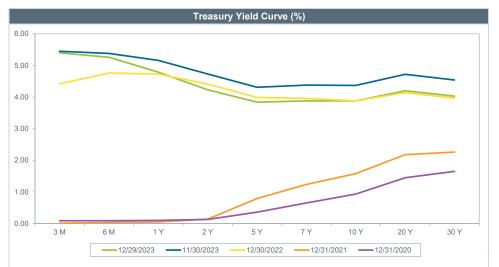


Capital Markets Review As of December 31, 2023

General Market Commentary

- Global equity markets continued their rebound in December, as most US and international indices posted mid-single digit to low-double digit gains, with small-cap stocks generally outperforming large-cap stocks within the US.
- The bond market also continued its rally in December, posting a 3.83% return as represented by the Bloomberg US
 Aggregate Bond Index. Both stocks and bonds traded higher on cooling inflationary data, falling yields, and positive
 economic readings including a robust labor market.
- The Federal Reserve left interest rates unchanged at their December meeting, marking the third consecutive meeting the Fed did not raise interest rates, with rate cuts expected to occur in 2024. Inflationary pressures continued to ease, declining to 3.10% year-over-year as of November, lower than the October reading.
- Equity markets posted positive returns in December as the S&P 500 (Cap Wtd) Index returned 4.54% and the MSCI EAFE (Net) Index returned 5.31%. Emerging markets returned 3.91%, as measured by the MSCI EM (Net) Index.
- The Bloomberg US Aggregate Bond Index returned 3.83% in December, outperforming the 2.10% return by the Bloomberg US Treasury Intermediate Term Index. International fixed income markets returned 4.80%, as measured by the FTSE Non-US World Gov't Bond Index.
- Public real estate returned 9.92% in December and 7.39% over the trailing five-year period, as measured by the FTSE NAREIT Eq REITs Index (TR).
- The Cambridge US Private Equity Index returned 7.27% for the trailing one-year period and 14.88% for the trailing five-year period ending September 2023.
- Absolute return strategies returned 2.30% for the month and 6.35% over the trailing one-year period, as measured by the HFRI FOF Comp Index.
- Crude oil's price fell by 5.67% during the month and has decreased by 10.73% YoY.

Economic Indicators	Dec-23		Nov-23	Dec-22	10 Yr	20 Yr
Federal Funds Rate (%)	5.33		5.33	4.33	1.27	1.49
Breakeven Inflation - 5 Year (%)	2.14	▼	2.16	2.38	1.91	1.94
Breakeven Inflation - 10 Year (%)	2.17	▼	2.22	2.30	1.98	2.10
Breakeven Inflation - 30 Year (%)	2.16	▼	2.31	2.35	2.03	2.25
Bloomberg US Agg Bond Index - Yield (%)	4.53	▼	5.05	4.68	2.67	3.25
Bloomberg US Agg Bond Index - OAS (%)	0.42	▼	0.45	0.51	0.47	0.59
Bloomberg US Agg Credit Index - OAS (%)	0.93	▼	0.97	1.21	1.17	1.38
Bloomberg US Corp: HY Index - OAS (%)	3.23	▼	3.70	4.69	4.25	4.94
Capacity Utilization (%)	N/A	N/A	78.79	78.75	77.43	77.16
Unemployment Rate (%)	3.70	_	3.70	3.50	4.89	5.89
PMI - Manufacturing (%)	47.40	A	46.70	48.40	53.93	53.44
Baltic Dry Index - Shipping	2,094	▼	2,937	1,383	1,367	2,363
Consumer Conf (Conf Board)	110.70	A	102.00	109.00	108.73	92.52
CPI YoY (Headline) (%)	3.40	A	3.10	6.50	2.78	2.59
CPI YoY (Core) (%)	3.90	▼	4.00	5.70	2.81	2.36
PPI YoY (%)	-0.20	A	-0.90	9.00	2.77	3.02
M2 YoY (%)	N/A	N/A	-3.00	-0.90	7.17	6.60
US Dollar Total Weighted Index	118.77	▼	120.65	121.40	112.95	103.87
WTI Crude Oil per Barrel (\$)	72	▼	76	80	64	70
Gold Spot per Oz (\$)	2,068	A	2,037	1,824	1,490	1,238

