

**SAN MATEO COUNTY**  
**DEFERRED COMPENSATION ADVISORY COMMITTEE**  
**THURSDAY, February 23, 2023 (9:00 AM– 12:30 PM)**

**455 County Center, Room 402**  
**Redwood City, CA 94063**

**AGENDA**

Committee Members	Appointed As...
Lisa Okada, Chair	Human Resources Director Designee
Tiffany Htwe	Tax Collector-Treasurer Designee
Laurel Finnegan	Non-Management Appointee
Lilibeth Dames	Non-Management Appointee
Robert Raw	Non-Management Appointee
Steve Perry	Non-Management Appointee
Bridget Love	Management Appointee
Gina Wilson	Management Appointee
Michael Wentworth	Management Appointee

Staff	Empower	Innovest
Kim Pearson Marife Viola Jay Castellano	Bob Gleason Dillon Broderick	Rick Rodgers Gordon Tewell

CALL TO ORDER

ROLL CALL

ORDERS OF THE DAY

PUBLIC COMMENTS



CONSENT ITEMS

1. Approve Minutes from November 3, 2022 (Jay Castellano)
2. Approve Minutes from December 12, 2022 (Jay Castellano)
3. Accept Affirmation of Plan Document Compliance (Bob Gleason)

OLD BUSINESS

4. Debrief on Q4 Transition to Empower Recordkeeping Platform (Bob Gleason)
5. Debrief on Migration of Vanguard Index Funds to Fidelity Index Funds and on Changes to Sector/Specialty Funds (Bob Gleason)
6. Oral Update on Implementation of New Empower Contract and Migration of ICMA-RC Assets to Empower (Bob Gleason)
7. Review of Retreat Action Items (Jay Castellano)

NEW BUSINESS

Empower

8. Present Quarterly Plan Review (Bob Gleason)
9. Review and Select Rebranding Options (Armando Llanes)

Innovest

10. Presentation and Acceptance of Quarterly Investment Review (Rick Rodgers & Gordon Tewell)
11. Review and Approve Replacement of PIMCO Total Return Fund With ESG Version (Rick Rodgers)
12. Review and Approve Investment Policy (Gordon Tewell)
13. Fiduciary Education: Understanding Volatile Markets (Rick Rodgers)
14. Review and Discuss Draft Goals & Objectives and Next Steps (Gordon Tewell)
15. Oral Update on RHRA Request for Proposals Process (Gordon Tewell)
16. Legislative Updates (Rick Rodgers)

County Staff

17. Discuss Ideas for NAGDCA Award Nomination(s) (Jay Castellano)

INFORMATIONAL ITEMS

Innovest

18. INNOVIEWS, Winter 2023

County Staff

19. Upcoming Meeting Dates
- A. Thursday, May 25, 2023
  - B. Thursday, August 24, 2023
  - C. Thursday, November 2, 2023
  - D. Thursday, February 22, 2024

NEXT MEETING AGENDA ITEMS

ADJOURNMENT

RECURRING QUARTERLY AGENDA ITEMS

<p><b>Q1 MEETINGS</b></p> <ul style="list-style-type: none"><li>• Empower Quarterly Plan Review</li><li>• Innovest Quarterly Investment Performance Review</li><li>• Empower Affirmation of Plan Document Compliance</li><li>• Final Education Plans for Committee and for Participants</li><li>• NAGDCA Participation/Award Consideration</li><li>• Annual Survey: Discuss, provide direction on next survey</li><li>• Investment Policy Review (annual)</li></ul>	<p><b>Q3 MEETINGS</b></p> <ul style="list-style-type: none"><li>• Empower Quarterly Plan Review</li><li>• Innovest Quarterly Investment Performance Review</li><li>• Education Policy Review (annual)</li><li>• Due Diligence – Special Services</li><li>• Next Calendar Year’s Meeting Schedule</li><li>• Annual Survey: Review, discuss survey results</li></ul>
<p><b>Q2 MEETINGS</b></p> <ul style="list-style-type: none"><li>• Empower Quarterly Plan Review</li><li>• Empower Annual Plan Review</li><li>• Innovest Quarterly Investment Performance Review</li><li>• Finalize NAGDCA conference attendees</li><li>• Recordkeeper Performance Review</li><li>• Budget / Workplan</li><li>• Fund Balance Policy</li><li>• Reserve Policy</li><li>• Annual Survey: Review, approve survey</li></ul>	<p><b>Q4 MEETINGS</b></p> <ul style="list-style-type: none"><li>• Empower Quarterly Plan Review</li><li>• Innovest Quarterly Investment Performance Review</li><li>• Education Plan for Participants</li><li>• Education Plan for DCAC</li><li>• NAGDCA Highlights</li><li>• Cyber Security Review (annual)</li><li>• Annual Survey: Include workplan items in new budget, as appropriate</li></ul>

7. REVIEW OF RETREAT ACTION ITEMS

Present Demonstration of New Empower Platform (Maria McPhee & Matt McOsker)

- Action: Ensure account-level, view-only access for DCAC members, staff. (Empower)**
- Action: Articulate, quantify “higher engagement” for participants in Managed Accounts in quarterly updates (Empower)**
- Action: Revisit the issue of obtaining SamCERA data for the new Empower platform (Staff, Empower)**

Next Steps in Investment Menu Analysis (Innovest)

- Action: Provide review and evaluation of PIMCO Total Return for DCAC’s consideration as another ESG option (Innovest)**
- Action: Add appropriate questions to annual participant survey regarding desire/need for ESG options (Empower)**
- Action: Write article to accompany matrix of CSM plan options’ ESG characteristics for employee newsletter (after discussion of PIMCO Total Return) (Innovest)**
- Action: Align HRA investment options with other defined contribution plans (Innovest)**

Develop 2023 Goals & Objectives (Wendy Dominguez)

- Action: Draft goals, standards for DCAC’s consideration before developing next steps (Innovest)**

Appoint Ad Hoc Committee Members for RHRA Request for Proposals (Jay Castellano)

- Action: Coordinate the Kick-Off meeting with DCAC members and Benefits Committee members (Staff, Innovest)**

**SAN MATEO COUNTY  
DEFERRED COMPENSATION ADVISORY COMMITTEE  
THURSDAY, NOVEMBER 3, 2022 (9:00 AM– 12:30 PM)**

**MINUTES**

**Link to Recording:** <https://hr.smcgov.org/deferred-compensation-governance>

Committee Members	Appointed As...
Lisa Okada, Chair, <b>present</b>	Human Resources Director Designee
Tiffany Htwe, <b>present</b>	Tax Collector-Treasurer Designee
Laurel Finnegan, <b>present</b>	Non-Management Appointee
Lilibeth Dames, <b>absent</b>	Non-Management Appointee
Robert Raw, <b>present</b>	Non-Management Appointee
Steve Perry, <b>absent</b>	Non-Management Appointee
Bridget Love, <b>present</b>	Management Appointee
Gina Wilson, <b>present</b>	Management Appointee
Michael Wentworth, <b>absent</b>	Management Appointee

Staff	Empower	Innovest
Marife Viola Jay Castellano	Armando Llanes Bob Gleason Kelly Bush Patrick Washington	Rick Rodgers Brett Minnick

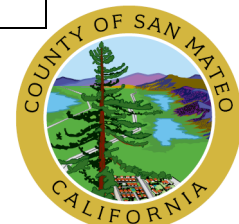
CALL TO ORDER

**The meeting was called to order at 9:05am.**

ROLL CALL

Present	Absent
Lisa Okada, Chair Tiffany Htwe Laurel Finnegan Robert Raw Bridget Love (arrived 9:20am) Gina Wilson	Lilibeth Dames Steve Perry Michael Wentworth

ORDERS OF THE DAY



**The agenda was accepted as posted.**

PUBLIC COMMENTS

**None.**

CONSENT ITEMS

1. Approve Minutes: August 25, 2022 (Jay Castellano)

**A motion was made to approve the Consent Items.**

**M/S/C Raw/Wilson/5-0**

OLD BUSINESS

2. Oral Update on Q4 Transition to Empower Recordkeeping Platform (Bob Gleason)

**The DCAC accepted this update.**

3. Oral Update on Implementation of New Empower Contract and Migration of ICMA-RC Assets to Empower (Bob Gleason)

**The DCAC accepted this update.**

4. Oral Update on Migration of Vanguard Index Funds to Fidelity Index Funds and on Changes to Sector/Specialty Funds (Bob Gleason)

**The DCAC accepted this update.**

NEW BUSINESS

Empower

5. Present Quarterly Plan Review (Bob Gleason)

**The DCAC accepted this presentation.**

**In addition:**

- **Bob Gleason noted that the next quarter reports will be generated from the new platform and will appear differently.**
- **Bob will include an additional data on the few participants with high numbers of investment options.**
- **Kelly Bush also announced that Patrick Washington has been promoted. Dillon Broderick will be the County's Retirement Education Specialist and will be supported by Patrick during the transition.**

6. Discuss 2023 Educational Plan for Plan Participants (Armando Llanes, Patrick Washington)

**The DCAC accepted this presentation.**

7. Review Empower's Cyber Security Systems and Issues (Trish McGinity)

**The DCAC accepted this presentation.**

Innovest

8. Fiduciary Education: Innovest Quarterly Topics & Trends (Rick Rodgers)

**The DCAC accepted this presentation.**

**In addition:**

- **Rob Raw asked for documentation of the DCAC's liability insurance coverage.**

9. Presentation and Acceptance of Quarterly Investment Review (Rick Rodgers & Brett Minnick)

**The DCAC accepted this presentation.**

10. Discuss 2023 Fiduciary Educational Plan for DCAC (Rick Rodgers)

**Innovest proposed including a fiduciary education topic during each of the 2023 DCAC meetings and presented multiple topics for consideration by the DCAC. A refined list will be presented at the December 12 Retreat for final approval of the fiduciary education plan.**

11. Next Steps in Investment Menu Analysis (Brett Minnick)
  - A. Target-Date Funds Deep-Dive

**The DCAC accepted this presentation.**

12. Discuss Focus and Direction for 2023 Annual Survey (Brett Minnick, Armando Llanes)

**Decision: The annual survey will be delayed by six months so that participant experiences with the new Empower platform can be incorporated into developing the survey's focus and direction.**

13. Legislative Updates (Rick Rodgers)

**The DCAC accepted this presentation.**

County Staff

14. Approve December 12 Retreat Agenda (Jay Castellano)



**A motion was made to approve the draft Retreat agenda.**

**M/S/C Raw/Love/6-0**

15. Discuss Highlights of NAGDCA Conference (Attendees, Innovest)

**Discussion only.**

INFORMATIONAL ITEMS

Innovest

16. INNOVIEWS, Fall 2022

County Staff

17. Updates to the California's Brown Act
18. County Legislative Engagement Policy
19. Upcoming Meeting Dates
  - A. Monday, December 12, 2022 (Retreat)
  - B. Thursday, February 23, 2023
  - C. Thursday, May 25, 2023
  - D. Thursday, August 24, 2023

NEXT MEETING AGENDA ITEMS

20. Next Steps in Investment Menu Analysis (Innovest)
  - A. ESG Alternatives
  - B. Review of HRA Plan Fees

ADJOURNMENT

**The meeting was adjourned at 12:45pm.**

ADDITIONAL STAFF ACTION ITEMS

- Update the Education Policy for posting (Bob)
- Submit the new Empower contract to the BOS for approval (Jay)
- Include the following in the Retreat agenda
  - A. Educate DCAC on ESG Alternatives (Wendy Dominguez)
  - B. Review of HRA Plan Fees (Kyli Soto)
- Correct spelling of Laurel Finnegan (not Lauren) in Item 13 memo (Jay)
- Schedule and coordinate orientation for Gina Wilson (Jay, Bob, Rick)
- Submit 2023-24 budget proposal for financial audit (Jay Castellano)
- Provide liability insurance evidence of coverage to DCAC (Jay Castellano)

**SAN MATEO COUNTY  
DEFERRED COMPENSATION ADVISORY COMMITTEE  
MONDAY, DECEMBER 12, 2022 (11:30AM–4:00 PM)**

**455 County Center, Room 402  
Redwood City, CA 94063**

**MINUTES**

**Link to Recording:** <https://hr.smcgov.org/deferred-compensation-governance>

Committee Members	Appointed As...
Lisa Okada, Chair, <b>present</b>	Human Resources Director Designee
Tiffany Htwe, <b>absent</b>	Tax Collector-Treasurer Designee
Laurel Finnegan, <b>present</b>	Non-Management Appointee
Lilibeth Dames, <b>absent</b>	Non-Management Appointee
Robert Raw, <b>present</b>	Non-Management Appointee
Steve Perry, <b>absent</b>	Non-Management Appointee
Bridget Love, <b>present</b>	Management Appointee
Gina Wilson, <b>present</b>	Management Appointee
Michael Wentworth, <b>absent</b>	Management Appointee

Staff	Empower	Innovest
Ann Parada	Bob Gleason	Wendy Dominguez
Marife Viola	Stephanie O'Dear	Brett Minnick
Jay Castellano	Patrick Washington	Kyli Soto
	Dillon Broderick	
	Maria McPhee	
	Matt McOsker	

CALL TO ORDER

**The meeting was called to order at 11:56am.**



ROLL CALL

<b>Present</b>	<b>Absent</b>
Lisa Okada, Chair Laurel Finnegan Robert Raw Bridget Love Gina Wilson	Tiffany Htwe Lilibeth Dames Steve Perry Michael Wentworth

ORDERS OF THE DAY

**The agenda was accepted as posted.**

PUBLIC COMMENTS

**None.**

RETREAT ITEMS

1. Introduction (Jay Castellano)
2. Present Demonstration of New Empower Platform (Maria McPhee & Matt McOsker)

**The DCAC accepted this presentation.**

**Action: Ensure account-level, view-only access for DCAC members, staff. (Empower)**  
**Action: Articulate, quantify “higher engagement” for participants in Managed Accounts in quarterly updates (Empower)**  
**Action: Revisit the issue of obtaining SamCERA data for the new Empower platform (Staff, Empower)**

3. Fiduciary Education
  - A. Presentation: Investment Fundamentals (Brett Minnick & Rick Rodgers)
  - B. Develop DCAC’s 2023 Fiduciary Education Program (Rick Rodgers)

**The DCAC accepted this presentation.**

4. Next Steps in Investment Menu Analysis (Innovest)
  - A. ESG Alternatives (Brett Minnick)
  - B. Review of HRA Plan Fees (Kyli Soto)

**The DCAC accepted this presentation.**

**Action: Provide review and evaluation of PIMCO Total Return for DCAC's consideration as another ESG option (Innovest)**

**Action: Add appropriate questions to annual participant survey regarding desire/need for ESG options (Empower)**

**Action: Write article to accompany matrix of CSM plan options' ESG characteristics for employee newsletter (after discussion of PIMCO Total Return) (Innovest)**

**Action: Align HRA investment options with other defined contribution plans (Innovest)**

5. Develop 2023 Goals & Objectives (Wendy Dominguez)
  - A. Introduction & Background
  - B. Best Practice at Other Agencies
  - C. DCAC Discussion
  - D. Next Steps

**The DCAC accepted this presentation.**

**Action: Draft goals, standards for DCAC's consideration before developing next steps (Innovest)**

6. Participant Distributions: Review of Checklist (Brett Minnick, Patrick Washington)

**The DCAC accepted this presentation.**

7. Appoint Ad Hoc Committee Members for RHRA Request for Proposals (Jay Castellano)

**The following DCAC members volunteered to serve on the ad hoc committee:**

- **Lisa Okada**
- **Rob Raw**
- **Gina Wilson**

**Action: Coordinate the Kick-Off meeting with DCAC members and Benefits Committee members (Staff, Innovest)**

## ADJOURNMENT

**The meeting was adjourned at 3:00pm.**

DCAC FEEDBACK ON THIS RETREAT

- The number and length of breaks was effective (Gina)
- Move off campus in the future (Laurel)
- The length of time of this retreat was good (Lisa)

## Gleason, Robert

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**From:** Gleason, Robert  
**Sent:** Tuesday, November 29, 2022 3:11 PM  
**To:** Jay Castellano  
**Cc:** Lisa Okada; Kim Pearson; DiGrande, Silvio; Washington, Patrick; Broderick, Dillon; Scussel, Sharon  
**Subject:** RE: 2022 Compliance Review Grid\_Reflex 61869\_EASY 776970\_San Mateo County Plans

Hello all,

I should have also stated that all four of the County's plan documents are in compliance with IRS regulations.

Best Regards,

**Robert Gleason** | Managing Director | Government Markets  
**Empower**

8515 E. Orchard Rd. 10T3 | Greenwood Village, CO 80111  
916-765-5566 mobile | [Robert.Gleason@empower.com](mailto:Robert.Gleason@empower.com)

For important disclosures and product information, [click here](#).



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**From:** Gleason, Robert  
**Sent:** Tuesday, November 29, 2022 2:59 PM  
**To:** Jay Castellano <jcastellano@smcgov.org>

**Cc:** Lisa Okada <LOkada@smcgov.org>; Kim Pearson <kpearson@smcgov.org>; Silvio DiGrande (silvio.digrande@empower.com) <silvio.digrande@empower.com>; Patrick Washington (patrick.washington@empower.com) <patrick.washington@empower.com>; Broderick, Dillon <Dillon.Broderick@empower.com>; Scussel, Sharon <sharon.scussel@empower.com>  
**Subject:** 2022 Compliance Review Grid\_Reflex 61869\_EASY 776970\_San Mateo County Plans

Hello Jay,

Per our current contractual agreement, the following grid was prepared by Sharon Scussel, and it provides a written confirmation of Empower’s annual review of all four plan documents.

Please retain this for your records and this review will also be addressed during the upcoming February 23, 2023 meeting agenda for the Deferred Compensation Committee.

**Compliance Review for the 2022 Plan Year. (November)**

Plan Account Number	Plan Name	Type of Plan	Status of Plan	Plan Document Type	Plan Document is current for changes in law due to key and other applicable guidance	Plan Restatement, Discretionary and Interim Plan Amendments (executed documents)
776970-01	San Mateo Deferred Compensation Plan	457(b)	Active	Specimen	<p>Required Interim Amendments targeted mailing is week of November 28, 2022 for past legislation.</p> <ul style="list-style-type: none"> <li>SECURE Act/CARES Act/SECURE Act and Other Legislation</li> </ul> <p>Although the IRS extended the deadline* for adopting these amendments, Empower is encouraging that plan sponsors <u>adopt no later than end of the 2022</u> to assist in documenting your administration of those provisions that went into effect in 2020.</p> <p>*Deadline for governmental plans is 90 days after close of 3<sup>rd</sup> regular legislative session of the legislative body with the authority to amend the plan that begins after December 31, 2023.</p>	Restatement – April 1, 2020 Restatement – January 1, 2019 Restatement - November 14, 2016; Amendment #1 - March 21, 2016; Restatement - March 21, 2016
776970-03	San Mateo County 457 Part Time, Seasonal and Temporary Plan	457(b) OBRA	Active (as of 3/21/16)	Specimen	<p>Required Interim Amendments targeted mailing is week of November 28, 2022 for past legislation.</p> <ul style="list-style-type: none"> <li>SECURE Act/CARES Act/SECURE Act and Other Legislation</li> </ul> <p>Although the IRS extended the deadline* for adopting these amendments, Empower is encouraging that plan sponsors <u>adopt no later</u></p>	Amendment #1 - March 21, 2016; Restatement - March 21, 2016



					<p><u>than end of the 2022</u> to assist in documenting your administration of those provisions that went into effect in 2020.</p> <p>*Deadline for governmental plans is 90 days after close of 3<sup>rd</sup> regular legislative session of the legislative body with the authority to amend the plan that begins after December 31, 2023.</p>	
776970-02	County of San Mateo 401(a) Retirement Plan	401(a) PS	Active	Pre-Approved	<p>Plan document is current with recent adoption of the Cycle-3 Restatement.</p> <p>Required Interim Amendments targeted mailing is week of November 28, 2022 for past legislation.</p> <ul style="list-style-type: none"> <li>SECURE Act/CARES Act/SECURE Act and Other Legislation</li> </ul> <p>Although the IRS extended the deadline* for adopting these amendments, Empower is encouraging that plan sponsors <u>adopt no later than end of the 2022</u> to assist in documenting your administration of those provisions that went into effect in 2020.</p> <p>*Deadline for governmental plans is 90 days after close of 3<sup>rd</sup> regular legislative session of the legislative body with the authority to amend the plan that begins after December 31, 2023.</p>	BBA Hardship Interim Amendment Cycle-3 Restatement – April 1, 2022

776970-04	County of San Mateo Part Time, Seasonal and Temporary Retirement Plan	401(a) PS OBRA	Frozen (as of 3/21/16)	Pre-Approved	<p>Plan document is current with recent adoption of the Cycle-3 Restatement.</p> <p>Required Interim Amendments targeted mailing is week of November 28, 2022 for past legislation.</p> <ul style="list-style-type: none"> <li>SECURE Act/CARES Act/SECURE Act and Other Legislation</li> </ul> <p>Although the IRS extended the deadline* for adopting these amendments, Empower is encouraging that plan sponsors <u>adopt no later than end of the 2022</u> to assist in documenting your administration of those provisions that went into effect in 2020.</p> <p>*Deadline for governmental plans is 90 days after close of 3<sup>rd</sup> regular legislative session of the legislative body with the authority to amend the plan that begins after December 31, 2023.</p>	BBA Interim Amendment Cycle 3 Restatement – April 1, 2022
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Best Regards,

**Robert Gleason** | Managing Director | Government Markets  
**Empower**

8515 E. Orchard Rd. 10T3 | Greenwood Village, CO 80111  
916-765-5566 mobile | [Robert.Gleason@empower.com](mailto:Robert.Gleason@empower.com)

For important disclosures and product information, [click here](#).





**YOUR  
RETIREMENT**  
AT YOUR SERVICE.

**COUNTY of  
SAN MATEO**



## Important changes to your 457 Deferred Compensation and 401(a) Retirement Plans

The 457 Deferred Compensation and 401(a) Retirement Plans are an important part of many employees' long-term financial strategy. That is why the County of San Mateo regularly reviews and sometimes updates the plan's investment options so you may continue to select from a competitive range of investment choices.

**As a result of a recent review, we are announcing the following plan changes effective December 28, 2022:**

- The following mutual funds are being added to the menu of investment options available:
  - Fidelity 500 Index
  - Fidelity Mid Cap Index
  - Fidelity US Bond Index
  - Fidelity International Index
  - Fidelity Small Cap Index
  
- Several mutual funds are being eliminated. As a result, any balances in and/or future contribution elections directed to the eliminated investment funds will be transferred – or mapped – to funds with similar investment objectives.

Fund(s) Eliminated:		Assets and Allocations Mapping To:	
Fund Name	Ticker / CUSIP	Fund Name	Ticker / CUSIP
Vanguard Institutional Index Instl	VINIX	Fidelity 500 Index	FXAIX
Vanguard Total Stock Mkt Idx Adm	VTSAX	Fidelity 500 Index	FXAIX
American Funds Capital World G/I R6	RWIGX	Fidelity 500 Index	FXAIX
Invesco Real Estate R5	IARIX	Fidelity Mid Cap Index	FSMDX
Vanguard Mid Cap Index Ins	VMCIX	Fidelity Mid Cap Index	FSMDX
Vanguard Total Bond Market Index Inst	VBTIX	Fidelity US Bond Index	FXNAX
MassMutual High Yield I	MPHZX	Fidelity US Bond Index	FXNAX
Vanguard Developed Markets Index Admiral	VTMGX	Fidelity International Index	FSPSX
Vanguard Small Cap Index Instl	VSCIX	Fidelity Small Cap Index	FSSNX
PIMCO Long-Term Real Return Inst	PRAIX	PIMCO Total Return Instl ***	PTTRX
Hartford Healthcare HLS IA	HIAHX	American Funds Growth Fund of Amer R6 ***	RGAGX
Vanguard Utilities Index Adm	VUIAX	American Funds American Mutual R6 ***	RMFGX

\*\*\* existing funds

Investing involves risk, including possible loss of principal.

## Active management versus passive management

There are generally two types of mutual funds: Those that are actively managed and those that are passively managed, such as index funds. Index funds follow an investment strategy in which a mutual fund seeks to match, rather than outperform, a particular market benchmark – such as the Standard and Poor's 500 Index – by holding all the securities that make up that benchmark (or a statistically representative sample of it).

By contrast, an actively managed fund has a fund manager or management team making decisions about how to invest the money invested in the fund. Index funds do not have a management team making investment decisions.

## What do you need to do?

Although you do not need to do anything because of these changes, now may be a good time to review your investments and decide if they still meet your retirement savings goals. Diversifying your investments to include asset classes with different holdings, management styles, and risk factors may help to reduce your exposure to any single investment type and potentially yield more consistent returns over time. Please be sure to regularly monitor your retirement account(s) and investment options available to you.

**Please consider your goals, needs, risk tolerance, and time horizon before making any investment decisions – and consult with your financial professional if needed.**

### For more information

- **Online tools and services** – Go to [empower.com/sanmateocounty](https://empower.com/sanmateocounty), where you can manage your account online with a multitude of resources and information.
- **Contact the Empower Customer Care Center** – Speak with a representative from Empower at **833-SMD-PLAN (763-7526)**. They are available Monday through Friday, from 5:00 a.m. to 7:00 p.m. PT and on Saturday, from 6:00 a.m. until 2:00 p.m. PT.
- **Schedule a meeting with your local representative** – Your local representative can assist you understand your investment options and other plan-related products and services. Schedule a meeting today by visiting [empower.com/sanmateocounty](https://empower.com/sanmateocounty).

*Carefully consider the investment option's objectives, risks, fees and expenses. Contact Empower for a prospectus, summary prospectus for SEC registered products or disclosure document for unregistered products, if available, containing this information. Read each carefully before investing.*

Fund changes may alter the risk exposure of an investment account. Some cash-alternative options (other than money market funds), such as guaranteed interest funds or stable value funds, may have withdrawal and transfer restrictions. Carefully consider the importance of a well-balanced and diversified investment portfolio, taking into account all your assets, income and investments. Adjustments may be needed to realign the account with its desired investment strategy. Asset allocation, diversification, and/or rebalancing do not ensure a profit or protect against loss.

**Securities, when presented, are offered and/or distributed by Empower Financial Services, Inc., Member FINRA/SIPC.** EFSI is an affiliate of Empower Retirement, LLC; Empower Funds, Inc.; and registered investment adviser, Empower Advisory Group, LLC. This material is for informational purposes only and is not intended to provide investment, legal or tax recommendations or advice.

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## PLAN PERFORMANCE INSIGHTS

As of 12/31/2022

776970-01

# San Mateo County Deferred Compensation Plan



# Executive summary

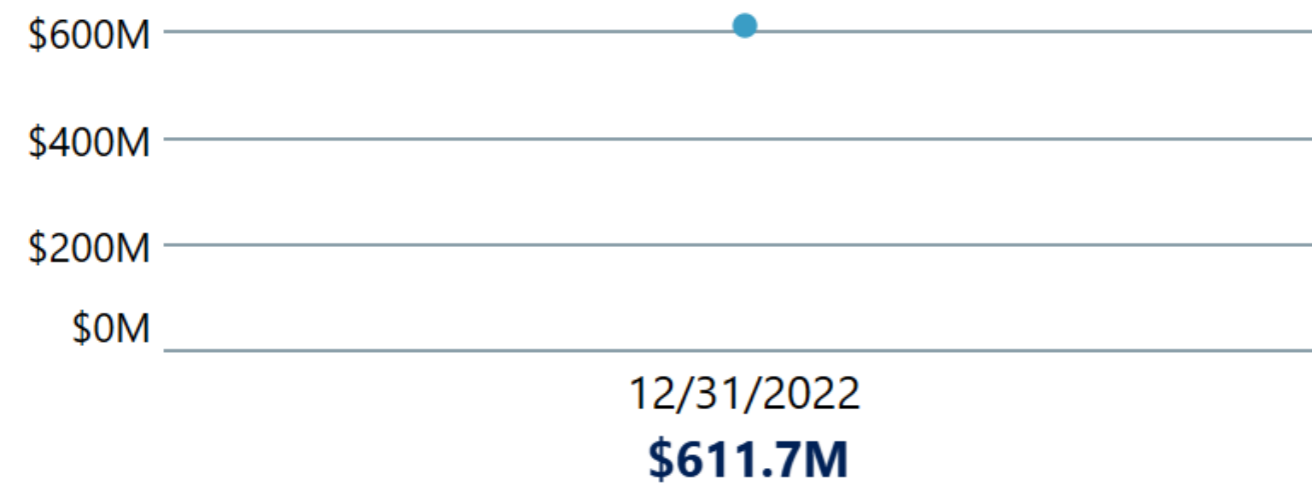
As of 12/31/2022

## Participant assets



# \$611,719,807

### Trending



Plan assets **\$151,014**

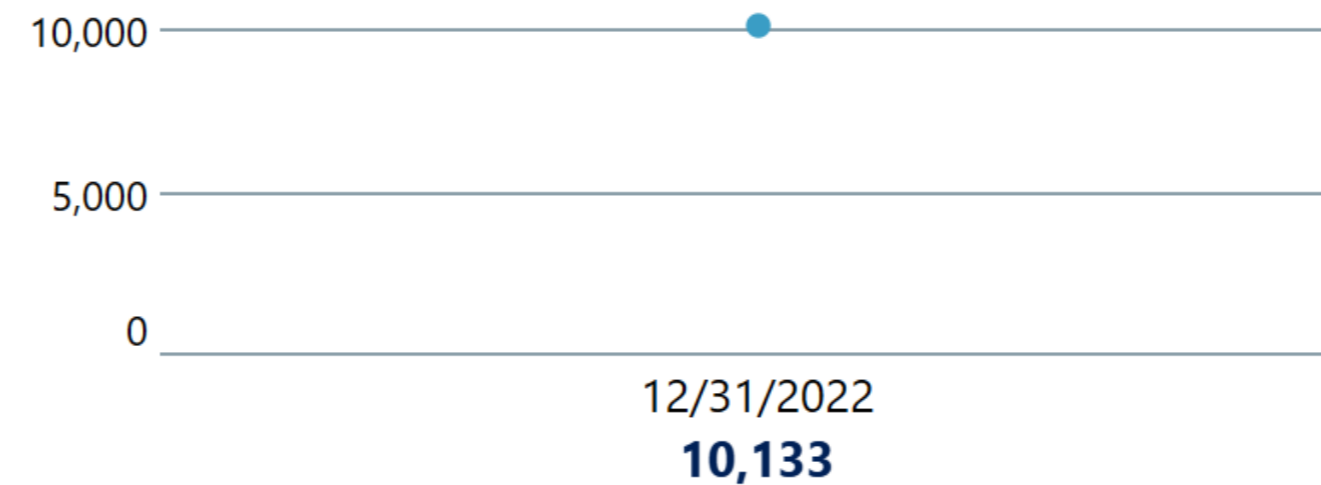
Total assets **\$611,870,821**

## Participants with a balance



# 10,133

### Trending



Active participants with a balance **5,805**

Separated from service participants with a balance **4,328**

### Overview

The assets and participant counts presented are effective as of period end. The assets do not reflect any adjustments, dividends, corrections, or similar that are processed after period end.

# Executive summary

As of 12/31/2022



## Average balance

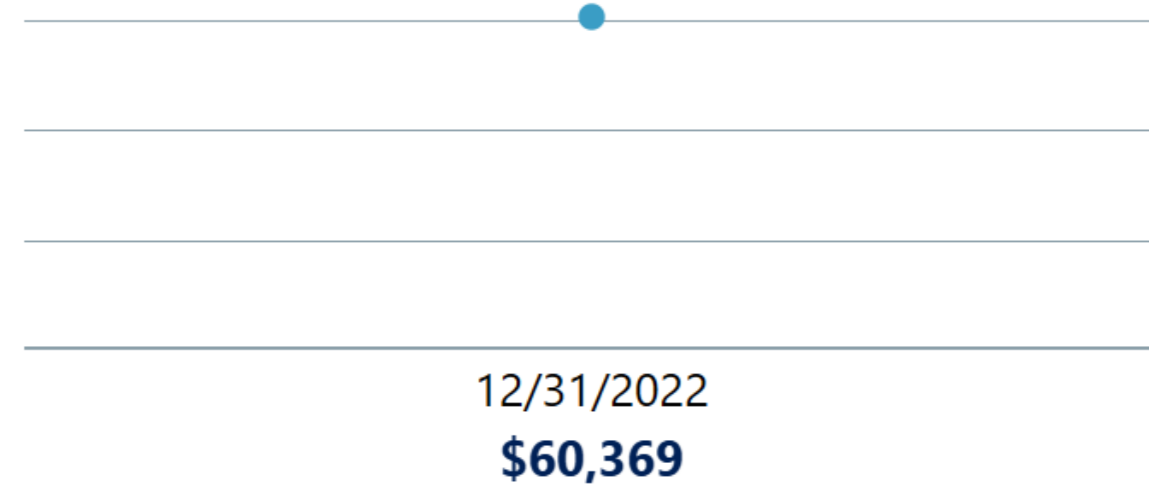
**\$60,369**

Benchmark  
\$56,758

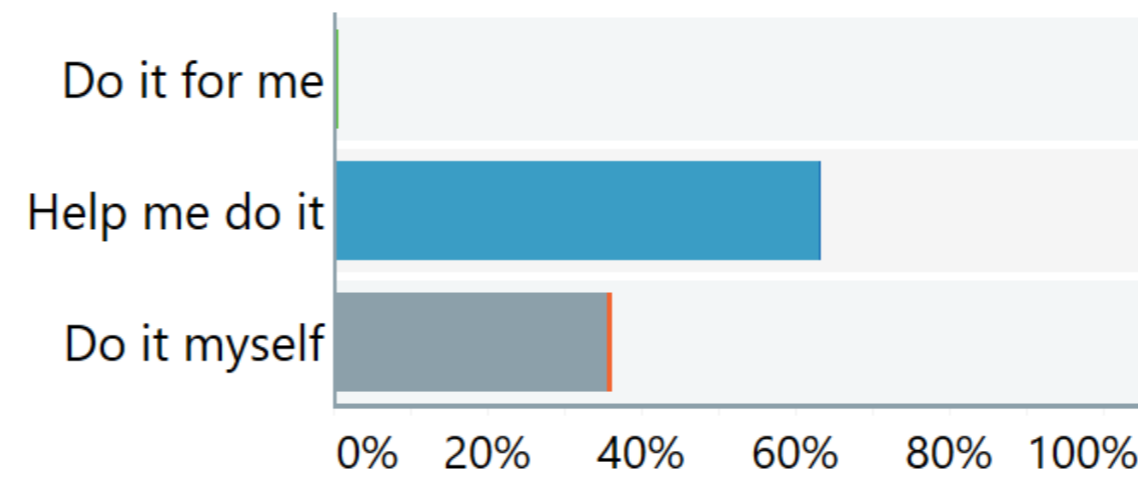
Top 10%  
\$90,079

**\$60,369** is the average account balance for all participants that have a balance as of month end. This is above the benchmark by **\$3,611** and is below the top 10% of peers by **\$29,710**.

### Trending

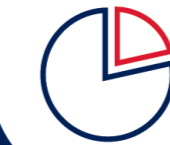


## Investment strategy utilization

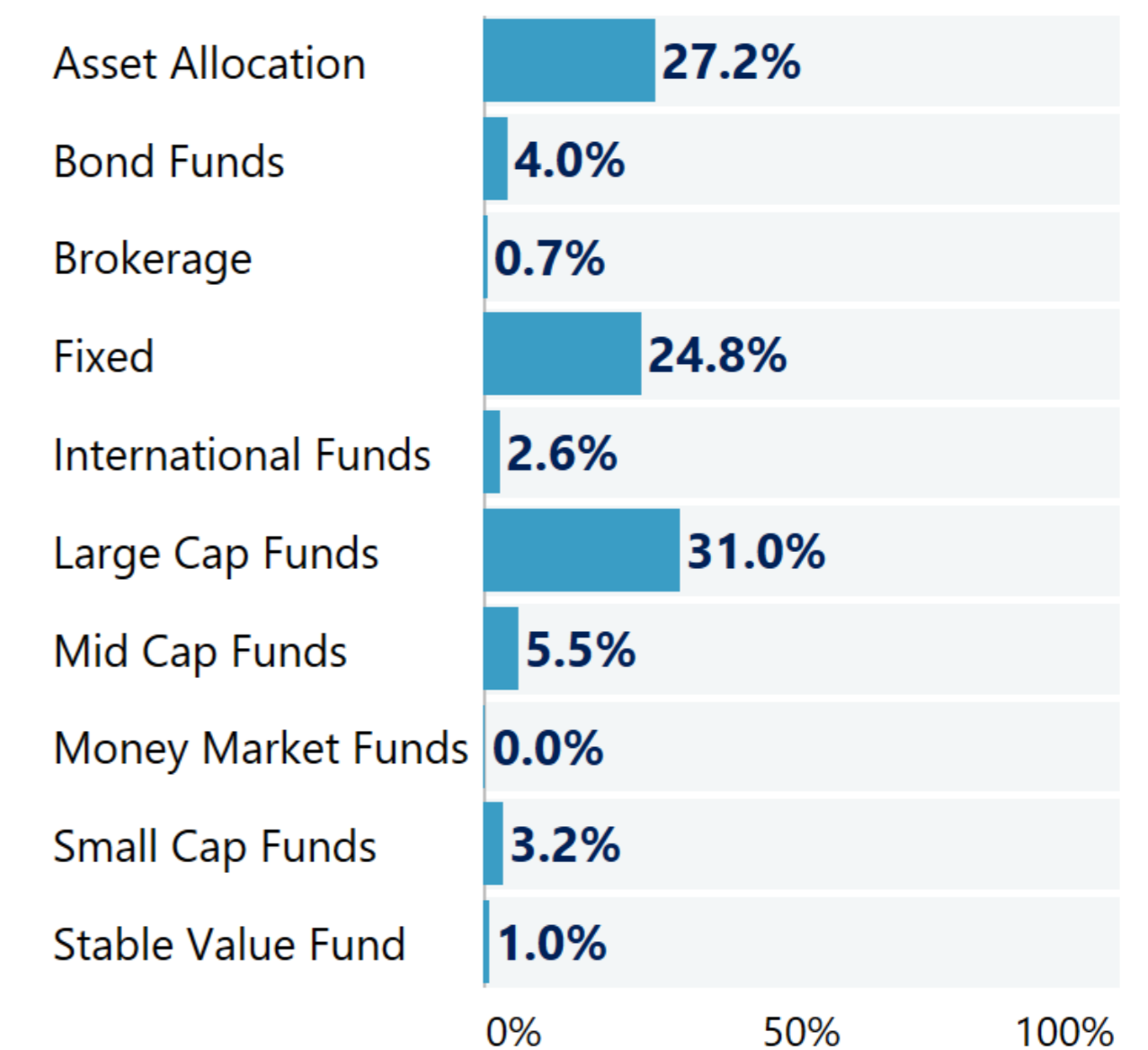


**Target date strategy** is the investment strategy utilized by the most participants with **63.1%** of participants classified as using this strategy.

Investment strategy	% of Participants
My Total Retirement	0.7%
Online Advice	0.0%
Target date strategy	63.1%
Brokerage strategy	0.6%
Do-it-yourself strategy	35.6%



## Allocations by asset class





# Cash flow

As of 12/31/2022

## Year-to-date participant activity summary



**Total contributions**

**\$7,151,908**



**Disbursements**

**-\$11,702,808**



**Net Activity**

**(\$4,550,900)**

## Overview

Cash flow includes all inflows and outflows of dollars from the plan by active and separated from service participants as applicable and the impact of cash flow on participant balances.

<sup>1</sup>Fees may include but are not limited to: transactional and plan administrative fees

<sup>2</sup>Other includes 'Transfer In', 'Transfer Out', 'Adjustments'

## Impact on balances

10/1/2022 - 12/31/2022

Beginning balance	\$0
Contributions	\$7,151,908
Disbursements	-\$11,702,808
Fees <sup>1</sup>	-\$49,952
Loans issued	-\$428,443
Loan payments	\$503,919
Other <sup>2</sup>	\$608,698,527
Change in value	\$7,546,656
<b>Ending Balance</b>	<b>\$611,719,807</b>







# Contribution activity

As of 12/31/2022

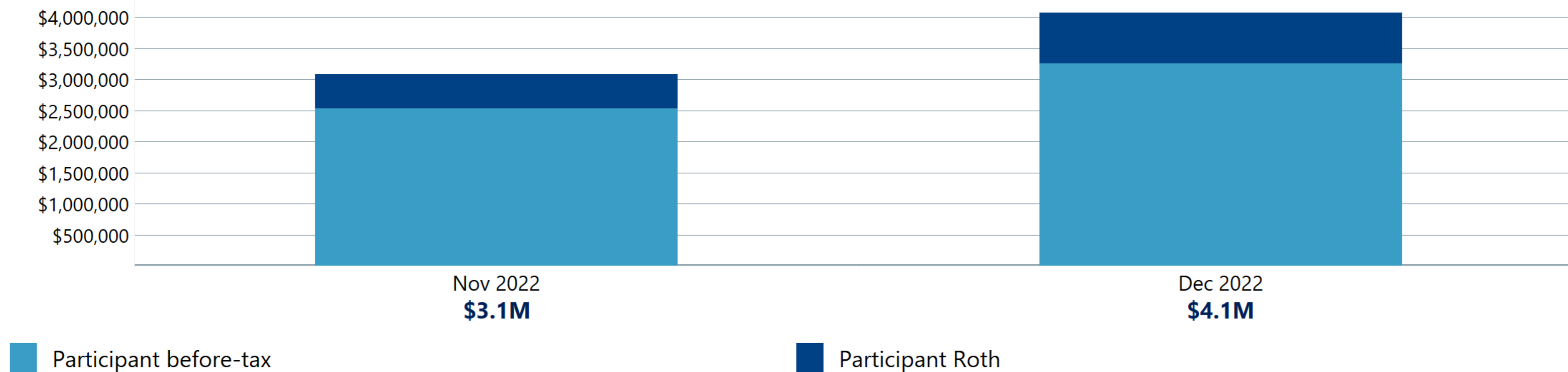
## Total contributions at-a-glance

	Participant before-tax	Participant Roth	Total
 Year to date total contributions <sup>1</sup>	<b>\$5,783,730</b>	<b>\$1,368,178</b>	<b>\$7,151,908</b>
 Rolling 12 months total contributions <sup>2</sup>	<b>\$5,783,730</b>	<b>\$1,368,178</b>	<b>\$7,151,908</b>

## Overview

The contribution activity details show the total of new money into participant accounts. The contributions can originate via ongoing payroll contributions, one-time contributions, employer contributions, and rollovers.

## Total contribution amounts by month



<sup>1</sup>Period beginning November 2022

<sup>2</sup>Period beginning November 2022



# Contribution activity

As of 12/31/2022

**Below is the breakdown of the total contribution amounts and the number of participants that had a contribution within each month**

		Participant before-tax	Participant Roth	Total
November 2022	Amount	\$2,533,582	\$545,680	\$3,079,262
	# of participants	4,383	1,537	4,940
December 2022	Amount	\$3,250,148	\$822,498	\$4,072,646
	# of participants	4,305	1,527	4,862

## Overview

The contribution activity details show the total of new money into participant accounts. The contributions can originate via ongoing payroll contributions, one-time contributions, employer contributions, and rollovers.

\*Total participants are the total number of unique participants across sources

Q4 2022 Eligible employees – 5,354 (does not include extra help); total # contributing - 4,940 = 93%

Q3 2022 Eligible employees – 5,323 (does not include extra help); total # contributing - 5,277 = 99%

# \$8.1M

County of San Mateo Retirement Plan C...

Plan Name

2

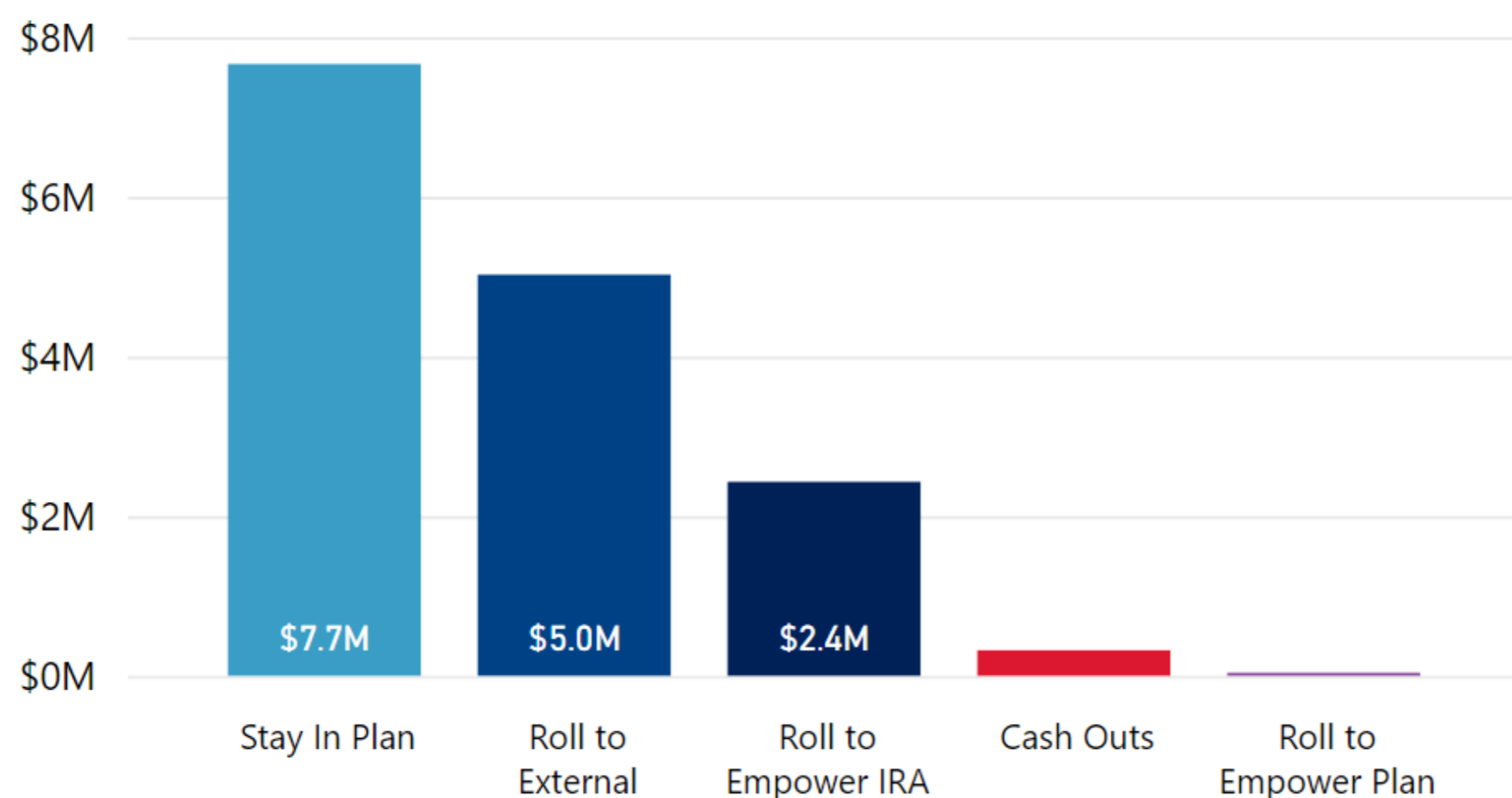
Number of Plans

Date Range

10/1/2022

12/31/2022

### Participant Actions



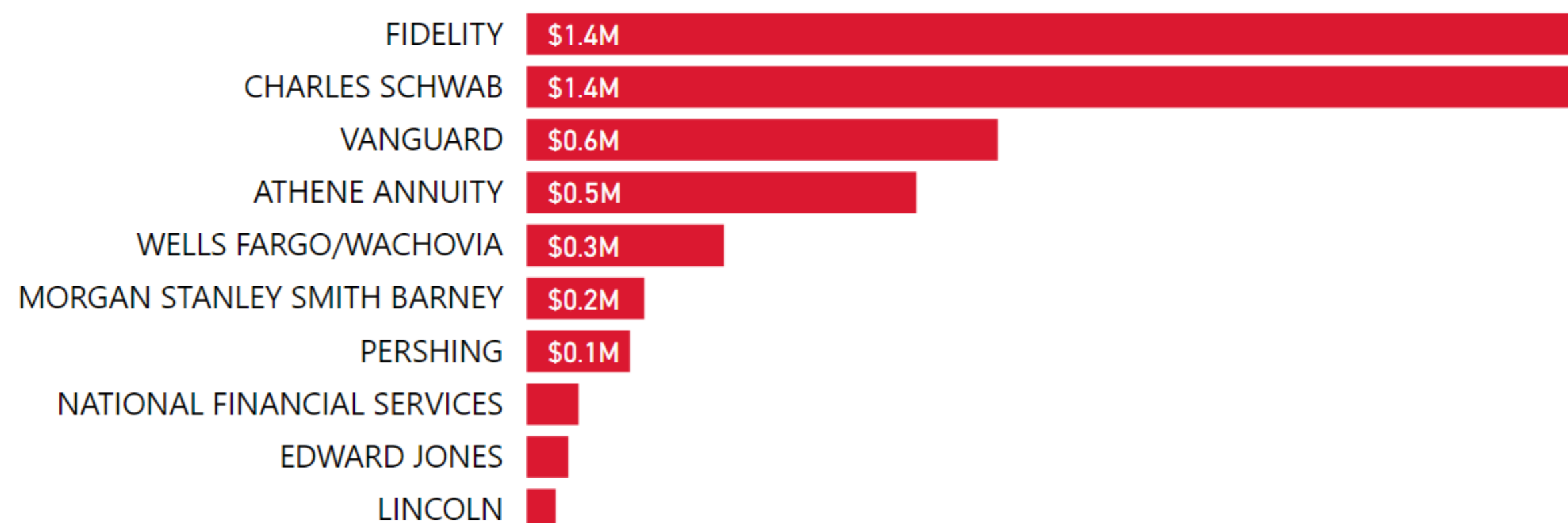
### Allocations of Participant Actions

Destination	% Assets	Assets	% Participants	Participant Count
Stay In Plan	49.5%	\$7,659,157	17.6%	33
Roll to External	32.5%	\$5,022,100	32.4%	61
Roll to Empower IRA	15.7%	\$2,428,274	5.9%	11
Cash Outs	2.1%	\$319,309	42.0%	79
Roll to Empower Plan	0.2%	\$37,329	2.1%	4
<b>Total</b>	<b>100.0%</b>	<b>\$15,466,170</b>	<b>100.0%</b>	<b>188</b>

\$103,477

Average Rollover Amount

### Top Ten External Destinations



### Roll In Details

\$411,585  
Total Roll In Assets

\$16,463  
Average Roll In Assets

25  
Participant Count

\* Total Assets Retained or Added to Plan From RSG Services = Stay in Plan assets plus Roll In assets



# Money in Motion Report

RSG Contact

Total Assets Retained or Added to Plan From RSG Services\*

**\$8.1M**

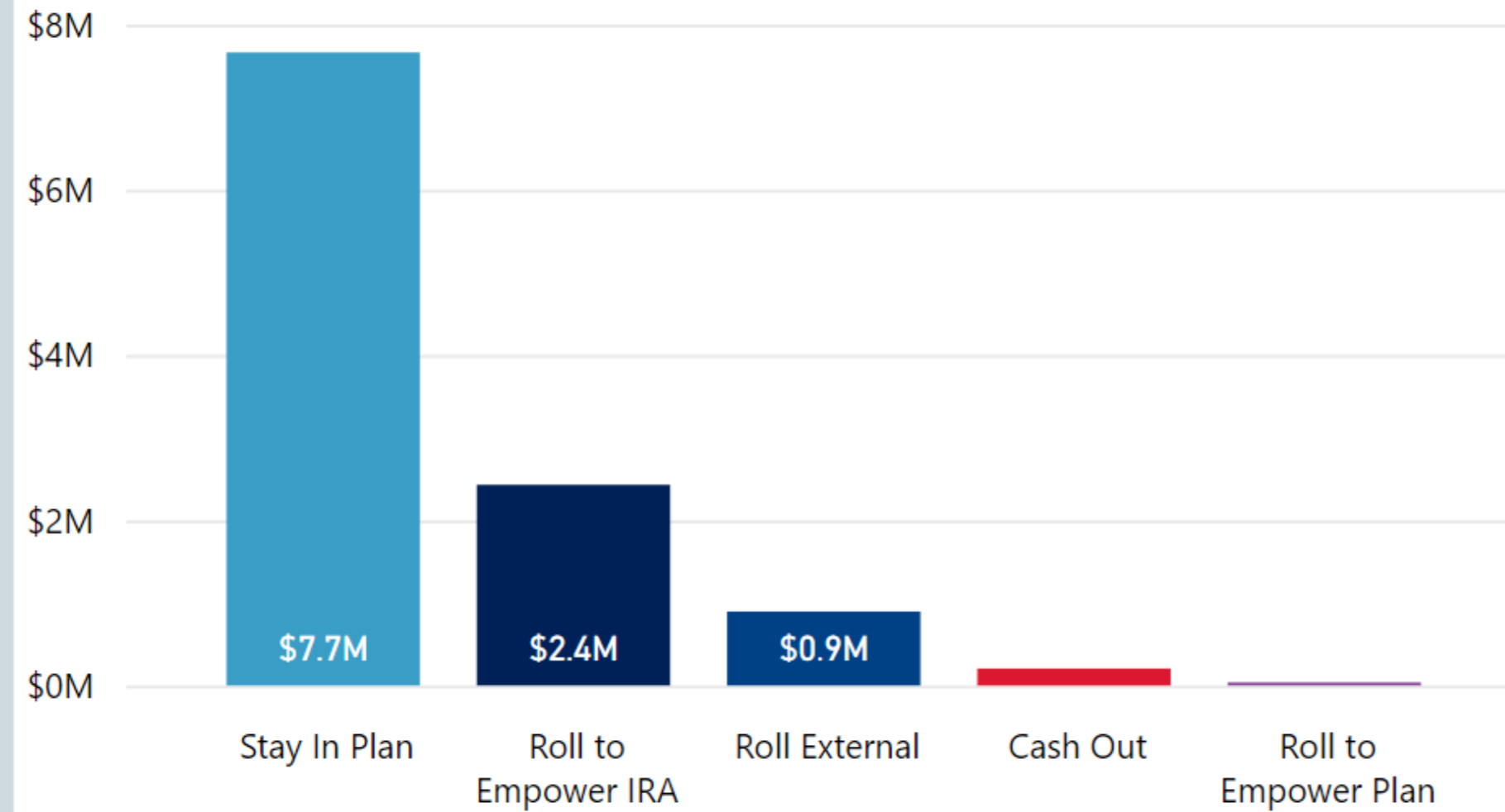
County of San Mateo Retirement Plan C...

First Plan Name

2

Number of Plans

## Participant Actions



## Allocations of Participant Actions

Destination	% Assets	Assets	% Participants	Participant Count
Stay In Plan	68.2%	\$7,659,157	40.2%	33
Roll to Empower IRA	21.6%	\$2,428,274	13.4%	11
Roll External	8.0%	\$895,010	14.6%	12
Cash Out	1.8%	\$205,350	26.8%	22
Roll to Empower Plan	0.3%	\$37,329	4.9%	4
<b>Total</b>	<b>100.0%</b>	<b>\$11,225,120</b>	<b>100.0%</b>	<b>82</b>

\$103,477

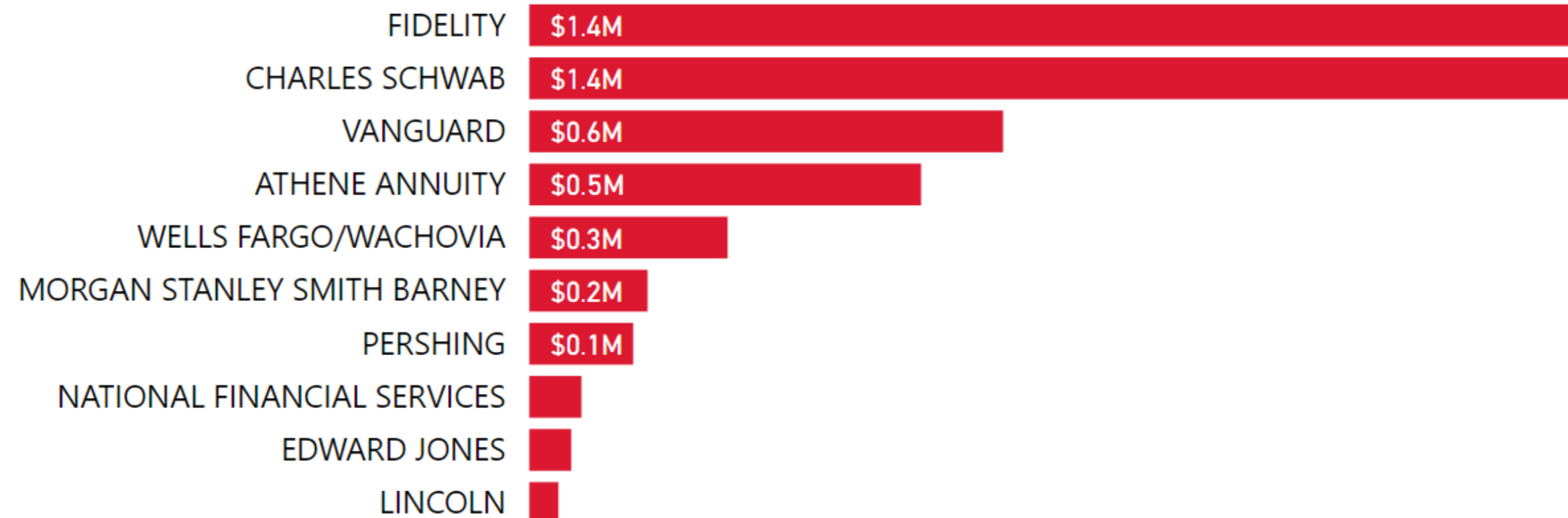
Average Rollover Amount

Date Range

10/1/2022

12/31/2022

## Top Ten External Destinations



## Roll In Details

\$411,585

Total Roll Ins

\$16,463

Average Roll In Assets

25

Participant Count

\* Total Assets Retained or Added to Plan From RSG Services = Stay in Plan assets plus Roll In assets



# Distribution activity

As of 12/31/2022

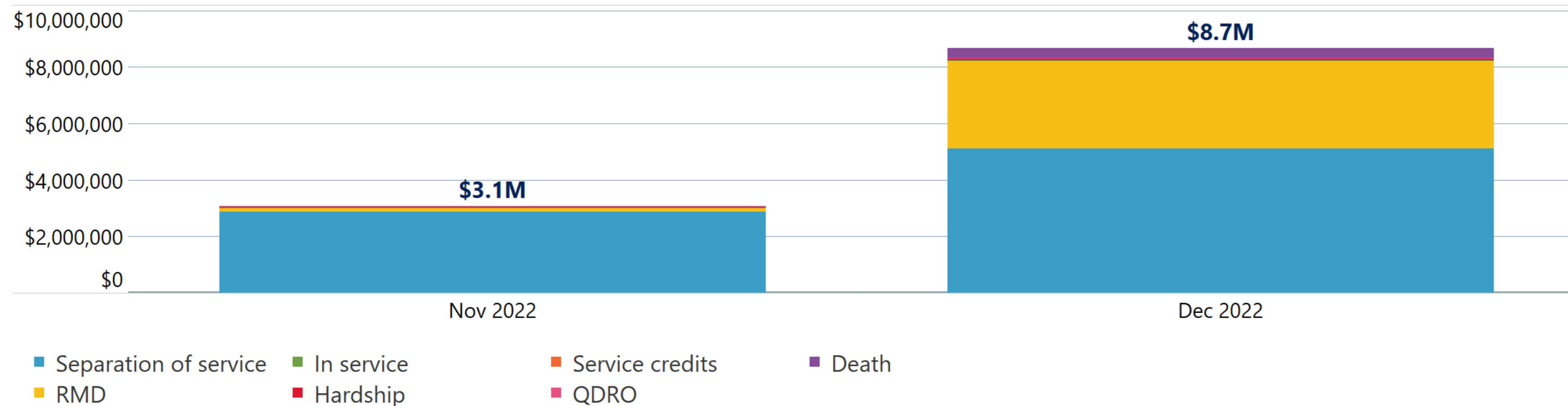
## Distribution activity at-a-glance

		Separation of service	RMD	In service	Hardship	Service credits	QDRO	Death	Total
Year to date	Amount	\$8.0M	\$3.3M	\$2.3K	\$70.2K	\$38.9K	\$9.9K	\$377.5K	\$11.8M
	Transactions	304	386	2	4	6	2	47	751
Rolling 12 months	Amount	\$8.0M	\$3.3M	\$2.3K	\$70.2K	\$38.9K	\$9.9K	\$377.5K	\$11.8M
	Transactions	304	386	2	4	6	2	47	751

## Overview

The distribution activity details show the activity for all actively employed and separated from service participants.

## Total distribution amounts by month





# Loans

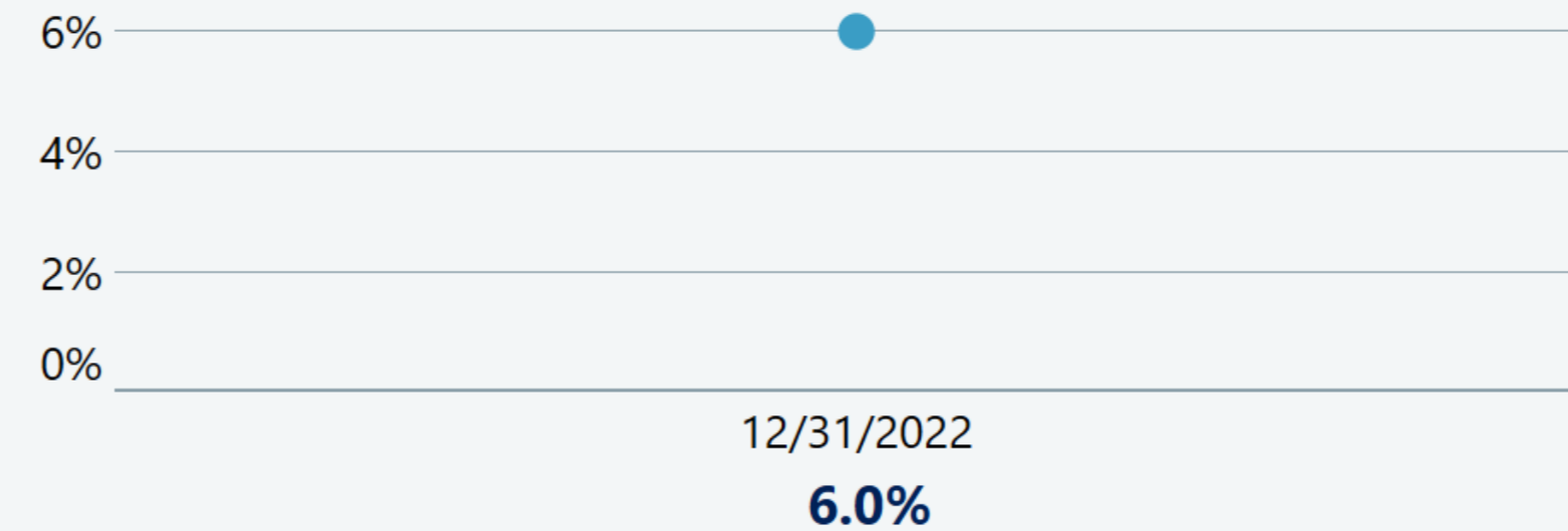
As of 12/31/2022

### Population of participants with a loan

Percent of participants	Benchmark	Top 10%
<b>6.0%</b>	8.6%	0.1%

The percent of participants with a loan for your plan is based on the **10,133** participants with a balance as of month end.

### Population of participants with a loan over time



### Loans at-a-glance

	12/31/2022
Average loan balance	\$11,799
# of outstanding loans	618
# of participants with a loan	603
Total amount of outstanding loans	\$7,292,075
# of outstanding standard loans	540
# of outstanding residential loans	78
# of participants with multiple loans	15
# of participants who defaulted in the month	5

### Overview

The loan information represents all outstanding loans for actively employed and separated from service participants. Outstanding loan amounts include new loans issued for the given time period. Loans that have been categorized as a distribution are not included.



# Participant balances

As of 12/31/2022

## Account balances comparison



The average and median account balance for your plan is based on **10,133** participants

## Account balances by employment status

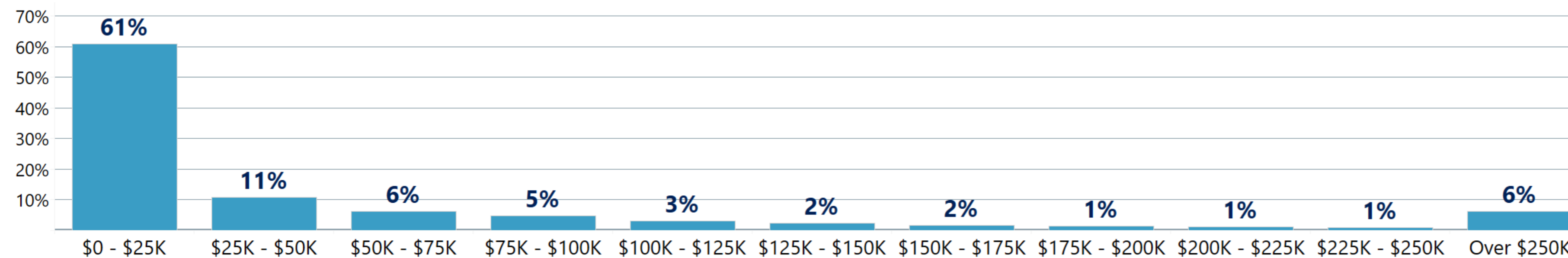


<b>Active</b>	Average balance	<b>\$55,082</b>
	Median balance	<b>\$14,233</b>
	# of participants	<b>5,805</b>
<b>Separated from service</b>	Average balance	<b>\$67,461</b>
	Median balance	<b>\$8,058</b>
	# of participants	<b>4,328</b>

## Overview

The average and median participant account balance is based on the balance of all actively employed and separated from service plan participants. The balances do not include any outstanding loan amounts.

## Distribution of account balances





# Investment strategy utilization

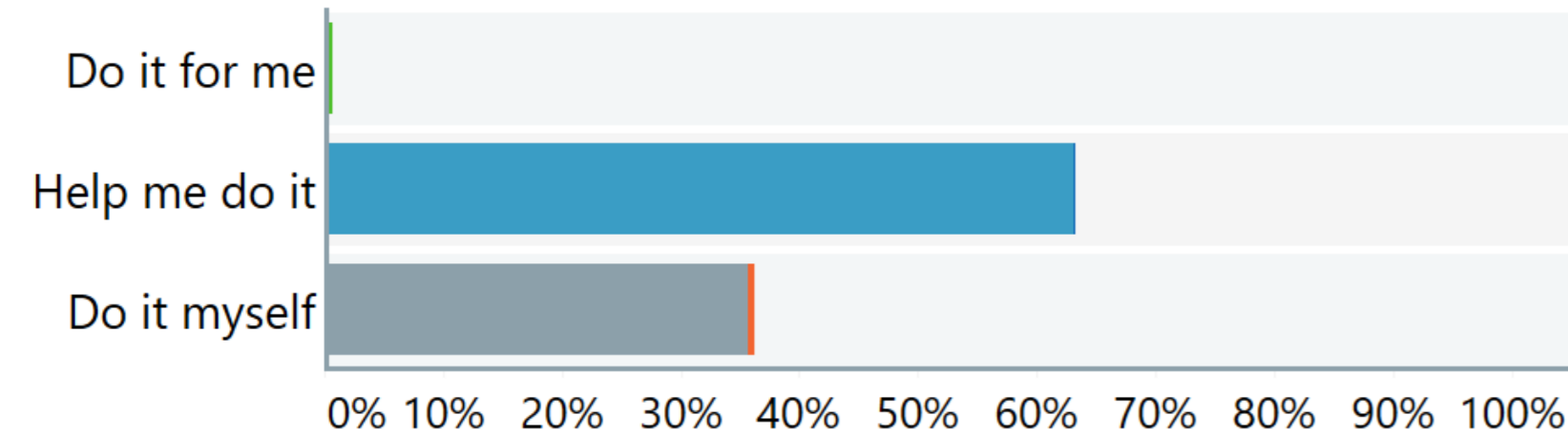
As of 12/31/2022



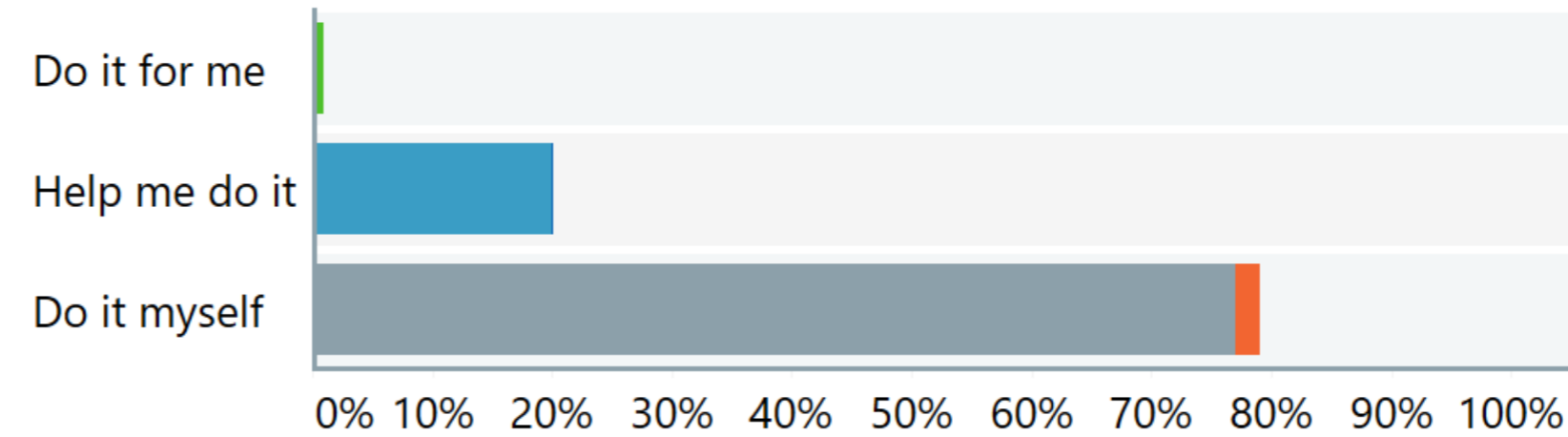
## Participants by strategy



## Participant assets by strategy



Investment strategy	% of participants	# of participants
My Total Retirement	0.7%	72
Online Advice	0.0%	1
Target date strategy	63.1%	6,391
Brokerage strategy	0.6%	59
Do-it-yourself strategy	35.6%	3,610



Investment strategy	% of assets	Assets	Average balance
My Total Retirement	1.0%	\$5,975,760	\$82,997
Online Advice	0.1%	\$719,306	\$719,306
Target date strategy	19.9%	\$121,821,970	\$19,061
Brokerage strategy	2.0%	\$12,234,600	\$207,366
Do-it-yourself strategy	77.0%	\$470,968,170	\$130,462

## Overview

The investment strategy utilization is based on all participants actively employed and separated from service with a balance.



**Target date strategy** is the investment strategy utilized by the most participants with **63.1%** of participants using this strategy.

However, this strategy holds a smaller share of assets with only **19.9%** of assets.





# Investment strategy utilization

As of 12/31/2022

## Investment strategy utilization by employment status

### Active participants

Investment strategy	# of participants	% of participants	Assets	% of assets	Average balance
My Total Retirement	55	0.5%	\$3,561,063	0.6%	\$64,747
Online Advice	1	0.0%	\$719,306	0.1%	\$719,306
Target date strategy	4,027	39.7%	\$91,297,530	14.9%	\$22,671
Brokerage strategy	25	0.2%	\$4,756,028	0.8%	\$190,241
Do-it-yourself strategy	1,697	16.7%	\$219,415,269	35.9%	\$129,296

### Separated from service participants

Investment strategy	# of participants	% of participants	Assets	% of assets	Average balance
My Total Retirement	17	0.2%	\$2,414,697	0.4%	\$142,041
Target date strategy	2,364	23.3%	\$30,524,440	5.0%	\$12,912
Brokerage strategy	34	0.3%	\$7,478,572	1.2%	\$219,958
Do-it-yourself strategy	1,913	18.9%	\$251,552,901	41.1%	\$131,497

### Overview

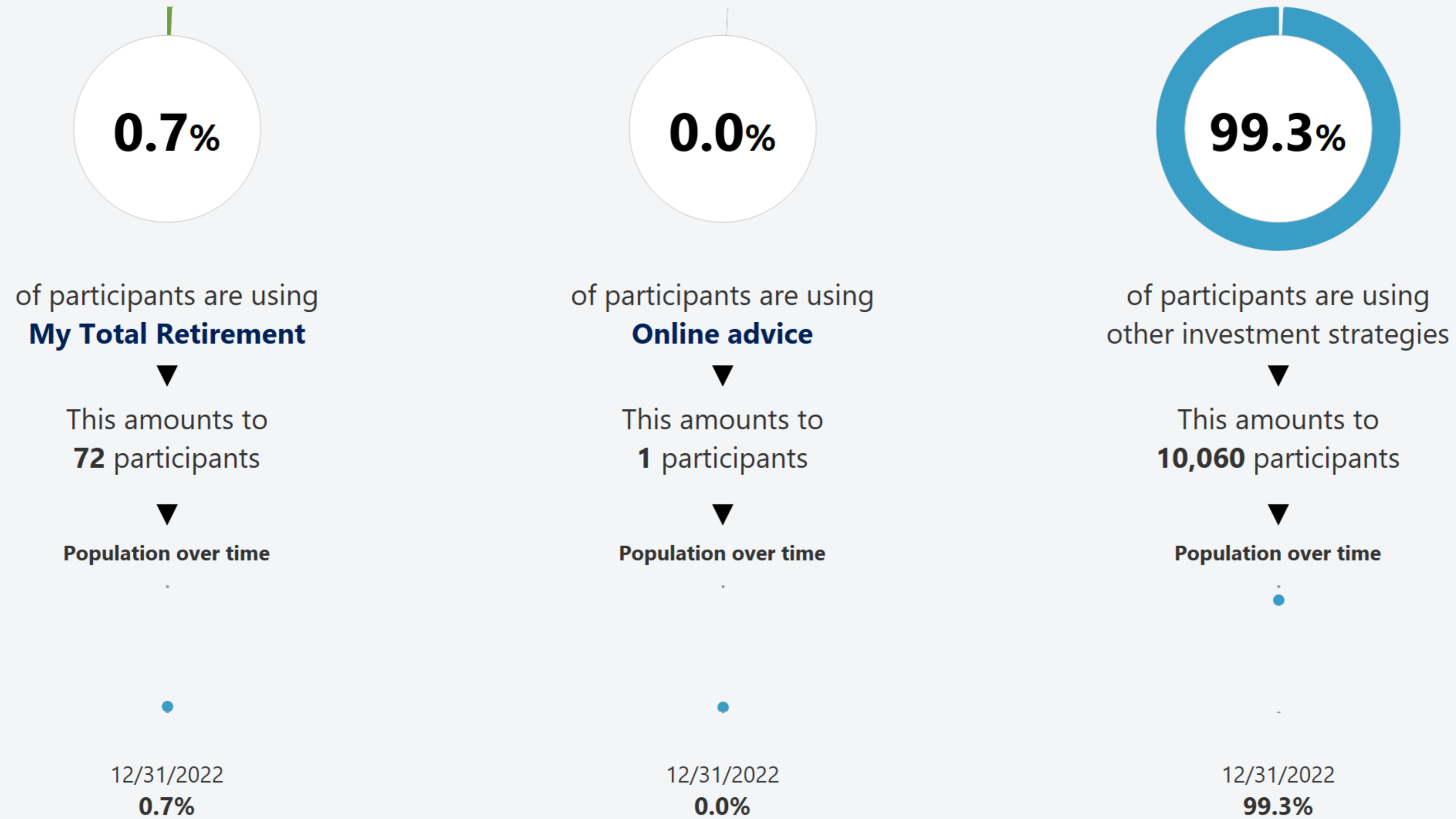
The investment strategy utilization is based on all participants actively employed and separated from service with a balance.



# Advisory services

As of 12/31/2022

## Population of participants using and not using advisory services



## Overview







Advisory services compares participants using and not using the advisory service. The illustration includes participants actively employed and separated from service with a balance.



# Advisory services

As of 12/31/2022

## Insights into participants using and not using advisory services

	My Total Retirement	Online advice	No advisory service
 Average age	<b>47 years old</b>	<b>59 years old</b>	<b>47 years old</b>
 Average base salary	<b>\$106,752</b>		<b>\$104,747</b>
 Average balance	<b>\$82,997</b>	<b>\$719,306</b>	<b>\$60,142</b>
 Average equity percent	<b>69.5%</b>	<b>81.1%</b>	<b>69.6%</b>
 Median Lifetime Income Score	<b>48%</b>	<b>N/A</b>	<b>43%</b>
 Average contribution rate	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

### Overview

Advisory services compares participants using and not using the advisory service. The illustration includes participants actively employed and separated from service with a balance.

The Median Lifetime Income Score and average contribution rate will show as not available when the data required for those calculations has not been provided.



