

December 31, 2019



## **City of Fort Pierce Retirement and Benefit System**

**Investment Measurement Service  
Quarterly Review**

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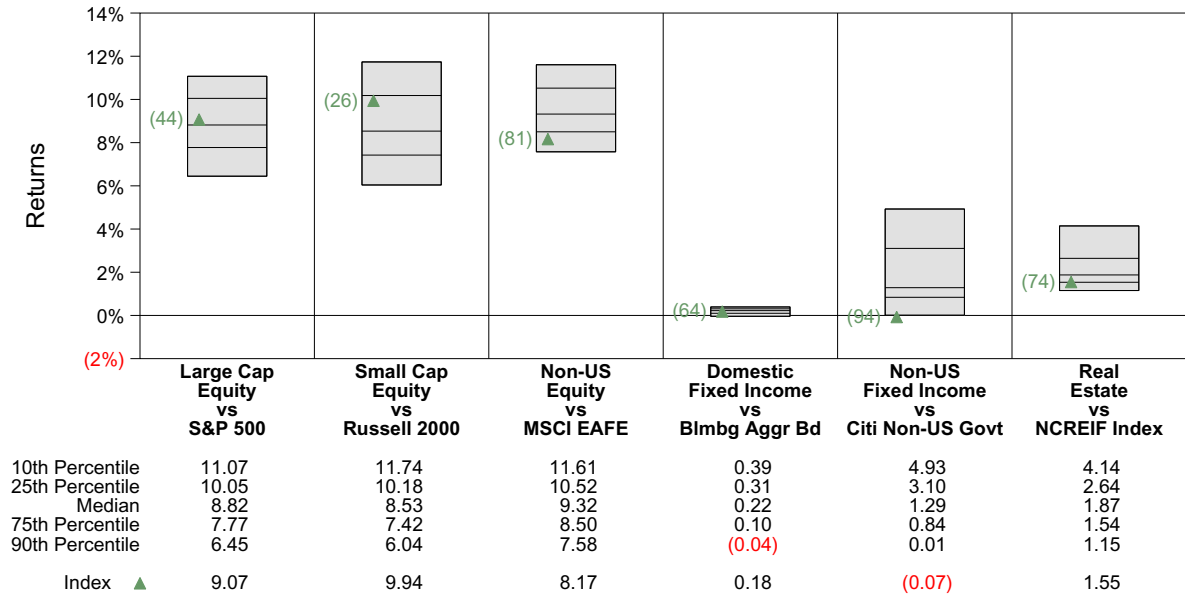
# Market Overview

## Active Management vs Index Returns

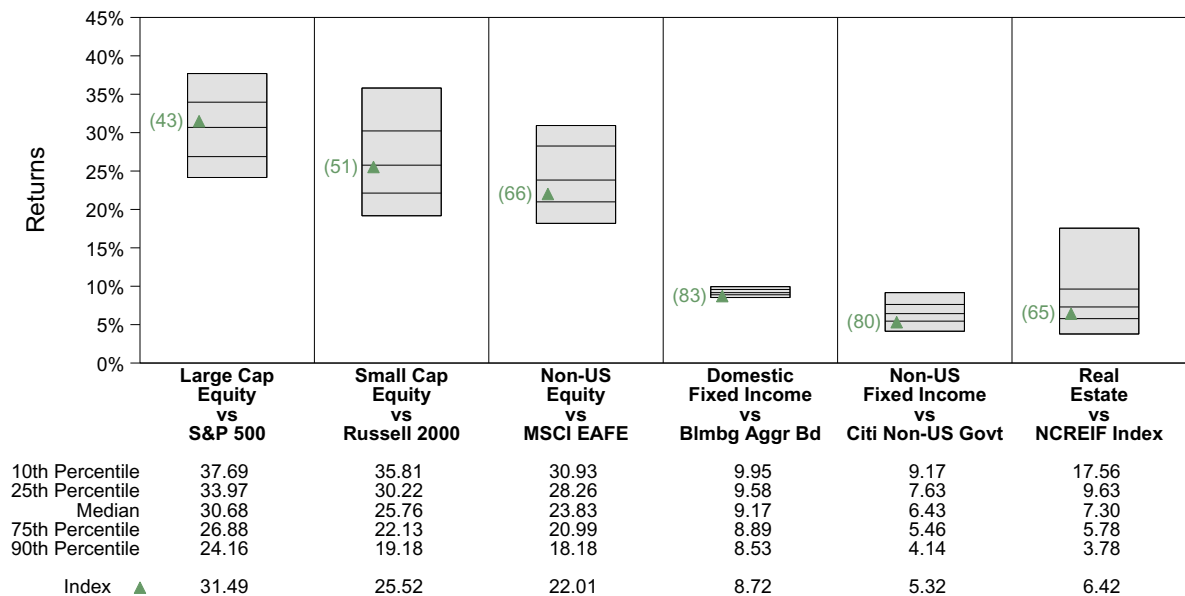
### Market Overview

The charts below illustrate the range of returns across managers in Callan's Separate Account database over the most recent one quarter and one year time periods. The database is broken down by asset class to illustrate the difference in returns across those asset classes. An appropriate index is also shown for each asset class for comparison purposes. As an example, the first bar in the upper chart illustrates the range of returns for domestic equity managers over the last quarter. The triangle represents the S&P 500 return. The number next to the triangle represents the ranking of the S&P 500 in the Large Cap Equity manager database.

### Range of Separate Account Manager Returns by Asset Class One Quarter Ended December 31, 2019



### Range of Separate Account Manager Returns by Asset Class One Year Ended December 31, 2019

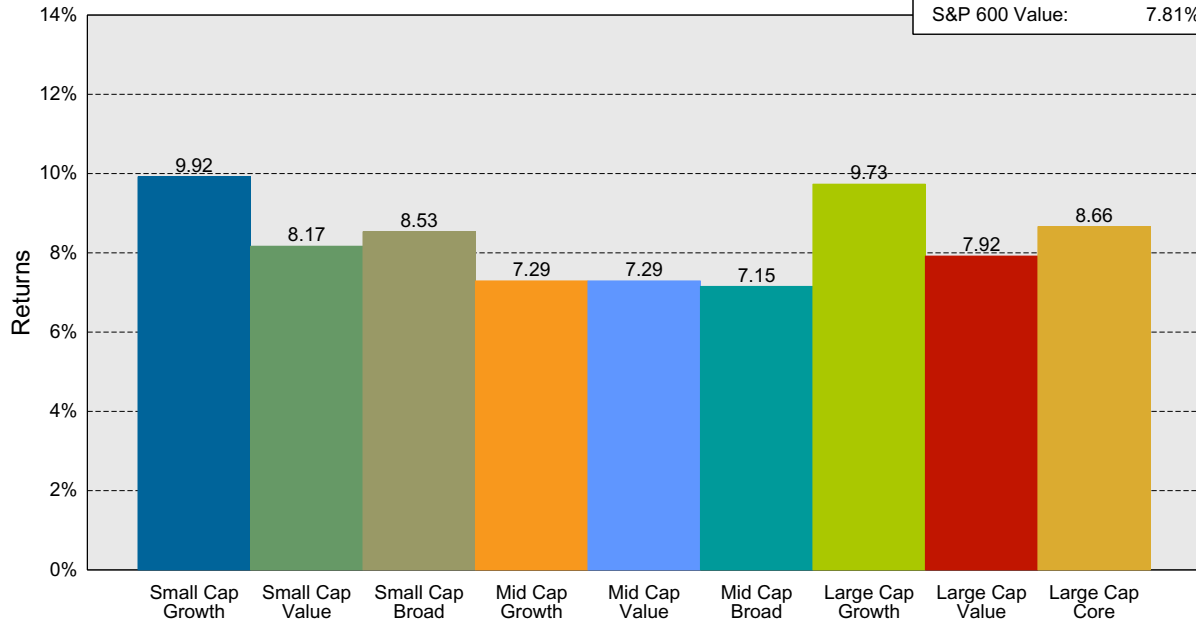


## Domestic Equity Active Management Overview

The S&P 500 Index rose 9.1% in the fourth quarter, bringing its year-to-date result to a whopping 31.5%, the best calendar year return since 2013 and capping a decade of strong performance. Small cap stocks outperformed in the fourth quarter, but trailed for the year (Russell 2000: +9.9%; +25.5% vs. Russell 1000: 9.0%; +31.4%). Growth stocks outperformed for both periods (Russell 1000 Growth: +10.6%; +36.3%; Russell 1000 Value: +7.4%; +26.5). From a sector perspective, Real Estate (-0.5%) was the only sector to post a negative return in the fourth quarter, though Utilities (+0.8%) was only modestly positive. Technology and Health Care (both +14.4%) were the twin "winners." For the year, all sectors posted double-digit returns; Energy (+11.8%) and Technology (+50.3%) were the bookends.

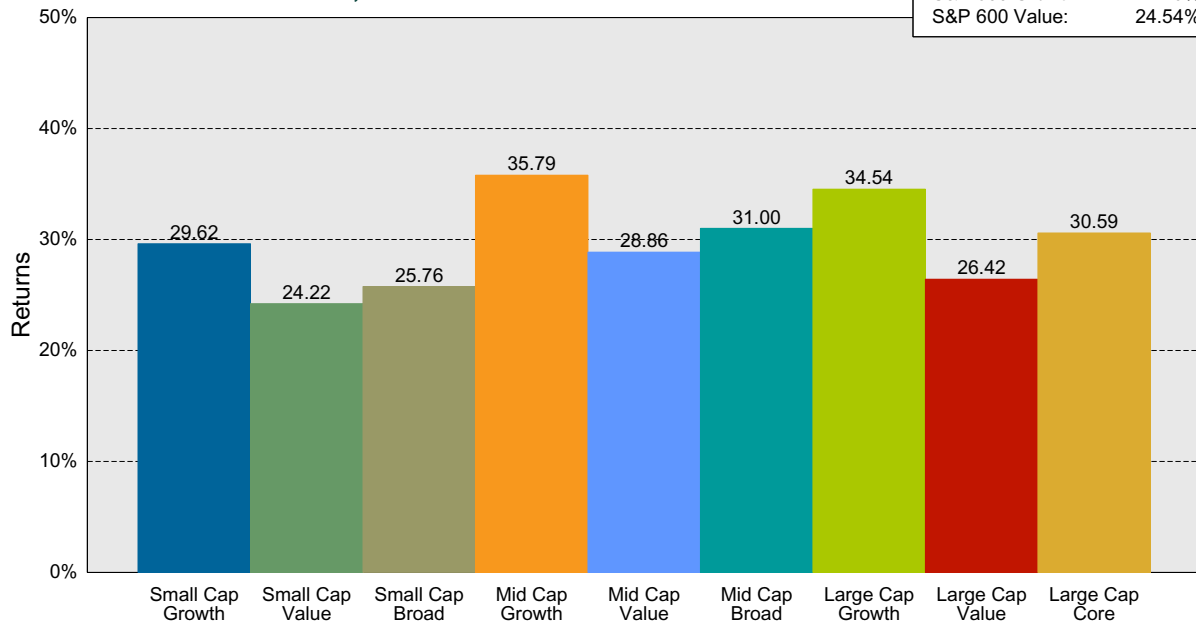
S&P 500:	9.07%
S&P 500 Growth:	8.32%
S&P 500 Value:	9.93%
S&P Mid Cap:	7.06%
S&P 600:	8.21%
S&P 600 Growth:	8.64%
S&P 600 Value:	7.81%

### Separate Account Style Group Median Returns for Quarter Ended December 31, 2019



S&P 500:	31.49%
S&P 500 Growth:	31.13%
S&P 500 Value:	31.93%
S&P Mid Cap:	26.20%
S&P 600:	22.78%
S&P 600 Growth:	21.13%
S&P 600 Value:	24.54%

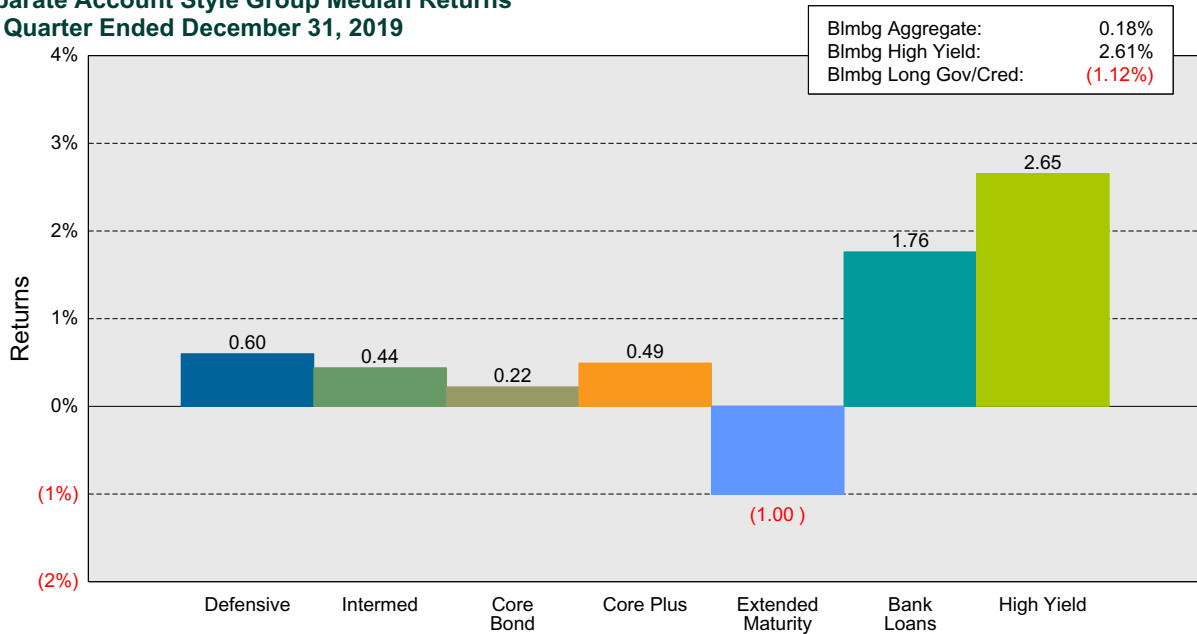
### Separate Account Style Group Median Returns for One Year Ended December 31, 2019



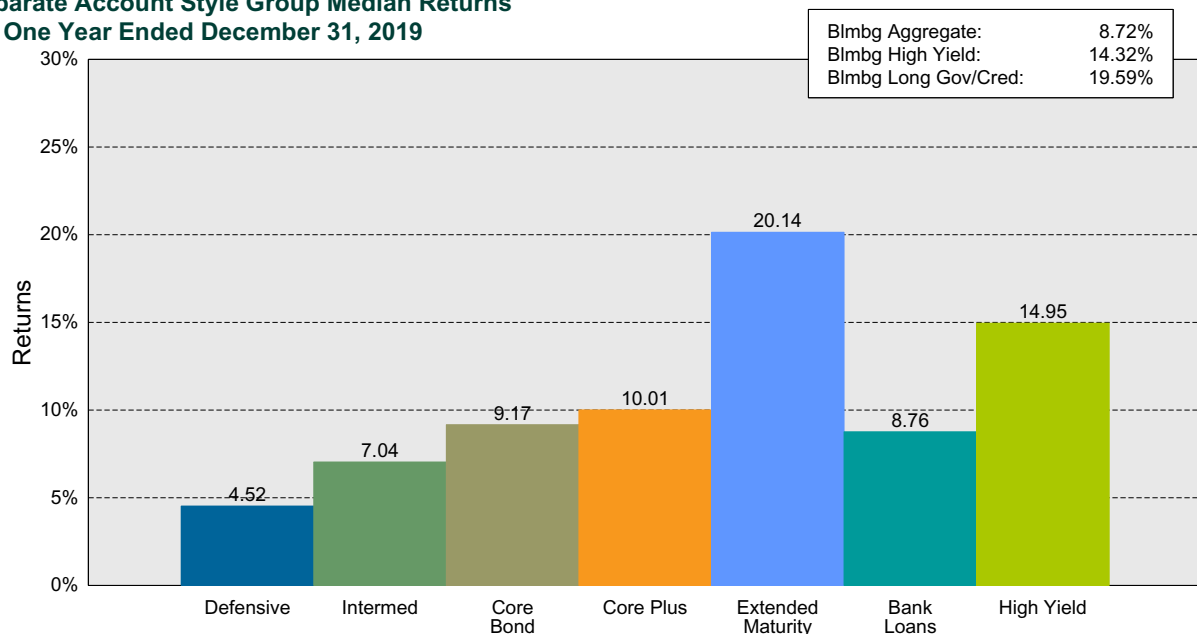
## Domestic Fixed Income Active Management Overview

Fixed income markets posted strong returns in 2019 fueled both by falling interest rates and strong investor demand, especially for higher-yielding sectors. The 10-year U.S. Treasury closed the year at 1.92%, up from 1.68% at the end of the third quarter and down sharply from 2.69% at the close of 2018. The Bloomberg Barclays US Aggregate Bond Index rose 8.7%, the best calendar year return since 2002, with the lowest-quality tier of the Index up 16.4%. Fourth quarter gains were more muted at 0.2% as Treasury yields rose modestly. Corporate bonds were the best-performing sector in the fourth quarter and 2019 (Bloomberg Barclays Corporate Index: +1.2%; +14.5%). High yield corporates also posted sharp gains; the Bloomberg Barclays Corporate High Yield Index rose 2.6% in the fourth quarter and 14.3% in 2019. Leveraged loans suffered outflows throughout the year, but still posted a solid return (CS Leveraged Loan: +1.7%; +9.0%). The Bloomberg Barclays US TIPS Index sharply outperformed the Treasury Index in the fourth quarter as inflation expectations rose.

**Separate Account Style Group Median Returns for Quarter Ended December 31, 2019**



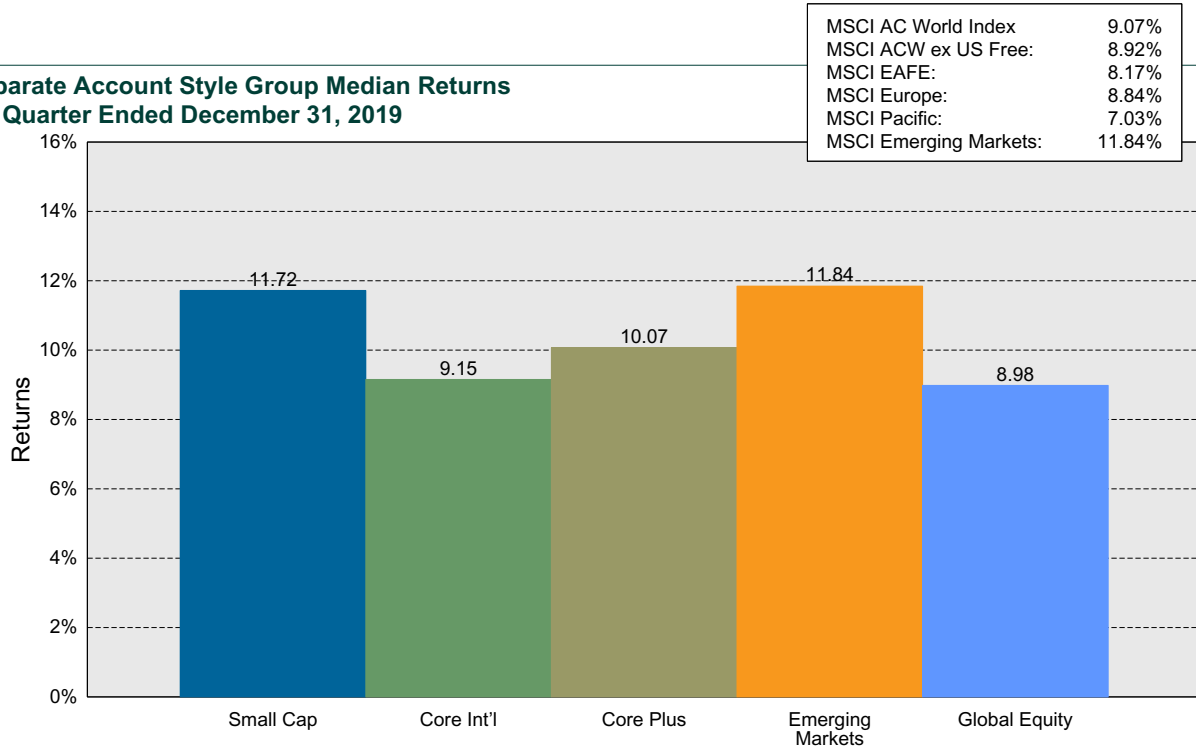
**Separate Account Style Group Median Returns for One Year Ended December 31, 2019**



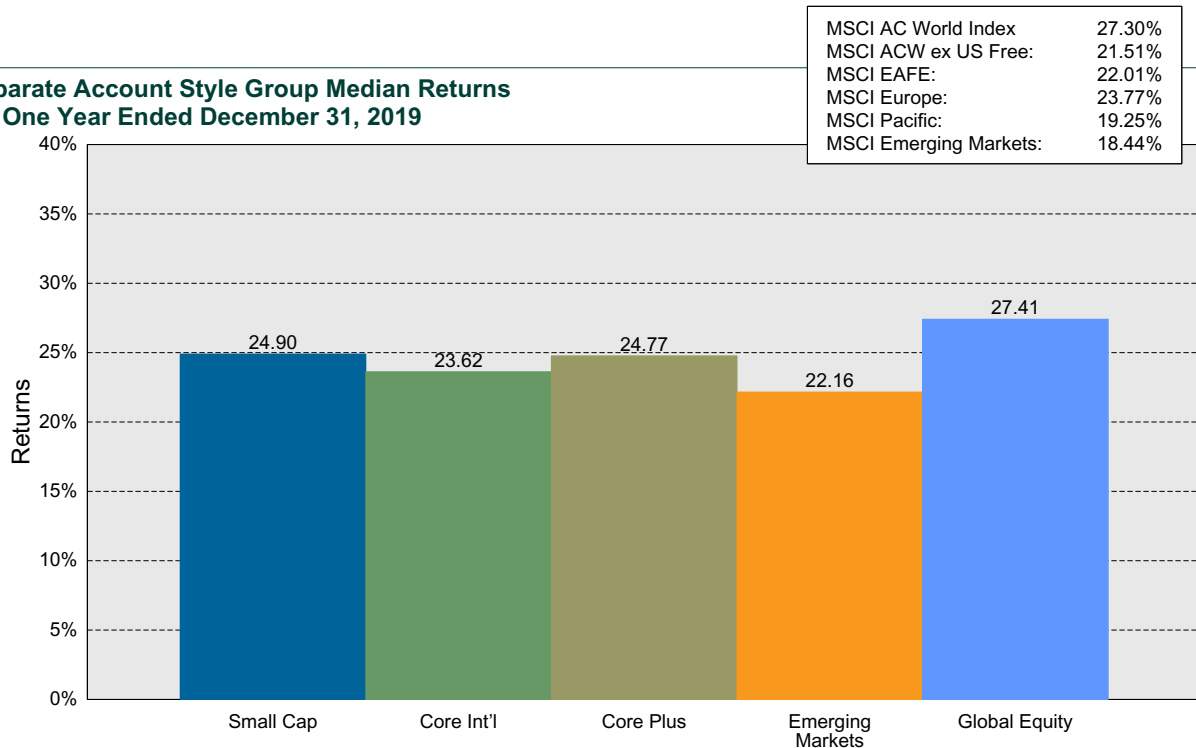
## International Equity Active Management Overview

Non-U.S. developed markets trailed the U.S. but were still up sharply in the fourth quarter and 2019 (MSCI ACWI ex-USA: +8.9%; +21.5%). Virtually all countries posted positive returns for both periods, though results were varied. Emerging markets outperformed developed markets in the fourth quarter but trailed for the full year (MSCI EM Index: +11.8% +18.4%). Chile (-8.8%; -16.9%) was the only country to deliver a negative return for both periods due to a sharp decline in the Chilean peso amid civil unrest. Russia (+16.8%; +50.9%) was the top performer for the year as its central bank aggressively cut rates. Returns for the BRIC countries were mixed. Brazil (+14.2%; + 26.3%) and China (+14.7%; +23.5%) also posted strong results while returns from India (+5.3%; +7.6%) were more modest.

**Separate Account Style Group Median Returns  
for Quarter Ended December 31, 2019**



**Separate Account Style Group Median Returns  
for One Year Ended December 31, 2019**

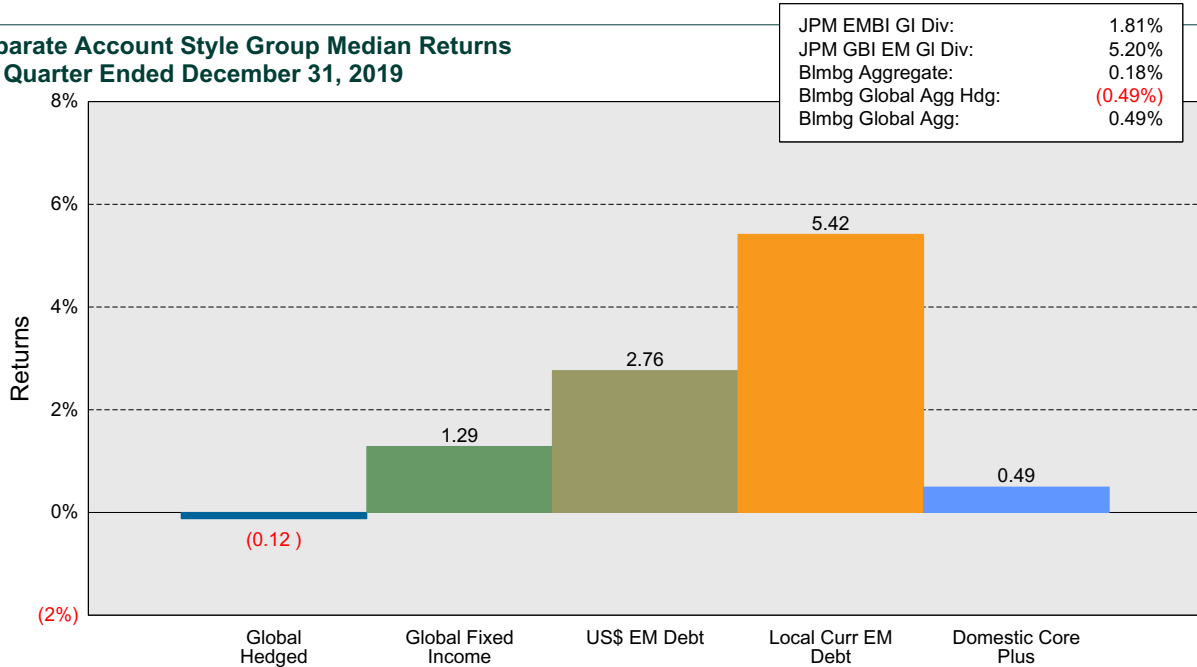


## Global Fixed Income Active Management Overview

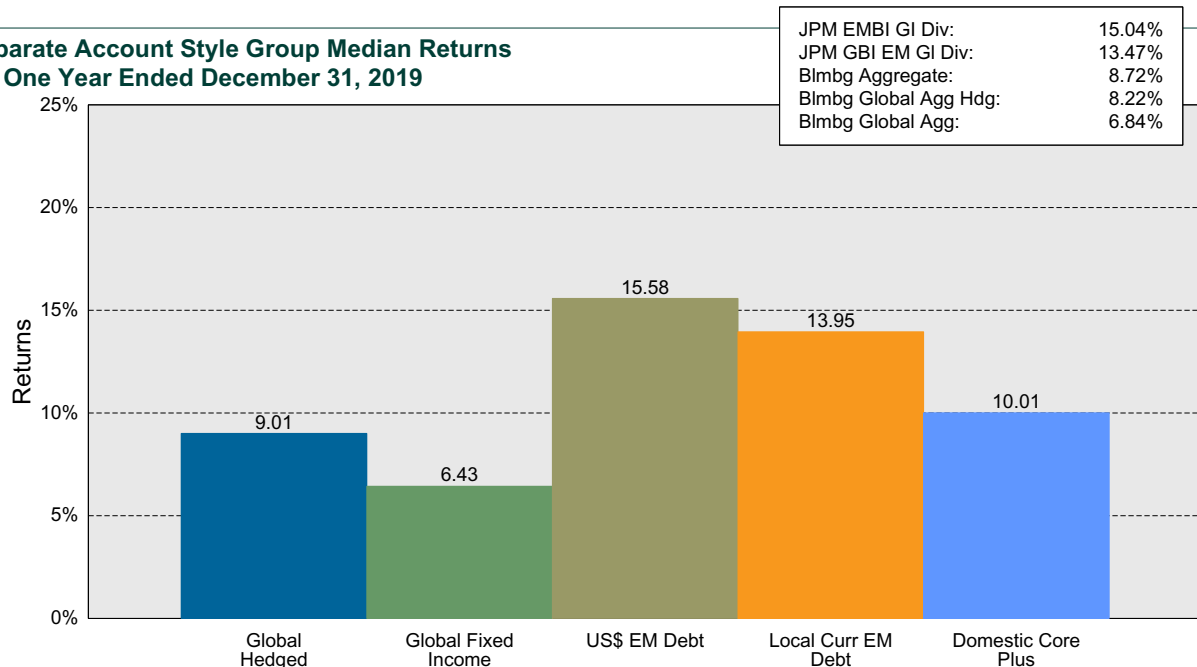
Rates were generally modestly higher in the fourth quarter but lower for the year. The U.S. dollar gave up some gains in the fourth quarter, especially versus the euro (-3%), the Australian dollar (-4%), and the British pound (-8%). It posted a modest gain versus the Japanese yen (+0.6%). The Global Aggregate ex-US Index rose 0.7% in the fourth quarter on an unhedged basis but fell 1.1% on a hedged basis. For the full year, the hedged version outperformed unhedged (7.6% vs 5.1%).

Emerging market debt benefited from both rate cuts and a risk-on environment. Local currency emerging market debt, as measured by the JPM GBI-EM Global Diversified Index, gained 5.2% in the fourth quarter and 13.5% for the year. Russia (+10.0%; +34.0%) was a top performer on the back of rate cuts and a stronger ruble. The U.S. dollar-denominated JPM EMBI Global Diversified Index was up 1.8% in the fourth quarter and 15.0% for the year with mixed results across its 60+ constituents.

### Separate Account Style Group Median Returns for Quarter Ended December 31, 2019



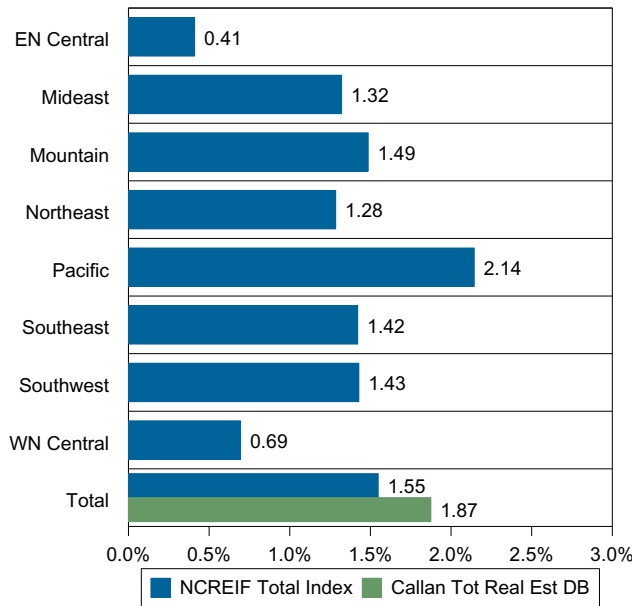
### Separate Account Style Group Median Returns for One Year Ended December 31, 2019



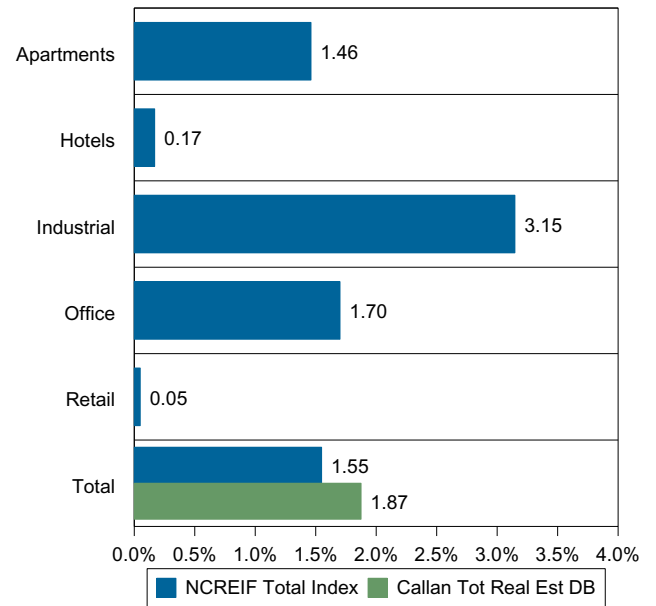
## Real Estate Market Overview

The NCREIF Property Index (NPI) gained 1.6% during the fourth quarter (1.1% from income and 0.5% from appreciation). This marked the 45th consecutive quarter of positive returns for the index. Industrial (+3.2%) was the best-performing sector for the fifteenth consecutive quarter, with Office (+1.7%), Apartments (+1.5%), Hotels (+0.2%) and Retail (+0.1) also posting positive returns. The West region was the strongest performer for the thirteenth quarter in a row, up 2.0%, and the Midwest trailed with a 0.5% return. The Midwest also had a negative appreciation return of -0.7%. Transaction volume increased 3% to \$14.1 billion, up from \$13.6 billion in the third quarter. Transaction volume was 20% higher than fourth quarter 2019.

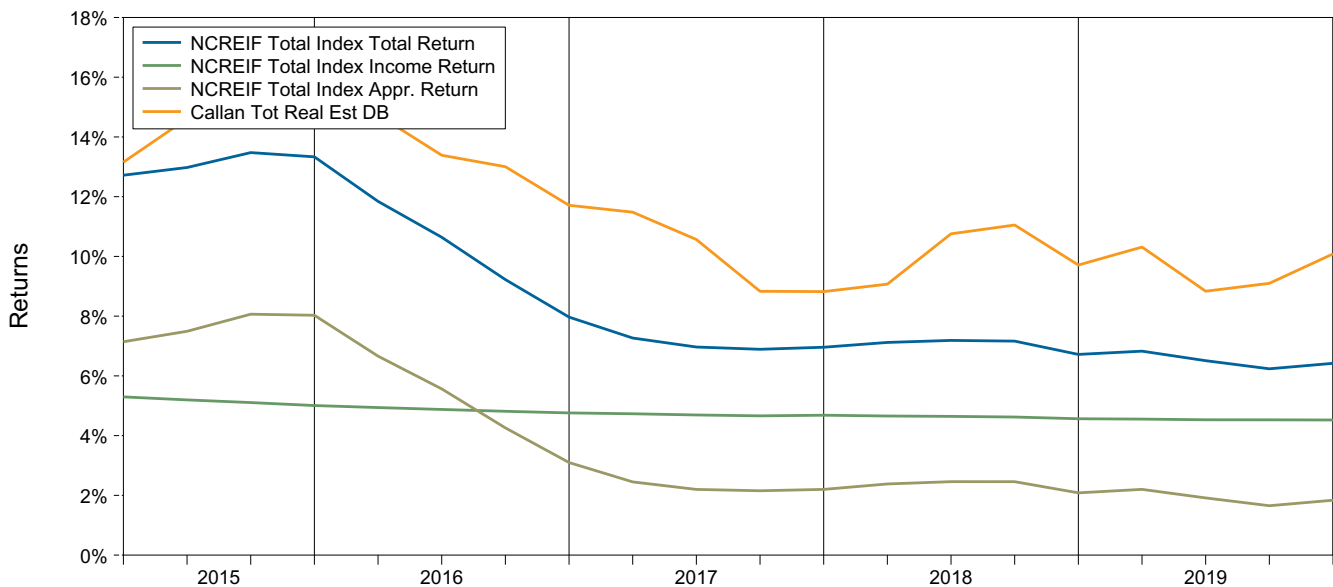
**NCREIF Total Index Returns by Geographic Area**  
Quarter Ended December 31, 2019



**NCREIF Total Index Returns by Property Type**  
Quarter Ended December 31, 2019



## Rolling 1 Year Returns





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## ASSET ALLOCATION AND PERFORMANCE

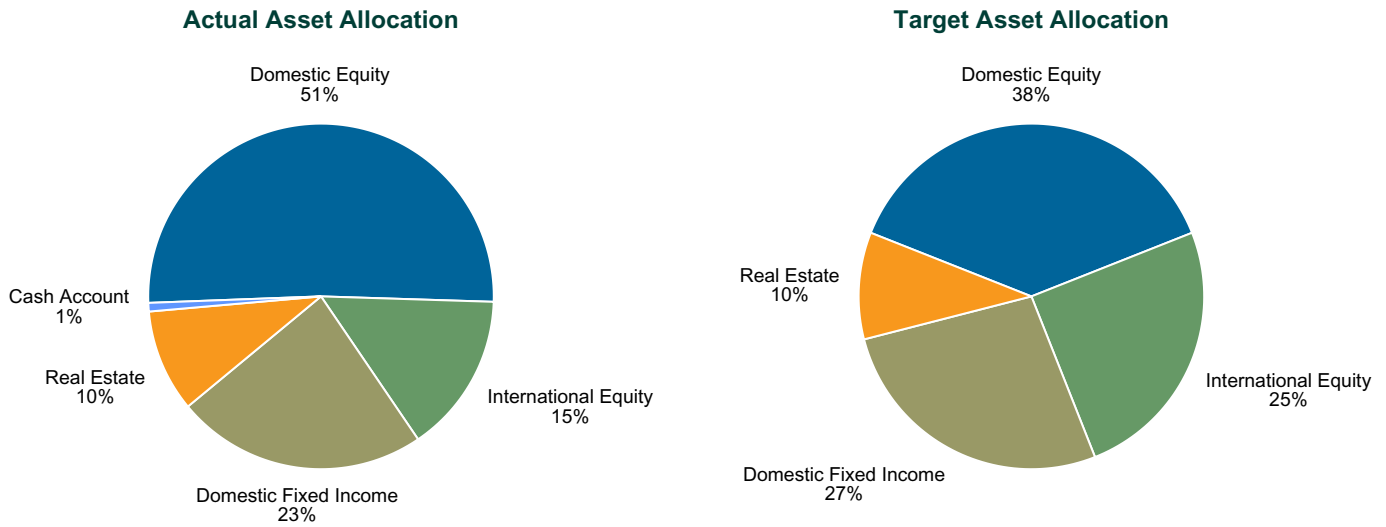
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### **Asset Allocation and Performance**

This section begins with an overview of the fund's asset allocation at the broad asset class level. This is followed by a top down performance attribution analysis which analyzes the fund's performance relative to the performance of the fund's policy target asset allocation. The fund's historical performance is then examined relative to funds with similar objectives. Performance of each asset class is then shown relative to the asset class performance of other funds. Finally, a summary is presented of the holdings of the fund's investment managers, and the returns of those managers over various recent periods.

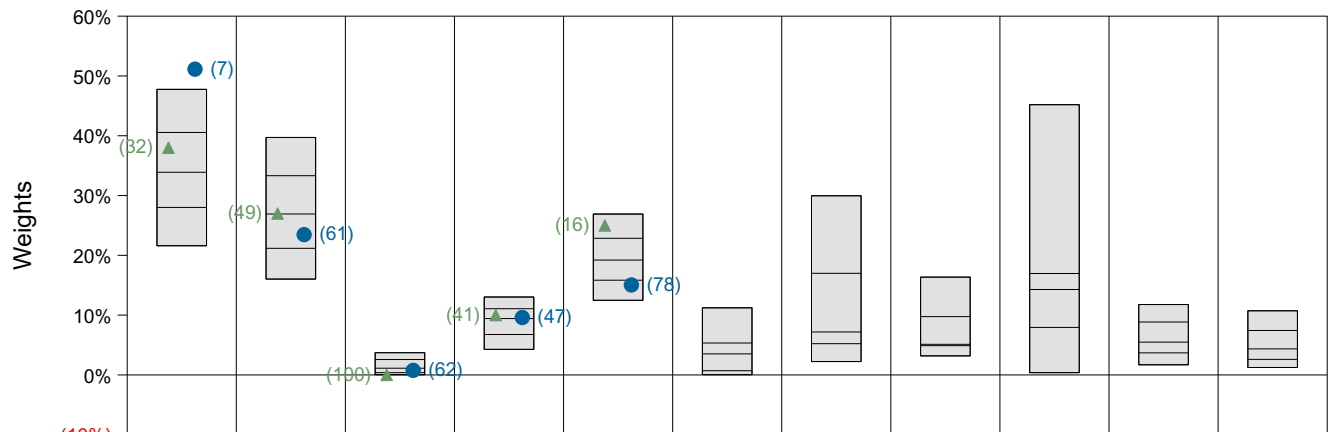
## Actual vs Target Asset Allocation As of December 31, 2019

The top left chart shows the Fund's asset allocation as of December 31, 2019. The top right chart shows the Fund's target asset allocation as outlined in the investment policy statement. The bottom chart ranks the fund's asset allocation and the target allocation versus the Callan Public Fund Sponsor Database.



Asset Class	\$000s Actual	Weight Actual	Target	Percent Difference	\$000s Difference
Domestic Equity	109,901	51.1%	38.0%	13.1%	28,225
International Equity	32,334	15.0%	25.0%	(10.0%)	(21,400)
Domestic Fixed Income	50,430	23.5%	27.0%	(3.5%)	(7,603)
Real Estate	20,634	9.6%	10.0%	(0.4%)	(860)
Cash Account	1,637	0.8%	0.0%	0.8%	1,637
<b>Total</b>	<b>214,937</b>	<b>100.0%</b>	<b>100.0%</b>		

### Asset Class Weights vs Callan Public Fund Sponsor Database



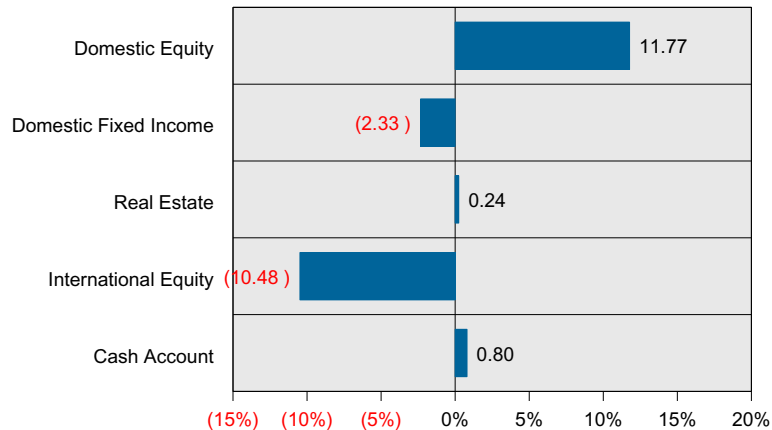
	Domestic Equity	Domestic Fixed Income	Cash Account	Real Estate	International Equity	Intl Fixed-Inc	Alternative	Global Balanced	Global Equity Broad	Private Equity	Real Assets
10th Percentile	47.76	39.71	3.72	13.03	26.90	11.22	29.96	16.36	45.20	11.77	10.73
25th Percentile	40.55	33.32	2.57	11.07	22.85	5.34	17.00	9.75	16.97	8.85	7.43
Median	33.89	26.91	1.12	9.43	19.21	3.52	7.18	5.12	14.29	5.49	4.36
75th Percentile	28.01	21.17	0.38	6.76	15.84	0.70	5.22	4.89	7.94	3.69	2.61
90th Percentile	21.60	16.03	0.04	4.27	12.48	0.05	2.24	3.18	0.38	1.69	1.24
<b>Fund</b> ●	<b>51.13</b>	<b>23.46</b>	<b>0.76</b>	<b>9.60</b>	<b>15.04</b>	-	-	-	-	-	-
<b>Target</b> ▲	<b>38.00</b>	<b>27.00</b>	<b>0.00</b>	<b>10.00</b>	<b>25.00</b>	-	-	-	-	-	-
% Group Invested	97.87%	98.58%	76.60%	78.72%	96.45%	17.73%	43.15%	14.18%	9.93%	31.21%	24.82%

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI ex US, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

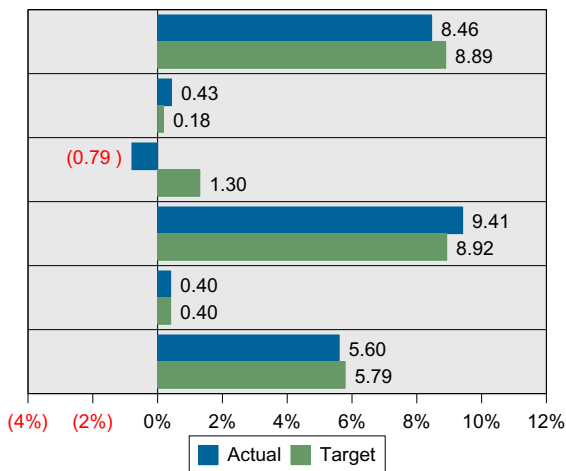
## Quarterly Total Fund Relative Attribution - December 31, 2019

The following analysis approaches Total Fund Attribution from the perspective of relative return. Relative return attribution separates and quantifies the sources of total fund excess return relative to its target. This excess return is separated into two relative attribution effects: Asset Allocation Effect and Manager Selection Effect. The Asset Allocation Effect represents the excess return due to the actual total fund asset allocation differing from the target asset allocation. Manager Selection Effect represents the total fund impact of the individual managers excess returns relative to their benchmarks.

