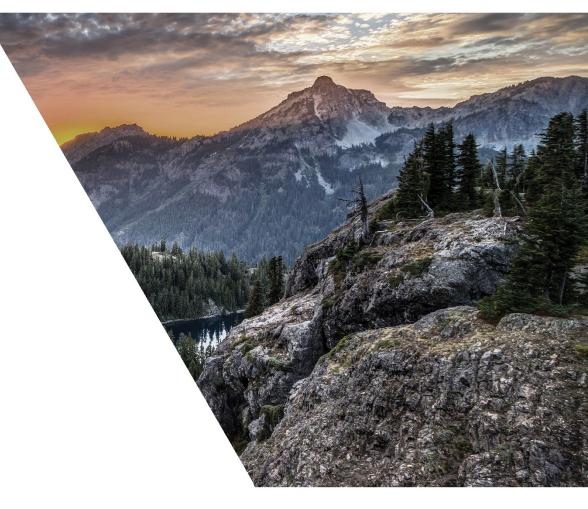
Verus⁷⁷⁷

PERSPECTIVES THAT DRIVE ENTERPRISE SUCCESS



PERIOD ENDING: DECEMBER 31, 2015

Investment Performance Review for

Tulare County Employees' Retirement Association

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Investment Performance Review	TAB II	



PERSPECTIVES THAT DRIVE ENTERPRISE SUCCESS

1st QUARTER 2016 Investment Landscape

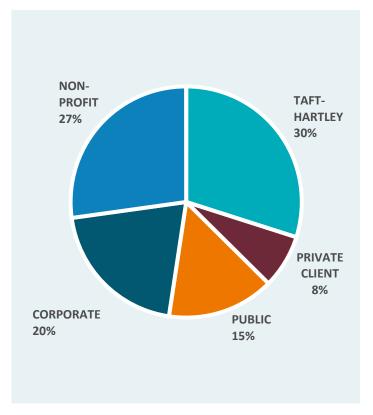
An update on Verus

$2016 \text{ marks our } 30^{\text{th}} \text{ anniversary}$

Since 1986, Verus has provided high quality services to institutional investors, growing our depth of investment team and expertise as the capital markets have become exponentially more complex. Some highlights of our recent achievements:

- In 2011, we brought in an investment team headed by Jeffrey Scott, CFA, former Chief Investment Officer of the Alaska Permanent Fund Corporation, to lead our expansion into full discretionary investment services ("OCIO"). Today, this team manages over \$19 billion in institutional assets.
- In April 2015, in recognition of our evolution and continued investment into capital markets research, risk analytics and portfolio management capabilities, we rebranded from Wurts & Associates to Verus.
- In December 2015, we closed our merger with Strategic Investment Solutions, growing our total staff to more than 100 professionals. We now have offices in Seattle, Los Angeles and San Francisco, and serve clients across the US, in Canada and in South America.
- In January 2016 we expanded our ownership base from 11 to 22 employee-owners.
- Throughout all of these years, we are pleased to have continued to be rated highly for overall quality of service. We have ranked in the top quartile of the Greenwich Associates annual institutional investor survey 10 of the past 11 years.
- Today our suite of offerings includes non-discretionary consulting, risk advisory, private markets consulting, discretionary management, and outsourced CIO services.





^{*}Estimated discretionary and non-discretionary regulatory assets under management as of 1/1/2016; chart reflects client breakdown by number of relationships





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1st quarter summary

THE ECONOMIC CLIMATE

- Global growth has benefited from improvements in Europe and Japan, but headwinds persist in emerging market economies. U.S. real GDP growth fell slightly quarter-over-quarter to 2.0%. *p.7*, 15
- There is continuing global disinflationary pressure from falling commodity prices and excess manufacturing capacity. Despite this, inflation in the U.S. and other developed markets rose slightly in Q4.
 p.12, 15
- Some emerging market economies are experiencing economic depression. China continues to moderate with real GDP growth falling to 6.9%. *p.13, 14*

MARKET PORTFOLIO IMPACTS

- The U.S. dollar rose in Q4 to a level not seen since 2003. Appreciation hit investors with unhedged equity exposure, commodity markets, and earnings of international businesses. *p.26, 41*
- Risk assets have broadly suffered, with particular recent weakness in equity markets and credit fixed income, especially high yield energy. *p.22, 26, 43*

THE INVESTMENT CLIMATE

- Sentiment across risk markets seems to be shifting in increasingly a more bearish direction. *p.28, 43* concerned ov
- Developed countries may have limited ability to stimulate growth and inflation with lower interest rates. *p.16*
- The Federal Reserve implemented a 25 bps rate hike in December. Underlying weakness in the domestic economy may lead to policy shifts. *p.6*

ASSET ALLOCATION ISSUES

- High yield spreads widened in Q4, with energy leading the way. There is a potential for market concerns to begin to affect higher quality credit.
 p.22, 43
- Market sentiment towards risk assets in general suggests careful consideration of risk exposures in all asset classes is warranted. *p.28*
- U.S. dollar strength may be at a secular high, which could have implications for currency hedging decisions. *p.41*

We are

increasingly concerned over the behavior of risk assets and are watching economic and market developments carefully for signs of more sustained weakness



Economic environment



U.S. economics summary

- U.S. real GDP growth moved slightly downward to 2.0% quarter-over-quarter. The Atlanta Fed GDPNow model forecasts continued weaker growth of 1.2% real for Q4, as of December 31st. This figure is much lower than economist forecasts.
- Realized headline inflation ticked up during the quarter to 0.5%, while inflation expectations were relatively unchanged.
- The Federal Reserve implemented a 25 bps rate hike in December. This move was generally expected and priced in. Initial Fed expectations of further rises may be tempered by market conditions.
- The job market continued to tighten, as unemployment rates declined. Broader measures of unemployment (U-6) have improved alongside stricter measures of unemployment (U-3).
- Household borrowing has been muted since the crisis, but credit growth is beginning to pick up.
 Households seem to be healing and disposable income is rising with the help of lower gas prices.

	Most Recent	12 Months Prior
GDP (annual YoY)	2.1% 9/30/15	2.9% 9/30/14
Inflation (CPI)	0.5% 11/30/15	1.3% 11/30/14
Expected Inflation (5yr-5yr forward)	1.8% 12/31/15	2.1% 12/31/14
Fed Funds Rate	0.2% 12/31/15	0.06% 12/31/14
10 Year Rate	2.3% 12/31/15	2.2% 12/31/14
U-3 Unemployment	5.0% 12/31/15	5.6% 12/31/14
U-6 Unemployment	9.9% 12/31/15	11.2% 12/31/14

Weakening GDP but stronger than many developed markets

Slight inflation uptick in Q4 as initial oil effects dissipate but still lower year on year



U.S. economics – GDP growth

Real GDP came in at 2% in the third quarter, and 2.1% on a year-over-year basis. Growth was hindered by a contraction in inventory builds and continued weakness in exports. GDP forward expectations have come down materially over the past year. Furthermore, the Atlanta Fed GDPNow model forecasts continued weaker growth of 1.2% real for Q4, as of December 31st, though this figure is much lower than economist forecasts.

The U.S. economy has faced headwinds, particularly in

the manufacturing sector, following a stronger dollar and slow global growth. The service sector has shown greater signs of health.

The domestic economy is relatively self-sufficient and highly concentrated in services rather than manufacturing, which suggests the U.S. consumer will likely dictate the direction of growth. Domestic growth remains more robust than in most developed countries.

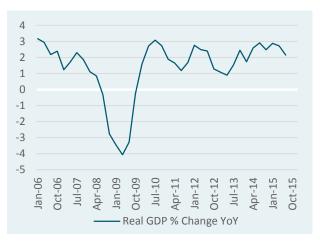
U.S. remains a relative economic bright spot

Recent weakness in forward expectations

LONG-TERM U.S. GDP GROWTH



MEDIUM-TERM U.S. GDP GROWTH



GDP COMPONENTS



Source: FRED, as of 9/30/15

Verus⁷⁷

Source: FRED, as of 9/30/15

Source: FRED

U.S. economics – unemployment

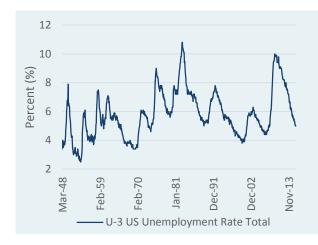
The U.S. labor market continued to strengthen. U-6 unemployment (broader definition) and U-3 unemployment (stricter definition) moved downward to 9.9% and 5.0% in December, respectively. The participation rate improved in Q4.

Finishing off a strong year for employment, December's nonfarm payrolls beat expectations coming in at 292,000 vs 200,000 expected. Wages for the month were flat, resulting in an annualized growth figure of 2.5% - a disappointment relative to expectations.

In previous quarters we discussed a secular decline in the aggregate U.S. labor participation rate. This movement appears a negative indicator - possibly a sign of underlying economic weakness and structural slack in the labor force. However, if we focus in on the specific demographic of full time workers ages 25 to 54, we see a less extreme picture. Continued job market improvement

Demographic changes may be primary driver of declining participation

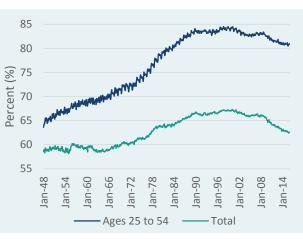
UNEMPLOYMENT SINCE 1948



MORE RECENT UNEMPLOYMENT & U6



LABOR FORCE PARTICIPATION RATE



Source: Bloomberg, as of 11/30/15

Source: FRED, as of 11/1/15

Source: FRED, as of 12/1/15



U.S. economics - the consumer

Although household borrowing has been relatively muted in the recent recovery, credit growth is beginning to pick up. Households are healing from the deleveraging process of recent years and disposable income is rising as employment strengthens.

Consumer spending has been bolstered by the oil price decline. Drivers saved around \$540 on average in 2015 due to the drop in gas prices. J.P. Morgan estimates consumers have spent approximately 80% of that savings. The personal savings rate ticked up slightly in Q4 to 5.5%, but remains in a normal range.

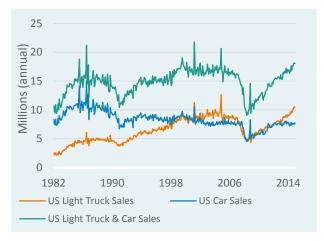
Real disposable income growth remains at a normal level as of November, at 2.7%.

Consumer behavior appears conservative, but stronger spending and credit growth could soon be realized as the labor market tightens. Higher student loan debt remains a drag on spending for younger consumers. Credit growth has begun to pick up, and has room for expansion

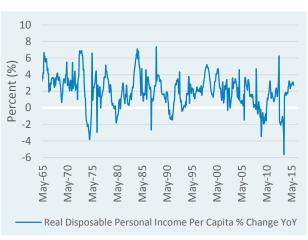
CREDIT GROWTH



AUTO SALES



GROWTH OF DISPOSABLE INCOME



Source: FRED, as of 11/1/15

Source: FRED, as of 11/30/15

Source: FRED, as of 11/1/15

U.S. economics – sentiment

Consumer and market sentiment surveys were mixed in Q4, but remain in a normal range.

The Bloomberg consumer comfort index had been significantly below average since December 2007. This index now sits at the bottom end of a normal range. The University of Michigan Consumer Sentiment Survey rose in December to the highest level since July. The average in 2015 was the highest annual average in 11 years. The Citi Economic Surprise index recently dropped to levels not seen since 2012, but continues to recover to normal levels.

The U.S. consumer appears to have been on a steady recovery since the great recession. While business borrowing has since picked up significantly, the consumer remains hesitant to accumulate debt. We continue to believe sentiment may be vulnerable to a stream of bad news.

Sentiment and comfort indices mixed in Q4

CONSUMER COMFORT INDEX



CONSUMER SENTIMENT



Source: University of Michigan, as of 12/31/15 (see Appendix)

ECONOMIC SURPRISE



Source: Bloomberg, as of 12/31/15 (see Appendix)

Verus⁷⁷

Source: Bloomberg, as of 12/1/15 (see Appendix)

U.S. economics – housing

The U.S. housing market has normalized in terms of pricing, rate of new home construction, and rate of home sales. New home construction climbed 10.5% in November from a month earlier. Construction of single family homes, which reflect two thirds of the market, reached an eight-year high in November.

Despite continued pent up demand for housing, the construction of multi-family homes continues to outpace single-family homes, further providing

evidence that Americans remain constrained in their ability to borrow. The recent policy change from the Fed may push lending rates higher and reduce demand for mortgages. A slower than expected rate-rise process may provide ongoing support.

Home prices have risen faster than wages, which is a hurdle to homeownership. High student loan levels may be continuing to act as a drag on first-time purchasers.

HOME AFFORDABILITY



Source: National Association of Realtors, as of 11/30/15

HOMEOWNERSHIP RATE

Source: FRED, as of 7/1/15



NEW & EXISTING HOME SALES



Source: Bloomberg, as of 11/30/15

Investment Landscape 1st Quarter 2016

U.S. economics – inflation

Inflation expectations remained stable in the 4th quarter, as measured by the U.S. TIPS 10yr Breakeven Rate and the U. of Michigan Inflation Expectations Survey. Headline inflation ticked up to 0.5% in November, while Core CPI remains around 2%. Inflation drag from the initial oil price decline is coming off the year-over-year inflation calculation, which could result in upward pressure to CPI.

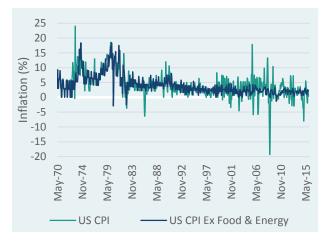
The continuing oil price decline, ongoing global industrial overcapacity, especially in China, and dollar

strength pose further challenges for inflation. There is some positive pressure on inflation from an increasingly tight labor market, and a lower commodity price base. Further appreciation of the dollar is currently an inflation headwind but may fuel inflation if this trend reverses.

Domestic inflation is an input to Federal Reserve policy, and further spillover of global disinflation trends to the US could be expected to influence rate hike decisions. Effects of initial oil price decline falling off CPI print

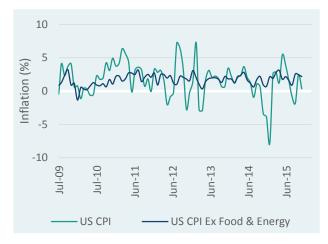
Global downward pressures

LONG-TERM U.S. CPI



MEDIUM-TERM U.S. CPI

Source: FRED, as of 11/1/15



MARKET EXPECTATIONS OF INFLATION



Source: Bloomberg, University of Michigan, as of 12/31/15



Source: FRED, as of 11/1/15

International economics – current

- Global GDP growth remains mild, while Japan and the Eurozone saw marginal improvement. Slowing external demand may prove a challenge.
- China economic growth continues to cause concern. Real GDP growth is reported at 6.9%, though the accuracy of this figure is debated. Government stimulus may have helped mitigate the slowdown, but quickly rising debt-to-GDP might lead to problems.
- Japan did not enter a technical recession in Q3 as previously thought. Q3 Real GDP was revised up from -0.8% to +1% QoQ.
- Japan achieved positive year-over-year base wage growth of 0.3% in 2015, which is the first positive growth seen in 10 years.

- Total wages remain flat. The country continues its struggle to generate inflation.
- Global unemployment continues to decrease, while the BRIC nations remain an exception.
- Commodity markets remain challenging, which has affected emerging market equity and currency markets.
- Eurozone growth slowed in Q3 as exports weakened.
 Germany, a major
 contributor to export
 growth in the area, led the way.
- Puerto Rico defaulted on approximately \$174 million of debt payments on January 4th, as widely expected.

Area		GDP (Real, YoY)	Inflation (CPI)	Unemployment
Unit	ed States	2.1% 9/30/15	0.5% 11/30/15	5.0% 11/30/15
Wes Eurc		1.8% 9/30/15	0.2% 12/31/15	8.9% 9/30/15
Japa	n	1.6% 9/30/15	0.3% 11/30/15	3.4% 9/30/15
BRIC	Nations	4.7% 9/30/15	4.2% 9/30/15	5.1% 9/30/15
Braz	il	(4.5%) 9/30/15	10.5% 11/30/15	7.6% 9/30/15
Russ	ia	(4.1%) 9/30/15	15.0% 11/30/15	5.3% 9/30/15
India	a	7.4% 9/30/15	4.6% 9/30/15	8.6% 12/31/14
Chin	а	6.9% 9/30/15	1.5% 11/30/15	4.0% 9/30/15

In developed markets mild positive progress continues

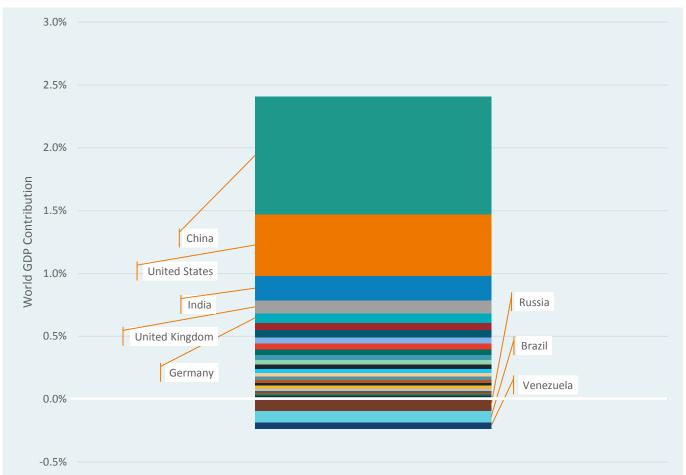
Concern over further China weakness

Emerging market challenges continue



Global growth environment

REAL GDP GROWTH BY CONTRIBUTION



China is the second largest contributor to world GDP, but is the largest contributor to GDP growth

Developed economies not necessarily contributing the most to growth

Source: World Bank, as of 12/31/15



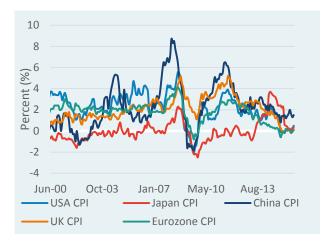
International economics

Global growth has benefited from improvements in Europe and Japan. Developed economies produced slowing to flat growth, improving employment, and subdued inflation. Many economies experienced a slight inflation uptick in Q4. Further improvement may be realized as the initial oil price decline falls out of annual CPI calculations. Consumer confidence in the Eurozone continues to improve from the lows of the financial crisis. growth. These economies have struggled, with the exception of India. Commodity production has been a key driver of growth for many countries, along with high government spending. Global excess manufacturing capacity is negatively affecting inventory builds and has had a dampening effect on demand.

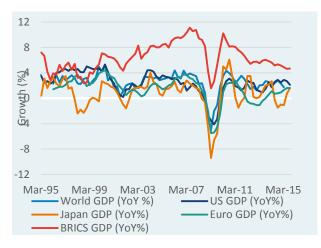
Emerging market economic health is increasingly important to the global economy, as emerging markets drive approximately 60% of global growth and compose approximately 60% of global commodity consumption.

Emerging market economies exhibited disparate

INTERNATIONAL INFLATION (CPI)



REAL GDP GROWTH



CONSUMER CONFIDENCE



Source: Bloomberg, as of 11/30/15

Source: Bloomberg, as of 9/30/15

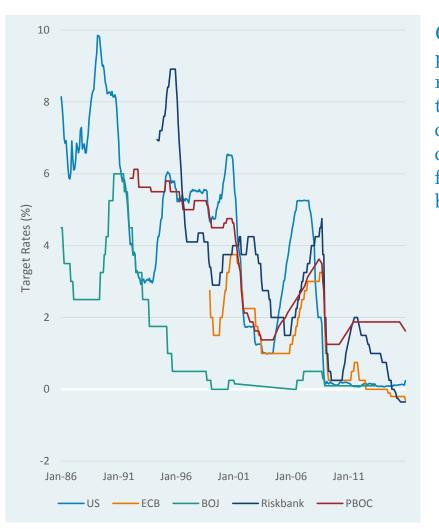
Source: Bloomberg, as of 11/30/15

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Limitations of monetary policy

- Central banks have the ability to stimulate investment by lowering interest rates through open market operations. In the U.S., policymakers target the federal funds rate to either encourage or discourage borrowing.
- Given the recent regime shift of global policy rates to all time lows, many near zero or even negative, policymakers may find it difficult to make further rate cuts.
- In the case of another global financial crisis, central banks may have limited power to respond with simulative monetary policy as rates can only go so low. In extreme cases, central banks are paying to lend money to investors.
- If central banks are unable to lower rates and reduce financial stability, global markets may suffer.



Central bank policy rates reaching all time lows, creating challenges for central banks

Source: Bloomberg, as of 12/31/15

Verus⁷⁷



Fixed income rates & credit



Interest rate environment

- The Federal Reserve implemented a long anticipated rate hike in December. Policy in Europe and Japan remains accommodative.
- Interest rates decreased broadly across developed markets in Q4, with the exception of the U.S and Germany.
- U.S. interest rates remain high relative to other developed markets
- The ECB lowered the deposit facility rate to a level of -0.30% in December, despite earlier comments by Mario Draghi that rates would not go any lower. Markets were disappointed by this policy decision and yields climbed

on the news. The ECB continues to suggest looser policy may be available if needed.

- While initial expectations were for further U.S. rate rises, more recent news suggests these may be delayed. A move towards slower rate rises, or even the reintroduction of looser monetary policy, could lead to a market reassessment of relative currency values, and a weaker dollar.
- Many central banks have few policy tools available to them in the event of further economic weakness

Area	Short Term (3M)	10 Year
United States	0.17%	2.27%
Germany	(0.55%)	0.63%
France	(0.46%)	0.99%
Spain	(0.18%)	1.77%
Italy	(0.12%)	1.59%
Greece	2.10%	8.07%
UK	0.51%	1.96%
Japan	(0.04%)	0.27%
Australia	2.11%	2.88%
China	2.14%	2.83%
Brazil	15.03%	16.51%
Russia*	11.79%	10.39%

Interest rates fell in Q4

Diverging monetary policies could be detrimental to countries with high debt burdens

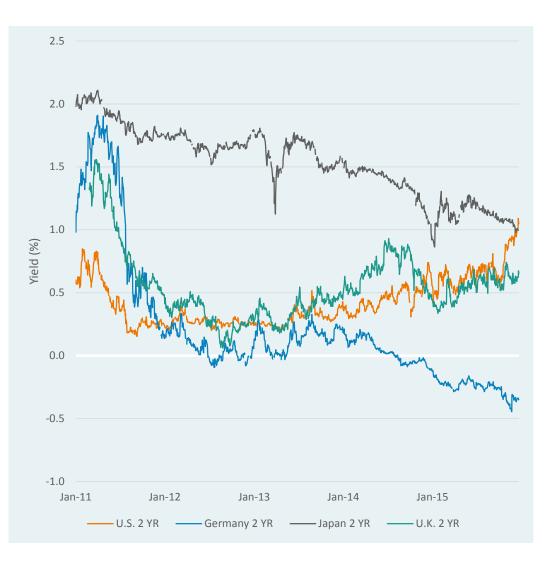
*Shortest term rate for Russia is 1Y

Source: Bloomberg, as of 12/31/15



Monetary divergence

- During Q4, the Fed raised interest rates for the first time since 2006. The decision was in contrast to the policy decisions of other central banks including Europe, Japan and China in 2015.
- Two weeks prior to the Fed's decision, the ECB made announcements of plans to further expand European stimulus in the form of a rate cut, and extension of the QE program to March 2017. In the final weeks of the year the Bank of Japan decided to leave the monetary base unchanged, but added several other accommodative measures.
- If markets allow a continuation of this divergence, it could support dollar strength. However, continued weakness in markets or economic data could reverse this trend.
- The U.K. remains somewhere in the middle, echoing the desire to tighten alongside the Fed but not seeing convincing signs from domestic and global data.
- The key concern is whether deflationary pressure, continuing commodity down-cycle effects, and overcapacity will cause continued loosening in monetary policy globally. This change in direction could require substantive changes in market behaviors.



Source: Bloomberg, as of 12/31/15

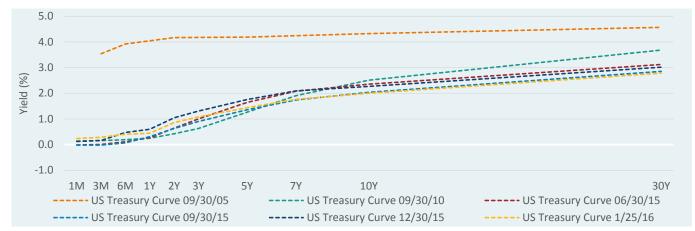
Verus⁷⁷

Investment Landscape 1st Quarter 2016

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Global yield curve

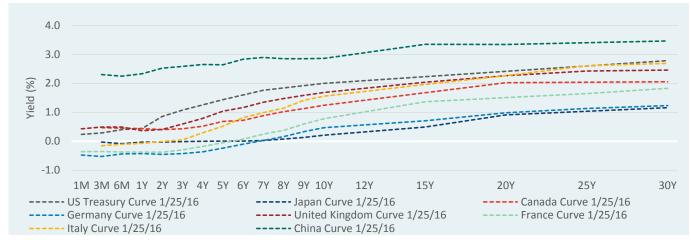
U.S. YIELD CURVE



U.S. Treasury curve shifted up in anticipation of the Fed's decision

Foreign developed interest rates broadly decreased in Q4

GLOBAL GOVERNMENT YIELD CURVES



Source: Bloomberg, as of 12/31/15



Global yield curve changes

INTERNATIONAL YIELD CURVE CHANGES OVER LAST FIVE YEARS



Forward curves imply flat or modestly higher rates in most countries, with the exception of the U.S.

EXPECTED INTEREST RATE CHANGES ONE YEAR FORWARD IMPLIED BY MARKET PRICING



Source: Bloomberg, as of 12/31/15



Credit environment

While consumer credit appeared to pick up in Q4, business borrowing slowed. Recent widening of spreads, high M&A activity, increasing leverage, and relatively less restrictive covenants, increase concern over credit markets.

Domestic credit spreads widened further during the quarter, led by the energy sector. However most spreads remain in a broadly normal range. Higher credit spreads make further corporate leveraging difficult leading to higher financing costs for equity buybacks and M&A activity, which may be a headwind to equity prices. Emerging market economies have experienced great pain, reflected in wider CDS spreads following the drop in the price of oil.

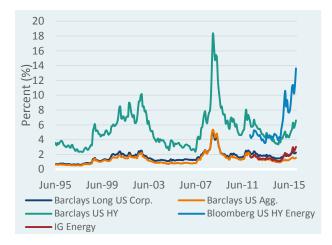
In the past, a broad sell-off in the high yield market might have created risks of broader contagion as banks were primary holders of credit; however, banks have largely divested from this asset class. Nonetheless the possibility of broader impact on the credit market from high yield weakness remains worrying.

SPREADS

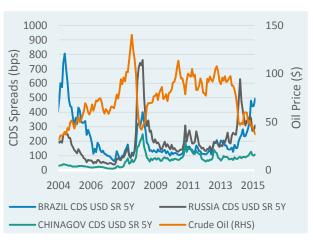
Broad concerns across credit spectrum, particularly in energy high yield

CREDIT SPREADS

Verus⁷⁷



EMERGING MARKET SPREADS



Market	Credit Spread (12/31/2015)	Credit Spread (1 Year Ago)
Long US Corporate	2.1%	1.7%
US Aggregate	1.1%	1.0%
US High Yield	7.1%	5.3%
US High Yield Energy	13.6%	9.3%
US Bank Loans	3.9%	3.9%

Source: Barclays Capital Indices, Bloomberg, as of 12/31/15

Source: Bloomberg, as of 12/31/15

Source: Barclays, Credit Suisse, Bloomberg, as of 12/31/15

Issuance and default

Investment grade issuance increased in 2015, while issuance of bank loans and high yield continued to contract.

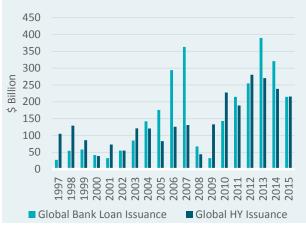
Defaults are rising in the high yield market, driven by the energy sector. Hedges put in place by energyrelated companies are largely rolling off, revealing the true financial effects of lower commodity prices. Bankruptcies may have knock-on effects on lenders.

Energy-related high yield issuers make up about 15% of

IG & HIGH YIELD ISSUANCE



BANK LOAN & GLOBAL HY ISSUANCE



Source: BofA Merrill Lynch Global Research, as of 12/31/15

the high yield market. Though small, this portion of the market could be negatively affected if energy market turbulence persists. Aggregate defaults remain in a normal range year-over-year.

With continued issues in the credit market, investors should take care to understand and control the degree of credit exposure in portfolios, particularly in the high yield space.

Defaults rising but for now remain near average

HY DEFAULT TRENDS (ROLLING 1 YEAR)



Source: Credit Suisse, BofA, as of 12/31/15

Source: Bloomberg, as of 12/31/15

Continued role of fixed income

- Investors have lately questioned the role of fixed income. An environment of lower yields, the prospect of rising yields, and higher duration, arguably lessen the attractiveness of this asset class.
- Investors typically hold fixed income instruments for five primary reasons: equity risk protection, capital
 preservation, income, credit premium, and tenor premium. Although at current levels of risk premia and pricing
 some of these benefits may be less effective than in the past, broadly they remain intact.
- Although rising rates imposes a downward pressure on bond prices, investors have the opportunity to reinvest capital on instruments offering higher interest.
- Tenor risk and credit risk, although potentially paired with increased defaults, will continue to offer higher returns.

EQUITY RISK PROTECTION



CREDIT PREMIA



TENOR PREMIA



Source: Bloomberg, as of 10/31/15



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Fixed income instruments have provided a safe haven during equity down markets





Equity environment

- The current low inflation, low interest rate environment remains accommodative for risk assets, but economic and market concerns persist.
- S&P 500 earnings fell 4.3% in Q3 while sales fell 3.8%. Earnings beat estimates by 4.9% while sales missed by -0.1%.
- The technology sector has been a major contributor to U.S. business margin expansion since 2009.
 Apple generated an estimated 22% of S&P 500 margin growth.
- While energy and mining sectors weighed on the broader indices, measuring returns on an ex-energy basis may be inappropriate as this excludes firms

- negatively impacted and includes the firms feeling positive effects.
- Size and value factors underperformed in Q4.
- Emerging market equity continued to experience volatility and losses. The effects of a lower price of oil has translated to broad currency depreciation.
- Japan on both a hedged and unhedged basis performed exceptionally well. While there remain doubts around the pace of reform, our ongoing view that structural change will drive benefits to investors remains intact.

	QTD Total Return (unhedged)	QTD Total Return (hedged)	YTD Total Return (unhedged)	YTD Total Return (hedged)	1 Year Total Return (unhedged)	1 Year Total Return (hedged)
US Large Cap (Russell 1000)	6.5	%	0.9	1%	0.9	%
US Small Cap (Russell 2000)	3.6	%	(4.4	%)	(4.4	%)
US Large Value (Russell 1000 Value)	5.6%		(3.8	3%)	(3.8	%)
US Large Growth (Russell 1000 Growth)	7.3	%	5.7	2%	5.7	%
International Large (MSCI EAFE)	4.7%	6.4%	0.8%	5.0%	0.8%	5.0%
Eurozone (Euro Stoxx 50)	3.6%	5.5%	(0.1%)	6.2%	(0.1%)	6.2%
UK (FTSE 100)	1.1%	0.8%	(6.4%)	(9.6%)	(6.4%)	(9.6%)
Japan (NIKKEI 225)	8.7%	9.6%	9.9%	10.7%	9.9%	10.7%
Emerging Markets (MSCI Emerging Markets)	0.7%	0.9%	(14.9%)	(8.2%)	(14.9%)	(8.2%)

Negative sentiment and economic challenges may cause ongoing concerns

Source: Russell Investments, MSCI, STOXX, FTSE, Nikkei, as of 12/31/15



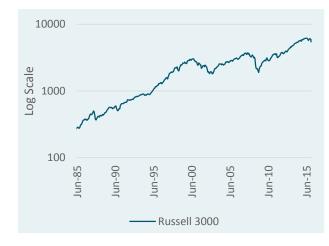
Domestic equity historical return

The U.S. equity market has performed exceptionally well since the global financial crisis, but equities were range-bound in 2015.