# Advisory services

As of 12/31/2022

## Insights into participants using and not using advisory services

	Under 30 yrs	30-39 yrs	40-49 yrs	50-59 yrs	60-67 yrs	Over 67 yrs	
My Total Retirement	% of participants	0.4%	0.6%	1.0%	0.8%	1.0%	0.1%
	# of participants	5	15	22	17	12	1
	Average balance	\$9,011	\$73,453	\$46,211	\$129,980	\$132,418	\$13,588
	Average equity percent	92.8%	87.1%	78.5%	56.0%	42.2%	43.0%
	Median Lifetime Income Score	48%	53%	50%	47%	46%	N/A
	Average contribution rate	N/A	N/A	N/A	N/A	N/A	N/A
	↓	↓	↓	↓	↓	↓	
Online advice	% of participants				0.0%		
	# of participants				1		
	Average balance				\$719,306		
	Average equity percent				81.1%		
	Median Lifetime Income Score				N/A		
	Average contribution rate				N/A		
	↓	↓	↓	↓	↓	↓	
No advisory service	% of participants	99.6%	99.4%	99.0%	99.1%	99.0%	99.9%
	# of participants	1,300	2,442	2,168	2,001	1,153	991
	Average balance	\$4,260	\$20,444	\$51,377	\$81,964	\$118,618	\$138,646
	Average equity percent	87.9%	85.0%	75.4%	62.9%	48.4%	33.1%
	Median Lifetime Income Score	46%	40%	52%	44%	23%	N/A
	Average contribution rate	N/A	N/A	N/A	N/A	N/A	N/A

### Overview

Advisory services compares participants using and not using the advisory service. The illustration includes participants actively employed and separated from service with a balance.

The Median Lifetime Income Score and average contribution rate will show as not available when the data required for those calculations has not been provided.

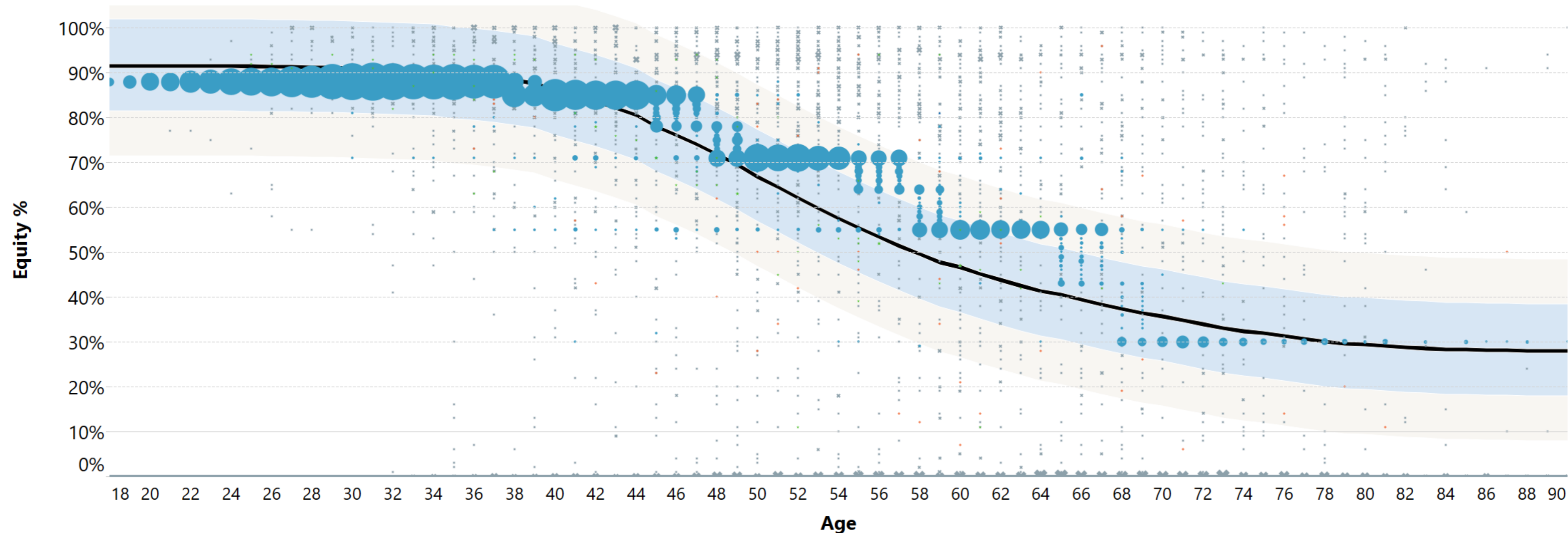


# Equity exposure

As of 12/31/2022

## All participants/ all strategies

	My Total Retirement ★	Online Advice ▲	Target date strategy ●	Brokerage strategy +	Do-it-yourself strategy ×
Within 10% of glide path	70.8%	0.0%	85.5%	22.0%	21.9%
Within 20% of glide path	88.9%	0.0%	99.2%	52.5%	37.4%



### Overview

The representative target date glidepath reflects an asset allocation derived in conjunction with Morningstar Investment Management LLC. It is for illustrative purposes only. The illustration includes all participants with a balance invested across all utilized investment strategies.

The percent illustrated within 10% and 20% of the glide path may differ from other illustrations due to rounding.

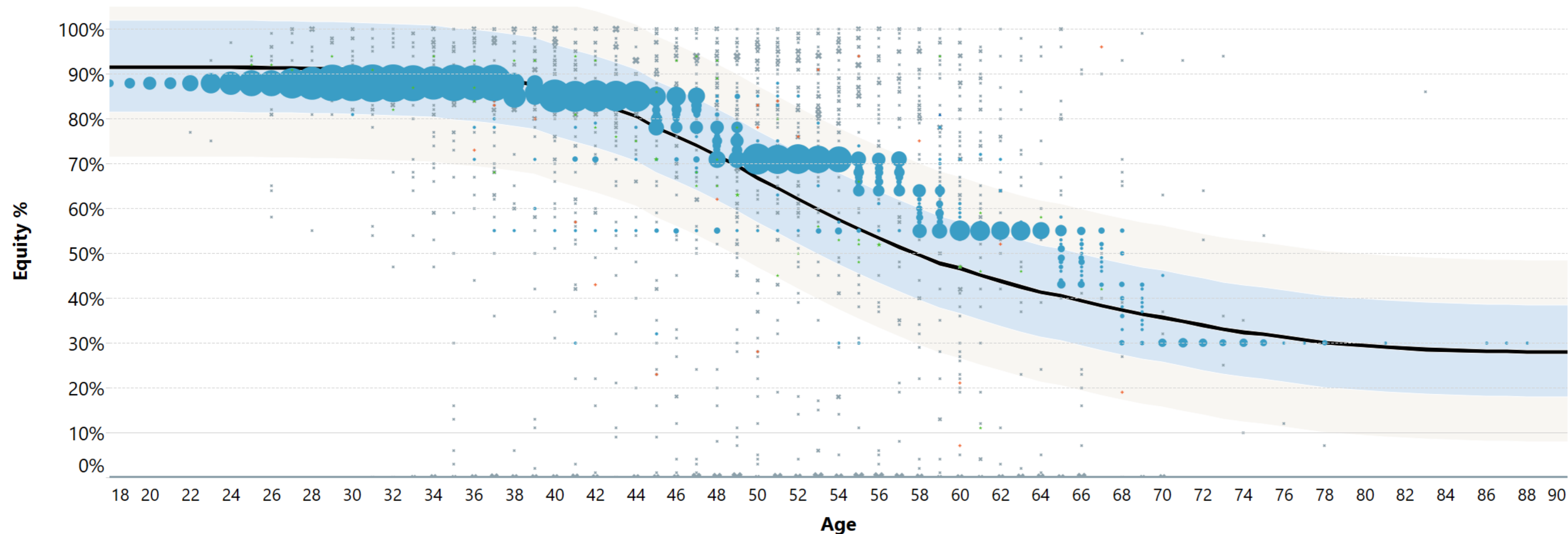


# Equity exposure

As of 12/31/2022

## Active participants/ all strategies

	My Total Retirement ★	Online Advice ▲	Target date strategy ●	Brokerage strategy +	Do-it-yourself strategy ×
Within 10% of glide path	76.4%	0.0%	84.9%	28.0%	30.4%
Within 20% of glide path	92.7%	0.0%	99.4%	60.0%	48.9%



## Overview

The representative target date glidepath reflects an asset allocation derived in conjunction with Morningstar Investment Management LLC. It is for illustrative purposes only. The illustration includes active participants with a balance invested across all utilized investment strategies.

The percent illustrated within 10% and 20% of the glide path may differ from other illustrations due to rounding.

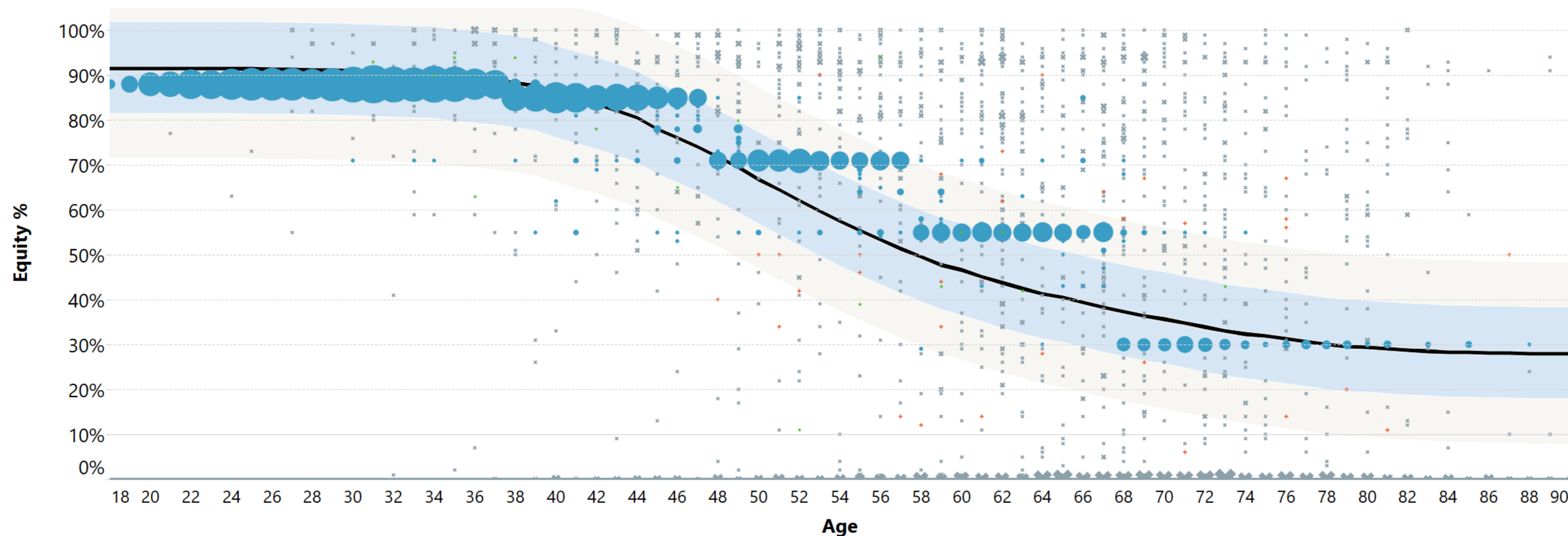


# Equity exposure

As of 12/31/2022

## Participants separated from service/ all strategies

	My Total Retirement ★	Target date strategy ●	Brokerage strategy +	Do-it-yourself strategy ✕
Within 10% of glide path	52.9%	86.6%	17.6%	14.3%
Within 20% of glide path	76.5%	98.9%	47.1%	27.2%



### Overview

The representative target date glidepath reflects an asset allocation derived in conjunction with Morningstar Investment Management LLC. It is for illustrative purposes only. The illustration includes participants separated from service with a balance invested across all utilized investment strategies.

The percent illustrated within 10% and 20% of the glide path may differ from other illustrations due to rounding.



# Equity exposure

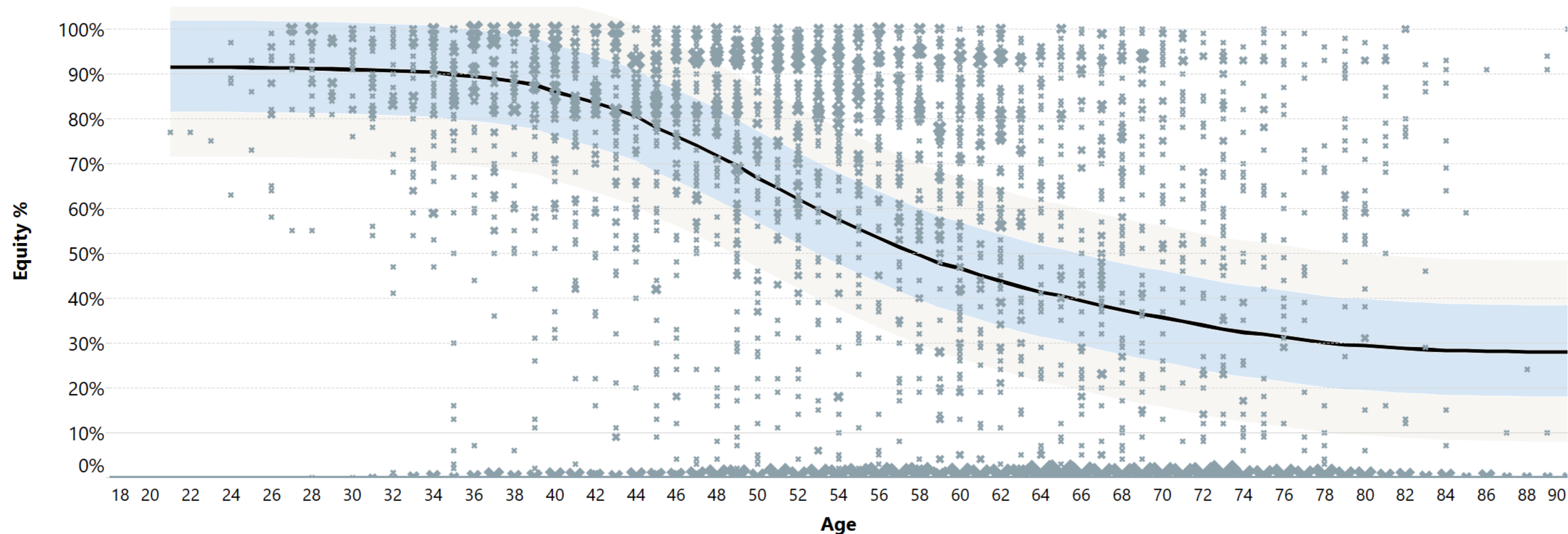
As of 12/31/2022

## All participants/ Do-it-yourself strategy

### Do-it-yourself strategy



Within 10% of glide path	21.9%
Within 20% of glide path	37.4%



### Overview

The representative target date glidepath reflects an asset allocation derived in conjunction with Morningstar Investment Management LLC. It is for illustrative purposes only. The illustration includes all participants with a balance invested in the Do-it-yourself investment strategy.

The percent illustrated within 10% and 20% of the glide path may differ from other illustrations due to rounding.





# Equity exposure

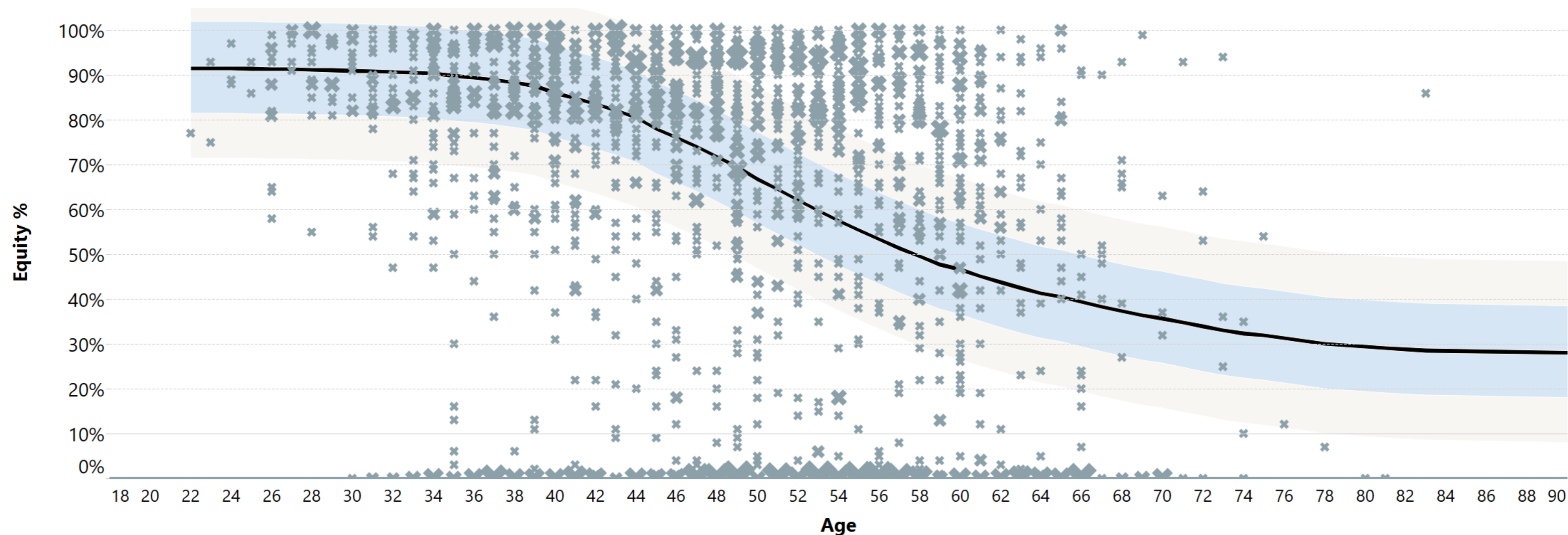
As of 12/31/2022

## Active participants/ Do-it-yourself strategy

### Do-it-yourself strategy



Within 10% of glide path	30.4%
Within 20% of glide path	48.9%



### Overview

The representative target date glidepath reflects an asset allocation derived in conjunction with Morningstar Investment Management LLC. It is for illustrative purposes only. The illustration includes active participants with a balance invested in the Do-it-yourself investment strategy.

The percent illustrated within 10% and 20% of the glide path may differ from other illustrations due to rounding.



# Equity exposure

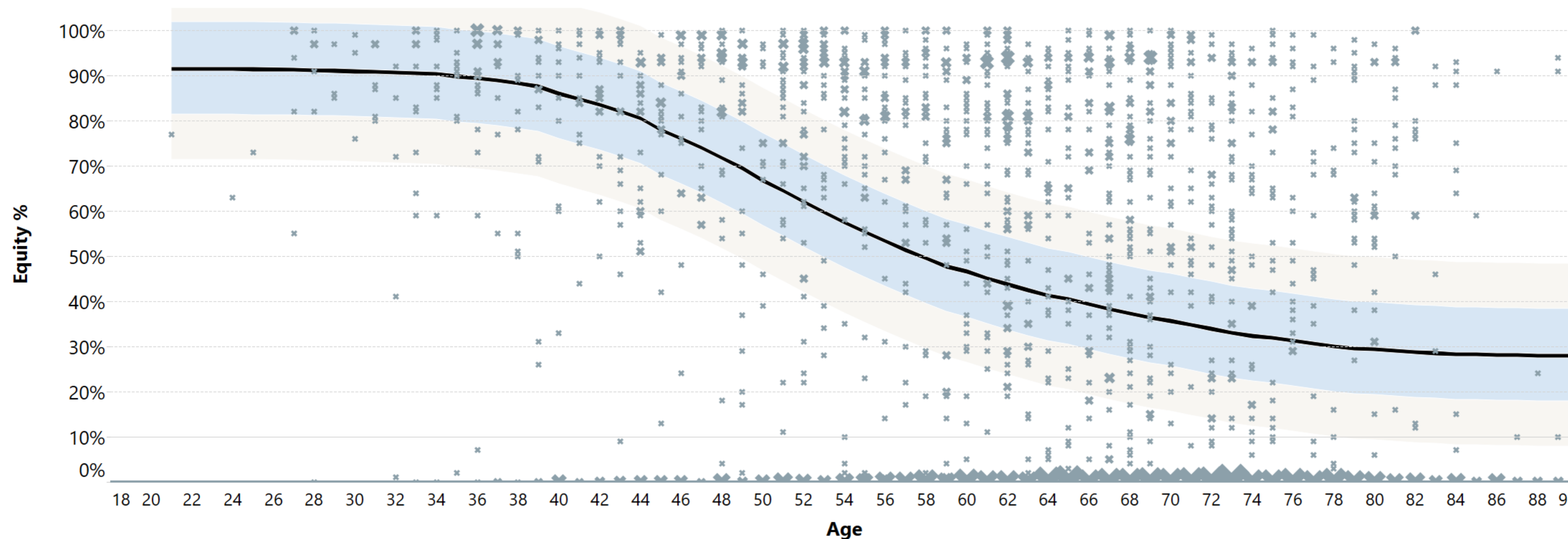
As of 12/31/2022

## Participants separated from service/ Do-it-yourself strategy

### Do-it-yourself strategy



Within 10% of glide path	14.3%
Within 20% of glide path	27.2%



### Overview

The representative target date glidepath reflects an asset allocation derived in conjunction with Morningstar Investment Management LLC. It is for illustrative purposes only. The illustration includes participants separated from service with a balance invested in the Do-it-yourself investment strategy.

The percent illustrated within 10% and 20% of the glide path may differ from other illustrations due to rounding.



# Asset allocation

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

Asset class	Investment	As of 12/31/2022		
		Total balance	% of total	Participants
Asset Allocation	Vanguard Target Retirement 2020 Inv	\$924,298	0.15%	98
	Vanguard Target Retirement 2025 Inv	\$37,561,405	6.14%	988
	Vanguard Target Retirement 2030 Inv	\$2,669,737	0.44%	264
	Vanguard Target Retirement 2035 Inv	\$38,542,415	6.30%	1,382
	Vanguard Target Retirement 2040 Inv	\$3,165,305	0.52%	361
	Vanguard Target Retirement 2045 Inv	\$34,954,881	5.71%	1,661
	Vanguard Target Retirement 2050 Inv	\$3,770,365	0.62%	578
	Vanguard Target Retirement 2055 Inv	\$25,743,730	4.21%	2,437
	Vanguard Target Retirement 2060 Inv	\$2,021,956	0.33%	584
	Vanguard Target Retirement 2065 Inv	\$264,894	0.04%	333
	Vanguard Target Retirement Income Inv	\$16,808,749	2.75%	736
Bond Funds	Fidelity US Bond Index	\$9,326,851	1.52%	657
	MassMutual High Yield I	\$0	0.00%	0
	PIMCO Long-Term Real Return Inst	\$0	0.00%	0
	PIMCO Total Return Instl	\$15,053,227	2.46%	994
	Vanguard Total Bond Market Index Inst	\$0	0.00%	0
Brokerage	Schwab SDB Securities	\$3,930,543	0.64%	54
	Schwab SDB Securities Roth	\$65,681	0.01%	9
	Schwab SDB Sweep Program	\$528,882	0.09%	57
	Schwab SDB Sweep Program Roth	\$9,043	0.00%	17



# Asset allocation

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

		<b>As of 12/31/2022</b>		
<b>Asset class</b>	<b>Investment</b>	<b>Total balance</b>	<b>% of total</b>	<b>Participants</b>
Fixed	SAGIC Core Bond I	\$151,908,067	24.83%	2,414
International Funds	American Funds Capital World G/I R6	\$0	0.00%	0
	American Funds EuroPacific Gr R6	\$8,463,541	1.38%	800
	Fidelity International Index	\$4,264,247	0.70%	604
	Invesco Developing Markets R6	\$2,945,911	0.48%	667
	Vanguard Developed Markets Index Admiral	\$0	0.00%	0
Large Cap Funds	American Funds American Mutual R6	\$30,540,163	4.99%	1,367
	American Funds Fundamental Investors R6	\$44,457,504	7.27%	1,328
	American Funds Growth Fund of Amer R6	\$42,626,700	6.97%	1,422
	Fidelity 500 Index	\$64,020,505	10.47%	1,594
	Parnassus Core Equity - Inst	\$7,685,265	1.26%	655
	Vanguard Institutional Index Instl	\$0	0.00%	0
	Vanguard Total Stock Mkt Idx Adm	\$0	0.00%	0
Mid Cap Funds	American Century Mid Cap Value R6	\$7,208,346	1.18%	708
	Fidelity Mid Cap Index	\$12,226,666	2.00%	963
	MassMutual Mid Cap Growth I	\$14,100,255	2.31%	980
	Vanguard Mid Cap Index Ins	\$0	0.00%	0
Money Market Funds	MassMutual US Government Mny Mkt Fd	\$50	0.00%	1
Small Cap Funds	Boston Partners Small Cap Value II I	\$938,061	0.15%	471
	Fidelity Small Cap Index	\$12,581,538	2.06%	990



# Asset allocation

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

		<b>As of 12/31/2022</b>		
<b>Asset class</b>	<b>Investment</b>	<b>Total balance</b>	<b>% of total</b>	<b>Participants</b>
Small Cap Funds	Harbor Small Cap Growth Instl	\$6,215,052	1.02%	909
	Vanguard Small Cap Index Instl	\$0	0.00%	0
Specialty	Hartford Healthcare HLS IA	\$0	0.00%	0
	Invesco Real Estate R5	\$0	0.00%	0
	Vanguard Utilities Index Adm	\$0	0.00%	0
Stable Value Fund	Bank of The West Savings	\$6,195,973	1.01%	256

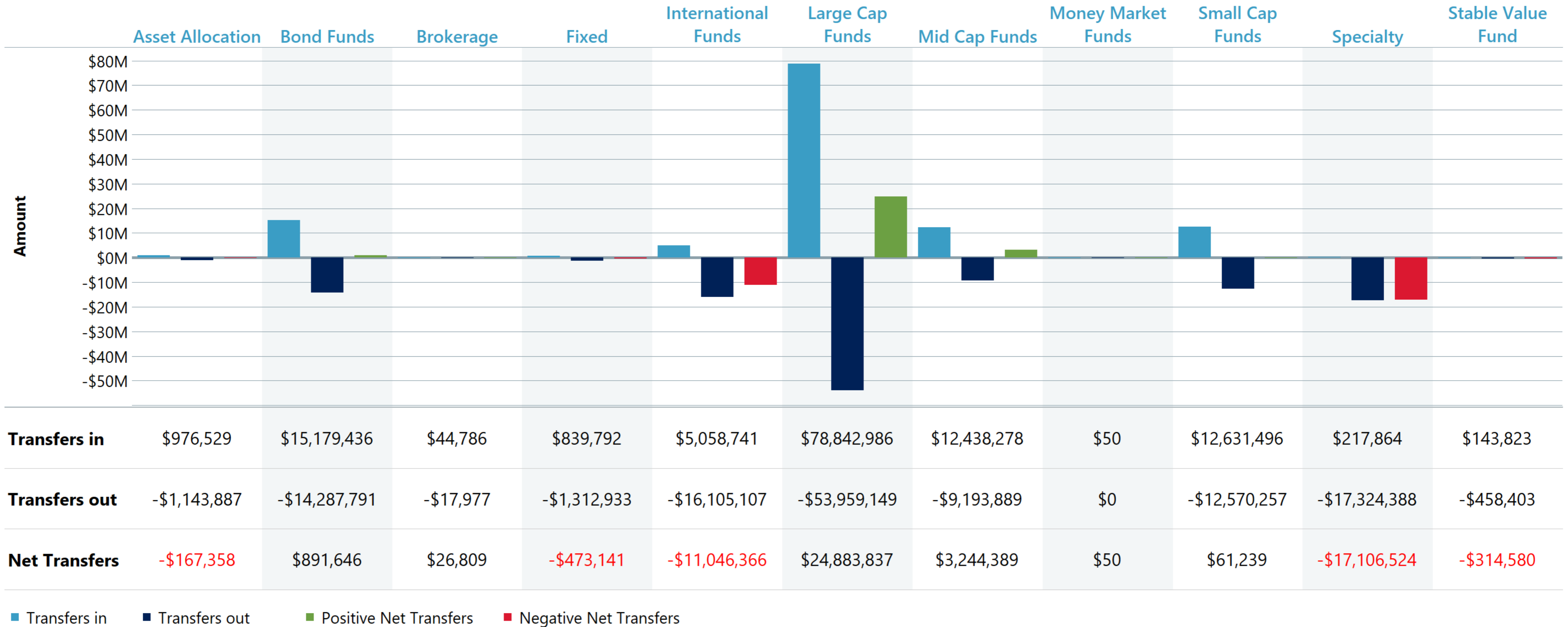
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# Net transfer activity by asset class

As of 12/31/2022

The below shows the transfer activity in and out of each asset class for a rolling 12-month period.





# Net interfund transfer activity

The below shows the transfer activity for a rolling 12-month period. The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

## Rolling 12 months as of 12-31-2022

Asset class	Fund	Assets transferred in	Participants transferred in	Assets transferred out	Participants transferred out	Net transfers	Ending assets	Net transfers as a % of fund's assets
Asset Allocation	Vanguard Target Retirement 2020 Inv	\$0	0	\$0	0	\$0	\$924,298	0.00%
	Vanguard Target Retirement 2025 Inv	\$87,702	4	\$165,281	10	-\$77,579	\$37,561,405	-0.21%
	Vanguard Target Retirement 2030 Inv	\$550	2	\$5,851	2	-\$5,300	\$2,669,737	-0.20%
	Vanguard Target Retirement 2035 Inv	\$90,025	5	\$288,430	11	-\$198,406	\$38,542,415	-0.51%
	Vanguard Target Retirement 2040 Inv	\$208,193	4	\$167,999	2	\$40,194	\$3,165,305	1.27%
	Vanguard Target Retirement 2045 Inv	\$66,371	6	\$352,954	12	-\$286,582	\$34,954,881	-0.82%
	Vanguard Target Retirement 2050 Inv	\$137,434	6	\$46,449	5	\$90,985	\$3,770,365	2.41%
	Vanguard Target Retirement 2055 Inv	\$170,805	5	\$114,475	8	\$56,330	\$25,743,730	0.22%
	Vanguard Target Retirement 2060 Inv	\$17,814	2	\$1,280	2	\$16,534	\$2,021,956	0.82%
	Vanguard Target Retirement 2065 Inv	\$0	0	\$152	1	-\$152	\$264,894	-0.06%
	Vanguard Target Retirement Income Inv	\$197,635	9	\$1,017	20	\$196,619	\$16,808,749	1.17%
Bond Funds	Fidelity US Bond Index	\$9,318,609	658	\$9,611	2	\$9,308,997	\$9,326,851	99.81%
	MassMutual High Yield I	\$76,269	39	\$1,259,418	237	-\$1,183,149	\$0	
	PIMCO Long-Term Real Return Inst	\$433,398	109	\$3,916,061	537	-\$3,482,663	\$0	
	PIMCO Total Return Instl	\$4,141,913	542	\$273,031	78	\$3,868,882	\$15,053,227	25.70%
	Vanguard Total Bond Market Index Inst	\$1,209,247	109	\$8,829,669	610	-\$7,620,422	\$0	
Brokerage	Schwab SDB Securities	\$0	0	\$0	0	\$0	\$3,930,543	0.00%
	Schwab SDB Securities Roth	\$0	0	\$0	0	\$0	\$65,681	0.00%
	Schwab SDB Sweep Program	\$44,786	4	\$17,977	1	\$26,809	\$528,882	5.07%
	Schwab SDB Sweep Program Roth	\$0	0	\$0	0	\$0	\$9,043	0.00%



# Net interfund transfer activity

The below shows the transfer activity for a rolling 12-month period. The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

## Rolling 12 months as of 12-31-2022

Asset class	Fund	Assets transferred in	Participants transferred in	Assets transferred out	Participants transferred out	Net transfers	Ending assets	Net transfers as a % of fund's assets
Fixed	SAGIC Core Bond I	\$839,792	85	\$1,312,933	86	-\$473,141	\$151,908,067	-0.31%
International Funds	American Funds Capital World G/I R6	\$406,814	64	\$11,016,282	900	-\$10,609,467	\$0	
	American Funds EuroPacific Gr R6	\$27,533	5	\$412,359	129	-\$384,826	\$8,463,541	-4.55%
	Fidelity International Index	\$4,224,502	603	\$375	2	\$4,224,126	\$4,264,247	99.06%
	Invesco Developing Markets R6	\$145,584	65	\$200,223	106	-\$54,638	\$2,945,911	-1.85%
	Vanguard Developed Markets Index Admiral	\$254,308	61	\$4,475,868	611	-\$4,221,560	\$0	
Large Cap Funds	American Funds American Mutual R6	\$8,172,119	489	\$184,271	126	\$7,987,848	\$30,540,163	26.16%
	American Funds Fundamental Investors R6	\$511,470	71	\$258,286	99	\$253,184	\$44,457,504	0.57%
	American Funds Growth Fund of Amer R6	\$6,458,348	455	\$409,269	75	\$6,049,079	\$42,626,700	14.19%
	Fidelity 500 Index	\$63,020,934	1,594	\$44,191	3	\$62,976,744	\$64,020,505	98.37%
	Parnassus Core Equity - Inst	\$83,098	60	\$363,144	93	-\$280,047	\$7,685,265	-3.64%
	Vanguard Institutional Index Instl	\$276,309	131	\$30,404,570	998	-\$30,128,261	\$0	
	Vanguard Total Stock Mkt Idx Adm	\$320,708	82	\$22,295,417	902	-\$21,974,709	\$0	
Mid Cap Funds	American Century Mid Cap Value R6	\$217,203	53	\$121,995	106	\$95,208	\$7,208,346	1.32%
	Fidelity Mid Cap Index	\$12,015,221	961	\$29	1	\$12,015,192	\$12,226,666	98.27%
	MassMutual Mid Cap Growth I	\$66,913	99	\$83,296	61	-\$16,383	\$14,100,255	-0.12%
	Vanguard Mid Cap Index Ins	\$138,941	86	\$8,988,570	799	-\$8,849,629	\$0	
Money Market Funds	MassMutual US Government Mny Mkt Fd	\$50	1	\$0	0	\$50	\$50	99.80%
Small Cap Funds	Boston Partners Small Cap Value II I	\$60,183	65	\$66,327	78	-\$6,145	\$938,061	-0.66%
	Fidelity Small Cap Index	\$12,283,073	990	\$12,175	2	\$12,270,898	\$12,581,538	97.53%





# Net interfund transfer activity

The below shows the transfer activity for a rolling 12-month period. The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

## Rolling 12 months as of 12-31-2022

Asset class	Fund	Assets transferred in	Participants transferred in	Assets transferred out	Participants transferred out	Net transfers	Ending assets	Net transfers as a % of fund's assets
Small Cap Funds	Harbor Small Cap Growth Instl	\$86,202	105	\$71,684	59	\$14,518	\$6,215,052	0.23%
	Vanguard Small Cap Index Instl	\$202,038	113	\$12,420,071	995	-\$12,218,033	\$0	
Specialty	Hartford Healthcare HLS IA	\$29,649	4	\$6,298,813	372	-\$6,269,164	\$0	
	Invesco Real Estate R5	\$121,188	134	\$3,264,156	732	-\$3,142,968	\$0	
	Vanguard Utilities Index Adm	\$67,027	13	\$7,761,419	443	-\$7,694,392	\$0	
Stable Value Fund	Bank of The West Savings	\$143,823	9	\$458,403	10	-\$314,580	\$6,195,973	-5.08%

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## PLAN PERFORMANCE INSIGHTS

As of 12/31/2022

776970-02

# County of San Mateo 401(a) Retirement Plan County of San Mateo



# Executive summary

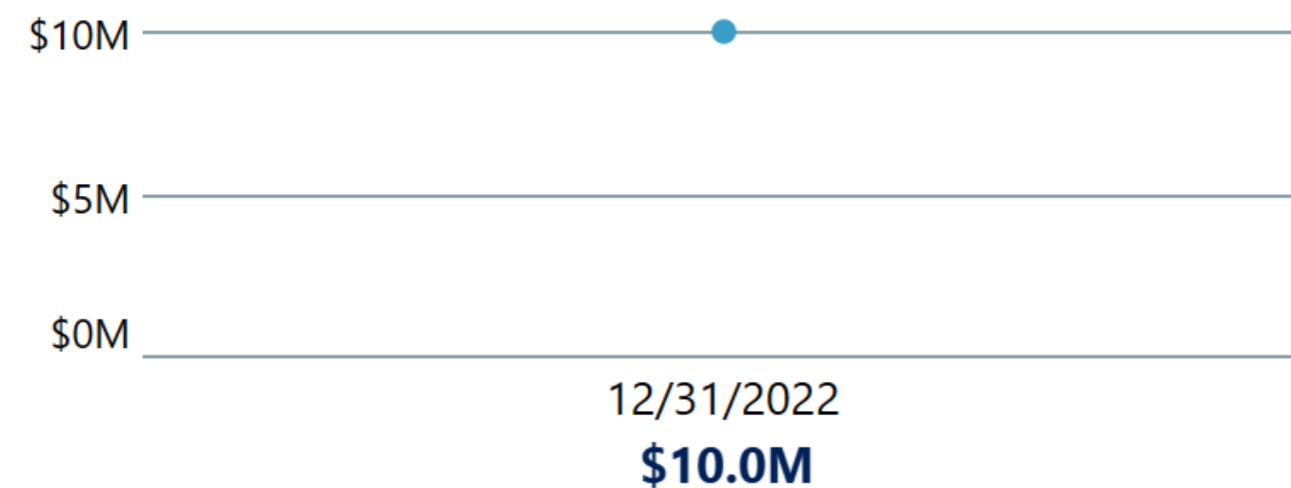
As of 12/31/2022

## Participant assets



# \$10,017,482

### Trending



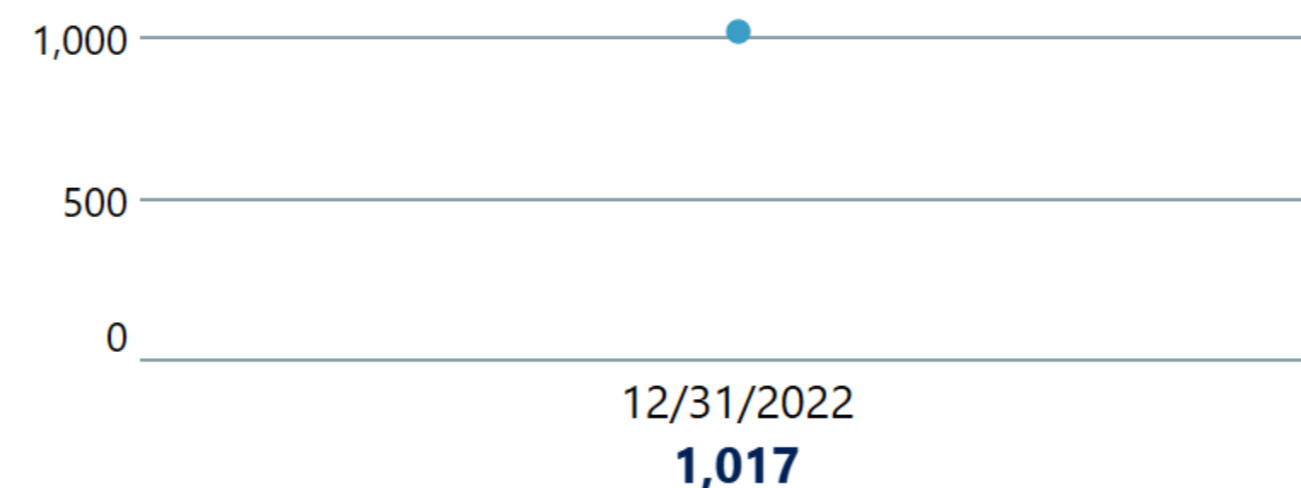
Plan assets	<b>\$678,783</b>
Total assets	<b>\$10,696,266</b>

## Participants with a balance



# 1,017

### Trending



Active participants with a balance	<b>736</b>
Separated from service participants with a balance	<b>280</b>

### Overview

The assets and participant counts presented are effective as of period end. The assets do not reflect any adjustments, dividends, corrections, or similar that are processed after period end.

# Executive summary

As of 12/31/2022



## Average balance

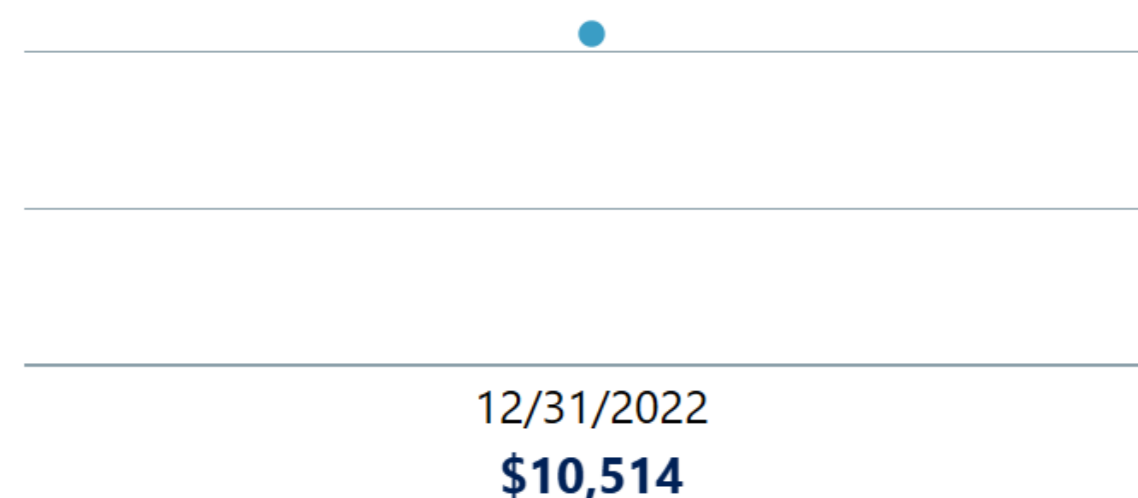
**\$10,514**

Benchmark  
\$58,366

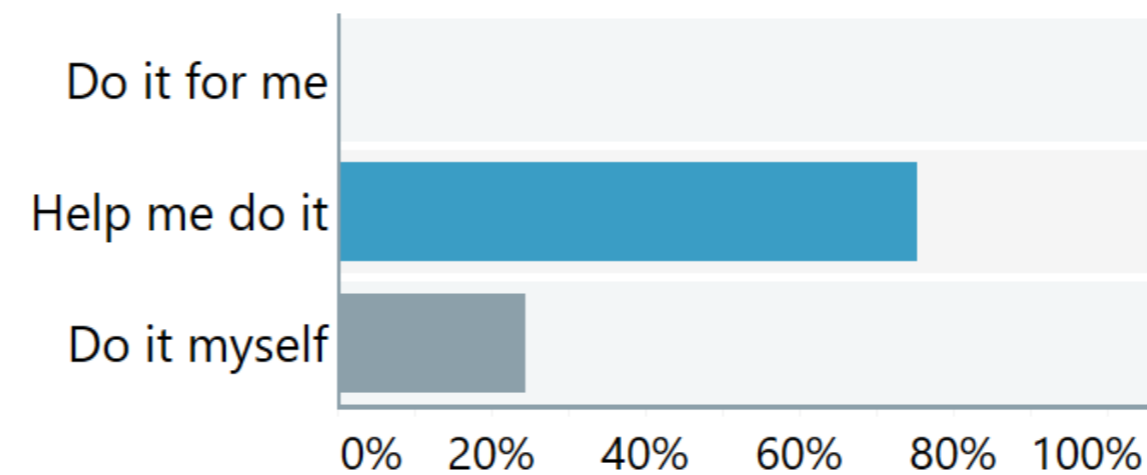
Top 10%  
\$244,335

**\$10,514** is the average account balance for all participants that have a balance as of month end. This is below the benchmark by **\$47,852** and is below the top 10% of peers by **\$233,821**.

### Trending



## Investment strategy utilization

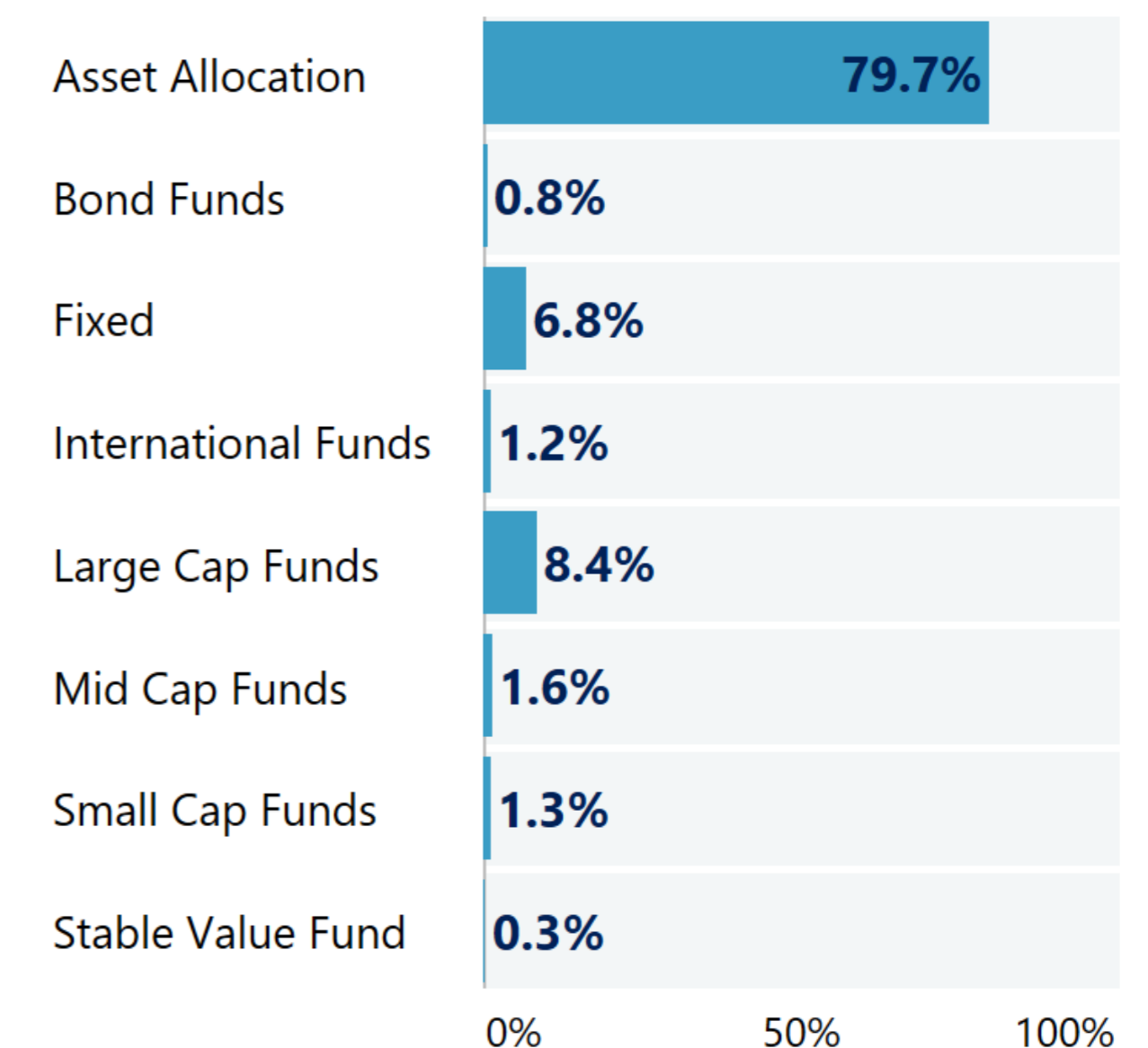


**Target date strategy** is the investment strategy utilized by the most participants with **75.2%** of participants classified as using this strategy.

Investment strategy	% of Participants
My Total Retirement	0.4%
Target date strategy	75.2%
Do-it-yourself strategy	24.4%



## Allocations by asset class





# Cash flow

As of 12/31/2022

## Year-to-date participant activity summary



**Total contributions**

**\$379,100**



**Disbursements**

**-\$71,089**



**Net Activity**

**\$308,011**

## Overview

Cash flow includes all inflows and outflows of dollars from the plan by active and separated from service participants as applicable and the impact of cash flow on participant balances.

<sup>1</sup>Fees may include but are not limited to: transactional and plan administrative fees

<sup>2</sup>Other includes 'Transfer In', 'Transfer Out', 'Adjustments'

## Impact on balances

10/1/2022 - 12/31/2022

Beginning balance	\$0
Contributions	\$379,100
Disbursements	-\$71,089
Fees <sup>1</sup>	-\$864
Loans issued	\$0
Loan payments	\$0
Other <sup>2</sup>	\$9,499,934
Change in value	\$210,400
<b>Ending Balance</b>	<b>\$10,017,482</b>



# Asset allocation

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

		<b>As of 12/31/2022</b>		
<b>Asset class</b>	<b>Investment</b>	<b>Total balance</b>	<b>% of total</b>	<b>Participants</b>
Asset Allocation	Vanguard Target Retirement 2020 Inv	\$246,383	2.46%	22
	Vanguard Target Retirement 2025 Inv	\$628,531	6.27%	83
	Vanguard Target Retirement 2030 Inv	\$1,194,049	11.92%	31
	Vanguard Target Retirement 2035 Inv	\$862,459	8.61%	103
	Vanguard Target Retirement 2040 Inv	\$226,469	2.26%	46
	Vanguard Target Retirement 2045 Inv	\$1,745,078	17.42%	194
	Vanguard Target Retirement 2050 Inv	\$446,549	4.46%	71
	Vanguard Target Retirement 2055 Inv	\$2,234,976	22.31%	327
	Vanguard Target Retirement 2060 Inv	\$174,539	1.74%	64
	Vanguard Target Retirement 2065 Inv	\$10,864	0.11%	8
	Vanguard Target Retirement Income Inv	\$218,885	2.19%	29
Bond Funds	Fidelity US Bond Index	\$42,259	0.42%	37
	MassMutual High Yield I	\$0	0.00%	0
	PIMCO Long-Term Real Return Inst	\$0	0.00%	0
	PIMCO Total Return Instl	\$36,293	0.36%	29
	Vanguard Total Bond Market Index Inst	\$0	0.00%	0
Fixed	SAGIC Core Bond I	\$684,436	6.83%	177
International Funds	American Funds Capital World G/I R6	\$0	0.00%	0
	American Funds EuroPacific Gr R6	\$17,619	0.18%	38
	Fidelity International Index	\$65,453	0.65%	43



# Asset allocation

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

		<b>As of 12/31/2022</b>		
<b>Asset class</b>	<b>Investment</b>	<b>Total balance</b>	<b>% of total</b>	<b>Participants</b>
International Funds	Invesco Developing Markets R6	\$33,527	0.33%	42
	Vanguard Developed Markets Index Admiral	\$0	0.00%	0
Large Cap Funds	American Funds American Mutual R6	\$129,844	1.30%	45
	American Funds Fundamental Investors R6	\$25,516	0.25%	36
	American Funds Growth Fund of Amer R6	\$90,601	0.90%	48
	Fidelity 500 Index	\$529,095	5.28%	87
	Parnassus Core Equity - Inst	\$62,297	0.62%	43
	Vanguard Institutional Index Instl	\$0	0.00%	0
	Vanguard Total Stock Mkt Idx Adm	\$0	0.00%	0
Mid Cap Funds	American Century Mid Cap Value R6	\$25,377	0.25%	37
	Fidelity Mid Cap Index	\$85,652	0.86%	49
	MassMutual Mid Cap Growth I	\$46,019	0.46%	38
	Vanguard Mid Cap Index Ins	\$0	0.00%	0
Small Cap Funds	Boston Partners Small Cap Value II I	\$18,627	0.19%	30
	Fidelity Small Cap Index	\$96,770	0.97%	52
	Harbor Small Cap Growth Instl	\$10,490	0.10%	33
	Vanguard Small Cap Index Instl	\$0	0.00%	0
Specialty	Hartford Healthcare HLS IA	\$0	0.00%	0
	Invesco Real Estate R5	\$0	0.00%	0
	Vanguard Utilities Index Adm	\$0	0.00%	0



# Asset allocation

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

Asset class	Investment	Total balance	As of 12/31/2022	
			% of total	Participants
Stable Value Fund	Bank of The West Savings	\$28,825	0.29%	5

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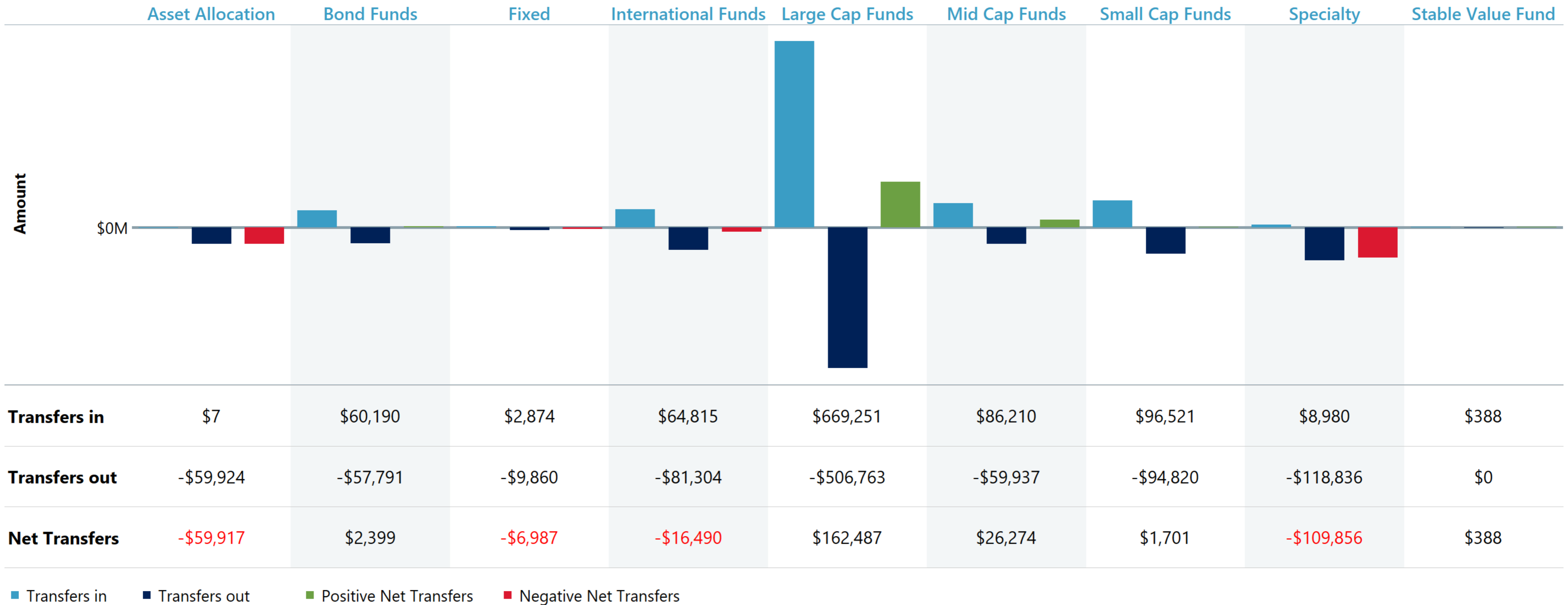




# Net transfer activity by asset class

As of 12/31/2022

The below shows the transfer activity in and out of each asset class for a rolling 12-month period.





# Net interfund transfer activity

The below shows the transfer activity for a rolling 12-month period. The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

## Rolling 12 months as of 12-31-2022

Asset class	Fund	Assets transferred in	Participants transferred in	Assets transferred out	Participants transferred out	Net transfers	Ending assets	Net transfers as a % of fund's assets
Asset Allocation	Vanguard Target Retirement 2020 Inv	\$0	0	\$42,777	1	-\$42,777	\$246,383	-17.36%
	Vanguard Target Retirement 2025 Inv	\$0	0	\$0	0	\$0	\$628,531	0.00%
	Vanguard Target Retirement 2030 Inv	\$0	0	\$0	0	\$0	\$1,194,049	0.00%
	Vanguard Target Retirement 2035 Inv	\$0	0	\$0	0	\$0	\$862,459	0.00%
	Vanguard Target Retirement 2040 Inv	\$0	0	\$0	0	\$0	\$226,469	0.00%
	Vanguard Target Retirement 2045 Inv	\$0	0	\$16,037	2	-\$16,037	\$1,745,078	-0.92%
	Vanguard Target Retirement 2050 Inv	\$0	0	\$1,104	2	-\$1,104	\$446,549	-0.25%
	Vanguard Target Retirement 2055 Inv	\$0	0	\$0	0	\$0	\$2,234,976	0.00%
	Vanguard Target Retirement 2060 Inv	\$0	0	\$0	0	\$0	\$174,539	0.00%
	Vanguard Target Retirement 2065 Inv	\$0	0	\$0	0	\$0	\$10,864	0.00%
	Vanguard Target Retirement Income Inv	\$7	1	\$6	1	\$0	\$218,885	0.00%
Bond Funds	Fidelity US Bond Index	\$42,157	37	\$0	0	\$42,157	\$42,259	99.76%
	MassMutual High Yield I	\$0	0	\$5,701	6	-\$5,701	\$0	
	PIMCO Long-Term Real Return Inst	\$151	3	\$15,623	23	-\$15,472	\$0	
	PIMCO Total Return Instl	\$15,794	24	\$4	1	\$15,790	\$36,293	43.51%
	Vanguard Total Bond Market Index Inst	\$2,088	4	\$36,463	36	-\$34,374	\$0	
Fixed	SAGIC Core Bond I	\$2,874	3	\$9,860	2	-\$6,987	\$684,436	-1.02%
International Funds	American Funds Capital World G/I R6	\$0	0	\$15,510	34	-\$15,510	\$0	
	American Funds EuroPacific Gr R6	\$1	1	\$240	5	-\$239	\$17,619	-1.35%
	Fidelity International Index	\$64,786	42	\$0	0	\$64,786	\$65,453	98.98%



# Net interfund transfer activity

The below shows the transfer activity for a rolling 12-month period. The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

## Rolling 12 months as of 12-31-2022

Asset class	Fund	Assets transferred in	Participants transferred in	Assets transferred out	Participants transferred out	Net transfers	Ending assets	Net transfers as a % of fund's assets
International Funds	Invesco Developing Markets R6	\$8	3	\$21	3	-\$13	\$33,527	-0.04%
	Vanguard Developed Markets Index Admiral	\$20	1	\$65,534	42	-\$65,514	\$0	
Large Cap Funds	American Funds American Mutual R6	\$80,012	9	\$2,466	6	\$77,546	\$129,844	59.72%
	American Funds Fundamental Investors R6	\$0	0	\$165	5	-\$165	\$25,516	-0.65%
	American Funds Growth Fund of Amer R6	\$17,312	14	\$0	0	\$17,312	\$90,601	19.11%
	Fidelity 500 Index	\$519,073	86	\$0	0	\$519,073	\$529,095	98.11%
	Parnassus Core Equity - Inst	\$92	3	\$442	3	-\$350	\$62,297	-0.56%
	Vanguard Institutional Index Instl	\$52,580	8	\$324,175	68	-\$271,595	\$0	
	Vanguard Total Stock Mkt Idx Adm	\$182	5	\$179,516	63	-\$179,334	\$0	
Mid Cap Funds	American Century Mid Cap Value R6	\$0	0	\$60	4	-\$60	\$25,377	-0.24%
	Fidelity Mid Cap Index	\$84,155	48	\$0	0	\$84,155	\$85,652	98.25%
	MassMutual Mid Cap Growth I	\$37	4	\$271	2	-\$234	\$46,019	-0.51%
	Vanguard Mid Cap Index Ins	\$2,018	4	\$59,606	46	-\$57,588	\$0	
Small Cap Funds	Boston Partners Small Cap Value II I	\$24	1	\$48	3	-\$24	\$18,627	-0.13%
	Fidelity Small Cap Index	\$94,349	51	\$0	0	\$94,349	\$96,770	97.50%
	Harbor Small Cap Growth Instl	\$65	4	\$0	0	\$65	\$10,490	0.62%
	Vanguard Small Cap Index Instl	\$2,083	4	\$94,772	51	-\$92,689	\$0	
Specialty	Hartford Healthcare HLS IA	\$6,357	1	\$16,197	7	-\$9,840	\$0	
	Invesco Real Estate R5	\$658	6	\$24,591	33	-\$23,933	\$0	
	Vanguard Utilities Index Adm	\$1,964	1	\$78,048	9	-\$76,083	\$0	



# Net interfund transfer activity

The below shows the transfer activity for a rolling 12-month period. The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

## Rolling 12 months as of 12-31-2022

Asset class	Fund	Assets transferred in	Participants transferred in	Assets transferred out	Participants transferred out	Net transfers	Ending assets	Net transfers as a % of fund's assets
Stable Value Fund	Bank of The West Savings	\$388	1	\$0	0	\$388	\$28,825	1.35%



## PLAN PERFORMANCE INSIGHTS

As of 12/31/2022

776970-03

# San Mateo County 457 Part Time, Seasonal and Temporary Plan



# Executive summary

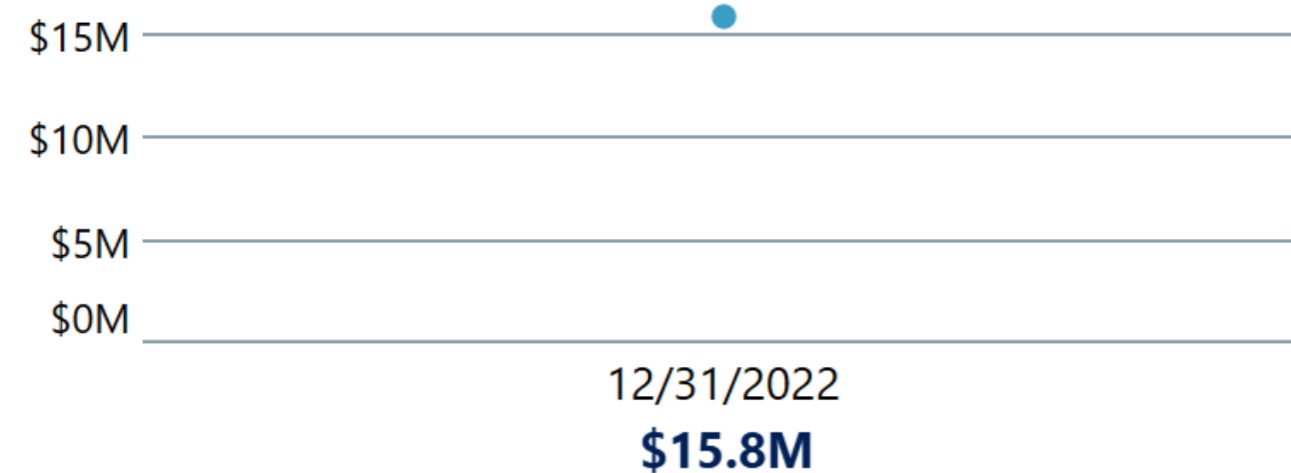
As of 12/31/2022

## Participant assets



# \$15,838,608

### Trending



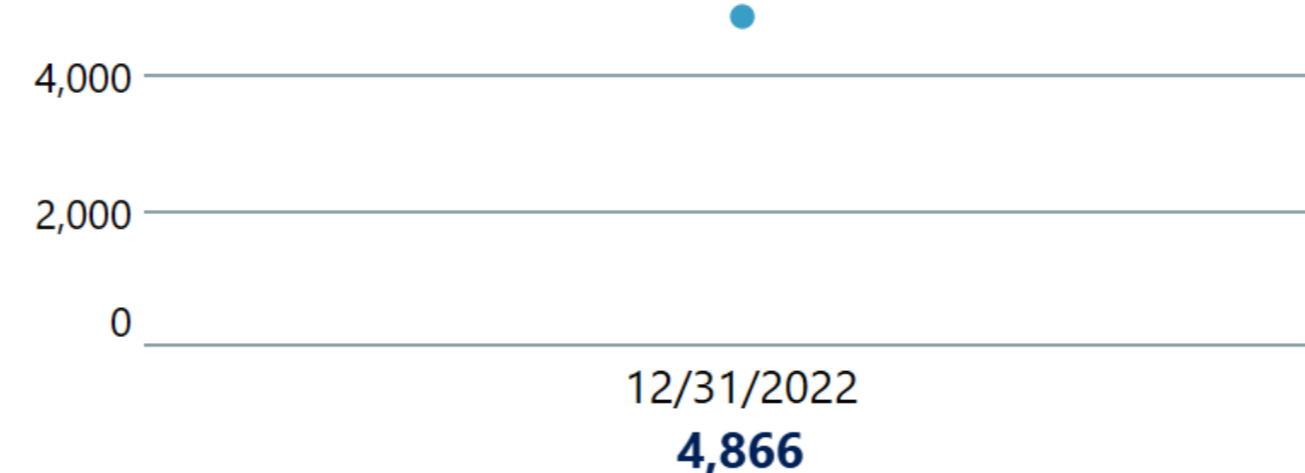
Plan assets	<b>\$7,526</b>
Total assets	<b>\$15,846,134</b>

## Participants with a balance



# 4,866

### Trending



Active participants with a balance	<b>2,445</b>
Separated from service participants with a balance	<b>2,421</b>

### Overview

The assets and participant counts presented are effective as of period end. The assets do not reflect any adjustments, dividends, corrections, or similar that are processed after period end.



# Cash flow

As of 12/31/2022

## Year-to-date participant activity summary



**Total contributions**

**\$603,892**



**Disbursements**

**-\$386,215**



**Net Activity**

**\$217,677**

## Overview

Cash flow includes all inflows and outflows of dollars from the plan by active and separated from service participants as applicable and the impact of cash flow on participant balances.

<sup>1</sup>Fees may include but are not limited to: transactional and plan administrative fees

<sup>2</sup>Other includes 'Transfer In', 'Transfer Out', 'Adjustments'

## Impact on balances

10/1/2022 - 12/31/2022

Beginning balance	\$0
Contributions	\$603,892
Disbursements	-\$386,215
Fees <sup>1</sup>	-\$1,430
Loans issued	\$0
Loan payments	\$0
Other <sup>2</sup>	\$15,576,618
Change in value	\$45,741
<b>Ending Balance</b>	<b>\$15,838,608</b>



## PLAN PERFORMANCE INSIGHTS

As of 12/31/2022

776970-04

# County of San Mateo Part Time, Seasonal and Temporary Retirement 401(a) Plan





# Executive summary

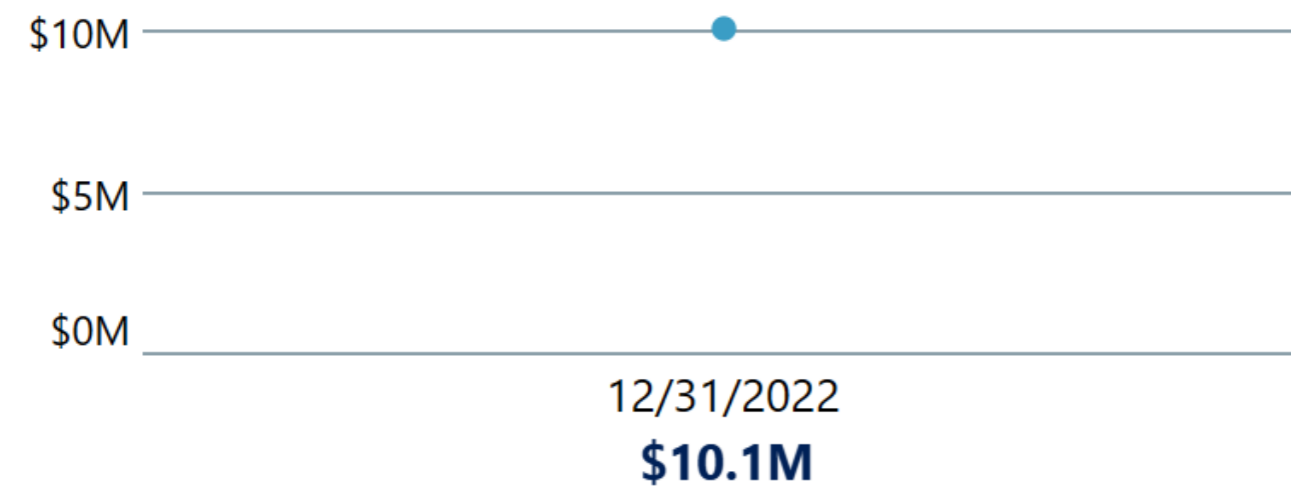
As of 12/31/2022

## Participant assets



# \$10,061,760

### Trending



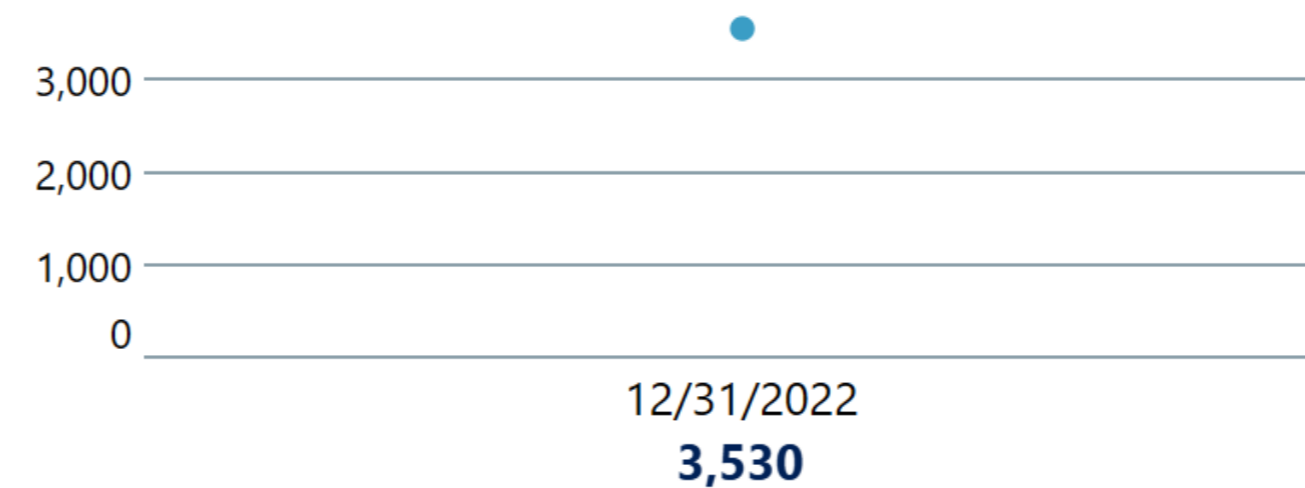
Plan assets	<b>\$8,222</b>
Total assets	<b>\$10,069,982</b>

## Participants with a balance



# 3,530

### Trending



Active participants with a balance	<b>2,620</b>
Separated from service participants with a balance	<b>909</b>

## Overview

The assets and participant counts presented are effective as of period end. The assets do not reflect any adjustments, dividends, corrections, or similar that are processed after period end.



# Cash flow

As of 12/31/2022

## Year-to-date participant activity summary



**Total contributions**

**\$0**



**Disbursements**

**-\$244,078**



**Net Activity**

**(\$244,078)**

## Overview

Cash flow includes all inflows and outflows of dollars from the plan by active and separated from service participants as applicable and the impact of cash flow on participant balances.

<sup>1</sup>Fees may include but are not limited to: transactional and plan administrative fees

<sup>2</sup>Other includes 'Transfer In', 'Transfer Out', 'Adjustments'

## Impact on balances

10/1/2022 - 12/31/2022

Beginning balance	\$0
Contributions	\$0
Disbursements	-\$244,078
Fees <sup>1</sup>	-\$936
Loans issued	\$0
Loan payments	\$0
Other <sup>2</sup>	\$10,277,136
Change in value	\$29,638
<b>Ending Balance</b>	<b>\$10,061,760</b>

# Q4 2022 Educational Meeting Results

Date	Location	In-person Group Meeting Attendees	Individual One-on-one Session Attendees	Participant Action			
				Sign-up	Save More	Asset Allocation	Consolidate
10/6	Teams		1		1	1	
10/10	Teams		3		2	2	1
10/11	NEBO	14	2	12	3	2	4
10/11	Benefit Fair	6		1	2	4	2
10/12	Teams		7		2	3	4
10/17	Teams		5	2	1	2	3
10/18	Teams		2		1	2	
10/19	Teams		3		3	2	
10/20	Teams		4		3	2	2
10/24	Teams		2		1	1	
10/25	NEBO	15		8	3	1	4
10/25	Benefit Fair	8		1	3	2	2
10/26	Teams		3	1	1	2	2
10/27	Teams		2	1		2	1
10/31	Teams		1		1	1	
13		43	35	26	27	29	23

# Q4 2022 Educational Meeting Results

Date	Location	In-person Group Meeting Attendees	Individual One-on-one Session Attendees	Participant Action				
				Sign-up	Save More	Asset Allocation	Consolidate	LIS
11/2	Teams		4		2	1	2	3
11/8	NEBO	23		14	5	6	5	
11/9	Teams		1		1	1		1
11/10	Teams		1			1	1	1
11/14	NHO	5		4				
11/14	Teams		2		1	1	1	2
11/15	Teams		4		2	3	1	3
11/16	Teams		4		2	3		4
11/17	Teams		3		1	2	1	3
11/18	Teams		1			1		1
11/21	Teams		3	1	2	2	1	3
11/22	NEBO	25		18			5	
11/23	Teams		1		1	1		1
11/29	Teams		1			1		1
11/30	Teams		3		1	3	2	3
15		53	25	37	18	26	19	26

# Q4 2022 Educational Meeting Results

Date	Location	In-person Group Meeting Attendees	Individual One-on-one Session Attendees	Participant Action				
				Sign-up	Save More	Asset Allocation	Consolidate	LIS
12/1	Teams		2			2		2
12/5			3		2	2	1	3
12/6	NEBO	29	1	22				1
12/8	SamCERA	60		3	15	12	10	
12/8	Teams		1		1			1
12/13	Teams		1			1		1
12/14	Teams		1				1	1
12/19	Teams		3		1	2		3
12/20	NEBO	15	1	10			4	1
12/22	Teams		2		1	2	1	2
12/27	Teams		2	1	1			2
12/29	Teams		2		1	2	1	2
<b>11</b>		<b>104</b>	<b>19</b>	<b>36</b>	<b>22</b>	<b>23</b>	<b>18</b>	<b>19</b>

# Q4 2022 Educational Meeting Results

Date	Location	In-person Group Meeting Attendees	Individual One-on-one Session Attendees	Participant Action				
				Sign-up	Save More	Asset Allocation	Consolidate	LIS
OCT	13	43	35	26	27	29	23	-
NOV	15	53	25	37	18	26	19	26
DEC	11	104	19	36	22	23	18	19
<b>Total</b>	<b>39</b>	<b>200</b>	<b>79</b>	<b>99</b>	<b>67</b>	<b>78</b>	<b>60</b>	<b>45</b>

Additional Special Services	
Pre-Retirement Eligibility Reports	1506
Pre-Retirement Eligibility Use	18
Service Credit Purchases:	22

\* Based on reports from County Benefits and SamCERA, may not match transactional data

# Glossary of terms

<b>Term</b>	<b>Description</b>
<b>Balance</b>	Total assets under administration is the summation of all participant and plan balances. Plan balance is the summation of all plan balances such as forfeitures. Total participant balance is the summation of all the participant balances. (excludes loan balance). The average balance is calculated by dividing the participant balance by total participants with a balance.
<b>Benchmarks</b>	The benchmarks are based on the recordkeeping system book of business and updated monthly. The benchmarks are illustrated as the median by plan type (401(k), 403(b), 401(a), 457) and plan asset ranges: <\$5M, \$5M - \$10M, \$10M - \$25M, \$25 - \$50M, \$50M - \$500M, >\$500M
<b>Cash flow</b>	Participant activity illustrated is year to date and includes all contributions and distributions. The difference in the beginning balance and ending balance is a result adding and subtracting activity such as: contributions, disbursements, participant fees, loan issue/payments, transfers, adjustments, change in value to reflect the ending balance.
<b>Contribution activity</b>	Contributions includes all new participant account money such as: contributions via payroll, one-time contributions, employer contributions and rollovers. Contributions are illustrated as Employee and Employer funded and Employee contributions will be further broken down by pre-tax, Roth and post-tax as applicable. The contribution activity will match the contribution totals illustrated on the Cash Flow slide.
<b>Contribution rate</b>	Includes all actively employed participants with a deferral on the recordkeeping system. The rate reflected includes percentages and flat dollar contributions (if we have a salary for the participant). The average total contribution rate is calculated by adding together before-tax, after-tax, Roth and catch-up contribution type amounts available on the recordkeeping system divided by the number of participants who made a contribution as of the last day of the month, excluding participants with a 0% deferral and who have reached the annual contribution limit.

# Glossary of terms

Term	Description
<b>Distributions</b>	Distributions includes all active and terminated participants with a balance. The distribution categories are derived from the methods in which assets are removed from the plan. The categories may include: Deminimis, Hardship, Death, Housing allowance, In-service, Loan distributions, QDRO, Required minimum distributions (RMD), Separation of service, Service credits, CARES Act, SECURE Act and Other – this category is a combination of typically infrequently used distributions such as but not limited to: contract exchanges, disability, 1035 exchanges, defined benefit payout, dividend payment, early distribution penalty, transfer to an IRA, Roth conversions, etc.
<b>Investment strategy</b>	<p>Investment strategy includes all active and terminated participants with a balance. Each strategy classification is exclusive, meaning a participant is only included in one group as of the last day of the reporting period.</p> <p><b>Do it for me:</b></p> <ul style="list-style-type: none"><li>• Managed Account users - refers to a participant enrolled in the managed accounts service</li></ul> <p><b>Help me do it:</b></p> <ul style="list-style-type: none"><li>• Online Advice - refers to a participant utilizing the online advice service within managed accounts</li><li>• Asset allocation model strategy – refers to participants enrolled in a model portfolio</li><li>• Target date strategy or Risk based strategy – refers to a participant with greater than 95% of their assets in one or two target date or risk based fund(s); therefore up to 5% of the balance illustrated in the investment strategy may be invested in other types of investments</li></ul> <p><b>Do it myself:</b></p> <ul style="list-style-type: none"><li>• Brokerage – refers to a participant enrolled in the self-directed brokerage option: therefore the balance illustrated in this investment strategy may be invested in non-brokerage investments</li><li>• Any participant not in one of the prior strategies would also be designated as a Do-it-yourself investor</li></ul> <p>The equity exposure (glidepath chart) is based on a participant’s current balance equity %.</p>
<b>Advisory services</b>	Advisory services includes all active and terminated participants with a balance. It compares the participants enrolled in the managed account service or online advice service against the participants that are not enrolled as of the last day of the reporting period. Each participant is only included in one group.
<b>Investments/ Asset allocations</b>	Includes Investment assets as of period end but does not include Holding/Forfeiture group level accounts or Loans. % of Total calculation is derived by: $\text{Investment's Total Balance} / \text{Total Balance for All Investments}$ . Participant counts - Includes all with a balance > 0 in respective investment.



