Monthly Investment Performance Analysis

City of Jacksonville Employees' Retirement System

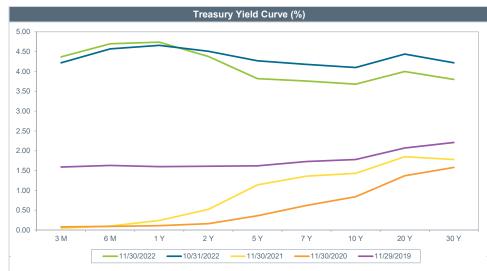
Period Ended: November 30, 2022



General Market Commentary

- Global equity markets continued to rebound during November. Most major US equity indices posted mid single-digit
 gains during the month, while most international equity indices posted low double-digit returns, led by emerging
 market equities which returned nearly 15% during the month.
- Equities rallied on continued strong corporate earnings, investor optimism surrounding future interest rate increases, and lower than expected inflation readings. Year-over-year inflation was 7.7% versus the 7.9% many economists expected for October. Stocks rallied toward the end of the month as Federal Reserve Chairman Powell stated that a "moderating" of rate increases could begin as soon as the December meeting. Investors anticipate a 50 basis point increase in December, a meaningful slowdown versus the 75 basis point increases seen at the four most recent meetings.
- Despite the Fed's 75 basis point rate increase at the beginning of the month, bond markets experienced their strongest month of 2022, providing mid-to-high single-digit returns as investors expect bond yields to continue to moderate in the coming months.
- Equity markets posted positive returns in November as the S&P 500 (Cap Wtd) Index returned 5.59% and the MSCI EAFE (Net) Index returned 11.26%. Emerging markets returned 14.83%, as measured by the MSCI EM (Net) Index.
- The Bloomberg US Aggregate Bond Index returned 3.68% in November, outperforming the 1.73% return by the Bloomberg US Treasury Intermediate Term Index. International fixed income markets returned 6.05%, as measured by the FTSE Non-US World Gov't Bond Index.
- Public real estate returned 5.77% in November and 4.73% over the trailing five-year period, as measured by the FTSE NAREIT Eq REITs Index (TR).
- The Cambridge US Private Equity Index returned 8.53% for the trailing one-year period and 17.99% for the trailing five-year period ending June 2022.
- Absolute return strategies returned 0.77% for the month and -5.28% over the trailing one-year period, as measured by the HFRI FOF Comp Index.
- Crude oil's price fell by 6.91% during the month but has increased by 21.71% YoY.

Economic Indicators	Nov-22		Oct-22	Nov-21	10 Yr	20 Yr
Federal Funds Rate (%)	3.83	A	3.08	0.07	0.75	1.29
Breakeven Inflation - 5 Year (%)	2.48		2.66	2.81	1.88	1.92
Breakeven Inflation - 10 Year (%)	2.37	•	2.51	2.51	1.98	2.08
Breakeven Inflation - 30 Year (%)	2.42	V	2.55	2.32	2.04	2.26
Bloomberg US Agg Bond Index - Yield (%)	4.56	•	5.01	1.69	2.38	3.22
Bloomberg US Agg Bond Index - OAS (%)	0.53	V	0.65	0.39	0.47	0.59
Bloomberg US Agg Credit Index - OAS (%)	1.24	•	1.47	0.94	1.18	1.38
Bloomberg US Corp: HY Index - OAS (%)	4.48	V	4.64	3.37	4.29	5.04
Capacity Utilization (%)	79.66	•	79.92	78.98	77.21	76.99
Unemployment Rate (%)	3.70	_	3.70	4.20	5.31	6.02
PMI - Manufacturing (%)	49.00	•	50.20	60.60	54.57	53.68
Baltic Dry Index - Shipping	1,355	•	1,463	3,018	1,345	2,426
Consumer Conf (Conf Board)	100.20	V	102.20	111.90	105.14	91.04
CPI YoY (Headline) (%)	7.10	•	7.70	6.80	2.44	2.47
CPI YoY (Core) (%)	6.00	V	6.30	4.90	2.48	2.19
PPI YoY (%)	10.60	▼	11.20	13.30	2.65	3.05
M2 YoY (%)	N/A	N/A	1.30	12.50	8.24	7.14
US Dollar Total Weighted Index	123.65	▼	127.81	116.22	109.95	103.30
WTI Crude Oil per Barrel (\$)	81	V	87	66	66	68
Gold Spot per Oz (\$)	1,769	A	1,634	1,775	1,437	1,154

