



Town of Simsbury

933 HOPMEADOW STREET

SIMSBURY, CONNECTICUT 06070

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Retirement Plan Sub-Committee
Monday, May 3, 2021 at 8:00 A.M.

REGULAR MEETING AGENDA

- I. Call to Order
- II. Review of Minutes
 - a) February 1, 2021
- III. Pensions Plans & OPEB Trust First Quarter 2021 Performance Reviews and Fiduciary Governance Update
- IV. Defined Contribution Plans First Quarter 2021 Performance Reviews and Fiduciary Governance Update
 - a) Performance Review
 - b) DC Plan Investment Policy
 - c) Fee Benchmarking
- V. Adjourn



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Retirement Plan Sub-Committee Regular Meeting Minutes - DRAFT

Monday, February 1, 2021 at 8:00 a.m.
Via Zoom video conference

I. Call to Order

The meeting was called to order at 8:02 a.m. Sub-Committee members Kevin Prell, Chris Peterson, Sean Askham, Thomas Potter, Todd Burrick, Brian Watson were present. Maria Capriola, Town Manager, Amy Meriwether, Finance Director, and Melissa Appleby, Deputy Town Manager, were present from Town staff. Chris Kachmar and Tyler Polk were present for DiMeo Schneider. Others in attendance included Board of Finance members Lisa Heavner and Art House.

II. Review of Minutes

a) December 2, 2020

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

III. Pensions Plans & OPEB Trust Fourth Quarter 2020 Performance Reviews and Fiduciary Governance Update

Mr. Kachmar reviewed the pension section of the document entitled “Town of Simsbury Retirement Plans – Quarterly Investment Review – Fourth Quarter 2020.” He gave a firm update regarding FIA’s merger with DiMeo Schneider. He then gave a market update, indicating that the markets are beholden to vaccine availability and that the stimulus is still encouraging investors. He noted strong market performance in the fourth quarter of 2020.

Mr. Kachmar said that the rate of return assumption is down, year-over-year. The best forecast for the portfolio right now is 6.4%. Discussion ensued regarding inflation, and what the federal government will allow. Mr. Kachmar said that an inflation rate of 1.8% was used for the forecast period. He said that they will be conducting a deeper underwriting of Templeton next quarter, but there is no recommended change in managers at this time.

Mr. Kachmar also reviewed the OPEB section of the document, noting that plan performed at benchmark for the quarter.

IV. Defined Contribution Plans Fourth Quarter 2020 Performance Reviews and Fiduciary Governance Update

a) Performance Review

Mr. Polk reviewed the defined contribution section of the document entitled “Town of Simsbury Retirement Plans – Executive Summary – Fourth Quarter 2020.” He said that they are tracking Department of Labor regulations being evaluated by the new administration as well as the SECURE Act 2.0. He said that there has been an uptick in litigation, in regards to topics such as target date fund underperformance and failure to enforce cyber security measures. Mr. Polk noted that we are following best practices; staff confirmed that the Town carries fiduciary liability insurance.

Mr. Polk reviewed the updated balances starting on page 72, as well as the performance overview starting on page 76.

b) DC Plan Investment Policy

Mr. Polk said that there were no recommended changes to the policy, but that it was last signed in 2014. This will be on the next agenda for review by the committee.

V. Communications

a) Research Team Overview

Mr. Kachmar said that this information is being provided in response to the committee’s interest in obtaining information regarding the research team at DiMeo Schneider. He said that the document provides an overview of the team, and the process for approval.

VI. Adjourn

Mr. Potter made a motion to adjourn the meeting at 9:01 a.m. Mr. Burrick seconded the motion, and it passed unanimously.

Respectfully submitted,

Melissa Appleby
Deputy Town Manager



Town of Simsbury Retirement Plans

Executive Summary - First Quarter 2021

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

DiMeo Schneider is now



- Rebrand effective as of March 29, 2021
- \$225+ billion in assets under advisement*
- Fiducient: [fuh-**du**-shent] *trusted fiduciary committed to helping clients prosper*
- New website: www.fiducientadvisors.com
- Email: format continues as first initial last name @fiducient.com
- Newsletters, Webinars and other information: please add info@fiducient.com to your safe senders list
- No changes to firm leadership, ownership, partners, employees, service model, investment strategy or your consulting team

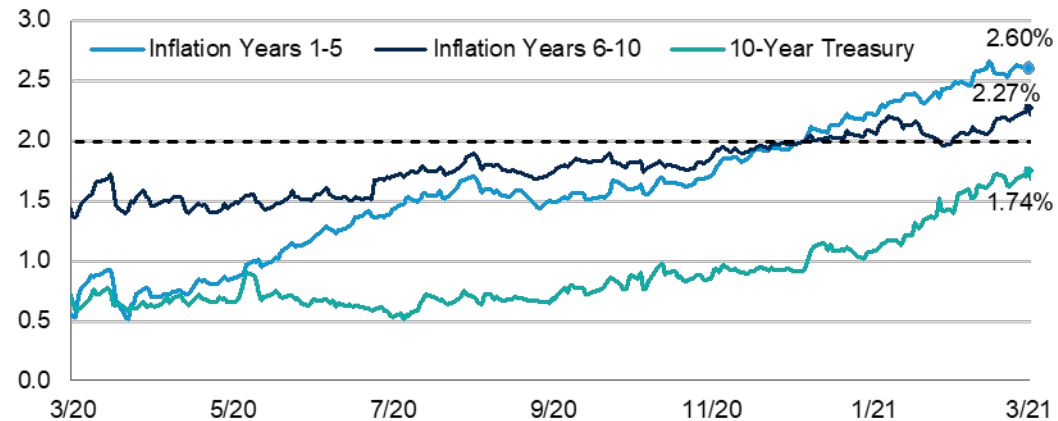
Thank you for your trust and confidence in us!

Market Themes

- The American Rescue Plan Act (ARPA) and advancing vaccination efforts may serve as a bridge to more sustained positive economic momentum.
- Both interest rates and inflation expectations trended higher as global growth accelerated.
- Market breadth was strong during the quarter led by a recovery among areas most afflicted by the pandemic.

Inflation Expectations and Interest Rates

Inflation estimates are rising but at a moderating pace with longer-term projections around the Fed's 2% average target. The 10-year Treasury is also approaching that level.

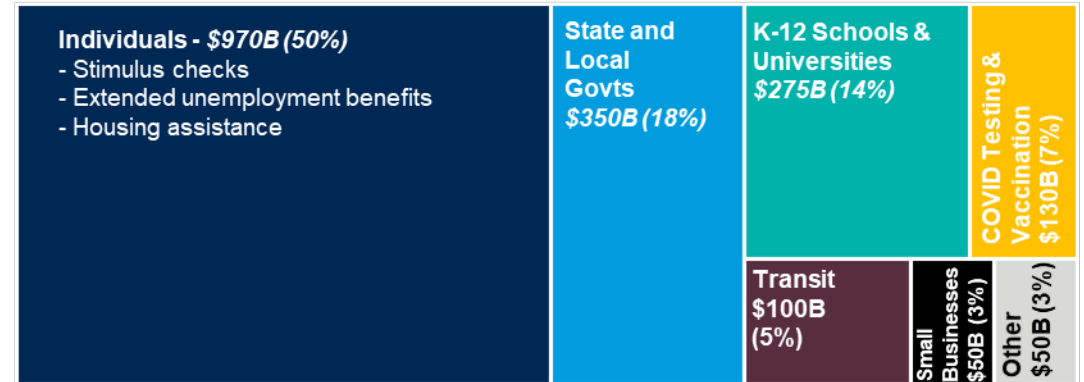


Sources: Bloomberg. Inflation Years 1-5: 5-Year Breakeven Inflation Rate. Inflation Years 6-10: 5 Year, 5 year Forward Breakeven Inflation Rate.

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ARPA Stimulus Package Components

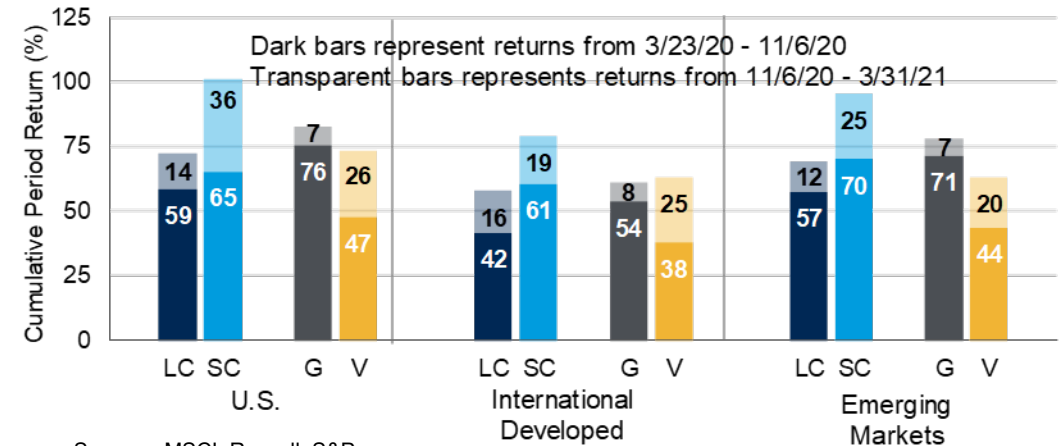
A majority of the recent stimulus package offers support to individuals via checks and extended unemployment benefits, which could encourage more consumer spending.



Congressional Budget Office; staff of the Joint Committee on Taxation (JCT).

Market Capitalization and Style Performance

Markets segments hardest hit by the pandemic and subsequent policy measures (e.g., small caps, financials, energy) have recently experienced the most noteworthy gains.



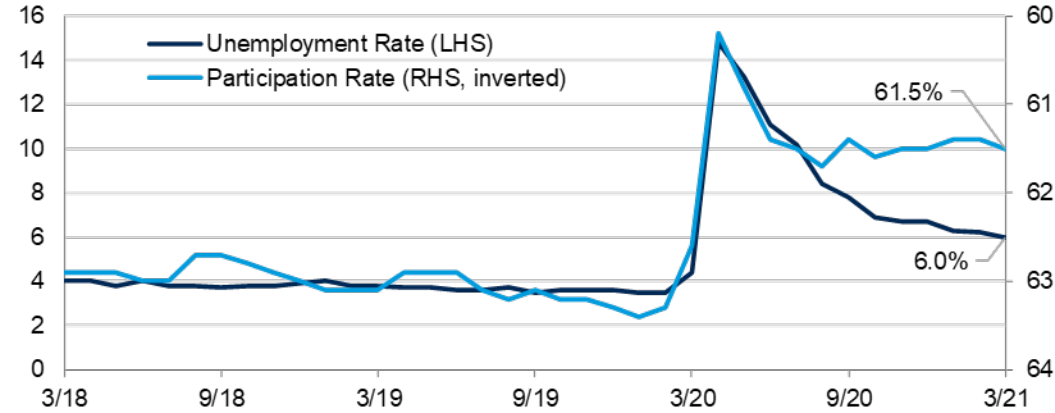
Sources: MSCI, Russell, S&P



Economic Review

Labor Market Conditions

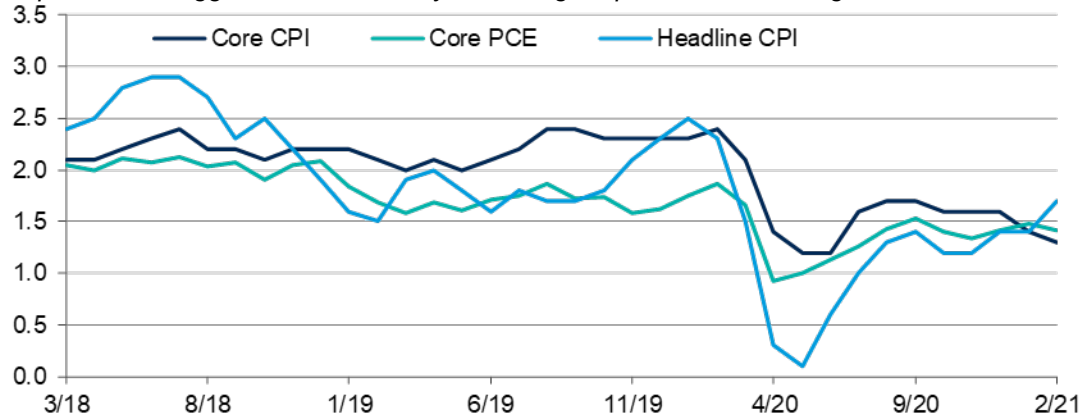
Falling unemployment should support consumer spending (~2/3rd of GDP); however, the participation rate remains below average, which could dampen inflation pressures.