# Glossary of terms

Term	Description
<b>Lifetime Income Score (LIS)</b>	<p>The LIS Includes all actively employed and eligible participants, is illustrated as a median value and assumes a retirement income replacement of 75% or a plan chosen replacement as applicable. The LIS includes only those participants for which we have a valid annual salary of at least \$10,000, date of birth and have “other” assets from outside sources less than \$5 million. For more information please see the Lifetime Income Score Important Information and Disclosure located on the Data Library dashboard in the Plan Service Center.</p> <p><b>2020 - 2021 LIS Enhancements:</b></p> <p>In January 2020, the plan LIS calculation was enhanced to move from a generic Social Security retirement age to the plan-specific retirement age.</p> <ul style="list-style-type: none"> <li>• The calculation now considers participant-elected, custom retirement ages and the plan retirement age for all participants engaged with the participant website. Typically the plan retirement age is lower than SS which will result in a lower LIS.</li> </ul> <p>In June 2020, the capital market assumptions were enhanced to better align with market conditions:</p> <ul style="list-style-type: none"> <li>• Equity projection rate decreased from 7.23% to 6.36% (-0.87%)</li> <li>• Bond projection rate decreased from 2.02% to 1.9% (-0.12%)</li> </ul> <p>In February 2021, the capital market assumptions were enhanced to better align with market conditions:</p> <ul style="list-style-type: none"> <li>• Equity projection rate decreased from 6.36% to 6.33% (-0.03%)</li> <li>• Bond projection rate increased from 1.90% to 1.94% (+0.04%)</li> </ul>
<b>Loans</b>	<p>Loans include all active and terminated participants with at least one active principal residence or general purpose type loans. The Outstanding Active Loan totals includes the loan information illustrated in the New Loans section. The average outstanding loan balance is calculated by dividing the total outstanding loan balance by participants with at least one outstanding loan.</p>
<b>Net interfund transfer activity</b>	<p>Participant Transfer In Counts - Distinct count on Participant’s Plan Investments where financial activity is Transfer In. Participant Transfer Out Counts - Distinct count on Participant’s Plan Investments where financial activity is Transfer Out. Net Transfers - Net of Transfer In and Transfer Out. Assets - Includes Investment assets as of period end and does not include Holding/Forfeiture group level accounts or Loans. Net Transfer as a % of Fund’s Assets is derived by: Net Transfers / Investment Assets</p>
<b>Participation rate</b>	<p>The participation rate includes all actively employed participants with a deferral on the recordkeeping system and includes an election as a percent or dollars in (pre-tax, after-tax, Roth, catch-up). The rate represents the ratio of employees who are eligible to participate in relation to employees who are actively participating (have a deferral and actively contributing or have reached the allowable limit).</p>

# Glossary of terms

Category	Description of terms
<b>Plan detail</b>	<ul style="list-style-type: none"><li>• Median Lifetime Income Score – please refer to the Lifetime Income Score definition above.</li><li>• Contribution rate– please refer to the contribution rate definition above</li><li>• Participation rate– please refer to the participation rate definition above</li><li>• Participant assets – total dollars in participant assets (does not include Plan level assets or Loan balances)</li><li>• Loan balance – Total outstanding loan balance. The balance includes existing and new loans for the given time period.</li><li>• Plan level assets – may include forfeiture, unallocated plan assets, and plan expense account.</li></ul>
<b>Participant detail</b>	<ul style="list-style-type: none"><li>• Eligible participants - includes any employee with an active status and is eligible to participate</li><li>• Eligible individuals not participating – number of eligible participants that have elected not to participate in the plan</li><li>• Participants contributing 10% or less - number of eligible participants either not contributing or contributing 10% or less of their income</li><li>• Participants with a balance - includes active and terminated participants with a balance &gt; 0</li><li>• Average account balance - includes active and terminated participants with a balance &gt; 0. Total balance / active and terminated participants with a balance</li><li>• Participants with loans – number of active and terminated participants with outstanding loans</li><li>• Participant email addresses captured – active and terminated participants with an email address on file and a balance &gt; 0 / active and terminated participants with a balance &gt; 0</li><li>• Participants without an email address – number of active and terminated participants for which we do not have an email address on file</li><li>• Terminated participants with a balance &lt; \$5,000 – number of terminated participants with an account balance &lt; \$5,000</li><li>• Terminated participants with a balance &lt; \$1,000 – number of terminated participants with an account balance &lt; \$1,000</li></ul>
<b>Investment detail</b>	<ul style="list-style-type: none"><li>• Investment options – total number of investment options offered in the plan</li><li>• Average number of funds utilized – total count of funds utilized / the total participants with a balance &gt; 0</li><li>• Participants using Advisory Services - includes active and terminated participants with a balance &gt; 0 and designated MA or an online advice investor / active and terminated participants with a balance &gt; 0</li><li>• Participants using TDF - includes active and terminated participants with a balance &gt; 0 and designated TDF investor / active and terminated participants with a balance &gt; 0</li><li>• Participants using Risk Based funds - includes active and terminated participants with a balance &gt; 0 and designated RB investor / active and terminated participants with a balance &gt; 0</li><li>• Participants using Asset Allocation Models - includes active and terminated participants with a balance &gt; 0 and designated AAM investor / active and terminated participants with a balance &gt;0</li><li>• Participants using a Brokerage Account - includes active and terminated participants with a balance &gt; 0 and designated BA investor / active and terminated participants with a balance &gt; 0</li><li>• Participants using Do it Yourself - includes active and terminated participants with a balance &gt; 0 and designated DIY investor / active and terminated participants with a balance &gt; 0</li></ul>

# Glossary of terms

Term	Description
<b>Match behaviors</b>	<p>A matching contribution is a type of contribution an employer chooses to make based on elective deferral contributions that the participant makes. This is different from non-elective employer contributions that do not require the participant to make a contribution.</p> <p>When it comes to encouraging eligible participants to participate and contribute more, one of the single most influential plan design decisions an employer can adopt is the use of a matching contribution to a participant's deferrals. A single plan can have multiple elective deferral match rules that cover eligible participants, and they can be based on company division, job type and tenure, among other factors. Additionally, an eligible participant can be covered by a single-tier (e.g., 100% up to 5% of contributions) or multi-tier (e.g., 100% up to 3% and 50% on the next 4%) formula.</p> <p>We evaluate the behaviors of participants based on the maximum deferral rate that the employer will match. This is referred to as the match cap. In the example below, both of these match rules result in the same match cap:</p> <ul style="list-style-type: none"><li>• 1. 100% up to 5% of contributions</li><li>• 2. 100% up to 3% and 50% on the next 4%</li></ul> <p>Eligible employees are mapped to 1 of 4 of the plan match behaviors below:</p> <p><b>Not contributing:</b></p> <ul style="list-style-type: none"><li>• Eligible to participate in the plan and receive employer matching contributions but does not currently have an active deferral on file</li></ul> <p><b>Missing out:</b></p> <ul style="list-style-type: none"><li>• Has an active elective deferral on file but is contributing below the match cap</li></ul> <p><b>Meeting the match:</b></p> <ul style="list-style-type: none"><li>• Has an active elective deferral on file and is contributing at the match cap</li></ul> <p><b>Exceeding the match:</b></p> <ul style="list-style-type: none"><li>• Has an active elective deferral on file and is contributing above the match cap</li></ul>
<b>Rate of return</b>	<p>Rate of return is calculated in 1 month intervals based on the opening balance, transaction activity, and closing balance for the month. The calculation is consistent with the procedures called by the participant website for displaying a participant's rate of return for a 1 month period. Determining the 1, 3, and 5 year returns is achieved by using an aggregation of the individual monthly rates of return for that period. Only participants with a result across all months in the period are included.</p>



Thank you

# SAN MATEO COUNTY REBRAND CONCEPTS

JANUARY 17, 2023





SAN MATEO COUNTY DEFERRED COMPENSATION PLAN

## One county. One future.

Save more for the future you deserve

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[SAVE MORE](#)

Have questions? Let's talk.  
XXX.XXX.BOLD



SAN MATEO COUNTY DEFERRED COMPENSATION PLAN

## One county. One future.

One of the best ways to prepare for the future is through your retirement plan. It offers a variety of benefits and easy-to-use tools to help you reach your goals.

**Get started today!**



SAN MATEO COUNTY DEFERRED COMPENSATION PLAN

## Plan highlights

This is a brief summary of the San Mateo County Deferred Compensation Plan. If there are any discrepancies between this document and the Plan Document, the Plan Document will govern. Contact your plan administrator if you would like to see the Plan Document.

**Eligibility and enrollment**  
You are eligible to participate in the plan immediately upon hire.



**Your contributions**

- Once eligible, you will automatically begin contributing 1% of your salary on a pretax basis.
- You may contribute on a pretax basis or Roth after-tax basis not to exceed IRS contribution limits.
- You may change your contribution rate at any time. Contribution rate changes must be made in Workday.
- The current-year IRS maximum contribution is \$20,500.
- You may contribute up to an additional \$6,500 (a catchup contribution) if you are or will be age 50 or older by the end of the year.
- You may be eligible for a pre-retirement catch-up contribution in the three years prior to your retirement.

To check on your eligibility, speak with your local Empower representative.

**Vesting**  
You are always 100% vested in your contributions.



**Your county.  
Your future.**



Save more for the future you deserve

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**SAVE MORE**

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XXX.XXX.BOLD


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Your future.**



SAN MATEO COUNTY DEFERRED COMPENSATION PLAN



SAN MATEO COUNTY DEFERRED COMPENSATION PLAN



**Plan highlights**

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SAN MATEO COUNTY IMAGE LIBRARY





Q4 2022

# Portfolio Review

## County of San Mateo Retirement Plans



Gordon Tewell, CFA, CPC, QKC | Principal  
Rick Rodgers, AIFA® | Principal  
Kyli Soto, AIF® | Vice President  
Brett Minnick | Vice President

Report Prepared by: Matt Popish

## Q4 2022 Innovest at a Glance

### Focus – *Execution and Efficiency*

#### Service in Our Local Community

- Project Angel Heart
- Adopt-a-Family
- Colorado Gives Day (\$20,060 raised by Innovest, 4<sup>th</sup> largest company contributor in Colorado)
- Denver Santa Claus Shop

#### Innovest Team Members Published

- Dustin Roberts & Frank Cornett in *401(k) Specialist*
- Peter Girard in *Advisor Perspectives*

#### Best Place to Work

Innovest was named a Best Place to Work by *Pensions & Investments* for the ninth time.



**Pensions&Investments** ★★ 2022 ★★  
**BEST PLACES TO WORK  
IN MONEY MANAGEMENT**

ROCKY MOUNTAIN  
BENEFIT PLAN CONFERENCE

Save the Date for the 2023 Rocky Mountain  
Benefit Plan Conference (RMBPC)!

**March 9 – Denver, CO**  
*Details to follow.*



## Innovest's History with County of San Mateo

### 2022

- Retained Innovest Portfolio Solutions for retirement plan consulting services, effective January 1, 2022.
- Share class merger of the Vanguard Target Retirement series, reducing the expense ratio to 0.08% effective February 11, 2022.
- Presented the annual Fee Review for the 457 plan
- Presented the Investment Policy Statement
- Presented manager searches for small cap value and small cap growth, resulting in the following changes, effective May 2, 2022:
  - Replaced Small Cap Value CIT (WTIXMX) with Boston Partners SCV II (BPSIX)
  - Replaced Small Cap Growth CIT (WTIXLX) with Harbor Small Cap Growth (HASGX)
- Committee approved the revised IPS incorporating ESG consideration language
- Issued an RFP for recordkeeping services, resulted in retaining Empower at a reduced fee from 0.035% to 0.025%, and transitioning the 401(a) plan at MissionSquare to Empower
- Presented a share class review analysis, resulting in the following changes, pending effective date:
  - Replace Vanguard Institutional Index (VINIX) with Fidelity 500 Index (FXAIX)
  - Replace Vanguard Mid Cap Index (VMCIX) with Fidelity Mid Cap Index (FSMDX)
  - Replace Vanguard Small Cap Index (VSCIX) with Fidelity Small Cap Index (FSSNX)
  - Replace Vanguard Developed Markets Index (VTMGX) with Fidelity International Index (FSPSX)
  - Replace Vanguard Total Bond Market Index with Fidelity US Bond Index (FXNAX)

### 2022 (continued)

- Presented menu consolidation analysis resulting in the following changes, pending effective date:
  - Remove the Vanguard Total Stock Market Index and map to Fidelity 500 Index (FXAIX)
  - Remove American Funds Capital World Growth & Income (RWIGX) and map to Fidelity 500 Index (FXAIX)
  - Remove Hartford Healthcare HLS (HIAHX) and map to American Funds Growth Fund of America (RGAGX)
  - Remove Vanguard Utilities Index (VUIAX) and map to American Funds American Mutual (RMFGX)
  - Remove Invesco Real Estate (IARIX) and map to Fidelity Mid Cap Index (FSMDX)
  - Remove Mass Mutual Premier High Yield (MPHZX) and map to Fidelity US Bond Index (FXNAX)
  - Remove PIMCO Long-Term Real Return (PRAIX) and map to PIMCO Total Return (PTTRX)
- Assisted with the implementation of the fund lineup for the County's new HRA plan at Aviben
- Presented Fiduciary Education and legislative update in the third quarter.
- Presented target date deep dive.
- Facilitated the 2023 strategic planning session.

## Legislative Update: SECURE 2.0 Act of 2022

**“Setting Every Community Up for Retirement Enhancement” (SECURE) 2.0 Act of 2022 was enacted on December 29, 2022. This is a massive piece of legislation containing 92 provisions.**

### *What You Need to Know:*



Many of the provisions will not take effect for several years – some are mandatory others are optional.



The implementation of some of these provisions will evolve over the next several years.



Plan sponsors must adopt amendments to implement mandatory and any desired optional SECURE 2.0 provisions by the end of the first plan year that starts in 2025. Governmental plans have until the end of the 2027 plan year.



The following is high level summary of some of the changes that will have the greatest impact on retirement plans

## Legislative Update: SECURE 2.0 Act of 2022

### Provisions Effective 2023

- **Increased Required Minimum Distribution Age:** Required Minimum Distribution age is increased to age 73 starting on 1/1/23 and age 75 starting on 1/1/33
- **Permit Employer Contributions on a Roth Basis:** Employer may optionally add a provision allowing participants to elect employer matching or non-elective contributions paid on a Roth basis. This is applicable to 401(k), 403(b) and governmental 457(b) plans
- **Reduction in penalty for failure to take RMDs:** Penalty is reduced from 50% to 25%
- **Governmental section 457(b) plans change in deferral rate:** Participants can change their deferral rate at any time versus just at the beginning of a month
- **Hardship Withdrawal Self-Certification:** Participants may self-certify that they had a qualified event that constitutes the need for a hardship withdrawal
- **Qualified Federally Declared Disaster Distributions:** Previously, Congress established rules for each disaster. The new rules allow for penalty-free distributions of up to \$22,000 per participant per disaster, and participants can recontribute distributed amounts to the plan within three years
- **Distributions for qualified public safety employees:** Distributions (up to \$3,000/year) to pay insurance premium payment benefit can be excluded from gross income. Payments are no longer required to be made directly to insurance companies. Exemption from early withdrawal penalty is extended to any public safety officer with 25 years of service, regardless of age
- **Collective Investment Trusts (CITs) in 403(b) Plans:** The ability for 403(b) plans to offer CITs wasn't fully resolved and will likely require securities law changes.

## Legislative Update: SECURE 2.0 Act of 2022

### Provisions Effective 2024

- ◆ **Force-Out Distributions:** Permits force outs up to \$7,000 (raising the upper limit from \$5,000)
- ◆ **Catch-up Contributions Must be Roth:** Under current law, catch-up contributions can be made on a pre-tax or Roth basis (if permitted by the plan sponsor). Effective for taxable years beginning after December 31, 2023, all age 50+ catch-up contributions made by employees making more than \$145,000 per year must be made to Roth accounts
- ◆ **Emergency Savings Accounts:** Permits employers to offer non-highly compensated employees opportunity to save through a retirement plan linked emergency savings account. Employers may automatically opt employees into these accounts at no more than 3% of their salary, and the employee's contribution is capped at \$2,500.
- ◆ **Matching Contributions Based on Student Loan Payments:** Employers are permitted to make a matching contribution to a 401(k), 403(b) or 457(b) with respect to an employee's qualified student loan program
- ◆ **403(b) Hardship Distributions:** 403(b) plan hardship rules conform to 401(k) rules
- ◆ **Penalty-free In-service Withdrawals:** Domestic abuse survivors and participants with unforeseeable financial needs are permitted pre-determined in-service withdrawals
- ◆ **Employer Roth RMD rules:** Eliminates the pre-death required minimum distribution requirement for Roth accounts in employer plans



## Legislative Update: SECURE 2.0 Act of 2022

### Provisions Effective 2025 and Beyond

- **Higher catch-up limit to apply at ages 60, 61, 62, and 63:** Increased to the greater of \$10,000 or 150% of standard catch-up for that year and applies to 401(k), 403(b), and 457 plans
- **Expanding coverage for part-time workers:** The required eligibility for long-term part-time employees was reduced from 3 years to 2 years . Previously applicable to only 401(k) plans, Secure 2.0 added this provision to 403(b) plans subject to ERISA
- **Retirement savings lost and found:** A database will be established that collects benefits owed to missing, lost, or nonresponsive participants and beneficiaries to search for the contact information of the plan administrator
- **New plan automatic enrollment mandate:** All 401(k) and 403(b) plans established after December 31, 2024 will be required to enroll participants automatically at 3% and increase each year by 1% until it reaches at least 10% but not more than 15%.

# County of San Mateo 457(b) Plan Summary

	Current Structure	Considerations and Next Steps
<b>Plan Provisions</b>	<ul style="list-style-type: none"> <li>• <b>Legal Plan Name and Plan Type:</b> San Mateo County Deferred Compensation Plan</li> <li>• <b>Vesting Schedule:</b> Immediate</li> <li>• <b>Eligibility Requirements:</b> Immediately Eligible</li> <li>• <b>Roth:</b> Yes</li> <li>• <b>Normal Retirement Age:</b> 65 or 40 for qualified police or firefighter</li> </ul>	
<b>Contributions</b>	<ul style="list-style-type: none"> <li>• <b>Contribution Rate:</b> EE - voluntary 100% up to \$22,500, catch-up 100% up to \$7,500</li> <li>• <b>Match Provision:</b> Yes, certain unions only, match to 401(a)</li> <li>• <b>Enrollment:</b> Participant Elected</li> <li>• <b>Automatic Enrollment:</b> Yes, @ 1%</li> <li>• <b>Auto-Escalation:</b> Yes, starting at 1% up to 5% (except certain union groups)</li> </ul>	
<b>Distributions</b>	<ul style="list-style-type: none"> <li>• <b>Loans:</b> Yes</li> <li>• <b>Unforeseen Emergencies:</b> Yes</li> <li>• <b>Installments:</b> Yes</li> <li>• <b>In-Service Withdrawals:</b> Yes</li> <li>• <b>Force Out Distributions:</b> Yes, for terminated employees with &lt;\$5k account balance</li> </ul>	
<b>Investments</b>	<ul style="list-style-type: none"> <li>• <b>Investment Direction:</b> Participant</li> <li>• <b>Number of Investment Options:</b> 20</li> <li>• <b>QDIA/DIA:</b> Yes, age-appropriate Target Date Fund</li> <li>• <b>Re-enrollment:</b> No</li> <li>• <b>Managed Accounts:</b> Yes</li> <li>• <b>Self-Directed Brokerage Window:</b> Yes</li> <li>• <b>Guaranteed Minimum Withdrawal Benefit Options:</b> No</li> </ul>	
<b>Governance</b>	<ul style="list-style-type: none"> <li>• <b>Investment Policy Statement:</b> Implemented 2022, reviewed 2023</li> <li>• <b>Governance Documents:</b> Established by Board Resolution - Rev. 2009</li> <li>• <b>Plan Documents:</b> Effective January 1, 2019</li> <li>• <b>Fiduciary Education:</b> November 2022</li> <li>• <b>Recordkeeper Contract:</b> Empower Retirement – current contract 3/2016 -3/2023</li> <li>• <b>Attorney:</b> City Counsel’s Office – Sarah Trela</li> <li>• <b>Innovest Contract:</b> January 1, 2022</li> </ul>	<p><b>IPS review scheduled for 4Q review</b></p> <p><b>Fiduciary Education scheduled for 3Q review</b></p>
<b>Costs</b>	<ul style="list-style-type: none"> <li>• <b>Plan Expenses Paid by: Fee Leveling:</b> 0.055% on all participant accounts: 0.035% for recordkeeping, 0.02% for plan administration and professional fees including investment consultant, revenue share is credited back to participants</li> <li>• <b>Annual Fee Review:</b> January 2022</li> <li>• <b>Competitive Pricing Analysis:</b> RFP - 2022</li> <li>• <b>Other Fees:</b> Managed Accounts, SDB, Loans</li> <li>• <b>Share Class Review:</b> March 2022</li> </ul>	<p>New fee structure of 0.025% for recordkeeping will go into effect in 2023</p> <p><b>Fee Review schedule to be determined</b></p> <p><b>Share Class Review schedule to be determined</b></p>
<b>Education</b>	<ul style="list-style-type: none"> <li>• <b>Participant Education Plan:</b> Empower, group meetings and one-on-one sessions, pursuant to the annual Education Plan</li> </ul>	



# County of San Mateo 457 Annual Fee Review

	<u>Plan</u>	<u>Benchmark*</u>
Plan assets as of 12/31/2021	\$ 706,958,904	Similarly Sized
<b>Investment, Recordkeeping and Administrative Costs</b>	<b>0.30%</b>	<b>0.54%</b>
Estimated Total Plan Expenses	0.32%	N/A

	Provider	Employer Paid		Participant Paid		Total	
		Fee (in \$)	Fee (in %)	Fee (in \$)	Fee (in %)	Fee (in \$)	Fee (in %)
Expense ratio retained by fund manager	Fund Managers			\$ 1,842,252	0.26%	\$ 1,842,252	0.26%
Revenue sharing sent to recordkeeper	Empower			\$ 45,461	0.01%	\$ 45,461	0.01%
Gross Investment Management Fees		\$ -	0.00%	\$ 1,887,714	0.27%	\$ 1,887,714	0.27%
Recordkeeping/Administration Fee (0.035%)	Empower			\$ 247,436	0.04%	\$ 247,436	0.04%
Gross Recordkeeping and Administrative Fees		\$ -	0.00%	\$ 247,436	0.04%	\$ 247,436	0.04%
Revenue Sharing credited to participant accounts	Empower			\$ (45,461)	-0.01%	\$ (45,461)	-0.01%
<b>Total Investment, Recordkeeping and Administrative Costs</b>		\$ -	0.00%	\$ 2,089,688	0.30%	\$ 2,089,688	0.30%
Professional Fees							
Investment Consultant	Innovest			\$ 56,667	0.01%	\$ 56,667	0.01%
Expense Budget Account**	Various			\$ 84,725	0.01%	\$ 84,725	0.01%
<b>Total Plan Expenses</b>		\$ -	0.00%	\$ 2,231,080	0.32%	\$ 2,231,080	0.32%
Selected Services Fees							
Managed Account Fees	Empower			\$ 14,109	0.00%	\$ 14,109	0.00%
<b>Total Selected Services Fees</b>		\$ -	0.00%	\$ 14,109	0.00%	\$ 14,109	0.00%

\*The plan's estimated investment, recordkeeping and administrative costs of 0.30% as shown above, compare favorably to 401(k) Source data, a universe of 19 recordkeepers with similarly sized 401(k) plans, with an average investment, recordkeeping and administrative cost of 0.54%. Published since 1995, the 401k Averages Book is one of the oldest and recognized resources for comparative 401(k) average cost information in the industry.

\*\*The County charges 0.02% on all assets that goes towards the Expense Budget Account, which covers Innovest's Investment Consulting fee along with other plan expenses. A total of 0.055% is deducted from participant accounts.

This review illustrates estimated plan costs based on available data.

# County of San Mateo HRA Plan Annual Fee Review

	<u>Plan</u>	<u>Benchmark*</u>
Plan assets as of 12/31/2021	\$ 1,014,000	Similarly Sized
Investment, Recordkeeping and Administrative Costs	0.80%	1.66%
Estimated Total Plan Expenses	0.81%	N/A

	Provider	Employer Paid		Participant Paid		Total	
		Fee (in \$)	Fee (in %)	Fee (in \$)	Fee (in %)	Fee (in \$)	Fee (in %)
Expense ratio retained by fund manager**	Fund Managers			\$ 1,557	0.15%	\$ 1,557	0.15%
Revenue sharing sent to recordkeeper (12b-1 Fees)	Aviben			\$ 40	0.00%	\$ 40	0.00%
Revenue sharing sent to recordkeeper (SubTA Fees)	Aviben			\$ 67	0.01%	\$ 67	1330.42%
Gross Investment Management Fees		\$ -	0.00%	\$ 1,598	0.16%	\$ 1,598	0.16%
Administration Fee (0.19%/qtr on mutual fund assets only)	Aviben			\$ 6,593	0.65%	\$ 6,593	0.65%
Trust & custody (10% of 12b-1 Fees)	Matrix			\$ 4	0.00%	\$ 4	0.00%
Gross Recordkeeping and Administrative Fees		\$ -	0.00%	\$ 6,597	0.65%	\$ 6,597	0.65%
Revenue Sharing credited to participant accounts (SubTA + Remaining 12b-1)				\$ (103)	-0.01%	\$ (103)	-0.01%
Net Recordkeeping and Administrative Fees		\$ -	0.00%	\$ 6,495	0.64%	\$ 6,495	0.64%
Total Investment, Recordkeeping and Administrative Costs		\$ -	0.00%	\$ 8,092	0.80%	\$ 8,092	0.80%
Professional Fees							
Investment Consultant****	Innovest			\$ 80	0.01%	\$ 80	0.01%
Total Plan Expenses		\$ -	0.00%	\$ 8,172	0.81%	\$ 8,172	0.81%
Selected Services Fees***							

\*The plan's estimated investment, recordkeeping and administrative costs of 0.80% as shown above, compare favorably to 401(k) Source data, a universe of XX recordkeepers with similarly sized 401(k) plans, with an average investment, recordkeeping and administrative cost of 1.66%. Published since 1995, the 401k Averages Book is one of the oldest and recognized resources for comparative 401(k) average cost information in the industry.

\*\*General Accounts typically do not have an explicit, consistent expense ratio, as the fund manager instead derives revenue from the variable spread between the contractual rate of return and the actual underlying return of the portfolio. So as to reasonably approximate plan costs, the expense ratio for the County's 457 plan stable value fund is applied here.

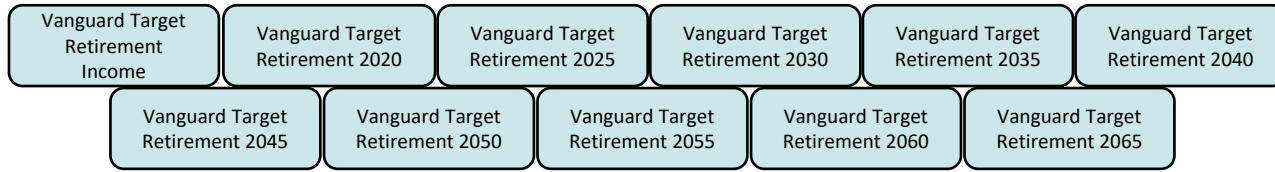
\*\*\*There is an additional fee to participants who use the voluntary debit card. The cost to the participant \$20.00 per year for a VISA card, however what was actually charged for this on an aggregate level was not provided.

\*\*\*\*Innovest's fee is pro-rated based on assets in the 457, 401(a) and HRA plans. Innovest total annual fee for all plans is \$56,666.

This review illustrates estimated plan costs based on available data.

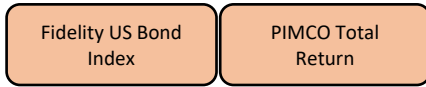
# County of San Mateo Retirement Plans Menu Coverage

## Target Date Funds

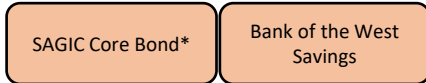


Tier One

## Fixed Income



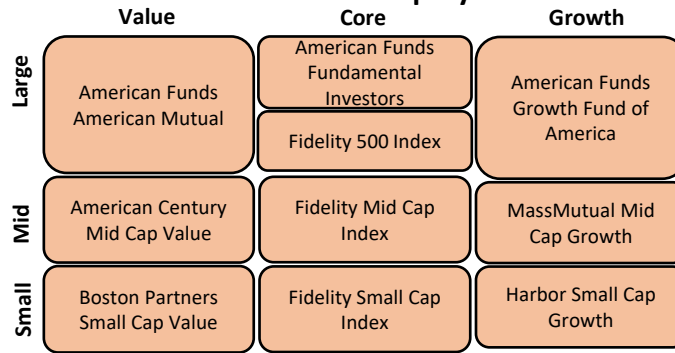
## Capital Preservation



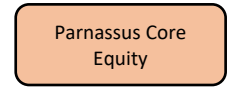
\*Only fund option in the OBRA Plans

Tier Two

## Domestic Equity



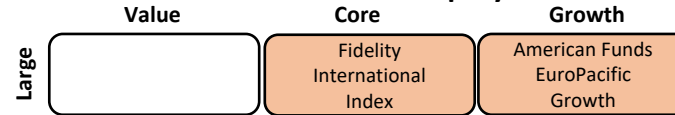
## Socially Responsible



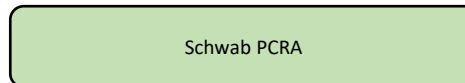
## Emerging Markets



## International Equity



## Brokerage Window



Tier Three

## 457 Plan Asset Allocation

	Sep-2022		Dec-2022			Sep-2022		Dec-2022	
	(\$)	%	(\$)	%		(\$)	%	(\$)	%
<b>All Cap Equity</b>					<b>Emerging Markets Equity</b>				
Vanguard Total Stock Market Index	20,293,012	3.45	-	0.00	Invesco Developing Markets	2,694,203	0.46	2,945,911	0.48
<b>Large Cap Equity</b>					<b>Fixed Income</b>				
American Funds American Mutual	20,489,292	3.48	30,540,163	4.93	Vanguard Total Bond Market Index	7,636,509	1.30	-	0.00
American Funds Fundamental Investors	41,052,941	6.98	44,457,504	7.18	Fidelity US Bond Index	-	0.00	9,328,976	1.51
Vanguard Institutional Index	28,232,141	4.80	-	0.00	PIMCO Total Return	11,357,618	1.93	15,100,650	2.44
Fidelity 500 Index	-	0.00	64,020,505	10.34	PIMCO Long-Term Real Return	3,345,003	0.57	-	0.00
American Funds Growth Fund of America	36,313,429	6.17	42,626,700	6.89	MassMutual High Yield	1,174,924	0.20	-	0.00
Total Large Cap Equity	126,087,803	21.43	181,644,871	29.34	Total Fixed Income	23,514,054	4.00	24,429,626	3.95
<b>Mid Cap Equity</b>					<b>Stable Value</b>				
American Century Mid Cap Value	6,537,562	1.11	7,208,346	1.16	SAGIC Core Bond*	153,628,756	26.11	162,654,023	26.27
Vanguard Mid Cap Index	8,257,003	1.40	-	0.00	Bank of the West Savings*	6,361,437	1.08	-	0.00
Fidelity Mid Cap Index	-	0.00	12,226,666	1.97	Total Stable Value	159,990,194	27.19	162,654,023	26.27
MassMutual Mid Cap Growth	13,521,920	2.30	14,100,255	2.28	<b>Self-Directed Brokerage</b>				
Total Mid Cap Equity	28,316,485	4.81	33,535,267	5.42	Self Directed Brokerage Account*	4,552,152	0.77	-	0.00
<b>Small Cap Equity</b>					<b>Loans</b>				
Boston Partners Small Cap Value	899,765	0.15	938,061	0.15	Outstanding Loan Balance	7,308,903	1.24	7,292,075	1.18
Vanguard Small Cap Index	11,806,480	2.01	-	0.00	<b>Target Date Funds</b>				
Fidelity Small Cap Indx	-	0.00	12,581,538	2.03	Vanguard Target Retirement Income	16,839,340	2.86	16,808,749	2.72
Harbor Small Cap Growth	6,031,612	1.03	6,215,052	1.00	Vanguard Target Retirement 2020	761,283	0.13	924,298	0.15
Total Small Cap Equity	18,737,857	3.18	19,734,651	3.19	Vanguard Target Retirement 2025	35,353,386	6.01	37,561,405	6.07
<b>International Equity</b>					<b>Target Retirement 2030</b>				
Vanguard Developed Markets Index	3,674,653	0.62	-	0.00	Vanguard Target Retirement 2035	35,428,333	6.02	38,542,415	6.23
Fidelity International Index	-	0.00	4,264,247	0.69	Vanguard Target Retirement 2040	2,395,008	0.41	3,165,305	0.51
American Funds EuroPacific Growth	7,893,621	1.34	8,463,541	1.37	Vanguard Target Retirement 2045	31,519,810	5.36	34,954,881	5.65
Total International Equity	11,568,274	1.97	12,727,788	2.06	Vanguard Target Retirement 2050	2,806,470	0.48	3,770,365	0.61
<b>Global Equity</b>					<b>Target Retirement 2055</b>				
American Funds Capital World G&I	9,845,165	1.67	-	0.00	Vanguard Target Retirement 2055	22,828,282	3.88	25,743,730	4.16
<b>Specialty Equity</b>					<b>Target Retirement 2060</b>				
Parnassus Core Equity	7,372,695	1.25	7,685,265	1.24	Vanguard Target Retirement 2060	1,460,166	0.25	2,021,956	0.33
Vanguard Utilities Index	7,530,841	1.28	-	0.00	Vanguard Target Retirement 2065	169,985	0.03	264,894	0.04
Invesco Real Estate	3,052,841	0.52	-	0.00	Total Target Date Funds	151,770,821	25.79	166,427,735	26.88
Hartford Healthcare HLS	5,783,057	0.98	-	0.00	<b>San Mateo 457 Total Fund</b>				
Total Specialty Equity	23,739,434	4.03	7,685,265	1.24	<b>588,418,358</b>	<b>100.00</b>	<b>619,077,213</b>	<b>100.00</b>	

\*Due to the plan conversion from MassMutual to Empower, assets in the Bank of the West Savings and Self-Directed Brokerage Account were aggregated SAGIC Core Bond fund from the reporting provided by Empower. Next quarter, this information should be available. See Empower for any questions.

## 401(a) Plan Asset Allocation

### Asset Allocation

	Sep-2022		Dec-2022	
	(\$)	%	(\$)	%
<b>All Cap Equity</b>				
Vanguard Total Stock Market Index	161,268	1.81	-	0.00
<b>Large Cap Equity</b>				
American Funds American Mutual	41,791	0.47	129,844	1.30
American Funds Fundamental Investors	21,912	0.25	25,516	0.25
Vanguard Institutional Index	232,358	2.61	-	0.00
Fidelity 500 Index	-	0.00	529,095	5.28
American Funds Growth Fund of America	68,598	0.77	90,601	0.90
Total Large Cap Equity	364,659	4.09	775,056	7.74
<b>Mid Cap Equity</b>				
American Century Mid Cap Value	21,478	0.24	25,377	0.25
Vanguard Mid Cap Index	60,430	0.68	-	0.00
Fidelity Mid Cap Index	-	0.00	85,652	0.86
MassMutual Mid Cap Growth	40,988	0.46	46,019	0.46
Total Mid Cap Equity	122,895	1.38	157,048	1.57
<b>Small Cap Equity</b>				
Boston Partners Small Cap Value	16,819	0.19	18,627	0.19
Vanguard Small Cap Index	86,180	0.97	-	0.00
Fidelity Small Cap Indx	-	0.00	96,770	0.97
Harbor Small Cap Growth	9,996	0.11	10,490	0.10
Total Small Cap Equity	112,995	1.27	125,887	1.26
<b>International Equity</b>				
Vanguard Developed Markets Index	52,373	0.59	-	0.00
Fidelity International Index	-	0.00	65,453	0.65
American Funds EuroPacific Growth	15,250	0.17	17,619	0.18
Total International Equity	67,623	0.76	83,072	0.83
<b>Global Equity</b>				
American Funds Capital World G/I	13,570	0.15	-	0.00
<b>Specialty Equity</b>				
Parnassus Core Equity	52,919	0.59	62,297	0.62
Vanguard Utilities Index	60,425	0.68	-	0.00
Invesco Real Estate	21,475	0.24	-	0.00
Hartford Healthcare HLS	8,475	0.10	-	0.00
Total Specialty Equity	143,294	1.61	62,297	0.62

### Asset Allocation

	Sep-2022		Dec-2022	
	(\$)	%	(\$)	%
<b>Emerging Markets Equity</b>				
Invesco Developing Markets	28,392	0.32	33,527	0.33
<b>Fixed Income</b>				
Vanguard Total Bond Market Idx	33,118	0.37	-	0.00
Fidelity US Bond Index	-	0.00	42,268	0.42
PIMCO Total Return	19,963	0.22	36,384	0.36
PIMCO Long-Term Real Return	14,314	0.16	-	0.00
MassMutual High Yield	4,867	0.05	-	0.00
Total Fixed Income	72,263	0.81	78,652	0.79
<b>Stable Value</b>				
SAGIC Core Bond II*	703,815	7.89	713,315	7.12
Bank of the West Savings*	20,530	0.23	-	0.00
Total Stable Value	724,345	8.12	713,315	7.12
<b>Target Date Funds</b>				
Vanguard Target Retirement Income	210,870	2.36	218,885	2.18
Vanguard Target Retirement 2020	237,531	2.66	246,383	2.46
Vanguard Target Retirement 2025	583,940	6.55	628,531	6.27
Vanguard Target Retirement 2030	1,079,890	12.11	1,194,049	11.92
Vanguard Target Retirement 2035	799,947	8.97	862,459	8.61
Vanguard Target Retirement 2040	172,029	1.93	226,469	2.26
Vanguard Target Retirement 2045	1,556,472	17.45	1,745,078	17.42
Vanguard Target Retirement 2050	321,217	3.60	446,549	4.46
Vanguard Target Retirement 2055	2,007,816	22.52	2,234,976	22.31
Vanguard Target Retirement 2060	129,017	1.45	174,539	1.74
Vanguard Target Retirement 2065	7,079	0.08	10,864	0.11
Target Date Funds	7,105,810	79.69	7,988,782	79.75
<b>San Mateo 401a Total Fund</b>	<b>8,917,113</b>	<b>100.00</b>	<b>10,017,637</b>	<b>100.00</b>

\*Due to the plan conversion from MassMutual to Empower, assets in the Bank of the West Savings were aggregated SAGIC Core Bond fund from the reporting provided by Empower. Next quarter, this information should be available. See Empower for any questions.

## HRA Plan Asset Allocation

### Asset Allocation

	Sep-2022		Dec-2022	
	(\$)	%	(\$)	%
<b>All Cap Equity</b>				
Vanguard Total Stock Market Index	6,877	0.78	-	0.00
<b>Large Cap Equity</b>				
American Funds Fundamental Investors	17,633	2.00	19,705	2.12
Parnassus Core Equity	12,345	1.40	13,579	1.46
Fidelity 500 Index	-	0.00	10,990	1.18
American Funds Growth Fund of America	519	0.06	530	0.06
Total Large Cap Equity	30,497	3.45	44,804	4.83
<b>Mid Cap Equity</b>				
Vanguard Mid Cap Index	20,960	2.37	-	0.00
Fidelity Mid Cap Index	-	0.00	21,620	2.33
<b>Small Cap Equity</b>				
Vanguard Small Cap Index	2,179	0.25	-	0.00
Fidelity Small Cap Indx	-	0.00	2,386	0.26
Harbor Small Cap Growth	-	0.00	499	0.05
<b>International Equity</b>				
Vanguard Developed Markets Index	9,661	1.09	-	0.00
Fidelity International Index	-	0.00	9,347	1.01
<b>Fixed Income</b>				
Vanguard Total Bond Market Index	2,984	0.34	-	0.00
Fidelity US Bond Index	-	0.00	3,179	0.34
PIMCO Real Return	4,445	0.50	54	0.01
PIMCO Total Return	10,210	1.16	15,259	1.64
Total Fixed Income	17,639	2.00	18,491	1.99

### Asset Allocation

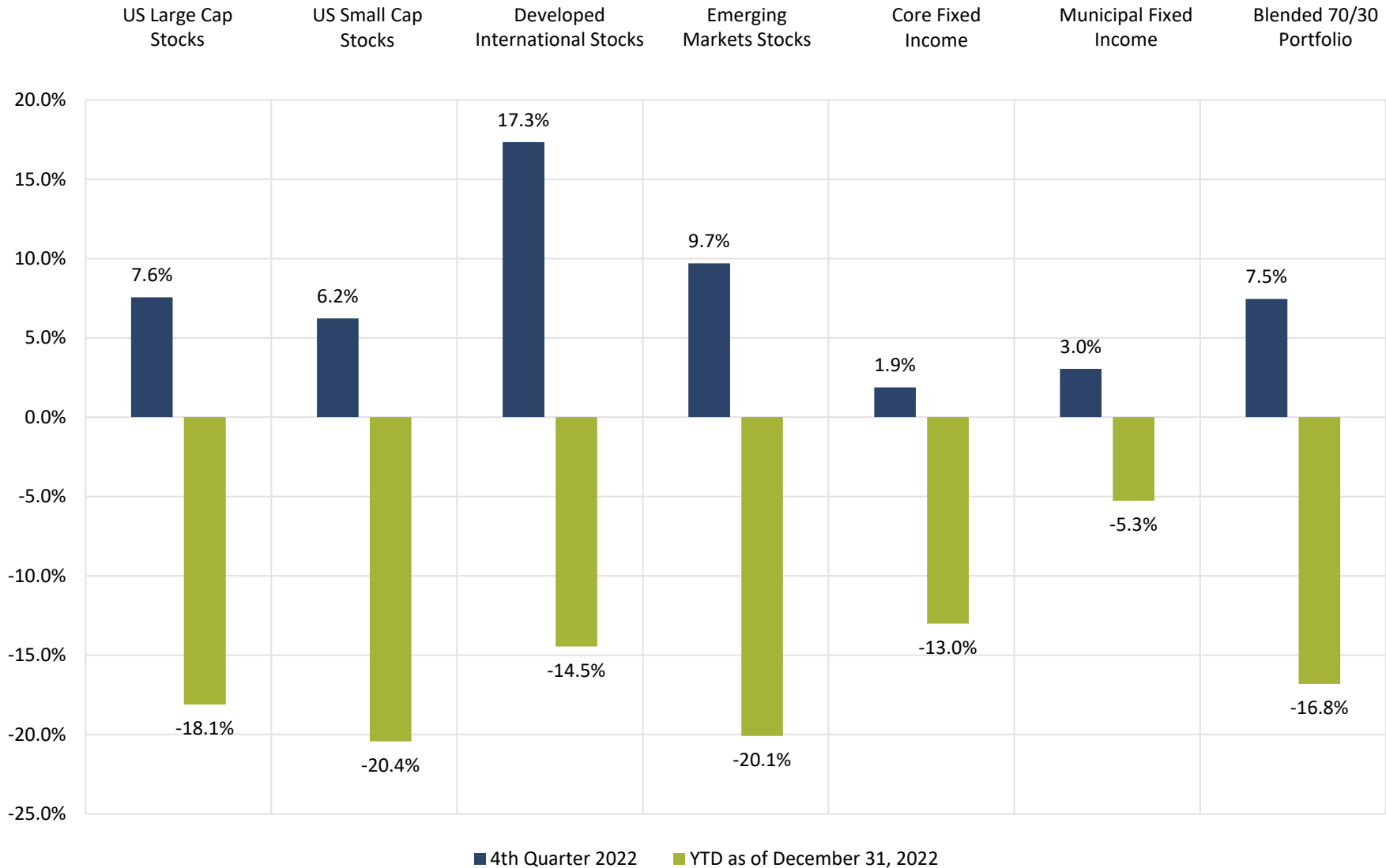
	Sep-2022		Dec-2022	
	(\$)	%	(\$)	%
<b>Stable Value</b>				
MassMutual Stable Value	164,283	18.60	169,908	18.31
<b>Target Date Funds</b>				
Vanguard Target Retirement Income	560,044	63.40	583,517	62.90
Vanguard Target Retirement 2020	-	0.00	-	0.00
Vanguard Target Retirement 2025	20,246	2.29	21,503	2.32
Vanguard Target Retirement 2030	-	0.00	-	0.00
Vanguard Target Retirement 2035	-	0.00	-	0.00
Vanguard Target Retirement 2040	-	0.00	-	0.00
Vanguard Target Retirement 2045	46,811	5.30	51,639	5.57
Vanguard Target Retirement 2050	-	0.00	-	0.00
Vanguard Target Retirement 2055	3,676	0.42	4,007	0.43
Vanguard Target Retirement 2060	-	0.00	-	0.00
Vanguard Target Retirement 2065	-	0.00	-	0.00
Total Target Date Funds	630,777	71.41	660,667	71.21
<b>San Mateo HRA Plan Total Fund</b>	<b>883,360</b>	<b>100.00</b>	<b>927,722</b>	<b>100.00</b>

## County of San Mateo Plan Totals

	Sep-2022 (\$)	Dec-2022 (\$)
County of San Mateo 457 Plan Total Fund	588,418,358	619,077,213
County of San Mateo 401a Plan Total Fund	8,917,113	10,017,637
County of San Mateo HRA Plan Total Fund	883,360	927,722
457 OBRA Plan (SAGIC Core Bond)	15,499,652	15,839,339
401(a) OBRA Plan (Frozen) (SAGIC Core Bond)	10,309,318	10,062,224
401(a) Plan (MSQ)	2,168,166	2,265,890
<b>All County of San Mateo Plans Total</b>	<b>626,195,967</b>	<b>658,190,025</b>



# The Markets



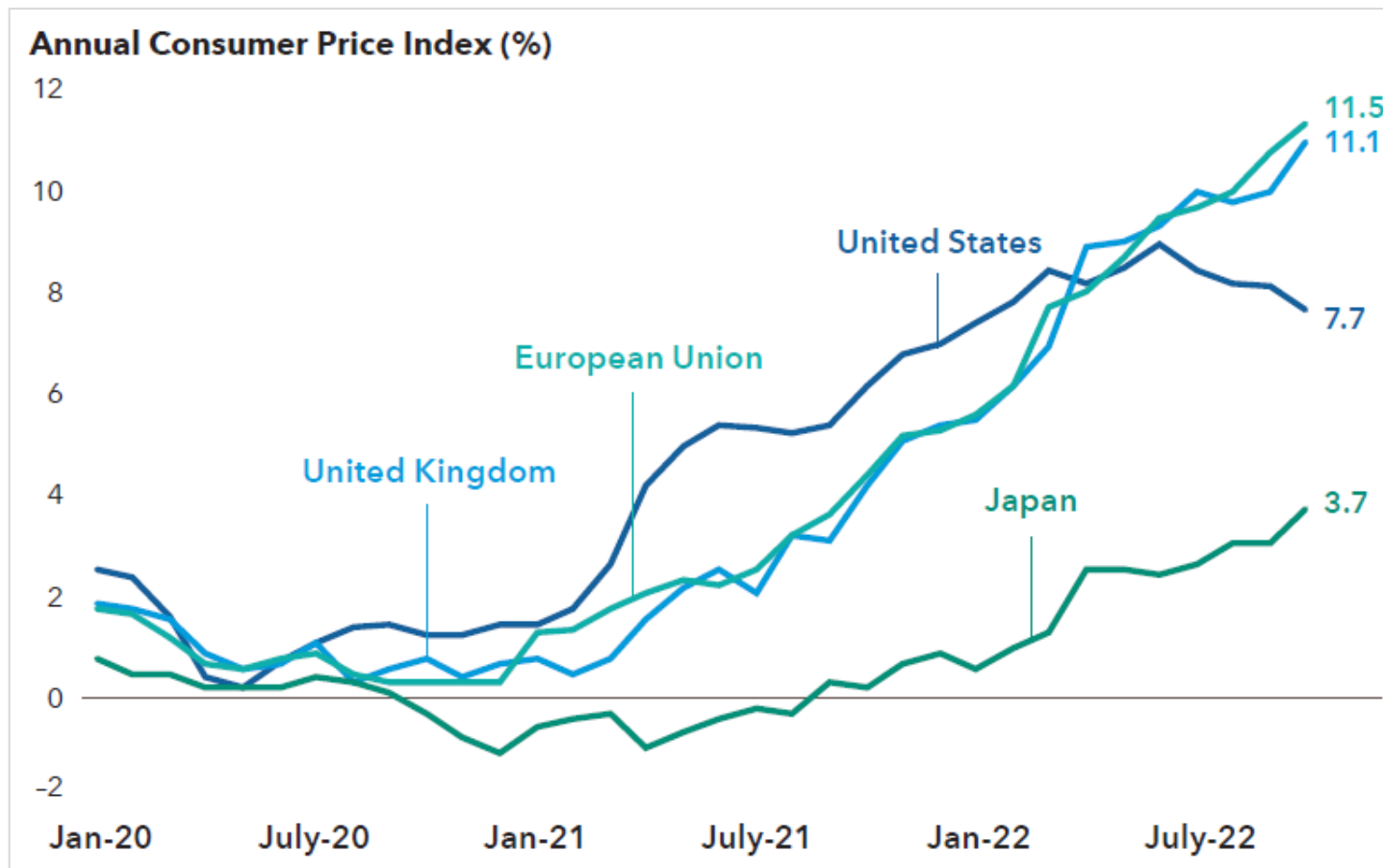
Returns for US Large Cap Stocks = S&P 500 TR, US Small Cap Stocks = Russell 2000 TR, Developed International Stocks = MSCI EAFE NR, Emerging Markets Stocks = MSCI EM NR, Core Fixed Income = Bloomberg US Agg Bond TR, Municipal Fixed Income = Bloomberg Municipal 5yr 4-6 TR, Blended 70/30 Portfolio = 70% MSCI ACWI NR All-Cap Index, 30% Bloomberg US Agg Bond TR





# Global Inflation is High

- While global inflation remains elevated, it appears it may have peaked in the U.S.
- Goods-oriented inflation continues to soften while shelter and service prices have remained sticky

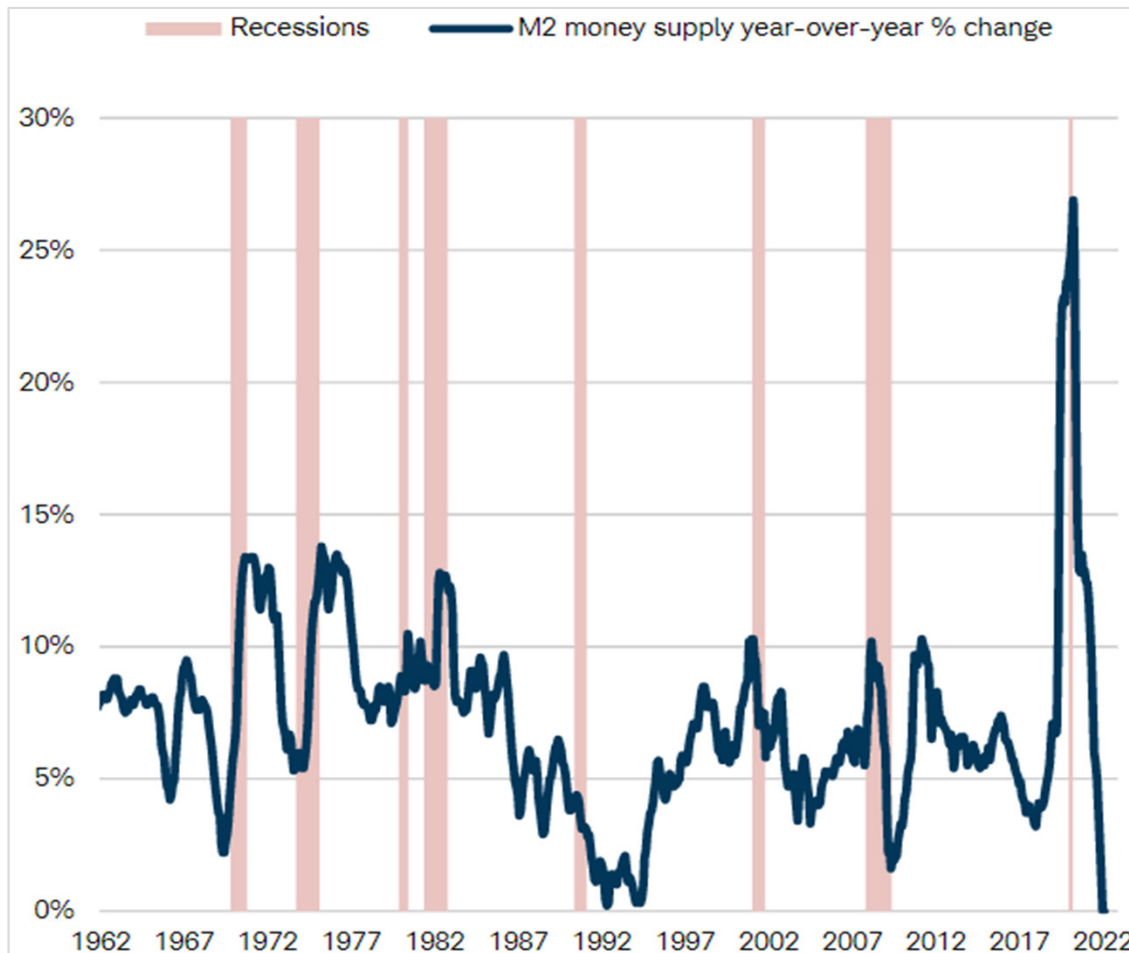


Sources: Capital Group, Bloomberg, and Refinitiv Datastream. As of Oct. 31, 2022.



# Collapsing Money Supply Growth is a Tailwind for Lower Future Inflation

- Leading indicators such as money supply growth are supportive of continued easing in price growth going forward



Source: Charles Schwab, Bloomberg, Federal Reserve Bank of St. Louis. Data as of 12/31/2022.



# Employment Pressures are Beginning to Soften

- Wage inflation is beginning to roll over across the income distribution, consistent with the Federal Reserve's goal, while keeping unemployment rates low

## Wage Inflation Across the Income Distribution



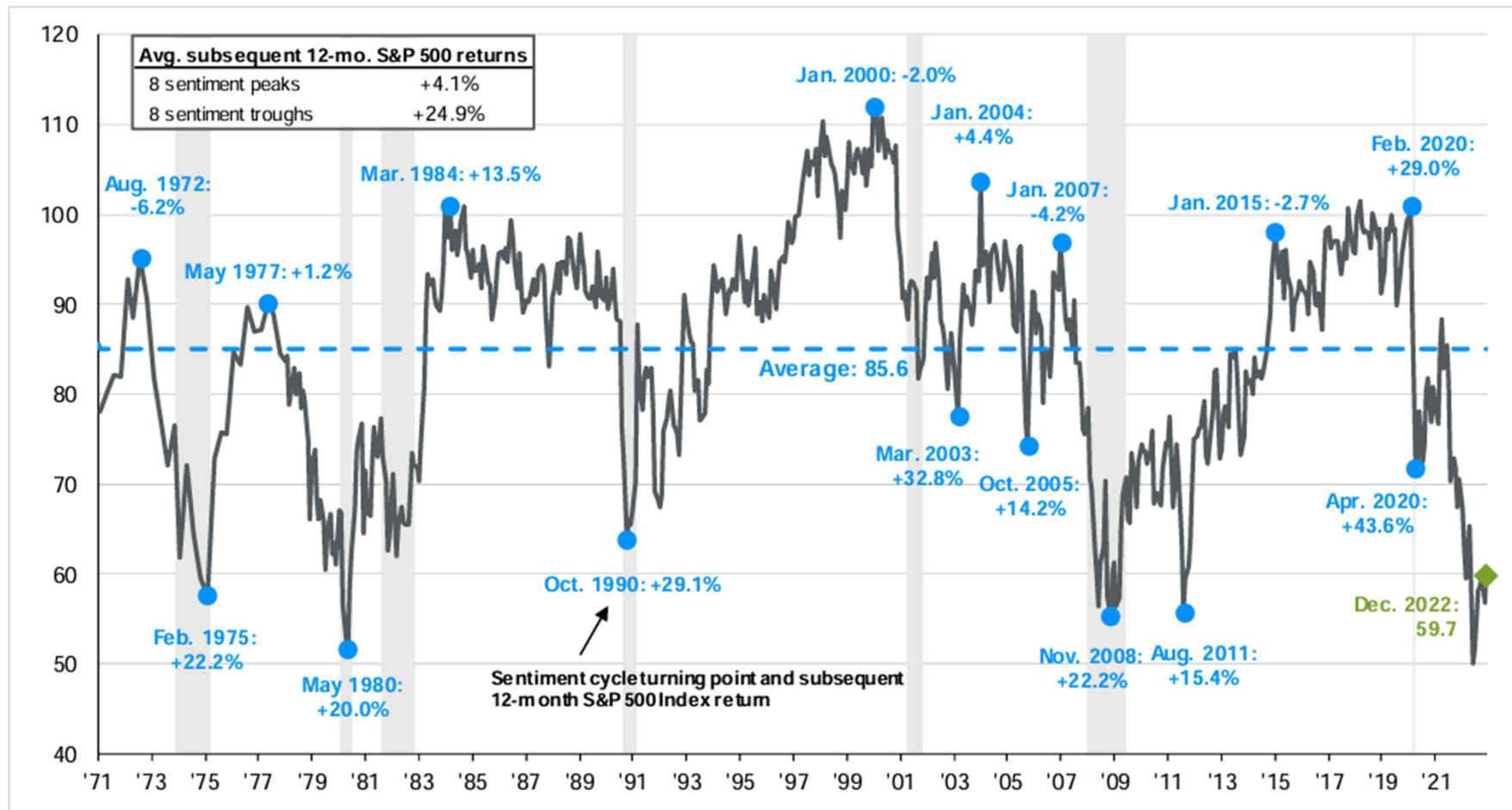
Source: Apollo Chief Economist, BLS. Note: low wage workers are defined as bottom third percentile, mid wage workers in the mid third percentile, and high wage workers in the top third percentile.



# Consumer Sentiment and Stock Performance

- Consumer sentiment has historically been lowest following poor market performance

## Consumer Sentiment Index and Subsequent 12-month S&P 500 Returns



Sources: JPMorgan Guide to the Markets, FactSet, Standard & Poor's, University of Michigan. Data as of 12/31/22.

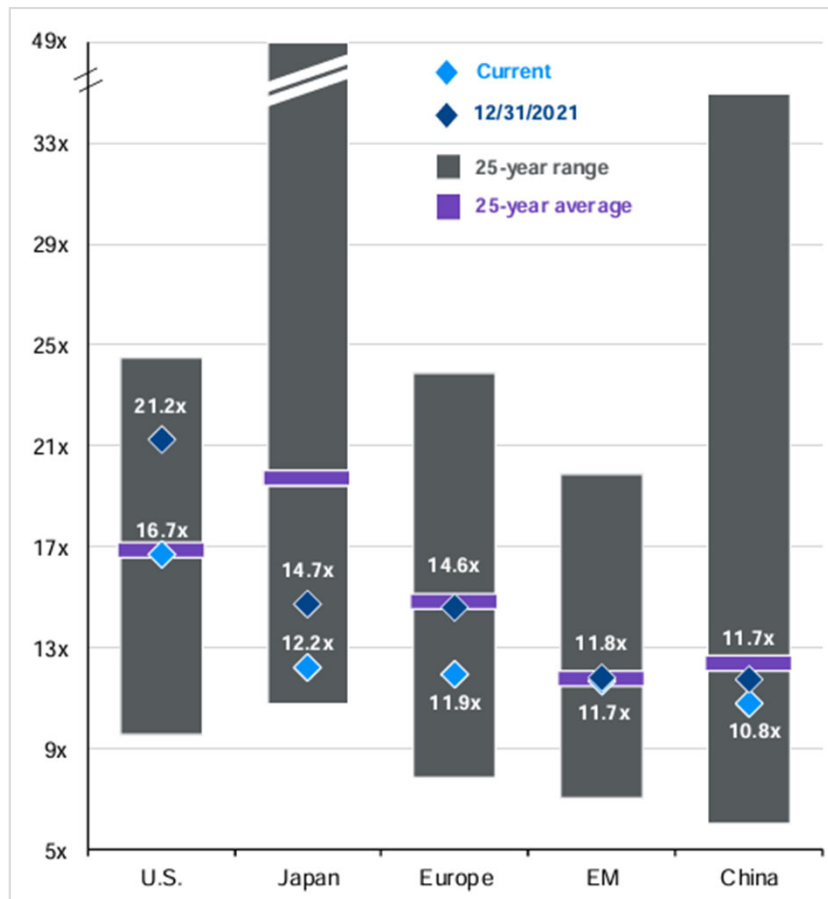


# Equities: Valuations

- Stock valuations have become more attractive, and international equities appear more reasonably priced than U.S. equities.

## Global Valuations

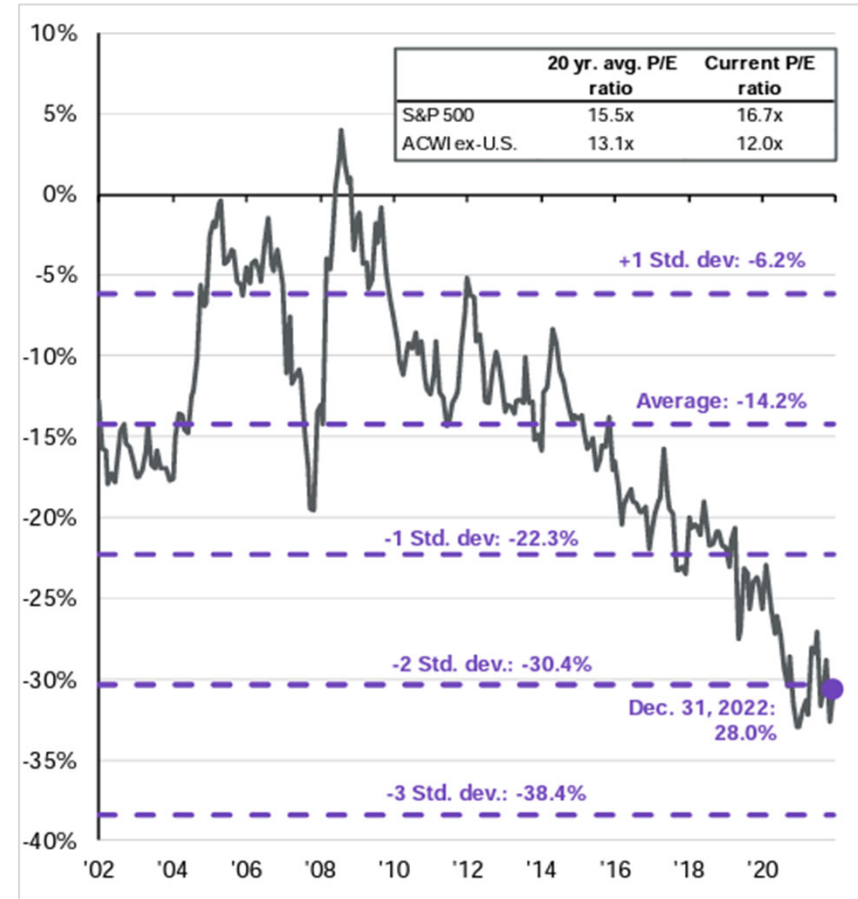
Current and 25-year forward price-to-earnings ratio



Source: JP Morgan Guide to the Markets. FactSet, MSCI, Standard & Poor's, Thompson Reuters. Data as of 12/31/2021.

## Non-US Stocks Are Inexpensive vs. US Stocks

MSCI AC World ex-US vs S&P 500 Indices, next 12 months



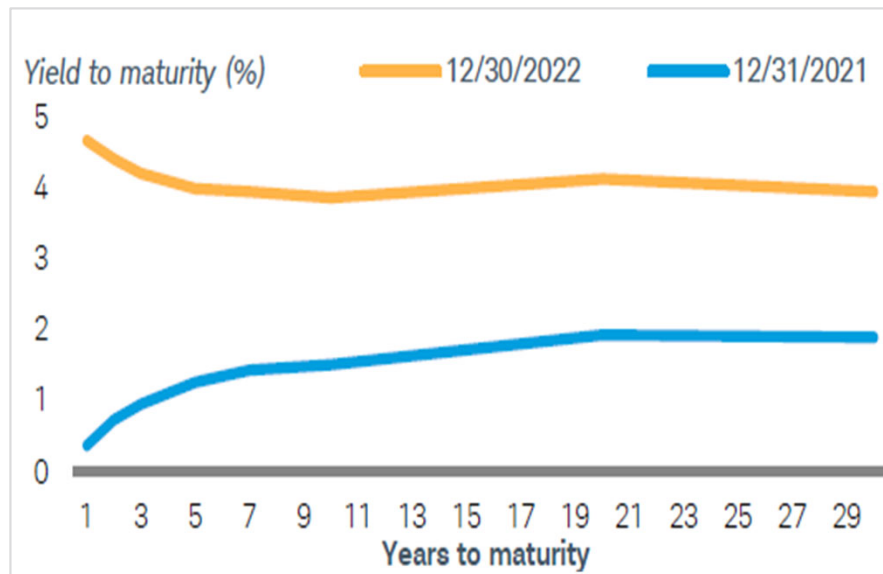
Source: JP Morgan Guide to the Markets. FactSet, MSCI, Standard & Poor's. JP Morgan Asset Management. Data as of 12/31/2021.



# Fixed Income: Much Improved Future Returns

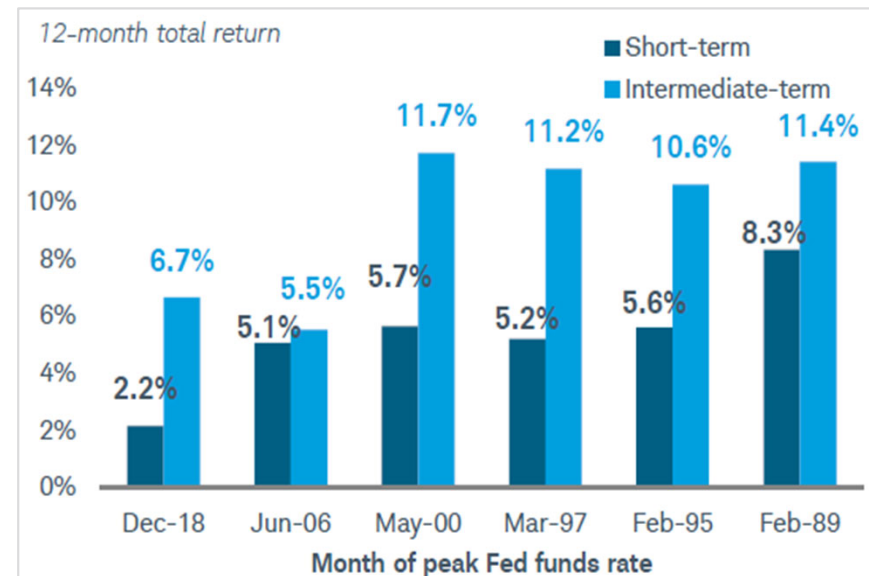
- Based on today's higher starting interest rates, we have raised our expectations for future fixed income returns
- With higher yields, multi-sector bond managers should be preferred to diversify bond portfolios and take advantage of reduced interest rate risk.

## U.S. Treasury Yield Curve



Source: Charles Schwab and Bloomberg. Data as of 12/30/2022.

## Intermediate-term bonds have outperformed short-term bonds near end of rate hike cycle



Source: Charles Schwab and Ibbotson. Data as of 12/30/2022.



# Periodic Table of Returns, 2013 to 2022

Diversification is an effective tool for patient investors in all market environments.

Periodic Table of Returns | 2013-2022

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Annualized Return '13-'22	Annualized Std. Dev. '13-'22
High	U.S. Equity 34%	Real Estate 32%	Real Estate 4%	MLPs 19%	Emerging Markets 37%	U.S. Fixed Income 0%	U.S. Equity 31%	U.S. Equity 21%	Real Estate 46%	MLPs 31%	U.S. Equity 12%	MLPs 31%
	MLPs 29%	U.S. Equity 13%	U.S. Fixed Income 1%	U.S. Equity 13%	Int'l Equity 25%	Hedge Funds -3%	Real Estate 26%	Emerging Markets 18%	MLPs 41%	Hedge Funds -5%	Diversified Portfolio 7%	U.S. Equity 17%
	Int'l Equity 23%	MLPs 8%	U.S. Equity 0%	Emerging Markets 11%	U.S. Equity 21%	Real Estate -5%	Int'l Equity 22%	Diversified Portfolio 10%	U.S. Equity 26%	Diversified Portfolio -12%	Real Estate 6%	Emerging Markets 17%
	Diversified Portfolio 18%	Diversified Portfolio 7%	Hedge Funds 0%	Diversified Portfolio 8%	Diversified Portfolio 14%	U.S. Equity -5%	Diversified Portfolio 19%	Hedge Funds 10%	Diversified Portfolio 17%	U.S. Fixed Income -13%	Int'l Equity 5%	Real Estate 15%
	Hedge Funds 9%	U.S. Fixed Income 6%	Int'l Equity -1%	Real Estate 7%	Hedge Funds 8%	Diversified Portfolio -6%	Emerging Markets 18%	Int'l Equity 8%	Int'l Equity 11%	Int'l Equity -14%	Hedge Funds 4%	Int'l Equity 15%
	Real Estate 2%	Hedge Funds 3%	Diversified Portfolio -3%	U.S. Fixed Income 3%	Real Estate 4%	MLPs -12%	U.S. Fixed Income 9%	U.S. Fixed Income 8%	Hedge Funds 7%	U.S. Equity -19%	MLPs 2%	Diversified Portfolio 11%
	U.S. Fixed Income -2%	Emerging Markets -2%	Emerging Markets -15%	Int'l Equity 1%	U.S. Fixed Income 4%	Int'l Equity -14%	Hedge Funds 8%	Real Estate -8%	U.S. Fixed Income -2%	Emerging Markets -20%	Emerging Markets 1%	Hedge Funds 5%
Low	Emerging Markets -3%	Int'l Equity -5%	MLPs -32%	Hedge Funds 1%	MLPs -9%	Emerging Markets -15%	MLPs 7%	MLPs -31%	Emerging Markets -3%	Real Estate -27%	U.S. Fixed Income 1%	U.S. Fixed Income 4%

U.S. Equities: Russell 3000, MLPs: Alerian MLP Infrastructure, Real Estate: Wilshire US REIT, U.S. Fixed Income: Bloomberg US Agg, Int'l Equity: MSCI EAFE, Emerging Markets: MSCI EM, Hedge Funds: HFRI Fund of Funds Composite

Diversified Portfolio: Russell 3000: 31%, MSCI EAFE: 18%, MSCI EM: 6%, Bloomberg US Agg: 10%, Wilshire US REIT: 7%, Alerian MLP Infrastructure: 7%, HFRI Fund of Funds Composite: 15%, CSFB Leveraged Loans: 6%



# Equity Performance as of December 31, 2022

4th Quarter 2022

Domestic Equity			
	Value	Core	Growth
Large	13.6%	7.6%	1.4%
Mid	10.5%	9.2%	6.9%
Small	8.4%	6.2%	4.1%
Developed International Equity			
	Value	Core	Growth
	19.6%	17.3%	15.0%
Emerging Markets			
	9.7%		

YTD as of December 31, 2022

Domestic Equity			
	Value	Core	Growth
Large	-5.2%	-18.1%	-29.4%
Mid	-12.0%	-17.3%	-26.7%
Small	-14.5%	-20.4%	-26.4%
Developed International Equity			
	Value	Core	Growth
	-5.6%	-14.5%	-22.9%
Emerging Markets			
	-20.1%		

1 yr Ending December 31, 2022

Domestic Equity			
	Value	Core	Growth
Large	-5.2%	-18.1%	-29.4%
Mid	-12.0%	-17.3%	-26.7%
Small	-14.5%	-20.4%	-26.4%
Developed International Equity			
	Value	Core	Growth
	-5.6%	-14.5%	-22.9%
Emerging Markets			
	-20.1%		

3 Years Annualized

Domestic Equity			
	Value	Core	Growth
Large	6.3%	7.7%	7.5%
Mid	5.8%	5.9%	3.8%
Small	4.7%	3.1%	0.6%
Developed International Equity			
	Value	Core	Growth
	0.6%	0.9%	0.5%
Emerging Markets			
	-2.7%		

5 Years Annualized

Domestic Equity			
	Value	Core	Growth
Large	7.6%	9.4%	10.3%
Mid	5.7%	7.1%	7.6%
Small	4.1%	4.1%	3.5%
Developed International Equity			
	Value	Core	Growth
	0.2%	1.5%	2.5%
Emerging Markets			
	-1.4%		

10 Years Annualized

Domestic Equity			
	Value	Core	Growth
Large	10.9%	12.6%	13.6%
Mid	10.1%	11.0%	11.4%
Small	8.5%	9.0%	9.2%
Developed International Equity			
	Value	Core	Growth
	3.5%	4.7%	5.6%
Emerging Markets			
	1.4%		

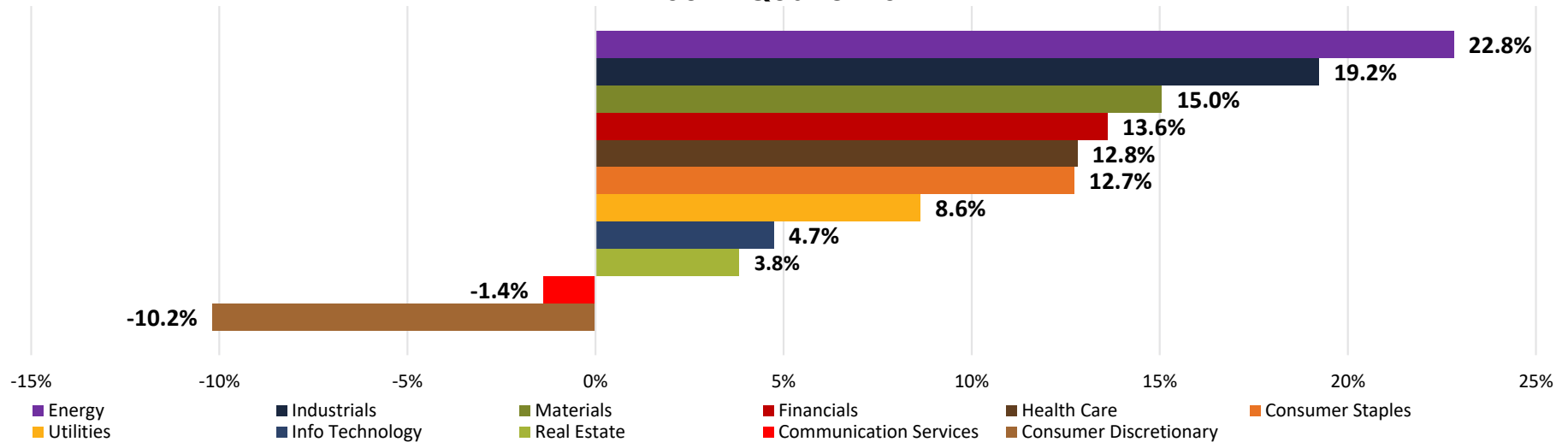
Large Cap Equity = S&P 500 TR, S&P 500 Value TR, and S&P 500 Growth TR. Mid Cap Equity = Russell Mid Cap TR, Russell Mid Cap Value TR, and Russell Mid Cap Growth TR. Small Cap Equity = Russell 2000 TR, Russell 2000 Value TR, and Russell 2000 Growth TR. International and EM Equity = MSCI EAFE NR, MSCI EAFE Value NR, MSCI EAFE Growth NR, MSCI EM NR. Returns for time periods of 3 years or longer are annualized.



