



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

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Retirement Plan Sub-Committee
Tuesday, February 7, 2023 at 8:00 A.M.

REGULAR MEETING AGENDA

- I. Call to Order
- II. Review of Minutes
 - a) December 5, 2022
- III. Pensions Plans & OPEB Trust Fourth Quarter 2022 Performance Reviews and Fiduciary Governance Update
- IV. Defined Contribution Plans Fourth Quarter 2022 Performance Reviews and Fiduciary Governance Update
- V. Adjourn



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Retirement Plan Sub-Committee Regular Meeting Minutes

Monday, December 5, 2022 at 8:00 a.m.
Via Zoom video conference

I. Call to Order

The meeting was called to order at 8:01 a.m. by Derek Peterson. Sub-Committee members Brian Watson, Amber Abbuhl, Tom Potter, Todd Burrick, and Bert Helfand were present. Amy Meriwether, Finance Director, Maria Capriola, Town Manager, and Melissa Appleby, Deputy Town Manager, were present from Town staff. Chris Kachmar and Tyler Polk were present for Fiducient Advisors. Others in attendance included Board of Finance member Lisa Heavner.

II. Housekeeping

a) Appointment of Chair for 2023

b) Appointment of Vice Chair for 2023

Mr. Helfand made a motion to appoint Mr. Peterson as chair and Mr. Askham as vice chair for 2023. Mr. Burrick seconded the motion. All were in favor and the motion passed unanimously.

c) 2023 Regular Meeting Schedule

Ms. Abbuhl made a motion to accept the meeting schedule as presented. Mr. Helfand seconded the motion. All were in favor and the motion passed unanimously.

III. Review of Minutes

a) September 6, 2022

The meeting minutes of September 6, 2022 were approved as presented by consensus.

IV. Pensions Plans & OPEB Trust Third Quarter 2022 Performance Reviews and Fiduciary Governance Update

Mr. Kachmar provided a capital markets update and reviewed the DB & OPEB portfolio updates as presented in the document entitled "Town of Simsbury Retirement Plans, Performance Summary – Third Quarter 2022." He stated that the quarter was difficult for fixed income as interest rates moved higher, though equities delivered strong returns. He said that commodities and real assets also saw gains. Mr. Kachmar described the current inflationary environment, and the federal government's attempts to combat this by increasing interest rates. He said that uncertainty around economic growth has led to market volatility and may signal a recession in the coming year.

Mr. Kachmar reviewed the performance and updated balances for the Town, Police, and Board of Education plans as presented on pages 7-12 and 34-40; all plans are performing in line with

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8:30 - 1:00 Friday

the benchmarks. He also reviewed the performance and updated balances for the OPEB trust as presented on pages 13-14 and 44-46; OPEB is also performing in line with the benchmark.

a) ESG/DEI Summary

Mr. Kachmar stated that they took the roster mutual funds for the pension plan and developed a framework. The general takeaway is that most of the managers to some degree are integrating some aspect of ESG into their portfolio construction. His suggestion to the committee is over time (maybe every other quarter) they update this analysis and provide it for the record

V. Defined Contribution Plans Third Quarter 2022 Performance Review and Fiduciary Governance Update

Mr. Polk noted that the third quarter is the “participant focused” quarter. He shared the Town’s 457 Plan At a Glance, sharing what the typical number of investment options and plan design offerings are for the Town’s plan. They are seeing more and more plans offering Auto Features, which allow for someone to have to opt out of the plan versus opt in. He finds in the municipal space that a shift to an automatic feature requires discussions from a bargaining standpoint; there are no recommendations from a plan design standpoint. Mr. Polk said the Senate is looking at two bills regarding the Secure Act, although how they will impact the 457 plan or 401(a) plan is still yet to be determined. The Department of Labor’s Cybersecurity Guidance was discussed, including best practices for what a record keeper should be doing. Mr. Polk said they provided a cyber security questionnaire to MissionSquare that complies with the DOL’s best practices. They have no concerns about the responses.

On page 54, participant education, advice review and levels of engagement were discussed. Mr. Polk asked if there have been inquiries around further employee engagement with the participant base. Mr. Peterson stated not to his knowledge but he would ask Ms. Meriwether or the Town Manager if they have heard anything about interest in learning more. Mr. Peterson stated that the Town is working on upgraded cyber security systems but it might be worthwhile to have them look at the best practices on what they are either in the process of or have recently implemented. On page 56, the asset allocation was discussed. Mr. Polk pointed to a decrease to the 457 plan, a total of around 13.2 million bulk of the assets still in that plus fund as well as the Fidelity 500 Index and then the target date funds which rounds out the third highest investment. The manager performance on page 60 was discussed, including some activity with respect to some of the gross mutual funds for T. Rowe where prices have struggled over the last year. On page 63 and page 64, all the funds are currently on maintain, they don’t recommend any changes to the defined contribution investment options.

VI. Adjourn

Mr. Peterson made a motion to adjourn the meeting. Ms. Abbuhl seconded the motion. The motion passed with all in favor. The meeting adjourned at 9:11 a.m.

Respectfully submitted,
Heather Taylor
Commission Clerk



Town of Simsbury Retirement Plans

Performance Summary - Fourth Quarter 2022

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



Fiducient Advisors Update



Retirement Plans

Featured Insights

- Webcast: Current Trends in Target Date Fund Litigation
- Blog: Final Rule Grants Fiduciaries Greater Flexibility When Considering ESG Options

Coming Soon

- Plan Sponsor Newsletter
- Pension Healthcare Webcast



Endowments & Foundations

Featured Insights

- Nonprofit Investment Stewards Podcast

Coming Soon

- Steward Newsletter
- Mission-Aligned Investing Update



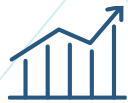
The Wealth Office®

Featured Insights

- 10 Planning Opportunities to Consider Before Year-End
- Blog: Cozy Up to a Good Book

Coming Soon

- Financial Planning Considerations Paper
- Financial Planning Webcast



Research Insights

- Monthly Market Recaps
- Monthly Market Updates
 - *A Pivot to Pause* – November
 - *Bear Hunting* – October
- *2023 Outlook – Goodbye TINA (there is no alternative)*
- Blog: FTX – Lessons Learned from a Lack of Due Diligence
- Webcast: Fiducient Speaker Series with Greg Valliere
- Video: Third Quarter 2022 Update

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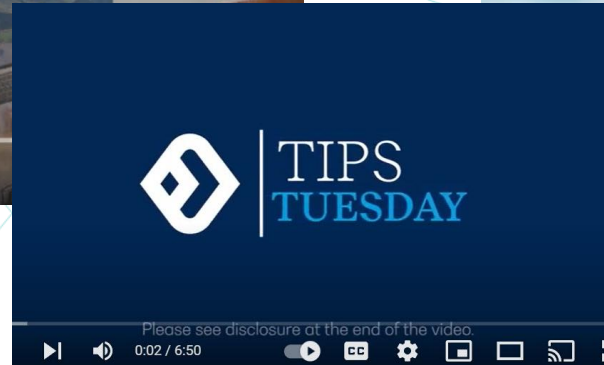
<https://book.passkey.com/event/50425437/owner/251/home>



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2022 New Associates – Welcome!

- Ikbir Bassi, Performance Analyst
- Ian Bradley, Senior Research Associate
- Lori Cahill, Finance Billing Specialist
- Celina Cheng, Performance Analyst
- Owen Graham, Performance Analyst
- Federico Lascano, Research Analyst
- Marycarmen Nevarez, Consultant
- Hamza Rangwala, Client Service Associate, The Wealth Office®
- Louis Ressler, Senior Consultant
- Colin Schorsch, Consulting Analyst
- Marc Seskin, Marketing Associate
- Krishma Sharma, Consulting Analyst, The Wealth Office®
- Michael Shevlin, Senior Accountant
- Eric Stanley, Data Operations Analyst
- Joel Urbina, Consulting Analyst

Table of Contents



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



Section 1 Quarterly Capital Markets Overview

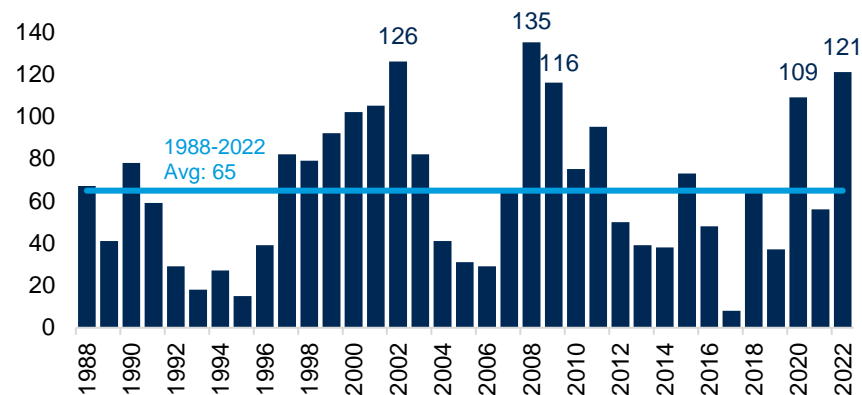


Market Themes

1. High inflation, which catalyzed the Fed's hike campaign, fears of recession and geopolitical risks all contributed to the elevated volatility environment in 2022. We expect volatility to persist in 2023 and the abnormally low volatility regime of the last decade may be over.
2. Returns in 2022 were driven by multiple compression, which typically precede earnings declines in the business cycle. While difficult to call the bottom, we believe we are closer to the bear market end rather than the beginning.
3. The Bloomberg Agg Bond Index had its worst year on record, but the pain from falling prices pushed yields to levels not seen in nearly 15 years making prospective fixed income returns more compelling.

Number Of Days With S&P 500 Return At Least +/- 1%

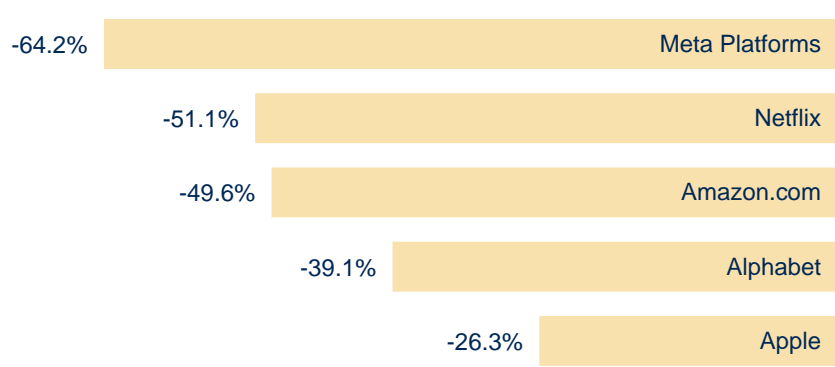
The S&P 500 had the most days of moving at least +/- one percent since the global financial crisis in 2008.



Sources: Fiducient Advisors analysis, Morningstar Direct. As of December 31, 2022.

FAANG Stocks Performance 2022

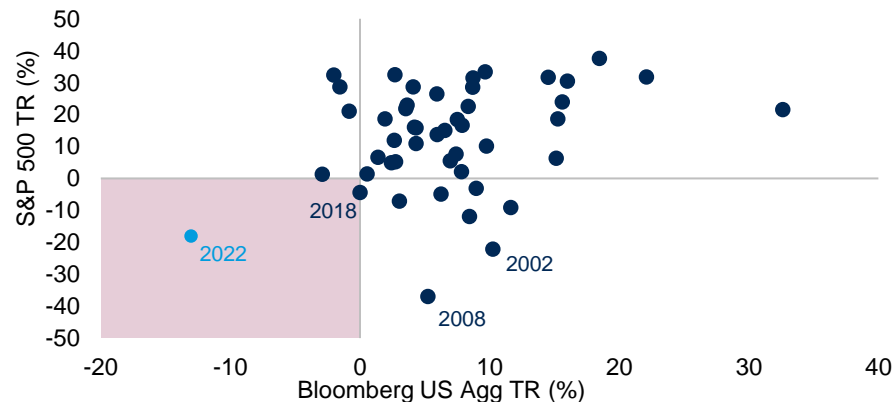
Multiple compression has been the driver of performance this year for equities and many higher P/E stocks have re-rated materially lower. The S&P 500 has seen modest earnings growth this year, however, if the energy component is removed, earnings for the S&P 500 are expected to decline by 1.8 percent in 2022.



Sources: Morningstar Direct, FactSet. As of December 31, 2022.

Nowhere To Hide In 2022 – Equity vs. Fixed Income Returns

2022 was the first year on record where both the Bloomberg Agg and S&P 500 indices experienced negative returns. The traditional diversification benefits of fixed income were muted in 2022, but with interest rates higher we expect this paradigm to revert to historical norms.



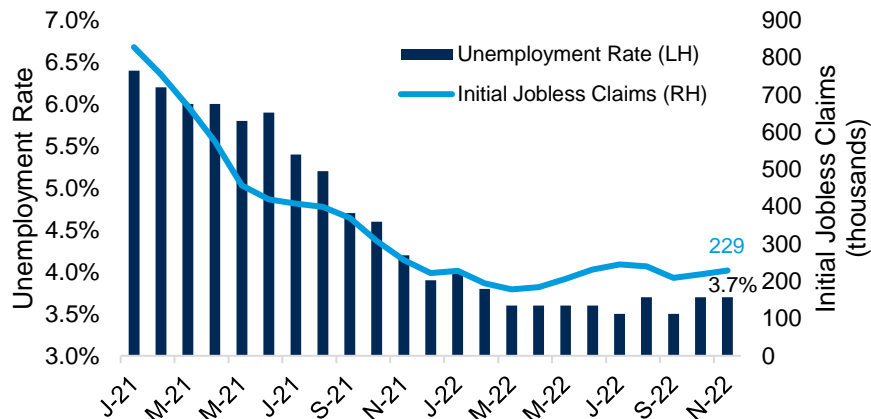
Source: Morningstar Direct. Calendar year data 1976 to 2022.



Economic Review

Tight Labor Market

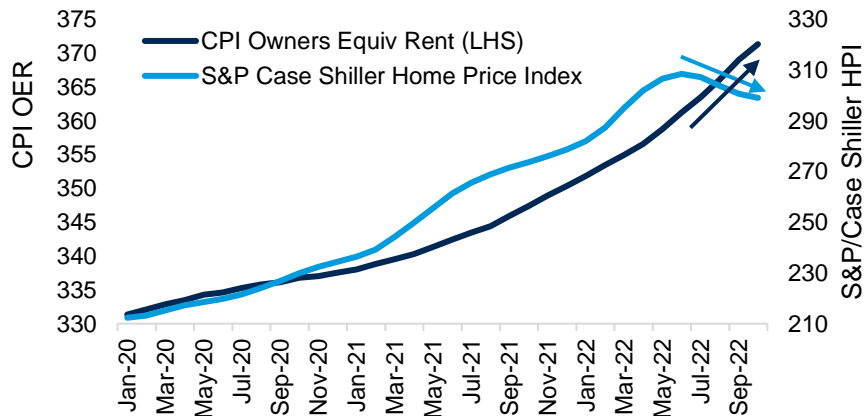
The U.S. labor market has been resilient, providing a solid foundation for the U.S. consumer, the backbone of the economy. However, strong labor data may support further Fed action in its effort to combat elevated inflation.



Sources: FactSet, DOL. As of November 30, 2022.

Will Rents Follow Home Prices?

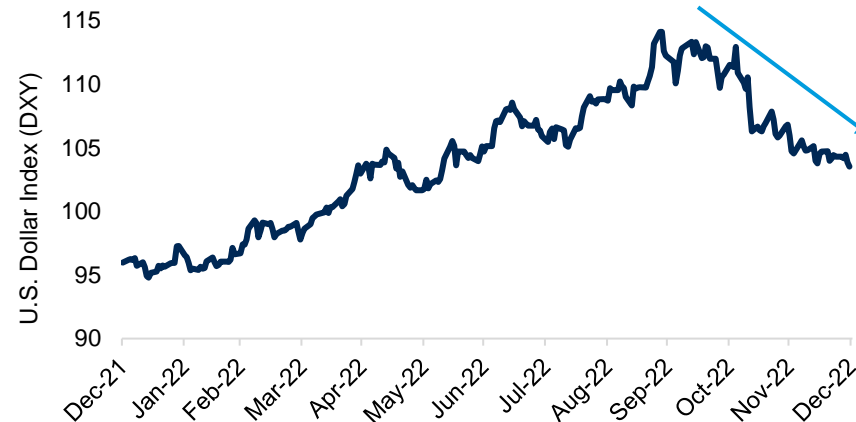
Tighter financial conditions have led to higher mortgages rates and subsequently lower home prices. However, owners equivalent rent, one of the primary components of CPI, has yet to show signs of slowing.



Sources: FactSet, BLS, S&P/Case Shiller. As of October 31, 2022

U.S. Dollar Falls of Recent Highs

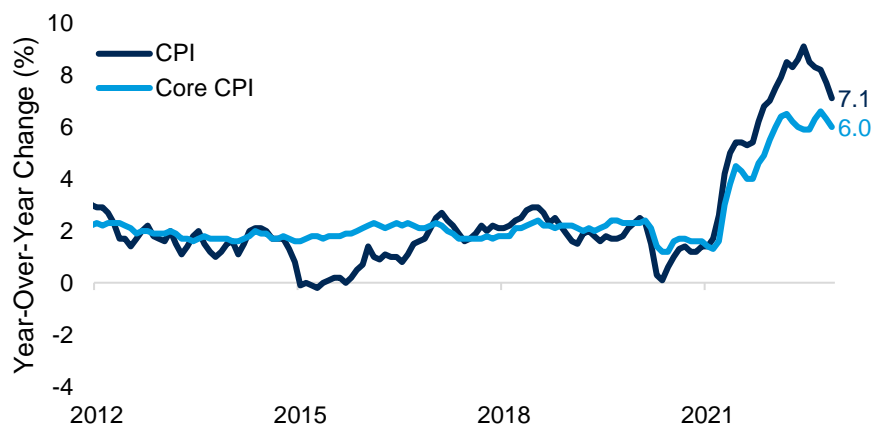
Softening inflation in the U.S., expectations for less hawkish Fed actions, and the BOJ shifting its yield curve control target higher led to a weakening U.S. dollar late in the year; DXY declined 7.7 percent in the fourth quarter.



Source: FactSet. As of December 31, 2022

U.S. Inflation

Inflation is trending lower. Fed policy impacts prices on a lagged basis and we may see inflation moderate further as its actions work through the system. The shelter component remains a driving factor as rents remain elevated.

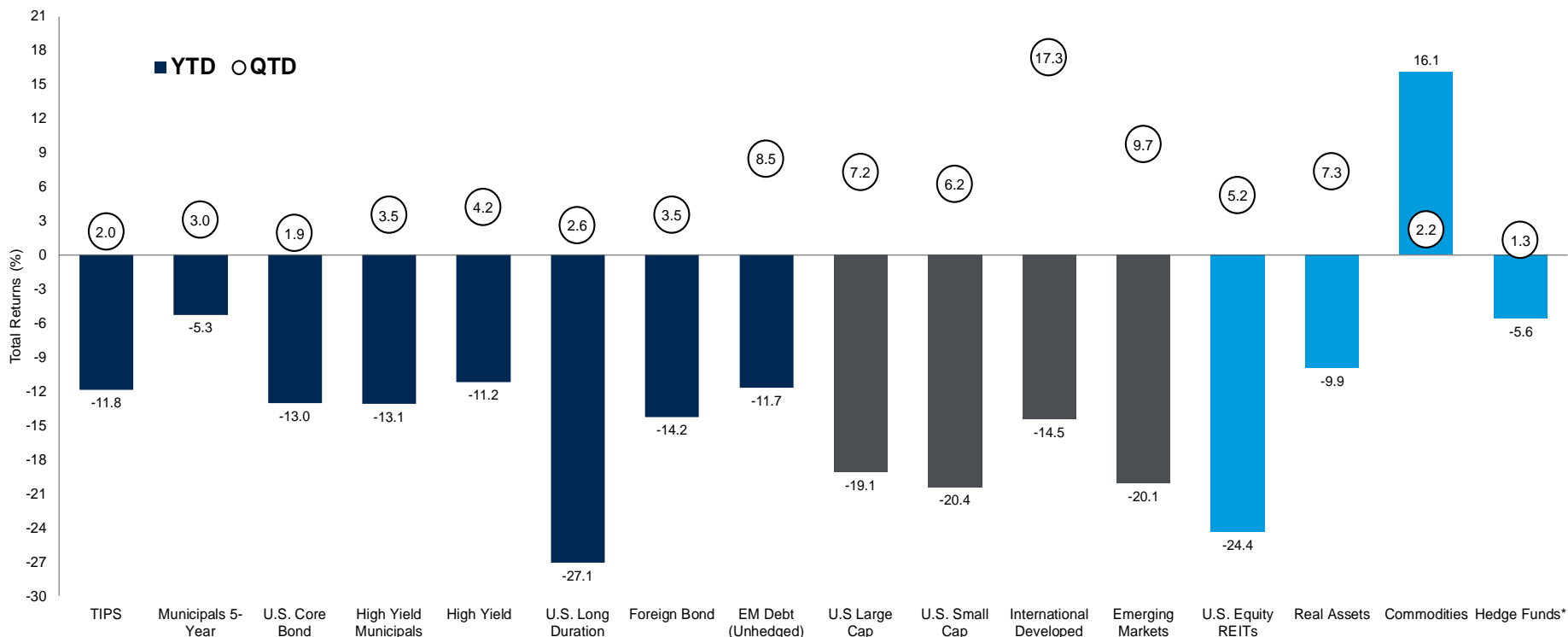


Sources: FactSet, BLS. As of November 30, 2022.

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



Asset Class Returns



Source: Morningstar Direct. As of December 31, 2022. *Hedge fund returns as of November 30, 2022.

Fixed Income (4Q)

+ Lower inflation readings mid-quarter pushed rates lower and helped drive fixed income returns for the quarter. The Fed raised rates by 50 basis points in December, marking its seventh increase of the year.

+ Spread sectors generally outpaced governments in the quarter in the risk-on environment. High yield generated favorable returns.

+ A weaker U.S. dollar and favorable news out of emerging countries, in particular China on “zero-Covid”, helped propel non-US bond prices higher.

Equity (4Q)

+ Risk assets rallied in the fourth quarter, fueled by favorable inflation prints and expectations for subdued central bank action in 2023.

+ International developed markets had a standout quarter. Notable strength came from Europe as energy price concerns diminished and a weakening U.S. dollar provided further support.

+ Clarity around China’s “zero-Covid” policy provided a tailwind for the country and subsequently the broader EM space. Mexico also performed well on the back of positive economic news.

Real Asset / Alternatives (4Q)

+ Commodity markets rose modestly in the quarter and remain the standout for the calendar year. Industrial and precious metals drove returns, while energy detracted as prices continued to moderate from post-Russia invasion peaks.

+ REITs had a strong quarter. Retail oriented and data centers were among the top contributors while residential REITs declined.

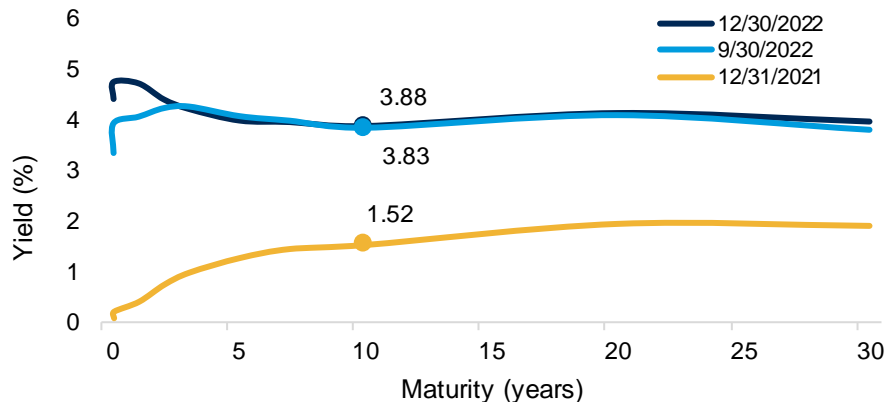
+ Hedge Funds were modestly positive in the quarter and continue to provide favorable results relative to traditional equities and fixed income.



Fixed Income Market Update

U.S. Treasury Yield Curve

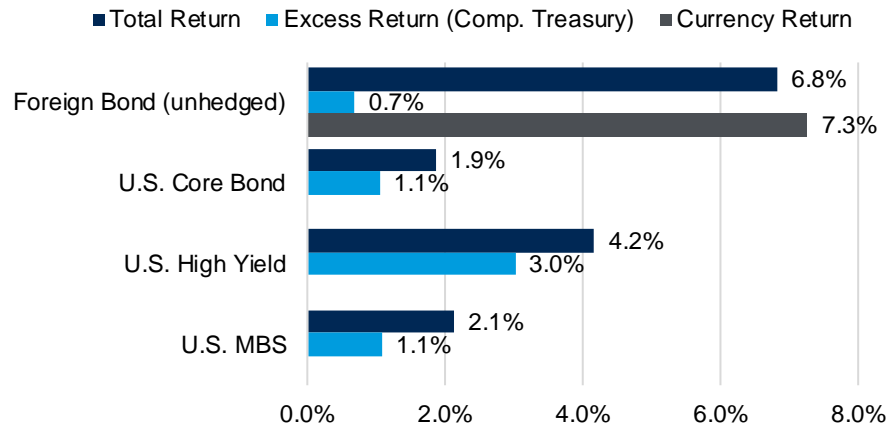
The Fed raised its target rate by 50 basis points in December, capping off the year with its seventh hike for a total of 425 basis points in 2022. Rates were volatile in the quarter as the 10-year pushed past 4.2 percent before falling below 3.7 percent and ultimately ending 5 basis points higher than it started.



Source: FactSet. As of December 30, 2022.

Index Performance Attribution (4Q 2022)

Spread sectors of the bond market outpaced Treasuries in the fourth quarter in the risk-on environment. A falling U.S. dollar against major currencies proved to be beneficial for non-U.S. bonds.



Source: FactSet. As of December 30, 2022.

Corporate Market Spreads – Trailing 5 Years

Corporate credit spreads were tighter during the fourth quarter. Investment grade spreads compressed 34 basis points while high yield spreads were 92 basis points lower. Risk-on sentiment helped fuel the sector. Additionally, limited issuance in both quality segments provided a technical tailwind.



Source: FactSet. As of December 30, 2022.

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

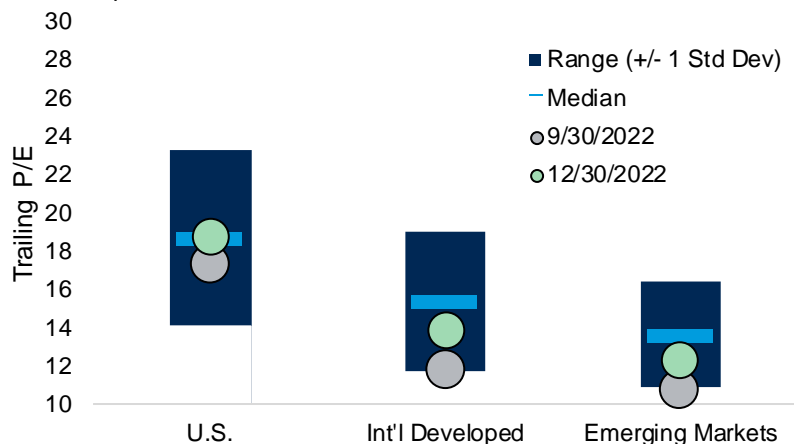
Indices cannot be invested in directly.



Equity Market Update

Equity Valuations (Trailing PE – Last 15 Years)

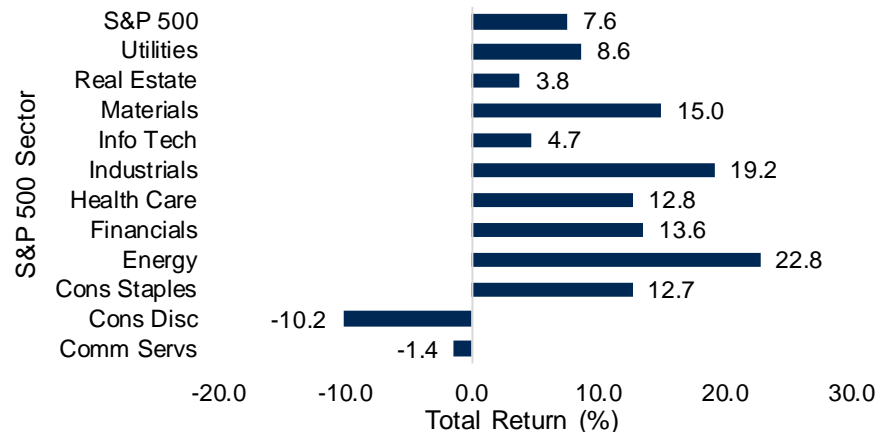
Positive equity markets in the fourth quarter shifted valuations slightly higher as earnings ticked lower. International markets look more attractive on a relative basis compared to the U.S.



Source: FactSet. As of December 30, 2022.

U.S. Equities – Return by Sector (4Q 2022)

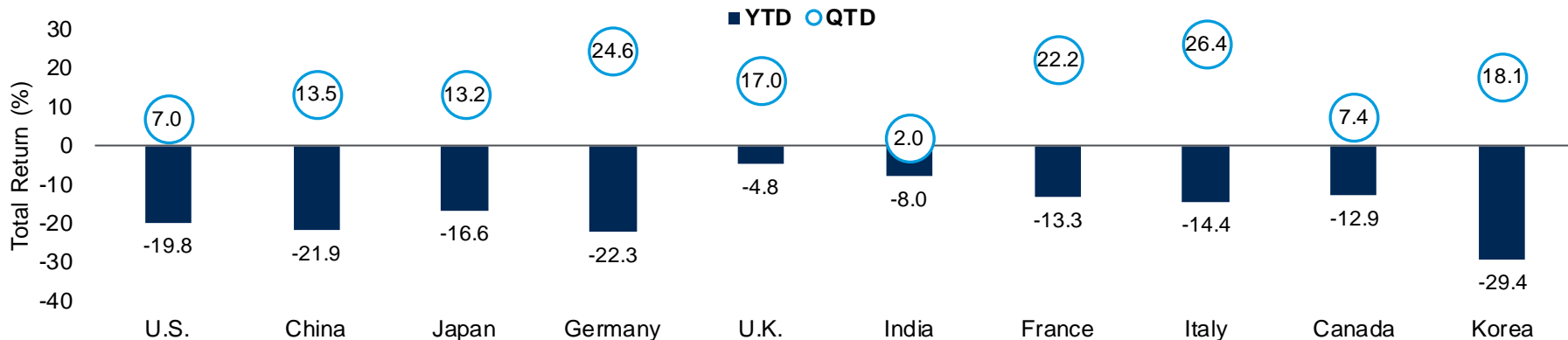
U.S. equities were broadly positive on the back of softening inflation data and the prospect of less aggressive Fed policy action in 2023. However, Amazon and Tesla, down over 20% and 50%, respectively, drove consumer discretionary lower.



