



Notice of Public Meeting

The Board of Retirement of the San Mateo County Employees' Retirement Association will meet on **Tuesday, February 23, 2016, at 10:00 A.M.**

PUBLIC SESSION – The Board will meet in Public Session at 10:00 a.m.

- 1. Call to Order, Roll Call and Miscellaneous Business**
- 2. Oral Communications**
 - 2.1 Oral Communications from the Board
 - 2.2 Oral Communications from the Public
- 3. Approval of the Minutes**
 - 3.1 Approval of Regular Board Meeting Minutes from January 26, 2016
- 4. Approval of the Consent Agenda***

4.1 Disability Retirements	4.7 Acceptance of Semi-Annual Compliance Certification Statements for Period Ended December 31, 2015
4.2 Service Retirements	
4.3 Continuances	
4.4 Deferred Retirements	4.8 Approval of SamCERA's Existing Mission and Goals
4.5 Member Account Refunds	
4.6 Member Account Rollovers	
- 5. Benefit & Actuarial Services**
 - 5.1 Consideration of Agenda Items, if any, Removed from the Consent Agenda
- 6. Investment Services**
 - 6.1 Preliminary Monthly Portfolio Performance Report for the Period Ended January 31, 2016
 - 6.2 Quarterly Investment Performance Report for the Period Ended December 31, 2015
 - 6.3 Report on Proposed Domestic Equity Manager Structures
 - 6.4 Consideration of Approval to Sell Alternative Investment (*to be heard in Closed Session, Confidential Under Gov. Code §54956.81 and §6254.26, see item C2*)
- 7. Board & Management Support**
 - 7.1 Acceptance of Preliminary Financial Report for the Period Ended December 31, 2015
 - 7.2 Approval of SamCERA Staffing Change to Add a Retirement Accountant Position and Delete Retirement Accounting Technician Position
 - 7.3 Consideration of Trustee Request for Additional Educational Activity
 - 7.4 Report on April 26 and 27, 2016 Board-Staff Retreat Planning
- 8. Management Reports**
 - 8.1 Chief Executive Officer's Report
 - 8.2 Assistant Executive Officer's Reports
 - 8.3 Chief Investment Officer's Report
 - 8.4 Chief Legal Counsel's Report

CLOSED SESSION – The Board may meet in closed session prior to adjournment

- C1 Consideration of Disability Items, if any, removed from the Consent Agenda
- C2 Consideration of Approval to Sell Alternative Investment (*to be heard in Closed Session, Confidential Under Gov. Code §54956.81 and §6254.26, see item C2*)

Notice of Public Meeting

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9. Report on Actions Taken in Closed Session

10. Adjournment in Memory of the Following Deceased Members:

Stamper, William	November 23, 2015	Chope Hospital
Manning, Delores	January 6, 2016	Medical Center
Askew, Clarice	January 8, 2016	Public Works
Vickers, David	January 9, 2016	General Services
Browning, James	January 12, 2016	Superior Court
Sims, Lorraine	January 15, 2016	Chope Hospital
Ramezane, Phyllis	January 16, 2016	Public Health
Anderson, Larz	January 17, 2016	Planning
Harris, Huey	January 25, 2016	Chope Hospital
Dickinson, Dora	February 1, 2016	Clerk-Recorder
Frstrup, Carroll	February 2, 2016	Building Inspection
O'Rourke, Thomas	February 2, 2016	Sheriff's
Roach, Arnold	February 4, 2016	Agriculture
Springer, Gerda	February 4, 2016	Mental Health



Scott Hood, Chief Executive Officer

Posted: February 17, 2016

(* ALL ITEMS ON THE CONSENT AGENDA ARE APPROVED BY ONE ROLL CALL MOTION UNLESS A REQUEST IS MADE BY A BOARD MEMBER THAT AN ITEM BE WITHDRAWN OR TRANSFERRED TO THE REGULAR AGENDA. ANY ITEM ON THE REGULAR AGENDA MAY BE TRANSFERRED TO THE CONSENT AGENDA. ANY 4.1 ITEMS REMOVED FROM THE CONSENT AGENDA WILL BE TAKEN UP UNDER CLOSED SESSION; ALL OTHER ITEMS REMOVED FROM THE CONSENT AGENDA WILL BE TAKEN UP UNDER ITEM 5.1.)

THE BOARD MEETS AT 100 MARINE PARKWAY, SUITE 160, WHICH IS LOCATED ON THE SE CORNER OF TWIN DOLPHIN & MARINE PARKWAY IN REDWOOD CITY. Detailed directions are available on the "Contact Us" page of the website www.samcera.org. Free Parking is available in all lots in the vicinity of the building. A copy of the Board of Retirement's open session agenda packet is available for review at the SamCERA offices and on our website unless the writings are privileged or otherwise exempt from disclosure under the provisions of the California Public Records Act. Office hours are Monday through Thursday 7 a.m. – 6 p.m.

IN COMPLIANCE WITH THE CALIFORNIA GOVERNMENT CODE AND THE AMERICANS WITH DISABILITIES ACT: SamCERA's facilities and board and committee meetings are accessible to individuals with disabilities. Contact SamCERA at (650) 599-1234 at least three business days prior to the meeting if (1) you need special assistance or a disability-related modification or accommodation, including auxiliary aids or services, in order to participate in this meeting; or (2) you have a disability and wish to receive the agenda, meeting notice, agenda packet or other writings that may be distributed at the meeting in an alternative format. Notification in advance of the meeting will enable SamCERA to make reasonable arrangements to ensure full accessibility to this meeting and the materials related to it.

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
JANUARY 26, 2016 – REGULAR BOARD MEETING MINUTES

1601.1 Call to Order, Roll Call and Miscellaneous Business

Call to Order: Mr. Paul Hackleman, Chair, called the Regular Meeting of the Board of Retirement to order at 10:04 a.m.

Roll Call:

Present: Sandie Arnott, Mark Battey, Paul Hackleman, Natalie Kwan Lloyd (arrived 10:26 a.m.), Michal Settles, David Spinello, Eric Tashman and Shirley Tourel.

Excused: Ben Bowler.

Alternates present: Susan Lee, Alma Salas.

Staff: Scott Hood, Michael Coultrip, Brenda Carlson, Gladys Smith, Tat-Ling Chow, Elizabeth LeNguyen, Barbara Edwards, Lilibeth Dames, Doris Ng and Kristina Perez.

Consultants: Margaret Jadallah and Jeff MacLean (*Verus*).

1601.1.1 Presentation of a Resolution in Honor of the San Mateo County Mosquito and Vector Control District's Centennial Celebration:

Mr. Hackleman presented the resolution to Dr. Chindy Peavey, District Manager for the San Mateo County Mosquito and Vector Control District. Dr. Peavey thanked the Board and staff and invited everyone to the District's celebration event, scheduled later the same day.

1601.2.1 Oral Communications from the Board: None.

1601.2.2 Oral Communications from the Public: None.

1601.3.1 Approval of Regular Board Meeting Minutes from December 15, 2015: Mr. Hackleman asked if there were any changes or corrections to the Regular Board Meeting Minutes from December 15, 2015, and none were noted.

Action: Ms. Settles moved to approve the minutes from the Regular Meeting of December 15, 2015, and the motion was seconded by Mr. Battey. The motion carried with a vote of 8-0 with trustees Arnott, Battey, Hackleman, Lee (for Kwan Lloyd), Settles, Spinello, Tashman and Tourel all in favor; none opposed.

1601.4.0 Approval of the Consent Agenda: Mr. Hackleman asked if there were any items to be removed from the Consent Agenda, and no items were requested to be removed.

Action: Mr. Spinello moved to approve the Consent Agenda, and the motion was seconded by Mr. Tashman. The motion carried with a vote of 8-0 with trustees Arnott, Battey, Hackleman, Lee (for Kwan Lloyd), Settles, Spinello, Tashman and Tourel all in favor; none opposed.

1601.4.1 Disability Retirements

- a) The Board found that Jose L. Cortez is (1) permanently incapacitated from the performance of his usual and customary duties as a Medical Service Assistant II, (2) found that his disability was the result of an injury arising out of and in the course of his employment and (3) granted his application for a service-connected disability retirement.
- b) The Board found that that Hue Gallagher is (1) permanently incapacitated from the performance of her usual and customary duties as a Social Worker III, (2) found that her disability was not result of an injury arising out of and in the course of her employment and (3) granted her application for a non-service-connected disability retirement.
- c) The Board found that Tony Gristi is (1) permanently incapacitated from the performance of his usual and customary duties as a Painter, (2) found that his disability was the result of an injury arising out of and in the course of his employment and (3) granted his application for a service-

connected disability retirement.

- d) The Board found that Victoria Ramirez is (1) not permanently incapacitated for the performance of her usual and customary duties as a Physician and (2) denied her application for a service-connected disability retirement.

1601.4.2 **Service Retirements:**

The Board ratified the actions as listed below for the following members regarding service retirements:

Member Name	Effective Retirement Date	Department
Anongos, Julie	October 31, 2015	Deferred from Health Dept
Bailey, Holly Louise	October 3, 2015	Deferred from Public Health
Benefield, Deborah	November 14, 2015	Deferred from Courts
Duncan, Rory	November 14, 2015	Human Services Agency
Hines, Ida P	December 1, 2015	Deferred from Clerk Recorder's
Jones, Kenneth	November 21, 2015	Sheriff's
Kole, Susan	December 1, 2015	Correctional Health
Low, Stanley	November 10, 2015	Environmental Health
Lowell, William	November 14, 2015	Housing
Mariscal, Gloria Mercedes	December 1, 2015	Aging and Adult Services
Morrison, Nancy	November 7, 2015	Courts
Oettel, Elida	November 5, 2015	Human Services Agency
Palu, Anne	December 1, 2015	Deferred from SamCERA
Recotta, Marjorie	November 4, 2015	Deferred from Family Services
Robinson, Kenneth	November 21, 2015	Environmental Health
Woods, Jeanette	November 7, 2015	Probation

1601.4.3 **Continuances:**

The Board ratified the actions as listed below for the following members regarding continuances:

Survivor's Name	Beneficiary of:
Hunt, Ralph A.	Hunt, Paula
Katsumis, Lila Geneva	Katsumis, Peter
Trier, Mella Leonora	Trier, Thomas
Merrell, Barbara	Coleman, Demetric

1601.4.4 **Deferred Retirements:**

The Board ratified the actions as listed below for the following members regarding deferred retirements:

Member Name	Retirement Plan Type
Aizpuru, Vivian K.	G4, Vested
Arango, Erica E.	G4, Vested
Baker, Kristin C.	G4, Vested
Bruno, George E.	G4, Vested
Carpio, Jocelyn A.	G4, Vested
De La Cerda, Monica	S5, Non-Vested - Reciprocity
Eugenio, Marcial B.	G4, Vested - Reciprocity
Ferrier, Erica M.	G4, Vested
Mallari, Editha T.	G7, Non-Vested - Reciprocity
Maxwell, Jordan A.	G4, Vested - Reciprocity
Miller, Keith E.	G5, Non-Vested - Reciprocity
Morales, Theresa	G4, Vested - Reciprocity
Morris, Becky A.	G4, Vested
Relucio, Karen I.	G4, Vested – Reciprocity

1601.4.5 **Member Account Refunds:**

The Board ratified the actions as listed below for the following members regarding refunds:

Member Name	Retirement Plan Type
Alomar, Denise	G7, Non-vested
Alvarez, Adriana	G7, Non-vested
Araw, Alexander	G4, Non-vested
Harrell, Tenisha	G4, Vested
Pacifico, Barbara	G4, Non-vested
Popova, Olessia	G7, Non-vested
Vides, Milagro	G4, Non-vested
Vong, Olivia	G7, Non-vested

1601.4.6 **Member Account Rollovers:**

The Board ratified the actions as listed below for the following members regarding rollovers:

Member Name	Retirement Plan Type
Roldan, Tatiana	G4, Non-vested
Soto, Carmela	G4, Vested
Tang, Janet	G4, Non-vested

1601.4.7 **Approval of Amendment to the Lease with Shores Center Owner, LLC:** The Board approved a resolution authorizing the Chief Executive Officer to enter into a fifth amendment to the lease agreement with Shores Center Owner, LLC.

1601.4.8 **Acceptance of Semi-Annual Compliance Certification Statements for Period Ended December 31, 2015:** The Board accepted the semi-annual compliance certification statements received for SamCERA's non-alternative investment managers, as of December 31, 2015.

1601.4.9 **Approval of Resolution Amending Contract with Northern Trust:** The Board approved a resolution authorizing the Chief Executive Officer to execute a second amendment to the agreement with Northern Trust Company for global custody services.

1601.4.10 **Approval of Resolution Authorizing Contract with Joanne Bond Coaching, LLC:** The Board approved a resolution authorizing the Chief Executive Officer to execute an agreement with Joanne Bond Coaching, LLC, for leadership coaching services.

1601.5.1 **Consideration of Agenda Items, if any, Removed from the Consent Agenda:** None.

1601.5.2 **Approval of a Resolution Adopting Cost of Living Adjustments (COLAs) for 2016:** Mr. Hood reviewed Milliman's recommendations regarding the COLA adjustments with the Board members. It was recommended that retirees and beneficiaries in Plan 1 and 2 who retired on, or before, April 1, 2016, receive a COLA adjustment of 2.5%; Plan 3 participants will receive no COLA; and all other plans will receive 2%.

Action: It was moved by Ms. Settles to approve a resolution adopting the COLA adjustments as recommended. The motion was seconded by Mr. Battey and carried with a vote of 8-0 with trustees Arnott, Battey, Hackleman, Lee (for Kwan Lloyd), Settles, Spinello, Tashman and Tourel all in favor; none opposed.

1601.6.1 **Preliminary Monthly Portfolio Performance Report for the Period Ending December 31, 2015:** Mr. Coultrip discussed the preliminary monthly performance report with the Board. He reported that SamCERA's net preliminary return for December was -1.4%, while the preliminary trailing twelve-month return for calendar year 2015 was 0.7 % net. This item was informational and for discussion only, no action was taken.

Ms. Kwan Lloyd arrived at 10:26 a.m. and took her seat at the dais. Ms. Lee was relieved to the alternate seat at this point in the meeting.

1601.6.2 **Update on Transition of Consulting Services and Presentation by Verus, Inc.:** Jeff MacLean, CEO of Verus was introduced. He reviewed changes and expectations regarding the merger of SIS and Verus, as it relates to SamCERA. Board members asked questions and discussed key issues and concerns with Mr. MacLean and Ms. Jadallah. This item was informational and for discussion only, no action was taken.

1601.6.3 **Approval of Resolution Amending the Investment Policy:** Mr. Coultrip presented a proposed change to SamCERA's Investment Policy Statement. The proposed change to Section 5, would incorporate language consistent with the recent Department of Labor guidance related to environmental, social and governance ("ESG") factors as previously discussed with the Board at its December meeting.
Action: It was moved by Mr. Battey to approve a resolution amending the Investment Policy Statement as proposed. The motion was seconded by Ms. Kwan Lloyd, and carried with a vote of 8-0 with trustees Arnott, Battey, Hackleman, Kwan Lloyd, Settles, Spinello, Tashman and Tourel all in favor; none opposed.

1601.6.4 **Discussion of Proposed Alternative Investments (to be heard in Closed Session, Confidential Under Gov. Code §54956.81 and §6254.26, see item C2)**

The Board adjourned into closed session at 11:20 a.m. to discuss item 6.4, and the meeting was reconvened at 11:43 a.m. Ms. Carlson reported that no reportable action on item 6.4 was taken by the Board in the closed session.

The Board meeting was adjourned for a lunch break at 11:44 a.m., and was reconvened at 12:24 p.m.

1601.7.1 **Preliminary Quarterly Budget Report for Period Ended December 31, 2015:** Ms. Chow presented the preliminary report on the "budget-to-actual" for the six months period ended December 31, 2015. She reported that most budget categories were within or below the normal range for mid-year expectations, with only County Services and Audit Services above the expected normal range. This item was informational and for discussion only, no action was taken.

1601.7.2 **Approval of Trustee Request to Attend International Education Conference:** Mr. Hood explained that Board approval is required for trustees to attend GFOA's annual conference in Toronto, Ontario, Canada in May 2016. SamCERA's education policy designates GFOA as an approved provider of education, but international travel requires approval by the Board. Trustees Arnott, Salas, Spinello and Settles have requested to attend the GFOA conference in Canada in May 2016. Ms. Arnott's request to attend was made after the preparation of the staff report and her request was included in the discussion and the motion.

Action: Mr. Battey moved to approve the request of Trustees Arnott, Salas, Settles and Spinello to attend the GFOA Annual Conference in Toronto. The motion was seconded by Ms. Kwan Lloyd and carried with a vote of 8-0 with trustees Arnott, Battey, Hackleman, Kwan Lloyd, Settles, Spinello, Tashman and Tourel all in favor; none opposed.

Item 7.3 was moved to later in the agenda, and item 7.4 was discussed next.

- 1601.7.4 **Approval of Resolution Amending Contract with Vitech Systems Group, Inc.:** Mr. Hood explained the need for a third amendment to the Vitech contract; which would authorize an increase in the budget, due to greater than expected hours required for data conversion and other services needed to complete the project.
Action: Mr. Spinello move to adopt a resolution authorizing the Chief Executive Officer to execute a Third Amendment to the agreement with Vitech Systems Group, Inc. for the additional costs to complete data conversion for a total agreement amount not to exceed \$9,819,687 for all services through December 31, 2021; and to execute any subsequent amendments and minor modifications in an amount not to exceed \$100,000 in the aggregate. The motion was seconded by Ms. Tourel and carried with a vote of 8-0 with trustees Arnott, Battey, Hackleman, Kwan Lloyd, Settles, Spinello, Tashman and Tourel all in favor; none opposed.
- 1601.7.5 **Approval of Resolution Amending Contract with LRWL, Inc.:** Mr. Hood presented the staff report and explained that at the current pace and progress of the PASS project, the fiscal limit of the current contract would be met in October 2016. The proposed fourth amendment to the LRWL agreement will add additional hours for oversight services through June 30, 2017.
Action: Mr. Battey moved to approve a resolution authorizing the Chief Executive Officer to enter into a Fourth Amendment to the Agreement with LRWL Inc. for Technology Modernization Project Manager Services; and to execute any subsequent amendments and minor modifications in an amount not to exceed \$50,000 in the aggregate during the remaining term of the agreement. The motion was seconded by Ms. Settles and carried with a vote of 8-0 with trustees Arnott, Battey, Hackleman, Kwan Lloyd, Settles, Spinello, Tashman and Tourel all in favor; none opposed.
- 1601.7.6 **Report on Strategic Plan Implementation:** Mr. Hood updated the Board on the progress of the Strategic Plan items, and reviewed the “dashboard” attachment which shows the current status of the current fiscal year’s Strategic Plan. This item was informational and for discussion only, no action was taken.
- 1601.7.7 **Report on April 26 and 27, 2016 Board-Staff Retreat Planning:** Mr. Hood discussed the retreat topics and schedule with the Board and offered an opportunity for Board members to suggest additional topics. This item was informational and for discussion only, no action was taken.
- 1601.7.8 **Report on Upcoming Trustee Elections and Appointments:** Ms. Smith reviewed the upcoming term expirations of five seats on the Board of Retirement, which will expire on June 30, 2016. Elections will be held on June 13, 2016 for three elected seats, the 8th Member (Hackleman, representing retirees), the 8th Member Alternate (Salas, representing retirees), and the 3rd Member (Kwan Lloyd, representing general members). Two appointed seats, the 5th Member (Bowler) and the 9th Member (Settles), representing the public, are appointed by the County Board of Supervisors. The Board of Supervisors will conduct a selection process and appointments for those seats are expected to be made by July 1, 2016. This item was informational and for discussion only, no action was taken.
- 1601.8.1 **Chief Executive Officer's Report:** Mr. Hood previewed upcoming agenda items that the Board will see at the next meeting, as well as updating the Board regarding SamCERA’s staffing needs in the finance division. He stated that an amendment to the lease for SamCERA’s office space was forthcoming to memorialize changes expected from the planned construction at 100 Marine Parkway. Mr. Hood noted the staff retreat will be held on February 10th; and stated he was reviewing the results from the County’s engagement study; and reported that staff has revised the telework policy. He also reported his attendance at the CALAPRS Administrators’ Round Table on January 22, 2016.
- 1601.8.2 **Assistant Executive Officers’ Report:** Ms. Smith reported that 1099s had been created and were being mailed to retirees. She also gave a presentation on the results of recent customer satisfaction surveys, as received by the Benefits Division.

- 1601.8.3 **Chief Investment Officer’s Report:** Mr. Coultrip indicated that Verus would present an educational session on real assets to the Board in March. He also reported on rebalancing activities that occurred since the December meeting.
- 1601.8.4 **Chief Legal Counsel's Report:** Ms. Carlson reported that the pension reform initiative, titled the “Voter Empowerment Act of 2016,” had been withdrawn. She also updated the Board on PEPRAs related litigation pending in other counties.
- 1601.7.3 **Report on Status of SamCERA’s Information Technology Projects:** Mr. Hood updated the Board on the PASS project and said that progress was on schedule and on budget. This item was informational only and no action was taken.

CLOSED SESSION

- C1 **Consideration of Disability Items, if any, Removed from the Consent Agenda** – None.
- C2 **Approval of Purchase of Proposed Alternative Investment** (Confidential Under Gov. Code §54956.81 and §6254.2) – No reportable action was taken, see item 6.4.
- 1601.9 **Report on Actions Taken in Closed Session:** See item 6.4
- 1601.10 **Adjournment:** Mr. Hackleman adjourned the meeting at 1:15 p.m. in memory of the deceased members listed below.

Giannini, Michael	November 24, 2015	Public Works
Estrada, Luis	December 1, 2015	Sheriff's
Atkins, Herman	December 2, 2015	Sheriff's
Rowe, Sharon	December 2, 2015	Chope Hospital
Johnson, Doris	December 4, 2015	District Attorney
Joseph, Lois	December 5, 2015	Health Services
Gaylord, Loella	December 12, 2015	Assessor
Gomez, Oscar	December 12, 2015	Medical Center
Henry, Margarete	December 14, 2015	Controller's
Klaas, Gregory	December 14, 2015	Probation
Jackson, Beatrice	December 25, 2015	Health Services
Kamlade, Raymond	December 26, 2015	Sheriff's
Lavin, Mary	December 26, 2015	Social Services
Reid, Michael	December 28, 2015	Sheriff's
Verber, Steven	January 3, 2016	Public Works
Ayon, Alexander	January 5, 2016	Assessor's

Scott Hood
Chief Executive Officer

Kristina Perez
Retirement Executive Secretary

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Items 4.1- 4.6

TO: Board of Retirement

FROM: Elizabeth LeNguyen, Retirement Benefits Manager



SUBJECT: Approval of Consent Agenda Items 4.1 – 4.6

4.1 Disability Retirements

None

4.2 Service Retirements

The Board ratifies the actions as listed below for the following members regarding service retirements:

Member Name	Effective Retirement Date	Department
Ahanotu, Angus	January 1, 2016	Planning & Building
Baker, James	December 18, 2015	Deferred from Sheriff's
Bonifacio, William	December 31, 2015	Sheriff's
Burrell, Barbara	December 31, 2015	Deferred from Medical Center
Carpio, Jocelyn	December 17, 2015	Deferred from Medical Center
Ferrer, Ireneo	December 2, 2015	Probation
Gonzales, Lida	December 19, 2015	Public Works
Hill, Matthew	December 19, 2015	Public Works
Lesesne, David	December 30, 2015	Sheriff's
Merson, Thomas	December 5, 2015	Deferred from Sheriff's
Novak, Lisa	December 9, 2015	Deferred from District Attorney
Rose, Benjamin	December 28, 2015	Deferred from Sheriff's
Sankolewicz, Patricia	January 1, 2016	Library
Semenenko, Nina	December 26, 2015	Deferred from Medical Center
Shanks, Marie	December 22, 2015	Deferred from Aging and Adult Svcs
Woloshin, Diane	December 1, 2015	Deferred from Human Services Agency

4.3 Continuances

The Board ratifies the actions as listed below for the following members regarding continuances:

Survivor's Name	Beneficiary of:
Fagetti, Margaret	Fagetti, Richard
Henry, Douglas O'brien	Henry, Margarete

4.4 Deferred Retirements

The Board ratifies the actions as listed below for the following members regarding deferred retirements:

Member Name	Retirement Plan Type
Alarcon, Cecilia	G4, Vested - Reciprocity
Askew, Anthony	G4, Vested
Bunton, Porsche C.	G7, Non-Vested - Reciprocity
Clayton, Ana M.	G4, Vested
Dague, Stacey	P4, Vested
Foster, Carole A.	G4, Vested - Reciprocity
Figueroa-Zepeda, Bertha	G4, Vested
Henderson, Jasmine T.	G4, Vested
Kaiser, Amy S.	G4, Vested
Kuryllo, Jamie L.	G7, Non-Vested - Reciprocity
Miyashiro, Rand A.	G4, Vested - Reciprocity
Morrison, Sonya M.	G4, Non-Vested - Reciprocity
Osorio, Emilio	G4, Vested - Reciprocity
Peters, Gregory K.	G7, Non-Vested - Reciprocity
Slede, Lisa B.	G4, Vested
Snook, Kelly A.	G7, Non-Vested - Reciprocity
West, Gary J.	G7, Non – Vested - Reciprocity
Wood, Tracy A.	G4, Vested

4.5 Member Account Refunds

The Board ratifies the actions as listed below for the following members regarding refunds:

Member Name	Retirement Plan Type
Brady, Sonya	G4, Non-vested
Esteves, Maria	G2, Vested
Fisher, Marilyn	G7, Non-vested
Francis, Albert	G4, Vested
Gao, Jianmei	G7, Non-vested
Ismail, Abdul	G7, Non-vested
Macasa, Karen	G4, Vested
Martinez, Jason	G7, Non-vested
Nunez Taleno, Maria	G7, Non-vested
Roccuzzo, Matthew	G4, Non-vested
Small, Elesia	G7, Non-vested
Stefaniuk, Sharon	G4, Non-vested

4.6 Member Account Rollovers

The Board ratifies the actions as listed below for the following members regarding rollovers:

Member Name	Retirement Plan Type
Carneiro, Charlotte	G5, Non-vested
Chang, Tina	G7, Non-vested

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Consent Agenda Item 4.7

TO: Board of Retirement

FROM: Doris Ng, Retirement Investment Analyst 

SUBJECT: Semi-Annual Compliance Certification Statements for Period Ended
December 31, 2015

Staff Recommendation

Accept the semi-annual Compliance Certification Statements for SamCERA's fixed income investment managers, Western Asset Management and Franklin Templeton, as of December 31, 2015. These are the remaining statements that were not included in the prior board meeting due to timing of availability.

Background

As part of SamCERA's ongoing due diligence process, the Compliance Certification Statement is completed by each of the association's public equity, fixed income, real estate and cash overlay investment managers on a semi-annual basis. These statements are used to update SamCERA on any firm-wide compliance issues and to provide strategic-level information regarding such things as derivatives and portfolio positioning. For investment managers whose investments are considered "alternative investment vehicles" per the California Government Section Code §6254.26, the Compliance Certification Statements are not provided in the public board packet and will be sent separately to the Board.

Discussion

The attached Compliance Certification Statements report that Western Asset Management and Franklin Templeton were in compliance with SamCERA's Investment Policy as of December 31, 2015. No firm reported significant developments in portfolio construction, investment approach, firm ownership or organizational structure. Nor were there any notable issues regarding industry or regulatory actions that impact SamCERA. The managers were also requested to provide data regarding the characteristics and composition of each of their portfolios. No prominent issues were identified during the review. Any items that raise concern will be brought to the manager's attention and will be thoroughly vetted by staff.

Attachments

Compliance Certification Statement Matrix 12-2015

Compliance Certification Statements (2)

- A. Domestic Fixed Income: Western Asset Management
- B. Global Fixed Income: Franklin Templeton

Compliance Certification Statement Matrix – December 31, 2015

Investment Manager	Mandate	General Compliance Issues	Derivative Instruments	Investment Manager Guidelines	Mandate Specific
Domestic Fixed Income					
Angelo Gordon OWL	<i>Confidential under California Gov. Section Code §6254.26</i>				
Angelo Gordon STAR	<i>Confidential under California Gov. Section Code §6254.26</i>				
Western		<ul style="list-style-type: none"> Oct 2015-Brett Canon retired as Director of Risk Mgmt & Ops, but remain as Sr Advisor. Jennifer Murphy joined in May 2015 as COO, oversees Finance, Risk Mgmt & Ops. 	<ul style="list-style-type: none"> Largest counterparty expos: Credit Suisse Securities USA \$3,220,641.30 gross MV 	No Concerns	<ul style="list-style-type: none"> 1.36% Rule 144A securities
Global Fixed Income					
Franklin Templeton		<u>Organizational Changes</u> <ul style="list-style-type: none"> Oct 2015-Vijay Advani and Jenny Johnson named Co-Presid of Franklin Templeton Invmnts with transfer of 	No Concerns	No Concerns	<ul style="list-style-type: none"> 1.78% Rule 144A securities

Compliance Certification Statement Matrix – December 31, 2015

Investment Manager	Mandate	General Compliance Issues	Derivative Instruments	Investment Manager Guidelines	Mandate Specific
		<p>reporting lines from John Lusk, EVP who's retiring Mar 2016.</p> <ul style="list-style-type: none"> • Oct 2015-Ed Perks named EVP, CIO Equities, overseeing multiple equity grps. • Michael Hasenstab remain as EVP, CIO of Templeton Global Macro and retain PM responsibilities. <p><u>Personnel</u></p> <ul style="list-style-type: none"> • Nov 2015-new quantitative rsrch analyst, Jeep Willems joined Templeton Global Macro Grp. 			

Western Asset Management Total Return Unconstrained – December 31, 2015

Compliance Certification Statement

San Mateo County

Employees' Retirement Association

In accordance with SamCERA's Investment Policy Statement, the following compliance worksheet will be completed by each of *SamCERA's* investment managers on a semi-annual basis. These statements must be e-mailed to *SamCERA's* office (Investments@samcera.org) by **Monday, January 11, 2016**.

General Compliance Issues

1. Has the firm acted as a fiduciary and invested its assets for the sole benefit of *SamCERA*?
 Yes / **No: Please explain.**
2. Have there been any significant portfolio developments, major changes in firm ownership, organizational structure and personnel?
 Yes: Please explain. / **No**

There have been no significant portfolio developments or major changes in the firm ownership structure, however the following personnel change did occur:

In October 2015, Mr. Brett Canon, Director of Risk Management & Operations, announced his plans to retire from the Firm. As previously reported, Ms. Jennifer Murphy joined Western Asset as Chief Operating Officer effective May 2015. Mr. Canon will continue to serve as a senior advisor and Ms. Murphy will continue to oversee the Firm's finance, risk management, and operations functions.

