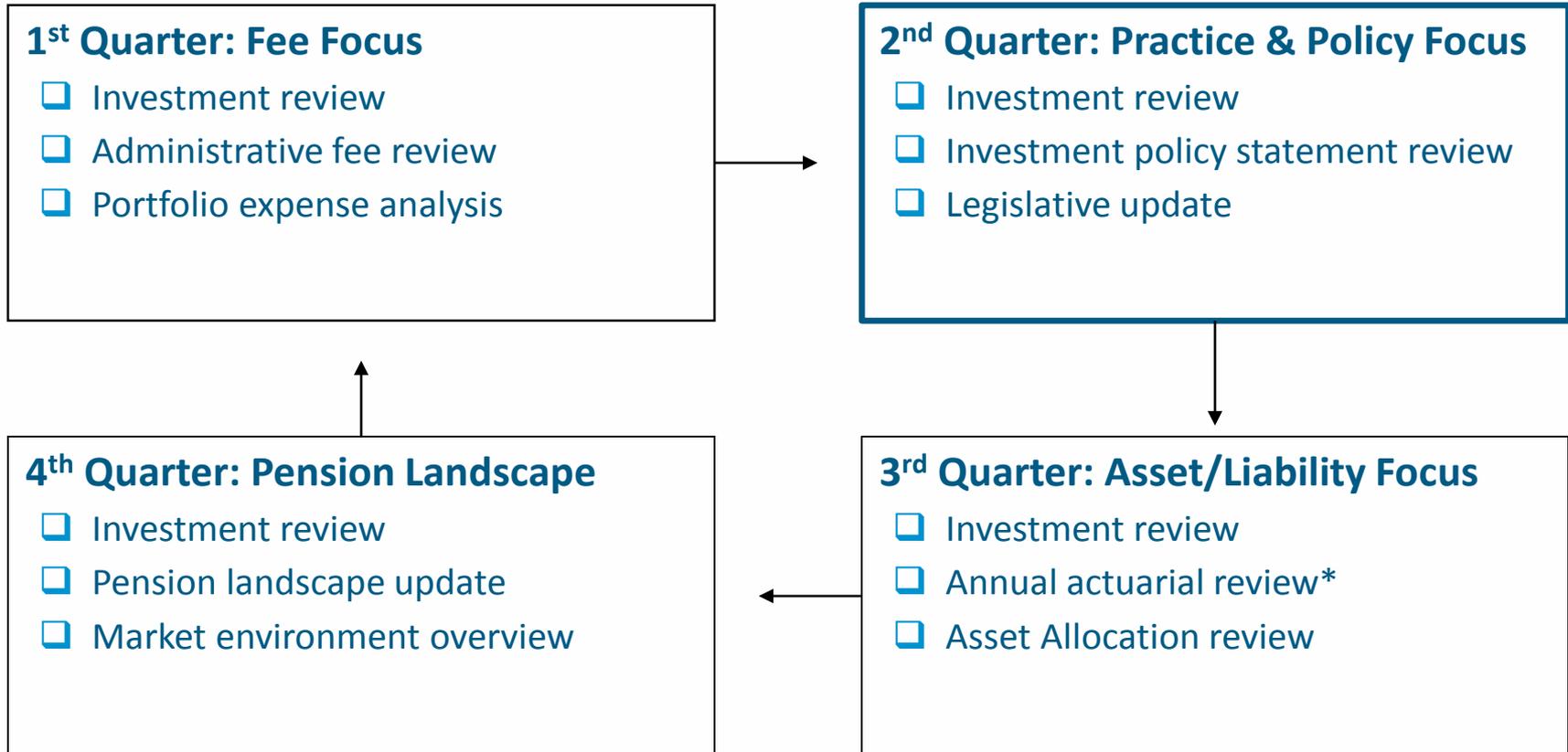
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Simsbury Pension

Executive Summary - Second Quarter 2019

Defined Benefit Fiduciary Governance Calendar



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

Investment Policy Statement Considerations

An Investment Policy Statement provides the first step in establishing the FIDUCIARY TRAIL™.

- A well-written IPS is broad enough to allow flexibility, but detailed enough to provide appropriate oversight.
- The essential components of an effective IPS are outlined below:

Component	Included in Town of Simsbury Pension Plan Investment Policy Statement?
Contains the detail to define, implement and manage a specific investment strategy.	Yes
Defines the duties and responsibilities of <u>all</u> parties involved.	Yes
Defines diversification and rebalancing guidelines consistent with the client's risk profile and time horizon.	Yes
Defines due diligence criteria for selecting investment options.	Yes
Defines monitoring criteria for investment options.	Yes

In the following pages, you will find the most recent IPS on file for the Town of Simsbury Pension Plans. The body of the IPS is as of November 2012 and the asset allocation table in Appendix A is as of September 2018. The IPS was reaffirmed by the Retirement Plan Sub-Committee in September 2018. There are no recommendations for change at this point in time.

TOWN OF SIMSBURY

DEFINED BENEFIT PENSION PLANS

INVESTMENT POLICY STATEMENT

November 2012
As Amended - September 2018

Introduction & Purpose

The TOWN OF SIMSBURY DEFINED BENEFIT PENSION PLANS (the “Plans”) have been established to provide retirement benefits to those individuals eligible to receive them. This policy statement outlines the goals and investment objectives for the Plans. This document is intended to provide guidelines for managing the Plans, and to outline specific investment policies that will govern how those goals are to be achieved. This statement:

- Describes the investment objectives of the Plans;
- Defines the responsibilities of the Retirement Plan Sub-Committee (“Committee”) and other parties responsible for the management of the Plans;
- Establishes investment guidelines regarding the selection of investment managers and diversification of assets;
- Specifies the criteria for evaluating the performance of the investment managers and of the Plans as a whole.

Investment Objective

The Plans’ assets shall be invested in accordance with sound investment practices that emphasize long-term investment fundamentals. In establishing the investment objectives of the Plans, the Committee has taken into account the financial needs and circumstances of the Town of Simsbury, the time horizon available for investment, the nature of the Plans’ cash flows and liabilities, and other factors that affect their risk tolerance. Consistent with this, the Committee has determined that the investment of these assets shall be guided by the following underlying goals:

- To achieve the stated actuarial target of the Plans;
- To maintain sufficient liquidity to meet the obligations of the Plans;
- To diversify the assets of the Plans in order to reduce risk;
- To achieve investment results over the long-term that compare favorably with those of other pension plans, professionally managed portfolios and of appropriate market indexes.

Assignment of Responsibilities

Retirement Plan Sub-Committee - The Retirement Plan Sub-Committee is charged with the responsibility of overseeing the assets of the Plans. To that end, the Committee’s responsibilities include: establishing and maintaining the Plans’ investment policy, objectives and portfolio guidelines with respect to asset allocation, risk parameters, and return evaluation and for specific interpretation of said investment policy, as well as selecting the investment vehicles, and periodically monitoring the performance of investments. The Committee, however, may establish rules or other resolutions governing its investment policy and may delegate the authority to act on its behalf to certain members or agents (such as the First Selectman, the Director of Finance, or designated Sub-Committees). The Committee will meet periodically. The Committee

shall discharge its duties with the care, skill, prudence and diligence appropriate to the circumstances then prevailing. The Committee recognizes that some risk must be assumed to achieve the Plans' long-term investment objectives.

The Committee and/or its designees are directed to:

1. Oversee compliance by the investment manager(s) with the investment policy;
2. Evaluate the performance of the investment manager(s) against specific investment objectives;
3. Approve fee schedules of the investment manager(s) based on contractual agreements;
4. Select the investment custodian(s); and,
5. Approve the continuation of business relationships with investment manager(s), custodian(s), and other vendors, if any.

Investment Consultant - The Committee will engage the services of an Investment Consultant. The Investment Consultant's role is that of a non-discretionary advisor to the Committee. The Investment Consultant will assist in the development and periodic review of an Investment Policy Statement and the Plans' asset allocation, conduct manager searches when necessary, monitor the performance of the managers/funds, and communicate on other matters of relevance to the oversight of the Plans.

Custodian - The Custodian is responsible for the safekeeping and custody of assets. The Custodian will physically (or through agreement with a sub-custodian) maintain possession of securities owned by the Plans, collect dividends and interest payments, redeem maturing securities, and effect receipt and delivery following purchases and sales. The Custodian may also perform regular accounting of all assets owned, purchased, or sold, as well as movement of assets into and out of the Plans accounts (for example, to accommodate distribution needs).

Asset Allocation

The asset allocation target ranges set forth in Appendix A represent a long-term view. Short-term market volatility may cause the asset mix to fall outside the targeted range.

Rebalancing

The Committee, at its discretion, may or may not institute rebalancing as necessary. Such adjustments should be executed with consideration to turnover, transaction costs, and realized losses over the long term. The necessity to rebalance will be reviewed periodically.

Selection Criteria for Investment Managers

Investment managers/funds retained by the Plans shall be chosen using various criteria, including but not limited to the following:

- Past results, considered relative to appropriate indexes and other investments having similar investment objectives. Consideration shall be given to both consistency of performance and the level of risk taken to achieve results;
- The investment style and discipline of the investment manager;
- How well the manager's investment style or approach complements other assets in the Plans;
- Level of experience, personnel turnover, financial resources, and staffing levels of the investment management firm or fund.

The Plans will utilize a multi-manager structure of complementary investment styles and asset classes to invest the Plans' assets.

The Investment Consultant is additionally tasked with regular oversight of the roster of investment managers deployed on the Plans' behalf. The motivation for this effort is to ensure that the managers continue to administer their portfolios in a manner consistent with the overall approaches and qualifications that appealed to the Committee initially and that anomalies and deviations from these approaches and qualifications are identified and addressed. When deemed necessary, the Investment Consultant will provide other manager candidates for the Committee's consideration.

Should additional contributions and/or market value growth permit, the Committee may retain additional investment managers to invest the assets of the Plans. Additional managers would be expected to diversify the Plans by investment style, asset class, and management structure and thereby enhance the probability of the Plans achieving its long-term investment objectives.

Securities Guidelines

The Plans' investments may include separately managed accounts and/or mutual funds/co-mingled funds, including marketable and non-marketable alternatives and exchange traded funds. The Committee understands that managers have full responsibility for security selection, diversification, turnover and allocation of holdings among selected securities and industry groups, as particularly detailed in the Investment Policy Statement of each of the Plans' separately managed accounts or in the prospectus/offering memorandum for each mutual fund/co-mingled fund/exchange traded fund in the portfolio. No securities will be purchased, or carried, on margin.

With respect to mutual/co-mingled funds, the Committee will consider the following to insure proper diversification and function for each of the funds:

1. The mutual fund/co-mingled pool organizations selected should demonstrate: (a) a clearly defined investment philosophy; (b) a consistent investment process; (c) an experienced and stable organization; and (d) cost-effectiveness.
2. The mutual fund/co-mingled pool used will generally have at least a full three-year track record, or its equivalent, and the individual fund/pool must have at least \$25 million under management (or, as an organization, \$100 million in the same strategy) at the time of selection.
3. Each mutual fund/co-mingled pool will be regularly evaluated for proper diversity and each will provide material information on a timely basis.
4. With respect to hedge fund-of-funds, in addition to meeting each of the three above-specified criteria, each fund-of-funds will include an appropriate number of hedge fund managers to be considered well diversified. Investment strategies in hedge fund-of-funds may generally include: long/short U.S. equity, global equity, derivatives, distressed debt and other fixed income strategies, currency exposure, arbitrage and event driven strategies, and additional strategies with low correlation to traditional asset classes.

Proxy Voting

Each investment manager is responsible for and empowered to exercise all rights, including voting rights, as are acquired through the purchase of securities, where practical. Each investment manager shall vote proxies in the best interest of the Town of Simsbury. A copy of each firm's guidelines, and/or summary of proxy votes shall be provided to the Committee upon request.

Investment Monitoring and Reporting

The Committee will periodically review performance of the investments in the Plans. Performance monitoring is the mechanism for revisiting the investment selection process and confirming that the criteria originally satisfied remain intact and that an investment continues to be appropriate for the Plans. While frequent change is neither expected nor desirable, the process of monitoring investment performance relative to specified guidelines is an on-going process.

Monitoring should occur on a periodic basis. The monitoring process will utilize the same criteria that formed the basis of the investment selection decision. In addition, a set of "watch list criteria" may be employed to track important quantitative and qualitative elements, assist in the evaluation process, and focus the Committee on potential areas of concern.

Watch list criteria may include the following:

- Performance relative to benchmark performance over various time frames;
- Deterioration of risk-adjusted performance;
- Notable style drift / change in investment objective;
- High manager fees relative to peers;
- Significant organizational or manager change.

Termination of an Investment Manager or Fund

A manager/fund may be terminated when the Committee has lost confidence in the manager's ability to:

- Achieve performance and risk objectives;
- Comply with investment guidelines;
- Comply with reporting requirements;
- Maintain a stable organization and retain key investment professionals.

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

Any recommendation to terminate a manager/fund 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, but shall not be limited to, professional or Town of Simsbury turnover, or material change to investment processes.

The process for selecting a replacement for a terminated manager would follow the criteria outlined in the section of this Investment Policy Statement titled Selection Criteria for Investment Managers.

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.

The Town of Simsbury:

By: _____

Signature: _____

Date: _____

Title: _____

Appendix A
Updated September 2018

Target Asset Allocation Table

Asset Class	Min Weight	Target Weight	Max Weight	Benchmark Index
Domestic Equities	20.0%	30.0%	40.0%	Russell 3000 Index
International Equities	17.5%	27.5%	37.5%	MSCI ACWI ex-U.S. Index; MSCI EAFE Small Cap Index; MSCI Emerging Markets Index.
Fixed Income	22.5%	32.5%	42.5%	Barclays Capital Aggregate Index; Citigroup World Government Bond Index
Real Estate	0.0%	5.0%	7.5%	NCREIF Index
Inflation Protection	0.0%	5.0%	7.5%	Bloomberg Commodity Index Total Return, S&P No. American Natural Resources Sector Index, Bloomberg Barclays US TIPS 0-5 Yr Index

Legislative Update

In January 2019, the Society of Actuaries (SOA) published mortality tables specifically for U.S. public pension plans for the first time ever.

- The widely used RP-2014 mortality tables included data only from private pension plans so the SOA initiated a study of public plans only.
- The study was based on 46 million life-years of exposure data and 580,000 deaths from 78 public pension plans and 35 public pension systems in the U.S.
- New tables include individual mortality assumptions for teachers, public safety professionals, and general employees allowing plans the ability to use a variation tailored to their actual demographic experience.
- New tables reflect today's longer life expectancies, but the actual impact on each plan's liabilities will vary based on each plan's demographics.