Equities provide exposure to economic growth, and should be held over the long-term. Short-term attempts to time the market, done poorly, can detract from long-term returns. A systematic rebalancing policy can be very helpful to long-term performance by avoiding emotional buying or selling which can damage performance. Domestic equity fundamentals have shown some weakening as of late. Other developed equity markets may provide better opportunities for investing new money, although concerns are warranted for risk assets as a whole.

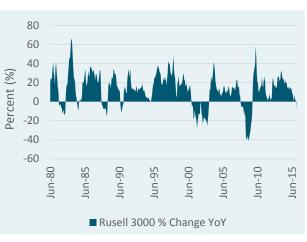
Equity exposure remains an integral part of the portfolio and is the primary means for investors to access long term productive capacity of the economy.

LONG-TERM PERFORMANCE





DOWNSIDE EVENTS



Source: FRED, as of 1/21/16

Source: FRED, as of 1/21/16

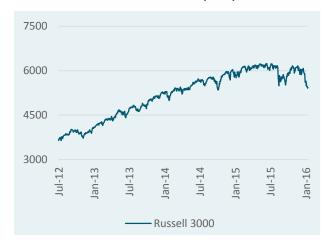
Source: FRED, as of 1/21/16

Domestic equity recent

Domestic equities rallied in Q4, but retraced gains early in the new year. Worries over slowing growth in the U.S. and a hard landing in China continued to weigh on risk assets. The timing of rate hikes in 2016 may add additional uncertainty. Nearly seven years in length, the current bull market has extended longer than most. It is important to remember that bull markets do not die of old age, but rather due to a shifting environment. There are concerns we may be in the process of such a shift today. S&P 500 earnings fell 4.3% in Q3 while sales fell 3.8%. Earnings beat estimates by 4.9% while sales missed by -0.1%.

Domestic growth and weakening corporate earnings may cause uncertainty in the short term. Market technical factors also provide some grounds for concern, with all major domestic equity indices showing poor technical market signals. Signs of weakness are evident in domestic equity markets

SHORT TERM PERFORMANCE (3YR)



SMALL/LARGE & GROWTH/VALUE



FORWARD P/E



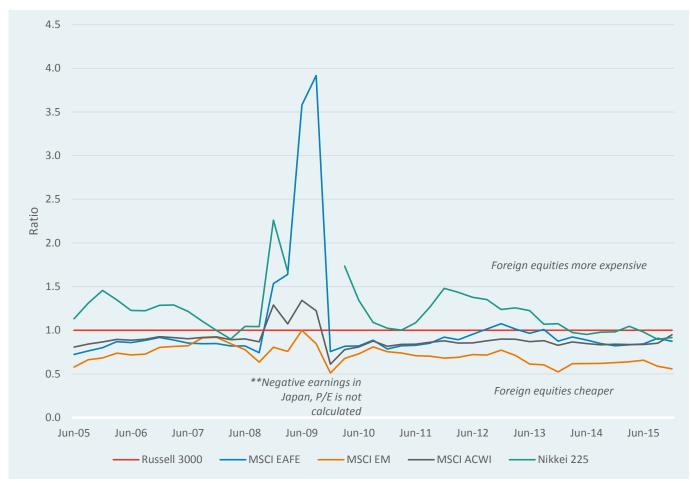
Source: Russell Investments, as of 1/21/16

Source: Russell Investments, as of 12/31/15

Source: Standard & Poor's, Russell Investments, as of 1/21/16

Relative valuations

RUSSELL 3000 P/E DIVIDED BY FOREIGN INDEX P/E



On a P/E basis foreign equity markets appear relatively cheap compared to the U.S.

This has, however, often been the case and may not be indicative of future performance

Source: Russell Investments, MSCI, Nikkei, as of 12/31/15. Note negative earnings for Japan for certain periods cause a gap in the Japan series



Equity volatility

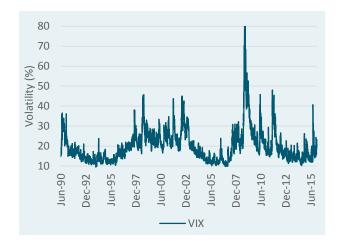
After significantly spiking in August, the VIX remained relatively range-bound through the remainder of the quarter. Closing 2015 near the high end of the range, an increase in volatility levels in early January may be sustained in the coming months. Disparate views on the impact and magnitude of a China slowdown, uncertainty surrounding the path of Fed rate hikes, and broad pain caused by a low commodity base have

fueled greater price uncertainty.

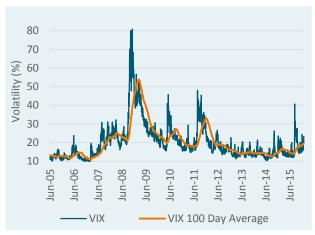
Volatility in domestic indices is marginally lower than international indices with emerging markets remaining the most volatile. Geopolitical tensions and volatile commodities prices are likely to impact emerging market volatility in the coming months.

Volatility levels typically exhibit muted behavior during bull markets and spike during market downturns, which makes it important to monitor volatility. Equity volatility in both developed and EM has increased

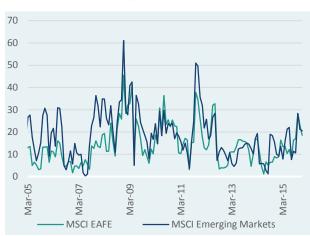
LONG-TERM VOLATILITY



INTERMEDIATE-TERM VOLATILITY



INTERNATIONAL EQUITY VOLATILITY



Source: CBOE, as of 12/31/15

Verus⁷⁷

Source: CBOE, as of 12/31/15

Source: MSCI, as of 12/31/15

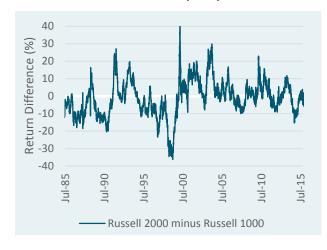
Domestic equity size and style

Small cap equities trailed large cap in Q4, and growth continues to outperform value. Over the past three years investors have been reward for taking on exposure to size, but punished for taking on exposure to value.

Appreciation of the U.S. dollar contributed to small cap outperformance as larger firms with foreign currency receipts received currencies worth less relative to the U.S. dollar. Growth beat value by a significant margin in 2015, outperforming by 9.6% in 2015. Style performance is often displayed in cumulative terms; however, it is necessary to understand the degree of periodicity in these returns.

In the context of investment style factors, it should be noted that most of the embedded risk is primarily equity risk; however, factor awareness and management can be important in portfolio construction. Size and value risk factors suffered losses in Q4

SMALL CAP VS LARGE CAP (YOY)



VALUE VS GROWTH (YOY)



ROLLING 5 YEAR RETURN



Source: Russell Investments, as of 12/31/15

Source: Russell Investments, as of 12/31/15

Source: Russell Investments, as of 12/31/15

Domestic equity valuations

Domestic equity valuations rose slightly in Q4 on both a trailing and forward P/E basis, but have fallen back to a normal range since the beginning of the year.

Stronger profit margin and earnings growth, and a general economic recovery since the 2008 have justified an expansion of equity valuations. Nominal equity returns are driven by dividends, earnings growth, valuation expansion, and inflation (prices keeping up with higher input costs). Dividend yields are currently low relative to history, profit margins are strong relative to history, valuations are somewhat above above average, and inflation is near record lows. This environment is not particularly accommodative for the fundamental drivers of long-term nominal equity returns.

The spread between S&P 500 dividend yield and the U.S. 10yr Treasury yield remains wide. Continued interest rate hikes could help bring this spread back to an average level.

Valuations rose slightly in Q4, and remain somewhat high

12 MONTH FORWARD P/E

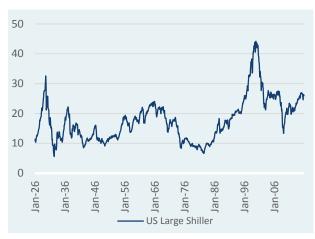


EQUITY YIELD LESS BOND YIELD



Source: Standard & Poor's, Bloomberg, as of 12/31/15

SHILLER P/E LONG-TERM



Source: Shiller, as of 12/31/15

Investment Landscape 1st Quarter 2016

Source: Standard & Poor's, Russell Investments, as of 1/7/15



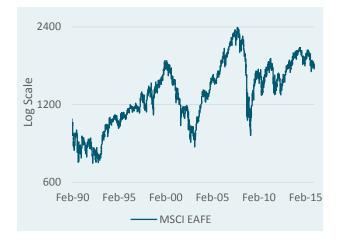
International equity historical return

International developed market equities, in general, have lagged their U.S. counterparts since the lows of 2009. International developed small cap equities outperformed significantly during this time. Currency hedging decisions continue to have a material impact on performance as of late.

Emerging markets were relatively range-bound between 2010 and early 2015, but since early 2015 have moved into bear market territory. Growth concerns in China and a lower oil price have contributed to poor returns. Currency volatility makes it necessary for investors to understand the nature of unhedged exposures to international equities. At times the return from currency exposure can be as large or larger than the equity return. Investors should think of these two exposure sets as separate investment decisions. Significant concerns in emerging markets continue

Despite volatility, it is important to remember that emerging market exposure has typically bolstered portfolio performance significantly over the long run.

EAFE LONG TERM (USD)



EMERGING MARKETS LONG TERM (USD)



EM EFFECT ON GLOBAL EQUITY PORTFOLIO



Source: MSCI, as of 12/31/15

Source: MSCI, as of 12/31/15

Source: MSCI, as of 12/31/15

33



International equity recent

Developed international equity performance was mixed in 2015. Currency fluctuations have overwhelmed positive equity returns in many markets, but added to returns in others.

European equities have typically underperformed U.S. equities in terms of earnings growth. This trend has reversed as European companies have outperformed. European equities appear less vulnerable than domestic equities, following aggressive financial engineering in the United States. Severe foreign currency drawdowns experienced earlier in 2015 appear to have moderated in many countries during Q4. The price of oil and other commodities will likely be important in determining the future trend of foreign exchange rates.

Emerging markets were volatile in Q4 on the back of further downward oil price pressure, China growth concerns, and currency movement.

Positive Q4 performance

Currency exposure had significant impact

SHORT-TERM PERFORMANCE



CUMULATIVE RETURN



12 MONTH FORWARD P/E



Source: MSCI, as of 1/25/16

Source: MSCI, as of 1/25/16

Source: MSCI, as of 1/25/16

International equity valuations

International equity valuations remain more attractive than domestic equities. Europe appears slightly cheap relative to history. Japan valuations are at the low end of the historical range, further contributing to our belief that Japan deserves a neutral or perhaps overweight position in portfolios. Emerging market valuations appear relatively attractive, though most likely priced appropriately due to greater accompanying risks. Investors should be aware of value traps in this space. Corporate earnings in European markets have improved while U.S. companies struggle, but European equities continue to lag their U.S. counterparts. In contrast to a tighter business environment in the U.S., conditions in Europe may offer more room to run in terms of labor market slack, easy monetary conditions, and devalued currencies. Large valuation differences exist between individual countries in Europe, which may suggest active management is preferable.

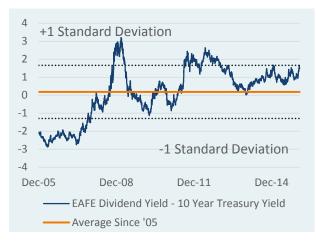
12 MONTH FORWARD P/E



COUNTRY VALUATIONS



EQUITY YIELD LESS BOND YIELD



Source: MSCI, as of 1/25/16

Source: Bloomberg, as of 1/25/16

Source: MSCI, as of 1/25/16



Emerging market equity

Emerging market equities continue a steep selloff in the face of decelerating Chinese growth and oil volatility. 2015 was a year of FX reserve net outflows for many countries which has been rare, given the steady accumulation of currency reserves in recent decades.

If allowed by current market environments U.S. interest rate hikes might result in further emerging market outflows; however, continued quantitative easing in other developed nations may counteract these effects, and in the current environment U.S. rate hikes are not certain. Brazil was downgraded to junk rating by Fitch. The country continues to fight higher inflation with high interest rates, and is feeling economic pain from a budget deficit and less competitive currency.

Chinese officials recently initiated a widespread crackdown on corruption, involving a large number of private sector and government officials. Luxury goods markets have felt much pain following this initiative, as an estimated 50% of global luxury spending comes from Chinese consumers. Energy price movement continues to have impact

China remains in the spotlight

LONG TERM PERFORMANCE



ROLLING 3 YEAR RETURN



FORWARD P/E



Source: MSCI, as of 12/31/15

Source: MSCI, as of 12/31/15

Source: MSCI, as of 1/21/16







Other asset volatility

Despite the highly anticipated rate hike at the end of the fourth quarter, fixed income volatility has remained relatively low. The end of 2015 was characterized by relatively range-bound trading as domestic investors experienced a flight to quality which was offset by the sell-off in global sovereign funds.

Foreign exchange volatility has remained relatively high based on activity from central banks and weaker commodity prices. The uncertainty around monetary policy decisions and global financial stability has introduced increased volatility in this space.

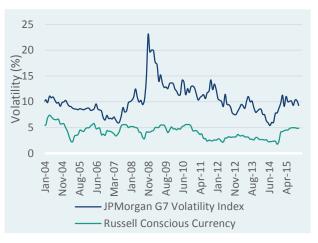
The volatility of commodities has spiked based on the recent price movements in oil. The price moving to levels last seen in 2009 has created a significant amount of volatility. Contrary to expectations, the price of gold has remained relatively stagnant over the last 12-18 months.

FIXED INCOME VOLATILITY



Source: Merrill Lynch, as of 12/31/15 (see Appendix)

FX VOLATILITY



Source: JP Morgan, Russell Investments, as of 12/31/15

COMMODITY VOLATILITY



Source: Bloomberg, as of 12/31/15



Real estate & REITs

Real estate assets provide high exposure to the general business cycle. The recovery from the economic crisis has benefited the real estate market, which has shown significant recovery.

Real estate fundamentals remain strong with lower and declining vacancy rates across all property types. NOI is strongest in apartments, while industrial has shown increased strength recently. Low interest rates have been accretive to returns for the asset class.

REITs have been volatile, trading with the uncertainty of future FED rate activity, which resulted in a discount to fund NAV though November.

Cap rates continue to trend downward, while spreads to Treasuries remain above historical averages.

Some opportunities but careful selection needed

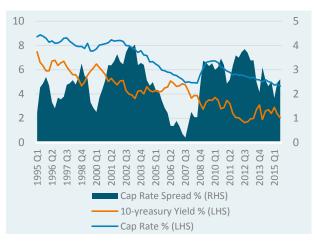
REAL ESTATE & THE BUSINESS CYCLE



REAL ESTATE VACANCY BY TYPE



CAP RATE SPREADS



Source: NCREIF, as of 9/30/15

Verus⁷⁷

Source: NCREIF, as of 9/30/15

Source: NCREIF, as of 9/1/15

Commodities

The Bloomberg Commodity Index returned -10.5% in Q4, driven by energy and industrial metals. OPEC dropped its oil production quotas in December, and oil inventory levels continue to climb as producers struggle to generate cash flow. Large inventory builds, along with the lifting of sanctions against Iran (a source of supply), may also act as headwinds.

Oil prices continue to fluctuate, which has impacted credit spreads, energy-related equities, and the health of many energy-exporting countries. Significant bankruptcies of energy firms would traditionally help balance supply and help prices; however, large sums of money being dedicated to the distressed credit space may mean that assets, while written down, stay in production thereby prolonging the price pain. Commodity cycle weakness persists

Commodities are typically held in portfolios to provide inflation sensitivity. Despite commodities moving in an undesirable direction over the past year, they continue to fulfill this role.

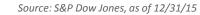
3 YR ROLLING RETURNS



COMMODITY CORRELATION (3YR ROLLING)



Source: MPI, as of 12/31/15 - correlation to Bloomberg Commodity



S&P GSCI Agricultural

S&P GSCI Precious Metal

S&P GSCI Energy

Source: Standard & Poor's, Bloomberg, as of 12/31/15

Investment Landscape 1st Quarter 2016

Mar-96 Nov-99 Jul-03 Mar-07 Nov-10 Jul-14

COMMODITY CUMULATIVE RETURNS

7,000

6,000

5.000

1,000

0

000

S&P GSCI Livestock

S&P GSCI Industrial Metal

40



Currency

The trade-weighted U.S. dollar extended its rise in Q4, strengthening to a level not seen since 2003. Dollar movement has a widespread impact, including: gains/losses for unhedged foreign equity exposure, commodity price volatility (many commodities are denominated in USD), and revenue volatility for businesses who pay or receive payment in non-U.S. dollars.

When measured and managed using unhedged benchmarks, international equity portfolios hold

significant exposure to a currency portfolio derived from the size and structure of the equity markets concerned. Despite recent dollar moderation, the trend towards U.S. dollar strength has made this a negative contribution for investors recently.

Treating currency as an independent market allows investors additional insight. Although returns from this exposure have typically been positive, recent price movements have tipped rolling one year return from currency beta into slightly negative territory. Short term questions over continuing dollar strength

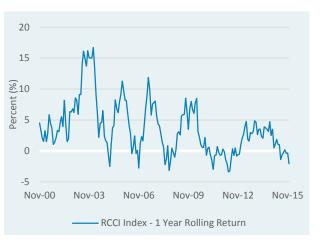
LONG-TERM TRADE WEIGHTED USD



EFFECT OF CURRENCY (1YR ROLLING)



CURRENCY MARKET BEHAVIOR



Source: FRED, as of 1/1/16

Source: MSCI, as of 12/31/15

Source: Russell Investments, as of 12/31/15

$MLPs - a \ complex \ set \ of \ exposures$

A Master Limited Partnership (MLP) is a tax advantaged fund which derives most cash flows from investments in commodities and natural resources. These funds are often involved in midstream activities such as the transportation and storage of commodities (ex: oil pipelines and storage). MLPs generally hold exposure to toll-road type investments which are expected to earn fees somewhat independent of commodity prices due to take-or-pay contracts with commodity producing firms. As commodity prices have fallen, MLP valuations have followed. Many investors point to the fact that MLP contracts are more exposed to commodity *volume* than they are to commodity *price*, and claim that MLP valuations have fallen too far (are currently undervalued). However take-or-pay contracts do not fully protect MLP returns were the counterparty to become insolvent. There may be value in the MLP space, but the risk exposures are complex and it is difficult to forecast how MLPs will react to the commodity sell-off. It is difficult to forecast how MLPs will react to the effects of lower oil on the energy ecosystem

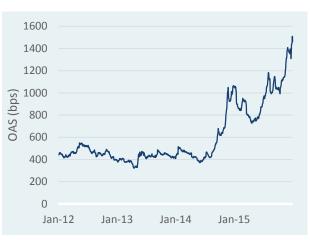
ALERIAN MLP INDEX



MLPS & COMMODITY PERFORMANCE (1YR)



ENERGY HY CREDIT DEFAULT SWAP



Source: Alerian, as of 1/15/15

Source: Bloomberg, Alerian, as of 12/31/15 (note difference in end date) Source

Source: Bloomberg, as of 1/22/15



Welcome to 2016

EQUITY DRAWDOWN AND RECOVERY





SPREAD EXPANSION AND COMPRESSION

Source: Bloomberg, as of 1/22/2016 Returns are for the period observed during from 1/1/2016 to 1/22/2016. Indices are stated in USD and returns are gross.



Significant

drawdowns

in January

moved wider

equity market

Credit

spreads

with the

drop in oil

compressed

but have

since

slightly

Appendix



Periodic table of returns – December 2015

0121																										
8		1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	5-Year	10-Year
↑	Real Estate	74.8	16.6	38.4	23.2	35.2	38.7	66.4	31.8	14.0	25.9	56.3	26.0	34.5	32.6	39.8	5.2	79.0	29.1	14.3	18.6	43.3	13.5	10.1	13.5	8.5
	Large Cap Growth	32.9	8.1	37.8	23.1	32.9	27.0	43.1	22.8	8.4	10.3	48.5	22.2	21.4	26.9	16.2	1.4	37.2	26.9	7.8	18.1	38.8	13.2	5.7	12.5	8.0
	Large Cap Equity	26.3	6.4	37.2	22.4	31.8	20.3	33.2	12.2	7.3	6.7	47.3	20.7	20.1	23.5	15.8	-6.5	34.5	24.5	2.6	17.9	34.5	13.0	0.9	12.4	8.0
	US Bonds	23.8	4.4	31.0	21.6	30.5	19.3	27.3	11.6	3.3	1.6	46.0	18.3	14.0	22.2	11.8	-21.4	32.5	19.2	1.5	17.5	33.5	11.8	0.6	11.3	7.4
	Cash	19.3	3.2	28.5	21.4	22.4	16.2	26.5	7.0	2.8	1.0	39.2	16.5	7.5	18.4	11.6	-25.9	28.4	16.8	0.4	16.4	33.1	6.0	0.0	10.7	6.8
	Hedge Funds of Funds	18.9	2.6	25.7	16.5	16.2	15.6	24.3	6.0	2.5	-5.9	30.0	14.5	7.1	16.6	10.9	-28.9	27.2	16.7	0.1	16.3	32.5	5.6	-0.4	9.2	6.2
	International Equity	18.1	0.4	19.6	14.4	13.9	8.7	21.3	4.1	-2.4	-6.0	29.9	14.3	6.3	15.5	10.3	-33.8	23.3	16.1	-2.1	15.3	23.3	4.9	-0.8	7.7	5.6
	Small Cap Growth	13.4	-1.5	18.5	11.3	12.9	4.9	20.9	-3.0	-5.6	-11.4	29.7	12.9	5.3	15.1	7.0	-35.6	20.6	15.5	-2.9	14.6	12.1	4.2	-1.4	4.2	4.7
	60/40 Global Portfolio 10.2 -1.8 15.2 10.3 10.6 1.2						13.2	-7.3	-9.1	-15.5	25.2	11.4	4.7	13.3	7.0	-36.8	19.7	13.1	-4.2	11.5	11.0	3.4	-2.5	3.6	4.5	
	Large Cap Value 9.7 -2.0 11.6 9.9 9.7 -2.5						11.4	-7.8	-9.2	-15.7	23.9	9.1	4.6	10.4	5.8	-37.6	18.9	10.2	-5.5	10.5	9.0	2.8	-3.8	3.2	3.6	
	Small Cap Equity	3.1	-2.4	11.1	6.4	5.2	-5.1	7.3	-14.0	-12.4	-20.5	11.6	6.9	4.6	9.1	4.4	-38.4	11.5	8.2	-5.7	4.8	0.1	0.0	-4.4	2.1	3.0
	Small Cap Value	2.9	-2.9	7.5	6.0	2.1	-6.5	4.8	-22.4	-19.5	-21.7	9.0	6.3	4.2	4.8	-0.2	-38.5	5.9	6.5	-11.7	4.2	-2.0	-1.8	-7.5	0.0	2.3
	Emerging Markets Equity	1.4	-3.5	5.7	5.1	-3.4	-25.3	-0.8	-22.4	-20.4	-27.9	4.1	4.3	3.2	4.3	-1.6	-43.1	0.2	5.7	-13.3	0.1	-2.3	-4.5	-14.9	-4.8	1.1
\downarrow	Commodities	-1.1	-7.3	-5.2	3.6	-11.6	-27.0	-1.5	-30.6	-21.2	-30.3	1.0	1.4	2.4	2.1	-9.8	-53.2	-16.9	0.1	-18.2	-1.1	-9.5	-17.0	-24.7	-13.5	-6.4
·																										
WORST																										
Ň	Large Cap Equity								Small C	Cap Gro	wth				Commo	dities										
	Large Cap Value							Interna	ational	Equity			Real Estate													
				Large	Cap Gro	owth			Emerging Markets Equity				Hedge Funds of Funds													
				Small	Cap Equ	uity			US Bonds					60% MSCI ACWI/40% BC Global Bond												
Small Cap Value Casl						Cash																				

Source Data: Morningstar, Inc., Hedge Fund Research, Inc. (HFR), National Council of Real Estate Investment Fiduciaries (NCREIF). Indices used: Russell 1000, Russell 1000 Value, Russell 1000 Growth, Russell 2000, Russell 2000 Value, Russell 2000 Growth, MSCI EAFE, MSCI EM, BC Agg, T-Bill 90 Day, Bloomberg Comm Index, NCREIF Property, HFRI FOF, MSCI ACWI, BC Global Bond.



Major asset class returns

ONE YEAR ENDING DECEMBER



TEN YEARS ENDING DECEMBER

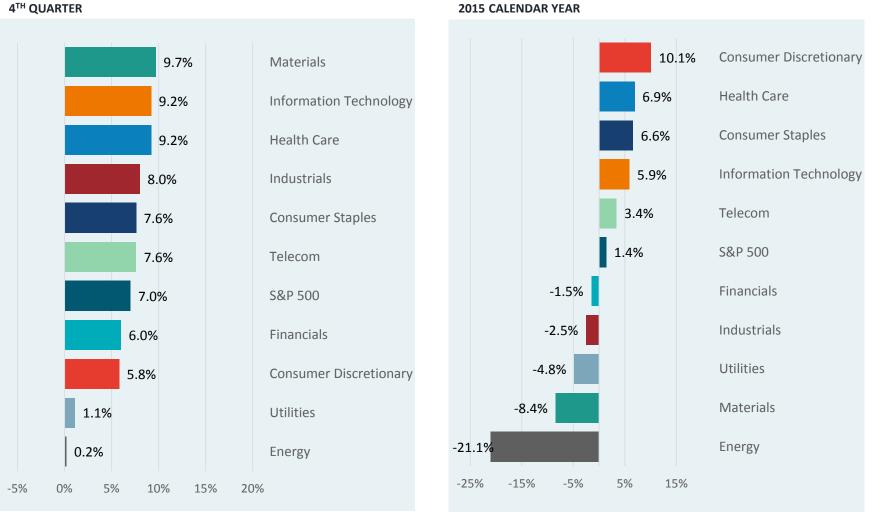


Source: Morningstar, Verus, as of 12/31/15

Source: Morningstar, Verus, as of 12/31/15



S&P 500 and S&P 500 sector returns



Source: Morningstar as of 12/31/15

Source: Morningstar as of 12/31/15



Detailed index returns

DOMESTIC EQUITY

.

FIXED INCOME

OTHER

Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
(1.6)	7.0	1.4	1.4	15.1	12.6	7.3
(2.3)	5.0	(2.2)	(2.2)	15.1	12.4	8.5
(1.5)	7.7	0.2	0.2	12.7	11.3	7.7
(1.4)	7.7	2.4	2.4	15.4	12.9	7.2
(1.8)	6.5	0.9	0.9	15.0	12.4	7.4
(5.0)	3.6	(4.4)	(4.4)	11.7	9.2	6.8
(2.1)	6.3	0.5	0.5	14.7	12.2	7.4
(2.7)	3.6	(2.4)	(2.4)	14.2	11.4	8.0
(1.5)	7.3	5.7	5.7	16.8	13.5	8.5
(2.2)	5.6	(3.8)	(3.8)	13.1	11.3	6.2
(4.8)	4.3	(1.4)	(1.4)	14.3	10.7	8.0
(5.3)	2.9	(7.5)	(7.5)	9.1	7.7	5.6
	(1.6) (2.3) (1.5) (1.4) (1.8) (5.0) (2.1) (2.7) (1.5) (2.2) (4.8)	(1.6) 7.0 (2.3) 5.0 (1.5) 7.7 (1.4) 7.7 (1.8) 6.5 (5.0) 3.6 (2.1) 6.3 (2.7) 3.6 (1.5) 7.3 (2.2) 5.6 (4.8) 4.3	(1.6) 7.0 1.4 (2.3) 5.0 (2.2) (1.5) 7.7 0.2 (1.4) 7.7 2.4 (1.8) 6.5 0.9 (5.0) 3.6 (4.4) (2.1) 6.3 0.5 (2.7) 3.6 (2.4) (1.5) 7.3 5.7 (2.2) 5.6 (3.8) (4.8) 4.3 (1.4)	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Broad Index							
BC US Treasury US TIPS	(0.8)	(0.6)	(1.4)	(1.4)	(2.3)	2.6	3.9
BC US Treasury Bills	0.0	(0.0)	0.1	0.1	0.1	0.1	1.3
BC US Agg Bond	(0.3)	(0.6)	0.6	0.6	1.4	3.2	4.5
Duration							
BC US Treasury 1-3 Yr	(0.1)	(0.4)	0.6	0.6	0.5	0.7	2.4
BC US Treasury Long	(0.0)	(1.4)	(1.2)	(1.2)	2.6	7.7	6.7
BC US Treasury	(0.2)	(0.9)	0.8	0.8	1.0	2.9	4.2
lssuer							
BC US MBS	(0.0)	(0.1)	1.5	1.5	2.0	3.0	4.6
BC US Corp. High Yield	(2.5)	(2.1)	(4.5)	(4.5)	1.7	5.0	7.0
BC US Agency Interm	(0.2)	(0.5)	1.2	1.2	0.9	1.6	3.5
BC US Credit	(0.8)	(0.5)	(0.8)	(0.8)	1.5	4.4	5.2

INTERNATIONAL EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Broad Index							
MSCI EAFE	(1.4)	4.7	(0.8)	(0.8)	5.0	3.6	3.0
MSCI AC World ex US	(1.9)	3.2	(5.7)	(5.7)	1.5	1.1	2.9
MSCI EM	(2.2)	0.7	(14.9)	(14.9)	(6.8)	(4.8)	3.6
MSCI EAFE Small Cap	0.7	6.8	9.6	9.6	10.4	6.3	4.6
Style Index							
MSCI EAFE Growth	(0.8)	6.7	4.1	4.1	6.8	4.6	4.0
MSCI EAFE Value	(1.9)	2.7	(5.7)	(5.7)	3.1	2.6	2.0
Regional Index							
MSCI UK	(3.9)	0.7	(7.6)	(7.6)	1.8	3.5	3.1
MSCI Japan	0.3	9.3	9.6	9.6	10.2	4.4	0.9
MSCI Euro	(3.5)	3.4	(2.8)	(2.8)	4.6	3.0	2.2
MSCI EM Asia	(0.7)	3.5	(9.8)	(9.8)	(1.2)	(0.8)	5.8
MSCI EM Latin American	(4.3)	(2.7)	(31.0)	(31.0)	(19.4)	(14.4)	1.2

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Index							
Bloomberg Commodity	(3.1)	(10.5)	(24.7)	(24.7)	(17.3)	(13.5)	(6.4)
Wilshire US REIT	1.9	7.5	4.2	4.2	11.8	12.4	7.3
Regional Index							
JPM EMBI Global Div	(1.4)	1.3	1.2	1.2	1.0	5.4	6.9
JPM GBI-EM Global Div	(2.2)	0.0	(14.9)	(14.9)	(10.0)	(3.5)	4.3

Source: Morningstar, as of 12/31/15



Definitions

Bloomberg US Weekly Consumer Comfort Index - tracks the public's economic attitudes each week, providing a high-frequency read on consumer sentiment. The index, based on cell and landline telephone interviews with a random, representative national sample of U.S. adults, tracks Americans' ratings of the national economy, their personal finances and the buying climate on a weekly basis, with views of the economy's direction measured separately each month. (www.langerresearch.com)

University of Michigan Consumer Sentiment Index - A survey of consumer attitudes concerning both the present situation as well as expectations regarding economic conditions conducted by the University of Michigan. For the preliminary release approximately three hundred consumers are surveyed while five hundred are interviewed for the final figure. The level of consumer sentiment is related to the strength of consumer spending. (www.Bloomberg.com)

Citi Economic Surprise Index - objective and quantitative measures of economic news. Defined as weighted historical standard deviations of data surprises (actual releases vs Bloomberg survey median). A positive reading of the Economic Surprise Index suggests that economic releases have on balance been beating consensus. The indices are calculated daily in a rolling three-month window. The weights of economic indicators are derived from relative high-frequency spot FX impacts of 1 standard deviation data surprises. The indices also employ a time decay function to replicate the limited memory of markets. (www.Bloomberg.com)

Merrill Lynch Option Volatility Estimate (MOVE) Index – a yield curve weighted index comprised of a weighted set of 1-month Treasury options, including 2.5.10 and 30 year tenor contracts. This index is an indicator of the expected (implied) future volatility in the rate markets.

