

## Livingston County Deferred Compensation Plan

Agenda: November 10, 2021

**Review Prior Meeting Minutes** 

### **Nationwide**

- Plan Health Report
- Participant Education/Engagement
- MIRP Enhancement

### **CAPTRUST**

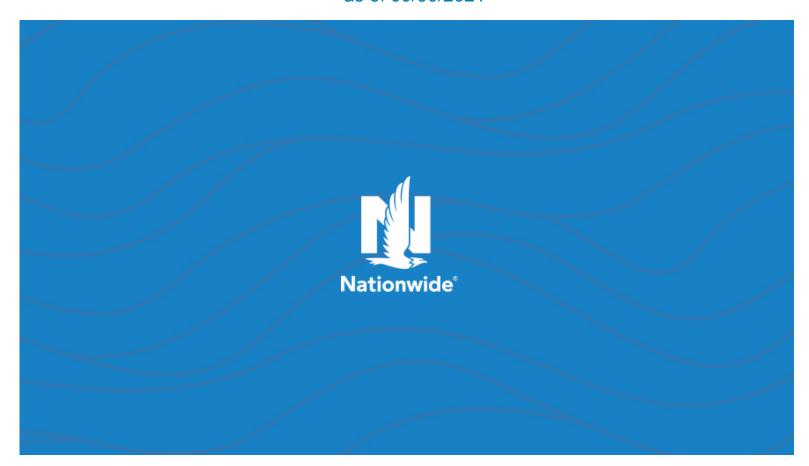
- Industry/Fiduciary Update
- Market Commentary
- Q3 2021 Investment Report Review
  - Nuveen Real Estate Securities



## PLAN HEALTH REPORT

## LIVINGSTON COUNTY DEFERRED COMPENSATION PLAN

as of 09/30/2021



#### **WELCOME**

We value your partnership and the opportunity to offer a competitive, effective retirement plan to your participants. Through diligent work and thought leadership, we'll help you grow your plan and help your participants prepare for and live in retirement. This report includes balance information, participant demographics, contribution highlights and retirement readiness numbers. Together, we can use this information to help your participants achieve greater financial wellness.

Our goal is to help you objectively evaluate your Plan's performance and how it performs against other plans like yours. Since Nationwide Retirement Solutions is one of the largest retirement plan providers in the industry, we are uniquely positioned to compare your Plan to many others of similar asset size. By comparing the current year information to previous years, you can see how your Plan is performing, where your educational efforts are working and what areas offer opportunities for improvement. The "Peer Group" comparisons used in this report are based on cases with assets of: \$20 million - \$50 million.

Thank you for your valued business. We look forward to helping improve retirement readiness for your participants.

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NRM-17453AO



## **EXECUTIVE SUMMARY**



## Quick plan facts (as of 09/30/2021)

Metric	Current value	%Change from last quarter	%Change from last year
Participant Core Assets	\$34,727,373		42.00%
Total Participant Count	433	0.23%	32.82%
Total New Enrollments YTD Count	92		475.00%
Total Deferrals YTD	\$911,736	60.00%	39.00%
Total Rollovers-In YTD	\$6,026,059		3,728.00%
ProAccount Participant Count	72	-1.37%	1.41%
ProAccount Assets	\$4,534,845	-2.00%	23.00%

## **EXECUTIVE SUMMARY**

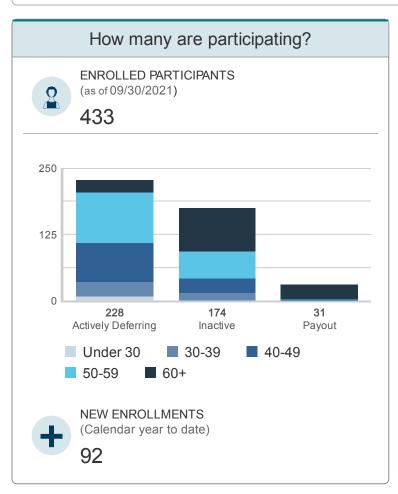
## 457 Plan Summary

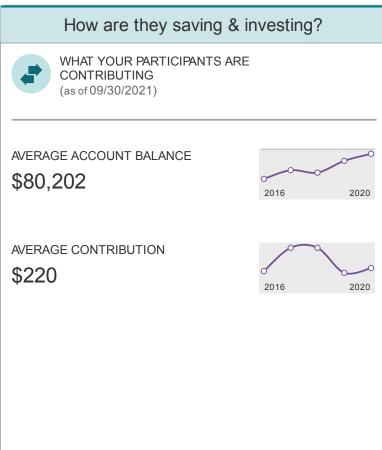


TOTAL PARTICIPANT ACCOUNT BALANCE (as of 09/30/2021)

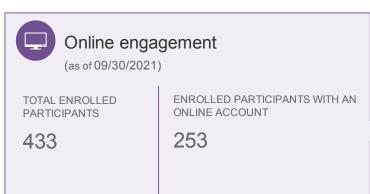
\$34,990,934

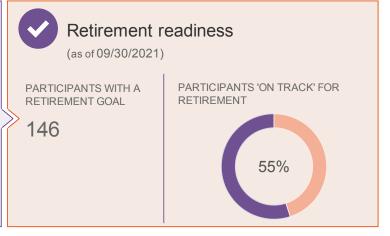






## How many participants are prepared for retirement







## PARTICIPANT DEMOGRAPHICS

## How participants are engaged in the plan



ENROLLED PARTICIPANTS <sup>1</sup> (as of 09/30/2021)

433



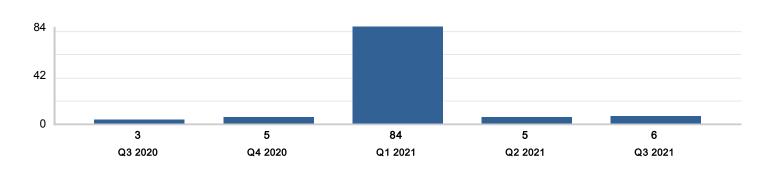
NEW ENROLLMENTS <sup>2</sup> (Calendar year to date)

92

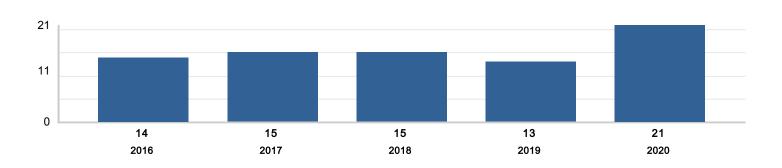
ONLINE ENROLLMENTS <sup>3</sup> (Calendar year to date)

5 out of 92

#### ENROLLMENT TRENDS (BY QUARTER) 4



#### ENROLLMENT TRENDS (BY YEAR) 4



<sup>&</sup>lt;sup>1</sup> Total number of enrolled participants in this plan.

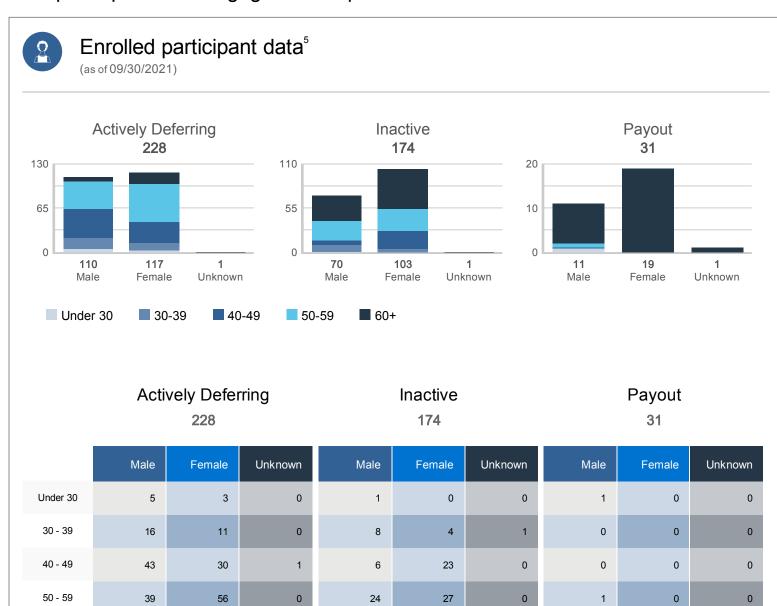
<sup>&</sup>lt;sup>2</sup> Participants who open and close their account within the calendar year, will not be counted in year-to-date enrollment numbers.

 $<sup>^{\</sup>rm 3}$  The number of online enrollments out of new enrollments.

<sup>&</sup>lt;sup>4</sup> Total number of participants enrolled by quarter or by year.

## PARTICIPANT DEMOGRAPHICS

## How participants are engaged in the plan



31

49

0

9

19

0

17



60+

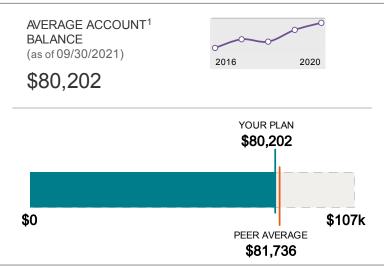
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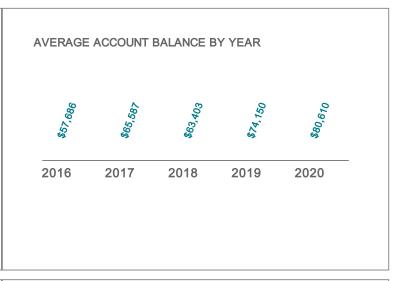
1

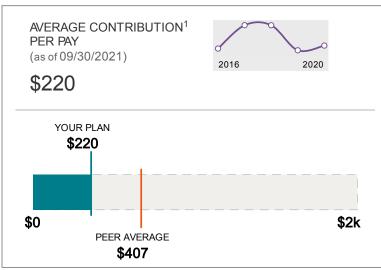
<sup>&</sup>lt;sup>5</sup> Actively deferring - Participants with a balance, a contribution in the past 30 days and a status of employed. Inactive - Participants with a balance, no contribution in the past 30 days and no status of payout. Payout - Participants with a balance and a status of payout.

## **CONTRIBUTIONS & INVESTMENTS**

## What your participants are contributing









## Balances & contributions by age & gender

(as of 09/30/2021)

## Average account balance

## Average annualized contributions

	Male	Female	Unknown	
Under 30	\$9,870	\$3,324	\$0	
30 - 39	\$18,906	\$25,233	\$573	
40 - 49	\$75,494	\$44,199	\$4,638	
50 - 59	\$91,796	\$79,936	\$0	
60+	\$122,656	\$110,566	\$96,607	

Male	Female	Unknown
\$1,222	\$1,257	\$0
\$2,493	\$3,437	\$0
\$2,419	\$3,576	\$260
\$4,249	\$4,659	\$0
\$5,480	\$13,477	\$0

<sup>1</sup>A peer group consists of NRS plans with similar assets. This peer group comparison includes cases with \$20 million - \$50 million.



## **CONTRIBUTION & INVESTMENTS**

## What your participants are contributing

2% PARTICIPANTS WITH INCREASED CONTRIBUTIONS (Calendar year to date)

2% PARTICIPANTS WITH AUTOMATIC CONTRIBUTION INCREASE

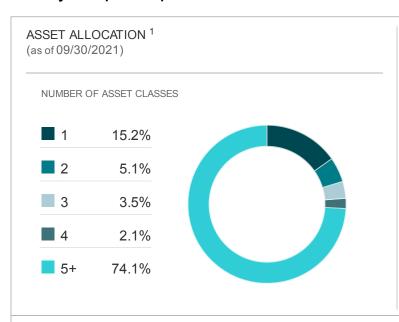
(Calendar year to date)

2021 IRS limits Regular Limit \$19,500

50+ Catch Up \$6,500

3-Year Catch Up \$19,500

## How your participants are invested



ASSET DIVERSIFICATION <sup>2</sup> (as of 09/30/2021)

AVG. # ASSET CLASSES

5.7

PEER GROUP

4.5

RECOMMENDED

5



## **ProAccount**

(as of 09/30/2021)

TOTAL PROACCOUNT BALANCE \$4,534,845

PARTICIPANTS WITH PROACCOUNT

72

out of 433 total enrolled participants

AVG ACCOUNT BALANCE WITH PROACCOUNT

\$62,984



<sup>&</sup>lt;sup>1</sup> Percentage of participants by number of investment classes.

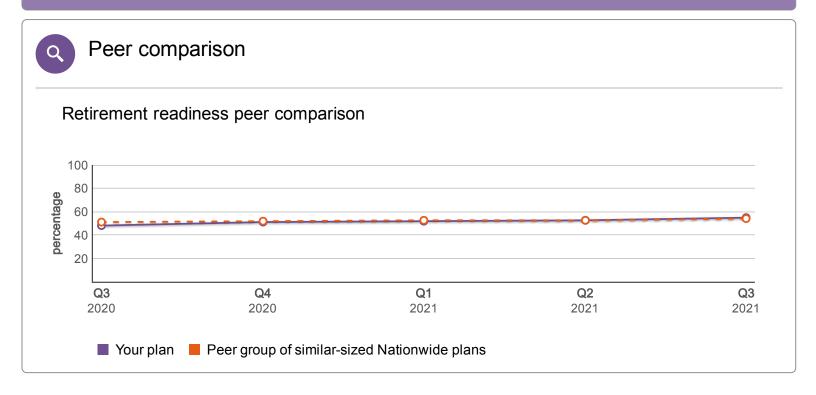
<sup>&</sup>lt;sup>2</sup> Average number of asset classes - Average number of asset classes in which participants are invested.
Peer group - Average number of asset classes in which this peer group (cases with \$20 million - \$50 million) is invested.
Recommended number of asset classes - The number of asset classes in which a participant should be invested for ideal diversification.

## RETIREMENT READINESS

## How many participants are prepared for retirement



Participants who actively review their online account and use their retirement outlook tools are 4 times more likely to take action and save more for retirement.



NRM-17390AO



<sup>&</sup>lt;sup>1</sup> Participants with a retirement goal from My Interactive Retirement Planner®.

<sup>&</sup>lt;sup>2</sup> Participants with a retirement goal from My Interactive Retirement Planner® and a retirement readiness score of "on track" (.915 or higher).

## **ASSET & FUND DETAILS**



## Asset class totals

Asset class	2019	2020	2021 YTD	% of total
Mid cap	\$1,413,389.00	\$1,605,722.56	\$2,185,647.56	6.2%
Large cap	\$7,547,514.17	\$8,886,409.54	\$10,737,463.32	30.7%
Bonds	\$1,615,356.06	\$1,757,697.04	\$2,720,703.23	7.8%
Specialty	\$149,597.83	\$168,471.35	\$248,332.24	0.7%
Loan	\$371,376.01	\$298,803.39	\$263,560.89	0.8%
Asset allocation	\$3,181,690.25	\$3,391,155.71	\$7,089,032.36	20.3%
International	\$1,507,865.75	\$2,026,536.69	\$2,211,041.31	6.3%
Small cap	\$1,536,182.40	\$1,627,570.36	\$1,959,697.76	5.6%
Fixed assets and cash	\$6,247,141.14	\$6,903,636.60	\$7,575,455.14	21.6%
Total	\$23,570,112.61	\$26,666,003.24	\$34,990,933.81	100%



## **ASSET & FUND DETAILS**



## Total contributions by asset class

Asset class	2019	2020	2021 YTD	% of total
Mid cap	\$55,481.75	\$70,512.47	\$434,637.59	6.3%
Large cap	\$347,002.79	\$271,558.83	\$908,376.52	13.1%
Balanced	\$5,876.71	\$0.00	\$0.00	0.0%
Bonds	\$120,996.00	\$76,415.75	\$553,750.05	8.0%
Short term	\$1,184.04	\$1,047.20	\$497.81	0.0%
Specialty	\$9,941.24	\$11,517.59	\$68,763.11	1.0%
Asset allocation	\$134,474.71	\$262,325.18	\$3,396,455.45	49.0%
International	\$101,597.54	\$97,365.36	\$438,461.51	6.3%
Small cap	\$55,523.57	\$78,840.06	\$221,526.97	3.2%
Fixed assets and cash	\$99,707.20	\$201,282.60	\$915,325.51	13.2%
Total	\$931,785.55	\$1,070,865.04	\$6,937,794.52	100%

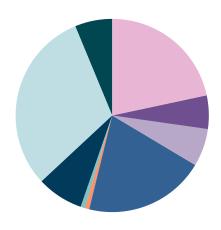
## **ASSET & FUND DETAILS**

#### 2021



## Asset allocation

(as of 09/30/2021)



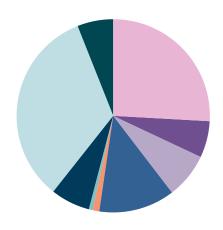
ASSET CLASS	YOUR PLAN	PEER GROUP	DIFFERENCE
Mid cap	6.2%	4.9%	1.4%
Large cap	30.7%	20.6%	10.1%
Balanced	0.0%	1.6%	-1.6%
Bonds	7.8%	4.9%	2.8%
Short term	0.0%	0.7%	-0.7%
SDO	0.0%	0.2%	0.0%
Specialty	0.7%	0.9%	-0.2%
Loan	0.8%	0.0%	0.7%
Asset allocation	20.3%	13.6%	6.6%
International	6.3%	6.5%	-0.2%
Small cap	5.6%	3.5%	2.1%
Fixed assets and cash	21.6%	42.5%	-20.9%
Fixed Indexed Annuity	0.0%	0.1%	0.0%

#### 2020



## Asset allocation

(as of 12/31/2020)



ASSET CLASS	YOUR PLAN	PEER GROUP	DIFFERENCE
Mid cap	6.0%	4.7%	1.3%
Large cap	33.3%	20.0%	13.3%
Balanced	0.0%	1.9%	-1.9%
Bonds	6.6%	4.9%	1.7%
Short term	0.0%	0.4%	-0.4%
■ SDO	0.0%	0.1%	0.0%
Specialty	0.6%	1.0%	-0.4%
Loan	1.1%	0.0%	1.1%
Asset allocation	12.7%	12.1%	0.6%
International	7.6%	5.7%	1.9%
■ Small cap	6.1%	3.5%	2.6%
Fixed assets and cash	25.9%	45.6%	-19.7%



## Total account balance

(as of 09/30/2021)

Money source	Current value
Participant assets	\$34,990,933.81
Salary Reduction	\$32,792,567.93
Rollover (Pre-Tax)	\$878,578.70
Rollover 457	\$179,642.45
Roth Contribution	\$872,799.95
Roth Rollover 457	\$3,783.89
Loan balance	\$263,560.89
Total plan assets	\$34,990,933.81



## Loan Details

(as of 09/30/2021)

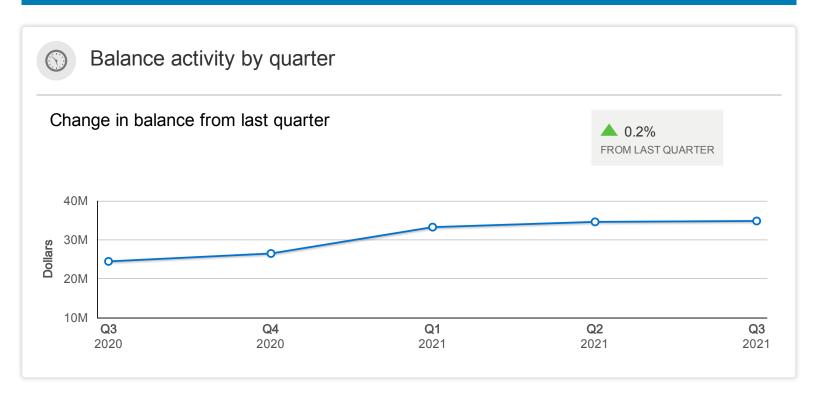
Loan type	Number of loans	Principal value
Active loans		
General purpose loan	19	\$195,346.54
Primary residence loan	3	\$42,296.16
Defaulted loans*		
General purpose loan	6	\$18,838.81
Primary residence loan	1	\$7,079.38
Total	29	\$263,560.89
* Default amounts are included in Beginning and Ending Balance		

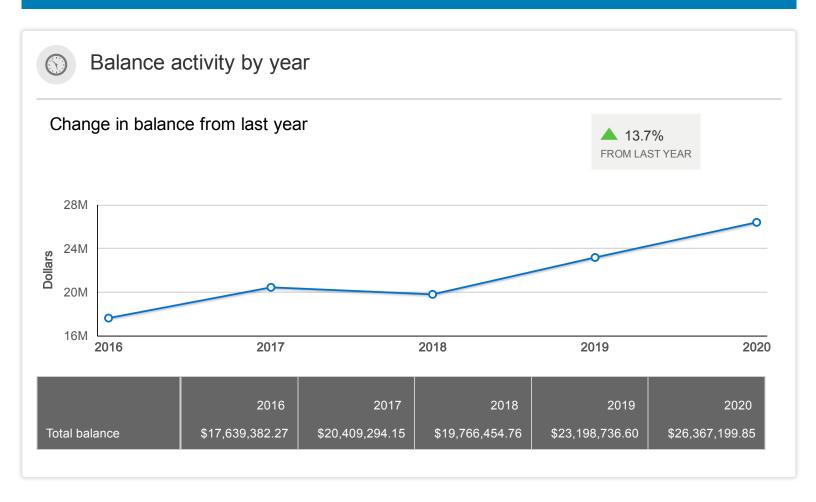


## Contributions and transfers/rollovers-in

(as of 09/30/2021)

Туре	Year to date
Contributions	\$911,735.72
Transfers/Rollovers-In	\$6,026,058.80
Total	\$6,937,794.52







### **OPPORTUNITIES**

#### Top opportunities to improve plan health

Encourage enrollment

Are you happy with your participation rate? Schedule an enrollment workshop today

Suggest online account usage

Those who engage in their online account are 4x more likely to save more for retirement

Propose contribution increases

Anything can help. Talk with your participants about the benefits of saving now for a better tomorrow

Discuss the benefits of Nationwide ProAccount

How participants are invested can play a big role in their retirement health

## Additional opportunities

How participants are engaged in the plan

Are your participants in the correct status based on their age?

Check in with participants who may not be in the correct status.

#### What your participants are contributing

Starting to save early is one of the best ways to prepare for retirement.

Contact your Nationwide representative to schedule a workshop with your participants under the age of 30 to help them understand the benefits of saving more now.

Are your female participants actively contributing?

Host a workshop for women eligible and enrolled in your plan. Nationwide's Women & Investing tools can help.

Incremental increases can go a long way.

Let your participants know how having an automatic annual contribution increase can help them reach their retirement goal.

- Work with your Nationwide Retirement Specialist to help manage your loans.
- Are those closer to retirement aware of catch-up contributions?
  Let your participants know that catch-up contributions may help them reach their goal.

#### How your participants are invested

Are participants diversified enough?

Call your Nationwide retirement specialist and discuss your participants' asset diversification.