Actuarial Standards of Practice No. 51 (ASOP 51), Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions

- Requires the actuary to identify risks that may reasonably be anticipated to significantly affect the pension plan's future financial condition, including investment risk, interest rate risk, asset/liability mismatch risk, longevity and other demographic risk, and contribution risk.
- Effective for measurement dates on or after November 1, 2018

Asset Allocation - Town of Simsbury

As of June 30, 2019

	Town Pension Plan		BOE Plan		Police Plan		Target (%)
	Market Value (\$)	Allocation (%)	Market Value (\$)	Allocation (%)	Market Value (\$)	Allocation (%)	
<u>Short Term Liquidity</u>							
Wells Fargo Gov't Money Market	240,933	1.0%	176,550	0.7%	88,695	0.5%	0.0%
<u>Fixed Income</u>							
Metropolitan West Total Return PI	2,468,842	9.9%	2,421,589	10.2%	1,755,759	9.9%	10.0%
Western Asset Core Plus Bond IS	2,486,339	10.0%	2,437,131	10.3%	1,767,391	10.0%	10.0%
BlackRock Strategic Income Opps K	1,837,016	7.4%	1,787,044	7.5%	1,311,108	7.4%	7.5%
Templeton Global Bond R6	<u>1,190,707</u>	<u>4.8%</u>	<u>1,142,309</u>	<u>4.8%</u>	<u>842,128</u>	<u>4.8%</u>	<u>5.0%</u>
Total Fixed Income	7,982,904	32.0%	7,788,072	32.8%	5,676,386	32.1%	32.5%
<u>Domestic Equity</u>							
Vanguard Instl Index Fund I	5,046,063	20.2%	4,987,141	21.0%	3,585,991	20.3%	20.5%
Neuberger Berman Genesis R6	<u>2,383,513</u>	<u>9.6%</u>	<u>2,353,460</u>	<u>9.9%</u>	<u>1,693,381</u>	<u>9.6%</u>	<u>9.5%</u>
Total Domestic Equity	7,429,575	29.8%	7,340,601	30.9%	5,279,372	29.9%	30.0%
<u>International Equity</u>							
Hartford International Opportunities R6	4,071,263	16.3%	3,851,911	16.2%	2,846,549	16.1%	16.5%
Templeton Instl Foreign Small Comp A	1,446,159	5.8%	1,381,346	5.8%	1,037,462	5.9%	6.0%
Vanguard Emerging Markets Adm	<u>1,170,149</u>	<u>4.7%</u>	<u>1,065,671</u>	<u>4.5%</u>	<u>814,925</u>	<u>4.6%</u>	<u>5.0%</u>
Total International Equity	6,687,570	26.8%	6,298,928	26.5%	4,698,936	26.6%	27.5%
<u>Real Estate</u>							
Barings Core Property Fund LP	<u>1,432,457</u>	<u>5.7%</u>	<u>1,193,714</u>	<u>5.0%</u>	<u>1,114,133</u>	<u>6.3%</u>	<u>5.0%</u>
Total Real Estate	1,432,457	5.7%	1,193,714	5.0%	1,114,133	6.3%	5.0%
<u>Inflation Protection</u>							
Vanguard Short-Term Infl Protection Adm	425,091	1.7%	344,885	1.5%	298,042	1.7%	1.7%
Credit Suisse Commodity Return I	392,928	1.6%	319,185	1.3%	274,271	1.6%	1.7%
Van Eck Global Hard Assets I	<u>349,202</u>	<u>1.4%</u>	<u>265,565</u>	<u>1.1%</u>	<u>246,386</u>	<u>1.4%</u>	<u>1.7%</u>
Total Inflation Protection	1,167,221	4.7%	929,635	3.9%	818,699	4.6%	5.0%
	24,940,661	100.0%	23,727,501	100.0%	17,676,222	100.0%	100.0%

Total Plan Performance Summary - Total Plan

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Total Plan				08/01/1994
Beginning Market Value	65,125,451	60,583,027	12,042,857	
Net Contributions	-918,662	-1,774,516	-10,115,935	
Total Gain/Loss	2,137,594	7,535,872	64,417,461	
Ending Market Value	66,344,383	66,344,383	66,344,383	

Town Hybrid Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	27.5
FTSE World Government Bond Index	5.0
Russell 3000 Index	30.0
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 Index	5.0

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Total Plan	3.3	12.6	5.6	8.0	5.2	7.2	8.7	7.4	08/01/1994
Town Hybrid	3.0	11.6	5.3	7.9	5.2	7.4	8.6	7.6	
Difference	0.3	1.0	0.3	0.1	0.0	-0.2	0.1	-0.2	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
Total Plan	-6.6	14.7	7.4	-0.1	3.1	14.4	12.6	-0.2
Town Hybrid	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6	1.0
Difference	-0.8	-1.1	-0.1	0.7	-1.8	0.1	1.0	-1.2

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

Total Plan Performance Summary - Town Plan

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Town Plan				08/01/1994
Beginning Market Value	24,582,009	22,937,454	4,896,705	
Net Contributions	-440,826	-833,808	-4,821,852	
Total Gain/Loss	799,478	2,837,015	24,865,807	
Ending Market Value	24,940,661	24,940,661	24,940,661	

Town Hybrid Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	27.5
FTSE World Government Bond Index	5.0
Russell 3000 Index	30.0
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 Index	5.0

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Town Plan	3.3	12.6	5.6	8.0	5.2	7.2	8.7	7.4	08/01/1994
Town Hybrid	3.0	11.6	5.3	7.9	5.2	7.4	8.6	7.6	
Difference	0.3	1.0	0.3	0.1	0.0	-0.2	0.1	-0.2	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
Town Plan	-6.6	14.7	7.4	-0.2	3.2	14.5	12.6	0.0
Town Hybrid	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6	1.0
Difference	-0.8	-1.1	-0.1	0.6	-1.7	0.2	1.0	-1.0

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

Total Plan Performance Summary - BOE Plan

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Board of Education				08/01/1994
Beginning Market Value	23,238,922	21,554,650	3,743,350	
Net Contributions	-284,911	-540,012	-186,845	
Total Gain/Loss	773,490	2,712,862	20,170,996	
Ending Market Value	23,727,501	23,727,501	23,727,501	

Town Hybrid Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	27.5
FTSE World Government Bond Index	5.0
Russell 3000 Index	30.0
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 Index	5.0

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Board of Education	3.4	12.7	5.6	8.0	5.2	7.2	8.6	7.3	08/01/1994
Town Hybrid	3.0	11.6	5.3	7.9	5.2	7.4	8.6	7.6	
Difference	0.4	1.1	0.3	0.1	0.0	-0.2	0.0	-0.3	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
Board of Education	-6.7	14.8	7.4	0.0	3.0	14.4	12.6	-0.7
Town Hybrid	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6	1.0
Difference	-0.9	-1.0	-0.1	0.8	-1.9	0.1	1.0	-1.7

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

Total Plan Performance Summary - Police Plan

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Police Plan				08/01/1994
Beginning Market Value	17,304,520	16,090,923	3,402,802	
Net Contributions	-192,925	-400,695	-5,107,238	
Total Gain/Loss	564,627	1,985,994	19,380,658	
Ending Market Value	17,676,222	17,676,222	17,676,222	

Town Hybrid Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	27.5
FTSE World Government Bond Index	5.0
Russell 3000 Index	30.0
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 Index	5.0

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Police Plan	3.3	12.5	5.5	8.0	5.2	7.1	8.7	7.4	08/01/1994
Town Hybrid	3.0	11.6	5.3	7.9	5.2	7.4	8.6	7.6	
Difference	0.3	0.9	0.2	0.1	0.0	-0.3	0.1	-0.2	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
Police Plan	-6.6	14.7	7.4	-0.1	3.2	14.3	12.5	-0.2
Town Hybrid	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6	1.0
Difference	-0.8	-1.1	-0.1	0.7	-1.7	0.0	0.9	-1.2

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

Benchmark Composition

Town Hybrid

As of June 30, 2019

Allocation Mandate	Weight (%)	Allocation Mandate	Weight (%)
Feb-2018		Oct-2013	
Blmbg. Barc. U.S. Aggregate Index	27.5	Blmbg. Barc. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	5.0	FTSE World Government Bond Index	5.0
Russell 3000 Index	30.0	Russell 3000 Index	34.0
MSCI AC World ex USA (Net)	16.5	MSCI AC World ex USA (Net)	13.0
MSCI EAFE Small Cap (net) Index	6.0	MSCI EAFE Small Cap (net) Index	5.0
MSCI Emerging Markets (Net) Index	5.0	MSCI Emerging Markets (Net) Index	3.0
NCREIF Fund Index - ODCE (net)	5.0	NCREIF Fund Index - ODCE (net)	2.5
Short Term Inflation Protection Index	5.0	Inflation Protection Index	5.0
		Blackrock Hybrid Benchmark	10.0
Jun-2015		May-2013	
Blmbg. Barc. U.S. Aggregate Index	22.5	Blmbg. Barc. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	5.5	FTSE World Government Bond Index	5.0
Russell 3000 Index	29.5	Russell 3000 Index	34.0
MSCI AC World ex USA (Net)	14.0	MSCI AC World ex USA (Net)	13.0
MSCI EAFE Small Cap (net) Index	5.5	MSCI EAFE Small Cap (net) Index	5.0
MSCI Emerging Markets (Net) Index	3.0	MSCI Emerging Markets (Net) Index	3.0
NCREIF Fund Index - ODCE (net)	5.0	MSCI U.S. REIT Index	2.5
Short Term Inflation Protection Index	5.0	Inflation Protection Index	5.0
Blackrock Hybrid Benchmark	10.0	Blackrock Hybrid Benchmark	10.0
Feb-2014		Nov-2012	
Blmbg. Barc. U.S. Aggregate Index	22.5	Blmbg. Barc. U.S. Aggregate Index	22.5
FTSE World Government Bond Index	5.0	FTSE World Government Bond Index	5.5
Russell 3000 Index	34.0	Russell 3000 Index	32.0
MSCI AC World ex USA (Net)	13.0	MSCI AC World ex USA (Net)	12.5
MSCI EAFE Small Cap (net) Index	5.0	MSCI EAFE Small Cap (net) Index	5.0
MSCI Emerging Markets (Net) Index	3.0	MSCI Emerging Markets (Net) Index	2.5
NCREIF Fund Index - ODCE (net)	2.5	NCREIF Fund Index - ODCE (net)	5.0
Short Term Inflation Protection Index	5.0	Inflation Protection Index	5.0
Blackrock Hybrid Benchmark	10.0	Blackrock Hybrid Benchmark	10.0

Benchmark Composition

Town Hybrid

As of June 30, 2019

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

Benchmark Composition

Town Hybrid

As of June 30, 2019

Allocation Mandate	Weight (%)
Jun-1998	
Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	40.0
Russell 2500 Index	10.0
MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (gross)	5.0
Jul-1996	
Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	40.0
Russell 2500 Index	10.0
MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (gross)	5.0
Jan-1988	
Blmbg. Barc. U.S. Aggregate Index	25.0
ICE BofAML 1-3 Year Treasury	10.0
Russell 1000 Index	40.0
Russell 2500 Index	10.0
MSCI EAFE (Net) Index	10.0
NCREIF Fund Index - ODCE (gross)	5.0

Manager Performance Overview

Simsbury Pension

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since FIA's Inception Dec-2012 To Jun-2019	Inception Date
Total Plan	3.3	12.6	5.6	8.0	5.2	8.7	7.4	6.8	08/01/1994
<i>Town Blended Benchmark</i>	3.0	11.6	5.3	7.9	5.2	8.6	7.6	7.1	
Wells Fargo Government Money Market Fund I	0.6	1.1	2.1	1.2	0.7	N/A	0.6	0.6	11/01/2012
<i>90 Day U.S. Treasury Bill</i>	0.6	1.2	2.3	1.4	0.9	N/A	0.7	0.7	
Fixed Income	2.9	6.2	7.5	3.9	3.1	N/A	3.6	3.0	07/01/2011
<i>Fixed Income Composite Benchmark</i>	3.2	6.0	7.5	2.1	2.6	N/A	2.8	2.2	
Metropolitan West Total Return Bond PL	3.3 (36)	6.5 (60)	8.2 (29)	2.7 (69)	3.0 (47)	N/A	3.0 (39)	3.0 (39)	12/01/2012
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	2.9	N/A	2.5	2.5	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	3.1	6.8	7.8	3.1	2.9	N/A	2.7	2.7	
Western Asset Core Plus Bond IS	3.9 (5)	8.3 (5)	9.4 (6)	4.2 (9)	N/A	N/A	4.4 (2)	N/A	11/01/2014
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	N/A	N/A	2.9	N/A	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	3.1	6.8	7.8	3.1	N/A	N/A	3.0	N/A	
BlackRock Strategic Income Opportunities K	2.6 (15)	5.2 (39)	5.1 (29)	4.2 (43)	2.7 (31)	N/A	2.7 (31)	N/A	07/01/2014
<i>Libor (3 month)</i>	0.7	1.4	2.6	1.7	1.2	N/A	1.2	N/A	
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	2.9	N/A	2.9	N/A	
IM Alternative Credit Focus (MF) Median	1.7	4.6	3.9	3.9	2.2	N/A	2.2	N/A	
Templeton Global Bond R6	0.8 (100)	2.8 (99)	5.7 (70)	4.7 (7)	1.6 (45)	N/A	2.4 (30)	2.4 (30)	12/01/2012
<i>FTSE World Government Bond Index</i>	3.6	5.4	5.5	1.0	0.8	N/A	0.6	0.6	
IM Global Fixed Income (MF) Median	3.4	6.5	6.4	2.6	1.5	N/A	1.6	1.6	
Domestic Equity	5.0	19.9	10.2	14.2	10.4	N/A	12.0	13.6	07/01/2011
<i>Russell 3000 Index</i>	4.1	18.7	9.0	14.0	10.2	N/A	12.5	13.8	
Vanguard Institutional Index I	4.3 (45)	18.5 (38)	10.4 (34)	14.2 (27)	10.7 (15)	N/A	14.1 (14)	14.1 (14)	12/01/2012
<i>S&P 500 Index</i>	4.3	18.5	10.4	14.2	10.7	N/A	14.1	14.1	
IM U.S. Large Cap Core Equity (MF) Median	4.2	17.9	9.3	13.1	9.3	N/A	12.7	12.7	

Returns for periods less than one year are not annualized.

Manager Performance Overview

Simsbury Pension

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since FIA's Inception Dec-2012 To Jun-2019	Inception Date
Neuberger Berman Genesis R6	6.5 (1)	22.6 (2)	9.6 (1)	14.1 (5)	9.4 (3)	N/A	12.5 (19)	12.5 (19)	12/01/2012
<i>Russell 2000 Index</i>	<i>2.1</i>	<i>17.0</i>	<i>-3.3</i>	<i>12.3</i>	<i>7.1</i>	<i>N/A</i>	<i>11.8</i>	<i>11.8</i>	
IM U.S. Small Cap Core Equity (MF) Median	1.7	13.5	-6.1	10.1	6.3	N/A	10.8	10.8	
International Equity	2.9	16.6	0.3	8.2	3.2	N/A	3.3	5.1	07/01/2011
<i>International Equity Composite Benchmark</i>	<i>2.3</i>	<i>12.8</i>	<i>-0.4</i>	<i>9.5</i>	<i>2.8</i>	<i>N/A</i>	<i>3.9</i>	<i>5.9</i>	
Hartford International Opportunities R6	4.0 (33)	18.7 (10)	0.0 (46)	7.9 (56)	N/A	N/A	4.1 (2)	N/A	10/01/2014
<i>MSCI AC World ex USA (Net)</i>	<i>3.0</i>	<i>13.6</i>	<i>1.3</i>	<i>9.4</i>	<i>N/A</i>	<i>N/A</i>	<i>3.5</i>	<i>N/A</i>	
IM International Large Cap Core Equity (MF) Median	3.0	13.7	-0.4	8.3	N/A	N/A	2.1	N/A	
Templeton Instl Foreign Small Comp A	1.6 (57)	14.5 (3)	-4.7 (29)	9.2 (14)	3.0 (24)	N/A	6.8 (52)	6.8 (52)	12/01/2012
<i>MSCI AC World ex USA Small Cap (Net)</i>	<i>1.2</i>	<i>11.6</i>	<i>-5.9</i>	<i>7.8</i>	<i>2.8</i>	<i>N/A</i>	<i>6.7</i>	<i>6.7</i>	
IM International SMID Cap Core Equity (MF) Median	1.8	11.5	-7.6	7.6	2.4	N/A	6.8	6.8	
Vanguard Emerging Markets Stock Adm	0.7 (73)	N/A	N/A	N/A	N/A	N/A	2.6 (53)	N/A	03/01/2019
<i>FTSE Emerging All Cap China Spliced Index</i>	<i>0.8</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>N/A</i>	<i>2.6</i>	<i>N/A</i>	
IM Emerging Markets Equity (MF) Median	1.6	N/A	N/A	N/A	N/A	N/A	2.8	N/A	
Real Estate	1.6	3.4	6.2	6.9	8.5	N/A	6.1	5.4	07/01/2011
<i>NCREIF Fund Index - ODCE (net)</i>	<i>0.8</i>	<i>2.0</i>	<i>5.5</i>	<i>6.6</i>	<i>8.8</i>	<i>N/A</i>	<i>9.7</i>	<i>9.7</i>	
Barings Core Property Fund LP	1.6	3.4	6.2	6.9	8.5	N/A	8.4	N/A	10/01/2013
<i>NCREIF Fund Index - ODCE (net)</i>	<i>0.8</i>	<i>2.0</i>	<i>5.5</i>	<i>6.6</i>	<i>8.8</i>	<i>N/A</i>	<i>9.1</i>	<i>N/A</i>	

Returns for periods less than one year are not annualized.

