



BURLINGTON RETIREMENT SYSTEM

City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401

Robert Hooper, Chairman of the Board

Munir Kastl, Vice-Chairman

Meeting – Monday, July 19, 2021

Start Time – 9:00 AM – 11:00 AM

Location – Burlington City Hall, 1st Floor, Councilor Bushor Conference Room

Or

Join Zoom Meeting:

<https://us02web.zoom.us/j/85261644826?pwd=SmI1amsvSkRmNzFSU29sV2VOMXhNUT09>

Meeting ID: 852- 6164- 4826

Passcode: 834923

You may join by phone, dial +1 929 205 6099, meeting # 852-6164-4826

1. Agenda
2. Public Forum
3. Approve Retirement Applications
 - Dominic Brodeur, Class A, \$4,380.92
 - Jannine Wright, Class A, \$6,276.66
 - Paul McLaughlin, Class B, \$2,518.91
 - Robert Taft, Class B, \$2,041.68
 - Rosemary Johnson, Class B, \$222.04
4. Approve Return of Contributions
 - Joyanna Hovestadt, Class B, \$8,204.69
 - Lukas McGowan, Class B, \$9,455.33
 - Olivia Lavecchia, Class B, \$7,574.24
5. Approve Disability Payment
 - Ricky Stevens, Class B, \$2,783.20
6. Fiducient's Advisors Presentation
 - Preliminary Investment Results as of June 20, 2021
 - Update on Transition
7. Administration Updates

8. Weapons Divestment

9. Adjourn

Calculation of Benefit Options

Burlington Employees' Retirement System, Class A - Police Union

Form A

Dominic Brodeur

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Early Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|------------------------|--|--------------|
| Participant Name: | Dominic Brodeur | Class: | A |
| Date of Birth: | | Department: | Police Union |
| Date of Hire: | 02/05/2001 | Vesting Percentage: | 100.0000% |
| Date of Termination: | 06/08/2021 | Normal Retirement Date (NRD): | 02/05/2026 |
| Beneficiary Date of Birth: | | Payment Start Date: | 07/01/2021 |
| | | Employee Contribution Balance w/ Interest as of 07/01/2021: | \$116,793.79 |

Earnings

Average Final Compensation*: \$76,707.87

Determination of Benefit Amount

| | | | | |
|---|--|------------|------------|------------|
| (1) Years of Creditable Service (CS) | | | 20.33333 | |
| (2) Years of CS on or prior to June 30, 2006 [(2)+(3) is not to exceed 25 years] | | | 5.41667 | |
| (3) Years of CS after June 30, 2006 [(2) + (3) is not to exceed 25 years] | | | 14.91667 | |
| COLA Option | | Full COLA | Half COLA | No COLA |
| (4) Accrual Rate on or prior to June 30, 2006 (not to exceed 25 years) | | 2.750% | 3.250% | 3.800% |
| (5) Accrual Rate after June 30, 2006 (not to exceed 25 years) | | 2.750% | 3.250% | 3.600% |
| (6) Retirement Accrual Percentage = [(2) x (4)] + [(3) x (5)] | | 55.9167% | 66.0833% | 74.2833% |
| (7) Monthly Vested Benefit Payable at NRD = (6) x Average Final Compensation/12 x Vesting Percentage | | \$3,574.38 | \$4,224.26 | \$4,748.43 |
| (8) Early Retirement Reduction Factor | | 0.9151 | 0.9151 | 0.9151 |
| (9) Monthly Vested Benefit Payable at Payment Start Date (7) x (8) | | \$3,270.91 | \$3,865.62 | \$4,345.29 |

Benefit Options Available

| Form of Payment | Option Factor | Full COLA | | Half COLA | | No COLA | |
|--------------------------------------|------------------|--------------------|--------------------------------------|--------------------|--------------------------------------|--------------------|--------------------------------------|
| | | Initial Benefit | Survivor's Benefit ⁽¹⁾ | Initial Benefit | Survivor's Benefit ⁽¹⁾ | Initial Benefit | Survivor's Benefit ⁽¹⁾ |
| Straight Life Annuity | 1.0082 | \$3,297.73 | ** | \$3,897.32 | ** | \$4,380.92 | ** |
| 5 Year Certain & Life Annuity | 1.0000 | \$3,270.91 | \$3,270.91 | \$3,865.62 | \$3,865.62 | \$4,345.29 | \$4,345.29 |
| 100% Joint & Survivor Annuity | 0.8988 | \$2,939.89 | \$2,939.89 | \$3,474.42 | \$3,474.42 | \$3,905.55 | \$3,905.55 |
| 50% Joint & Survivor Annuity | 0.9503 | \$3,108.35 | \$1,554.18 | \$3,673.50 | \$1,836.75 | \$4,129.33 | \$2,064.67 |
| 100% Joint & Survivor Pop-Up Annuity | 0.8882 | \$2,905.22 | \$2,905.22 | \$3,433.44 | \$3,433.44 | \$3,859.49 | \$3,859.49 |
| 50% Joint & Survivor Pop-Up Annuity | 0.9447 | \$3,090.03 | \$1,545.02 | \$3,651.85 | \$1,825.93 | \$4,105.00 | \$2,052.50 |
| Return of Employee Contributions | N/A | \$116,793.79 | N/A | \$116,793.79 | N/A | \$116,793.79 | N/A |

(1) **Survivor Benefits:** for the Joint & Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

**Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Benefit Options

Form A

Burlington Employees' Retirement System, Class A - Police Non-Union

Jannine M. Wright

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Regular Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|------------------|--|------------------|
| Participant Name: | Jannine M Wright | Class: | A |
| Date of Birth: | | Department: | Police Non-Union |
| Date of Hire: | 09/10/2001 | Vesting Percentage: | 100.0000% |
| Date of Termination: | 11/13/2020 | Normal Retirement Date (NRD): | 08/25/2021 |
| Beneficiary Date of Birth: | | Payment Start Date: | 09/01/2021 |
| | | Employee Contribution Balance w/ Interest as of 09/01/2021: | \$203,781.02 |

Earnings

Average Final Compensation*: \$105,945.43

Determination of Benefit Amount

| | | | | |
|--|--|------------|------------|------------|
| (1) Years of Creditable Service (CS) | | | | 19.16667 |
| (2) Years of CS on or prior to June 30, 2006 [(2)+(3) is not to exceed 25 years] | | | | 4.83333 |
| (3) Years of CS after June 30, 2006 [(2) + (3) is not to exceed 25 years] | | | | 14.33333 |
| COLA Option | | Full COLA | Half COLA | No COLA |
| (4) Accrual Rate on or prior to June 30, 2006 (not to exceed 25 years) | | 2.750% | 3.250% | 3.800% |
| (5) Accrual Rate after June 30, 2006 (not to exceed 25 years) | | 2.750% | 3.250% | 3.600% |
| (6) Retirement Accrual Percentage = [(2) x (4)] + [(3) x (5)] | | 52.7083% | 62.2917% | 69.9667% |
| (7) Monthly Vested Benefit Payable at Payment Start Date = (6) x Average Final Compensation / 12 x Vesting Percentage | | \$4,653.50 | \$5,499.60 | \$6,177.21 |
| (8) Early Retirement Reduction Factor | | 1.0000 | 1.0000 | 1.0000 |
| (9) Monthly Vested Benefit Payable at Payment Start Date (7) x (8) | | \$4,653.50 | \$5,499.60 | \$6,177.21 |

Benefit Options Available

| Form of Payment | Option Factor | Full COLA | | Half COLA | | No COLA | |
|--------------------------------------|------------------|--------------------|---------------------------|--------------------|---------------------------|--------------------|---------------------------|
| | | Initial Benefit | Survivor's Benefit (1) | Initial Benefit | Survivor's Benefit (1) | Initial Benefit | Survivor's Benefit (1) |
| Straight Life Annuity | 1.0161 | \$4,728.42 | ** | \$5,588.14 | ** | \$6,276.66 | ** |
| 5 Year Certain & Life Annuity | 1.0000 | \$4,653.50 | \$4,653.50 | \$5,499.60 | \$5,499.60 | \$6,177.21 | \$6,177.21 |
| 100% Joint & Survivor Annuity | 0.9228 | \$4,294.25 | \$4,294.25 | \$5,075.03 | \$5,075.03 | \$5,700.33 | \$5,700.33 |
| 50% Joint & Survivor Annuity | 0.9672 | \$4,500.87 | \$2,250.44 | \$5,319.21 | \$2,659.61 | \$5,974.60 | \$2,987.30 |
| 100% Joint & Survivor Pop-Up Annuity | 0.8974 | \$4,176.05 | \$4,176.05 | \$4,935.34 | \$4,935.34 | \$5,543.43 | \$5,543.43 |
| 50% Joint & Survivor Pop-Up Annuity | 0.9555 | \$4,446.42 | \$2,223.21 | \$5,254.87 | \$2,627.44 | \$5,902.32 | \$2,951.16 |
| Return of Employee Contributions | N/A | \$203,781.02 | N/A | \$203,781.02 | N/A | \$203,781.02 | N/A |

(1) **Survivor Benefits:** for the Joint & Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

** Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Benefit Options

Form A

Burlington Employees' Retirement System, Class B - IBEW Local 300

Paul McLaughlin

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Late Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|-----------------|--|----------------|
| Participant Name: | Paul McLaughlin | Class: | B |
| Date of Birth: | | Department: | IBEW Local 300 |
| Date of Hire: | 09/22/2003 | Vesting Percentage: | 100.0000% |
| Date of Termination: | 10/08/2012 | Normal Retirement Date (NRD): | 07/06/2020 |
| Beneficiary Date of Birth: | | Payment Start Date: | 07/01/2021 |
| | | Employee Contribution Balance w/ Interest as of 07/01/2021: | \$20,288.22 |

Earnings

Average Final Compensation*: \$79,244.37

Determination of Benefit Amount

| | |
|---|--|
| (1) Years of Creditable Service (CS) | 16.75000 |
| (2) Years of CS on or prior to 05/04/2008 [(2) + (3) is not to exceed 25 years] | 4.58333 |
| (3) Years of CS after 05/04/2008 [(2) + (3) is not to exceed 25 years] | 12.16667 |
| COLA Option | Full COLA Half COLA No COLA |
| (4) Accrual Rate on or prior to 05/04/2008 | 1.600% 1.900% 2.200% |
| (5) Accrual Rate after 05/04/2008 | 1.600% 1.800% 2.000% |
| (6) Retirement Accrual Percentage = [(2) x (4)] + [(3) x (5)] | 26.8000% 30.6083% 34.4167% |
| (7) Monthly Vested Benefit Payable at NRD = (6) x Average Final Compensation / 12 x Vesting Percentage | \$1,769.79 \$2,021.28 \$2,272.77 |
| (8) Early Retirement Reduction Factor | 1.0000 1.0000 1.0000 |
| (9) Monthly Vested Benefit Payable at Payment Start Date (7) x (8) | \$1,769.79 \$2,021.28 \$2,272.77 |