Source: Bureau of Labor Statistics (BLS)

U.S Inflation

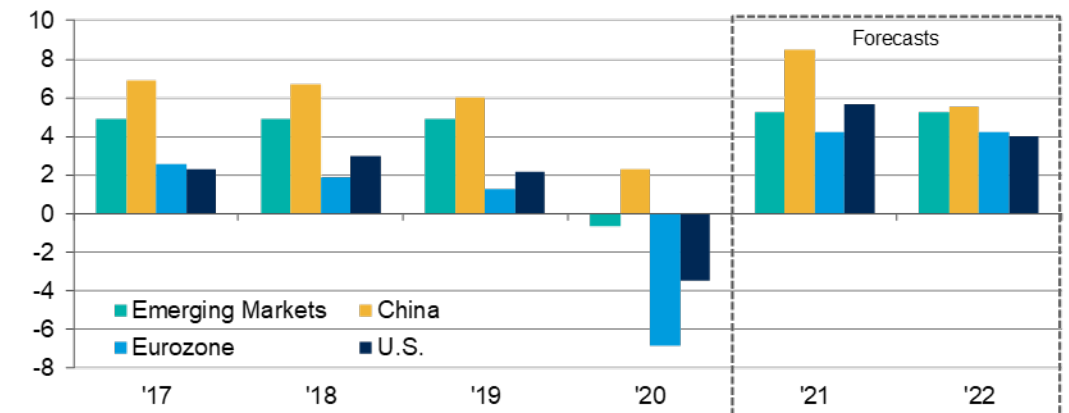
Current inflation measures are still running below the Fed's average 2% target, but rising expectations suggest that we're likely to see higher prints in the coming months.



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

Real GDP Growth (YoY)

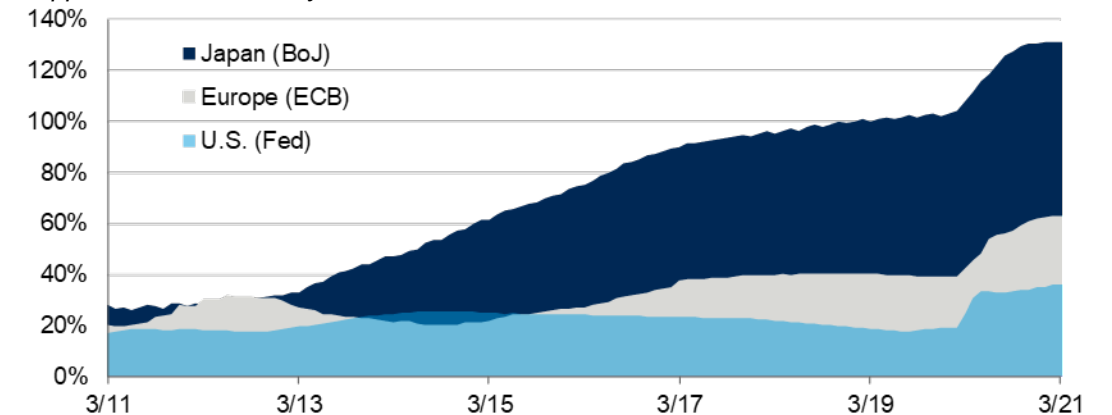
Strong GDP growth is expected in the coming years across all major regions, most notably in China as one of the first countries to emerge from the pandemic-induced shutdown.



Source: Bloomberg. Forecasts based on Bloomberg survey.

Central Bank Balance Sheets as a Percentage of GDP

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



Source: Bloomberg



Financial Markets Performance



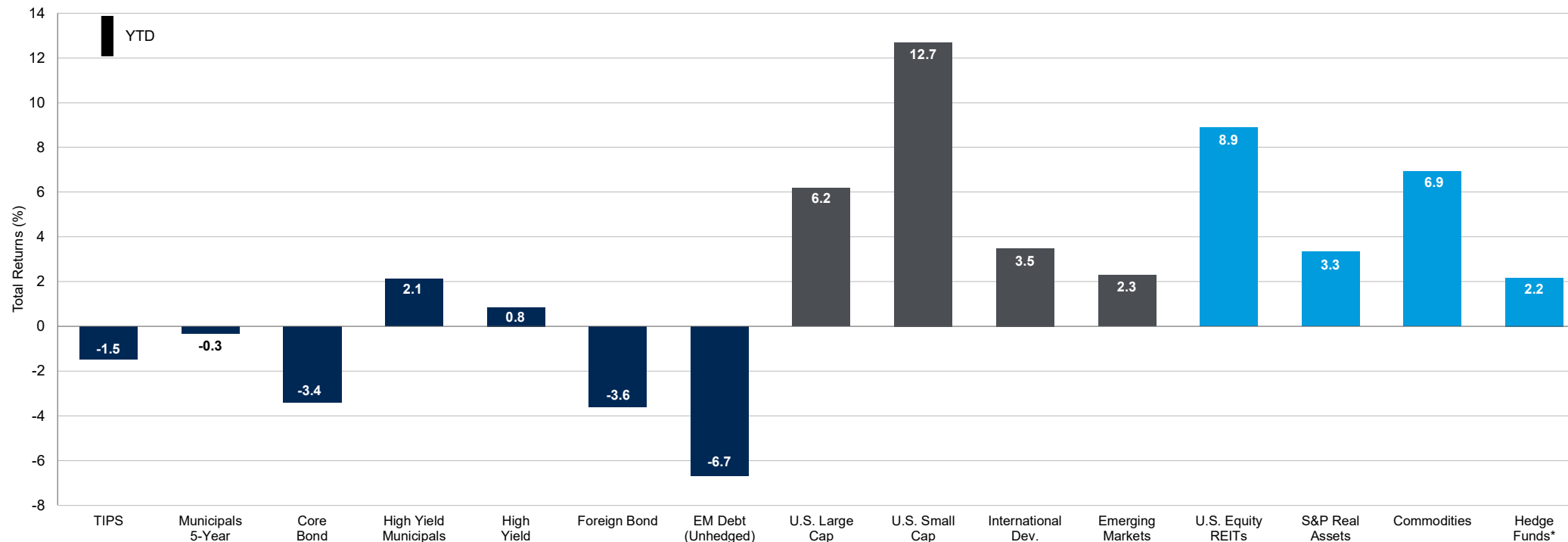
Global Fixed Income Markets	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Bloomberg Barclays 1-3-Month T-Bill	0.0%	0.0%	0.1%	1.4%	1.1%	0.8%	0.6%	1.1%
Bloomberg Barclays U.S. TIPS	-1.5%	-1.5%	7.5%	5.7%	3.9%	3.4%	3.4%	4.4%
Bloomberg Barclays Municipal Bond (5 Year)	-0.3%	-0.3%	5.1%	3.9%	2.5%	2.6%	2.9%	3.7%
Bloomberg Barclays High Yield Municipal Bond	2.1%	2.1%	15.0%	7.3%	6.4%	6.3%	7.1%	5.4%
Bloomberg Barclays U.S. Aggregate	-3.4%	-3.4%	0.7%	4.7%	3.1%	3.3%	3.4%	4.3%
Bloomberg Barclays U.S. Corporate High Yield	0.8%	0.8%	23.7%	6.8%	8.1%	5.4%	6.5%	7.4%
Bloomberg Barclays Global Aggregate ex-U.S. Hedged	-1.9%	-1.9%	1.5%	3.9%	3.3%	4.0%	4.2%	4.2%
Bloomberg Barclays Global Aggregate ex-U.S. Unhedged	-5.3%	-5.3%	7.2%	1.1%	2.1%	0.9%	1.3%	3.3%
Bloomberg Barclays U.S. Long Gov / Credit	-10.4%	-10.4%	-2.1%	7.1%	5.5%	6.1%	7.0%	6.9%
JPMorgan GBI-EM Global Diversified	-6.7%	-6.7%	13.0%	-0.8%	3.1%	0.2%	0.5%	4.3%
Global Equity Markets	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
S&P 500	6.2%	6.2%	56.3%	16.8%	16.3%	13.6%	13.9%	10.0%
Dow Jones Industrial Average	8.3%	8.3%	53.8%	13.6%	16.0%	13.1%	13.1%	10.3%
NASDAQ Composite	3.0%	3.0%	73.5%	24.6%	23.5%	19.2%	18.3%	13.5%
Russell 3000	6.3%	6.3%	62.5%	17.1%	16.6%	13.4%	13.8%	10.0%
Russell 1000	5.9%	5.9%	60.6%	17.3%	16.6%	13.6%	14.0%	10.2%
Russell 1000 Growth	0.9%	0.9%	62.7%	22.8%	21.0%	17.5%	16.6%	12.4%
Russell 1000 Value	11.2%	11.2%	56.1%	10.9%	11.7%	9.4%	11.0%	7.7%
Russell Mid Cap	8.1%	8.1%	73.6%	14.7%	14.7%	11.6%	12.5%	9.8%
Russell Mid Cap Growth	-0.6%	-0.6%	68.6%	19.4%	18.4%	14.4%	14.1%	10.9%
Russell Mid Cap Value	13.0%	13.0%	73.7%	10.7%	11.6%	9.3%	11.1%	8.6%
Russell 2000	12.7%	12.7%	94.8%	14.7%	16.3%	11.0%	11.7%	8.8%
Russell 2000 Growth	4.9%	4.9%	90.2%	17.1%	18.6%	12.7%	13.0%	10.0%
Russell 2000 Value	21.2%	21.2%	97.0%	11.5%	13.5%	8.9%	10.0%	7.4%
MSCI ACWI	4.6%	4.6%	54.6%	12.1%	13.2%	9.4%	9.1%	7.0%
MSCI ACWI ex. U.S.	3.5%	3.5%	49.4%	6.5%	9.8%	5.3%	4.9%	4.5%
MSCI EAFE	3.5%	3.5%	44.6%	6.0%	8.8%	4.8%	5.5%	4.1%
MSCI EAFE Growth	-0.6%	-0.6%	42.6%	9.8%	10.8%	7.2%	7.2%	5.5%
MSCI EAFE Value	7.4%	7.4%	45.7%	1.8%	6.6%	2.2%	3.7%	2.6%
MSCI EAFE Small Cap	4.5%	4.5%	62.0%	6.3%	10.5%	7.4%	8.0%	5.7%
MSCI Emerging Markets	2.3%	2.3%	58.4%	6.5%	12.1%	6.6%	3.7%	5.9%
Alternatives	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Consumer Price Index*	0.6%	0.6%	2.0%	1.8%	2.0%	1.6%	1.7%	1.9%
FTSE NAREIT Equity REITs	8.9%	8.9%	37.8%	9.5%	5.3%	7.7%	8.6%	6.1%
S&P Developed World Property x U.S.	2.2%	2.2%	33.8%	3.1%	5.4%	5.2%	6.0%	4.2%
S&P Developed World Property	5.6%	5.6%	35.9%	6.1%	5.2%	6.2%	7.1%	4.9%
Bloomberg Commodity Total Return	6.9%	6.9%	35.0%	-0.2%	2.3%	-5.8%	-6.3%	-3.4%
HFRI Fund of Funds Composite*	2.2%	2.2%	24.3%	5.6%	5.7%	3.9%	3.5%	2.8%
HFRI Fund Weighted Composite*	5.3%	5.3%	33.1%	7.4%	7.4%	5.2%	4.6%	4.7%
Alerian MLP	22.0%	22.0%	103.1%	-3.0%	-1.3%	-6.5%	-0.9%	4.6%

*One month lag.

Source: Bloomberg as of 3/31/21. Total returns as of 3/31/21. Periods greater than 1 year are annualized. All returns are in U.S. dollar terms. Past performance does not indicate future performance and there is a possibility of a loss.



Asset Class Performance



*Hedge fund returns are lagged 1 month. Sources: Bloomberg, J.P. Morgan, Russell, MSCI, FTSE Russell, Alerian. Hedge Funds returns as of 2/28/21. All other returns as of 3/31/21.

Fixed Income (1Q 2021)

- Climbing intermediate and long-dated Treasury rates
- + Continued demand for bonds with higher yields benefitted spread sectors
- Dollar strength hurt emerging markets

Equities (1Q 2021)

- + Continued vaccination efforts supported optimism for growth, particularly in the U.S.
- + Economically-sensitive stocks hardest hit by COVID-19 mitigation efforts led the rally
- Dollar strength hurt emerging markets

Real Assets / Alternatives (1Q 2021)

- + Rebound in most REIT sectors, notably retail and residential
- + Higher inflation expectations and extreme cold weather supported oil prices

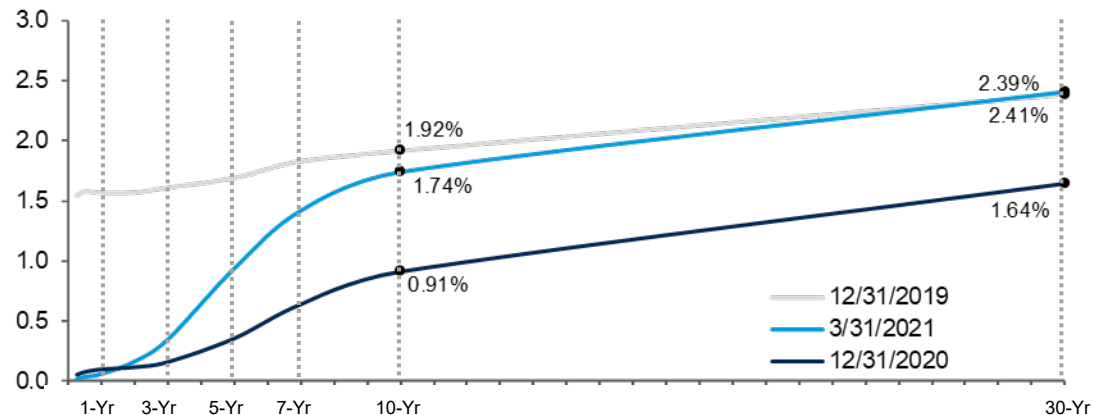
See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss.