Manager Performance Overview

Simsbury Pension

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Since FIA's Inception Dec-2012 To Jun-2019	Inception Date
Inflation Protection	-0.1	6.5	-7.8	-1.4	-5.9	N/A	-4.0	-4.0	11/01/2012
<i>Short Term Inflation Protection Index</i>	-0.2	7.8	-5.6	0.2	-4.7	N/A	-2.3	-2.3	
Vanguard Short-Term Inflation Protection Adm	1.6 (90)	3.3 (92)	3.1 (82)	1.6 (73)	0.9 (71)	N/A	1.0 (78)	N/A	03/01/2014
<i>Bloomberg Barclays US TIPS 0-5 Year Index</i>	1.6	3.3	3.2	1.6	0.9	N/A	1.1	N/A	
IM U.S. TIPS (MF) Median	2.5	5.8	4.1	1.8	1.1	N/A	1.5	N/A	
Credit Suisse Commodity Return I	-1.4 (43)	4.8 (64)	-7.1 (29)	-2.3 (58)	-9.1 (50)	N/A	-8.4 (54)	N/A	03/01/2014
<i>Bloomberg Commodity Index Total Return</i>	-1.2	5.1	-6.8	-2.2	-9.1	N/A	-8.5	N/A	
IM Commodities General (MF) Median	-1.7	5.5	-8.7	-1.8	-9.1	N/A	-8.2	N/A	
Van Eck Global Hard Assets I	-0.6 (59)	12.8 (59)	-19.3 (83)	-4.1 (88)	-11.5 (87)	N/A	-5.3 (85)	-5.3 (85)	12/01/2012
<i>S&P North American Natural Res Sector Index (TR)</i>	-1.4	14.6	-14.1	0.1	-6.8	N/A	-0.6	-0.6	
IM Global Natural Resources (MF) Median	-0.5	13.1	-10.9	2.9	-6.3	N/A	-0.5	-0.5	

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 July 31, 2019

Manager	Manager Status	Comments
Fixed Income		
Metropolitan West Total Return PI (MWTSX)	Maintain	2Q 2019 – The MetWest Total Return Bond Fund produced a positive return during the second quarter and performed in line with the Bloomberg Barclays U.S. Aggregate Bond Index. The Federal Reserve maintained its target rate level in June, but concerns of a slowing global economy have moved the market’s expectation for future rate cuts. The potential for rate cuts, as well as a subdued inflation outlook, put downward pressure on interest rates. Spread sectors performed reasonably well, with corporate bonds outpacing Treasuries. Duration positioning was modestly beneficial as the strategy began the quarter with a longer than benchmark duration posture. The team has moved to a neutral stance now given the move in interest rates. Sector allocation had a modestly negative impact due to the strategy’s defensive posture and underweight to corporate spread duration. Allocations to CMBS and non-agency MBS helped offset the corporate underweight. Issue selection had a positive impact due to strong results within financials and communications. The MetWest team continues to position the portfolio in a defensive posture, remaining underweight corporate spread duration and favoring up in quality securities.
Western Asset Core Plus IS (WAPSX)	Maintain	2Q 2019 – The Western Asset Core Plus Bond Fund had a strong return during the quarter, outperforming the Bloomberg Barclays U.S. Aggregate Bond Index. The strategy benefited from both interest rate positioning and sector allocation. The portfolio’s longer than benchmark duration had a positive impact on relative results as interest rates fell during the period. Additionally, a preference for spread sectors, notably investment grade and high yield corporate bonds, emerging markets, and structured products, added to relative returns as spread sectors generally outperformed government bonds. The team at Western modestly trimmed the investment grade corporate bond exposure during the quarter on the back of strong performance and also added modestly to TIPS. The portfolio’s duration remains longer than the benchmark, ending the quarter at approximately 6.2 years.
BlackRock Strategic Income Opportunities K (BSIKX)	Maintain	2Q 2019 – The BlackRock Strategic Income Opportunities strategy produced a positive return during the second quarter but trailed the broader fixed income market. The largest headwind for the strategy was the declining interest rate environment. The portfolio ended the quarter with a duration of 2.9 years, approximately half that of the broader market. While this has been a headwind of late due to falling interest rates this profile has been beneficial in past rising rate environments. On the other hand, the portfolio’s exposure to diversifying segments of the fixed income market were beneficial, most notably exposures to emerging markets, investment grade and high yield corporates, non-agency MBS, and CMBS. Spread sectors generally outperformed government bonds during the quarter as investor demand for yield continues to be fueled by the low interest rate environment. Despite near-term underperformance, the team at BlackRock has produced a strong track record over the long-term and has done so with a lower volatility profile than the market, resulting in favorable risk adjusted returns.
Templeton Global Bond R6 (FBNRX)	Maintain	2Q 2019 – The Templeton Global Bond Fund rose during the second quarter but underperformed its benchmark, the FTSE WGBI. Escalating trade tensions between the U.S. and China led to a broad resurgence in global risk aversion in the period causing sovereign bond yields around the world to notably decline. Amid this market environment, the fund’s negative duration exposure to U.S. Treasuries detracted from absolute performance as the yield on the 10-year note declined 40 basis points during the quarter to finish at its lowest level since November 2016. In addition, the portfolio’s net-negative position in the euro moderately detracted as the U.S. dollar depreciated against most foreign currencies. In contrast, the biggest contributor to absolute performance was the portfolio’s exposure to Brazilian duration as well as the Brazilian real. Looking forward, the team believes U.S. growth is likely to moderate from its 2018 pace but remain at or above potential in 2019, and they do not see economic conditions that indicate an imminent recession, or that justify rate cuts.

Manager Commentary

As of July 31, 2019

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	2Q 2019 – The Neuberger Berman Genesis Fund significantly outperformed the Russell 2000 Index in the second quarter. A de-escalation on trade between the US and China combined with the Federal Reserve signaling a rate cut at the end of July helped propel equity markets higher in the quarter. Small caps were the laggard in the quarter, underperforming large caps. At the fund level, while sector allocation had a mixed impact on results, the fund benefitted from strong security selection. Strong selection was particularly apparent within the consumer discretionary, health care, technology, and materials sectors. On the contrary, security selection within industrials detracted from relative results.
International Equity		
Hartford International Opportunities R6 (HAOYX)	Maintain	2Q 2019 – The Hartford International Opportunities Fund rose during the second quarter and outperformed its benchmark, the MSCI ACW ex-US Index, as international equity markets in aggregate advanced for the period despite heightened levels of volatility. Non-U.S. stocks opened the quarter on a good note, only to give all the gains back in May as U.S./China trade negotiations deteriorated, and then rebounded again in June as trade tensions eased and dovish central bank rhetoric and policy bolstered global markets. The fund followed up its strong start to the year with another good quarter of outperformance that was driven by positive stock selection in the consumer discretionary and communication services sectors. The portfolio's positions in Ferrari, adidas, Cellnex Telecom, and China Tower were its top contributors for the quarter. These gains were partially offset by weak stock selection in the information technology and energy sectors, which were hampered by holdings in Hangzhou Hikvision and EnCana. In addition, sector allocation effects were modestly negative, which was primarily attributable to the portfolio's overweight to real estate. The Fund is sub-advised by Wellington Management.
Templeton Instl Foreign Smaller Companies Ser A (TFSCX)	Maintain	2Q 2019 – The TIF Foreign Smaller Companies strategy rose during the second quarter and outperformed its benchmark, the MSCI ACW ex-US Small Cap Index. As markets endured heightened levels of volatility in the period, non-U.S. small-caps significantly lagged their large-cap counterparts and value stocks continued to underperform growth stocks by a substantial margin. Amid this market environment, the strategy's outperformance was driven primarily by strong stock selection, most notably within the financials and consumer discretionary sectors. From a regional perspective, the portfolio benefited most from its UK and Asia ex-Japan holdings. Conversely, stock selection in the consumer staples, healthcare, and real estate sectors detracted from returns, particularly within Japan, Latin America, and the Eurozone. In addition, sector allocation in aggregate had a negative impact on performance.
Vanguard Emerging Markets Stock Adm (VEMAX)	Maintain	In accordance with its objective, the Vanguard Emerging Markets Stock Index Fund sufficiently tracked its index during the quarter with moderate tracking error due to international fair value pricing.

Manager Commentary

As of July 31, 2019

Manager	Manager Status	Comments
Real Estate		
Barings Core Property Fund LP	Maintain	2Q 2019 – The Barings Core Property Fund posted a gross return of 1.79% (1.61% net) during the second quarter, comprised of 1.11% income and 0.68% of appreciation, which exceeded the returns of the NFI-ODCE Index. The Fund continues to utilize a more conservative use of leverage than the majority of peers comprising the index, which has worked as a performance headwind in the strong return environment since the GFC, but continues to fade as appreciation gains have moderated. Leverage was steady (LTV of 20.1%) during the quarter and core occupancy remains high at approximately 96%. The Portfolio remains overweight to the industrials sector, with the belief there is greater value relative to most other property sectors. The group was again a driver of outperformance, which experienced strong income growth and appreciation. Strength in the office portfolio was also additive, realizing 19% same-store NOI growth. The Fund's underweighting of retail continues to be additive, in particular due to its avoidance of malls and power centers. The Fund disposed of three assets during the quarter: San Fernando Business Center, in New York/Northern New Jersey; Legacy at Pratt Park, in Seattle; and Bardin Road Phase, in Dallas-Ft. Worth, with proceeds totaling about \$288 million. There were no direct acquisitions in the period, but the Fund made a \$19.2 million mezzanine debt investment for an apartment asset that will be built in Nashville, TN.
Inflation Protection		
Vanguard Short-Term Inflation Protection Adm (VTAPX)	Maintain	In accordance with its objective, the Vanguard Short Term Inflation Protected Securities Index Fund sufficiently tracked its index during the quarter.
Credit Suisse Commodity Return I (CRSOX)	Maintain	2Q 2019 – The Credit Suisse Enhanced Commodity Index declined during the second quarter and trailed the Bloomberg Commodity Index. As measured by the BCOM, commodities fell during the period with 14 of the 23 index constituents posting losses. Livestock, industrial metals and energy served as the worst performing segments, while precious metals and agriculture both finished the period higher. Within energy, natural gas fell by over 16%, while WTI and Brent Crude contracts also traded lower on surging supplies from the U.S. and concerns on the demand outlook. Within industrial metals, rising Zinc inventories pressured prices lower, while the group more broadly faltered on continued demand concerns given uncertainty on how the US-China trade war will play out. Conversely, the trade speculation was a tailwind for precious metals, as investors sought out safe-haven assets with fears of slower global growth prospects. At the portfolio level, underperformance was primarily due to forward curve positioning in Agriculture contracts. Both roll and curve-based commodity strategies detracted, while management of cash contributed. In addition, forward positioning in industrial metals was a positive contributor in the period.
Van Eck Global Hard Assets I (GHAIX)	Maintain	2Q 2019 – The Van Eck Global hard Assets Fund produced a negative return during the second quarter but outpaced its index. In aggregate, as measured by the S&P North American Natural Resources Index, resource equities fell in the period. Increased market volatility and impacts of trade war uncertainty led to some dispersion among the underlying sectors. Industrial metals faltered on continued demand concerns given uncertainty on how the US-China trade war will play out. Conversely, the trade speculation was a tailwind for precious metals, as investors sought out safe-haven assets with fears of slower global growth prospects. Energy equities traded lower as oil prices weakened in the period. Against this backdrop, portfolio outperformance was driven by sector allocations, while security selection had a negative impact. Specifically, the portfolio's overweight to metals & mining companies was the greatest tailwind in the quarter, although the positive impact was mitigated given weak selection in the group. An overweight to agriculture was also beneficial as was an out-of-benchmark stake to semiconductors. In addition to the adverse stock picks among metals & mining companies, other areas of weakness included results in oil & gas services and industrial products. The portfolio's overweight to E&P names was also a headwind in the quarter given the mentioned drop in oil prices.

Manager Gain/Loss Summary

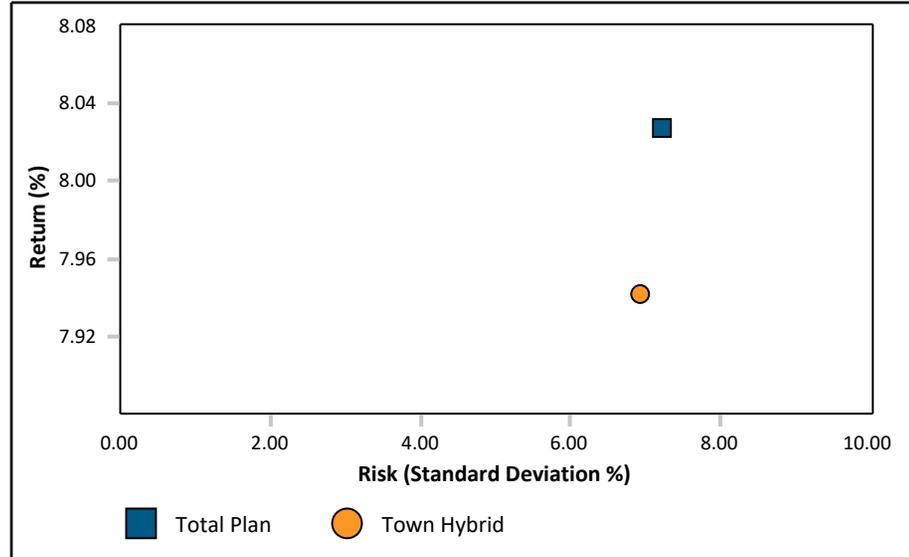
Total Plan

	Market Value As of 04/01/2019	Net Flows	Return On Investment	Market Value As of 06/30/2019
Town Plan	24,582,009	-440,826	799,478	24,940,661
Board of Education	23,238,922	-284,911	773,490	23,727,501
Police Plan	17,304,520	-192,925	564,627	17,676,222
Total Plan	65,125,451	-918,662	2,137,594	66,344,383

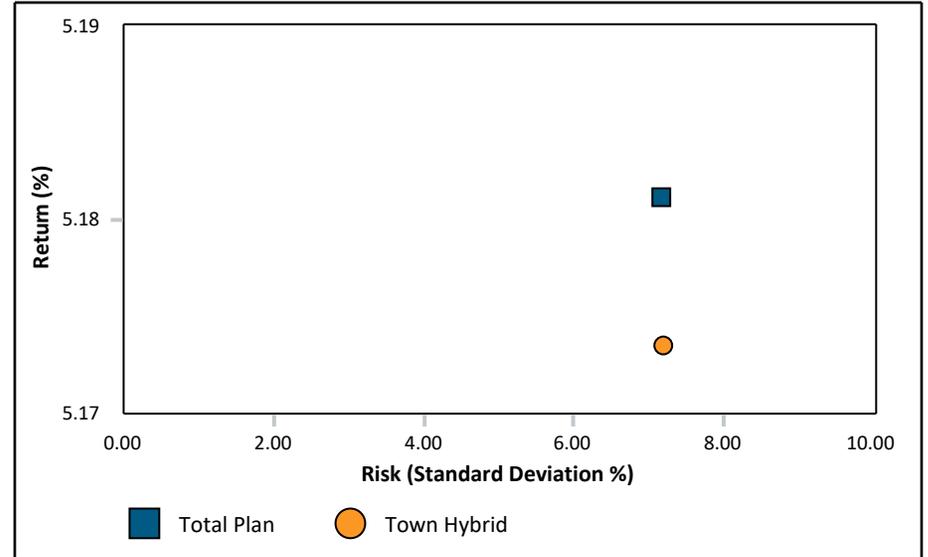
Risk vs Return

As of June 30, 2019

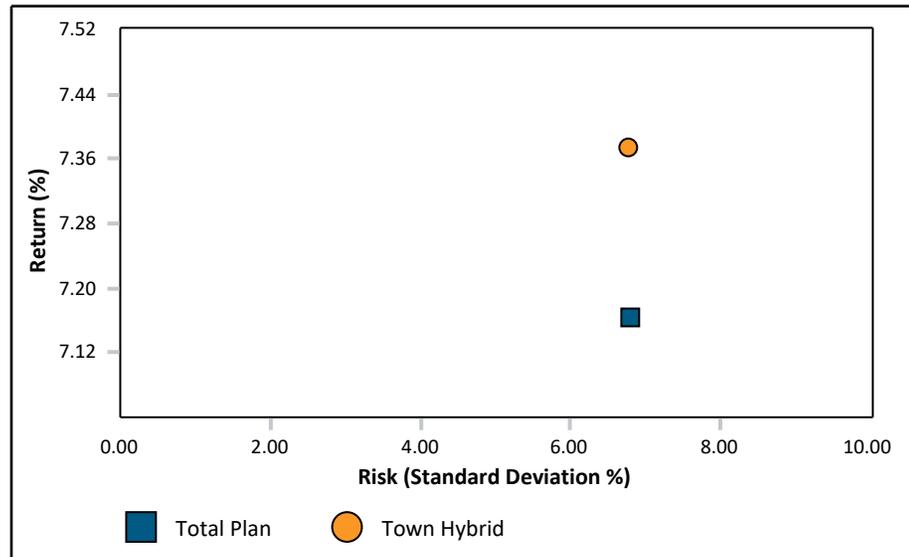
3 Year Risk and Return



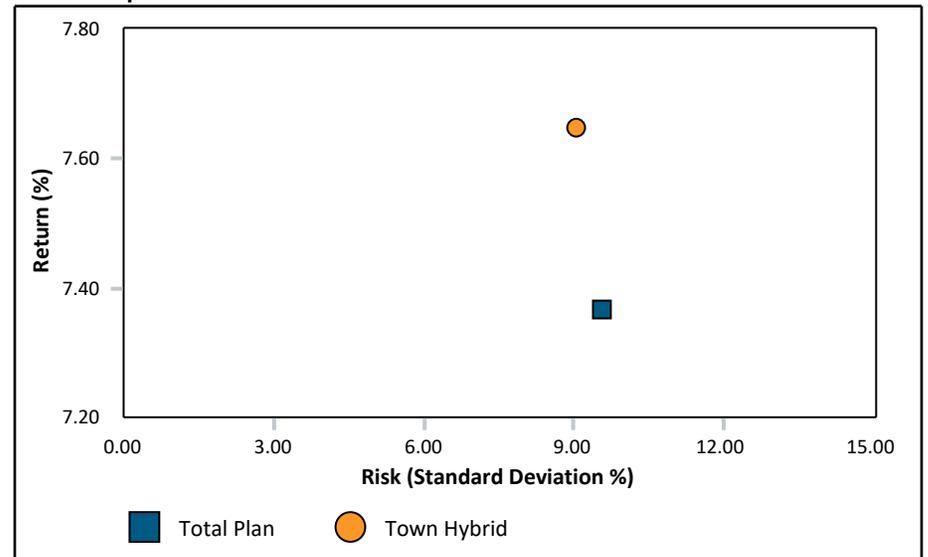
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistical Data

