COUNTY OF TULARE

BOARD OF RETIREMENT

Leanne Malison
Retirement Administrator

136 N AKERS STREET
VISALIA, CALIFORNIA 93291

TELEPHONE (559) 713-2900
FAX (559) 730-2631
www.tcera.org

AGENDA OF THE BOARD OF RETIREMENT
REGULAR RETIREMENT BOARD MEETING
Wednesday, February 28, 2024 at 8:30 a.m.
TCERA Board Room, 136 N. Akers Street, Visalia, CA 93291

NOTICE TO THE PUBLIC

Documents related to the items on this agenda are available for public inspection at the Retirement Office, 136 N Akers Street, Visalia, CA, during normal business hours. Such documents are also available on TCERA's website, www.tcera.org, subject to staff's ability to post the documents before the meeting.

Persons wishing to listen to the meeting in progress may access a live stream link located on TCERA's website www.tcera.org.

PUBLIC COMMENTS:

Any person addressing the Board will be limited to a maximum of five (5) minutes. A total of 15 minutes will be allotted for the Public Comment period unless otherwise extended by the Board Chair. If you are part of a large group that would like to comment on an agenda item, please consider commenting in writing or sending one spokesperson to speak on behalf of the group. Public comments are limited to any item of interest to the public that is within the subject matter jurisdiction of the Board of Retirement. (Gov't Code Section 54954.3(a).)

In Person: Persons who wish to address the Board of Retirement during public comment or regarding an item that is on the agenda may address the Board of Retirement in person at the meeting.

Email: Members of the public may also submit public comment via email to BORPublicComment@tularecounty.ca.gov any time before the start of the meeting. The comments received via email before the meeting will be read to the Board of Retirement in open session during the meeting provided that the comments meet the requirements for Public Comments as posted in the agenda.

As a courtesy to those in attendance, all individuals are requested to place cell phones and other electronic devices in the non-audible alert mode.

I. CALL TO ORDER

II. ROLL CALL

III. PLEDGE OF ALLEGIANCE

IV. OATH OF OFFICE/SWEARING IN CEREMONY

1. Oath of office/swearing in ceremony for Craig Vejvoda, for the office of Trustee of the Tulare County Employees' Retirement Association Board of Retirement.

V. PUBLIC COMMENT

At this time, members of the public may comment on any item not appearing on the agenda. Under state law, matters presented under this item cannot be discussed or acted upon by the Board at this time. For items appearing on the agenda, the public is invited to make comments at the time the item comes up for Board consideration. Any person addressing the Board will be limited to a maximum of five (5) minutes. Please state your name for the record.

VI. X-AGENDA ITEMS

VII. CONSENT CALENDAR

1. Approve Minutes of the following meetings:
    a. Retirement Board Minutes of February 7, 2024.
2. Approve payments to:
    a. William Blair SMID – invoice for investment management services in the amount of $64,130.30 for the quarter ended December 31, 2023.
    b. William Blair LCG – invoice for investment management services in the amount of $80,243.24 for the quarter ended December 31, 2023.
    c. Boston Partners – invoice for investment management services in the amount of $80,124.50 for the quarter ended December 31, 2023.
    d. State Street Global Advisors – invoice for investment management services in the amount of $4,913.49 for the quarter ended December 31, 2023.
    e. State Street Global Advisors – invoice for investment management services in the amount of $41.47 for the quarter ended December 31, 2023.
    f. State Street Global Advisors – invoice for investment management services in the amount of $12,382.82 for the quarter ended December 31, 2023.
    g. State Street Global Advisors – invoice for investment management services in the amount of $6,706.22 for the quarter ended December 31, 2023.
    h. BlackRock – invoice for investment management services in the amount of $19,555.83 for the quarter ended December 31, 2023.
    i. Verus – invoice for investment consulting services in the amount of $22,500.00 for the month ended January 31, 2024.
    j. County Counsel – invoice for legal services to the Board of Retirement in the amount of $9,898.10 for the period ending January 31, 2024.

VIII. INVESTMENTS

1. Presentation from MacKay Shields regarding TCERA's allocation to Domestic Fixed Income investments. Discussion and possible action.

2. Presentation from Verus regarding TCERA’s December 31, 2023 Investment Performance Report. Discussion and possible action.
3. Presentation and recommendation from Verus regarding TCERA’s passive fixed income allocation. Discussion and possible action.
4. Discussion and possible action regarding TCERA’s strategic investment allocation and investment managers, including performance, contracts, and fees.
    a. Asset Allocation Report
    b. Verus Flash Report

IX. EDUCATION ITEMS

1. Discussion and possible action regarding available educational events.

X. COMMUNICATIONS

1. SACRS Legislative Update, February 2024. Discussion and possible action.

XI. UPCOMING MEETINGS

1. Administrative Committee Meeting February 28, 2024, 10:00 a.m.
2. Board of Retirement Meeting March 13, 2024, 8:30 a.m.
3. Board of Retirement Meeting March 27, 2024, 8:30 a.m.
4. Trustee Education/Presentation Calendar – Discussion and possible action.

XII. TRUSTEE/STAFF COMMMENTS

Under state law, matters presented under this item cannot be discussed or acted upon by the Board at this time.

XIII. ADJOURNMENT

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Secretary of the Board of Retirement at (559) 713-2900. Notification 48 hours prior to the meeting will help enable staff to make reasonable arrangements to ensure meaningful access. Documents related to the items on this Agenda submitted after distribution of the Agenda packet are available for public inspection at TCERA, 136 N. Akers Street, Visalia, CA. during normal business hours.

Vejvoda Craig
Name (Last) (First) (Middle)

Retirement Board
Name of Board or Commission

OATH OF OFFICE
FOR BOARDS OR COMMISSIONS

STATE OF CALIFORNIA)
COUNTY OF TULARE)

For The Office of Trustee:

I, Craig Vejvoda do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the Constitution of the State of California against all enemies, foreign and domestic; that I will bear true faith and allegiance to the Constitution of the United States and the Constitution of the State of California; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties upon which I am about to enter.

____
Signature of Trustee

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California)
County of Tulare)

Subscribed and sworn to (or affirmed) before me on this 28th day of February, 2024, by Pete Vander Poel, proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.

Dated: February 28, 2024

____
Signature/Title

PREPARE IN DUPLICATE

Leanne Malison
Retirement Administrator

136 N AKERS STREET
VISALIA, CALIFORNIA 93291

TELEPHONE (559) 713-2900
FAX (559) 730-2631
www.tcera.org

MINUTES OF THE BOARD OF RETIREMENT
REGULAR RETIREMENT BOARD MEETING
Wednesday, February 7, 2024 at 8:30 a.m.
TCERA Board Room, 136 N. Akers Street, Visalia, CA 93291

I. CALL TO ORDER

The meeting was called to order at 8:30 a.m. by Pete Vander Poel, Chair.

II. ROLL CALL

Voting Trustees Present:	Gary Reed, Ty Inman, Thomas Morgan, Jim Young, Nathan Polk, Roland Hill, Pete Vander Poel
Trustees Absent:	Cass Cook
Voting Alternate Trustees Present:	Jorge Garcia
Alternate Trustees Present:	David Vasquez, George Finney
Staff Members Present:	Leanne Malison, Retirement Administrator, Paul Sampietro, Assistant Retirement Administrator, Melanie Tyler, Secretary II
Board Counsel Present:	Aaron Zaheen, Deputy County Counsel

III. PLEDGE OF ALLEGIANCE

IV. PUBLIC COMMENT

At this time, members of the public may comment on any item not appearing on the agenda. Under state law, matters presented under this item cannot be discussed or acted upon by the Board at this time. For items appearing on the agenda, the public is invited to make comments at the time the item comes up for Board consideration. Any person addressing the Board will be limited to a maximum of five (5) minutes. Please state your name for the record.

V. X-AGENDA ITEMS

None

VI. DISABILITIES

1. Closed session to be held regarding disability matters listed on this agenda.
   Time for closed session was 8:32 a.m. – 8:59 a.m.

2. In the matter of the disability application of Ron Smith, consider and take action regarding the application for a disability retirement.

Motion to grant a service connected disability retirement by determining that, based on the medical evidence submitted, the applicant has met the burden of proof on the question of permanent disability and the question of job causation.

Motion: Young
Second: Morgan
Motion passed unanimously.

3. In the matter of the disability application of Raychel Vera, consider and take action regarding the application for a disability retirement.

Motion to grant a service connected disability retirement by determining that, based on the medical evidence submitted, the applicant has met the burden of proof on the question of permanent disability and the question of job causation.

Motion: Polk
Second: Morgan
Motion passed unanimously.

4. In the matter of the disability application of Brian Nix, consider and take action regarding the application for a disability retirement.

No Action. The matter will be brought back to the Board of Retirement at a future meeting.

5. Accept as filed the Disability Status Report Overview.

VII. CONSENT CALENDAR

1. Approve Minutes of the following meetings:
   a. Retirement Board Minutes of January 24, 2024.
2. Pension Board Reports and Actions
   a. Ratify Retirement Administrator actions regarding Retirement Application approvals and Option Selections for the month of January 2024.
   b. Approve Reports regarding Retirement Applications, Option Selections and Deceased Pensioners and 30-Year Members for the month of January 2024.

Motion to approve Consent Calendar as presented.

Motion: Young
Second: Hill
Motion passed unanimously.

VIII. NEW BUSINESS

1. Discussion and possible action regarding the delegation of the Board of Retirement's subpoena power under Government Code Section 31535.
   a. Adoption of Board of Retirement Resolution.

Ms. Malison reviewed the proposed resolution regarding the Board of Retirement's subpoena power and highlighted that the Retirement Administrator has historically signed and issued subpoenas on behalf of the Board of Retirement under the understanding that the Board has delegated its subpoena power as allowed in the statute. The resolution presented recognizes the practice of issuing subpoenas and granting the authority to issue subpoenas to the Retirement Administrator.

Motion to adopt the Board Resolution Delegation of Subpoena Power effective February 7, 2024.

Motion: Reed
Second: Young
Motion passed unanimously.

2. Discussion and possible action regarding the April 2024 Cost of Living Adjustment (COLA) for TCERA pension payees.

Ms. Malison presented the information from Cheiron, TCERA's actuary, regarding the Cost of Living Adjustments (COLA) to be granted to TCERA pension payees effective April 1, 2024. Charts with information regarding accumulated carryover (COLA bank) for pension payees were attached to the agenda.

Motion to adopt the required 3% COLA for Tier 1 and 2% COLA for Tiers 2-4 with associated accumulated carryover effective April 1, 2024.

Motion: Hill
Second: Polk
Motion passed unanimously.

3. Discussion and possible action regarding TCERA contingency reserves and rates for crediting interest to TCERA member accounts and reserves for the six-month period ending December 31, 2023.

Ms. Malison reviewed the interest rate calculations prepared by TCERA Staff based on possible contingency reserves of 2.5% of plan assets and 3.0% of plan assets.

Motion to approve rates of interest for member accounts and reserves for the six-month period ending December 31, 2023, at rates calculated to maintain 3% Contingency Reserves for all tiers. Tiers 1, 2, and 3 will be credited with interest of 2.7331% and tier 4 to be credited with interest of 2.6111%

Motion: Hill
Second: Morgan
Motion passed unanimously.

4. Discussion and possible action regarding the CPAS Support, Maintenance, and Hosting Agreement – Fifth Amendment.

Ms. Malison reviewed the CPAS Support, Maintenance and Hosting Agreement and noted that we are at the end of our contract with CPAS. Staff is recommending that we extend our agreement for five years as CPAS has proved to function well and the proposed increase in fees is reasonable.

Motion to approve the Fifth Amendment to License, Professional Services, Maintenance and Support and Hosting Agreement and authorize the Retirement Administrator to execute the amendment on behalf of TCERA.

Motion: Reed
Second: Young
Motion passed unanimously.

IX. EDUCATION ITEMS

1. Discussion and possible action regarding Summary Education Reports as filed:
   a. Leanne Malison – Verus First Quarter 2024 Investment – January 25, 2024, 1 Hour.

Motion to accept the Summary Education Reports as filed.

Motion: Hill
Second: Young

Motion passed unanimously.

2. Discussion and possible action regarding available educational events.

Ms. Malison requested permission to attend the PIMCO Institute, Educational Seminar in Newport Beach from April 15-18, 2024.

Motion to approve Ms. Malison's request to attend the PIMCO Institute, Educational Seminar in Newport Beach from April 15-18, 2024.

Motion: Hill
Second: Polk
Motion passed unanimously.

X. UPCOMING MEETINGS

1. Board of Retirement Meeting February 28, 2024, 8:30 a.m.
2. Administrative Committee Meeting February 28, 2024, 10:00 a.m.
3. Board of Retirement Meeting March 13, 2024, 8:30 a.m.
4. Trustee Education/Presentation Calendar – Discussion and possible action.

No Action

XI. TRUSTEE/STAFF COMMMENTS

Mr. Vander Poel announced that Mr. Craig Vejvoda's application has been approved to fill the vacancy appointed by the Board of Supervisors on the TCERA Board of Retirement and will be going before the Board of Supervisors on February 27, 2024.

XII. ADJOURNMENT

The meeting was adjourned at 9:17 a.m.

____

Pete Vander Poel, Chair

William Blair
"SMID"

WB1098

RECEIVED

JAN 24 2024

TULARE COUNTY
EMPLOYEES RETIREMENT ASSOCIATION

Invoice date: Jan 24, 2024
Invoice number: TULARE_1.20231231.1

William Blair
Accounts Receivable
ar-im@williamblair.com
150 North Riverside Plaza
Chicago, IL 60606

Billing Period	**Oct 01, 2023 - Dec 31, 2023**
Account Name	**Amount Due USD**
TULARE COUNTY EMPLOYEES RETIREMENT ASSOCIATION - 793628 "SMID"	64,130.30
Total:	**$ 64,130.30**
Prior Outstanding Balance:	**$ 0.00**
Total Balance Due:	**$ 64,130.30**

[redacted]

Invoice Number: TULARE_1.20231231.1 **Billing Period:** Oct 01, 2023 - Dec 31, 2023
Invoice Date: Jan 24, 2024

Amount due in USD: $ 64,130.30

Please Make Check Payable To:
William Blair
Accounts Receivable
Chicago, IL 60606
150 North Riverside Plaza

Wire Instructions for Payment:
(Applies to Wire and ACH)
Bank Account: 8900619929
ABA: 021000018
Bank of New York
Further Credit: Account Name and Number

CHECKED:	RCV (Initial)	1/24/24 (Date)
VERIFIED:	DQ (Initial)	2/5/24 (Date)
APPROVED:	(Initial)	(Date)
PAID:	(Wired)	(Date)

IMPORTANT NOTICE: Mail-related check fraud exists. ACH or wire are more secure payment methods. Never trust wiring instructions sent via email. Cyber criminals hack email accounts and send emails with fake instructions that are convincing and sophisticated. Always independently confirm changes to wiring instructions via a live call to a trusted phone number. Never wire money without verifying correct instructions.

If you have any questions, please contact your client service representative.

Invoice: TULARE_1.20231231.1

TULARE_1

Billing Detail

Fee Period: Invoice date:

Oct 01, 2023 - Dec 31, 2023 **Jan 24, 2024**

Management fee

TULARE COUNTY EMPLOYEES RETIREMENT ASSOCIATION **12TULARE00M**

Activity	Date	Basis in USD
Market value	12/31/2023	30,202,825.00
Total in USD:		**$ 30,202,825.00**

Management fee Calculation

Fee Schedule Tiers			Rate (bps)	Assets	Annual fee
0.00	up to	10,000,000.00	95.00	10,000,000.00	95,000.00
10,000,000.00	up to	30,000,000.00	80.00	20,000,000.00	160,000.00
30,000,000.00	up to	50,000,000.00	75.00	202,825.00	1,521.19
50,000,000.00	up to	100,000,000.00	70.00	0.00	0.00
100,000,000.00	up to	200,000,000.00	65.00	0.00	0.00
200,000,000.00	and above		60.00	0.00	0.00
Total in USD:				**$30,202,825.00**	**$ 256,521.19**

Net Fee Calculation

Fee Breakdown	Net Fee
Management fee (Adjusted by: 1 * 90 / 360)	64,130.30
Net Fee in USD:	**$ 64,130.30**

Total Due in USD: **$ 64,130.30**

William Blair
"LCG"

Invoice date:	**Jan 24, 2024**
Invoice number:	**TCERAL_1.20231231.1**

RECEIVED
JAN 2 4 2024
TULARE COUNTY
EMPLOYEES RETIREMENT ASSOCIATION

WB1098

William Blair
Accounts Receivable
ar-im@williamblair.com
150 North Riverside Plaza
Chicago, IL 60606

Billing Period	**Oct 01, 2023 - Dec 31, 2023**
Account Name	**Amount Due USD**
Tulare County Employees' Retirement Association - 275376 "LCG"	80,243.24
Total:	**$ 80,243.24**
Prior Outstanding Balance:	**$ 0.00**
Total Balance Due:	**$ 80,243.24**

[redacted]

Invoice Number:	**TCERAL_1.20231231.1**	**Billing Period:**	**Oct 01, 2023 - Dec 31, 2023**
Invoice Date:	**Jan 24, 2024**		

Amount due in USD: **$ 80,243.24**

Please Make Check Payable To:
William Blair
Accounts Receivable
Chicago, IL 60606
150 North Riverside Plaza

Wire Instructions for Payment:
(Applies to Wire and ACH)
Bank Account: 8900619929
ABA: 021000018
Bank of New York
Further Credit: Account Name and Number

CHECKED:	RCV (Initial)	1/24/24 (Date)
VERIFIED:	DQ (Initial)	2/5/24 (Date)
APPROVED:	(Initial)	(Date)
PAID:	(Wired)	(Date)

IMPORTANT NOTICE: Mail-related check fraud exists. ACH or wire are more secure payment methods. Never trust wiring instructions sent via email. Cyber criminals hack email accounts and send emails with fake instructions that are convincing and sophisticated. Always independently confirm changes to wiring instructions via a live call to a trusted phone number. Never wire money without verifying correct instructions.

If you have any questions, please contact your client service representative.

Invoice: TCERAL_1.20231231.1

TCERAL_1

Billing Detail

Fee Period: Oct 01, 2023 - Dec 31, 2023

Invoice date: Jan 24, 2024

Management fee

Tulare County Employees' Retirement Association **43TCERAL00M**

Activity	Date	Amount in USD	Weight	Basis in USD
Market value	10/31/2023	73,713,492.26	1 / 3	24,571,164.09
Market value	11/30/2023	82,159,645.39	1 / 3	27,386,548.46
Market value	12/31/2023	85,529,710.28	1 / 3	28,509,903.43
Total in USD:				**$ 80,467,615.98**

Management fee Calculation

Fee Schedule Tiers			Rate (bps)	Assets	Annual fee
0.00	up to	50,000,000.00	50.00	50,000,000.00	250,000.00
50,000,000.00	up to	100,000,000.00	35.00	30,467,615.98	106,636.66
100,000,000.00	up to	250,000,000.00	30.00	0.00	0.00
250,000,000.00	and above		25.00	0.00	0.00
Total in USD:				**$80,467,615.98**	**$ 356,636.66**

Net Fee Calculation

Fee Breakdown	Net Fee
Management fee (Adjusted by: 1 * 90 / 360)	89,159.16
Discount 10%	(8,915.92)
Net Fee in USD:	**$ 80,243.24**

Total Due in USD: **$ 80,243.24**

BostonPartners

Jake Flores, Administrative Services Officer
Tulare County Employees' Retirement Association
136 North Akers Street
Visalia, CA 93291

RECEIVED
JAN 17 2024
TULARE COUNTY
EMPLOYEES RETIREMENT ASSOCIATION

Invoice Date: 12/31/2023

Invoice Number: 20231231-246-A

Billing Portfolio(s): D709 - Tulare County Employees' Retirement Association

Billing Period: 10/01/2023 to 12/31/2023

SUMMARY FOR INVESTMENT SERVICES

Current Period Amount Due: $ 80,124.50

QUARTEREND Fee	Invoice	Current Period Due	30-60 Days	60-90 Days	Over 90 Days	Total
Tulare County Employees' Retirement Association	20231231-246-A	80,124.50				80,124.50
Total Amount Due		80,124.50				80,124.50

Please contact James Vitelli directly at 212-908-0149 with any billing inquiries. As always, you may also direct any questions to your Relationship Manager.

We would appreciate receiving your payment along with the remittance slip within 30 days of receipt of this invoice.

WIRE / TRANSFER FUNDS TO:

JP Morgan Chase; ABA #021000021; ACCT #066-654610
REFERENCE: Boston Partners
Ref Acct #: D709

MAIL REMITTANCES TO:

Accounts Receivable
Boston Partners
One Grand Central Place, 60 East 42nd Street, Suite 1550
New York, NY 10165

Email jvitelli@boston-partners.com Thank You

	Initial	Date
CHECKED:	RCV	1/17/24
VERIFIED:	DQ	2/5/24
APPROVED:		
PAID:	Wired	Date

Period Market Values (USD)

Tulare County Employees' Retirement - D709

Monthly Values	10/31/2023	Market Value	72,594,743.98	
				72,594,743.98
	11/30/2023	Market Value	77,341,925.06	
				77,341,925.06
	12/31/2023	Market Value	81,918,748.59	
				81,918,748.59
	Average for Period			$ 77,285,139.21

Annual Fee Schedule (IMFEE - USD)

0.00	to	50,000,000.00	45.00 BPS
50,000,000.01	to	100,000,000.00	35.00 BPS
100,000,000.01	and above		30.00 BPS

Quarterly Fee Calculation (IMFEE - USD)

50,000,000.00	*	45.00 BPS	*	90	/	360	=		56,250.00
27,285,139.21	*	35.00 BPS	*	90	/	360	=		23,874.50
								Schedule Total:	$ 80,124.50

Fee Details:

Total IMFEE (D709)	80,124.50
Fee Total:	**$ 80,124.50**

Invoice Summary Fee Totals:

Fee Total For IMFEE:	80,124.50
Total Amount Due:	**$ 80,124.50**

STATE STREET GLOBAL ADVISORS

Invoice Number SSGABA3896069
Period 10/01/2023 - 12/31/2023
Invoice Date January 29, 2024

136 N. Akers Street
Visalia CA 93291
United States

Tulare County Employees' Retirement Association
U.S. Extended Market Index SL Fund (CMJ4)

Investment Management Fees for the period 10/01/2023 - 12/31/2023 Fee Amount 4,913.49
Account(s) TULARE Currency USD

Details of fee on following page(s)

Payment is due 30 days from invoice date. Please advise when payment is made by sending an email to SSGAAccounting-RevenueTeam@statestreet.com including the invoice number, client name and invoice period.

Payment Options

By Domestic Wire
State Street Bank & Trust Co.
ABA 011000028
Account: 0014 0921
Account Name: SSGA Fee Payment Account
Invoice # SSGABA3896069

By International Wire
State Street Bank & Trust Co
Boston, MA 02110
SWIFT Code SBOSUS33
Clearing 011000028
Credit Account 0014-092-1
Attn: SSGA Finance
Invoice # SSGABA3896069

CHECKED:	RCV (Initial)	1/30/24 (Date)
VERIFIED:	DQ (Initial)	2/12/24 (Date)
APPROVED:	Initial	Date
PAID:	Wired	Date

For Invoicing questions please contact gabill-ssga@statestreet.com

RECEIVED
JAN 29 2024
TULARE COUNTY
EMPLOYEES RETIREMENT ASSOCIATION

STATE STREET GLOBAL ADVISORS

Invoice Number	SSGABA3896069
Period	10/01/2023 - 12/31/2023
Invoice Date	January 29, 2024

Tulare County Employees' Retirement Association
U.S. Extended Market Index SL Fund (CMJ4)

Investment Management Fee for Account(s) **TULARE** is based upon the following Annual Fee Schedule.

Fee Basis	Average Month End Market Value Within the Period		
Currency	USD		
	3.00	basis points on the first	50,000,000.00
	2.60	basis points on the next	50,000,000.00
	2.30	basis points thereafter	

Details

Account **TULARE**
Product U.S. Extended Market Index SL Fund (CMJ4)

		Market Value	Adjustments	Adjusted Market Value
Oct	2023	60,981,999.03	0.00	60,981,999.03
Nov	2023	67,824,321.41	0.00	67,824,321.41
Dec	2023	74,893,194.87	0.00	74,893,194.87
			Fee Basis	67,899,838.44
			Total Fee Basis	67,899,838.44

Calculation

3.00	basis points on the first	50,000,000.00	15,000.00
2.60	basis points on the next	50,000,000.00	4,653.96
2.30	basis points thereafter		0.00
		Annual Fee	19,653.96
		Period Fee	4,913.49
		Currency	USD
		Total Amount Due	4,913.49
		Currency	USD

STATE STREET GLOBAL ADVISORS

Invoice Number	SSGABA3896073
Period	10/01/2023 - 12/31/2023
Invoice Date	January 29, 2024

136 N. Akers Street
Visalia CA 93291
United States

Tulare County Employees' Retirement Association
U.S. REIT Indx NL Fund (CMW4)

Investment Management Fees for the period 10/01/2023 - 12/31/2023 — Fee Amount 71.47
Account(s) TULARE — Currency USD

Details of fee on following page(s)

Payment is due 30 days from invoice date. Please advise when payment is made by sending an email to SSGAAccounting-RevenueTeam@statestreet.com including the invoice number, client name and invoice period.

Payment Options

By Domestic Wire
State Street Bank & Trust Co.
ABA 011000028
Account: 0014 0921
Account Name: SSGA Fee
Payment Account
Invoice # SSGABA3896073

By International Wire
State Street Bank & Trust Co
Boston, MA 02110
SWIFT Code SBOSUS33
Clearing 011000028
Credit Account 0014-092-1
Attn: SSGA Finance
Invoice # SSGABA3896073

	Initial	Date
CHECKED:	RCV	1/30/24
VERIFIED:	DQ	2/12/24
APPROVED:		
PAID:	Wired	Date

For Invoicing questions please contact gabill-ssga@statestreet.com

STATE STREET GLOBAL ADVISORS

Invoice Number	SSGABA3896073
Period	10/01/2023 - 12/31/2023
Invoice Date	January 29, 2024

Tulare County Employees' Retirement Association
U.S. REIT Indx NL Fund (CMW4)

Investment Management Fee for Account(s) **TULARE** is based upon the following Annual Fee Schedule.

Fee Basis	Average Month End Market Value Within the Period		
Currency	USD		
	4.00	basis points on the first	50,000,000.00
	3.00	basis points thereafter	

Details

Account **TULARE**
Product U.S. REIT Indx NL Fund (CMW4)

		Market Value	Adjustments	Adjusted Market Value
Oct	2023	644,592.20	0.00	644,592.20
Nov	2023	713,977.37	0.00	713,977.37
Dec	2023	785,540.44	0.00	785,540.44
			Fee Basis	714,703.34
			Total Fee Basis	714,703.34

Calculation

4.00	basis points on the first	50,000,000.00	285.88
3.00	basis points thereafter		0.00
		Annual Fee	285.88
		Period Fee	71.47
		Currency	USD
		Total Amount Due	71.47
		Currency	USD

STATE STREET GLOBAL ADVISORS

Invoice Number	SSGABA3896070
Period	10/01/2023 - 12/31/2023
Invoice Date	January 29, 2024

136 N. Akers Street
Visalia CA 93291
United States

Tulare County Employees' Retirement Association
MSCI ACWI Ex USA SL Fund (ZVGM)

Investment Management Fees for the period 10/01/2023 - 12/31/2023
Account(s) TULARE

Fee Amount 12,382.82
Currency USD

Details of fee on following page(s)

Payment is due 30 days from invoice date. Please advise when payment is made by sending an email to SSGAAccounting-RevenueTeam@statestreet.com including the invoice number, client name and invoice period.

Payment Options

By Domestic Wire
State Street Bank & Trust Co.
ABA 011000028
Account: 0014 0921
Account Name: SSGA Fee Payment Account
Invoice # SSGABA3896070

By International Wire
State Street Bank & Trust Co
Boston, MA 02110
SWIFT Code SBOSUS33
Clearing 011000028
Credit Account 0014-092-1
Attn: SSGA Finance
Invoice # SSGABA3896070

CHECKED:	RCV Initial	1/30/24 Date
VERIFIED:	DQ Initial	2/12/24 Date
APPROVED:	Initial	Date
PAID:	Wired	Date

For Invoicing questions please contact
gabill-ssga@statestreet.com

RECEIVED
JAN 29 2024
TULARE COUNTY
EMPLOYEES RETIREMENT ASSOCIATION

STATE STREET GLOBAL ADVISORS

Invoice Number	SSGABA3896070
Period	10/01/2023 - 12/31/2023
Invoice Date	January 29, 2024

Tulare County Employees' Retirement Association
MSCI ACWI Ex USA SL Fund (ZVGM)

Investment Management Fee for Account(s) **TULARE** is based upon the following Annual Fee Schedule.

Fee Basis	Average Month End Market Value Within the Period		
Currency	USD		
	5.50	basis points on the first	50,000,000.00
	4.50	basis points on the next	50,000,000.00
	4.00	basis points thereafter	

Details

Account **TULARE**
Product MSCI ACWI Ex USA SL Fund (ZVGM)

		Market Value	Adjustments	Adjusted Market Value
Oct	2023	93,157,094.76	(1,350,272.08)	91,806,822.67
Nov	2023	101,493,625.35	(1,466,754.22)	100,026,871.13
Dec	2023	106,562,316.31	(1,520,716.29)	105,041,600.02
			Fee Basis	98,958,431.28
			Total Fee Basis	98,958,431.28

Calculation

5.50	basis points on the first	50,000,000.00	27,500.00
4.50	basis points on the next	50,000,000.00	22,031.29
4.00	basis points thereafter		0.00
		Annual Fee	49,531.29
		Period Fee	12,382.82
		Currency	USD
		Total Amount Due	12,382.82
		Currency	USD

STATE STREET GLOBAL ADVISORS

Invoice Number SSGABA3896071
Period 10/01/2023 - 12/31/2023
Invoice Date January 29, 2024

136 N. Akers Street
Visalia CA 93291
United States

Tulare County Employees' Retirement Association
S&P 500 (R) Flagship SL Fund (CM11)

Investment Management Fees for the period 10/01/2023 - 12/31/2023 Fee Amount 6,706.22
Account(s) TULARE Currency USD

Details of fee on following page(s)

Payment is due 30 days from invoice date. Please advise when payment is made by sending an email to SSGAAccounting-RevenueTeam@statestreet.com including the invoice number, client name and invoice period.

Payment Options

By Domestic Wire
State Street Bank & Trust Co.
ABA 011000028
Account: 0014 0921
Account Name: SSGA Fee Payment Account
Invoice # SSGABA3896071

By International Wire
State Street Bank & Trust Co
Boston, MA 02110
SWIFT Code SBOSUS33
Clearing 011000028
Credit Account 0014-092-1
Attn: SSGA Finance
Invoice # SSGABA3896071

	Initial	Date
CHECKED:	RCV	1/30/24
VERIFIED:	DQ	2/12/24
APPROVED:		
PAID:	Wired:	Date:

For Invoicing questions please contact
gabill-ssga@statestreet.com

RECEIVED
JAN 29 2024
TULARE COUNTY
EMPLOYEES RETIREMENT ASSOCIATION

STATE STREET GLOBAL ADVISORS

Invoice Number	SSGABA3896071
Period	10/01/2023 - 12/31/2023
Invoice Date	January 29, 2024

Tulare County Employees' Retirement Association
S&P 500 (R) Flagship SL Fund (CM11)

Investment Management Fee for Account(s) **TULARE** is based upon the following Annual Fee Schedule.

Fee Basis	Average Month End Market Value Within the Period		
Currency	USD		
	2.00	basis points on the first	50,000,000.00
	1.30	basis points thereafter	

Details

Account **TULARE**
Product S&P 500 (R) Flagship SL Fund (CM11)

		Market Value	Adjustments	Adjusted Market Value
Oct	2023	167,978,853.44	0.00	167,978,853.44
Nov	2023	183,309,103.54	0.00	183,309,103.54
Dec	2023	191,643,219.64	0.00	191,643,219.64
			Fee Basis	180,977,058.87
			Total Fee Basis	180,977,058.87

Calculation

2.00	basis points on the first	50,000,000.00	10,000.00
1.30	basis points thereafter		17,027.02
		Annual Fee	27,027.02
		Period Fee	6,756.75
		Currency	USD
		Less Securities Lending	50.54
		Total Amount Due	6,706.22
		Currency	USD

Invoice

Verus
800 Fifth Avenue, Suite 3900
Seattle, WA 98104
(206) 622-3700 www.verusinvestments.com

Date	Invoice#
1/31/2024	INV035937
Due Date	**Terms**
3/1/2024	Net 30

Bill To

Accounts Payable
Tulare County Employees' Retirement Association
136 N. Akers Street
Visalia, CA 93291

Services Provided to: Tulare County Employees' Retirement Association

Service Dates: January 2024

Services Rendered	Amount
Monthly Billing	$22,500.00

SubTotal	$22,500.00
Past Due Balance	$0.00
Total	$22,500.00

We accept wire and EFT payments. Call us to learn more.

Thank you for choosing Verus Advisory, Inc. We sincerely appreciate your business.

Please let us know if you would like to receive a copy of our disclosure brochure Form ADV Part II.

Tax ID Number: 91-1320111

BLACKROCK®

RECEIVED

FEB 2 2024

TULARE COUNTY
EMPLOYEES RETIREMENT ASSOCIATION

55 East, 52nd Street
New York, NY 10055
US
www.blackrock.com

Party responsible for payment:
Rogelio Corona-Ventura
Tulare County Employees' Retirement Association
136 North Akers Street
Visalia, CA 93291-5121
United States

Invoice Start Date	1-Oct-2023
Invoice End Date	31-Dec-2023
Invoice Issue Date / Tax Point	01-Feb-2024
Invoice Number	**231231-43028-A**

PLEASE REFERENCE YOUR INVOICE NUMBER ON ALL PAYMENTS

Tulare County Employees' Retirement Association

Total Fees exclusive of Tax for the Period	USD	19,555.83
Total Amount Due	**USD**	**19,555.83**

If your selected payment method is not Unit Redemption or Direct Debit;

Please send wire payment to our bank account as follows:

JP Morgan Chase Bank
Bank Account Number: 323-045448
Credit: BlackRock Financial Management, Inc.
ABA Number: 021000021
Invoice Number: 231231-43028-A

Should you have any questions regarding this invoice, please contact us at 1-800-777-8389 Option 3 or AMRSClientServices@BlackRock.com

BlackRock Financial Management, Inc.

The total amounts shown for certain items appearing in multiple places throughout this invoice (e.g., "Billable Valuation", "Total Management Fee Due") may differ slightly due to rounding.

	Initial	Date
CHECKED:	RCV	2/2/24
VERIFIED:	DQ	2/15/24
APPROVED:		
PAID:	Wired:	Date:

BLACKROCK®

55 East, 52nd Street
New York, NY 10055
US
www.blackrock.com

Invoice Start Date	1-Oct-2023
Invoice End Date	31-Dec-2023
Invoice Issue Date / Tax Point	01-Feb-2024
Invoice Number	**231231-43028-A**

SUMMARY OF FEES

Portfolio	Asset Name	Ticker	Fee Type	Fee Schedule	Information only Internal charges Calculation Currency	Fee Amount exclusive of Tax Calculation Currency		Fee Amount exclusive of Tax Remit Currency	
➢ Tulare County Employees' Retirement Association	TCERA								
			Base Fee	1		USD	19,555.83	USD	19,555.83
➢ Performance Fee for 4Q23			Other Fee	1		USD	0.00	USD	0.00
						USD	19,555.83	USD	19,555.83
								USD	**19,555.83**
								USD	**19,555.83**

The total amounts shown for certain items appearing in multiple places throughout this invoice (e.g., "Billable Valuation", "Total Management Fee Due") may differ slightly due to rounding.

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55 East, 52nd Street
New York, NY 10055
US
www.blackrock.com

Invoice Start Date	1-Oct-2023
Invoice End Date	31-Dec-2023
Invoice Issue Date / Tax Point	01-Feb-2024
Invoice Number	**231231-43028-A**

BILLABLE VALUATION

Portfolio	Asset Name	Ticker	Valuation	Date	Day Count	Cash Flow Amount (Base Currency)	Amount (Base Currency)	Amount (Calculation Currency)	
Fee Schedule 1									
Period: 1-Oct-2023 - 31-Dec-2023									
Tulare County Employees' Retirement Association									
		TCERA							
			MARKET_VALUE	30-Sep-23				USD	75,583,428.61
			MARKET_VALUE	31-Dec-23				USD	80,863,184.09
						Billable Valuation		**USD**	**78,223,306.35**

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www.blackrock.com

Invoice Start Date	1-Oct-2023
Invoice End Date	31-Dec-2023
Invoice Issue Date / Tax Point	01-Feb-2024
Invoice Number	**231231-43028-A**

CALCULATION TERMS & DETAIL

Fee Schedule 1

Period: 1-Oct-2023 - 31-Dec-2023

Calculation Frequency	Cash Flows Treatment	Cash Flows Proration Type	Fee Detail Type	Data Source
Quarterly	Exclude All	AUM adjusted for incept/final flows	Flat	Custodian

Portfolio	Portfolio Name	Holding Name	Valuation Type	Billable Valuation	Weight %	Base Fee
TCERA	Tulare County Employees' Retirement Association		Month End Average	78,223,306.35	1	19,555.83
				78,223,306.35	100.00%	19,555.83

Billable Valuation	Fee Rate (bps)	Billable Days	Currency	Base Fee
78,223,306.35	10.000	90/360	USD	19,555.83
			USD	**19,555.83**

TULARE COUNTY COUNSEL

Meeting the legal and risk management challenges facing the County of Tulare in partnership with you

Invoice No. RET_0124

INVOICE

Customer

Name	Board of Retirement		
Address	136 North Akers Street		
City	Visalia	State CA	ZIP 93291
Phone	(559) 713-2900		

Misc

Date	2/16/2024
Exp Cat.	

Statement Number	Matter ID	Description	TOTAL
157693	RETBD-General	1/1/24-1/31/24 Legal Services	$ 1,815.90
157694	RETBD-General2	1/1/24-1/31/24 Legal Services	$ 704.00
157695	RETDIS-General	1/1/24-1/31/24 Legal Services	$ 7,378.20
Other Expenses:			
		Mail payment to: **Tulare County Counsel** **Attn: Billing Clerk** **2900 W. Burrel Ave.** **Visalia, CA 93291**	

SubTotal		$ 9,898.10
Shipping		$ -
Tax Rate(s)	0.00%	$ -
TOTAL		**$ 9,898.10**

Payment Other Journal Voucher

Comments	*Call or e-mail if questions*
Name	Kim Rojas
Phone	559-636-4959
E-mail	KRojas1@tularecounty.ca.gov
Deposit to:	001-080-2150-5415

Office Use Only

TULARE COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

COLLECTIVE INVESTMENT TRUST

INVESTMENT REVIEW

FEBRUARY 28, 2024

Representing MacKay Shields

STEVEN E. BUCKLEY
Managing Director
Client Portfolio Manager

MARY ELLEN SADIM
Director
Senior Client Manager

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

Leaders in Specialty Fixed Income

Specialty fixed income expertise focused on performance, independent thinking and client access to senior investment professionals

Research intensive, client focused, inclusive and collaborative culture

$139 billion in AUM[1]—scale and deep experience

196 employees and 75 investment professionals
in New York, Princeton, London, Dublin and Los Angeles

Signatory of UN Principles for Responsible Investment Initiative (PRI)

MULTI-SECTOR CAPABILITY ACROSS SPECIALTY FIXED INCOME

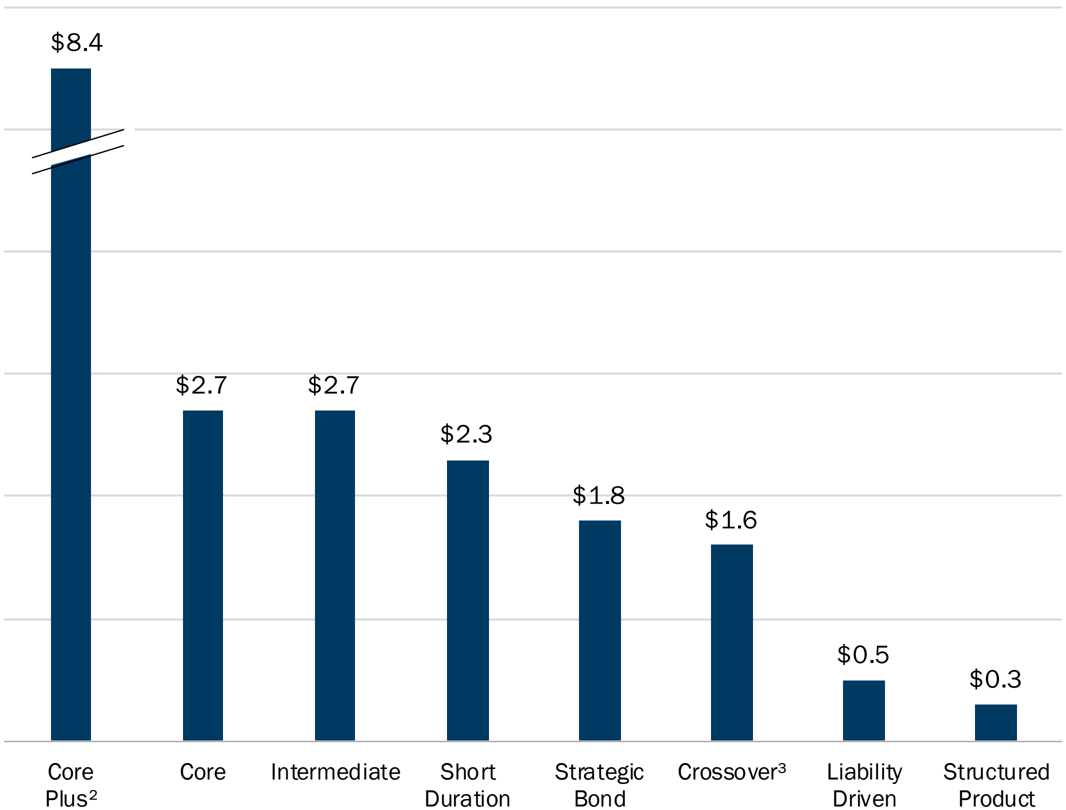
Municipals	High Yield	Investment Grade	Securitized	Emerging Market Debt	Convertibles

1. Data as of December 31, 2023, includes MacKay Shields LLC and its subsidiaries. Figures may be rounded.

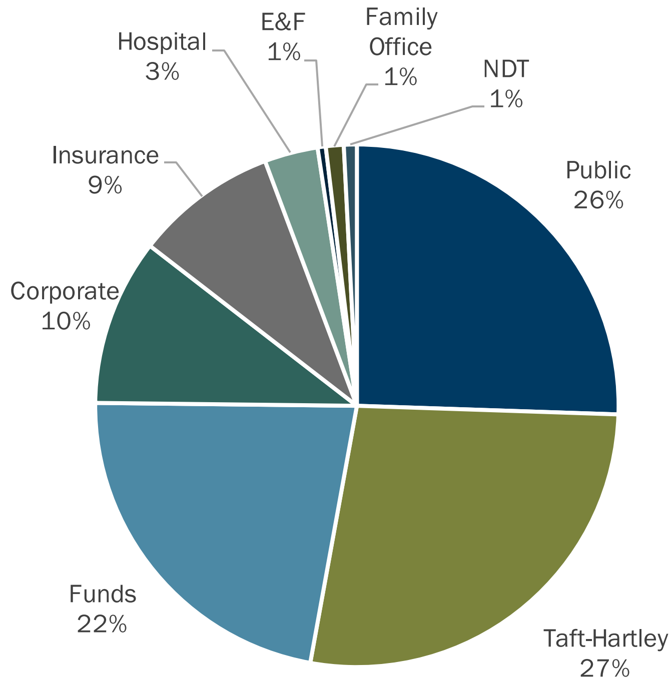
MacKay Fixed Income: Multi-Sector

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

AUM by Strategy | $ BN[1]



AUM BY SEGMENT[4] | % OF TOTAL



Figures may be rounded.
E&F – Endowments and Foundations; NDT –Nuclear Decommissioning Trusts
1. As of December 31, 2023, includes MacKay Shields LLC and its subsidiaries.
2. Core Plus includes Core Plus, Core Plus Opportunities and Core Plus Extended strategies.
3. Crossover assets include taxable and tax-exempt securities
4. Funds includes Private and Sub-Advised Mutual Funds; E&F includes Non-Profit

The Global Fixed Income Team

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

Leadership | GLOBAL FIXED INCOME

Michael DePalma
CO-HEAD | SENIOR PORTFOLIO MANAGER
33 Years Experience

Neil Moriarty
CO-HEAD | SENIOR PORTFOLIO MANAGER
36 Years Experience

TRADING	YEARS
Harel Sender HEAD | HIGH YIELD	25
Anthi Simotas TRADING – INVESTMENT GRADE CORPORATE	23
Andrew Ruskulis, CFA TRADING — LIQUID MARKETS	25
Michael Rivera DESK ANALYST	6

RISK MANAGEMENT	YEARS
Steven Rich, PhD[1] HEAD OF RISK	30
Sally Chan ENTERPRISE RISK	34
Regina Gavrilova ENTERPRISE RISK	16

PORTFOLIO MANAGEMENT	YEARS
Michael DePalma MULTI-SECTOR	33
Neil Moriarty MULTI-SECTOR	36
Lesya Paisley, CFA MULTI-SECTOR	20
Thomas Musmanno, CFA SHORT DURATION	33

MACROECONOMICS	YEARS
Steven Friedman SENIOR MACROECONOMIST	25

CLIENT PORTFOLIO MANAGEMENT	YEARS
Steven Buckley HEAD OF CLIENT PORTFOLIO MANAGEMENT	26
Heather Howell, CIMA CLIENT PORTFOLIO MANAGER	27

FUNDAMENTAL RESEARCH	YEARS
Cameron White, CFA HEAD OF FUNDAMENTAL RESEARCH | ENERGY	20
Dennis Appello, CFA HEALTHCARE, AEROSPACE & DEFENSE	9
Zachary Aronson[1] RMBS, CMBS, ABS	14
Brian Chiu RETAILERS, SERVICES, TECH	9
Robert Finstra TELECOM & MEDIA	3
Gordana Ilic, CFA EMERGING MARKETS DEBT	8
Mark Kehoe, CFA FINANCIALS	27
Paul Niklason, CFA UTILITIES, CHEMICALS, METALS & MINING, HOMEBUILDING	10
Nancy Poz CAPITAL GOODS, PAPER & PACKAGING, AUTOS	38

Additional Firm Capabilities and Resources

ESG	MUNICIPALS	HIGH YIELD	EMERGING MARKETS	CONVERTIBLES	MACRO & QUANT

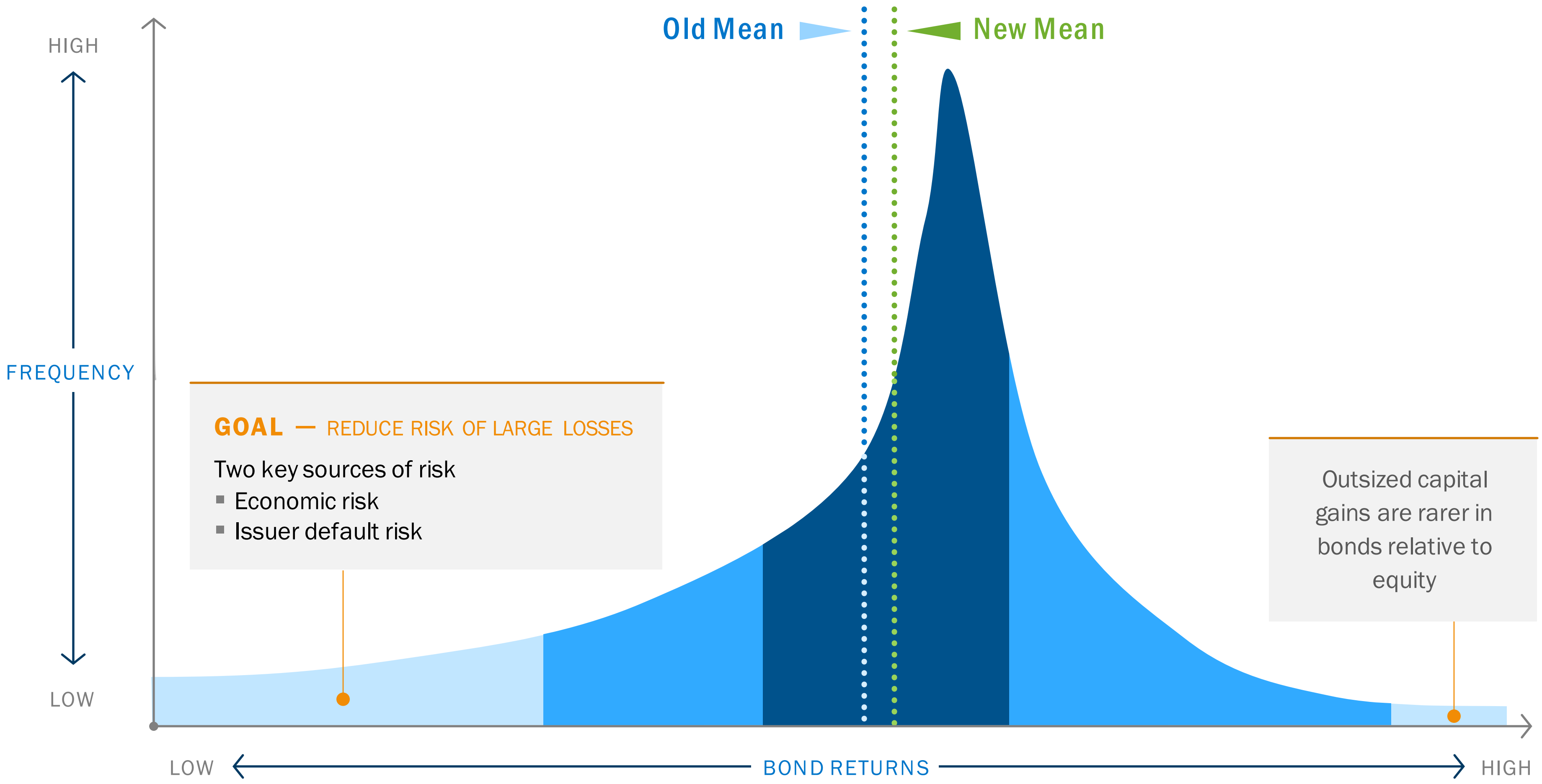
As of January 15, 2024. Years denotes industry experience.
1. Also involved in portfolio management activities.

MacKay Shields Global Fixed Income
Our Advantages

Our Size	▪ Large enough to be influential in the market ▪ Nimble enough to make a difference for our clients
Our Approach	▪ Unique combination of fundamental macroeconomic and bottom-up research ▪ High conviction decision making
Client First Culture	▪ Customization can be another source of alpha ▪ Direct access to the intellectual capital of the team
Navigate the Cycle	▪ Seek to avoid uncompensated risk to manage downside ▪ Target diversified sources of alpha to capture upside
We Go Beyond Investing	▪ Social awareness matters ▪ Giving back to the community is important

Investment Philosophy

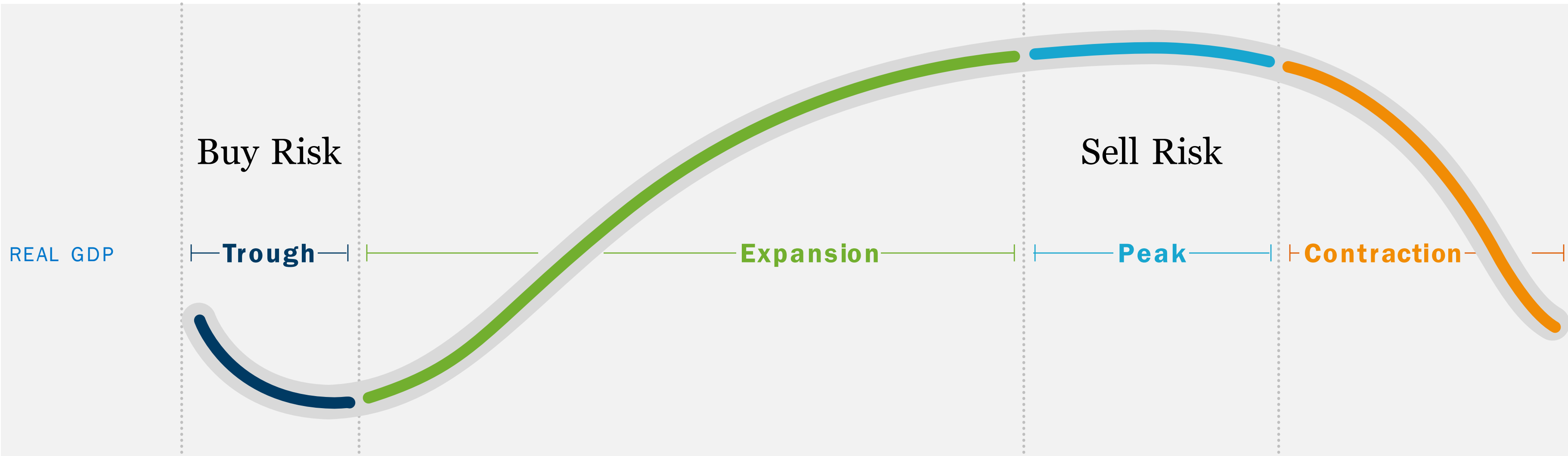
Seeking to Eliminate Uncompensated Risk: Targeting the "Sweet Spot"



This graph illustrates a stylized distribution of one-year historical returns for bonds and does not represent the distribution of any given year. The universe of bonds for this analysis is the Bloomberg US Aggregate Index except for those bonds in the index for which data could not be ascertained. The illustration above should not be considered predicative of future transactions or commitments made by MacKay Shields LLC nor as an indication of current or future profitability. There is no assurance investment objectives will be met.

Stages of the Macroeconomic Cycle

MacKay Shields
A NEW YORK LIFE INVESTMENTS COMPANY



	Trough	Expansion	Peak	Contraction
CENTRAL BANK ACTION	▪ Easy monetary policy ▪ Low interest rates ▪ Wide credit spreads	▪ On hold/tighter policy ▪ ↑ Interest rates ▪ ↓ Credit spreads	▪ On hold/easing ▪ High interest rates, but falling ▪ Narrow credit spreads, but widening	▪ Easing policy ▪ ↓ Interest rates ▪ ↑ Credit spreads
SECTOR EMPHASIS	▪ High Yield ▪ Emerging Market ▪ Equities ▪ Convertibles	▪ Investment Grade ▪ Asset-Backed Securities ▪ Commercial Mortgage-Backed Securities	▪ Agencies ▪ Agency Mortgage-Backed Securities ▪ Global Government	▪ Treasuries
DURATION	Shorten	Short	Lengthen	Long
YIELD CURVE	Steepener	Steepener to Flattener	Flattener to Steepener	Steepener

This above is a stylized illustration for informational purposes only. Portfolios are actively managed and all expressions of opinion are subject to change without notice and are not intended to be a guarantee of future events.

Portfolio Construction

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

INITIAL SCREEN (RISK)

- Credit: Liquidity, asset coverage and business model
- Securitized: Collateral/structure analysis
- Sovereign: Country analysis

PRICING ANALYSIS

- Upside/downside analysis to determine level of compensation

1 INITIAL SCREEN

Candidate Bonds for In-depth Analysis

YES

2 FUNDAMENTAL RESEARCH

DEEP DIVE

- Additional credit analysis
- ESG evaluation
- Engagement
- Risk scoring (1 through 9) for Buy List inclusion

3 RELATIVE VALUE/TOTAL RETURN ANALYSIS

POSITION THE PORTFOLIO

Attempt to buy the "best bond"

Model Portfolio

4 MONITORING PORTFOLIO CONSTRUCTION

INVESTMENT POLICY COMMITTEE

- Top-down macroeconomic assessment

CREDIT COMMITTEE

- Issuer approval
- Buy List review

TOTAL RETURN MEETING

- Evaluate total return potential across bear, bull and base case scenarios

PORTFOLIO REVIEW MEETINGS

- Quarterly

5 SELL DISCIPLINE

CREDIT DETERIORATION

- First disappointment

MARKET VOLATILITY

- Evaluate to hold, reduce/exit or add

RELATIVE VALUE

- Price/yield less compelling

TOP-DOWN OUTLOOK

- Reassessment of macro risk

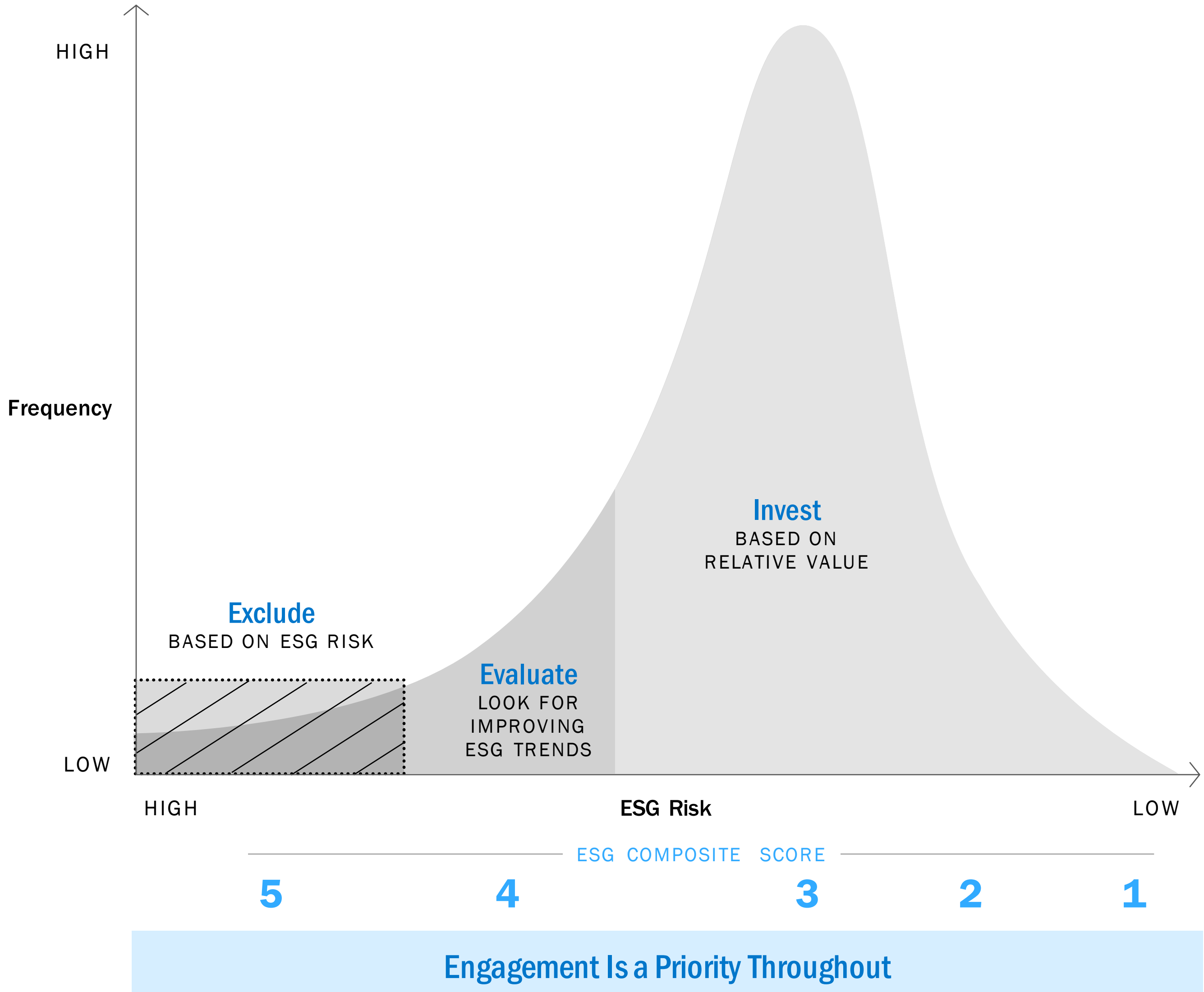
There is no guarantee that investments will be profitable. Individual exposures may vary according to client guidelines and other factors.

Approach to ESG Investing
Seeking to Eliminate Uncompensated Risk

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

ESG considerations are particularly pertinent to left-tail management.

The Team's ESG analysis aims to determine relative positioning of issuers in terms of their exposure to and management of material ESG risks, with the goal of eliminating uncompensated risk.



This graph illustrates a hypothetical, stylized distribution of issuer ESG risk factors and does not represent a distribution within any given time period. The universe of risk factors is assumed to be all issuers for which MacKay Shields assesses an internal ESG rating. For illustrative purposes only.

The Key Tenets of Our ESG Approach

- ESG considerations are evaluated holistically in order to understand an issuer's overall credit profile while seeking to eliminate uncompensated risk.

- Engagement with issuers and stakeholders is paramount, particularly with those issuers deemed to have weaker ESG risk profiles.

- Every issuer covered by research and across all asset classes are thoroughly evaluated and assigned an internally generated ESG score (1 through 5). This information is maintained in a database and updated at least semiannually.

- Issuers that are assigned a composite ESG score of 5 (high ESG risk) are categorically excluded from all portfolios but engagement may still be encouraged.

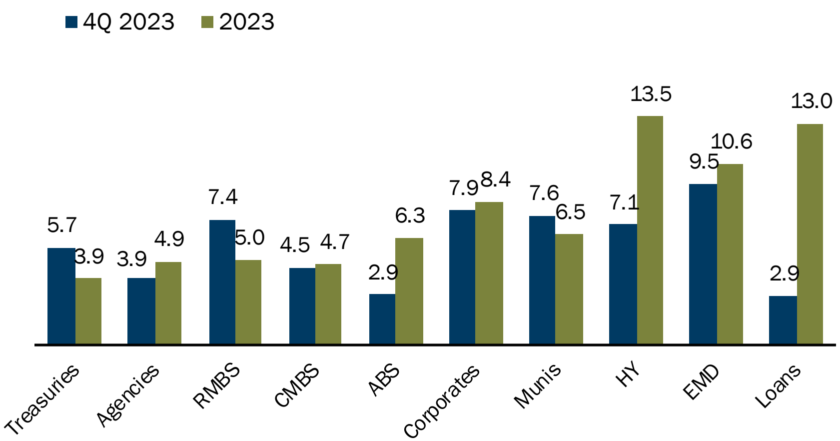
- Portfolios can be tailored to meet the specific needs of clients who generally fall along a spectrum of ESG considerations.

Market Update

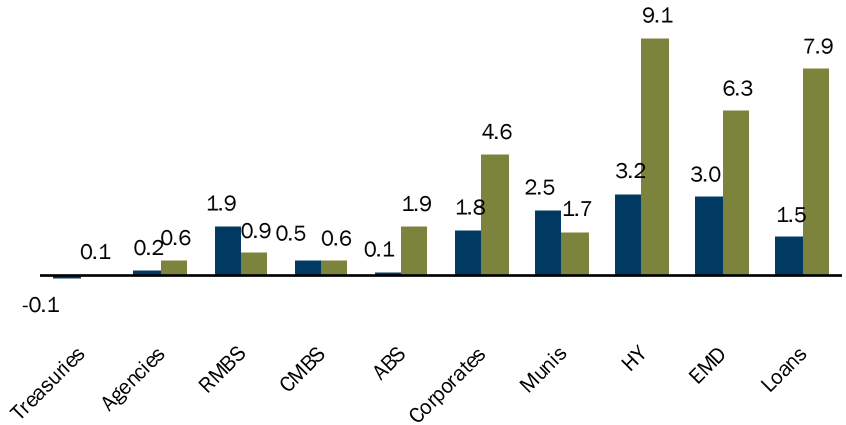
MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

Bond Market Review
4Q 2023 vs. 2023

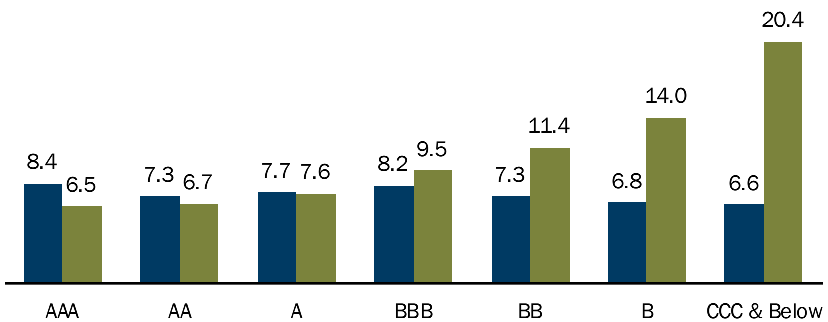
Broad Market Performance – Total Return (%)



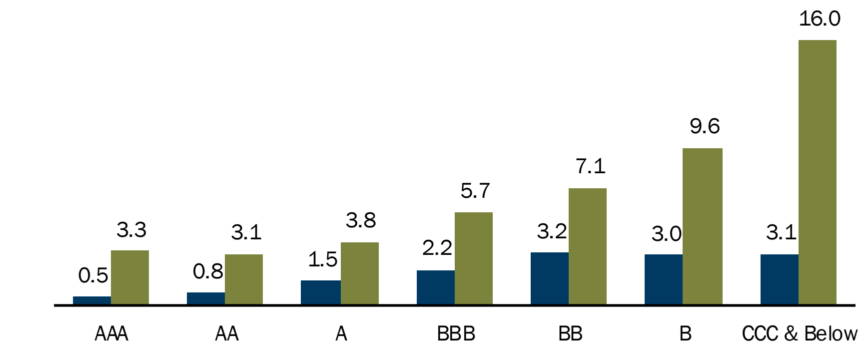
Broad Market Performance – Excess Return (%)



Performance by Quality – Total Return (%)



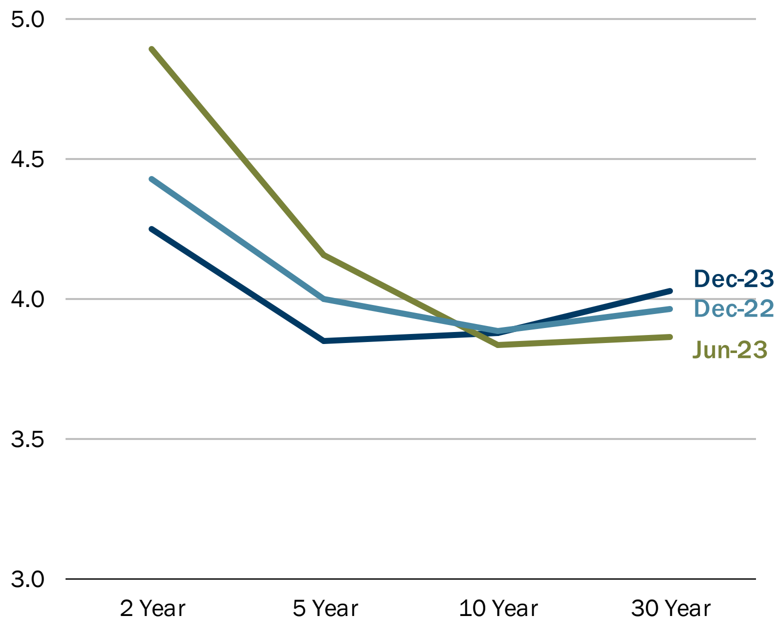
Performance by Quality – Excess Return (%)



Treasuries = ICE BofA US Treasury Index; Agencies = ICE BofA US Agency Index; RMBS = ICE BofA US Mortgage Backed Securities Index; CMBS = ICE BofA US Fixed Rate CMBS Index; ABS = ICE BofA US Fixed Rate Asset Backed Securities Index; Corporates = US Corp Master;Munis = ICE BofA US Municipal Securities Index; HY = ICE BofA US High Yield Index; EMD = ICE BofA Emerging Markets External Sovereign Index; Loans = Credit Suisse Leveraged Loan Index ; AAA = ICE BofA AAA US Corporate Index; AA = ICE BofA AA US Corporate Index; A = ICE BofA Single-A US Corporate Index; BBB = ICE BofA BBB US Corporate Index; BB = US High Yield BB; B = ICE BofA Single-B US High Yield Index; CCC & Below = ICE BofA CCC & Lower US High Yield Index. Source: ICE Data.
Past performance is not indicative of future results. It is not possible to invest directly in an index. Please see Disclosure pages for ICE BofA credit ratings disclosure.

Bond Market Review
2023

Treasury Yield Curve[1] (%)



Sector Spreads[2] (bps)

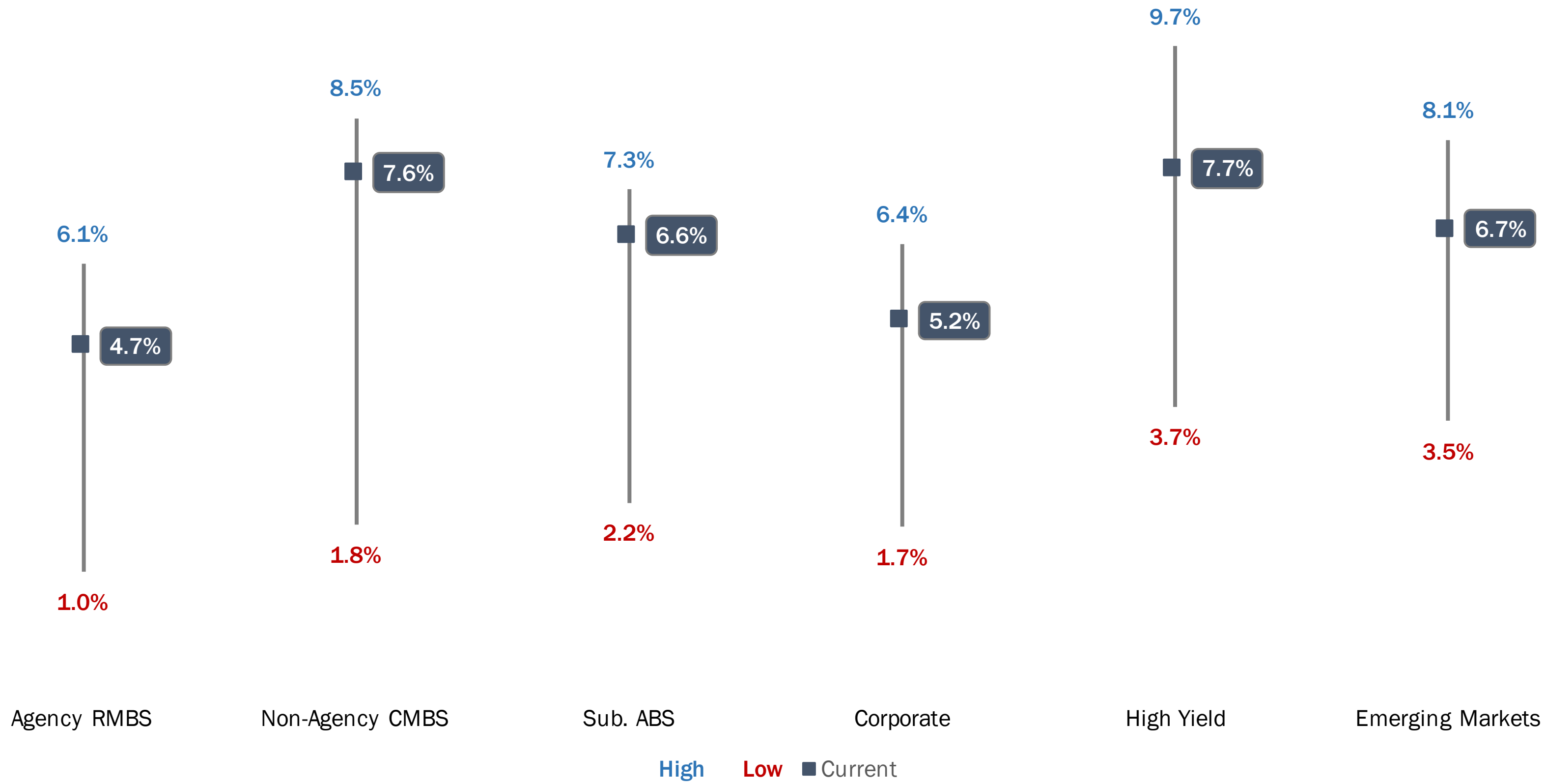
	Dec-23	Jun-23	Dec-22
Agencies	17	19	26
RMBS	47	52	51
CMBS	126	134	120
ABS	68	68	76
Corporates	99	123	130
High Yield	323	390	469
EMD	297	326	339
Municipals (10 yr Ratio) (%)[3]	54	66	68

1. Source: Bloomberg
2. Source: Bloomberg Index data. Subsectors of the Bloomberg US Aggregate Index. ABS = Asset-Backed Securities; CMBS = Commercial Mortgage-Backed Securities, RMBS = Residential Mortgage-Backed Securities, HY = High Yield, EMD = Emerging Market Debt. Spreads represented as option-adjusted (OAS)
3. Ratio of 10 year AAA municipal bond yield to the 10 year U.S. Treasury yield

Current Yields Relative to 10-Year Range

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

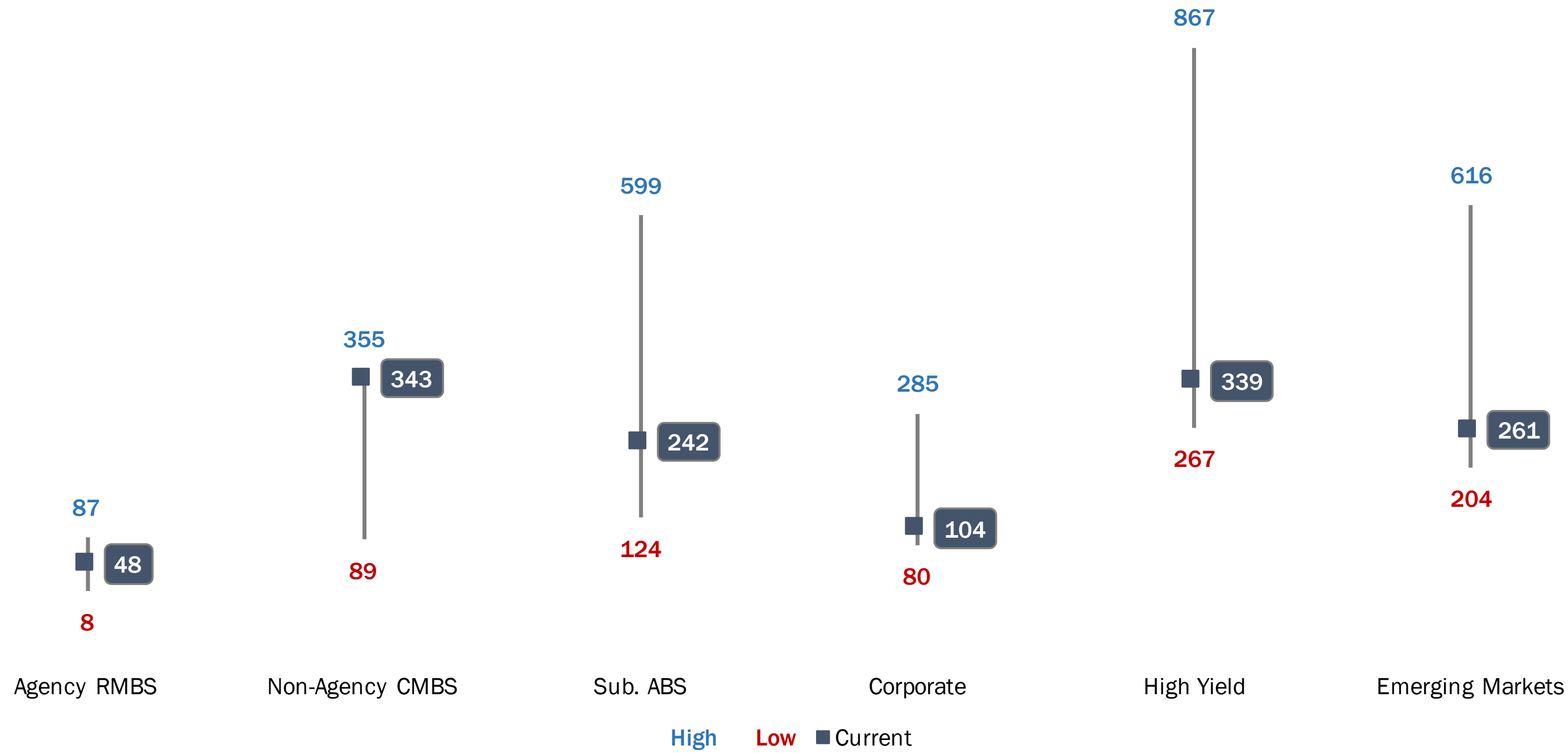
Bond Yields Near 10-Year Highs Across Credit Markets | Yield-to-Worst Range



As of December 31, 2023. Yields = Yields to Worst. Source: Bloomberg
Corporates = Bloomberg US Corporate Bond Index; High Yield = Bloomberg US Corporate High Yield Bond Index; Agency RMBS = Bloomberg US Mortgage Backed Securities (MBS) Index; CMBS = Bloomberg US CMBS: Erisa Eligible Index; Sub. ABS = Bloomberg US Agg Subordinated ABS Total Return Value; Emerging Markets = Bloomberg Emerging Markets Hard Currency Aggregate Index.
Source: Bloomberg. Please see disclosures at the end of this presentation for additional information and index descriptions.

Current Valuations Relative to 10-Year Range

Valuations Are Compressed Across Most Sectors



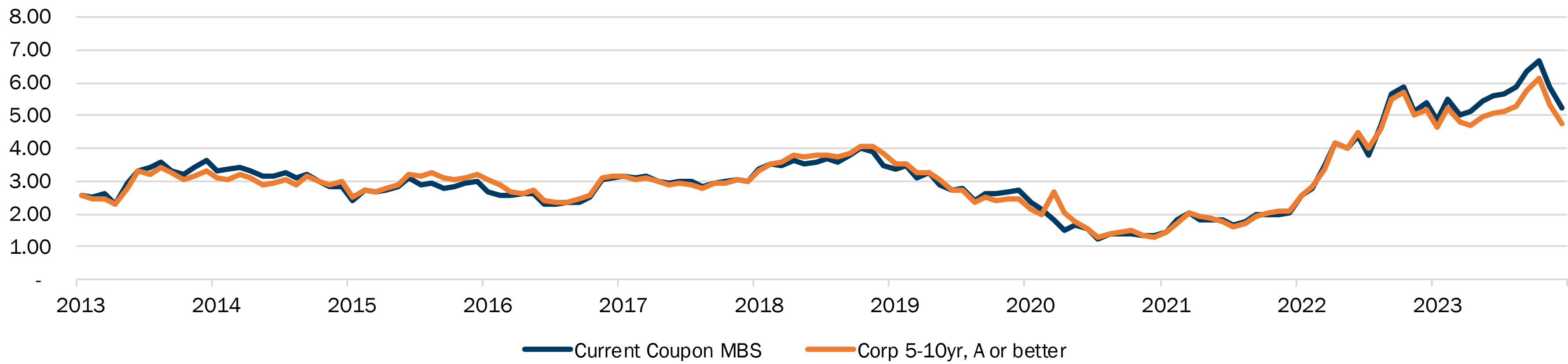
OAS (Option Adjusted Spreads) as of December 31, 2023. Source: ICE Data
Corporates - ICE BofA US Corporate Index; High Yield - ICE BofA US High Yield Index; Agency RMBS - ICE BofA US Mortgage Backed Securities Index; CMBS – ICE BofA US CMBS Index; Subordinated ABS - ICE BofA AA-BBB US Asset Backed Securities Index; Emerging Markets - ICE BofA US Emerging Markets External Debt Sovereign & Corporate Plus Index.
Please see disclosures at the end of this presentation for additional information and index descriptions.

We See Mortgages at Most Attractive Level in over 10 Years

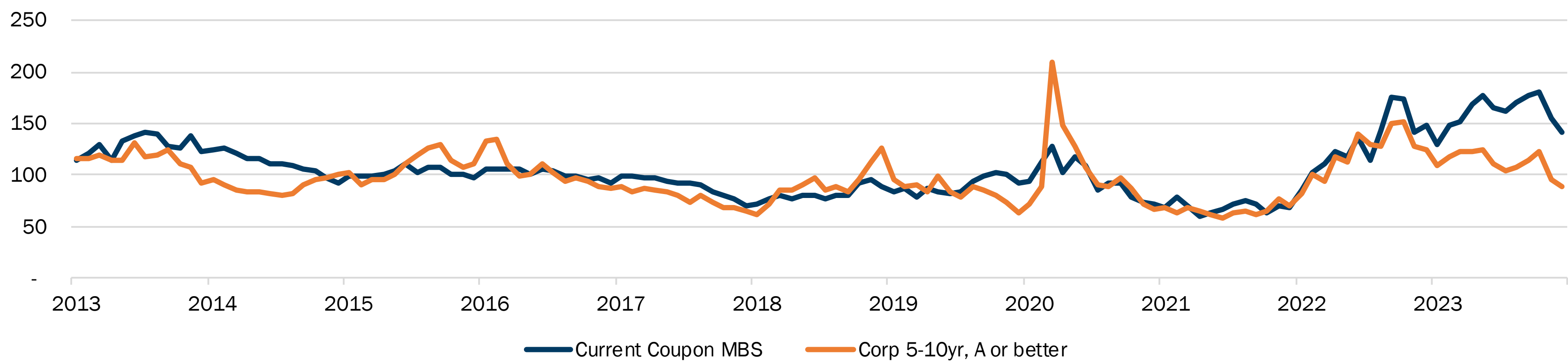
MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

As of December 31, 2023

MBS Yield More Than Investment Grade Corporates | January 2013 – December 2023



Spread



"Current Coupon MBS" represents the current par bond (new issue) Agency mortgage in the Bloomberg US MBS Index. "Corp 5-10, A or better" represents the 5-10 year, A-rated or better subset of the Bloomberg US Corporate Index.
Source: Bloomberg. It is not possible to invest directly in an index. See disclosures for index definitions. **Past performance is not indicative of future performance.**

Mortgages Represent a Tale of Two Markets—Why?

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Lower coupon securities are trading at tighter spreads and lower yields

- US Fed had been the primary buyer during QE, but has now stopped buying
- With higher rates and low housing turnover—lower risk of prepayment

Higher coupon securities are trading at wider spreads and higher yields

- Wider spreads are required to attract buyers – given higher prepayment risk
- While issuance is low as is housing turnover, any new supply will impact the higher coupons given higher mortgages rates

The Federal Reserve Agency MBS Portfolio holds over 32% of the MBS Index[3], and dominates ownership of the lower coupons

Agency Mortgage Pass-throughs—Value in Higher Coupon

Coupon	Price	Yield	Duration[1]	Spread vs UST[2]	Fed Ownership
2.00	80.00	4.75	7.59	63	43%
2.50	83.44	4.80	7.24	72	41%
3.00	86.87	4.84	6.71	76	28%
3.50	90.34	4.88	6.20	82	27%
4.00	93.25	5.00	5.24	95	23%
4.50	95.87	5.14	4.40	109	13%
5.00	98.25	5.29	3.64	127	4%
5.50	99.78	5.48	2.78	149	1%
6.00	101.31	5.59	1.94	163	0%
6.50	102.09	5.56	1.21	155	0%

As of December 31, 2023
1. Option-adjusted duration.
2. UST = U.S. Treasuries
3. MBS Index = Bloomberg US MBS Index
It is not possible to invest directly in an index. See disclosures for index definitions. **Past performance is not indicative of future performance.**
Source: Bloomberg; Fannie Mae Agency mortgage backed securities

Financial Spreads

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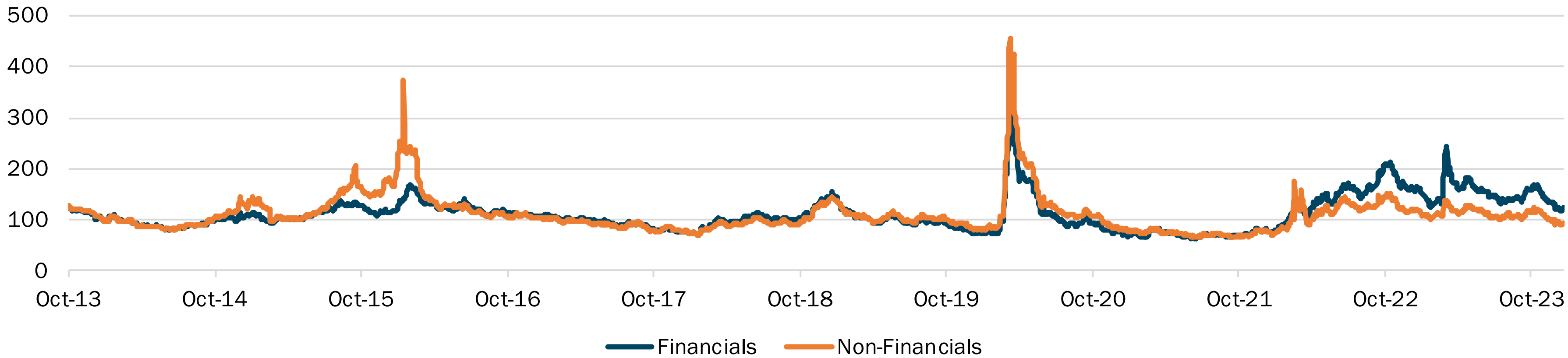
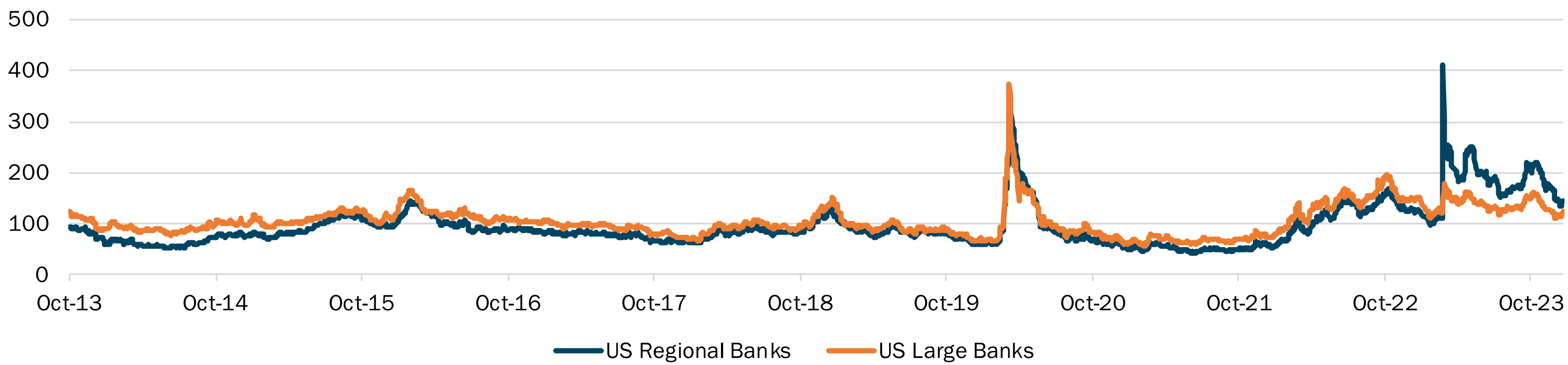
As of December 31, 2023

Financial vs. Industrials/Utilities



Large US Banks vs. Regional Banks



Source: JP Morgan. **Past performance is not indicative of future performance.**

The Loaded Bazooka

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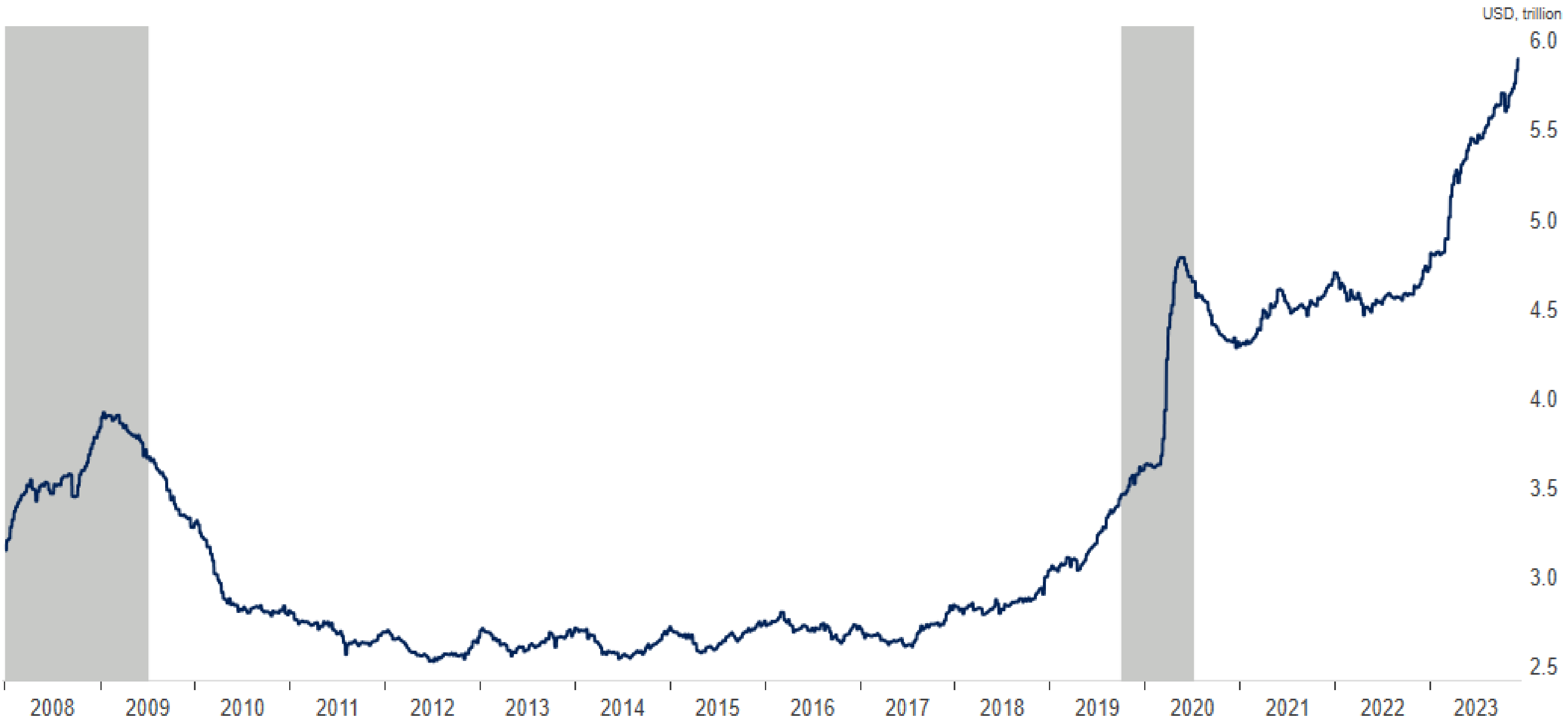
Money Market Fund Total Assets



As of December 2023
Source: FHN Financial, Investment Company Institute (ICI), Federal Reserve, Federal Reserve Bank of St. Louis, Macrobond

Portfolio Review

MacKay Shields
A New York Life Investments Company

Core Plus Investment Style

- MacKay Shields' Core Plus strategy seeks to outperform the benchmark by eliminating or reducing uncompensated risk while opportunistically allocating investments across a range of core and off-benchmark sectors. These sectors may include, but is not limited to, US Treasuries and agencies, mortgage-backed securities, asset-backed securities, corporate bonds, high yield bonds, emerging market debt, bank loans and non-dollar investments.

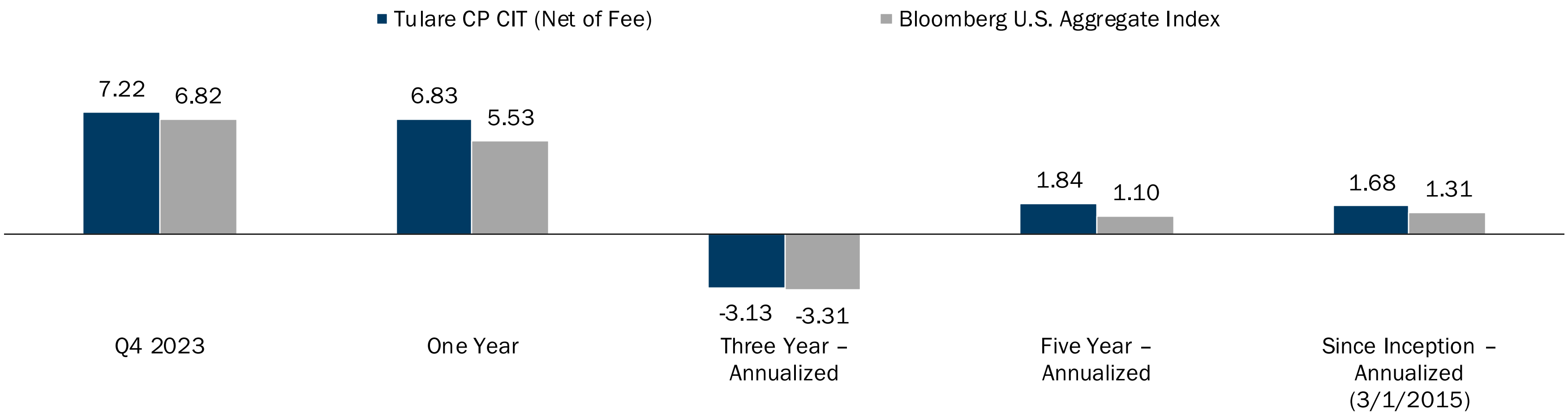
- MacKay Shields' Core Plus strategy is expected to be competitive in up markets while protective during down markets. Over the last 10 years, the product has captured 117% of the upside of the market the while matching the downside.[1]

1. Source: Callan's Performance Evaluation Program (PEP) as of December 31, 2023 based on quarterly returns.

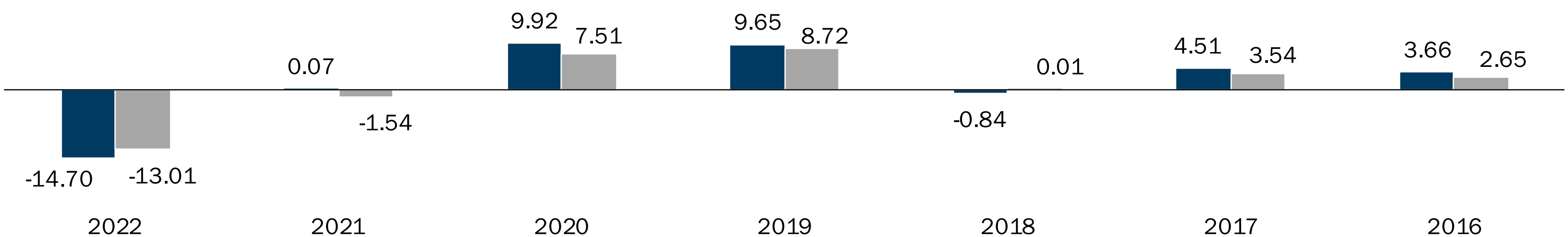
Past performance is not indicative of future results.