Benefit Options Available

| Form of Payment | Option Factor | Full COLA | | Half COLA | | No COLA | |
|--------------------------------------|---------------|-----------------|------------------------|-----------------|------------------------|-----------------|------------------------|
| | | Initial Benefit | Survivor's Benefit (1) | Initial Benefit | Survivor's Benefit (1) | Initial Benefit | Survivor's Benefit (1) |
| Straight Life Annuity | 1.1083 | \$1,961.46 | ** | \$2,240.19 | ** | \$2,518.91 | ** |
| 10 Year Certain & Life Annuity | 1.0000 | \$1,769.79 | \$1,769.79 | \$2,021.28 | \$2,021.28 | \$2,272.77 | \$2,272.77 |
| 100% Joint & Survivor Annuity | 0.8248 | \$1,459.72 | \$1,459.72 | \$1,667.15 | \$1,667.15 | \$1,874.58 | \$1,874.58 |
| 50% Joint & Survivor Annuity | 0.9456 | \$1,673.51 | \$836.76 | \$2,911.32 | \$955.66 | \$2,149.13 | \$1,074.57 |
| 100% Joint & Survivor Pop-Up Annuity | 0.8125 | \$1,437.95 | \$1,437.95 | \$1,642.29 | \$1,642.29 | \$1,846.63 | \$1,846.63 |
| 50% Joint & Survivor Pop-Up Annuity | 0.9393 | \$1,662.36 | \$831.18 | \$1,898.59 | \$949.29 | \$2,134.82 | \$1,067.41 |
| Return of Employee Contributions | N/A | \$20,288.22 | N/A | \$20,288.22 | N/A | \$20,288.22 | N/A |

(1) **Survivor Benefits:** for the Joint & Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

** Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Benefit Options

Form A

Burlington Employees' Retirement System, Class B-School

Robert W. Taft

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Regular Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|---------------|--|------------|
| Participant Name: | Robert W Taft | Class: | B |
| Date of Birth: | | Department: | School |
| Date of Hire: | 08/19/1987 | Vesting Percentage: | 100.0000% |
| Date of Termination: | 03/05/2018 | Normal Retirement Date (NRD): | 03/05/2018 |
| Beneficiary Date of Birth: | N/A | Payment Start Date: | 04/01/2018 |
| | | Employee Contribution Balance w/ Interest as of 04/01/2018: | \$6,106.67 |

Earnings

Average Final Compensation*: \$39,592.67

Determination of Benefit Amount

| | |
|---|----------|
| (1) Years of Creditable Service (CS) | 30.58333 |
| (2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years] | 18.83333 |
| (3) Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years] | 6.16667 |
| (4) Years of CS in excess of 25 years | 5.58333 |

| COLA Option | Full COLA | Half COLA | No COLA |
|--|------------|------------|------------|
| (5) Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years) | 1.600% | 1.900% | 2.200% |
| (6) Accrual Rate after 06/30/2006 (not to exceed 25 years) | 1.600% | 1.800% | 2.000% |
| (7) Accrual Rate in excess of 25 years | 0.500% | 0.500% | 0.50% |
| (8) Retirement Accrual Percentage = [(2) x (5)] + [(3) x (6)] + [(4) x (7)] | 42.7917% | 49.6750% | 56.5583% |
| (9) Monthly Vested Benefit Payable at Payment Start Date = (8) x Average Final Compensation / 12 x Vesting Percentage | \$1,411.86 | \$1,638.97 | \$1,866.08 |
| (10) Early Retirement Reduction Factor | 1.0000 | 1.0000 | 1.0000 |
| (11) Monthly Vested Benefit Payable at Payment Start Date (9) x (10) | \$1,411.86 | \$1,638.97 | \$1,866.08 |

Benefit Options Available

| Form of Payment | Option | Full COLA | | Half COLA | | No COLA | |
|--------------------------------------|--------|-----------------|------------------------|-----------------|------------------------|-----------------|------------------------|
| | | Initial Benefit | Survivor's Benefit (1) | Initial Benefit | Survivor's Benefit (1) | Initial Benefit | Survivor's Benefit (1) |
| Straight Life Annuity | 1.0941 | \$1,544.72 | ** | \$1,793.20 | ** | \$2,041.68 | ** |
| 10 Year Certain & Life Annuity | 1.0000 | \$1,411.86 | \$1,411.86 | \$1,638.97 | \$1,638.97 | \$1,866.08 | \$1,866.08 |
| 100% Joint & Survivor Annuity | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 50% Joint & Survivor Annuity | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 100% Joint & Survivor Pop-Up Annuity | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 50% Joint & Survivor Pop-Up Annuity | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Return of Employee Contributions | N/A | \$6,106.67 | N/A | \$6,106.67 | N/A | \$6,106.67 | N/A |

(1) **Survivor Benefits:** for the Joint & Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

** Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Benefit Options

Form A

Burlington Employees' Retirement System, Class B - Other

Rosemary Johnson

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Regular Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|------------------|--|------------|
| Participant Name: | Rosemary Johnson | Class: | B |
| Date of Birth: | | Department: | Other |
| Date of Hire: | 10/02/1988 | Vesting Percentage: | 93.3333% |
| Date of Termination: | 06/14/1995 | Normal Retirement Date (NRD): | 06/25/2021 |
| Beneficiary Date of Birth: | | Payment Start Date: | 07/01/2021 |
| | | Employee Contribution Balance w/ Interest as of 07/01/2021: | N/A |

Earnings

Average Final Compensation*: \$32,615.32

Determination of Benefit Amount

| | |
|--|-----------|
| (1) Years of Creditable Service (CS) | 6.66667 |
| (2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years] | 6.66667 |
| (3) Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years] | 0.00000 |
| (4) Years of CS in excess of 25 years | N/A |
| COLA Option | Full COLA |
| (5) Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years) | 1.200% |
| (6) Accrual Rate after 06/30/2006 (not to exceed 25 years) | 1.200% |
| (7) Accrual Rate in excess of 25 years | 0.500% |
| (8) Retirement Accrual Percentage = [(2) x (5)] + [(3) x (6)] + [(4) x (7)] | 8.0000% |
| (9) Monthly Vested Benefit Payable at Payment Start Date = (8) x Average Final Compensation/12 x Vesting Percentage | \$202.94 |
| (10) Early Retirement Reduction Factor | 1.0000 |
| (11) Monthly Vested Benefit Payable at Payment Start Date (9) x (10) | \$202.94 |

Benefit Options Available

| Form of Payment | Option Factor | Full COLA | |
|--------------------------------------|---------------|-----------------|-----------------------------------|
| | | Initial Benefit | Survivor's Benefit ⁽¹⁾ |
| Straight Life Annuity | 1.0941 | \$222.04 | ** |
| 10 Year Certain & Life Annuity | 1.0000 | \$202.94 | \$202.94 |
| 100% Joint & Survivor Annuity | 0.9920 | \$201.32 | \$201.32 |
| 50% Joint & Survivor Annuity | 1.0000 | \$202.94 | \$101.47 |
| 100% Joint & Survivor Pop-Up Annuity | 0.9874 | \$200.38 | \$200.38 |
| 50% Joint & Survivor Pop-Up Annuity | 1.0000 | \$202.94 | \$101.47 |
| Return of Employee Contributions | N/A | N/A | N/A |

(1) **Survivor Benefits:** for the Joint and Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

** Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Return of Employee Contributions

Form A

Burlington Employees' Retirement System

Joyanna Hovestadt

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected. As a Plan participant, you may have made post-tax contributions to the Plan. As a result, a portion of your benefit may be non-taxable. **Consult with your tax advisor if you have any questions.**

Information Used in Determination

| | | | |
|----------------------------|-------------------|----------------------------------|------------|
| Participant Name: | Joyanna Hovestadt | Class: | B |
| Date of Birth: | | Department: | Non-Union |
| Date of Hire: | 04/01/2019 | Post-Tax Employee Contributions: | \$0.00 |
| Date of Termination: | 06/05/2021 | Normal Retirement Date (NRD): | 02/13/2057 |
| Beneficiary Date of Birth: | N/A | Payment Start Date: | 08/01/2021 |
| | | Vesting Percentage: | 0.0000% |

Determination of Employee Contribution Balance with Interest

| <u>Period Ending</u> | <u>Description</u> | <u>Transaction</u> | <u>Balance at End of Period</u> |
|----------------------|--------------------|--------------------|---------------------------------|
| 06/30/2019 | Contributions | \$884.45 | \$884.45 |
| 06/30/2019 | Interest at 2% | \$0.00 | \$884.45 |
| 06/30/2020 | Contributions | \$3,667.68 | \$4,552.13 |
| 06/30/2020 | Interest at 2% | \$17.69 | \$4,569.82 |
| 06/05/2021 | Contributions | \$3,529.94 | \$8,099.76 |
| 06/30/2021 | Interest at 2% | \$91.40 | \$8,191.16 |
| 07/31/2021 | Interest at 2% | \$13.53 | \$8,204.69 |

| | |
|--|-------------------|
| (1) Pre-Tax Employee Contributions (Taxable): | \$8,082.07 |
| (2) Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter): | \$122.62 |
| (3) Total Return of Employee Contributions with Interest: | \$8,204.69 |

Determination of Taxable Portion of Benefit

| <u>Form of Payment</u> | <u>Total Benefit</u> | <u>Taxable Portion</u> | <u>Non-Taxable Portion</u> |
|-------------------------|----------------------|------------------------|----------------------------|
| Return of Contributions | \$8,204.69 | \$8,204.69 | 0.00 |

Calculation of Return of Employee Contributions

Burlington Employees' Retirement System

Form A
Lukas J. McGowan

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected. As a Plan participant, you may have made post-tax contributions to the Plan. As a result, a portion of your benefit may be non-taxable. **Consult with your tax advisor if you have any questions.**

Information Used in Determination

| | | | |
|----------------------------|------------------|----------------------------------|------------|
| Participant Name: | Lukas J. McGowan | Class: | B |
| Date of Birth: | | Department: | Non-Union |
| Date of Hire: | 07/08/2019 | Post-Tax Employee Contributions: | \$0.00 |
| Date of Termination: | 03/01/2021 | Normal Retirement Date (NRD): | 03/29/2050 |
| Beneficiary Date of Birth: | | Payment Start Date: | 07/01/2021 |
| | | Vesting Percentage: | 0.0000% |

Determination of Employee Contribution Balance with Interest

| <u>Period Ending</u> | <u>Description</u> | <u>Transaction</u> | <u>Balance at End of Period</u> |
|----------------------|--|--------------------|---------------------------------|
| 06/30/2020 | Contributions | \$4,917.94 | \$4,917.94 |
| 06/30/2020 | Interest at 2% | \$0.00 | \$4,917.94 |
| 03/01/2021 | Contributions | \$4,439.03 | \$9,356.97 |
| 06/30/2021 | Interest at 2% | \$98.36 | \$9,455.33 |
| (1) | Pre-Tax Employee Contributions (Taxable): | | \$9,356.97 |
| (2) | Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter): | | \$98.36 |
| (3) | Total Return of Employee Contributions with Interest: | | \$9,455.33 |

Determination of Taxable Portion of Benefit

| <u>Form of Payment</u> | <u>Total Benefit</u> | <u>Taxable Portion</u> | <u>Non-Taxable Portion</u> |
|-------------------------|----------------------|------------------------|----------------------------|
| Return of Contributions | \$9,455.33 | \$9,455.33 | 0.00 |

Calculation of Return of Employee Contributions

Burlington Employees' Retirement System

Form A

Olivia Lavecchia

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected. As a Plan participant, you may have made post-tax contributions to the Plan. As a result, a portion of your benefit may be non-taxable. **Consult with your tax advisor if you have any questions.**

Information Used in Determination

| | | | |
|----------------------------|------------------|----------------------------------|------------|
| Participant Name: | Olivia Lavecchia | Class: | B |
| Date of Birth: | | Department: | Non-Union |
| Date of Hire: | 09/17/2018 | Post-Tax Employee Contributions: | \$0.00 |
| Date of Termination: | 04/29/2021 | Normal Retirement Date (NRD): | 08/21/2055 |
| Beneficiary Date of Birth: | N/A | Payment Start Date: | 07/01/2021 |
| | | Vesting Percentage: | 0.0000% |