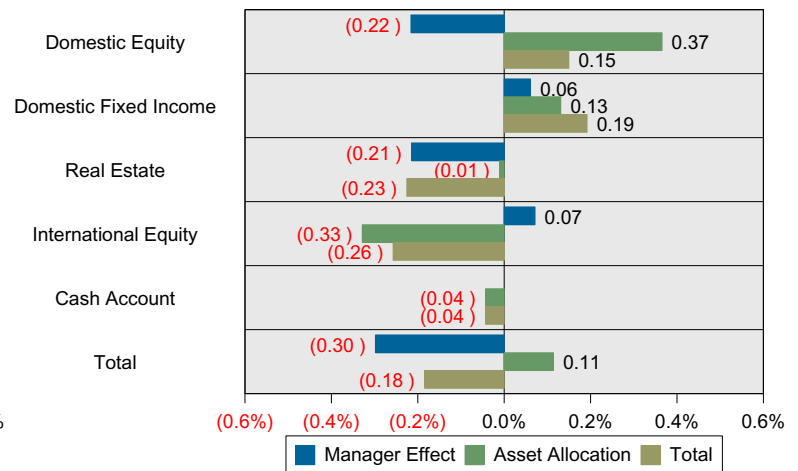
### Asset Class Under or Overweighting



### Actual vs Target Returns



### Relative Attribution by Asset Class



### Relative Attribution Effects for Quarter ended December 31, 2019

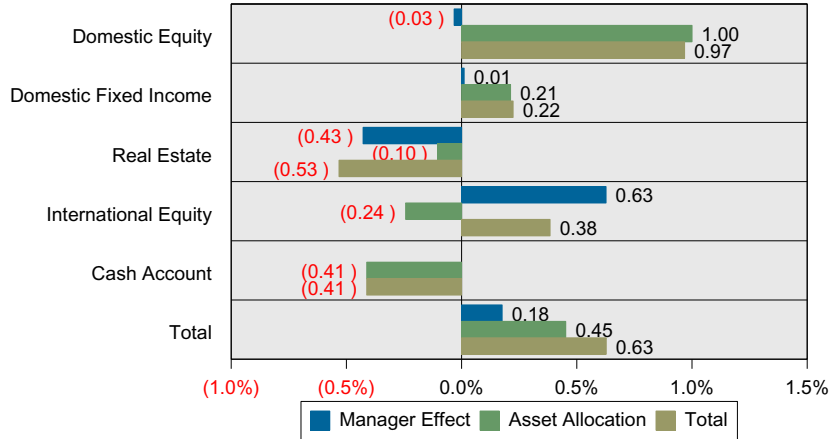
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	50%	38%	8.46%	8.89%	(0.22%)	0.37%	0.15%
Domestic Fixed Income	25%	27%	0.43%	0.18%	0.06%	0.13%	0.19%
Real Estate	10%	10%	(0.79%)	1.30%	(0.21%)	(0.01%)	(0.23%)
International Equity	15%	25%	9.41%	8.92%	0.07%	(0.33%)	(0.26%)
Cash Account	1%	0%	0.40%	0.40%	0.00%	(0.04%)	(0.04%)
<b>Total</b>			<b>5.60%</b>	<b>5.79%</b>	<b>(0.30%)</b>	<b>0.11%</b>	<b>(0.18%)</b>

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI ex US, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

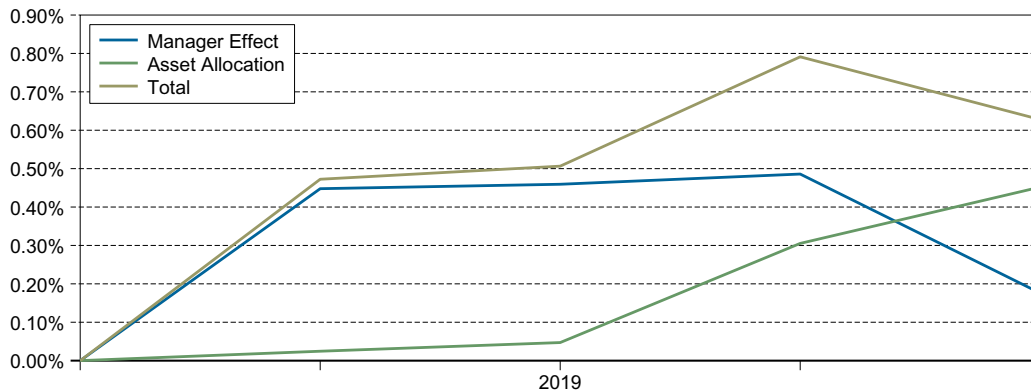
## Cumulative Total Fund Relative Attribution - December 31, 2019

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

### One Year Relative Attribution Effects



### Cumulative Relative Attribution Effects



### One Year Relative Attribution Effects

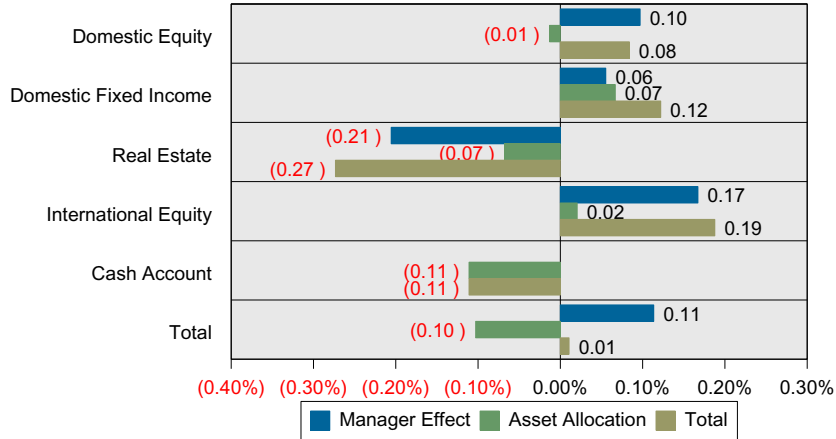
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	49%	38%	29.65%	29.70%	(0.03%)	1.00%	0.97%
Domestic Fixed Income	25%	27%	8.77%	8.72%	0.01%	0.21%	0.22%
Real Estate	10%	10%	1.43%	5.18%	(0.43%)	(0.10%)	(0.53%)
International Equity	14%	25%	25.99%	21.51%	0.63%	(0.24%)	0.38%
Cash Account	2%	0%	2.07%	2.07%	0.00%	(0.41%)	(0.41%)
<b>Total</b>			<b>20.00%</b>	<b>19.38%</b>	<b>+ 0.18%</b>	<b>+ 0.45%</b>	<b>0.63%</b>

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI ex US, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

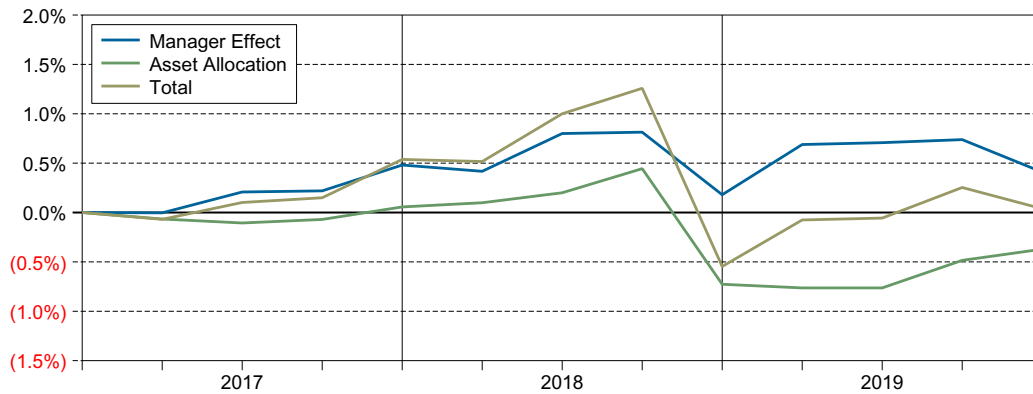
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### Three Year Annualized Relative Attribution Effects



### Cumulative Relative Attribution Effects



### Three Year Annualized Relative Attribution Effects

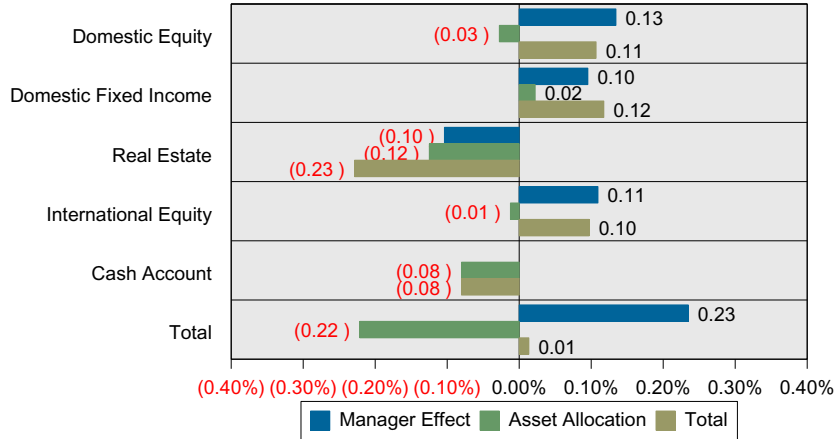
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	50%	44%	13.49%	13.28%	0.10%	(0.01%)	0.08%
Domestic Fixed Income	24%	27%	4.26%	4.03%	0.06%	0.07%	0.12%
Real Estate	11%	10%	4.54%	6.46%	(0.21%)	(0.07%)	(0.27%)
International Equity	15%	19%	11.01%	9.87%	0.17%	0.02%	0.19%
Cash Account	1%	0%	1.51%	1.51%	0.00%	(0.11%)	(0.11%)
<b>Total</b>			<b>9.70%</b>	<b>9.69%</b>	<b>+ 0.11%</b>	<b>+ (0.10%)</b>	<b>0.01%</b>

\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI ex US, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

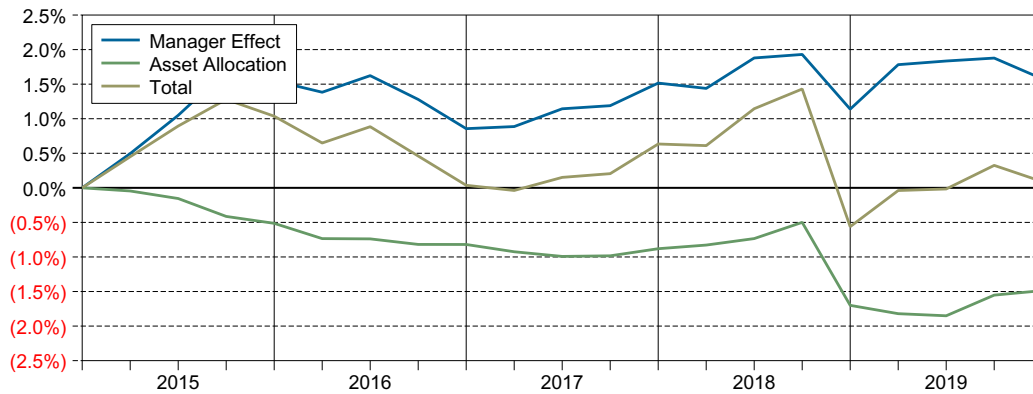
## Cumulative Total Fund Relative Attribution - December 31, 2019

The charts below accumulate the Total Fund Attribution Analysis (shown earlier) over multiple periods to examine the cumulative sources of excess total fund performance relative to target. These cumulative results quantify the longer-term sources of total fund excess return relative to target by asset class. These relative attribution effects separate the cumulative sources of total fund excess return into Asset Allocation Effect and Manager Selection Effect.

### Five Year Annualized Relative Attribution Effects



### Cumulative Relative Attribution Effects



### Five Year Annualized Relative Attribution Effects

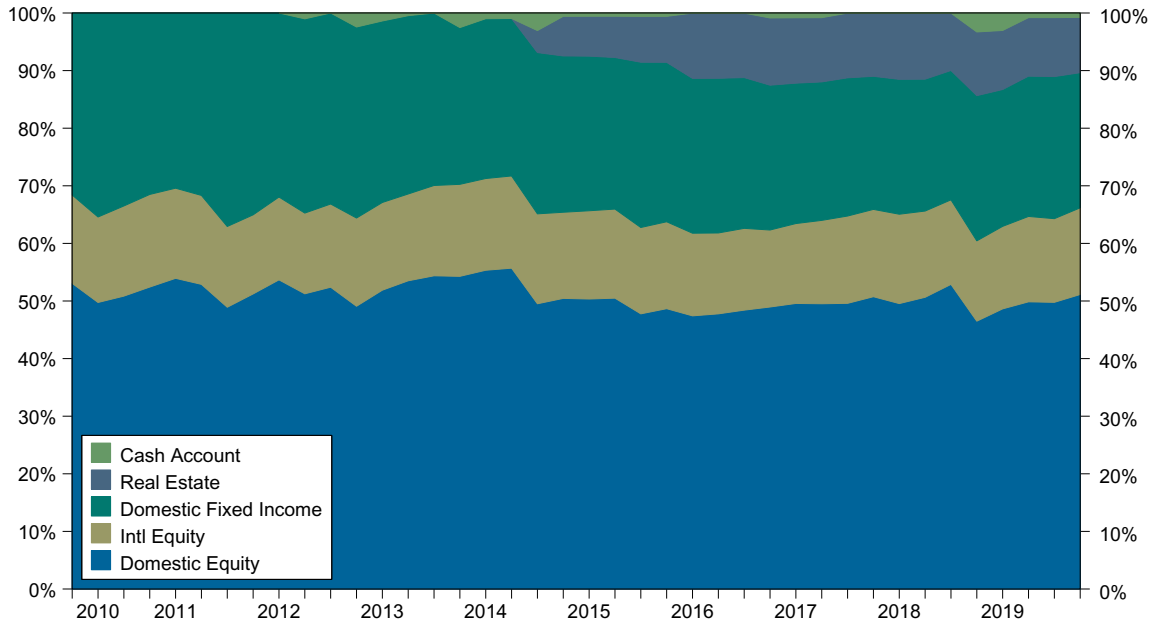
Asset Class	Effective Actual Weight	Effective Target Weight	Actual Return	Target Return	Manager Effect	Asset Allocation	Total Relative Return
Domestic Equity	49%	46%	11.05%	10.77%	0.13%	(0.03%)	0.11%
Domestic Fixed Income	25%	27%	3.41%	3.05%	0.10%	0.02%	0.12%
Real Estate	10%	10%	7.35%	8.34%	(0.10%)	(0.12%)	(0.23%)
International Equity	15%	17%	6.18%	5.51%	0.11%	(0.01%)	0.10%
Cash Account	1%	0%	0.94%	0.94%	0.00%	(0.08%)	(0.08%)
<b>Total</b>			<b>7.78%</b>	<b>7.77%</b>	<b>+ 0.23%</b>	<b>(0.22%)</b>	<b>0.01%</b>

\* Current Quarter Target = 27.0% Blmgb Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI ex US, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

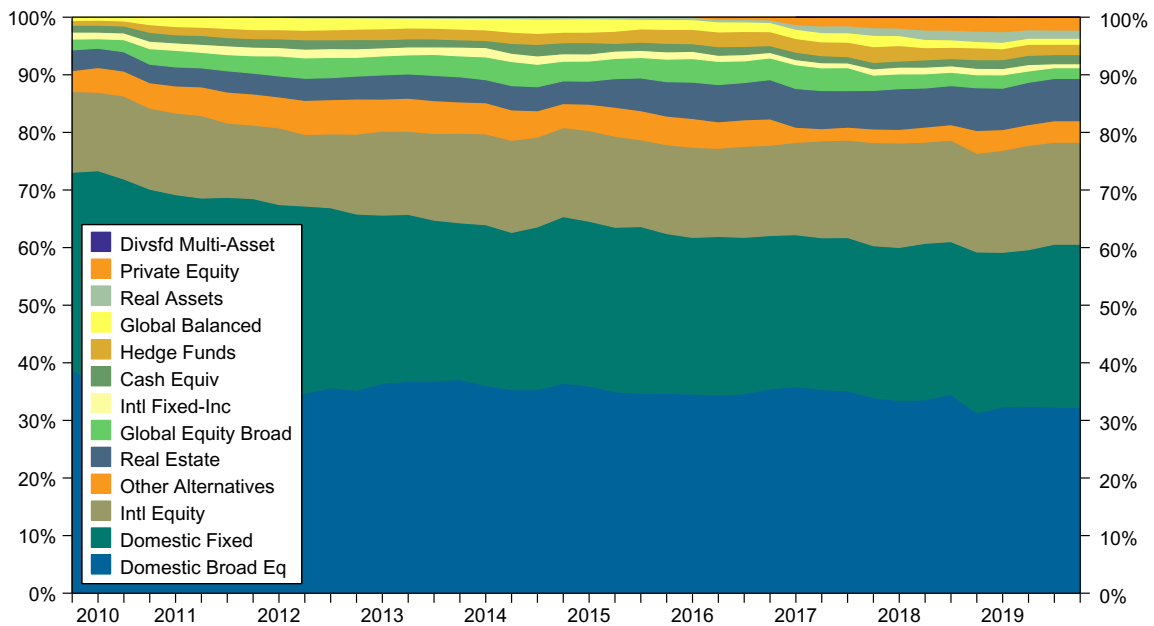
## Actual Historical Asset Allocation

The Historical asset allocation for a fund is by far the largest factor explaining its performance. The charts below show the fund's historical actual asset allocation, and the historical asset allocation of the average fund in the Callan Public Fund Sponsor Database.

### Actual Historical Asset Allocation



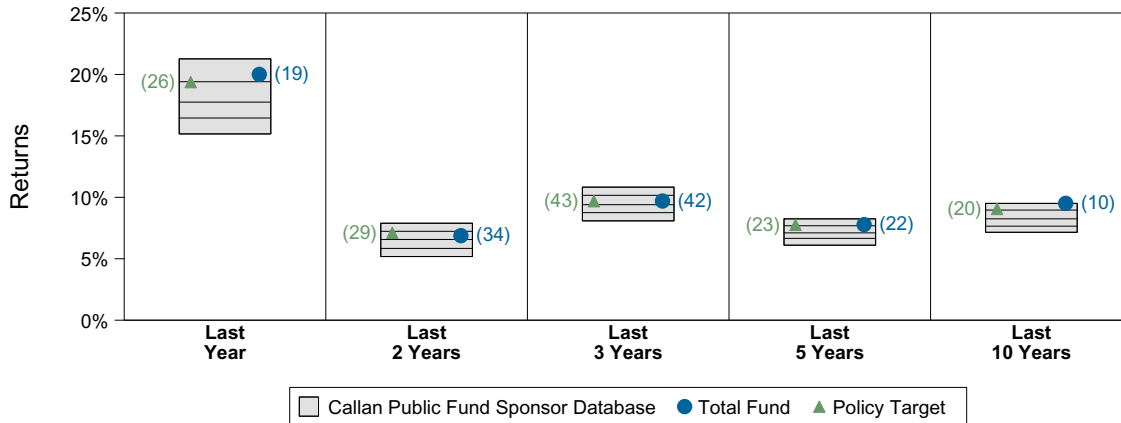
### Average Callan Public Fund Sponsor Database Historical Asset Allocation



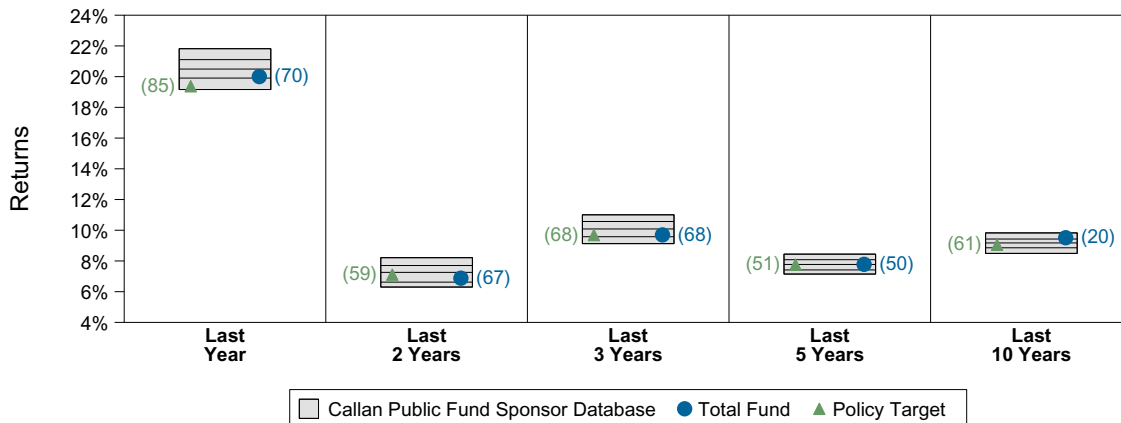
## Total Fund Ranking

The first two charts show the ranking of the Total Fund's performance relative to that of the Callan Public Fund Sponsor Database for periods ended December 31, 2019. The first chart is a standard unadjusted ranking. In the second chart each fund in the database is adjusted to have the same historical asset allocation as that of the Total Fund. The final chart shows the history of the one year ranking of the Total Fund versus the Callan Public Fund Sponsor Database, both on an unadjusted and asset allocation adjusted basis.

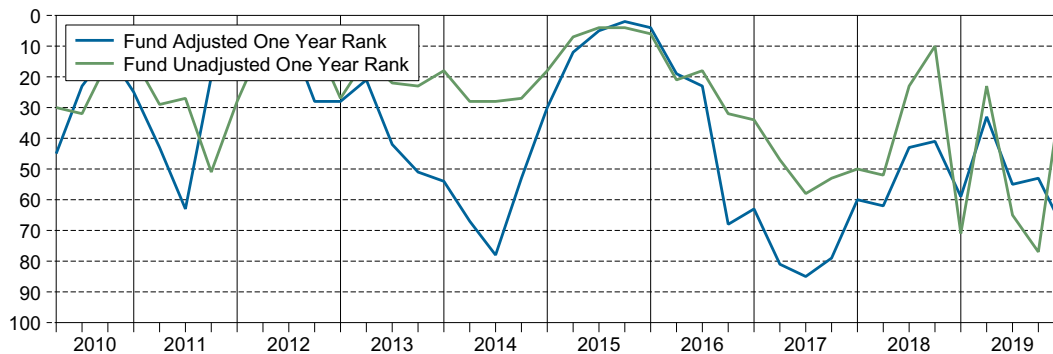
### Callan Public Fund Sponsor Database



### Asset Allocation Adjusted Ranking



### Rolling One Year Ranking vs Callan Public Fund Sponsor Database

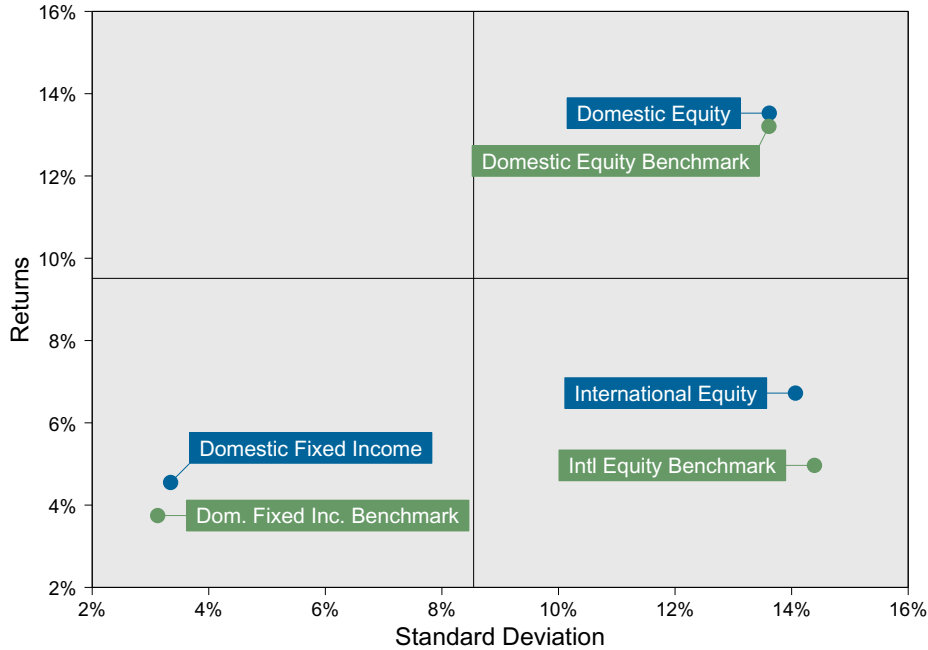


\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI ex US, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

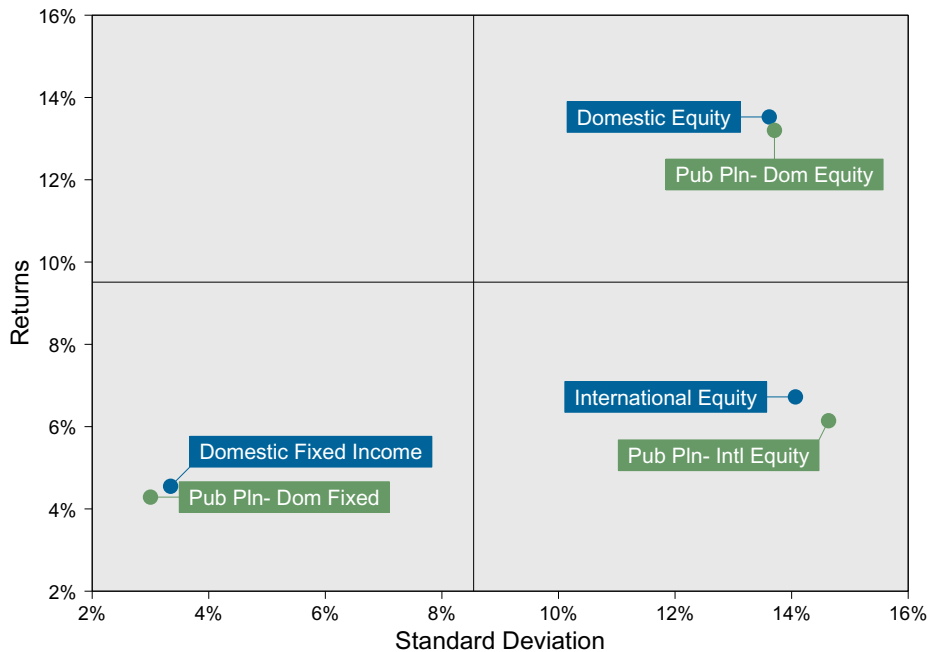
## Asset Class Risk and Return

The charts below show the ten year annualized risk and return for each asset class component of the Total Fund. The first graph contrasts these values with those of the appropriate index for each asset class. The second chart contrasts them with the risk and return of the median portfolio in each of the appropriate CAI comparative databases. In each case, the crosshairs on the chart represent the return and risk of the Total Fund.

### Ten Year Annualized Risk vs Return Asset Classes vs Benchmark Indices



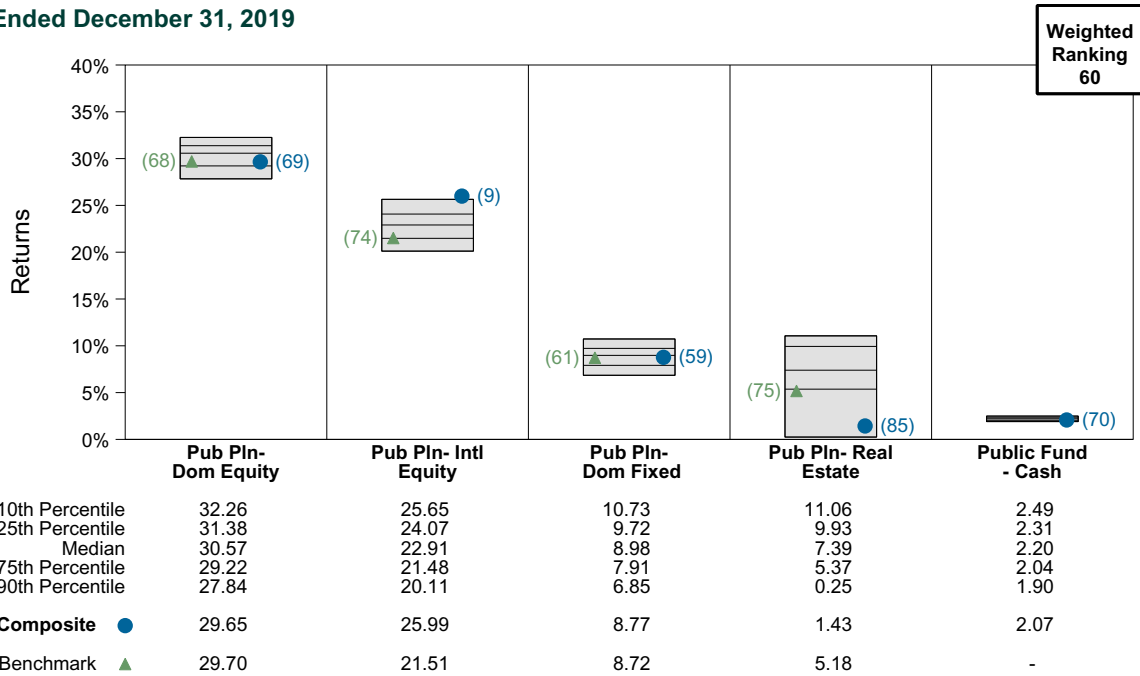
### Ten Year Annualized Risk vs Return Asset Classes vs Asset Class Median



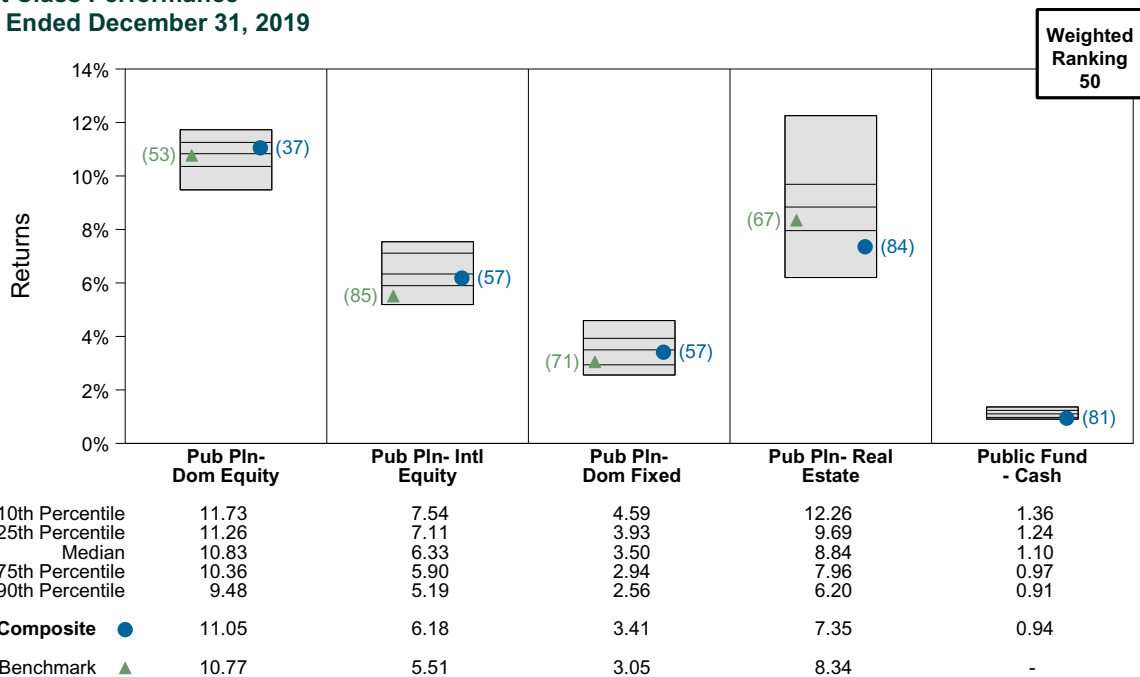
## Asset Class Rankings

The charts below show the rankings of each asset class component of the Total Fund relative to appropriate comparative databases. In the upper right corner of each graph is the weighted average of the rankings across the different asset classes. The weights of the fund's actual asset allocation are used to make this calculation. The weighted average ranking can be viewed as a measure of the fund's overall success in picking managers and structuring asset classes.

### Total Asset Class Performance One Year Ended December 31, 2019



### Total Asset Class Performance Five Years Ended December 31, 2019

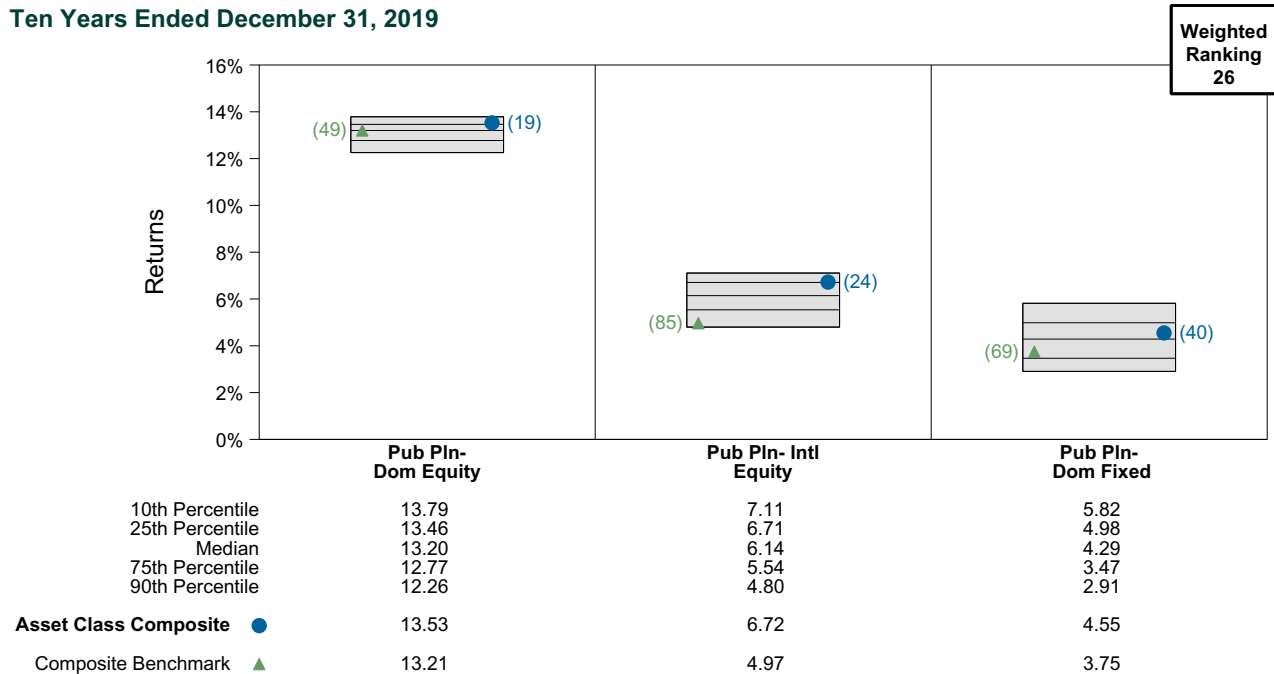


\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI ex US, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

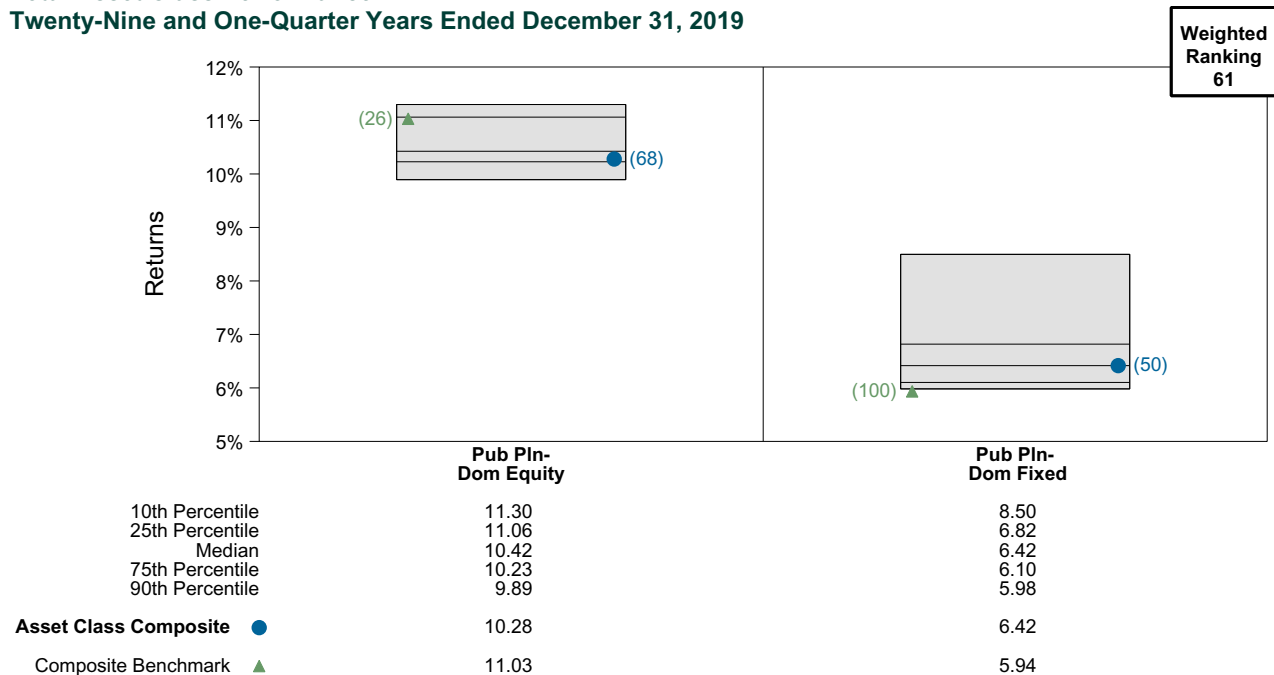
## Asset Class Rankings

The charts below show the rankings of each asset class component of the Total Fund relative to appropriate comparative databases. In the upper right corner of each graph is the weighted average of the rankings across the different asset classes. The weights of the fund's actual asset allocation are used to make this calculation. The weighted average ranking can be viewed as a measure of the fund's overall success in picking managers and structuring asset classes.

### Total Asset Class Performance Ten Years Ended December 31, 2019



### Total Asset Class Performance Twenty-Nine and One-Quarter Years Ended December 31, 2019



\* Current Quarter Target = 27.0% Blmbg Aggregate, 26.0% S&P 500 Index, 25.0% MSCI ACWI ex US, 10.0% NCREIF NFI-ODCE Eq Wt Net, 6.0% S&P Mid Cap 400 Index, 3.0% Russell 2000 Growth Index and 3.0% Russell 2000 Value Index.

## Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of December 31, 2019, with the distribution as of September 30, 2019.

### Asset Distribution Across Investment Managers

	December 31, 2019					September 30, 2019		
	Market Value	Weight	(min)	Target	(max)	Market Value	Weight	Target
<b>Domestic Equity</b>	<b>\$109,901,410</b>	<b>51.13%</b>	<b>30.00%</b>	<b>38.00%</b>	<b>44.00%</b>	<b>\$101,375,097</b>	<b>49.77%</b>	<b>38.00%</b>
Emerald Advisers, Inc.	8,987,730	4.18%	2.00%	3.00%	4.00%	8,086,726	3.97%	3.00%
Ceredex Value Advisors	7,957,573	3.70%	2.00%	3.00%	4.00%	7,775,289	3.82%	3.00%
SSgA S&P 500 Index	76,025,474	35.37%	22.00%	26.00%	30.00%	69,708,805	34.22%	26.00%
SSgA S&P 400 Index	16,930,633	7.88%	4.00%	6.00%	6.00%	15,804,276	7.76%	6.00%
<b>International Equity</b>	<b>\$32,334,328</b>	<b>15.04%</b>	<b>21.00%</b>	<b>25.00%</b>	<b>29.00%</b>	<b>\$29,577,510</b>	<b>14.52%</b>	<b>25.00%</b>
Morgan Stanley Int'l Equity	14,889,941	6.93%	8.75%	10.00%	10.75%	13,860,138	6.80%	10.00%
Causeway Emerging Markets	1,453,256	0.68%	2.00%	2.50%	4.50%	1,296,296	0.64%	
William Blair & Company	15,991,131	7.44%	10.50%	12.50%	12.50%	14,421,075	7.08%	12.50%
<b>Domestic Fixed Income</b>	<b>\$50,430,434</b>	<b>23.46%</b>	<b>22.00%</b>	<b>27.00%</b>	<b>32.00%</b>	<b>\$50,252,143</b>	<b>24.67%</b>	<b>27.00%</b>
Richmond Capital Management	50,430,434	23.46%	22.00%	27.00%	32.00%	50,252,143	24.67%	27.00%
<b>Real Estate</b>	<b>\$20,633,636</b>	<b>9.60%</b>	<b>5.00%</b>	<b>10.00%</b>	<b>12.00%</b>	<b>\$20,852,825</b>	<b>10.24%</b>	<b>10.00%</b>
Heitman	20,633,636	9.60%	5.00%	10.00%	12.00%	20,852,825	10.24%	10.00%
<b>Cash Account</b>	<b>\$1,637,171</b>	<b>0.76%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>1.00%</b>	<b>\$1,630,609</b>	<b>0.80%</b>	<b>0.00%</b>
<b>Total Fund</b>	<b>\$214,936,979</b>	<b>100.0%</b>		<b>100.0%</b>		<b>\$203,688,184</b>	<b>100.0%</b>	<b>100.0%</b>

## Investment Manager Asset Allocation

The table below contrasts the distribution of assets across the Fund's investment managers as of December 31, 2019, with the distribution as of September 30, 2019. The change in asset distribution is broken down into the dollar change due to Net New Investment and the dollar change due to Investment Return.