Source: Morningstar Direct. As of December 31, 2022.

Country Total Returns (%) – Top 10 Largest Economies

Equity markets around the globe benefited from the risk-on investor sentiment in the fourth quarter. A host of factors fueled strength across regions. The U.K. market jumped following the replacement of Prime Minister Truss and clarity around the country's budget. European countries broadly benefited as expectations for a warmer winter began to take hold and concerns about commodity prices abated. Chinese equities rallied on the reopening trade as "zero-Covid" restrictions were lifted.



Source: Morningstar Direct. As of December 31, 2022.

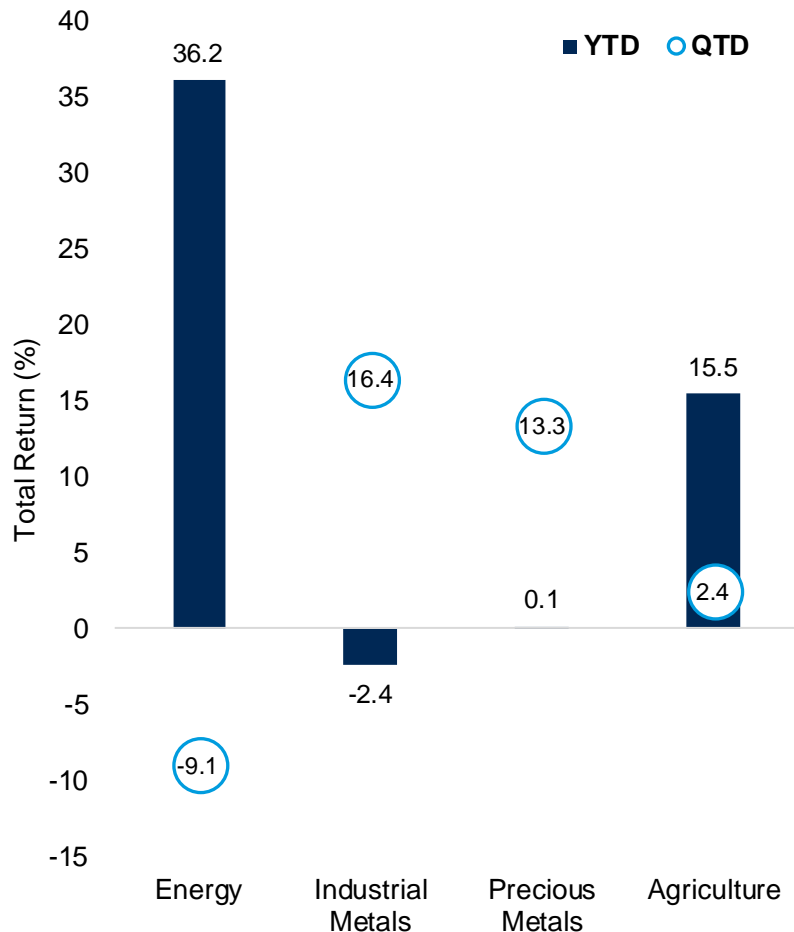
See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss. Indices cannot be invested in directly.



Real Assets Market Update

Commodity Performance

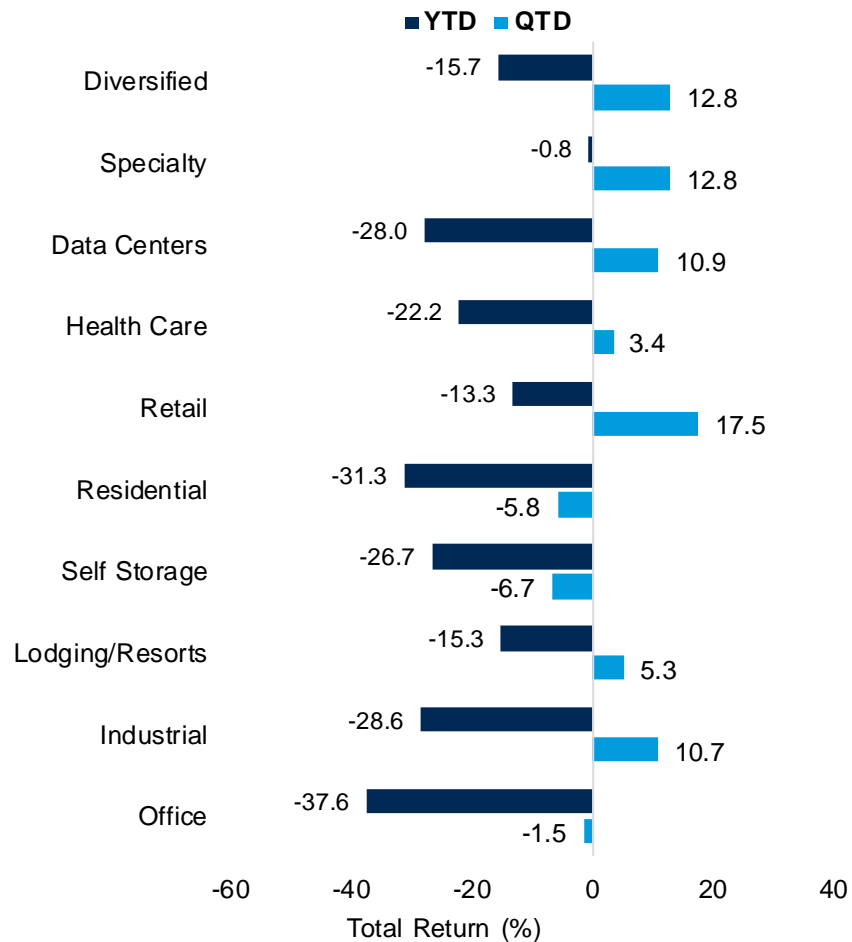
Commodities advanced during the fourth quarter, rounding out a strong year. Energy weakness was due to natural gas, whose prices retreated sharply on weaker demand from a warmer than anticipated start to the winter. Elsewhere, a weaker dollar supported industrial and precious metals.



Source: Morningstar Direct. As of December 31, 2022.

REIT Sector Performance

REITs posted their first quarterly gain in 2022, benefiting from cooler than anticipated inflation data and expectations of a subsequent easing of Fed rate hikes. The retail segment was a notable outperformer, with particular strength from regional malls.



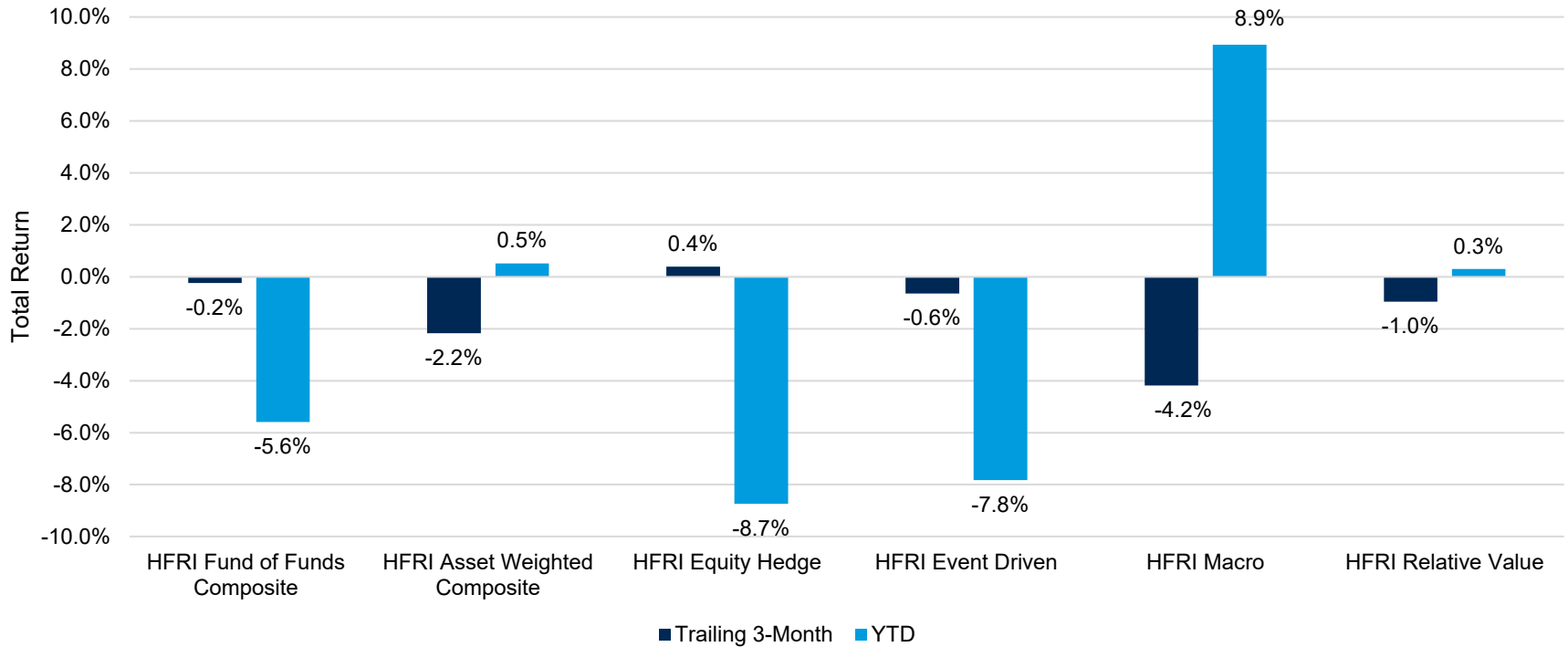
Source: Morningstar Direct. As of December 31, 2022.

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

Indices cannot be invested in directly.



Marketable Alternatives



Source: Morningstar Direct. As of November 30, 2022.

Fund of Funds / Asset Weighted (4Q)

- The HFRI Fund of Funds Composite returned -0.2% over the trailing 3-month period, keeping year-to-date returns in negative territory at -5.6%.

- The HFRI Asset Weighted Composite detracted -2.2% over the trailing 3-month period, bringing year-to-date returns to 0.5%.

+ Marketable alternatives broadly have served their purpose in portfolios, limiting drawdowns relative to equities and fixed income.

Equity Hedge / Event Driven (4Q)

+ Equity hedge strategies added slightly during the period, led by Quantitative Directional strategies.

+/- Event driven strategies detracted slightly during the period. Activist and Special Situation strategies were the largest contributors during the period while Multi Strategy and Distressed Restructuring were the largest detractors.

- Equity hedge and event driven strategies have been the largest detractors year-to-date.

Macro / Relative Value (4Q)

+/- Macro strategies were negative over the period but have still been the strongest performers year-to-date. All macro sub-strategies have generated positive returns year-to-date.

+/- Relative Value strategies returned -1.0% over the period but remain positive year-to-date. Fixed Income Sovereign strategies were the primary contributors over the period.

+ Volatility and Yield Alternatives strategies added slightly over the period, adding to strong year-to-date returns.

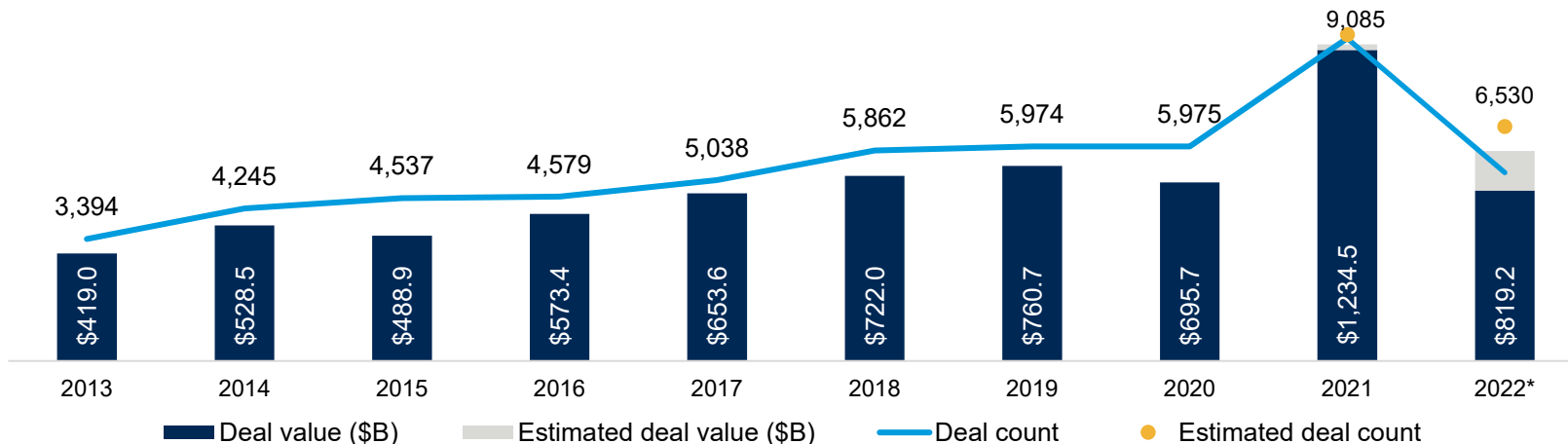
Benchmark Return Indices cannot be invested in directly. HFRI benchmarks are net of fees. Past performance does not indicate future performance and there is a possibility of a loss. See disclosures for list of indices representing each asset class.



Private Equity Market Update

U.S. Private Equity Deal Activity

U.S. Private Equity deal activity, while still high historically, moderated during the first three quarters relative to the frantic environment that consumed investors throughout 2021.



Source: Pitchbook. As of September 30, 2022.

Private Equity Performance (As of June 30, 2022)

Private equity performance was negative during the second quarter with US Growth and Venture leading the decline. Over longer time periods, performance remains strong with dispersion between asset classes normalizing in recent quarters.

Benchmark	1-YR	3-YR	5-YR	10-Y	15-Y
US Private Equity	6.7%	23.0%	20.6%	17.8%	12.6%
US Buyout Index	16.6%	24.2%	21.0%	18.5%	15.0%
US Growth Equity Index	0.4%	26.5%	24.7%	19.4%	15.1%
US Venture Capital Index	2.7%	30.5%	25.7%	19.3%	13.6%
S&P 500 Index	-10.6%	10.6%	11.3%	13.0%	8.5%

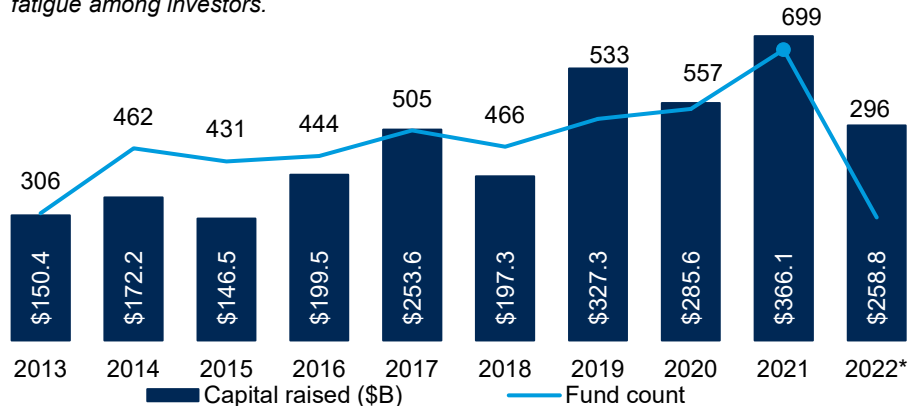
Source: Cambridge Associates. As of June 30, 2022. Returns presented as horizon pooled return, net of fees. S&P 500 Index as of June 30, 2022. Indices cannot be invested in directly.

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

Indices cannot be invested in directly.

U.S. Private Equity Fundraising Activity

The fundraising market showed signs of slowing in the second half of the year as the denominator effect and commitments from the two prior years began to create some fatigue among investors.



Source: Pitchbook. As of September 30, 2022.



The Case for Diversification

2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	10 Years (Ann)
Emerging Markets 18.2	U.S. Small Cap 38.8	U.S. Equity REITs 30.1	U.S. Equity REITs 3.2	U.S. Small Cap 21.3	Emerging Markets 37.3	High Yield Munis 4.8	U.S. Large Cap 31.5	U.S. Small Cap 20.0	U.S. Equity REITs 43.2	Commodities 16.1	U.S. Large Cap 12.4
High Yield Munis 18.1	U.S. Large Cap 32.4	High Yield Munis 13.8	Municipals 5-Year 2.4	High Yield 17.1	International Dev. 25.0	Municipals 5-Year 1.7	U.S. Equity REITs 26.0	U.S. Large Cap 18.4	Commodities 27.1	Municipals 5-Year -5.3	U.S. Small Cap 9.0
U.S. Equity REITs 18.1	International Dev. 22.8	U.S. Large Cap 13.7	High Yield Munis 1.8	U.S. Large Cap 12.0	U.S. Large Cap 21.8	Foreign Bond 0.5	U.S. Small Cap 25.5	Emerging Markets 18.3	US Large Cap 26.5	Hedge Funds -5.6	U.S. Equity REITs 6.5
International Dev. 17.3	Balanced 12.2	Core Bond 6.0	U.S. Large Cap 1.4	Commodities 11.7	EM Debt (unhedged) 15.2	Core Bond 0.0	International Dev. 22.5	TIPS 11.0	US Small Cap 14.8	High Yield -11.2	International Developed 4.7
EM Debt (unhedged) 16.9	Hedge Funds 9.0	Balanced 5.1	Core Bond 0.6	Emerging Markets 11.2	U.S. Small Cap 14.6	TIPS -1.3	Emerging Markets 18.4	Balanced 8.8	International Dev. 11.3	EM Debt (unhedged) -11.7	Balanced 4.4
U.S. Small Cap 16.3	High Yield 7.4	U.S. Small Cap 4.9	Hedge Funds -0.3	EM Debt (unhedged) 9.9	Balanced 13.6	High Yield -2.1	Balanced 17.5	International Dev. 7.8	Balanced 9.8	TIPS -11.8	High Yield 4.0
U.S. Large Cap 16.0	U.S. Equity REITs 2.5	TIPS 3.6	International Dev. -0.8	U.S. Equity REITs 8.5	High Yield Munis 9.7	Hedge Funds -4.0	High Yield 14.3	Core Bond 7.5	High Yield Munis 7.8	U.S. Core Bond -13.0	Hedge Funds 3.6
High Yield 15.8	Municipals 5-Year 0.8	Hedge Funds 3.4	TIPS -1.4	Balanced 7.6	Hedge Funds 7.8	U.S. Large Cap -4.4	EM Debt (unhedged) 13.5	Hedge Funds 7.1	TIPS 6.0	High Yield Municipals -13.1	High Yield Municipals 3.5
Balanced 11.5	Foreign Bond -1.0	Municipals 5-Year 3.2	Foreign Bond -2.3	TIPS 4.7	High Yield 7.5	U.S. Equity REITs -4.6	High Yield Munis 10.7	High Yield 7.1	Hedge Funds 5.7	Foreign Bond -14.2	Municipals 5-Year 1.5
TIPS 7.0	Core Bond -2.0	Foreign Bond 2.9	Balanced -3.3	Foreign Bond 3.2	Foreign Bond 6.5	Balanced -5.8	Core Bond 8.7	Foreign Bond 7.0	High Yield 5.3	International Developed -14.5	Emerging Markets 1.4
Foreign Bond 5.3	Emerging Markets -2.6	High Yield 2.5	U.S. Small Cap -4.4	High Yield Munis 3.0	U.S. Equity REITs 5.2	EM Debt (unhedged) -6.2	TIPS 8.4	High Yield Munis 4.9	Municipals 5-Year 0.3	Balanced -14.9	TIPS 1.1
Hedge Funds 4.8	High Yield Munis -5.5	Emerging Markets -2.2	High Yield -4.5	Core Bond 2.6	Core Bond 3.5	U.S. Small Cap -11.0	Hedge Funds 7.8	Municipals 5-Year 4.3	Core Bond -1.5	U.S. Large Cap -19.1	U.S. Core Bond 1.1
Core Bond 4.2	TIPS -8.6	International Dev. -4.9	Emerging Markets -14.9	International Dev. 1.0	Municipals 5-Year 3.1	Commodities -11.2	Commodities 7.7	EM Debt (unhedged) 2.7	Emerging Markets -2.5	Emerging Markets -20.1	Foreign Bond 0.2
Municipals 5-Year 3.0	EM Debt (unhedged) -9.0	EM Debt (unhedged) -5.7	EM Debt (unhedged) -14.9	Hedge Funds 0.5	TIPS 3.0	International Dev. -13.8	Foreign Bond 6.3	Commodities -3.1	Foreign Bond -4.2	U.S. Small Cap -20.4	Commodities -1.3
Commodities -1.1	Commodities -9.5	Commodities -17.0	Commodities -24.7	Municipals 5-Year -0.4	Commodities 1.7	Emerging Markets -14.6	Municipals 5-Year 5.4	U.S. Equity REITs -8.0	EM Debt (unhedged) -8.7	U.S. Equity REITs -24.4	EM Debt (unhedged) -2.0

Sources: Morningstar, FactSet. As of December 31, 2022. *Periods greater than one year are annualized. Total returns in U.S. dollars. Hedge Funds as of November 30, 2022.

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss. Indices cannot be invested in directly.



Financial Markets Performance

Total Return as of December 31, 2022
Periods greater than one year are annualized
All returns are in U.S. dollar terms

	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Global Fixed Income Markets								
Bloomberg 1-3-Month T-Bill	0.9%	1.5%	1.5%	0.7%	1.2%	1.0%	0.7%	0.6%
Bloomberg U.S. TIPS	2.0%	-11.8%	-11.8%	1.2%	2.1%	2.6%	1.1%	3.1%
Bloomberg Municipal Bond (5 Year)	3.0%	-5.3%	-5.3%	-0.3%	1.2%	1.3%	1.5%	2.8%
Bloomberg High Yield Municipal Bond	3.5%	-13.1%	-13.1%	-0.6%	2.6%	3.7%	3.5%	4.4%
Bloomberg U.S. Aggregate	1.9%	-13.0%	-13.0%	-2.7%	0.0%	0.9%	1.1%	2.7%
Bloomberg U.S. Corporate High Yield	4.2%	-11.2%	-11.2%	0.0%	2.3%	5.0%	4.0%	6.1%
Bloomberg Global Aggregate ex-U.S. Hedged	0.2%	-9.8%	-9.8%	-2.6%	0.5%	1.4%	2.1%	3.0%
Bloomberg Global Aggregate ex-U.S. Unhedged	6.8%	-18.7%	-18.7%	-5.9%	-3.1%	-0.6%	-1.6%	0.5%
Bloomberg U.S. Long Gov / Credit	2.6%	-27.1%	-27.1%	-6.2%	-1.2%	1.5%	1.6%	4.4%
JPMorgan GBI-EM Global Diversified	8.5%	-11.7%	-11.7%	-6.1%	-2.5%	1.6%	-2.0%	1.5%
Global Equity Markets								
S&P 500	7.6%	-18.1%	-18.1%	7.7%	9.4%	11.5%	12.6%	8.8%
Dow Jones Industrial Average	16.0%	-6.9%	-6.9%	7.3%	8.4%	12.1%	12.3%	9.0%
NASDAQ Composite	-0.8%	-32.5%	-32.5%	6.1%	9.7%	12.2%	14.4%	10.7%
Russell 3000	7.2%	-19.2%	-19.2%	7.1%	8.8%	11.0%	12.1%	8.7%
Russell 1000	7.2%	-19.1%	-19.1%	7.3%	9.1%	11.3%	12.4%	8.8%
Russell 1000 Growth	2.2%	-29.1%	-29.1%	7.8%	11.0%	12.9%	14.1%	10.3%
Russell 1000 Value	12.4%	-7.5%	-7.5%	6.0%	6.7%	9.1%	10.3%	7.0%
Russell Mid Cap	9.2%	-17.3%	-17.3%	5.9%	7.1%	9.6%	11.0%	8.4%
Russell Mid Cap Growth	6.9%	-26.7%	-26.7%	3.8%	7.6%	10.0%	11.4%	8.6%
Russell Mid Cap Value	10.5%	-12.0%	-12.0%	5.8%	5.7%	8.7%	10.1%	8.0%
Russell 2000	6.2%	-20.4%	-20.4%	3.1%	4.1%	7.9%	9.0%	7.2%
Russell 2000 Growth	4.1%	-26.4%	-26.4%	0.6%	3.5%	7.1%	9.2%	7.3%
Russell 2000 Value	8.4%	-14.5%	-14.5%	4.7%	4.1%	8.2%	8.5%	6.8%
MSCI ACWI	9.8%	-18.4%	-18.4%	4.0%	5.2%	8.1%	8.0%	4.8%
MSCI ACWI ex. U.S.	14.3%	-16.0%	-16.0%	0.1%	0.9%	4.8%	3.8%	1.5%
MSCI EAFE	17.3%	-14.5%	-14.5%	0.9%	1.5%	4.5%	4.7%	1.8%
MSCI EAFE Growth	15.0%	-22.9%	-22.9%	0.5%	2.5%	5.1%	5.6%	2.6%
MSCI EAFE Value	19.6%	-5.6%	-5.6%	0.6%	0.2%	3.7%	3.5%	0.8%
MSCI EAFE Small Cap	15.8%	-21.4%	-21.4%	-0.9%	0.0%	4.4%	6.2%	3.8%
MSCI Emerging Markets	9.7%	-20.1%	-20.1%	-2.7%	-1.4%	5.2%	1.4%	0.6%
Alternatives								
Consumer Price Index*	0.5%	6.5%	7.1%	5.0%	3.8%	3.3%	2.6%	2.3%
FTSE NAREIT Equity REITs	5.2%	-24.4%	-24.4%	-0.1%	3.7%	4.6%	6.5%	6.2%
S&P Real Assets	7.3%	-9.9%	-9.9%	1.7%	3.0%	5.2%	3.5%	4.0%
FTSE EPRA NAREIT Developed	7.1%	-24.4%	-24.4%	-4.1%	0.7%	2.8%	3.9%	2.9%
FTSE EPRA NAREIT Developed ex U.S.	10.5%	-23.8%	-23.8%	-8.2%	-2.3%	1.3%	1.5%	0.6%
Bloomberg Commodity Total Return	2.2%	16.1%	16.1%	12.6%	6.4%	6.5%	-1.3%	-2.6%
HFRI Fund of Funds Composite*	1.3%	-5.6%	-5.3%	4.1%	3.1%	3.2%	3.6%	1.7%
HFRI Asset Weighted Composite*	-2.4%	0.5%	2.3%	3.8%	3.4%	3.6%	4.1%	0.0%
Alerian MLP	10.1%	30.9%	30.9%	9.4%	4.1%	4.4%	2.0%	5.4%

Sources: Morningstar, FactSet. As of December 31, 2022. *Consumer Price Index and HFRI indexes as of November 30, 2022.

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

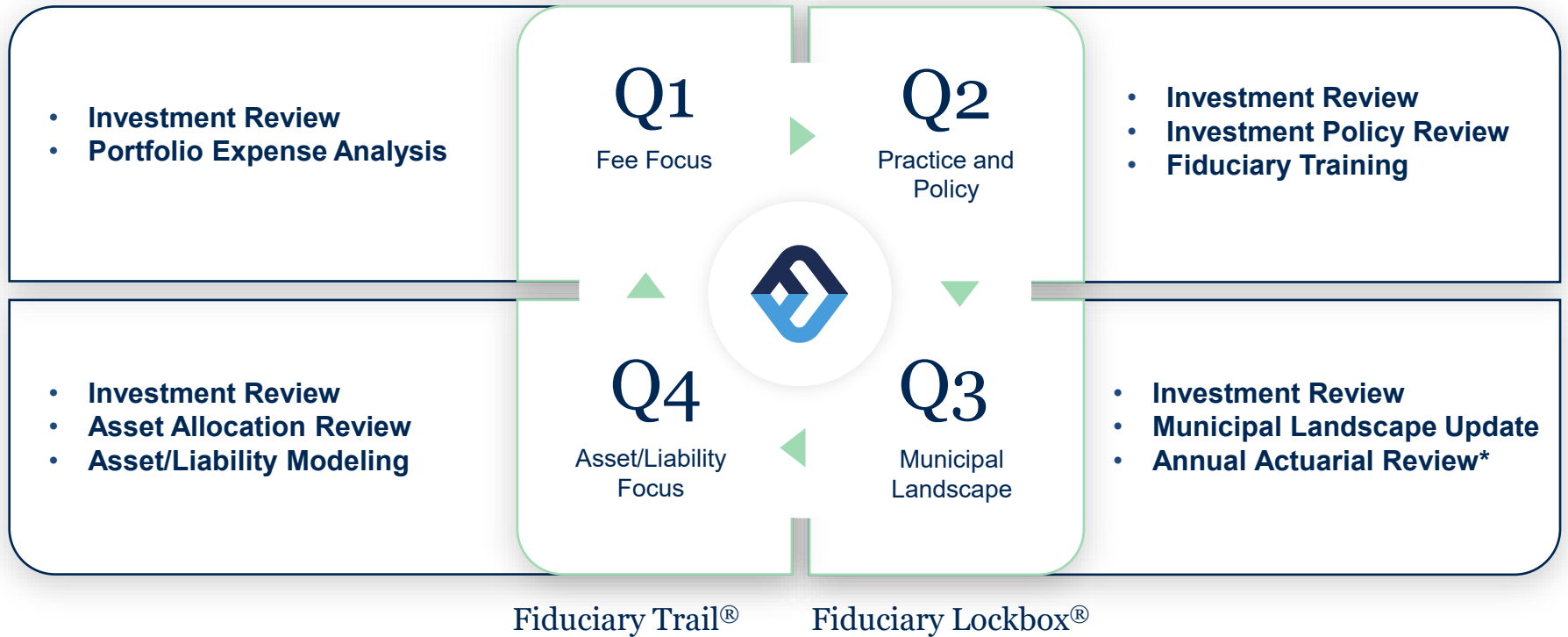
Indices cannot be invested in directly.