Determination of Employee Contribution Balance with Interest

| <u>Period Ending</u> | <u>Description</u> | <u>Transaction</u> | <u>Balance at End of Period</u> |
|----------------------|--------------------|--------------------|---------------------------------|
| 06/30/2019 | Contributions | \$2,247.19 | \$2,247.19 |
| 06/30/2019 | Interest at 2% | \$0.00 | \$2,247.19 |
| 06/30/2020 | Contributions | \$2,777.48 | \$5,024.67 |
| 06/30/2020 | Interest at 2% | \$44.94 | \$5,069.61 |
| 04/29/2021 | Contributions | \$2,403.24 | \$7,472.85 |
| 06/30/2021 | Interest at 2% | \$101.39 | \$7,574.24 |

| | |
|--|------------|
| (1) Pre-Tax Employee Contributions (Taxable): | \$7,427.91 |
| (2) Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter): | \$146.33 |
| (3) Total Return of Employee Contributions with Interest: | \$7,574.24 |

Determination of Taxable Portion of Benefit

| | | | |
|-------------------------|----------------------|------------------------|----------------------------|
| <u>Form of Payment</u> | <u>Total Benefit</u> | <u>Taxable Portion</u> | <u>Non-Taxable Portion</u> |
| Return of Contributions | \$7,574.24 | \$7,574.24 | 0.00 |

Calculation of Benefit Options

Form A

Burlington Employees' Retirement System, Class B - AFSCME Local 1343

Ricky A. Stevens

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Type of Calculation

Disability

Information Used in Benefit Determination

| | | | |
|----------------------------|-----------------|--|-------------------|
| Participant Name: | Ricky A Stevens | Class: | B |
| Date of Birth: | | Department: | AFSCME Local 1343 |
| Date of Hire: | 08/06/2013 | Vesting Percentage: | 100.0000% |
| Date of Disability: | 06/01/2021 | Normal Retirement Date (NRD): | 04/12/2026 |
| Beneficiary Date of Birth: | | Payment Start Date: | 07/01/2021 |
| | | Employee Contribution Balance w/ Interest as of 07/01/2021: | \$14,978.52 |

Earnings

Rate of Compensation: \$50,095.14

Determination of Benefit Amount

| | |
|--|---------------|
| COLA Option | No COLA |
| (1) Retirement Accrual Percentage | 66.67%* |
| (2) Monthly Offset for Workers' Compensation | \$0.00 |
| (3) Monthly Benefit** Payable at Payment Start Date = (1) x Rate of Compensation/12 - (2) | \$2,783.20*** |

Benefit Options Available

Form of Payment

Straight Life Annuity

| No COLA | | |
|---------------|-----------------|------------------------|
| Option Factor | Initial Benefit | Survivor's Benefit (1) |
| N/A | \$2,783.20 | **** |

* Non-work related disability benefit

** Payable as a Straight Life Annuity

*** The benefit will be recalculated upon the NRD of the member

**** Amount in excess (if any) of accumulated employee contributions, with interest, over payments made



City of Burlington Employees Retirement System

Monthly Performance Update - June 2021

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

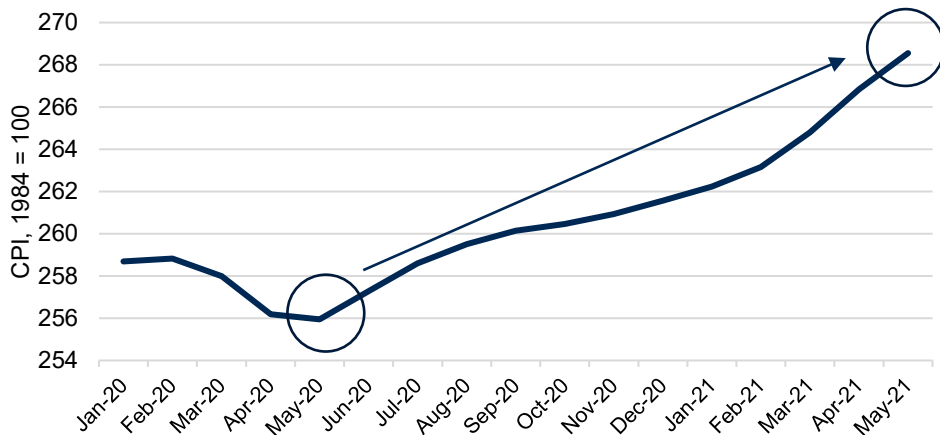


Market Themes

1. Stimulus measures and vaccination efforts have fostered historically robust GDP growth.
2. Inflation, while elevated, should not ultimately threaten the global recovery.
3. The breadth of asset class returns ratifies the pace of economic momentum with the highest returns year-to-date sourced from areas of the markets closely aligned with reopening.

Heightened, but Transitory

Year-over-year inflation readings are higher following the emergence from the manufactured Covid-19 recession. Consensus is the inflation drivers of pent-up demand and supply chain shocks are transitory and will dissipate.

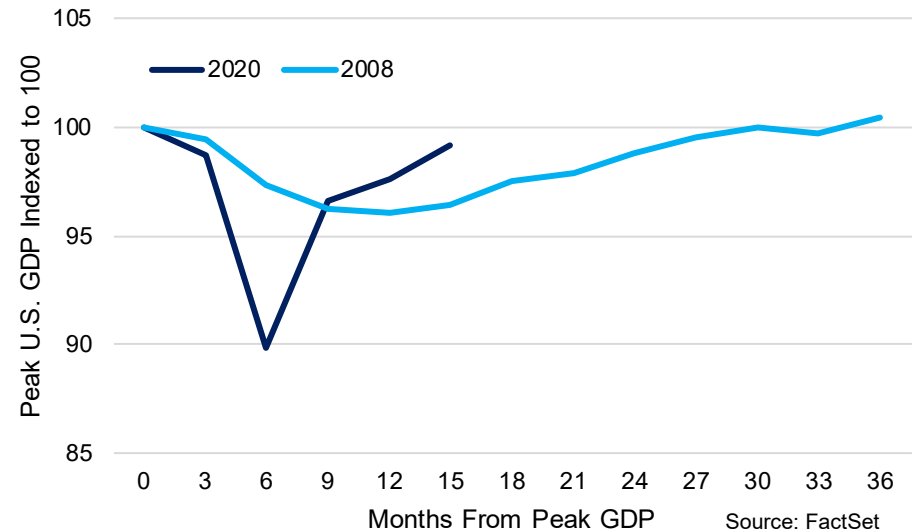


Source: FactSet, U.S. Bureau of Labor Statistics, Federal Reserve

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

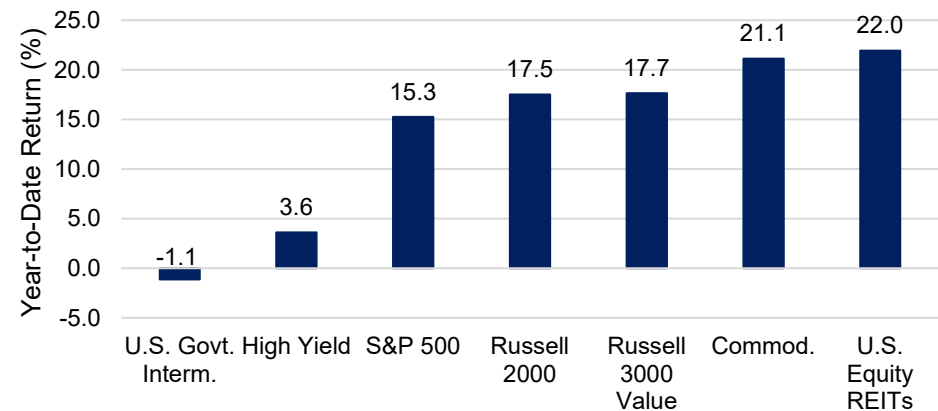
U.S. Recovery Progress- GFC Versus Covid-19 Pandemic

The recovery in U.S. GDP levels has been nearly as dramatic as the pullback and we are now on pace to regain GDP loses just 18 months from the prior peak (Dec. 2019) versus 36 months during the GFC.



Mid-Market Cycle Asset Class Performance

Vaccine distribution and stimulus efforts have helped to pave the way for broader asset class returns. Some of the most depressed asset classes during the midst of the pandemic have led year-to-date.

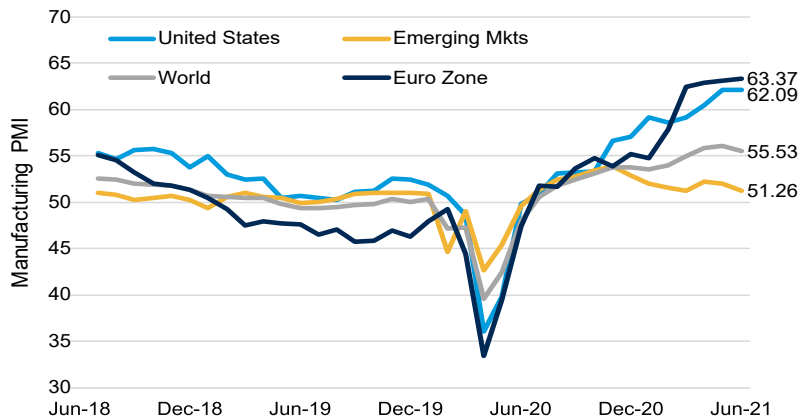




Economic Review

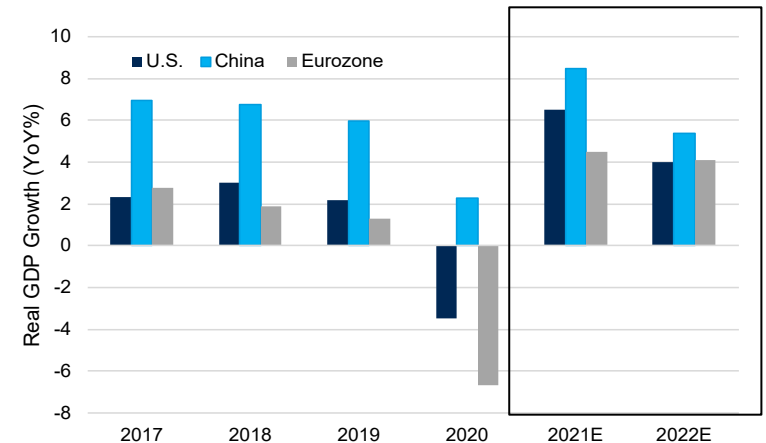
PMI Composites

PMI's across most major economies remain above 50, signaling economic trends within manufacturing remain expansionary.



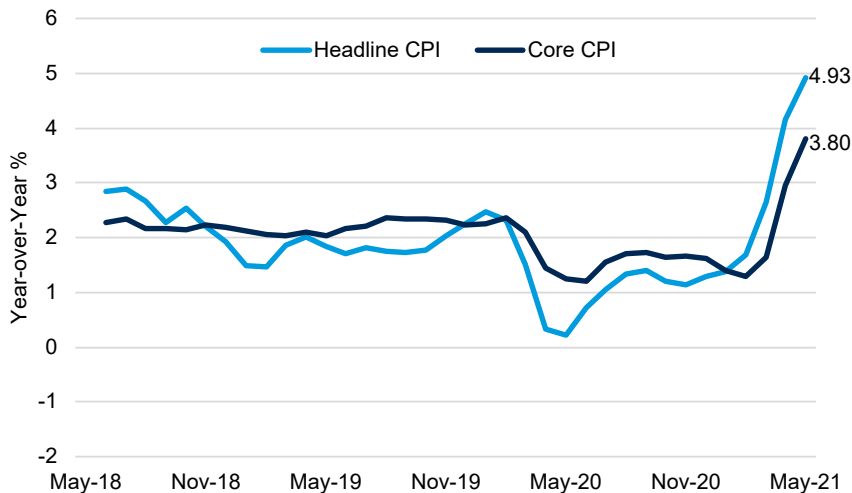
Real GDP Growth (YoY)

Estimates for 2021 GDP remain robust, reflecting consumer pent up demand and high household savings rates.