Tulare County Employees' Retirement Association Investment Performance

Historical Rates of Return (%) | Periods Ending December 31, 2023



Calendar Years (%)



The performance data quoted represents past performance. Past performance is no guarantee of future results. The principal value and investment return will fluctuate so that you may have a gain or loss when you sell your units. Net performance is net of management fees and expenses. Returns are unaudited and subject to change.

MacKay Shields Core Plus CIT Performance Attribution

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Contribution to Excess Return (bp) | YTD Ending December 31, 2023

	Contribution to Excess Return (bp)		
	Sector Weighting	Issue Selection	Total
Term Structure			-53.4
Sectors (Local Return)			
U.S. Treasury	-97.2	-14.5	-111.7
Government-Related, non-EM	-12.5	-1.4	-13.8
High-Grade Corporates, non-EM	32.5	39.1	71.7
High-Yield Corporates, non-EM	28.5	0.5	29.0
Emerging Market Credit	9.6	5.6	15.2
Equity-Linked	33.4	-23.4	10.1
Securitized Product	-22.3	230.9	208.6
Attributed Excess Return			155.6
Residual			0.0
Reported Excess Return			155.6
Reported Total Return (%)			
Portfolio			7.08
Benchmark			5.53

All return figures are relative to the Bloomberg Aggregate Index, pre-tax gross of fees and expressed in bps.
Source: FactSet

MacKay Shields Core Plus CIT
Statistics and Quality Ratings

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

Market Value: $105.7 MM (Tulare)

December 31, 2023

Statistics	Portfolio	Bloomberg U.S. Aggregate Index[1]
Yield to Worst	5.8%	4.5%
Duration	6.3 Years	6.1 Years
Average Dollar Price	$90.91	N/A
Average Quality	A+	AA2/AA3
Number of Holdings	616	13,334
Quality Ratings (%)		
Treasuries	15.0	41.6
Agencies	27.9	28.4
Aaa (including Cash)	7.2	3.6
Aa	3.2	2.2
A	11.6	11.7
Baa	23.3	12.5
Ba	9.7	0.0
B	1.9	0.0
Caa1 and Lower	0.1	0.0
Not-Rated	0.1	0.0

Market Value: $98.9 MM (Tulare)

December 31, 2022

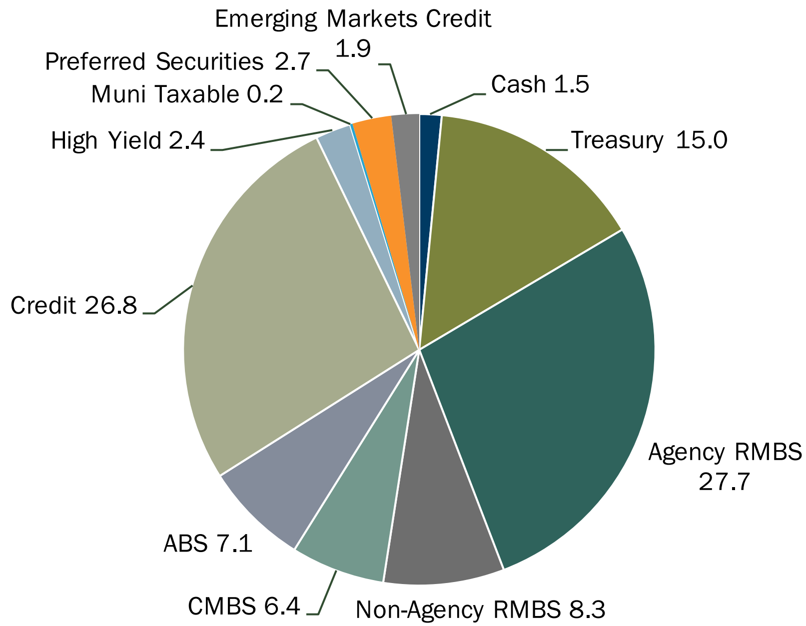
Statistics	Portfolio	Bloomberg U.S. Aggregate Index[1]
Yield to Worst	6.2%	4.7%
Duration	6.6 Years	6.1 Years
Average Dollar Price	$88.58	N/A
Average Quality	A+/A	AA1/AA2
Number of Holdings	628	13,133
Quality Ratings (%)		
Treasuries	15.1	40.9
Agencies	23.1	28.8
Aaa (including Cash)	8.4	4.0
Aa	2.9	2.7
A	14.7	11.0
Baa	26.5	12.6
Ba	7.6	0.0
B	1.5	0.0
Caa1 and Lower	0.1	0.0
Not-Rated	0.2	0.0

1. Please see the last page of this report for the Bloomberg credit quality disclosure and for important index disclosures.
This document is for informational purposes only. Portfolio holdings are subject to change without notice.

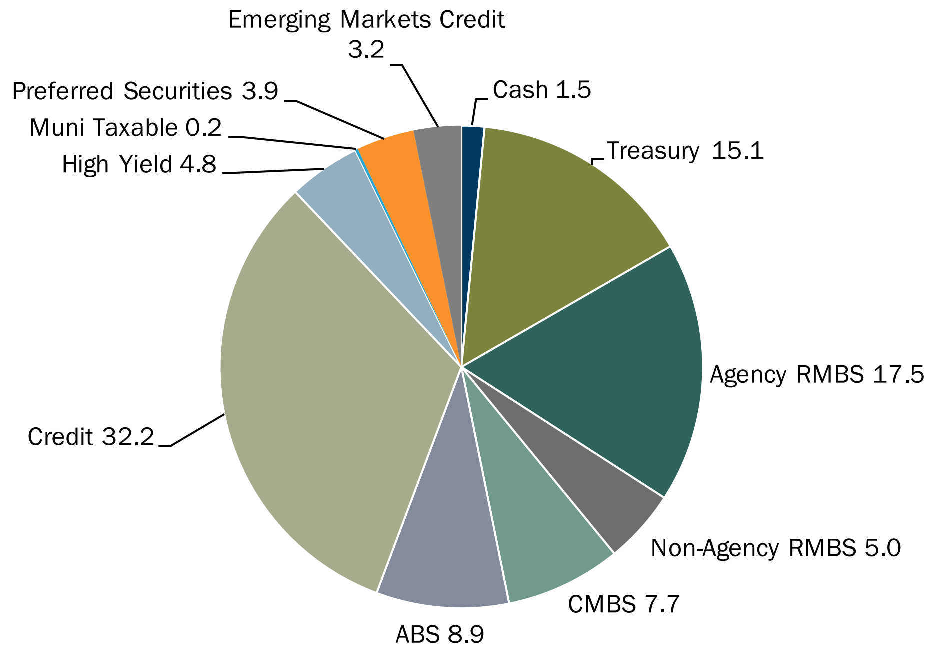
MacKay Shields Core Plus CIT
Sector Breakdown

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

December 31, 2023 | % Market Value



December 31, 2022 | % Market Value

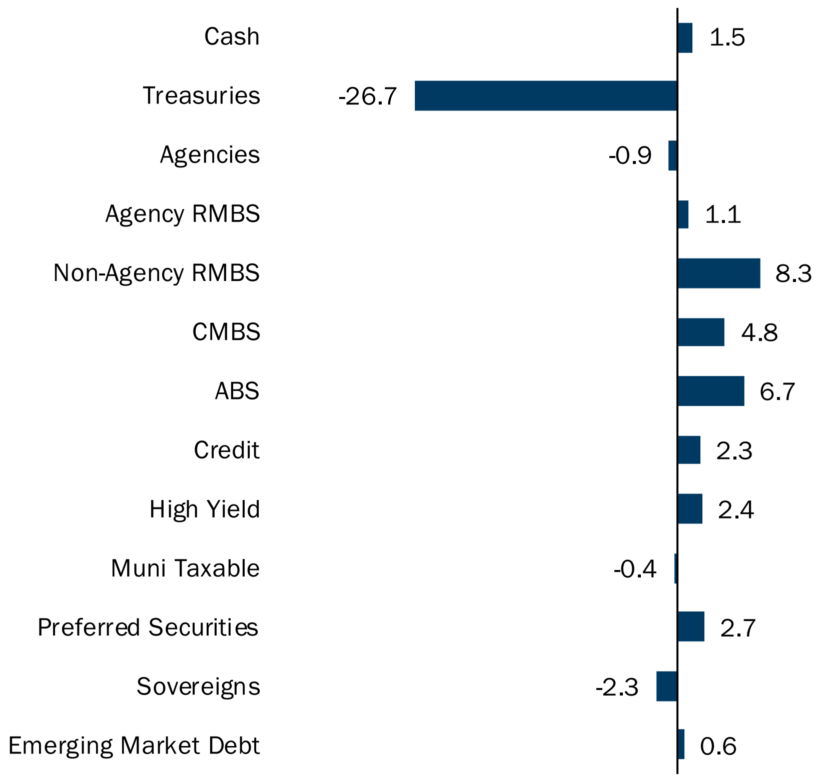


ABS = Asset-Backed Securities; CMBS = Commercial Mortgage-Backed Securities; RMBS = Residential Mortgage-Backed Securities
This document is for informational purposes only. Portfolio holdings are subject to change without notice.

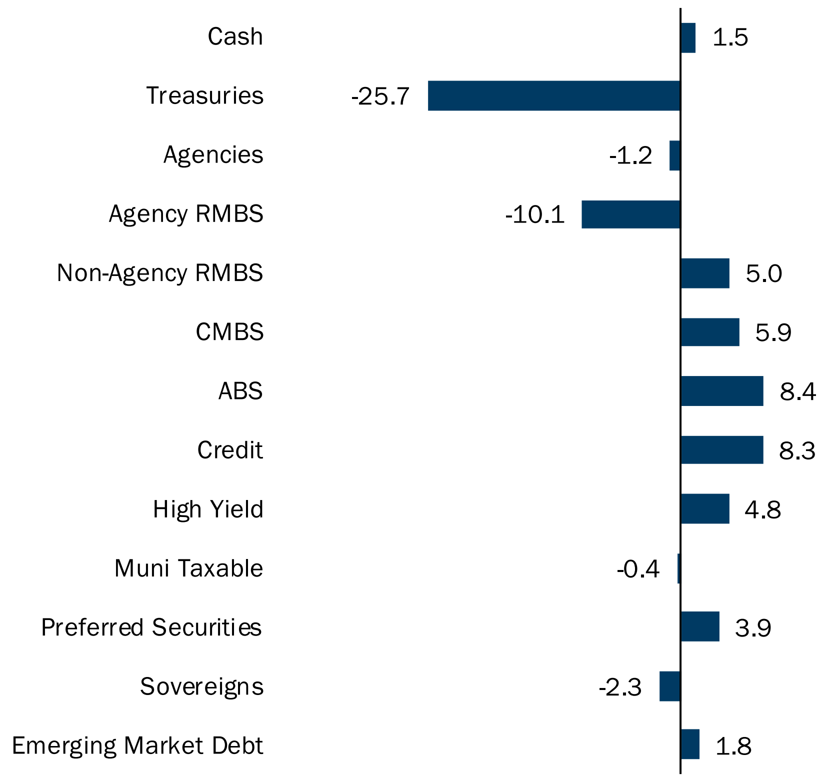
MacKay Shields Core Plus CIT Characteristics

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

Portfolio Sector Breakdown | December 31, 2023
vs. Index[1] | % Market Value



Portfolio Sector Breakdown | December 31, 2022
vs. Index[1] | % Market Value



1. Bloomberg U.S. Aggregate Bond Index. Please refer to the last page of this report for important index disclosures.
ABS = Asset-Backed Securities; CMBS = Commercial Mortgage-Backed Securities; RMBS = Residential Mortgage-Backed Securities
This document is for informational purposes only. Portfolio holdings are subject to change without notice.

MacKay Shields Core Plus CIT Characteristics

MACKAY SHIELDS
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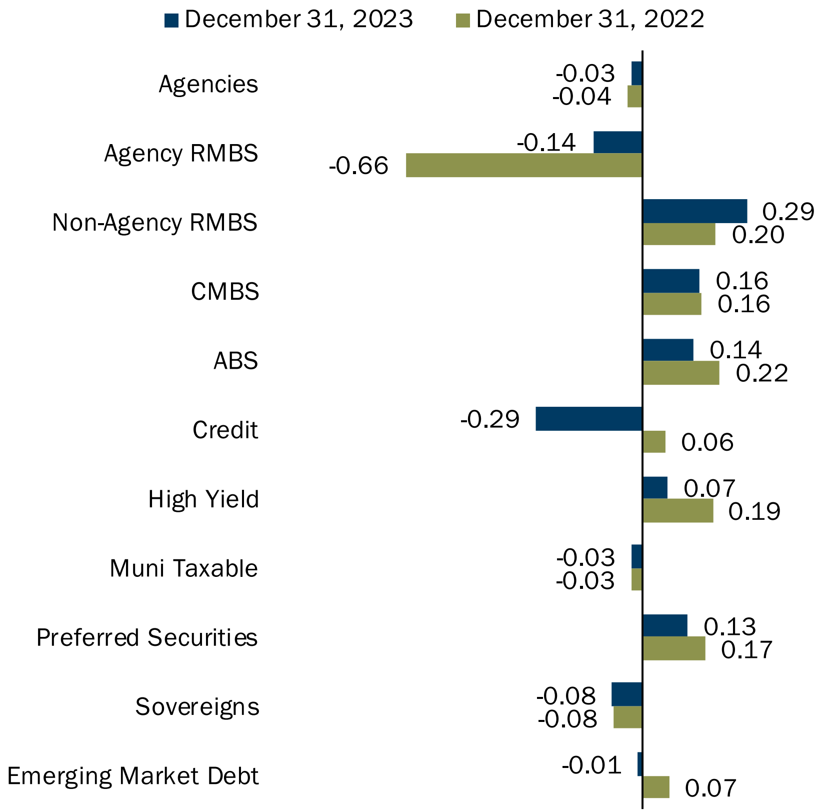
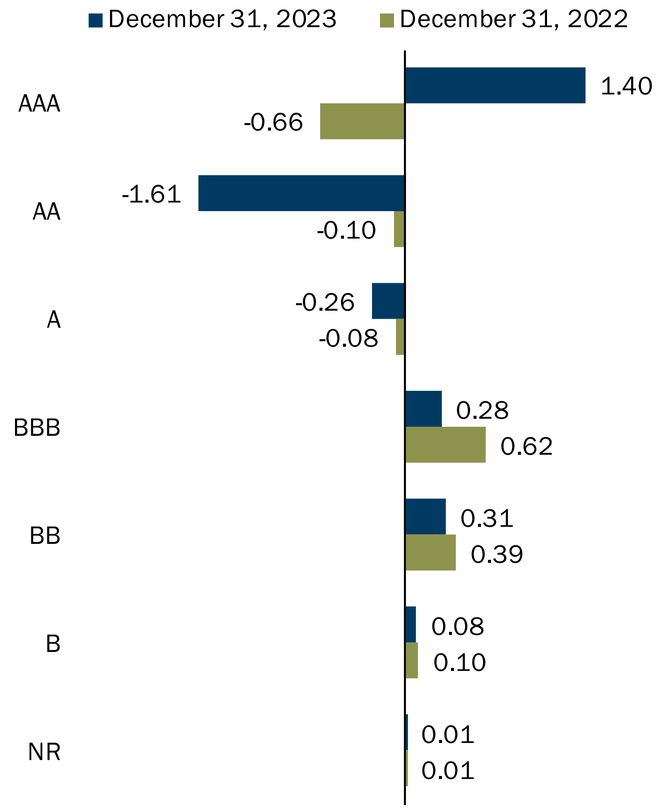
Relative Sector Exposure

Contribution to Spread Duration vs. Index[1]



Relative Quality Exposure

Contribution to Spread Duration vs. Index[1]



1. Index = Bloomberg U.S. Aggregate Bond Index

ABS = Asset-Backed Securities; CMBS = Commercial Mortgage-Backed Securities; RMBS = Residential Mortgage-Backed Securities

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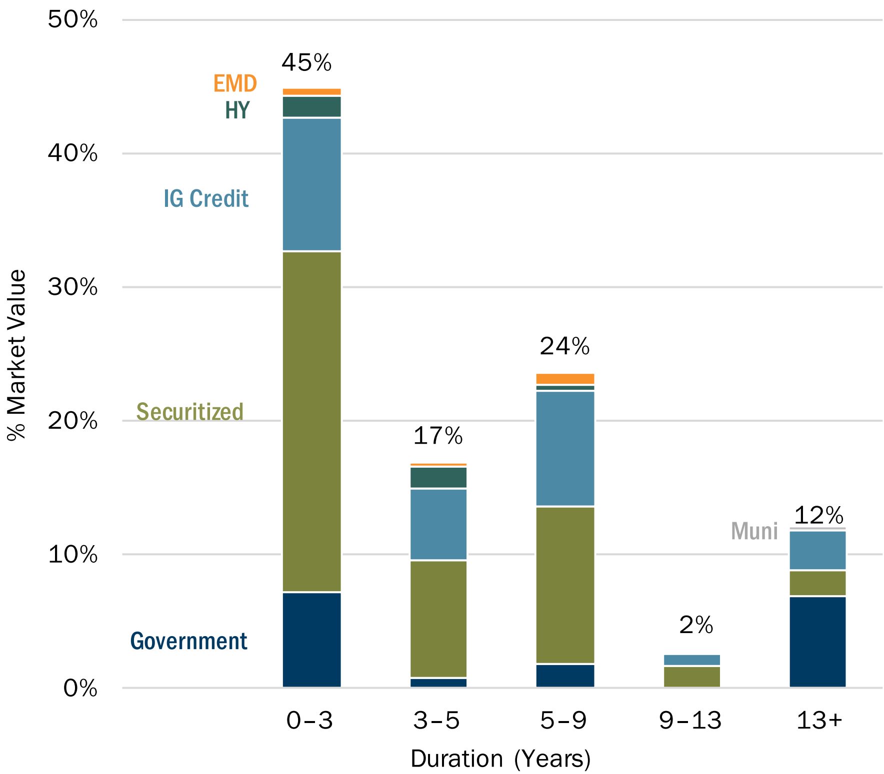
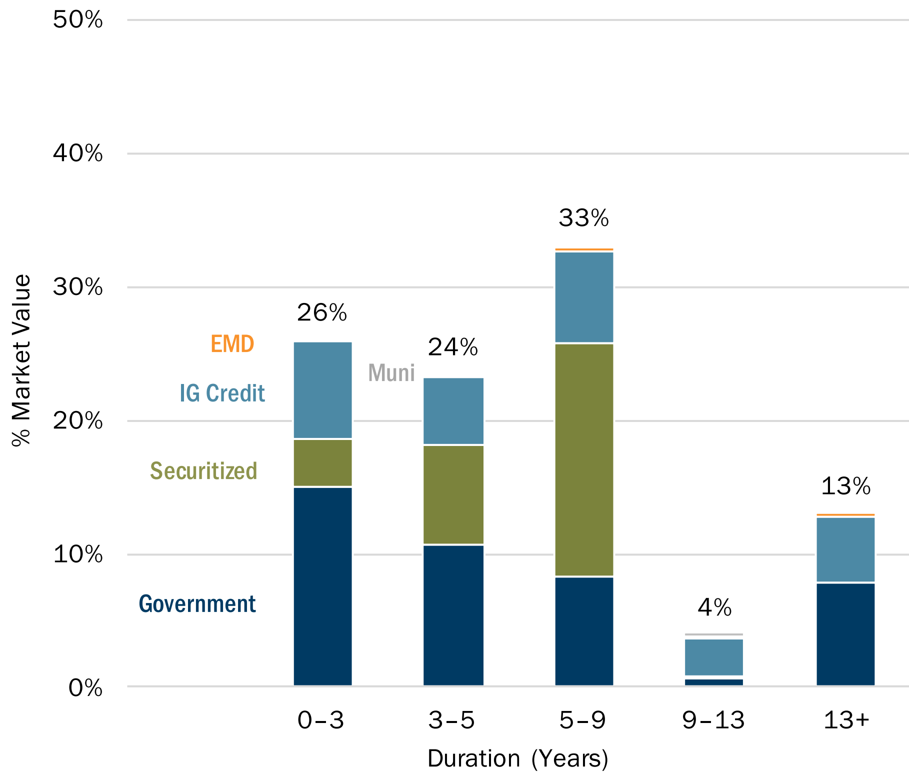
MacKay Shields Core Plus CIT Characteristics

Core Plus CIT



Bloomberg US Aggregate Bond Index



Portfolio data excludes the use of futures.
As of December 31, 2023. Please see the last page of this report for important index disclosures.
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MacKay Shields Core Plus CIT Characteristics

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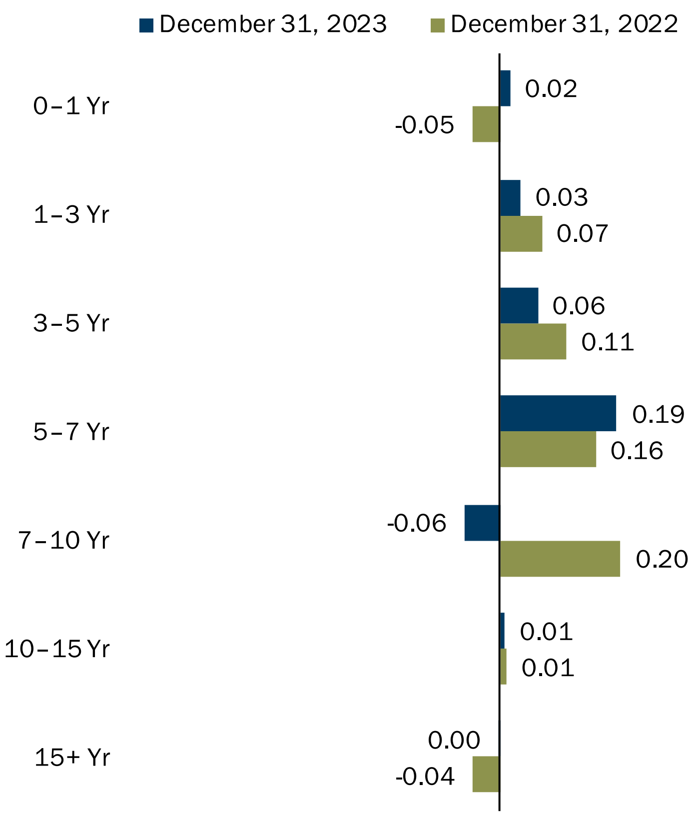
Duration Distribution
vs. Bloomberg U.S. Aggregate Bond Index



Regions[1]
% Market Value

	Portfolio	Index
Developed Markets		
Canada	0.2	1.1
Europe	3.8	1.4
United Kingdom	2.4	1.0
United States	90.1	92.9
Other	1.6	2.3
Emerging Markets	**1.9**	**1.3**
Total	**100.0**	**100.0**

1. As of December 31, 2023. Bloomberg U.S. Aggregate Bond Index. Please see the last page of this report for important index disclosures.
This document is for informational purposes only. Portfolio holdings are subject to change without notice.

MacKay Fixed Income – Top 5 Insights of 2024

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

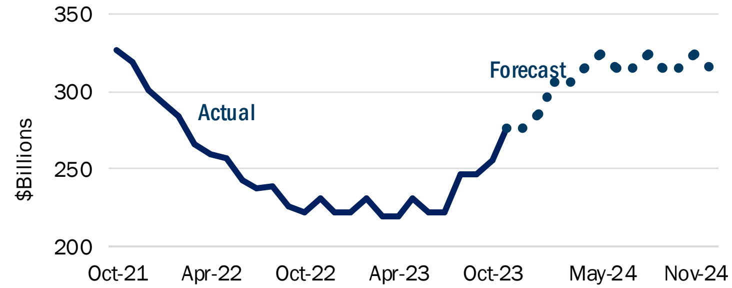
Theme

ECONOMICS TRUMPS SUPPLY

1

- We expect the outlook for deficits and supply to remain a driver of rate market volatility in 2024
- Estimates of the Treasury term premium have risen notably in recent months, suggesting that a worsening supply outlook may already be largely discounted.
- The growth slowdown we anticipate next year should put downward pressure on rates, especially as moderating inflation will open the door to less restrictive monetary policy.

TREASURY COUPON ISSUANCE[1]

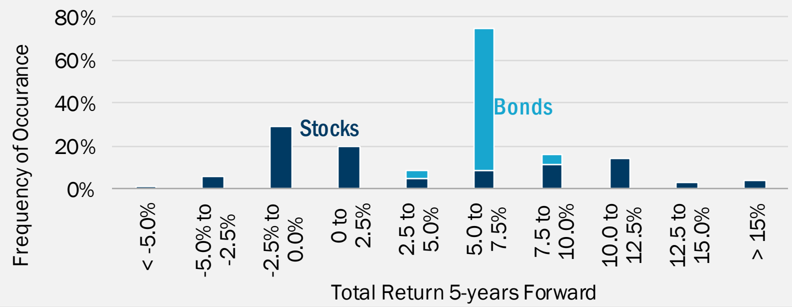


BONDS OUTPERFORM EQUITIES

2

- Starting levels of bond yields and equity multiples are very good indicators of potential returns over a medium term horizon. At present, bond yields are elevated while equity valuations suggestion caution
- Given today's yield levels, fixed income presents both attractive return potential and downside protection, particularly as current dis-inflationary trends persist.

CURRENT VALUATIONS FAVORS BONDS OVER STOCKS[2]

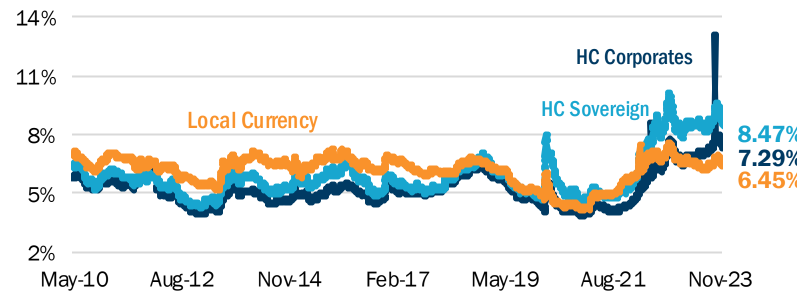


EMERGING OPPORTUNITIES IN DEVELOPING MARKETS

3

- Country and issuer selection remain paramount to investment success
- For Emerging Market Hard Currency Corporates, defensive sectors look attractive relative to cyclical sectors.
- Within Emerging Market Hard Currency Sovereigns, the markets appear too pessimistic on default probabilities among high yield issuers. Similarly, local sovereigns in Latin America and Europe should benefit from easing inflation and attractive term premia.

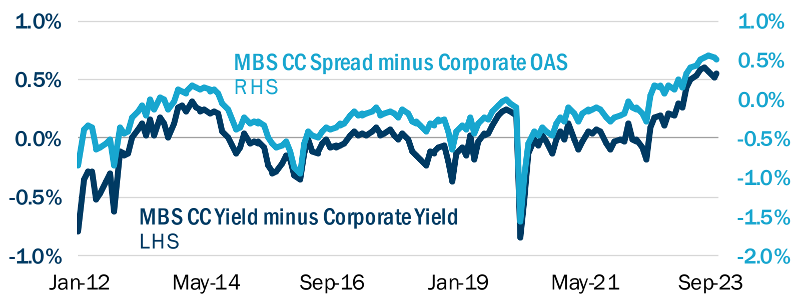
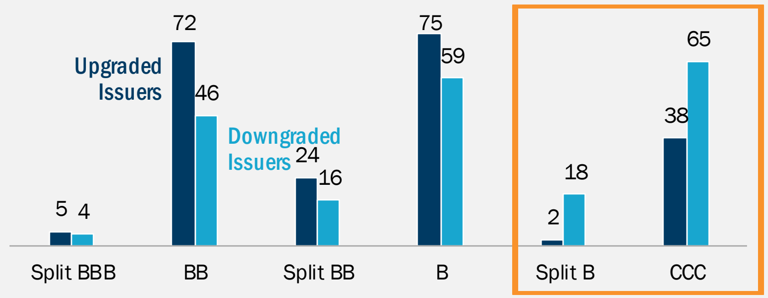
EMERGING MARKET YIELDS OFFER NOTABLE OPPORTUNITY[3]



1. Source: US Treasury Department, Bank of America
2. Bonds represented by the Bloomberg US Government/Corporate Bond Index from Jan 1973 to Jan 1976 and the Bloomberg US Aggregate bond index from Feb 1976 to Oct 2023. Stocks represented by the S&P 500. Source: Source: Bloomberg, Shiller date: http://www.econ.yale.edu/~shiller/data.htm, MacKay Shields
3. Source: JP Morgan

MacKay Fixed Income – Top 5 Insights of 2024

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

Theme		
LOCK IN MORTGAGES 4	• The Federal Reserve's rate hikes and quantitative tightening have significantly widened the risk premium of Agency MBS. Higher rates and a cooling housing market has greatly mitigated prepayment risks, enhancing the appeal of Agency MBS in the fixed-income market. • Bank demand for MBS has been notably weak, a trend that might see a turnaround should market volatility stabilize. Bank demand may also resurface as loan demand cools in a slowing economy. • Agency MBS offers particular value relative to investment grade corporates.	MORTGAGE-BACKED SECURITIES POISED TO OUTPERFORM[1] 
STRESSED CREDITS FALL OUT OF FAVOR 5	• We believe it will be difficult for CCCs to continue their strong performance in 2024 versus the higher quality part of the market. • There is a deteriorating credit trend among CCC issuers relative to the rest of the high yield market, as seen in the chart to the right.	# OF ISSUER UPGRADES AND DOWNGRADES YTD AS OF SEPTEMBER 2023[2] 

1. Data as November 24, 2023. MBS yield reflects the yield on FNMA currency coupon MBS, Corporate Yield is represented by the yield to worst on the Bloomberg US Corporate 5-10 Year Index of A or higher credit quality; MBS CC Spread is the currency coupon yield minus the average yield on a 5year and 10-year US Treasury and the Corp OAS is the option-adjusted spread of the Bloomberg US Corporate 5-10 Year Index of A or higher credit quality. Source: Bloomberg and MacKay Shields
2. Source: JP Morgan

Macro Review

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A NEW YORK LIFE INVESTMENTS COMPANY

Recent Inflation Trends

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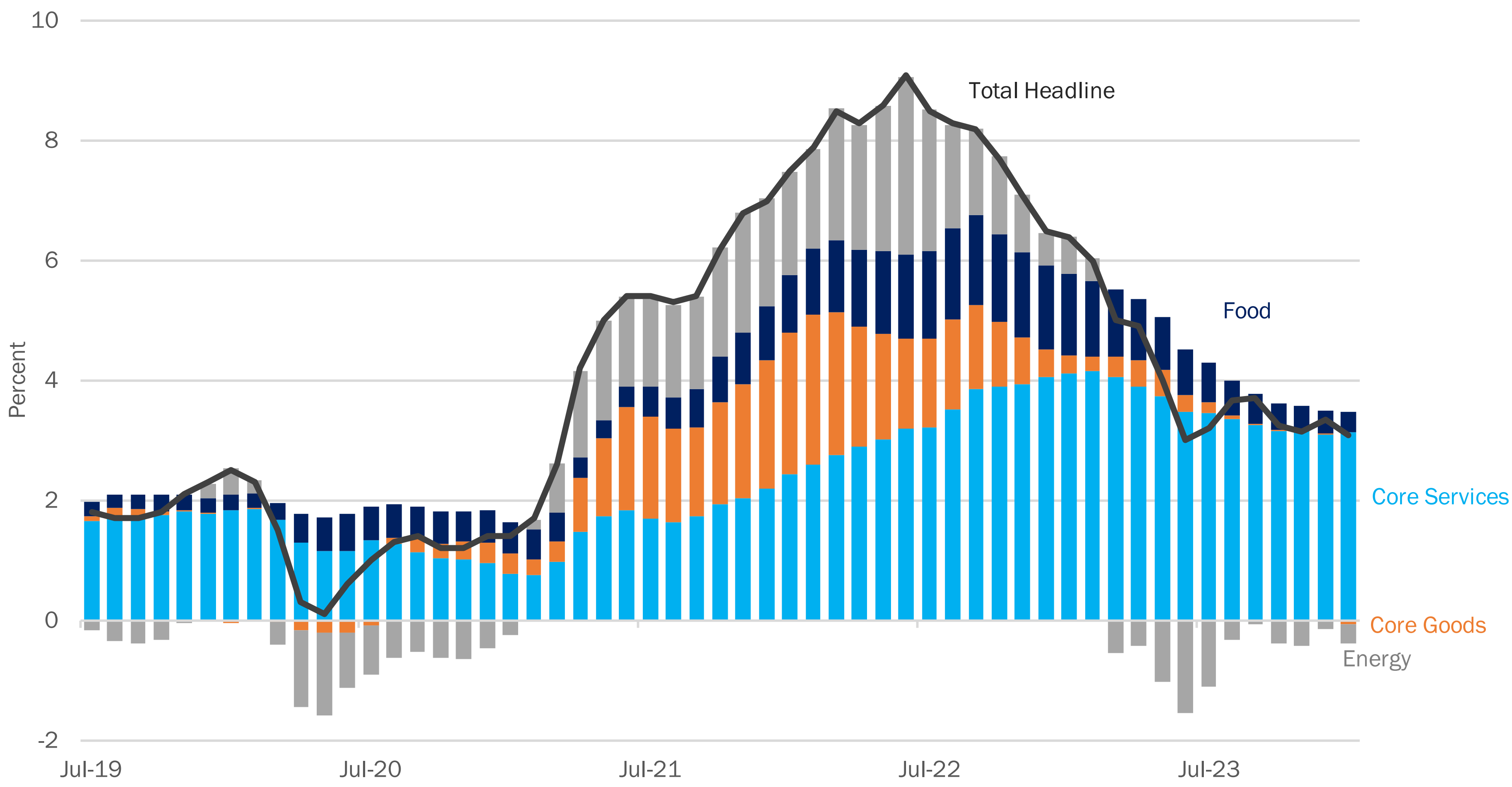
A NEW YORK LIFE INVESTMENTS COMPANY

Contribution to Year-over-Year CPI Inflation



Source: Bureau of Labor Statistics, Bloomberg.

Services Inflation Has Been Sticky

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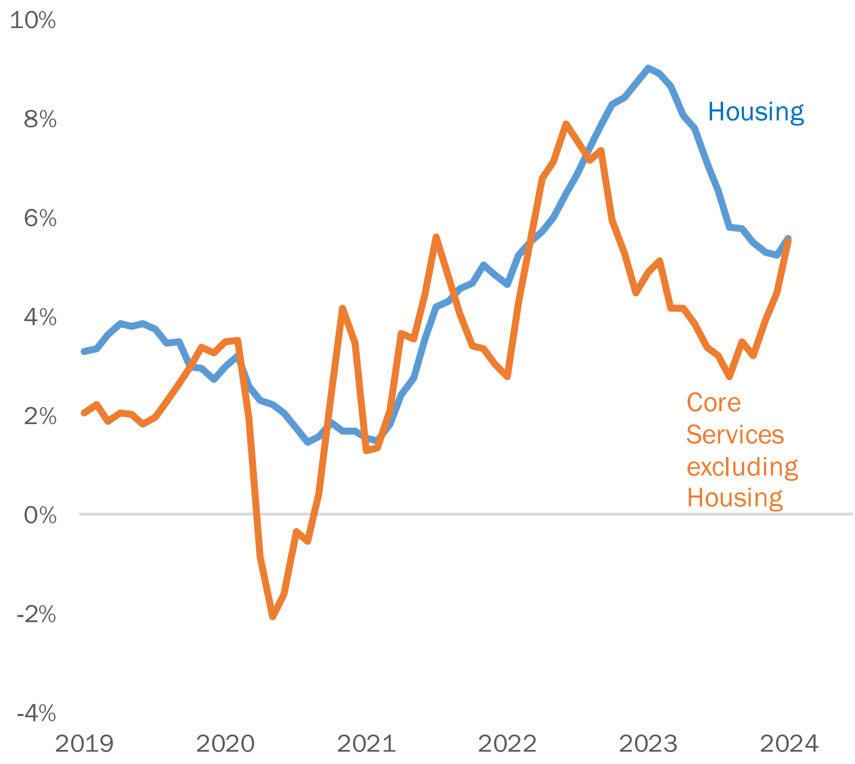
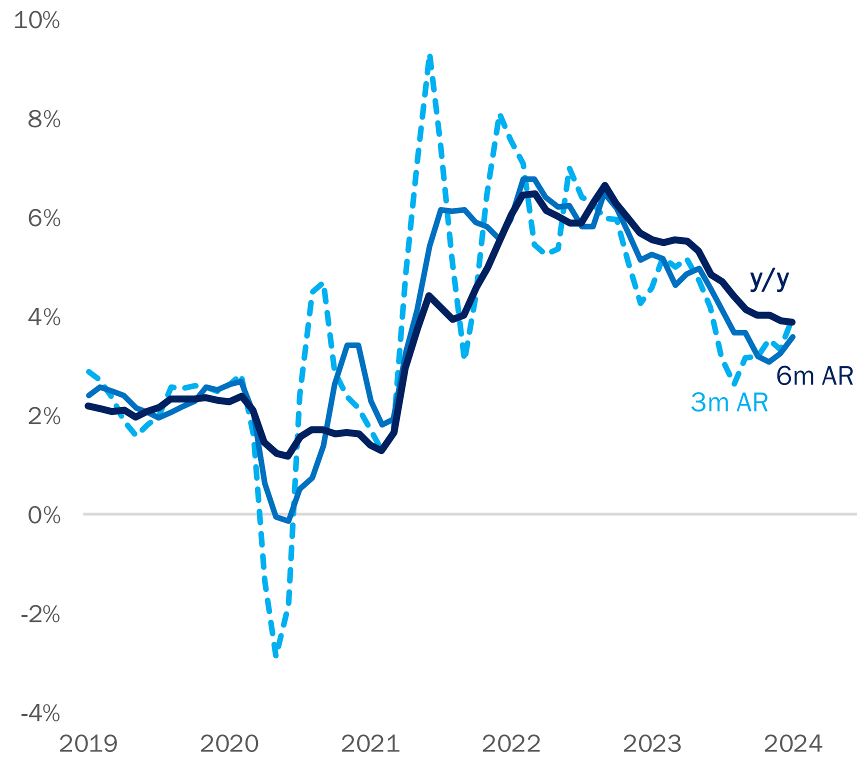
A NEW YORK LIFE INVESTMENTS COMPANY

CPI Core Services Components | 6m AR Inflation



Core CPI Inflation Over Different Horizons



Source: Bureau of Labor Statistics

Resilient Household and Business Demand in 2023

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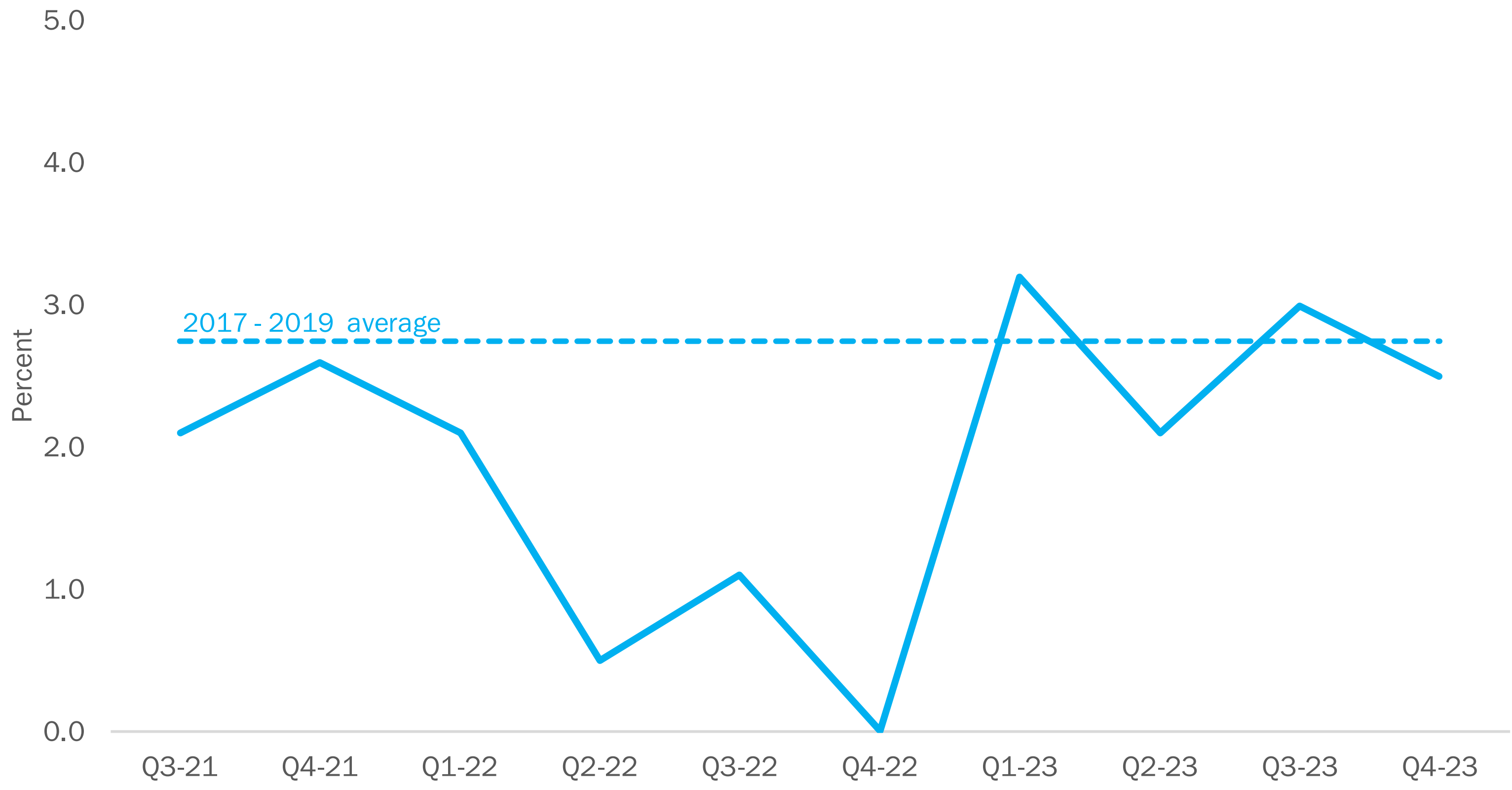
Change in Real Household and Business Spending | Quarterly, SAAR



Sources: MacKay Shields, Bureau of Economic Analysis. Real household and business spending is the sum of real personal consumption expenditures, business fixed investment, and residential investment from the GDP accounts.

Some Signs of Cooling

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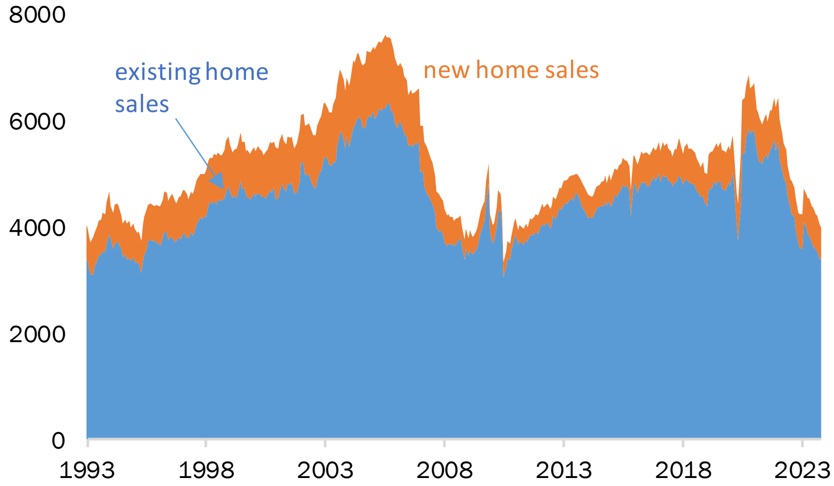
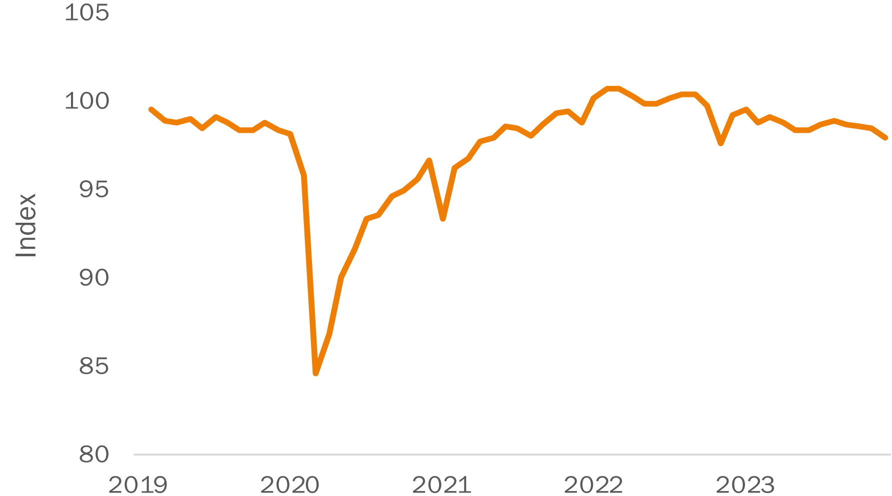
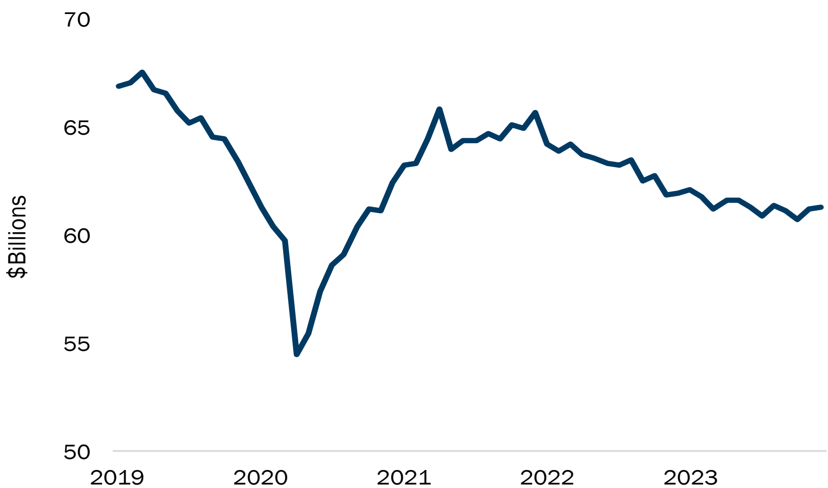
Single-Family Home Sales | SAAR



Manufacturing Production ex. Motor Vehicles



Core Capital Goods Orders, Adjusted for Inflation



Commercial Bankruptcy Filings | 6m moving average

Source: Census Bureau, Federal Reserve, American Bankruptcy Institute.

Mixed Signals in the Labor Market

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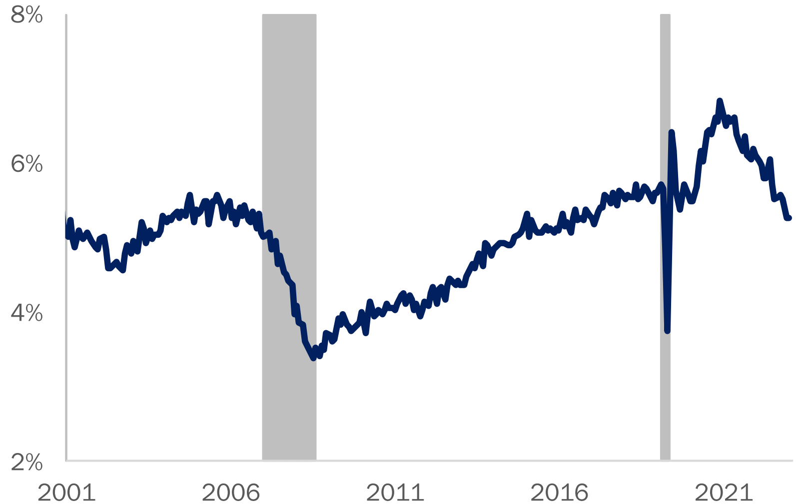
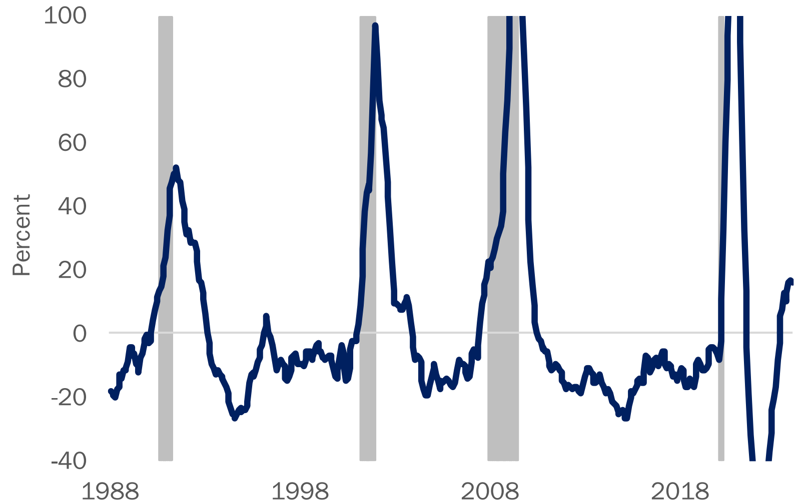
Labor Market "Churn" | Hires and Quits as a Percent of Labor Force



Unemployment Due to Permanent Job Loss | 12m change



Source: Bureau of Labor Statistics, MacKay Shields

Data Pattern Resembles Prior Soft Landings

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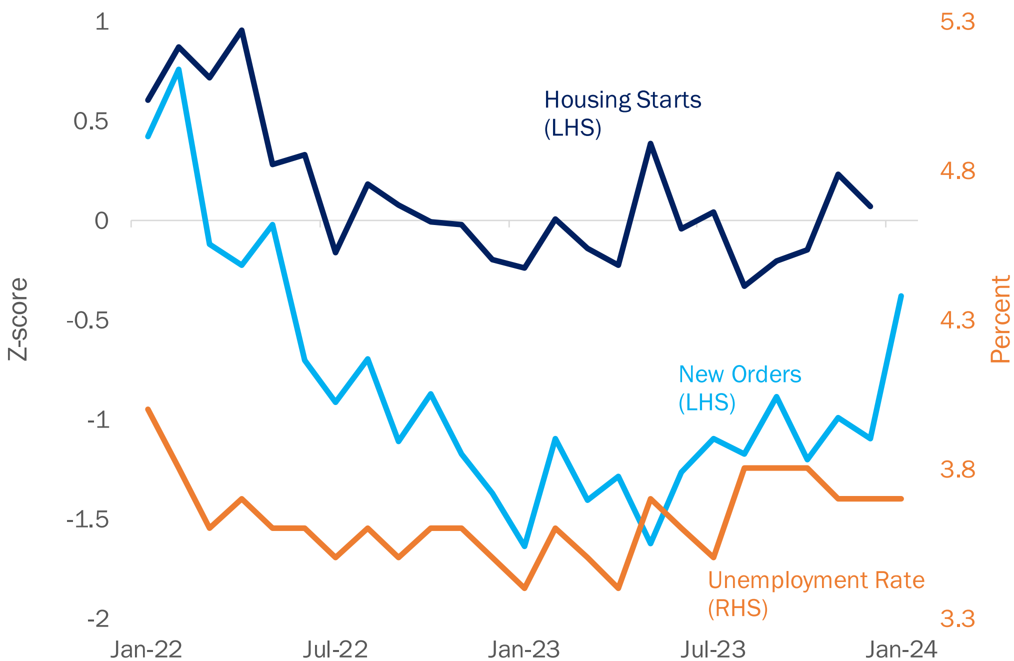
- ❑ **Recessions** historically follow a pattern:
  - Fed policy tightening weakens the housing market and other sectors sensitive to interest rates
  - Manufacturing sector declines (new orders fall)
  - Corporate profit recession
  - Unemployment rises, further weakening aggregate demand
- ❑ **Soft landings** start the same, but housing and manufacturing begin to improve before unemployment rises sharply



Housing starts** and **new orders** improving without a sharp rise in the **unemployment rate

Sources: Census Bureau, Bureau of Labor Statistics, National Association of Purchasing Managers, MacKay Shields.

Appendix

MacKay Shields
A New York Life Investments Company

MACKAY SHIELDS
A NEW YORK LIFE INVESTMENTS COMPANY

Global Fixed Income Portfolio Management

Michael DePalma
Senior Managing Director

Michael is Co-Head of the Global Fixed Income team and a Senior Portfolio Manager. Michael is responsible for managing all Multi-Sector and related strategies. Previously, Mike was Co-Head of MacKay's Macro and Quantitative Solutions. Prior to joining MacKay Shields, Michael was the CEO of PhaseCapital, where he managed systematic macro and credit strategies. Prior to joining PhaseCapital, Michael was Chief Investment Officer for Quantitative Investment Strategies and Director of Fixed Income Absolute Return at AllianceBernstein where he managed multi-asset, multi-sector, global and credit fixed income, as well as stand-alone and overlay currency strategies. Prior to assuming this role, Michael was Global Director of Fixed Income Quantitative Research. Michael graduated with a B.S. from Northeastern University and a M.S. from New York University's Courant Institute of Mathematical Sciences. He has been in the investment industry since 1990.

Neil Moriarty
Senior Managing Director

Neil is Co-Head of the Global Fixed Income team and a Senior Portfolio Manager. Neil is responsible for managing all Multi-Sector and related strategies. Prior to joining MacKay Shields, he was with Aberdeen via the 2005 acquisition of Deutsche Asset Management's London and Philadelphia fixed income businesses. While at Aberdeen, his responsibilities included Head of US Core, Structured Products and Co-Head of US Core Short Duration. Neil joined Deutsche in 2002 from Swathmore/Cypress Capital Management where he worked in fixed income portfolio management. Previously, he worked for Chase Securities in fixed income trading and research. Prior to that, Neil worked for Paine Webber in fixed income trading and research. Neil graduated with a BA from University of Massachusetts, Amherst. He has been working in the investment industry since 1987.

Thomas Musmanno, CFA
Senior Managing Director

Tom joined MacKay Shields in April 2021 and currently serves as the Chief Operating Officer of MacKay's non-Municipal fixed income business. In addition, Tom is a Portfolio Manager on the Global Fixed Income team. Prior to joining MacKay, he previously worked for more than twenty years at Blackrock where he was responsible for their $75 billion plus Short Duration strategies and worked closely with the multi sector teams. He also served as a Portfolio Manager within the Global Fixed Income division at Merrill Lynch Investment Managers prior to it being acquired by BlackRock in 2006. Tom earned his B.S. in Finance from Siena College and his MBA in Finance from St. John's University and is a CFA charterholder. His career in the investment management industry began in 1991.

Lesya Paisley, CFA
Director

Lesya is a Portfolio Manager on the Global Fixed Income team. She is responsible for managing Multi-Sector strategies at MacKay Shields. Prior to joining MacKay Shields, Lesya served as Investment Director and ESG Portfolio Manager, North America at Aberdeen Standard Investments. She was responsible for managing US dollar strategies including Credit, Corporates, and Core/Core+ strategies and was instrumental in the firm's ESG policy and product development including Sustainable and Responsible Investment and Climate Transition Fund. Before Aberdeen, she worked at Deutsche Asset Management as a Credit Research Analyst. Combined, Lesya spent well over a decade in Credit Research covering a variety of sectors including Emerging Markets, High Yield, Investment Grade, and Municipals. Lesya is a CFA charterholder and earned a BSc degree in Finance and Accounting from the University of Virginia, McIntire School of Commerce. She has been in the investment industry since 2003.

Biographies

MACKAY SHIELDS
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Global Fixed Income Portfolio Management

Steven E. Buckley
Managing Director

Steve is Head of Client Portfolio Management for the Global Fixed Income and Global Credit Teams. In his role Steve is responsible for leading the Client Portfolio Management function and representing the broader investment capabilities of the investment teams. Prior to joining MacKay Shields in 2009, Steve was Head of Investor Relations at DiMaio Ahmad Capital (DAC) LLC, a global multi-billion dollar credit hedge fund based in New York, where he managed the communication and servicing needs of the firm's limited partners. Steve also worked at JPMorgan Asset Management as a Client Portfolio Manager on the Global Fixed Income Team, and PricewaterhouseCoopers as a consultant. Steve earned his BBA in Finance and Business Economics from the University of Notre Dame and his MBA from Villanova University. His career in the investment management industry began in 1997.

Heather Howell, CIMA
Director

Heather is a Client Portfolio Manager on the Global Fixed Income and Global Credit Teams. She joined MacKay Shields in 2010 as a Client Service Representative. Prior to joining the firm, she was a Senior Client Service Specialist at Rockit Solutions, (a subsidiary of Rockefeller & Co.). Previously, Heather was a Senior Client Service Specialist at HSBC Global Asset Management and in Operations and Client Service at Credit Suisse Asset Management. She has a BS from SUNY Albany and an MBA from Pace University. Heather has been in the investment management industry since 1996. Heather is a Certified Investment Management Analyst (CIMA®).

Macroeconomics

Steven M. Friedman
Managing Director

Steve is Senior Macroeconomist, Head of Macro and Quantitative Solutions and serves as Chair of the Investment Policy Committee for the Global Credit and Global Fixed Income teams. He is also a Portfolio Manager and part of the Global Credit leadership responsible for the group's portfolios across corporate investment grade and high yield strategies. Steve joined MacKay Shields in 2019 from BNP Paribas Asset Management, where he served as a Senior Economist. Prior to that, Steve spent fifteen years at the Federal Reserve Bank of New York, where he held a variety of senior roles including Director of Market Analysis and Director of Foreign Exchange and Investments. Steve received his BA from Wesleyan University and holds master's degrees from Johns Hopkins – School of Advanced International Studies and Columbia Business School. He has been working in the financial industry since 1998.

Biographies

Marketing & Client Service

Hume Najdawi *Director* *Co-Head of Client Group*	Hume serves as Co-Head of the Client Group and Head of Investor Relations. In this role, Hume is responsible for delivering service excellence to our global client base, coordinating the client coverage model, and establishing the overall vision for the group. He joined MacKay Shields in 2021 as Head of Investor Relations. Prior to joining the firm, he was the Global Head of Client Services and Operations for Private Capital and Alternatives at MetLife Investment Management (MIM), with responsibility for relationship management, client onboarding, reporting, data, and operations. Previously, Hume was an Associate Director of Client Services for Public Fixed Income at MIM having joined in 2017 in connection with the acquisition of Logan Circle Partners (LCP). Hume joined LCP in 2012 and prior to LCP was a Senior Associate at BNY Mellon and an Analyst at PNC. He has a B.S. in Finance and Accounting from the University of Pittsburgh, holds the FINRA Series 7, 66, and 24 licenses, and has been in the investment management industry since 2008.
Mary Ellen Sadim *Director* *Senior Client Manager*	Mary Ellen joined MacKay Shields in 2009 as an Associate Director and Portfolio Analyst in the High Yield Active Core Division. In July 2011, Mary Ellen moved into our Client Service division as a Client Representative focusing on Global Fixed Income clients while supporting our Product Specialists. She was previously a Director at AG Asset Management, formerly ForstmannLeff. Mary Ellen originally joined ForstmannLeff in 1997 as part of the ForstmannLeff lift-out of the UBS Fixed Income Group. The UBS Fixed Income Group contained the same senior level individuals who currently comprise the High Yield Active Core team at MacKay Shields. Over her career, she has been responsible for performance analysis, money market analysis, client relationships, and has also been a high yield account assistant. Mary Ellen received a B.B.A. in Finance from Cleveland State University and has been in the investment industry since 1987.

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Bloomberg Global Aggregate Index is a flagship measure of global investment grade debt from twenty-four local currency markets. This multi-currency benchmark includes treasury, government-related, corporate and securitized fixed-rate bonds from both developed and emerging markets issuers.

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Bloomberg U.S. Aggregate Bond Index is a broad-based index that measures the investment-grade, U.S. dollar-denominated, fixed-rate taxable bond market, including Treasurys, government-related and corporate securities, mortgage-backed securities (agency fixed-rate and hybrid adjustable-rate mortgage pass-throughs), asset-backed securities, and commercial mortgage-backed securities, with maturities of at least one year. Index results assume the reinvestment of all capital gain and dividend distributions.

Bloomberg U.S. Corporate Investment Grade Index measures the investment grade, fixed-rate, taxable corporate bond market. It includes USD denominated securities publicly issued by US and non-US industrial, utility and financial issuers.

Bloomberg U.S. Corporate Bond Index measures the investment grade, fixed-rate, taxable corporate bond market. It includes USD-denominated securities publicly issued by US and non-US industrial, utility and financial issuers. Bonds must have a $300 million minimum par amount outstanding. Callable fixed-to-floating rate bonds are eligible during their fixed-rate term only. Bonds that convert from fixed to floating rate, including fixed-to-float perpetual, will exit the index one year prior to conversion to floating-rate.

Bloomberg U.S. Corporate High Yield Index measures the USD-denominated, high yield, fixed-rate corporate bond market. Securities are classified as high yield if the middle rating of Moody’s, Fitch and S&P is Ba1/BB+/BB+ or below. Bonds from issuers with an emerging markets country of risk, based on the indices’ EM country definition, are excluded. The US Corporate High Yield Index is a component of the US Universal and Global High Yield Indices.

Bloomberg U.S. Credit Index measures the investment grade, U.S. dollar-denominated, fixed-rate, taxable corporate and government-related bond markets.

Bloomberg U.S. Government/Credit Bond Index is a broad-based flagship benchmark that measures the non-securitized component of the US Aggregate Index. It includes investment grade, US dollar-denominated, fixed-rate Treasuries, government-related and corporate securities.

Bloomberg U.S. Long Govt/Credit Index includes publicly issued U.S. Treasury debt, U.S. government agency debt, taxable debt issued by U.S. states and territories and their political subdivisions, debt issued by U.S. and non-U.S. corporations, non-U.S. government debt and supranational debt.

Bloomberg US Aggregate ABS Total Return Value Unhedged USD Index has three subsectors: credit cards, autos and utility. The index includes pass-through, bullet, and controlled amortization structures. The ABS Index includes only the senior class of each ABS issue and the ERISA-eligible B and C tranche

Bloomberg US Mortgage Backed Securities (MBS) Index Index tracks fixed-rate agency mortgage backed pass-through securities guaranteed by Ginnie Mae (GNMA), Fannie Mae (FNMA), and Freddie Mac (FHLMC). The index is constructed by grouping individual TBA-deliverable MBS pools into aggregates or generics based on program, coupon and vintage.

Bloomberg US CMBS: Erisa Eligible Index measures the investment-grade market of US Agency and US Non-Agency conduit and fusion CMBS deals with a minimum current deal size of $300mn that are ERISA eligible.

Bloomberg Emerging Markets Hard Currency Aggregate Index is a flagship hard currency Emerging Markets debt benchmark that includes USD-denominated debt from sovereign, quasi-sovereign, and corporate EM issuers.

Bloomberg U.S. Treasury Index is an unmanaged index of prices of U.S. Treasury bonds with maturities of 1 to 30 years. You cannot invest directly in an index.

Bloomberg U.S. Universal Index represents the union of the U.S. Aggregate Index, U.S. Corporate High Yield Index, Investment Grade 144A Index, Eurodollar Index, U.S. Emerging Markets Index, and the non-ERISA eligible portion of the CMBS Index. The index covers USD-denominated, taxable bonds that are rated either investment grade or high-yield. Some U.S. Universal Index constituents may be eligible for one or more of its contributing subcomponents that are not mutually exclusive. These securities are not double-counted in the index.

Disclosures

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Credit Suisse Leveraged Loan Index is an unmanaged index that represents tradable, senior-secured, U.S.-dollar-denominated non-investment-grade loans.

Credit Suisse Western European Leveraged Loan Index is an unmanaged index that represents tradable, senior-secured, Euro-denominated non-investment-grade loans.

ICE BofA Corp/Govt 1-3 Year Index includes publicly issued U.S. Treasury debt, U.S. government agency debt, taxable debt issued by U.S. states and territories and their political subdivisions, debt issued by U.S. and non-U.S. corporations, non-U.S. government debt and supranational debt.

ICE BofA Corp/Govt 1-5 Year Index includes publicly issued U.S. Treasury debt, U.S. government agency debt, taxable debt issued by U.S. states and territories and their political subdivisions, debt issued by U.S. and non-U.S. corporations, non-U.S. government debt and supranational debt.

ICE BofA US 3-Month Treasury Bill Index is comprised of a single issue purchased at the beginning of the month and held for a full month. At the end of the month that issue is sold and rolled into a newly selected issue. The issue selected at each month-end rebalancing is the outstanding Treasury Bill that matures closest to, but not beyond, three months from the rebalancing date. In order to qualify for inclusion, securities must be auctioned on or before the third business day before the last business day of the month and settle before the following calendar month end.

ICE BofA Euro High Yield Index tracks the performance of EUR denominated below investment grade corporate debt publicly issued in the euro domestic or eurobond markets.

ICE BofA Global Corporate Index tracks the performance of investment grade corporate debt publicly issued in the major domestic and eurobond markets.

ICE BofA Global High Yield Index the performance of USD, CAD, GBP and EUR denominated below investment grade corporate debt publicly issued in the major domestic or eurobond markets.

ICE BofA High Yield Emerging Markets Corporate Plus Index is a subset of The ICE BofA Emerging Markets Corporate Plus Index including all securities rated BB1 or lower. ICE Bank of America High Yield Master II Index tracks the performance of US dollar denominated below investment grade rated corporate debt publically issued in the US domestic market. To qualify for inclusion in the index, securities must have a below investment grade rating (based on an average of Moody's, S&P, and Fitch) and an investment grade rated country of risk (based on an average of Moody's, S&P, and Fitch foreign currency long term sovereign debt ratings). Each security must have greater than 1 year of remaining maturity, a fixed coupon schedule, and a minimum amount outstanding of $100 million.

ICE BofA Emerging Markets External Sovereign Index tracks the performance of US dollar and euro denominated emerging markets sovereign debt publicly issued in the major domestic and eurobond markets.

ICE BofA High Yield Master II Index tracks the performance of U.S. dollar denominated below investment grade rated corporate debt publically issued in the US domestic market. To qualify for inclusion in the index, securities must have a below investment grade rating (based on an average of Moody's, S&P, and Fitch) and an investment grade rated country of risk (based on an average of Moody's, S&P, and Fitch foreign currency long term sovereign debt ratings). Each security must have greater than 1 year of remaining maturity, a fixed coupon schedule, and a minimum amount outstanding of $100 million.

ICE BofA MOVE Index measures U.S. interest rate volatility. The index tracks the movement in the U.S. Treasury yield volatility implied by current prices of 1-month OTC options. A spike in both VIX and MOVE reflects turmoil in the financial markets.

ICE BofA U.S. Agency Index tracks the performance of US dollar denominated US agency senior debt issued in the US domestic market.

ICE BofA U.S. Corporate Index tracks the performance of U.S. dollar denominated investment grade corporate debt publicly issued in the U.S. domestic market.

ICE BofA US Fixed Rate Asset Backed Securities Index tracks the performance of US dollar denominated investment grade fixed rate asset backed securities publicly issued in the US domestic market.

BofA US Fixed Rate CMBS Index tracks the performance of US dollar denominated investment grade fixed rate commercial mortgage backed securities publicly issued in the US domestic market.

ICE BofA U.S. High Yield Index tracks the performance of US dollar denominated below investment grade corporate debt publicly issued in the US domestic market.

ICE BofA US Mortgage Backed Securities Index tracks the performance of US dollar denominated fixed rate residential mortgage pass-through securities publicly issued by US agencies Fannie Mae, Freddie Mac and Ginnie Mae in the US domestic market. 30-year, 20-year and 15- year fixed rate mortgage pools are included in the Index provided they have at least one year remaining term to final maturity and a minimum amount outstanding of at least $5 billion per generic coupon and $250 million per production year within each generic coupon.

ICE BofA US Municipal Securities Index tracks the performance of US dollar denominated investment grade tax-exempt debt publicly issued by US states and territories, and their political subdivisions, in the US domestic market.

ICE BofA U.S. Treasury Index tracks the performance of US dollar denominated sovereign debt publicly issued by the US government in its domestic market.

U.S. Government/Credit index includes treasuries, agencies, publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements. The intermediate component of the U.S. Government/Credit index must have a maturity from 1 up to (but not including) 10 years.

Disclosures

CREDIT RATING DISCLOSURES (FOR INDEX)

ICE BofA Credit Ratings

ICE BA utilizes its own composite scale, similar to those of Moody's, S&P and Fitch, when publishing a composite rating on an index constituent (eg. BBB3, BBB2, BBB1). Index constituent composite ratings are the simple averages of numerical equivalent values of the ratings from Moody's, S&P and Fitch. If only two of the designated agencies rate a bond, the composite rating is based on an average of the two. Likewise, if only one of the designated agencies rates a bond, the composite rating is based on that one rating.

Bloomberg Credit Ratings

For rated securities, credit quality for index classification purposes is assigned as the middle rating of Moody's, S&P and Fitch; when a rating from only two agencies is available, the lower is used; when only one agency rates a bond, that rating is used.

Credit Suisse Leveraged Loan Credit Ratings

The Credit Suisse Leveraged Loan Index uses a single "blended" Moody/S&P rating to compute averages sorted by rating. There are nine blended ratings: Investment Grade (which, of course, is excluded from the index), Split BBB, BB, Split BB, B, Split B, CCC/Split CCC, Distressed/Default and Not Rated. Credit Suisse developed the blended ratings because Moody's and S&P do not always agree on equivalent ratings for a loan facility.

PERSPECTIVES THAT DRIVE ENTERPRISE SUCCESS

PERIOD ENDING: DECEMBER 31, 2023

Investment Performance Review for

Tulare County Employees' Retirement Association

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Verus
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1ST QUARTER 2024
Investment Landscape

Verus business update

Since our last Investment Landscape webinar:

— Verus hired Adam Babson, *Director of Portfolio Management* (Seattle)

— JC Faubion, CFA, *Senior Consulting Associate*, obtained the CAIA charter

— James Wadner, *Performance Analyst*, recently passed his CFA level I exam

— We celebrated our 38th anniversary. Wurts Johnson & Company (founding name) was established in January 1986.

— Recent research, found at *verusinvestments.com/research:*

- ***Is now the time to de-risk?***
- ***Liquidity needs during market drawdowns***
- ***2024 Annual Capital Market Assumptions***

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Topics of interest

LIQUIDITY NEEDS DURING MARKET DRAWDOWNS

What is the fundamental reason why investors should care about liquidity? In short, investors want to avoid being forced to sell high-returning assets that have fallen in value in order to pay for benefits, philanthropic spending, expenses, and cover capital calls for their private asset programs. We first touch on the different definitions of liquidity and illustrate how these relate to institutional portfolios. Second, we examine those liquidity characteristics in times of market stress, the way in which illiquid assets often behave, and how that impacts investors. Lastly, we outline a tool that we have created and discuss how this can be used to assist clients with gauging the appropriate level of liquidity in their own portfolios. Overall, we believe investors should put much thought and care into portfolio liquidity decisions.

IS NOW THE TIME TO DE-RISK?

Is now a good time to engage in de-risking strategies? The combination of rising interest rates and relatively strong risk asset performance since 2020 seem to suggest so. We aim to give plan sponsors a better appreciation of the potential benefits of de-risking strategies and examine when it would be most prudent to adopt these strategies. ERISA plan sponsors that have frozen benefits or report actuarial obligations with a market-based interest rate will find this paper most applicable to them.

Annual research

2024 CAPITAL MARKET ASSUMPTIONS

Capital Market Assumptions guide our advice and recommendations. They reflect the best judgments of our research and investment teams regarding the expected long-term behavior of capital markets.

4th quarter summary

THE ECONOMIC CLIMATE

— Real GDP increased at a 2.9% pace from a year ago in Q3 (4.9% quarter-over-quarter annualized rate). The economy has remained relatively strong while inflation now appears likely to fall closer to the Fed's 2% target in 2024. These expectations contributed to a dovish pivot from the Fed, a sharp drop in interest rates, and a notable market rally as the possibility of a soft landing has risen.

— Unemployment fell slightly from 3.8% to 3.7%, though the labor participation rate dropped sharply towards the end of the year. The labor market remains surprisingly resilient after roughly a full year of higher interest rates.

PORTFOLIO IMPACTS

— Consumer sentiment has been incredibly poor, and one of the greatest concerns for Americans is inflation. Although inflation has fallen considerably, prices of goods and services remain high, placing strain on budgets. Because inflation measures the rate of change of prices, rather than the level of prices, lower inflation has failed to ease the financial pressure that many households face.

— The Cboe VIX implied volatility index moved even lower during Q4, from 17.5 to 12.5. At the same time, bond market volatility was very high, as indicated by the "MOVE" Index. Uncertainty around inflation, the Federal Reserve's possible interest rate path and the extent of rate cuts, potential recession, and fears around the U.S. fiscal situation are likely contributing to market shakiness.

THE INVESTMENT CLIMATE

— An abrupt change in Federal Reserve communication regarding interest rate cuts during the quarter coincided with sharply lower bond yields, higher equity valuations, and further tightening of credit spreads.

— U.S. headline inflation fell during the quarter, from 3.7% to 3.3% year-over-year. Core CPI (ex-food & energy) declined from 4.1% to 3.9%. Low inflation numbers in October and November (0.0% and 0.1% month-over-month) were counterbalanced by a surprisingly high inflation number in December (0.3% month-over-month).

ASSET ALLOCATION ISSUES

— U.S. equities (S&P 500 +11.7%) led international developed equities (MSCI EAFE +10.4%) and emerging market equities (MSCI EM +7.9%) during the quarter. Domestic equities also led non-U.S. equities over the full year while emerging markets lagged. Wide sector performance differences contributed to U.S. leadership given a much heavier tech focus of the domestic market.

— Style factor performance was mixed during Q4. Small cap outperformed large cap by +2.0%. Value underperformed Growth by -3.2%. Over the full year, small caps underperformed large caps by -9.6% while value stocks underperformed growth by a whopping -31.2%. Besides an extreme period of value underperformance during 2020, calendar year 2023 was the worst 1-year rolling period in more than two decades.

Risk assets rallied in Q4 following a dovish pivot from the Federal Reserve and recent economic data suggesting a greater chance of a soft landing

What drove the market in Q4?

"A Soft Landing is in View as Inflation Drops"

HEADLINE CPI MONTH-OVER-MONTH CHANGES

July	Aug	Sept	Oct	Nov	Dec
0.2%	0.6%	0.4%	0.0%	0.1%	0.3%

Article Source: WSJ, November 14th, 2023

"U.S. Labor Market Resilience Keeps Economy Afloat as Year Ends"

U-3 UNEMPLOYMENT RATE

July	Aug	Sept	Oct	Nov	Dec
3.5%	3.8%	3.8%	3.8%	3.7%	3.7%

Article Source: Reuters, December 21st, 2023

"U.S. Consumer Spending, Inflation Slow in Sign of Cooling Economy"

U.S. NOMINAL RETAIL SALES (YEAR-OVER-YEAR)

July	Aug	Sept	Oct	Nov	Dec
2.8%	2.8%	4.0%	2.2%	4.0%	5.6%

Article Source: Bloomberg, November 30th, 2023

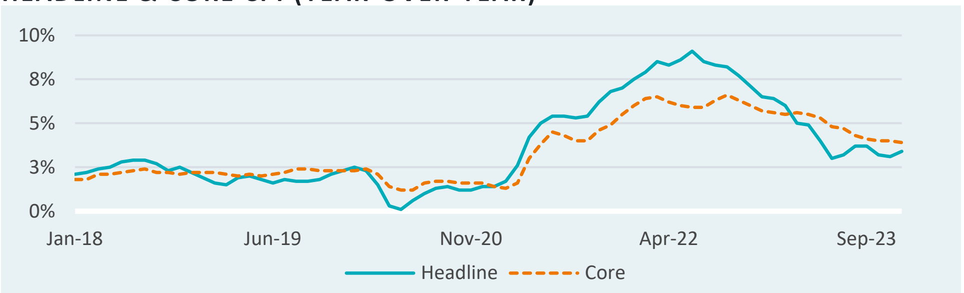
"Fed Holds Rates Steady, Indicating Three Cuts Coming in 2024"

FOMC PROJECTED END OF 2023 FED FUNDS RATE

Sep 22 SEP	Dec 22 SEP	Mar 23 SEP	June 23 SEP	Sept 23 SEP	Dec 23 SEP
4.60%	5.10%	5.10%	5.60%	5.60%	5.40%

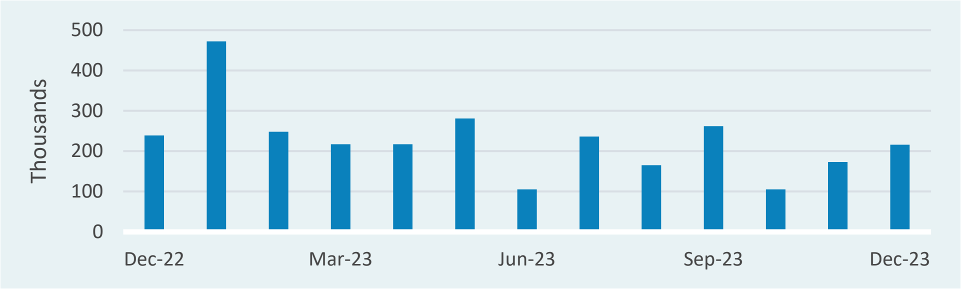
Article Source: CNBC, December 13th, 2023

HEADLINE & CORE CPI (YEAR-OVER-YEAR)



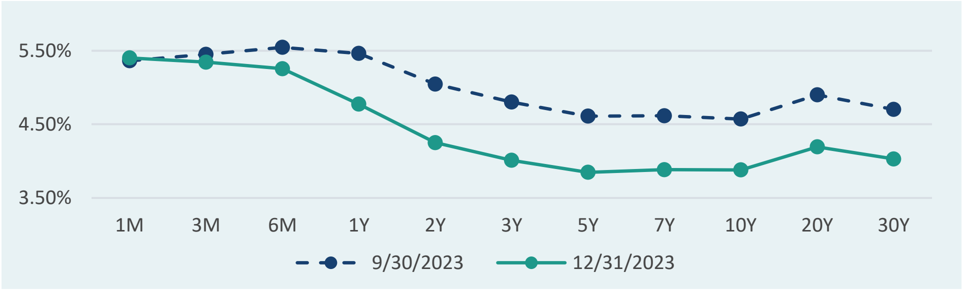
Source: BLS, as of 12/31/23

CHANGE IN NONFARM PAYROLLS



Source: BLS, as of 12/31/23

TREASURY YIELD MOVEMENTS (FOURTH QUARTER)



Source: Bloomberg, as of 12/31/23

Economic environment

U.S. economics summary

— Real GDP increased at a 2.9% pace year-over-year in Q3 (4.9% quarter-over-quarter annualized rate). The economy has remained relatively strong while inflation appears more likely to fall closer to the Fed's target in 2024. These expectations contributed to a dovish pivot from the Federal Reserve in December, a sharp drop in interest rates, and a notable market rally as the possibility of a soft landing has risen.

— U.S. headline inflation fell during the quarter, from 3.7% to 3.3% year-over-year. Core CPI (ex-food & energy) declined further from 4.1% to 3.9%. Low inflation numbers in October and November (0.0% and 0.1% month-over-month) were counterbalanced by a surprisingly high inflation number in December (0.3% month-over-month).

— Consumer spending has been stable, with real personal consumption expenditures up +2.7% year-over-year in November, the strongest growth figure since early 2022. However, strong spending appears to be at the expense of a low household savings rate (4.1% in November) and may be partly driven by necessity (higher prices of goods & services) rather than by a positive financial or economic outlook.

— The job market has shown mixed signals, increasing in total size during 2023 but arguably with some weakness around the edges. Unemployment rose during the year but fell slightly in Q4 from 3.8% to 3.7%. This historic mismatch between jobs available and workers available has been slowly closing.

— Consumer sentiment improved slightly but remains incredibly poor. Inflation is a central concern for Americans. Although inflation has fallen considerably, prices of goods and services remain high, placing strain on budgets. Because inflation measures the rate of change of prices, rather than the level of prices, lower inflation has failed to ease the financial pressure that many households face.

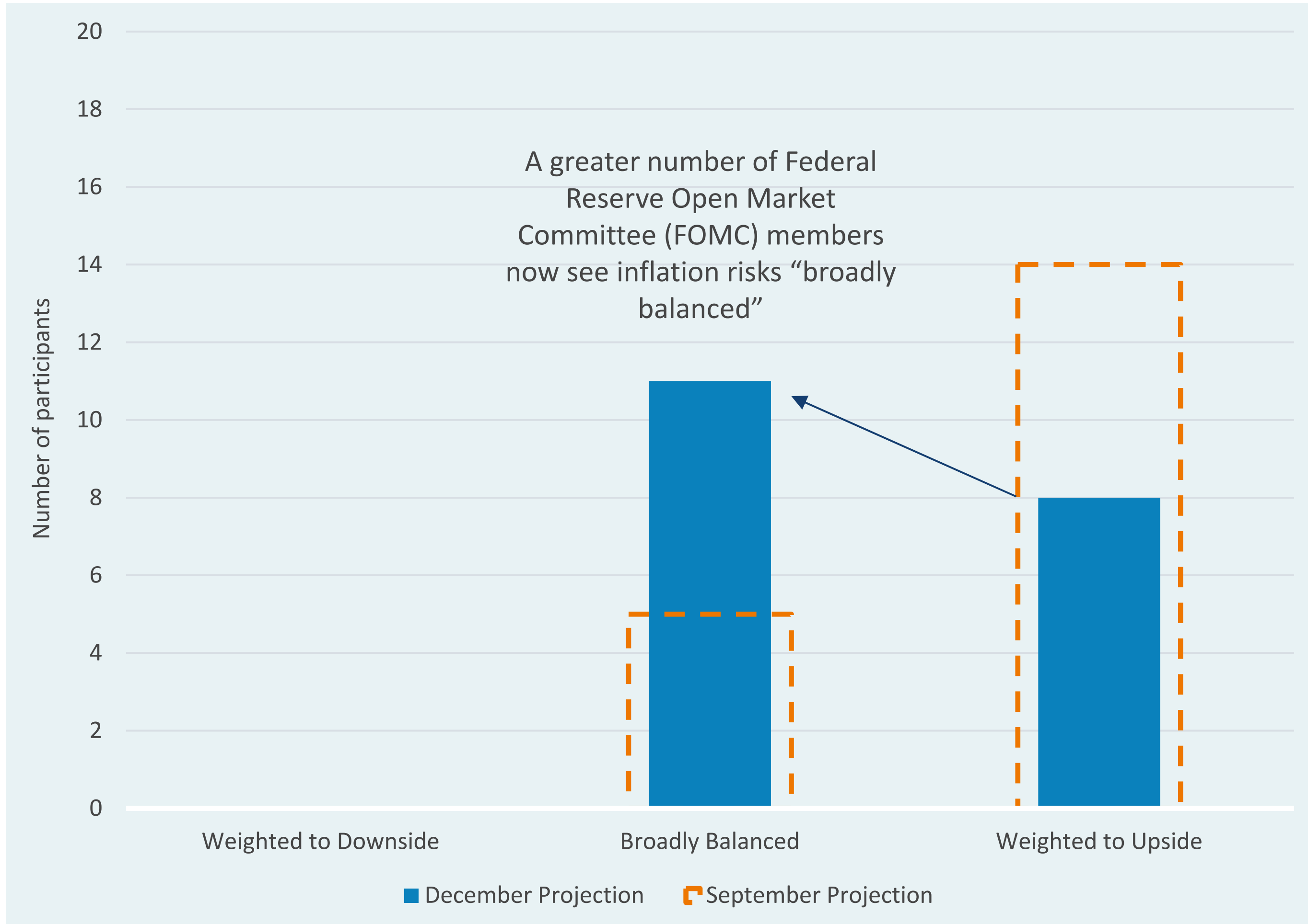
	Most Recent	**12 Months Prior**
Real GDP *(YoY)*	2.9% *9/30/23*	1.7% *9/30/22*
Inflation *(CPI YoY, Core)*	3.9% *12/31/23*	6.4% *12/31/22*
Expected Inflation *(5yr-5yr forward)*	2.2% *12/31/23*	2.3% *12/31/22*
Fed Funds Target Range	5.25–5.50% *12/31/23*	4.25–4.50% *12/31/22*
10-Year Rate	3.88% *12/31/23*	3.88% *12/31/22*
U-3 Unemployment	3.7% *12/31/23*	3.5% *12/31/22*
U-6 Unemployment	7.1% *12/31/23*	6.5% *12/31/22*

Shifting signaling from the Federal Reserve

December 2023 risks to core inflation: FOMC participants

On December 13th, the Fed's tone shifted. Powell spoke to a much rosier inflation picture and described a greater focus on both sides of its dual mandate—price stability and full employment.

Although optimistic, Powell's comments emphasized a cautious view of the restrictive policy's impact, ***"Our actions have moved our policy rate well into restrictive territory, meaning that tight policy is putting downward pressure on economic activity and inflation, and the full effects of our tightening likely have not yet been felt… Given how far we have come, along with the uncertainties and risks that we face, the Committee is proceeding carefully."***



Source: Federal Reserve December 2023 Summary of Economic Projections

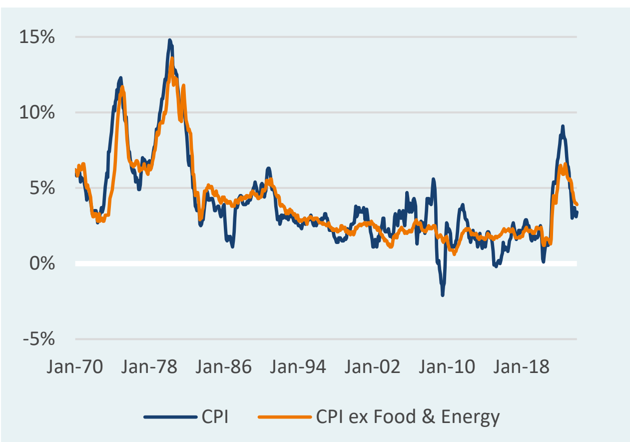
Inflation

U.S. headline inflation fell during the quarter, from 3.7% to 3.3% year-over-year in December. Core CPI (ex-food & energy) declined further from 4.1% to 3.9%. It is not yet clear how long it will take for inflation to return to the Federal Reserve's 2% target, or how bumpy that ride might be. Low inflation numbers in October and November (0.0% and 0.1% month-over-month) were counterbalanced by a surprisingly high inflation release in December (0.3% month-over-month).

Most of the largest initial drivers of U.S. inflation, such as food, energy, and used autos, are now moderating in price and helping to bring inflation down towards the Fed's 2% target. Additionally, the largest component of the inflation "basket" of goods and services is shelter prices (the cost of rents or renter's equivalent). The calculation of shelter for official government data purposes tends to reflect market rent movements with a lag. Market-based rent indexes reflect much lower rent inflation. For example, the series published by Zillow indicates 3.3% year-over-year inflation as of December. This suggests that as government shelter data catches up with true market rent prices, the greatest support to current inflation levels (shelter costs) will drop materially, potentially bringing inflation officially back to around a 2% level.

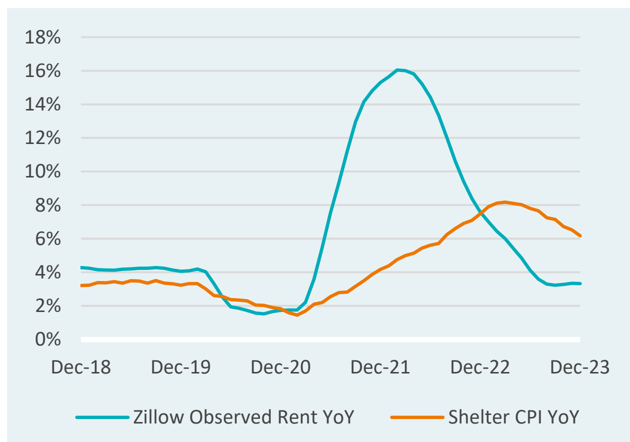
Inflation & other economic data released in Q4 suggests a path for inflation to fall towards 2% in 2024

U.S. CPI (YOY)



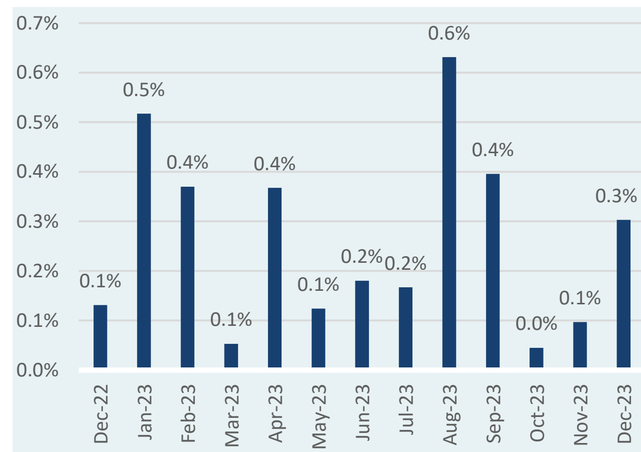
Source: BLS, as of 12/31/23

ZILLOW OBSERVED RENT VS. SHELTER CPI (YOY)



Source: Zillow Observed Rent Index, as of 12/31/23

MONTHLY PRICE MOVEMENT (CPI)



Source: BLS, as of 12/31/23

GDP growth

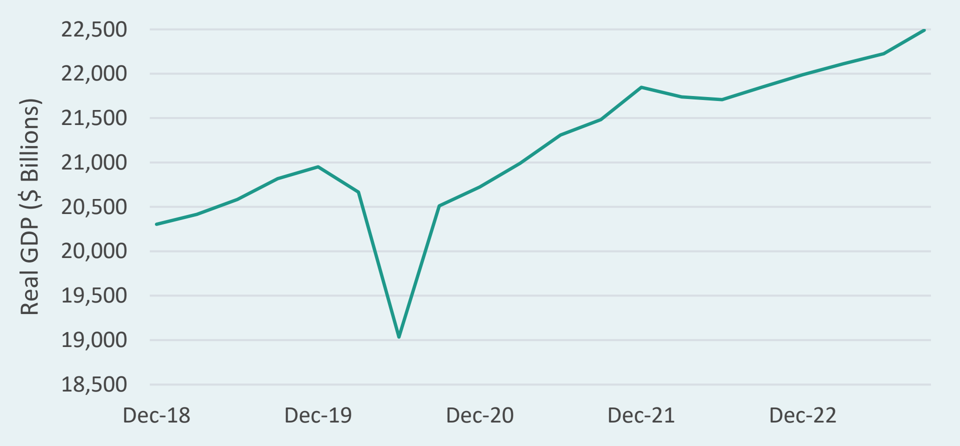
Real GDP increased at a 2.9% pace from a year ago in the third quarter (4.9% quarter-over-quarter annualized rate). The large uptick was driven by consumption, which continues to show resiliency. While many investors have expected high inflation and weaker wage growth to impact spending, a combination of pandemic related excess savings and a strong decade of household wealth expansion is likely providing a cushion against an economic slowdown. Outside of consumption, all major categories, besides net exports, positively contributed to GDP growth.

The economy has remained relatively strong while inflation now appears likely to fall closer to the Fed target in 2024. These expectations contributed to a sharp drop in interest rates towards the end of 2023, and a notable market rally, as the possibility of a soft landing has risen.

A string of positive economic news occurred throughout the fourth quarter. The economic outlook has improved along with this new information, though we continue to believe economic bumpiness is on the horizon—perhaps in mid-2024. However, U.S. markets appear to be fully pricing in the soft-landing narrative, which likely limits the upside if that were to come to fruition.

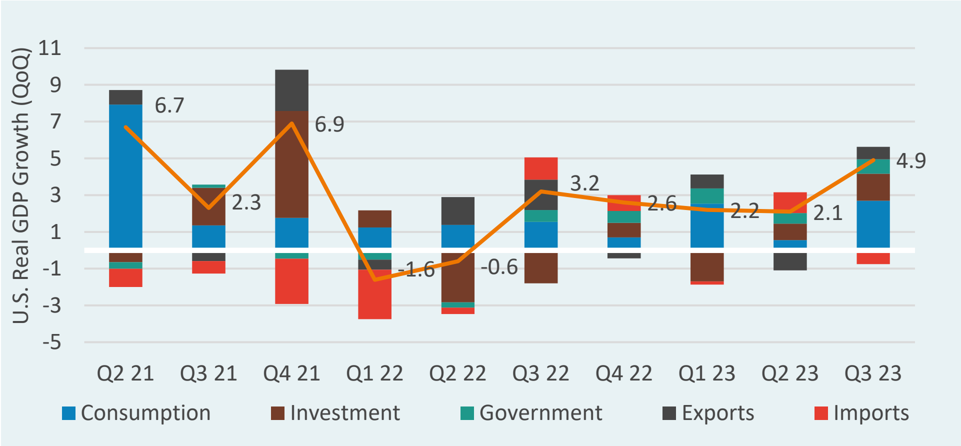
The U.S. economy continues to show resilience despite aggressive monetary tightening & low consumer confidence

U.S. REAL GROSS DOMESTIC PRODUCT



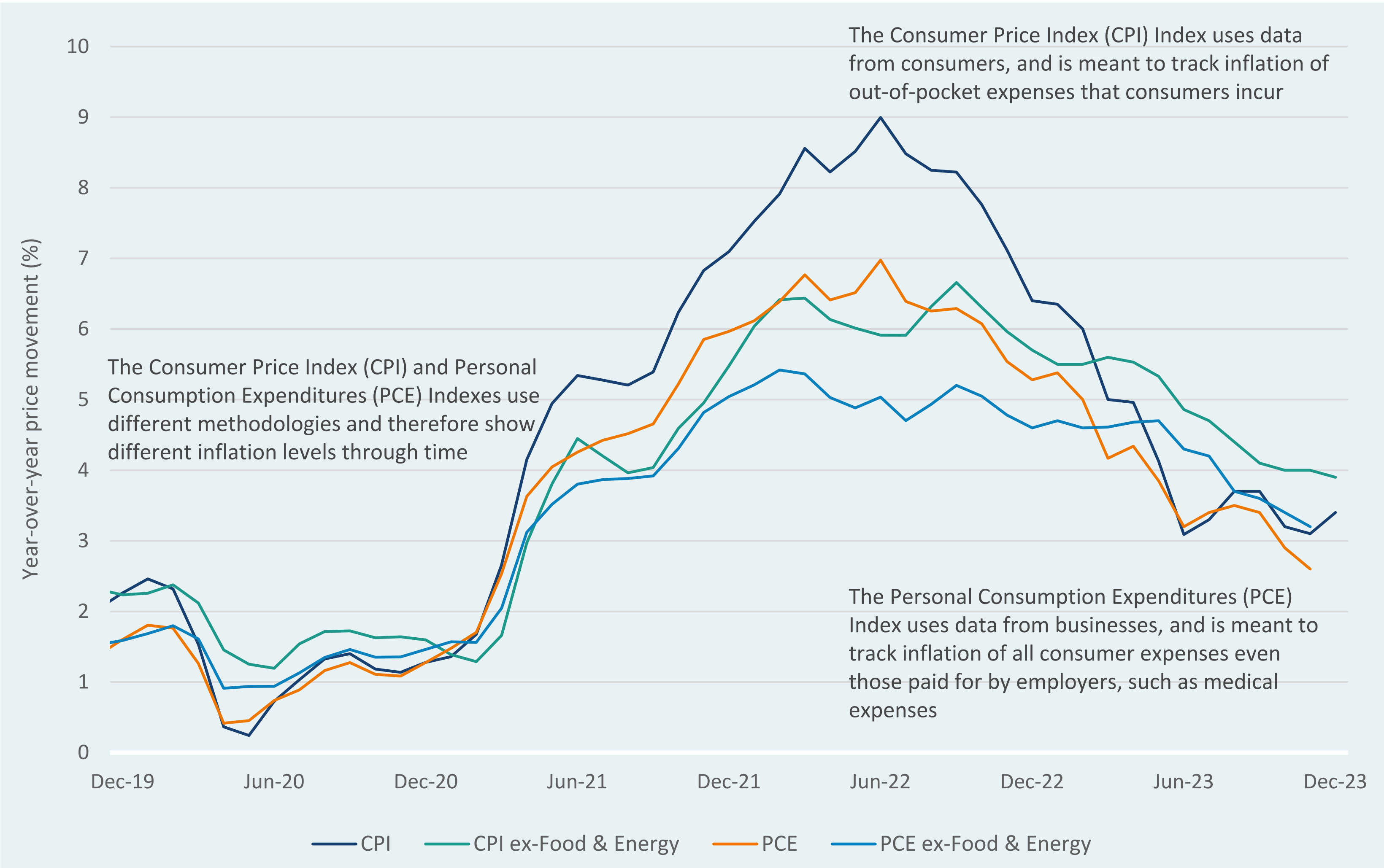
Source: FRED, as of 9/30/23

U.S. REAL GDP COMPONENTS (QOQ)



Source: FRED, as of 9/30/23

How are inflation conditions evolving?