As of June 30, 2019

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	8.03	7.22	4.71	0.92	0.09	1.05	0.98	1.03	-0.13
Town Hybrid	7.94	6.95	4.48	0.94	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.37	0.23	0.00	N/A	-0.94	6.96	0.00	0.00	1.38

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	5.18	7.18	4.57	0.62	0.01	1.09	0.98	0.98	0.09
Town Hybrid	5.17	7.21	4.51	0.62	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.26	0.01	N/A	-0.62	7.20	0.01	0.00	0.84

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Total Plan	7.16	6.82	4.14	0.96	-0.18	1.07	0.98	0.99	-0.13
Town Hybrid	7.37	6.79	4.01	0.99	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.63	0.24	0.01	N/A	-0.99	6.79	0.00	0.00	0.63

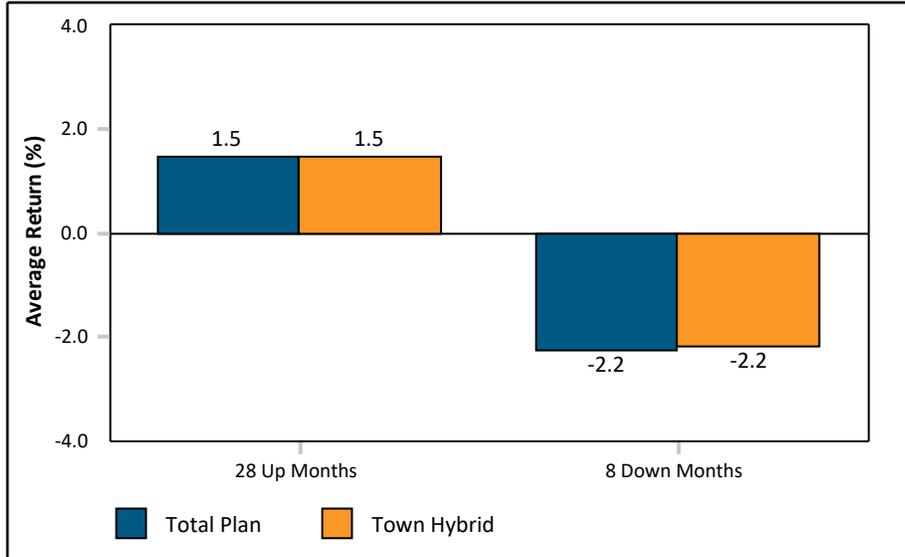
Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Total Plan	7.37	9.57	6.37	0.54	-0.16	1.31	0.98	1.05	-0.57	08/01/1994
Town Hybrid	7.65	9.07	5.94	0.59	N/A	0.00	1.00	1.00	0.00	08/01/1994
90 Day U.S. Treasury Bill	2.49	0.65	0.01	N/A	-0.59	9.08	0.00	0.00	2.47	08/01/1994

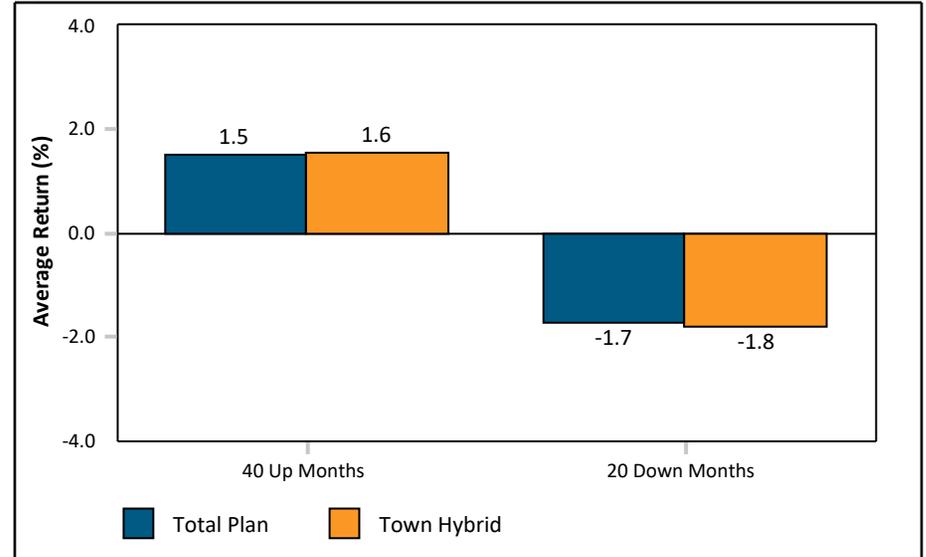
Market Capture Report

As of June 30, 2019

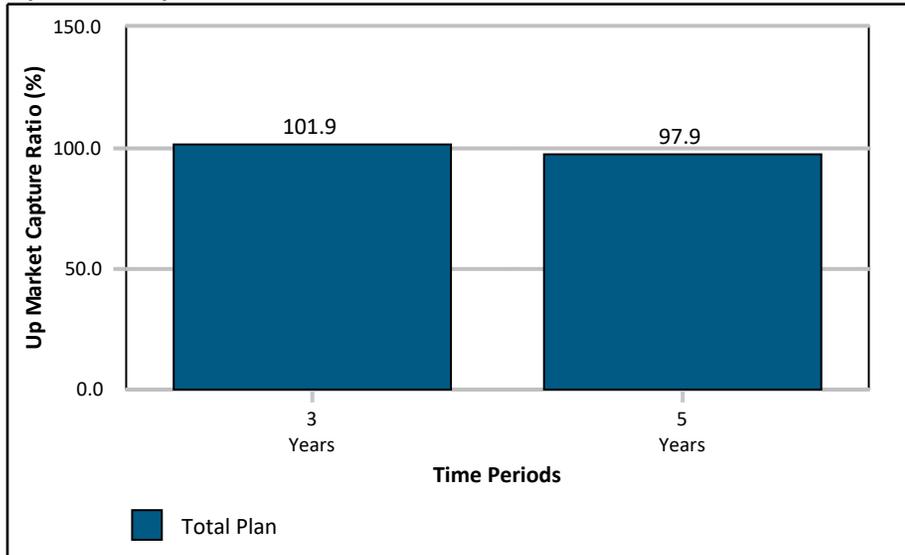
Up/Down Markets - 3 Years



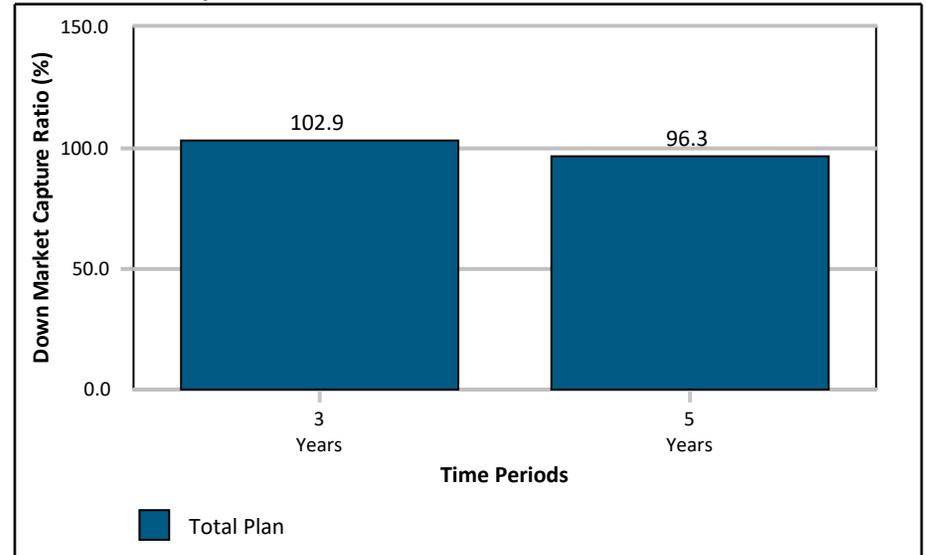
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis

As of June 30, 2019

MANAGER	FEE SCHEDULE	MARKET VALUE	ANNUALIZED FEE (\$)	ANNUALIZED FEE (%)
Metropolitan West Total Return PI	37 bps	6,646,190	24,591	0.37%
Western Asset Core Plus Bond IS	43 bps	6,690,861	28,771	0.43%
BlackRock Strategic Income Opportunities K	74 bps	4,935,168	36,520	0.74%
Templeton Global Bond R6	57 bps	3,175,144	18,098	0.57%
Vanguard Institutional Index I	3.5 bps	13,619,195	4,767	0.035%
Neuberger Berman Genesis R6	75 bps	6,430,354	48,228	0.75%
Hartford International Opportunities R6	71 bps	10,769,723	76,465	0.71%
Templeton Instl Foreign Small Comp A	101 bps	3,864,967	39,036	1.01%
Vanguard Emerging Markets Adm	14 bps	3,050,745	4,271	0.14%
Barings Core Property Fund LP*	97.5 bps	3,740,304	36,468	0.975%
Vanguard Short-Term Inflation Protection Adm	6 bps	1,068,018	641	0.06%
Credit Suisse Commodity Return I	78 bps	986,384	7,694	0.78%
Van Eck Global Hard Assets I	95 bps	861,153	8,181	0.95%
TOTAL Portfolio*		\$65,838,206	\$333,730	0.51%

NOTE: Market Value Does not include Cash Value

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

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

Prospectus Links

As of June 30, 2019

<u>FUND FAMILY</u>	<u>WEB SITE</u>
BlackRock	www.blackrock.com
Credit Suisse	www.credit-suisse.com
Hartford	www.hartfordfunds.com
Metropolitan West	www.mwamlc.com
Neuberger Berman	www.nb.com
Templeton	www.franklintempleton.com
Vanguard	www.vanguard.com
Van Eck	www.vaneck.com
Western Asset	www.leggmason.com



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Simsbury OPEB

Executive Summary - Second Quarter 2019

Asset Allocation

As of June 30, 2019

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Simsbury OPEB Total Plan	16,682,608	100.0	100.0	0.0
Total Short Term Liquidity	369,588	2.2	0.0	2.2
Money Market Funds	369,588	2.2	0.0	2.2
Total Fixed Income	5,637,420	33.8	35.0	-1.2
iShares TIPS Bond ETF	2,814,029	16.9	17.5	-0.6
iShares Core U.S. Aggregate Bond ETF	2,823,391	16.9	17.5	-0.6
Total Domestic Equity	5,863,658	35.1	35.0	0.1
iShares Core S&P 500 ETF	4,396,491	26.4	26.0	0.4
iShares Russell Midcap Index Fund	995,380	6.0	6.0	0.0
iShares Russell 2000 ETF	471,787	2.8	3.0	-0.2
Total International Equity	4,003,410	24.0	25.0	-1.0
iShares MSCI EAFE ETF	3,026,735	18.1	19.0	-0.9
iShares MSCI Emerging Mkts ETF	976,675	5.9	6.0	-0.1
Total Real Estate	808,532	4.8	5.0	-0.2
iShares Cohen & Steers REIT ETF	413,200	2.5	2.5	0.0
iShares International Developed Property ETF	395,332	2.4	2.5	-0.1

Investments with a zero balance were held in the plan during the reporting period and will be removed once they no longer impact plan performance.

Asset Allocation weightings may not add up to 100% due to rounding.

Total Plan Performance Summary

As of June 30, 2019

Account Reconciliation

	QTR	YTD	Since Inception	Inception Date
Simsbury OPEB Total Plan				06/01/2008
Beginning Market Value	16,188,851	14,838,028	1,364,267	
Net Contributions	-	-	9,727,521	
Total Gain/Loss	493,757	1,844,579	5,590,820	
Ending Market Value	16,682,608	16,682,608	16,682,608	

Blended Benchmark Composition

Allocation Mandate	Weight (%)
Blmbg. Barc. U.S. Aggregate Index	17.5
Bloomberg Barclays U.S. TIPS Index	17.5
S&P 500 Index	26.0
Russell Midcap Index	6.0
Russell 2000 Index	3.0
MSCI EAFE (Net) Index	19.0
MSCI Emerging Markets (Net) Index	6.0
Cohen Steers Realty Majors Index	2.5
FTSE EPRA/NAREIT Developed ex U.S. Index	2.5

Trailing Performance Summary

	QTR	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Simsbury OPEB Total Plan	3.0	12.4	6.1	7.4	5.1	6.8	8.0	5.5	06/01/2008
Blended Benchmark	3.4	13.0	6.5	7.9	5.3	7.0	8.4	5.5	
Difference	-0.4	-0.6	-0.4	-0.5	-0.2	-0.2	-0.4	0.0	

Calendar Year Performance Summary

	2018	2017	2016	2015	2014	2013	2012	2011
Simsbury OPEB Total Plan	-6.1	14.9	6.5	-0.7	5.6	9.8	12.0	2.5
Blended Benchmark	-5.8	15.0	6.6	-0.7	6.0	9.9	12.4	2.2
Difference	-0.3	-0.1	-0.1	0.0	-0.4	-0.1	-0.4	0.3

Benchmark Composition

Blended Benchmark

As of June 30, 2019

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

Manager Performance Overview

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Simsbury OPEB Total Plan	3.0	12.4	6.1	7.4	5.1	6.8	8.0	5.5	06/01/2008
<i>Blended Benchmark</i>	3.4	13.0	6.5	7.9	5.3	7.0	8.4	5.5	
Short Term Liquidity									
Money Market Funds	0.3	0.7	1.3	0.5	0.3	0.2	0.2	0.2	06/01/2008
<i>90 Day U.S. Treasury Bill</i>	0.6	1.2	2.3	1.4	0.9	0.6	0.5	0.5	
Fixed Income									
iShares TIPS Bond ETF	2.8 (18)	6.0 (39)	4.6 (25)	1.9 (40)	1.6 (21)	1.0 (24)	3.5 (20)	3.2 (15)	06/01/2008
<i>Bloomberg Barclays U.S. TIPS Index</i>	2.9	6.2	4.8	2.1	1.8	1.2	3.6	3.3	
IM U.S. TIPS (MF) Median	2.5	5.8	4.1	1.8	1.1	0.7	3.0	2.6	
iShares Core U.S. Aggregate Bond ETF	3.1 (43)	6.1 (65)	7.8 (30)	2.3 (57)	2.9 (31)	2.6 (55)	3.8 (74)	4.0 (59)	06/01/2008
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	6.1	7.9	2.3	2.9	2.6	3.9	4.1	
IM U.S. Broad Market Core Fixed Income (MF) Median	3.0	6.3	7.6	2.4	2.7	2.6	4.3	4.1	
Domestic Equity									
iShares Core S&P 500 ETF	4.3 (46)	18.5 (38)	10.4 (34)	14.1 (27)	10.7 (15)	13.9 (18)	14.6 (14)	9.2 (20)	06/01/2008
<i>S&P 500 Index</i>	4.3	18.5	10.4	14.2	10.7	14.0	14.7	9.2	
IM U.S. Large Cap Core Equity (MF) Median	4.2	17.9	9.3	13.1	9.3	12.9	13.4	8.2	
iShares Russell Midcap Index Fund	4.1 (51)	21.2 (19)	7.7 (19)	12.0 (27)	8.5 (19)	13.2 (11)	15.0 (8)	9.0 (13)	06/01/2008
<i>Russell Midcap Index</i>	4.1	21.3	7.8	12.2	8.6	13.4	15.2	9.1	
IM U.S. Mid Cap Core Equity (MF) Median	4.1	18.9	4.2	9.7	6.0	11.1	12.6	7.4	
iShares Russell 2000 ETF	2.1 (30)	16.9 (21)	-3.4 (15)	12.3 (12)	7.1 (39)	11.7 (38)	13.5 (43)	8.4 (43)	06/01/2008
<i>Russell 2000 Index</i>	2.1	17.0	-3.3	12.3	7.1	11.6	13.4	8.4	
IM U.S. Small Cap Core Equity (MF) Median	1.7	13.5	-6.1	10.1	6.3	10.7	13.2	8.1	
International Equity									
iShares MSCI EAFE ETF	3.7 (34)	14.1 (45)	1.0 (31)	9.0 (32)	2.2 (10)	7.2 (13)	6.8 (30)	1.8 (44)	06/01/2008
<i>MSCI EAFE (Net) Index</i>	3.7	14.0	1.1	9.1	2.2	7.3	6.9	1.9	
IM International Large Cap Core Equity (MF) Median	3.0	13.7	-0.4	8.3	1.1	6.1	6.2	1.5	