Fixed Income Market Update

U.S. Treasury Curve

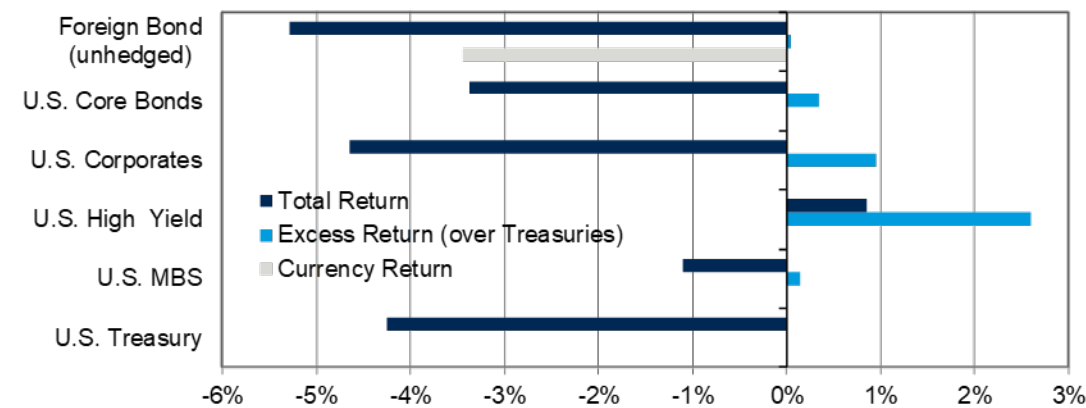
A sharp selloff in U.S. Treasuries left the 10-year and 30-year rates about 0.8% higher at quarter-end, reaching levels the market hasn't seen in over a year.



Source: Bloomberg

Index Performance Attribution (1Q 2021)

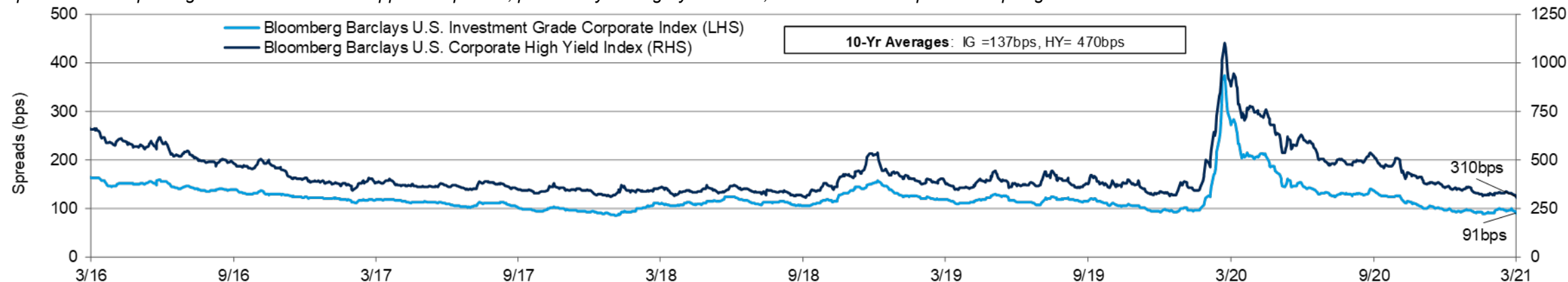
Rising Treasury yields hurt performance across fixed income indices, but tightening spreads offset some weakness, particularly in riskier parts of the market.



Source: Bloomberg

Credit Market Spreads – Trailing 5 Years

Despite volatile and rising Treasury yields and robust corporate bond issuance, spreads tightened modestly benefiting from the continued demand for yield in fixed income markets. Vaccine optimism and improving economic data also supported spreads, particularly the high-yield index, which closed the quarter 50bps tighter.



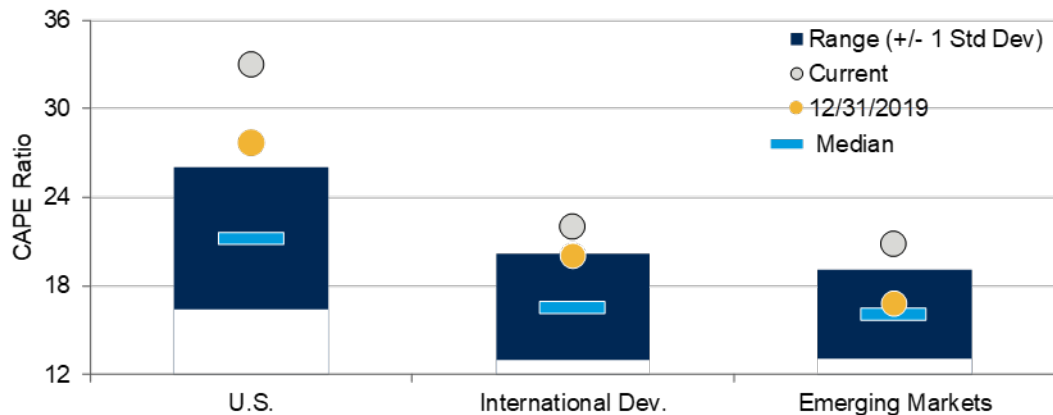
Source: Bloomberg

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Equity Market Update

Equity Valuations (Trailing 15 Years)

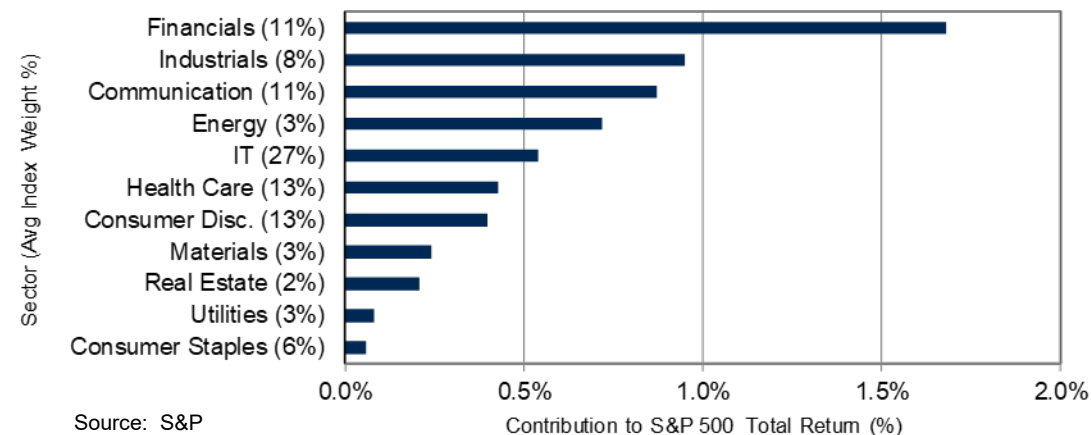
Another positive quarter for global equity returns pushed valuations even higher, and now all markets are trading above historical ranges (+/- 1 standard deviation).



Source: MSCI as of 3/31/21. U.S = USA Price Return USD Index, Int. Dev = World Excluding United States Index, EM = Emerging Markets Index.

U.S. Equities – Contribution to Return by Sector (1Q 2021)

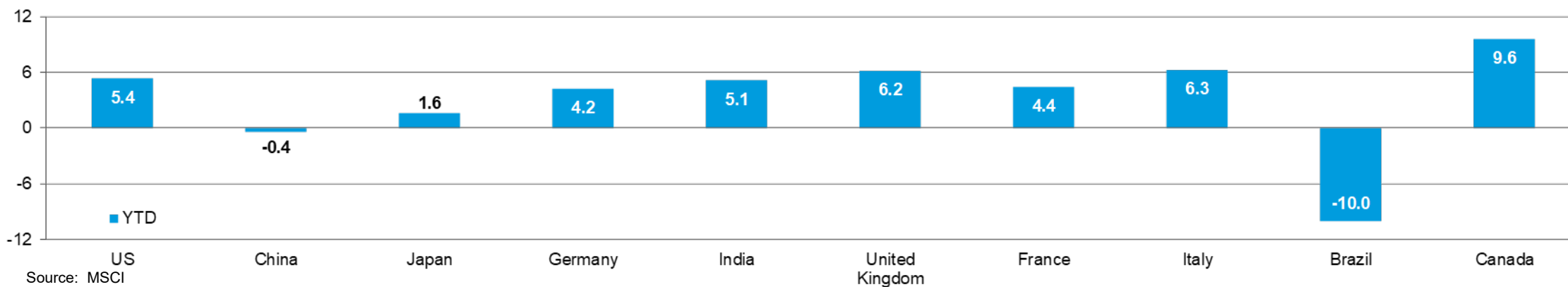
Stocks advanced across industries led by financials, particularly banks, which benefit from higher Treasury rates that support higher loan rates.



Source: S&P

Country Total Returns (%) – Top 10 Largest Economies

Most developed economies led the first quarter rally while some emerging economies struggled. Some Chinese companies within the consumer industry stumbled on increased concerns of more regulation. Brazil's political troubles and battle with COVID continue to challenge the country.



Source: MSCI

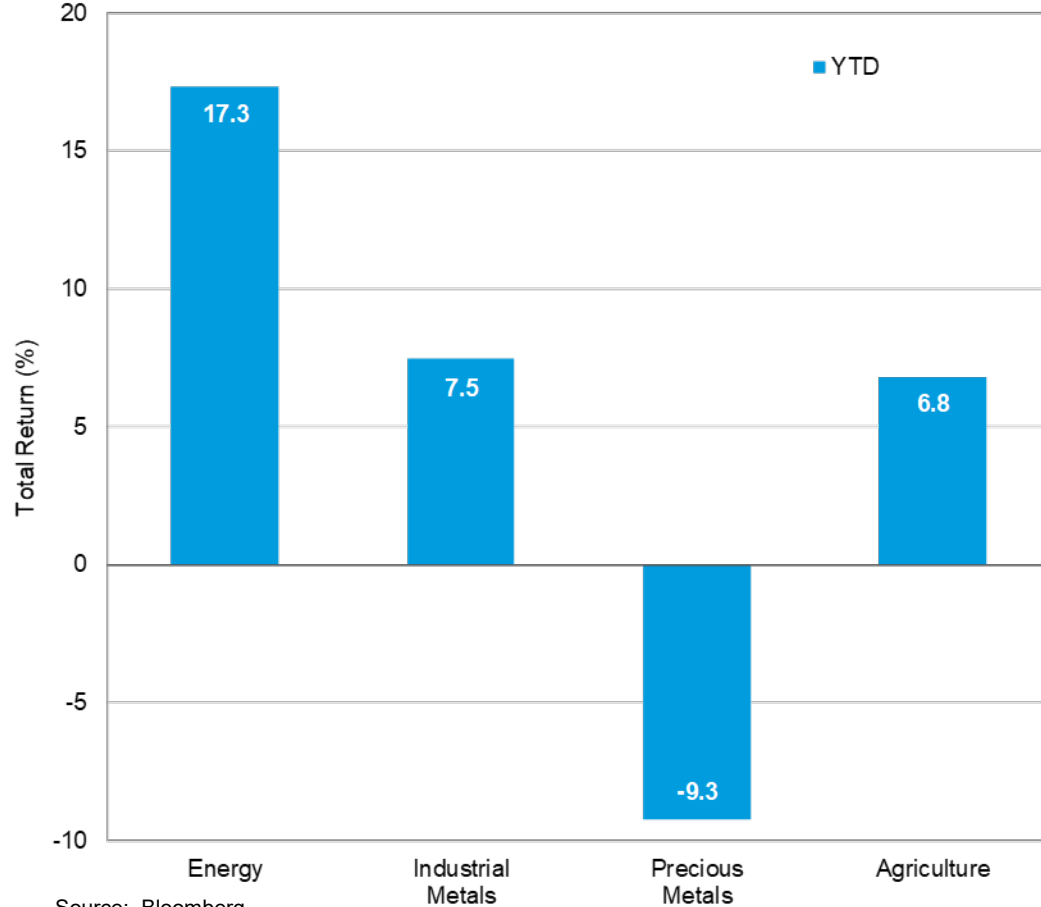
See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss.