Section 2 DB Plan Reviews



Fiduciary Governance Calendar



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



2023 Themes

- As captured in our [2023 Outlook – Goodbye TINA](#), the three themes we see driving the market in the coming year are persistent volatility, moderating inflation, and a bear market bottom.
 - **Persistent Volatility**
 - The 10+ years leading up to 2022 were characterized by low interest rates, low inflation, and low growth alongside accommodative policy. This environment resulted in abnormally low volatility.
 - The shifts we saw in 2022 will likely produce higher structural volatility on a go-forward basis.
 - **Moderating Inflation**
 - We have seen evidence that inflation is falling. While inflation is unlikely to drop to the Fed's target rate of 2% within the coming calendar year, a continued downward trajectory will likely have a positive impact on market sentiment.
 - **Bear Market Bottom**
 - We don't attempt to time the markets. That being said, the historical pattern of bear markets is multiple contraction first, followed by earnings contraction.
 - ✓ Multiple contraction accounted for more than 100% of the 2022 market pullback, as earnings remained modestly positive.
 - ✓ Late 2022 data is beginning to reflect negative earnings (ex-energy).
 - An earnings contraction, along with the expectation of a less hawkish Fed, suggests the current bear market may be nearer its end than its beginning.



2023 Allocation Updates

		Y / Y Change
Fixed Income	A ~200% year-over-year increase in intermediate investment grade yields coupled with greater potential for volatility across markets now makes high-quality, U.S. fixed income more relatively attractive compared to dynamic bonds. Corporate high yield is also compelling at today's yield with relatively low expected default rates.	U.S. Bonds ▲▲
		TIPS ▲
		Dynamic Bonds ▼▼
		High Yield Bonds ▲
		Global Bonds ▼
		Muni Bond ▲▲
		Muni High Yield - -
Global Equity	Following years of runaway performance relative to other market caps and geographies, U.S. mid/small cap has an improved outlook based on compelling valuations and upside potential when compared to U.S. large cap. Non-U.S. equities remain compelling and overweight.	U.S. Large Cap ▼
		U.S. Mid/Small Cap ▲
		Int'l Developed Equity - -
		Emerging Markets - -
Real Assets & Alternatives	After increasing real assets coming into 2022, we are holding our positioning to real assets overall with a fairly consistent mix of broad real assets and real estate.	Real Estate - -
		Broad Real Assets - -



Portfolio Implications

- With the expectation of continued volatility in the markets, we expect **portfolio diversification to be increasingly important in 2023 and beyond.**
- The fixed income environment is markedly different than a year ago, with the Fed having raised rates aggressively throughout 2022.
 - With yields much higher than they were a year ago, **forward-looking return expectations for fixed income are more compelling.**
 - Given that much of the Fed's rate hike campaign seems to be in the rear window, investors may want to **consider increasing exposure to high quality and intermediate duration U.S. fixed income**, sourced from a reduction in dynamic bonds.
 - Modest exposure to **high yield bonds** is compelling, given the higher yield landscape and solid fundamentals.
 - Introducing a **modest allocation to Treasury Inflation Protected Securities (TIPS)**, which currently offer positive real yields, may help provide a measure of protection against longer-dated inflation.
- Given the broad pullback in **equity markets** in 2022, **valuations look more attractive** and forward-looking return expectations have increased. **Opportunities for growth exist in both domestic and foreign markets.**
 - Investors may want to **consider modestly reducing exposure to large cap domestic equities in favor of small/mid cap:**
 - *Small/mid cap equities have historically tended to outperform their larger cap counterparts in market rebounds.*
 - *Small/ mid cap equities are more attractively priced than their larger cap counterparts, given market activity in 2022 and in the prior several years.*
 - While global equity valuations (both developed and emerging) continue to favor markets overseas, the greater potential for exogenous events outside of the U.S. tempers some of the relative appeal for foreign holdings. A sizeable **allocation to international markets continues to be appropriate**, but we do not necessarily advocate for a substantial overweight to international markets.
- Given the current environment of meaningful inflation and expected volatility, **allocations to real assets and alternative investments continue to be important.**

2023-2042 Twenty-Year Outlook



		2023	2022	Y / Y Change	
Fixed Income	The 2022 pull back in fixed income was painful, but it has also sowed the seeds for opportunity going forward. Yields across many fixed income sectors are multiple times higher from year-end 2021 producing greater opportunity for meaningfully higher returns in the years to come. Additionally, the diversifying principles of fixed income with recharged yields makes owning fixed income and duration more compelling than it was in 2022 and doing so may add to portfolio resiliency going forward.	U.S. Bonds	5.0%	2.4%	2.6%
		TIPS	4.6%	2.1%	2.5%
		Dynamic Bonds ¹	5.6%	2.8%	2.8%
		High Yield Bonds	7.1%	5.6%	1.5%
		Global Bonds	5.1%	2.2%	2.9%
		Muni Bond ²	5.8%	2.1%	3.7%
		Muni High Yield	9.9%	5.6%	4.3%
Global Equity	Our global equity outlook has improved, bolstered by more attractive valuations. U.S. valuations are near averages relative to history while International and Emerging Markets remains more attractive, but with elevated risks.	U.S. All Cap	6.7%	6.8%	-0.1%
		Intl Developed Equity	8.9%	8.6%	0.3%
		Emerging Markets	10.8%	10.5%	0.3%
Real Assets & Alternatives	A continued bid for inflationary assets and more attractive valuations across some subsets of assets contributed to higher forecasts.	Real Estate	6.4%	6.3%	0.1%
		Broad Real Assets ³	6.8%	5.6%	1.2%
	The opportunity set for marketable alternatives rose with more attractive valuations in both global equities and fixed income.	Marketable Alts	8.1%	6.8%	1.3%
		Private Equity	9.7%	9.8%	-0.1%

1) Dynamic bonds are a blend of 33% Cash, 33% Corp HY, and 34% Global Bonds. 2) Tax Equivalent yield based on highest marginal Federal tax rate (37%). 3) Broad Real Assets is 20% REITS, 20% Global Infrastructure, 20% Commodities, 20% US Bonds, 15% Corp High Yield, 5% TIPS Outputs and opinions are as of the date referenced and are subject to change based on market or economic conditions. Information is intended for general information purposes only and does not represent any specific investment recommendation. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice. There is no guarantee that any of these expectations will become actual results. For additional information on forecast methodologies, please speak with your advisor. Please see Index Proxy Summary slide at the end of this presentation for summary of indices used to represent each asset class. Past performance does not indicate future performance and there is a possibility of a loss. Please see the Frontier Engineer Hypothetical Performance Disclosures at the end of the presentation for additional information.



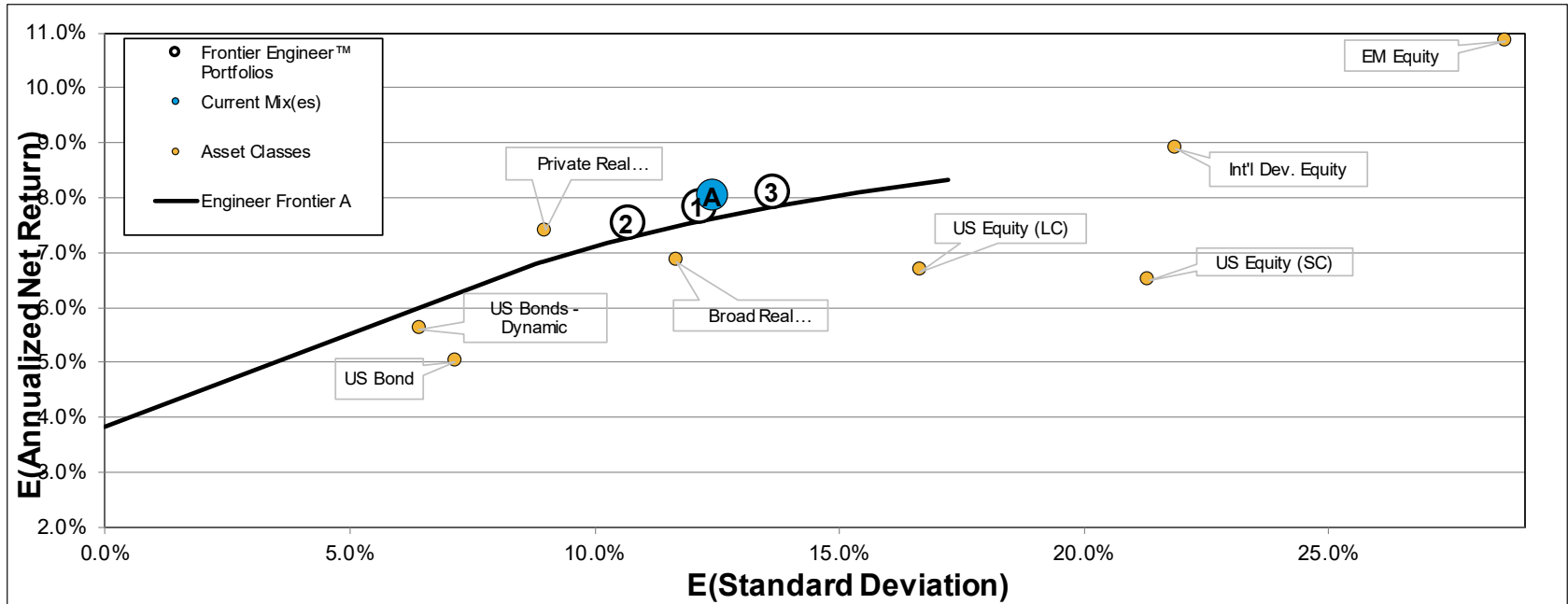
Asset Allocation Analysis

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



Frontier Engineer® Analysis

12/31/2022	Asset Allocation												Forecasts				Past (1/88-12/22)	
	Fixed Income	Equity	Real Assets	Alternatives	US Bond	US Bonds - Dynamic	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Private Real Estate	Broad Real Assets	Annualized Net Return	Annualized Volatility	Normal 100 Year Flood*	Non-Normal 100 Year Flood**	Annualized Net Return	Annualized Volatility
2022 Portfolio Targets	32.5%	59.0%	8.5%		24.5%	8.0%	21.5%	10.0%	16.0%	11.5%	5.0%	3.5%	8.0%	12.4%	-20%	-28%	8.3%	10.4%
2023 Optimized Mix	32.5%	59.0%	8.5%		26.0%	6.5%	24.1%	10.3%	16.5%	8.0%	5.0%	3.5%	7.8%	12.1%	-20%	-27%	8.3%	10.3%
Portfolio 2 (+10% Fixed Income)	42.5%	49.0%	8.5%		34.0%	8.5%	20.0%	8.6%	13.7%	6.7%	5.0%	3.5%	7.5%	10.7%	-17%	-23%	8.0%	8.9%
Portfolio 3 (-10% Fixed Income)	23%	69%	9%		18.0%	4.5%	28.2%	12.1%	19.3%	9.4%	5.0%	3.5%	8.1%	13.6%	-23%	-32%	8.6%	11.6%



*The expected one in a hundred worst case calendar year return based on normally distributed capital market assumptions. Greater losses are possible (1% expected likelihood).

**The expected one in a hundred worst case calendar year return based on non-normally distributed capital market assumptions (factoring in skewness & kurtosis). Greater losses are possible (1% expected likelihood).

Historical Returns and Risk Metrics for each Mix represent back-tested calculations developed with the benefit of hindsight. Return calculations use an asset-weighted methodology based on the target asset allocation of each mix and the total return of index proxies used to represent each asset class and are net of fees. Historical returns are hypothetical and do not represent returns earned by a client. It is not possible to invest in an index. Please see the Frontier Engineer Hypothetical Performance Disclosures at the end of the presentation for additional information, including index proxies used to represent each asset class. Please ask for a copy of Fiducient Advisors' white paper titled 10-Year Capital Market Forecasts. Past performance does not indicate future performance and it is possible to lose money when investing. Please refer to the Capital Markets Assumptions Slide for the hypothetical alpha and hypothetical fee inputs used in the calculation methodology.



Asset Allocation Analysis

Asset Class	IPS Range	IPS Target	Current Allocation
Fixed Income	22.5% - 42.5%	32.5%	32.2%
Domestic Equity	21.5% - 41.5%	31.5%	29.5%
International Equity	17.5% - 37.5%	27.5%	26.8%
Real Estate	0% - 10.0%	5%	6.7%
Real Assets	0% - 7%	3.5%	3.4%

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

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



Town of Simsbury Government Employees' Retirement Income Plan		
	<u>7/1/2021</u>	<u>7/1/2020</u>
Actuarial Value of Assets	\$27,563,154	\$25,732,187
Total Accrued Liability	\$39,548,593	\$37,822,556
Funded Ratio	69.7%	68.0%
Actuarial Return Assumption	6.50%	6.625%



Town of Simsbury Board of Education Retirement Income Plan

	<u>7/1/2021</u>	<u>7/1/2020</u>
Actuarial Value of Assets	\$27,400,973	\$25,075,182
Total Accrued Liability	\$38,040,104	\$36,056,258
Funded Ratio	72.0%	69.5%
Actuarial Return Assumption	6.50%	6.625%



Town of Simsbury Police Retirement Income Plan

	<u>7/1/2021</u>	<u>7/1/2020</u>
Actuarial Value of Assets	\$20,158,450	\$18,519,543
Total Accrued Liability	\$24,704,267	\$23,551,191
Funded Ratio	81.6%	78.6%
Actuarial Return Assumption	6.50%	6.625%

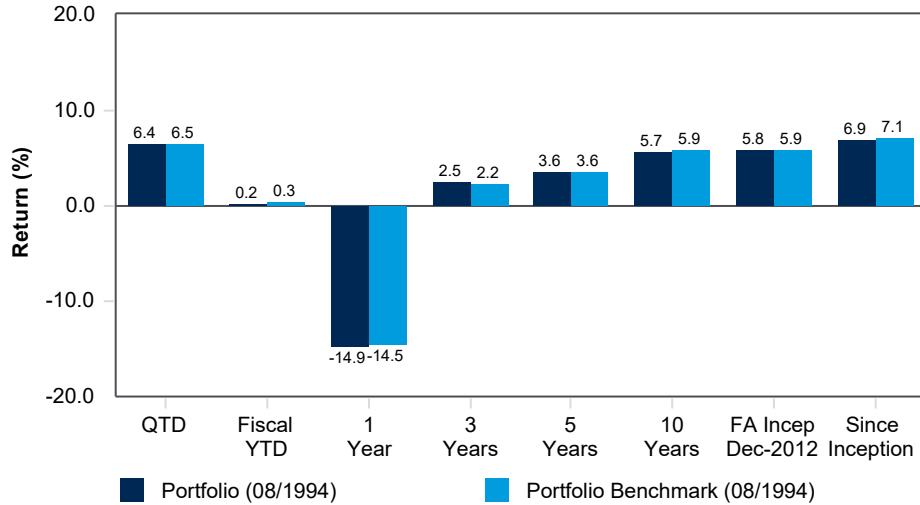


Portfolio Dashboard

Town Plan

As of December 31, 2022

Historical Performance



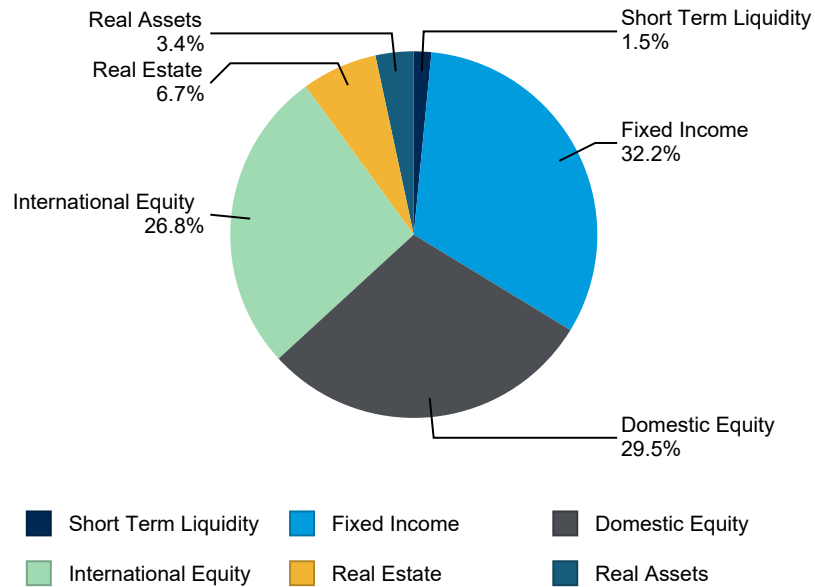
Summary of Cash Flows

	QTD	Fiscal YTD	1 Year	Since Inception
Town Plan				
Beginning Market Value	24,316,050	26,299,388	32,009,769	4,896,705
Net Contributions	847,649	363,998	-610,607	-6,449,639
Gain/Loss	1,511,036	11,349	-4,724,428	28,227,669
Ending Market Value	26,674,735	26,674,735	26,674,735	26,674,735

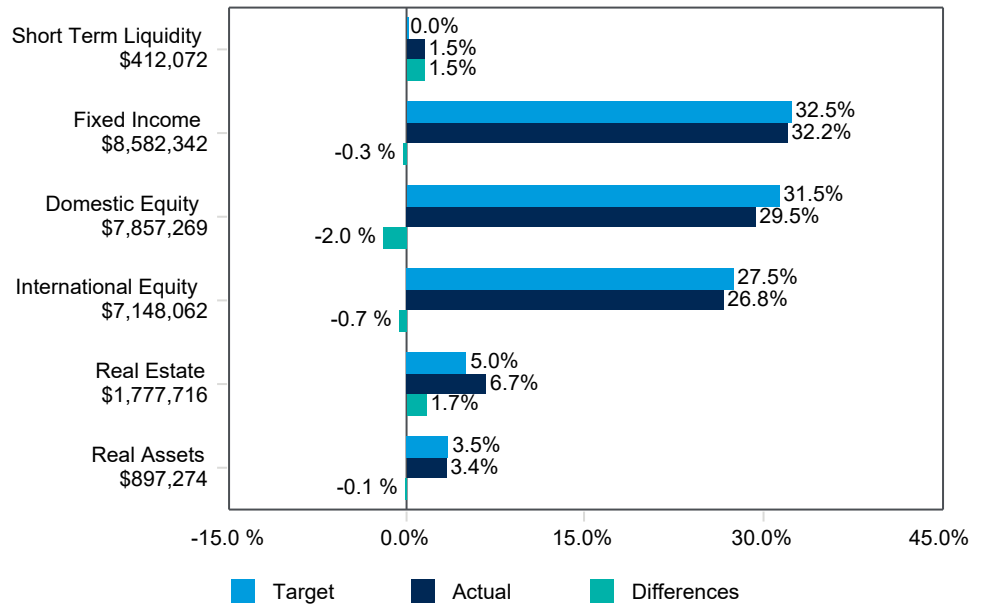
Current Benchmark Composition

From Date	To Date	Composition
12/2022	Present	32.50% Blmbg. U.S. Aggregate, 31.50% Russell 3000 Index, 16.50% MSCI AC World ex USA (Net), 6.00% MSCI EAFE Small Cap (Net), 5.00% MSCI Emerging Markets (Net), 5.00% NCREIF Fund Index - ODCE (net), 3.50% Diversified Real Asset Blended Index

Portfolio Allocation



Actual vs. Target Allocations



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



Asset Allocation

Town Plan

As of December 31, 2022

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Town Plan	26,674,735	100.0	100.0	0.0
Short Term Liquidity	412,072	1.5	0.0	1.5
AllSpring Govt Money Market Fund	412,072	1.5	0.0	1.5
Fixed Income	8,582,342	32.2	32.5	-0.3
Metropolitan West Total Return Bond PI	3,233,229	12.1	12.3	-0.1
Western Asset Core Plus Bond IS	3,219,814	12.1	12.3	-0.2
BlackRock Strategic Income Opportunities K	2,129,298	8.0	8.0	0.0
Domestic Equity	7,857,269	29.5	31.5	-2.0
Vanguard Institutional Index I	5,450,239	20.4	21.5	-1.1
Neuberger Berman Genesis R6	2,407,030	9.0	10.0	-1.0
International Equity	7,148,062	26.8	27.5	-0.7
Hartford International Opportunities R6	4,349,958	16.3	16.5	-0.2
Templeton Instl Foreign Small Comp A	1,500,218	5.6	6.0	-0.4
Vanguard Emerging Markets Stock Adm	1,297,886	4.9	5.0	-0.1
Real Estate	1,777,716	6.7	5.0	1.7
Barings Core Property Fund LP	1,777,716	6.7	5.0	1.7
Real Assets	897,274	3.4	3.5	-0.1
DWS RREEF Real Assets Fund R6	897,274	3.4	3.5	-0.1

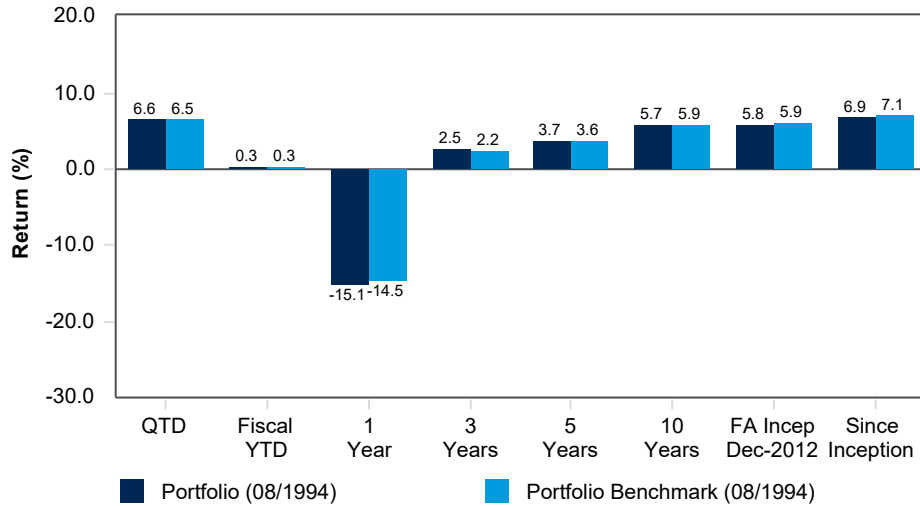


Portfolio Dashboard

Board of Education

As of December 31, 2022

Historical Performance



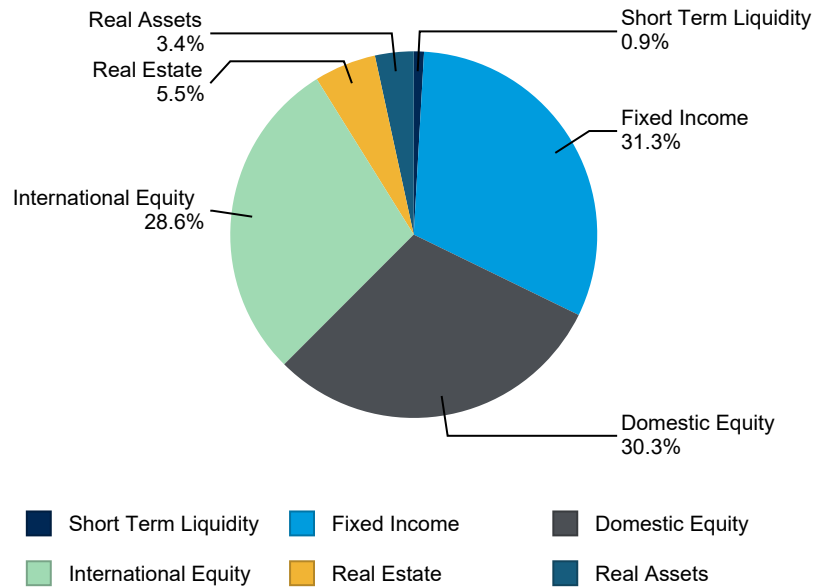
Summary of Cash Flows

	QTD	Fiscal YTD	1 Year	Since Inception
Board of Education				
Beginning Market Value	24,508,166	26,490,305	32,217,683	3,743,350
Net Contributions	948,904	491,082	-360,639	-230,582
Gain/Loss	1,661,339	137,022	-4,738,634	23,605,641
Ending Market Value	27,118,409	27,118,409	27,118,409	27,118,409

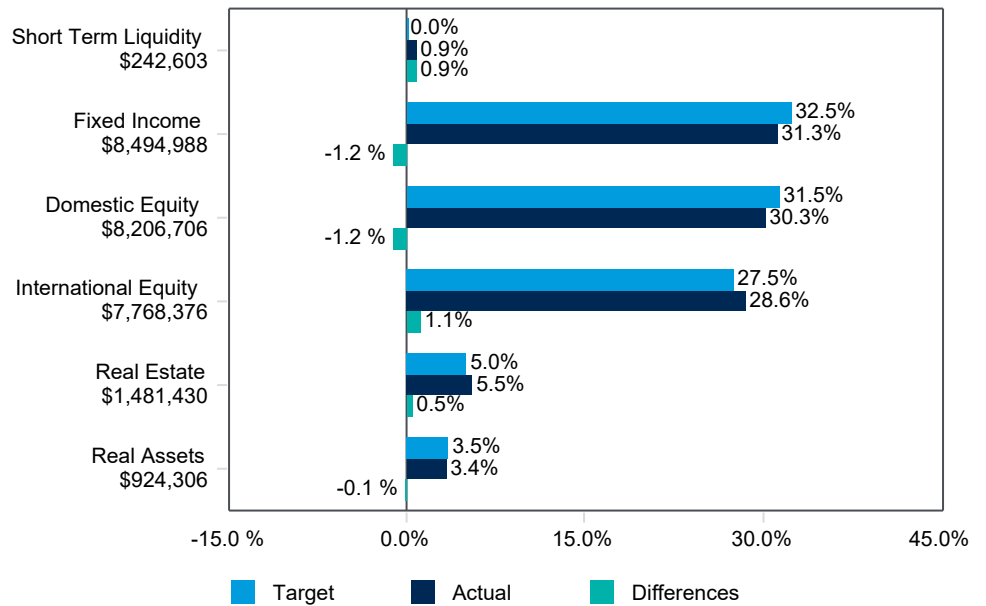
Current Benchmark Composition

From Date	To Date	Composition
12/2022	Present	32.50% Blmbg. U.S. Aggregate, 31.50% Russell 3000 Index, 16.50% MSCI AC World ex USA (Net), 6.00% MSCI EAFE Small Cap (Net), 5.00% MSCI Emerging Markets (Net), 5.00% NCREIF Fund Index - ODCE (net), 3.50% Diversified Real Asset Blended Index

Portfolio Allocation



Actual vs. Target Allocations



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



Asset Allocation

Board of Education

As of December 31, 2022

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Board of Education	27,118,409	100.0	100.0	0.0
Short Term Liquidity	242,603	0.9	0.0	0.9
AllSpring Govt Money Market Fund	242,603	0.9	0.0	0.9
Fixed Income	8,494,988	31.3	32.5	-1.2
Metropolitan West Total Return Bond PI	3,084,777	11.4	12.3	-0.9
Western Asset Core Plus Bond IS	3,262,303	12.0	12.3	-0.2
BlackRock Strategic Income Opportunities K	2,147,908	7.9	8.0	-0.1
Domestic Equity	8,206,706	30.3	31.5	-1.2
Vanguard Institutional Index I	5,558,869	20.5	21.5	-1.0
Neuberger Berman Genesis R6	2,647,838	9.8	10.0	-0.2
International Equity	7,768,376	28.6	27.5	1.1
Hartford International Opportunities R6	4,607,691	17.0	16.5	0.5
Templeton Instl Foreign Small Comp A	1,724,013	6.4	6.0	0.4
Vanguard Emerging Markets Stock Adm	1,436,672	5.3	5.0	0.3
Real Estate	1,481,430	5.5	5.0	0.5
Barings Core Property Fund LP	1,481,430	5.5	5.0	0.5
Real Assets	924,306	3.4	3.5	-0.1
DWS RREEF Real Assets Fund R6	924,306	3.4	3.5	-0.1