#### How many participants are prepared for retirement

How many participants are getting close to retirement?

Talk with your participants about which payout strategies may benefit them the most.



# DEFERRED COMPENSATION

# Meet with your Nationwide Retirement Specialist.

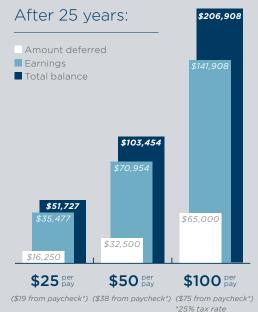
#### What is deferred compensation?

A deferred compensation plan is a supplemental retirement-savings program that offers a tax-advantaged way to invest for potentially more retirement income. Pre-tax contributions and any earnings are taxed as ordinary income when withdrawn.

Deferred comp is designed for long-term investing. However, if you leave employment with your deferred comp plan sponsor, you can withdraw money without paying a 10% penalty.

#### Why join a deferred compensation plan?

By investing through your employer's deferred comp plan, you may be able to fill a potential gap between what your pension provides and income you may need in retirement.



## Put the power of time to work.

This hypothetical illustration shows how much different deferral amounts per biweekly paycheck for 25 years could accumulate, given an 8% annual rate of return for an investor. The white sections show how much is actually contributed, the light blue shows how much could be earned on top of those deferrals in that 25-year period, and the dark blue shows the total balance after 25 years. This example is not a yield projection for any specific investment. If fees, taxes, and expenses were reflected, the return would be less.

Withdrawals are taxed as ordinary income.

Nationwide representatives cannot offer investment, tax or legal advice. You should consult your own counsel before making retirement plan decisions.

NRM-9461M2 (05/18)

## WEBINAR - 457 Retirement Plan Overview Thursday July 29, 2021, 12:00pm - 1:00pm

Nationwide will be hosting a webinar for individuals who are not currently enrolled in the 457 plan, or who would like more information. Please register at: https://livingston-county-457-plan.myretirementappt.com



For more information contact: Ken Kelbel kelbelk@nationwide.com

You can also register using the QR code:



#### Nationwide Solutions Center

Nationwide Retirement Specialists 888-401-5272 nrsforu@nationwide.com

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# DEFERRED COMPENSATION

# Meet with your Nationwide Retirement Specialist.

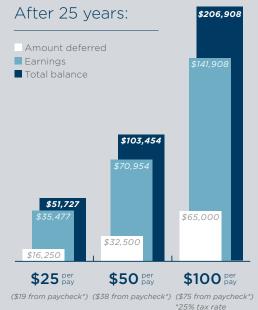
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NRM-9461M2 (05/18)

#### LEARN MORE ABOUT YOUR RETIREMENT PLAN BENEFITS

Register for an individual **virtual appointment** using the following link or QR Code: http://nationwidevirtualmeeting.myRetirementAppt.com



For more information contact: Ken Kelbel kelbelk@nationwide.com

To schedule a virtual appointment, scan this code:

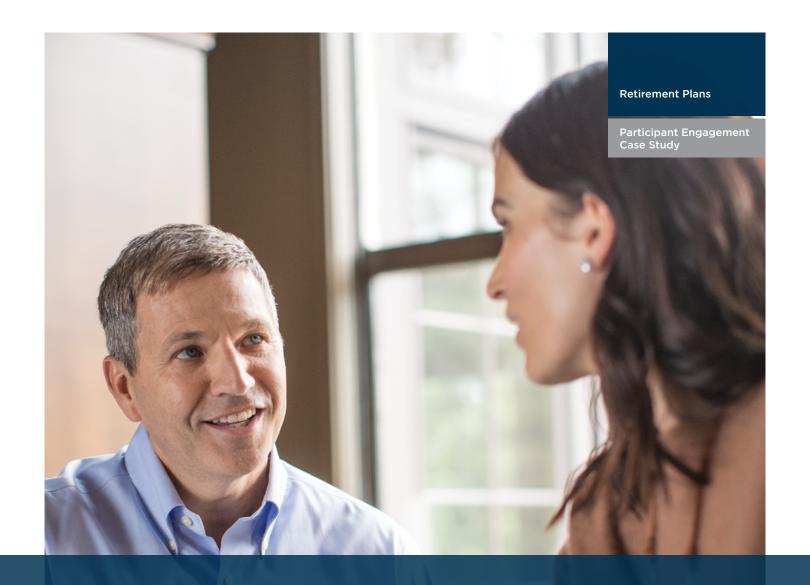


#### For more information contact:

Nationwide Retirement Specialists 888-401-5272 nrsforu@nationwide.com

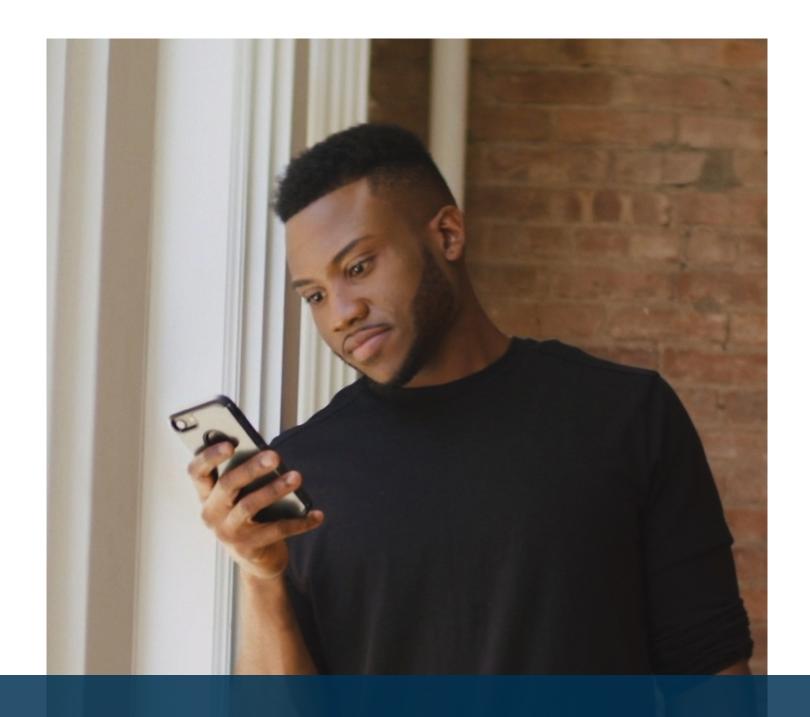
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An award-winning approach to participant engagement





Nationwide® offers an integrated and flexible participant experience, meeting participants where they expect, in the moments that matter

## A connected experience to help improve retirement outcomes

#### **Interactive Tools**

Simple, meaningful, and actionable online tools to enable employees to take their best next step



#### **Participant Engagement Program**

Personalized, proactive financial wellness and retirement readiness communications

#### 1:1 Guidance

Provided over the phone, in group settings or online by our licensed financial experts to enhance financial wellness at no extra cost

25%

Increase in conversations with financial professionals<sup>1</sup>

22%

Increase in contributions<sup>1</sup>

62%

Increase in retirement readiness<sup>1</sup>

14%

Increase in rolled-in assets<sup>1</sup>





## Deep participant understanding







New Enrollee



Saver



Transitioner



Retires

Our deep participant understanding begins with empathy for participants' needs, worries and goals at each life stage. These insights are gathered based on participant research and feedback. Further data analysis is performed for each individual to deliver personalized, relevant and timely communications in moments that matter to them. These messages are delivered where the individual most expects, be it email, social media, text, mail or one-on-one.

We actively analyze plan health and organize data in a way that makes it easy for us to mine insights, deliver personalized experiences and drive action.



#### Meet Jen

Organizing and understanding plan and participant data allows us not only to know our participants better but it ensures we deliver the most timely and relevant communications to each participant in order to drive retirement readiness.

#### Recordkeeping data:

Name: Jen Yocum

Age: 29

Occupation: City Planning
Salary: \$48,000
Enrolled: January 4, 2017

Contribution Amount: \$100/pay

Life stage: Saver

#### Behavioral data:

Online: • Logs in 3 times per year to check statement

Tasks: • Completed My Interactive Retirement Planner

when enrolled - shows a large retirement

income gap

Actions: • Has never increased contributions

• Has never called a Retirement Specialist

## Action plan:

Personalize Jen's retirement readiness communications, encouraging her to engage with our interactive tools and consider increasing her contribution amount to close her retirement income gap.

## Retirement Readiness Case Study

#### Situation:

Within a \$3 billion retirement plan, only 4,855 participants had engaged with the plan's retirement projection tool. Nationwide offered new ways for more participants to engage with their personalized, holistic projection to better understand their retirement readiness

#### Action plan:

- 1) Leverage proactive, personalized emails, direct mail, and social media ads to promote use of the planning tool as a step towards retirement readiness and overall financial wellness
- 2) Develop a comprehensive online and offline approach to increase tool usage. Leverage Retirement Specialists to walk participants through the planning tool during their meetings in-person or over the phone
- 3) Place My Interactive Retirement Planner on the Account Overview screen so that it is prominent as soon as a participant logs into their account









#### **Result:**

10,635 participants engaged with the tool, an increase of 119%.

10,635

Participants completed
My Interactive
Retirement Planner

119%

Increase

99%

of participants who started
My Interactive Retirement Planner
completed their outlook

## **Enrollment Case Study**

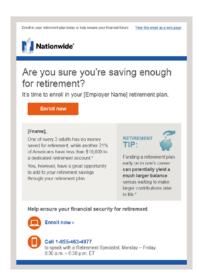
#### Situation:

In 2018, a \$2 billion retirement plan only enrolled 1,773 employees into the plan. Nationwide offered new ways for more of their employees to enroll in the employer-sponsored retirement plan.

- 1) The plan was not providing an Eligible Employee file to Nationwide
- 2) Retirement Specialists were only sending direct mail fliers to employees

### **Action plan:**

- 1) The plan partnered closely with Nationwide's Sales & Marketing departments to proactively provide lists of employees that were eligible to enroll but had not yet
- 2) Leverage proactive, personalized emails, direct mail, and social media ads to engage participants and highlight the benefits of enrolling in and contributing to their retirement plan benefit







#### Result:

In 2019, the plan saw 2,630 enrollments from employees that were not previously in the plan, an increase of 48%.

2,630

Enrollment from employees not previously in the plan

48%

Increase

## Increased Contributions Case Study

#### Situation:

In 2018, a \$780M retirement plan only saw 299 participants make an increase to their contribution amount. Nationwide offered new ways for more of their participants to engage with their retirement plan and increase their contribution amount.

#### **Action plan:**

- 1) Proactively engage participants with personalized emails, direct mail, and digital ads promoting the impact of their contribution amount on their retirement readiness
- 2) Automatically retarget any participant that engaged with the planning tool with further personalized guidance via email, phone call, and digital ads
  - a. Encourage participants to complete their retirement outlook if they had not
  - b. Encourage participants to increase their per pay contribution amount consistent with the output of the planning tool
  - c. Encourage participants to setup a 1:1 meeting with a Retirement Specialist







#### Result:

In 2019, a total of 441 participants increased their contribution amount, an increase of 47%.

441

Participants increased their contributions

47%

Increase



# For more information, contact your Nationwide representative today



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Nationwide® has enhanced the My Interactive Retirement Planner™ tool to provide a projected rate of return of the assets invested through your retirement plan. This enhanced projection is based on your current asset allocation and the period you have indicated as your investment time horizon.

#### With this enhancement, you will have access to:

- · Tools and resources to help you choose an investment selection that best fits your goals
- · A personalized projected rate of return based on how your account is allocated today
- · A vision of how your investment allocation today aligns with your retirement goals later
- · A peer comparison that will show you how your allocations compare with a cohort of your age group

#### Sample peer comparison



To try My Interactive Retirement Planner, visit nrsforu.com/MyRetirementPlanner

To learn more, contact your Nationwide Retirement Specialist.

This material is not a recommendation to buy or sell a financial product or to adopt an investment strategy. Investors should discuss their specific situation with their financial professional.

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## COUNTY OF LIVINGSTON 3RD QUARTER, 2021

## DEFINED CONTRIBUTION QUARTERLY REVIEW

#### **CAPTRUST**

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IN THIS REVIEW

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Livingston County 457 Deferred Compensation Plan - Nationwide

Livingston County 457 Deferred Compensation Plan - Nationwide

3rd Quarter, 2021 Quarterly Review

prepared by:

Dori Drayton, CPA ,CFP®

Senior Vice President | Financial Advisor

Section 1

RETIREMENT INDUSTRY UPDATES

Section 2

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Appendix

Livingston County 457 Deferred Compensation Plan - Nationwide

SECTION I. RETIREMENT INDUSTRY OFDATES				
Industry Updates				

#### DIVERSITY AND INCLUSION IN RETIREMENT: FINANCIAL WELLNESS

To design a more effective financial wellness program, consider ways to drive participant usage—like integrating content into open enrollment periods or requiring employees to complete certain steps to collect incentives. Programs should be accessible, inclusive, and relevant.



#### MAKE IT ACCESSIBLE



#### MAKE IT INCLUSIVE



#### **MAKE IT RELEVANT**

- Use various forms of communication, like mailers and flyers, in-person meetings, email communications, webinars, and videos.
- Make the content and services accessible in multiple languages and available during flexible hours.
- Keep language simple and avoid the use of jargon when possible.

- Be thoughtful with examples and how people are portrayed in communications.
- Be gender neutral in your messaging.
- Consider differences in gender, sexual orientation, marital status, disability, and caregiver status in addition to race.
- Seek input from groups you want to reach by asking questions.

- Target financial wellness campaigns to make the benefit more relevant to employees.
- Tie educational content to specific participant actions, like loans, hardship withdrawals, or deferral changes.
- Consider surveying employees to identify their wellness needs or work with internal employee resource groups to determine relevant content.



#### TRENDS IN FIDUCIARY LIABILITY INSURANCE

Fiduciary liability insurance can provide monetary protection for plan sponsors and committee members from legal claims due to mismanagement of the retirement plan. A policy can also be used to cover legal fees. Fiduciary liability insurance should not be confused with a plan's required fidelity bonding under ERISA. A fidelity bond protects the plan from losses related to theft or fraud. It does not protect against negative outcomes related to poor fiduciary process or decision making. Below are some trends related to fiduciary liability insurance.



#### TRENDS IN FIDUCIARY LIABILITY INSURANCE

#### LITIGATION IS ON THE RISE

97 new ERISA fee lawsuits were filed in 2020—a significant increase from 2019.

#### LAWSUIT PAYMENTS HAVE INCREASED

Since 2015, fiduciary liability insurance companies have paid an estimated \$1 billion+ in settlements and more than \$250 million in attorney fees.

#### PREMIUMS AND RETENTIONS HAVE INCREASED

Premiums for new and existing fiduciary liability policies are increasing. Policyholder retentions are also increasing, with some large plans facing retentions of \$1 million to \$5 million. Providers are also seeking greater detail on plan fees and investments to assess the likelihood of an ERISA lawsuit.

#### **COVERAGE AMOUNTS ARE DECLINING**

Some large plans are being forced to get multiple policies from different providers to obtain the levels of coverage they want.



## COST DRIVERS FOR FIDUCIARY LIABILITY INSURANCE

A 2021 study surveyed 12 fiduciary liability insurance providers to identify the biggest factors in the cost of this protection.

Over 50% of responses listed the follow factors:

- · Frequency of documented fee benchmarking
- · Company stock held within the retirement plan
- Use of retail share classes of mutual funds or mutual funds that generate revenue sharing

Other cost drivers include:

- Documented decisions through meeting minutes
- Use of investment advisor
- Annual fiduciary training for retirement plan committee

Sources: Aronowitz, Daniel. "Exposing Excessive Fee Litigation Against America's Defined Contribution Plans," euclidspecialty.com, 2020; "What Drives Fiduciary Liability?," aon.com, 2021



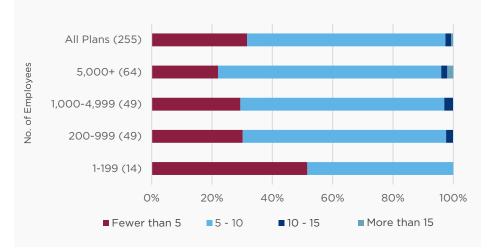
#### THOUGHTFUL GOVERNANCE: COMMITTEE DESIGN

Effective retirement programs are anchored in prudent and thoughtful governance. Following process, maintaining records, understanding responsibilities, and assigning duties can help minimize the risk of litigation. Many plan sponsors appoint key personnel to establish and manage internal committees. Some opt for multiple committees to split responsibilities, while others form a singular committee to meet the duties outlined by ERISA. When forming or evaluating a retirement plan committee, there are many factors that contribute to its effectiveness.

#### THE RIGHT NUMBER OF SEATS

Maintaining an efficient team sometimes requires adding or removing members. Too few, and there may not be enough diversity of thought; too many, and it can be hard to make decisions. Plan sponsors should use best practices and experience to determine what is most effective for their plans.

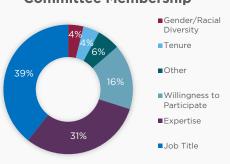
## Number of Investment Committee Members by Plan Size (Number of Plans Surveyed)



#### **UNIQUE PERSPECTIVES**

Plan demographics can help signal when to consider plan design, investment, or service changes. Likewise, diverse characteristics can enhance a committee's ability to meet plan participants' evolving retirement needs.

## Criteria Used to Determine Committee Membership



#### **KNOW YOUR ROLE**

While ERISA does not require retirement plan committees to maintain charters, industry experts agree that it's best practice. In a recent PSCA survey, 78% of plan sponsors indicated they use a formal committee document.

#### **Committee Charter Starters**

- What is the committee's purpose?
- How is the committee structured?
- Who may serve on the committee?
- How are committee members replaced?
- How will the committee assign responsibilities and duties?
- What procedures will the committee follow?

Sources: Plan Sponsor Council of America (PSCA), "Retirement Plan Committees"; PLANSPONSOR, "The Value of Having a Retirement Plan Committee Charter"



#### FIDUCIARY UPDATE: ROLLOVER TRANSACTIONS

The Department of Labor's prohibited transaction exemption (PTE) 2020-02 is an exemption from the rule prohibiting parties providing fiduciary investment advice from receiving payments that create conflicts of interest. The exemption applies to recommendations on rollovers from plans or existing IRAs. PTE 2020-02 was adopted on December 18, 2020 and became effective on February 16, 2021.



#### **FAST FACTS**

- The PTE primarily applies to rollovers from a plan or IRA to another IRA, even though IRAs are not subject to ERISA.
- The PTE targets rollovers to IRAs because financial service providers may have an economic incentive to recommend these transactions. The PTE reinforces that any rollover recommendation is in the best interest of the plan and participants.
- Most rollover recommendations are considered fiduciary investment advice under the expanded ERISA definition.
   Since rollover recommendations typically generate fees that create conflicts of interest, exemptions are necessary.
- The exemption requirements are extensive, and all conditions must be met by December 21, 2021 (some of the conditions are already in effect).



- The extensive requirements and short compliance window may make it difficult for service providers who work with rollovers to comply with the exemption in a timely fashion.
- Some service providers may restrict their rollover involvement or exit the market entirely.
- The new rollover standards may result in more participants leaving their accounts in the plan. Plan sponsors may need to offer participants access to create retirement income through systematic payments and withdrawals.
- One of the PTE requirements is a comparison of fees and services. Plan sponsors may see an increase in requests for fee disclosure statements from terminated or retired employees.

Source: Employee Benefits Security Administration (EBSA)



# FIDUCIARY UPDATE: FEE LITIGATION

While some expected a decrease in retirement plan fee litigation during the pandemic, the opposite happened. Lawsuits exploded in 2020, and there continues to be a significant number of claims in 2021.

## BY THE NUMBERS

97

ERISA fee lawsuits filed in 2020

23

ERISA fee lawsuits filed in 2021 (through Q3)

40%

 Of the suits filed in 2020 involved a single plaintiffs' law firm: Capozzi Adler

2

Trial verdicts between Q1 2020 and Q3 2021

29

Settlements between Q1 2020 and Q3 2021

\$1 billion or more

Plan asset size typically targeted (no public plans)

#### **PLAN SPONSOR TAKEAWAYS**

Given the litigation threat, maintaining existing amounts of fiduciary liability insurance coverage—if it can be obtained at all—can be a challenge for plan sponsors. Here's what you can do:

- Be proactive. Those who haven't experienced an issue should have a discussion with their insurance broker to avoid surprises at renewal time.
- Review existing coverage. Know what the policy does and doesn't cover (e.g., legal defense costs).
- Understand the issues. Review litigation issues with plan counsel to determine exposure on matters like share classes, revenue sharing, recordkeeping fees, and request for proposal (RFP) frequency.



# FIDUCIARY FLASH TRAINING: UNDERSTANDING FIDUCIARY ROLES

Fiduciary training provides a way to minimize fiduciary risk through education and governance and serves as a critical component to managing a retirement plan. In fact, the Department of Labor (DOL) often looks for evidence of formal training during plan investigations. A good fiduciary curriculum covers a range of topics, from an overview of ERISA to best practices for monitoring investments. In this installment, we cover the importance of understanding all parties that may act as fiduciaries to a plan.

### **UNDERSTANDING FIDUCIARY ROLES**

ERISA defines a fiduciary as anyone who "exercise(s) discretionary control or authority over plan management or authority or control over management or disposition of plan assets, renders investment advice regarding plan assets for a fee, or has discretionary authority or responsibility in plan administration."

All plans have a named fiduciary who is identified in the plan document and who has the overall authority to control and manage the plan's operation. Often, the named fiduciary is also appointed as the plan administrator. The plan administrator is responsible for managing the day-to-day operation of the plan. Typically, this person is the plan sponsor, but it may also be a committee or a named individual.

According to the DOL, fiduciary determination is based on function. Any person who has influence over fiduciary decisions may be considered a fiduciary even if they don't have a formal role.

## Other parties that may be acting in a fiduciary capacity:

- Trustee(s)
- Plan committee
- A 3(21) investment advisor paid to give investment advice and recommendations • Board members
- A 3(38) discretionary investment manager
- · Parties that interact with participants and provide investment advice

Documentation of all fiduciaries related to the plan is strongly recommended. This should be reviewed periodically and updated as changes occur.