Real Assets / Alternatives Market Update



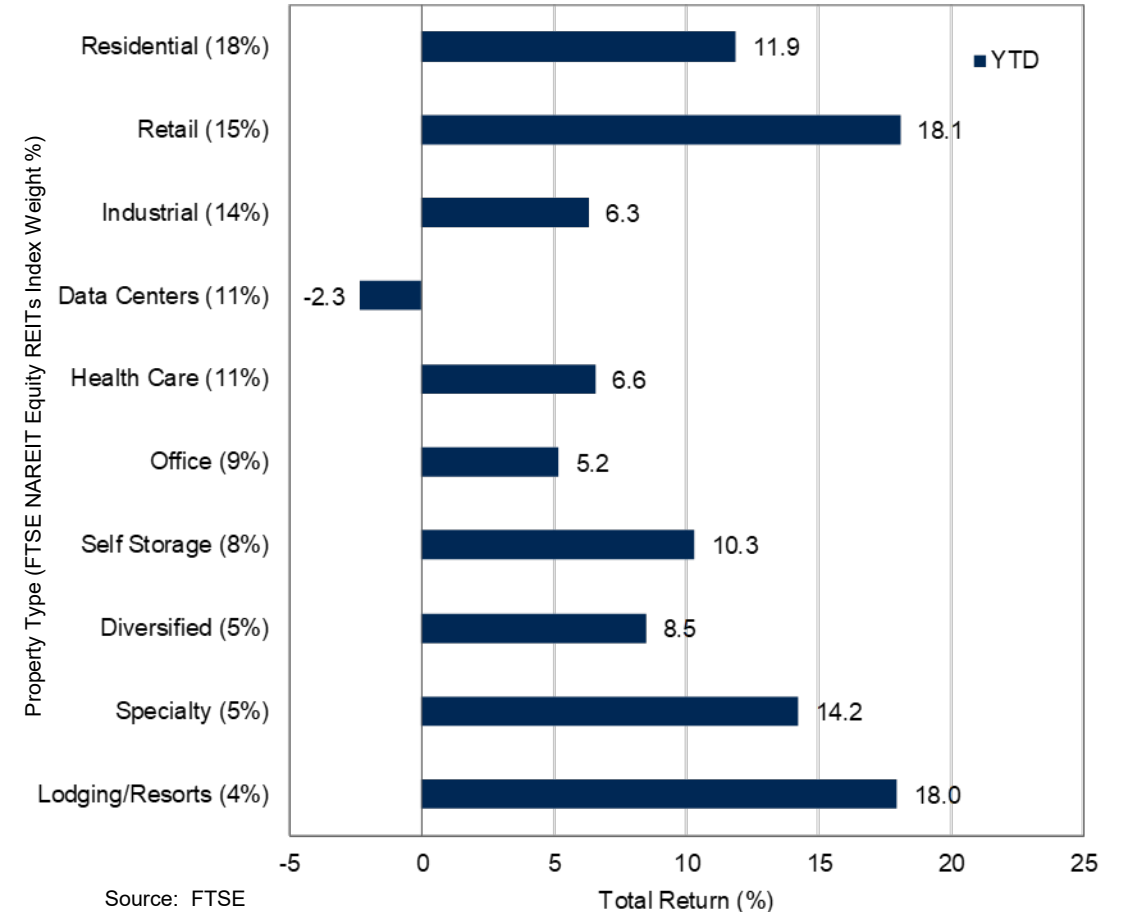
Real Assets Performance

While rising inflation expectations benefitted commodities in aggregate, accelerating growth and inflation weighed on precious metals through the first quarter.



REIT Sector Performance

Most REIT sectors generated positive returns in the first quarter on continued vaccine optimism and in anticipation of more economic reopening in the U.S.



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.



Simsbury Pension Plans

Executive Summary - First Quarter 2021

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Fiduciary Governance Calendar



Fiduciary Trail®

Fiduciary Lockbox®

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



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

Source: Milliman, 2020 GASB 67 and 68 Disclosure Report



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

Source: Milliman, 2020 GASB 67 and 68 Disclosure Report



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

Source: Milliman, 2020 GASB 67 and 68 Disclosure Report

Portfolio Expense Analysis



Manager	Current Target %	Fee Schedule	Peer Group Fees	Peer Group
Metropolitan West Total Return Bond PI	11.25%	0.38%	0.68%	IM U.S. Broad Market Core+ Fixed Income (MF)
Western Asset Core Plus Bond IS	11.25%	0.42%	0.68%	IM U.S. Broad Market Core+ Fixed Income (MF)
BlackRock Strategic Income Opportunities K	7.5%	0.76%	1.02%	IM Alternative Credit Focus (MF)
Templeton Global Bond R6	2.5%	0.56%	0.78%	IM Global Fixed Income (MF)
Vanguard Institutional Index I	21.5%	0.035%	0.30%	IM S&P 500 Index (MF)
Neuberger Berman Genesis R6	10.0%	0.75%	1.08%	IM U.S. Small Cap Core Equity (MF)
Hartford International Opportunities R6	16.5%	0.71%	0.90%	IM International Large Cap Core Equity (MF)
Templeton Instl Foreign Small Comp A	6.0%	1.03%	1.14%	IM International SMID Cap Core Equity (MF)
Vanguard Emerging Markets Stock Adm	5.0%	0.14%	1.20%	IM Emerging Markets Equity (MF)
Barings Core Property Fund LP	5.0%	0.975%		
Vanguard Short-Term Inflation Protection Adm	1.75%	0.06%	0.59%	IM U.S. TIPS (MF)
Credit Suisse Commodity Return I	1.75%	0.78%	1.03%	IM Commodities General (MF)
Weighted Average Investment Management Fee		0.49%		
Wells Fargo (Base Fee)			Asset based fee: 2.5 basis points	
			Per account fee: \$1,000	
Fiducient Fee			Flat fee of \$52,191	

Fiducient Advisors fee is subject to a 3% annual escalator

DISCLOSURE: The figures on this page have been obtained from sources we deem to be reliable. Fiducient Advisors has not independently verified this information. Fees for fund of funds are shown at the fund of fund level and do not include fees charged by underlying investment managers/funds.

The estimated annual custody fee represents the base fee and includes asset based, account based and line-item fees, where applicable. The estimate does not include applicable fees for transactions, trade settlement and/or wire transfers. Please refer to your custody agreement for a complete description of applicable fees and expenses.

Asset Allocation - Town of Simsbury

As of March 31, 2021

	Town Pension Plan		BOE Plan		Police Plan		Target (%)
	Market Value (\$)	Allocation (%)	Market Value (\$)	Allocation (%)	Market Value (\$)	Allocation (%)	
<u>Short Term Liquidity</u>							
Wells Fargo Gov't Money Market	427,695	1.4%	307,861	1.0%	240,314	1.1%	0.0%
<u>Fixed Income</u>							
Metropolitan West Total Return PI	2,991,753	10.1%	2,839,838	9.7%	2,115,110	9.8%	11.25%
Western Asset Core Plus Bond IS	2,976,773	10.1%	2,820,654	9.6%	2,103,330	9.8%	11.25%
BlackRock Strategic Income Opps K	1,968,560	6.7%	2,045,882	7.0%	1,502,843	7.0%	7.5%
Templeton Global Bond R6	<u>676,208</u>	<u>2.3%</u>	<u>653,423</u>	<u>2.2%</u>	<u>478,817</u>	<u>2.2%</u>	<u>2.5%</u>
Total Fixed Income	8,613,293	29.2%	8,359,796	28.5%	6,200,100	28.8%	32.5%
<u>Domestic Equity</u>							
Vanguard Instl Index Fund I	6,578,589	22.3%	6,781,632	23.1%	4,851,059	22.6%	21.5%
Neuberger Berman Genesis R6	<u>3,057,477</u>	<u>10.4%</u>	<u>3,149,816</u>	<u>10.7%</u>	<u>2,254,864</u>	<u>10.5%</u>	<u>10.0%</u>
Total Domestic Equity	9,636,067	32.6%	9,931,447	33.8%	7,105,923	33.0%	31.5%
<u>International Equity</u>							
Hartford International Opportunities R6	5,043,303	17.1%	5,151,120	17.5%	3,687,556	17.1%	16.5%
Templeton Instl Foreign Small Comp A	1,792,409	6.1%	1,809,101	6.2%	1,285,858	6.0%	6.0%
Vanguard Emerging Markets Adm	<u>1,498,675</u>	<u>5.1%</u>	<u>1,532,626</u>	<u>5.2%</u>	<u>1,099,053</u>	<u>5.1%</u>	<u>5.0%</u>
Total International Equity	8,334,386	28.2%	8,492,847	28.9%	6,072,467	28.2%	27.5%
<u>Real Estate</u>							
Barings Core Property Fund LP	<u>1,487,058</u>	<u>5.0%</u>	<u>1,239,215</u>	<u>4.2%</u>	<u>1,156,601</u>	<u>5.4%</u>	<u>5.0%</u>
Total Real Estate	1,487,058	5.0%	1,239,215	4.2%	1,156,601	5.4%	5.0%
<u>Inflation Protection</u>							
Vanguard Short-Term Infl Protection Adm	478,216	1.6%	464,840	1.6%	346,541	1.6%	1.75%
Credit Suisse Commodity Return I	540,345	1.8%	557,834	1.9%	389,073	1.8%	1.75%
Total Inflation Protection	1,018,561	3.5%	1,022,675	3.5%	735,614	3.4%	3.5%
	29,517,061	100.0%	29,353,841	100.0%	21,511,018	100.0%	100.0%

Total Plan Performance Summary - Total Plan

As of March 31, 2021

Account Reconciliation

	QTR	Since Inception	Inception Date
Total Plan			08/01/1994
Beginning Market Value	79,674,248	12,042,857	
Net Contributions	-1,007,984	-11,126,715	
Total Gain/Loss	1,715,657	79,465,778	
Ending Market Value	80,381,920	80,381,920	

Simsbury Pension Benchmark Composition

Allocation Mandate	Weight (%)
Feb-2021	
Blmbg. Barc. U.S. Aggregate Index	30.00
Bloomberg Barclays Global Aggregate	2.50
Russell 3000 Index	31.50
MSCI AC World ex USA (Net)	16.50
MSCI EAFE Small Cap (net) Index	6.00
MSCI Emerging Markets (Net) Index	5.00
NCREIF Fund Index - ODCE (net)	5.00
Short Term Inflation Protection Benchmark	3.50

Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Total Plan	2.2	35.7	8.9	9.5	7.3	7.3	7.7	08/01/1994
<i>Simsbury Pension Benchmark</i>	2.0	33.4	9.0	9.4	7.3	7.5	7.9	
Difference	0.2	2.3	-0.1	0.1	0.0	-0.2	-0.2	

Calendar Year Performance Summary

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

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

Manager Performance Overview

Simsbury Pension

As of March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Since FA's Inception Dec-2012 To Mar-2021	Inception Date
Total Plan	2.2	35.7	8.9	9.5	7.3	7.3	7.7	8.0	08/01/1994
<i>Simsbury Pension Benchmark</i>	2.0	33.4	9.0	9.4	7.3	7.5	7.9	8.2	
Wells Fargo Government Money Market Fund I	0.0	0.0	1.2	1.0	0.7	N/A	0.6	0.6	11/01/2012
<i>90 Day U.S. Treasury Bill</i>	0.0	0.1	1.5	1.2	0.9	N/A	0.7	0.7	
Fixed Income	-2.8	6.0	4.1	3.9	3.4	N/A	3.6	3.1	07/01/2011
<i>Fixed Income Composite Benchmark</i>	-3.5	1.0	4.3	3.0	3.0	N/A	2.9	2.4	
Metropolitan West Total Return Bond PI	-2.9 (47)	3.6 (84)	5.6 (26)	3.7 (64)	3.7 (41)	N/A	3.4 (35)	3.4 (35)	12/01/2012
<i>Blmbg. Barc. U.S. Aggregate Index</i>	-3.4	0.7	4.7	3.1	3.3	N/A	2.7	2.7	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	-2.9	6.7	5.0	4.0	3.5	N/A	3.1	3.1	
Western Asset Core Plus Bond IS	-4.6 (97)	6.8 (49)	5.3 (34)	4.8 (17)	N/A	N/A	4.4 (5)	N/A	11/01/2014
<i>Blmbg. Barc. U.S. Aggregate Index</i>	-3.4	0.7	4.7	3.1	N/A	N/A	3.1	N/A	
IM U.S. Broad Market Core+ Fixed Income (MF) Median	-2.9	6.7	5.0	4.0	N/A	N/A	3.4	N/A	
BlackRock Strategic Income Opportunities K	0.2 (44)	14.2 (50)	4.8 (16)	4.8 (36)	N/A	N/A	3.5 (17)	N/A	07/01/2014
<i>Blmbg. Barc. U.S. Aggregate Index</i>	-3.4	0.7	4.7	3.1	N/A	N/A	3.1	N/A	
IM Alternative Credit Focus (MF) Median	0.1	14.1	3.4	4.1	N/A	N/A	2.6	N/A	
Templeton Global Bond R6	-2.7 (42)	-2.4 (100)	-1.9 (100)	1.0 (98)	0.3 (100)	N/A	0.8 (95)	0.8 (95)	12/01/2012
<i>Bloomberg Barclays Global Aggregate</i>	-4.5	4.7	2.8	2.7	2.0	N/A	1.6	1.6	
IM Global Fixed Income (MF) Median	-3.2	8.3	3.2	3.3	2.4	N/A	2.1	2.1	
Domestic Equity	6.4	60.4	17.1	16.7	13.3	N/A	13.7	15.3	07/01/2011
<i>Russell 3000 Index</i>	6.3	62.5	17.1	16.6	13.4	N/A	14.2	15.5	
Vanguard Institutional Index I	6.2 (57)	56.3 (44)	16.8 (29)	16.3 (24)	13.6 (15)	N/A	15.5 (18)	15.5 (18)	12/01/2012
<i>S&P 500 Index</i>	6.2	56.4	16.8	16.3	13.6	N/A	15.5	15.5	
IM U.S. Large Cap Core Equity (MF) Median	6.4	55.3	15.3	15.2	12.2	N/A	14.2	14.2	

Returns for periods less than one year are not annualized.