Source: FRED, Verus, PCE data as of 11/30/23, CPI data as of 12/31/23

Recent price trends suggest inflation may move closer to the Fed's 2% target in 2024

A moderation of shelter prices, which tend to be lagged in official statistics, could be the most notable driver of lower inflation in future quarters

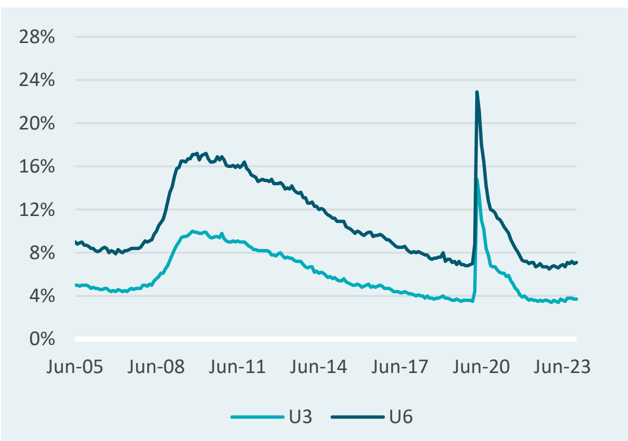
Labor market

Unemployment fell slightly in Q4 from 3.8% to 3.7%, though the labor participation rate dropped sharply towards the end of the year from 62.8% to 62.5%. According to most available metrics, the labor market remains surprisingly resilient. While throughout history higher interest rates, and yield curve inversion in particular, have typically been followed by recession, the economy has been strong in the face of higher interest rates for roughly a full year. These dynamics have fueled hope that the economy may achieve a soft landing.

Some mixed signals have appeared in recent months. The labor participation rate has fallen for both younger and older workers, potentially a sign of stalling of strong post-pandemic job growth. Rebalancing within the labor market continued, as the mismatch between the number of *workers available* and the number of *available jobs* closes. This gap was 5.5 million at the beginning of the year and fell to 2.5 million in November. This rebalancing appears to be due to positive factors (a growing workforce) rather than negative factors (fewer jobs available), as more Americans are seeking employment and finding jobs that had previously gone unfilled.

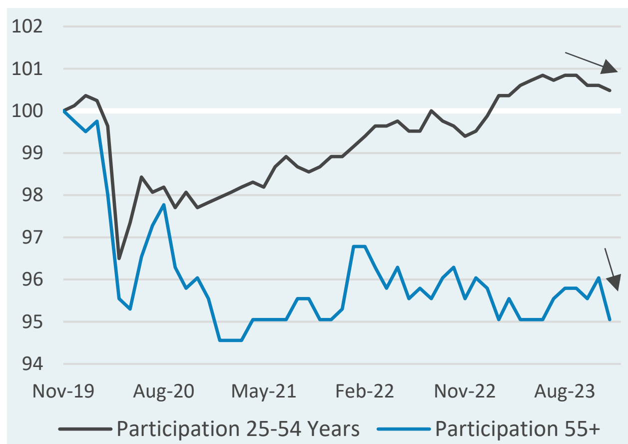
The gap between *available jobs* and *available workers* was cut in half during 2023, as the labor market moves into balance

U.S. UNEMPLOYMENT



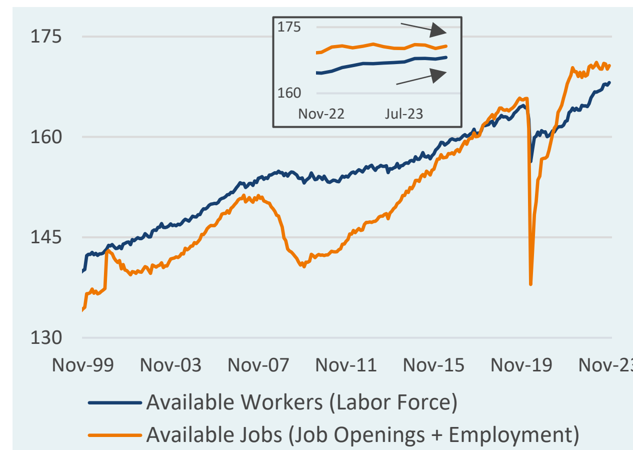
Source: FRED, as of 12/31/23

LABOR FORCE PARTICIPATION RATE BY AGE



Source: FRED, as of 12/31/23

WORKERS AVAILABLE VS. AVAILABLE JOBS



Source: BLS, Verus, as of 11/30/23

The consumer

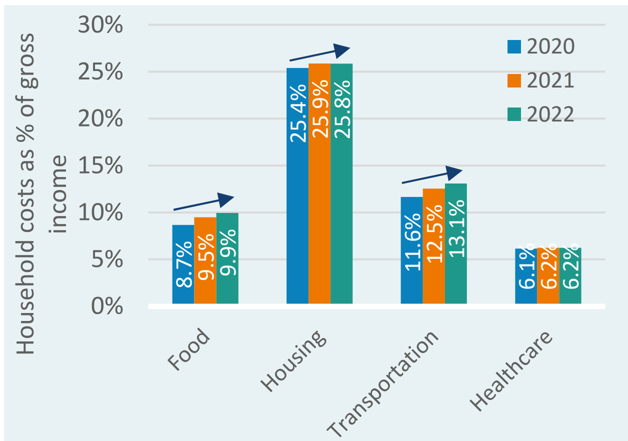
We believe there are two important sides to the U.S. consumer picture. First, spending has been stable, as real (inflation-adjusted) personal consumption expenditures continued at a moderate pace, at 2.7% year-over-year in November—the strongest growth figure since early 2022. But second, strong spending appears to be coming at the expense of household savings (very low at 4.1% in November) and may be partly driven by necessity (higher prices of goods and services) rather than driven by a positive financial or economic outlook. This latter point is supported by incredibly poor consumer sentiment.

As discussed in last quarter's report, wealth for the majority of Americans has greatly expanded over the past decade, fueled by higher home prices, a bull market for stocks, and broad economic strength. However, this stands in stark contrast to reports of widespread financial difficulties of Americans. For example, a Lending Club survey conducted in November 2023 indicated that 62% of consumers are living paycheck to paycheck. In this unique environment, it is difficult to gauge the extent to which greater wealth, though often illiquid, might help extend strong spending into future quarters, or whether spending is set to slow as households reset their spending to lower levels to try and return to more conservative budgets with an appropriate savings rate.

REAL PERSONAL SPENDING

Source: FRED, as of 11/30/23

HIGHER COSTS EATING INTO BUDGETS



Source: BLS, Verus, as of 9/8/23 – household costs as % of gross income

PERSONAL SAVINGS RATE

Source: FRED, as of 11/30/23

Sentiment

Sentiment readings were up slightly during Q4 but remain pessimistic. The University of Michigan Consumer Sentiment survey improved from 67.9 to 69.7 on reports that households believe inflation is on a better trajectory.

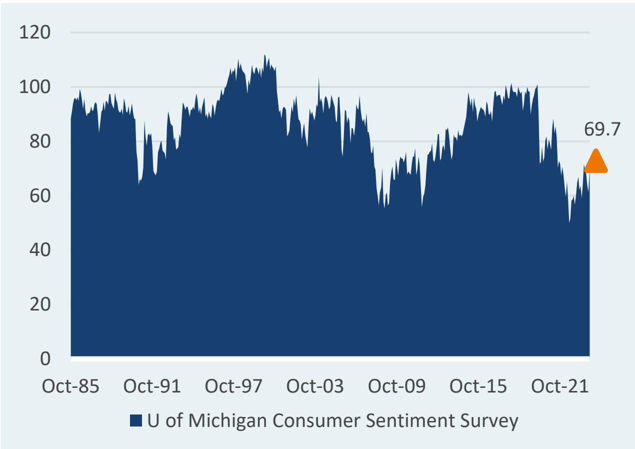
A confusing aspect of the consumer picture is the large disconnect between economic data (good in many respects) and sentiment readings (very poor overall). For example, inflation has mostly normalized but many Americans continue to express deep concerns about high inflation and difficulties in making ends meet. A major driver of this disconnect is what we might call the "lower inflation conundrum". As displayed below, prices surged substantially in recent years, meaning inflation was high, but then prices plateaued, which led inflation to come down. *Why hasn't lower inflation led Americans to feel better about the economy?* This is because inflation measures the *rate of change* in the price of goods and services, not the overall level. Prices are currently very high while the rate of inflation is fairly low.

The NFIB Small Business Optimism index improved slightly during Q4, with the gains occurring in December. The index has now been below the 50-year average level for two years. According to the report, 23% of business owners reported inflation as the most important issue for business operations—now a greater concern than the labor shortage. Small businesses remain very pessimistic about conditions and do not expect these conditions to improve in 2024.

Sentiment improved slightly during the quarter

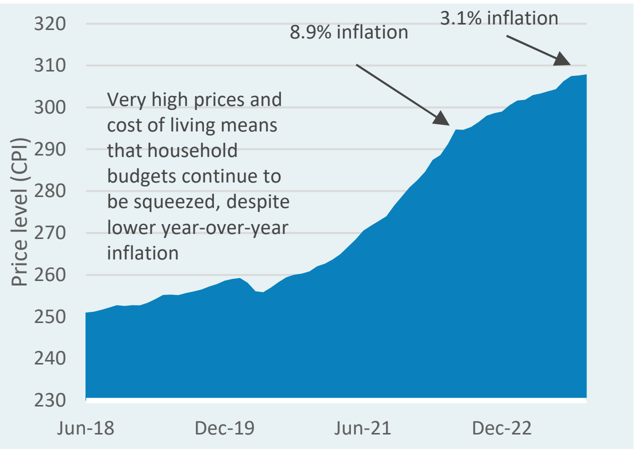
Inflation remains very poor

CONSUMER SENTIMENT



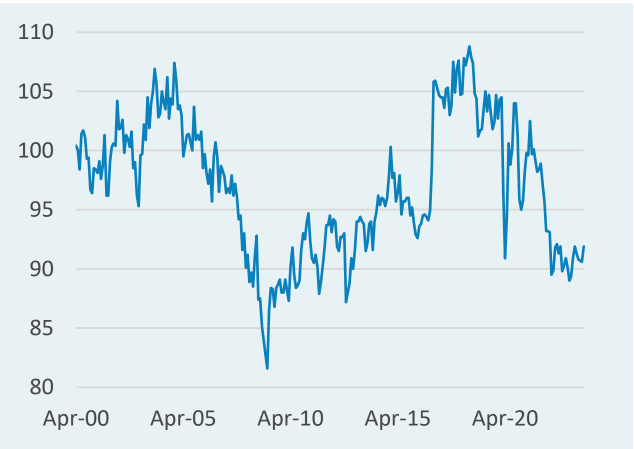
Source: University of Michigan, as of 12/31/23

THE "LOWER INFLATION" CONUNDRUM



Source: FRED, as of 11/30/23

NFIB SMALL BUSINESS SENTIMENT



Source: NFIB, as of 12/31/23

Housing

Home prices increased 3.0% in the third quarter, with ongoing support from very low housing inventory levels. It is possible that low inventories, high costs of new construction, a lack of forced sales (home sales due to financial stress), and an unwillingness of current homeowners to sell and sacrifice their existing low mortgage rate, could act as an ongoing support to high home prices despite extreme unaffordability.

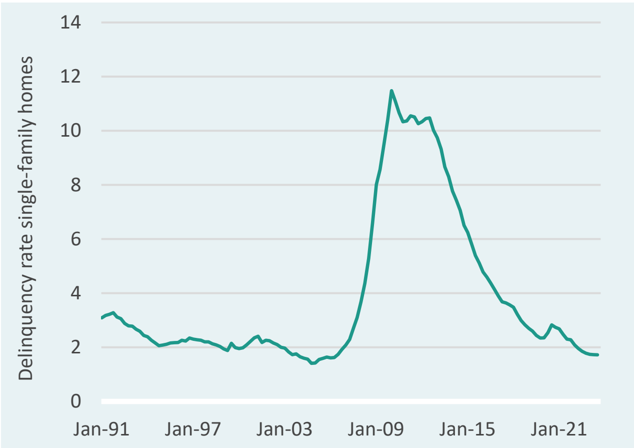
On a brighter note, housing affordability on the margin may be moving in a better direction. Despite mild gains in home prices, the 30-year average fixed mortgage rate has fallen from a 23-year high of 7.3% to 6.6% at the end of December. A moderation in mortgage rates, with expectations for a handful of Federal Reserve rate cuts in 2023, could help affordability and provide a support to home demand in the near-term.

Mortgage delinquency levels of single-family homeowners continue to be muted, at 1.7% as of Q3. Surprisingly, mortgage delinquency rates have consistently declined since the pandemic. This may be a reflection of significant home equity built up for the average homeowner, the ability of homeowners to draw on that equity to help make financial ends meet, and a hesitance to default on a loan if the loan is not underwater.

30-YEAR MORTGAGE RATE (%)

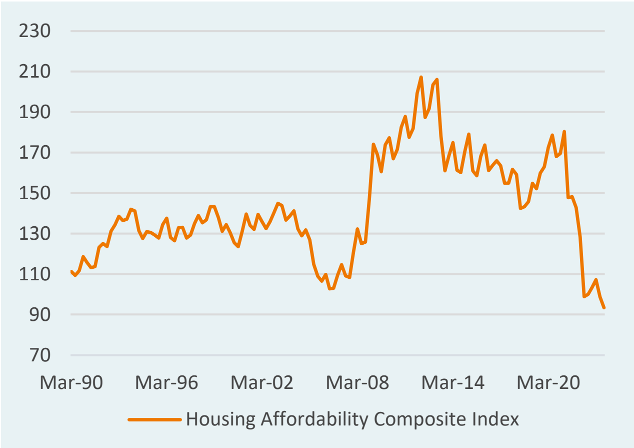
Source: FRED, as of 12/31/23

SINGLE-FAMILY HOME DELINQUENCY RATE (%)



Source: FRED, as of 9/30/23

HOUSING AFFORDABILITY



Source: FRED, as of 9/30/23 – Housing affordability is calculated as the cost of a median priced single-family home at the current mortgage rate, as a percentage of the median family income

International economics summary

— The ongoing threat of inflation, and central banks' tightrope act of working to battle that inflation without tipping economies into recession, was expected to be a key risk of 2024. However, in the fourth quarter inflation has fallen more quickly than expected, while economic growth has generally been more resilient. The global growth picture seems to have improved, all else equal, although growth is still expected to slow materially in the coming quarters.

— Conflicts within the Middle East have led to heightened geopolitical tensions, and broader escalation is a notable risk. While military action has been relatively confined, further conflict could have a material impact on global supply chains and energy markets. The war in Ukraine, which played a large part in initially driving inflation across developed economies, is still fresh in many investors' minds.

— Inflation fell significantly in the Eurozone and U.K., helping to take some pressure off the ECB and BOE (headline inflation receded to 3.4% and 4.0% across the Eurozone and U.K., respectively). Despite the easing of price pressures, interest rates sit at multi-decade highs at both central banks which does little to change expectations for stagnant and potentially even negative economic growth.

— China reported GDP growth of 5.2% in 2023, exceeding the 5% growth target set by the CCP. While the reported figure is slightly above the CCP's target, growth has disappointed investors and economists alike, especially following a nearly three-year COVID-19 lockdown. The country continues to face a variety of challenges including incredibly dire demographic trends, geopolitical tension with the U.S., slowing growth, financial distress amongst the property sector and local government financing vehicles, a heavy national debt burden, and deflation.

Area	GDP (Real, YoY)	Inflation (CPI, YoY)	Unemployment
United States	2.9% *9/30/23*	3.4% *12/31/23*	3.7% *12/31/23*
Eurozone	0.0% *9/30/23*	2.9% *12/31/23*	6.4% *11/30/23*
Japan	1.5% *9/30/23*	2.4% *12/31/23*	2.4% *11/30/23*
BRICS Nations	5.0% *9/30/23*	1.5% *12/31/23*	4.8% *12/31/22*
Brazil	2.0% *9/30/23*	4.6% *12/31/23*	7.5% *11/30/23*
Russia	5.5% *9/30/23*	7.4% *12/31/23*	2.9% *11/30/23*
India	7.6% *9/30/23*	5.7% *12/31/23*	8.7% *12/31/23*
China	5.2% *12/31/23*	-0.3% *12/31/23*	5.1% *12/31/23*

NOTE: India lacks reliable government unemployment data. Unemployment rate shown above is estimated from the Centre for Monitoring Indian Economy. The Chinese unemployment rate represents the monthly surveyed urban unemployment rate in China.

International economics

The ongoing threat of inflation, and central banks' tightrope act of working to battle that inflation without tipping economies into recession, was expected to be a key risk of 2024. However, in the fourth quarter inflation has fallen more quickly than expected, while economic growth has generally been more resilient. The global growth picture seems to have improved, all else equal, although growth is still expected to slow materially in the coming quarters.

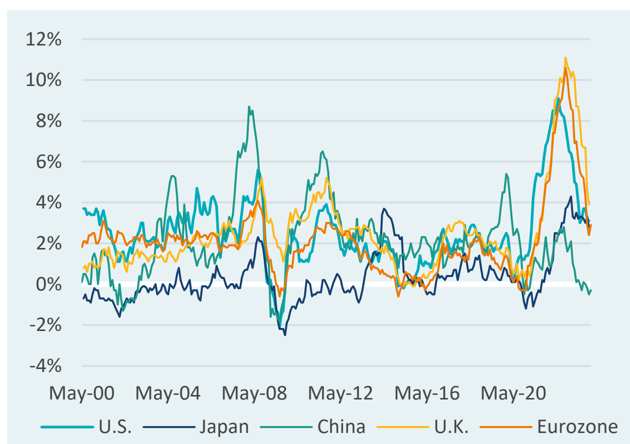
Although broad macroeconomic conditions improved, additional risks surfaced throughout the quarter, as conflicts within the Middle East escalated. Tensions remain high and concerns around global supply chains and energy markets have been at the forefront—though impacts across commodity markets have been muted so far.

The outlook remains uncertain. Geopolitical tension is still high, especially as the U.S. and China compete for dominance in the technology sector. Developed economies in the Eurozone and Japan are projected by the World Bank to grow less than 1% in 2024, far below historical long-term averages. On the flip side, emerging and developing economies still boast strong growth targets. India is a highlight, as growth expectations for both 2024 and 2025 sit above six-percent.

REAL GDP GROWTH (YEAR-OVER-YEAR)

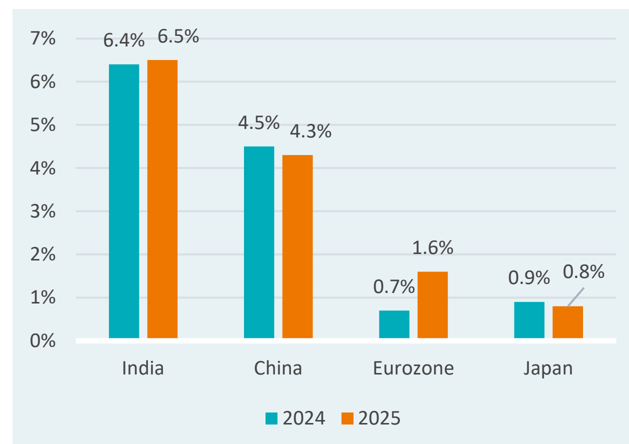
Source: Bloomberg, as of 9/30/23

INFLATION (CPI YEAR-OVER-YEAR)



Source: Bloomberg, as of 12/31/23 – or most recent release

WORLD BANK REAL GDP FORECASTS



Source: World Bank Global Economic Prospects, as of 1/9/24

Fixed income rates & credit

Fixed income environment

— The 10-year U.S. Treasury yield reversed its gains from the prior quarter, falling from 4.58% to 3.88% in Q4, as the market reassessed inflation conditions and the Federal Reserve's likely path. Further signs that inflation is moderating toward target, along with surprisingly upbeat economic news, likely contributed to the Federal Reserve's "dovish pivot" as it has been referred to. The 10-year yield ended 2023 unchanged.

— During Q4, credit markets delivered strong results, led by lower-quality bonds such as high yield and bank loans. High yield gained +7.2% (Bbg U.S. Corporate High Yield), while bank loans rose +2.8% (S&P/LSTA Leveraged Loan). Longer duration investment grade corporate bonds (Bloomberg U.S. Long Corporate Credit) rose 14.0% during the quarter as both falling interest rates and narrower credit spreads acted as a tailwind.

— The U.S. yield curve has remained inverted for 1.5 years, which is among the most extended periods in modern history. This is indicated by the 10-year minus 2-year Treasury yield—ending the year at -35bps, up from -44bps in Q3. Unique attributes of the current economic environment suggest that this curve inversion may not coincide with a near-term recession.

— US interest rates remained steady during the quarter as inflation continued to moderate towards the Federal Reserve Bank's 2.0% target. Importantly, expectations for future rate cuts increased following the statement made by Chairman Powell that future rate hikes may not be required.

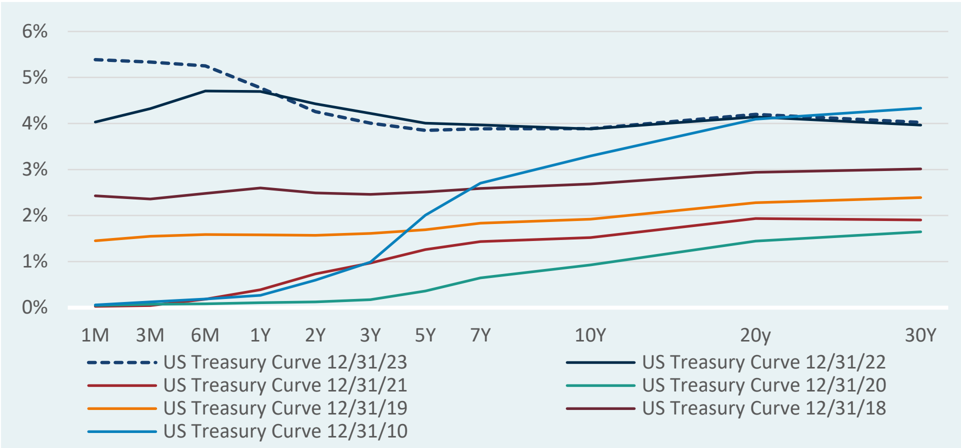
— With inflation and economic growth continuing to moderate during the quarter, market expectations for future rate cuts by the Federal Reserve increased. As a result, interest rates across the US Treasury curve declined meaningfully, with shorter-term rates declining more than longer-term rates.

	QTD Total Return	**1 Year Total Return**
Core Fixed Income (Bloomberg U.S. Aggregate)	6.8%	5.5%
Core Plus Fixed Income (Bloomberg U.S. Universal)	6.8%	6.2%
U.S. Treasuries (Bloomberg U.S. Treasury)	5.7%	4.1%
U.S. Treasuries: Long (Bloomberg U.S. Treasury 20+)	13.4%	2.7%
U.S. High Yield (Bloomberg U.S. Corporate HY)	7.2%	13.4%
Bank Loans (S&P/LSTA Leveraged Loan)	2.8%	13.3%
Emerging Market Debt Local (JPM GBI-EM Global Diversified)	8.1%	12.7%
Emerging Market Debt Hard (JPM EMBI Global Diversified)	9.2%	11.1%
Mortgage-Backed Securities (Bloomberg MBS)	7.5%	5.0%

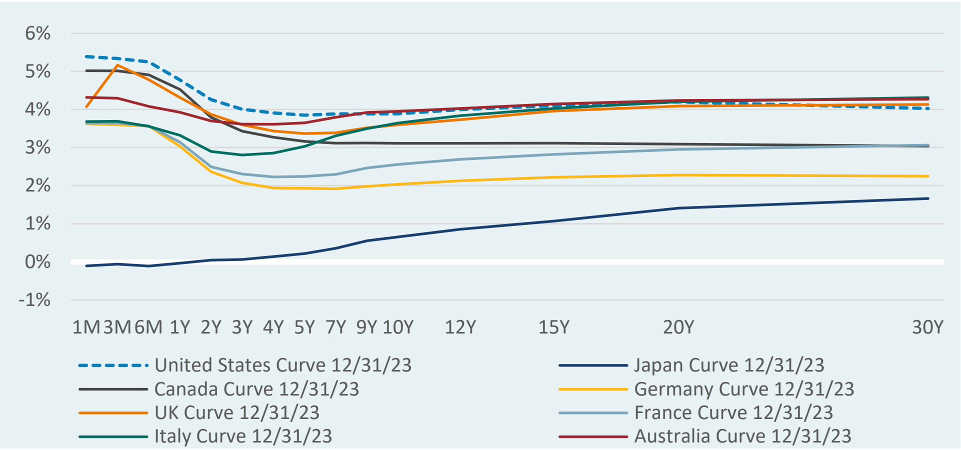
Source: Bloomberg, as of 12/31/23

Yield environment

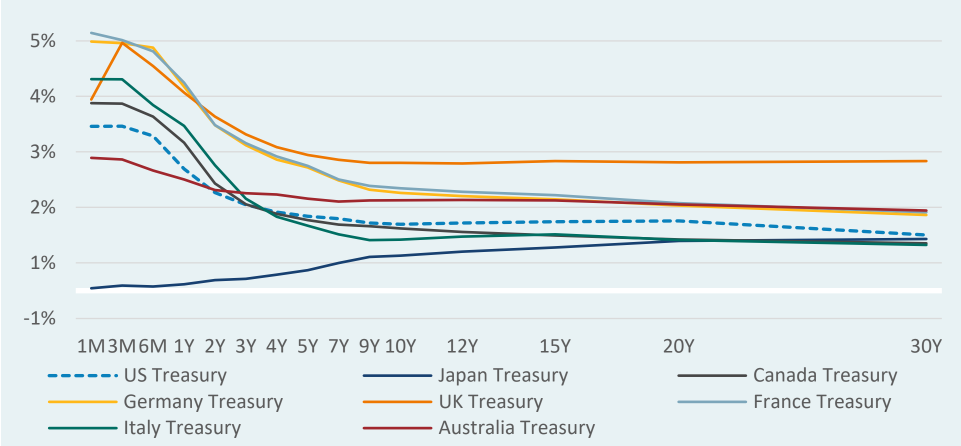
U.S. YIELD CURVE



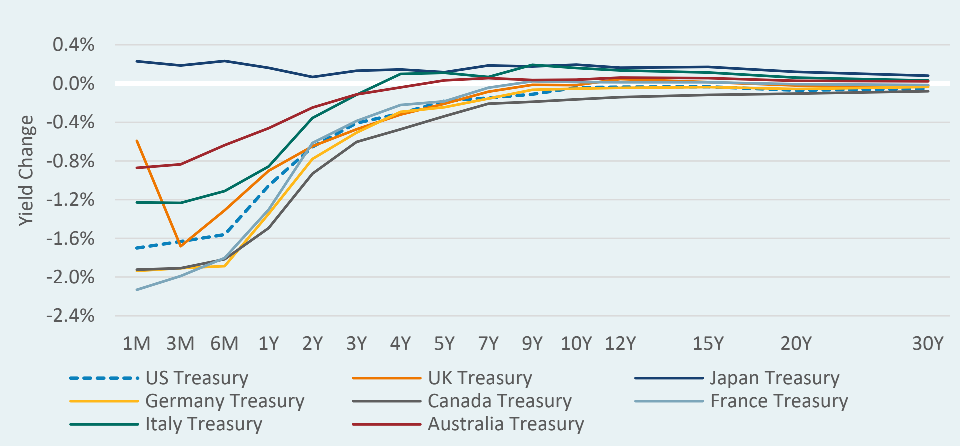
GLOBAL GOVERNMENT YIELD CURVES



YIELD CURVE CHANGES OVER LAST FIVE YEARS



IMPLIED CHANGES OVER NEXT YEAR



Source: Bloomberg, as of 12/31/23

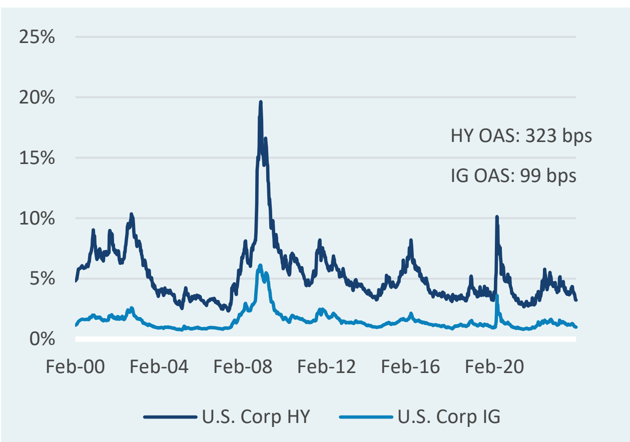
Credit environment

During the fourth quarter, credit markets delivered strong positive results, led by lower-quality credits such as high yield bonds and bank loans. High yield bonds delivered strong results gaining 7.2% (Bbg U.S. Corporate High Yield), while bank loans rose 2.8% (CS Leveraged Loans). Longer duration investment grade corporate bonds (Bloomberg U.S. Long Corporate Credit) rose 14.0% during the quarter as both falling interest rates and narrower credit spreads acted as a tailwind.

Higher-quality BB-rated bonds outperformed lower quality credits during the period returning 7.3% compared to 6.8% and 6.6% for B-rated and CCC-rated bonds, respectively. While absolute returns were positive, bank loans delivered a less-than-impressive 2.8%, primarily due to the combination of falling interest rates and expectations that the Federal Reserve Bank would begin cutting rates in the future.

Credit spreads narrowed during the quarter despite concerns related to an economic slowdown, weakening corporate fundamentals, and rising geopolitical tensions. Lower-quality, high yield bond spreads fell by 0.6% to roughly 3.2%, while investment grade spreads decreased by roughly 0.2% to 1.0%. Broadly, spreads remain below their long-term historical averages, which suggests that investors remain confident about the ability of those companies to service their debt. That said, slower U.S. economic growth could lead to wider credit spreads as investors seek safety in higher quality assets.

SPREADS



Source: Barclays, Bloomberg, as of 12/31/23

HIGH YIELD BONDS MONTHLY INCOME RETURN

Source: Bloomberg, as of 12/31/23

CREDIT SPREAD (OAS)

Market	12/31/23	12/31/22
Long U.S. Corp	1.2%	1.6%
U.S. Inv Grade Corp	1.0%	1.3%
U.S. High Yield	3.2%	4.7%
U.S. Bank Loans*	5.0%	5.9%

Source: Barclays, Credit Suisse, Bloomberg, as of 12/31/23
**Discount margin (4-year life)*

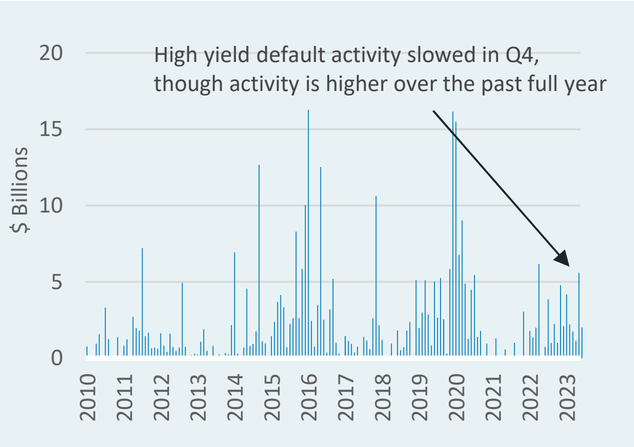
Default & issuance

Default activity increased during Q4 as increased borrowing costs acted as a headwind. Eighteen companies defaulted, which were concentrated in the retail, telecommunications, and financial sectors. A total of $15.8 billion of bank loan and high yield bonds were affected by default or distressed exchanges, up from $11.5 billion in the prior quarter. Notable company defaults included Rite Aid (Retail), Ligado Networks (Telecommunications), and WeWork (Financial).

For 2023, both the number of defaults and volume increased meaningfully year-over-year. During the period, 88 companies defaulted on $83.7 billion in high-yield bonds and bank loans compared to 35 companies and $47.8 billion in 2022. High yield bond default rates have increased to roughly 2.8%, up from 1.7% a year earlier, but are still below the long-term annual average of roughly 3.2%. High-yield default recovery rates ended the year at 32.8%, down sharply from 55.3% a year ago at the same time.

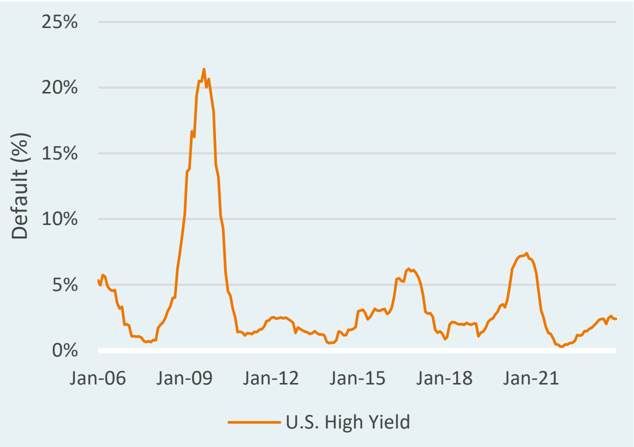
The issuance of investment grade credit slowed from the prior quarter, down to $204 billion from $275 billion. With borrowing costs falling as interest rates declined, high-yield bond issuance climbed slightly to $42 billion, up from $40 billion in Q3. On a year-over-year basis, the volume of both investment-grade and high yield issuance increased, up $69.1 billion and $5.3 billion, respectively.

U.S. HY MONTHLY DEFAULTS (PAR WEIGHTED)



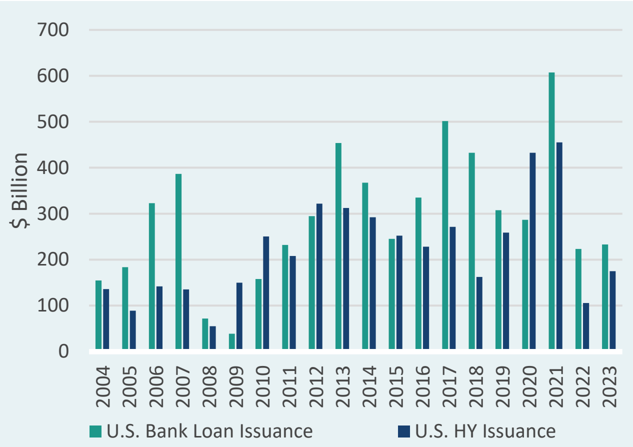
Source: BofA Merrill Lynch, as of 12/31/23

U.S. HY SECTOR DEFAULTS (LAST 12 MONTHS)



Source: BofA Merrill Lynch, as of 12/31/23 – par weighted

DEVELOPED MARKET ISSUANCE ($ BILLIONS)



Source: BofA Merrill Lynch, all developed markets, as of 12/31/23

Equity

Equity environment

— Domestic equities delivered a strong rally to finish Q4, driven by a combination of better-than-expected Q3 earnings and signals of easing from the Federal Reserve. The S&P 500 Index gained +26.3% during 2023.

— U.S. equities (S&P 500 +11.7%) led international developed equities (MSCI EAFE +10.4%) and emerging market equities (MSCI EM +7.9%) during the quarter. Domestic equities also led non-U.S. equities over the full year, while emerging markets were laggards. Wide sector performance differences contributed to U.S. leadership, given the much heavier tech focus of the domestic market.

— The U.S. dollar fell sharply, as investors reassessed Federal Reserve policy and interest rates retraced lower. This move created a tailwind for investors with unhedged exposure to foreign currencies. On a trade-weighted basis, the value of the U.S. dollar fell -4.3%. However, over the full calendar year investors with unhedged currency exposure saw moderate losses, due to wide fluctuations of the dollar.

— Style factor investing delivered mixed performance for investors in Q4. Over the full year, style investing suffered substantially. Small cap underperformed by -9.6% while value stocks underperformed growth by a whopping -31.2%. Besides an extreme period during 2020, calendar year 2023 was the worst 1-year rolling period in more than two decades.

— The Cboe VIX implied volatility index moved even lower during the fourth quarter, from 17.5 to 12.5 in December. Priced volatility is incredibly low—at a level that has historically tended to coincide with very strong economic and market conditions.

	QTD TOTAL RETURN		1 YEAR TOTAL RETURN	
	(unhedged)	(hedged)	(unhedged)	(hedged)
U.S. Large Cap (S&P 500)	11.7%		26.3%	
U.S. Small Cap (Russell 2000)	14.0%		16.9%	
U.S. Equity (Russell 3000)	12.1%		26.0%	
U.S. Large Value (Russell 1000 Value)	9.5%		11.5%	
US Large Growth (Russell 1000 Growth)	14.2%		42.7%	
Global Equity (MSCI ACWI)	11.0%	9.7%	22.2%	22.7%
International Large (MSCI EAFE)	10.4%	6.0%	18.2%	19.9%
Eurozone (EURO STOXX 50)	13.3%	9.3%	26.5%	25.6%
U.K. (FTSE 100)	6.9%	2.5%	14.3%	8.8%
Japan (TOPIX)	8.2%	3.6%	19.3%	35.7%
Emerging Markets (MSCI Emerging Markets)	7.9%	5.7%	9.8%	10.1%

Source: Russell Investments, MSCI, STOXX, FTSE, JPX, as of 12/31/23

Domestic equity

Domestic equities finished the fourth quarter with a strong rally, driven by a combination of better-than-expected Q3 earnings and signals of easing from the Federal Reserve. The S&P 500 Index delivered a gain of +26.3% over 2023, boosted by a +11.7% rise over the final quarter of the year. Shares in the U.S. outperformed international developed and emerging markets over the calendar year.

Third-quarter earnings surprised to the upside, driven by large earnings beats in the communication services and consumer discretionary sectors. Per FactSet, in Q3 earnings grew by 4.9% year-over-year, in contrast to initial expectations of a -0.3% decline at the beginning of the quarter.

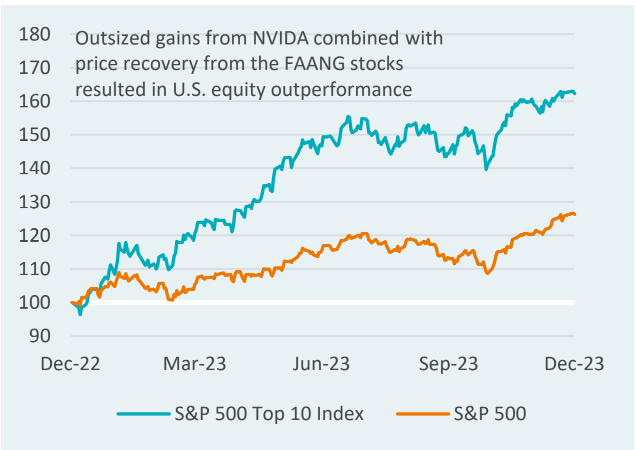
From a sector perspective gains were broad, outside of energy. Real estate and information technology outperformed—driven by easing rates on the long-end of the curve and strong demand within the accelerated computing and artificial intelligence space.

Going forward, domestic equities likely face a challenging environment to build off of the large gains seen in 2023. Valuations remain elevated as the S&P 500 Index approaches a new all-time high. At the same time, earnings growth has been modest, with Q4 earnings expected to come in at +1.3% per FactSet. Although the outlook remains challenged, growth catalysts such as stable inflation, monetary easing, and greater chance of a soft-landing present investors with upside opportunity.

S&P 500 PRICE INDEX

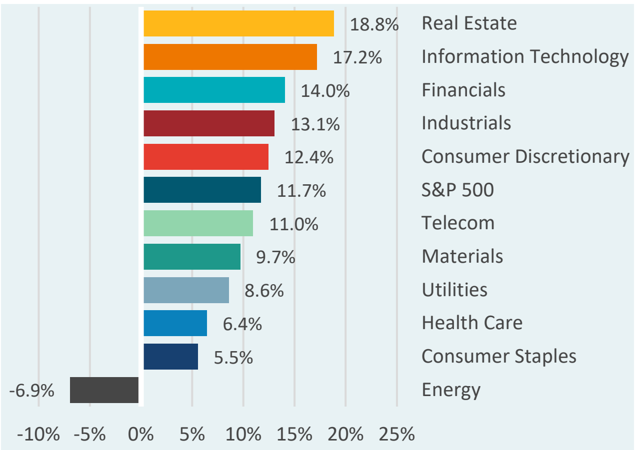
Source: Bloomberg, as of 12/31/23

2023 PERFORMANCE (INDEX 100)



Source: Bloomberg, S&P, as of 12/31/23

Q4 2023 SECTOR PERFORMANCE



Source: Morningstar, as of 12/31/23

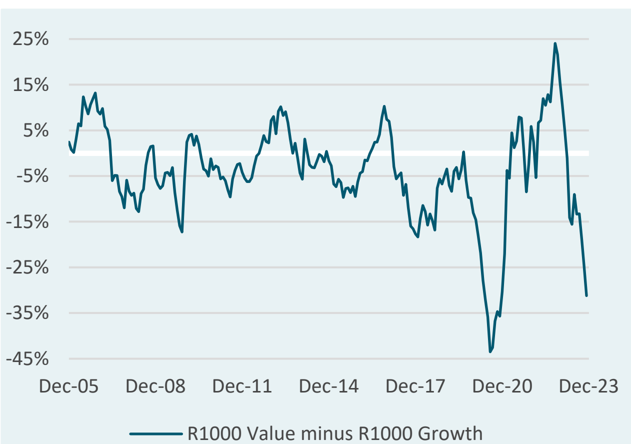
Domestic equity size & style

Style factor investing delivered mixed performance for investors in the fourth quarter. Small cap outperformed large cap by +2.0% during Q4 (Russell 2000 vs. Russell 1000). Value underperformed Growth by -3.2% (Russell 1000 Value vs. Russell 1000 Growth). Over the full year, style investing suffered substantially. Small cap underperformed by -9.6% while value stocks underperformed growth by a whopping -31.2%. Besides an extreme period during 2020, calendar year 2023 was the worst 1-year rolling period in more than two decades.

The wide variability of style investing continues to be fueled by extreme sector volatility. For example, the information technology sector, which tends to be more concentrated in growth stocks, performed +57.8% in 2023. Meanwhile, utilities and energy sectors, which tend to be more concentrated in value stocks, performed -7.1% and -1.3%, respectively. Mega cap growth stocks have propelled the U.S. market higher in 2023—a reversal from significant losses in 2022. Many market-leading stocks are concentrated in technology and telecom sectors, which have outperformed the overall index (+57.8% and +55.8%, respectively).

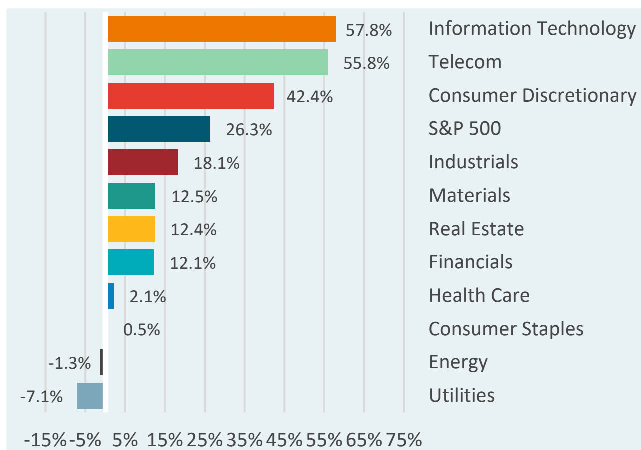
We believe sector variability and the way this has contributed to style factor volatility is further evidence that style investing should be a long-term decision. Short-term factor timing decisions should typically be pursued only in the rare occasion of obvious market mispricing and a foreseen catalyst for price correction.

VALUE VS. GROWTH 1-YR ROLLING



Source: FTSE, as of 12/31/23

VALUE VS GROWTH (YOY)



Source: Morningstar, as of 12/31/23

1-YEAR SIZE & STYLE PERFORMANCE

	Value	Core	Growth
Large Cap	11.5%	26.5%	42.7%
Mid Cap	12.7%	17.2%	25.9%
Small Cap	14.6%	16.9%	18.7%

Source: FTSE, as of 12/31/23

International developed equity

International developed equities also benefited from shifting expectations around Federal Reserve policy in the fourth quarter, with the MSCI EAFE Index delivering a +10.4% gain in unhedged currency terms. Fading dollar strength provided a large boost, as expectations for potential easing from the Federal Reserve contrasted against shifting policy from the ECB and BOE.

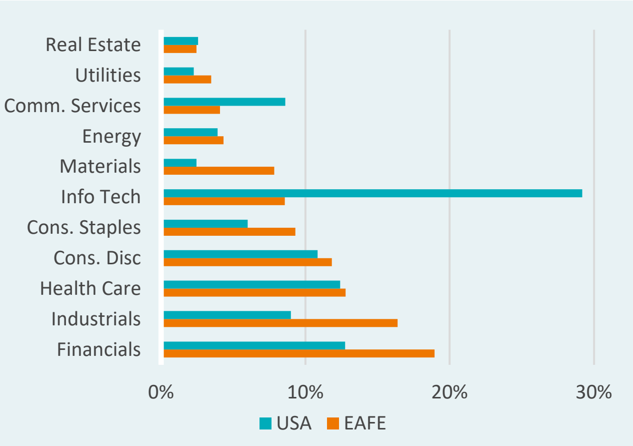
In terms of relative performance, international developed shares trailed the U.S., but outperformed emerging market equities. Sector weightings played the largest role, as gains from mega-cap technology names drove domestic performance, contrasting against the heavier financials and industrial sector composition of the MSCI EAFE index.

Despite macroeconomic challenges, international developed equities saw strong performance in 2023, up +18.2% in unhedged dollar terms. Japanese shares continued to benefit from zero-interest rate policy and shifting investment away from China and into Japan. European shares were lifted by better-than-expected global growth and the ability for companies to pass off higher prices – resulting in strong earnings.

INTERNATIONAL DEVELOPED EQUITY

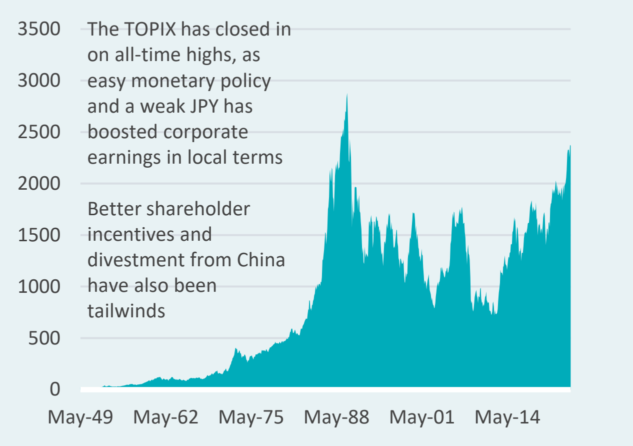
Source: MSCI, as of 12/31/23

MSCI EAFE VS. USA SECTOR WEIGHTING



Source: MSCI, as of 12/31/23

JAPAN TOPIX PRICE INDEX



Source: Tokyo Stock Exchange, as of 12/31/23

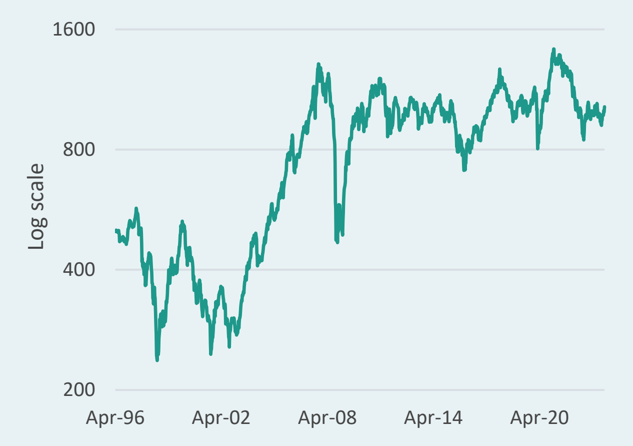
Emerging market equity

Emerging markets saw a positive end to 2023, rising +7.9% in the fourth quarter – helping to notch a +9.8% gain for the index over the 2023 calendar year. While rebounding from losses seen last year (-20.1% decline in 2022), emerging market equities underperformed both domestic and international developed equities for the second straight year.

Most countries within the index saw positive returns in the last quarter of the year, fueled by the broader rally in risk assets as U.S. monetary policy expectations eased. China was the outlier, declining -4.2%.

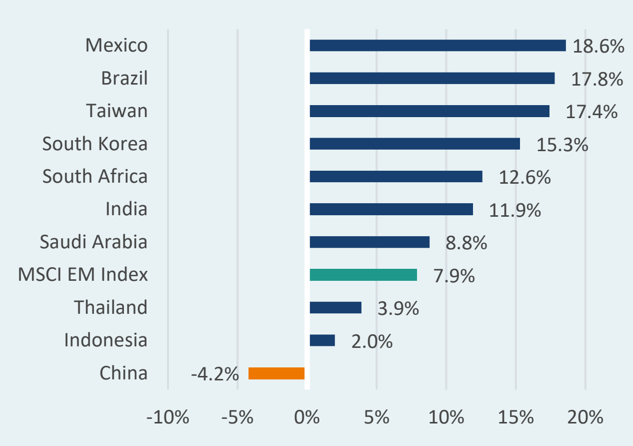
Chinese shares remain the elephant in the room within emerging markets. The MSCI EM ex China Index outperformed the flagship index by more than 10% in 2023, which highlights the large drag that China has caused, given its nearly 30% country weight in the index. The country continues to face a variety of challenges including incredibly dire demographic trends, geopolitical tension with the U.S., slowing growth, financial distress amongst the property sector and local government financing vehicles, a heavy national debt burden, and deflation. Combined with further consolidation of power within the CCP, the cheap pricing of Chinese equities may be justified.

EMERGING MARKET EQUITY



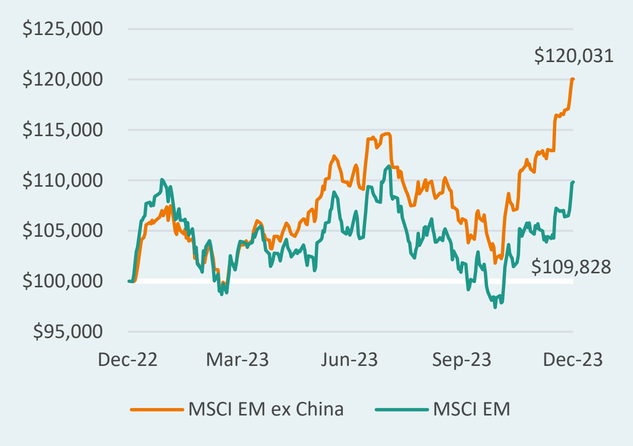
Source: MSCI, as of 12/31/23

Q4 2023 MSCI EM COUNTRY RETURNS (USD)



Source: Bloomberg, MSCI, as of 12/31/23

MSCI EM VS. EM EX CHINA (GROWTH $100K)



Source: Bloomberg, MSCI, as of 12/31/23

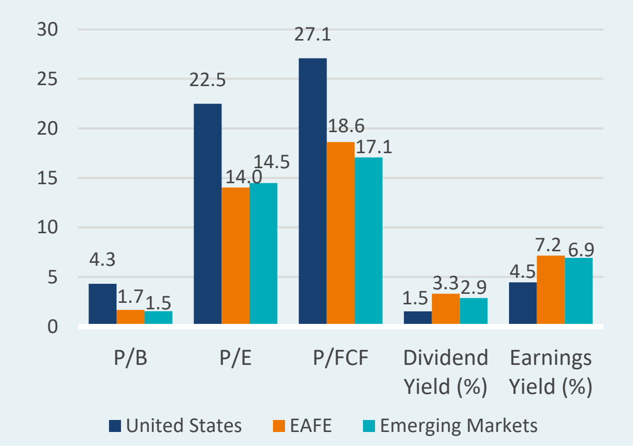
Equity valuations

U.S. equity valuation drifted further above those of non-U.S. equities during the quarter. The domestic market is priced at a historic 71% premium over emerging market equities, up from a 59% premium in the third quarter. A portion of the U.S. pricing premium is due to a larger U.S. technology sector, which tends to demand higher valuations, though the valuation gap remains wide even after adjusting for sector composition.

The lower valuations of international developed equities may be at least partly justified due to weaker growth potential and unique challenges in those markets, though rising valuations create a high bar for future profit growth. In order for U.S. equities to justify high valuations over the longer-term, business will need to generate supernormal earnings growth, and/or stock multiples will need to move upward even further.

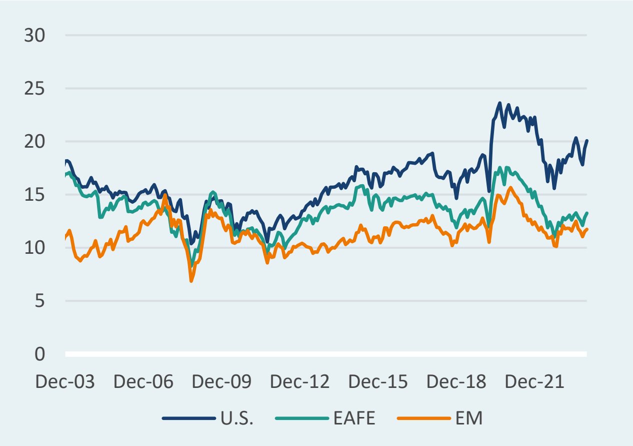
U.S. equity market valuations seem to have defied rising interest rates. Theoretically (and historically) speaking, equities should be fairly sensitive to sharply higher interest rates—the present value of stocks is less when rates are high due to the discounting effect, higher interest rates damage profits as financing is more expensive, and the overall economy tends to slow as borrowing costs rise which bodes poorly for profits. At least for now, the U.S. market remains richly valued and median bank forecasts are for a healthy 2024 S&P 500 return.

MSCI VALUATION METRICS (3-MONTH AVG)



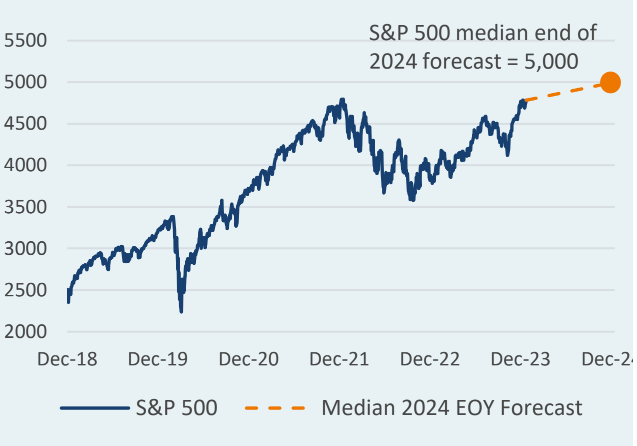
Source: Bloomberg, as of 12/31/23

FORWARD PRICE/EARNINGS RATIO



Source: MSCI, Bloomberg, as of 12/31/23

2024 S&P 500 MEDIAN FORECAST



Source: Bloomberg, as of 1/10/24. Banks included in forecast include J.P. Morgan, Goldman Sachs, Bank of America, Citibank, Morgan Stanley, Deutsche Bank, and UBS.

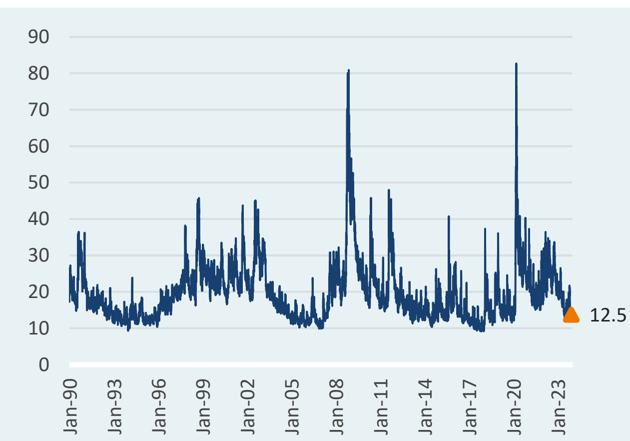
Market volatility

The Cboe VIX implied volatility index moved even lower during the fourth quarter, from 17.5 to 12.5 in December. Priced volatility is incredibly low—at a level that has historically tended to coincide with very strong economic and market conditions.

Realized volatility of global equity markets over the past year has also moderated. The relative volatility of markets has moved back in line with historical behavior—U.S. equities showing the lowest volatility, followed closely by international developed equities, and with emerging market equities delivering greater risk. This behavior is a reversal of recent years when emerging market volatility was lower than that of developed markets—an uncommon occurrence historically speaking.

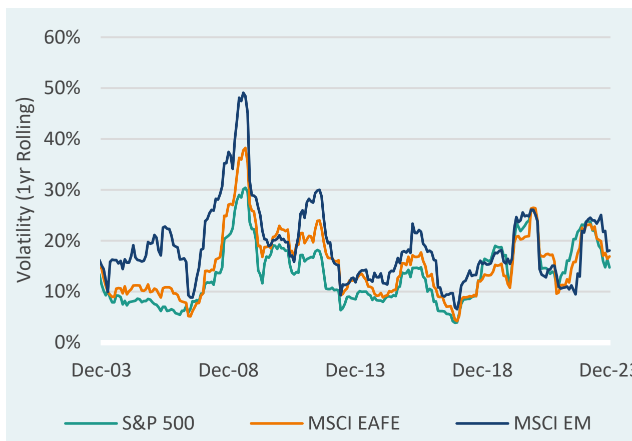
Bond markets remain shaky, as indicated by the "MOVE" Index—which calculates the implied volatility of U.S. Treasury securities. Uncertainty around inflation, the Federal Reserve's interest rate path and the extent of rate cuts, potential recession, and fears around the U.S. fiscal situation, are likely to act as an ongoing support to volatility.

U.S. IMPLIED VOLATILITY (VIX)



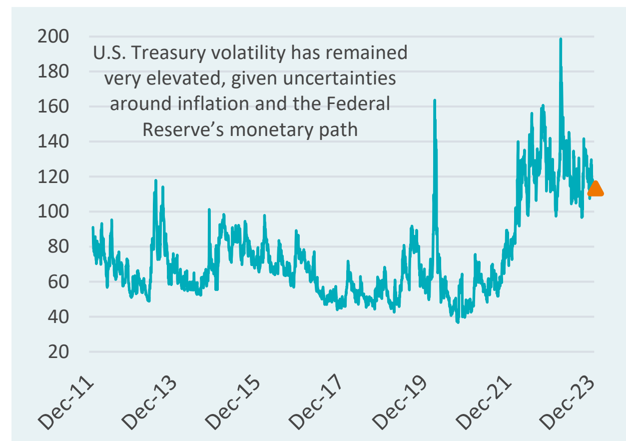
Source: Cboe, as of 12/31/23

REALIZED VOLATILITY



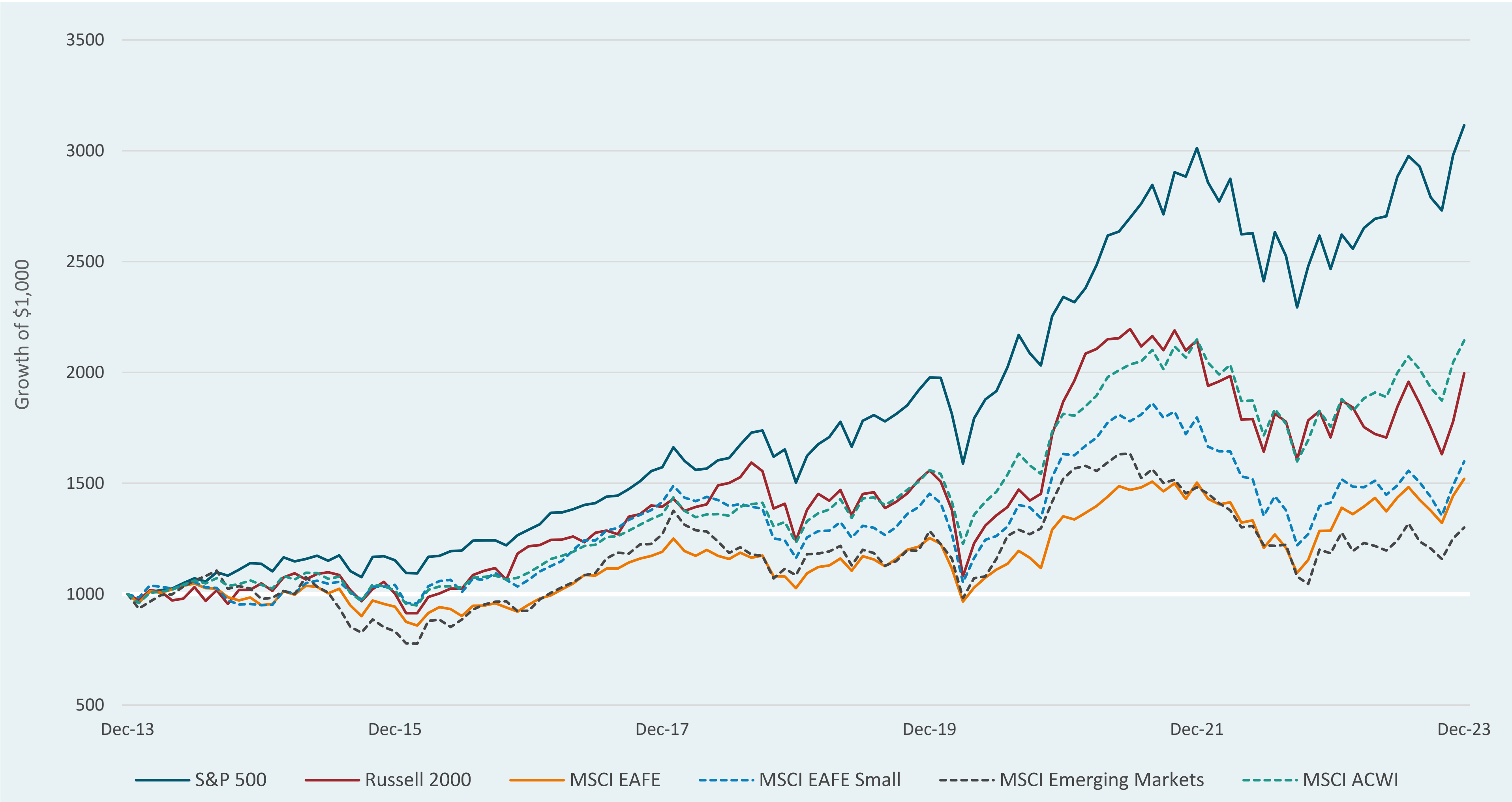
Source: S&P, MSCI, as of 12/31/23

U.S. TREASURY IMPLIED VOL ("MOVE" INDEX)



Source: Bloomberg, as of 12/31/23

Long-term equity performance



Source: MPI, as of 12/31/23

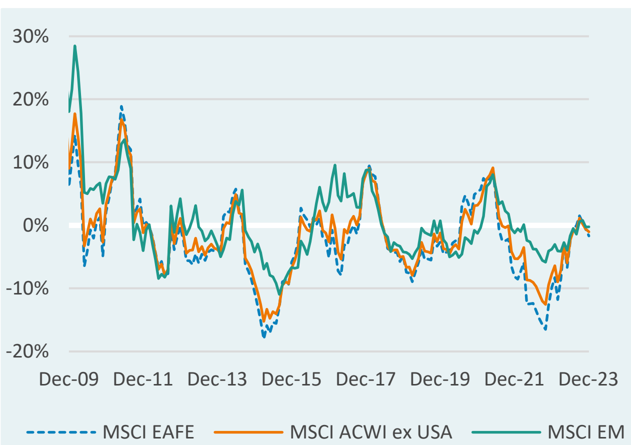
Other assets

Currency

The U.S. dollar fell sharply in the fourth quarter, as investors reassessed Federal Reserve policy and interest rates retraced lower. This move created a tailwind for investors with unhedged exposure to foreign currencies. On a trade-weighted basis, the value of the U.S. dollar fell -4.3%. However, following wide fluctuations of the dollar during 2023, and the performance volatility that resulted, investors with unhedged foreign currency exposure saw moderate losses. For investors with unhedged international developed equity exposure, this delivered a loss of -1.7%. Unhedged exposure to emerging market currencies resulted in a loss of -0.2%.

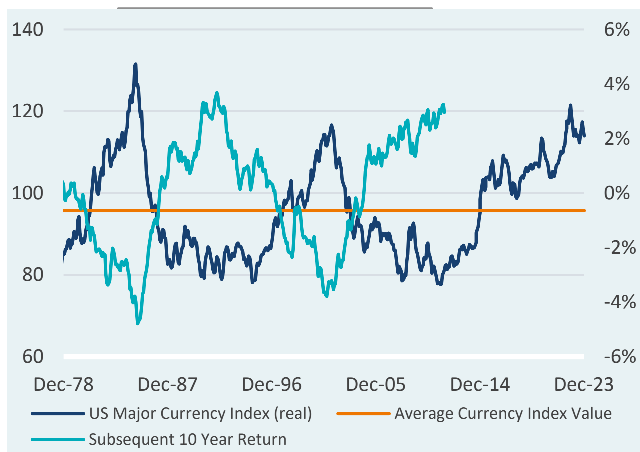
As investors evaluate market movements and performance of 2023, it may be worth reflecting on the benefits which a more thoughtful currency approach might deliver. A better approach may reduce the uncompensated risk of unhedged foreign currency exposure. Additionally, the MSCI Currency Factor Mix Index—a representation of a passive investment in the currency market, by investing in currencies with higher interest rates, currencies that are undervalued, and currencies that are showing positive price momentum—has shown a positive one-year rolling return over most periods with low volatility. This is what was delivered in 2023. During the year, an unhedged exposure to currency markets (assuming MSCI EAFE equity implementation) resulted in a loss of -1.7% and volatility of 7.5%. Meanwhile, an implementation to Currency Factor Mix delivered a gain of +1.4% and volatility of 2.5%.

EFFECT OF CURRENCY (1-YEAR ROLLING)



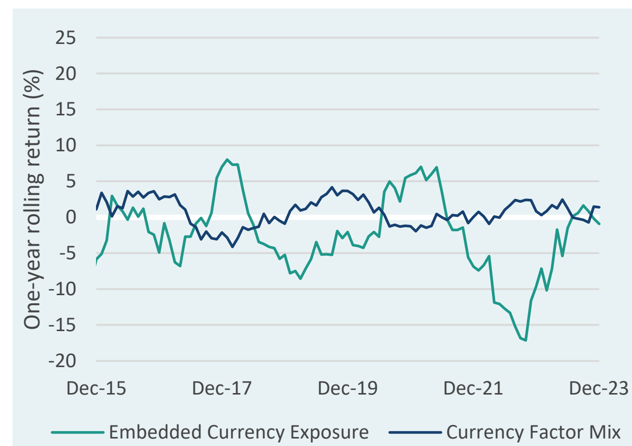
Source: MSCI, as of 12/31/23

U.S. DOLLAR MAJOR CURRENCY INDEX



Source: Bloomberg, as of 12/31/23

EMBEDDED CURRENCY VS CURRENCY FACTORS



Source: Bloomberg, MSCI, as of 12/31/23

Event strategies lead in equity, credit

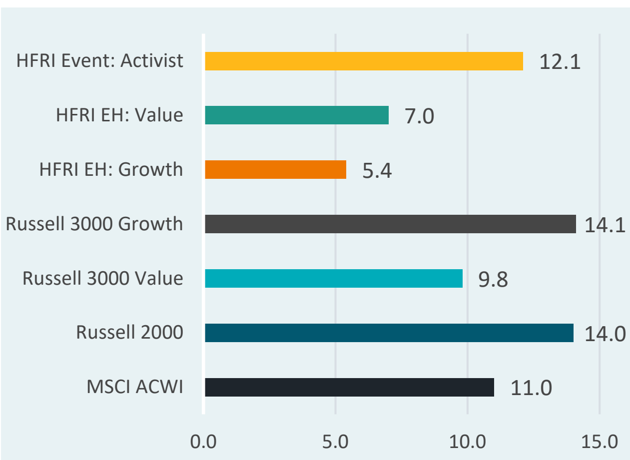
Stock and credit markets rallied in the fourth quarter, and directionally biased strategies within those markets outperformed non-directional peers. Within the equity focused strategy group:

- Activist strategies, which benefited from their smaller cap exposure, continued their run of strong performance with favorable up capture relative to L/S peers.
- Interestingly, value managers outperformed growth counterparts despite growth indexes outperforming value, likely due to a smaller cap bias.

Within the fixed income / credit focused strategy group:

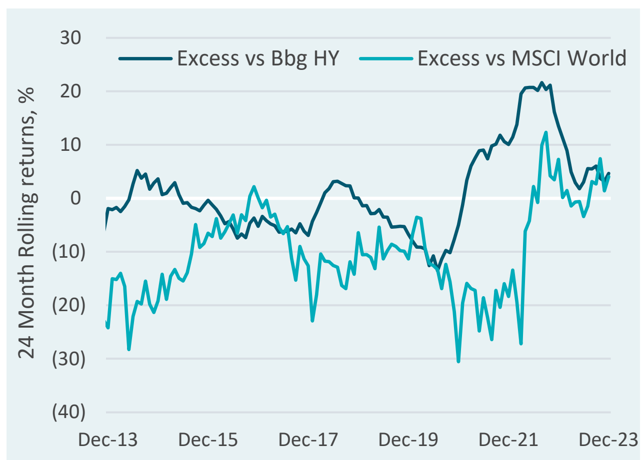
- Event Driven credit strategies such as Distressed and Credit Arbitrage outperformed Relative Value credit strategies such as Structured Credit and Long/Short Credit, as market directionality paid off and economic optimism benefited special situation, catalyst-oriented positioning.
- Event Driven strategies have outperformed both stocks and high yield over the last few years after struggling to keep up in the decade following the Global Financial Crisis.

4Q RETURNS (%) FOR EQUITY STRATEGIES



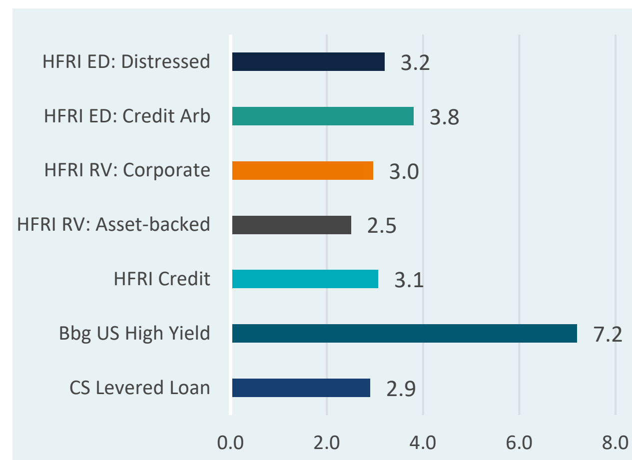
Source: HFR, MPI. Data as of 12/31/23
EH = Equity Hedge ED = Event Driven

HFRI EVENT DRIVEN RETURNS VS STOCKS/HY



Source: HFR, MPI.. Data as of 12/31/23 HFRI Event Driven (Total) vs Bloomberg US Corp HY & MSCI World Index

4Q RETURNS (%) FOR CREDIT STRATEGIES



Source: HFR, MPI. Data as of 12/31/23
ED = Event Driven RV = Relative Value

Appendix

Periodic table of returns

BEST

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	YTD	5-Year	10-Year
Large Cap Growth	56.3	26.0	34.5	32.6	39.8	5.2	79.0	29.1	14.3	18.6	43.3	13.5	13.3	31.7	37.3	6.7	36.4	38.5	28.3	16.1	42.7	19.5	14.9
Large Cap Equity	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	21.3	30.2	1.9	31.4	34.6	27.6	9.4	26.5	15.5	11.8
Small Cap Growth	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	17.3	25.0	0.0	28.5	21.0	27.1	1.5	18.7	10.9	8.4
International Equity	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	12.1	22.2	-1.5	26.5	20.0	26.5	-4.7	18.2	10.0	7.4
Small Cap Equity	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	11.8	21.7	-3.5	25.5	18.3	25.2	-7.5	16.9	10.0	7.2
60/40 Global Portfolio	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	11.3	17.1	-4.8	22.4	14.0	17.7	-13.0	15.4	9.2	7.2
Small Cap Value	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	11.2	14.6	-6.0	22.0	10.3	14.8	-14.5	14.6	8.2	6.8
Large Cap Value	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	8.0	13.7	-8.3	18.6	7.8	11.3	-14.5	11.5	7.2	5.1
Emerging Markets Equity	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	7.1	7.8	-9.3	18.4	7.5	8.9	-17.3	9.8	7.0	4.3
Hedge Funds of Funds	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	5.7	7.7	-11.0	8.7	4.6	6.5	-19.1	6.3	5.3	3.3
US Bonds	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	2.6	7.0	-11.2	7.8	2.8	2.8	-20.1	5.5	5.1	2.7
Cash	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	1.0	3.5	-12.9	7.7	0.5	0.0	-20.4	5.0	3.7	1.8
Real Estate	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	0.5	1.7	-13.8	6.4	0.5	-1.5	-26.4	-5.1	1.8	1.2
Commodities	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	0.3	0.9	-14.6	2.1	-3.1	-2.5	-29.1	-7.9	1.1	-1.1

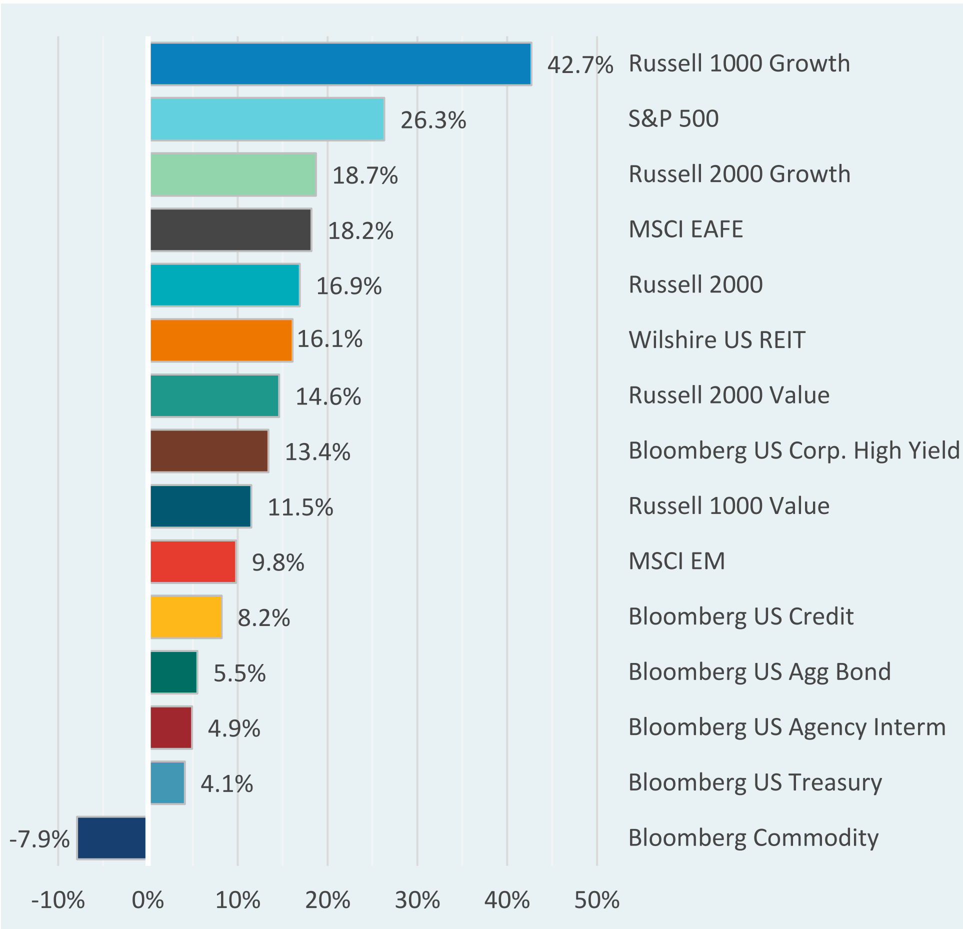
WORST

- Large Cap Equity
- Large Cap Value
- Large Cap Growth
- Small Cap Equity
- Small Cap Value
- Small Cap Growth
- International Equity
- Emerging Markets Equity
- US Bonds
- Cash
- Commodities
- Real Estate
- Hedge Funds of Funds
- 60% MSCI ACWI/40% Bloomberg Global Bond

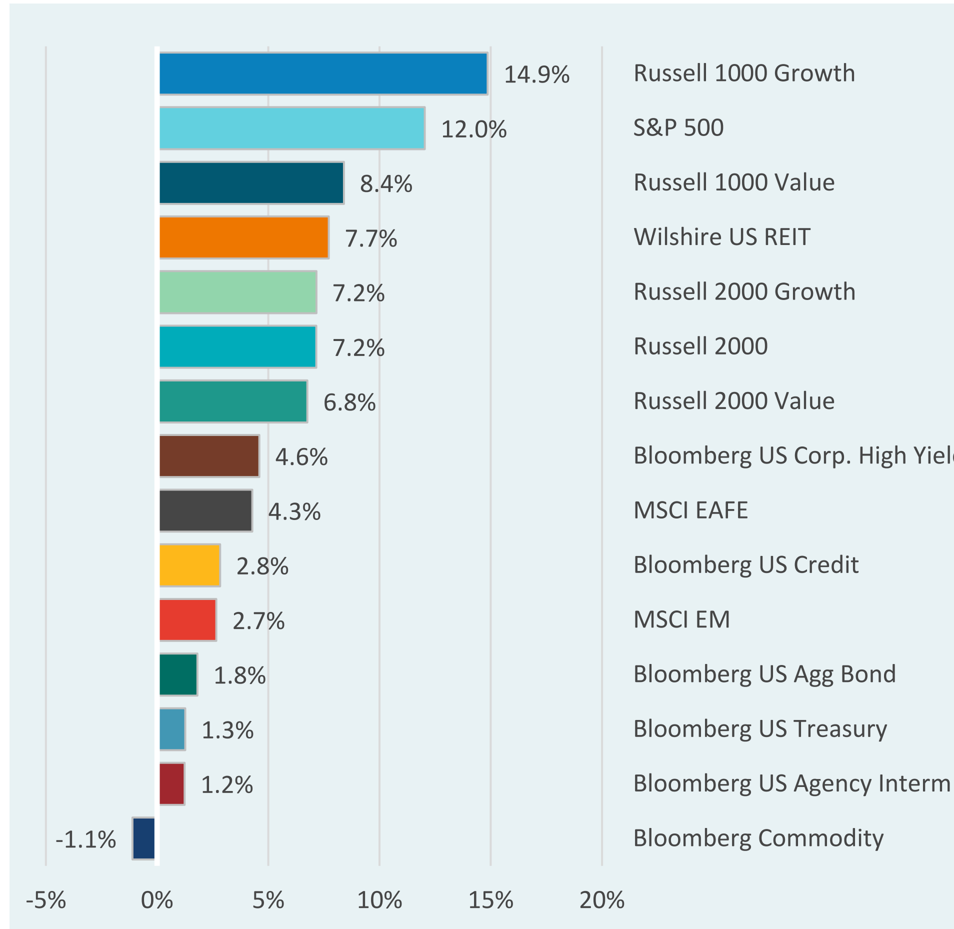
Source Data: Morningstar, Inc., Hedge Fund Research, Inc. (HFR), National Council of Real Estate Investment Fiduciaries (NCREIF). Indices used: Russell 1000, Russell 1000 Value, Russell 1000 Growth, Russell 2000, Russell 2000 Value, Russell 2000 Growth, MSCI EAFE, MSCI EM, Bloomberg US Aggregate, T-Bill 90 Day, Bloomberg Commodity, NCREIF Property, HFRI FOF, MSCI ACWI, Bloomberg Global Bond. NCREIF Property Index performance data as of 9/30/23.

Major asset class returns

ONE YEAR ENDING DECEMBER



TEN YEARS ENDING DECEMBER



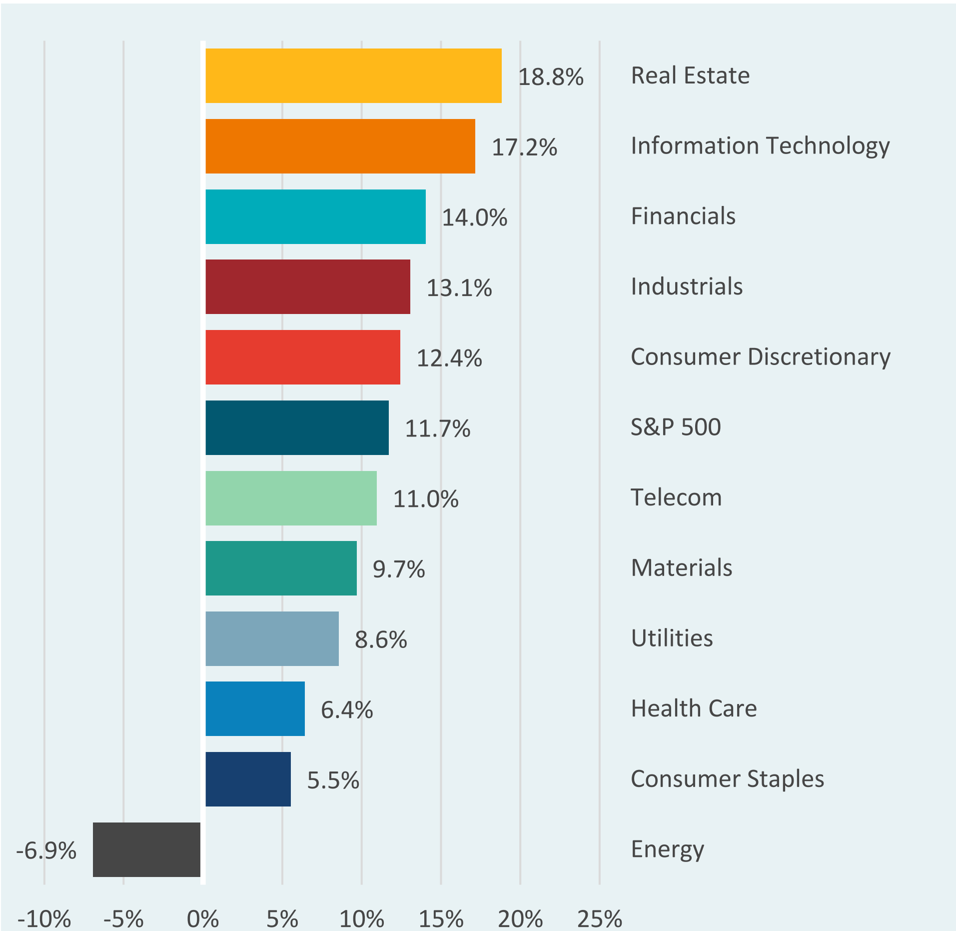
**Only publicly traded asset performance is shown here. Performance of private assets is typically released with a 3- to 6-month delay.*

Source: Morningstar, as of 12/31/23

Source: Morningstar, as of 12/31/23

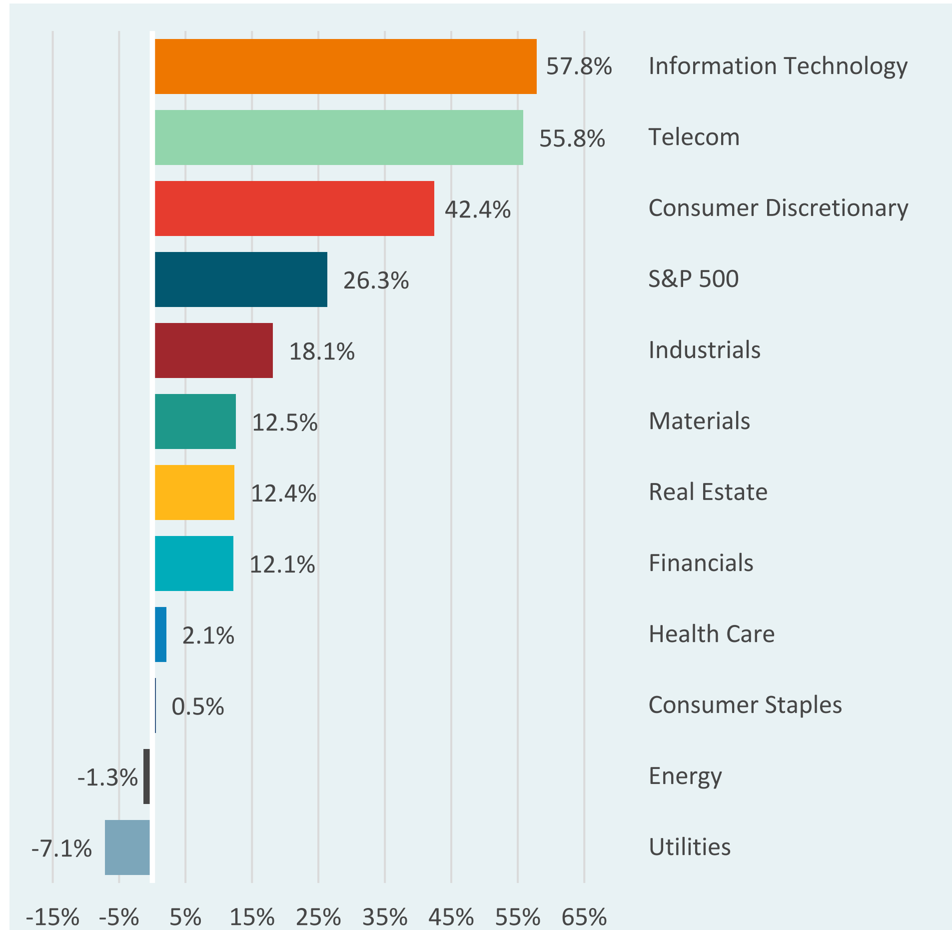
S&P 500 sector returns

QTD



Source: Morningstar, as of 12/31/23

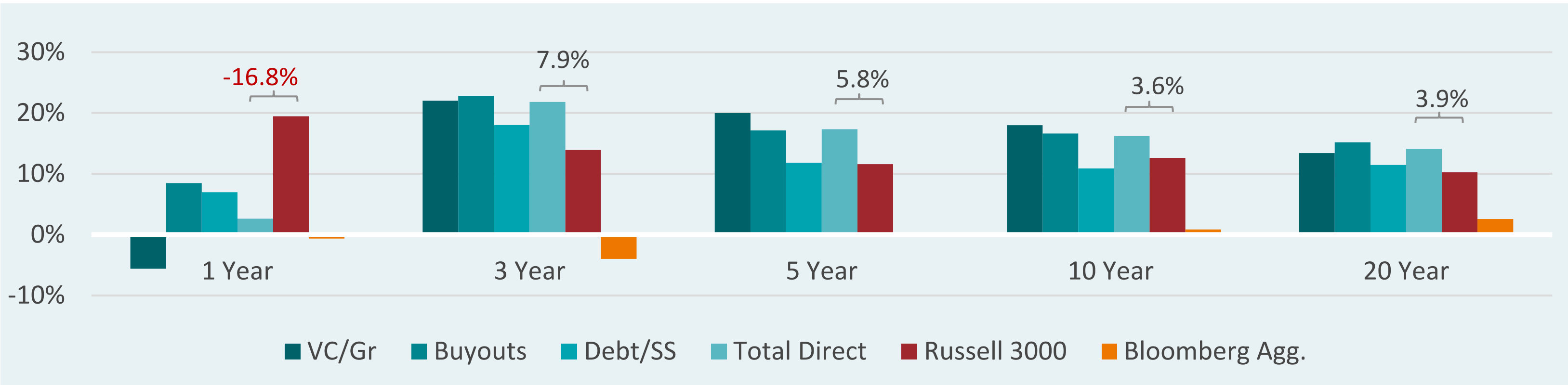
ONE YEAR ENDING DECEMBER



Source: Morningstar, as of 12/31/23

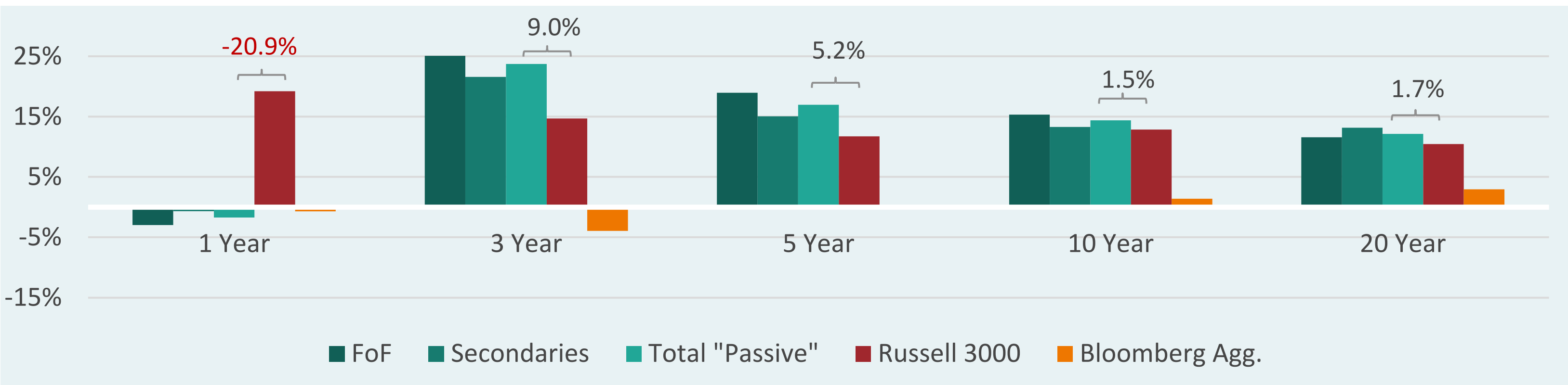
Private equity vs. traditional assets performance

DIRECT PRIVATE EQUITY FUND INVESTMENTS



Direct P.E Fund Investments outperformed comparable public equites across all time periods, aside from the 1-year.

“PASSIVE” STRATEGIES

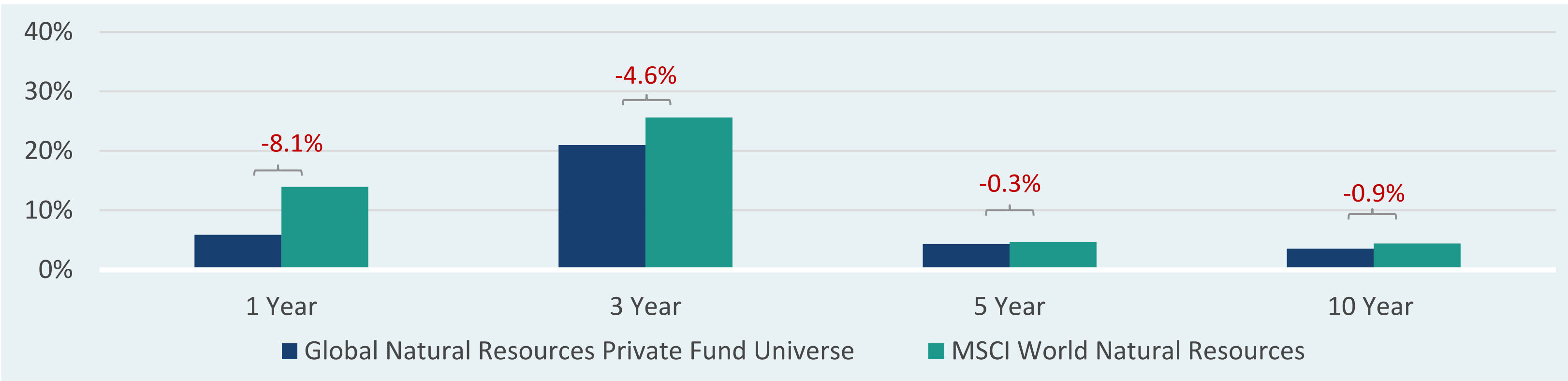


“Passive” strategies outperformed comparable public equities across all time periods, aside from the 1-year.

Sources: Refinitiv PME: U.S. Private Equity Funds sub asset classes as of June 30, 2023. Public Market Equivalent returns resulted from “Total Passive” and Total Direct’s identical cash flows invested into and distributed from respective traditional asset comparable.