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Tulare County Employees' Retirement Association

Investment Performance Review Period Ending: December 31, 2015



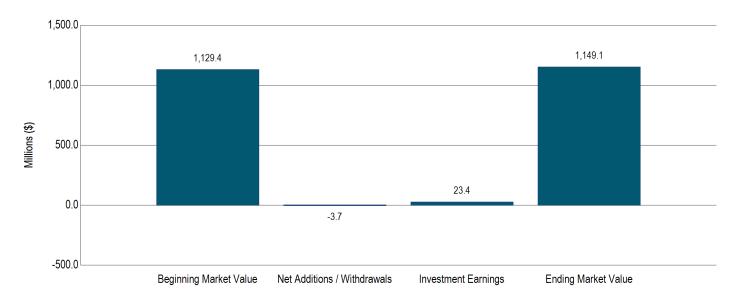
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Total Fund Portfolio Reconciliation

Sources of Portfolio Growth	Fiscal Year-To-Date
Beginning Market Value	\$1,201,411,659
Net Additions/Withdrawals	-\$6,196,763
Investment Earnings	-\$46,115,276
Ending Market Value	\$1,149,099,620

Change in Market Value Last Three Months



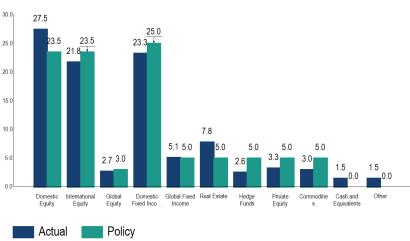
Contributions and withdrawals may include intra-account transfers between managers/funds.



Total Fund Executive Summary (Gross of Fees)

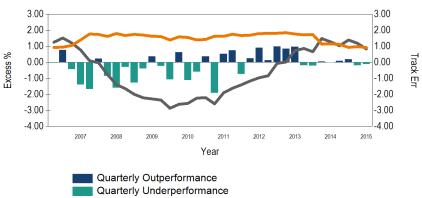
	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs	20 Yrs
Total Fund	2.1	-3.7	-1.2	6.0	5.9	4.7	5.3	7.6
Policy Index	2.2	-3.4	-1.1	5.2	5.6	5.3	5.6	
InvestorForce Public DB Gross Rank	79	88	83	80	85	90	68	31
Total Fund x Clifton	2.1	-3.6	-1.2	6.0	5.8			
Policy Index	2.2	-3.4	-1.1	5.2	5.6			
InvestorForce Public DB Gross Rank	81	87	83	80	86			
Total Domestic Equity	6.0	-1.4	1.6	15.8	12.8	7.8	6.5	
Russell 3000	6.3	-1.4	0.5	14.7	12.2	7.4	5.4	
eA US Large Cap Core Equity Gross Rank	48	54	38	38	45	48	39	
Total International Equity	2.7	-9.6	-5.9	2.0	0.7	1.6	3.2	
MSCI ACWI ex USA Gross	3.3	-9.2	-5.3	1.9	1.5	3.4	4.5	
eA All EAFE Equity Gross Rank	88	94	96	95	98	99	96	
Total Global Equity	3.5	-10.3	-11.5					
MSCI ACWI Gross	5.1	-4.7	-1.8					
eA Global All Cap Equity Gross Rank	81	92	96					
Total Fixed Income	-0.1	-1.2	-0.9	0.9	4.0	5.0	5.3	
Barclays Aggregate	-0.6	0.7	0.6	1.4	3.2	4.5	5.0	
eA US Core Fixed Inc Gross Rank	8	99	99	99	33	48	63	
Total Real Estate	2.2	6.9	15.0	13.2	11.1	5.4	8.6	
NCREIF Property Index	2.9	6.1	13.3	12.0	12.2	7.8	9.0	
NCREIF-ODCE	3.3	7.1	15.0	13.8	13.7	6.5	7.9	
Total Alternatives	-3.5	-8.8	-7.6	-2.4	0.0	1.7		
CPI + 5%	0.6	1.6	5.8	6.0	6.6	6.9		
Total Opportunistic	0.0	-2.0	2.7	15.6				
Assumption Rate	1.9	3.9	7.9	7.9				

Period Ending: December 31, 2015



Actual vs Target Allocation (%)

Annualized Excess Performance and Tracking Error Total Fund vs. Policy Index



— Rolling 3 Year Excess Performance vs. Policy Index

— Rolling 3 Year Tracking Error vs. Policy Index

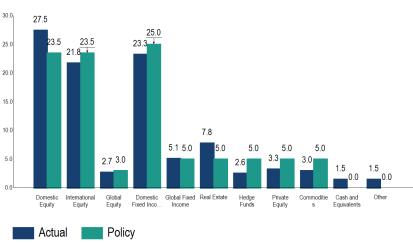
New Policy Index as of 11/1/2014: 23.5% Russell 3000, 23.5% MSCI ACWI ex US, 25% BC Agg., 3% MSCI ACWI, 5% BC US TIPS, 5% NCREIF Property, 5% Bloomberg Comm., 5% CPI +500 bps, 5% Russell 3000 +300 bps. All return periods greater than 1-year are rolling annualized returns.



Total Fund Executive Summary (Net of Fees)

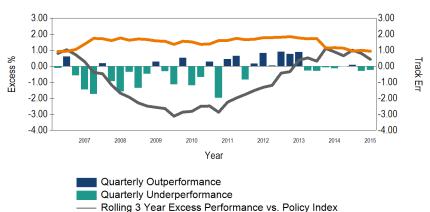
	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs	20 Yrs
Total Fund	2.0	-3.9	-1.6	5.6	5.5	4.4	4.9	7.3
Policy Index	2.2	-3.4	-1.1	5.2	5.6	5.3	5.6	
Total Fund x Clifton	2.0	-3.8	-1.6	5.6	5.4			
Policy Index	2.2	-3.4	-1.1	5.2	5.6			
Total Domestic Equity	5.9	-1.6	1.2	15.3	12.3	7.4	6.1	
Russell 3000	6.3	-1.4	0.5	14.7	12.2	7.4	5.4	
Total International Equity	2.6	-9.8	-6.2	1.8	0.4	1.3	2.8	
MSCI ACWI ex USA Gross	3.3	-9.2	-5.3	1.9	1.5	3.4	4.5	
Total Global Equity	3.3	-10.7	-12.3					
MSCI ACWI Gross	5.1	-4.7	-1.8					
Total Fixed Income	-0.2	-1.4	-1.1	0.6	3.7	4.8	5.1	
Barclays Aggregate	-0.6	0.7	0.6	1.4	3.2	4.5	5.0	
Total Real Estate	2.0	6.4	14.2	12.7	10.8	4.9	7.6	
NCREIF Property Index	2.9	6.1	13.3	12.0	12.2	7.8	9.0	
NCREIF-ODCE	3.3	7.1	15.0	13.8	13.7	6.5	7.9	
Total Alternatives	-3.8	-9.2	-8.4	-3.1	-0.6	1.4		
CPI + 5%	0.6	1.6	5.8	6.0	6.6	6.9		
Total Opportunistic	-0.2	-2.5	1.3	14.6				
Assumption Rate	1.9	3.9	7.9	7.9				

Period Ending: December 31, 2015



Actual vs Target Allocation (%)

Annualized Excess Performance and Tracking Error Total Fund vs. Policy Index

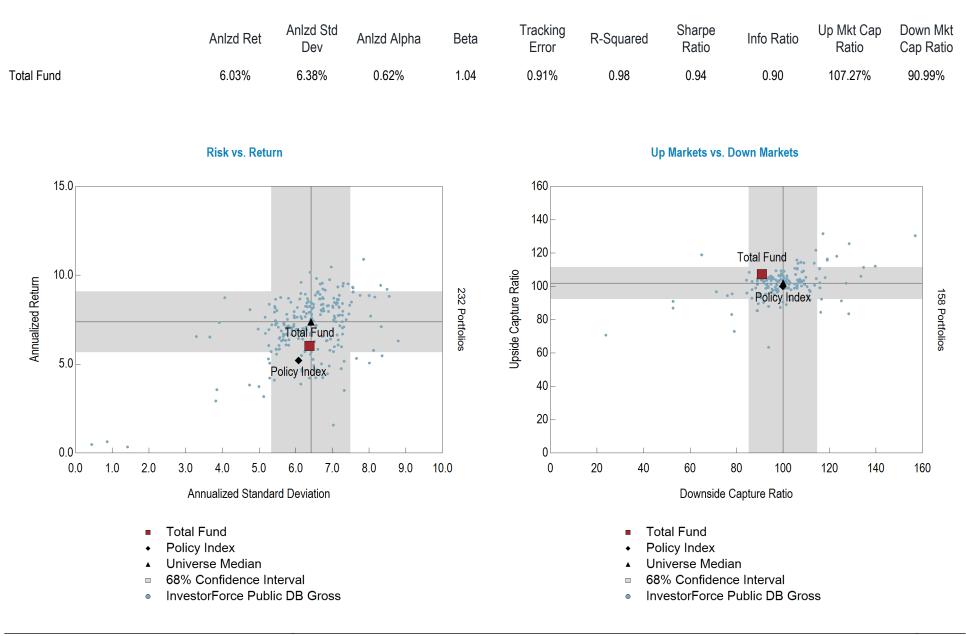


Rolling 3 Year Tracking Error vs. Policy Index

New Policy Index as of 11/1/2014: 23.5% Russell 3000, 23.5% MSCI ACWI ex US, 25% BC Agg., 3% MSCI ACWI, 5% BC US TIPS, 5% NCREIF Property, 5% Bloomberg Comm., 5% CPI +500 bps, 5% Russell 3000 +300 bps. All return periods greater than 1-year are rolling annualized returns.



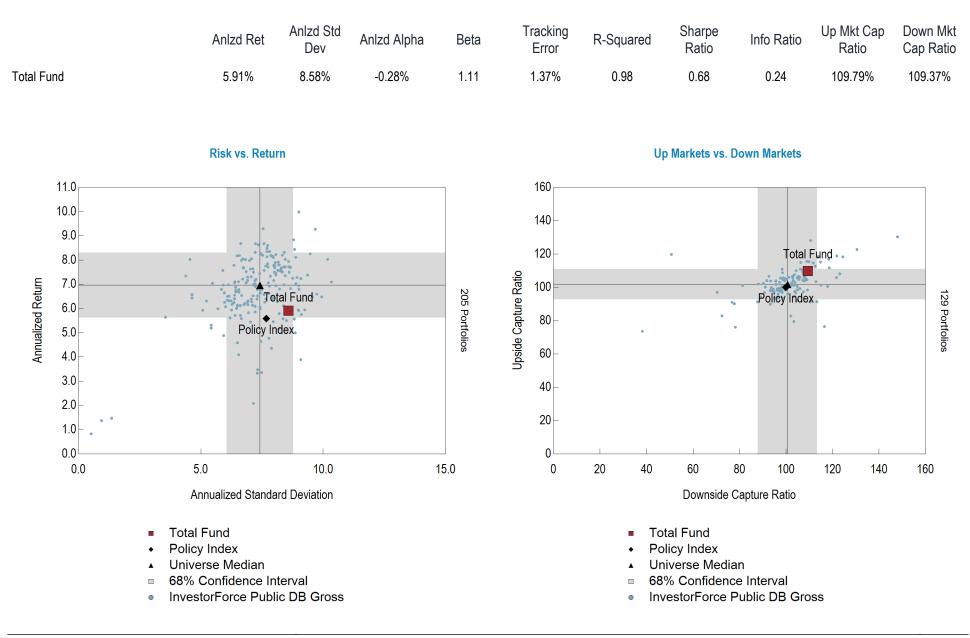
Total Fund Risk Analysis - 3 Years (Gross of Fees)



Verus⁷⁷

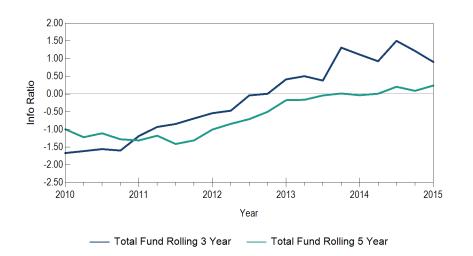
Total Fund Risk Analysis - 5 Years (Gross of Fees)

Period Ending: December 31, 2015

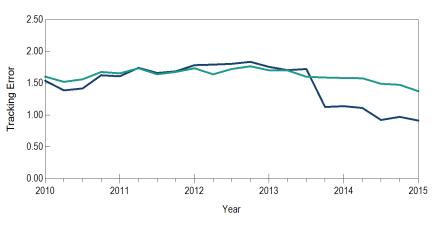




Total Fund Rolling Risk Statistics (Gross of Fees)



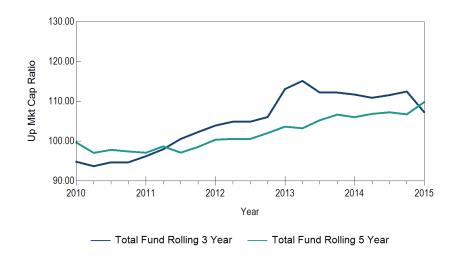
Rolling Information Ratio



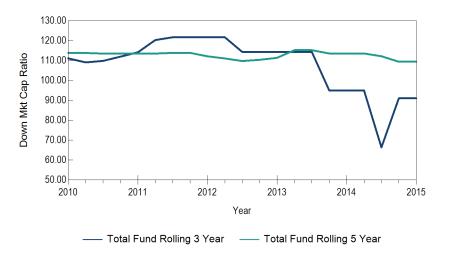
Rolling Tracking Error

— Total Fund Rolling 3 Year — Total Fund Rolling 5 Year

Rolling Up Market Capture Ratio (%)



Rolling Down Market Capture Ratio (%)



Verus⁷⁷⁷

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Fund	1,149,099,620	100.0	2.1	-3.7	-1.2	6.0	5.9	4.7	-1.2	4.2	15.8	12.8	-0.8
Policy Index			2.2	-3.4	-1.1	5.2	5.6	5.3	-1.1	4.6	12.6	11.6	1.0
InvestorForce Public DB Gross Rank			79	88	83	80	85	90	83	83	49	43	86
Total Fund x Clifton	1,144,628,847	99.6	2.1	-3.6	-1.2	6.0	5.8		-1.2	4.1	15.8	12.4	-1.0
Policy Index			2.2	-3.4	-1.1	5.2	5.6		-1.1	4.6	12.6	11.6	1.0
InvestorForce Public DB Gross Rank			81	87	83	80	86		83	87	48	50	88
Total Domestic Equity	315,995,247	27.5	6.0	-1.4	1.6	15.8	12.8	7.8	1.6	12.4	35.9	16.8	0.8
Russell 3000			6.3	-1.4	0.5	14.7	12.2	7.4	0.5	12.6	33.6	16.4	1.0
eA US Large Cap Core Equity Gross Rank			48	54	38	38	45	48	38	60	23	29	56
SSGA S&P 500 Flagship Fund	62,972,860	5.5	7.1	0.2	1.5	15.2			1.5	13.7	32.4	16.1	
S&P 500			7.0	0.2	1.4	15.1			1.4	13.7	32.4	16.0	
eA US Large Cap Core Equity Gross Rank			19	26	40	49			40	42	58	39	
QMA Large Cap Core	62,521,274	5.4	7.0	0.4	2.1	16.6	13.9		2.1	15.6	34.3	18.1	2.4
S&P 500			7.0	0.2	1.4	15.1	12.6		1.4	13.7	32.4	16.0	2.1
eA US Large Cap Core Equity Gross Rank			21	25	31	22	17		31	20	37	18	34
Waddell & Reed	65,663,176	5.7	7.8	2.0	7.6	18.6	14.3		7.6	12.8	37.3	13.0	3.6
Russell 1000 Growth			7.3	1.6	5.7	16.8	13.5		5.7	13.0	33.5	15.3	2.6
eA US Large Cap Growth Equity Gross Rank			30	24	26	18	26		26	40	25	78	17
Robeco Boston Partners Large Cap Value	60,914,952	5.3	4.8	-4.4	-3.9	13.7	12.6	8.2	-3.9	11.8	37.0	21.5	1.2
Russell 1000 Value			5.6	-3.2	-3.8	13.1	11.3	6.2	-3.8	13.5	32.5	17.5	0.4
eA US Large Cap Value Equity Gross Rank			66	64	65	48	25	24	65	58	26	6	43
William Blair Mid Cap Growth	23,040,414	2.0	3.3	-3.4	6.1	18.6	13.9		6.1	9.8	43.1	13.8	0.9
Russell 2500 Growth			3.8	-7.7	-0.2	14.5	11.4		-0.2	7.1	40.7	16.1	-1.6
eA US Mid Cap Growth Equity Gross Rank			44	21	7	4	8		7	33	11	68	28
Lee Munder Small Value	20,520,342	1.8	4.6	-4.4	0.4	12.0	8.6		0.4	5.1	33.1	15.7	-6.9
Russell 2000 Value			2.9	-8.2	-7.5	9.1	7.7		-7.5	4.2	34.5	18.1	-5.5
eA US Small Cap Value Equity Gross Rank			13	11	9	50	71		9	60	85	61	79
SSGA Russell Small Cap Completeness Index	20,362,228	1.8	3.0	-7.8	-3.5				-3.5	7.4			
Russell Small Cap Completeness			3.0	-7.8	-3.4				-3.4	7.4			
eA US Small Cap Core Equity Gross Rank			62	59	68				68	37			

Verus⁷⁷⁷

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total International Equity	250,368,503	21.8	2.7	-9.6	-5.9	2.0	0.7	1.6	-5.9	-4.8	18.5	15.7	-15.5
MSCI ACWI ex USA Gross			3.3	-9.2	-5.3	1.9	1.5	3.4	-5.3	-3.4	15.8	17.4	-13.3
eA All EAFE Equity Gross Rank			88	94	96	95	98	99	96	67	85	88	82
PIMCO RAE Fundamental Global Ex US Fund	78,145,378	6.8	1.1	-12.9	-10.9	1.5			-10.9	-5.7	24.5		
MSCI ACWI ex USA Gross			3.3	-9.2	-5.3	1.9			-5.3	-3.4	15.8		
eA All EAFE Equity Gross Rank			95	99	99	97			99	79	51		
SSGA MSCI ACWI Ex US Index Fund	83,568,588	7.3	3.3	-9.2	-5.5	1.7	1.3		-5.5	-3.6	15.5	17.1	-13.5
MSCI ACWI ex USA Gross			3.3	-9.2	-5.3	1.9	1.5		-5.3	-3.4	15.8	17.4	-13.3
eA All EAFE Equity Gross Rank			81	92	96	96	95		96	49	90	81	64
Pyramis International Growth	88,654,537	7.7	3.6	-6.9	-1.5	3.4	2.8	3.4	-1.5	-5.3	18.5	19.4	-13.0
MSCI ACWI ex USA Gross			3.3	-9.2	-5.3	1.9	1.5	3.4	-5.3	-3.4	15.8	17.4	-13.3
Tulare International Custom			4.1	-7.6	-2.6	3.7	2.8	3.7	-2.6	-4.0	19.1	18.1	-12.6
eA All EAFE Equity Gross Rank			77	78	77	91	90	80	77	75	85	59	59
Total Global Equity	31,012,216	2.7	3.5	-10.3	-11.5				-11.5				
MSCI ACWI Gross			5.1	-4.7	-1.8				-1.8				
eA Global All Cap Equity Gross Rank			81	92	96				96				
KBI Water Strategy	31,012,216	2.7	3.5	-10.3	-11.5				-11.5				
MSCI ACWI Gross			5.1	-4.7	-1.8				-1.8				
eA Global All Cap Equity Gross Rank			81	92	96				96				
Total Fixed Income	326,612,369	28.4	-0.1	-1.2	-0.9	0.9	4.0	5.0	-0.9	4.6	-0.9	8.4	9.1
Barclays Aggregate			-0.6	0.7	0.6	1.4	3.2	4.5	0.6	6.0	-2.0	4.2	7.8
eA US Core Fixed Inc Gross Rank			8	99	99	99	33	48	99	84	28	10	7
Total Domestic Fixed Income													
BlackRock Fixed Income	103,919,935	9.0	-0.4	0.8	1.1	1.9	3.8	5.0	1.1	6.2	-1.5	5.5	8.1
Barclays Aggregate			-0.6	0.7	0.6	1.4	3.2	4.5	0.6	6.0	-2.0	4.2	7.8
eA All US Fixed Inc Gross Rank			46	28	39	44	49	42	39	29	75	56	28
Doubleline Core Plus	50,636,263	4.4											
Barclays Aggregate													
eA US Core Plus Fixed Inc Gross Rank													
MacKay Shields Core Plus	49,200,801	4.3											
Barclays Aggregate													
eA US Core Plus Fixed Inc Gross Rank													

Verus⁷⁷

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
PIMCO Core Plus	413,072	0.0	-1.8	-1.5	-1.9	0.0			-1.9	5.2	-3.2		
Barclays Aggregate eA US Core Plus Fixed Inc Gross Rank			-0.6 99	0.7 83	0.6 92	1.4 99			0.6 92	6.0 74	-2.0 99		
Shenkman High Yield	33,204,459	2.9	-1.4	-5.7	-2.4	2.0	4.8		-2.4	2.5	6.3	12.3	6.1
BofA Merrill Lynch US High Yield Master II TR eA US High Yield Fixed Inc Gross Rank			-2.2 54	-7.0 59	-4.6 51	1.6 68	4.8 75		-4.6 51	2.5 52	7.4 81	15.6 89	4.4 27
SSGA TIPS	29,271,114	2.5	-0.6	-1.8	-1.4	-2.3	2.5		-1.4	3.6	-8.6	6.9	13.5
Barclays US TIPS			-0.6	-1.8	-1.4	-2.3	2.5		-1.4	3.6	-8.6	7.0	13.6
eA TIPS / Infl Indexed Fixed Inc Gross Rank			58	61	63	69	55		63	44	77	67	51
Vertas Transition Account	1,169,643	0.1											
Total Global Fixed Income										_	_		
Franklin Templeton Global Bond Plus	58,797,082	5.1	2.0	-3.6	-3.5	0.6			-3.5	2.4	3.0		
JPM GBI Global TR Hedged USD			0.0	2.0	1.3	3.1			1.3	8.5	-0.4		
eA Global Fixed Inc Hedged Gross Rank			8	66	67	61			67	55	37		
Total Real Estate	89,828,093	7.8	2.2	6.9	15.0	13.2	11.1	5.4	15.0	13.1	11.5	7.8	8.2
NCREIF Property Index			2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE			3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
RREEF	16,607,303	1.4	0.0	8.8	11.4	10.5	10.0	10.6	11.4	8.0	12.3	4.5	14.2
NCREIF Property Index			2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE			3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
RREEF America II	53,541,057	4.7	3.7	7.9	16.7	15.0	14.3	6.5	16.7	13.0	15.5	12.5	14.1
NCREIF Property Index			2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE			3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
TA Associates Realty	19,679,732	1.7	0.0	3.0	13.3	11.1	8.5		13.3	15.1	5.2	2.2	7.3
NCREIF Property Index			2.9	6.1	13.3	12.0	12.2		13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE			3.3	7.1	15.0	13.8	13.7		15.0	12.5	13.9	10.9	16.0

Verus⁷⁷

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Alternatives	101,115,540	8.8	-3.5	-8.8	-7.6	-2.4	0.0	1.7	-7.6	-3.0	3.8	5.0	2.1
CPI + 5%			0.6	1.6	5.8	6.0	6.6	6.9	5.8	5.8	6.6	6.8	8.1
Gresham MTAP Commodity Builder	16,945,794	1.5	-11.0	-24.4	-25.4				-25.4	-16.1			
Bloomberg Commodity Index TR USD			-10.5	-23.5	-24.7				-24.7	-17.0			
Commodities Broad Basket MStar MF Rank			85	85	71				71	34			
Wellington Commodity	17,297,873	1.5	-11.6	-23.9	-25.7				-25.7				
Bloomberg Commodity Index TR USD			-10.5	-23.5	-24.7				-24.7				
Commodities Broad Basket MStar MF Rank			93	82	73				73				
Aetos Capital	29,032,487	2.5	1.3	-0.5	1.2	5.9	4.5	4.0	1.2	5.2	11.4	7.9	-2.5
BofA ML 90 DAY T-BILLS + 400 bps			0.8	1.5	3.1	3.6	3.8	5.1	3.1	3.5	4.1	4.1	4.1
UBP Asset Management	450,441	0.0	-23.1	-25.2	-22.0	-4.2	-0.1	1.6	-22.0	7.5	4.7	12.6	0.6
BofA ML 90 DAY T-BILLS + 400 bps			0.8	1.5	3.1	3.6	3.8	5.1	3.1	3.5	4.1	4.1	4.1



Period Ending: December 31, 2015

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Fund	1,149,099,620	100.0	2.0	-3.9	-1.6	5.6	5.5	4.4	-1.6	3.8	15.4	12.4	-1.2
Policy Index			2.2	-3.4	-1.1	5.2	5.6	5.3	-1.1	4.6	12.6	11.6	1.0
Total Fund x Clifton	1,144,628,847	99.6	2.0	-3.8	-1.6	5.6	5.4		-1.6	3.7	15.5	12.0	-1.3
Policy Index			2.2	-3.4	-1.1	5.2	5.6		-1.1	4.6	12.6	11.6	1.0
Total Domestic Equity	315,995,247	27.5	5.9	-1.6	1.2	15.3	12.3	7.4	1.2	12.0	35.3	16.2	0.3
Russell 3000			6.3	-1.4	0.5	14.7	12.2	7.4	0.5	12.6	33.6	16.4	1.0
SSGA S&P 500 Flagship Fund	62,972,860	5.5	7.1	0.2	1.4	15.2			1.4	13.7	32.4	16.0	
S&P 500			7.0	0.2	1.4	15.1			1.4	13.7	32.4	16.0	
QMA Large Cap Core	62,521,274	5.4	6.9	0.2	1.8	16.2	13.6		1.8	15.2	33.9	17.8	2.2
S&P 500			7.0	0.2	1.4	15.1	12.6		1.4	13.7	32.4	16.0	2.1
Waddell & Reed	65,663,176	5.7	7.7	1.8	7.1	18.0	13.7		7.1	12.3	36.6	12.5	3.1
Russell 1000 Growth			7.3	1.6	5.7	16.8	13.5		5.7	13.0	33.5	15.3	2.6
Robeco Boston Partners Large Cap Value	60,914,952	5.3	4.7	-4.7	-4.4	13.3	12.1	7.8	-4.4	11.4	36.4	21.0	0.7
Russell 1000 Value			5.6	-3.2	-3.8	13.1	11.3	6.2	-3.8	13.5	32.5	17.5	0.4
William Blair Mid Cap Growth	23,040,414	2.0	3.1	-3.8	5.2	17.6	12.9		5.2	8.8	42.0	12.8	0.1
Russell 2500 Growth			3.8	-7.7	-0.2	14.5	11.4		-0.2	7.1	40.7	16.1	-1.6
Lee Munder Small Value	20,520,342	1.8	4.3	-4.8	-0.5	10.9	7.6		-0.5	4.1	31.8	14.6	-7.8
Russell 2000 Value			2.9	-8.2	-7.5	9.1	7.7		-7.5	4.2	34.5	18.1	-5.5
SSGA Russell Small Cap Completeness Index	20,362,228	1.8	3.0	-7.8	-3.5				-3.5	7.3			
Russell Small Cap Completeness			3.0	-7.8	-3.4				-3.4	7.4			
Total International Equity	250,368,503	21.8	2.6	-9.8	-6.2	1.8	0.4	1.3	-6.2	-5.0	18.3	15.3	-15.9
MSCI ACWI ex USA Gross			3.3	-9.2	-5.3	1.9	1.5	3.4	-5.3	-3.4	15.8	17.4	-13.3
PIMCO RAE Fundamental Global Ex US Fund	78,145,378	6.8	0.9	-13.1	-11.4	1.1			-11.4	-5.9	23.7		
MSCI ACWI ex USA Gross			3.3	-9.2	-5.3	1.9			-5.3	-3.4	15.8		
SSGA MSCI ACWI Ex US Index Fund	83,568,588	7.3	3.3	-9.3	-5.5	1.7	1.2		-5.5	-3.7	15.5	17.1	-13.5
MSCI ACWI ex USA Gross			3.3	-9.2	-5.3	1.9	1.5		-5.3	-3.4	15.8	17.4	-13.3
Pyramis International Growth	88,654,537	7.7	3.4	-7.1	-1.9	2.9	2.3	2.9	-1.9	-5.7	17.9	18.6	-13.5
MSCI ACWI ex USA Gross			3.3	-9.2	-5.3	1.9	1.5	3.4	-5.3	-3.4	15.8	17.4	-13.3
Tulare International Custom			4.1	-7.6	-2.6	3.7	2.8	3.7	-2.6	-4.0	19.1	18.1	-12.6
Total Global Equity	31,012,216	2.7	3.3	-10.7	-12.3				-12.3				
MSCI ACWI Gross			5.1	-4.7	-1.8				-1.8				
KBI Water Strategy	31,012,216	2.7	3.3	-10.7	-12.3				-12.3				
MSCI ACWI Gross			5.1	-4.7	-1.8				-1.8				