3. Have there been any changes in the firm's investment approach?
 Yes: Please explain. / **No**
4. Have there have been any industry or regulatory disciplinary actions taken against the firm?
 Yes: Please explain. / **No**
5. Have there been any investment guideline breaches during the prior 6 months?
 Yes: Please explain. / **No**
6. Has the firm's insurance coverage been sustained?
 Yes / **No: Please explain.**

Investment Management Fees

1. Is *SamCERA's* investment management fee schedule higher than those charged other institutional clients who hold an account investment substantially similar to ours?
 Yes: Please explain. / No

Derivative Investments

1. Are derivatives used in the management of the investment strategy?
 Yes: Please ANSWER the remaining questions in this section.
 No: Please SKIP the remaining questions in this section.
2. If the firm entered into a non-exchange traded derivative, was the general nature and associated risks of the counter-party fully evaluated?
 Yes / No: Please explain.
3. For non-exchange traded derivative transactions, were the counter-parties broker/dealers?
 Yes / No

If Yes:

- a) Do the counter-parties have investment grade debt? Yes/ No
b) Are the counter-parties registered with the SEC and do they have net capital to protect against potential adverse market circumstances? Yes/ No: Please explain.
4. For non-exchange traded derivative transactions, were the counter-parties financial institutions (banks)?
 Yes / No

If Yes:

- a) Do the counter-parties have investment grade debt? Yes/ No
b) Do the counter-parties have total assets in excess of \$1 billion, and significant net capital to protect against potential adverse market circumstances?
 Yes/ No: Please explain.
5. Is individual counter-party exposure well diversified? Yes/ No: Please explain.
a) What is the largest exposure to a single counter-party within the portfolio?
0.1196% (Gross)
b) Please specify the name of the counter-party and the amount of exposure.
Credit Suisse Securities USA - 3,220,641.30 MV as of 12/31/15 (Gross)
c) Have there been any changes to the investment manager's list of approved counter-parties over the past six months? No material changes.
6. Specify the security pricing sources used when developing portfolio market value exposures for limited allocation derivatives.

The pricing sources used for derivatives will vary depending on the derivative instrument and clearing method. For example, for exchange traded instruments such as futures, Bloomberg is used to receive the settlement price from the exchange the derivative contract is traded on. For OTC derivatives which are cleared, Western Asset will receive the valuations from the exchange the derivative is cleared. For non-cleared OTC derivatives, Western Asset's primary pricing vendor is Markit. The Firm will consider secondary sources such as Bloomberg swap models, mark-to-market counter party statements or internal model methodology if Markit does not cover an OTC derivative instrument. Western Asset has a formal pricing policy, which outlines the pricing process in greater detail and is provided in Appendix A.

7. Provide a statement regarding the liquidity of the derivative investments. Provide a general statement discussing the legal and regulatory risks associated with the portfolio manager's investments in derivatives.

Western Asset's management style focuses on adding incremental value without taking on excessive risk. To ensure that the Firm's use of derivative instruments is consistent with this investment philosophy, Western Asset has developed the following guidelines—listed below along with a brief description of their rationale—which form the basis of every decision to employ derivatives in the Firm's investment portfolios:

- The duration contribution of derivatives will not bring the portfolio's duration outside the portfolio's specific duration band.
- Where a portfolio enters into forward foreign exchange contracts the aggregate underlying exposure of the portfolio attained through such contracts shall not exceed 100% of the portfolio's market value.
- A portfolio's gross exposure to forward foreign exchange contracts shall not exceed 50% with any single counterparty and net exposure shall not exceed 25% with any single counterparty. Net exposure is defined as the value (in account base currency terms) of open forward foreign exchange purchase contracts less forward foreign exchange sale contracts. Gross exposure is defined as the value (in account base currency terms) of open forward foreign exchange purchase contracts plus forward foreign exchange sale contracts.
- The net notional exposure to index and credit default swaps will count at their full notional value as exposure to the underlying asset. Concentration limits for a particular name or asset class will apply based on the net sum of its cash and derivative security holdings.
- Short (written) options positions will always be covered, either with current security holdings, other options or futures positions. Mortgage derivatives with significant short option characteristics will not exceed 5% of the portfolio, and will generally be a) offset by positions in other mortgage derivatives (e.g., floaters and inverse floaters), or b) offset by other portfolio positions (e.g., IOs and long duration bonds).
- Futures and options contracts will be limited to liquid instruments actively traded on major exchanges or, if over-the-counter, executed with major dealers.
- Swap contracts are considered over-the-counter contracts between two parties and have counterparty credit risk different from exchange traded derivatives. Western Asset tries to limit its counterparty risk by executing swaps with the strongest financial counterparties. The vast majority of these counterparties are rated is A- or better. In addition, collateral agreements will be in place to trigger margin movement whenever the current mark-to-market amount to be paid or received by either counterparty exceeds a threshold amount.

- Finally, under no circumstances will the derivative positions change the characteristics of the portfolio so that it violates any guideline set forth in the Investment Management Agreement.

8. State if the legal and regulatory risk associated with portfolio derivative investments have changed over the past six months. Yes: Please explain. / No

Investment Manager Guidelines

1. Are portfolio holdings well-diversified, and made in liquid securities?
 Yes / No: Please explain.
2. Has the firm engaged in short selling, use of leverage or margin and/or investments in commodities? Yes: Please explain. / No

Domestic Fixed Income Portfolios

1. State the percentage of the portfolio held in each of the following types of securities.

<i>Treasury</i>	1.58
<i>Agency</i>	0.25
<i>Inflation-Linked</i>	2.64
<i>Mortgage-Backed</i>	22.32
<i>Asset-Backed</i>	6.29
<i>Investment-Grade Credit</i>	23.49
<i>High-Yield Credit</i>	11.44
<i>Bank Loan</i>	2.89
<i>Non-US</i>	7.63
<i>EM Government</i>	1.39
<i>EM Local Currency</i>	9.03
<i>EM Corporate</i>	6.54
<i>Cash & Cash Equivalents</i>	4.51
<i>Total</i>	100.00

2. Does the firm conduct horizon analysis testing? Yes / No: Please explain.

Western Asset's investment management team estimates horizon excess returns under various market scenarios, including best, worst and likely cases. Particular attention is paid to diversifying strategies under each scenario. The horizon for risk management is the same as that for investment management, as the risk effort is closely integrated into the investment process. The firm's tracking error model calculates predicted tracking errors based on 18 months of historical data. Western Asset also generates scenario analysis results daily for representative accounts. These results

estimate horizon durations given various interest rate shocks. The horizon is generally instantaneous as Western Asset evaluates one day extreme movements in rates for duration hedging purposes. The Firm's systems allow for any time horizon and can output a wide array of horizon performance or analytics related statistics.

3. Are any holdings below investment grade? Yes / No

a) If Yes, why are they held in the portfolio? Guidelines allow for below investment grade holdings.

4. Excluding U. S. Government and Agency bond holdings, did any individual bond issue represent more than 5% of the market value of the portfolio? Yes / No

a) If Yes, please specify the bond issue and percentage amount.

5. What percentage of the portfolio is held in Rule 144A securities? 1.36%

6. At the time of purchase, was there any single industry which represented more than 15% of the market value of the account. Yes / No

a) If Yes, please specify the name of the industry and percentage amount.

7. What proportion of total AUM do the assets in this product make-up of the firm? What size does SamCERA's account comprise of total product assets?

AUM figured will be released Wednesday Jan 13. We have included AUM as of November 31, 2015 below:

December 31, 2015 AUM information is not available at this time.

As of November 30, 2015, Western Asset's Total Return Unconstrained (TRU) Bond product makes up 1.2% of Firmwide AUM, and SamCERA's account comprises 1.9% of total TRU Bond product assets.



Signed by: Matt Hillier

Dated: 1/28/2016

Name of Firm: Western Asset Management Company



FRANKLIN TEMPLETON
INSTITUTIONAL

January 11, 2016

RESPONSE TO COMPLIANCE CERTIFICATION STATEMENT FROM
San Mateo County Employees' Retirement Association

Franklin Templeton Global Multisector Plus (Master) Fund, Ltd. (3c7)
Review Period: July 1, 2015 – December 31, 2015

Bill Deakyne, CFA, AIF

Senior Vice President – Director of Institutional Client Relations
Franklin Templeton Institutional

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APPENDIX 1

REGULATORY HISTORY

Please note that the San Mateo Employees' Retirement account is in a 3c7 fund and is no longer managed in a separately managed account within the guidelines of an investment management agreement (IMA).

As such, any references to the terms, guideline(s) and policy statement(s) within this questionnaire refer to the Franklin Templeton Global Multisector Plus (Master) Fund, Ltd.'s offering documents and/or private placement memorandum.

GENERAL COMPLIANCE ISSUES

1. **Have there been any significant portfolio developments, major changes in firm ownership, organizational structure and personnel?**

Yes **No**

If yes, please explain.

Portfolio Developments

There have been no significant developments to the Franklin Templeton Global Multisector Plus (Master) Fund, Ltd. over the last six months ended December 31, 2015.

Firm Ownership

There have been no material changes to the ownership structure of Franklin Resources, Inc. (Parent Company) during the past six months ended December 31, 2015.

Organizational Structure

In October 2015, Vijay Advani and Jenny Johnson became Co-Presidents of Franklin Templeton Investments. As Co-Presidents, Mr. Advani and Ms. Johnson continue to oversee their existing responsibilities, and in addition, both now jointly oversee Investment Management and all related investment management support services. As the investment manager reporting lines transfer from John Lusk, EVP of Investment Management (ahead of his targeted retirement in March 2016) to the Co-Presidents, the following changes also took place within the investment teams in October:

- Ed Perks appointed EVP, CIO Equities with oversight of Franklin Equity Group, Templeton Global Equity Group, Templeton Emerging Markets Group, Franklin Mutual Series, and Franklin U.S. Value. Each of the corresponding equity CIOs report directly to Mr. Perks effective October 1st. As Mr. Perks transitioned to his new role, Michael McCarthy was named EVP/CIO-Franklin Equity Group, including U.S. Growth, Core/Hybrid, Global Growth, and Sector strategies.
- The head of Investment Management Strategic Services, Mat Gulley, also reports into the Co-Presidents.
- Dr. Michael Hasenstab reports to CEO and Chairman Greg Johnson, as Economic Advisor. Dr. Hasenstab continues in his role as EVP & CIO of Templeton Global Macro and retains all his existing portfolio management responsibilities.

Although there was a change to the organizational structure for the firm, the strategies used by the Templeton Global Macro group to run the portfolios and the underlying investment research process of the strategy have not changed.

Personnel

The investment team responsible for managing the Franklin Templeton Global Multisector Plus (Master) Fund, Ltd., the Templeton Global Macro group, has experienced limited turnover during the past six months ending December 31, 2015. Also, in November 2015, Jeep Willems joined the team as a quantitative research analyst.

2. Have there been any changes in the firm's investment approach?

Yes No

If yes, please explain.

3. Have there have been any industry or regulatory disciplinary actions taken against the firm?

Yes No

If yes, please explain.

During the period of July 1, 2015 through December 31, 2015, Franklin Advisers Inc. (FAV) was not the subject of any *investment-related proceedings, findings or orders* brought or made by any U.S. federal or state regulatory agency, *foreign financial regulatory authority or self-regulatory organization*.

For a summary of *investment-related proceedings, findings or orders* brought or made by any U.S. federal or state regulatory agency, *foreign financial regulatory authority or self-regulatory organization* against FAV and/or certain of its *advisory affiliates* in the past 10 years ended September 30, 2015 as well as certain other regulatory matters, please see Appendix 1. Regulatory History. From time to time, FAV and its *advisory affiliates* receive subpoenas and inquiries from regulators, including requests for documents or information, and also may become the subject of governmental or regulatory examinations or investigations. *Findings or orders* resulting from such subpoenas, inquiries, examinations or investigations if any, will be reported, to the extent required and permitted by law, on FAV's Form ADV filed with the U.S. Securities and Exchange Commission. (Italicized terms are as defined on Form ADV.)

4. Has the firm's insurance coverage been sustained?

Yes No

If no, please explain.

INVESTMENT MANAGEMENT FEES

1. Is *SamCERA's* investment management fee schedule higher than those charged other institutional clients who hold an account investment substantially similar to ours?

Yes No

If yes, please explain.

DERIVATIVE INVESTMENTS

1. Are derivatives used in the management of the investment strategy?

Yes No

If Yes, please answer the remaining questions in this section. If No, please skip the remaining questions in this section.

2. If the firm entered into a non-exchange traded derivative, was the general nature and associated risks of the counter-party fully evaluated?

Yes No

If no, please explain.

3. For non-exchange traded derivative transactions, were the counter-parties broker/dealers?

Yes No

If yes: Do the counter-parties have investment grade debt?

Yes No

Are the counter-parties registered with the SEC and do they have net capital to protect against potential adverse market circumstances?

Yes No

If no, please explain.

4. For non-exchange traded derivative transactions, were the counter-parties financial institutions (banks)?

Yes No

If yes: Do the counter-parties have investment grade debt?

Yes No

Do the counter-parties have total assets in excess of \$1 billion, and significant net capital to protect against potential adverse market circumstances?

Yes No

If no, please explain.

5. Is individual counter-party exposure well diversified?

Yes **No**

The risk exposure to a single counterparty in an OTC derivative transaction may not exceed 10%.

All proposed counterparties are subject to review and initial approval by the Counterparty Credit Committee satisfying certain credit and other standards. The Counterparty Credit Committee and Portfolio Analysis and Investment Risk (PAIR) team provide ongoing monitoring of counterparties creditworthiness and FTI-wide exposure. Counterparty risk is an issue addressed at a firm-wide level by Franklin Templeton. Franklin Templeton requires all OTC counterparties to maintain a credit rating of BBB- or better. Additionally, Funds are only permitted to enter into derivative instruments with counterparties included on the "approved list" maintained by the investment manager in conjunction with the counterparty credit risk policy. PAIR calculates Account and FTI-wide exposure to each counterparty on a weekly basis, and on an as needed basis based on market conditions. Total exposure is compared to monetary limits that vary based on the size and creditworthiness of the counterparty.

Finally, the majority of our counterparty relationships are collateralized. This means that an account is set up in between FTI and the counterparty and every night the side that "lost" on the trade that day transfers the equivalent amount of cash or T-bills into the account to reflect the mark-to-market of the derivative's value. The account itself is ring-fenced and protected from the balance sheet of either firm. Therefore, should one of our counterparties go out of business overnight it would not affect the value of the trade we have on, given that the trade's cash value would be in the collateral account and protected from creditors.

If no, please explain.

What is the largest exposure to a single counter-party within the portfolio? Please specify the name of the counter-party and the amount of exposure. Have there been any changes to the investment manager's list of approved counter-parties over the past six month?

Counter-party exposure cannot be released under fair disclosure rules.

Changes to our approved list of counter-parties routinely occur nearly every month.

6. Specify the security pricing sources used when developing portfolio market value exposures for limited allocation derivatives.

Not applicable. No limited allocation derivative investments are held in the Franklin Templeton Global Multisector Plus (Master) Fund, Ltd.

7. Provide a statement regarding the liquidity of the derivative investments. Provide a general statement discussing the legal and regulatory risks associated with the portfolio manager's investments in derivatives.

It is the policy of the Franklin Templeton Fixed Income Group, the investment platform of the Franklin Templeton Global Multisector Plus (Master) Fund, Ltd., to use derivatives only when client guidelines permit. Derivatives may be an efficient way to implement fixed income investment views on a particular sector in one transaction and also as a tool to help isolate risk exposures. Compared with cash bonds, derivatives can be more flexible and more liquid, and may have lower transaction costs. In those strategies that employ derivative instruments, or when clients request the use of derivatives to achieve certain investment objectives, we may also seek to gain exposure through the use of exchange-traded and/or over-the-counter derivatives.

As an opportunistic strategy, the Templeton Global Multisector Plus Strategy (the investment strategy of the Franklin Templeton Global Multisector Plus (Master) Fund, Ltd.) utilizes a wide variety of instruments to gain exposure to various fixed income sectors and achieve strategy objectives. For example, foreign exchange forward contracts are frequently used for hedging purposes and to express currency views. We may also engage in cross hedging as an efficient method of implementing the portfolio's optimal currency structure. Interest rate futures and swaps may be used to implement views on interest rates, quickly adjust portfolio duration, or efficiently handle cash flows. Total return swaps can quickly add or reduce bond market exposure.

Franklin Templeton's proprietary risk management systems enable us to properly model derivative instruments and fully understand portfolio risk. Derivatives are used only when portfolio guidelines permit and are not used to generate alpha.

8. State if the legal and regulatory risk associated with portfolio derivative investments have changed over the past six months.

Yes No

If yes, please explain.

INVESTMENT MANAGER GUIDELINES

1. Are portfolio holdings well-diversified, and made in liquid securities?

Yes No

As an essential part of the investment process, liquidity risk is researched in the security selection stage. Our research analysts and traders partner to ensure that any required liquidity provisions can be met given the risk parameters of the underlying mandate. In the event that, within the confines of the account structure, we invest in securities that have limited liquidity, we seek to ensure that investors are being adequately compensated for any liquidity risk. On an ongoing basis, analysts are required to ensure that current market prices reflect attractive valuations. Liquidity risk is further controlled by monitoring aggregate ownership levels to help ensure that they remain prudent.

The global government bond and foreign currency markets in which the fund invests are among the largest and most liquid markets in the world. We generally seek to avoid holding assets in which we believe forced selling could occur at stressed levels due to liquidity constraints. Historically, the fund has never experienced any significant issues with liquidity, and we do not believe that liquidity issues going forward are likely to be of great concern, regardless of the economic environment.

It is also important to note that at a firm level, we have our Global Credit Facility, an unsecured, senior committed line of credit, if required as a source of funds for temporary and emergency purposes to meet unanticipated or unusually large redemption requests by shareholders. In the case that this facility would be needed, this would provide the portfolio managers with added flexibility in managing redemptions without disrupting our ability to meet our investment objectives and serve the long-term interests of our shareholders. Currently, it is undrawn.

If no, please explain.

2. Has the firm engaged in short selling, use of leverage or margin and/or investments in commodities?

Yes No

The Templeton Global Multisector Plus Strategy does not engage in short selling, employ leverage, margins or investments in commodities

If yes, please explain.

GLOBAL FIXED INCOME PORTFOLIOS

1. **State the percentage of the portfolio held in each of the following types of securities (please sub-total each by region):**

The following table represents the sector versus region breakdown as of December 31, 2015.

Sector	Region	MV%
Certificates of Deposit (by region)	-	-
Cash & Cash Equivalents	-	11.55%
Preferred Stock	-	0.43%
Commercial Paper (by region)	-	-
Other high grade short-term securities (by region)	-	-
Government securities (by region)	US	-
	Non-US	84.02%
Agency Securities (by region)	US	-
	Non-US	-
Investment Grade Corporate Bonds (by region)	US	0.39%
	Non-US	0.16%
High Yield Corporate Bonds (by region)	US	2.65%
	Non-US	1.48%
Mortgage and asset-backed securities (by region)	-	-
Certificates of Deposit (by region)	-	-
Commercial Paper (by region)	-	-
Supranational	-	0.07%
Derivatives	-	-0.77%
Bank Loans	-	0.03%

The following table represents the sector breakdown for the portfolio as of December 31, 2015.

Types of Securities	Investment Objective	Percentage of Portfolio (%)
Cash & Cash Equivalents		11.55%
Convertibles		0.43%
Corporate Bonds	Investment Grade	0.54%
	Non-Investment Grade	4.13%
Derivatives		-0.77%
International Government/Agency Bonds	Investment Grade	67.12%
	Non-Investment Grade	7.30%
Others ^[1]		0.03%

San Mateo County Employees' Retirement Association

Types of Securities	Investment Objective	Percentage of Portfolio (%)
Sovereign Bonds	Investment Grade	0.29%
	Non-Investment Grade	9.31%
Supranational		0.07%
Total		100%

^[1] Includes equity and bank loans.

The following table represents the regional breakdown for the portfolio as of December 31, 2015.

Region	Percentage (%)
Americas	35.06%
Asia	32.32%
Europe/Africa	21.00%
Cash and Cash Equivalents	11.55%
Other ^[1]	-
Supranational	0.07%
Total	

^[1] Includes the Middle East.

2. Please list any holdings that are below investment grade or not-rated

The table below represents the allocation ratings data, as of December 31, 2015. During that quarter, 20.99% of the portfolios fall below investment grade or are not rated.

Range	IG/Non-IG	Perc
AAA	IG	0.07
AA+	IG	0.00
AA	IG	10.05
AA-	IG	0.03
A+	IG	0.13
A	IG	13.07
A-	IG	16.03
BBB+	IG	0.28
BBB	IG	8.39
BBB-	IG	19.35
BB+	Non-IG	4.47
BB	Non-IG	0.52
BB-	Non-IG	0.78
B+	Non-IG	6.63
B	Non-IG	0.94
B-	Non-IG	2.32

Range	IG/Non-IG	Perc
CCC+	Non-IG	0.36
CCC	Non-IG	3.99
CCC-	Non-IG	0.01
CC+	Non-IG	0.00
CC	Non-IG	0.28
C	Non-IG	0.00
D	Non-IG	0.05
NR	Non-IG	0.64
N/A	Non-IG	0.06
Cash & Cash Equivalents	Non-IG	11.55

3. Excluding U. S. Government and Agency bond holdings, did any individual bond issue represent more than 5% of the market value of the portfolio?

Yes No

If yes, please specify the bond issue and percentage amount.

4. What percentage of the portfolio is held in Rule 144A securities?

1.78% of the portfolio is held under Rule 144A securities, as of December 31, 2015.

5. At the time of purchase, was there any single industry which represented more than 15% of the market value of the account.

Yes No

If yes, please specify the name of the industry and percentage amount.

6. What proportion of total AUM do the assets in this product make-up of the firm? What size does the SamCERA's account comprise of total product assets?


The table below provides assets under management figures requested regarding the Templeton Global Multisector Plus strategy and the Franklin Templeton Global Multisector Plus (Master) Fund, Ltd. (3c7) as of December 31, 2015.

	Assets Under Management (in Millions \$)	% of Total Firm Assets
Templeton Global Multisector Plus Strategy	46,653.01	6.11%
Franklin Templeton Global Multisector Plus (Master) Fund, Ltd. (3c7)	1,325.82	0.17%

The table below provides the requested figures regarding the SamCERA account assets compared to Templeton Global Multisector Plus strategy and the Franklin Templeton Global Multisector Plus (Master) Fund, Ltd. (3c7) as of December 31, 2015.

San Mateo County Employees' Retirement Association

SamCERA Assets Under Management (in Millions \$)	% of Strategy Assets	% of Product Assets
98.78	0.21%	7.46%

Signed By: 
Name: Breda Beckerle
Title: Chief Compliance Officer
Dated: Friday, January 29, 2016
Name of Firm: Franklin Advisers, Inc.

IMPORTANT NOTES

This response (the Response) is based on the information provided in the Due Diligence Questionnaire (the Questionnaire). To the extent any such information in the Questionnaire is incomplete or inaccurate, Franklin Templeton reserves the right to alter, amend or delete any information it has provided in the Response. Franklin Templeton has prepared the Response in good faith and, to the best of its knowledge; all information provided in the Response is accurate as of the date submitted. Information, including all data, provided in the Response is unaudited, unless otherwise indicated. Additionally, any information relating to assets under management (AUM) is being provided in response to the particular request contained in the Questionnaire and the figures provided may, therefore, be categorized differently than those reported for regulatory or other disclosure purposes. AUM includes assets for which the firm provides various investment management services as described in Franklin Resources, Inc.'s current Form 10K (See Item I, "Business". A copy of the current Form 10K as well as the most recent Annual Report can be located at www.franklintempleton.com). The way we calculate our AUM may change from time to time based on such factors as changes in industry standards, regulatory requirements or specific requests. Any information from third-party sources is believed to be reliable, but Franklin Templeton cannot guarantee its accuracy or completeness. Information set forth in the Response is subject to change and Franklin Templeton does not undertake any duty to update the Response after its issuance nor does it accept responsibility for any modifications made to the Response after its date of issue. Responses may include a general description of the types of services Franklin Templeton may provide to its clients and may not be applicable or tailored to the Questionnaire. Data shown for currency exposure, country exposure, maturity, duration, coupon allocation, sector allocation and asset allocation may reflect certain derivatives held in the portfolio (or their underlying reference assets). Breakdowns may not total 100% or may be negative due to rounding, use of derivatives, unsettled trades or other factors.

The information contained in the Response is solely for the purpose of responding to the Questionnaire, shall be treated as confidential, and shall be distributed internally on an as-needed basis only. Subject to applicable regulatory requirements, it shall not be distributed or otherwise communicated to third parties (other than any consultant engaged by the issuer of the Questionnaire to assist in connection therewith) without the prior written consent of Franklin Templeton. Any such consultant shall likewise be obligated to treat the Response as confidential.

Investing may involve a high degree of risk. The issuer of the Questionnaire is deemed to be an experienced institutional investor or consultant and is expected to make its own independent assessment of the appropriateness and the associated risks of investing. Franklin Templeton shall not be held liable for any losses or damages arising out of any person's reliance upon the information contained in the Response. Except as expressly provided in the Response, no person, firm, or corporation has been authorized to give any information or to make any representation other than those contained in the Response.

All investors should inform themselves as to the legal and other requirements applicable to them with respect to any investments, holdings, and/or disposition of any investments. Franklin Templeton takes no responsibility for informing or advising investors of any applicable laws or regulations.

Views or opinions expressed in the Response do not constitute investment, legal, tax, financial or other advice. The Response is neither an offer for a particular security nor a recommendation to purchase any investments. The way Franklin Templeton implements its investment strategies and the resulting portfolio holdings may change depending on a variety of factors such as market and economic conditions, as well as client account guidelines and restrictions, if applicable. The information provided in the Response is not a complete analysis of every aspect of any market, country, industry, security, strategy or portfolio. Past performance does not guarantee future results and results may differ over future time periods.

By accepting these materials, you confirm your acceptance of the above terms.

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Item 4.8

To: Board of Retirement

From: Scott Hood, Chief Executive Officer



Subject: Approval of SamCERA's Existing Mission and Goals

Staff Recommendation

Approve SamCERA's current Mission and Goals.

Background

Resolution 95-96-05, as amended, incorporates the language which was submitted to the Board on April 14, 1994, as part of SamCERA's first independent budget. The resolution is an integral part of SamCERA's Policies and Procedures Manual, Trustee's Manual, Budget Report, and SamCERA's Strategic Plan.

Statements of mission and goals should, at a minimum, capture the purpose of SamCERA as defined in the California State Constitution and the County Employees Retirement Law of 1937. The statements should also express the Board's vision of the fundamental principles guiding Board and staff actions.

The resolution was amended on February 27, 2007, to correct the statement's grammar, spelling, and capitalization. It was amended on February 26, 2008, for clarity and to put phrases in the proper priority. It was amended on January 27, 2009, when it was shortened to remove redundancies and define all categories of SamCERA membership as members. It was further amended on May 28, 2013, to more accurately state the intent of the first two goals. Again, this year there are no recommended changes or amendments.

SamCERA's mission and Goals remain:

Mission

SamCERA exists to serve as loyal fiduciary for its members and as prudent administrator of the retirement system.

GOALS

Provide caring, fair, accurate, timely and knowledgeable professional services and information to members and other stakeholders.

Prudently manage the assets in order to appropriately fund the actuarial liabilities of the retirement system to ensure the ability to pay all earned benefits while minimizing the costs to employers.

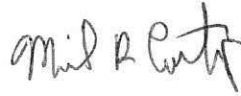
Constantly improve the effectiveness of SamCERA's services and the efficiency of its operations.

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Item 6.1

TO: Board of Retirement



FROM: Michael Coultrip, Chief Investment Officer

SUBJECT: Preliminary Monthly Portfolio Performance Report for the Period Ended January 31, 2016

Staff Recommendation

Accept the preliminary performance report dated January 31, 2016.

Background

This preliminary report is intended to provide a high-level view of the portfolio and its trends. It is not intended to provide short-term performance upon which the Board would act. As discussed previously, preliminary performance estimates are now included for AQR Risk Parity, AQR Delta, Panagora Risk Parity, and Beach Point Select. The quarterly performance metrics are not yet available for our private equity, private real asset, and real estate portfolios. The performance for these portfolios will be reflected in the quarterly performance report generated by Verus.

The attached performance report shows both net and gross of fee returns for the total plan on page one, with net composite returns (pages 2-3) and net manager returns (pages 4-9) also shown.

Discussion

The fund's net preliminary return for January was -2.8%, while the preliminary trailing twelve-month return ending January 2016 was -2.1% net. The twelve-month net return is higher than SamCERA's Total Plan Policy Benchmark return of -2.9%, but below the Actuarial Assumed Earnings Rate of 7.25%. As a reminder, SamCERA should expect performance to vary substantially from that of the Total Plan Policy Benchmark in the initial stages of its implementation of private equity and private real assets.

Volatility continued (again) during the month. The broad U.S. equity market was down 5.6%. Large- capitalization stocks "outperformed" small-capitalization stocks, with large-capitalization stocks returning -5.4% and smaller capitalization stocks returning -8.8%. Negative investor sentiment continued as concerns about falling oil prices, the economic slowdown in China, and the fallout of the Federal Reserve raising U.S. short-term interest rates for the first time in almost 10 years caused angst in the markets. Economic reports were mixed, with jobs and consumer confidence above expectations, and manufacturing activity and GDP growth below.

International equity indices were also down on the month, with developed markets (as measured by MSCI EAFE) down 7.2% and emerging markets down 6.5%.

U.S. Treasury yields fell across the yield curve as investors bid up Treasury issues in a flight to quality. The 10-year Treasury rate decreased 33 basis points. The general U.S. fixed income market return was higher by 1.4%. The high yield market sold off during the month due to higher default concerns and liquidity fears, with the high yield market down 1.6%.

Attachments

- A. Verus January 2016 Capital Market Update
- B. Northern Trust Performance Report



**PERSPECTIVES
THAT DRIVE
ENTERPRISE
SUCCESS**

**JANUARY 2016
Capital Markets Update**

Market commentary

ECONOMIC CLIMATE

- Real GDP rose 0.7% in the fourth quarter, bolstered by consumer spending on services, which added 0.9% to overall growth. Net exports and inventory investment were the main detractors from growth, both pulling GDP down 0.5%.
- Weakness persisted in the manufacturing sector as the ISM manufacturing index came in at 48.2, which signaled the fourth straight month of contraction. This lack of strength may be spilling over into the services sector. The ISM non-manufacturing index fell to 53.5, down from 55.3 in the prior month and below expectations.
- Non-farm payrolls added 151,000 jobs in January, which lowered the unemployment rate to 4.9%. Real wage growth picked up during the month, increasing 2.5% from a year ago.

DOMESTIC EQUITIES

- The domestic equity market started the year with its worst month since last August, as the S&P 500 fell 5.0% amid plummeting oil prices and heightened concerns over decelerating growth in China.
- S&P 500 volatility has picked up recently. Trailing 100-day annualized volatility was 17% as of month-end, compared to 15% annualized volatility of the past 10 years.
- As of January 31st, 40% of companies in the S&P 500 had reported earnings, with 72% of those companies beating mean earnings estimates. The blended earnings decline for the fourth quarter, which combines reported earning with consensus estimates, is -5.8%, compared to -5.0% at the start of the month.