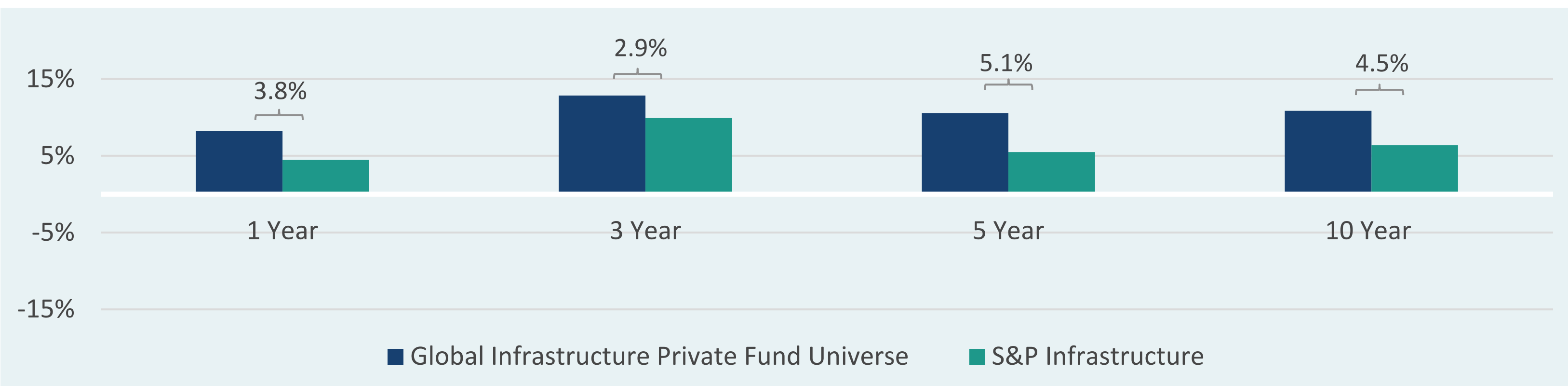
Private vs. liquid real assets performance

GLOBAL NATURAL RESOURCES FUNDS



N.R. funds underperformed the MSCI World Natural Resources benchmark across all periods.

GLOBAL INFRASTRUCTURE FUNDS

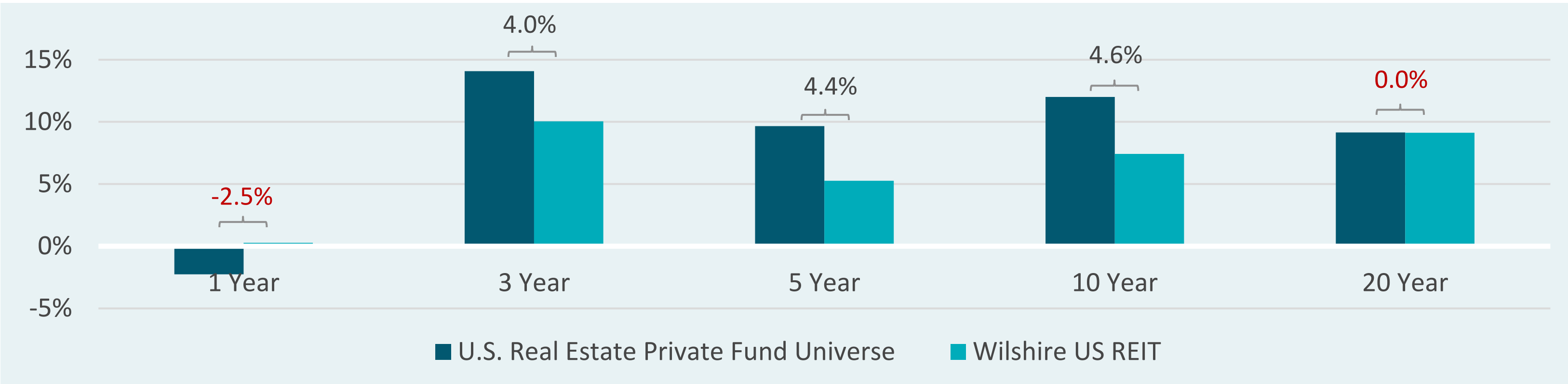


Infra. funds outperformed the S&P Infra. across all periods.

Sources: Refinitiv PME: Global Natural Resources (vintage 1999 and later, inception of MSCI World Natural Resources benchmark) and Global Infrastructure (vintage 2002 and later, inception of S&P Infrastructure benchmark) universes as of June 30, 2023. Public Market Equivalent returns resulted from identical cash flows invested into and distributed from respective liquid real assets universes.

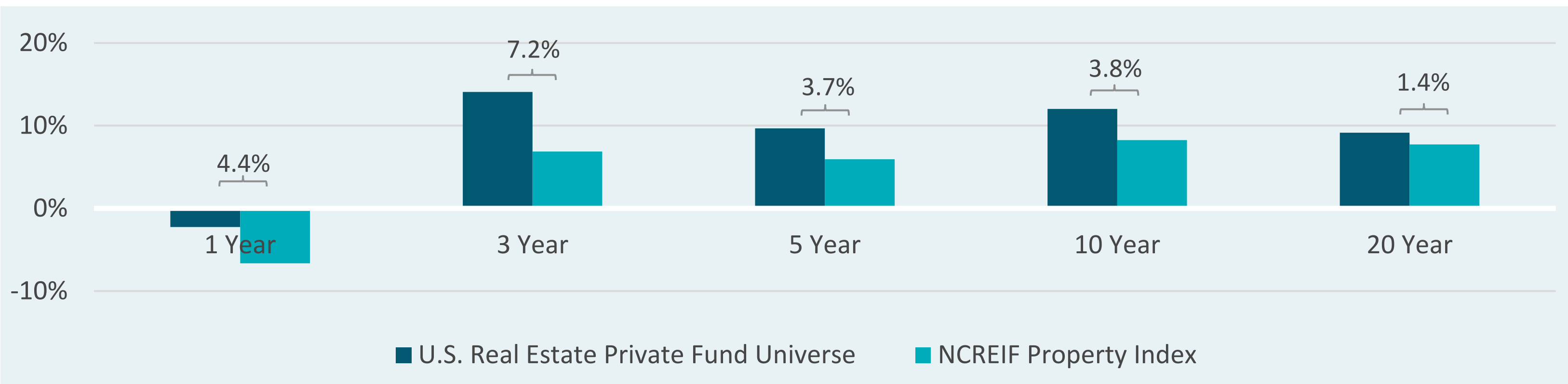
Private vs. liquid and core real estate performance

U.S. PRIVATE REAL ESTATE FUNDS VS. LIQUID UNIVERSE



U.S. Private R.E. fund performance relative to the Wilshire U.S. REIT Index has been mixed.

U.S. PRIVATE REAL ESTATE FUNDS VS. CORE FUNDS



U.S. Private R.E. Funds outperformed the NCREIF Property Index across all time periods.

Sources: Refinitiv PME: U.S. Real Estate universes as of June 30, 2023. Public Market Equivalent returns resulted from identical cash flows invested into and distributed from respective liquid real estate universes.

Detailed index returns

DOMESTIC EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Core Index							
S&P 500	4.5	11.7	26.3	26.3	10.0	15.7	12.0
S&P 500 Equal Weighted	6.9	11.9	13.9	13.9	9.3	13.8	10.4
DJ Industrial Average	4.9	13.1	16.2	16.2	9.4	12.5	11.1
Russell Top 200	4.1	11.7	29.9	29.9	10.0	16.5	12.7
Russell 1000	4.9	12.0	26.5	26.5	9.0	15.5	11.8
Russell 2000	12.2	14.0	16.9	16.9	2.2	10.0	7.2
Russell 3000	5.3	12.1	26.0	26.0	8.5	15.2	11.5
Russell Mid Cap	7.7	12.8	17.2	17.2	5.9	12.7	9.4
Style Index							
Russell 1000 Growth	4.4	14.2	42.7	42.7	8.9	19.5	14.9
Russell 1000 Value	5.5	9.5	11.5	11.5	8.9	10.9	8.4
Russell 2000 Growth	12.0	12.7	18.7	18.7	(3.5)	9.2	7.2
Russell 2000 Value	12.4	15.3	14.6	14.6	7.9	10.0	6.8

INTERNATIONAL EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Broad Index							
MSCI ACWI	4.8	11.0	22.2	22.2	5.7	11.7	7.9
MSCI ACWI ex US	5.0	9.8	15.6	15.6	1.5	7.1	3.8
MSCI EAFE	5.3	10.4	18.2	18.2	4.0	8.2	4.3
MSCI EM	3.9	7.9	9.8	9.8	(5.1)	3.7	2.7
MSCI EAFE Small Cap	7.3	11.1	13.2	13.2	(0.7)	6.6	4.8
Style Index							
MSCI EAFE Growth	5.7	12.7	17.6	17.6	0.3	8.8	5.1
MSCI EAFE Value	4.9	8.2	19.0	19.0	7.6	7.1	3.2
Regional Index							
MSCI UK	4.5	6.9	14.1	14.1	8.8	6.9	2.5
MSCI Japan	4.4	8.2	20.3	20.3	0.7	6.9	5.0
MSCI Euro	4.4	12.9	25.2	25.2	6.0	9.3	4.1
MSCI EM Asia	3.3	6.7	7.8	7.8	(6.9)	4.3	4.1
MSCI EM Latin American	8.3	17.6	32.7	32.7	9.9	6.1	2.1

FIXED INCOME

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Broad Index							
Bloomberg US TIPS	2.7	4.7	3.9	3.9	(1.0)	3.2	2.4
Bloomberg US Treasury Bills	0.5	1.4	5.1	5.1	2.1	1.9	1.3
Bloomberg US Agg Bond	3.8	6.8	5.5	5.5	(3.3)	1.1	1.8
Bloomberg US Universal	3.8	6.8	6.2	6.2	(3.0)	1.4	2.1
Duration							
Bloomberg US Treasury 1-3 Yr	1.2	2.6	4.3	4.3	(0.1)	1.3	1.0
Bloomberg US Treasury Long	8.6	12.7	3.1	3.1	(11.4)	(1.2)	2.3
Bloomberg US Treasury	3.4	5.7	4.1	4.1	(3.8)	0.5	1.3
Issuer							
Bloomberg US MBS	4.3	7.5	5.0	5.0	(2.9)	0.3	1.4
Bloomberg US Corp. High Yield	3.7	7.2	13.4	13.4	2.0	5.4	4.6
Bloomberg US Agency Interm	1.6	3.2	4.9	4.9	(1.1)	1.1	1.2
Bloomberg US Credit	4.2	8.2	8.2	8.2	(3.2)	2.4	2.8

OTHER

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Index							
Bloomberg Commodity	(2.7)	(4.6)	(7.9)	(7.9)	10.8	7.2	(1.1)
Wilshire US REIT	10.2	16.3	16.1	16.1	7.5	7.6	7.7
CS Leveraged Loans	1.6	2.9	13.0	13.0	5.6	5.6	4.4
S&P Global Infrastructure	4.2	10.9	6.8	6.8	6.0	7.4	5.7
Alerian MLP	(3.4)	3.0	23.8	23.8	31.8	10.9	1.6
Regional Index							
JPM EMBI Global Div	4.7	9.2	11.1	11.1	(3.6)	1.7	3.2
JPM GBI-EM Global Div	3.2	8.1	12.7	12.7	(3.2)	1.1	0.1
Hedge Funds							
HFRI Composite	2.6	3.6	7.5	7.5	4.3	7.0	4.5
HFRI FOF Composite	2.3	3.4	6.3	6.3	2.3	5.1	3.3
Currency (Spot)							
Euro	1.2	4.3	3.5	3.5	(3.4)	(0.7)	(2.2)
Pound Sterling	0.7	4.4	6.0	6.0	(2.3)	0.0	(2.6)
Yen	4.9	5.9	(6.4)	(6.4)	(9.9)	(4.9)	(2.9)

Source: Morningstar, HFRI, as of 12/31/23

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)*

NFIB Small Business Outlook *- Small Business Economic Trends (SBET) is a monthly assessment of the U.S. small-business economy and its near-term prospects. Its data are collected through mail surveys to random samples of the National Federal of Independent Business (NFIB) membership. The survey contains three broad question types: recent performance, near-term forecasts, and demographics. The topics addressed include: outlook, sales, earnings, employment, employee compensation, investment, inventories, credit conditions, and single most important problem. (http://www.nfib-sbet.org/about/)*

NAHB Housing Market Index – *the housing market index is a weighted average of separate diffusion induces for three key single-family indices: market conditions for the sale of new homes at the present time, market conditions for the sale of new homes in the next six months, and the traffic of prospective buyers of new homes. The first two series are rated on a scale of Good, Fair, and Poor and the last is rated on a scale of High/Very High, Average, and Low/Very Low. A diffusion index is calculated for each series by applying the formula "(Good-Poor + 100)/2" to the present and future sales series and "(High/Very High-Low/Very Low + 100)/2" to the traffic series. Each resulting index is then seasonally adjusted and weighted to produce the HMI. Based on this calculation, the HMI can range between 0 and 100.*

Notices & disclosures

Tulare County Employees' Retirement Association

Investment Performance Review

Period Ending: December 31, 2023

Verus®

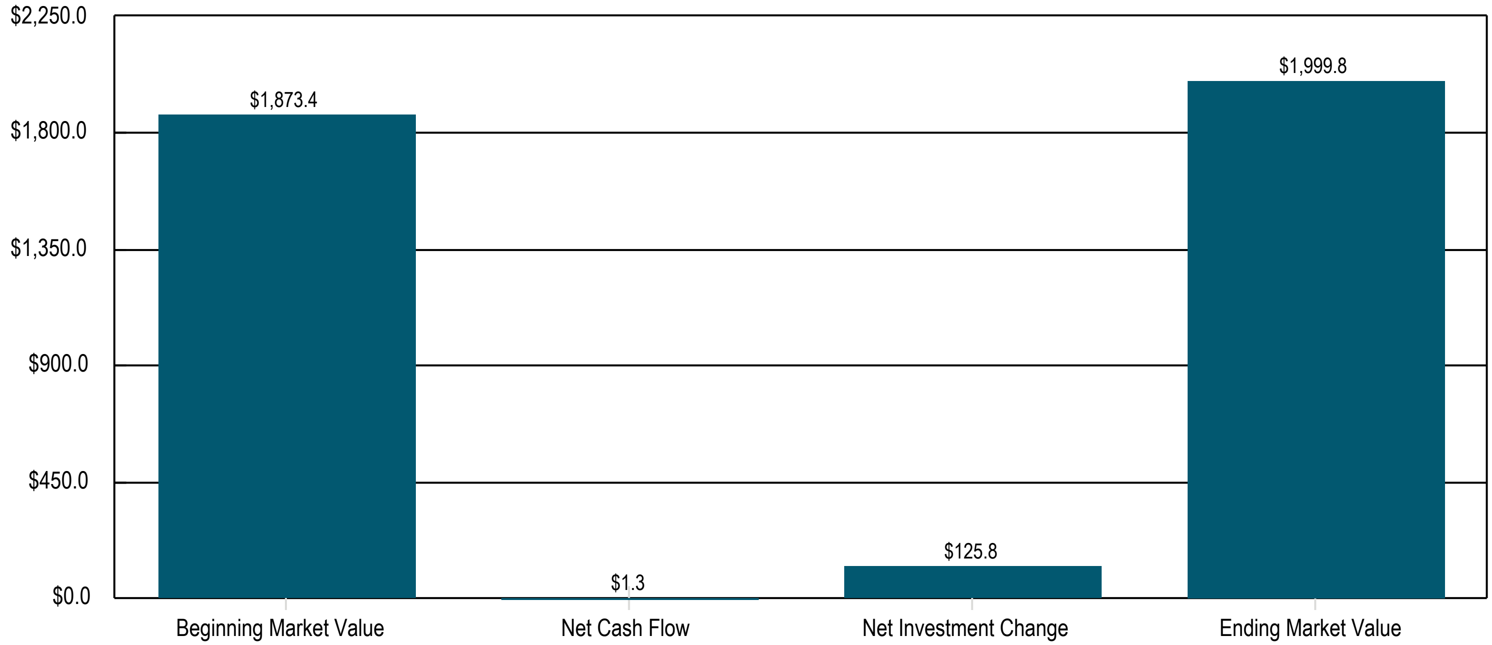
VERUSINVESTMENTS.COM

SEATTLE 206.622.3700
CHICAGO 312.815.5228
PITTSBURGH 412.784.6678
LOS ANGELES 310.297.1777
SAN FRANCISCO 415.362.3484

Portfolio Reconciliation

	3 Mo	YTD
Beginning Market Value	1,873,357,801	1,835,106,415
Net Cash Flow	1,316,894	-31,951,619
Net Investment Change	125,784,098	198,996,439
Ending Market Value	1,999,834,351	1,999,834,351

Change in Market Value
Last Three Months



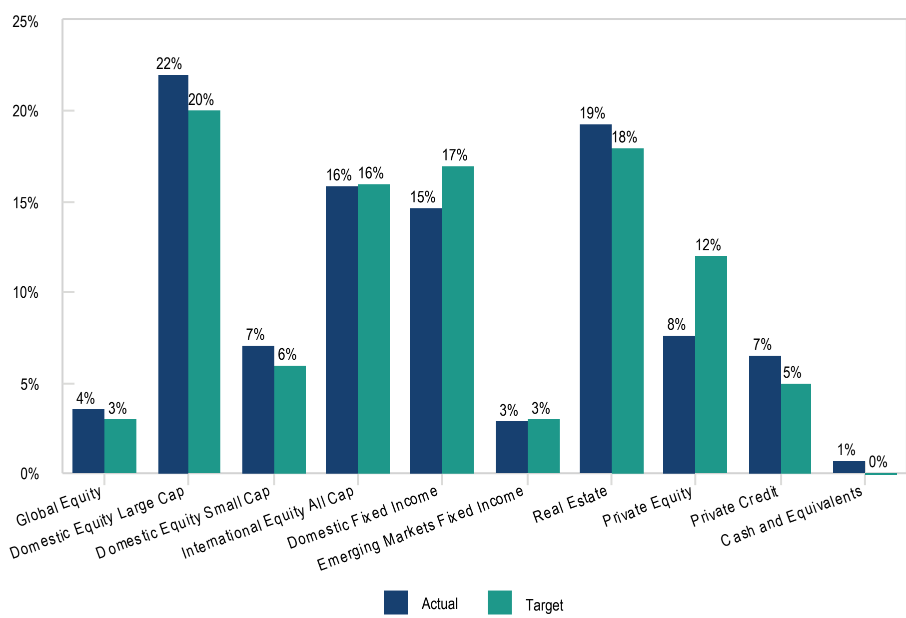
FY ends 6/30.

Total Fund
Executive Summary (Net of Fees)

Tulare County Employees' Retirement Association
Period Ending: December 31, 2023

	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs
Total Fund	**6.7**	**10.6**	**4.8**	**7.7**	**5.8**	**7.5**
Policy Index	*6.5*	*10.4*	*3.9*	*7.5*	*6.0*	*7.6*
All DB Public Plans >1B Rank	*48*	*73*	*37*	*78*	*77*	*88*
Total Domestic Equity	**12.3**	**25.1**	**8.9**	**14.6**	**11.1**	**13.6**
Russell 3000 Index	*12.1*	*26.0*	*8.5*	*15.2*	*11.5*	*13.8*
Total International Equity	**10.1**	**17.8**	**3.5**	**9.1**	**4.6**	**7.1**
MSCI AC World ex USA Index	*9.8*	*16.2*	*2.0*	*7.6*	*4.3*	*7.2*
Total Global Equity	**15.6**	**20.4**	**9.7**	**13.4**	**-**	**-**
MSCI AC World Index	*11.1*	*22.8*	*6.2*	*12.3*	-	-
Total Fixed Income	**7.3**	**7.6**	**-3.1**	**0.6**	**1.5**	**3.8**
Blmbg. U.S. Aggregate Index	*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*2.7*
Total Domestic Fixed Income	**7.0**	**6.5**	**-3.0**	**1.4**	**2.0**	**-**
Blmbg. U.S. Aggregate Index	*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*2.7*

Actual vs. Target Allocation (%)

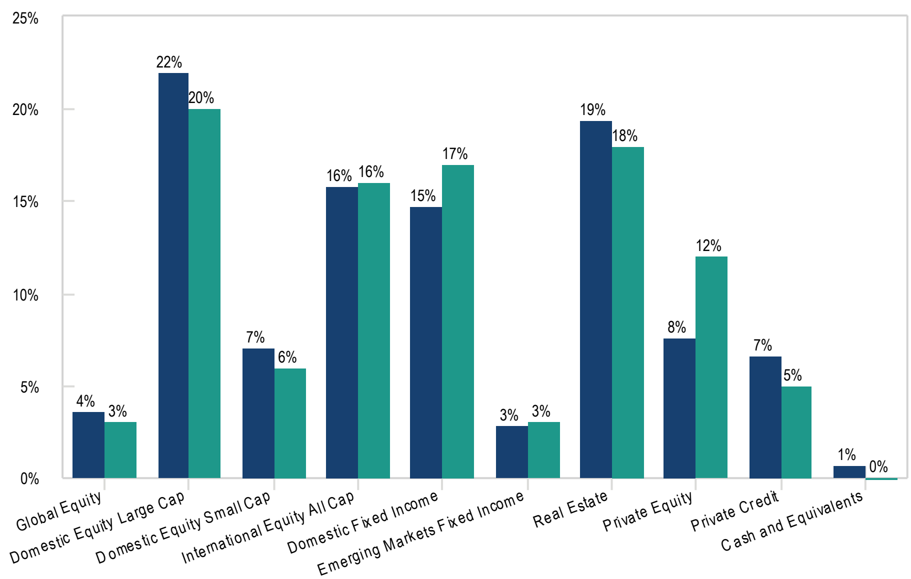


Rolling Annualized Excess Performance and Tracking Error
Total Fund vs. Policy Index

Policy Index as of 10/1/2023: 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 4.5% Russell 2000, 7.5% Private Equity Returns, 5% Private Credit Returns.

	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs
Total Emerging Markets Fixed Income	**8.6**	**13.5**	**-2.0**	**-**	**-**	**-**
50% JPM EMBI Global Div/ 50% JPM GBI EM Global Div	*8.6*	*11.9*	*-3.3*	*-*	*-*	*-*
Total Real Estate	**-2.9**	**-9.0**	**4.7**	**4.2**	**6.9**	**4.8**
NCREIF-ODCE	*-4.8*	*-12.0*	*4.9*	*4.2*	*7.3*	*6.1*
Total Infrastructure	**2.6**	**8.9**	**-**	**-**	**-**	**-**
NCREIF-ODCE	*-4.8*	*-12.0*	*-*	*-*	*-*	*-*
Total Private Equity	**1.3**	**-0.1**	**17.8**	**15.9**	**13.1**	**11.4**
Private Equity Benchmark	*1.3*	*-0.1*	*17.8*	*15.9*	*13.6*	*11.7*
Total Private Credit	**3.0**	**12.0**	**8.8**	**8.3**	**-**	**-**
Private Credit Benchmark	*3.0*	*12.0*	*8.8*	*8.3*	*-*	*-*

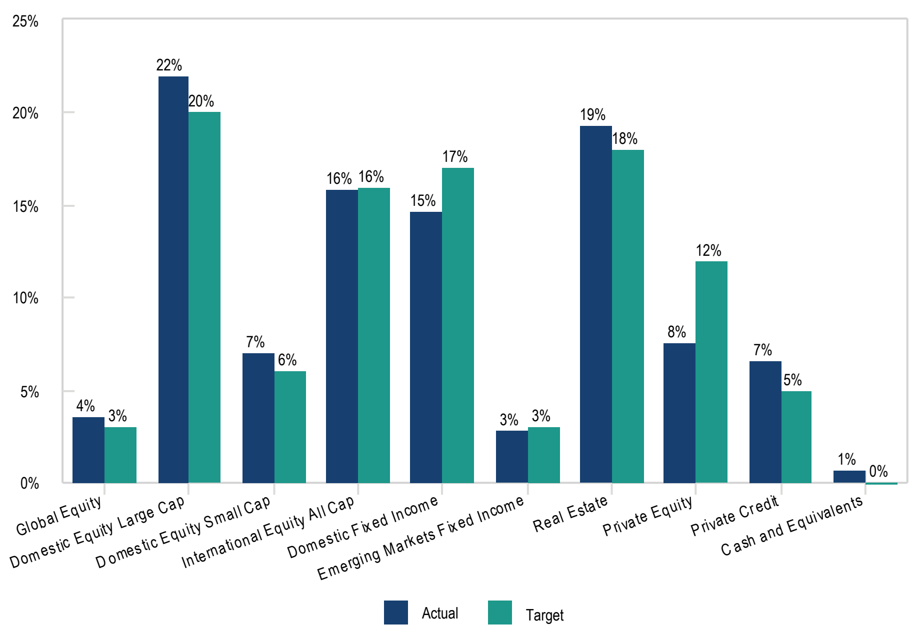
Actual vs. Target Allocation (%)

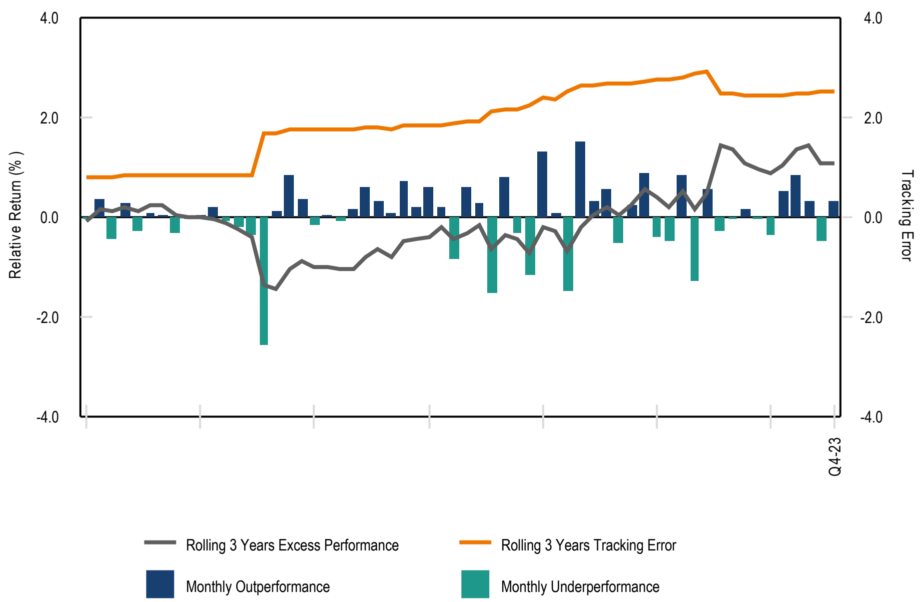


Rolling Annualized Excess Performance and Tracking Error
Total Fund vs. Policy Index

Policy Index as of 10/1/2023: 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 4.5% Russell 2000, 7.5% Private Equity Returns, 5% Private Credit Returns.

	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs
Total Fund	**6.7**	**10.9**	**5.1**	**8.0**	**6.1**	**7.8**
Policy Index	*6.5*	*10.4*	*3.9*	*7.5*	*6.0*	*7.6*
Total Domestic Equity	**12.3**	**25.2**	**9.1**	**14.9**	**11.5**	**14.1**
Russell 3000 Index	*12.1*	*26.0*	*8.5*	*15.2*	*11.5*	*13.8*
Total International Equity	**10.1**	**18.2**	**3.8**	**9.4**	**5.0**	**7.4**
MSCI AC World ex USA Index	*9.8*	*16.2*	*2.0*	*7.6*	*4.3*	*7.2*
Total Global Equity	**15.7**	**21.0**	**10.4**	**14.2**	**-**	**-**
MSCI AC World Index	*11.1*	*22.8*	*6.2*	*12.3*	-	-
Total Fixed Income	**7.4**	**7.9**	**-2.8**	**0.9**	**1.8**	**4.1**
Blmbg. U.S. Aggregate Index	*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*2.7*
Total Domestic Fixed Income	**7.1**	**6.8**	**-2.7**	**1.7**	**2.3**	**-**
Blmbg. U.S. Aggregate Index	*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*2.7*



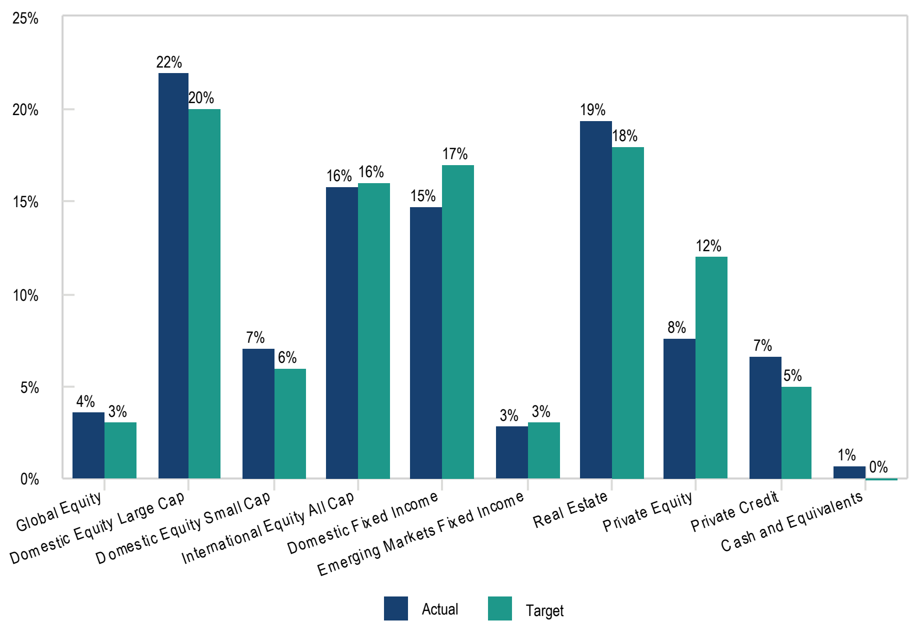


Policy Index as of 10/1/2023: 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 4.5% Russell 2000, 7.5% Private Equity Returns, 5% Private Credit Returns.

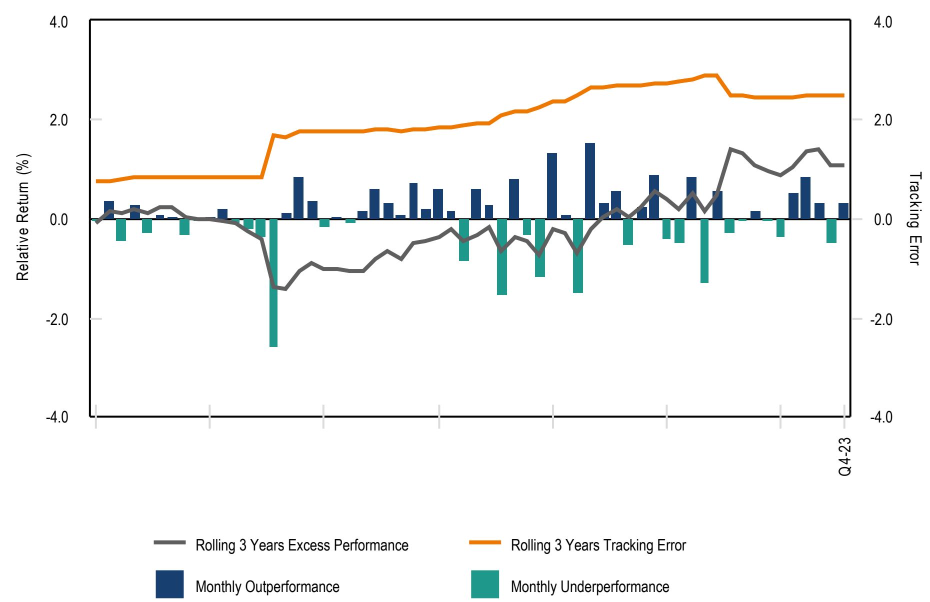
Verus

	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs
Total Emerging Markets Fixed Income	**8.8**	**14.2**	**-1.5**	**-**	**-**	**-**
50% JPM EMBI Global Div/ 50% JPM GBI EM Global Div	*8.6*	*11.9*	*-3.3*	-	-	-
Total Real Estate	**-2.8**	**-8.5**	**5.1**	**4.4**	**7.3**	**5.1**
NCREIF ODCE	*-4.8*	*-12.0*	*4.9*	*4.2*	*7.3*	*6.1*
Total Infrastructure	**2.6**	**8.9**	**-**	**-**	**-**	**-**
NCREIF ODCE	*-4.8*	*-12.0*	-	-	-	-
Total Private Equity	**1.3**	**-0.1**	**17.8**	**15.9**	**13.6**	**11.7**
Private Equity Benchmark	*1.3*	*-0.1*	*17.8*	*15.9*	*13.6*	*11.7*
Total Private Credit	**3.0**	**12.0**	**8.8**	**8.3**	**-**	**-**
Private Credit Benchmark	*3.0*	*12.0*	*8.8*	*8.3*	-	-

Actual vs. Target Allocation (%)

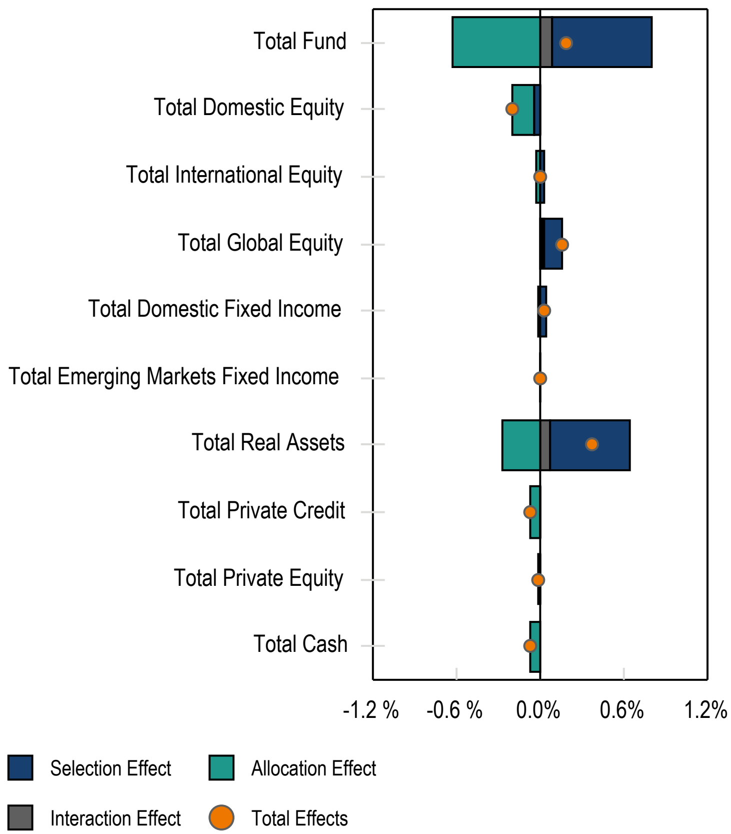


Rolling Annualized Excess Performance and Tracking Error
Total Fund vs. Policy Index



Policy Index as of 10/1/2023: 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 4.5% Russell 2000, 7.5% Private Equity Returns, 5% Private Credit Returns.

Attribution Effects
3 Months Ending December 31, 2023



Performance Attribution

	3 Mo
Wtd. Actual Return	6.7
Wtd. Index Return	6.5
Excess Return	**0.2**
Selection Effect	0.7
Allocation Effect	-0.6
Interaction Effect	0.1

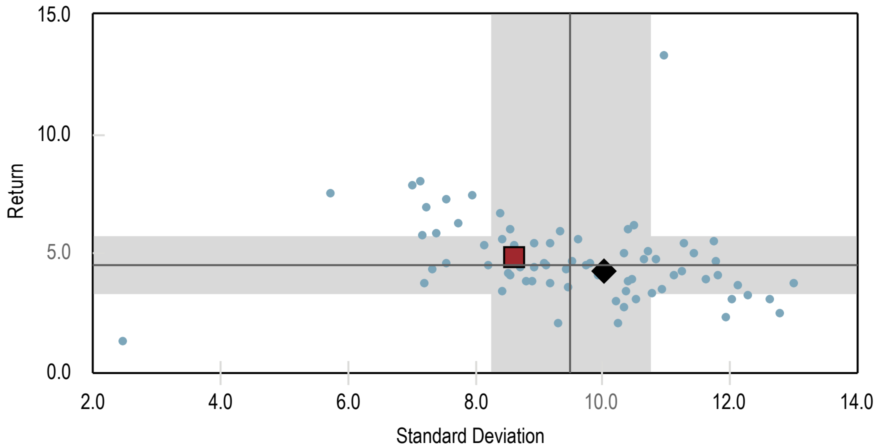
Attribution Summary
3 Months Ending December 31, 2023

	Wtd. Actual Return	Wtd. Index Return	Excess Return	Selection Effect	Allocation Effect	Interaction Effects	Total Effects
Total Domestic Equity	12.3	12.4	-0.1	0.0	-0.2	0.0	-0.2
Total International Equity	10.1	9.8	0.2	0.0	0.0	0.0	0.0
Total Global Equity	15.6	11.1	4.5	0.1	0.0	0.0	0.2
Total Domestic Fixed Income	7.0	6.8	0.2	0.0	0.0	0.0	0.0
Total Emerging Markets Fixed Income	8.6	8.6	-0.1	0.0	0.0	0.0	0.0
Total Real Assets	-1.7	-4.8	3.1	0.6	-0.3	0.1	0.4
Total Private Credit	3.0	3.0	0.0	0.0	-0.1	0.0	-0.1
Total Private Equity	1.3	1.3	0.0	0.0	0.0	0.0	0.0
Total Cash	1.4	1.4	0.0	0.0	-0.1	0.0	-0.1
Total Fund	**6.7**	**6.5**	**0.2**	**0.7**	**-0.6**	**0.1**	**0.2**

Weighted returns shown in attribution analysis may differ from actual returns. Wtd. Actual Return is the sum of the products of each group's return and its respective weight at the beginning of the period.

	Anlzd Return	Anlzd Standard Deviation	Anlzd Alpha	Beta	Tracking Error	R-Squared	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
Total Fund	4.82	8.60	1.20	0.84	2.57	0.95	0.34	0.17	90.16	82.99

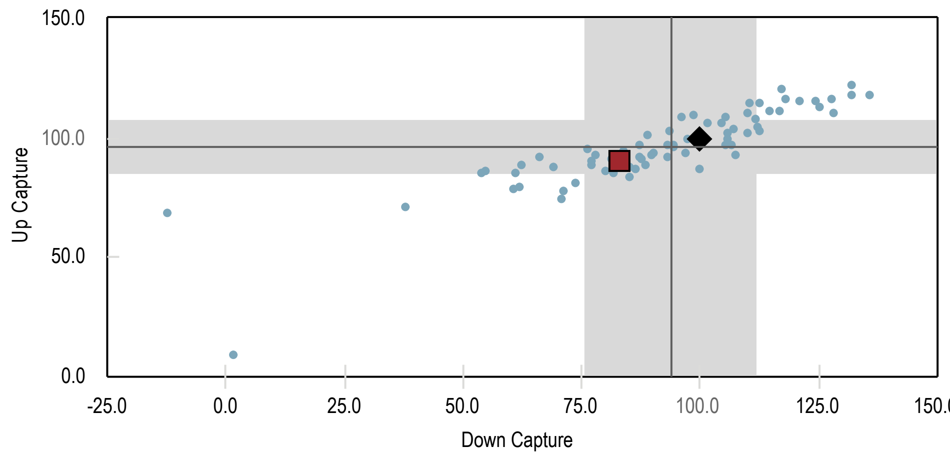
Annualized Return vs. Annualized Standard Deviation



InvMetrics Public DB > $1B

	Return	Standard Deviation
Total Fund	4.82	8.60
Policy Index	4.23	10.01
Median	4.53	9.49
Population	72	72

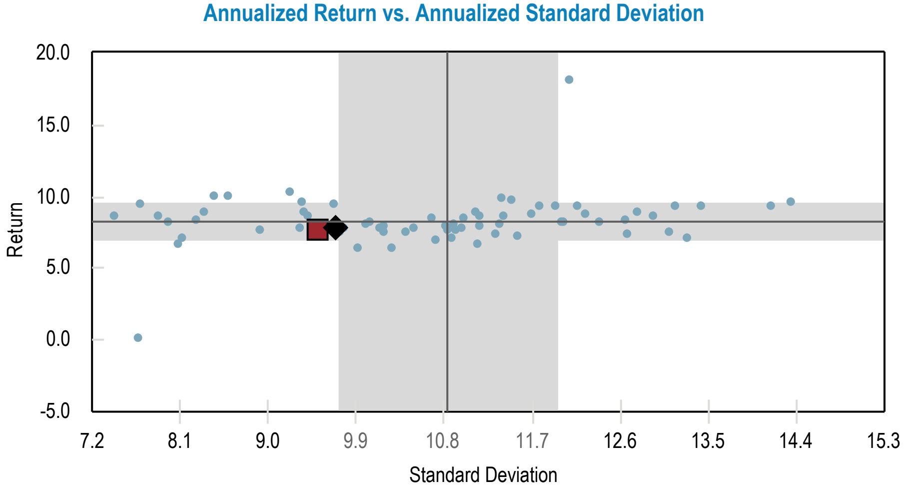
Up Markets vs. Down Markets

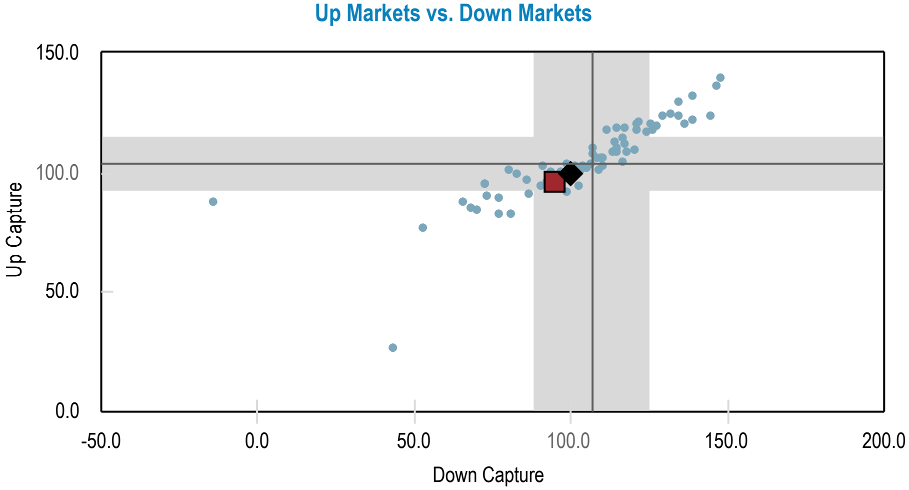


InvMetrics Public DB > $1B

	Up Capture	Down Capture
Total Fund	90.16	82.99
Policy Index	100.00	100.00
Median	96.59	93.88
Population	72	72

	Anlzd Return	Anlzd Standard Deviation	Anlzd Alpha	Beta	Tracking Error	R-Squared	Sharpe Ratio	Information Ratio	Up Capture	Down Capture
Total Fund	7.67	9.50	0.26	0.95	2.40	0.94	0.63	-0.05	96.42	94.92



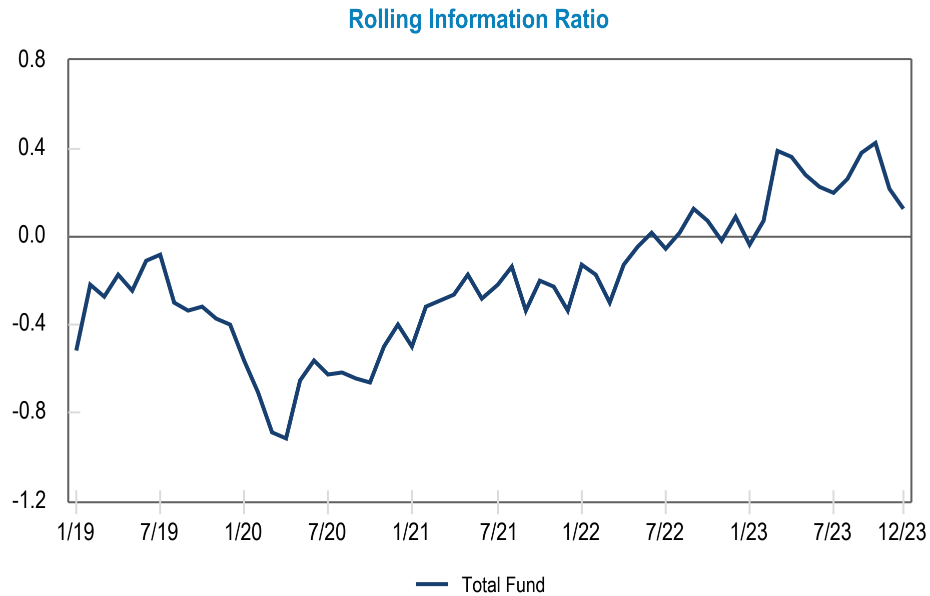


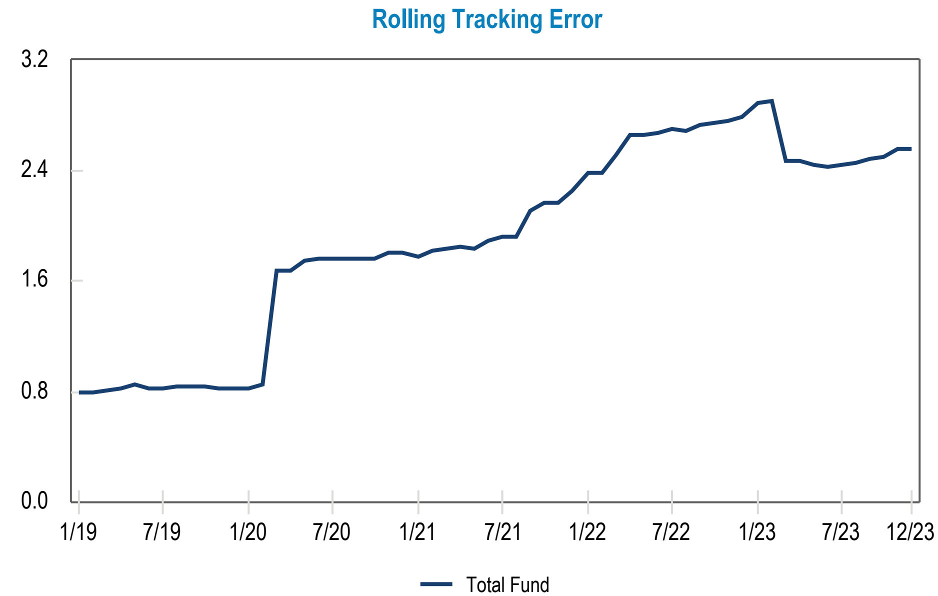
InvMetrics Public DB > $1B

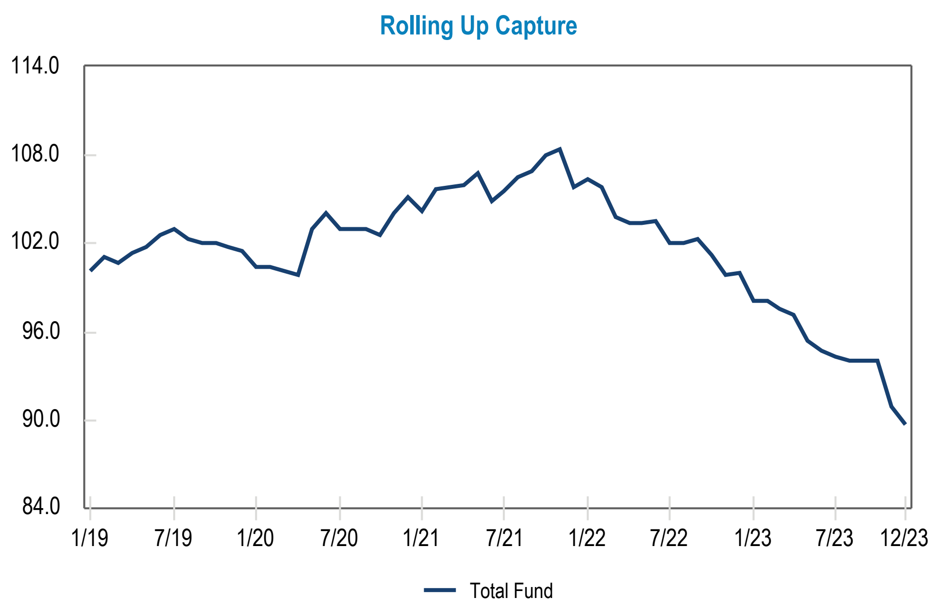
	Return	Standard Deviation
Total Fund	7.67	9.50
Policy Index	7.80	9.68
Median	8.28	10.84
Population	69	69

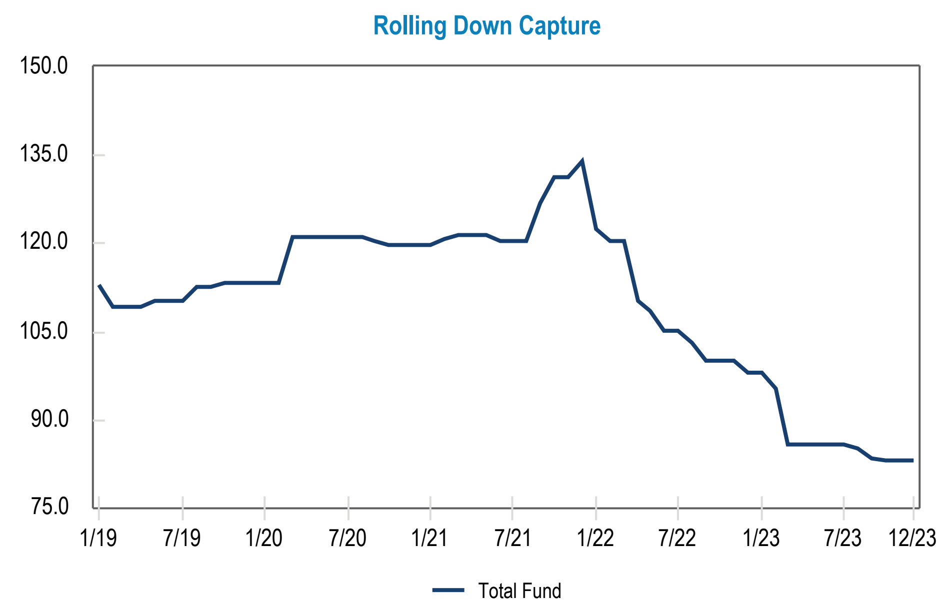
InvMetrics Public DB > $1B

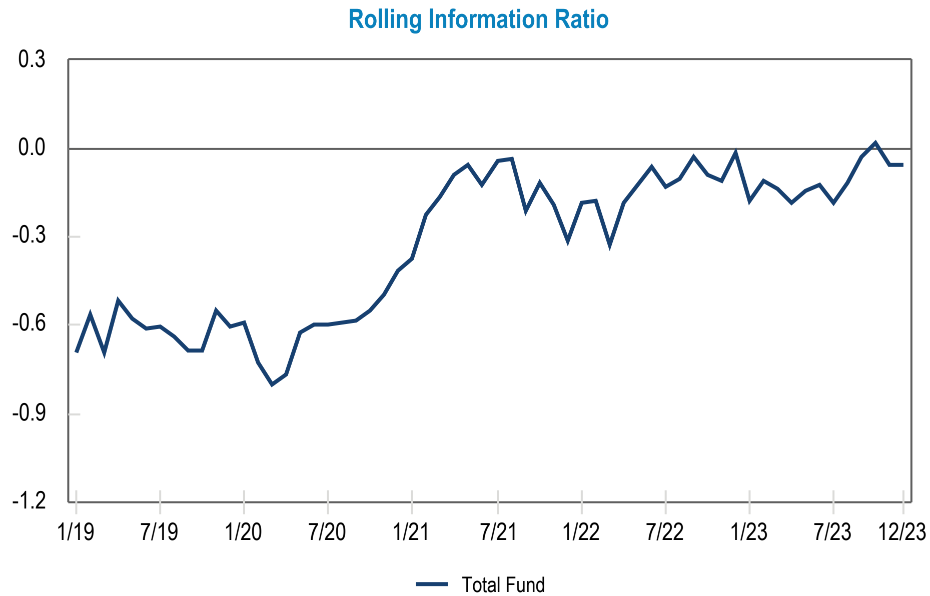
	Up Capture	Down Capture
Total Fund	96.42	94.92
Policy Index	100.00	100.00
Median	103.87	106.68
Population	69	69

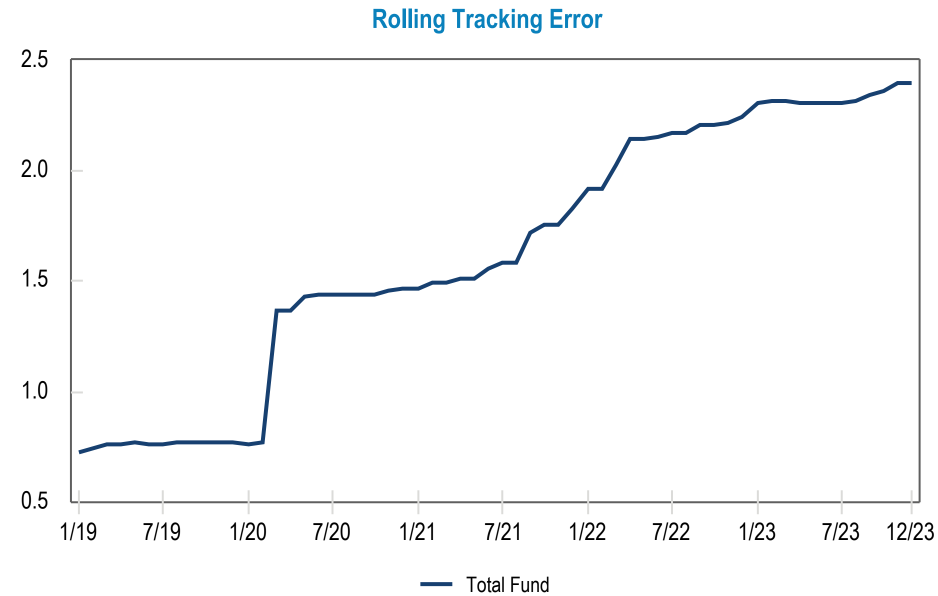

Rolling Information Ratio
0.8
0.4
0.0
-0.4
-0.8
-1.2
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Total Fund

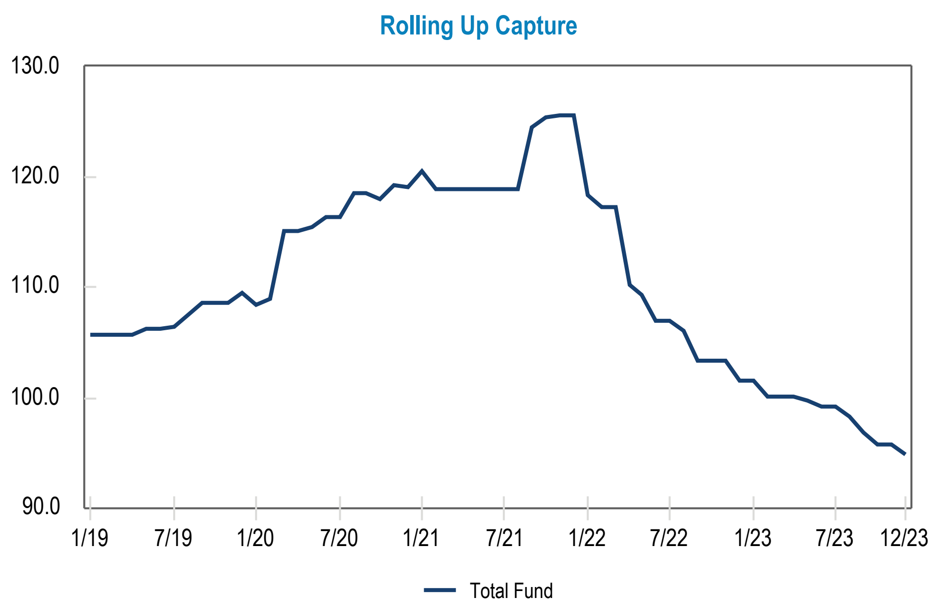

Rolling Tracking Error
3.2
2.4
1.6
0.8
0.0
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Total Fund

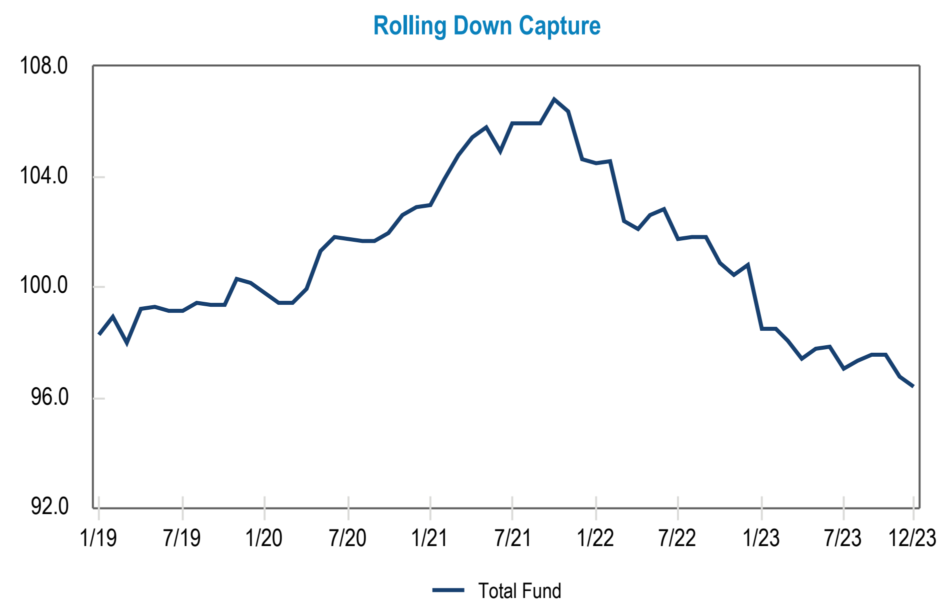

Rolling Up Capture
114.0
108.0
102.0
96.0
90.0
84.0
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Total Fund


Rolling Down Capture
150.0
135.0
120.0
105.0
90.0
75.0
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Total Fund


Rolling Information Ratio
0.3
0.0
-0.3
-0.6
-0.9
-1.2
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Total Fund


Rolling Tracking Error
2.5
2.0
1.5
1.0
0.5
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Total Fund


Rolling Up Capture
130.0
120.0
110.0
100.0
90.0
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Total Fund


Rolling Down Capture
108.0
104.0
100.0
96.0
92.0
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Total Fund

	Market Value	% of Portfolio	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	2022	2021	2020	2019	2018
Total Fund	**1,999,834,351**	**100.0**	**6.7**	**10.6**	**4.8**	**7.7**	**5.8**	**-8.2**	**13.4**	**8.9**	**15.4**	**-2.9**
Policy Index			*6.5*	*10.4*	*3.9*	*7.5*	*6.0*	*-11.0*	*14.3*	*10.6*	*15.9*	*-2.3*
All DB Public Plans >1B Rank			*48*	*73*	*37*	*78*	*77*	*24*	*73*	*81*	*77*	*37*
Total Domestic Equity	**580,484,800**	**29.0**	**12.3**	**25.1**	**8.9**	**14.6**	**11.1**	**-18.2**	**26.1**	**18.2**	**29.8**	**-5.4**
Russell 3000 Index			*12.1*	*26.0*	*8.5*	*15.2*	*11.5*	*-19.2*	*25.7*	*20.9*	*31.0*	*-5.2*
SSGA S&P 500 Flagship Fund	191,643,220	9.6	11.7	26.2	10.0	15.6	12.0	-18.1	28.6	18.3	31.5	-4.4
S&P 500 Index			*11.7*	*26.3*	*10.0*	*15.7*	*12.0*	*-18.1*	*28.7*	*18.4*	*31.5*	*-4.4*
eV US Large Cap Core Equity Rank			*45*	*25*	*33*	*25*	*16*	*65*	*32*	*39*	*31*	*40*
PGIM QS US Core Equity	81,301,988	4.1	11.9	27.8	11.6	14.8	11.6	-16.3	29.8	12.0	28.6	-6.8
S&P 500 Index			*11.7*	*26.3*	*10.0*	*15.7*	*12.0*	*-18.1*	*28.7*	*18.4*	*31.5*	*-4.4*
eV US Large Cap Core Equity Rank			*38*	*18*	*11*	*41*	*30*	*49*	*20*	*72*	*60*	*71*
William Blair Large Cap Growth	85,528,096	4.3	15.5	41.6	-	-	-	-	-	-	-	-
Russell 1000 Growth Index			*14.2*	*42.7*	-	-	-	-	-	-	-	-
eV US Large Cap Growth Equity Rank			*17*	*33*	-	-	-	-	-	-	-	-
Boston Partners Large Cap Value	81,918,749	4.1	8.9	14.1	12.5	12.6	9.1	-4.3	30.4	2.4	23.8	-9.0
Russell 1000 Value Index			*9.5*	*11.5*	*8.9*	*10.9*	*8.4*	*-7.5*	*25.2*	*2.8*	*26.5*	*-8.3*
eV US Large Cap Value Equity Rank			*71*	*37*	*15*	*37*	*40*	*34*	*17*	*61*	*76*	*55*
SSGA US Extended Market Index	74,893,195	3.7	15.2	25.4	-	-	-	-26.4	-	-	-	-
Dow Jones U.S. Completion Total Stock Market Indx			*14.9*	*25.0*	-	-	-	*-26.5*	-	-	-	-
eV US Small-Mid Cap Growth Equity Rank			*5*	*11*	-	-	-	*40*	-	-	-	-
William Blair SMID Cap Growth	30,200,546	1.5	12.5	18.9	0.0	11.7	10.5	-22.7	8.7	32.6	31.1	-1.7
Russell 2500 Growth Index			*12.6*	*18.9*	*-2.7*	*11.4*	*8.8*	*-26.2*	*5.0*	*40.5*	*32.7*	*-7.5*
eV US Small-Mid Cap Growth Equity Rank			*36*	*40*	*37*	*56*	*25*	*20*	*75*	*63*	*47*	*36*
Leeward Small Cap Value	34,999,006	1.8	11.1	11.2	10.8	12.3	7.9	-7.1	31.6	3.8	26.3	-15.5
Russell 2000 Value Index			*15.3*	*14.6*	*7.9*	*10.0*	*6.8*	*-14.5*	*28.3*	*4.6*	*22.4*	*-12.9*
eV US Small Cap Value Equity Rank			*72*	*84*	*41*	*38*	*36*	*19*	*37*	*56*	*24*	*58*

Policy Index as of 10/1/2023: 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 4.5% Russell 2000, 7.5% Private Equity Returns, 5% Private Credit Returns. SSGA Russell Small Cap replaced with SSGA US Extended Market Index on 6/10/21. Invesco Commercial Mortgage funded 9/1/21. Franklin Templeton Global liquidated 12/28/2021. SSGA US REIT Index Funded 12/10/2021. Macquarie Large Cap Growth liquidated 4/25/2022, proceeds funded William Blair Large Cap Growth. KSL Capital Partners Fund VI funded 4/23/2023. Cerberus Real Estate VI Institutional Feeder funded 10/12/2023. TA Realty Value-Add Fund XIII funded 11/17/2023.

	Market Value	% of Portfolio	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	2022	2021	2020	2019	2018
Total International Equity	**316,632,369**	**15.8**	**10.1**	**17.8**	**3.5**	**9.1**	**4.6**	**-14.2**	**9.6**	**13.4**	**22.7**	**-14.5**
MSCI AC World ex USA Index			*9.8*	*16.2*	*2.0*	*7.6*	*4.3*	*-15.6*	*8.3*	*11.1*	*22.1*	*-13.8*
SSGA MSCI ACWI Ex US Index Fund	106,562,316	5.3	9.7	15.8	1.7	7.3	4.0	-15.8	7.9	10.9	21.8	-14.0
MSCI AC World ex USA (Net)			*9.8*	*15.6*	*1.5*	*7.1*	*3.8*	*-16.0*	*7.8*	*10.7*	*21.5*	*-14.2*
eV ACWI ex-US All Cap Equity Rank			*59*	*59*	*47*	*68*	*73*	*36*	*63*	*67*	*71*	*41*
PIMCO RAE Fundamental Global Ex US Fund	112,416,347	5.6	8.6	19.5	6.9	7.6	3.8	-9.0	12.3	1.7	16.1	-15.1
MSCI AC World ex USA Value (Net)			*8.4*	*17.3*	*5.8*	*6.3*	*2.9*	*-8.6*	*10.5*	*-0.8*	*15.7*	*-14.0*
eV ACWI ex-US All Cap Value Eq Rank			*54*	*37*	*17*	*43*	*53*	*37*	*29*	*53*	*71*	*58*
SGA International Growth	97,653,705	4.9	12.2	18.1	1.9	11.7	-	-17.8	9.1	26.0	30.5	-
MSCI AC World ex USA Growth (Net)			*11.1*	*14.0*	*-2.7*	*7.5*	-	*-23.1*	*5.1*	*22.2*	*27.3*	-
eV ACWI ex-US Growth Equity Rank			*51*	*39*	*14*	*11*	-	*14*	*45*	*51*	*42*	-
Total Global Equity	**71,275,306**	**3.6**	**15.6**	**20.4**	**9.7**	**13.4**	**-**	**-14.6**	**28.5**	**14.3**	**24.2**	**-15.9**
MSCI AC World Index			*11.1*	*22.8*	*6.2*	*12.3*	-	*-18.0*	*19.0*	*16.8*	*27.3*	*-8.9*
Skellig Water Fund (aka KBI)	71,275,306	3.6	15.6	20.4	9.7	13.4	-	-14.6	28.5	14.3	24.2	-15.9
MSCI AC World Index (Net)			*11.0*	*22.2*	*5.7*	*11.7*	-	*-18.4*	*18.5*	*16.3*	*26.6*	*-9.4*
eV Global All Cap Equity Rank			*8*	*43*	*9*	*26*	-	*35*	*2*	*59*	*66*	*89*
Total Fixed Income	**350,635,527**	**17.5**	**7.3**	**7.6**	**-3.1**	**0.6**	**1.5**	**-13.5**	**-2.2**	**4.7**	**8.1**	**0.1**
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*-13.0*	*-1.5*	*7.5*	*8.7*	*0.0*
Total Domestic Fixed Income	**293,644,036**	**14.7**	**7.0**	**6.5**	**-3.0**	**1.4**	**2.0**	**-13.7**	**-0.7**	**7.9**	**9.0**	**-0.2**
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*-13.0*	*-1.5*	*7.5*	*8.7*	*0.0*
BlackRock Core Plus Fixed Income	80,836,749	4.0	7.1	5.9	-3.4	1.2	1.9	-13.8	-1.4	8.4	8.7	0.1
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*-13.0*	*-1.5*	*7.5*	*8.7*	*0.0*
eV US Core Plus Fixed Inc Rank			*45*	*79*	*86*	*92*	*88*	*63*	*87*	*57*	*80*	*22*
Doubleline Core Plus	107,143,112	5.4	6.8	6.6	-2.4	1.1	-	-12.7	-0.2	5.2	8.3	-0.3
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	-	*-13.0*	*-1.5*	*7.5*	*8.7*	*0.0*
eV US Core Plus Fixed Inc Rank			*66*	*49*	*26*	*96*	-	*26*	*40*	*97*	*87*	*35*
MacKay Shields Core Plus	105,664,175	5.3	7.2	6.8	-3.1	1.8	-	-14.6	-0.4	9.9	9.6	-1.0
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	-	*-13.0*	*-1.5*	*7.5*	*8.7*	*0.0*
eV US Core Plus Fixed Inc Rank			*32*	*38*	*68*	*55*	-	*87*	*49*	*21*	*56*	*76*

Policy Index as of 10/1/2023: 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 4.5% Russell 2000, 7.5% Private Equity Returns, 5% Private Credit Returns. SSGA Russell Small Cap replaced with SSGA US Extended Market Index on 6/10/21. Invesco Commercial Mortgage funded 9/1/21. Franklin Templeton Global liquidated 12/28/2021. SSGA US REIT Index Funded 12/10/2021. Macquarie Large Cap Growth liquidated 4/25/2022, proceeds funded William Blair Large Cap Growth. KSL Capital Partners Fund VI funded 4/23/2023. Cerberus Real Estate VI Institutional Feeder funded 10/12/2023. TA Realty Value-Add Fund XIII funded 11/17/2023.

	Market Value	% of Portfolio	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	2022	2021	2020	2019	2018
Total Emerging Markets Fixed Income	**56,991,492**	**2.8**	**8.6**	**13.5**	**-2.0**	**-**	**-**	**-12.4**	**-5.3**	**4.6**	**-**	**-**
50% JPM EMBI Global Div/50% JPM GBI EM Global Div			*8.6*	*11.9*	*-3.3*	-	-	*-14.8*	*-5.3*	*4.0*	-	-
PGIM Emerging Markets Debt	56,991,492	2.8	8.6	13.5	-2.0	-	-	-12.4	-5.3	4.6	-	-
50% JPM EMBI Global Div/50% JPM GBI EM Global Div			*8.6*	*11.9*	*-3.3*	-	-	*-14.8*	*-5.3*	*4.0*	-	-
eV Emg Mkts Fixed Inc - Blended Currency Rank			*62*	*25*	*40*	-	-	*39*	*66*	*71*	-	-
Total Real Estate	**299,330,757**	**15.0**	**-2.9**	**-9.0**	**4.7**	**4.2**	**6.9**	**11.8**	**12.8**	**1.8**	**5.2**	**8.8**
NCREIF-ODCE			*-4.8*	*-12.0*	*4.9*	*4.2*	*7.3*	*7.5*	*22.2*	*1.2*	*5.3*	*8.3*
RREEF America II	132,490,445	6.6	-6.1	-15.2	4.2	3.9	6.9	18.4	12.8	1.8	5.3	8.6
NCREIF-ODCE			*-4.8*	*-12.0*	*4.9*	*4.2*	*7.3*	*7.5*	*22.2*	*1.2*	*5.3*	*8.3*
American Realty Strategic Value Fund	76,124,977	3.8	-2.0	-9.8	5.3	-	-	16.2	11.3	1.1	-	-
NCREIF-ODCE			*-4.8*	*-12.0*	*4.9*	-	-	*7.5*	*22.2*	*1.2*	-	-
Invesco Commercial Mortgage Income Fund	74,574,926	3.7	1.4	4.8	-	-	-	2.7	-	-	-	-
NCREIF-ODCE			*-4.8*	*-12.0*	-	-	-	*7.5*	-	-	-	-
SSGA US REIT Index Non-Lending Fund	785,540	0.0	16.4	14.0	-	-	-	-26.0	-	-	-	-
Dow Jones U.S. REIT Index			*17.7*	*11.4*	-	-	-	*-24.8*	-	-	-	-
eV US REIT Rank			*55*	*33*	-	-	-	*56*	-	-	-	-
KSL Capital Partners Fund VI	3,170,403	0.2	N/A	-	-	-	-	-	-	-	-	-
NCREIF ODCE net 1Q Lag			*-2.1*	-	-	-	-	-	-	-	-	-
Cerberus Real Estate VI Institutional Feeder	3,934,465	0.2	N/A	-	-	-	-	-	-	-	-	-
NCREIF ODCE net 1Q Lag			*-2.1*	-	-	-	-	-	-	-	-	-
TA Realty Value-Add Fund XIII	8,250,000	0.4	N/A	-	-	-	-	-	-	-	-	-
NCREIF ODCE net 1Q Lag			*-2.1*	-	-	-	-	-	-	-	-	-
Infrastructure	**87,086,365**	**4.4**	**2.6**	**8.9**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
NCREIF-ODCE			*-4.8*	*-12.0*	-	-	-	-	-	-	-	-
IFM Global Infrastructure	87,086,365	4.4	2.6	8.9	-	-	-	-	-	-	-	-
NCREIF-ODCE			*-4.8*	*-12.0*	-	-	-	-	-	-	-	-

Policy Index as of 10/1/2023: 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 4.5% Russell 2000, 7.5% Private Equity Returns, 5% Private Credit Returns. SSGA Russell Small Cap replaced with SSGA US Extended Market Index on 6/10/21. Invesco Commercial Mortgage funded 9/1/21. Franklin Templeton Global liquidated 12/28/2021. SSGA US REIT Index Funded 12/10/2021. Macquarie Large Cap Growth liquidated 4/25/2022, proceeds funded William Blair Large Cap Growth. KSL Capital Partners Fund VI funded 4/23/2023. Cerberus Real Estate VI Institutional Feeder funded 10/12/2023. TA Realty Value-Add Fund XIII funded 11/17/2023.

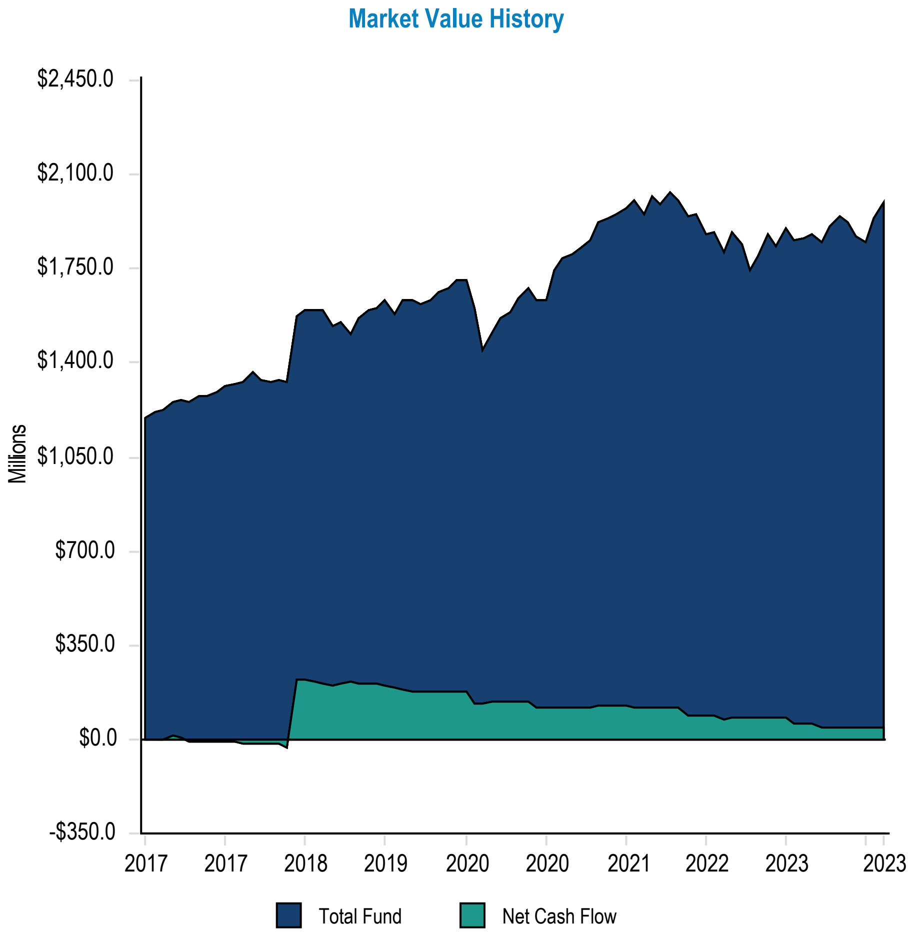
	Anlzd Ret	Anlzd Std Dev	Anlzd Alpha	Beta	Tracking Error	R-Squared	Sharpe Ratio	Info Ratio	Up Mkt Cap Ratio	Down Mkt Cap Ratio
SSGA S&P 500 Flagship Fund	15.65	18.37	-0.04	1.00	0.02	1.00	0.78	-1.52	99.94	100.06
PGIM QS US Core Equity	14.85	18.69	-0.83	1.01	2.27	0.99	0.74	-0.29	99.17	101.93
Boston Partners Large Cap Value	12.55	19.27	1.44	1.01	3.17	0.97	0.61	0.50	101.17	94.21
William Blair SMID Cap Growth	11.68	21.73	1.02	0.92	4.84	0.96	0.53	-0.02	94.38	91.76
Leeward Small Cap Value	12.26	22.82	2.96	0.89	5.82	0.95	0.54	0.26	92.45	83.88
SSGA MSCI ACWI Ex US Index Fund	7.29	17.59	0.21	1.00	0.18	1.00	0.38	1.06	100.42	99.68
PIMCO RAE Fundamental Global Ex US Fund	7.59	19.61	1.10	1.03	2.89	0.98	0.38	0.47	104.26	99.51
SGA International Growth	11.75	16.92	4.59	0.92	4.79	0.93	0.63	0.79	100.79	83.00
Skellig Water Fund (aka KBI)	13.40	20.06	0.94	1.08	5.93	0.92	0.64	0.33	107.37	102.19
BlackRock Core Plus Fixed Income	1.20	6.41	0.06	1.04	0.78	0.99	-0.07	0.15	105.21	104.54
Doubleline Core Plus	1.14	6.30	0.14	0.93	2.74	0.82	-0.09	0.02	97.58	96.52
MacKay Shields Core Plus	1.84	6.83	0.67	1.08	1.85	0.93	0.03	0.42	114.68	106.70
RREEF America II	3.94	8.10	2.78	0.33	9.22	0.09	0.28	-0.03	97.24	100.54

Risk analysis excludes managers with less than 5 years history.

			IRR Analysis as of IRR date									
Vintage Year	**Manager Name/Fund Name**	**Estimated Market Value as of 12/31/2023[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 Equity												
2005	BlackRock Private Capital II	$0	$15,000,000	$15,719,139	105%	-$719,139	$24,063,592	$431,570	*153.08%*	*153.08%*	*6.7%*	12/31/22
2016	Ocean Avenue Fund III	$21,327,642	$20,000,000	$18,600,000	93%	$1,400,000	$23,100,000	$22,427,642	*124.19%*	*238.86%*	*25.6%*	09/30/23
2022	Ocean Avenue Fund IV	$27,614,533	$26,000,000	$24,700,000	95%	$1,300,000	$15,987,880	$29,259,961	*64.73%*	*176.53%*	*33.1%*	09/30/23
2023	Ocean Avenue Fund V	$4,332,005	$20,000,000	$4,000,000	20%	$16,000,000	$0	$4,332,005	*0.00%*	*108.30%*	*34.1%*	09/30/23
2004	Pantheon USA Fund VI	$141,111	$15,000,000	$14,175,000	95%	$825,000	$21,695,924	$141,111	*153.06%*	*154.05%*	*6.7%*	09/30/23
2016	Pathway Private Equity Fund Investors 8	$25,502,286	$20,000,000	$18,592,316	93%	$1,407,684	$12,542,192	$26,562,801	*67.46%*	*204.62%*	*18.7%*	09/30/23
2017	Pathway Private Equity Fund Investors 9	$25,374,566	$20,000,000	$16,043,228	80%	$3,956,772	$3,294,866	$25,924,536	*20.54%*	*178.70%*	*18.7%*	09/30/23
2020	Pathway Private Equity Fund Investors 10	$27,829,756	$30,000,000	$23,638,154	79%	$6,361,846	$684,834	N/A	*2.90%*	*120.63%*	*N/A*	*NM*
2012	Stepstone Secondary Opportunities Fund II	$4,194,093	$27,500,000	$23,605,864	86%	$12,676,310	$40,019,327	$4,194,093	*169.53%*	*187.30%*	*10.2%*	09/30/23
2022	Audax Private Equity Fund VII-B	$3,294,828	$22,000,000	$3,294,827	15%	$18,705,173	$0	*NM*			*NM*	*N/M*
2022	Altas Partners Holdings III	$371,682	$22,000,000	$371,682	1.7%	$21,628,318	$0	*NM*	*0.00%*	*100.00%*	*NM*	*NM*
2024	Clayton, Dubilier, & Rice Fund XII	$0	$20,000,000	$0	0.0%	$20,000,000	$0	*NM*			*NM*	*NM*
2024	Eclipse Fund V	$0	$10,000,000	$0	0.0%	$10,000,000	$0	*NM*			*NM*	*NM*
2023	Gridiron Fund V	$8,720,822	$20,000,000	$8,720,822	43.6%	$11,279,178	$0	*NM*			*NM*	*NM*
2024	Stockbridge Value Fund V	$0	$15,000,000	$0	0.0%	$15,000,000	$0	*NM*			*NM*	*NM*
2024	DCVC	$0	$5,000,000	$0	0.0%	$5,000,000	$0	*NM*			*NM*	*NM*
2024	Peak Rock	$0	$15,000,000	$0	0.0%	$15,000,000	$0	*NM*			*NM*	*NM*
Private Credit												
2016	Sixth Street Diversified Credit Program	$97,968,360	$160,000,000	$112,543,203	70%	$47,456,797	$52,811,752	$94,923,050	*46.9%*	*134.0%*	*9.4%*	09/30/23
2020	Sixth Street TAO	$33,018,756	$50,000,000	$28,779,490	58%	$21,220,510	$5,333,954	$33,641,734	*18.5%*	*133.3%*	*10.0%*	09/30/23
Opportunistic												
2010	KKR Mezzanine Partners	$2,466,352	$15,000,000	$14,535,290	97%	$464,710	$20,894,047	$2,466,352	*143.7%*	*160.7%*	*5.9%*	03/31/23
2011	PIMCO Bravo	$0	$15,000,000	$15,000,000	100%	$0	$27,216,524	$446,175	*181.4%*	*181.4%*	*22.2%*	12/31/18
2023	Charlesbank Technology Opportunities Fund II	$0	$20,000,000	$0	0%	$20,000,000	$0	*NM*			*NM*	*NM*
Private Real Estate												
2022	TA Realty Fund XIII	$8,250,000	$33,000,000	$8,250,000	25%	$24,750,000	$0	*NM*			*NM*	*N/M*
2023	KSL Capital Partners Fund VI	$3,170,403	$14,000,000	$3,239,375	23%	$10,760,625	$99,215	*NM*	*3.06%*	*100.93%*	*NM*	*N/M*
2023	Cerberus VI Institutional Feeder	$3,934,465	$29,000,000	$4,334,002	14.9%	$24,665,998	$711,700	*NM*			*NM*	*NM*
	Total Private Markets	**$297,511,658.9**	$658,500,000	$358,142,391	54%	$309,139,783	$248,455,807	$244,751,029	*69.4%*	*152.4%*		
	% of Portfolio (Market Value)	***15.9%***										

[1](DPI) is equal to (capital returned / capital called)
[2](TVPI) is equal to (market value + capital returned) / capital called
[3]Last known market value + capital calls - distributions
[4]IRR currently unavailable for these funds.
[5]Investment period ended, no further capital to be called.
[6]Net 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.

Verus


Market Value History
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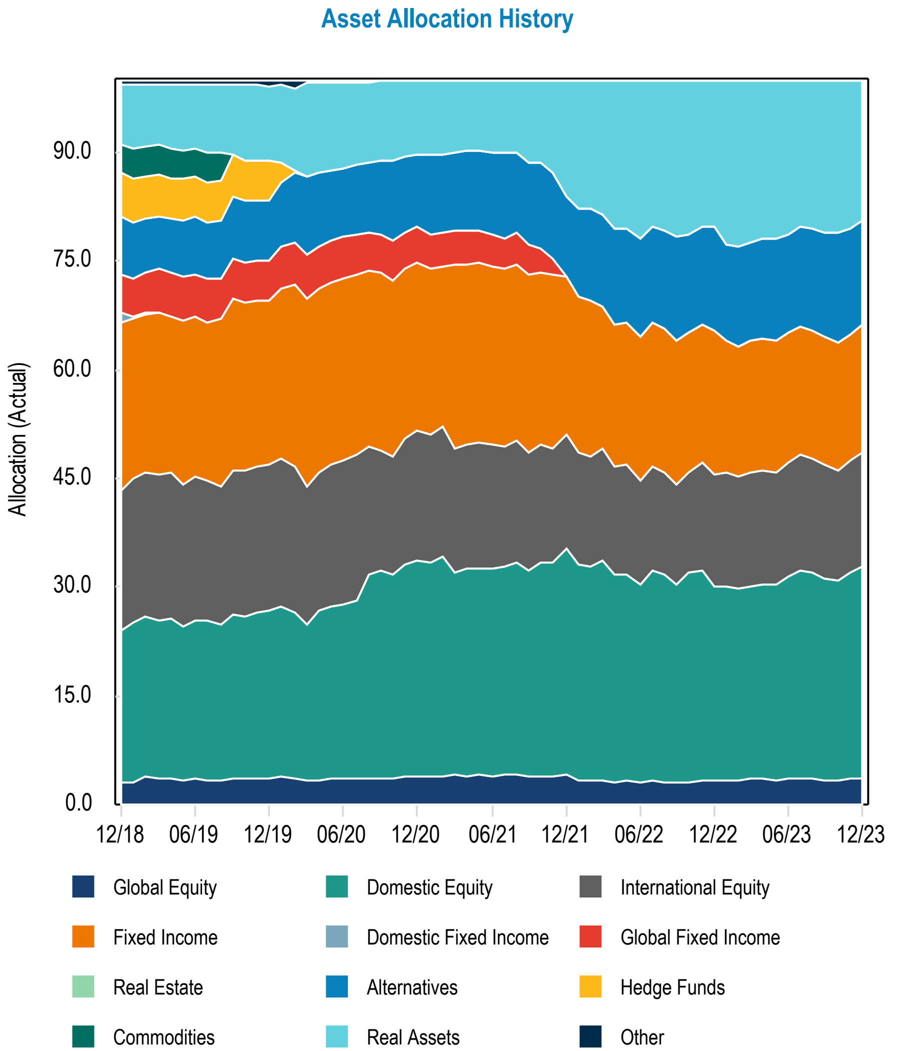
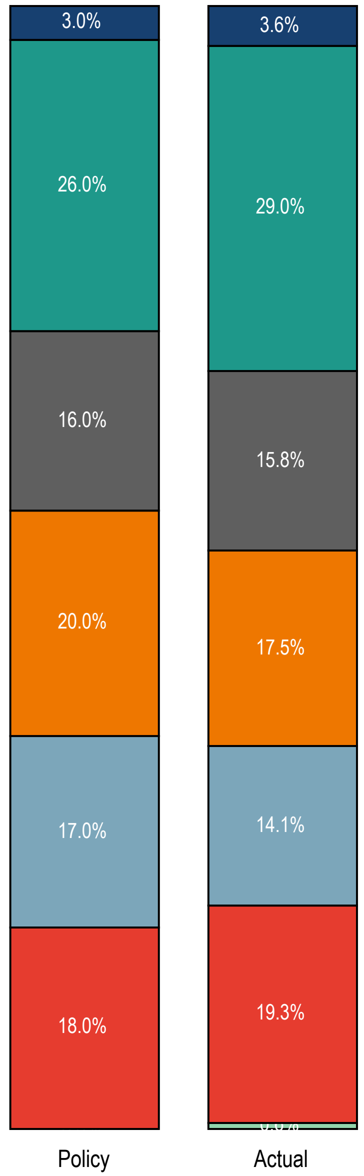
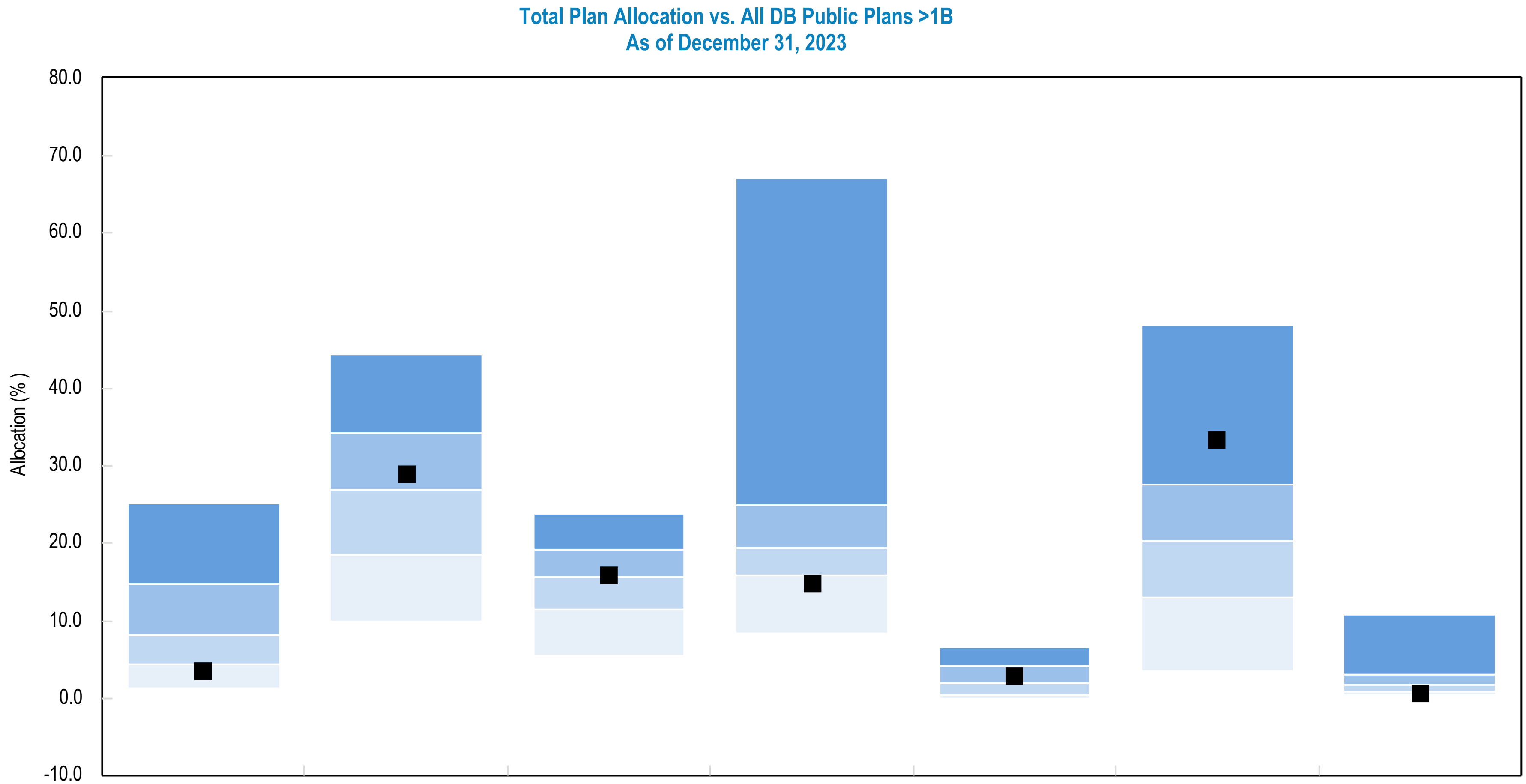
$2,100.0
$1,750.0
$1,400.0
$1,050.0
$700.0
$350.0
$0.0
-$350.0
Millions
2017
2017
2018
2019
2020
2020
2021
2022
2023
2023
Total Fund
Net Cash Flow


Asset Allocation History
90.0
75.0
60.0
45.0
30.0
15.0
0.0
Allocation (Actual)
12/18
06/19
12/19
06/20
12/20
06/21
12/21
06/22
12/22
06/23
12/23
Global Equity
Domestic Equity
International Equity
Fixed Income
Domestic Fixed Income
Global Fixed Income
Real Estate
Alternatives
Hedge Funds
Commodities
Real Assets
Other



	Current Balance ($)	Current Allocation (%)	Policy Allocation (%)	Excess Allocation ($)	Policy Range (%)	Within IPS Range?
Global Equity	71,275,306	3.6	3.0	11,280,275	0.0 - 5.0	Yes
Domestic Equity	580,484,800	29.0	26.0	60,527,868	15.0 - 35.0	Yes
International Equity	316,632,369	15.8	16.0	-3,341,128	5.0 - 25.0	Yes
Fixed Income	350,635,527	17.5	20.0	-49,331,343	10.0 - 35.0	Yes
Alternatives	282,156,791	14.1	17.0	-57,815,049	10.0 - 30.0	Yes
Real Assets	386,417,122	19.3	18.0	26,446,938	10.0 - 30.0	Yes
Cash and Equivalents	12,232,437	0.6	0.0	12,232,437	0.0 - 10.0	Yes
Total	**1,999,834,351**	**100.0**	**100.0**			

Policy Index as of 10/1/2023: 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 4.5% Russell 2000, 7.5% Private Equity Returns, 5% Private Credit Returns.