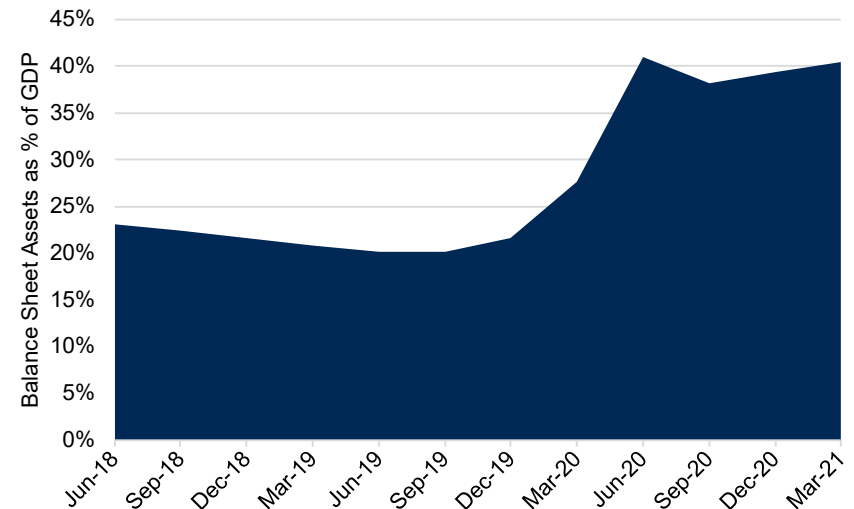
U.S. Inflation

Inflation moved noticeable higher in April and continued into May. Year-over-year headline inflation was the highest in 12 years coming of 2020's low base.



Federal Reserve Balance Sheet as Percentage of GDP

In spite of Federal Reserve balance sheet expansion, GDP growth has kept up with or exceeded balance sheet asset growth, limiting overall debt levels.

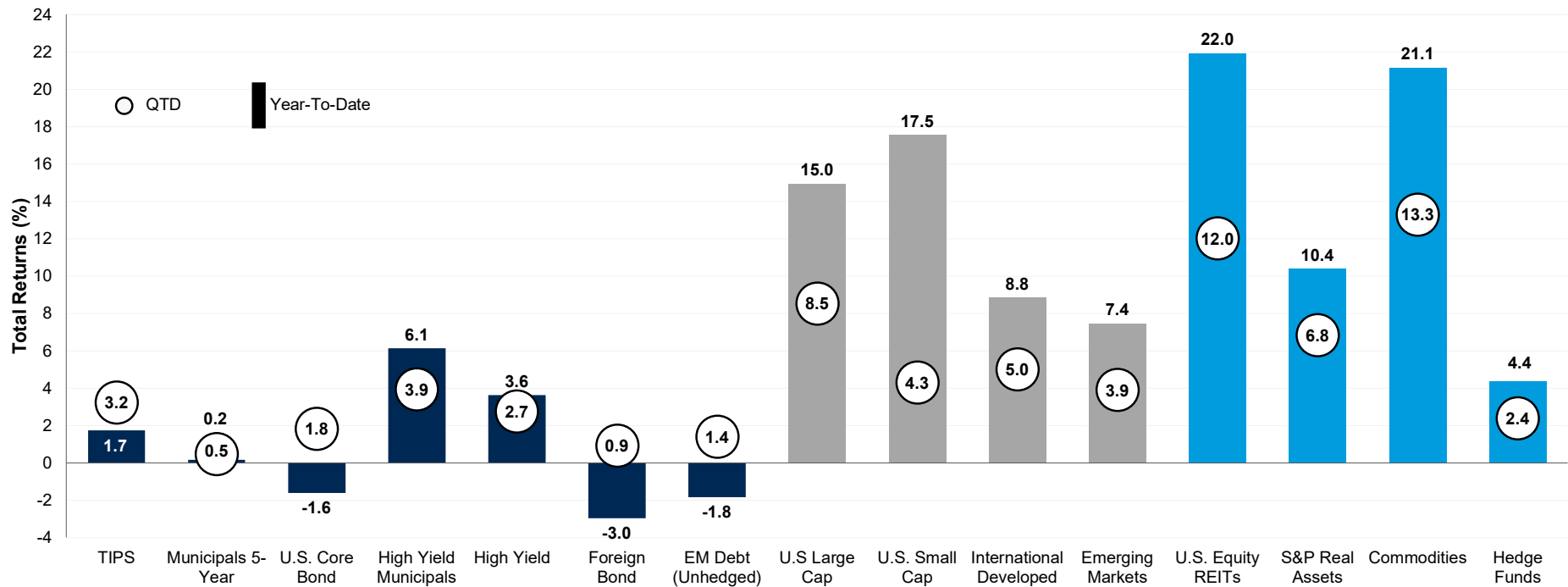


Source: FactSet

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



Market Themes



*Hedge fund returns are lagged 1 month. Sources: FactSet, J.P. Morgan, Russell, MSCI, FTSE Russell, Alerian. Hedge Funds returns as of 5/31/21/21. All other returns as of 6/30/21.

Fixed Income

- + Interest rates moved lower at the longer end of the curve and were slightly higher inside of 5-years.
- + Investment grade and high yield spreads compressed during the quarter.

Equity

- + Optimism continued into the 2nd quarter as vaccinations continue to progress and many restrictions were lifted across the country.
- Emerging market equities lagged their developed market counterparts as many developing countries struggled to control Covid-19 outbreaks.

Real Asset / Alternatives

- + REITs continued to benefit from increasing demand and low interest rates.
- + Commodities benefitted most from large increases in energy, namely oil, although strong performance was broad based across sectors.

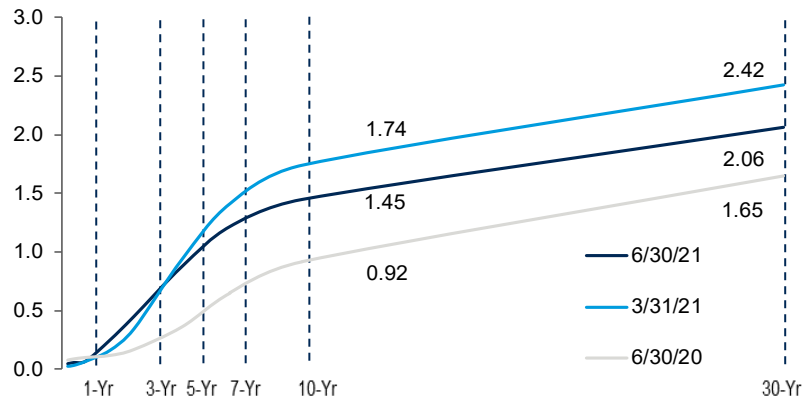
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Fixed Income Market Update

U.S. Treasury Yields Curve

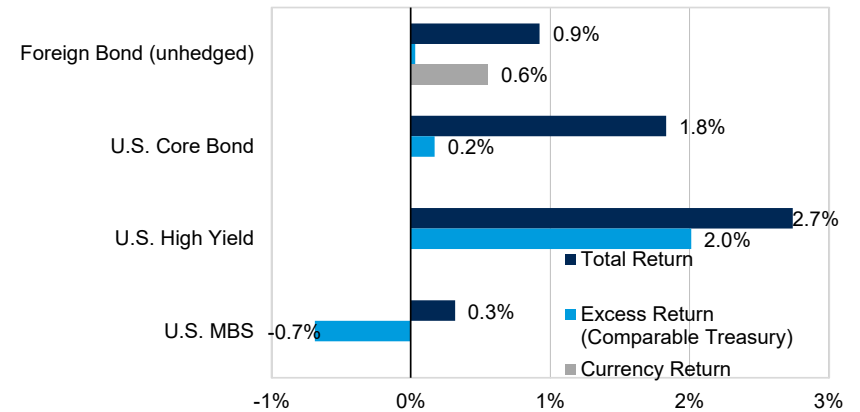
U.S. Treasuries moved lower at the longer end of the curve with the 10-year and 30-year rates declining 29bps and 36bps, respectively.



Source: FactSet

Index Performance Attribution (2Q 2021)

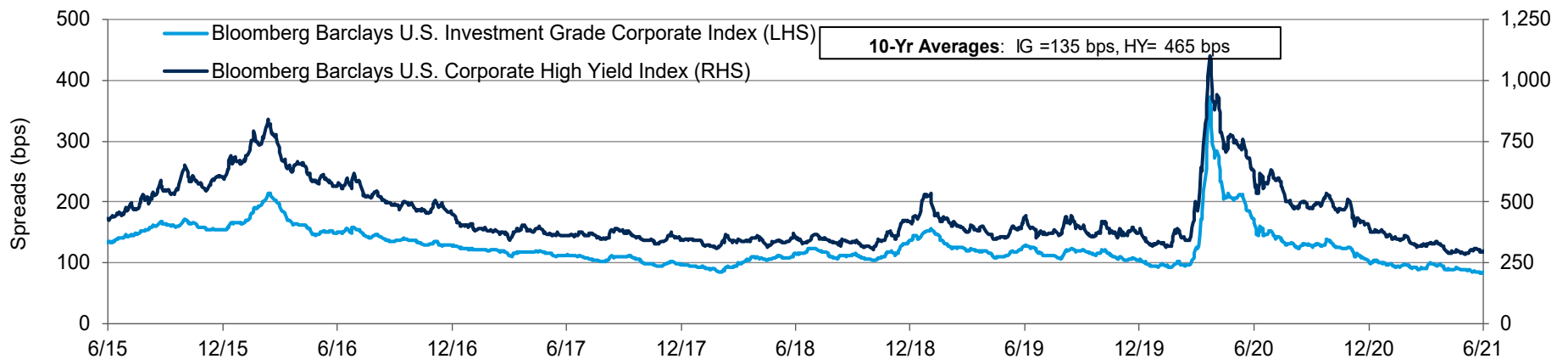
In the U.S., both lower rates and spread compression drove fixed income performance. Dollar weakness provided a nice tailwind for foreign bonds.



Source: FactSet

Credit Market Spreads – Trailing 5 Years

Credit spreads compressed during the quarter with investment grade and high yield spreads decreasing 11bps and 42bps, respectively.



