



BURLINGTON RETIREMENT SYSTEM

City of Burlington _____

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

Robert Hooper, Chairman of the Board

Munir Kasti, Vice-Chairman

Meeting – Monday July 18, 2022

Start Time – 9:00 AM – 11:00 AM

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

Join Zoom Meeting:

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

Meeting ID: 852- 6164- 4826

Passcode: 834923, and you may join by phone, dial +1 929 205 6099, and meeting # 852-6164-4826

1. Agenda

2. Public Forum

3. Approve Minutes

- June 21, 2022

4. Approve Return of Contributions

Effective Date of Benefit

- Joshua M. Meyers, Class B \$7,236.25 07/01/2022
- Carol A. Braden, Class B \$31,595.46 08/01/2022
- Nyla Ruiz, Class B \$3,038.43 08/01/2022
- Marielle Matthews, Class B \$5,083.15 08/01/2022
- Devin Jones, Class B \$12,945.15 08/01/2022

5. Approve Retirement Applications

Effective Date of Benefit

Actual First

Payment Date

- Thomas E. Carter, Class B \$2,296.55 06/01/2022 07/15/2022
- Gary Lavigne, Class B \$4,884.04 07/01/2022 07/15/2022
- Jeffrey B. Shedd, Class B \$1,129.14 07/01/2022 07/15/2022
- Goldberg, Rebecca, Class B \$1,215.10 05/01/2022 07/15/2022

6. Administrative Updates

7. Fiducient

- BERS June Performance Flash Report
- Fiducient Mid-Year Capital Markets Update – June 2022

8. Adjourn

**BURLINGTON RETIREMENT BOARD
CITY HALL, 1ST FLOOR BUSHOR CONF ROOM
OR
REMOTE MEETING WITH CALL-IN
BURLINGTON, VERMONT
MINUTES OF MEETING
DRAFT
June 21, 2022**

MEMBERS PRESENT: Robert Hooper (Chair)
Patrick Robins
David Mount
Ben O'Brien

MEMBERS ABSENT: Munir Kasti
Dan Gilligan
Katherine Schad
Matthew Dow

OTHERS PRESENT: Rich Goodwin
Chris Rowllins
Kate Pizzi
Hayley McClenahan

1.0 CALL TO ORDER

Robert Hooper called the Retirement Board meeting to order at 9:05 AM.

2.0 PUBLIC FORUM (VERBAL)

2.01 Verbal Comments

3.0. APPROVE MINUTES

3.01 Minutes of May 16, 2022

MOTION by Robert Hooper, SECOND by Patrick Robins, to approve the minutes of May 16, 2022 as presented.

VOTING: unanimous; motion carries.

4.0 APPROVE RETURN OF CONTRIBUTIONS

4.01 Approve Return of Contributions

Approve Return of Contributions	Amount	Effective Date of Benefit
Karl J. Tremblay, Class B	\$5,596.91	06/01/2022
Tyeastia Green, Class B	\$11,531.28	06/01/2022

MOTION by Robert Hooper, SECOND by Ben O’Brien, to approve the return of contributions applications as presented.

VOTING: unanimous; motion carries.

5.0 ADMINISTRATIVE UPDATES

5.01 Letter of Resignation – Dan Gilligan 07/01/2022

MOTION by Patrick Robins, SECOND by Ben O’Brien, to accept the letter of resignation.

VOTING: unanimous; motion carries.

5.02 Retirement Administrator – Job Interviews

Finance Director Goodwin noted that they have chosen a candidate and will be moving forward with the hiring process over the next several weeks.

6.0 FIDUCIARY

6.01 Monthly Investment Update – May 2022

Ms. Pizzi began by providing an overview of activity in May and the first part of June. She said that May was a mildly positive month amid volatility inter-month. She reported that core fixed income returned +0.6% during May despite the Federal Reserve’s highly anticipated 0.50% increase in the Fed Funds interest rate. She noted that during the month, shorter-term bonds outperformed longer-term bonds, and equity markets were volatile despite closing relatively flat with international stocks slightly outperforming US. She also noted that there was somewhat of a reprieve for the real asset class in May, driven largely by the real estate sector. She reported that inflation continued to increase with May’s CPI reading coming in at 8.6%, causing the Federal Reserve to again hike interest rates another 0.75% in June an effort to tamp down inflation. She said that this negatively impacted both fixed-income and equity markets so far in June. She noted that inflation continues to be driven by energy prices, housing prices, food prices, and to a lesser extent autos.

Ms. Pizzi then provided a broad overview of asset allocation as of the end of May, pointing out the total invested assets of approximately \$229.2 million. She noted that approximately \$4.1 million of that is in prepaid pension benefits that must be repaid to the City at the end of the fiscal year (ending June 30, 2022), so the net total for the plan is \$225.1 million.

Ms. Pizzi then walked through the portfolio dashboard. She noted investment returns of +0.4% for the portfolio, translating to around \$925,000 in investment gains for the month. She called attention to actual versus target allocations, noting a small overweight in domestic

equities and an underweight to international equities, though she said that Fiducient at this time doesn't believe that action needs to be taken to rebalance that.

Ms. Pizzi then summarized the manager performance. She noted particularly that the BlackRock Strategic Income manager has performed well and has shielded the portfolio from too drastic of a decrease in this fiscal year. She said that in terms of other allocations, managers are performing in line with benchmarks. She said that Fiducient's recommendation is to continue to adhere to the current allocation.

Mr. Mount asked if Fiducient is anticipating a recession. He also asked what strategies should be implemented in the event of a recession. Ms. Pizzi replied that the fixed-income allocation provides some measure of protection in the portfolio. She said that while the likelihood of a recession is debatable, there will likely be difficult economic times in the next year as inflation continues at elevated levels.

Mr. Hooper asked if workforce shortages are generalizable across sectors and geographic locations. Ms. Pizzi replied that shortages seem to be affecting multiple industries and geographies, and that the decline in immigration is likely contributing to some of the pressure on the workforce.

6.02 Committee Education: Environmental Considerations in Real Asset Investing
None at this time.

7.0 ADJOURN

7.01 Motion to Adjourn

MOTION by Patrick Robins, SECOND by Ben O'Brien, to adjourn the meeting.

VOTING: unanimous; motion carries.

The meeting adjourned without objection at 10:10 AM.

RScty: AACoonrad

Calculation of Return of Employee Contributions

Form A

Burlington Employees' Retirement System

Joshua M. Meyer

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:	Joshua M. Meyer	Class:	B
Date of Birth:		Department:	School
Date of Hire:	08/21/2019	Post-Tax Employee Contributions:	\$0.00
Date of Termination:	06/30/2021	Normal Retirement Date (NRD):	07/31/2042
Beneficiary Date of Birth:		Payment Start Date:	04/01/2022
		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	\$3,220.79	\$3,220.79
06/30/2020	Interest at 2%	\$0.00	\$3,220.79
06/30/2021	Contributions	\$3,844.36	\$7,065.15
06/30/2021	Interest at 2%	\$64.42	\$7,129.57
03/31/2022	Interest at 2%	\$106.68	\$7,236.25

(1) Pre-Tax Employee Contributions (Taxable):	\$7,065.15
(2) Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter):	\$171.10
(3) Total Return of Employee Contributions with Interest:	\$7,236.25

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	\$7,236.25	\$7,236.25	0.00

June 21, 2022

Carol A Braden

Re: Burlington Employees' Retirement System - Refund of Employee Contributions

Dear Ms. Braden:

We have received your pension benefit election form regarding your pension benefit under the Burlington Employees' Retirement System. As outlined in the original cover letter, because your completed forms were received after the benefit commencement date shown on the forms package, your benefit amount must be recalculated for a current payment date. We have now calculated your final benefit amount. Your benefit payable as a return of employee contributions under Class B as of August 1, 2022 is **\$31,595.46**. You will receive this amount, less any withholding. **Please complete the enclosed form and return to the H&H Service Center with a copy of your Driver's License.**

The H&H Service Center is ready to assist you with any questions you may have about this.



Call the H&H Service Center at 1.866.495.3548 between 8:30 am and 4:30 pm ET, Monday - Friday.



Send an email to ServiceCenter@pensionedge.com. Please note "City of Burlington" in your message.

Calculation of Return of Employee Contributions

Burlington Employees' Retirement System

Form A

Nyla Ruiz

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:	Nyla Ruiz	Class:	B
Date of Birth:		Department:	Non-Union
Date of Hire:	07/26/2021	Post-Tax Employee Contributions:	\$0.00
Date of Termination:	04/21/2022	Normal Retirement Date (NRD):	03/25/2060
Beneficiary Date of Birth:	N/A	Payment Start Date:	08/01/2022
		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>
04/21/2022	Contributions	\$3,033.42	\$3,033.42
06/30/2022	Interest at 2%	\$0.00	\$3,033.42
07/31/2022	Interest at 2%	\$5.01	\$3,038.43
(1) Pre-Tax Employee Contributions (Taxable):			\$3,033.42
(2) Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter):			\$5.01
(3) Total Return of Employee Contributions with Interest:			\$3,038.43

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	\$3,038.43	\$3,038.43	0.00

Calculation of Return of Employee Contributions

Form A

Burlington Employees' Retirement System

Marielle Matthews

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:	Marielle Matthews	Class:	B
Date of Birth:		Department:	Non-Union
Date of Hire:	02/02/2021	Post-Tax Employee Contributions:	\$0.00
Date of Termination:	04/27/2022	Normal Retirement Date (NRD):	02/14/2052
Beneficiary Date of Birth:		Payment Start Date:	08/01/2022
		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>
06/30/2021	Contributions	\$1,343.32	\$1,343.32
06/30/2021	Interest at 2%	\$0.00	\$1,343.32
04/27/2022	Contributions	\$3,704.58	\$5,047.90
06/30/2022	Interest at 2%	\$26.87	\$5,074.77
07/31/2022	Interest at 2%	\$8.38	\$5,083.15

(1) Pre-Tax Employee Contributions (Taxable):	\$5,047.90
(2) Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter):	\$35.25
(3) Total Return of Employee Contributions with Interest:	\$5,083.15