	Global Equity	US Equity	Global ex-US Equity	US Fixed	Global ex-US Fixed	Alternatives	Cash & Equivalents
■ Total Fund	3.6 (79)	29.0 (39)	15.8 (48)	14.7 (79)	2.8 (34)	33.3 (14)	0.6 (83)
5th Percentile	25.1	44.3	23.8	67.1	6.5	48.1	10.8
1st Quartile	14.8	34.2	19.2	24.9	4.2	27.6	3.1
Median	8.1	26.9	15.7	19.5	1.9	20.4	1.7
3rd Quartile	4.4	18.4	11.4	15.9	0.4	12.9	0.9
95th Percentile	1.3	9.9	5.4	8.4	0.1	3.6	0.3
Population	33	139	136	139	66	121	117

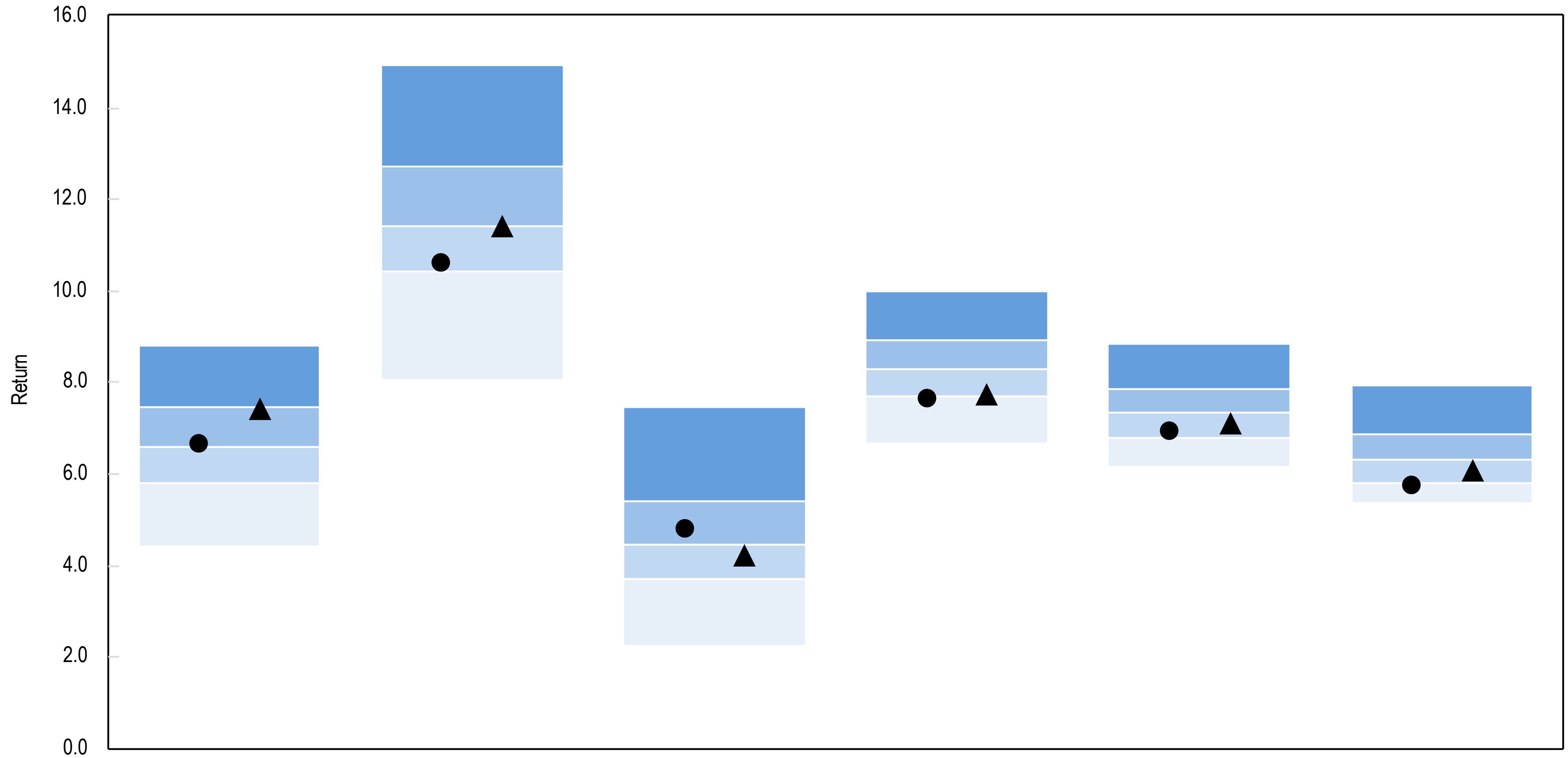
Account	Fee Schedule	Market Value As of December 31, 2023	% of Portfolio	Estimated Annual Fee ($)	Estimated Annual Fee (%)
Audax- Private Equity Fund VII-B	Performance Based 2.00 and 20.00	3,294,828	0.16	65,897	2.00
Altas Partners Holdings III	Performance Based 1.20 and 20.00	371,682	0.02	4,460	1.20
American Realty Strategic Value Fund	0.90 % of Assets	76,124,977	3.81	685,125	0.90
BlackRock Core Plus Fixed Income	0.25 % of First $100 M 0.25 % of Next $100 M 0.00 % Thereafter	80,836,749	4.04	202,092	0.25
Boston Partners Large Cap Value	0.45 % of First $50 M 0.35 % of Next $50 M 0.30 % Thereafter	81,918,749	4.10	336,716	0.41
Cerberus Real Estate VI Institutional Feeder	Performance Based 1.50 and 20.00	3,934,465	0.20	59,017	1.50
Doubleline Core Plus	0.28 % of First $100 M 0.25 % Thereafter	107,143,112	5.36	297,858	0.28
Gridiron Capital Fund V	Performance Based 2.00 and 20.00	8,720,822	0.44	174,416	2.00
Invesco Commercial Mortgage Income Fund	1.00 % of First $50 M 0.90 % Thereafter	74,574,926	3.73	721,174	0.97
IFM Global Infrastructure	0.77 % of Assets	87,086,365	4.35	670,565	0.77
KKR Mezzanine Partners I	0.38 % of Assets	2,466,352	0.12	9,249	0.38
KSL Capital Partners Fund VI	Performance Based 1.75 and 20.00	3,170,403	0.16	55,482	1.75
Leeward Small Cap Value	0.65 % of Assets	34,999,006	1.75	227,494	0.65
MacKay Shields Core Plus	0.30 % of Assets	105,664,175	5.28	316,993	0.30
Mellon Capital Cash Account		12,232,437	0.61	-	-
Ocean Avenue Fund III	0.85 % of Assets	21,327,642	1.07	181,285	0.85
Ocean Avenue Fund IV	1.25 % of Assets	27,614,533	1.38	345,182	1.25
Ocean Avenue Fund V	Performance Based 1.25 and 15.00	4,332,005	0.22	54,150	1.25
Pantheon Ventures	0.47 % of Assets	141,111	0.01	669	0.47
Pathway Private Equity Fund Investors 10	0.58 % of Assets	27,829,756	1.39	161,413	0.58
Pathway Private Equity Fund Investors 8	0.61 % of Assets	25,502,286	1.28	155,564	0.61
Pathway Private Equity Fund Investors 9	0.58 % of Assets	25,374,566	1.27	147,172	0.58
PGIM Emerging Markets Debt	0.44 % of Assets	56,991,492	2.85	250,763	0.44
PGIM QS US Core Equity	0.06 % of Assets	81,301,988	4.07	44,716	0.06
PIMCO RAE Fundamental Global Ex US Fund	0.78 % of First $25 M 0.43 % of Next $75 M 0.38 % Thereafter	112,416,347	5.62	564,682	0.50
RREEF America II	0.95 % of Assets	132,490,445	6.63	1,258,659	0.95
SGA International Growth	0.45 % of Assets	97,653,705	4.88	439,442	0.45
Sixth Street DCP (frmrly TSSP DCP)	1.11 % of Assets	97,968,360	4.90	1,087,449	1.11
Sixth Street TAO Contingent (frmrly TSSP TAO Contingent)	1.35 % of Assets	33,018,756	1.65	445,753	1.35

**The negotiated fee schedule for TCERA's investment in the ARA Strategic Value fund is 90 bps so long as assets remain above $80,000,000. Sixth Street Partners fee schedule is as follows: No management fee at SMA level. Subject to the annual fees of each of the underlying TSSP funds. (1) TAO 65bps on unfunded commitments and 1.35% on remaining capital contributions (long-term investor designation) (2) TSLE 1.5% on commitments, 1.25% on remaining capital contributions post commitment period (3) TICP 30bps on remaining capital contributions. TAO Contingent fee schedule is 65bps on unfunded commitments and 1.35% on remaining capital contributions. Fees shown for Pathway are estimated effective average fees over 15-year fund lifespan.*

Account	Fee Schedule	Market Value As of December 31, 2023	% of Portfolio	Estimated Annual Fee ($)	Estimated Annual Fee (%)
Skellig Water Fund (aka KBI)	0.48 % of Assets	71,275,306	3.56	342,121	0.48
SSGA MSCI ACWI Ex US Index Fund	0.06 % of First $50 M 0.05 % of Next $50 M 0.04 % Thereafter	106,562,316	5.33	52,625	0.05
SSGA S&P 500 Flagship Fund	0.02 % of First $50 M 0.01 % Thereafter	191,643,220	9.58	28,414	0.01
SSGA US Extended Market Index	0.03 % of First $50 M 0.03 % of Next $50 M 0.02 % Thereafter	74,893,195	3.74	21,472	0.03
SSGA US REIT Index Non-Lending Fund	0.04 % of First $50 M 0.03 % Thereafter	785,540	0.04	314	0.04
Stepstone Secondary Opportunities Fund II	Minimum Fee: $343,750	4,194,093	0.21	343,750	8.20
TA Realty Value-Add Fund XIII		8,250,000	0.41	-	-
William Blair Large Cap Growth	0.45 % of First $50 M 0.32 % of Next $50 M 0.27 % of Next $150 M 0.27 % Thereafter	85,528,096	4.28	336,914	0.39
William Blair SMID Cap Growth	0.95 % of First $10 M 0.80 % of Next $20 M 0.75 % of Next $20 M 0.70 % of Next $50 M 0.65 % of Next $100 M 0.60 % Thereafter	30,200,546	1.51	256,504	0.85
Investment Management Fee		**1,999,834,351**	**100.00**	**10,345,549**	**0.52**

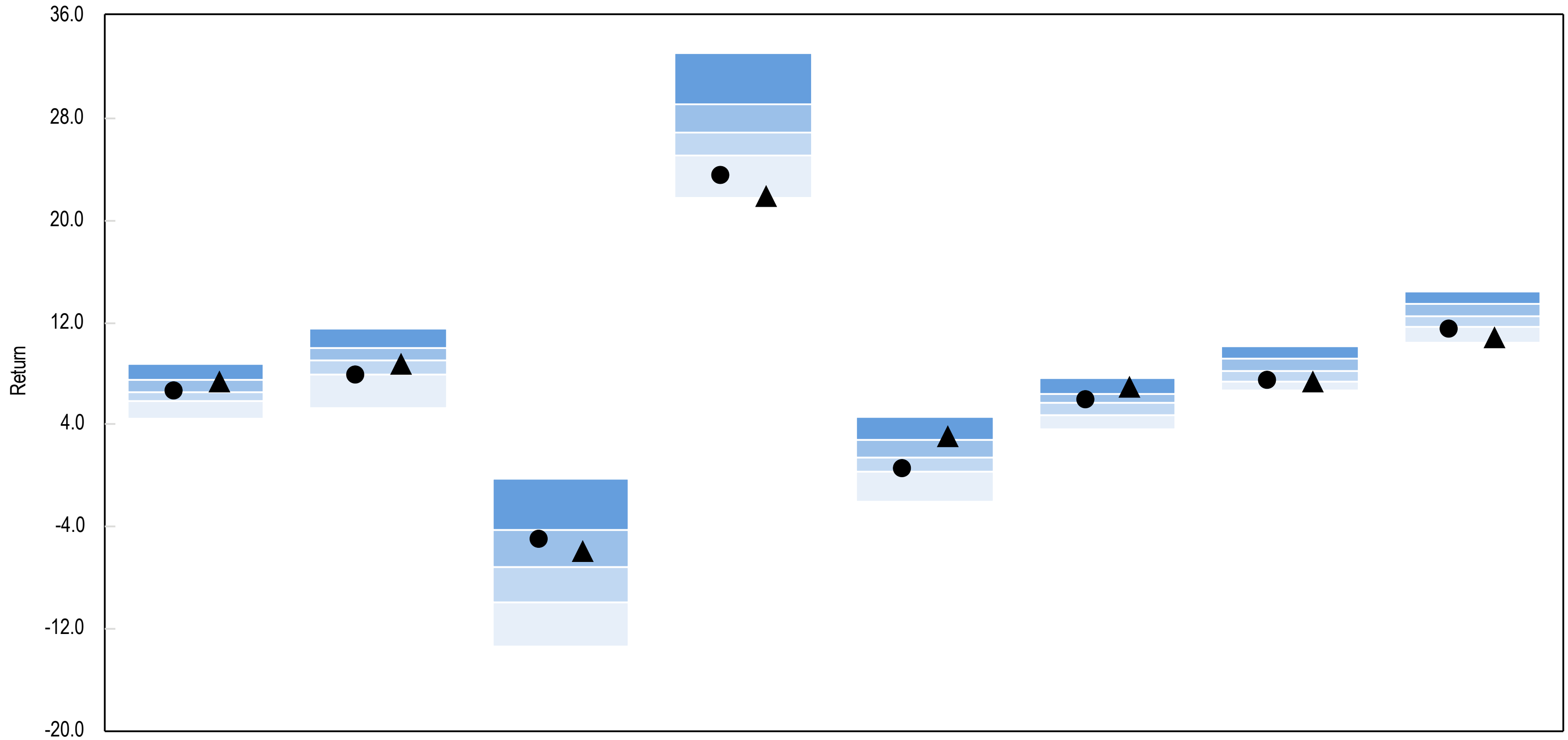
**The negotiated fee schedule for TCERA's investment in the ARA Strategic Value fund is 90 bps so long as assets remain above $80,000,000. Sixth Street Partners fee schedule is as follows: No management fee at SMA level. Subject to the annual fees of each of the underlying TSSP funds. (1) TAO 65bps on unfunded commitments and 1.35% on remaining capital contributions (long-term investor designation) (2) TSLE 1.5% on commitments, 1.25% on remaining capital contributions post commitment period (3) TICP 30bps on remaining capital contributions. TAO Contingent fee schedule is 65bps on unfunded commitments and 1.35% on remaining capital contributions. Fees shown for Pathway are estimated effective average fees over 15-year fund lifespan.*

Total Fund vs. All DB Public Plans >1B

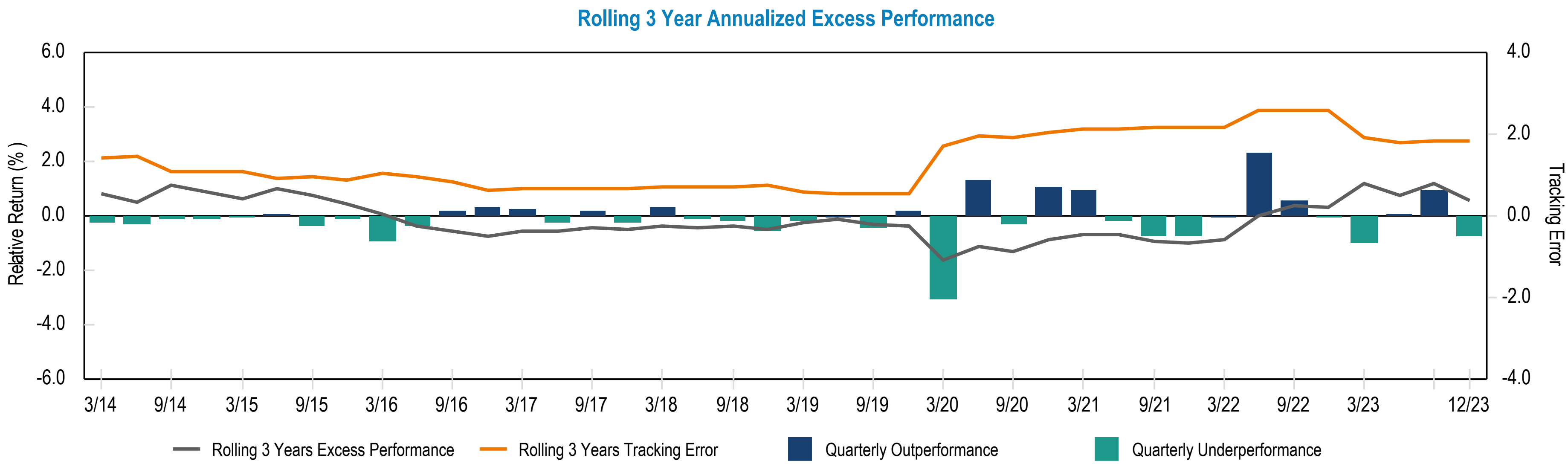


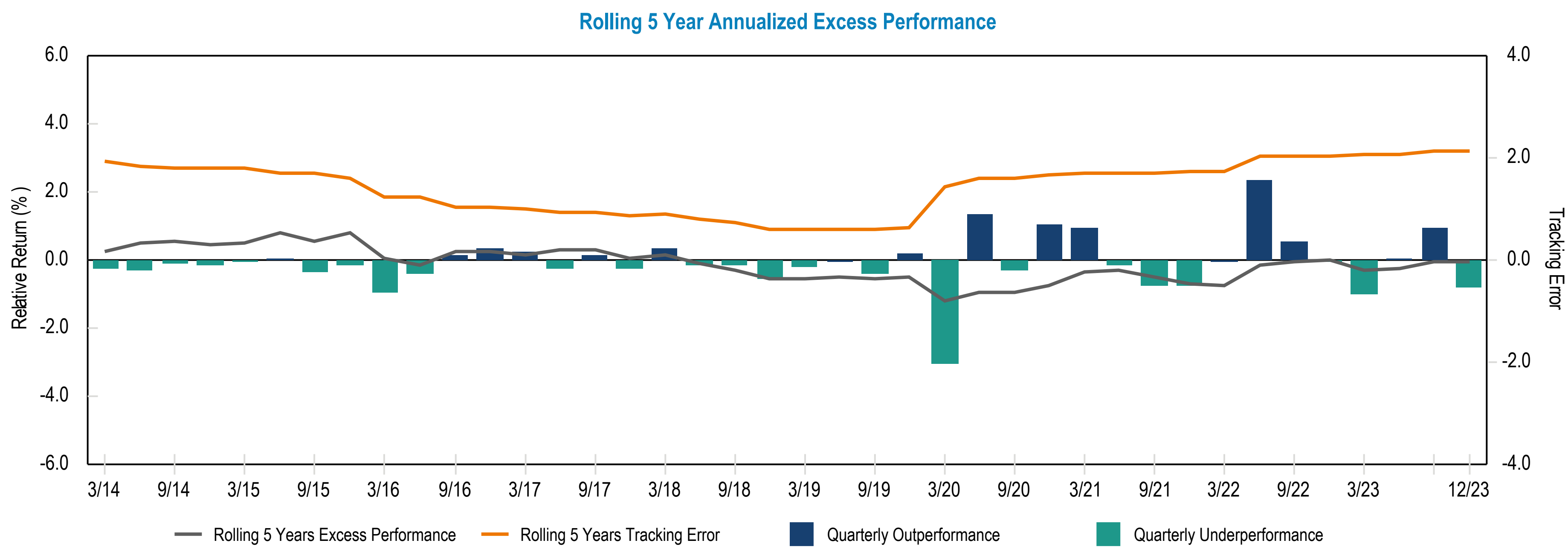
	Quarter	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Total Fund	6.66 (48)	10.62 (73)	4.82 (37)	7.67 (78)	6.96 (66)	5.77 (77)
▲ Policy Index	7.44 (26)	11.42 (50)	4.23 (57)	7.74 (73)	7.10 (60)	6.09 (59)
5th Percentile	8.81	14.95	7.48	10.00	8.84	7.95
1st Quartile	7.48	12.71	5.42	8.93	7.88	6.88
Median	6.61	11.40	4.47	8.28	7.33	6.34
3rd Quartile	5.81	10.42	3.71	7.70	6.79	5.80
95th Percentile	4.42	8.08	2.26	6.69	6.17	5.36
Population	97	88	75	71	70	65

Total Fund vs. All DB Public Plans >1B

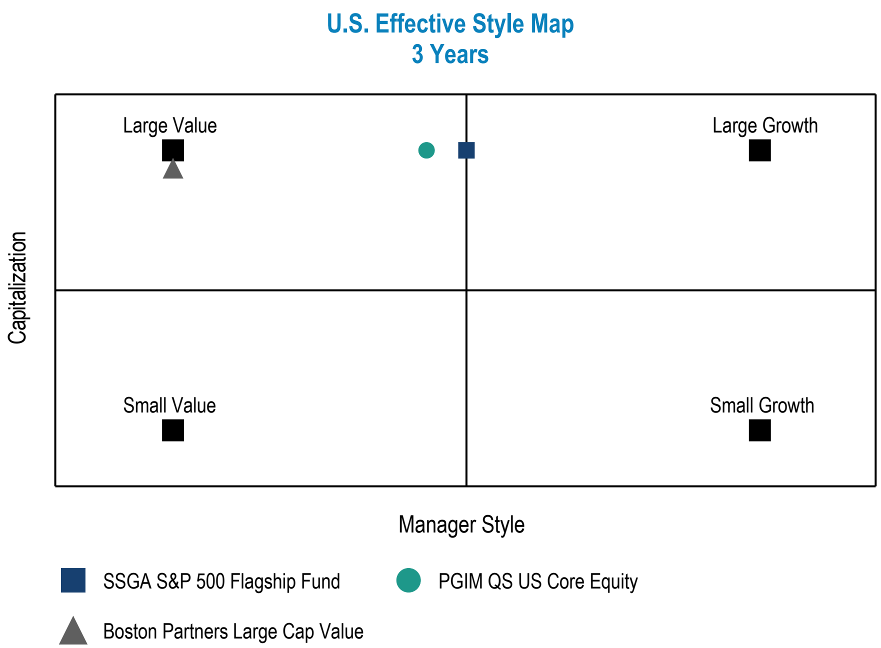


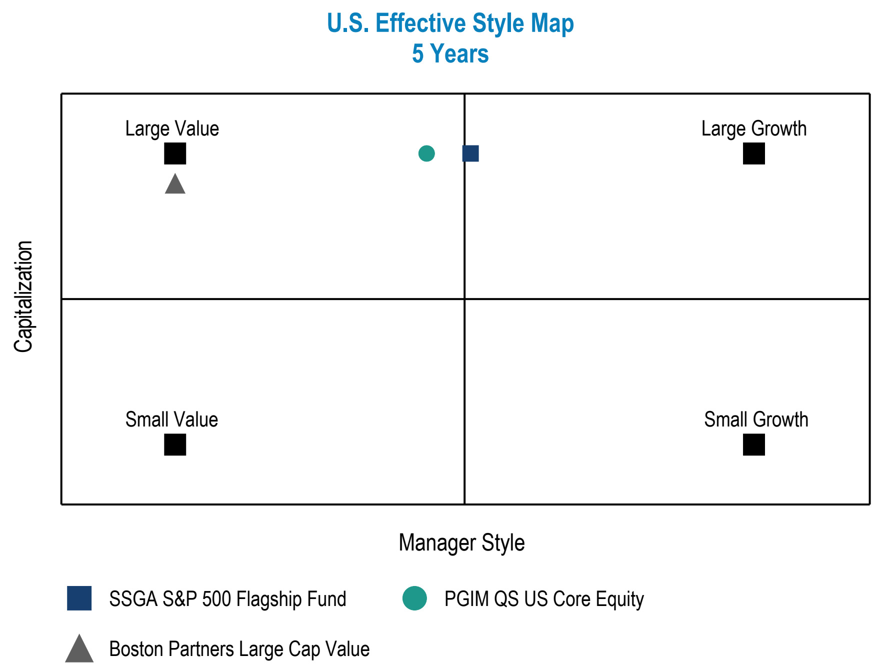
	3 Mo	Fiscal 2023	Fiscal 2022	Fiscal 2021	Fiscal 2020	Fiscal 2019	Fiscal 2018	Fiscal 2017
● Total Fund	6.66 (48)	7.94 (76)	-4.88 (34)	23.62 (86)	0.56 (68)	5.95 (44)	7.52 (71)	11.46 (79)
▲ Policy Index	7.44 (26)	8.72 (55)	-5.92 (41)	21.86 (95)	3.07 (20)	6.92 (14)	7.42 (74)	10.90 (88)
5th Percentile	8.81	11.52	-0.21	33.10	4.60	7.67	10.19	14.36
1st Quartile	7.48	9.96	-4.18	29.11	2.88	6.45	9.11	13.43
Median	6.61	9.05	-7.10	26.87	1.38	5.74	8.18	12.54
3rd Quartile	5.81	7.94	-9.95	25.06	0.28	4.81	7.37	11.63
95th Percentile	4.42	5.26	-13.35	21.70	-2.05	3.62	6.74	10.36
Population	97	82	108	153	139	106	80	79


Rolling 3 Year Annualized Excess Performance
6.0
4.0
2.0
0.0
-2.0
-4.0
-6.0
Relative Return (%)
4.0
2.0
0.0
-2.0
-4.0
Tracking Error
3/14
9/14
3/15
9/15
3/16
9/16
3/17
9/17
3/18
9/18
3/19
9/19
3/20
9/20
3/21
9/21
3/22
9/22
3/23
12/23
Rolling 3 Years Excess Performance
Rolling 3 Years Tracking Error
Quarterly Outperformance
Quarterly Underperformance


Rolling 5 Year Annualized Excess Performance
6.0
4.0
2.0
0.0
-2.0
-4.0
-6.0
Relative Return (%)
4.0
2.0
0.0
-2.0
-4.0
Tracking Error
3/14
9/14
3/15
9/15
3/16
9/16
3/17
9/17
3/18
9/18
3/19
9/19
3/20
9/20
3/21
9/21
3/22
9/22
3/23
12/23
Rolling 5 Years Excess Performance
Rolling 5 Years Tracking Error
Quarterly Outperformance
Quarterly Underperformance

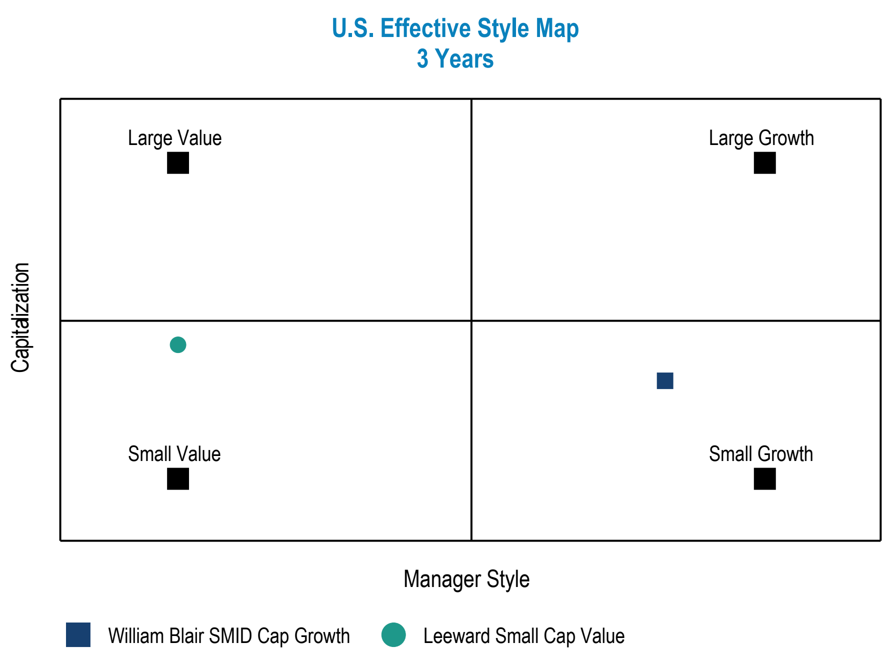
	Market Value	% of Portfolio	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	2022	2021	2020	2019	2018
Total Domestic Equity	**580,484,800**	**100.0**	**12.3**	**25.1**	**8.9**	**14.6**	**11.1**	**-18.2**	**26.1**	**18.2**	**29.8**	**-5.4**
Russell 3000 Index			*12.1*	*26.0*	*8.5*	*15.2*	*11.5*	*-19.2*	*25.7*	*20.9*	*31.0*	*-5.2*
SSGA S&P 500 Flagship Fund	191,643,220	33.0	11.7	26.2	10.0	15.6	12.0	-18.1	28.6	18.3	31.5	-4.4
S&P 500 Index			*11.7*	*26.3*	*10.0*	*15.7*	*12.0*	*-18.1*	*28.7*	*18.4*	*31.5*	*-4.4*
eV US Large Cap Core Equity Rank			*45*	*25*	*33*	*25*	*16*	*65*	*32*	*39*	*31*	*40*
PGIM QS US Core Equity	81,301,988	14.0	11.9	27.8	11.6	14.8	11.6	-16.3	29.8	12.0	28.6	-6.8
S&P 500 Index			*11.7*	*26.3*	*10.0*	*15.7*	*12.0*	*-18.1*	*28.7*	*18.4*	*31.5*	*-4.4*
eV US Large Cap Core Equity Rank			*38*	*18*	*11*	*41*	*30*	*49*	*20*	*72*	*60*	*71*
William Blair Large Cap Growth	85,528,096	14.7	15.5	41.6	-	-	-	-	-	-	-	-
Russell 1000 Growth Index			*14.2*	*42.7*	-	-	-	-	-	-	-	-
eV US Large Cap Growth Equity Rank			*17*	*33*	-	-	-	-	-	-	-	-
Boston Partners Large Cap Value	81,918,749	14.1	8.9	14.1	12.5	12.6	9.1	-4.3	30.4	2.4	23.8	-9.0
Russell 1000 Value Index			*9.5*	*11.5*	*8.9*	*10.9*	*8.4*	*-7.5*	*25.2*	*2.8*	*26.5*	*-8.3*
eV US Large Cap Value Equity Rank			*71*	*37*	*15*	*37*	*40*	*34*	*17*	*61*	*76*	*55*

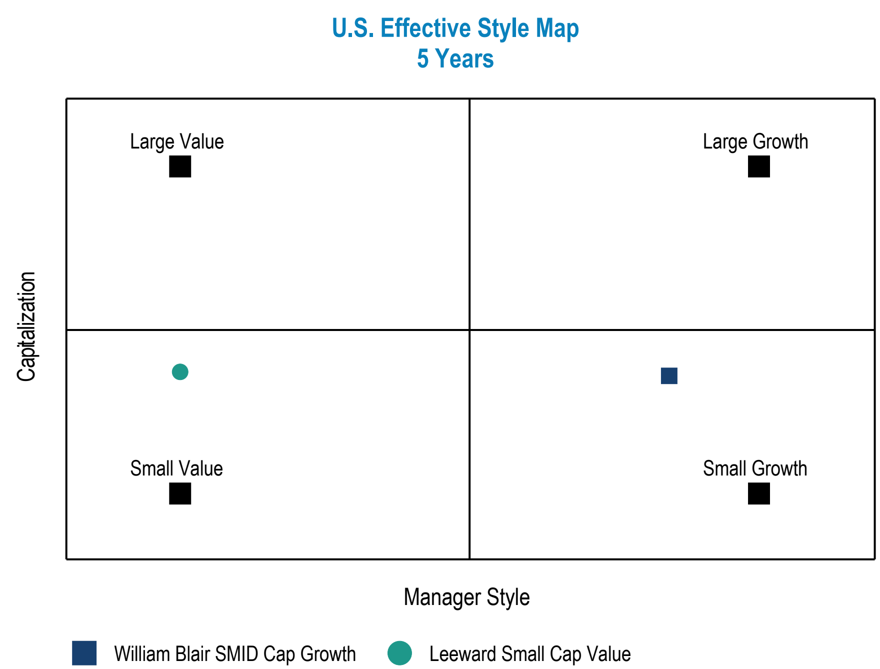




Managers need 3 years of history to be included in the style map. Macquarie Large Cap Growth liquidated 4/25/2022, proceeds funded William Blair Large Cap Growth.

	Market Value	% of Portfolio	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	2022	2021	2020	2019	2018
SSGA US Extended Market Index	74,893,195	12.9	15.2	25.4	-	-	-	-26.4	-	-	-	-
Dow Jones U.S. Completion Total Stock Market Indx			*14.9*	*25.0*	-	-	-	*-26.5*	-	-	-	-
eV US Small-Mid Cap Equity Rank			*6*	*9*	-	-	-	*80*	-	-	-	-
William Blair SMID Cap Growth	30,200,546	5.2	12.5	18.9	0.0	11.7	10.5	-22.7	8.7	32.6	31.1	-1.7
Russell 2500 Growth Index			*12.6*	*18.9*	*-2.7*	*11.4*	*8.8*	*-26.2*	*5.0*	*40.5*	*32.7*	*-7.5*
eV US Small-Mid Cap Growth Equity Rank			*36*	*40*	*37*	*56*	*25*	*20*	*75*	*63*	*47*	*36*
Leeward Small Cap Value	34,999,006	6.0	11.1	11.2	10.8	12.3	7.9	-7.1	31.6	3.8	26.3	-15.5
Russell 2000 Value Index			*15.3*	*14.6*	*7.9*	*10.0*	*6.8*	*-14.5*	*28.3*	*4.6*	*22.4*	*-12.9*
eV US Small Cap Value Equity Rank			*72*	*84*	*41*	*38*	*36*	*19*	*37*	*56*	*24*	*58*





Managers need 3 years of history to be included in the style map.

	SSGA S&P 500 Flagship Fund		PGIM QS US Core Equity		William Blair Large Cap Growth		Boston Partners Large Cap Value		SSGA US Extended Market Index		William Blair SMID Cap Growth		Leeward Small Value	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SSGA S&P 500 Flagship Fund	0	0	130	93	29	96	74	83	0	0	10	15	0	0
PGIM QS US Core Equity	130	66	0	0	14	65	28	38	35	3	2	2	3	2
William Blair Large Cap Growth	29	25	14	25	0	0	4	7	3	1	2	4	0	0
Boston Partners Large Cap Value	74	18	28	16	4	17	0	0	9	2	3	4	0	0
SSGA US Extended Market Index	0	0	35	7	3	4	9	7	0	0	63	81	86	99
William Blair SMID Cap Growth	10	0	2	1	2	3	3	1	63	6	0	0	6	6
Leeward Small Value	0	0	3	0	0	0	0	0	86	5	6	9	0	0

PGIM QS Core Equity holdings are as of 9/30/2023.

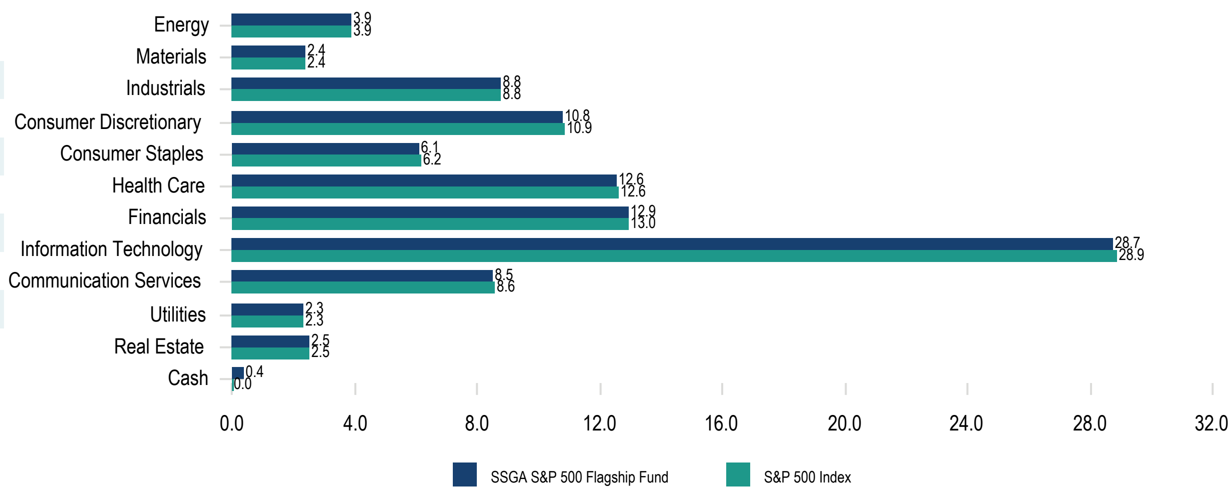
Correlation Matrix
1 Year Ending December 31, 2023

	SSGA S&P 500 Flagship Fund	PGIM QS US Core Equity	William Blair Large Cap Growth	Boston Partners Large Cap Value	SSGA US Extended Market Index	William Blair SMID Cap Growth	Leeward Small Value
SSGA S&P 500 Flagship Fund	1.00						
PGIM QS US Core Equity	1.00	1.00					
William Blair Large Cap Growth	0.93	0.92	1.00				
Boston Partners Large Cap Value	0.87	0.88	0.66	1.00			
SSGA US Extended Market Index	0.87	0.88	0.70	0.93	1.00		
William Blair SMID Cap Growth	0.89	0.90	0.74	0.94	0.98	1.00	
Leeward Small Value	0.78	0.79	0.54	0.96	0.94	0.94	1.00

Characteristics

	Portfolio	Benchmark
Number of Stocks	504	503
Wtd. Avg. Mkt. Cap $B	710.2	714.1
Median Mkt. Cap $B	33.5	33.5
Price/Earnings ratio	24.03	24.04
Price/Book ratio	4.44	4.44
Return on Equity (%)	-3.16	-3.07
Current Yield (%)	1.50	1.50
Beta (5 Years, Monthly)	1.00	1.00
R-Squared (5 Years, Monthly)	1.00	1.00

Sector Allocation (%)



Largest Equity Holdings

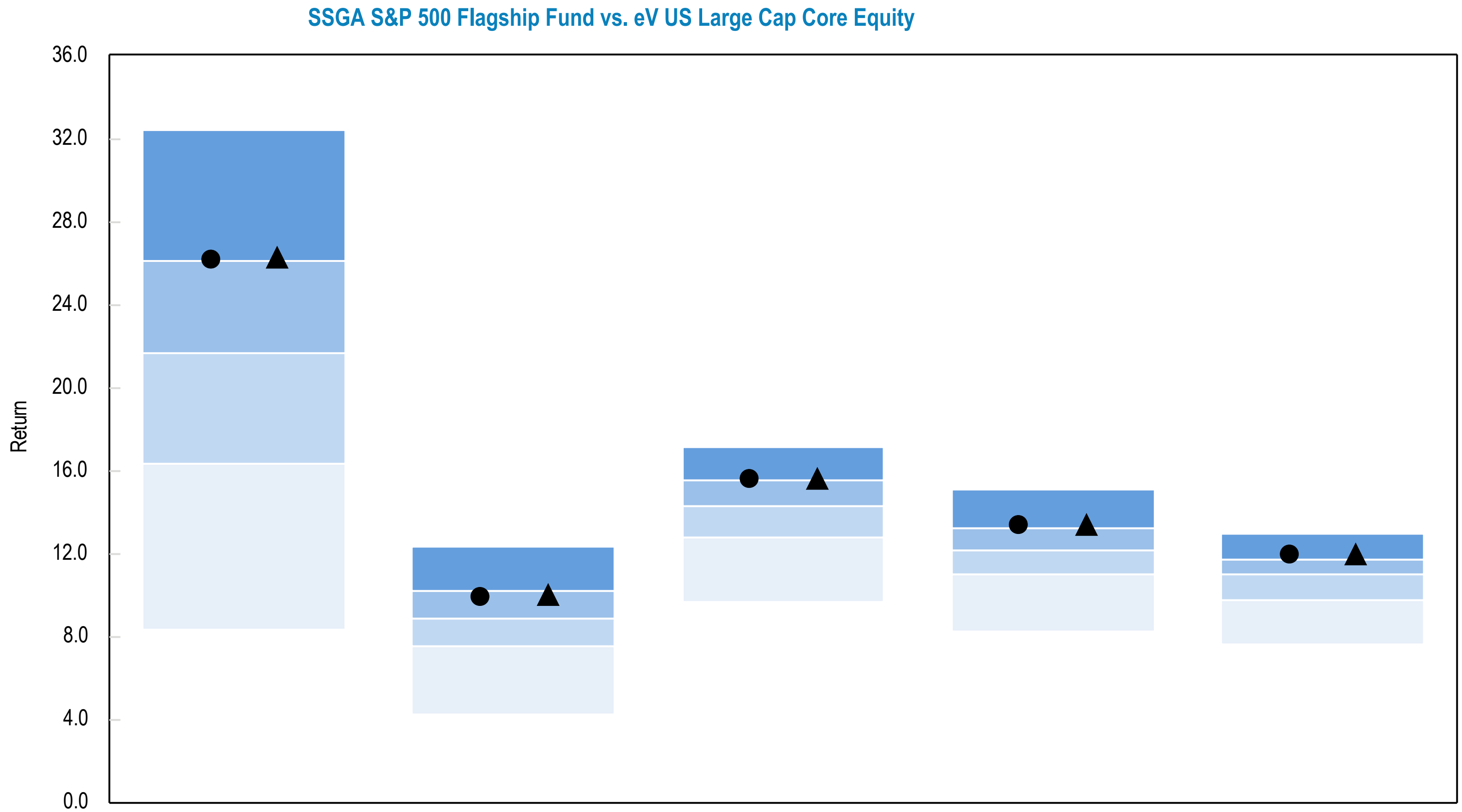
	Wgt (%)	Return (%)
Apple Inc	6.99	12.60
Microsoft Corp	6.94	19.34
Amazon.com Inc	3.43	19.52
NVIDIA Corporation	3.04	13.86
Alphabet Inc	2.05	6.75
Meta Platforms Inc	1.95	17.90
Alphabet Inc	1.74	6.89
Tesla Inc	1.71	-0.70
Berkshire Hathaway Inc	1.61	1.82
JPMorgan Chase & Co	1.22	18.16

Top Contributors

	Wgt (%)	Return (%)	Contr (%)
Microsoft Corp	6.67	19.34	1.29
Apple Inc	7.14	12.60	0.90
Amazon.com Inc	3.27	19.52	0.64
NVIDIA Corporation	3.05	13.86	0.42
Broadcom Inc	0.97	35.01	0.34
Meta Platforms Inc	1.89	17.90	0.34
JPMorgan Chase & Co	1.20	18.16	0.22
Advanced Micro Devices Inc	0.47	43.37	0.20
Intel Corp	0.42	41.82	0.18
SALESFORCE INC	0.56	29.77	0.17

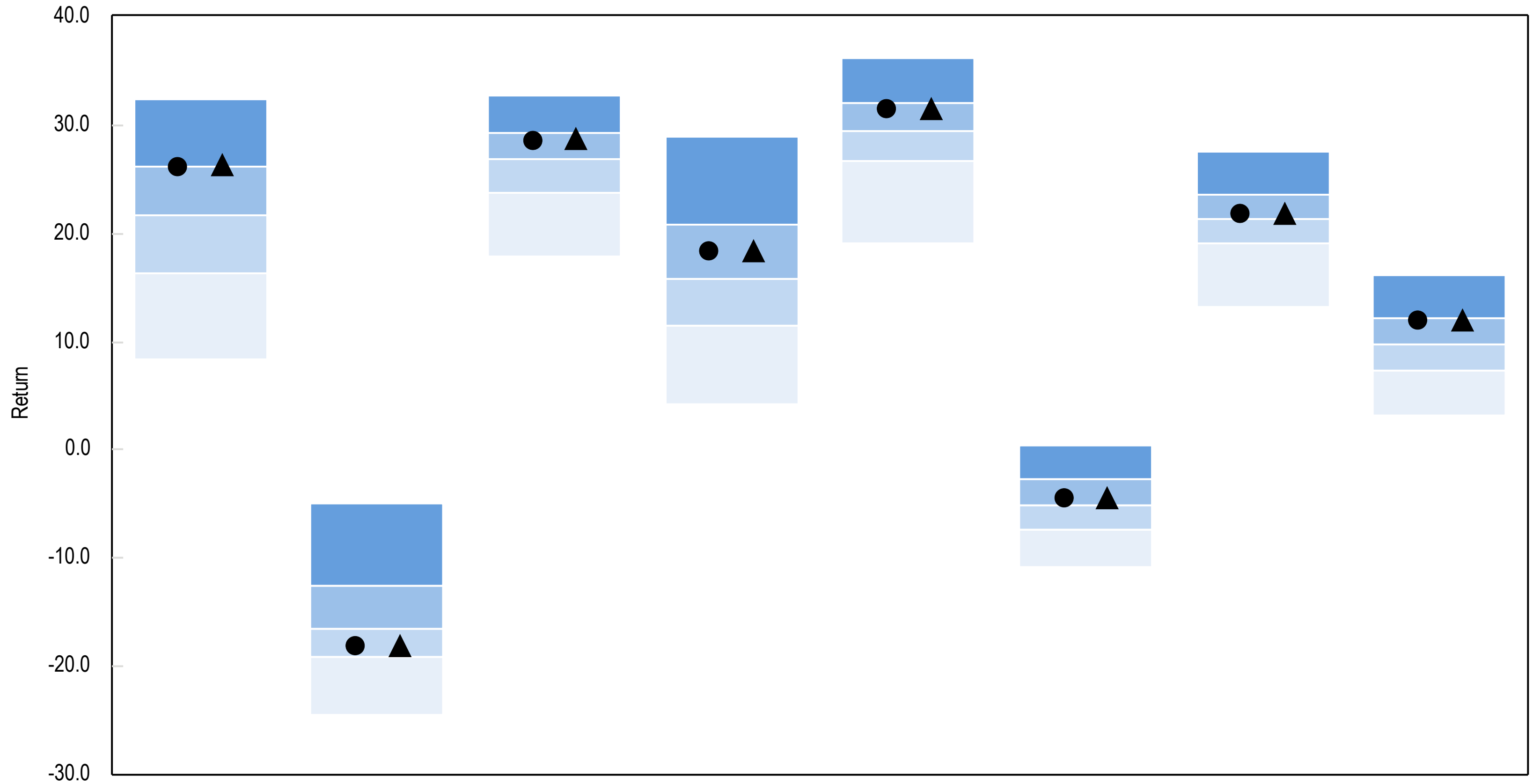
Bottom Contributors

	Wgt (%)	Return (%)	Contr (%)
Exxon Mobil Corp	1.34	-14.19	-0.19
Chevron Corp	0.85	-10.60	-0.09
Pfizer Inc	0.53	-12.01	-0.06
Bristol-Myers Squibb Co	0.34	-10.70	-0.04
Cisco Systems Inc	0.62	-5.34	-0.03
Schlumberger Ltd	0.24	-10.30	-0.02
Aon plc	0.19	-10.06	-0.02
Charter Communications Inc	0.13	-11.63	-0.01
Tesla Inc	1.96	-0.70	-0.01
ON Semiconductor Corp	0.11	-10.13	-0.01



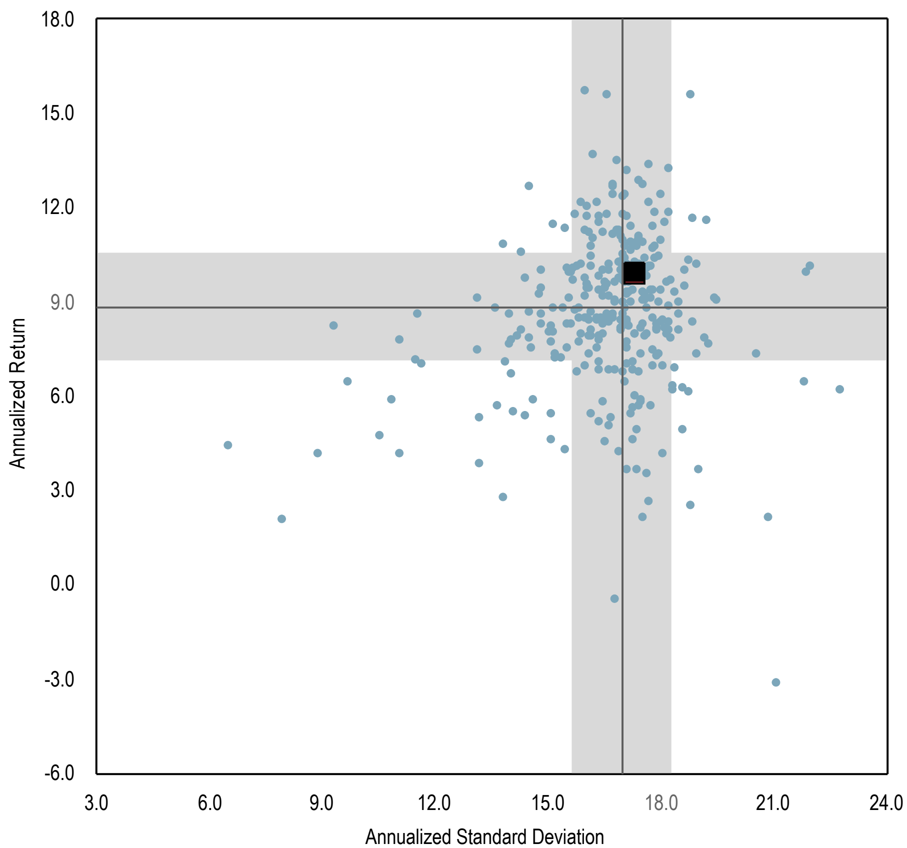
	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● SSGA S&P 500 Flagship Fund	26.25 (25)	9.96 (32)	15.65 (25)	13.39 (24)	12.02 (15)
▲ S&P 500 Index	26.29 (25)	10.00 (30)	15.69 (24)	13.42 (23)	12.03 (15)
5th Percentile	32.44	12.39	17.17	15.12	13.02
1st Quartile	26.09	10.22	15.58	13.22	11.72
Median	21.65	8.87	14.33	12.22	11.01
3rd Quartile	16.31	7.56	12.84	11.01	9.75
95th Percentile	8.32	4.28	9.70	8.29	7.68
Population	340	325	303	284	251

SSGA S&P 500 Flagship Fund vs. eV US Large Cap Core Equity

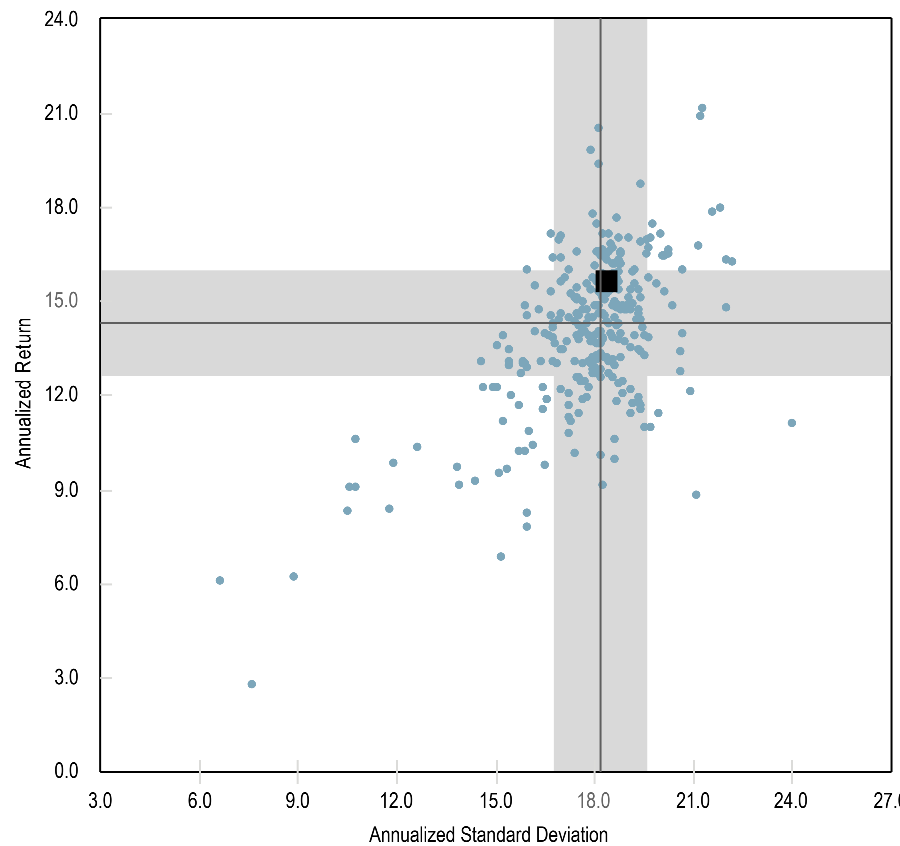


	YTD	2022	2021	2020	2019	2018	2017	2016
● SSGA S&P 500 Flagship Fund	26.25 (25)	-18.12 (65)	28.63 (32)	18.34 (39)	31.46 (31)	-4.39 (40)	21.84 (44)	12.00 (28)
▲ S&P 500 Index	26.29 (25)	-18.11 (65)	28.71 (30)	18.40 (39)	31.49 (31)	-4.38 (40)	21.83 (44)	11.96 (29)
5th Percentile	32.44	-4.94	32.79	28.94	36.28	0.48	27.63	16.18
1st Quartile	26.09	-12.54	29.25	20.77	31.98	-2.63	23.63	12.20
Median	21.65	-16.50	26.94	15.74	29.50	-5.15	21.41	9.80
3rd Quartile	16.31	-19.20	23.83	11.47	26.73	-7.37	19.13	7.40
95th Percentile	8.32	-24.39	17.96	4.24	19.13	-10.89	13.23	3.17
Population	340	362	372	386	388	393	396	395

3 Years



5 Years



3 Years

	Return	Standard Deviation	Sharpe Ratio
SSGA S&P 500 Flagship Fund	9.96	17.29	0.52
S&P 500 Index	10.00	17.29	0.52

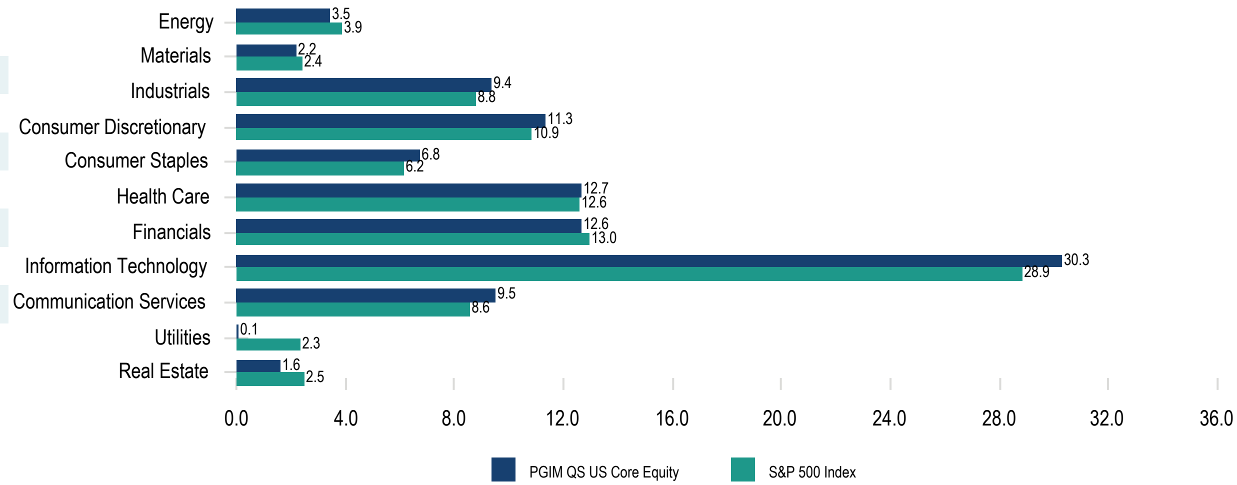
5 Years

	Return	Standard Deviation	Sharpe Ratio
SSGA S&P 500 Flagship Fund	15.65	18.37	0.78
S&P 500 Index	15.69	18.37	0.79

Characteristics

	Portfolio	Benchmark
Number of Stocks	166	503
Wtd. Avg. Mkt. Cap $B	739.2	714.1
Median Mkt. Cap $B	57.9	33.5
Price/Earnings ratio	22.79	24.04
Price/Book ratio	4.21	4.44
Return on Equity (%)	-45.01	-3.07
Current Yield (%)	1.44	1.50
Beta (5 Years, Monthly)	1.01	1.00
R-Squared (5 Years, Monthly)	0.99	1.00

Sector Allocation (%)



Largest Equity Holdings

	Wgt (%)	Return (%)
Microsoft Corp	7.61	19.34
Apple Inc	6.85	12.60
Amazon.com Inc	3.94	19.52
NVIDIA Corporation	3.82	13.86
Alphabet Inc	2.35	6.75
Alphabet Inc	2.09	6.89
Meta Platforms Inc	1.70	17.90
Eli Lilly and Co	1.66	8.73
Johnson & Johnson	1.50	1.43
Mastercard Inc	1.42	7.88

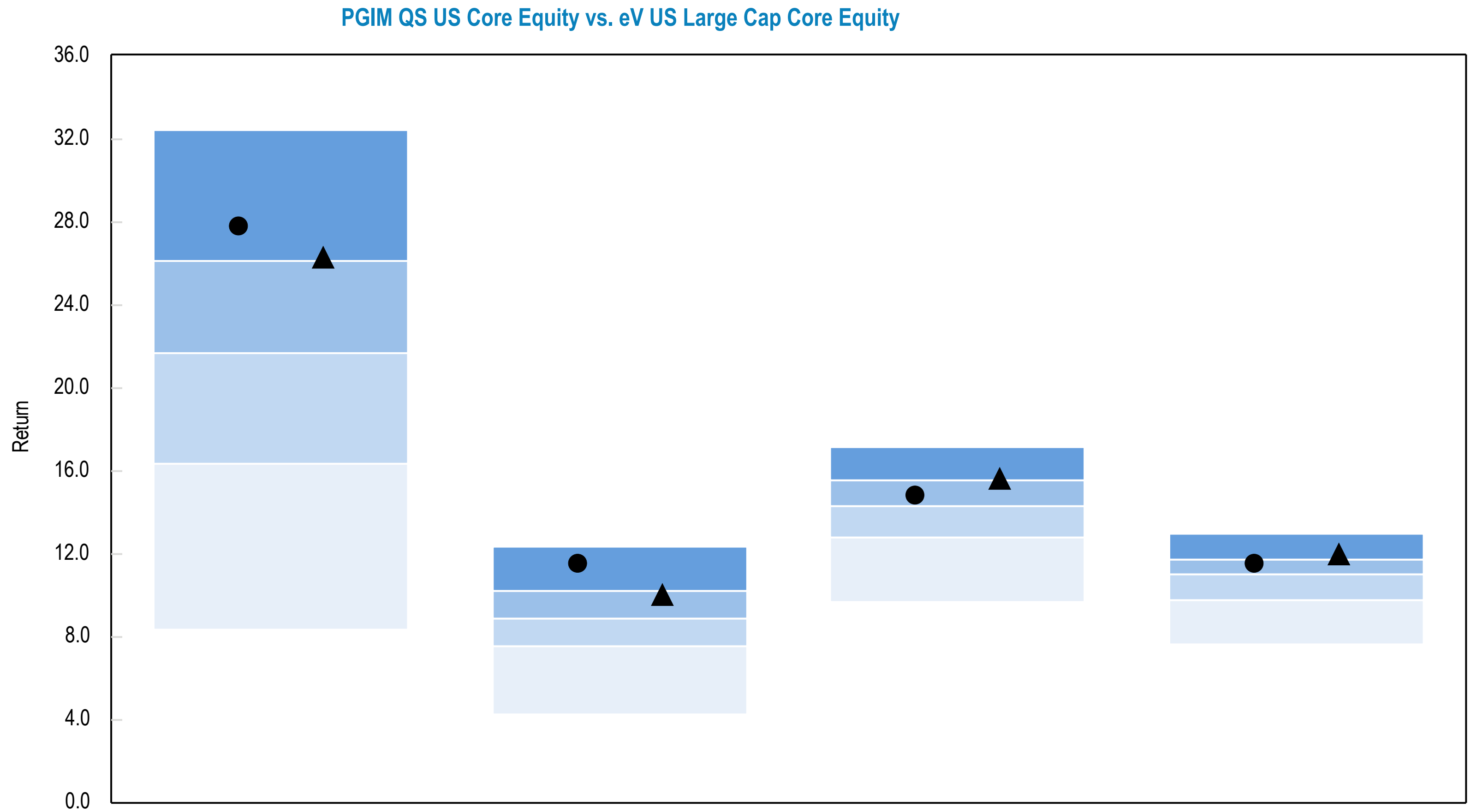
Top Contributors

	Wgt (%)	Return (%)	Contr (%)
Microsoft Corp	7.04	19.34	1.36
Apple Inc	7.54	12.60	0.95
NVIDIA Corporation	3.80	13.86	0.53
Amazon.com Inc	2.69	19.52	0.53
Meta Platforms Inc	2.54	17.90	0.45
Broadcom Inc	1.24	35.01	0.43
Netflix Inc	1.02	28.94	0.30
SALESFORCE INC	0.80	29.77	0.24
Adobe Inc	1.35	17.00	0.23
NRG Energy Inc	0.61	35.41	0.21

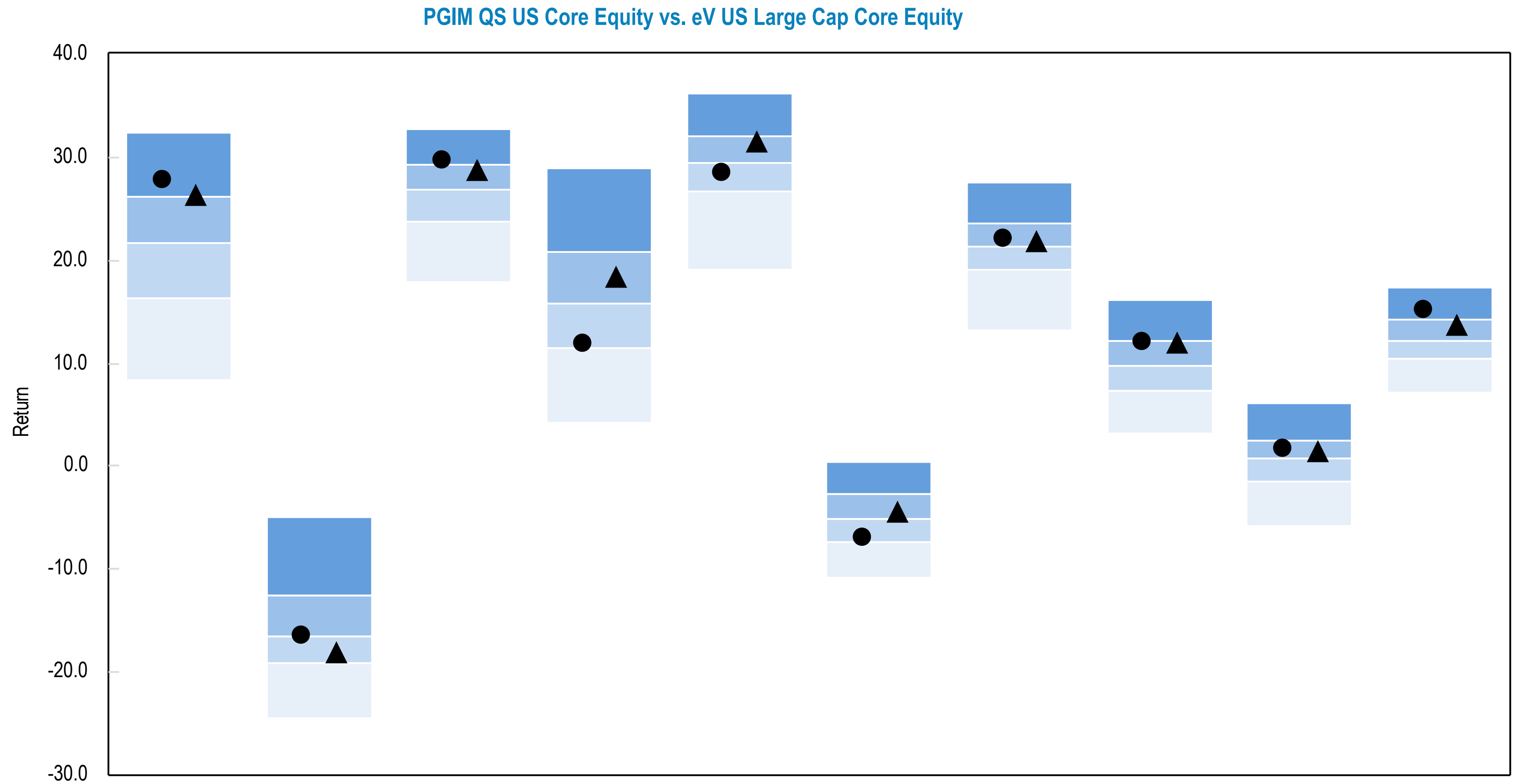
Bottom Contributors

	Wgt (%)	Return (%)	Contr (%)
Exxon Mobil Corp	1.48	-14.19	-0.21
Axcelis Technologies Inc.	0.53	-20.46	-0.11
Bristol-Myers Squibb Co	0.80	-10.70	-0.09
Extreme Networks Inc	0.29	-27.14	-0.08
Pfizer Inc	0.65	-12.01	-0.08
Cisco Systems Inc	1.18	-5.34	-0.06
Valero Energy Corp	0.72	-7.50	-0.05
BorgWarner Inc	0.48	-10.91	-0.05
FedEx Corp.	0.82	-4.07	-0.03
Hershey Co (The)	0.45	-6.25	-0.03

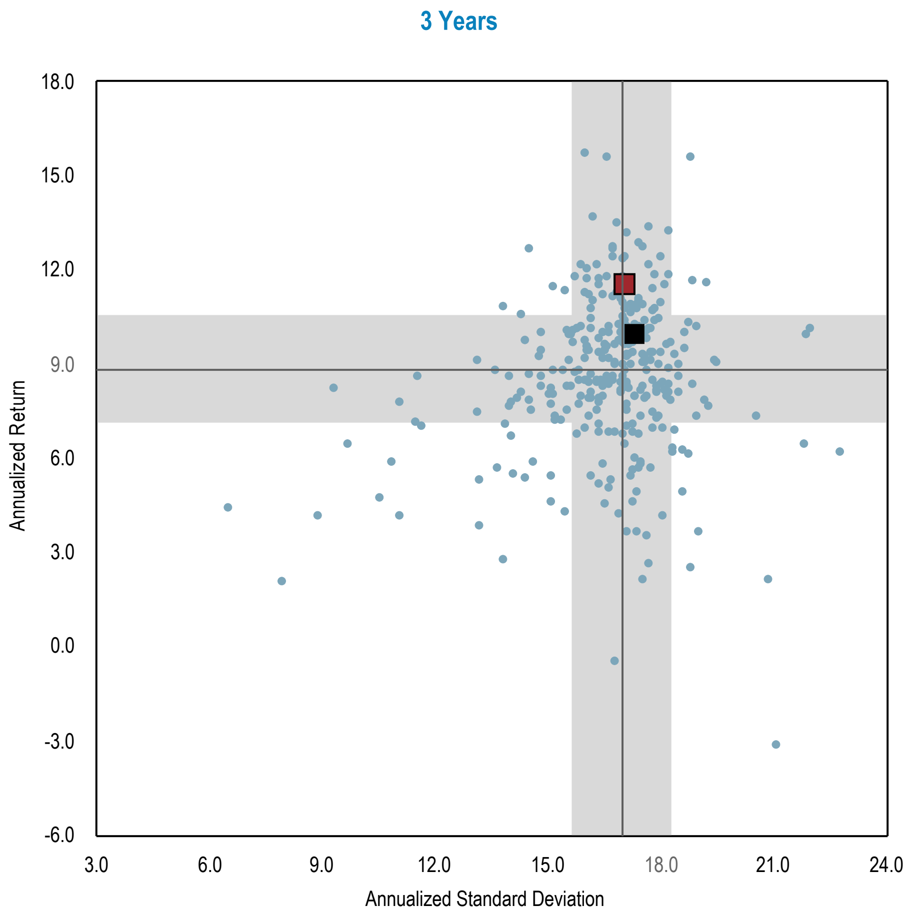
Manager holdings are as of 9/30/2023.

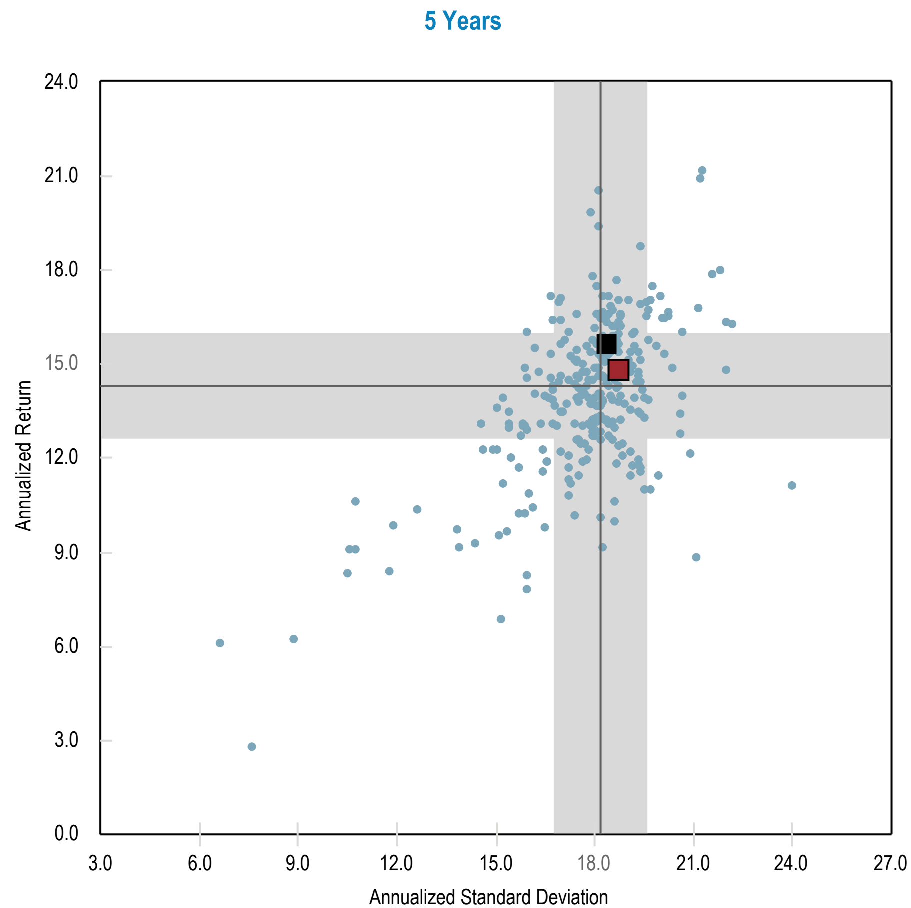


	1 Yr	3 Yrs	5 Yrs	10 Yrs
● PGIM QS US Core Equity	27.82 (18)	11.56 (11)	14.85 (40)	11.58 (29)
▲ S&P 500 Index	26.29 (25)	10.00 (30)	15.69 (24)	12.03 (15)
5th Percentile	32.44	12.39	17.17	13.02
1st Quartile	26.09	10.22	15.58	11.72
Median	21.65	8.87	14.33	11.01
3rd Quartile	16.31	7.56	12.84	9.75
95th Percentile	8.32	4.28	9.70	7.68
Population	340	325	303	251



	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● PGIM QS US Core Equity	27.82 (18)	-16.30 (48)	29.78 (20)	11.96 (72)	28.55 (60)	-6.79 (71)	22.12 (41)	12.12 (26)	1.78 (34)	15.25 (15)
▲ S&P 500 Index	26.29 (25)	-18.11 (65)	28.71 (30)	18.40 (39)	31.49 (31)	-4.38 (40)	21.83 (44)	11.96 (29)	1.38 (41)	13.69 (31)
5th Percentile	32.44	-4.94	32.79	28.94	36.28	0.48	27.63	16.18	6.18	17.33
1st Quartile	26.09	-12.54	29.25	20.77	31.98	-2.63	23.63	12.20	2.55	14.19
Median	21.65	-16.50	26.94	15.74	29.50	-5.15	21.41	9.80	0.71	12.18
3rd Quartile	16.31	-19.20	23.83	11.47	26.73	-7.37	19.13	7.40	-1.44	10.47
95th Percentile	8.32	-24.39	17.96	4.24	19.13	-10.89	13.23	3.17	-5.88	7.13
Population	340	362	372	386	388	393	396	395	400	400





3 Years

	Return	Standard Deviation	Sharpe Ratio
PGIM QS US Core Equity	11.56	17.01	0.61
S&P 500 Index	10.00	17.29	0.52

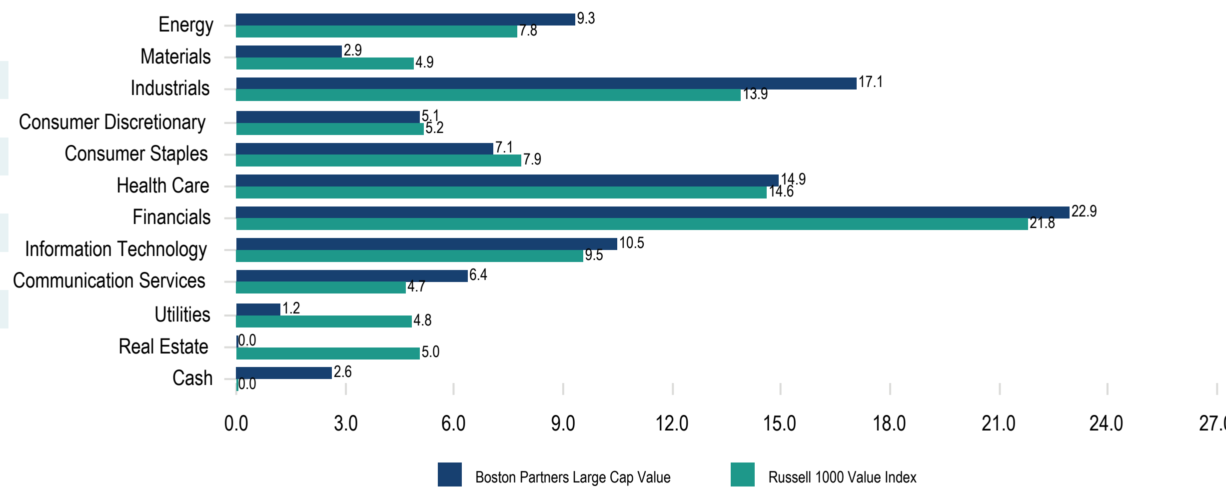
5 Years

	Return	Standard Deviation	Sharpe Ratio
PGIM QS US Core Equity	14.85	18.69	0.74
S&P 500 Index	15.69	18.37	0.79

Characteristics

	Portfolio	Benchmark
Number of Stocks	94	849
Wtd. Avg. Mkt. Cap $B	178.1	139.5
Median Mkt. Cap $B	43.0	12.5
Price/Earnings ratio	16.27	16.75
Price/Book ratio	2.62	2.45
Return on Equity (%)	-3.71	-23.27
Current Yield (%)	1.76	2.33
Beta (5 Years, Monthly)	1.01	1.00
R-Squared (5 Years, Monthly)	0.97	1.00

Sector Allocation (%)



Largest Equity Holdings

	Wgt (%)	Return (%)
JPMorgan Chase & Co	4.17	18.16
Berkshire Hathaway Inc	3.39	1.82
Alphabet Inc	2.98	6.75
Morgan Stanley	2.30	15.55
Bristol-Myers Squibb Co	1.85	-10.70
Sanofi	1.79	-7.29
Philip Morris International Inc	1.79	3.06
Discover Financial Services	1.76	30.80
Wells Fargo & Co	1.72	21.50
UnitedHealth Group Incorporated	1.68	4.78

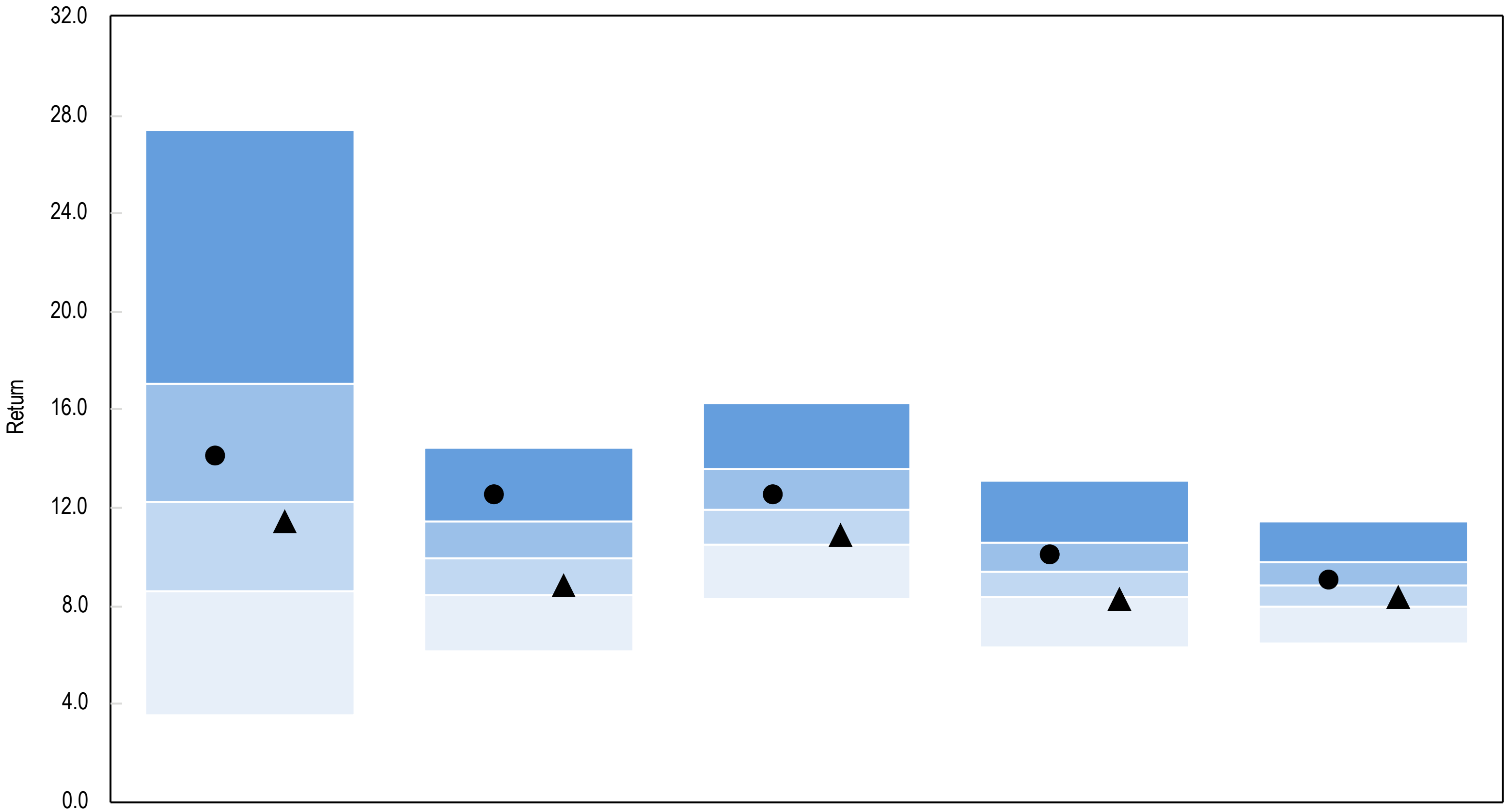
Top Contributors

	Wgt (%)	Return (%)	Contr (%)
JPMorgan Chase & Co	3.69	18.16	0.67
Advanced Micro Devices Inc	1.11	43.37	0.48
United Rentals Inc.	1.36	29.42	0.40
Wells Fargo & Co	1.77	21.50	0.38
Discover Financial Services	1.20	30.80	0.37
CRH PLC	1.06	28.98	0.31
Micron Technology Inc.	1.16	25.82	0.30
General Dynamics Corp	1.50	18.23	0.27
Morgan Stanley	1.74	15.55	0.27
QUALCOMM Inc.	0.82	31.04	0.25

Bottom Contributors

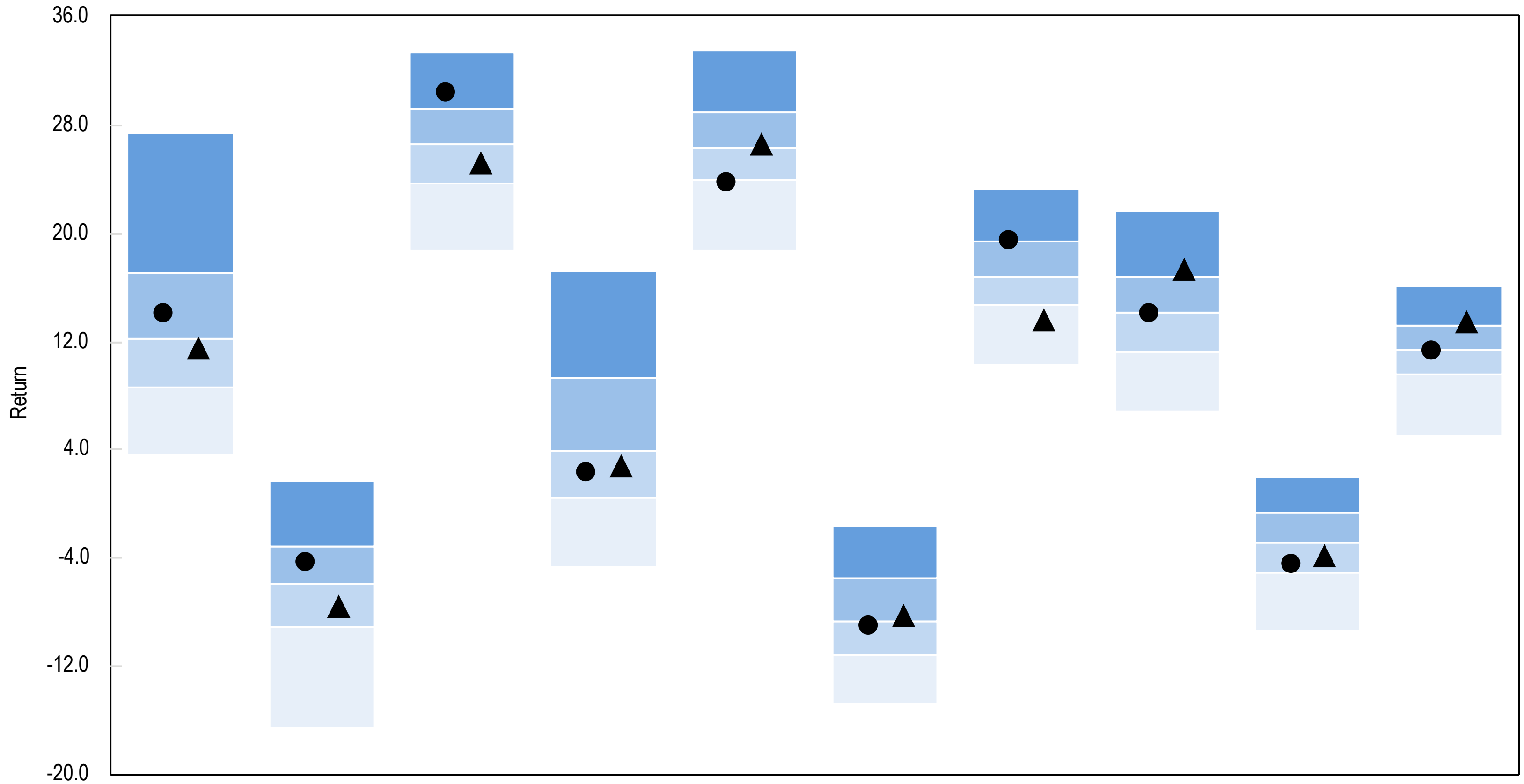
	Wgt (%)	Return (%)	Contr (%)
Cenovus Energy Inc	1.61	-19.53	-0.31
Bristol-Myers Squibb Co	2.55	-10.70	-0.27
Schlumberger Ltd	1.54	-10.30	-0.16
Sanofi	1.87	-7.29	-0.14
Cisco Systems Inc	2.40	-5.34	-0.13
Halliburton Co	1.01	-10.33	-0.10
BP plc	1.10	-7.42	-0.08
BorgWarner Inc	0.61	-10.91	-0.07
Aon plc	0.56	-10.06	-0.06
Conocophillips	1.44	-2.63	-0.04

Boston Partners Large Cap Value vs. eV US Large Cap Value Equity

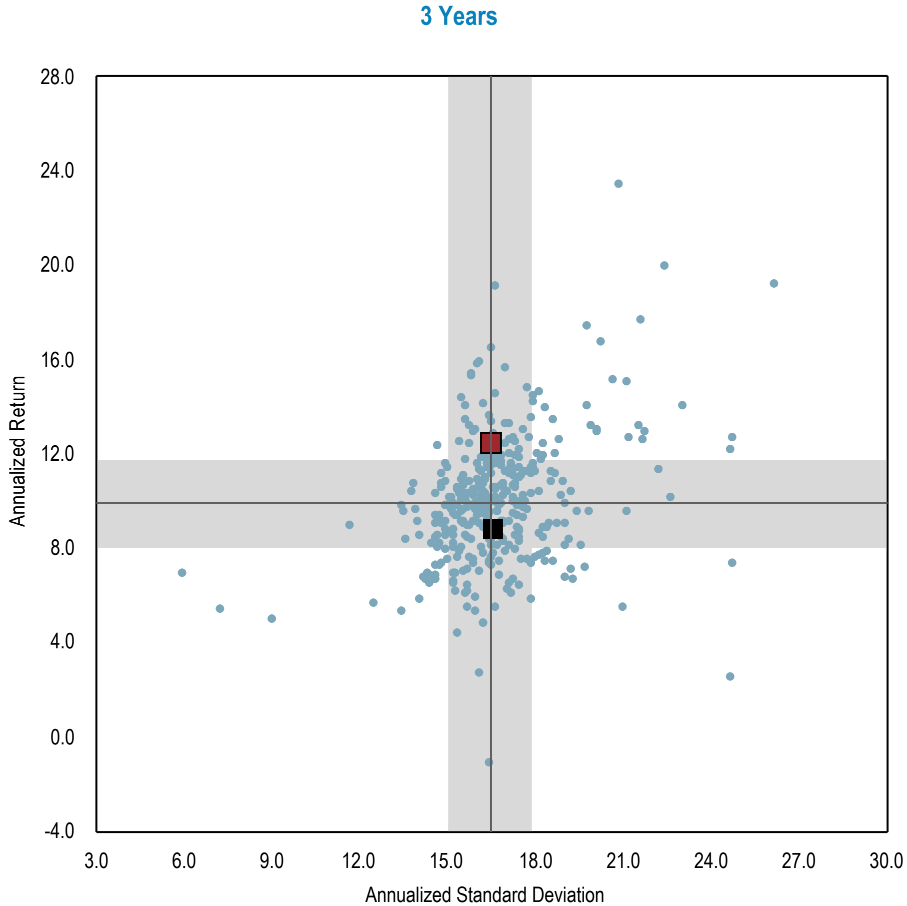


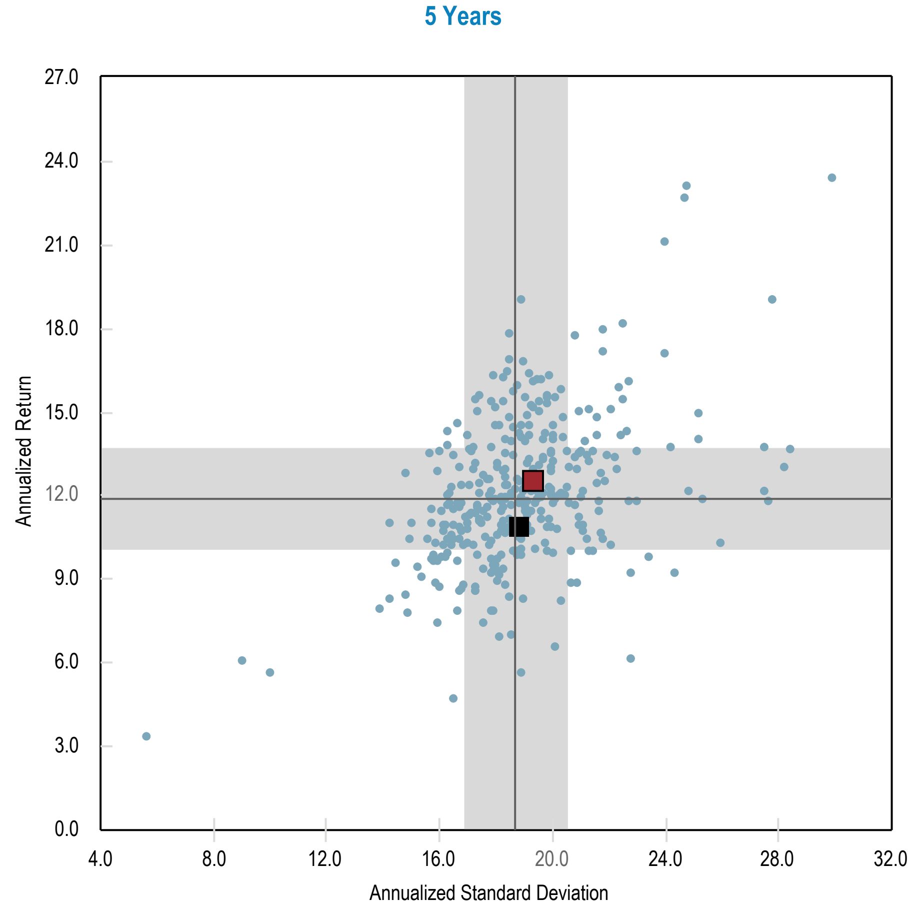
	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Boston Partners Large Cap Value	14.11 (37)	12.53 (15)	12.55 (37)	10.14 (36)	9.10 (40)
▲ Russell 1000 Value Index	11.46 (56)	8.86 (71)	10.91 (69)	8.32 (77)	8.40 (64)
5th Percentile	27.43	14.47	16.25	13.09	11.44
1st Quartile	17.04	11.47	13.57	10.62	9.82
Median	12.21	9.93	11.90	9.39	8.81
3rd Quartile	8.63	8.44	10.52	8.39	7.98
95th Percentile	3.59	6.20	8.33	6.35	6.47
Population	384	376	360	344	317

Boston Partners Large Cap Value vs. eV US Large Cap Value Equity



	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● Boston Partners Large Cap Value	14.11 (37)	-4.26 (34)	30.43 (17)	2.38 (61)	23.81 (76)	-9.00 (56)	19.58 (25)	14.19 (50)	-4.38 (70)	11.33 (52)
▲ Russell 1000 Value Index	11.46 (56)	-7.54 (65)	25.16 (66)	2.80 (59)	26.54 (48)	-8.27 (46)	13.66 (84)	17.34 (20)	-3.83 (66)	13.45 (23)
5th Percentile	27.43	1.75	33.33	17.18	33.48	-1.55	23.34	21.66	1.95	16.09
1st Quartile	17.04	-3.06	29.29	9.31	28.89	-5.46	19.35	16.76	-0.71	13.14
Median	12.21	-5.85	26.59	3.94	26.32	-8.68	16.85	14.14	-2.86	11.40
3rd Quartile	8.63	-9.09	23.75	0.49	23.93	-11.15	14.75	11.23	-5.06	9.57
95th Percentile	3.59	-16.59	18.69	-4.72	18.68	-14.72	10.28	6.84	-9.41	5.09
Population	384	403	418	421	446	456	458	461	471	468



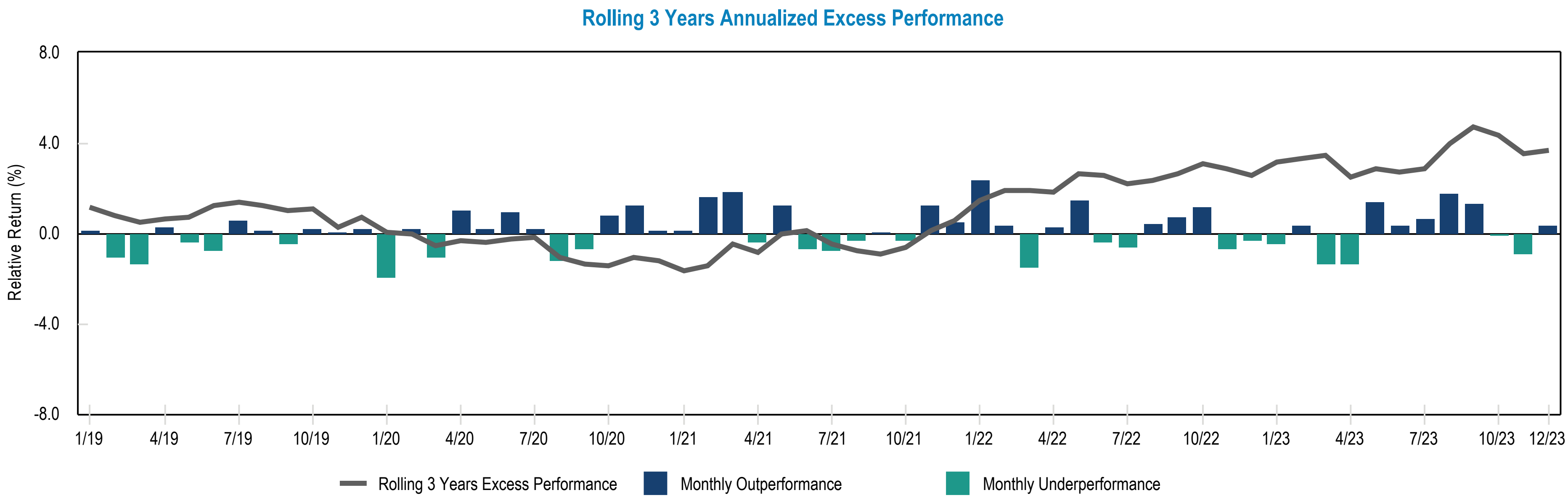


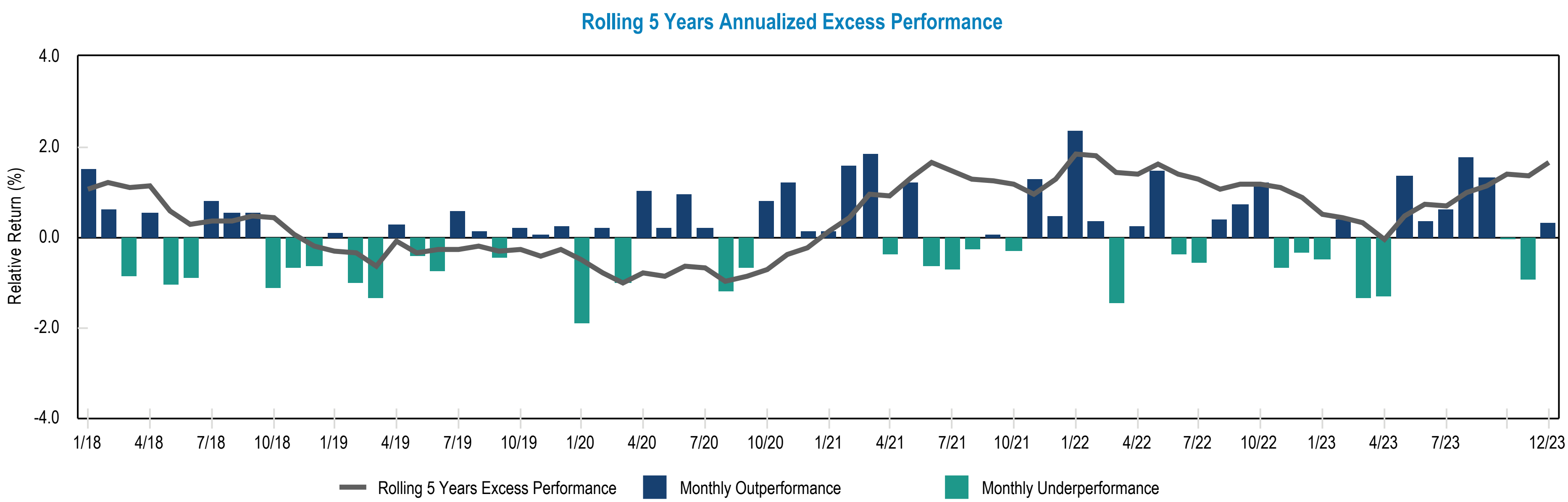
3 Years

	Return	Standard Deviation	Sharpe Ratio
Boston Partners Large Cap Value	12.53	16.48	0.67
Russell 1000 Value Index	8.86	16.51	0.47

5 Years

	Return	Standard Deviation	Sharpe Ratio
Boston Partners Large Cap Value	12.55	19.27	0.61
Russell 1000 Value Index	10.91	18.78	0.55