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

Manager Performance Overview

As of June 30, 2019

	QTD	YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
iShares MSCI Emerging Mkts ETF	0.5 (79)	10.3 (71)	0.7 (52)	10.0 (40)	1.9 (53)	3.5 (62)	4.9 (71)	0.6 (61)	06/01/2008
<i>MSCI Emerging Markets (Net) Index</i>	<i>0.6</i>	<i>10.6</i>	<i>1.2</i>	<i>10.7</i>	<i>2.5</i>	<i>4.2</i>	<i>5.8</i>	<i>1.2</i>	
IM Emerging Markets Equity (MF) Median	1.6	12.2	0.9	9.2	2.1	4.0	5.7	1.0	
Real Estate									
iShares Cohen & Steers REIT ETF	2.0 (53)	19.3 (31)	16.0 (3)	4.7 (40)	8.8 (13)	8.8 (21)	15.8 (15)	6.4 (54)	06/01/2008
<i>Cohen Steers Realty Majors Index</i>	<i>2.1</i>	<i>19.5</i>	<i>16.4</i>	<i>5.0</i>	<i>9.2</i>	<i>9.1</i>	<i>16.1</i>	<i>6.6</i>	
IM Real Estate Sector (MF) Median	2.0	18.4	10.6	4.0	7.2	7.9	14.7	6.5	
iShares International Developed Property ETF	-0.6 (64)	12.2 (85)	4.2 (71)	6.3 (72)	3.7 (52)	7.6 (45)	8.8 (36)	3.2 (36)	06/01/2008
<i>S&P Developed Ex-U.S. Property</i>	<i>-0.3</i>	<i>12.7</i>	<i>5.0</i>	<i>7.1</i>	<i>4.4</i>	<i>8.3</i>	<i>9.6</i>	<i>3.8</i>	
IM International Real Estate (MF) Median	-0.1	13.3	5.5	7.1	3.9	7.4	8.2	2.7	

** 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 plan 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 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. Returns are net of fees unless otherwise noted.

Manager Commentary

As of June 30, 2019

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 Mkts 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 June 30, 2019

	Market Value As of 04/01/2019	Net Flows	Return On Investment	Market Value As of 06/30/2019
<u>Short Term Liquidity</u>				
Money Market Funds	222,644	146,098	846	369,588
Total Short Term Liquidity	222,644	146,098	846	369,588
<u>Fixed Income</u>				
iShares TIPS Bond ETF	2,755,064	-16,424	75,389	2,814,029
iShares Core U.S. Aggregate Bond ETF	2,765,579	-19,838	77,650	2,823,391
Total Fixed Income	5,520,643	-36,262	153,039	5,637,420
<u>Domestic Equity</u>				
iShares Core S&P 500 ETF	4,244,497	-26,517	178,511	4,396,491
iShares Russell Midcap Index Fund	961,173	-3,443	37,650	995,380
iShares Russell 2000 ETF	464,475	-1,617	8,929	471,787
Total Domestic Equity	5,670,145	-31,577	225,090	5,863,658
<u>International Equity</u>				
iShares MSCI EAFE ETF	2,986,673	-63,368	103,429	3,026,735
iShares MSCI Emerging Mkts ETF	976,902	-7,089	6,861	976,675
Total International Equity	3,963,575	-70,456	110,290	4,003,410
<u>Real Estate</u>				
iShares Cohen & Steers REIT ETF	407,882	-2,612	7,930	413,200
iShares International Developed Property ETF	403,962	-5,192	-3,439	395,332
Total Real Estate	811,844	-7,803	4,491	808,532
Simsbury OPEB Total Plan	16,188,851	-	493,757	16,682,608

Market Values and Flow Summary

Since Inception Ending June 30, 2019

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

Market Values and Flow Summary

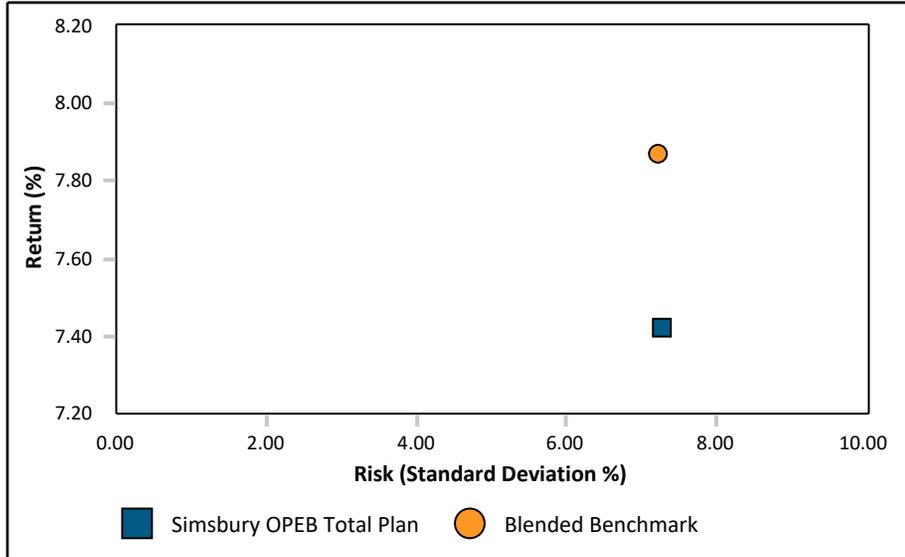
Since Inception Ending June 30, 2019

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

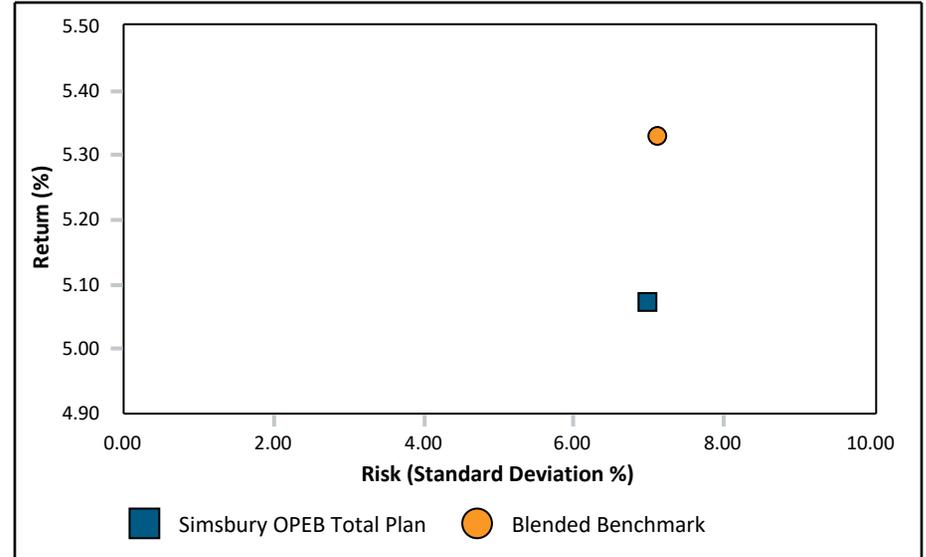
Risk vs. Return

As of June 30, 2019

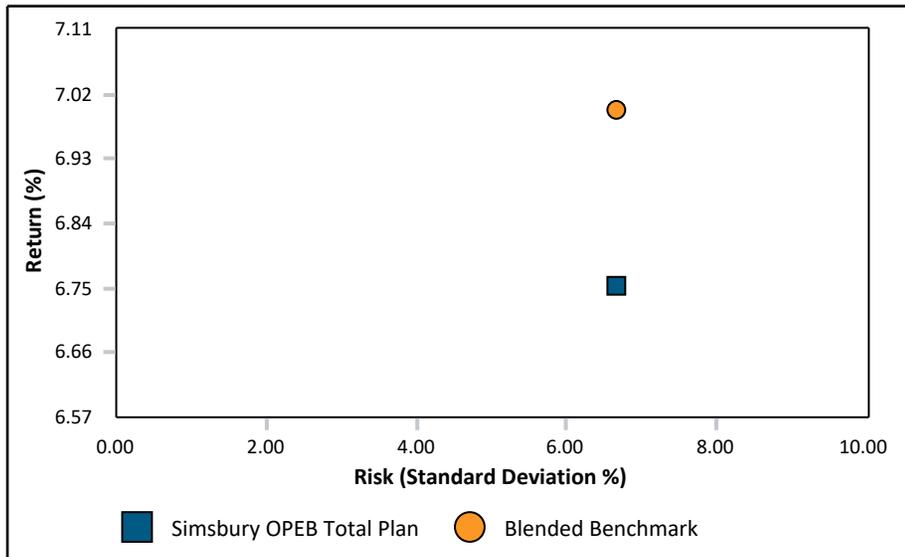
3 Year Risk and Return



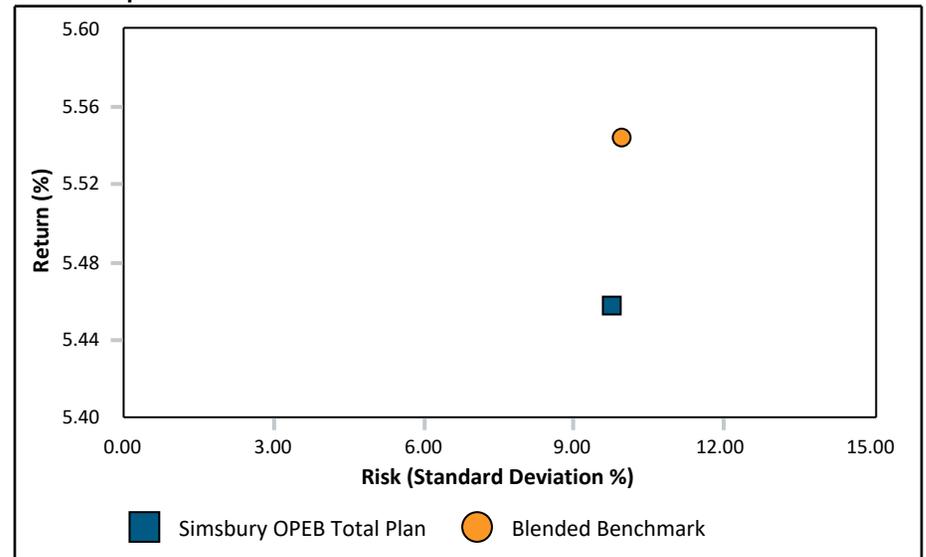
5 Year Risk and Return



7 Year Risk and Return



Since Inception Risk and Return



MPT Statistical Data

As of June 30, 2019

3 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB Total Plan	7.42	7.27	4.85	0.84	-0.81	0.52	0.99	1.00	-0.44
Blended Benchmark	7.87	7.23	4.70	0.90	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	1.37	0.23	0.00	N/A	-0.90	7.24	0.00	0.00	1.37

5 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB Total Plan	5.07	7.00	4.57	0.62	-0.39	0.65	0.99	0.98	-0.13
Blended Benchmark	5.33	7.14	4.55	0.65	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.85	0.26	0.01	N/A	-0.65	7.12	0.01	0.00	0.83

7 Year Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha
Simsbury OPEB Total Plan	6.75	6.68	4.18	0.92	-0.33	0.70	0.99	1.00	-0.20
Blended Benchmark	7.00	6.67	4.08	0.96	N/A	0.00	1.00	1.00	0.00
90 Day U.S. Treasury Bill	0.63	0.24	0.01	N/A	-0.96	6.66	0.00	0.00	0.62

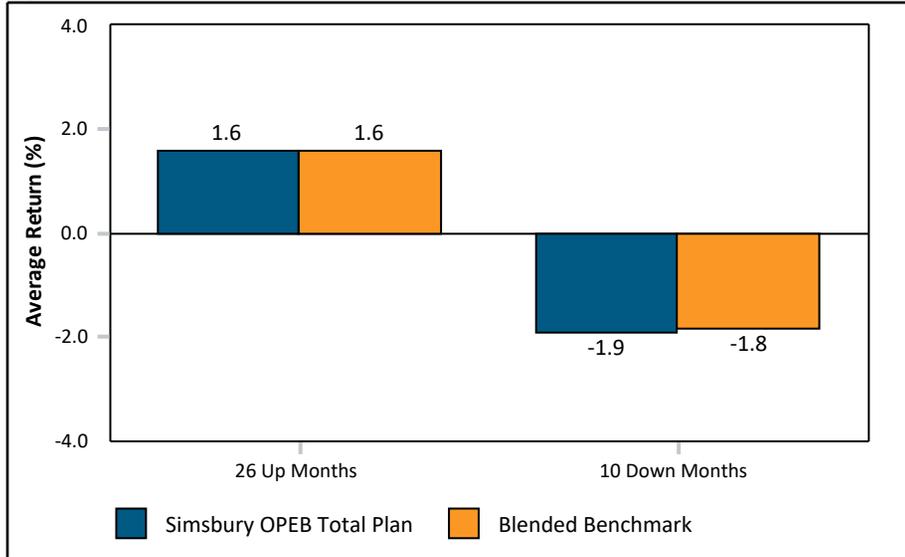
Since Inception Historical MPT Statistics

	Return	Standard Deviation	Downside Risk	Sharpe Ratio	Information Ratio	Tracking Error	R-Squared	Beta	Alpha	Inception Date
Simsbury OPEB Total Plan	5.46	9.77	6.74	0.54	-0.10	1.04	0.99	0.97	0.05	06/01/2008
Blended Benchmark	5.54	9.98	7.01	0.54	N/A	0.00	1.00	1.00	0.00	06/01/2008
90 Day U.S. Treasury Bill	0.52	0.23	0.01	N/A	-0.54	10.02	0.03	0.00	0.55	06/01/2008