Period Ending: December 31, 2015

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Fixed Income	326,612,369	28.4	-0.2	-1.4	-1.1	0.6	3.7	4.8	-1.1	4.3	-1.2	8.0	8.8
Barclays Aggregate			-0.6	0.7	0.6	1.4	3.2	4.5	0.6	6.0	-2.0	4.2	7.8
Total Domestic Fixed Income													
BlackRock Fixed Income	103,919,935	9.0	-0.4	0.6	0.8	1.6	3.6	4.8	0.8	6.0	-1.8	5.2	8.0
Barclays Aggregate			-0.6	0.7	0.6	1.4	3.2	4.5	0.6	6.0	-2.0	4.2	7.8
Doubleline Core Plus	50,636,263	4.4											
Barclays Aggregate													
MacKay Shields Core Plus	49,200,801	4.3											
Barclays Aggregate													
PIMCO Core Plus	413,072	0.0	-1.9	-1.6	-2.2	-0.3			-2.2	4.9	-3.5		
Barclays Aggregate			-0.6	0.7	0.6	1.4			0.6	6.0	-2.0		
Shenkman High Yield	33,204,459	2.9	-1.5	-5.9	-2.9	1.5	4.3		-2.9	2.0	5.8	11.7	5.4
BofA Merrill Lynch US High Yield Master II TR			-2.2	-7.0	-4.6	1.6	4.8		-4.6	2.5	7.4	15.6	4.4
SSGA TIPS	29,271,114	2.5	-0.7	-1.8	-1.5	-2.3	2.5		-1.5	3.6	-8.6	6.9	13.5
Barclays US TIPS			-0.6	-1.8	-1.4	-2.3	2.5		-1.4	3.6	-8.6	7.0	13.6
Vertas Transition Account	1,169,643	0.1											
Total Global Fixed Income													
Franklin Templeton Global Bond Plus	58,797,082	5.1	1.8	-3.9	-4.1	0.1			-4.1	1.9	2.5		
JPM GBI Global TR Hedged USD			0.0	2.0	1.3	3.1			1.3	8.5	-0.4		
Total Real Estate	89,828,093	7.8	2.0	6.4	14.2	12.7	10.8	4.9	14.2	12.5	11.5	7.8	8.2
NCREIF Property Index			2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE			3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
RREEF	16,607,303	1.4	0.0	7.7	10.3	9.6	8.6	9.6	10.3	6.6	12.1	3.8	10.5
NCREIF Property Index			2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE			3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
RREEF America II	53,541,057	4.7	3.5	7.4	15.7	14.2	13.7	6.0	15.7	12.0	15.0	11.6	14.3
NCREIF Property Index			2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE			3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
TA Associates Realty	19,679,732	1.7	0.0	2.7	12.4	10.6	7.6		12.4	14.6	5.1	2.1	4.4
NCREIF Property Index			2.9	6.1	13.3	12.0	12.2		13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE			3.3	7.1	15.0	13.8	13.7		15.0	12.5	13.9	10.9	16.0

Verus⁷⁷⁷

Period Ending: December 31, 2015

	Market Value	% of Portfolio	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Alternatives	101,115,540	8.8	-3.8	-9.2	-8.4	-3.1	-0.6	1.4	-8.4	-3.9	3.5	4.7	1.7
CPI + 5%			0.6	1.6	5.8	6.0	6.6	6.9	5.8	5.8	6.6	6.8	8.1
Gresham MTAP Commodity Builder	16,945,794	1.5	-11.2	-24.7	-25.9				-25.9	-16.8			
Bloomberg Commodity Index TR USD			-10.5	-23.5	-24.7				-24.7	-17.0			
Wellington Commodity	17,297,873	1.5	-11.8	-24.2	-26.3				-26.3				
Bloomberg Commodity Index TR USD			-10.5	-23.5	-24.7				-24.7				
Aetos Capital	29,032,487	2.5	1.1	-0.9	0.5	5.1	4.0	3.7	0.5	4.5	10.4	7.2	-2.0
BofA ML 90 DAY T-BILLS + 400 bps			0.8	1.5	3.1	3.6	3.8	5.1	3.1	3.5	4.1	4.1	4.1
UBP Asset Management	450,441	0.0	-23.2	-25.3	-22.3	-4.7	-0.4	1.2	-22.3	7.0	4.2	12.4	0.8
BofA ML 90 DAY T-BILLS + 400 bps			0.8	1.5	3.1	3.6	3.8	5.1	3.1	3.5	4.1	4.1	4.1



Total Fund Performance Analysis - 5 Years (Gross of Fees)

	Anlzd Ret	Anlzd Std Dev	Anlzd Alpha	Beta	Tracking Error	R-Squared	Sharpe Ratio	Info Ratio	Up Mkt Cap Ratio	Down Mkt Cap Ratio
QMA Large Cap Core	13.92%	13.38%	0.80%	1.04	1.13%	0.99	1.04	1.19	111.58%	101.50%
Waddell & Reed	14.30%	13.67%	0.04%	1.05	2.33%	0.97	1.04	0.33	108.57%	105.45%
Robeco Boston Partners Large Cap Value	12.59%	15.02%	0.59%	1.06	2.80%	0.97	0.83	0.47	113.02%	103.48%
William Blair Mid Cap Growth	13.86%	16.08%	3.56%	0.90	3.40%	0.97	0.86	0.72	103.21%	84.05%
Lee Munder Small Value	8.65%	17.38%	1.12%	0.98	3.34%	0.96	0.49	0.29	102.49%	95.39%
SSGA MSCI ACWI Ex US Index Fund	1.31%	15.00%	-0.20%	1.00	0.09%	1.00	0.08	-2.34	98.59%	100.48%
Pyramis International Growth	2.82%	14.50%	1.38%	0.96	2.07%	0.98	0.19	0.63	100.68%	91.35%
BlackRock Fixed Income	3.81%	2.74%	0.74%	0.94	0.53%	0.97	1.37	1.05	111.73%	89.68%
Shenkman High Yield	4.83%	5.85%	0.60%	0.87	1.27%	0.97	0.82	-0.01	89.22%	81.10%
SSGA TIPS	2.53%	5.30%	-0.02%	1.00	0.03%	1.00	0.47	-0.61	99.69%	100.05%
RREEF	10.02%	5.50%	-0.70%	0.88	5.46%	0.02	1.81	-0.39	78.87%	
RREEF America II	14.35%	1.78%	6.83%	0.62	1.74%	0.08	8.02	1.25	123.03%	
TA Associates Realty	8.51%	3.38%	-8.61%	1.41	3.21%	0.11	2.50	-1.14	65.01%	
Aetos Capital	4.54%	3.77%	-7.95%	3.31	3.72%	0.04	1.19	0.21	122.24%	
UBP Asset Management	-0.12%	11.60%	-65.82%	17.40	11.52%	0.13	-0.01	-0.34	-2.84%	

							IRR Analysis	as of IRR date				
Vintage Year	Manager Name/Fund Name	Estimated Market Value as of 12/31/2015 ³	Total Commitment	Capital Called	% Called	Remaining Commitment	Capital Returned	Market Value as of IRR date	Distrib./ Paid-In (DPI) ¹	Tot. Value/ Paid-In (TVPI) ²	Net IRR Since Inception ⁶	IRR Date
Private E	quity											
2005	BlackRock Private Capital II ⁷	\$10,483,763	\$15,000,000	\$15,000,000	100%	\$0	\$12,301,924	\$10,690,871	82.0%	151.9%	7.3%	09/30/15
2004	Pantheon USA Fund VI	\$8,023,228	\$15,000,000	\$14,175,000	95%	\$825,000	\$13,484,999	\$8,473,228	95.1%	151.7%	7.6%	09/30/15
2011	PIMCO Bravo	\$4,490,393	\$15,000,000	\$15,000,000	100%	\$0	\$22,720,909	\$4,490,393	151.5%	181.4%	22.9%	12/31/15
2010	KKR Mezzanine Partners	\$8,364,734	\$15,000,000	\$15,444,393	103%	-\$444,393	\$10,512,776	\$10,561,143	68.1%	122.2%	9.4%	03/31/15
2011	Stepstone Secondary Opportunities Fund II 8	\$18,881,955	\$27,500,000	\$20,146,107	73%	\$7,353,893	\$7,224,458	\$19,523,323	35.9%	129.6%	21.3%	09/30/15
Private E	quity - Real Estate											
2007	TA Associates VIII	\$19,679,732	\$30,000,000	\$30,000,000	100%	\$0	\$8,272,699	\$20,860,512	27.6%	93.2%	-1.6%	06/30/15
	Total Private Equity % of Portfolio (Market Value)	\$69,923,805 6.1%	\$117,500,000	\$109,765,500	93%	\$7,734,500	\$74,517,765	\$74,599,470	67.9%	131.6%		

¹(DPI) is equal to (capital returned / capital called)

²(TVPI) is equal to (market value + capital returned) / capital called

³Last known market value + capital calls - distributions (StepStone as of 9/30/15)

⁴IRR currently unavailable for these funds.

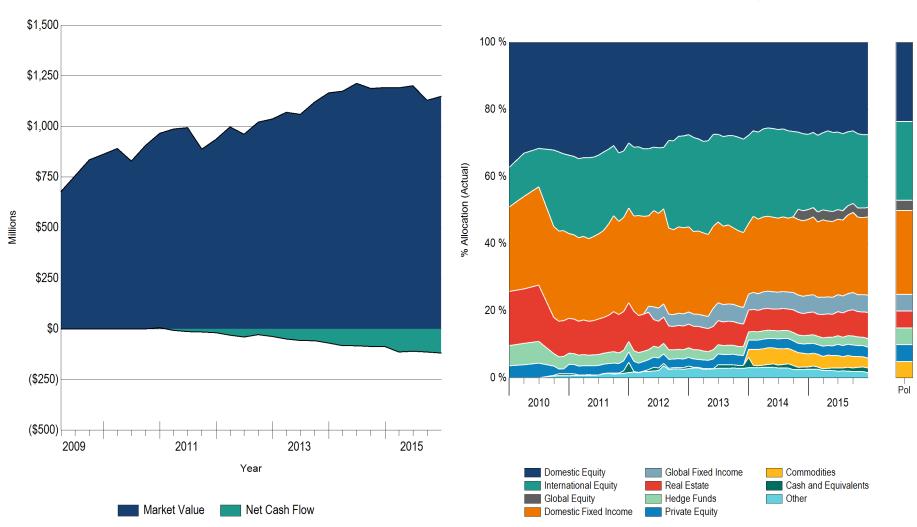
⁵Investment period ended, no further capital to be called.

⁶Net IRR is calculated on the cash flows of all the limited partners of the fund and is net of all fees. Each IRR figure is provided by its respective manager.

⁷BlackRock: Total capital called is \$15,288,632 which includes recycled distributions.

⁸StepStone: \$4,229,596 in recallable distributions

Verus⁷⁷⁷



Market Value History

Asset Allocation History

Net Cash flow history prior to 4Q 2010 is not available due to lack of data from previous consultant.



Total Fund Asset Allocation vs. Policy

Current		Policy			Current Balance	Current Allocation	Policy	Difference	Policy Range	Within IPS Range?
			l	Domestic Equity	\$315,995,247	27.5%	23.5%	\$45,956,837	15.0% - 35.0%	Yes
			[International Equity	\$250,368,503	21.8%	23.5%	-\$19,669,907	15.0% - 35.0%	Yes
			I	Global Equity	\$31,012,216	2.7%	3.0%	-\$3,460,772	0.0% - 5.0%	Yes
			23.5%	Domestic Fixed Income	\$267,815,286	23.3%	25.0%	-\$19,459,619	20.0% - 35.0%	Yes
	27.5%		l	Global Fixed Income	\$58,797,082	5.1%	5.0%	\$1,342,101	0.0% - 10.0%	Yes
				Real Estate	\$89,828,093	7.8%	5.0%	\$32,373,112	0.0% - 10.0%	Yes
			[Hedge Funds	\$29,482,928	2.6%	5.0%	-\$27,972,053	0.0% - 10.0%	Yes
				Private Equity	\$37,388,946	3.3%	5.0%	-\$20,066,035	0.0% - 10.0%	Yes
			I	Commodities	\$34,243,666	3.0%	5.0%	-\$23,211,315	0.0% - 10.0%	Yes
				Cash and Equivalents	\$16,841,751	1.5%		\$16,841,751		No
			23.5%	Other	\$17,325,901	1.5%		\$17,325,901		No
	21.8%			Total	\$1,149,099,620	100.0%	100.0%			
	2.7% 23.3%		3.0% 25.0%							
	5.1%		5.0%							
			5.0%							
	7.8%		5.00/							
	2.6%		5.0%							
	3.3%		5.0%							
	3.0% 1.5% 1.5%		5.0% 0.0%							



Investment Fund Fee Analysis

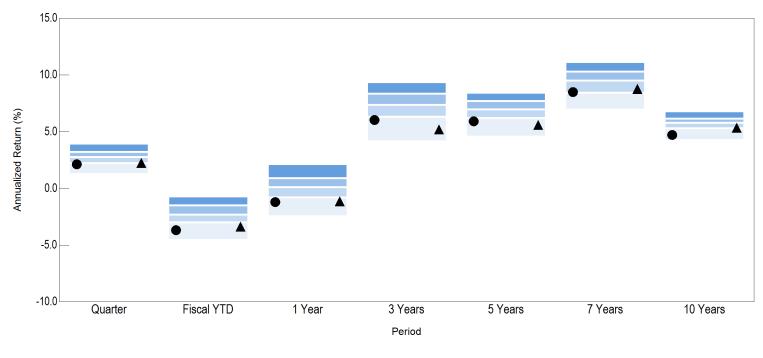
Account	Fee Schedule	Market Value As of 12/31/2015	% of Portfolio	Estimated Annual Fee (\$)	Estimated Annual Fee (%)
Aetos Capital	0.75% of Assets	\$29,032,487	2.5%	\$217,744	0.75%
BlackRock Alternative Advisors	\$120,000 Annually	\$10,483,763	0.9%	\$120,000	1.14%
BlackRock Fixed Income	0.25% of First \$100.0 Mil, 0.25% of Next \$100.0 Mil	\$103,919,935	9.0%	\$259,800	0.25%
Doubleline Core Plus	0.28% of First \$100.0 Mil, 0.25% Thereafter	\$50,636,263	4.4%	\$141,782	0.28%
Franklin Templeton Global Bond Plus	0.62% of First \$50.0 Mil, 0.51% of Next \$50.0 Mil, 0.45% Thereafter	\$58,797,082	5.1%	\$354,865	0.60%
Gresham MTAP Commodity Builder	0.75% of Assets	\$16,945,794	1.5%	\$127,093	0.75%
KBI Water Strategy	0.85% of Assets	\$31,012,216	2.7%	\$263,604	0.85%
Kohlberg Kravis Roberts & Co. Mezzanine Partners I	0.38% of Assets	\$8,364,734	0.7%	\$31,368	0.38%
Lee Munder Small Value	0.90% of First \$25.0 Mil, 0.85% of Next \$75.0 Mil, 0.30% Thereafter	\$20,520,342	1.8%	\$184,683	0.90%
MacKay Shields Core Plus	0.40% of Assets	\$49,200,801	4.3%	\$196,803	0.40%
Mellon Capital Cash Account	No Fee	\$16,841,751	1.5%		
Pantheon Ventures	No Fee	\$8,023,228	0.7%		
PIMCO Bravo	1.60% of Assets	\$4,490,393	0.4%	\$287,385	6.40%
PIMCO Core Plus	0.50% of First \$25.0 Mil, 0.38% of Next \$25.0 Mil, 0.25% Thereafter	\$413,072	0.0%	\$2,065	0.50%
PIMCO RAE Fundamental Global Ex US Fund	0.78% of First \$25.0 Mil, 0.43% of Next \$75.0 Mil, 0.38% Thereafter	\$78,145,378	6.8%	\$423,525	0.54%
Pyramis International Growth	0.70% of First \$25.0 Mil, 0.50% of Next \$25.0 Mil, 0.30% Thereafter	\$88,654,537	7.7%	\$415,964	0.47%
QMA Large Cap Core	0.35% of First \$50.0 Mil, 0.30% of Next \$50.0 Mil, 0.25% Thereafter	\$62,521,274	5.4%	\$212,564	0.34%
Robeco Boston Partners Large Cap Value	0.45% of First \$50.0 Mil, 0.35% of Next \$50.0 Mil, 0.30% Thereafter	\$60,914,952	5.3%	\$263,202	0.43%

Verus⁷⁷

Investment Fund Fee Analysis

Account	Fee Schedule	Market Value As of 12/31/2015	% of Portfolio	Estimated Annual Fee (\$)	Estimated Annual Fee (%)
RREEF	Management Fee: 7% of Net Operating Income Incentive Fee: 15% of excess returns over a 6% hurdle rate	\$16,607,303	1.4%	-	-
RREEF America II	0.95% of Assets	\$53,541,057	4.7%	\$508,640	0.95%
Shenkman High Yield	0.50% of Assets	\$33,204,459	2.9%	\$166,022	0.50%
SSGA MSCI ACWI Ex US Index Fund	0.08% of First \$25.0 Mil, 0.07% of Next \$25.0 Mil, 0.06% Thereafter	\$83,568,588	7.3%	\$57,641	0.07%
SSGA Russell Small Cap Completeness Index	0.05% of First \$25.0 Mil, 0.05% of Next \$25.0 Mil, 0.04% Thereafter	\$20,362,228	1.8%	\$10,181	0.05%
SSGA S&P 500 Flagship Fund	0.03% of Assets	\$62,972,860	5.5%	\$18,892	0.03%
SSGA TIPS	0.06% of First \$50.0 Mil, 0.05% of Next \$50.0 Mil, 0.04% Thereafter	\$29,271,114	2.5%	\$17,563	0.06%
Stepstone Secondary Opportunities Fund II	\$343,750 Annually	\$18,881,955	1.6%	\$343,750	1.82%
TA Associates Realty	0.60% of Assets	\$19,679,732	1.7%	\$118,078	0.60%
The Clifton Group	Asset Based Fee: 0.0375% (Quarterly) Retainer Fee: \$4,500 (Quarterly) Minimum Expense: \$50,000 (Annual)	\$4,470,773	0.4%		
UBP Asset Management	0.50% of Assets	\$450,441	0.0%	\$2,252	0.50%
Vertas Transition Account	No Fee	\$1,169,643	0.1%		
Waddell & Reed	0.60% of First \$25.0 Mil, 0.50% of Next \$25.0 Mil, 0.40% Thereafter	\$65,663,176	5.7%	\$337,653	0.51%
Wellington Commodity	0.75% of Assets	\$17,297,873	1.5%	\$129,734	0.75%
William Blair Mid Cap Growth	0.95% of First \$10.0 Mil, 0.80% of Next \$20.0 Mil, 0.75% of Next \$20.0 Mil, 0.70% of Next \$50.0 Mil, 0.65% of Next \$100.0 Mil, 0.60% Thereafter	\$23,040,414	2.0%	\$199,323	0.87%
Investment Management Fee		\$1,149,099,620	100.0%	\$5,412,177	0.47%

Verus⁷⁷



Total Fund Cumulative Performance vs. InvestorForce Public DB Gross

	Return (Rank)											
5th Percentile	3.9	-0.7		2.1	9.4		8.4		11.1		6.8	
25th Percentile	3.2	-1.5		0.9	8.4		7.7		10.3		6.2	
Median	2.8	-2.3		0.1	7.4		7.0		9.5		5.8	
75th Percentile	2.2	-3.0	-	0.8	6.3		6.2		8.5		5.3	
95th Percentile	1.3	-4.5		2.4	4.2		4.6		6.9		4.3	
# of Portfolios	265	265	:	256	232		205		184		165	
Total Fund	2.1 ((79) -3.7	(88)	1.2 (83) 6.0	(80)	5.9	(85)	8.5	(74)	4.7	(90)
Policy Index	2.2 ((75) -3.4	(83)	1.1 (83) 5.2	(89)	5.6	(89)	8.8	(70)	5.3	(74)

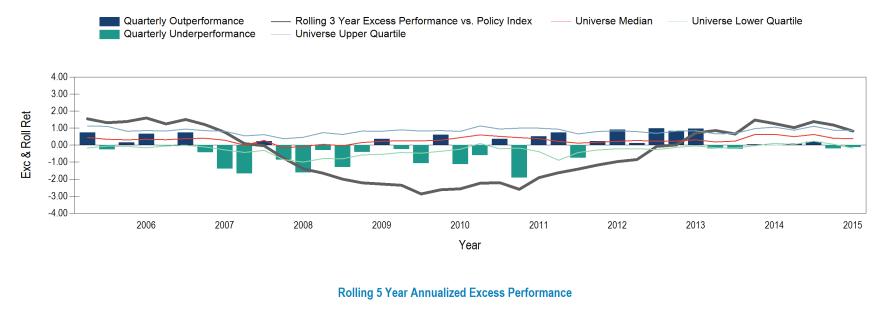


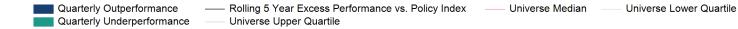
Total Fund Consecutive Periods vs. InvestorForce Public DB Gross

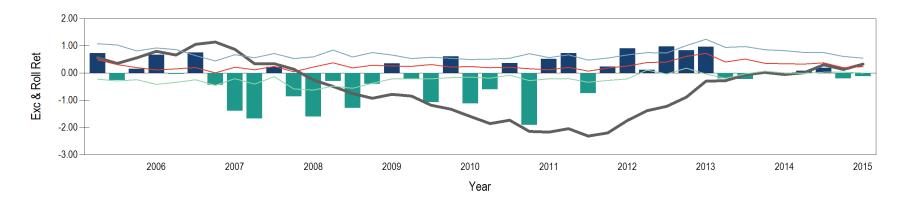
	Return (Rank)									
5th Percentile	2.1	8.0	20.8	14.6	3.6	15.4	27.0	-10.1	11.0	15.9
25th Percentile	0.9	6.8	18.0	13.4	1.9	14.0	22.4	-20.1	9.1	14.2
Median	0.1	5.8	15.5	12.4	0.9	12.9	20.2	-24.9	7.9	13.2
75th Percentile	-0.8	4.6	13.3	10.7	-0.3	11.7	15.9	-27.6	6.9	11.2
95th Percentile	-2.4	3.2	8.5	7.8	-2.5	8.6	10.5	-30.3	5.4	8.3
# of Portfolios	256	248	231	236	206	188	184	181	177	171
 Total Fund Policy Index 	-1.2 (83) -1.1 (83)	4.2 (83 4.6 (75	, , ,	12.8 (43) 11.6 (67)	-0.8 (86) 1.0 (46)	12.6 (57) 14.7 (13)	17.8 (67) 19.6 (53)	-27.7 (77) -24.5 (46)	6.6 (81) 7.9 (51)	16.2 (3) 14.8 (19)

Total Fund Rolling Return Analysis (Gross of Fees)

Rolling 3 Year Annualized Excess Performance









Total Domestic Equity Asset Class Overview (Gross of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Domestic Equity	315,995,247	6.0	-1.4	1.6	15.8	12.8	7.8	1.6	12.4	35.9	16.8	0.8
Russell 3000		6.3	-1.4	0.5	14.7	12.2	7.4	0.5	12.6	33.6	16.4	1.0
eA US Large Cap Core Equity Gross Rank		48	54	38	38	45	48	38	60	23	29	56
SSGA S&P 500 Flagship Fund	62,972,860	7.1	0.2	1.5	15.2			1.5	13.7	32.4	16.1	
S&P 500		7.0	0.2	1.4	15.1			1.4	13.7	32.4	16.0	
eA US Large Cap Core Equity Gross Rank		19	26	40	49			40	42	58	39	
QMA Large Cap Core	62,521,274	7.0	0.4	2.1	16.6	13.9		2.1	15.6	34.3	18.1	2.4
S&P 500		7.0	0.2	1.4	15.1	12.6		1.4	13.7	32.4	16.0	2.1
eA US Large Cap Core Equity Gross Rank		21	25	31	22	17		31	20	37	18	34
Waddell & Reed	65,663,176	7.8	2.0	7.6	18.6	14.3		7.6	12.8	37.3	13.0	3.6
Russell 1000 Growth		7.3	1.6	5.7	16.8	13.5		5.7	13.0	33.5	15.3	2.6
eA US Large Cap Growth Equity Gross Rank		30	24	26	18	26		26	40	25	78	17

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U.S. Effective Style Map

3 Years

U.S. Effective Style Map 5 Years

Large		Large	Large		Large
Value	SSGA S&P 500 Flag	gship Fund Growth	Value	QMA Large Cap Core	Growth
Q	MA Large Cap Core 💙	Waddell & Reed		•	Waddell & Reed
Mid		Mid	Mid		Mid
Value		Growth	Value		Growth
		•			
_		_	_		
Small		Small	Small		Small
Value		Growth	Value		Growth

Total Domestic Equity Asset Class Overview (Gross of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Robeco Boston Partners Large Cap Value	60,914,952	4.8	-4.4	-3.9	13.7	12.6	8.2	-3.9	11.8	37.0	21.5	1.2
Russell 1000 Value		5.6	-3.2	-3.8	13.1	11.3	6.2	-3.8	13.5	32.5	17.5	0.4
eA US Large Cap Value Equity Gross Rank		66	64	65	48	25	24	65	58	26	6	43
William Blair Mid Cap Growth	23,040,414	3.3	-3.4	6.1	18.6	13.9		6.1	9.8	43.1	13.8	0.9
Russell 2500 Growth		3.8	-7.7	-0.2	14.5	11.4		-0.2	7.1	40.7	16.1	-1.6
eA US Mid Cap Growth Equity Gross Rank		44	21	7	4	8		7	33	11	68	28
Lee Munder Small Value	20,520,342	4.6	-4.4	0.4	12.0	8.6		0.4	5.1	33.1	15.7	-6.9
Russell 2000 Value		2.9	-8.2	-7.5	9.1	7.7		-7.5	4.2	34.5	18.1	-5.5
eA US Small Cap Value Equity Gross Rank		13	11	9	50	71		9	60	85	61	79
SSGA Russell Small Cap Completeness Index	20,362,228	3.0	-7.8	-3.5				-3.5	7.4			
Russell Small Cap Completeness		3.0	-7.8	-3.4				-3.4	7.4			
eA US Small Cap Core Equity Gross Rank		62	59	68				68	37			

U.S. Effective Style Map

STEars

Large Value			Large Growth
Mid Value	Robeco Boston Partners	s Large Cap Value	Mid Growth
	Lee Munder Small Value	William Blair	Mid Cap Growth
∎ Small Value			■ Small Growth

U.S. Effective Style Map 5 Years



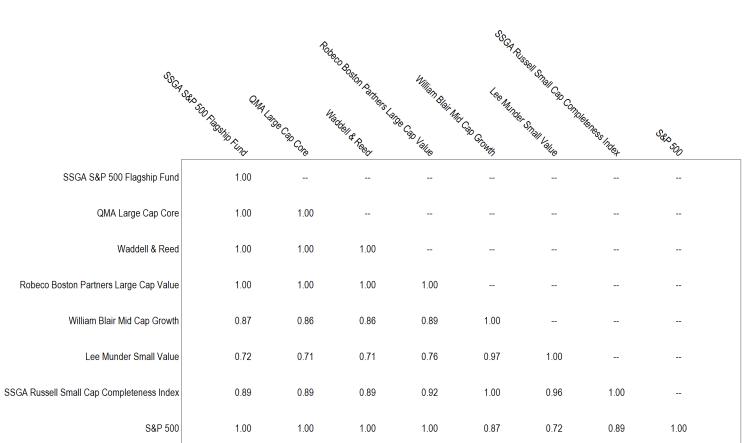
Total Domestic Equity Asset Class Overview (Net of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Domestic Equity	315,995,247	5.9	-1.6	1.2	15.3	12.3	7.4	1.2	12.0	35.3	16.2	0.3
Russell 3000		6.3	-1.4	0.5	14.7	12.2	7.4	0.5	12.6	33.6	16.4	1.0
SSGA S&P 500 Flagship Fund	62,972,860	7.1	0.2	1.4	15.2			1.4	13.7	32.4	16.0	
S&P 500		7.0	0.2	1.4	15.1			1.4	13.7	32.4	16.0	
QMA Large Cap Core	62,521,274	6.9	0.2	1.8	16.2	13.6		1.8	15.2	33.9	17.8	2.2
S&P 500		7.0	0.2	1.4	15.1	12.6		1.4	13.7	32.4	16.0	2.1
Waddell & Reed	65,663,176	7.7	1.8	7.1	18.0	13.7		7.1	12.3	36.6	12.5	3.1
Russell 1000 Growth		7.3	1.6	5.7	16.8	13.5		5.7	13.0	33.5	15.3	2.6
Robeco Boston Partners Large Cap Value	60,914,952	4.7	-4.7	-4.4	13.3	12.1	7.8	-4.4	11.4	36.4	21.0	0.7
Russell 1000 Value		5.6	-3.2	-3.8	13.1	11.3	6.2	-3.8	13.5	32.5	17.5	0.4
William Blair Mid Cap Growth	23,040,414	3.1	-3.8	5.2	17.6	12.9		5.2	8.8	42.0	12.8	0.1
Russell 2500 Growth		3.8	-7.7	-0.2	14.5	11.4		-0.2	7.1	40.7	16.1	-1.6
Lee Munder Small Value	20,520,342	4.3	-4.8	-0.5	10.9	7.6		-0.5	4.1	31.8	14.6	-7.8
Russell 2000 Value		2.9	-8.2	-7.5	9.1	7.7		-7.5	4.2	34.5	18.1	-5.5
SSGA Russell Small Cap Completeness Index	20,362,228	3.0	-7.8	-3.5				-3.5	7.3			
Russell Small Cap Completeness		3.0	-7.8	-3.4				-3.4	7.4			



SSGA SQUE	QU.	A Large	Robel Core	^{fo} Postoj ^{Nalde}	Control	W. Starge C	Gen Value	Stinnic Con	SGA RU	Sell She	Relition of the second	and the second	SS INDER	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SSGA S&P 500 Flagship Fund			135	90.7	41	81.6	66	87.9	4	5.3	1	1.3	1	0.0
QMA Large Cap Core	135	56.9			21	54.0	38	56.2	1	1.5	4	3.2	63	5.2
Waddell & Reed	41	24.9	21	25.0			5	9.8	2	3.7	0	0.0	4	1.6
Robeco Boston Partners Large Cap Value	66	24.7	38	28.1	5	10.1			2	3.4	1	0.6	14	1.5
William Blair Mid Cap Growth	4	0.2	1	0.3	2	2.9	2	1.0			5	5.1	60	7.3
Lee Munder Small Value	1	0.0	4	0.5	0	0.0	1	0.4	5	5.8			98	5.4
SSGA Russell Small Cap Completeness Index	1	0.0	<mark>6</mark> 3	9.3	4	4.6	14	7.2	60	86.7	98	93.3		



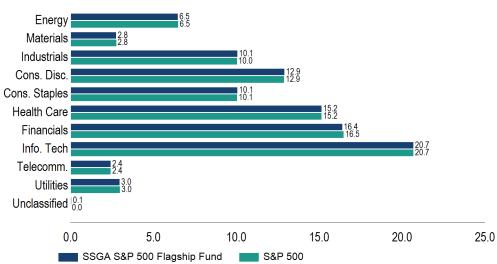


Correlation Matrix October 1, 2015 Through December 31, 2015



Characteristics

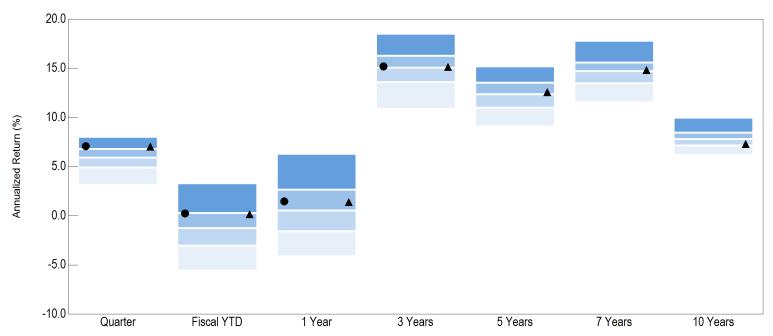
	Portfolio	S&P 500
Number of Holdings	505	504
Weighted Avg. Market Cap. (\$B)	128.91	128.54
Median Market Cap. (\$B)	17.53	17.46
Price To Earnings	23.05	22.19
Price To Book	4.84	4.25
Price To Sales	3.29	3.00
Return on Equity (%)	18.70	18.03
Yield (%)	2.20	2.17
Beta	1.00	1.00