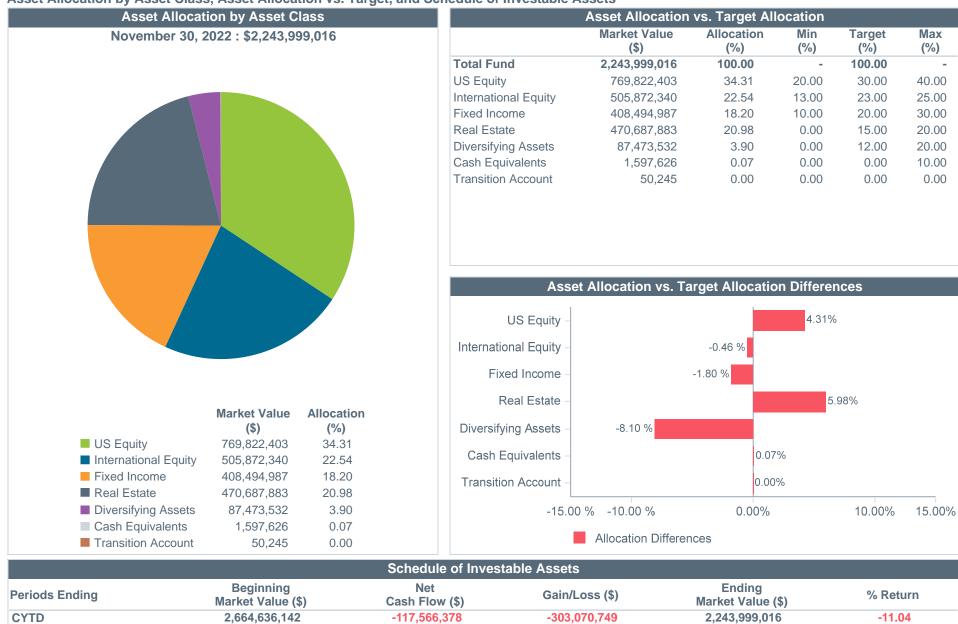


Treasury Yield Curve (%)	Nov-22		Oct-22		Nov-21		Nov-20		Nov-19
3 Month	4.37		4.22		0.05		0.08		1.59
6 Month	4.70		4.57		0.10		0.09		1.63
1 Year	4.74		4.66		0.24		0.11		1.60
2 Year	4.38		4.51		0.52		0.16		1.61
5 Year	3.82		4.27		1.14		0.36		1.62
7 Year	3.76		4.18		1.36		0.62		1.73
10 Year	3.68		4.10		1.43		0.84		1.78
20 Year	4.00		4.44		1.85		1.37		2.07
30 Year	3.80		4.22		1.78		1.58		2.21
Market Performance (%)		MTD	QTD	CYTD	1 Yr	3 Yr	5 Yr	7 Yr	10 Yr
S&P 500 (Cap Wtd)		5.59	14.14	-13.10	-9.21	10.91	10.98	12.17	13.34
Russell 2000		2.34	13.60	-14.91	-13.01	6.44	5.45	8.14	10.13
MSCI EAFE (Net)		11.26	17.25	-14.52	-10.14	1.92	1.85	4.31	4.99
MSCI EAFE SC (Net)		9.91	14.56	-22.22	-18.83	0.13	0.27	4.40	6.53
MSCI EM (Net)		14.83	11.27	-18.95	-17.43	0.14	-0.42	5.04	2.07
Bloomberg US Agg Bond		3.68	2.33	-12.62	-12.84	-2.59	0.20	0.91	1.09
ICE BofAML 3 Mo US T-Bill		0.32	0.48	1.09	1.10	0.65	1.21	1.02	0.73
NCREIF ODCE (Gross)		N/A	N/A	13.08	22.09	12.37	10.24	9.85	10.92
FTSE NAREIT Eq REITs Ind	ex (TR)	5.77	10.94	-20.27	-13.23	1.46	4.73	5.64	7.49
HFRI FOF Comp Index		0.77	1.27	-5.60	-5.28	4.14	3.13	3.20	3.59
Bloomberg Cmdty Index (TR))	2.74	4.78	19.01	23.20	15.46	7.60	6.39	-1.30