Manager Performance Overview

Simsbury Pension

As of March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Since FA's Inception Dec-2012 To Mar-2021	Inception Date
Neuberger Berman Genesis R6	6.6 (100)	68.8 (91)	17.2 (3)	16.9 (5)	12.3 (3)	N/A	14.4 (12)	14.4 (12)	12/01/2012
<i>Russell 2000 Index</i>	12.7	94.8	14.8	16.4	11.0	N/A	14.2	14.2	
IM U.S. Small Cap Core Equity (MF) Median	15.3	90.3	11.9	13.4	9.5	N/A	12.6	12.6	
International Equity	2.6	59.4	7.1	10.1	6.5	N/A	5.4	7.3	07/01/2011
<i>International Equity Composite Benchmark</i>	3.5	53.9	6.5	10.3	6.0	N/A	5.7	7.5	
Hartford International Opportunities R6	0.9 (91)	56.1 (26)	7.7 (13)	10.0 (14)	N/A	N/A	7.2 (1)	N/A	10/01/2014
<i>MSCI AC World ex USA (Net)</i>	3.5	49.4	6.5	9.8	N/A	N/A	5.8	N/A	
IM International Large Cap Core Equity (MF) Median	4.4	52.9	6.3	8.6	N/A	N/A	4.2	N/A	
Templeton Instl Foreign Small Comp A	6.0 (56)	69.6 (17)	4.5 (47)	9.3 (49)	5.9 (47)	N/A	8.1 (49)	8.1 (49)	12/01/2012
<i>MSCI AC World ex USA Small Cap (Net)</i>	5.5	69.8	6.6	10.4	6.7	N/A	8.8	8.8	
IM International SMID Cap Core Equity (MF) Median	6.6	63.7	4.3	9.2	5.3	N/A	7.7	7.7	
Vanguard Emerging Markets Stock Adm	3.6 (37)	58.2 (67)	N/A	N/A	N/A	N/A	14.0 (60)	N/A	03/01/2019
<i>FTSE Emerging All Cap China Spliced Index</i>	3.1	57.1	N/A	N/A	N/A	N/A	13.9	N/A	
IM Emerging Markets Equity (MF) Median	2.9	63.0	N/A	N/A	N/A	N/A	15.1	N/A	
Real Estate	1.6	0.1	4.0	5.2	6.9	N/A	5.4	4.7	07/01/2011
<i>NCREIF Fund Index - ODCE (net)</i>	1.9	1.5	4.0	5.3	7.3	N/A	8.4	8.2	
Barings Core Property Fund LP	1.6	0.1	4.0	5.2	6.9	N/A	6.9	N/A	10/01/2013
<i>NCREIF Fund Index - ODCE (net)</i>	1.9	1.5	4.0	5.3	7.3	N/A	7.5	N/A	

Returns for periods less than one year are not annualized.

Manager Performance Overview

Simsbury Pension

As of March 31, 2021

	QTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Since FA's Inception Dec-2012 To Mar-2021	Inception Date
Inflation Protection	4.0	25.7	-1.4	1.4	-3.3	N/A	-2.9	-2.9	11/01/2012
<i>Short Term Inflation Protection Benchmark</i>	4.0	31.3	0.3	2.3	-2.4	N/A	-1.6	-1.5	
Vanguard Short-Term Inflation Protection Adm	1.1 (21)	6.9 (91)	3.7 (89)	2.6 (87)	1.9 (83)	N/A	1.8 (84)	N/A	03/01/2014
<i>Bloomberg Barclays US TIPS 0-5 Year Index</i>	1.1	6.9	3.8	2.7	2.0	N/A	1.9	N/A	
IM U.S. TIPS (MF) Median	-1.2	8.4	5.0	3.4	2.6	N/A	2.6	N/A	
Credit Suisse Commodity Return I	6.8 (79)	35.5 (79)	0.1 (56)	2.5 (60)	-5.5 (62)	N/A	-5.4 (61)	N/A	03/01/2014
<i>Bloomberg Commodity Index Total Return</i>	6.9	35.0	-0.2	2.3	-5.8	N/A	-5.7	N/A	
IM Commodities General (MF) Median	8.0	43.2	0.4	3.0	-5.0	N/A	-4.9	N/A	

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

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

Returns for periods less than one year are not annualized.

Asset Allocation

As of March 31, 2021

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Simsbury OPEB	21,459,812	100.0	100.0	0.0
Total Short Term Liquidity	388,715	1.8	0.0	1.8
Money Market Fund	388,715	1.8	0.0	1.8
Total Fixed Income	6,424,465	29.9	35.0	-5.1
iShares TIPS Bond ETF	3,256,349	15.2	17.5	-2.3
iShares Core U.S. Aggregate Bond ETF	3,168,117	14.8	17.5	-2.7
Total Domestic Equity	8,177,395	38.1	35.0	3.1
iShares Core S&P 500 ETF	5,691,213	26.5	26.0	0.5
iShares Russell Midcap Index Fund	1,599,549	7.5	6.0	1.5
iShares Russell 2000 ETF	886,632	4.1	3.0	1.1
Total International Equity	5,480,120	25.5	25.0	0.5
iShares MSCI EAFE ETF	4,087,572	19.0	19.0	0.0
iShares MSCI Emerging Markets ETF	1,392,547	6.5	6.0	0.5
Total Real Estate	989,118	4.6	5.0	-0.4
iShares Cohen & Steers REIT ETF	494,276	2.3	2.5	-0.2
iShares International Developed Property ETF	494,842	2.3	2.5	-0.2

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

Total Portfolio Performance Summary

As of March 31, 2021

Account Reconciliation

	QTR	Since Inception	Inception Date
Simsbury OPEB			06/01/2008
Beginning Market Value	20,816,594	1,364,267	
Net Contributions	-	10,356,217	
Total Gain/Loss	643,218	9,739,328	
Ending Market Value	21,459,812	21,459,812	

Blended Benchmark Composition

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

Trailing Performance Summary

	QTR	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Simsbury OPEB	3.1	35.3	9.7	9.4	7.4	7.5	6.5	06/01/2008
<i>Blended Benchmark</i>	2.6	34.8	9.8	9.5	7.5	7.5	6.5	
Difference	0.5	0.5	-0.1	-0.1	-0.1	0.0	0.0	

Calendar Year Performance Summary

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

Global Fixed Income

The Screening Process

The search began with a broad database of global fixed-income funds/managers. The following screens were applied with possible exceptions under special circumstances:

- ▲ Assets of sufficient size
- ▲ Average credit quality indicative of the asset class
- ▲ Average maturity within a reasonable range of the benchmark
- ▲ Average duration within a reasonable range of the benchmark
- ▲ Limited cash holdings
- ▲ Foreign holdings practical given the investment strategy
- ▲ Sufficient manager tenure
- ▲ Adequate fund inception date
- ▲ Expense ratio less than the Morningstar category group average
- ▲ Consistent and clearly defined investment process
- ▲ Organization: stability of personnel / infrastructure
- ▲ Ability to have loads / sales charges waived
- ▲ Manageable asset size
- ▲ Additional screens may have been applied for administrative capabilities

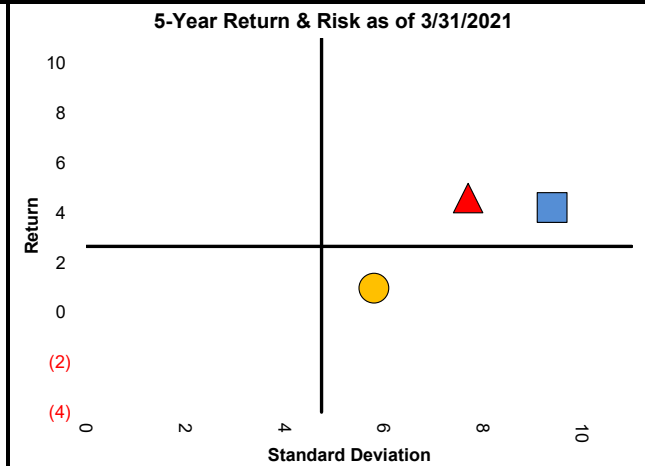
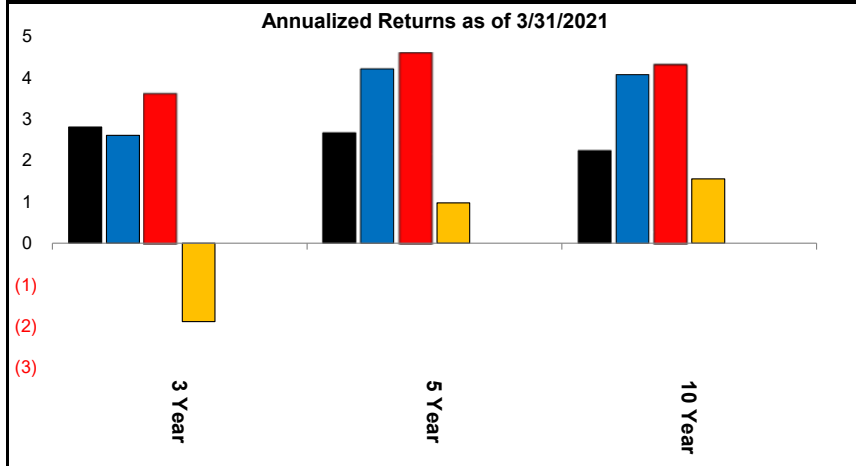
Global Fixed Income

Fund / Manager	BrandywineGLOBAL Global Opp Bond IS	PGIM Global Total Return R6	Templeton Global Bond R6
Manager (Tenure in Years)	Team (14.4)	Team (18.6)	Team (19.3)
Net Assets (\$ Millions)	\$2,443	\$5,670	\$13,014
Differentiators	<p>▲ Philadelphia-based Brandywine Global Investment Management, LLC is a subsidiary of Franklin Templeton Investments</p> <p>▲ The strategy is co-managed by David Hoffman and Jack McIntyre, who are supported by a team of generalist analysts that focus on 8-21 countries</p> <p>▲ The macro-driven, value-oriented strategy seeks to capture the highest real yields while maintaining strong credit fundamentals. Purchasing power parity is utilized to determine long-term currency valuation levels</p> <p>▲ This sovereign centric portfolio is made up of the most attractively priced on-the-run securities. Positions are held for 12-18 months and are limited to 5% of the portfolio</p>	<p>▲ PGIM Investments, a wholly owned subsidiary of PGIM Financial, manages over \$800 billion in global fixed income assets</p> <p>▲ Senior Portfolio Managers Robert Tipp, Michael Collins and Matthew Angelucci allocate capital according to an active risk budget, adding value through the following risk exposures: term structure, currency, spread, country, sector, issuer and credit</p> <p>▲ A team of 150+ credit analysts and risk management specialists determine security selection in their respective sectors base on superior relative value opportunities</p> <p>▲ The strategy targets a duration profile of +/-2 years relative to the benchmark</p>	<p>▲ Franklin Templeton has been an asset manager since 1940 and is publicly-traded; Officers and Directors own approximately 36% of the firm's shares</p> <p>▲ The team is led by Michael Hasenstab, who has been on the strategy since 1988</p> <p>▲ The team conducts independent analysis of countries, interest rates, and exchange rates using proprietary models and research. Research analysts specialize by geographic region and conduct frequent discussions with key local decision makers. The team's research drives country weightings in addition to target ranges for duration, and currency</p> <p>▲ Portfolio risk is also monitored by the Portfolio Analysis and Investment Risk Group (PAIR), an independent risk management team that assists in determining whether portfolio diversification is adequate and appropriate levels of risk</p>
# Holdings	80 (40% in Top 10)	1,666 (9% in Top 10)	65 (40% in Top 10)
Turnover	99%	20%	60%
Cash	6%	1%	23%
Non-U.S. Bonds	41% Non-U.S. (47% U.S.)	63% Non-U.S. (34% U.S.)	56% Non-U.S. (21% U.S.)
Other	5%	2%	0%
Yield (Duration)	2.16% (2.33 years)	1.77% (9.33 years)	2.64% (2.44 years)
Investment Grade	29% AAA; 5% AA; 13% A; 36% BBB	20% AAA; 9% AA; 18% A; 29% BBB	33% AAA; 10% AA; 7% A; 37% BBB
Below Investment Grade	16% BB	10% BB; 6% B; 1% Below B; 8% Not Rated	5% BB; 3% B; 4% Below B
Top Countries	United States (53%) Mexico (15%) Australia (7%) Brazil (5%) Malaysia (4%) South Africa (4%) Indonesia (4%) France (1%)	United States (34%) Ireland (8%) Italy (5%) United Kingdom (4%) Spain (3%) Greece (3%) France (2%) China (2%)	United States (28%) Mexico (20%) Indonesia (15%) South Korea (11%) Norway (7%) Argentina (5%) India (3%) Japan (2%)
Top Broad Sectors	Forward/Future (46%) Government (30%) Corporate Bond (14%) Cash & Equivalents (3%) Convertible (3%)	Forward/Future (40%) Government (18%) Corporate Bond (17%) Asset-Backed (9%) Government Related (6%)	Government (76%) Cash & Equivalents (23%) Government Related (1%)
Expense Ratio	0.58	0.55	0.56
Redemption Fee	N.A.	N.A.	N.A.