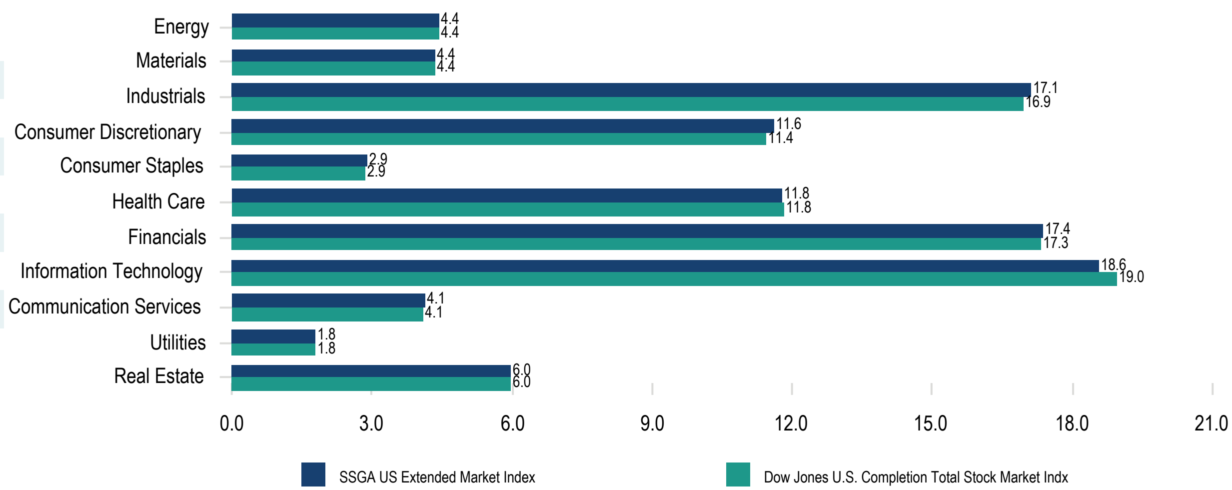

Rolling 3 Years Annualized Excess Performance
8.0
4.0
0.0
-4.0
-8.0
Relative Return (%)
1/19
4/19
7/19
10/19
1/20
4/20
7/20
10/20
1/21
4/21
7/21
10/21
1/22
4/22
7/22
10/22
1/23
4/23
7/23
10/23
12/23
Rolling 3 Years Excess Performance
Monthly Outperformance
Monthly Underperformance


Rolling 5 Years Annualized Excess Performance
4.0
2.0
0.0
-2.0
-4.0
Relative Return (%)
1/18
4/18
7/18
10/18
1/19
4/19
7/19
10/19
1/20
4/20
7/20
10/20
1/21
4/21
7/21
10/21
1/22
4/22
7/22
10/22
1/23
4/23
7/23
12/23
Rolling 5 Years Excess Performance
Monthly Outperformance
Monthly Underperformance

Characteristics

	Portfolio	Benchmark
Number of Stocks	3,429	3,616
Wtd. Avg. Mkt. Cap $B	11.6	11.6
Median Mkt. Cap $B	0.6	0.5
Price/Earnings ratio	16.03	16.00
Price/Book ratio	2.91	2.92
Return on Equity (%)	0.55	0.43
Current Yield (%)	1.27	1.26
Beta	-	1.00
R-Squared	-	-

Sector Allocation (%)



Largest Equity Holdings

	Wgt (%)	Return (%)
Snowflake Inc	1.01	30.26
CrowdStrike Holdings Inc	0.89	52.54
Workday Inc	0.88	28.49
KKR & Co Inc	0.84	34.83
Marvell Technology Inc	0.80	11.54
Block Inc	0.66	74.76
Apollo Global Management Inc	0.63	4.34
Cheniere Energy Inc.	0.62	3.12
Ferguson PLC	0.61	18.43
Datadog Inc	0.57	33.25

Top Contributors

	Wgt (%)	Return (%)	Contr (%)
Uber Technologies Inc	1.58	33.88	0.54
CrowdStrike Holdings Inc	0.63	52.54	0.33
Block Inc	0.41	74.76	0.31
COINBASE GLOBAL INC	0.21	131.65	0.28
Snowflake Inc	0.84	30.26	0.25
Lululemon Athletica Inc	0.74	32.59	0.24
KKR & Co Inc	0.67	34.83	0.23
Workday Inc	0.75	28.49	0.21
Datadog Inc	0.45	33.25	0.15
Roblox Corp	0.24	57.87	0.14

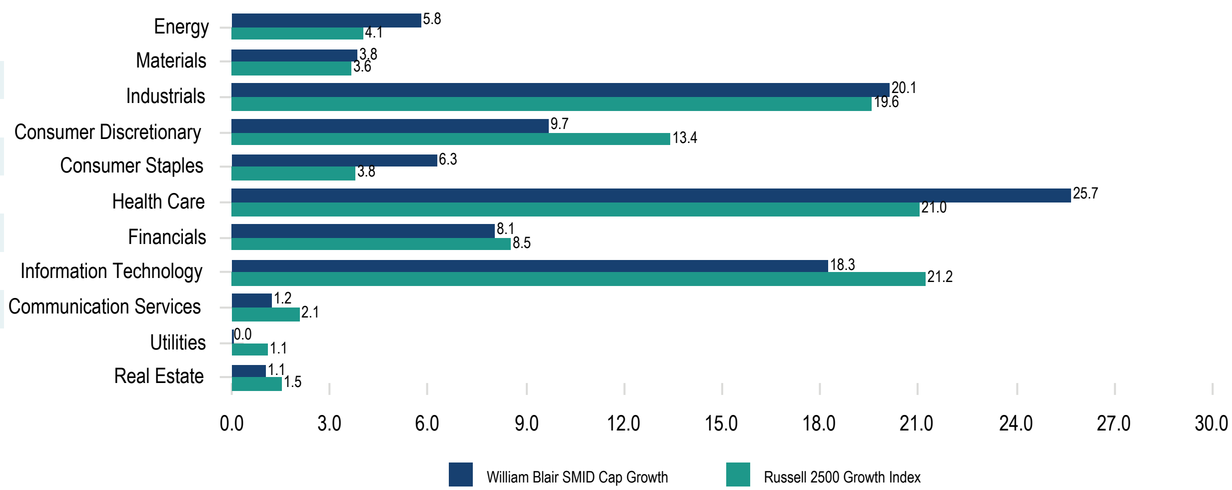
Bottom Contributors

	Wgt (%)	Return (%)	Contr (%)
Trade Desk Inc (The)	0.59	-7.92	-0.05
BILL Holdings Inc	0.18	-24.85	-0.04
Sarepta Therapeutics Inc	0.19	-20.45	-0.04
Lattice Semiconductor Corporation	0.20	-19.71	-0.04
Kinsale Capital Group Inc	0.15	-19.10	-0.03
Plug Power Inc	0.07	-40.79	-0.03
Veeva Systems Inc	0.50	-5.37	-0.03
Agilon Health Inc	0.09	-29.34	-0.03
Texas Pacific Land Corp	0.19	-13.60	-0.03
Ventyx Biosciences Inc	0.03	-92.89	-0.02

Characteristics

	Portfolio	Benchmark
Number of Stocks	77	1,268
Wtd. Avg. Mkt. Cap $B	9.3	6.5
Median Mkt. Cap $B	7.2	1.6
Price/Earnings ratio	30.24	23.67
Price/Book ratio	4.31	4.86
Return on Equity (%)	4.63	-1.79
Current Yield (%)	0.64	0.65
Beta (5 Years, Monthly)	0.92	1.00
R-Squared (5 Years, Monthly)	0.96	1.00

Sector Allocation (%)



Largest Equity Holdings

	Wgt (%)	Return (%)
BWX Technologies Inc	2.45	2.63
Encompass Health Corp	2.38	-0.43
Carlyle Group Inc (The)	2.29	36.39
Chemed Corp	2.23	12.59
Freshpet Inc	2.22	31.69
e.l.f. Beauty Inc	2.19	31.42
Pool Corp	2.16	12.33
Guidewire Software Inc	2.09	21.15
Axon Enterprise Inc	2.09	29.82
Five Below Inc	2.01	32.48

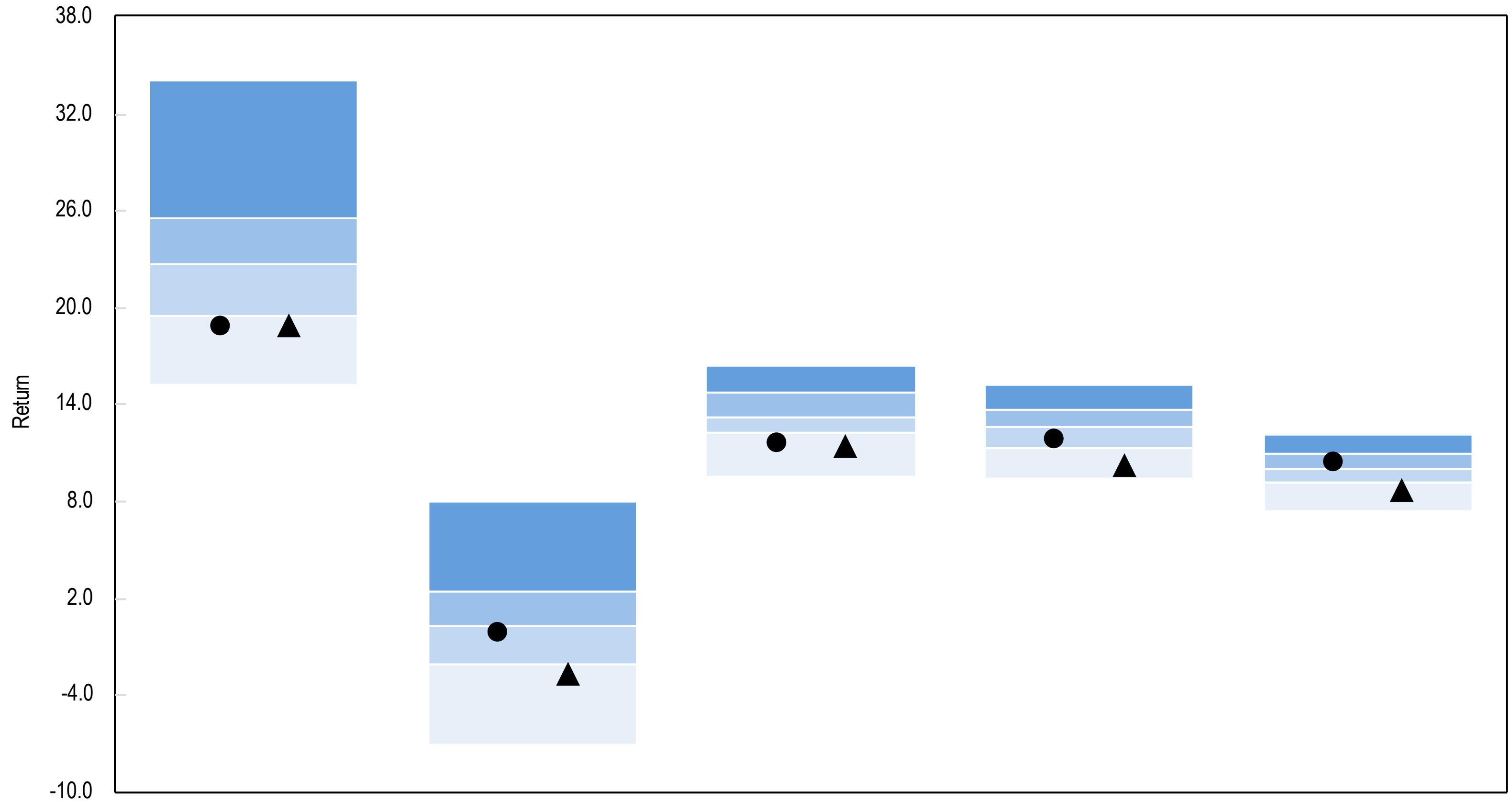
Top Contributors

	Wgt (%)	Return (%)	Contr (%)
Axon Enterprise Inc	2.33	29.82	0.69
Freshpet Inc	1.90	31.69	0.60
Builders FirstSource Inc	1.76	34.10	0.60
Five Below Inc	1.71	32.48	0.56
Blueprint Medicines Corp	0.64	83.67	0.54
Twist Bioscience Corp	0.64	81.94	0.52
Carlyle Group Inc (The)	1.43	36.39	0.52
TopBuild Corp	1.00	48.75	0.49
e.l.f. Beauty Inc	1.38	31.42	0.43
Western Alliance Bank	0.98	44.22	0.43

Bottom Contributors

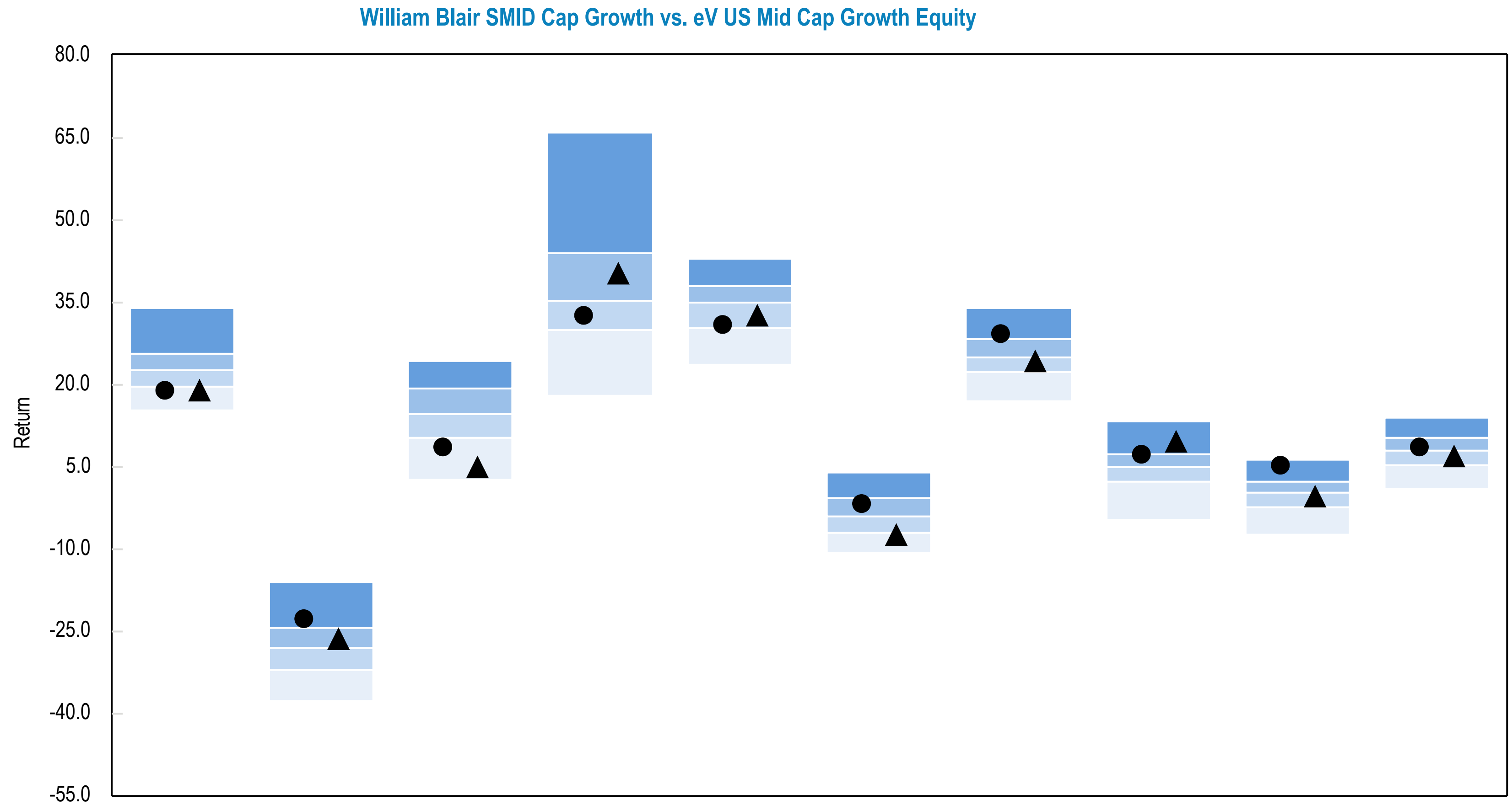
	Wgt (%)	Return (%)	Contr (%)
Chart Industries Inc	2.01	-19.39	-0.39
Whitecap Resources Inc	1.40	-18.82	-0.26
Flywire Corp	0.90	-27.41	-0.25
Lattice Semiconductor Corporation	1.05	-19.71	-0.21
Kosmos Energy Ltd	1.10	-17.97	-0.20
HealthEquity Inc	1.70	-9.24	-0.16
Fox Factory Holding Corp	0.48	-31.89	-0.15
CF Industries Holdings Inc	2.20	-6.81	-0.15
Shoals Technologies Group Inc	0.78	-14.85	-0.12
Everest Group Ltd	0.80	-4.46	-0.04

William Blair SMID Cap Growth vs. eV US Mid Cap Growth Equity



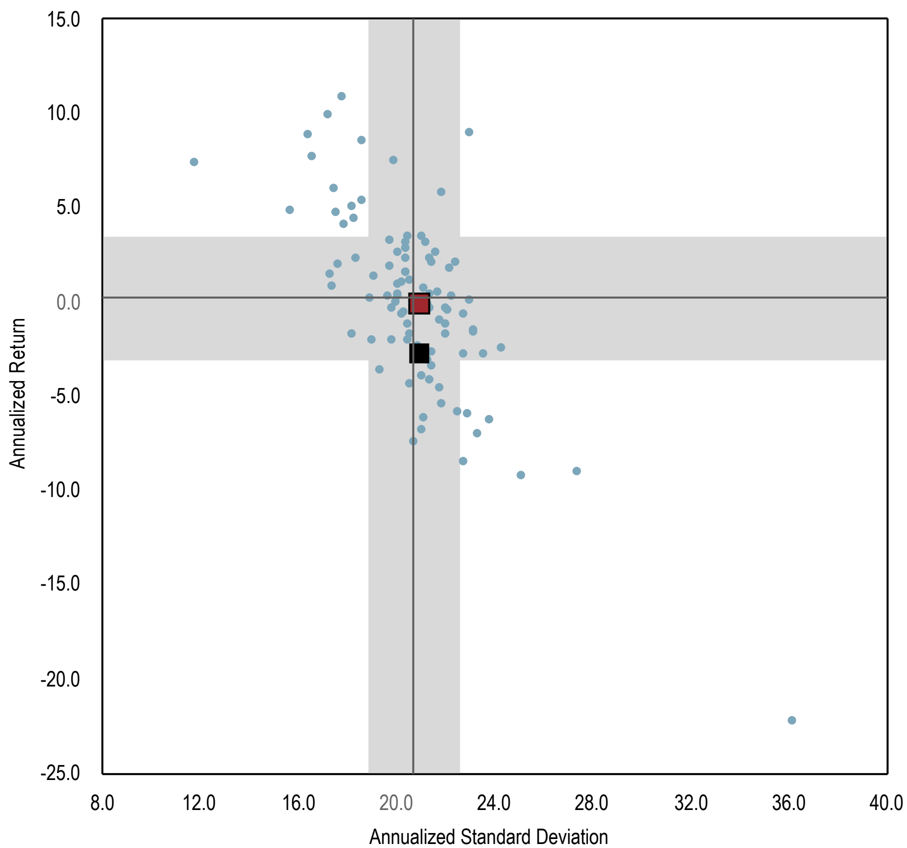
	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● William Blair SMID Cap Growth	18.91 (79)	-0.02 (54)	11.68 (84)	11.97 (66)	10.48 (36)
▲ Russell 2500 Growth Index	18.93 (79)	-2.68 (81)	11.43 (86)	10.24 (92)	8.78 (82)
5th Percentile	34.05	8.01	16.38	15.25	12.20
1st Quartile	25.53	2.50	14.77	13.73	10.94
Median	22.68	0.28	13.25	12.68	10.06
3rd Quartile	19.52	-2.01	12.26	11.32	9.17
95th Percentile	15.26	-7.00	9.58	9.45	7.41
Population	100	96	90	83	77

Verus

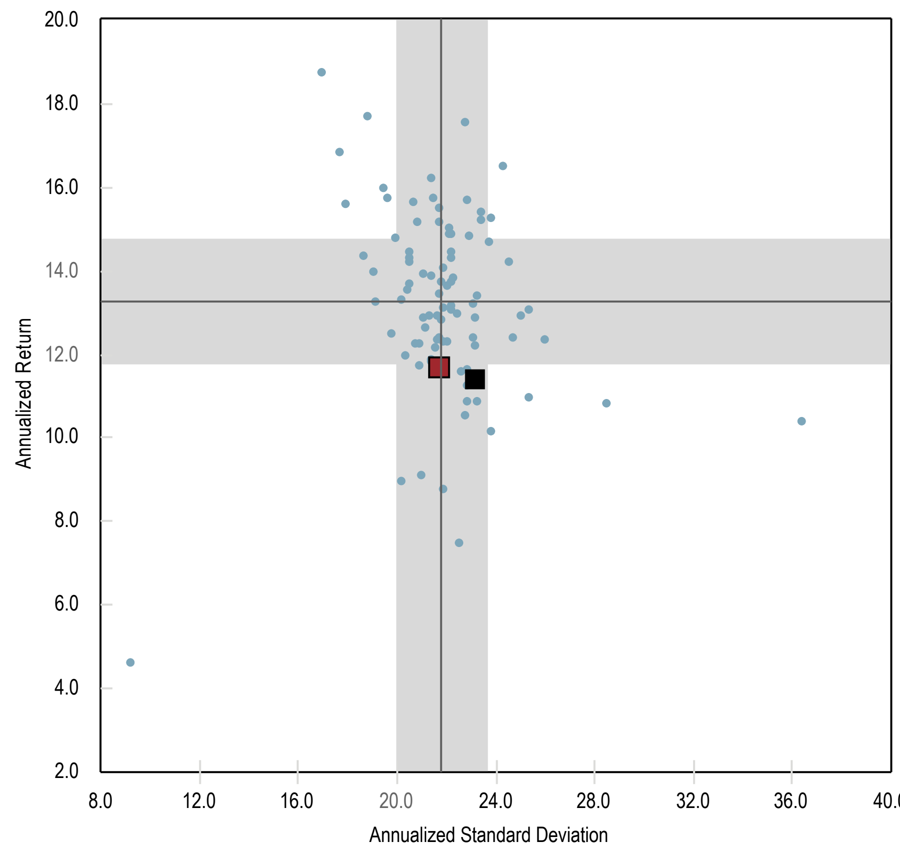


	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● William Blair SMID Cap Growth	18.91 (79)	-22.67 (18)	8.67 (79)	32.60 (64)	31.10 (74)	-1.74 (33)	29.31 (18)	7.24 (26)	5.19 (9)	8.78 (40)
▲ Russell 2500 Growth Index	18.93 (79)	-26.21 (34)	5.04 (92)	40.47 (37)	32.65 (63)	-7.47 (78)	24.46 (59)	9.73 (14)	-0.19 (56)	7.05 (63)
5th Percentile	34.05	-16.10	24.44	65.84	42.98	4.08	33.92	13.28	6.47	14.12
1st Quartile	25.53	-24.46	19.33	43.91	38.12	-0.73	28.34	7.29	2.37	10.34
Median	22.68	-28.03	14.63	35.25	35.04	-4.11	25.08	4.86	0.33	7.91
3rd Quartile	19.52	-32.11	10.24	30.00	30.49	-7.11	22.27	2.25	-2.28	5.35
95th Percentile	15.26	-37.62	2.52	17.99	23.57	-10.73	16.90	-4.67	-7.49	1.16
Population	100	105	106	111	110	114	116	122	129	129

3 Years



5 Years

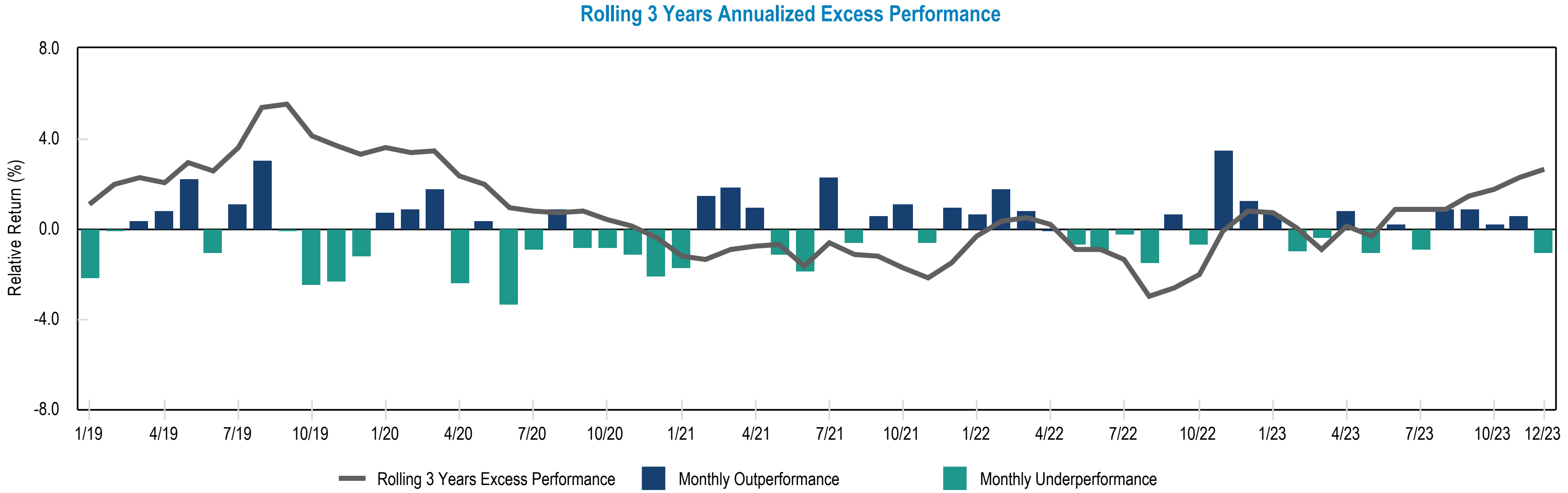


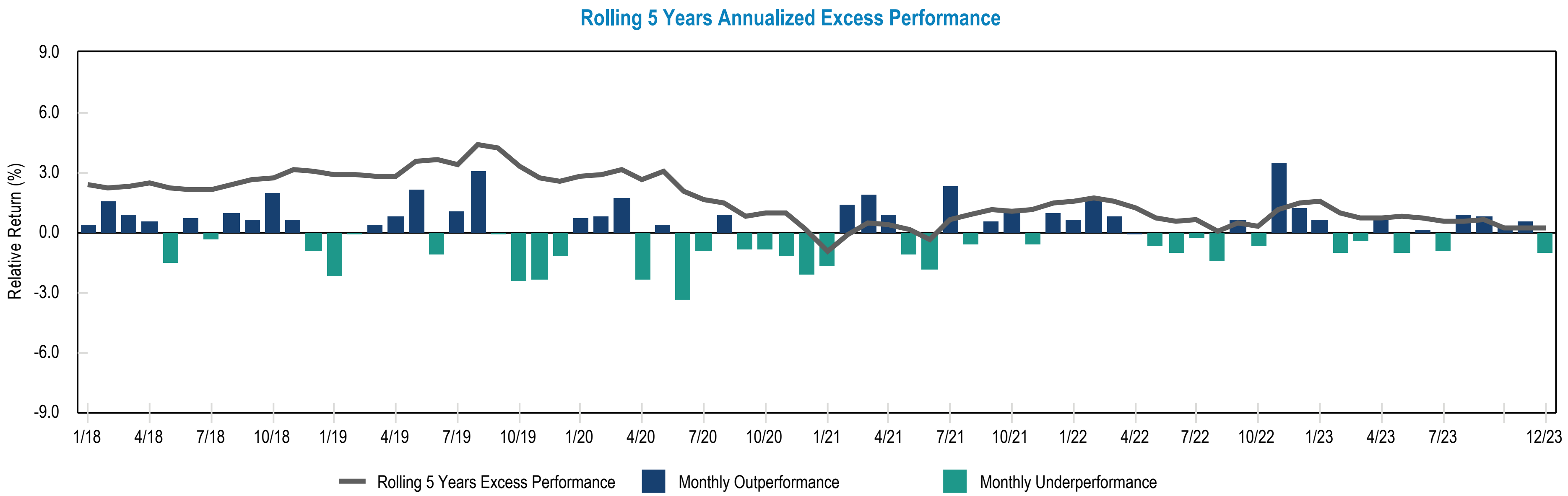
3 Years

	Return	Standard Deviation	Sharpe Ratio
William Blair SMID Cap Growth	-0.02	20.92	0.00
Russell 2500 Growth Index	-2.68	20.95	-0.13

5 Years

	Return	Standard Deviation	Sharpe Ratio
William Blair SMID Cap Growth	11.68	21.73	0.53
Russell 2500 Growth Index	11.43	23.19	0.50

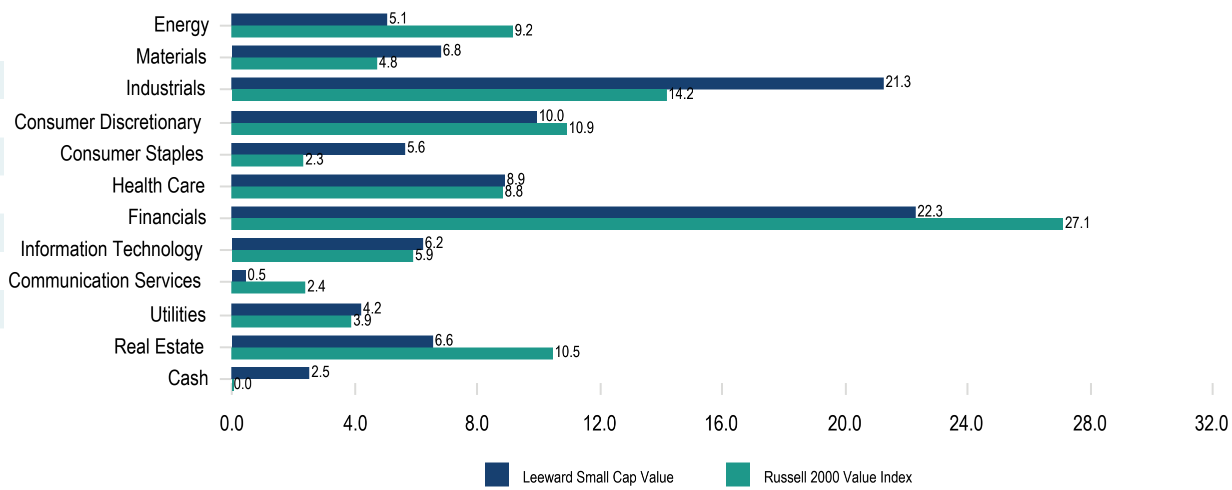

Rolling 3 Years Annualized Excess Performance
8.0
4.0
0.0
-4.0
-8.0
Relative Return (%)
1/19
4/19
7/19
10/19
1/20
4/20
7/20
10/20
1/21
4/21
7/21
10/21
1/22
4/22
7/22
10/22
1/23
4/23
7/23
10/23
12/23
Rolling 3 Years Excess Performance
Monthly Outperformance
Monthly Underperformance


Rolling 5 Years Annualized Excess Performance
9.0
6.0
3.0
0.0
-3.0
-6.0
-9.0
Relative Return (%)
1/18
4/18
7/18
10/18
1/19
4/19
7/19
10/19
1/20
4/20
7/20
10/20
1/21
4/21
7/21
10/21
1/22
4/22
7/22
10/22
1/23
4/23
7/23
12/23
Rolling 5 Years Excess Performance
Monthly Outperformance
Monthly Underperformance

Characteristics

	Portfolio	Benchmark
Number of Stocks	88	1,431
Wtd. Avg. Mkt. Cap $B	4.6	2.7
Median Mkt. Cap $B	3.7	0.8
Price/Earnings ratio	17.06	11.45
Price/Book ratio	2.08	1.63
Return on Equity (%)	3.28	1.65
Current Yield (%)	1.76	2.25
Beta (5 Years, Monthly)	0.89	1.00
R-Squared (5 Years, Monthly)	0.95	1.00

Sector Allocation (%)



Largest Equity Holdings

	Wgt (%)	Return (%)
Harmonic Inc	2.00	35.41
Murphy USA Inc	2.00	4.45
Wintrust Financial Corp.	1.99	23.47
ITT Inc	1.98	22.19
Prestige Consumer Healthcare Inc	1.94	7.05
Columbia Banking System Inc	1.94	33.59
Huron Consulting Group Inc	1.88	-1.31
Portland General Electric Co	1.87	8.25
Primerica Inc	1.68	6.39
Encompass Health Corp	1.68	-0.43

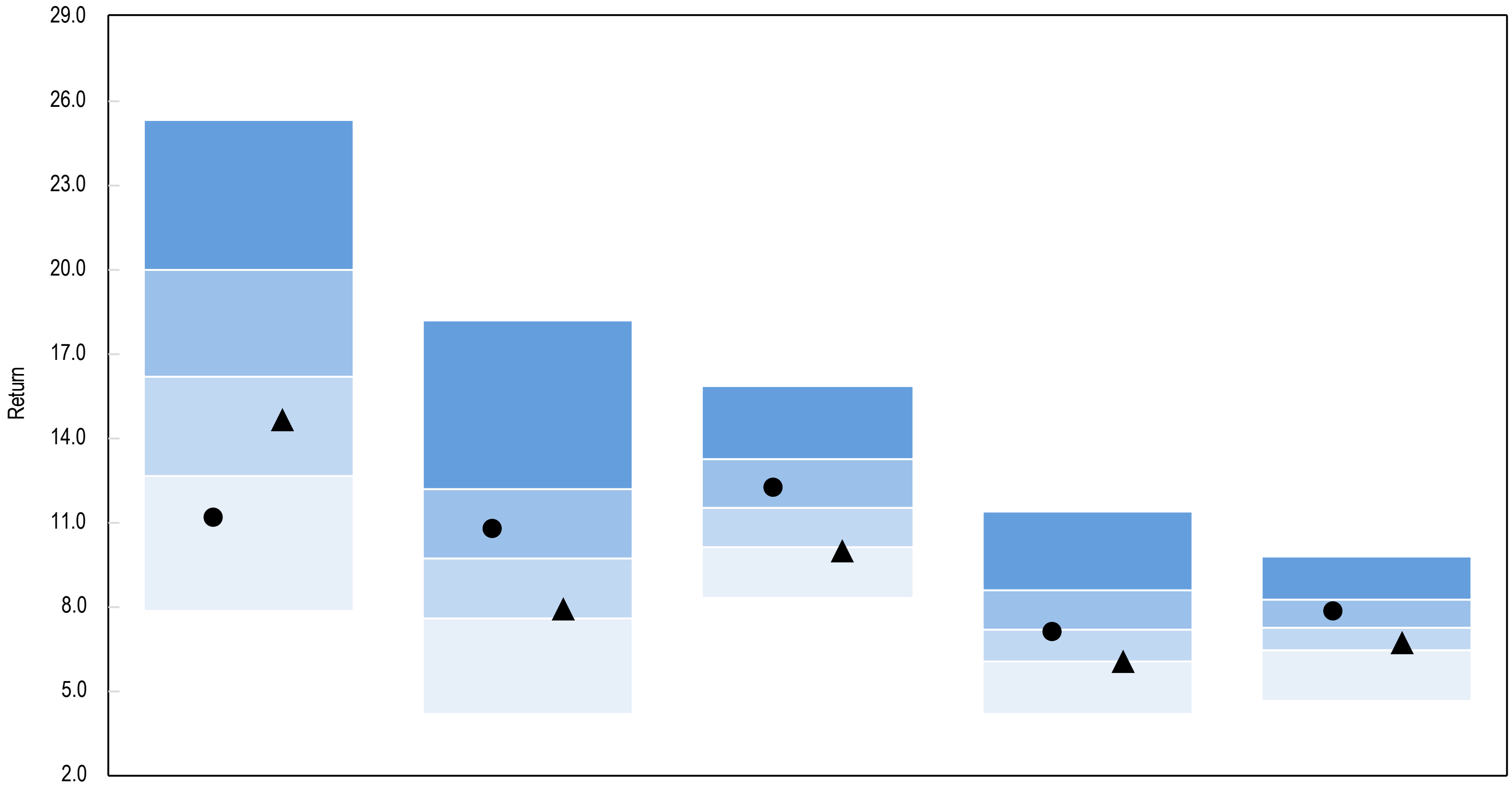
Top Contributors

	Wgt (%)	Return (%)	Contr (%)
Newmark Group Inc	1.10	71.11	0.78
Harmonic Inc	1.70	35.41	0.60
Columbia Banking System Inc	1.69	33.59	0.57
Pinnacle Financial Partners Inc	1.44	30.53	0.44
Wintrust Financial Corp.	1.86	23.47	0.44
Enpro Inc	1.44	29.63	0.43
ITT Inc	1.86	22.19	0.41
Independent Bank Corp.	1.15	35.18	0.40
First Interstate BancSystem Inc	1.47	25.63	0.38
Axalta Coating Systems Ltd	1.35	26.28	0.35

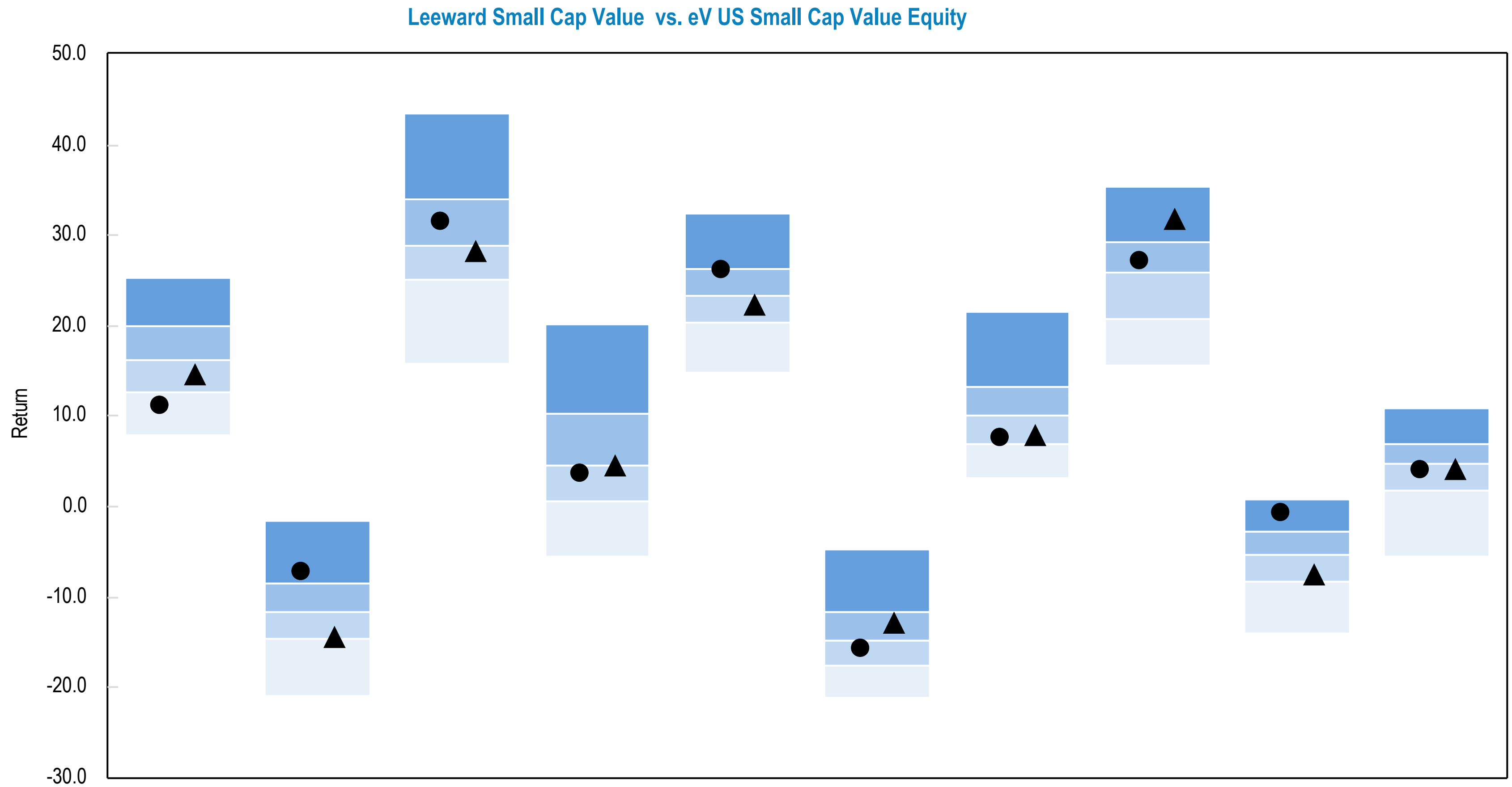
Bottom Contributors

	Wgt (%)	Return (%)	Contr (%)
Championx Corp	1.59	-17.78	-0.28
Civitas Resources Inc	1.72	-13.50	-0.23
Belden Inc	1.08	-19.94	-0.21
Envista Holdings Corp	0.91	-13.70	-0.13
Cactus Inc	1.28	-9.32	-0.12
Masonite International Corp	1.21	-9.18	-0.11
TreeHouse Foods Inc	1.54	-4.89	-0.08
Chimera Investment Corp	0.86	-6.65	-0.06
MGP Ingredients Inc	0.80	-6.48	-0.05
Huron Consulting Group Inc	2.61	-1.31	-0.03

Leeward Small Cap Value vs. eV US Small Cap Value Equity

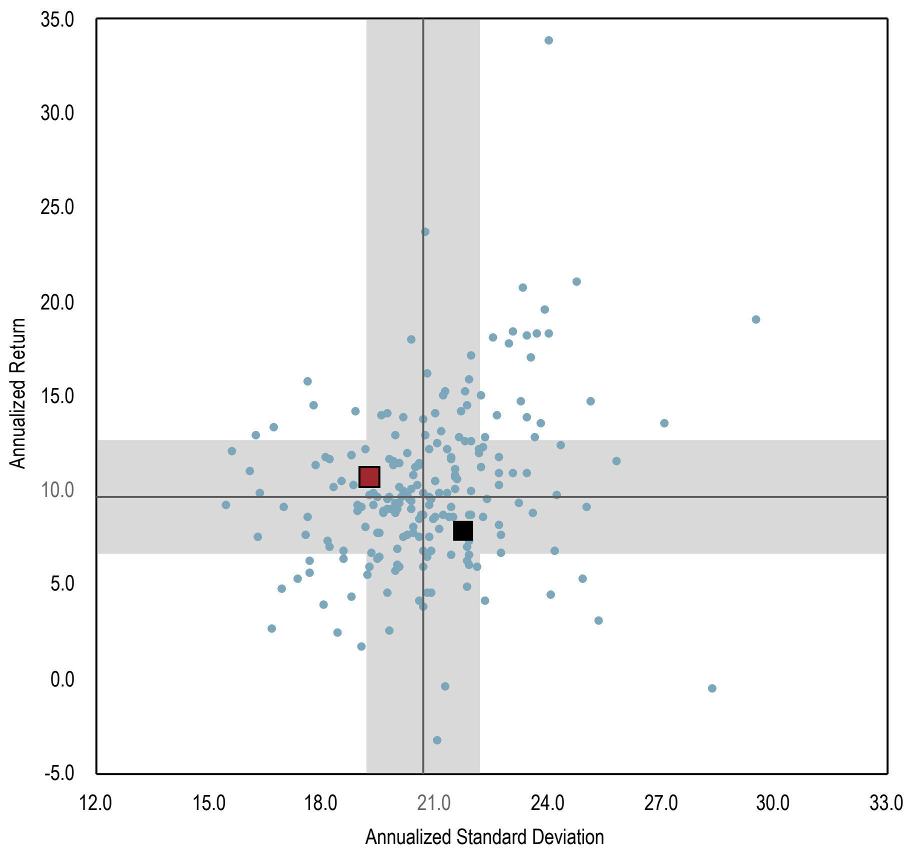


	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Leeward Small Cap Value	11.23 (83)	10.79 (40)	12.26 (38)	7.16 (52)	7.90 (36)
▲ Russell 2000 Value Index	14.65 (63)	7.94 (72)	10.00 (76)	6.10 (75)	6.76 (69)
5th Percentile	25.30	18.17	15.88	11.38	9.79
1st Quartile	19.98	12.23	13.26	8.63	8.29
Median	16.21	9.71	11.56	7.20	7.29
3rd Quartile	12.70	7.63	10.14	6.04	6.44
95th Percentile	7.84	4.18	8.36	4.22	4.66
Population	209	207	201	192	174

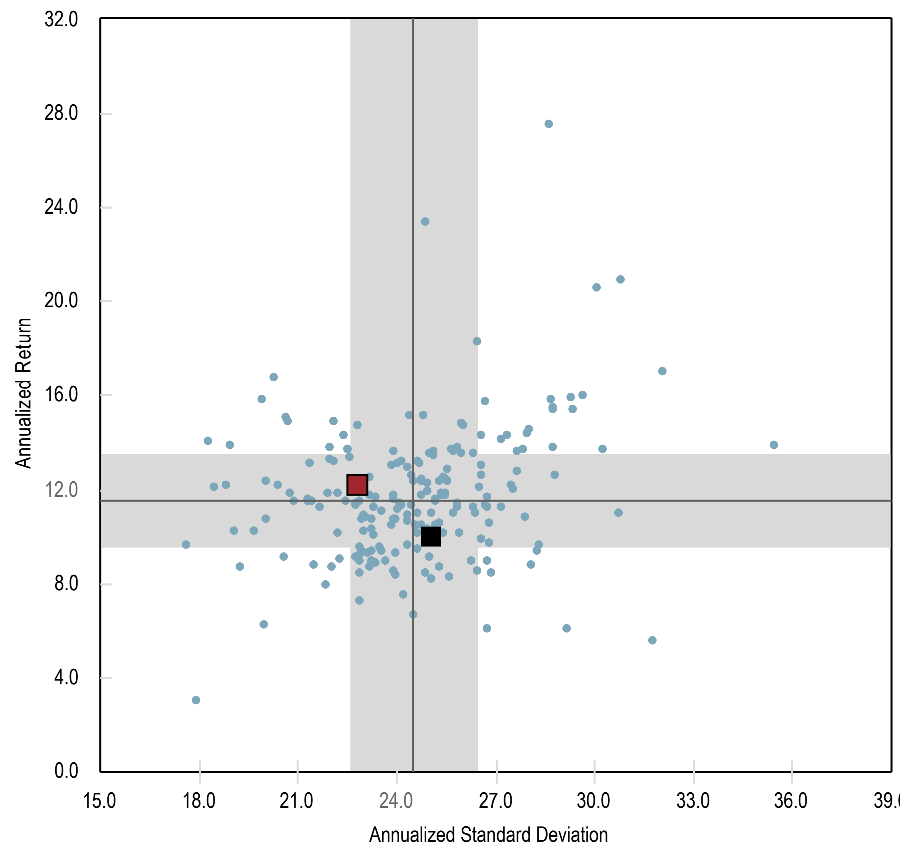


	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● Leeward Small Cap Value	11.23 (83)	-7.09 (19)	31.60 (37)	3.78 (56)	26.32 (24)	-15.49 (58)	7.67 (70)	27.28 (38)	-0.52 (10)	4.12 (58)
▲ Russell 2000 Value Index	14.65 (63)	-14.48 (74)	28.27 (53)	4.63 (50)	22.39 (59)	-12.86 (35)	7.84 (69)	31.74 (14)	-7.47 (72)	4.22 (57)
5th Percentile	25.30	-1.46	43.55	20.16	32.41	-4.64	21.62	35.37	0.91	10.83
1st Quartile	19.98	-8.48	33.96	10.23	26.22	-11.65	13.35	29.34	-2.80	6.87
Median	16.21	-11.71	28.94	4.50	23.25	-14.85	10.18	25.89	-5.26	4.78
3rd Quartile	12.70	-14.66	25.03	0.53	20.46	-17.55	7.02	20.79	-8.20	1.77
95th Percentile	7.84	-20.89	15.88	-5.42	14.77	-21.14	3.13	15.55	-13.98	-5.46
Population	209	227	236	248	254	260	270	268	270	276

3 Years



5 Years

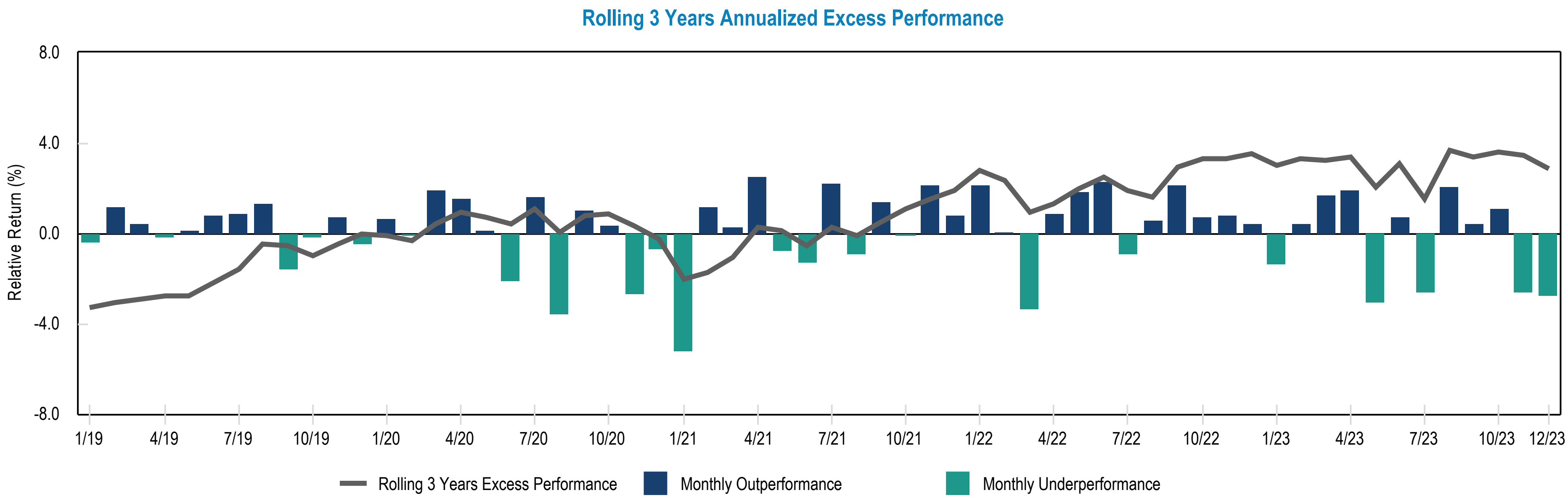


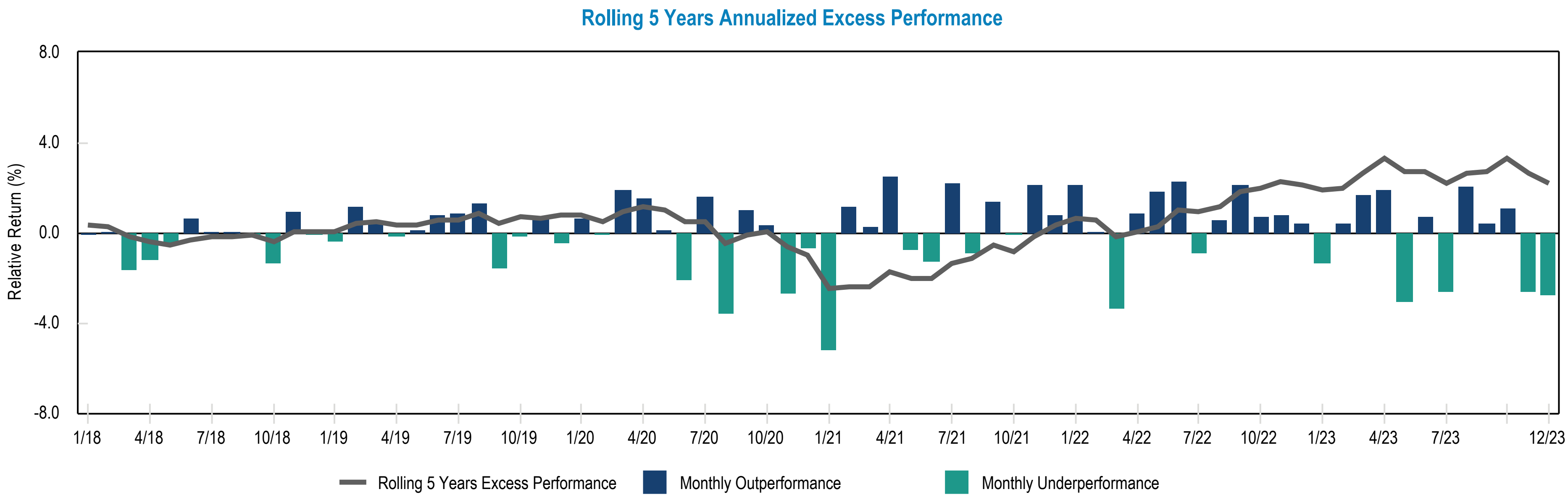
3 Years

	Return	Standard Deviation	Sharpe Ratio
Leeward Small Cap Value	10.79	19.24	0.52
Russell 2500 Value Index	7.94	21.75	0.36

5 Years

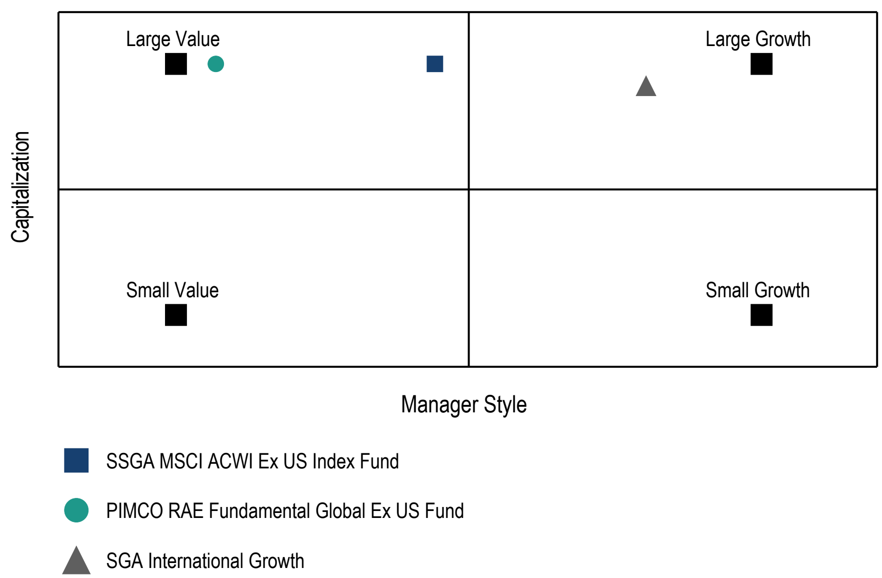
	Return	Standard Deviation	Sharpe Ratio
Leeward Small Cap Value	12.26	22.82	0.54
Russell 2500 Value Index	10.00	25.01	0.43


Rolling 3 Years Annualized Excess Performance
8.0
4.0
0.0
-4.0
-8.0
Relative Return (%)
1/19
4/19
7/19
10/19
1/20
4/20
7/20
10/20
1/21
4/21
7/21
10/21
1/22
4/22
7/22
10/22
1/23
4/23
7/23
10/23
12/23
Rolling 3 Years Excess Performance
Monthly Outperformance
Monthly Underperformance

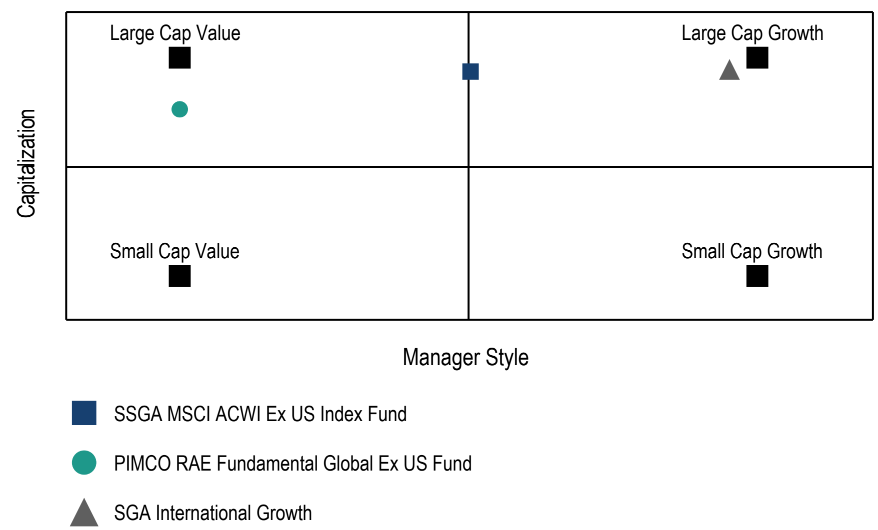

Rolling 5 Years Annualized Excess Performance
8.0
4.0
0.0
-4.0
-8.0
Relative Return (%)
1/18
4/18
7/18
10/18
1/19
4/19
7/19
10/19
1/20
4/20
7/20
10/20
1/21
4/21
7/21
10/21
1/22
4/22
7/22
10/22
1/23
4/23
7/23
12/23
Rolling 5 Years Excess Performance
Monthly Outperformance
Monthly Underperformance

	Market Value	% of Portfolio	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	2022	2021	2020	2019
Total International Equity	**316,632,369**	**100.0**	**10.1**	**17.8**	**3.5**	**9.1**	**4.6**	**-14.2**	**9.6**	**13.4**	**22.7**
MSCI AC World ex USA Index			*9.8*	*16.2*	*2.0*	*7.6*	*4.3*	*-15.6*	*8.3*	*11.1*	*22.1*
SSGA MSCI ACWI Ex US Index Fund	106,562,316	33.7	9.7	15.8	1.7	7.3	4.0	-15.8	7.9	10.9	21.8
MSCI AC World ex USA (Net)			*9.8*	*15.6*	*1.5*	*7.1*	*3.8*	*-16.0*	*7.8*	*10.7*	*21.5*
eV ACWI ex-US All Cap Equity Rank			*59*	*59*	*47*	*68*	*73*	*36*	*63*	*67*	*71*
PIMCO RAE Fundamental Global Ex US Fund	112,416,347	35.5	8.6	19.5	6.9	7.6	3.8	-9.0	12.3	1.7	16.1
MSCI AC World ex USA Value (Net)			*8.4*	*17.3*	*5.8*	*6.3*	*2.9*	*-8.6*	*10.5*	*-0.8*	*15.7*
eV ACWI ex-US Value Equity Rank			*64*	*41*	*28*	*60*	*64*	*36*	*44*	*59*	*72*
SGA International Growth	97,653,705	30.8	12.2	18.1	1.9	11.7	-	-17.8	9.1	26.0	30.5
MSCI AC World ex USA Growth (Net)			*11.1*	*14.0*	*-2.7*	*7.5*	-	*-23.1*	*5.1*	*22.2*	*27.3*
eV ACWI ex-US Growth Equity Rank			*51*	*39*	*14*	*11*	-	*14*	*45*	*51*	*42*

International Equity Effective Style Map
3 Years

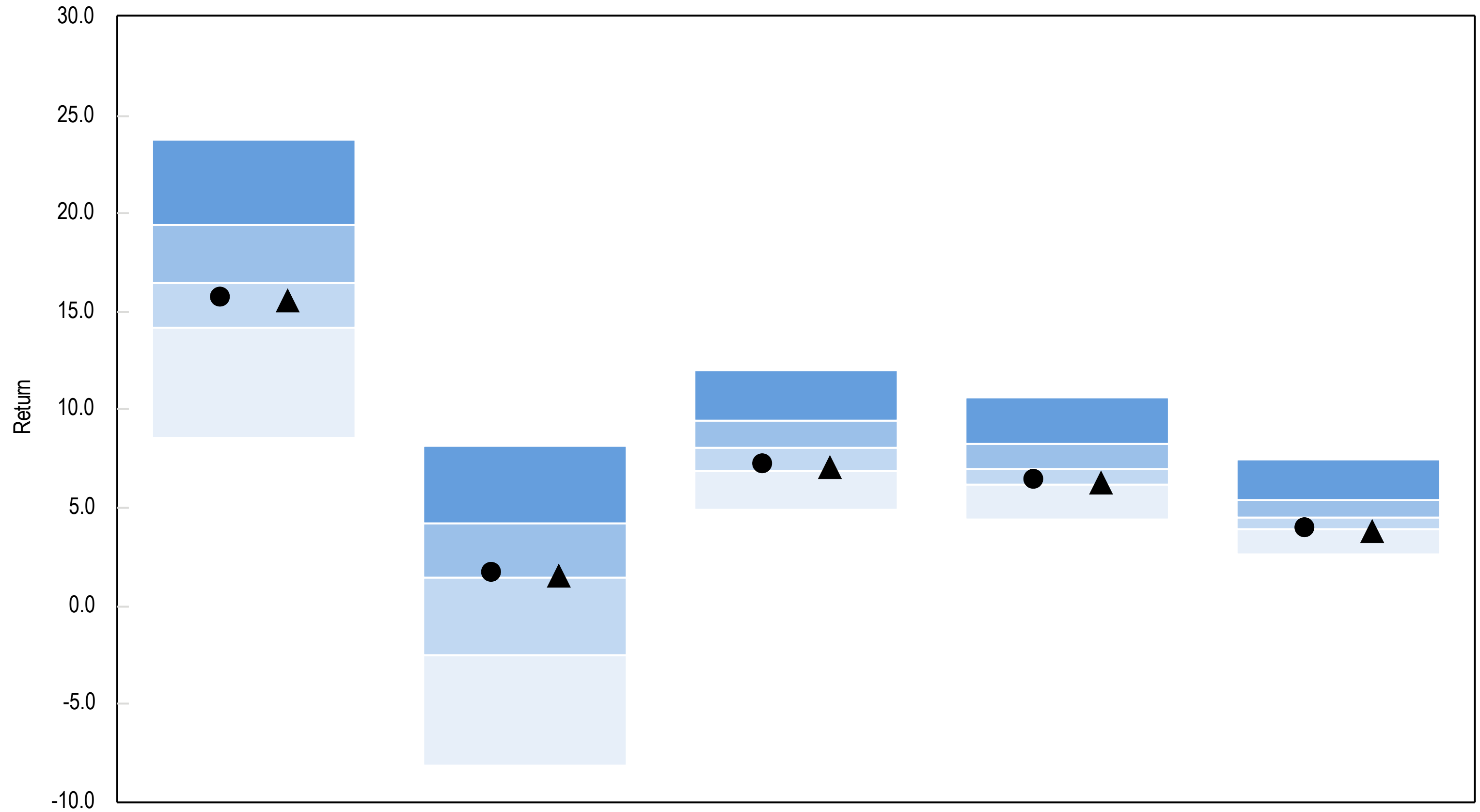


International Equity Effective Style Map
5 Years



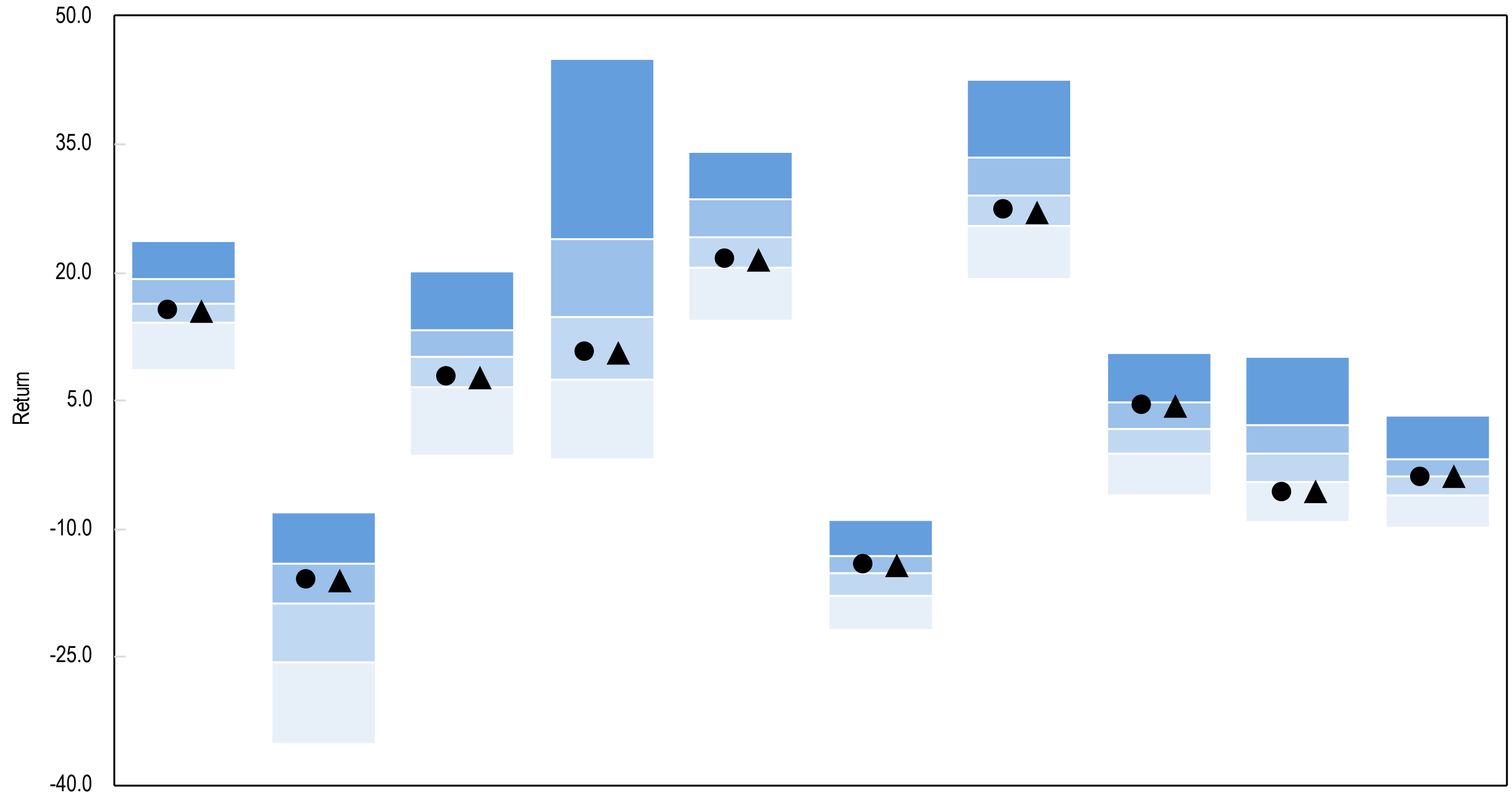
Research Affiliates converted to PIMCO RAE Fundamental Global Ex US Fund on 6/5/15 (performance prior to this date represents previously held Enhanced RAFI Global ex US).

SSGA MSCI ACWI Ex US Index Fund vs. eV All ACWI ex-US Equity



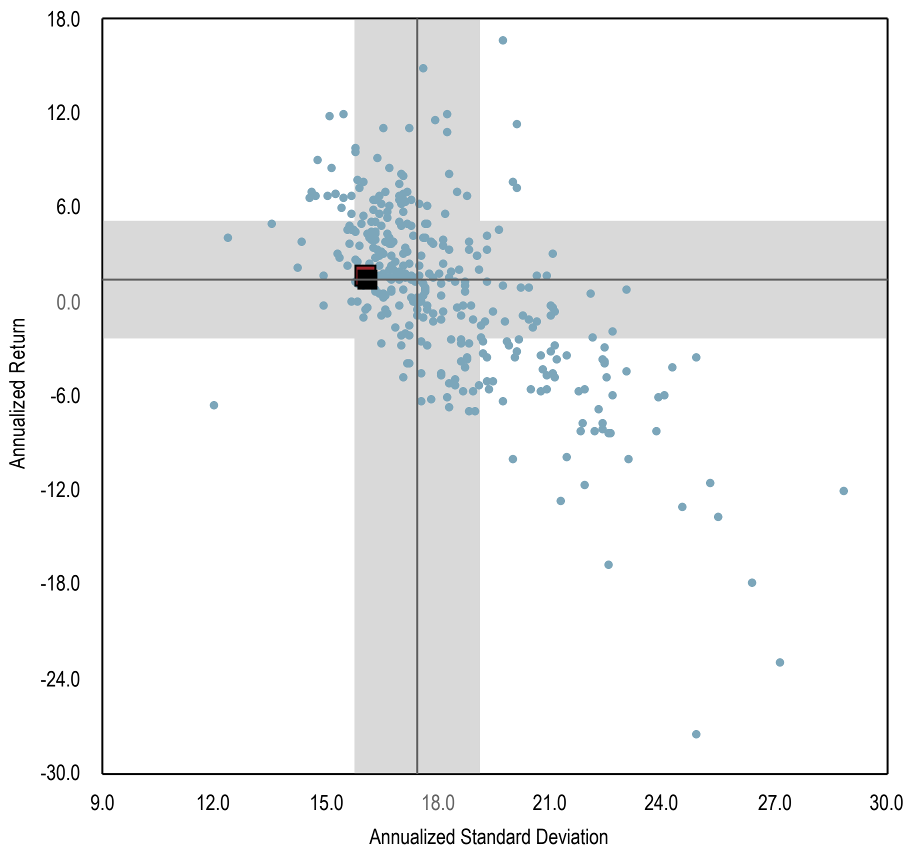
	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● SSGA MSCI ACWI Ex US Index Fund	15.82 (56)	1.72 (45)	7.29 (67)	6.54 (64)	4.03 (69)
▲ MSCI AC World ex USA (Net)	15.62 (60)	1.55 (50)	7.08 (73)	6.33 (72)	3.83 (79)
5th Percentile	23.81	8.20	12.01	10.65	7.48
1st Quartile	19.42	4.21	9.41	8.28	5.42
Median	16.45	1.46	8.06	7.03	4.53
3rd Quartile	14.15	-2.45	6.88	6.23	3.89
95th Percentile	8.56	-8.09	4.96	4.44	2.60
Population	365	346	315	283	229

SSGA MSCI ACWI Ex US Index Fund vs. eV All ACWI ex-US Equity

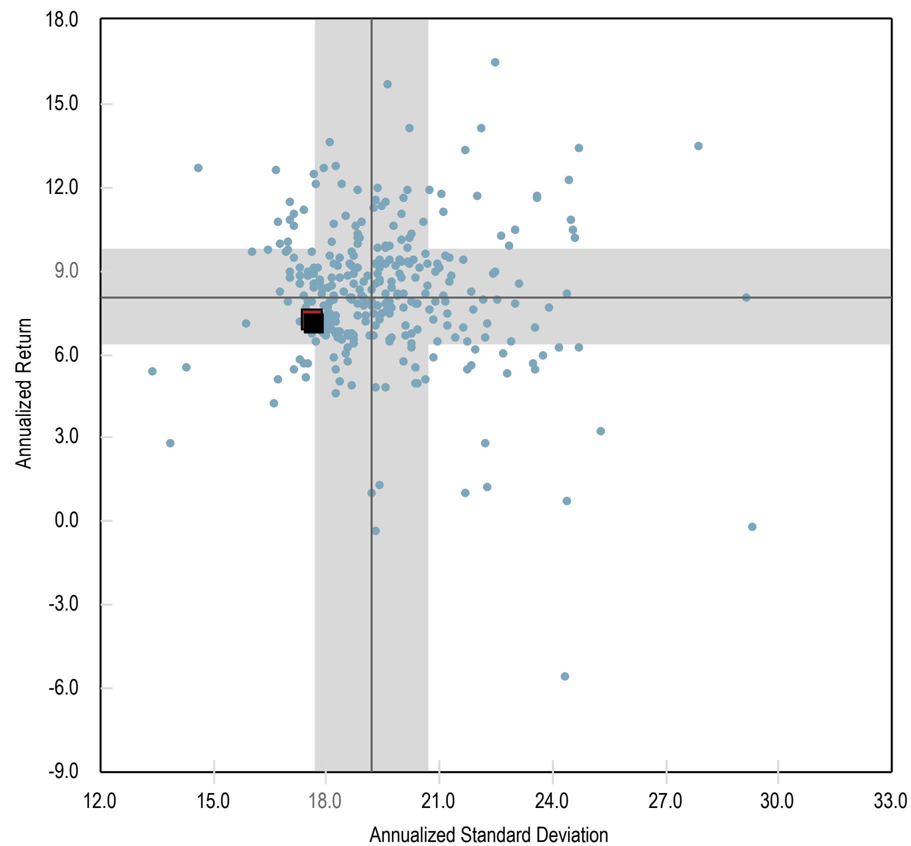


	YTD		2022		2021		2020		2019		2018		2017		2016		2015		2014	
● SSGA MSCI ACWI Ex US Index Fund	15.82	(56)	-15.81	(35)	7.95	(66)	10.93	(62)	21.78	(66)	-14.04	(37)	27.46	(63)	4.69	(28)	-5.54	(82)	-3.68	(48)
▲ MSCI AC World ex USA (Net)	15.62	(60)	-16.00	(36)	7.82	(67)	10.65	(64)	21.51	(68)	-14.20	(39)	27.19	(65)	4.50	(30)	-5.66	(83)	-3.87	(52)
5th Percentile	23.81		-7.96		20.19		45.15		34.30		-8.85		42.60		10.59		10.12		3.24	
1st Quartile	19.42		-14.11		13.31		23.91		28.66		-13.10		33.60		4.95		2.23		-1.74	
Median	16.45		-18.68		10.12		14.78		24.32		-15.22		29.09		1.77		-1.08		-3.82	
3rd Quartile	14.15		-25.48		6.68		7.45		20.62		-17.69		25.56		-1.01		-4.53		-5.92	
95th Percentile	8.56		-35.20		-1.39		-1.70		14.44		-21.68		19.38		-5.90		-9.03		-9.75	
Population	365		379		390		391		379		369		362		354		335		321	

3 Years



5 Years

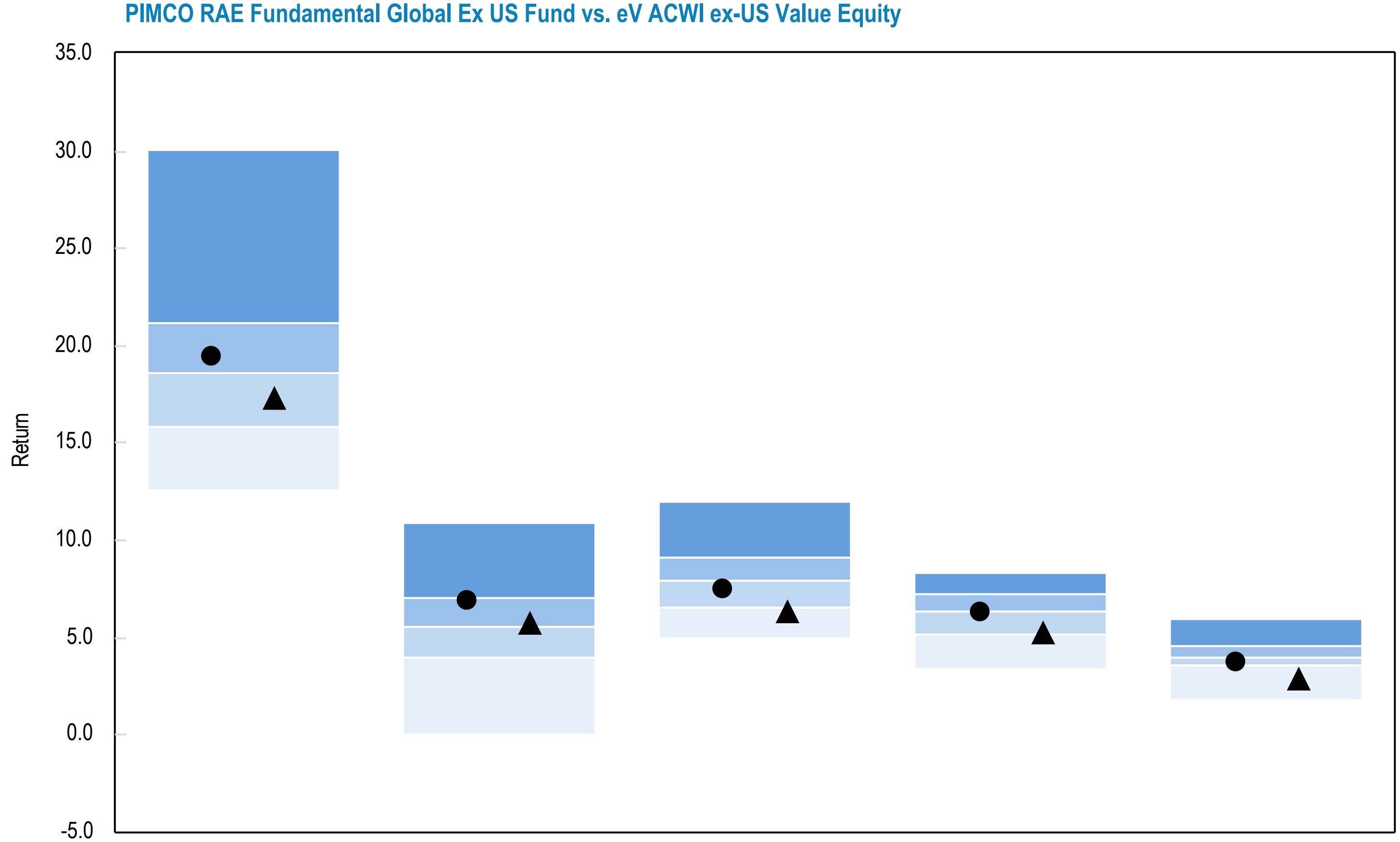


3 Years

	Return	Standard Deviation	Sharpe Ratio
SSGA MSCI ACWI Ex US Index Fund	1.72	16.03	0.05
MSCI AC World ex US Index	1.55	16.07	0.04

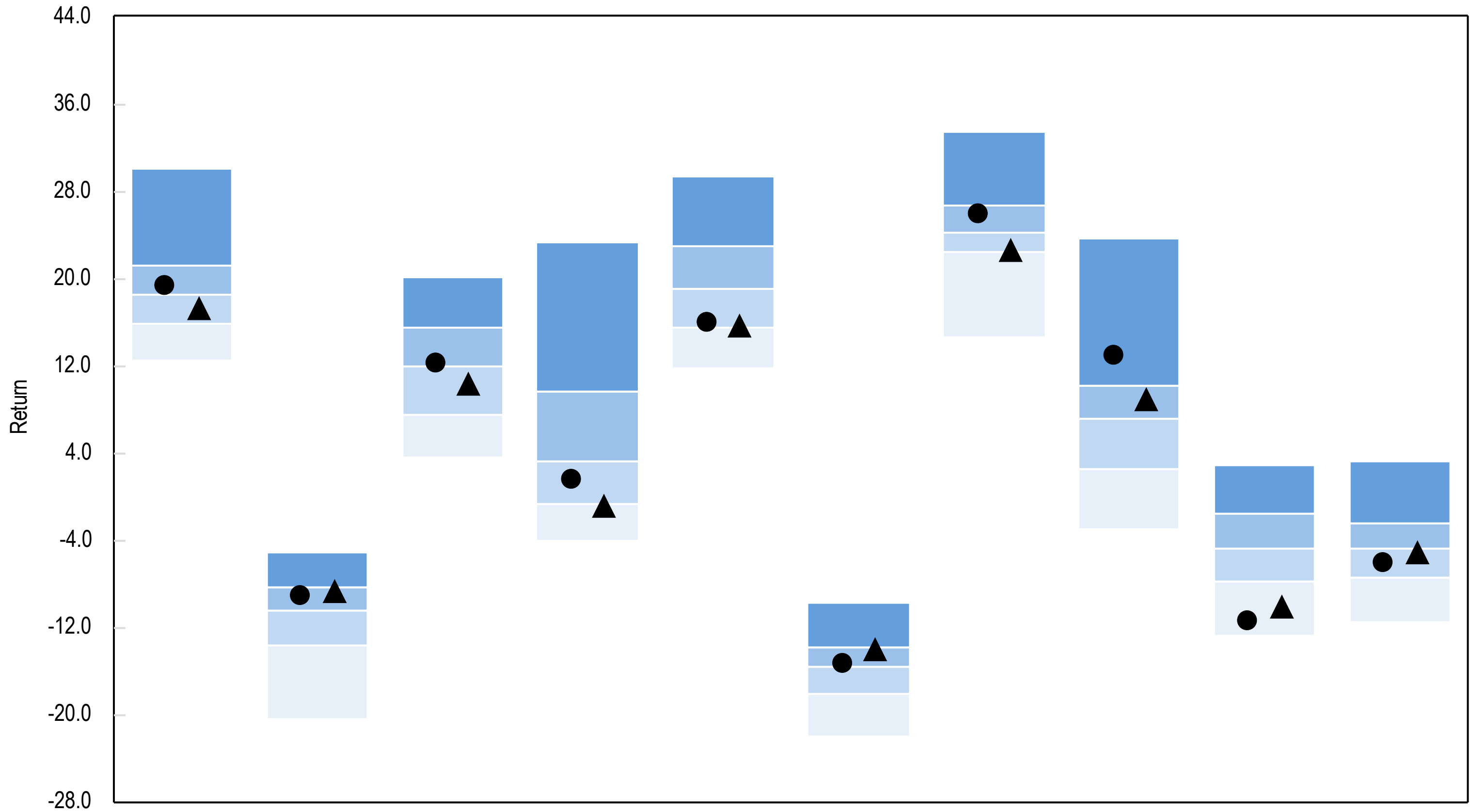
5 Years

	Return	Standard Deviation	Sharpe Ratio
SSGA MSCI ACWI Ex US Index Fund	7.29	17.59	0.38
MSCI AC World ex US Index	7.08	17.65	0.37



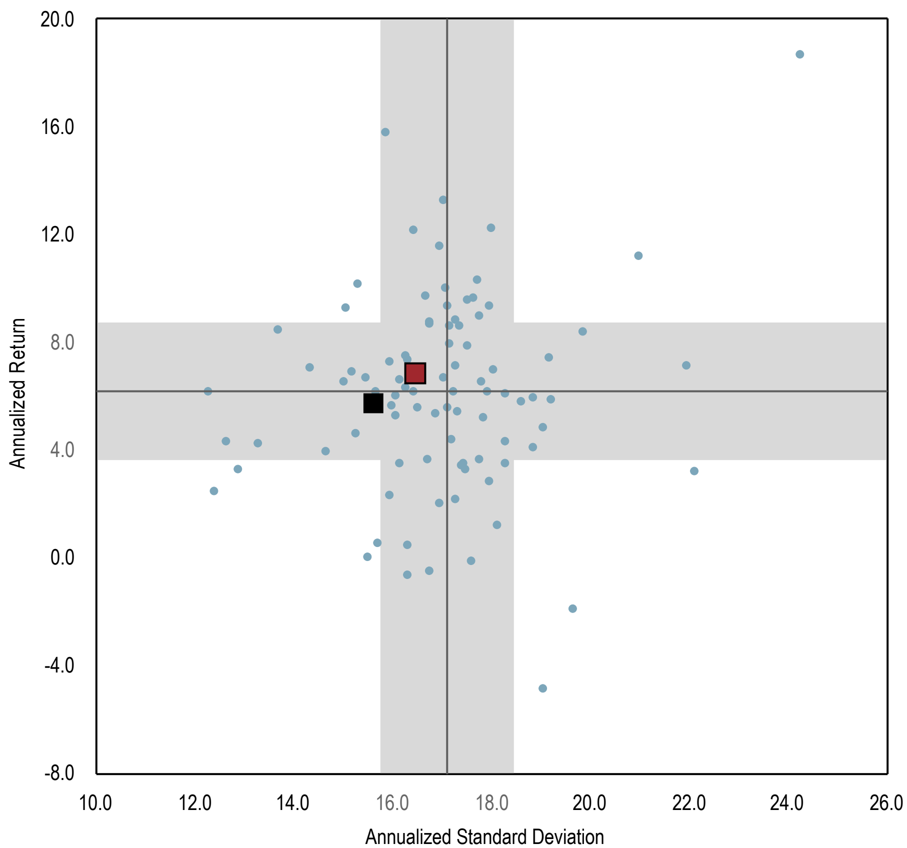
	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● PIMCO RAE Fundamental Global Ex US Fund	19.49 (41)	6.90 (28)	7.59 (60)	6.38 (49)	3.81 (64)
▲ MSCI AC World ex USA Value (Net)	17.30 (64)	5.80 (48)	6.34 (80)	5.30 (70)	2.92 (85)
5th Percentile	30.09	10.86	12.00	8.35	5.92
1st Quartile	21.16	7.06	9.14	7.21	4.57
Median	18.61	5.59	7.95	6.36	3.98
3rd Quartile	15.88	3.99	6.52	5.15	3.60
95th Percentile	12.59	0.06	4.98	3.37	1.84
Population	63	62	56	47	37

PIMCO RAE Fundamental Global Ex US Fund vs. eV ACWI ex-US Value Equity

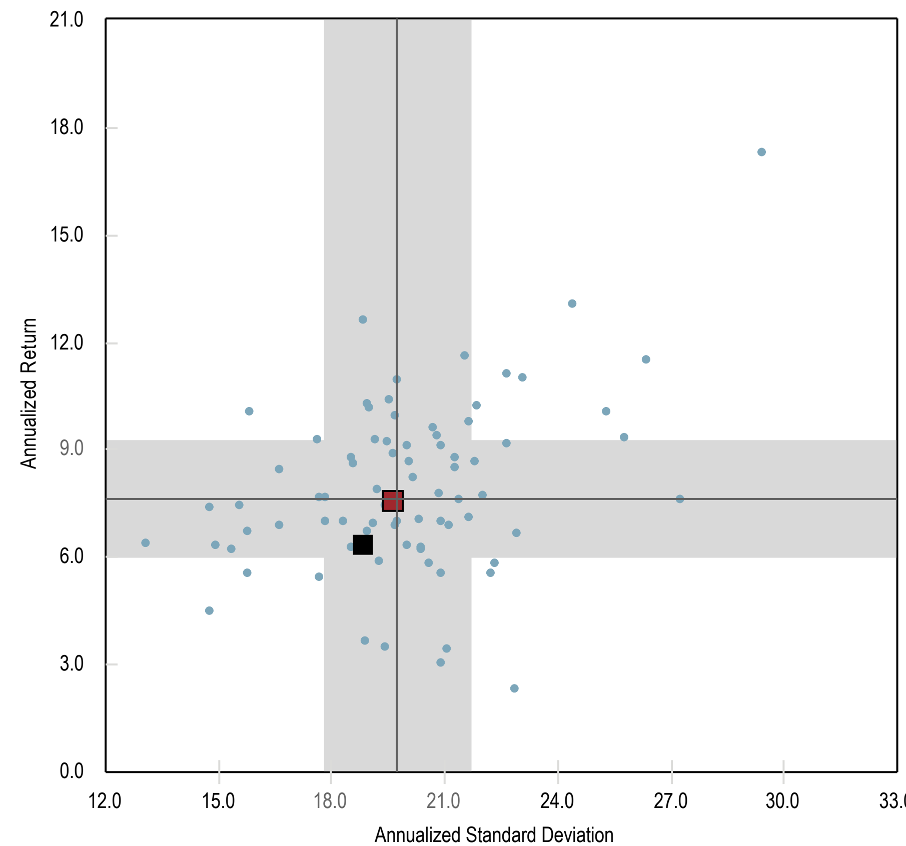


	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● PIMCO RAE Fundamental Global Ex US Fund	19.49 (41)	-8.95 (36)	12.30 (44)	1.69 (59)	16.05 (72)	-15.12 (46)	25.99 (39)	12.99 (11)	-11.36 (88)	-5.90 (59)
▲ MSCI AC World ex USA Value (Net)	17.30 (64)	-8.59 (29)	10.46 (61)	-0.77 (78)	15.72 (75)	-13.97 (29)	22.66 (70)	8.92 (34)	-10.06 (85)	-5.10 (55)
5th Percentile	30.09	-5.11	20.19	23.45	29.44	-9.72	33.58	23.79	2.97	3.27
1st Quartile	21.16	-8.24	15.47	9.60	23.02	-13.71	26.75	10.16	-1.44	-2.43
Median	18.61	-10.38	12.06	3.26	19.11	-15.48	24.24	7.25	-4.75	-4.80
3rd Quartile	15.88	-13.58	7.64	-0.55	15.61	-17.99	22.45	2.63	-7.78	-7.39
95th Percentile	12.59	-20.43	3.62	-4.08	11.76	-21.87	14.61	-2.89	-12.76	-11.42
Population	63	66	70	71	68	65	61	59	59	57

3 Years



5 Years



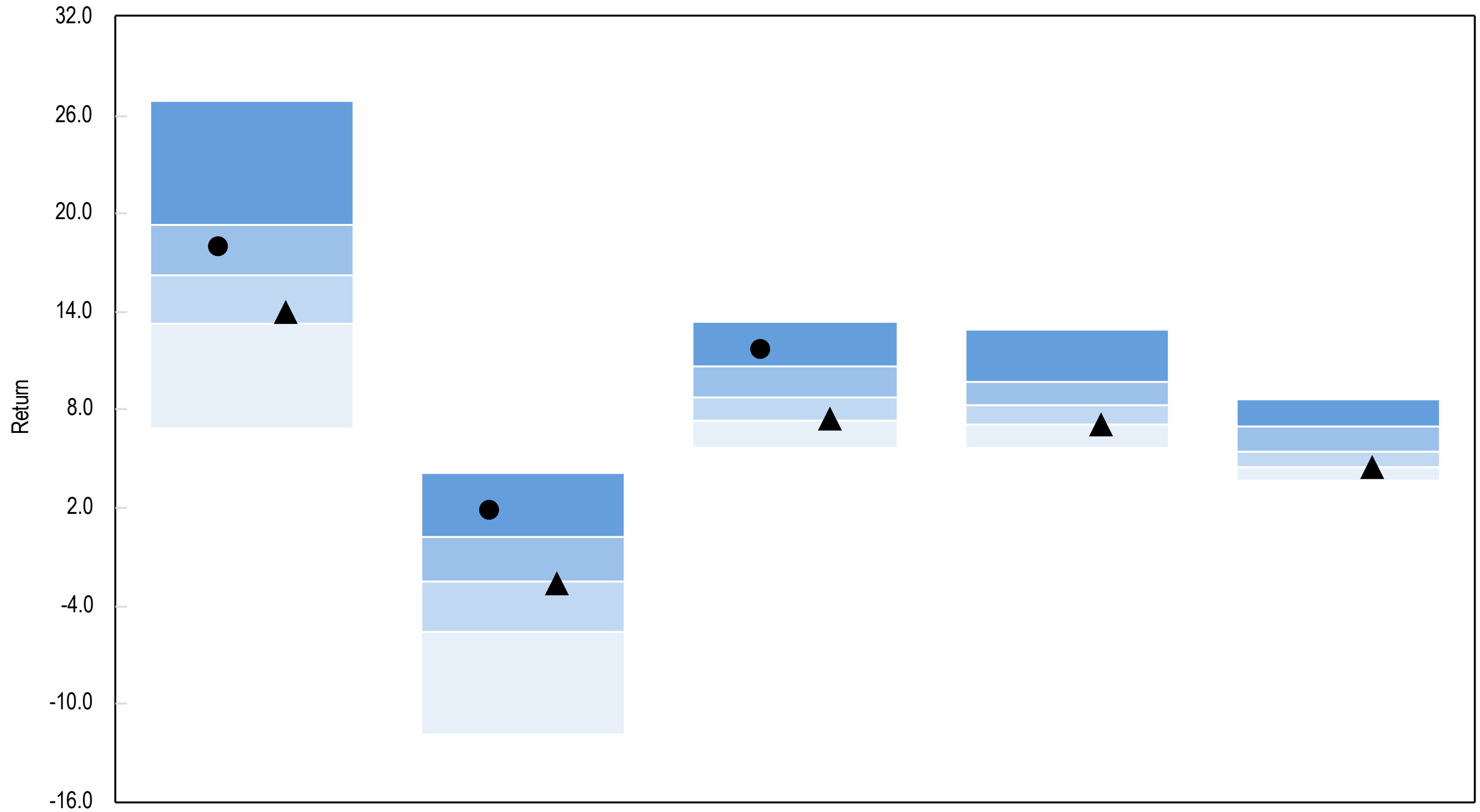
3 Years

	Return	Standard Deviation	Sharpe Ratio
PIMCO RAE Fundamental Global Ex US Fund	6.90	16.46	0.36
MSCI AC World ex USA Value (Net)	5.80	15.59	0.31

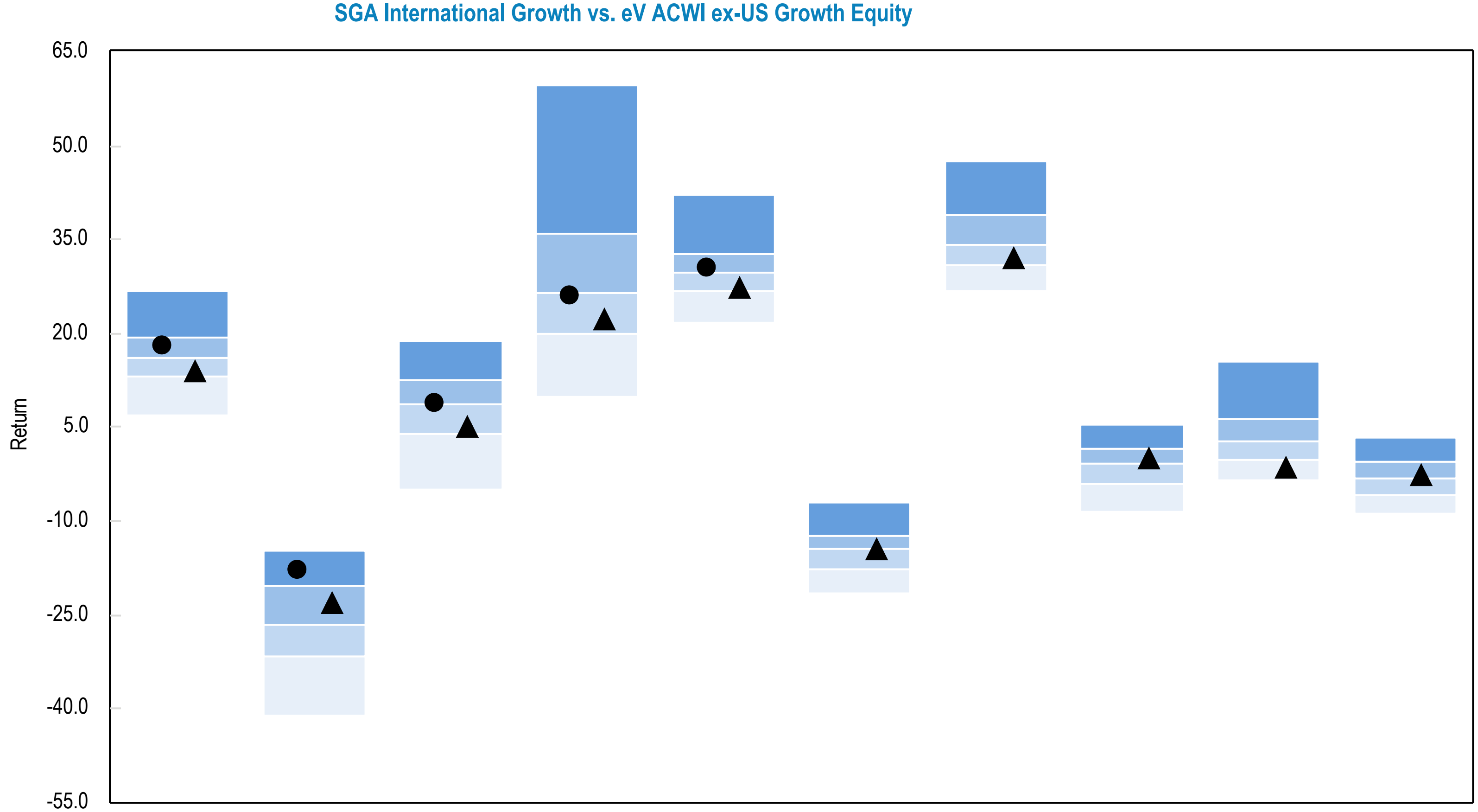
5 Years

	Return	Standard Deviation	Sharpe Ratio
PIMCO RAE Fundamental Global Ex US Fund	7.59	19.61	0.38
MSCI AC World ex USA Value (Net)	6.34	18.81	0.32