Source: FactSet

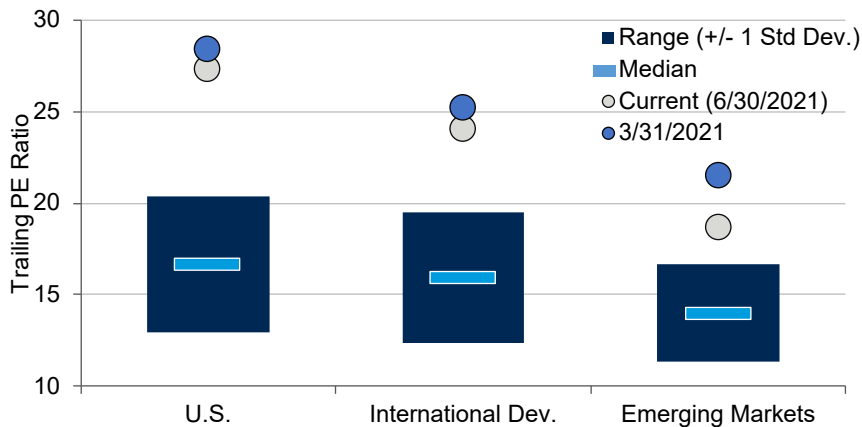
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Equity Market Update

Equity Valuations (Trailing 15 Years)

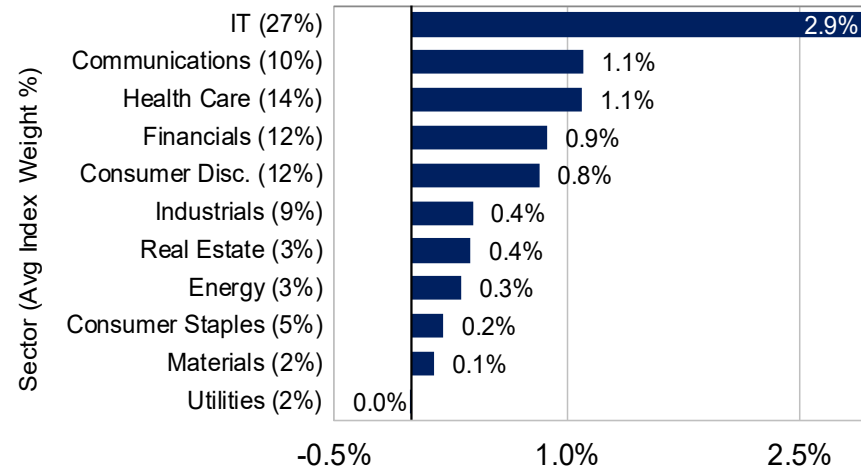
Valuations remain elevated when compared to historical ranges. Valuations were lower relative to the first quarter despite strong equity performance, driven by strong underlying earnings growth.



Source: FactSet

U.S. Equities – Contribution to Return by Sector (2Q 2021)

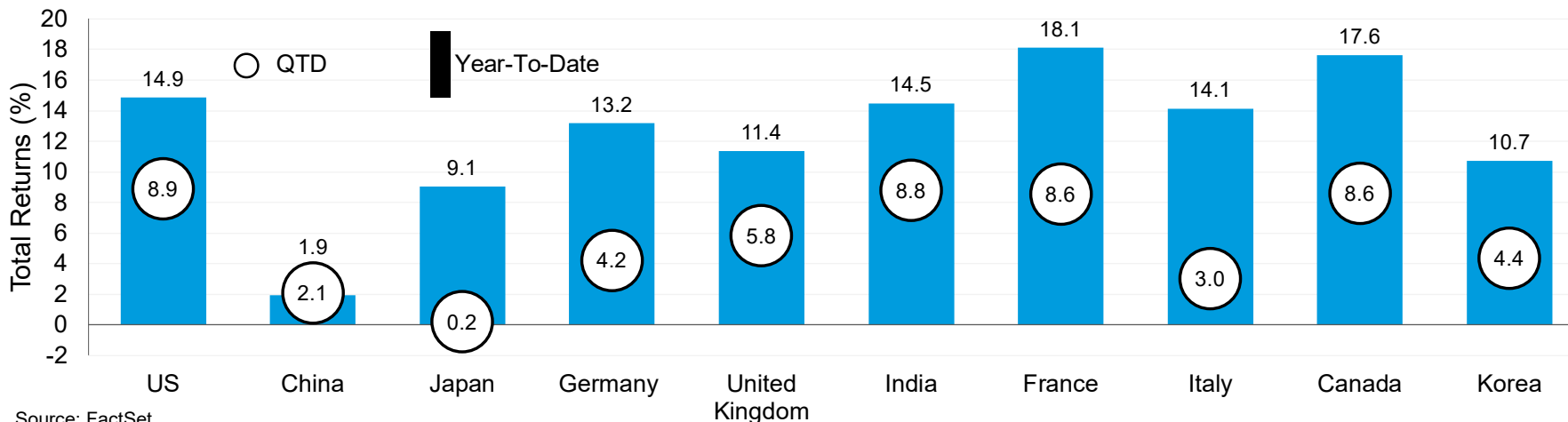
U.S. equity performance was strong across sectors with technology contributing most to index performance, although the real estate sector performed best on an absolute basis.



Source: FactSet, Russell 1000.

Country Total Returns (%) – Top 10 Largest Economies

Strong equity performance was broad based across countries with China the noticeable laggard as Chinese technology and consumer companies continue to face regulatory pressures.



Source: FactSet

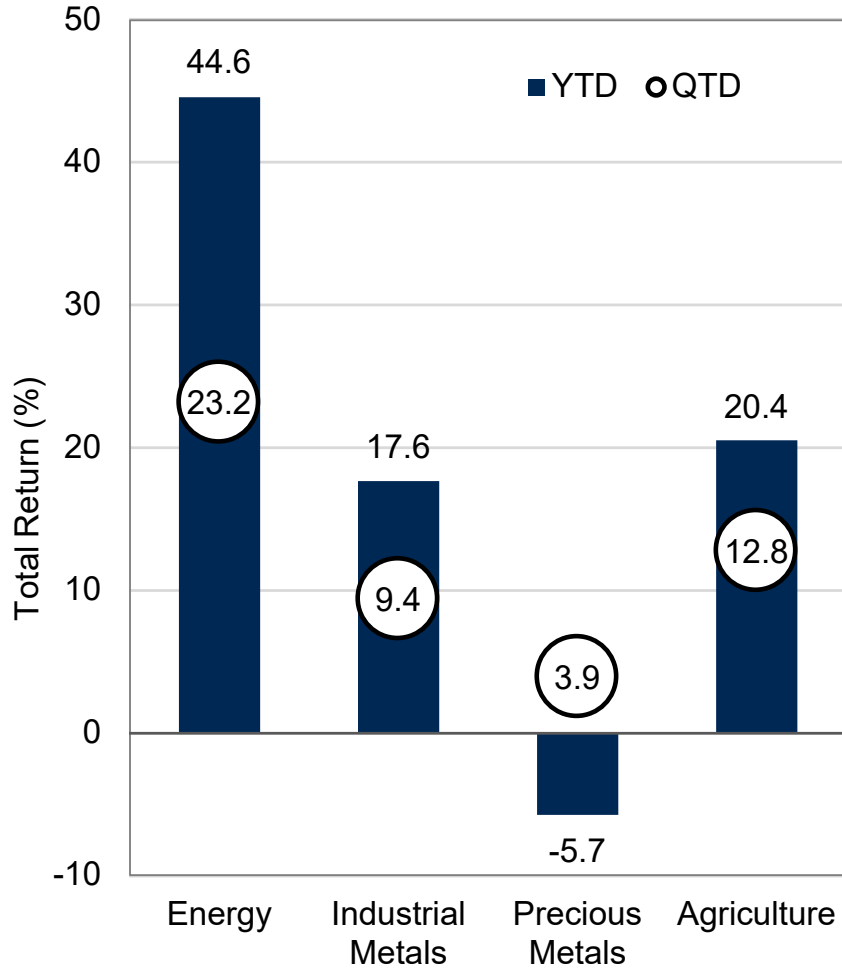
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Real Asset Market Update

Real Assets Performance

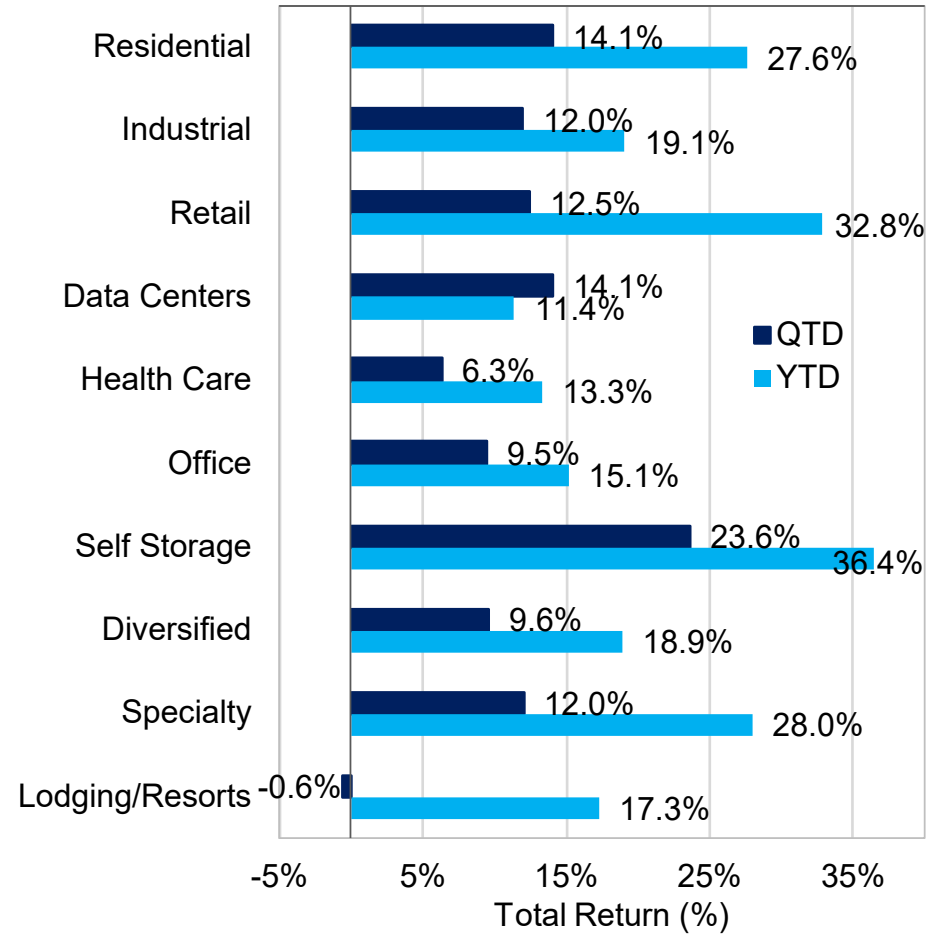
Energy drove real assets higher as May's ransomware attack on the Colonial Pipeline caused supply disruptions within the space.



Source: FactSet

REIT Sector Performance

Most REIT sectors generated positive returns and continued to benefit from re-opening measures and low interest rates.