DOMESTIC FIXED INCOME

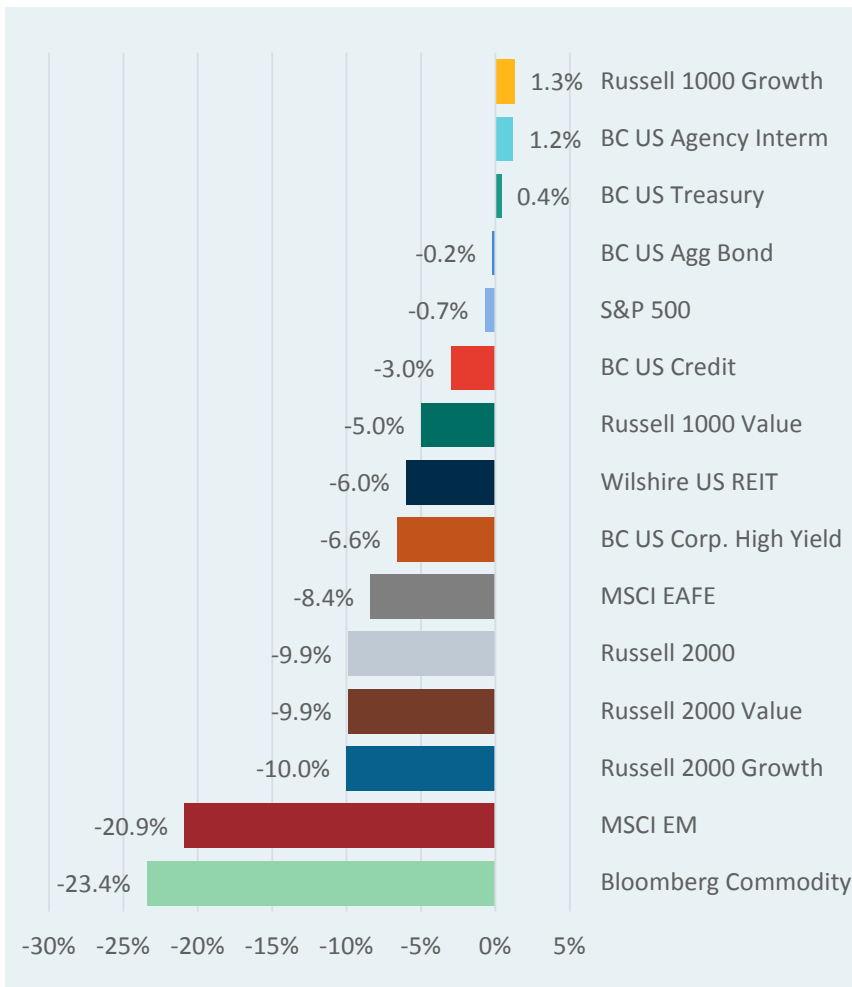
- The U.S. Treasury yield curve flattened in January as all maturities decreased, with the exception of short-term T-Bills. The middle of the curve moved downward, with 5, 7, and 10-year yields falling 43, 42, and 33 bps, respectively. The drop in yields is due in part to a global flight to quality in response to market volatility, as well as the expectation that rates will not rise as fast as anticipated.
- Standard & Poor's downgraded the credit rating and outlook for 13 oil companies, citing the precipitous drop in oil prices and insufficient spending cuts.
- High yield spreads widened, causing underperformance relative to the overall fixed income market in light of increased default probabilities and uncertainty.

INTERNATIONAL EQUITIES

- China continued to headline financial news in January. In multiple trading sessions the Shanghai Composite declined 7%, triggering circuit breakers that suspended trading for the remainder of the day. China's real GDP growth for 2015 was 6.9%, marking the slowest rate of growth since 1990.
- The Bank of Japan unexpectedly furthered policy easing measures, reducing the rate on certain deposits from 0.1% to -0.1%, but left their asset purchase program unchanged.
- Brazil remains in a deep recession. Economic data indicates the Brazilian economy contracted for the ninth straight month in November partly due to the slump in commodity prices and weakening demand from China.

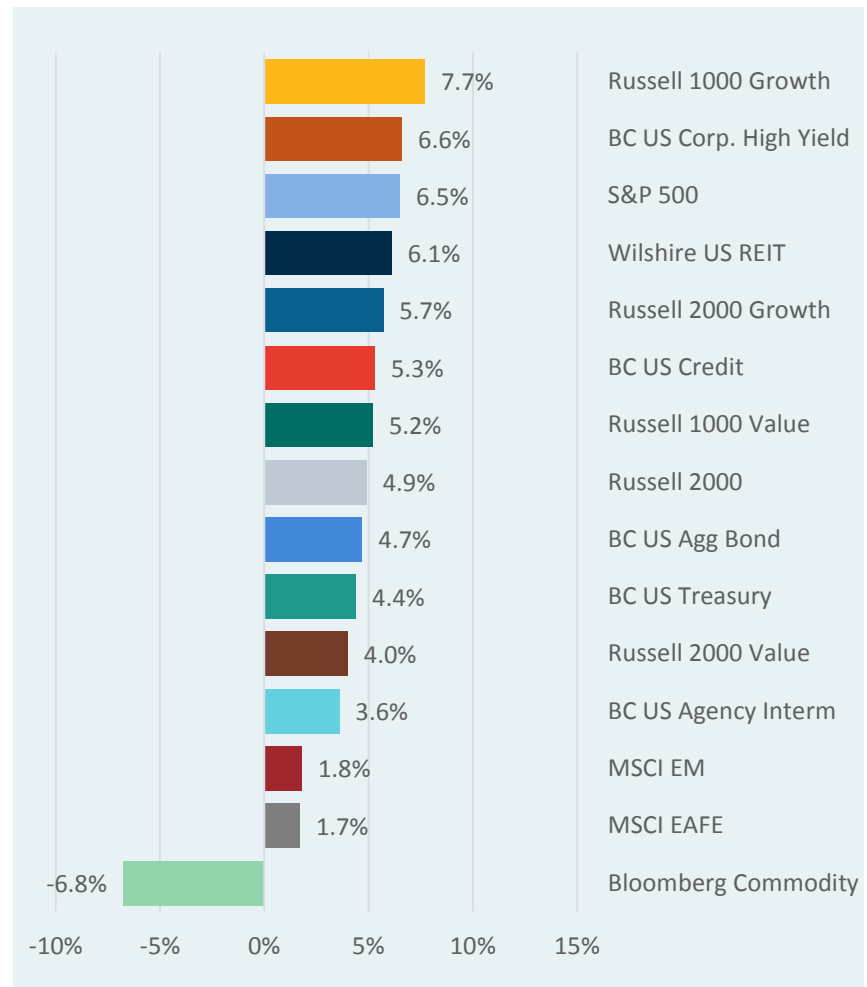
Major asset class returns

ONE YEAR ENDING JANUARY



Source: Morningstar, as of 1/31/16

TEN YEARS ENDING JANUARY



Source: Morningstar, as of 1/31/16

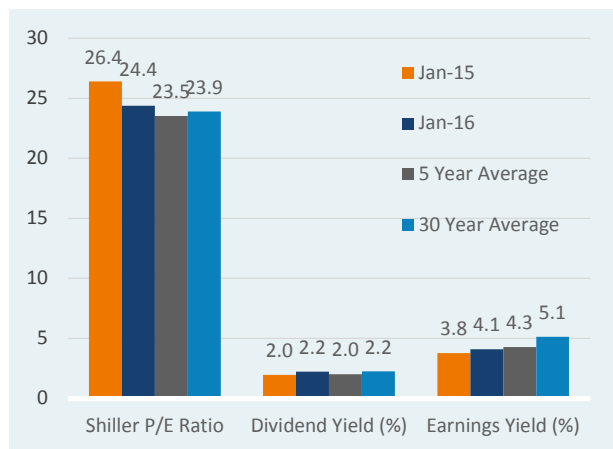
U.S. large cap equities

- The S&P 500 started the year with the worst January performance since 2009, returning -5.0%. Many factors may have contributed to the decline, including slowing global growth, falling oil prices, and a stronger U.S. Dollar.
- Financials were one of the weakest performing sectors, returning -8.9%. The market may be questioning the ability of the Fed to increase interest rates, as sovereign yields were pushed down in a

global flight to safety.

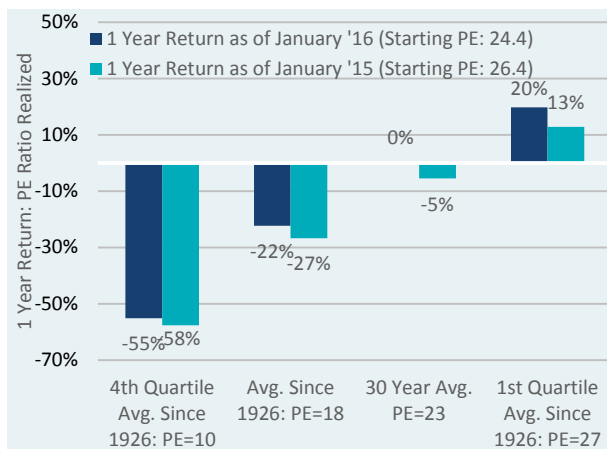
- The S&P 500 Shiller P/E ratio fell to 24.4, declining for the second straight month. The Shiller has fallen over the past year from 26.4 to 24.4, but remains above its short- and long-term historical averages.
- The forward 1-year P/E ratio fell to 16.9 from 17.2 in January as the effect of falling price outweighed a decrease in earnings estimates.

US LARGE CAP (S&P 500) VALUATION SNAPSHOT



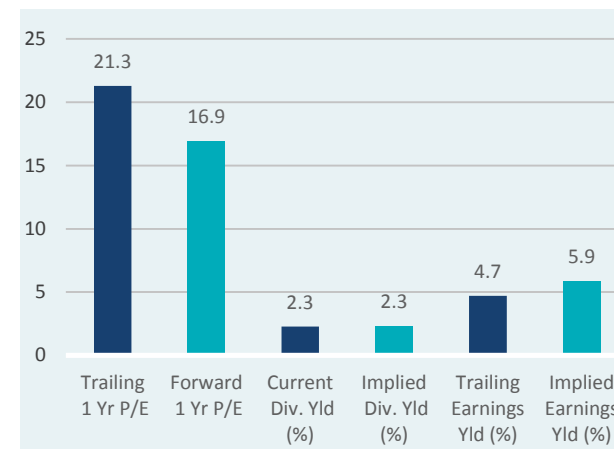
Source: Yale/Shiller

EFFECTS OF CHANGES IN SHILLER PE RATIO



Source: Yale/Shiller, Verus

S&P 500 VALUATION SNAPSHOT



Source: Standard & Poor's, as of 1/31/16

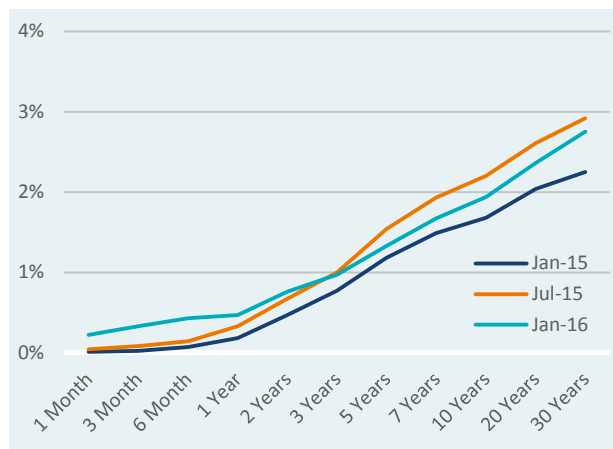
Fixed income

- The U.S. Treasury yield curve continued to flatten in January. Short-term rates rose slightly while long-term rates fell sharply in response to an increased demand for safe assets. The 10-year yield finished the month at 1.9%, down from 2.3% in December.
- Spreads continued to widen in the high yield market. The spread on the high yield market relative to Treasuries increased 80 bps to 7.8% in January with

increased default probabilities becoming a concern, especially in the energy sector.

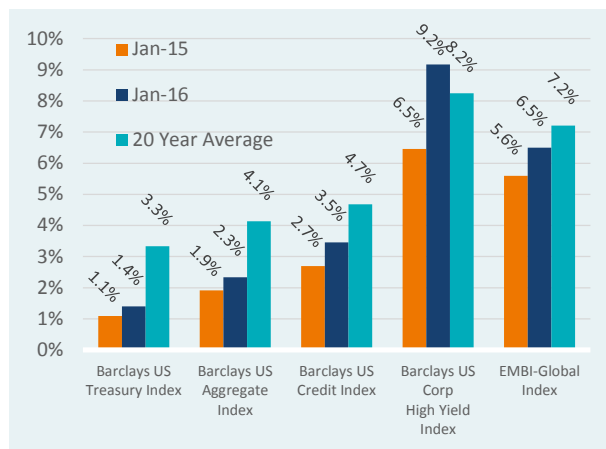
- Inflation expectations decreased slightly during January as the 5 and 10-year TIPS breakeven rate finished at 1.2% and 1.4%, respectively. The 10-year TIPS breakeven rate has fallen by around 30 bps from its level one year ago.

U.S. TREASURY YIELD CURVE



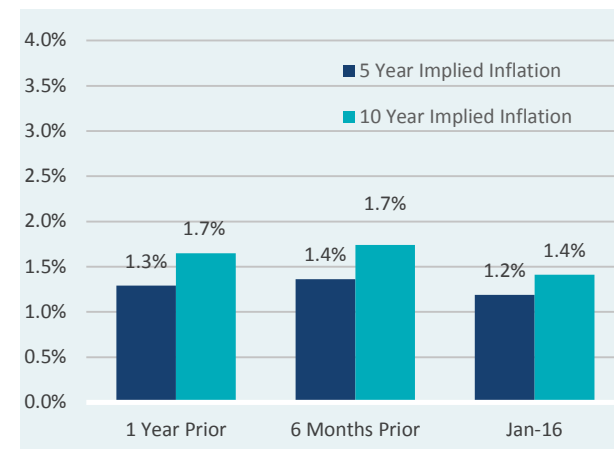
Source: Federal Reserve

NOMINAL FIXED INCOME YIELDS



Source: Ibbotson, JP Morgan

IMPLIED INFLATION (TIPS BREAKEVEN)



Source: Federal Reserve, as of 1/31/16

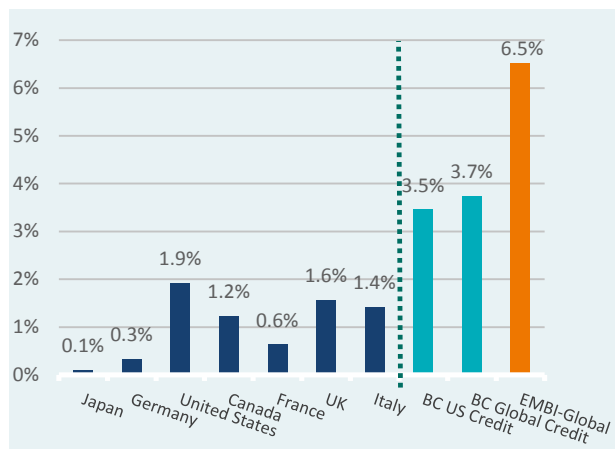
Global markets

- International developed markets (MSCI EAFE) underperformed domestic markets in January, as the MSCI EAFE returned -7.2%.
- Emerging markets outperformed international developed markets, returning -6.5% (MSCI Emerging Markets) as commodities suffered more moderate losses and expectations dampened regarding further U.S. interest rate rises.
- The Chinese equity markets experienced an extremely poor month in response to slowing economic growth and a weakening of the yuan. The

MSCI China A Shares Index returned -24.9% in January, its worst monthly performance since 2008.

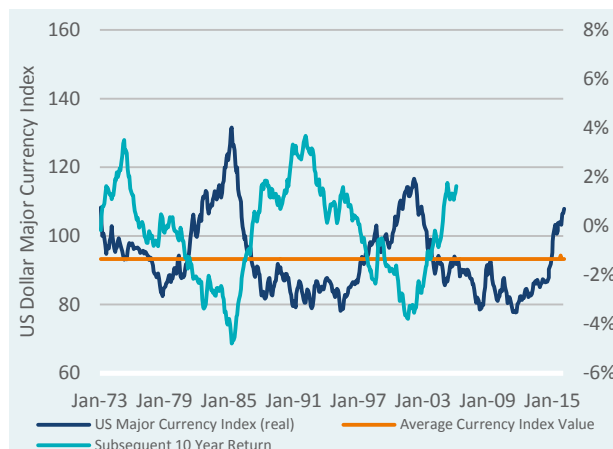
- Global 10-year sovereign yields fell during the month in light of increased equity market volatility and flight to safety.
- The U.S. Dollar Major Currency Index increased during the month, up 1.2% against a basket of major currencies. The index remains at its highest level since 2002.

GLOBAL SOVEREIGN 10 YEAR INDEX YIELDS



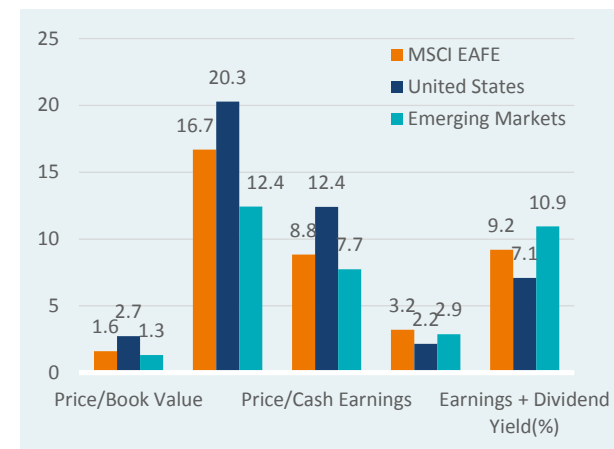
Source: Bloomberg, JP Morgan, as of 1/31/16

U.S. DOLLAR MAJOR CURRENCY INDEX



Source: Federal Reserve, as of 1/31/16

MSCI VALUATION METRICS (3 MONTH AVERAGE)



Source: MSCI, as of 1/31/16

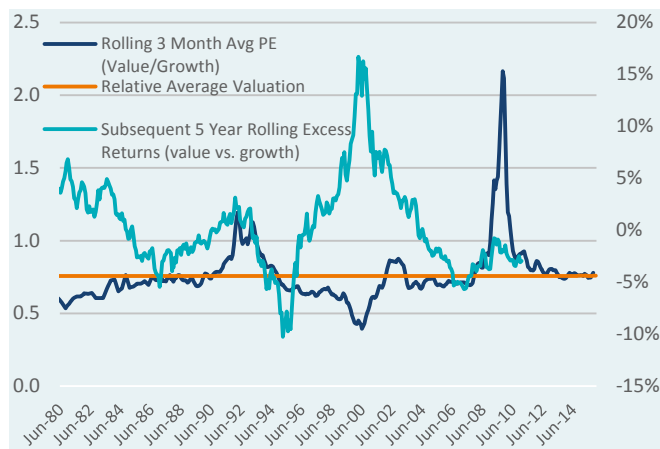
Style tilts: U.S. large value vs. growth

- Value stocks outperformed growth stocks in January as the Russell 1000 Value Index and Russell 1000 Growth Index returned -5.2% and -5.6%, respectively. However, growth has greatly outperformed value over the past few years.
- The relative PE ratio of value to growth stocks continues to track the long-term average. This metric suggests that although growth stocks have recently

outperformed, they appear to be fairly valued relative to value stocks.

- Growth stocks have provided a better risk-adjusted return over nearly all time periods examined relative to value stocks, except over the very long term (20 years).

RELATIVE PE RATIO OF U.S. VALUE VS. GROWTH



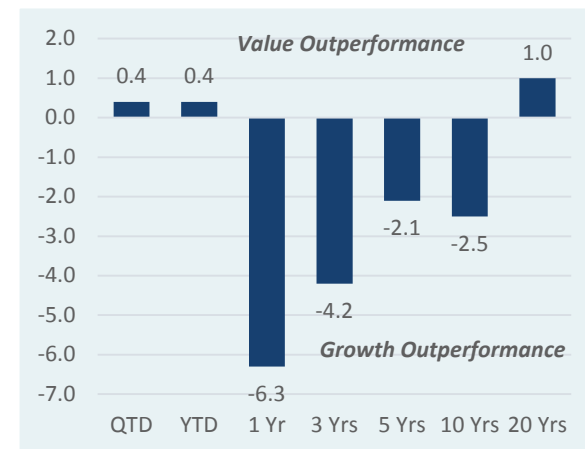
Source: Russell, Bloomberg, as of 1/31/16

U.S. VALUE VS. GROWTH ABSOLUTE PERFORMANCE

	RUSSELL 1000 GROWTH ANNUALIZED RETURN TO DATE %	RUSSELL 1000 VALUE ANNUALIZED RETURN TO DATE %
QTD	(5.6)	(5.2)
YTD	(5.6)	(5.2)
1 YEAR	1.3	(5.0)
3 YEARS	13.0	8.8
5 YEARS	11.7	9.6
7 YEARS	17.0	14.2
10 YEARS	7.7	5.2
20 YEARS	7.1	8.1
	SHARPE RATIO	SHARPE RATIO
3 YEARS	1.14	0.80
5 YEARS	0.94	0.77
7 YEARS	1.18	0.93
10 YEARS	0.43	0.25
20 YEARS	0.28	0.38

Source: Morningstar, as of 1/31/16

U.S. VALUE VS GROWTH RELATIVE PERFORMANCE

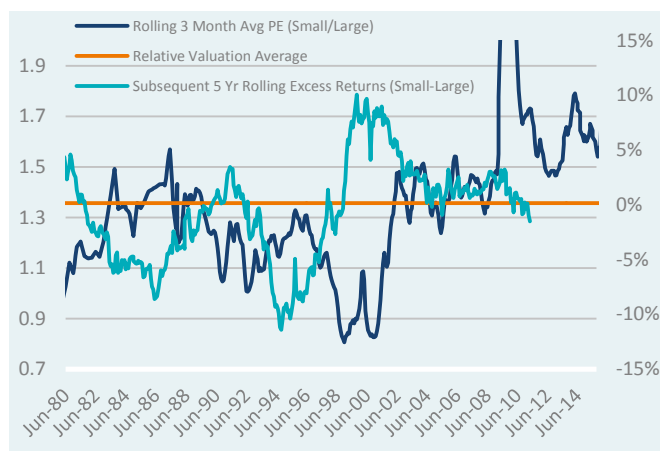


Source: Morningstar, as of 1/31/16

Style tilts: U.S. large vs. small

- Large cap equities greatly outperformed small cap once again in January. The Russell 1000 Index and Russell 2000 Index returned -5.4% and -8.8%, respectively.
- The relative P/E ratio of small to large cap stocks rose to 1.89 at the end of the month, well above its long-term average.
- The gap in performance between large and small cap equities has continued to increase over all time periods examined, with the Russell 1000 outperforming the Russell 2000 in every time period shown below over the past 20 years.

RELATIVE PE RATIO OF U.S. SMALL VS. LARGE



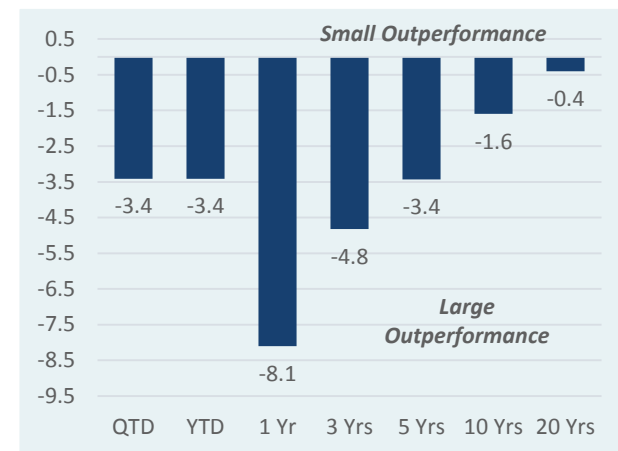
Source: Russell, Bloomberg, as of 1/31/16

U.S. LARGE VS. SMALL ABSOLUTE PERFORMANCE

	RUSSELL 1000 INDEX ANNUALIZED RETURN TO DATE %	RUSSELL 2000 INDEX ANNUALIZED RETURN TO DATE %
QTD	(5.4)	(8.8)
YTD	(5.4)	(8.8)
1 YEAR	(1.8)	(9.9)
3 YEARS	10.9	6.1
5 YEARS	10.7	7.3
7 YEARS	15.6	14.4
10 YEARS	6.5	4.9
20 YEARS	7.9	7.5
	SHARPE RATIO	SHARPE RATIO
3 YEARS	0.99	0.41
5 YEARS	0.87	0.44
7 YEARS	1.07	0.75
10 YEARS	0.35	0.19
20 YEARS	0.36	0.25

Source: Morningstar, as of 1/31/16

U.S. SMALL VS. LARGE RELATIVE PERFORMANCE



Source: Morningstar, as of 1/31/16

Commodities

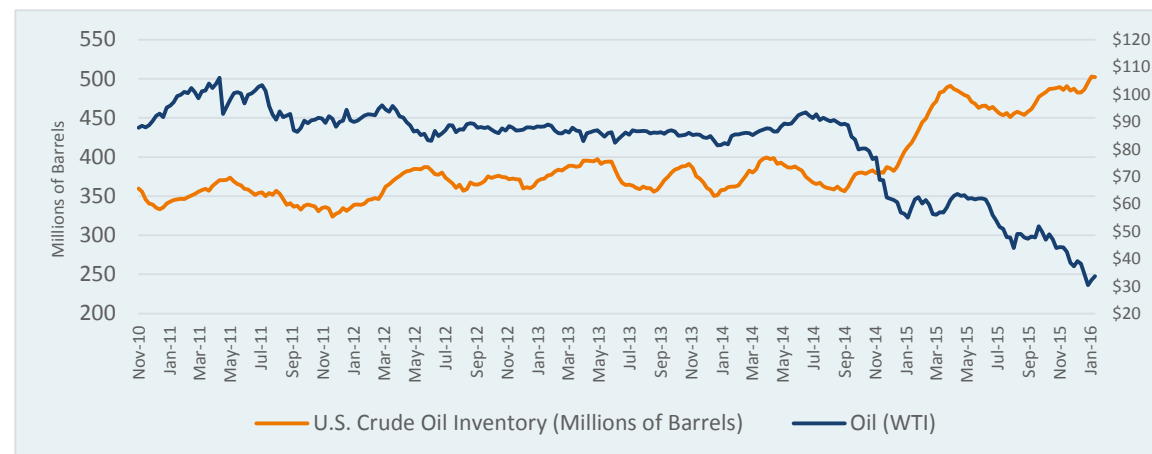
- The Bloomberg Commodity Index declined for the seventh consecutive month, returning -1.7% in January and touching its lowest level since 1991.
- Oil prices fell below \$30 a barrel for the first time in 12 years. The global oversupply of oil has not shown any signs of balancing due to increased production and weakening demand in China.
- Gold was one of the bright spots in the commodity

market in January as investors turned to safe haven assets. The Precious Metals sub-sector of the Bloomberg Commodity index posted a 4.8% return.

INDEX AND SECTOR PERFORMANCE

	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Bloomberg Agriculture	(0.8)	(0.8)	(11.2)	(14.2)	(11.0)	(0.5)
Bloomberg Energy	(7.3)	(7.3)	(39.2)	(29.6)	(22.9)	(21.4)
Bloomberg Grains	2.6	2.6	(9.4)	(15.6)	(9.4)	0.5
Bloomberg Industrial Metals	(1.4)	(1.4)	(23.8)	(17.2)	(15.3)	(4.0)
Bloomberg Livestock	1.3	1.3	(10.1)	(3.6)	(4.4)	(6.7)
Bloomberg Petroleum	(9.5)	(9.5)	(40.5)	(32.4)	(20.0)	(13.8)
Bloomberg Precious Metals	4.8	4.8	(14.5)	(15.8)	(6.5)	5.5
Bloomberg Softs	(9.6)	(9.6)	(19.0)	(15.5)	(17.6)	(6.5)

WTI CRUDE OIL VS. U.S. TOTAL CRUDE OIL INVENTORY



Source: Bloomberg, as of 1/31/16

Source: Bloomberg, as of 1/31/16

Appendix

Periodic table of returns

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	YTD	5-Year	10-Year
US Bonds	74.8	16.6	38.4	23.2	35.2	38.7	66.4	31.8	14.0	25.9	56.3	26.0	34.5	32.6	39.8	5.2	79.0	29.1	14.3	18.6	43.3	13.5	10.1	1.4	12.2	7.8
Cash	32.9	8.1	37.8	23.1	32.9	27.0	43.1	22.8	8.4	10.3	48.5	22.2	21.4	26.9	16.2	1.4	37.2	26.9	7.8	18.1	38.8	13.2	5.7	0.0	11.7	7.7
Commodities	26.3	6.4	37.2	22.4	31.8	20.3	33.2	12.2	7.3	6.7	47.3	20.7	20.1	23.5	15.8	-6.5	34.5	24.5	2.6	17.9	34.5	13.0	0.9	-1.7	10.7	6.5
Hedge Funds of Funds	23.8	4.4	31.0	21.6	30.5	19.3	27.3	11.6	3.3	1.6	46.0	18.3	14.0	22.2	11.8	-21.4	32.5	19.2	1.5	17.5	33.5	11.8	0.6	-2.9	9.6	5.7
60/40 Global Portfolio	19.3	3.2	28.5	21.4	22.4	16.2	26.5	7.0	2.8	1.0	39.2	16.5	7.5	18.4	11.6	-25.9	28.4	16.8	0.4	16.4	33.1	6.0	0.0	-3.3	8.3	5.2
Large Cap Value	18.9	2.6	25.7	16.5	16.2	15.6	24.3	6.0	2.5	-5.9	30.0	14.5	7.1	16.6	10.9	-28.9	27.2	16.7	0.1	16.3	32.5	5.6	-0.4	-5.2	7.3	4.9
Large Cap Equity	18.1	0.4	19.6	14.4	13.9	8.7	21.3	4.1	-2.4	-6.0	29.9	14.3	6.3	15.5	10.3	-33.8	23.3	16.1	-2.1	15.3	23.3	4.9	-0.8	-5.4	6.2	4.7
Large Cap Growth	13.4	-1.5	18.5	11.3	12.9	4.9	20.9	-3.0	-5.6	-11.4	29.7	12.9	5.3	15.1	7.0	-35.6	20.6	15.5	-2.9	14.6	12.1	4.2	-1.4	-5.6	3.5	4.0
Emerging Markets Equity	10.2	-1.8	15.2	10.3	10.6	1.2	13.2	-7.3	-9.1	-15.5	25.2	11.4	4.7	13.3	7.0	-36.8	19.7	13.1	-4.2	11.5	11.0	3.4	-2.5	-6.5	3.3	3.9
Small Cap Value	9.7	-2.0	11.6	9.9	9.7	-2.5	11.4	-7.8	-9.2	-15.7	23.9	9.1	4.6	10.4	5.8	-37.6	18.9	10.2	-5.5	10.5	9.0	2.8	-3.8	-6.7	1.6	1.8
International Equity	3.1	-2.4	11.1	6.4	5.2	-5.1	7.3	-14.0	-12.4	-20.5	11.6	6.9	4.6	9.1	4.4	-38.4	11.5	8.2	-5.7	4.8	0.1	0.0	-4.4	-7.2	1.5	1.7
Small Cap Equity	2.9	-2.9	7.5	6.0	2.1	-6.5	4.8	-22.4	-19.5	-21.7	9.0	6.3	4.2	4.8	-0.2	-38.5	5.9	6.5	-11.7	4.2	-2.0	-1.8	-7.5	-8.8	0.0	1.7
Small Cap Growth	1.4	-3.5	5.7	5.1	-3.4	-25.3	-0.8	-22.4	-20.4	-27.9	4.1	4.3	3.2	4.3	-1.6	-43.1	0.2	5.7	-13.3	0.1	-2.3	-4.5	-14.9	-10.8	-5.6	1.1
Real Estate	-1.1	-7.3	-5.2	3.6	-11.6	-27.0	-1.5	-30.6	-21.2	-30.3	1.0	1.4	2.4	2.1	-9.8	-53.2	-16.9	0.1	-18.2	-1.1	-9.5	-17.0	-24.7	N/A	-13.9	-6.8

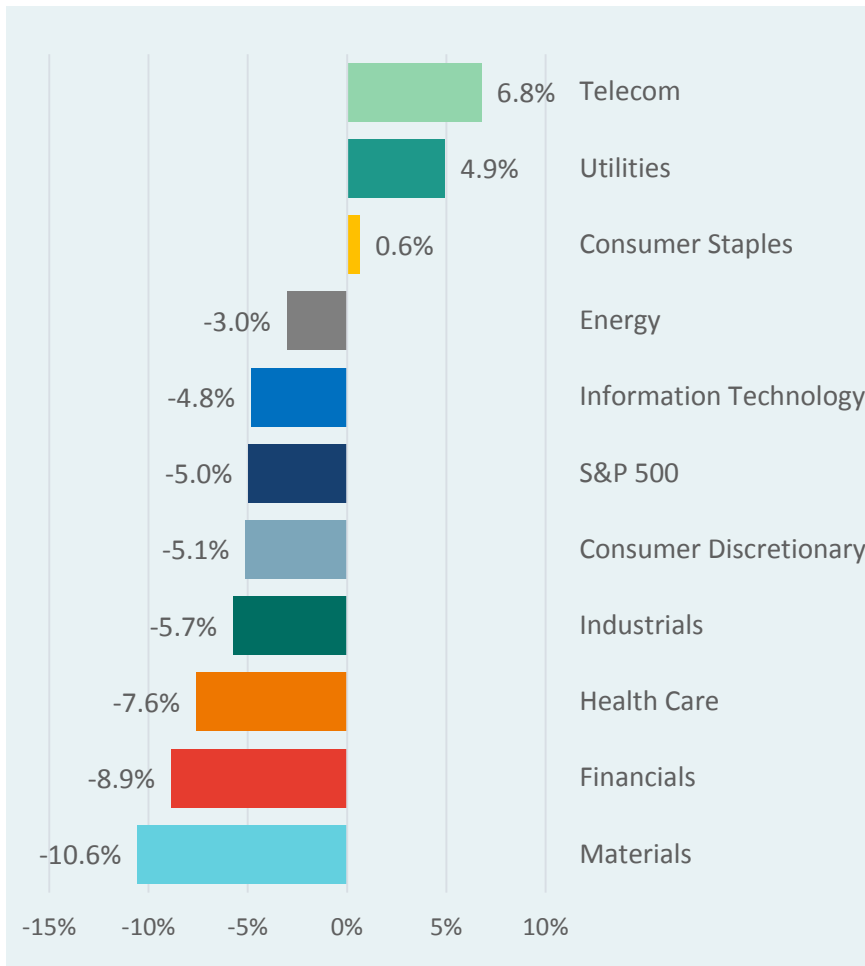
BEST
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 Large Cap Equity	 Small Cap Growth	 Commodities
 Large Cap Value	 International Equity	 Real Estate
 Large Cap Growth	 Emerging Markets Equity	 Hedge Funds of Funds
 Small Cap Equity	 US Bonds	 60% MSCI ACWI/40% BC Global Bond
 Small Cap Value	 Cash	

Source Data: Morningstar, Inc., Hedge Fund Research, Inc. (HFR), National Council of Real Estate Investment Fiduciaries (NCREIF). Indices used: Russell 1000, Russell 1000 Value, Russell 1000 Growth, Russell 2000, Russell 2000 Value, Russell 2000 Growth, MSCI EAFE, MSCI EM, BC Agg, T-Bill 90 Day, Bloomberg Comm Index, NCREIF Property, HFRI FOF, MSCI ACWI, BC Global Bond. NCREIF Property performance data as of 12/31/15.