Global Fixed Income Return, Standard Deviation and Peer Group Comparisons

3/31/2021

Manager or Index	Annual Returns (%) as of 3/31/2021					Calendar Year Returns (%)							Volatility (%) as of 3/31/2021				
	1 Year	3 Year	5 Year	7 Year	10 Year	2021 YTD	2020	2019	2018	2017	2016	2015	1 Year	3 Year	5 Year	7 Year	10 Year
BBgBarc Global Aggregate	4.7	2.8	2.7	2.0	2.2	(4.5)	9.2	6.8	(1.2)	7.4	2.1	(3.2)	5.3	4.5	4.7	4.6	4.5
BrandywineGLOBAL Global Opp Bond IS	21.9	2.6	4.2	3.1	4.1	(4.0)	12.7	9.2	(4.9)	12.8	5.0	(8.5)	10.2	10.3	9.4	8.7	8.2
PGIM Global Total Return R6	10.2	3.6	4.6	3.8	4.3	(6.9)	10.1	12.3	(1.6)	13.6	2.7	(3.2)	8.6	8.4	7.7	7.0	7.3
Templeton Global Bond R6	(2.4)	(1.9)	1.0	0.3	1.6	(2.7)	(4.1)	1.0	1.6	2.8	6.8	(3.9)	1.8	6.1	5.8	6.0	7.2



■/+ Index (BBgBarc Global Aggregate)
■ BrandywineGLOBAL Global Opp Bond IS
▲ PGIM Global Total Return R6
● Templeton Global Bond R6

Differentiators	
Batting Average[^] 1) PGIM (100%) 2) Brandywine (74%) 3) Templeton (60%)	Loss Protection (5 Yrs) 1) Templeton (-44%) 2) PGIM (131%) 3) Brandywine (153%)
High Alpha (5 Yrs) 1) PGIM (1.2) 2) Brandywine (0.7) 3) Templeton (0.1)	Low-to-High Beta (5 Yrs) 1) Templeton (-0.18) 2) PGIM (1.45) 3) Brandywine (1.53)

Manager or Index	Peer Group Rankings as of 3/31/2021					Calendar Year Peer Group Rank						
	1 Year	3 Year	5 Year	7 Year	10 Year	2021 YTD	2020	2019	2018	2017	2016	2015
BBgBarc Global Aggregate	91	38	59	49	51	52	52	59	18	67	58	11
BrandywineGLOBAL Global Opp Bond IS	1	48	11	4	1	38	3	13	82	5	18	86
PGIM Global Total Return R6	47	13	4	1	1	97	31	1	24	1	38	11
Templeton Global Bond R6	100	100	92	90	74	21	100	98	4	94	6	25

Peer Group Range	Peer Group Spreads as of 3/31/2021					Calendar Year Peer Group Spreads						
	1 Year	3 Year	5 Year	7 Year	10 Year	2021 YTD	2020	2019	2018	2017	2016	2015
10th Percentile	20.0	3.9	4.3	2.9	3.4	(1.6)	12.2	9.7	(0.3)	12.6	6.1	(3.0)
25th Percentile	13.3	3.1	3.6	2.4	2.8	(3.0)	10.4	8.4	(1.6)	10.7	4.3	(3.9)
50th Percentile	10.0	2.5	3.0	2.0	2.3	(4.4)	9.4	7.3	(2.6)	8.8	2.4	(4.5)
75th Percentile	7.4	1.5	2.2	1.2	1.6	(4.9)	7.8	5.9	(4.0)	7.1	1.4	(6.9)
90th Percentile	5.3	(0.3)	1.4	0.4	0.9	(5.4)	5.1	4.1	(5.7)	5.1	0.0	(9.4)
Top/Bottom Quartile spread	+5.9	+1.7	+1.5	+1.2	+1.2	+1.9	+2.6	+2.5	+2.4	+3.6	+2.9	+3.0

Low Vol (5 Yrs)
 1) Templeton (5.8)
 2) PGIM (7.7)
 3) Brandywine (9.4)

Low-to-High Expense
 1) PGIM (0.55)
 2) Templeton (0.56)
 3) Brandywine (0.58)

[^]The Batting Average measures the frequency of rolling 3-year period outperformance from the lesser of 10 years or each fund's inception date.

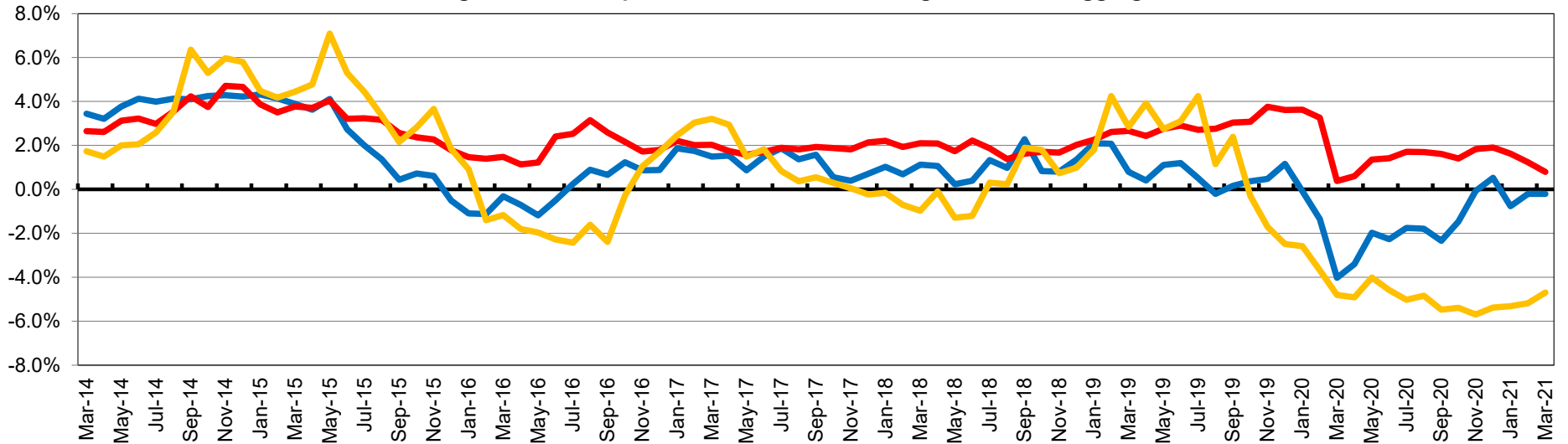
Global Fixed Income MPT and Other Quantitative Risk and Return Metrics

3/31/2021

Managers vs. BBgBarc Global Aggregate	Past 10-Year Metrics as of 3/31/2021							Past 5-Year Metrics as of 3/31/2021							Max Drawdowns (10 yrs)		
	Correl / R ²	Beta	Alpha (%)	Sharpe Ratio (%)	Track. Error / Info. Ratio (%)	UP Capture	DOWN Capture	Correl / R2	Beta	Alpha (%)	Sharpe Ratio (%)	Track. Error / Info. Ratio (%)	UP Capture	DOWN Capture	7/2014 - 11/2015	10/2016 - 12/2016	10/2012 - 6/2013
BBgBarc Global Aggregate	1 / 1	1	0	0.36	0 / 0	100%	100%	1 / 1	1	0	0.32	0 / 0	100%	100%	-7.7%	-7.1%	-5.3%
BrandywineGLOBAL Global Opp Bond IS	0.78 / 0.61	1.40	1.2	0.42	5.4 / 0.33	145%	123%	0.77 / 0.6	1.53	0.7	0.33	6.4 / 0.24	165%	153%	-9.5%	-6.4%	-0.9%
PGIM Global Total Return R6	0.9 / 0.8	1.43	1.4	0.51	3.8 / 0.55	155%	130%	0.9 / 0.8	1.45	1.2	0.45	4 / 0.48	151%	131%	-6.4%	-7.8%	-4.2%
Templeton Global Bond R6	0.2 / 0.04	0.32	0.4	0.13	7.7 / -0.09	28%	12%	-0.15 / 0.02	(0.18)	0.1	(0.03)	8 / -0.21	-14%	-44%	-2.4%	8.3%	2.2%

Managers vs. BBgBarc Global Aggregate	Monthly, 12-month and 36-month batting averages vs. BBgBarc Global Aggregate for 10 Years (or manager inception date)							Graph Legend		
	1 Month Periods	% + Months	12 Month periods	% + 12-Months	36 Month Periods	% + 36 Months	Return Start Date	— BrandywineGLOBAL Global Opp Bond IS	— PGIM Global Total Return R6	— Templeton Global Bond R6
	BrandywineGLOBAL Global Opp Bond IS	120	55%	109	59%	85	74%	Mar-11	—	—
PGIM Global Total Return R6	120	70%	109	78%	85	100%	Mar-11			
Templeton Global Bond R6	120	48%	109	49%	85	60%	Mar-11			

Rolling 36-Month Outperformance Versus the BBgBarc Global Aggregate





Simsbury DC

Executive Summary - First Quarter 2021

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

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

Fiduciary Governance Calendar



Fiduciary Trail[®]

Fiduciary Lockbox[®]

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

Benchmarking Summary¹



	Benchmarking		Potential Pricing Factors		
	Weighted Average Plan Cost	Recordkeeping & Admin Revenue	Average Assets	Average Participant Count	Average Account Balance
Simsbury 457 Plan	0.54%	0.159%	\$14,644,448	158	\$92,686
Simsbury BOE Plan	0.60%	0.159%	\$825,087	98	\$8,419
Simsbury 401(a) Plan	0.65%	0.159%	\$554,736	34	\$16,316
\$1-\$20 Million Average (Active QDIA/Default) ²	0.665%	0.315%	\$9,486,881	156	\$114,545
\$1-\$20 Million Average	0.639%	0.315%	\$9,486,881	156	\$114,545
Total Plans Average	0.429%	0.172%	\$277,060,523	2,260	\$148,866
Total Plans Median	0.407%	0.140%	\$89,423,716	792	\$121,191

It is important to consider certain plan services that may also have an impact on your plan's fees relative to the benchmarks shown above, i.e., additional education days, additional compliance testing, etc.

¹ Source: Institutional Consultant's Plan Survey. Actual services and other fees may vary by client. Data is inclusive of ERISA/PERA accounts.

² Weighted Average Plan Cost is the only statistic calculated using the Active or Passive version of the QDIA or Default fund.

Transaction Fees¹

Some recordkeepers use transaction fees (ex. loans, QDRO) as a way to lower overall plan level fees. Plan sponsors should understand what these fees are and who is paying them.

Fee Type	Fee ²	Range of Transaction Fees ³
Distribution Fee	\$0	\$0 - \$100
Loan Origination Fee	\$75	\$0 - \$175
Loan Processing Fee	\$0	\$0 - \$125
Loan Maintenance Fee	\$50	\$0 - \$50
QDRO Qualification Fee	\$0	\$0 - \$1,800
QDRO Processing Fee	\$250	\$0 - \$500

¹ The data may not encompass all the transaction fees paid by participants or the plan sponsor.