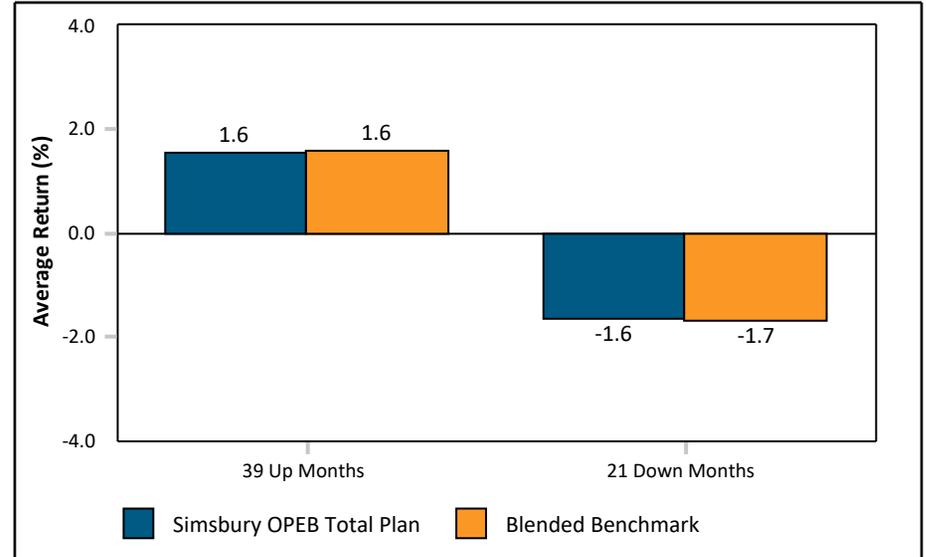
Market Capture Report

As of June 30, 2019

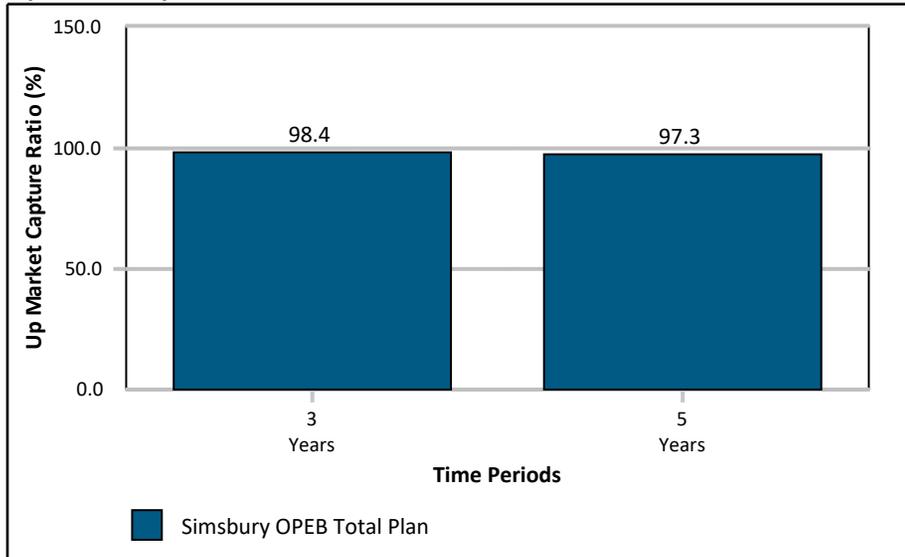
Up/Down Markets - 3 Years



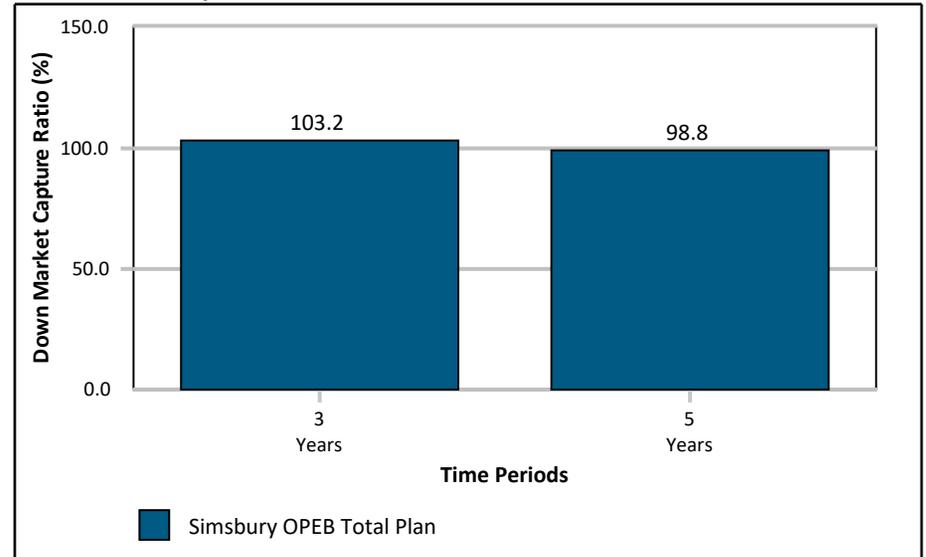
Up/Down Markets - 5 Years



Up Market Capture Ratio



Down Market Capture Ratio



Estimated Fee Analysis

As of June 30, 2019

Manager	Current Target %	Fee Schedule
iShares TIPS Bond ETF	17.5%	0.19%
iShares Core U.S. Aggregate Bond ETF	17.5%	0.05%
iShares Core S&P 500 ETF	26.0%	0.04%
iShares Russell Mid-Cap ETF	6.0%	0.20%
iShares Russell 2000 ETF	3.0%	0.19%
iShares MSCI EAFE ETF	19.0%	0.31%
iShares MSCI Emerging Markets ETF	6.0%	0.67%
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. FIA has not independently verified this information.

Prospectus Links

As of June 30, 2019

FUND FAMILY		WEB SITE	
iShares		www.ishares.com	

Investment Statistics – Descriptions

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



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Executive Summary - Second Quarter 2019

Table of Contents

Section 1

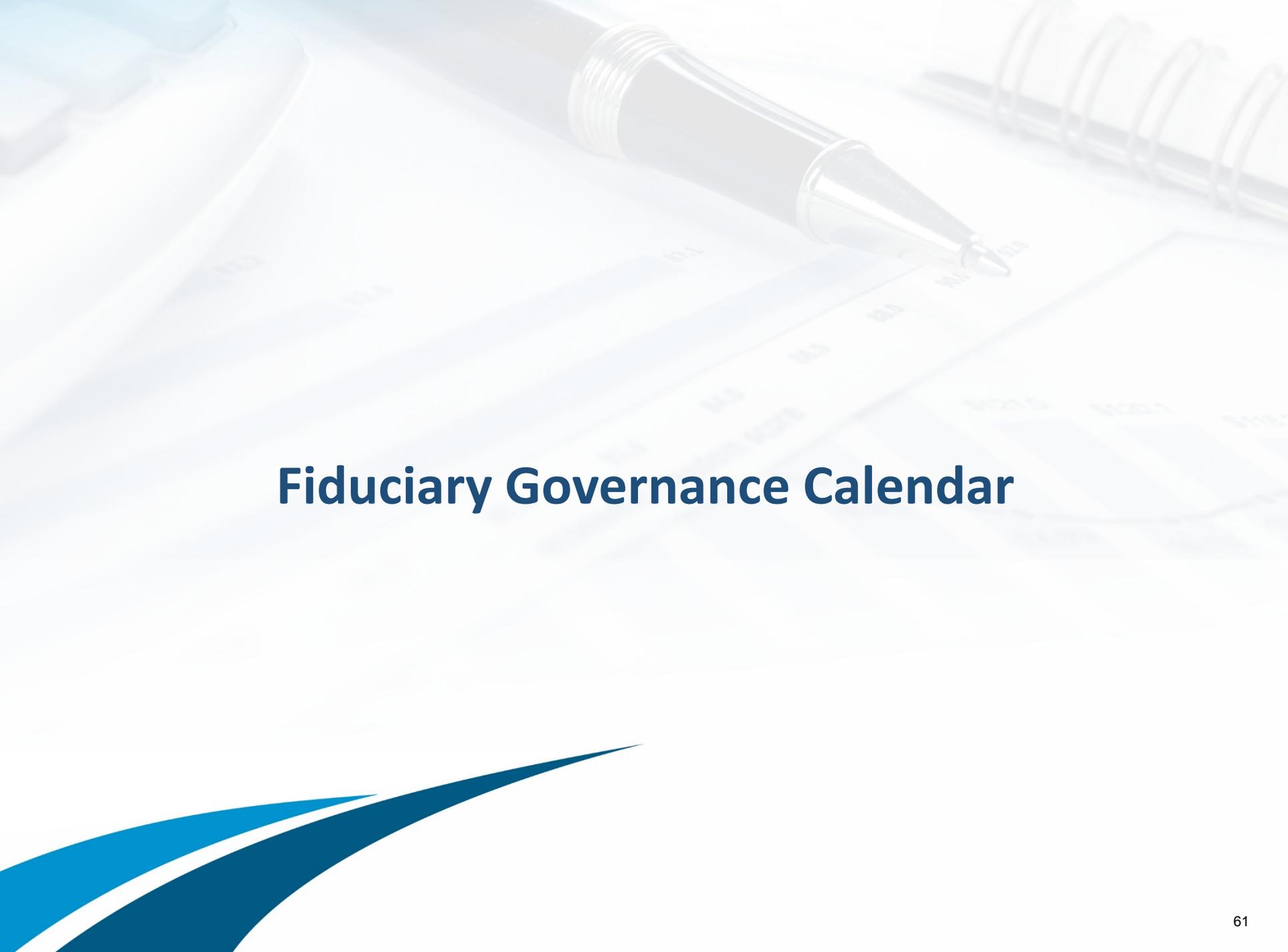
Fiduciary Governance Calendar

Section 2

Second Quarter 2019 Executive Summary

Section 3

Investment Policy Statement



Fiduciary Governance Calendar

Fiduciary Governance Calendar



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

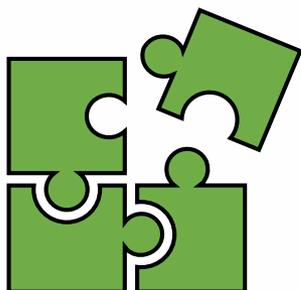
SECURE Act¹

The SECURE Act was passed by the House in May and is now in the Senate. Should it pass, the bill will create the largest changes to the retirement plan industry since the Pension Protection Act (2006). Among other private sector changes, the Act looks to make the following changes for Defined Contribution Plans:

- Safe Harbor Plans** Simplify rules and raise the auto-increase cap from 10% to 15%
- In-Plan Annuities** Provide for a safe harbor for selection of annuities and allow for portability options
- Open MEPS** Allow for open Multiple Employer Plans (MEP) and address the “one bad apple” rule
- RMDs** Increase the age of Required Minimum Distributions from 70.5 to 72



MEP participating employers retain fiduciary responsibilities.



Student Loan Repayments²

Last year one plan received approval from the IRS to use student loan repayments to satisfy matching contribution requirements in their 401(k). Formal guidance is expected to allow for these arrangements for all plans.

Fiduciary Advice³

The DOL proposed a Fiduciary Advice Rule on the Spring 2019 agenda. The proposal is expected to mirror the new SEC Best Interest Rule.

¹ The House Ways and Means Committee

² The National Law Review

³ The Department of Labor

Update on Lawsuits^{1,2}

83,000

ERISA Lawsuits filed since 2009

2%

Of cases proceed to trial

6,334

ERISA Lawsuits filed in 2018

\$313M

Sum of top 10 settlements in 2018

Non-Monetary Relief in Settlements

Sponsor must hire an advisor	Sponsor must conduct recordkeeper RFP and price plan per head	Sponsor must separately disclose investment performance, fees, and IPS to all participants annually	Sponsor must prohibit recordkeeper from marketing additional services to participants
------------------------------	---	---	---

What are claims alleging?

- High investment and recordkeeping fees
- Poor investment performance
- Failure to monitor recordkeeper and solicit bids
- Failure to follow plan documents and IPS
- Definition of compensation not applied correctly
- Imprudent proprietary funds in plan
- Improperly filing as a church plan

How can fiduciaries reduce risk?

Confirm compliance with all plan documents

Periodically evaluate service providers

Monitor fees and performance

Document your Fiduciary Trail®

¹ Benefits Pro

² PlanSponsor.com

ERISA Fiduciary Responsibilities

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

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

“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 Review¹

Act prudently and always in the best interests of participants.

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.²
- Periodically ensure that all eligible employees have the opportunity to elect deferrals, and deferrals are limited to 402(g) limits and deposited in a timely manner.
- Periodically review the plan's procedures for locating lost participants.

Plan Related

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

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

² Not applicable to all plans



Second Quarter 2019 Executive Summary

Historical Balances by Investment

Simsbury 457

As of June 30, 2019

	Jun-2019		Mar-2019		Dec-2018		Sep-2018	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	2,778,453	23.2	2,760,531	23.9	2,657,613	25.6	2,622,794	22.6
Stable Value/ Money Market Funds	2,778,453	23.2	2,760,531	23.9	2,657,613	25.6	2,622,794	22.6
BNY Mellon Bond Market Index Inv	107,714	0.9	103,734	0.9	99,519	1.0	97,633	0.8
Western Asset Core Plus Bond FI	236,012	2.0	226,722	2.0	215,874	2.1	234,929	2.0
Templeton Global Bond A	29,318	0.2	27,680	0.2	25,742	0.2	23,933	0.2
Fixed Income Funds	373,044	3.1	358,137	3.1	341,135	3.3	356,495	3.1
T. Rowe Price Retirement Balanced R	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Balanced Funds	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
MFS Value Fund R3	785,824	6.6	742,303	6.4	648,846	6.3	731,637	6.3
BNY Mellon S&P 500 Index	3,344,368	27.9	3,200,228	27.7	2,784,316	26.9	3,274,470	28.2
T. Rowe Price Growth Stock Adv	2,126,852	17.7	2,037,906	17.6	1,745,312	16.8	2,033,922	17.5
AllianceBern Discovery Value A	312,835	2.6	304,388	2.6	270,666	2.6	329,334	2.8
BNY Mellon MidCap Index	51,238	0.4	66,056	0.6	67,652	0.7	81,068	0.7
Eaton Vance Atlanta Capital SMID-Cap A	538,100	4.5	473,983	4.1	414,937	4.0	533,656	4.6
BNY Mellon Small Cap Stock Index	104,287	0.9	100,552	0.9	104,728	1.0	146,827	1.3
Domestic Equity Funds	7,263,506	60.6	6,925,416	60.0	6,036,455	58.3	7,130,913	61.5
Hartford International Opportunities HLS IA	253,377	2.1	239,371	2.1	206,009	2.0	265,623	2.3
International Funds	253,377	2.1	239,371	2.1	206,009	2.0	265,623	2.3
T. Rowe Price Retirement 2010 R	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
T. Rowe Price Retirement 2020 R	73,493	0.6	70,045	0.6	63,351	0.6	67,413	0.6
T. Rowe Price Retirement 2030 R	756,410	6.3	724,867	6.3	656,575	6.3	719,960	6.2
T. Rowe Price Retirement 2040 R	123,445	1.0	113,045	1.0	96,468	0.9	104,450	0.9
T. Rowe Price Retirement 2050 R	365,981	3.1	358,409	3.1	304,715	2.9	329,536	2.8
Target Date Funds	1,319,328	11.0	1,266,365	11.0	1,121,110	10.8	1,221,359	10.5
Simsbury 457	11,987,708	100.0	11,549,820	100.0	10,362,321	100.0	11,597,184	100.0

Source: MassMutual

Historical Balances by Investment

Simsbury DC

As of June 30, 2019

	Jun-2019		Mar-2019		Dec-2018		Sep-2018	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	85,268	33.3	82,001	35.0	66,230	34.9	63,294	36.6
Stable Value / Money Market Funds	85,268	33.3	82,001	35.0	66,230	34.9	63,294	36.6
BNY Mellon Bond Market Index Inv	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Western Asset Core Bond FI	796	0.3	0.00	0.0	679	0.4	0.00	0.0
Templeton Global Bond A	1,978	0.8	1,967	0.8	1,933	1.0	1,905	1.1
Fixed Income Funds	2,774	1.1	1,967	0.8	2,612	1.4	1,905	1.1
T. Rowe Price Retirement Balanced R	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
Balanced Funds	0.00	0.0	0.00	0.0	0.00	0.0	0.00	0.0
MFS Value Fund R3	396	0.2	230	0.1	69	0.0	0.00	0.0
BNY Mellon S&P 500 Index	7,008	2.7	5,873	2.5	4,383	2.3	4,306	2.5
T. Rowe Price Growth Stock R	792	0.3	469	0.2	139	0.1	0.00	0.0
AllianceBern Discovery Value A	2,643	1.0	2,023	0.9	1,298	0.7	959	0.6
BNY Mellon MidCap Index	1,086	0.4	775	0.3	693	0.4	823	0.5
Eaton Vance Atlanta Capital SMID-Cap A	620	0.2	354	0.2	104	0.1	0.00	0.0
BNY Mellon Small Cap Stock Index	0.00	0.0	919	0.4	0.00	0.0	783	0.5
Domestic Equity Funds	12,544	4.9	10,643	4.5	6,687	3.5	6,871	4.0
Hartford International Opportunities R4	1,761	0.7	1,696	0.7	1,491	0.8	1,762	1.0
International Equity Funds	1,761	0.7	1,696	0.7	1,491	0.8	1,762	1.0
T. Rowe Price Retirement 2020 R	6,895	2.7	5,603	2.4	4,124	2.2	3,340	1.9
T. Rowe Price Retirement 2030 R	9,933	3.9	7,794	3.3	5,365	2.8	4,022	2.3
T. Rowe Price Retirement 2040 R	33,604	13.1	26,714	11.4	19,244	10.1	14,949	8.6
T. Rowe Price Retirement 2050 R	103,118	40.3	97,817	41.8	83,902	44.2	76,744	44.4
Target Date Funds	153,551	60.0	137,928	58.9	112,636	59.4	99,055	57.3
Simsbury 401(a) DC Plan	255,899	100.0	234,235	100.0	189,656	100.0	172,887	100.0