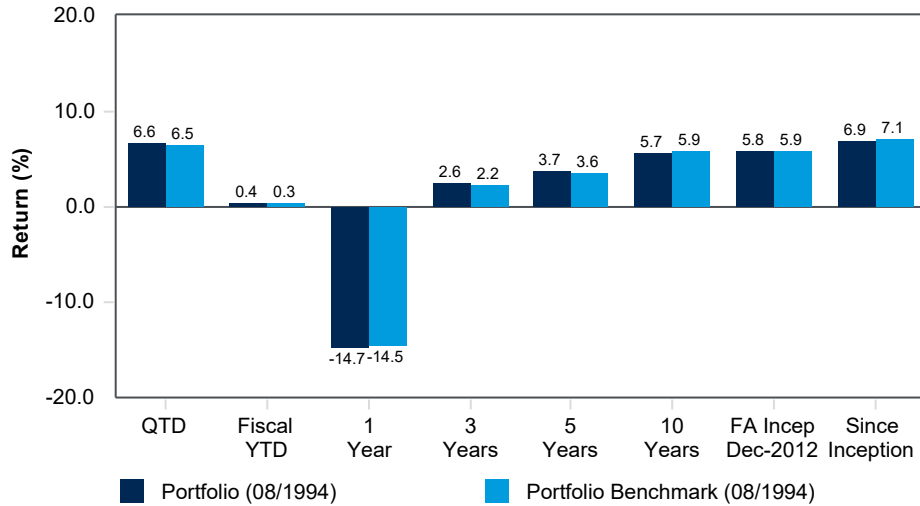


Portfolio Dashboard

Police Plan

As of December 31, 2022

Historical Performance



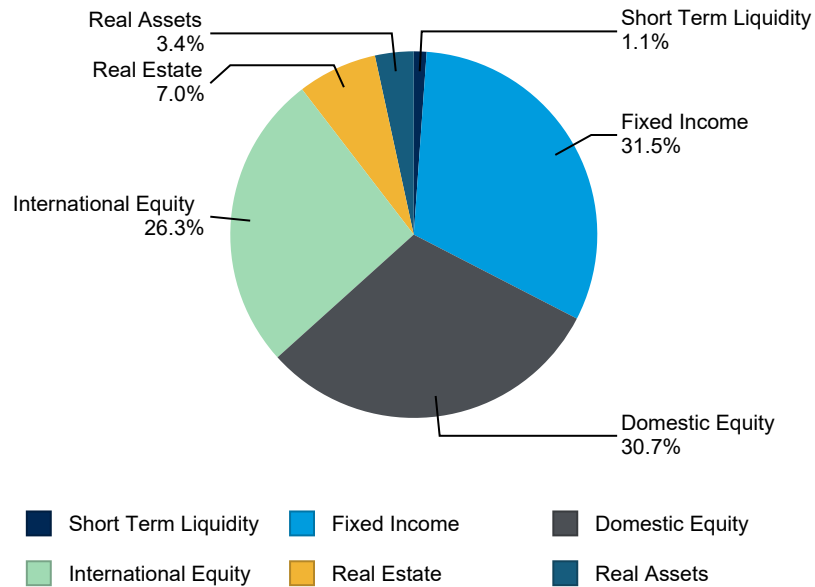
Summary of Cash Flows

	QTD	Fiscal YTD	1 Year	Since Inception
Police Plan				
Beginning Market Value	18,216,675	19,576,476	23,545,313	3,402,802
Net Contributions	354,845	118,745	-348,379	-5,485,417
Gain/Loss	1,127,060	3,360	-3,498,353	21,781,196
Ending Market Value	19,698,581	19,698,581	19,698,581	19,698,581

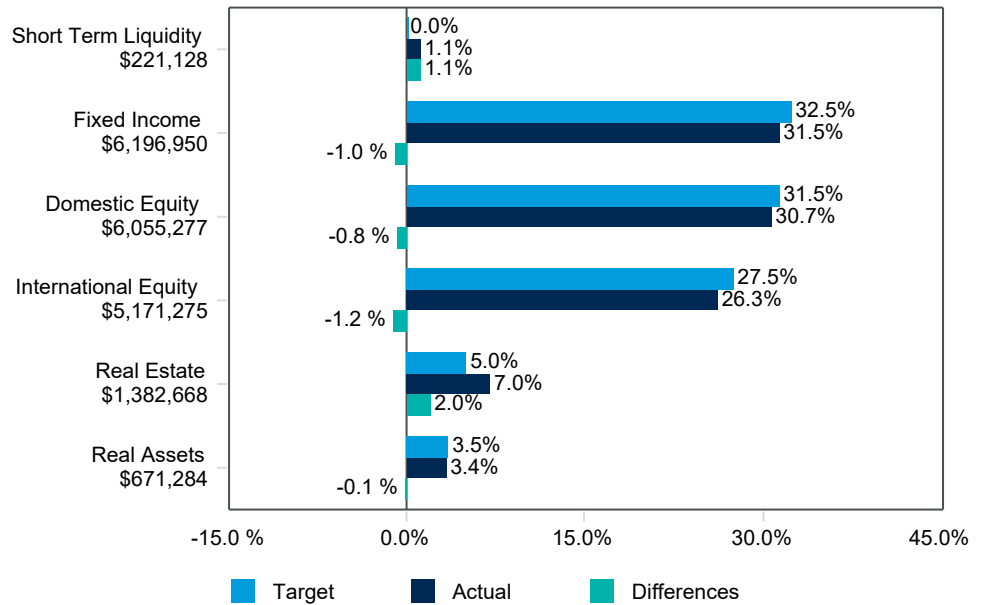
Current Benchmark Composition

From Date	To Date	Composition
12/2022	Present	32.50% Blmbg. U.S. Aggregate, 31.50% Russell 3000 Index, 16.50% MSCI AC World ex USA (Net), 6.00% MSCI EAFE Small Cap (Net), 5.00% MSCI Emerging Markets (Net), 5.00% NCREIF Fund Index - ODCE (net), 3.50% Diversified Real Asset Blended Index

Portfolio Allocation



Actual vs. Target Allocations



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



Asset Allocation

Police Plan As of December 31, 2022

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Police Plan	19,698,581	100.0	100.0	0.0
Short Term Liquidity	221,128	1.1	0.0	1.1
AllSpring Govt Money Market Fund	221,128	1.1	0.0	1.1
Fixed Income	6,196,950	31.5	32.5	-1.0
Metropolitan West Total Return Bond PI	2,304,994	11.7	12.3	-0.5
Western Asset Core Plus Bond IS	2,347,455	11.9	12.3	-0.3
BlackRock Strategic Income Opportunities K	1,544,501	7.8	8.0	-0.2
Domestic Equity	6,055,277	30.7	31.5	-0.8
Vanguard Institutional Index I	4,180,682	21.2	21.5	-0.3
Neuberger Berman Genesis R6	1,874,594	9.5	10.0	-0.5
International Equity	5,171,275	26.3	27.5	-1.2
Hartford International Opportunities R6	3,197,642	16.2	16.5	-0.3
Templeton Instl Foreign Small Comp A	1,073,969	5.5	6.0	-0.5
Vanguard Emerging Markets Stock Adm	899,664	4.6	5.0	-0.4
Real Estate	1,382,668	7.0	5.0	2.0
Barings Core Property Fund LP	1,382,668	7.0	5.0	2.0
Real Assets	671,284	3.4	3.5	-0.1
DWS RREEF Real Assets Fund R6	671,284	3.4	3.5	-0.1



Performance Overview

Total Plan

As of December 31, 2022

Trailing Performance Summary										
	QTD	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years	FA Inception Dec-2012	Since Inception	Inception Date
Total Plan	6.5	0.3	-14.9	2.5	3.7	5.7	5.7	5.8	6.9	08/1994
<i>Simsbury Pension Benchmark</i>	6.5	0.3	-14.5	2.2	3.6	5.8	5.9	5.9	7.1	08/1994

Calendar Year Performance Summary										
	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
Total Plan	11.2	13.9	18.9	-6.6	14.7	7.4	-0.1	3.1	14.4	12.6
<i>Simsbury Pension Benchmark</i>	10.6	12.9	18.6	-5.8	15.8	7.5	-0.8	4.9	14.3	11.6

Plan Reconciliation									
	QTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date	
Total Plan								08/1994	
Beginning Market Value	67,040,891	72,366,169	87,772,765	70,936,424	65,789,162	46,581,886	12,042,857		
Net Contributions	2,151,398	973,825	-1,319,625	-2,868,115	-4,698,704	-6,057,936	-12,165,639		
Gain/Loss	4,299,436	151,731	-12,961,415	5,423,417	12,401,267	32,967,776	73,614,507		
Ending Market Value	73,491,725	73,491,725	73,491,725	73,491,725	73,491,725	73,491,725	73,491,725		

Benchmark Composition		Weight (%)
Dec-2022		
Blmbg. U.S. Aggregate		32.5
Russell 3000 Index		31.5
MSCI AC World ex USA (Net)		16.5
MSCI EAFE Small Cap (Net)		6.0
MSCI Emerging Markets (Net)		5.0
NCREIF Fund Index - ODCE (net)		5.0
Diversified Real Asset Blended Index		3.5



Manager Performance

Total Plan

As of December 31, 2022

	Performance(%)								
	QTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	FA Inception Dec-2012	Since Inception	Inception Date
Total Plan	6.5	0.3	-14.9	2.5	3.7	5.7	5.8	6.9	08/1994
<i>Simsbury Pension Benchmark</i>	6.5	0.3	-14.5	2.2	3.6	5.9	5.9	7.1	
Short Term Liquidity	1.4	1.8	2.0	0.8	1.2	0.7	0.7	0.7	11/2012
<i>90 Day U.S. Treasury Bill</i>	0.8	1.3	1.5	0.7	1.3	0.8	0.7	0.7	
AllSpring Govt Money Market Fund	1.4	1.8	2.0	0.8	1.2	0.7	0.7	0.7	11/2012
<i>90 Day U.S. Treasury Bill</i>	0.8	1.3	1.5	0.7	1.3	0.8	0.7	0.7	
Fixed Income	2.2	-2.7	-14.2	-3.2	-0.3	1.1	1.2	1.8	07/2011
<i>Fixed Income Benchmark</i>	1.9	-3.0	-13.0	-2.7	0.0	0.8	0.8	1.4	
Metropolitan West Total Return Bond PI	1.8	-3.5	-14.7	-2.7	0.2	1.4	1.4	1.4	12/2012
<i>Blmbg. U.S. Aggregate</i>	1.9	-3.0	-13.0	-2.7	0.0	1.1	1.0	1.0	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	1.8	-2.6	-13.7	-2.4	0.1	1.2	1.2	1.2	
Metropolitan West Total Return Bond PI Rank	52	84	75	67	47	39	39	39	
Western Asset Core Plus Bond IS	3.2	-3.4	-18.8	-4.5	-0.7	1.6	1.6	1.2	11/2014
<i>Blmbg. U.S. Aggregate</i>	1.9	-3.0	-13.0	-2.7	0.0	1.1	1.0	0.9	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	1.8	-2.6	-13.7	-2.4	0.1	1.2	1.2	1.0	
Western Asset Core Plus Bond IS Rank	4	82	99	98	91	27	28	35	
BlackRock Strategic Income Opportunities K	1.6	-0.2	-5.6	0.8	1.9	2.4	2.4	2.1	07/2014
<i>Blmbg. U.S. Aggregate</i>	1.9	-3.0	-13.0	-2.7	0.0	1.1	1.0	1.0	
IM Alternative Credit Focus (MF) Median	2.4	0.7	-7.6	0.4	1.0	1.4	1.4	1.3	
BlackRock Strategic Income Opportunities K Rank	55	75	41	45	26	22	15	22	
Domestic Equity	7.2	2.9	-18.4	7.4	9.1	12.1	12.0	11.1	07/2011
<i>Russell 3000 Index</i>	7.2	2.4	-19.2	7.1	8.8	12.1	12.2	11.4	
Vanguard Institutional Index I	7.5	2.3	-18.1	7.6	9.4	12.5	12.5	12.5	12/2012
<i>S&P 500</i>	7.6	2.3	-18.1	7.7	9.4	12.6	12.6	12.6	
IM U.S. Large Cap Core Equity (MF) Median	7.8	2.4	-18.7	6.9	8.8	11.7	11.7	11.7	
Vanguard Institutional Index I Rank	57	53	46	30	31	16	16	16	

Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Funds may include returns of an equivalent share class with a longer return history if period includes dates prior to the fund's inception. Returns are net of fees unless otherwise stated. The fund's inception date represents the first month the client made the investment. Composite performance includes all funds held in the composite since inception. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies.



Manager Performance

Total Plan

As of December 31, 2022

	Performance(%)								
	QTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	FA Inception Dec-2012	Since Inception	Inception Date
Neuberger Berman Genesis R6	6.5	4.1	-19.0	6.3	7.8	10.7	10.6	10.6	12/2012
<i>Russell 2000 Index</i>	6.2	3.9	-20.4	3.1	4.1	9.0	9.3	9.3	
IM U.S. Small Cap Core Equity (MF) Median	9.7	4.5	-15.8	5.2	4.8	9.0	9.3	9.3	
Neuberger Berman Genesis R6 Rank	90	57	79	31	5	9	14	14	
International Equity	13.7	1.9	-19.1	0.7	0.9	3.9	4.2	3.1	07/2011
<i>International Equity Benchmark</i>	13.8	2.2	-17.9	-0.6	0.3	4.1	4.4	3.3	
Hartford International Opportunities R6	14.9	3.8	-17.9	2.2	1.9	5.0	5.3	3.9	10/2014
<i>MSCI AC World ex USA (Net)</i>	14.3	3.0	-16.0	0.1	0.9	3.8	4.1	2.8	
IM International Large Cap Core Equity (MF) Median	17.1	5.2	-15.1	0.8	1.2	3.8	4.3	2.8	
Hartford International Opportunities R6 Rank	77	66	81	24	26	11	12	3	
Templeton Instl Foreign Small Comp A	15.2	1.1	-23.3	-2.5	-1.5	4.0	4.3	4.3	12/2012
<i>MSCI AC World ex USA Small Cap (Net)</i>	13.3	3.8	-20.0	1.1	0.7	5.2	5.6	5.6	
IM International SMID Cap Core Equity (MF) Median	16.6	5.1	-17.0	0.1	-1.8	4.2	4.7	4.7	
Templeton Instl Foreign Small Comp A Rank	77	98	91	69	50	54	56	56	
Vanguard Emerging Markets Stock Adm	8.2	-3.4	-17.8	-1.5	-0.4	1.5	2.1	1.3	03/2019
<i>FTSE Emerging All Cap China Spliced Index</i>	8.2	-2.6	-17.6	-1.1	-0.2	1.8	2.2	1.6	
IM Emerging Markets Equity (MF) Median	9.9	-2.3	-22.4	-3.2	-1.7	1.2	1.7	0.1	
Vanguard Emerging Markets Stock Adm Rank	74	65	21	31	27	41	37	28	
Real Estate	-3.3	-6.8	2.1	6.6	6.4	5.5	5.7	6.2	07/2011
<i>NCREIF Fund Index - ODCE (net)</i>	-5.1	-4.8	6.6	9.0	7.7	9.1	9.3	9.3	
Barings Core Property Fund LP	-3.3	-6.8	2.1	6.6	6.4	-	-	7.6	10/2013
<i>NCREIF Fund Index - ODCE (net)</i>	-5.1	-4.8	6.6	9.0	7.7	9.1	9.3	8.8	
Real Assets	-	-	-	-	-	-	-	-2.9	12/2022
<i>Diversified Real Asset Blended Index</i>	8.1	-0.4	-5.1	3.9	3.6	2.6	2.7	-2.4	
DWS RREEF Real Assets Fund R6	6.8	-2.7	-9.6	5.2	6.1	4.3	4.4	-2.9	12/2022
<i>DWS Real Assets Benchmark</i>	8.0	-1.3	-7.5	2.9	3.8	3.7	3.8	-2.7	

Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Funds may include returns of an equivalent share class with a longer return history if period includes dates prior to the fund's inception. Returns are net of fees unless otherwise stated. The fund's inception date represents the first month the client made the investment. Composite performance includes all funds held in the composite since inception. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies.



Section 3 OPEB Trust Review

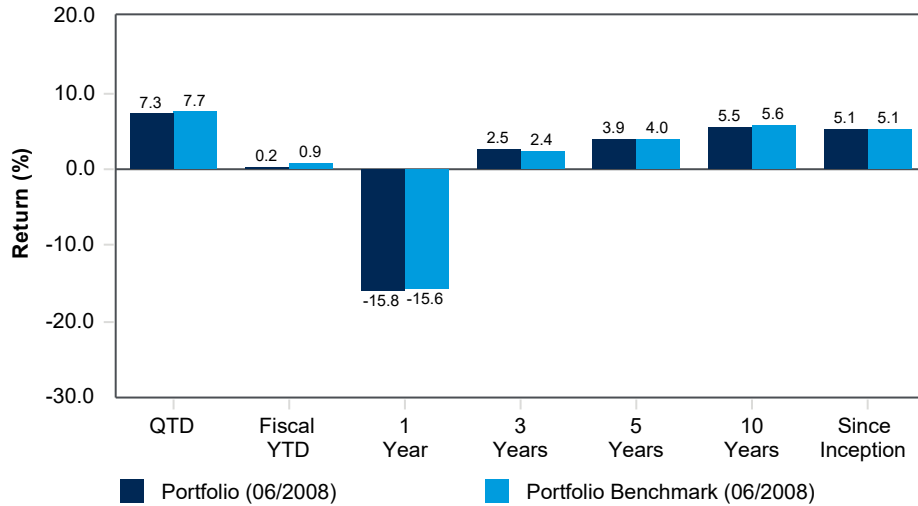


Portfolio Dashboard

Simsbury OPEB

As of December 31, 2022

Historical Performance



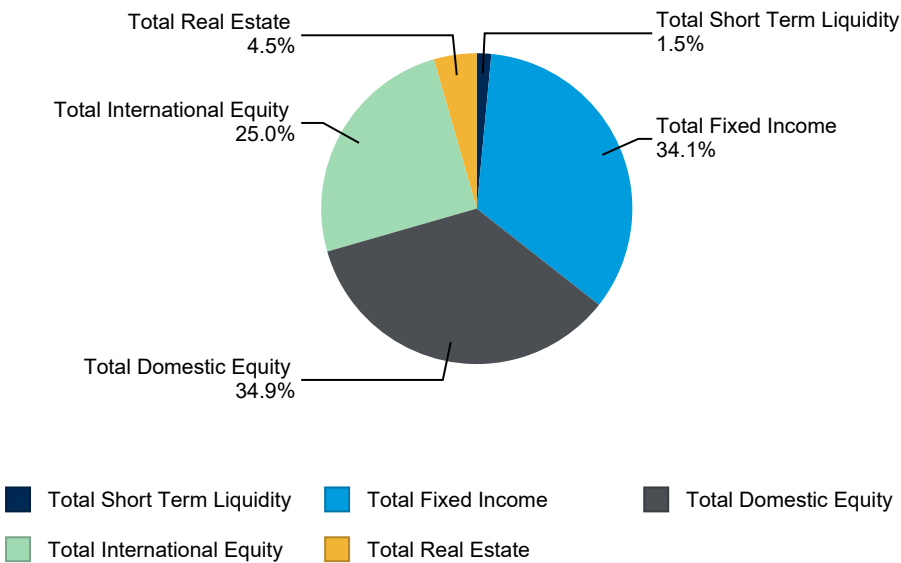
Summary of Cash Flows

	QTD	Fiscal YTD	1 Year	Since Inception
Beginning Market Value	18,469,652	19,773,421	23,534,197	1,364,267
Net Contributions	-	-	-	10,356,217
Gain/Loss	1,355,255	51,485	-3,709,291	8,104,422
Ending Market Value	19,824,906	19,824,906	19,824,906	19,824,906

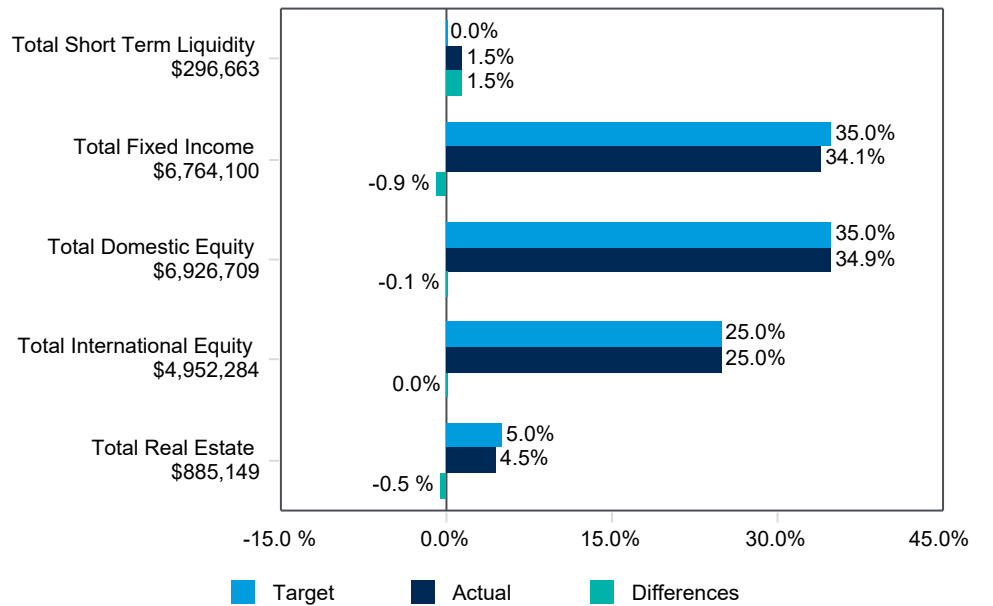
Current Benchmark Composition

From Date	To Date	Composition
04/2017	Present	17.50% Blmbg. U.S. Aggregate, 17.50% Blmbg. U.S. TIPS, 26.00% S&P 500, 6.00% Russell Midcap Index, 3.00% Russell 2000 Index, 19.00% MSCI EAFE (Net), 6.00% MSCI Emerging Markets (Net), 2.50% Cohen Steers Realty Majors Index, 2.50% FTSE EPRA/NAREIT Developed ex U.S. Index

Portfolio Allocation



Actual vs. Target Allocations





Asset Allocation

Simsbury OPEB

As of December 31, 2022

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Simsbury OPEB	19,824,906	100.0	100.0	0.0
Total Short Term Liquidity	296,663	1.5	0.0	1.5
Money Market Fund	296,663	1.5	0.0	1.5
Total Fixed Income	6,764,100	34.1	35.0	-0.9
iShares TIPS Bond ETF	3,329,975	16.8	17.5	-0.7
iShares Core U.S. Aggregate Bond ETF	3,434,125	17.3	17.5	-0.2
Total Domestic Equity	6,926,709	34.9	35.0	-0.1
iShares Core S&P 500 ETF	5,269,824	26.6	26.0	0.6
iShares Russell Midcap Index Fund	1,144,964	5.8	6.0	-0.2
iShares Russell 2000 ETF	511,921	2.6	3.0	-0.4
Total International Equity	4,952,284	25.0	25.0	0.0
iShares MSCI EAFE ETF	3,852,805	19.4	19.0	0.4
iShares MSCI Emerging Markets ETF	1,099,479	5.5	6.0	-0.5
Total Real Estate	885,149	4.5	5.0	-0.5
iShares Cohen & Steers REIT ETF	482,153	2.4	2.5	-0.1
iShares International Developed Property ETF	402,996	2.0	2.5	-0.5



Performance Overview

Simsbury OPEB

As of December 31, 2022

Trailing Performance Summary

	QTD	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Simsbury OPEB	7.3	0.2	-15.8	2.5	3.9	5.8	5.5	5.1	06/2008
<i>Blended Benchmark</i>	<i>7.7</i>	<i>0.9</i>	<i>-15.6</i>	<i>2.4</i>	<i>4.0</i>	<i>5.9</i>	<i>5.6</i>	<i>5.1</i>	<i>06/2008</i>

Calendar Year Performance Summary

	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
Simsbury OPEB	13.1	13.2	19.5	-6.1	14.9	6.5	-0.7	5.6	9.8	12.0
<i>Blended Benchmark</i>	<i>12.9</i>	<i>12.7</i>	<i>20.2</i>	<i>-5.8</i>	<i>15.0</i>	<i>6.6</i>	<i>-0.7</i>	<i>6.0</i>	<i>9.9</i>	<i>12.4</i>

Plan Reconciliation

	QTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Simsbury OPEB								06/2008
Beginning Market Value	18,469,652	19,773,421	23,534,197	18,244,042	15,415,341	5,864,684	1,364,267	
Net Contributions	-	-	-	143,919	1,004,320	6,909,226	10,356,217	
Gain/Loss	1,355,255	51,485	-3,709,291	1,436,945	3,405,245	7,050,996	8,104,422	
Ending Market Value	19,824,906	19,824,906	19,824,906	19,824,906	19,824,906	19,824,906	19,824,906	

Benchmark Composition

	Weight (%)
Apr-2017	
Blmbg. U.S. Aggregate	17.5
Blmbg. U.S. TIPS	17.5
S&P 500	26.0
Russell Midcap Index	6.0
Russell 2000 Index	3.0
MSCI EAFE (Net)	19.0
MSCI Emerging Markets (Net)	6.0
Cohen Steers Realty Majors Index	2.5
FTSE EPRA/NAREIT Developed ex U.S. Index	2.5



Section 4 DC Plan Reviews



Simsbury DC

Quarterly Investment Review - Fourth Quarter 2022

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Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice. Past performance does not indicate future performance and there is risk of loss.



Table of Contents

Section 1	Fiduciary Governance Calendar
Section 2	Fourth Quarter 2022 Executive Summary
Appendix A	Investment Policy Statement
Appendix B	SECURE Act 2.0 White Paper
Appendix C	Fiduciary Training



Fiduciary Governance Calendar



Fiduciary Governance Calendar



Fiduciary Trail[®]

Fiduciary Lockbox[®]

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



SECURE 2.0 Act

In 2022, the Securing a Strong Retirement Act (SECURE 2.0 Act), the Enhancing American Retirement Now Act (EARN Act) and the Retirement Improvement Savings Enhancement to Supplement Healthy Investments for the Nest Egg Act (RISE & SHINE Act) were consolidated and attached to an end-of-year spending bill that went into effect in 2023. There are 92 provisions included in this piece of legislation. The table below illustrates some of the key provisions intended to help Americans save more for retirement.

Mandatory Provisions			
Required Minimum Distributions ¹	Roth Catch-Up Contributions ¹	Increase in Catch-Up Contributions ¹	Long-Term Part-Time Workers ²
<ul style="list-style-type: none"> • Effective after 12/31/2022 • The RMD beginning age (currently set at age 72) will expand further to age 73. starting in 2023 and to age 75 starting in 2033 • The penalty for not withdrawing the full amount of an RMD will decrease from 50% to 25%, with a further reduction to 10% for taxpayers who correct the error in a timely manner. 	<ul style="list-style-type: none"> • Effective for taxable years beginning after 12/31/2023 • Participants taking advantage of catch-up contributions and whose wages exceeded \$145,000 in the prior calendar year, must make those catch-up contributions on a Roth (after-tax) basis. 	<ul style="list-style-type: none"> • Effective for taxable years beginning after 12/31/2024 • This provision allows those within the age range of 60-63 to make additional catch-up contributions – the greater of \$10,000 for eligible plans (\$5,000 for simple plans) or 150% of the current year catch-up contribution limit (indexed for inflation). 	<ul style="list-style-type: none"> • Effective after 12/31/2024 • This provision reduces the years of service required for part-time workers to become eligible to contribute from 3 years to 2 years. • Eligible employees will enter under the first SECURE Act’s 3-year rule in 2024 and begin entering under the 2-year rule in 2025.

¹ Source: SECURE 2.0 Act Paves the Way for Big Changes as of January 2023

² Source: Special Legislative Update: SECURE 2.0 Act of 2022 as of January 2023



SECURE 2.0 Act

Optional Provisions			
Student Loan Matching Contributions	“Rothification” of Employer Matching	Emergency Savings Account	Withdrawals for Emergency Expenses
<ul style="list-style-type: none"> • Effective for plan years beginning after 12/31/2023 • Plan Sponsors of qualified retirement plans may provide matching contributions on qualified student loan payments • Student loan match must be subject to the same vesting schedule as the regular match 	<ul style="list-style-type: none"> • Effective after 12/31/2022 • Allows plans to offer participants the ability to take some or all of matching and/or non-elective employer contributions as Roth contributions, the employer Roth contribution would be includable in employee income; such contributions must be fully vested at the time they are made. 	<ul style="list-style-type: none"> • Effective for plan years beginning after 12/31/2023 • Allows employers to establish a Plan-Linked Emergency Savings Account (“PLESA”) • Participants may make Roth contributions until the account balance reaches \$2,500 • Distributions are not subject to early withdrawal penalties and are not taxable 	<ul style="list-style-type: none"> • Effective for withdrawals made after 12/31/2023 • Participants may take in-service distributions up to \$1,000 for emergency expenses once per year (not subject to tax on early distributions) • These distributions may be repaid within three years or future withdrawals may be limited

Collective Investment Trusts (“CITs”): Although it was anticipated that SECURE 2.0 would eliminate the barrier preventing 403(b) plans to invest in CITs, modifications are still needed to applicable securities laws.



Department of Labor Final Rule on ESG and Proxy Voting

On November 22, 2022, The Department of Labor issued its final ruling, “Prudence and Loyalty in Selecting Plan Investments and Exercising Shareholder Rights.” The final rule reframes how fiduciaries may consider ESG factors in their investment decisions. The final rule also gives clarity on how fiduciaries can satisfy their duties while voting proxies for plan investments.

Non-Pecuniary Factors and Participant Preference

The final rule explains that fiduciaries can reasonably determine which factors they believe to be relevant to a risk and return analysis. The final rule also reverses previous regulation that Qualified Default Investment Alternatives may not have investment objectives or strategies that are non-pecuniary in nature, such as ESG or climate change focused. The final rule adds an additional provision that states Plan Sponsors are allowed to consider participant preferences while constructing the plan’s fund menu.

Key Observation: Fiduciaries will have more flexibility to consider non-pecuniary factors when evaluating investments for their Defined Contribution Plans.

Proxy Voting

The final rule also eliminates the previous regulation’s statement that a Plan Sponsor should only vote proxies if the fiduciaries prudently determine the matter will have an economic impact on the investment. The final rule also eliminates the two proxy non-voting safe harbors implemented by the previous administration, along with special monitoring and specific records requirements.

Key Observation: Sponsors who do not pass proxy voting to participants should vote the proxies unless voting would be deemed to have a material cost involved.

Moving Forward

New regulations are generally effective 60 days from publication in the Federal Register. Plan Sponsors should take this time to discuss what, if any, approach they may consider on ESG investments, and review their Investment Policy Statement (IPS) to see if any applicable changes may need to be made for either ESG Investments or proxy voting procedures.