Sector Allocation (%) vs S&P 500

*Unclassified includes Cash

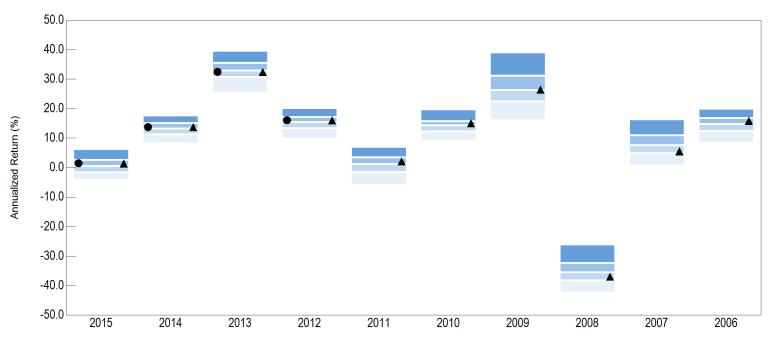
Top Holdings			Top Contributo	rs		Bot	tom Contribut	tors	
Ending Period Weight			Avg Wgt	Return	Contribution		Avg Wgt	Return	Contribution
APPLE	3.28%	MICROSOFT	2.09	26.20	0.55	APPLE	3.72	-4.16	-0.15
MICROSOFT	2.48%	ALPHABET 'A'	2.16	21.87	0.47	KINDER MORGAN	0.29	-45.09	-0.13
EXXON MOBIL	1.81%	AMAZON.COM	1.16	32.04	0.37	UNION PACIFIC	0.46	-10.97	-0.05
GENERAL ELECTRIC	1.64%	GENERAL ELECTRIC	1.51	24.44	0.37	CHIPOTLE MEXN.GRILL	0.13	-33.38	-0.04
JOHNSON & JOHNSON	1.59%	FACEBOOK CLASS A	1.20	16.42	0.20	WILLIAMS	0.15	-28.72	-0.04
AMAZON.COM	1.45%	JOHNSON & JOHNSON	1.53	10.84	0.17	ANADARKO PETROLEUM	0.18	-19.15	-0.03
WELLS FARGO & CO	1.41%	CHEVRON	0.87	15.38	0.13	INTERNATIONAL	0.77	-4.18	-0.03
BERKSHIRE HATHAWAY 'B'	1.38%	HOME DEPOT	0.88	15.01	0.13	BUS.MCHS.			
JP MORGAN CHASE & CO.	1.36%	PROCTER & GAMBLE	1.15	11.38	0.13	MACY'S	0.10	-31.17	-0.03
FACEBOOK CLASS A	1.33%	INTEL	0.85	15.10	0.13	QUALCOMM	0.50	-6.05	-0.03
Total	17.73%					WAL MART STORES	0.61	-4.67	-0.03



SSGA S&P 500 Flagship Fund vs. eA US Large Cap Core Equity Gross Universe

	Return (Ra	ık)												
5th Percentile	8.0		3.3		6.3		18.5		15.2		17.8		9.9	
25th Percentile	6.8		0.3		2.7		16.3		13.5		15.6		8.5	
Median	5.9		-1.2		0.6		15.1		12.4		14.7		7.8	
75th Percentile	4.9		-3.0		-1.6		13.6		11.0		13.5		7.2	
95th Percentile	3.1		-5.6		-4.1		10.9		9.1		11.6		6.2	
# of Portfolios	268		267		267		262		248		230		210	
 SSGA S&P 500 Flagship Fund 	7.1	(19)	0.2	(26)	1.5	(40)	15.2	(49)		()		()		()
▲ S&P 500	7.0	(20)	0.2	(29)	1.4	(42)	15.1	(50)	12.6	(48)	14.8	(48)	7.3	(71)





SSGA S&P 500 Flagship Fund vs. eA US Large Cap Core Equity Gross Universe

	Return (Ran	k)								
5th Percentile	6.3	17.7	39.6	20.1	7.0	19.7	39.1	-26.1	16.3	19.9
25th Percentile	2.7	15.1	35.5	17.2	3.6	15.8	31.2	-32.3	11.1	16.9
Median	0.6	13.3	32.9	15.4	1.3	14.4	26.3	-35.4	7.7	14.8
75th Percentile	-1.6	11.4	30.8	13.4	-1.5	12.3	22.6	-38.1	4.9	12.4
95th Percentile	-4.1	8.2	25.4	9.8	-5.9	9.1	16.1	-42.3	0.7	8.5
# of Portfolios	267	267	261	254	259	254	280	312	320	327
 SSGA S&P 500 Flagship Fund 	1.5 (40)	13.7 (42)	32.4 (58)	16.1 (39)	()	()	()	()	()	()
▲ S&P 500	1.4 (42)	13.7 (42)	32.4 (58)	16.0 (41)	2.1 (40)	15.1 (37)	26.5 (48)	-37.0 (62)	5.5 (71)	15.8 (37)

QMA Large Cap Core Manager Portfolio Overview

Characteristics

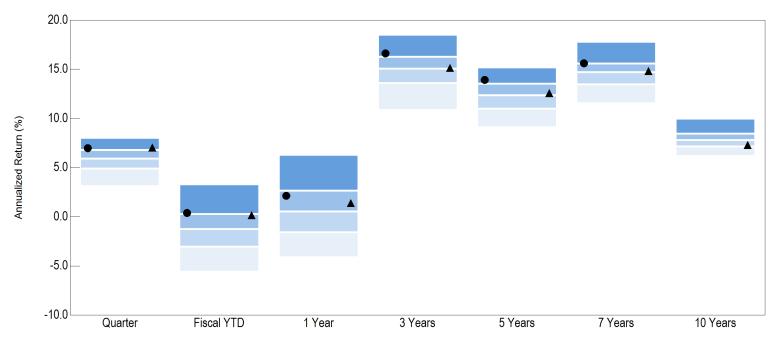
	Portfolio	S&P 500
Number of Holdings	199	504
Weighted Avg. Market Cap. (\$B)	129.15	128.54
Median Market Cap. (\$B)	20.90	17.46
Price To Earnings	21.52	22.19
Price To Book	4.77	4.25
Price To Sales	3.06	3.00
Return on Equity (%)	19.14	18.03
Yield (%)	2.42	2.17
Beta	1.01	1.00

6.8 6.5 Energy 2.1 Materials Industrials 9.4 10.0 Cons. Disc. 12.6 12.9 9.9 10.1 Cons. Staples Health Care 16.2 15.2 Financials 14.0 16.5 21.9 Info. Tech 20.7 3.2 Telecomm. Utilities 3.9 Unclassified 0.0 0.0 5.0 10.0 20.0 25.0 15.0 QMA Large Cap Core S&P 500

Sector Allocation (%) vs S&P 500

*Unclassified includes Cash

Top Holdings			Top Contributor	S	Bottom Contributors				
Ending Period Weight			Avg Wgt	Return	Contribution		Avg Wgt	Return	Contribution
APPLE	3.62%	MICROSOFT	2.48	26.20	0.65	APPLE	4.66	-4.16	-0.19
MICROSOFT	3.17%	ALPHABET 'C'	1.44	24.73	0.36	EQT	0.59	-19.48	-0.11
ALPHABET 'C'	2.93%	MCDONALDS	1.05	20.84	0.22	UNION PACIFIC	0.94	-10.97	-0.10
AMAZON.COM	2.11%	INTEL	1.44	15.10	0.22	CABOT OIL & GAS 'A'	0.44	-19.00	-0.08
JP MORGAN CHASE & CO.	1.76%	JP MORGAN CHASE & CO.	2.12	9.08	0.19	ARCHER-DANLSMIDL.	0.70	-10.86	-0.08
PROCTER & GAMBLE	1.66%	PROCTER & GAMBLE	1.66	11.38	0.19	GAP	0.59	-12.65	-0.07
INTEL	1.66%	JOHNSON & JOHNSON	1.74	10.84	0.19	MOSAIC	0.61	-10.55	-0.06
AT&T	1.65%	AMGEN	0.99	17.97	0.18	TARGET	0.91	-6.98	-0.06
VERIZON COMMUNICATIONS	1.59%	VALERO ENERGY	0.91	18.48	0.17	WAL MART STORES	1.11	-4.67	-0.05
BANK OF AMERICA	1.54%	ALPHABET 'A'	0.75	21.87	0.16	PUB.SER.ENTER.GP.	0.63	-7.29	-0.05
Total	21.69%								



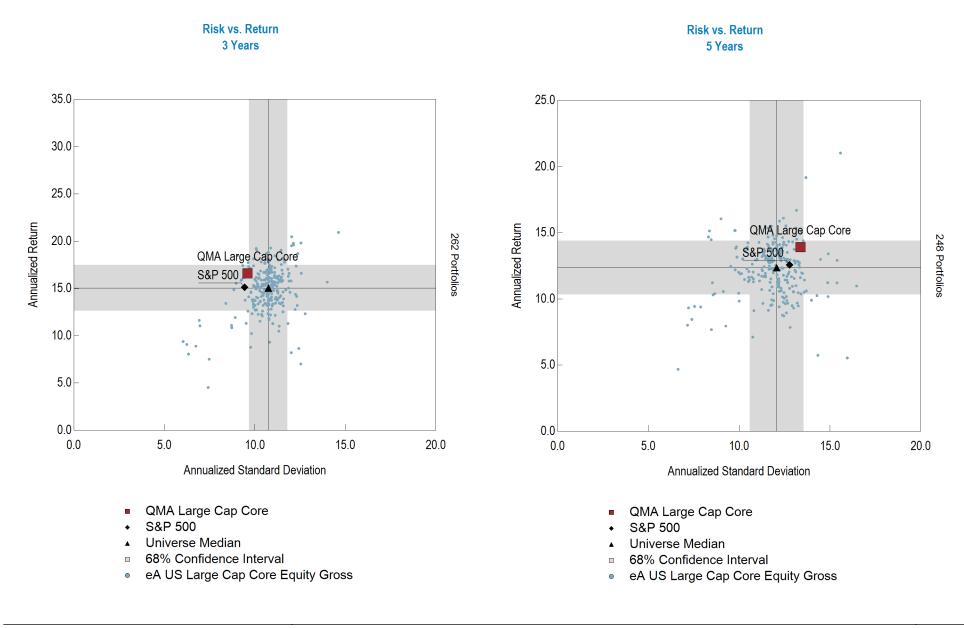
QMA Large Cap Core vs. eA US Large Cap Core Equity Gross Universe

	Return (Ra	nk)												
5th Percentile	8.0		3.3		6.3		18.5		15.2		17.8		9.9	
25th Percentile	6.8		0.3		2.7		16.3		13.5		15.6		8.5	
Median	5.9		-1.2		0.6		15.1		12.4		14.7		7.8	
75th Percentile	4.9		-3.0		-1.6		13.6		11.0		13.5		7.2	
95th Percentile	3.1		-5.6		-4.1		10.9		9.1		11.6		6.2	
# of Portfolios	268		267		267		262		248		230		210	
 QMA Large Cap Core 	7.0	(21)	0.4	(25)	2.1	(31)	16.6	(22)	13.9	(17)	15.6	(25)		()
▲ S&P 500	7.0	(20)	0.2	(29)	1.4	(42)	15.1	(50)	12.6	(48)	14.8	(48)	7.3	(71)



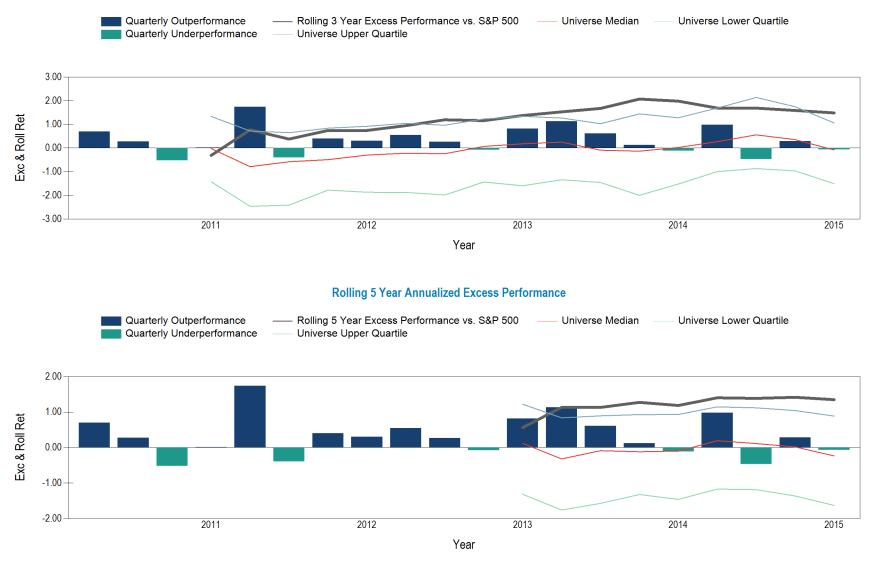
QMA Large Cap Core vs. eA US Large Cap Core Equity Gross Universe

	Return (Rank	x)								
5th Percentile	6.3	17.7	39.6	20.1	7.0	19.7	39.1	-26.1	16.3	19.9
25th Percentile	2.7	15.1	35.5	17.2	3.6	15.8	31.2	-32.3	11.1	16.9
Median	0.6	13.3	32.9	15.4	1.3	14.4	26.3	-35.4	7.7	14.8
75th Percentile	-1.6	11.4	30.8	13.4	-1.5	12.3	22.6	-38.1	4.9	12.4
95th Percentile	-4.1	8.2	25.4	9.8	-5.9	9.1	16.1	-42.3	0.7	8.5
# of Portfolios	267	267	261	254	259	254	280	312	320	327
• QMA Large Cap Core	2.1 (31)	15.6 (20)	34.3 (37)	18.1 (18)	2.4 (34)	14.9 (40)	25.2 (58)	()	()	()
▲ S&P 500	1.4 (42)	13.7 (42)	32.4 (58)	16.0 (41)	2.1 (40)	15.1 (37)	26.5 (48)	-37.0 (62)	5.5 (71)	15.8 (37)



Verus⁷⁷

Rolling 3 Year Annualized Excess Performance





Waddell & Reed Manager Portfolio Overview

Number of Holdings

Price To Earnings

Return on Equity (%)

Price To Book

Price To Sales

Yield (%)

Beta

Weighted Avg. Market Cap. (\$B)

Median Market Cap. (\$B)

Characteristics

Russell

1000 Growth 644

122.90

8.44

25.41

7.02

3.80

25.00

1.60

1.00

Portfolio

53

134.77

63.47

30.52

9.33

6.00

25.96

1.05

1.11

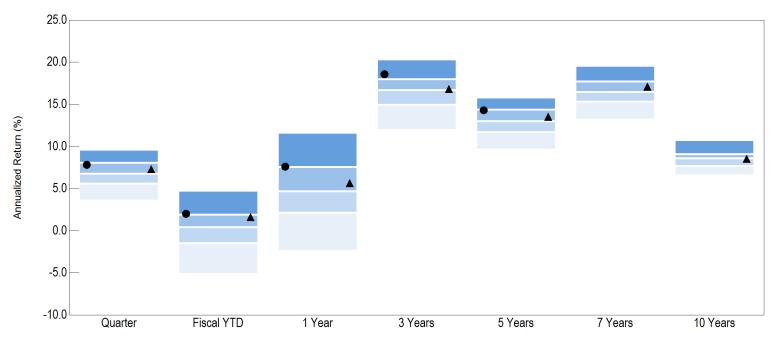
Energy 0.7				
Materials 1.0				
Industrials	9.2			
Cons. Disc.		24	.2	
Cons. Staples	11.3			
Health Care		17.1		
Financials 4.	6 5.5			
Info. Tech			28.1	35.5
Telecomm. 2.1				
Utilities 0.0				
Unclassified 0.0				
0.0	10.0	20.0	30.0	40.
	Waddell & Reed	Russell 1000 G	Growth	

Sector Allocation (%) vs Russell 1000 Growth

*Unclassified includes Cash

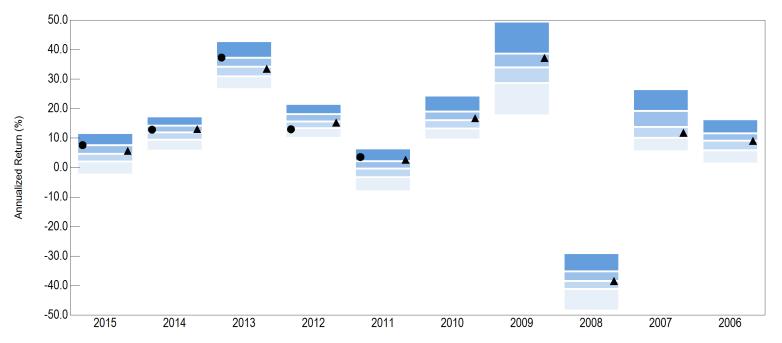
Top Holdings			Top Contributor	s		Bottom Contributors					
Ending Period Weight			Avg Wgt	Return	Contribution		Avg Wgt	Return	Contribution		
MASTERCARD	4.42%	AMAZON.COM	3.34	32.04	1.07	HCA HOLDINGS	2.95	-12.58	-0.37		
VISA 'A'	4.32%	HOME DEPOT	4.42	15.01	0.66	UNION PACIFIC	2.36	-10.97	-0.26		
HOME DEPOT	4.30%	ALPHABET 'A'	2.70	21.87	0.59	CANADIAN PACIFIC RY.	2.16	-10.77	-0.23		
AMAZON.COM	4.03%	FACEBOOK CLASS A	3.42	16.42	0.56	APPLE	4.52	-4.16	-0.19		
CELGENE	3.92%	ALLERGAN	3.64	14.97	0.55	POLARIS INDUSTRIES	0.66	-27.94	-0.18		
ALLERGAN	3.82%	ALPHABET 'C'	2.13	24.73	0.53	UNDER ARMOUR 'A'	0.90	-16.71	-0.15		
FACEBOOK CLASS A	3.56%	VISA 'A'	4.51	11.52	0.52	COGNIZANT TECH.SLTN.'A'	2.71	-4.14	-0.11		
APPLE	3.47%	CELGENE	3.89	10.71	0.42	HILTON WORLDWIDE HDG.	1.20	-6.43	-0.08		
MICROSOFT	3.18%	BRISTOL MYERS SQUIBB	2.35	16.83	0.40	NXP SEMICONDUCTORS	2.11	-3.24	-0.07		
ALPHABET 'A'	3.00%	MASTERCARD	4.51	8.22	0.37	EOG RES.	0.82	-2.57	-0.02		
Total	38.01%										

Waddell & Reed Cumulative Performance Comparison (Gross of Fees)



Waddell & Reed vs. eA US Large Cap Growth Equity Gross Universe

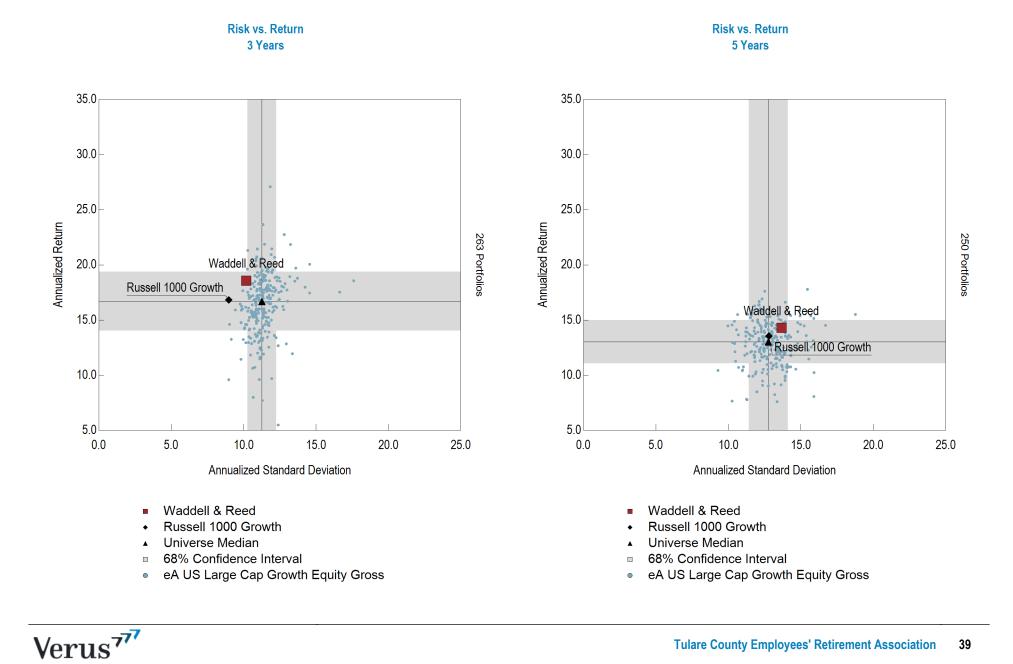
	Return (Rank))												
5th Percentile	9.6	-	4.7		11.6		20.3		15.8		19.6		10.7	
25th Percentile	8.1		1.9		7.6		18.0		14.4		17.7		9.1	
Median	6.8		0.4		4.7		16.7		13.0		16.5		8.6	
75th Percentile	5.6		-1.5		2.1		14.9		11.7		15.3		7.7	
95th Percentile	3.6		-5.1		-2.4		11.9		9.7		13.2		6.6	
# of Portfolios	270		270		270		263		250		236		208	
Waddell & Reed	7.8	(30)	2.0	(24)	7.6	(26)	18.6	(18)	14.3	(26)		()		()
Russell 1000 Growth	7.3	(41)	1.6	(32)	5.7	(42)	16.8	(48)	13.5	(41)	17.1	(39)	8.5	(53)



Waddell & Reed vs. eA US Large Cap Growth Equity Gross Universe

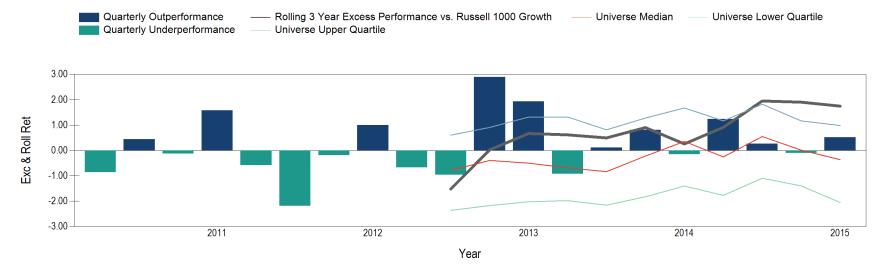
	Return (Ranl	()								
5th Percentile	11.6	17.3	42.8	21.6	6.4	24.4	49.5	-29.1	26.6	16.3
25th Percentile	7.6	14.3	37.3	18.2	2.2	19.1	38.6	-35.1	19.2	11.7
Median	4.7	12.0	34.3	15.7	-0.3	16.1	34.0	-38.4	13.8	9.2
75th Percentile	2.1	9.5	31.0	13.4	-3.2	13.2	28.7	-41.1	10.2	5.9
95th Percentile	-2.4	5.8	26.6	10.2	-8.0	9.6	17.7	-48.4	5.6	1.5
# of Portfolios	270	291	274	274	294	304	350	381	395	405
Waddell & Reed	7.6 (26)	12.8 (40)	37.3 (25)	13.0 (78)	3.6 (17)	()	()	()	()	()
Russell 1000 Growth	5.7 (42)	13.0 (38)	33.5 (56)	15.3 (55)	2.6 (22)	16.7 (46)	37.2 (33)	-38.4 (51)	11.8 (63)	9.1 (53)

Tulare County Employees' Retirement Association

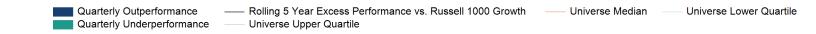


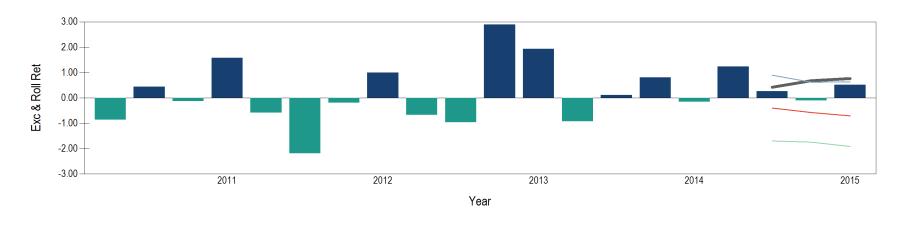
Waddell & Reed Rolling Return Analysis (Gross of Fees)

Rolling 3 Year Annualized Excess Performance



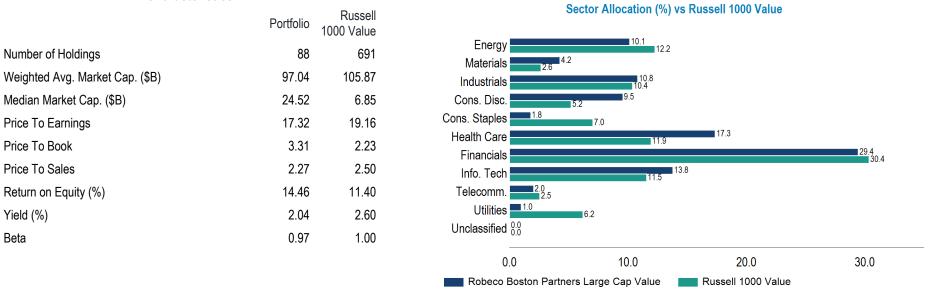
Rolling 5 Year Annualized Excess Performance









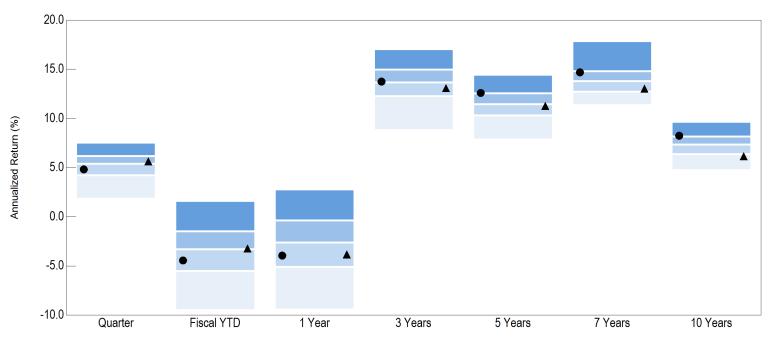


*Unclassified includes Cash

Top Holdings			Top Contributor	S	Bottom Contributors				
Ending Period Weight			Avg Wgt	Return	Contribution		Avg Wgt	Return	Contribution
BERKSHIRE HATHAWAY 'B'	4.58%	MICROSOFT	2.72	26.20	0.71	WESTERN DIGITAL	1.01	-23.79	-0.24
JP MORGAN CHASE & CO.	4.44%	TYSON FOODS 'A'	1.76	24.10	0.42	MACY'S	0.57	-31.17	-0.18
WELLS FARGO & CO	3.71%	JOHNSON & JOHNSON	3.70	10.84	0.40	TARGET	1.72	-6.98	-0.12
MICROSOFT	3.25%	JP MORGAN CHASE & CO.	4.30	9.08	0.39	ANADARKO PETROLEUM	0.57	-19.15	-0.11
JOHNSON & JOHNSON	3.02%	ACTIVISION BLIZZARD	1.29	25.32	0.33	ENERGEN	0.60	-17.76	-0.11
CAPITAL ONE FINL.	3.00%	MEDTRONIC	1.90	15.47	0.29	HARLEY-DAVIDSON	0.58	-16.77	-0.10
CITIGROUP	2.94%	WELLS FARGO & CO	3.97	6.59	0.26	WESTROCK	0.74	-10.62	-0.08
OCCIDENTAL PTL.	2.62%	RAYTHEON 'B'	1.59	14.67	0.23	ALLY FINANCIAL	0.88	-8.54	-0.08
PFIZER	2.52%	ACE	1.69	13.64	0.23	APPLE	1.66	-4.16	-0.07
CISCO SYSTEMS	2.04%	DELTA AIR LINES	1.56	13.27	0.21	EQT	0.31	-19.48	-0.06
Total	32.12%								

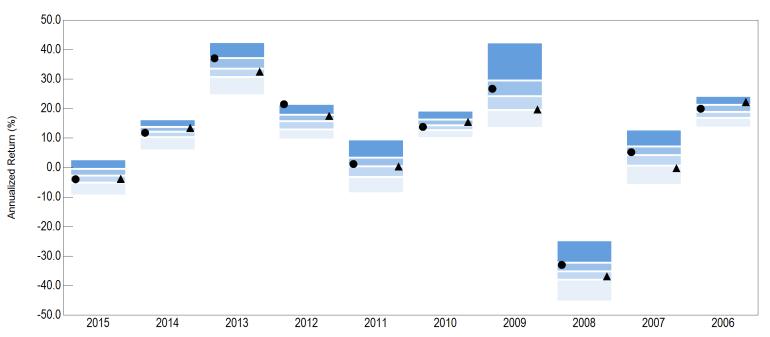
Yield (%)

Beta



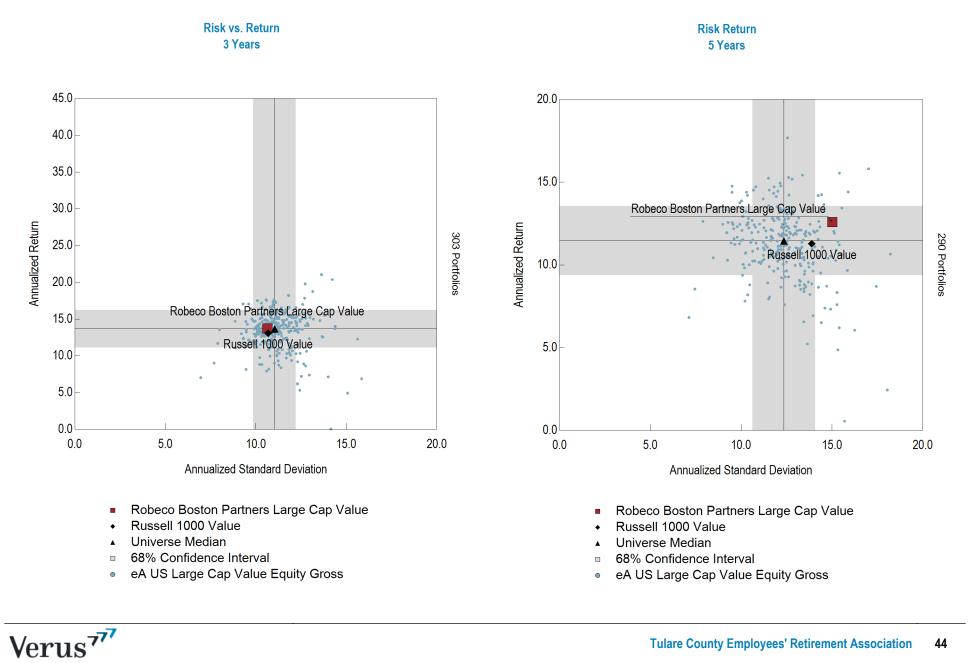
Robeco Boston Partners Large Cap Value vs. eA US Large Cap Value Equity Gross Universe