SGA International Growth vs. eV ACWI ex-US Growth Equity

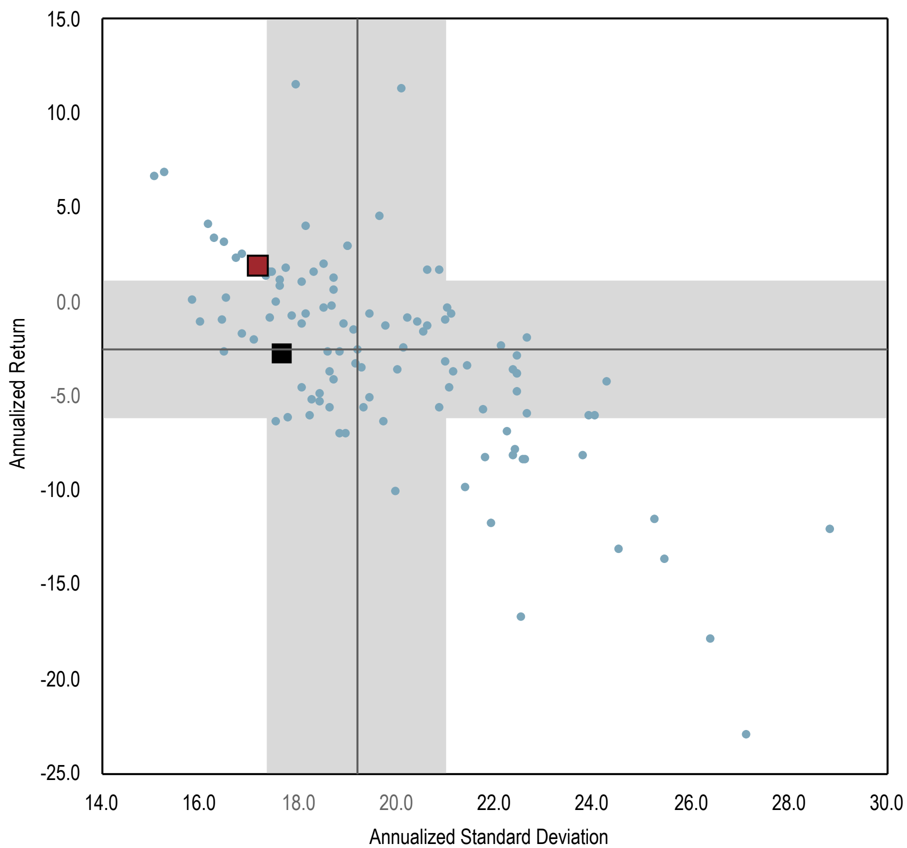


	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● SGA International Growth	18.07 (39)	1.94 (13)	11.75 (11)	-	-
▲ MSCI AC World ex USA Growth (Net)	14.03 (70)	-2.67 (54)	7.49 (75)	7.14 (75)	4.55 (75)
5th Percentile	26.89	4.13	13.36	12.90	8.60
1st Quartile	19.35	0.19	10.61	9.77	7.04
Median	16.19	-2.48	8.74	8.29	5.42
3rd Quartile	13.29	-5.58	7.40	7.08	4.53
95th Percentile	6.83	-11.86	5.64	5.66	3.66
Population	111	108	97	87	69

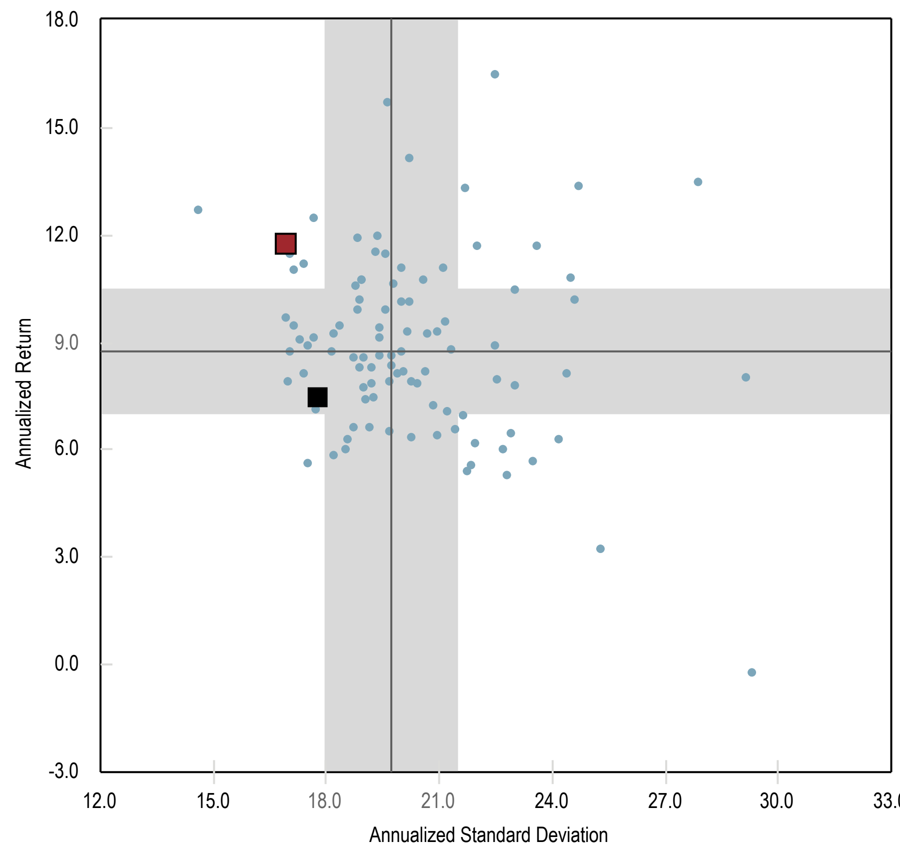


	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● SGA International Growth	18.07 (39)	-17.76 (14)	9.11 (45)	26.04 (51)	30.52 (42)	-	-	-	-	-
▲ MSCI AC World ex USA Growth (Net)	14.03 (70)	-23.05 (35)	5.09 (72)	22.20 (70)	27.34 (74)	-14.43 (52)	32.01 (70)	0.12 (41)	-1.25 (84)	-2.65 (50)
5th Percentile	26.89	-14.60	18.89	59.78	42.04	-7.04	47.38	5.47	15.55	3.26
1st Quartile	19.35	-20.32	12.43	35.88	32.76	-12.35	38.81	1.65	6.19	-0.54
Median	16.19	-26.43	8.67	26.37	29.82	-14.26	34.07	-0.82	2.68	-3.12
3rd Quartile	13.29	-31.61	3.96	19.85	26.89	-17.69	30.86	-4.03	-0.30	-5.83
95th Percentile	6.83	-41.15	-4.81	10.01	21.68	-21.62	26.89	-8.63	-3.46	-8.65
Population	111	117	118	114	110	104	105	102	94	87

3 Years



5 Years



3 Years

	Return	Standard Deviation	Sharpe Ratio
SGA International Growth	1.94	17.15	0.07
MSCI AC World ex USA Growth (Net)	-2.67	17.65	-0.19

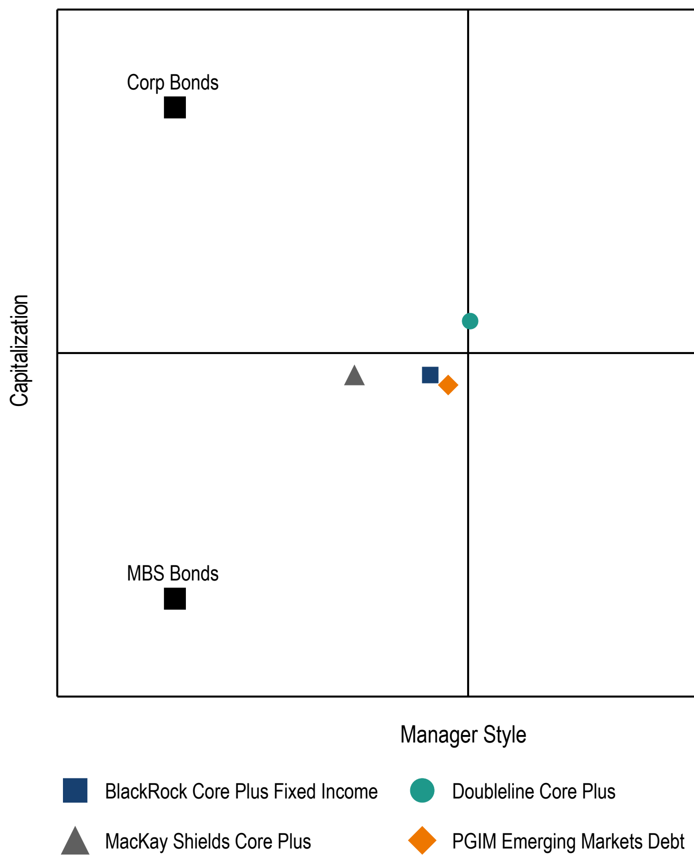
5 Years

	Return	Standard Deviation	Sharpe Ratio
SGA International Growth	11.75	16.92	0.63
MSCI AC World ex USA Growth (Net)	7.49	17.77	0.39

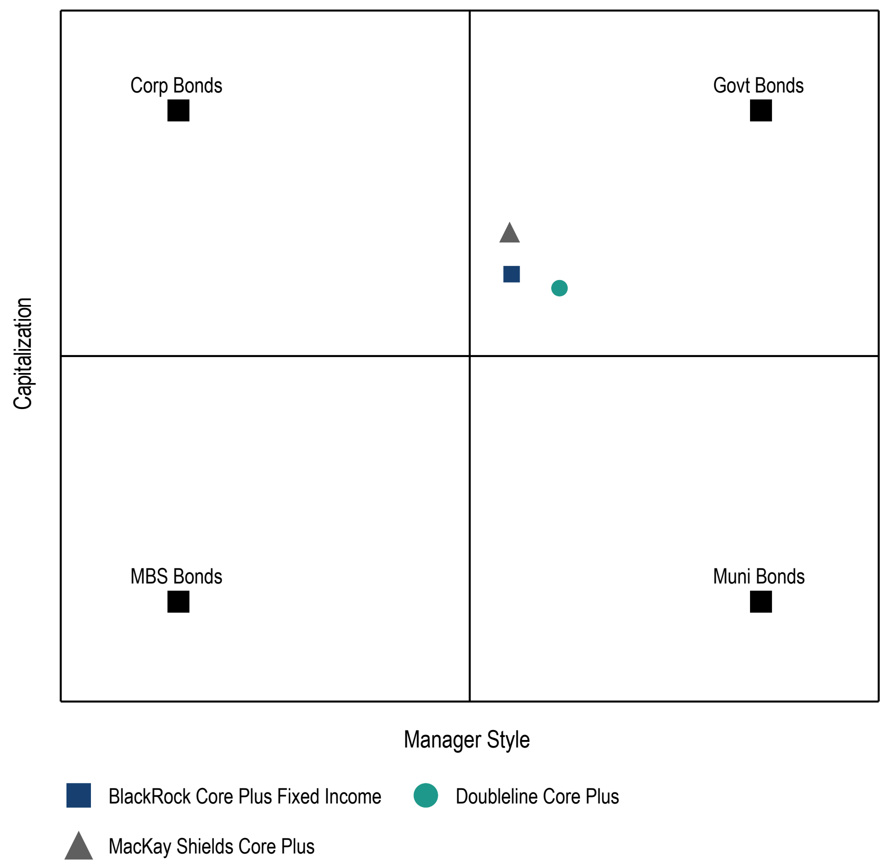
	Market Value	% of Portfolio	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	2022	2021
Total Fixed Income	**350,635,527**	**100.0**	**7.3**	**7.6**	**-3.1**	**0.6**	**1.5**	**-13.5**	**-2.2**
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*-13.0*	*-1.5*
Total Domestic Fixed Income	**293,644,036**	**83.7**	**7.0**	**6.5**	**-3.0**	**1.4**	**2.0**	**-13.7**	**-0.7**
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*-13.0*	*-1.5*
BlackRock Core Plus Fixed Income	80,836,749	23.1	7.1	5.9	-3.4	1.2	1.9	-13.8	-1.4
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	*1.8*	*-13.0*	*-1.5*
eV US Core Plus Fixed Inc Rank			*45*	*79*	*86*	*92*	*88*	*63*	*87*
Doubleline Core Plus	107,143,112	30.6	6.8	6.6	-2.4	1.1	-	-12.7	-0.2
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	-	*-13.0*	*-1.5*
eV US Core Plus Fixed Inc Rank			*66*	*49*	*26*	*96*	-	*26*	*40*
MacKay Shields Core Plus	105,664,175	30.1	7.2	6.8	-3.1	1.8	-	-14.6	-0.4
Blmbg. U.S. Aggregate Index			*6.8*	*5.5*	*-3.3*	*1.1*	-	*-13.0*	*-1.5*
eV US Core Plus Fixed Inc Rank			*32*	*38*	*68*	*55*	-	*87*	*49*
Total Emerging Markets Fixed Income	**56,991,492**	**16.3**	**8.6**	**13.5**	**-2.0**	**-**	**-**	**-12.4**	**-5.3**
50% JPM EMBI Global Div/50% JPM GBI EM Global Div			*8.6*	*11.9*	*-3.3*	-	-	*-14.8*	*-5.3*
PGIM Emerging Markets Debt	56,991,492	16.3	8.6	13.5	-2.0	-	-	-12.4	-5.3
50% JPM EMBI Global Div/50% JPM GBI EM Global Div			*8.6*	*11.9*	*-3.3*	-	-	*-14.8*	*-5.3*
eV Emg Mkts Fixed Inc - Blended Currency Rank			*62*	*25*	*40*	-	-	*39*	*66*

Franklin Templeton Global Bond Plus liquidated 12/28/2021.

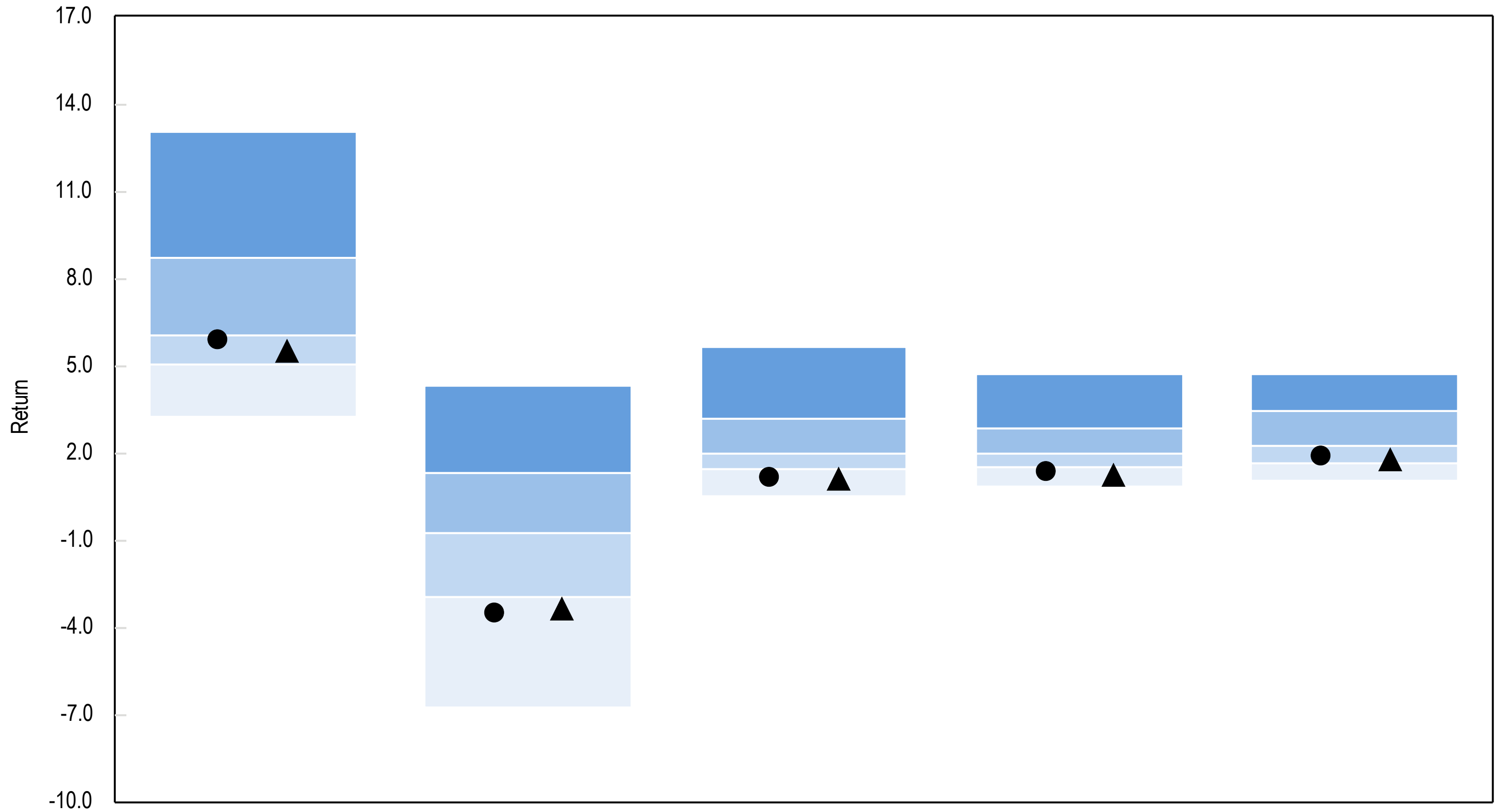
Fixed Income Style Map (3 Years)



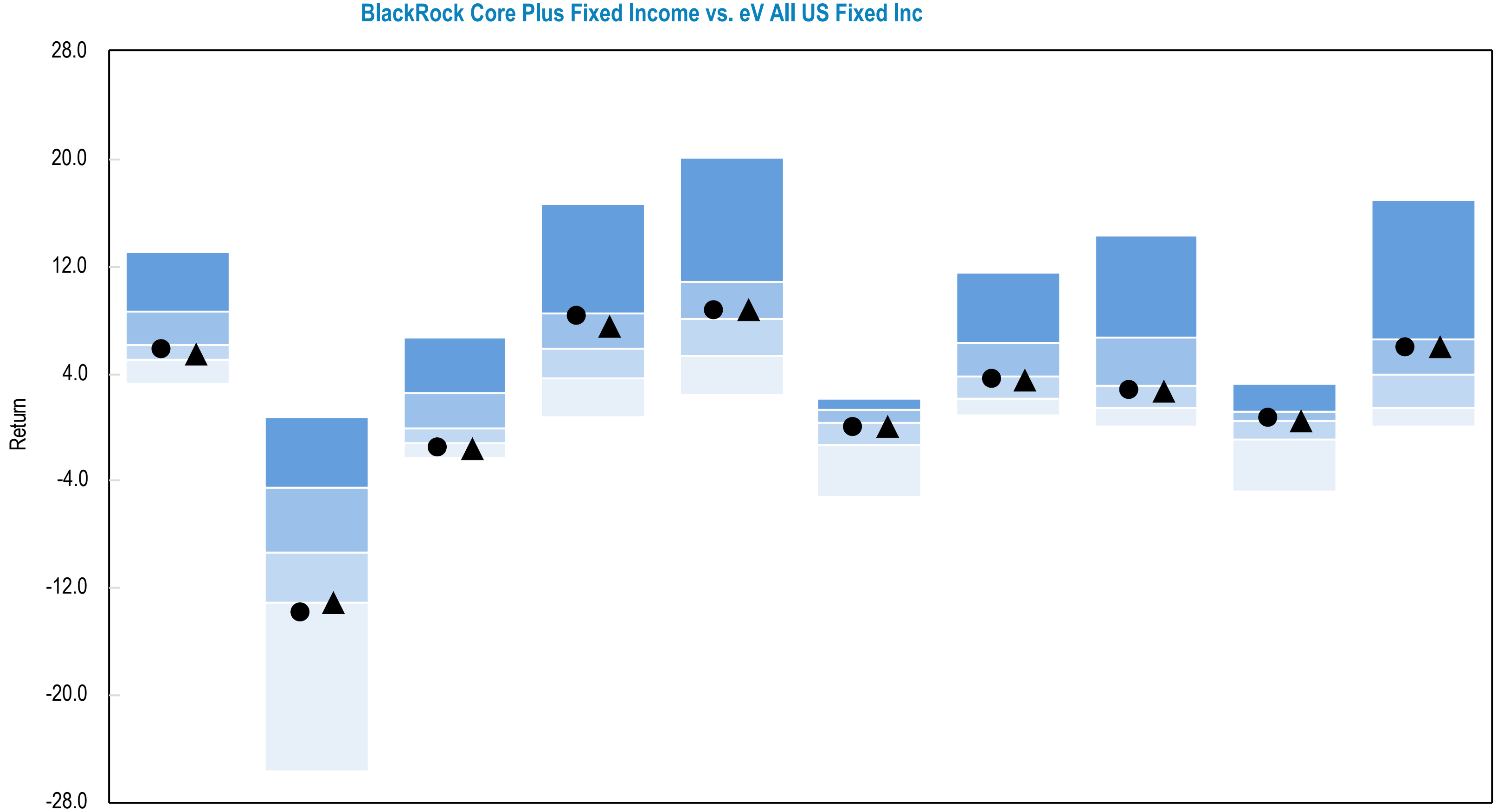
Fixed Income Style Map (5 Years)



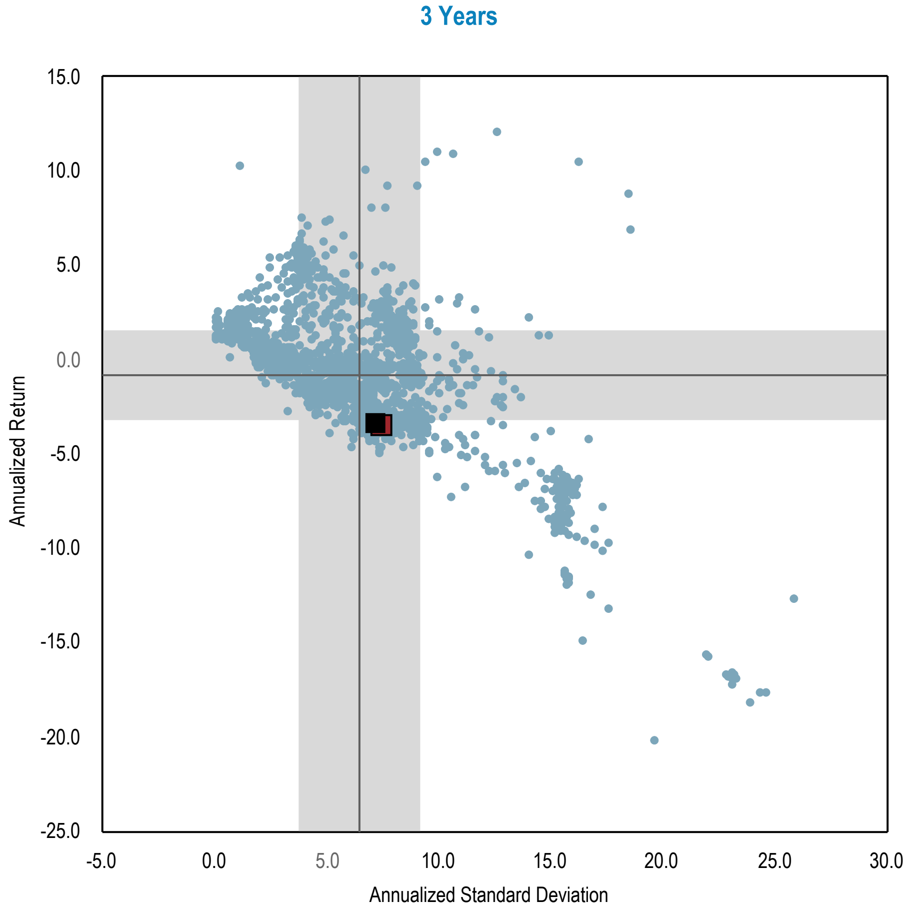
BlackRock Core Plus Fixed Income vs. eV All US Fixed Inc

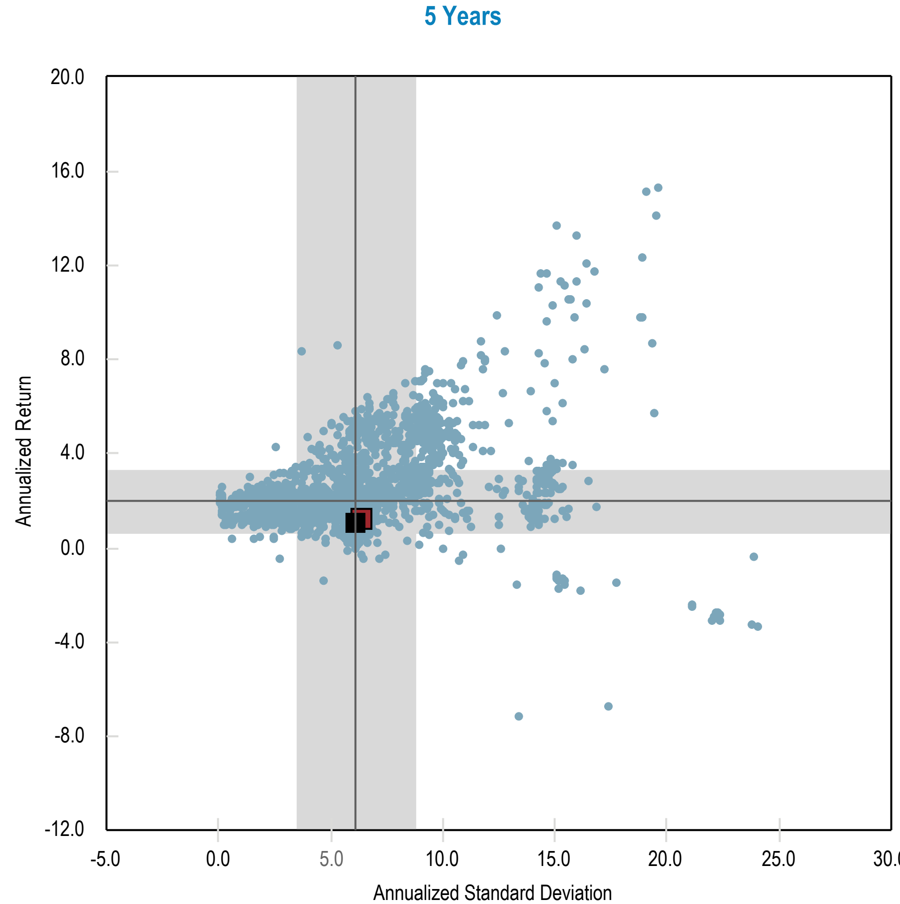


	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● BlackRock Core Plus Fixed Income	5.93 (54)	-3.43 (87)	1.20 (86)	1.38 (83)	1.92 (63)
▲ Blmbg. U.S. Aggregate Index	5.53 (64)	-3.31 (84)	1.10 (89)	1.29 (86)	1.81 (68)
5th Percentile	13.10	4.33	5.70	4.76	4.76
1st Quartile	8.70	1.31	3.17	2.89	3.46
Median	6.09	-0.76	1.98	1.99	2.25
3rd Quartile	5.08	-2.93	1.46	1.54	1.66
95th Percentile	3.28	-6.74	0.53	0.86	1.09
Population	2,202	2,091	2,004	1,864	1,676



	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● BlackRock Core Plus Fixed Income	5.93 (54)	-13.78 (81)	-1.41 (82)	8.40 (27)	8.75 (43)	0.10 (55)	3.61 (54)	2.87 (53)	0.81 (37)	5.95 (32)
▲ Blmbg. U.S. Aggregate Index	5.53 (64)	-13.01 (74)	-1.55 (85)	7.51 (36)	8.72 (43)	0.01 (56)	3.54 (55)	2.65 (55)	0.55 (47)	5.97 (31)
5th Percentile	13.10	0.81	6.66	16.69	20.13	2.11	11.60	14.25	3.29	16.97
1st Quartile	8.70	-4.46	2.62	8.54	10.86	1.31	6.34	6.70	1.18	6.51
Median	6.09	-9.32	-0.09	5.92	8.09	0.35	3.82	3.06	0.48	3.93
3rd Quartile	5.08	-13.11	-1.13	3.60	5.33	-1.32	2.13	1.41	-0.83	1.45
95th Percentile	3.28	-25.65	-2.26	0.75	2.42	-5.13	0.84	0.01	-4.72	0.09
Population	2,202	2,372	2,403	2,434	2,448	2,458	2,425	2,396	2,380	2,340



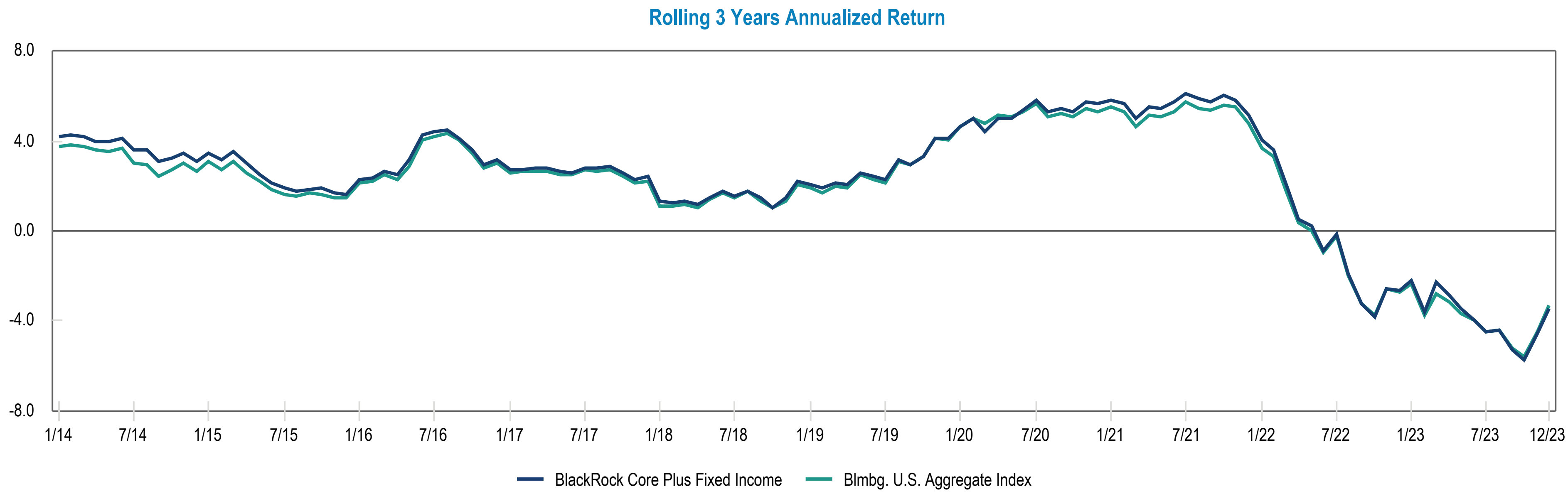


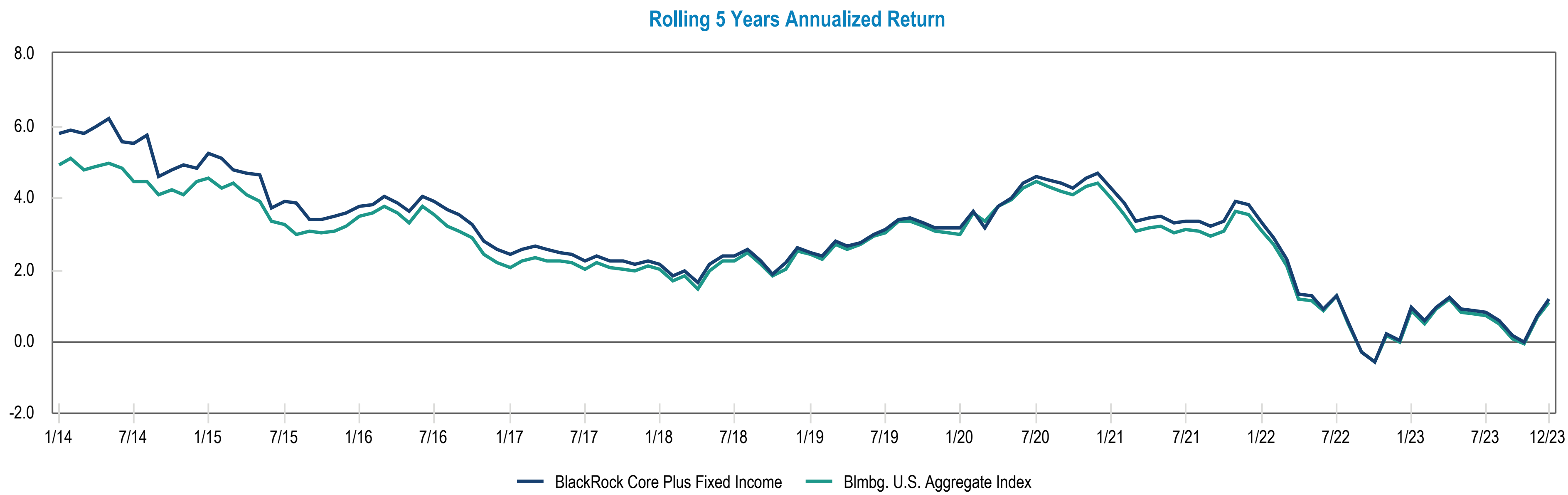
3 Years

	Return	Standard Deviation	Sharpe Ratio
BlackRock Core Plus Fixed Income	-3.43	7.47	-0.73
Blmbg. U.S. Aggregate Index	-3.31	7.14	-0.75

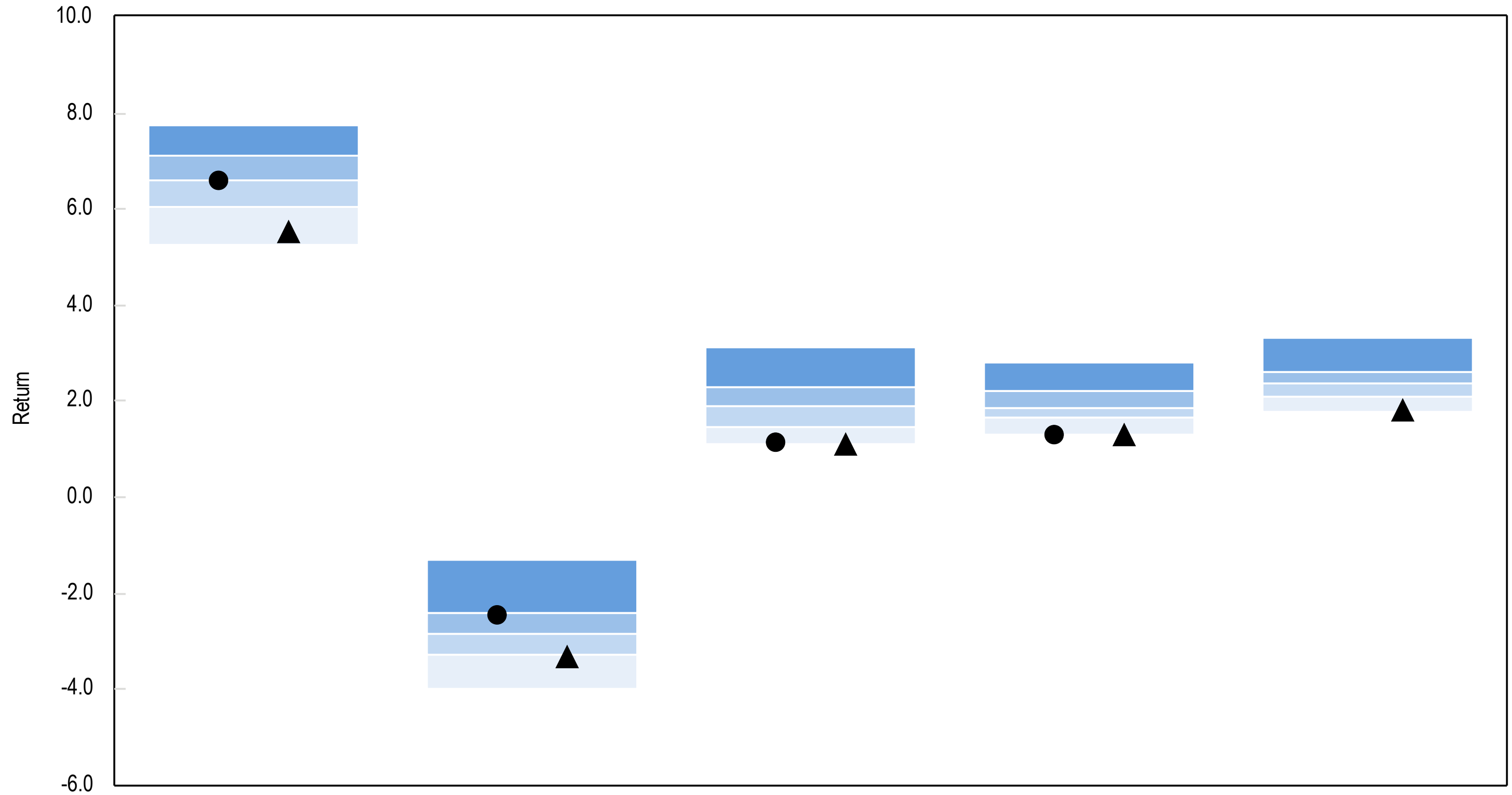
5 Years

	Return	Standard Deviation	Sharpe Ratio
BlackRock Core Plus Fixed Income	1.20	6.41	-0.07
Blmbg. U.S. Aggregate Index	1.10	6.11	-0.10

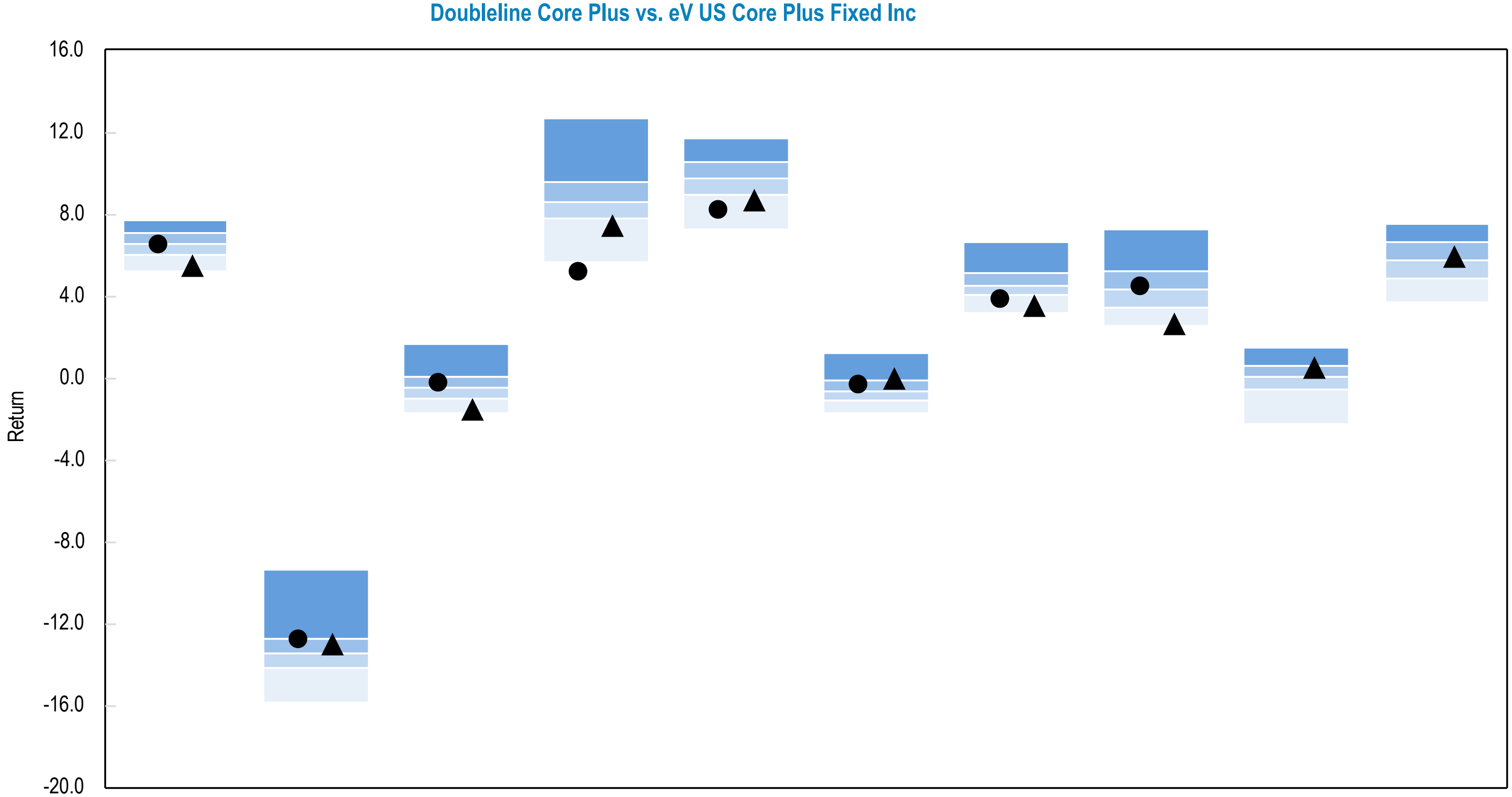

Rolling 3 Years Annualized Return
8.0
4.0
0.0
-4.0
-8.0
1/14
7/14
1/15
7/15
1/16
7/16
1/17
7/17
1/18
7/18
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
BlackRock Core Plus Fixed Income
Blmbg. U.S. Aggregate Index


Rolling 5 Years Annualized Return
8.0
6.0
4.0
2.0
0.0
-2.0
1/14
7/14
1/15
7/15
1/16
7/16
1/17
7/17
1/18
7/18
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
BlackRock Core Plus Fixed Income
Blmbg. U.S. Aggregate Index

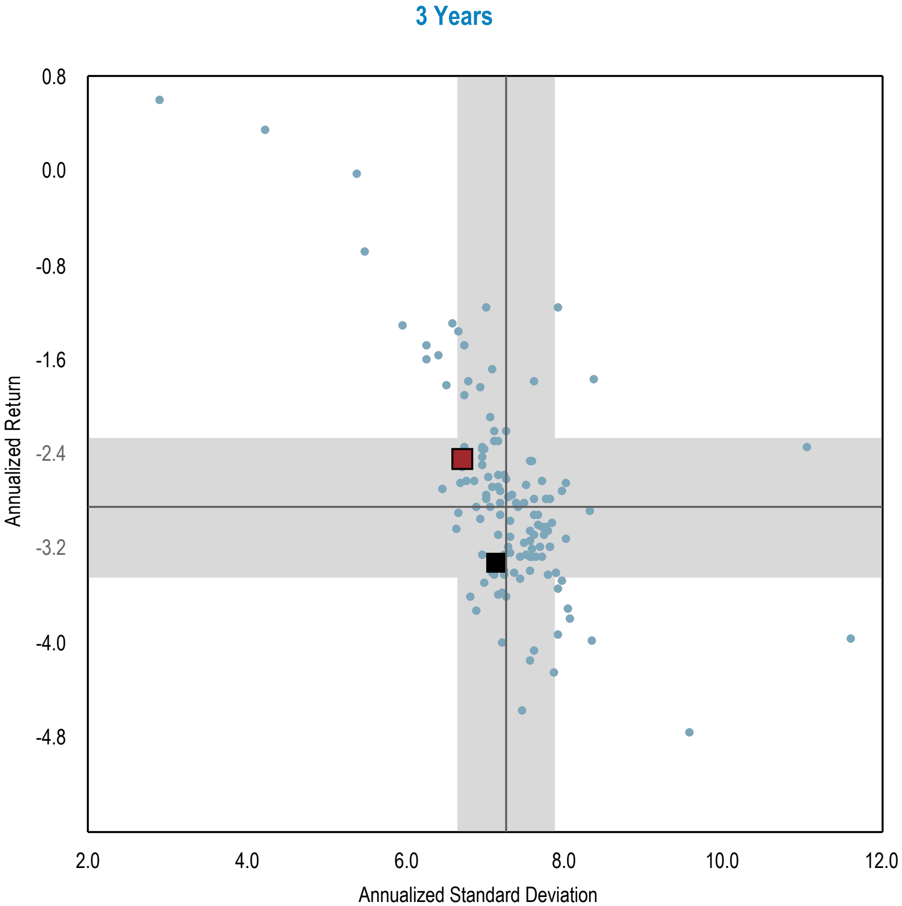
Doubleline Core Plus vs. eV US Core Plus Fixed Inc

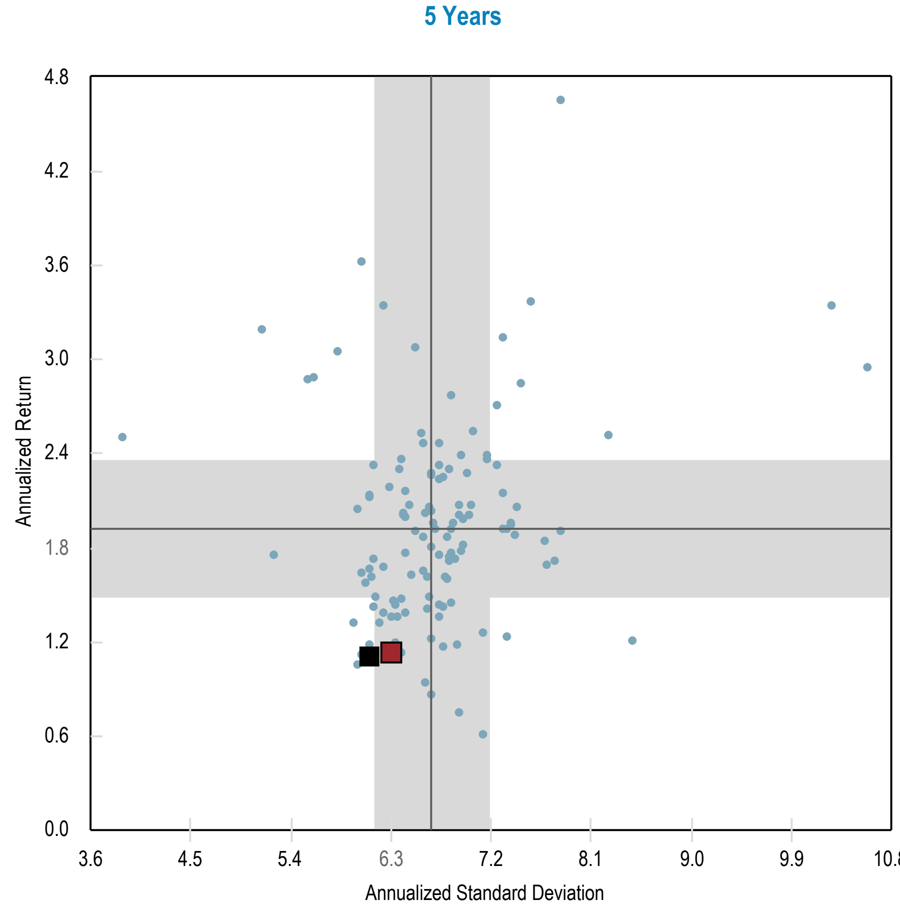


	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● Doubleline Core Plus	6.60 (51)	-2.44 (26)	1.14 (95)	1.33 (95)	-
▲ Blmbg. U.S. Aggregate Index	5.53 (91)	-3.31 (79)	1.10 (97)	1.29 (97)	1.81 (94)
5th Percentile	7.74	-1.29	3.14	2.81	3.34
1st Quartile	7.13	-2.42	2.28	2.23	2.61
Median	6.60	-2.85	1.92	1.88	2.39
3rd Quartile	6.06	-3.26	1.48	1.65	2.08
95th Percentile	5.25	-3.97	1.13	1.32	1.79
Population	137	129	124	117	106



	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● Doubleline Core Plus	6.60 (51)	-12.74 (26)	-0.18 (40)	5.23 (97)	8.28 (87)	-0.28 (35)	3.93 (83)	4.55 (42)	-	-
▲ Blmbg. U.S. Aggregate Index	5.53 (91)	-13.01 (37)	-1.55 (90)	7.51 (82)	8.72 (81)	0.01 (24)	3.54 (92)	2.65 (94)	0.55 (29)	5.97 (42)
5th Percentile	7.74	-9.36	1.73	12.72	11.72	1.22	6.64	7.33	1.50	7.57
1st Quartile	7.13	-12.71	0.13	9.63	10.61	-0.07	5.17	5.23	0.61	6.65
Median	6.60	-13.42	-0.42	8.65	9.75	-0.61	4.58	4.36	0.12	5.78
3rd Quartile	6.06	-14.13	-1.01	7.81	9.00	-1.03	4.13	3.50	-0.51	4.88
95th Percentile	5.25	-15.81	-1.69	5.67	7.32	-1.71	3.21	2.59	-2.26	3.69
Population	137	147	147	149	150	149	151	146	145	144



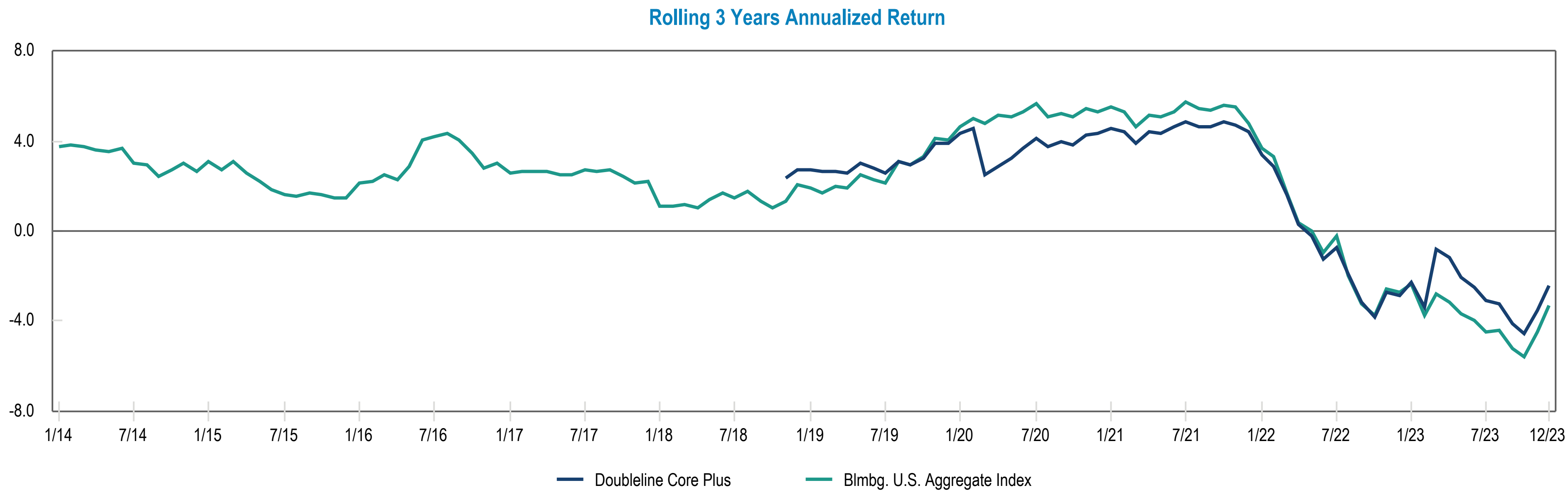


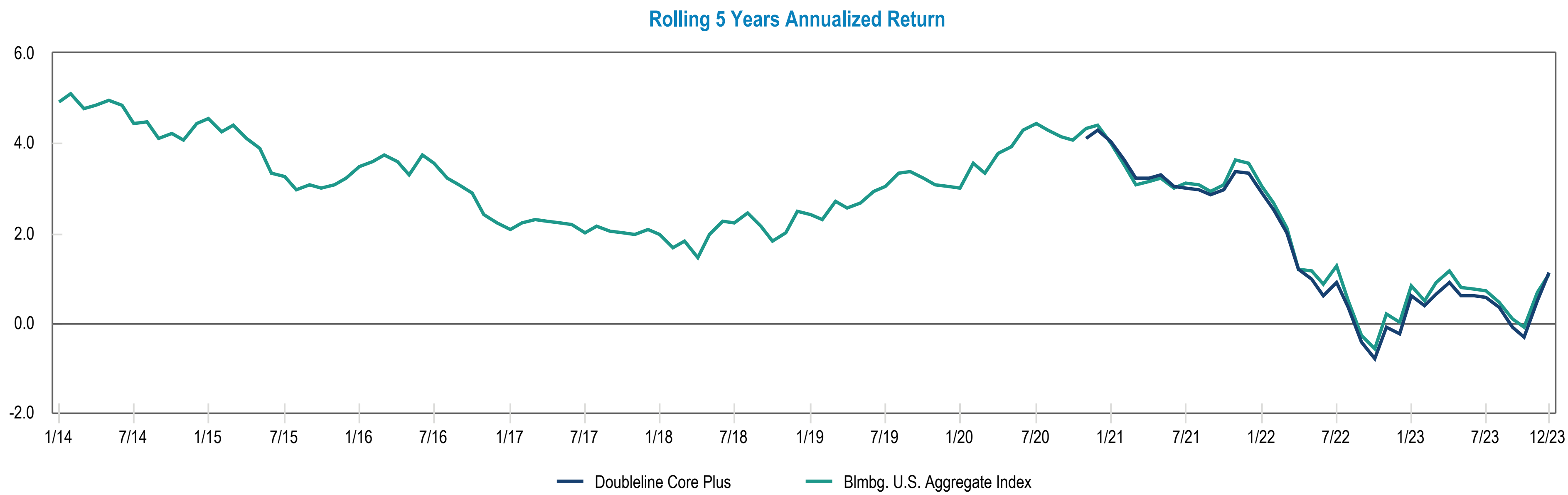
3 Years

	Return	Standard Deviation	Sharpe Ratio
Doubleline Core Plus	-2.44	6.72	-0.66
Blmbg. U.S. Aggregate Index	-3.31	7.14	-0.75

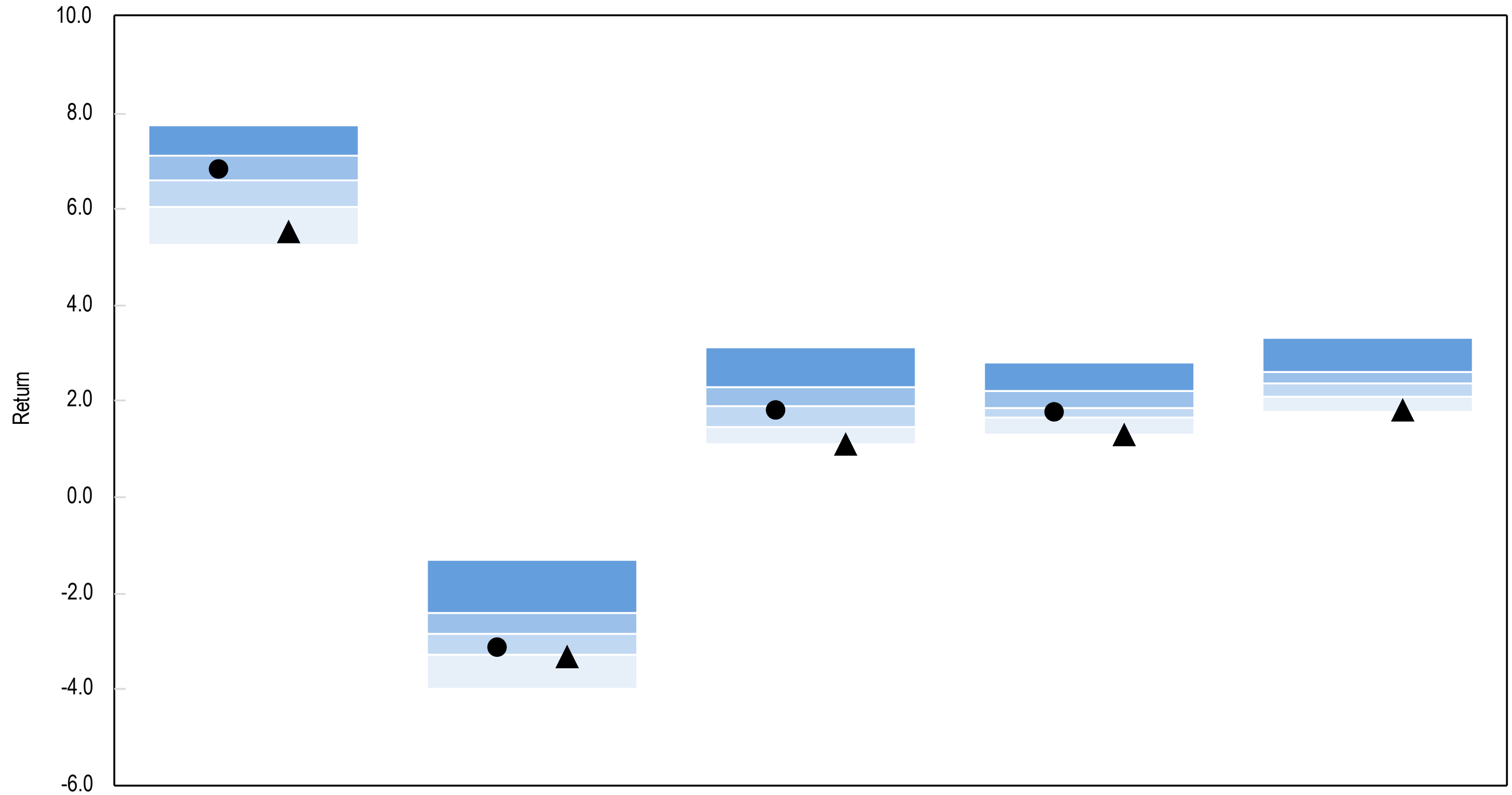
5 Years

	Return	Standard Deviation	Sharpe Ratio
Doubleline Core Plus	1.14	6.30	-0.09
Blmbg. U.S. Aggregate Index	1.10	6.11	-0.10


Rolling 3 Years Annualized Return
8.0
4.0
0.0
-4.0
-8.0
1/14
7/14
1/15
7/15
1/16
7/16
1/17
7/17
1/18
7/18
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Doubleline Core Plus
Blmbg. U.S. Aggregate Index

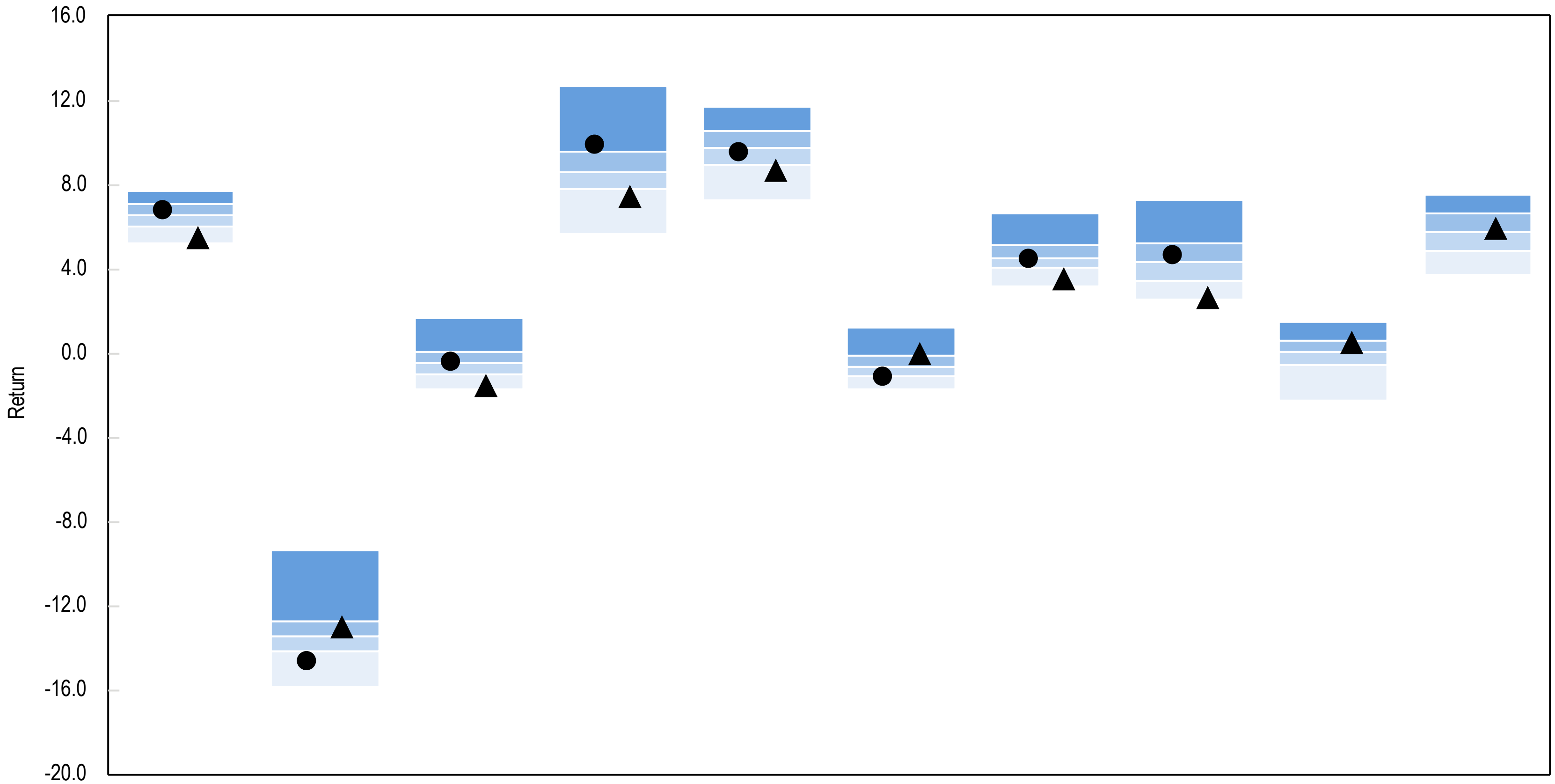

Rolling 5 Years Annualized Return
6.0
4.0
2.0
0.0
-2.0
1/14
7/14
1/15
7/15
1/16
7/16
1/17
7/17
1/18
7/18
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
Doubleline Core Plus
Blmbg. U.S. Aggregate Index

MacKay Shields Core Plus vs. eV US Core Plus Fixed Inc

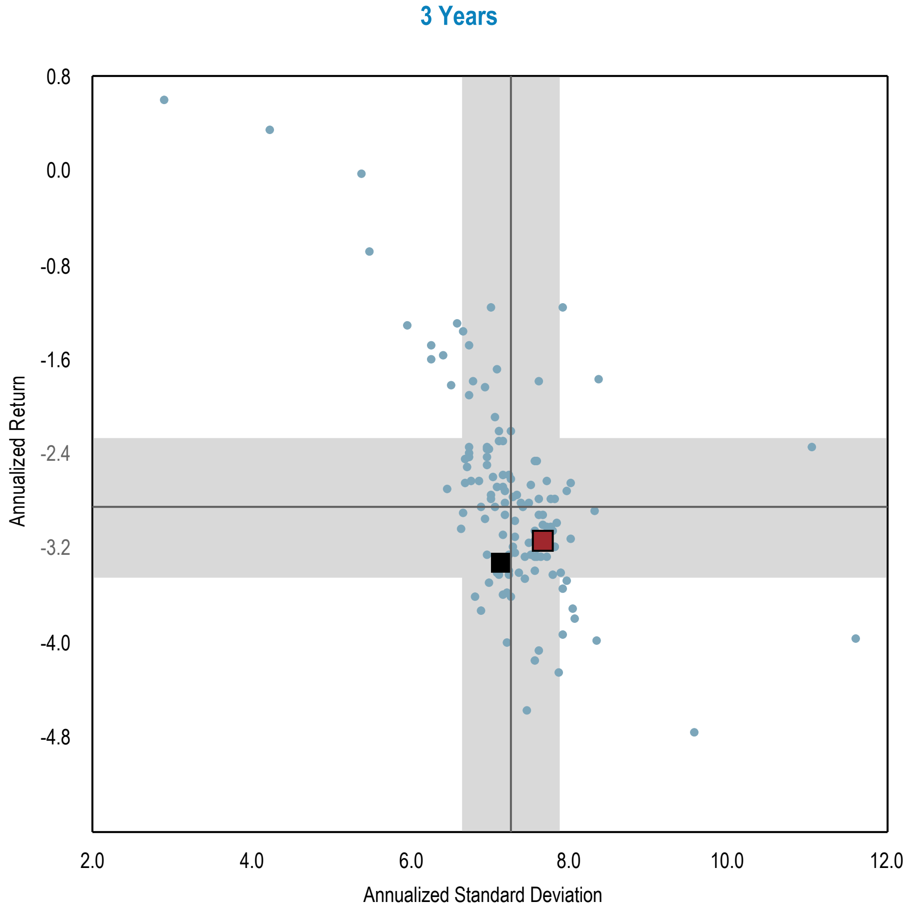


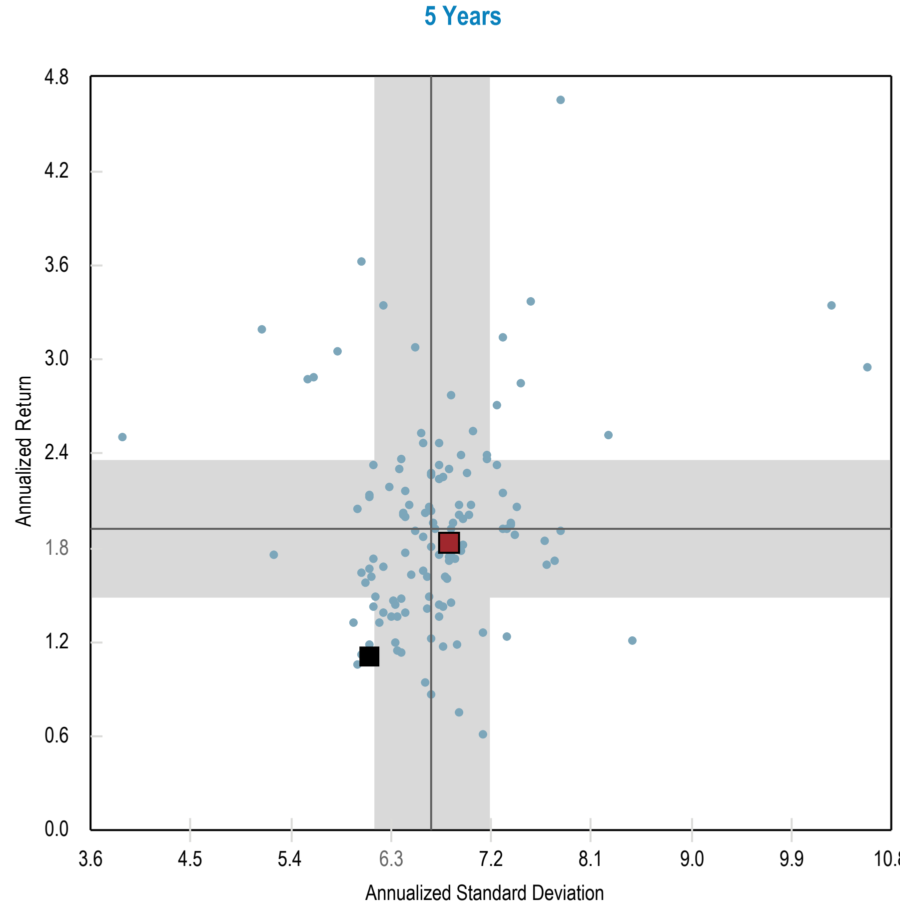
	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● MacKay Shields Core Plus	6.83 (39)	-3.13 (67)	1.84 (55)	1.80 (64)	-
▲ Blmbg. U.S. Aggregate Index	5.53 (91)	-3.31 (79)	1.10 (97)	1.29 (97)	1.81 (94)
5th Percentile	7.74	-1.29	3.14	2.81	3.34
1st Quartile	7.13	-2.42	2.28	2.23	2.61
Median	6.60	-2.85	1.92	1.88	2.39
3rd Quartile	6.06	-3.26	1.48	1.65	2.08
95th Percentile	5.25	-3.97	1.13	1.32	1.79
Population	137	129	124	117	106

MacKay Shields Core Plus vs. eV US Core Plus Fixed Inc



	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● MacKay Shields Core Plus	6.83 (39)	-14.59 (87)	-0.36 (48)	9.92 (21)	9.60 (56)	-1.02 (75)	4.53 (54)	4.70 (39)	-	-
▲ Blmbg. U.S. Aggregate Index	5.53 (91)	-13.01 (37)	-1.55 (90)	7.51 (82)	8.72 (81)	0.01 (24)	3.54 (92)	2.65 (94)	0.55 (29)	5.97 (42)
5th Percentile	7.74	-9.36	1.73	12.72	11.72	1.22	6.64	7.33	1.50	7.57
1st Quartile	7.13	-12.71	0.13	9.63	10.61	-0.07	5.17	5.23	0.61	6.65
Median	6.60	-13.42	-0.42	8.65	9.75	-0.61	4.58	4.36	0.12	5.78
3rd Quartile	6.06	-14.13	-1.01	7.81	9.00	-1.03	4.13	3.50	-0.51	4.88
95th Percentile	5.25	-15.81	-1.69	5.67	7.32	-1.71	3.21	2.59	-2.26	3.69
Population	137	147	147	149	150	149	151	146	145	144





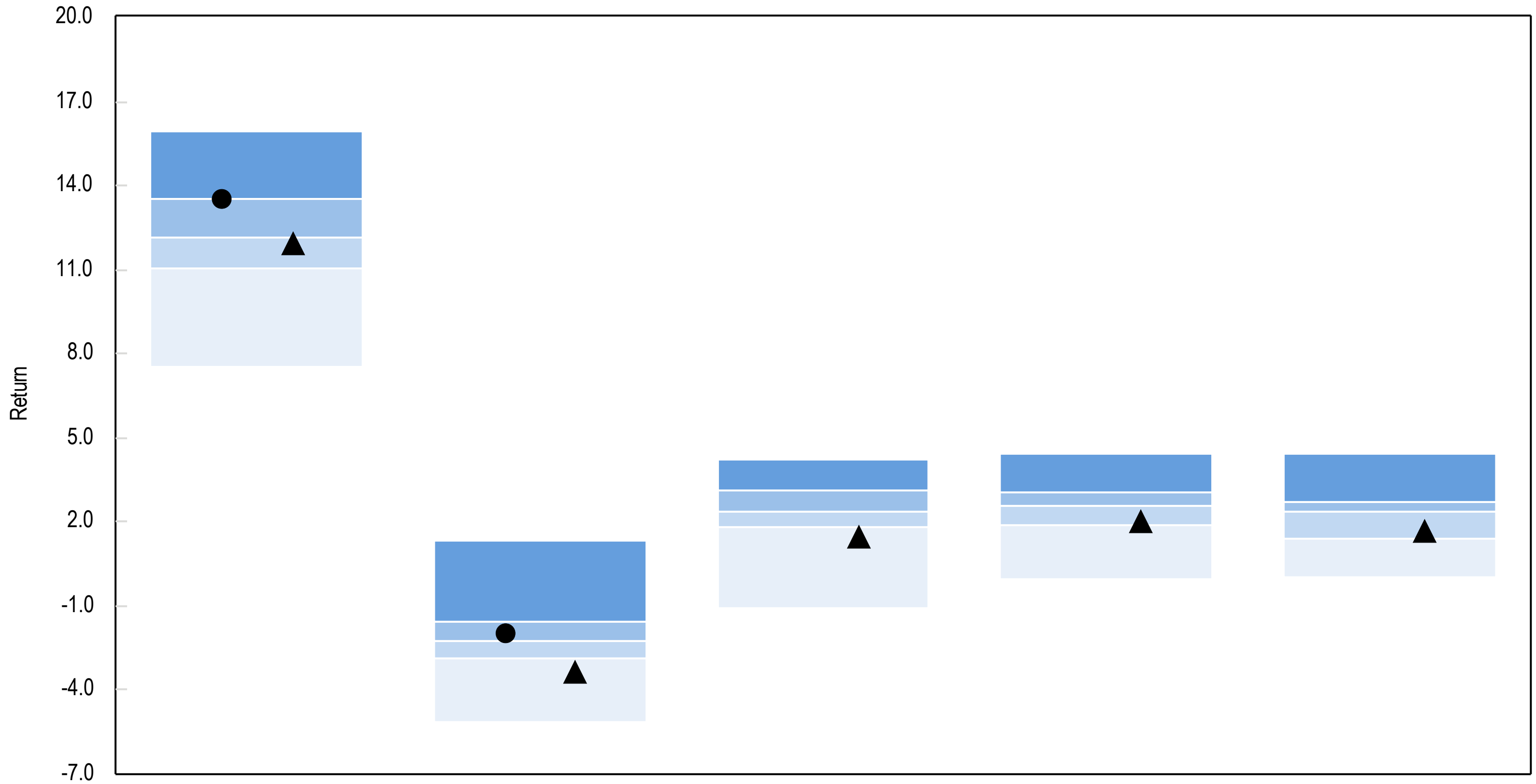
3 Years

	Return	Standard Deviation	Sharpe Ratio
MacKay Shields Core Plus	-3.13	7.65	-0.67
Blmbg. U.S. Aggregate Index	-3.31	7.14	-0.75

5 Years

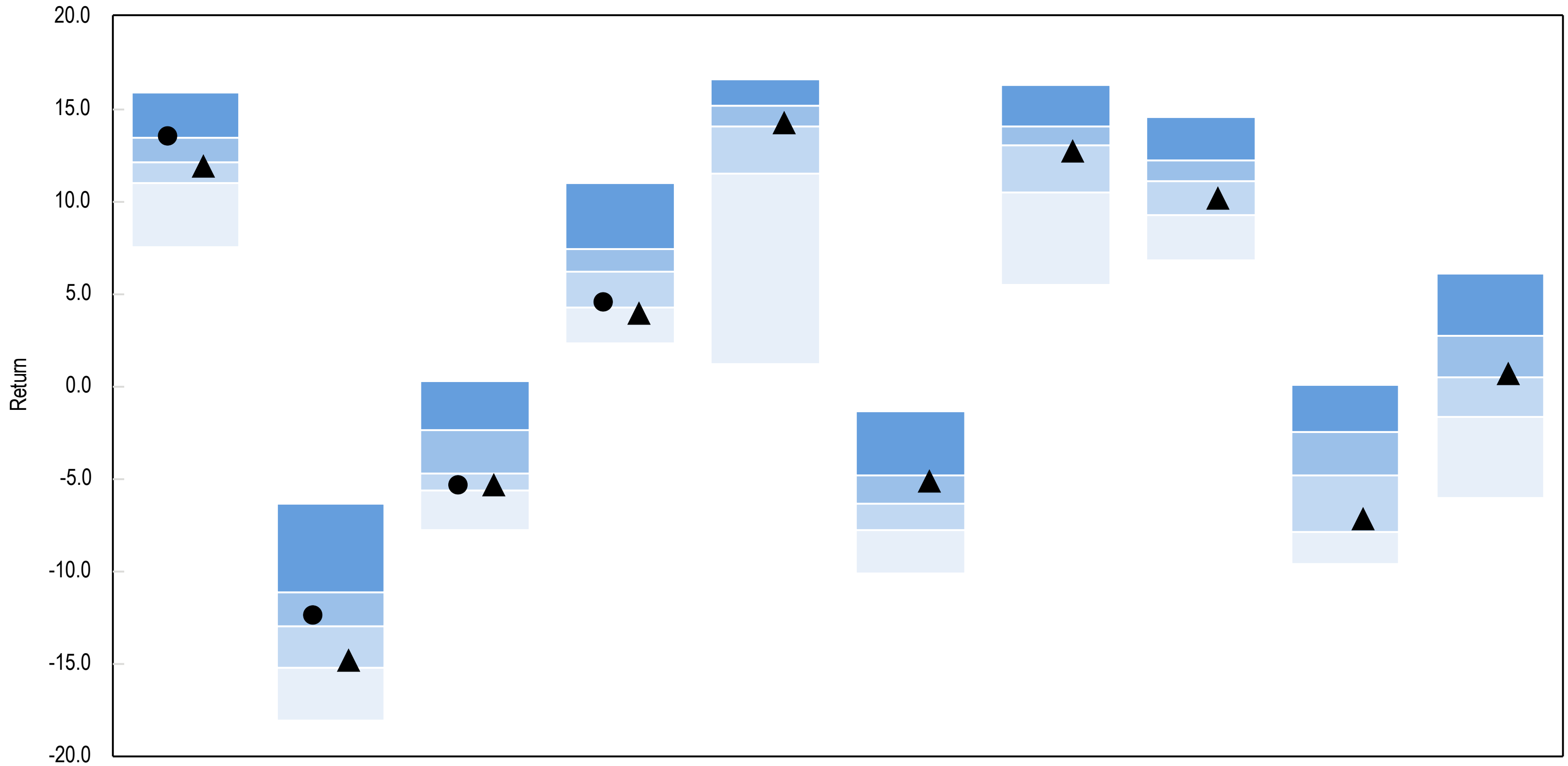
	Return	Standard Deviation	Sharpe Ratio
MacKay Shields Core Plus	1.84	6.83	0.03
Blmbg. U.S. Aggregate Index	1.10	6.11	-0.10

PGIM Emerging Markets Debt vs. eV Emg Mkts Fixed Inc - Blended Currency

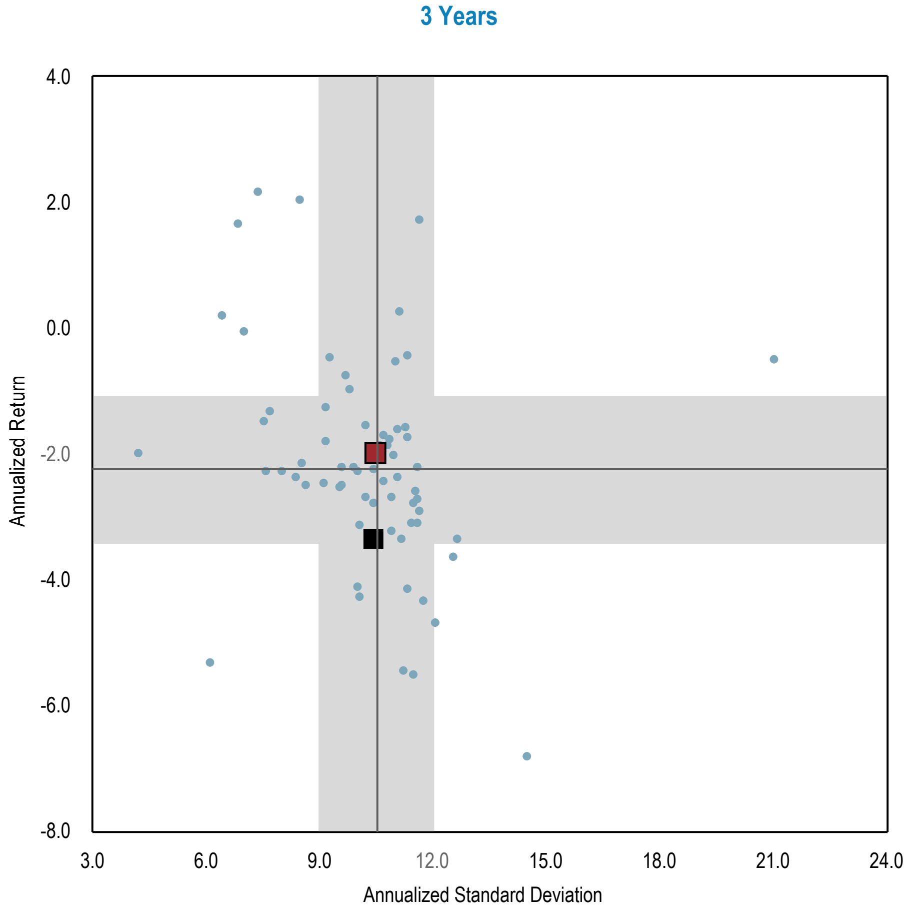


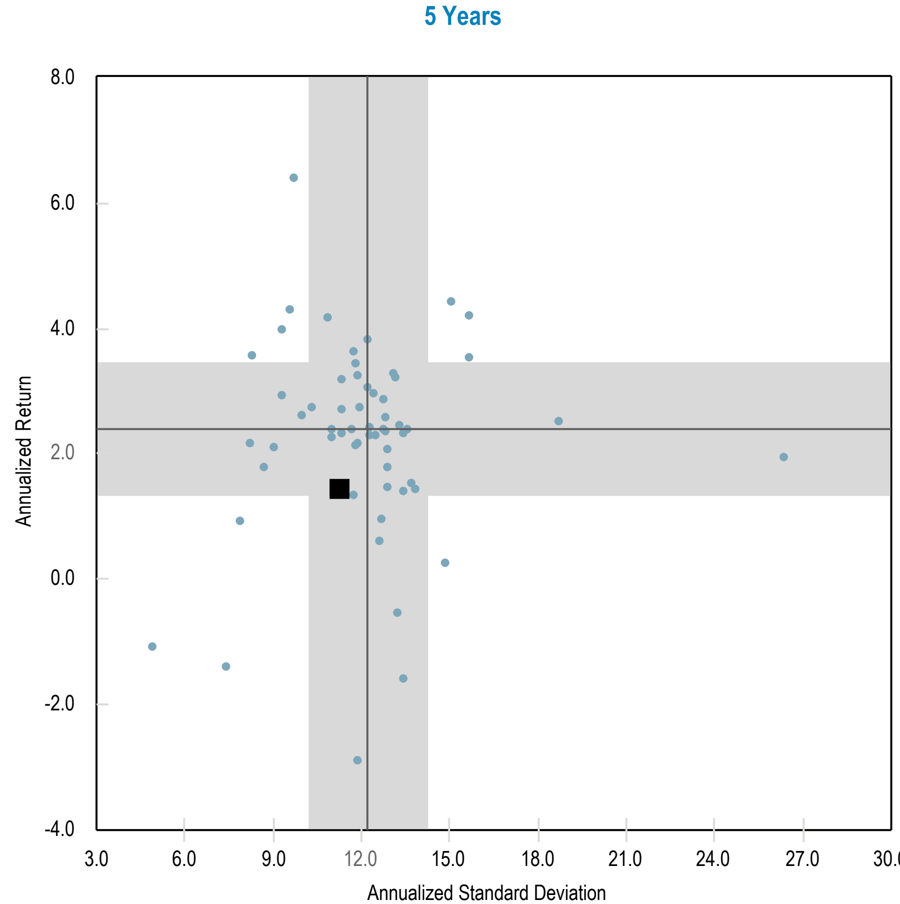
	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
● PGIM Emerging Markets Debt	13.55 (25)	-1.97 (40)	-	-	-
▲ 50% JPM EMBI Global Div /50% JPM GBI EM Global Div	11.92 (55)	-3.33 (83)	1.44 (82)	2.00 (73)	1.70 (71)
5th Percentile	15.96	1.32	4.23	4.42	4.44
1st Quartile	13.51	-1.54	3.14	3.09	2.72
Median	12.14	-2.23	2.40	2.56	2.37
3rd Quartile	11.04	-2.86	1.80	1.90	1.38
95th Percentile	7.54	-5.15	-1.10	-0.06	0.05
Population	70	66	59	50	36

PGIM Emerging Markets Debt vs. eV Emg Mkts Fixed Inc - Blended Currency



	YTD	2022	2021	2020	2019	2018	2017	2016	2015	2014
● PGIM Emerging Markets Debt	13.55 (25)	-12.37 (39)	-5.30 (66)	4.56 (71)	-	-	-	-	-	-
▲ 50% JPM EMBI Global Div /50% JPM GBI EM Global Div	11.92 (55)	-14.75 (73)	-5.32 (66)	4.02 (79)	14.31 (43)	-5.15 (31)	12.74 (52)	10.16 (67)	-7.14 (66)	0.71 (46)
5th Percentile	15.96	-6.29	0.35	11.01	16.66	-1.33	16.33	14.58	0.13	6.07
1st Quartile	13.51	-11.11	-2.39	7.43	15.18	-4.79	14.08	12.27	-2.41	2.75
Median	12.14	-13.00	-4.69	6.25	14.08	-6.28	13.05	11.16	-4.83	0.54
3rd Quartile	11.04	-15.17	-5.61	4.25	11.52	-7.75	10.48	9.30	-7.89	-1.59
95th Percentile	7.54	-18.06	-7.72	2.31	1.20	-10.15	5.51	6.88	-9.58	-6.06
Population	70	73	81	81	76	73	68	62	57	51



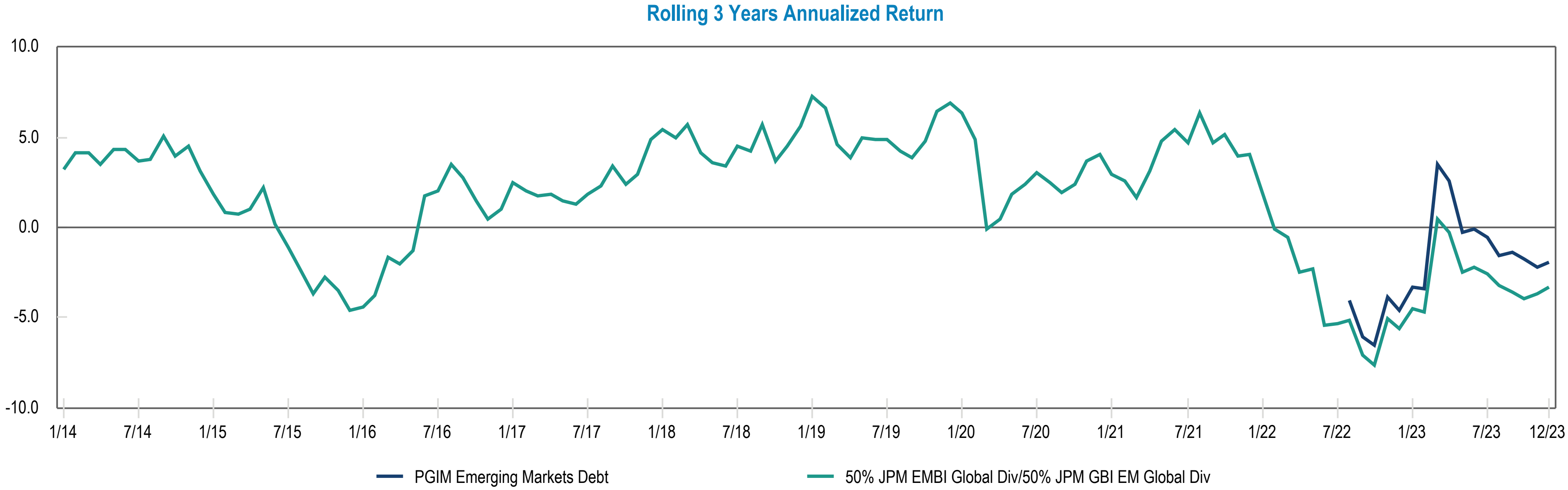


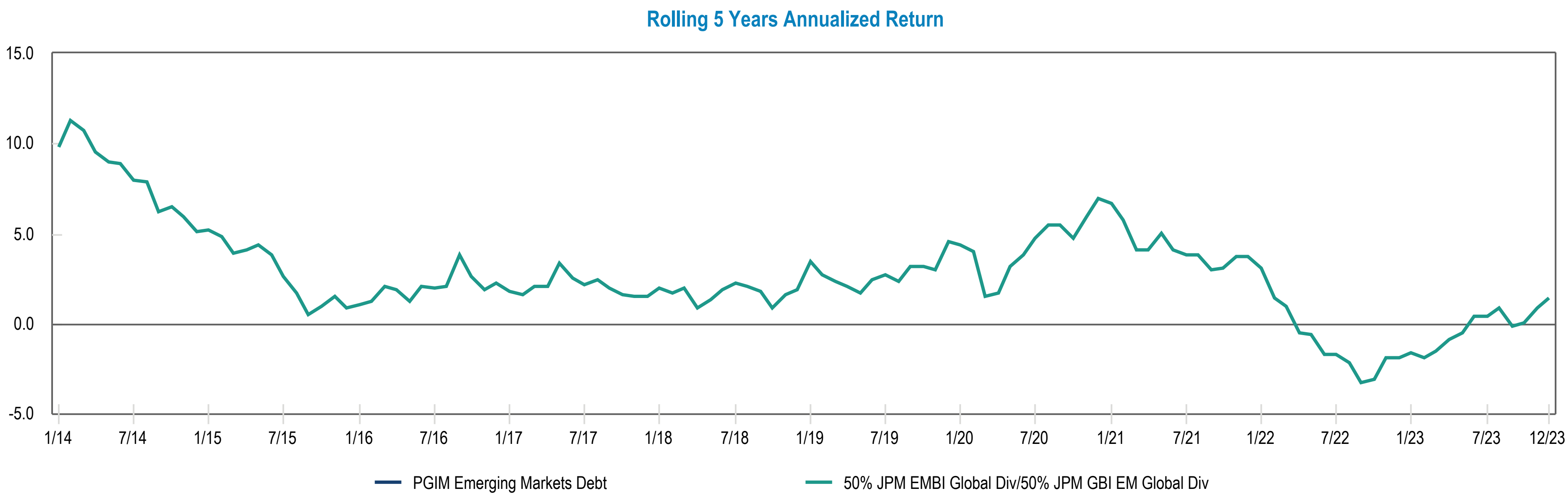
3 Years

	Return	Standard Deviation	Sharpe Ratio
PGIM Emerging Markets Debt	-1.97	10.47	-0.35
50% JPM EMBI Global Div/50% JPM GBI EM Global Div	-3.33	10.44	-0.49

5 Years

	Return	Standard Deviation	Sharpe Ratio
PGIM Emerging Markets Debt	-	-	-
50% JPM EMBI Global Div/50% JPM GBI EM Global Div	1.44	11.28	0.02

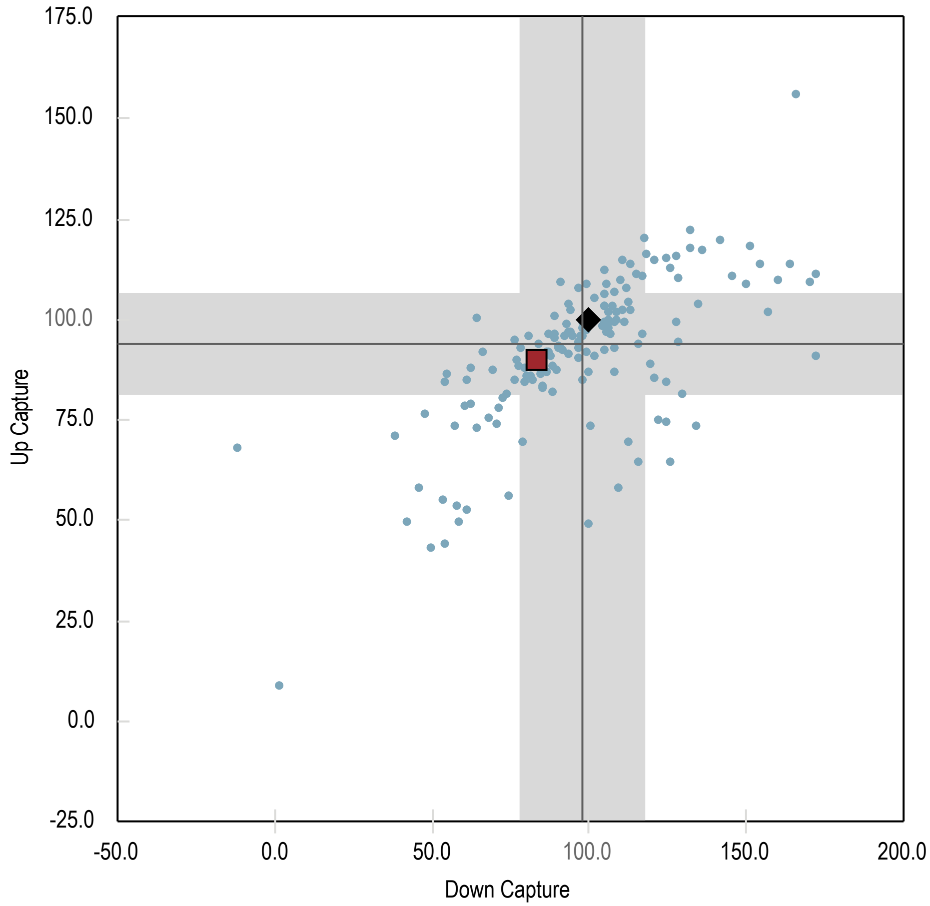

Rolling 3 Years Annualized Return
10.0
5.0
0.0
-5.0
-10.0
1/14
7/14
1/15
7/15
1/16
7/16
1/17
7/17
1/18
7/18
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
PGIM Emerging Markets Debt
50% JPM EMBI Global Div/50% JPM GBI EM Global Div


Rolling 5 Years Annualized Return
15.0
10.0
5.0
0.0
-5.0
1/14
7/14
1/15
7/15
1/16
7/16
1/17
7/17
1/18
7/18
1/19
7/19
1/20
7/20
1/21
7/21
1/22
7/22
1/23
7/23
12/23
PGIM Emerging Markets Debt
50% JPM EMBI Global Div/50% JPM GBI EM Global Div

	Market Value	% of Portfolio	3 Mo	1 Yr	3 Yrs	5 Yrs	10 Yrs	2022	2021	2020	2019	2018
Total Real Estate	**299,330,757**	**100.0**	**-2.9**	**-9.0**	**4.7**	**4.2**	**6.9**	**11.8**	**12.8**	**1.8**	**5.2**	**8.8**
NCREIF-ODCE			*-4.8*	*-12.0*	*4.9*	*4.2*	*7.3*	*7.5*	*22.2*	*1.2*	*5.3*	*8.3*
RREEF America II	132,490,445	44.3	-6.1	-15.2	4.2	3.9	6.9	18.4	12.8	1.8	5.3	8.6
NCREIF-ODCE			*-4.8*	*-12.0*	*4.9*	*4.2*	*7.3*	*7.5*	*22.2*	*1.2*	*5.3*	*8.3*
American Realty Strategic Value Fund	76,124,977	25.4	-2.0	-9.8	5.3	-	-	16.2	11.3	1.1	-	-
NCREIF-ODCE			*-4.8*	*-12.0*	*4.9*	-	-	*7.5*	*22.2*	*1.2*	-	-
Invesco Commercial Mortgage Income Fund	74,574,926	24.9	1.4	4.8	-	-	-	2.7	-	-	-	-
NCREIF-ODCE			*-4.8*	*-12.0*	-	-	-	*7.5*	-	-	-	-
SSGA US REIT Index Non-Lending Fund	785,540	0.3	16.4	14.0	-	-	-	-26.0	-	-	-	-
Dow Jones U.S. REIT Index			*17.7*	*11.4*	-	-	-	*-24.8*	-	-	-	-
KSL Capital Partners Fund VI	3,170,403	1.1	N/A									
NCREIF ODCE net 1Q Lag			*-2.1*	-	-	-	-	-	-	-	-	-
Cerberus Real Estate VI Institutional Feeder	3,934,465	1.3	N/A	-	-	-	-	-	-	-	-	-
NCREIF ODCE net 1Q Lag			*-2.1*	-	-	-	-	-	-	-	-	-
TA Realty Value-Add Fund XIII	8,250,000	2.8	N/A	-	-	-	-	-	-	-	-	-
NCREIF ODCE net 1Q Lag			*-2.1*	-	-	-	-	-	-	-	-	-

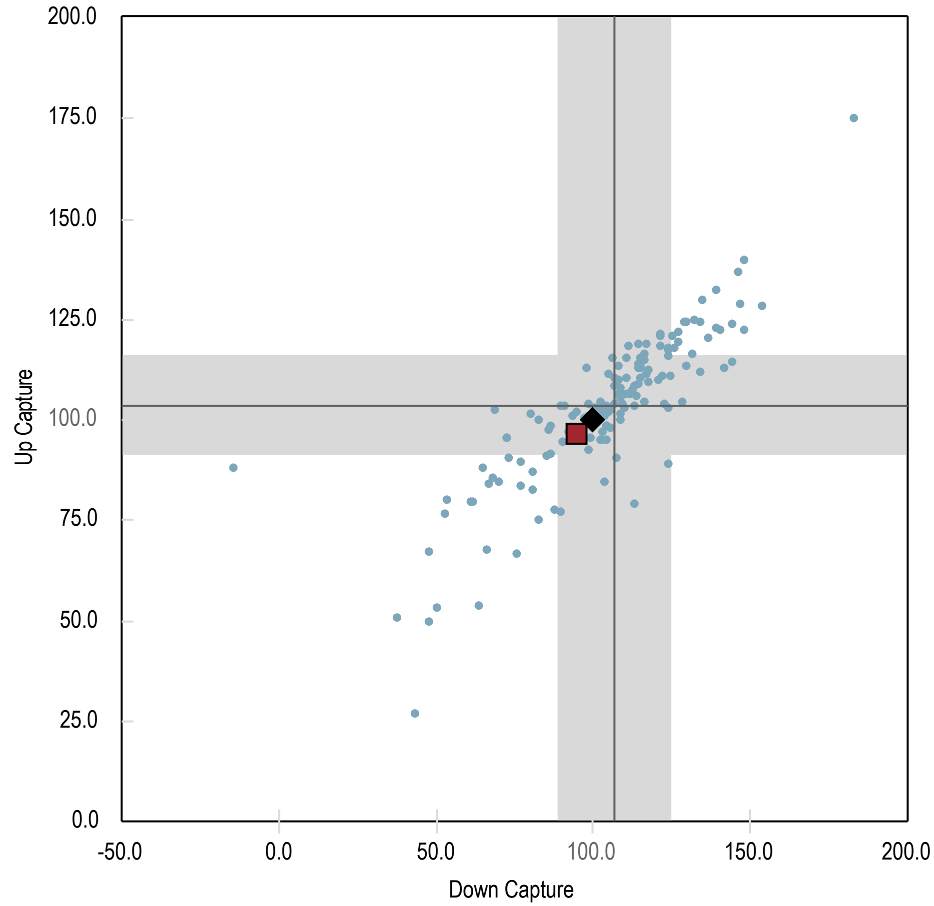
American Realty funded 4Q 2019. Invesco Commerical Mortgage Income Fund was funded 9/1/2021. SSGA US REIT Index was funded 12/10/2021. KSL Capital Partners Fund VI funded 4/23/2023. Cerberus Real Estate VI Institutional Feeder funded 10/12/2023. TA Realty Value-Add Fund XIII funded 11/17/2023.