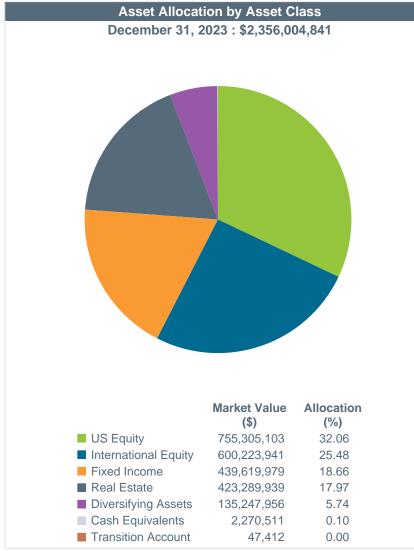


Treasury Yield Curve (%)	Dec-23		Nov-23		Dec-22		Dec-21		Dec-20
3 Month	5.40		5.45		4.42		0.01		0.09
6 Month	5.26		5.38		4.76		0.03		0.09
1 Year	4.79		5.16		4.73		0.05		0.10
2 Year	4.23		4.73		4.41		0.14		0.13
5 Year	3.84		4.31		3.99		0.79		0.36
7 Year	3.88		4.38		3.96		1.24		0.65
10 Year	3.88		4.37		3.88		1.58		0.93
20 Year	4.20		4.72		4.14		2.18		1.45
30 Year	4.03		4.54		3.97		2.26		1.65
Market Performance (%)		MTD	QTD	CYTD	1 Yr	3 Yr	5 Yr	7 Yr	10 Yr
S&P 500 (Cap Wtd)		4.54	11.69	26.29	26.29	10.00	15.69	13.42	12.03
Russell 2000		12.22	14.03	16.93	16.93	2.22	9.97	7.33	7.16
MSCI EAFE (Net)		5.31	10.42	18.24	18.24	4.02	8.16	6.91	4.28
MSCI EAFE SC (Net)		7.28	11.14	13.16	13.16	-0.69	6.58	5.98	4.80
MSCI EM (Net)		3.91	7.86	9.83	9.83	-5.08	3.68	4.98	2.66
Bloomberg US Agg Bond		3.83	6.82	5.53	5.53	-3.31	1.10	1.29	1.81
ICE BofAML 3 Mo US T-Bill		0.47	1.37	5.02	5.02	2.15	1.88	1.73	1.25
NCREIF ODCE (Gross)		-4.83	-4.83	-12.02	-12.02	4.92	4.25	5.30	7.29
FTSE NAREIT Eq REITs Inde	ex (TR)	9.92	16.22	13.73	13.73	7.21	7.39	5.28	7.65
HFRI FOF Comp Index		2.30	3.41	6.35	6.35	2.25	5.14	4.15	3.25
Bloomberg Cmdty Index (TR)		-2.69	-4.63	-7.91	-7.91	10.76	7.23	3.59	-1.11

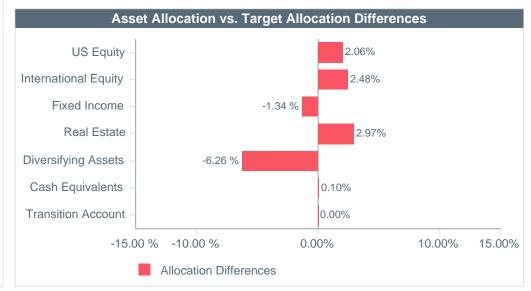
NCREIF performance is reported quarterly; MTD and QTD returns are shown as "N/A" on interim-quarter months and until available. Data shown is as of most recent quarter-end. Treasury data courtesy of the US Department of the Treasury. Economic data courtesy of Bloomberg Professional Service. The previous 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

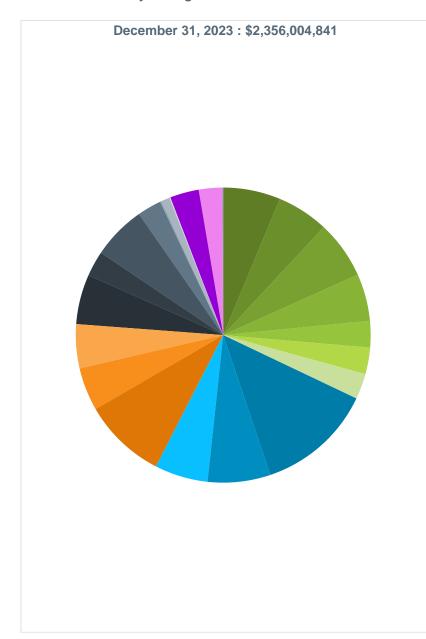


	Asset Allocation	vs. Target All	ocation		
	Market Value (\$)	Allocation (%)	Min (%)	Target (%)	Max (%)
Total Fund	2,356,004,841	100.00	-	100.00	-
US Equity	755,305,103	32.06	20.00	30.00	40.00
International Equity	600,223,941	25.48	13.00	23.00	25.00
Fixed Income	439,619,979	18.66	10.00	20.00	30.00
Real Estate	423,289,939	17.97	0.00	15.00	20.00
Diversifying Assets	135,247,956	5.74	0.00	12.00	20.00
Cash Equivalents	2,270,511	0.10	0.00	0.00	10.00
Transition Account	47,412	0.00	0.00	0.00	0.00