	Return (Rai	nk)												
5th Percentile	7.5		1.6		2.8		17.0		14.4		17.9		9.7	
25th Percentile	6.2		-1.5		-0.4		15.0		12.6		14.8		8.2	
Median	5.4		-3.3		-2.6		13.7		11.5		13.8		7.3	
75th Percentile	4.2		-5.5		-5.1		12.3		10.3		12.7		6.4	
95th Percentile	1.9		-9.5		-9.4		8.8		7.9		11.4		4.8	
# of Portfolios	312		312		312		303		290		272		237	
• Robeco Boston Partners Large Cap Value	4.8	(66)	-4.4	<mark>(64</mark>)	-3.9	(65)	13.7	(48)	12.6	(25)	14.7	(30)	8.2	(24)
Russell 1000 Value	5.6	(43)	-3.2	(50)	-3.8	(64)	13.1	(65)	11.3	(54)	13.0	(71)	6.2	(78)



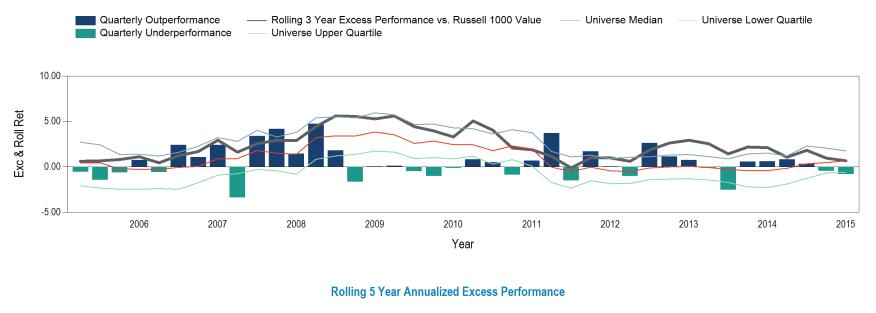
Robeco Boston Partners Large Cap Value vs. eA US Large Cap Value Equity Gross Universe

	Return (Rank)								
5th Percentile	2.8	16.3	42.5	21.5	9.5	19.2	42.3	-24.7	12.9	24.3
25th Percentile	-0.4	13.9	37.2	18.0	3.4	16.3	29.5	-32.1	7.2	21.3
Median	-2.6	12.2	33.6	15.7	0.5	14.3	24.3	-35.1	4.2	19.0
75th Percentile	-5.1	10.4	30.8	13.0	-3.1	12.7	19.6	-37.9	0.7	16.9
95th Percentile	-9.4	5.9	24.6	9.6	-8.6	10.1	13.5	-45.3	-5.9	13.6
# of Portfolios	312	307	310	303	310	323	360	376	406	408
Robeco Boston Partners Large Cap Value	-3.9 (65)	11.8 (58)	37.0 (26)	21.5 (6)	1.2 (43)	13.8 (61)	26.7 (35)	-33.0 (30)	5.2 (41)	20.0 (39)
Russell 1000 Value	-3.8 (64)	13.5 (33)	32.5 (60)	17.5 (30)	0.4 (51)	15.5 (35)	19.7 (75)	-36.8 (68)	-0.2 (80)	22.2 (17)

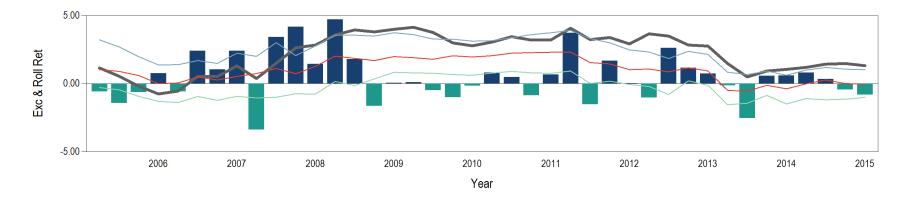


Tulare County Employees' Retirement Association 44

Rolling 3 Year Annualized Excess Performance



Quarterly Outperformance — Rolling 5 Year Excess Performance vs. Russell 1000 Value — Universe Median — Universe Lower Quartile Quarterly Underperformance — Universe Upper Quartile

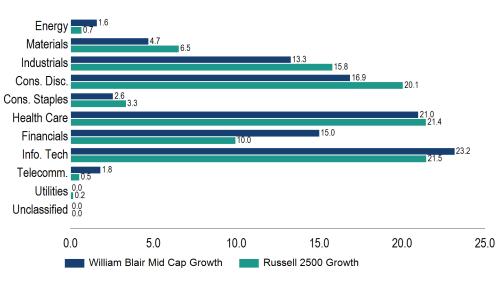




William Blair Mid Cap Growth Manager Portfolio Overview

Characteristics

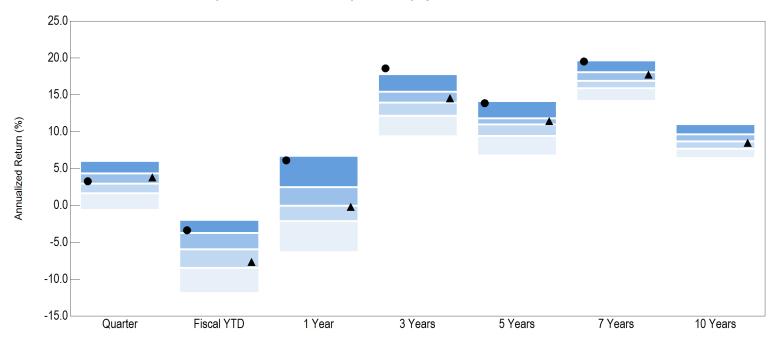
	Portfolio	Russell 2500 Growth	
Number of Holdings	70	1,505	
Weighted Avg. Market Cap. (\$B)	5.55	4.34	
Median Market Cap. (\$B)	5.02	1.08	(
Price To Earnings	27.15	27.00	
Price To Book	6.70	5.24	
Price To Sales	3.85	3.21	
Return on Equity (%)	26.88	18.92	
Yield (%)	0.75	0.77	
Beta	0.85	1.00	



Sector Allocation (%) vs Russell 2500 Growth

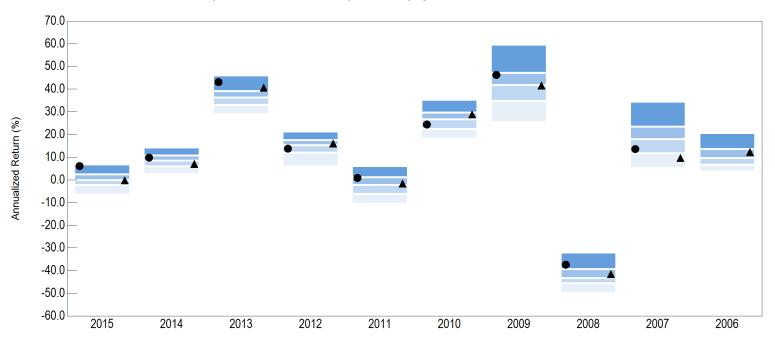
*Unclassified includes Cash

Top Holdings		Т	op Contributo	S		Bottom Contributors				
Ending Period Weight			Avg Wgt	Return	Contribution		Avg Wgt	Return	Contribution	
GUIDEWIRE SOFTWARE	2.76%	LIGAND PHARMS.'B'	2.24	26.59	0.60	EXACT SCIS.	1.59	-48.69	-0.77	
SIX FLAGS ENTM.	2.40%	J2 GLOBAL	3.01	16.67	0.50	PANDORA MEDIA	1.09	-37.16	-0.40	
J2 GLOBAL	2.30%	FIRSTSERVICE (NAS)	1.67	25.52	0.43	POLARIS INDUSTRIES	1.39	-27.94	-0.39	
METTLER TOLEDO INTL.	2.16%	SIRONA DENTAL SYSTEMS	2.43	17.39	0.42	2U	1.33	-22.06	-0.29	
LIGAND PHARMS.'B'	2.14%	SIX FLAGS ENTM.	1.94	21.35	0.41	ENCORE CAP.GP.	1.18	-21.41	-0.25	
MEDNAX	2.12%	METTLER TOLEDO INTL.	1.77	19.10	0.34	NEUSTAR 'A'	2.12	-11.91	-0.25	
CBOE HOLDINGS	2.04%	GUIDEWIRE SOFTWARE	2.34	14.42	0.34	WILLIAMS-SONOMA	1.08	-23.13	-0.25	
AFFILIATED MANAGERS	1.99%	COSTAR GP.	1.58	19.43	0.31	STERICYCLE	1.53	-13.43	-0.21	
JARDEN	1.98%	JARDEN	1.64	16.86	0.28	TEAM HEALTH HOLDINGS	1.00	-18.77	-0.19	
COSTAR GP.	1.94%	BOOZ ALLEN	1.51	18.23	0.28	HEALTHSOUTH	1.87	-8.69	-0.16	
Total	21.82%	HAMILTN.HLDG.	1.01	10.20	5.20					



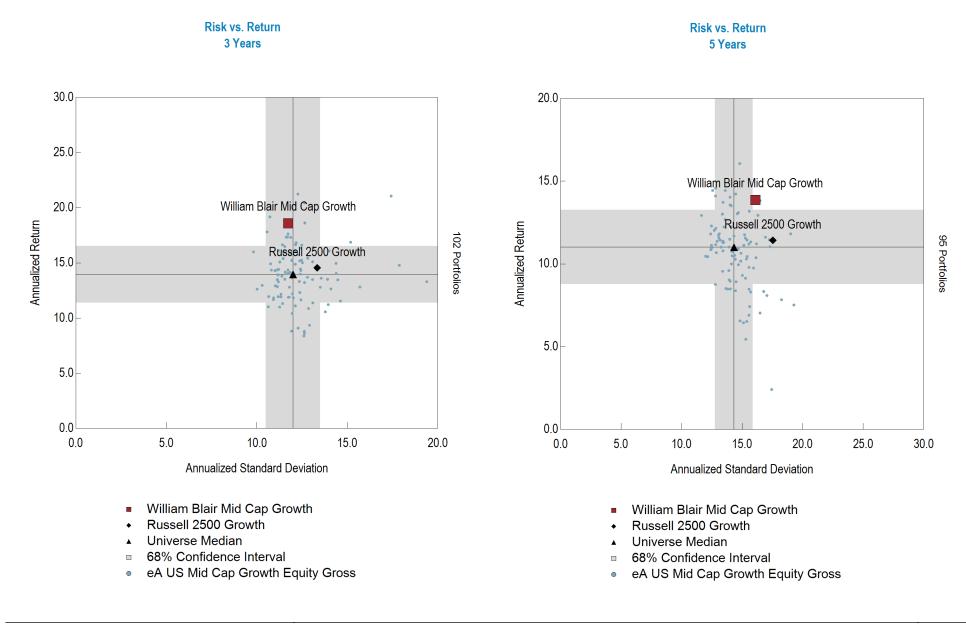
William Blair Mid Cap Growth vs. eA US Mid Cap Growth Equity Gross Universe

	Return (Rai	nk)												
5th Percentile	6.0		-2.0		6.7		17.8		14.1		19.6		11.0	
25th Percentile	4.4		-3.7		2.5		15.4		11.8		18.1		9.6	
Median	3.0		-5.9		0.0		14.0		11.0		16.9		8.7	
75th Percentile	1.7		-8.4		-2.1		12.2		9.4		15.9		7.7	
95th Percentile	-0.6		-11.9		-6.3		9.4		6.8		14.2		6.4	
# of Portfolios	105		105		105		102		95		90		79	
William Blair Mid Cap Growth	3.3	(44)	-3.4	<mark>(</mark> 21)	6.1	(7)	18.6	(4)	13.9	(8)	19.5	(7)		()
Russell 2500 Growth	3.8	(36)	-7.7	(69)	-0.2	(55)	14.5	(37)	11.4	(38)	17.7	(32)	8.5	(59)



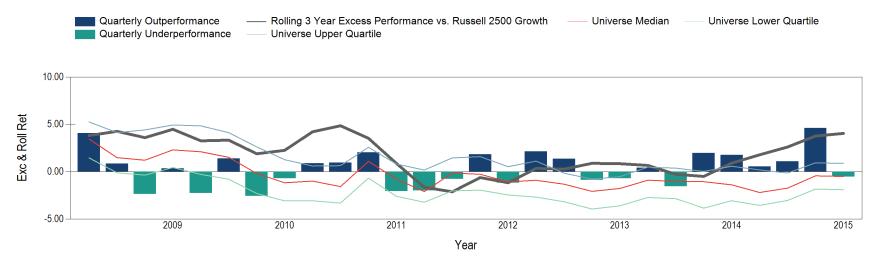
William Blair Mid Cap Growth vs. eA US Mid Cap Growth Equity Gross Universe

	Return (F	Rank)								
5th Percentile	6.7	14.2	46.0	21.3	6.1	35.3	59.6	-32.0	34.5	20.6
25th Percentile	2.5	10.9	39.2	17.6	1.3	29.8	47.2	-39.3	23.5	13.7
Median	0.0	8.6	36.4	15.4	-2.1	26.7	41.9	-43.2	18.0	9.8
75th Percentile	-2.1	6.1	33.2	12.2	-6.1	22.5	34.9	-45.5	11.8	6.8
95th Percentile	-6.3	2.6	29.0	6.0	-10.4	18.3	25.7	-49.8	5.3	3.8
# of Portfolios	105	117	106	111	122	127	142	158	154	155
 William Blair Mid Cap Growth 	6.1	(7) 9.8 ((33) 43.1 (1	1) 13.8 (68) 0.9	(28) 24.4	(65) 46.3 (3	0) -37.4 (19)	13.6 (68)	()
Russell 2500 Growth	-0.2 (55) 7.1 ((65) 40.7 (1	17) 16.1 (44) -1.6	(46) 28.9	(35) 41.7 (5	1) -41.5 (39)	9.7 (85)	12.3 (30)

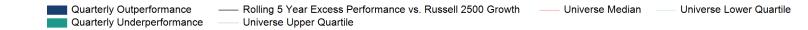


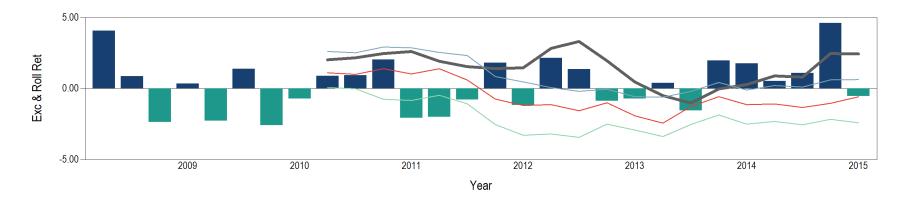
Verus⁷⁷⁷

Rolling 3 Year Annualized Excess Performance



Rolling 5 Year Annualized Excess Performance

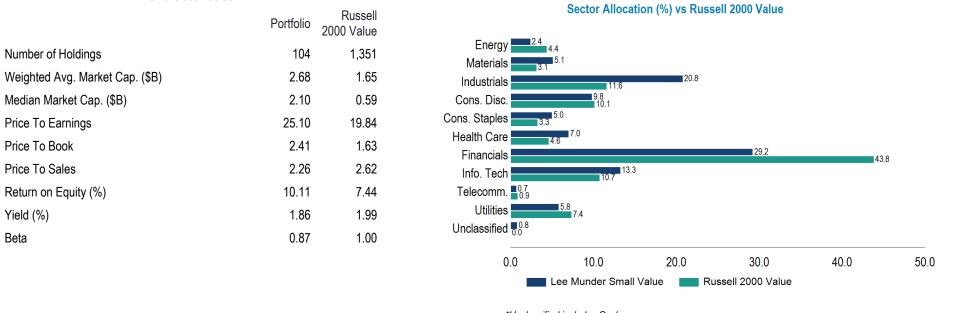






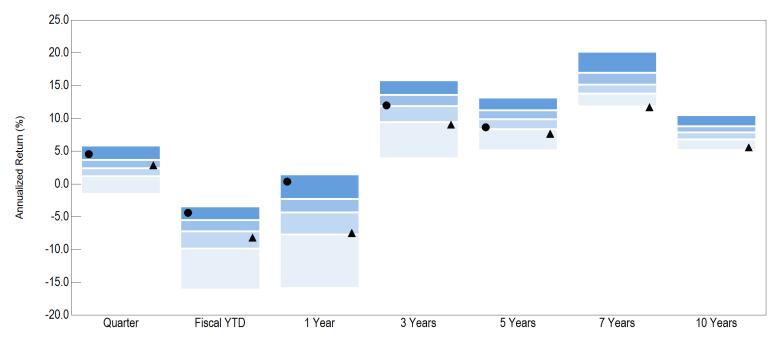
Lee Munder Small Value Manager Portfolio Overview





*Unclassified includes Cash

Top Holdings		То	p Contributor	s		Bottom Contributors				
Ending Period Weight			Avg Wgt	Return	Contribution		Avg Wgt	Return	Contribution	
GREAT PLAINS EN.	2.33%	HEARTLAND PAYMENT SYS.	1.20	50.67	0.61	MEN'S WEARHOUSE	0.70	-65.07	-0.45	
STERLING BANCORP	2.33%	CHAS.RVR.LABS.INTL.	1.29	26.56	0.34	ALLEGHENY TECHS.	0.90	-20.06	-0.18	
AMSURG	2.02%	M/A-COM TECHNOLOGY	0.70	41.05	0.29	INNOPHOS HOLDINGS	0.70	-25.72	-0.18	
PORTLAND GEN.ELEC.	2.02%	SLTN. HOLDINGS	0.70	41.00	0.29	IXIA	1.20	-14.22	-0.17	
BLACKSTONE MGE.TST.CL.A	1.92%	EXLSERVICE HDG.	1.29	21.66	0.28	FLOTEK INDUSTRIES	0.50	-31.50	-0.16	
HANOVER INSURANCE GROUP	1.72%	BROADSOFT	1.39	18.02	0.25	STEVEN MADDEN	0.80	-17.48	-0.14	
HURON CNSL.GP.	1.72%	ACTUANT 'A'	0.80	30.29	0.24	ARCTIC CAT	0.50	-25.72	-0.13	
CHAS.RVR.LABS.INTL.	1.52%	EAGLE BANC.	1.99	10.92	0.22	HEALTHSOUTH	1.29	-8.69	-0.11	
EAGLE BANC.	1.52%	CABOT	0.70	30.19	0.21	PIER 1 IMPORTS	0.40	-25.55	-0.10	
HORACE MANN EDUCATORS	1.42%	STERLING BANCORP	2.19	9.56	0.21	ORION MARINE GROUP	0.30	-30.27	-0.09	
Total	18.52%	SEMTECH	0.80	25.30	0.20					



Lee Munder Small Value vs. eA US Small Cap Value Equity Gross Universe

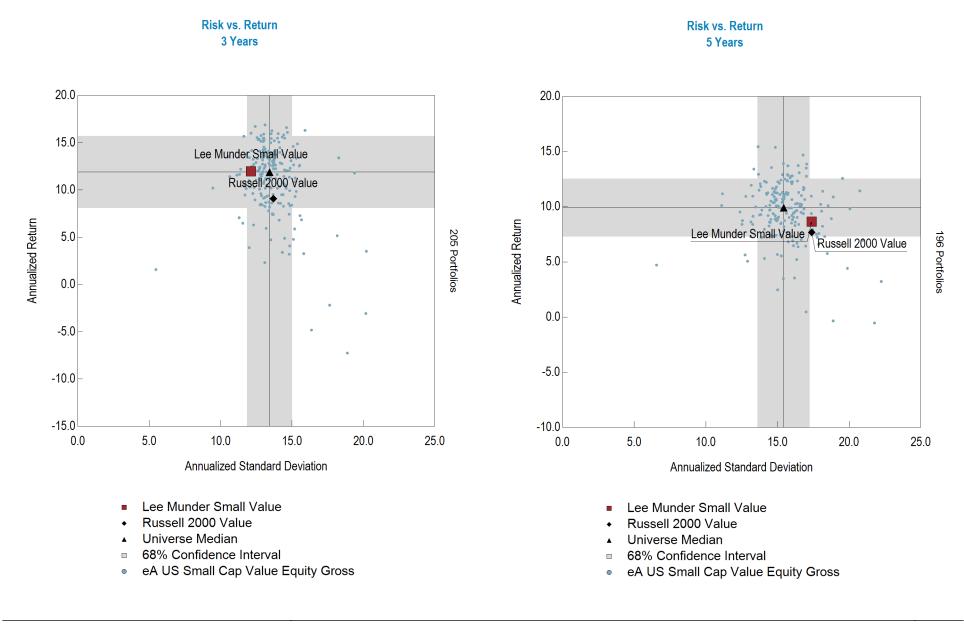
	Return (Rank	()												
5th Percentile	5.8	-	-3.4		1.5		15.8		13.2		20.2		10.5	
25th Percentile	3.7		-5.5		-2.2		13.6		11.3		17.0		8.8	
Median	2.4		-7.2		-4.3		11.9		9.9		15.2		7.9	
75th Percentile	1.2		-9.8		-7.7		9.5		8.4		13.8		6.8	
95th Percentile	-1.5	•	-16.1		-15.8		3.9		5.2		11.9		5.2	
# of Portfolios	212		212		212		205		196		183		152	
 Lee Munder Small Value 	4.6	(13)	-4.4	(11)	0.4	(9)	12.0	(50)	8.6	(71)		()		()
Russell 2000 Value	2.9	(40)	-8.2	(61)	-7.5	(74)	9.1	(79)	7.7	(80)	11.7	(96)	5.6	(92)



Lee Munder Small Value vs. eA US Small Cap Value Equity Gross Universe

	Return (R	ank)								
5th Percentile	1.5	11.2	49.4	25.7	5.3	35.6	64.2	-23.8	9.3	25.9
25th Percentile	-2.2	8.2	42.1	20.8	0.0	30.2	42.1	-28.7	1.5	21.6
Median	-4.3	5.8	38.1	1 6.9	-3.3	26.9	32.0	-32.3	-2.9	18.7
75th Percentile	-7.7	3.1	35.2	14.7	-6.2	23.8	25.5	-36.3	-8.1	15.0
95th Percentile	-15.8	-6.3	27.8	10.3	-12.6	19.2	16.1	-43.3	-16.1	10.6
# of Portfolios	212	206	199	187	177	186	197	221	230	223
• Lee Munder Small Value	0.4	(9) 5.1 (6	0) 33.1 (85) 15.7 (61) -6.9 (79)	26.8 (54)	()	()	()	()
Russell 2000 Value	-7.5 (7	4) 4.2 (6	8) 34.5 (78) 18.1 (43	3) -5.5 (69)	24.5 (72)	20.6 (85)	-28.9 (27)	-9.8 (82)	23.5 (14)

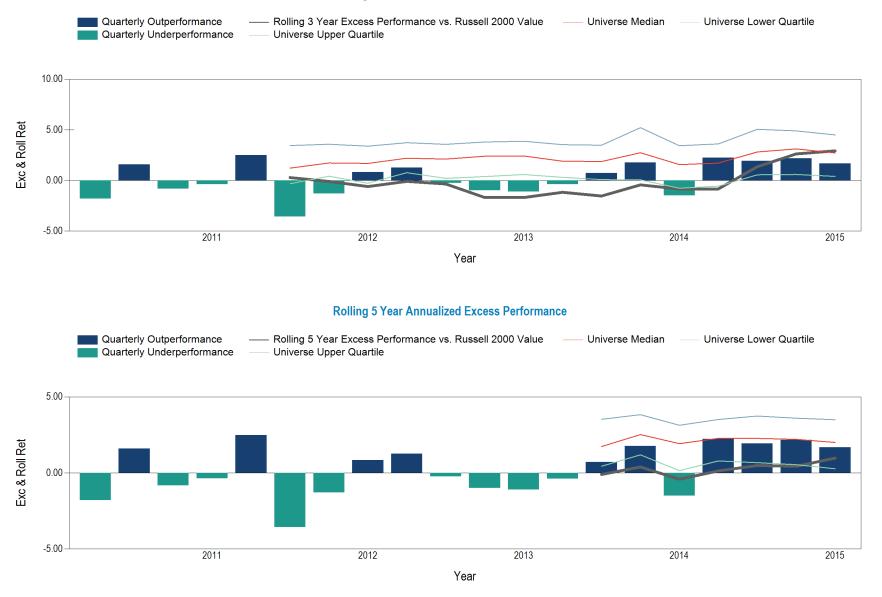




Verus⁷⁷

Lee Munder Small Value Rolling Return Analysis (Gross of Fees)

Rolling 3 Year Annualized Excess Performance

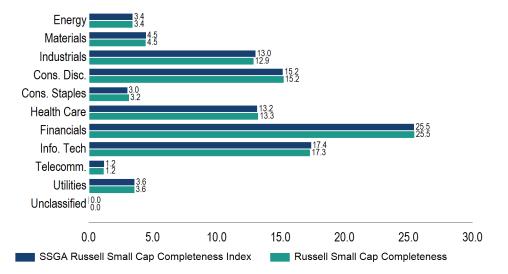


Period Ending: December 31, 2015

Characteristics

	Portfolio	Cap Completeness	
Number of Holdings	2,517	2,517	
Weighted Avg. Market Cap. (\$B)	5.14	5.21	
Median Market Cap. (\$B)	0.99	1.00	
Price To Earnings	24.86	23.50	
Price To Book	4.02	3.24	
Price To Sales	3.88	3.17	
Return on Equity (%)	13.91	11.99	
Yield (%)	1.58	1.35	
Beta		1.00	

Sector Allocation (%) vs Russell Small Cap Completeness

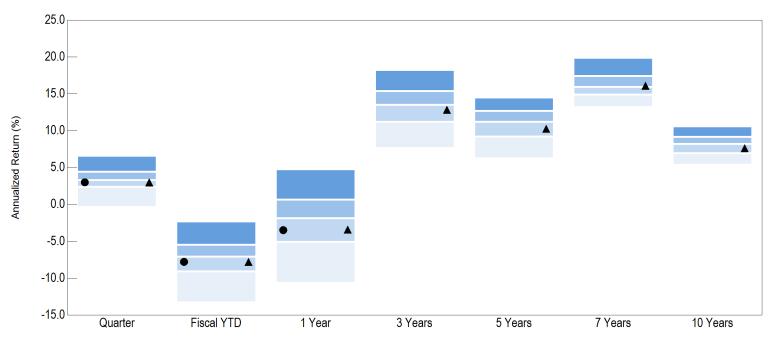


*Unclassified includes Cash

Top Holdings		Top Contributors			Bottom Contributors					
Ending Period Weight			Avg Wgt	Return	Contribution		Avg Wgt	Return	Contribution	
LINKEDIN CLASS A	0.61%	LINKEDIN CLASS A	0.52	18.38	0.09	CHENIERE EN.	0.28	-22.88	-0.06	
TESLA MOTORS	0.58%	ALKERMES	0.22	35.30	0.08	POLARIS INDUSTRIES	0.20	-27.94	-0.06	
INCYTE	0.42%	DYAX	0.07	97.07	0.07	ENVISION HEALTHCARE	0.17	-29.41	-0.05	
BIOMARIN PHARM.	0.42%	SERVICENOW	0.26	24.64	0.07	HDG.				
LAS VEGAS SANDS	0.40%	ISIS PHARMACEUTICALS	0.12	53.22	0.06	COMMUNITY HEALTH SYSTEMS	0.12	-37.97	-0.05	
CHARTER COMMS.CL.A	0.34%	ACUITY BRANDS	0.19	33.25	0.06	VMWARE	0.16	-28.20	-0.05	
SBA COMMS.	0.34%	LAS VEGAS SANDS	0.34	17.27	0.06	SKECHERS USA 'A'	0.10	-20.20	-0.04	
LIBERTY INTACT.QVC GROUP 'A'	0.33%	ILLUMINA	0.63	9.17	0.06	HOLLYFRONTIER	0.14	-17.77	-0.04	
SERVICENOW	0.33%	MGM RESORTS INTL.	0.20	23.14	0.05	PANDORA MEDIA	0.24	-37.16	-0.04	
TWITTER	0.33%	JARDEN	0.26	16.86	0.04	WILLIAMS-SONOMA	0.17	-23.13	-0.04	
Total	4.09%					WABTEC	0.21	-19.14	-0.04	

Russell Small

Verus⁷⁷⁷



SSGA Russell Small Cap Completeness Index vs. eA US Small Cap Core Equity Gross Universe

R	eturn (Rar	ık)												
5th Percentile	6.6	•	-2.3		4.8		18.2		14.5		19.9		10.6	
25th Percentile	4.5		-5.4		0.7		15.4		12.7		17.4		9.2	
Median	3.3		-7.0		-1.8		13.5		11.2		16.0		8.2	
75th Percentile	2.4		-9.1		-5.1		11.2		9.3		14.9		7.0	
95th Percentile	-0.3		-13.3		-10.6		7.7		6.3		13.2		5.4	
# of Portfolios	151		151		151		149		140		128		106	
 SSGA Russell Small Cap Completeness Index 	3.0	(62)	-7.8	(59)	-3.5	(68)		()		()		()		()
Russell Small Cap Completeness	3.0	(62)	-7.8	(59)	-3.4	(68)	12.8	(57)	10.3	(63)	16.1	(49)	7.6	(62)

Total International Equity Asset Class Overview (Gross of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total International Equity	250,368,503	2.7	-9.6	-5.9	2.0	0.7	1.6	-5.9	-4.8	18.5	15.7	-15.5
MSCI ACWI ex USA Gross		3.3	-9.2	-5.3	1.9	1.5	3.4	-5.3	-3.4	15.8	17.4	-13.3
eA All EAFE Equity Gross Rank		88	94	96	95	98	99	96	67	85	88	82
PIMCO RAE Fundamental Global Ex US Fund	78,145,378	1.1	-12.9	-10.9	1.5			-10.9	-5.7	24.5		
MSCI ACWI ex USA Gross		3.3	-9.2	-5.3	1.9			-5.3	-3.4	15.8		
eA All EAFE Equity Gross Rank		95	99	99	97			99	79	51		
SSGA MSCI ACWI Ex US Index Fund	83,568,588	3.3	-9.2	-5.5	1.7	1.3		-5.5	-3.6	15.5	17.1	-13.5
MSCI ACWI ex USA Gross		3.3	-9.2	-5.3	1.9	1.5		-5.3	-3.4	15.8	17.4	-13.3
eA All EAFE Equity Gross Rank		81	92	96	96	95		96	49	90	81	64
Pyramis International Growth	88,654,537	3.6	-6.9	-1.5	3.4	2.8	3.4	-1.5	-5.3	18.5	19.4	-13.0
MSCI ACWI ex USA Gross		3.3	-9.2	-5.3	1.9	1.5	3.4	-5.3	-3.4	15.8	17.4	-13.3
eA All EAFE Equity Gross Rank		77	78	77	91	90	80	77	75	85	59	59

EAFE Effective Style Map

3 Years

EAFE Effective Style Map 5 Years

Large Value PIMCO RAE Fundamental Globa	nternational Growth	Large Value SSGA MSCI ACWI Ex US Index Fund Pyramis International Gro	Large Growth ■
■ Small Value	■ Small Growth	■ Small Value	Small Growth

Research Affiliates converted to PIMCO RAE Fundamental Global Ex US Fund on 6/5/15 (performance prior to this date represents previously held Enhanced RAFI Global ex US).