NCREIF performance is reported quarterly; MTD and QTD returns are shown as "N/A" on interim-quarter months and until available. Data shown is as of most recent quarter-end. Treasury data courtesy of the US Department of the Treasury. Economic data courtesy of Bloomberg Professional Service. The previous month's CPI YoY is used as a proxy for the current YoY return until it becomes available.



Asset Allocation by Asset Class, Asset Allocation vs. Target, and Schedule of Investable Assets



Market values and performance shown are preliminary and subject to change. Performance shown is net of fees. Allocations shown may not sum up to 100% exactly due to rounding.



November 30, 2022 : \$2,243,999,016		Market Value (\$)	Allocation (%)
	Eagle Capital Large Cap Value (SA)	191,199,225	8.52
	Mellon Large Cap Core Index (CF)	213,726,116	9.52
	Loomis Sayles Large Cap Growth (CF)	159,911,989	7.13
	Kayne Anderson US SMID Value (SA)	68,284,095	3.04
	Systematic Financial US SMID Value (SA)	70,962,797	3.16
	Pinnacle Associates US SMID Cap Growth (SA)	65,738,181	2.93
	Silchester International Value (CF)	242,322,951	10.80
	Baillie Gifford International Growth (BGEFX)	149,804,202	6.68
	Acadian Emerging Markets (CF)	113,745,187	5.07
	Baird Core Fixed Income (SA)	202,405,357	9.02
	Loomis Sayles Multisector Full Discretion (CF)	103,089,621	4.59
	Schroder Flexible Secured Income Fund	103,000,009	4.59
	Harrison Street Core Property (CF)	134,571,221	6.00
	PGIM Real Estate PRISA II (CF)	79,455,436	3.54
	Principal US Property (CF)	164,045,890	7.31
	UBS Trumbull Property (CF)	79,208,779	3.53
	Vanguard RE Idx;ETF (VNQ)	1,196,472	0.05
	Abacus Multi-Family Partners Fund VI (CF)	810,645	0.04
	H.I.G. Realty Fund IV	11,399,440	0.51
	Hancock Timberland (SA)	2,141,691	0.10
	Adams Street Private Equity (SA)	51,961,091	2.32
	Hamilton Lane Private Credit (SA)	33,370,750	1.49
	Dreyfus Gvt Csh Mgt;Inst (DGCXX)	1,597,626	0.07
	Transition Account	50,245	0.00

Market values shown are preliminary and subject to change. Allocations shown may not sum up to 100% exactly due to rounding.