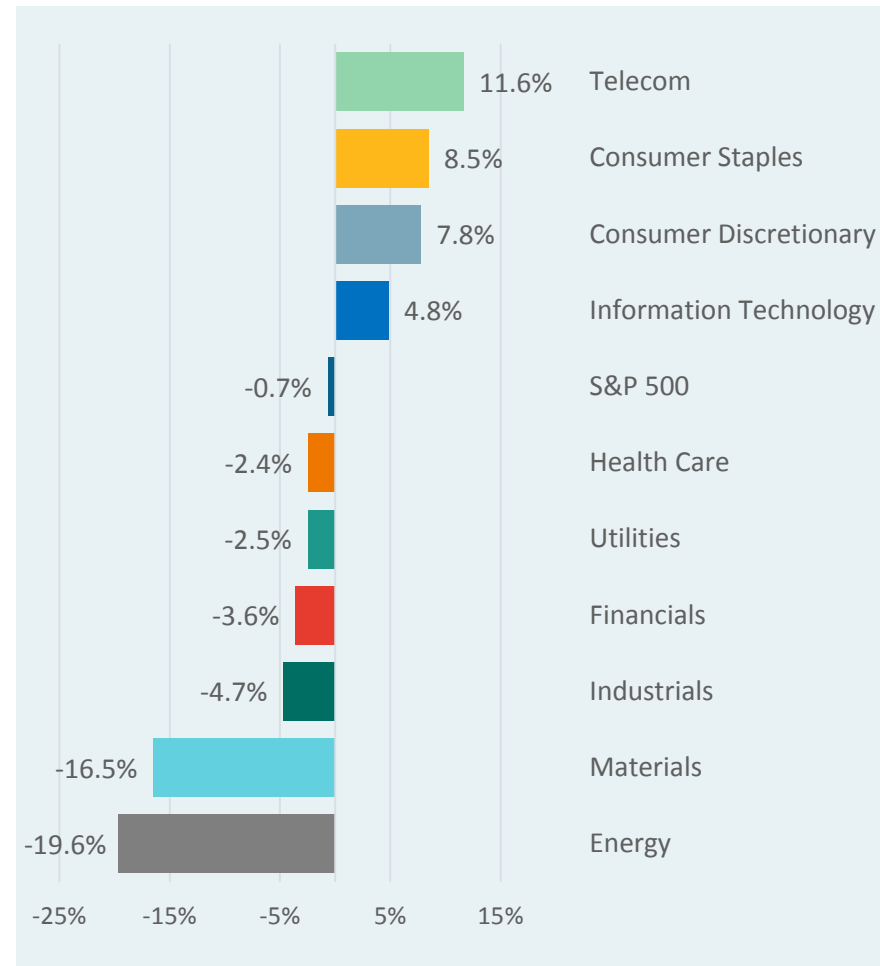
S&P 500 and S&P 500 sector returns

QTD



Source: Morningstar, as of 1/31/16

ONE YEAR ENDING JANUARY



Source: Morningstar, as of 1/31/16

Detailed index returns

DOMESTIC EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Core Index							
S&P 500	(5.0)	(5.0)	(5.0)	(0.7)	11.3	10.9	6.5
S&P 500 Equal Weighted	(5.6)	(5.6)	(5.6)	(5.0)	10.5	10.6	7.5
DJ Industrial Average	(5.4)	(5.4)	(5.4)	(1.7)	8.5	9.5	7.0
Russell Top 200	(4.9)	(4.9)	(4.9)	0.6	11.7	11.2	6.5
Russell 1000	(5.4)	(5.4)	(5.4)	(1.8)	10.9	10.7	6.5
Russell 2000	(8.8)	(8.8)	(8.8)	(9.9)	6.1	7.3	4.9
Russell 3000	(5.6)	(5.6)	(5.6)	(2.5)	10.5	10.4	6.4
Russell Mid Cap	(6.6)	(6.6)	(6.6)	(7.4)	9.2	9.5	6.7
Style Index							
Russell 1000 Growth	(5.6)	(5.6)	(5.6)	1.3	13.0	11.7	7.7
Russell 1000 Value	(5.2)	(5.2)	(5.2)	(5.0)	8.8	9.6	5.2
Russell 2000 Growth	(10.8)	(10.8)	(10.8)	(10.0)	7.7	8.3	5.7
Russell 2000 Value	(6.7)	(6.7)	(6.7)	(9.9)	4.5	6.2	4.0

INTERNATIONAL EQUITY

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Broad Index							
MSCI EAFE	(7.2)	(7.2)	(7.2)	(8.4)	0.7	1.6	1.7
MSCI AC World ex US	(6.8)	(6.8)	(6.8)	(11.9)	(2.2)	(0.5)	1.5
MSCI EM	(6.5)	(6.5)	(6.5)	(20.9)	(9.2)	(5.6)	1.8
MSCI EAFE Small Cap	(7.9)	(7.9)	(7.9)	0.8	5.7	4.4	3.0
Style Index							
MSCI EAFE Growth	(6.4)	(6.4)	(6.4)	(3.7)	2.9	3.2	2.7
MSCI EAFE Value	(8.1)	(8.1)	(8.1)	(13.1)	(1.6)	(0.1)	0.5
Regional Index							
MSCI UK	(6.0)	(6.0)	(6.0)	(12.2)	(1.5)	1.8	1.8
MSCI Japan	(8.2)	(8.2)	(8.2)	(1.7)	5.8	2.6	(0.4)
MSCI Euro	(6.6)	(6.6)	(6.6)	(9.3)	0.2	0.2	0.9
MSCI EM Asia	(7.3)	(7.3)	(7.3)	(18.3)	(4.0)	(2.0)	4.2
MSCI EM Latin American	(4.6)	(4.6)	(4.6)	(29.9)	(21.6)	(14.4)	(0.9)

FIXED INCOME

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Broad Index							
BC US Treasury US TIPS	1.5	1.5	1.5	(3.0)	(1.6)	2.8	4.1
BC US Treasury Bills	0.0	0.0	0.0	0.1	0.1	0.1	1.3
BC US Agg Bond	1.4	1.4	1.4	(0.2)	2.1	3.5	4.7
Duration							
BC US Treasury 1-3 Yr	0.6	0.6	0.6	0.6	0.7	0.8	2.5
BC US Treasury Long	5.0	5.0	5.0	(4.4)	5.5	9.3	7.4
BC US Treasury	2.1	2.1	2.1	0.4	2.0	3.3	4.4
Issuer							
BC US MBS	1.3	1.3	1.3	2.0	2.6	3.2	4.7
BC US Corp. High Yield	(1.6)	(1.6)	(1.6)	(6.6)	0.7	4.2	6.6
BC US Agency Interm	1.1	1.1	1.1	1.2	1.3	1.8	3.6
BC US Credit	0.5	0.5	0.5	(3.0)	2.0	4.4	5.3

OTHER

	Month	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Index							
Bloomberg Commodity	(1.7)	(1.7)	(1.7)	(23.4)	(18.4)	(13.9)	(6.8)
Wilshire US REIT	(3.9)	(3.9)	(3.9)	(6.0)	9.1	10.8	6.1
Regional Index							
JPM EMBI Global Div	(0.2)	(0.2)	(0.2)	0.1	1.4	5.4	6.7
JPM GBI-EM Global Div	0.3	0.3	0.3	(14.9)	(10.1)	(3.1)	3.9

Source: Morningstar, as of 1/31/16

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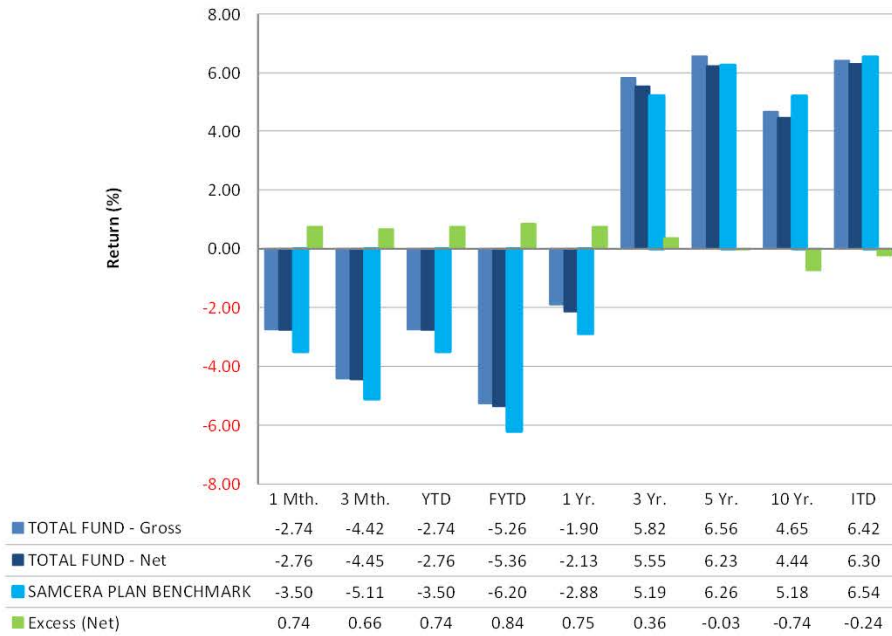
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San Mateo County Total Fund Characteristics

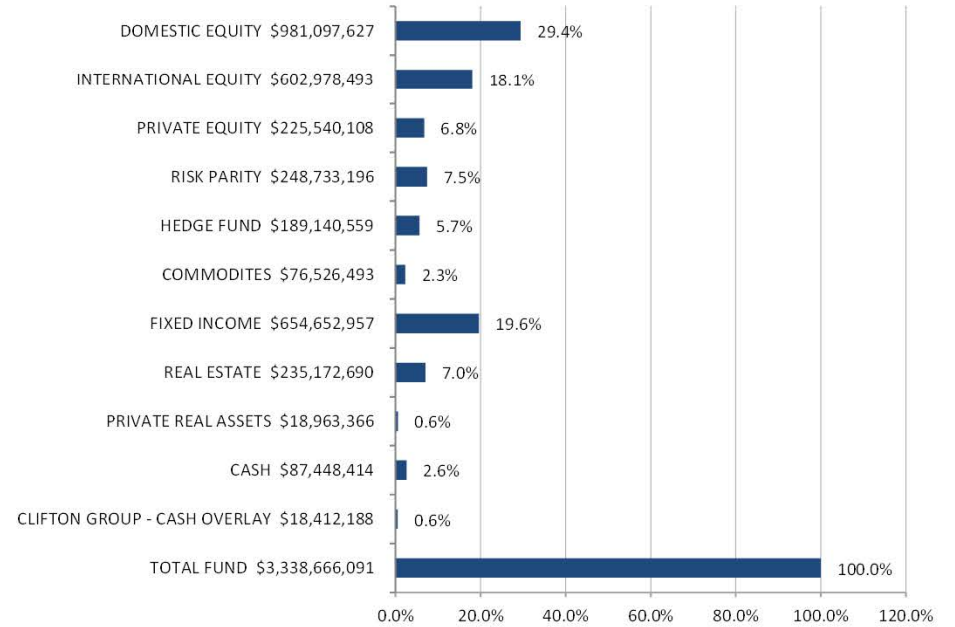


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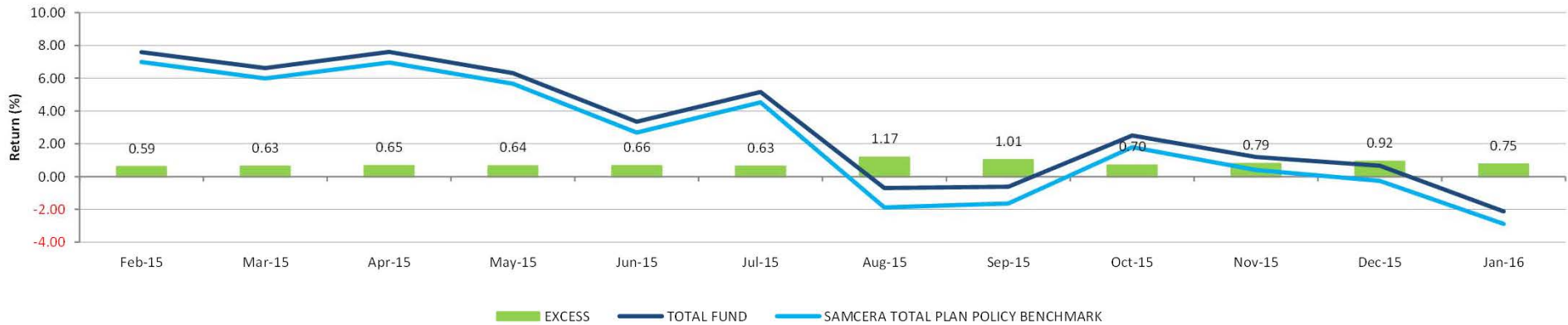
Total Fund Performance



Asset Allocation



Rolling Month End Annual Returns

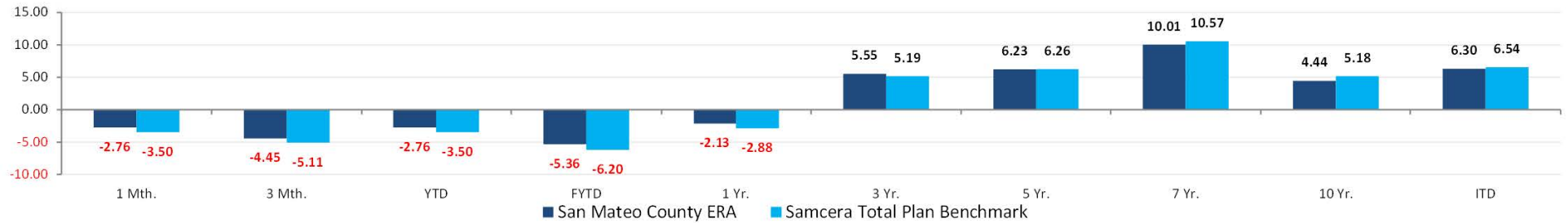


San Mateo County Composite Return Summary



January 31, 2016

Return Comparison



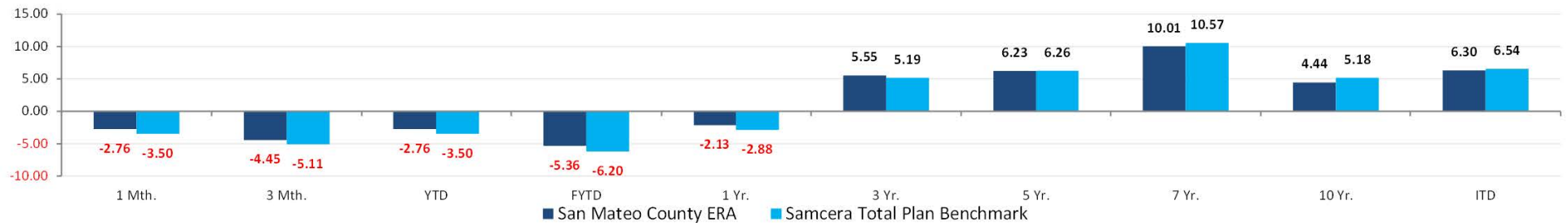
Composite Returns (Net of Manager Fees)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
San Mateo County ERA	3,338,666,091	-2.76	-4.45	-2.76	-5.36	-2.13	5.55	6.23	10.01	4.44	6.30
Samcera Total Plan Benchmark		-3.50	-5.11	-3.50	-6.20	-2.88	5.19	6.26	10.57	5.18	6.54
Excess		0.74	0.66	0.74	0.84	0.75	0.36	-0.03	-0.55	-0.74	-0.24
San Mateo Ex-Clifton Overlay	3,320,253,903	-2.90	-4.58	-2.90	-5.48	-2.34	5.47	6.17	9.93	4.30	6.23
Samcera Total Plan Benchmark		-3.50	-5.11	-3.50	-6.20	-2.88	5.19	6.26	10.57	5.18	6.54
Excess		0.60	0.53	0.60	0.72	0.55	0.28	-0.09	-0.64	-0.88	-0.31
Total Equity	1,584,076,120	-5.92	-7.96	-5.92	-9.58	-4.78	6.44	6.42	12.14	3.70	6.97
Samcera Total Equity Benchmark		-6.15	-7.94	-6.15	-9.43	-4.81	7.00	7.18	13.49	5.06	7.48
Excess		0.23	-0.01	0.23	-0.14	0.02	-0.57	-0.76	-1.35	-1.36	-0.51
Total Fixed Income	654,652,957	-0.43	-1.85	-0.43	-2.26	-2.53	1.25	4.12	6.94	4.81	5.49
Samcera Fixed Income Benchmark		0.74	-0.66	0.74	0.09	-1.38	0.86	3.15	4.20	4.50	5.11
Excess		-1.17	-1.18	-1.17	-2.35	-1.15	0.38	0.97	2.74	0.31	0.38
Total Risk Parity	248,733,196	0.71	-3.04	0.71	-6.17	-8.93	0.83	--	--	--	4.43
Samcera Risk Parity Benchmark		-2.84	-3.94	-2.84	-3.29	-1.30	7.28	--	--	--	7.46
Excess		3.55	0.90	3.55	-2.88	-7.63	-6.45	--	--	--	-3.03

San Mateo County Composite Return Summary



January 31, 2016

Return Comparison



Composite Returns (Net of Manager Fees)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Total Hedge Fund Composite	189,140,559	-0.20	0.99	-0.20	10.10	7.30	8.46	--	--	--	6.07
Samcera LIBOR + 4%		0.36	1.05	0.36	2.44	4.21	4.19	--	--	--	4.21
Excess		-0.56	-0.06	-0.56	7.65	3.09	4.27	--	--	--	1.86
Total Private Equity	225,540,108	-0.57	-0.37	-0.57	2.94	14.15	14.67	-19.89	--	--	-31.37
Samcera PE Benchmark		-5.40	-6.36	-5.40	-5.36	0.22	13.75	13.64	--	--	15.12
Excess		4.83	5.99	4.83	8.30	13.93	0.92	-33.53	--	--	-46.50
Total Commodities	76,526,493	-2.55	-7.73	-2.55	-24.12	-23.70	-16.20	--	--	--	-10.69
Bloomberg Commodity Index		-1.68	-11.63	-1.68	-24.75	-23.36	-18.41	--	--	--	-15.22
Excess		-0.87	3.90	-0.87	0.62	-0.34	2.21	--	--	--	4.53
Private Real Assets	18,963,366	-0.12	-3.76	-0.12	73.77	9.02	--	--	--	--	6.28
Samcera CPI + 5%		0.00	0.29	0.00	1.61	5.83	--	--	--	--	4.21
Excess		-0.12	-4.05	-0.12	72.17	3.19	--	--	--	--	2.07
Total Real Estate	235,172,690	2.35	2.21	2.35	5.15	14.11	13.55	13.06	5.38	6.29	8.38
Samcera Real Estate Benchmark		0.00	3.43	0.00	7.18	15.17	13.63	13.56	6.17	6.28	8.88
Excess		2.35	-1.22	2.35	-2.03	-1.06	-0.08	-0.50	-0.79	0.02	-0.49
Total Cash	87,448,414	0.02	0.04	0.02	0.19	0.25	0.47	0.55	0.73	1.16	2.12
Samcera Cash Benchmark		0.00	0.04	0.00	0.05	0.05	0.05	0.07	0.10	1.21	1.98
Excess		0.02	-0.00	0.02	0.14	0.20	0.41	0.47	0.62	-0.05	0.15

San Mateo County Manager Return Summary



January 31, 2016

Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Total Equity	1,584,076,120	-5.92	-7.96	-5.92	-9.58	-4.78	6.44	6.42	12.14	3.70	6.97
Samcera Total Equity Benchmark		-6.15	-7.94	-6.15	-9.43	-4.81	7.00	7.18	13.49	5.06	7.48
Excess		0.23	-0.01	0.23	-0.14	0.02	-0.57	-0.76	-1.35	-1.36	-0.51
Total Domestic Equity	981,097,627	-5.91	-7.29	-5.91	-7.49	-2.14	9.97	9.37	14.85	4.97	7.72
Samcera Dom. Equity Benchmark		-5.87	-7.33	-5.87	-8.12	-3.23	10.09	10.08	15.47	6.27	8.07
Excess		-0.04	0.04	-0.04	0.63	1.09	-0.12	-0.71	-0.62	-1.30	-0.35
Total Large Cap Equity	836,450,948	-5.55	-6.88	-5.55	-5.68	-0.41	11.11	9.93	14.67	5.47	8.53
Russell 1000		-5.38	-6.78	-5.38	-6.12	-1.82	10.94	10.68	15.62	6.52	8.90
Excess		-0.17	-0.10	-0.17	0.44	1.41	0.17	-0.75	-0.95	-1.05	-0.37
Barrow Hanley	99,754,818	-6.20	-7.93	-6.20	-9.73	-1.98	10.30	9.74	--	--	12.55
Russell 1000 Value		-5.17	-6.85	-5.17	-8.23	-5.00	8.79	9.61	--	--	12.32
Excess		-1.03	-1.08	-1.03	-1.49	3.02	1.51	0.14	--	--	0.23
Blackrock S&P 500 Index Fund	526,862,271	-4.96	-6.23	-4.96	-4.75	-0.55	11.36	--	--	--	11.36
S&P 500		-4.96	-6.18	-4.96	-4.82	-0.67	11.30	--	--	--	11.30
Excess		0.00	-0.05	0.00	0.06	0.12	0.06	--	--	--	0.06
Brown Advisory	103,559,091	-7.01	-7.18	-7.01	-4.99	1.92	--	--	--	--	8.91
Russell 1000 Growth		-5.58	-6.71	-5.58	-4.03	1.32	--	--	--	--	11.40
Excess		-1.43	-0.48	-1.43	-0.95	0.60	--	--	--	--	-2.49
DE Shaw Commingled Fund	106,274,767	-6.42	-8.69	-6.42	-6.89	-2.97	--	--	--	--	-3.57
Russell 1000		-5.38	-6.78	-5.38	-6.12	-1.82	--	--	--	--	-4.17
Excess		-1.03	-1.91	-1.03	-0.78	-1.16	--	--	--	--	0.60
Total Small Cap Equity	144,646,679	-7.95	-9.65	-7.95	-15.89	-10.28	4.98	7.18	15.79	2.87	5.35
Russell 2000		-8.79	-10.56	-8.79	-16.78	-9.92	6.11	7.25	14.43	4.92	6.44
Excess		0.84	0.91	0.84	0.88	-0.35	-1.13	-0.07	1.36	-2.05	-1.09



San Mateo County Manager Return Summary



January 31, 2016

Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Boston Company	73,574,198	-4.59	-6.67	-4.59	-12.23	-6.32	5.60	7.89	--	--	11.19
Russell 2000 Value		-6.72	-9.12	-6.72	-14.34	-9.94	4.53	6.17	--	--	10.52
Excess		2.12	2.45	2.12	2.11	3.62	1.08	1.72	--	--	0.67
Chartwell Investment Mgmt	71,072,480	-11.18	-12.53	-11.18	-19.39	-14.05	4.35	7.61	15.43	4.82	6.27
Russell 2000 Growth		-10.83	-11.98	-10.83	-19.13	-10.01	7.68	8.28	15.74	5.74	6.72
Excess		-0.35	-0.56	-0.35	-0.26	-4.03	-3.33	-0.68	-0.31	-0.92	-0.45
Total International Equity	602,978,493	-5.93	-9.05	-5.93	-12.95	-9.04	-0.20	0.52	6.57	1.28	4.67
MSCI ACW ex US-IMI		-6.92	-10.15	-6.92	-15.10	-11.05	-1.71	-0.34	8.36	1.75	4.09
Excess		0.99	1.10	0.99	2.15	2.01	1.51	0.86	-1.80	-0.47	0.58
Total Developed Markets Equity	544,397,330	-6.09	-8.87	-6.09	-12.19	-7.90	0.86	1.21	7.16	1.87	3.37
MSCI ACW ex US-IMI		-6.92	-10.15	-6.92	-15.10	-11.05	-1.71	-0.34	8.36	1.75	3.72
Excess		0.83	1.28	0.83	2.91	3.14	2.57	1.55	-1.21	0.12	-0.36
Baillie Gifford	183,653,392	-7.12	-9.07	-7.12	-11.82	-6.34	2.24	--	--	--	4.74
MSCI ACWI ex US Growth		-6.17	-8.38	-6.17	-12.01	-7.72	0.54	--	--	--	2.77
Excess		-0.95	-0.69	-0.95	0.19	1.38	1.71	--	--	--	1.97
Blackrock EAFE Index Fund	120,328,082	-7.23	-9.91	-7.23	-12.79	-8.23	--	--	--	--	-6.00
MSCI EAFE ND		-7.23	-9.91	-7.23	-12.80	-8.43	--	--	--	--	-6.21
Excess		0.00	-0.00	0.00	0.02	0.20	--	--	--	--	0.21
Mondrian Investment Partners	181,028,329	-4.09	-8.59	-4.09	-12.54	-10.65	-0.26	1.32	7.31	2.35	4.32
MSCI ACWI ex US Value		-7.43	-12.45	-7.43	-18.73	-15.41	-4.07	-1.55	7.51	1.09	3.42
Excess		3.34	3.87	3.34	6.19	4.76	3.82	2.87	-0.20	1.26	0.90
FIAM Intl Small Cap	59,387,527	-6.56	-6.92	-6.56	-10.94	-3.29	1.71	--	--	--	3.47
MSCI ACWI Small Cap ex US Net		-7.67	-8.23	-7.67	-12.54	-4.92	1.42	--	--	--	3.21
Excess		1.10	1.31	1.10	1.60	1.63	0.29	--	--	--	0.26



San Mateo County Manager Return Summary



January 31, 2016

Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Total Emerging Markets Equity	58,581,164	-4.34	-10.76	-4.34	-19.76	-18.82	-8.65	--	--	--	-5.37
MSCI EM ND		-6.49	-12.14	-6.49	-22.72	-20.91	-9.24	--	--	--	-6.10
Excess		2.14	1.38	2.14	2.95	2.09	0.59	--	--	--	0.73
EV Parametric EM	58,581,163	-4.34	-10.76	-4.34	--	--	--	--	--	--	-14.63
MSCI Emerging Markets GD		-6.48	-12.08	-6.48	--	--	--	--	--	--	-16.83
Excess		2.14	1.32	2.14	--	--	--	--	--	--	2.21
Total Fixed Income	654,652,957	-0.43	-1.85	-0.43	-2.26	-2.53	1.25	4.12	6.94	4.81	5.49
Samcera Fixed Income Benchmark		0.74	-0.66	0.74	0.09	-1.38	0.86	3.15	4.20	4.50	5.11
Excess		-1.17	-1.18	-1.17	-2.35	-1.15	0.38	0.97	2.74	0.31	0.38
Total Domestic Fixed Income	557,065,902	-0.30	-1.74	-0.30	-1.65	-2.11	1.55	4.04	6.98	4.90	5.60
Samcera US Fixed Inc Benchmark		0.70	-0.78	0.70	-0.08	-1.27	1.14	3.52	4.46	4.68	5.31
Excess		-1.00	-0.96	-1.00	-1.57	-0.83	0.41	0.52	2.53	0.22	0.29
Total Core Fixed Income	334,015,331	-0.20	-0.95	-0.20	-0.12	-2.16	2.01	4.02	6.69	4.70	5.48
BC U.S. Aggregate		1.38	0.78	1.38	2.04	-0.16	2.15	3.51	4.43	4.66	5.30
Excess		-1.58	-1.73	-1.58	-2.16	-2.00	-0.13	0.51	2.27	0.04	0.18
FIAM Core Bond	234,961,321	0.87	0.05	0.87	0.91	-1.19	2.09	3.87	6.23	4.92	4.92
BC U.S. Aggregate		1.38	0.78	1.38	2.04	-0.16	2.15	3.51	4.43	4.66	4.66
Excess		-0.50	-0.73	-0.50	-1.13	-1.03	-0.05	0.37	1.81	0.27	0.27
Western Total Return	99,054,009	-2.66	-3.22	-2.66	--	--	--	--	--	--	-3.37
BC U.S. Aggregate		1.38	0.78	1.38	--	--	--	--	--	--	1.33
Excess		-4.03	-4.01	-4.03	--	--	--	--	--	--	-4.71
Brown Brothers Harriman	67,681,175	0.80	0.16	0.80	-1.34	-2.41	-2.75	2.26	--	--	2.35
BC US Tips		1.48	0.58	1.48	-0.32	-3.03	-1.56	2.81	--	--	2.90
Excess		-0.69	-0.42	-0.69	-1.02	0.62	-1.18	-0.55	--	--	-0.55