## FIDUCIARY DUTIES UNDER **ERISA**

- Duty of prudence
- Duty of loyalty
- Duty to diversify
- Duty to monitor and supervise
- Duty to ensure reasonable fees
- · Duty to avoid prohibited transactions

## WHO'S CONSIDERED A FIDUCIARY?

- Has discretionary authority over plan investments or management
- Exercises control over the assets or plan management
- Influences decisions
- Renders investment advice for a fee or compensation

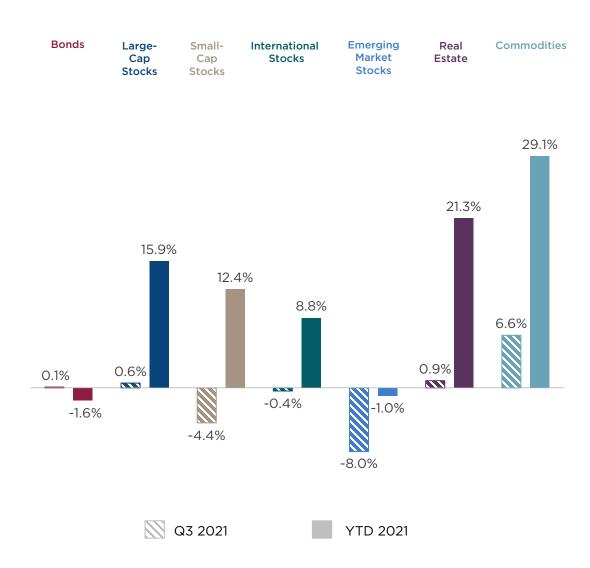


SECTION 2: MARKET COMMENTARY AND REVIEW
Maylet Commontant
Market Commentary
Market Review
Asset Class Returns
Index Performance

# MARKETS MIXED IN Q3

Asset classes posted mixed results in the third quarter as the delta variant raised concerns about the sustainability of the economic reopening. Wrangling in Washington over the budget, infrastructure, tax proposals, and the debt ceiling roiled markets in September. However, despite a rocky quarter, U.S. and international stocks, real estate, and commodities remain firmly in positive territory for the year.

- U.S. large-cap stocks rose slightly, and small-cap stocks fell modestly in the third quarter. Despite recent volatility, they have posted double-digit year-to-date gains thanks to a resilient economy and the U.S. consumer's health.
- International developed market stocks slipped in September and continue to trail U.S. stocks for the year. Emerging market stocks fell modestly and are now slightly negative for the year, driven by slower growth and regulatory actions in China.
- Bonds treaded water in the third quarter. Interest rates were little changed for the period.
- Fueled by a rebound in oil prices, commodities were the standout performer for the quarter. Prices have risen due to supply constraints and rising demand as the economy reopened.
- Public real estate notched a small gain in the third quarter as interest rates marked time.



Asset class returns are represented by the following indexes: Bloomberg Barclays U.S. Aggregate Bond Index (U.S. bonds), S&P 500 Index (U.S. large-cap stocks), Russell 2000® (U.S. small-cap stocks), MSCI EAFE Index (international developed market stocks), MSCI Emerging Market Index (emerging market stocks), Dow Jones U.S. Real Estate Index (real estate), and Bloomberg Commodity Index (commodities).

MARKET COMMENTARY

# **DIGGING DEEPER: STOCKS AND BONDS**

# **Equities**

	Q3 2021	YTD 2021	Last 12 Months
U.S. Stocks	0.6%	15.9%	30.0%
• Q3 Best Sector: Financials	2.7%	29.0%	59.0%
• Q3 Worst Sector: Industrials	-4.2%	11.5%	28.9%
International Stocks	-0.4%	8.8%	26.3%
Emerging Market Stocks	-8.0%	-1.0%	18.6%

## **Fixed Income**

	09.30.21	06.30.21	09.30.20
1-Year U.S. Treasury Yield	0.09%	0.07%	0.12%
10-Year U.S. Treasury Yield	1.52%	1.45%	0.69%
	QTD 2021	YTD 2021	Last 12 Months
10-Year U.S. Treasury Total Return	-0.07%	-4.24%	-6.07%

# **Equities - Relative Performance by Market Capitalization and Style**

	Q3 2021				YTC	2021					
	Value	Blend	Growth		Value	Blend	Growth		Value	Blend	Growth
Large	-0.8%	0.6%	1.2%	Large	16.1%	15.9%	14.3%	Large	35.0%	30.0%	27.3%
Mid	-1.0%	-0.9%	-0.8%	Mid	18.2%	15.2%	9.6%	Mid	42.4%	38.1%	30.5%
Small	-3.0%	-4.4%	-5.7%	Small	22.9%	12.4%	2.8%	Small	63.9%	47.7%	33.3%

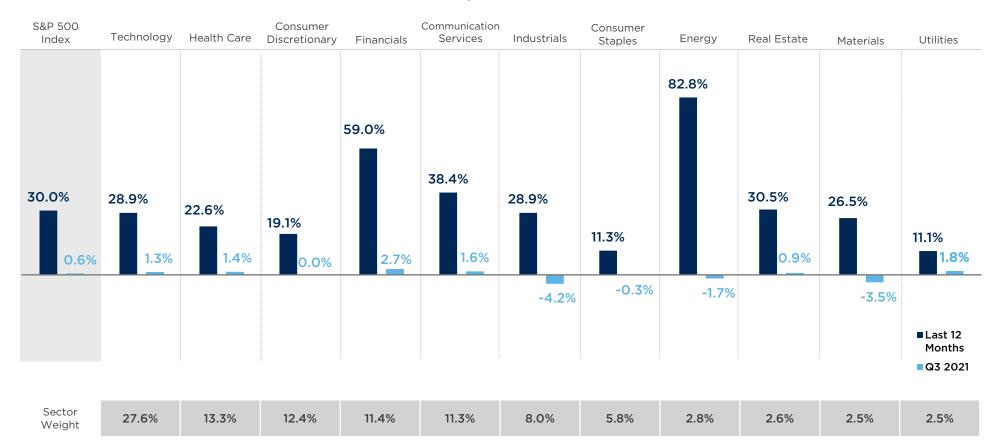
Sources: Bloomberg, U.S. Treasury. Asset class returns are represented by the following indexes: S&P 500 Index (U.S. stocks), MSCI EAFE Index (international developed market stocks), and MSCI Emerging Markets Index (emerging market stocks). Relative performance by market capitalization and style is based upon the Russell US Style Indexes except for large-cap blend, which is based upon the S&P 500 Index.



# **DIGGING DEEPER: U.S. EQUITY MARKETS**

The S&P 500 Index is a market-capitalization-weighted index of U.S. large-cap stocks across a diverse set of industry sectors. The stocks represented in these 11 sectors generated a range of returns for the last 12 months and the most recent quarter.

## Returns by S&P 500 Sector



Source: Bloomberg. All calculations are cumulative total return, not annualized, including dividends for the stated period. Past performance is not indicative of future returns.



# **DIGGING DEEPER: FIXED INCOME MARKET**

Interest Rates	3 Months	2 Years	5 Years	10 Years	30 Years	Mortgage Rate
June 2021	0.05%	0.25%	0.87%	1.45%	2.06%	3.13%
September 2021	0.04%	0.28%	0.98%	1.52%	2.08%	3.18%
Change	-0.01%	0.03%	0.11%	0.07%	0.02%	0.05%

U.S. Treasury yields increased slightly in the third quarter except on the very short end of the yield curve. Mortgage rates inched up at the tail end of the quarter, although low borrowing costs remain a benefit for U.S. households.

Bloomberg Barclays U.S. Aggregate Bond Index	Yield to Worst	Duration	Total Return Q3 2021	Spread	Treasury Rate	AA Spread	BBB Spread
June 2021	1.50%	6.58	0.05%	0.32%	1.18%	0.45%	1.03%
September 2021	1.56%	6.71		0.33%	1.23%	0.48%	1.06%
Change	0.06%	0.13		0.01%	0.05%	0.03%	0.03%

Fixed income total return performance has improved since March, but a volatile quarter for yields has hampered year-to-date performance. Credit spreads remain very tight as investors search for yield in a low interest rate environment.

Bloomberg Barclays U.S. Long Credit Index	Yield to Worst	Duration	Total Return Q3 2021	Spread	Treasury Rate	AA Spread	BBB Spread
June 2021	3.08%	15.18	-0.18%	1.18%	1.90%	0.80%	1.45%
September 2021	3.13%	15.11		1.23%	1.91%	0.84%	1.49%
Change	0.05%	-0.07		0.04%	0.01%	0.04%	0.04%

The modest decline in long credit for the third quarter belied the volatility we saw intra-quarter. Tight credit spreads have kept year-to-date performance for long-term bonds subdued for 2021.

Sources: Bloomberg, U.S. Treasury, CAPTRUST Research



# **ECONOMIC OUTLOOK**

The pace of economic recovery has exceeded expectations, but not without growing pains in the form of rising prices, labor shortages, and supply chain disruptions. Below, we summarize the major economic headwinds and tailwinds as we enter the final quarter of 2021.

## **HEADWINDS**

## **Logistics Logiam**

 Businesses of all types face supply chain and logistics challenges, including soaring transportation costs and delays, materials shortages, and rising input costs.



#### (More) Help Wanted

- Firms also face pressure from continued labor shortages, unfilled jobs, and rising wages.
- Although higher input prices often fade when growth cools, higher labor costs tend to linger.

## **Uncertain Policy Outlook**

 Washington is abuzz with a legislative docket that includes funding to avoid shutdown, debt ceiling suspension, a bipartisan infrastructure bill, and a larger "soft" infrastructure package likely to raise taxes. Reconciliation will be messy.

#### China Crackdown

 A flurry of regulatory actions affecting a wide range of industries signal a more aggressive common prosperity agenda from Beijing, with significant implications for future growth prospects both within China and across the globe.

## **TAILWINDS**

## **Fundamental Strength**

- Corporate revenues and profits staged an impressive recovery as pandemic-driven costcutting and productivity gains boosted profits when revenues recovered.
- Although profit margins will face pressures from rising labor and input costs, we expect business conditions to remain supported by strong consumer demand, business investment, and an extended inventory restocking cycle.

## **Buying Power**

- U.S. households' balance sheets are stronger than ever, buoyed by soaring levels of home equity and an estimated \$2.5 trillion in excess savings.
- However, confidence is a key to consumer spending behavior, and inflation fears risk dampening consumer appetites.

## Monetary Policy Still Supportive

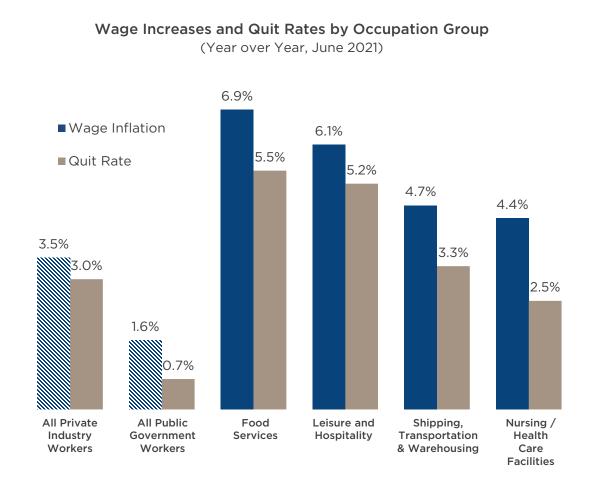
 Although the Fed has hinted that continued economic improvement could prompt tapering of its bond-purchase program by year-end, interest rates are likely to remain extremely low for an extended period.

We may be past the point of peak recovery, but this doesn't mean the economy must reverse course. As a variety of constraints are eased, from the delta variant to supply chain and labor market disruptions, the global economy still has room to grow.



# WAGE INFLATION FOR (SOME) WORKERS

U.S. workers' wages are growing at their fastest pace in 20 years as companies compete for workers in a tight labor market. The number of job openings has reached historic levels, and the share of firms unable to fill positions has increased to record highs. However, labor force participation has yet to recover from the pandemic, forcing businesses to offer higher pay, bonuses, and other perks to induce workers to return.



#### **OBSERVATIONS**

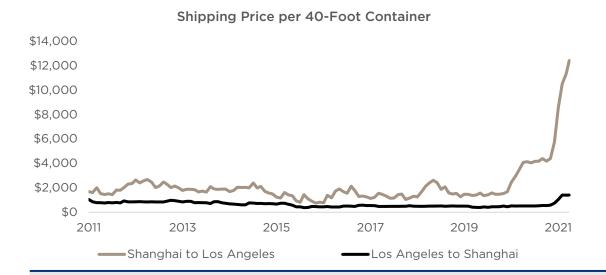
- While year-over-year wage levels across all private industries grew by 3.5%, the effects have been uneven. Food service workers saw wages rise at nearly twice the overall average.
- Staffing shortages are particularly acute in the service industries hardest hit by the pandemic, including leisure and hospitality, as well as critical sectors such as transportation and health care.
- The quit rate—or the share of workers who
  voluntarily leave their jobs—has traditionally
  been highest in lower-wage service sector
  jobs. Now, quit rates are on the rise as existing
  staff bear the brunt of staffing shortages,
  while rising wages promote job hopping.
- Wage gains are important to raise living standards and help close the income gap. But unlike other business input costs, wages tend not to decline, increasing the risks of more persistent inflation.

Sources: U.S. Bureau of Labor Statistics, CAPTRUST Research



# A GLOBAL LOGISTICS LOGJAM

Each year, an estimated 225 million steel cargo containers traverse the world's oceans. But as the complex machinery of a highly interconnected global economy struggles to return to full speed following the pandemic, severe bottlenecks have emerged, leading to shipping delays, bare store shelves, parts and material shortages, and rising prices that threaten to exacerbate inflation pressures.



Ships at Anchor—Port of Los Angeles/Long Beach

Ingrewood Compton

Compton

Anaheim

Rolling Hills
Estates

Beach

Sar Ana

Huntington

Beach

Newport Beach

Sar Ana

Newport Beach

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**OBSERVATIONS** 

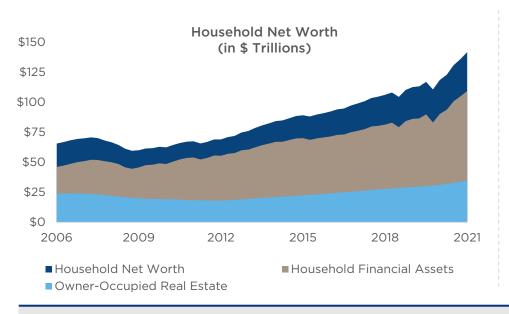
- An important driver of globalization has been low and stable freight prices. But as shown above, the price of moving a 40-foot container from China to the U.S. has spiked eight-fold just as we enter the pre-holiday inventory-restocking season. Rates for westbound freight haven't followed suit, leading some ships to return empty and causing stranded containers to pile up at U.S. ports and railyards.
- Crowded ports remain a significant bottleneck. The map above shows a record number of ships waiting at anchor at the vital port of Los Angeles/Long Beach as wait times to offload cargo stretch beyond a week.
- Obstacles remain after freight reaches shore. A shortage of truck drivers—expected to reach 100,000 by 2023—has prompted proposals to lower the minimum age for interstate truck drivers from 21 to 18. In September, FedEx turned to technology to boost capacity as it launched a pilot program to haul packages between Houston and Dallas with self-driving trucks.

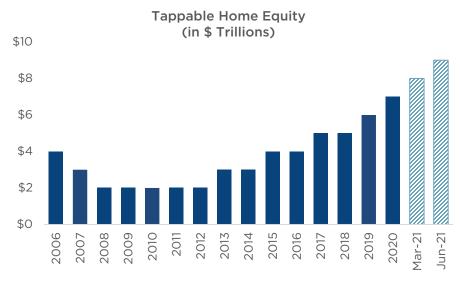
Source: Bloomberg, MarineTraffic



# HOUSEHOLD WEALTH SURGE

Propelled by soaring stock and real estate markets and stimulus checks, U.S. households' net worth has reached record highs. The Federal Reserve estimates that household net worth grew to nearly \$142 trillion during the second quarter, with a \$3.5 trillion gain in the value of equities, a \$1.2 trillion jump in real estate values, and a \$2.9 trillion gain in private savings. While ballooning wealth provides momentum for strong consumer spending, not everyone has benefitted from gains, raising concerns around wealth inequality and calls for tax reform.





#### **OBSERVATIONS**

- Alongside significant gains in financial and real estate assets, consumers have also accumulated massive amounts of cash in checking
  and savings accounts. Given low or nonexistent interest rates on savings, these balances represent an enormous war chest for continued
  consumer spending and investing.
- As home prices have soared—fueled by low mortgage rates, limited supply, and growing demand—the amount of home equity available to homeowners has risen above \$9 trillion. This tappable equity represents the amount available in excess of the normal 20% equity requirement for most conventional mortgages and is an important source of funds for consumer spending and new business formation.

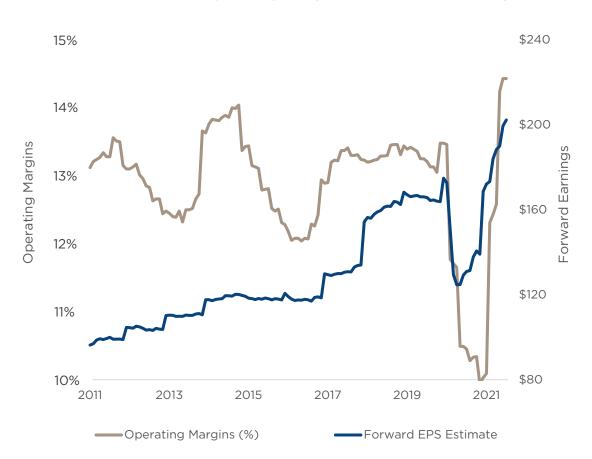
Source: Federal Reserve, Black Knight, CAPTRUST Research



# PRODUCTIVITY DRIVES MARGINS HIGHER

Despite the significant disruptions caused by COVID-19, U.S. companies have delivered impressive financial results through cost-cutting measures and enhanced productivity, driving profit margins to record highs. Although firms now face headwinds as input and labor costs rise, economic conditions remain supported by strong consumer demand, business investment, and an extended inventory restocking cycle.





#### **OBSERVATIONS**

- During the initial pandemic shock, corporate earnings and profit margins collapsed due to the unprecedented economic shutdown.
- Aided by record levels of fiscal stimulus and low borrowing costs, businesses adapted with technology and operational efficiencies, driving productivity higher. Firms realized these benefits, generating record profits during the vaccine-fueled rebound.
- Stock prices reflect both future growth expectations and current operating results.
   Although last year's rally was fueled by optimism, this year's gains have been driven by fundamentals, allowing stocks to grow into the lofty price levels reached last year.
- For this upward trend to continue, firms must successfully navigate a range of cost and supply-side pressures that pose risks to future profit margins.

Sources: Bloomberg; CAPTRUST Research



ASSET CLASS RETURNS

2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	YTD 2021
Fixed Income 5.08%	Mid-Cap Growth 46.29%	Small-Cap Growth 29.09%	Fixed Income 7.84%	Mid-Cap Value 18.51%	Small-Cap Growth 43.30%	Mid-Cap Value 14.75%	Large-Cap Growth 5.67%	Small-Cap Value 31.74%	Large-Cap Growth 30.21%	Cash 1.87%	Large-Cap Growth 36.39%	Large-Cap Growth 38.49%	Small-Cap Value 22.92%
Cash 1.51%	Large-Cap Growth 37.21%	Mid-Cap Growth 26.38%	Large-Cap Growth 2.64%	Small-Cap Value 18.05%	Mid-Cap Growth 35.74%	Large-Cap Value 13.45%	Fixed Income 0.55%	Mid-Cap Value 20.00%	International Equities 25.62%	Fixed Income 0.01%	Mid-Cap Growth 35.47%	Mid-Cap Growth 35.59%	Mid-Cap Value 18.24%
Small-Cap Value -28.92%	Small-Cap Growth 34.47%	Mid-Cap Value 24.75%	Large-Cap Value 0.39%	International Equities 17.90%	Small-Cap Value 34.52%	Large-Cap Growth 13.05%	Cash 0.05%	Large-Cap Value 17.34%	Mid-Cap Growth 25.27%	Large-Cap Growth -1.51%	Small-Cap Growth 28.48%	Small-Cap Growth 34.63%	Large-Cap Value 16.14%
Large-Cap Value -36.85%	Mid-Cap Value 34.21%	Small-Cap Value 24.50%	Cash 0.10%	Large-Cap Value 17.51%	Large-Cap Growth 33.48%	Mid-Cap Growth 11.90%	Mid-Cap Growth -0.20%	Small-Cap Growth 11.32%	Small-Cap Growth 22.17%	Mid-Cap Growth -4.75%	Mid-Cap Value 27.06%	International Equities 8.28%	Large-Cap Growth 14.30%
Mid-Cap Value -38.44%	International Equities 32.46%	Large-Cap Growth 16.71%	Mid-Cap Value -1.38%	Mid-Cap Growth 15.81%	Mid-Cap Value 33.46%	Fixed Income 5.97%	International Equities -0.39%	Mid-Cap Growth 7.33%	Large-Cap Value 13.66%	Large-Cap Value -8.27%	Large-Cap Value 26.54%	Fixed Income 7.51%	Mid-Cap Growth 9.60%
Large-Cap Growth -38.44%	Small-Cap Value 20.58%	Large-Cap Value 15.51%	Mid-Cap Growth -1.65%	Large-Cap Growth 15.26%	Large-Cap Value 32.53%	Small-Cap Growth 5.60%	Small-Cap Growth -1.38%	Large-Cap Growth 7.08%	Mid-Cap Value 13.34%	Small-Cap Growth -9.31%	International Equities 22.66%	Mid-Cap Value 4.96%	International Equities 8.79%
Small-Cap Growth -38.54%	Large-Cap Value 19.69%	International Equities 8.21%	Small-Cap Growth -2.91%	Small-Cap Growth 14.59%	International Equities 23.29%	Small-Cap Value 4.22%	Large-Cap Value -3.83%	Fixed Income 2.65%	Small-Cap Value 7.84%	Mid-Cap Value -12.29%	Small-Cap Value 22.39%	Small-Cap Value 4.63%	Small-Cap Growth 2.82%
International Equities -43.06%	Fixed Income 5.24%	Fixed Income 5.89%	Small-Cap Value -5.50%	Fixed Income 4.22%	Cash 0.07%	Cash 0.03%	Mid-Cap Value -4.78%	International Equities 1.51%	Fixed Income 3.54%	Small-Cap Value -12.86%	Fixed Income 8.72%	Large-Cap Value 2.80%	Cash 0.04%
Mid-Cap Growth -44.32%	Cash 0.21%	Cash 0.13%	International Equities -11.73%	Cash 0.11%	Fixed Income -2.02%	International Equities -4.48%	Small-Cap Value -7.47%	Cash 0.33%	Cash 0.86%	International Equities -13.36%	Cash 2.28%	Cash 0.67%	Small-Cap Growth 2.82% Cash 0.04% Fixed Income -1.55%
Small-Ca	p Growth Stoc	s (Russell 2000 cks (Russell 200 cks (Russell 100	00 Growth)	Mid-	e-Cap Value St Cap Growth St Cap Value Stoo	ocks (Russell N	1id-Cap Growt	th)	International Equities (MSCI EAFE)  Fixed Income (Bloomberg Barclays U.S. Aggregate Bond)  Cash (Merrill Lynch 3-Month Treasury Bill)				

The information contained in this report is from sources believed to be reliable but is not warranted by CAPTRUST to be accurate or complete.