	Allocatio	on					P	erformand	ce (%)				
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Total Fund	2,243,999,016	100.00	5.23	8.16	8.16	-11.04	-8.95	4.48	4.49	6.27	7.38	6.03	07/01/1999
Total Fund Policy Index			5.64	9.48	9.48	-9.41	-6.01	5.59	5.49	6.69	7.34	5.77	
Difference			-0.41	-1.32	-1.32	-1.63	-2.94	-1.11	-1.00	-0.42	0.04	0.26	
Total Equity	1,275,694,743	56.85	9.00	14.87	14.87	-17.29	-14.72	5.65	5.57	8.21	9.57	6.11	07/01/1999
US Equity	769,822,403	34.31	5.74	14.13	14.13	-16.68	-13.98	8.06	8.51	9.91	11.84	6.84	07/01/1999
US Equity Index			5.22	13.85	13.85	-14.18	-10.80	10.28	10.33	11.67	12.95	7.07	
Difference			0.52	0.28	0.28	-2.50	-3.18	-2.22	-1.82	-1.76	-1.11	-0.23	
International Equity	505,872,340	22.54	14.35	15.99	15.99	-18.49	-16.15	1.75	0.94	5.48	5.62	5.28	07/01/1999
International Equity Index			11.80	15.15	15.15	-15.37	-11.87	1.75	1.48	4.63	4.23	3.65	
Difference			2.55	0.84	0.84	-3.12	-4.28	0.00	-0.54	0.85	1.39	1.63	
Fixed Income	408,494,987	18.20	2.70	1.79	1.79	-12.82	-12.77	-2.89	-0.71	0.57	0.83	4.18	07/01/1999
Fixed Income Index			3.73	2.59	2.59	-12.70	-12.75	-2.38	0.34	1.00	1.15	3.99	
Difference			-1.03	-0.80	-0.80	-0.12	-0.02	-0.51	-1.05	-0.43	-0.32	0.19	
Real Estate	470,687,883	20.98	-1.02	-0.48	-0.48	13.47	14.40	9.39	8.02	8.02	8.88	6.36	12/01/2005
Real Estate Index			0.00	0.00	0.00	12.37	20.97	11.38	9.27	8.87	9.91	7.01	
Difference			-1.02	-0.48	-0.48	1.10	-6.57	-1.99	-1.25	-0.85	-1.03	-0.65	
Core Real Estate	458,477,798	20.43	-1.04	-0.49	-0.49	13.01	13.94	9.25	7.93	7.96	8.84	6.33	12/01/2005
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	0.00	12.36	20.96	11.38	9.26	8.87	9.91	7.01	
Difference			-1.04	-0.49	-0.49	0.65	-7.02	-2.13	-1.33	-0.91	-1.07	-0.68	
Non-Core Real Estate	12,210,085	0.54	0.00	0.00	0.00	72.24	N/A	N/A	N/A	N/A	N/A	72.24	01/01/2022
NCREIF ODCE Index (AWA) (Net) (Monthly) +2%			0.00	0.00	0.00	14.04	22.97	13.48	11.38	10.99	12.07	14.04	
Difference			0.00	0.00	0.00	58.20	N/A	N/A	N/A	N/A	N/A	58.20	
Diversifying Assets	87,473,532	3.90	0.37	-1.05	-1.05	22.86	37.96	17.15	9.82	8.00	7.53	8.25	03/01/2011
Diversifying Assets Index			5.12	11.27	11.27	-7.90	-4.18	2.59	1.36	1.69	2.45	2.90	
Difference			-4.75	-12.32	-12.32	30.76	42.14	14.56	8.46	6.31	5.08	5.35	