San Mateo County Manager Return Summary



January 31, 2016

Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Total Opportunistic Credit	155,369,397	-0.97	-4.12	-0.97	-4.83	-1.80	3.79	6.05	--	--	8.86
BC BA Intermediate HY Index		-0.84	-4.09	-0.84	-3.79	-2.68	2.36	5.21	--	--	7.03
Excess		-0.13	-0.03	-0.13	-1.04	0.88	1.43	0.84	--	--	1.84
AG Opportunistic Whole Loan	24,283,718	1.02	1.36	1.02	2.53	2.75	--	--	--	--	0.18
BC BA Intermediate HY Index		-0.84	-4.09	-0.84	-3.79	-2.68	--	--	--	--	-0.36
Excess		1.86	5.44	1.86	6.32	5.43	--	--	--	--	0.53
Angelo Gordon	37,380,012	0.00	0.00	0.00	3.42	8.33	10.86	--	--	--	10.26
BC BA Intermediate HY Index		-0.84	-4.09	-0.84	-3.79	-2.68	2.36	--	--	--	2.84
Excess		0.84	4.09	0.84	7.21	11.00	8.50	--	--	--	7.42
Beach Point Select Fund	37,859,839	-1.91	-4.71	-1.91	-3.76	1.65	--	--	--	--	1.65
BC BA Intermediate HY Index		-0.84	-4.09	-0.84	-3.79	-2.68	--	--	--	--	-2.68
Excess		-1.07	-0.63	-1.07	0.03	4.33	--	--	--	--	4.33
Brigade Cap Mngmt	55,845,827	-1.86	-8.65	-1.86	-13.44	-11.80	-1.98	2.71	--	--	3.80
BC BA Intermediate HY Index		-0.84	-4.09	-0.84	-3.79	-2.68	2.36	5.21	--	--	5.97
Excess		-1.02	-4.57	-1.02	-9.65	-9.13	-4.34	-2.49	--	--	-2.17
Total Global Fixed Income	97,587,055	-1.21	-2.47	-1.21	-5.73	-4.98	-0.24	4.21	--	--	3.66
Samcera Global Fixed Benchmark		0.74	-0.53	0.74	0.34	-2.38	-1.17	1.11	--	--	1.14
Excess		-1.95	-1.94	-1.95	-6.07	-2.61	0.93	3.09	--	--	2.51
Franklin Templeton	97,587,055	-1.21	-2.47	-1.21	-5.73	-4.98	-0.68	3.93	--	--	3.38
BC Multiverse Index		0.74	-0.53	0.74	0.34	-2.38	-1.17	1.11	--	--	1.14
Excess		-1.95	-1.94	-1.95	-6.07	-2.61	0.48	2.81	--	--	2.24
Total Risk Parity	248,733,196	0.71	-3.04	0.71	-6.17	-8.93	0.83	--	--	--	4.43
Samcera Risk Parity Benchmark		-2.84	-3.94	-2.84	-3.29	-1.30	7.28	--	--	--	7.46
Excess		3.55	0.90	3.55	-2.88	-7.63	-6.45	--	--	--	-3.03

San Mateo County Manager Return Summary



January 31, 2016

Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
AQR Global Risk III	116,579,624	-0.49	-4.30	-0.49	-10.00	-11.77	-1.69	--	--	--	2.82
Samcera Risk Parity Benchmark		-2.84	-3.94	-2.84	-3.29	-1.30	7.28	--	--	--	7.46
Excess		2.34	-0.36	2.34	-6.71	-10.47	-8.98	--	--	--	-4.63
Panagora	132,153,572	1.80	-1.89	1.80	-2.52	-6.27	--	--	--	--	0.99
Samcera Risk Parity Benchmark		-2.84	-3.94	-2.84	-3.29	-1.30	--	--	--	--	1.10
Excess		4.64	2.05	4.64	0.78	-4.96	--	--	--	--	-0.11
Total Real Estate	235,172,690	2.35	2.21	2.35	5.15	14.11	13.55	13.06	5.38	6.29	8.38
Samcera Real Estate Benchmark		0.00	3.43	0.00	7.18	15.17	13.63	13.56	6.17	6.28	8.88
Excess		2.35	-1.22	2.35	-2.03	-1.06	-0.08	-0.50	-0.79	0.02	-0.49
Invesco Core Real Estate	228,498,616	2.42	2.42	2.42	5.37	14.34	13.67	13.09	5.42	6.32	7.77
Samcera NCREIF ODCE EW (gross)		0.00	3.43	0.00	7.18	15.17	13.63	13.56	6.17	6.28	7.60
Excess		2.42	-1.01	2.42	-1.81	-0.83	0.04	-0.47	-0.75	0.04	0.17
Invesco US Val IV	6,674,074	0.00	--	0.00	--	--	--	--	--	--	-4.48
Samcera NCREIF ODCE EW (gross)		0.00	--	0.00	--	--	--	--	--	--	3.43
Excess		0.00	--	0.00	--	--	--	--	--	--	-7.91
Total Alternatives	510,170,525	-0.72	-1.20	-0.72	-0.25	3.01	3.23	4.56	-12.59	-6.78	-4.20
Samcera Alternatives Benchmark		-1.73	-3.91	-1.73	-5.62	-1.89	5.18	6.15	10.79	5.75	6.66
Excess		1.01	2.71	1.01	5.36	4.90	-1.95	-1.58	-23.38	-12.53	-10.86
Total Private Equity	225,540,108	-0.57	-0.37	-0.57	2.94	14.15	14.67	-19.89	--	--	-31.37
Samcera PE Benchmark		-5.40	-6.36	-5.40	-5.36	0.22	13.75	13.64	--	--	15.12
Excess		4.83	5.99	4.83	8.30	13.93	0.92	-33.53	--	--	-46.50
Private Real Assets	18,963,366	-0.12	-3.76	-0.12	73.77	9.02	--	--	--	--	6.28
Samcera CPI + 5%		0.00	0.29	0.00	1.61	5.83	--	--	--	--	4.21
Excess		-0.12	-4.05	-0.12	72.17	3.19	--	--	--	--	2.07

San Mateo County Manager Return Summary



January 31, 2016

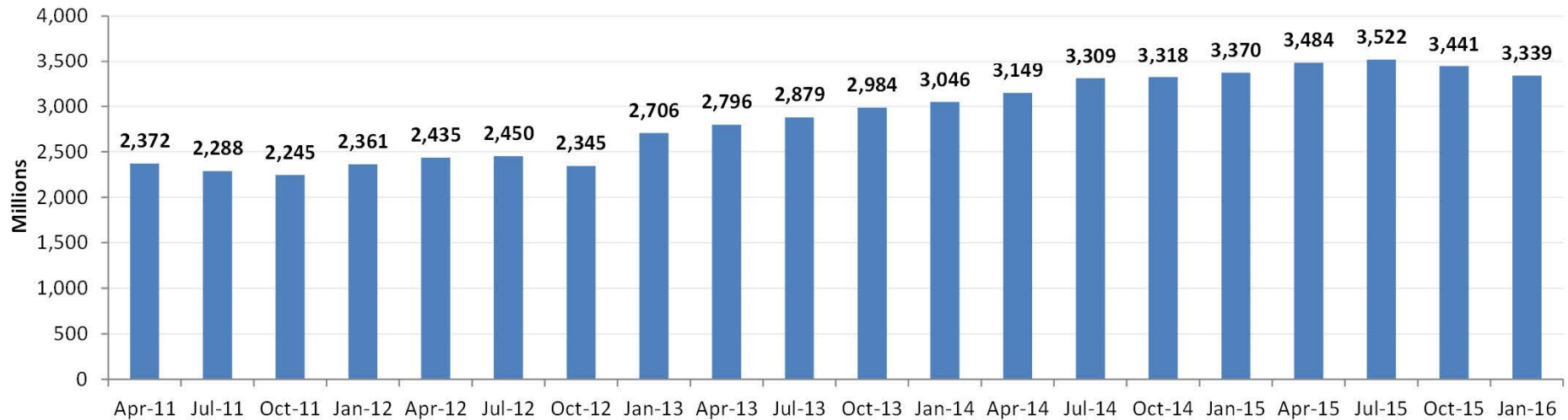
Composite Returns (NET)	Market Value (\$)	1 Mth.	3 Mth.	YTD	FYTD	1 Yr.	3 Yr.	5 Yr.	7 Yr.	10 Yr.	ITD
Total Hedge Fund Composite	189,140,559	-0.20	0.99	-0.20	10.10	7.30	8.46	--	--	--	6.07
Samcera LIBOR + 4%		0.36	1.05	0.36	2.44	4.21	4.19	--	--	--	4.21
Excess		-0.56	-0.06	-0.56	7.65	3.09	4.27	--	--	--	1.86
AQR Delta XN	154,936,554	0.18	1.74	0.18	10.92	8.10	8.73	--	--	--	6.24
Samcera LIBOR + 4%		0.36	1.05	0.36	2.44	4.21	4.19	--	--	--	4.21
Excess		-0.19	0.69	-0.19	8.48	3.90	4.54	--	--	--	2.03
Standard Life GARS	34,204,005	-1.86	-2.27	-1.86	--	--	--	--	--	--	-2.27
Samcera LIBOR + 4%		0.36	1.05	0.36	--	--	--	--	--	--	1.40
Excess		-2.22	-3.33	-2.22	--	--	--	--	--	--	-3.67
Total Commodities	76,526,493	-2.55	-7.73	-2.55	-24.12	-23.70	-16.20	--	--	--	-10.69
Bloomberg Commodity Index		-1.68	-11.63	-1.68	-24.75	-23.36	-18.41	--	--	--	-15.22
Excess		-0.87	3.90	-0.87	0.62	-0.34	2.21	--	--	--	4.53
Total Cash	87,448,414	0.02	0.04	0.02	0.19	0.25	0.47	0.55	0.73	1.16	2.12
Samcera Cash Benchmark		0.00	0.04	0.00	0.05	0.05	0.05	0.07	0.10	1.21	1.98
Excess		0.02	-0.00	0.02	0.14	0.20	0.41	0.47	0.62	-0.05	0.15
SamCera General Account	68,568,965	0.03	0.07	0.03	0.22	0.30	0.18	0.23	0.25	1.43	2.11
County Treasury Pool	18,879,449	0.00	0.00	0.00	0.00	0.00	0.36	0.58	0.77	1.02	2.85
San Mateo County ERA	3,338,666,091	-2.76	-4.45	-2.76	-5.36	-2.13	5.55	6.23	10.01	4.44	6.30
Samcera Total Plan Benchmark		-3.50	-5.11	-3.50	-6.20	-2.88	5.19	6.26	10.57	5.18	6.54
Excess		0.74	0.66	0.74	0.84	0.75	0.36	-0.03	-0.55	-0.74	-0.24

January 31, 2016

Record of Asset Growth

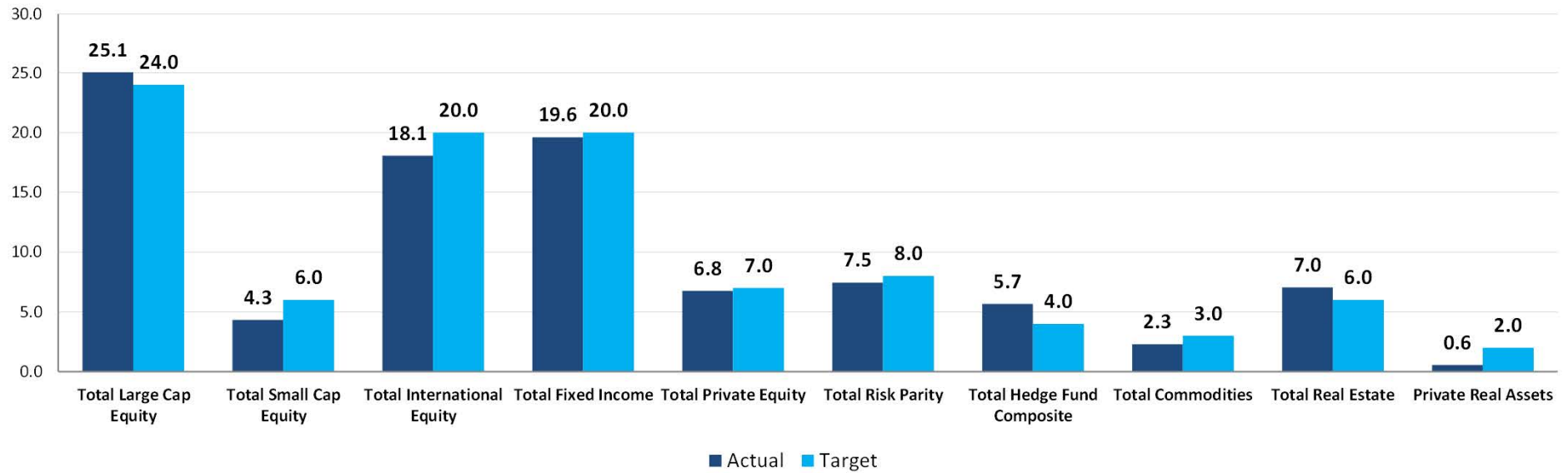
	Three Months	One Year
TOTAL FUND		
Beginning Market Value	3,441,307,955	3,370,082,941
Contributions	95,676,461	415,124,573
Withdrawals	-46,915,707	-383,099,220
Income Received	8,310,877	39,628,000
Gain/Loss	-161,304,231	-104,390,902
Ending Market Value	3,338,666,091	3,338,666,091

Net Asset Values Over Time (\$000)



January 31, 2016

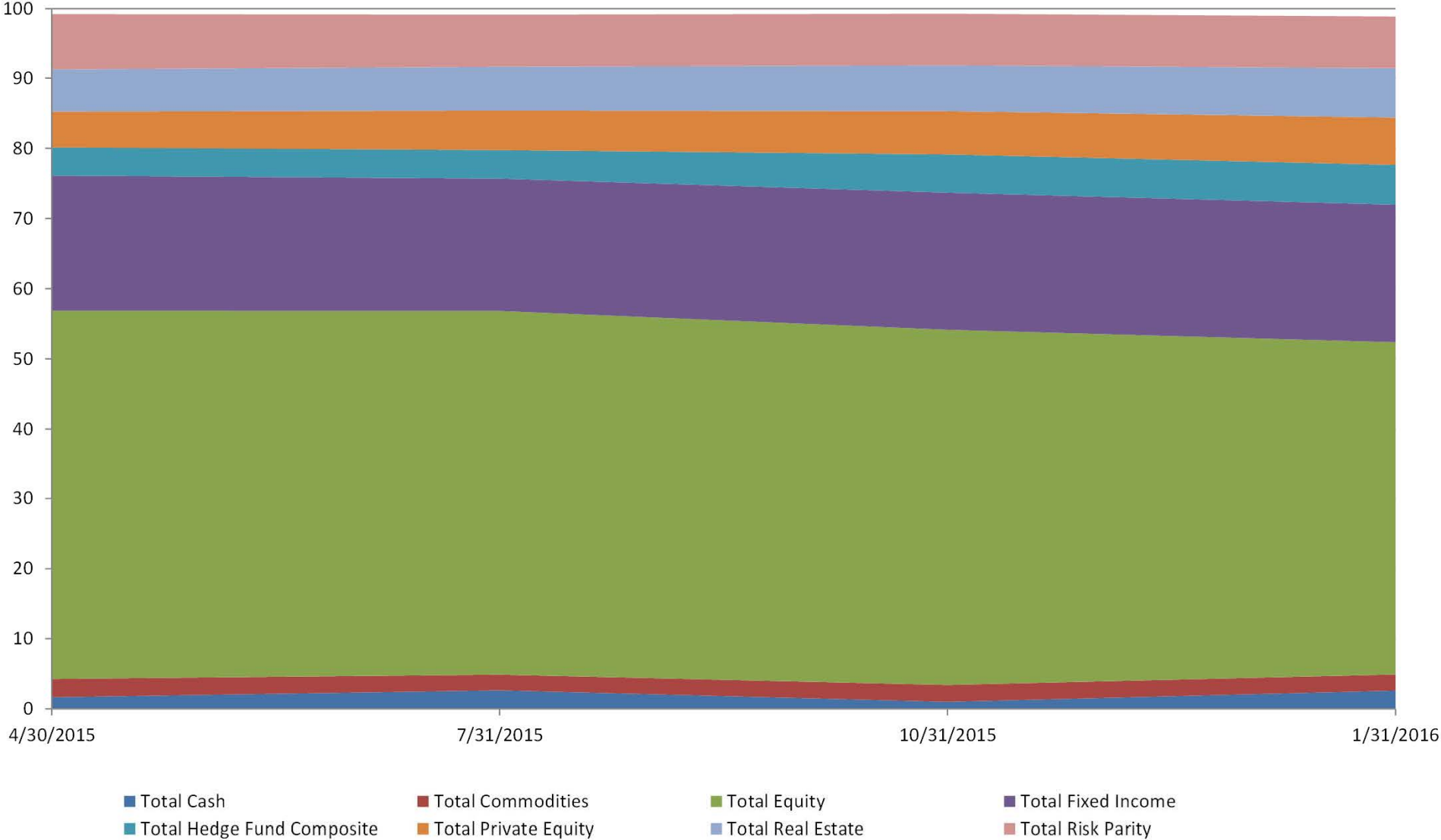
Actual vs Target Weights



	Min	Actual	Target	Deviation	Max
Total Large Cap Equity	22.0	25.1	24.0	1.1	26.0
Total Small Cap Equity	4.0	4.3	6.0	-1.7	8.0
Total International Equity	18.0	18.1	20.0	-1.9	22.0
Total Fixed Income	18.0	19.6	20.0	-0.4	22.0
Total Private Equity	5.0	6.8	7.0	-0.2	9.0
Total Risk Parity	6.0	7.5	8.0	-0.5	10.0
Total Hedge Fund Composite	2.0	5.7	4.0	1.7	6.0
Total Commodities	1.0	2.3	3.0	-0.7	5.0
Total Real Estate	4.0	7.0	6.0	1.0	8.0
Private Real Assets	0.0	0.6	2.0	-1.4	4.0

January 31, 2016

Asset Allocation over Time

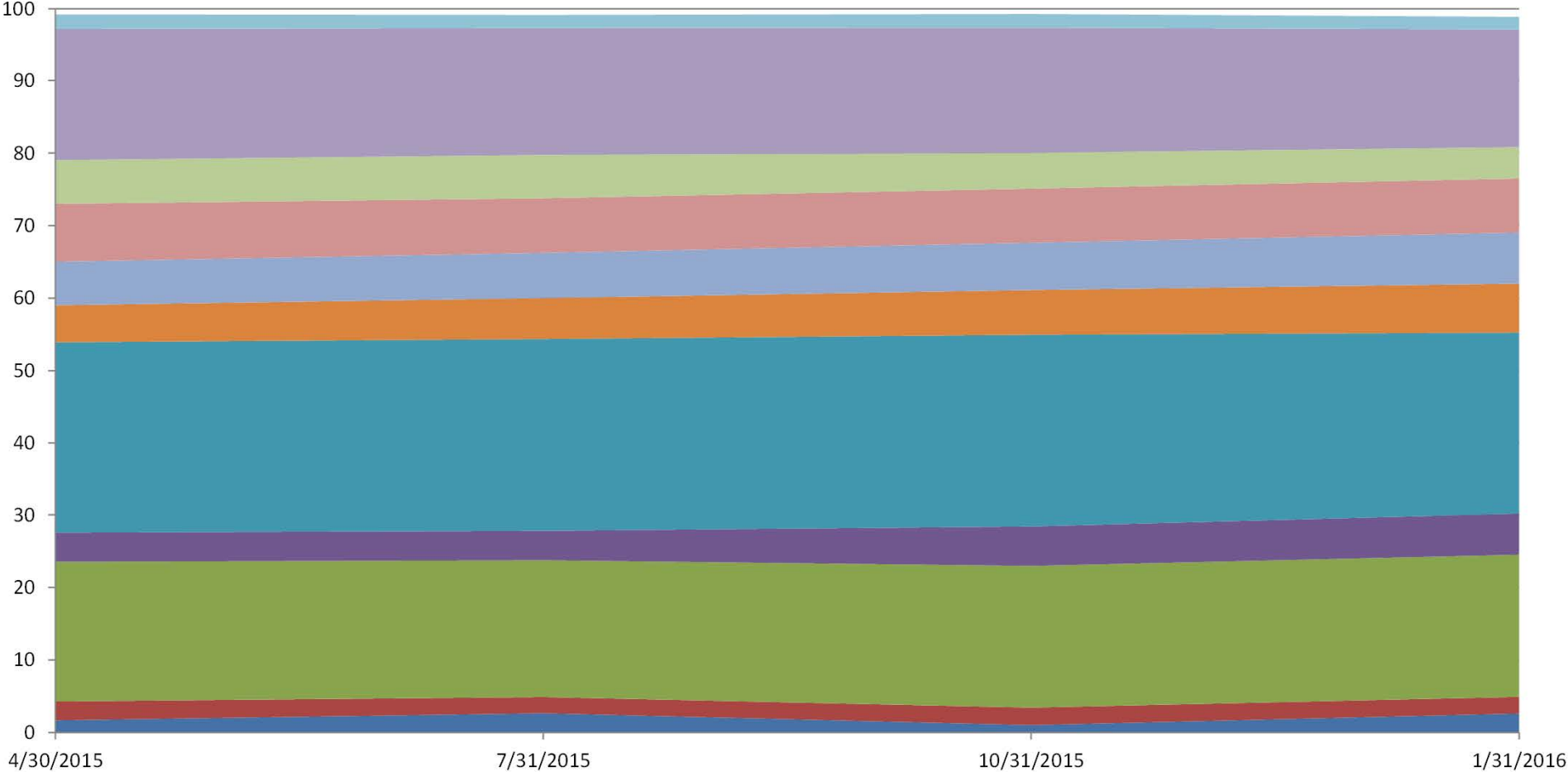


**San Mateo County
Sub-Asset Class Allocation Over Time**



January 31, 2016

Sub-Asset Class Allocation Over Time



- Total Cash
- Total Commodities
- Total Fixed Income
- Total Hedge Fund Composite
- Total Large Cap Equity
- Total Private Equity
- Total Real Estate
- Total Risk Parity
- Total Small Cap Equity
- Total Developed Markets Equity
- Total Emerging Markets Equity

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Item 6.2

TO: Board of Retirement

FROM: Michael Coultrip, Chief Investment Officer 

SUBJECT: Quarterly Investment Performance Report for the Period Ended December 31, 2015

Staff Recommendation

Accept Verus Advisory's quarterly performance report for the period ended December 31, 2015.

Discussion

The 4th quarter net total return for the SamCERA portfolio was 2.7%, which was 40 bps lower than the 3.1% policy benchmark return. As can be seen on Pages 19 and 20, outperformance in our Total Equity composite was more than offset by underperformance in our Risk Parity and Alternatives composite (driven by our Private Equity sub-composites).

Margaret Jadallah will present the report to the Board and will be available for questions.

Attachment

Verus Quarterly Performance Report Ending 12/31/2015



**PERSPECTIVES
THAT DRIVE
ENTERPRISE
SUCCESS**



PERIOD ENDING: DECEMBER 31, 2015

Investment Performance Review for

San Mateo County Employees' Retirement Association

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VERUSINVESTMENTS.COM

SEATTLE 206-622-3700

LOS ANGELES 310-297-1777

SAN FRANCISCO 415-362-3484

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Total Fund

TAB II

Real Estate

TAB VII

US Equity

TAB III

Risk Parity

TAB VIII

International Equity

TAB IV

Appendix

TAB IX

Fixed Income

TAB V

- After seven years of near-zero interest rates, the Federal Reserve raised its target rate for the federal funds 25 bps at its December meeting, bringing much-needed clarity to markets. Initially, US equities embraced the beginning of Fed tightening in stride and the S&P 500 rose 7% in the last quarter of 2015. Small capitalization stocks continued to lag and closed the year 340 bps lower than large caps.
- Highlighting the policy divergence globally, the European Central Bank (ECB) moved to bolster the Eurozone economic recovery by cutting a key interest rate and extending its stimulus program. Many analysts were underwhelmed by the news, however, and had forecast tougher measures.
- Fed rate lift-off, added weakness in commodity prices and political uncertainty generated additional stress in weak links in emerging markets. A plethora of central banks, including Peru, Mexico, Chile, and Colombia, was forced to hike rates in December – and that number is likely to expand in the months ahead. The greenback has resumed its uptrend and potential “blow up” risks for those emerging countries with a large and growing amount of external debt remain.
- Emerging markets posted their third annual decline, down 14.9% in 2015. EM LatAm led the losses, down 31%, followed by EM Europe & Middle East and EM Asia, down 15.1% and 9.8%, respectively.
- The Fed rate hike came along with a rise in the U.S. Dollar, which reversed third-quarter losses against both the Euro and the Yen in the fourth quarter.
- All U.S. A-rated corporate bond bonds declined during the fourth quarter, except for AA-rated debt which remained flat.
- The State Street Investor Confidence Index® (ICI) measures risk appetite by analyzing the buying and selling patterns of the institutional investors. The Global ICI rose to 108.3 in December, up 1 point from November’s reading of 107.3. The improvement in sentiment was driven by an increase in the European ICI from 96.2 to 103.7, along with the Asian ICI rising 4.6 points to 105.1. In contrast, the North American ICI decreased by 5.9 points to 106.6.
- For the period ending 12/31/15, the one quarter returns for, respectively, the NAREIT Equity index and the NCREIF Property index (one quarter lag), were 7.3% and 3.1%; one year, 3.2% and 13.5%; three years, 11.2% and 11.9%; and five years, 12% and 12.6%.
- Elevated volatility in world markets have resulted from concerns about global economic growth and the on-going weakness of commodity prices, emerging market currencies, the rising US dollar and the widening of credit spreads.
- REIT dividend yields increased by five bps to 3.9% while the ten-year US Treasury increased by six bps to 2.3%, both as of December 31, 2015. As a result, the REIT dividend yield spread to Treasuries held relatively steady at 165 bps, above the historical average of 111 bps.

Equity Markets

	<u>QTR</u>	<u>1 Year</u>	<u>3 Year</u>
S&P 500	7.0	1.4	15.1
Dow Jones Industrial Average	7.7	0.2	12.7
NASDAQ	8.4	5.7	18.4
Russell 1000	6.5	0.9	15.0
Russell 2000	3.6	-4.4	11.7
Russell 3000	6.3	0.5	14.7
MSCI EAFE (Net)	4.7	-0.8	5.0
MSCI Emerging Markets (Net)	0.7	-14.9	-6.8
MSCI All Country World ex US (Net)	3.2	-5.7	1.5

Bond Markets

	<u>QTR</u>	<u>1 Year</u>	<u>3 Year</u>
Barclays Capital Aggregate	-0.6	0.5	1.4
Barclays Capital Gov/Credit	-0.7	0.1	1.2
Barclays Capital Universal	-0.5	0.4	1.5
Barclays Capital Corp. High Yield	-2.1	-4.5	1.7
CG Non-US World Govt.	-1.4	-5.5	-4.3

Non-Public Markets

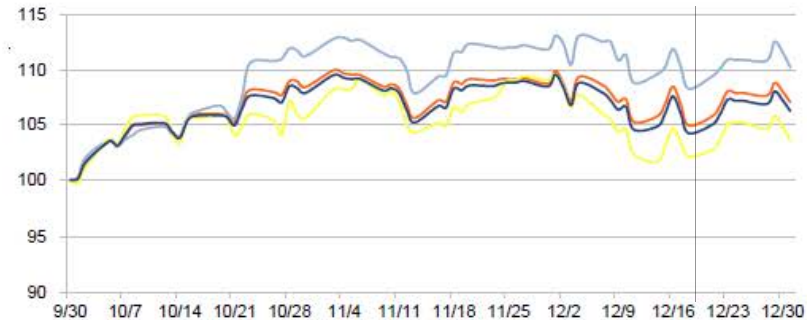
lagged quarterly

	<u>QTR</u>	<u>1 Year</u>	<u>3 Year</u>
NCREIF Property	3.1	13.5	11.9
State Street Private Equity Index	-1.4	6.1	11.9

U.S. Equity Market

- The start of Fed policy rate lift-off provided much-needed clarity for US markets in December. The initial hikes are typically interpreted as a confirmation of improving sentiment and could help market internals, allowing new sector leadership to emerge. How the Fed behaves over the course of 2016 remains crucial for equities.
- Even though all indices rebounded in the fourth quarter, small capitalization stocks continued to lag. Year-to-date, they have proved more vulnerable to expectations of monetary tightening and underperformed large caps by 340 bps.

Equity Index – Quarterly Growth Rate



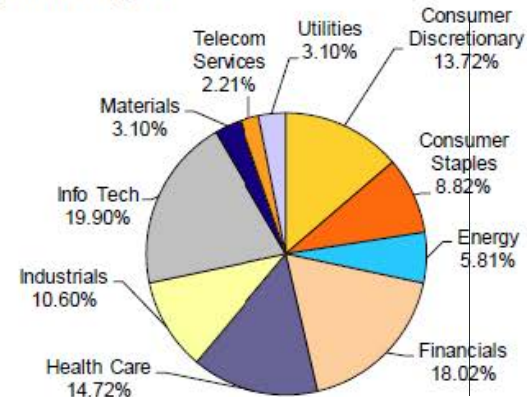
Equity Index – 1-Year Growth Rate



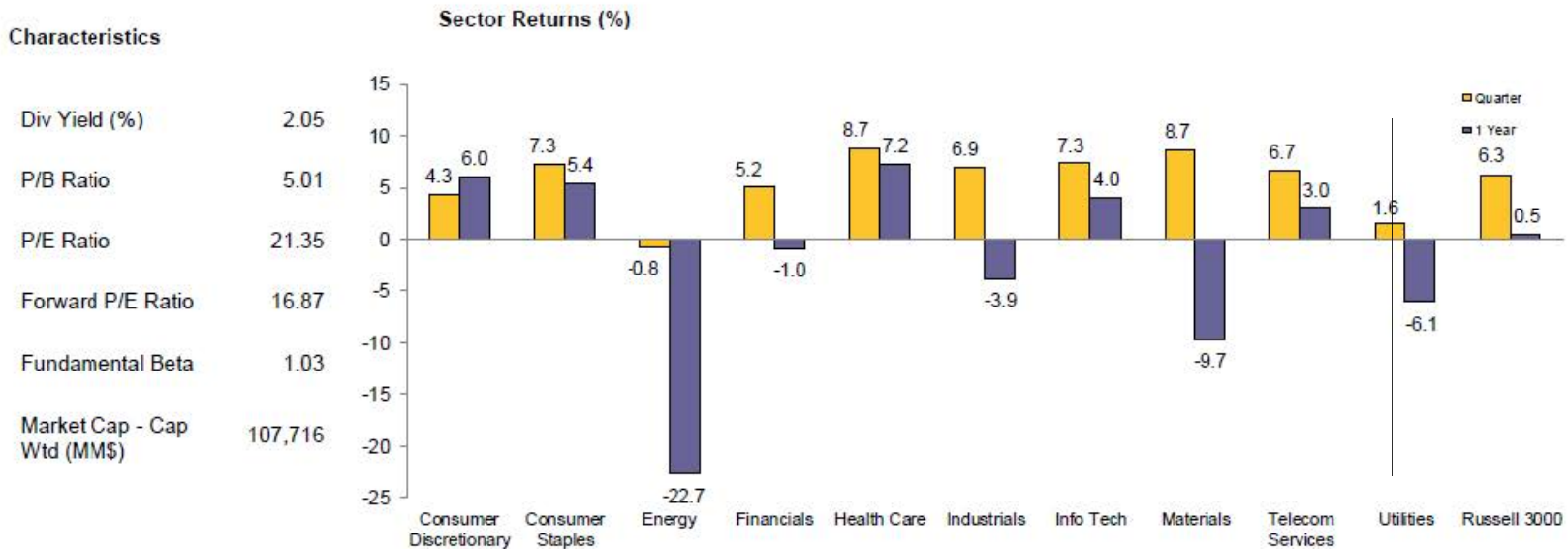
U.S. Equity – Russell 3000

- Driven by significant decline in energy prices and continued concerns of slower growth, energy was the biggest loser in the fourth quarter, dropping 0.8%. For the year, energy closed 22.7% down.
- Sector performance was mixed in the fourth quarter, with a combination of cyclicals and defensives beating the benchmark. Among defensive sectors, consumer staples, health care and telecoms outperformed, but utilities lagged. Similarly, materials, IT and industrials delivered stronger returns than the benchmark, but consumer discretionary underperformed. Sector leadership was similarly mixed for the year.
- Overall, the Russell 3000 rose 6.3% in the fourth quarter, closing 2015 0.5% higher.