### Asset Distribution Across Investment Managers

	December 31, 2019					September 30, 2019		
	Market Value	Weight	Target	Net New Inv.	Inv. Return	Market Value	Weight	Target
<b>Domestic Equity</b>	<b>\$109,901,410</b>	<b>51.13%</b>	<b>38.00%</b>	<b>\$(44,886)</b>	<b>\$8,571,200</b>	<b>\$101,375,097</b>	<b>49.77%</b>	<b>38.00%</b>
Emerald Advisers, Inc.	8,987,730	4.18%	3.00%	(16,412)	917,417	8,086,726	3.97%	3.00%
Ceredex Value Advisors	7,957,573	3.70%	3.00%	(17,475)	199,759	7,775,289	3.82%	3.00%
SSgA S&P 500 Index	76,025,474	35.37%	26.00%	(7,856)	6,324,524	69,708,805	34.22%	26.00%
SSgA S&P 400 Index	16,930,633	7.88%	6.00%	(3,143)	1,129,500	15,804,276	7.76%	6.00%
<b>International Equity</b>	<b>\$32,334,328</b>	<b>15.04%</b>	<b>25.00%</b>	<b>\$(26,285)</b>	<b>\$2,783,102</b>	<b>\$29,577,510</b>	<b>14.52%</b>	<b>25.00%</b>
Morgan Stanley Int'l Equity	14,889,941	6.93%	10.00%	(26,285)	1,056,087	13,860,138	6.80%	10.00%
Causeway Emerging Markets	1,453,256	0.68%	2.50%	0	156,959	1,296,296	0.64%	
William Blair & Company	15,991,131	7.44%	12.50%	0	1,570,056	14,421,075	7.08%	12.50%
<b>Domestic Fixed Income</b>	<b>\$50,430,434</b>	<b>23.46%</b>	<b>27.00%</b>	<b>\$(36,337)</b>	<b>\$214,628</b>	<b>\$50,252,143</b>	<b>24.67%</b>	<b>27.00%</b>
Richmond Capital Management	50,430,434	23.46%	27.00%	(36,337)	214,628	50,252,143	24.67%	27.00%
<b>Real Estate</b>	<b>\$20,633,636</b>	<b>9.60%</b>	<b>10.00%</b>	<b>\$(54,077)</b>	<b>\$(165,112)</b>	<b>\$20,852,825</b>	<b>10.24%</b>	<b>10.00%</b>
Heitman	20,633,636	9.60%	10.00%	(54,077)	(165,112)	20,852,825	10.24%	10.00%
<b>Cash Account</b>	<b>\$1,637,171</b>	<b>0.76%</b>	<b>0.00%</b>	<b>\$0</b>	<b>\$6,562</b>	<b>\$1,630,609</b>	<b>0.80%</b>	<b>0.00%</b>
<b>Total Fund</b>	<b>\$214,936,979</b>	<b>100.0%</b>	<b>100.0%</b>	<b>\$(161,585)</b>	<b>\$11,410,380</b>	<b>\$203,688,184</b>	<b>100.0%</b>	<b>100.0%</b>

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods ended December 31, 2019. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

### Returns and Rankings for Periods Ended December 31, 2019

	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 7 Years					
<b>Domestic Equity</b>	<b>8.46%</b>	<b>78</b>	<b>29.65%</b>	<b>69</b>	<b>13.49%</b>	<b>61</b>	<b>11.05%</b>	<b>37</b>	<b>14.18%</b>	<b>36</b>
Domestic Equity Benchmark	8.89%	60	29.70%	68	13.28%	68	10.77%	53	13.93%	52
Pub Pln- Dom Equity	9.02%		30.57%		13.97%		10.83%		13.95%	
Emerald Advisers, Inc.	11.36%	30	30.64%	46	14.59%	67	11.81%	40	16.04%	23
Russell 2000 Growth Index	11.39%	30	28.48%	51	12.49%	78	9.34%	82	13.08%	82
Callan Small Cap Growth	9.92%		29.62%		16.01%		11.53%		14.79%	
Ceredex Value Advisors	2.57%	100	18.48%	90	5.29%	37	7.87%	42	10.75%	70
Russell 2000 Index	9.94%	12	25.52%	38	8.59%	9	8.23%	30	11.65%	42
Russell 2000 Value Index	8.49%	35	22.39%	64	4.77%	53	6.99%	60	10.13%	81
Callan Small Cap Value	8.17%		24.22%		4.82%		7.56%		11.38%	
SSgA S&P 500 Index	9.07%	41	31.50%	39	15.29%	31	11.74%	30	14.77%	44
Standard & Poor's 500	9.07%	41	31.49%	39	15.27%	31	11.70%	31	14.73%	45
Callan Large Cap Core	8.66%		30.59%		14.71%		11.10%		14.54%	
SSgA S&P 400 Index	7.15%	50	26.33%	77	9.29%	68	9.05%	53	12.37%	67
S&P Mid Cap 400 Index	7.06%	51	26.20%	78	9.26%	68	9.03%	56	12.34%	68
Callan Mid Capitalization	7.15%		31.00%		11.82%		9.45%		13.12%	
<b>International Equity</b>	<b>9.41%</b>	<b>53</b>	<b>25.99%</b>	<b>9</b>	<b>11.01%</b>	<b>39</b>	<b>6.18%</b>	<b>57</b>	<b>6.43%</b>	<b>54</b>
International Equity Benchmark	8.92%	83	21.51%	74	9.87%	78	5.51%	85	5.44%	85
Pub Pln- Intl Equity	9.51%		22.91%		10.57%		6.33%		6.45%	
Morgan Stanley Int'l Equity	7.63%	81	21.63%	70	10.20%	40	6.07%	51	6.47%	85
MSCI EAFE Index	8.17%	62	22.01%	62	9.56%	51	5.67%	70	6.35%	87
Callan NonUS Dev Core Eq	8.51%		23.49%		9.69%		6.17%		7.24%	
William Blair & Company	10.89%	17	30.75%	5	11.79%	30	6.42%	38	6.75%	37
MSCI ACWI x US (Net)	8.92%	54	21.51%	67	9.87%	50	5.51%	53	5.44%	69
Callan Non US Equity MFs	9.02%		22.83%		9.96%		5.60%		6.20%	
Causeway Emerging Markets	12.11%	46	-	-	-	-	-	-	-	-
MSCI EM	11.84%	53	18.44%	77	11.58%	54	5.61%	58	3.26%	53
Callan Emerging Equity MF	11.99%		22.31%		12.18%		6.22%		3.45%	
<b>Domestic Fixed Income</b>	<b>0.43%</b>	<b>57</b>	<b>8.77%</b>	<b>59</b>	<b>4.26%</b>	<b>58</b>	<b>3.41%</b>	<b>57</b>	<b>3.13%</b>	<b>45</b>
Domestic Fixed Income Benchmark	0.18%	86	8.72%	61	4.03%	71	3.05%	71	2.72%	70
Blmbg Aggregate Index	0.18%	86	8.72%	61	4.03%	71	3.05%	71	2.72%	70
Pub Pln- Dom Fixed	0.46%		8.98%		4.41%		3.50%		3.10%	
Richmond Capital Management	0.43%	7	8.77%	81	4.26%	66	3.41%	49	3.13%	39
Blended Benchmark(2)	0.18%	64	8.72%	83	4.03%	89	3.05%	95	2.72%	94
Callan Core Bond FI	0.22%		9.17%		4.39%		3.40%		3.07%	
<b>Real Estate</b>	<b>(0.79%)</b>	<b>91</b>	<b>1.43%</b>	<b>85</b>	<b>4.54%</b>	<b>92</b>	<b>7.35%</b>	<b>84</b>	<b>-</b>	<b>-</b>
Real Estate Benchmark	1.30%	70	5.18%	75	6.46%	75	8.34%	67	-	-
Pub Pln- Real Estate	1.62%		7.39%		7.88%		8.84%		10.04%	
Heitman	(0.79%)	97	1.43%	93	4.54%	91	7.35%	80	-	-
NFI-ODCE Equal Weight Net	1.30%	87	5.18%	85	6.46%	76	8.34%	59	9.35%	55
Callan OE Core Cmngld RE	1.64%		6.43%		6.74%		8.46%		9.65%	
<b>Total Fund</b>	<b>5.60%</b>	<b>31</b>	<b>20.00%</b>	<b>19</b>	<b>9.70%</b>	<b>42</b>	<b>7.78%</b>	<b>22</b>	<b>9.32%</b>	<b>15</b>
Total Fund Benchmark(1)	5.79%	25	19.38%	26	9.69%	43	7.77%	23	9.06%	21
CPI + 5%	1.30%	99	7.32%	99	7.09%	95	6.73%	71	6.49%	93
Callan Public Fund Spr DB	5.13%		17.75%		9.40%		7.11%		8.10%	

(1) The Total Fund Benchmark consists of 26% S&P 500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net), 10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

(2) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods ended December 31, 2019. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

### Returns and Rankings for Periods Ended December 31, 2019

	Last 10 Years		Last 15 Years		Last 20 Years		Last 29-1/4 Years	
<b>Domestic Equity</b>	<b>13.53%</b>	<b>19</b>	<b>9.42%</b>	<b>13</b>	<b>7.52%</b>	<b>8</b>	<b>10.28%</b>	<b>68</b>
Domestic Equity Benchmark	13.21%	49	8.96%	42	6.87%	39	11.03%	26
Pub Pln- Dom Equity	13.20%		8.92%		6.77%		10.42%	
Emerald Advisers, Inc.	15.76%	19	10.97%	45	-		-	
Russell 2000 Growth Index	13.01%	84	8.81%	89	5.57%	90	9.37%	95
Callan Small Cap Growth	14.87%		10.88%		8.33%		13.32%	
Ceredex Value Advisors	11.92%	55	9.72%	14	12.30%	21	-	
Russell 2000 Index	11.83%	57	7.92%	74	7.59%	99	10.75%	97
Russell 2000 Value Index	10.56%	88	6.92%	89	9.41%	94	11.71%	95
Callan Small Cap Value	12.02%		8.67%		11.12%		13.77%	
SSgA S&P 500 Index	13.61%	35	9.05%	67	6.10%	86	-	
Standard & Poor's 500	13.56%	36	9.00%	74	6.06%	87	10.67%	84
Callan Large Cap Core	13.39%		9.34%		7.02%		11.26%	
SSgA S&P 400 Index	12.75%	65	9.51%	67	9.54%	72	-	
S&P Mid Cap 400 Index	12.72%	67	9.48%	67	9.49%	72	13.02%	57
Callan Mid Capitalization	13.20%		9.81%		10.44%		13.52%	
<b>International Equity</b>	<b>6.72%</b>	<b>24</b>	<b>6.08%</b>	<b>51</b>	<b>5.39%</b>	<b>16</b>	<b>-</b>	
International Equity Benchmark	4.97%	85	5.25%	81	3.85%	77	6.29%	89
Pub Pln- Intl Equity	6.14%		6.10%		4.56%		7.26%	
Morgan Stanley Int'l Equity	6.37%	78	5.59%	72	6.59%	9	-	
MSCI EAFE Index	5.50%	94	4.84%	96	3.32%	98	5.98%	95
Callan NonUS Dev Core Eq	6.83%		6.03%		4.78%		6.90%	
William Blair & Company	7.35%	22	6.31%	26	-		-	
MSCI ACWI x US (Net)	4.97%	68	5.25%	52	-		-	
Callan Non US Equity MFs	5.93%		5.31%		3.78%		6.77%	
<b>Domestic Fixed Income</b>	<b>4.55%</b>	<b>40</b>	<b>4.72%</b>	<b>45</b>	<b>5.60%</b>	<b>38</b>	<b>6.42%</b>	<b>50</b>
Domestic Fixed Income Benchmark	3.75%	69	4.15%	64	5.03%	75	5.94%	100
Blmbg Aggregate Index	3.75%	69	4.15%	64	5.03%	75	5.94%	100
Pub Pln- Dom Fixed	4.29%		4.58%		5.45%		6.42%	
Richmond Capital Management	4.55%	23	4.72%	40	5.60%	37	6.55%	27
Blended Benchmark(2)	3.90%	90	4.17%	93	5.11%	89	6.00%	93
Callan Core Bond FI	4.27%		4.68%		5.49%		6.41%	
<b>Total Fund</b>	<b>9.51%</b>	<b>10</b>	<b>7.67%</b>	<b>6</b>	<b>6.98%</b>	<b>5</b>	<b>8.93%</b>	<b>31</b>
Total Fund Benchmark(1)	9.06%	20	7.20%	21	6.30%	33	8.98%	25
CPI + 5%	6.70%	95	7.01%	31	7.11%	3	7.24%	94
Callan Public Fund Spr DB	8.25%		6.73%		6.09%		8.61%	

(1) The Total Fund Benchmark consists of 26% S&P 500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net), 10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

(2) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	2019		2018		2017		2016		2015	
<b>Domestic Equity</b>	<b>29.65%</b>	<b>69</b>	<b>(6.60%)</b>	<b>69</b>	<b>20.70%</b>	<b>45</b>	<b>14.61%</b>	<b>19</b>	<b>0.82%</b>	<b>27</b>
Domestic Equity Benchmark	29.70%	68	(6.48%)	64	19.85%	66	14.77%	15	(0.05%)	58
Pub Pln- Dom Equity	30.57%		(5.83%)		20.51%		12.86%		0.19%	
Emerald Advisers, Inc.	30.64%	46	(10.81%)	92	29.11%	26	10.97%	37	4.66%	13
Russell 2000 Growth Index	28.48%	51	(9.31%)	85	22.17%	70	11.32%	36	(1.38%)	50
Callan Small Cap Growth	29.62%		(3.04%)		25.74%		8.62%		(1.29%)	
Ceredex Value Advisors	18.48%	90	(11.34%)	14	11.12%	35	30.95%	26	(4.47%)	57
Russell 2000 Index	25.52%	38	(11.01%)	13	14.65%	12	21.31%	92	(4.41%)	57
Russell 2000 Value Index	22.39%	64	(12.86%)	23	7.84%	65	31.74%	14	(7.47%)	83
Callan Small Cap Value	24.22%		(14.79%)		9.19%		27.86%		(3.73%)	
SSgA S&P 500 Index	31.50%	39	(4.36%)	33	21.86%	48	12.03%	21	1.46%	48
Standard & Poor's 500	31.49%	39	(4.38%)	33	21.83%	49	11.96%	21	1.38%	51
Callan Large Cap Core	30.59%		(5.33%)		21.72%		10.42%		1.40%	
SSgA S&P 400 Index	26.33%	77	(11.10%)	56	16.22%	70	20.73%	14	(2.15%)	65
S&P 400 Mid Cap Index	26.20%	78	(11.08%)	56	16.24%	70	20.74%	14	(2.18%)	65
Callan Mid Capitalization	31.00%		(10.60%)		19.58%		12.23%		(0.80%)	
<b>International Equity</b>	<b>25.99%</b>	<b>9</b>	<b>(15.33%)</b>	<b>71</b>	<b>28.22%</b>	<b>62</b>	<b>(1.46%)</b>	<b>95</b>	<b>0.15%</b>	<b>7</b>
International Equity Benchmark	21.51%	74	(14.20%)	51	27.19%	79	4.50%	41	(5.66%)	67
Pub Pln- Intl Equity	22.91%		(14.09%)		29.11%		4.10%		(3.83%)	
Morgan Stanley Int'l Equity	21.63%	70	(12.86%)	21	26.28%	50	(0.82%)	77	1.17%	50
MSCI EAFE Index	22.01%	62	(13.79%)	29	25.03%	62	1.00%	49	(0.81%)	76
Callan NonUS Dev Core Eq	23.49%		(15.26%)		26.32%		0.94%		1.15%	
William Blair & Company	30.75%	5	(17.50%)	74	29.53%	32	(2.40%)	77	0.09%	48
MSCI ACWI x US (Net)	21.51%	67	(14.20%)	33	27.19%	47	4.50%	15	(5.66%)	93
Callan Non US Equity MFs	22.83%		(15.04%)		26.90%		0.23%		0.02%	
<b>Domestic Fixed Income</b>	<b>8.77%</b>	<b>59</b>	<b>0.36%</b>	<b>40</b>	<b>3.82%</b>	<b>68</b>	<b>3.15%</b>	<b>69</b>	<b>1.17%</b>	<b>13</b>
Domestic Fixed Income Benchmark	8.72%	61	0.01%	58	3.54%	76	2.65%	76	0.55%	38
Blmbg Aggregate Index	8.72%	61	0.01%	58	3.54%	76	2.65%	76	0.55%	38
Pub Pln- Dom Fixed	8.98%		0.12%		4.49%		4.28%		0.33%	
Richmond Capital Management	8.77%	81	0.36%	24	3.82%	67	3.15%	49	1.17%	23
Blended Benchmark(2)	8.72%	83	0.01%	62	3.54%	87	2.65%	87	0.55%	71
Callan Core Bond FI	9.17%		0.11%		3.96%		3.14%		0.84%	
<b>Real Estate</b>	<b>1.43%</b>	<b>85</b>	<b>6.39%</b>	<b>80</b>	<b>5.88%</b>	<b>84</b>	<b>8.83%</b>	<b>48</b>	<b>14.68%</b>	<b>19</b>
Real Estate Benchmark	5.18%	75	7.30%	63	6.92%	68	8.36%	54	14.18%	24
Pub Pln- Real Estate	7.39%		7.98%		7.70%		8.50%		12.31%	
Heitman	1.43%	93	6.39%	83	5.88%	82	8.83%	44	14.68%	42
NFI-ODCE Equal Weight Net	5.18%	85	7.30%	47	6.92%	48	8.36%	56	14.18%	56
Callan OE Core Cmngld RE	6.43%		7.22%		6.84%		8.67%		14.40%	
<b>Total Fund</b>	<b>20.00%</b>	<b>19</b>	<b>(4.81%)</b>	<b>71</b>	<b>15.56%</b>	<b>50</b>	<b>8.21%</b>	<b>34</b>	<b>1.82%</b>	<b>6</b>
Total Fund Benchmark(1)	19.38%	26	(3.89%)	51	15.02%	57	9.29%	9	0.78%	27
CPI + 5%	7.32%	99	6.77%	1	7.18%	97	6.99%	73	5.39%	1
Callan Public Fund Spr DB	17.75%		(3.85%)		15.56%		7.71%		0.03%	

(1) The Total Fund Benchmark consists of 26% S&P 500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net), 10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

(2) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.

## Investment Manager Returns and Peer Group Rankings

The table below details the rates of return and peer group rankings for the Fund's investment managers over various time periods. Negative returns are shown in red, positive returns in black. Returns for one year or greater are annualized. The first set of returns for each asset class represents the composite returns for all the fund's accounts for that asset class.

	2014		2013		2012		2011		2010	
<b>Domestic Equity</b>	<b>11.57%</b>	<b>41</b>	<b>34.24%</b>	<b>53</b>	<b>16.71%</b>	<b>26</b>	<b>1.05%</b>	<b>35</b>	<b>19.21%</b>	<b>30</b>
Domestic Equity Benchmark	11.86%	27	33.54%	65	16.35%	41	0.65%	46	18.48%	43
Pub Pln- Dom Equity	11.32%		34.39%		16.08%		0.33%		17.92%	
Emerald Advisers, Inc.	7.68%	23	50.59%	34	18.54%	14	(0.87%)	44	29.83%	39
Russell 2000 Growth Index	5.60%	32	43.30%	74	14.59%	50	(2.91%)	61	29.09%	44
Callan Small Cap Growth	3.40%		46.83%		14.55%		(1.35%)		28.81%	
Ceredex Value Advisors	3.03%	86	35.87%	75	19.31%	40	(3.36%)	45	30.78%	29
Russell 2000 Index	4.89%	72	38.82%	50	16.35%	70	(4.18%)	55	26.85%	56
Russell 2000 Value Index	4.22%	82	34.52%	81	18.05%	50	(5.50%)	65	24.50%	76
Callan Small Cap Value	5.81%		38.72%		18.12%		(3.72%)		27.38%	
SSgA S&P 500 Index	13.72%	48	32.44%	77	16.06%	48	2.14%	35	15.14%	42
Standard & Poor's 500	13.69%	48	32.39%	77	16.00%	48	2.11%	36	15.06%	42
Callan Large Cap Core	13.63%		34.49%		15.89%		1.46%		14.20%	
SSgA S&P 400 Index	9.75%	51	33.67%	76	17.94%	37	(1.69%)	47	26.59%	38
S&P 400 Mid Cap Index	9.77%	51	33.50%	77	17.88%	37	(1.73%)	47	26.64%	38
Callan Mid Capitalization	9.88%		35.84%		16.26%		(1.92%)		25.49%	
<b>International Equity</b>	<b>(3.84%)</b>	<b>66</b>	<b>19.19%</b>	<b>40</b>	<b>22.38%</b>	<b>4</b>	<b>(11.38%)</b>	<b>20</b>	<b>14.23%</b>	<b>25</b>
International Equity Benchmark	(3.87%)	67	15.29%	69	16.83%	79	(13.71%)	57	11.15%	62
Pub Pln- Intl Equity	(3.17%)		17.91%		18.60%		(13.40%)		12.11%	
Morgan Stanley Int'l Equity	(5.13%)	59	21.72%	75	20.71%	36	(7.40%)	17	6.96%	87
MSCI EAFE Index	(4.90%)	57	22.78%	66	17.32%	68	(12.14%)	58	7.75%	81
Callan NonUS Dev Core Eq	(4.45%)		24.76%		18.70%		(11.49%)		9.98%	
William Blair & Company	(2.66%)	24	18.90%	74	24.11%	8	(13.66%)	56	20.10%	8
MSCI ACWI x US (Net)	(3.87%)	32	15.29%	87	16.83%	73	(13.71%)	56	11.15%	46
Callan Non US Equity MFs	(5.48%)		21.05%		18.98%		(13.51%)		10.56%	
<b>Domestic Fixed Income</b>	<b>6.48%</b>	<b>21</b>	<b>(1.44%)</b>	<b>62</b>	<b>5.85%</b>	<b>69</b>	<b>9.38%</b>	<b>11</b>	<b>8.60%</b>	<b>50</b>
Domestic Fixed Income Benchmark	5.97%	36	(2.02%)	77	4.21%	85	7.84%	34	6.54%	81
Blmbg Aggregate Index	5.97%	36	(2.02%)	77	4.21%	85	7.84%	34	6.54%	81
Pub Pln- Dom Fixed	5.56%		(1.02%)		7.21%		7.19%		8.60%	
Richmond Capital Management	6.48%	34	(1.44%)	48	5.85%	61	9.38%	1	8.60%	13
Blended Benchmark(2)	5.97%	70	(2.00%)	84	4.82%	89	8.74%	12	6.59%	91
Callan Core Bond FI	6.19%		(1.47%)		6.16%		7.87%		7.56%	
<b>Total Fund</b>	<b>7.45%</b>	<b>18</b>	<b>19.40%</b>	<b>18</b>	<b>13.67%</b>	<b>27</b>	<b>1.83%</b>	<b>28</b>	<b>14.87%</b>	<b>14</b>
Total Fund Benchmark(1)	7.41%	19	17.57%	33	12.30%	58	1.53%	34	13.73%	36
CPI + 5%	5.33%	67	6.46%	95	6.68%	96	8.21%	1	6.68%	97
Callan Public Fund Spr DB	6.02%		15.74%		12.66%		0.91%		12.97%	

(1) The Total Fund Benchmark consists of 26% S&P 500 Index, 27% Blmbg Aggregate Index, 25% MSCI ACWI ex US (Net), 10% NFI-ODCE Equal Weight Net, 6% S&P MidCap 400, 3% Russell 2000 Growth and 3% Russell 2000 Value.

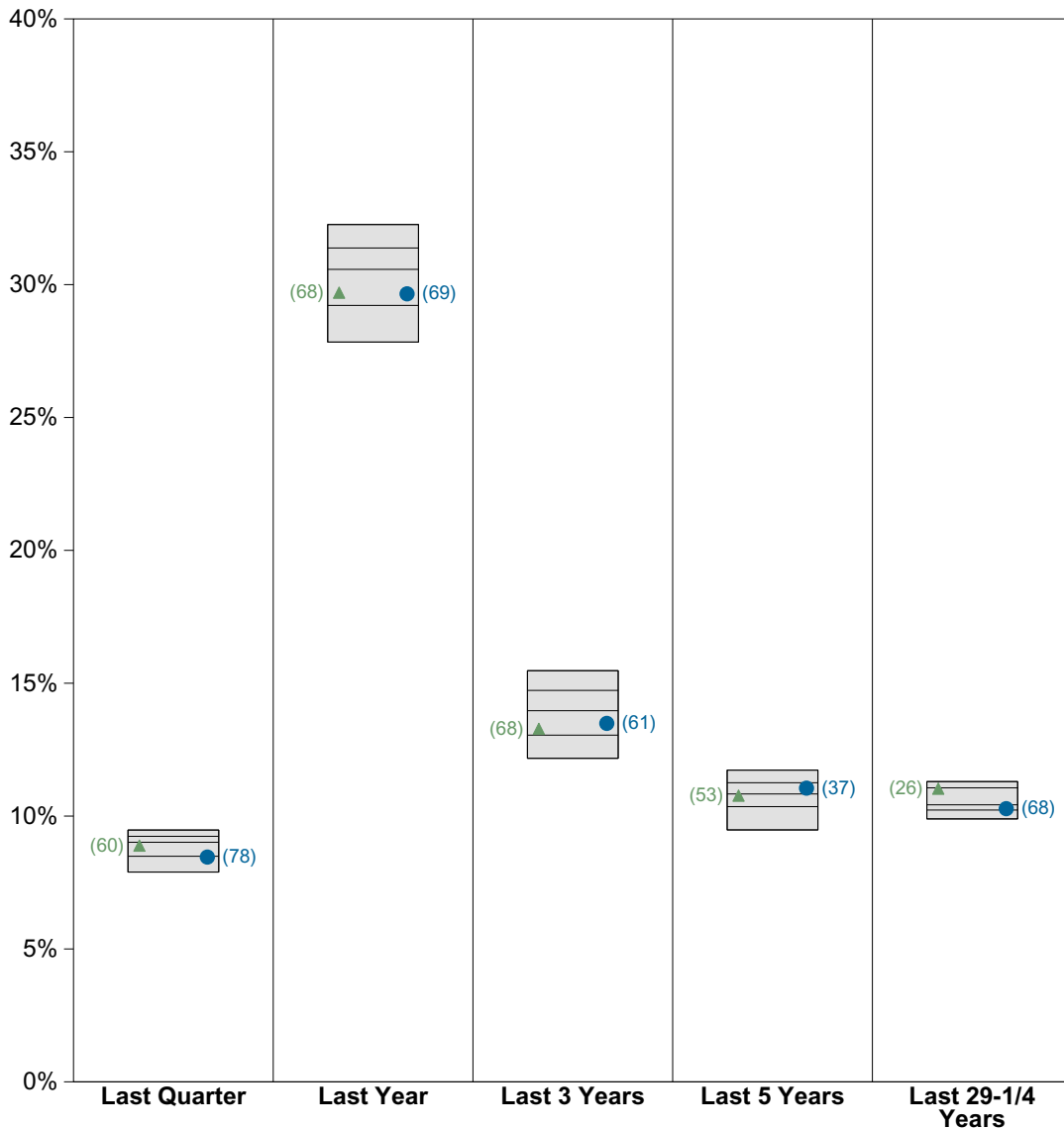
(2) Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate thereafter.



**City of Fort Pierce  
Performance vs Public Fund - Domestic Equity  
Periods Ended December 31, 2019**

**Return Ranking**

The chart below illustrates fund rankings over various periods versus the Public Fund - Domestic Equity. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - Domestic Equity. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.

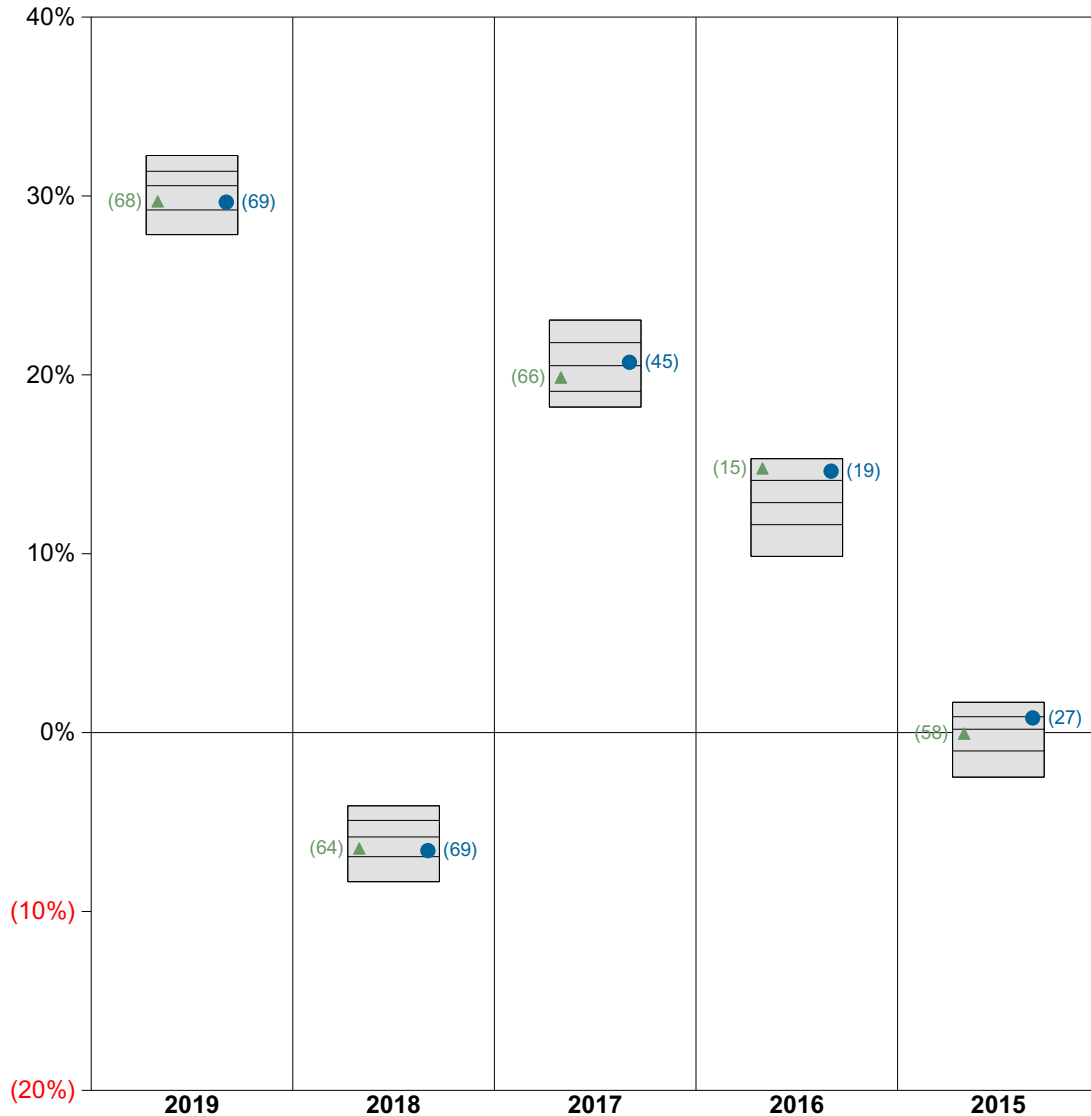


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 29-1/4 Years
10th Percentile	9.48	32.26	15.47	11.73	11.30
25th Percentile	9.24	31.38	14.73	11.26	11.06
Median	9.02	30.57	13.97	10.83	10.42
75th Percentile	8.49	29.22	13.05	10.36	10.23
90th Percentile	7.89	27.84	12.17	9.48	9.89
<b>Equity Composite</b> ●	8.46	29.65	13.49	11.05	10.28
Domestic Equity Benchmark ▲	8.89	29.70	13.28	10.77	11.03

# City of Fort Pierce Performance vs Public Fund - Domestic Equity Recent Periods

## Return Ranking

The chart below illustrates fund rankings over various periods versus the Public Fund - Domestic Equity. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - Domestic Equity. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



	2019	2018	2017	2016	2015
10th Percentile	32.26	(4.09)	23.06	15.31	1.70
25th Percentile	31.38	(4.91)	21.80	14.10	0.89
Median	30.57	(5.83)	20.51	12.86	0.19
75th Percentile	29.22	(6.94)	19.08	11.63	(1.03)
90th Percentile	27.84	(8.33)	18.20	9.85	(2.49)
<b>Equity Composite</b> ●	29.65	(6.60)	20.70	14.61	0.82
Domestic Equity Benchmark ▲	29.70	(6.48)	19.85	14.77	(0.05)

# Emerald Advisers, Inc. Period Ended December 31, 2019

## Investment Philosophy

Emerald is dedicated to fundamental, bottom-up research designed to identify unrecognized, under-researched and undervalued growth companies.

## Quarterly Summary and Highlights

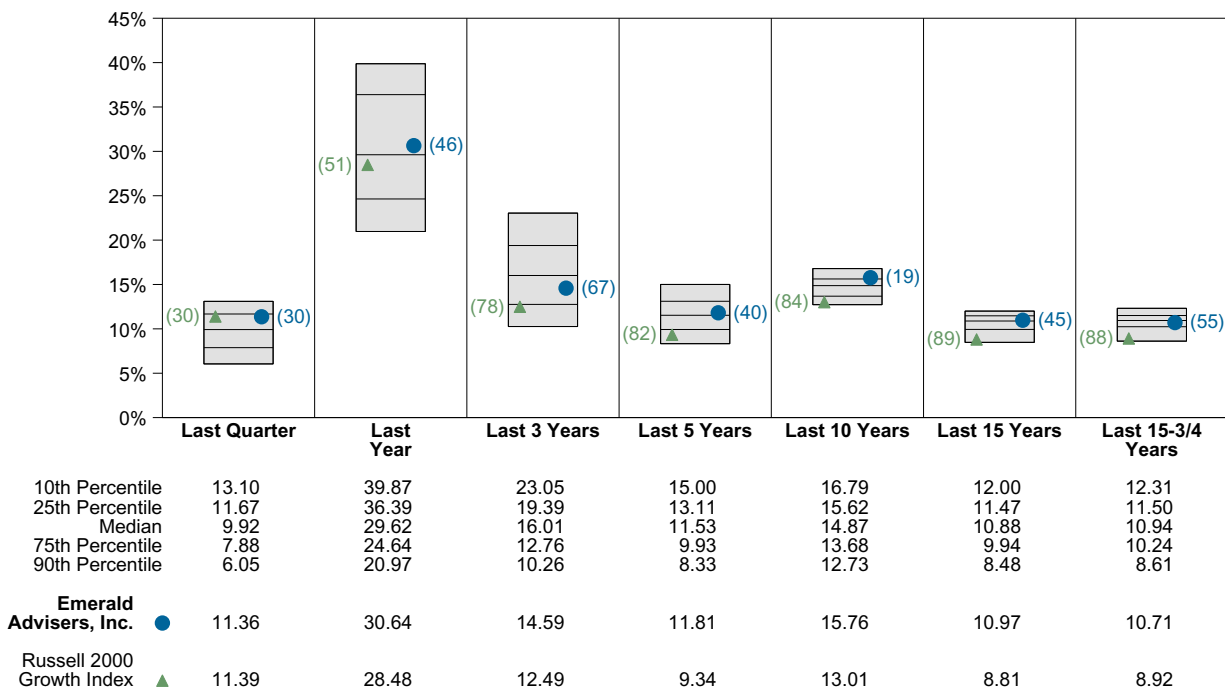
- Emerald Advisers, Inc.'s portfolio posted a 11.36% return for the quarter placing it in the 30 percentile of the Callan Small Cap Growth group for the quarter and in the 46 percentile for the last year.
- Emerald Advisers, Inc.'s portfolio underperformed the Russell 2000 Growth Index by 0.03% for the quarter and outperformed the Russell 2000 Growth Index for the year by 2.16%.

## Quarterly Asset Growth

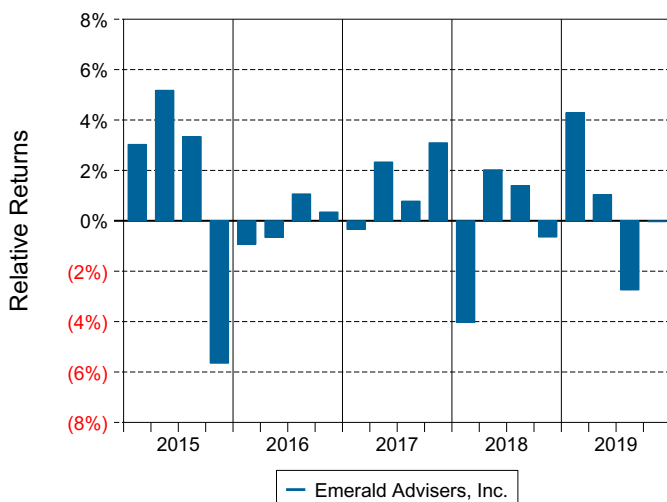
Beginning Market Value	\$8,086,726
Net New Investment	\$-16,412
Investment Gains/(Losses)	\$917,417
Ending Market Value	\$8,987,730

**Percent Cash: 1.5%**

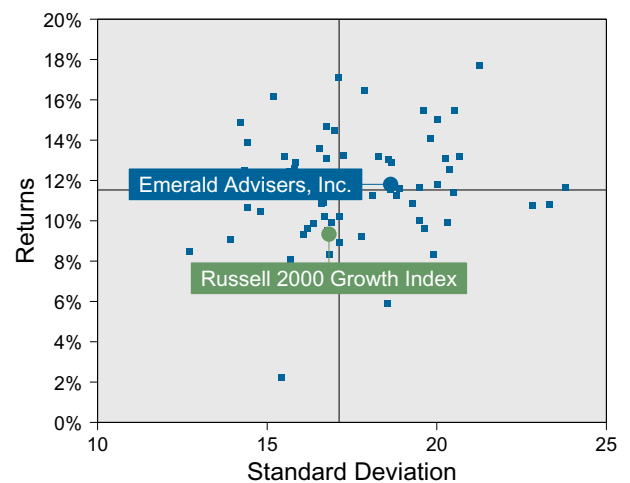
## Performance vs Callan Small Cap Growth (Gross)



## Relative Return vs Russell 2000 Growth Index



## Callan Small Cap Growth (Gross) Annualized Five Year Risk vs Return

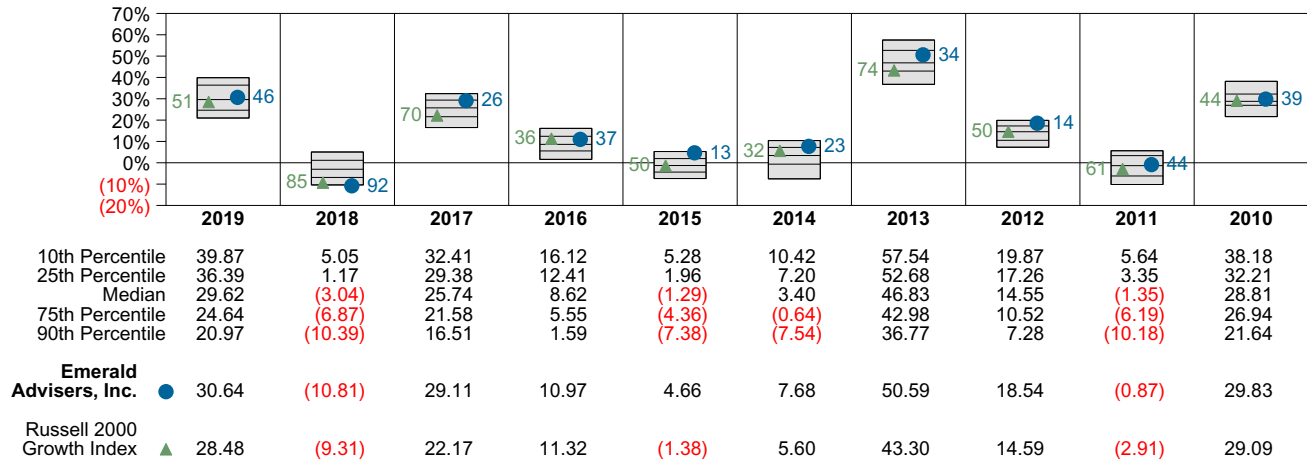


# Emerald Advisers, Inc. Return Analysis Summary

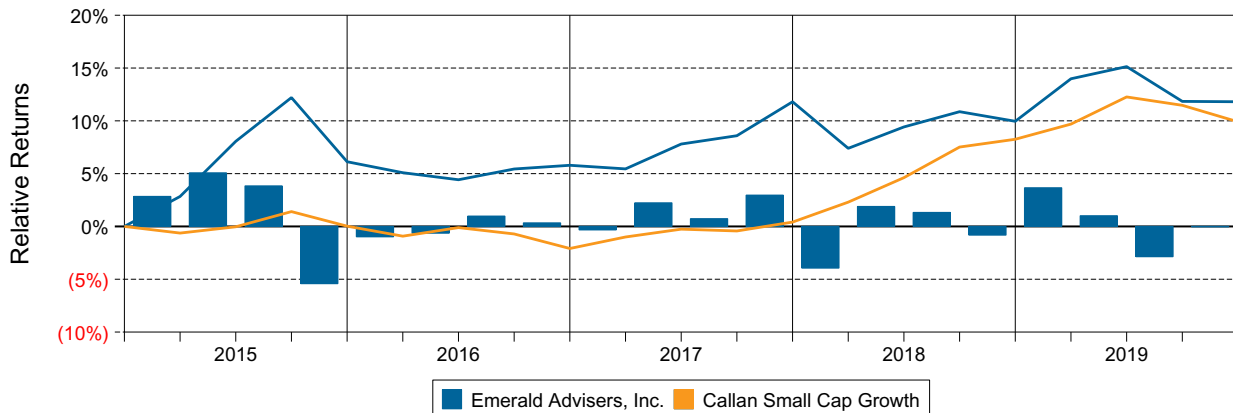
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

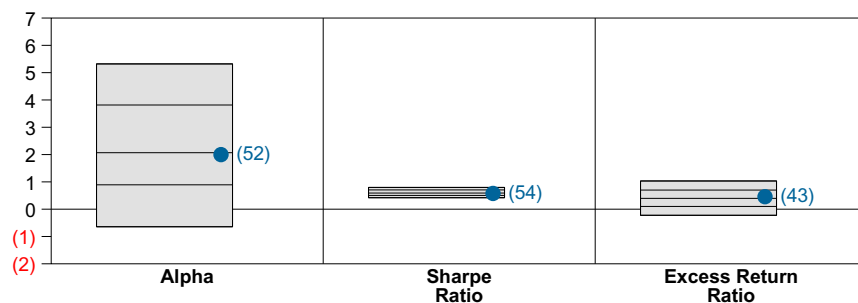
### Performance vs Callan Small Cap Growth (Gross)



### Cumulative and Quarterly Relative Return vs Russell 2000 Growth Index



### Risk Adjusted Return Measures vs Russell 2000 Growth Index Rankings Against Callan Small Cap Growth (Gross) Five Years Ended December 31, 2019



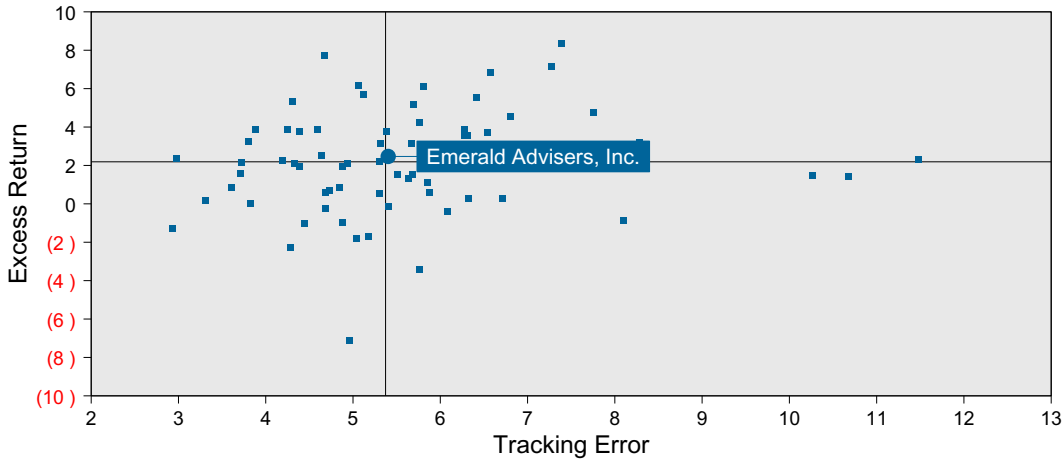
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	5.32	0.80	1.03
25th Percentile	3.82	0.71	0.70
Median	2.07	0.59	0.40
75th Percentile	0.89	0.50	0.10
90th Percentile	(0.64)	0.42	(0.22)
<b>Emerald Advisers, Inc.</b>	● 2.00	0.58	0.46

# Emerald Advisers, Inc. Risk Analysis Summary

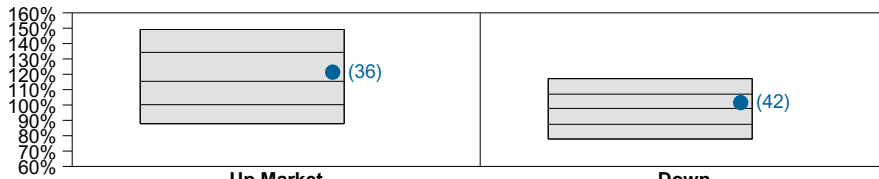
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

### Risk Analysis vs Callan Small Cap Growth (Gross) Five Years Ended December 31, 2019

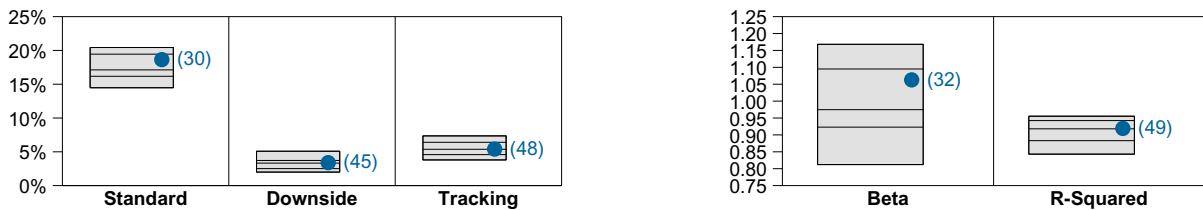


### Market Capture vs Russell 2000 Growth Index Rankings Against Callan Small Cap Growth (Gross) Five Years Ended December 31, 2019



	Up Market Capture	Down Market Capture
10th Percentile	149.14	117.18
25th Percentile	134.26	107.06
Median	115.41	97.78
75th Percentile	100.20	87.43
90th Percentile	87.82	77.86
<b>Emerald Advisers, Inc.</b>	<b>121.37</b>	<b>101.54</b>

### Risk Statistics Rankings vs Russell 2000 Growth Index Rankings Against Callan Small Cap Growth (Gross) Five Years Ended December 31, 2019



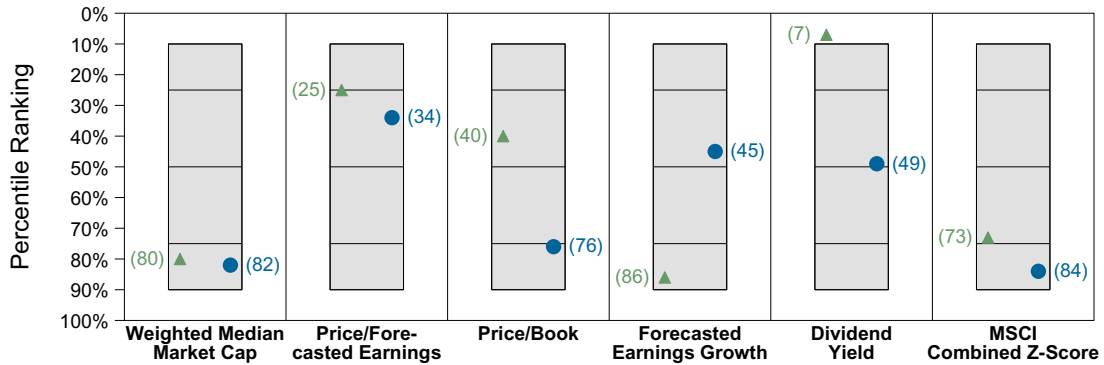
	Standard Deviation	Downside Risk	Tracking Error	Beta	R-Squared
10th Percentile	20.43	5.08	7.35	1.17	0.96
25th Percentile	19.45	3.72	6.41	1.10	0.94
Median	17.12	3.32	5.37	0.97	0.92
75th Percentile	16.17	2.51	4.58	0.92	0.88
90th Percentile	14.47	2.00	3.80	0.81	0.84
<b>Emerald Advisers, Inc.</b>	<b>18.64</b>	<b>3.39</b>	<b>5.40</b>	<b>1.06</b>	<b>0.92</b>