	Allocatio	n					P	erformand	e (%)				
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
US Equity													
Eagle Capital Large Cap Value (SA)	191,199,225	8.52	7.10	15.25	15.25	-20.41	-18.04	5.98	7.94	9.97	12.04	9.64	02/01/2007
Russell 1000 Val Index			6.25	17.14	17.14	-3.65	2.42	8.40	7.86	9.42	10.97	6.76	
Difference			0.85	-1.89	-1.89	-16.76	-20.46	-2.42	0.08	0.55	1.07	2.88	
Mellon Large Cap Core Index (CF)	213,726,116	9.52	5.40	13.86	13.86	-14.15	-10.67	10.50	N/A	N/A	N/A	10.99	05/01/201
Russell 1000 Index			5.41	13.86	13.86	-14.13	-10.66	10.56	10.69	11.93	13.17	11.04	
Difference			-0.01	0.00	0.00	-0.02	-0.01	-0.06	N/A	N/A	N/A	-0.05	
Loomis Sayles Large Cap Growth (CF)	159,911,989	7.13	7.35	13.86	13.86	-22.28	-20.37	7.99	9.58	N/A	N/A	11.05	08/01/201
Russell 1000 Grth Index			4.56	10.67	10.67	-23.26	-21.64	11.79	12.92	14.00	15.01	14.16	
Difference			2.79	3.19	3.19	0.98	1.27	-3.80	-3.34	N/A	N/A	-3.11	
Kayne Anderson US SMID Value (SA)	68,284,095	3.04	3.68	13.23	13.23	N/A	N/A	N/A	N/A	N/A	N/A	-3.82	03/01/202
Russell 2500 Val Index			5.02	16.11	16.11	-7.59	-2.78	8.46	6.13	8.48	9.94	-4.21	
Difference			-1.34	-2.88	-2.88	N/A	N/A	N/A	N/A	N/A	N/A	0.39	
Systematic Financial US SMID Value (SA)	70,962,797	3.16	4.80	17.69	17.69	N/A	N/A	N/A	N/A	N/A	N/A	-3.64	03/01/202
Russell 2500 Val Index			5.02	16.11	16.11	-7.59	-2.78	8.46	6.13	8.48	9.94	-4.21	
Difference			-0.22	1.58	1.58	N/A	N/A	N/A	N/A	N/A	N/A	0.57	
Pinnacle Associates US SMID Cap Growth (SA)	65,738,181	2.93	2.38	10.11	10.11	-19.97	-17.88	7.55	8.07	9.60	11.62	12.32	03/01/201
Russell 2500 Grth Index			2.98	11.34	11.34	-21.54	-21.16	5.33	7.34	9.37	11.51	12.05	
Difference			-0.60	-1.23	-1.23	1.57	3.28	2.22	0.73	0.23	0.11	0.27	
International Equity													
Silchester International Value (CF)	242,322,951	10.80	11.69	15.72	15.72	-8.09	-3.64	2.01	0.88	4.90	6.62	7.92	06/01/200
MSCI EAFE Val Index (USD) (Net)			10.99	18.15	18.15	-6.76	-1.21	1.43	0.22	3.19	3.79	4.46	
Difference			0.70	-2.43	-2.43	-1.33	-2.43	0.58	0.66	1.71	2.83	3.46	
Baillie Gifford International Growth (BGEFX)	149,804,202	6.68	18.78	19.70	19.70	-30.52	-31.52	2.82	3.31	7.60	7.64	8.80	06/01/200
Baillie Gifford Index			12.43	14.64	14.64	-21.86	-19.51	1.48	2.24	4.50	5.52	6.51	
Difference			6.35	5.06	5.06	-8.66	-12.01	1.34	1.07	3.10	2.12	2.29	
Baillie Gifford Spliced Index			11.80	15.15	15.15	-15.37	-11.87	1.75	1.75	4.24	4.94	5.71	
Difference			6.98	4.55	4.55	-15.15	-19.65	1.07	1.56	3.36	2.70	3.09	
Acadian Emerging Markets (CF)	113,745,187	5.07	14.56	11.98	11.98	-19.53	-14.52	1.65	-0.60	5.00	2.11	1.86	02/01/201
MSCI Emg Mkts Index (USD) (Net)			14.83	11.27	11.27	-18.95	-17.43	0.14	-0.42	5.04	2.07	1.26	
Difference			-0.27	0.71	0.71	-0.58	2.91	1.51	-0.18	-0.04	0.04	0.60	



	Allocation	1					P	erformanc	e (%)				
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Fixed Income													
Baird Core Fixed Income (SA)	202,405,357	9.02	3.84	2.22	2.22	-13.07	-13.41	N/A	N/A	N/A	N/A	-7.21	03/01/2021
Bloomberg US Agg Bond Index			3.68	2.33	2.33	-12.62	-12.84	-2.59	0.20	0.91	1.09	-7.09	
Difference			0.16	-0.11	-0.11	-0.45	-0.57	N/A	N/A	N/A	N/A	-0.12	
Loomis Sayles Multisector Full Discretion (CF)	103,089,621	4.59	3.27	2.76	2.76	-12.23	-11.50	0.43	2.00	3.56	3.50	5.32	10/01/2007
Bloomberg Gbl Agg Bond Index			4.71	3.99	3.99	-16.70	-16.82	-4.47	-1.69	0.12	-0.53	1.65	
Difference			-1.44	-1.23	-1.23	4.47	5.32	4.90	3.69	3.44	4.03	3.67	
Schroder Flexible Secured Income Fund	103,000,009	4.59	0.00	-0.01	-0.01	N/A	N/A	N/A	N/A	N/A	N/A	-0.01	10/01/2022
SOFR+1.75%			0.46	0.86	0.86	2.92	3.07	2.37	N/A	N/A	N/A	0.86	
Difference			-0.46	-0.87	-0.87	N/A	N/A	N/A	N/A	N/A	N/A	-0.87	
SOFR+5%			0.72	1.39	1.39	5.93	6.36	5.64	N/A	N/A	N/A	1.39	
Difference			-0.72	-1.40	-1.40	N/A	N/A	N/A	N/A	N/A	N/A	-1.40	