Ending Sector Weights



Characteristics



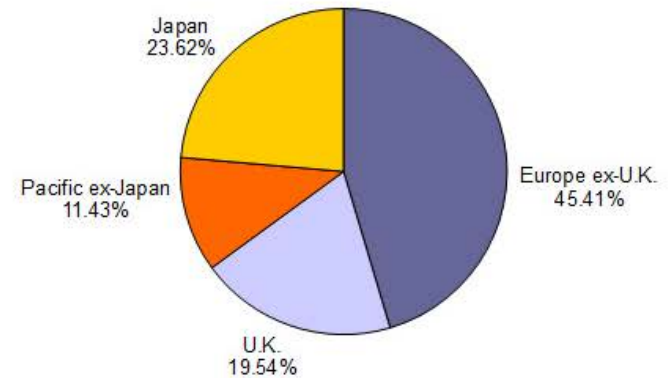
Contribution to Return:

	Consumer Discretionary	Consumer Staples	Energy	Financials	Health Care	Industrials	Info Tech	Materials	Telecom Services	Utilities	Russell 3000
Qtr	0.6	0.6	-0.1	0.9	1.2	0.7	1.4	0.3	0.1	0.1	6.3
1 Year	0.8	0.5	-1.7	-0.2	1.0	-0.4	0.7	-0.4	0.1	-0.2	0.5

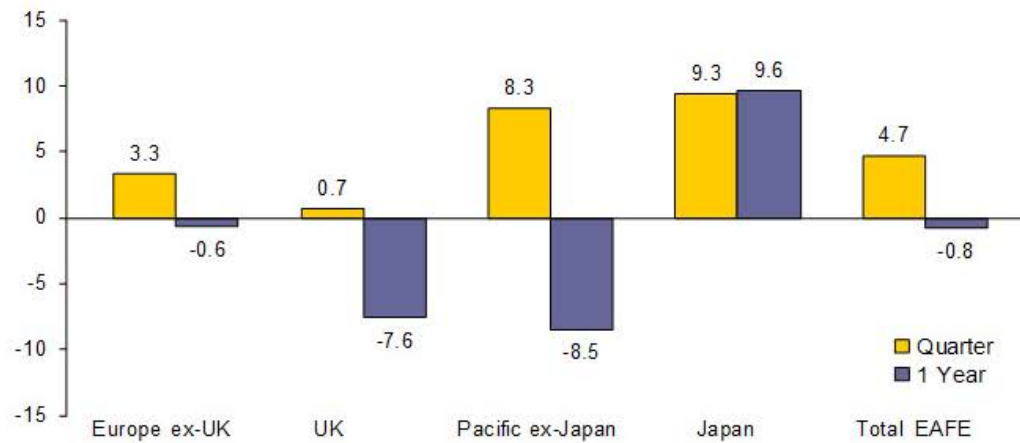
Developed Equity – MSCI EAFE (Net)

- Developed markets' performance in the fourth quarter decoupled from emerging market trends, with Japan rising the most, up 9.3%.
- On a year-to-date basis, Japanese equities outperformed all major developed markets. Continued accommodative monetary policy in the Eurozone appears ineffective in reflating equity prices, as the UK lost 7.6% year-to-date and Europe ex-UK lost 0.6%.
- Overall, the MSCI EAFE Net Return index was up 4.7% in the fourth quarter, but down 0.8% for the year.

Ending Regional Weights



Regional Returns (%)



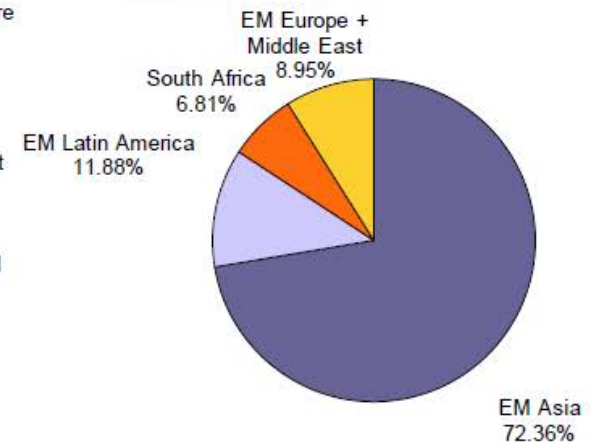
Contribution to Return:

Qtr	1.5	0.1	0.9	2.2	4.7
1 Yr	-0.3	-1.5	-1.0	2.3	-0.8

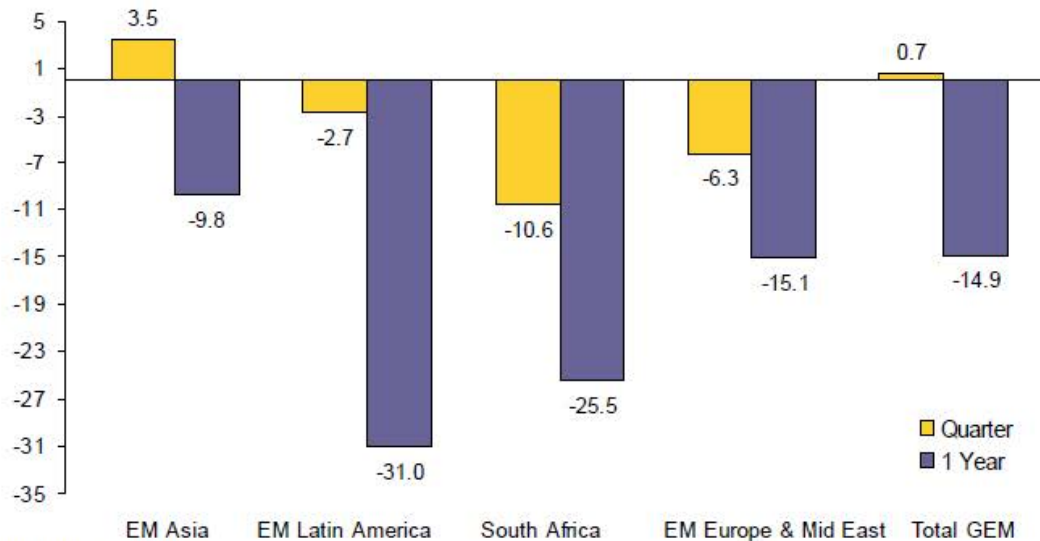
Emerging Markets Equity – MSCI EM (Net)

- EM investors were anxiously awaiting more clarity from the Fed and had to contend with China hard-landing fears, a collapse in commodities and political uncertainties in 2015. These concerns weighed more heavily on some markets than others, as the performance chart below suggests. Commodity-driven equities were hit particularly hard in 2015 as currencies depreciated sharply and corporate earnings slumped. The aggregate emerging markets index fell 14.9% in 2015, marking its third straight year of declines.
- On a quarterly basis, EM Asia outperformed, up 3.5% in the fourth quarter. EM Europe & Middle East lost ground and declined 6.3% during the quarter, while EM LatAm lost 2.7%.
- On an annual basis, EM Asia retained its leadership position, declining only 9.8% in 2015. The worst performer was commodity-heavy EM LatAm, losing a whopping 31%, while EM Europe & Middle East fell 15.1%.

Ending Regional Weights



Regional Returns (%)



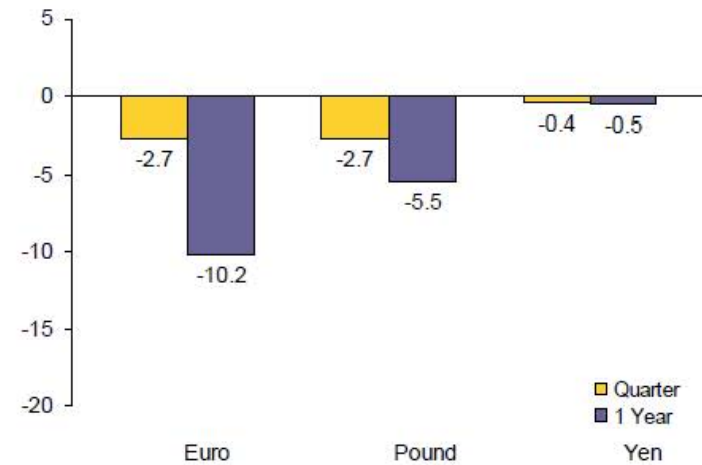
Contribution to Return:

	EM Asia	EM Latin America	South Africa	EM Europe & Mid East	Total GEM
Qtr	2.5	-0.3	-0.7	-0.6	0.7
1 Yr	-7.1	-3.7	-1.7	-1.4	-14.9

Currency Markets

- The divergence in global monetary policy helped the U.S. Dollar reverse its third-quarter losses, and gain 2.7% and 0.4% against the Euro and the Yen in the fourth quarter, respectively.
- The Pound was sandwiched between the two, declining 5.5% for the year and 2.7 during the fourth quarter.

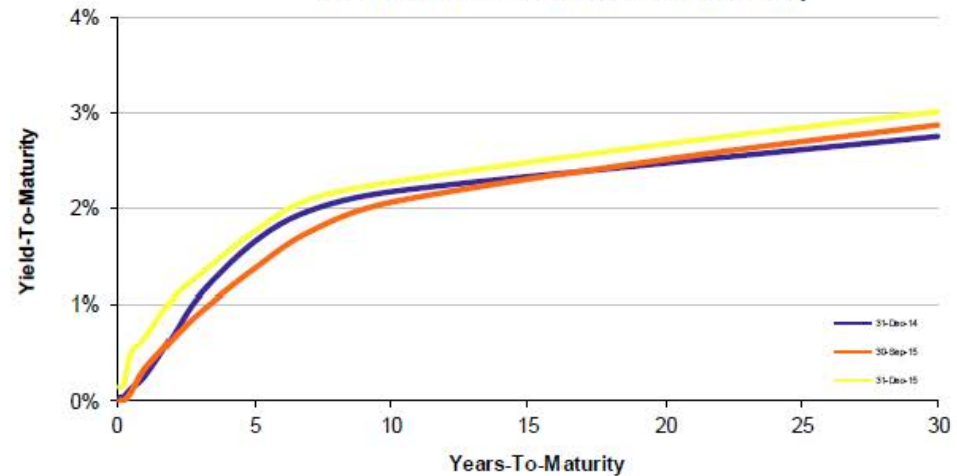
Currency Returns (%)



Yield Curve

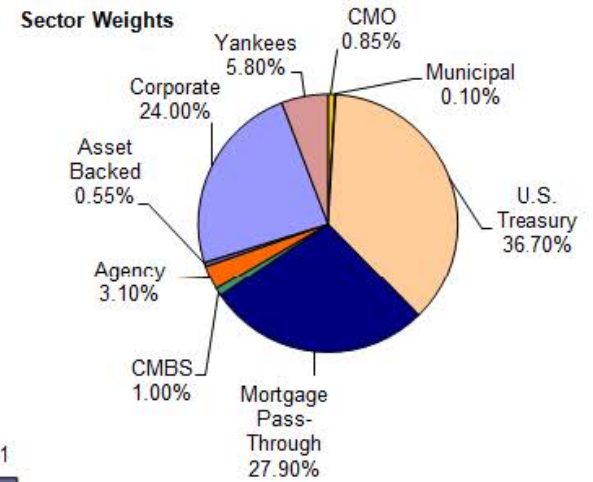
- The Treasury yield curve shifted higher last quarter, driven by increases across the curve.
- 10-year yields increased 21 bps during the fourth quarter, while 30-year yields rose by 14 bps.
- Furthermore, the yields on the 1-year bonds rose by 32 bps while the 2-year yields increased by 42 bps.

INTEREST RATE TERM STRUCTURE
 Government Issues - 3 Months to 30 Years Maturity

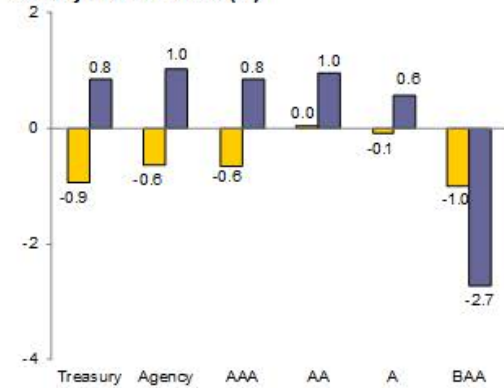


U.S. Bond Market Returns – Barclays Capital Aggregate

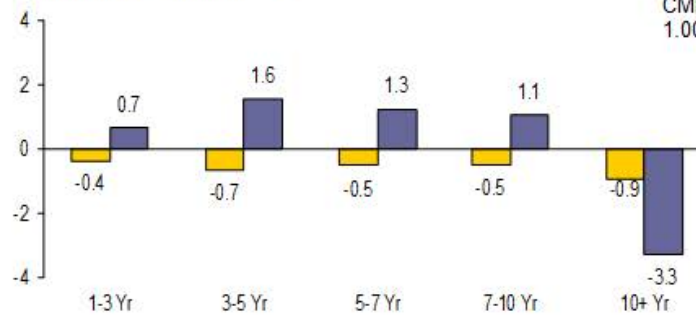
- U.S. Treasuries reversed their third-quarter gains with the aggregate total return index falling 0.9% in the fourth quarter.
- Longer-duration US Government bonds led the losses and bonds with durations over 10 years lost 0.9%.
- Among sectors, municipal debt was the only sector in positive territory while CMOs underperformed the most, losing 1.3% in the fourth quarter.



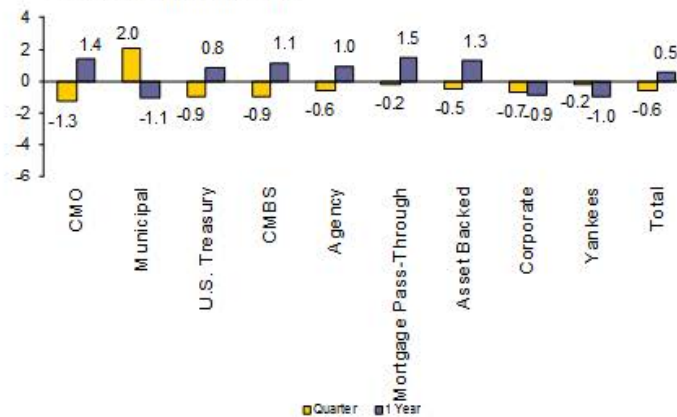
Quality Performance (%)



Duration Performance (%)



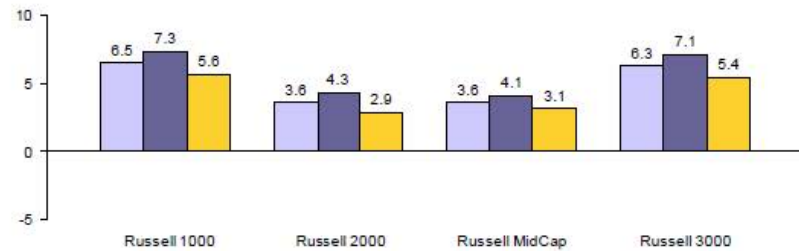
Sector Performance (%)



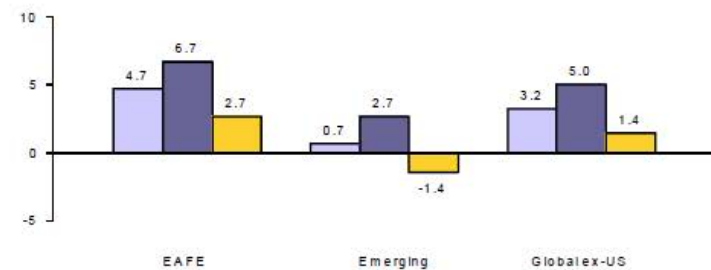
Style & Capitalization Returns

- Global economic growth and earnings growth struggled during 2015. It comes as no surprise then that the types of styles that generated the highest returns last year were those that sought out regions or sectors where growth was the highest in relative terms. Indeed, Growth outperformed Value strongly in 2015. Investors manifested their style preference both domestically in the US, as well as in EAFE, EM and Global ex-US markets.
- Similarly, large caps strongly outperformed smaller caps during the fourth quarter and in 2015 overall.
- Emerging markets were the worst performer across styles in the fourth quarter, while EAFE gained the most.

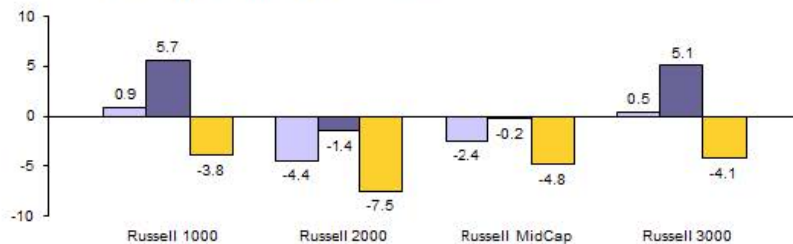
Russell US Style Returns (%) – Quarter



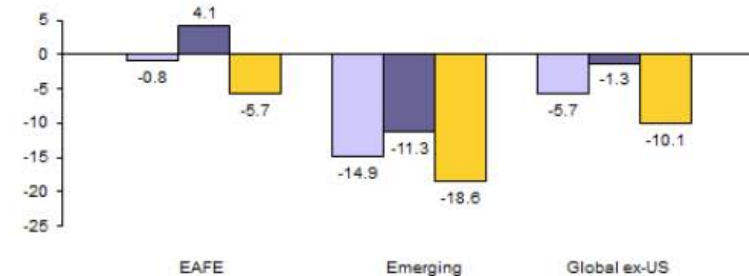
MSCI Non-US Style Returns (%) – Quarter



Russell US Style Returns (%) – 1 Year



MSCI Non-US Style Returns (%) – 1 Year



□ Neutral ■ Growth ■ Value

- The Total Fund, net of manager fees, returned 2.7% in the fourth quarter of 2015 and ranked 38th among other public plans greater than \$1 billion (median of 2.4%). It lagged the policy index return of 3.1%. The Total Fund w/o Overlay was 2.6% for the quarter. The Parametric Minneapolis Overlay strategy was funded August 2013. The Total Fund one year return of 0.8% was ahead of the policy index return of -0.2% and ranked in 32nd percentile of its peer universe. The three-year return of 7.7% (23rd percentile) was above median among large public plans (6.9%).

- Fourth quarter results were enhanced by the following factors:
 1. Baillie Gifford led its benchmark, the MSCI ACWI ex US (7.5% vs. 3.3%). It ranked in the top quartile among ACWI ex US growth equity managers (median of 5.5%). Chinese Baidu and Alibaba and Danish Novo Nordisk were contributors during the quarter.
 2. Franklin Templeton appreciated, 2.2% and ranked in the top quartile among global bond managers (median of -0.6%). The Barclays Multiverse Index return was -0.9%. Franklin's underweighted position in the euro, overweight currency position in Asia ex Japan and underweight US duration exposure enhanced results.
 3. The SSARIS Multisource Active Commodity Fund was ahead of the Bloomberg Commodity Index (-7.4% vs. -10.5%). It carried underweights across energy markets.
 4. Hedge fund strategy AQR DELTA XN beat the Libor +4% Index (2.5% vs. 1.1%). It ranked in the second quartile among other hedge fund multi-strategy accounts (median of 0.3%). The dedicated short bias (0.9%), event driven (0.8%), long/short equity (0.7%) and equity market neutral (0.7%) strategies were AQR's largest contributors. Standard Life GARS was funded during the fourth quarter and will also benchmark to the Libor +4% Index.
 5. Mondrian returned 2.2%, beat the MSCI ACWI ex US Value (1.5%) and ranked in the 75th percentile among its ACWI ex US Value equity peers (3.5% median). Performance results were eased by strong stock selection in the Japan and Switzerland and overweight position in the German equity market.

6. Chartwell added more value, 4.9%, than the Russell 2000 Growth Index, 4.3%. Chartwell ranked in 28th percentile among small cap growth managers (median of 3.4%). Positive attributes include stock selection the Industrials (On Assignment, TrueBlue) and Consumer Discretionary (Sonic, Marinemax) sectors.
7. In its first full quarter, Western TRU was ahead of its benchmark, the 3-Month Libor Total Return Index (0.6% vs. 0.1%) and ranked in the top quartile among core fixed managers (median of -0.5%). Investment grade exposure, flatter yield curve positioning and a euro short position all benefited performance.
8. Brown Brothers Harriman was above par, -0.2%, outpaced the Barclays US TIPS Index (-0.6%) and ranked in the top quartile among inflation linked bond accounts (median of -0.7%). During the quarter, the portfolio held a flatter yield curve and maintained shorter-than-benchmark durations and long break-even positions.
9. Private real asset manager, Taurus Mining was ahead of its benchmark, the CPI +5% Index (1.7% vs. 1.3%). Everstream Solar I has not been valued. Blue Road was funded during the fourth quarter.
10. The FIAM Broad Market Duration Fund (formerly known as Pyramis) lost 0.4% of its value and ranked in the 28th percentile among core bond managers (median of -0.5%). The Barclays Aggregate Index was down, -0.6% for the quarter. An overweight to corporates (primarily financials) and CMBS were contributors to relative performance.
11. Brown Advisory outpaced the Russell 1000 Growth Index (7.5% vs. 7.3%) and ranked in the second quartile among large cap growth managers (median of 6.6%). Select Consumer Discretionary stocks (Amazon.com, TripAdvisor) aided performance.
12. The BlackRock S&P 500 Index Fund, 7.0%, was in line with its benchmark and ranked above the large cap core median of 5.7%.
13. The BlackRock EAFE Index Fund, 4.7%, matched its benchmark but ranked below the EAFE core equity median of 4.9%.
14. The Boston Company returned 2.9%, versus 2.9% for the Russell 2000 Value Index, and ranked in the 37th percentile among its small cap value peers (median 2.3%). Performance alpha was mainly derived from its Energy and stock selection. Its intra-quarter trading hurt the portfolio.

15. The FIAM Select International Small Cap Plus quarterly portfolio (formerly known as Pyramis) result of 5.3% was in line with the MSCI ACWI ex US Small Cap (5.3%), and ranked in the 66th percentile among ACWI ex US small cap managers. Holdings in the Japan and India aided performance. Materials (Frutarom) and Financials (Grand City Properties) were two of the primary sector contributors. Its positions in Sweden and Taiwan lagged, as well as holdings in the Healthcare (Hikma Pharmaceuticals) and Consumer Discretionary (Metair Investments) sectors.
16. The Angelo Gordon Opportunistic strategy returned -0.6% (preliminary quarterly return). The Barclays Aggregate Index return was also -0.6%. Effective Q2, the fund is no longer valued at one-quarter lag.

— Fourth quarter results were hindered by the following factors:

1. Private Equity investments appreciated 0.5% for the quarter. The Russell 3000 +3% Index was up 7.0%.
2. AQR Global Risk Premium, 10% Volatility Fund was down, -2.9% while the blended 60% Russell 3000/ 40% Barclays Aggregate Index returned 3.6%. Fourth quarter gross return attribution is as follows: equity (0.5%), nominal interest rates (-1.2%), inflation (-2.8%) and credit/currency (0.7%) risk.
3. The opportunistic credit high yield manager, Brigade Capital, lagged its benchmark, the Barclays BAA Intermediate High Yield Index (-6.5% vs. 0.0%). The median high yield quarterly return was -1.6%. Its high yield and distressed bonds were the primary detractors of performance.
4. Risk parity manager PanAgora lagged its benchmark, the blended 60% Russell 3000/ 40% Barclays Aggregate Index (-0.5% vs. 3.6%). Exposure to nominal fixed income (US government debt) and inflation protected assets (commodities) subtracted from the quarter.
5. During the fourth quarter, Parametric Core lagged the MSCI Emerging Markets Index (-1.0% vs. 0.7%) by 170 basis points. Underweights to Korea and China, while carrying an overweight to Poland detracted from relative performance.
6. Beach Point Select trailed the Barclays BAA Intermediate High Yield Index (-1.6% vs. 0.0%). It ranked in the third quartile among other high yield managers. Its greatest negative factor was its high yield exposure.

7. The Invesco Core Real Estate-USA Fund returned 2.4% for the quarter and below par with the NCREIF ODCE Index (3.3%). During the quarter, the fund was partially impacted by the sale of two 100% leased properties as well as expected rollover with the commercial portfolio and seasonal vacancy within the apartment portfolio. Invesco US Val IV was funded during the fourth quarter.
8. DE Shaw's 130/30 strategy return of 5.9% ranked in the second quartile among large cap core equity managers (5.7% median), and was behind its benchmark, the Russell 1000 Index (6.5%).
9. Barrow Hanley's return of 5.3% was behind the Russell 1000 Value Index, 5.6%, and ranked in the third quartile among large cap value equity managers (median of 5.3%). Performance was hurt by its portfolio turnover and select Industrials (Joy Global, SPX) and Financials (NY Community Bancorp, SLM) investments.
10. The Angelo Gordon STAR Fund depreciated, -0.9%, (preliminary quarterly return), while the Barclays Aggregate Index return was -0.6%.
11. The Treasury and LAIF account was down, -0.2%, during the quarter. The 91-Day T-Bill returned 0.0% during the same time period.

Total Fund
Performance Summary (Net of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Rank*	Fiscal YTD (%)	Rank	1 Yr (%)	Rank	2 Yrs (%)	Rank	3 Yrs (%)	Rank	5 Yrs (%)	Rank	10 Yrs (%)	Rank
Total Fund **	2.7	38	-2.6	41	0.8	32	3.2	42	7.7	23	7.2	36	5.0	78
<i>Policy Index ¹</i>	3.1	15	-2.7	43	-0.2	54	2.9	51	7.6	29	7.3	31	5.9	22
<i>Allocation Index</i>	3.2	15	-2.7	42	-0.2	54	2.7	52	7.6	30	--	--	--	--
<i>InvestorForce Public DB > \$1B Net Median</i>	2.4		-2.9		-0.1		2.9		6.9		6.8		5.5	
Total Fund ex Overlay	2.6	41	-2.6	38	0.7	35	3.1	44	7.7	28	7.1	39	5.0	78
<i>Policy Index ¹</i>	3.1	15	-2.7	43	-0.2	54	2.9	51	7.6	29	7.3	31	5.9	22
<i>Allocation Index</i>	3.2	15	-2.7	42	-0.2	54	2.7	52	7.6	30	--	--	--	--
<i>InvestorForce Public DB > \$1B Net Median</i>	2.4		-2.9		-0.1		2.9		6.9		6.8		5.5	
Total Equity	5.5	21	-3.9	34	-0.4	22	2.3	48	10.4	49	8.2	48	4.9	68
<i>Blended Equity Index ²</i>	5.0	49	-4.9	60	-1.7	58	1.8	59	9.8	56	8.1	49	5.8	34
<i>InvestorForce All DB Total Eq Net Median</i>	5.0		-4.5		-1.5		2.2		10.2		8.0		5.5	
US Equity	6.3	28	-1.7	34	1.0	21	5.3	51	14.3	44	11.4	52	6.2	87
<i>Blended US Equity Index²</i>	5.9	41	-2.4	50	-0.1	53	5.6	44	14.4	41	11.8	32	7.3	27
<i>Russell 3000</i>	6.3	26	-1.4	26	0.5	35	6.3	18	14.7	24	12.2	16	7.4	25
<i>InvestorForce All DB US Eq Net Median</i>	5.7		-2.4		0.0		5.3		14.1		11.4		7.0	
Large Cap Equity	6.7	--	-0.2	--	2.6	--	7.0	--	15.2	--	11.8	--	6.5	--
<i>Russell 1000</i>	6.5	--	-0.8	--	0.9	--	6.9	--	15.0	--	12.4	--	7.4	--
<i>Barrow Hanley</i>	5.3	52	-4.0	54	-0.2	17	4.2	49	14.6	24	11.9	25	--	--
<i>Russell 1000 Value</i>	5.6	37	-3.2	43	-3.8	59	4.5	44	13.1	49	11.3	42	6.2	70
<i>eA US Large Cap Value Equity Net Median</i>	5.3		-3.7		-3.1		4.2		13.0		10.8		6.7	
<i>BlackRock S&P 500 Index</i>	7.0	18	0.1	23	1.4	36	7.4	27	--	--	--	--	--	--
<i>S&P 500</i>	7.0	18	0.2	23	1.4	37	7.4	29	15.1	34	12.6	32	7.3	51
<i>eA US Large Cap Core Equity Net Median</i>	5.7		-1.8		0.6		6.4		14.5		11.9		7.3	

* Total Fund and asset class aggregates are ranked in InvestorForce universes. Managers are ranked in eVest (eA) manager universes.