Schedule of Investable Assets											
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return						
CYTD	2,188,723,757	-133,258,291	300,539,375	2,356,004,841	14.07						





Allocation (%)
6.27
5.66
6.35
5.17
2.89
2.90
2.81
12.77
6.87
5.83
9.11
4.72
4.83
5.45
2.78
5.88
2.64
0.05
0.15
0.88
0.10
0.02
3.17
3 2.57
0.10
0.00
12

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



	Allocatio	Allocation			Performance (%)											
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date			
Total Fund	2,356,004,841	100.00	3.45	6.49	6.49	14.07	14.07	3.55	7.72	7.08	6.27	6.21	07/01/1999			
Total Fund Policy Index			3.33	7.78	7.78	13.13	13.13	5.15	8.01	6.99	6.41	5.90				
Difference			0.12	-1.29	-1.29	0.94	0.94	-1.60	-0.29	0.09	-0.14	0.31				
Total Equity	1,355,529,044	57.54	5.26	10.13	10.13	26.19	26.19	4.75	12.02	10.50	8.51	6.66	07/01/1999			
US Equity	755,305,103	32.06	5.52	10.90	10.90	31.38	31.38	8.06	14.83	12.53	10.59	7.45	07/01/1999			
US Equity Index			5.30	12.07	12.07	25.96	25.96	8.54	15.16	12.81	11.48	7.49				
Difference			0.22	-1.17	-1.17	5.42	5.42	-0.48	-0.33	-0.28	-0.89	-0.04				
International Equity	600,223,941	25.48	4.92	9.17	9.17	19.26	19.26	-0.27	7.67	7.34	5.06	5.77	07/01/1999			
International Equity Index			5.02	9.75	9.75	15.62	15.62	1.55	7.08	6.33	3.83	4.07				
Difference			-0.10	-0.58	-0.58	3.64	3.64	-1.82	0.59	1.01	1.23	1.70				
Fixed Income	439,619,979	18.66	3.03	5.93	5.93	7.89	7.89	-2.49	0.78	1.18	1.52	4.31	07/01/1999			
Fixed Income Index			3.79	6.83	6.83	6.17	6.17	-2.97	1.44	1.49	1.95	4.05				
Difference			-0.76	-0.90	-0.90	1.72	1.72	0.48	-0.66	-0.31	-0.43	0.26				
Real Estate	423,289,939	17.97	-0.62	-2.35	-2.35	-9.62	-9.62	5.28	3.83	4.94	6.61	5.32	12/01/2005			
Real Estate Index			-4.71	-4.69	-4.69	-12.39	-12.39	4.15	3.43	4.44	6.38	5.49				
Difference			4.09	2.34	2.34	2.77	2.77	1.13	0.40	0.50	0.23	-0.17				
Core Real Estate	396,016,881	16.81	-0.65	-2.37	-2.37	-10.13	-10.13	4.91	3.61	4.79	6.50	5.26	12/01/2005			
NCREIF ODCE Index (AWA) (Net)			-5.01	-5.01	-5.01	-12.74	-12.74	4.01	3.34	4.38	6.33	5.46				
Difference			4.36	2.64	2.64	2.61	2.61	0.90	0.27	0.41	0.17	-0.20				
Non-Core Real Estate	27,273,058	1.16	-0.04	-2.03	-2.03	3.43	3.43	N/A	N/A	N/A	N/A	33.29	01/01/2022			
NCREIF ODCE Index (AWA) (Net) +2%			-4.85	-4.54	-4.54	-10.99	-10.99	6.09	5.41	6.46	8.46	-1.65				
Difference			4.81	2.51	2.51	14.42	14.42	N/A	N/A	N/A	N/A	34.94				
Diversifying Assets	135,247,956	5.74	0.40	3.30	3.30	10.36	10.36	25.51	12.23	7.81	5.91	8.33	03/01/2011			
Diversifying Assets Index			4.40	10.63	10.63	23.97	23.97	14.79	5.78	3.01	2.37	4.15				
Difference			-4.00	-7.33	-7.33	-13.61	-13.61	10.72	6.45	4.80	3.54	4.18				