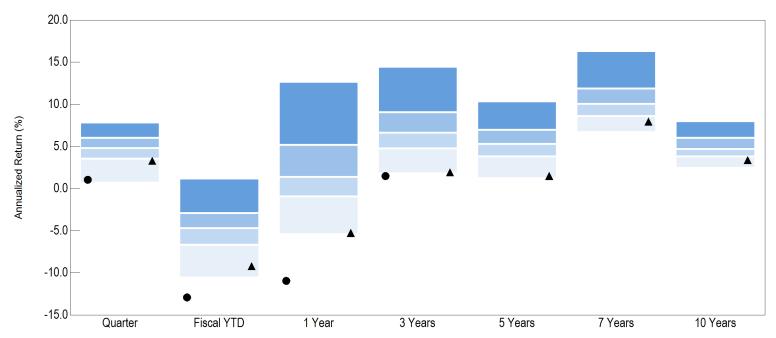


Total International Equity Asset Class Overview (Net of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total International Equity	250,368,503	2.6	-9.8	-6.2	1.8	0.4	1.3	-6.2	-5.0	18.3	15.3	-15.9
MSCI ACWI ex USA Gross		3.3	-9.2	-5.3	1.9	1.5	3.4	-5.3	-3.4	15.8	17.4	-13.3
PIMCO RAE Fundamental Global Ex US Fund	78,145,378	0.9	-13.1	-11.4	1.1			-11.4	-5.9	23.7		
MSCI ACWI ex USA Gross		3.3	-9.2	-5.3	1.9			-5.3	-3.4	15.8		
SSGA MSCI ACWI Ex US Index Fund	83,568,588	3.3	-9.3	-5.5	1.7	1.2		-5.5	-3.7	15.5	17.1	-13.5
MSCI ACWI ex USA Gross		3.3	-9.2	-5.3	1.9	1.5		-5.3	-3.4	15.8	17.4	-13.3
Pyramis International Growth	88,654,537	3.4	-7.1	-1.9	2.9	2.3	2.9	-1.9	-5.7	17.9	18.6	-13.5
MSCI ACWI ex USA Gross		3.3	-9.2	-5.3	1.9	1.5	3.4	-5.3	-3.4	15.8	17.4	-13.3

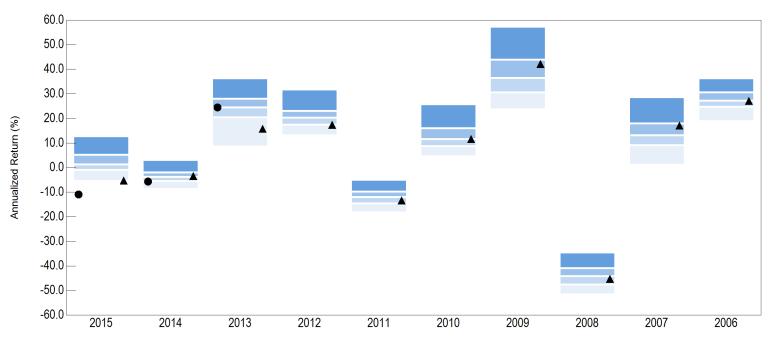
Research Affiliates converted to PIMCO RAE Fundamental Global Ex US Fund on 6/5/15 (performance prior to this date represents previously held Enhanced RAFI Global ex US).





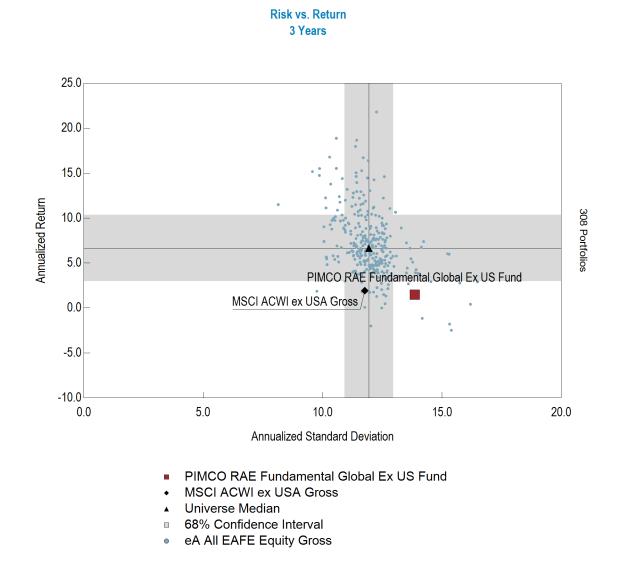
PIMCO RAE Fundamental Global Ex US Fund vs. eA All EAFE Equity Gross Universe

	Return (Rai	ık)												
5th Percentile	7.8		1.2		12.6		14.4		10.4		16.3		8.0	
25th Percentile	6.1		-2.9		5.2		9.1		7.0		11.9		6.1	
Median	4.8		-4.7		1.4		6.7		5.3		10.1		4.7	
75th Percentile	3.6		-6.6		-0.9		4.8		3.9		8.6		3.9	
95th Percentile	0.7		-10.5		-5.4		1.8		1.3		6.7		2.5	
# of Portfolios	325		325		325		308		288		264		201	
• PIMCO RAE Fundamental Global Ex US Fund	1.1	(95)	-12.9	(99)	-10.9	(99)	1.5	(97)		()		()		()
MSCI ACWI ex USA Gross	3.3	(81)	-9.2	(92)	-5.3	(95)	1.9	(95)	1.5	(95)	8.0	(85)	3.4	(82)

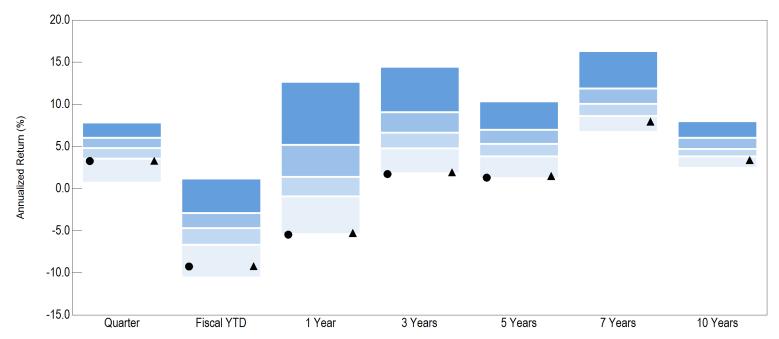


PIMCO RAE Fundamental Global Ex US Fund vs. eA All EAFE Equity Gross Universe

	Return (Rank)								
5th Percentile	12.6	3.0	36.3	31.7	-5.1	25.7	57.3	-34.5	28.5	36.2
25th Percentile	5.2	-1.9	28.1	23.1	-9.7	16.1	44.0	-40.8	18.0	30.7
Median	1.4	-3.7	24.6	20.4	-12.0	11.7	36.5	-44.1	13.2	27.3
75th Percentile	-0.9	-5.4	20.5	17.5	-14.5	8.7	30.7	-47.5	9.1	24.8
95th Percentile	-5.4	-8.6	8.6	13.3	-18.2	4.6	23.7	-51.5	1.2	18.9
# of Portfolios	325	314	284	263	278	352	455	477	466	434
PIMCO RAE Fundamental Global E	x US Fund -10.9 (99)	-5.7 (79)	24.5 (51)	()	()	()	()	()	()	()
MSCI ACWI ex USA Gross	-5.3 (95)	-3.4 (47)	15.8 (90)	17.4 (77)	-13.3 (62)	11.6 (52)	42.1 (30)	-45.2 (59)	17.1 (31)	27.1 (53)







SSGA MSCI ACWI Ex US Index Fund vs. eA All EAFE Equity Gross Universe

	Return (Rar	ık)												
5th Percentile	7.8		1.2		12.6		14.4		10.4		16.3		8.0	
25th Percentile	6.1		-2.9		5.2		9.1		7.0		11.9		6.1	
Median	4.8		-4.7		1.4		6.7		5.3		10.1		4.7	
75th Percentile	3.6		-6.6		-0.9		4.8		3.9		8.6		3.9	
95th Percentile	0.7		-10.5		-5.4		1.8		1.3		6.7		2.5	
# of Portfolios	325		325		325		308		288		264		201	
• SSGA MSCI ACWI Ex US Index Fund	3.3	(81)	-9.2	(92)	-5.5	(96)	1.7	(96)	1.3	(95)		()		()
MSCI ACWI ex USA Gross	3.3	(81)	-9.2	(92)	-5.3	(95)	1.9	(95)	1.5	(95)	8.0	(85)	3.4	(82)

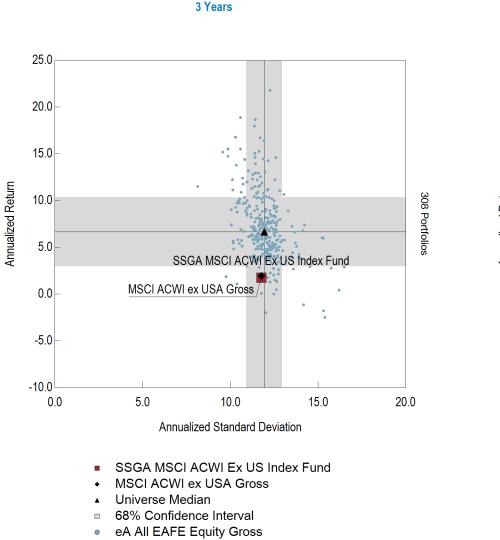


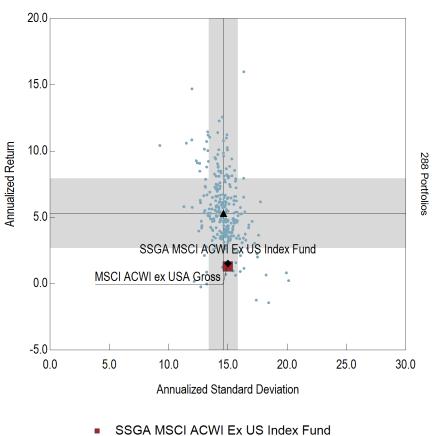
SSGA MSCI ACWI Ex US Index Fund vs. eA All EAFE Equity Gross Universe

	Return (Rank)								
5th Percentile	12.6	3.0	36.3	31.7	-5.1	25.7	57.3	-34.5	28.5	36.2
25th Percentile	5.2	-1.9	28.1	23.1	-9.7	16.1	44.0	-40.8	18.0	30.7
Median	1.4	-3.7	24.6	20.4	-12.0	11.7	36.5	-44.1	13.2	27.3
75th Percentile	-0.9	-5.4	20.5	17.5	-14.5	8.7	30.7	-47.5	9.1	24.8
95th Percentile	-5.4	-8.6	8.6	13.3	-18.2	4.6	23.7	-51.5	1.2	18.9
# of Portfolios	325	314	284	263	278	352	455	477	466	434
SSGA MSCI ACWI Ex US Index Fund	-5.5 (96)	-3.6 (49)	15.5 (90)	17.1 (81) -13.5 (64)) 11.2 (55)	()	()	()	()
MSCI ACWI ex USA Gross	-5.3 (95)	-3.4 (47)	15.8 (90)	17.4 (77) -13.3 (62)) 11.6 (52)	42.1 (30)	-45.2 (59)	17.1 (31)	27.1 (53)

Verus⁷⁷⁷

Risk vs. Return



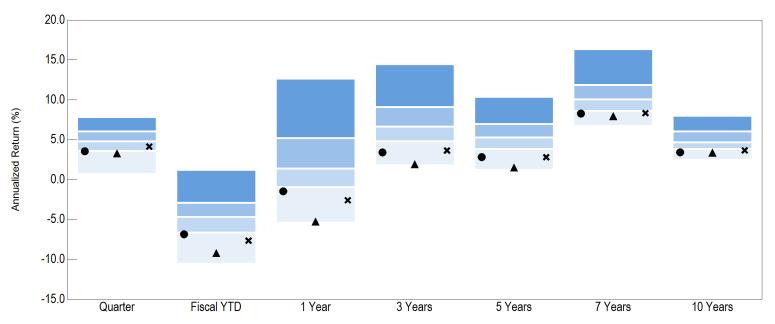


Risk vs. Return

5 Years

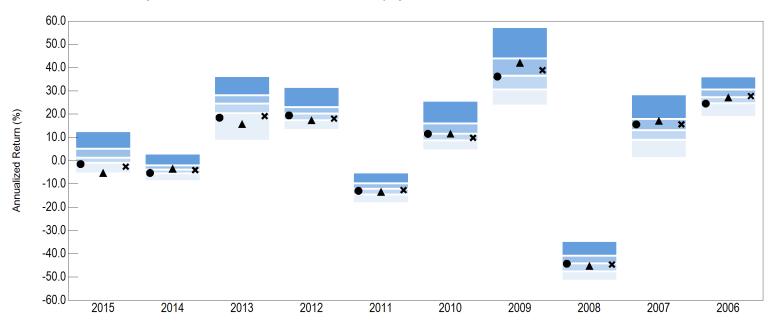
- MSCI ACWI ex USA Gross
- Universe Median
- 68% Confidence Interval
- eA All EAFE Equity Gross

Verus⁷⁷



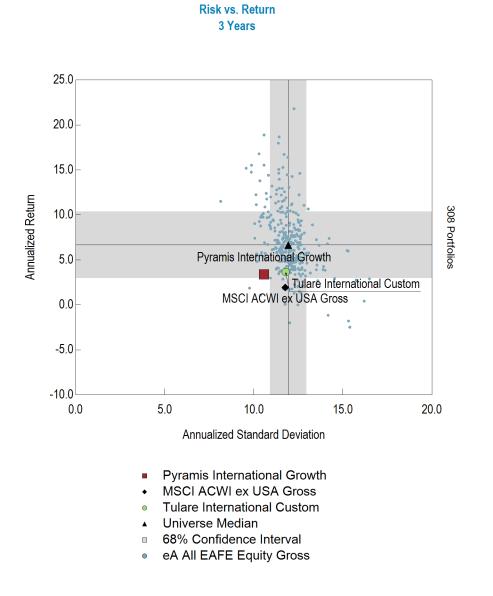
Pyramis International Growth vs. eA All EAFE Equity Gross Universe

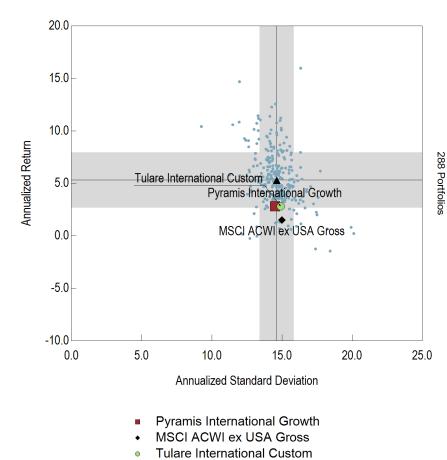
	Return (Rar	ık)												
5th Percentile	7.8		1.2		12.6		14.4		10.4		16.3		8.0	
25th Percentile	6.1		-2.9		5.2		9.1		7.0		11.9		6.1	
Median	4.8		-4.7		1.4		6.7		5.3		10.1		4.7	
75th Percentile	3.6		-6.6		-0.9		4.8		3.9		8.6		3.9	
95th Percentile	0.7		-10.5		-5.4		1.8		1.3		6.7		2.5	
# of Portfolios	325		325		325		308		288		264		201	
 Pyramis International Growth 	3.6	(77)	-6.9	(78)	-1.5	(77)	3.4	<mark>(</mark> 91)	2.8	(90)	8.3	(79)	3.4	(80)
MSCI ACWI ex USA Gross	3.3	(81)	-9.2	(92)	-5.3	(95)	1.9	(95)	1.5	(95)	8.0	(85)	3.4	(82)
 Tulare International Custom 	4.1	(68)	-7.6	(82)	-2.6	(83)	3.7	(89)	2.8	(90)	8.3	(78)	3.7	(78)



Pyramis International Growth vs. eA All EAFE Equity Gross Universe

	Return (Rank)								
5th Percentile	12.6	3.0	36.3	31.7	-5.1	25.7	57.3	-34.5	28.5	36.2
25th Percentile	5.2	-1.9	28.1	23.1	-9.7	16.1	44.0	-40.8	18.0	30.7
Median	1.4	-3.7	24.6	20.4	-12.0	11.7	36.5	-44.1	13.2	27.3
75th Percentile	-0.9	-5.4	20.5	17.5	-14.5	8.7	30.7	-47.5	9.1	24.8
95th Percentile	-5.4	-8.6	8.6	13.3	-18.2	4.6	23.7	-51.5	1.2	18.9
# of Portfolios	325	314	284	263	278	352	455	477	466	434
 Pyramis International Growth 	-1.5 (77)	-5.3 (75)	18.5 (85)	19.4 (59	9) -13.0 (59)) 11.5 (53)	36.1 (51	-44.3 (52)	15.6 (38)	24.5 (77)
MSCI ACWI ex USA Gross	-5.3 (95)	-3.4 (47	15.8 (90)	17.4 (77	7) -13.3 (62)) 11.6 (52)	42.1 (30) -45.2 (59)	17.1 (31)	27.1 (53)
 Tulare International Custom 	-2.6 (83)	-4.0 (55	19.1 (83)	18.1 (70) -12.6 (56	9.8 (67)	38.9 (40	-44.6 (56)	15.6 (38)	27.8 (47)



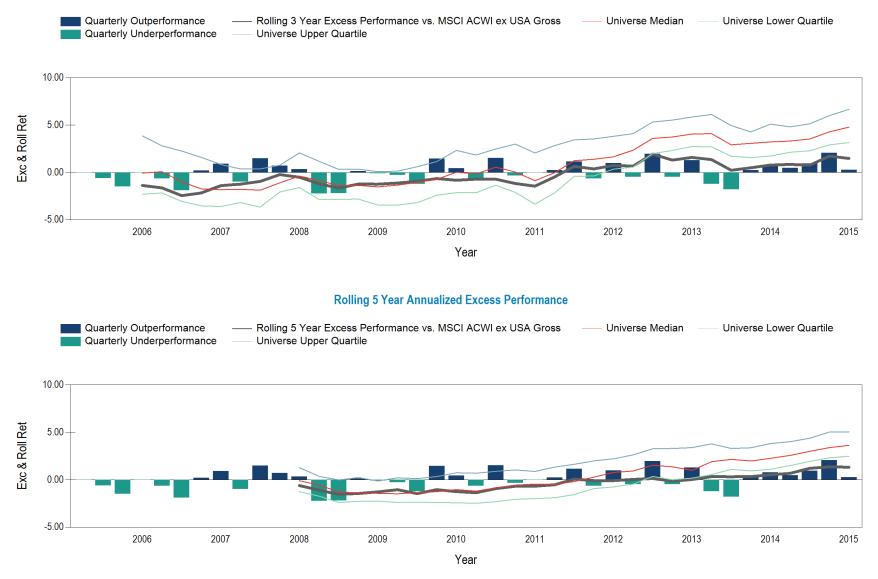


Risk vs. Return

5 Years

- Universe Median
- 68% Confidence Interval
- eA All EAFE Equity Gross

Rolling 3 Year Annualized Excess Performance

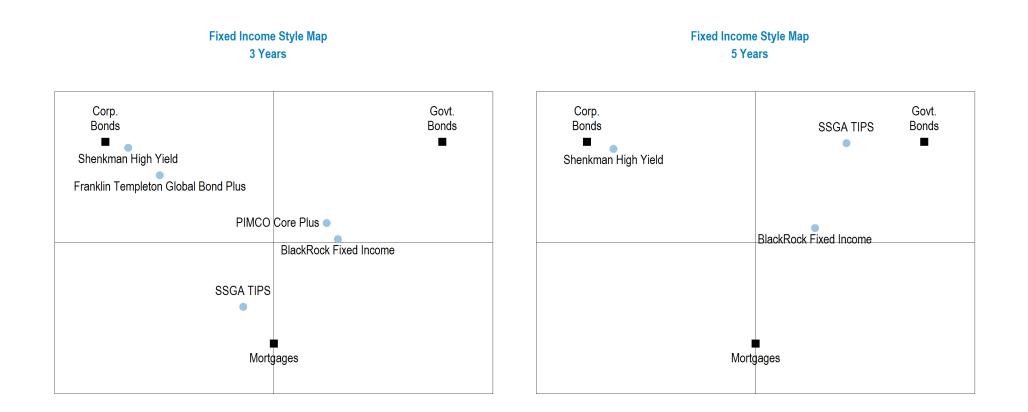


Total Fixed Income Asset Class Overview (Gross of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Fixed Income	326,612,369	-0.1	-1.2	-0.9	0.9	4.0	5.0	-0.9	4.6	-0.9	8.4	9.1
Barclays Aggregate		-0.6	0.7	0.6	1.4	3.2	4.5	0.6	6.0	-2.0	4.2	7.8
eA US Core Fixed Inc Gross Rank		8	99	99	99	33	48	99	84	28	10	7
Total Domestic Fixed Income												
BlackRock Fixed Income	103,919,935	-0.4	0.8	1.1	1.9	3.8	5.0	1.1	6.2	-1.5	5.5	8.1
Barclays Aggregate		-0.6	0.7	0.6	1.4	3.2	4.5	0.6	6.0	-2.0	4.2	7.8
eA All US Fixed Inc Gross Rank		46	28	39	44	49	42	39	29	75	56	28
Doubleline Core Plus	50,636,263											
Barclays Aggregate												
eA US Core Plus Fixed Inc Gross Rank												
MacKay Shields Core Plus	49,200,801											
Barclays Aggregate												
eA US Core Plus Fixed Inc Gross Rank												
PIMCO Core Plus	413,072	-1.8	-1.5	-1.9	0.0			-1.9	5.2	-3.2		
Barclays Aggregate		-0.6	0.7	0.6	1.4			0.6	6.0	-2.0		
eA US Core Plus Fixed Inc Gross Rank		99	83	92	99			92	74	99		
Shenkman High Yield	33,204,459	-1.4	-5.7	-2.4	2.0	4.8		-2.4	2.5	6.3	12.3	6.1
BofA Merrill Lynch US High Yield Master II TR		-2.2	-7.0	-4.6	1.6	4.8		-4.6	2.5	7.4	15.6	4.4
eA US High Yield Fixed Inc Gross Rank		54	59	51	68	75		51	52	81	89	27
SSGA TIPS	29,271,114	-0.6	-1.8	-1.4	-2.3	2.5		-1.4	3.6	-8.6	6.9	13.5
Barclays US TIPS		-0.6	-1.8	-1.4	-2.3	2.5		-1.4	3.6	-8.6	7.0	13.6
eA TIPS / Infl Indexed Fixed Inc Gross Rank		58	61	63	69	55		63	44	77	67	51
Vertas Transition Account	1,169,643											
Total Global Fixed Income												
Franklin Templeton Global Bond Plus	58,797,082	2.0	-3.6	-3.5	0.6			-3.5	2.4	3.0		
JPM GBI Global TR Hedged USD		0.0	2.0	1.3	3.1			1.3	8.5	-0.4		
eA Global Fixed Inc Hedged Gross Rank		8	66	67	61			67	55	37		

Vertas Transition Account used to liquidated PIMCO Core Plus on 11/15/15, remaining balance is residual cash. MacKay Shields and Doubleline funded 12/1/15.





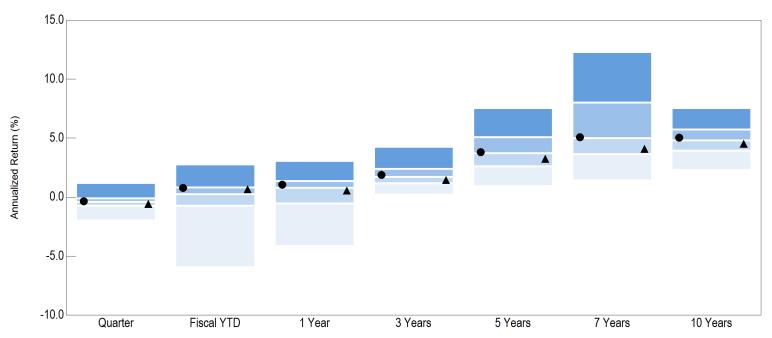


Total Fixed Income Asset Class Overview (Net of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Fixed Income	326,612,369	-0.2	-1.4	-1.1	0.6	3.7	4.8	-1.1	4.3	-1.2	8.0	8.8
Barclays Aggregate		-0.6	0.7	0.6	1.4	3.2	4.5	0.6	6.0	-2.0	4.2	7.8
Total Domestic Fixed Income												
BlackRock Fixed Income	103,919,935	-0.4	0.6	0.8	1.6	3.6	4.8	0.8	6.0	-1.8	5.2	8.0
Barclays Aggregate		-0.6	0.7	0.6	1.4	3.2	4.5	0.6	6.0	-2.0	4.2	7.8
Doubleline Core Plus	50,636,263											
Barclays Aggregate												
MacKay Shields Core Plus	49,200,801											
Barclays Aggregate												
PIMCO Core Plus	413,072	-1.9	-1.6	-2.2	-0.3			-2.2	4.9	-3.5		
Barclays Aggregate		-0.6	0.7	0.6	1.4			0.6	6.0	-2.0		
Shenkman High Yield	33,204,459	-1.5	-5.9	-2.9	1.5	4.3		-2.9	2.0	5.8	11.7	5.4
BofA Merrill Lynch US High Yield Master II TR		-2.2	-7.0	-4.6	1.6	4.8		-4.6	2.5	7.4	15.6	4.4
SSGA TIPS	29,271,114	-0.7	-1.8	-1.5	-2.3	2.5		-1.5	3.6	-8.6	6.9	13.5
Barclays US TIPS		-0.6	-1.8	-1.4	-2.3	2.5		-1.4	3.6	-8.6	7.0	13.6
Vertas Transition Account	1,169,643											
Total Global Fixed Income												
Franklin Templeton Global Bond Plus	58,797,082	1.8	-3.9	-4.1	0.1			-4.1	1.9	2.5		
JPM GBI Global TR Hedged USD		0.0	2.0	1.3	3.1			1.3	8.5	-0.4		

Vertas Transition Account used to liquidated PIMCO Core Plus on 11/15/15, remaining balance is residual cash. MacKay Shields and Doubleline funded 12/1/15.

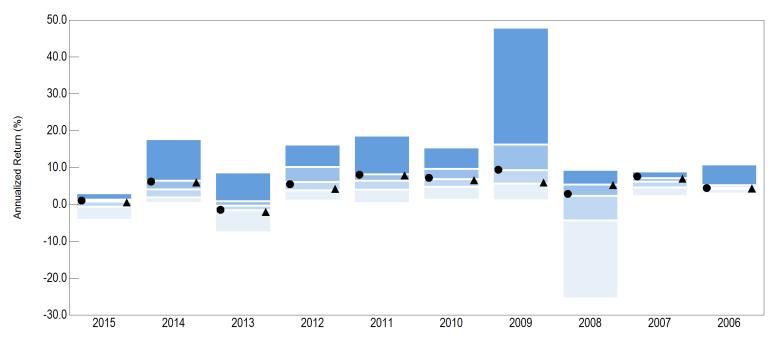




BlackRock Fixed Income vs. eA All US Fixed Inc Gross Universe

	Return (Ra	nk)												
5th Percentile	1.2		2.7		3.0		4.3		7.5		12.3		7.5	
25th Percentile	-0.1		0.8		1.4		2.4		5.1		8.0		5.7	
Median	-0.4		0.3		0.8		1.7		3.7		5.0		4.8	
75th Percentile	-0.7		-0.7		-0.5		1.2		2.6		3.6		4.0	
95th Percentile	-2.0		-5.9		-4.1		0.2		0.9		1.4		2.3	
# of Portfolios	1,395		1,395		1,394		1,368		1,293		1,161		1,006	
 BlackRock Fixed Income 	-0.4	(46)	0.8	(28)	1.1	(39)	1.9	(44)	3.8	(49)	5.1	(50)	5.0	(42)
Barclays Aggregate	-0.6	(65)	0.7	(33)	0.6	(59)	1.4	(64)	3.2	(63)	4.1	(69)	4.5	(60)

Verus⁷⁷⁷



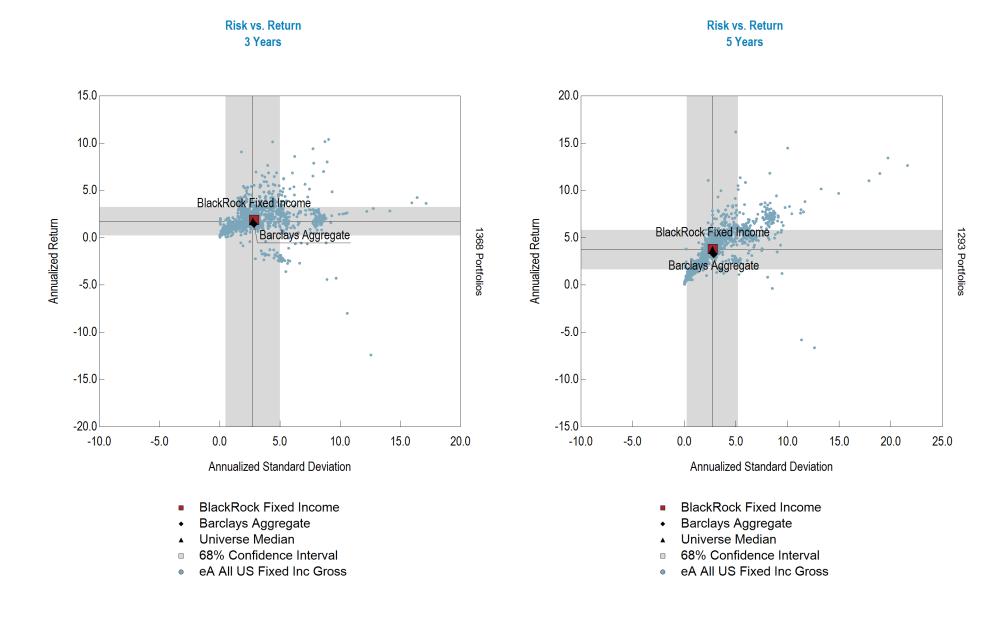
BlackRock Fixed Income vs. eA All US Fixed Inc Gross Universe

	Return	(Rank)																	
5th Percentile	3.0		17.7		8.7		16.2		18.6		15.5		47.9		9.4		8.9		10.8	
25th Percentile	1.4		6.4		0.9		10.2		8.2		9.7		16.3		5.4		7.2		5.3	
Median	0.8		4.2		-0.3		6.1		6.5		6.9		9.3		2.4		6.2		4.7	
75th Percentile	-0.5		2.0		-1.5		3.8		4.0		4.8		5.7		-4.3		4.7		4.3	
95th Percentile	-4.1		0.5		-7.5		1.1		0.4		1.4		1.2		-25.4		2.3		3.0	
# of Portfolios	1,394		1,364		1,281		1,241		1,211		1,157		1,287		1,380		1,419		1,435	
 BlackRock Fixed Income 	1.1	(39)	6.2	(29)	-1.5	(75)	5.5	(56)	8.1	(28)	7.2	(45)	9.4	(50)	2.9	(48)	7.6	(16)	4.4	(66)
 Barclays Aggregate 	0.6	(59)	6.0	(33)	-2.0	(83)	4.2	(70)	7.8	(32)	6.5	(57)	5.9	(73)	5.2	(27)	7.0	(33)	4.3	(72)



BlackRock Fixed Income Risk vs Return Three & Five Year (Gross of Fees)

Verus⁷⁷



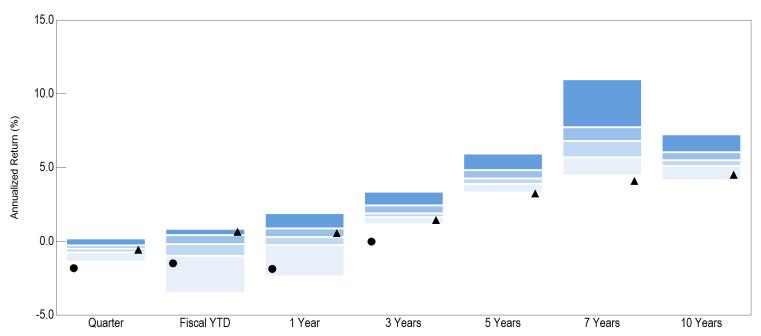
Tulare County Employees' Retirement Association 75