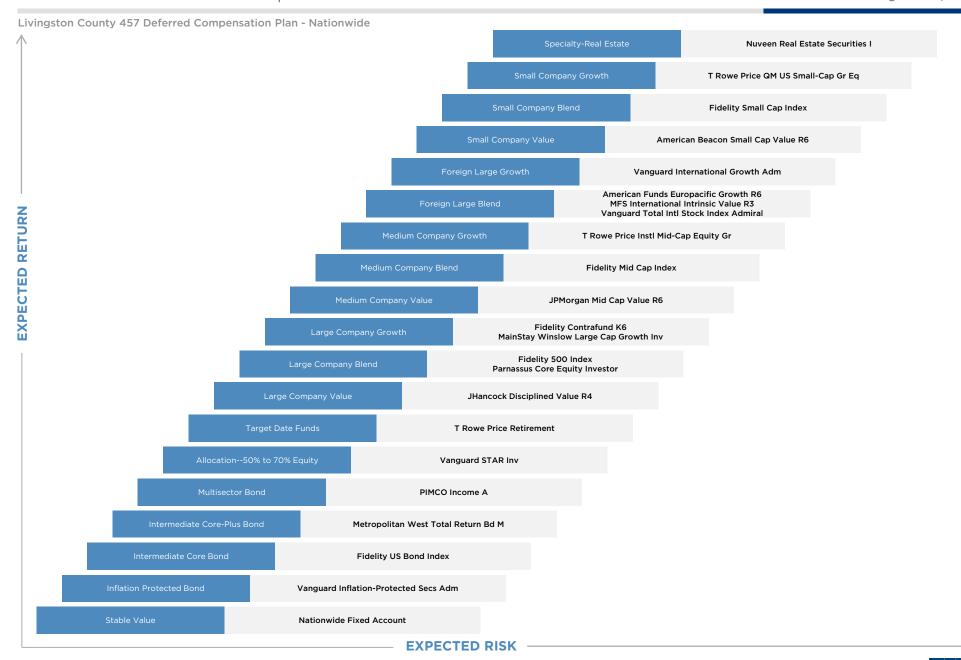


INDEXES	Q3 2021	YTD	2020	2019	2018	2017	2016	1 YEAR	3 YEARS	5 YEARS	10 YEARS
90-Day U.S. Treasury	0.01%	0.04%	0.67%	2.28%	1.87%	0.86%	0.33%	0.07%	1.18%	1.16%	0.63%
Bloomberg Barclays Government 1-3 Year	0.07%	-0.02%	3.14%	3.59%	1.58%	0.45%	0.87%	0.03%	2.67%	1.65%	1.18%
Bloomberg Barclays Intermediate Govt	0.00%	-1.12%	5.73%	5.20%	1.43%	1.14%	1.05%	-1.33%	3.98%	1.99%	1.81%
Bloomberg Barclays Muni Bond	-0.27%	0.79%	5.21%	7.54%	1.28%	5.45%	0.25%	2.63%	5.06%	3.26%	3.86%
Bloomberg Barclays Intermediate Govt/Credit	0.02%	-0.87%	6.43%	6.80%	0.88%	2.14%	2.08%	-0.40%	4.63%	2.60%	2.52%
Bloomberg Barclays Intermediate Credit	0.07%	-0.48%	7.08%	9.52%	0.01%	3.67%	3.68%	1.06%	5.55%	3.49%	3.70%
Bloomberg Barclays Aggregate Bond	0.05%	-1.55%	7.51%	8.72%	0.01%	3.54%	2.65%	-0.90%	5.35%	2.94%	3.01%
Bloomberg Barclays Corporate IG Bond	0.00%	-1.27%	9.89%	14.54%	-2.51%	6.42%	6.11%	1.74%	7.44%	4.61%	4.87%
Bloomberg Barclays High Yield	0.89%	4.53%	7.11%	14.32%	-2.08%	7.50%	17.13%	11.28%	6.91%	6.51%	7.42%
Bloomberg Barclays Global Aggregate	-0.88%	-4.06%	9.20%	6.84%	-1.20%	7.39%	2.09%	-0.91%	4.24%	1.99%	1.86%
Bloomberg Barclays U.S. Long Corporate	-0.12%	-2.56%	13.94%	23.89%	-7.24%	12.09%	10.97%	2.45%	10.54%	6.31%	6.74%
S&P 500	0.58%	15.92%	18.40%	31.49%	-4.38%	21.83%	11.96%	30.00%	15.99%	16.89%	16.62%
Dow Jones Industrial Average	-1.46%	12.12%	9.72%	25.34%	-3.48%	28.11%	16.50%	24.15%	11.00%	15.67%	14.71%
NASDAQ Composite	-0.38%	12.11%	43.64%	35.23%	-3.88%	28.24%	7.50%	29.38%	21.54%	22.14%	19.57%
Russell 1000 Value	-0.78%	16.14%	2.80%	26.54%	-8.27%	13.66%	17.34%	35.01%	10.07%	10.93%	13.50%
Russell 1000	0.21%	15.19%	20.96%	31.43%	-4.78%	21.69%	12.05%	30.96%	16.42%	17.10%	16.75%
Russell 1000 Growth	1.16%	14.30%	38.49%	36.39%	-1.51%	30.21%	7.08%	27.32%	22.00%	22.82%	19.66%
Russell Mid-Cap Value Index	-1.01%	18.24%	4.96%	27.06%	-12.29%	13.34%	20.00%	42.40%	10.28%	10.59%	13.92%
Russell Mid-Cap Index	-0.93%	15.17%	17.10%	30.54%	-9.06%	18.52%	13.80%	38.11%	14.21%	14.38%	15.51%
Russell Mid-Cap Growth Index	-0.76%	9.60%	35.59%	35.47%	-4.75%	25.27%	7.33%	30.45%	19.14%	19.25%	17.53%
MSCI EAFE	-0.35%	8.79%	8.28%	22.66%	-13.36%	25.62%	1.51%	26.29%	8.13%	9.32%	8.59%
MSCI ACWI ex U.S.	-2.88%	6.29%	11.13%	22.13%	-13.78%	27.77%	5.01%	24.45%	8.52%	9.44%	7.97%
Russell 2000 Value	-2.98%	22.92%	4.63%	22.39%	-12.86%	7.84%	31.74%	63.92%	8.58%	11.02%	13.21%
Russell 2000	-4.36%	12.41%	19.96%	25.52%	-11.01%	14.65%	21.31%	47.68%	10.54%	13.44%	14.62%
Russell 2000 Growth	-5.65%	2.82%	34.63%	28.48%	-9.31%	22.17%	11.32%	33.27%	11.69%	15.33%	15.73%
MSCI Emerging Markets	-7.97%	-0.99%	18.69%	18.90%	-14.25%	37.75%	11.60%	18.58%	8.96%	9.62%	6.46%
Dow Jones U.S. Real Estate Index	0.85%	21.30%	-5.29%	28.92%	-4.03%	9.84%	7.56%	30.68%	11.67%	8.63%	11.62%
HFRX Absolute Return Index	-0.62%	1.82%	2.72%	4.37%	-0.49%	3.39%	0.31%	4.10%	2.45%	2.28%	2.02%
Consumer Price Index (Inflation)	1.17%	4.81%	1.30%	2.26%	1.92%	2.10%	2.05%	5.38%	2.82%	2.60%	1.92%
BLENDED BENCHMARKS	Q3 2021	YTD	2020	2019	2018	2017	2016	1 YEAR	3 YEARS	5 YEARS	10 YEARS
25% S&P 500/5% MSCI EAFE/70% BB Agg	0.19%	3.16%	10.87%	14.96%	-1.55%	8.93%	5.00%	7.60%	8.46%	6.87%	6.77%
30% S&P 500/10% MSCI EAFE/60% BB Agg	0.20%	4.54%	11.56%	16.79%	-2.44%	10.90%	5.43%	10.45%	9.19%	7.91%	7.76%
35% S&P 500/15% MSCI EAFE/50% BB Agg	0.20%	5.94%	12.18%	18.63%	-3.34%	12.90%	5.85%	13.35%	9.88%	8.95%	8.73%
40% S&P 500/20% MSCI EAFE/40% BB Agg	0.21%	7.34%	12.75%	20.48%	-4.25%	14.93%	6.26%	16.29%	10.54%	9.97%	9.70%
45% S&P 500/25% MSCI EAFE/30% BB Agg	0.21%	8.75%	13.25%	22.33%	-5.17%	16.99%	6.65%	19.29%	11.17%	10.97%	10.65%
60% S&P 500/40% Bloomberg Barclays Agg	0.40%	8.71%	14.73%	22.18%	-2.35%	14.21%	8.31%	16.92%	12.10%	11.44%	11.24%

Sources: Morningstar Direct, MPI. The opinions expressed in this report are subject to change without notice. This material has been prepared or is distributed solely for informational purposes and is not a solicitation or an offer to buy any security or to participate in any investment strategy. The performance data quoted represents past performance and does not guarantee future results. Index averages are provided for comparison purposes only. The information and statistics in this report are from sources believed to be reliable but are not guaranteed to be accurate or complete. CAPTRUST is an investment adviser registered under the Investment Advisers Act of 1940.



SECTION 3: PLAN INVESTMENT REVIEW
Plan Investment Menu Review
Plan Assets
Investment Policy Monitor
Investment Review Select Commentary
Investment Performance Summary





		_	MARKET	VALUE —	
FUND OPTION	CURRENT INVESTMENT NAME	12.31.2020	(%)	CURRENT	(%)
Stable Value	Nationwide Fixed Account	\$6,903,636	26.18%	\$7,575,455	21.81%
Inflation Protected Bond	Vanguard Inflation-Protected Secs Adm	\$156,825	0.59%	\$641,825	1.85%
Intermediate Core Bond	Fidelity US Bond Index	\$426,546	1.62%	\$522,479	1.50%
Intermediate Core-Plus Bond	Metropolitan West Total Return Bd M	\$829,603	3.15%	\$1,141,943	3.29%
Multisector Bond	PIMCO Income A	\$344,724	1.31%	\$414,456	1.19%
Allocation50% to 70% Equity	Vanguard STAR Inv	\$320,480	1.22%	\$326,409	0.94%
Target Date 2000-2010 Aggressive	T Rowe Price Retirement 2005	\$19,053	0.07%	-	-
Target Date 2000-2010 Aggressive	T Rowe Price Retirement 2010	\$12,523	0.05%	-	-
Target Date 2000-2010 Aggressive	T Rowe Price Retirement I 2005 I	-	-	\$16,632	0.05%
Target Date 2000-2010 Aggressive	T Rowe Price Retirement I 2010 I	-	-	\$312,418	0.90%
Target Date 2015 Aggressive	T Rowe Price Retirement 2015	\$80,442	0.31%	-	-
Target Date 2015 Aggressive	T Rowe Price Retirement I 2015 I	-	-	\$86,733	0.25%
Target Date 2020 Aggressive	T Rowe Price Retirement 2020	\$384,532	1.46%	-	-
Target Date 2020 Aggressive	T Rowe Price Retirement I 2020 I	-	-	\$784,640	2.26%
Target Date 2025 Aggressive	T Rowe Price Retirement 2025	\$804,267	3.05%	-	-
Target Date 2025 Aggressive	T Rowe Price Retirement I 2025 I	-	-	\$1,757,053	5.06%
Target Date 2030 Aggressive	T Rowe Price Retirement 2030	\$812,604	3.08%	-	-

CONTINUED...

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		_	MARKET	r VALUE —	
FUND OPTION	CURRENT INVESTMENT NAME	12.31.2020	(%)	CURRENT	(%)
Target Date 2030 Aggressive	T Rowe Price Retirement I 2030 I	-	-	\$1,903,565	5.48%
Target Date 2035 Aggressive	T Rowe Price Retirement 2035	\$592,744	2.25%	-	-
Target Date 2035 Aggressive	T Rowe Price Retirement I 2035 I	-	-	\$961,632	2.77%
Target Date 2040 Aggressive	T Rowe Price Retirement 2040	\$379,709	1.44%	-	-
Target Date 2040 Aggressive	T Rowe Price Retirement I 2040 I	-	-	\$566,871	1.63%
Target Date 2045 Aggressive	T Rowe Price Retirement 2045	\$207,458	0.79%	-	-
Target Date 2045 Aggressive	T Rowe Price Retirement I 2045 I	-	-	\$507,330	1.46%
Target Date 2050 Aggressive	T Rowe Price Retirement 2050	\$27,046	0.10%	-	-
Target Date 2050 Aggressive	T Rowe Price Retirement I 2050 I	-	-	\$108,867	0.31%
Target Date 2055 Aggressive	T Rowe Price Retirement 2055	\$47,266	0.18%	-	-
Target Date 2055 Aggressive	T Rowe Price Retirement I 2055 I	-	-	\$59,190	0.17%
Target Date 2060 Aggressive	T Rowe Price Retirement 2060	\$23,512	0.09%	-	-
Target Date 2060 Aggressive	T Rowe Price Retirement I 2060 I	-	-	\$24,100	0.07%
Large Company Value	JHancock Disciplined Value R4	\$1,002,947	3.80%	\$1,244,807	3.58%
Large Company Blend	Fidelity 500 Index	\$767,198	2.91%	\$1,287,956	3.71%
Large Company Blend	Fidelity Contrafund	\$3,439,188	13.04%	-	-
Large Company Blend	Parnassus Core Equity Investor	\$1,111,084	4.21%	\$1,408,127	4.05%
Large Company Growth	Fidelity Contrafund K6	-	-	\$3,760,350	10.83%

CONTINUED...

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		_	MARKE	T VALUE —	
FUND OPTION	CURRENT INVESTMENT NAME	12.31.2020	(%)	CURRENT	(%)
Large Company Growth	MainStay Winslow Large Cap Growth Inv	\$2,565,992	9.73%	\$3,036,223	8.74%
Medium Company Value	JPMorgan Mid Cap Value R6	\$444,162	1.68%	\$567,876	1.64%
Medium Company Blend	Fidelity Mid Cap Index	\$312,673	1.19%	\$532,184	1.53%
Medium Company Growth	T Rowe Price Instl Mid-Cap Equity Gr	\$848,888	3.22%	\$1,085,588	3.13%
Foreign Large Blend	American Funds Europacific Growth R6	\$275,355	1.04%	\$391,329	1.13%
Foreign Large Blend	MFS International Intrinsic Value R3	\$514,678	1.95%	\$639,202	1.84%
Foreign Large Blend	Vanguard Total Intl Stock Index Admiral	\$279,374	1.06%	\$444,541	1.28%
Foreign Large Growth	Vanguard International Growth Adm	\$636,651	2.41%	\$409,561	1.18%
Small Company Value	American Beacon Small Cap Value R6	\$145,676	0.55%	\$192,352	0.55%
Small Company Blend	Fidelity Small Cap Index	\$212,875	0.81%	\$404,438	1.16%
Small Company Growth	T Rowe Price QM US Small-Cap Gr Eq	\$1,269,019	4.81%	\$1,362,908	3.92%
Specialty-Real Estate	Nuveen Real Estate Securities I	\$168,471	0.64%	\$248,332	0.72%
	TOTA	\$26,367,199	100%	\$34,727,373	100%

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INVESTMENT				QUANTI	TATIVE				QUALIT	ATIVE	тот	ALS
	Risk-Ad Perfor					yle	Confidence		Fund	Fund	Overall	Total
	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	Management	Firm		Score
Inflation Protected Bond Vanguard Inflation-Protected Secs Adm												93
Intermediate Core-Plus Bond Metropolitan West Total Return Bd M												97
Allocation50% to 70% Equity Vanguard STAR Inv												100
Large Company Value JHancock Disciplined Value R4	<u> </u>	_	_				_				_	78
Large Company Blend Parnassus Core Equity Investor												100
Large Company Growth Fidelity Contrafund K6	<u></u>		_				_	_				82
Large Company Growth MainStay Winslow Large Cap Growth Inv												97
Medium Company Value JPMorgan Mid Cap Value R6				_			_	_				85

#### **LEGEND**

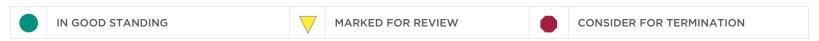


The CAPTRUST Investment Policy Monitor ("Scorecard") is an illustration of our monitoring system and is designed to assist our clients in their efforts to provide fiduciary oversight to investment assets. It is not intended as a solicitation to buy any security. The scoring system measures quantitative areas as well as qualitative (or subjective) fields for actively managed investment options. Quantitative scoring areas include Risk Adjusted Performance vs. Relevant Peer Group; Style Attribution; and Confidence. Qualitative Scoring Areas measure the quality of the Management Team while also considering the stewardship of the investment option's parent company under Investment Family ltems. Qualitative areas of analysis are subjective in nature. CAPTRUST typically requires at least 3 months of monitoring before including an investment in this report. Investments that have been added to our system less than 3 months prior to a report being generated may have a Fund Management assessment of '25' as a default, but will be updated, if necessary, after the first quarter of monitoring to more accurately reflect our system. Investments that are not mutual funds or have less than 3 years of performance history may not be scored. This material is for institutional investor use only and is not intended to be shared with individual investors.



INVESTMENT		QUANTITATIVE								QUALITATIVE TO		
				vs. Peers Performance Style		yle	Confidence		Fund	Fund	Overall	Total
	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	3 Yr	5 Yr	Management	Firm		Score
Medium Company Growth T Rowe Price Instl Mid-Cap Equity Gr	$\overline{}$	_						<u></u>			_	76
Foreign Large Blend American Funds Europacific Growth R6												100
Foreign Large Blend MFS International Intrinsic Value R3						_						98
Foreign Large Growth Vanguard International Growth Adm					<u></u>	_						97
Small Company Value American Beacon Small Cap Value R6		_						_			_	78
Small Company Growth T Rowe Price QM US Small-Cap Gr Eq												78
Specialty-Real Estate Nuveen Real Estate Securities I		_									_	78

#### **LEGEND**



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#### **TARGET DATE INVESTMENTS**

INVESTMENT		QUANTITATIVE						QUALITATIVE				TOTALS	
	Risk-Adjusted vs. Peers Glidepath Performance Performance				Portfolio	Underlying	Fund	Fund		Total			
	3 Yr	5 Yr	3 Yr	5 Yr	% of Equities	Beta to Equities	Construct. Inv. Vehicles				Overall	Score	
T Rowe Price Retirement												94	

#### **CAPITAL PRESERVATION INVESTMENTS**

INVESTMENT	Overall	Commentary
Nationwide Fixed Account		This Capital Preservation option is in good standing per the guidelines as established by the Investment Policy Statement.

#### CONTINUED...

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Qualitative areas of analysis are subjective in nature. Qualitative Scoring for Target Date funds also includes a score for Portfolio Construction and Underlying Investment vehicles to express CAPTRUST's views on the manager or strategy.

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#### **PASSIVE INVESTMENTS**

INVESTMENT	Overall	Commentary
Fidelity US Bond Index		This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Fidelity 500 Index		This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Fidelity Mid Cap Index		This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Vanguard Total Intl Stock Index Admiral	•	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.
Fidelity Small Cap Index	•	This fund currently meets the guidelines set forth by CAPTRUST for passively managed investments. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, tracking error, and cost.

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Qualitative areas of analysis are subjective in nature. Qualitative Scoring for Target Date funds also includes a score for Portfolio Construction and Underlying Investment vehicles to express CAPTRUST's views on the manager or strategy.

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#### INVESTMENTS IN DISTINCT ASSET CLASSES

INVESTMENT	Overall	Commentary
PIMCO Income A	•	This fund currently meets the guidelines set forth by CAPTRUST for distinct investments in the Investment Policy Statement. This assessment is based on both quantitative and qualitative data. Examples of quantitative and qualitative items considered include, but are not limited to, quality of management, excess return, and risk-adjusted performance.

The CAPTRUST Financial Advisors Investment Scorecard is an illustration of our monitoring system and is designed to assist our clients in their efforts to provide fiduciary oversight to investment assets. It is not intended as a solicitation to buy any security. The scoring system measures quantitative areas as well as qualitative (or subjective) fields. Quantitative scoring areas for target date funds include Risk Adjusted Performance (3 & 5 yr.); Performance vs. Relevant Peer Group; and Glidepath. Qualitative Scoring Areas for target date funds measure the quality of the Management Team while also considering the stewardship of the investment option's parent company under Investment Family Items.

Qualitative areas of analysis are subjective in nature. Qualitative Scoring for Target Date funds also includes a score for Portfolio Construction and Underlying Investment vehicles to express CAPTRUST's views on the manager or strategy.

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FUND MANAGEMENT ITEMS	COMMENTARY
American Funds EuroPacific Growth	
	Portfolio Manager Jesper Lyckeus is retiring from Capital Group effective 12/31/2021.
John Hancock Disciplined Value	
	John Hancock has reduced the fee for the Disciplined Value Fund by five basis points across all share classes.
Nuveen Real Estate Securities	
	This strategy employs a relative value approach to REIT investing. The team keep sub-sector positioning close to the index, seeking to emphasize stock selection as the main driver of performance. Although this approach has helped the strategy avoid major performance missteps, overall results have been underwhelming. The strategy has ranked in the bottom half of the peer group in four of the five years from 2016-2020, as well as year-to-date 2021. Performance now lags the benchmark and peer group across trailing 3-, 5-, and 10-year periods. As such, we believe the strategy merits further consideration.
Parnassus Core Equity	
	Affiliated Managers Group (AMG) has entered into a definitive agreement to acquire a majority investment in Parnassus. Parnassus will continue to operate independently, and the team will not change.
T. Rowe Price Mid Cap Growth	
	This strategy will be moving from T. Rowe Price Associates (TRPA) to T. Rowe Price Investment Management (TRPIM), the firm's new SEC-registered investment adviser with a fully independent investment capability. T. Rowe Price has established 3/7/2022 as the effective date for strategies to transition from TRPA to TRPIM.
	After a challenging 2020, the strategy has stabilized year-to-date. Market leadership has reversed multiple times in 2021, with Q1 and Q3 providing a more valuation-conscious and fundamentally focused backdrop. This has benefitted the strategy's growth-at-a-reasonable-price (GARP) approach. Although the high growth, high valuation stocks that led in 2020 have continued to do well in 2021, their outperformance has not been as consistent or pronounced this year. In 2020, technology was the leading detractor primarily due to their software underweight. Year-to-date, their technology positioning has had a neutral impact on relative performance, and strong stock selection within the sector has been the strategy's top contributor. Portfolio Manager Brian Berghuis has stuck with his philosophy and did not chase high valuation stocks in recent years. That discipline has begun to pay off in a more normal market environment this year. Thus, we believe that clients currently holding the strategy should continue to do so.