** Includes Parametric Minneapolis manager funded in August 2013.

1. Effective 7/1/14, Policy Index is 24% Russell 1000/ 6% Russell 2000/ 20% MSCI ACWI ex US IMI/ 10% Barclays Aggregate/ 2% Barclays TIPS
5% Barclays BA Intermediate HY / 3% Barclays Multi-verse/ 6% NCREIF NFI ODCE/ 7% Russell 3000 + 3%
8% (60% Russell 3000/40% Barclays Aggregate)/ 4% Libor +4%/ 3% Bloomberg Commodity/ 2% CPI +5%

2. See Appendix for Benchmark History.

Total Fund
Performance Summary (Net of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Rank	Fiscal YTD (%)	Rank	1 Yr (%)	Rank	2 Yrs (%)	Rank	3 Yrs (%)	Rank	5 Yrs (%)	Rank	10 Yrs (%)	Rank
Brown Advisory	7.5	36	2.2	20	6.7	27	6.7	64	--	--	--	--	--	--
<i>Russell 1000 Growth</i>	7.3	38	1.6	25	5.7	35	9.3	26	16.8	34	13.5	28	8.5	27
<i>eA US Large Cap Growth Equity Net Median</i>	6.6		0.3		4.1		7.7		16.1		12.4		8.0	
DE Shaw	5.9	46	-0.5	28	3.7	14	7.6	23	15.8	21	13.3	15	--	--
<i>Russell 1000</i>	6.5	28	-0.8	31	0.9	47	6.9	38	15.0	36	12.4	34	7.4	48
<i>eA US Large Cap Core Equity Net Median</i>	5.7		-1.8		0.6		6.4		14.5		11.9		7.3	
Small Cap Equity	4.0	--	-8.4	--	-6.0	--	-1.6	--	10.5	--	9.3	--	4.7	--
<i>Russell 2000</i>	3.6	--	-8.8	--	-4.4	--	0.1	--	11.7	--	9.2	--	6.8	--
The Boston Co	2.9	37	-7.9	59	-6.0	65	-1.8	67	9.6	68	9.0	52	--	--
<i>Russell 2000 Value</i>	2.9	37	-8.2	63	-7.5	73	-1.8	69	9.1	72	7.7	70	5.6	83
<i>eA US Small Cap Value Equity Net Median</i>	2.3		-7.3		-4.6		0.1		11.1		9.1		7.0	
Chartwell	4.9	28	-9.1	51	-6.1	81	-1.5	73	11.1	82	10.7	53	7.0	66
<i>Russell 2000 Growth</i>	4.3	40	-9.3	53	-1.4	50	2.1	34	14.3	40	10.7	52	8.0	46
<i>eA US Small Cap Growth Equity Net Median</i>	3.4		-9.1		-1.4		0.3		13.7		10.8		7.8	
International Equity	4.3	21	-7.5	29	-2.7	32	-2.8	26	3.3	40	2.0	52	2.6	59
<i>MSCI ACWI ex US IMI²</i>	3.6	38	-8.7	45	-4.2	49	-3.8	47	2.3	59	1.7	58	3.5	34
<i>MSCI EAFE Gross</i>	4.7	13	-5.9	14	-0.4	12	-2.5	20	5.5	13	4.1	13	3.5	33
<i>InvestorForce All DB ex-US Eq Net Median</i>	3.3		-9.1		-4.2		-4.0		2.8		2.1		3.0	
Developed Markets	4.9	31	-6.6	35	-1.2	43	-2.0	34	4.6	46	2.7	66	3.0	69
<i>MSCI ACWI ex USA Gross</i>	3.3	67	-9.2	72	-5.3	76	-4.3	73	1.9	89	1.5	84	3.4	50
<i>InvestorForce All DB Dev Mkt ex-US Eq Net Median</i>	4.0		-7.2		-2.0		-3.0		4.4		3.3		3.4	
Baillie Gifford	7.5	23	-5.1	65	1.4	62	-0.5	49	6.6	51	--	--	--	--
<i>MSCI ACWI ex US²</i>	3.3	96	-9.2	97	-5.3	93	-4.3	88	4.1	80	--	--	--	--
<i>MSCI ACWI ex US Growth²</i>	5.0	64	-6.2	76	-0.9	78	-1.6	66	6.0	58	--	--	--	--
<i>eA ACWI ex-US Growth Equity Net Median</i>	5.5		-4.3		2.8		-0.6		6.6		4.0		5.8	

2. See Appendix for Benchmark History.

Total Fund
Performance Summary (Net of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Rank	Fiscal YTD (%)	Rank	1 Yr (%)	Rank	2 Yrs (%)	Rank	3 Yrs (%)	Rank	5 Yrs (%)	Rank	10 Yrs (%)	Rank
BlackRock EAFE Index	4.7	58	-6.0	63	-0.6	69	-2.6	69	--	--	--	--	--	--
MSCI EAFE	4.7	58	-6.0	63	-0.8	72	-2.9	69	5.0	62	3.6	68	3.0	80
MSCI EAFE Gross	4.7	57	-5.9	62	-0.4	67	-2.5	67	5.5	59	4.1	64	3.5	62
eA EAFE Core Equity Net Median	4.9		-4.8		1.5		-1.6		6.4		4.6		3.9	
FIAM Equity ⁺	5.3	66	-5.1	84	3.3	69	-0.3	72	5.2	92	--	--	--	--
MSCI ACWI ex US Small Cap Gross	5.3	64	-5.1	84	3.0	72	-0.4	73	6.0	91	3.0	99	5.3	99
eA ACWI ex-US Small Cap Equity Net Median	6.3		-1.6		8.0		1.7		9.0		7.1		8.4	
Mondrian	2.2	75	-8.8	68	-5.4	79	-3.5	58	2.7	67	2.7	59	3.4	49
MSCI ACWI ex USA Value Gross	1.5	88	-12.2	90	-9.6	89	-7.1	84	-0.1	89	0.5	81	2.7	66
MSCI ACWI ex USA Gross	3.3	56	-9.2	72	-5.3	78	-4.3	66	1.9	71	1.5	75	3.4	53
eA ACWI ex-US Value Equity Net Median	3.5		-6.7		-1.7		-3.1		4.5		3.5		3.4	
Emerging Markets	-1.0	96	-16.1	44	-15.8	71	-10.1	76	-6.5	37	--	--	--	--
MSCI Emerging Markets Gross	0.7	40	-17.2	63	-14.6	42	-8.4	38	-6.4	34	-4.5	33	3.9	19
InvestorForce All DB Emg Mkt Eq Net Median	0.5		-16.4		-15.0		-9.0		-6.9		-5.0		3.2	
Parametric Core [*]	-1.0	85	--	--	--	--	--	--	--	--	--	--	--	--
MSCI Emerging Markets Gross	0.7	61	-17.2	76	-14.6	66	-8.4	63	-6.4	69	-4.5	65	3.9	59
eA Emg Mkts Equity Net Median	1.6		-14.8		-12.9		-7.1		-4.6		-3.4		4.2	
Total Fixed Income	-0.5	42	-2.2	82	-1.1	60	1.7	68	1.3	41	4.2	32	4.8	57
Blended Fixed Index ²	-0.5	36	-0.6	61	-0.5	49	2.0	55	0.3	84	3.0	71	4.4	74
InvestorForce All DB Total Fix Inc Net Median	-0.6		-0.2		-0.6		2.1		1.1		3.5		5.0	
US Fixed Income	-1.0	81	-1.8	88	-0.6	56	2.4	56	1.5	43	4.2	36	4.8	52
Blended US Fixed Index ²	-0.4	26	-0.7	72	0.0	46	2.6	49	0.6	87	3.4	61	4.6	64
InvestorForce All DB US Fix Inc Net Median	-0.6		0.1		-0.2		2.5		1.3		3.7		4.9	
Core Fixed	-0.1	--	0.0	--	0.0	--	3.2	--	1.7	--	4.0	--	--	--
Barclays Aggregate	-0.6	--	0.7	--	0.5	--	3.2	--	1.4	--	3.2	--	4.5	--

+ Name change from Pyramis Equity in September 2015.

* Funded July 2015. (Parametric closed September 2015.)

2. See Appendix for Benchmark History.

Total Fund
Performance Summary (Net of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Rank	Fiscal YTD (%)	Rank	1 Yr (%)	Rank	2 Yrs (%)	Rank	3 Yrs (%)	Rank	5 Yrs (%)	Rank	10 Yrs (%)	Rank
FIAM Bond ⁺	-0.4	28	0.1	80	0.1	79	3.2	45	1.6	36	3.8	30	--	--
Western TRU [*]	0.6	2	--	--	--	--	--	--	--	--	--	--	--	--
3-Month Libor Total Return USD	0.1	2	0.2	78	0.3	70	0.3	99	0.3	99	0.3	99	1.7	99
Barclays Aggregate	-0.6	57	0.7	35	0.5	50	3.2	42	1.4	56	3.2	68	4.5	69
eA US Core Fixed Inc Net Median	-0.5		0.5		0.5		3.1		1.5		3.5		4.7	
TIPS	-0.2	--	-2.1	--	-1.3	--	0.0	--	-2.9	--	2.3	--	--	--
Barclays US TIPS	-0.6	--	-1.8	--	-1.4	--	1.1	--	-2.3	--	2.5	--	3.9	--
Brown Brothers Harriman	-0.2	11	-2.1	64	-1.3	28	0.0	80	-2.9	84	2.3	49	--	--
Barclays US TIPS	-0.6	28	-1.8	33	-1.4	33	1.1	35	-2.3	46	2.5	27	3.9	38
eA TIPS / Infl Indexed Fixed Inc Net Median	-0.7		-1.8		-1.6		0.6		-2.3		2.3		3.9	
Opportunistic Credit	-3.1	--	-5.1	--	-1.9	--	1.8	--	4.9	--	7.3	--	--	--
Barclays BA Intermediate HY	0.0	--	-3.0	--	-0.7	--	1.8	--	0.5	--	4.4	--	--	--
Angelo Gordon Opportunistic ^{**}	-0.6	--	-0.2	--	1.0	--	--	--	--	--	--	--	--	--
Angelo Gordon STAR ^{***}	-0.9	--	0.3	--	5.1	--	9.9	--	12.6	--	--	--	--	--
Barclays Aggregate	-0.6	--	0.7	--	0.5	--	3.2	--	1.4	--	3.2	--	4.5	--
Beach Point Select ^{****}	-1.6	52	-2.2	8	--	--	--	--	--	--	--	--	--	--
Barclays BA Intermediate HY ²	0.0	13	-3.0	11	-0.7	17	1.8	6	0.5	87	4.4	71	--	--
eA US High Yield Fixed Inc Net Median	-1.6		-5.9		-3.3		-0.4		2.0		4.9		6.3	
Brigade Capital	-6.5	99	-12.2	99	-10.4	99	-5.4	99	-1.4	99	3.2	92	--	--
Barclays BA Intermediate HY ²	0.0	13	-3.0	11	-0.7	17	1.8	6	0.5	87	4.4	71	--	--
50% Barclays HY/ 50% Bank Loan	-2.0	69	-5.0	35	-2.4	40	-0.1	45	2.1	49	4.4	67	--	--
eA US High Yield Fixed Inc Net Median	-1.6		-5.9		-3.3		-0.4		2.0		4.9		6.3	
Global Fixed Income	2.2	7	-4.6	68	-4.0	54	-1.9	77	0.1	44	3.5	29	--	--
Barclays Multi-verse	-0.9	67	-0.4	11	-3.3	36	-1.4	71	-1.7	63	1.0	92	3.8	99
InvestorForce All DB Gbl Fix Inc Net Median	-0.3		-3.9		-3.9		-0.7		-1.2		3.1		5.3	

+ Name change from Pyramis Bond in September 2015.

* Funded August 2015. (Western Asset is liquidating as of August 2015.)

** Preliminary return as of 12/31/15. Changed from one-quarter lag to quarterly in June 2015.

*** Preliminary return as of 12/31/15.

**** Funded February 2015.

2. See Appendix for Benchmark History.

Total Fund
Performance Summary (Net of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Rank	Fiscal YTD (%)	Rank	1 Yr (%)	Rank	2 Yrs (%)	Rank	3 Yrs (%)	Rank	5 Yrs (%)	Rank	10 Yrs (%)	Rank
Franklin Templeton	2.2	3	-4.6	75	-4.0	72	-1.9	78	0.0	52	3.5	41	--	--
Barclays Multi-verse	-0.9	62	-0.4	29	-3.3	58	-1.4	71	-1.7	72	1.0	76	3.8	78
eA All Global Fixed Inc Net Median	-0.6		-1.8		-2.9		-0.6		0.1		2.8		4.5	
Alternatives	-0.5	--	0.4	--	6.3	--	5.9	--	4.6	--	-26.2	--	--	--
Alternatives Allocation Index ²	1.8	--	-3.7	--	-2.2	--	--	--	--	--	--	--	--	--
Blended Alternatives Index	1.4	--	-3.6	--	-1.8	--	1.5	--	6.8	--	6.7	--	--	--
Private Equity	0.5	39	4.7	33	20.6	2	18.0	2	17.1	8	-24.0	99	--	--
Russell 3000 +3%	7.0	1	0.6	75	3.5	82	9.4	62	17.8	5	15.2	5	10.4	25
InvestorForce All DB Private Eq Net Median	0.1		2.9		8.3		11.0		11.4		10.9		8.7	
Hedge Fund/Absolute Return	2.1	9	9.9	1	10.0	1	9.9	1	8.9	2	--	--	--	--
Libor 1 month +4%	1.1	17	2.2	2	4.2	3	4.2	10	4.2	55	4.2	31	--	--
InvestorForce All DB Hedge Funds Net Median	0.0		-3.1		-0.9		1.4		4.5		3.6		3.5	
AQR DELTA XN	2.5	26	10.4	7	10.5	12	10.2	16	9.0	29	--	--	--	--
Libor 1 month +4%	1.1	39	2.2	22	4.2	30	4.2	38	4.2	52	4.2	49	--	--
eV Alt All Multi-Strategy Median	0.3		-2.5		-0.4		1.7		4.3		4.1		6.5	
Standard Life GARS [*]	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Libor 1 month +4%	1.1	39	2.2	22	4.2	30	4.2	38	4.2	52	4.2	49	--	--
eV Alt All Multi-Strategy Median	0.3		-2.5		-0.4		1.7		4.3		4.1		6.5	
Commodity	-7.4	--	-22.2	--	-22.8	--	-18.7	--	-14.7	--	--	--	--	--
Bloomberg Commodity Index TR USD	-10.5	--	-23.5	--	-24.7	--	-20.9	--	-17.3	--	-13.5	--	-6.4	--
SSARIS Multisource Active Commodity ^{**}	-7.4	--	-22.2	--	-22.8	--	-18.7	--	-14.7	--	--	--	--	--
Bloomberg Commodity Index TR USD	-10.5	--	-23.5	--	-24.7	--	-20.9	--	-17.3	--	-13.5	--	-6.4	--
S&P Goldman Sachs Commodity	-16.6	--	-32.7	--	-32.9	--	-33.0	--	-23.7	--	-15.2	--	--	--
Private Real Asset	-5.3	--	-4.5	--	-3.9	--	--	--	--	--	--	--	--	--
CPI +5%	1.3	--	2.4	--	4.9	--	5.3	--	--	--	--	--	--	--

* Funded October 2015.

** Funded January 2015. (SSgA Multisource Commodity closed January 2015.)

2. See Appendix for Benchmark History.

Total Fund
Performance Summary (Net of Fees)

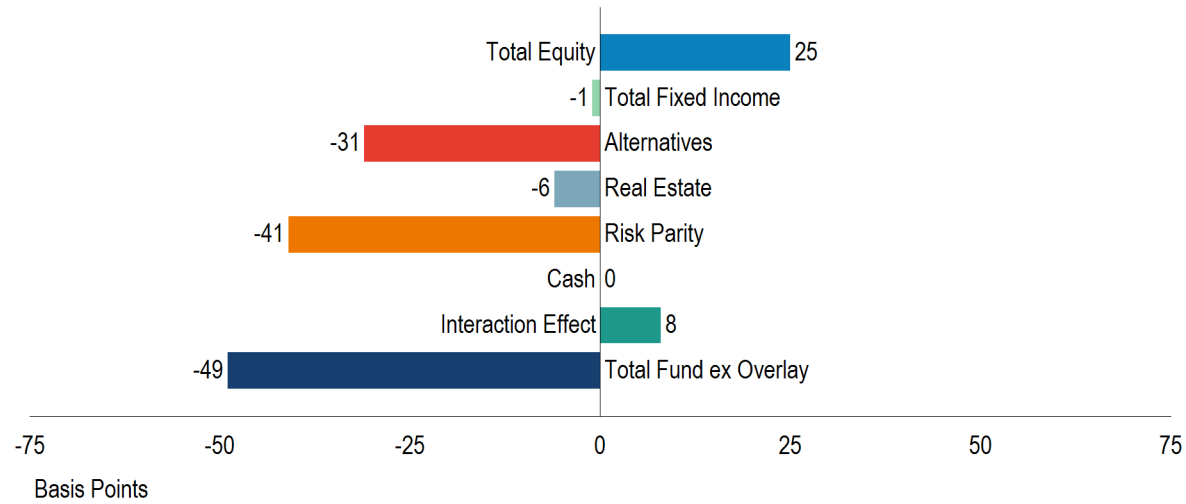
Period Ending: December 31, 2015

	3 Mo (%)	Rank	Fiscal YTD (%)	Rank	1 Yr (%)	Rank	2 Yrs (%)	Rank	3 Yrs (%)	Rank	5 Yrs (%)	Rank	10 Yrs (%)	Rank
Real Estate	2.4	85	5.4	79	14.3	20	13.2	35	13.4	16	12.9	41	6.3	29
NCREIF ODCE	3.3	47	7.1	30	15.0	14	13.7	25	13.8	5	13.7	13	7.0	14
InvestorForce All DB Real Estate Pub Net Median	3.1		6.8		13.3		12.6		12.5		11.9		5.5	
Invesco	2.4	--	5.4	--	14.4	--	13.2	--	13.4	--	12.9	--	6.2	--
NCREIF ODCE	3.3	--	7.1	--	15.0	--	13.7	--	13.8	--	13.7	--	7.0	--
Invesco US Val IV *	--	--	--	--	--	--	--	--	--	--	--	--	--	--
NCREIF CEVA 1Q Lag - NET	3.0	--	8.0	--	17.0	--	16.1	--	--	--	--	--	--	--
Risk Parity	-1.6	--	-7.2	--	-6.5	--	2.1	--	0.6	--	--	--	--	--
60/40 Russell 3000/Barclays Aggregate	3.6	--	-0.5	--	0.7	--	5.2	--	9.4	--	8.7	--	6.5	--
AQR GRP, 10% Volatility	-2.9	--	-10.3	--	-9.4	--	-1.1	--	-1.6	--	--	--	--	--
PanAgora	-0.5	--	-4.3	--	-3.8	--	--	--	--	--	--	--	--	--
60/40 Russell 3000/Barclays Aggregate	3.6	--	-0.5	--	0.7	--	5.2	--	9.4	--	8.7	--	6.5	--
60/40 MSCI World/Barclays Global Aggregate	3.4	--	-1.4	--	0.1	--	3.0	--	7.0	--	6.3	--	--	--
Cash	0.8	--	1.0	--	1.3	--	0.8	--	0.7	--	0.7	--	1.3	--
91 Day T-Bills	0.0	--	0.0	--	0.0	--	0.0	--	0.0	--	0.0	--	1.1	--
General Account	1.3	--	1.5	--	1.9	--	1.2	--	0.8	--	0.6	--	1.7	--
Treasury & LAIF	0.0	--	0.0	--	0.0	--	0.0	--	0.0	--	0.3	--	0.9	--
91 Day T-Bills	0.0	--	0.0	--	0.0	--	0.0	--	0.0	--	0.0	--	1.1	--

* Funded December 2015.

Total Fund ex Overlay
Performance Attribution

Period Ending: December 31, 2015



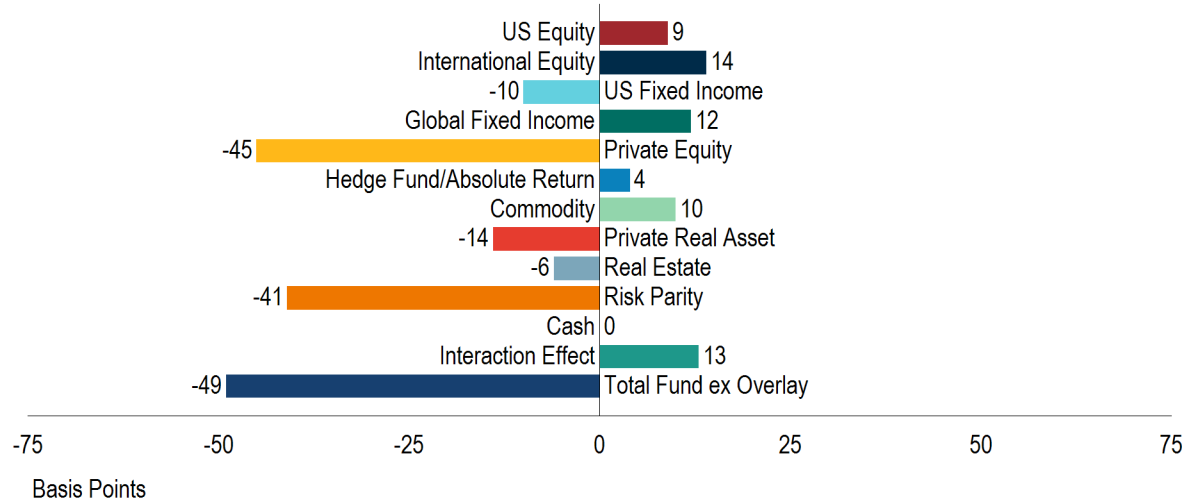
	Wtd. Actual Return	Wtd. Index Return	Excess Return	Selection Effect	Allocation Effect	Interaction* Effects	Total Effects
Total Equity	5.50%	4.99%	0.51%	0.25%	0.00%	0.00%	0.25%
Total Fixed Income	-0.52%	-0.46%	-0.06%	-0.01%	-0.01%	0.00%	-0.02%
Alternatives	-0.49%	1.44%	-1.93%	-0.31%	0.03%	0.05%	-0.22%
Real Estate	2.41%	3.34%	-0.93%	-0.06%	-0.01%	-0.01%	-0.07%
Risk Parity	-1.62%	3.55%	-5.18%	-0.41%	0.00%	0.02%	-0.39%
Cash	0.83%	0.03%	0.81%	0.00%	-0.04%	0.01%	-0.04%
Total	2.65%	3.14%	-0.49%	-0.54%	-0.04%	0.08%	-0.49%

Attribution does not include the impact of the Parametric Minneapolis strategy.

* Interaction Effects include Residual Effects

Total Fund ex Overlay
Performance Attribution

Period Ending: December 31, 2015

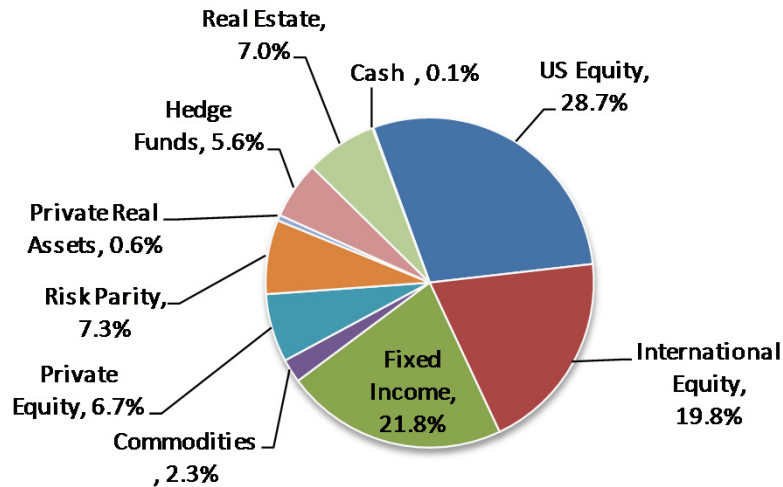


	Wtd. Actual Return	Wtd. Index Return	Excess Return	Selection Effect	Allocation Effect	Interaction * Effects	Total Effects
US Equity	6.26%	5.93%	0.33%	0.09%	0.04%	0.01%	0.14%
International Equity	4.27%	3.58%	0.69%	0.14%	-0.02%	-0.01%	0.11%
US Fixed Income	-0.99%	-0.39%	-0.60%	-0.10%	-0.04%	-0.01%	-0.14%
Global Fixed Income	2.22%	-0.88%	3.10%	0.12%	0.03%	-0.03%	0.12%
Private Equity	0.54%	7.00%	-6.45%	-0.45%	-0.03%	0.04%	-0.43%
Hedge Fund/Absolute Return	2.08%	1.08%	1.00%	0.04%	0.01%	0.01%	0.06%
Commodity	-7.41%	-10.52%	3.11%	0.10%	0.07%	-0.02%	0.15%
Private Real Asset	-5.29%	1.30%	-6.59%	-0.14%	0.03%	0.11%	0.01%
Real Estate	2.41%	3.34%	-0.93%	-0.06%	-0.01%	-0.01%	-0.07%
Risk Parity	-1.62%	3.55%	-5.18%	-0.41%	0.00%	0.02%	-0.39%
Cash	0.83%	0.03%	0.81%	0.00%	-0.04%	0.01%	-0.04%
Total	2.65%	3.14%	-0.49%	-0.66%	0.05%	0.13%	-0.49%

Attribution does not include the impact of the Parametric Minneapolis strategy.

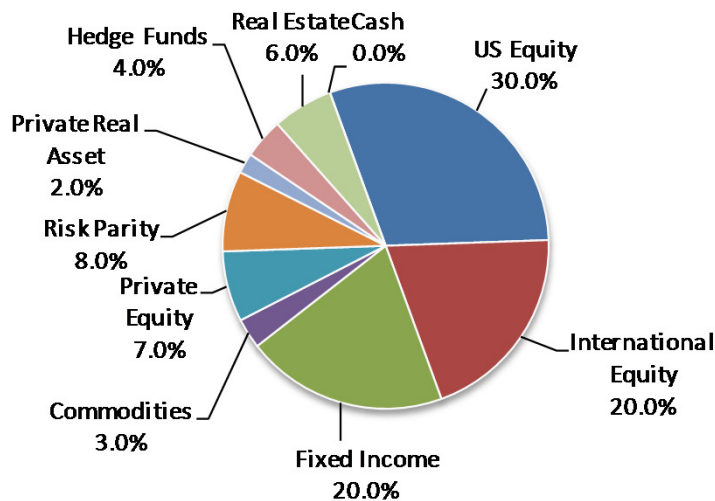
* Interaction Effects include Residual Effects

Current w/Overlay



ASSET ALLOCATION	MARKET VALUE	W/OVERLAY	W/O OVERLAY
US Equity	1,042,646,379	28.7%	31.0%
International Equity	640,766,616	19.8%	19.1%
Fixed Income	659,838,278	21.8%	19.6%
Commodities	78,528,982	2.3%	2.3%
Private Equity	226,296,727	6.7%	6.7%
Risk Parity	245,964,387	7.3%	7.3%
Private Real Assets	18,750,301	0.6%	0.6%
Hedge Funds	189,062,810	5.6%	5.6%
Real Estate	235,173,025	7.0%	7.0%
Cash	24,741,260	0.1%	0.7%
TOTAL	3,361,768,765	100.0%	100.0%

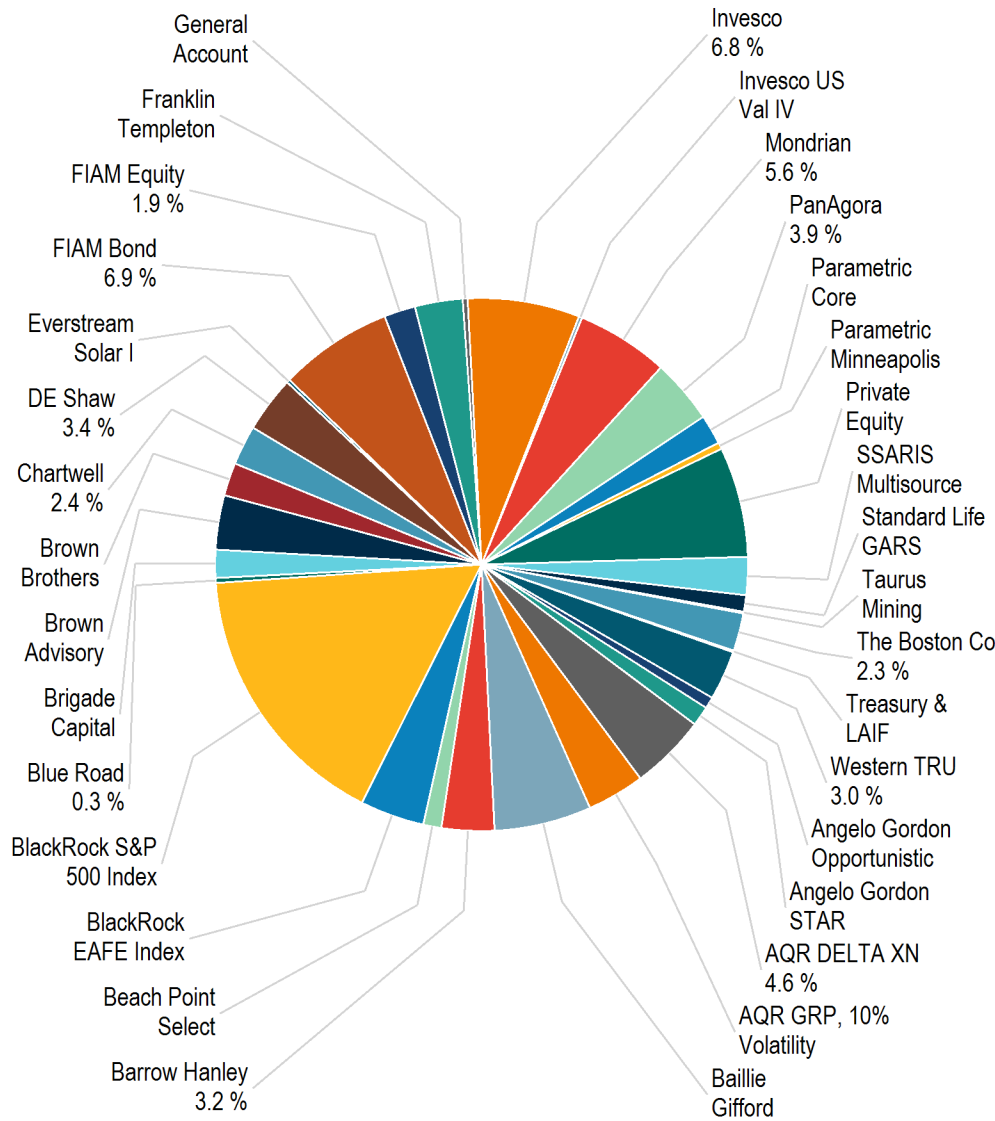
Target



ASSET ALLOCATION	W/OVERLAY	TARGET	DIFF
US Equity	28.7%	30.0%	-1.3%
International Equity	19.8%	20.0%	-0.2%
Fixed Income	21.8%	20.0%	1.8%
Commodities	2.3%	3.0%	-0.7%
Private Equity	6.7%	7.0%	-0.3%
Risk Parity	7.3%	8.0%	-0.7%
Private Real Asset	0.6%	2.0%	-1.4%
Hedge Funds	5.6%	4.0%	1.6%
Real Estate	7.0%	6.0%	1.0%
Cash	0.1%	0.0%	0.1%
TOTAL	100.0%	100.0%	0.0%

Total Fund Manager Allocation Analysis

Period Ending: December 31, 2015



	Actual \$	Actual %
Angelo Gordon Opportunistic	\$25,109,000	1%
Angelo Gordon STAR	\$38,767,000	1%
AQR DELTA XN	\$154,211,759	5%
AQR GRP, 10% Volatility	\$116,173,018	3%
Baillie Gifford	\$197,723,439	6%
Barrow Hanley	\$106,348,240	3%
Beach Point Select	\$38,448,095	1%
BlackRock EAFE Index	\$129,702,335	4%
BlackRock S&P 500 Index	\$554,355,330	16%
Blue Road	\$8,718,990	0%
Brigade Capital	\$56,904,096	2%
Brown Advisory	\$111,238,033	3%
Brown Brothers Harriman	\$67,144,347	2%
Chartwell	\$80,022,332	2%
DE Shaw	\$113,565,684	3%
Everstream Solar I	\$6,495,147	0%
FIAM Bond	\$232,925,833	7%
FIAM Equity	\$63,411,210	2%
Franklin Templeton	\$98,782,321	3%
General Account	\$8,666,170	0%
Invesco	\$228,498,951	7%
Invesco US Val IV	\$6,674,074	0%
Mondrian	\$188,747,660	6%
PanAgora	\$129,791,369	4%
Parametric Core	\$61,181,972	2%
Parametric Minneapolis Overlay	\$13,857,594	0%
Private Equity	\$226,296,727	7%
SSARIS Multisource Active Commodity	\$78,528,982	2%
Standard Life GARS	\$34,851,051	1%
Taurus Mining	\$3,536,164	0%
The Boston Co	\$77,116,761	2%
Treasury & LAIF	\$2,217,496	0%
Western Asset	\$37	0%
Western TRU	\$101,757,548	3%
Total	\$3,361,768,764	100%