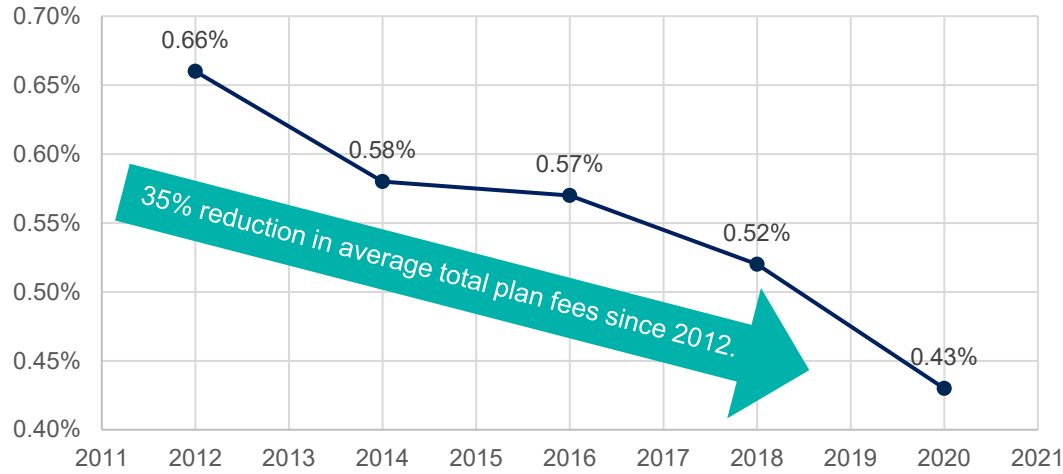
² Source: ICMA

³ Source: Institutional Consultant's Plan Survey. Actual services and other fees may vary by client. Data is inclusive of ERISA/PERA accounts

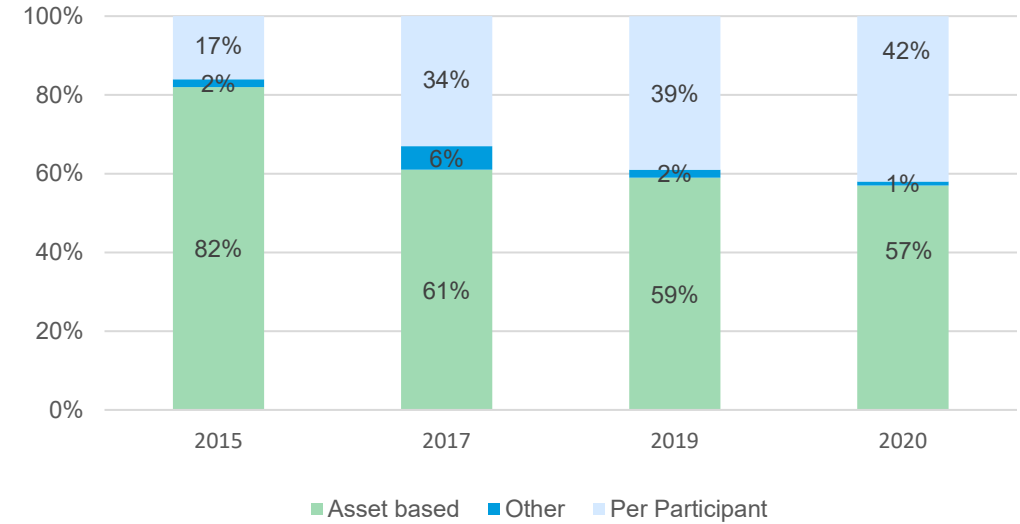


Trends¹

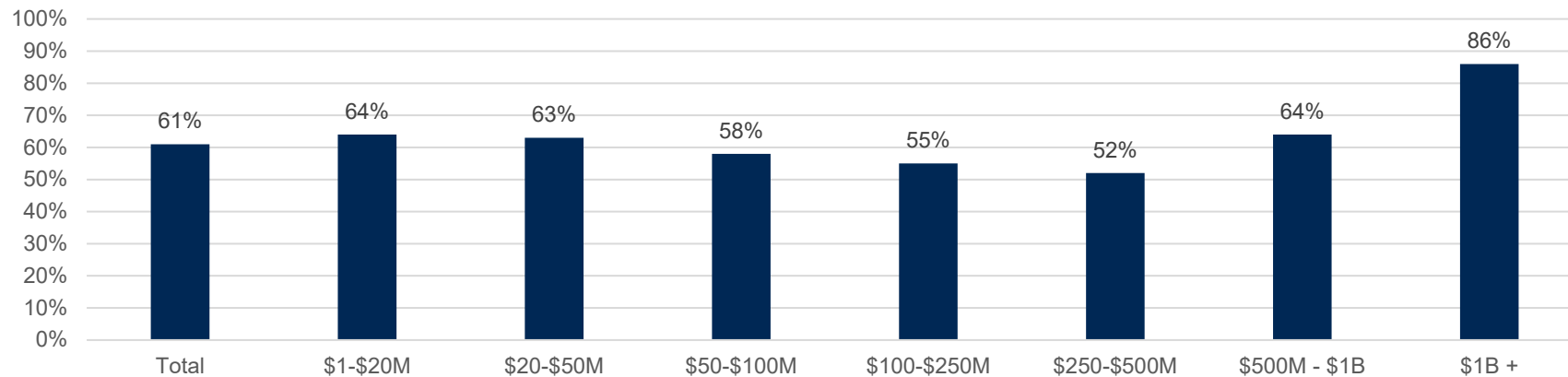
Total Plan Fees



Pricing Model



Fee Leveling



11% Increase in Fee Leveling from 2019 (55% in 2019 to 61% in 2020).

Pricing Considerations



Ways to Assess Recordkeeping Fees



Plan sponsors should evaluate the different methods for allocating plan fees and choose the approach that meets the needs of their plan.

- ✓ Per capita
- ✓ Pro rata
- ✓ Revenue sharing
- ✓ Combination

Proprietary Investment Options



Investment options should be evaluated on their investment merit alone. It is important to understand that the decision to include a proprietary investment option in your plan may also have an impact on certain plan fees.

Lowest “Net” Cost



Plan sponsors may also consider using the lowest “net” cost method for selecting share classes in their plan. There may be a benefit to participants with this approach rather than using the lowest cost share class. There are several considerations when evaluating lowest net cost:

- ✓ Participant communications
- ✓ Recordkeeper capabilities
- ✓ Participant perception of increased fees, or billed fees as a result of a new pricing model
- ✓ Changes to expense ratios and revenue sharing amounts
- ✓ Impact to the Form 5500
- ✓ Other fiduciary considerations

The approach should always be reviewed with your plan’s ERISA counsel.

Fee Benchmarking



Plan sponsors should consider benchmarking plan fees as a part of their overall fiduciary governance process. Plan and investment fees should be compared against reasonably similar benchmarks and include other potentially unique features or services.

Historical Balances by Investment

Simsbury DC

As of March 31, 2021

	Mar-2021	
	(\$)	%
VantageTrust PLUS Fund R10	2,775,330	19.0
Stable Value / Money Market Funds	2,775,330	19.0
Fidelity US Bond Index	141,702	1.0
Western Asset Core Plus Bond IS	291,242	2.0
Fixed Income Funds	432,945	3.0
Fidelity Large Cap Value Index	11,323	0.1
MFS Value Fund R6	1,021,469	7.0
Fidelity 500 Index	3,700,366	25.3
Fidelity Large Cap Growth Index	4,256	0.0
T. Rowe Price Growth Stock I	2,343,828	16.0
Fidelity Mid Cap Value Index	3,254	0.0
Vanguard Explorer Value Inv	417,617	2.9
Fidelity Extended Market Index	205,113	1.4
Fidelity Mid Cap Growth Index	13,035	0.1
Eaton Vance Atlanta Capital SMID-Cap R6	637,667	4.4
Fidelity Small Cap Value Index	46,664	0.3
Fidelity Small Cap Growth Index	27,067	0.2
Domestic Equity Funds	8,431,659	57.6
Fidelity Total International Index	17,086	0.1
Hartford International Opportunities R6	261,643	1.8
International Equity Funds	278,730	1.9
T. Rowe Price Retirement I 2005 I	0.00	0.0
T. Rowe Price Retirement I 2010 I	0.00	0.0
T. Rowe Price Retirement I 2015 I	0.00	0.0
T. Rowe Price Retirement I 2020 I	728,663	5.0
T. Rowe Price Retirement I 2025 I	256,358	1.8
T. Rowe Price Retirement I 2030 I	846,991	5.8
T. Rowe Price Retirement I 2035 I	4,555	0.0
T. Rowe Price Retirement I 2040 I	220,675	1.5
T. Rowe Price Retirement I 2045 I	3,809	0.0
T. Rowe Price Retirement I 2050 I	664,676	4.5
T. Rowe Price Retirement I 2055 I	57	0.0
T. Rowe Price Retirement I 2060 I	0.00	0.0
Target Date Funds	2,725,784	18.6
Town of Simsbury 457 ICMA Plan	14,644,448	100.0

Source: ICMA

Historical Balances by Investment

Simsbury DC

As of March 31, 2021

	Mar-2021	
	(\$)	%
VantageTrust PLUS Fund R10	51,948	9.4
Stable Value / Money Market Funds	51,948	9.4
Fidelity US Bond Index	349	0.1
Western Asset Core Plus Bond IS	0.00	0.0
Fixed Income Funds	349	0.1
Fidelity Large Cap Value Index	0.00	0.0
MFS Value Fund R6	177	0.0
Fidelity 500 Index	6,239	1.1
Fidelity Large Cap Growth Index	0.00	0.0
T. Rowe Price Growth Stock I	439	0.1
Fidelity Mid Cap Value Index	0.00	0.0
Vanguard Explorer Value Inv	1,037	0.2
Fidelity Extended Market Index	4,314	0.8
Fidelity Mid Cap Growth Index	0.00	0.0
Eaton Vance Atlanta Capital SMID-Cap R6	943	0.2
Fidelity Small Cap Value Index	0.00	0.0
Fidelity Small Cap Growth Index	0.00	0.0
Domestic Equity Funds	13,149	2.4
Fidelity Total International Index	0.00	0.0
Hartford International Opportunities R6	3,136	0.6
International Equity Funds	3,136	0.6
T. Rowe Price Retirement I 2005 I	0.00	0.0
T. Rowe Price Retirement I 2010 I	0.00	0.0
T. Rowe Price Retirement I 2015 I	0.00	0.0
T. Rowe Price Retirement I 2020 I	19,350	3.5
T. Rowe Price Retirement I 2025 I	0.00	0.0
T. Rowe Price Retirement I 2030 I	50,242	9.1
T. Rowe Price Retirement I 2035 I	0.00	0.0
T. Rowe Price Retirement I 2040 I	127,238	22.9
T. Rowe Price Retirement I 2045 I	0.00	0.0
T. Rowe Price Retirement I 2050 I	289,322	52.2
T. Rowe Price Retirement I 2055 I	0.00	0.0
T. Rowe Price Retirement I 2060 I	0.00	0.0
Target Date Funds	486,153	87.6
Simsbury 401(a) ICMA Plan	554,736	100.0

Source: ICMA

Historical Balances by Investment

Simsbury DC

As of March 31, 2021

	Mar-2021	
	(\$)	%
VantageTrust PLUS Fund R10	415,126	50.3
Stable Value / Money Market Funds	415,126	50.3
Fidelity US Bond Index	16,290	2.0
Western Asset Core Plus Bond IS	1,294	0.2
Fixed Income Funds	17,584	2.1
Fidelity Large Cap Value Index	0.00	0.0
MFS Value Fund R6	8,668	1.1
Fidelity 500 Index	84,906	10.3
Fidelity Large Cap Growth Index	103	0.0
T. Rowe Price Growth Stock I	58,813	7.1
Fidelity Mid Cap Value Index	0.00	0.0
Vanguard Explorer Value Inv	11,219	1.4
Fidelity Extended Market Index	43,027	5.2
Fidelity Mid Cap Growth Index	0.00	0.0
Eaton Vance Atlanta Capital SMID-Cap R6	13,902	1.7
Fidelity Small Cap Value Index	0.00	0.0
Fidelity Small Cap Growth Index	0.00	0.0
Domestic Equity Funds	220,638	26.7
Fidelity Total International Index	0.00	0.0
Hartford International Opportunities R6	18,642	2.3
International Equity Funds	18,642	2.3
T. Rowe Price Retirement I 2005 I	0.00	0.0
T. Rowe Price Retirement I 2010 I	0.00	0.0
T. Rowe Price Retirement I 2015 I	0.00	0.0
T. Rowe Price Retirement I 2020 I	6,904	0.8
T. Rowe Price Retirement I 2025 I	8,817	1.1
T. Rowe Price Retirement I 2030 I	34,237	4.1
T. Rowe Price Retirement I 2035 I	1,640	0.2
T. Rowe Price Retirement I 2040 I	65,863	8.0
T. Rowe Price Retirement I 2045 I	621	0.1
T. Rowe Price Retirement I 2050 I	35,014	4.2
T. Rowe Price Retirement I 2055 I	0.00	0.0
T. Rowe Price Retirement I 2060 I	0.00	0.0
Target Date Funds	153,096	18.6
Simsbury BOE ICMA Plan	825,087	100.0