Source: FactSet

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



The Case For Diversification

| 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | YTD | 10Yr (Ann) |
|-----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------|---------------------------|----------------------------|-----------------------------|----------------------------|---------------------------|----------------------------|---------------------------|
| TIPS 13.6 | Emerging Markets 18.2 | U.S. Small Cap 38.8 | U.S. Equity REITs 30.1 | U.S. Equity REITs 3.2 | U.S. Small Cap 21.3 | Emerging Markets 37.3 | High Yield Munis 4.8 | U.S. Large Cap 31.5 | U.S. Small Cap 20.0 | U.S. Equity REITs 22.0 | U.S. Large Cap 14.8 |
| High Yield Munis 9.3 | High Yield Munis 18.1 | U.S. Large Cap 32.4 | High Yield Munis 13.8 | Municipals 5-Year 2.4 | High Yield 17.1 | International Dev. 25.0 | Municipals 5-Year 1.7 | U.S. Equity REITs 26.0 | U.S. Large Cap 18.4 | Commodities 21.1 | U.S. Small Cap 12.3 |
| U.S. Equity REITs 8.3 | U.S. Equity REITs 18.1 | International Dev. 22.8 | U.S. Large Cap 13.7 | High Yield Munis 1.8 | U.S. Large Cap 12.0 | U.S. Large Cap 21.8 | Foreign Bond 0.5 | U.S. Small Cap 25.5 | Emerging Markets 18.3 | U.S. Small Cap 17.5 | U.S. Equity REITs 9.4 |
| Core Bond 7.8 | International Dev. 17.3 | Balanced 12.2 | Core Bond 6.0 | U.S. Large Cap 1.4 | Commodities 11.7 | EM Debt (unhedged) 15.2 | Core Bond 0.0 | International Dev. 22.5 | TIPS 11.0 | U.S. Large Cap 15.3 | High Yield Munis 7.0 |
| Municipals 5-Year 6.9 | EM Debt (unhedged) 16.9 | Hedge Funds 9.0 | Balanced 5.1 | Core Bond 0.6 | Emerging Markets 11.2 | U.S. Small Cap 14.6 | TIPS -1.3 | Emerging Markets 18.4 | Balanced 8.8 | International Dev. 8.8 | High Yield 6.7 |
| High Yield 5.0 | U.S. Small Cap 16.3 | High Yield 7.4 | U.S. Small Cap 4.9 | Hedge Funds -0.3 | EM Debt (unhedged) 9.9 | Balanced 13.6 | High Yield -2.1 | Balanced 17.5 | International Dev. 7.8 | Hedge Funds 8.4 | Balanced 6.6 |
| Foreign Bond 4.2 | U.S. Large Cap 16.0 | U.S. Equity REITs 2.5 | TIPS 3.6 | International Dev. -0.8 | U.S. Equity REITs 8.5 | High Yield Munis 9.7 | Hedge Funds -4.0 | High Yield 14.3 | Core Bond 7.5 | Emerging Markets 7.4 | International Dev. 5.9 |
| U.S. Large Cap 2.1 | High Yield 15.8 | Municipals 5-Year 0.8 | Hedge Funds 3.4 | TIPS -1.4 | Balanced 7.6 | Hedge Funds 7.8 | U.S. Large Cap -4.4 | EM Debt (unhedged) 13.5 | Hedge Funds 7.1 | Balanced 7.1 | Hedge Funds 4.7 |
| Balanced 0.9 | Balanced 11.5 | Foreign Bond -1.0 | Municipals 5-Year 3.2 | Foreign Bond -2.3 | TIPS 4.7 | High Yield 7.5 | U.S. Equity REITs -4.6 | High Yield Munis 10.7 | High Yield 7.1 | High Yield Munis 6.1 | Emerging Markets 4.3 |
| EM Debt (unhedged) -1.8 | TIPS 7.0 | Core Bond -2.0 | Foreign Bond 2.9 | Balanced -3.3 | Foreign Bond 3.2 | Foreign Bond 6.5 | Balanced -5.8 | Core Bond 8.7 | Foreign Bond 7.0 | High Yield 3.6 | TIPS 3.4 |
| U.S. Small Cap -4.2 | Foreign Bond 5.3 | Emerging Markets -2.6 | High Yield 2.5 | U.S. Small Cap -4.4 | High Yield Munis 3.0 | U.S. Equity REITs 5.2 | EM Debt (unhedged) -6.2 | TIPS 8.4 | High Yield Munis 4.9 | TIPS 1.7 | Core Bond 3.4 |
| Hedge Funds -5.7 | Hedge Funds 4.8 | High Yield Munis -5.5 | Emerging Markets -2.2 | High Yield -4.5 | Core Bond 2.6 | Core Bond 3.5 | U.S. Small Cap -11.0 | Hedge Funds 7.8 | Municipals 5-Year 4.3 | Municipals 5-Year 0.2 | Foreign Bond 2.9 |
| Commodities -13.3 | Core Bond 4.2 | TIPS -8.6 | International Dev. -4.9 | Emerging Markets -14.9 | International Dev. 1.0 | Municipals 5-Year 3.1 | Commodities -11.2 | Commodities 7.7 | EM Debt (unhedged) 2.7 | Core Bond -1.6 | Municipals 5-Year 2.7 |
| International Dev. -12.1 | Municipals 5-Year 3.0 | EM Debt (unhedged) -9.0 | EM Debt (unhedged) -5.7 | EM Debt (unhedged) -14.9 | Hedge Funds 0.5 | TIPS 3.0 | International Dev. -13.8 | Foreign Bond 6.3 | Commodities -3.1 | EM Debt (unhedged) -1.7 | EM Debt (unhedged) 0.5 |
| Emerging Markets -18.4 | Commodities -1.1 | Commodities -9.5 | Commodities -17.0 | Commodities -24.7 | Municipals 5-Year -0.4 | Commodities 1.7 | Emerging Markets -14.6 | Municipals 5-Year 5.4 | U.S. Equity REITs -8.0 | Foreign Bond -3.0 | Commodities -4.4 |

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



Financial Markets Performance

Total return as of June 30, 2021

Periods greater than one year are annualized

All returns are in U.S. dollar terms

| Global Fixed Income Markets | QTD | YTD | 1YR | 3YR | 5YR | 7YR | 10YR | 15YR |
|--|-------|-------|-------|-------|-------|-------|-------|-------|
| Bloomberg Barclays 1-3-Month T-Bill | 0.0% | 0.0% | 0.1% | 1.3% | 1.1% | 0.8% | 0.6% | 1.0% |
| Bloomberg Barclays U.S. TIPS | 3.2% | 1.7% | 6.5% | 6.5% | 4.2% | 3.3% | 3.4% | 4.6% |
| Bloomberg Barclays Municipal Bond (5 Year) | 0.5% | 0.2% | 2.2% | 3.8% | 2.4% | 2.5% | 2.7% | 3.7% |
| Bloomberg Barclays High Yield Municipal Bond | 3.9% | 6.1% | 14.3% | 7.6% | 6.2% | 6.7% | 7.0% | 5.5% |
| Bloomberg Barclays U.S. Aggregate | 1.8% | -1.6% | -0.3% | 5.3% | 3.0% | 3.3% | 3.4% | 4.4% |
| Bloomberg Barclays U.S. Corporate High Yield | 2.7% | 3.6% | 15.4% | 7.4% | 7.5% | 5.5% | 6.7% | 7.5% |
| Bloomberg Barclays Global Aggregate ex-U.S. Hedged | 0.9% | -1.5% | 0.0% | 3.8% | 2.8% | 3.7% | 4.1% | 4.2% |
| Bloomberg Barclays Global Aggregate ex-U.S. Unhedged | 0.9% | -4.4% | 4.6% | 3.1% | 1.6% | 0.7% | 1.0% | 3.1% |
| Bloomberg Barclays U.S. Long Gov / Credit | 6.4% | -4.6% | -1.9% | 9.9% | 5.5% | 6.3% | 7.3% | 7.4% |
| JPMorgan GBI-EM Global Diversified | 1.5% | -1.7% | 2.6% | #N/A | #N/A | #N/A | #N/A | #N/A |
| Global Equity Markets | QTD | YTD | 1YR | 3YR | 5YR | 7YR | 10YR | 15YR |
| S&P 500 | 8.5% | 15.3% | 40.8% | 18.7% | 17.6% | 14.1% | 14.8% | 10.7% |
| Dow Jones Industrial Average | 5.1% | 13.8% | 36.3% | 15.0% | 16.7% | 13.5% | 13.5% | 10.6% |
| NASDAQ Composite | 9.7% | 12.9% | 45.2% | 25.7% | 25.8% | 19.8% | 19.3% | 14.7% |
| Russell 3000 | 8.2% | 15.1% | 44.2% | 18.7% | 17.9% | 14.0% | 14.7% | 10.8% |
| Russell 1000 | 8.5% | 15.0% | 43.1% | 19.2% | 18.0% | 14.2% | 14.9% | 10.9% |
| Russell 1000 Growth | 11.9% | 13.0% | 42.5% | 25.1% | 23.7% | 18.6% | 17.9% | 13.5% |
| Russell 1000 Value | 5.2% | 17.0% | 43.7% | 12.4% | 11.9% | 9.4% | 11.6% | 8.0% |
| Russell Mid Cap | 7.5% | 16.2% | 49.8% | 16.4% | 15.6% | 12.0% | 13.2% | 10.5% |
| Russell Mid Cap Growth | 11.1% | 10.4% | 43.8% | 22.4% | 20.5% | 15.4% | 15.1% | 12.1% |
| Russell Mid Cap Value | 5.7% | 19.5% | 53.1% | 11.9% | 11.8% | 9.3% | 11.7% | 9.1% |
| Russell 2000 | 4.3% | 17.5% | 62.0% | 13.5% | 16.5% | 11.4% | 12.3% | 9.5% |
| Russell 2000 Growth | 3.9% | 9.0% | 51.4% | 15.9% | 18.8% | 13.1% | 13.5% | 10.9% |
| Russell 2000 Value | 4.6% | 26.7% | 73.3% | 10.3% | 13.6% | 9.3% | 10.8% | 7.9% |
| MSCI ACWI | 7.4% | 12.3% | 39.3% | 14.6% | 14.6% | 9.7% | 9.9% | 7.6% |
| MSCI ACWI ex. U.S. | 5.5% | 9.2% | 35.7% | 9.4% | 11.1% | 5.3% | 5.4% | 4.9% |
| MSCI EAFE | 5.2% | 8.8% | 32.4% | 8.3% | 10.3% | 5.0% | 5.9% | 4.4% |
| MSCI EAFE Growth | 7.4% | 6.8% | 31.0% | 12.5% | 12.5% | 7.8% | 7.8% | 6.0% |
| MSCI EAFE Value | 3.0% | 10.7% | 33.5% | 3.8% | 7.8% | 1.9% | 3.9% | 2.7% |
| MSCI EAFE Small Cap | 4.3% | 9.0% | 41.0% | 8.4% | 12.0% | 7.8% | 8.4% | 6.3% |
| MSCI Emerging Markets | 5.0% | 7.4% | 40.9% | 11.3% | 13.0% | 6.4% | 4.3% | 6.6% |
| Alternatives | QTD | YTD | 1YR | 3YR | 5YR | 7YR | 10YR | 15YR |
| Consumer Price Index* | 1.4% | 2.4% | 4.9% | 2.3% | 2.3% | 1.8% | 1.8% | 1.9% |
| FTSE NAREIT Equity REITs | 12.0% | 22.0% | 38.0% | 10.1% | 6.3% | 8.4% | 9.4% | 7.1% |
| S&P Real Assets | 6.8% | 10.4% | 25.2% | 7.3% | 6.4% | 3.9% | 5.1% | 6.0% |
| FTSE EPRA NAREIT Developed | 8.4% | 19.8% | 27.7% | 6.8% | 4.6% | 8.3% | 9.5% | 5.9% |
| FTSE EPRA NAREIT Developed ex U.S. | 7.1% | 9.4% | 29.8% | 5.5% | 6.4% | 4.3% | 5.7% | 4.2% |
| Bloomberg Commodity Total Return | 13.3% | 21.1% | 45.6% | 3.9% | 2.4% | -4.1% | -4.4% | -3.0% |
| HFRI Fund of Funds Composite* | 2.4% | 4.4% | 20.0% | 6.0% | 5.9% | 4.2% | 3.7% | 3.0% |
| HFRI Fund Weighted Composite* | 2.5% | 8.4% | 31.1% | 8.3% | 7.8% | 5.7% | 4.7% | 4.8% |
| Alerian MLP | 21.2% | 47.8% | 64.0% | -0.3% | -1.1% | -5.7% | 1.1% | 5.9% |

*One month lag.