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	\$5,083.15	\$5,083.15	0.00

Calculation of Benefit Options

Form A

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

Devin Jones

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:	Devin Jones	Class:	B
Date of Birth:		Department:	AFSCME Local 1343
Date of Hire:	01/18/2016	Vesting Percentage:	100.0000%
Date of Termination:	10/22/2021	Normal Retirement Date (NRD):	08/03/2058
Beneficiary Date of Birth:		Payment Start Date:	08/01/2022
		Employee Contribution Balance w/ Interest as of 08/01/2022:	\$12,945.15

Earnings

Average Final Compensation*: \$45,233.32

Determination of Benefit Amount

(1) Years of Creditable Service (CS)	5.75000
(2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years]	0.00000
(3) Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years]	5.75000
(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)	1.400%
(6) Accrual Rate after 06/30/2006 (not to exceed 25 years)	1.400%
(7) Accrual Rate in excess of 25 years	0.500%
(8) Retirement Accrual Percentage = [(2) x (5)] + [(3) x (6)] + [(4) x (7)]	8.0500%
(9) Monthly Vested Benefit Payable at NRD = (8) x Average Final Compensation/12 x Vesting Percentage	\$303.44
(10) Early Retirement Reduction Factor	1.0000
(11) Monthly Vested Benefit Payable at Normal Retirement Date (9) x (10)	\$303.44

Benefit Options – payable at Normal Retirement Date

Form of Payment	Option Factor	Full COLA	
		Initial Benefit	Survivor's Benefit ⁽¹⁾
Straight Life Annuity	1.0941	\$331.99	**
10 Year Certain & Life Annuity	1.0000	\$303.44	\$303.44
100% Joint & Survivor Annuity	0.8641	\$262.20	\$262.20
50% Joint & Survivor Annuity	0.9657	\$293.03	\$146.52
100% Joint & Survivor Pop-Up Annuity	0.8502	\$257.99	\$257.99
50% Joint & Survivor Pop-Up Annuity	0.9610	\$291.61	\$145.81

Benefit Options – payable at Payment Start Date

Return of Employee Contributions (100% taxable)	N/A	\$12,945.15	N/A
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(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 five 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

Thomas E. Carter

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:	Thomas E Carter	Class:	B
Date of Birth:		Department:	IBEW Local 300
Date of Hire:	12/13/1982	Vesting Percentage:	100.0000%
Date of Termination:	06/13/2008	Normal Retirement Date (NRD):	05/17/2024
Beneficiary Date of Birth:		Payment Start Date:	06/01/2022
		Employee Contribution Balance w/ Interest as of 06/01/2022:	\$3,862.95

Earnings

Average Final Compensation*: \$54,528.72

Determination of Benefit Amount

(1) Years of Creditable Service (CS)	25.50000
(2) Years of CS on or prior to 05/04/2008	25.41667
(3) Years of CS after 05/04/2008	0.08333
(4) Years of CS after 05/04/2008 in excess of 25 years	0.08333

COLA Option	Full COLA	Half COLA	No COLA
(5) Accrual Rate on or prior to 05/04/2008 (not to exceed 25 years for Full COLA option)	1.600%	1.900%	2.200%
(6) Accrual Rate after 05/04/2008 (not to exceed 25 years for Full COLA option)	1.600%	1.800%	2.000%
(7) Accrual Rate in excess of 25 years	0.500%	1.900%/1.800%	2.200%/2.000%
(8) Retirement Accrual Percentage	40.2500%	48.4417%	56.0833%
(9) Monthly Vested Benefit Payable at NRD = (8) x Average Final Compensation / 12 x Vesting Percentage	\$1,828.98	\$2,201.22	\$2,548.46
(10) Early Retirement Reduction Factor	0.9600	0.9600	0.9600
(11) Monthly Vested Benefit Payable at Payment Start Date (9) x (10)	\$1,755.82	\$2,113.17	\$2,446.52

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	1.0771	\$1,891.19	**	\$2,276.10	**	\$2,635.15	**
10 Year Certain & Life Annuity	1.0000	\$1,755.82	\$1,755.82	\$2,113.17	\$2,113.17	\$2,446.52	\$2,446.52
100% Joint & Survivor Annuity	0.8321	\$1,461.02	\$1,461.02	\$1,758.37	\$1,758.37	\$2,035.75	\$2,035.75
50% Joint & Survivor Annuity	0.9387	\$1,648.19	\$824.10	\$1,983.63	\$991.82	\$2,296.55	\$1,148.28
100% Joint & Survivor Pop-Up Annuity	0.8218	\$1,442.93	\$1,442.93	\$1,736.60	\$1,736.60	\$2,010.55	\$2,010.55
50% Joint & Survivor Pop-Up Annuity	0.9327	\$1,637.65	\$818.83	\$1,970.95	\$985.48	\$2,281.87	\$1,140.94
Return of Employee Contributions	N/A	\$3,862.95	N/A	\$3,862.95	N/A	\$3,862.95	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 - AFSCME Local 1343

Gary Lavigne

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:	Gary Lavigne	Class:	B
Date of Birth:		Department:	AFSCME Local 1343
Date of Hire:	12/19/1977	Vesting Percentage:	100.0000%
Date of Termination:	06/05/2022	Normal Retirement Date (NRD):	01/02/2018
Beneficiary Date of Birth:		Payment Start Date:	07/01/2022
		Employee Contribution Balance w/ Interest as of 07/01/2022:	\$15,756.17

Earnings

Average Final Compensation*: \$68,548.45

Determination of Benefit Amount

(1) Years of Creditable Service (CS)	44.50000
(2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years]	25.00000
(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	19.50000

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%	0.500%
(8) Retirement Accrual Percentage = [(2) x (5)] + [(3) x (6)] + [(4) x (7)]	49.7500%	57.2500%	64.7500%
(9) Monthly Vested Benefit Payable at Payment Start Date = (8) x Average Final Compensation/12 x Vesting Percentage	\$2,841.90	\$3,270.33	\$3,698.76
(10) Monthly Vested Benefit at NRD: = [Years of CS on or prior to 06/30/2006 and prior to NRD (25.00000) x (5)] + [Years of CS after 06/30/2006 and prior to NRD (0.00000) x (6)] + [Years of CS in excess of 25 years and prior to NRD (15.00000) x (7)] x Average Final Compensation/12 x Vesting Percentage	\$2,713.38	\$3,141.80	\$3,570.23
(11) Monthly Vested Benefit Payable at Payment Start Date: = [Greater of (10)] x 1.681304 Late Adjustment Factor or (9)	\$4,562.01	\$5,282.33	\$6,002.64

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	1.1511	\$5,251.33	**	\$6,080.49	**	\$6,909.64	**
10 Year Certain & Life Annuity	1.0000	\$4,562.01	\$4,562.01	\$5,282.33	\$5,282.33	\$6,002.64	\$6,002.64
100% Joint & Survivor Annuity	0.7810	\$3,562.93	\$3,562.93	\$4,125.50	\$4,125.50	\$4,688.06	\$4,688.06
50% Joint & Survivor Annuity	0.9303	\$4,244.04	\$2,122.02	\$4,914.15	\$2,457.08	\$5,584.26	\$2,792.13
100% Joint & Survivor Pop-Up Annuity	0.7710	\$3,517.31	\$3,517.31	\$4,072.68	\$4,072.68	\$4,628.04	\$4,628.04
50% Joint & Survivor Pop-Up Annuity	0.9246	\$4,218.03	\$2,109.02	\$4,884.04	\$2,442.02	\$5,550.04	\$2,775.02
Return of Employee Contributions	N/A	\$15,756.17	N/A	\$15,756.17	N/A	\$15,756.17	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 - AFSCME Local 1343

Jeffrey B. Shedd

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Type of Calculation

Vested - Early Retirement

Information Used in Benefit Determination

Participant Name:	Jeffrey B Shedd	Class:	B
Date of Birth:		Department:	AFSCME Local 1343
Date of Hire:	11/20/2000	Vesting Percentage:	100.0000%
Date of Termination:	06/23/2022	Normal Retirement Date (NRD):	06/26/2028
Beneficiary Date of Birth:		Payment Start Date:	07/01/2022
		Employee Contribution Balance w/ Interest as of 07/01/2022:	\$36,145.10

Earnings

Average Final Compensation*: \$62,084.26

Determination of Benefit Amount

(1) Years of Creditable Service (CS)			21.58333	
(2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years]			5.58333	
(3) Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years]			16.00000	
COLA Option		Full COLA	Half COLA	No COLA
(4) Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years)		1.600%	1.900%	2.200%
(5) Accrual Rate after 06/30/2006 (not to exceed 25 years)		1.600%	1.800%	2.000%
(6) Retirement Accrual Percentage = [(2) x (4)] + [(3) x (5)]		34.5333%	39.4083%	44.2833%
(7) Monthly Vested Benefit Payable at NRD = (6) x Average Final Compensation/12 x Vesting Percentage		\$1,786.65	\$2,038.86	\$2,291.08
(8) Early Retirement Reduction Factor		0.5290	0.5290	0.5290
(9) Monthly Vested Benefit Payable at Payment Start Date (7) x (8)		\$945.14	\$1,078.56	\$1,211.98

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	1.0469	\$989.47	**	\$1,129.14	**	\$1,268.82	**
10 Year Certain & Life Annuity	1.0000	\$945.14	\$945.14	\$1,078.56	\$1,078.56	\$1,211.98	\$1,211.98
100% Joint & Survivor Annuity	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50% Joint & Survivor Annuity	0.9115	\$861.50	\$430.75	\$983.11	\$491.56	\$1,104.72	\$552.36
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	0.9094	\$859.51	\$429.76	\$980.84	\$490.42	\$1,102.18	\$551.09
Return of Employee Contributions	N/A	\$36,145.10	N/A	\$36,145.10	N/A	\$36,145.10	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 - AFSCME Local 1343

Rebecca Goldberg

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:	Rebecca Goldberg	Class:	B
Date of Birth:		Department:	AFSCME Local 1343
Date of Hire:	04/03/1995	Vesting Percentage:	100.0000%
Date of Participation:	06/30/2009	Normal Retirement Date (NRD):	02/26/2021
Date of Termination:	04/19/2022	Payment Start Date:	05/01/2022
Beneficiary Date of Birth:		Employee Contribution Balance w/ Interest as of 05/01/2022:	\$37,584.23