FUND MANAGEMENT ITEMS	COMMENTARY
Vanguard International Growth	
	Vanguard has changed the sub-advisor weights for the International Growth fund from 60% in Baillie Gifford and 40% in Schroders to 70% in Baillie Gifford and 30% in Schroders.
T Rowe Price Retirement	
	T. Rowe Price has added a new equity strategy, U.S. Structured Research Equity, to fill the remaining U.S. large-cap core sleeve. They had been ramping up a position in T. Rowe Price Large Cap Core however, the portfolio manager abruptly announced his retirement, and he will be leaving the firm in April 2022. When this occurs, a new portfolio manager will take over and implement a new process. As a result, the team elected to pause any new allocations to the strategy and added U.S. Structured Research Equity to fill the slot.

FUND FIRM ITEMS	COMMENTARY
Vanguard Group, Inc.	
	Binbin Guo, head of the Alpha Equity U.S. Investment Team, has retired from the firm, after 14 years at Vanguard.
	John Hollyer, global head of Vanguard Fixed Income Group, retired at the end of June after 32 years with the firm. Sara Devereux, who previously served as global head of rates, has succeeded Mr. Hollyer.
MFS Family of Funds	
	Effective 3/1/2022, Executive Chair Robert Manning will retire from MFS. At that time, CEO Michael Roberge will become executive chair and retain his role as CEO.
	MFS Co-CIO of Equity for the Americas Kevin Beatty has recently retired. The other members of the MFS Co-CIO leadership team will remain in place.



FUND FIRM ITEMS	COMMENTARY
T. Rowe Price	
	T. Rowe Price has announced that CEO Bill Stromberg will be retiring effective December 31, 2021. Rob Sharps, currently president, head of Investments, and group CIO, has been named as Mr. Stromberg's successor, effective January 1, 2022. Mr. Sharps will become president and CEO and take over as chair of the Management Committee. As a result, Eric Veiel will become the single head of Global Equity, will chair the Investment Management Steering Committee, and will join the International Steering Committee, effective January 1, 2022. Josh Nelson will succeed Mr. Veiel as head of U.S. Equity and chair of the U.S. Equity Steering Committee and will join the Management Committee, effective January 1, 2022.  Celine Dufetel, COO and CFO, has left the firm to join a fintech company. Jen Dardis, currently head of Finance, has been replaced Ms. Dufetel as CFO. Robert Higginbotham, head of Global Distribution, and a member of the Management Committee,
	will serve as interim COO while a search for a new COO is conducted.  T. Rowe Price has transitioned the management of retirement technology development and retirement operations from its inhouse recordkeeping business to FIS. T. Rowe Price has partnered with FIS for over 30 years on recordkeeping IT and operations. Current T. Rowe Price employees in these roles are expected to join FIS in the same roles.
	T. Rowe Price is splitting its investment research group into two separate and independent groups. Over the next 18 months, finishing in Q2 2022, T. Rowe Price will transition six existing strategies, including portfolio management, research, and trading teams to a new investment advisor it is forming called T. Rowe Price Investment Management. This new group will remain entirely separate from the legacy group T. Rowe Price Associates. As a result of this change, the two groups will operate independently, meaning they will not share investment research, resources, or portfolio management responsibilities.



INVESTMENT NAME	Q3 '21	YTD '21	2020	2019	2018	2017	2016	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
STABLE VALUE											
Nationwide Fixed Account	-	-	-	-	-	-	-	-	-	-	-
ICE BofA ML US Treasury Bill 3 Mon USD	0.01%	0.04%	0.67%	2.28%	1.87%	0.86%	0.33%	0.07%	1.18%	1.16%	0.63%
Hueler Stable Value Index (gross)	0.42%	1.32%	2.26%	2.52%	2.26%	1.95%	1.79%	1.85%	2.24%	2.15%	2.03%
INFLATION PROTECTED BOND											
Vanguard Inflation-Protected Secs Adm	1.69%	3.42%	10.96%	8.16%	-1.39%	2.91%	4.62%	5.09%	7.29%	4.16%	3.02%
Bloomberg US Treasury US TIPS TR USD	1.75%	3.51%	10.99%	8.43%	-1.26%	3.01%	4.68%	5.19%	7.45%	4.34%	3.12%
Inflation Protected Bond Universe	1.59%	3.66%	9.65%	7.31%	-1.57%	2.42%	4.26%	5.81%	6.49%	3.87%	2.49%
INTERMEDIATE CORE BOND											
Fidelity US Bond Index	0.02%	-1.68%	7.80%	8.48%	0.01%	3.50%	2.52%	-0.94%	5.35%	2.89%	2.97%
Bloomberg US Agg Bond TR USD	0.05%	-1.55%	7.51%	8.72%	0.01%	3.54%	2.65%	-0.90%	5.36%	2.94%	3.01%
Intermediate Core Bond Universe	0.00%	-1.27%	8.00%	8.36%	-0.45%	3.40%	2.71%	-0.20%	5.36%	2.95%	3.07%
INTERMEDIATE CORE-PLUS BOND											
Metropolitan West Total Return Bd M	0.17%	-1.11%	8.78%	8.94%	-0.06%	3.10%	2.32%	0.02%	5.91%	3.30%	3.94%
Bloomberg US Agg Bond TR USD	0.05%	-1.55%	7.51%	8.72%	0.01%	3.54%	2.65%	-0.90%	5.36%	2.94%	3.01%
Intermediate Core Plus Bond Universe	0.10%	-0.55%	8.50%	9.03%	-0.74%	4.36%	3.95%	1.50%	5.77%	3.55%	3.73%
MULTISECTOR BOND											
PIMCO Income A	0.48%	2.12%	5.38%	7.62%	0.18%	8.17%	8.29%	6.57%	5.24%	4.92%	6.67%
Bloomberg US Agg Bond TR USD	0.05%	-1.55%	7.51%	8.72%	0.01%	3.54%	2.65%	-0.90%	5.36%	2.94%	3.01%
Multisector Bond Universe	0.32%	2.25%	5.58%	10.22%	-1.63%	6.54%	7.63%	6.74%	5.12%	4.29%	4.89%

\*ANNUALIZED

INVESTMENT NAME	Q3 '21	YTD '21	2020	2019	2018	2017	2016	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
ALLOCATION50% TO 70% EQUITY											
Vanguard STAR Inv	-1.20%	6.85%	21.43%	22.21%	-5.34%	18.33%	6.55%	20.32%	13.00%	12.06%	11.24%
60% S&P 500, 40% Bloomberg Agg	0.37%	8.76%	15.37%	22.11%	-2.26%	14.26%	8.21%	16.97%	12.34%	11.58%	11.31%
Allocation50% to 70% Equity Universe	-0.52%	8.56%	12.03%	19.47%	-5.67%	14.01%	7.37%	19.36%	9.86%	9.60%	9.62%
TARGET DATE 2000-2010 AGGRESSIVE											
T Rowe Price Retirement I 2005 I	0.00%	5.79%	11.51%	15.16%	-3.12%	10.74%	6.69%	13.68%	9.05%	7.65%	-
T Rowe Price Retirement I 2010 I	0.00%	6.33%	12.06%	16.31%	-3.56%	11.82%	7.18%	14.92%	9.50%	8.24%	-
Morningstar Lifetime Aggressive 2010 Index	-0.19%	6.49%	12.46%	17.62%	-4.03%	12.78%	7.81%	15.95%	9.60%	8.81%	8.77%
2000-2010 Aggressive	-0.16%	5.18%	11.27%	15.33%	-3.69%	11.01%	6.19%	12.83%	8.60%	7.52%	7.70%
TARGET DATE 2015 AGGRESSIVE											
T Rowe Price Retirement I 2015 I	-0.07%	6.92%	12.81%	17.55%	-4.09%	13.52%	7.25%	16.41%	10.00%	8.99%	-
Morningstar Lifetime Aggressive 2015 Index	-0.31%	6.85%	13.13%	19.08%	-4.69%	14.17%	8.36%	17.27%	10.10%	9.45%	9.53%
2015 Aggressive	-0.30%	5.39%	12.09%	16.51%	-4.25%	12.68%	6.55%	13.57%	8.93%	8.20%	8.58%
TARGET DATE 2020 AGGRESSIVE											
T Rowe Price Retirement I 2020 I	-0.13%	7.51%	13.31%	19.45%	-4.82%	15.90%	7.57%	17.99%	10.49%	9.90%	-
Morningstar Lifetime Aggressive 2020 Index	-0.43%	7.50%	13.48%	20.68%	-5.45%	15.85%	9.04%	19.14%	10.53%	10.17%	10.37%
2020 Aggressive	-0.40%	5.66%	12.09%	17.55%	-4.72%	14.20%	6.75%	14.65%	9.00%	8.68%	9.12%
TARGET DATE 2025 AGGRESSIVE											
T Rowe Price Retirement I 2025 I	-0.25%	8.50%	14.62%	21.15%	-5.54%	17.82%	7.56%	20.49%	11.35%	10.89%	-
Morningstar Lifetime Aggressive 2025 Index	-0.57%	8.52%	13.51%	22.45%	-6.34%	17.73%	9.82%	21.78%	10.90%	10.97%	11.19%
2025 Aggressive	-0.57%	6.81%	13.71%	19.49%	-5.62%	16.12%	7.23%	17.35%	9.99%	9.80%	10.17%

\*ANNUALIZED



INVESTMENT NAME	Q3 '21	YTD '21	2020	2019	2018	2017	2016	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
TARGET DATE 2030 AGGRESSIVE											
T Rowe Price Retirement I 2030 I	-0.48%	9.51%	15.92%	22.68%	-6.16%	19.52%	7.77%	23.05%	12.19%	11.87%	-
Morningstar Lifetime Aggressive 2030 Index	-0.73%	9.78%	13.26%	24.11%	-7.27%	19.48%	10.54%	24.92%	11.20%	11.71%	11.80%
2030 Aggressive	-0.80%	7.74%	13.05%	20.88%	-6.42%	17.14%	6.63%	19.61%	10.06%	10.23%	10.45%
TARGET DATE 2035 AGGRESSIVE											
T Rowe Price Retirement I 2035 I	-0.63%	10.60%	17.04%	23.90%	-6.81%	21.03%	7.68%	25.56%	12.95%	12.68%	-
Morningstar Lifetime Aggressive 2035 Index	-0.87%	10.92%	12.91%	25.28%	-8.04%	20.68%	11.01%	27.76%	11.39%	12.19%	12.10%
2035 Aggressive	-0.93%	8.77%	15.52%	22.75%	-7.09%	19.64%	7.86%	22.25%	11.30%	11.59%	11.75%
TARGET DATE 2040 AGGRESSIVE											
T Rowe Price Retirement I 2040 I	-0.78%	11.46%	18.16%	24.89%	-7.21%	22.11%	7.75%	27.78%	13.64%	13.40%	-
Morningstar Lifetime Aggressive 2040 Index	-0.99%	11.56%	12.74%	25.78%	-8.50%	21.23%	11.20%	29.47%	11.50%	12.39%	12.15%
2040 Aggressive	-1.13%	9.81%	15.58%	24.03%	-7.75%	20.69%	7.95%	24.97%	11.70%	12.17%	12.01%
TARGET DATE 2045 AGGRESSIVE											
T Rowe Price Retirement I 2045 I	-0.81%	12.09%	18.72%	25.52%	-7.51%	22.55%	7.75%	29.34%	14.03%	13.76%	-
Morningstar Lifetime Aggressive 2045 Index	-1.07%	11.70%	12.71%	25.80%	-8.72%	21.41%	11.21%	30.05%	11.50%	12.39%	12.07%
2045 Aggressive	-1.19%	10.59%	16.62%	25.10%	-8.23%	21.39%	8.11%	26.44%	12.30%	12.71%	12.37%
TARGET DATE 2050 AGGRESSIVE											
T Rowe Price Retirement I 2050 I	-0.87%	12.12%	18.72%	25.57%	-7.51%	22.55%	7.75%	29.36%	14.06%	13.77%	-
Morningstar Lifetime Aggressive 2050 Index	-1.14%	11.61%	12.67%	25.69%	-8.86%	21.53%	11.20%	30.10%	11.44%	12.31%	11.95%
2050 Aggressive	-1.23%	10.84%	15.79%	25.66%	-8.52%	21.47%	7.11%	27.16%	12.15%	12.64%	12.25%

\*ANNUALIZED



INVESTMENT NAME	Q3 '21	YTD '21	2020	2019	2018	2017	2016	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
TARGET DATE 2055 AGGRESSIVE											
T Rowe Price Retirement I 2055 I	-0.86%	12.18%	18.68%	25.52%	-7.50%	22.57%	7.65%	29.42%	14.06%	13.79%	-
Morningstar Lifetime Aggressive 2055 Index	-1.21%	11.48%	12.65%	25.56%	-8.98%	21.63%	11.18%	30.08%	11.37%	12.23%	11.83%
2055 Aggressive	-1.24%	10.82%	15.83%	25.42%	-9.38%	21.78%	6.48%	27.40%	11.94%	12.46%	11.91%
TARGET DATE 2060 AGGRESSIVE											
T Rowe Price Retirement I 2060 I	-0.85%	12.11%	18.79%	25.48%	-7.44%	22.53%	7.37%	29.38%	14.06%	13.78%	-
Morningstar Lifetime Aggressive 2060 Index	-1.27%	11.35%	12.63%	25.42%	-9.10%	21.73%	11.15%	30.03%	11.30%	12.15%	-
2060 Aggressive	-1.27%	11.02%	16.84%	25.58%	-8.78%	22.14%	7.48%	27.77%	12.47%	12.93%	-
LARGE COMPANY VALUE											
JHancock Disciplined Value R4	-1.83%	18.88%	1.52%	22.46%	-9.68%	19.02%	13.74%	41.25%	8.32%	11.40%	13.33%
Russell 1000 Value	-0.78%	16.14%	2.80%	26.54%	-8.27%	13.66%	17.34%	35.01%	10.07%	10.94%	13.51%
Large Value Universe	-0.84%	16.43%	3.28%	25.46%	-8.61%	16.12%	14.58%	35.23%	9.58%	11.09%	12.74%
LARGE COMPANY BLEND											
Fidelity 500 Index	0.58%	15.91%	18.40%	31.47%	-4.40%	21.81%	11.97%	29.99%	15.98%	16.88%	16.62%
Parnassus Core Equity Investor	0.12%	15.18%	21.19%	30.69%	-0.18%	16.58%	10.41%	27.94%	18.14%	16.75%	16.44%
S&P 500 Index	0.58%	15.92%	18.40%	31.49%	-4.38%	21.83%	11.96%	30.00%	15.99%	16.90%	16.63%
Large Blend Universe	-0.07%	14.97%	16.47%	29.30%	-6.24%	20.90%	10.21%	29.72%	14.28%	15.23%	15.12%
LARGE COMPANY GROWTH											
Fidelity Contrafund K6	0.51%	14.56%	30.83%	31.00%	-2.15%	-	-	23.48%	18.01%	-	-
MainStay Winslow Large Cap Growth Inv	2.90%	15.89%	36.86%	33.15%	3.39%	31.98%	-2.64%	26.53%	21.03%	22.65%	18.63%
Russell 1000 Growth	1.16%	14.30%	38.49%	36.39%	-1.51%	30.21%	7.08%	27.32%	22.00%	22.84%	19.68%
Large Growth Universe	0.14%	12.48%	38.95%	32.77%	-1.47%	28.80%	3.31%	26.38%	20.14%	20.99%	18.19%

\*ANNUALIZED



INVESTMENT NAME	Q3 '21	YTD '21	2020	2019	2018	2017	2016	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
MEDIUM COMPANY VALUE											
JPMorgan Mid Cap Value R6	-1.27%	20.23%	0.43%	26.67%	-11.66%	13.68%	14.61%	43.56%	9.24%	9.93%	13.60%
Russell Mid Cap Value	-1.01%	18.24%	4.96%	27.06%	-12.29%	13.34%	20.00%	42.40%	10.28%	10.59%	13.93%
Mid Value Universe	-1.40%	18.63%	3.10%	26.74%	-13.64%	13.88%	18.18%	45.70%	9.02%	10.14%	12.74%
MEDIUM COMPANY BLEND											
Fidelity Mid Cap Index	-0.93%	15.15%	17.11%	30.51%	-9.05%	18.47%	13.86%	38.06%	14.23%	14.37%	15.51%
Russell Mid Cap	-0.93%	15.17%	17.10%	30.54%	-9.06%	18.52%	13.80%	38.11%	14.22%	14.39%	15.52%
Mid Blend Universe	-1.51%	14.61%	13.57%	27.49%	-10.86%	15.84%	14.54%	38.46%	11.43%	12.36%	13.65%
MEDIUM COMPANY GROWTH											
T Rowe Price Instl Mid-Cap Equity Gr	0.14%	10.22%	23.87%	33.09%	-2.23%	26.02%	6.94%	29.04%	16.17%	17.63%	17.72%
Russell Mid Cap Growth	-0.76%	9.61%	35.59%	35.47%	-4.75%	25.27%	7.33%	30.45%	19.14%	19.27%	17.54%
Mid Growth Universe	-0.55%	9.40%	41.03%	33.89%	-4.87%	25.50%	5.72%	32.07%	18.87%	19.37%	16.82%
FOREIGN LARGE BLEND											
American Funds Europacific Growth R6	-2.35%	4.01%	25.27%	27.40%	-14.91%	31.17%	1.01%	24.76%	13.21%	12.17%	10.63%
MFS International Intrinsic Value R3	-1.45%	3.26%	20.15%	25.56%	-9.22%	26.80%	3.96%	13.48%	11.55%	11.07%	11.92%
Vanguard Total Intl Stock Index Admiral	-3.00%	6.38%	11.28%	21.51%	-14.43%	27.55%	4.67%	24.36%	8.31%	9.01%	7.89%
MSCI EAFE	-0.35%	8.79%	8.28%	22.66%	-13.36%	25.62%	1.51%	26.29%	8.13%	9.33%	8.60%
Foreign Large Blend Universe	-2.03%	6.82%	11.08%	22.76%	-15.52%	25.85%	0.96%	23.99%	8.05%	8.52%	8.11%
FOREIGN LARGE GROWTH											
Vanguard International Growth Adm	-4.05%	2.07%	59.74%	31.48%	-12.58%	43.16%	1.84%	24.80%	22.26%	20.14%	14.95%
MSCI EAFE	-0.35%	8.79%	8.28%	22.66%	-13.36%	25.62%	1.51%	26.29%	8.13%	9.33%	8.60%
Foreign Large Growth Universe	-1.85%	4.87%	25.10%	28.63%	-13.77%	31.95%	-1.65%	19.87%	13.06%	12.31%	10.45%

\*ANNUALIZED



INVESTMENT NAME	Q3 '21	YTD '21	2020	2019	2018	2017	2016	1 YEAR*	3 YEAR*	5 YEAR*	10 YEAR*
SMALL COMPANY VALUE											
American Beacon Small Cap Value R6	-2.05%	20.10%	4.03%	23.50%	-15.59%	8.71%	26.77%	60.78%	6.91%	10.01%	13.18%
Russell 2000 Value	-2.98%	22.92%	4.63%	22.39%	-12.86%	7.84%	31.74%	63.92%	8.58%	11.03%	13.22%
Small Value Universe	-2.01%	23.58%	3.80%	22.55%	-15.32%	9.34%	25.01%	62.43%	8.24%	10.16%	12.45%
SMALL COMPANY BLEND											
Fidelity Small Cap Index	-4.40%	12.35%	19.99%	25.71%	-10.88%	14.85%	21.63%	47.50%	10.60%	13.56%	14.76%
Russell 2000	-4.36%	12.41%	19.96%	25.53%	-11.01%	14.65%	21.31%	47.68%	10.54%	13.45%	14.63%
Small Blend Universe	-2.30%	16.87%	11.67%	24.62%	-12.24%	13.20%	21.29%	50.16%	9.25%	11.91%	13.71%
SMALL COMPANY GROWTH											
T Rowe Price QM US Small-Cap Gr Eq	0.29%	7.12%	23.84%	32.76%	-6.86%	22.12%	11.31%	31.14%	12.42%	15.76%	16.67%
Russell 2000 Growth	-5.65%	2.82%	34.63%	28.48%	-9.31%	22.17%	11.32%	33.27%	11.70%	15.34%	15.74%
Small Growth Universe	-2.22%	8.39%	41.20%	29.55%	-4.64%	23.48%	10.55%	37.60%	15.96%	18.69%	16.63%
SPECIALTY-REAL ESTATE											
Nuveen Real Estate Securities I	1.24%	21.33%	-6.12%	25.56%	-5.51%	5.61%	6.79%	30.74%	10.18%	6.74%	11.04%
Dow Jones US Select REIT	1.25%	24.48%	-11.20%	23.10%	-4.22%	3.76%	6.68%	40.56%	8.32%	5.68%	10.53%
Specialty-Real Estate Universe	0.89%	21.70%	-3.34%	28.12%	-6.35%	6.72%	6.31%	33.68%	11.68%	7.73%	11.18%

<sup>\*</sup>ANNUALIZED

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Fund Fact Sheets.....

#### **INDUSTRY ANALYSIS**

The Federal Reserve has made the decision to keep federal interest rates at levels near zero, but guaranteed contract providers are optimistic about the health of guaranteed crediting rates going forward. When determining the guaranteed rate for a fund, insurance companies use forward-looking projections of the interest rate environment. Following a steep decline in interest rates in the first half of 2020, many investment managers decreased guaranteed rates, with some products approaching their contract minimum. Guaranteed products have since increased their guaranteed rates year-to-date. The third quarter saw inflation levels continue to be elevated with interest rates for long Treasurys relatively unchanged and slight increases to rates in the short to intermediate term. Rising interest rates present short-term, market value declines on current holdings but give insurer's comfort that higher yields will support the ability to offer higher guaranteed rates in the future.

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#### Jennifer Dunbar- Senior Manager | Investment Research

The Nationwide Fixed Account is a group annuity contract issued and guaranteed by Nationwide Life Insurance Company. It invests in the general account of Nationwide Life Insurance Company. It seeks to provide a low-risk, stable investment option that offers participants competitive yields and limited volatility with a guarantee of principal and accumulated interest for retirement investors. Contributions are invested in a diversified fixed income portfolio within Nationwide's general account.

The crediting rate of the Fixed Account is subject to change every three months following the initial contract. Participants may transfer or reallocate account balances out of the Nationwide Fixed Account up to four times per calendar year.