Litigation Landscape

Litigation Background

- In January 2022, The U.S. Supreme Court revived a class action lawsuit challenging the fees and investment options in Northwestern University's retirement plan, citing a former ruling in the case of *Tibble v. Edison International*. Under *Tibble*, a fiduciary has an ongoing duty to monitor investments and remove imprudent ones within a reasonable time. The U.S Supreme Court reminded lower courts that when reviewing fee claims they must consider that there are a range of reasonable decisions a fiduciary may make without violating the duty of prudence.¹
- A recent wave of suits has targeted more than ten plan sponsors utilizing BlackRock's passively managed target date funds. The complaints allege the funds have underperformed and accuse the fiduciaries of chasing low fees in passively managed funds in exchange for inferior returns.¹

Plan Sponsor Takeaways

- Recently *Hughes v. Northwestern University* was applied by three Courts of Appeal when upholding dismissal of excessive fee complaints:
 - Plaintiffs must allege a “a sound basis for comparison –a meaningful benchmark” when alleging plan fees are excessive.
 - The cheapest investment option is not necessarily the one a prudent fiduciary would select.¹
- Fiduciaries have won summary judgment in three recent fee cases. To prevail in the summary judgement phase of a suit, it is crucial for fiduciaries to document and follow a prudent process when making fiduciary decisions regarding fees and investments¹
- Two of the suits challenging the prudence of plans holding the BlackRock target date funds have been dismissed. The suits were both dismissed following oral arguments, when a U.S. District Judge rejected arguments that the BlackRock funds could be compared to other target date funds without considering different strategies, glidepaths and investments.²

¹ Source: Update on Target Date Fund ERISA Litigation as of November 2022

² Source: Federal Judge Dismisses Two of the BlackRock TDF as of December 2022



Fiduciary Best Practices Review

Governance Related

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

Participant Related

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

Plan Related

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



Fourth Quarter 2022 Executive Summary



Asset Allocation

Simsbury DC

As of December 31, 2022

	Dec-2022		Sep-2022		Jun-2022		Mar-2022	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
T. Rowe Price Retirement I 2005 I	-	0.0	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2010 I	-	0.0	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2015 I	173,748	1.3	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2020 I	350,793	2.6	628,963	4.8	654,626	4.9	730,659	4.7
T. Rowe Price Retirement I 2025 I	238,201	1.7	224,501	1.7	235,418	1.7	264,304	1.7
T. Rowe Price Retirement I 2030 I	737,277	5.4	725,677	5.5	736,474	5.5	895,736	5.8
T. Rowe Price Retirement I 2035 I	48,675	0.4	32,119	0.2	22,158	0.2	23,545	0.2
T. Rowe Price Retirement I 2040 I	339,067	2.5	280,347	2.1	256,496	1.9	280,025	1.8
T. Rowe Price Retirement I 2045 I	5,331	0.0	4,453	0.0	7,417	0.1	4,445	0.0
T. Rowe Price Retirement I 2050 I	648,775	4.7	590,929	4.5	596,611	4.4	690,448	4.5
T. Rowe Price Retirement I 2055 I	2,851	0.0	2,224	0.0	1,559	0.0	1,139	0.0
T. Rowe Price Retirement I 2060 I	9,185	0.1	6,809	0.1	4,803	0.0	3,754	0.0
Target Date Funds	2,553,903	18.6	2,496,022	18.9	2,515,562	18.7	2,894,055	18.7
VantageTrust PLUS Fund R10	3,502,014	25.5	3,369,983	25.5	3,288,425	24.4	3,087,938	19.9
Stable Value / Money Market Funds	3,502,014	25.5	3,369,983	25.5	3,288,425	24.4	3,087,938	19.9
Fidelity US Bond Index	159,577	1.2	151,013	1.1	140,806	1.0	145,479	0.9
Western Asset Core Plus Bond IS	267,619	1.9	261,564	2.0	265,580	2.0	278,719	1.8
Fixed Income Funds	427,196	3.1	412,577	3.1	406,386	3.0	424,199	2.7
Fidelity Large Cap Value Index	50,547	0.4	29,546	0.2	14,017	0.1	45,489	0.3
MFS Value Fund R6	815,332	5.9	743,650	5.6	871,412	6.5	939,418	6.1
Fidelity 500 Index	3,467,629	25.3	3,228,575	24.5	3,366,755	25.0	4,034,487	26.0
Fidelity Large Cap Growth Index	41,791	0.3	29,640	0.2	14,129	0.1	3,355	0.0
T. Rowe Price Growth Stock I	1,287,040	9.4	1,485,272	11.3	1,584,127	11.8	2,289,898	14.8
Fidelity Mid Cap Value Index	133	0.0	73	0.0	14	0.0	-	0.0
Vanguard Explorer Value Inv	367,451	2.7	328,872	2.5	338,628	2.5	516,708	3.3
Fidelity Extended Market Index	172,785	1.3	163,054	1.2	156,327	1.2	224,306	1.4
Fidelity Mid Cap Growth Index	8,880	0.1	8,260	0.1	8,258	0.1	10,445	0.1
Eaton Vance Atlanta Capital SMID-Cap R6	650,182	4.7	589,997	4.5	596,519	4.4	704,274	4.5
Fidelity Small Cap Value Index	1,866	0.0	1,489	0.0	1,226	0.0	1,064	0.0
Fidelity Small Cap Growth Index	19,598	0.1	18,768	0.1	18,712	0.1	24,387	0.2
Domestic Equity Funds	6,883,233	50.1	6,627,196	50.2	6,970,122	51.8	8,793,832	56.7
Fidelity Total International Index	106,097	0.8	58,573	0.4	32,555	0.2	32,735	0.2
Hartford International Opportunities R6	253,212	1.8	232,907	1.8	246,353	1.8	278,409	1.8
International Equity Funds	359,308	2.6	291,480	2.2	278,908	2.1	311,144	2.0
Town of Simsbury 457 Plan	13,725,653	100.0	13,197,258	100.0	13,459,403	100.0	15,511,168	100.0

Source: MissionSquare



Asset Allocation

Simsbury DC

As of December 31, 2022

	Dec-2022		Sep-2022		Jun-2022		Mar-2022	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
T. Rowe Price Retirement I 2005 I	-	0.0	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2010 I	-	0.0	-	0.0	-	0.0	3,002	0.3
T. Rowe Price Retirement I 2015 I	-	0.0	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2020 I	11,977	1.0	9,986	0.9	9,353	0.9	9,135	0.9
T. Rowe Price Retirement I 2025 I	23,401	2.0	19,647	1.8	18,710	1.8	13,304	1.2
T. Rowe Price Retirement I 2030 I	59,689	5.1	50,834	4.8	50,428	4.7	44,045	4.1
T. Rowe Price Retirement I 2035 I	44,434	3.8	22,552	2.1	35,558	3.3	8,887	0.8
T. Rowe Price Retirement I 2040 I	91,796	7.9	78,106	7.3	79,616	7.5	87,671	8.2
T. Rowe Price Retirement I 2045 I	24,271	2.1	20,761	2.0	20,579	1.9	21,384	2.0
T. Rowe Price Retirement I 2050 I	50,946	4.4	43,726	4.1	44,765	4.2	43,637	4.1
T. Rowe Price Retirement I 2055 I	2,118	0.2	1,459	0.1	1,254	0.1	522	0.0
T. Rowe Price Retirement I 2060 I	5,414	0.5	3,250	0.3	2,454	0.2	1,702	0.2
Target Date Funds	314,047	27.0	250,319	23.5	262,715	24.7	233,289	21.8
VantageTrust PLUS Fund R10	584,623	50.3	575,336	54.0	542,351	51.0	515,535	48.2
Stable Value / Money Market Funds	584,623	50.3	575,336	54.0	542,351	51.0	515,535	48.2
Fidelity US Bond Index	7,745	0.7	6,577	0.6	6,655	0.6	8,834	0.8
Western Asset Core Plus Bond IS	1,635	0.1	1,478	0.1	1,543	0.1	1,564	0.1
Fixed Income Funds	9,380	0.8	8,055	0.8	8,198	0.8	10,398	1.0
Fidelity Large Cap Value Index	-	0.0	-	0.0	-	0.0	-	0.0
MFS Value Fund R6	10,874	0.9	9,358	0.9	9,699	0.9	11,112	1.0
Fidelity 500 Index	85,540	7.4	77,630	7.3	94,875	8.9	117,243	11.0
Fidelity Large Cap Growth Index	4,230	0.4	3,466	0.3	2,833	0.3	2,848	0.3
T. Rowe Price Growth Stock I	53,513	4.6	52,710	5.0	52,805	5.0	68,347	6.4
Fidelity Mid Cap Value Index	-	0.0	-	0.0	-	0.0	-	0.0
Vanguard Explorer Value Inv	13,767	1.2	11,877	1.1	12,328	1.2	13,992	1.3
Fidelity Extended Market Index	42,437	3.7	38,825	3.6	38,685	3.6	46,852	4.4
Fidelity Mid Cap Growth Index	-	0.0	-	0.0	-	0.0	1,255	0.1
Eaton Vance Atlanta Capital SMID-Cap R6	21,022	1.8	18,168	1.7	17,956	1.7	21,134	2.0
Fidelity Small Cap Value Index	-	0.0	-	0.0	-	0.0	-	0.0
Fidelity Small Cap Growth Index	-	0.0	-	0.0	-	0.0	1,236	0.1
Domestic Equity Funds	231,383	19.9	212,035	19.9	229,179	21.6	284,020	26.6
Fidelity Total International Index	-	0.0	-	0.0	-	0.0	1,565	0.1
Hartford International Opportunities R6	22,521	1.9	18,812	1.8	20,025	1.9	24,779	2.3
International Equity Funds	22,521	1.9	18,812	1.8	20,025	1.9	26,345	2.5
Simsbury BOE ICMA Plan	1,161,954	100.0	1,064,557	100.0	1,062,469	100.0	1,069,587	100.0

Source: MissionSquare



Asset Allocation

Simsbury DC

As of December 31, 2022

	Dec-2022		Sep-2022		Jun-2022		Mar-2022	
	(\$)	%	(\$)	%	(\$)	%	(\$)	%
T. Rowe Price Retirement I 2005 I	-	0.0	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2010 I	-	0.0	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2015 I	-	0.0	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2020 I	28,528	3.4	25,638	3.5	24,052	3.5	25,230	3.5
T. Rowe Price Retirement I 2025 I	-	0.0	-	0.0	-	0.0	-	0.0
T. Rowe Price Retirement I 2030 I	78,430	9.2	64,397	8.9	59,666	8.7	61,370	8.4
T. Rowe Price Retirement I 2035 I	1,394	0.2	1,296	0.2	135	0.0	-	0.0
T. Rowe Price Retirement I 2040 I	221,335	26.1	192,706	26.6	184,061	27.0	200,681	27.4
T. Rowe Price Retirement I 2045 I	46,860	5.5	42,908	5.9	45,686	6.7	53,549	7.3
T. Rowe Price Retirement I 2050 I	310,605	36.6	270,276	37.3	258,804	37.9	280,489	38.4
T. Rowe Price Retirement I 2055 I	14,227	1.7	9,689	1.3	5,290	0.8	3,046	0.4
T. Rowe Price Retirement I 2060 I	43,680	5.1	28,986	4.0	20,857	3.1	16,622	2.3
Target Date Funds	745,058	87.8	635,896	87.8	598,551	87.7	640,986	87.7
VantageTrust PLUS Fund R10	4,577	0.5	4,554	0.6	4,321	0.6	7,548	1.0
Stable Value / Money Market Funds	4,577	0.5	4,554	0.6	4,321	0.6	7,548	1.0
Fidelity US Bond Index	2,821	0.3	5,657	0.8	4,641	0.7	5,360	0.7
Western Asset Core Plus Bond IS	2,547	0.3	6,963	1.0	4,862	0.7	1,841	0.3
Fixed Income Funds	5,368	0.6	12,619	1.7	9,503	1.4	7,201	1.0
Fidelity Large Cap Value Index	10,110	1.2	5,734	0.8	5,799	0.8	18,337	2.5
MFS Value Fund R6	2,744	0.3	3,675	0.5	4,335	0.6	197	0.0
Fidelity 500 Index	15,770	1.9	8,722	1.2	8,514	1.2	7,442	1.0
Fidelity Large Cap Growth Index	17,220	2.0	12,237	1.7	10,172	1.5	5,314	0.7
T. Rowe Price Growth Stock I	920	0.1	1,422	0.2	1,425	0.2	1,708	0.2
Fidelity Mid Cap Value Index	-	0.0	-	0.0	-	0.0	-	0.0
Vanguard Explorer Value Inv	4,747	0.6	5,606	0.8	5,273	0.8	1,879	0.3
Fidelity Extended Market Index	8,947	1.1	7,803	1.1	7,297	1.1	14,261	2.0
Fidelity Mid Cap Growth Index	-	0.0	-	0.0	-	0.0	-	0.0
Eaton Vance Atlanta Capital SMID-Cap R6	3,606	0.4	2,925	0.4	2,420	0.4	1,787	0.2
Fidelity Small Cap Value Index	-	0.0	-	0.0	-	0.0	-	0.0
Fidelity Small Cap Growth Index	-	0.0	-	0.0	-	0.0	1,329	0.2
Domestic Equity Funds	64,065	7.6	48,124	6.6	45,236	6.6	52,254	7.1
Fidelity Total International Index	20,954	2.5	13,936	1.9	15,059	2.2	15,632	2.1
Hartford International Opportunities R6	8,227	1.0	8,916	1.2	9,914	1.5	7,471	1.0
International Equity Funds	29,181	3.4	22,851	3.2	24,973	3.7	23,103	3.2
Simsbury 401(a) ICMA Plan	848,249	100.0	724,045	100.0	682,583	100.0	731,091	100.0

Source: MissionSquare



T. Rowe Price Retirement Funds

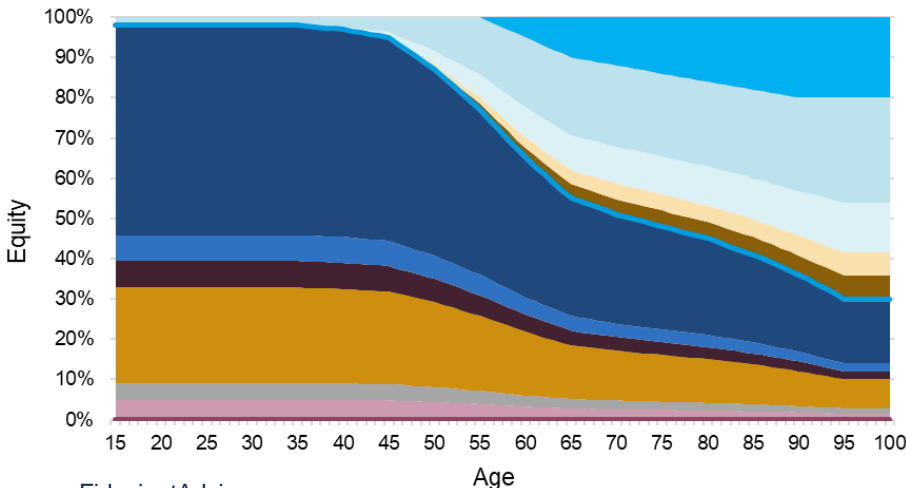
Strategy Overview:

- Launched in 2002, this strategy is run by lead PM Wyatt Lee, but final decisions are made by the T. Rowe Price Asset Allocation Committee.
- Utilizing internal T. Rowe Price strategies, the glide path is allocated primarily with active strategies.
- Portfolios are chosen based on desired asset class exposure, not the portfolio manager's assessment of a strategy's team and abilities.
- Tactical allocations can be made up to +/- 5% from the glide path. The team tends to look for allocation changes that are based on a 12 - 18 month timeframe.
- The strategy can be accessed through both mutual funds and collective trusts.
- The strategy is available in five-year increments (2005 – 2065).

Updates:

- In September 2021, T. Rowe announced the addition of the U.S. Structured Research Equity strategy as a building block for the Retirement Funds.
- In May 2020, T. Rowe Price began to implement a change to the strategic glide path for its Retirement Funds, maintaining higher equity exposures across certain parts of the glide path.
- In June 2017, T. Rowe Price announced the intention to modify their fixed income allocations adding additional asset classes to diversify their current holdings. These modifications were implemented in 2016 and did not result in a change in cost for investors. A prior change occurred in 2011 when international equities increased relative to domestic equities. The total level of equities remained unchanged.

Asset Allocation



Inflation Risk Asset Classes	Implementation
TIPS	Passive Intermediate
Real Estate	Passive Global

Longevity Risk Asset Classes	Implementation
Large Cap Equities	Active Value, Growth, Passive Core
Mid Cap Equities	Passive Core
Small Cap Equities	Active Value, Growth, Passive Core
Non-U.S. Equities	Active Value, Growth, Small, Passive Large Core
Emerging Markets Equities	Passive Core

Market Risk Asset Classes	Implementation
Investment Grade Fixed Income	Active Short, Active/Passive Intermediate
Non-U.S. Fixed Income	Passive
Cash	Cash, Govt. Money Market



Manager Performance

Simsbury DC

As of December 31, 2022

Rank
 = 1-50 percentile
 = 51-75 percentile
 = 76-100 percentile

	Performance(%)					Fund & Cat Median Exp Ratio	Manager Status
	QTD	1 Year	3 Years	5 Years	10 Years		
T. Rowe Price Retirement I 2005 I	4.7	-13.5	1.4	3.1	4.6	0.34	Maintain
<i>T. Rowe Price Retirement 2005 Index</i>	5.1	-13.5	1.6	3.2	4.7	-	
IM Mixed-Asset Target Today (MF) Median	4.3	-12.9	0.2	2.0	3.5	0.59	
T. Rowe Price Retirement I 2005 I Rank	28	63	7	5	4	-	
T. Rowe Price Retirement I 2010 I	5.0	-13.9	1.7	3.4	5.1	0.34	Maintain
<i>T. Rowe Price Retirement 2010 Index</i>	5.3	-13.9	1.8	3.5	5.2	-	
IM Mixed-Asset Target 2010 (MF) Median	4.5	-12.7	0.9	2.7	4.3	0.48	
T. Rowe Price Retirement I 2010 I Rank	30	89	12	11	5	-	
T. Rowe Price Retirement I 2015 I	5.2	-14.2	2.0	3.7	5.8	0.36	Maintain
<i>T. Rowe Price Retirement 2015 Index</i>	5.6	-14.2	2.1	3.8	5.9	-	
IM Mixed-Asset Target 2015 (MF) Median	5.2	-13.7	1.3	2.9	5.1	0.53	
T. Rowe Price Retirement I 2015 I Rank	50	64	11	6	5	-	
T. Rowe Price Retirement I 2020 I	5.6	-14.5	2.3	4.0	6.6	0.37	Maintain
<i>T. Rowe Price Retirement 2020 Index</i>	5.9	-14.6	2.4	4.1	6.5	-	
IM Mixed-Asset Target 2020 (MF) Median	5.6	-14.4	1.4	3.1	5.4	0.56	
T. Rowe Price Retirement I 2020 I Rank	51	54	7	5	1	-	
T. Rowe Price Retirement I 2025 I	6.0	-15.5	2.8	4.4	7.2	0.39	Maintain
<i>T. Rowe Price Retirement 2025 Index</i>	6.4	-15.4	2.9	4.7	7.3	-	
IM Mixed-Asset Target 2025 (MF) Median	5.9	-15.3	1.4	3.3	5.6	0.59	
T. Rowe Price Retirement I 2025 I Rank	43	55	5	4	2	-	
T. Rowe Price Retirement I 2030 I	6.8	-16.9	3.1	4.8	7.8	0.41	Maintain
<i>T. Rowe Price Retirement 2030 Index</i>	7.3	-16.4	3.4	5.1	7.9	-	
IM Mixed-Asset Target 2030 (MF) Median	6.7	-16.2	2.0	3.8	6.3	0.62	
T. Rowe Price Retirement I 2030 I Rank	47	71	6	4	4	-	

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.



Manager Performance

Simsbury DC

As of December 31, 2022

	Performance(%)					Fund & Cat Median Exp Ratio	Manager Status
	QTD	1 Year	3 Years	5 Years	10 Years		
T. Rowe Price Retirement I 2035 I	7.6	-17.9	3.5	5.1	8.3	0.42	Maintain
<i>T. Rowe Price Retirement 2035 Index</i>	8.1	-17.1	3.9	5.5	8.4	-	
IM Mixed-Asset Target 2035 (MF) Median	7.6	-17.1	2.7	4.2	7.0	0.62	
T. Rowe Price Retirement I 2035 I Rank	50	76	11	11	5	-	
T. Rowe Price Retirement I 2040 I	8.3	-18.7	3.8	5.3	8.6	0.43	Maintain
<i>T. Rowe Price Retirement 2040 Index</i>	8.7	-17.7	4.4	5.9	8.9	-	
IM Mixed-Asset Target 2040 (MF) Median	8.4	-17.9	3.1	4.6	7.5	0.64	
T. Rowe Price Retirement I 2040 I Rank	60	81	14	13	5	-	
T. Rowe Price Retirement I 2045 I	8.7	-19.0	4.1	5.6	8.8	0.44	Maintain
<i>T. Rowe Price Retirement 2045 Index</i>	9.1	-17.9	4.7	6.1	9.0	-	
IM Mixed-Asset Target 2045 (MF) Median	8.9	-18.2	3.4	4.9	7.6	0.64	
T. Rowe Price Retirement I 2045 I Rank	71	81	12	13	6	-	
T. Rowe Price Retirement I 2050 I	8.8	-19.1	4.1	5.6	8.8	0.45	Maintain
<i>T. Rowe Price Retirement 2050 Index</i>	9.2	-18.0	4.7	6.2	9.0	-	
IM Mixed-Asset Target 2050 (MF) Median	9.2	-18.3	3.6	4.9	7.7	0.65	
T. Rowe Price Retirement I 2050 I Rank	70	77	12	13	6	-	
T. Rowe Price Retirement I 2055 I	8.9	-19.1	4.1	5.6	8.8	0.46	Maintain
<i>T. Rowe Price Retirement 2055 Index</i>	9.2	-18.0	4.7	6.2	9.0	-	
IM Mixed-Asset Target 2055 (MF) Median	9.2	-18.3	3.6	4.9	7.9	0.65	
T. Rowe Price Retirement I 2055 I Rank	67	76	14	12	8	-	
T. Rowe Price Retirement I 2060 I	8.9	-19.1	4.1	5.6	-	0.46	Maintain
<i>T. Rowe Price Retirement 2060 Index</i>	9.2	-18.0	4.7	6.2	-	-	
IM Mixed-Asset Target 2060 (MF) Median	9.3	-18.3	3.6	5.0	-	0.65	
T. Rowe Price Retirement I 2060 I Rank	67	73	13	14	-	-	
Target Date Funds	-	-	-	-	-	-	

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Manager Performance

Simsbury DC

As of December 31, 2022

Rank
 = 1-50 percentile
 = 51-75 percentile
 = 76-100 percentile

	Performance(%)					Fund & Cat Median Exp Ratio	Manager Status
	QTD	1 Year	3 Years	5 Years	10 Years		
VantageTrust PLUS Fund R10	0.6	2.0	2.0	2.2	2.1	0.54	Maintain
<i>FTSE 3 Month T-Bill</i>	0.9	1.5	0.7	1.2	0.7	-	
Stable Value / Money Market Funds							
	-	-	-	-	-		
Fidelity US Bond Index	1.7	-13.0	-2.7	0.0	1.0	0.03	Maintain
<i>Blmbg. U.S. Aggregate</i>	1.9	-13.0	-2.7	0.0	1.1	-	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.7	-13.7	-2.7	-0.1	1.0	0.53	
Fidelity US Bond Index Rank	55	22	50	45	52	-	
Western Asset Core Plus Bond IS	3.2	-18.8	-4.5	-0.7	1.6	0.42	Maintain
<i>Blmbg. U.S. Aggregate</i>	1.9	-13.0	-2.7	0.0	1.1	-	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	1.8	-13.7	-2.4	0.1	1.2	0.62	
Western Asset Core Plus Bond IS Rank	4	99	98	91	27	-	
Fixed Income Funds							
	-	-	-	-	-		
Fidelity Large Cap Value Index	12.4	-7.6	6.0	6.7	-	0.04	Maintain
<i>Russell 1000 Value Index</i>	12.4	-7.5	6.0	6.7	-	-	
IM U.S. Large Cap Value Equity (MF) Median	12.9	-6.1	7.2	7.5	-	0.79	
Fidelity Large Cap Value Index Rank	59	66	79	74	-	-	
MFS Value Fund R6	13.6	-5.8	7.2	7.6	11.3	0.45	Maintain
<i>Russell 1000 Value Index</i>	12.4	-7.5	6.0	6.7	10.3	-	
IM U.S. Large Cap Value Equity (MF) Median	12.9	-6.1	7.2	7.5	10.5	0.79	
MFS Value Fund R6 Rank	35	48	51	46	24	-	

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Manager Performance

Simsbury DC

As of December 31, 2022

	Performance(%)					Fund & Cat Median Exp Ratio	Manager Status
	QTD	1 Year	3 Years	5 Years	10 Years		
Fidelity 500 Index	7.6	-18.1	7.6	9.4	12.6	0.02	Maintain
<i>S&P 500</i>	7.6	-18.1	7.7	9.4	12.6	-	
IM U.S. Large Cap Core Equity (MF) Median	7.8	-18.7	6.9	8.8	11.7	0.73	
Fidelity 500 Index Rank	57	45	29	30	16	-	
Fidelity Large Cap Growth Index	2.2	-29.2	7.7	10.9	-	0.04	Maintain
<i>Russell 1000 Growth Index</i>	2.2	-29.1	7.8	11.0	-	-	
IM U.S. Large Cap Growth Equity (MF) Median	2.5	-31.3	4.8	8.5	-	0.84	
Fidelity Large Cap Growth Index Rank	58	28	11	12	-	-	
T. Rowe Price Growth Stock I	-2.2	-40.1	-0.4	5.1	11.3	0.51	Maintain
<i>Russell 1000 Growth Index</i>	2.2	-29.1	7.8	11.0	14.1	-	
IM U.S. Large Cap Growth Equity (MF) Median	2.5	-31.3	4.8	8.5	12.0	0.84	
T. Rowe Price Growth Stock I Rank	97	96	94	94	72	-	
Fidelity Mid Cap Value Index	10.4	-12.1	5.7	-	-	0.05	Maintain
<i>Russell Midcap Value Index</i>	10.5	-12.0	5.8	-	-	-	
IM U.S. Mid Cap Value Equity (MF) Median	11.7	-8.0	6.7	-	-	0.90	
Fidelity Mid Cap Value Index Rank	75	95	77	-	-	-	
Vanguard Explorer Value Inv	11.7	-14.1	4.4	4.7	9.2	0.52	Maintain
<i>Russell 2500 Value Index</i>	9.2	-13.1	5.2	4.8	8.9	-	
IM U.S. SMID Cap Value Equity (MF) Median	13.2	-3.6	7.9	6.2	9.3	1.09	
Vanguard Explorer Value Inv Rank	66	81	95	89	51	-	
Fidelity Extended Market Index	5.1	-26.4	3.0	4.9	9.6	0.04	Maintain
<i>Dow Jones U.S. Completion Total Stock Market Indx</i>	5.1	-26.5	2.9	4.8	9.5	-	
IM U.S. SMID Cap Core Equity (MF) Median	9.7	-14.7	5.6	4.9	9.1	1.01	
Fidelity Extended Market Index Rank	98	100	84	50	35	-	
Fidelity Mid Cap Growth Index	6.9	-26.7	3.7	-	-	0.05	Maintain
<i>Russell Midcap Growth Index</i>	6.9	-26.7	3.9	-	-	-	
IM U.S. Mid Cap Growth Equity (MF) Median	5.7	-28.8	4.1	-	-	0.95	
Fidelity Mid Cap Growth Index Rank	35	37	56	-	-	-	

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Manager Performance

Simsbury DC

As of December 31, 2022

	Performance(%)					Fund & Cat Median Exp Ratio	Manager Status
	QTD	1 Year	3 Years	5 Years	10 Years		
Eaton Vance Atlanta Capital SMID-Cap R6	11.6	-8.8	7.5	9.6	13.2	0.81	Maintain
<i>Russell 2500 Growth Index</i>	4.7	-26.2	2.9	6.0	10.6	-	
IM U.S. SMID Cap Growth Equity (MF) Median	6.2	-26.4	3.0	5.9	10.2	0.97	
Eaton Vance Atlanta Capital SMID-Cap R6 Rank	3	2	16	6	7	-	
Fidelity Small Cap Value Index	8.4	-14.4	4.6	-	-	0.05	Maintain
<i>Russell 2000 Value Index</i>	8.4	-14.5	4.7	-	-	-	
IM U.S. Small Cap Value Equity (MF) Median	11.7	-11.1	6.8	-	-	1.05	
Fidelity Small Cap Value Index Rank	90	96	89	-	-	-	
Fidelity Small Cap Growth Index	4.1	-26.2	0.7	-	-	0.05	Maintain
<i>Russell 2000 Growth Index</i>	4.1	-26.4	0.6	-	-	-	
IM U.S. Small Cap Growth Equity (MF) Median	4.5	-27.5	3.5	-	-	1.10	
Fidelity Small Cap Growth Index Rank	57	42	82	-	-	-	
Domestic Equity Funds	-	-	-	-	-		
Fidelity Total International Index	14.8	-16.3	0.3	1.0	-	0.06	Maintain
<i>MSCI AC World ex USA IMI (Net)</i>	14.1	-16.6	0.2	0.8	-	-	
IM International Large Cap Core Equity (MF) Median	17.1	-15.1	0.8	1.2	-	0.90	
Fidelity Total International Index Rank	80	65	58	56	-	-	
Hartford International Opportunities R6	14.9	-17.9	2.2	1.9	-	0.69	Maintain
<i>MSCI AC World ex USA (Net)</i>	14.3	-16.0	0.1	0.9	-	-	
IM International Large Cap Core Equity (MF) Median	17.1	-15.1	0.8	1.2	-	0.90	
Hartford International Opportunities R6 Rank	77	81	24	26	-	-	
International Equity Funds	-	-	-	-	-		