Earnings

Average Final Compensation*: \$70,291.69

Determination of Benefit Amount

(1) Years of Creditable Service (CS)		12.83333		
(2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years]		0.00000		
(3) Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years]		12.83333		
COLA Option		Full COLA	Half COLA	No COLA
(4) Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years)		1.600%	1.900%	2.200%
(5) Accrual Rate after 06/30/2006 (not to exceed 25 years)		1.600%	1.800%	2.000%
(6) Retirement Accrual Percentage = [(2) x (4)] + [(3) x (5)]		20.5333%	23.1000%	25.6667%
(7) Monthly Vested Benefit Payable at Payment Start Date = (6) x Average Final Compensation/12 x Vesting Percentage		\$1,202.77	\$1,353.12	\$1,503.46
(8) Monthly Vested Benefit at NRD: = [Years of CS on or prior to 06/30/2006 and prior to NRD (0.00000) x (4)] + [Years of CS after 06/30/2006 and prior to NRD (11.66667) x (5) x Average Final Compensation/12 x Vesting Percentage]		\$1,093.43	\$1,230.10	\$1,366.78
(9) Monthly Vested Benefit Payable at Payment Start Date: = [Greater of (8)] x 1.142466 Late Adjustment Factor or (7)		\$1,249.20	\$1,405.35	\$1,561.50

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	\$1,384.49	**	\$1,557.55	**	\$1,730.61	**
10 Year Certain & Life Annuity	1.0000	\$1,249.20	\$1,249.20	\$1,405.35	\$1,405.35	\$1,561.50	\$1,561.50
100% Joint & Survivor Annuity	0.8666	\$1,082.56	\$1,082.56	\$1,217.88	\$1,217.88	\$1,353.20	\$1,353.20
50% Joint & Survivor Annuity	0.9727	\$1,215.10	\$607.55	\$1,366.98	\$683.49	\$1,518.87	\$759.44
100% Joint & Survivor Pop-Up Annuity	0.8503	\$1,062.20	\$1,062.20	\$1,194.97	\$1,194.97	\$1,327.74	\$1,327.74
50% Joint & Survivor Pop-Up Annuity	0.9663	\$1,207.10	\$603.55	\$1,357.99	\$679.00	\$1,508.88	\$754.44
Return of Employee Contributions	N/A	\$37,584.23	N/A	\$37,584.23	N/A	\$37,584.23	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



City of Burlington Employees Retirement System

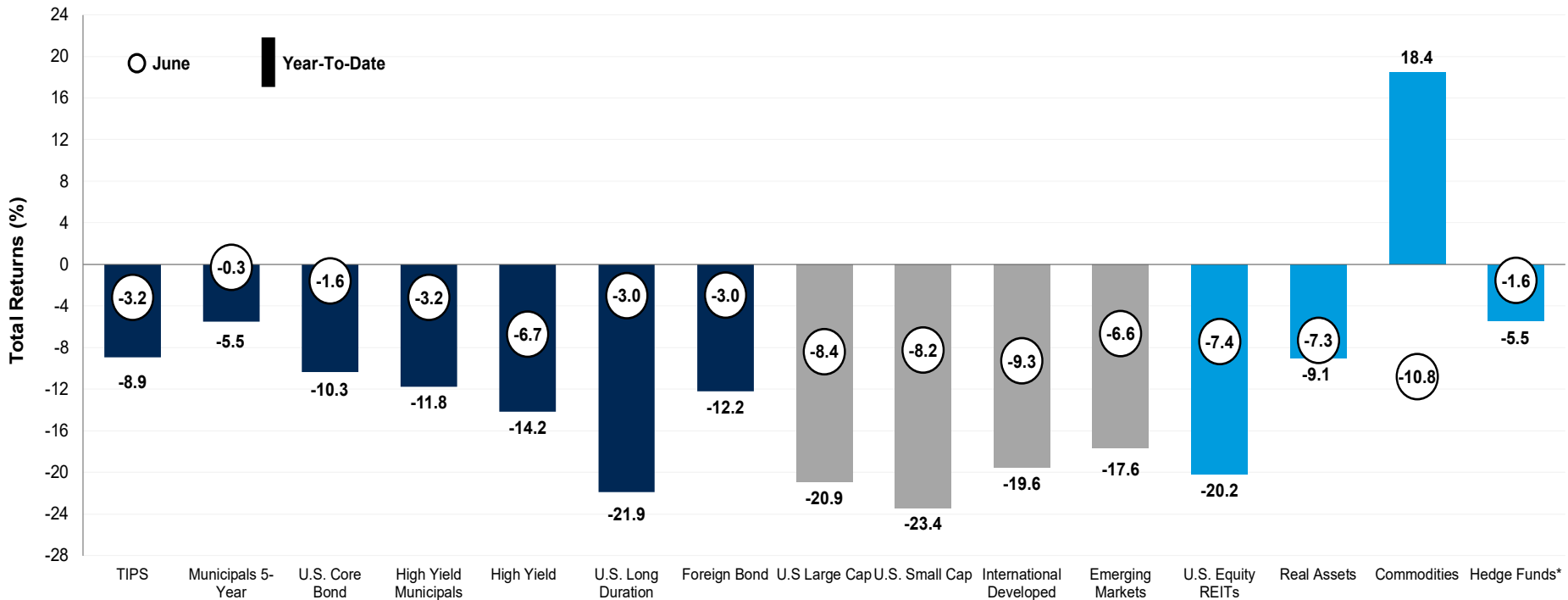
Monthly Performance Update - June 2022

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



Asset Class Performance



*Hedge fund returns are lagged 1 month. Sources: FactSet, Morningstar. As of June 30, 2022.

Fixed Income (June)

- Anticipation of the Federal Reserve's rate hike in June pushed rates higher in the first half of the month, but growing concerns of a recession caused rates to revert as the month progressed.
- Fears of slowdown further impacted credit markets and spread sectors generally underperformed Treasuries in the risk-off market.
- Rising rates abroad, coupled with a strengthening U.S. dollar, negatively impacted non-U.S. debt.

Equity (June)

- Equity markets globally added further to losses in June, ending what has been a difficult first half of the year. Concerns included high and persistent inflation, weakening economic data, hawkish central banks, and continued supply issues.
- European markets were lower due to high energy prices following further sanctions on Russia and a strengthening US dollar, which also weighed on emerging market equity returns.

Real Asset / Alternatives (June)

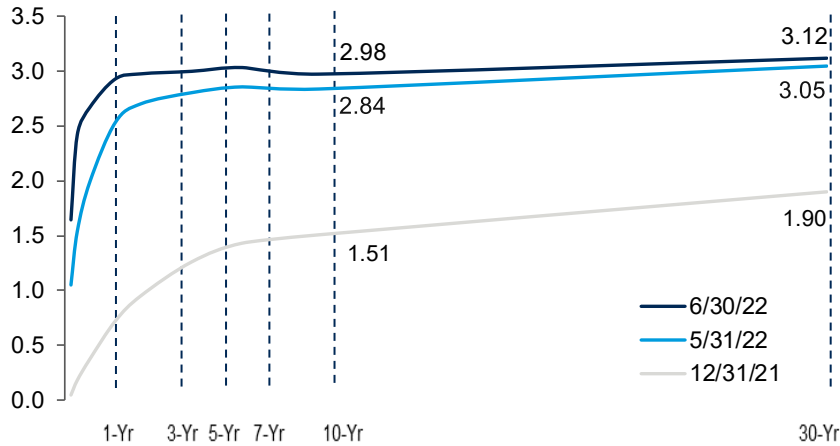
- REITs were lower in June as investors repriced risks with higher rates. Various snags in travel and lodging were seen negatively, leading to poor returns.
- Commodity markets saw prices roll over following a months-long rally, led lower by energy prices as investors priced in an economic slowdown and countries reduced their dependence on Russia and Ukraine.



Fixed Income Market Update

U.S. Treasury Yield Curve

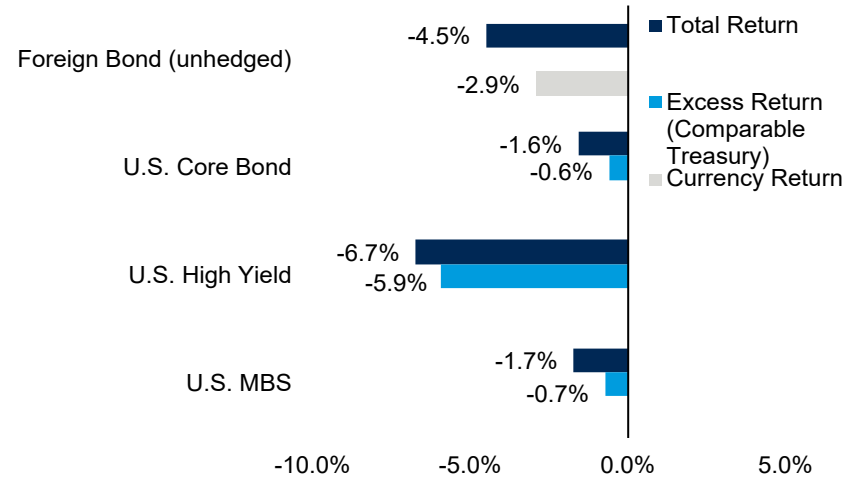
The U.S. yield curve flattened in June as the Federal Reserve raised its target rate by 75 basis points. However, longer-dated rates compressed in the back half of the month on growing concerns of a slowing economy.



Source: FactSet. As of June 30, 2022.