NEW CLIENT GROSS CREDITING RATES									
7/1/20 - 9/30/20	10/1/20 - 12/31/20	1/1/21 - 3/31/21	4/1/21 - 6/30/21	7/1/21 - 9/30/21					
2.76%	2.64%	2.52%	2.40%	2.28%					

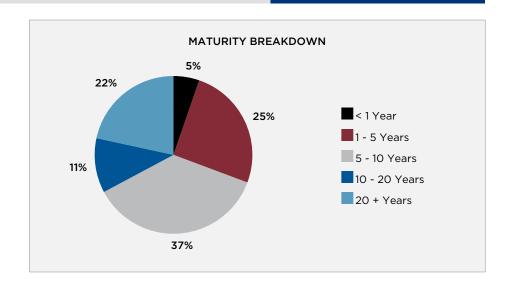
INVESTMENT DETAILS								
Crediting Rate Details:	Crediting rates are quoted quarterly and reset quarterly.							
Competing Options:	Allowed, with 90 day equity wash.							
Minimum Rate:	0.50%							

LIQUIDITY PROVISIONS									
Plan Sponsor	Participant								
Five-year book value payout OR Subject to MVA	Fully liquid or, for a higher crediting rate, limited to either 20% per participant per year or 12% of total assets in the product per year.								

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AGENCY RATINGS*						
A.M. Best (15 ratings)	<b>A+</b> (2)					
Standard & Poors (20)	<b>A+</b> (5)					
Moody's (21)	<b>A1</b> (5)					
Weiss (16)	<b>B-</b> (6)					
Comdex Ranking (Percentile Rank)	90					

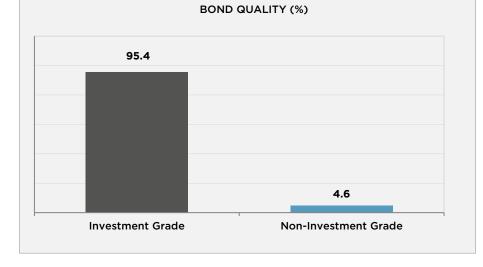


Comdex Ranking: Insurers are assigned a percentile rank, per agency, based on their ratings relative to peers. Percentiles are then averaged to arrive at one Comdex Ranking; over 1,100 companies are currently ranked.

# GENERAL ACCOUNT INVESTMENTS 1.9% 1.9% 2.5% Bonds Stocks Mortgages Real Estate Policy Loans Cash & Short Term 73.1% Other



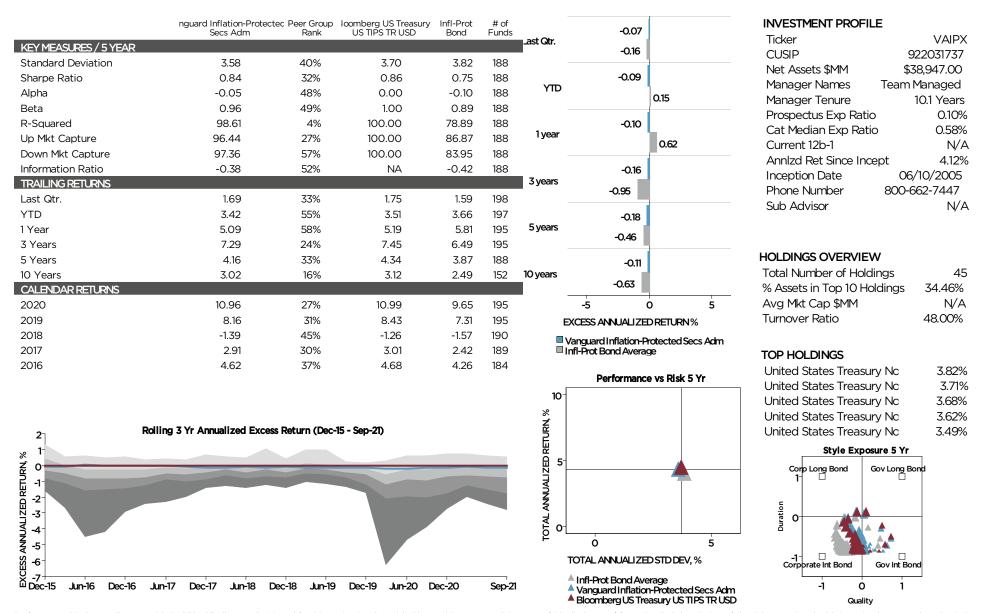
 $^{*}$ Agency ratings as of most recent quarter-end; all other data as of most recent year end.



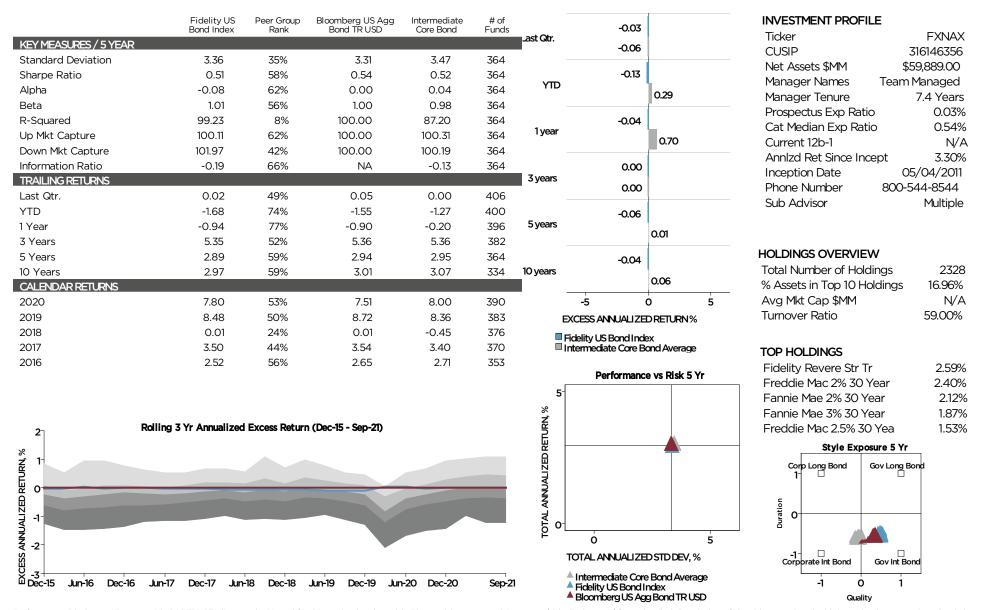
Performance Disclosure: The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate thus an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end, please call 800. Secretary statings are sourced from Bloomberg. Index averages are derived from Morningstar. The opinions expressed in this report are subject to change without notice. This material is not a solicitation of an offer to buy any such solicitation must be made by prospectus only. To obtain a prospectus, please contact your financial advisors. Member FIRAR/SIPC.



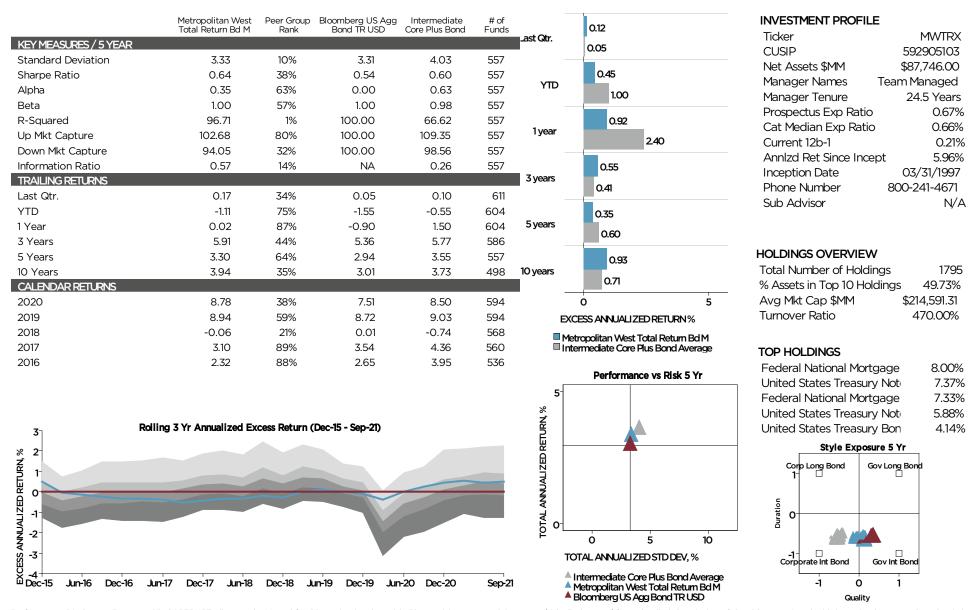
Source: Vital Signs







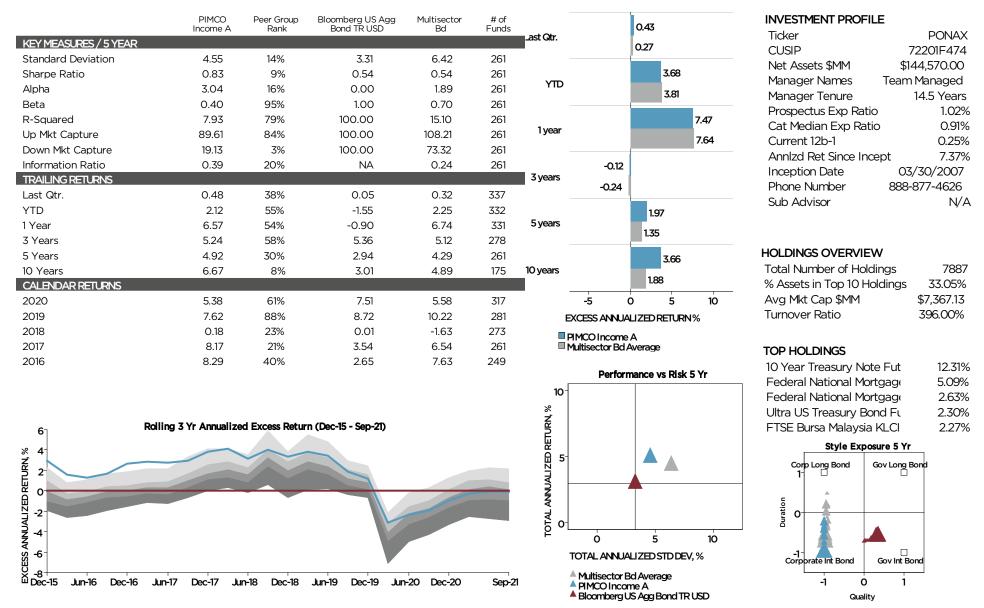






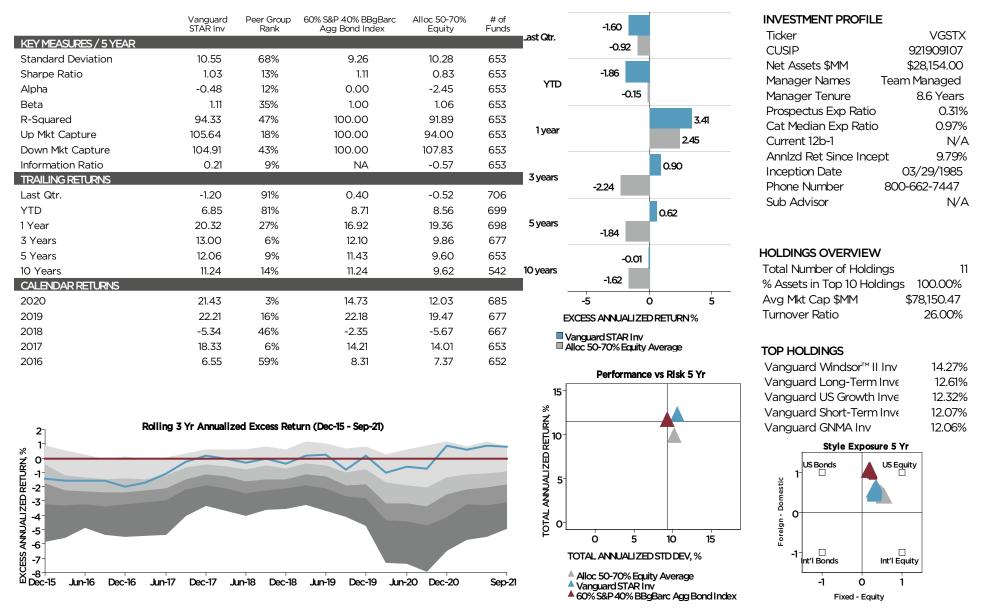
PIMCO INCOME A

Period Ending 9.30.21 | Q3 21



Performance Disclosure: For use with CAPTRUST clients only. Mutual fund investing by asset class. Statistics and data have been derived from Morningstar and are not guaranteed to be accurate or complete. Performance data included here represents past performance and does not guarantee future results. This is not a solicitation to invest. Each mutual fund has a prospectus with a complete description of the risks associated with investing in the specific fund. To request a prospectus on this fund, please call CAPTRUST at (800)216-0645.



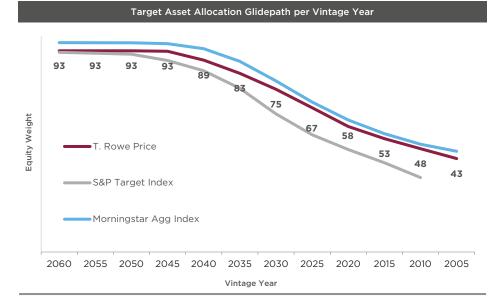




Invest	or Assumptions/Glidepath Methodology
Glidepath Management	• 30 years after retirement (assumed at age 67)
Assumed Investor Savings Rate:	• 15%, including company match
Assumed Investor Income Growth Rate	• This is not a factor in the glidepath design.
Income Replacement	• 55%
Assumed Accumulated Savings at Retirement	• 10X salary at retirement.
Life Expectancy	Consistent with current mortality tables.
Asset Allocation Flexibility	Strict targets with narrow ranges.
Other Assumptions	• None

All assumptions for salary, contributions, employer match, and investor balances have been derived from information collected from T. Rowe Price's own participant database from 2006-2009, consisting of 1.2 million records. Assumptions listed above are "base case" assumptions. The glide path was designed based upon proprietary Monte Carlo modeling that helped determine appropriate asset allocations for each stage of saving for retirement and for retirement itself. The objective is to create a glide path that achieves a high success rate of providing lifetime income and remaining purchasing power over a long time horizon in retirement.

	Investmer	t Profile	
% Open Architecture:	0%	Active/Passive:	Active
Inception Date:	9-30-2002	% Active:	87%
Net Assets \$MM:	\$117,912	Manager Tenure:	6.17 Years (longest)
Manager Name:	Team	Expense Range:	0.34% - 1.14%
Avg # of Holdings:	18	Investment Structure:	Mutual Fund



Dedicated Asset Class Granularity/Diversification	
Emerging Market Equities	Yes
International/Global Debt	Yes
Inflation-Protected Securities	Yes
High Yield Fixed Income	Yes
Real Estate	No
Commodities	No

The equity exposure within the T. Rowe Price target date strategies is a broadly diversified allocation to a wide range of equity investments including U.S, international and real asset equities. Within the U.S. equity allocation, an allocation of 77% large-cap/ 12% mid-cap/ 11% small-cap is maintained. This allocation replicates the market capitalization breakdown of the broad U.S. equity market. Additionally, all capitalization segments have equal growth and value allocations. The international equity allocation is broken out to 85% developed markets and 15% emerging markets.

The fixed-income allocation is split into two primary categories - core fixed income and inflation-focused fixed income - where each sector contained has been chosen based on its historical performance, characteristics, and correlations with the other components of the strategies.

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# Material Changes to the Series

### 2008:

- Added Emerging Markets Bonds & Non-US dollar bonds Rationale:
- Broaden FI exposure

#### 2010:

- Added TIPs & Real Asset strategies Rationale:
- · To hedge equity risk and inflation risk

#### 2011:

- Increased Non-US equity allocation from 20% to 30% Rationale:
- International equity had become a greater % of the Global Market Cap

#### 2017:

 Added hedged nondollar bonds, long duration U.S. treasuries, bank loans, and dynamic global bonds

#### Rationale:

 To reduce overall portfolio risk, improve risk-return profile, and diversify the fixed income allocation.

# 2019

 Adding the Emerging Markets Discovery Stock fund and US Large Cap Core, as well as increasing equity allocation at the start of the glidepath from 90% to 98&, and on the back end from 20% to 30%.

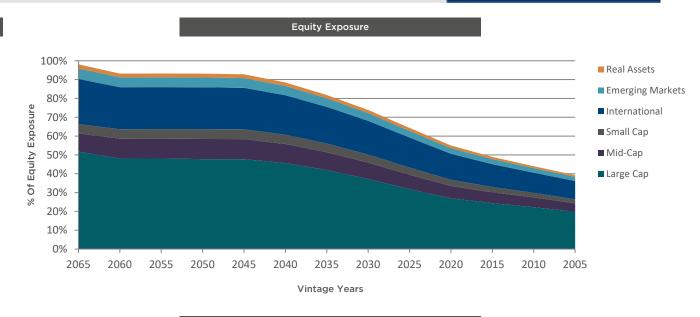
#### Rationale:

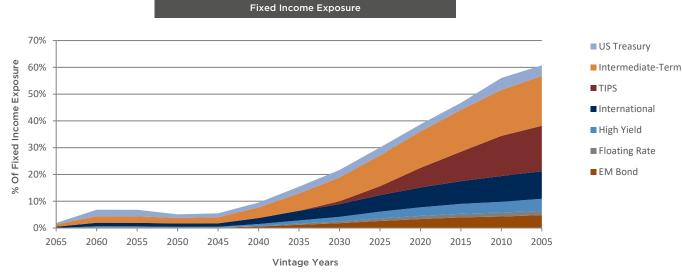
Provide clients with an opportunistic enhanced equity exposure

# 2020:

- Enhanced glidepath implementation begins Q2 2020 with a gradual transition to occur over a two-year time period. Rationale:
- Provide clients with sufficient growth to help achieve their long-term retirement goals, while providing a holistic approach to risk management.

\*All information provided by the asset manager, as of 12/31/20. Asset allocations shown are static in nature and do not incorporate any tactical views implemented by the manager.





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TARGET DATE ANALYSIS

Period Ending 9.30.21 | Q3 21

		3 Y	ear			5 Y	ear	
	Beta	Sharpe	Up Capture	Down Capture	Beta	Sharpe	Up Capture	Down Capture
T Rowe Price Retirement 2015	1.22	0.82	121.73	116.57	1.22	0.91	117.61	114.19
Morningstar Target Date 2015	1.01	0.82	100.66	98.54	1.01	0.90	98.23	98.33
S&P Target Date 2015 TR	1.00	0.80	100.00	100.00	1.00	0.92	100.00	100.00

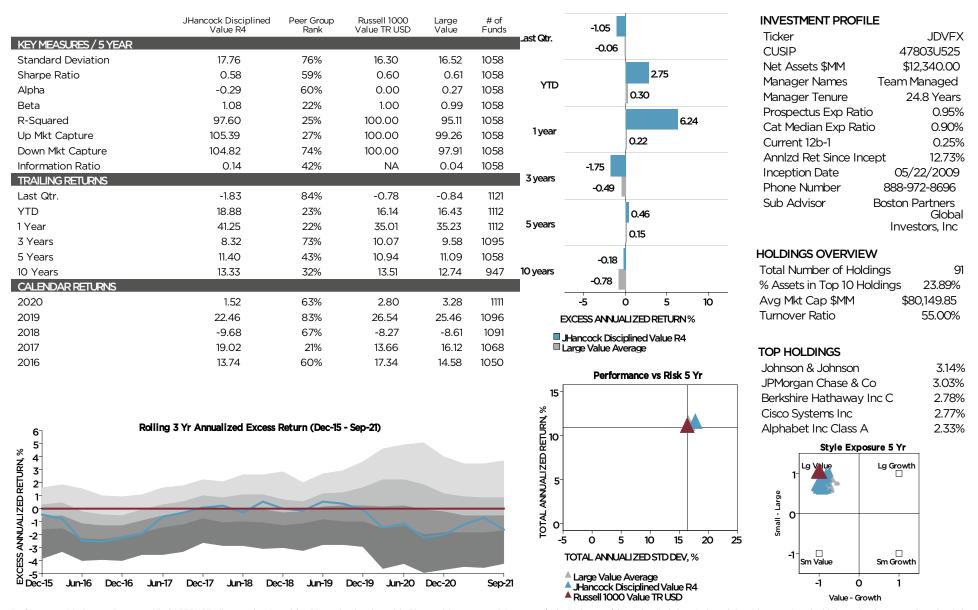
		3 Y	ear			5 Ye	ear	
	Beta	Sharpe	Up Capture	Down Capture	Beta	Sharpe	Up Capture	Down Capture
T Rowe Price Retirement 2025	1.19	0.76	120.76	113.20	1.18	0.91	116.86	111.17
Morningstar Target Date 2025	0.97	0.73	96.96	94.51	0.97	0.87	95.70	95.07
S&P Target Date 2025 TR	1.00	0.70	100.00	100.00	1.00	0.88	100.00	100.00

		3 Y	ear			5 Ye	ear	
	Beta	Sharpe	Up Capture	Down Capture	Beta	Sharpe	Up Capture	Down Capture
T Rowe Price Retirement 2045	1.04	0.74	108.18	98.12	1.04	0.90	105.39	96.68
Morningstar Target Date 2045	0.99	0.64	100.53	98.58	0.99	0.83	99.87	98.86
S&P Target Date 2045 TR	1.00	0.61	100.00	100.00	1.00	0.81	100.00	100.00