# Emerald Advisers, Inc. Equity Characteristics Analysis Summary

## Portfolio Characteristics

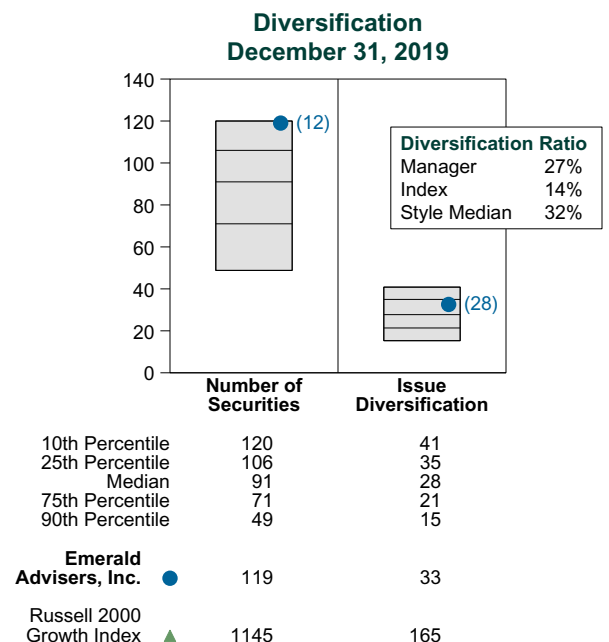
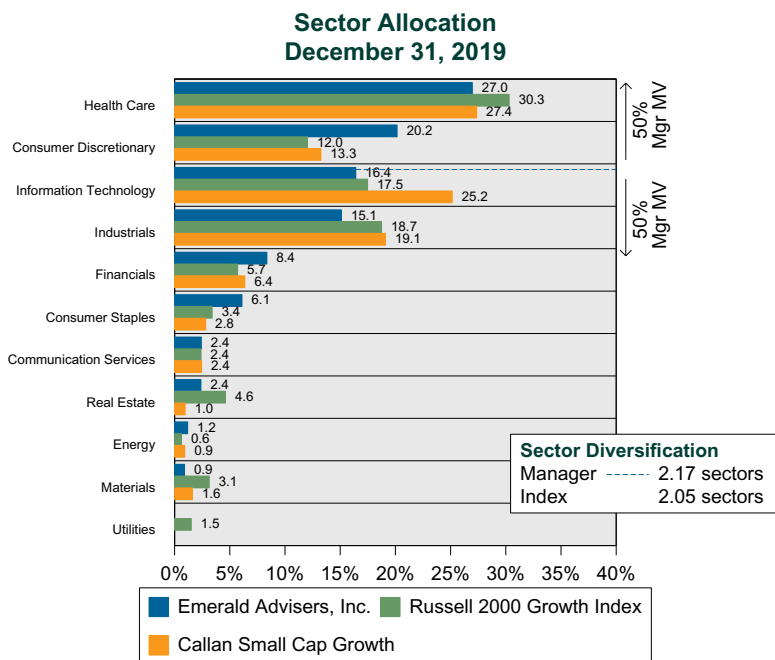
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Small Cap Growth as of December 31, 2019



## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



## Emerald Advisers, Inc. Top 10 Portfolio Holdings Characteristics as of December 31, 2019

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Chegg Inc	Consumer Discretionary	\$230,341	2.6%	26.58%	4.59	39.08	0.00%	25.00%
Trex Co Inc	Industrials	\$223,801	2.5%	(1.15)%	5.24	30.68	0.00%	38.15%
Freshpet Inc	Consumer Staples	\$190,270	2.1%	18.73%	2.13	101.88	0.00%	-
Planet Fitness Inc Cl A	Consumer Discretionary	\$177,738	2.0%	29.05%	6.11	39.10	0.00%	21.60%
Neogenomics Inc	Health Care	\$172,253	1.9%	53.03%	3.05	81.25	0.00%	20.00%
Churchill Downs Inc	Consumer Discretionary	\$171,226	1.9%	11.53%	5.46	41.24	0.42%	62.54%
Horizon Therapeutics Pub Ltd Shs	Health Care	\$164,601	1.8%	32.94%	6.78	18.66	0.00%	12.80%
Simply Good Foods Co Com	Consumer Staples	\$160,366	1.8%	(1.20)%	2.72	34.93	0.00%	27.80%
Rapid7 Inc	Information Technology	\$155,736	1.7%	23.42%	2.77	215.46	0.00%	-
Varonis Sys Inc	Information Technology	\$154,954	1.7%	29.99%	2.37	(141.29)	0.00%	-

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Reata Pharmaceuticals Inc Cl A	Health Care	\$82,794	0.9%	159.62%	5.63	(25.59)	0.00%	-
Assembly Biosciences Inc	Health Care	\$37,646	0.4%	108.14%	0.66	(4.92)	0.00%	-
Karyopharm Therapeutics Inc	Health Care	\$37,957	0.4%	100.12%	1.20	(9.17)	0.00%	-
Mirati Therapeutics Inc	Health Care	\$99,222	1.1%	64.98%	5.08	(21.55)	0.00%	-
Everi Hldgs Inc	Consumer Discretionary	\$93,204	1.0%	60.67%	1.13	23.98	0.00%	(24.05)%
Collegium Pharmaceutical Inc Common	Health Care	\$62,975	0.7%	60.55%	0.69	171.50	0.00%	0.55%
Aimmune Therapeutics Inc	Health Care	\$79,592	0.9%	59.84%	2.12	(9.45)	0.00%	-
Everquote Inc Com Cl A	Communication Services	\$35,037	0.4%	55.77%	0.43	(214.69)	0.00%	-
Dicerna Pharmaceuticals Inc	Health Care	\$59,040	0.7%	54.44%	1.51	(73.43)	0.00%	-
Neogenomics Inc	Health Care	\$172,253	1.9%	53.03%	3.05	81.25	0.00%	20.00%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Vonage Hldgs Corp	Communication Services	\$24,557	0.3%	(34.33)%	1.80	39.00	0.00%	(2.39)%
Nv5 Hldgs Inc	Industrials	\$49,441	0.6%	(26.10)%	0.65	11.36	0.00%	20.00%
Adamas Pharmaceuticals Inc	Health Care	\$8,937	0.1%	(25.90)%	0.11	(1.54)	0.00%	39.30%
Del Taco Restaurants Inc	Consumer Discretionary	\$26,007	0.3%	(22.69)%	0.29	16.13	0.00%	(7.68)%
Radius Health Inc	Health Care	\$69,592	0.8%	(21.71)%	0.93	(8.88)	0.00%	-
Transmedics Group Inc	Health Care	\$33,248	0.4%	(20.85)%	0.40	(14.40)	0.00%	-
Vocera Communications Inc	Health Care	\$28,337	0.3%	(17.89)%	0.65	46.13	0.00%	15.00%
Childrens PI Inc	Consumer Discretionary	\$58,144	0.6%	(17.19)%	0.94	9.93	3.58%	2.90%
Mercury Sys Inc	Industrials	\$113,202	1.3%	(14.89)%	3.84	30.78	0.00%	21.50%
Taylor Morrison Home li	Consumer Discretionary	\$55,962	0.6%	(14.88)%	2.31	7.01	0.00%	13.42%

# Ceredex Value Advisors Period Ended December 31, 2019

## Investment Philosophy

Ceredex Value Advisors seeks to provide long-term capital appreciation and income by investing primarily in U.S. companies with market capitalization less than \$3 billion, and which managers believe are undervalued in the market place at the time of purchase.

## Quarterly Summary and Highlights

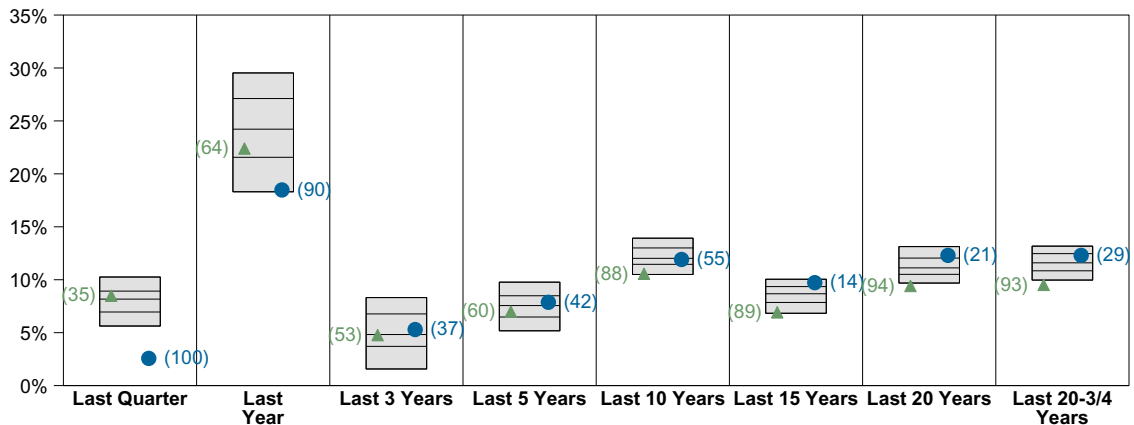
- Ceredex Value Advisors's portfolio posted a 2.57% return for the quarter placing it in the 100 percentile of the Callan Small Cap Value group for the quarter and in the 90 percentile for the last year.
- Ceredex Value Advisors's portfolio underperformed the Russell 2000 Value Index by 5.92% for the quarter and underperformed the Russell 2000 Value Index for the year by 3.92%.

## Quarterly Asset Growth

Beginning Market Value	\$7,775,289
Net New Investment	\$-17,475
Investment Gains/(Losses)	\$199,759
Ending Market Value	\$7,957,573

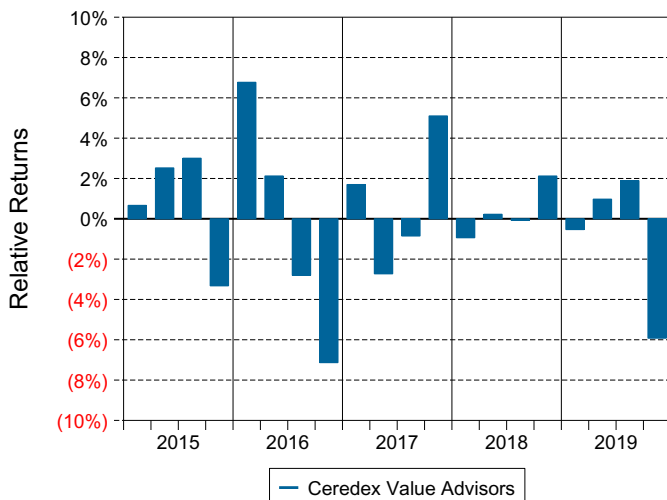
**Percent Cash: 3.3%**

## Performance vs Callan Small Cap Value (Gross)

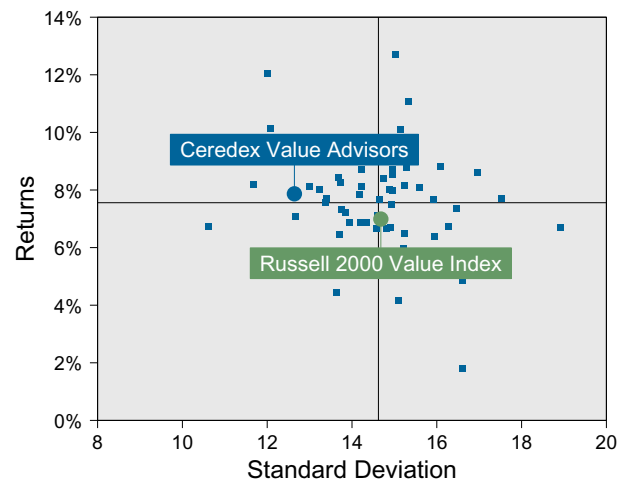


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years	Last 15 Years	Last 20 Years	Last 20-3/4 Years
10th Percentile	10.26	29.53	8.31	9.77	13.92	10.05	13.13	13.17
25th Percentile	8.92	27.11	6.77	8.49	13.00	9.35	12.04	12.47
Median	8.17	24.22	4.82	7.56	12.02	8.67	11.12	11.60
75th Percentile	6.95	21.56	3.71	6.48	11.45	7.85	10.51	10.84
90th Percentile	5.63	18.31	1.57	5.18	10.49	6.83	9.68	9.97
<b>Ceredex Value Advisors</b>	● 2.57	18.48	5.29	7.87	11.91	9.72	12.30	12.30
Russell 2000 Value Index	▲ 8.49	22.39	4.77	6.99	10.56	6.92	9.41	9.51

## Relative Return vs Russell 2000 Value Index



## Callan Small Cap Value (Gross) Annualized Five Year Risk vs Return

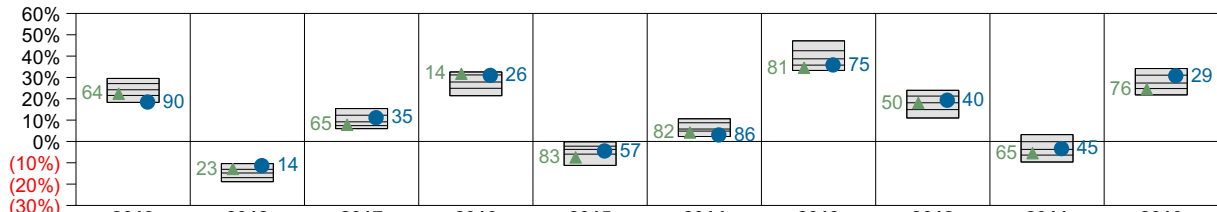


# Ceredex Value Advisors Return Analysis Summary

## Return Analysis

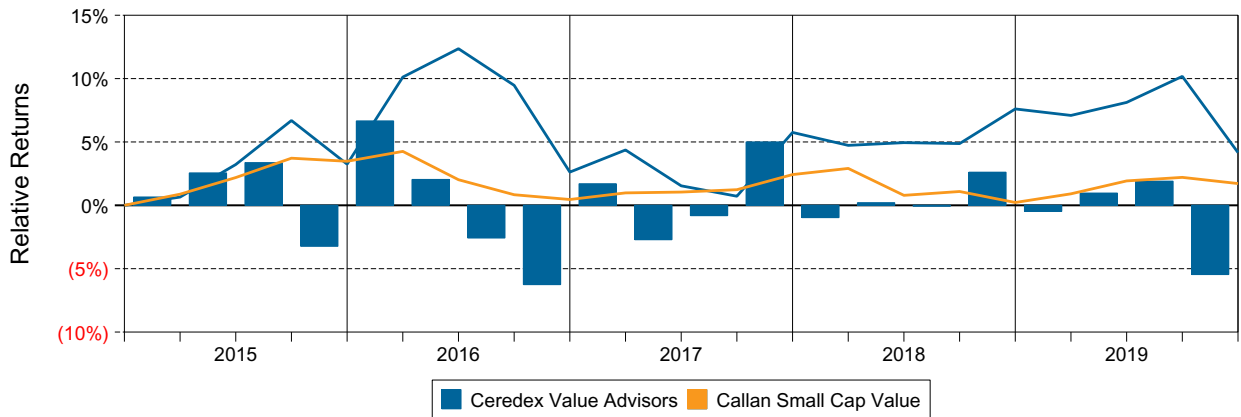
The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

### Performance vs Callan Small Cap Value (Gross)

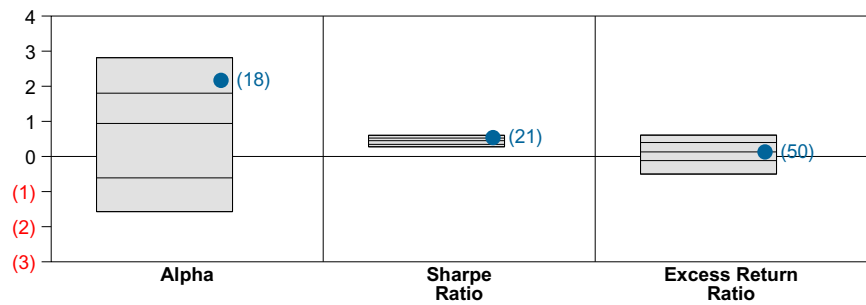


	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
10th Percentile	29.53	(10.39)	15.41	32.58	(0.16)	10.62	47.16	23.97	3.20	34.18
25th Percentile	27.11	(13.07)	12.28	31.17	(2.23)	8.75	42.51	21.27	(0.13)	31.06
Median	24.22	(14.79)	9.19	27.86	(3.73)	5.81	38.72	18.12	(3.72)	27.38
75th Percentile	21.56	(16.98)	7.41	24.91	(5.95)	4.85	35.78	14.93	(6.40)	24.79
90th Percentile	18.31	(18.88)	6.00	21.44	(11.23)	2.31	33.27	10.98	(9.65)	21.82
<b>Ceredex Value Advisors</b>	● 18.48	(11.34)	11.12	30.95	(4.47)	3.03	35.86	19.31	(3.36)	30.78
Russell 2000 Value Index	▲ 22.39	(12.86)	7.84	31.74	(7.47)	4.22	34.52	18.05	(5.50)	24.50

### Cumulative and Quarterly Relative Return vs Russell 2000 Value Index



### Risk Adjusted Return Measures vs Russell 2000 Value Index Rankings Against Callan Small Cap Value (Gross) Five Years Ended December 31, 2019



	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.81	0.60	0.61
25th Percentile	1.80	0.52	0.40
Median	0.94	0.45	0.13
75th Percentile	(0.61)	0.35	(0.12)
90th Percentile	(1.57)	0.28	(0.50)
<b>Ceredex Value Advisors</b>	● 2.17	0.54	0.13

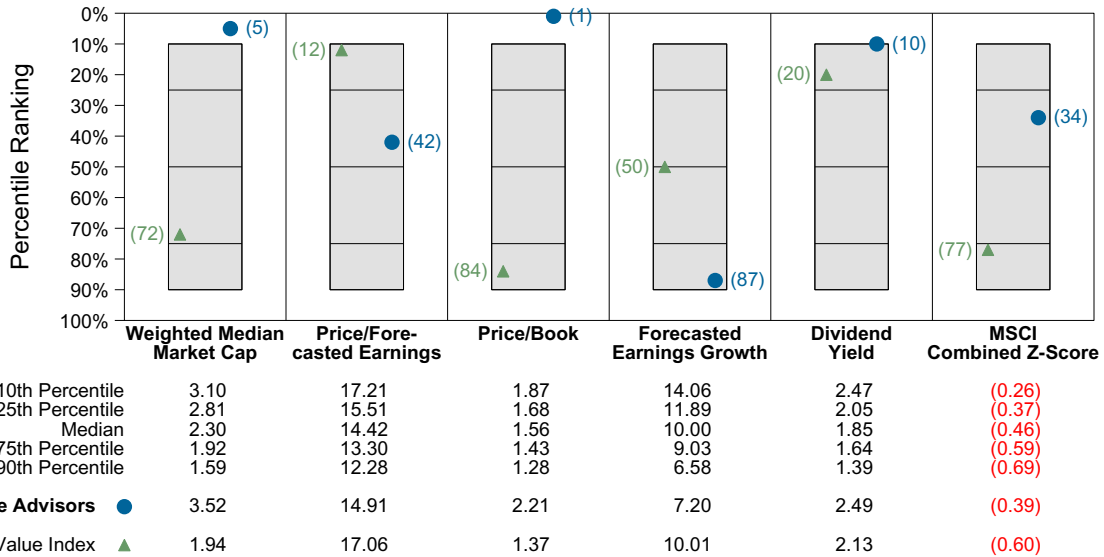


# Ceredex Value Advisors Equity Characteristics Analysis Summary

## Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

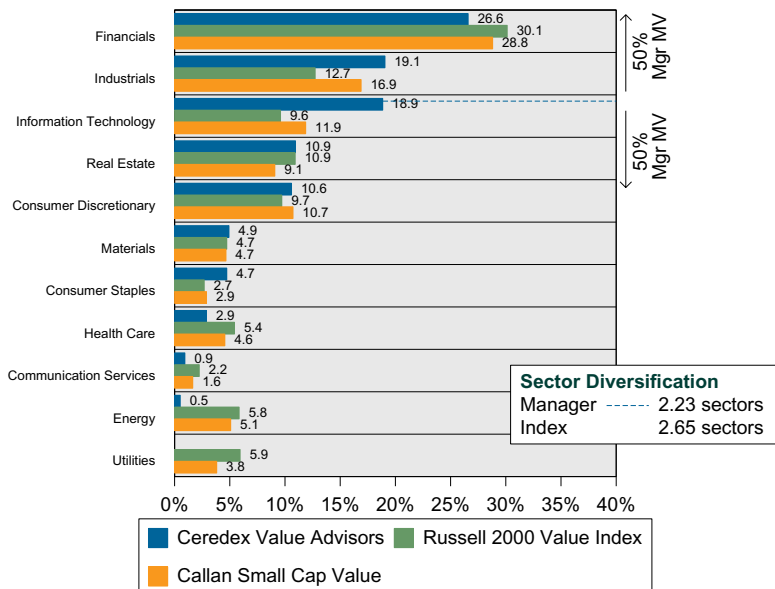
## Portfolio Characteristics Percentile Rankings Rankings Against Callan Small Cap Value as of December 31, 2019



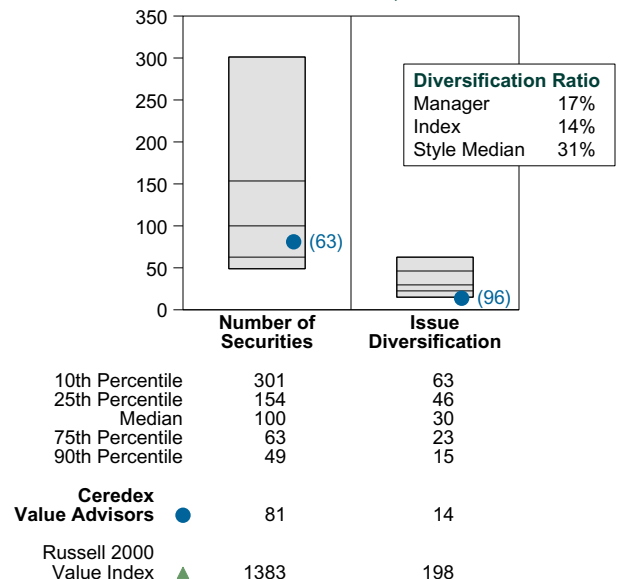
## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

### Sector Allocation December 31, 2019



### Diversification December 31, 2019



## Ceredex Value Advisors Top 10 Portfolio Holdings Characteristics as of December 31, 2019

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Power Integrations Inc	Information Technology	\$405,531	5.1%	9.60%	2.91	31.50	0.77%	10.60%
Kemper Corp Del	Financials	\$387,500	4.9%	(0.22)%	5.17	12.85	1.45%	10.00%
Energizer Hldgs Inc New Com	Consumer Staples	\$356,562	4.5%	15.93%	3.48	15.56	2.39%	(3.23)%
Sabre Corp	Information Technology	\$354,552	4.5%	0.37%	6.15	18.10	2.50%	3.53%
Slm Corp	Financials	\$346,599	4.4%	1.21%	3.76	6.41	1.35%	15.30%
Physicians Rlty Tr	Real Estate	\$304,934	3.8%	8.12%	3.57	59.19	4.86%	9.76%
First Amern Finl Corp	Financials	\$297,432	3.7%	(0.51)%	6.55	11.48	2.88%	2.70%
Cubic Corp	Industrials	\$266,994	3.4%	(6.77)%	1.99	17.77	0.42%	(16.51)%
American Eagle Outfitters Ne	Consumer Discretionary	\$217,560	2.7%	(8.12)%	2.45	10.00	3.74%	(0.40)%
Hill Rom Hldgs Inc	Health Care	\$204,354	2.6%	7.84%	7.58	19.99	0.74%	10.70%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Cohu Inc	Information Technology	\$59,410	0.7%	69.70%	0.94	22.40	1.05%	(0.57)%
Avx Corp New	Information Technology	\$4,094	0.1%	35.74%	3.46	22.87	2.25%	5.80%
Altra Indl Motion Corp	Industrials	\$14,484	0.2%	32.13%	2.34	13.31	1.88%	14.66%
Commercial Metals Co	Materials	\$40,086	0.5%	28.94%	2.64	10.00	2.16%	9.36%
Mks Instrument Inc	Information Technology	\$121,011	1.5%	19.45%	6.00	17.69	0.73%	(1.41)%
Cohen & Steers Inc	Financials	\$6,276	0.1%	18.37%	2.97	21.57	2.29%	7.10%
Artisan Partners Asset Mgmt Cl A	Financials	\$29,088	0.4%	17.06%	1.82	11.54	8.04%	0.30%
Bloomin Brands Inc	Consumer Discretionary	\$19,863	0.2%	16.97%	1.92	12.83	1.81%	6.07%
Phibro Animal Health Corp Cl A Com	Health Care	\$17,381	0.2%	16.93%	0.50	21.50	1.93%	0.46%
Sm Energy Co Com	Energy	\$39,340	0.5%	16.74%	1.27	(86.46)	0.89%	(66.05)%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Taubman Centers	Real Estate	\$15,545	0.2%	(22.14)%	1.90	34.54	8.68%	(34.08)%
Childrens Pl Inc	Consumer Discretionary	\$193,812	2.4%	(17.89)%	0.94	9.93	3.58%	2.90%
Daktronics Inc	Information Technology	\$2,436	0.0%	(16.87)%	0.27	22.81	3.28%	17.36%
Apogee Enterprises	Industrials	\$84,500	1.1%	(16.25)%	0.86	9.76	2.15%	15.00%
Alexander & Baldwin Inc New	Real Estate	\$72,983	0.9%	(13.80)%	1.51	36.77	3.63%	(0.58)%
Covanta Hldg Corp	Industrials	\$127,624	1.6%	(12.69)%	1.95	(371.00)	6.74%	15.00%
Movado Group Inc	Consumer Discretionary	\$26,088	0.3%	(11.63)%	0.36	13.80	3.68%	(0.97)%
Miller Herman Inc	Industrials	\$116,620	1.5%	(9.14)%	2.46	11.87	2.02%	11.11%
American Eagle Outfitters Ne	Consumer Discretionary	\$217,560	2.7%	(8.12)%	2.45	10.00	3.74%	(0.40)%
Cubic Corp	Industrials	\$266,994	3.4%	(6.77)%	1.99	17.77	0.42%	(16.51)%

# SSgA S&P 500 Index Period Ended December 31, 2019

## Investment Philosophy

State Street's S&P 500 Index Fund seeks to replicate the total return of the S&P 500 Index.

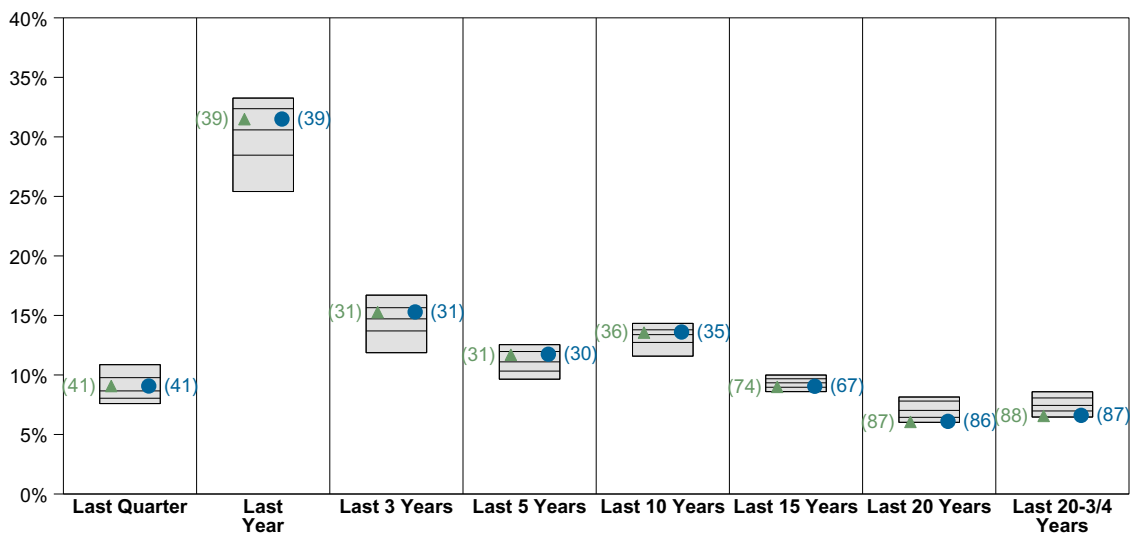
## Quarterly Summary and Highlights

- SSgA S&P 500 Index's portfolio posted a 9.07% return for the quarter placing it in the 41 percentile of the Callan Large Cap Core group for the quarter and in the 39 percentile for the last year.
- SSgA S&P 500 Index's portfolio outperformed the S&P 500 Index by 0.00% for the quarter and outperformed the S&P 500 Index for the year by 0.01%.

## Quarterly Asset Growth

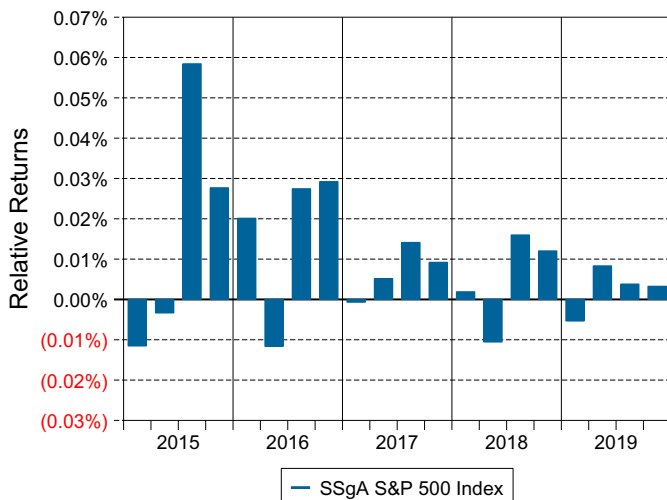
Beginning Market Value	\$69,708,805
Net New Investment	\$-7,856
Investment Gains/(Losses)	\$6,324,524
Ending Market Value	\$76,025,474

## Performance vs Callan Large Cap Core (Gross)

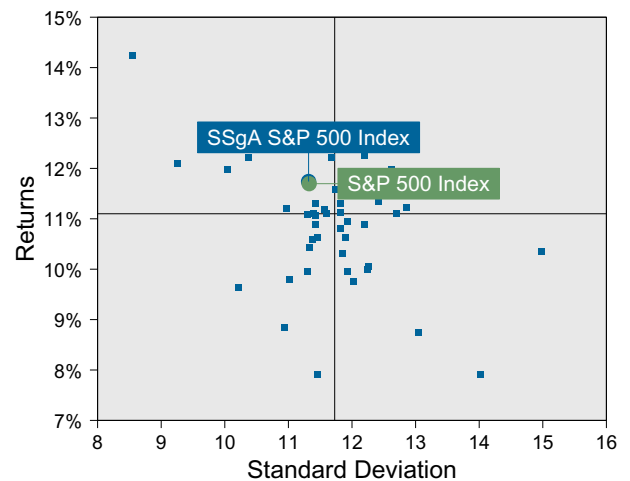


		10th Percentile	10.87	33.26	16.70	12.55	14.33	9.99	8.15	8.59
		25th Percentile	9.77	32.37	15.65	11.97	13.79	9.68	7.81	8.07
		Median	8.66	30.59	14.71	11.10	13.39	9.34	7.02	7.44
		75th Percentile	8.04	28.46	13.70	10.33	12.73	8.97	6.44	6.98
		90th Percentile	7.60	25.41	11.87	9.64	11.58	8.60	6.02	6.46
<b>SSgA S&amp;P 500 Index</b>	●		9.07	31.50	15.29	11.74	13.61	9.05	6.10	6.61
S&P 500 Index	▲		9.07	31.49	15.27	11.70	13.56	9.00	6.06	6.56

## Relative Return vs S&P 500 Index



## Callan Large Cap Core (Gross) Annualized Five Year Risk vs Return

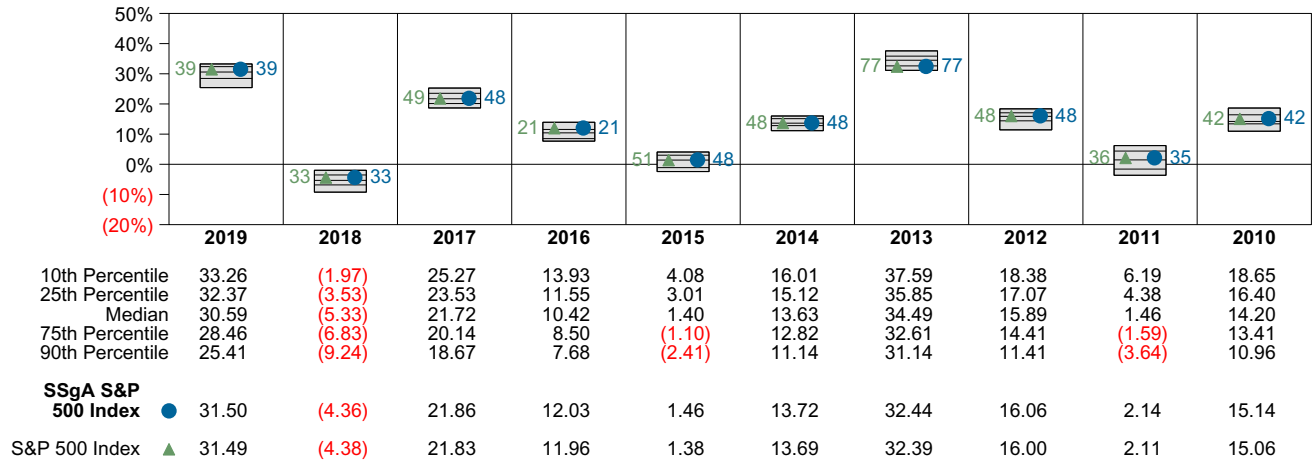


# SSgA S&P 500 Index Return Analysis Summary

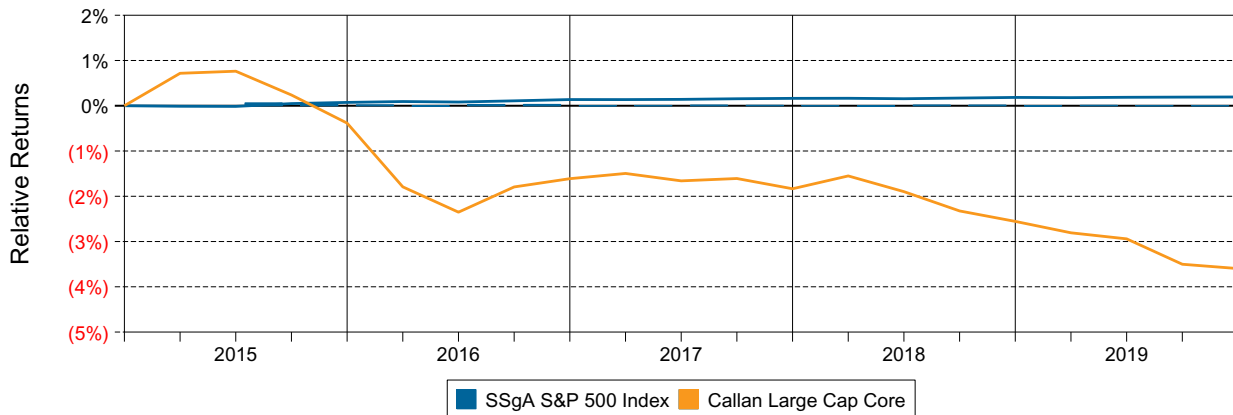
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

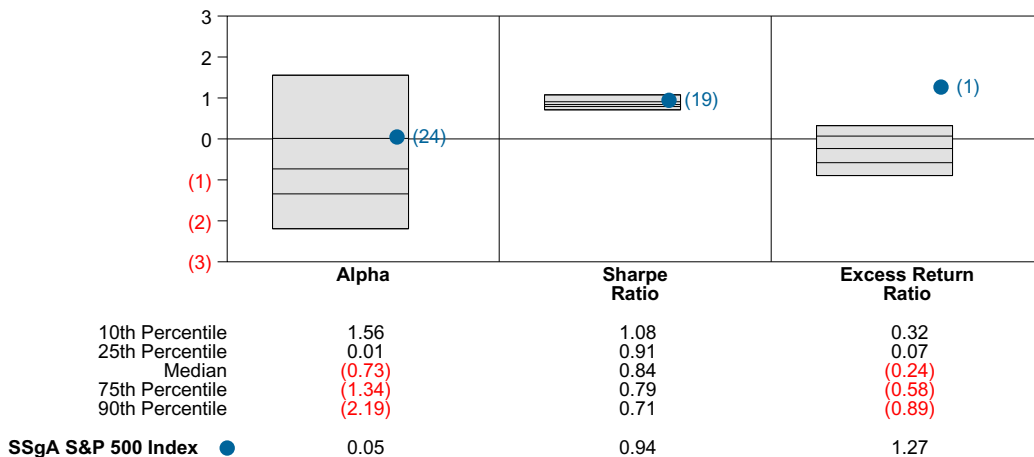
### Performance vs Callan Large Cap Core (Gross)



### Cumulative and Quarterly Relative Return vs S&P 500 Index



### Risk Adjusted Return Measures vs S&P 500 Index Rankings Against Callan Large Cap Core (Gross) Five Years Ended December 31, 2019

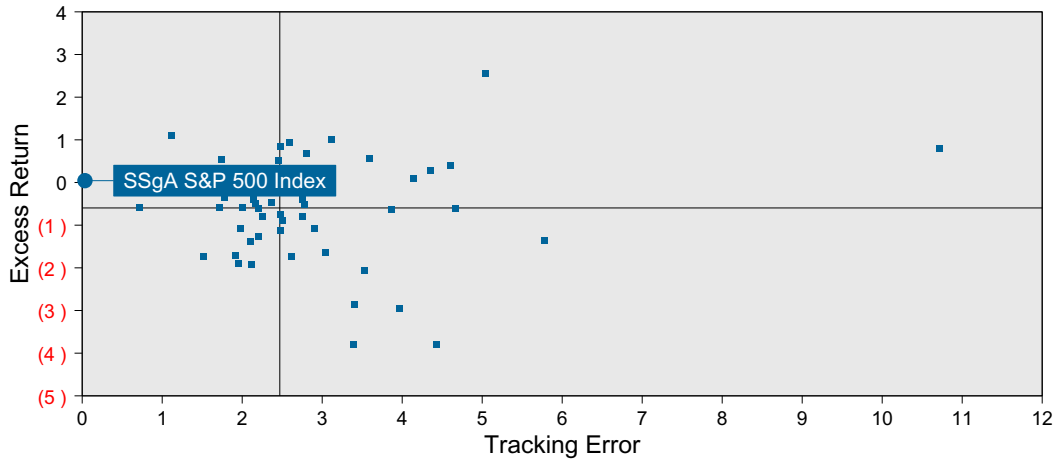


# SSgA S&P 500 Index Risk Analysis Summary

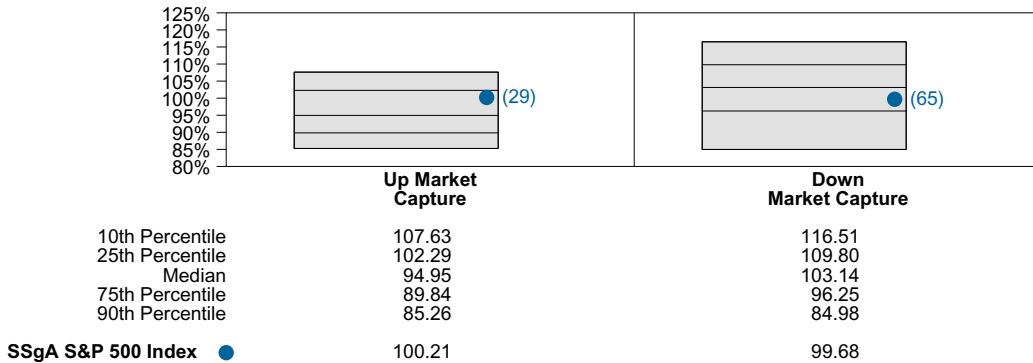
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

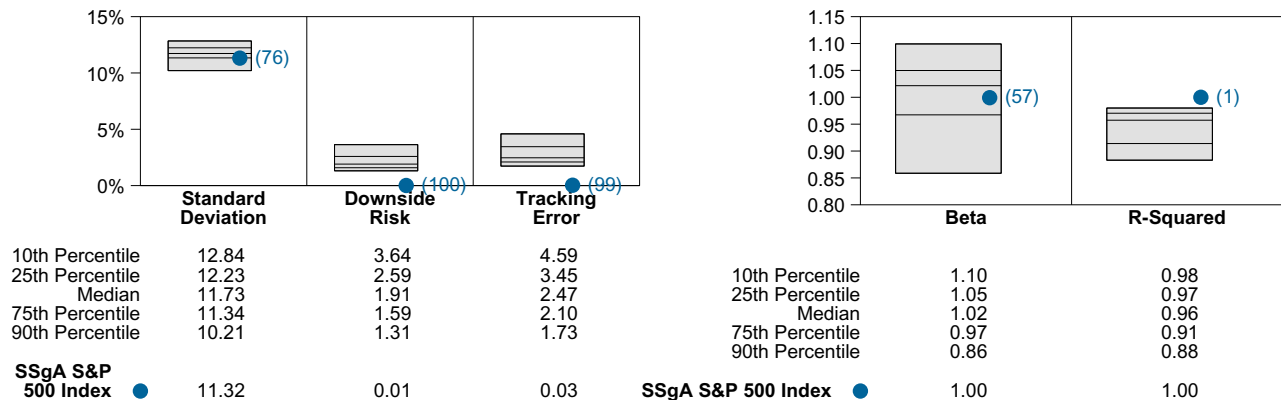
### Risk Analysis vs Callan Large Cap Core (Gross) Five Years Ended December 31, 2019



### Market Capture vs S&P 500 Index Rankings Against Callan Large Cap Core (Gross) Five Years Ended December 31, 2019



### Risk Statistics Rankings vs S&P 500 Index Rankings Against Callan Large Cap Core (Gross) Five Years Ended December 31, 2019

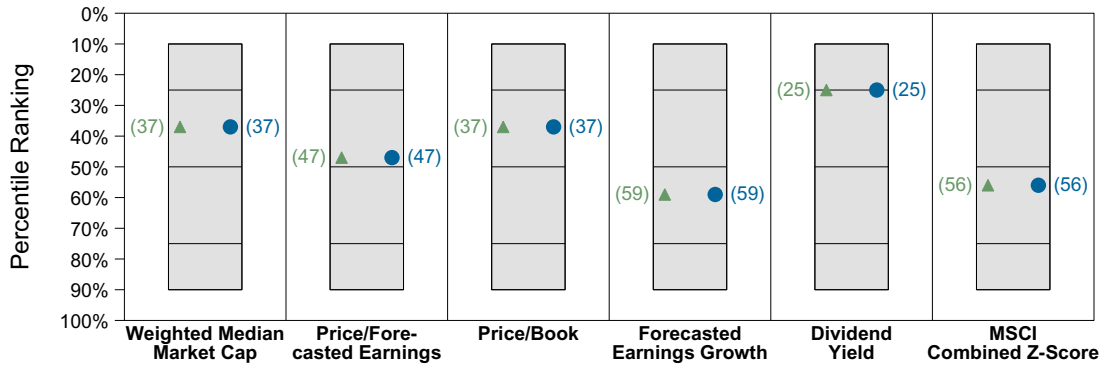


# SSgA S&P 500 Index Equity Characteristics Analysis Summary

## Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Large Cap Core as of December 31, 2019

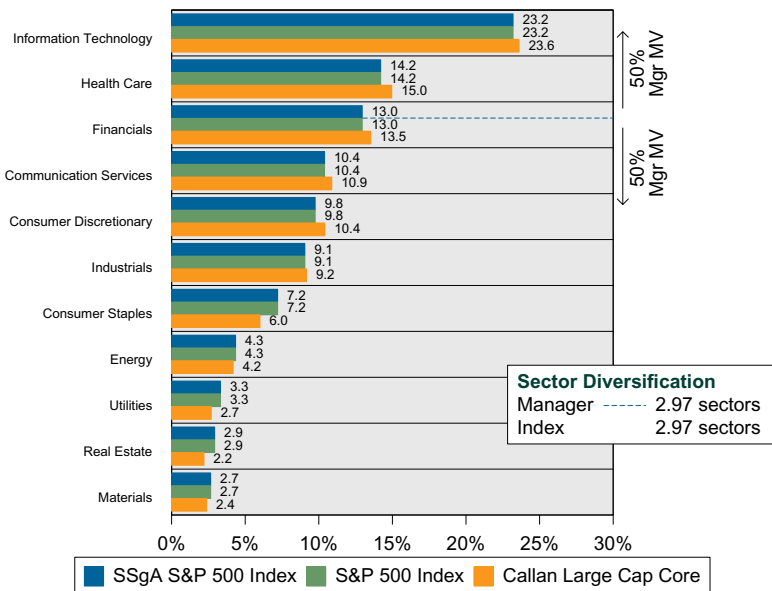


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	201.51	20.03	3.89	12.79	2.06	0.33
25th Percentile	130.75	19.71	3.64	11.51	1.85	0.20
Median	115.66	18.17	3.19	10.60	1.66	0.06
75th Percentile	83.46	16.67	2.96	9.72	1.52	(0.14)
90th Percentile	49.73	14.92	2.54	9.04	1.30	(0.28)
<b>SSgA S&amp;P 500 Index</b>	<b>127.09</b>	<b>18.43</b>	<b>3.38</b>	<b>10.09</b>	<b>1.85</b>	<b>0.00</b>
S&P 500 Index	127.09	18.43	3.38	10.09	1.85	0.00

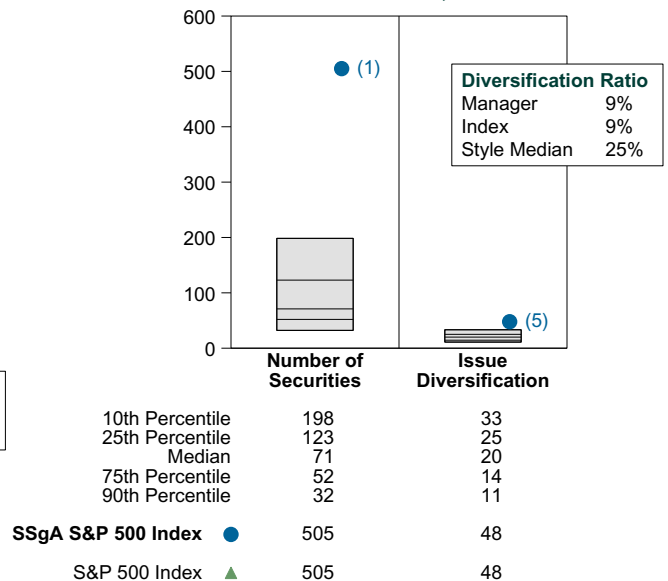
## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.