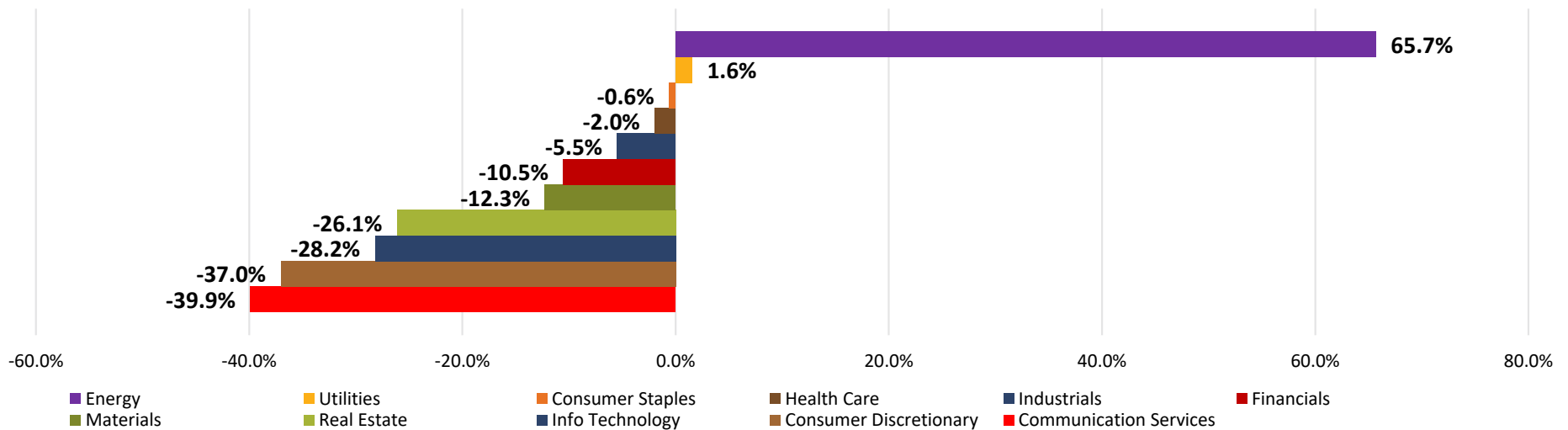


# Domestic Equity Sector Performance as of December 31, 2022

## Fourth Quarter 2022



## One Year Ending December 31, 2022





# Investment Returns Over Time

Broad Market Indices	Periods Ended December 31, 2022		Calendar Year Returns					Annualized Periods Ended December 31, 2022					
	QTD	YTD	2021	2020	2019	2018	2017	1 yr	3 yrs	5 yrs	7 yrs	10 yrs	20 yrs
<b>Domestic Equities</b>													
Large Cap Value Stocks	13.6	-5.2	24.9	1.4	31.9	-9.0	15.4	-5.2	6.3	7.6	10.0	10.9	8.9
Large Cap Core Stocks	7.6	-18.1	28.7	18.4	31.5	-4.4	21.8	-18.1	7.7	9.4	11.5	12.6	9.8
Large Cap Growth Stocks	1.4	-29.4	32.0	33.5	31.1	0.0	27.4	-29.4	7.5	10.3	12.1	13.6	10.3
Mid Cap Value Stocks	10.5	-12.0	28.3	5.0	27.1	-12.3	13.3	-12.0	5.8	5.72	8.7	10.1	10.4
Mid Cap Core Stocks	9.2	-17.3	22.6	17.1	30.5	-9.1	18.5	-17.3	5.9	7.1	9.6	11.0	10.8
Mid Cap Growth Stocks	6.9	-26.7	12.7	35.6	35.5	-4.8	25.3	-26.7	3.9	7.6	10.0	11.4	10.9
Small Cap Value Stocks	8.4	-14.5	28.3	4.6	22.4	-12.9	7.8	-14.5	4.7	4.1	8.2	8.5	9.0
Small Cap Core Stocks	6.2	-20.4	14.8	20.0	25.5	-11.0	14.6	-20.4	3.1	4.1	7.9	9.0	9.4
Small Cap Growth Stocks	4.1	-26.4	2.8	34.6	28.5	-9.3	22.2	-26.4	0.7	3.5	7.1	9.2	9.5
<b>International Equities</b>													
Developed International Value Stocks	19.6	-5.6	10.9	-2.6	16.1	-14.8	21.4	-5.6	0.6	0.17	3.7	3.5	6.0
Developed International Core Stocks	17.3	-14.5	11.3	7.8	22.0	-13.8	25.0	-14.5	0.9	1.5	4.5	4.7	6.4
Developed International Growth Stocks	15.0	-22.9	11.3	18.3	27.9	-12.8	28.9	-22.9	0.5	2.5	5.1	5.6	6.7
Emerging Markets Stocks	9.7	-20.1	-2.5	18.3	18.4	-14.6	37.3	-20.1	-2.7	-1.4	5.2	1.4	8.7
<b>Fixed Income</b>													
Core Fixed Income	1.9	-13.0	-1.5	7.5	8.7	0.0	3.5	-13.0	-2.7	0.0	0.9	1.1	3.1
Defensive Fixed Income	0.7	-3.8	-0.6	3.2	3.6	1.6	0.4	-3.8	-0.5	0.7	0.7	0.7	1.7
Municipal Fixed Income	3.0	-5.3	0.3	4.3	5.4	1.7	3.1	-5.3	-0.3	1.2	1.3	1.5	2.9
Defensive Municipal Fixed Income	1.2	-1.1	0.3	1.8	2.5	1.7	0.9	-1.1	0.3	1.0	0.9	0.8	1.6
Floating Rate Corporate Loans	2.7	-0.6	5.2	3.1	8.6	0.4	4.1	-0.6	2.6	3.3	4.4	3.7	4.7
High Yield Fixed Income	4.0	-11.2	5.4	6.2	14.4	-2.3	7.5	-11.2	-0.2	2.1	4.9	3.9	7.1
<b>Diversifying Asset Classes</b>													
Low Correlated Hedge Funds	1.8	-5.3	6.2	10.9	8.4	-4.0	7.8	-5.3	3.7	3.0	3.3	3.5	3.6
Liquid Low Correlated Hedge Funds	1.8	-5.6	4.7	3.2	6.7	-4.2	5.1	-5.6	0.7	0.8	1.6	1.4	2.2
Commodities	2.2	16.1	27.1	-3.1	7.7	-11.2	1.7	16.1	12.6	6.4	6.5	-1.3	1.4
Midstream Energy	8.4	21.5	38.4	-23.4	24.1	-13.3	-2.4	21.5	8.8	6.8	8.9	-	-
Global REITs	7.3	-24.3	26.7	-6.2	22.8	-6.1	13.2	-24.3	-3.5	0.7	3.1	4.3	8.0
Direct Real Estate	-5.0	7.5	22.1	1.2	5.3	8.3	7.6	7.5	9.91	8.7	8.5	10.1	8.4

Returns based off the following indices: Large Cap Value Stocks = S&P 500 Value TR, Large Cap Core Stocks = S&P 500 TR, Large Cap Growth Stocks = S&P 500 Growth TR, Mid Cap Value Stocks = Russell Mid Cap Value TR, Mid Cap Core Stocks = Russell Mid Cap TR, Small Cap Value Stocks = Russell 2000 Value TR, Small Cap Core Stocks = Russell 2000 TR, Small Cap Growth Stocks = Russell 2000 Growth TR, Developed International Value Stocks = MSCI EAFE Value NR, Developed International Core Stocks = MSCI EAFE NR, Developed International Growth Stocks = MSCI EAFE Growth NR, Emerging Markets Stocks = MSCI EM NR, Core Fixed Income = Bloomberg US Agg Bond TR, Defensive Fixed Income = Bloomberg 1-3 yr US Treasury TR, Municipal Fixed Income = Bloomberg Municipal 5 Yr 4-6 TR, Defensive Municipal Fixed Income = Bloomberg 1 Yr 1-2 TR, Floating Rate Corporate Loans = S&P/Leveraged Loan TR, High Yield Bonds = ICE BofA US High Yield TR, Low Correlated Hedge Funds = HFRI Fund of Funds Composite Index, Liquid Low Correlated Hedge Funds = Wilshire Liquid Alternatives Multi-Strategy Index, Commodities = Bloomberg Commodity TR, Midstream Energy = Alerian Midstream Energy TR, Global REITs = S&P Developed Property TR, Direct Real Estate (Current Quarter, YTD, and Annualized Returns are preliminary) = NCREIF ODCE

## Manager Scorecard

	Criteria								Costs		
	Organization	People	Philosophy & Process	Style Consistency	Asset Base	Performance	Expenses	Overall	Exp Ratio (%)	Median Exp Ratio (%)	Ratio of Exp to Median (%)
American Funds Mut;R6 (RMFGX)	█	█	█	█	█	█	█	█	0.270	0.790	34.177
American Funds Flnv;R6 (RFNGX)	█	█	█	█	█	█	█	█	0.280	0.790	35.440
Fidelity 500 Index Fund (FXAIX)	█	█	█	█	█	█	█	█	0.015	0.290	5.172
American Funds Gro;R6 (RGAGX)	█	█	█	█	█	█	█	█	0.300	0.840	35.714
Amer Cent:MC Val;R6 (AMDVX)	█	█	█	█	█	█	█	█	0.620	0.900	68.889
Fidelity Mid Cap Index (FSMDX)	█	█	█	█	█	█	█	█	0.025	0.930	2.688
MassMutual S:MCG;I (MEFZX)	█	█	█	█	█	█	█	█	0.650	0.950	68.421
RBB:BP SCV2;Inst (BPSIX)	█	█	█	█	█	█	█	█	0.990	1.000	99.000
Fidelity Small Cap Index (FSSNX)	█	█	█	█	█	█	█	█	0.025	1.000	2.500
Harbor:Sm Cap Gro;Inst (HASGX)	█	█	█	█	█	█	█	█	0.870	1.100	79.091
Fidelity Internationl Ix (FSPSX)	█	█	█	█	█	█	█	█	0.035	0.900	3.889
American Funds EuPc;R6 (RERGX)	█	█	█	█	█	█	█	█	0.460	0.980	46.939
Invesco Dev Mkt;R6 (ODVIX)	█	█	█	█	█	█	█	█	0.810	1.110	72.973
Fidelity US Bond Index (FXNAX)	█	█	█	█	█	█	█	█	0.025	0.530	4.717
PIMCO:Tot Rtn;Inst (PTTRX)	█	█	█	█	█	█	█	█	0.460	0.620	74.194
Parnassus:Core Eqty;Inst (PRILX)	█	█	█	█	█	█	█	█	0.610	0.850	71.765
SAGIC Core Bond	█	█	█	█	█	█	█	█	0.420	0.730	57.530
Vanguard Tgt Ret2030;Inv (VTHRX)	█	█	█	█	█	█	█	█	0.080	0.620	12.903

Legend For Overall Criteria	
█	No/Minimum Concerns
█	Minor Concern
█	Major Concern
█	Under Review
█	New No/Minimum Concerns
█	Upgrade to Minor Concern
█	Downgrade to Minor Concern
█	New Major Concern

Manager	Score Factor	Comments
American Funds Mut;R6 (RMFGX)	People	42-year firm veteran Joyce Gordon relinquished her manager duties and retired from the firm on July 1, 2022. The strategy remains in good hands since the other veterans remain in the 8-manager group. Brantley Thompson officially joined the management team in January 2023. This does not warrant a concern. Innovest will continue to monitor the fund.  Effective October 24, 2023, Chairman and CEO of Capital Group, Tim Armour, will step down from his leadership role. Mike Gitlin will become President and Chief Executive Officer (CEO) of Capital Group and Chair of Capital Group's management committee. Mike is currently the Head of Fixed Income at Capital Group and has been with the firm for 8 years. Tim will retire after a 40-year career at Capital Group.

The Expense Ratio and Median Expense Ratio for Hedge Fund of Funds and Private Equity Fund of Funds excludes underlying fund expenses; the expenses shown are only at the Fund of Funds level. For additional disclosures related to any non-mutual fund alternative investments, please see the full disclaimer in the appendix.

## 457 & 401(a) Manager Scorecard

Manager	Score Factor	Comments
American Funds Flnv;R6 (RFNGX)	People	Firm veteran Dina Perry relinquished her manager duties and retired from the firm on December 31, 2022. She was the longest-serving manager here, but the strategy remains in good hands since the other 7 managers remain. Dimitrije Mitrinovic officially joined the management team on November 1, 2022. This does not warrant a concern. Innovest will continue to monitor the fund.
American Funds Flnv;R6 (RFNGX)	Performance	Effective October 24, 2023, Chairman and CEO of Capital Group, Tim Armour, will step down from his leadership role. Mike Gitlin will become President and Chief Executive Officer (CEO) of Capital Group and Chair of Capital Group's management committee. Mike is currently the Head of Fixed Income at Capital Group and has been with the firm for 8 years. Tim will retire after a 40-year career at Capital Group.
Fidelity 500 Index Fund (FXAIX)	People	This fund has trailed its benchmark and peers over the 3 year and 5 year period, warranting a minor concern. Innovest will continue to monitor this fund.
American Funds Gro;R6 (RGAGX)	Performance	Deane Gyllenhaal left the fund on 03/31/2022. The strategy is managed by 4 other PMs. This does not warrant a concern and Innovest will continue to monitor this fund's leadership.
American Funds Gro;R6 (RGAGX)	People	The strategy has underperformed its benchmark and peers over the rolling 3-year and 5 year period. Innovest will continue to monitor the fund.
Amer Cent:MC Val;R6 (AMDVX)	People	Effective October 24, 2023, Chairman and CEO of Capital Group, Tim Armour, will step down from his leadership role. Mike Gitlin will become President and Chief Executive Officer (CEO) of Capital Group and Chair of Capital Group's management committee. Mike is currently the Head of Fixed Income at Capital Group and has been with the firm for 8 years. Tim will retire after a 40-year career at Capital Group.
Amer Cent:MC Val;R6 (AMDVX)	Overall	New manager Nathan Rawlins joined the fund's team of six managers in March 2022. This change does not warrant a concern.
MassMutual S:MCG;l (MEFZX)	Performance	Current litigation is being pursued against American Century Investments regarding "closet indexing" of the American Century Value Fund. The ongoing lawsuit is cause for heightened monitoring, but no concern currently.
RBB:BP SCV2;Inst (BPSIX)	People	This fund has underperformed benchmarks and peers over the last 3 and 5 year rolling periods. Innovest will continue to monitor the fund.
American Funds EuPc;R6 (RERGX)	Performance	David Debora retired in September 2022. He was a founding member of Boston Partners and had been a PM since the strategy inception. George Gumpert who has been a PM on the fund since 2005 will continue as the sole PM. Innovest will continue to monitor the product.
American Funds EuPc;R6 (RERGX)	People	This fund's performance has struggled over the 3- and 5-year time periods vs their benchmark and peers. Innovest will continue to monitor the performance of this fund.
Invesco Dev Mkt;R6 (ODVIX)	Performance	Longtime PM of the fund Jesper Lyckeus retired from his portfolio management position on the fund effective July 1, 2022. 7 other PMs remain on the strategy, as Capital Group's team-oriented PM philosophy is well equipped to fulfill Mr. Lyckeus' prior responsibilities. Innovest has been made aware of succession plans well ahead of this retirement and will continue to monitor the team moving forward.
PIMCO:Tot Rtn;Inst (PTRRX)	People	Effective October 24, 2023, Chairman and CEO of Capital Group, Tim Armour, will step down from his leadership role. Mike Gitlin will become President and Chief Executive Officer (CEO) of Capital Group and Chair of Capital Group's management committee. Mike is currently the Head of Fixed Income at Capital Group and has been with the firm for 8 years. Tim will retire after a 40-year career at Capital Group.
		This fund's performance has lagged the index, struggling in the 3- and 5-year periods. This is due in part to high exposure in the Russian Markets. Innovest will continue to monitor the performance of this fund.
		PIMCO announced on October 3, 2022 that Scott Mather began a personal leave of absence that ultimately resulted in his permanent departure from the firm. Despite the team based approach in managing the strategy, Mather's departure after a decade on the fund warrants a minor concern. Innovest will continue to monitor the strategy in the coming quarters.

The Expense Ratio and Median Expense Ratio for Hedge Fund of Funds and Private Equity Fund of Funds excludes underlying fund expenses; the expenses shown are only at the Fund of Funds level. For additional disclosures related to any non-mutual fund alternative investments, please see the full disclaimer in the appendix.

## 457 & 401(a) Table of Returns

	Last Quarter	2022	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Large Cap Equity</b>									
<b>American Funds American Mutual</b>	<b>11.27 (82)</b>	<b>-4.19 (23)</b>	<b>-4.19 (23)</b>	<b>8.07 (28)</b>	<b>8.64 (22)</b>	<b>10.76 (23)</b>	<b>11.19 (26)</b>	<b>1.90 (11)</b>	<b>09/01/2021</b>
Russell 1000 Value Index	12.42 (59)	-7.54 (66)	-7.54 (66)	5.96 (79)	6.67 (73)	9.12 (67)	10.29 (58)	-2.88 (73)	
IM U.S. Large Cap Value Equity (MF) Median	12.88	-6.10	-6.10	7.19	7.50	9.75	10.51	-1.17	
<b>American Funds Fundamental Investors</b>	<b>10.91 (16)</b>	<b>-16.40 (27)</b>	<b>-16.40 (27)</b>	<b>5.81 (79)</b>	<b>7.27 (82)</b>	<b>10.28 (62)</b>	<b>11.49 (58)</b>	<b>-10.09 (32)</b>	<b>09/01/2021</b>
S&P 500 Index	7.56 (57)	-18.11 (45)	-18.11 (45)	7.66 (29)	9.42 (30)	11.48 (21)	12.56 (15)	-10.16 (34)	
IM U.S. Large Cap Core Equity (MF) Median	7.83	-18.72	-18.72	6.95	8.77	10.64	11.69	-11.21	
<b>Fidelity 500 Index</b>	<b>7.56 (57)</b>	<b>-18.13 (45)</b>	<b>-18.13 (45)</b>	<b>7.65 (29)</b>	<b>9.41 (30)</b>	<b>11.47 (21)</b>	<b>12.55 (16)</b>	<b>-5.77 (61)</b>	<b>12/01/2022</b>
S&P 500 Index	7.56 (57)	-18.11 (45)	-18.11 (45)	7.66 (29)	9.42 (30)	11.48 (21)	12.56 (15)	-5.76 (61)	
IM U.S. Large Cap Core Equity (MF) Median	7.83	-18.72	-18.72	6.95	8.77	10.64	11.69	-5.52	
<b>American Funds Growth Fund of America</b>	<b>2.29 (54)</b>	<b>-30.49 (38)</b>	<b>-30.49 (38)</b>	<b>4.78 (50)</b>	<b>7.57 (70)</b>	<b>10.27 (50)</b>	<b>11.93 (54)</b>	<b>-22.23 (35)</b>	<b>09/01/2021</b>
S&P 500 Growth	1.45 (67)	-29.41 (30)	-29.41 (30)	7.54 (13)	10.28 (20)	12.08 (15)	13.59 (13)	-19.09 (19)	
IM U.S. Large Cap Growth Equity (MF) Median	2.48	-31.30	-31.30	4.76	8.53	10.26	12.04	-23.37	
<b>Mid Cap Equity</b>									
<b>American Century Mid Cap Value</b>	<b>13.66 (18)</b>	<b>-1.13 (1)</b>	<b>-1.13 (1)</b>	<b>7.60 (33)</b>	<b>7.07 (24)</b>	<b>9.93 (12)</b>	<b>N/A</b>	<b>2.52 (1)</b>	<b>09/01/2021</b>
Russell Midcap Value Index	10.45 (75)	-12.03 (95)	-12.03 (95)	5.82 (74)	5.72 (62)	8.73 (49)	10.11 (37)	-6.09 (94)	
IM U.S. Mid Cap Value Equity (MF) Median	11.75	-8.03	-8.03	6.71	6.06	8.67	9.61	-2.20	
<b>Fidelity Mid Cap Index</b>	<b>9.21 (58)</b>	<b>-17.28 (87)</b>	<b>-17.28 (87)</b>	<b>5.89 (51)</b>	<b>7.10 (28)</b>	<b>9.61 (22)</b>	<b>10.95 (14)</b>	<b>-5.39 (86)</b>	<b>12/01/2022</b>
Russell Midcap Index	9.18 (60)	-17.32 (88)	-17.32 (88)	5.88 (51)	7.10 (28)	9.61 (22)	10.96 (14)	-5.40 (86)	
IM U.S. Mid Cap Core Equity (MF) Median	9.63	-13.21	-13.21	5.90	5.94	8.50	9.49	-4.65	
<b>MassMutual Mid Cap Growth</b>	<b>7.78 (25)</b>	<b>-24.07 (24)</b>	<b>-24.07 (24)</b>	<b>3.30 (64)</b>	<b>7.15 (62)</b>	<b>9.35 (56)</b>	<b>11.80 (29)</b>	<b>-18.67 (23)</b>	<b>09/01/2021</b>
S&P MidCap 400 Growth	8.75 (17)	-18.96 (10)	-18.96 (10)	5.76 (30)	6.02 (79)	9.13 (61)	10.39 (64)	-12.42 (9)	
IM U.S. Mid Cap Growth Equity (MF) Median	5.69	-28.79	-28.79	4.14	7.54	9.51	11.07	-22.57	
<b>Small Cap Equity</b>									
<b>Boston Partners Small Cap Value</b>	<b>9.22 (84)</b>	<b>-11.49 (58)</b>	<b>-11.49 (58)</b>	<b>4.19 (93)</b>	<b>3.91 (68)</b>	<b>7.65 (66)</b>	<b>8.45 (55)</b>	<b>-3.22 (64)</b>	<b>05/01/2022</b>
Russell 2000 Value Index	8.42 (90)	-14.48 (96)	-14.48 (96)	4.70 (88)	4.13 (63)	8.23 (48)	8.48 (53)	-5.01 (84)	
IM U.S. Small Cap Value Equity (MF) Median	11.70	-11.09	-11.09	6.79	4.73	8.12	8.53	-1.97	
<b>Fidelity Small Cap Index</b>	<b>6.25 (91)</b>	<b>-20.27 (84)</b>	<b>-20.27 (84)</b>	<b>3.15 (75)</b>	<b>4.22 (61)</b>	<b>8.03 (50)</b>	<b>9.17 (44)</b>	<b>-6.46 (78)</b>	<b>12/01/2022</b>
Russell 2000 Index	6.23 (92)	-20.44 (87)	-20.44 (87)	3.10 (75)	4.13 (64)	7.90 (54)	9.01 (49)	-6.49 (81)	
IM U.S. Small Cap Core Equity (MF) Median	9.65	-15.78	-15.78	5.20	4.78	8.03	8.97	-5.77	

Mutual fund and ETF returns are reported net of fees, unless otherwise stated, and are provided by the product manager. Real Estate returns are gross of fees. Numbers in parentheses represent the percentile rank of a return as compared to a universe of funds using similar investment strategies. Returns for periods longer than one year are annualized.

## 457 & 401(a) Table of Returns

	Last Quarter	2022	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Harbor Small Cap Growth</b>	<b>4.29 (54)</b>	<b>-25.53 (37)</b>	<b>-25.53 (37)</b>	<b>4.20 (39)</b>	<b>7.53 (27)</b>	<b>9.62 (34)</b>	<b>11.40 (17)</b>	<b>-6.60 (56)</b>	<b>05/01/2022</b>
Russell 2000 Growth Index	4.13 (56)	-26.36 (44)	-26.36 (44)	0.65 (83)	3.51 (83)	7.09 (80)	9.20 (67)	-3.93 (26)	
IM U.S. Small Cap Growth Equity (MF) Median	4.46	-27.54	-27.54	3.48	6.11	8.95	9.80	-6.20	
<b>International Equity</b>									
<b>Fidelity International Index</b>	<b>18.28 (14)</b>	<b>-14.24 (31)</b>	<b>-14.24 (31)</b>	<b>1.12 (33)</b>	<b>1.75 (19)</b>	<b>4.77 (29)</b>	<b>4.73 (23)</b>	<b>-1.81 (52)</b>	<b>12/01/2022</b>
MSCI EAFE (Net) Index	17.34 (38)	-14.45 (37)	-14.45 (37)	0.87 (41)	1.54 (29)	4.53 (42)	4.67 (25)	0.08 (11)	
IM International Core Equity (MF) Median	16.93	-15.19	-15.19	0.55	0.96	4.22	4.10	-1.78	
<b>American Funds EuroPacific Growth</b>									
<b>MSCI EAFE Growth Index (Net)</b>	<b>13.78 (65)</b>	<b>-22.72 (60)</b>	<b>-22.72 (60)</b>	<b>-0.15 (71)</b>	<b>1.54 (64)</b>	<b>5.24 (35)</b>	<b>5.30 (32)</b>	<b>-20.81 (68)</b>	<b>09/01/2021</b>
MSCI EAFE Growth Index (Net)	15.05 (43)	-22.95 (64)	-22.95 (64)	0.47 (59)	2.49 (39)	5.06 (42)	5.59 (27)	-17.73 (56)	
IM International Large Cap Growth Equity (MF) Median	14.64	-20.24	-20.24	0.92	2.00	4.86	4.81	-16.72	
<b>Emerging Markets Equity</b>									
<b>Invesco Developing Markets</b>	<b>11.42 (25)</b>	<b>-24.85 (68)</b>	<b>-24.85 (68)</b>	<b>-6.36 (88)</b>	<b>-2.04 (58)</b>	<b>3.94 (63)</b>	<b>1.65 (38)</b>	<b>-23.42 (71)</b>	<b>09/01/2021</b>
MSCI Emerging Markets (Net) Index	9.70 (55)	-20.09 (32)	-20.09 (32)	-2.69 (44)	-1.40 (42)	5.17 (33)	1.44 (45)	-18.82 (32)	
IM Emerging Markets Equity (MF) Median	9.95	-22.44	-22.44	-3.16	-1.74	4.52	1.24	-21.04	
<b>Socially Responsible</b>									
<b>Parnassus Core Equity</b>	<b>9.64 (25)</b>	<b>-18.45 (48)</b>	<b>-18.45 (48)</b>	<b>8.19 (19)</b>	<b>10.66 (6)</b>	<b>11.51 (20)</b>	<b>12.64 (13)</b>	<b>-11.29 (51)</b>	<b>09/01/2021</b>
S&P 500 Index	7.56 (57)	-18.11 (45)	-18.11 (45)	7.66 (29)	9.42 (30)	11.48 (21)	12.56 (15)	-10.16 (34)	
IM U.S. Large Cap Core Equity (MF) Median	7.83	-18.72	-18.72	6.95	8.77	10.64	11.69	-11.21	
<b>Fixed Income</b>									
<b>Fidelity US Bond Index</b>	<b>1.67 (55)</b>	<b>-13.04 (22)</b>	<b>-13.04 (22)</b>	<b>-2.72 (50)</b>	<b>-0.02 (45)</b>	<b>0.83 (58)</b>	<b>1.01 (52)</b>	<b>-0.65 (79)</b>	<b>12/01/2022</b>
Blmbg. U.S. Aggregate Index	1.87 (35)	-13.01 (21)	-13.01 (21)	-2.71 (50)	0.02 (42)	0.89 (53)	1.06 (46)	-0.45 (44)	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.71	-13.67	-13.67	-2.72	-0.07	0.92	1.02	-0.50	
<b>PIMCO Total Return</b>									
<b>Blmbg. U.S. Aggregate Index</b>	<b>1.79 (44)</b>	<b>-14.08 (65)</b>	<b>-14.08 (65)</b>	<b>-2.47 (35)</b>	<b>0.03 (40)</b>	<b>1.11 (34)</b>	<b>1.12 (40)</b>	<b>-11.22 (56)</b>	<b>09/01/2021</b>
Blmbg. U.S. Aggregate Index	1.87 (35)	-13.01 (21)	-13.01 (21)	-2.71 (50)	0.02 (42)	0.89 (53)	1.06 (46)	-10.50 (19)	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.71	-13.67	-13.67	-2.72	-0.07	0.92	1.02	-11.11	
<b>Stable Value</b>									
<b>MassMutual Stable Value Group Annuity - San Mateo (HRA Only)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>01/01/2017</b>
Ryan 3 Yr GIC Master Index	0.42 (73)	1.46 (51)	1.46 (51)	1.85 (24)	1.98 (30)	1.84 (39)	1.61 (52)	1.92 (35)	
IM U.S. GIC/Stable Value (SA+CF) Median	0.51	1.48	1.48	1.61	1.83	1.75	1.64	1.79	

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## 457 & 401(a) Table of Returns

	Last Quarter	2022	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>SAGIC Core Bond II</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	09/01/2021
Ryan 3 Yr GIC Master Index	0.42 (97)	1.46 (81)	1.46 (81)	1.85 (55)	1.98 (62)	1.84 (80)	1.61 (88)	1.47 (75)	
IM U.S. GIC/Stable Value (SA+CF) Median	0.58	1.91	1.91	1.94	2.05	1.94	1.81	1.84	
<b>Bank of the West Savings</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	09/01/2021
90 Day U.S. Treasury Bill	0.84	1.46	1.46	0.72	1.26	1.06	0.75	1.10	
<b>Target Date Funds</b>									
<b>Vanguard Target Retirement Income</b>	3.74 (71)	-12.74 (49)	-12.74 (49)	0.34 (41)	2.30 (44)	3.58 (49)	3.62 (44)	-9.55 (47)	09/01/2021
Vanguard Target Income Composite Index	3.95 (60)	-12.44 (42)	-12.44 (42)	0.73 (29)	2.59 (31)	3.83 (38)	3.86 (32)	-9.26 (37)	
IM Mixed-Asset Target Today (MF) Median	4.30	-12.87	-12.87	0.18	2.00	3.57	3.45	-9.66	
<b>Vanguard Target Retirement 2020</b>	4.97 (73)	-14.15 (42)	-14.15 (42)	1.33 (52)	3.22 (40)	5.24 (39)	5.83 (27)	-10.45 (46)	09/01/2021
Vanguard Target 2020 Composite Index	5.13 (68)	-13.76 (34)	-13.76 (34)	1.81 (30)	3.58 (14)	5.55 (11)	6.14 (11)	-10.08 (33)	
IM Mixed-Asset Target 2020 (MF) Median	5.59	-14.37	-14.37	1.36	3.09	5.10	5.39	-10.49	
<b>Vanguard Target Retirement 2025</b>	6.03 (42)	-15.55 (58)	-15.55 (58)	1.66 (43)	3.58 (33)	5.82 (28)	6.43 (16)	-11.43 (64)	09/01/2021
Vanguard Target 2025 Composite Index	6.17 (34)	-15.01 (43)	-15.01 (43)	2.23 (22)	4.01 (10)	6.18 (12)	6.78 (7)	-10.93 (46)	
IM Mixed-Asset Target 2025 (MF) Median	5.85	-15.31	-15.31	1.40	3.30	5.37	5.57	-11.06	
<b>Vanguard Target Retirement 2030</b>	6.81 (41)	-16.27 (51)	-16.27 (51)	2.09 (47)	3.94 (40)	6.34 (37)	6.99 (22)	-11.85 (59)	09/01/2021
Vanguard Target 2030 Composite Index	6.93 (36)	-15.70 (40)	-15.70 (40)	2.67 (20)	4.36 (14)	6.70 (15)	7.34 (8)	-11.35 (40)	
IM Mixed-Asset Target 2030 (MF) Median	6.68	-16.21	-16.21	2.03	3.76	6.07	6.34	-11.61	
<b>Vanguard Target Retirement 2035</b>	7.45 (62)	-16.62 (41)	-16.62 (41)	2.64 (54)	4.34 (44)	6.90 (38)	7.57 (29)	-11.98 (47)	09/01/2021
Vanguard Target 2035 Composite Index	7.58 (54)	-16.10 (28)	-16.10 (28)	3.20 (23)	4.76 (20)	7.26 (20)	7.93 (10)	-11.51 (29)	
IM Mixed-Asset Target 2035 (MF) Median	7.65	-17.05	-17.05	2.71	4.22	6.70	7.03	-12.05	
<b>Vanguard Target Retirement 2040</b>	8.20 (64)	-16.98 (33)	-16.98 (33)	3.17 (50)	4.74 (42)	7.46 (32)	8.06 (22)	-12.12 (35)	09/01/2021
Vanguard Target 2040 Composite Index	8.23 (62)	-16.50 (22)	-16.50 (22)	3.70 (19)	5.14 (19)	7.81 (18)	8.42 (11)	-11.70 (20)	
IM Mixed-Asset Target 2040 (MF) Median	8.44	-17.85	-17.85	3.13	4.61	7.16	7.46	-12.52	
<b>Vanguard Target Retirement 2045</b>	8.89 (54)	-17.36 (31)	-17.36 (31)	3.74 (33)	5.14 (29)	7.86 (24)	8.34 (19)	-12.29 (35)	09/01/2021
Vanguard Target 2045 Composite Index	8.89 (55)	-16.92 (23)	-16.92 (23)	4.22 (9)	5.53 (14)	8.20 (11)	8.70 (8)	-11.89 (21)	
IM Mixed-Asset Target 2045 (MF) Median	8.94	-18.15	-18.15	3.44	4.88	7.41	7.63	-12.72	
<b>Vanguard Target Retirement 2050</b>	9.23 (45)	-17.46 (30)	-17.46 (30)	3.80 (33)	5.18 (30)	7.89 (25)	8.36 (20)	-12.32 (31)	09/01/2021
Vanguard Target 2050 Composite Index	9.18 (50)	-17.07 (20)	-17.07 (20)	4.30 (7)	5.58 (13)	8.24 (10)	8.72 (7)	-11.96 (21)	
IM Mixed-Asset Target 2050 (MF) Median	9.17	-18.30	-18.30	3.55	4.91	7.47	7.73	-13.00	

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## 457 & 401(a) Table of Returns

	Last Quarter	2022	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
<b>Vanguard Target Retirement 2055</b>	<b>9.23 (50)</b>	<b>-17.46 (26)</b>	<b>-17.46 (26)</b>	<b>3.79 (35)</b>	<b>5.18 (31)</b>	<b>7.88 (30)</b>	<b>8.34 (28)</b>	<b>-12.31 (30)</b>	<b>09/01/2021</b>
Vanguard Target 2055 Composite Index	9.18 (55)	-17.07 (19)	-17.07 (19)	4.30 (6)	5.58 (11)	8.24 (10)	8.72 (9)	-11.96 (22)	
IM Mixed-Asset Target 2055 (MF) Median	9.23	-18.31	-18.31	3.57	4.94	7.56	7.86	-13.03	
<b>Vanguard Target Retirement 2060</b>	<b>9.23 (54)</b>	<b>-17.46 (25)</b>	<b>-17.46 (25)</b>	<b>3.79 (37)</b>	<b>5.17 (35)</b>	<b>7.88 (37)</b>	<b>8.34 (N/A)</b>	<b>-12.30 (28)</b>	<b>09/01/2021</b>
Vanguard Target 2060 Composite Index	9.18 (58)	-17.07 (19)	-17.07 (19)	4.30 (10)	5.58 (14)	8.24 (12)	8.72 (N/A)	-11.96 (20)	
IM Mixed-Asset Target 2060 (MF) Median	9.26	-18.33	-18.33	3.59	4.99	7.66	N/A	-13.06	
<b>Vanguard Target Retirement 2065</b>	<b>9.24 (53)</b>	<b>-17.39 (18)</b>	<b>-17.39 (18)</b>	<b>3.78 (32)</b>	<b>5.15 (24)</b>	<b>N/A</b>	<b>N/A</b>	<b>-12.27 (13)</b>	<b>09/01/2021</b>
Vanguard Target 2065 Composite Index (Net)	9.18 (57)	-17.07 (17)	-17.07 (17)	4.30 (6)	5.58 (1)	N/A	N/A	-11.96 (10)	
IM Mixed-Asset Target 2065+ (MF) Median	9.26	-18.59	-18.59	3.57	4.60	N/A	N/A	-13.35	

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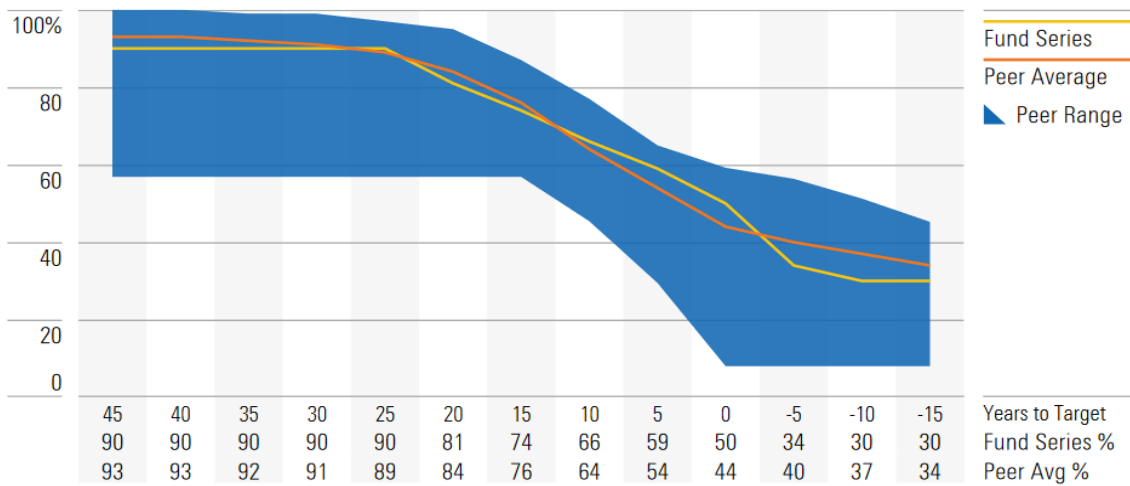
# Vanguard Target Date Funds

**Organization:**  
 Founded in 1975, Vanguard's total AUM has eclipsed the \$4 trillion mark across more than 240 mutual funds. The foundation of Vanguard's investment methodology is based around low-cost indexed mutual funds. Day-to-day management of the target date series is overseen William Coleman and Walter Nejman.

**Glide Path Rationale:**  
 With approximately 50% equity exposure at retirement, Vanguard's target date suite is moderately aggressive in comparison to its peers (equity exposure ranges from 70% to 20% across the industry, with the average around 45%). The allocation in this target date suite is managed until seven years after retirement, at which point the glide path becomes static with an allocation of 30% equity and 70% fixed income.

**Composition of Funds:**  
 Each of the Vanguard Target Retirement Funds invests in a mix of the firm's broadest proprietary index funds. 100% of the underlying funds are passively managed, predominantly across four index funds (Total Stock Market Index, Total International Stock Index, Total Bond Market II Index, and Total International Bond Index), and the series introduces an allocation to the Vanguard Inflation Protected Securities Index five years prior to the target retirement date. The broad underlying index funds provide exposure to more than 9,500 equity securities and more than 12,700 fixed income securities.

## Strategic Equity Glide Path



Peer group includes all series of target-date mutual funds. Each fund in a series follows a predefined asset-allocation glide path and is assigned to Morningstar Category based upon its target retirement date.

\*GlidePath generated using Morningstar Target Date Series Report

COMPOSITION				
Funds of Funds	Number of Funds/ Holdings	Open Architecture (%)	Sub-Advisors Used	% Active Managers
Y	5	0%	N	0%

GLIDE PATH			
Max % Equity	% Equity at Target-Date	Min % Equity	Age at Glide Path End
90%	50%	30%	75

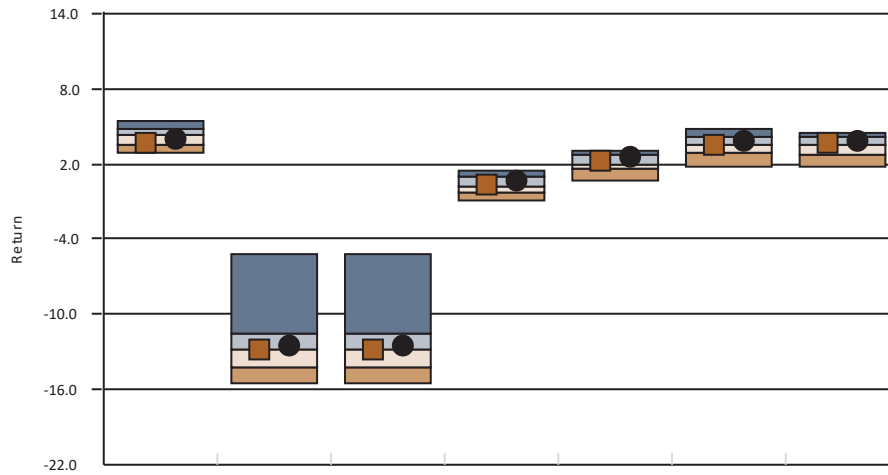
ASSET CLASS SUMMARY	
U.S. Equity	•
International Equity	•
Emerging Markets Equity	•
U.S. Fixed Income	•
U.S. TIPS	•
High Yield Fixed Income	
International Fixed Income	•
Emerging Markets Debt	
REITs	
Commodities	

Expenses		
	Vanguard	Median
Income	0.08%	0.60%
2020	0.08%	0.68%
2025	0.08%	0.67%
2030	0.08%	0.70%
2035	0.08%	0.68%
2040	0.08%	0.72%
2045	0.08%	0.70%
2050	0.08%	0.72%
2055	0.08%	0.71%
2060	0.08%	0.70%
2065	0.08%	0.70%
2070	0.08%	0.70%

Top Holdings	
Fund	Asset Class
Vanguard Total Stock Mkt Idx	Large Cap Core
Vanguard Total Intl Stock Index	International Core
Vanguard Total Bond Mkt II Idx	Domestic Fixed Income
Vanguard Total Intl Bd Idx	International Fixed Income
Vanguard ST Infl-Prot Sec Idx	US TIPS

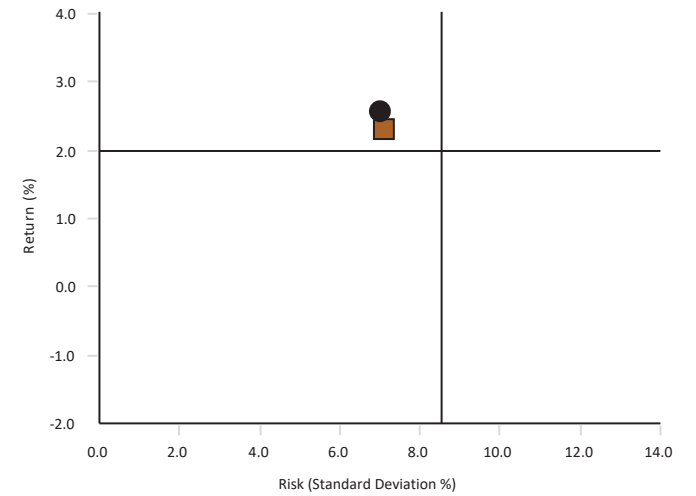
# Vanguard Target Ret Inc 12/31/22

## PEER GROUP ANALYSIS - IM Mixed-Asset Target Today (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Vanguard Target Ret Inc	3.74 (71)	-12.74 (49)	-12.74 (49)	0.34 (41)	2.30 (44)	3.58 (49)	3.62 (44)
Vanguard Target Income Composite Index	3.95 (60)	-12.44 (42)	-12.44 (42)	0.73 (29)	2.59 (31)	3.83 (38)	3.86 (32)
Median	4.30	-12.87	-12.87	0.18	2.00	3.57	3.45

## RISK VS. RETURN (5 YEARS\*)

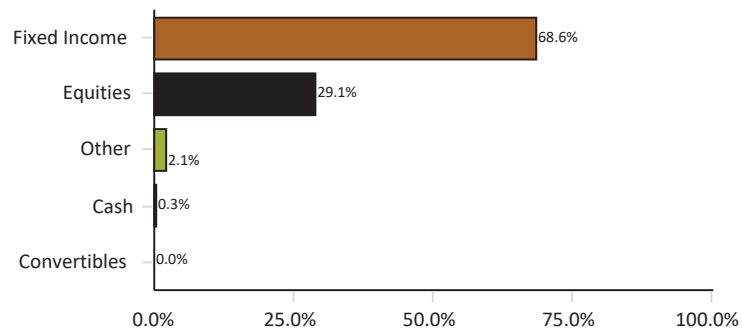


	Return	Standard Deviation
Vanguard Target Ret Inc	2.30	7.10
Vanguard Target Income Composite Index	2.59	7.02
Median	2.00	8.53

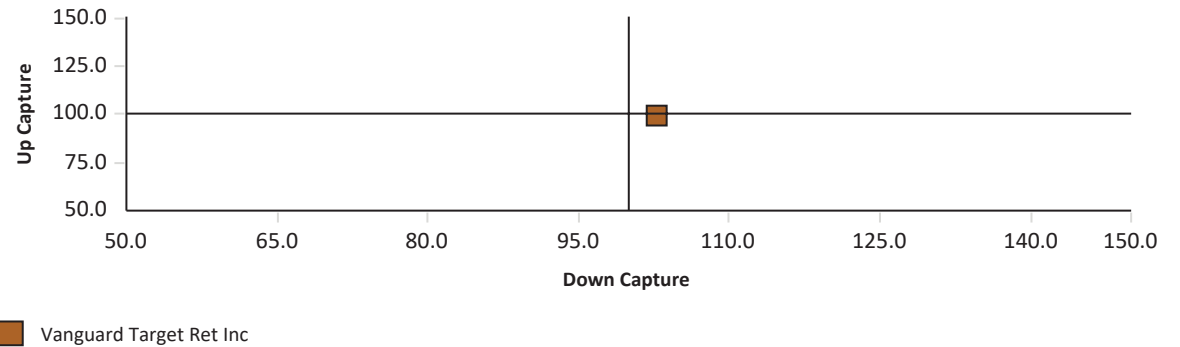
## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Vanguard Target Ret Inc	5.25 (69)	10.02 (34)	13.16 (56)	-1.99 (11)	8.47 (61)	5.25 (46)	-0.17 (9)
Vanguard Target Income Composite Index	5.44 (66)	10.70 (20)	13.41 (50)	-1.97 (9)	8.68 (55)	5.35 (39)	0.13 (3)
IM Mixed-Asset Target Today (MF) Median	6.16	9.50	13.34	-3.57	8.92	5.13	-1.42

## ASSET ALLOCATION



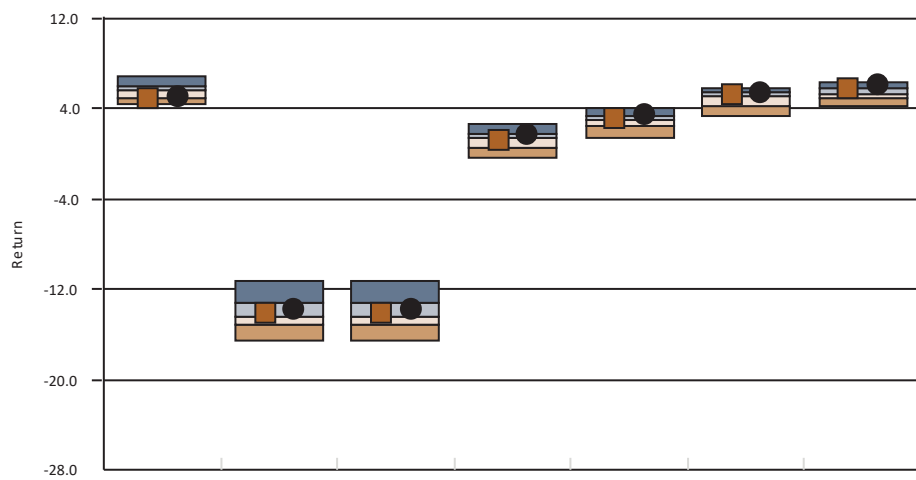
## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



\*If less than 5 years, data is since inception of fund share class.

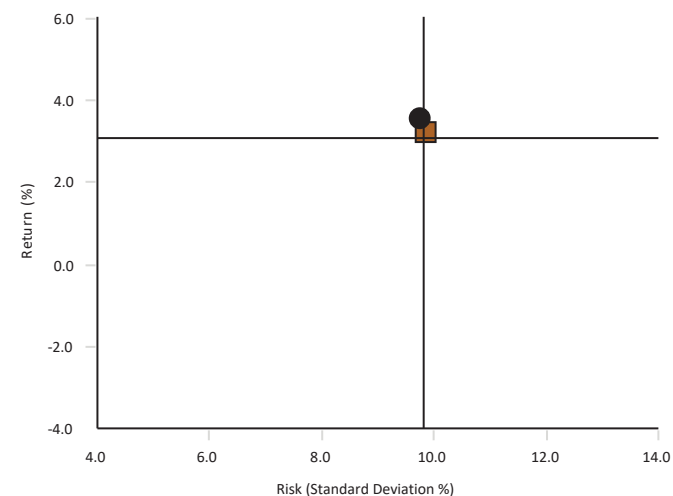
# Vanguard Target Ret 2020 12/31/22

## PEER GROUP ANALYSIS - IM Mixed-Asset Target 2020 (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Vanguard Target Ret 2020	4.97 (73)	-14.15 (42)	-14.15 (42)	1.33 (52)	3.22 (40)	5.24 (39)	5.83 (27)
Vanguard Target 2020 Composite Index	5.13 (68)	-13.76 (34)	-13.76 (34)	1.81 (30)	3.58 (14)	5.55 (11)	6.14 (11)
Median	5.59	-14.37	-14.37	1.36	3.09	5.10	5.39

## RISK VS. RETURN (5 YEARS\*)

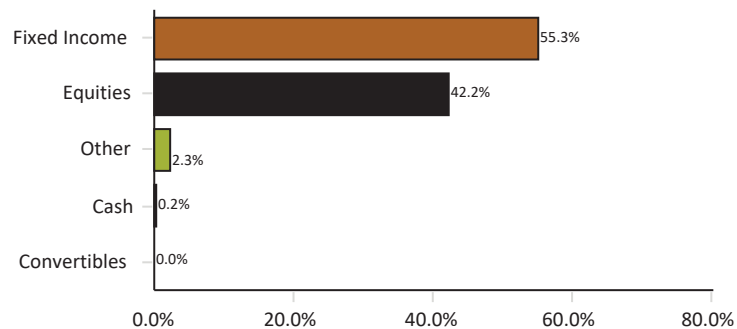


	Return	Standard Deviation
Vanguard Target Ret 2020	3.22	9.87
Vanguard Target 2020 Composite Index	3.58	9.74
Median	3.09	9.82

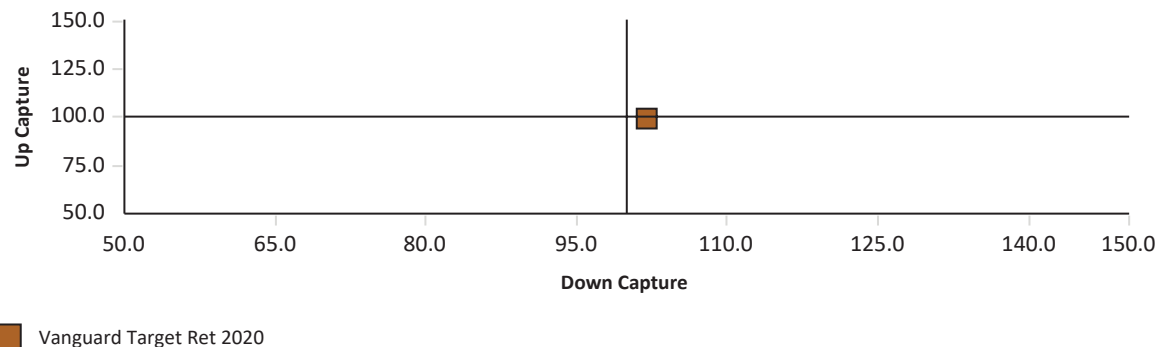
## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Vanguard Target Ret 2020	8.17 (67)	12.04 (37)	17.63 (24)	-4.24 (44)	14.08 (15)	6.95 (31)	-0.68 (23)
Vanguard Target 2020 Composite Index	8.43 (60)	12.85 (21)	17.87 (20)	-4.13 (40)	14.22 (11)	7.17 (25)	-0.40 (13)
IM Mixed-Asset Target 2020 (MF) Median	8.70	10.90	15.97	-4.52	12.69	6.36	-1.44

## ASSET ALLOCATION



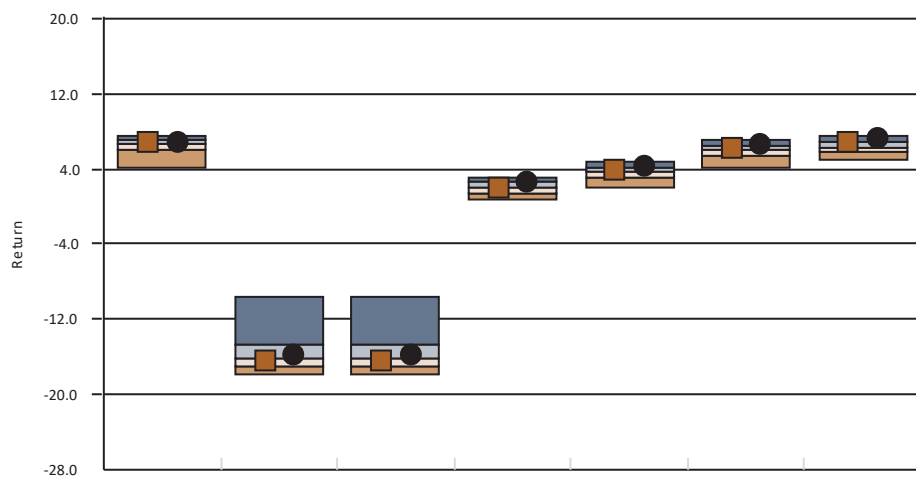
## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



\*If less than 5 years, data is since inception of fund share class.

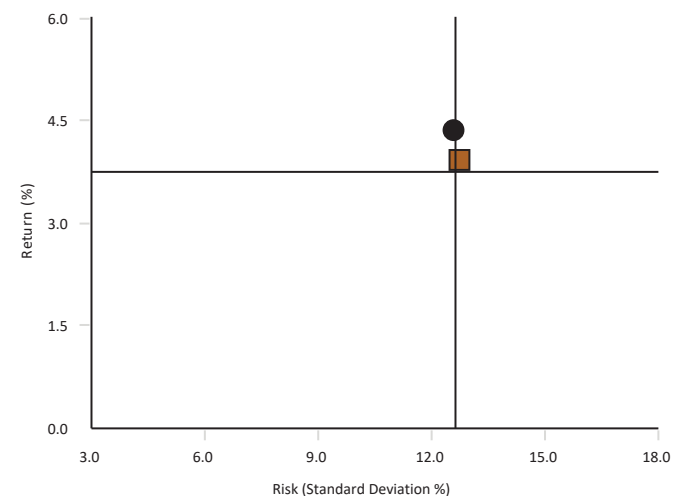
# Vanguard Target Ret 2030 12/31/22

## PEER GROUP ANALYSIS - IM Mixed-Asset Target 2030 (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Vanguard Target Ret 2030	6.81 (41)	-16.27 (51)	-16.27 (51)	2.09 (47)	3.94 (40)	6.34 (37)	6.99 (22)
Vanguard Target 2030 Composite Index	6.93 (36)	-15.70 (40)	-15.70 (40)	2.67 (20)	4.36 (14)	6.70 (15)	7.34 (8)
Median	6.68	-16.21	-16.21	2.03	3.76	6.07	6.34

## RISK VS. RETURN (5 YEARS\*)

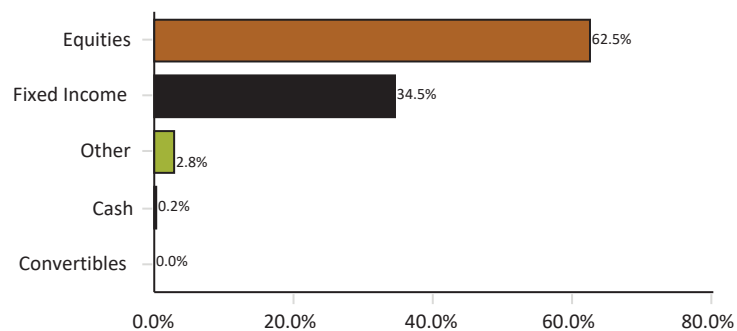


	Return	Standard Deviation
Vanguard Target Ret 2030	3.94	12.75
Vanguard Target 2030 Composite Index	4.36	12.59
Median	3.76	12.66

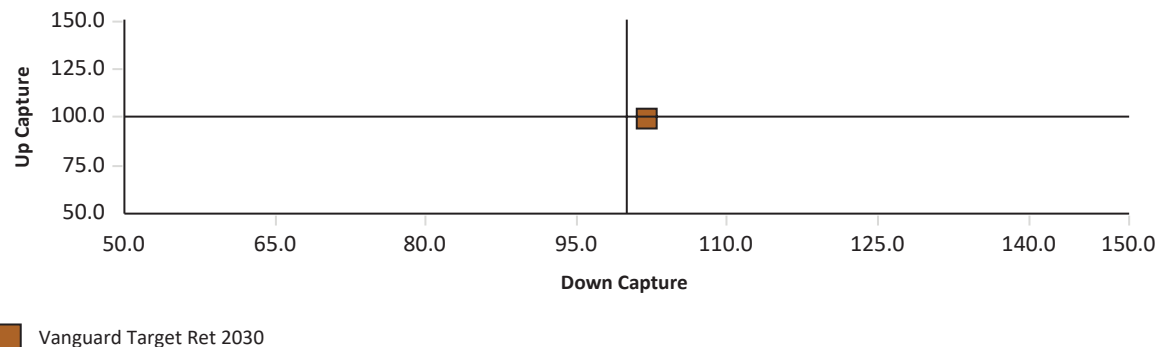
## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Vanguard Target Ret 2030	11.38 (52)	14.10 (36)	21.07 (32)	-5.86 (39)	17.52 (34)	7.85 (32)	-1.03 (33)
Vanguard Target 2030 Composite Index	11.66 (44)	14.98 (18)	21.34 (26)	-5.72 (35)	17.66 (30)	8.11 (25)	-0.79 (26)
IM Mixed-Asset Target 2030 (MF) Median	11.44	12.86	20.08	-6.32	16.92	7.30	-1.47

## ASSET ALLOCATION



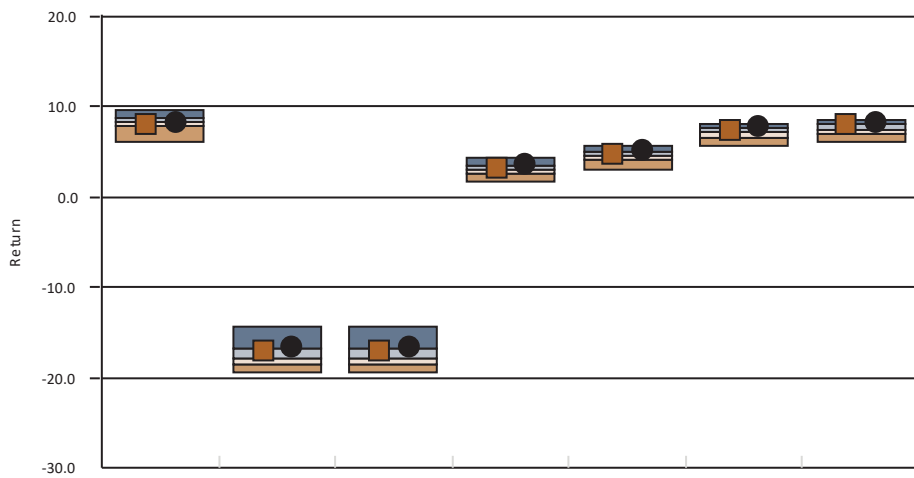
## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



\*If less than 5 years, data is since inception of fund share class.

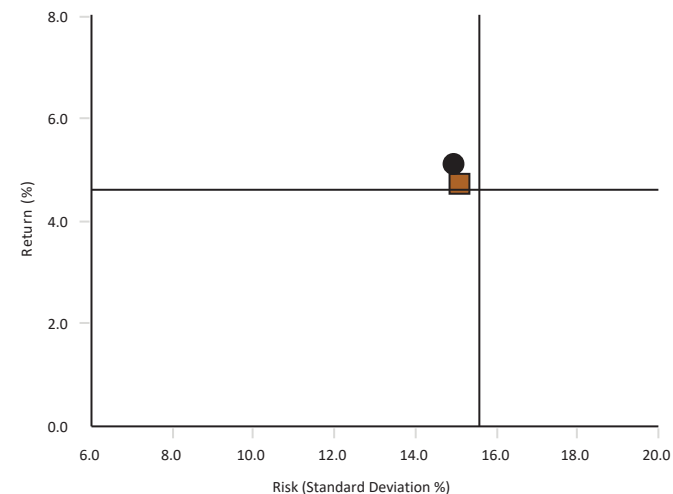
# Vanguard Target Ret 2040 12/31/22

## PEER GROUP ANALYSIS - IM Mixed-Asset Target 2040 (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Vanguard Target Ret 2040	8.20 (64)	-16.98 (33)	-16.98 (33)	3.17 (50)	4.74 (42)	7.46 (32)	8.06 (22)
Vanguard Target 2040 Composite Index	8.23 (62)	-16.50 (22)	-16.50 (22)	3.70 (19)	5.14 (19)	7.81 (18)	8.42 (11)
Median	8.44	-17.85	-17.85	3.13	4.61	7.16	7.46

## RISK VS. RETURN (5 YEARS\*)

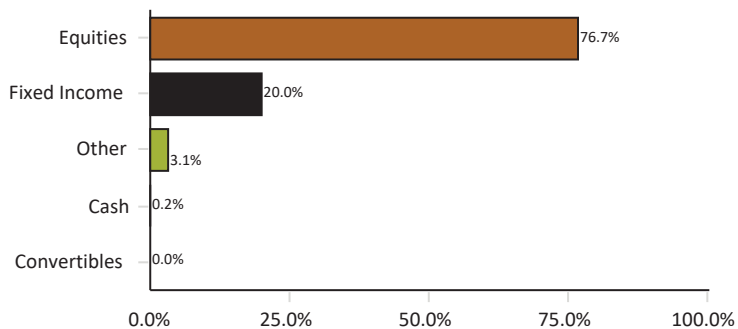


	Return	Standard Deviation
Vanguard Target Ret 2040	4.74	15.09
Vanguard Target 2040 Composite Index	5.14	14.94
Median	4.61	15.60

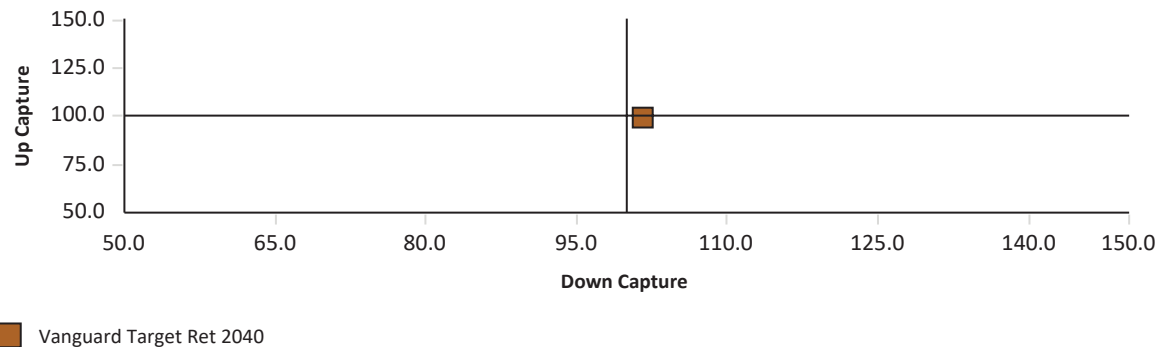
## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Vanguard Target Ret 2040	14.56 (79)	15.47 (39)	23.86 (44)	-7.32 (33)	20.71 (28)	8.73 (26)	-1.59 (48)
Vanguard Target 2040 Composite Index	14.84 (72)	16.31 (30)	24.19 (36)	-7.22 (30)	20.86 (23)	8.98 (20)	-1.25 (39)
IM Mixed-Asset Target 2040 (MF) Median	15.67	14.74	23.63	-7.97	19.74	7.95	-1.66

## ASSET ALLOCATION



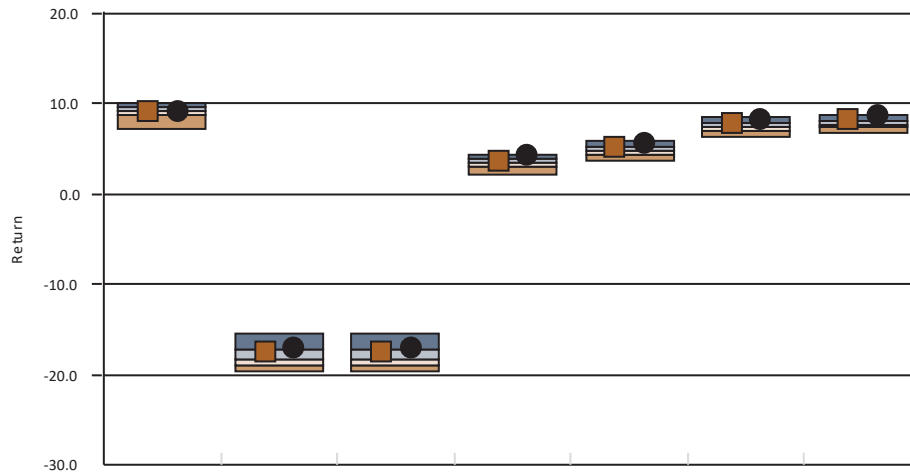
## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



\*If less than 5 years, data is since inception of fund share class.

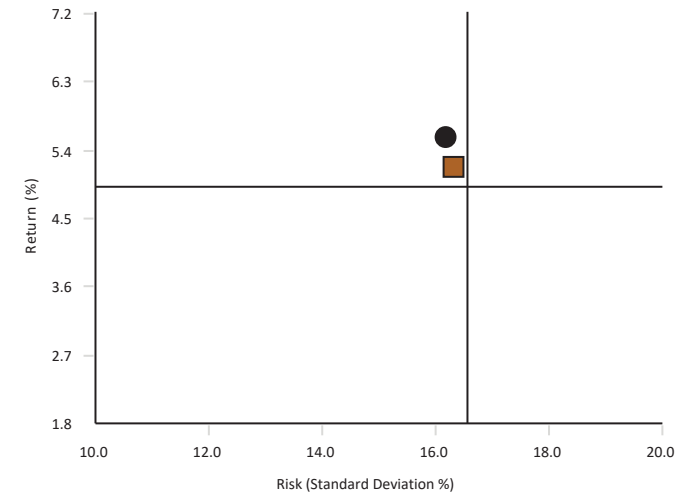
# Vanguard Target Ret 2050 12/31/22

## PEER GROUP ANALYSIS - IM Mixed-Asset Target 2050 (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Vanguard Target Ret 2050	9.23 (45)	-17.46 (30)	-17.46 (30)	3.80 (33)	5.18 (30)	7.89 (25)	8.36 (20)
Vanguard Target 2050 Composite Index	9.18 (50)	-17.07 (20)	-17.07 (20)	4.30 (7)	5.58 (13)	8.24 (10)	8.72 (7)
Median	9.17	-18.30	-18.30	3.55	4.91	7.47	7.73

## RISK VS. RETURN (5 YEARS\*)

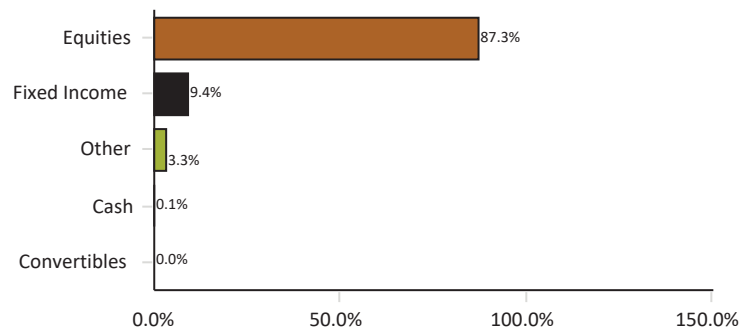


	Return	Standard Deviation
Vanguard Target Ret 2050	5.18	16.33
Vanguard Target 2050 Composite Index	5.58	16.18
Median	4.91	16.56

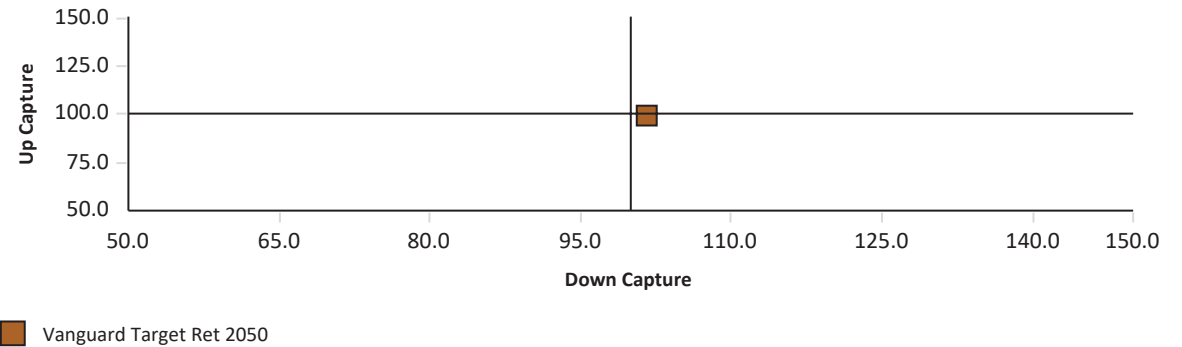
## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Vanguard Target Ret 2050	16.41 (70)	16.39 (37)	24.98 (41)	-7.90 (34)	21.39 (33)	8.85 (31)	-1.58 (49)
Vanguard Target 2050 Composite Index	16.75 (58)	17.17 (30)	25.37 (30)	-7.77 (27)	21.55 (26)	9.13 (26)	-1.25 (39)
IM Mixed-Asset Target 2050 (MF) Median	16.99	15.54	24.67	-8.54	20.80	8.10	-1.63

## ASSET ALLOCATION



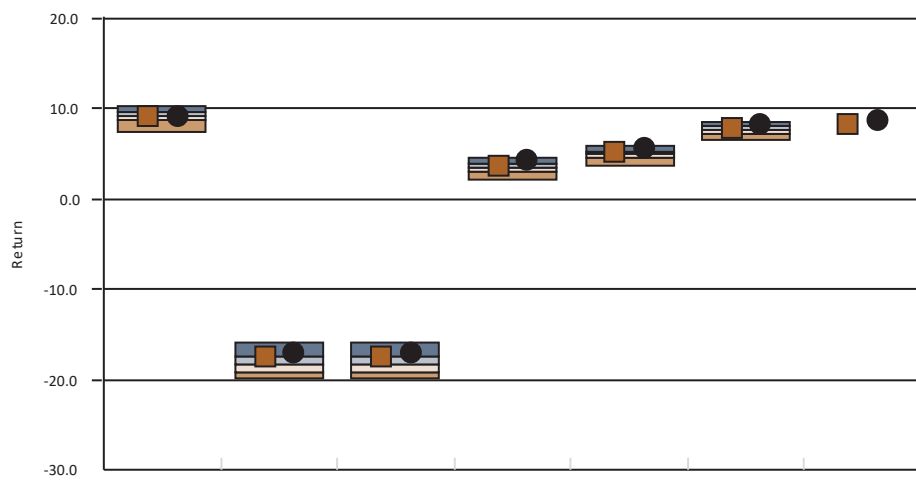
## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



\*If less than 5 years, data is since inception of fund share class.

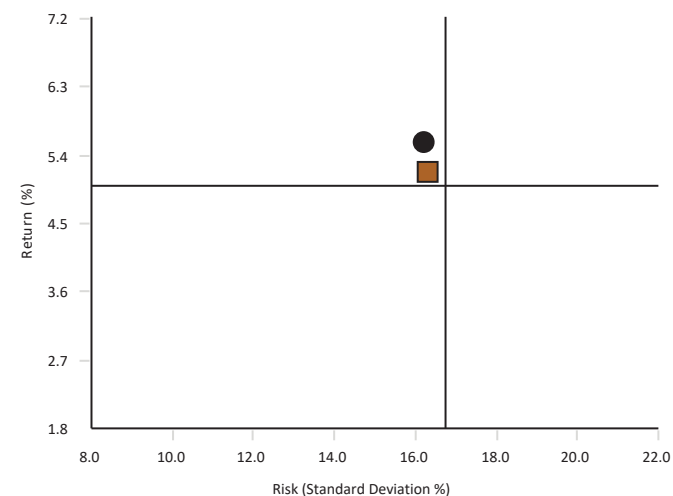
# Vanguard Target Ret 2060 12/31/22

## PEER GROUP ANALYSIS - IM Mixed-Asset Target 2060 (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Vanguard Target Ret 2060	9.23 (54)	-17.46 (25)	-17.46 (25)	3.79 (37)	5.17 (35)	7.88 (37)	8.34 (N/A)
Vanguard Target 2060 Composite Index	9.18 (58)	-17.07 (19)	-17.07 (19)	4.30 (10)	5.58 (14)	8.24 (12)	8.72 (N/A)
Median	9.26	-18.33	-18.33	3.59	4.99	7.66	N/A

## RISK VS. RETURN (5 YEARS\*)

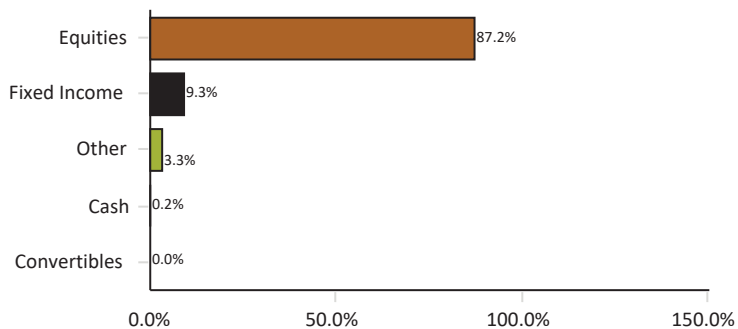


	Return	Standard Deviation
Vanguard Target Ret 2060	5.17	16.31
Vanguard Target 2060 Composite Index	5.58	16.18
Median	4.99	16.75

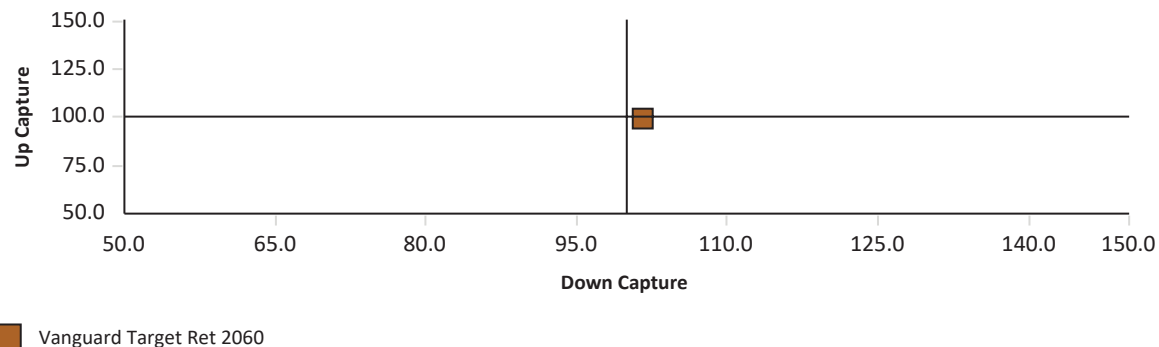
## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Vanguard Target Ret 2060	16.44 (76)	16.32 (41)	24.96 (57)	-7.89 (34)	21.39 (43)	8.84 (25)	-1.68 (84)
Vanguard Target 2060 Composite Index	16.75 (68)	17.17 (34)	25.37 (41)	-7.77 (29)	21.55 (37)	9.13 (20)	-1.25 (63)
IM Mixed-Asset Target 2060 (MF) Median	17.25	15.70	25.07	-8.49	21.27	7.86	-1.01

## ASSET ALLOCATION



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



\*If less than 5 years, data is since inception of fund share class.

# American Funds Mutual 12/31/22

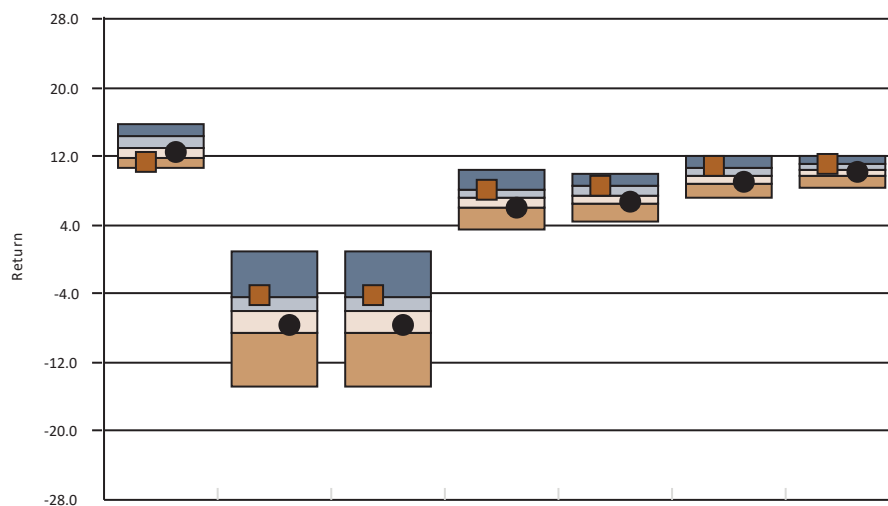
## FUND INFORMATION

Fund Family : Capital Group/American Funds  
 Fund Inception : 05/01/2009  
 Portfolio Manager : Team Managed  
 Total Assets : \$24,166 Million  
 Turnover : 23%

### Investment Strategy:

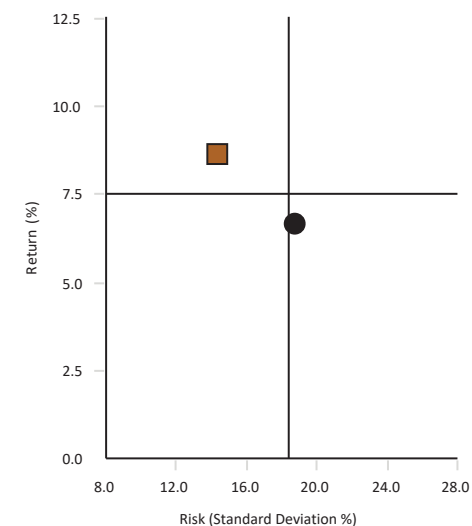
The American Funds American Mutual fund invests in U.S. equities with the with a focus on income, growth and conservation of capital. Although the funds is benchmarked against the Russell 1000 Value Index the portfolio management teams aims to reduce volatility and risk.