Source: ICMA

Performance Overview By Investment

As of March 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
							1-50 Percentile =
							51-75 Percentile =
							76-100 Percentile =
T. Rowe Price Retirement I 2005 I*	2.0	26.7	8.4	7.9	6.4	0.37	MAINTAIN
<i>T. Rowe Price Retirement 2005 Index</i>	0.8	21.2	8.4	7.6	6.4	-	
IM Mixed-Asset Target Today (MF) Rank	7	4	8	6	10	0.62	
T. Rowe Price Retirement I 2010 I*	2.2	29.1	8.9	8.5	7.0	0.37	MAINTAIN
<i>T. Rowe Price Retirement 2010 Index</i>	1.2	23.9	8.9	8.2	6.9	-	
IM Mixed-Asset Target 2010 (MF) Rank	1	1	1	1	1	0.51	
T. Rowe Price Retirement I 2015 I*	2.6	32.2	9.4	9.3	7.7	0.40	MAINTAIN
<i>T. Rowe Price Retirement 2015 Index</i>	1.5	26.8	9.4	9.0	7.6	-	
IM Mixed-Asset Target 2015 (MF) Rank	6	1	2	1	1	0.56	
T. Rowe Price Retirement I 2020 I*	3.0	36.0	9.9	10.2	8.4	0.42	MAINTAIN
<i>T. Rowe Price Retirement 2020 Index</i>	1.9	30.7	10.0	9.9	8.2	-	
IM Mixed-Asset Target 2020 (MF) Rank	1	1	1	1	1	0.65	
T. Rowe Price Retirement I 2025 I*	3.6	41.2	10.8	11.3	9.1	0.46	MAINTAIN
<i>T. Rowe Price Retirement 2025 Index</i>	2.5	36.1	11.0	11.0	9.0	-	
IM Mixed-Asset Target 2025 (MF) Rank	1	1	1	1	1	0.65	
T. Rowe Price Retirement I 2030 I*	4.3	46.2	11.6	12.2	9.7	0.49	MAINTAIN
<i>T. Rowe Price Retirement 2030 Index</i>	3.2	41.3	11.8	12.0	9.7	-	
IM Mixed-Asset Target 2030 (MF) Rank	1	1	1	1	3	0.68	
T. Rowe Price Retirement I 2035 I*	5.0	50.7	12.2	13.0	10.2	0.50	MAINTAIN
<i>T. Rowe Price Retirement 2035 Index</i>	3.8	45.7	12.5	12.8	10.1	-	
IM Mixed-Asset Target 2035 (MF) Rank	1	5	4	3	6	0.66	

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

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

Performance Overview By Investment

As of March 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
T. Rowe Price Retirement I 2040 I*	5.5	55.0	12.9	13.7	10.6	0.51	MAINTAIN
<i>T. Rowe Price Retirement 2040 Index</i>	4.5	49.9	13.1	13.5	10.5	-	
IM Mixed-Asset Target 2040 (MF) Rank	2	12	5	3	5	0.69	
T. Rowe Price Retirement I 2045 I*	6.0	57.9	13.3	14.0	10.8	0.51	MAINTAIN
<i>T. Rowe Price Retirement 2045 Index</i>	4.9	52.9	13.5	13.8	10.7	-	
IM Mixed-Asset Target 2045 (MF) Rank	4	5	1	1	5	0.68	
T. Rowe Price Retirement I 2050 I*	6.0	57.9	13.3	14.0	10.8	0.52	MAINTAIN
<i>T. Rowe Price Retirement 2050 Index</i>	4.9	53.0	13.5	13.8	10.7	-	
IM Mixed-Asset Target 2050 (MF) Rank	6	5	3	3	6	0.70	
T. Rowe Price Retirement I 2055 I*	6.0	57.9	13.3	14.0	10.8	0.52	MAINTAIN
<i>T. Rowe Price Retirement 2055 Index</i>	4.9	53.0	13.5	13.8	10.7	-	
IM Mixed-Asset Target 2055 (MF) Rank	6	5	3	3	10	0.68	
T. Rowe Price Retirement I 2060 I*	6.0	58.0	13.3	14.1	-	0.52	MAINTAIN
<i>T. Rowe Price Retirement 2060 Index</i>	4.9	52.9	13.5	13.8	-	-	
IM Mixed-Asset Target 2060+ (MF) Rank	10	5	3	3	-	0.68	

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

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

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

Performance Overview By Investment

As of March 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
							1-50 Percentile = 51-75 Percentile = 76-100 Percentile =
VantageTrust PLUS Fund R10			Net Crediting Rate: 1.95%		-	0.53	MAINTAIN
<i>FTSE 3 Month T-Bill</i>	0.0	0.2	1.5	1.2	-	-	
Fidelity US Bond Index*	-3.5	0.4	4.7	3.0	3.4	0.03	MAINTAIN
<i>Blmbg. Barc. U.S. Aggregate Index</i>	-3.4	0.7	4.7	3.1	3.4	-	
IM U.S. Broad Market Core Fixed Income (MF) Rank	81	95	60	72	58	0.57	
Western Asset Core Plus Bond IS	-4.6	6.9	5.3	4.8	4.8	0.42	MAINTAIN
<i>Blmbg. Barc. U.S. Aggregate Index</i>	-3.4	0.7	4.7	3.1	3.4	-	
IM U.S. Broad Market Core+ Fixed Income (MF) Rank	96	48	34	17	7	0.68	
Fidelity Large Cap Value Index	11.2	56.1	11.0	-	-	0.04	MAINTAIN
<i>Russell 1000 Value Index</i>	11.3	56.1	11.0	-	-	-	
IM U.S. Large Cap Value Equity (MF) Rank	51	53	43	-	-	0.87	
MFS Value Fund R6	8.7	48.3	11.0	11.8	11.4	0.47	MAINTAIN
<i>Russell 1000 Value Index</i>	11.3	56.1	11.0	11.7	11.0	-	
IM U.S. Large Cap Value Equity (MF) Rank	85	81	43	43	18	0.87	
Fidelity 500 Index*	6.2	56.3	16.8	16.3	13.9	0.02	MAINTAIN
<i>S&P 500 Index</i>	6.2	56.4	16.8	16.3	13.9	-	
IM U.S. Large Cap Core Equity (MF) Rank	57	44	29	23	15	0.79	
Fidelity Large Cap Growth Index	1.0	62.6	22.7	-	-	0.04	MAINTAIN
<i>Russell 1000 Growth Index</i>	0.9	62.7	22.8	-	-	-	
IM U.S. Large Cap Growth Equity (MF) Rank	56	37	29	-	-	0.90	

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

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

Performance Overview By Investment

As of March 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
T. Rowe Price Growth Stock I	2.6	64.7	20.7	21.3	16.5	0.52	MAINTAIN
<i>Russell 1000 Growth Index</i>	0.9	62.7	22.8	21.0	16.6	-	
IM U.S. Large Cap Growth Equity (MF) Rank	22	30	59	27	22	0.90	
Fidelity Mid Cap Value Index	13.0	73.2	-	-	-	0.05	MAINTAIN
<i>Russell Midcap Value Index</i>	13.1	73.8	-	-	-	-	
IM U.S. Mid Cap Value Equity (MF) Rank	85	63	-	-	-	0.92	
Vanguard Explorer Value Inv	16.7	93.3	10.0	12.2	10.6	0.64	MAINTAIN
<i>Russell 2500 Value Index</i>	16.8	87.5	10.9	12.2	10.2	-	
IM U.S. SMID Cap Value Equity (MF) Rank	58	25	42	38	29	1.11	
Fidelity Extended Market Index*	7.8	97.9	18.2	18.0	13.1	0.05	MAINTAIN
<i>Dow Jones U.S. Completion Total Stock Market Indx</i>	7.7	97.8	18.1	17.9	13.0	-	
IM U.S. SMID Cap Core Equity (MF) Rank	92	15	5	6	4	0.90	
Fidelity Mid Cap Growth Index	-0.5	68.3	-	-	-	0.05	MAINTAIN
<i>Russell Midcap Growth Index</i>	-0.6	68.6	-	-	-	-	
IM U.S. Mid Cap Growth Equity (MF) Rank	73	70	-	-	-	1.05	
Eaton Vance Atlanta Capital SMID-Cap R6*	8.5	66.1	15.0	15.7	14.1	0.82	WATCH
<i>Russell 2500 Growth Index</i>	2.5	87.5	20.0	19.9	14.2	-	
IM U.S. SMID Cap Growth Equity (MF) Rank	12	96	89	92	46	1.06	
Fidelity Small Cap Value Index	21.1	96.9	-	-	-	0.05	MAINTAIN
<i>Russell 2000 Value Index</i>	21.2	97.1	-	-	-	-	
IM U.S. Small Cap Value Equity (MF) Rank	53	60	-	-	-	1.12	

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

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

Performance Overview By Investment

As of March 31, 2021

Total Annualized Return (%)

	QTR	1 Year	3 Years	5 Years	10 Years	Expense Ratio (%)	Manager Status
Fidelity Small Cap Growth Index	4.9	89.9	-	-	-	0.05	MAINTAIN
<i>Russell 2000 Growth Index</i>	4.9	90.2	-	-	-	-	
IM U.S. Small Cap Growth Equity (MF) Rank	49	50	-	-	-	1.16	
Fidelity Total International Index	3.9	52.2	6.4	-	-	0.06	MAINTAIN
<i>MSCI AC World ex USA IMI (Net)</i>	3.8	51.9	6.5	-	-	-	
IM International Large Cap Core Equity (MF) Rank	62	57	45	-	-	0.90	
Hartford International Opportunities R6	0.9	56.1	7.7	10.0	6.6	0.71	MAINTAIN
<i>MSCI AC World ex USA (Net)</i>	3.5	49.4	6.5	9.8	4.9	-	
IM International Large Cap Core Equity (MF) Rank	91	26	13	14	1	0.90	

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

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

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

Definitions & Disclosures

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

REGULATORY DISCLOSURES

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

ASSET CLASS REPRESENTATIONS

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

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

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

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

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

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

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

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

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

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

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

International Developed: MSCI EAFE Net Total Return USD Index

Emerging Markets: MSCI Emerging Markets Net Total Return USD Index

World: MSCI ACWI Net Total Return USD Index

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

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

Commodities: Bloomberg Commodity Total Return Index

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

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

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

China: MSCI CHINA Net Total Return USD Index

Japan: MSCI Japan Net Total Return USD Index

Germany: MSCI Germany Net Total Return USD Index

India: MSCI India Net Total Return USD Index

United Kingdom: MSCI UK Net Total Return USD Index

France: MSCI France Net Total Return USD Index

Italy: MSCI Italy Net Total Return USD Index

Brazil: MSCI Brazil Net Total Return USD Index

Canada: MSCI Canada Net Total Return USD Index

INDEX DEFINITIONS

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

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

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

Additional:

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

DEFINITION OF KEY STATISTICS AND TERMS

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

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

DEFINITION OF KEY PRIVATE EQUITY TERMS

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

VALUATION POLICY

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

REPORTING POLICY

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

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

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

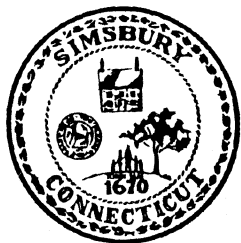
OTHER

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

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

CUSTODIAN STATEMENTS

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



Town of Simsbury

933 HOPMEADOW STREET ~ SIMSBURY, CONNECTICUT 06070

TOWN OF SIMSBURY
DEFINED CONTRIBUTION PENSION PLANS INVESTMENT POLICY STATEMENT
Adopted by the Board of Finance on XX, 2021
Previously Adopted by the Retirement Plan Sub-Committee in 2014

I. Plan Description

The Town of Simsbury sponsors the Simsbury 457/401 Plans (the "Plan") for the benefit of its employees. It is intended to provide eligible employees with 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 Objective

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. Assignment of 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~~ Recommending the Investment Policy Statement
 - ~~Selecting the plan record keeper and administrator~~
 - ~~Selecting~~ Recommending investment options
 - Periodically evaluating the Plan's investment performance and recommending investment option changes
2. The Town of Simsbury Board of Finance, (the "Board") which is responsible for:
 - Establishing and maintaining the Investment Policy Statement
 - Selecting investment options
 - Periodically evaluating the Plan's investment performance and selecting investment option changes
3. The Plan's Administrator, who is responsible for day to day administration of the plan. The Town Manager is responsible for selecting the Plan's Administrator.
4. The Plan's Trustee, who is responsible for holding and investing plan assets in accordance with the terms of the Trust Agreement. The Finance Director or his/her designee is responsible for serving as the Plan's Trustee.
5. 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.
6. 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~~ Board of Finance's discretion, the services of an investment consultant may be utilized to assist the Committee, Board, Town Manager and Finance Director 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 Board** 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 **Board, upon the advice of 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 [Retirement Plan Sub-Committee](#) to determine if any revisions are warranted by changing circumstances including, but not limited to, changes in financial status, risk tolerance, or changes involving the investment managers. [The Retirement Plan Sub-Committee will make recommendations to the Board of Finance. The Board of Finance has the authority to officially adopt, revise, or rescind this Policy.](#)