	Allocation	า					Р	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)	147,758,611	6.27	3.12	9.68	9.68	38.59	38.59	9.95	14.83	12.96	11.44	10.83	03/01/2007
Russell 1000 Val Index			5.54	9.50	9.50	11.46	11.46	8.86	10.91	8.32	8.40	6.87	
Difference			-2.42	0.18	0.18	27.13	27.13	1.09	3.92	4.64	3.04	3.96	
Russell 1000 Index			4.94	11.96	11.96	26.53	26.53	8.97	15.52	13.21	11.80	9.65	
Difference			-1.82	-2.28	-2.28	12.06	12.06	0.98	-0.69	-0.25	-0.36	1.18	
Wellington Select Equity Income Fund (SA)	133,445,935	5.66	4.00	6.87	6.87	N/A	N/A	N/A	N/A	N/A	N/A	13.92	06/01/2023
Russell 1000 Val Index			5.54	9.50	9.50	11.46	11.46	8.86	10.91	8.32	8.40	13.08	
Difference			-1.54	-2.63	-2.63	N/A	N/A	N/A	N/A	N/A	N/A	0.84	
BNYM DB Lg Cap Stock ldx NL (CF)	149,539,790	6.35	4.91	11.96	11.96	26.93	26.93	9.09	N/A	N/A	N/A	12.57	05/01/2019
Russell 1000 Index			4.94	11.96	11.96	26.53	26.53	8.97	15.52	13.21	11.80	12.53	
Difference			-0.03	0.00	0.00	0.40	0.40	0.12	N/A	N/A	N/A	0.04	
Loomis, Sayles & Co Lg Cap Grth (CF)	121,895,591	5.17	4.97	14.13	14.13	51.55	51.55	9.31	17.93	N/A	N/A	15.15	08/01/2017
Russell 1000 Grth Index			4.43	14.16	14.16	42.68	42.68	8.86	19.50	17.68	14.86	16.54	
Difference			0.54	-0.03	-0.03	8.87	8.87	0.45	-1.57	N/A	N/A	-1.39	
Kayne Anderson US SMID Value (SA)	68,103,742	2.89	8.59	12.29	12.29	17.16	17.16	N/A	N/A	N/A	N/A	2.85	03/01/2022
Russell 2500 Val Index			10.49	13.76	13.76	15.98	15.98	8.81	10.79	7.08	7.42	2.43	
Difference			-1.90	-1.47	-1.47	1.18	1.18	N/A	N/A	N/A	N/A	0.42	
Systematic Financial US SMID Value (SA)	68,436,375	2.90	8.86	11.70	11.70	18.57	18.57	N/A	N/A	N/A	N/A	4.76	03/01/2022
Russell 2500 Val Index			10.49	13.76	13.76	15.98	15.98	8.81	10.79	7.08	7.42	2.43	
Difference			-1.63	-2.06	-2.06	2.59	2.59	N/A	N/A	N/A	N/A	2.33	
Pinnacle Associates US SMID Cap Growth (SA)	66,125,059	2.81	10.35	11.58	11.58	14.91	14.91	-0.98	12.62	10.59	8.54	11.93	03/01/2010
Russell 2500 Grth Index			11.14	12.59	12.59	18.93	18.93	-2.68	11.43	10.24	8.78	11.95	
Difference			-0.79	-1.01	-1.01	-4.02	-4.02	1.70	1.19	0.35	-0.24	-0.02	