### Sector Allocation December 31, 2019



### Diversification December 31, 2019



## SSgA S&P 500 Index Top 10 Portfolio Holdings Characteristics as of December 31, 2019

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Apple Inc	Information Technology	\$3,484,548	4.6%	31.50%	1304.76	21.70	1.05%	8.97%
Microsoft Corp	Information Technology	\$3,418,009	4.5%	13.82%	1203.06	27.55	1.29%	14.05%
Amazon.Com	Consumer Discretionary	\$2,186,295	2.9%	6.45%	916.15	68.21	0.00%	28.00%
Facebook Inc Cl A	Communication Services	\$1,403,313	1.8%	15.26%	493.93	22.43	0.00%	11.53%
Berkshire Hathaway Inc Del Cl B New	Financials	\$1,258,747	1.7%	8.88%	313.34	21.19	0.00%	6.72%
JPMorgan Chase & Co	Financials	\$1,242,207	1.6%	19.40%	437.23	13.15	2.58%	7.71%
Alphabet Inc Cl A	Communication Services	\$1,140,349	1.5%	9.68%	401.32	24.75	0.00%	10.00%
Alphabet Inc Cl C	Communication Services	\$1,135,388	1.5%	9.68%	459.33	24.65	0.00%	12.91%
Johnson & Johnson	Health Care	\$1,090,718	1.4%	13.53%	383.91	16.03	2.61%	5.30%
Visa Inc Com Cl A	Information Technology	\$913,823	1.2%	9.42%	321.81	29.06	0.64%	15.20%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Advanced Micro Devices Inc	Information Technology	\$146,556	0.2%	58.19%	51.07	41.69	0.00%	36.49%
Qorvo Inc	Information Technology	\$39,119	0.1%	56.77%	13.50	18.19	0.00%	11.90%
Align Technology Inc	Health Care	\$56,848	0.1%	54.23%	21.99	43.20	0.00%	19.30%
Skyworks Solutions	Information Technology	\$60,215	0.1%	53.21%	20.59	18.04	1.46%	14.05%
Centene Corp Del	Health Care	\$73,423	0.1%	45.33%	26.02	13.10	0.00%	14.95%
Tiffany & Co	Consumer Discretionary	\$41,548	0.1%	44.91%	16.03	27.03	1.74%	8.12%
Humana	Health Care	\$137,888	0.2%	43.57%	48.54	19.64	0.60%	13.15%
Fortinet Inc	Information Technology	\$42,744	0.1%	39.08%	18.26	39.39	0.00%	19.00%
Freeport-Mcmoran Inc Cl B	Materials	\$54,377	0.1%	37.81%	19.04	24.75	1.52%	(2.88)%
Unitedhealth Group	Health Care	\$791,327	1.0%	35.80%	278.52	17.86	1.47%	13.25%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Twitter Inc	Communication Services	\$70,183	0.1%	(22.21)%	24.88	35.61	0.00%	13.90%
Ventas	Real Estate	\$59,534	0.1%	(19.85)%	21.52	49.35	5.49%	(0.50)%
Expedia Group Inc	Consumer Discretionary	\$43,094	0.1%	(19.26)%	15.07	15.49	1.26%	7.60%
Dollar Tree Inc	Consumer Discretionary	\$63,616	0.1%	(17.62)%	22.26	17.65	0.00%	3.70%
Arista Networks Inc	Information Technology	\$30,226	0.0%	(14.87)%	15.54	22.50	0.00%	9.12%
Boeing Co	Industrials	\$494,839	0.7%	(13.89)%	183.33	17.22	2.52%	7.20%
Public Storage	Real Estate	\$89,889	0.1%	(12.32)%	37.20	27.69	3.76%	6.41%
Alliance Data Systems Corp	Information Technology	\$12,776	0.0%	(11.92)%	5.17	5.41	2.25%	4.96%
Ball Corp	Materials	\$59,425	0.1%	(10.98)%	21.16	21.70	0.93%	15.92%
Yum Brands	Consumer Discretionary	\$87,672	0.1%	(10.82)%	30.47	24.27	1.67%	14.63%

# SSgA S&P 400 Index Period Ended December 31, 2019

## Investment Philosophy

The objective of State Street's S&P MidCap 400 Index is to seek an investment return that approximates as closely as practicable, before expenses, the performance of its benchmark index over the long term.

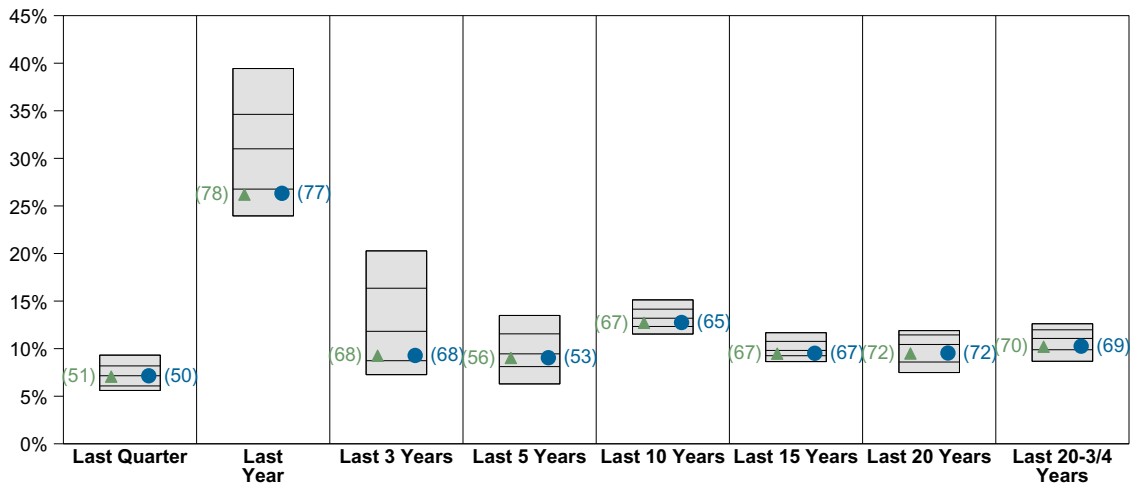
## Quarterly Summary and Highlights

- SSgA S&P 400 Index's portfolio posted a 7.15% return for the quarter placing it in the 50 percentile of the Callan Mid Capitalization group for the quarter and in the 77 percentile for the last year.
- SSgA S&P 400 Index's portfolio outperformed the S&P Mid Cap 400 Index by 0.08% for the quarter and outperformed the S&P Mid Cap 400 Index for the year by 0.13%.

## Quarterly Asset Growth

Beginning Market Value	\$15,804,276
Net New Investment	\$-3,143
Investment Gains/(Losses)	\$1,129,500
Ending Market Value	\$16,930,633

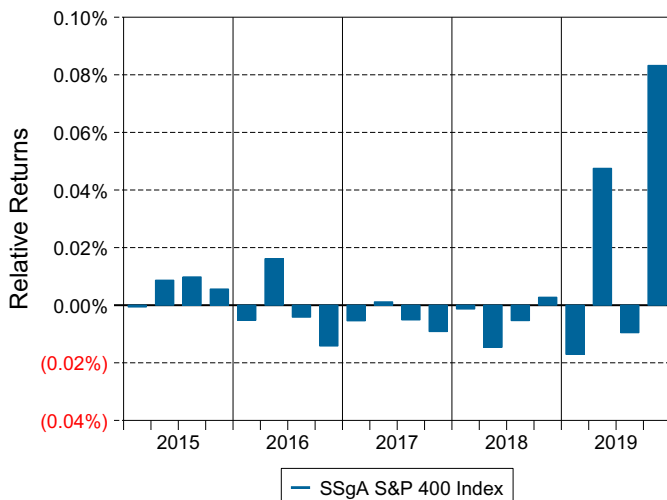
## Performance vs Callan Mid Capitalization (Gross)



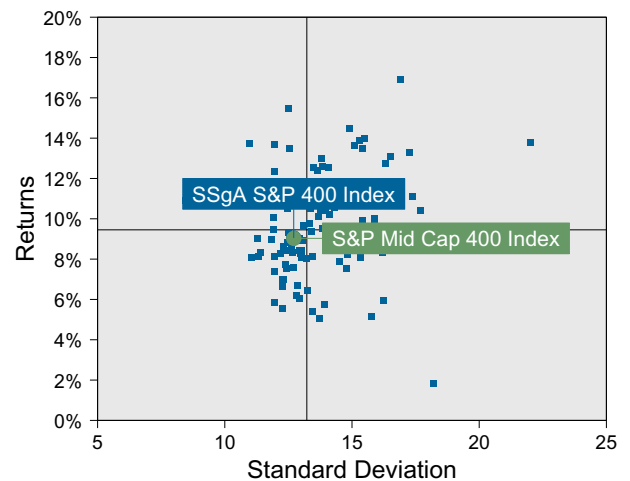
10th Percentile	9.32	39.44	20.28	13.49	15.13	11.68	11.90	12.62
25th Percentile	8.19	34.62	16.35	11.55	14.15	10.76	11.44	11.98
Median	7.15	31.00	11.82	9.45	13.20	9.81	10.44	11.07
75th Percentile	6.08	26.77	8.73	8.11	12.33	9.26	8.59	9.88
90th Percentile	5.61	23.95	7.27	6.29	11.54	8.64	7.49	8.67

<b>SSgA S&amp;P 400 Index</b> ●	7.15	26.33	9.29	9.05	12.75	9.51	9.54	10.26
S&P Mid Cap 400 Index ▲	7.06	26.20	9.26	9.03	12.72	9.48	9.49	10.21

## Relative Return vs S&P Mid Cap 400 Index



## Callan Mid Capitalization (Gross) Annualized Five Year Risk vs Return

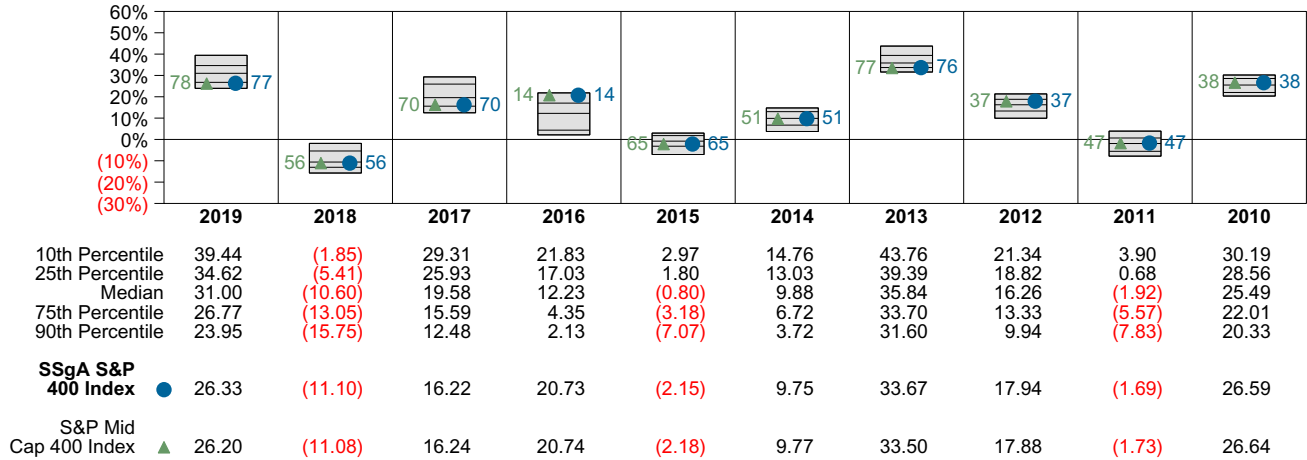


# SSgA S&P 400 Index Return Analysis Summary

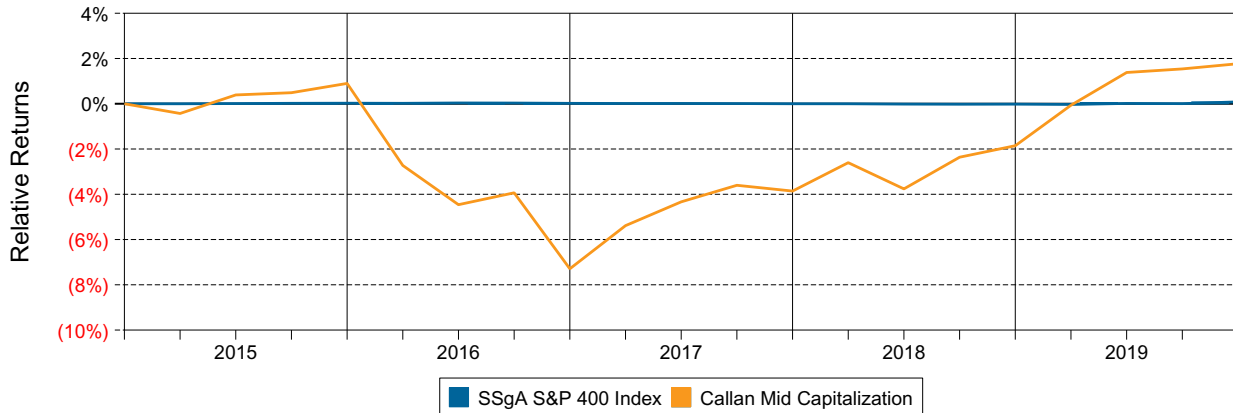
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

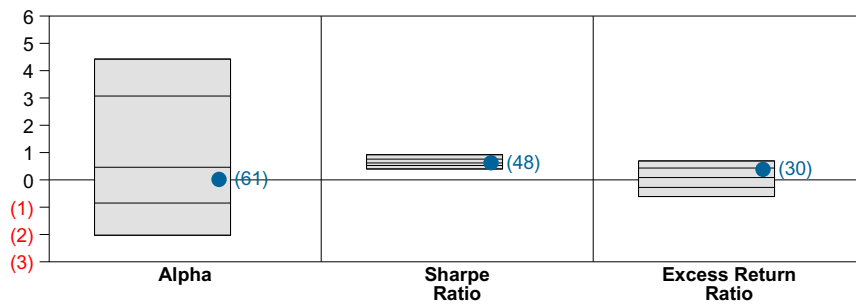
### Performance vs Callan Mid Capitalization (Gross)



### Cumulative and Quarterly Relative Return vs S&P Mid Cap 400 Index



### Risk Adjusted Return Measures vs S&P Mid Cap 400 Index Rankings Against Callan Mid Capitalization (Gross) Five Years Ended December 31, 2019



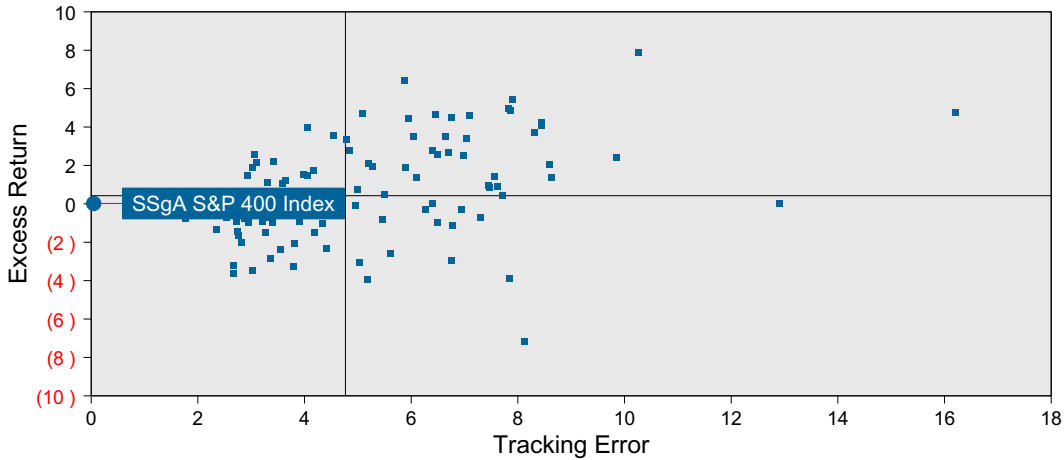
10th Percentile	4.42	0.92	0.69
25th Percentile	3.07	0.76	0.43
Median	0.46	0.62	0.09
75th Percentile	(0.85)	0.53	(0.28)
90th Percentile	(2.03)	0.40	(0.61)
<b>SSgA S&amp;P 400 Index</b>	● 0.02	0.63	0.38

# SSgA S&P 400 Index Risk Analysis Summary

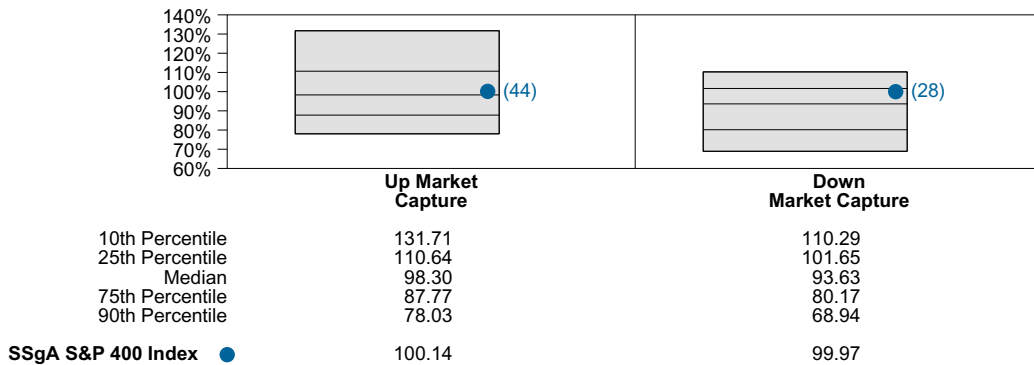
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

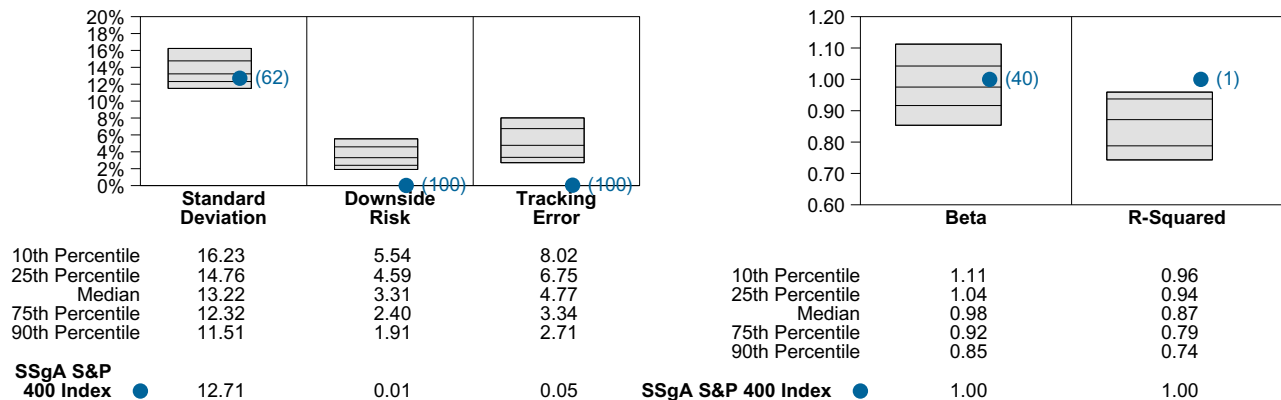
### Risk Analysis vs Callan Mid Capitalization (Gross) Five Years Ended December 31, 2019



### Market Capture vs S&P 400 Mid Cap Index Rankings Against Callan Mid Capitalization (Gross) Five Years Ended December 31, 2019



### Risk Statistics Rankings vs S&P 400 Mid Cap Index Rankings Against Callan Mid Capitalization (Gross) Five Years Ended December 31, 2019

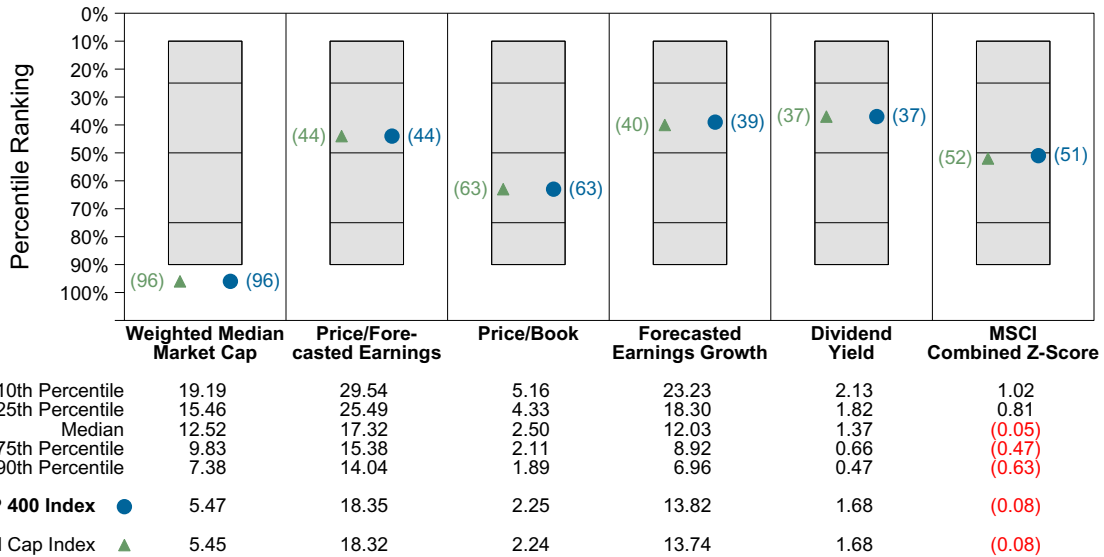


# SSgA S&P 400 Index Equity Characteristics Analysis Summary

## Portfolio Characteristics

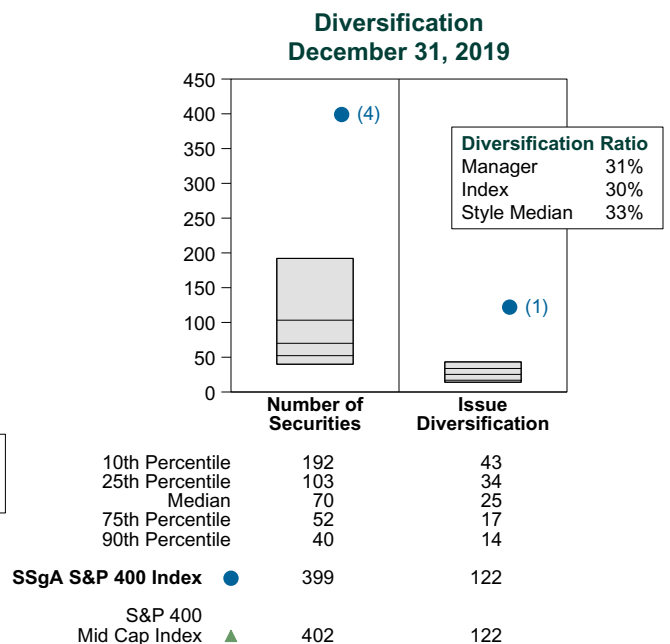
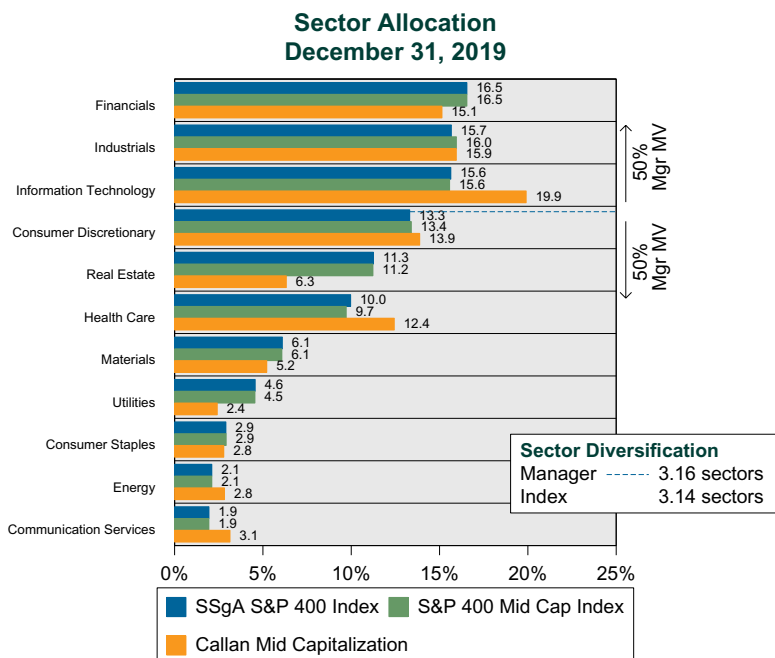
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Mid Capitalization as of December 31, 2019



## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. Diversification by number and concentration of holdings are also compared to the benchmark and peer group. Issue Diversification represents by count, and Diversification Ratio by percent, the number of holdings that account for half of the portfolio's market value.



## SSgA S&P 400 Index Top 10 Portfolio Holdings Characteristics as of December 31, 2019

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Teledyne Technologies Inc	Industrials	\$115,339	0.7%	7.62%	12.64	31.00	0.00%	16.62%
Dominos Pizza Inc	Consumer Discretionary	\$109,386	0.6%	20.37%	12.02	27.48	0.89%	12.64%
Tyler Technologies Inc	Information Technology	\$106,702	0.6%	14.29%	11.70	50.85	0.00%	20.30%
Alleghany Corp Del	Financials	\$105,247	0.6%	0.23%	11.51	17.34	0.00%	46.20%
Teradyne Inc	Information Technology	\$104,307	0.6%	17.92%	11.43	21.51	0.53%	13.39%
West Pharmaceutical Svcs Inc	Health Care	\$101,434	0.6%	6.12%	11.12	43.45	0.43%	14.38%
Medical Pptys Trust Inc	Real Estate	\$99,685	0.6%	9.28%	10.92	19.73	4.93%	(25.29)%
Fair Isaac Corp	Information Technology	\$98,738	0.6%	23.44%	10.85	42.76	0.02%	19.30%
Trimble Navigation Ltd	Information Technology	\$94,749	0.6%	7.42%	10.39	19.85	0.00%	14.73%
Camden Ppty Tr	Real Estate	\$93,736	0.6%	(3.70)%	10.27	55.55	3.02%	(2.39)%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Arrowhead Pharmaceuticals Inc	Health Care	\$57,710	0.3%	125.09%	6.35	(173.78)	0.00%	-
Tenet Healthcare Corp	Health Care	\$36,154	0.2%	71.93%	3.95	12.72	0.00%	23.13%
Synaptics	Information Technology	\$20,232	0.1%	64.63%	2.20	15.94	0.00%	12.50%
Transocean Ltd Reg Shs	Energy	\$35,953	0.2%	53.92%	4.21	(8.94)	0.00%	(59.44)%
Cirrus Logic Inc	Information Technology	\$43,517	0.3%	53.81%	4.76	24.20	0.00%	(0.01)%
Eldorado Resorts Inc	Consumer Discretionary	\$35,433	0.2%	49.59%	4.64	27.36	0.00%	21.04%
Lumentum Holdings	Information Technology	\$55,608	0.3%	48.06%	6.12	15.12	0.00%	14.00%
Tech Data Corp	Information Technology	\$46,405	0.3%	37.76%	5.09	10.98	0.00%	21.75%
Ceridian Hcm Hldg Inc	Information Technology	\$62,511	0.4%	37.49%	9.75	99.82	0.00%	132.80%
Penn Natl Gaming Inc	Consumer Discretionary	\$25,218	0.1%	37.23%	2.96	12.23	0.00%	38.87%

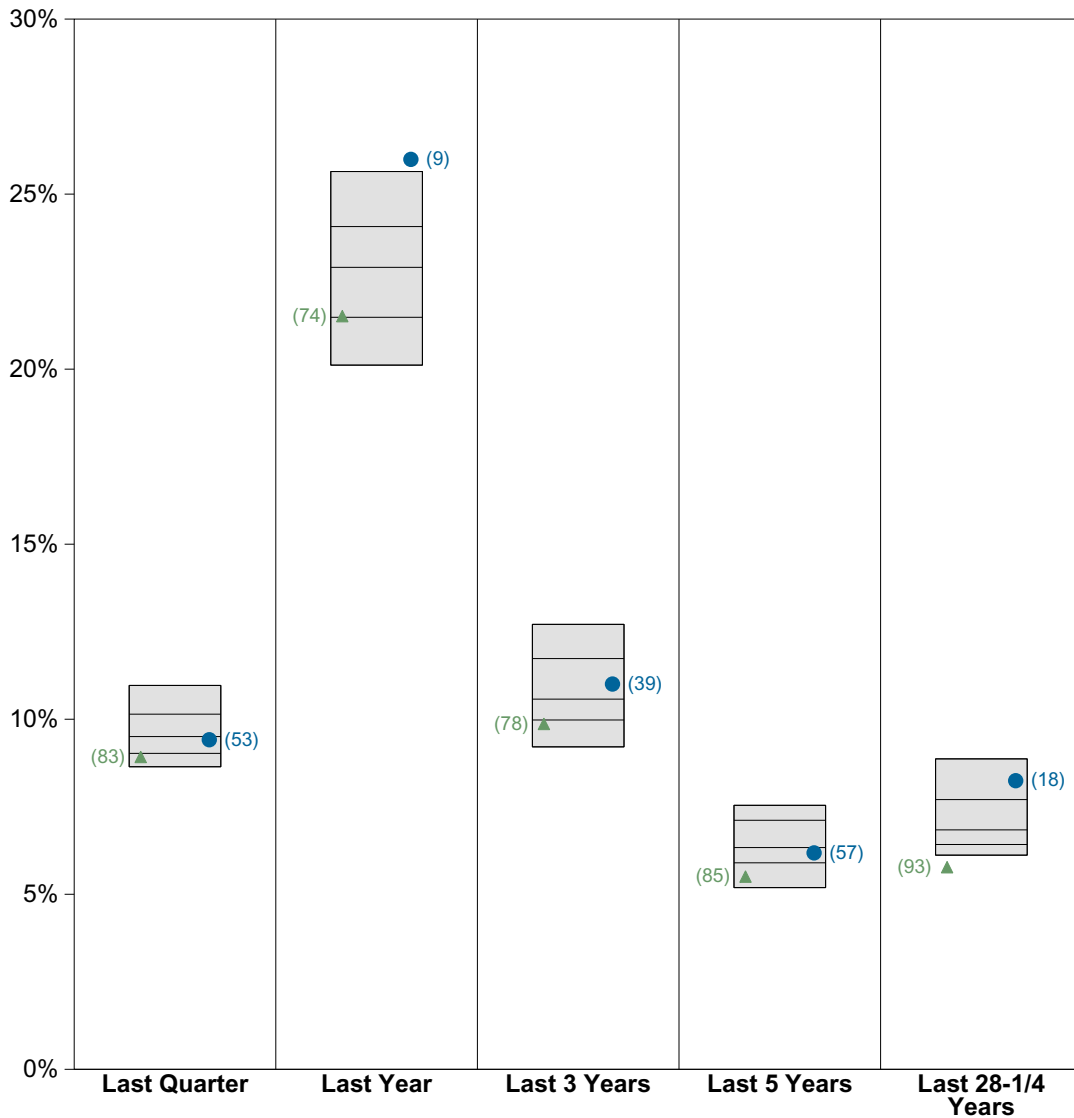
### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Chesapeake Energy Corp	Energy	\$8,796	0.1%	(41.42)%	1.61	(3.44)	0.00%	(82.34)%
Taubman Centers	Real Estate	\$17,240	0.1%	(22.14)%	1.90	34.54	8.68%	(34.08)%
Etsy Inc	Consumer Discretionary	\$48,062	0.3%	(21.59)%	5.25	55.38	0.00%	86.41%
Amc Networks Inc Cl A	Communication Services	\$15,798	0.1%	(19.65)%	1.74	4.64	2.03%	7.00%
Core Laboratories N V	Energy	\$15,111	0.1%	(18.14)%	1.67	19.52	5.84%	3.30%
Resideo Technologies Inc Com	Industrials	\$13,448	0.1%	(16.86)%	1.47	12.30	0.00%	-
Cyrusone Inc	Real Estate	\$67,305	0.4%	(16.65)%	7.41	1635.75	3.06%	247.81%
Southwest Gas Corp	Utilities	\$37,961	0.2%	(15.96)%	4.15	18.35	2.87%	8.20%
Mercury Sys Inc	Industrials	\$34,847	0.2%	(14.86)%	3.84	30.78	0.00%	21.50%
Jack In The Box Inc	Consumer Discretionary	\$16,975	0.1%	(13.92)%	1.85	16.59	2.05%	8.55%

# City of Fort Pierce Performance vs Public Fund - International Equity Periods Ended December 31, 2019

## Return Ranking

The chart below illustrates fund rankings over various periods versus the Public Fund - International Equity. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - International Equity. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.

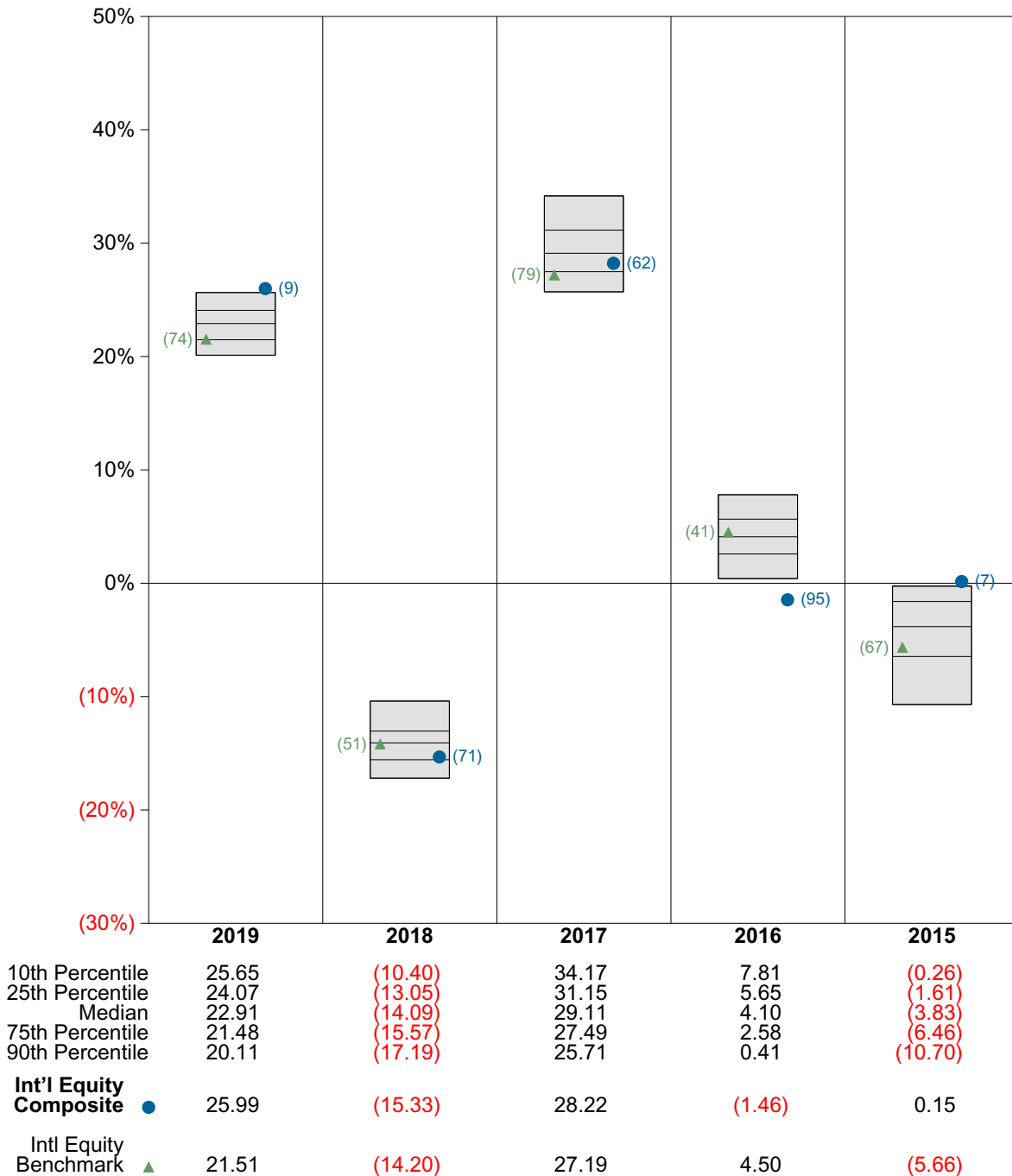


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 28-1/4 Years
10th Percentile	10.97	25.65	12.71	7.54	8.87
25th Percentile	10.15	24.07	11.73	7.11	7.70
Median	9.51	22.91	10.57	6.33	6.84
75th Percentile	9.02	21.48	9.98	5.90	6.42
90th Percentile	8.64	20.11	9.21	5.19	6.12
<b>Int'l Equity Composite</b> ●	9.41	25.99	11.01	6.18	8.24
Intl Equity Benchmark ▲	8.92	21.51	9.87	5.51	5.77

# City of Fort Pierce Performance vs Public Fund - International Equity Recent Periods

## Return Ranking

The chart below illustrates fund rankings over various periods versus the Public Fund - International Equity. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - International Equity. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



# Morgan Stanley Int'l Equity Period Ended December 31, 2019

## Investment Philosophy

The International Equity team uses a value-driven, bottom-up approach to maximize return potential, combined with sufficient diversification to minimize investment risk.

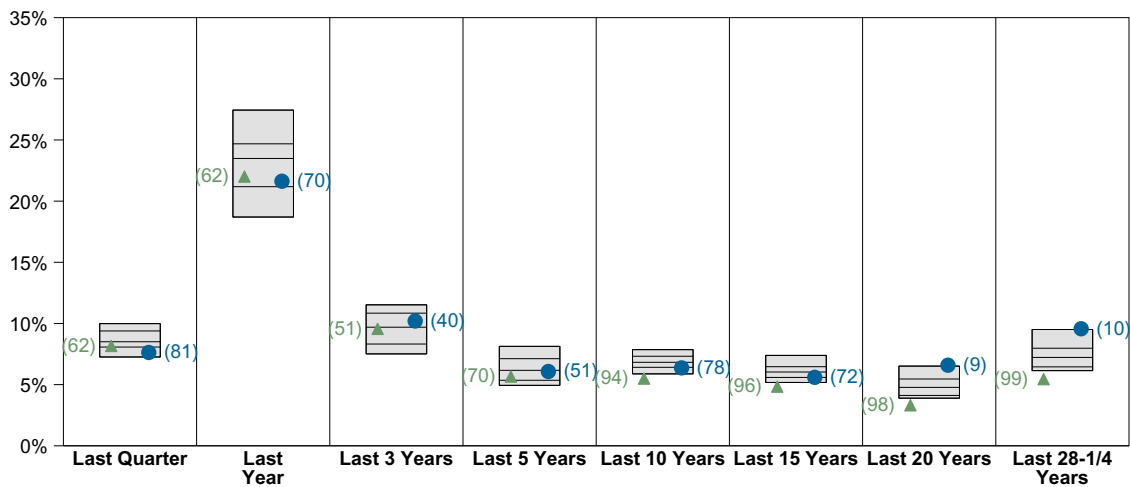
## Quarterly Summary and Highlights

- Morgan Stanley Int'l Equity's portfolio posted a 7.63% return for the quarter placing it in the 81 percentile of the Callan Non-US Developed Core Equity group for the quarter and in the 70 percentile for the last year.
- Morgan Stanley Int'l Equity's portfolio underperformed the MSCI EAFE by 0.54% for the quarter and underperformed the MSCI EAFE for the year by 0.39%.