## PEER GROUP ANALYSIS - IM U.S. Large Cap Value Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
American Funds Mutual	11.27 (82)	-4.19 (23)	-4.19 (23)	8.07 (28)	8.64 (22)	10.76 (23)	11.19 (26)
Russell 1000 Value Index	12.42 (59)	-7.54 (66)	-7.54 (66)	5.96 (79)	6.67 (73)	9.12 (67)	10.29 (58)
Median	12.88	-6.10	-6.10	7.19	7.50	9.75	10.51

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
American Funds Mutual	8.64	14.31
Russell 1000 Value Index	6.67	18.70
Median	7.50	18.44

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
American Funds Mutual	25.33 (60)	5.10 (35)	22.12 (85)	-1.78 (5)	17.99 (33)	14.53 (40)	-2.57 (42)
Russell 1000 Value Index	25.16 (63)	2.80 (61)	26.54 (50)	-8.27 (45)	13.66 (82)	17.34 (17)	-3.83 (69)
IM U.S. Large Cap Value Equity (MF) Median	25.96	3.82	26.50	-8.61	16.95	13.85	-3.00

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
American Funds Mutual	8.07 (28)	17.17 (68)	8.02 (28)	12.27 (21)	9.90 (9)	9.60 (31)	8.02 (16)
Russell 1000 Value Index	5.96 (79)	17.64 (61)	6.07 (65)	9.68 (72)	6.95 (49)	8.65 (62)	8.59 (9)
IM U.S. Large Cap Value Equity (MF) Median	7.19	18.54	6.77	10.92	6.88	9.00	7.06

\*If less than 5 years, data is since inception of fund share class.



# American Funds Mutual 12/31/22

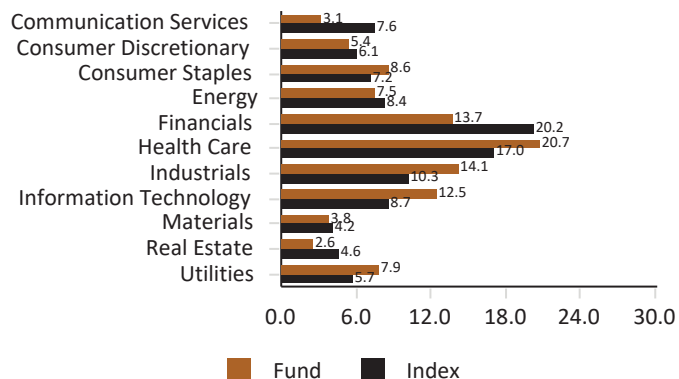
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$233,318	\$150,838
Median Mkt. Cap \$M	\$64,396	\$11,340
Price/Earnings ratio	18.58	15.11
Price/Book ratio	3.34	2.44
5 Yr. EPS Growth Rate (%)	14.34	12.88
Current Yield (%)	2.63	2.30
Beta (5 Years, Monthly)	0.75	1.00
% in Int'l Securities	11.43	3.54
Active Share	64.96	N/A
Number of Stocks	176	852

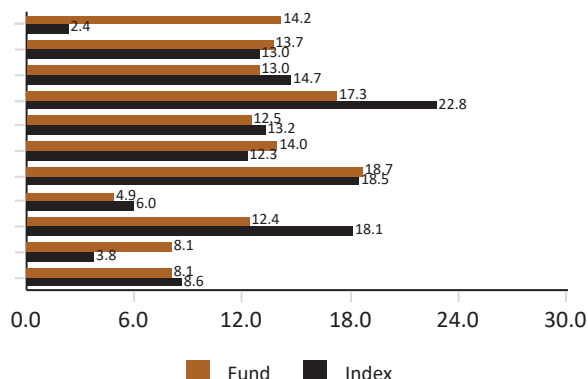
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
AbbVie Inc	3.69	0.00	21.60
Microsoft Corp	3.45	0.00	3.26
Raytheon Technologies Corp	2.91	0.81	24.00
Unitedhealth Group Inc	2.64	0.24	5.30
Linde Plc	2.30	0.69	21.41
Gilead Sciences Inc	2.21	0.59	40.31
Abbott Laboratories	2.10	0.89	13.99
Comcast Corp	1.99	0.82	20.27
Home Depot Inc. (The)	1.90	0.75	15.14
General Mills Inc.	1.83	0.27	10.24

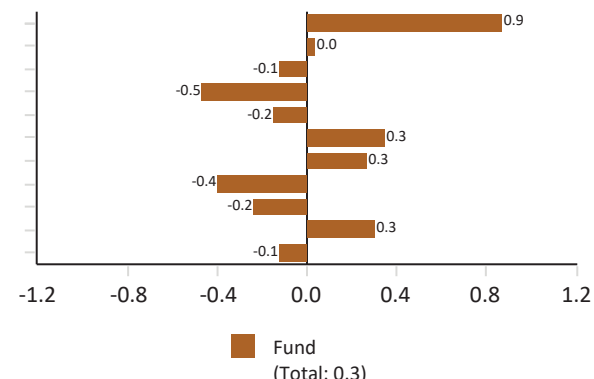
## SECTOR ALLOCATION



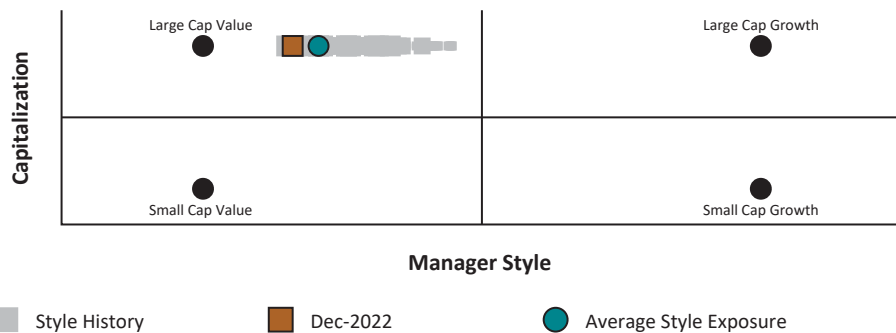
## SECTOR PERFORMANCE



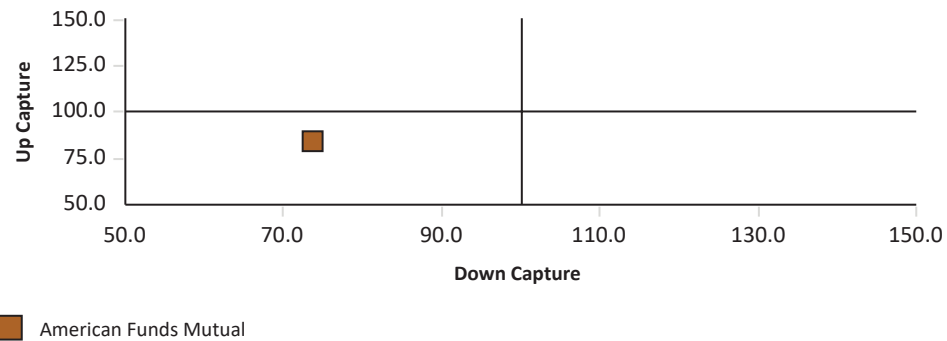
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (06/01/09 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# American Funds Fundamental Inv 12/31/22

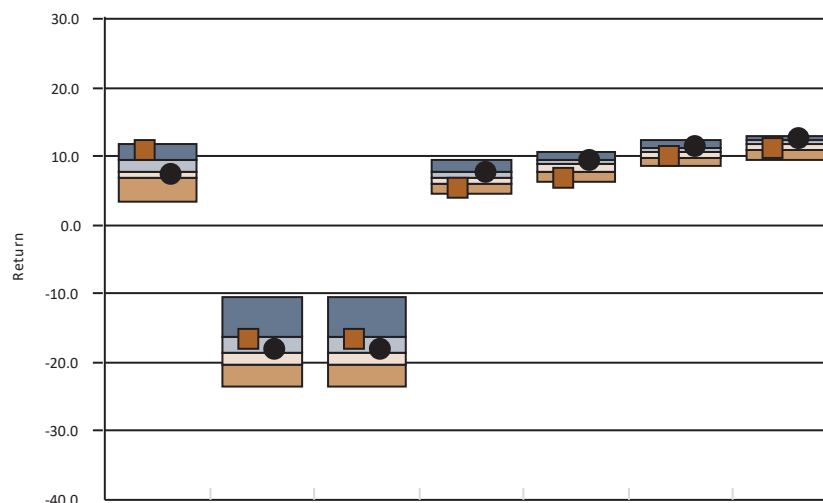
## FUND INFORMATION

Fund Capital  
 Family : Group/American Funds  
 Fund Inception : 08/01/1978  
 Portfolio Team Managed  
 Manager :  
 Total \$58,429 Million  
 Assets :  
 Turnover : 25%

### Investment Strategy:

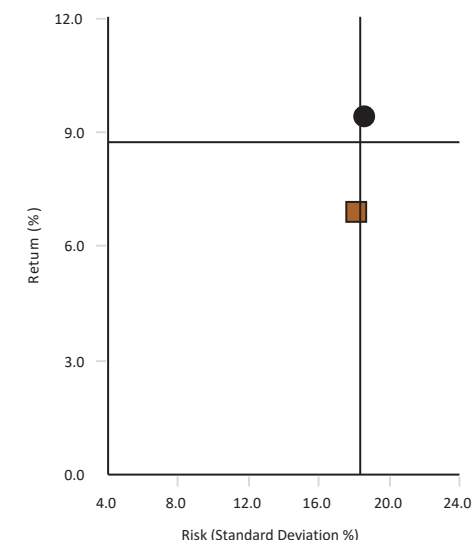
Using principles of fundamental analysis, the fund's management seeks undervalued, overlooked, and out-of-favor stocks with the potential for long-term growth. Companies under consideration for the portfolio often have strong balance sheets, high-quality products and leading market share. The fund seeks to invest in companies that represent good value and possess above-average potential for growth in sales, earnings and dividends.

## PEER GROUP ANALYSIS - IM U.S. Large Cap Core Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
American Funds Fundamental Inv	10.82 (17)	-16.67 (30)	-16.67 (30)	5.47 (87)	6.93 (88)	9.94 (72)	11.14 (69)
S&P 500 Index	7.56 (57)	-18.11 (45)	-18.11 (45)	7.66 (29)	9.42 (30)	11.48 (21)	12.56 (15)
Median	7.83	-18.72	-18.72	6.95	8.77	10.64	11.69

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
American Funds Fundamental Inv	6.93	18.08
S&P 500 Index	9.42	18.53
Median	8.77	18.35

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
American Funds Fundamental Inv	22.49 (93)	14.95 (71)	27.60 (80)	-6.60 (72)	23.37 (27)	12.54 (14)	3.38 (12)
S&P 500 Index	28.71 (25)	18.40 (50)	31.49 (36)	-4.38 (32)	21.83 (45)	11.96 (20)	1.38 (35)
IM U.S. Large Cap Core Equity (MF) Median	26.95	18.39	30.64	-5.45	21.45	9.70	0.53

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
American Funds Fundamental Inv	5.47 (87)	21.57 (91)	11.06 (81)	13.71 (66)	9.05 (26)	12.80 (5)	8.23 (23)
S&P 500 Index	7.66 (29)	26.07 (37)	14.18 (40)	15.27 (33)	9.26 (19)	11.41 (20)	8.87 (8)
IM U.S. Large Cap Core Equity (MF) Median	6.95	25.28	13.59	14.54	8.31	10.39	7.31

\*If less than 5 years, data is since inception of fund share class.

# American Funds Fundamental Inv 12/31/22

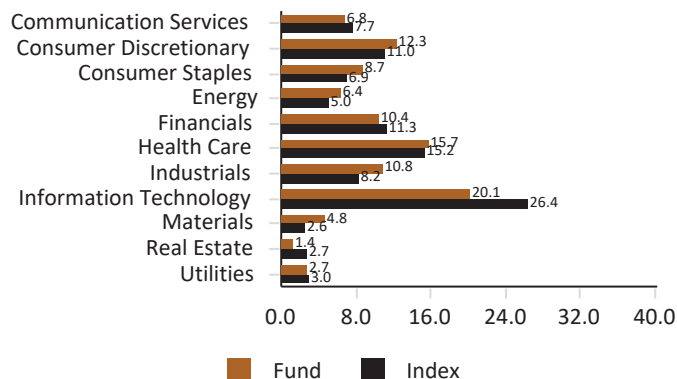
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$241,440	\$413,469
Median Mkt. Cap \$M	\$41,299	\$29,555
Price/Earnings ratio	16.67	19.16
Price/Book ratio	3.42	3.86
5 Yr. EPS Growth Rate (%)	20.44	17.72
Current Yield (%)	1.87	1.77
Beta (5 Years, Monthly)	0.96	1.00
% in Int'l Securities	21.79	3.08
Active Share	60.55	N/A
Number of Stocks	293	503

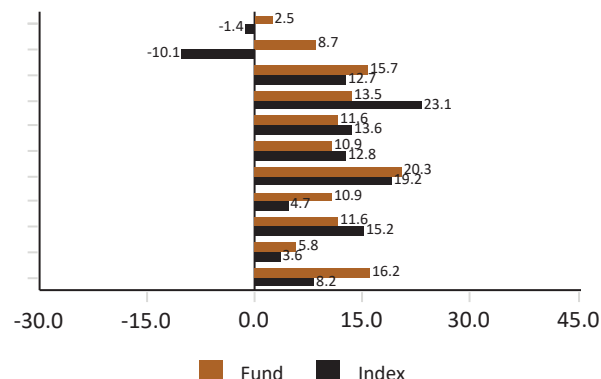
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Microsoft Corp	4.46	5.56	3.26
Broadcom Inc	4.46	0.70	26.98
Philip Morris International Inc	2.47	0.49	23.47
Unitedhealth Group Inc	2.29	1.54	5.30
Centene Corp	1.80	0.14	5.40
British American Tobacco	1.54	0.00	12.07
Alphabet Inc	1.52	1.46	-7.72
Eli Lilly and Co	1.45	0.90	13.45
Pfizer Inc	1.21	0.90	18.10
Netflix Inc	1.20	0.41	25.25

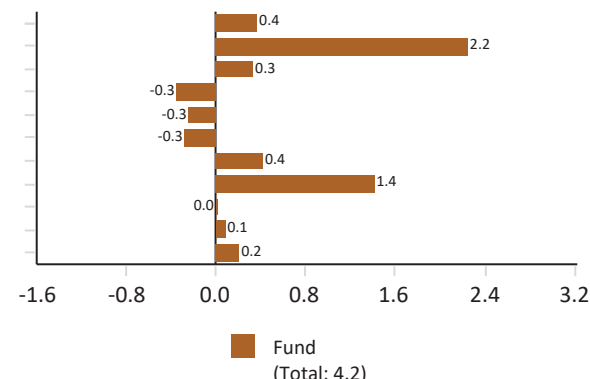
## SECTOR ALLOCATION



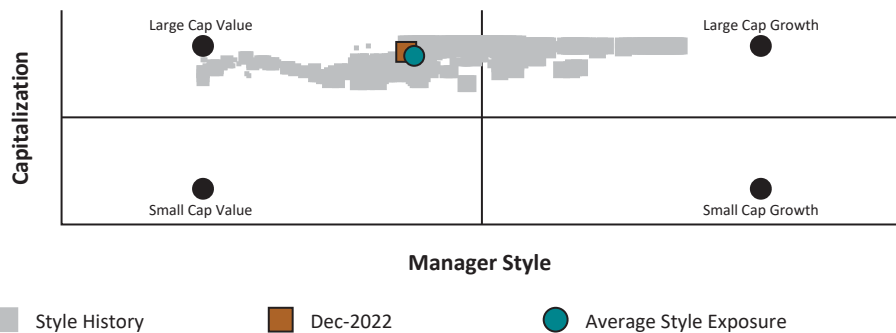
## SECTOR PERFORMANCE



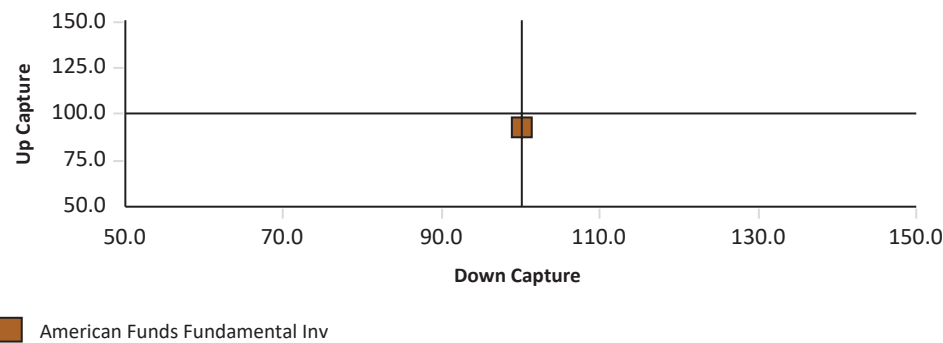
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (01/01/79 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# Fidelity 500 Index 12/31/22

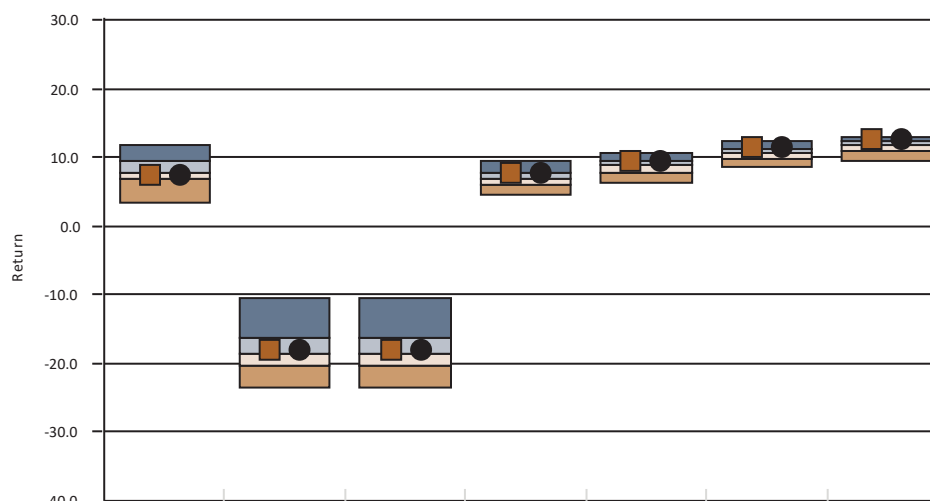
## FUND INFORMATION

Fund Family : Fidelity Investments  
 Fund Inception : 05/04/2011  
 Portfolio Manager : Team Managed  
 Total Assets : \$372,750 Million  
 Turnover : 2%

### Investment Strategy:

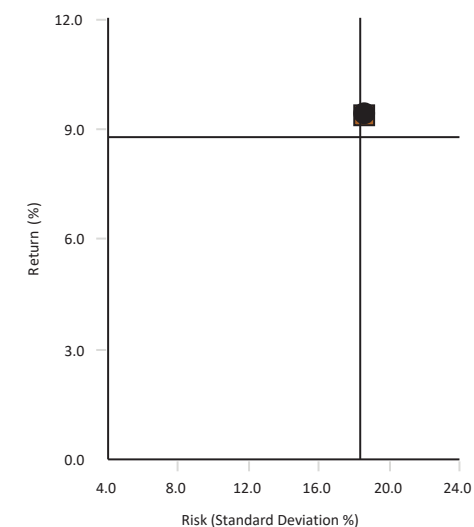
The fund employs a "passive management"-or indexing-investment approach designed to mimic the performance of the S&P 500 Index, a broadly diversified index of stocks of predominantly large U.S. companies. The fund attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, including index futures. The funds subadvisor, Geode Capital Management, uses pure replication, statistical sampling, and portfolio optimization techniques to create comparable performance to the S&P 500.

## PEER GROUP ANALYSIS - IM U.S. Large Cap Core Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Fidelity 500 Index	7.56 (57)	-18.13 (45)	-18.13 (45)	7.65 (29)	9.41 (30)	11.47 (21)	12.55 (16)
S&P 500 Index	7.56 (57)	-18.11 (45)	-18.11 (45)	7.66 (29)	9.42 (30)	11.48 (21)	12.56 (15)
Median	7.83	-18.72	-18.72	6.95	8.77	10.64	11.69

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Fidelity 500 Index	9.41	18.53
S&P 500 Index	9.42	18.53
Median	8.77	18.35

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Fidelity 500 Index	28.69 (26)	18.40 (50)	31.47 (37)	-4.40 (32)	21.81 (45)	11.97 (20)	1.38 (35)
S&P 500 Index	28.71 (25)	18.40 (50)	31.49 (36)	-4.38 (32)	21.83 (45)	11.96 (20)	1.38 (35)
IM U.S. Large Cap Core Equity (MF) Median	26.95	18.39	30.64	-5.45	21.45	9.70	0.53

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Fidelity 500 Index	7.65 (29)	26.06 (37)	14.17 (40)	15.25 (33)	9.25 (20)	11.41 (21)	8.87 (8)
S&P 500 Index	7.66 (29)	26.07 (37)	14.18 (40)	15.27 (33)	9.26 (19)	11.41 (20)	8.87 (8)
IM U.S. Large Cap Core Equity (MF) Median	6.95	25.28	13.59	14.54	8.31	10.39	7.31

\*If less than 5 years, data is since inception of fund share class.

# Fidelity 500 Index 12/31/22

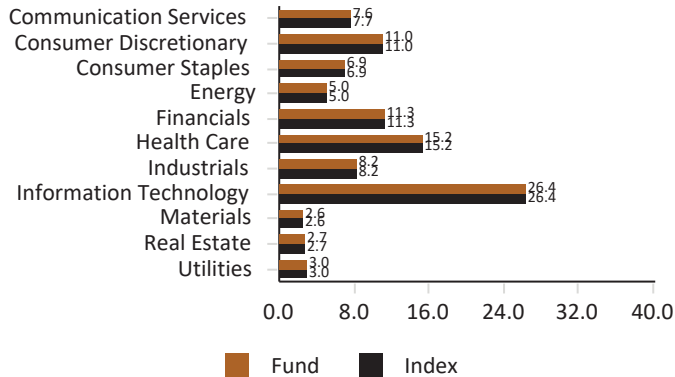
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$413,993	\$413,469
Median Mkt. Cap \$M	\$29,564	\$29,555
Price/Earnings ratio	19.15	19.16
Price/Book ratio	3.86	3.86
5 Yr. EPS Growth Rate (%)	17.70	17.72
Current Yield (%)	1.77	1.77
Beta (5 Years, Monthly)	1.00	1.00
% in Int'l Securities	3.09	3.08
Active Share	0.34	N/A
Number of Stocks	503	503

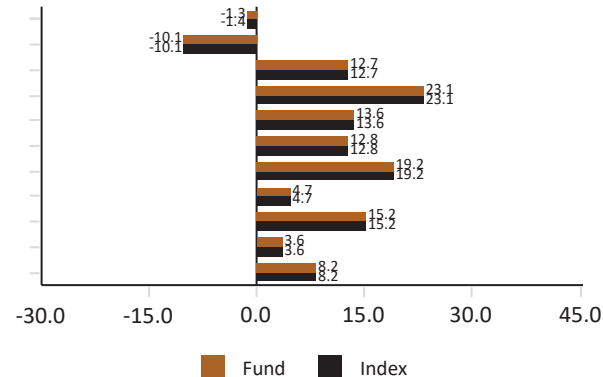
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Apple Inc	6.09	6.05	-5.83
Microsoft Corp	5.55	5.56	3.26
Amazon.com Inc	2.31	2.32	-25.66
Berkshire Hathaway Inc	1.73	1.73	15.68
Alphabet Inc	1.64	1.64	-7.76
Unitedhealth Group Inc	1.54	1.54	5.30
Alphabet Inc	1.48	1.46	-7.72
Johnson & Johnson	1.44	1.44	8.83
Exxon Mobil Corp	1.43	1.41	27.35
JPMorgan Chase & Co	1.22	1.22	29.49

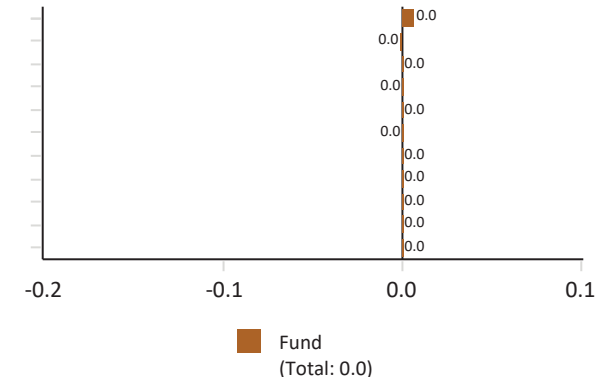
## SECTOR ALLOCATION



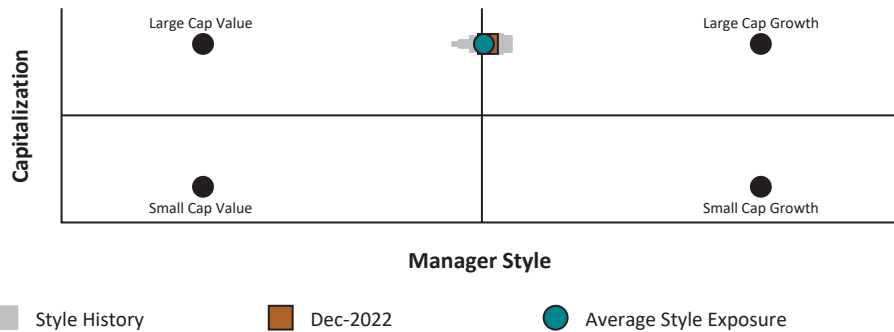
## SECTOR PERFORMANCE



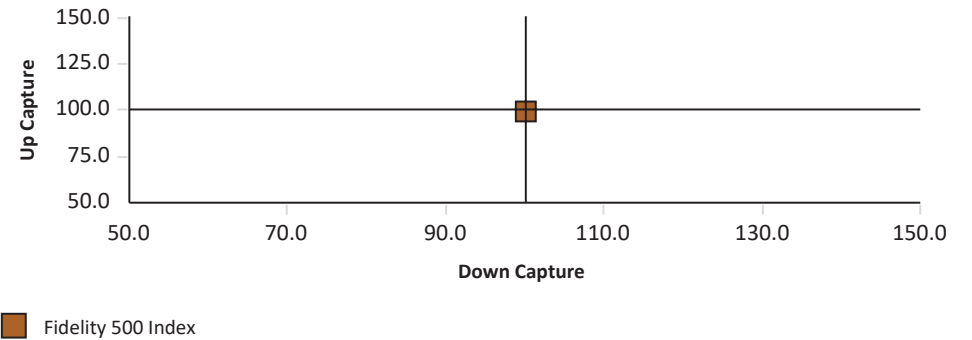
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (06/01/11 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# American Funds Growth Fund 12/31/22

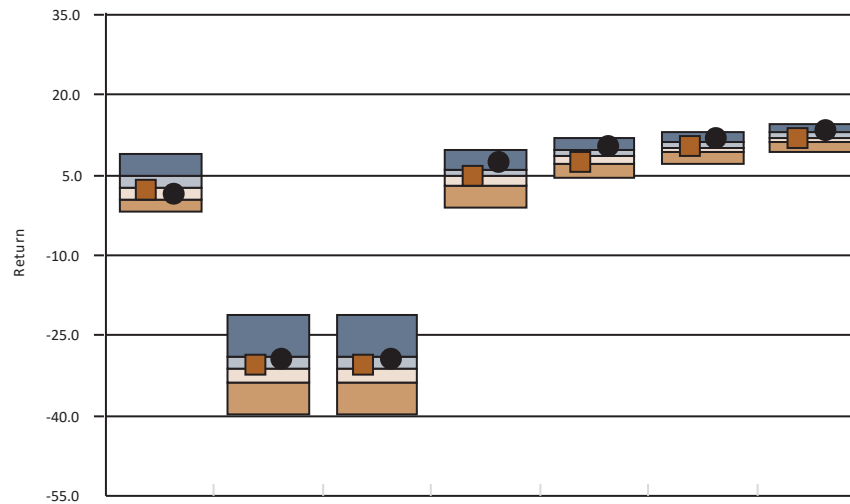
## FUND INFORMATION

Fund Capital  
 Family : Group/American Funds  
 Fund Inception : 05/01/2009  
 Portfolio Team Managed  
 Manager :  
 Total \$36,280 Million  
 Assets :  
 Turnover : 30%

### Investment Strategy:

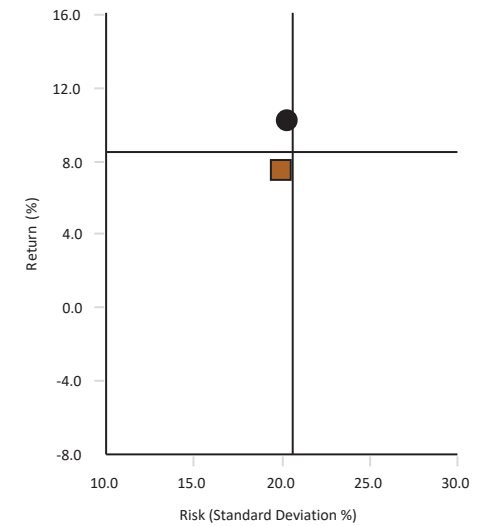
American Funds Growth Portfolio fund of funds seeks to help investors pursue longer term goals through exposure to a diverse mix of stocks of companies with strong growth potential. The strategy maintains exposure to more than 1,200 companies in more than 40 countries, offering a broad spectrum of equity investments. Equity exposure includes companies with proven growth records, as well as those with overlooked, out-of-favor stocks.

## PEER GROUP ANALYSIS - IM U.S. Large Cap Growth Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
American Funds Growth Fund	2.29 (54)	-30.49 (38)	-30.49 (38)	4.78 (50)	7.57 (70)	10.27 (50)	11.93 (54)
S&P 500 Growth	1.45 (67)	-29.41 (30)	-29.41 (30)	7.54 (13)	10.28 (20)	12.08 (15)	13.59 (13)
Median	2.48	-31.30	-31.30	4.76	8.53	10.26	12.04

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
American Funds Growth Fund	7.57	19.94
S&P 500 Growth	10.28	20.33
Median	8.53	20.60

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
American Funds Growth Fund	19.69 (67)	38.28 (36)	28.54 (89)	-2.60 (64)	26.53 (74)	8.82 (2)	5.70 (49)
S&P 500 Growth	32.01 (1)	33.47 (63)	31.13 (72)	-0.01 (37)	27.44 (68)	6.89 (12)	5.52 (52)
IM U.S. Large Cap Growth Equity (MF) Median	22.39	35.62	33.26	-1.22	29.28	2.21	5.61

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
American Funds Growth Fund	4.78 (50)	28.61 (76)	20.07 (70)	16.57 (84)	10.27 (30)	13.32 (19)	8.04 (14)
S&P 500 Growth	7.54 (13)	32.20 (27)	20.51 (64)	18.66 (62)	10.85 (19)	12.86 (27)	9.03 (6)
IM U.S. Large Cap Growth Equity (MF) Median	4.76	30.57	21.74	19.53	9.49	11.71	6.18

\*If less than 5 years, data is since inception of fund share class.

# American Funds Growth Fund 12/31/22

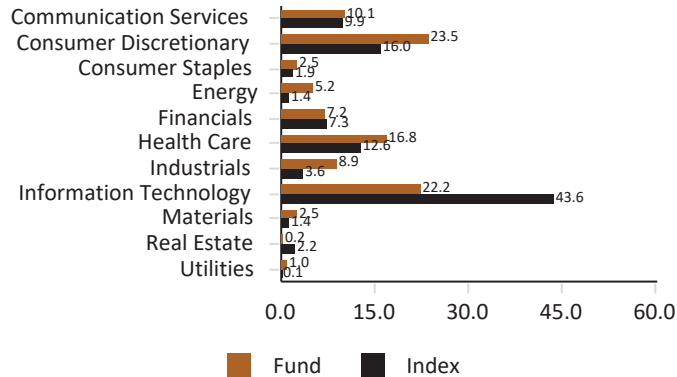
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$296,128	\$578,758
Median Mkt. Cap \$M	\$29,002	\$40,541
Price/Earnings ratio	18.70	20.23
Price/Book ratio	4.23	6.15
5 Yr. EPS Growth Rate (%)	26.64	23.26
Current Yield (%)	1.05	1.45
Beta (5 Years, Monthly)	0.95	1.00
% in Int'l Securities	14.43	2.06
Active Share	61.61	N/A
Number of Stocks	350	228

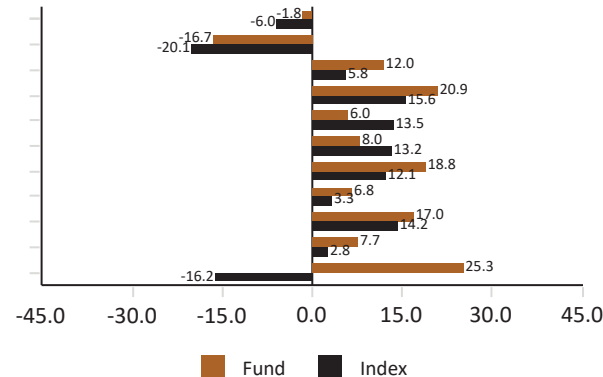
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Microsoft Corp	6.03	6.20	3.26
Unitedhealth Group Inc	3.74	2.96	5.30
Broadcom Inc	2.94	0.81	26.98
Amazon.com Inc	2.61	2.05	-25.66
Meta Platforms Inc	2.24	0.00	-11.31
Netflix Inc	2.10	0.00	25.25
Alphabet Inc	2.06	2.81	-7.72
Mastercard Inc	1.77	1.76	22.49
Tesla Inc	1.67	1.98	-53.56
General Electric Co	1.49	0.00	35.47

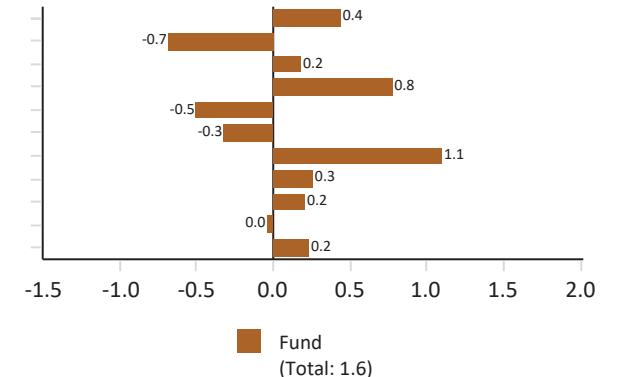
## SECTOR ALLOCATION



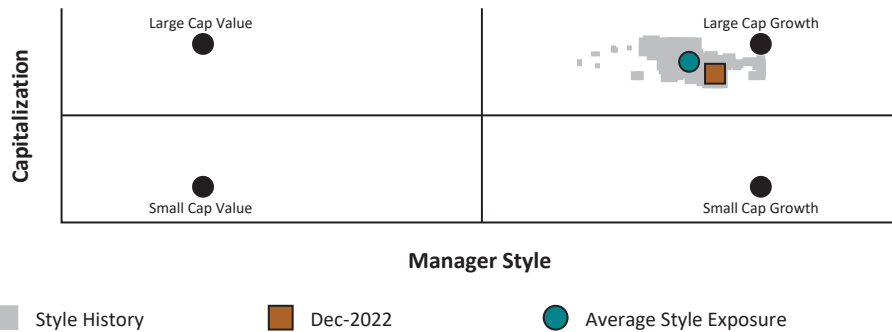
## SECTOR PERFORMANCE



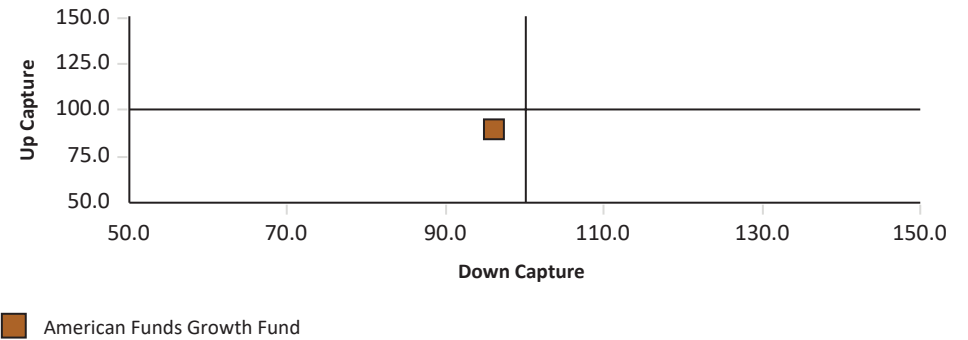
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (06/01/09 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# American Century MCV 12/31/22

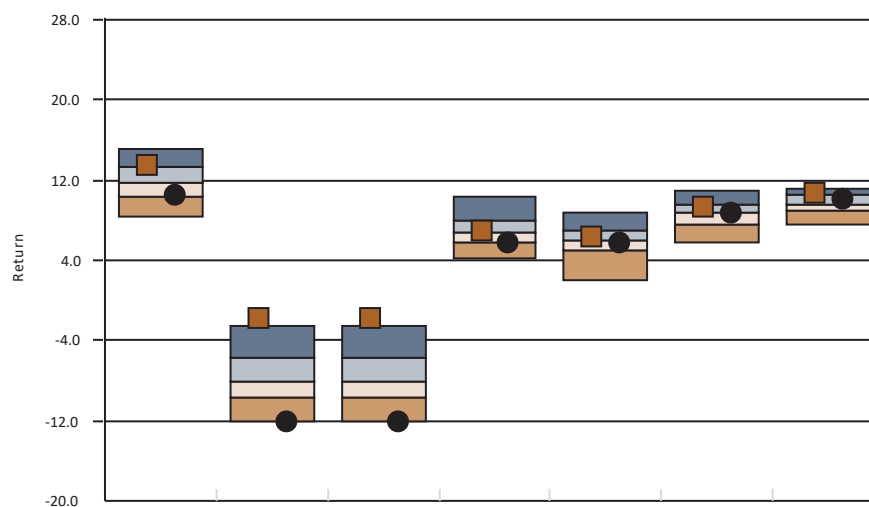
## FUND INFORMATION

Fund: American Century  
 Family: Investments  
 Fund Inception: 01/13/2005  
 Portfolio: Team Managed  
 Manager:  
 Total Assets: \$245 Million  
 Turnover: 50%

### Investment Strategy:

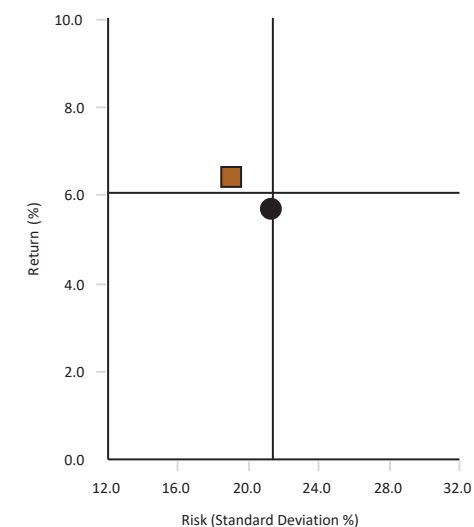
This strategy seeks to find companies with good returns on capital with relatively low levels of debt, that are cheap based on at least two of five valuation measures, including P/E, P/FCF, and dividend yield. They resemble a more relative value manager, and are not looking for turnarounds, but rather companies that have strong competitive positions and a healthy balance sheet. They have a strict sell discipline at their price target, which can result in higher turnover.

## PEER GROUP ANALYSIS - IM U.S. Mid Cap Value Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
American Century MCV	13.52 (22)	-1.67 (4)	-1.67 (4)	6.98 (47)	6.42 (42)	9.29 (33)	10.65 (17)
Russell Midcap Value Index	10.45 (75)	-12.03 (95)	-12.03 (95)	5.82 (74)	5.72 (62)	8.73 (49)	10.11 (37)
Median	11.75	-8.03	-8.03	6.71	6.06	8.67	9.61

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
American Century MCV	6.42	19.01
Russell Midcap Value Index	5.72	21.24
Median	6.06	21.32

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
American Century MCV	22.75 (98)	1.43 (59)	28.55 (37)	-13.25 (42)	11.32 (78)	22.50 (11)	-1.81 (18)
Russell MCV Idx	28.34 (58)	4.96 (33)	27.06 (47)	-12.29 (27)	13.34 (55)	20.00 (29)	-4.78 (53)
IM U.S. Mid Cap Value Equity (MF) Median	28.76	2.50	26.76	-13.77	13.58	16.24	-4.62

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
American Century MCV	6.98 (47)	16.97 (82)	4.19 (48)	7.48 (53)	5.76 (18)	10.22 (14)	11.75 (2)
Russell MCV Idx	5.82 (74)	19.62 (38)	5.37 (31)	8.10 (33)	6.06 (13)	9.00 (33)	9.45 (14)
IM U.S. Mid Cap Value Equity (MF) Median	6.71	18.60	4.05	7.54	4.16	8.06	6.97

\*If less than 5 years, data is since inception of fund share class.



# American Century MCV 12/31/22

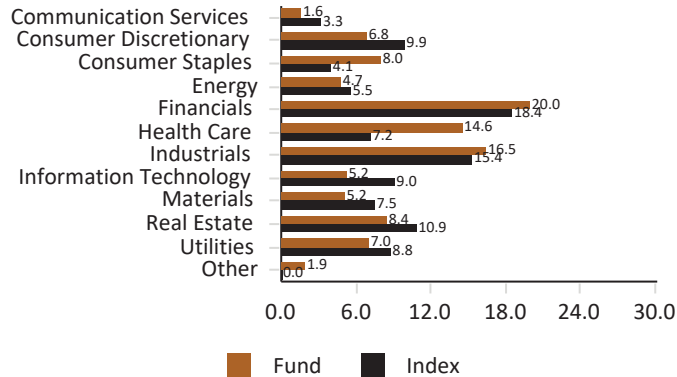
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$23,972	\$19,845
Median Mkt. Cap \$M	\$18,547	\$8,531
Price/Earnings ratio	16.00	13.94
Price/Book ratio	2.06	2.26
5 Yr. EPS Growth Rate (%)	7.76	13.77
Current Yield (%)	2.70	2.21
Beta (5 Years, Monthly)	0.88	1.00
% in Int'l Securities	14.25	3.56
Active Share	83.24	N/A
Number of Stocks	97	699

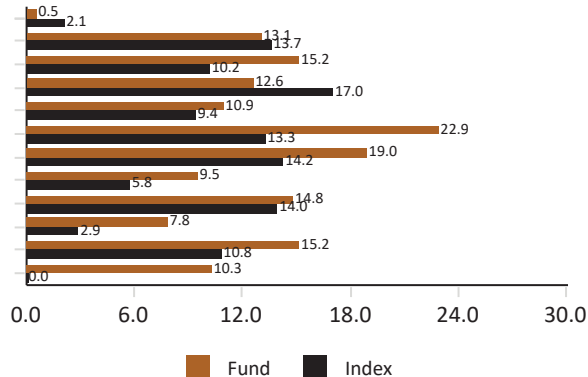
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Zimmer Biomet Holdings Inc	3.07	0.44	22.18
Northern Trust Corp	2.78	0.30	4.31
Bank of New York	2.61	0.55	19.23
Edison International	2.18	0.39	13.73
The Allstate Corporation	2.16	0.59	9.58
Spire Inc	2.01	0.00	11.65
Koninklijke Ahold Delhaize NV	1.92	0.00	6.96
Oshkosh Corp	1.88	0.10	25.98
Conagra Brands Inc	1.86	0.30	19.69
Truist Financial Corp	1.75	0.00	0.03

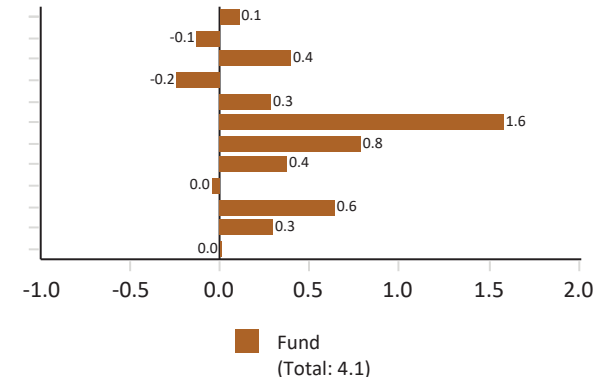
## SECTOR ALLOCATION



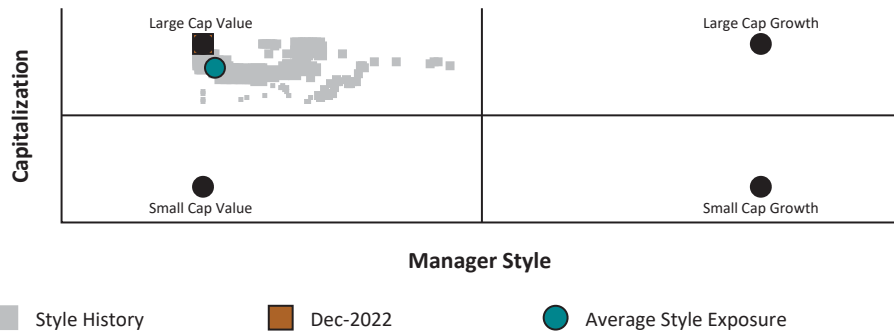
## SECTOR PERFORMANCE



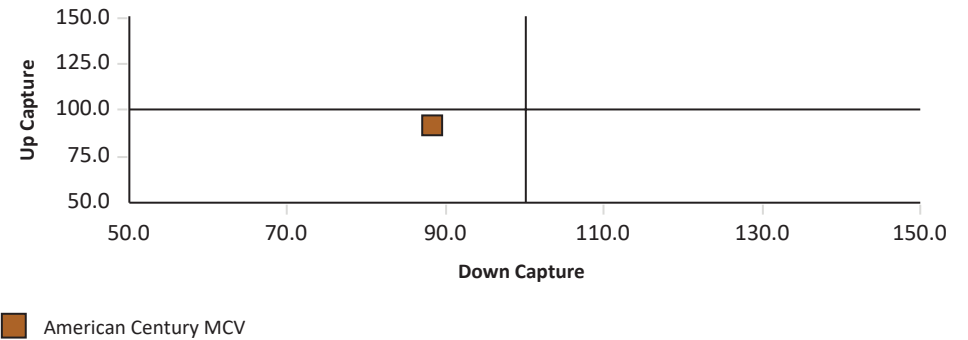
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (02/01/05 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# Fidelity Mid Cap Index 12/31/22

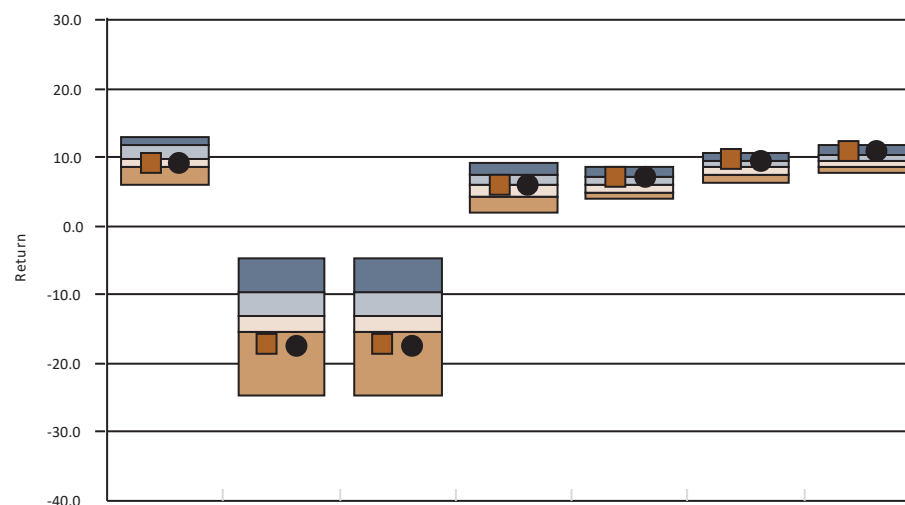
## FUND INFORMATION

Fund Family : Fidelity Investments  
 Fund Inception : 09/08/2011  
 Portfolio Manager : Team Managed  
 Total Assets : \$25,894 Million  
 Turnover : 12%

### Investment Strategy:

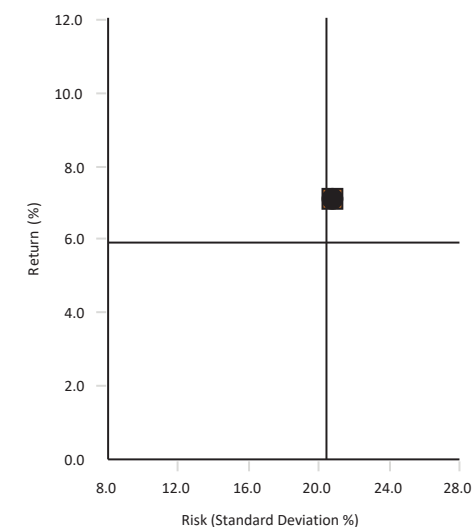
The Fund tracks the Russell Mid Cap Index. The Russell Mid Cap Index measures the performance of the 800 smallest companies in the Russell 1000 Index, representing approximately 26% of that Index.

## PEER GROUP ANALYSIS - IM U.S. Mid Cap Core Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Fidelity Mid Cap Index	9.21 (58)	-17.28 (87)	-17.28 (87)	5.89 (51)	7.10 (28)	9.61 (22)	10.95 (14)
Russell Midcap Index	9.18 (60)	-17.32 (88)	-17.32 (88)	5.88 (51)	7.10 (28)	9.61 (22)	10.96 (14)
Median	9.63	-13.21	-13.21	5.90	5.94	8.50	9.49

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Fidelity Mid Cap Index	7.10	20.73
Russell Midcap Index	7.10	20.75
Median	5.94	20.48

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Fidelity Mid Cap Index	22.56 (69)	17.11 (17)	30.51 (32)	-9.05 (20)	18.47 (26)	13.86 (55)	-2.44 (31)
Russell Midcap Index	22.58 (68)	17.10 (17)	30.54 (31)	-9.06 (21)	18.52 (25)	13.80 (57)	-2.44 (31)
IM U.S. Mid Cap Core Equity (MF) Median	25.73	8.44	28.59	-11.64	14.94	14.51	-3.74

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Fidelity Mid Cap Index	5.89 (51)	23.27 (13)	11.60 (13)	12.03 (14)	7.05 (22)	9.58 (23)	7.91 (16)
Russell Midcap Index	5.88 (51)	23.29 (12)	11.61 (13)	12.06 (14)	7.04 (22)	9.58 (24)	7.92 (16)
IM U.S. Mid Cap Core Equity (MF) Median	5.90	20.46	7.46	9.16	4.96	8.18	6.24

\*If less than 5 years, data is since inception of fund share class.

# Fidelity Mid Cap Index 12/31/22

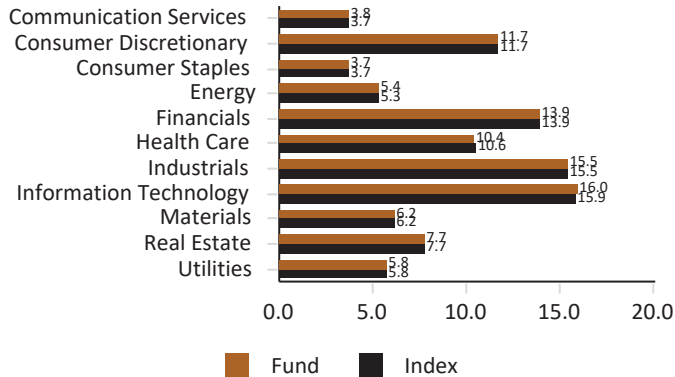
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$21,170	\$21,159
Median Mkt. Cap \$M	\$9,045	\$9,045
Price/Earnings ratio	16.09	16.12
Price/Book ratio	2.88	2.88
5 Yr. EPS Growth Rate (%)	17.27	17.21
Current Yield (%)	1.72	1.72
Beta (5 Years, Monthly)	1.00	1.00
% in Int'l Securities	3.89	3.87
Active Share	0.55	N/A
Number of Stocks	817	818

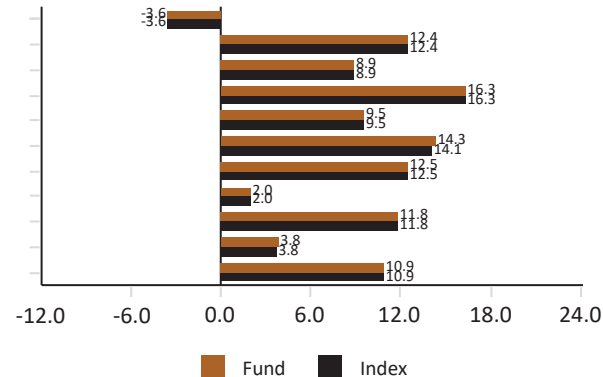
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
O'Reilly Automotive Inc	0.57	0.56	20.00
Phillips 66	0.54	0.53	30.10
Synopsys Inc	0.52	0.52	4.51
AutoZone Inc	0.51	0.50	15.14
AFLAC Inc	0.48	0.48	28.74
Agilent Technologies Inc	0.48	0.47	23.51
Amphenol Corp	0.48	0.48	14.02
DexCom Inc	0.47	0.47	40.60
Cadence Design Systems Inc	0.47	0.47	-1.71
Corteva Inc	0.46	0.45	3.08

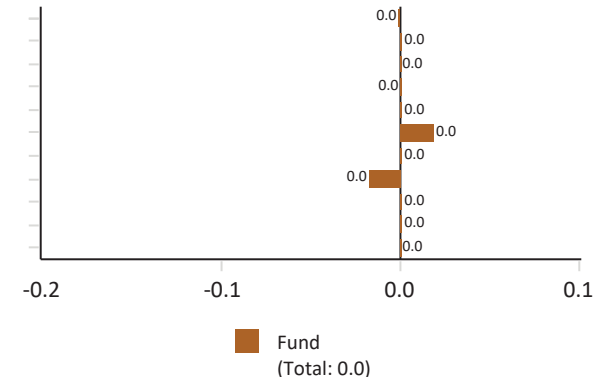
## SECTOR ALLOCATION



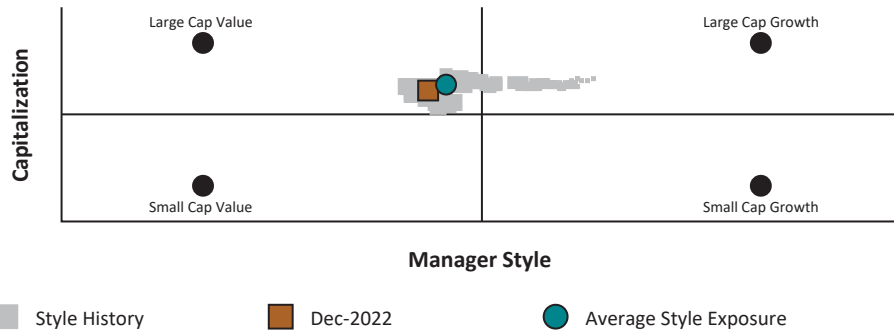
## SECTOR PERFORMANCE



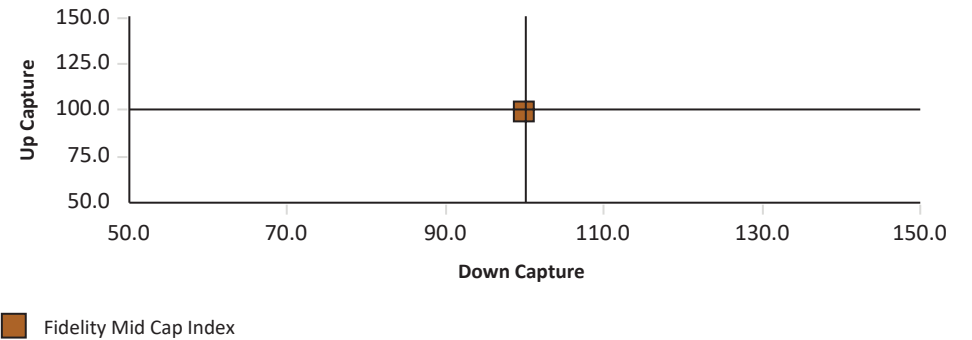
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (10/01/11 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# MassMutual S:MCG;A (MEFAX) 12/31/22

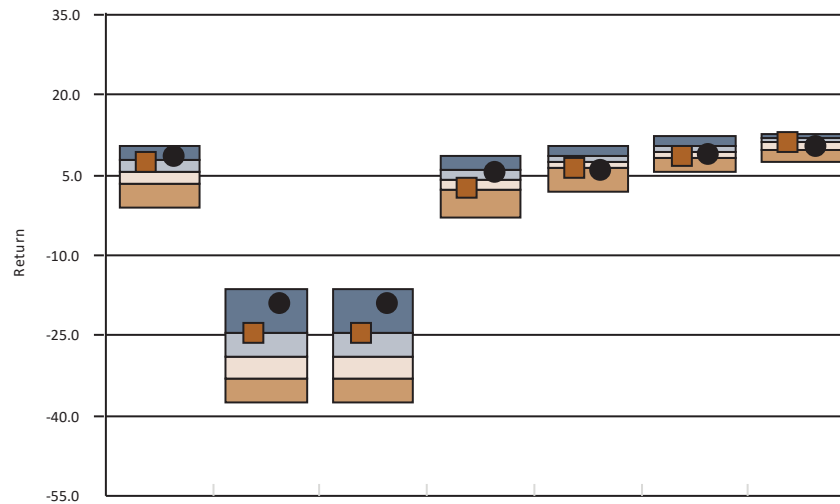
## FUND INFORMATION

Fund Family : MassMutual  
 Fund Inception : 06/01/2000  
 Portfolio Manager : Berghuis/Scarpa/Dabas  
 Total Assets : \$97 Million  
 Turnover : 29%

### Investment Strategy:

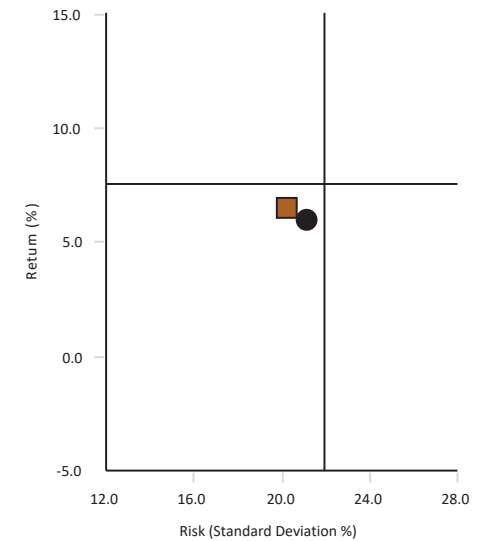
The investment seeks growth of capital over the long-term. The fund invests primarily in equity securities of mid-capitalization companies. It normally invests in mid-cap companies whose earnings the subadvisers expect to grow at a faster rate than the average company.

## PEER GROUP ANALYSIS - IM U.S. Mid Cap Growth Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
■ MassMutual S:MCG;A (MEFAX)	7.58 (26)	-24.48 (26)	-24.48 (26)	2.72 (74)	6.55 (74)	8.74 (68)	11.17 (45)
● S&P MidCap 400 Growth	8.75 (17)	-18.96 (10)	-18.96 (10)	5.76 (30)	6.02 (79)	9.13 (61)	10.39 (64)
Median	5.69	-28.79	-28.79	4.14	7.54	9.51	11.07

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
■ MassMutual S:MCG;A (MEFAX)	6.55	20.22
● S&P MidCap 400 Growth	6.02	21.16
— Median	7.54	21.95

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
MassMutual S:MCG;A (MEFAX)	14.33 (50)	25.52 (84)	31.50 (66)	-3.65 (39)	24.02 (60)	5.56 (44)	5.37 (10)
Russell Midcap Grth Idx	12.73 (60)	35.59 (46)	35.47 (34)	-4.75 (47)	25.27 (41)	7.33 (26)	-0.20 (57)
IM U.S. Mid Cap Growth Equity (MF) Median	14.22	34.91	33.86	-5.01	24.73	4.83	0.50

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
MassMutual S:MCG;A (MEFAX)	2.72 (74)	23.57 (88)	16.72 (78)	16.26 (49)	8.05 (44)	11.32 (21)	7.72 (11)
Russell Midcap Grth Idx	3.85 (54)	27.46 (58)	20.50 (49)	17.36 (34)	8.59 (39)	10.30 (34)	6.23 (21)
IM U.S. Mid Cap Growth Equity (MF) Median	4.14	28.08	20.35	16.17	7.33	9.58	4.59

\*If less than 5 years, data is since inception of fund share class.

# MassMutual S:MCG;A (MEFAX) 12/31/22

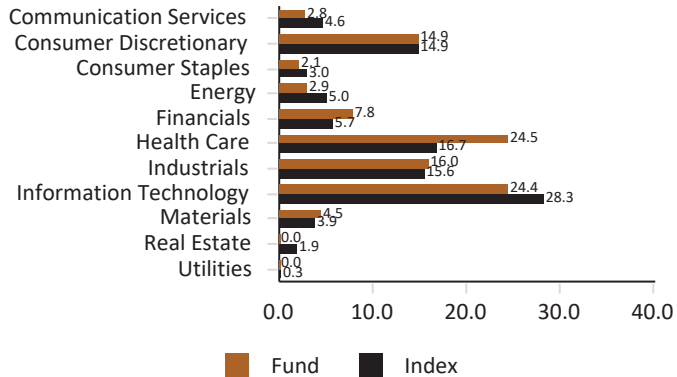
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$23,161	\$23,603
Median Mkt. Cap \$M	\$14,517	\$10,053
Price/Earnings ratio	22.91	23.31
Price/Book ratio	3.91	6.12
5 Yr. EPS Growth Rate (%)	20.35	24.13
Current Yield (%)	0.68	0.82
Beta (5 Years, Monthly)	0.91	1.00
% in Int'l Securities	6.85	4.44
Active Share	68.94	N/A
Number of Stocks	176	401

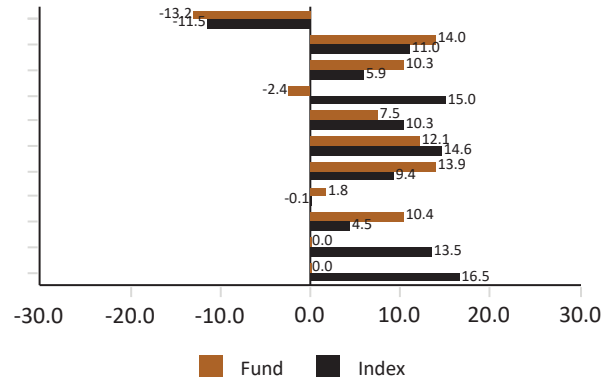
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Hologic Inc	2.85	0.00	15.95
Microchip Technology Inc	2.69	0.98	15.63
Agilent Technologies Inc	2.56	1.22	23.51
Teleflex Inc	2.15	0.00	24.11
Ingersoll Rand Inc	1.89	0.00	20.83
Textron Inc	1.87	0.00	21.56
Burlington Stores Inc	1.87	0.38	81.21
KLA Corp	1.76	0.00	25.01
Dollar General Corporation	1.44	0.00	3.12
Marvell Technology Inc	1.44	0.00	-13.57

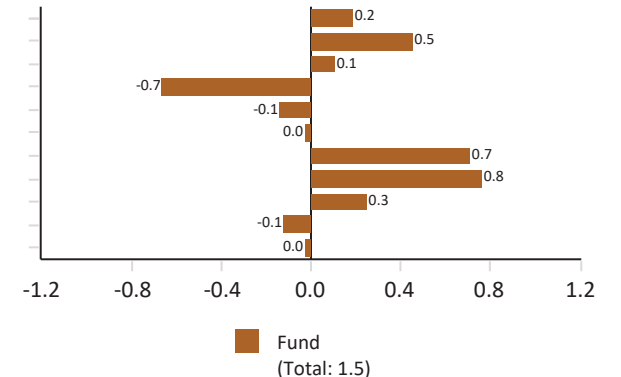
## SECTOR ALLOCATION



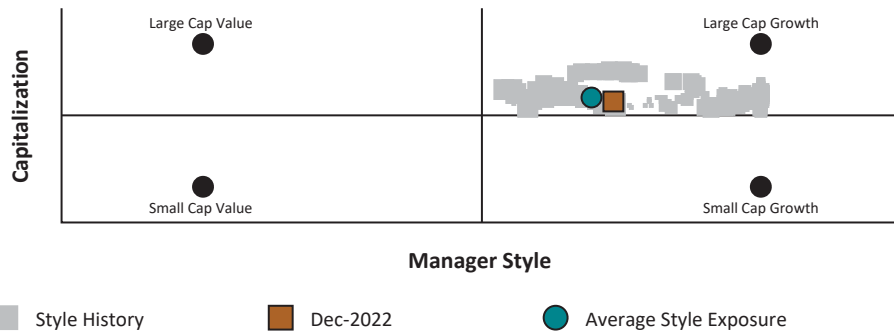
## SECTOR PERFORMANCE



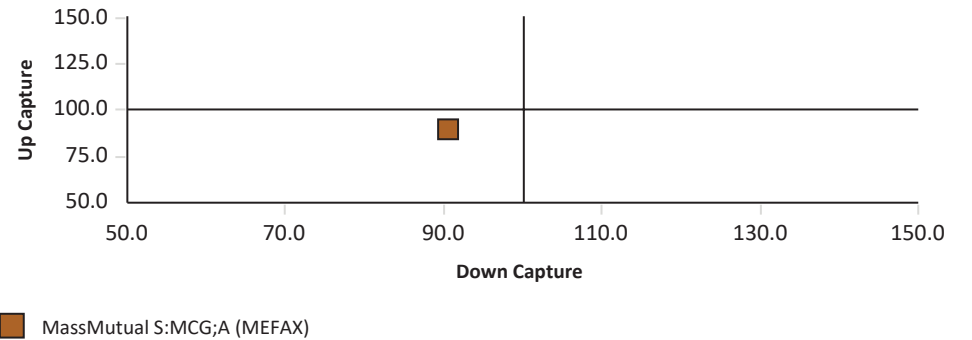
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (07/01/00 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# Boston Partners SCV II 12/31/22

## FUND INFORMATION

Fund: Boston Partners  
 Family:  
 Fund Inception: 07/01/1998  
 Portfolio Manager: George Gumpert  
 Total Assets: \$700 Million  
 Turnover: 24%

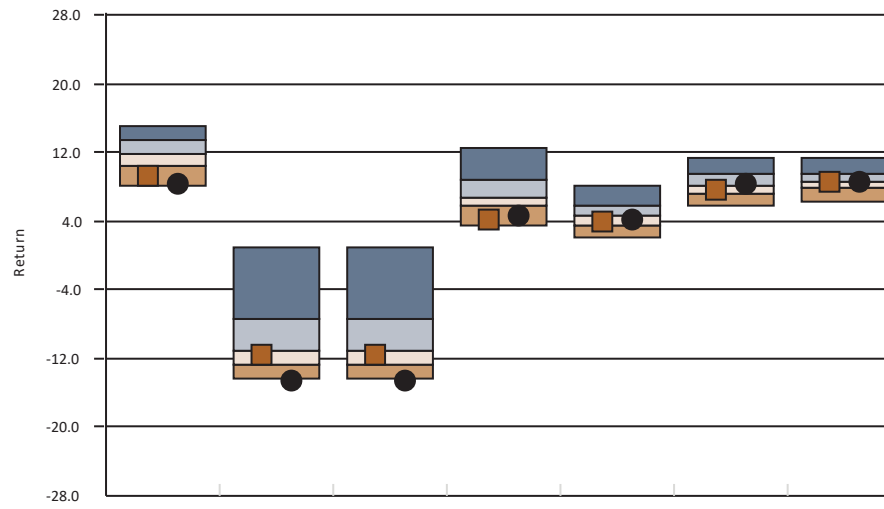
### Investment Strategy:

Boston Partners Small Cap Value is fundamental, bottom-up value strategy. Their value discipline is rooted in three "fundamental truths": 1. Low valuation stocks outperform high valuation stocks. 2. Companies with strong fundamentals (high returns on invested capital) outperform companies with poor. 3. Stocks with positive business momentum (improving trends/rising earnings) outperform stocks with negative momentum. These characteristics are analyzed using a bottom-up blend of qualitative and quantitative inputs to build a portfolio which they believe will outperform with the ultimate goal to "win by not losing".

### Innovest's Assessment:

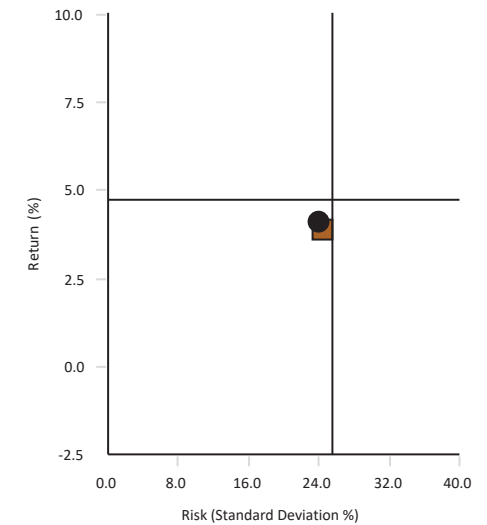
The strategy should be expected to outperform in market environments with an upward bias that are broadly based and balanced in terms of style. It should also outperform in periods marked by a correction from prior market imbalances and recovery from profound valuation dislocations. It should underperform in a highly speculative market in which valuation and fundamental investment principles are disregarded.

## PEER GROUP ANALYSIS - IM U.S. Small Cap Value Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Boston Partners SCV II	9.22 (84)	-11.49 (58)	-11.49 (58)	4.19 (93)	3.91 (68)	7.65 (66)	8.45 (55)
Russell 2000 Value Index	8.42 (90)	-14.48 (96)	-14.48 (96)	4.70 (88)	4.13 (63)	8.23 (48)	8.48 (53)
Median	11.70	-11.09	-11.09	6.79	4.73	8.12	8.53

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Boston Partners SCV II	3.91	24.47
Russell 2000 Value Index	4.13	24.01
Median	4.73	25.43

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Boston Partners SCV II	25.78 (91)	1.60 (64)	28.02 (7)	-16.34 (51)	9.78 (36)	25.97 (61)	-4.33 (19)
Russell 2000 Val Idx	28.27 (73)	4.63 (35)	22.39 (28)	-12.86 (23)	7.84 (60)	31.74 (17)	-7.47 (57)
IM U.S. Small Cap Value Equity (MF) Median	31.97	3.57	21.05	-16.08	8.46	26.70	-7.05

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Boston Partners SCV II	4.19 (93)	17.83 (62)	2.85 (31)	5.54 (21)	4.98 (50)	9.78 (29)	7.89 (32)
Russell 2000 Val Idx	4.70 (88)	17.99 (56)	3.72 (26)	4.77 (27)	7.37 (20)	9.55 (32)	8.31 (21)
IM U.S. Small Cap Value Equity (MF) Median	6.79	18.20	1.64	3.14	4.95	8.67	7.00

\*If less than 5 years, data is since inception of fund share class.

# Boston Partners SCV II 12/31/22

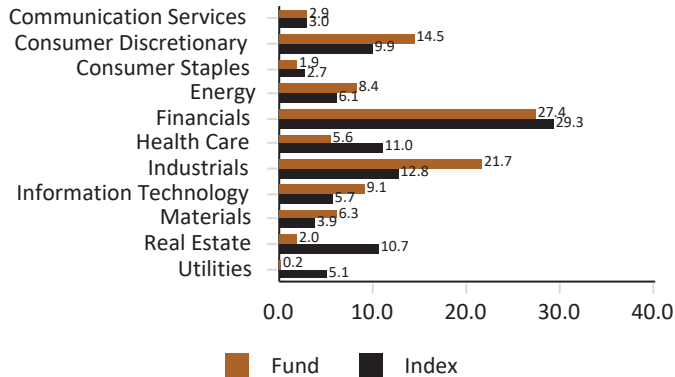
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$3,353	\$2,370
Median Mkt. Cap \$M	\$2,399	\$805
Price/Earnings ratio	10.67	10.07
Price/Book ratio	2.06	1.59
5 Yr. EPS Growth Rate (%)	17.13	13.66
Current Yield (%)	1.84	2.26
Beta (5 Years, Monthly)	1.00	1.00
% in Int'l Securities	6.50	4.45
Active Share	89.71	N/A
Number of Stocks	173	1,383

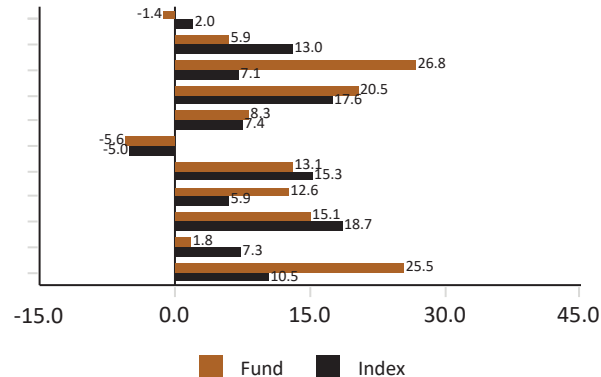
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Graphic Packaging Holding Co	2.39	0.00	13.22
WESCO International Inc	2.13	0.00	4.87
SLM Corp	2.07	0.00	19.41
Harley-Davidson Inc.	1.80	0.00	19.68
Stride Inc	1.78	0.00	-25.58
ABM Industries Inc	1.67	0.26	16.74
Topgolf Callaway Brands Corp	1.51	0.24	2.54
Concentrix Corp	1.45	0.00	19.56
Curtiss-Wright Corp	1.44	0.00	20.13
CRA International Inc	1.39	0.00	38.37

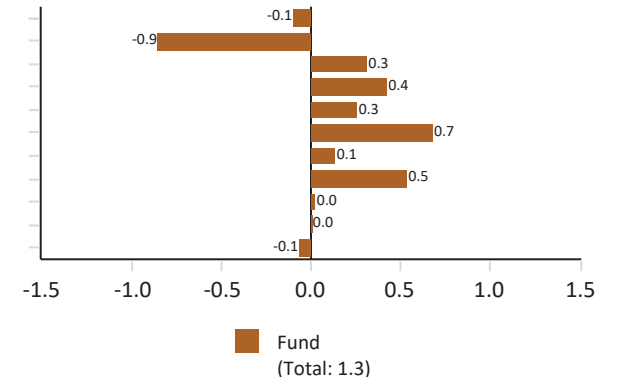
## SECTOR ALLOCATION



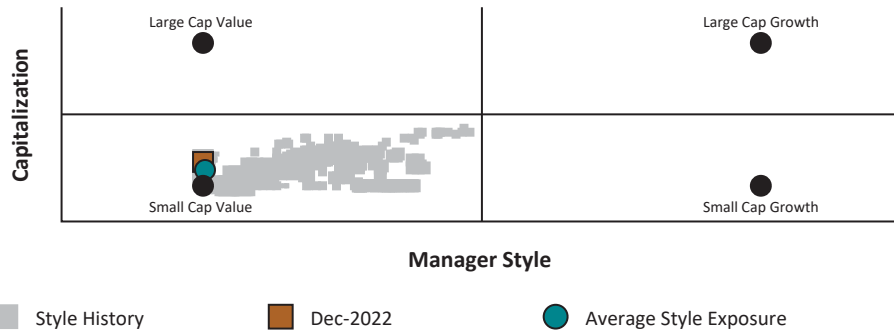
## SECTOR PERFORMANCE



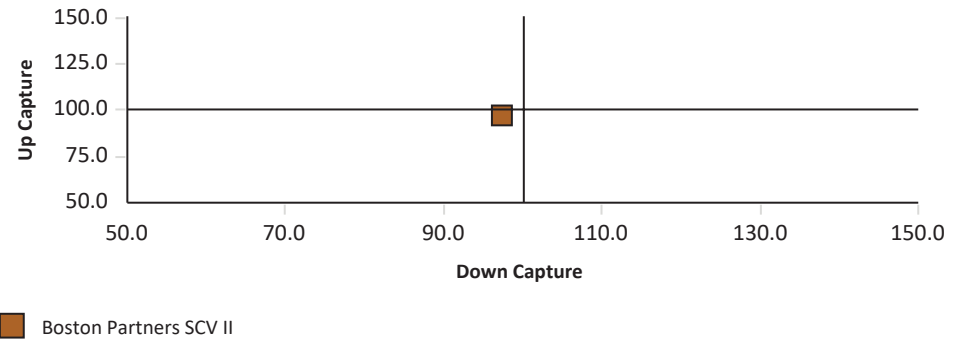
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (08/01/98 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# Fidelity Small Cap Index 12/31/22

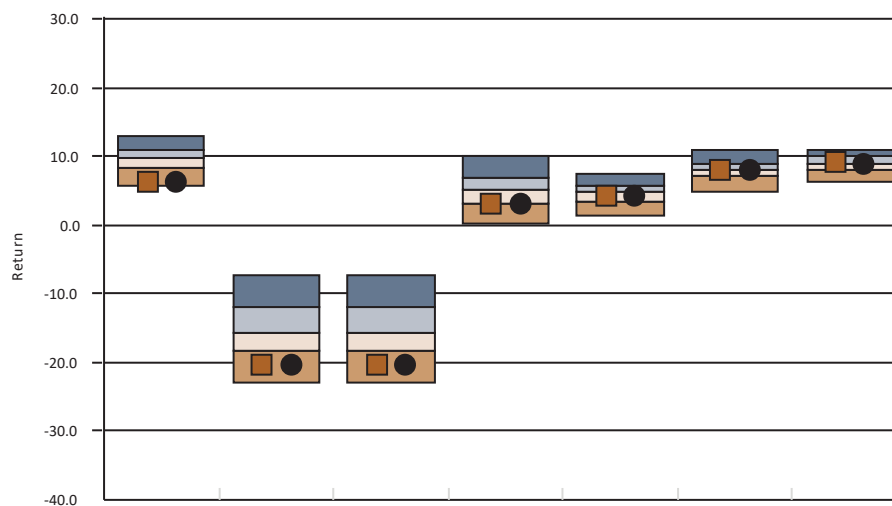
## FUND INFORMATION

Fund Family : Fidelity Investments  
 Fund Inception : 09/08/2011  
 Portfolio Manager : Team Managed  
 Total Assets : \$19,694 Million  
 Turnover : 24%

### Investment Strategy:

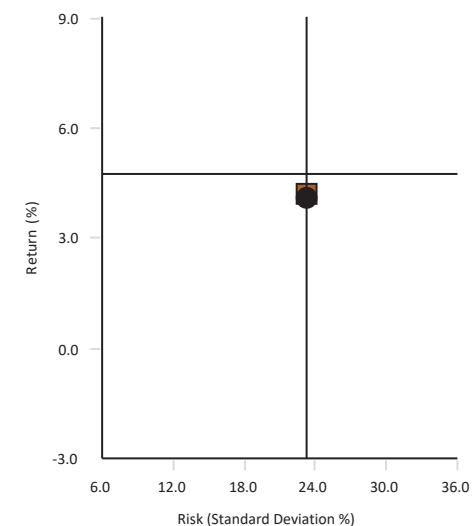
The investment seeks to provide investment results that correspond to the total return of stocks of small-capitalization United States companies. The fund invests normally at least 80% of assets in securities included in the Russell 2000 Index.