Verus⁷⁷





PIMCO Core Plus Cumulative Performance Comparison (Gross of Fees)



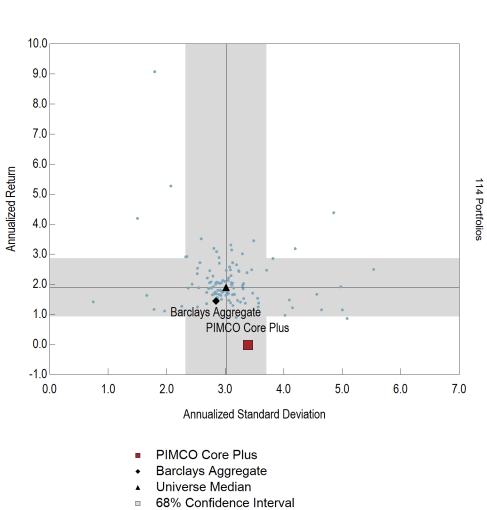
PIMCO Core Plus vs. eA US Core Plus Fixed Inc Gross Universe

	Return (Rank)													
5th Percentile	0.2		0.9		1.9		3.4		6.0		11.0		7.2	
25th Percentile	-0.3		0.4		0.9		2.4		4.8		7.7		6.0	
Median	-0.5	-	0.2		0.3		1.9		4.3		6.8		5.5	
75th Percentile	-0.7	-	·1.0		-0.2		1.6		3.9		5.7		5.1	
95th Percentile	-1.4	-	3.5		-2.4		1.2		3.3		4.5		4.1	
# of Portfolios	115		115		115		114		111		105		88	
PIMCO Core Plus	-1.8 ()	99) -	1.5	(83)	-1.9	(92)	0.0	(99)		()		()		()
 Barclays Aggregate 	-0.6 (60)	0.7	(16)	0.6	(42)	1.4	(85)	3.2	(97)	4.1	(98)	4.5	(95)



PIMCO Core Plus vs. eA US Core Plus Fixed Inc Gross Universe

	Return (Rank									
5th Percentile	1.9	7.7	4.6	14.4	8.8	13.6	32.9	6.9	7.9	7.6
25th Percentile	0.9	6.7	1.0	10.2	8.1	10.8	20.6	2.7	6.9	5.9
Median	0.3	5.9	-0.4	8.3	7.4	9.1	14.6	-1.6	6.1	5.2
75th Percentile	-0.2	5.2	-1.0	6.7	6.3	8.0	11.2	-8.9	5.2	4.7
95th Percentile	-2.4	3.6	-2.0	5.1	4.4	7.0	7.8	-16.8	2.7	4.2
# of Portfolios	115	118	116	124	118	123	128	136	144	146
PIMCO Core Plus	-1.9 (92)	5.2 (74)	-3.2 (99)	()	()	()	()	()	()	()
Barclays Aggregate	0.6 (42)	6.0 (50)	-2.0 (96)	4.2 (97)	7.8 (37)	6.5 (97)	5.9 (99)	5.2 (13)	7.0 (25)	4.3 (90)

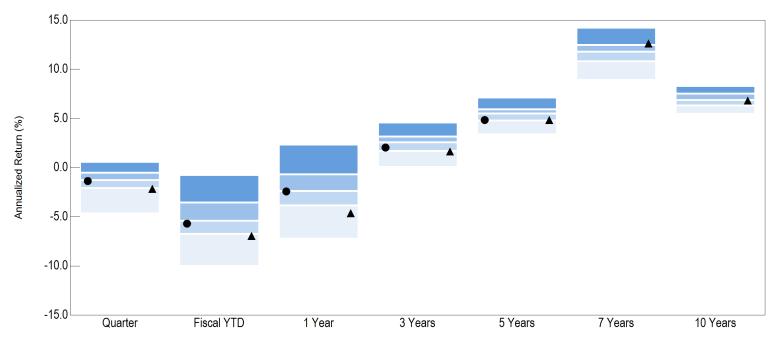


Risk vs. Return 3 Years

• eA US Core Plus Fixed Inc Gross

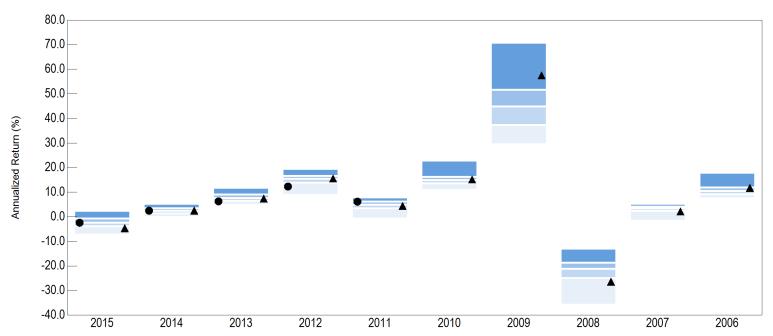


Shenkman High Yield Cumulative Performance Comparison (Gross of Fees)



Shenkman High Yield vs. eA US High Yield Fixed Inc Gross Universe

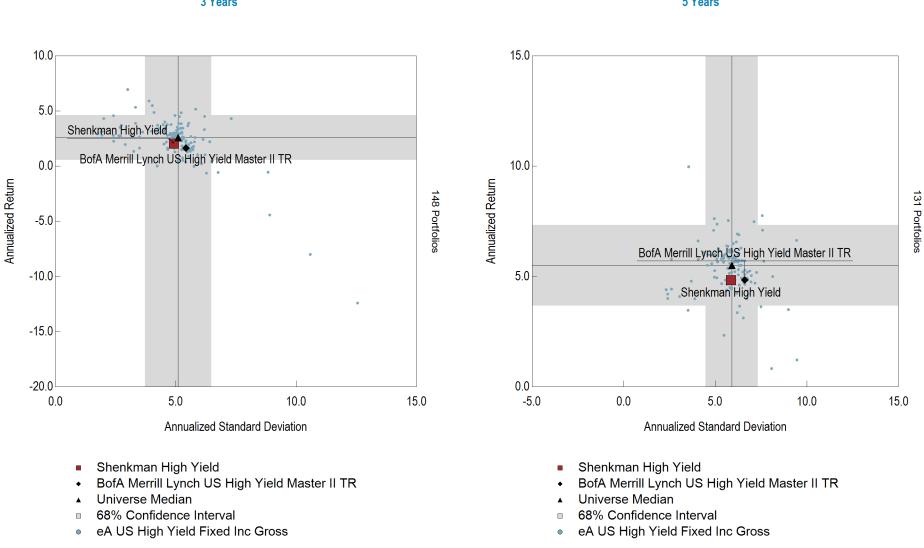
Re	eturn (Rank)												
5th Percentile	0.6	-0.8		2.3		4.6		7.1		14.2		8.3	
25th Percentile	-0.5	-3.5		-0.7		3.2		5.9		12.5		7.5	
Median	-1.2	-5.4		-2.4		2.6		5.5		11.8		6.9	
75th Percentile	-2.1	-6.7		-3.8		1.7		4.8		10.8		6.3	
95th Percentile	-4.6	-10.0		-7.2		0.1		3.4		8.9		5.5	
# of Portfolios	155	155		155		148		131		115		104	
Shenkman High Yield	-1.4	(54) -5.7	(59)	-2.4	(51)	2.0	(68)	4.8	(75)		()		()
BofA Merrill Lynch US High Yield Master II TR	-2.2	(77) -7.0	(79)	-4.6	(83)	1.6	(78)	4.8	(75)	12.6	(23)	6.8	(57)



Shenkman High Yield vs. eA US High Yield Fixed Inc Gross Universe

	Return (Ranl	x)								
5th Percentile	2.3	5.2	11.7	19.4	7.9	22.8	70.8	-13.1	5.3	17.9
25th Percentile	-0.7	3.5	9.1	16.7	6.2	16.3	51.8	-18.6	4.1	12.0
Median	-2.4	2.5	7.6	15.5	4.9	14.9	45.0	-21.2	3.5	10.5
75th Percentile	-3.8	1.5	6.6	14.0	3.5	13.6	37.4	-24.9	2.5	9.3
95th Percentile	-7.2	0.0	5.0	8.9	-0.7	10.9	29.6	-35.7	-1.6	7.5
# of Portfolios	155	141	130	129	117	106	123	131	133	138
Shenkman High Yield	-2.4 (51)	2.5 (52)	6.3 (81)	12.3 (89)	6.1 (27)	()	()	()	()	(
BofA Merrill Lynch US High Yield Master	IITR -4.6 (83)	2.5 (51)	7.4 (55)	15.6 (47)	4.4 (60)	15.2 (42)	57.5 (16)	-26.4 (82)	2.2 (83)	11.8 (30)

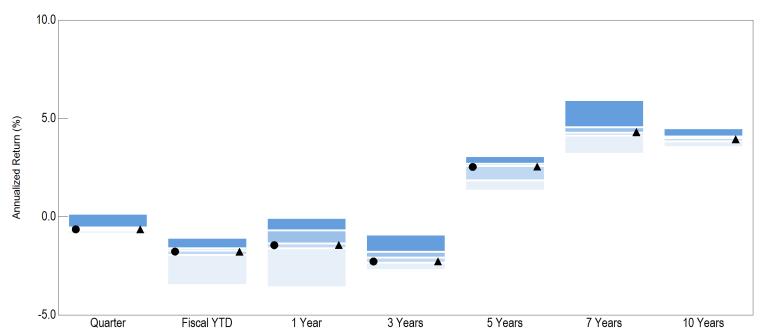
Shenkman High Yield Risk vs Return Three & Five Year (Gross of Fees)



Risk vs. Return 3 Years Risk vs. Return 5 Years

Verus⁷⁷

SSGA TIPS Cumulative Performance Comparison (Gross of Fees)



SSGA TIPS vs. eA TIPS / Infl Indexed Fixed Inc Gross Universe

	Return (Rar	ık)												
5th Percentile	0.1		-1.1		-0.1		-0.9		3.1		5.9		4.5	
25th Percentile	-0.5		-1.6		-0.7		-1.8		2.7		4.6		4.1	
Median	-0.6		-1.7		-1.3		-2.1		2.6		4.3		4.0	
75th Percentile	-0.7		-1.9		-1.6		-2.3		1.9		4.1		3.8	
95th Percentile	-0.9		-3.5		-3.6		-2.7		1.3		3.2		3.5	
# of Portfolios	44		44		44		44		41		37		28	
SSGA TIPS	-0.6	(58)	-1.8	(61)	-1.4	(63)	-2.3	(69)	2.5	(55)		()		()
Barclays US TIPS	-0.6	(58)	-1.8	(63)	-1.4	(59)	-2.3	(68)	2.5	(55)	4.3	(46)	3.9	(65)



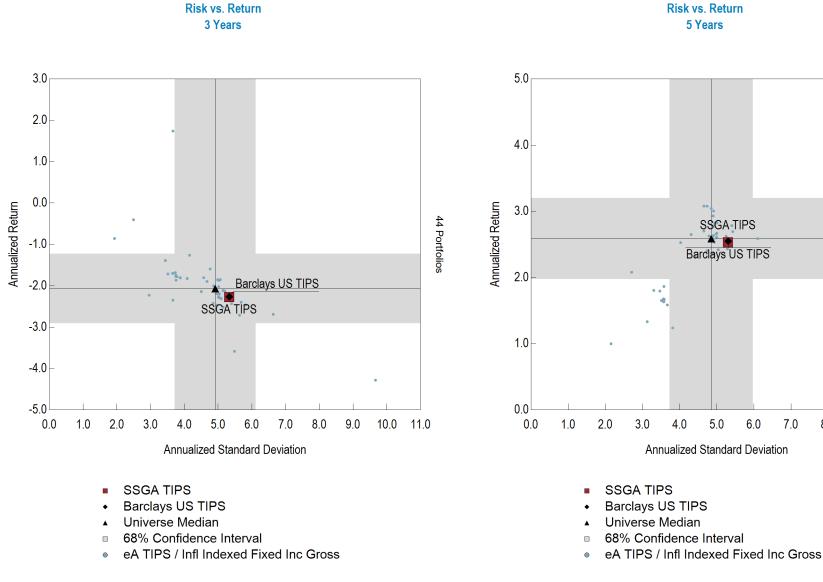


SSGA TIPS vs. eA TIPS / Infl Indexed Fixed Inc Gross Universe

	Return (Rank)									
5th Percentile	-0.1	5.7	-2.5	13.1	15.3	9.4	16.7	1.3	12.3	2.0
25th Percentile	-0.7	4.0	-5.6	7.5	13.9	6.7	12.0	-0.5	11.8	1.7
Median	-1.3	3.5	-8.2	7.1	13.5	6.4	11.1	-1.4	11.6	0.8
75th Percentile	-1.6	1.4	-8.6	6.3	10.4	6.0	10.5	-1.9	11.5	0.5
95th Percentile	-3.6	0.4	-9.4	4.9	6.6	4.6	8.7	-4.6	8.8	0.2
# of Portfolios	44	50	43	43	47	39	37	40	37	35
SSGA TIPS	-1.4 (63)	3.6 (44)	-8.6 (77)	6.9 (67)	13.5 (51)	6.3 (62)	()	()	()	()
Barclays US TIPS	-1.4 (59)	3.6 (44)	-8.6 (76)	7.0 (66)	13.6 (49)	6.3 (57)	11.4 (35)	-2.4 (85)	11.6 (49)	0.5 (80)

SSGA TIPS Risk vs Return Three & Five Year (Gross of Fees)

41 Portfolios



Risk vs. Return 5 Years

SSGA TIPS

Barclays US TIPS

5.0

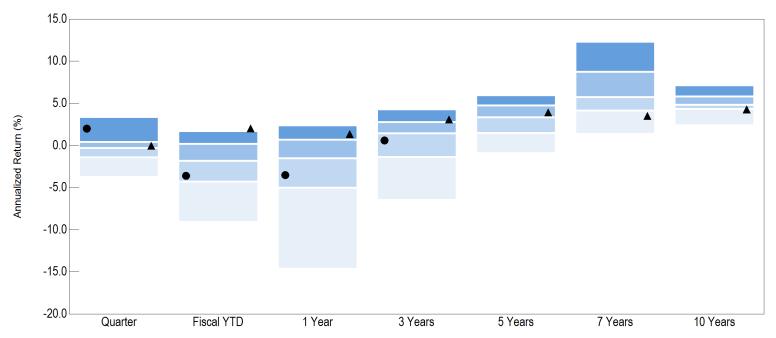
7.0

8.0

9.0

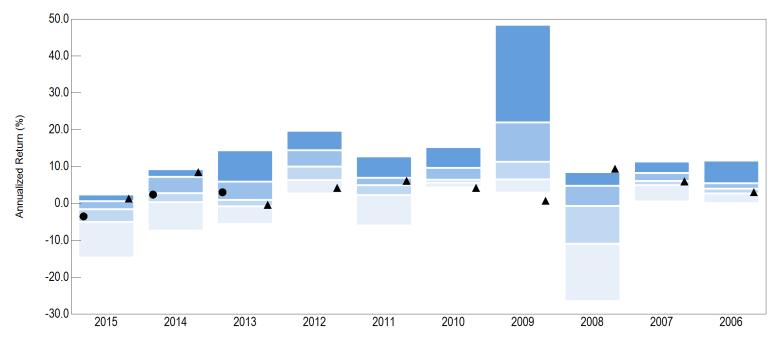
10.0

6.0



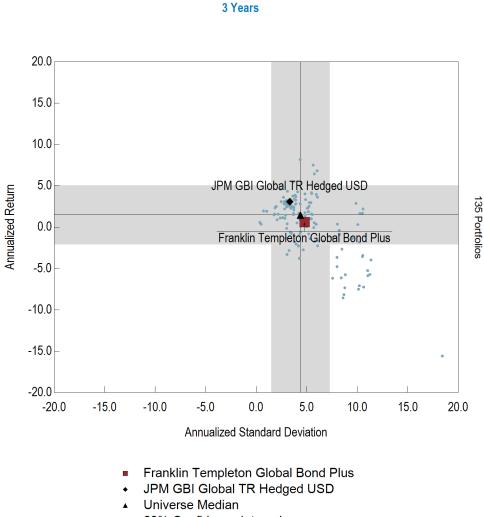
Franklin Templeton Global Bond Plus vs. eA Global Fixed Inc Hedged Gross Universe

	Return (Rai	ık)												
5th Percentile	3.4		1.7		2.4		4.3		6.0		12.3		7.1	
25th Percentile	0.5		0.2		0.7		2.8		4.8		8.8		5.8	
Median	-0.3		-1.8		-1.5		1.5		3.4		5.8		4.9	
75th Percentile	-1.4		-4.3		-5.0		-1.3		1.5		4.2		4.4	
95th Percentile	-3.7		-9.0		-14.6		-6.4		-0.9		1.4		2.4	
# of Portfolios	145		145		143		135		117		93		64	
• Franklin Templeton Global Bond Plus	2.0	(8)	-3.6	(66)	-3.5	(67)	0.6	(61)		()		()		()
JPM GBI Global TR Hedged USD	0.0	(41)	2.0	(3)	1.3	(16)	3.1	(18)	3.9	(43)	3.5	(82)	4.3	(77)



Franklin Templeton Global Bond Plus vs. eA Global Fixed Inc Hedged Gross Universe

	Return (Rank	.)								
5th Percentile	2.4	9.3	14.3	19.7	12.7	15.3	48.4	8.5	11.4	11.6
25th Percentile	0.7	7.3	5.9	14.4	7.0	9.7	22.0	4.8	8.3	5.6
Median	-1.5	2.9	1.0	10.0	5.0	6.5	11.4	-0.6	6.1	4.1
75th Percentile	-5.0	0.4	-0.7	6.4	2.4	5.7	6.6	-10.9	5.0	2.8
95th Percentile	-14.6	-7.3	-5.5	2.7	-6.0	4.4	3.0	-26.5	0.6	0.2
# of Portfolios	143	104	84	80	66	27	36	41	45	45
Franklin Templeton Global Bond Plus	-3.5 (67)	2.4 (55)	3.0 (37)	()	()	()	()	()	()	()
JPM GBI Global TR Hedged USD	1.3 (16)	8.5 (11)	-0.4 (71)	4.2 (89)	6.2 (39)	4.2 (97)	0.7 (99)	9.4 (4)	6.0 (55)	3.1 (70)



Risk vs. Return

- 68% Confidence Interval
- eA Global Fixed Inc Hedged Gross



Total Real Estate Asset Class Overview (Gross of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Real Estate	89,828,093	2.2	6.9	15.0	13.2	11.1	5.4	15.0	13.1	11.5	7.8	8.2
NCREIF Property Index		2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE		3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
RREEF	16,607,303	0.0	8.8	11.4	10.5	10.0	10.6	11.4	8.0	12.3	4.5	14.2
NCREIF Property Index		2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE		3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
RREEF America II	53,541,057	3.7	7.9	16.7	15.0	14.3	6.5	16.7	13.0	15.5	12.5	14.1
NCREIF Property Index		2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE		3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
TA Associates Realty	19,679,732	0.0	3.0	13.3	11.1	8.5		13.3	15.1	5.2	2.2	7.3
NCREIF Property Index		2.9	6.1	13.3	12.0	12.2		13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE		3.3	7.1	15.0	13.8	13.7		15.0	12.5	13.9	10.9	16.0

The market value for TA Associates Realty is as of 9/30/15 and reflective of all calls and distributions. RREEF (Barton Creek) is as of 9/30/15. 4Q 2015 data for RREEF America II is preliminary.



Total Real Estate Asset Class Overview (Net of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Real Estate	89,828,093	2.0	6.4	14.2	12.7	10.8	4.9	14.2	12.5	11.5	7.8	8.2
NCREIF Property Index		2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE		3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
RREEF	16,607,303	0.0	7.7	10.3	9.6	8.6	9.6	10.3	6.6	12.1	3.8	10.5
NCREIF Property Index		2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE		3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
RREEF America II	53,541,057	3.5	7.4	15.7	14.2	13.7	6.0	15.7	12.0	15.0	11.6	14.3
NCREIF Property Index		2.9	6.1	13.3	12.0	12.2	7.8	13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE		3.3	7.1	15.0	13.8	13.7	6.5	15.0	12.5	13.9	10.9	16.0
TA Associates Realty	19,679,732	0.0	2.7	12.4	10.6	7.6		12.4	14.6	5.1	2.1	4.4
NCREIF Property Index		2.9	6.1	13.3	12.0	12.2		13.3	11.8	11.0	10.5	14.3
NCREIF-ODCE		3.3	7.1	15.0	13.8	13.7		15.0	12.5	13.9	10.9	16.0

The market value for TA Associates Realty is as of 9/30/15 and reflective of all calls and distributions. RREEF (Barton Creek) is as of 9/30/15. 4Q 2015 data for RREEF America II is preliminary.



Total Alternatives Asset Class Overview (Gross of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Alternatives	101,115,540	-3.5	-8.8	-7.6	-2.4	0.0	1.7	-7.6	-3.0	3.8	5.0	2.1
CPI + 5%		0.6	1.6	5.8	6.0	6.6	6.9	5.8	5.8	6.6	6.8	8.1
Gresham MTAP Commodity Builder	16,945,794	-11.0	-24.4	-25.4				-25.4	-16.1			
Bloomberg Commodity Index TR USD		-10.5	-23.5	-24.7				-24.7	-17.0			
Commodities Broad Basket MStar MF Rank		85	85	71				71	34			
Wellington Commodity	17,297,873	-11.6	-23.9	-25.7				-25.7				
Bloomberg Commodity Index TR USD		-10.5	-23.5	-24.7				-24.7				
Commodities Broad Basket MStar MF Rank		93	82	73				73				
Aetos Capital	29,032,487	1.3	-0.5	1.2	5.9	4.5	4.0	1.2	5.2	11.4	7.9	-2.5
BofA ML 90 DAY T-BILLS + 400 bps		0.8	1.5	3.1	3.6	3.8	5.1	3.1	3.5	4.1	4.1	4.1
UBP Asset Management	450,441	-23.1	-25.2	-22.0	-4.2	-0.1	1.6	-22.0	7.5	4.7	12.6	0.6
BofA ML 90 DAY T-BILLS + 400 bps		0.8	1.5	3.1	3.6	3.8	5.1	3.1	3.5	4.1	4.1	4.1

UBP as of 11/30/15.



Total Alternatives Asset Class Overview (Net of Fees)

	Market Value	3 Mo	Fiscal YTD	1 Yr	3 Yrs	5 Yrs	10 Yrs	2015	2014	2013	2012	2011
Total Alternatives	101,115,540	-3.8	-9.2	-8.4	-3.1	-0.6	1.4	-8.4	-3.9	3.5	4.7	1.7
CPI + 5%		0.6	1.6	5.8	6.0	6.6	6.9	5.8	5.8	6.6	6.8	8.1
Gresham MTAP Commodity Builder	16,945,794	-11.2	-24.7	-25.9				-25.9	-16.8			
Bloomberg Commodity Index TR USD		-10.5	-23.5	-24.7				-24.7	-17.0			
Wellington Commodity	17,297,873	-11.8	-24.2	-26.3				-26.3				
Bloomberg Commodity Index TR USD		-10.5	-23.5	-24.7				-24.7				
Aetos Capital	29,032,487	1.1	-0.9	0.5	5.1	4.0	3.7	0.5	4.5	10.4	7.2	-2.0
BofA ML 90 DAY T-BILLS + 400 bps		0.8	1.5	3.1	3.6	3.8	5.1	3.1	3.5	4.1	4.1	4.1
UBP Asset Management	450,441	-23.2	-25.3	-22.3	-4.7	-0.4	1.2	-22.3	7.0	4.2	12.4	0.8
BofA ML 90 DAY T-BILLS + 400 bps		0.8	1.5	3.1	3.6	3.8	5.1	3.1	3.5	4.1	4.1	4.1

UBP as of 11/30/15.



Performance Return Calculations

Returns calculated in the performance summary tables are time-weighted rates of return (TWRR). TWRR are calculated from changes in monthly market values, adjusted for weighted cash flows between months. Our performance methodology assumes that cash flows occur at the end of day for modified dietz calculations. Returns are linked geometrically and annualized for periods longer than one year.

Data Source

Verus is an independent third party consulting firm and calculates returns from best source book of record data. Returns calculated by Verus may deviate from those shown by the manager in part, but not limited to, differences in prices and market values reported by the custodian and manager, as well as significant cash flows into or out of an account. It is the responsibility of the manager and custodian to provide insight into the pricing methodologies and any difference in valuation.

Illiquid Alternatives

Closed end funds including but not limited to Real Estate, Hedge Funds, Private Equity, and Private Credit may lag performance and market value data due to delayed reporting. Verus will show market values for closed end funds as of the most recent reported performance adjusted for capital calls and distributions. Closed end fund managers report performance using an internal rate of return (IRR), which differs from the TWRR calculation done by Verus. It is inappropriate to compare IRR and TWRR to each other. IRR figures reported in the illiquid alternative pages are provided by the respective managers, and Verus has not made any attempts to verify these returns. Until a partnership is liquidated (typically over 10-12 years), the IRR is only an interim estimated return. The actual IRR performance of any LP is not known until the final liquidation.

Manager Line Up					
Manager	Fund Incepted	Data Source	<u>Manager</u>	Fund Incepted	Data Source
SSGA S&P 500 Flagship Fund	07/27/2011	SSGA	SSGA TIPS	09/01/2009	SSGA
QMA Large Cap Core	12/01/2008	BNY	Franklin Templeton Global	04/03/2012	BNY
Waddell & Reed	06/04/2010	BNY	RREEF	07/01/2003	Deutsche
Robeco Boston Partners	02/01/1999	BNY	RREEF America II	03/01/2003	Deutsche
William Blair Mid Cap Grw	12/01/2006	BNY	TA Associates Realty	06/01/2007	TA Realty
Lee Munder Small Value	08/26/2009	BNY	Gresham MTAP Commodity	12/31/2013	Gresham
SSGA Russell Sm Cap Idx	05/17/2013	SSGA	Wellington Commodity	01/03/2014	Wellington
PIMCO RAE	08/14/2012	PIMCO	Aetos Capital	06/01/2005	Aetos
SSGA MSCI ACWI ex US	01/01/2010	SSGA	UBP Asset Management	06/01/2005	UBP
Pryamis Intl Growth	12/01/2003	BNY	BlackRock Private Capital II	07/13/2005	BlackRock
KBI Water Strategy	10/28/2014	KBI	Pantheon USA Fund VI	07/26/2005	Pantheon
BlackRock Fixed Income	12/01/1995	BNY	PIMCO BRAVO	01/14/2011	PIMCO
Doubleline Core Plus	12/01/2015	BNY	KKR Mezzanine Partners	07/08/2011	KKR
MacKay Shields Core Plus	12/01/2015	MacKay	Stepstone Secondary Opps II	05/10/2013	Stepstone
PIMCO Core Plus	02/15/2012	BNY			
Shenkman High Yield	09/01/2010	SSGA			

Policy & Custom Index Composition

Policy Index:

23.5% Russell 3000, 23.5% MSCI ACWI ex US, 25% BC Agg., 3% MSCI ACWI, 5% BC US TIPS, 5% NCREIF Property, 5% Bloomberg Comm., 5% CPI +500 bps, 5% Russell 3000 +300 bps.



Glossary

Allocation Effect: An attribution effect that describes the amount attributable to the managers' asset allocation decisions, relative to the benchmark.

Alpha: The excess return of a portfolio after adjusting for market risk. This excess return is attributable to the selection skill of the portfolio manager. Alpha is calculated as: Portfolio Return - [Risk-free Rate + Portfolio Beta x (Market Return - Risk-free Rate)].

Benchmark R-squared: Measures how well the Benchmark return series fits the manager's return series. The higher the Benchmark R-squared, the more appropriate the benchmark is for the manager. Beta: A measure of systematic, or market risk; the part of risk in a portfolio or security that is attributable to general market movements. Beta is calculated by dividing the covariance of a security by the variance of the market.

Book-to-Market: The ratio of book value per share to market price per share. Growth managers typically have low book-to-market ratios while value managers typically have high book-to-market ratios. Capture Ratio: A statistical measure of an investment manager's overall performance in up or down markets. The capture ratio is used to evaluate how well an investment manager performed relative to an index during periods when that index has risen (up market) or fallen (down market). The capture ratio is calculated by dividing the manager's returns by the returns of the index during the up/down market, and multiplying that factor by 100.

Correlation: A measure of the relative movement of returns of one security or asset class relative to another over time. A correlation of 1 means the returns of two securities move in lock step, a correlation of -1 means the returns of two securities move in the exact opposite direction over time. Correlation is used as a measure to help maximize the benefits of diversification when constructing an investment portfolio.

Excess Return: A measure of the difference in appreciation or depreciation in the price of an investment compared to its benchmark, over a given time period. This is usually expressed as a percentage and may be annualized over a number of years or represent a single period.

Information Ratio: A measure of a manager's ability to earn excess return without incurring additional risk. Information ratio is calculated as: excess return divided by tracking error.

Interaction Effect: An attribution effect that describes the portion of active management that is contributable to the cross interaction between the allocation and selection effect. This can also be explained as an effect that cannot be easily traced to a source.

Portfolio Turnover: The percentage of a portfolio that is sold and replaced (turned over) during a given time period. Low portfolio turnover is indicative of a buy and hold strategy while high portfolio turnover implies a more active form of management.

Price-to-Earnings Ratio (P/E): Also called the earnings multiplier, it is calculated by dividing the price of a company's stock into earnings per share. Growth managers typically hold stocks with high price-to-earnings ratios whereas value managers hold stocks with low price-to-earnings ratios.

R-Squared: Also called the coefficient of determination, it measures the amount of variation in one variable explained by variations in another, i.e., the goodness of fit to a benchmark. In the case of investments, the term is used to explain the amount of variation in a security or portfolio explained by movements in the market or the portfolio's benchmark.

Selection Effect: An attribution effect that describes the amount attributable to the managers' stock selection decisions, relative to the benchmark.

Sharpe Ratio: A measure of portfolio efficiency. The Sharpe Ratio indicates excess portfolio return for each unit of risk associated with achieving the excess return. The higher the Sharpe Ratio, the more efficient the portfolio. Sharpe ratio is calculated as: Portfolio Excess Return / Portfolio Standard Deviation.

Sortino Ratio: Measures the risk-adjusted return of an investment, portfolio, or strategy. It is a modification of the Sharpe Ratio, but penalizes only those returns falling below a specified benchmark. The Sortino Ratio uses downside deviation in the denominator rather than standard deviation, like the Sharpe Ratio.

Standard Deviation: A measure of volatility, or risk, inherent in a security or portfolio. The standard deviation of a series is a measure of the extent to which observations in the series differ from the arithmetic mean of the series. For example, if a security has an average annual rate of return of 10% and a standard deviation of 5%, then two-thirds of the time, one would expect to receive an annual rate of return between 5% and 15%.

Style Analysis: A return based analysis designed to identify combinations of passive investments to closely replicate the performance of funds

Style Map: A specialized form or scatter plot chart typically used to show where a Manager lies in relation to a set of style indices on a two-dimensional plane. This is simply a way of viewing the asset loadings in a different context. The coordinates are calculated by rescaling the asset loadings to range from -1 to 1 on each axis and are dependent on the Style Indices comprising the Map.

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