## Quarterly Asset Growth

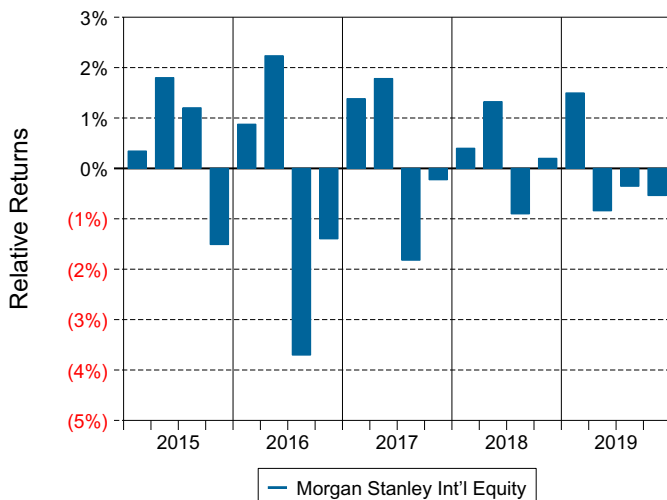
Beginning Market Value	\$13,860,138
Net New Investment	\$-26,285
Investment Gains/(Losses)	\$1,056,087
Ending Market Value	\$14,889,941

## Performance vs Callan Non-US Developed Core Equity (Gross)

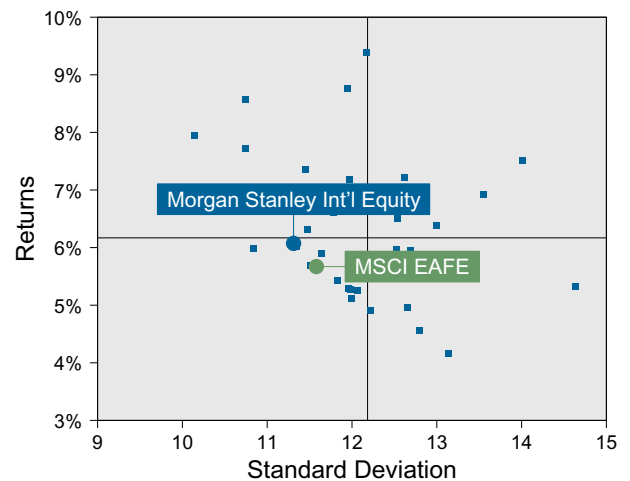


	Last Quarter	Last Year	Last 3 Years	Last 5 Years	Last 10 Years	Last 15 Years	Last 20 Years	Last 28-1/4 Years
10th Percentile	9.99	27.44	11.53	8.13	7.86	7.39	6.52	9.51
25th Percentile	9.39	24.68	10.84	7.12	7.32	6.46	5.46	7.98
Median	8.51	23.49	9.69	6.17	6.83	6.03	4.78	7.22
75th Percentile	8.07	21.18	8.32	5.36	6.42	5.59	4.12	6.45
90th Percentile	7.26	18.70	7.51	4.94	5.88	5.18	3.89	6.14
<b>Morgan Stanley Int'l Equity</b>	● 7.63	21.63	10.20	6.07	6.37	5.59	6.59	9.57
<b>MSCI EAFE</b>	▲ 8.17	22.01	9.56	5.67	5.50	4.84	3.32	5.45

## Relative Return vs MSCI EAFE



## Callan Non-US Developed Core Equity (Gross) Annualized Five Year Risk vs Return

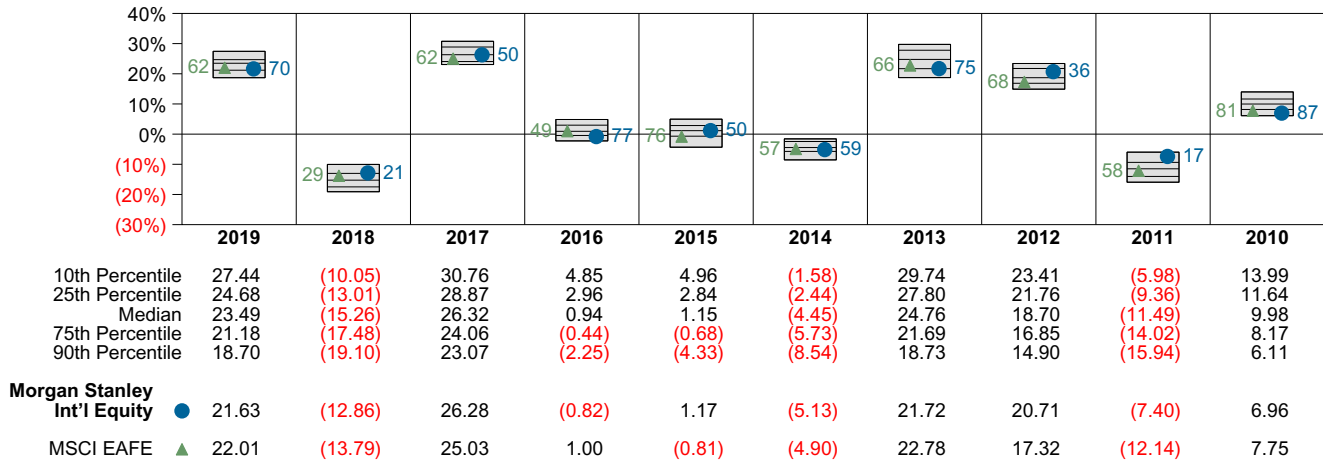


# Morgan Stanley Int'l Equity Return Analysis Summary

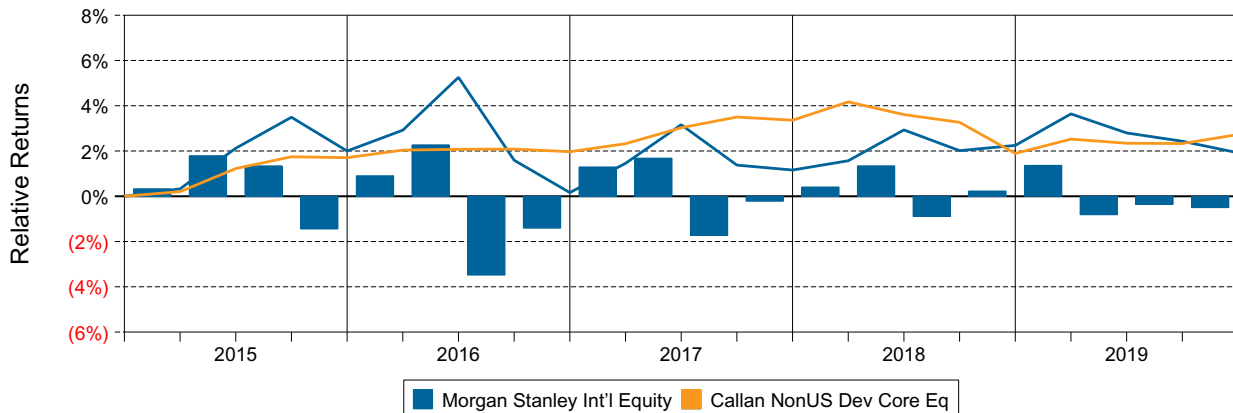
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

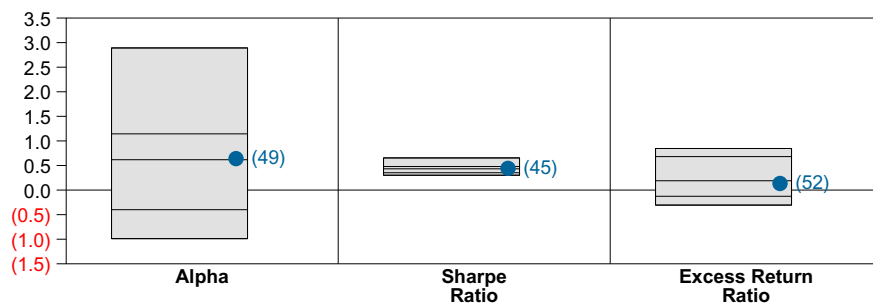
### Performance vs Callan Non-US Developed Core Equity (Gross)



### Cumulative and Quarterly Relative Return vs MSCI EAFE



### Risk Adjusted Return Measures vs MSCI EAFE Rankings Against Callan Non-US Developed Core Equity (Gross) Five Years Ended December 31, 2019



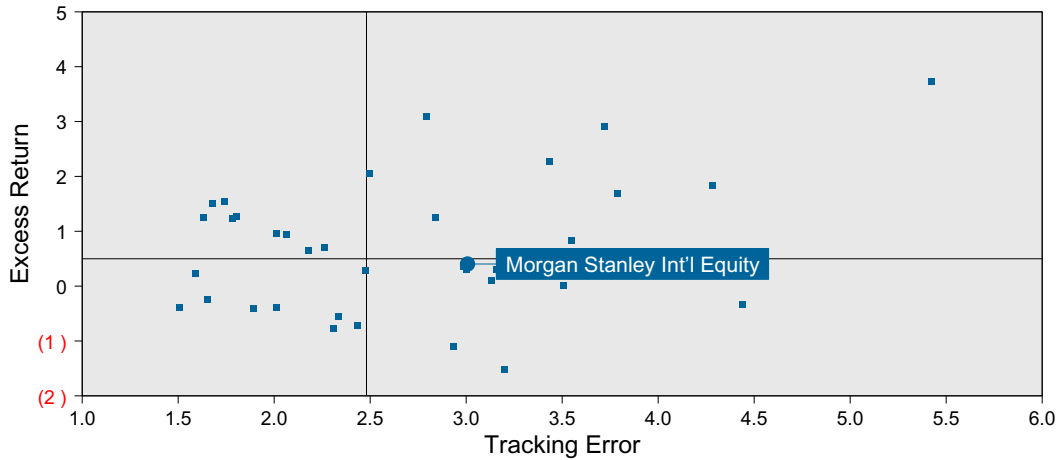
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.89	0.65	0.85
25th Percentile	1.14	0.48	0.68
Median	0.62	0.43	0.19
75th Percentile	(0.40)	0.35	(0.13)
90th Percentile	(0.99)	0.30	(0.31)
<b>Morgan Stanley Int'l Equity</b>	● 0.64	0.44	0.13

# Morgan Stanley Int'l Equity Risk Analysis Summary

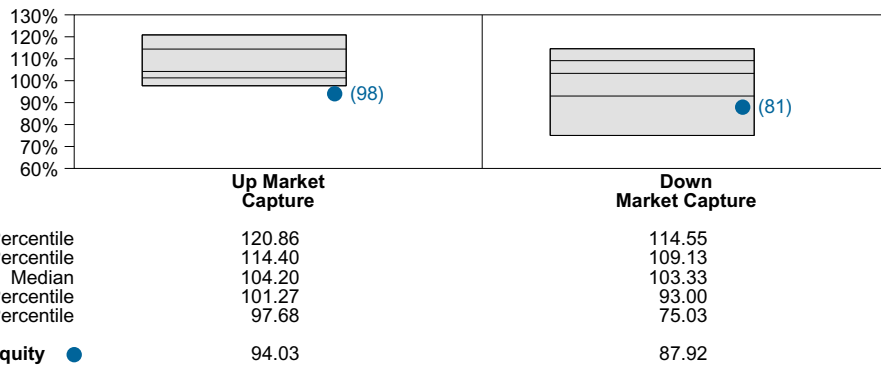
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

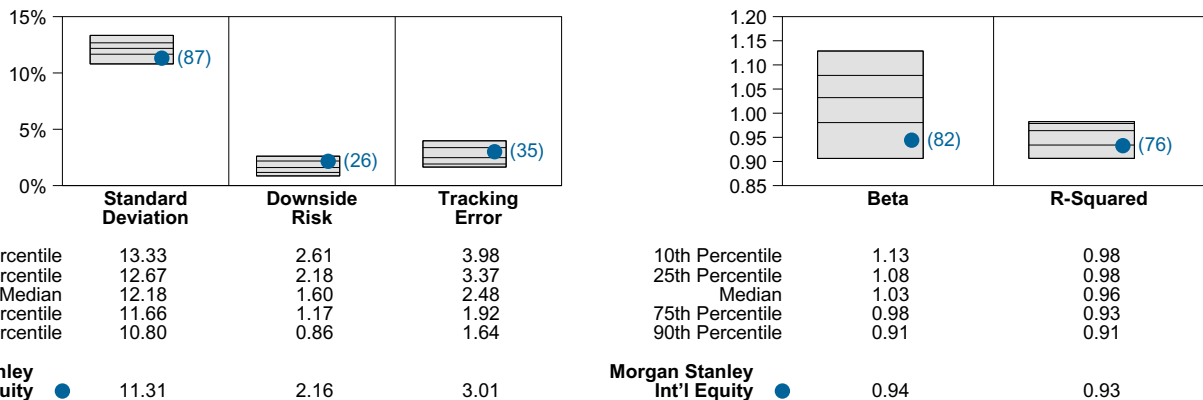
### Risk Analysis vs Callan Non-US Developed Core Equity (Gross) Five Years Ended December 31, 2019



### Market Capture vs MSCI EAFE Index (USD Net Div) Rankings Against Callan Non-US Developed Core Equity (Gross) Five Years Ended December 31, 2019



### Risk Statistics Rankings vs MSCI EAFE Index (USD Net Div) Rankings Against Callan Non-US Developed Core Equity (Gross) Five Years Ended December 31, 2019

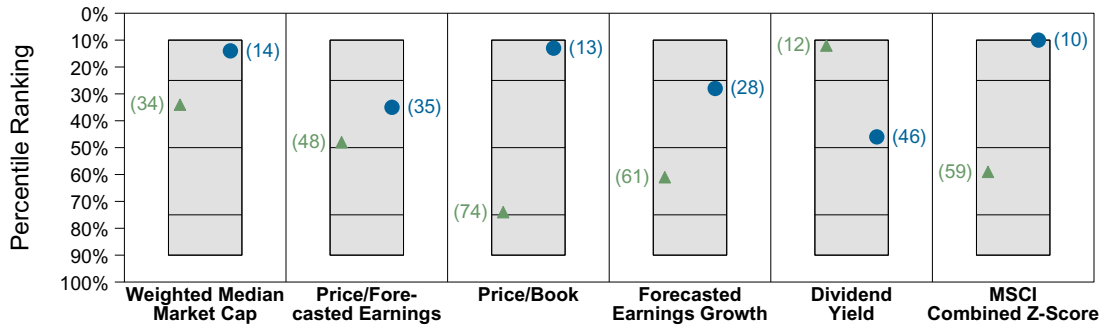


# Morgan Stanley Int'l Equity Equity Characteristics Analysis Summary

## Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Non-US Developed Core Equity as of December 31, 2019

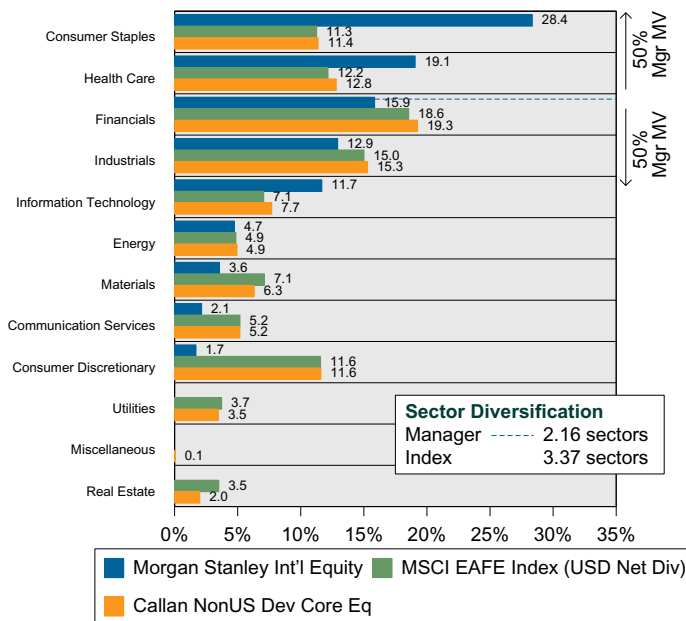


	Weighted Median Market Cap	Price/Forecasted Earnings	Price/Book	Forecasted Earnings Growth	Dividend Yield	MSCI Combined Z-Score
10th Percentile	50.46	16.18	2.26	11.61	3.26	0.30
25th Percentile	39.48	15.26	2.05	10.26	3.05	0.21
Median	33.56	14.53	1.81	8.95	2.86	0.07
75th Percentile	25.70	12.79	1.66	7.68	2.57	(0.08)
90th Percentile	12.85	12.44	1.46	7.02	2.42	(0.28)
<b>Morgan Stanley Int'l Equity</b>	49.82	14.89	2.25	10.00	2.88	0.30
MSCI EAFE Index (USD Net Div)	38.71	14.63	1.70	8.40	3.16	0.02

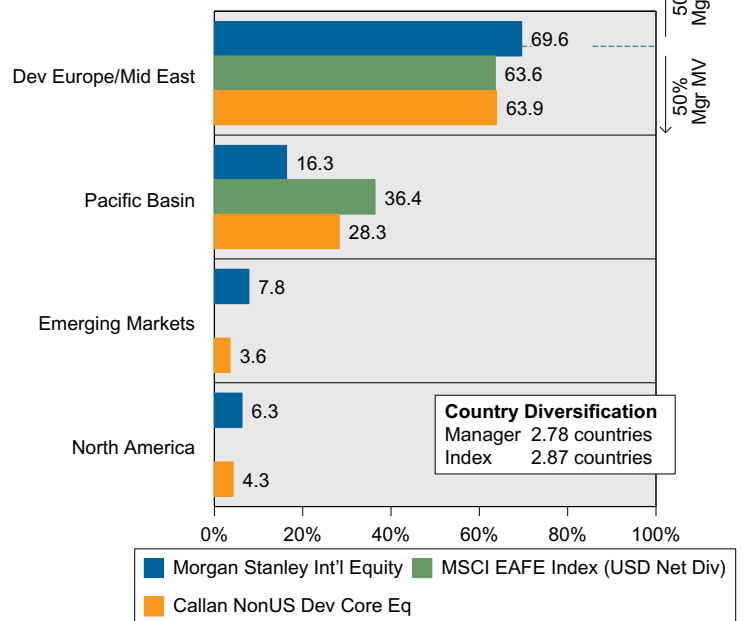
## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.

### Sector Allocation December 31, 2019



### Regional Allocation December 31, 2019



## Morgan Stanley Int'l Equity Top 10 Portfolio Holdings Characteristics as of December 31, 2019

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Reckitt Benckiser Group Plc	Consumer Staples	\$618,152	4.2%	3.86%	57.63	18.57	2.83%	1.76%
Glaxosmithkline Plc Ord	Health Care	\$508,604	3.4%	10.85%	117.59	14.73	4.50%	3.50%
Henkel Ag & Co Kгаа Inhaber Vorzugsa	Consumer Staples	\$506,689	3.4%	4.30%	18.36	17.23	2.01%	0.19%
Sap Se Shs	Information Technology	\$505,875	3.4%	14.60%	165.92	22.20	1.25%	13.20%
Fresenius Se & Co Kгаа Shs New	Health Care	\$501,370	3.4%	19.25%	25.41	13.99	1.61%	5.90%
Sanofi Shs	Health Care	\$473,666	3.2%	8.48%	126.07	14.29	3.43%	7.50%
Relx Plc Shs	Industrials	\$460,244	3.1%	6.00%	48.93	19.28	2.27%	7.17%
British American Tobacco	Consumer Staples	\$432,835	2.9%	19.44%	98.20	9.48	6.10%	6.45%
Safran Sa	Industrials	\$428,977	2.9%	(1.88)%	61.89	19.33	1.32%	18.87%
Kirin Hldgs Company Ltd Shs	Consumer Staples	\$421,228	2.8%	5.25%	20.10	14.69	2.45%	33.13%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Taiwan Semiconductor Mfg Co Ltd Spon	Information Technology	\$207,969	1.4%	25.88%	286.32	20.00	2.72%	11.17%
Prudential	Financials	\$396,866	2.7%	23.67%	49.93	9.38	3.46%	5.00%
British American Tobacco	Consumer Staples	\$432,835	2.9%	19.44%	98.20	9.48	6.10%	6.45%
Fresenius Se & Co Kгаа Shs New	Health Care	\$501,370	3.4%	19.25%	25.41	13.99	1.61%	5.90%
Samsung Electronics Co Ltd Ord	Information Technology	\$212,642	1.4%	18.53%	288.05	13.30	2.54%	(7.20)%
Hoya Corp Shs	Health Care	\$226,559	1.5%	18.43%	36.68	28.17	0.86%	10.90%
Bankinter	Financials	\$168,821	1.1%	17.01%	6.59	11.08	4.51%	(1.00)%
Hexagon Ab Shs B	Information Technology	\$179,493	1.2%	16.19%	19.67	21.91	1.17%	7.30%
Bayer A G Namen -Akt	Health Care	\$352,769	2.4%	15.33%	80.52	9.95	3.83%	11.80%
Ashtead Group Plc Shs	Industrials	\$163,044	1.1%	14.62%	14.52	11.49	1.68%	12.82%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Shiseido Co Ltd Ord	Consumer Staples	\$165,116	1.1%	(9.99)%	28.64	34.07	0.71%	16.20%
Thales	Industrials	\$231,280	1.6%	(9.07)%	22.13	13.07	2.36%	12.52%
Cameco Corp	Energy	\$118,100	0.8%	(5.73)%	3.52	128.99	0.69%	(12.67)%
Unilever (Wbo) Dead - Dead-30/12/99	Consumer Staples	\$227,960	1.5%	(3.61)%	84.00	18.70	3.11%	6.46%
Alcon Inc Com Shs	Health Care	\$57,120	0.4%	(3.04)%	27.83	27.47	0.00%	13.10%
Man Group Plc Shs	Financials	\$111,170	0.7%	(2.80)%	3.17	11.61	5.02%	13.19%
Constellation Software Inc Com	Information Technology	\$407,433	2.7%	(2.58)%	20.61	26.97	0.42%	15.00%
Safran Sa	Industrials	\$428,977	2.9%	(1.88)%	61.89	19.33	1.32%	18.87%
Uss Co	Consumer Discretionary	\$91,284	0.6%	(1.84)%	5.96	20.16	2.49%	4.91%
Heineken Nv	Consumer Staples	\$388,456	2.6%	(1.44)%	61.37	20.07	1.74%	7.12%

# William Blair & Company

## Period Ended December 31, 2019

### Investment Philosophy

William Blair & Company focuses on companies with above-average growth prospects where growth can be sustained through leading or franchise positions in terms of proprietary products, marketing dominance, or cost/asset base advantage.

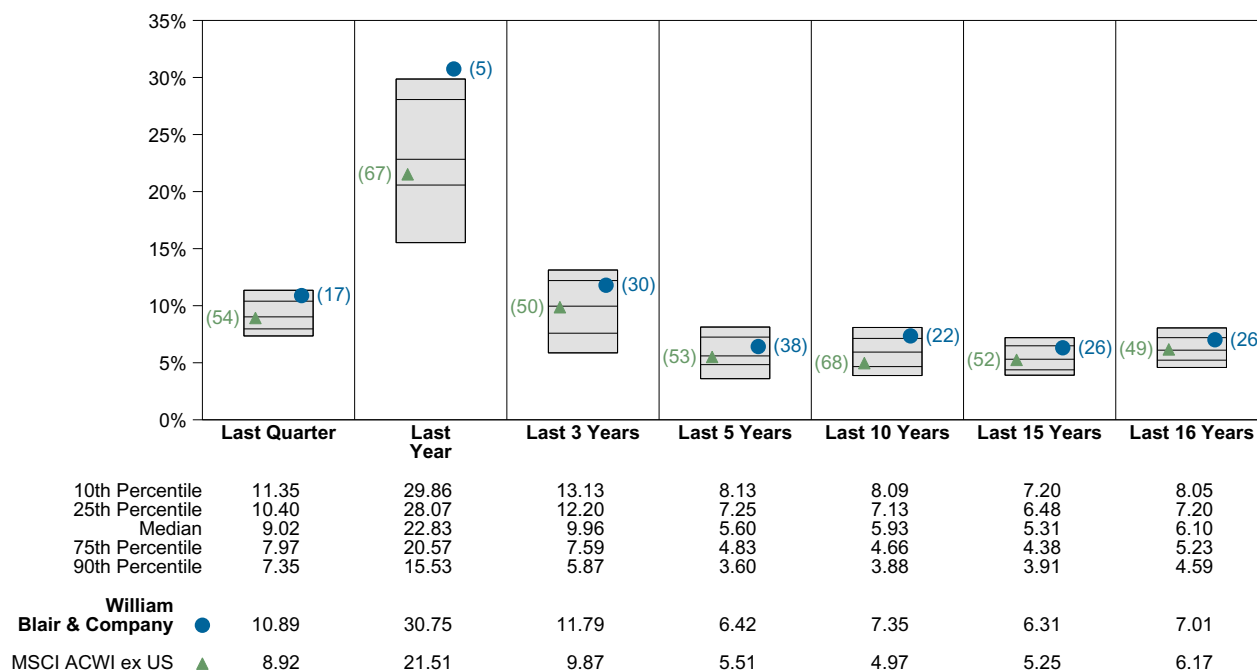
### Quarterly Summary and Highlights

- William Blair & Company's portfolio posted a 10.89% return for the quarter placing it in the 17 percentile of the Callan Non US Equity Mutual Funds group for the quarter and in the 5 percentile for the last year.
- William Blair & Company's portfolio outperformed the MSCI ACWI ex US by 1.96% for the quarter and outperformed the MSCI ACWI ex US for the year by 9.23%.

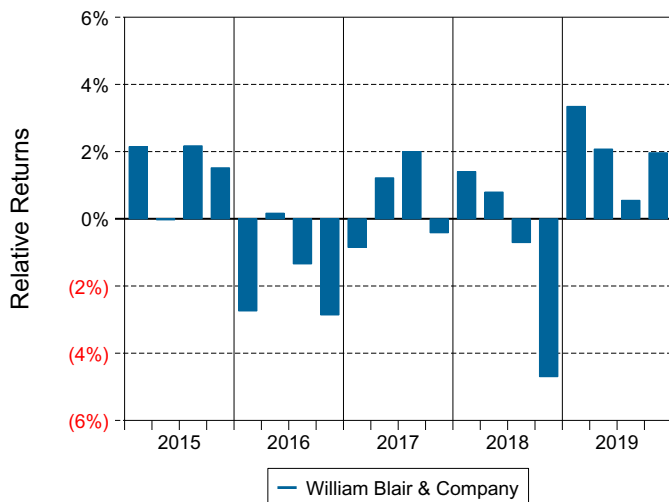
### Quarterly Asset Growth

Beginning Market Value	\$14,421,075
Net New Investment	\$0
Investment Gains/(Losses)	\$1,570,056
Ending Market Value	\$15,991,131

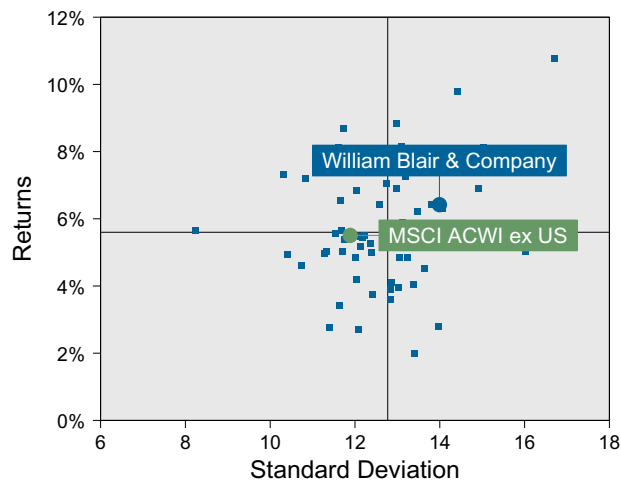
### Performance vs Callan Non US Equity Mutual Funds (Institutional Net)



### Relative Return vs MSCI ACWI ex US



### Callan Non US Equity Mutual Funds (Institutional Net) Annualized Five Year Risk vs Return

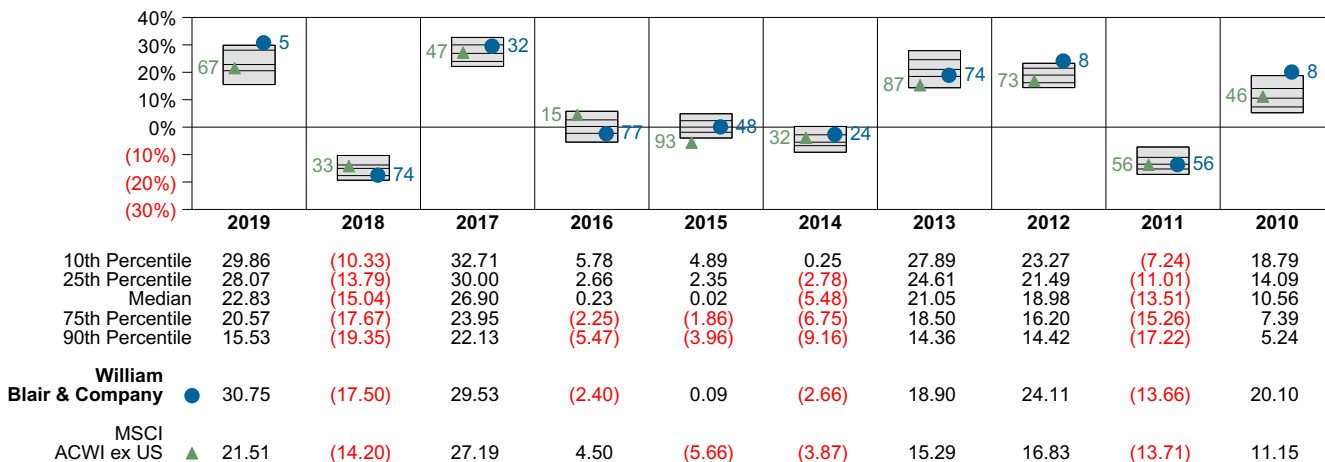


# William Blair & Company Return Analysis Summary

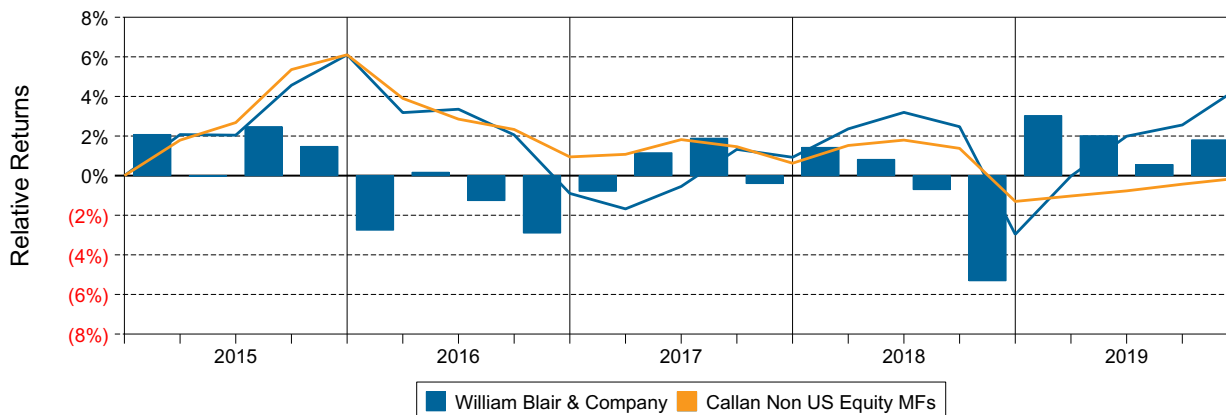
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

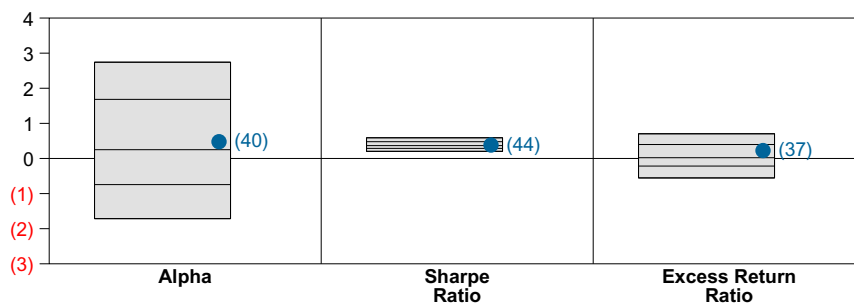
### Performance vs Callan Non US Equity Mutual Funds (Institutional Net)



### Cumulative and Quarterly Relative Return vs MSCI ACWI ex US



### Risk Adjusted Return Measures vs MSCI ACWI ex US Rankings Against Callan Non US Equity Mutual Funds (Institutional Net) Five Years Ended December 31, 2019



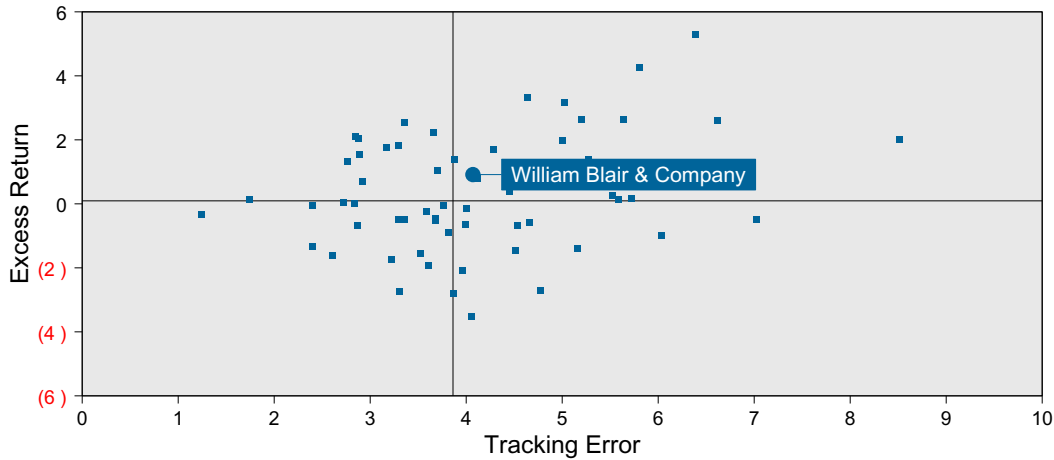
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	2.74	0.59	0.70
25th Percentile	1.68	0.48	0.40
Median	0.25	0.37	0.02
75th Percentile	(0.74)	0.29	(0.22)
90th Percentile	(1.71)	0.20	(0.55)
<b>William Blair &amp; Company</b>	0.48	0.38	0.22

# William Blair & Company Risk Analysis Summary

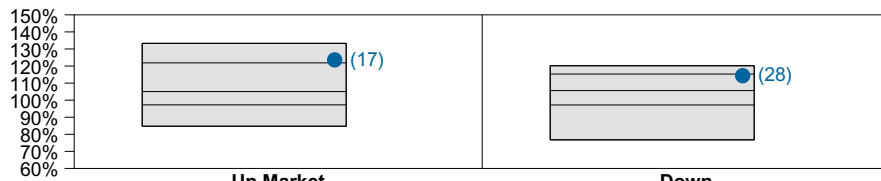
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows Up and Down Market Capture. The last two charts show the ranking of the manager's risk statistics versus the peer group.

### Risk Analysis vs Callan Non US Equity Mutual Funds (Institutional Net) Five Years Ended December 31, 2019

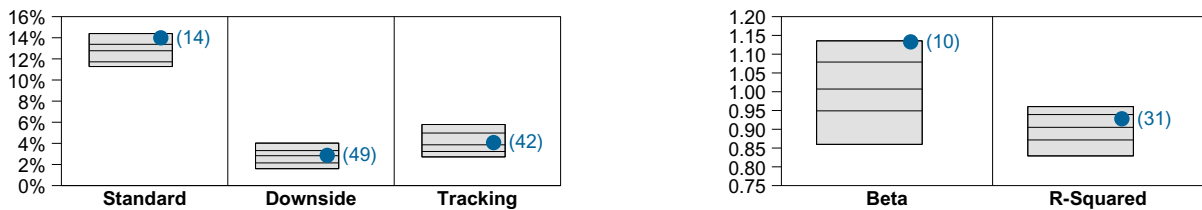


### Market Capture vs MSCI ACWI ex US Index (USD Net Div) Rankings Against Callan Non US Equity Mutual Funds (Institutional Net) Five Years Ended December 31, 2019



	Up Market Capture	Down Market Capture
10th Percentile	133.29	120.17
25th Percentile	121.85	115.30
Median	105.03	105.62
75th Percentile	97.25	97.19
90th Percentile	84.73	76.75
<b>William Blair &amp; Company</b>	<b>123.61</b>	<b>114.35</b>

### Risk Statistics Rankings vs MSCI ACWI ex US Index (USD Net Div) Rankings Against Callan Non US Equity Mutual Funds (Institutional Net) Five Years Ended December 31, 2019



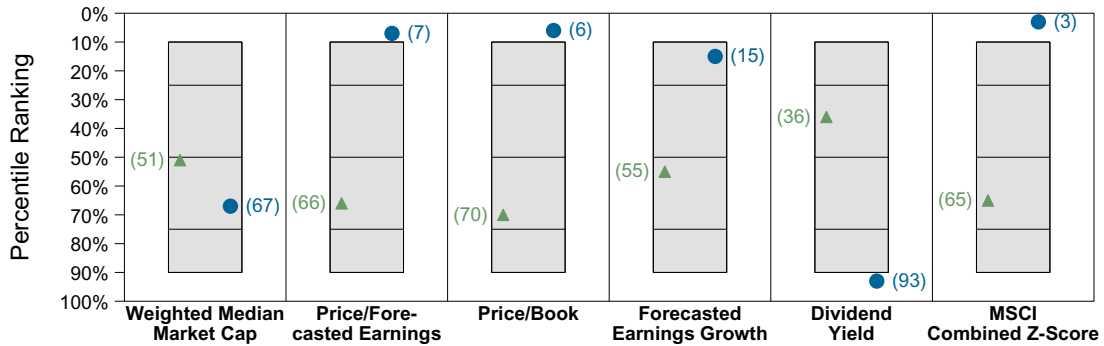
	Standard Deviation	Downside Risk	Tracking Error	Beta	R-Squared
10th Percentile	14.40	4.02	5.79	1.14	0.96
25th Percentile	13.38	3.32	4.98	1.08	0.94
Median	12.77	2.83	3.86	1.01	0.91
75th Percentile	11.72	2.15	3.23	0.95	0.87
90th Percentile	11.27	1.60	2.72	0.86	0.83
<b>William Blair &amp; Company</b>	<b>13.99</b>	<b>2.86</b>	<b>4.07</b>	<b>1.13</b>	<b>0.93</b>

# William Blair & Company Equity Characteristics Analysis Summary

## Portfolio Characteristics

This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

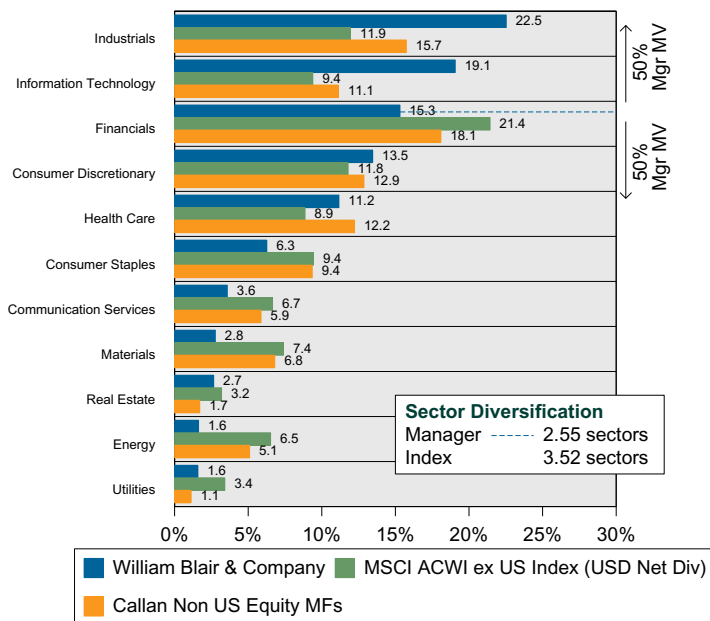
## Portfolio Characteristics Percentile Rankings Rankings Against Callan Non US Equity Mutual Funds as of December 31, 2019



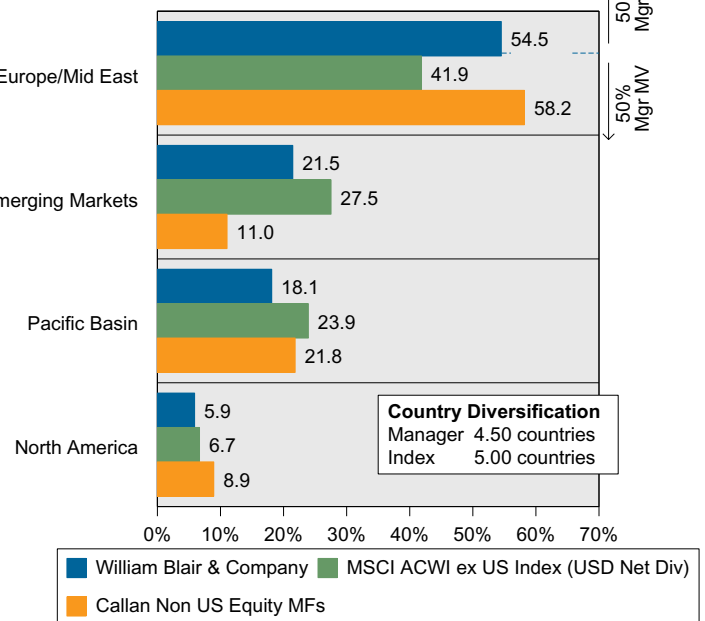
## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.

### Sector Allocation December 31, 2019



### Regional Allocation December 31, 2019



## William Blair & Company Top 10 Portfolio Holdings Characteristics as of December 31, 2019

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Alibaba Group Hldg Ltd Sponsored Ads	Consumer Discretionary	\$343,134	2.1%	26.83%	569.01	24.84	0.00%	25.80%
Taiwan Semiconductor Mfg Co Ltd Spon	Information Technology	\$333,669	2.1%	25.88%	286.32	20.00	2.72%	11.17%
Tencent Holdings Limited Shs Par Hkd	Communication Services	\$320,721	2.0%	14.44%	460.47	28.12	0.27%	20.80%
Asml Holding N V Asml Rev Stk Spl	Information Technology	\$295,562	1.8%	19.99%	126.00	30.49	0.80%	16.38%
Aia Group Ltd Com Par Usd 1	Financials	\$279,684	1.7%	11.16%	126.91	18.10	1.44%	46.16%
Airbus Se Shs	Industrials	\$277,635	1.7%	13.08%	114.71	17.97	1.26%	18.67%
Keyence Corp Ord	Information Technology	\$262,361	1.6%	14.42%	86.14	41.31	0.26%	6.80%
Atlas Copco Ab Shs A	Industrials	\$258,297	1.6%	30.64%	33.50	25.08	1.82%	5.04%
Lonza Group Ag Zuerich Namen Akt	Health Care	\$241,859	1.5%	7.79%	27.16	25.39	0.78%	9.90%
Lvmh Moet Hennessy Lou Vuittd Ord	Consumer Discretionary	\$229,245	1.4%	17.60%	235.00	25.36	1.50%	11.32%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Evolution Gaming Group	Consumer Discretionary	\$46,896	0.3%	52.98%	5.47	27.94	0.89%	59.68%
Apex	Industrials	\$28,039	0.2%	41.21%	1.22	18.19	1.12%	44.34%
Tal Ed Group Ads Repstg Com	Consumer Discretionary	\$27,689	0.2%	40.77%	18.29	61.17	0.00%	27.30%
Smith (Wh)	Consumer Discretionary	\$43,029	0.3%	40.67%	3.96	20.66	2.24%	5.30%
Belimo Hldg Ag Wetzikon Zh Namen -Ak	Industrials	\$24,275	0.2%	36.73%	4.63	42.37	1.37%	9.79%
Nibe Industrier Ab Markaryd Shs B Ne	Industrials	\$29,505	0.2%	36.62%	7.73	32.43	0.80%	15.26%
Aveva Group Plc Shs New	Information Technology	\$57,019	0.4%	35.28%	9.96	39.46	0.96%	14.49%
Kion Group	Industrials	\$27,610	0.2%	33.90%	8.25	14.11	1.93%	3.83%
Vat Group Ag Common Stock Chf.1	Industrials	\$39,334	0.2%	33.82%	5.07	41.19	2.45%	(0.70)%
Atlas Copco Ab Shs A	Industrials	\$258,297	1.6%	30.64%	33.50	25.08	1.82%	5.04%

### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Digital Arts	Information Technology	\$14,585	0.1%	(22.29)%	0.73	34.07	0.99%	61.73%
Gmo Payment Gateway Inc Toky Shs	Information Technology	\$30,088	0.2%	(14.25)%	5.11	76.65	0.48%	30.30%
Hexaware Technologies Ltd Shs	Information Technology	\$17,237	0.1%	(12.12)%	1.40	13.55	2.54%	21.40%
Vitasoy International Holdin Ord	Consumer Staples	\$14,859	0.1%	(10.36)%	3.86	37.38	1.48%	16.77%
Shiseido Co Ltd Ord	Consumer Staples	\$142,021	0.9%	(9.99)%	28.64	34.07	0.71%	16.20%
Tencent Music Entmt Group Spon Ads	Communication Services	\$17,044	0.1%	(8.07)%	3.60	24.26	0.00%	23.00%
Hiscox Ltd Shs Par Value 6	Financials	\$54,493	0.3%	(7.78)%	5.44	21.43	2.38%	44.60%
Titan Industries	Consumer Discretionary	\$33,253	0.2%	(7.35)%	14.78	52.83	0.42%	13.16%
Fevertree Drinks	Consumer Staples	\$23,777	0.1%	(7.14)%	3.22	33.86	0.74%	11.50%
Ipsen Shs	Health Care	\$21,553	0.1%	(6.61)%	7.43	10.19	1.27%	10.30%

# Causeway Emerging Markets

## Period Ended December 31, 2019

### Investment Philosophy

Causeway believes in using a quantitative process to efficiently exploit the multiple investment opportunities while avoiding the undue sources of risk that exist in the emerging markets. Through its quantitative process, Causeway believes they are able to buy attractively valued companies with superior earnings prospects and positive market sentiment, which will produce consistent returns over all phases of the investment cycle. The fund's inception date is 8/13/2019.

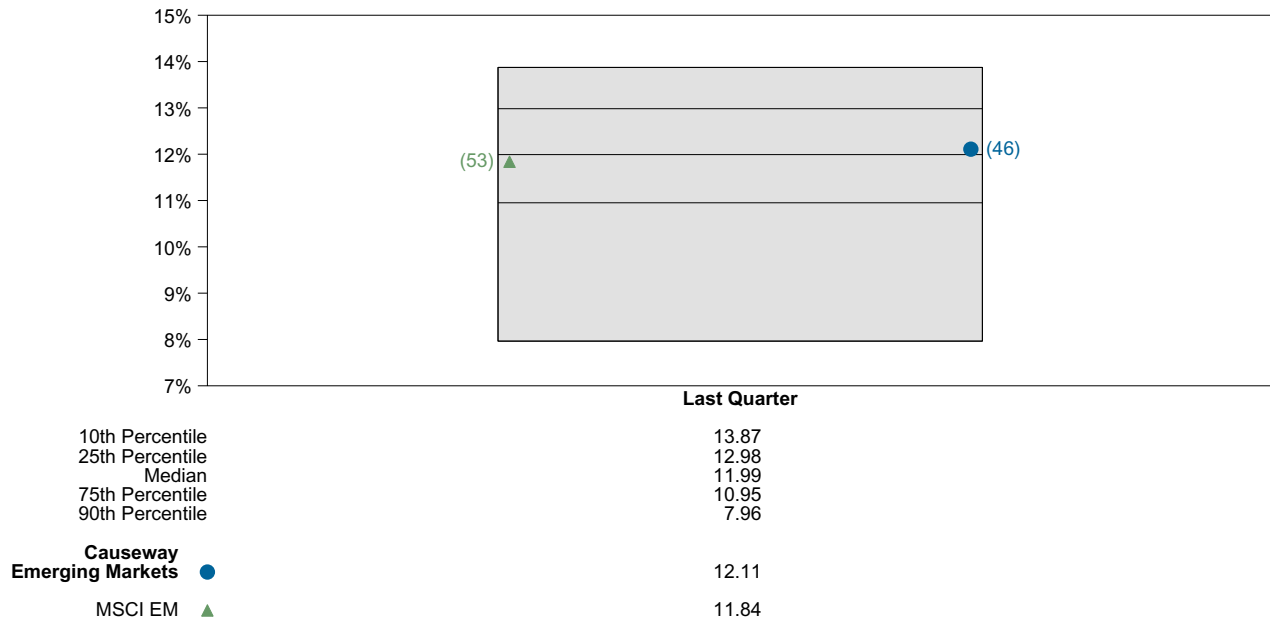
### Quarterly Summary and Highlights

- Causeway Emerging Markets's portfolio posted a 12.11% return for the quarter placing it in the 46 percentile of the Callan Emerging Markets Equity Mut Funds group for the quarter.
- Causeway Emerging Markets's portfolio outperformed the MSCI EM by 0.27% for the quarter.