Source: FactSet & Morningstar as of 6/30/21. Periods greater than 1 year are annualized. All returns are in U.S. dollar terms.

Asset Allocation

As of June 30, 2021

| | Asset Allocation (\$) | Asset Allocation (%) | Target Allocation (%) | Differences (%) |
|-----------------------------|-----------------------------|----------------------------|-----------------------------|--------------------|
| Total Plan | 247,602,672 | 100.0 | 100.0 | 0.0 |
| Short Term Liquidity | 2,458,853 | 1.0 | 0.0 | 1.0 |
| Key Bank Cash Portfolio | 7,950,742 | 3.2 | 0.0 | 3.2 |
| Pooled Cash | -5,491,890 | -2.2 | 0.0 | -2.2 |
| Fixed Income | 40,085,900 | 16.2 | 20.0 | -3.8 |
| JIC Core Bond Fund I | 40,085,900 | 16.2 | 20.0 | -3.8 |
| Equity | 189,542,577 | 76.6 | 70.0 | 6.6 |
| Domestic Equity | 124,520,436 | 50.3 | 48.0 | 2.3 |
| Mellon Large Cap Core | 82,912,003 | 33.5 | 30.0 | 3.5 |
| Mellon Smid Cap Core | 41,608,433 | 16.8 | 18.0 | -1.2 |
| International Equity | 63,780,583 | 25.8 | 20.0 | 5.8 |
| Mellon EAFE Fund | 36,479,793 | 14.7 | 10.0 | 4.7 |
| Mellon Emerging Markets | 27,300,789 | 11.0 | 10.0 | 1.0 |
| Private Equity | 1,241,558 | 0.5 | 2.0 | -1.5 |
| Hamilton Lane II | 67,811 | 0.0 | - | - |
| Hamilton Lane VII A | 803,055 | 0.3 | - | - |
| Hamilton Lane VII B | 370,692 | 0.1 | - | - |
| Real Assets | 15,515,342 | 6.3 | 10.0 | -3.7 |
| UBS Trumbull Property Fund | 13,575,824 | 5.5 | 8.0 | -2.5 |
| Molpus SWF II | 1,939,518 | 0.8 | 2.0 | -1.2 |

Valuations stated for cash portfolios are through 5/31/2021. Key Bank cash has been adjusted to reflect the proceeds from sales completed during June. UBS, Molpus and Hamilton Lane mandates are as of 3/31/2021.

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

City of Burlington Employees Retirement System

Performance Update As Of June 30, 2021

Portfolio Performance

| | Value | Performance(%) | | | | | | | | | | |
|-------------------------|--------------------|----------------|------------|-------------|----------------------|-------------|-------------|-------------|------------|------------|-----------------|-------------------|
| | | 1 Month | QTD | YTD | Jul-2020 To Jun-2021 | 1 Year | 3 Years | 5 Years | 7 Years | 10 Years | Since Inception | Inception Date |
| Total Plan | 247,602,672 | 1.1 | 5.6 | 10.3 | 31.1 | 31.1 | 11.6 | 11.7 | 7.9 | 7.8 | 6.2 | 01/01/2008 |
| <i>Policy Benchmark</i> | | <i>0.7</i> | <i>5.2</i> | <i>9.4</i> | <i>29.9</i> | <i>29.9</i> | <i>12.3</i> | <i>12.1</i> | <i>9.2</i> | <i>9.7</i> | <i>7.5</i> | |

Calendar Year Performance

| | 2020 | 2019 | 2018 | 2017 | 2016 | 2015 | 2014 |
|-------------------------|-------------|-------------|-------------|-------------|------------|-------------|------------|
| Total Plan | 12.7 | 19.1 | -5.2 | 17.0 | 8.7 | -2.2 | 4.0 |
| <i>Policy Benchmark</i> | <i>14.5</i> | <i>20.6</i> | <i>-5.2</i> | <i>16.9</i> | <i>9.0</i> | <i>-0.2</i> | <i>7.3</i> |

Allocation Mandate

May-2021

| | Weight (%) |
|-----------------------------------|------------|
| Blmbg. Barc. U.S. Aggregate Index | 18.00 |
| S&P 500 Index | 31.50 |
| Russell 2500 Index | 10.50 |
| MSCI EAFE (Net) Index | 23.00 |
| MSCI Emerging Markets (Net) Index | 10.00 |
| NCREIF Fund Index - ODCE (net) | 6.00 |
| NCREIF Timberland Index | 1.00 |

The allocation mandate represents the current benchmark composition for the portfolio. Please keep in mind that the investment objective may have changed over time.

Manager Performance Overview

As of June 30, 2021

| | 1 Month | QTD | YTD | Jul-2020 To Jun-2021 | 1 Year | 3 Years | 5 Years | 7 Years | 10 Years | Since Inception | Inception Date |
|--|------------------|-----------------|------------------|----------------------------|------------------|------------------|------------------|------------|-------------|--------------------|-------------------|
| Fixed Income | 0.9 | 2.3 | -1.8 | -0.7 | -0.7 | 4.8 | N/A | N/A | N/A | 3.9 | 01/01/2017 |
| <i>Blmbg. Barc. U.S. Aggregate Index</i> | 0.7 | 1.8 | -1.6 | -0.3 | -0.3 | 5.3 | N/A | N/A | N/A | 4.0 | |
| JIC Core Bond Fund I | 0.9 (24) | 2.3 (13) | -1.8 (87) | -0.7 (96) | -0.7 (96) | N/A | N/A | N/A | N/A | 2.3 (58) | 03/01/2020 |
| <i>Blmbg. Barc. U.S. Aggregate Index</i> | 0.7 | 1.8 | -1.6 | -0.3 | -0.3 | N/A | N/A | N/A | N/A | 1.5 | |
| IM U.S. Broad Market Core Fixed Income (MF) Median | 0.8 | 1.9 | -1.2 | 1.3 | 1.3 | N/A | N/A | N/A | N/A | 2.5 | |
| Equity | 1.2 | 6.7 | 13.8 | 28.2 | 28.2 | 10.9 | N/A | N/A | N/A | 12.5 | 01/01/2017 |
| <i>MSCI AC World Index (Net)</i> | 1.3 | 7.4 | 12.3 | 39.3 | 39.3 | 14.6 | N/A | N/A | N/A | 14.7 | |
| Domestic Equity | | | | | | | | | | | |
| Mellon Large Cap Core | 2.3 (28) | 8.5 (33) | 15.2 (43) | 40.8 (45) | 40.8 (45) | 18.6 (32) | 17.6 (28) | N/A | N/A | 17.2 (25) | 04/01/2016 |
| <i>S&P 500 Index</i> | 2.3 | 8.5 | 15.3 | 40.8 | 40.8 | 18.7 | 17.6 | N/A | N/A | 17.3 | |
| IM U.S. Large Cap Core Equity (MF) Median | 1.9 | 8.0 | 14.9 | 40.2 | 40.2 | 17.4 | 16.5 | N/A | N/A | 16.1 | |
| Mellon Smid Cap Core | 1.2 (46) | 5.5 (37) | 17.1 (40) | 58.0 (29) | 58.0 (29) | 15.4 (45) | 16.5 (48) | N/A | N/A | 16.4 (47) | 04/01/2016 |
| <i>Russell 2500 Index</i> | 1.2 | 5.4 | 17.0 | 57.8 | 57.8 | 15.2 | 16.3 | N/A | N/A | 16.3 | |
| IM U.S. SMID Cap Equity (MF) Median | 0.9 | 4.9 | 15.6 | 52.6 | 52.6 | 14.6 | 16.0 | N/A | N/A | 16.0 | |
| International Equity | | | | | | | | | | | |
| Mellon EAFE Fund | -1.4 (58) | 5.3 (42) | 9.1 (63) | 32.8 (71) | 32.8 (71) | 8.7 (43) | 10.8 (29) | N/A | N/A | 10.0 (27) | 04/01/2016 |
| <i>MSCI EAFE (Net) Index</i> | -1.1 | 5.2 | 8.8 | 32.4 | 32.4 | 8.3 | 10.3 | N/A | N/A | 9.5 | |
| IM International Large Cap Core Equity (MF) Median | -1.3 | 5.1 | 9.4 | 36.6 | 36.6 | 8.2 | 9.8 | N/A | N/A | 9.0 | |
| Mellon Emerging Markets | 1.3 (43) | 5.1 (51) | 7.5 (58) | 40.9 (57) | 40.9 (57) | 11.3 (50) | 13.0 (42) | N/A | N/A | 12.5 (47) | 04/01/2016 |
| <i>MSCI Emerging Markets (Net) Index</i> | 0.2 | 5.0 | 7.4 | 40.9 | 40.9 | 11.3 | 13.0 | N/A | N/A | 12.5 | |
| IM Emerging Markets Equity (MF) Median | 1.1 | 5.1 | 8.0 | 41.9 | 41.9 | 11.2 | 12.4 | N/A | N/A | 12.2 | |

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

Manager Performance Overview

As of June 30, 2021

| | 1 Month | QTD | YTD | Jul-2020 To Jun-2021 | 1 Year | 3 Years | 5 Years | 7 Years | 10 Years | Since Inception | Inception Date |
|---------------------------------------|------------|-------------|-------------|----------------------------|-------------|-------------|-------------|-------------|-------------|--------------------|-------------------|
| Private Equity | | | | | | | | | | | |
| Hamilton Lane II | 0.0 | 0.0 | -5.3 | -3.4 | -3.4 | 22.7 | 17.6 | 16.6 | 16.4 | 18.7 | 03/01/2009 |
| Hamilton Lane VII A | 0.0 | 0.0 | 18.4 | 27.6 | 27.6 | 19.0 | 15.7 | 14.1 | 13.6 | 13.6 | 07/01/2011 |
| Hamilton Lane VII B | 0.0 | 0.0 | -0.6 | 4.0 | 4.0 | 9.9 | 9.5 | 9.7 | 11.0 | 11.0 | 07/01/2011 |
| Real Assets | 0.0 | -0.2 | 0.7 | -1.6 | -1.6 | -1.5 | N/A | N/A | N/A | 0.6 | 01/01/2017 |
| UBS Trumbull Property Fund | 0.0 | -0.2 | 0.8 | -2.0 | -2.0 | -1.6 | 1.5 | N/A | N/A | 1.5 | 07/01/2016 |
| <i>NCREIF Fund Index - ODCE (net)</i> | <i>0.0</i> | <i>0.0</i> | <i>1.9</i> | <i>3.3</i> | <i>3.3</i> | <i>3.4</i> | <i>4.9</i> | <i>N/A</i> | <i>N/A</i> | <i>4.9</i> | |
| Molpus SWF II | 0.0 | 0.0 | -0.4 | 0.1 | 0.1 | -0.6 | -0.7 | 0.8 | 0.8 | 1.8 | 03/01/2009 |
| <i>NCREIF Timberland Index</i> | <i>0.0</i> | <i>0.0</i> | <i>0.8</i> | <i>1.4</i> | <i>1.4</i> | <i>1.5</i> | <i>2.3</i> | <i>3.2</i> | <i>4.3</i> | <i>3.2</i> | |

The inception date expressed on the Manager Performance Overview page(s) represents the first day of the first full month following the purchase of the investment. Performance figures shown at the fund level begin on this inception date. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies. Composite performance includes all funds held in the composite since inception.