Index Performance Attribution (June 2022)

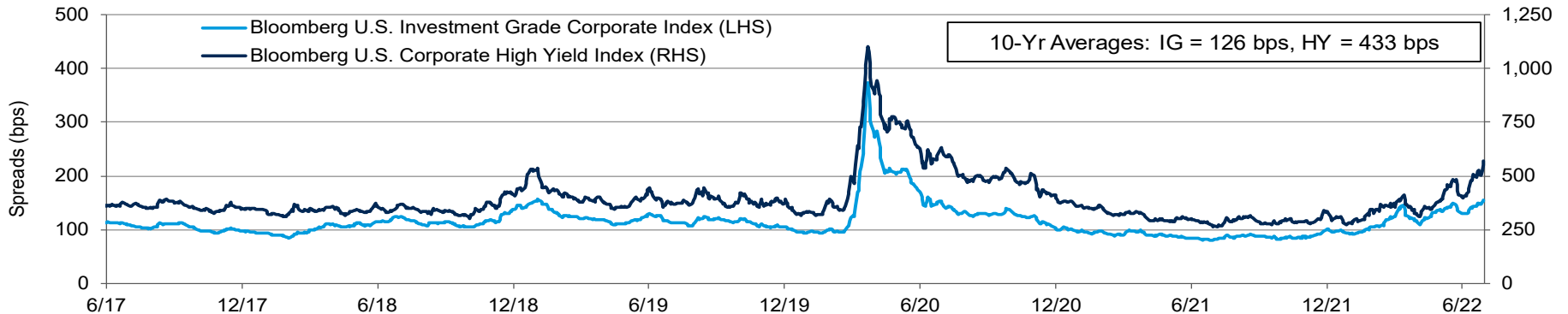
Spread sectors generally underperformed Treasuries in the risk-off environment, with notable weakness in the high yield sector, as investors digested what the Fed's impact will be on the economy.



Source: FactSet. As of June 30, 2022.

Credit Market Spreads – Trailing 5 Years

Corporate bond spreads, both investment grade and high yield, jumped in June. A relatively strong earnings season and supportive fundamentals were not enough to overcome investors' concerns of a growing probability of an economic slowdown. Spreads have now moved back above their 10-year averages.



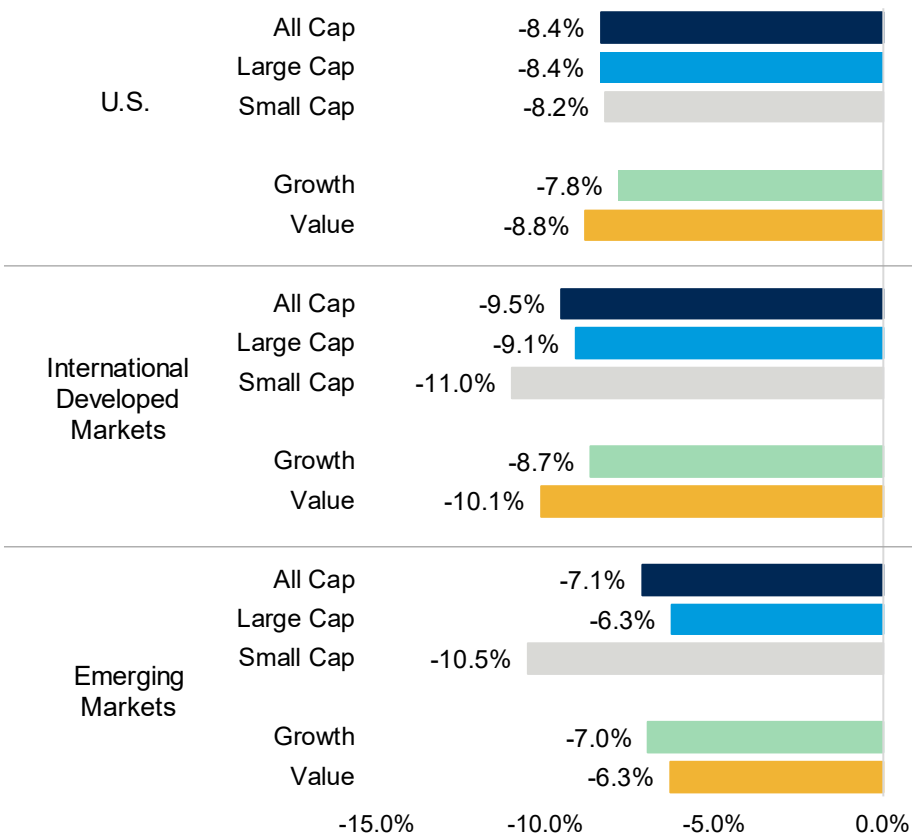
Source: FactSet. As of June 30, 2022.



Equity Market Update

Market Capitalization & Style Performance (June 2022)

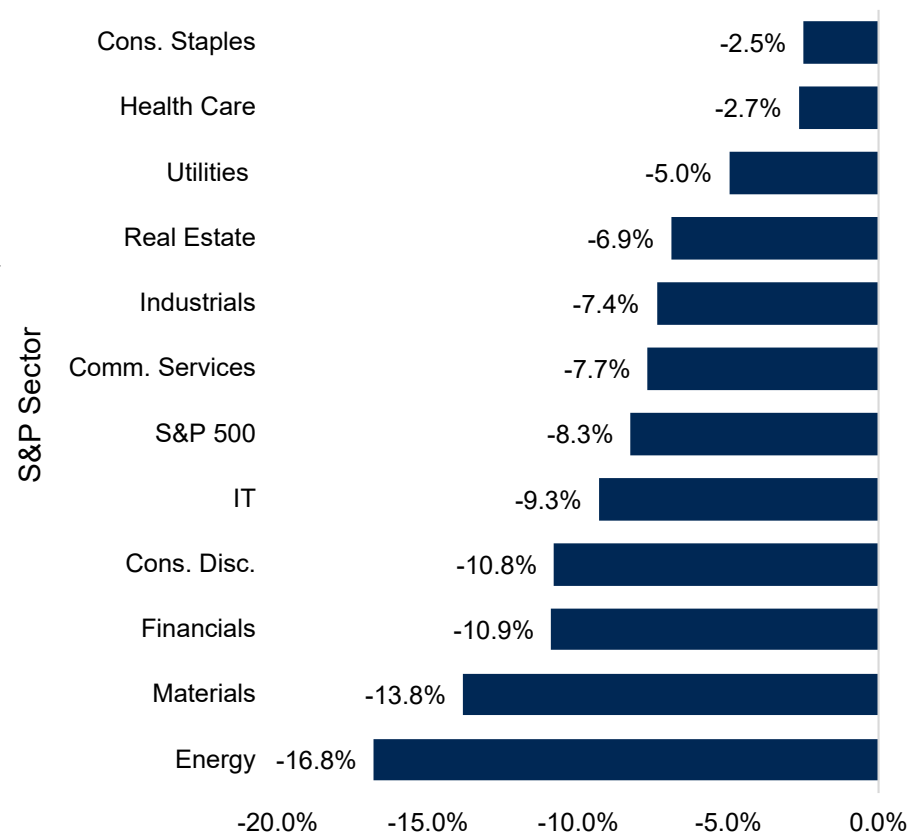
Equity markets were consistently negative for the month across regions, market caps and styles. Reversing the prior trend, value lagged growth for the month in the US and developed markets. Emerging markets fared slightly better as an easing of COVID restrictions in China gave investors hope.



Source: FactSet. As of June 30, 2022.

U.S. Equities – Returns by Sector (June 2022)

Despite negative returns across all market segments, the discrepancies were stark as investors piled into defensive sectors at the cost of cyclicals. The energy sector was hit hard by prices rolling over from prior highs.



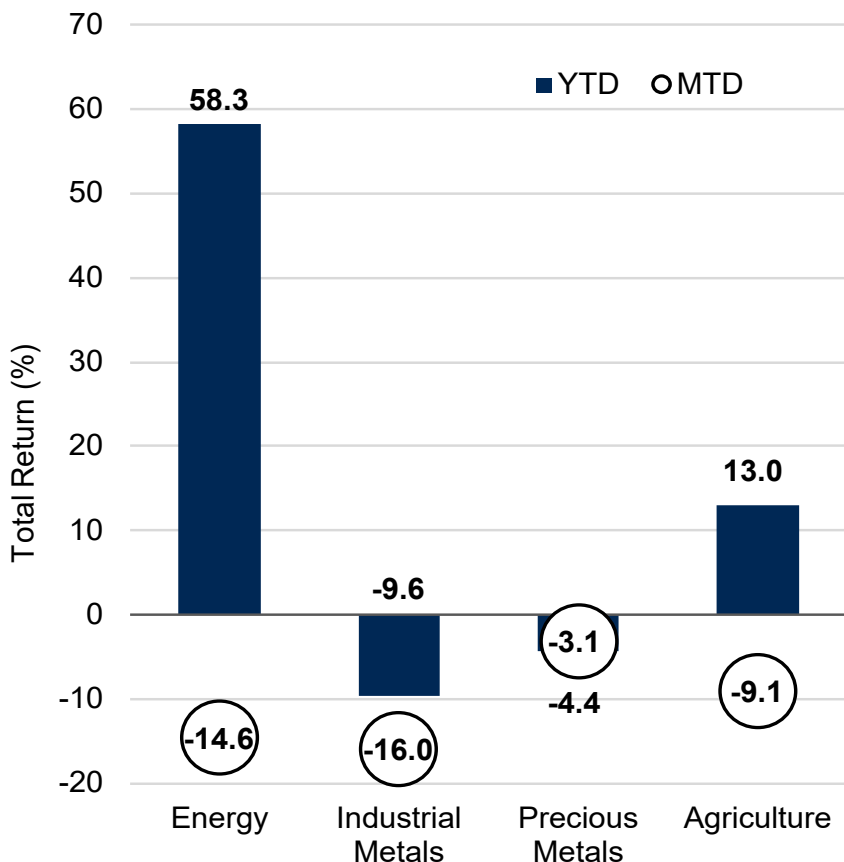
Source: FactSet. As of June 30, 2022.