	Allocatio	n					Р	erformand	e (%)				
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
International Equity													
Silchester Intl Val Equity (CF)	300,847,844	12.77	5.99	7.85	7.85	21.09	21.09	8.48	8.34	7.23	5.81	8.91	06/01/2009
MSCI EAFE Val Index (USD) (Net)			4.88	8.22	8.22	18.95	18.95	7.59	7.08	5.52	3.16	5.46	
Difference			1.11	-0.37	-0.37	2.14	2.14	0.89	1.26	1.71	2.65	3.45	
Bail Giff Intl Gro;4 (BGEFX)	161,949,522	6.87	3.28	12.22	12.22	13.86	13.86	-12.16	8.73	9.11	5.37	8.66	06/01/2009
Baillie Gifford Index			4.78	11.12	11.12	14.03	14.03	-2.67	7.49	6.83	4.36	6.85	
Difference			-1.50	1.10	1.10	-0.17	-0.17	-9.49	1.24	2.28	1.01	1.81	
Baillie Gifford Spliced Index			5.02	9.75	9.75	15.62	15.62	1.55	7.39	6.36	3.91	6.27	
Difference			-1.74	2.47	2.47	-1.76	-1.76	-13.71	1.34	2.75	1.46	2.39	
Acadian Emg Mkts Eq II (CF)	137,426,575	5.83	4.56	8.63	8.63	22.01	22.01	1.64	6.58	6.37	3.81	3.20	02/01/2011
MSCI Emg Mkts Index (USD) (Net)			3.91	7.86	7.86	9.83	9.83	-5.08	3.68	4.98	2.66	1.78	
Difference			0.65	0.77	0.77	12.18	12.18	6.72	2.90	1.39	1.15	1.42	
Fixed Income													
Baird Core Fixed Income (SA)	214,582,217	9.11	3.98	7.03	7.03	6.45	6.45	N/A	N/A	N/A	N/A	-2.53	03/01/2021
Bloomberg US Agg Bond Index			3.83	6.82	6.82	5.53	5.53	-3.31	1.10	1.29	1.81	-2.76	
Difference			0.15	0.21	0.21	0.92	0.92	N/A	N/A	N/A	N/A	0.23	
Loomis Sayles Multisector Full Discretion (CF)	111,290,835	4.72	4.44	7.58	7.58	8.18	8.18	-1.75	3.47	3.64	3.74	5.42	11/01/2007
Bloomberg Gbl Agg Bond Index			4.16	8.10	8.10	5.72	5.72	-5.51	-0.32	0.62	0.38	1.83	
Difference			0.28	-0.52	-0.52	2.46	2.46	3.76	3.79	3.02	3.36	3.59	
Schroder Flexible Secured Income Fund	113,746,927	4.83	0.00	2.42	2.42	10.43	10.43	N/A	N/A	N/A	N/A	8.26	10/01/2022
SOFR+1.75%			0.59	1.78	1.78	6.97	6.97	4.03	3.65	N/A	N/A	6.67	
Difference			-0.59	0.64	0.64	3.46	3.46	N/A	N/A	N/A	N/A	1.59	
SOFR+5%			0.85	2.58	2.58	10.38	10.38	7.36	6.96	N/A	N/A	10.07	
Difference			-0.85	-0.16	-0.16	0.05	0.05	N/A	N/A	N/A	N/A	-1.81	