Returns are net of fees unless otherwise stated. Mutual fund performance stated above may differ slightly from the current share class' historical performance due to share class exchanges.

Valuations stated for cash portfolios are through 5/31/2021. Key Bank cash has been adjusted to reflect the proceeds from sales completed during June.

UBS, Molpus and Hamilton Lane mandates are as of 3/31/2021.

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

Manager Gain/Loss Summary

1 Month Ending June 30, 2021

| | Market Value As of 06/01/2021 | Net Flows | Return On Investment | Market Value As of 06/30/2021 |
|-----------------------------------|-------------------------------------|-------------------|-------------------------|-------------------------------------|
| <u>Short Term Liquidity</u> | | | | |
| Key Bank Cash Portfolio | 650,742 | 7,300,000 | - | 7,950,742 |
| Pooled Cash | -5,491,890 | - | - | -5,491,890 |
| Total Short Term Liquidity | -4,841,147 | 7,300,000 | - | 2,458,853 |
| <u>Fixed Income</u> | | | | |
| JIC Core Bond Fund I | 39,725,308 | - | 360,592 | 40,085,900 |
| Total Fixed Income | 39,725,308 | - | 360,592 | 40,085,900 |
| <u>Domestic Equity</u> | | | | |
| Mellon Large Cap Core | 83,272,195 | -2,300,000 | 1,939,809 | 82,912,003 |
| Mellon Smid Cap Core | 46,049,168 | -5,000,000 | 559,265 | 41,608,433 |
| Total Domestic Equity | 129,321,363 | -7,300,000 | 2,499,074 | 124,520,436 |
| <u>International Equity</u> | | | | |
| Mellon EAFE Fund | 36,993,507 | - | -513,714 | 36,479,793 |
| Mellon Emerging Markets | 26,961,744 | - | 339,046 | 27,300,789 |
| Total International Equity | 63,955,251 | - | -174,668 | 63,780,583 |
| <u>Real Assets</u> | | | | |
| UBS Trumbull Property Fund | 13,575,824 | - | - | 13,575,824 |
| Molpus SWF II | 1,939,518 | - | - | 1,939,518 |
| Total Real Assets | 15,515,342 | - | - | 15,515,342 |
| <u>Private Equity</u> | | | | |
| Hamilton Lane II | 67,811 | - | - | 67,811 |
| Hamilton Lane VII A | 803,055 | - | - | 803,055 |
| Hamilton Lane VII B | 370,692 | - | - | 370,692 |
| Total Private Equity | 1,241,558 | - | - | 1,241,558 |
| Total Plan | 244,917,674 | - | 2,684,998 | 247,602,672 |

Definitions & Disclosures

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

REGULATORY DISCLOSURES

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

ASSET CLASS REPRESENTATIONS

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

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

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

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

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

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

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

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

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

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

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

International Developed: MSCI EAFE Net Total Return USD Index

Emerging Markets: MSCI Emerging Markets Net Total Return USD Index

World: MSCI ACWI Net Total Return USD Index

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

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

Commodities: Bloomberg Commodity Total Return Index

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

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

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

China: MSCI CHINA Net Total Return USD Index

Japan: MSCI Japan Net Total Return USD Index

Germany: MSCI Germany Net Total Return USD Index

India: MSCI India Net Total Return USD Index

United Kingdom: MSCI UK Net Total Return USD Index

France: MSCI France Net Total Return USD Index

Italy: MSCI Italy Net Total Return USD Index

Brazil: MSCI Brazil Net Total Return USD Index

Canada: MSCI Canada Net Total Return USD Index

INDEX DEFINITIONS

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

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

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

Additional:

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

DEFINITION OF KEY STATISTICS AND TERMS

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

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

DEFINITION OF KEY PRIVATE EQUITY TERMS

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

VALUATION POLICY

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

REPORTING POLICY

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

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

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

OTHER

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

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

CUSTODIAN STATEMENTS

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

Resolution Relating to

RESOLUTION_____

DIVESTMENT FROM WEAPONS MANUFACTURERS

Sponsor(s): Councilor(s) Stromberg
Introduced: _____
Referred to: _____

Action: _____
Date: _____
Signed by Mayor: _____

CITY OF BURLINGTON

In the year Two Thousand Twenty One.....

Resolved by the City Council of the City of Burlington, as follows:

- 1 WHEREAS, since 2001, the United States has spent over \$5.6 trillion on wars resulting in over 1.17 million
- 2 deaths and displacing more than of 10.1 million people;[1] and
- 3 WHEREAS, the cost of U.S. domestic and foreign militarism, including veterans’ affairs, homeland security,
- 4 and law enforcement and incarceration, topped \$818 billion in 2017[2] and accounted for 64 percent of federal
- 5 discretionary spending in 2016, at a time when federal funds are desperately needed in order to build affordable
- 6 housing, improve public transit, and develop sustainable energy sources; [3] and
- 7 WHEREAS, the United States remains the most militarized nation in the world, with a military budget greater
- 8 than the next eight countries combined; an estimated 800 military bases and stations in over 70 countries around the
- 9 world; and arms producers that dominated 56.6% of the share of major global arms sales in 2015; [3] and
- 10 WHEREAS, nearly 14,000 nuclear weapons, most of an order of magnitude more powerful than the U.S.
- 11 atomic bombs that destroyed Hiroshima and Nagasaki, over 90% held by the United States and Russia, continue to
- 12 pose an intolerable threat to humanity [4]; and detonation of even a small fraction of these weapons would disrupt the
- 13 global climate and agricultural production so severely that the resulting famine could put the lives of more than two
- 14 billion people at risk; [5] and
- 15 WHEREAS, the United States is poised to spend \$1.7 trillion dollars over the next three decades to maintain and
- 16 modernize its nuclear bombs and warheads; the submarines, missiles and bombers to deliver them; and the
- 17 infrastructure to sustain the nuclear enterprise indefinitely, which many experts believe actually increases the risk of
- 18 nuclear proliferation; nuclear terrorism; and nuclear war by accident, miscalculation or intent, at a time when nuclear-
- 19 armed countries are already on the brink of military confrontation; [6],[7] and
- 20 WHEREAS, investing in companies producing the nuclear and conventional weapons at the roots of U.S.
- 21 militarism implicitly supports this misdirection of our tax dollars; and
- 22 WHEREAS, many major arms producers depend on the federal government as their primary consumer and
- 23 are thus dependent upon perpetual warfare, political instability, and the prioritization of militarism over
- 24 diplomacy; and
- 25 WHEREAS, U.S. weapons manufacturers continue to supply repressive regimes around the world, and
- 26 U.S.-produced weapons are being used in attacks that the international community deems unlawful for their
- 27 disproportionate and excessive harm to civilians; and

Resolution Relating to DIVESTMENT FROM WEAPONS MANUFACTURERS

28 WHEREAS, billions of dollars' worth of military-grade equipment have been transferred to local police
29 departments in U.S. communities, resulting in the disproportionate targeting of communities of color and
30 perpetuating a culture of violence, hostility, and fear; and

31 WHEREAS, the average American taxpayer works 27 days a year to pay Pentagon contractors and pays
32 23.4 cents of each of their federal income tax dollars on military spending at a time when 43 million Americans live
33 in poverty or qualify as low-income [8]; and

34 WHEREAS, the U.S. Conference of Mayors unanimously "calls on the President and Congress to reverse
35 federal spending priorities and to redirect funds currently allocated to nuclear weapons and unwarranted military
36 spending to restore full funding for Community Block Development Grants and the Environmental Protection
37 Agency, to create jobs by rebuilding our nation's crumbling infrastructure, and to ensure basic human services for all,
38 including education, environmental protection, food assistance, housing and health care;" [9] and

39 WHEREAS, the City's commitment to demilitarization, equality, justice and peace has been repeatedly
40 supported and acted upon by Burlington voters, residents, and elected officials over at least the last 40 years, as
41 evidenced by (1) the overwhelming Annual City Meeting votes in support of a Nuclear Freeze, a change in federal
42 and state budget priorities to reduce military spending and redirect money saved to social spending on education,
43 environmental protection, housing, health and other needs, and the vote against the basing of the F-35s at
44 Burlington International Airport, (2) the initiation and maintenance of Sister City Programs with five different
45 international cities throughout the last four decades, (3) the numerous marches and rallies for peace involving
46 thousands of residents, and (4) the public advocacy by elected leaders, such as former Mayor Bernie Sanders, who
47 in his annual messages on the state of the city regularly raised the issue of bloated military spending, including
48 stating in his 1986 message that he continued "to remain appalled at the national priorities . . . which call for more
49 and more military spending, and for less and less help for the low and moderate income citizens of our nation and
50 for the cities and town of America." and

51 WHEREAS, the City's investment practices must not be in conflict with the City's commitment to equality
52 and justice;

53 NOW, THEREFORE, BE IT RESOLVED that the City Council formally declares its opposition to investing
54 City funds in any private entities that are involved in the direct production or upgrading of weapons and weapons
55 systems used by military forces ("weapons manufacturers"), whether conventional or nuclear, and decides that it
56 shall be City policy to divest from such entities; and

57 BE IT FURTHER RESOLVED, that this Resolution shall be binding City policy and shall be in full force and
58 effect after adoption by the City Council and that the City Council directs any and all persons acting on behalf of City
59 investment activity with regard to funds other than those held by the Burlington Employees' Retirement System (BERS)
60 to enforce the provisions of this Resolution; and

Resolution Relating to DIVESTMENT FROM WEAPONS MANUFACTURERS

61 BE IT FURTHER RESOLVED that the City Council requests that the Board of Finance report on the extent of
62 the City's non-BERS investments in weapons manufacturers, if any, as soon as possible, but in any event no later than
63 the Council's last January 2022 meeting; and

64 BE IT FURTHER RESOLVED, that the City Council requests that the BERS board provide it with a current
65 accounting of the investments in its investment portfolio that are invested in any weapons manufacturers, including
66 non-stock investments, as soon as possible but in any event no later than its last meeting in January 2022; and

67 BE IT FURTHER RESOLVED that the City Council requests that BERS commit to full divestment from
68 weapons manufacturers and outline a timeline by which that divestment will be completed; and towards this end, at the
69 Council's last meeting in January 2022, report to the Council on the feasibility of (1) making an annual analysis and
70 review of weapons manufacturer investments in the investment portfolio, (2) making an annual review of weapons
71 manufacturer-free investment product availability, and (3) assessing what other public entities are doing with regard to
72 weapons manufacturer investments.

Resolution Relating to DIVESTMENT FROM WEAPONS MANUFACTURERS

- 73 [1] Brown University, Watson Institute of International and Public Affairs, [Costs of War](#)
74 [2] The Balance, [US Military Budget: Components, Challenges, Growth](#)
75 [3] National Priorities Project and Institute for Policy Studies, [The Militarized Federal Budget](#)
76 [4] Stockholm International Peace Research Institute, [Top 100 Arms-Producing and Military Service Companies, 2015](#)
77 [5] Arms Control Association, [Nuclear Weapons: Who Has What at a Glance](#)
78 [6] International Physicians for the Prevention of Nuclear War, [Nuclear Famine: Two Billion People at Risk?](#)
79 [7] Arms Control Association, [U.S. Nuclear Modernization Programs](#)
80 [8] Global Zero, [Global Zero Responds To Ballooning Costs of Rebuilding US Nuclear Arsenal](#)
81 [9] National Priorities Project, [Tax Dollar Receipt](#)
82 [10] U.S. Conference of Mayors 2017 Adopted Resolutions, [International Affairs](#)

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