Real Asset Market Update

Real Assets Performance

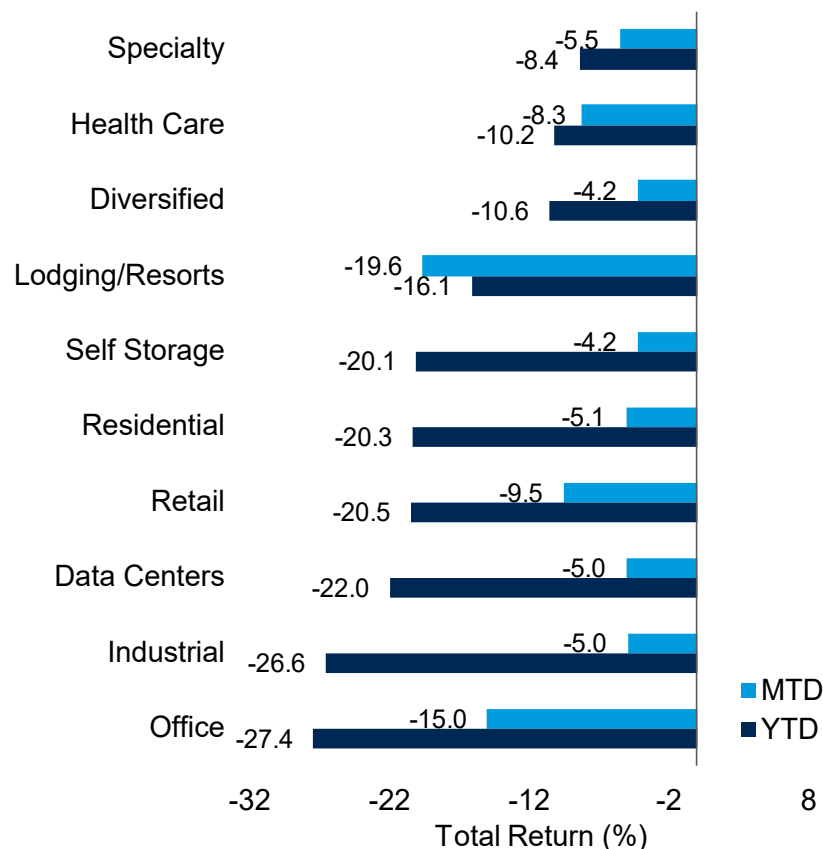
Commodities turned negative in June, driven by a stronger dollar, rising recession fears with weak economic data and the Fed's recent outsized hikes. Natural gas fell over 33% in June; crude held up slightly better. Precious metals also held up relatively well given their defensive qualities.



Source: FactSet. As of June 30, 2022.

REIT Sector Performance

REITs continued their slide in June, falling alongside broader equities. While returns were broadly negative, tech-oriented segments, including industrial, towers and data centers, fared best. Meanwhile, lodging REITs sharply reversed course after early year strength, as recession fears and flight cancellations have hampered the sector's outlook.



Source: FactSet. As of June 30, 2022.



Financial Markets Performance

Total Return as of June 30, 2022
Periods greater than one year are annualized
All returns are in U.S. dollar terms

Global Fixed Income Markets	MTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Bloomberg 1-3-Month T-Bill	0.1%	0.2%	0.2%	0.6%	1.1%	0.8%	0.6%	0.7%
Bloomberg U.S. TIPS	-3.2%	-8.9%	-5.1%	3.0%	3.2%	2.8%	1.7%	3.9%
Bloomberg Municipal Bond (5 Year)	-0.3%	-5.5%	-5.3%	0.2%	1.2%	1.5%	1.6%	3.0%
Bloomberg High Yield Municipal Bond	-3.2%	-11.8%	-10.4%	1.1%	3.6%	4.4%	4.4%	4.2%
Bloomberg U.S. Aggregate	-1.6%	-10.3%	-10.3%	-0.9%	0.9%	1.4%	1.5%	3.3%
Bloomberg U.S. Corporate High Yield	-6.7%	-14.2%	-12.8%	0.2%	2.1%	3.5%	4.5%	5.8%
Bloomberg Global Aggregate ex-U.S. Hedged	-1.4%	-7.9%	-7.7%	-1.3%	1.3%	2.0%	2.7%	3.4%
Bloomberg Global Aggregate ex-U.S. Unhedged	-4.5%	-16.5%	-18.8%	-5.1%	-1.8%	-0.3%	-1.1%	1.4%
Bloomberg U.S. Long Gov / Credit	-3.0%	-21.9%	-20.1%	-2.3%	1.0%	2.7%	2.6%	5.3%
JPMorgan GBI-EM Global Diversified	-4.5%	-14.5%	-19.3%	-5.8%	-2.3%	-0.5%	-1.5%	1.8%
Global Equity Markets	MTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
S&P 500	-8.3%	-20.0%	-10.6%	10.6%	11.3%	11.1%	13.0%	8.5%
Dow Jones Industrial Average	-6.6%	-14.4%	-9.1%	7.2%	10.0%	10.8%	11.7%	8.4%
NASDAQ Composite	-8.7%	-29.2%	-23.4%	12.2%	13.5%	13.1%	15.4%	11.2%
Russell 3000	-8.4%	-21.1%	-13.9%	9.8%	10.6%	10.4%	12.6%	8.4%
Russell 1000	-8.4%	-20.9%	-13.0%	10.2%	11.0%	10.8%	12.8%	8.5%
Russell 1000 Growth	-7.9%	-28.1%	-18.8%	12.6%	14.3%	13.5%	14.8%	10.7%
Russell 1000 Value	-8.7%	-12.9%	-6.8%	6.9%	7.2%	7.7%	10.5%	6.1%
Russell Mid Cap	-10.0%	-21.6%	-17.3%	6.6%	8.0%	8.0%	11.3%	7.8%
Russell Mid Cap Growth	-7.5%	-31.0%	-29.6%	4.3%	8.9%	8.3%	11.5%	8.2%
Russell Mid Cap Value	-11.0%	-16.2%	-10.0%	6.7%	6.3%	7.2%	10.6%	6.9%
Russell 2000	-8.2%	-23.4%	-25.2%	4.2%	5.2%	5.9%	9.4%	6.3%
Russell 2000 Growth	-6.2%	-29.5%	-33.4%	1.4%	4.8%	5.0%	9.3%	6.8%
Russell 2000 Value	-9.9%	-17.3%	-16.3%	6.2%	4.9%	6.4%	9.1%	5.6%
MSCI ACWI	-8.4%	-20.2%	-15.8%	6.2%	7.0%	7.0%	8.8%	4.8%
MSCI ACWI ex. U.S.	-8.6%	-18.4%	-19.4%	1.4%	2.5%	2.9%	4.8%	1.6%
MSCI EAFE	-9.3%	-19.6%	-17.8%	1.1%	2.2%	2.7%	5.4%	1.4%
MSCI EAFE Growth	-8.6%	-26.8%	-23.8%	1.3%	3.5%	3.9%	6.3%	2.5%
MSCI EAFE Value	-10.0%	-12.1%	-11.9%	0.2%	0.5%	1.2%	4.2%	0.1%
MSCI EAFE Small Cap	-11.0%	-24.7%	-24.0%	1.1%	1.7%	3.7%	7.2%	2.8%
MSCI Emerging Markets	-6.6%	-17.6%	-25.3%	0.6%	2.2%	2.8%	3.1%	2.0%
Alternatives	MTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Consumer Price Index*	1.0%	4.6%	8.5%	4.5%	3.6%	3.0%	2.5%	2.3%
FTSE NAREIT Equity REITs	-7.4%	-20.2%	-6.3%	4.0%	5.3%	6.7%	7.4%	5.8%
S&P Real Assets	-7.3%	-9.1%	-4.9%	3.5%	4.5%	4.2%	4.4%	4.4%
FTSE EPRA NAREIT Developed	-6.3%	-13.4%	-1.0%	2.7%	4.7%	4.9%	7.7%	4.6%
FTSE EPRA NAREIT Developed ex U.S.	-10.4%	-20.1%	-20.6%	-4.5%	0.4%	1.4%	3.9%	0.6%
Bloomberg Commodity Total Return	-10.8%	18.4%	24.3%	14.3%	8.4%	2.8%	-0.8%	-1.8%
HFRI Fund of Funds Composite*	-1.6%	-5.5%	-3.8%	4.9%	3.9%	2.7%	3.8%	1.9%
HFRI Fund Weighted Composite*	-0.5%	-2.9%	-2.3%	8.0%	5.8%	4.6%	5.3%	3.9%
Alerian MLP	-14.0%	10.0%	4.3%	0.1%	-0.3%	-2.1%	0.7%	3.7%

*One month lag.

Source: FactSet, Morningstar. As of June 30, 2022. Periods greater than 1 year are annualized. All returns are in U.S. dollar terms.



Asset Allocation

Total Plan

As of June 30, 2022

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Total Plan	209,776,148	100.0	100.0	0.0
Prepaid Pension Benefits	-4,118,608	-2.0	0.0	-2.0
Total Invested Assets	213,894,756	102.0	100.0	2.0
Short Term Liquidity	7,256,989	3.5	0.0	3.5
Key Bank Cash Portfolio	1,078,022	0.5	0.0	0.5
First American Govt Oblig Fund Z	6,178,967	2.9	0.0	2.9
Fixed Income	38,781,479	18.5	18.0	0.5
JIC Core Bond Fund I	32,354,700	15.4	15.0	0.4
BlackRock Strategic Income Opportunities K	6,426,778	3.1	3.0	0.1
Equity	153,247,377	73.1	75.0	-1.9
Domestic Equity	85,618,988	40.8	41.5	-0.7
Mellon Large Cap Core	64,079,566	30.5	31.0	-0.5
Mellon Smid Cap Core	21,539,422	10.3	10.5	-0.2
International Equity	66,702,134	31.8	33.0	-1.2
Mellon EAFE Fund	47,173,823	22.5	23.0	-0.5
Mellon Emerging Markets	19,528,311	9.3	10.0	-0.7
Private Equity	926,255	0.4	0.5	-0.1
Hamilton Lane II	23,901	0.0	-	-
Hamilton Lane VII A	626,892	0.3	-	-
Hamilton Lane VII B	275,462	0.1	-	-
Real Assets	14,608,911	7.0	7.0	0.0
UBS Trumbull Property Fund	12,309,657	5.9	6.0	-0.1
Molpus SWF II	2,299,254	1.1	1.0	0.1