## PEER GROUP ANALYSIS - IM U.S. Small Cap Core Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Fidelity Small Cap Index	6.25 (91)	-20.27 (84)	-20.27 (84)	3.15 (75)	4.22 (61)	8.03 (50)	9.17 (44)
Russell 2000 Index	6.23 (92)	-20.44 (87)	-20.44 (87)	3.10 (75)	4.13 (64)	7.90 (54)	9.01 (49)
Median	9.65	-15.78	-15.78	5.20	4.78	8.03	8.97

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Fidelity Small Cap Index	4.22	23.29
Russell 2000 Index	4.13	23.30
Median	4.78	23.31

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Fidelity Small Cap Index	14.72 (90)	19.99 (11)	25.71 (31)	-10.88 (29)	14.85 (20)	21.63 (51)	-4.24 (48)
Russell 2000 Index	14.82 (89)	19.96 (12)	25.53 (33)	-11.01 (31)	14.65 (23)	21.31 (55)	-4.41 (53)
IM U.S. Small Cap Core Equity (MF) Median	25.12	9.89	23.94	-12.71	12.09	21.66	-4.35

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Fidelity Small Cap Index	3.15 (75)	20.05 (41)	10.36 (9)	8.77 (18)	7.58 (24)	10.18 (32)	7.00 (51)
Russell 2000 Index	3.10 (75)	20.02 (41)	10.25 (11)	8.59 (20)	7.36 (27)	9.96 (37)	6.74 (58)
IM U.S. Small Cap Core Equity (MF) Median	5.20	19.46	5.92	6.48	5.72	9.31	7.02

\*If less than 5 years, data is since inception of fund share class.



# Fidelity Small Cap Index 12/31/22

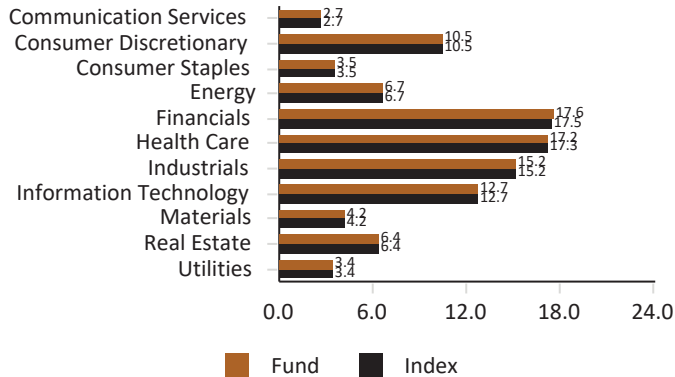
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$2,722	\$2,720
Median Mkt. Cap \$M	\$927	\$922
Price/Earnings ratio	11.59	11.64
Price/Book ratio	2.27	2.27
5 Yr. EPS Growth Rate (%)	17.52	17.54
Current Yield (%)	1.59	1.56
Beta (5 Years, Monthly)	1.00	1.00
% in Int'l Securities	3.76	3.76
Active Share	1.65	N/A
Number of Stocks	1,940	1,950

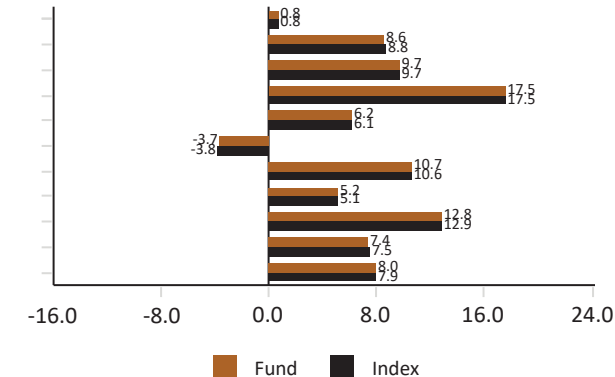
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Halozyme Therapeutics Inc	0.34	0.33	43.91
ShockWave Medical Inc	0.32	0.32	-26.06
EMCOR Group Inc.	0.32	0.31	28.41
Inspire Medical Systems Inc	0.31	0.31	42.01
Crocs Inc	0.29	0.29	57.92
Iridium Communications Inc	0.29	0.28	15.84
Matador Resources Co	0.28	0.28	17.19
Murphy Oil Corp	0.28	0.28	22.93
Texas Roadhouse Inc	0.27	0.27	4.73
Murphy USA Inc	0.26	0.26	1.80

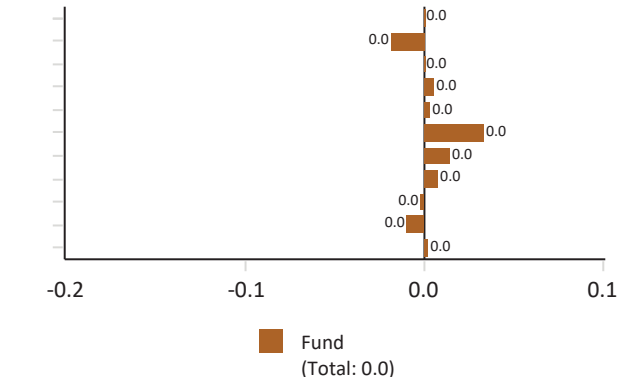
## SECTOR ALLOCATION



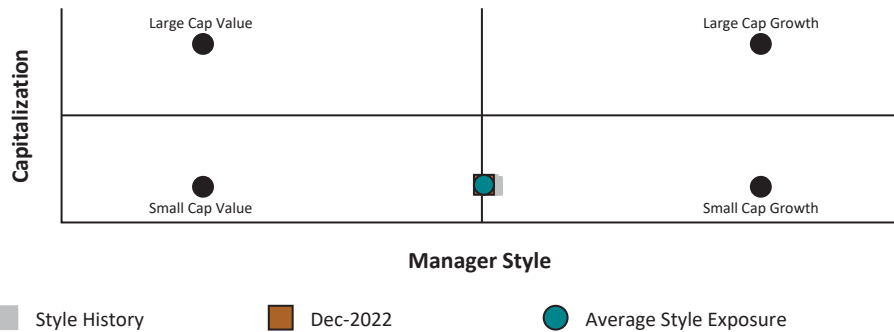
## SECTOR PERFORMANCE



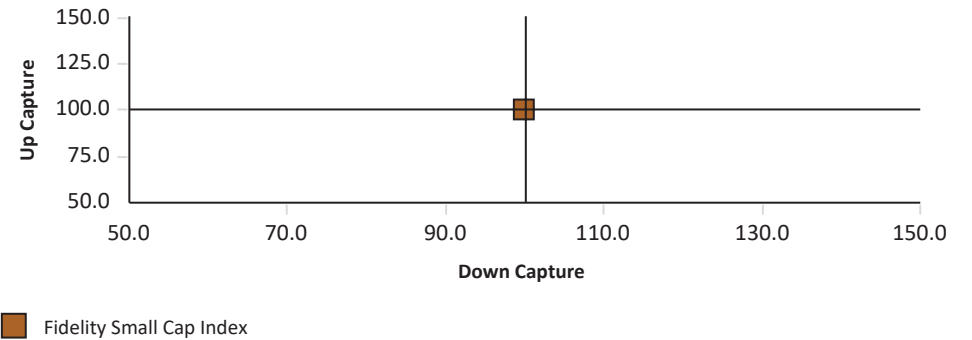
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (10/01/11 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# Harbor Sm Cap Gro 12/31/22

## FUND INFORMATION

Fund: Mar Vista  
 Family:  
 Fund Inception: 11/01/2000  
 Portfolio: Team Managed  
 Manager:  
 Total Assets: \$605 Million  
 Turnover: 71%

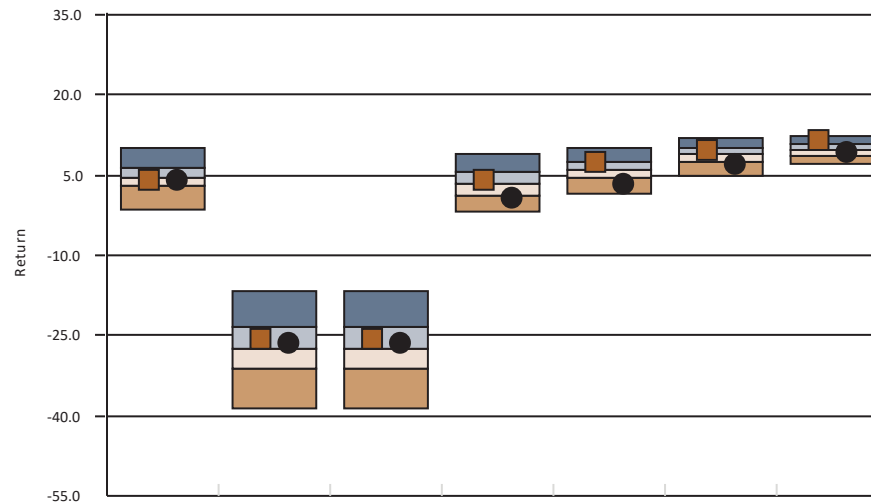
### Investment Strategy:

Harbor Small Cap Growth has been managed by Westfield Capital Management Company, L.P. since late 2000. Westfield looks for stocks with market caps between \$300 million and \$1.5 billion, earnings-growth rates of at least 20%, and reasonable price/earnings multiples, although it is flexible about those guidelines. They come up with a price target for each stock in the portfolio, and if a stock hits its target, they either trim the position or raise the target. If a stock drops 20%, they either buy more or sell, depending on whether their reason for owning it is still valid.

### Innovest's Assessment:

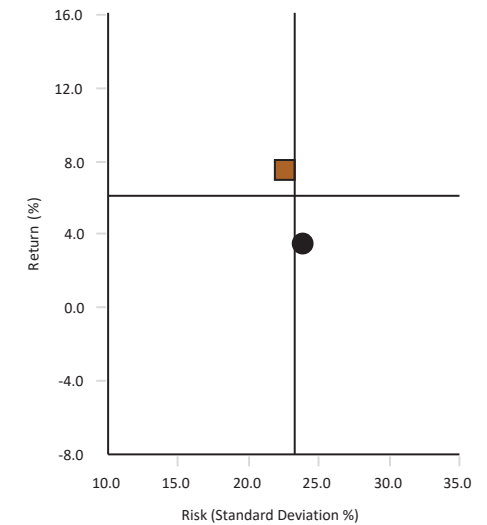
Harbor Small Cap Growth should outperform after market inflection points, as earnings benefit from operating leverage or revenue improvements, and when market valuations converge with company specific fundamentals. The strategy should underperform during periods when "momentum" investments are outperforming, and high valuation stocks are on the rise.

## PEER GROUP ANALYSIS - IM U.S. Small Cap Growth Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Harbor Sm Cap Gro	4.29 (54)	-25.53 (37)	-25.53 (37)	4.20 (39)	7.53 (27)	9.62 (34)	11.40 (17)
Russell 2000 Growth Index	4.13 (56)	-26.36 (44)	-26.36 (44)	0.65 (83)	3.51 (83)	7.09 (80)	9.20 (67)
Median	4.46	-27.54	-27.54	3.48	6.11	8.95	9.80

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Harbor Sm Cap Gro	7.53	22.61
Russell 2000 Growth Index	3.51	23.78
Median	6.11	23.26

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Harbor Sm Cap Gro	9.77 (54)	38.39 (44)	42.33 (1)	-10.74 (79)	24.60 (32)	6.22 (80)	-1.31 (33)
Russell 2000 Growth Idx	2.83 (82)	34.63 (56)	28.48 (47)	-9.31 (73)	22.17 (43)	11.32 (43)	-1.38 (34)
IM U.S. Small Cap Growth Equity (MF) Median	10.53	36.55	27.69	-5.57	20.72	10.11	-2.35

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Harbor Sm Cap Gro	4.20 (39)	29.31 (20)	20.70 (39)	16.55 (33)	5.71 (79)	9.31 (52)	4.31 (41)
Russell 2000 Growth Idx	0.65 (83)	21.17 (76)	16.20 (58)	12.49 (57)	7.24 (64)	10.28 (38)	5.05 (31)
IM U.S. Small Cap Growth Equity (MF) Median	3.48	25.00	17.93	13.46	8.20	9.45	3.58

\*If less than 5 years, data is since inception of fund share class.

# Harbor Sm Cap Gro 12/31/22

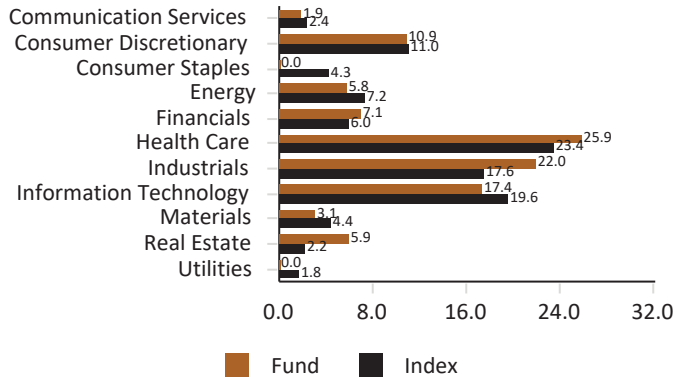
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$4,384	\$3,064
Median Mkt. Cap \$M	\$3,508	\$1,112
Price/Earnings ratio	12.63	14.04
Price/Book ratio	3.04	3.50
5 Yr. EPS Growth Rate (%)	34.48	22.47
Current Yield (%)	0.81	0.88
Beta (5 Years, Monthly)	0.91	1.00
% in Int'l Securities	9.01	3.07
Active Share	93.42	N/A
Number of Stocks	63	1,109

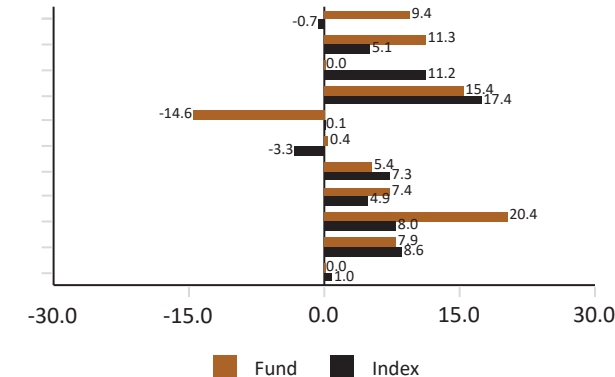
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Option Care Health Inc	3.06	0.41	-4.39
Encore Wire Corp	2.94	0.00	19.08
Atkore Inc	2.92	0.41	45.77
WillScot Mobile Mini Holdings Corp	2.88	0.00	12.00
Ascendis Pharma AS	2.88	0.00	18.27
Innoviva Inc	2.83	0.07	14.13
Alkermes Plc	2.65	0.37	17.02
Churchill Downs Inc	2.64	0.00	15.18
Shift4 Payments Inc	2.63	0.00	25.38
Spirit Realty Capital Inc	2.45	0.00	12.27

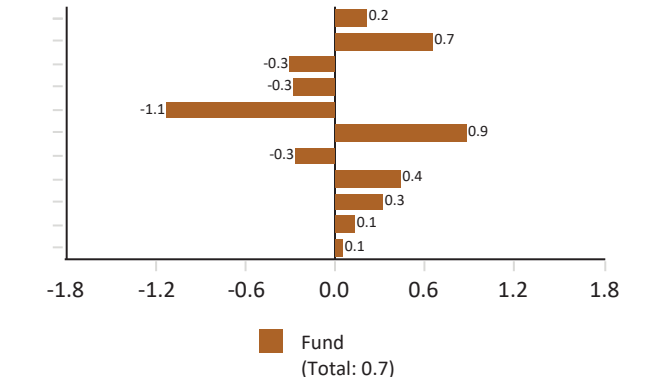
## SECTOR ALLOCATION



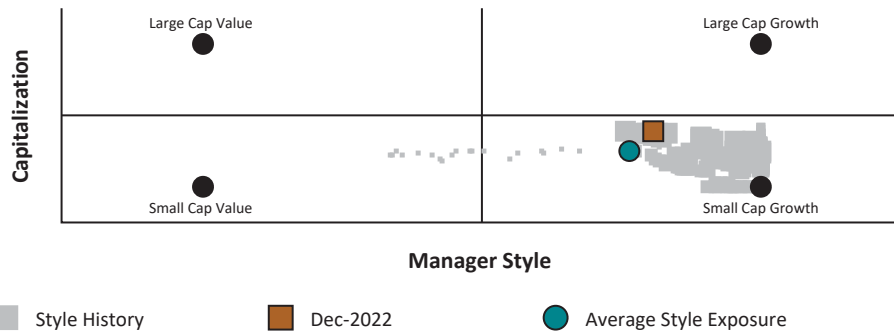
## SECTOR PERFORMANCE



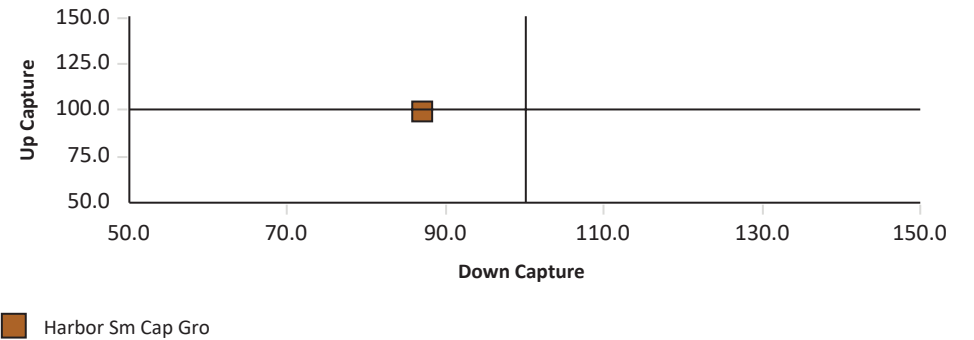
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (12/01/00 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



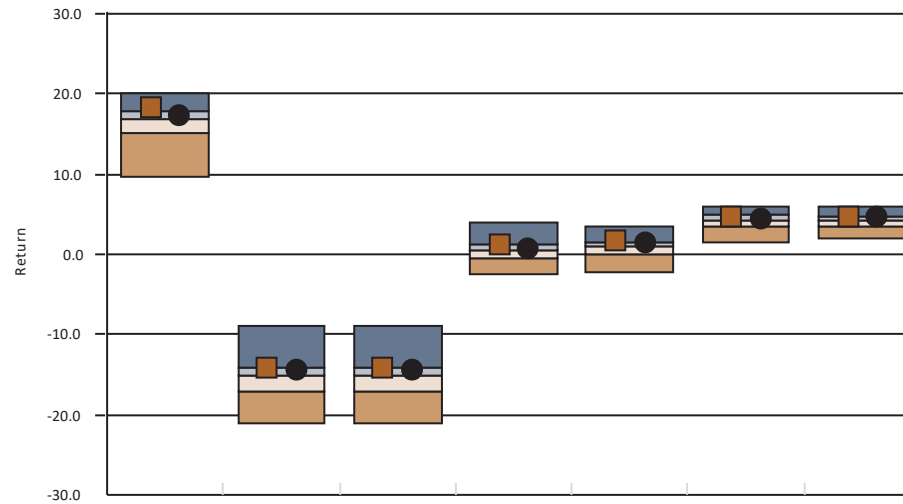
FUND INFORMATION

Fund Family : Fidelity Investments  
 Fund Inception : 09/08/2011  
 Portfolio Manager : Team Managed  
 Total Assets : \$36,527 Million  
 Turnover : 2%

**Investment Strategy:**

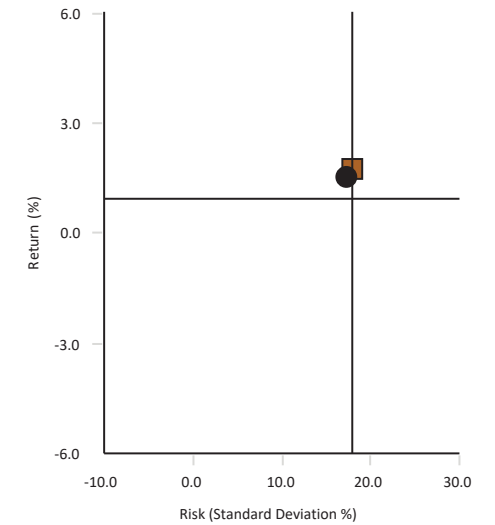
Fidelity® International Index Fund is a diversified international equity strategy that seeks to closely track the returns and characteristics of the MSCI EAFE Index, a market-cap-weighted index that includes large/mid-cap firms in 21 developed-markets countries, excluding the U.S. and Canada.

PEER GROUP ANALYSIS - IM International Core Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Fidelity Intl Ix	18.28 (14)	-14.24 (31)	-14.24 (31)	1.12 (33)	1.75 (19)	4.77 (29)	4.73 (23)
MSCI EAFE (Net) Index	17.34 (38)	-14.45 (37)	-14.45 (37)	0.87 (41)	1.54 (29)	4.53 (42)	4.67 (25)
Median	16.93	-15.19	-15.19	0.55	0.96	4.22	4.10

RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Fidelity Intl Ix	1.75	17.86
MSCI EAFE (Net) Index	1.54	17.37
Median	0.96	17.95

CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Fidelity Intl Ix	11.45 (37)	8.17 (50)	22.00 (37)	-13.52 (19)	25.38 (50)	1.34 (45)	-0.73 (43)
MSCI EAFE (Net) Index	11.26 (41)	7.82 (56)	22.01 (37)	-13.79 (26)	25.03 (57)	1.00 (51)	-0.81 (46)
IM International Core Equity (MF) Median	10.69	8.13	21.40	-15.41	25.33	1.02	-0.93

ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Fidelity Intl Ix	1.12 (33)	13.72 (40)	4.50 (35)	9.77 (23)	3.19 (34)	8.05 (43)	-1.61 (49)
MSCI EAFE (Net) Index	0.87 (41)	13.54 (47)	4.28 (41)	9.56 (30)	2.87 (42)	7.80 (53)	-1.60 (48)
IM International Core Equity (MF) Median	0.55	13.45	3.82	8.77	2.53	7.86	-1.66

\*If less than 5 years, data is since inception of fund share class.

# Fidelity Intl Ix 12/31/22

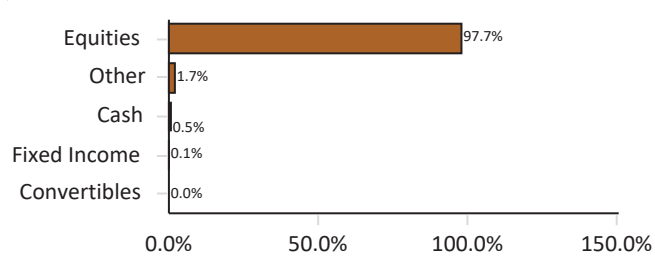
## PORTFOLIO CHARACTERISTICS

Total Securities	811
Avg. Market Cap	\$69,828 Million
P/E	19.08
P/B	3.78
Div. Yield	3.62%

## TOP 5 COUNTRIES

Japan	21.80 %
United Kingdom	14.79 %
Switzerland	11.01 %
France	10.76 %
Australia	7.76 %

## ASSET ALLOCATION

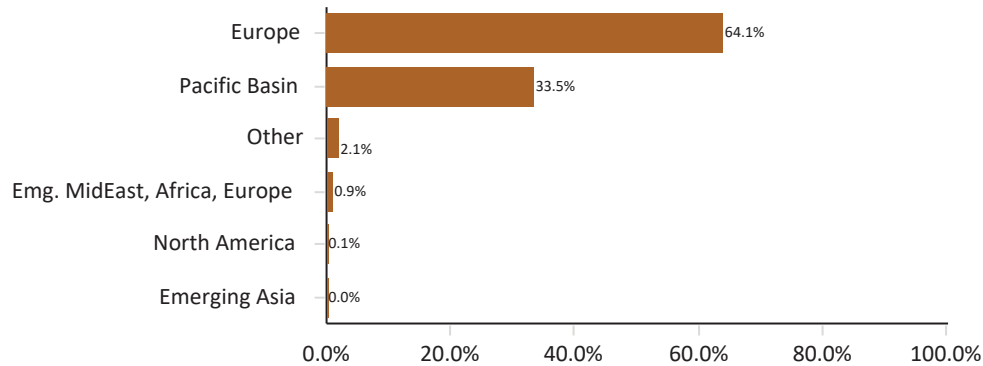


	<b>3 Years</b>	<b>5 Years</b>
vs. MSCI EAFE (Net) Index	1.03	1.02
Beta	1.03	1.02

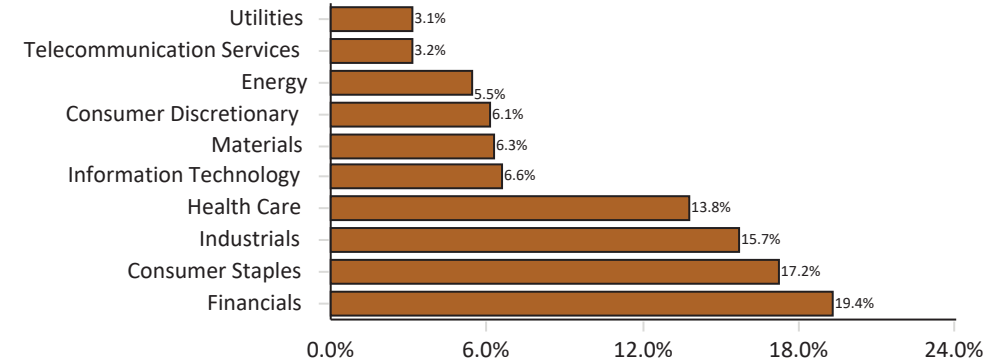
## TOP 10 HOLDINGS

Nestle SA ORD	2.35 %
Roche Holding AG	1.79 %
Shell PLC ORD	1.58 %
ASML Holding NV ORD	1.46 %
AstraZeneca PLC ORD	1.39 %
Novo Nordisk A/S ORD	1.38 %
LVMH Moet Hennessy Louis Vuitton	1.34 %
Novartis AG ORD	1.34 %
Toyota Motor Corp ORD	1.13 %
TotalEnergies SE ORD	1.04 %

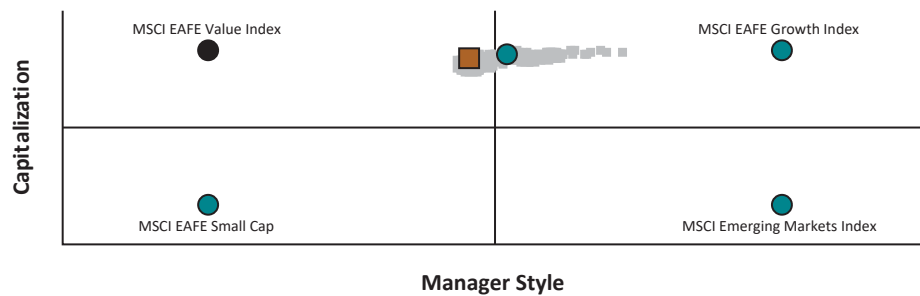
## REGION ALLOCATION



## SECTOR ALLOCATION

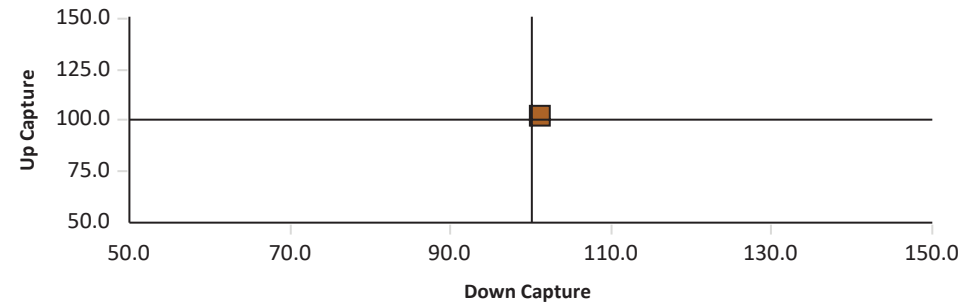


## STYLE MAP (10/01/11 - 12/31/22)



■ Style History    ■ Dec-2022    ● Average Style Exposure

## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



■ Fidelity Intl Ix

FUND INFORMATION

Fund Capital  
 Family : Group/American Funds  
 Fund Inception : 05/01/2009  
 Portfolio Team Managed  
 Manager :  
 Total \$68,905 Million  
 Assets :  
 Turnover : 29%

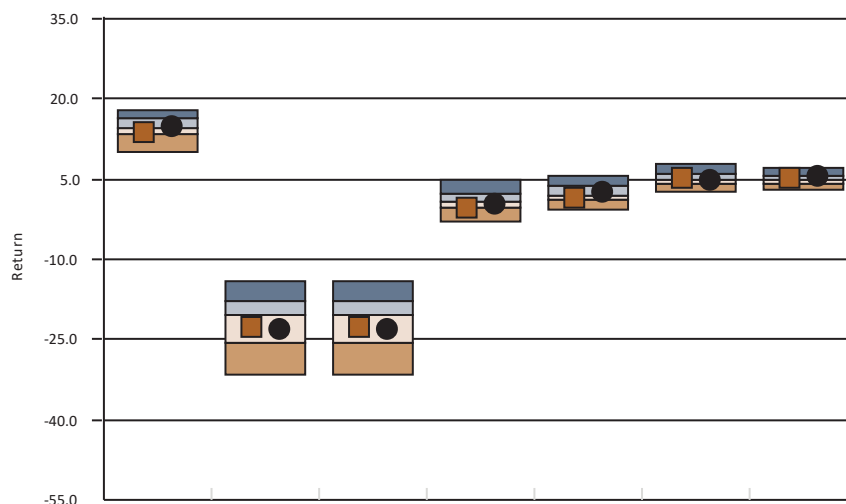
**Investment Strategy:**

This fund's managers are focused on long term capital growth. They primarily invest in common stocks of European and Pacific Basin issuers that have prospects of above average capital appreciation. The managers may use cash to moderate volatility, typically holding 5-10% of fund assets in cash. The Fund has a stake in emerging-markets companies and will sometimes hold preferred stock and convertible debt.

**Innovest's Assessment:**

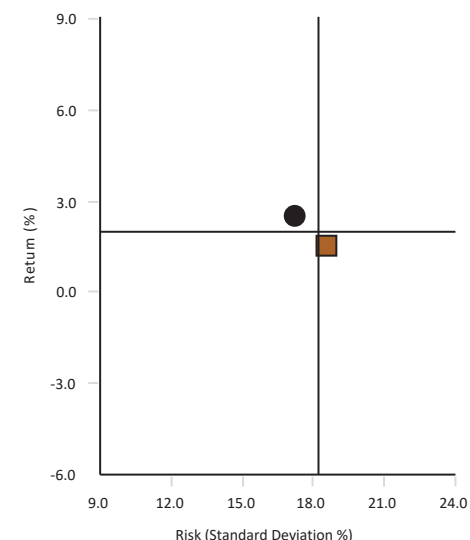
The fund's focus on bottom-up, fundamental factors can lead to periods of underperformance when the market is less concerned about company fundamentals and more driven by extreme volatility (a flight to quality) associated with geopolitical shocks to the financial system or in momentum-driven markets. By allowing managers to operate autonomously, the fund benefits from varied investment approaches and styles, giving it the capability to outperform in different market environments. Finally, the fund's immense asset base is likely to present some challenges in the fund's ability to build meaningful positions in smaller companies and to opportunistically trade in less liquid markets.

PEER GROUP ANALYSIS - IM International Large Cap Growth Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Amer Funds EuPc	13.78 (65)	-22.72 (60)	-22.72 (60)	-0.15 (71)	1.54 (64)	5.24 (35)	5.30 (32)
MSCI EAFE Growth Index (Net)	15.05 (43)	-22.95 (64)	-22.95 (64)	0.47 (59)	2.49 (39)	5.06 (42)	5.59 (27)
Median	14.64	-20.24	-20.24	0.92	2.00	4.86	4.81

RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Amer Funds EuPc	1.54	18.59
MSCI EAFE Growth Index (Net)	2.49	17.23
Median	2.00	18.21

CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Amer Funds EuPc	2.84 (86)	25.27 (17)	27.40 (54)	-14.91 (54)	31.17 (28)	1.01 (21)	-0.48 (59)
MSCI EAFE Gr Idx Net	11.25 (29)	18.29 (56)	27.90 (43)	-12.83 (31)	28.86 (49)	-3.04 (64)	4.09 (11)
IM International Large Cap Growth Equity (MF) Median	8.88	20.00	27.50	-14.67	28.61	-1.94	0.25

ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Amer Funds EuPc	-0.15 (71)	17.95 (50)	10.74 (30)	12.45 (41)	4.08 (22)	9.66 (19)	-0.60 (20)
MSCI EAFE Gr Idx Net	0.47 (59)	18.95 (40)	9.67 (50)	12.84 (36)	2.89 (46)	9.15 (30)	-1.20 (40)
IM International Large Cap Growth Equity (MF) Median	0.92	17.94	9.60	11.89	2.68	8.33	-1.66

\*If less than 5 years, data is since inception of fund share class.

# Amer Funds EuPc 12/31/22

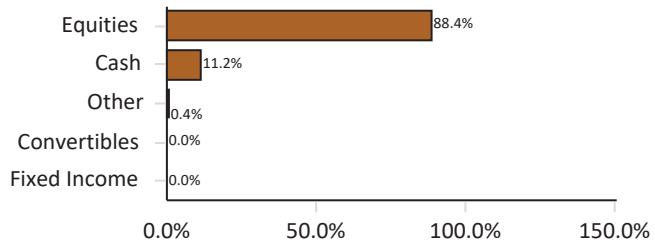
## PORTFOLIO CHARACTERISTICS

Total Securities	372
Avg. Market Cap	\$82,534 Million
P/E	25.25
P/B	5.59
Div. Yield	2.74%

## TOP 5 COUNTRIES

Unidentified	11.35 %
Japan	10.35 %
India	8.62 %
France	7.86 %
Canada	7.07 %

## ASSET ALLOCATION



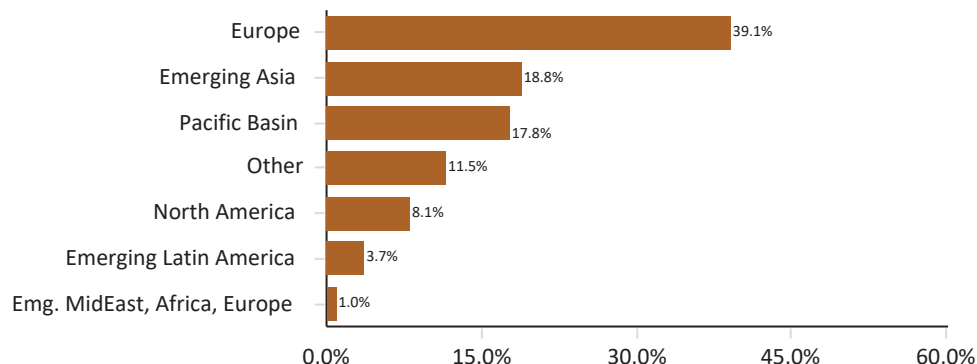
vs. MSCI EAFE Gr Idx Net  
Beta

3 Years	1.01
5 Years	1.03

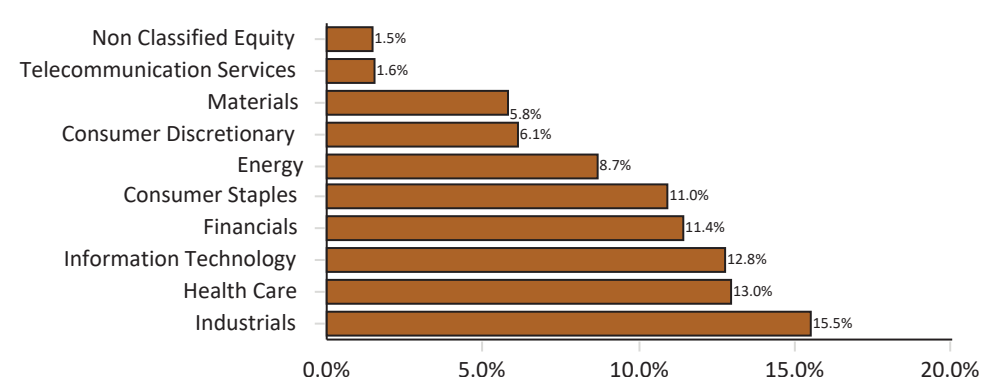
## TOP 10 HOLDINGS

Capital Group Central Cash Fund;	11.21 %
Reliance Industries Ltd ORD	3.12 %
Novo Nordisk A/S ORD	2.92 %
LVMH Moet Hennessy Louis Vuitton	2.46 %
ASML Holding NV ORD	2.37 %
Daiichi Sankyo Co Ltd ORD	2.20 %
Taiwan Semiconductor Manufacturing	1.95 %
Canadian Natural Resources Ltd	1.92 %
Airbus SE ORD	1.68 %
AIA Group Ltd ORD	1.68 %

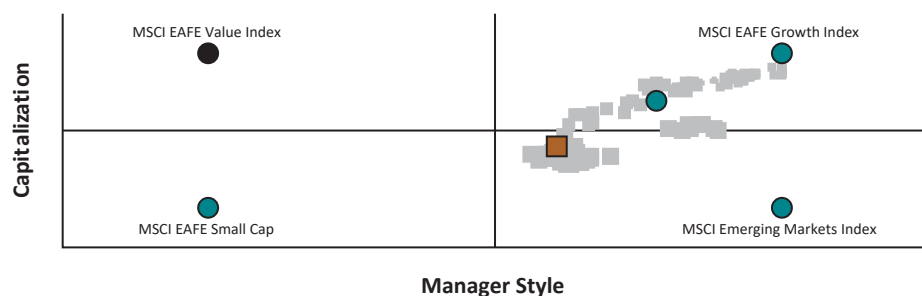
## REGION ALLOCATION



## SECTOR ALLOCATION

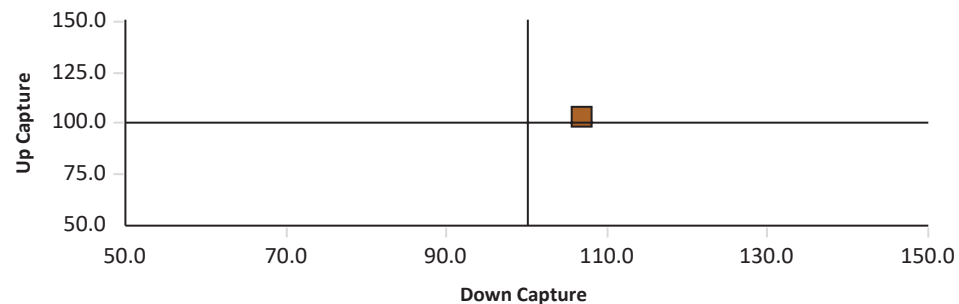


## STYLE MAP (06/01/09 - 12/31/22)



■ Style History    ■ Dec-2022    ● Average Style Exposure

## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



■ Amer Funds EuPc

FUND INFORMATION

Fund: Invesco  
 Family:  
 Fund Inception: 11/18/1996  
 Portfolio Manager: Justin Leverenz  
 Total Assets: \$2,787 Million  
 Turnover: 38%

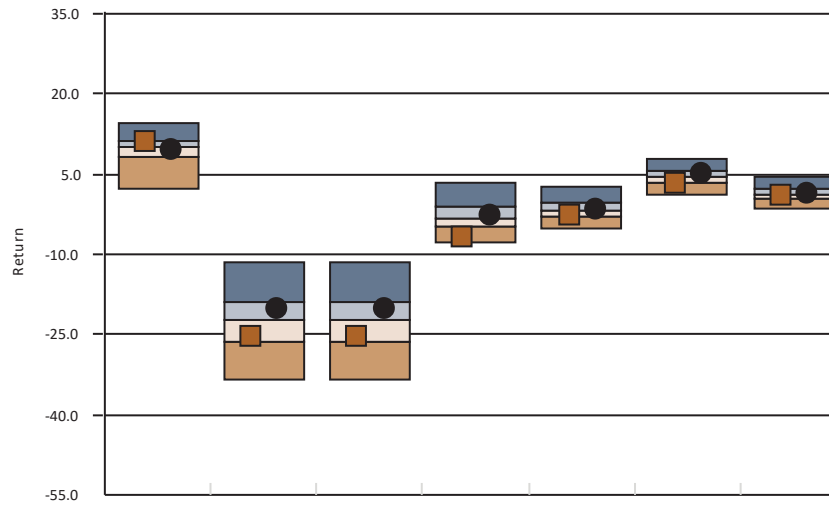
**Investment Strategy:**

The portfolio manager invests in emerging market businesses that appear likely to grow at a faster pace than world GDP and may benefit from distinctive structural global growth themes. They rely on fundamental analysis to search for exceptional businesses with sustainable competitive advantages, strong management and high return on capital. They maintain a country and sector agnostic approach.

**Innovest Assessment:**

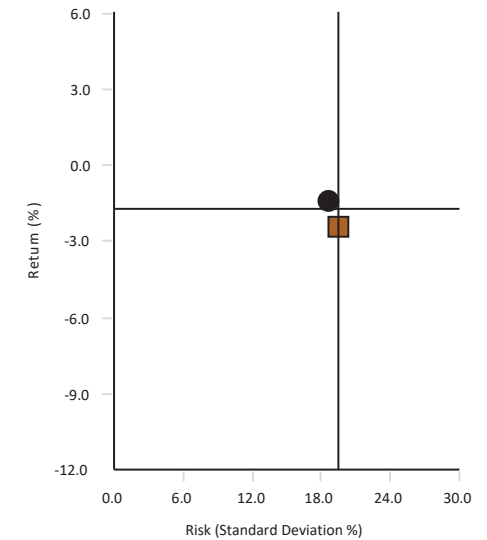
This fund will tend to outperform when "rational" markets prevail (i.e., when earnings and stock price are positively correlated and when the relationship between security valuations and stock performance matter). It has also performed well in down-markets due to investments in companies with a strong downside position resulting from favorable balance sheets, solid cash flows, and some competitive advantage in their industry. In irrational markets (e.g., when low-quality companies outperform in the short-term), the strategy may lag behind its peers.

PEER GROUP ANALYSIS - IM Emerging Markets Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Invesco Dev Mkt	11.28 (27)	-25.16 (70)	-25.16 (70)	-6.73 (90)	-2.44 (66)	3.51 (73)	1.22 (52)
MSCI Emerging Mkts (Net) Index	9.70 (55)	-20.09 (32)	-20.09 (32)	-2.69 (44)	-1.40 (42)	5.17 (33)	1.44 (45)
Median	9.95	-22.44	-22.44	-3.16	-1.74	4.52	1.24

RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Invesco Dev Mkt	-2.44	19.44
MSCI Emerging Mkts (Net) Index	-1.40	18.67
Median	-1.74	19.48

CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Invesco Dev Mkt	-7.50 (83)	17.22 (54)	23.99 (28)	-12.14 (14)	34.77 (55)	6.89 (56)	-14.06 (55)
MSCI EM (Net) Index	-2.54 (58)	18.31 (47)	18.42 (63)	-14.57 (30)	37.28 (43)	11.19 (29)	-14.92 (62)
IM Emerging Markets Equity (MF) Median	-1.62	17.66	20.17	-16.45	35.66	8.25	-13.73

ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Invesco Dev Mkt	-6.73 (90)	10.37 (72)	8.49 (31)	13.66 (20)	8.17 (31)	7.38 (66)	-4.37 (77)
MSCI EM (Net) Index	-2.69 (44)	10.94 (64)	6.17 (44)	11.57 (40)	9.25 (18)	9.10 (40)	-2.55 (44)
IM Emerging Markets Equity (MF) Median	-3.16	11.92	5.63	10.74	6.91	8.59	-2.85

\*If less than 5 years, data is since inception of fund share class.



# Invesco Dev Mkt 12/31/22

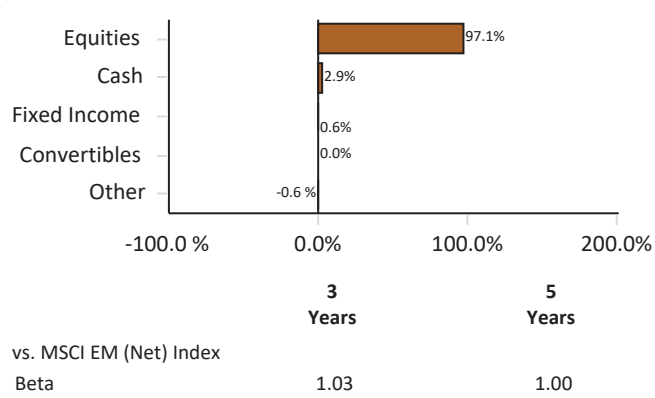
## PORTFOLIO CHARACTERISTICS

Total Securities	92
Avg. Market Cap	\$72,149 Million
P/E	20.96
P/B	3.66
Div. Yield	2.72%

## TOP 5 COUNTRIES

India	24.70 %
China	18.96 %
Taiwan	8.75 %
Korea	8.74 %
Mexico	8.50 %

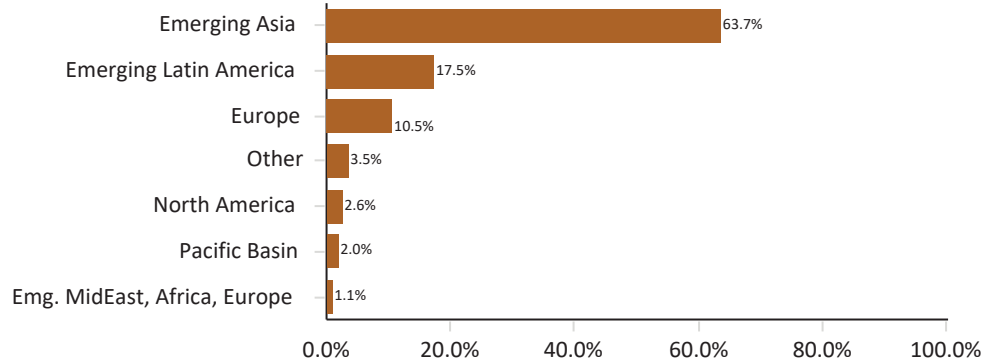
## ASSET ALLOCATION



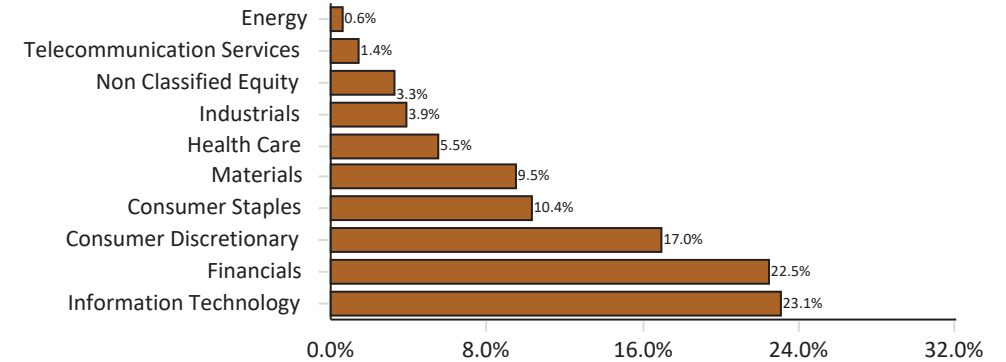
## TOP 10 HOLDINGS

Housing Development Finance Corporation	8.92 %
Taiwan Semiconductor Manufacturing	6.47 %
Kotak Mahindra Bank Ltd ORD	6.37 %
Yum China Holdings Inc ORD	5.45 %
Tata Consultancy Services Ltd ORD	5.23 %
Grupo Mexico SAB de CV ORD	4.51 %
Pernod Ricard SA ORD	4.11 %
Samsung Electronics Co Ltd ORD	3.48 %
H WORLD GROUP ADR	3.12 %
ZTO EXPRESS CAYMAN ADR REP CL A	2.71 %

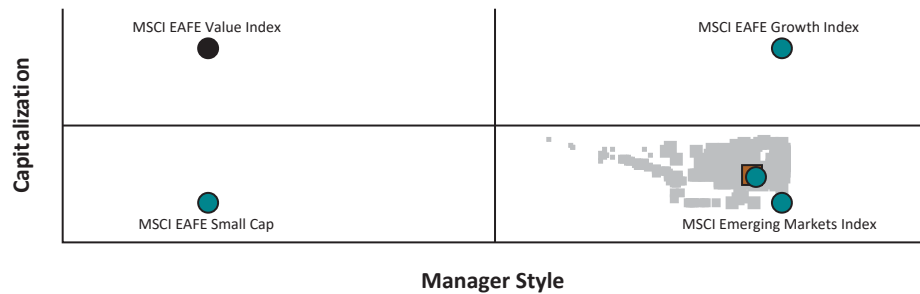
## REGION ALLOCATION



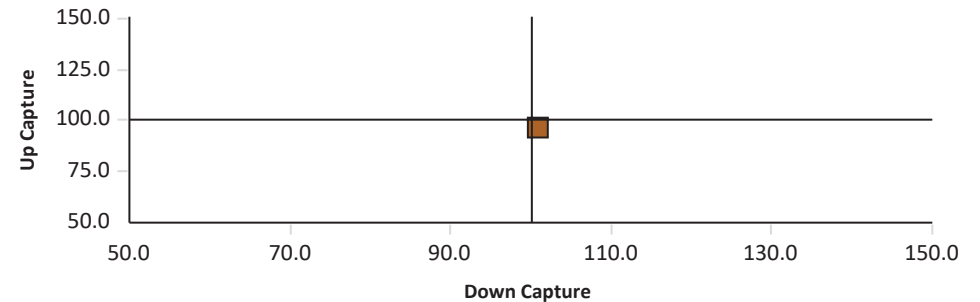
## SECTOR ALLOCATION



## STYLE MAP (01/01/01 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



■ Style History   ■ Dec-2022   ● Average Style Exposure

■ Invesco Dev Mkt

# Parnassus Core Equity 12/31/22

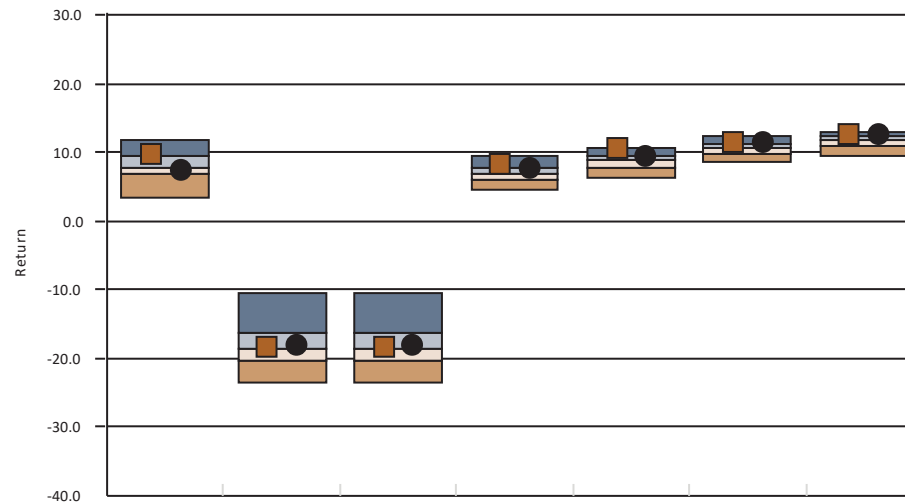
## FUND INFORMATION

Fund Family : Parnassus Investments  
 Fund Inception : 04/28/2006  
 Portfolio Manager : Ahlsten/Allen/Choi  
 Total Assets : \$13,494 Million  
 Turnover : 26%

### Investment Strategy:

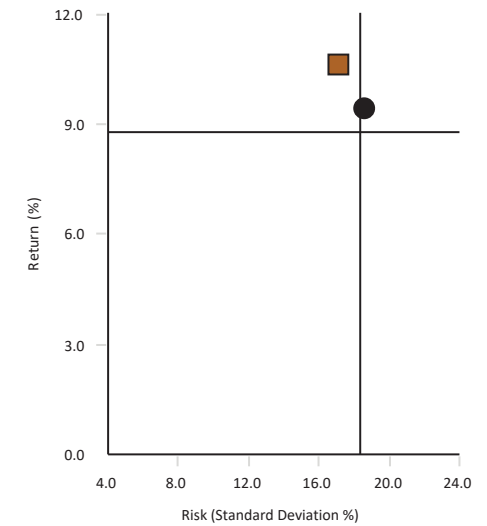
The Parnassus Core Equity Fund invests in U.S. large cap companies with long-term competitive advantages and relevancy, quality management teams and positive performance on ESG criteria. The Fund is fossil-fuel free, as it does not invest in companies that derive significant revenues from the extraction, exploration, production or refining of fossil fuels. To determine a company's prospects, the Adviser reviews the company's income statement, cash flow statement and balance sheet, and analyzes the company's sustainable strategic advantage and management team. The ESG factors the Adviser evaluates are the Environment, Community, Customers, Workplace and Governance. Issues that fall under these factors include, but are not limited to: Corporate governance and business ethics, Employee pay, benefits and corporate culture, Stakeholder relations, Product safety, Customers and supply chain, Environmental impact. The portfolio managers focus on high quality companies that may perform better than the market during downturns.

## PEER GROUP ANALYSIS - IM U.S. Large Cap Core Equity (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
■ Parnassus Core Equity	9.64 (25)	-18.45 (48)	-18.45 (48)	8.19 (19)	10.66 (6)	11.51 (20)	12.64 (13)
● S&P 500 Index	7.56 (57)	-18.11 (45)	-18.11 (45)	7.66 (29)	9.42 (30)	11.48 (21)	12.56 (15)
Median	7.83	-18.72	-18.72	6.95	8.77	10.64	11.69

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
■ Parnassus Core Equity	10.66	17.14
● S&P 500 Index	9.42	18.53
— Median	8.77	18.35

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Parnassus Core Equity	27.82 (35)	21.47 (25)	30.96 (47)	0.05 (4)	16.81 (91)	10.61 (38)	-0.34 (64)
S&P 500 Index	28.71 (25)	18.40 (50)	31.49 (36)	-4.38 (32)	21.83 (45)	11.96 (20)	1.38 (35)
IM U.S. Large Cap Core Equity (MF) Median	26.95	18.39	30.64	-5.45	21.45	9.70	0.53

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Parnassus Core Equity	8.19 (19)	26.69 (24)	16.76 (6)	15.24 (33)	8.93 (31)	8.79 (83)	8.14 (25)
S&P 500 Index	7.66 (29)	26.07 (37)	14.18 (40)	15.27 (33)	9.26 (19)	11.41 (20)	8.87 (8)
IM U.S. Large Cap Core Equity (MF) Median	6.95	25.28	13.59	14.54	8.31	10.39	7.31

\*If less than 5 years, data is since inception of fund share class.

# Parnassus Core Equity 12/31/22

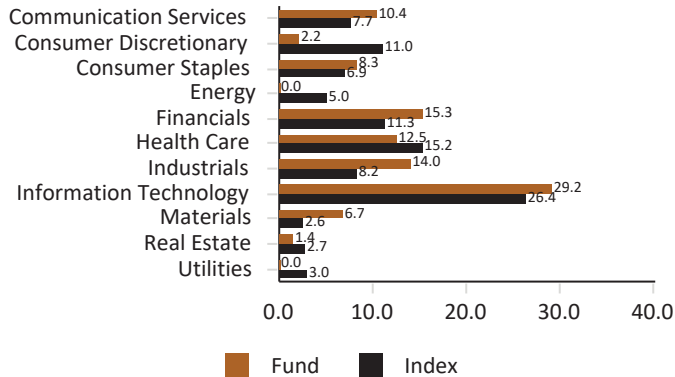
## PORTFOLIO CHARACTERISTICS

	Portfolio	Benchmark
Wtd. Avg. Mkt. Cap \$M	\$354,820	\$413,469
Median Mkt. Cap \$M	\$130,231	\$29,555
Price/Earnings ratio	23.55	19.16
Price/Book ratio	4.16	3.86
5 Yr. EPS Growth Rate (%)	14.45	17.72
Current Yield (%)	1.27	1.77
Beta (5 Years, Monthly)	0.91	1.00
% in Int'l Securities	6.33	3.08
Active Share	76.01	N/A
Number of Stocks	38	503

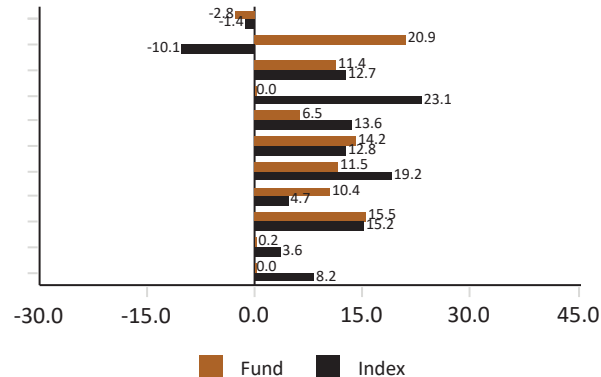
## TOP 10 HOLDINGS

	Portfolio Weight (%)	Benchmark Weight (%)	Quarterly Return (%)
Microsoft Corp	6.74	5.56	3.26
Alphabet Inc	5.00	1.64	-7.76
DEERE & COMPANY	4.29	0.37	28.77
Fiserv Inc.	4.28	0.20	8.01
Mastercard Inc	3.68	0.92	22.49
Linde Plc	3.40	0.50	21.41
T-Mobile US Inc	3.30	0.26	4.35
Procter & Gamble Co (The)	3.22	1.12	20.91
Gilead Sciences Inc	3.06	0.34	40.31
Schwab (Charles) Corp	2.97	0.40	16.17

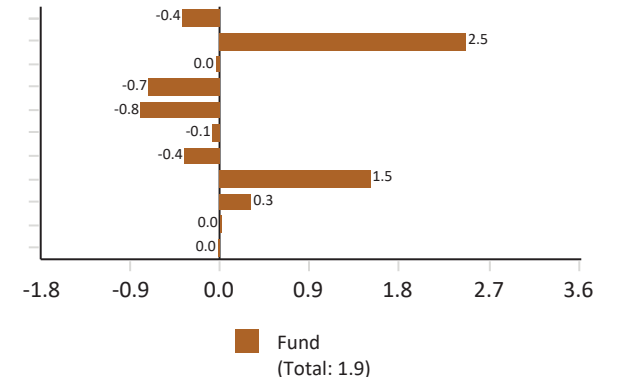
## SECTOR ALLOCATION



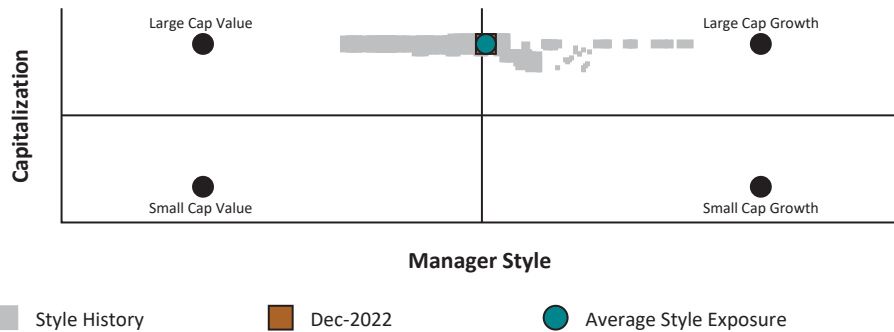
## SECTOR PERFORMANCE



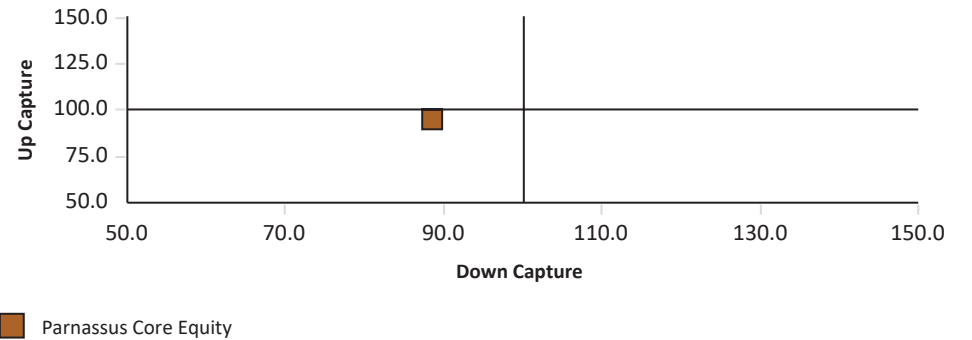
## TOTAL SECTOR ATTRIBUTION



## STYLE MAP (05/01/06 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# Fidelity US Bond Ix 12/31/22

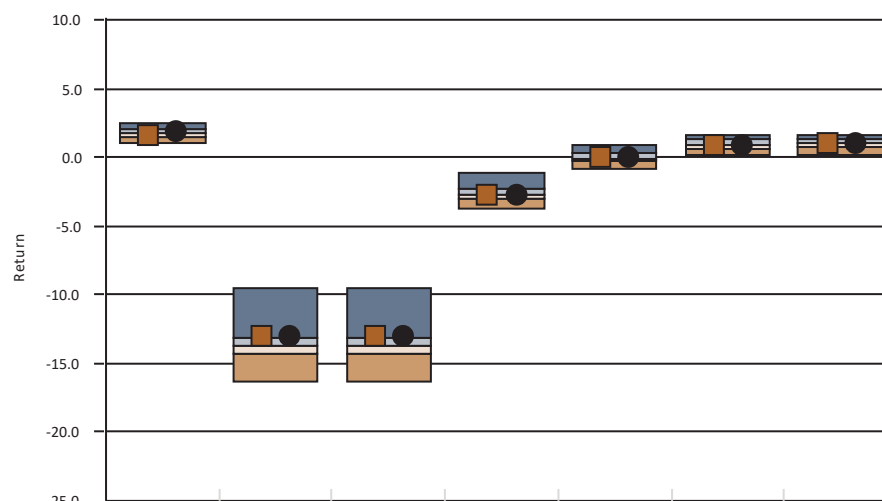
## FUND INFORMATION

Fund Family : Fidelity Investments  
 Fund Inception : 05/04/2011  
 Portfolio Manager : Bettencourt/Munclinger  
 Total Assets : \$55,270 Million  
 Turnover : 50%

### Investment Strategy:

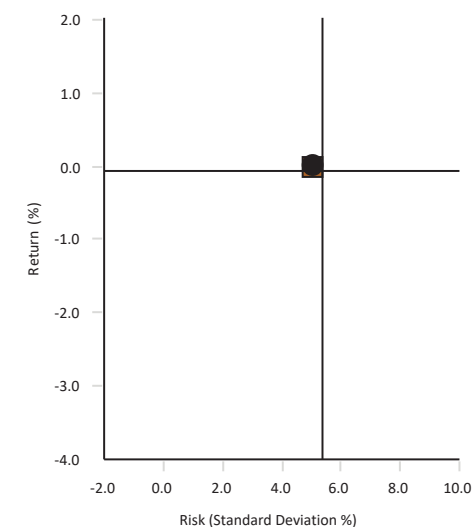
The Fund seeks to provide investment results that correspond to the performance of the Bloomberg Aggregate Bond Index. By prospectus, the Fund's broad sector exposures are managed within a +/- 10% range of the Index. The Fund seeks to accomplish this objective while maintaining an overall sensitivity to interest rates in line with the investment grade bond market. The Fund does not attempt to time the direction of interest rates. The Fund selects from a broad range of investment grade opportunities among corporate bonds, mortgage-backed securities, commercial mortgage-backed securities, asset-backed securities, federal agency securities and Treasury instruments.

## PEER GROUP ANALYSIS - IM U.S. Broad Market Core Fixed Income (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
Fidelity US Bond Ix	1.67 (55)	-13.04 (22)	-13.04 (22)	-2.72 (50)	-0.02 (45)	0.83 (58)	1.01 (52)
Bloomberg Aggregate Idx	1.87 (35)	-13.01 (21)	-13.01 (21)	-2.71 (50)	0.02 (42)	0.89 (53)	1.06 (46)
Median	1.71	-13.67	-13.67	-2.72	-0.07	0.92	1.02

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
Fidelity US Bond Ix	-0.02	5.05
Bloomberg Aggregate Idx	0.02	5.04
Median	-0.07	5.35

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
Fidelity US Bond Ix	-1.79 (74)	7.80 (61)	8.48 (65)	0.03 (18)	3.49 (56)	2.51 (68)	0.63 (16)
Blmbg. U.S. Aggregate Index	-1.55 (60)	7.51 (73)	8.72 (53)	0.01 (18)	3.54 (54)	2.65 (62)	0.55 (20)
IM U.S. Broad Market Core Fixed Income (MF) Median	-1.33	8.15	8.76	-0.62	3.60	2.90	0.04

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
Fidelity US Bond Ix	-2.72 (50)	4.72 (75)	5.37 (52)	3.94 (47)	2.00 (52)	2.21 (46)	3.02 (34)
Blmbg. U.S. Aggregate Index	-2.71 (50)	4.79 (71)	5.34 (53)	4.03 (40)	2.06 (47)	2.24 (44)	3.03 (33)
IM U.S. Broad Market Core Fixed Income (MF) Median	-2.72	5.18	5.39	3.91	2.01	2.16	2.84

\*If less than 5 years, data is since inception of fund share class.

# Fidelity US Bond Ix 12/31/22

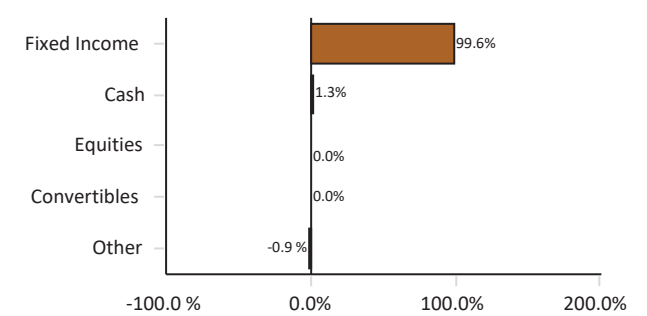
## PORTFOLIO CHARACTERISTICS

Avg. Coupon	N/A
Nominal Maturity	N/A
Effective Maturity	N/A
Duration	6.13 Years
SEC 30 Day Yield	N/A
Avg. Credit Quality	AA
No data found.	

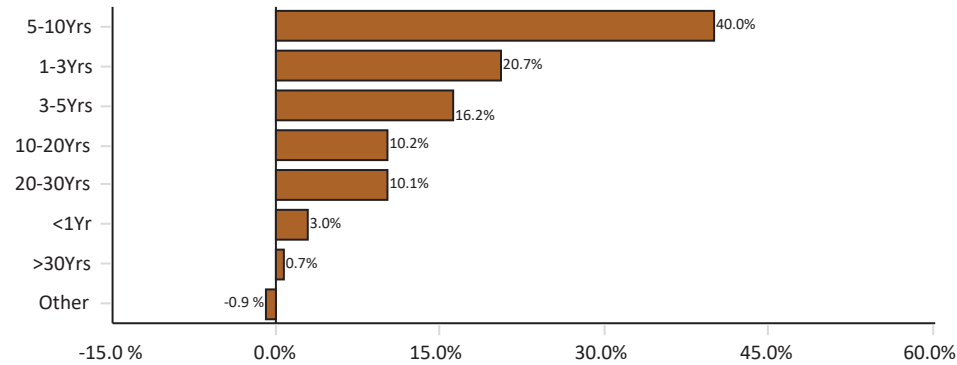
## TOP SECTOR ALLOCATIONS

Treasury Notes/Bonds	41.94 %
GNMA and Other Mtg Backed	28.79 %
Corporate Notes/Bonds	24.53 %
Government Agency Securities	2.42 %
Fgn. Currency Denominated Bonds	1.58 %
Asset Backed Securities	0.36 %

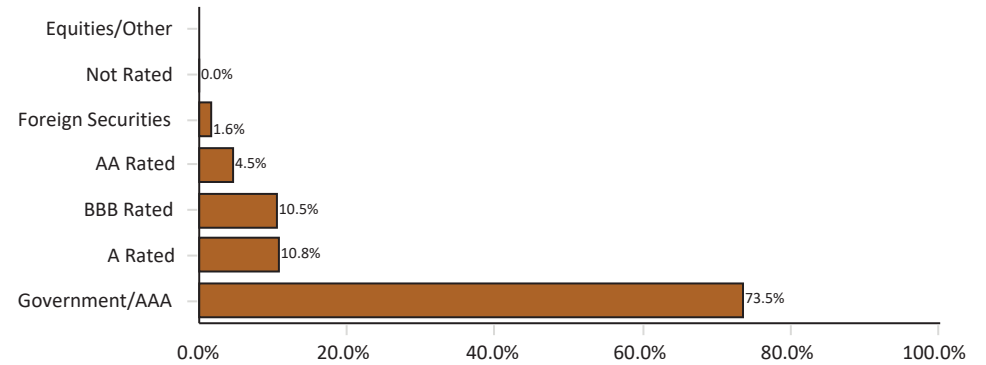
## ASSET ALLOCATION



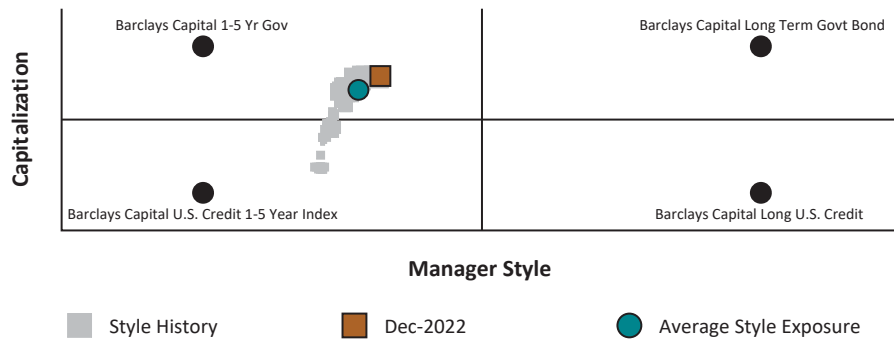
## MATURITY DISTRIBUTION



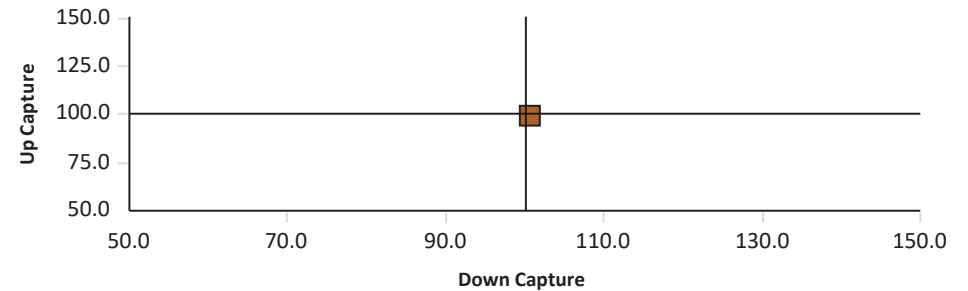
## QUALITY ALLOCATION



## STYLE MAP (06/01/11 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# PIMCO Tot Rtn Inst 12/31/22

## FUND INFORMATION

Fund: Pimco  
 Family:  
 Fund Inception: 05/11/1987  
 Portfolio: Team Managed  
 Manager:  
 Total Assets: \$44,745 Million  
 Turnover: 289%

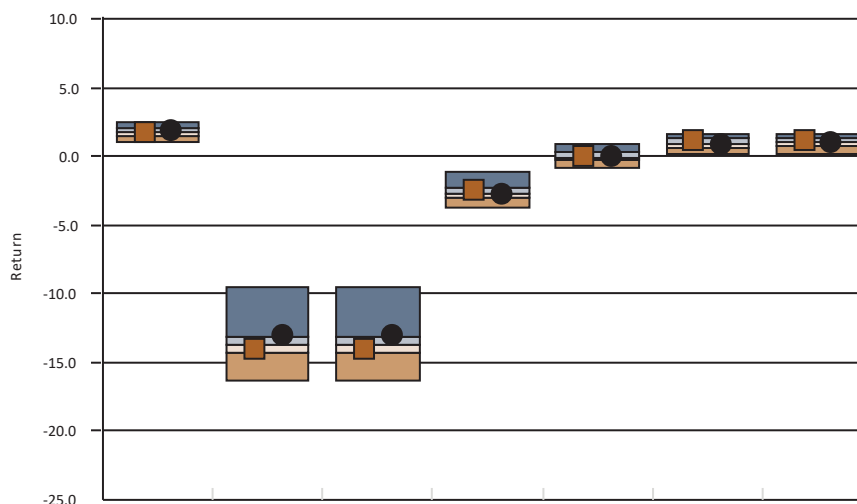
### Investment Strategy:

The fund aims to provide investors with a combination of income and capital appreciation potential. It emphasizes higher-quality, intermediate-term bonds and aims to avoid concentration risk by being more globally diversified than many core bond funds. It also has considerable flexibility to respond to changing economic conditions, helping to manage risk and increase total return potential. Major shifts in portfolio strategy are driven by secular and cyclical outlooks as opposed to short-term market events or aberrations in interest rates.

### Innovest's Assessment:

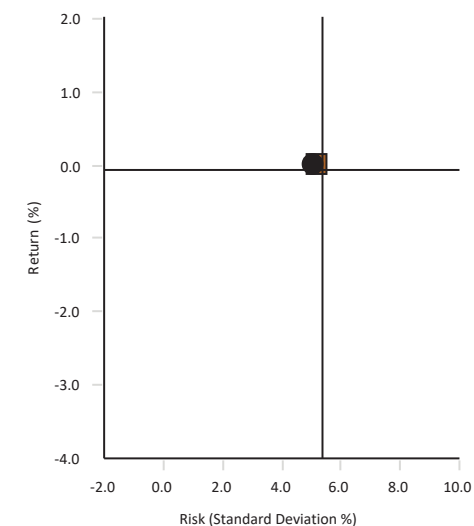
The fund attempts to add value through top-down positioning and by aggressively pursuing relatively attractive sectors of the bond market. The fund's total return approach allows them to diversify from heavily weighted sectors in the benchmark. Historically, their sector allocation decisions have resulted in strong relative outperformance; however, it is important to note that the fund's intermediate duration mandate could become a headwind to performance in a rising interest rate environment. PIMCO also has the potential to underperform when its macroeconomic forecast is materially wrong, either from a timing perspective or a fundamental perspective. PIMCO's approach will not always be lockstep with the broad bond market index.

## PEER GROUP ANALYSIS - IM U.S. Broad Market Core Fixed Income (MF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
PIMCO Tot Rtn Inst	1.79 (44)	-14.08 (65)	-14.08 (65)	-2.47 (35)	0.03 (40)	1.11 (34)	1.12 (40)
Blmbg. U.S. Aggregate Index	1.87 (35)	-13.01 (21)	-13.01 (21)	-2.71 (50)	0.02 (42)	0.89 (53)	1.06 (46)
Median	1.71	-13.67	-13.67	-2.72	-0.07	0.92	1.02

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
PIMCO Tot Rtn Inst	0.03	5.16
Blmbg. U.S. Aggregate Index	0.02	5.04
Median	-0.07	5.35

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
PIMCO Tot Rtn Inst	-0.84 (27)	8.87 (30)	8.26 (72)	-0.26 (31)	5.14 (5)	2.59 (64)	0.72 (13)
Blmbg. U.S. Aggregate Index	-1.55 (60)	7.51 (73)	8.72 (53)	0.01 (18)	3.54 (54)	2.65 (62)	0.55 (20)
IM U.S. Broad Market Core Fixed Income (MF) Median	-1.33	8.15	8.76	-0.62	3.60	2.90	0.04

## ROLLING 3 YEAR RETURN AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
PIMCO Tot Rtn Inst	-2.47 (35)	5.34 (43)	5.54 (40)	4.32 (19)	2.46 (22)	2.80 (15)	2.66 (61)
Blmbg. U.S. Aggregate Index	-2.71 (50)	4.79 (71)	5.34 (53)	4.03 (40)	2.06 (47)	2.24 (44)	3.03 (33)
IM U.S. Broad Market Core Fixed Income (MF) Median	-2.72	5.18	5.39	3.91	2.01	2.16	2.84

\*If less than 5 years, data is since inception of fund share class.