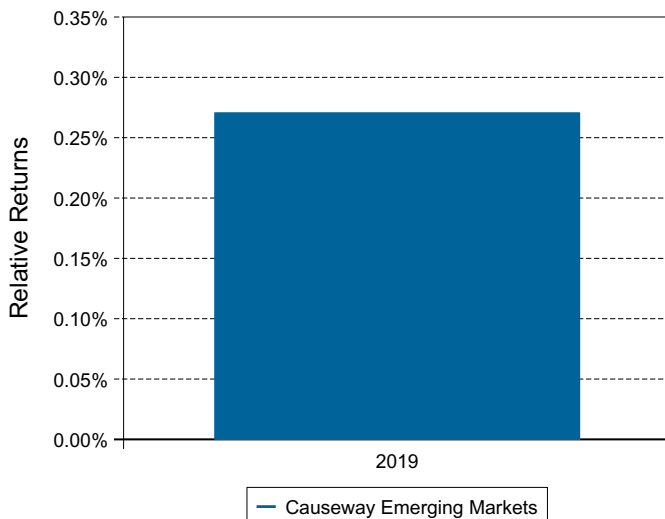
### Quarterly Asset Growth

Beginning Market Value	\$1,296,296
Net New Investment	\$0
Investment Gains/(Losses)	\$156,959
Ending Market Value	\$1,453,256

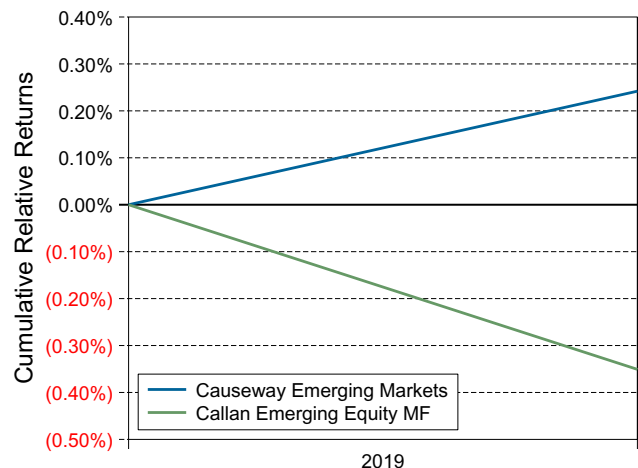
### Performance vs Callan Emerging Markets Equity Mut Funds (Institutional Net)



### Relative Return vs MSCI EM



### Cumulative Returns vs MSCI EM



# Causeway Emerging Markets Equity Characteristics Analysis Summary

## Portfolio Characteristics

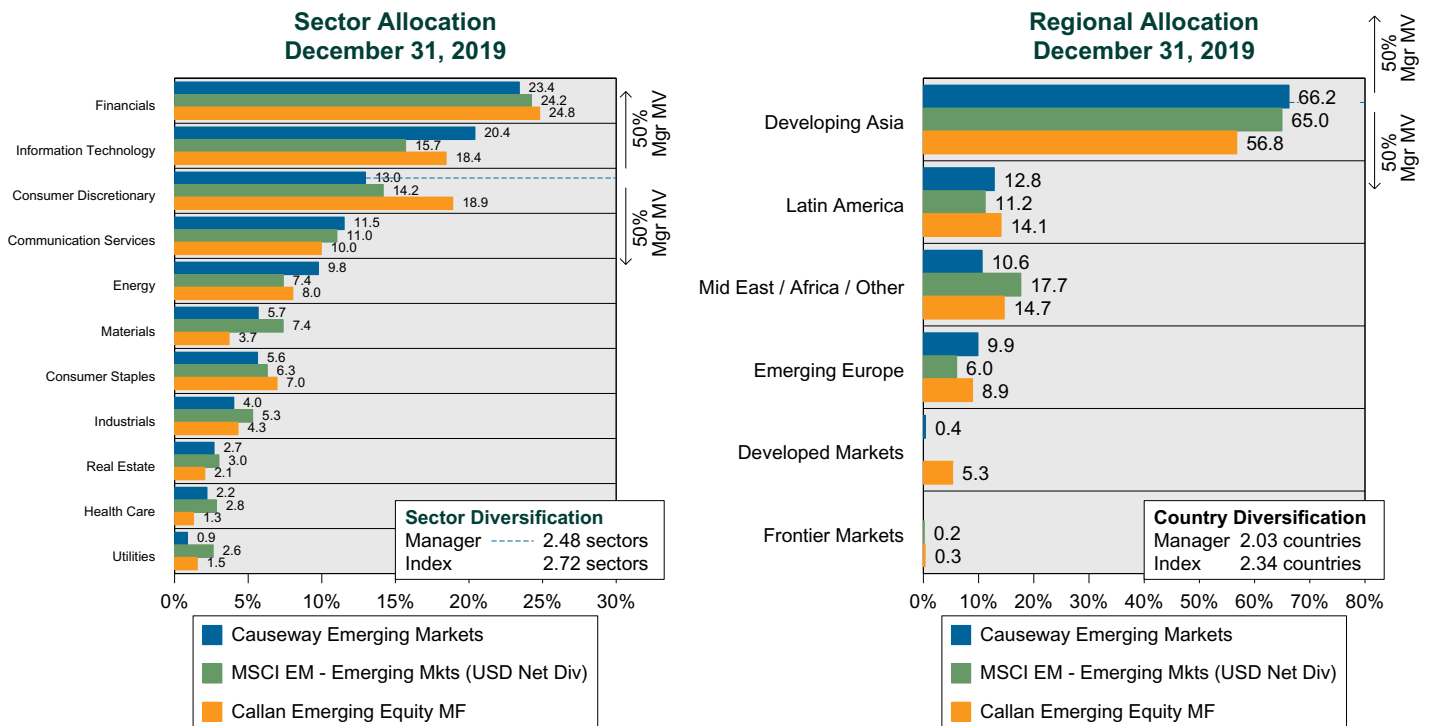
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Portfolio Characteristics Percentile Rankings Rankings Against Callan Emerging Markets Equity Mut Funds as of December 31, 2019



## Sector Weights

The graph below contrasts the manager's sector weights with those of the benchmark and median sector weights across the members of the peer group. The magnitude of sector weight differences from the index and the manager's sector diversification are also shown. The regional allocation chart compares the manager's geographical region weights with those of the benchmark as well as the median region weights of the peer group.



## Causeway Emerging Markets Top 10 Portfolio Holdings Characteristics as of December 31, 2019

### 10 Largest Holdings

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Tencent Holdings Limited Shs Par Hkd	Communication Services	\$84,221	5.8%	14.44%	460.47	28.12	0.27%	20.80%
Alibaba Group Hldg Ltd Sponsored Ads	Consumer Discretionary	\$83,933	5.8%	26.83%	569.01	24.84	0.00%	25.80%
Samsung Electronics Co Ltd Ord	Information Technology	\$81,593	5.6%	18.53%	288.05	13.30	2.54%	(7.20)%
Taiwan Semiconductor Mfg Co Ltd Spon	Information Technology	\$69,913	4.8%	25.88%	286.32	20.00	2.72%	11.17%
China Construction Bank Shs H	Financials	\$49,457	3.4%	13.22%	207.65	5.37	5.31%	3.60%
Ping An Insurance H	Financials	\$31,508	2.2%	2.90%	88.03	9.27	2.24%	18.98%
Pjsc Lukoil Sponsored Adr	Energy	\$29,621	2.0%	20.71%	71.02	7.33	5.62%	7.64%
Gazprom O A O Spon Adr	Energy	\$28,521	2.0%	21.13%	97.73	5.01	6.48%	8.40%
Cnooc Ltd Shs	Energy	\$20,921	1.4%	9.02%	74.26	8.99	5.63%	9.04%
Reliance Industries Ltd Shs Demateri	Energy	\$19,738	1.4%	12.83%	134.47	16.18	0.43%	18.53%

### 10 Best Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Kwg Property Holdings Limite Shs	Real Estate	\$4,986	0.3%	59.90%	4.45	5.00	6.32%	34.27%
Vipshop Hldgs Ltd Sponsored Adr	Consumer Discretionary	\$9,822	0.7%	58.86%	8.31	11.88	0.00%	34.68%
Sunac China Hdg.	Real Estate	\$10,450	0.7%	48.68%	26.54	5.45	2.08%	13.54%
Sk Hynix Inc Shs	Information Technology	\$17,710	1.2%	33.33%	59.24	13.92	1.59%	(18.03)%
Shimao China Hdg. Ltd.	Real Estate	\$8,773	0.6%	32.67%	12.80	6.43	4.30%	24.57%
Pegatron Corp Comstk	Information Technology	\$6,343	0.4%	31.09%	5.96	11.69	5.12%	6.05%
Mobile Telesys Adr (Usd)	Communication Services	\$9,953	0.7%	30.46%	10.29	9.31	9.98%	(1.09)%
Hon Hai Precision Inds Ltd Ord	Information Technology	\$15,815	1.1%	28.38%	41.99	10.07	4.41%	1.56%
Taiwan Semicond Manufac Co L Shs	Information Technology	\$6,636	0.5%	26.88%	286.32	20.00	2.72%	11.17%
Alibaba Group Hldg Ltd Sponsored Ads	Consumer Discretionary	\$83,933	5.8%	26.83%	569.01	24.84	0.00%	25.80%

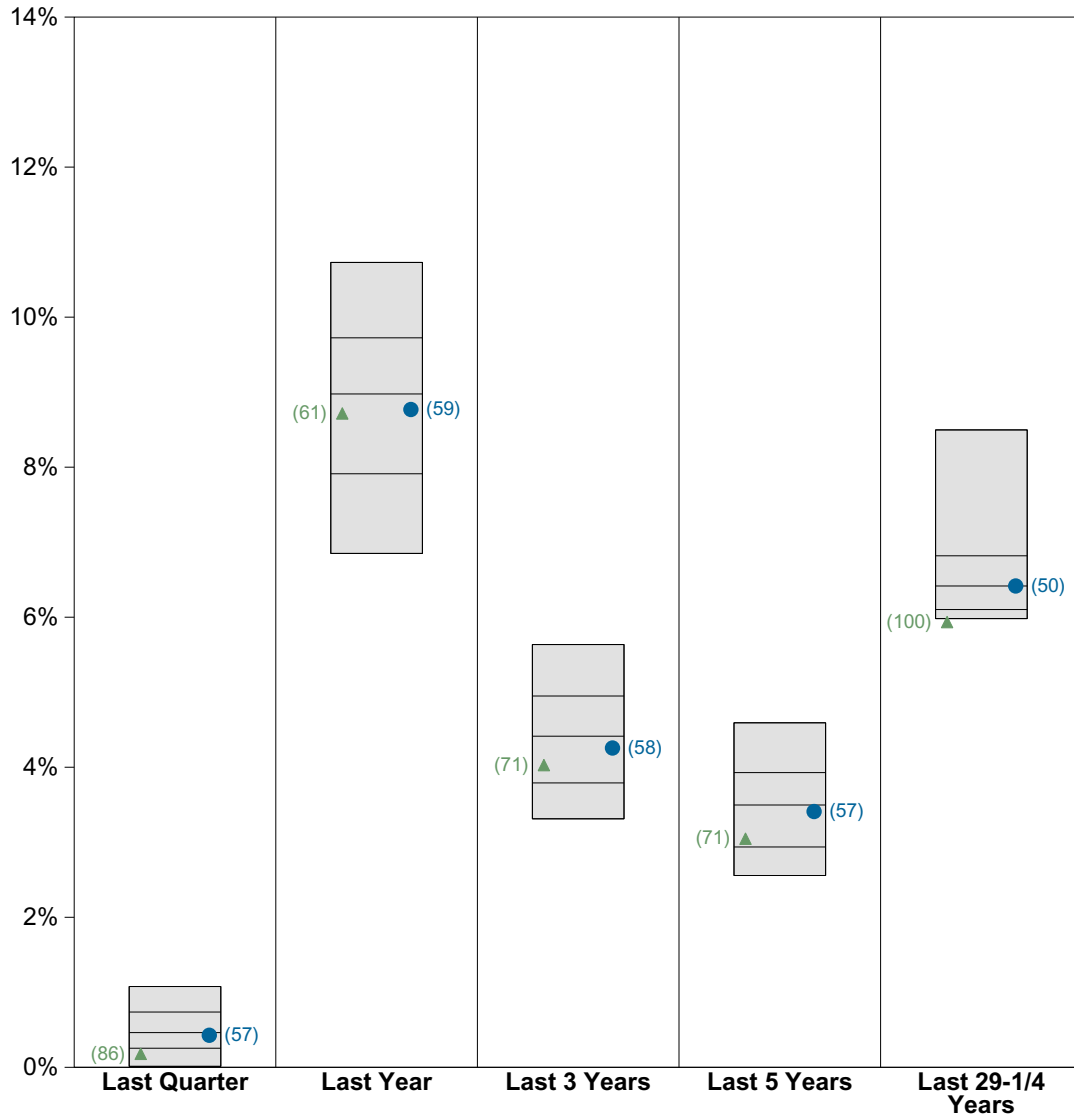
### 10 Worst Performers

Stock	Sector	Ending Market Value	Percent of Portfolio	Qtrly Return	Market Capital	Price/Forecasted Earnings Ratio	Dividend Yield	Forecasted Growth in Earnings
Aurobindo Pharma	Health Care	\$5,528	0.4%	(22.77)%	3.75	8.57	0.55%	11.83%
Meritz Secs.	Financials	\$3,286	0.2%	(22.45)%	2.02	5.32	5.28%	(3.22)%
Larsen & Toubro	Industrials	\$7,628	0.5%	(12.57)%	25.53	15.67	1.39%	14.13%
Daelim Industrial Co	Industrials	\$5,505	0.4%	(9.90)%	2.72	4.89	0.02%	(38.01)%
Polski Koncern NAF Orlen	Energy	\$4,447	0.3%	(7.95)%	9.69	7.87	4.08%	1.20%
Fila Korea	Consumer Discretionary	\$7,503	0.5%	(5.56)%	2.80	10.46	0.09%	40.00%
Saudi Telecom Co.	Communication Services	\$9,284	0.6%	(5.47)%	54.27	16.97	5.89%	1.00%
Vp China Greenchip Fund	Industrials	\$6,394	0.4%	(5.26)%	2.27	4.62	2.88%	10.64%
Hindustan Lever	Consumer Staples	\$16,410	1.1%	(3.17)%	58.32	50.54	1.25%	13.00%
Ceske Energeticke Zavody As Shs	Utilities	\$2,636	0.2%	(2.94)%	12.11	12.28	0.00%	(18.00)%

**City of Fort Pierce  
Performance vs Public Fund - Domestic Fixed  
Periods Ended December 31, 2019**

**Return Ranking**

The chart below illustrates fund rankings over various periods versus the Public Fund - Domestic Fixed. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - Domestic Fixed. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.

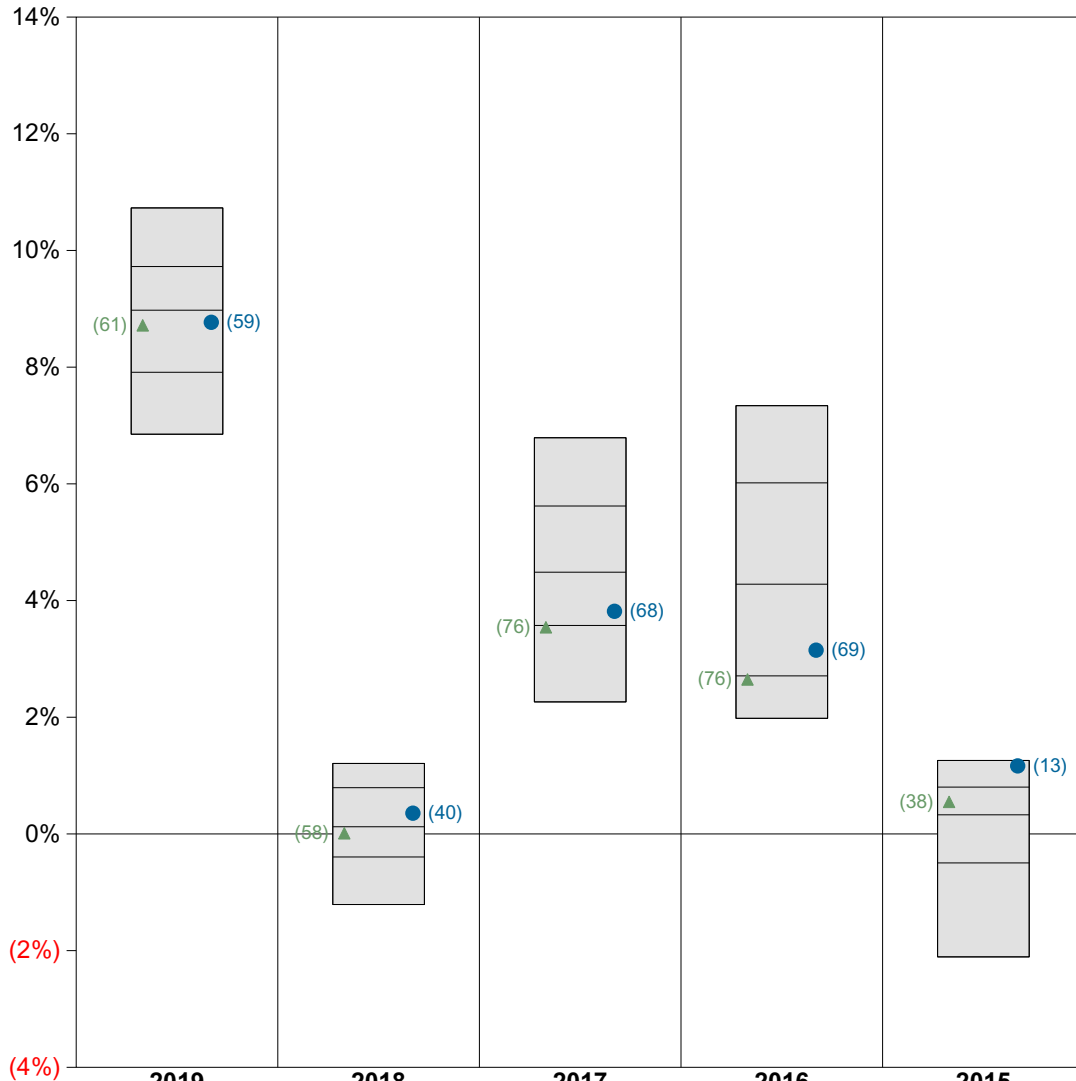


10th Percentile	1.08	10.73	5.64	4.59	8.50
25th Percentile	0.74	9.72	4.95	3.93	6.82
Median	0.46	8.98	4.41	3.50	6.42
75th Percentile	0.25	7.91	3.79	2.94	6.10
90th Percentile	0.01	6.85	3.31	2.56	5.98
<b>Domestic Fixed Income</b> ●	0.43	8.77	4.26	3.41	6.42
Domestic FI Benchmark ▲	0.18	8.72	4.03	3.05	5.94

# City of Fort Pierce Performance vs Public Fund - Domestic Fixed Recent Periods

## Return Ranking

The chart below illustrates fund rankings over various periods versus the Public Fund - Domestic Fixed. The bars represent the range of returns from the 10th percentile to the 90th percentile for each period for all funds in the Public Fund - Domestic Fixed. The numbers to the right of the bar represent the percentile rankings of the fund being analyzed. The table below the chart details the rates of return plotted in the graph above.



	2019	2018	2017	2016	2015
10th Percentile	10.73	1.21	6.79	7.34	1.26
25th Percentile	9.72	0.79	5.62	6.02	0.80
Median	8.98	0.12	4.49	4.28	0.33
75th Percentile	7.91	(0.40)	3.57	2.71	(0.50)
90th Percentile	6.85	(1.21)	2.26	1.98	(2.11)
<b>Domestic Fixed Income</b> ●	8.77	0.36	3.82	3.15	1.17
Domestic Fixed Income Benchmark ▲	8.72	0.01	3.54	2.65	0.55

# Richmond Capital Management Period Ended December 31, 2019

## Investment Philosophy

Richmond's investment philosophy is that superior returns can be achieved, over time, by focusing on value. They acknowledge that it is not always possible to predict short term movement in the financial markets. However, they believe that it is possible, through careful analysis and security selection, to choose securities which will provide superior returns over market cycles. Their search for value as always overlaid by a focus on yield (income). They believe that bond portfolios which are composed of undervalued securities and additional yield have a strong bias to provide superior returns over time. \* Blmbg Gov/Credit Bond Index through May 31, 2013 and Blmbg Aggregate Index thereafter.

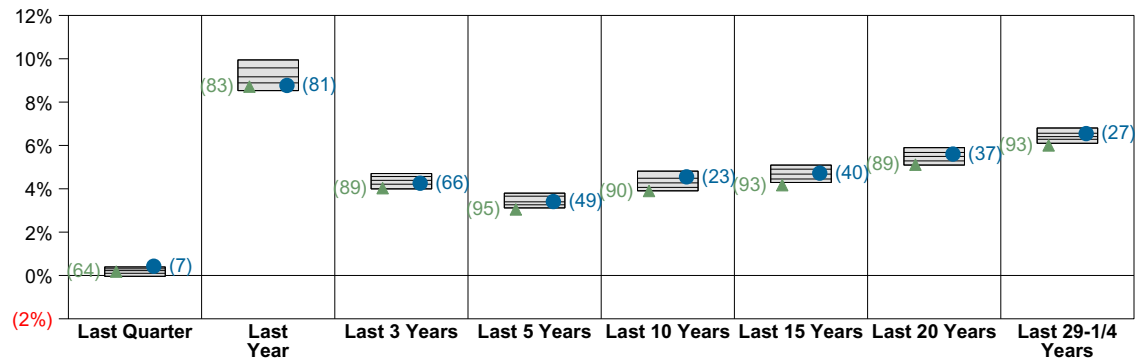
## Quarterly Summary and Highlights

- Richmond Capital Management's portfolio posted a 0.43% return for the quarter placing it in the 7 percentile of the Callan Core Bond Fixed Income group for the quarter and in the 81 percentile for the last year.
- Richmond Capital Management's portfolio outperformed the Blended Benchmark\* by 0.25% for the quarter and outperformed the Blended Benchmark\* for the year by 0.05%.

## Quarterly Asset Growth

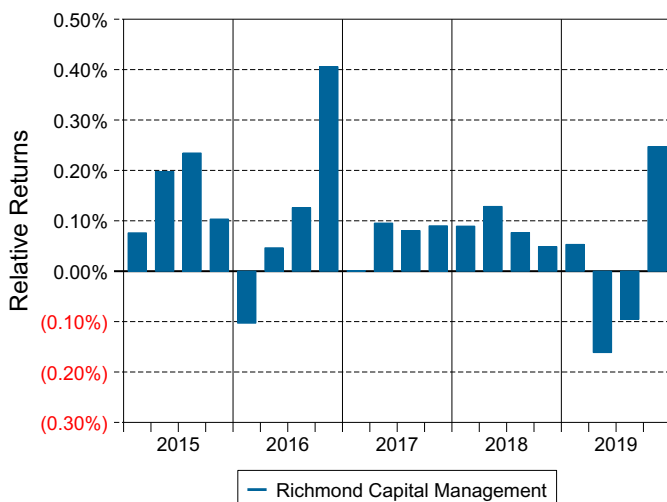
Beginning Market Value	\$50,252,143
Net New Investment	\$-36,337
Investment Gains/(Losses)	\$214,628
Ending Market Value	\$50,430,434

## Performance vs Callan Core Bond Fixed Income (Gross)

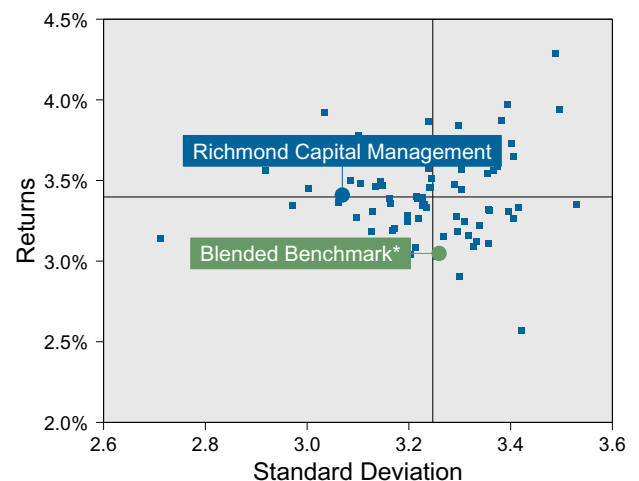


10th Percentile	0.39	9.95	4.71	3.80	4.81	5.09	5.90	6.81
25th Percentile	0.31	9.58	4.57	3.66	4.49	4.90	5.68	6.56
Median	0.22	9.17	4.39	3.40	4.27	4.68	5.49	6.41
75th Percentile	0.10	8.89	4.21	3.26	4.06	4.45	5.29	6.29
90th Percentile	(0.04)	8.53	4.00	3.12	3.91	4.29	5.09	6.10
<b>Richmond Capital Management</b>	● 0.43	8.77	4.26	3.41	4.55	4.72	5.60	6.55
Blended Benchmark*	▲ 0.18	8.72	4.03	3.05	3.90	4.17	5.11	6.00

## Relative Return vs Blended Benchmark\*



## Callan Core Bond Fixed Income (Gross) Annualized Five Year Risk vs Return

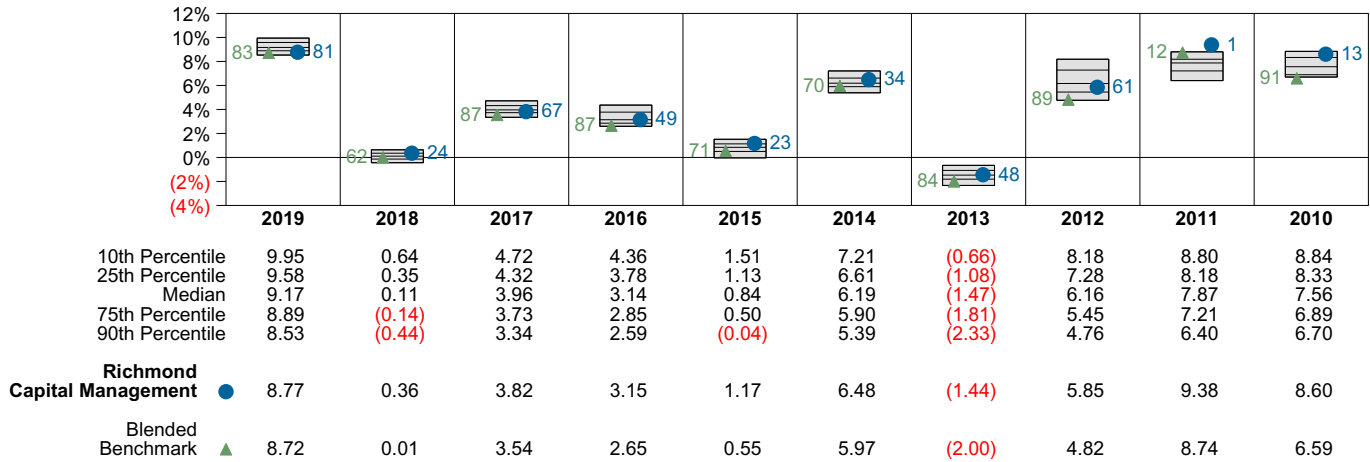


# Richmond Capital Management Return Analysis Summary

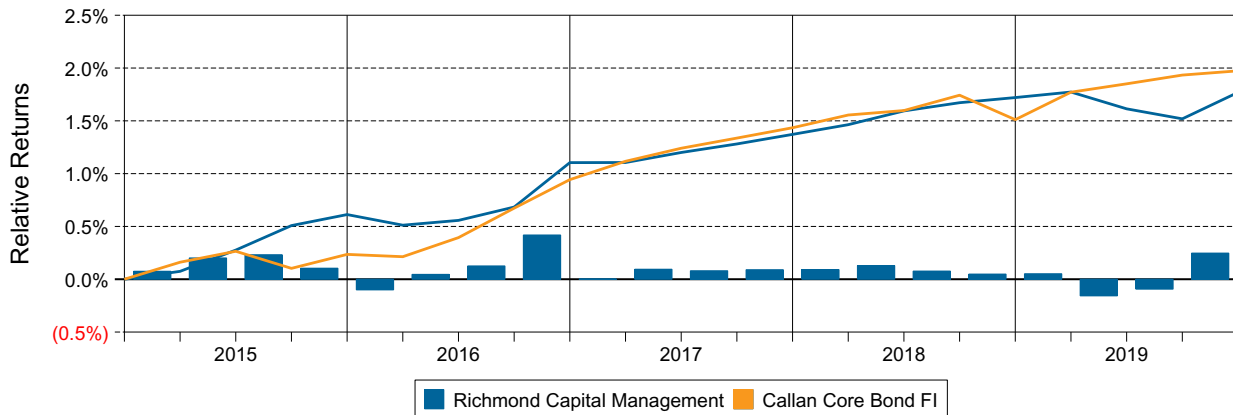
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

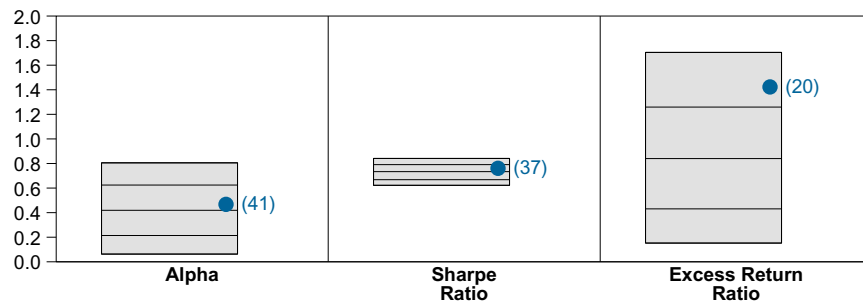
### Performance vs Callan Core Bond Fixed Income (Gross)



### Cumulative and Quarterly Relative Return vs Blended Benchmark



### Risk Adjusted Return Measures vs Blended Benchmark Rankings Against Callan Core Bond Fixed Income (Gross) Five Years Ended December 31, 2019



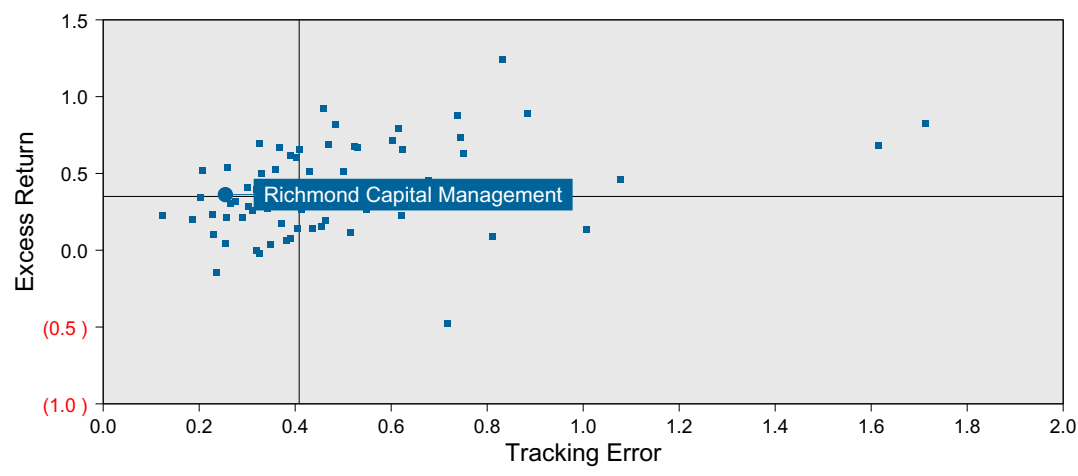
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	0.81	0.84	1.70
25th Percentile	0.62	0.79	1.26
Median	0.42	0.73	0.84
75th Percentile	0.21	0.67	0.43
90th Percentile	0.06	0.62	0.15
<b>Richmond Capital Management</b>	<b>0.47</b>	<b>0.76</b>	<b>1.42</b>

# Richmond Capital Management Risk Analysis Summary

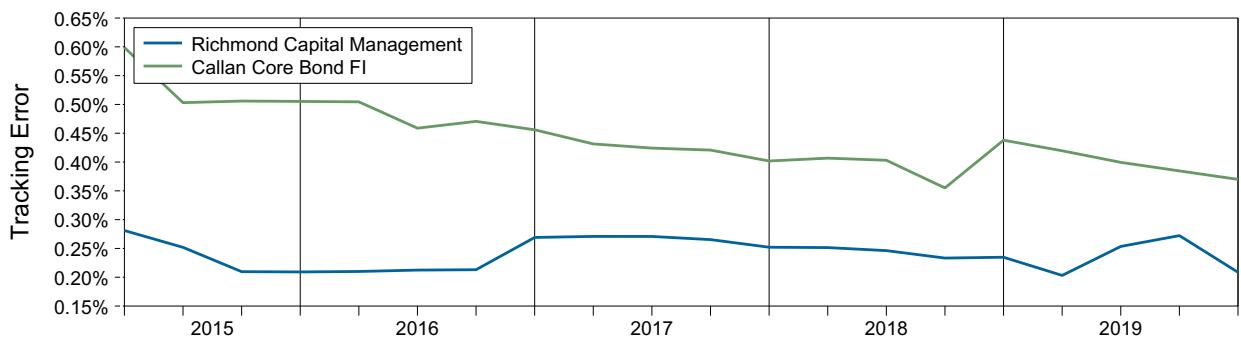
## Risk Analysis

The graphs below analyze the risk or variation of a manager's return pattern. The first scatter chart illustrates the relationship, called Excess Return Ratio, between excess return and tracking error relative to the benchmark. The second chart shows tracking error patterns versus the benchmark over time. The last two charts show the ranking of the manager's risk statistics versus the peer group.

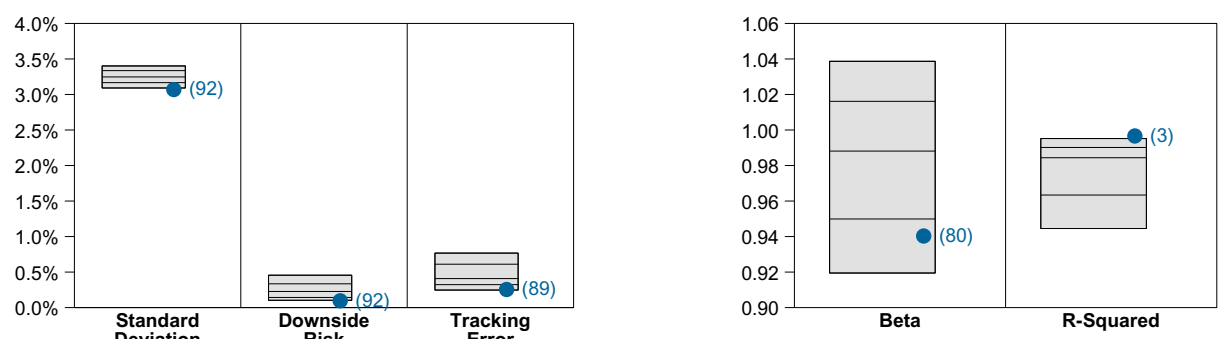
**Risk Analysis vs Callan Core Bond Fixed Income (Gross)  
Five Years Ended December 31, 2019**



**Rolling 12 Quarter Tracking Error vs Blended Benchmark**



**Risk Statistics Rankings vs Blended Benchmark  
Rankings Against Callan Core Bond Fixed Income (Gross)  
Five Years Ended December 31, 2019**



	Standard Deviation	Downside Risk	Tracking Error	Beta	R-Squared
10th Percentile	3.40	0.46	0.77	1.04	1.00
25th Percentile	3.34	0.33	0.61	1.02	0.99
Median	3.25	0.23	0.41	0.99	0.98
75th Percentile	3.17	0.14	0.32	0.95	0.96
90th Percentile	3.09	0.10	0.25	0.92	0.94

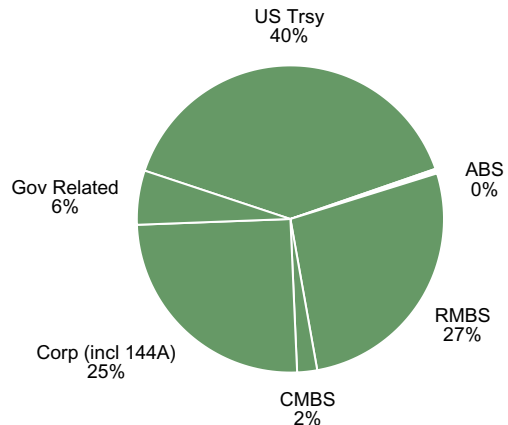
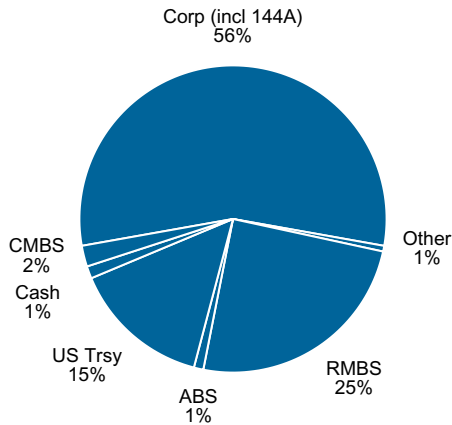
**Richmond Capital Management** ● 3.07      0.10      0.25      **Richmond Capital Management** ● 0.94      1.00

# Richmond Capital Management Portfolio Characteristics Summary As of December 31, 2019

## Portfolio Structure Comparison

The charts below compare the structure of the portfolio to that of the index from the three perspectives that have the greatest influence on return. The first chart compares the two portfolios across sectors. The second chart compares the duration distribution. The last chart compares the distribution across quality ratings.

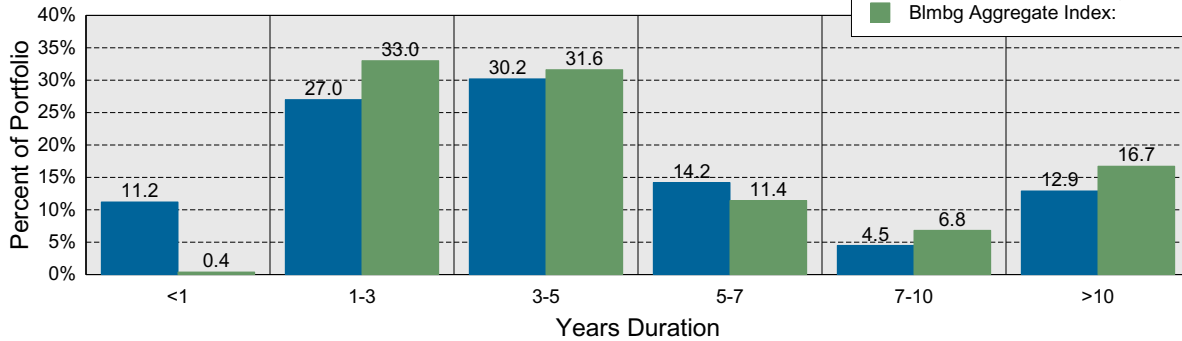
### Sector Allocation



### Richmond Capital Management

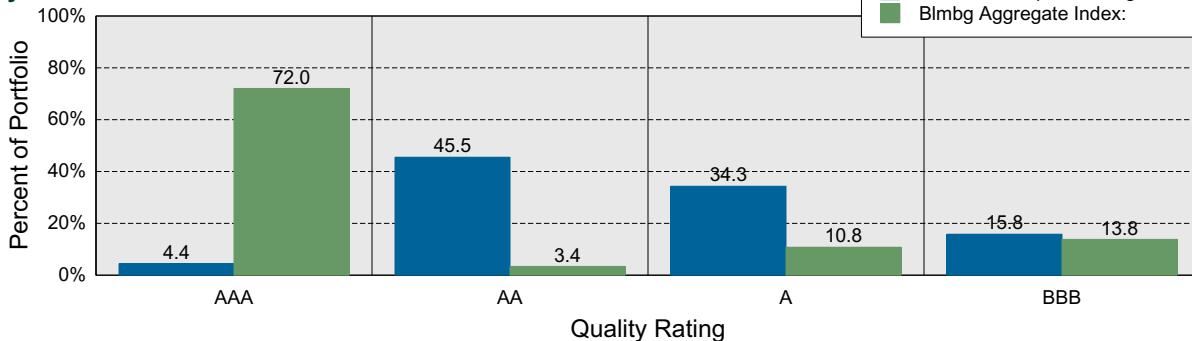
### Blmbg Aggregate Index

#### Duration Distribution



Weighted Average:		Duration
Richmond Capital Management:		5.10
Blmbg Aggregate Index:		5.87

#### Quality Distribution



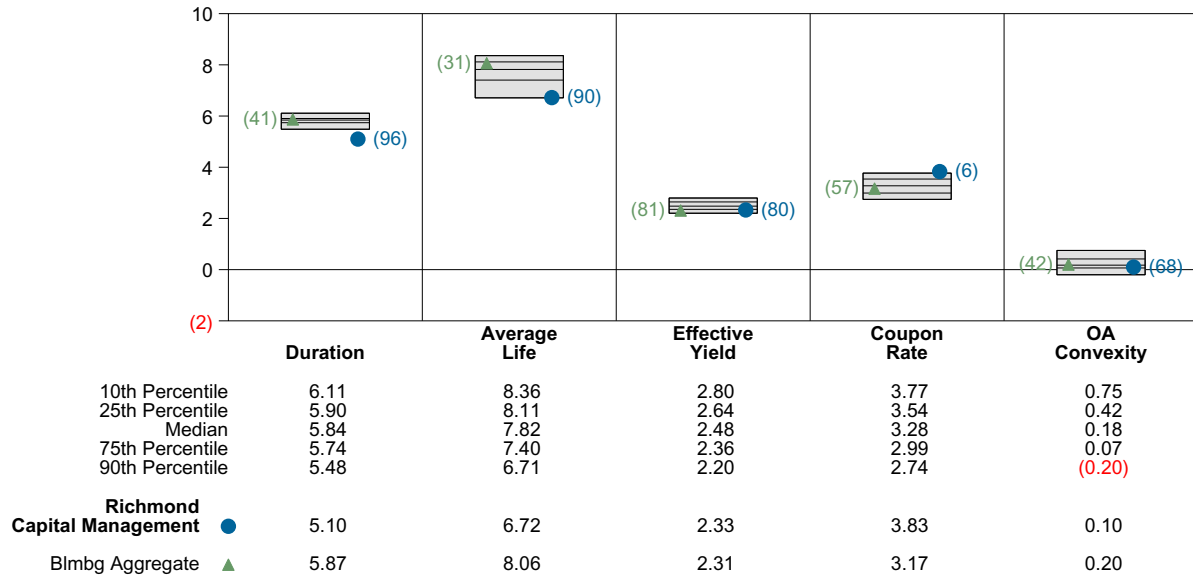
Weighted Average:		Quality
Richmond Capital Management:		AA
Blmbg Aggregate Index:		AA+

# Richmond Capital Management Bond Characteristics Analysis Summary

## Portfolio Characteristics

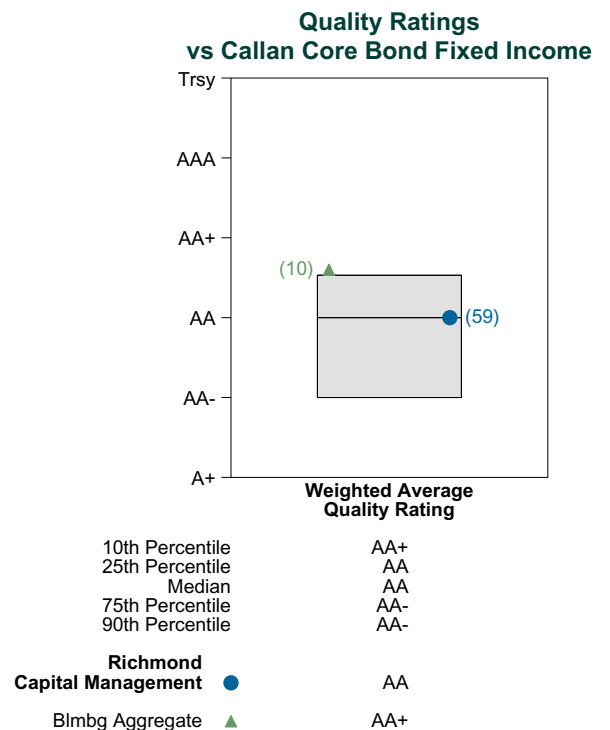
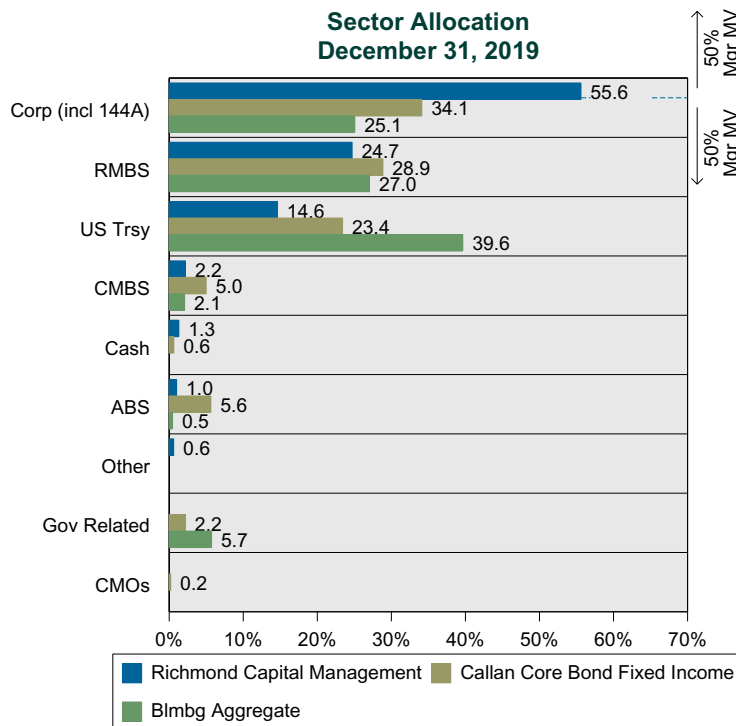
This graph compares the manager's portfolio characteristics with the range of characteristics for the portfolios which make up the manager's style group. This analysis illustrates whether the manager's current holdings are consistent with other managers employing the same style.