Source: MassMutual

Historical Balances by Investment

Simsbury DC

As of June 30, 2019

	Jun-2019		Mar-2019		Dec-2018		Sep-2018	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
General Account	264,015	53.0	246,285	53.8	225,526	56.3	213,054	53.7
Stable Value / Money Market Funds	264,015	53.0	246,285	53.8	225,526	56.3	213,054	53.7
BNY Mellon Bond Market Index Inv	4,247	0.9	3,164	0.7	2,543	0.6	4,569	1.2
Western Asset Core Bond FI	635	0.1	525	0.1	399	0.1	315	0.1
Templeton Global Bond A	7,867	1.6	7,365	1.6	6,695	1.7	6,137	1.5
Fixed Income Funds	12,750	2.6	11,055	2.4	9,637	2.4	11,021	2.8
T. Rowe Price Retirement Balanced R	636	0.1	585	0.1	511	0.1	505	0.1
Balanced Funds	636	0.1	585	0.1	511	0.1	505	0.1
MFS Value Fund R3	16,514	3.3	15,511	3.4	13,484	3.4	14,974	3.8
BNY Mellon S&P 500 Index	52,111	10.5	48,018	10.5	40,204	10.0	44,436	11.2
T. Rowe Price Growth Stock R	26,162	5.2	23,906	5.2	19,183	4.8	16,379	4.1
AllianceBern Discovery Value A	8,961	1.8	8,209	1.8	6,720	1.7	7,560	1.9
BNY Mellon MidCap Index	19,691	4.0	18,204	4.0	15,091	3.8	17,375	4.4
Eaton Vance Atlanta Capital SMID-Cap A	14,459	2.9	12,620	2.8	10,244	2.6	11,571	2.9
BNY Mellon Small Cap Stock Index	10,431	2.1	9,772	2.1	8,225	2.1	9,703	2.4
Domestic Equity Funds	148,328	29.8	136,240	29.8	113,150	28.2	121,998	30.7
Hartford International Opportunities R4	10,255	2.1	9,349	2.0	7,555	1.9	8,205	2.1
International Equity Funds	10,255	2.1	9,349	2.0	7,555	1.9	8,205	2.1
T. Rowe Price Retirement 2020 R	2,544	0.5	2,360	0.5	2,055	0.5	2,112	0.5
T. Rowe Price Retirement 2030 R	21,909	4.4	19,851	4.3	15,902	4.0	12,490	3.1
T. Rowe Price Retirement 2040 R	30,555	6.1	24,937	5.5	20,506	5.1	21,208	5.3
T. Rowe Price Retirement 2050 R	7,343	1.5	6,847	1.5	5,809	1.4	6,246	1.6
Target Date Funds	62,351	12.5	53,996	11.8	44,272	11.1	42,056	10.6
Simsbury BOE DC Plan	498,334	100.0	457,509	100.0	400,652	100.0	396,839	100.0

Source: MassMutual

Performance Overview By Investment

As of June 30, 2019

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
							1-50 Percentile = 51-75 Percentile = 76-100 Percentile =
General Account- 457 Plan			Net Crediting Rate: 4.00%			-	MAINTAIN
<i>FTSE 3 Month T-Bill</i>	0.6	2.3	1.4	0.8	0.5	-	
General Account- 401(a) Plan			Net Crediting Rate: 1.45%			-	MAINTAIN
<i>FTSE 3 Month T-Bill</i>	0.6	2.3	1.4	0.8	0.5	-	
General Account- BOE DC Plan			Net Crediting Rate: 1.45%			-	MAINTAIN
<i>FTSE 3 Month T-Bill</i>	0.6	2.3	1.4	0.8	0.5	-	
BNY Mellon Bond Market Index Inv	2.9	7.5	1.9	2.5	3.4	0.40	MAINTAIN
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	7.9	2.3	2.9	3.9	-	
IM U.S. Broad Market Core+ Fixed Income (MF) Rank	71	65	95	75	99	0.67	
Western Asset Core Plus Bond FI	3.8	9.0	3.8	3.9	6.4	0.83	MAINTAIN
<i>Blmbg. Barc. U.S. Aggregate Index</i>	3.1	7.9	2.3	2.9	3.9	-	
IM U.S. Broad Market Core Fixed Income (MF) Rank	3	5	3	1	1	0.60	
Templeton Global Bond A	0.7	5.3	4.3	1.2	4.6	0.94	MAINTAIN
<i>FTSE World Government Bond Index</i>	3.6	5.5	1.0	0.8	2.2	-	
IM Global Fixed Income (MF) Rank	100	75	15	62	30	0.82	
T. Rowe Price Retirement Balanced R	2.9	5.7	5.7	3.7	6.4	1.02	MAINTAIN
<i>T. Rowe Price Retirement Balanced Index</i>	3.1	6.5	6.4	4.5	6.5	-	
IM Mixed-Asset Target Alloc Moderate (MF) Rank	60	46	84	74	91	1.04	

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

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

Performance Overview By Investment

As of June 30, 2019

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
MFS Value Fund R3	5.0	10.5	10.1	8.3	12.4	0.83	MAINTAIN
<i>Russell 1000 Value Index</i>	3.8	8.5	10.2	7.5	13.2	-	
IM U.S. Large Cap Value Equity (MF) Rank	8	11	63	13	39	0.89	
BNY Mellon S&P 500 Index	4.2	9.9	13.6	10.2	14.2	0.50	MAINTAIN
<i>S&P 500 Index</i>	4.3	10.4	14.2	10.7	14.7	-	
IM U.S. Large Cap Core Equity (MF) Rank	50	41	40	27	25	0.81	
T. Rowe Price Growth Stock Adv	3.7	8.0	19.4	13.4	16.3	0.92	MAINTAIN
<i>Russell 1000 Growth Index</i>	4.6	11.6	18.1	13.4	16.3	-	
IM U.S. Large Cap Growth Equity (MF) Rank	78	81	29	31	17	0.93	
T. Rowe Price Growth Stock R	3.8	8.3	19.7	13.6	16.6	1.18	MAINTAIN
<i>Russell 1000 Growth Index</i>	4.6	11.6	18.1	13.4	16.3	-	
IM U.S. Large Cap Growth Equity (MF) Rank	76	78	25	24	12	0.93	
AllianceBern Discovery Value A	2.0	-5.7	8.9	5.0	13.1	1.10	MAINTAIN
<i>Russell 2500 Value Index</i>	1.9	-1.9	9.0	5.5	13.3	-	
IM U.S. SMID Cap Value Equity (MF) Rank	40	41	32	28	19	1.19	
BNY Mellon MidCap Index	2.9	0.9	10.4	7.5	14.1	0.50	MAINTAIN
<i>S&P MidCap 400 Index</i>	3.0	1.4	10.9	8.0	14.6	-	
IM U.S. Mid Cap Core Equity (MF) Rank	71	72	44	27	16	1.04	
Eaton Vance Atlanta Capital SMID-Cap A	8.9	13.7	15.5	13.4	16.6	1.16	MAINTAIN
<i>Russell 2500 Growth Index</i>	4.1	6.1	16.1	10.0	15.7	-	
IM U.S. SMID Cap Growth Equity (MF) Rank	9	12	64	10	15	1.11	

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

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

Performance Overview By Investment

As of June 30, 2019

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
BNY Mellon Small Cap Stock Index	1.8	-5.3	11.4	7.9	14.6	0.50	MAINTAIN
<i>S&P SmallCap 600 Index</i>	1.9	-4.9	12.0	8.4	15.0	-	
IM U.S. Small Cap Core Equity (MF) Rank	43	41	29	20	16	1.08	
Hartford International Opportunities HLS IA	4.2	0.0	8.0	3.0	7.9	0.73	MAINTAIN
<i>MSCI AC World ex USA (Net)</i>	3.0	1.3	9.4	2.2	6.5	-	
IM International Large Cap Core Equity (MF) Rank	32	45	55	1	3	1.02	

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

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

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

Performance Overview By Investment

As of June 30, 2019

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
							1-50 Percentile = 
							51-75 Percentile = 
							76-100 Percentile = 
T. Rowe Price Retirement 2010 R	3.1	6.2	6.2	4.2	7.7	1.04	MAINTAIN
<i>T. Rowe Price Retirement 2010 Index</i>	3.3	7.1	6.8	4.9	7.9	-	
IM Mixed-Asset Target 2010 (MF) Rank	20	43	28	44	24	0.55	
T. Rowe Price Retirement 2020 R	3.3	6.1	8.2	5.3	9.5	1.11	MAINTAIN
<i>T. Rowe Price Retirement 2020 Index</i>	3.5	7.3	8.8	6.0	9.7	-	
IM Mixed-Asset Target 2020 (MF) Rank	19	42	7	13	3	0.68	
T. Rowe Price Retirement 2030 R	3.5	5.9	10.0	6.2	10.8	1.17	MAINTAIN
<i>T. Rowe Price Retirement 2030 Index</i>	3.7	7.3	10.5	6.9	11.0	-	
IM Mixed-Asset Target 2030 (MF) Rank	27	46	11	17	8	0.71	
T. Rowe Price Retirement 2040 R	3.6	5.6	11.1	6.7	11.4	1.22	MAINTAIN
<i>T. Rowe Price Retirement 2040 Index</i>	3.8	7.2	11.7	7.4	11.7	-	
IM Mixed-Asset Target 2040 (MF) Rank	26	39	14	20	11	0.73	
T. Rowe Price Retirement 2050 R	3.6	5.5	11.3	6.8	11.4	1.22	MAINTAIN
<i>T. Rowe Price Retirement 2050 Index</i>	3.8	7.1	11.8	7.5	11.7	-	
IM Mixed-Asset Target 2050 (MF) Rank	27	43	19	25	9	0.72	

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

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

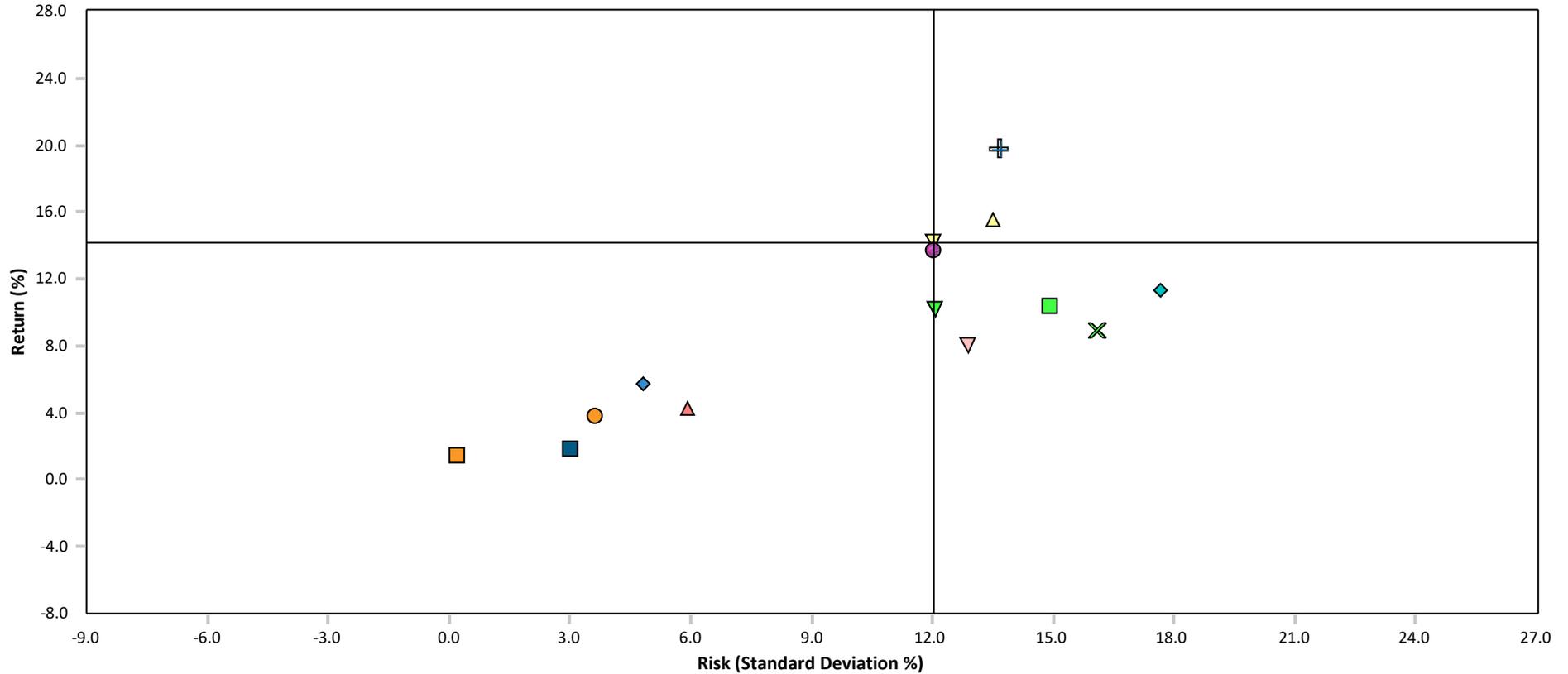
Source: Lipper Analytical Services or investment manager for non-mutual fund holdings.

Performance vs Risk

3 Years Ending June 30, 2019

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

Calculation based on monthly periodicity.



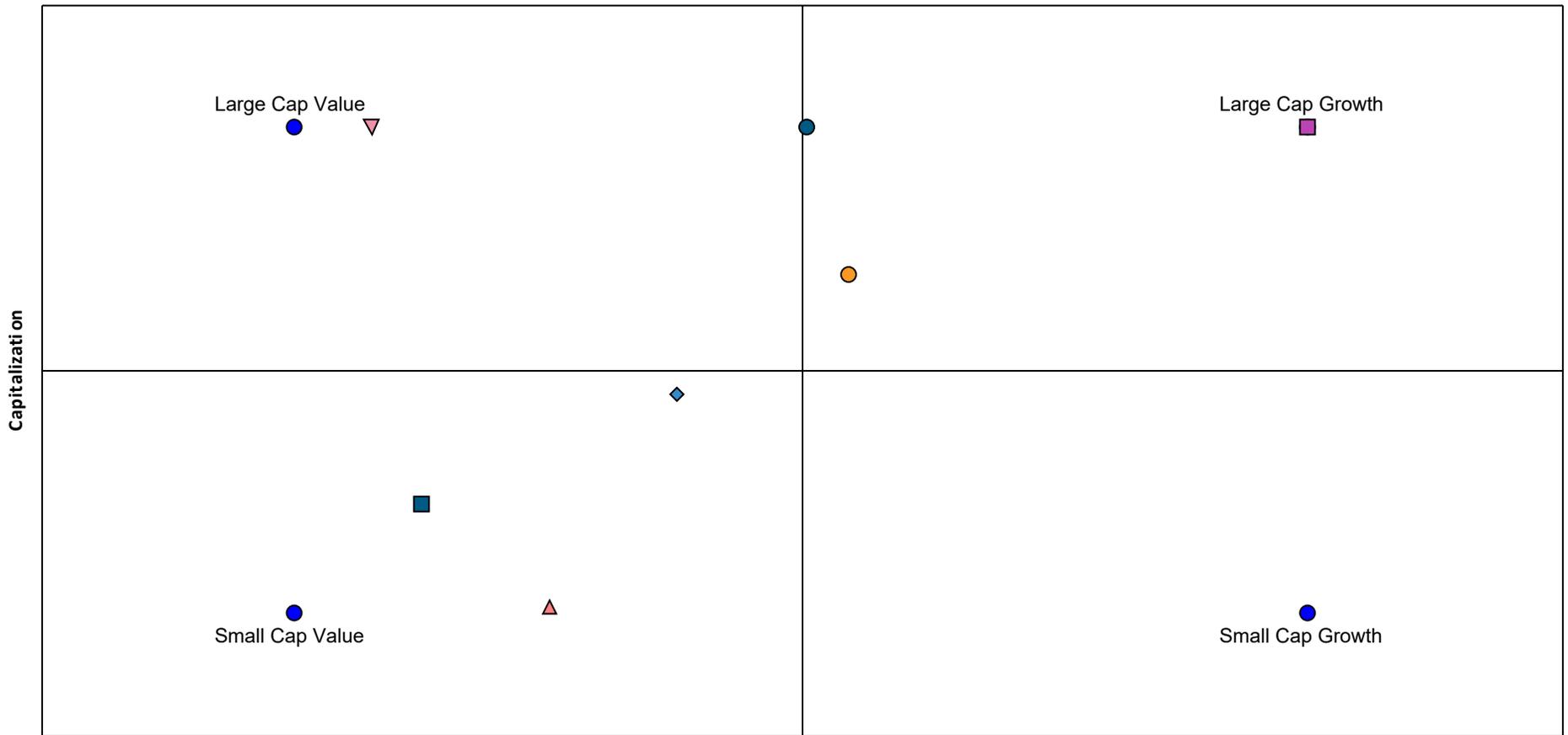
- BNY Mellon Bond Market Index Inv
- Western Asset Core Plus Bond FI
- ▲ Templeton Global Bond A
- ◆ T. Rowe Price Retirement Balanced R
- ▼ MFS Value Fund R3
- BNY Mellon S&P 500 Index
- ⊕ T. Rowe Price Growth Stock R
- ✕ AllianceBern Discovery Value A
- BNY Mellon MidCap Index
- ▲ Eaton Vance Atlanta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