<sup>\*</sup>Lowest cost share class shown

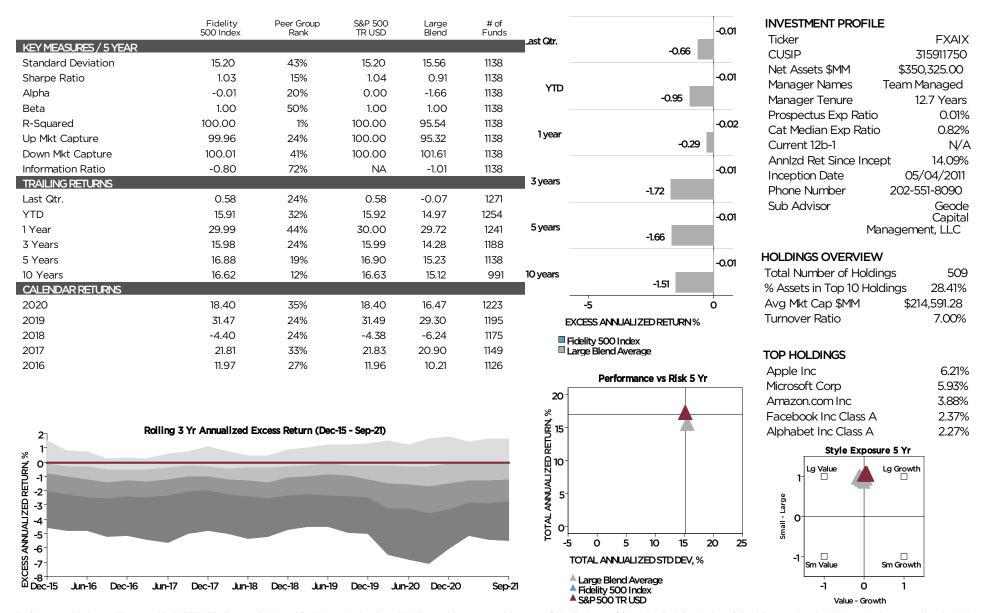
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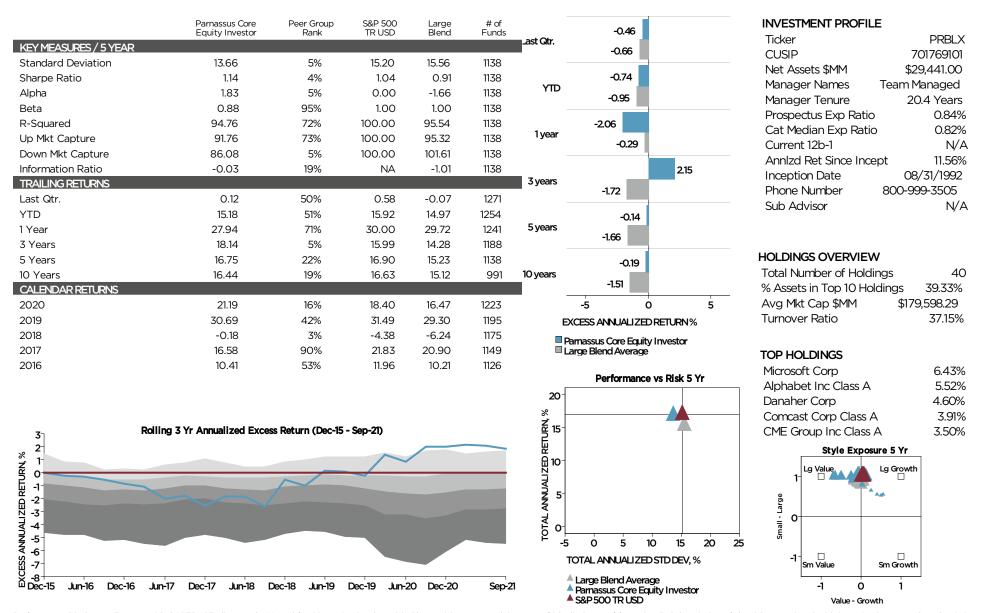