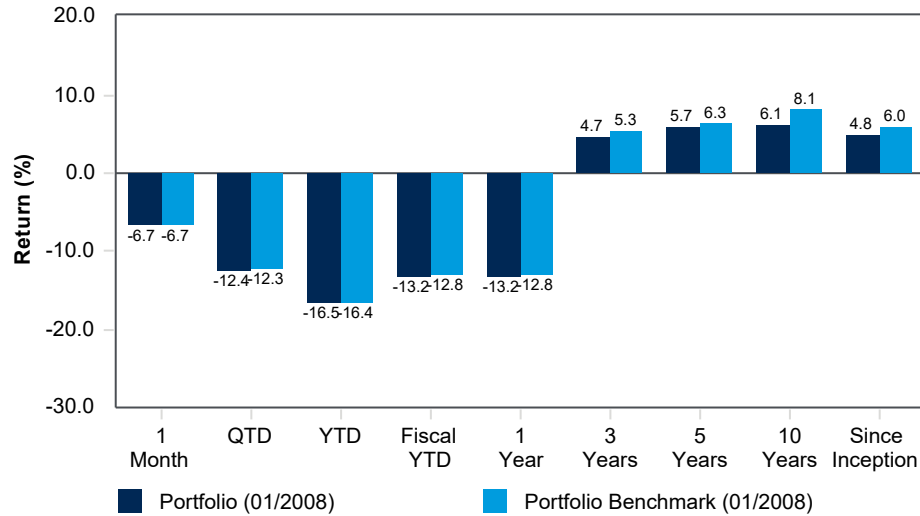


Portfolio Dashboard

Total Invested Assets

As of June 30, 2022

Historical Performance



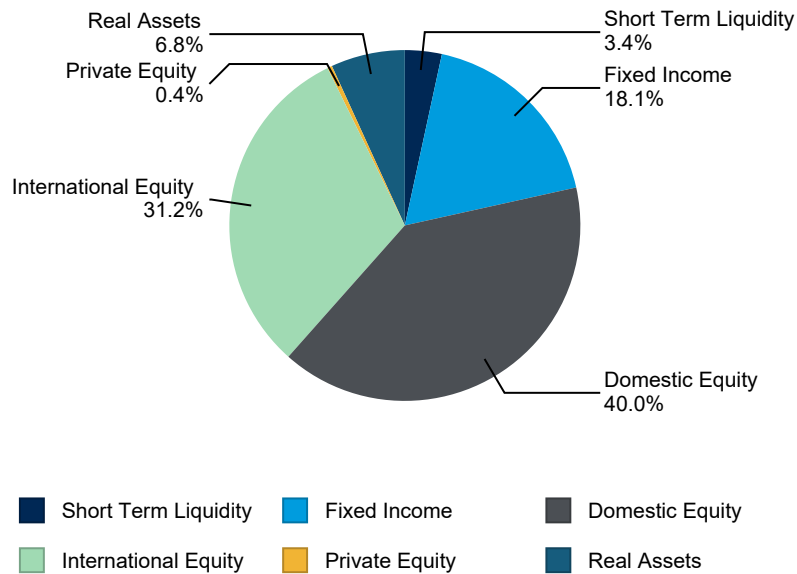
Summary of Cash Flows

	1 Month	QTD	YTD	Fiscal YTD	1 Year
Total Invested Assets					
Beginning Market Value	229,228,157	244,058,868	256,242,164	246,544,733	246,544,733
Net Contributions	-	-	-1	-31,018	-31,018
Gain/Loss	-15,333,402	-30,164,113	-42,347,407	-32,618,960	-32,618,960
Ending Market Value	213,894,756	213,894,756	213,894,756	213,894,756	213,894,756

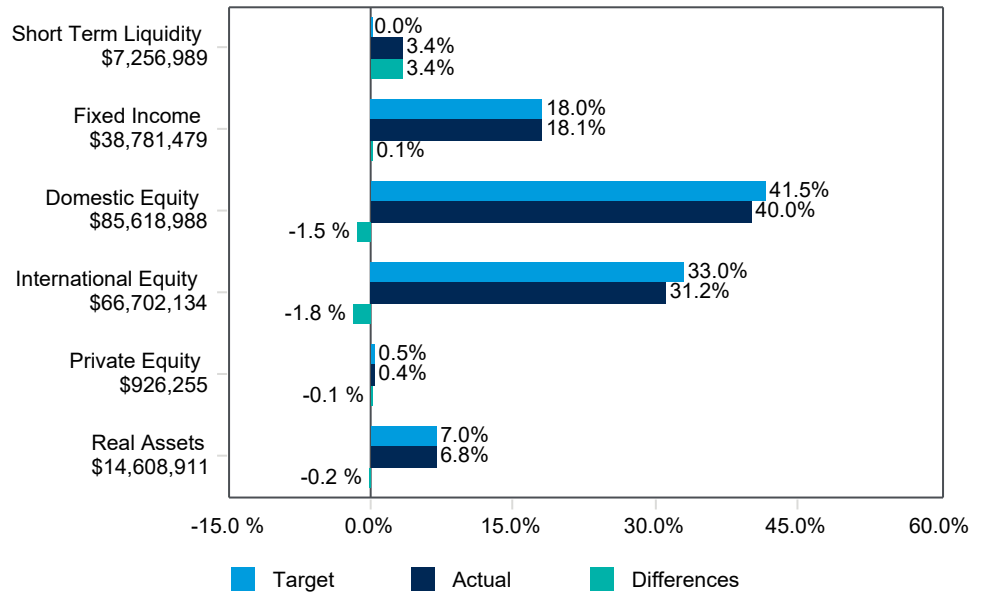
Current Benchmark Composition

From Date	To Date	Composition
05/2021	Present	18.00% Blmbg. U.S. Aggregate, 31.50% S&P 500, 10.50% Russell 2500 Index, 23.00% MSCI EAFE (Net), 10.00% MSCI Emerging Markets (Net), 6.00% NCREIF Fund Index - ODCE (net), 1.00% NCREIF Timberland Index

Portfolio Allocation



Actual vs. Target Allocations





Asset Allocation

Total Invested Assets

As of June 30, 2022

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Total Invested Assets	213,894,756	100.0	100.0	0.0
Short Term Liquidity	7,256,989	3.4	0.0	3.4
Key Bank Cash Portfolio	1,078,022	0.5	0.0	0.5
First American Govt Oblig Fund Z	6,178,967	2.9	0.0	2.9
Fixed Income	38,781,479	18.1	18.0	0.1
JIC Core Bond Fund I	32,354,700	15.1	15.0	0.1
BlackRock Strategic Income Opportunities K	6,426,778	3.0	3.0	0.0
Equity	153,247,377	71.6	75.0	-3.4
Domestic Equity	85,618,988	40.0	41.5	-1.5
Mellon Large Cap Core	64,079,566	30.0	31.0	-1.0
Mellon Smid Cap Core	21,539,422	10.1	10.5	-0.4
International Equity	66,702,134	31.2	33.0	-1.8
Mellon EAFE Fund	47,173,823	22.1	23.0	-0.9
Mellon Emerging Markets	19,528,311	9.1	10.0	-0.9
Private Equity	926,255	0.4	0.5	-0.1
Hamilton Lane II	23,901	0.0	-	-
Hamilton Lane VII A	626,892	0.3	-	-
Hamilton Lane VII B	275,462	0.1	-	-
Real Assets	14,608,911	6.8	7.0	-0.2
UBS Trumbull Property Fund	12,309,657	5.8	6.0	-0.2
Molpus SWF II	2,299,254	1.1	1.0	0.1



Manager Performance

Total Invested Assets (excluding Prepaid)

As of June 30, 2022

	Allocation		Performance(%)									
	Market Value (\$)	%	1 Month	QTD	YTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Total Invested Assets (excluding Prepaid)	213,894,756	100.0	-6.7	-12.4	-16.5	-13.2	-13.2	4.7	5.7	6.1	4.8	01/2008
<i>Policy Benchmark</i>			-6.7	-12.3	-16.4	-12.8	-12.8	5.3	6.3	8.1	6.0	
Short Term Liquidity	7,256,989	3.4	0.0	0.0	0.0	0.0	0.0	-	-	-	0.0	01/2021
<i>90 Day U.S. Treasury Bill</i>			0.0	0.1	0.1	0.2	0.2	0.6	1.1	0.6	0.1	
Key Bank Cash Portfolio	1,078,022	0.5	0.0	0.0	0.0	0.0	0.0	-	-	-	0.0	01/2021
<i>90 Day U.S. Treasury Bill</i>			0.0	0.1	0.1	0.2	0.2	0.6	1.1	0.6	0.1	
First American Govt Oblig Fund Z	6,178,967	2.9	0.0	0.1	-	-	-	-	-	-	-	02/2022
<i>90 Day U.S. Treasury Bill</i>			0.0	0.1	0.1	0.2	0.2	0.6	1.1	0.6	0.1	
Fixed Income	38,781,479	18.1	-1.7	-4.8	-10.4	-10.6	-10.6	-	-	-	-8.3	01/2021
<i>Blmbg. U.S. Aggregate</i>			-1.6	-4.7	-10.3	-10.3	-10.3	-0.9	0.9	1.5	-8.0	
JIC Core Bond Fund I	32,354,700	15.1	-1.7	-5.3	-11.1	-11.3	-11.3	-0.8	1.1	1.9	-3.7	03/2020
<i>Blmbg. U.S. Aggregate</i>			-1.6	-4.7	-10.3	-10.3	-10.3	-0.9	0.9	1.5	-3.8	
IM U.S. Broad Market Core Fixed Income (MF) Median			-1.9	-5.4	-11.0	-11.2	-11.2	-0.9	0.8	1.6	-3.7	
JIC Core Bond Fund I Rank			28	46	52	56	56	41	22	24	56	
BlackRock Strategic Income Opportunities K	6,426,778	3.0	-1.9	-2.6	-5.4	-5.6	-5.6	1.7	2.4	2.9	-4.4	02/2022
<i>Blmbg. U.S. Aggregate</i>			-1.6	-4.7	-10.3	-10.3	-10.3	-0.9	0.9	1.5	-8.4	
IM Alternative Credit Focus (MF) Median			-2.5	-4.4	-7.2	-7.8	-7.8	0.4	0.8	1.7	-6.9	
BlackRock Strategic Income Opportunities K Rank			28	19	31	25	25	21	21	12	29	