Performance Statistics

Average Style Exposure

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

Style Map(03/01/15 - 06/30/19)



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

Manager Commentary

As of June 30, 2019

Manager	Manager Status	Comments
General Account	Maintain	2Q 2019 - Commentary not available at time of report production.
BNY Mellon Bond Market Index Inv	Maintain	In accordance with its objective, the BNY Mellon Bond Market Index Fund sufficiently tracked its index during the quarter.
Western Asset Core Plus Bond FI	Maintain	2Q 2019 – The Western Asset Core Plus Bond Fund had a strong return during the quarter, outperforming the Bloomberg Barclays U.S. Aggregate Bond Index. The strategy benefited from both interest rate positioning and sector allocation. The portfolio’s longer than benchmark duration had a positive impact on relative results as interest rates fell during the period. Additionally, a preference for spread sectors, notably investment grade and high yield corporate bonds, emerging markets, and structured products, added to relative returns as spread sectors generally outperformed government bonds. The team at Western modestly trimmed the investment grade corporate bond exposure during the quarter on the back of strong performance and also added modestly to TIPS. The portfolio’s duration remains longer than the benchmark, ending the quarter at approximately 6.2 years.
Templeton Global Bond A	Maintain	2Q 2019 – The Templeton Global Bond Fund rose during the second quarter but underperformed its benchmark, the FTSE WGBI. Escalating trade tensions between the U.S. and China led to a broad resurgence in global risk aversion in the period causing sovereign bond yields around the world to notably decline. Amid this market environment, the fund’s negative duration exposure to U.S. Treasuries detracted from absolute performance as the yield on the 10-year note declined 40 basis points during the quarter to finish at its lowest level since November 2016. In addition, the portfolio’s net-negative position in the euro moderately detracted as the U.S. dollar depreciated against most foreign currencies. In contrast, the biggest contributor to absolute performance was the portfolio’s exposure to Brazilian duration as well as the Brazilian real. Looking forward, the team believes U.S. growth is likely to moderate from its 2018 pace but remain at or above potential in 2019, and they do not see economic conditions that indicate an imminent recession, or that justify rate cuts.
T. Rowe Price Retirement Balanced R	Maintain	2Q 2019 – The T. Rowe Price Retirement Balanced fund produced a positive absolute return during the second quarter, amid high levels of market volatility, particularly within the month of May. The Retirement Balanced Fund is a standalone product from the target date glide path and maintains a static allocation of approximately 40% equities and 60% bonds. Within fixed income, exposure to corporates and emerging markets debt was additive, as the demand for yield persisted.

Manager Commentary

As of June 30, 2019

Manager	Manager Status	Comments
MFS Value Fund R3	Maintain	2Q 2019 - The MFS Value Fund outperformed the Russell 1000 Value Index in the second quarter. After posting strong returns in the first quarter of 2019, the US equity market continued to climb during the second quarter: the S&P 500 Index reached an all-time high in late June and ended the first half of the year up 19%. Sector allocations were the primary driver of the Fund's outperformance this quarter due to an overweight position in financials and an underweight position in energy. Financials was the best performing sector in the benchmark during the quarter while energy was the worst. The price of crude oil was volatile throughout the quarter as concerns about global growth and increased US stockpiles weighed on the commodity. An overweight position in industrials also helped as the sector's performance has rebounded this year after a challenging 2018. Stock selection also contributed to results during the quarter led by holdings in the healthcare and technology sectors. Conversely, holdings in the consumer staples sector weighed on returns.
BNY Mellon S&P 500 Index	Maintain	In accordance with its objective, the BNY Mellon S&P 500 Index Fund sufficiently tracked its index during the quarter.
T. Rowe Price Growth Stock R	Maintain	2Q 2019 – The T. Rowe Price Growth Stock Fund generated a positive return during the second quarter but trailed the Russell 1000 Growth Index. Domestic equities ended a quarter of choppiness in positive territory, rallying in the concluding month on the back of a temporary halt to further tariff hikes, as well as indications of a more accommodative Fed in the back half of 2019. From a sector standpoint, technology continued to be a standout performer, while financials was also a top segment of the index. Growth continued its recent dominance over value, while high quality stocks, as rated by S&P, also outperformed. Against this backdrop, underperformance was largely the result of weakness in health care and financials, while strength in consumer discretionary was additive. Within health care, the portfolio was hindered by both an overweight stake and adverse stock picks. Biotech names in particular struggled as drug prices became a main topic of political rhetoric ahead of the 2020 election. The top detractor in the space was Intuitive Surgical. Financials was a challenge for the portfolio as well, with Charles Schwab coming under pressure given indications of a cut in rates negatively impacting their net interest margins. On the positive side, favorable picks within consumer discretionary added value, with notable strength in autos and multiline retail industries. Among top contributors from the group were stakes in Dollarama and Ferrari.
AllianceBern Discovery Value A	Maintain	2Q 2019 - The Alliance Bernstein Discovery Value Fund outperformed the Russell 2500 Value Index in the second quarter. The US equity market ended the quarter higher - posting the best first half since 1997. Small capitalization stocks underperformed large caps during the quarter while growth outpaced value across all size segments as concerns over slowing economic rewarded the style. Security selection was a contributor to the Fund's outperformance this quarter, while sector allocation detracted. Negative security selection in communication services and industrials was more than offset by positive security selection in consumer discretionary, financials and utilities. Regarding sector allocation, an overweight to technology contributed to returns but this was more than offset by overweights to energy and consumer staples, the two worst performing sectors in the benchmark this quarter.

Manager Commentary

As of June 30, 2019

Manager	Manager Status	Comments
BNY Mellon MidCap Index	Maintain	In accordance with its objective, the BNY Mellon Midcap Index Fund sufficiently tracked its index during the quarter.
Eaton Vance Atlanta Capital SMID-Cap A	Maintain	2Q 2019 – The Eaton Vance Atlanta Capital Smid Cap Fund produced a positive absolute return during the second quarter and outpaced the Russell 2500 Growth Index. Domestic equity markets endured a period of heightened volatility as the trade war with China continued to drive investor sentiment. Equities turned broadly negative during May after a back and forth raising of tariffs between the US and China, only to rally sharply in June as an agreement was reached to temporarily pause further import taxes while sides attempt to come to a resolution. June equity performance was further bolstered by signals the Federal Reserve will be cutting short term interest rates in the coming months as economic growth metrics appear to be slowing. The portfolio performed well in this environment, as it's focus on high quality companies (consistent earnings growers, as rated by S&P) was a tailwind amid the choppiness. Regarding attribution, outperformance was broad based across most sectors, with only real estate having a modestly negative impact. Notable areas of strength included favorable selection within technology, consumer discretionary and health care. Top contributors included stakes in Manhattan Associates, in tech, and Aramark, in consumer discretionary. In health care, an avoidance of unprofitable biotech names was beneficial, as these stocks generally lagged, hampered by political rhetoric around drug pricing that resurfaced in the period.
BNY Mellon Small Cap Stock Index	Maintain	In accordance with its objective, the BNY Mellon Small Cap Stock Index Fund sufficiently tracked its index during the quarter.
Hartford International Opportunities HLS IA	Maintain	2Q 2019 – The Hartford International Opportunities Fund rose during the second quarter and outperformed its benchmark, the MSCI ACW ex-US Index, as international equity markets in aggregate advanced for the period despite heightened levels of volatility. Non-U.S. stocks opened the quarter on a good note, only to give all the gains back in May as U.S./China trade negotiations deteriorated, and then rebounded again in June as trade tensions eased and dovish central bank rhetoric and policy bolstered global markets. The fund followed up its strong start to the year with another good quarter of outperformance that was driven by positive stock selection in the consumer discretionary and communication services sectors. The portfolio's positions in Ferrari, adidas, Cellnex Telecom, and China Tower were its top contributors for the quarter. These gains were partially offset by weak stock selection in the information technology and energy sectors, which were hampered by holdings in Hangzhou Hikvision and EnCana. In addition, sector allocation effects were modestly negative, which was primarily attributable to the portfolio's overweight to real estate. The Fund is sub-advised by Wellington Management.

Manager Commentary

As of June 30, 2019

Manager	Manager Status	Comments
T. Rowe Price Retirement Funds	Maintain	2Q 2019 – The T. Rowe Price Retirement Funds produced positive absolute returns across all vintages during the second quarter, and performed well relative to peers, but did modestly lag their composite indices for the period. Equity markets rose during the second quarter, but not without volatility. A tactical underweight to equities was a headwind during the quarter as the team still views stocks as less favorable currently due to valuations and the late stage of the economic cycle. Security selection was generally additive during the period, particularly within domestic large cap value, mid cap growth, and high yield. Bond markets generally produced positive returns as interest rates fell amid growing expectations for a rate cut in 2019. Within fixed income, the core bond holding modestly outpaced the Barclays Aggregate Index for the quarter, though some out of benchmark exposures to diversifying fixed income sectors weighed on relative performance. Real assets exposure was also a relative detractor as the asset class generally lagged equities, but the dedicated long-term U.S. Treasuries exposure was additive as interest rates fell.

VRU Code (internal use only): 024

Risk/Return Spectrum

Stable Value/ Money Market	Bond	Asset Allocation/ Balanced	Large Cap	Mid Cap	Small Cap	International/ Global	Specialty
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The objective of this investment option is to maintain a competitive fixed interest rate and a minimum guaranteed rate of return. The general account of Hartford Life Insurance Company is guaranteed by the Hartford's claims paying ability. Hartford's General Account is primarily invested in investment grade fixed income securities.

Contract values held in the General Account will be accounted for on a non-unitized basis.

If the Plan offers a money market fund or other competing fund, direct transfers between competing funds are not permitted and amounts transferred to a non-competing fund must remain in the non-competing fund for at least three months.

Hartford Life Insurance Company (also referred to as "Hartford") offers competitive credited rates on current contributions, as well as on contributions made in prior years. The General Account is not a mutual fund. It is an investment choice available through a group variable contract. The General Account investment choice is part of Hartford's general account that includes other company assets. General Account rates are guaranteed by the claims-paying ability of Hartford Life Insurance Company.

Hartford credits interest on contributions made to the General Account at a rate declared for the calendar quarter in which they are received. Hartford guarantees the declared interest rate applicable to any quarter to the end of the year in which the rate was applied. Hartford may change the declared interest rate applicable to contributions made for any subsequent quarter at its discretion. For each subsequent calendar year, Hartford Life Insurance Company will credit assets in the General Account at a rate guaranteed for the entire calendar year (the "Guaranteed Interest Rate"). The Guaranteed Interest Rate for a calendar year will be determined at the end of the preceding calendar year and will never be less than the minimum interest rate specified in the contract. Hartford may, from time to time, credit interest rates in excess of the Guaranteed Interest Rate.

Contract guarantees, including any credited rate of interest or annuity payout rates, are backed by the claims-paying ability of the issuing company, Hartford Life Insurance Company.

Investors should carefully consider investment objectives, risks, charges and expenses. This and other important information is contained in the fund prospectus and summary prospectus (if available), which can be obtained from the funds website or by calling [1-800-637-6444/tel:+1-800-272-2216], and should be read carefully before investing. The investment is not FDIC-insured, may lose value and is not guaranteed by a bank or other financial institution.

Processing and publication dates vary by fund company resulting in potential variations in "as of" dates. Information contained herein is subject to change at any time, and may vary based on underlying fund and/or share class considerations (if applicable). Certain sections, if shown, may not add up to 100% due to rounding.

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RS-37175-01.

Glossary

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

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

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

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

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

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

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

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

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

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

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

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

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

Data Source Acknowledgements, Links and Disclaimers

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Investment Policy Statement

Investment Policy Statement Review¹



A Defined Contribution Plan Investment Policy Statement provides an important step in establishing the FIDUCIARY TRAIL™.

- A well-written IPS is broad enough to allow flexibility but detailed enough to provide appropriate oversight.
- The essential attributes of an effective IPS are outlined below:

- Clearly articulates the Plan’s objective to provide a diversified selection of investment options for participants
- Defines the duties and responsibilities of all parties involved
- Defines the investment vehicles that will be made available to plan participants
- Establishes policies and procedures for investment selection, performance monitoring, and evaluation
- Indicates the plan sponsor’s intent to comply with 404(c) for participant directed plans²
- Indicates the sponsor’s intent to comply with QDIA safe harbor regulations for participant directed plans²

¹ FIA is not a law firm and does not provide legal advice

² Where applicable for plans subject to ERISA

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

I. PLAN DESCRIPTION

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

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

II. PURPOSE OF THE INVESTMENT POLICY STATEMENT

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

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

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

III. INVESTMENT OBJECTIVES

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

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

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

IV. ROLES AND RESPONSIBILITIES

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

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

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

V. SELECTION OF INVESTMENT OPTIONS

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

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

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

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

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

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

VI. INVESTMENT MONITORING AND REPORTING

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

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

Watch list criteria may include the following:

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

VII. TERMINATION OF AN INVESTMENT OPTION

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

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

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

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

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

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

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

VIII. PARTICIPANT EDUCATION AND COMMUNICATION

The Plan will communicate to employees that:

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

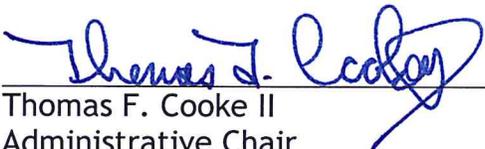
IX. COORDINATION WITH THE PLAN DOCUMENT

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

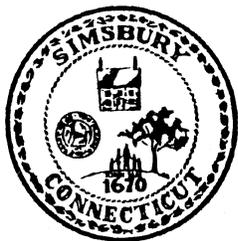
X. APPROVAL

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

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



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



Town of Simsbury

933 HOPMEADOW STREET ~ SIMSBURY, CONNECTICUT 06070

To: Retirement Plan Sub-Committee
From: Amy Meriwether, Finance Director
CC: Maria Capriola, Town Manager; Melissa Appleby, Deputy Town Manager
Date: August 22, 2019
Re: Defined Contribution Pension Plan and Deferred Compensation Plan RFQ

On February 6, 2019, the Retirement Plan Sub-Committee directed the Town's pension investment advisors, Fiduciary Investment Advisors (FIA), to conduct a request for information (RFI) for recordkeeping services for the Town's defined contribution and deferred compensation pension plans. The results of the RFI were presented to the Retirement Plan Sub-Committee on May 1, 2019. Based on the results, it appears the Town's participating employees will achieve cost savings by changing service providers. FIA is willing to conduct a formal Request for Qualifications (RFQ) at a cost of \$10,000. The Retirement Plan Sub-Committee moved to recommend to the Board of Finance that an RFQ be conducted for recordkeeping services related to the Town's defined contribution and deferred compensation pension plans. The decision as to whether to conduct the RFQ in house or have FIA conduct the RFQ at a cost of \$10,000 would be left to the discretion of the Board of Finance.

The Retirement Plan Sub-Committee's recommendation was presented to the Board of Finance at their special meeting on July 30, 2019. The Board of Finance requested additional information related to the project including participant counts, estimated participant savings and inquiry to Mass Mutual as to whether they would allow participant forfeiture funds to be utilized to conduct the RFQ. Below is a breakdown of the requested information by the Board of Finance:

- ✓ # of participants in the 401a plan – 96
- ✓ # of participants in the 457 plan – 151
- ✓ Total Plan Participants – 247

Based on the information presented by FIA, participants pay the least fees when there are proprietary investment requirements. Below is a breakdown of all firms and their lowest fees with proprietary investment requirements and represents the LEAST amount of savings for combined participants.

MassMutual (Current Provider): \$181 per participant or \$44,707/year for all Plan Participants

Empower: \$66 per participant or \$16,302/year for all Plan Participants; Savings of \$28,405/year

Lincoln: \$82 per participant or \$20,254/year for all Plan Participants; Savings of \$24,453/year

Voya: \$87 per participant or \$21,489/year for all Plan Participants; Savings of \$23,218/year

Lastly, FIA has reached out to MassMutual regarding the ability to utilize Town's forfeiture account as a means to fund the RFQ process. MassMutual has confirmed they would allow the funds included in the Town's forfeiture account to pay for the RFQ process.

All information supplied above will be presented to the Board of Finance at their next regular meeting on September 17, 2019.