	Allocation	า					P	erforman	ce (%)				
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Real Estate													
Harrison Street Core Property (CF)	134,571,221	6.00	0.00	2.16	2.16	14.02	14.02	9.16	8.27	8.44	N/A	8.34	11/01/2015
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	0.00	12.36	20.96	11.38	9.26	8.87	9.91	8.76	
Difference			0.00	2.16	2.16	1.66	-6.94	-2.22	-0.99	-0.43	N/A	-0.42	
PGIM Real Estate PRISA II (CF)	79,455,436	3.54	0.00	0.95	0.95	20.42	20.42	11.90	10.09	9.67	N/A	10.03	01/01/2015
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	0.00	12.36	20.96	11.38	9.26	8.87	9.91	9.17	
Difference			0.00	0.95	0.95	8.06	-0.54	0.52	0.83	0.80	N/A	0.86	
Principal US Property (CF)	164,045,890	7.31	-2.90	-3.44	-3.44	7.29	9.68	9.99	8.89	8.98	N/A	9.87	01/01/2014
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	0.00	12.36	20.96	11.38	9.26	8.87	9.91	9.43	
Difference			-2.90	-3.44	-3.44	-5.07	-11.28	-1.39	-0.37	0.11	N/A	0.44	
UBS Trumbull Property (CF)	79,208,779	3.53	0.00	-0.17	-0.17	17.28	17.28	7.11	5.31	5.49	6.87	5.54	12/01/2005
NCREIF ODCE Index (AWA) (Net)			0.00	0.00	0.00	12.36	20.96	11.38	9.26	8.87	9.91	7.01	
Difference			0.00	-0.17	-0.17	4.92	-3.68	-4.27	-3.95	-3.38	-3.04	-1.47	
Vanguard RE Idx;ETF (VNQ)	1,196,472	0.05	6.14	9.85	9.85	-22.31	-14.80	1.59	4.69	5.50	7.20	11.44	12/01/2008
Custom REITs Index			6.21	9.93	9.93	-22.17	-14.60	1.73	5.11	5.90	7.62	12.18	
Difference			-0.07	-0.08	-0.08	-0.14	-0.20	-0.14	-0.42	-0.40	-0.42	-0.74	
Abacus Multi-Family Partners Fund VI (CF)	810,645	0.04	0.00	0.00	0.00	N/A	N/A	N/A	N/A	N/A	N/A	0.00	10/01/2022
NCREIF ODCE Index (AWA) (Net) (Monthly) +2%			0.00	0.00	0.00	14.04	22.97	13.48	11.38	10.99	12.07	0.00	
Difference			0.00	0.00	0.00	N/A	N/A	N/A	N/A	N/A	N/A	0.00	
H.I.G. Realty Fund IV	11,399,440	0.51	0.00	0.00	0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	01/01/2022
NCREIF ODCE Index (AWA) (Net) (Monthly) +2%			0.00	0.00	0.00	14.04	22.97	13.48	11.38	10.99	12.07	14.04	
Difference			0.00	0.00	0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	