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Calendar Year Performance

Simsbury DC

As of December 31, 2022

Rank
 = 1-50 percentile
 = 51-75 percentile
 = 76-100 percentile

	Performance(%)										
	YTD	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
T. Rowe Price Retirement I 2005 I	-13.5	8.2	11.5	15.2	-3.1	10.7	6.7	-0.8	4.7	9.7	11.4
<i>T. Rowe Price Retirement 2005 Index</i>	-13.5	8.1	12.0	14.9	-2.6	10.1	5.8	-0.1	5.5	9.9	9.5
IM Mixed-Asset Target Today (MF) Median	-12.9	6.2	9.5	13.3	-3.6	8.9	5.1	-1.4	3.9	5.4	8.9
T. Rowe Price Retirement I 2005 I Rank	63	16	11	20	32	19	12	29	17	9	5
T. Rowe Price Retirement I 2010 I	-13.9	9.0	12.1	16.3	-3.6	11.8	7.2	-0.7	5.0	11.9	12.4
<i>T. Rowe Price Retirement 2010 Index</i>	-13.9	9.0	12.6	16.0	-3.0	11.2	6.3	-0.2	5.8	12.0	10.6
IM Mixed-Asset Target 2010 (MF) Median	-12.7	5.8	10.4	14.2	-3.6	10.2	6.1	-1.2	4.1	8.7	9.8
T. Rowe Price Retirement I 2010 I Rank	89	6	1	1	49	7	12	20	19	6	4
T. Rowe Price Retirement I 2015 I	-14.2	9.7	12.8	17.5	-4.1	13.5	7.3	-0.5	5.4	15.2	13.8
<i>T. Rowe Price Retirement 2015 Index</i>	-14.2	9.7	13.1	17.4	-3.6	12.9	6.9	-0.3	6.3	15.0	11.9
IM Mixed-Asset Target 2015 (MF) Median	-13.7	8.0	11.4	15.2	-3.9	11.3	6.4	-1.3	4.5	10.4	10.8
T. Rowe Price Retirement I 2015 I Rank	64	15	2	1	55	8	18	14	28	3	1
T. Rowe Price Retirement I 2020 I	-14.5	10.6	13.3	19.4	-4.8	15.9	7.6	-0.3	5.6	18.1	15.0
<i>T. Rowe Price Retirement 2020 Index</i>	-14.6	10.6	13.5	19.4	-4.4	14.9	7.5	-0.5	6.6	17.4	12.9
IM Mixed-Asset Target 2020 (MF) Median	-14.4	8.7	10.9	16.0	-4.5	12.7	6.4	-1.4	4.7	11.8	11.5
T. Rowe Price Retirement I 2020 I Rank	54	8	11	1	59	1	15	9	24	3	1
T. Rowe Price Retirement I 2025 I	-15.5	12.0	14.6	21.1	-5.5	17.8	7.6	0.0	5.8	20.8	16.0
<i>T. Rowe Price Retirement 2025 Index</i>	-15.4	12.3	14.6	21.4	-5.0	16.7	8.2	-0.6	7.1	20.0	14.0
IM Mixed-Asset Target 2025 (MF) Median	-15.3	9.7	12.1	18.2	-5.2	15.0	6.9	-1.4	5.2	15.8	13.0
T. Rowe Price Retirement I 2025 I Rank	55	5	9	1	57	1	23	5	32	5	1
T. Rowe Price Retirement I 2030 I	-16.9	13.7	15.9	22.7	-6.2	19.5	7.8	0.0	6.1	23.1	16.8
<i>T. Rowe Price Retirement 2030 Index</i>	-16.4	14.2	15.6	23.1	-5.7	18.3	8.8	-0.7	7.3	22.1	14.8
IM Mixed-Asset Target 2030 (MF) Median	-16.2	11.4	12.9	20.1	-6.3	16.9	7.3	-1.5	5.2	17.9	13.7
T. Rowe Price Retirement I 2030 I Rank	71	8	6	3	45	1	36	5	25	5	2

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Calendar Year Performance

Simsbury DC

As of December 31, 2022

	Performance(%)										
	YTD	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
T. Rowe Price Retirement I 2035 I	-17.9	15.3	17.0	23.9	-6.8	21.0	7.7	0.2	6.1	24.9	17.4
<i>T. Rowe Price Retirement 2035 Index</i>	-17.1	16.1	16.5	24.5	-6.2	19.6	9.2	-0.9	7.4	23.8	15.4
IM Mixed-Asset Target 2035 (MF) Median	-17.1	13.8	14.1	22.3	-7.3	18.7	7.7	-1.5	5.4	20.8	14.7
T. Rowe Price Retirement I 2035 I Rank	76	15	12	14	40	4	53	4	30	4	4
T. Rowe Price Retirement I 2040 I	-18.7	16.6	18.2	24.9	-7.2	22.1	7.7	0.2	6.2	25.9	17.5
<i>T. Rowe Price Retirement 2040 Index</i>	-17.7	17.7	17.2	25.5	-6.6	20.6	9.6	-1.0	7.4	24.7	15.7
IM Mixed-Asset Target 2040 (MF) Median	-17.9	15.7	14.7	23.6	-8.0	19.7	7.9	-1.7	5.4	21.6	14.9
T. Rowe Price Retirement I 2040 I Rank	81	20	10	17	29	3	56	4	29	5	3
T. Rowe Price Retirement I 2045 I	-19.0	17.4	18.7	25.5	-7.5	22.6	7.7	0.2	6.1	25.9	17.6
<i>T. Rowe Price Retirement 2045 Index</i>	-17.9	18.8	17.6	26.3	-7.0	21.0	9.7	-1.0	7.4	24.7	15.7
IM Mixed-Asset Target 2045 (MF) Median	-18.2	16.7	15.4	24.6	-8.2	20.6	8.1	-1.7	5.6	23.1	15.5
T. Rowe Price Retirement I 2045 I Rank	81	29	9	24	29	5	63	4	30	6	4
T. Rowe Price Retirement I 2050 I	-19.1	17.5	18.7	25.6	-7.5	22.6	7.7	0.2	6.2	25.9	17.6
<i>T. Rowe Price Retirement 2050 Index</i>	-18.0	18.9	17.6	26.3	-7.0	21.0	9.7	-1.0	7.4	24.7	15.7
IM Mixed-Asset Target 2050 (MF) Median	-18.3	17.0	15.5	24.7	-8.5	20.8	8.1	-1.6	5.6	23.1	15.5
T. Rowe Price Retirement I 2050 I Rank	77	36	9	27	22	6	62	5	31	9	5
T. Rowe Price Retirement I 2055 I	-19.1	17.6	18.7	25.5	-7.5	22.6	7.7	0.2	6.2	25.9	17.6
<i>T. Rowe Price Retirement 2055 Index</i>	-18.0	18.9	17.6	26.3	-7.0	21.0	9.7	-1.0	7.4	24.7	15.7
IM Mixed-Asset Target 2055 (MF) Median	-18.3	17.2	15.6	24.8	-8.5	21.1	8.2	-1.7	5.4	23.2	15.6
T. Rowe Price Retirement I 2055 I Rank	76	37	10	31	23	7	66	5	35	11	2
T. Rowe Price Retirement I 2060 I	-19.1	17.6	18.8	25.5	-7.4	22.5	7.4	0.1	-	-	-
<i>T. Rowe Price Retirement 2060 Index</i>	-18.0	18.9	17.6	26.3	-7.0	21.0	9.7	-1.0	-	-	-
IM Mixed-Asset Target 2060 (MF) Median	-18.3	17.3	15.7	25.1	-8.5	21.3	7.9	-1.0	-	-	-
T. Rowe Price Retirement I 2060 I Rank	73	42	10	38	22	12	66	6	-	-	-

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Calendar Year Performance

Simsbury DC

As of December 31, 2022

Rank
 = 1-50 percentile
 = 51-75 percentile
 = 76-100 percentile

	Performance(%)										
	YTD	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
VantageTrust PLUS Fund R10	2.0	1.9	2.2	2.5	2.3	2.1	2.0	2.0	2.1	2.3	-
<i>FTSE 3 Month T-Bill</i>	1.5	0.0	0.6	2.3	1.9	0.8	0.3	0.0	0.0	0.1	-
Fidelity US Bond Index	-13.0	-1.8	7.8	8.5	0.0	3.5	2.5	0.6	6.0	-2.2	4.2
<i>Blmbg. U.S. Aggregate</i>	-13.0	-1.5	7.5	8.7	0.0	3.5	2.6	0.5	6.0	-2.0	4.2
IM U.S. Broad Market Core Fixed Income (MF) Median	-13.7	-1.3	8.2	8.8	-0.6	3.6	2.9	0.0	5.5	-2.0	6.0
Fidelity US Bond Index Rank	22	74	61	65	18	56	68	16	26	62	80
Western Asset Core Plus Bond IS	-18.8	-1.9	9.5	12.3	-1.5	7.0	4.7	1.3	7.7	-1.0	8.6
<i>Blmbg. U.S. Aggregate</i>	-13.0	-1.5	7.5	8.7	0.0	3.5	2.6	0.5	6.0	-2.0	4.2
IM U.S. Broad Market Core+ Fixed Income (MF) Median	-13.7	-0.9	8.6	9.3	-1.0	4.5	4.1	-0.3	5.1	-1.1	8.2
Western Asset Core Plus Bond IS Rank	99	84	29	2	66	1	34	2	3	47	40
Fidelity Large Cap Value Index	-7.6	25.1	2.9	26.5	-8.3	13.8	-	-	-	-	-
<i>Russell 1000 Value Index</i>	-7.5	25.2	2.8	26.5	-8.3	13.7	-	-	-	-	-
IM U.S. Large Cap Value Equity (MF) Median	-6.1	26.0	3.8	26.5	-8.6	17.0	-	-	-	-	-
Fidelity Large Cap Value Index Rank	66	63	60	50	45	82	-	-	-	-	-
MFS Value Fund R6	-5.8	25.6	4.0	30.2	-9.8	17.9	14.3	-0.4	10.7	36.0	16.6
<i>Russell 1000 Value Index</i>	-7.5	25.2	2.8	26.5	-8.3	13.7	17.3	-3.8	13.5	32.5	17.5
IM U.S. Large Cap Value Equity (MF) Median	-6.1	26.0	3.8	26.5	-8.6	17.0	13.8	-3.0	10.8	32.1	15.8
MFS Value Fund R6 Rank	48	57	48	17	72	36	43	13	54	8	38
Fidelity 500 Index	-18.1	28.7	18.4	31.5	-4.4	21.8	12.0	1.4	13.7	32.4	16.0
<i>S&P 500</i>	-18.1	28.7	18.4	31.5	-4.4	21.8	12.0	1.4	13.7	32.4	16.0
IM U.S. Large Cap Core Equity (MF) Median	-18.7	26.9	18.4	30.6	-5.4	21.4	9.7	0.5	11.5	31.8	15.4
Fidelity 500 Index Rank	45	26	50	37	32	45	20	35	18	38	41
Fidelity Large Cap Growth Index	-29.2	27.6	38.4	36.4	-1.6	30.1	-	-	-	-	-
<i>Russell 1000 Growth Index</i>	-29.1	27.6	38.5	36.4	-1.5	30.2	-	-	-	-	-
IM U.S. Large Cap Growth Equity (MF) Median	-31.3	22.4	35.6	33.3	-1.2	29.3	-	-	-	-	-
Fidelity Large Cap Growth Index Rank	28	17	35	19	56	40	-	-	-	-	-

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Calendar Year Performance

Simsbury DC

As of December 31, 2022

	Performance(%)										
	YTD	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
T. Rowe Price Growth Stock I	-40.1	20.2	37.1	31.0	-0.9	33.8	1.6	10.9	8.8	39.2	18.9
<i>Russell 1000 Growth Index</i>	-29.1	27.6	38.5	36.4	-1.5	30.2	7.1	5.7	13.1	33.5	15.3
IM U.S. Large Cap Growth Equity (MF) Median	-31.3	22.4	35.6	33.3	-1.2	29.3	2.2	5.6	10.5	34.1	14.8
T. Rowe Price Growth Stock I Rank	96	63	42	73	47	15	56	5	72	11	14
Fidelity Mid Cap Value Index	-12.1	28.2	4.7	-	-	-	-	-	-	-	-
<i>Russell Midcap Value Index</i>	-12.0	28.3	5.0	-	-	-	-	-	-	-	-
IM U.S. Mid Cap Value Equity (MF) Median	-8.0	28.8	2.5	-	-	-	-	-	-	-	-
Fidelity Mid Cap Value Index Rank	95	59	34	-	-	-	-	-	-	-	-
Vanguard Explorer Value Inv	-14.1	28.4	3.3	26.9	-13.0	13.3	20.7	-2.8	4.8	38.1	18.7
<i>Russell 2500 Value Index</i>	-13.1	27.8	4.9	23.6	-12.4	10.4	25.2	-5.5	7.1	33.3	19.2
IM U.S. SMID Cap Value Equity (MF) Median	-3.6	33.5	3.4	25.1	-14.6	13.2	21.0	-3.8	5.6	36.5	18.7
Vanguard Explorer Value Inv Rank	81	62	55	23	32	42	61	25	73	30	51
Fidelity Extended Market Index	-26.4	12.4	32.2	28.0	-9.4	18.2	16.1	-3.3	7.7	38.3	18.0
<i>Dow Jones U.S. Completion Total Stock Market Indx</i>	-26.5	12.4	32.2	27.9	-9.6	18.1	15.7	-3.4	7.6	38.1	17.9
IM U.S. SMID Cap Core Equity (MF) Median	-14.7	26.0	8.6	24.7	-12.4	13.9	17.3	-5.1	6.8	35.4	16.7
Fidelity Extended Market Index Rank	100	100	1	19	22	23	66	30	41	21	31
Fidelity Mid Cap Growth Index	-26.7	12.7	34.8	-	-	-	-	-	-	-	-
<i>Russell Midcap Growth Index</i>	-26.7	12.7	35.6	-	-	-	-	-	-	-	-
IM U.S. Mid Cap Growth Equity (MF) Median	-28.8	14.2	34.9	-	-	-	-	-	-	-	-
Fidelity Mid Cap Growth Index Rank	37	60	52	-	-	-	-	-	-	-	-
Eaton Vance Atlanta Capital SMID-Cap R6	-8.8	22.3	11.3	34.6	-5.3	24.8	11.4	9.8	5.2	36.1	14.3
<i>Russell 2500 Growth Index</i>	-26.2	5.0	40.5	32.7	-7.5	24.5	9.7	-0.2	7.1	40.6	16.1
IM U.S. SMID Cap Growth Equity (MF) Median	-26.4	11.1	31.9	30.4	-6.5	24.3	10.5	-0.9	4.0	37.9	15.9
Eaton Vance Atlanta Capital SMID-Cap R6 Rank	2	11	98	20	39	45	43	1	45	71	64
Fidelity Small Cap Value Index	-14.4	28.1	4.5	-	-	-	-	-	-	-	-
<i>Russell 2000 Value Index</i>	-14.5	28.3	4.6	-	-	-	-	-	-	-	-
IM U.S. Small Cap Value Equity (MF) Median	-11.1	32.0	3.6	-	-	-	-	-	-	-	-
Fidelity Small Cap Value Index Rank	96	75	38	-	-	-	-	-	-	-	-

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.



Calendar Year Performance

Simsbury DC

As of December 31, 2022

	Performance(%)										
	YTD	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
Fidelity Small Cap Growth Index	-26.2	2.8	34.4	-	-	-	-	-	-	-	-
<i>Russell 2000 Growth Index</i>	-26.4	2.8	34.6	-	-	-	-	-	-	-	-
IM U.S. Small Cap Growth Equity (MF) Median	-27.5	10.5	36.5	-	-	-	-	-	-	-	-
Fidelity Small Cap Growth Index Rank	42	82	56	-	-	-	-	-	-	-	-
Fidelity Total International Index	-16.3	8.5	11.1	21.5	-14.4	27.6	-	-	-	-	-
<i>MSCI AC World ex USA IMI (Net)</i>	-16.6	8.5	11.1	21.6	-14.8	27.8	-	-	-	-	-
IM International Large Cap Core Equity (MF) Median	-15.1	10.7	9.1	22.1	-15.0	25.0	-	-	-	-	-
Fidelity Total International Index Rank	65	72	35	62	41	24	-	-	-	-	-
Hartford International Opportunities R6	-17.9	7.7	20.8	26.1	-18.6	24.8	1.2	1.5	-	-	-
<i>MSCI AC World ex USA (Net)</i>	-16.0	7.8	10.7	21.5	-14.2	27.2	4.5	-5.7	-	-	-
IM International Large Cap Core Equity (MF) Median	-15.1	10.7	9.1	22.1	-15.0	25.0	0.0	-1.9	-	-	-
Hartford International Opportunities R6 Rank	81	73	1	21	87	53	36	5	-	-	-

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

Explanation of Category rankings: Percentile rankings are on a scale of 1 to 100, with a rank of 1 (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.



Definitions & Disclosures

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

REGULATORY DISCLOSURES

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

INDEX DEFINITIONS

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



- **MSCI EAFE Value** captures large and mid-cap securities exhibiting overall value style characteristics across Developed Markets countries around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 507 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI EAFE Growth** captures large and mid-cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. With 542 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI Emerging Markets** captures large and mid-cap representation across 23 Emerging Markets countries. With 836 constituents, the index covers approximately 85% of the free-float adjusted market capitalization in each country.
- **Consumer Price Index** is a measure of prices paid by consumers for a market basket of consumer goods and services. The yearly (or monthly) growth rates represent the inflation rate.
- **FTSE NAREIT Equity REITs Index** contains all Equity REITs not designed as Timber REITs or Infrastructure REITs.
- **S&P Developed World Property** defines and measures the investable universe of publicly traded property companies domiciled in developed markets. The companies in the index are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **S&P Developed World Property U.S.** defines and measures the investable universe of publicly traded property companies domiciled in developed countries outside of the U.S. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **Fund Specific Broad Real Asset Benchmarks:**
 - **DWS Real Assets:** 30%: Dow Jones Brookfield Infrastructure Index, 30%: FTSE EPRA/NAREIT Developed Index, 15%: Bloomberg Commodity Index, 15%: S&P Global Natural Resources Index, 10%: U.S. Treasury Inflation Notes Total Return Index
 - **PIMCO Inflation Response Multi Asset Fund:** 45% Bloomberg U.S. TIPS, 20% Bloomberg Commodity Index, 15% JP Morgan Emerging Local Markets Plus, 10% Dow Jones Select REIT, 10% Bloomberg Gold Subindex Total Return
 - **Principal Diversified Real Assets:** 35% BBGBarc U.S. Treasury TIPS Index, 20% S&P Global Infrastructure Index NTR, 20% S&P Global Natural Resources Index NTR, 15% Bloomberg Commodity Index, and 10% FTSE EPRA/NAREIT Developed Index NTR
 - **Wellington Diversified Inflation H:** 50% MSCI ACWI Commodity Producers Index, 25% Bloomberg Commodity Index, and 25% Bloomberg Bloomberg US TIPS 1 – 10 Year Index
- **Bloomberg Commodity Index** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **HFRI Fund Weighted Composite Index** is a global, equal-weighted index of over 2,000 single-manager funds that report to HFR Database. Constituent funds report monthly net of all fees performance in US Dollar and have a minimum of \$50 Million under management or a twelve (12) month track record of active performance. The HFRI Fund Weighted Composite Index does not include Funds of Hedge Funds.
- **The Alerian MLP Index** is the leading gauge of energy Master Limited Partnerships (MLPs). The float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **The Adjusted Alerian MLP Index** is commensurate with 65% of the monthly returns of the Alerian MLP Index to incorporate the effect of deferred tax liabilities incurred by MLP entities.
- **Cambridge Associates U.S. Private Equity Index** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- **Cambridge Associates U.S. Venture Capital Index** is based on data compiled from over 1,600 institutional-quality venture capital funds formed between 1986 and 2015.
- **Vanguard Spliced Bloomberg US1-5Yr Gov/Cr Flt Adj Index:** Bloomberg U.S. 1–5 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 1–5 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US5-10Yr Gov/Cr Flt Adj Index:** Bloomberg U.S. 5–10 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 5–10 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US Agg Flt Adj Index:** Bloomberg U.S. Aggregate Bond Index through December 31, 2009; Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US Long Gov/Cr Flt Adj Index:** Bloomberg U.S. Long Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. Long Government/Credit Float Adjusted Index thereafter.
- **Vanguard Balanced Composite Index:** Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly the Dow Jones Wilshire 5000 Index) and 40% Bloomberg U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Intermediate-Term Tax-Exempt Index:** Bloomberg 1–15 Year Municipal Bond Index.
- **Vanguard Spliced Extended Market Index:** Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.
- **Vanguard Spliced Value Index:** S&P 500 Value Index (formerly the S&P 500/Barra Value Index) through May 16, 2003; MSCI US Prime Market Value Index through April 16, 2013; CRSP US Large Cap Value Index thereafter.
- **Vanguard Spliced Large Cap Index:** Consists of MSCI US Prime Market 750 Index through January 30, 2013, and the CRSP US Large Cap Index thereafter.
- **Vanguard Spliced Growth Index:** S&P 500 Growth Index (formerly the S&P 500/Barra Growth Index) through May 16, 2003; MSCI US Prime Market Growth Index through April 16, 2013; CRSP US Large Cap Growth Index thereafter.
- **Vanguard Spliced Mid Cap Value Index:** MSCI US Mid Cap Value Index through April 16, 2013; CRSP US Mid Cap Value Index thereafter.
- **Vanguard Spliced Mid Cap Index:** S&P MidCap 400 Index through May 16, 2003; the MSCI US Mid Cap 450 Index through January 30, 2013; and the CRSP US Mid Cap Index thereafter.
- **Vanguard Spliced Mid Cap Growth Index:** MSCI US Mid Cap Growth Index through April 16, 2013; CRSP US Mid Cap Growth Index thereafter.
- **Vanguard Spliced Total Stock Market Index:** Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.
- **Vanguard Spliced Small Cap Value Index:** SmallCap 600 Value Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Value Index through April 16, 2013; CRSP US Small Cap Value Index thereafter.



- **Vanguard Spliced Small Cap Index:** Russell 2000 Index through May 16, 2003; the MSCI US Small Cap 1750 Index through January 30, 2013; and the CRSP US Small Cap Index thereafter.
- **Vanguard Spliced Small Cap Growth Index:** S&P SmallCap 600 Growth Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Growth Index through April 16, 2013; CRSP US Small Cap Growth Index thereafter.
- **Vanguard Spliced Total International Stock Index:** Consists of the Total International Composite Index through August 31, 2006; the MSCI EAFE + Emerging Markets Index through December 15, 2010; the MSCI AC USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Developed Markets Index:** MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Emerging Markets Index:** Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard REIT Spliced Index:** MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

Additional:

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

DEFINITION OF KEY STATISTICS AND TERMS

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



- **Tracking Error:** Tracking error measures the volatility of the difference in annual returns between the manager and the index. This value is calculated by measuring the standard deviation of the difference between manager and index returns. For example, a tracking error of +/- 5 would mean there is about a 68% chance (1 standard deviation event) that the manager's returns will fall within +/- 5% of the benchmark's annual return.
- **Information Ratio:** The information ratio is a measure of the consistency of excess return. This value is determined by taking the annualized excess return over a benchmark (style benchmark by default) and dividing the standard deviation of excess return.
- **Consistency:** Consistency shows the percent of the periods the fund has beaten the index and the percent of the periods the index has beat the fund. A high average for the fund (e.g., over 50) is desirable, indicating the fund has beaten the index frequently.
- **Downside Risk:** Downside risk is a measure similar to standard deviation but focuses only on the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. The higher the factor, the riskier the product.
- **M-Squared:** M-squared, or the Modigliani risk-adjusted performance measure is used to characterize how well a portfolio's return rewards an investor for the amount of risk taken, relative to that of some benchmark portfolio and to the risk-free rate.

DEFINITION OF KEY PRIVATE EQUITY TERMS

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

VALUATION POLICY

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

REPORTING POLICY

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



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

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

MATERIAL RISKS & LIMITATIONS

Fixed Income securities are subject to interest rate risks, the risk of default and liquidity risk. U.S. investors exposed to non-U.S. fixed income may also be subject to currency risk and fluctuations.
-Liability Driven Investing (LDI) Assets

Cash may be subject to the loss of principal and over longer period of time may lose purchasing power due to inflation.
-Short Term Liquidity

Domestic Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry factors, or other macro events. These may happen quickly and unpredictably.

International Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry impacts, or other macro events. These may happen quickly and unpredictably. International equity allocations may also be impacted by currency and/or country specific risks which may result in lower liquidity in some markets.

Real Assets can be volatile and may include asset segments that may have greater volatility than investment in traditional equity securities. Such volatility could be influenced by a myriad of factors including, but not limited to overall market volatility, changes in interest rates, political and regulatory developments, or other exogenous events like weather or natural disaster.

Private Equity involves higher risk and is suitable only for sophisticated investors. Along with traditional equity market risks, private equity investments are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility and/or the potential loss of capital.

Private Credit involves higher risk and is suitable only for sophisticated investors. These assets are subject to interest rate risks, the risk of default and limited liquidity. U.S. investors exposed to non-U.S. private credit may also be subject to currency risk and fluctuations.

Private Real Estate involves higher risk and is suitable only for sophisticated investors. Real estate assets can be volatile and may include unique risks to the asset class like leverage and/or industry, sector or geographical concentration. Declines in real estate value may take place for a number of reasons including, but are not limited to economic conditions, change in condition of the underlying property or defaults by the borrower.

Marketable Alternatives involves higher risk and is suitable only for sophisticated investors. Along with traditional market risks, marketable alternatives are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility or the potential for loss of capital. Additionally, short selling involved certain risks including, but not limited to additional costs, and the potential for unlimited loss on certain short sale positions.

OTHER

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

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

CUSTODIAN STATEMENTS

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



Appendix A:
Investment Policy Statement



Investment Policy Statement

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

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

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

**TOWN OF SIMSBURY DEFINED CONTRIBUTION PLANS
INVESTMENT POLICY STATEMENT
February 2022**

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 the 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 and beneficiaries alone bear the risk of the results 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
 - 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, fund analysis and recommendations, performance monitoring, and employee education.

V. SELECTION OF INVESTMENTS

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. Further, the Plan's investment options will allow Plan participants to construct portfolios consistent with their unique 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:

- Results compared to an appropriate, style-specific benchmark and peer group.
- Adherence to stated investment objective.
- Fees compared to similar investments 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 is the mechanism for revisiting the investment option selection process and confirming that the criteria originally satisfied remain intact and that an investment option continues to be an appropriate offering. 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 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, assist in the evaluation process, and focus the Committee on potential areas of concern.

Watch list criteria may include the following:

- Results versus benchmark over a specified period 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 when 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. Considerable judgment must be exercised in the termination decision process.

An investment option to be terminated shall be removed using one 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:

- they 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:



Appendix B:
SECURE ACT 2.0 White Paper

SECURE 2.0 Act Paves the Way for Big Changes

*By: Ryan Gardner, Managing Partner and Head of Defined Contribution and
Nicholas Breit, CFA, CFP®, Partner, Director of Financial Planning
January 2023*

The SECURE 2.0 Act of 2022 (“SECURE 2.0”) is chock-full of provisions – 92, in fact – aimed at improving Americans’ preparedness for retirement. Like SECURE Act 1.0 (passed December 2019), this latest round of legislation provides workers with greater access to retirement plans and further encourages retirement savings. This article highlights key provisions of SECURE 2.0 which are likely to have the greatest impact for savers (plan participants) and retirement plans going forward.

Access

For some Americans, not having access to a workplace retirement plan has perpetuated the challenges of planning and saving for retirement. Within SECURE 2.0, a provision will now provide multi-year tax incentives for smaller employers (generally with 50 or fewer employees) to adopt a new retirement plan. SECURE 2.0 has also introduced a provision which will require Automatic Enrollment and Automatic Escalation for *new* 401(k) and 403(b) plans beginning after December 31, 2024. While there are exceptions for certain types of plans (generally non-ERISA plans) and for smaller employers, mandating automatic features will help ensure more Americans are enrolled and actively saving in workplace retirement plans.

Increased Savings

Some of the most meaningful provisions within SECURE 2.0 are designed to promote retirement savings.

- **Increase in Catch-Up Contributions (effective for taxable years beginning after December 31, 2024)**
 - Current catch-up contribution limits allow those age 50 and older to contribute an additional \$7,500 (eligible plan) or \$3,500 (SIMPLE).
 - SECURE 2.0 will allow those within the age range of 60-63 to make additional catch-up contributions – *the greater of* \$10,000 for eligible plans (\$5,000 for SIMPLE plans) *or* 150% of the current year catch-up contribution limit (indexed for inflation).
 - It is important to note that, for participants taking advantage of catch-up contributions and whose wages exceeded \$145,000 in the prior calendar year, SECURE 2.0 has mandated that such participants make catch-up contributions on a Roth (after-tax) basis (for tax years beginning after 2023).

This report is intended for the exclusive use of clients or prospective clients (the “recipient”) of Fiducient Advisors and the information contained herein is confidential and the dissemination or distribution to any other person without the prior approval of Fiducient Advisors is strictly prohibited. Information has been obtained from sources believed to be reliable, though not independently verified. Any forecasts are hypothetical and represent future expectations and not actual return volatilities and correlations will differ from forecasts. This report does not represent a specific investment recommendation. The opinions and analysis expressed herein are based on Fiducient Advisor research and professional experience and are expressed as of the date of this report. Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice. Past performance does not indicate future performance and there is risk of loss.