# PIMCO Tot Rtn Inst 12/31/22

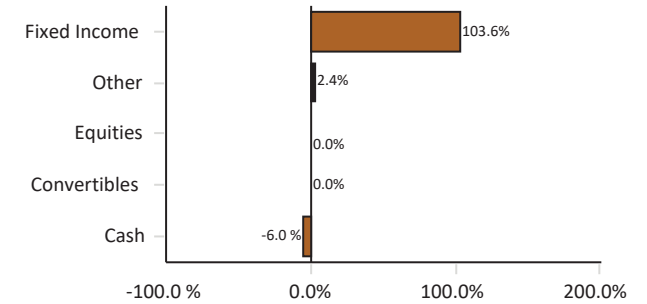
## PORTFOLIO CHARACTERISTICS

Avg. Coupon	3.23 %
Nominal Maturity	7.86 Years
Effective Maturity	N/A
Duration	5.87 Years
SEC 30 Day Yield	2.44
Avg. Credit Quality	AA
Current Yield	3.41

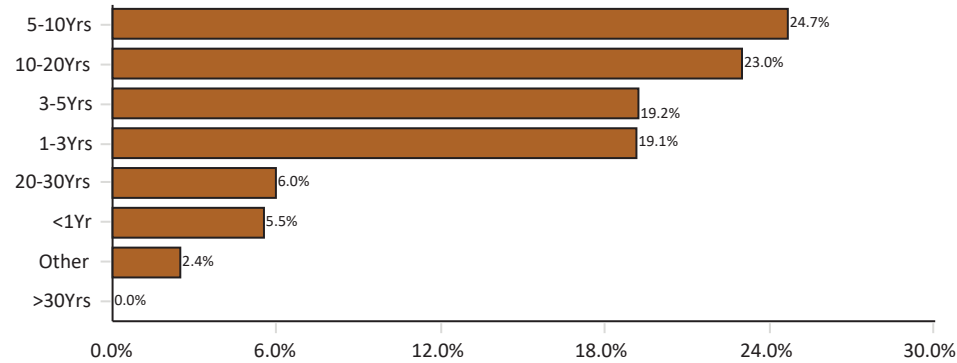
## TOP SECTOR ALLOCATIONS

GNMA and Other Mtg Backed	42.16 %
Treasury Notes/Bonds	24.02 %
Corporate Notes/Bonds	22.34 %
Fgn. Currency Denominated Bonds	11.10 %
Government Agency Securities	3.94 %

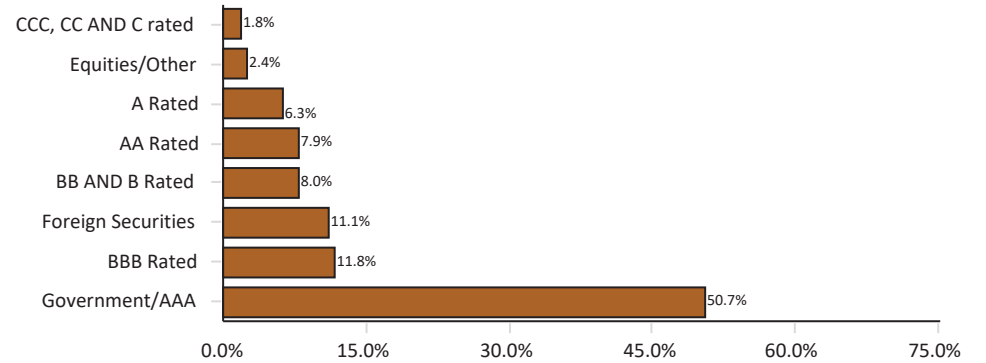
## ASSET ALLOCATION



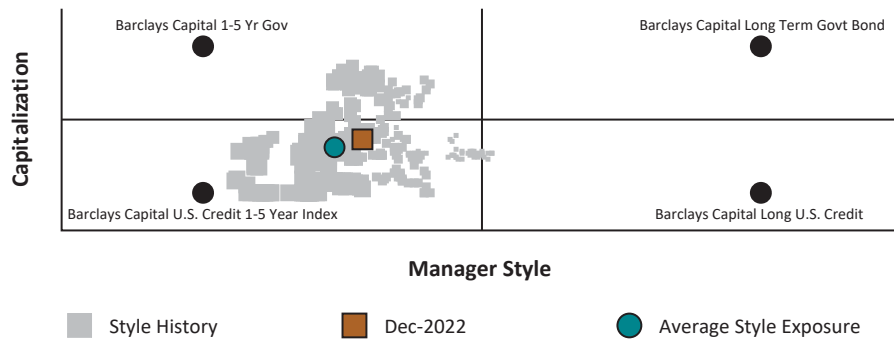
## MATURITY DISTRIBUTION



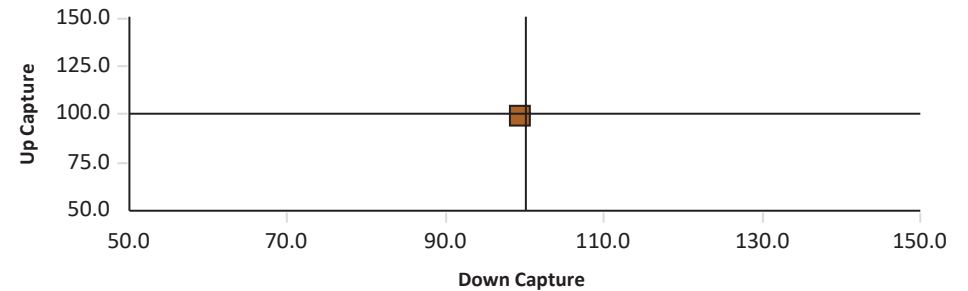
## QUALITY ALLOCATION



## STYLE MAP (06/01/87 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



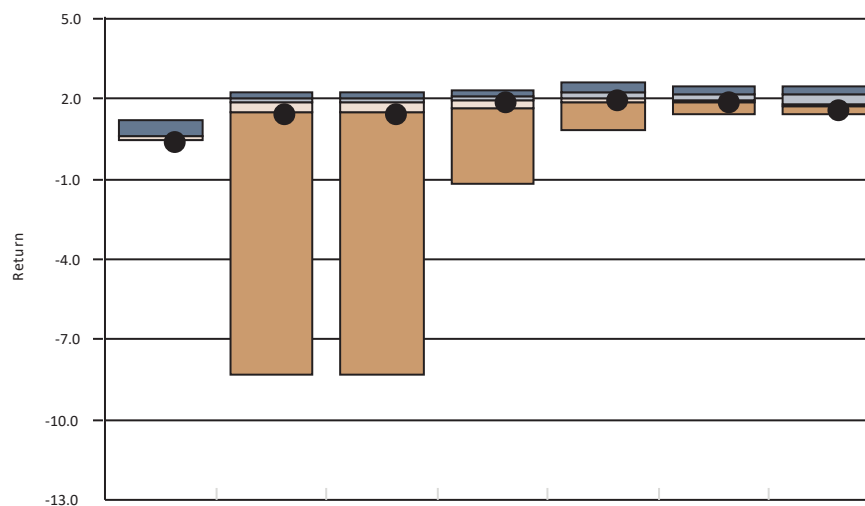
# SAGIC Core Bond II 12/31/22

## FUND INFORMATION

### Investment Strategy:

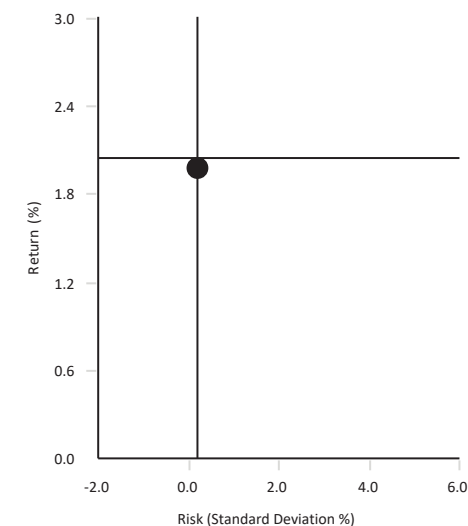
The Diversified II invests in a diversified portfolio of primarily investment-grade fixed income securities, with the potential of up to 25% of assets in below investment-grade debt securities. The portfolio manager uses a core-plus fixed income strategy to seek a superior total rate of return by investing in securities with attractive yields, including, but not limited to, corporate, U.S. government and agency, foreign issuers, and private placement bonds, and mortgage-backed and other asset-backed securities. The portfolio's core-plus fixed income strategy may hold a substantial position in securities in sectors not represented by its benchmark index, the Bloomberg Barclays U.S. Aggregate Bond Index. The portfolio seeks to identify the most attractively priced sectors and securities, with the belief that current income is the primary determinant of total return over intermediate- and long-term time horizons. The portfolio's core fixed income strategy will mainly hold securities in sectors represented by its benchmark index, the Bloomberg Barclays U.S. Aggregate Bond Index.

## PEER GROUP ANALYSIS - IM U.S. GIC/Stable Value (SA+CF)



	Last Quarter	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years
■ SAGIC Core Bond II	N/A	N/A	N/A	N/A	N/A	N/A	N/A
● Ryan 3 Yr GIC Master Index	0.42 (97)	1.46 (81)	1.46 (81)	1.85 (55)	1.98 (62)	1.84 (80)	1.61 (88)
Median	0.58	1.91	1.91	1.94	2.05	1.94	1.81

## RISK VS. RETURN (5 YEARS\*)



	Return	Standard Deviation
■ SAGIC Core Bond II	N/A	N/A
● Ryan 3 Yr GIC Master Index	1.98	0.19
— Median	2.05	0.21

## CALENDAR YEAR RETURNS AND PERCENTILE RANKINGS

	2021	2020	2019	2018	2017	2016	2015
SAGIC Core Bond II	2.13 (7)	2.74 (9)	3.13 (11)	3.34 (1)	3.13 (2)	N/A	N/A
Ryan 3 Yr GIC Master Index	1.75 (48)	2.34 (36)	2.38 (82)	1.96 (88)	1.60 (95)	1.39 (94)	1.16 (95)
IM U.S. GIC/Stable Value (SA+CF) Median	1.74	2.14	2.54	2.16	1.86	1.82	1.70

## ROLLING 3 YEAR RETURNS AND PERCENTILE RANKINGS

	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016
SAGIC Core Bond II	N/A	2.66 (10)	3.07 (8)	3.20 (4)	N/A	N/A	N/A
Ryan 3 Yr GIC Master Index	1.85 (55)	2.16 (45)	2.23 (70)	1.98 (96)	1.65 (93)	1.38 (98)	1.19 (97)
IM U.S. GIC/Stable Value (SA+CF) Median	1.94	2.13	2.36	2.22	1.94	1.78	1.69

\*If less than 5 years, data is since inception of fund share class.



## Glossary

**Active Share** measures the percentage of a product's holdings that differ from the product's benchmark index, based on portfolio weightings. An Active Share of 60% or higher is generally considered to be active management and less than 20% is generally considered to be passive management. Active Share allows investors to distinguish between products that do and do not engage in a large amount of stock selection. Products with high Active Share may experience significant deviation from the performance of benchmarks over time.

**Alpha** measures a portfolio's return in excess of the market return adjusted for risk. It is a measure of the manager's contribution to performance with reference to security selection. A positive alpha indicates that a portfolio was positively rewarded for the residual risk that was taken for that level of market exposure.

**Beta** measures the sensitivity of rates of portfolio return to movements in the market. A portfolio's beta measures the expected change in return per 1% change in the return on the market. If the beta of a portfolio is 1.5, a 1 percent increase in the return of the market will result, on average, in a 1.5 percent increase in the return on the portfolio. The converse would also be true.

**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.

**Down Capture Ratio** - The Down Capture Ratio is a measure of the Investment's compound return when the Benchmark was down divided by the Benchmark's compound return when the Benchmark was down. The smaller the value, the better.

**Duration** - A time measure of a bond's interest-rate sensitivity, based on the weighted average of the time periods over which a bond's cash flows accrue to the bondholder.

**Forecasted Long-Term Earnings Growth** - This growth rate is a measure of a company's expected long-term success in generating future year-over-year earnings growth. This growth rate is a market value weighted average of the consensus (mean) analysts' long-term earnings growth rate forecast for each company in the portfolio. The definition of long-term varies by analyst but is limited to a 3-8 year range. This value is expressed as the expected average annual growth of earnings in percent.

**Information Ratio** measures the excess return per unit of residual "non market" risk in a portfolio. The ratio is equal to the Alpha divided by the Residual Risk.

**Market Capitalization** - The market value of a company's outstanding shares of common stock at a specific point in time, computed as the product of the number of outstanding shares times the stock's closing price per share.

**P/E ratio** relates the price of the stock to the per-share earnings of the company. A high P/E generally indicates that the market will pay more to obtain the company because it has confidence in the company's ability to increase its earnings. Conversely, a low P/E indicates that the market has less confidence that the company's earnings will increase, and therefore will not pay as much for its stock. In most cases a fund with a high average P/E ratio has paid a premium for stocks that have a high potential for increased earnings. If the fund's average P/E ratio is low, the manager may believe that the stocks have an overlooked or undervalued potential for appreciation.

**P/B ratio** of a company relates the per-share market price of the company's stock to its per -share book value, the historical accounting value of the company's tangible assets. A high P/B ratio indicates that the price of the stock exceeds the actual worth of the company's assets. A low P/B ratio would indicate that the stock is a bargain, priced below what the company's assets could be worth if liquidated.

**P/CF ratio** compares the total market value of the portfolio to the portfolio's share of the underlying stocks' earnings (or book value, cash flow, sales or dividends).

**R-Squared** indicates the extent to which the variability of the portfolio returns is explained by market action. It can also be thought of as measuring the diversification relative to the appropriate benchmark. An R-Squared value of .75 indicates that 75% of the fluctuation in a portfolio return is explained by market action. An R-Squared of 1.0 indicates that a portfolio's returns are entirely related to the market and it is not influenced by other factors. An R-Squared of zero indicates that no relationship exists between the portfolio's return and the market.

**Residual Risk** is the unsystematic risk of a fund, or the portion of the total risk unique to the manager and not related to the overall market. This reflects the "bets" which the manager places in that particular asset class. These bets reflect emphasis in particular sectors, maturities (for bonds), or other issue specific factors which the manager considers a good investment opportunity. Diversification of the portfolio will reduce the residual risk of that portfolio.

**Sharpe Ratio** is a measure of risk-adjusted return. It is calculated by subtracting the risk-free return (90 day T-Bills) from the portfolio return and dividing the resulting "excess return" by the portfolio's total risk level (standard deviation). The result is a measure of returned gained per unit of total risk taken.

**Standard Deviation** is a statistical measure of portfolio risk. It reflects the average deviation of observations from their sample mean. Standard Deviation is used as an estimate of risk since it measures how wide the range of returns typically is. The wider the typical range of returns, the higher the standard deviation of returns, and the higher the portfolio risk. If returns are normally distributed (i.e. as a bell shaped curve distribution) then approximately 66% of 2/3 of the returns would occur within plus or minus one standard deviation of the sample mean.

**Style Exposure Chart** indicates a portfolio's exposure to a particular capitalization (large, medium or small) and style (value or growth). Based on Sharpe's return based style analysis, a style map will attempt to correlate a manager to a particular style of investing (i.e. Large Cap Growth).

**Turnover Ratio** - This is a measure of the fund's trading activity which is computed by taking the lesser of purchases or sales (excluding all securities with maturities of less than one year) and dividing by average monthly net assets.

**Up Capture Ratio** - The Up Capture Ratio is a measure of the Investment's compound return when the Benchmark was up divided by the Benchmark's compound return when the Benchmark was up. The greater the value, the better.

**Down Capture Ratio** - The Down Capture Ratio is a measure of the Investment's compound return when the Benchmark was down divided by the Benchmark's compound return when the Benchmark was down. The smaller the value, the better.

## Fund Analysis Overview Key

Each of the 7 criteria are evaluated on an individual basis and subjective based on Innovest’s assessment. Below are examples of the many factors under each category we consider when making an assessment.

### Organization

Pct. Owned by Employee  
 Boutique vs. Institutional  
 Recent Changes in Ownership  
 Management Investment in Firms Products  
 Specialized vs. All in One

### People

Size of Team  
 Structure of Team  
 Experience of Team  
 Turnover of Key Members  
 Growth of Team with Assets

### Philosophy/Process

Investment Mandate  
 Domestic/Int’l Drift

### Style Consistency

Growth/Value, Market Cap

### Asset Base

Current  
 Growth of AUM  
 Capacity Constraints  
 Soft Closed  
 Re-opening of Products

### Performance

Short Term vs Benchmark and Style Group  
 Long Term vs. Benchmark and Style Group  
 Consistency – Relative/Absolute/Risk Adjusted

### Expenses

Cost vs. Competitors

Examples of things that would cause concern resulting in a **YELLOW** or **RED** box include but not limited to:

- 1)ORGANIZATION - A change in ownership whereby it is unclear what the structure of the new organization will be, how will key personnel be compensated, and what type of employment contracts are in place to keep key decision makers.
- 2)PEOPLE - A change in portfolio manager would be a cause for concern. We would assess the new talent taking over. Is the new portfolio manager a current member of the team or is it someone new from outside the group or organization.
- 3)PHILOSOPHY/PROCESS - A change in the investment team’s process or investment mandate would be cause for concern. For example, a concern could be warranted if an investment team transitioned from a top-down approach to a bottom-up approach while evaluating investments. A concern could also be warranted if an investment team whose process heavily included onsite visits ceased to do so.
- 4)STYLE CONSISTENCY - A change in portfolio characteristics or investments in securities significantly outside of their benchmarks would be a cause for concern. For example, if a growth manager suddenly starts investing in value names during a value rally, or if a small cap manager began investing in mid-sized companies.
- 5)ASSET BASE - A small cap fund with more than \$3 billion in assets would be a cause for concern or a fund that continues to add assets as it becomes clear the portfolio management team can not handle the inflows. A sign of this would be a large increase in the cash position of the portfolio.
- 6)PERFORMANCE - A product that fails to outperform either the index and/or the median manager on a consistent basis (at least 50% of the time) would be a cause for concern. Short term and long term performance is considered both on an absolute basis and relative basis in addition to risk-adjusted measures.
- 7)EXPENSES - A fund or product that is substantially above the median expense ratio or management fee would be a cause for concern.

## Table of Returns Key

Investment Product Owned in Your Portfolio - Top/Green Line  
 Unmanaged Industry Benchmark - Middle/Golden Line  
 Peer Group of Funds Using Similar Investment Strategies - Last/White Line

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Innovest has performed investment due diligence on all recommended alternative investment funds (hedge funds, private equity funds, private real estate funds, and funds of these funds) and their managers, including a general review of the business terms. However, Innovest's investment advice does not encompass a legal review or opinion on the funds' offering and other documents. For a full legal review of the fund's offering and other documents, clients are encouraged to engage legal counsel.

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# County of San Mateo Search Book

Fixed Income  
ESG

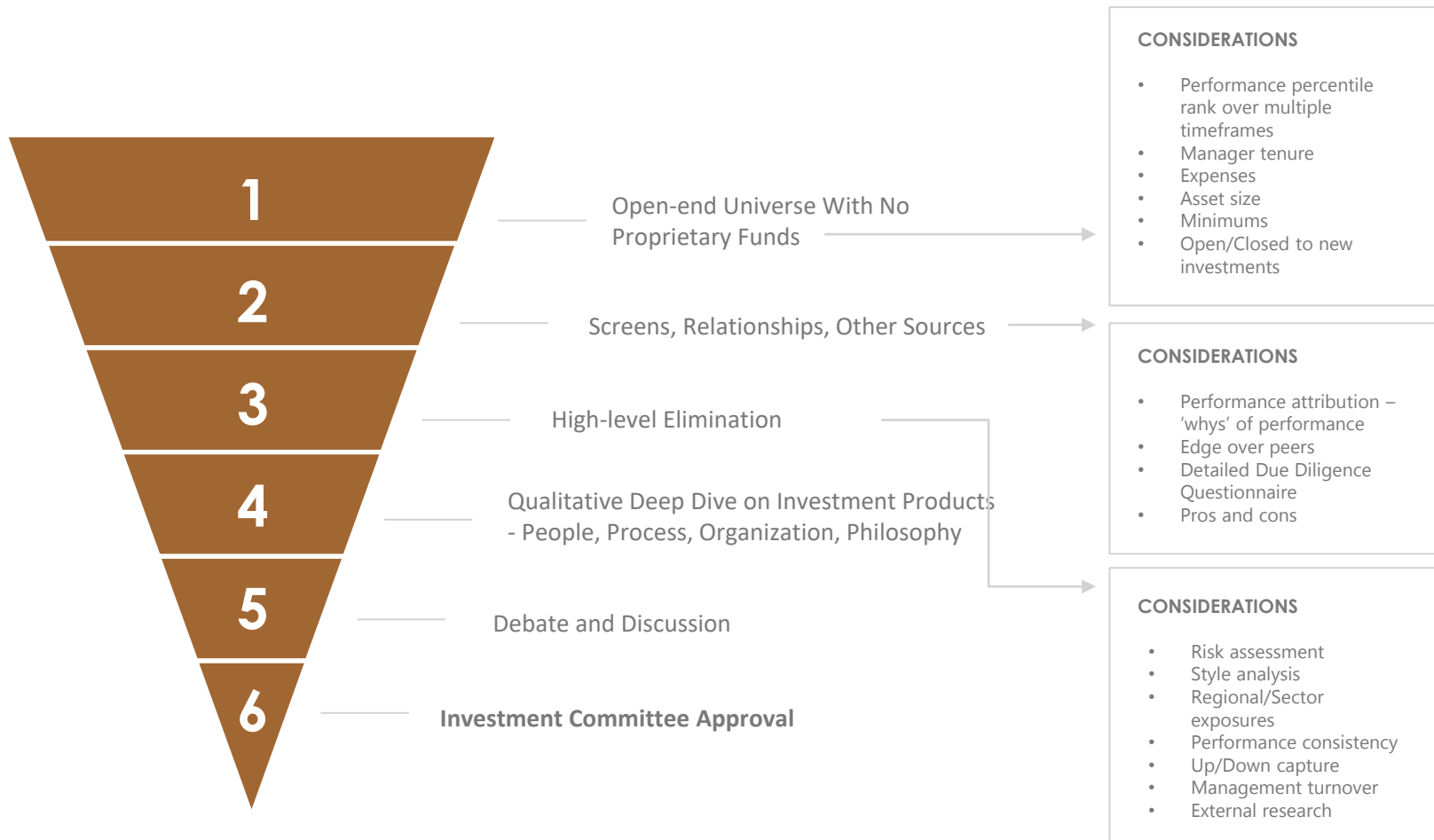
4Q22

# Manager Search Process

**An important step toward fulfilling the fiduciary role required of an investment committee or board of trustees**

- “...courts objectively assess whether the fiduciary, at the time of the transaction, utilized proper methods to investigate, evaluate and structure the investment; acted in a manner as would others familiar with such matters; and exercised independent judgment when making investment decisions.”
  - *Laborers National Pension Fund v. Northern Trust Quantitative Advisors, Inc.*, 23 EBC 1001 (5<sup>th</sup> Cir April 16, 1999)
- “5 characteristics a fiduciary should consider in examining a contemplated investment:
  - Degree and nature of risks, and relationship of volatility to diversification needs of portfolio,
  - Marketability,
  - Transaction costs,
  - Expected total return,
  - Special characteristics, affecting risk-reward tradeoffs.”~ (R3d, Sec. 227, com. K)

# Due Diligence Process – Manager Selection



# PIMCO Total Return ESG

<b>Subadvisor</b>	-
<b>Fund Size</b>	\$2.1 Billion
<b>Current # of Holdings</b>	701

<b>Strategy Inception</b>	5/1/1991
<b>Year End Turnover</b>	184%
<b>Avg. Manager Tenure (Yrs.)</b>	~4

<b>Purchase Information</b>			
<b>Ticker</b>	<b>Net Expense Ratio</b>	<b>Minimum Purchase</b>	<b>Revenue Sharing</b>
PTSAX	0.51%	N/A	0.00%

## Portfolio Management

- Mark R. Kiesel
  - Mr. Kiesel is CIO Global Credit and a managing director. He is a member of the Investment Committee and the global head of corporate bond portfolio management, with oversight for the firm's investment grade, high yield, bank loan, municipal and insurance business as well as credit research. Morningstar named him Fixed-Income Fund Manager of the Year in 2012 and a finalist in 2010.
- Jelle Brons
  - Mr. Brons is a portfolio manager on the global corporate bond team. Prior to joining PIMCO in 2005, Mr. Brons worked at UBS in the credit fixed income department. He has investment experience since 2002 and holds a master's degree in actuarial science and econometrics from the University of Amsterdam and a master's degree in quantitative analysis from the ICMA Business School at the University of Reading. He is a Certified Financial Risk Manager.
- Mohit Mittal
  - Mr. Mittal is a managing director and a portfolio manager. He focuses on multi-sector, long credit, investment grade credit, and unconstrained bond portfolios. He joined PIMCO in 2007 and has 15 years of industry experience.
- Qi Wang
  - Ms. Wang is the CIO of Portfolio Implementation and a managing director. She was just added as a PM to this strategy this year, but she has 28 years of industry experience. She also has assumed the role of PM for PIMCO's global macro hedge fund strategies.

# Investment Process

- The fund seeks to outperform the Barclays Capital Aggregate Bond Index by actively managing sector weights, duration and investing in non-index sectors such as high-yield (10% portfolio limit), international developed markets and emerging market debt (20% limit). The value-added strategies for PIMCO Total Return Fund include economic or top-down strategies and security-specific or bottom-up strategies. Beginning with top-down strategies, PIMCO looks at duration management, volatility analysis, sector rotation and yield curve positioning. Rather than reacting to short-term events with extreme duration shifts, the Fund’s manager operates within a moderate duration range determined in accordance with PIMCO’s long-term outlook.
- Bottom-up strategies include credit analysis, quantitative research, issue selection and cost-effective trading. They employ a proprietary set of quantitative tools designed to more fully evaluate how securities will react to changes in interest rates and market conditions and to identify relative value opportunities. Specialists evaluate each major fixed-income sector and determine the relative value between individual securities. In conjunction with the analyst team, the managers use all major sectors of the bond market and manage the portfolio's duration within a moderate range (between 3 and 6 years) around the broadest bond market indices. The portfolio quality may vary from A to AAA depending upon their outlook for interest rates and quality spreads. The fund holds on average over 2,075 securities and the turnover ratio range is 20% to over 100%, with a historical average of 45%. As one of the largest bond managers in the U.S., PIMCO is able to command the lowest possible transaction costs.
- The team will not invest in the securities of any issuer determined by PIMCO to be engaged principally in the manufacture of alcoholic beverages, tobacco products, military equipment, gambling, or pornography. To the extent possible based on available information, an issuer will be deemed to be principally engaged in an activity if it derives more than 10% of its gross revenues from such activities.
- In addition, the team excludes securities of any issuer determined by PIMCO to be engaged principally in the provision of healthcare services or the manufacture of pharmaceuticals, unless the issuer derives 100% of its gross revenues from products or services designed to protect and improve the quality of human life, as determined by information available to PIMCO.

## Portfolio Construction Targets

<b>Typical Number of Holdings</b>	500-1,500	<b>Duration Target</b>	+/- 1 year around average benchmark duration
<b>Credit Quality</b>	May hold up to 20% in non-investment grade credit		



# PIMCO:Tot Rtn ESG 12/31/22

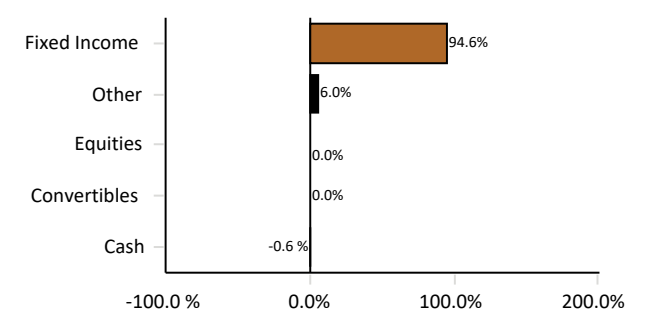
## PORTFOLIO CHARACTERISTICS

Avg. Coupon	2.50 %
Nominal Maturity	6.96 Years
Effective Maturity	N/A
Duration	5.76 Years
SEC 30 Day Yield	2.29
Avg. Credit Quality	AA
No data found.	

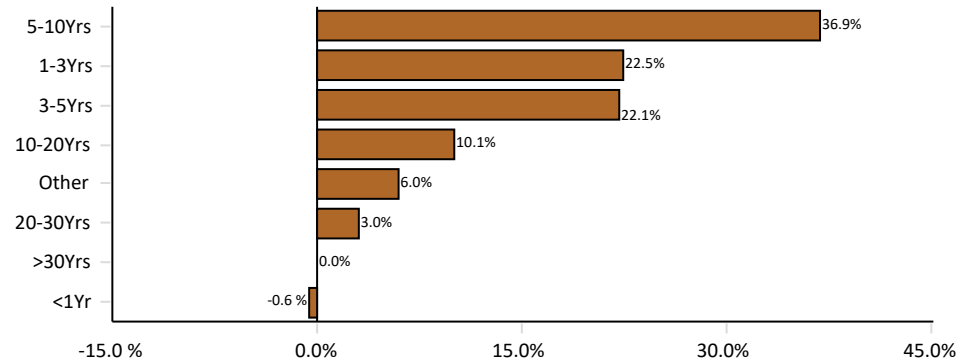
## TOP SECTOR ALLOCATIONS

Corporate Notes/Bonds	47.53 %
GNMA and Other Mtg Backed	22.89 %
Treasury Notes/Bonds	12.69 %
Fgn. Currency Denominated Bonds	11.03 %
Government Agency Securities	0.49 %

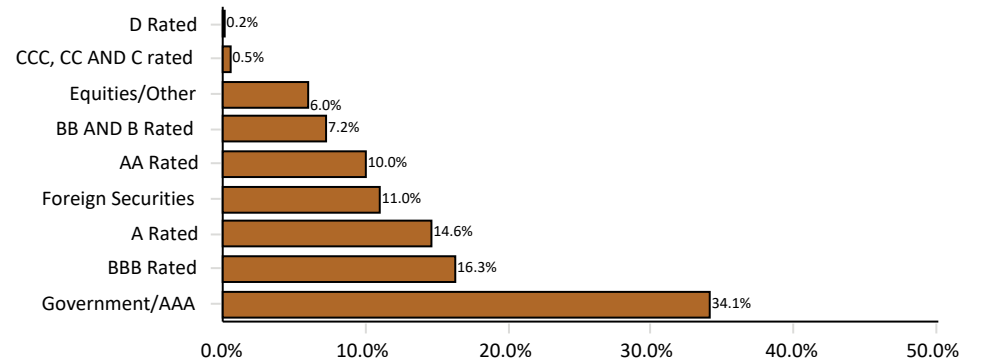
## ASSET ALLOCATION



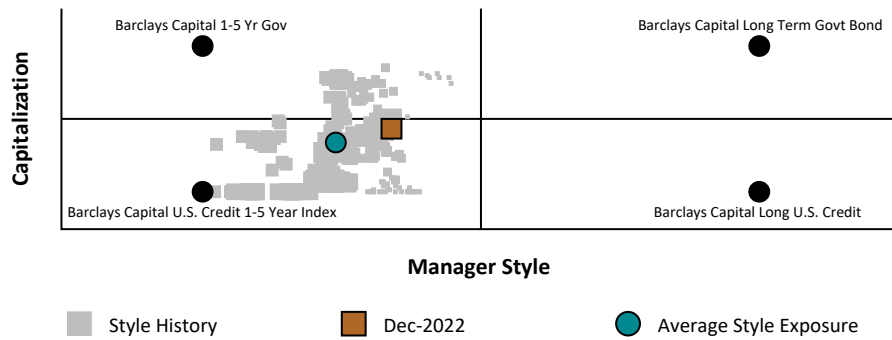
## MATURITY DISTRIBUTION



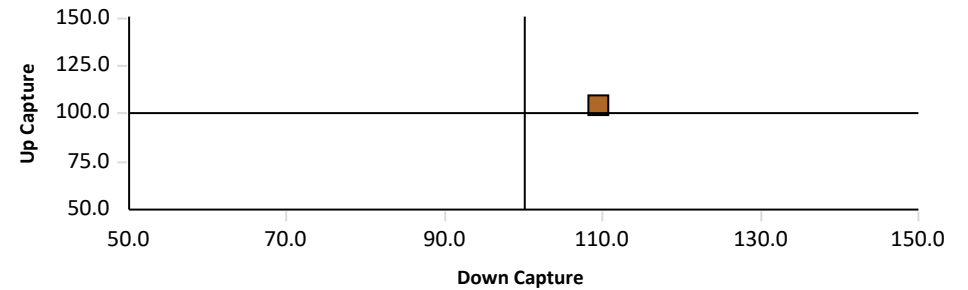
## QUALITY ALLOCATION



## STYLE MAP (06/01/91 - 12/31/22)



## UP/DOWN CAPTURE (01/01/18 - 12/31/22)



# Pros & Cons

















## Pros









1. The team adds value through top-down strategies by managing exposure to interest rates, duration, changing volatility, yield curve positioning and sector rotation.
2. With excellent pricing and significant assets under management, PIMCO likely possesses structural advantages over many of its smaller peers.
3. PIMCO is one of the few fixed income managers that has experts in each area of the bond market. Firm-wide, there are over 60 portfolio managers and over 40 analysts.

## Cons

1. Mihir Worah, longtime Portfolio Manager and PIMCO staple, departed from the strategy in anticipation of his retirement in late 2019.
2. PIMCO announced on October 3, 2022, that Scott Mather began a personal leave of absence that ultimately resulted in his permanent departure from the firm. Despite the team-based approach in managing the strategy, Mather's departure after a decade on the fund warrants a minor concern.
3. Due to PIMCO's size, the fund is not able to build meaningful positions in select corporate issues.
4. The portfolio's exposure to below-investment-grade debt and unrated debt is around 14%.

## Manager Scorecard

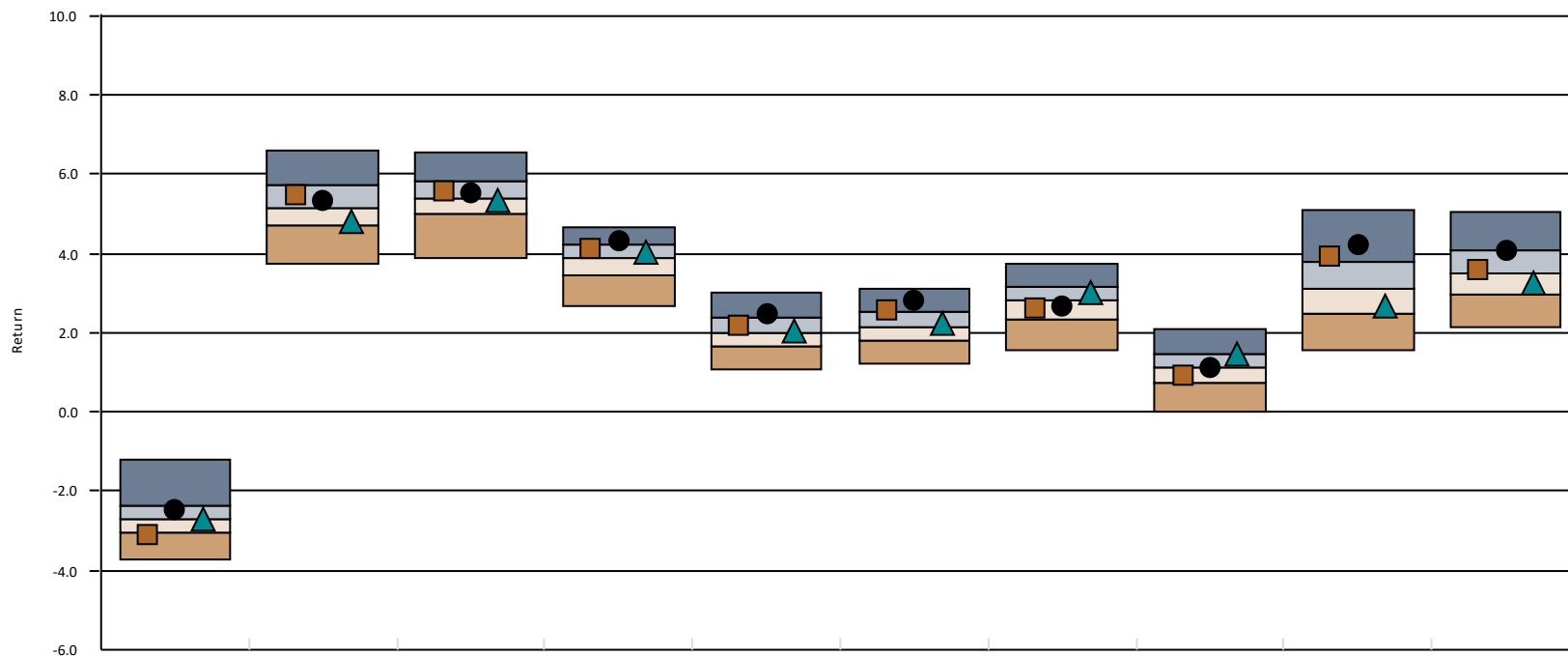
	Criteria								Costs		
	Organization	People	Philosophy & Process	Style Consistency	Asset Base	Performance	Expenses	Overall	Exp Ratio (%)	Median Exp Ratio (%)	Ratio of Exp to Median (%)
PIMCO:Tot Rtn;Inst (PTTRX)									0.460	0.620	74.194
PIMCO:Tot Rtn ESG;Inst (PTSAX)									0.510	0.620	82.258

Legend For Overall Criteria			
	No/Minimum Concerns		New No/Minimum Concerns
	Minor Concern		Upgrade to Minor Concern
	Major Concern		Downgrade to Minor Concern
	Under Review		New Major Concern

Manager	Score Factor	Comments
PIMCO:Tot Rtn;Inst (PTTRX)	People	PIMCO announced on October 3, 2022 that Scott Mather began a personal leave of absence that ultimately resulted in his permanent departure from the firm. Despite the team based approach in managing the strategy, Mather's departure after a decade on the fund warrants a minor concern. Innovest will continue to monitor the strategy in the coming quarters.
PIMCO:Tot Rtn ESG;Inst (PTSAX)	People	PIMCO announced on October 3, 2022 that Scott Mather began a personal leave of absence that ultimately resulted in his permanent departure from the firm. Despite the team based approach in managing the strategy, Mather's departure after a decade on the fund warrants a minor concern. Innovest will continue to monitor the strategy in the coming quarters.

# IM U.S. Broad Market Core Fixed Income (MF) as of 12/31/22

## PEER GROUP ANALYSIS - IM U.S. Broad Market Core Fixed Income (MF)



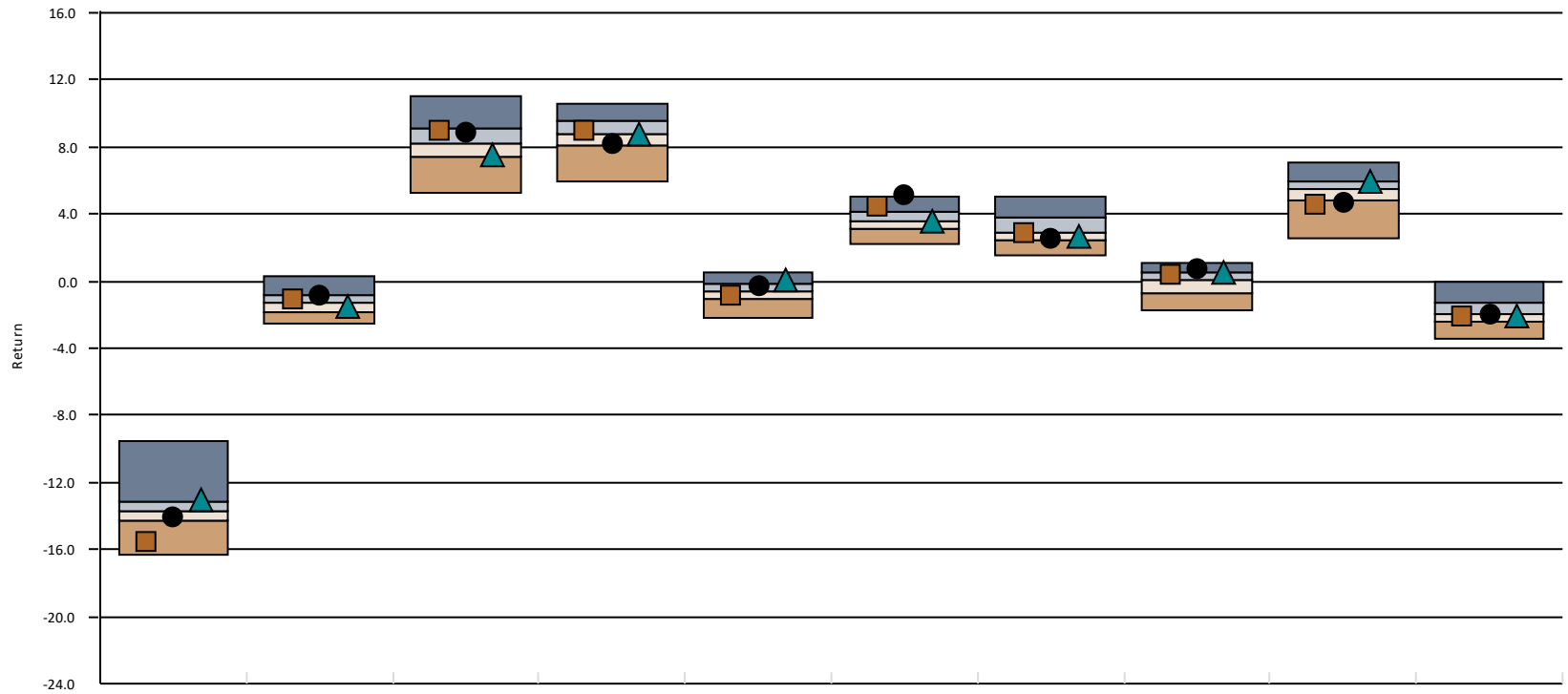
	3 Years Ending Dec-2022	3 Years Ending Dec-2021	3 Years Ending Dec-2020	3 Years Ending Dec-2019	3 Years Ending Dec-2018	3 Years Ending Dec-2017	3 Years Ending Dec-2016	3 Years Ending Dec-2015	3 Years Ending Dec-2014	3 Years Ending Dec-2013
■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	-3.10 (80)	5.50 (35)	5.60 (37)	4.13 (31)	2.18 (37)	2.59 (23)	2.61 (64)	0.92 (65)	3.94 (20)	3.61 (46)
● PIMCO:Tot Rtn;Inst (PTTRX)	-2.47 (35)	5.34 (43)	5.54 (40)	4.32 (19)	2.46 (22)	2.80 (15)	2.66 (61)	1.13 (51)	4.25 (14)	4.08 (27)
▲ Blmbg. U.S. Aggregate Index	-2.71 (50)	4.79 (71)	5.34 (53)	4.03 (40)	2.06 (47)	2.24 (44)	3.03 (33)	1.44 (27)	2.66 (68)	3.26 (61)
Median	-2.72	5.18	5.39	3.91	2.01	2.16	2.84	1.14	3.12	3.50

### CONSISTENCY COUNT

	Benchmark	Median
Fund 1	7/10	7/10
Fund 2	8/10	8/10

# IM U.S. Broad Market Core Fixed Income (MF) as of 12/31/22

## PEER GROUP ANALYSIS - IM U.S. Broad Market Core Fixed Income (MF)



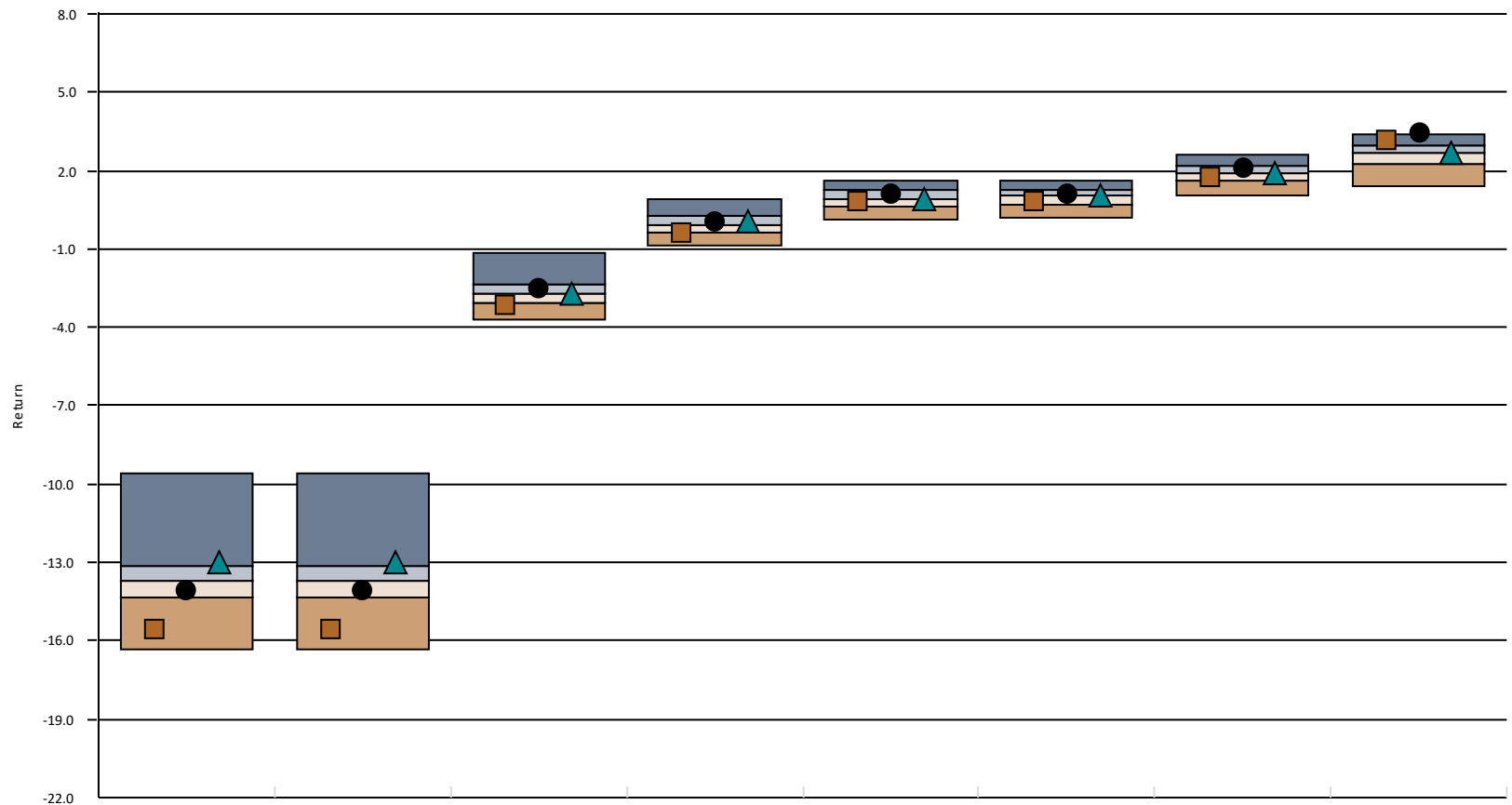
	Year To Date	2021	2020	2019	2018	2017	2016	2015	2014	2013
■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	-15.58 (92)	-1.09 (38)	8.96 (28)	8.95 (45)	-0.79 (59)	4.47 (15)	2.94 (49)	0.40 (30)	4.53 (82)	-2.07 (56)
● PIMCO:Tot Rtn;Inst (PTTRX)	-14.08 (65)	-0.84 (27)	8.87 (30)	8.26 (72)	-0.26 (31)	5.14 (5)	2.59 (64)	0.72 (13)	4.69 (79)	-1.92 (49)
▲ Blmbg. U.S. Aggregate Index	-13.01 (21)	-1.55 (60)	7.51 (73)	8.72 (53)	0.01 (18)	3.54 (54)	2.65 (62)	0.55 (20)	5.97 (27)	-2.02 (54)
Median	-13.67	-1.33	8.15	8.76	-0.62	3.60	2.90	0.04	5.55	-1.97

### CONSISTENCY COUNT

	Benchmark	Median
Fund 1	5/10	6/10
Fund 2	5/10	6/10

# IM U.S. Broad Market Core Fixed Income (MF) as of 12/31/22

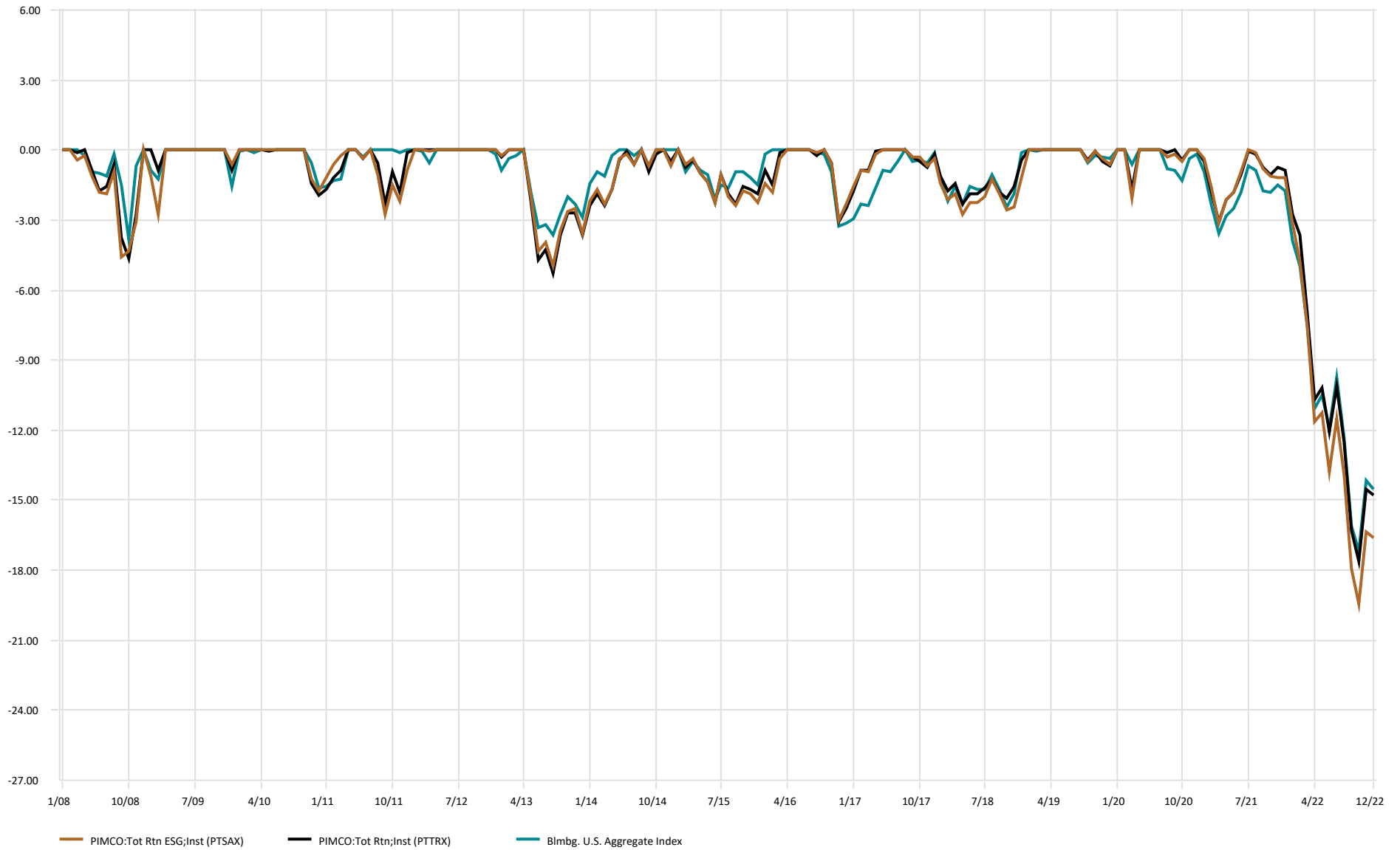
## PEER GROUP ANALYSIS - IM U.S. Broad Market Core Fixed Income (MF)



	Year To Date	1 Year	3 Years	5 Years	7 Years	10 Years	12 Years	15 Years
PIMCO:Tot Rtn ESG;Inst (PTSAX)	-15.58 (92)	-15.58 (92)	-3.10 (80)	-0.33 (75)	0.80 (62)	0.84 (65)	1.77 (63)	3.18 (13)
PIMCO:Tot Rtn;Inst (PTRX)	-14.08 (65)	-14.08 (65)	-2.47 (35)	0.03 (40)	1.11 (34)	1.12 (40)	2.11 (33)	3.47 (4)
Blmbg. U.S. Aggregate Index	-13.01 (21)	-13.01 (21)	-2.71 (50)	0.02 (42)	0.89 (53)	1.06 (46)	1.87 (54)	2.66 (51)
5th Percentile	-9.55	-9.55	-1.18	0.88	1.65	1.64	2.59	3.42
1st Quartile	-13.14	-13.14	-2.35	0.25	1.25	1.29	2.21	2.97
Median	-13.67	-13.67	-2.72	-0.07	0.92	1.02	1.89	2.67
3rd Quartile	-14.33	-14.33	-3.03	-0.34	0.62	0.70	1.58	2.23
95th Percentile	-16.34	-16.34	-3.74	-0.88	0.11	0.20	1.03	1.42

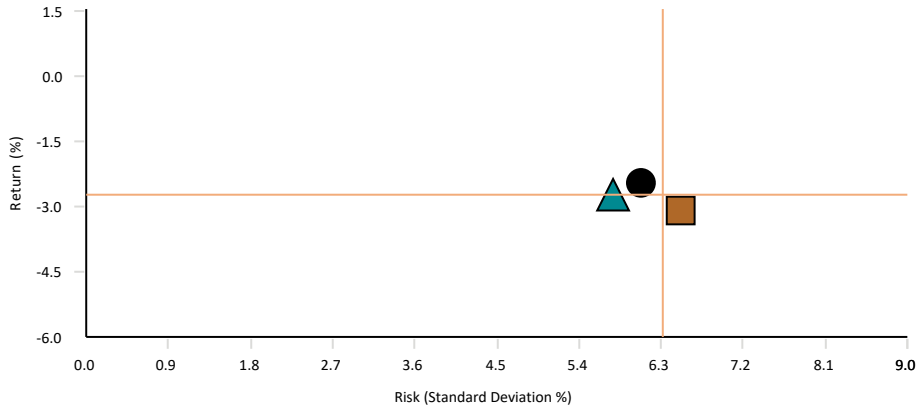
# IM U.S. Broad Market Core Fixed Income (MF) as of 12/31/22

DRAWDOWN ANALYSIS - 15 YEARS



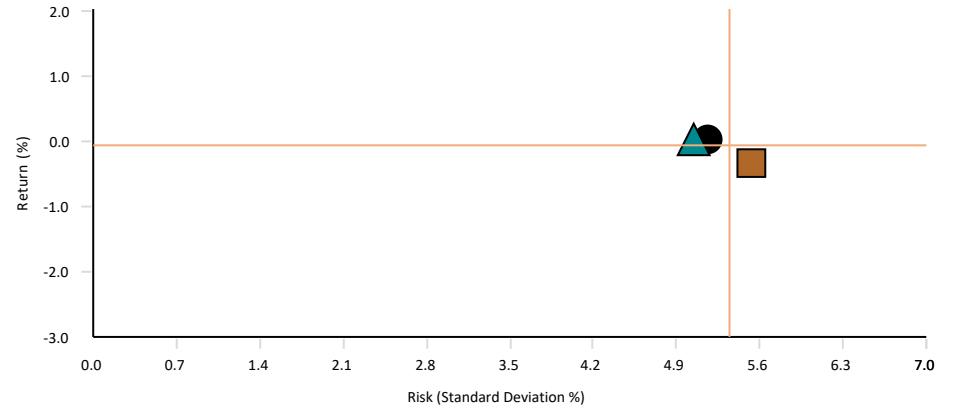
# IM U.S. Broad Market Core Fixed Income (MF) as of 12/31/22

## RETURNS VS. STANDARD DEVIATION - 3 YEARS



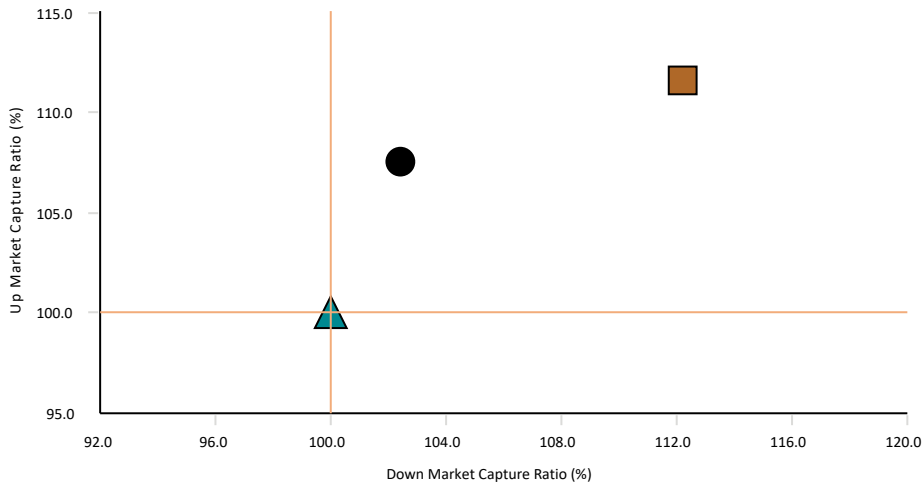
	Return	Standard Deviation
■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	-3.10	6.52
● PIMCO:Tot Rtn;Inst (PTTRX)	-2.47	6.07
▲ Blmbg. U.S. Aggregate Index	-2.71	5.77
— Median	-2.72	6.33

## RETURNS VS. STANDARD DEVIATION - 5 YEARS



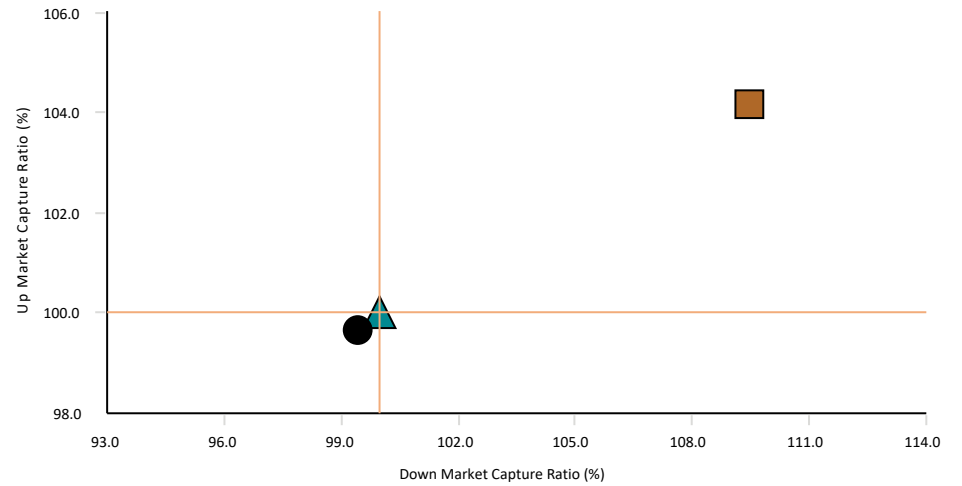
	Return	Standard Deviation
■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	-0.33	5.54
● PIMCO:Tot Rtn;Inst (PTTRX)	0.03	5.16
▲ Blmbg. U.S. Aggregate Index	0.02	5.04
— Median	-0.07	5.35

## UP/DOWN CAPTURE CHART - 3 YEARS



■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	● PIMCO:Tot Rtn;Inst (PTTRX)
▲ Blmbg. U.S. Aggregate Index	

## UP/DOWN CAPTURE CHART - 5 YEARS

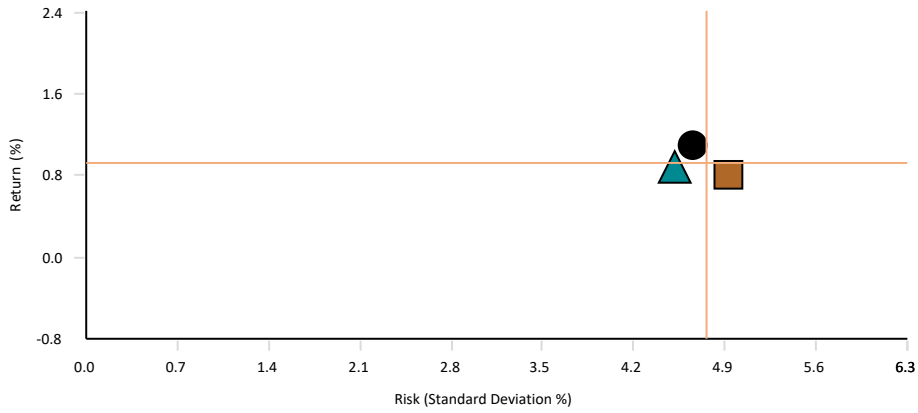


■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	● PIMCO:Tot Rtn;Inst (PTTRX)
▲ Blmbg. U.S. Aggregate Index	



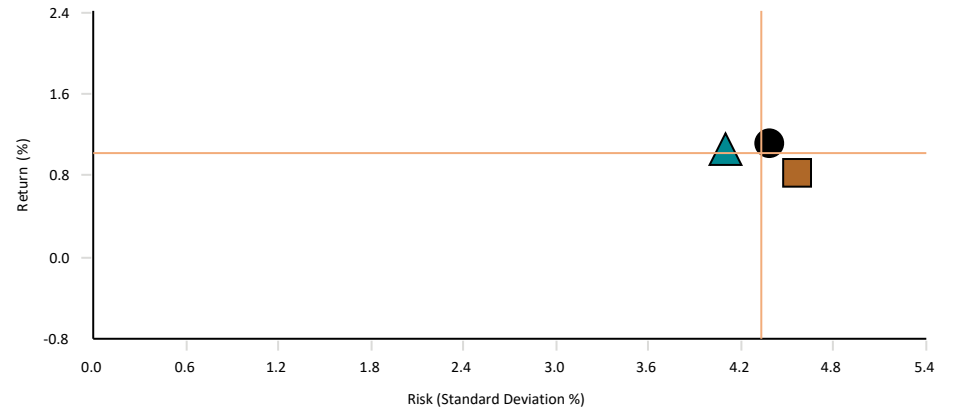
# IM U.S. Broad Market Core Fixed Income (MF) as of 12/31/22

## RETURNS VS. STANDARD DEVIATION - 7 YEARS



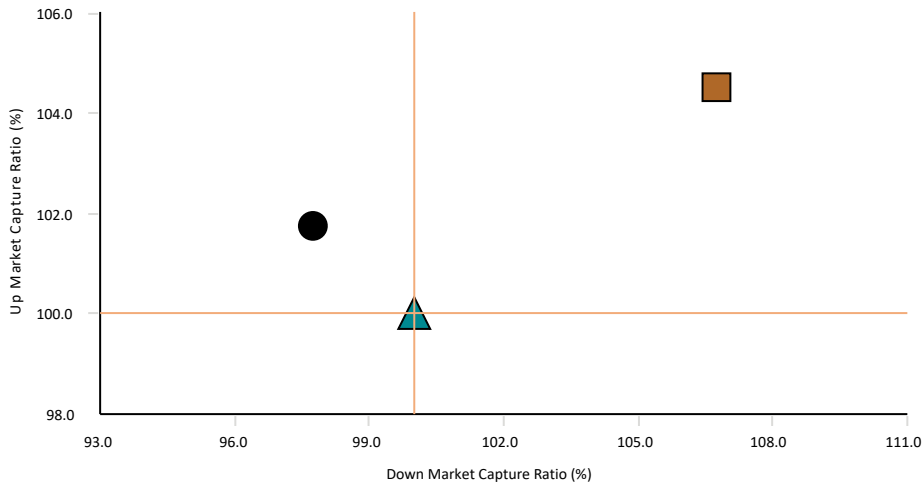
	Return	Standard Deviation
■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	0.80	4.93
● PIMCO:Tot Rtn;Inst (PTTRX)	1.11	4.66
▲ Blmbg. U.S. Aggregate Index	0.89	4.52
— Median	0.92	4.76

## RETURNS VS. STANDARD DEVIATION - 10 YEARS



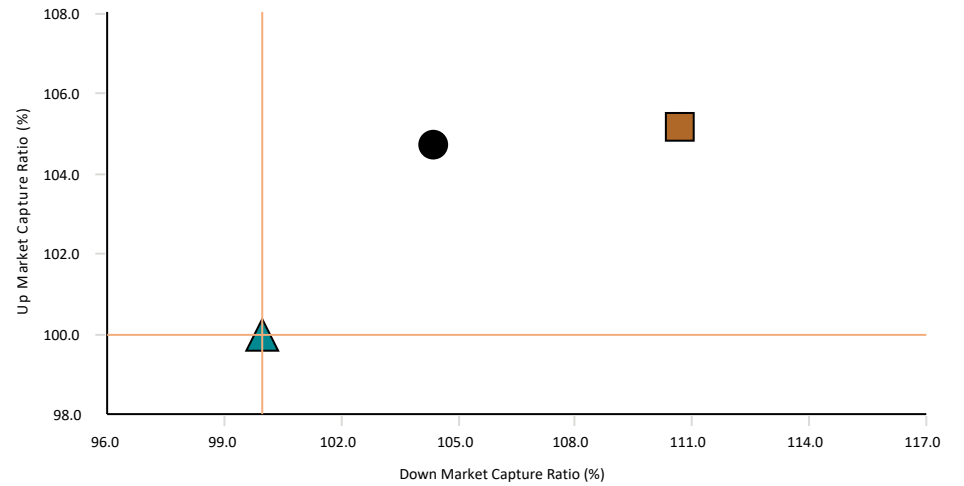
	Return	Standard Deviation
■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	0.84	4.56
● PIMCO:Tot Rtn;Inst (PTTRX)	1.12	4.38
▲ Blmbg. U.S. Aggregate Index	1.06	4.10
— Median	1.02	4.32

## UP/DOWN CAPTURE CHART - 7 YEARS



■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	● PIMCO:Tot Rtn;Inst (PTTRX)
▲ Blmbg. U.S. Aggregate Index	

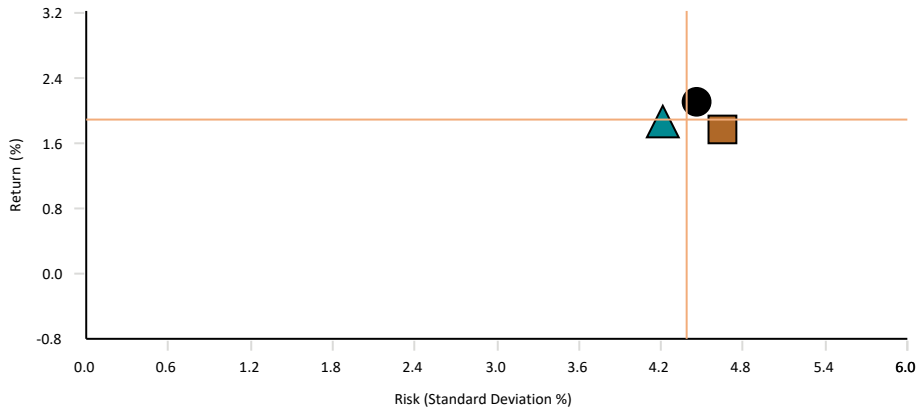
## UP/DOWN CAPTURE CHART - 10 YEARS



■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	● PIMCO:Tot Rtn;Inst (PTTRX)
▲ Blmbg. U.S. Aggregate Index	

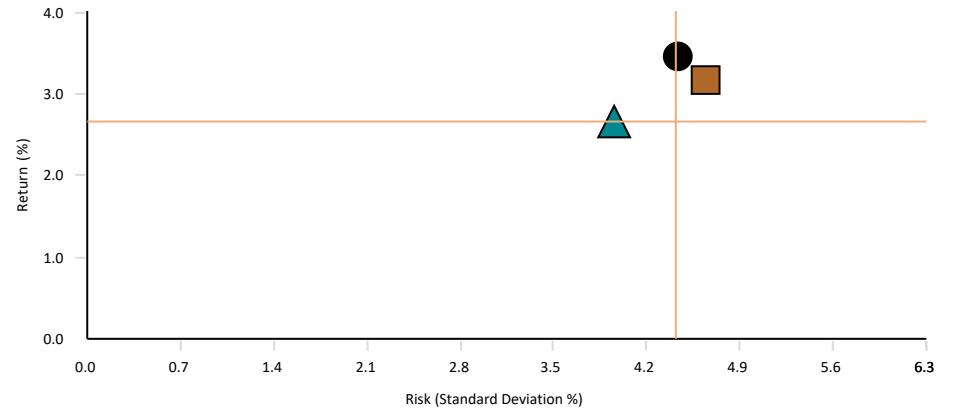
# IM U.S. Broad Market Core Fixed Income (MF) as of 12/31/22

## RETURNS VS. STANDARD DEVIATION - 12 YEARS



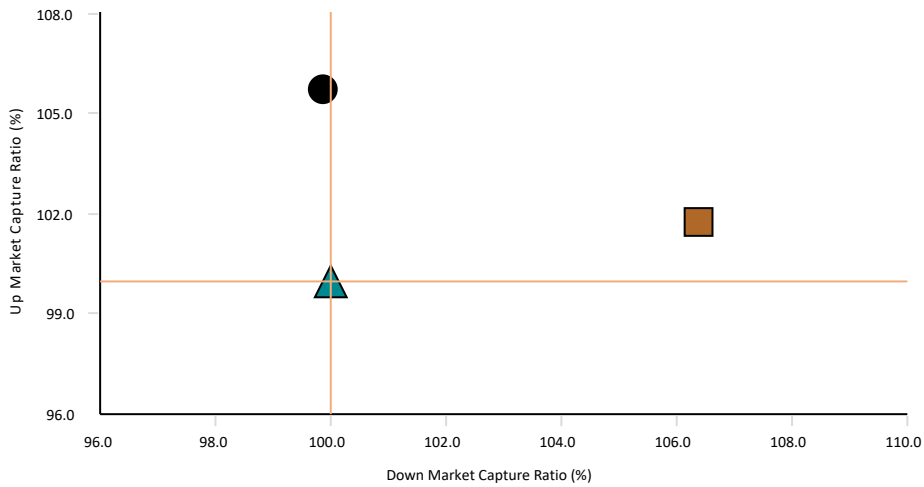
	Return	Standard Deviation
■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	1.77	4.65
● PIMCO:Tot Rtn;Inst (PTTRX)	2.11	4.46
▲ Blmbg. U.S. Aggregate Index	1.87	4.21
— Median	1.89	4.39

## RETURNS VS. STANDARD DEVIATION - 15 YEARS



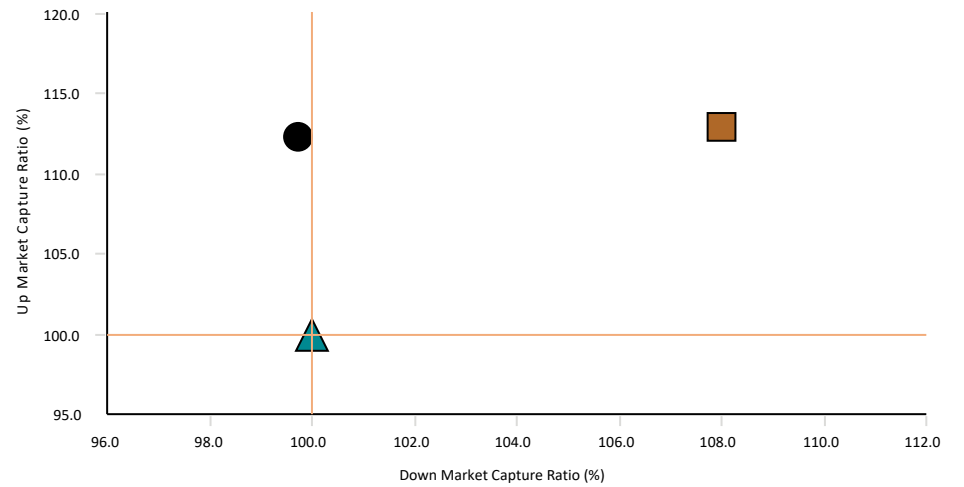
	Return	Standard Deviation
■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	3.18	4.65
● PIMCO:Tot Rtn;Inst (PTTRX)	3.47	4.43
▲ Blmbg. U.S. Aggregate Index	2.66	3.96
— Median	2.67	4.42

## UP/DOWN CAPTURE CHART - 12 YEARS



■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	● PIMCO:Tot Rtn;Inst (PTTRX)
▲ Blmbg. U.S. Aggregate Index	

## UP/DOWN CAPTURE CHART - 15 YEARS



■ PIMCO:Tot Rtn ESG;Inst (PTSAX)	● PIMCO:Tot Rtn;Inst (PTTRX)
▲ Blmbg. U.S. Aggregate Index	

# Glossary

**Alpha** measures a portfolio's return in excess of the market return adjusted for risk. It is a measure of the manager's contribution to performance with reference to security selection. A positive alpha indicates that a portfolio was positively rewarded for the residual risk that was taken for that level of market exposure.

**Beta** measures the sensitivity of rates of portfolio return to movements in the market. A portfolio's beta measures the expected change in return per 1% change in the return on the market. If the beta of a portfolio is 1.5, a 1 percent increase in the return of the market will result, on average, in a 1.5 percent increase in the return on the portfolio. The converse would also be true.

**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.

**Down Capture Ratio** - The Down Capture Ratio is a measure of the Investment's compound return when the Benchmark was down divided by the Benchmark's compound return when the Benchmark was down. The smaller the value, the better.

**Duration** - A time measure of a bond's interest-rate sensitivity, based on the weighted average of the time periods over which a bond's cash flows accrue to the bondholder.

**Forecasted Long-Term Earnings Growth** - This growth rate is a measure of a company's expected long-term success in generating future year-over-year earnings growth. This growth rate is a market value weighted average of the consensus (mean) analysts' long-term earnings growth rate forecast for each company in the portfolio. The definition of long-term varies by analyst but is limited to a 3-8 year range. This value is expressed as the expected average annual growth of earnings in percent.

**Information Ratio** measures the excess return per unit of residual "non market" risk in a portfolio. The ratio is equal to the Alpha divided by the Residual Risk.

**Market Capitalization** - The market value of a company's outstanding shares of common stock at a specific point in time, computed as the product of the number of outstanding shares times the stock's closing price per share.

**P/E ratio** relates the price of the stock to the per-share earnings of the company. A high P/E generally indicates that the market will pay more to obtain the company because it has confidence in the company's ability to increase its earnings. Conversely, a low P/E indicates that the market has less confidence that the company's earnings will increase, and therefore will not pay as much for its stock. In most cases a fund with a high average P/E ratio has paid a premium for stocks that have a high potential for increased earnings. If the fund's average P/E ratio is low, the manager may believe that the stocks have an overlooked or undervalued potential for appreciation.

**P/B ratio** of a company relates the per-share market price of the company's stock to its per-share book value, the historical accounting value of the company's tangible assets. A high P/B ratio indicates that the price of the stock exceeds the actual worth of the company's assets. A low P/B ratio would indicate that the stock is a bargain, priced below what the company's assets could be worth if liquidated.

**P/CF ratio** compares the total market value of the portfolio to the portfolio's share of the underlying stocks' earnings (or book value, cash flow, sales or dividends).

**R-Squared** indicates the extent to which the variability of the portfolio returns is explained by market action. It can also be thought of as measuring the diversification relative to the appropriate benchmark. An R-Squared value of .75 indicates that 75% of the fluctuation in a portfolio return is explained by market action. An R-Squared of 1.0 indicates that a portfolio's returns are entirely related to the market and it is not influenced by other factors. An R-Squared of zero indicates that no relationship exists between the portfolio's return and the market.

**Residual Risk** is the unsystematic risk of a fund, or the portion of the total risk unique to the manager and not related to the overall market. This reflects the "bets" which the manager places in that particular asset class. These bets reflect emphasis in particular sectors, maturities (for bonds), or other issue specific factors which the manager considers a good investment opportunity. Diversification of the portfolio will reduce the residual risk of that portfolio.

**Sharpe Ratio** is a measure of risk-adjusted return. It is calculated by subtracting the risk-free return (90 day T-Bills) from the portfolio return and dividing the resulting "excess return" by the portfolio's total risk level (standard deviation). The result is a measure of returned gained per unit of total risk taken.

**Standard Deviation** is a statistical measure of portfolio risk. It reflects the average deviation of observations from their sample mean. Standard Deviation is used as an estimate of risk since it measures how wide the range of returns typically is. The wider the typical range of returns, the higher the standard deviation of returns, and the higher the portfolio risk. If returns are normally distributed (i.e. as a bell shaped curve distribution) then approximately 66% of 2/3 of the returns would occur within plus or minus one standard deviation of the sample mean.

**Style Exposure Chart** indicates a portfolio's exposure to a particular capitalization (large, medium or small) and style (value or growth). Based on Sharpe's return based style analysis, a style map will attempt to correlate a manager to a particular style of investing (i.e. Large Cap Growth).

**Turnover Ratio** - This is a measure of the fund's trading activity which is computed by taking the lesser of purchases or sales (excluding all securities with maturities of less than one year) and dividing by average monthly net assets.

**Up Capture Ratio** - The Up Capture Ratio is a measure of the Investment's compound return when the Benchmark was up divided by the Benchmark's compound return when the Benchmark was up. The greater the value, the better.