	Allocation	ı					P	erformand	e (%)				
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Diversifying Assets													
Hancock Timberland (SA)	2,141,691	0.10	0.00	0.00	0.00	61.46	61.46	28.46	18.57	15.51	13.32	7.72	10/01/2006
NCREIF Timberland Index			0.00	0.00	0.00	7.64	12.54	5.80	4.69	4.28	5.90	5.59	
Difference			0.00	0.00	0.00	53.82	48.92	22.66	13.88	11.23	7.42	2.13	
Adams Street Private Equity (SA)	51,961,091	2.32	0.00	-2.22	-2.22	25.14	54.70	N/A	N/A	N/A	N/A	32.54	11/01/2020
S&P 500 Index+3%			5.85	14.70	14.70	-10.72	-6.49	14.23	14.31	15.54	16.74	16.33	
Difference			-5.85	-16.92	-16.92	35.86	61.19	N/A	N/A	N/A	N/A	16.21	
Hamilton Lane Private Credit (SA)	33,370,750	1.49	0.97	0.80	0.80	4.10	6.11	N/A	N/A	N/A	N/A	-2.90	04/01/2021
ICE BofAML Gbl Hi Yld Index +2%			4.32	6.67	6.67	-12.23	-10.59	0.76	2.83	5.71	5.37	-5.90	
Difference			-3.35	-5.87	-5.87	16.33	16.70	N/A	N/A	N/A	N/A	3.00	
Dreyfus Gvt Csh Mgt;Inst (DGCXX)	1,597,626	0.07	0.28	0.53	0.53	1.15	1.25	0.71	1.25	1.05	0.76	1.33	04/01/2001
FTSE 3 Mo T-Bill Index			0.29	0.54	0.54	1.16	1.16	0.64	1.20	1.00	0.71	1.31	
Difference			-0.01	-0.01	-0.01	-0.01	0.09	0.07	0.05	0.05	0.05	0.02	

Private equity funds tend to underperform in the early stages of their maturity; returns tend to improve as funds mature.



Performance Related Comments:

- Performance is annualized for periods greater than one year.
- Performance and market values shown are preliminary and subject to change.
- The inception date shown indicates the first full month of performance following initial funding.
- The market value shown for the Transition Account includes residual assets from terminated managers.
- RVK began monitoring the assets of the City of Jacksonville Retirement System on 01/01/2019. Prior historical data was provided by the custodian and previous consultant.

Custom Composite Benchmark Comments:

- Total Fund Policy Index: The passive Total Fund Policy Index is calculated monthly and currently consists of 30% Russell 3000 Index, 23% MSCI ACW Ex US Index (USD) (Net), 20% Fixed Income Index, 15% Real Estate Index, and 12% Diversifying Assets Index.
- US Equity Index: The passive US Equity Index consists of 100% DJ US TSM Index through 06/2009 and 100% Russell 3000 Index thereafter.
- International Equity Index: The passive International Equity Index consists of 100% MSCI EAFE Index (USD) (Gross) through 01/2011 and 100% MSCI ACW Ex US Index (USD) (Net) thereafter.
- Fixed Income Index: The passive Fixed Income Index consists of 100% Bloomberg US Agg Bond Index through 10/2017 and 100% Bloomberg US Universal Bond Index thereafter.
- Real Estate Index: The active Real Estate Index is calculated monthly using beginning of month investment weights applied to each corresponding primary benchmark return.
- Diversifying Assets Index: The active Diversifying Assets Index is calculated monthly using beginning of month investment weights applied to each corresponding primary benchmark return. Prior to 10/01/2020, the Diversifying Assets Index consists of 67% S&P MLP Index (TR)/33% NCREIF Timberland Index. Prior to 11/01/2017, the Diversifying Assets Index consists 50% S&P MLP Index (TR)/50% NCREIF Timberland Index.

Custom Manager Benchmark Comments:

- Baillie Gifford Index: The passive Baillie Gifford Index consists of 100% MSCI EAFE Grth Index (USD) (Net) through 10/2017 and 100% MSCI ACW Ex US Grth Index (USD) (Net) thereafter.
- Baillie Gifford Spliced Index: The passive Baillie Gifford Spliced Index consists of 100% MSCI EAFE Index (USD) (Net) through 11/2019 and 100% MSCI ACW Ex US Index (USD) (Net) thereafter.
- Custom REITs Index: The passive Custom REITs Index consists of 100% MSCI US REIT Index (USD) (Gross) through 01/2019 and 100% Vanguard Spl Real Estate Index thereafter.
- Vanguard Spliced Real Estate Index: The Vanguard Spl Real Estate Index consists of MSCI US REIT Index (USD) (Gross) adjusted to include a 2% cash position (Lipper Money Market Average) through 04/30/2009, MSCI US REIT Index (USD) (Gross) through 01/31/2018, MSCI US IM Real Estate 25/50 Transition Index through 07/24/2018, and MSCI US IM Real Estate 25/50 Index (Gross) thereafter.



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