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



Manager Performance

Total Invested Assets (excluding Prepaid)

As of June 30, 2022

	Allocation		Performance(%)									
	Market Value (\$)	%	1 Month	QTD	YTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Equity	153,247,377	71.6	-8.5	-15.1	-19.6	-16.2	-16.2	-	-	-	-3.1	01/2021
<i>MSCI AC World Index (Net)</i>			-8.4	-15.7	-20.2	-15.8	-15.8	6.2	7.0	8.8	-3.6	
Domestic Equity	85,618,988	40.0	-8.5	-16.3	-20.4	-13.5	-13.5	-	-	-	0.3	01/2021
<i>Domestic Equity Benchmark</i>			-8.6	-16.3	-20.4	-13.3	-13.3	9.5	10.1	12.3	0.5	
Mellon Large Cap Core	64,079,566	30.0	-8.3	-16.1	-20.0	-10.6	-10.6	10.6	11.3	-	12.3	04/2016
<i>S&P 500</i>			-8.3	-16.1	-20.0	-10.6	-10.6	10.6	11.3	13.0	12.3	
IM U.S. Large Cap Core Equity (MF) Median			-7.9	-15.8	-20.4	-12.5	-12.5	9.6	10.5	12.1	11.4	
Mellon Large Cap Core Rank			62	58	42	33	33	26	26	-	22	
Mellon Smid Cap Core	21,539,422	10.1	-9.5	-16.9	-21.7	-20.8	-20.8	6.1	7.2	-	9.5	04/2016
<i>Russell 2500 Index</i>			-9.6	-17.0	-21.8	-21.0	-21.0	5.9	7.0	10.5	9.3	
IM U.S. SMID Cap Equity (MF) Median			-8.8	-16.0	-21.9	-17.6	-17.6	5.5	6.8	10.2	9.1	
Mellon Smid Cap Core Rank			67	62	49	58	58	41	42	-	38	
International Equity	66,702,134	31.2	-8.5	-13.6	-18.9	-20.7	-20.7	-	-	-	-9.8	01/2021
<i>International Equity Benchmark</i>			-8.5	-13.6	-19.0	-20.0	-20.0	1.6	2.7	4.5	-9.3	
Mellon EAFE Fund	47,173,823	22.1	-9.2	-14.3	-19.3	-17.5	-17.5	1.5	2.7	-	5.0	04/2016
<i>MSCI EAFE (Net)</i>			-9.3	-14.5	-19.6	-17.8	-17.8	1.1	2.2	5.4	4.6	
IM International Large Cap Core Equity (MF) Median			-9.1	-13.3	-19.3	-17.8	-17.8	1.6	1.9	4.9	4.1	
Mellon EAFE Fund Rank			53	78	49	38	38	53	24	-	30	
Mellon Emerging Markets	19,528,311	9.1	-6.6	-11.8	-18.0	-25.6	-25.6	0.4	2.1	-	5.3	04/2016
<i>MSCI Emerging Markets (Net)</i>			-6.6	-11.4	-17.6	-25.3	-25.3	0.6	2.2	3.1	5.4	
IM Emerging Markets Equity (MF) Median			-6.7	-11.9	-20.5	-28.0	-28.0	0.1	1.6	2.7	4.9	
Mellon Emerging Markets Rank			48	49	32	36	36	46	40	-	40	
Private Equity	926,255	0.4	0.0	0.0	-0.3	-0.3	-0.3	-	-	-	10.3	01/2021
Hamilton Lane II	23,901	0.0	0.0	0.0	-7.9	-19.0	-19.0	-0.8	8.6	11.3	14.7	03/2009
Hamilton Lane VII A	626,892	0.3	0.0	0.0	0.0	4.0	4.0	17.0	15.0	14.1	13.4	07/2011
Hamilton Lane VII B	275,462	0.1	0.0	0.0	0.0	-6.3	-6.3	6.5	7.5	9.6	9.8	07/2011

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



Manager Performance

Total Invested Assets (excluding Prepaid)

As of June 30, 2022

	Allocation		Performance(%)									
	Market Value (\$)	%	1 Month	QTD	YTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Real Assets	14,608,911	6.8	0.0	0.0	5.9	18.9	18.9	-	-	-	14.6	01/2021
UBS Trumbull Property Fund	12,309,657	5.8	0.0	0.0	7.1	19.0	19.0	5.6	4.5	-	4.7	07/2016
<i>NCREIF Fund Index - ODCE (net)</i>			<i>0.0</i>	<i>0.0</i>	<i>7.1</i>	<i>22.7</i>	<i>22.7</i>	<i>10.0</i>	<i>8.6</i>	<i>9.7</i>	<i>8.3</i>	
Molpus SWF II	2,299,254	1.1	0.0	0.0	-0.4	18.8	18.8	4.4	2.5	3.7	2.9	03/2009
<i>NCREIF Timberland Index</i>			<i>0.0</i>	<i>0.0</i>	<i>3.2</i>	<i>10.0</i>	<i>10.0</i>	<i>4.4</i>	<i>3.9</i>	<i>5.3</i>	<i>3.8</i>	

Valuations data as of:

Hamilton Lane VII - 9/30/2021

Hamilton Lane II - 3/31/2022

UBS Trumbull Property Fund and Molpus SWF II - 3/31/2022

All private equity and real estate assets are adjusted for any capital activity.

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



Benchmark History

Policy Benchmark

As of June 30, 2022

Members	Weight (%)
May-2021	
Blmbg. U.S. Aggregate	18.00
S&P 500	31.50
Russell 2500 Index	10.50
MSCI EAFE (Net)	23.00
MSCI Emerging Markets (Net)	10.00
NCREIF Fund Index - ODCE (net)	6.00
NCREIF Timberland Index	1.00
Dec-2019	
Blmbg. U.S. Aggregate	20.00
S&P 500	32.00
Russell 2500 Index	18.00
MSCI EAFE (Net)	10.00
MSCI Emerging Markets (Net)	10.00
NCREIF Fund Index - ODCE (net)	8.00
NCREIF Timberland Index	2.00
Jun-2017	
Blmbg. Intermed. U.S. Government/Credit	20.00
S&P 500	30.00
Russell 2500 Index	18.00
S&P Completion Index	2.00
MSCI EAFE (Net)	10.00
MSCI Emerging Markets (Net)	10.00
NCREIF Fund Index - ODCE (net)	8.00
NCREIF Timberland Index	2.00

Members	Weight (%)
Jan-2016	
Blmbg. Intermed. U.S. Government/Credit	28.00
S&P 500	30.00
Russell 2500 Index	18.00
S&P Completion Index	2.00
MSCI EAFE (Net)	10.00
MSCI Emerging Markets (Net)	10.00
NCREIF Timberland Index	2.00
Jan-2008	
Blmbg. U.S. Aggregate	20.00
S&P 500	32.00
Russell 2500 Index	18.00
MSCI EAFE (Net)	10.00
MSCI Emerging Markets (Net)	10.00
NCREIF Fund Index - ODCE (net)	8.00
NCREIF Timberland Index	2.00



Definitions & Disclosures

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

REGULATORY DISCLOSURES

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

INDEX DEFINITIONS

- **Citigroup 3 Month T-Bill** measures monthly return equivalents of yield averages that are not marked to market. The Three-Month Treasury Bill Indexes consist of the last three three-month Treasury bill issues.
- **Ryan 3 Yr. GIC** is an arithmetic mean of market rates of \$1 million Guaranteed Interest Contracts held for three years.
- **Bloomberg 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 AC USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Developed Markets Index:** MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Emerging Markets Index:** Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard REIT Spliced Index:** MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

Additional:

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

DEFINITION OF KEY STATISTICS AND TERMS

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



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

DEFINITION OF KEY PRIVATE EQUITY TERMS

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

VALUATION POLICY

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

REPORTING POLICY

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



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

Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Unless specified otherwise, all returns are net of individual manager fees, represent total returns and are annualized for periods greater than one year. The deduction of fees produces a compounding effect that reduces the total rate of return over time. As an example, the effect of investment management fees on the total value of a client's portfolio assuming (a) quarterly fee assessment, (b) \$1,000,000 investment, (c) portfolio return of 8% a year, and (d) 0.50% annual investment advisory fee would be \$5,228 in the first year, and cumulative effects of \$30,342 over five years and \$73,826 over ten years. Additional information on advisory fees charged by 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 your custodian. If you do not receive periodic statements from your custodian or notice issues with the activity reported in those statements, please contact FA or your custodian immediately.

Mid-Year Capital Markets Update

Reassessing the Evolving Market Landscape

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June 22, 2022

Key Observations

- *As outlined in our [January 2022 Outlook - Navigating Moderation](#), we anticipated a challenging investment environment with heightened levels of volatility.*
- *The broad themes outlined at the beginning of the year – the evolving nature of the pandemic, central bankers' balancing act and historically high inflation remain the prevailing themes. Along with the rising probability of recession, these themes will likely drive capital markets volatility throughout the second half of the year.*
- *As of June 13, 2022, the S&P 500 officially entered bear market territory, which is more than 20 percent below its all-time high set in January of 2022. In addition to a challenging global stock market rout, the 10-Year U.S. Treasury yield is up about 2 percent year-to-date (through June 14), making the first half of 2022 one the worst periods for the bond markets on record.*

The State of the Broader Economy

With the economic fallout including the exacerbation of inflationary forces from the war in Ukraine, CPI at 40-year highs, a flattening yield curve bordering on inversion and a bear market in the S&P 500 index (as of June 13), recession expectations have been steadily rising during early 2022. Near-term economic and inflation data is likely to underwhelm if not disappoint, particularly on the heels of the strong economic advances in the aftermath of massive fiscal and monetary stimulus throughout the pandemic. In the current environment, even in the face of slowing economic growth and forward-looking growth expectations, the Fed has little wiggle room to focus on anything other than reining in inflation. Given the Fed's failure to raise rates in 2021 in the face of what it called 'transitory' inflation at the time, it has no choice now but to play catch up to try to rein in inflation even if means causing a recession. As a result, global stock and bond markets have been grappling with increasing stagflation concerns, which have necessitated the broad repricing of financial assets that we have seen.