## Fixed Income Portfolio Characteristics Rankings Against Callan Core Bond Fixed Income as of December 31, 2019



## Sector Allocation and Quality Ratings

The first graph compares the manager's sector allocation with the average allocation across all the members of the manager's style. The second graph compares the manager's weighted average quality rating with the range of quality ratings for the style.



# Heitman

## Period Ended December 31, 2019

### Investment Philosophy

Heitman America Real Estate Trust, L.P. is a Delaware limited partnership, organized as a perpetual-life, core open-ended commingled fund to invest in real estate assets. The Fund seeks to deliver to its investors a combination of current income return and moderate appreciation. In acquiring individual assets for HART, Heitman adheres to the following principles: Buy in major markets and build a portfolio that is diversified by property type, economic exposure and geography. Buy assets with strong site attributes, such as proximity to amenities, complementary land uses and transportation networks. Buy well-constructed assets with features that will continue to appeal to tenants over long periods of time.

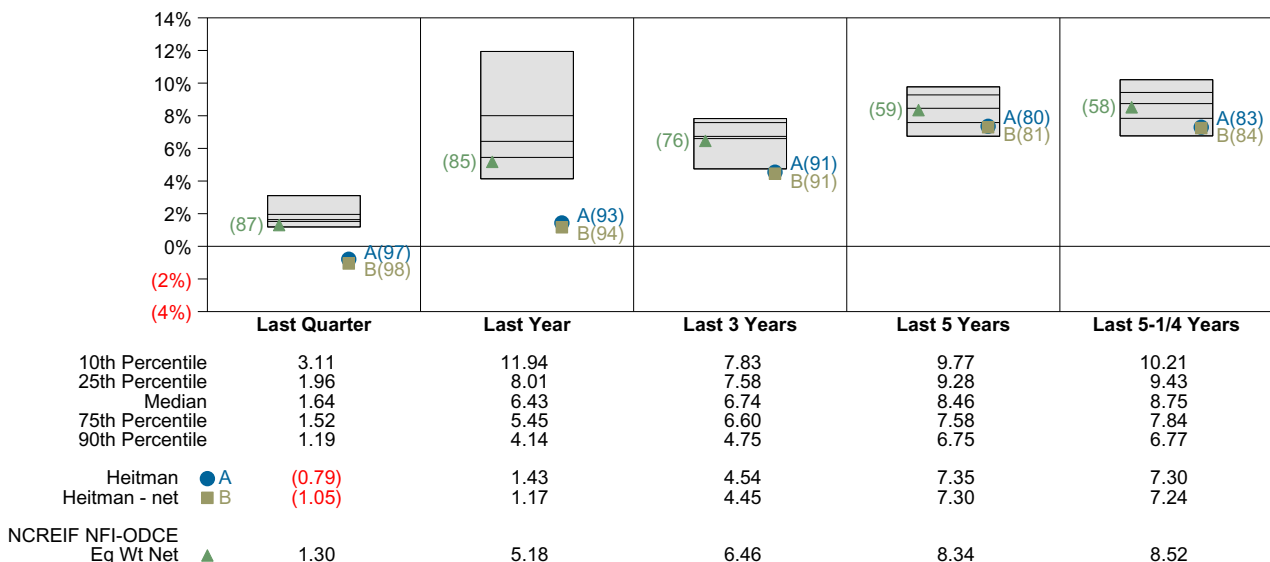
### Quarterly Summary and Highlights

- Heitman's portfolio posted a (0.79)% return for the quarter placing it in the 97 percentile of the Callan Open End Core Cmmingled Real Est group for the quarter and in the 93 percentile for the last year.
- Heitman's portfolio underperformed the NCREIF NFI-ODCE Eq Wt Net by 2.09% for the quarter and underperformed the NCREIF NFI-ODCE Eq Wt Net for the year by 3.75%.

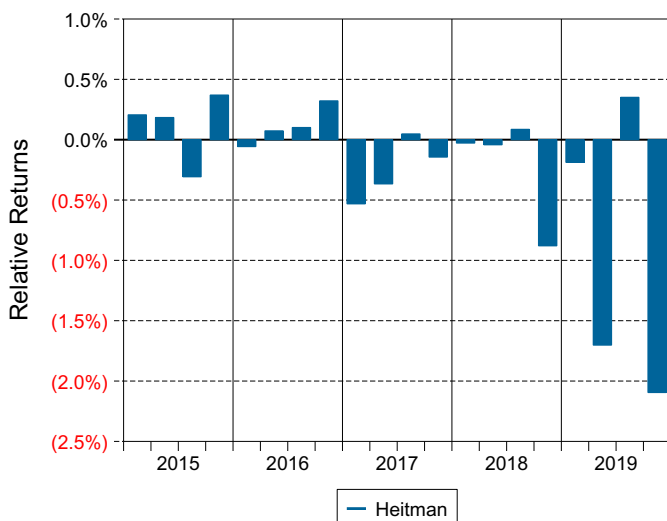
### Quarterly Asset Growth

Beginning Market Value	\$20,852,825
Net New Investment	\$-54,077
Investment Gains/(Losses)	\$-165,112
Ending Market Value	\$20,633,636

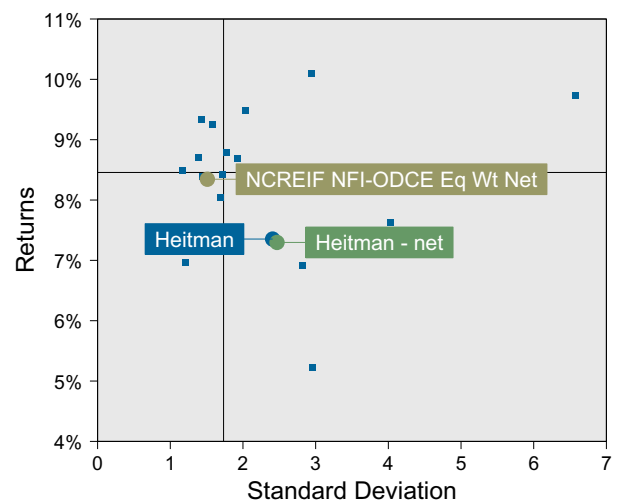
### Performance vs Callan Open End Core Cmmingled Real Est (Net)



### Relative Returns vs NCREIF NFI-ODCE Eq Wt Net



### Callan Open End Core Cmmingled Real Est (Net) Annualized Five Year Risk vs Return

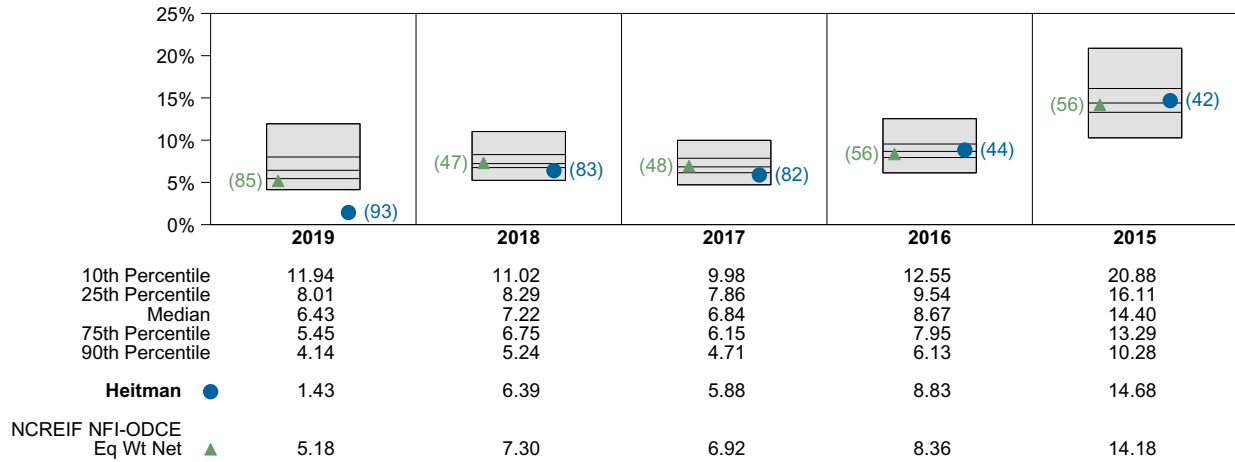


# Heitman Return Analysis Summary

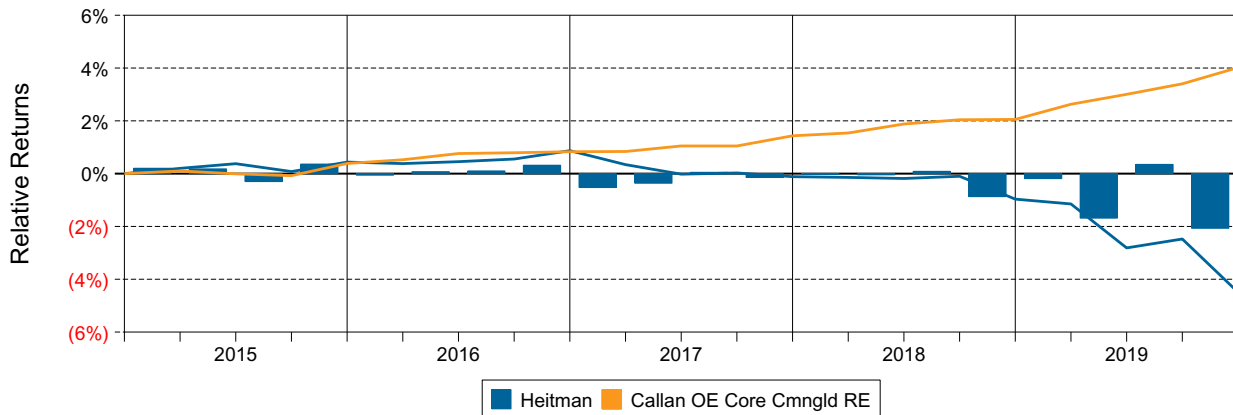
## Return Analysis

The graphs below analyze the manager's return on both a risk-adjusted and unadjusted basis. The first chart illustrates the manager's ranking over different periods versus the appropriate style group. The second chart shows the historical quarterly and cumulative manager returns versus the appropriate market benchmark. The last chart illustrates the manager's ranking relative to their style using various risk-adjusted return measures.

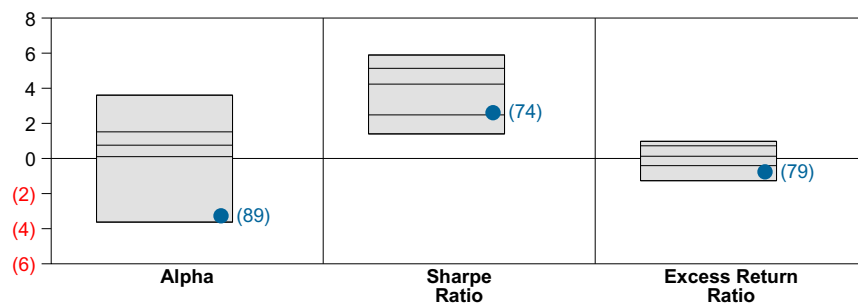
### Performance vs Callan Open End Core Cmmingled Real Est (Net)



### Cumulative and Quarterly Relative Return vs NCREIF NFI-ODCE Eq Wt Net



### Risk Adjusted Return Measures vs NCREIF NFI-ODCE Eq Wt Net Rankings Against Callan Open End Core Cmmingled Real Est (Net) Five Years Ended December 31, 2019



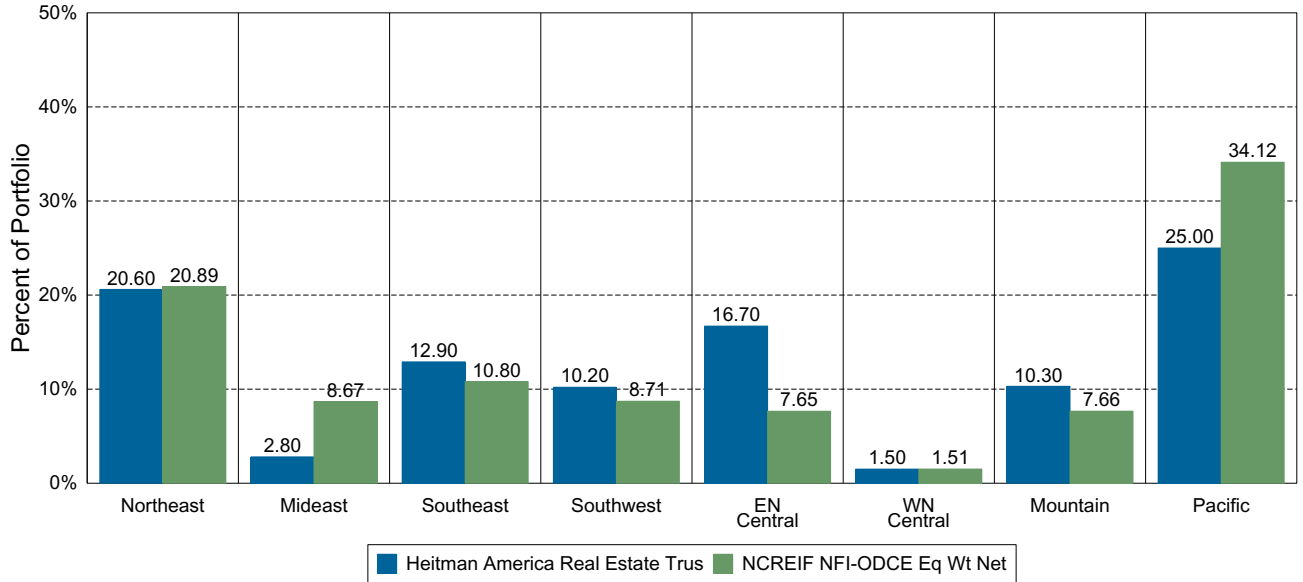
	Alpha	Sharpe Ratio	Excess Return Ratio
10th Percentile	3.61	5.89	0.98
25th Percentile	1.52	5.14	0.72
Median	0.76	4.24	0.13
75th Percentile	0.10	2.48	(0.41)
90th Percentile	(3.63)	1.40	(1.27)
<b>Heitman</b> ●	(3.27)	2.61	(0.76)

# Heitman America Real Estate Trust Diversification Analysis as of December 31, 2019

## Diversification Analysis

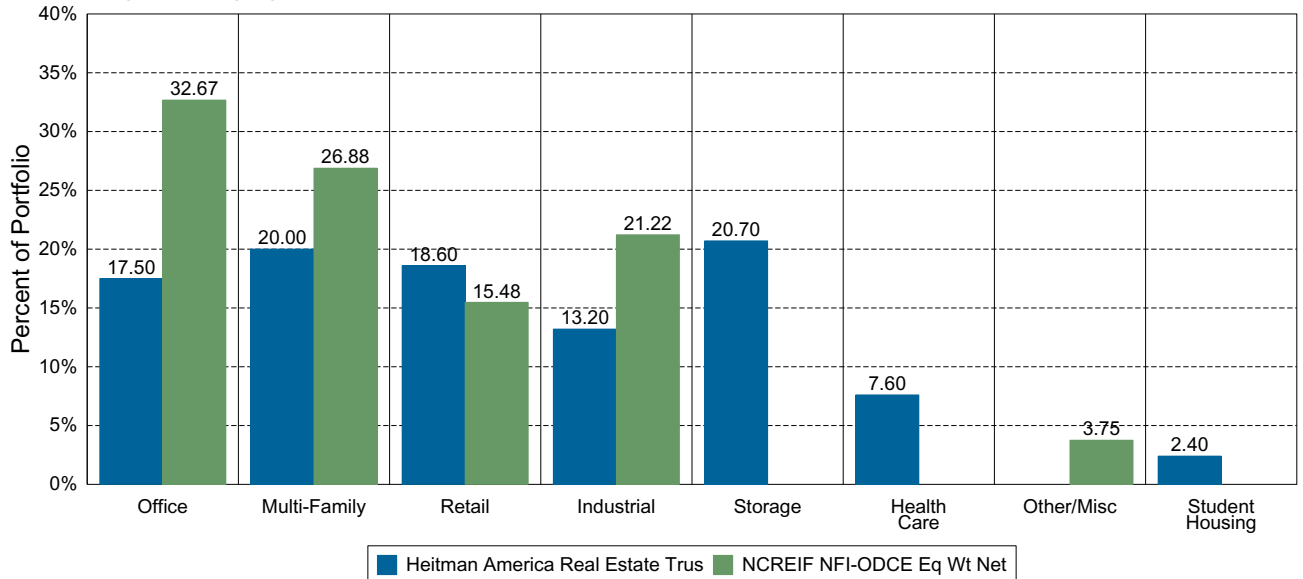
The following charts provide information on the diversification of the portfolio with regards to both Geographic Region and Property Type. Similar information is provided on the relevant market index for comparison.

### Diversification by Geographic Region as of December 31, 2019



Heitman America Real Estate Trust	20.60%	2.80%	12.90%	10.20%	16.70%	1.50%	10.30%	25.00%
NCREIF NFI-ODCE Eq Wt Net	20.89%	8.67%	10.80%	8.71%	7.65%	1.51%	7.66%	34.12%

### Diversification by Property Type as of December 31, 2019



Heitman America Real Estate Trust	17.50%	20.00%	18.60%	13.20%	20.70%	7.60%	0.00%	2.40%
NCREIF NFI-ODCE Eq Wt Net	32.67%	26.88%	15.48%	21.22%	0.00%	0.00%	3.75%	0.00%



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## Equity Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**Russell 2000 Growth** contains those Russell 2000 securities with a greater than average growth orientation. Securities in this index tend to exhibit higher price-to-book and price-earning ratios, lower dividend yields and higher forecasted growth values than the Value universe.

**Russell 2000 Index** is composed of the 2000 smallest stocks in the Russell 3000 Index, representing approximately 11% of the U.S. equity market capitalization.

**Russell 2000 Value** contains those Russell 2000 securities with a less than average growth orientation. Securities in this index tend to exhibit lower price-to-book and price-earning ratios, higher dividend yields and lower forecasted growth values than the Growth universe.

**Standard & Poor's 500 Index** is designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries. The index is capitalization-weighted, with each stock weighted by its proportion of the total market value of all 500 issues. Thus, larger companies have a greater effect on the index.

**Standard & Poor's MidCap Index** is a composite of 400 medium-capitalization, domestic common stocks. Stocks in this index are not included in the Standard & Poor's 500 Index. The index is capitalization-weighted.

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## International Equity Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**MSCI ACWI ex US Index** The MSCI ACWI ex US(All Country World Index) Index is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets, excluding the US. As of May 27, 2010 the MSCI ACWI consisted of 45 country indices comprising 24 developed and 21 emerging market country indices. The developed market country indices included are: Australia, Austria, Belgium, Canada, Denmark, Finland, France, Germany, Greece, Hong Kong, Ireland, Israel, Italy, Japan, Netherlands, New Zealand, Norway, Portugal, Singapore, Spain, Sweden, Switzerland, and the United Kingdom. The emerging market country indices included are: Brazil, Chile, China, Colombia, Czech Republic, Egypt, Hungary, India, Indonesia, Korea, Malaysia, Mexico, Morocco, Peru, Philippines, Poland, Russia, South Africa, Taiwan, Thailand, and Turkey.

**Morgan Stanley Capital International (MSCI) EAFE Index** is composed of approximately 1000 equity securities representing the stock exchanges of Europe, Australia, New Zealand and the Far East. The index is capitalization-weighted and is expressed in terms of U.S. dollars.

**Morgan Stanley Capital Intl (MSCI) Emerging Markets Free Index** is composed of about 549 equity securities representing the stock exchanges of 13 countries in Central Asia and the Far East, Latin America, Europe, and the Middle East. Only 20% of Korea's market capitalization is included in this index. The index is market capitalization-weighted and is expressed in terms of U.S. dollars.

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## Fixed Income Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**90-Day U.S. Treasury Bills** provide a measure of riskless return. The rate of return is the average interest rate available on the beginning of each month for a Treasury Bill maturing in ninety days.

**Bloomberg Barclays Aggregate Bond Index** is a combination of the Mortgage Backed Securities Index and the intermediate and long-term components of the Government/Credit Bond Index.

**Bloomberg Barclays Capital Govt/Credit Bond Index** is a composite of all publicly issued, fixed rate, non-convertible, domestic bonds. The issues are rated at least BBB, have a minimum outstanding principal of \$100 million for U.S. Government issues or \$50 million for other bonds, and have a maturity of at least one year. The index is capitalization-weighted.

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## International Fixed Income Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**CitiGroup Non-U.S. Dollar World Government Bond Index** is composed of the CitiGroup World Government Bond Index excluding U.S. bonds. The index includes all fixed-rate government bonds in 10 countries having remaining maturities of one year or longer with amounts outstanding of at least the equivalent of US\$ 100 million. The index is capitalization-weighted and is expressed in terms of U.S. dollars.

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## General Price Level Market Indicators

The market indicators included in this report are regarded as measures of equity or fixed income performance results. The returns shown reflect both income and capital appreciation.

**Consumer Price Index** is a measure of the average change in prices for a fixed market basket of goods and services. This market basket is based on the spending patterns of urban wage earners and clerical workers, who represent 40 percent of the total civilian population.

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## Callan Databases

In order to provide comparative investment results for use in evaluating a fund's performance, Callan gathers rate of return data from investment managers. These data are then grouped by type of assets managed and by the type of investment manager. Except for mutual funds, the results are for tax-exempt fund assets. The databases, excluding mutual funds, represent investment managers who handle over 80% of all tax-exempt fund assets.

### Equity Funds

Equity funds concentrate their investments in common stocks and convertible securities. The funds included maintain well-diversified portfolios.

**Core International Equity Style** Managers whose portfolio holdings and characteristics are similar to that of the broader developed market as represented by the MSCI EAFE Index, with the objective of adding value over and above the index, typically from country, sector, or issue selection. The Core portfolio is broadly diversified and exhibits similar risk characteristics to the developed market as measured by low residual risk with Beta and R-Squared values close to 1.00 and combined growth and value z-score values close to 0. Exposure to emerging markets and smaller capitalization stocks is limited.

**Domestic Equity Database** - The Domestic Equity Database is a broad collection of actively managed separate account domestic equity products.

**International Emerging Markets Equity** - The International Emerging Market Equity Database consists of all separate account international equity products that concentrate on newly emerging second and third world countries in the regions of the Far East, Africa, Europe, and Central and South America.

### Fixed Income Funds

Fixed Income funds concentrate their investments in bonds, preferred stocks, and money market securities. The funds included maintain well-diversified portfolios.

**Domestic Fixed-Income Database** - The Domestic Fixed-Income Database is a broad collection of separate account domestic fixed-income products.

**International Non-U.S. Dollar Fixed-Income** - The International Non-U.S. Dollar Fixed-Income Database consists of all separate account international fixed-income funds that do not generally invest in U.S. fixed-income securities.

### Balanced Funds

Balanced funds diversify their investments among common stocks, bonds, preferred stocks and money market securities. The funds included maintain well-diversified equity and fixed income portfolios.

**Domestic Balanced Database** - The Domestic Balanced Database consists of all separate account domestic balanced funds.

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## Common Stock Portfolio Characteristics

All Portfolio Characteristics are derived by first calculating the characteristics for each security, and then calculating the weighted average of these values for the portfolio.

**Dividend Yield** - The total amount of dividends paid out for a stock over the preceding twelve months divided by the closing price of a share of the common stock.

**Five Year Beta** - Beta measures the sensitivity of rates of return on a fund to general market movements. As such, the Beta for a portfolio is a reflection of the risk of the securities in the portfolio as compared to the broader market. This value is a composite of the individual Beta values within a portfolio. The Beta computation is based on the weighted average of the five year historical Betas of each security in a portfolio.

**Growth in Dividends** - This value represents a weighted average five year annual growth rate of dividends per common stock share. The rates of growth in dividends for trailing twelve month periods are calculated using the dividend-per-share values for each time period. The five-year growth in dividends figure is calculated for each security in a portfolio. From these individual values, a weighted average value is calculated for the portfolio. The number of shares in each time period is adjusted to reflect any splits, mergers, or other capital changes. In this case, dividends are ex-dividends, meaning that the dividend has been declared and a buyer of the stock after the ex-dividend date does not receive the dividend.

**Growth in Earnings** - This value represents a weighted average five year annual growth rate of earnings per common stock share. The rates of growth in earnings for trailing twelve month periods are calculated using the earnings-per-share values for each time period. The five-year growth in earnings figure is calculated for each security in a portfolio. From these individual values, a weighted average value is calculated for the portfolio. The number of shares in each time period is adjusted to reflect any splits, mergers, or other capital changes. In this case, the earnings per share is fully diluted and excludes extraordinary items and discontinued operations. Fully diluted earnings per share are earnings that are reduced, or diluted, by assuming the conversion of all securities that are convertible into equities.

**Issue Diversification** - A measure of portfolio concentration in individual issues (securities). This number represents how many different securities (names) comprise the most concentrated half of the portfolio assets (half of the assets are in how many names?). This measure is useful in evaluating the concentration/diversification of portfolios made up of many issues but concentrated in a small subset of those issues (e.g. 100 stocks with 50% of assets in 10 stocks, Issue Diversification = 10).

**Number of Securities** - This is a simple portfolio diversification measure representing the number of unique non-cash securities (names) currently held in the portfolio. This measure does not address potential concentration of assets within these securities (see Issue Concentration).

**Price/Book Value** - The Price to Book Value is a measure of value for a company. It is equal to the market value of all the shares of common stock divided by the book value of the company. The book value is the sum of capital surplus, common stock, and retained earnings.

**Price/Earnings Ratio** - The Price to Earnings Ratio (P/E) is a measure of value for a company. It is equal to the price of a share of common stock divided by the earnings per share for a twelve-month period.

**Return on Assets** - Return on Assets is a measure of a company's profitability, specifically relating profits to the total investments required to achieve the profits. It is equal to income divided by total assets. Income is after all expenses, including income taxes and minority interest, but before provision for dividends, extraordinary items, and discontinued operations. Total assets includes the sum of all current, non-current, and intangible assets.

---

## Common Stock Portfolio Characteristics

**Return on Equity** - Return on Equity is a measure of a company's profitability, specifically relating profits to the equity investment employed to achieve the profits. Return on Equity focuses on the returns accruing to the residual owners of a company, the equityholders. It is equal to income divided by total common equity. Income is after all expenses, including income taxes and minority interest, but before provision for dividends, extraordinary items, and discontinued operations. Common equity includes common stock outstanding, capital surplus, and retained earnings.

**Total Debt/Assets** - The Debt to Assets ratio is a measure of the level of total debt of a company as a portion of the assets of the company. It is equal to short-term and long-term debt divided by total assets. Total assets include the sum of all current, non-current, and intangible assets.

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## Fixed Income Portfolio Characteristics

All Portfolio Characteristics are derived by first calculating the characteristics for each security, and then calculating the market value weighted average of these values for the portfolio.

**Allocation by Sector** - Sector allocation is one of the tools which managers often use to add value without impacting the duration of the portfolio. The sector weights exhibit can be used to contrast a portfolio's weights with those of the index to identify any significant sector bets.

**Average Coupon** - The average coupon is the market value weighted average coupon of all securities in the portfolio. The total portfolio coupon payments per year are divided by the total portfolio par value.

**Average Moody's Rating for Total Portfolio** - A measure of the credit quality as determined by the individual security ratings. The ratings for each security, from Moody's Investor Service, are compiled into a composite rating for the whole portfolio. Quality symbols range from Aaa+ (highest investment quality - lowest credit risk) to C (lowest investment quality - highest credit risk).

**Average Option Adjusted (Effective) Convexity** - Convexity is a measure of the portfolio's exposure to interest rate risk. It is a measure of how much the duration of the portfolio will change given a change in interest rates. Generally, securities with negative convexities are considered to be risky in that changes in interest rates will result in disadvantageous changes in duration. When a security's duration changes it indicates that the stream of expected future cash-flows has changed, generally having a significant impact on the value of the security. The option adjusted convexity for each security in the portfolio is calculated using models developed by Lehman Brothers and Salomon Brothers which determine the expected stream of cash-flows for the security based on various interest rate scenarios. Expected cash-flows take into account any put or call options embedded in the security, any expected sinking-fund paydowns or any expected mortgage principal prepayments.

**Average Option Adjusted (Effective) Duration** - Duration is one measure of the portfolio's exposure to interest rate risk. Generally, the higher a portfolio's duration, the more that its value will change in response to interest rate changes. The option adjusted duration for each security in the portfolio is calculated using models developed by Lehman Brothers and Salomon Brothers which determine the expected stream of cash-flows for the security based on various interest rate scenarios. Expected cash-flows take into account any put or call options embedded in the security, any expected sinking-fund paydowns or any expected mortgage principal prepayments.

**Average Price** - The average price is equal to the portfolio market value divided by the number of securities in the portfolio. Portfolios with an average price above par will tend to generate more current income than those with an average price below par.

**Average Years to Expected Maturity** - This is a measure of the market-value-weighted average of the years to expected maturity across all of the securities in the portfolio. Expected years to maturity takes into account any put or call options embedded in the security, any expected sinking-fund paydowns or any expected mortgage principal prepayments.

**Average Years to Stated Maturity** - The average years to stated maturity is the market value weighted average time to stated maturity for all securities in the portfolio. This measure does not take into account imbedded options, sinking fund paydowns, or prepayments.

**Current Yield** - The current yield is the current annual income generated by the total portfolio market value. It is equal to the total portfolio coupon payments per year divided by the current total portfolio market value.

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## Fixed Income Portfolio Characteristics

**Duration Dispersion** - Duration dispersion is the market-value weighted standard deviation of the portfolio's individual security durations around the total portfolio duration. The higher the dispersion, the more variable the security durations relative to the total portfolio duration ("barbellness"), and the smaller the dispersion, the more concentrated the holdings' durations around the overall portfolio's ("bulletness"). The purpose of this statistic is to gauge the "bulletness" or "barbellness" of a portfolio relative to its total duration and to that of its benchmark index.

**Effective Yield** - The effective yield is the actual total annualized return that would be realized if all securities in the portfolio were held to their expected maturities. Effective yield is calculated as the internal rate of return, using the current market value and all expected future interest and principal cash flows. This measure incorporates sinking fund paydowns, expected mortgage principal prepayments, and the exercise of any "in-the-money" imbedded put or call options.

**Weighted Average Life** - The weighted average life of a security is the weighted average time to payment of all remaining principal. It is calculated by multiplying each expected future principal payment amount by the time left to the payment. This amount is then divided by the total amount of principal remaining. Weighted average life is commonly used as a measure of the investment life for pass-through security types for comparison to non-pass-through securities.



## Research and Educational Programs

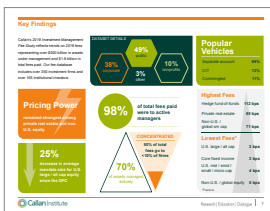
The Callan Institute provides research to update clients on the latest industry trends and carefully structured educational programs to enhance the knowledge of industry professionals. Visit [www.callan.com/library](http://www.callan.com/library) to see all of our publications, and [www.callan.com/blog](http://www.callan.com/blog) to view our blog "Perspectives." For more information contact Barb Gerraty at 415-274-3093 / [institute@callan.com](mailto:institute@callan.com).

## New Research from Callan's Experts

### Long-Dated Private Equity Funds: More Illiquidity Please? |

In this paper, Ashley DeLuce of Callan's Private Equity Consulting Group analyzes long-dated private equity funds, which have terms of 15 years or more (some even have no fixed term), and tend to focus on stable, mature businesses that may not fit a traditional private equity investment profile. Although these companies may not generate the outsized internal rates of return associated with traditional private equity investments, they tend to have stronger downside protection. In evaluating a potential long-dated fund investment, investors need to be wary of the strategy's increased illiquidity and how it can impact annual commitment pacing.

Callan 2019 Investment Management Fee Study | This study using Callan's proprietary database is our eighth examination of



institutional investment management fee trends. The purpose of the study is to provide a detailed analysis on fee levels and trends across multiple asset classes and mandate sizes, for both active and passive management.

Gold: Real Asset, Risk Mitigator, or Pet Rock? | In this *Hedge Fund Monitor*, Jim McKee reviews the history of gold as a form



of money, the reasons behind the recent renaissance in gold, the potential roles of gold for institutional investors, and the alternative approaches to invest in gold-related themes. For some institutional investors, gold can play a useful role in diversifying risk or enhancing returns. For others, particularly those with higher risk tolerances and longer time horizons, a strategic gold allocation has about as much purpose as a Pet Rock.

## Quarterly Periodicals

Private Equity Trends, 3Q19 | This newsletter from Callan's Private Equity Consulting Group provides a high-level summary of private equity activity in the quarter through all the investment stages, from fundraising to exits, as well as long-term performance data.

### Monthly Periodic Table of Investment Returns, November 2019 |

A regular update to Callan's Periodic Table covering the major public equity and fixed income asset classes.

Active vs. Passive Report, 3Q19 | This series of charts compares active managers alongside relevant benchmarks over the long term.

Market Pulse Flipbook, 3Q19 | A quarterly market reference guide covering trends in the U.S. economy, developments for institutional investors, and the latest data for U.S. and global ex-U.S. equities and fixed income, alternatives, and defined contribution plans.

Capital Market Review, 3Q19 | This newsletter provides analysis and a broad overview of the economy and public and private market activity each quarter across a wide range of asset classes.

Hedge Fund Quarterly, 3Q19 | Callan's Jim McKee of our Hedge Fund Research Group provides commentary on developments for hedge funds and multi-asset class (MAC) strategies.

Real Estate Indicators: Too Hot to Touch or Cool Enough to Handle? | Callan's Real Assets Consulting Group identifies seven indicators that, combined with an understanding of prevailing market dynamics, have helped signal when the institutional real estate market is overheated or cooled.

Real Assets Reporter, 3Q19 | This newsletter from our experts offers Callan's data and insights on real estate and other real asset investment topics.

## Events

Miss out on a Callan conference or workshop? Event summaries and speakers' presentations are available on our website: [www.callan.com/library/](http://www.callan.com/library/)

Please mark your calendar and look forward to upcoming invitations:

### 2020 June Regional Workshops

June 23 – San Francisco

June 25 – Chicago

### 2020 October Regional Workshops

October 27 – Atlanta

October 29 – Portland

Please also keep your eye out for upcoming Webinars in 2020! We will be sending invitations to register for these events and will also have registration links on our website at [www.callan.com/webinarsupcoming](http://www.callan.com/webinarsupcoming).

**For more information about events, please contact Barb Gerraty: 415-274-3093 / [gerraty@callan.com](mailto:gerraty@callan.com)**

## Education: By the Numbers

50+

Unique pieces of research the Institute generates each year

525

Attendees (on average) of the Institute's annual National Conference

3,700

Total attendees of the "Callan College" since 1994



**"Research is the foundation of all we do at Callan, and sharing our best thinking with the investment community is our way of helping to foster dialogue to raise the bar across the industry."**

Greg Allen, CEO and Chief Research Officer

## Education

Through the "Callan College," the Callan Institute offers educational sessions for industry professionals involved in the investment decision-making process. It was founded in 1994 to provide both clients and non-clients with basic- to intermediate-level instruction.

### Introduction to Investments for Institutional Investors

April 21-22, 2020 – San Francisco

July 21-22, 2020 – Chicago

October 13-14, 2020 – Chicago

This program familiarizes institutional investor trustees and staff and asset management advisers with basic investment theory, terminology, and practices. It lasts one-and-a-half days and is designed for individuals with less than two years of experience with asset-management oversight and/or support responsibilities. Tuition is \$2,350 per person and includes instruction, all materials, breakfast and lunch on each day, and dinner on the first evening with the instructors.

Learn more at [www.callan.com/callan-college-intro-2/](http://www.callan.com/callan-college-intro-2/)

### Alternative Investments for Institutional Investors

June 16, 2020 – San Francisco

November 3, 2020 – Chicago

Alternative investments like private equity, hedge funds, and real estate can play a key role in any portfolio. In this one-day session, Callan experts will provide instruction about the importance of allocations to alternatives, and how to integrate, evaluate, and monitor them.

Learn from some of Callan's senior consultants and experts, including the head of Alternatives Consulting Pete Keliuotis. The session will cover private equity, private credit, hedge funds, real estate, and real assets; why invest in alternatives; risk/return characteristics and liquidity; designing and implementing an alternatives program; and trends and case studies.

Tuition is \$2,000 per person and includes instruction, all materials, and breakfast and lunch with the instructors.

Learn more at: <https://www.callan.com/callan-college-alternatives-2/>



## List of Callan's Investment Manager Clients

Confidential – For Callan Client Use Only

Callan takes its fiduciary and disclosure responsibilities to clients very seriously. We recognize that there are numerous potential conflicts of interest encountered in the investment consulting industry and that it is our responsibility to manage those conflicts effectively and in the best interest of our clients. At Callan, we employ a robust process to identify, manage, monitor and disclose potential conflicts on an on-going basis.

The list below is an important component of our conflicts management and disclosure process. It identifies those investment managers that pay Callan fees for educational, consulting, software, database or reporting products and services. We update the list quarterly because we believe that our fund sponsor clients should know the investment managers that do business with Callan, particularly those investment manager clients that the fund sponsor clients may be using or considering using. Please note that if an investment manager receives a product or service on a complimentary basis (e.g. attending an educational event), they are not included in the list below. Callan is committed to ensuring that we do not consider an investment manager's business relationship with Callan, or lack thereof, in performing evaluations for or making suggestions or recommendations to its other clients. Please refer to Callan's ADV Part 2A for a more detailed description of the services and products that Callan makes available to investment manager clients through our Institutional Consulting Group, Independent Adviser Group and Fund Sponsor Consulting Group. Due to the complex corporate and organizational ownership structures of many investment management firms, parent and affiliate firm relationships are not indicated on our list.

Fund sponsor clients may request a copy of the most currently available list at any time. Fund sponsor clients may also request specific information regarding the fees paid to Callan by particular fund manager clients. Per company policy, information requests regarding fees are handled exclusively by Callan's Compliance Department.

Manager Name
Aberdeen Standard Investments
Acadian Asset Management LLC
AEGON USA Investment Management Inc.
Alcentra
AllianceBernstein
Allianz Global Investors
Allianz Life Insurance Company of North America
American Century Investments
Amundi Pioneer Asset Management
AQR Capital Management
Ares Management LLC
Ariel Investments, LLC
Atlanta Capital Management Co., LLC
Aviva Investors Americas
AXA Investment Managers
Baillie Gifford International, LLC
Baird Advisors
Baron Capital Management, Inc.
Barrow, Hanley, Mewhinney & Strauss, LLC
BlackRock
BMO Global Asset Management
BNP Paribas Asset Management
BNY Mellon Asset Management
Boston Partners
Brandes Investment Partners, L.P.
Brandywine Global Investment Management, LLC
BrightSphere Investment Group
Brown Brothers Harriman & Company
Cadence Capital Management
Cambiar Investors, LLC
Capital Group
Carillon Tower Advisers
CastleArk Management, LLC
Causeway Capital Management LLC
Ceredex Value Advisers

Manager Name
Camplain Investment Partners, LLC
Chartwell Investment Partners
ClearBridge Investments, LLC
Cohen & Steers Capital Management, Inc.
Columbia Threadneedle Investments
Columbus Circle Investors
Credit Suisse Asset Management
Davy Asset Management Limited
DePrince, Race & Zollo, Inc.
Diamond Hill Capital Management, Inc.
Dimensional Fund Advisors LP
Doubleline
Duff & Phelps Investment Management Co.
DWS
EARNEST Partners, LLC
Eaton Vance Management
Epoch Investment Partners, Inc.
Fayez Sarofim & Company
Federated Investors
Fidelity Institutional Asset Management
Fiera Capital Corporation
Financial Engines
First Hawaiian Bank Wealth Management Division
First State Investments
FIS Group, Inc.
Fisher Investments
Franklin Templeton
Fred Alger Management, Inc.
Fuller & Thaler Asset Management, Inc.
GAM (USA) Inc.
Glenmeade Investment Management, LP
GlobeFlex Capital, L.P.
GMO LLC
Goldman Sachs
Green Square Capital Advisors, LLC

Manager Name
Guggenheim Investments
GW&K Investment Management
Harbor Capital Group Trust
Hartford Investment Management Co.
Heitman LLC
Hotchkis & Wiley Capital Management, LLC
HSBC Global Asset Management
Impax Asset Management Limited
Income Research + Management, Inc.
Insight Investment Management Limited
Intech Investment Management, LLC
Intercontinental Real Estate Corporation
Invesco
Investec Asset Management North America, Inc.
Iridian Asset Management LLC
Ivy Investments
J.P. Morgan
Janus
Jennison Associates LLC
Jenson Investment Management
JO Hambro Capital Management Limited
Jobs Peak Advisors
John Hancock Investment Management Services, LLC
Kayne Anderson Rudnick Investment Management, LLC
KeyCorp
Lazard Asset Management
L & B Realty Advisors LLP
Legal & General Investment Management America
Lincoln Advisors
Lincoln National Corporation
Logan Circle Partners, L.P.
Longview Partners
Loomis, Sayles & Company, L.P.
Lord Abbett & Company
Los Angeles Capital Management
LSV Asset Management
MacKay Shields LLC
MacKenzie Investments
Macquarie Investment Management (MIM)
Manulife Investment Management
Marathon Asset Management, L.P.
McKinley Capital Management, LLC
Mellon
MFS Investment Management
MidFirst Bank
Mondrian Investment Partners Limited
Montag & Caldwell, LLC
Morgan Stanley Investment Management
Mountain Lake Investment Management LLC
Mountain Pacific Advisors, LLC
MUFG Union Bank, N.A.
Natixis Investment Managers
Neuberger Berman
Newton Investment Management
Nikko Asset Management Co., Ltd.
Northern Trust Asset Management

Manager Name
Nuveen
OFI Global Asset Management
Osterweis Capital Management, LLC
Owl Rock
P/E Investments
Pacific Investment Management Company
Parametric Portfolio Associates LLC
Pathway Capital Management
Peregrine Capital Management, LLC.
Perkins Investment Management
PFM Asset Management LLC
PGIM Fixed Income
PineBridge Investments
PNC Capital Advisors, LLC
Polen Capital Management
Principal Global Investors
Putnam Investments, LLC
QMA LLC
RBC Global Asset Management
Regions Financial Corporation
Riverbridge Partners LLC
Robeco Institutional Asset Management, US Inc.
Rockefeller Capital Management
Rothschild & Co. Asset Management US
Russell Investments
Schroder Investment Management North America Inc.
Segall Bryant & Hamill
Smith Graham & Co. Investment Advisors, L.P.
South Texas Money Management, Ltd.
Sprucegrove Investment Management Ltd.
State Street Global Advisors
Stone Harbor Investment Partners, L.P.
Strategic Global Advisors
Sun Life Investment Management
T. Rowe Price Associates, Inc.
The TCW Group, Inc.
Thompson, Siegel & Walmsley LLC
Thornburg Investment Management, Inc.
Tri-Star Trust Bank
UBS Asset Management
VanEck
Versus Capital Group
Victory Capital Management Inc.
Virtus Investment Partners, Inc.
Vontobel Asset Management, Inc.
Voya
Vulcan Value Partners, LLC
Wasatch Global Investors
WCM Investment Management
WEDGE Capital Management
Wellington Management Company, LLP
Wells Fargo Asset Management
Western Asset Management Company LLC
Westfield Capital Management Company, LP
William Blair & Company LLC