**Down Capture Ratio** - The Down Capture Ratio is a measure of the Investment's compound return when the Benchmark was down divided by the Benchmark's compound return when the Benchmark was down. The smaller the value, the better.

# Fund Analysis Overview Key

Each of the 6 criteria are evaluated on an individual basis and subjective based on Innovest's assessment. Below are examples of the many factors under each category we consider when making an assessment.

- **Organization Asset Base**
  - Pct. Owned by Employees Current Boutique
  - vs. Institutional Growth of AUM
  - Recent Changes in Ownership Capacity Constraints
  - Management Investment in Firm's Products Soft Closed
  - Specialized vs. All in One Re-opening of Products
- **People Performance**
  - Size of Team Short Term vs. Benchmark and Style Group Structure
  - of Team Long Term vs. Benchmark and Style Group
  - Experience of Team Consistency – Relative/Absolute/Risk Adjusted
  - Turnover of Key Members
  - Growth of Team with Assets
- **Philosophy/Process Expenses**
  - Style Consistency (Growth/Value, Market Cap) Cost vs. Competitors
  - Domestic/Int'l drift
- **Asset Base**
  - Current
  - Growth of AUM
  - Capacity Constraints
  - Soft Closed
  - Re-opening of Products
- **Performance**
  - Short Term vs. Benchmark and Style Group Long
  - Term vs. Benchmark and Style Group Consistency
  - – Relative/Absolute/Risk Adjusted
- **Expenses**
  - Cost vs. Competitors

Examples of things that would cause concern resulting in a **YELLOW** or **RED** box include but not limited to:

1. ORGANIZATION - A change in ownership whereby it is unclear what the structure of the new organization will be, how will key personnel be compensated, and what type of employment contracts are in place to keep key decision makers.
2. PEOPLE - A change in portfolio manager would be a cause for concern. We would assess the new talent taking over. Is the new portfolio manager a current member of the team or is it someone new from outside the group or organization.
3. PHILOSOPHY/PROCESS - A change in portfolio characteristics would be a cause for concern. For example, if a growth style manager suddenly starts investing in value names during a value rally or if a small cap portfolio was migrating into midcap names due to asset growth.
4. ASSET BASE - A small cap fund with more than \$3 billion in assets would be a cause for concern or a fund that continues to add assets as it becomes clear the portfolio management team can not handle the inflows. A sign of this would be a large increase in the cash position of the portfolio.
- 5) PERFORMANCE - A product that fails to outperform either the index and/or the median manager on a consistent basis (at least 50% of the time) would be a cause for concern. Short term and long term performance is considered both on an absolute basis and relative basis in addition to risk-adjusted measures.
- 6) EXPENSES - A fund or product that is substantially above the median expense ratio or management fee would be a cause for concern.

# Disclaimer

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# Investment Policy Statement

## County of San Mateo

### Retirement Plans

Adopted: 2022

Updated 2023



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## I. Basic Information

This Investment Policy, which was adopted by The County of San Mateo, California, acting by and through its Deferred Compensation Advisory Committee “Committee”, applies to the 457 Deferred Compensation Plan, 401(a) Plan, OBRA Plans and HRA Plan “Plans” sponsored by The County of San Mateo.

As described more fully in the Plan Documents, the purpose of the Plans is to provide eligible employees with long-term accumulation of retirement savings and earnings through employee and, possibly, employer contributions to individual participant accounts. Both the authority and the responsibility for investing and retirement planning belong to the employees. The Plans are a component of an individual’s assets to be used at retirement.

Although exempt from ERISA, the Committee intends for the Plan to comply to Section 404(c) and Section 2550.404(c)-1 Title 29 of the Code of Federal Regulations. Plans subject to 404(c) enable participants to decide how individual accounts are to be invested and Plan fiduciaries may not be liable for Plan losses that are the direct and necessary result of participant instructions.

Exhibit A details key Plan information.

### A. Purpose of this Investment Policy Statement

The Committee has the authority to select and monitor the investment options of the Plans. The purpose of this Investment Policy Statement (IPS) is to establish guidelines for effectively selecting, monitoring and evaluating the investment options to be made available to participants in the Plans, and setting forth responsibilities of various parties with respect to the investment program for the Plans. The investment program for the Plans is defined in various sections of this IPS by:

- Stating in this document the Committee’s expectations, objectives, and guidelines with respect to the investment of Plan assets.
- Providing guidelines for assembling the various investment options into an overall structure to include various asset classes, investment management styles and asset allocation portfolios so that, when viewed as a whole, the investment options are expected to allow a participant to achieve a sufficient level of overall diversification.
- Establishing formalized criteria to monitor, evaluate and compare the performance results achieved by the fund managers on a regular basis and a method by which changes are made.
- Outlining fiduciary responsibility, prudence and due diligence requirements that experienced fund managers and other fiduciaries would utilize in managing and overseeing retirement plan assets.

### B. Policy Objectives

The overall objective of this policy is to establish an investment structure that will meet a broad range and diverse set of current and projected financial needs of the Plan participants.

Within this overall objective, the Committee has identified the following additional objectives:



1. To design a prudent process for investment selection and ongoing monitoring.
2. To maintain flexibility in meeting the future needs of the participants.
3. To maximize return within reasonable and prudent levels of risk by providing investment options which cover a broad range of risk and return characteristics.
4. To control costs of the administration and investments of the Plans.
5. To undertake all transactions solely in the interest of the participants and beneficiaries.
6. To enable participants to exercise investment control over their individual investments.
7. To make investment education available to participants.

The Committee will rely on the Plan Sponsor and/or the Plan's recordkeeper to oversee communication to employees and participants that they control their own investments and to provide communication materials, including fund prospectuses and ongoing educational materials, intended to assist participants in making informed investment decisions

It is intended that this IPS be reviewed periodically and updated as necessary and made available to participants upon request. It is not expected that the IPS will change frequently. In particular, short-term changes in the financial markets should not require adjustments to the IPS.

## II. Responsibilities

The Committee is responsible for the prudent administration of this IPS with specific responsibilities that include design of the Plans' investment options; establishing investment policy objectives and guidelines; prudent selection of funds to be offered; and ongoing monitoring. The Committee may contract with a consultant to assist in these responsibilities.

### A. Delegation of Authority by the Committee

The Committee is a fiduciary and is responsible for providing the investment framework and for monitoring the investment management of the Plans. As such, the Committee is authorized to delegate certain responsibilities to professional experts in various fields. These may include, but shall not be limited to:

1. **Funds and Fund Managers.** Each fund manager will have discretion to purchase, sell, or hold specific securities or products that will be used to meet the investment objectives. The Committee, with the assistance of the Investment Management Consultant, will monitor and review each fund's achievement of the objectives for which it was selected.
2. **Investment Management Consultant.** This consultant may assist the Committee in establishing investment policy, objectives, and guidelines; selecting funds and fund managers; reviewing such funds and fund managers over time; measuring and evaluating investment performance; and other tasks as deemed appropriate. The Investment Management Consultant is required to be a co-fiduciary.

3. **Recordkeeper / Third Party Administrator (TPA).** A recordkeeper will track individual participant balances and process participant contributions, disbursements and transfers. The recordkeeper will reconcile participant balances with trust account balances to maintain alignment. The recordkeeper/TPA will also perform testing and produce management reports that ensure the Plans' compliance with applicable laws and regulations. These services may be bundled with those of the custodian bank.
4. **Custodian Bank.** A custodian bank will physically (or through agreement with a sub-custodian) maintain possession of securities owned by the Plans, collect dividends and interest payments, redeem maturing securities, and effect receipt and delivery following purchases and sales. The custodian may also perform regular accounting of all assets owned, purchased or sold, as well as movement of assets into and out of the Plans' accounts. These services may be bundled with those of the recordkeeper/third-party administrator.
5. **Additional specialists.** Additional specialists such as attorneys, auditors, actuaries and others may be employed by the Committee to assist in meeting its responsibilities and obligations to administer the Plan assets prudently.

Such experts may also be deemed to be fiduciaries; they must acknowledge such in writing either by contract or prospectus. All expenses for such experts must be customary and reasonable, and may be borne by the Plans as deemed appropriate and necessary.

## **B. Responsibility of Participants**

The Plans grant to each participant the right and responsibility to choose how his/her account is to be allocated among the investment options. Each participant is responsible to seek education and training to be prepared to select a combination of investment options based on the participant's unique time horizon, risk tolerance, return expectation and asset class preferences.

## **C. Conflicts of Interest**

All Committee members and the Investment Management Consultant will refrain from personal business activity that could create an appearance of impropriety, that could conflict with the proper execution and management of the retirement plan program, or that could impair their ability to make impartial Plan decisions.

# **III. Investment Policies and Guidelines**

## **A. Asset Classes and Investment Style Groups**

Asset classes are chosen because of their long-term return histories that are reasonably useful in evaluating probable future standard deviation and correlation. They are selected to balance the risk and rewards of market behavior. Within each of the broad asset classes, options will be diversified to allow participants to choose from a range of equity capitalization and fixed income maturities. To facilitate diversification within asset classes, various style groups will be made available.

The Committee may add, delete, or replace a particular asset class or style of investment management if the Committee deems it appropriate to do so.

The Committee believes that Environmental, Social and Governance (ESG) factors may have a material impact on the long-term financial success of its investments. The Committee may consider ESG as part of the decision-making process and evaluation of managers.

Exhibit B details the current investment lineup and benchmarks for the Plans.

### **B. Self-Directed Brokerage Accounts**

The self-directed brokerage option is designed for a sophisticated, experienced and knowledgeable investor. The Plans, Committee, Investment Management Consultant and its recordkeeper have no expressed or implied responsibility for the evaluation, selection and/or monitoring of the continued offering of the investment options in any self-directed brokerage account program by the Plans, including no duty to supervise or monitor the Participants' or Beneficiaries' investment experience in the self-directed brokerage account program(s).

### **C. Performance Expectations**

Over time, each active investment option's overall annualized total return should perform above their benchmark and at or above the median of portfolios of similar style and passive options should track their respective index. The Committee will continually monitor and review funds against this expectation.

### **D. Selection of Fund Managers and Options**

The Committee, with the assistance of the Investment Management Consultant, will select appropriate fund managers to manage Plan assets. The following minimum criteria must be met:

1. The fund options will be managed by a bank, insurance company, investment management company or investment adviser as defined by the Registered Investment Advisers Act of 1940.
2. Historical quarterly performance numbers, calculated on a time-weighted basis based on a composite of all fully discretionary accounts of similar investment style, will be utilized for performance screening.
3. Performance evaluation reports that illustrate the risk/return profile of the manager relative to other managers of like investment style will be utilized.
4. Detailed information on the history of the fund management firm, its key personnel, and associated costs will be analyzed.
5. Each fund's investment strategy must be described, and successful adherence to that strategy over time must be documented.
6. Fund managers must compare favorably against a comparable peer group for selection.
7. Each fund manager will acknowledge, through the fund prospectus, the following duties and responsibilities.

- a. Exercise investment discretion, including holding cash equivalents as an alternative, within stated investment constraints, objectives and guidelines.
  - b. Promptly inform, by prospectus, all significant and/or material matters and changes pertaining to the investment of assets, especially as they relate to its stated investment philosophy and investment management decision process. These factors include, but are not limited to:
    - Investment strategy
    - Portfolio structure
    - Tactical approaches
    - Ownership
    - Organizational structure
    - Financial condition
    - Professional staff
    - Recommendations for guideline changes
    - Internal expenses and management costs
    - All legal material, SEC and other regulatory agency proceedings affecting the firm
  - c. Utilize the same care, skill, prudence and due diligence under the circumstances then prevailing that experienced investment professionals acting in a like capacity and fully familiar with such matters would use in like activities with like aims in accordance and compliance with IRS regulations and all applicable laws, rules and regulations from local, state, federal and international political entities pertaining to fiduciary duties and responsibilities.
8. The Committee and its Investment Management Consultant will determine the appropriateness of each fund manager based on the objectives and guidelines stated in the IPS.
  9. Target-Date Retirement portfolios are subject to additional criteria detailed in Section E.

## E. Ongoing Review

- 1. Performance Objectives and Review.** Investment performance will be reviewed quarterly to determine the continued feasibility of achieving the investment objectives and the continued appropriateness of the IPS for achieving those objectives. Progress toward attainment of the performance expectations of the IPS will be examined; emphasis will be placed on peer group comparisons with managers employing similar styles. It is understood that there are likely to be short-term periods during which performance deviates from appropriate indices and peer comparisons. The Committee will exercise its prerogative to take corrective action by replacing a fund manager at the appropriate time, if so determined.

At the Committee's quarterly meeting, the Committee will consider:

- a. Manager's consistency with the style mandate expressed in the prospectus;
- b. Material changes in the manager's organization, investment philosophy and/or personnel;
- c. Comparison of the manager's results to the appropriate benchmark outlined in Exhibit B;

- d. The risk associated with each manager's portfolio, as measured by the variability of quarterly returns (standard deviation), compared with the benchmark index;
- e. The manager's performance relative to its peers (managers of like investment style or strategy outlined in Exhibit B).

As the Committee becomes aware of major organizational changes, it may warrant immediate review of the fund manager. These include, but are not necessarily limited to, the following events:

- Change in management structure
- Significant account losses
- Significant growth of new business
- Change in ownership
- Change in process/philosophy/style
- Change in cost

2. **Monitoring and Selecting Target-Date Retirement Portfolios.** Target-Date Retirement Portfolios, also known as lifecycle or age-based funds, are designed to provide a simple investment solution through a portfolio whose asset allocation mix becomes more conservative over time. Because of the nature of how such portfolios are designed and allocated, they are not only subject to the selection and monitoring criteria listed in other sections of this IPS, but also the additional criteria listed below.

- a. **Glidepath.** Evaluation will include an understanding of the Target-Date Retirement Portfolio glidepath, including when the glidepath will reach its most conservative asset allocation and whether that will occur at or after the target date.
- b. **Asset Allocation.** Evaluation will include understanding the fund's investments – the allocation in different asset classes and sub-asset classes and how these will change over time.
- c. **Underlying Investments.** Consideration will be given to the stability and continuity of the underlying investments included in the Target-Date Retirement Portfolio.

## IV. Fee Policies and Guidelines

### A. Monitoring Costs

The Committee will review the service contracts and costs associated with the Plans on an ongoing basis. Areas to be reviewed include:

- Fund Managers
- Investment Management Consultant
- Recordkeeper / Third Party Administrator
- Custodian Bank (if unbundled from Recordkeeper)

### B. Plan Fees Overview

It is the Committee's intention to ensure that any fees paid from Plan assets are reasonable and transparent. The Committee retains all discretion and authority necessary to determine the way Plan fees will be paid, including the extent to which the Plan Sponsor will subsidize the cost of the Plans by directly paying Plan expenses and/or the extent to which Plan expenses will be paid from the Plan participant accounts.

## V. Adoption of the Investment Policy Statement

This policy is hereby adopted by action of the Committee on \_\_\_\_\_.

**The County of San Mateo**

\_\_\_\_\_

\_\_\_\_\_

Date

**Innovest Portfolio Solutions**

\_\_\_\_\_

\_\_\_\_\_

Date

## Exhibit A: Key Information

<b>Plan Name(s)</b>	County of San Mateo Deferred Compensation Plans OBRA Plan San Mateo County, CA Post Emp HRA
<b>Plan Sponsor</b>	County of San Mateo, California
<b>Plan Type(s)</b>	457, 401(a), HRA
<b>Participant Directed Investment Options</b>	Yes
<b>Frequency to Change Investment Options</b>	Generally no restrictions; however, some funds may charge short-term redemption fees.
<b>Investment Management Consultant</b>	Innovest Portfolio Solutions LLC 7979 E. Tufts Avenue, Suite 1700 Denver, CO 80237
<b>Third Party Administrator</b>	Empower Retirement

## Exhibit B: Investment Options and Benchmarks

Asset Class	Style Group	Benchmark	Peer Group/Style Universe	Mutual Fund Name
Equity	All Cap Equity	CRSP U.S. Total Market TR Index	U.S. Multi-Cap Core Equity	Vanguard Total Stock Market Index
Equity	Large Cap Value Equity	Russell 1000 Value Index	U.S. Large Cap Value Equity	American Funds American Mutual
Equity	Large Cap Core Equity	S&P 500 Index	U.S. Large Cap Core Equity	American Funds Fundamental Investors
Equity	Large Cap Core Passive Equity	S&P 500 Index	U.S. Large Cap Core Equity	Fidelity 500 Index
Equity	Specialty Equity/ Large Cap Core Equity	S&P 500 Index	U.S. Large Cap Core Equity	Parnassus Core Equity
Equity	Large Cap Growth Equity	S&P 500 Growth Index	U.S. Large Cap Growth Equity	American Funds Growth Fund of America
Equity	Mid Cap Value Equity	Russell Mid Cap Value Index	U.S. Mid Cap Value Equity	American Century Mid Cap Value
Equity	Mid Cap Core Passive Equity	Russell Mid Cap Index	U.S. Mid Cap Core Equity	Fidelity Mid Cap Index
Equity	Mid Cap Growth Equity	S&P Midcap 400 Growth Index	U.S. Mid Cap Growth Equity	MassMutual Mid Cap Growth
Equity	Small Cap Value Equity	Russell 2000 Value Index	U.S. Small Cap Value Equity	Boston Partners Small Cap Value II
Equity	Small Cap Core Passive Equity	Russell 2000 Index	U.S. Small Cap Core Equity	Fidelity Small Cap Index
Equity	Small Cap Growth Equity	Russell 2000 Growth Index	U.S. Small Cap Growth Equity	Harbor Small Cap Growth
Equity	International Core Equity	MSCI EAFE Index	International Multi-Cap Core Equity	Fidelity International Index
Equity	International Growth Equity	MSCI EAFE Growth Index (Net)	International Large Cap Growth Equity	American Funds EuroPacific Growth
Equity	Emerging Market Equity	MSCI Emerging Markets Index (Net)	Emerging Markets Equity	Invesco Developing Markets
Fixed Income	Core Fixed Income	Bloomberg U.S. Aggregate Bond Index	U.S. Broad Market Core Fixed Income	Fidelity US Bond Index
Fixed Income	Core Fixed Income	Bloomberg U.S. Aggregate Bond Index	U.S. Broad Market Core Fixed Income	PIMCO Total Return
Fixed Income	Treasury Inflation-Protected Securities	Bloomberg U.S. TIPS 10+ Year Index	U.S. TIPS	PIMCO Long-Term Real Return
Fixed Income	Treasury Inflation-Protected Securities	Bloomberg U.S. TIPS Index	U.S. TIPS	PIMCO Real Return (HRA Plan Only)
Stable Value	Stable Value	Ryan 3 Year GIC Master Index	U.S. GIC/Stable Value	SAGIC Core Bond II
Stable Value	Stable Value	Ryan 3 Year GIC Master Index	U.S. GIC/Stable Value	MassMutual Stable Value Group Annuity (HRA Plan Only)
Cash and Equivalents	Cash/Money Market	90 Day U.S. Treasury Bill	N/A	Bank of the West Savings
Target-Date Retirement Portfolios	Target-Date Retirement Portfolios	Vanguard Target Composite Index	Mixed Asset Target	Vanguard Target Retirement Income Vanguard Target Retirement 2020



				Vanguard Target Retirement 2025 Vanguard Target Retirement 2030 Vanguard Target Retirement 2035 Vanguard Target Retirement 2040 Vanguard Target Retirement 2045 Vanguard Target Retirement 2050 Vanguard Target Retirement 2055 Vanguard Target Retirement 2060 Vanguard Target Retirement 2065
Self-Directed Brokerage Account	N/A	N/A	N/A	Schwab Personal Choice Retirement Account



County of San Mateo DCAC  
***Understanding and Navigating  
Volatile Markets***

*Presented by:*

Rick Rodgers, AIFA© | Innovest Portfolio Solutions

February 2023

# Contents

- Understanding Market Volatility
- Avoiding Common Mistakes

# Understanding Market Volatility

# Major Asset Class Performance 1926-2021



# S&P 500 Performance 1966-2022

## S&P 500 Price Index

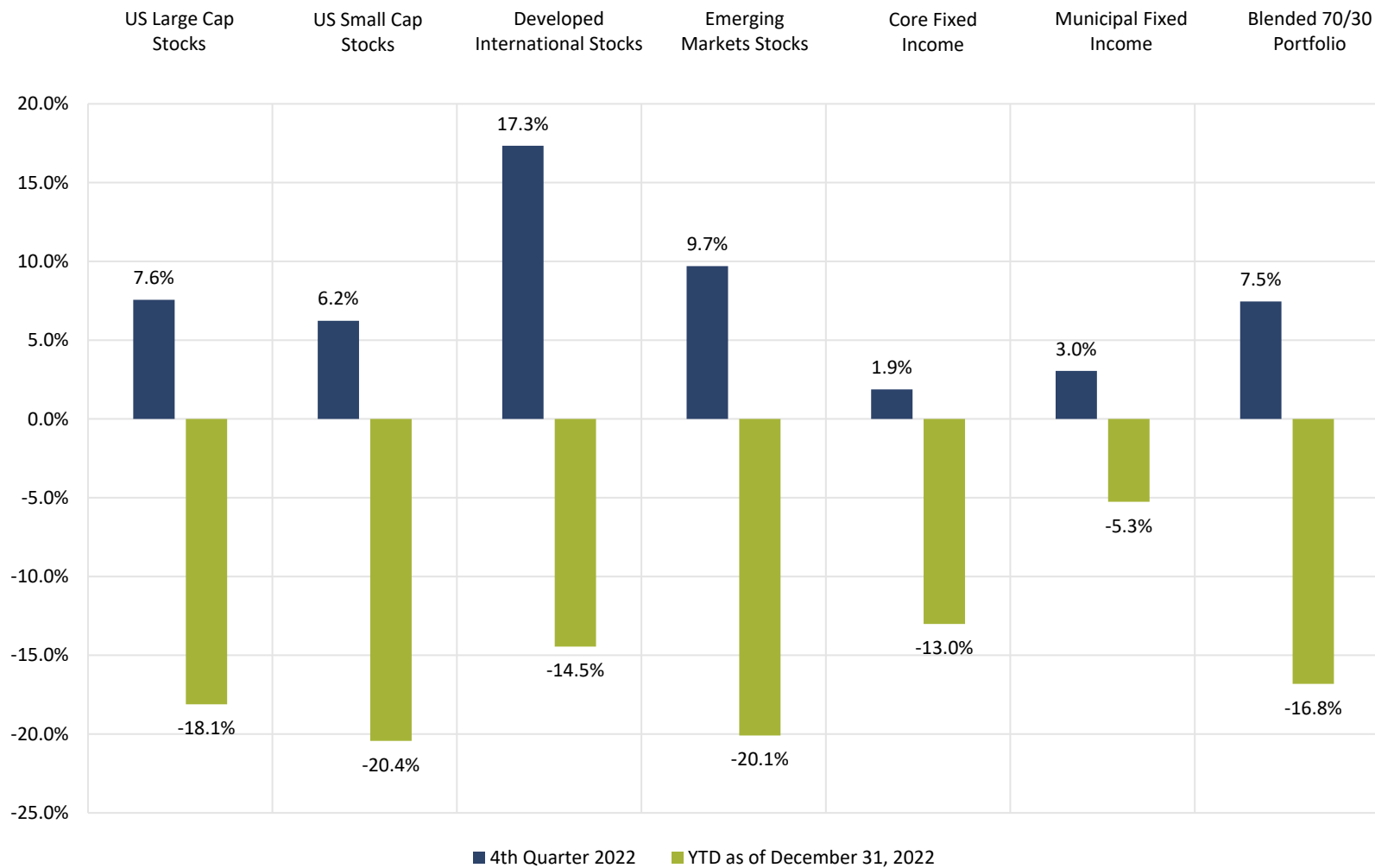


Source: Compustat, FactSet, Federal Reserve, Refinitiv Datastream, Standard & Poor's, J.P. Morgan Asset Management.

Dividend yield is calculated as consensus estimates of dividends for the next 12 months, divided by most recent price, as provided by Compustat. Forward price-to-earnings ratio is a bottom-up calculation based on IBES estimates and FactSet estimates since January 2022. Returns are cumulative and based on S&P 500 Index price movement only, and do not include the reinvestment of dividends. Past performance is not indicative of future returns.

*Guide to the Markets – U.S.* Data are as of December 31, 2022.

# Major Market Index Performance 2022



Returns for US Large Cap Stocks = S&P 500 TR, US Small Cap Stocks = Russell 2000 TR, Developed International Stocks = MSCI EAFE NR, Emerging Markets Stocks = MSCI EM NR, Core Fixed Income = Bloomberg US Agg Bond TR, Municipal Fixed Income = Bloomberg Municipal 5yr 4-6 TR

# 2022: Worst year for bonds and 7<sup>th</sup> worst for stocks

## Worst years for U.S. Bonds

Since 1926, total return for each period

Year	Return	Next 12 months
<b>2022</b>	-13.0	?
1994	-2.9	18.5
1931	-2.3	8.8
2013	-2.0	6.0
2021	-1.5	-13.0
1958	-1.3	-0.4
1999	-0.8	11.6
1969	-0.7	16.9
1955	-0.7	-0.4
1956	-0.4	7.8
<b>Avg.</b>	-2.6	6.2

## 7<sup>th</sup> worst ever year for U.S. Stocks

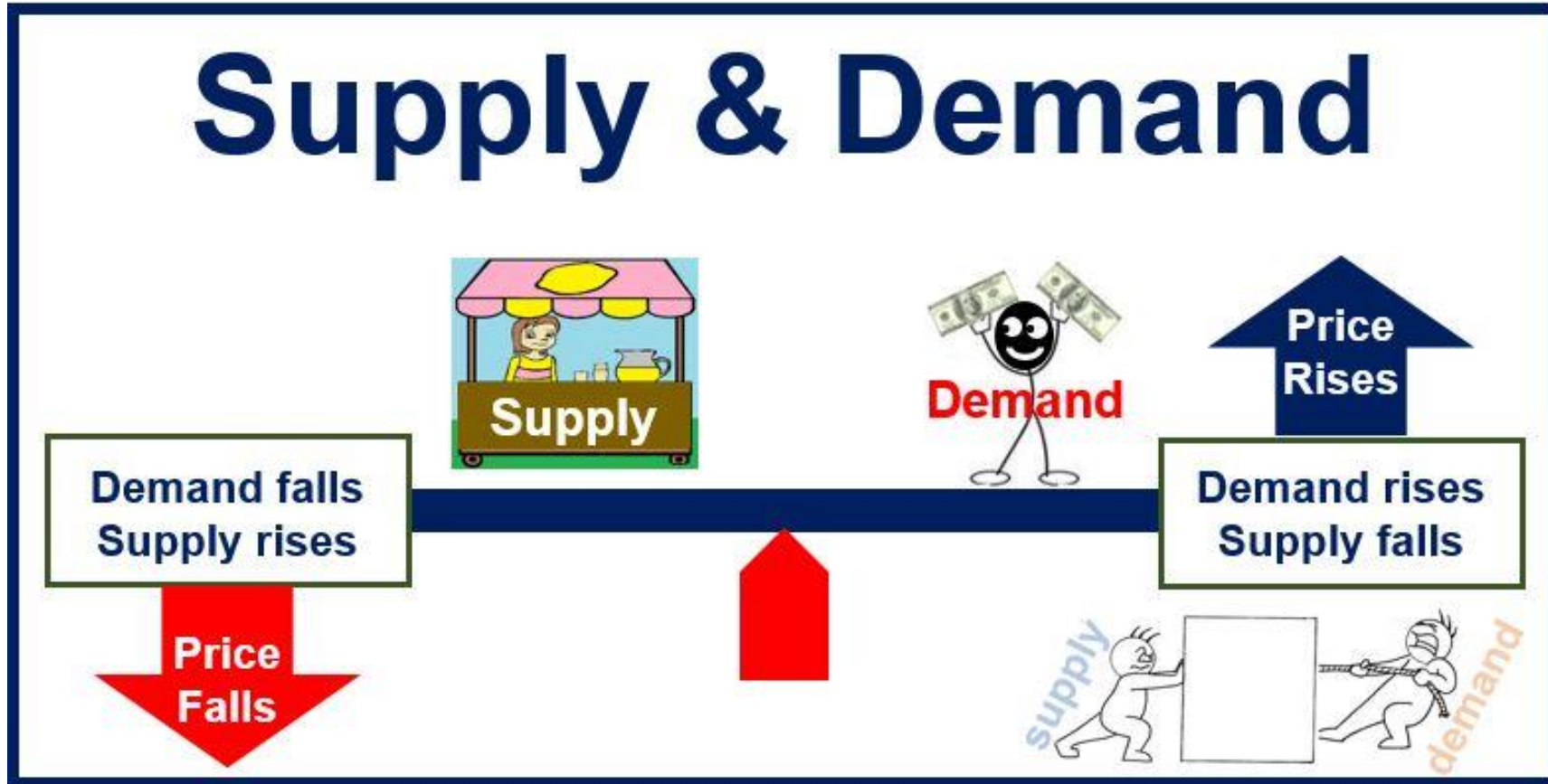
Since 1926, total return for each period

Year	Return	Next 12 months
1931	-43.3	-8.2
2008	-37.0	26.5
1937	-35.0	31.1
1974	-26.5	37.2
1930	-24.9	-43.3
2002	-22.1	28.7
<b>2022</b>	-18.1	?
1973	-14.7	-26.5
2001	-11.9	-22.1
1941	-11.6	20.3
<b>Avg.</b>	-24.5	4.9

Source: Morningstar as of 12/31/22. U.S. bonds represented by the IASBBI US Gov IT Index from 1/1/26 to 1/3/89 and the Bloomberg U.S. Agg Bond TR Index from 1/3/89 to 12/31/22. U.S. stocks are represented by the S&P 500 Index from 3/4/57 to 12/31/22 and the IASBBI U.S. Lrg Stock Tr USD Index from 1/1/26 to 3/4/57, unmanaged indexes that are generally considered representative of the U.S. stock market during each given time period. Past performance does not guarantee or indicate future results. Index performance is for illustrative purposes only. You cannot invest directly in the index.

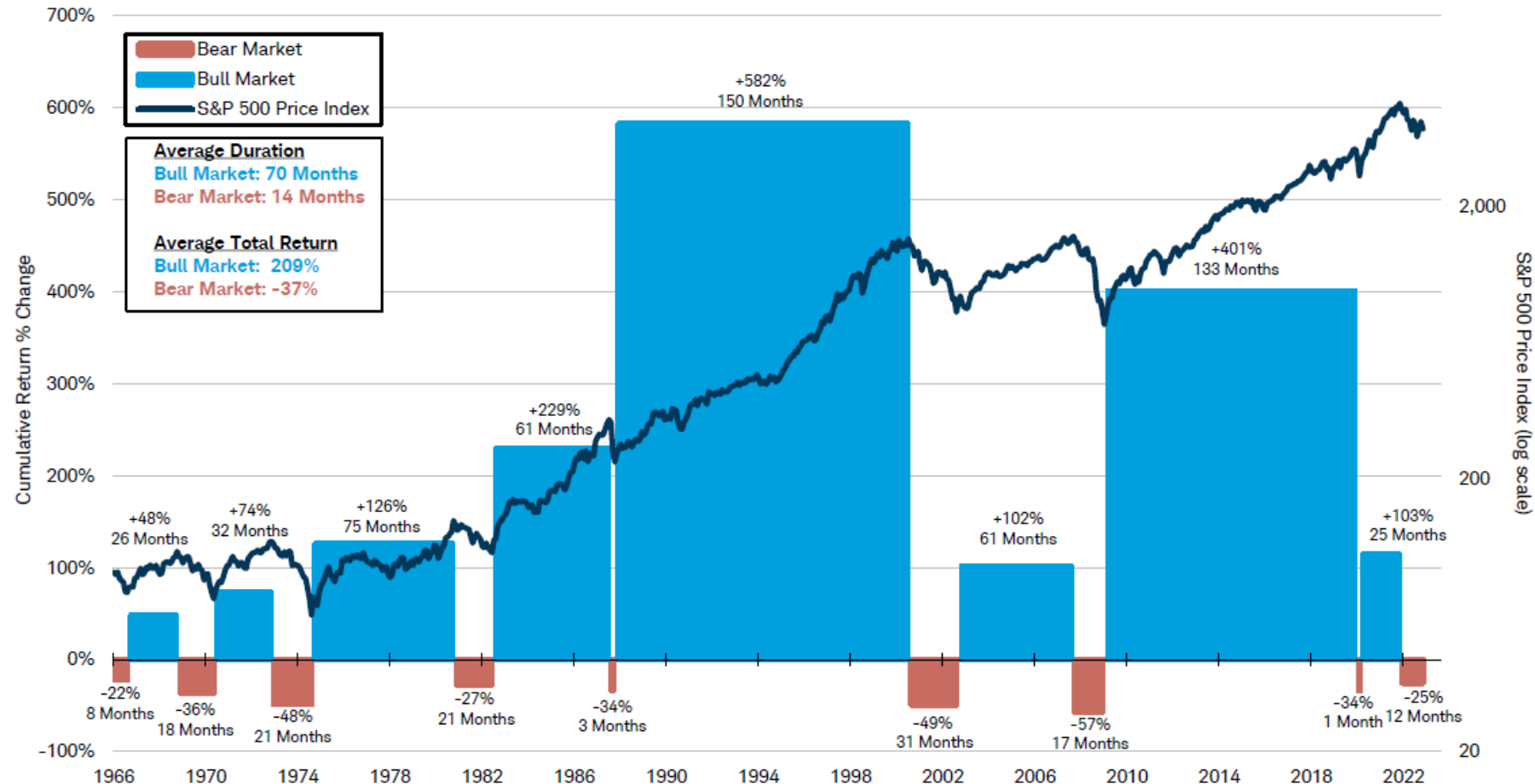


# Supply & Demand



# U.S. Bull and Bear Markets

With most markets currently in bear market territory, it is notable that bull markets have generally been longer in duration and greater in magnitude than bear markets, resulting in gains over time.



Source: Bloomberg. Bull and bear markets as defined by Yardeni Research. 2022 Bear Market is showing the current trough as of 10/12/2022, but the bear market is still ongoing. Indexes are unmanaged, do not incur fees or expenses, and cannot be invested in directly. For illustrative purposes only. Past performance is no guarantee of future results.

# Risk of Stock Market Loss Over Time: 1926-2020



Past performance is no guarantee of future results. This is for illustrative purposes only and not indicative of any investment. An investment cannot be made directly in an index.

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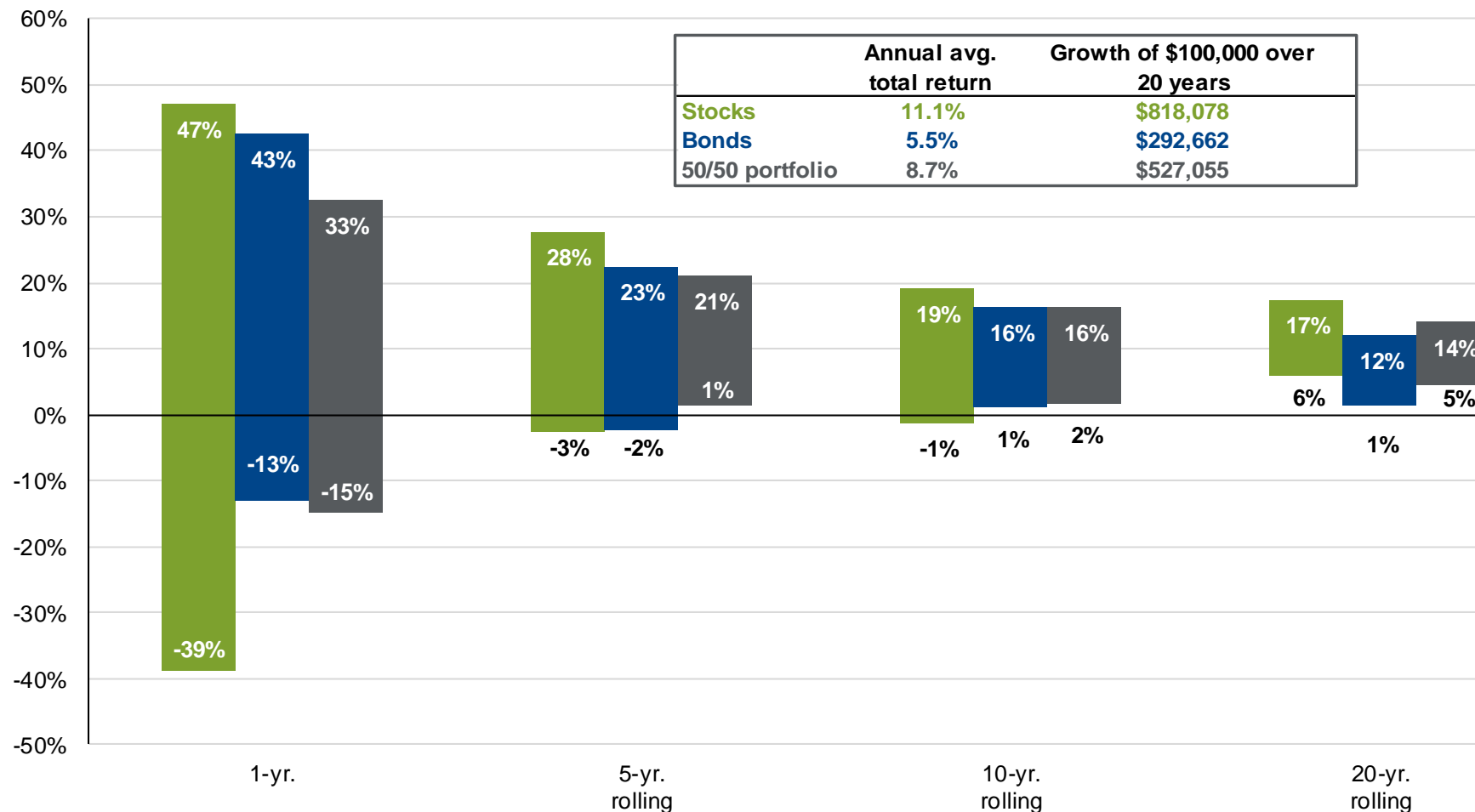
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PRIV08

# Time, Diversification and the Volatility of Returns

## Range of stock, bond and blended total returns

Annual total returns, 1950-2022



Source: Bloomberg, FactSet, Federal Reserve, Robert Shiller, Strategas/Ibbotson, J.P. Morgan Asset Management.

Returns shown are based on calendar year returns from 1950 to 2021. Stocks represent the S&P 500 Shiller Composite and Bonds represent Strategas/Ibbotson for periods from 1950 to 2010 and Bloomberg Aggregate thereafter. Growth of \$100,000 is based on annual average total returns from 1950 to 2022.

*Guide to the Markets – U.S. Data are as of December 31, 2022.*

## Investing in Stocks: Sprint or Marathon?



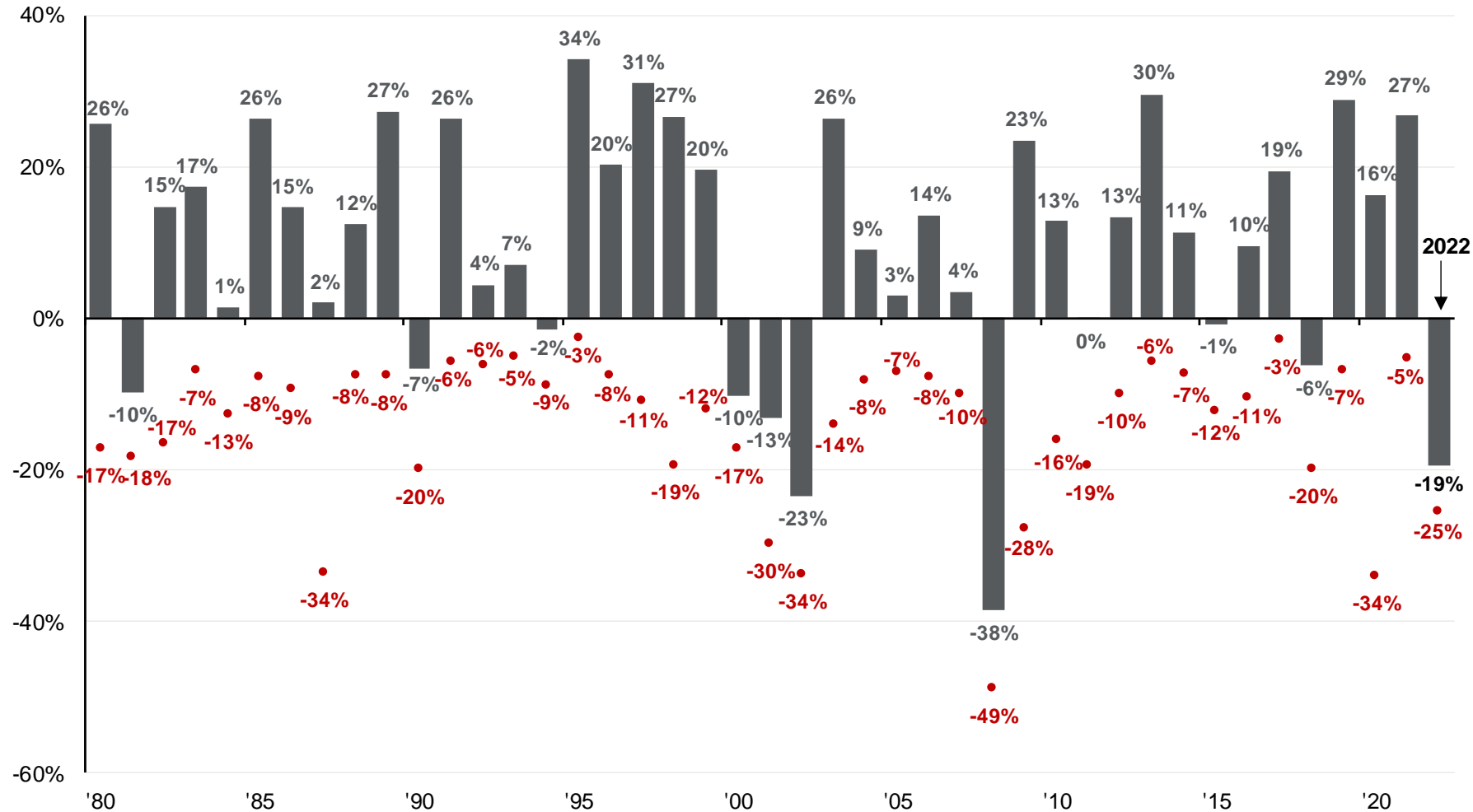
# Avoiding Common Mistakes

# S&P 500 Intra-year declines vs. calendar year returns

Despite average intra-year drops of 14.0%, annual returns were positive in 32 of 42 years

## S&P intra-year declines vs. calendar year returns

Despite average intra-year drops of 14.0%, annual returns were positive in 32 of 42 years

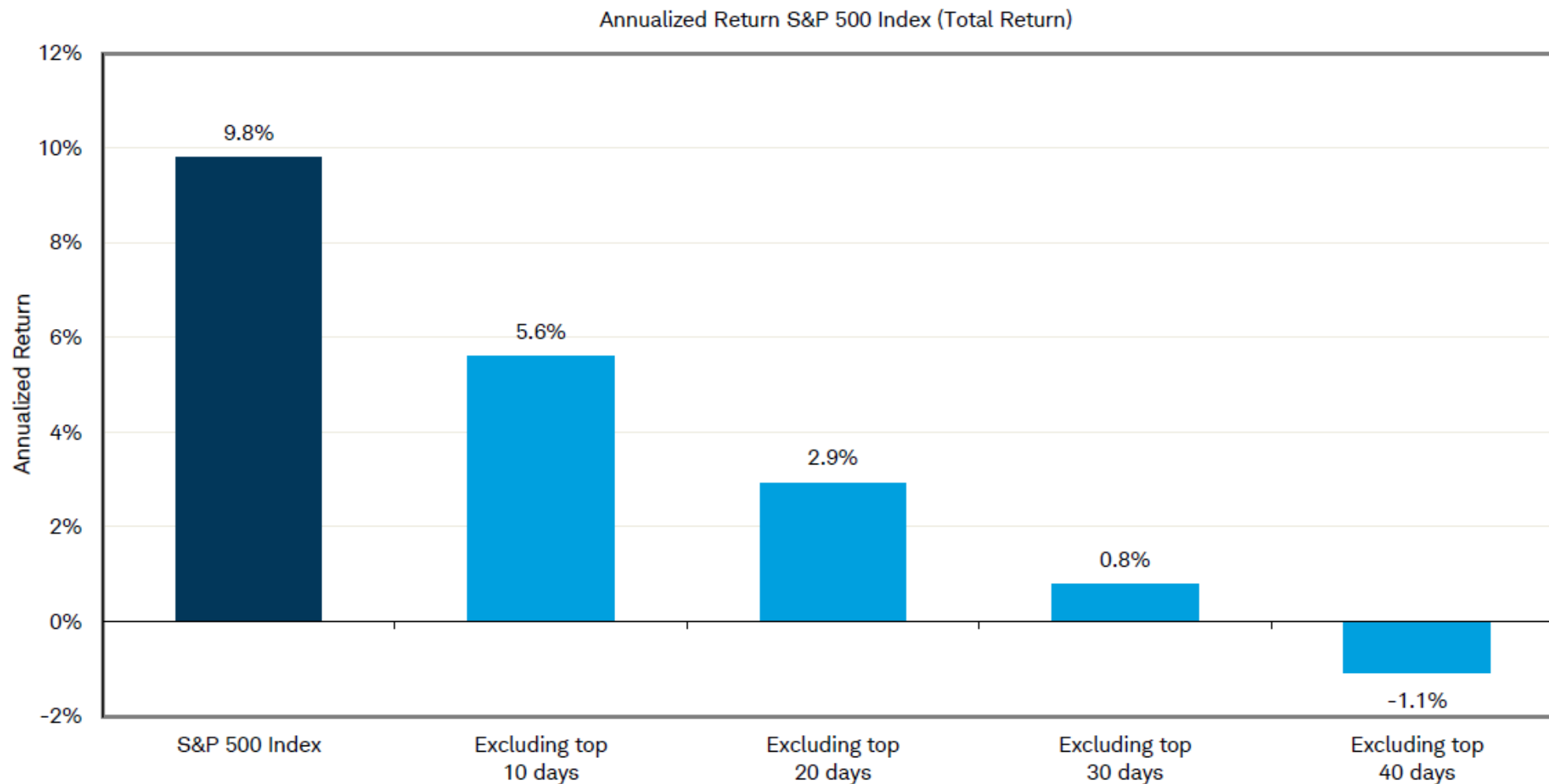


Source: FactSet, Standard & Poor's, J.P. Morgan Asset Management.

Returns are based on price index only and do not include dividends. Intra-year drops refers to the largest market drops from a peak to a trough during the year. For illustrative purposes only. Returns shown are calendar year returns from 1980 to 2021, over which time period the average annual return was 9.4%.

Guide to the Markets – U.S. Data are as of December 31, 2022.

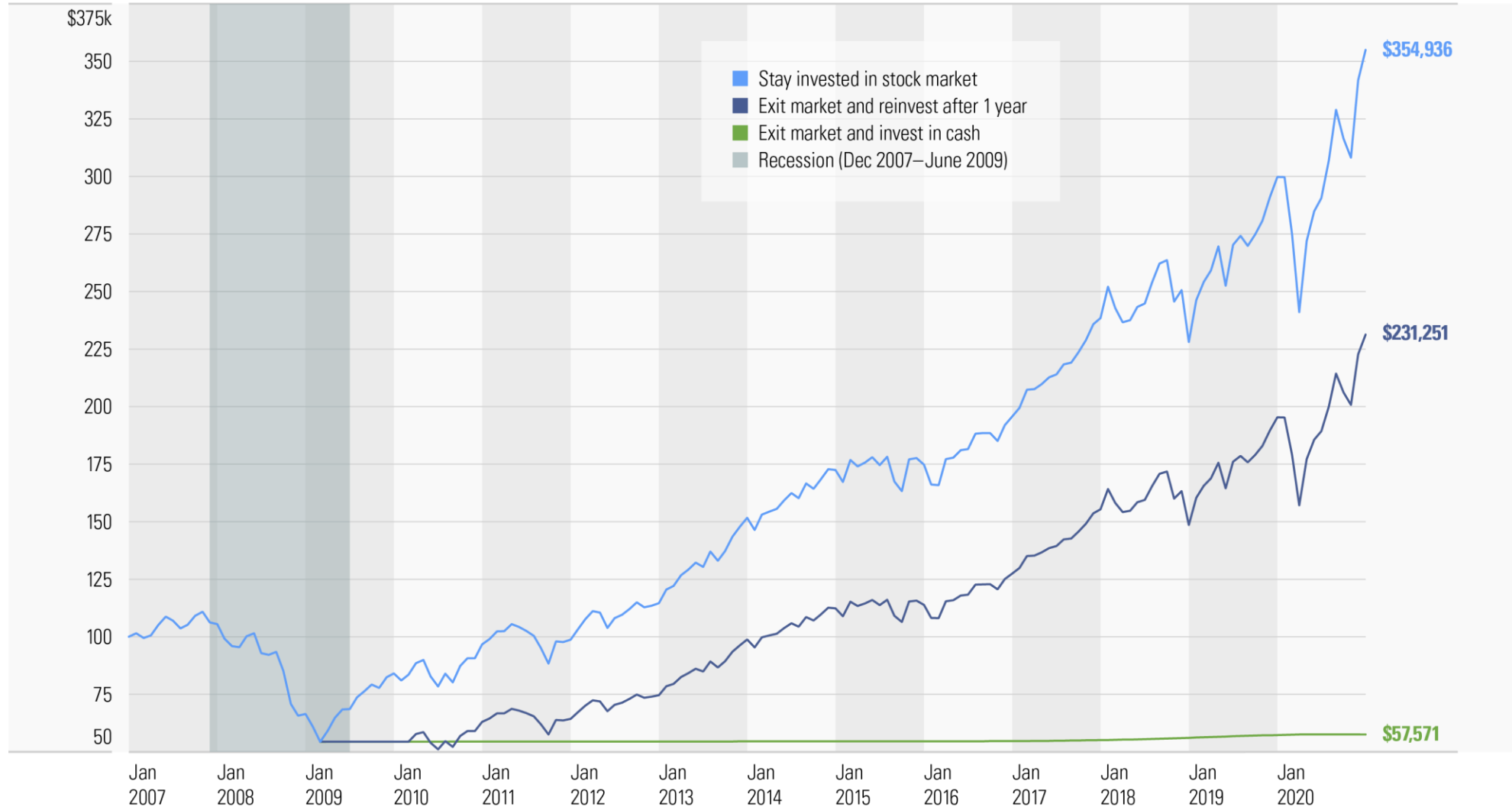
# Time in the market is more important than timing the market



Source: Bloomberg as of 12/31/2022. Returns assume reinvestment of dividends and interest. Indexes are unmanaged, do not incur fees or expenses, and cannot be invested in directly. Past performance is no guarantee of future results.



# Many DIY Investors Make Classic Mistakes



# Summary

- **Markets are volatile but cyclical** – while we've experienced large declines in the market from time to time, the stock market has been resilient over the long term.
- The economy is largely driven by **consumption**, which supports confidence for positive performance in the stock market over time.
- Important to **maintain a long-term perspective** with retirement savings.
- **Time in the market** is your ally – **attempting to time the market** is dangerous.
- Appropriate Asset Allocation and Diversification are critical to long-term success.



**Questions?**



## County of San Mateo Deferred Compensation Advisory Committee

### 2023 Draft Goals

1. GOAL - Increase contribution levels from an average of x% to x%.
2. GOAL – Improve the number of participants that are determined to be retirement ready from x% to x%.
  - a. STRATEGY –
    - i. Focus on calculating the GAP from the pension plan and communicating the need for participating in the 457 Plan.
    - ii. Focus on increasing the number of one-on-one meetings to facilitate the goal (197 last quarter).
    - iii. Employ targeted education on the right number to save and how important it is to start early.
    - iv. Focus on increasing the number of participants that have completed pension balances online to calculate a total score from x% to x%.
    - v. Focus on communicating the level of ESG already available in the investment menu.
3. GOAL - Reduce plan leakage for large balance participants and retirees from x% to x%.
  - i. Create custom distribution checklist to clearly communicate the cost comparison of alternatives upon separation of service.
  - ii. Focus on developing or improving the pre retiree education.
  - iii. Focus on targeted education relative to years of service.

February 23, 2023

WINTER 2023

# INNOVIEWS



## Making Retirement Work

INNOVEST'S LATEST UPDATES AND ARTICLES FROM THOUGHT LEADERS IN THE FIRM

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### NEW INSTITUTIONAL CLIENTS

Kiddo! Mill Valley Schools Community  
Foundation

The Archdiocese of Denver

Air Force Academy Foundation

*It is not known whether the listed clients approve or disapprove of the services provided. The new clients on page one are listed with their approval and permission.*

## A Tale of the Tape for 2022



**Richard Todd**  
*Principal, CEO, and Co-founder*

With over 35 years of investment consulting under my belt, 2022 was, in my view, the worst year for investors. Stocks were down -18.04%, the 2nd worst calendar year in history. \* Bonds, historically complementary to stocks, suffered the worst calendar year decline in history, losing -17.34%, almost three times further in the red than the previous largest decline. Inflation ravaged the economy, prompting the Federal Reserve to push rates up at a record pace, which caused bonds to get crushed.

Consequently, an investor with a 70% global stock/30% bond portfolio lost -16.59% in 2022. While few investors were left unscathed, our approach to diversified portfolios allocated to alternatives – hedge funds, real assets, private

debt, and equity, among others – into most portfolios, created a much better experience than a typical stock and bond investor.

2022 held some positives despite the markets taking more than they gave. Thanks to incredible client trust and loyalty and robust new business growth, Innovest experienced a record year. The promise we make to our clients is that they will benefit from our growth. 2022 resulted in several new professionals joining our firm, plus improvements in portfolio accounting, performance reporting, and technology. In addition, we moved across the street to a new office, artfully designed by President and Co-founder Wendy Dominguez. Both beautiful and functional, it

*Continued on Page 2*



has significantly improved the work environment for our team of 56 employees. Keeping our professionals long-term and creating a quality culture is key to our success and ultimately leads to a great experience for our incredible clientele!

For the eighth time in nine years, Innovest was awarded a “Best Places to Work in Money Management” by Pensions and Investments. Each year, our professionals provide P&I with very detailed survey responses on our culture and practices. We are compared to hundreds of other firms, with just a select few chosen as “Best Places to Work.” We are humbled by the recognition and are always seeking ways we can improve. We are proud of the way Innovest stacks up in the industry.

We are also very proud of our team. Many were progressed to new positions throughout the year. Abigail Thomas, Claire DeLine, Brett Minnick, Sydney Aeschmann, Marleen Zakovich, Cos Braswell, Peter Girard, Joe Lemming, Christine Hudek, Kathy Lalone, and Frank Cornett all made advancements within the company.

Annual awards are given to top team members as well. Cos Braswell received our 212 Degree Award, Stephanie Dufano was recognized with the Service to Others Award, Joanne Cinalli was the recipient of the Bill Fender Mentorship Award, and our top yearly honor, the Founders Award, was given to Joe Lemming. We are privileged to work with such outstanding professionals.

We continually strive to be thought leaders in our industry. In 2022, we gave 26 speeches at a variety of conferences for business leaders, investors, and fiduciaries, and our thoughts were published 22 times in journals, magazines, and blogs.

Our stewardship culture is thriving. Collectively, we gave more than

5000 service hours to the community. According to Colorado Gives Day, Innovest ranked 4th in Colorado in dollars donated to charities over that week in December. We are much, much smaller than the three firms ranked ahead of us. Innovest supports monthly volunteer events, and our team continues to be a corporate work study partner with Arrupe Jesuit High School. We employ four Arrupe interns, with their pay offsetting part of their tuition cost. The success of students at Arrupe, all on the margin, is unprecedented.

We have a great business development team. It has become easy for them to sell our advice and services on the strength of a reputation that has been steadily enhanced over the years.

Succession planning is an exciting topic for us as we add to our partners, who have all made a big commitment to Innovest. Pam Cruz, Paul Nacario, Troy Jensen, and Steven Fraley were all made partners this year! Innovest is committed to remain independent as a fee-only fiduciary in a year where many of our competitors sold out to the Wall Street firms and industry aggregators looking to monetize the very clients they purport to serve. We are convinced that our fiduciary model is better, as Wall Street conflicts have never been so egregious as they are currently.

As 2022 closes and the new year begins, we owe tremendous gratitude to our clients! For the last quarter century, the primary source of growth has been client referrals. Thank you! Our young partners have made a sizeable investment in our firm, and we are committed to make the investment a great one!

I wish you all a wonderful 2023!

\*MSCI All Country World Index All Cap

\*\*Bloomberg Global Aggregate Index

# 2022 Employee and Client Survey Results



Wendy Dominguez  
Principal, President, and Co-founder

As we reflect on 2022, a difficult year for investors, we nonetheless have much to be thankful for. We are extremely grateful for our team and the care they take in serving our clients. We are also incredibly humbled and thankful for our clients. If it wasn't for their longstanding support, we would be nothing. It is with this focus on reflection that we surveyed both our employees and our clients around how we can build on those partnerships.

Our 2022 employee survey won us recognition as a "2022 Best Places to Work" from Pensions & Investments, an honor bestowed on Innovest for the seventh time in eight years. Some of our highest scores were around our team liking the work they do, affection for the people they work with, quality of physical working conditions, leadership of the company, treating people well, and having fun at work. Our lowest scores were around technology and having problems quickly addressed. We have made significant investment over the last two years in technology, and we are taking concrete steps to make it even more reliable and less frustrating for our team.

The best part of the survey are the comments. My favorite was this one:

*"Innovest challenges me on a daily basis, and I live for that. I also love that we are constantly pushing to improve our processes and client deliverables. I appreciate that my work is a place where I can share my ideas, values, and perspective freely. The volunteer opportunities that we can do promote team building. It is always good to help others. I know that the leaders of Innovest live their values and that makes this a best place to work."*

We are very proud of the survey results and award because we work hard

to create a positive environment for our employees.

We also ask our clients to let us know how we are doing and if and how we can get better. Our average score for overall satisfaction was 4.8 on a 5.0 scale, equaling the best score that we have ever received. Our customer service score was 4.9, our highest individual score ever! Through the survey, our clients also help us with ways that we can improve, and a large majority are interested in Innovest becoming more digitally oriented and improving our ability to deliver information quickly. We are continually working on both, and 2022 was a big year of investment in technology for us.

As with our employee survey, my favorite part of the client survey is reading the comments. My favorite was:

*"All I can add is thank you to Innovest for providing security, oversight, and guidance, especially in this current market!"*

Each year we also measure our Net Promoter Score (NPS), a gauge of client loyalty, by asking this key question: "How likely is it that you would recommend Innovest to a friend or colleague?" The NPS has been widely adopted, including by over two-thirds of Fortune 1000 companies. Scoring ranges from -100 to +100, with anything above 70 deemed to be exceptional. The industry average for financial services companies is 44. We are proud of the Innovest NPS for 2022, at 81.

We are humbled by this feedback and remain indebted and to the people and partners who have placed their personal and financial trust in what we do. Our livelihood depends on delivering on that trust. Our satisfaction comes from the wonderful people we get to work with. 2023 holds tremendous promise as we continue to build on that foundation.

## Nonprofit Spotlight

# Christian Care Ministry

As a provider of investment advice to numerous nonprofit organizations, Innovest has the privilege of introducing you to some of our fantastic clients. This month we are proud to feature Christian Care Ministry.

Christian Care Ministry's mission is to connect people to a Christ-centered community wellness experience based on faith, prayer, and personal responsibility. In 1993, a formalized approach to sharing healthcare burdens began with their Medi-Share® program, a healthcare sharing ministry where members share each other's medical bills and pray for each other's medical challenges. From small beginnings, this big idea took root. More than 28 years later, the Medi-Share program serves around 400,000 members, and more than \$5.6 billion dollars in medical bills have been shared and discounted.

Christian Care Ministry also provides a Christian Disability Sharing program called Manna® where members make voluntary monthly contributions to



help other members replace lost income due to accident or illness. According to the US Census Bureau, 20% of working people age 45 or older will suffer a disability that lasts 90 days or longer during their career. Working adults are three times more likely to become disabled than they are to die before the age of 65, according to the Social Security Administration.

All of Christian Care Ministry's programs are supported by prayer and a faith-filled community. Christian Care Ministry's method is modeled after the early Christian church modeled in the bible (Acts 2-3). To learn more about their incredible work, please visit their website at [mychristiancare.org](http://mychristiancare.org).

# Retirement Plan Advisor M&A Activity Continued at a Rapid Pace in 2022



Rick Rodgers, AIFA®  
Principal

Several investment advisors providing services to retirement plans, wire house brokerage firms, wealth management firms and insurance brokerages have focused on acquiring retirement plan advisory practices in recent years, activity that continued in 2022. In some cases, the acquisitions are backed by private equity funding, and the multiples paid for the firms being acquired are reported to be at record levels.

With the purchase price on these deals being at astonishing amounts, it raises questions about how the acquiring firms will generate sufficient revenue to justify the large acquisition investments they have made. Most retirement plan advisory firms charge either a flat or asset-based (percentage) fee to provide fiduciary investment advice, often including retirement plan design and consulting support at the plan level. However, it appears that most of these acquiring firms will attempt to monetize the retirement plan advisory firms' relationships with participants, most likely achieved with one or multiple proprietary offerings.

Several firms have reported employing a concerted effort to turn retirement plan participants from retirement plan clients into wealth management clients, which tend to be far more lucrative. The advisory firm may encourage retired or terminated participants to move

their money out of the plan to an IRA managed by the investment advisory firm. These newly established wealth management clients then pay investment management fees, typically to the mutual funds recommended by the advisor, along with an advisory fee that is generally an asset-based fee.

Another developing trend among retirement plan advisors is proprietary "advisor-managed account" (AMA) services. These are much like traditional managed account services offered by most retirement plan recordkeeping providers. Participants typically pay an asset-based fee for investment advice delivered through a computer algorithm that considers time horizon and risk tolerance along with other criteria. Some services also allow participants to add investments held outside of their employer-sponsored retirement plan to create a more holistic approach to investment advice, though we have observed that most participants utilizing a managed account service do not add outside investments and the advice is limited to their employer-sponsored retirement plan.

AMAs combine traditional managed account technology with the investment advisor, creating and maintaining plan level portfolios for the managed account service. Participants pay investment management fees to mutual funds or other investments options recommended by



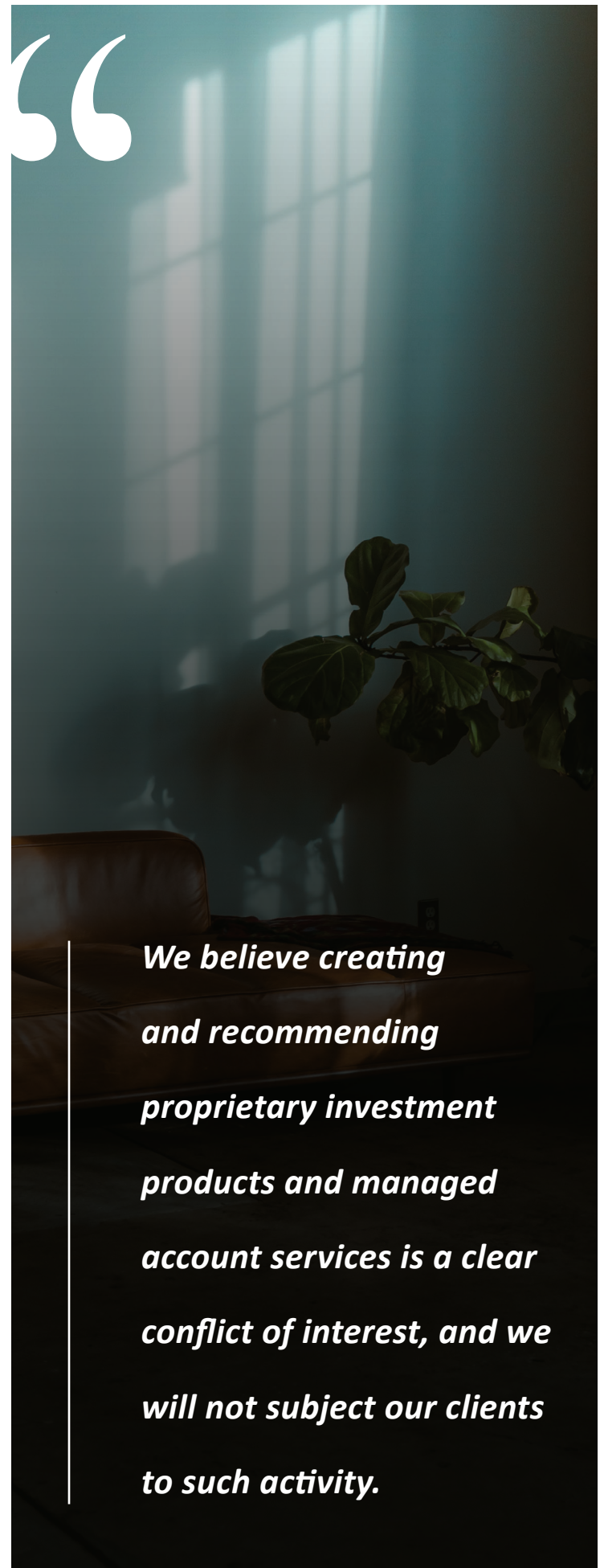
the managed account service, along with an additional fee for the AMA service itself. This fee is allocated among the managed account technology provider, the recordkeeper, and the advisor, which allows the advisor to monetize the relationship with the plan participants, thereby generating additional revenue for the advisory firm.

Yet another developing trend to monetize an advisor's relationship with the plan is the proprietary investment option. Some fiduciary retirement plan advisors (consultants) have created proprietary investment offerings and then recommended them to their retirement plan clients to be offered to participants in the plan. Under this arrangement, the advisor typically selects and manages a group of sub-advisors that each manage a portion of the investment pool. Participants pay an investment management fee that is allocated among the sub-advisors and the consulting firm, which allows the retirement plan advisor to monetize the plan participants.

For fiduciary advisors, all recommendations must be conflict-free and in the best interest of plan participants. That advisors are seeking to generate additional revenue through wealth management, AMA, or proprietary investment options raises questions about conflicts of interest and the appropriateness of these products and services.

There are also many questions regarding a plan sponsor's duties related to selecting and monitoring the same. If the plan's advisor is soliciting wealth management services to participants, does the plan sponsor have a duty to conduct due diligence on the wealth management service? Likewise, if the advisor recommends its own AMA and receives compensation from the same, wouldn't the plan sponsor need to conduct due diligence on the AMA? Would the plan need to hire another consultant to conduct due diligence on the AMA or do they simply rely on the advisor providing the AMA to conduct due diligence on themselves? If an advisor recommends its own proprietary investment option(s), does the plan sponsor expect the advisor to ever terminate its own investment due to poor performance, style drift, or other criteria?

While these practices may be incredibly effective in generating additional revenue for the retirement plan advisor, Innovest believes that there are many potential conflicts associated with the same. We believe creating and recommending proprietary investment products and managed account services is a clear conflict of interest, and we will not subject our clients to such activity. We've declined offers from advisory aggregators and Wall Street firms seeking to acquire our business only to monetize participant assets. We remain one of the few fiduciary advisory firms in the U.S. that adheres to an objective, transparent, and conflict-free approach to retirement plan and investment consulting.



***We believe creating and recommending proprietary investment products and managed account services is a clear conflict of interest, and we will not subject our clients to such activity.***

# 2022 in Review and a Look Ahead to 2023



Kristy LeGrande, CFA, MBA  
Principal



Frank Cornett, CFP®  
Senior Client Manager

Consistent negative headlines throughout 2022 were tough on investors. We experienced the worst bond market in modern history, by a wide margin. We also experienced the worst year for the S&P 500 since the global financial crisis in 2008 and the fourth worst period on record since the index expanded to 500 companies in 1957. The popular FAANG stocks of the 2010s, Facebook (Meta), Apple, Amazon, Netflix, and Google, were down an average of 46%. The S&P 500 recorded its third most volatile year in the last 40, as 87.3% of all trading days in 2022 had swings of more than 1%. As we look ahead into 2023, many questions remain unanswered, but we believe investors should focus what they can control: reaffirming investment objectives, understanding downside risk, rebalancing to policy targets throughout the year, and maintaining exposure to strategies that will do well in various economic outcomes.

## Equity markets – reducing exposure now could result in missed up-side

No one can predict when the stock market will bottom. 2022 is also not the first time we have seen negative stock market returns. While past performance never guarantees the same results in the future, previous downturns have often been followed by strong subsequent returns, as depicted in the chart below. Down markets provide periods of opportunity over a longer time horizon. To ensure our clients experience the upside of economic expansion, we recommend maintaining current equity allocations, assuming that risk tolerance has not changed and long-term investment objectives remain intact.

Diversified global equities are a pillar in most portfolios, providing growth over the long term. They can be critical in helping investors to meet long-term return objectives. The U.S. Stock market has cumulatively outperformed international markets for the last 15 years,

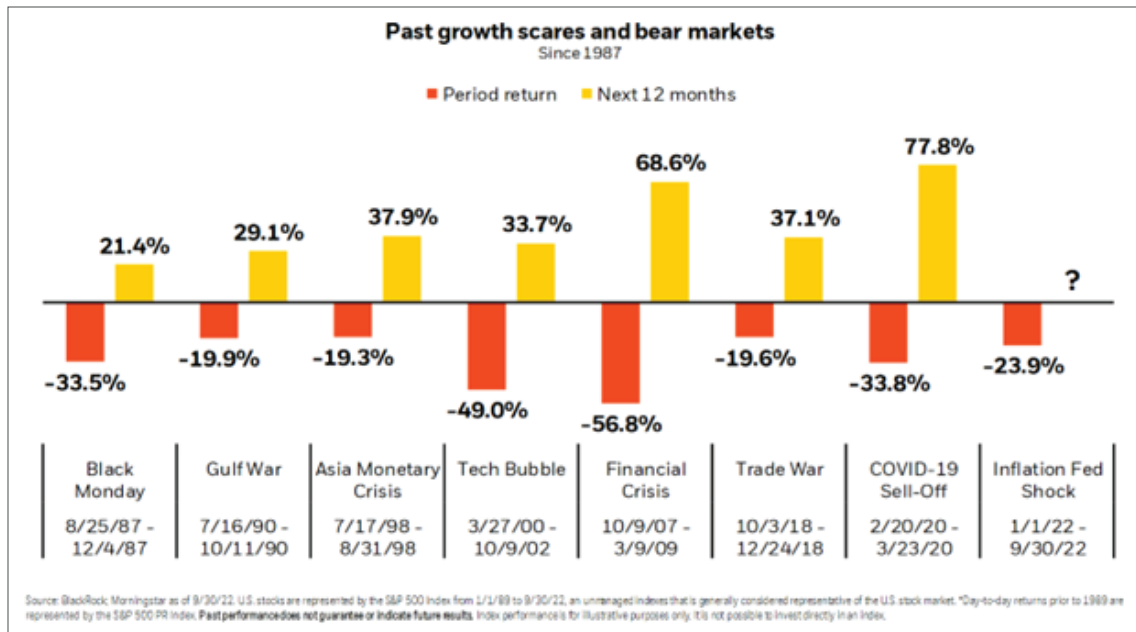
and geopolitical tensions abroad have lead some investors to question the benefit of international equities in their portfolios. However, from a valuation perspective, many international companies are still more attractive than their U.S. counterparts. The U.S. stock market is trading just above its 25-year average, based on a price-to-earnings ratio (P/E) – essentially, how much an investor is willing to pay for every \$1 of company earnings. Europe, Japan, China, and other emerging countries are all trading at or below their 25-year average P/E. Trading at these levels presents potential undervaluation, creating optimism and opportunity for positive future returns. International and emerging market equities should continue to play a role in portfolio construction moving forward.

## Bond market yields are attractive once again

Interest rates have been at or near historic lows for the better part of the last three years, and expectations had been for rates to increase slowly over time. However, as inflation rose to 40-year highs in 2022, the Fed embarked on one of the fastest tightening cycles in history. In 2022 we saw seven rate increases totaling 4.25%. The listed rate hikes negatively impacted the face value of bonds, as the U.S. Bond Aggregate Index fell approximately 14% during the calendar year. But there is a sense of optimism in the bond markets, looking forward. While a rising interest rate environment decreases the bonds' face value, as those bonds mature, the proceeds are reinvested into newly issued bonds that pay their investors a larger coupon (or yield) back. For example, 12-month bank Certificates of Deposit (CDs) currently pay a yield of above 4%. In years past, bonds have been primarily used as a tool to mitigate and potentially reduce volatility in portfolios; looking forward, we expect bonds also to provide attractive income generation.

Diversifying strategies provide protection in different economic environments

Investment advisors typically recommend a diversified portfolio to optimize its risk/return profile. Many of these strategies have lower volatility than equities and relatively low correlations to equities and bonds. It's also helpful to think about these strategies in terms of their role in portfolios and how they typically perform in different economic environments. We believe a basket of inflation-hedging





strategies – such as midstream energy, diversified infrastructure, timberland/farmland, and real estate – is prudent when constructing portfolios. They can add value to the portfolio should inflation continue at high levels and can also provide growth and income should inflation levels normalize.

We also utilize specific hedge fund strategies with the objective of providing better-than-bond returns over a complete market cycle. These hedging strategies are still attractive, but investors with a high allocation may consider reducing exposure into 2023, since the overall outlook for bonds is more promising.

In addition, allocation to the private markets – both equity and debt – can improve the overall risk/return profile of portfolios. Investors should pay close attention to overall portfolio liquidity as well as appropriate vintage year diversification.

### Focus on what we can control

Investors can't control geopolitical risks, economic outcomes, or market performance, amongst other factors, so we should focus on what we can control and what matters to portfolio performance in the long term. As we ease into our "new normal," understanding our current place in the economic cycle, forward-looking portfolio construction becomes necessary. At Innovest, we value process over prediction and remain focused on the things that we can control and that ultimately matter in the end. We remain focused on confirming investment objectives and downside risk tolerance, asset allocation to appropriate markets, ongoing portfolio rebalancing, tax loss harvesting where possible, and providing excellent customer service. We are looking forward to working with you in 2023.

## Employee Spotlight

# Steve Karsh

### Where is your hometown?

Denver, Colorado

### Tell us something unique about you.

I don't look as old as I am – at least I think so, which is all that matters.

### What do you like best about working at Innovest?

Besides the colleagues I work with, I get to help my clients meet their investment and financial goals

### How do you give back to the community?

Along with participating in Innovest service days, I like to donate money and time to organizations that help military veterans, sick children, and dogs.

### What are your hobbies and interests?

I love to golf and go to live sporting events (Avs and Broncos)

### Tell us about your family.

I'm fourth generation Coloradan. My grandfather was a cattle farmer up in Longmont/Brighton area (there is a street named Karsh Drive



up there). I have two brothers that I'm very close with, and a lot of relatives on my wife's side of the family are also a big part of my life.

### What is your favorite dessert?

Anything chocolate!

# Around the Firm

## PROMOTIONS & TEAM UPDATES

Innovest is honored to again be named a “Best Place to Work” by *Pensions & Investments* for 2022! We are so thankful for our hardworking team members.

The following employees received Innovest’s annual awards: Stephanie Dufano received the Annual Service to Others Award, Joanne Cinalli received the William Fender Mentorship Award, Cos Braswell received the 212 Degree Award, and Joe Lemming received the Founder’s Award.

The recipients of the Service to Others monthly awards were Cos Braswell in October, Stephanie Dufano in November, and Kathy Lalone in December.

Innovest’s Natalie Kuzia passed Level II of the CFA Program. The CFA charter designation represents one of the highest levels of recognition financial professionals can earn and demonstrates a finance professional’s work ethic, analytical skills, and grounding in ethics.

Congratulations to Innovest Principal Paul Nacario for being elected to NAGDCA’s Industry Committee. The NAGDCA Industry Committee offers a unique opportunity for their private sector partners to use their skills to make an impact in the government defined contribution market.

## AWARDS & PUBLICATIONS

Innovest’s Peter Girard authored “Consumer Sentiment and the Value of Long-Term Investing,” published by Advisor Perspectives.

Innovest’s Dustin Roberts and Franklin Cornett authored “Your 7 Point Year End Retirement Check List,” published by *401K Specialist*.

Innovest CEO Richard Todd and his wife Joanie were presented with the Sr. LaVonne Guidoni Award at the Seeds of Hope Gala for their dedication to Catholic education throughout Colorado for over 25 years.

## SERVICE IN THE COMMUNITY

Innovest employees had the opportunity recently to volunteer with Project Angel Heart. Our team helped to build breakfast packages and



delivered meals.

Innovest employees volunteered at the Denver Santa Claus Shop (DSCS), a nonprofit that collects and gives families the opportunity to shop for free toys each December.

Innovest employees participated in Colorado Gives Day and raised \$20,060 making Innovest the fourth largest company contributor in the state.

Innovest employees made their annual contribution to Adopt-a-Family in December. The Catholic Charities’ Adopt-A-Family program has been helping the Colorado community for over a decade, matching donors with families and individuals who need a little help this holiday season.

## CONFERENCES, SPEAKING, EVENTS, & SPONSORSHIPS

Innovest was a proud sponsor of the 3rd Annual Bustin’ Clays, held at Colorado Clays in Brighton, Colorado. The event benefited the Navy SEAL Foundation.

Innovest was a proud sponsor of Juicing the Harvest, held at Balistreri Vineyards in Denver, Colorado. The event benefited A Precious Child and the Marshall Fire families.

The 2022 Arizona Defined Contribution Conference (AZ/DC) was a great success! Innovest President and Co-founder Wendy Dominguez was a featured panelist for a fireside chat.



**At Innovest Portfolio Solutions, we are more than an investment firm. We are thoughtful stewards responsible for our clients, professionals and community.**

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