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

Our 2022 Themes – Revisited

1) From Pandemic to Endemic

Despite the general trend toward less virulent subsequent variants, we expect COVID-19 to continue to exacerbate supply chain bottlenecks particularly in China where a zero COVID-19 policy is still leading to unpredictable production stoppages and global economic growth headwinds. It is another factor leading to supply shortages and inflationary pressures.

Portfolio Impact

The Fed can only impact demand with monetary policy, but the supply bottlenecks are likely to continue for some time exacerbated by flare ups in COVID-19 infections. Expect supply chain bottlenecks to continue to weigh on production, economic growth and inflation forces.

2) Policy Maker Tightrope

Central bankers across the globe continue to implement an array of policy responses, crafted to answer to their own unique economic circumstances. While central banks in many advanced markets are raising rates to dampen inflation, conditions elsewhere have required more nuanced approaches – ranging from the European Central Bank's near-term emphasis on quantitative tightening and higher rates to the People's Bank of China's efforts that lean into more stimulus to stabilize an economy recently maligned by widespread lockdowns in response to a COVID-19 outbreak.

Portfolio Impact

Exacerbated by disparate policy responses by central bankers across the globe, conditions remain unsettled with inflation and interest rates. We believe wise action remains to actively manage fixed income and mitigate overall portfolio duration through portfolio construction. Bolstered by a more favorable valuation profile, emerging market stocks may draw additional support from more stimulus in China and a marginally stabilizing global commodity complex. The Fed's austerity campaign and a resilient U.S. Dollar could, however, serve as headwinds. However, the case for emerging market stocks persists as we mentioned in our [January 2022 Outlook](#).

3) Inflation: Coming or Going?

Inflation continues to run at 40-year highs, which is untenable to the Fed. As shown by the Fed's nearly unanimous approval of its 75 basis point hike on June 15, there will be a more accelerated and emphatic path to higher rates than expected as recently as last week or last month. Among Fed officials, the weighted-average expectation for the Fed Funds rate at year-end currently stands at 3.6 percent according to the CME

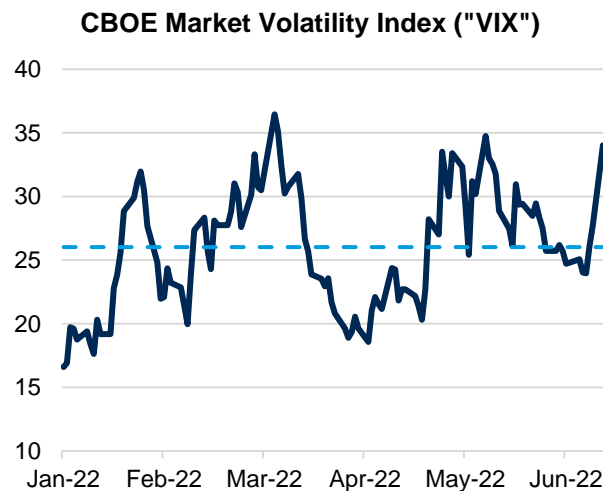
FedWatch Tool as of June 17, 2022. One week ago on June 10, it stood at 3.3 percent and one month ago on May 17, it stood at 2.9 percent. The current Fed Funds Rate is 1.5-1.75 percent¹.

Portfolio Impact

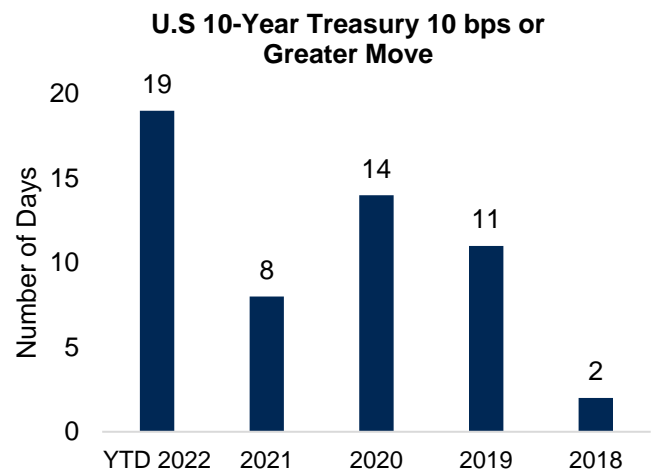
The path to a moderating inflation is likely to be choppy. Rising interest rates and a slowing economy could lead to waning inflationary pressures towards the end of 2022. However, as we outlined in our [January 2022 Outlook](#), an allocation to real assets continues to be important to diversify and protect the portfolio from further rising inflation.

4) Volatility Ahead: Be comfortable with your risk posture

Equity markets no longer enjoy accommodative monetary policy and find their relative appeal more directly challenged by meaningfully higher bond yields. As investors find they can earn higher rates of return investing in bonds on a go forward basis, stocks reprice (down) until a new equilibrium is achieved. Interest rate volatility remains higher than normal as investors labor to gauge the Fed’s further policy intentions, which will be driven by inflation data. So far in 2022, the number of days where the U.S. Treasury has moved 10 basis points (0.10 percent) or more is well above the pace of previous years.



Sources: FactSet, CBOE. As of June 14, 2022.



Sources: Fiducient Advisors, FactSet. As of June 14, 2022.

¹ Federal Reserve. As of June 17, 2022

Portfolio Impact

We remain vigilant to the evolving conditions in markets. All things considered, we reaffirm the investment orientations that we shared with you earlier in the year; namely, our preference for a globally diversified equity profile, an inclination to diversify fixed income as to mitigate interest rate risks and our commitment to real asset exposure. In our opinion, this positioning should moderate the most stressful potential effects currently influencing markets.

Updated Market Forecasts & Portfolio Implications

Markets have been in a consolidating mode year-to-date as investors grapple with stubbornly high inflation, evolving Fed policy and the conflict in Ukraine. From the beginning of the year through June 16, domestic equities (S&P 500) have declined by 22.5 percent, while international equities (MSCI ACWI Ex USA) and U.S. bonds (Bloomberg US Aggregate Index) are down 18.34 percent and 11.5 percent, respectively². Only commodities and related real assets have offered any protection to investors in 2022.

Our capital markets research team regularly surveys the investing landscape. When we see meaningful changes, we revise our forward-looking assumptions. We completed this exercise in early June for the period ending May 31. Our forward-looking return expectations for many asset classes increased due to this year's wide scale repricing of markets as mentioned above.

Interestingly, the forecast revisions that were made did not generate meaningful changes to representative portfolios when run through our Frontier Engineer[®] portfolio construction framework. Markets retreated broadly across global fixed income and equity asset classes this year resulting in similar modifications in return expectations across broad and sub asset classes.

In summary, our best ideas portfolios remain in place as of this mid-year update. While markets during the first half of 2022 have been challenging, it is important to remember that they move based on changing expectations about the future. While painful in the short-term, the selloff has repriced many assets across fixed income and equity classes to more compelling valuations on a forward-looking basis. While it is foolhardy to predict market bottoms, it is important to note they have usually come with peaks in both pain and pessimism. It is unlikely to be different during this bear market. In full recognition of the rapidly evolving markets, we encourage engagement with your advisor to discuss the circumstances unique to your portfolios.

For more information, please contact any of the professionals at Fiducient Advisors.

² Morningstar Direct. As of June 16, 2022

About the Authors



Matthew Rice, CFA, CAIA
Managing Partner,
Chief Investment Officer

As Fiducient Advisors' Chief Investment Officer, Matt leads the firm's investment strategy and research efforts. He also advises a number of the firm's nonprofit and corporate clients. Matt is a member of the firm's Executive Committee, Research Forum, Investment Committee, Discretionary Committee and Capital Markets Committee. Matt has co-authored two books, including Nonprofit Asset Management (John Wiley & Sons), which was published in 2012 and The Practical Guide to Managing Nonprofit Assets (John Wiley & Sons), published in 2005. Matt is a CFA® charterholder and member of the CFA Society Chicago and a Chartered Alternative Investment Analyst (CAIA®). Matt joined Fiducient Advisors in 2001. Matt received a BA in Economics from Northwestern University, where he also played on the 1995 and 1996 Big Ten championship football teams. Matt now leads an easier lifestyle chasing after his two young children.



Christopher Kachmar, CFA
Partner, Chief Market Strategist

As Chief Market Strategist, Chris is responsible for guiding the firm's investment strategies as well as working with corporate, nonprofit and government clients. Chris has more than 20 years' investment experience, including asset allocation/investment portfolio construction, capital markets analysis and investment manager evaluation. Chris is chair of the firm's Discretionary Committee and a member of the firm's Investment Committee and Capital Markets Team. He joined Fiduciary Investment Advisors LLC in 2006, which combined with Fiducient Advisors in 2020.

Prior to joining the firm, he was a Vice President and PRIME Consultant at UBS Financial Services Inc. Chris obtained his MBA from the William E. Simon Graduate School of Business Administration at the University of Rochester and earned a BS from Boston University. He is a CFA® charterholder and member of the CFA Institute and Hartford CFA Society. His personal interests include sailing, skiing, running and reading.



Robert Lowry, CFA
Senior Research Analyst –
Global Public Markets

As a member of the Global Public Markets Team, Rob researches and performs operational due diligence on core investment managers. He is also a member of our Capital Markets Team. Rob joined Fiduciary Investment Advisors LLC in 2011, which combined with Fiducient Advisors in 2020. Prior to joining the firm, he was an Investment Analyst at USI Advisors, Inc. He received his BA from Bucknell University, is a CFA® charterholder and a member of the CFA Institute and the Hartford CFA Society. Rob volunteers as a member of the Finance and Investment Committee for Chrysalis Center, Inc., a nonprofit organization in Hartford, CT providing support to those struggling with poverty, mental health issues and other challenges. In his free time, Rob enjoys biking with his wife and son, golf, running and platform tennis.