3 Years Up Capture vs. Down Capture



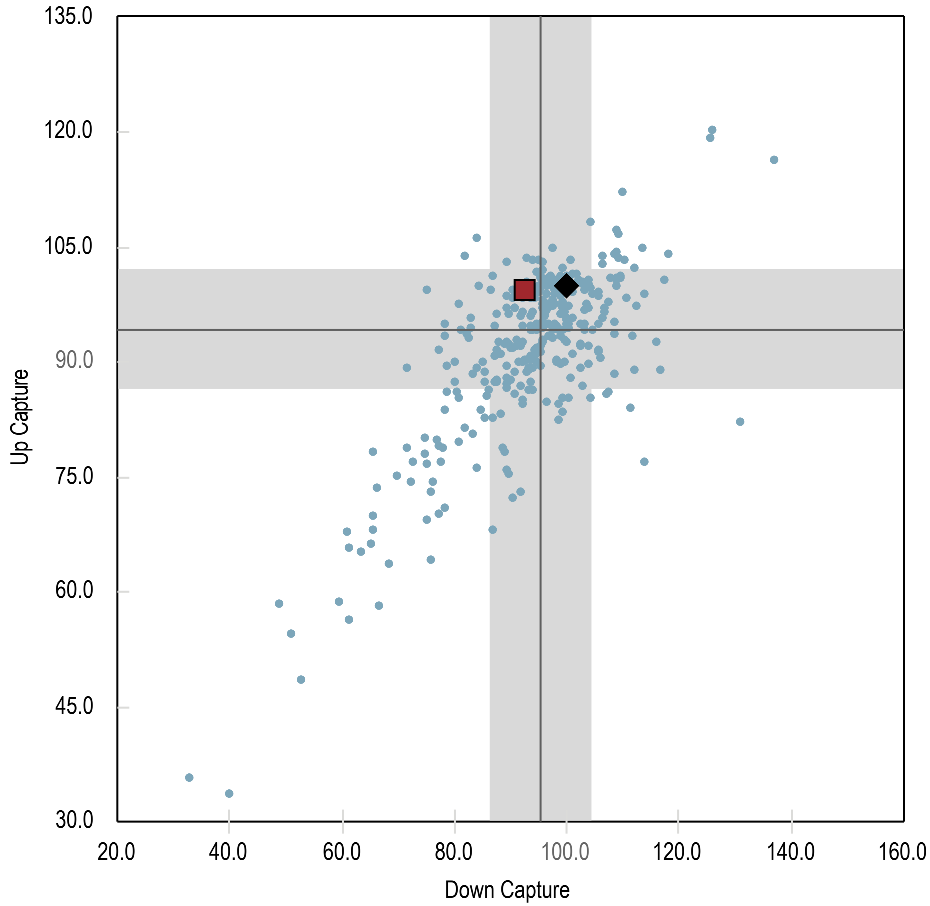
	Up Capture	Down Capture
Total Fund	89.76	83.16
Policy Index	100.00	100.00
Median	93.94	97.78
Population	164	164

5 Years Up Capture vs. Down Capture



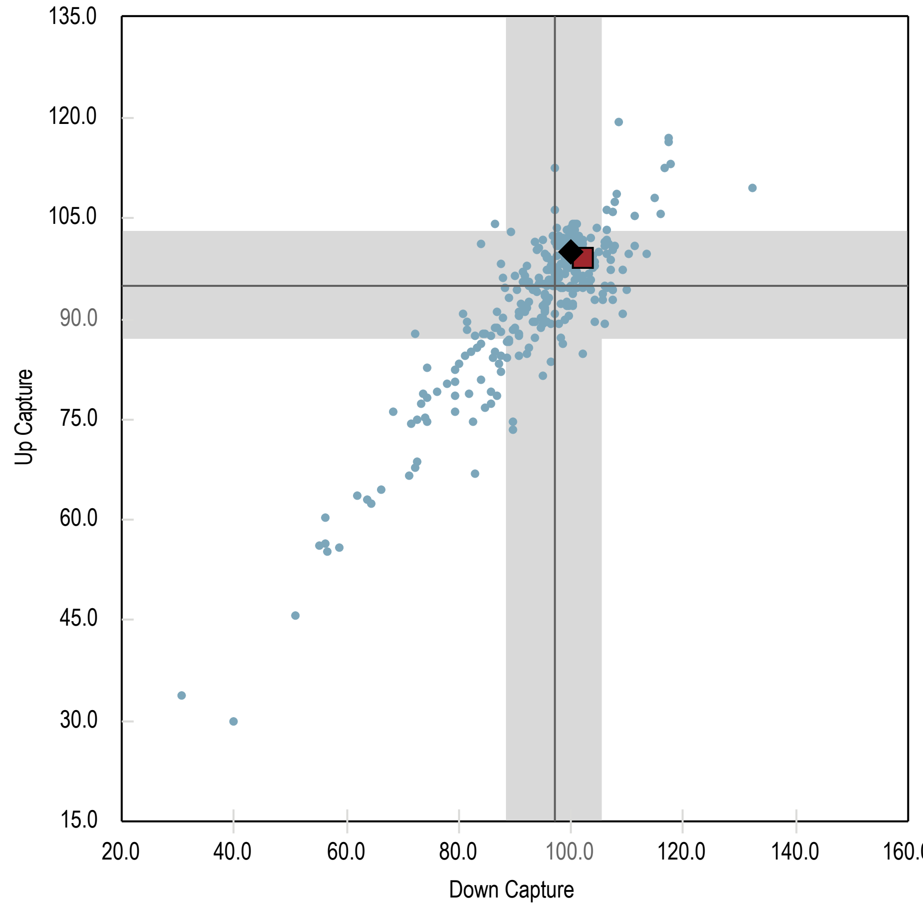
	Up Capture	Down Capture
Total Fund	96.42	94.92
Policy Index	100.00	100.00
Median	103.69	106.68
Population	153	153

3 Years Up Capture vs. Down Capture



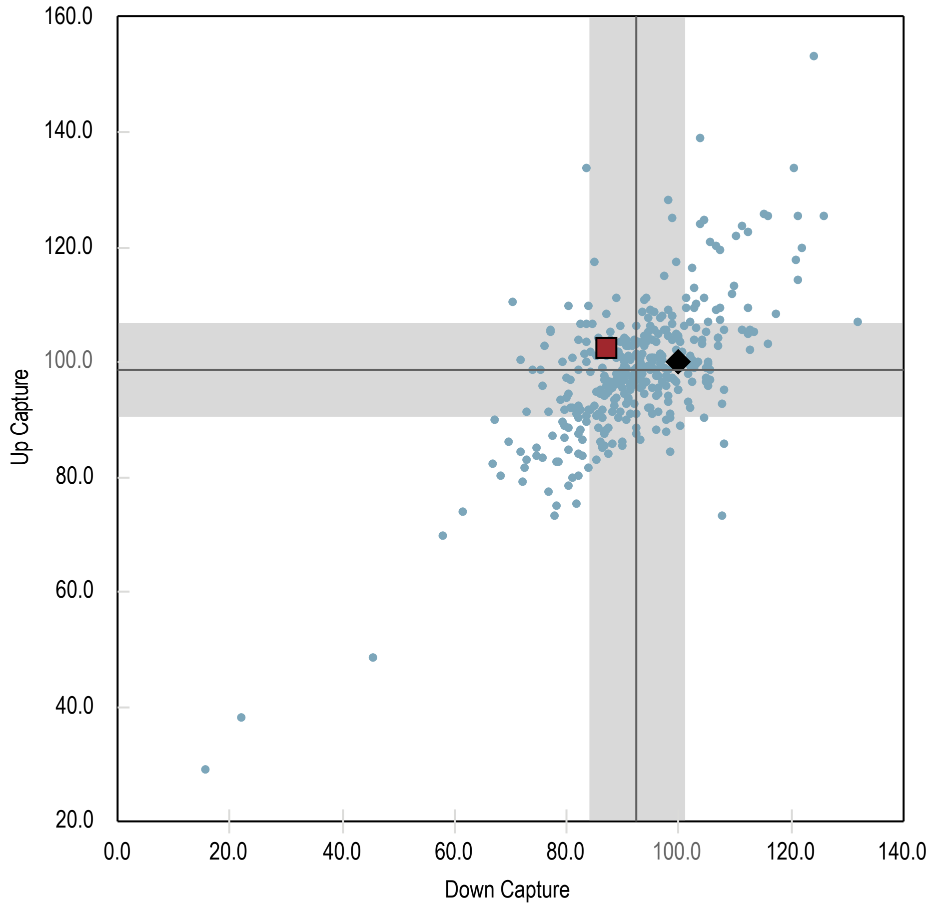
	Up Capture	Down Capture
PGIM QS US Core Equity	99.52	92.57
S&P 500 Index	100.00	100.00
Median	94.30	95.41
Population	325	325

5 Years Up Capture vs. Down Capture



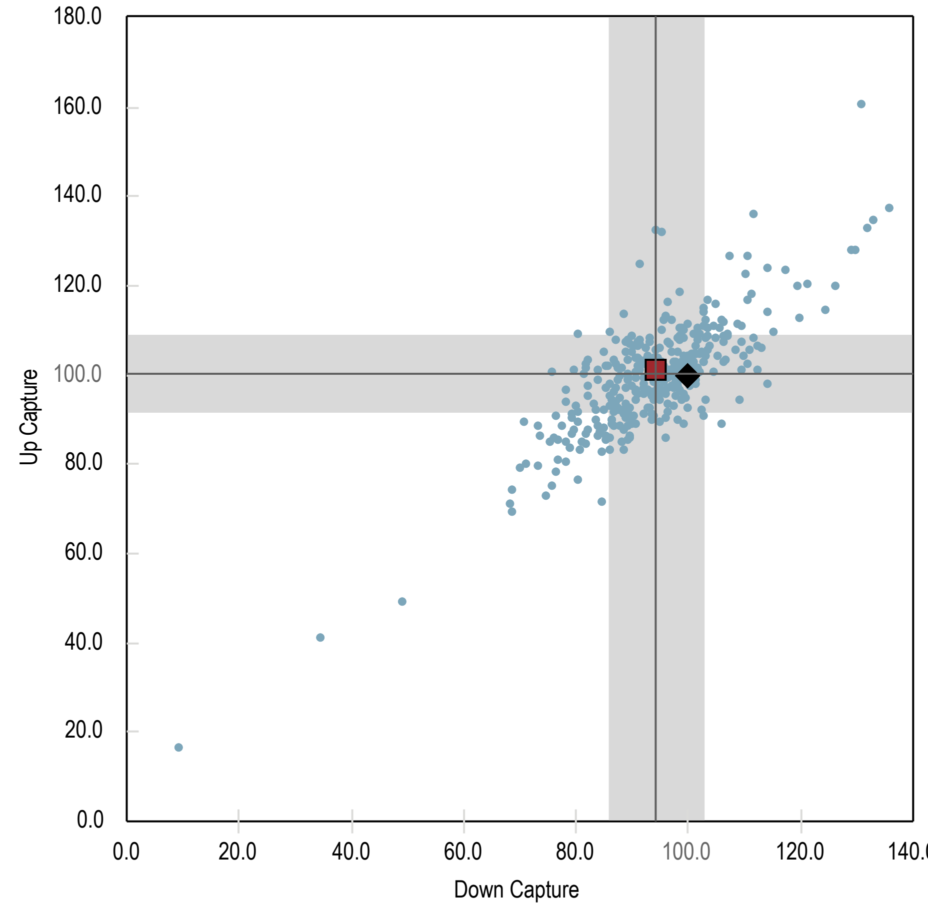
	Up Capture	Down Capture
PGIM QS US Core Equity	99.17	101.93
S&P 500 Index	100.00	100.00
Median	95.12	97.04
Population	303	303

3 Years Up Capture vs. Down Capture



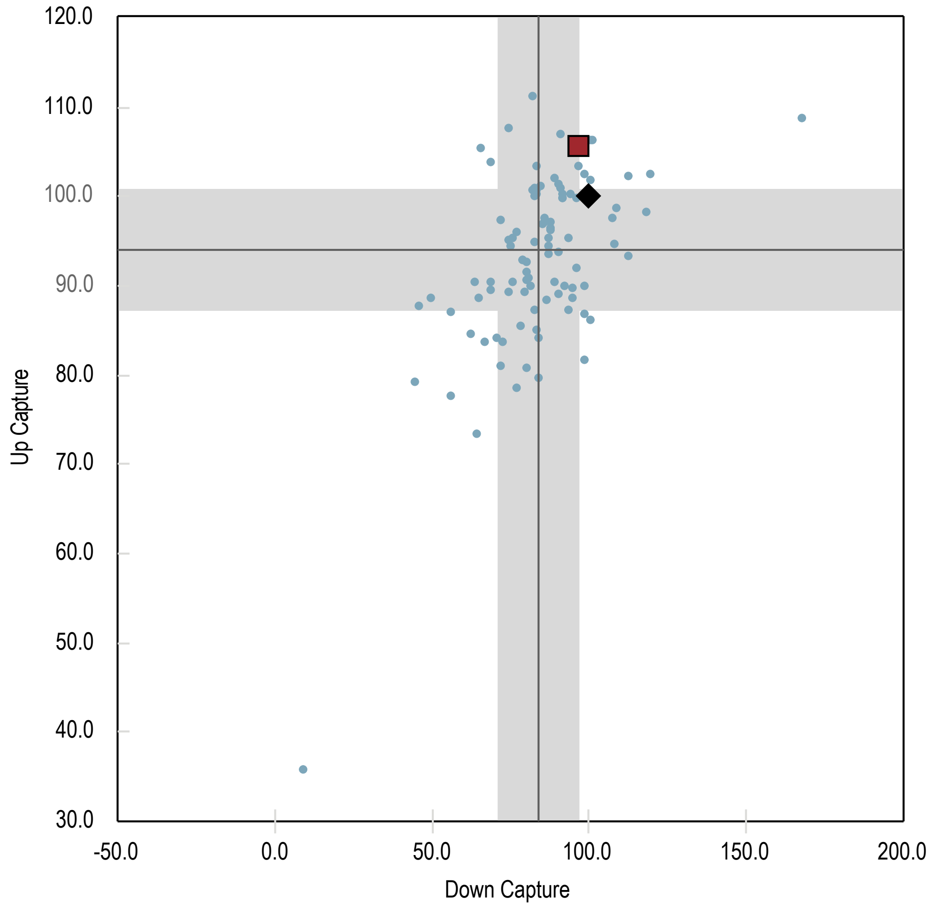
	Up Capture	Down Capture
Boston Partners Large Cap Value	102.42	87.09
Russell 1000 Value Index	100.00	100.00
Median	98.80	92.49
Population	376	376

5 Years Up Capture vs. Down Capture



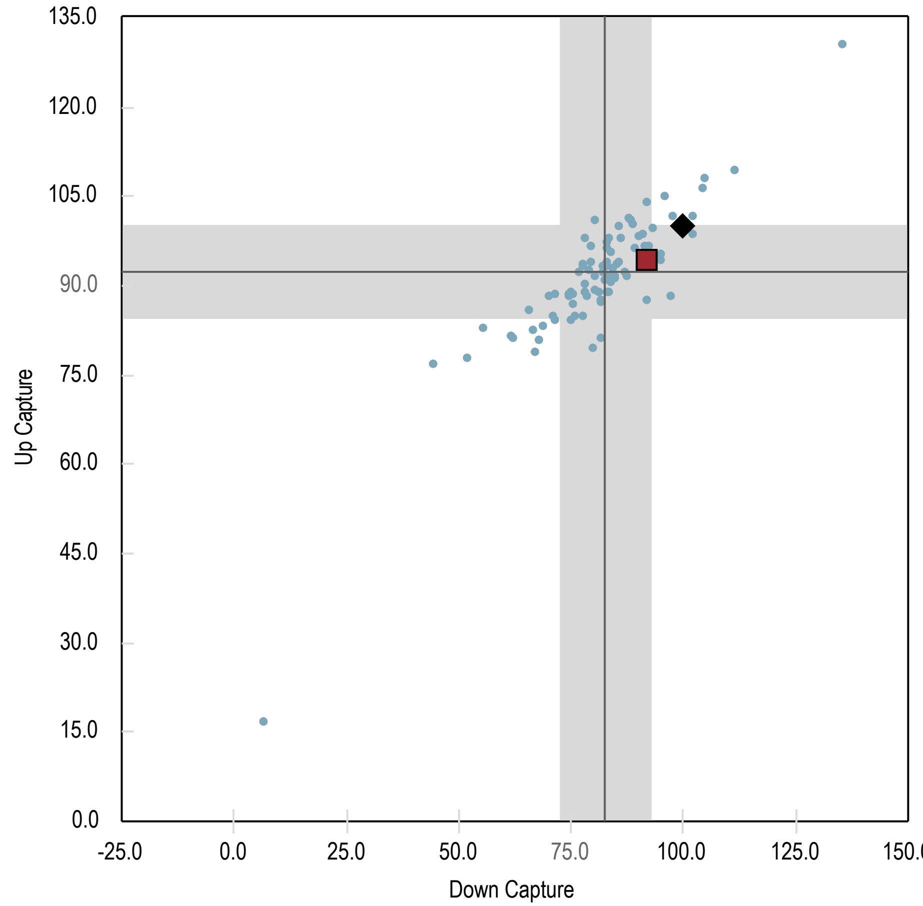
	Up Capture	Down Capture
Boston Partners Large Cap Value	101.17	94.21
Russell 1000 Value Index	100.00	100.00
Median	100.38	94.28
Population	360	360

3 Years Up Capture vs. Down Capture

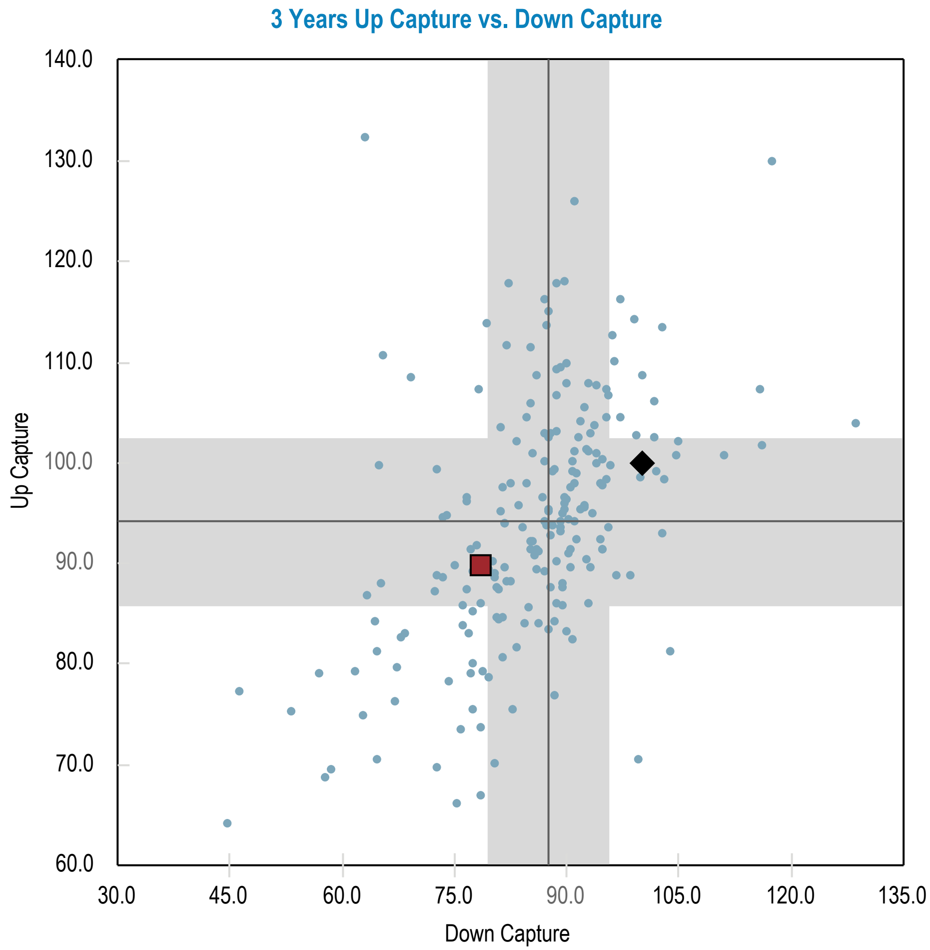


	Up Capture	Down Capture
William Blair SMID Cap Growth	105.71	96.62
Russell 2500 Growth Index	100.00	100.00
Median	94.06	83.81
Population	96	96

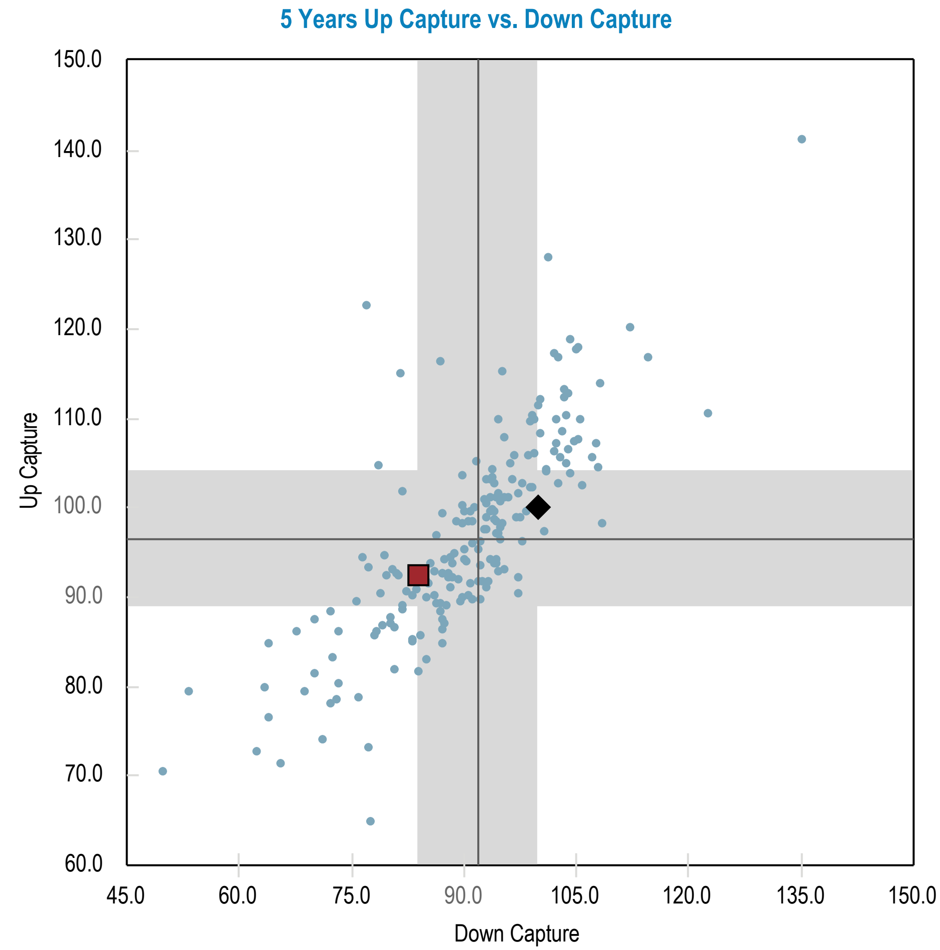
5 Years Up Capture vs. Down Capture



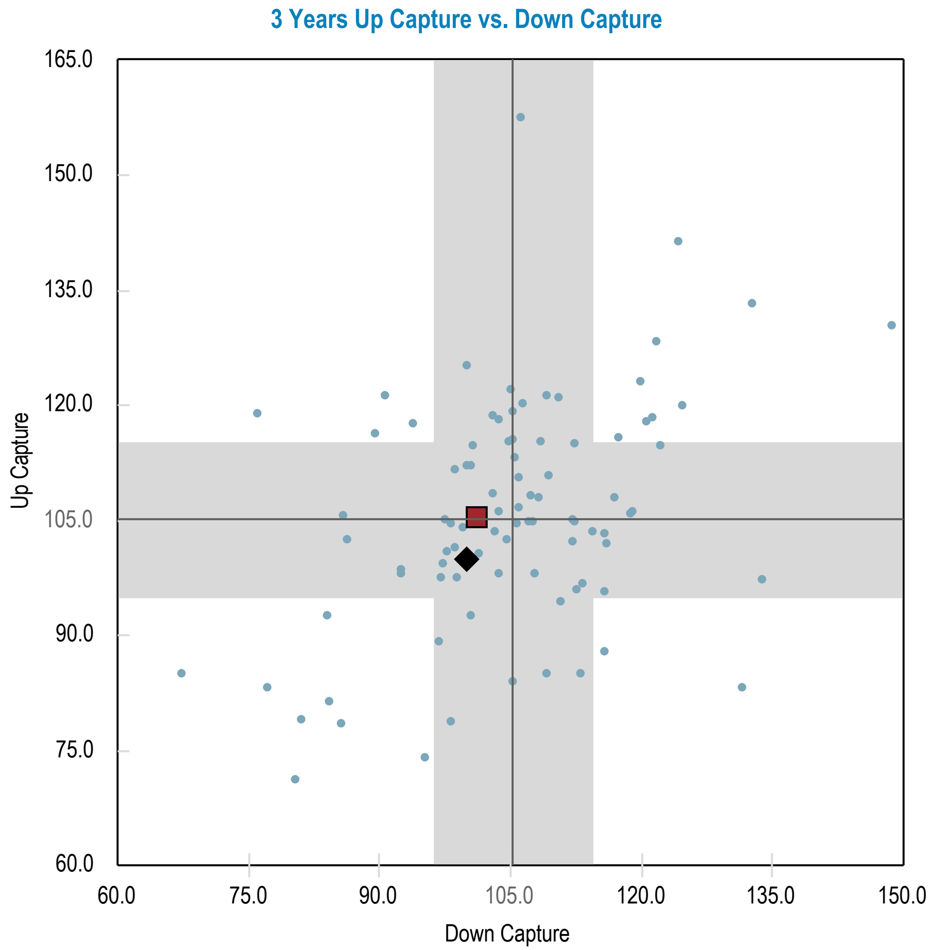
	Up Capture	Down Capture
William Blair SMID Cap Growth	94.38	91.76
Russell 2500 Growth Index	100.00	100.00
Median	92.30	82.64
Population	90	90



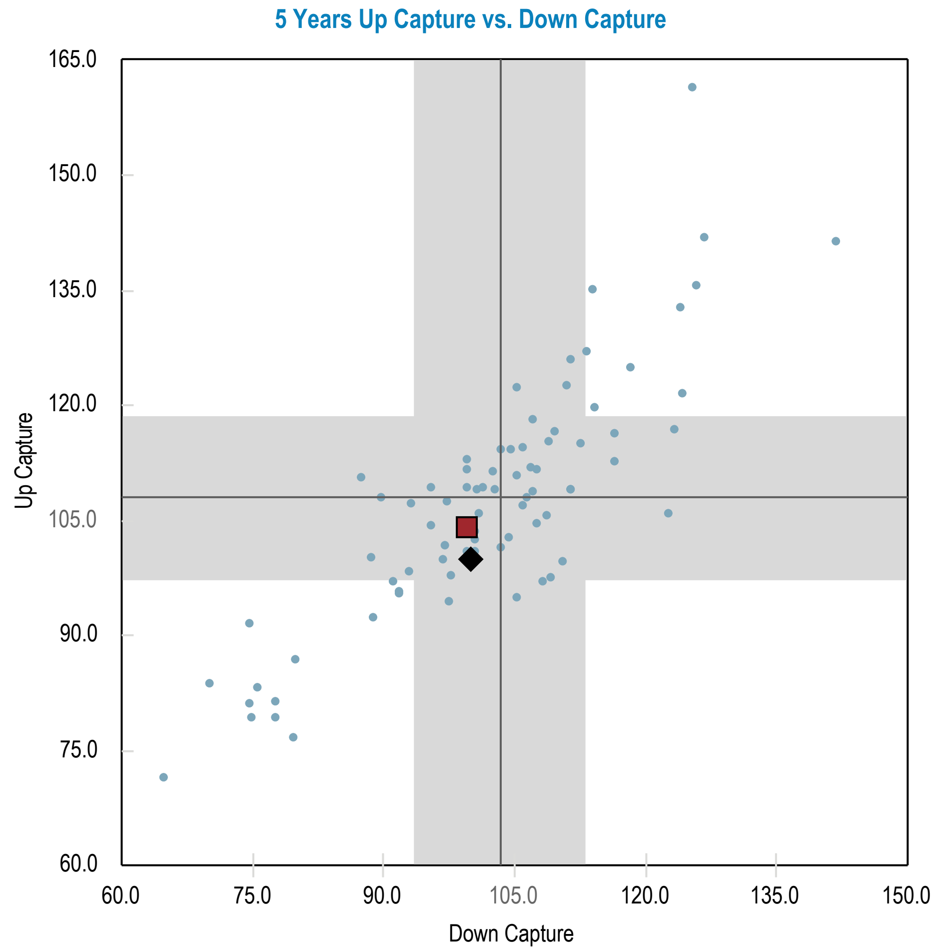
	Up Capture	Down Capture
Leeward Small Cap Value	89.90	78.63
Russell 2000 Value Index	100.00	100.00
Median	94.15	87.52
Population	207	207



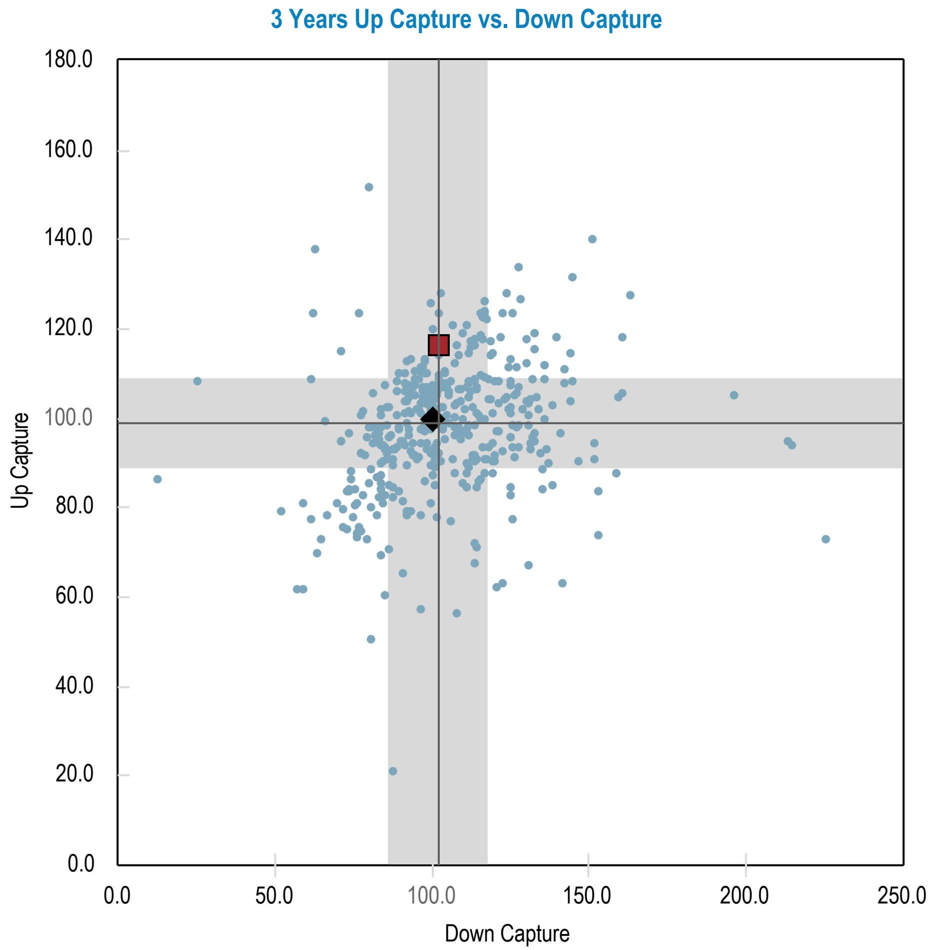
	Up Capture	Down Capture
Leeward Small Cap Value	92.45	83.88
Russell 2000 Value Index	100.00	100.00
Median	96.55	91.87
Population	201	201



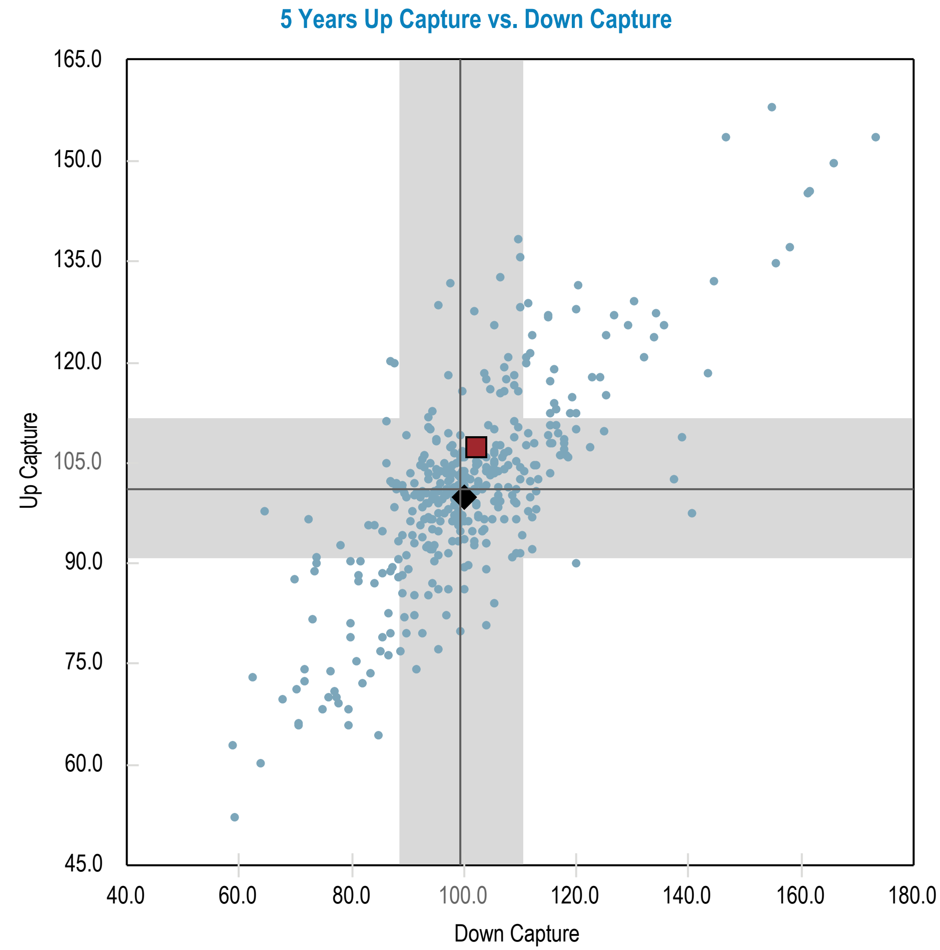
	Up Capture	Down Capture
PIMCO RAE Fundamental Global Ex US Fund	105.53	101.18
MSCI AC World ex USA Value (Net)	100.00	100.00
Median	105.06	105.31
Population	89	89



	Up Capture	Down Capture
PIMCO RAE Fundamental Global Ex US Fund	104.26	99.51
MSCI AC World ex USA Value (Net)	100.00	100.00
Median	107.97	103.34
Population	79	79

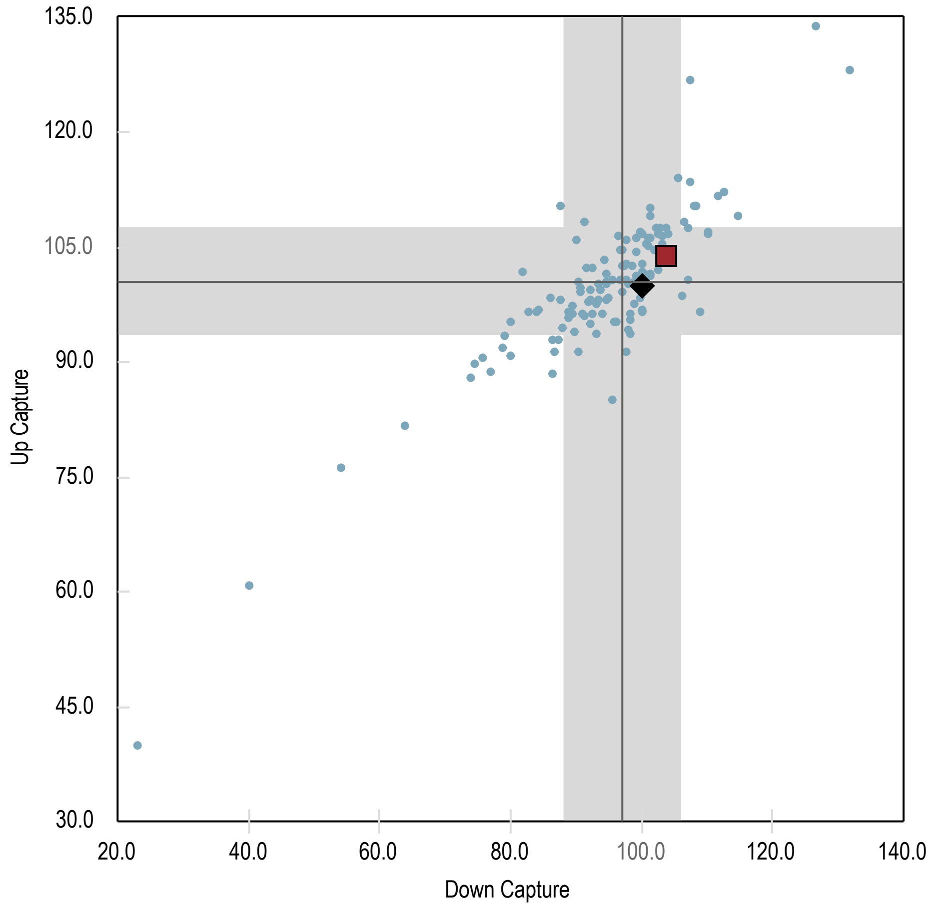


	Up Capture	Down Capture
Skellig Water Fund (aka KBI)	116.52	102.24
MSCI AC World Index (Net)	100.00	100.00
Median	98.85	101.88
Population	435	435



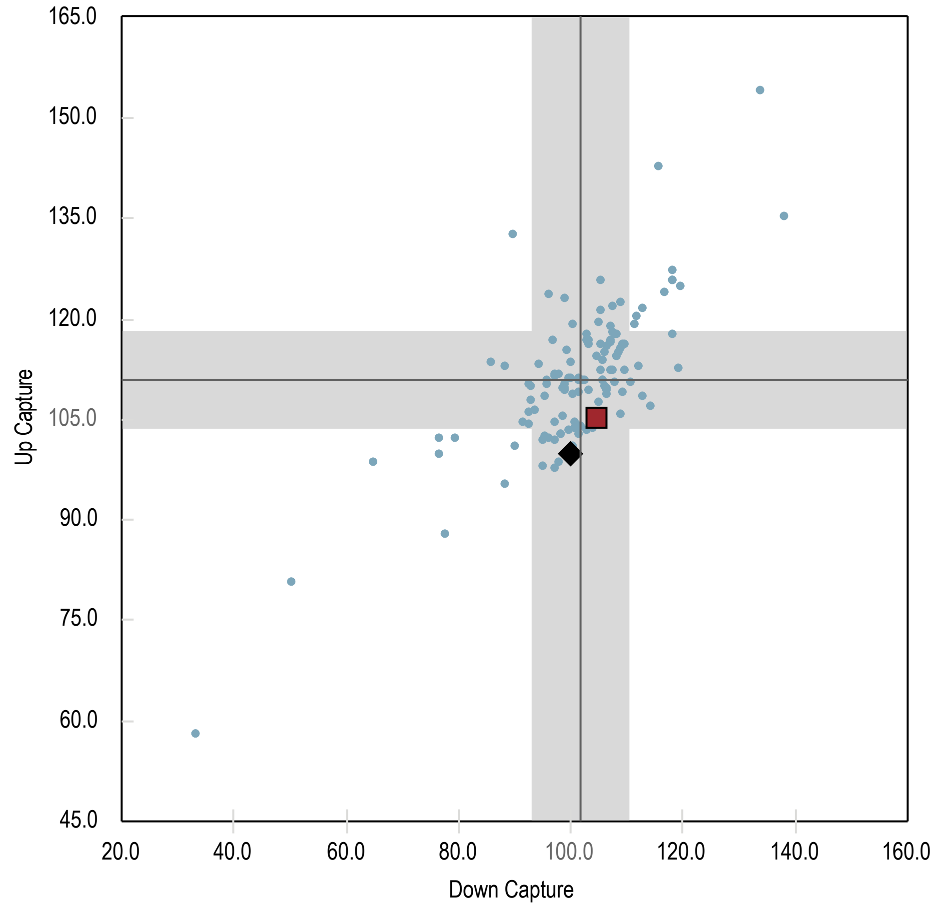
	Up Capture	Down Capture
Skellig Water Fund (aka KBI)	107.37	102.19
MSCI AC World Index (Net)	100.00	100.00
Median	101.22	99.46
Population	376	376

3 Years Up Capture vs. Down Capture



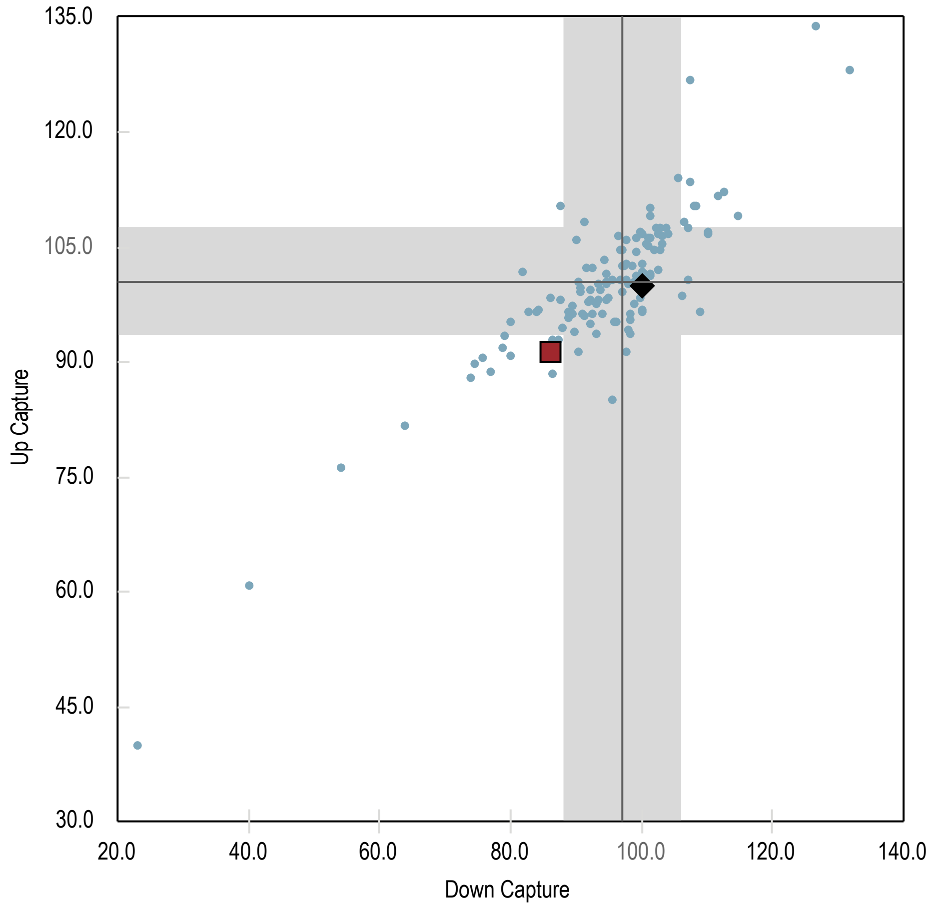
	Up Capture	Down Capture
BlackRock Core Plus Fixed Income	103.81	103.64
Blmbg. U.S. Aggregate Index	100.00	100.00
Median	100.64	97.13
Population	129	129

5 Years Up Capture vs. Down Capture



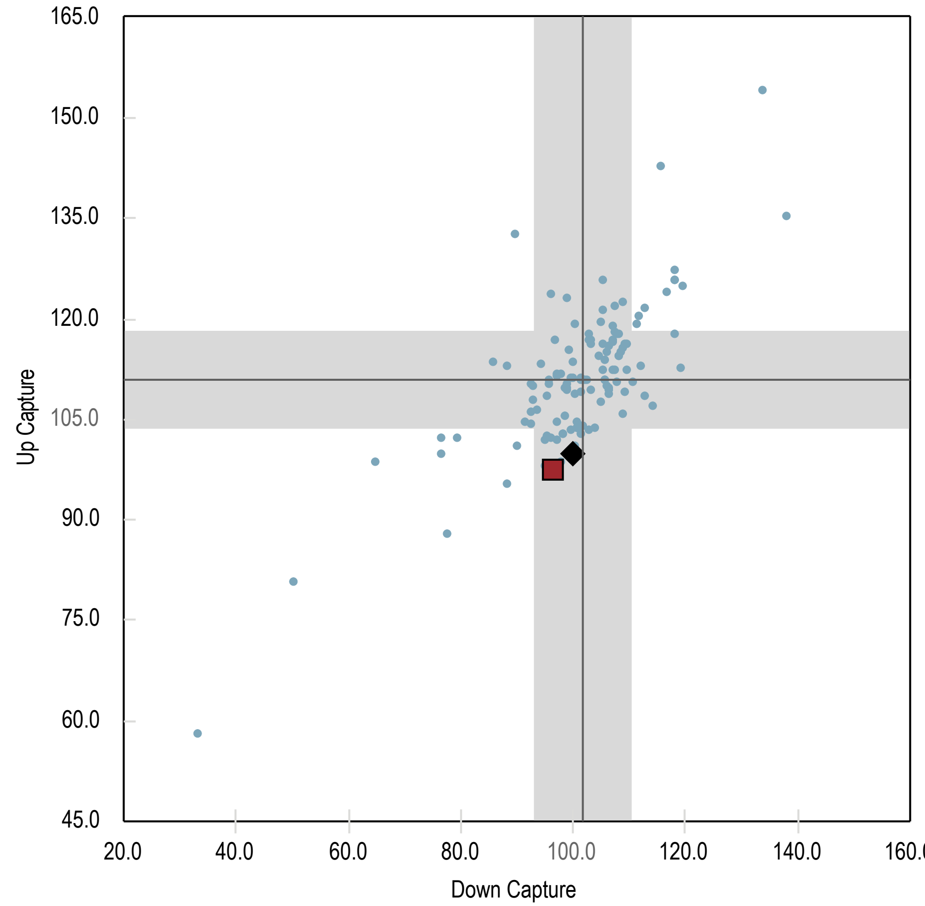
	Up Capture	Down Capture
BlackRock Core Plus Fixed Income	105.21	104.54
Blmbg. U.S. Aggregate Index	100.00	100.00
Median	110.99	101.88
Population	124	124

3 Years Up Capture vs. Down Capture



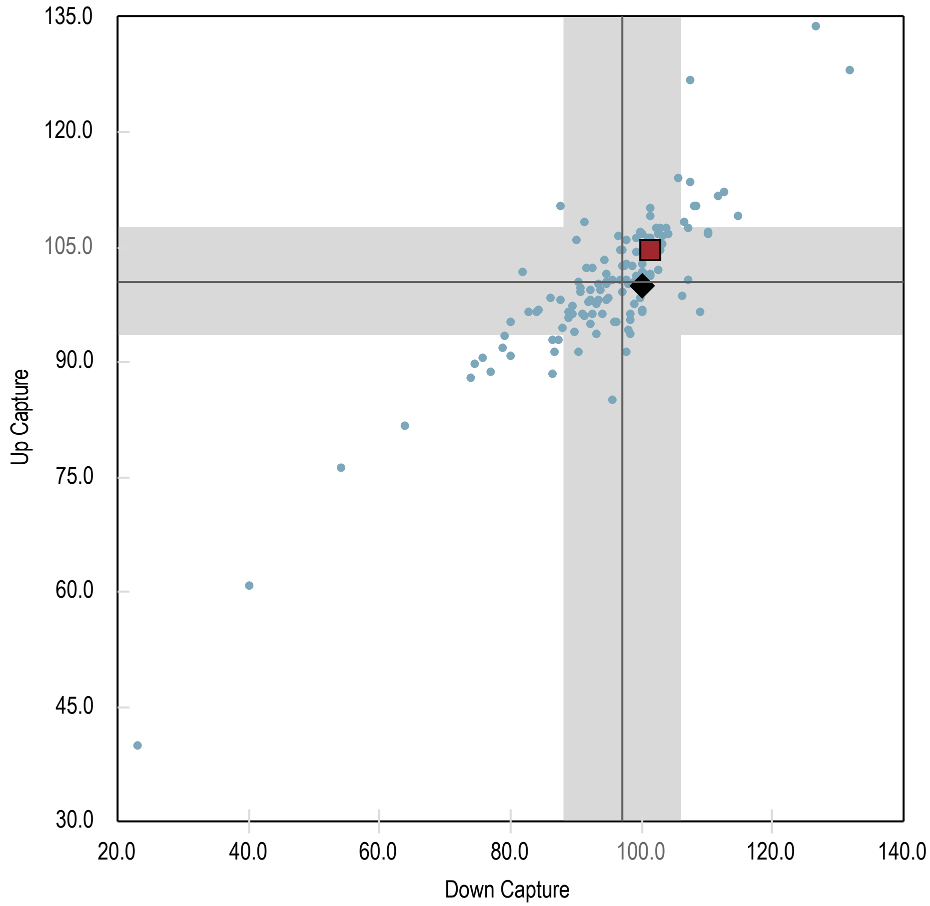
	Up Capture	Down Capture
Doubleline Core Plus	91.27	85.97
Blmbg. U.S. Aggregate Index	100.00	100.00
Median	100.64	97.13
Population	129	129

5 Years Up Capture vs. Down Capture



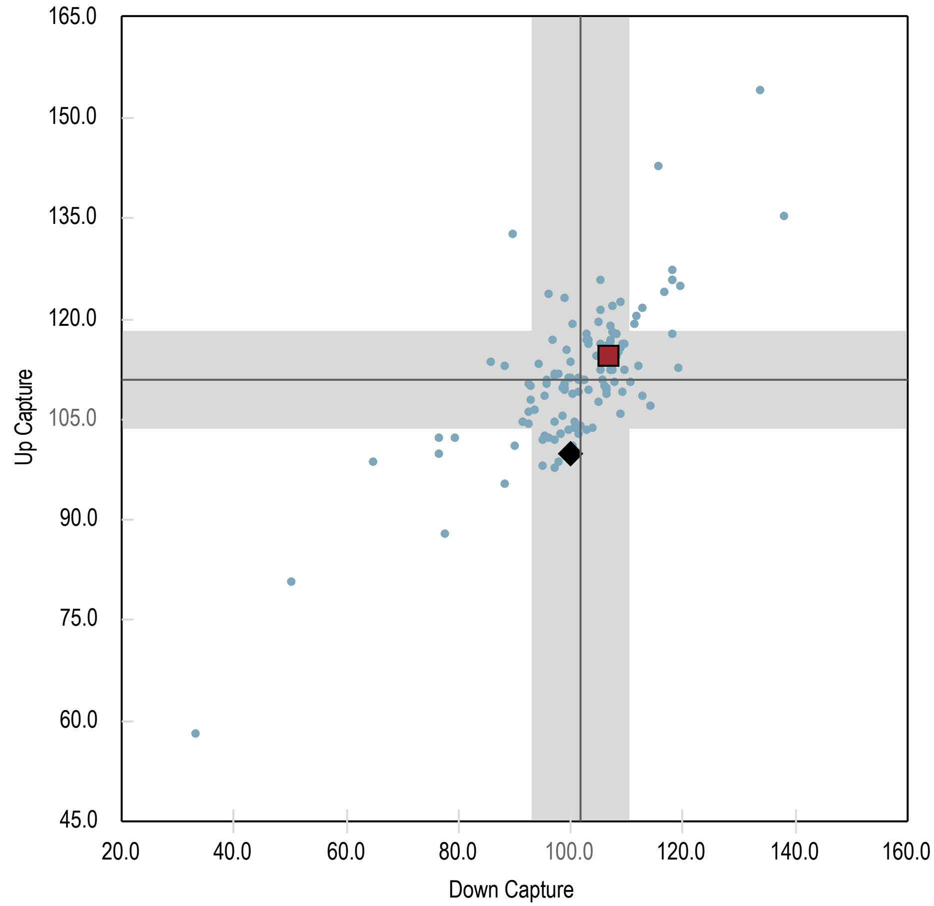
	Up Capture	Down Capture
Doubleline Core Plus	97.58	96.52
Blmbg. U.S. Aggregate Index	100.00	100.00
Median	110.99	101.88
Population	124	124

3 Years Up Capture vs. Down Capture



	Up Capture	Down Capture
MacKay Shields Core Plus	104.66	101.31
Blmbg. U.S. Aggregate Index	100.00	100.00
Median	100.64	97.13
Population	129	129

5 Years Up Capture vs. Down Capture



	Up Capture	Down Capture
MacKay Shields Core Plus	114.68	106.70
Blmbg. U.S. Aggregate Index	100.00	100.00
Median	110.99	101.88
Population	124	124

Verus

Illiquid Alternatives

Due to the inability to receive final valuation prior to report production, closed end funds (including but are not limited to Real Estate, Hedge Funds, Private Equity, and Private Credit) performance is typically reported at a one-quarter lag. Valuation is reported at a one-quarter lag, adjusted for current quarter flow (cash flows are captured real time). Closed end fund performance is calculated using a time-weighted return methodology consistent with all portfolio and total fund performance calculations. For Private Markets, performance reports also include Verus-calculated multiples based on flows and valuations (e.g. DPI and TVPI) and manager-provided IRRs.

Manager Line Up

Manager	Fund Incepted	Data Source	Manager	Fund Incepted	Data Source
SSGA S&P 500 Flagship Fund	7/27/2011	SSGA	Pantheon USA Fund VI	7/26/2005	Pantheon
PGIM QS US Core Equity	12/1/2008	BNY	PIMCO BRAVO	1/14/2011	PIMCO
Boston Partners Large Cap Value	2/1/1999	BNY	KKR Mezzanine Partners	7/8/2011	KKR
William Blair Large Cap Growth	4/25/2022	BNY	Stepstone Secondary Opps II	5/10/2013	Stepstone
SSGA US Extended Market Index	6/10/2021	SSGA	Ocean Avenue Fund III	5/27/2016	Ocean Ave
William Blair SMID Cap Growth	6/30/2006	BNY	Ocean Avenue Fund IV	9/16/2019	Ocean Ave
Leeward Small Cap Value	8/26/2009	BNY	Ocean Avenue Fund V	3/31/2023	Ocean Ave
SSGA MSCI ACWI ex US	1/1/2010	SSGA	Pathway Fund 8	4/12/2016	Pathway
PIMCO RAE	8/14/2012	PIMCO	Pathway Fund 9	5/31/2018	Pathway
SGA Global Growth	6/4/2018	SGA	Pathway Fund 10	3/31/2020	Pathway
Skellig DST Water Fund	10/28/2014	KBI	Sixth Street Partners Diversified Credit	11/21/2016	Sixth Street
BlackRock Fixed Income	12/1/1995	BNY	Sixth Street TAO Contingent	4/16/2020	Sixth Street
Doubleline Core Plus	12/1/2015	BNY	American Realty	12/20/2019	American Realty
MacKay Shields Core Plus	12/1/2015	MacKay	Invesco Commercial Mortgage	9/1/2021	Invesco
PGIM Emerging Markets Debt	8/26/2019	BNY	IFM Global Infrastructure	1/1/2023	IFM Investors
SSGA US REIT Index Non-Lending Fund	12/10/2021	BNY	Altas Partners Holdings III	1/31/2023	ALTAS
RREEF America II	3/1/2003	Deutsche	KSL Capital Partners Fund VI	4/23/2023	KSL Capital Partners
Cerberus VI Institutional Feeder	10/12/2023	Cerberus	Audax - Private Equity Fund VII	8/7/2023	Audax
TA Realty Value-Add Fund XIII	11/17/2023	TA Realty	Gridiron Capital Fund V	11/27/2023	Gridiron Capital

Policy & Custom Index Composition

Policy Index: (10/1/2023 -)	26% Russell 3000, 4.5% Russell 2000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 18% NCREIF-ODCE, 7.5% Private Equity Returns, 5% Private Credit Returns
Policy Index: (10/1/2021 - 10/1/2023)	26% Russell 3000, 5% Russell 2000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 13.4% NCREIF-ODCE, 7% Private Equity Returns, 5% Private Credit Returns, and 4.6% MSCI US REIT Index.
Policy Index (9/30/2020 - 9/23/2021)	25% Russell 3000, 15% MSCI ACWI ex US, 3% MSCI ACWI, 17% BBgBarc US Aggregate, 5% JPM GBI Global, 5% (50% JPM EMBI Global Div/50% JPM GBI EM Global Div), 20% NCREIF-ODCE, 5% Private Equity Returns, 5% Private Credit Returns.
Policy Index (10/23/2019 - 7/22/2020)	20% Russell 3000, 20% MSCI ACWI ex US, 3% MSCI ACWI, 17% BBgBarc US Aggregate, 5% JPM GBI Global, 5% (50% JPM EMBI Global Div/50% JPM GBI EM Global Div), 20% NCREIF-ODCE, 5% Private Equity Returns, 5% Private Credit Returns

Other Disclosures

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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Verus receives universe data from InvMetrics, eVestment Alliance, and Morningstar. We believe this data to be robust and appropriate for peer comparison. Nevertheless, these universes may not be comprehensive of all peer investors/managers but rather of the investors/managers that comprise that database. The resulting universe composition is not static and will change over time. Returns are annualized when they cover more than one year. Investment managers may revise their data after report distribution. Verus will make the appropriate correction to the client account but may or may not disclose the change to the client based on the materiality of the change.

Memorandum

To:	Board of Trustees, Tulare County Employees' Retirement Association
cc:	Leanne Malison, Retirement Administrator
From:	Jeffrey MacLean, Senior Consultant, Chief Executive Officer
Date:	February 28, 2024
RE:	Passive Core Fixed Income Provider Recommendation

Executive Summary

At the January 2024 meeting, Trustees approved to liquidate the Blackrock Core Fixed Income SMA and allocate the proceeds (~$80 million) to an index fund that tracks the Bloomberg U.S. Aggregate Index. Verus was then tasked to follow up with a recommended passive manager for the mandate. The proceeding memo provides background on the consolidation of TCERA's core bond portfolio as well as details around the index manager's proposals. Verus recommends TCERA move forward with the BNY Mellon DB SL Aggregate Bond Index fund.

Background

TCERA's core bond mandate is currently allocated between Blackrock, DoubleLine, and Mackay Shields. At the July 2023 meeting, Trustees inquired about potentially reducing the number of core fixed income managers from three to two. Verus' response during the August 2023 meeting included an analysis supporting the thesis that consolidating the mandate to two managers is efficient and would continue to provide the portfolio with ample diversification.

As a follow up to the August discussion, Verus provided a concluding analysis that compared TCERA's three managers on a quantitative and qualitative basis during the January 2024 meeting. Quantitatively, Blackrock was the lowest tracking error strategy which resulted in performance that was slightly above benchmark over multiple time periods but underperformed DoubleLine and Mackay Shields. Furthermore, Verus determined that any combination of the current managers would result in fee savings that were di-minimis. Qualitatively, there were no concerns regarding any of the managers.

Trustees approved to liquidate Blackrock and allocate the proceeds to an index fund while retaining DoubleLine and Mackay Shields. Moving to this structure will benefit TCERA in two ways: First, the portfolio will maintain its diversification and expected excess return benefits while receiving benchmark rate exposure at an effective cost. Second, this structure also offers TCERA with the greatest fee savings due to the fees on the passive fund being much less than Blackrock's fee.

Passive Core Fixed Income Manager

Verus reached out to five passive providers, all who are viewed as institutionally viable with significant experiencing managing index funds, to solicit proposals for the mandate. The five were Blackrock, Northern Trust, State Street, BNY Mellon, and Fidelity. We asked each firm to provide their best and final fee offers for both commingled trust fund and separate account options, lending and non-lending options, total assets in each product, tracking error, securities lending return, and the type of transition event (in-kind or cash). Based on the feedback from the providers, Verus ruled out the separate account option as it wouldn't be viable from a cost perspective due to the size of the mandate. As such, the transition to a CIT index fund is expected to be short (within a day) with preference for a cash transaction over an in-kind transition event.

The following tables reflect the details of the various pricing proposals provided by each firm. The first table encapsulates the fees both for lending and non-lending funds while the second table shows other considerations such as trailing 3-year securities lending income, 10-year tracking error, and fund assets. Overall, all provider proposals were competitive with subtle differences between fees and other considerations.

Index Providers Fee Comparison (all #'s in bps)

	Management Fees		Admin Fees		All in Fee	
	CIT Lending	**CIT NL**	**CIT Lending**	**CIT NL**	**CIT Lending**	**CIT NL**
Northern Trust	1.5	2	0.8	0.6	2.3	2.6
Blackrock	3	4.5	0.4	0.4	3.4	4.9
State Street	2	2.5	1.3	1.2	3.3	3.7
BNYM	3	5	0.0	0.0	3.0	5.0
Fidelity	N/A	2.5	0.0	0.0	N/A	2.5

Index Providers Other Considerations Comparison

	Trailing 3-year Net Income from Lending (%)	10-Year Tracking Error (Gross)	Total Assets
Northern Trust	2.8	0.16%	\$8.9B (SL) / \$17.6B (NSL)
Blackrock	3.4	0.10%	\$5.9B (SL) / \$3.5B (NSL)
State Street	1.1	0.10%	\$1.5B (SL) / \$5.9B (NSL)
BNYM	3.5	0.05%	\$13.1B (SL) / \$354M (NSL)
Fidelity	N/A	0.21%	\$9.6B (NSL)

Note: Securities Lending (SL); Non-Securities Lending (NSL)

There are several factors that are relevant when it comes to selecting an index provider including their respective institutional reputation and experience working with institutional assets, the attractiveness of the product's fees, their historical proximity to the benchmark being replicated (tracking error), and the total assets in the product which can be viewed as a barometer of liquidity.

TCERA has had a positive overall experience with Blackrock from both a management and administrative standpoint, and they clearly have a competitive index solution. However, Verus believes their proposal for TCERA wasn't superior.

All solicited index providers are considered institutionally viable and have extensive experience managing institutional assets. Moreover, all product CIT funds are more than sizable to handle TCERA's mandate and provide liquidity should a situation arise where the Plan needed to fully liquidate. The all-in fees across the providers, which ranged from 2.3 bps to 3.4 bps, are low and competitive for a passive core bond mandate of TCERA's size. We do see some variability in the 10-year tracking error numbers which was factored into our recommendation.

Verus believes BNY Mellon was relatively strong across all the metrics listed. The fund's all-in fee of 3 bps is low and competitive, tracking error is lowest amongst its peers at 0.05% over the past 10-years, and the CIT fund is the largest product relative to peers at $13.1B in total assets. If TCERA were to opt for the securities lending fund, the trailing 3-year return generated from the program is greater than the all-in fee resulting in a negative cost; essentially the securities lending program is more than subsidizing the management and administrative costs of the fund. Due to the relative attractiveness of their proposal, Verus recommends that TCERA invest in the BNY Mellon DB SL Aggregate Bond Index Fund.

Additional Fee Savings

Verus reached out to TCERA's remaining active core plus bond managers, DoubleLine and Mackay Shields, to confirm that TCERA qualifies for the lowest cost investment vehicles for each strategy. For DoubleLine's mandate, TCERA qualifies for a separate account vehicle as well as a newly created CIT share class. Both vehicles offer the same management fee of 25 bps on the first $100M and 22 bps thereafter. For Mackay Shields' mandate, TCERA qualifies for a separate account vehicle with management fees of 28 bps on the first $100M and 25 bps thereafter.

For comparison, TCERA is invested in the CIT fund of each manager with management fees of 28 bps to DoubleLine and 30 bps to Mackay Shields. If TCERA were to transition to the lower fee vehicles, the Plan would potentially be saving ~$32k to DoubleLine and ~$21K to Mackay Shields annually. Factoring in the index portion of the mandate, TCERA is expected to save ~$225k annually compared to the current core bond portfolio fee schedule. The following table summarizes the projected fees if TCERA were to move into the lower cost vehicles relative to the current fees:

Current Fees vs Projected Fees

	MV (as of 12/31/23)	Current Fee (%)	Projected Fee (%)	Current Fee ($)	Projected Fee ($)	Fee Savings
DoubleLine	$ 107,143,112	0.28%	0.25%	$ 294,644	$ 267,858	$ (26,786)
Mackay Shields	$ 105,664,175	0.30%	0.28%	$ 316,993	$ 295,860	$ (21,133)
Blackrock	$ 80,836,749	0.25%	-	$ 202,092	$ -	
Passive Index Fund	$ 80,836,749	-	0.03%	$ -	$ 24,251	$ (177,841)
Total Management Fees Paid				**$ 813,728**	**$ 587,968**	
Current Weighted Avg. Fee		**0.28%**				
Projected Weighted Avg. Fee		**0.19%**				
Difference		**-0.09%**				**$ (225,759)**

TCERA Asset Allocation Comparison 1-31-24 - Preliminary Numbers

Manager	Category	Market Value	Actual %	Target %	Value at Target	Difference to Target	Comments
	DOMESTIC EQUITY						
PGIM (QMA)	Large Core Enhanced	83,121,755	4.17%	3.00%	59,752,923	23,368,832	
SSGA S&P 500 Sec Lnd Index Fund	Large Core	184,848,408	9.28%	10.00%	199,176,409	(14,328,001)	
Boston Partners	Large Value	82,934,123	4.16%	3.50%	69,711,743	13,222,380	
William Blair	Large Growth	89,165,510	4.48%	3.50%	69,711,743	19,453,767	
SSGA US Ext Sec Lnd	SMID Core Index	73,109,950	3.67%	3.00%	59,752,923	13,357,027	
Leeward	Small Value	33,778,509	1.70%	1.50%	29,876,461	3,902,048	
William Blair	Smid Growth	29,663,715	1.49%	1.50%	29,876,461	(212,746)	
	Total	576,621,970	28.95%	26.00%	517,858,663	58,763,307	
	INTERNATIONAL EQUITY						
SGA	International Growth	96,354,255	4.84%	6.00%	119,505,845	(23,151,591)	
PIMCO RAE	International Value	111,123,799	5.58%	4.00%	79,670,564	31,453,236	
SSGA - ACWI Index Fund	International Core	105,495,170	5.30%	6.00%	119,505,845	(14,010,676)	
	Total	312,973,223	15.71%	16.00%	318,682,254	(5,709,031)	
	GLOBAL EQUITY						
Skellig Water Fund (KBI)	Water Related	69,785,478	3.50%	3.00%	59,752,923	10,032,555	
	Total	69,785,478	3.50%	3.00%	59,752,923	10,032,555	
	PRIVATE EQUITY						
Pantheon	Private Equity - F of F	141,111	0.01%				
Stepstone	PE - Secondaries	4,194,093	0.21%				
Ocean Avenue III	Private Equity - F of F	21,327,642	1.07%				
Ocean Avenue IV	Private Equity - F of F	27,614,533	1.39%				Underweight pending new commitments and capital calls. Pantheon and Stepstone in liquidation phase.
Ocean Avenue V	Private Equity - F of F	4,332,005	0.22%				
Pathway Fund 8	Private Equity - F of F	25,502,286	1.28%				
Pathway Fund 9	Private Equity - F of F	25,211,494	1.27%				
Pathway Fund 10	Private Equity - F of F	27,829,756	1.40%				
Direct Investments	Verus Discretionary	14,714,416	0.74%				
	Total	150,867,336	7.57%	12.00%	239,011,691	(88,144,355)	
	FIXED INCOME						
BlackRock	Core Plus	80,680,192	4.05%	6.00%	119,505,845	(38,825,653)	
MacKay Shields	Core Plus	105,846,669	5.31%	5.50%	109,547,025	(3,700,356)	Underweight offset by overweight in Private

TCERA Asset Allocation Comparison 1-31-24 - Preliminary Numbers

Manager	Category	Market Value	Actual %	Target %	Value at Target	Difference to Target	Comments
DoubleLine	Core Plus	107,143,112	5.38%	5.50%	109,547,025	(2,403,912)	Credit.
PGIM	Emerging Market Debt	56,571,439	2.84%	3.00%	59,752,923	(3,181,484)	
	Total	350,241,412	17.58%	20.00%	398,352,818	(48,111,406)	
	PRIVATE CREDIT						
Sixth Street DCP (TSSP)	Private Credit	91,643,774	4.60%		-	91,643,774	Overweight offset for Fixed Income
Sixth Street TAO Contingent (TSSP)	Private Credit	32,824,446	1.65%		-	32,824,446	
	Total	124,468,220	6.25%	5.00%	99,588,204	91,643,774	
	REAL ASSETS						
Invesco	Real Estate Debt	70,855,173	3.56%	3.00%	59,752,923	11,102,251	
American Realty Advisors	Value Add Real Estate and Opportunistic Real Estate	71,170,965			-	71,170,965	
Direct Investments - Real Estate		14,521,955			-	14,521,955	RREEF America II overweight pending rebalancing - redemption request pending. SSGA REIT - Holding for transitions as needed.
Total Value Add and Opp RE		85,692,920	4.30%	8.00%	159,341,127	(73,648,207)	
IFM	Infrastructure	86,189,464	4.33%	4.00%	79,670,564	6,518,900	
SSGA US REIT	REIT Index Fund	753,750	0.04%	0.00%	-	753,750	
RREEF America II	Core Commingled	128,319,060	6.44%	3.00%	59,752,923	68,566,137	
	Total	371,810,366	18.67%	18.00%	358,517,536	98,985,750	
	OPPORTUNISTIC						
KKR - Mezzanine	Opportunistic	2,466,352	0.12%	n/a	-	2,466,352	Opportunistic outside of Target Allocation. KKR in distribution phase.
	Total	2,466,352	0.12%		-	2,466,352	
	OTHER		0.12%		-	2,466,352	
Cash		32,529,732	1.63%	0.00%	-	32,529,732	Capital Calls and Cash Flow Needs. Transfer to Operating Account at County is pending.
	Total	32,529,732	1.63%	0.00%	-	32,529,732	
	Grand Total	**1,991,764,089**	**100.00%**	**100.00%**	**1,991,764,089**		

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	Market Value	% of Portfolio	1 Mo	Fiscal YTD	Fiscal 2023	Fiscal 2022	Fiscal 2021	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs	20 Yrs
Total Fund	**1,999,681,199**	**100.0**	**-0.2**	**4.9**	**6.5**	**-4.9**	**23.6**	**6.9**	**4.6**	**6.8**	**6.0**	**7.5**	**6.8**
Policy Index			*-0.3*	*4.1*	*6.9*	*-5.8*	*21.9*	*5.9*	*3.9*	*6.9*	*6.3*	*7.7*	*7.0*
Total Domestic Equity	**576,602,912**	**28.8**	**1.1**	**10.5**	**17.9**	**-13.9**	**44.5**	**17.8**	**9.4**	**13.0**	**11.6**	**13.7**	**10.2**
Russell 3000 Index			*1.1*	*9.6*	*19.0*	*-13.9*	*44.2*	*19.1*	*9.1*	*13.5*	*12.0*	*14.6*	*10.2*
SSGA S&P 500 Flagship Fund	184,848,408	9.2	1.7	9.9	19.6	-10.7	40.8	20.8	10.9	14.3	12.6	-	-
S&P 500 Index			*1.7*	*9.9*	*19.6*	*-10.6*	*40.8*	*20.8*	*11.0*	*14.3*	*12.6*	-	-
PGIM QS US Core Equity	83,121,755	4.2	2.2	11.3	19.1	-9.0	39.5	22.9	12.2	13.5	12.2	-	-
S&P 500 Index			*1.7*	*9.9*	*19.6*	*-10.6*	*40.8*	*20.8*	*11.0*	*14.3*	*12.6*	-	-
William Blair Large Cap Growth	89,163,809	4.5	4.3	17.5	24.8	-	-	36.1	-	-	-	-	-
Russell 1000 Growth Index			*2.5*	*13.3*	*27.1*	-	-	*35.0*	-	-	-	-	-
William Blair SMID Cap Growth	29,661,916	1.5	-1.8	3.9	21.3	-28.1	42.4	5.5	-1.0	9.2	10.6	14.5	-
Russell 2500 Growth Index			*-2.3*	*2.5*	*18.6*	*-31.8*	*49.6*	*5.7*	*-4.3*	*8.5*	*8.7*	*13.9*	-
Boston Partners Large Cap Value	82,922,857	4.1	1.2	10.8	11.5	-3.8	49.5	10.3	13.3	11.1	9.6	12.4	10.1
Russell 1000 Value Index			*0.1*	*6.1*	*11.5*	*-6.8*	*43.7*	*6.1*	*9.2*	*9.3*	*8.8*	*12.0*	*9.0*
SSGA US Extended Market Index	73,109,950	3.7	-2.4	8.7	15.2	-29.8	-	10.6	-	-	-	-	-
Dow Jones U.S. Completion Total Stock Market Index			*-2.4*	*8.3*	*15.0*	*-30.0*	-	*10.1*	-	-	-	-	-
Leeward Small Cap Value	33,774,217	1.7	-3.3	4.4	11.0	-7.4	62.2	-0.6	9.5	9.3	8.0	-	-
Russell 2000 Value Index			*-4.5*	*6.8*	*6.0*	*-16.3*	*73.3*	*-0.1*	*4.5*	*6.7*	*6.7*	-	-
Total International Equity	**312,973,224**	**15.7**	**-1.2**	**4.7**	**16.1**	**-18.5**	**38.3**	**8.0**	**3.2**	**7.2**	**5.0**	**7.0**	**6.6**
MSCI AC World ex USA (Net)			*-1.0*	*4.6*	*12.7*	*-19.4*	*35.7*	*5.9*	*1.1*	*5.3*	*4.2*	*7.3*	*7.1*
SSGA MSCI ACWI Ex US Index Fund	105,495,170	5.3	-1.0	4.5	12.9	-19.2	35.9	6.0	1.3	5.5	4.4	-	-
MSCI AC World ex USA (Net)			*-1.0*	*4.6*	*12.7*	*-19.4*	*35.7*	*5.9*	*1.1*	*5.3*	*4.2*	-	-
PIMCO RAE Fundamental Global Ex US Fund	111,123,799	5.6	-1.1	7.1	16.3	-15.5	45.3	10.4	6.2	5.8	4.1	-	-
MSCI AC World ex USA Value (Net)			*-1.2*	*7.0*	*12.2*	*-12.8*	*37.6*	*7.5*	*5.4*	*4.6*	*3.3*	-	-
SGA International Growth	96,354,255	4.8	-1.3	2.4	19.3	-21.0	34.3	7.5	2.3	9.8	-	-	-
MSCI AC World ex USA Growth (Net)			*-0.8*	*2.2*	*13.3*	*-25.8*	*33.7*	*4.3*	*-3.1*	*5.8*	-	-	-

Policy Index (10/1/2021): 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 13.4% NCREIF-ODCE, 5% Russell 2000, 4.6% MSCI REIT Index, 7% Private Equity Returns, 5% Private Credit Returns. Due to the lagged nature of Private Market Fund valuations, Private Markets Fund returns have been excluded from monthly updates. All data is preliminary. FY 6/30.

Total Fund
Executive Summary (Net of Fees) - Preliminary

Tulare County Employees' Retirement Association
Period Ending: January 31, 2024

	Market Value	% of Portfolio	1 Mo	Fiscal YTD	Fiscal 2023	Fiscal 2022	Fiscal 2021	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs	20 Yrs
Total Global Equity	**69,785,478**	**3.5**	**-2.1**	**6.1**	**19.2**	**-12.2**	**50.4**	**10.0**	**8.7**	**11.1**	**-**	**-**	**-**
MSCI AC World Index (Net)			*0.6*	*7.9*	*16.5*	*-15.8*	*39.3*	*14.7*	*6.1*	*10.2*	-	-	-
Skellig Water Fund (aka KBI)	69,785,478	3.5	-2.1	6.1	19.2	-12.2	50.4	10.0	8.7	11.1	-	-	-
MSCI AC World Index (Net)			*0.6*	*7.9*	*16.5*	*-15.8*	*39.3*	*14.7*	*6.1*	*10.2*	-	-	-
Total Fixed Income	**350,241,412**	**17.5**	**-0.1**	**4.1**	**1.4**	**-12.7**	**2.8**	**3.6**	**-2.9**	**0.3**	**1.4**	**3.8**	**3.3**
Blmbg. U.S. Aggregate Index			*-0.3*	*3.1*	*-0.9*	*-10.3*	*-0.3*	*2.1*	*-3.2*	*0.8*	*1.6*	*2.7*	*3.1*
Total Domestic Fixed Income	**293,669,974**	**14.7**	**0.0**	**3.8**	**-0.4**	**-11.1**	**2.3**	**2.8**	**-2.8**	**1.2**	**1.9**	**-**	**-**
Blmbg. U.S. Aggregate Index			*-0.3*	*3.1*	*-0.9*	*-10.3*	*-0.3*	*2.1*	*-3.2*	*0.8*	*1.6*	*2.7*	-
BlackRock Core Plus Fixed Income	80,680,192	4.0	-0.2	3.4	-0.8	-11.1	0.5	2.2	-3.3	1.0	1.7	3.1	3.4
Blmbg. U.S. Aggregate Index			*-0.3*	*3.1*	*-0.9*	*-10.3*	*-0.3*	*2.1*	*-3.2*	*0.8*	*1.6*	*2.7*	*3.1*
Doubleline Core Plus	107,143,112	5.4	0.0	3.4	0.2	-10.1	2.9	3.0	-2.4	0.9	-	-	-
Blmbg. U.S. Aggregate Index			*-0.3*	*3.1*	*-0.9*	*-10.3*	*-0.3*	*2.1*	*-3.2*	*0.8*	-	-	-
MacKay Shields Core Plus	105,846,669	5.3	0.2	4.5	-0.5	-12.0	3.7	3.1	-2.8	1.6	-	-	-
Blmbg. U.S. Aggregate Index			*-0.3*	*3.1*	*-0.9*	*-10.3*	*-0.3*	*2.1*	*-3.2*	*0.8*	-	-	-
Total Emerging Markets Fixed Income	**56,571,439**	**2.8**	**-0.6**	**5.7**	**12.2**	**-19.4**	**10.3**	**8.1**	**-1.8**	**-**	**-**	**-**	**-**
50% JPM EMBI Global Div/50% JPM GBI EM Global Div			*-1.3*	*4.3*	*9.4*	*-20.2*	*7.1*	*6.5*	*-3.4*	-	-	-	-
PGIM Emerging Markets Debt	56,571,439	2.8	-0.6	5.7	12.2	-19.4	10.3	8.1	-1.8	-	-	-	-
50% JPM EMBI Global Div/50% JPM GBI EM Global Div			*-1.3*	*4.3*	*9.4*	*-20.2*	*7.1*	*6.5*	*-3.4*	-	-	-	-
Total Real Estate	**288,086,800**	**14.4**	**-1.1**	**-2.2**	**-7.2**	**24.8**	**2.2**	**-6.9**	**4.9**	**4.3**	**7.0**	**4.9**	**7.5**
NCREIF ODCE			*0.0*	*-7.0*	*-10.7*	*28.3*	*7.1*	*-12.7*	*4.0*	*3.3*	*6.3*	*5.1*	*7.4*
RREEF America II	128,319,060	6.4	0.0	-8.4	-11.6	36.1	2.1	-15.2	4.0	3.8	6.8	6.1	-
NCREIF ODCE net 1Q Lag			*0.0*	*-4.9*	*-3.9*	*27.3*	*1.5*	*-12.9*	*6.2*	*4.7*	*7.2*	*4.7*	-
American Realty Strategic Value Fund	71,170,965	3.6	-4.2	-8.1	-1.8	20.2	3.4	-10.5	3.5	-	-	-	-
NCREIF ODCE net 1M Lag			*-5.0*	*-9.7*	*-3.9*	*27.3*	*1.5*	*-12.7*	*4.0*	-	-	-	-
Invesco Commercial Mortgage Income Fund	72,800,320	3.6	0.0	6.1	-1.7	-	-	4.8	-	-	-	-	-
NCREIF ODCE			*0.0*	*-7.0*	*-10.7*	-	-	*-12.7*	-	-	-	-	-
KSL Capital Partners Fund VI	3,170,403	0.2	0.0	0.0	-	-	-	-	-	-	-	-	-
NCREIF ODCE net 1Q Lag			*0.0*	*-4.9*	-	-	-	-	-	-	-	-	-
Cerberus Real Estate VI Institutional Feeder	3,622,302	0.2	0.0	-	-	-	-	-	-	-	-	-	-
NCREIF ODCE net 1Q Lag			*0.0*	-	-	-	-	-	-	-	-	-	-
TA Realty Value-Add Fund XIII	8,250,000	0.4	0.0	-	-	-	-	-	-	-	-	-	-
NCREIF ODCE net 1Q Lag			*0.0*	-	-	-	-	-	-	-	-	-	-
SSGA US REIT Index Non-Lending Fund	753,750	0.0	-4.0	3.4	-0.7	-	-	-1.4	-	-	-	-	-
Dow Jones U.S. REIT Index			*-4.8*	*2.7*	*-4.2*	-	-	*-3.6*	-	-	-	-	-

Policy Index (10/1/2021): 26% Russell 3000, 16% MSCI ACWI ex US, 3% MSCI ACWI, 17% Bloomberg US Aggregate, 3% JPM EMBI Global/ JPM GBI EM Index, 13.4% NCREIF-ODCE, 5% Russell 2000, 4.6% MSCI REIT Index, 7% Private Equity Returns, 5% Private Credit Returns. Due to the lagged nature of Private Market Fund valuations, Private Markets Fund returns have been excluded from monthly updates. All data is preliminary. FY 6/30.

	Market Value	% of Portfolio	1 Mo	Fiscal YTD	Fiscal 2023	Fiscal 2022	Fiscal 2021	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 Yrs	20 Yrs
Total Infrastructure	**86,189,464**	**4.3**	**-1.0**	**2.4**	**-**	**-**	**-**	**6.9**	**-**	**-**	**-**	**-**	**-**
NCREIF ODCE			*0.0*	*-7.0*	-	-	-	*-12.7*	-	-	-	-	-
IFM Global Infrastructure	86,189,464	4.3	-1.0	2.4	-	-	-	6.9	-	-	-	-	-
NCREIF ODCE			*0.0*	*-7.0*	-	-	-	*-12.7*	-	-	-	-	-
Total Private Equity	**151,445,674**	**7.6**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Private Equity Benchmark			*0.0*	*0.9*	*-3.4*	*30.9*	*42.4*	*-0.5*	*11.5*	*14.8*	*13.5*	*11.7*	-
Altas Partners Holdings III	371,682	0.0	-	-	-	-	-	-	-	-	-	-	-
Ocean Avenue Fund III	21,327,642	1.1	-	-	-	-	-	-	-	-	-	-	-
Ocean Avenue Fund IV	27,614,533	1.4	-	-	-	-	-	-	-	-	-	-	-
Ocean Avenue Fund V	4,332,005	0.2	-	-	-	-	-	-	-	-	-	-	-
Pantheon Ventures	141,111	0.0	-	-	-	-	-	-	-	-	-	-	-
Pathway Private Equity Fund Investors 8	25,502,286	1.3	-	-	-	-	-	-	-	-	-	-	-
Pathway Private Equity Fund Investors 9	25,211,494	1.3	-	-	-	-	-	-	-	-	-	-	-
Pathway Private Equity Fund Investors 10	27,829,756	1.4	-	-	-	-	-	-	-	-	-	-	-
Stepstone Secondary Opportunities Fund II	4,194,093	0.2	-	-	-	-	-	-	-	-	-	-	-
Audax- Private Equity Fund VII-B	5,725,250	0.3	-	-	-	-	-	-	-	-	-	-	-
Gridiron Capital Fund V	8,720,822	0.4	-	-	-	-	-	-	-	-	-	-	-
DCVC Bio III, LP	475,000	0.0	-	-	-	-	-	-	-	-	-	-	-
Total Private Credit	**131,826,505**	**6.6**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Private Credit Benchmark			*0.1*	*6.8*	*2.7*	*7.5*	*28.3*	*10.9*	*7.1*	*8.4*	-	-	-
Sixth Street DCP (frmrly TSSP DCP)	96,454,130	4.8	-	-	-	-	-	-	-	-	-	-	-
Sixth Street TAO Contingent (frmrly TSSP TAO Contingent)	32,824,446	1.6	-	-	-	-	-	-	-	-	-	-	-
Total Opportunistic	**2,547,929**	**0.1**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
KKR Mezzanine Partners I	2,547,929	0.1	-	-	-	-	-	-	-	-	-	-	-

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EDUCATIONAL EVENTS - Board of Retirement

<u>2024</u>

1. **CALAPRS**, General Assembly – Rancho Mirage, March 2-5, 2024. Agenda in Binder. Registration Open.

2. **CALAPRS**, Advanced Principles of Pension Governance for Trustees – UCLA Luskin Conference Center, March 27-29, 2024. Agenda in Binder. Registration Open.

3. **CALAPRS**, Trustees Roundtable – Virtual, May 3, 2024. Agenda Pending.

4. **SACRS,** Annual Spring Conference – Santa Barbara, May 7-10, 2024. Agenda Pending.

5. **SACRS**, Public Pension Investment Management Program – UC Berkeley, July 14-17, 2024. Agenda Pending.

6. **CALAPRS**, Principles of Pension Governance for Trustees – Location TBD, August 26-29, 2024. Agenda Pending.

7. **CALAPRS**, Trustees Roundtable – Northern CA, October 11, 2024. Agenda Pending.

8. **SACRS**, Annual Fall Conference – Monterey, November 12-15, 2024. Agenda Pending.

Edelstein Gilbert Robson & Smith LLC

Donald B. Gilbert Michael R. Robson Trent E. Smith Jason D. Ikerd Associate

February 1st, 2024

TO: State Association of County Retirement Systems

FROM: Edelstein Gilbert Robson & Smith, LLC

RE: Legislative Update – February 2024

Thus far, one word has captured the tone of the beginning of this legislative session: change. With term limits ending the tenures of Assembly Speaker Anthony Rendon and Senate Pro-Temp Toni Atkins, there have been changes in leadership in both houses. While Robert Rivas assumed the position of Assembly Speaker during the closing weeks of the 2023 session, he did not fully wield the power or influence of his office during that time. That, however, has changed with the new session and we are seeing the scope of what Rivas' Speakership will look like.

Rivas has installed many new committee chairs and appointed dozens of new members to committees. One early, and notable, change is that Speaker Rivas has directed committee chairs to allow all bills referred to committee to be eligible for a hearing in that committee if the author of the bill so chooses. While this appears to deviate from the policy of Speaker Rendon, who had allowed Chairs to simply decide whether a bill deserved a hearing or not, it is actually a return to longstanding procedures of the Legislature whereby the authors could decide on their own whether their bill is set for a hearing or not.

With regards to the Senate, Mike McGuire will be taking over as Senate Pro-Temp on February 5th. Senator McGuire is a very active, hands-on legislator. As a lieutenant to the Pro-Temp, he managed the workflow of the Senate Floor and was in a constant state of motion in that capacity, engaging with his colleagues and being "in the know" on the matters at hand. This is a stark contrast to the otherwise staid and mellow action of the Senate as a whole. It is expected that Senator McGuire will make changes to Chairs and Members of Senate committees, but at this time it is not evident what and how substantive those changes will be.

This year will also involve electoral change. Of the 120 seats in the Legislature, there are 335 seats where the sitting incumbent legislator will no longer serve after 2024. These 35 legislators are either terming out or seeking a different elective office, which could be Congress, the other house, or local elective office. For those running for a different office, some of these sitting legislators have found themselves running against another sitting legislator for a new office.

The electoral future of some of these legislators will be decided in the event that they lose. Those moving on will find themselves in a continued “campaign mode.” While ever election cycle brings a modest amount of change to the Legislature, 35 members is a larger than average number, and how they legislate in their final months will be an interesting development.

Legislation

We continue pursuing the legislative proposal approved by SACRS in November. The deadline to introduce new bills is February 16, at which point the Legislative Committee will get very busy reviewing dozens of newly introduced bills. It promises to be another busy year as the Legislature grapples with several hundred bills and a massive budget deficit.

TCERA Board of Retirement
2024 Trustee Education/Presentation Calendar

Month	**Meeting Date**	**Education/Presentation Topics**
January	January 10 January 24	 Fixed Income Manager Review - Verus
February	February 7 (due to Ag Expo) February 28	 12/31/23 Investment Report – Verus BlackRock (canceled) MacKay Shields
March	March 13 March 27	 QMA (PGIM) PGIM Emerging Markets Debt
April	April 10 April 24	 Sixth Street Ocean Avenue
May	SACRS – May 7-10 May 22	 3/31/24 Investment Report – Verus Strategic Asset Allocation Review - Verus
June	June 12 June 26	 William Blair KBI
July	July 10 July 24	 RREEF American Realty
August	August 14 August 28	Annual Administrator Report 6/30/24 Investment Report – Verus Investment Manager Fee Review
September	September 11 September 25	

October	October 9 October 23	Preliminary Actuarial Analysis and Presentation of Three-Year Experience Study – Cheiron Joint Meeting with Board of Supervisors (tentative) Real Assets Review - Verus
November	November 6 - due to SACRS SACRS Nov 12-15 November 20 - due to Thanksgiving Holiday	Final Actuarial Valuation Report - Cheiron 9/30/24 Investment Report Private Markets (Private Equity/Private Credit) Review - Verus
December	December 11	Brown Armstrong – Audit Results

Expected 2025 Investment Manager Regular Biennial Presentations:

PIMCO RAE
SGA
Invesco
IFM
Pathway
DoubleLine
Boston Partners
Leeward