- **“Rothification” of Employer Matching and/or Non-Elective Contributions (2023)**
 - While not mandatory, SECURE 2.0 includes a provision allowing plans to offer participants the ability to take some or all of matching and/or non-elective employer contributions as Roth contributions. If so elected, the employer Roth contribution would be includable in employee income; such contributions must be fully vested at the time they are made.
- **Further Expansion of Roth Retirement Accounts (2023)**
 - SECURE 2.0 authorizes the creation of SIMPLE Roth accounts and SEP Roth accounts, allowing individuals additional flexibility in choosing whether to save for retirement on a pre-tax (‘traditional’) or after-tax (Roth) basis.
- **Inflation Adjustments for IRA Catch-up Contributions (2024)**
 - While IRA “regular” contribution limits have been indexed for inflation since 2002, the same has not been true for IRA catch-up contribution limits; beginning in 2024, IRA catch-up contribution limits will finally be indexed for inflation.
- **Optional Treatment of Student Loan Payments as Elective Deferrals for Purposes of Matching Contributions (effective for plan years beginning after December 31, 2023)**
 - Applies to qualified retirement plans (401(k), 403(b), 457(b) plans and SIMPLE IRAs)
 - Plan Sponsors may provide matching contributions on qualified student loan payments
 - Student loan match must be subject to the same vesting schedule as the regular match
 - Employee must be eligible to receive matching contributions, and all employees eligible for matching contributions must be eligible for a student loan match
- **Emergency Savings Accounts (effective for plan years after December 31, 2023)**
 - Plan-linked emergency savings account (PLESA)
 - Participants may make Roth (after-tax) contributions until account balance reaches \$2,500 (although Plan Sponsor can set a lower limit)
 - Employee contributions are match-eligible (not made to PLESA)
 - Automatic enrollment option available (employer)
 - Highly compensated employees are not eligible
 - Participant must be able to take emergency savings distributions at least once per month
 - Distributions are not subject to early withdrawal penalties and are not taxable
- **Additional Flexibility for 529 College Savings Plans (2024)**
 - One of the more unique surprises of SECURE 2.0 is the provision to allow unused 529 college savings funds to be rolled over directly to a Roth retirement account, beginning in 2024. The 529 account must have been maintained for at least 15 years; any contributions made to the 529 account within the prior five years are ineligible for a rollover; the receiving Roth account must be in the name of the 529 plan beneficiary; the annual limit for such rollovers is limited to the annual IRA contribution limit, less any other IRA contributions made for that same year; and the maximum allowable rollover amount is \$35,000 during an individual’s lifetime.

Expanded Distribution Options

While there are some “revenue boosters” included within SECURE 2.0, there are also many provisions geared toward helping participants keep retirement money invested longer.

- **Required Minimum Distributions (“RMDs”) Extended (effective January 2023)**
 - The RMD beginning age has gradually increased from age 70½ to 72 in recent years and will now expand further to age 75 over the coming decade.
 - RMD age 72 – individuals born in 1950 or earlier
 - RMD age 73 (starting in 2023) – individuals born between 1951-1959
 - RMD age 75 (starting in 2033) – individuals born in 1960 or later
 - Provision applies to Individual Retirement Account (“IRA”) holders as well
- **Elimination of Pre-Death RMD for Roth Accounts (effective January 1, 2024)**
 - SECURE 2.0 eliminates the pre-death distribution requirement for in-plan Roth amounts
 - This change does not apply to distribution amounts prior to the effective date
- **Withdrawals for Certain Emergency Expenses (effective for withdrawals made after December 31, 2023)**
 - In-service distributions from eligible retirement plans (401(k), 403(b) and 457(b) plans)
 - May withdraw up to \$1,000 for emergency expenses (not subject to tax on early distributions)
 - Only one emergency expense (up to \$1,000) is allowed per year
 - Distribution may be repaid within three years or future withdrawals may be limited
- **Penalties for Missed Required Minimum Distributions (RMDs) (2023)**
 - The penalty for not withdrawing the full amount of a required minimum distribution (RMD) will decrease from 50% to 25%, with a further reduction to 10% for taxpayers who correct the error in a timely manner.
- **Inflation Adjustments for Qualified Charitable Distributions (QCDs) (2024)**
 - The annual limit for QCDs has remained at \$100,000 since its 2006 inception; beginning in 2024, the annual QCD limit will be indexed for inflation.
 - Also of note, while the RMD age will continue to rise over the coming decade, the eligible age for making a QCD remains at 70½.

Access to Lower Fee Investments

One of the great disparities among retirement plans today is the availability of certain institutionally priced investment vehicles, like Collective Investment Trusts or “CITs”. For years, 401(k) and other plan types have been eligible to invest in CITs that can offer access to investments at a lower price point when compared to mutual funds. 403(b) plans, for example, have been limited to only mutual funds and/or annuity contracts. SECURE 2.0 has eliminated that barrier going forward by allowing 403(b) plans to invest in CITs, when

deemed appropriate. While this change is effective as the date of SECURE 2.0's enactment, there will be a delay before we see CITs in 403(b) plans given the need to modify applicable securities laws.

Summary

While this article touches on key themes of SECURE 2.0, there are many more provisions which will help redesign the retirement plan landscape to build a more sustainable and effective framework for employees to save and spend in retirement.

In the coming weeks, Fiducient Advisors will publish additional resources for a more comprehensive review of the provisions covered above, as well as the administrative provisions included in SECURE 2.0. For any questions in the meantime, please reach out to a member of your service team.

About the Authors



Ryan Gardner
*Managing Partner,
Head of Defined Contribution*

As Managing Partner and Head of Defined Contribution, Ryan services institutional clients by providing fiduciary governance oversight, plan design analysis and implementation, fee disclosure review, vendor search and selection, and investment analysis. Ryan is a member of the firm's Defined Contribution Business Council as well as Chair of the Defined Contribution Strategic Oversight Committee. Ryan helped to establish Fiduciary Investment Advisors, LLC in 2006, which combined with Fiducient Advisors in 2020. Prior to co-founding the firm, he was with the PRIME Asset Consulting Group at UBS Financial Services Inc. Ryan is a member of the Pension Committee of the Women's Tennis Benefit Association, which administers the pension plan for professional women tennis players. Ryan received his Bachelor of Science in Business Administration from the University of Hartford Barney School of Business, where he also serves on the Board of Visitors. In his free time, Ryan enjoys traveling to Aruba with his family, ice hockey and working outside in the yard.



Nicholas Breit, CFA, CFP®
*Partner,
Director of Financial Planning*

Nick provides investment consulting services to high net worth investors, corporate executives, family trusts and nonprofit organizations. He services clients by providing advice and expertise on asset allocation, portfolio design, investment policy statements, manager search process and overall investment management. Nick heads the firm's Financial Planning Committee. Prior to joining the firm in 2007, Nick was a Senior Financial Planner with The Ayco Company where he provided comprehensive advice to affluent clientele. Nick earned a Bachelor of Arts in Finance and Economics from the University of Illinois at Urbana-Champaign. He obtained the designation of Certified Financial Planner (CFP®) from the College of Financial Planning and is a CFA® charterholder and member of the CFA Society of Chicago. Nick enjoys spending time with his family, playing golf and long-distance running (having completed four marathons and multiple half-marathons).

Sources:

SECURE 2.0 – What you and your clients need to know

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- <https://secure02.principal.com/publicsupply/GetFile?fm=PQ13079&ty=VOP>

SECURE Act 2.0: Congress Delivers Retirement Plan Legislation and Holiday Cheer as Part of Year-End Spending Bill

December 27, 2022

<https://www.morganlewis.com/pubs/2022/12/secure-act-20-congress-delivers-retirement-plan-legislation-and-holiday-cheer-as-part-of-year-end-spending-bill>

SECURE Act 2.0: Later RMDs, 529-to-Roth Rollovers, And Other Tax Planning Opportunities

December 28, 2022

<https://www.kitces.com/blog/secure-act-2-omnibus-2022-hr-2954-rmd-75-529-roth-rollover-increase-qcd-student-loan-match/>

Ed Slott: Pay Attention! Secure 2.0 Dates Are ‘All Over the Place’

By Melanie Waddell

January 4, 2023

<https://www.thinkadvisor.com/2023/01/04/ed-slott-pay-attention-secure-2-0-dates-are-all-over-the-place/>

SECURE 2.0: Rethinking retirement savings

January 3, 2023

<https://www.fidelity.com/learning-center/personal-finance/secure-act-2>


SECURE 2.0 Act of 2022—Congress' Final Gift of 2022 to Retirement Plan Sponsors

January 4, 2023

<https://www.bakerlaw.com/alerts/secure-20-act-2022congress-final-gift-2022-retirement-plan-sponsors>



Appendix C: Fiduciary Training



Fiduciary Training: *Overview*



Employee Retirement Income Security Act (ERISA)

ERISA requires fiduciaries to carry out their responsibilities prudently and solely in the interest of the Plan's participants and beneficiaries. Among other duties, fiduciaries have a responsibility to ensure that the services provided to their Plan are necessary and that the cost of those services is reasonable.



Who is a Fiduciary?

- Individuals are fiduciaries to the extent they exercise discretionary authority or control over Plan management or over the management or disposition of Plan assets.

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

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

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



Basic Fiduciary Responsibilities

- A fiduciary must discharge duties solely in the interest of the participants and beneficiaries of the Plan
- A fiduciary does not have to be substantively correct, but must be procedurally diligent (documented)

Exclusive Purpose Rule

- Plan assets must only be used to provide benefits or defray necessary and reasonable expenses of administering the Plan

Prudent Expert Standard

- Fiduciaries must act with the care, skill, prudence and diligence under prevailing circumstances, that would be exercised by a reasonably prudent person familiar with such matters



Fiduciaries by Conduct

Person who exercises discretion over:

- Plan administration
- Benefits, or
- Plan assets



Who is a Fiduciary?

Examples:

- Persons with power to designate fiduciaries
- Persons with the authority to interpret plan
- Persons with the authority to enter contracts
- Persons with the authority to approve claims
- Persons with the authority to direct disbursements
- Persons with the authority to supervise above



Who is not a Fiduciary?

- Not named as a Fiduciary and not appointed or function as a Fiduciary
- Those who perform ministerial functions within the framework of policies, interpretations, rules, practices and procedures made by others are not ordinarily fiduciaries



Settlor Function

What is a settlor function?

- Not all decisions directly involving a Plan are subject to fiduciary rules
- These are typically “business judgment” type decisions
- Referred to as the “business decision” exception to ERISA’s fiduciary rules

Decisions considered as settlor functions


- Choosing type of Plan
- Plan design features (e.g., employee contributions, match, vesting, eligibility, etc.)
- Amending a Plan
- Terminating a Plan, or part of a Plan

Note: Actions to implement a settlor function are fiduciary functions



Plan Document Rule

- Fiduciary must act in accordance with the documents and instruments governing the plan



Fiduciary Training:
Fiduciary Duties



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 Duty: Selecting a Service Provider

- Hiring a service provider is a fiduciary decision
- Service providers are not necessarily fiduciaries (most are not)
- DOL recommends gathering information about prospective service providers in a way that facilitates meaningful comparisons
 - Pricing Request for Information (every 3-5 years)
 - Full Request for Proposal (every 5-7 years)
- Document selection process
- Understand the fee structure (fees must be reasonable but not necessarily the cheapest)
- Periodically monitor service provider qualifications and quality of service (ensure the provider is complying with contractual provisions and service requirements)



Investment Policy Statement

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

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

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



Fiduciary Training:

Managing Fiduciary Liability



Fiduciary Liability: Overview

Fiduciary Liability Considerations

- A fiduciary may suffer civil and criminal liability
- No intent to harm required (lack of knowledge or expertise not an excuse)
- Liability not discharged in bankruptcy
- Fiduciaries may be held personally liable for a breach as well as be liable for the breaches of other fiduciaries

Limiting Fiduciary Liability

- Document the following procedural diligence as specified by the law and/or Plan documents



Fiduciary Liability: Prohibited Transactions

Fiduciaries must refrain from prohibitive “party-in-interest” transactions:

- Participate in sale, exchange or lease of Plan assets
- Lend money or extend credit to party-in-interest
- Furnish goods, services or facilities with party-in-interest
- Transfer Plan assets to or permit use by or for party-in-interest

Parties-In-Interest

- Fiduciaries
- Service providers—accountants, attorneys, etc.
- Employer/Plan Sponsor
- 50% owner of Employer/Plan Sponsor
- Relative of any of the above
- Employee, officer, director or 10% shareholder of the above
- Entity owned by party-in-interest



Fiduciary Liability: Investment Oversight

ERISA Section 404(c)

- Plan Fiduciary is not liable for participant investment decisions if the Plan is a designated 404(c) Plan and complies with regulations
- To qualify for 404(c) status, the Plan must:
 - Offer a broad range of diversified options (at least three of materially different risk and reward characteristics)
 - Allow participants to make investment changes at least quarterly
 - Provide participants with adequate investment information
- Plan fiduciary is still responsible for selecting and monitoring the investment options in the Plan
- Continue using an independent investment advisor and other qualified experts to assist fiduciaries



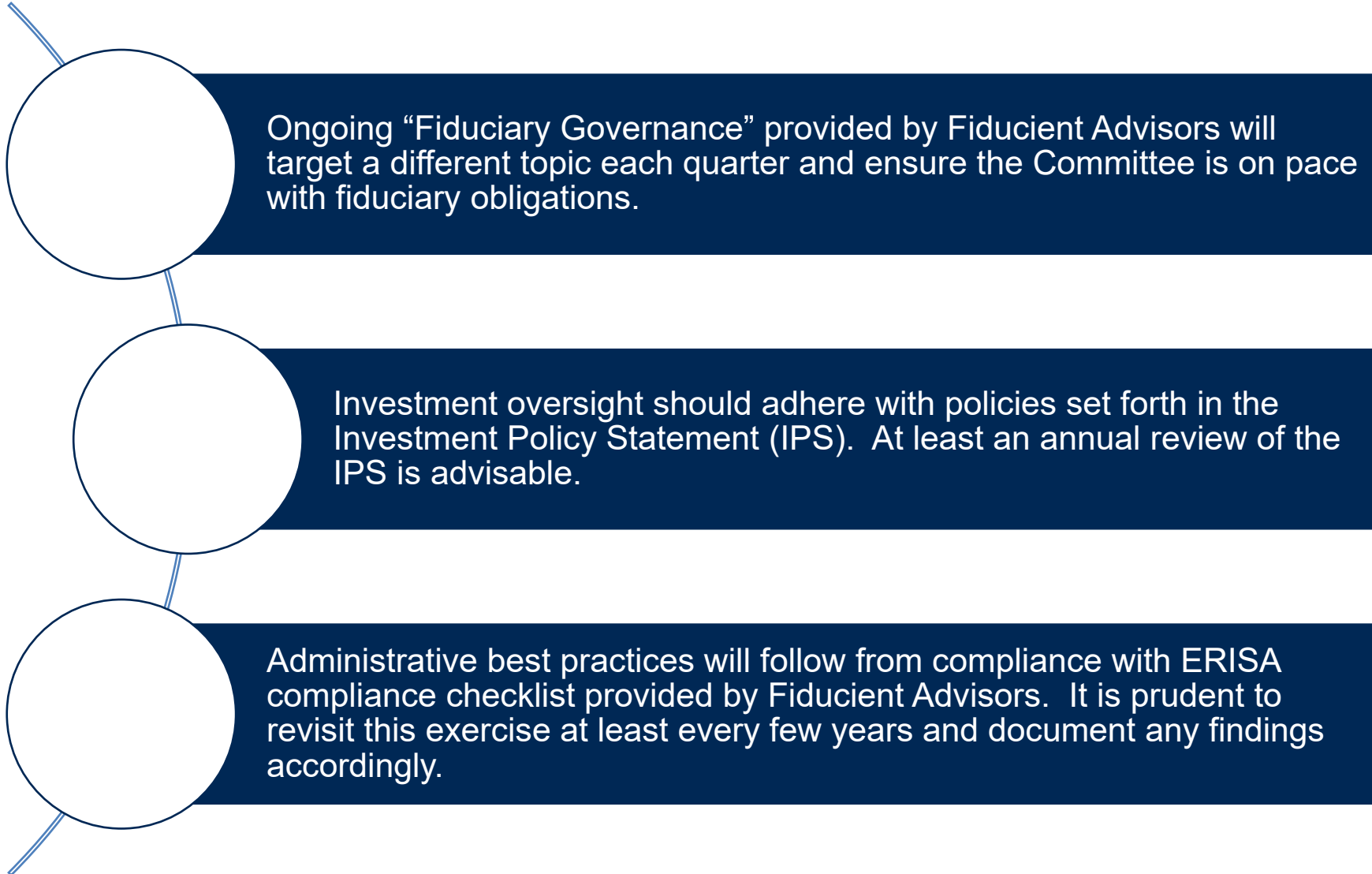
Fiduciary Liability: Administrative Practice

Investment Committee should meet regularly, ideally quarterly

- A procedure to delegate to other fiduciaries should be specified in the Plan document (allocating fiduciary duties)
- Establish operating procedures for the Committee
- Document actions in meeting minutes
- Store all records in a due diligence file
- Fiduciary liability insurance
- Fidelity bond (ERISA-required bond that protects Plan assets)
- Indemnification by the employer
- Adhere to ERISA compliance checklist
- Seek more in-depth fiduciary training through independent ERISA attorney or other third party



Fiduciary Liability: Best Practices





Fiduciary Governance Calendar



Fiduciary Trail[®]

Fiduciary Lockbox[®]

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



Fiduciary Best Practices Review

Governance Related

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

Participant Related

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

Plan Related

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



Historical Annualized Total Return

<i>Annualized net returns as of 12/31/2022</i>	Fixed Income	Equity	Real Assets	Alternatives	Past 3 Months (Not Annualized)	1-Year Return	3-Year Return	5-Year Return	7-Year Return	10-Year Return	15-Year Return	20-Year Return	25-Year Return	30-Year Return	35-Year Return
2022 Portfolio Targets	33%	59%	9%	0%	-7.1%	-18.3%	0.7%	2.6%	5.0%	5.6%	4.7%	7.3%	6.4%	7.5%	8.3%
2023 Optimized Mix	33%	59%	9%	0%	-6.9%	-18.0%	0.9%	2.9%	5.1%	5.9%	4.9%	7.3%	6.4%	7.6%	8.3%
Portfolio 2 (+10% Fixed Income)	43%	49%	9%	0%	-6.6%	-17.5%	0.4%	2.6%	4.5%	5.2%	4.7%	6.8%	6.2%	7.2%	8.0%
Portfolio 3 (-10% Fixed Income)	23%	69%	9%	0%	-7.1%	-18.6%	1.5%	3.3%	5.7%	6.6%	5.1%	7.7%	6.7%	7.9%	8.6%
Cash	100%				0.8%	1.2%	0.6%	1.2%	1.0%	0.7%	0.6%	1.2%	1.8%	2.3%	2.9%
TIPS	100%				-6.4%	-13.2%	1.7%	2.5%	2.6%	1.2%	3.1%	4.1%	4.8%	5.1%	5.9%
US Bond	100%				-6.0%	-16.3%	-2.6%	0.2%	0.9%	1.1%	2.7%	3.2%	4.0%	4.6%	5.5%
US Bonds - Dynamic	100%				-2.0%	-8.1%	-0.1%	1.5%	2.4%	2.3%	3.4%	4.1%	4.0%	4.7%	5.6%
For. Dev. Bond	100%				-5.7%	-21.2%	-5.3%	-1.8%	0.1%	0.0%	1.6%	2.9%	3.4%	4.3%	4.8%
Global Bonds	100%				-5.3%	-20.1%	-4.5%	-1.7%	0.1%	-0.5%	1.4%	2.9%	3.3%	4.0%	5.0%
HY Bond	100%				-2.1%	-11.4%	0.9%	2.5%	4.8%	4.3%	6.2%	7.4%	5.9%	6.9%	7.6%
EM Bond	100%				-3.7%	-16.3%	-5.5%	-2.5%	0.9%	-2.0%	1.4%	4.9%	5.7%	6.8%	7.6%
Global Equity		100%			-7.8%	-20.8%	7.1%	6.9%	9.0%	9.2%	5.6%	8.5%	6.6%	8.0%	8.1%
US Equity (AC)		100%			-7.6%	-20.2%	10.3%	10.3%	11.7%	12.9%	9.1%	9.9%	8.0%	9.9%	10.9%
US Equity (LC)		100%			-7.5%	-19.0%	10.9%	11.0%	12.2%	13.3%	9.2%	9.8%	8.0%	9.9%	10.9%
US Equity (MC)		100%			-6.6%	-18.8%	8.7%	8.5%	10.1%	11.8%	8.8%	10.9%	9.4%	10.8%	11.9%
US Equity (SC)		100%			-6.1%	-20.5%	6.4%	5.4%	8.1%	10.1%	7.6%	9.4%	7.5%	9.0%	10.0%
Non-US Equity (ACWI)		100%			-7.9%	-21.4%	2.2%	2.0%	5.1%	4.7%	1.9%	7.1%	5.2%	6.2%	5.7%
Int'l Dev. Equity		100%			-4.3%	-18.8%	2.4%	2.3%	4.8%	5.5%	2.1%	6.7%	5.0%	6.1%	5.5%
EM Equity		100%			-15.6%	-28.8%	0.5%	0.0%	5.4%	2.4%	1.1%	9.0%	6.4%	6.6%	9.6%
Real Estate			100%		-14.2%	-22.4%	2.1%	5.4%	6.6%	8.0%	6.6%	9.7%	8.5%	10.0%	10.1%
Broad Real Assets			100%		-7.6%	-11.4%	3.2%	3.6%	5.2%	3.8%	4.1%	7.7%	7.4%	7.6%	6.7%
Marketable Alternatives				100%	-1.0%	-6.0%	4.1%	3.1%	3.2%	3.6%	1.7%	3.6%	3.9%	5.4%	7.1%
Private Equity				100%	0.0%	0.0%	10.3%	11.9%	11.8%	12.9%	10.3%	12.5%	13.1%	15.2%	14.3%

Historical Returns for each asset allocation mix represent back-tested return calculations developed with the benefit of hindsight. Return calculations use an asset-weighted methodology based on the target asset allocation of each mix and the total return of index proxies used to represent each asset class and are net of fees. Historical returns used are hypothetical and do not represent returns earned by a client. It is not possible to invest in an index. Please see the Frontier Engineer Hypothetical Performance Disclosures at the end of the presentation for additional information, including index proxies used to represent each asset class. For additional information on forecast methodologies, please ask for a copy of Fiducient Advisors' white paper titled 10-Year Capital Market Forecasts. Past performance does not indicate future performance and it is possible to lose money when investing.



Calendar Year Total Return

Calendar Net Year Returns	Fixed Income	Equity	Real Assets	Alternatives	YTD 12/31/2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992	1991	1990	1989	1988	
2022 Portfolio Targets	33%	59%	9%	0%	-18%	12%	11%	12%	-1%	17%	5%	-1%	8%	15%	12%	3%	11%	32%	-32%	11%	18%	11%	16%	20%	-3%	-2%	0%	15%	7%	11%	15%	16%	4%	19%	11%	21%	-6%	21%	22%	
2023 Optimized Mix	33%	59%	9%	0%	-18%	13%	11%	13%	0%	17%	5%	0%	8%	16%	12%	4%	11%	30%	-31%	10%	18%	10%	15%	20%	-4%	-2%	1%	14%	8%	12%	16%	18%	3%	18%	11%	20%	-6%	20%	22%	
Portfolio 2 (+10% Fixed Income)	43%	49%	9%	0%	-17%	11%	10%	12%	0%	14%	5%	0%	8%	13%	11%	4%	11%	28%	-27%	9%	16%	9%	14%	18%	-2%	0%	2%	11%	8%	12%	14%	18%	2%	17%	11%	20%	-5%	19%	20%	
Portfolio 3 (-10% Fixed Income)	23%	69%	9%	0%	-19%	15%	12%	13%	0%	19%	6%	0%	9%	19%	13%	3%	12%	32%	-35%	11%	19%	11%	17%	22%	-5%	-4%	-1%	16%	8%	13%	17%	18%	4%	19%	11%	21%	-8%	21%	24%	
Cash	100%				1%	0%	1%	2%	2%	1%	0%	0%	0%	0%	0%	0%	0%	0%	2%	5%	5%	3%	1%	1%	2%	4%	6%	5%	5%	5%	5%	6%	4%	3%	4%	6%	8%	9%	7%	
TIPS	100%				-13%	6%	11%	8%	-1%	3%	5%	-1%	4%	-9%	7%	14%	6%	11%	-2%	12%	0%	3%	8%	8%	17%	8%	13%	2%	4%	3%	4%	18%	-3%	10%	7%	16%	9%	15%	8%	
US Bond	100%				-16%	-2%	8%	9%	0%	4%	3%	1%	6%	-2%	4%	8%	7%	6%	5%	7%	4%	2%	4%	4%	10%	8%	12%	-1%	9%	10%	4%	18%	-3%	10%	7%	16%	9%	15%	8%	
US Bonds - Dynamic	100%				-8%	1%	5%	8%	1%	4%	7%	-1%	3%	2%	7%	4%	7%	19%	-7%	4%	7%	3%	6%	10%	3%	6%	3%	3%	6%	9%	8%	14%	0%	10%	9%	21%	1%	15%	8%	
For. Dev. Bond	100%				-21%	-6%	8%	7%	1%	6%	3%	-2%	4%	-2%	4%	5%	4%	3%	9%	8%	5%	-2%	9%	10%	14%	1%	4%	-1%	15%	3%	8%	19%	1%	14%	6%	14%	9%	0%	6%	
Global Bonds	100%				-20%	-5%	9%	7%	-1%	7%	2%	-3%	1%	-3%	4%	6%	6%	7%	5%	9%	7%	-4%	9%	13%	17%	2%	3%	-5%	14%	4%	5%	20%	0%	11%	6%	16%	11%	15%	8%	
HY Bond	100%				-11%	5%	7%	14%	-2%	8%	17%	-4%	2%	7%	16%	5%	15%	58%	-26%	2%	12%	3%	11%	29%	-1%	5%	-6%	2%	2%	13%	11%	19%	-1%	17%	16%	46%	-10%	1%	13%	
EM Bond	100%				-16%	-9%	3%	13%	-6%	15%	10%	-15%	-6%	-9%	17%	-2%	16%	22%	-5%	18%	15%	6%	23%	17%	14%	10%	13%	20%	-8%	11%	38%	27%	-19%	17%	16%	46%	-10%	1%	13%	
Global Equity		100%			-21%	19%	17%	27%	-9%	25%	8%	-2%	5%	23%	17%	-7%	13%	35%	-42%	12%	22%	11%	16%	35%	-19%	-16%	-14%	27%	22%	15%	13%	19%	5%	25%	-4%	20%	-16%	18%	24%	
US Equity (AC)		100%			-20%	26%	21%	31%	-5%	21%	13%	0%	13%	34%	16%	1%	17%	28%	-37%	5%	16%	6%	12%	31%	-22%	-11%	-7%	21%	24%	32%	22%	37%	0%	11%	10%	34%	-5%	29%	18%	
US Equity (LC)		100%			-19%	29%	18%	31%	-4%	22%	12%	1%	14%	32%	16%	2%	15%	26%	-37%	5%	16%	5%	11%	29%	-22%	-12%	-9%	21%	29%	33%	23%	38%	1%	10%	8%	30%	-3%	32%	17%	
US Equity (MC)		100%			-19%	23%	17%	31%	-9%	19%	14%	-2%	13%	35%	17%	-2%	25%	40%	-41%	6%	15%	13%	20%	40%	-16%	-6%	8%	18%	10%	29%	19%	34%	-2%	14%	16%	42%	-11%	26%	20%	
US Equity (SC)		100%			-21%	15%	20%	26%	-11%	15%	21%	-4%	5%	39%	16%	-4%	27%	27%	-34%	-2%	18%	5%	18%	47%	-20%	2%	-3%	21%	-3%	22%	16%	28%	-2%	19%	18%	46%	-19%	16%	25%	
Non-US Equity (ACWI)		100%			-21%	8%	11%	22%	-14%	28%	5%	-5%	-3%	16%	17%	-13%	12%	42%	-45%	17%	27%	17%	21%	41%	-15%	-19%	-15%	31%	14%	2%	7%	10%	7%	35%	-11%	14%	-23%	12%	28%	
Int'l Dev. Equity		100%			-19%	12%	8%	23%	-13%	26%	2%	0%	-4%	23%	18%	-12%	8%	32%	-43%	12%	27%	14%	21%	39%	-16%	-21%	-14%	27%	20%	2%	6%	12%	8%	33%	-12%	12%	-23%	11%	29%	
EM Equity		100%			-29%	-2%	19%	19%	-14%	38%	12%	-15%	-2%	-2%	19%	-18%	19%	79%	-53%	40%	33%	35%	26%	56%	-6%	-2%	-31%	66%	-25%	-12%	6%	-5%	-7%	75%	11%	60%	-11%	65%	40%	
Real Estate			100%		-22%	41%	-5%	29%	-4%	9%	9%	3%	28%	3%	20%	8%	28%	28%	-38%	-16%	35%	12%	32%	37%	4%	14%	26%	-5%	-18%	20%	35%	15%	3%	20%	15%	36%	-15%	9%	13%	
Broad Real Assets			100%		-11%	15%	1%	17%	-6%	11%	11%	-10%	5%	4%	14%	3%	15%	33%	-28%	11%	23%	10%	20%	26%	25%	-3%	28%	10%	-14%	2%	14%	14%	4%	4%	4%	4%	4%	-6%	2%	3%
Marketable Alternatives				100%	-6%	6%	11%	8%	-4%	8%	1%	0%	3%	9%	5%	-6%	6%	11%	-21%	10%	10%	7%	7%	12%	1%	3%	4%	26%	-5%	16%	14%	11%	-3%	26%	12%	14%	18%	23%	19%	
Private Equity				100%	0%	0%	32%	16%	13%	16%	9%	8%	15%	23%	12%	12%	18%	10%	-20%	18%	25%	21%	22%	14%	-16%	-21%	10%	125%	21%	32%	33%	32%	14%	23%	14%	14%	4%	9%	9%	

Historical Returns for each Mix based on back-tested return calculations developed with the benefit of hindsight. Return calculations use an asset-weighted methodology based on the target asset allocation of each mix and the total return of index proxies used to represent each asset class and are net of fees. Historical returns used are hypothetical and do not represent returns earned by a client. It is not possible to invest in an index. Please see the Frontier Engineer Hypothetical Performance Disclosures at the end of the presentation for additional information, including index proxies used to represent each asset class. For additional information on forecast methodologies, please ask for a copy of Fiducient Advisors' white paper titled 10-Year Capital Market Forecasts. Past performance does not indicate future performance and it is possible to lose money when investing.