	Allocation	n	Performance (%)											
	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 LP	128,435,898	5.45	0.00	-2.18	-2.18	-3.19	-3.19	6.22	5.65	6.78	N/A	6.77	11/01/2015	
NCREIF ODCE Index (AWA) (Net)			-5.01	-5.01	-5.01	-12.74	-12.74	4.01	3.34	4.38	6.33	5.09		
Difference			5.01	2.83	2.83	9.55	9.55	2.21	2.31	2.40	N/A	1.68		
PGIM Real Estate PRISA II LP	65,455,700	2.78	0.00	-3.94	-3.94	-14.40	-14.40	6.15	4.59	5.78	N/A	6.91	01/01/2015	
NCREIF ODCE Index (AWA) (Net)			-5.01	-5.01	-5.01	-12.74	-12.74	4.01	3.34	4.38	6.33	5.78		
Difference			5.01	1.07	1.07	-1.66	-1.66	2.14	1.25	1.40	N/A	1.13		
Principal US Property (CF)	138,587,145	5.88	-1.92	-2.28	-2.28	-10.74	-10.74	4.53	4.09	5.25	7.22	7.22	01/01/2014	
NCREIF ODCE Index (AWA) (Net)			-5.01	-5.01	-5.01	-12.74	-12.74	4.01	3.34	4.38	6.33	6.33		
Difference			3.09	2.73	2.73	2.00	2.00	0.52	0.75	0.87	0.89	0.89		
UBS Trumbull Property	62,268,400	2.64	0.00	-1.62	-1.62	-16.70	-16.70	2.50	-0.09	1.51	3.83	4.16	01/01/2006	
NCREIF ODCE Index (AWA) (Net)			-5.01	-5.01	-5.01	-12.74	-12.74	4.01	3.34	4.38	6.33	5.21		
Difference			5.01	3.39	3.39	-3.96	-3.96	-1.51	-3.43	-2.87	-2.50	-1.05		
Vanguard RE Idx;ETF (VNQ)	1,269,738	0.05	9.40	18.19	18.19	11.75	11.75	5.01	7.30	4.87	7.21	11.01	12/01/2008	
Custom REITs Index			9.40	18.18	18.18	11.96	11.96	5.15	7.45	5.31	7.62	11.71		
Difference			0.00	0.01	0.01	-0.21	-0.21	-0.14	-0.15	-0.44	-0.41	-0.70		
Abacus Multi-Family Partners VI LP	3,487,562	0.15	0.00	-12.29	-12.29	-35.48	-35.48	N/A	N/A	N/A	N/A	-29.57	10/01/2022	
NCREIF ODCE Index (AWA) (Net) +2%			-4.85	-4.54	-4.54	-10.99	-10.99	6.09	5.41	6.46	8.46	-12.34		
Difference			4.85	-7.75	-7.75	-24.49	-24.49	N/A	N/A	N/A	N/A	-17.23		
H.I.G. Realty Partners IV (Onshore) LP	20,826,842	0.88	0.00	-0.14	-0.14	6.99	6.99	N/A	N/A	N/A	N/A	N/A	01/01/2022	
NCREIF ODCE Index (AWA) (Net) +2%			-4.85	-4.54	-4.54	-10.99	-10.99	6.09	5.41	6.46	8.46	-1.65		
Difference			4.85	4.40	4.40	17.98	17.98	N/A	N/A	N/A	N/A	N/A		
Bell Value-Add Fund VII (CF)	2,389,828	0.10	0.00	0.00	0.00	N/A	N/A	N/A	N/A	N/A	N/A	0.89	04/01/2023	
NCREIF ODCE Index (AWA) (Net) +2%			-4.85	-4.54	-4.54	-10.99	-10.99	6.09	5.41	6.46	8.46	-8.34		
Difference			4.85	4.54	4.54	N/A	N/A	N/A	N/A	N/A	N/A	9.23		
Hammes Partners IV LP	568,826	0.02	-1.89	-1.89	-1.89	N/A	N/A	N/A	N/A	N/A	N/A	-1.89	10/01/2023	
NCREIF ODCE Index (AWA) (Net) +2%			-4.85	-4.54	-4.54	-10.99	-10.99	6.09	5.41	6.46	8.46	-4.54		
Difference			2.96	2.65	2.65	N/A	N/A	N/A	N/A	N/A	N/A	2.65		



	Allocation	1	Performance (%)										
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Incep.	Inception Date
Diversifying Assets													
Adams Street Private Equity (SA)	74,697,853	3.17	0.00	2.54	2.54	10.26	10.26	25.63	N/A	N/A	N/A	24.13	11/01/2020
S&P 500 Index+3%			4.80	12.52	12.52	30.08	30.08	13.30	19.16	16.82	15.39	17.89	
Difference			-4.80	-9.98	-9.98	-19.82	-19.82	12.33	N/A	N/A	N/A	6.24	
Hamilton Lane Private Credit (SA)	60,550,103	2.57	0.90	4.21	4.21	10.36	10.36	N/A	N/A	N/A	N/A	1.64	04/01/2021
ICE BofAML Gbl Hi Yld Index +2%			3.91	8.17	8.17	15.67	15.67	1.92	6.24	5.96	5.75	1.94	
Difference			-3.01	-3.96	-3.96	-5.31	-5.31	N/A	N/A	N/A	N/A	-0.30	
Dreyfus Gvt Csh Mgt;Inst (DGCXX)	2,270,511	0.10	0.45	1.31	1.31	5.04	5.04	2.32	1.88	1.76	1.29	1.50	05/01/2001
FTSE 3 Mo T-Bill Index			0.47	1.41	1.41	5.26	5.26	2.25	1.91	1.75	1.25	1.48	
Difference			-0.02	-0.10	-0.10	-0.22	-0.22	0.07	-0.03	0.01	0.04	0.02	

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



City of Jacksonville Employees' Retirement System Addendum

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 held across three transition accounts, BNYM Transition, Loop Cap Transition, and JXP Transition accounts.
- 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 Diversifying Assets Index is calculated monthly and consists of 50% S&P MLP Index (TR)/50% NCREIF Timberland Index through 10/2017, 67% S&P MLP Index (TR)/33% NCREIF Timberland Index through 09/2020, and calculated monthly using beginning of month investment weights applied to each corresponding primary benchmark return thereafter.

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.