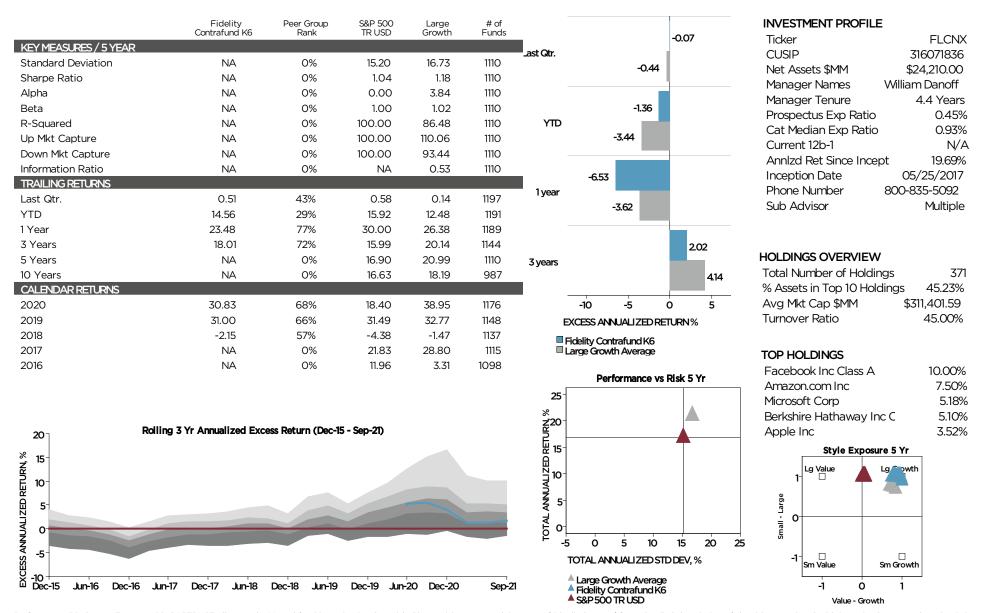
FIDELITY 500 INDEX



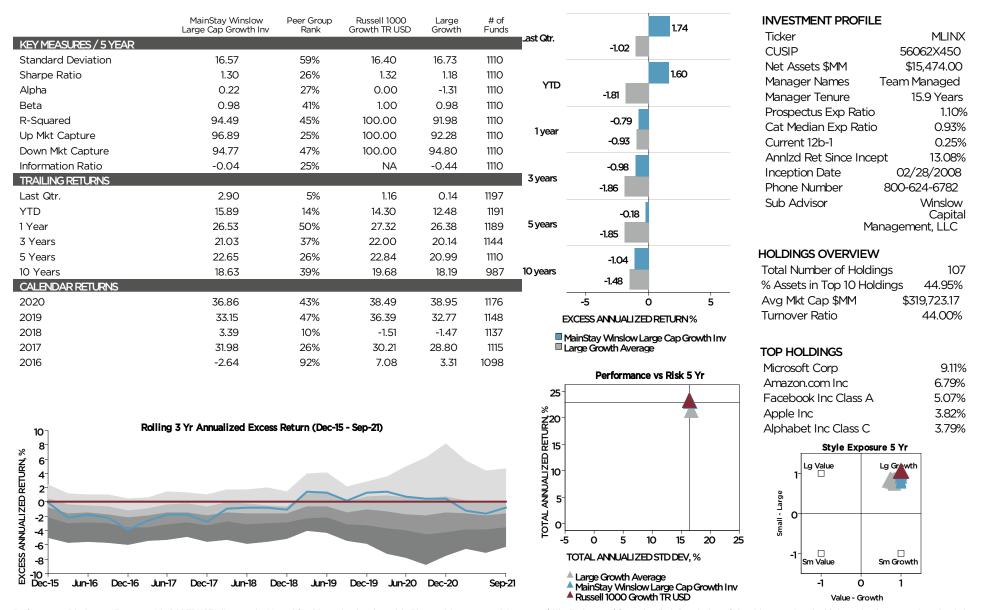




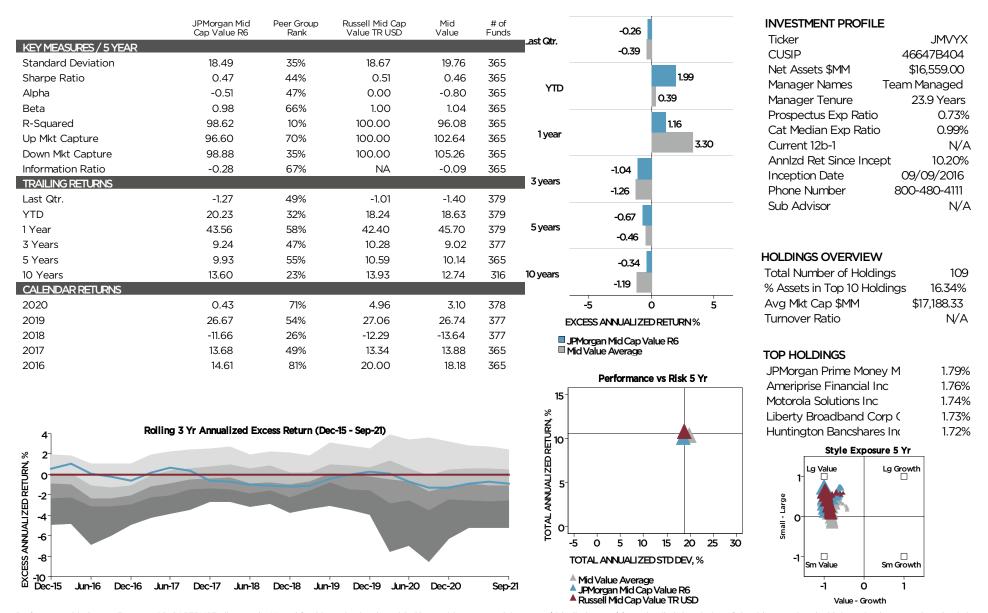




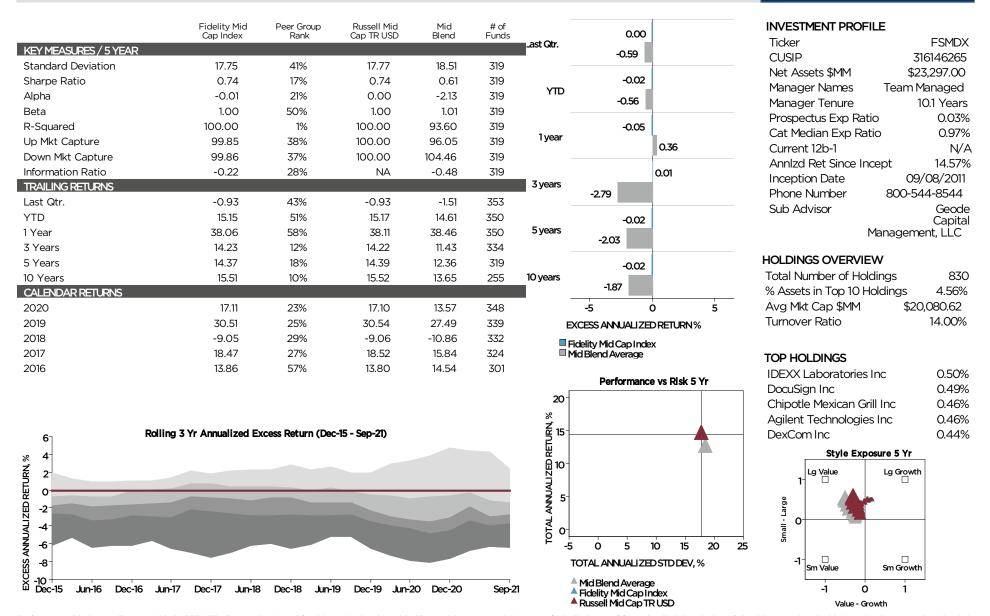




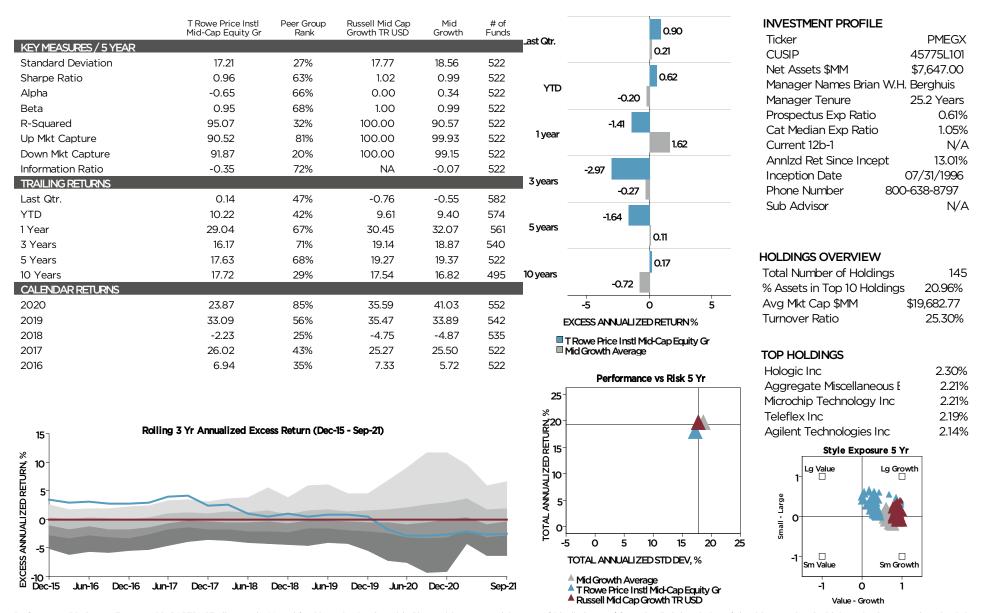




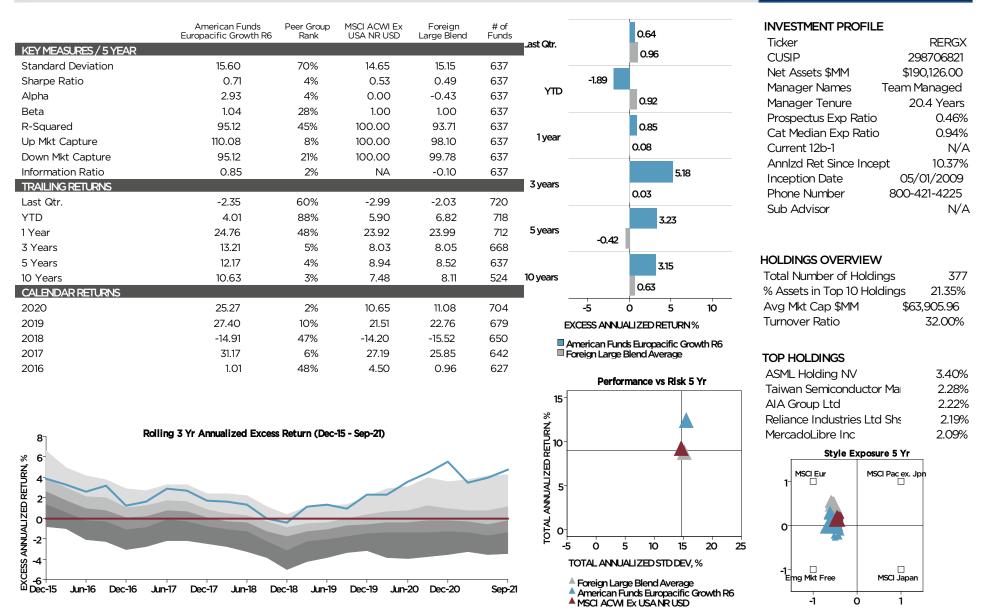




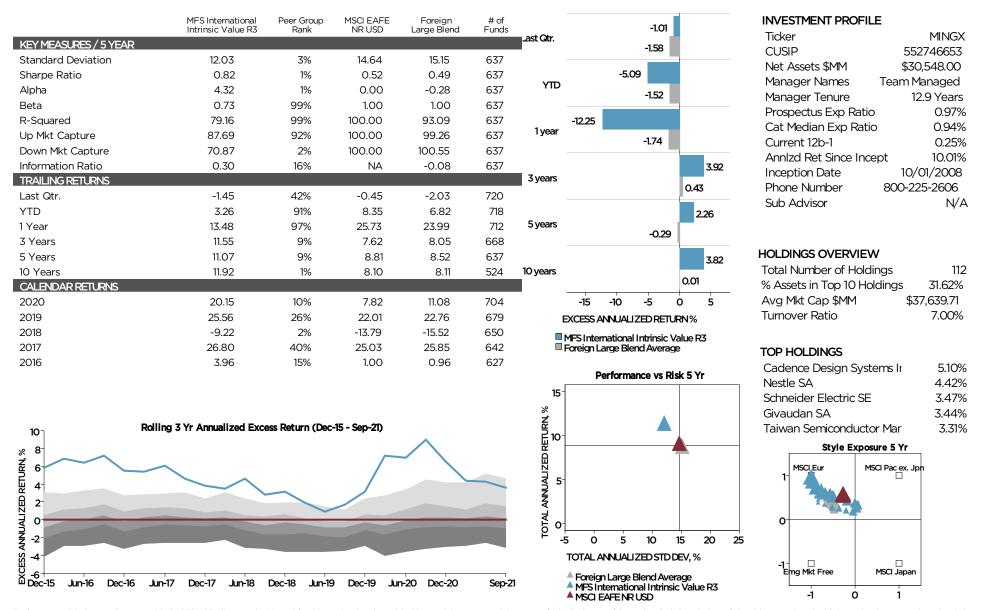




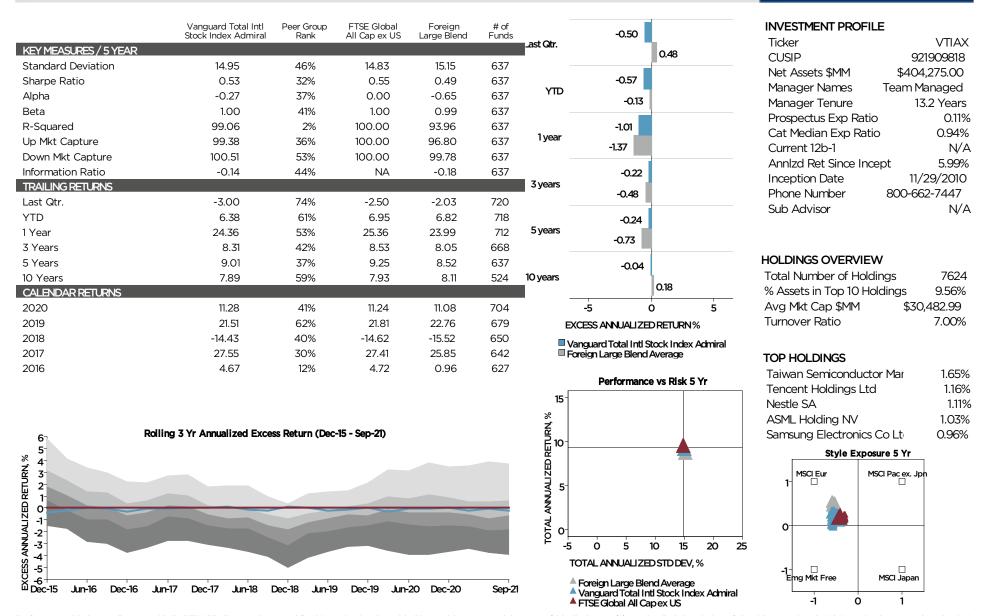




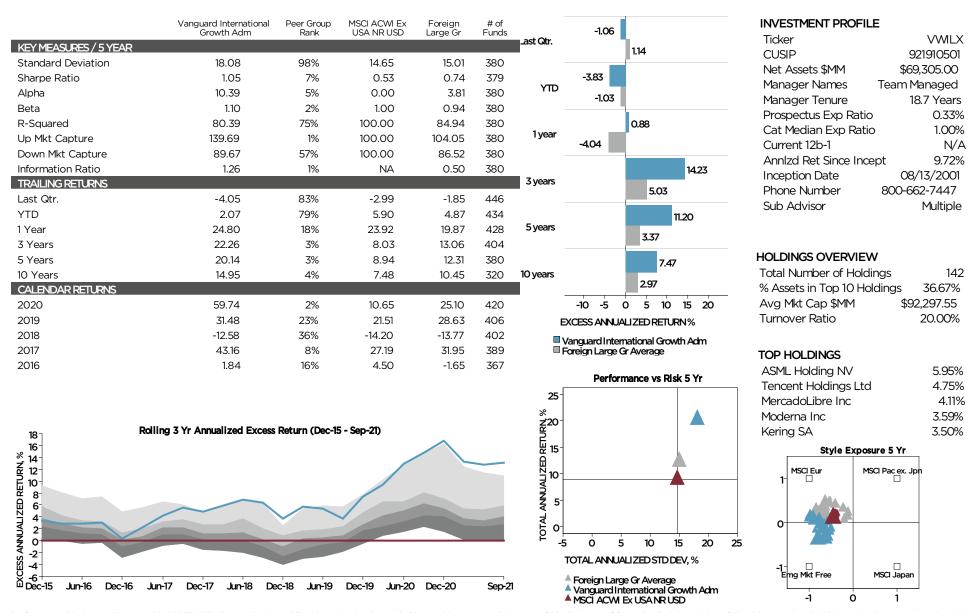




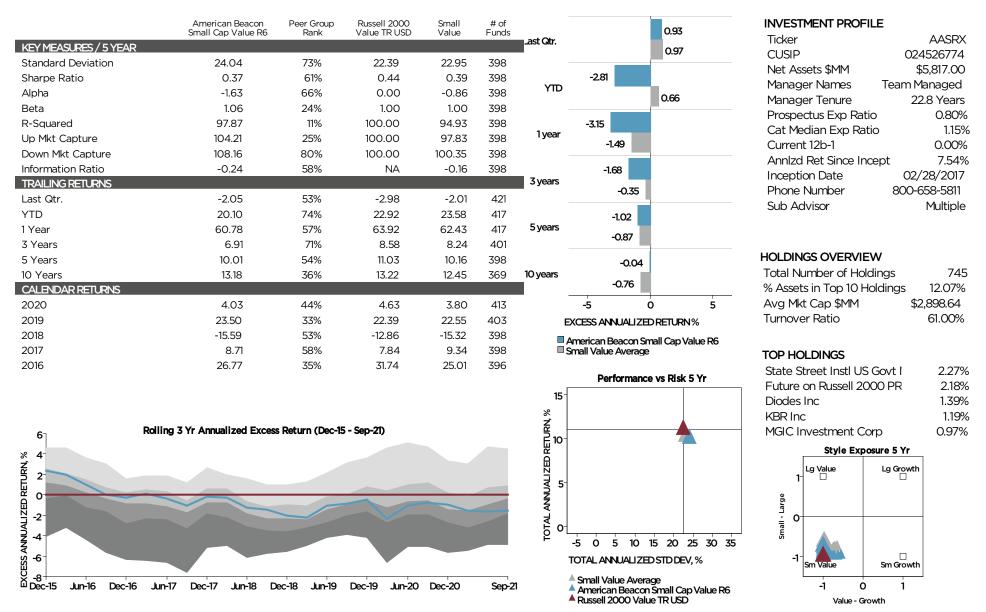




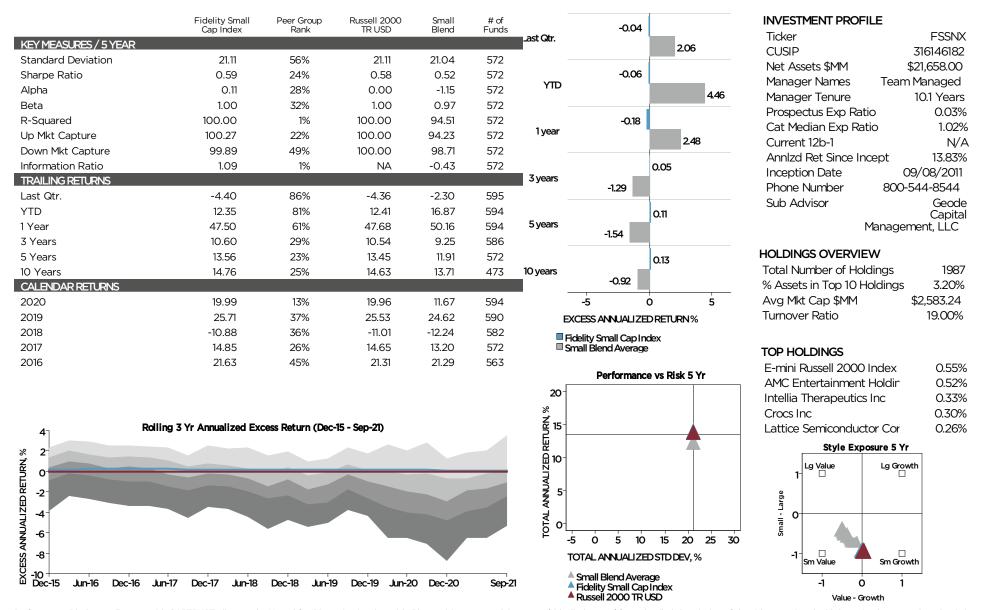




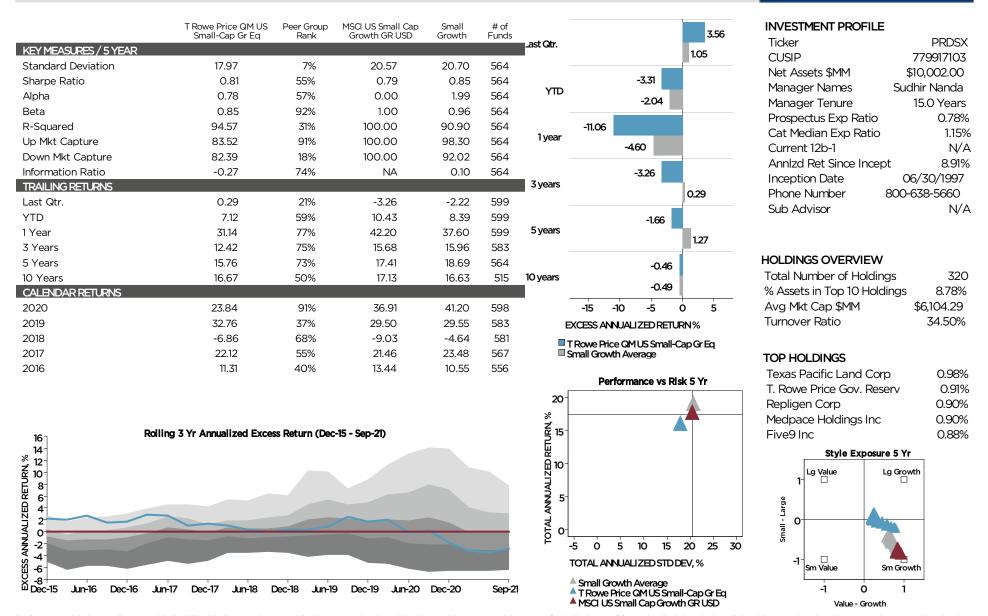




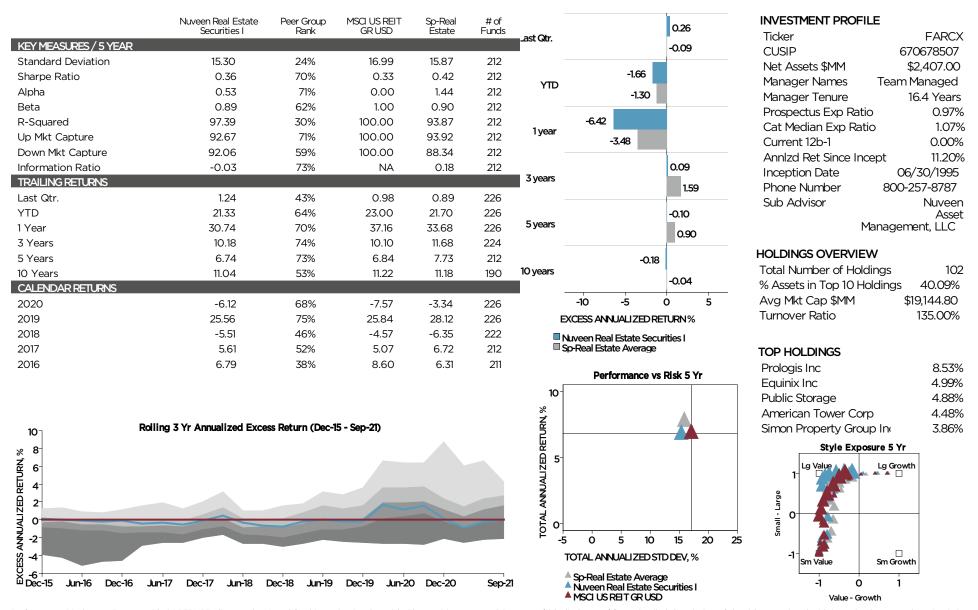














APPENDIX

Livingston County 457 Deferred Compensation Plan - Nationwide

APPENDIX
Glossary of Terms
Evaluation Methodology

# **ALPHA**

Alpha measures a manager's rate of return in excess of that which can be explained by its systematic risk, or Beta. It is a result of regressing a manager's returns against those of a benchmark index. A positive alpha implies that a manager has added value relative to its benchmark on a risk-adjusted basis.

# **BATTING AVERAGE**

Batting Average, an indicator of consistency, measures the percentage of time an active manager outperformed the benchmark.

# **BETA**

Beta measures a manager's sensitivity to systematic, or market risk. Beta is a result of the analysis regressing a manager's returns against those of a benchmark Index. A manager with a Beta of 1 should move perfectly with a benchmark. A Beta of less than 1 implies that a manager's returns are less volatile than the market's (i.e., selected benchmarks). A Beta of greater than 1 implies that a manager exhibits greater volatility than the market (i.e., selected benchmark).

#### **CAPTURE RATIO**

Up Market Capture is the average return of a manager relative to a benchmark index using only periods where the benchmark return was positive. Down Market Capture is the average return of a manager relative to a benchmark index using only periods where the benchmark return was negative. An Up Market Capture of greater than 100% and a Down Market Capture of less than 100% is considered desirable.

### **INFORMATION RATIO**

The Information Ratio measures a manager's excess return over the passive index divided by the volatility of that excess return, or Tracking Error. To obtain a higher Information Ratio, which is preferable, a manager must demonstrate the ability to generate returns above its benchmark while avoiding large performance swings relative to that same benchmark.

## PERCENTILE RANK

Percentile Rankings are based on a manager's performance relative to all other available funds in its universe. Percentiles range from 1, being the best, to 100 being the worst. A ranking in the 50th percentile or above demonstrates that the manager has performed better on a relative basis than at least 50% of its peers.

### **RISK-ADJUSTED PERFORMANCE**

Risk-adjusted Performance, or RAP, measures the level of return that an investment option would generate given a level of risk equivalent to the benchmark index.

# **R-SQUARED**

R-squared measures the portion of a manager's movements that are explained by movements in a benchmark index. R-squared values range from 0 to 100. An R-squared of 100 means that all movements of a manager are completely explained by movements in the index. This measurement is identified as the coefficient of determination from a regression equation. A high R-squared value supports the validity of the Alpha and Beta measures, and it can be used as a measure of style consistency.

#### SHARPE RATIO

Sharpe ratio measures a manager's return per unit of risk, or standard deviation. It is the ratio of a manager's excess return above the risk-free rate divided by a manager's standard deviation. A higher sharpe ratio implies greater manager efficiency.

#### STANDARD DEVIATION

Standard Deviation is a measure of the extent to which observations in a series vary from the arithmetic mean of the series. This measure of volatility or risk allows the estimation of a range of values for a manager's returns. The wider the range, the more uncertainty, and, therefore, the riskier a manager is assumed to be.

# TRACKING ERROR

Tracking Error is the standard deviation of the portfolio's residual (i.e. excess) returns. The lower the tracking error, the closer the portfolio returns have been to its risk index. Aggressively managed portfolios would be expected to have higher tracking errors than portfolios with a more conservative investment style.

#### **TREYNOR RATIO**

The Treynor Ratio is a measure of reward per unit of risk. With Treynor, the numerator (i.e. reward) is defined as the annualized excess return of the portfolio versus the risk-free rate. The denominator (i.e. risk) is defined as the portfolio beta. The result is a measure of excess return per unit of portfolio systematic risk. As with Sharpe and Sortino, the Treynor Ratio only has value when it is used as the basis of comparison between portfolios. The higher the Treynor Ratio, the better.



Livingston County 457 Deferred Compensation Plan - Nationwide

# MARKED FOR REVIEW

The following categories of the Investment Policy Monitor appear "Marked For Review" when:

# CAPTRUST's Investment Policy Monitoring Methodology

The Investment Policy Monitoring Methodology document describes the systems and procedures CAPTRUST uses to monitor and evaluate the investment vehicles in your plan/account on a quarterly basis

Our current Investment Policy Monitoring Methodology document can be accessed through the following link:

captrust.com/investmentmonitoring

## QUANTITATIVE EVALUATION ITEMS

# 3/5 Year Risk- adjusted Performance

The investment option's 3 or 5 Year Annualized Risk Adjusted Performance falls below the 50th percentile of the peer group.

## 3/5 Year Performance vs. Peers

The investment option's 3 or 5 Year Annualized Peer Relative Performance falls below the 50th percentile of the peer group.

# 3/5 Year Style

The investment option's 3 or 5 Year R-Squared measure falls below the absolute threshold set per asset class.

#### 3/5 Year Confidence

The investment option's 3 or 5 Year Confidence Rating falls below the 50<sup>th</sup> percentile of the peer group.

# **Glidepath Assessment**

% of Equity Exposure: The combined percentage of an investment option's equity exposure ranks in the top 20th percentile or bottom 20th percentile of the peer group.

Regression to the Benchmark: The investment option's sensitivity to market risk - as measured by beta relative to a Global Equity Index - is above 0.89.

### QUALITATIVE EVALUATION ITEMS

# **Fund Management**

A significant disruption to the investment option's management team has been discovered.

# **Fund Family**

A significant disruption to the investment option's parent company has been discovered.

# **Portfolio Construction**

The investment option's combined Portfolio Construction score is 6 or below out of a possible 15 points.

# **Underlying Investment Vehicles**

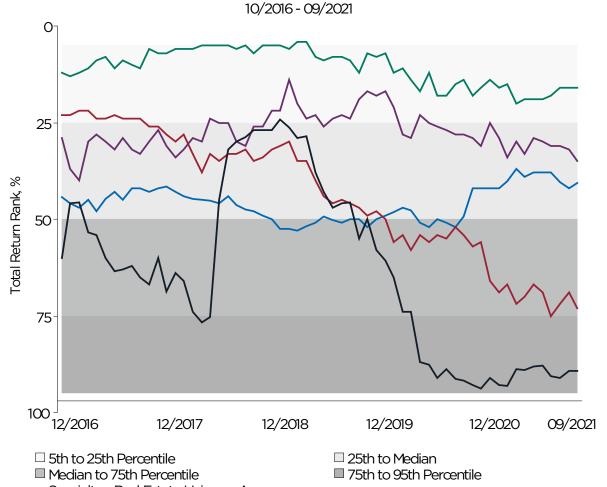
The investment option's combined Underlying Investment Vehicles score is 6 or below out of a possible 15 points.



Nuveen Real Estate   Securities   Estate   Securities Fd Real   Estate   Securities S   Securitie
Securities   Estate   Securities   Estate   Securities   Securities
Norningstar
Category         Estate         Estate         Estate           Ticker         FARCX         PFRSX         RRREX         -           Manager Name         Jay L. Rosenberg         Kelly D. Rush         John W. Vojticek         -           Manager Tenure         16.4 years         20.8 years         17.0 years         -           Net Assets (\$MM)         \$2,407.00         \$6,190.00         \$1,515.00         -         \$2,619.14           Expense Ratio         0.97%         0.81%         0.77%         -         1.16%           Current 12b-1         -         -         -         -         -           PERFORMANCE         0.63%         1.25%         0.89%           YTD         21.33%         21.81%         22.01%         24.48%         21.70%           1 Year         30.74%         32.93%         34.78%         40.56%         33.68%
Ticker         FARCX         PFRSX         RRREX         -         -           Manager Name         Jay L. Rosenberg         Kelly D. Rush         John W. Vojticek         -         -           Manager Tenure         16.4 years         20.8 years         17.0 years         -         11.9 years           Net Assets (\$MM)         \$2,407.00         \$6,190.00         \$1,515.00         -         \$2,619.14           Expense Ratio         0.97%         0.81%         0.77%         -         1.16%           Current 12b-1         -         -         -         -         -           PERFORMANCE         -         0.63%         1.25%         0.89%           YTD         21.33%         21.81%         22.01%         24.48%         21.70%           1 Year         30.74%         32.93%         34.78%         40.56%         33.68%
Manager Name         Jay L. Rosenberg         Kelly D. Rush         John W. Vojticek         -         -           Manager Tenure         16.4 years         20.8 years         17.0 years         -         11.9 years           Net Assets (\$MM)         \$2,407.00         \$6,190.00         \$1,515.00         -         \$2,619.14           Expense Ratio         0.97%         0.81%         0.77%         -         1.16%           Current 12b-1         -         -         -         -         -           PERFORMANCE         0.63%         1.25%         0.89%           YTD         21.33%         21.81%         22.01%         24.48%         21.70%           1 Year         30.74%         32.93%         34.78%         40.56%         33.68%
Manager Tenure       16.4 years       20.8 years       17.0 years       -       11.9 years         Net Assets (\$MM)       \$2,407.00       \$6,190.00       \$1,515.00       -       \$2,619.14         Expense Ratio       0.97%       0.81%       0.77%       -       1.16%         Current 12b-1       -       -       -       -       -         PERFORMANCE       -       1.50%       0.63%       1.25%       0.89%         YTD       21.33%       21.81%       22.01%       24.48%       21.70%         1 Year       30.74%       32.93%       34.78%       40.56%       33.68%
Net Assets (\$MM)       \$2,407.00       \$6,190.00       \$1,515.00       -       \$2,619.14         Expense Ratio       0.97%       0.81%       0.77%       -       1.16%         Current 12b-1       -       -       -       -       -         PERFORMANCE         Quarter       1.24%       1.50%       0.63%       1.25%       0.89%         YTD       21.33%       21.81%       22.01%       24.48%       21.70%         1 Year       30.74%       32.93%       34.78%       40.56%       33.68%
Expense Ratio       0.97%       0.81%       0.77%       -       1.16%         Current 12b-1       -       -       -       -       -         PERFORMANCE         Quarter       1.24%       1.50%       0.63%       1.25%       0.89%         YTD       21.33%       21.81%       22.01%       24.48%       21.70%         1 Year       30.74%       32.93%       34.78%       40.56%       33.68%
Current 12b-1         -         <
PERFORMANCE         1.24%         1.50%         0.63%         1.25%         0.89%           YTD         21.33%         21.81%         22.01%         24.48%         21.70%           1 Year         30.74%         32.93%         34.78%         40.56%         33.68%
Quarter     1.24%     1.50%     0.63%     1.25%     0.89%       YTD     21.33%     21.81%     22.01%     24.48%     21.70%       1 Year     30.74%     32.93%     34.78%     40.56%     33.68%
YTD     21.33%     21.81%     22.01%     24.48%     21.70%       1 Year     30.74%     32.93%     34.78%     40.56%     33.68%
1 Year 30.74% 32.93% 34.78% 40.56% 33.68%
7 \/ 10 100/ 17 110/ 10 400/ 0 700/ 11 000/
3 Year 10.18% 13.11% 12.40% 8.32% 11.68%
5 Year 6.74% 9.30% 8.27% 5.68% 7.73%
10 Year 11.04% 12.69% 11.80% 10.16% 11.18%
CALENDAR PERFORMANCE
2020 -6.12% -3.12% -5.00% -11.20% -3.34%
2019 25.56% 31.21% 29.41% 23.10% 28.12%
2018 -5.51% -4.22% -3.28% -4.22% -6.35%
2017 5.61% 9.08% 6.43% 3.76% 6.72%
2016 6.79% 5.68% 7.04% 6.68% 6.31%
2015 3.48% 4.06% 2.87% 4.48% 2.86%
2014 31.28% 32.07% 31.64% 32.00% 28.84%
MPT STATISTICS (5 YR)
Standard Deviation 15.30 15.43 15.45 17.36 15.87
Sharpe Ratio 0.36 0.53 0.46 0.26 0.42
Alpha 1.69 4.22 3.19 - 2.61
Beta 0.86 0.87 0.87 1.00 0.88
R Squared 95.43 95.32 94.77 100.00 92.52
PORTFOLIO STATISTICS
Avg Market Cap \$19,144.80 \$19,048.69 \$25,646.85 - \$20,067.01
Total Holdings 102 48 37 - 82
% Assets in Top 10 40.09% 48.02% 55.14% - 51.68%
% Turnover 135.00% 35.10% 133.00% - 88.15%

DISCLAIMER: Fund performance depicts historical performance and is not meant to predict future results. Peer group averages are derived from Morningstar and are provided for comparison purposes only. The information and statistics in this report are from sources believed to be reliable, but are not warranted by CAPTRUST Financial Advisors to be accurate or complete. The opinions expressed in this report are subject to change without notice. This material has been prepared or is distributed solely for informational purposes and is not a solicitation or an offer to buy any security or instrument or to participate in any trading strategy. We believe this information to fully satisfy the disclosure requirements of ERISA section 408(b)(2).

# PERCENTILE RANK (60 Month Rolling)



- Specialty Real Estate Universe Average
- Nuveen Real Estate Securities I
- DWS RREEF Real Estate Securities S
- Principal Real Estate Securities Fd R-6
- DJUSslct REIT

# **ABOUT THIS ANALYSIS**

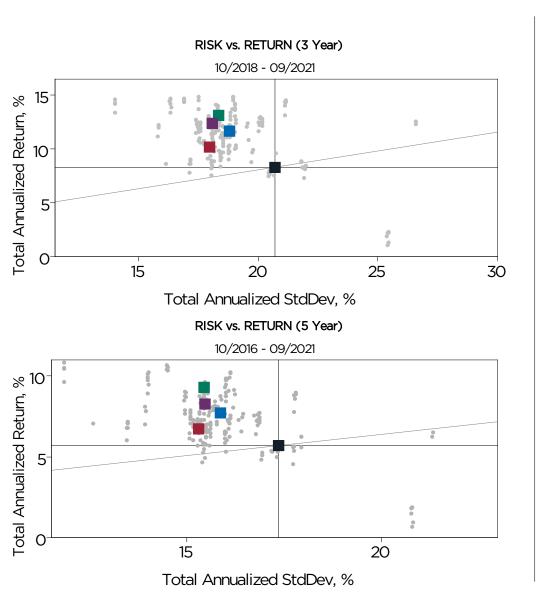
### PERCENTILE RANK

Percentile Rankings are based on an individual fund's performance relative to all other available funds in its universe. Percentiles range from 1, being the best, to 100 being the worst.

# MEASUREMENT GUIDE

Ideally, managers prefer to be in the 50th percentile or above which demonstrates that they have done better on a relative basis than at least 50% of their peers.

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# **ABOUT THIS ANALYSIS**

# RISK/RETURN

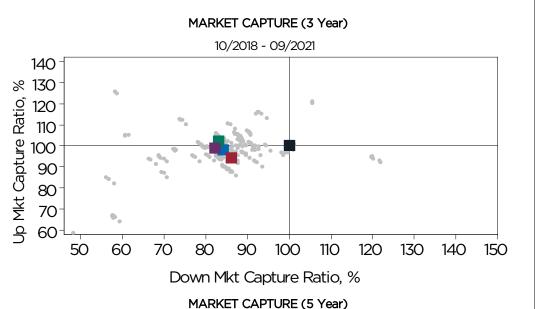
The Risk/Return Graph is highlighted by a straight line connecting the riskless asset, in this case cash, to the risk/return plot of a relevant benchmark index. From Modern Portfolio Theory we know that the slope of this line represents the Sharpe Ratio of the index.

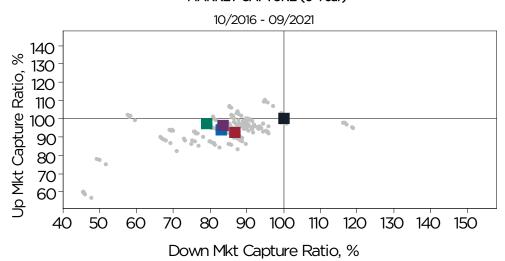
# **MEASUREMENT GUIDE**

Given the formula for Sharpe Ratio we can conclude that all points above the line offer a more attractive risk/return trade off than the index over the relevant time period. Consequently, all points below the line offer a less attractive risk/return trade off.

- Specialty Real Estate Universe
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# **ABOUT THIS ANALYSIS**

### CAPTURE RATIO

Up Market Capture is the average return of the Manager relative to a benchmark index using only periods where the benchmark return was positive. Down Market Capture is the average return of the Manager relative to a benchmark index using only periods where the benchmark return was negative.

#### MEASUREMENT GUIDE

An Up Market Capture of greater than 100% and a Down Market Capture of less than 100% is considered desirable.

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### ALPHA

A manager's rate of return in excess of that which can be explained by its systematic risk, or Beta. It is a result of the analysis regressing a manager's returns against those of a benchmark index. A positive alpha implies that a manager has added value relative to its benchmark on a risk-adjusted basis.

# **BETA**

A manager's sensitivity to systematic, or market risk. Beta is a result of the analysis regressing a manager's returns against those of a benchmark index. A manager with a Beta of 1 should move perfectly with the benchmark. A Beta of less than 1 implies that a manager's returns are less volatile than the market's. A Beta of greater than 1 similarly implies that a manager exhibits greater volatility than the market.

#### **CAPTURE RATIO**

A measure of a manager's performance relative to its benchmark under different market conditions. It is the ratio of the average manager return to the average benchmark return. Up market capture refers to relative performance in periods where the benchmark return is greater than 0. Down market capture is calculated over those periods where the benchmark return is less than 0.

### INFORMATION RATIO

An efficiency measure which estimates a manager's excess return over a benchmark, divided by the volatility of the excess return, or Tracking Error.

## PERCENTILE RANK

Percentile Rank is based on an individual fund's performance relative to all other available funds in its universe. Percentiles range from 1, being the best, to 100 being the worst. Ideally, managers prefer to be in the 50th percentile or above which demonstrates that they have done better on a relative basis than at least 50% of their peers.

# R-SQUARED

The portion of a manager's movements that are explained by movements in a benchmark index. R-squared values range from 0 to 100. An R-squared of 100 means that all movements of a manager are completely explained by movements in the index. Also identified as the coefficient of determination from a regression equation, a high R-squared value supports the validity of the Alpha and Beta measures.

#### SHARPE RATIO

A measure of a manager's return per unit of risk. It is the ratio of a manager's excess return above the risk free rate over the standard deviation. A higher Sharpe Ratio implies greater manager efficiency.

### STANDARD DEVIATION

A measure of the extent to which observations in a series vary from the arithmetic mean of the series. This measure of volatility or risk allows the estimation of a range of values for a manager's returns. The wider the range, the more uncertainty, and therefore the riskier a manager is assumed to be.