Capital Market Assumptions

Return & Risk Assumptions (Forecasts)	Arithmetic Return	Geometric Return	Standard Deviation	Skewness	Kurtosis
Cash	3.8%	3.8%	0.0%	0	0
TIPS	5.0%	4.6%	8.9%	-0.86	4.83
US Bond	5.3%	5.0%	7.2%	-0.65	1.95
US Bonds - Dynamic	5.8%	5.6%	6.4%	-1.01	6.58
HY Bond	8.1%	7.1%	13.7%	-1.11	8.22
Global Bonds	5.5%	5.1%	9.7%	-0.36	1.26
US Equity (LC)	8.0%	6.7%	16.6%	-0.57	0.83
US Equity (SC)	8.8%	6.5%	21.3%	-0.47	1.21
Int'l Dev. Equity	11.3%	8.9%	21.9%	-0.56	1.30
EM Equity	14.9%	10.8%	28.6%	-0.65	2.01
Real Estate	8.1%	6.4%	18.6%	-0.75	6.78
Broad Real Assets	7.5%	6.8%	11.7%	-1.63	8.81
Marketable Alternatives	8.5%	8.1%	8.7%	-0.82	4.88
Private Equity	12.3%	9.7%	22.7%	0.00	0.00

Correlation Assumptions (Forecasts)	Cash	TIPS	US Bond	US Bonds - Dynamic	HY Bond	Global Bonds	US Equity (LC)	US Equity (SC)	Int'l Dev. Equity	EM Equity	Real Estate	Broad Real Assets	Marketable Alternatives	Private Equity
Cash	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TIPS	0	1.00	0.77	0.53	0.35	0.68	0.14	0.09	0.18	0.19	0.31	0.56	0.17	-0.06
US Bond	0	0.77	1.00	0.56	0.32	0.72	0.21	0.12	0.17	0.07	0.21	0.36	0.11	-0.13
US Bonds - Dynamic	0	0.53	0.56	1.00	0.94	0.51	0.60	0.58	0.55	0.56	0.61	0.75	0.50	0.16
HY Bond	0	0.35	0.32	0.94	1.00	0.33	0.62	0.64	0.55	0.59	0.61	0.75	0.53	0.21
Global Bonds	0	0.68	0.72	0.51	0.33	1.00	0.27	0.17	0.43	0.30	0.35	0.53	0.18	-0.06
US Equity (LC)	0	0.14	0.21	0.60	0.62	0.27	1.00	0.84	0.70	0.66	0.60	0.63	0.59	0.37
US Equity (SC)	0	0.09	0.12	0.58	0.64	0.17	0.84	1.00	0.63	0.66	0.66	0.64	0.63	0.36
Int'l Dev. Equity	0	0.18	0.17	0.55	0.55	0.43	0.70	0.63	1.00	0.71	0.51	0.60	0.59	0.32
EM Equity	0	0.19	0.07	0.56	0.59	0.30	0.66	0.66	0.71	1.00	0.45	0.58	0.67	0.30
Real Estate	0	0.31	0.21	0.61	0.61	0.35	0.60	0.66	0.51	0.45	1.00	0.82	0.37	0.17
Broad Real Assets	0	0.56	0.36	0.75	0.75	0.53	0.63	0.64	0.60	0.58	0.82	1.00	0.52	0.22
Marketable Alternatives	0	0.17	0.11	0.50	0.53	0.18	0.59	0.63	0.59	0.67	0.37	0.52	1.00	0.50
Private Equity	0	-0.06	-0.13	0.16	0.21	-0.06	0.37	0.36	0.32	0.30	0.17	0.22	0.50	1.00

October 31, 2022 Twenty-Year Forecasted CMA's

*Historical mix return calculations assume a weighted average excess return assumption of 0.5% with a Fiducient Advisors' hypothetical fee of 0.25%.

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



Indices for Past Return & Risk Metrics

Indices used to generate historical risk and return metrics	Most Recent Index	Index Dates		Linked Index 1	Index Dates		Linked Index 2	Index Dates		Linked Index 2	Index Dates	
Cash	FTSE Treasury Bill 3 Mon USD	11/22	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
TIPS	Bloomberg US Treasury US TIPS TR USD	11/22	- 3/97	Bloomberg US Agg Bond TR USD	2/97	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Bond	Bloomberg US Agg Bond TR USD	11/22	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Bonds - Dynamic	*Custom Blend of Indices	11/22	- 2/90	Bloomberg US Agg Bond TR USD	1/90	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
HY Bond	Bloomberg US Corporate High Yield TR USD	11/22	- 7/83	Bloomberg US Agg Bond TR USD	6/83	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Global Bonds	Bloomberg Global Aggregate TR USD	11/22	- 2/90	Bloomberg US Agg Bond TR USD	1/90	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Equity (LC)	S&P 500 TR USD	11/22	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
US Equity (SC)	Russell 2000 TR USD	11/22	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Int'l Dev. Equity	MSCI EAFE GR USD	11/22	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
EM Equity	MSCI EM GR USD	11/22	- 1/88	MSCI EAFE GR USD	12/87	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Real Estate	FTSE Nareit All Equity REITs TR USD	11/22	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Broad Real Assets	S&P Real Asset TR USD	11/22	- 5/05	*Custom Real Assets Index	4/05	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Marketable Alternatives	HFRI Fund of Funds Composite USD	11/22	- 1/90	HFN Hedge Fund Aggregate Average	12/89	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.
Private Equity	Cambridge PE 67% Buyout vs. 33% Venture	11/22	- 4/86	Russell 2000 TR USD	3/86	- 1/79	N.A.	N.A.	- N.A.	N.A.	N.A.	- N.A.

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

Note: Private Equity Index is frequently 3-6 months behind the other indices. For historical return calculation purposes, it is given 0% returns during the most recent period where gaps may exist. Past performance, actual or hypothetical, is no guarantee of future results and there is a possibility of a loss. Please see Frontier Engineer Hypothetical Performance Disclosures at the end of the presentation for additional information, including index proxies used to represent each asset class.



Frontier Engineer Hypothetical Performance Disclosures

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

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

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

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

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

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

The hypothetical annual Fiducient Advisors' fee is divided by 12 and subtracted from the historical monthly (index) returns. The hypothetical excess return assumption is divided by 12 and added to the historical monthly (index) returns. Furthermore, for forecasted total portfolio (index-based) annual returns based on capital market assumptions, the annual Fiducient Advisors' fee assumption is subtracted from the hypothetical annual manager excess return assumption. Additional information on advisory fees charged by Fiducient Advisors are described in Part 2 of the Form ADV.



INDEX DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Definitions & Disclosures

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

REGULATORY DISCLOSURES

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

INDEX DEFINITIONS

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

- **MSCI EAFE Value** captures large and mid-cap securities exhibiting overall value style characteristics across Developed Markets countries around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 507 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI EAFE Growth** captures large and mid-cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. With 542 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI Emerging Markets** captures large and mid-cap representation across 23 Emerging Markets countries. With 836 constituents, the index covers approximately 85% of the free-float adjusted market capitalization in each country.
- **Consumer Price Index** is a measure of prices paid by consumers for a market basket of consumer goods and services. The yearly (or monthly) growth rates represent the inflation rate.
- **FTSE NAREIT Equity REITs Index** contains all Equity REITs not designed as Timber REITs or Infrastructure REITs.
- **S&P Developed World Property** defines and measures the investable universe of publicly traded property companies domiciled in developed markets. The companies in the index are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **S&P Developed World Property x U.S.** defines and measures the investable universe of publicly traded property companies domiciled in developed countries outside of the U.S. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **Fund Specific Broad Real Asset Benchmarks:**
 - **DWS Real Assets:** 30%: Dow Jones Brookfield Infrastructure Index, 30%: FTSE EPRA/NAREIT Developed Index, 15%: Bloomberg Commodity Index, 15%: S&P Global Natural Resources Index, 10%: U.S. Treasury Inflation Notes Total Return Index
 - **PIMCO Inflation Response Multi Asset Fund:** 45% Bloomberg U.S. TIPS, 20% Bloomberg Commodity Index, 15% JP Morgan Emerging Local Markets Plus, 10% Dow Jones Select REIT, 10% Bloomberg Gold Subindex Total Return
 - **Principal Diversified Real Assets:** 35% BbgBarc U.S. Treasury TIPS Index, 20% S&P Global Infrastructure Index NTR, 20% S&P Global Natural Resources Index NTR, 15% Bloomberg Commodity Index, and 10% FTSE EPRA/NAREIT Developed Index NTR
 - **Wellington Diversified Inflation H:** 50% MSCI ACWI Commodity Producers Index, 25% Bloomberg Commodity Index, and 25% Bloomberg Bloomberg US TIPS 1 – 10 Year Index
- **Bloomberg Commodity Index** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **HFRI Fund Weighted Composite Index** is a global, equal-weighted index of over 2,000 single-manager funds that report to HFR Database. Constituent funds report monthly net of all fees performance in US Dollar and have a minimum of \$50 Million under management or a twelve (12) month track record of active performance. The HFRI Fund Weighted Composite Index does not include Funds of Hedge Funds.
- **The Alerian MLP Index** is the leading gauge of energy Master Limited Partnerships (MLPs). The float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **The Adjusted Alerian MLP Index** is commensurate with 65% of the monthly returns of the Alerian MLP Index to incorporate the effect of deferred tax liabilities incurred by MLP entities.
- **Cambridge Associates U.S. Private Equity Index** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- **Cambridge Associates U.S. Venture Capital Index** is based on data compiled from over 1,600 institutional-quality venture capital funds formed between 1986 and 2015.
- **Vanguard Spliced Bloomberg US1-5Yr Gov/Cr Flt Adj Index:** Bloomberg U.S. 1–5 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 1–5 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US5-10Yr Gov/Cr Flt Adj Index:** Bloomberg U.S. 5–10 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 5–10 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US Agg Flt Adj Index:** Bloomberg U.S. Aggregate Bond Index through December 31, 2009; Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US Long Gov/Cr Flt Adj Index:** Bloomberg U.S. Long Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. Long Government/Credit Float Adjusted Index thereafter.
- **Vanguard Balanced Composite Index:** Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly the Dow Jones Wilshire 5000 Index) and 40% Bloomberg U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Intermediate-Term Tax-Exempt Index:** Bloomberg 1–15 Year Municipal Bond Index.
- **Vanguard Spliced Extended Market Index:** Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.
- **Vanguard Spliced Value Index:** S&P 500 Value Index (formerly the S&P 500/Barra Value Index) through May 16, 2003; MSCI US Prime Market Value Index through April 16, 2013; CRSP US Large Cap Value Index thereafter.
- **Vanguard Spliced Large Cap Index:** Consists of MSCI US Prime Market 750 Index through January 30, 2013, and the CRSP US Large Cap Index thereafter.
- **Vanguard Spliced Growth Index:** S&P 500 Growth Index (formerly the S&P 500/Barra Growth Index) through May 16, 2003; MSCI US Prime Market Growth Index through April 16, 2013; CRSP US Large Cap Growth Index thereafter.
- **Vanguard Spliced Mid Cap Value Index:** MSCI US Mid Cap Value Index through April 16, 2013; CRSP US Mid Cap Value Index thereafter.
- **Vanguard Spliced Mid Cap Index:** S&P MidCap 400 Index through May 16, 2003; the MSCI US Mid Cap 450 Index through January 30, 2013; and the CRSP US Mid Cap Index thereafter.
- **Vanguard Spliced Mid Cap Growth Index:** MSCI US Mid Cap Growth Index through April 16, 2013; CRSP US Mid Cap Growth Index thereafter.
- **Vanguard Spliced Total Stock Market Index:** Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.
- **Vanguard Spliced Small Cap Value Index:** SmallCap 600 Value Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Value Index through April 16, 2013; CRSP US Small Cap Value Index thereafter.

- **Vanguard Spliced Small Cap Index:** Russell 2000 Index through May 16, 2003; the MSCI US Small Cap 1750 Index through January 30, 2013; and the CRSP US Small Cap Index thereafter.
- **Vanguard Spliced Small Cap Growth Index:** S&P SmallCap 600 Growth Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Growth Index through April 16, 2013; CRSP US Small Cap Growth Index thereafter.
- **Vanguard Spliced Total International Stock Index:** Consists of the Total International Composite Index through August 31, 2006; the MSCI EAFE + Emerging Markets Index through December 15, 2010; the MSCI ACWI ex USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Developed Markets Index:** MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Emerging Markets Index:** Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard REIT Spliced Index:** MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

Additional:

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

DEFINITION OF KEY STATISTICS AND TERMS

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

- **Tracking Error:** Tracking error measures the volatility of the difference in annual returns between the manager and the index. This value is calculated by measuring the standard deviation of the difference between the manager and index returns. For example, a tracking error of +/- 5 would mean there is about a 68% chance (1 standard deviation event) that the manager's returns will fall within +/- 5% of the benchmark's annual return.
- **Information Ratio:** The information ratio is a measure of the consistency of excess return. This value is determined by taking the annualized excess return over a benchmark (style benchmark by default) and dividing it by the standard deviation of excess return.
- **Consistency:** Consistency shows the percent of the periods the fund has beaten the index and the percent of the periods the index has beat the fund. A high average for the fund (e.g., over 50) is desirable, indicating the fund has beaten the index frequently.
- **Downside Risk:** Downside risk is a measure similar to standard deviation but focuses only on the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. The higher the factor, the riskier the product.
- **M-Squared:** M-squared, or the Modigliani risk-adjusted performance measure is used to characterize how well a portfolio's return rewards an investor for the amount of risk taken, relative to that of some benchmark portfolio and to the risk-free rate.

DEFINITION OF KEY PRIVATE EQUITY TERMS

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

VALUATION POLICY

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

REPORTING POLICY

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

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

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

MATERIAL RISKS & LIMITATIONS

Fixed Income securities are subject to interest rate risks, the risk of default and liquidity risk. U.S. investors exposed to non-U.S. fixed income may also be subject to currency risk and fluctuations.
-Liability Driven Investing (LDI) Assets

Cash may be subject to the loss of principal and over longer period of time may lose purchasing power due to inflation.
-Short Term Liquidity

Domestic Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry factors, or other macro events. These may happen quickly and unpredictably.

International Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry impacts, or other macro events. These may happen quickly and unpredictably. International equity allocations may also be impact by currency and/or country specific risks which may result in lower liquidity in some markets.

Real Assets can be volatile and may include asset segments that may have greater volatility than investment in traditional equity securities. Such volatility could be influenced by a myriad of factors including, but not limited to overall market volatility, changes in interest rates, political and regulatory developments, or other exogenous events like weather or natural disaster.

Private Equity involves higher risk and is suitable only for sophisticated investors. Along with traditional equity market risks, private equity investments are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility and/or the potential loss of capital.

Private Credit involves higher risk and is suitable only for sophisticated investors. These assets are subject to interest rate risks, the risk of default and limited liquidity. U.S. investors exposed to non-U.S. private credit may also be subject to currency risk and fluctuations.

Private Real Estate involves higher risk and is suitable only for sophisticated investors. Real estate assets can be volatile and may include unique risks to the asset class like leverage and/or industry, sector or geographical concentration. Declines in real estate value may take place for a number of reasons including, but are not limited to economic conditions, change in condition of the underlying property or defaults by the borrow.

Marketable Alternatives involves higher risk and is suitable only for sophisticated investors. Along with traditional market risks, marketable alternatives are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility or the potential for loss of capital. Additionally, short selling involved certain risks including, but not limited to additional costs, and the potential for unlimited loss on certain short sale positions.

OTHER

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

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

CUSTODIAN STATEMENTS

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

Town of Simsbury Pension Plans

Total Performance Summary & Manager Summary As of December 31, 2022

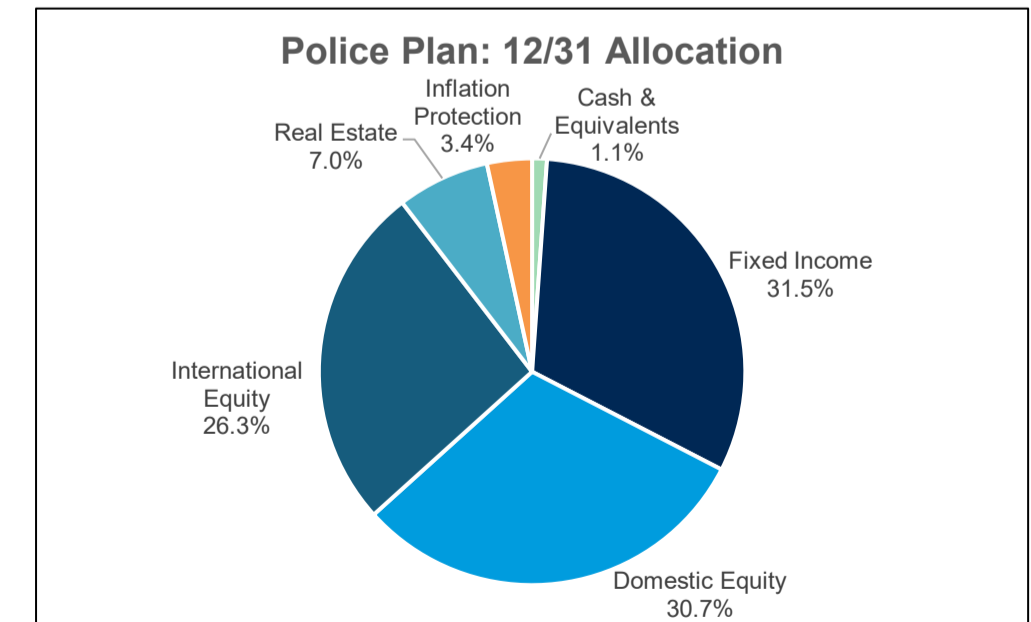
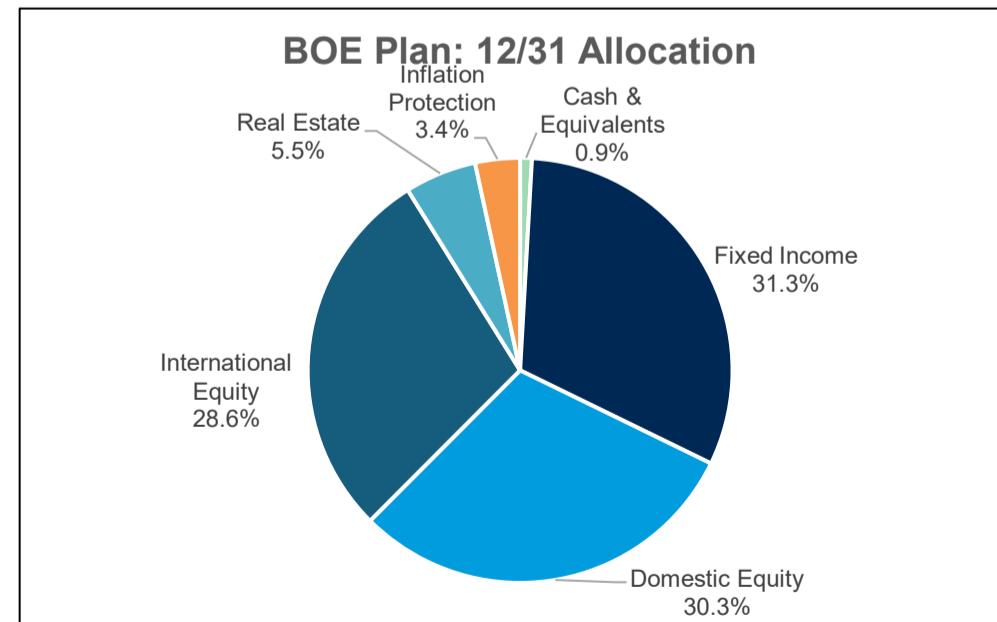
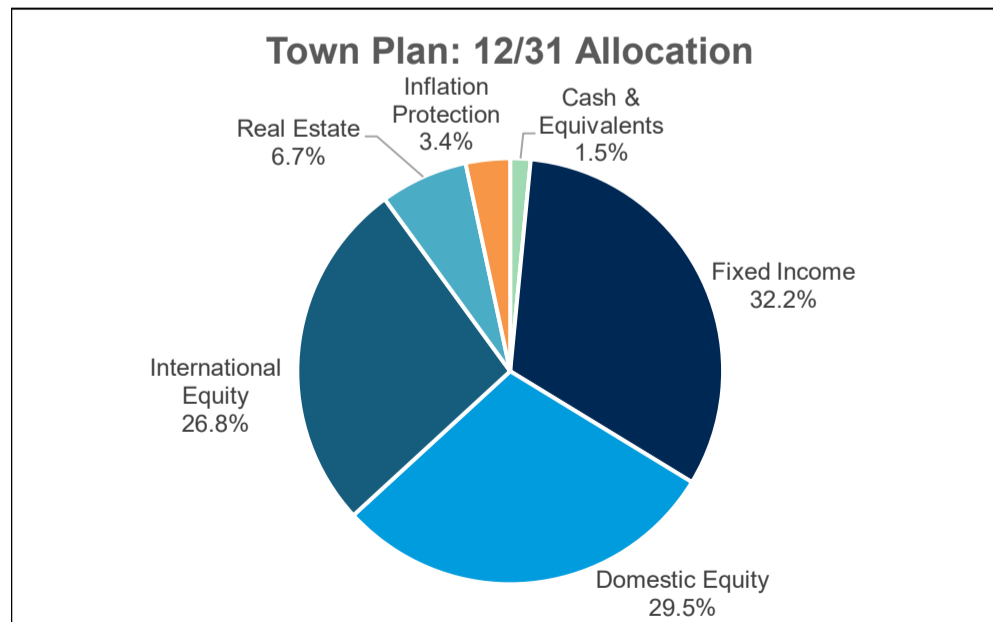
Trailing Performance Summary

	QTR	FY 2023	FY 2022	YTD	1-Year	3-Year	5-Year	10-Year
Simsbury Town Plan	6.4%	0.2%	-11.7%	-14.9%	-14.9%	2.5%	3.6%	5.7%
Blended Benchmark*	6.5%	0.3%	-12.1%	-14.5%	-14.5%	2.2%	3.6%	5.9%
Simsbury BOE Plan	6.6%	0.3%	-12.0%	-15.1%	-15.1%	2.5%	3.7%	5.7%
Blended Benchmark*	6.5%	0.3%	-12.1%	-14.5%	-14.5%	2.2%	3.6%	5.9%
Simsbury Police Plan	6.6%	0.4%	-11.6%	-14.7%	-14.7%	2.6%	3.7%	5.7%
Blended Benchmark*	6.5%	0.3%	-12.1%	-14.5%	-14.5%	2.2%	3.6%	5.9%

*Blended Benchmark as of 12/01/2021 is 32.50% Blmbg. U.S. Aggregate, 31.50% Russell 3000 Index, 16.50% MSCI AC World ex USA (Net), 6.00% MSCI EAFE Small Cap (Net), 5.00% MSCI Emerging Markets (Net), 5.00% NCREIF Fund Index - ODCE (net), 3.50% Diversified Real Asset Blended Index. For a complete history of the benchmark composition, please see Fiducient Advisors Quarterly Investment Review.

Asset Allocation

Manager	Manager Status	Town Plan Asset Allocation (\$)	Town Plan Asset Allocation (%)	BOE Plan Asset Allocation (\$)	BOE Plan Asset Allocation (%)	Police Plan Asset Allocation (\$)	Police Plan Asset Allocation (%)	Long Term Target Allocation (%)
Total Plan		26,674,735	100.0	27,118,409	100.0	19,698,581	100.0	100.0
Cash & Equivalents		412,072	1.5	242,603	0.9	221,128	1.1	0.0
Allspring Gov't Money Market		412,072	1.5	242,603	0.9	221,128	1.1	0.0
Fixed Income		8,582,342	32.2	8,494,988	31.3	6,196,950	31.5	32.5
Metropolitan West Total Return PI	Maintain	3,233,229	12.1	3,084,777	11.4	2,304,994	11.7	12.25
Western Asset Core Plus Bond IS	Maintain	3,219,814	12.1	3,262,303	12.0	2,347,455	11.9	12.25
BlackRock Strategic Income Opportunities K	Discuss	2,129,298	8.0	2,147,908	7.9	1,544,501	7.8	8.0
Domestic Equity		7,857,269	29.5	8,206,706	30.3	6,055,277	30.7	31.5
Vanguard Instl Index	Maintain	5,450,239	20.4	5,558,869	20.5	4,180,682	21.2	21.5
Neuberger Berman Genesis R6	Maintain	2,407,030	9.0	2,647,838	9.8	1,874,594	9.5	10.0
International Equity		7,148,062	26.8	7,768,376	28.6	5,171,275	26.3	27.5
Hartford International Opportunities R6	Maintain	4,349,958	16.3	4,607,691	17.0	3,197,642	16.2	16.5
Templeton Instl Foreign Small Comp A	Maintain	1,500,218	5.6	1,724,013	6.4	1,073,969	5.5	6.0
Vanguard Emerging Markets Adm	Maintain	1,297,886	4.9	1,436,672	5.3	899,664	4.6	5.0
Real Estate		1,777,716	6.7	1,481,430	5.5	1,382,668	7.0	5.0
Barings Core Property Fund LP	Maintain	1,777,716	6.7	1,481,430	5.5	1,382,668	7.0	5.0
Real Assets		897,274	3.4	924,306	3.4	671,284	3.4	3.5
DWS RREEF Real Assets Fund R6	Maintain	897,274	3.4	924,306	3.4	671,284	3.4	3.5



Important Disclosure Information: Past performance may not be indicative of future results. Account information has been compiled solely by Fiducient Advisors, has not been independently verified, and does not reflect the impact of taxes on non-qualified accounts. In preparing this report, Fiducient Advisors 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.

Town of Simsbury OPEB Plan

Total Performance Summary & Manager Summary As of December 31, 2022

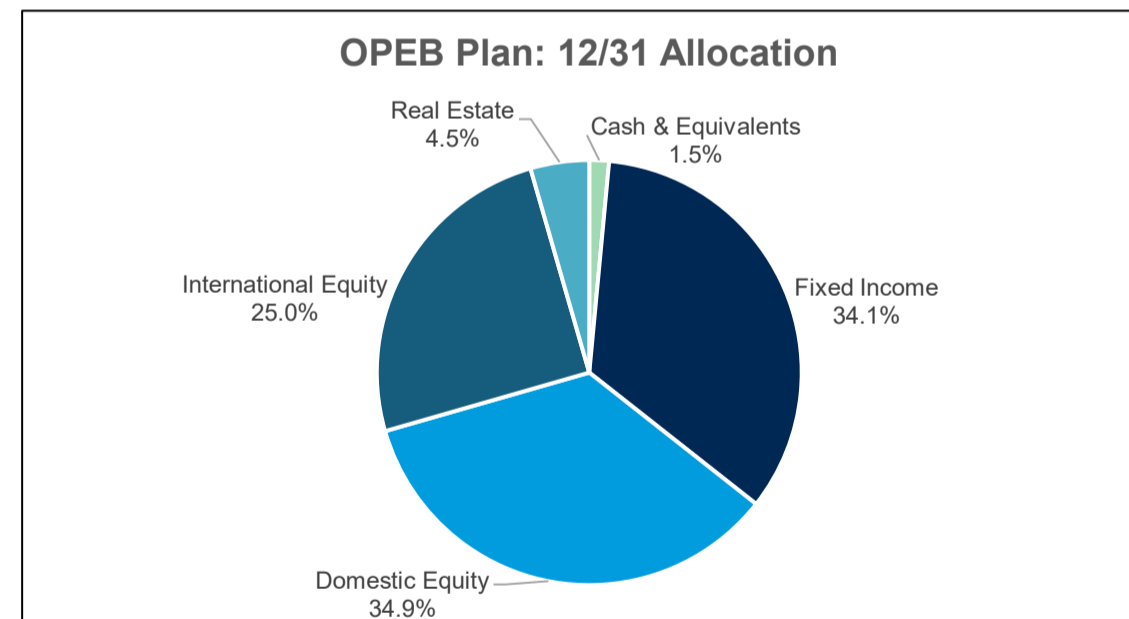
Trailing Performance Summary

	<u>QTR</u>	<u>FY 2023</u>	<u>FY 2022</u>	<u>YTD</u>	<u>1-Year</u>	<u>3-Year</u>	<u>5-Year</u>	<u>10-Year</u>
Simsbury OPEB Plan	7.3%	0.2%	-12.5%	-15.8%	-15.8%	2.5%	3.9%	5.5%
Blended Benchmark*	7.7%	0.9%	-12.7%	-15.6%	-15.6%	2.4%	4.0%	5.6%

*Blended Benchmark as of 4/1/2017 is 17.5% Bloomberg Barclays U.S. Aggregate Index; 17.5% Bloomberg Barclays U.S. TIPS Index; 26% S&P 500 Index; 6% Russell Midcap Index; 3% Russell 2000 Index; 19% MSCI EAFE Index; 6% MSCI Emerging Markets Index; 2.5% Cohen Steers Realty Majors Index; 2.5% FTSE EPRA/NAREIT Developed ex U.S. Index. For a complete history of the benchmark composition, please see Fiducient Advisors Quarterly Investment Review.

Asset Allocation

<u>Manager</u>	<u>Manager Status</u>	<u>Town Plan Asset Allocation (\$)</u>	<u>Town Plan Asset Allocation (%)</u>	<u>Long Term Target Allocation (%)</u>
Total Plan		19,824,906	100.0	100.0
Cash & Equivalents		296,663	1.5	0.0
Raymond James Bank Deposit		296,663	1.5	0.0
Fixed Income		6,764,100	34.1	35.0
iShares TIPS Bond ETF	Maintain	3,329,975	16.8	17.5
iShares Core U.S. Aggregate Bond ETF	Maintain	3,434,125	17.3	17.5
Domestic Equity		6,926,709	34.9	35.0
iShares Core S&P 500 ETF	Maintain	5,269,824	26.6	26.0
iShares Russell Midcap ETF	Maintain	1,144,964	5.8	6.0
iShares Russell 2000 ETF	Maintain	511,921	2.6	3.0
International Equity		4,952,284	25.0	25.0
iShares MSCI EAFE ETF	Maintain	3,852,805	19.4	19.0
iShares MSCI Emerging Markets ETF	Maintain	1,099,479	5.5	6.0
Real Estate		885,149	4.5	5.0
iShares Cohen & Steers REIT ETF	Maintain	482,153	2.4	2.5
iShares Intl Developed Property ETF	Maintain	402,996	2.0	2.5



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