Statistics Summary

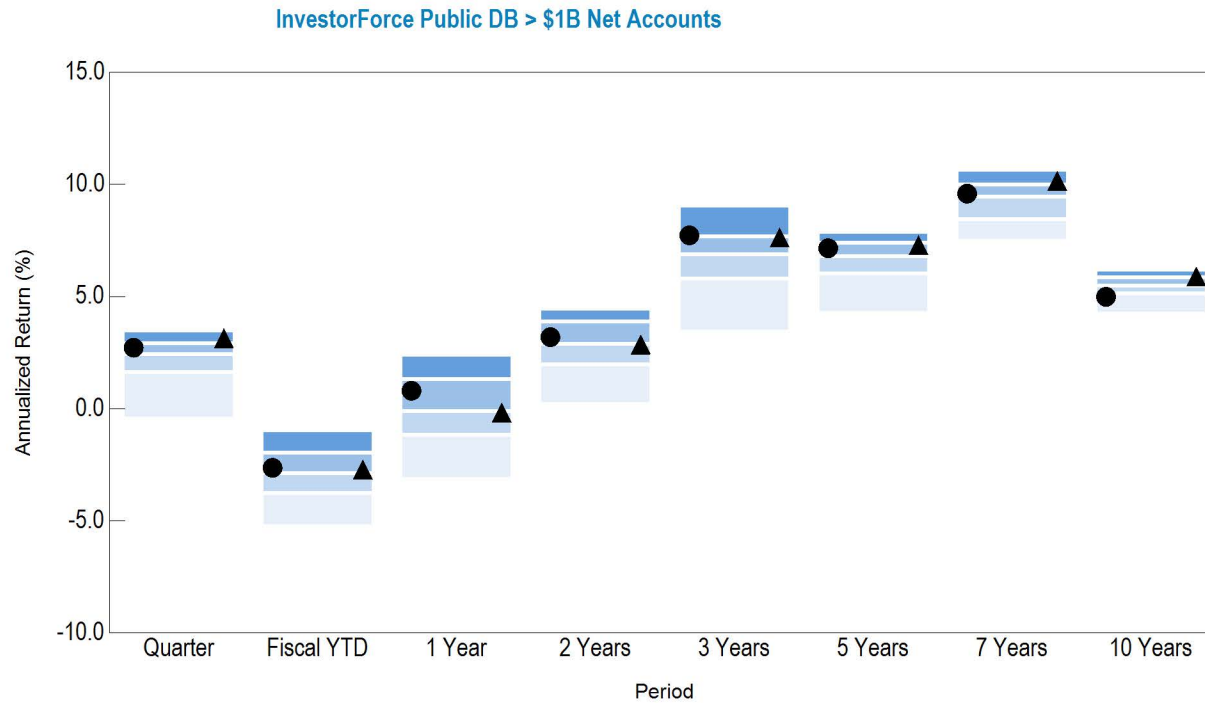
3 Years

	Anlzd Return	Anlzd Return Rank	Anlzd Standard Deviation	Anlzd Standard Deviation Rank	Sharpe Ratio	Sharpe Ratio Rank	Information Ratio	Information Ratio Rank	Tracking Error	Tracking Error Rank
Total Fund	7.7%	23	6.8%	66	1.1	49	0.1	23	0.8%	1
Policy Index	7.6%	29	7.0%	78	1.1	56	--	--	0.0%	1
InvestorForce Public DB > \$1B Net Median	6.9%	--	6.3%	--	1.1	--	-0.3	--	1.8%	--

Statistics Summary

5 Years

	Anlzd Return	Anlzd Return Rank	Anlzd Standard Deviation	Anlzd Standard Deviation Rank	Sharpe Ratio	Sharpe Ratio Rank	Information Ratio	Information Ratio Rank	Tracking Error	Tracking Error Rank
Total Fund	7.2%	36	8.1%	78	0.9	60	-0.1	41	1.0%	8
Policy Index	7.3%	31	8.4%	86	0.9	62	--	--	0.0%	1
InvestorForce Public DB > \$1B Net Median	6.8%	--	7.3%	--	0.9	--	-0.2	--	2.2%	--

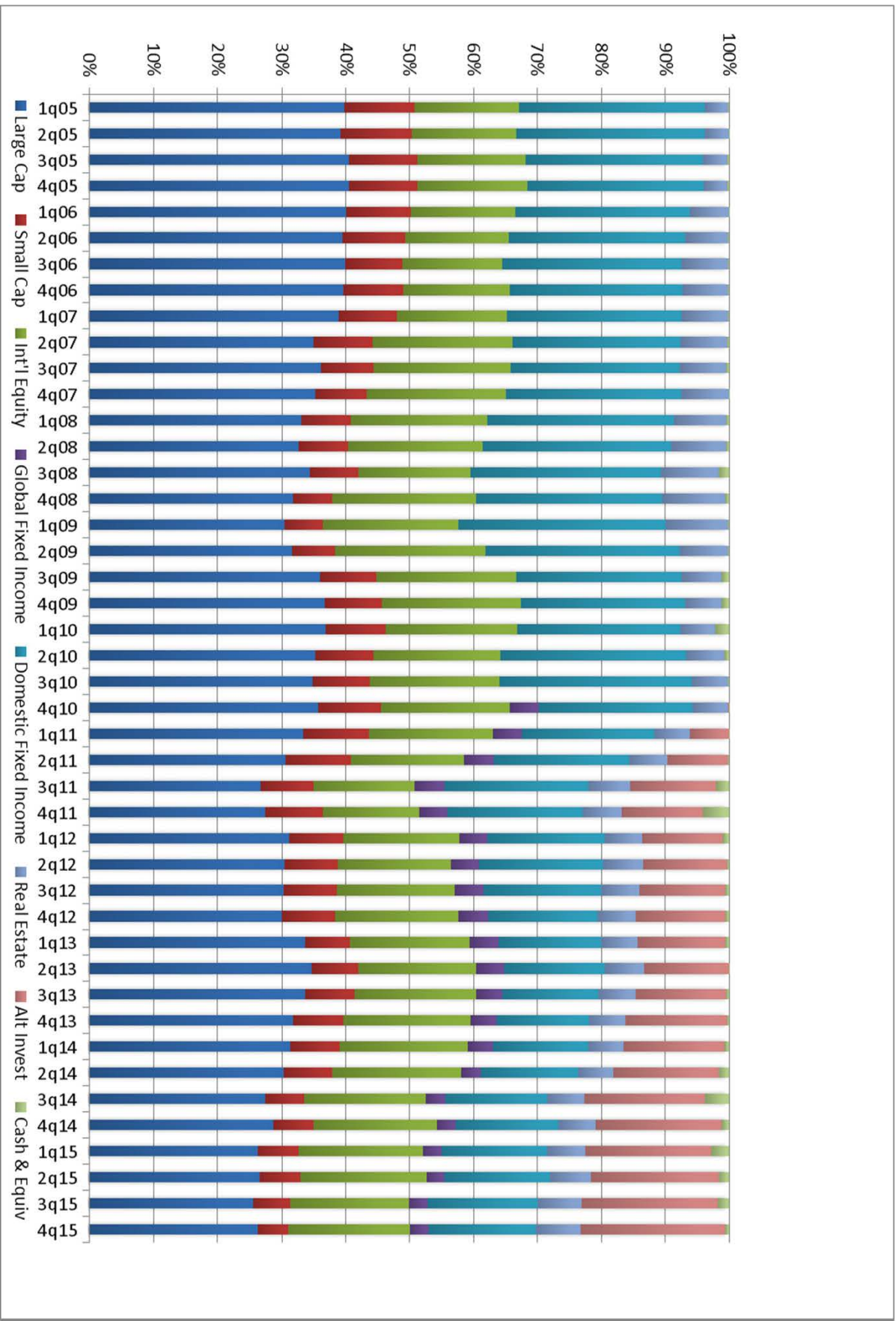


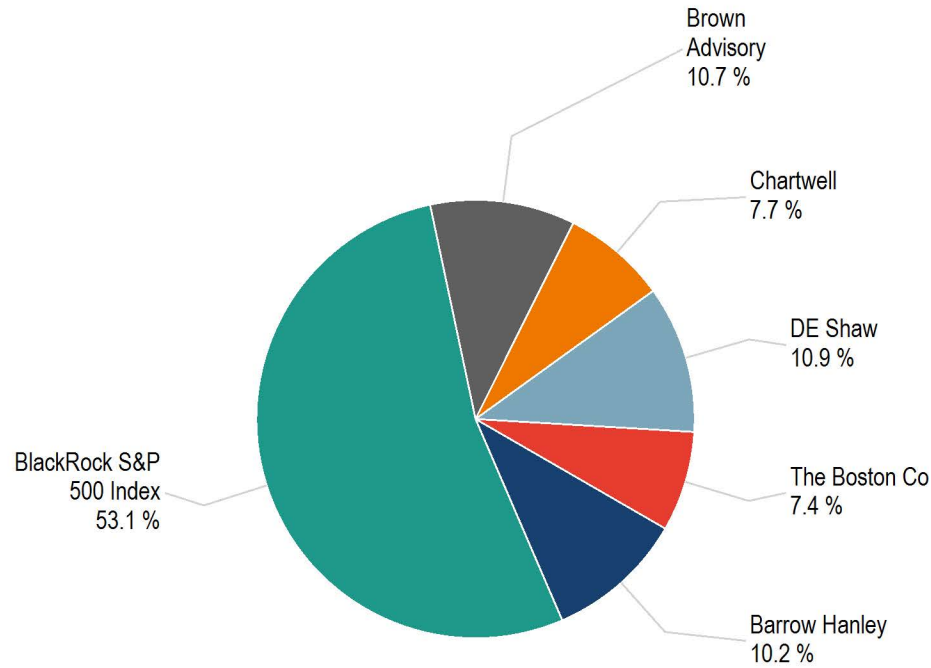
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
Return (Rank)								
5th Percentile	3.5	-1.0	2.4	4.5	9.0	7.9	10.6	6.2
25th Percentile	2.9	-1.9	1.3	3.9	7.7	7.4	10.0	5.9
Median	2.4	-2.9	-0.1	2.9	6.9	6.8	9.5	5.5
75th Percentile	1.6	-3.8	-1.2	2.0	5.8	6.1	8.5	5.1
95th Percentile	-0.4	-5.2	-3.1	0.2	3.4	4.3	7.5	4.3
# of Portfolios	41	41	41	41	41	41	39	37
● Total Fund	2.7 (38)	-2.6 (41)	0.8 (32)	3.2 (42)	7.7 (23)	7.2 (36)	9.6 (45)	5.0 (78)
▲ Policy Index	3.1 (15)	-2.7 (43)	-0.2 (54)	2.9 (51)	7.6 (29)	7.3 (31)	10.2 (23)	5.9 (22)

Total Fund

Asset Allocation History

Period Ending: December 31, 2015





	Actual \$	Actual %	Manager Contribution to Excess Return %
Barrow Hanley	\$106,348,240	10.2%	-0.0%
BlackRock S&P 500 Index	\$554,355,330	53.2%	0.0%
Brown Advisory	\$111,238,033	10.7%	0.0%
Chartwell	\$80,022,332	7.7%	0.0%
DE Shaw	\$113,565,684	10.9%	-0.1%
The Boston Co	\$77,116,761	7.4%	0.0%
Actual vs. Policy Weight Difference			0.4%
Total	\$1,042,646,379	100.0%	0.3%

Statistics Summary

3 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
US Equity	14.3%	10.8%	1.3	-0.1	0.8%
Blended US Equity Index	14.4%	10.9%	1.3	--	0.0%
Russell 3000	14.7%	10.7%	1.4	0.3	1.0%

Statistics Summary

3 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Large Cap Equity	15.2%	10.5%	1.4	0.3	0.8%
Russell 1000	15.0%	10.6%	1.4	--	0.0%
Barrow Hanley	14.6%	11.1%	1.3	0.5	2.9%
Russell 1000 Value	13.1%	10.8%	1.2	--	0.0%
DE Shaw	15.8%	11.0%	1.4	0.4	2.0%
Russell 1000	15.0%	10.6%	1.4	--	0.0%
Small Cap Equity	10.5%	13.7%	0.8	-0.5	2.5%
Russell 2000	11.7%	14.2%	0.8	--	0.0%
The Boston Co	9.6%	13.4%	0.7	0.2	2.7%
Russell 2000 Value	9.1%	13.6%	0.7	--	0.0%
Chartwell	11.1%	14.2%	0.8	-0.8	4.0%
Russell 2000 Growth	14.3%	15.2%	0.9	--	0.0%

Statistics Summary

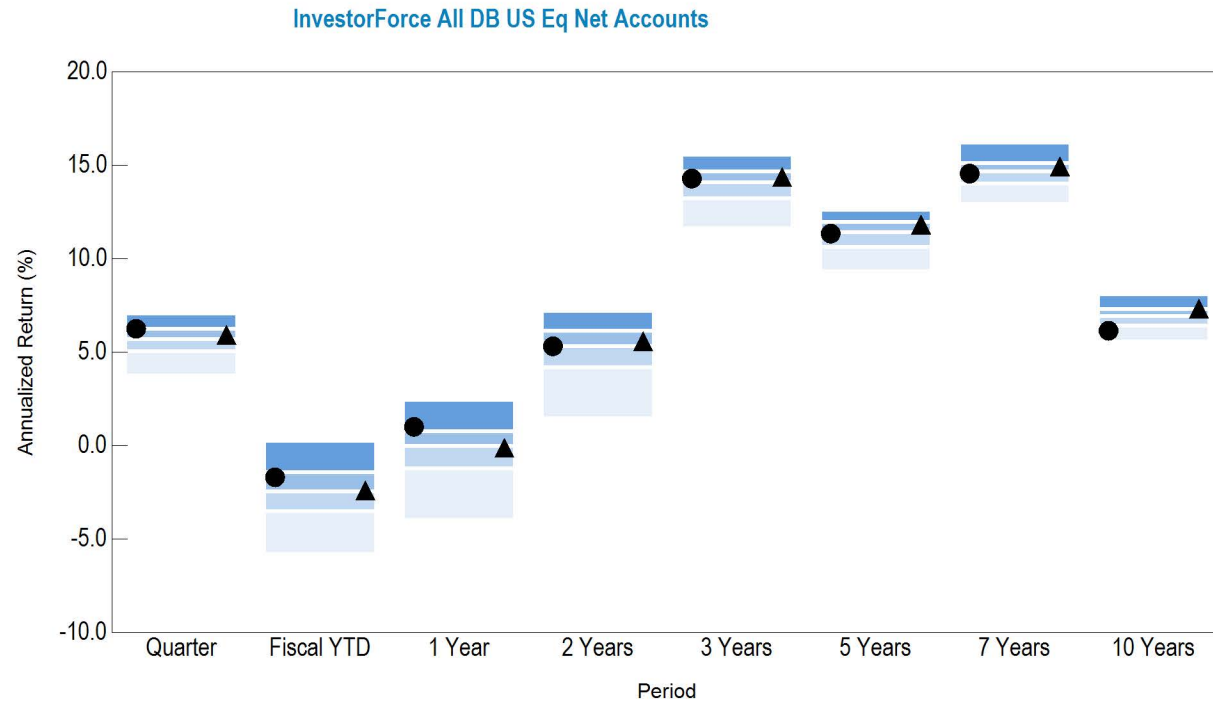
5 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
US Equity	11.4%	12.6%	0.9	-0.5	1.0%
Blended US Equity Index	11.8%	12.4%	0.9	--	0.0%
Russell 3000	12.2%	12.1%	1.0	0.4	0.9%

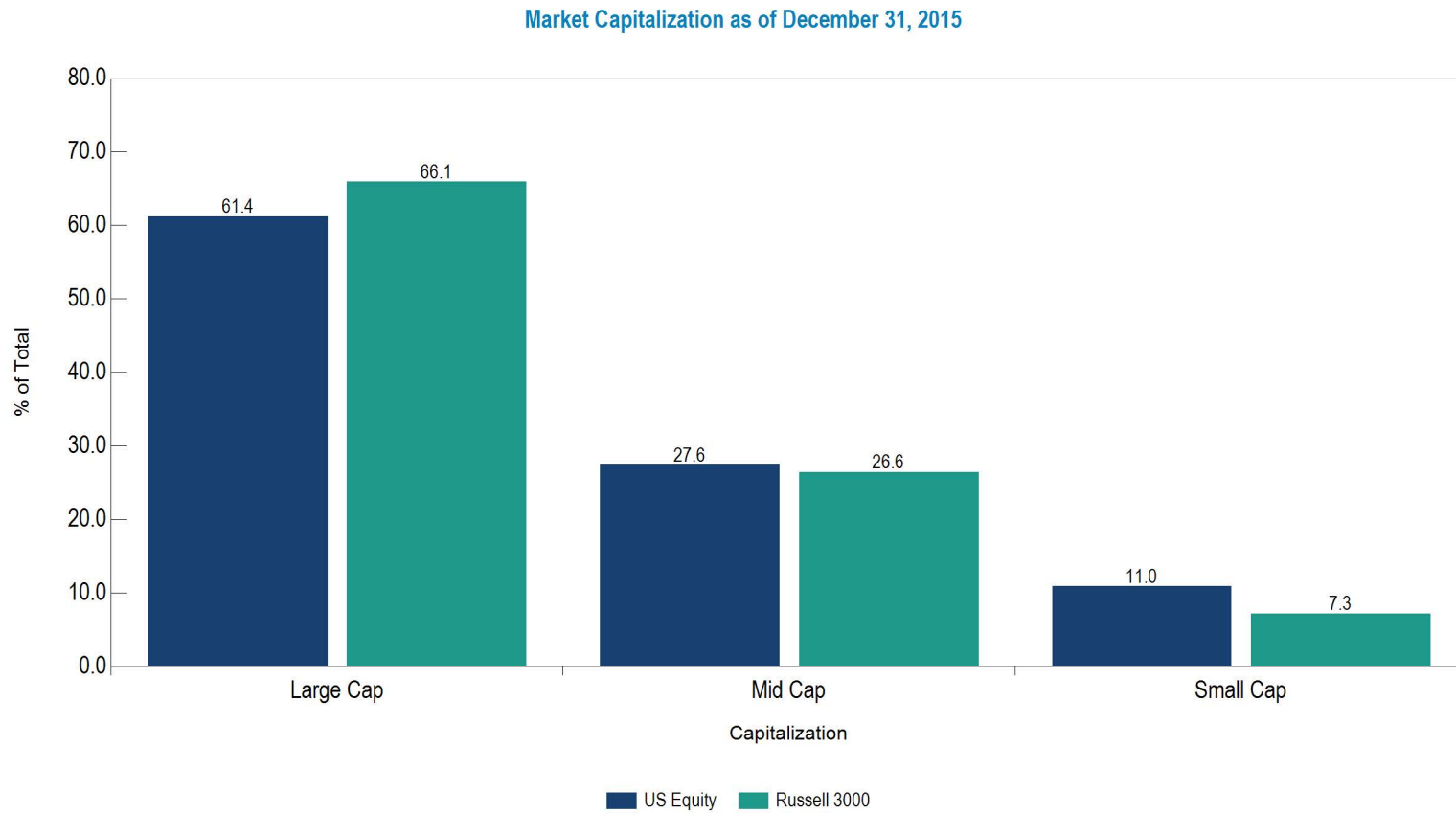
Statistics Summary

5 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Large Cap Equity	11.8%	12.2%	1.0	-0.6	0.9%
Russell 1000	12.4%	11.9%	1.0	--	0.0%
Barrow Hanley	11.9%	12.6%	0.9	0.2	2.6%
Russell 1000 Value	11.3%	12.1%	0.9	--	0.0%
DE Shaw	13.3%	12.3%	1.1	0.5	1.9%
Russell 1000	12.4%	11.9%	1.0	--	0.0%
Small Cap Equity	9.3%	15.6%	0.6	0.0	2.9%
Russell 2000	9.2%	15.9%	0.6	--	0.0%
The Boston Co	9.0%	15.3%	0.6	0.5	2.8%
Russell 2000 Value	7.7%	15.3%	0.5	--	0.0%
Chartwell	10.7%	16.7%	0.6	0.0	4.5%
Russell 2000 Growth	10.7%	16.9%	0.6	--	0.0%



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	7.0	0.2	2.4	7.2	15.6	12.6	16.2	8.1
25th Percentile	6.3	-1.4	0.8	6.2	14.7	12.0	15.2	7.3
Median	5.7	-2.4	0.0	5.3	14.1	11.4	14.7	7.0
75th Percentile	5.1	-3.5	-1.2	4.2	13.3	10.7	14.1	6.5
95th Percentile	3.8	-5.8	-4.0	1.5	11.6	9.4	13.0	5.6
# of Portfolios	558	558	555	536	497	425	360	279
● US Equity	6.3 (28)	-1.7 (34)	1.0 (21)	5.3 (51)	14.3 (44)	11.4 (52)	14.6 (57)	6.2 (87)
▲ Blended US Equity Index	5.9 (41)	-2.4 (50)	-0.1 (53)	5.6 (44)	14.4 (41)	11.8 (32)	15.0 (37)	7.3 (27)



See appendix for the market capitalization breakpoints.

Characteristics

	Portfolio	Russell 3000
Number of Holdings	2,309	3,018
Weighted Avg. Market Cap. (\$B)	93.5	106.1
Median Market Cap. (\$B)	2.3	1.4
Price To Earnings	24.4	22.7
Price To Book	4.9	3.9
Price To Sales	3.5	3.1
Return on Equity (%)	17.4	16.4
Yield (%)	1.9	2.0
Beta (holdings; domestic)	1.1	1.0

Top Holdings

APPLE	2.2%
AMAZON.COM	1.4%
MICROSOFT	1.3%
FACEBOOK CLASS A	1.2%
VISA 'A'	1.1%
WELLS FARGO & CO	1.1%
EXXON MOBIL	1.1%
JOHNSON & JOHNSON	1.1%
ALPHABET 'A'	1.0%
ALPHABET 'C'	1.0%

Best Performers

	Return %
PACIFIC BSCS.OF CAL. (PACB)	258.7%
ENERGY RECOVERY (ERII)	230.4%
FIVE PRIME THERAPEUTICS (FPRX)	169.7%
MEETME (MEET)	126.6%
RESOLUTE ENERGY (REN)	124.2%
WILLBROS GROUP (WG)	113.5%
DYAX (DYAX)	97.1%
ACCELERON PHARMA (XLRN)	95.8%
PACIRA PHARMACEUTICALS (PCRX)	86.8%
ANGIE'S LIST (ANGI)	85.5%

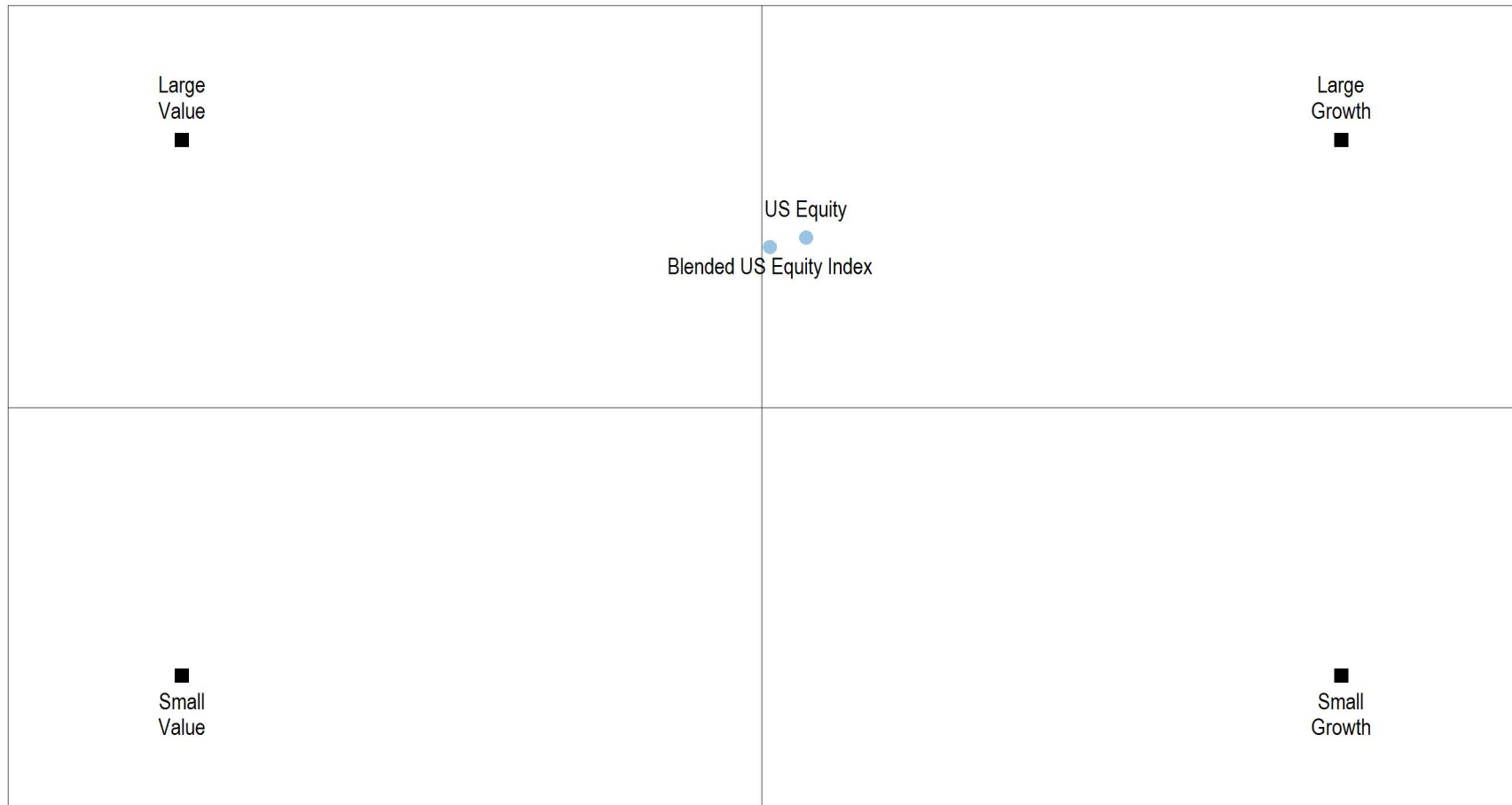
Worst Performers

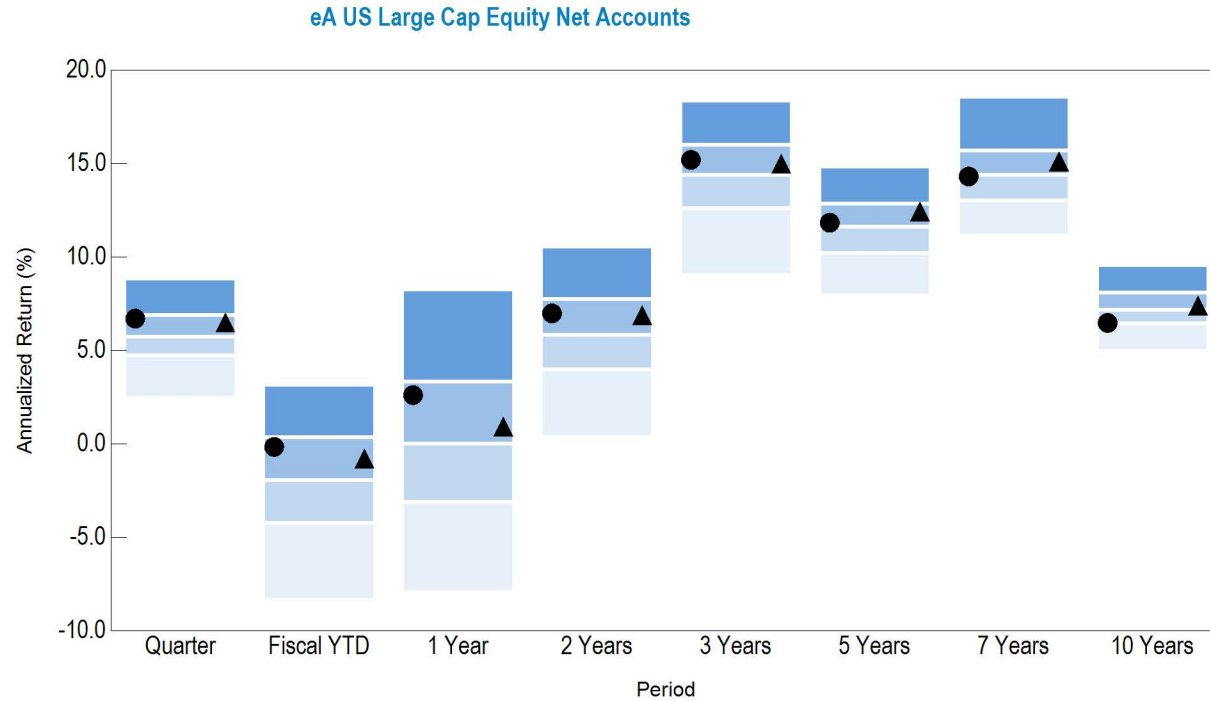
	Return %
CTPARTNERS EXEC.SEARCH (CTPR)	-99.9%
THRESHOLD PHARMS. (THLD)	-88.2%
REPROS THERAPEUTICS (RPRX)	-83.7%
NORANDA ALUMINUM HLDG. (NORN)	-80.5%
ZAFGEN (ZFGN)	-80.3%
SYNTA PHARMACEUTICALS (SNTA)	-79.8%
CHIMERIX (CMRX)	-76.6%
SWIFT ENERGY (SFYWQ)	-75.8%
ULTRAPETROL BAHAMAS (ULTR)	-74.4%
STAR BULK CARRIERS (SBLK)	-70.5%

US Equity Performance Attribution vs. Russell 3000

	Attribution Effects				Returns		Sector Weights				
	Total Effects	Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	0.3%	0.2%	0.2%	-0.1%	1.0%	-1.2%	5.9%	6.3%			
Materials	-0.1%	-0.1%	0.0%	0.0%	6.5%	8.4%	2.9%	3.1%			
Industrials	-0.1%	-0.1%	0.0%	0.0%	5.9%	6.8%	11.7%	10.7%			
Cons. Disc.	0.2%	0.3%	-0.1%	0.0%	6.2%	4.3%	15.4%	13.7%			
Cons. Staples	-0.1%	-0.1%	-0.1%	0.0%	6.5%	7.2%	8.0%	8.7%			
Health Care	0.1%	0.2%	-0.1%	0.0%	10.4%	8.8%	14.1%	14.3%			
Financials	-0.2%	-0.2%	0.0%	0.0%	4.2%	5.3%	16.8%	18.2%			
Info. Tech	-0.1%	-0.1%	0.0%	0.0%	8.2%	8.7%	20.5%	19.5%			
Telecomm.	0.0%	0.0%	0.0%	0.0%	6.1%	7.0%	1.6%	2.2%			
Utilities	0.1%	0.1%	0.0%	0.0%	4.3%	1.9%	2.4%	3.2%			
Cash	0.0%	0.0%	0.0%	0.0%	0.0%	--	0.7%	0.0%			
Unclassified	0.0%	0.0%	0.0%	0.0%	8.5%	--	0.1%	0.0%			
Portfolio	0.2%	=	0.2%	+	0.0%	+	0.0%	6.5%	6.3%	100.0%	100.0%

US Effective Style Map





	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
Return (Rank)								
5th Percentile	8.9	3.2	8.3	10.6	18.4	14.8	18.6	9.5
25th Percentile	6.9	0.4	3.4	7.8	16.1	12.9	15.7	8.1
Median	5.8	-1.9	0.0	5.9	14.4	11.7	14.4	7.2
75th Percentile	4.8	-4.2	-3.1	4.0	12.6	10.2	13.0	6.5
95th Percentile	2.5	-8.3	-7.9	0.4	9.0	7.9	11.2	5.0
# of Portfolios	529	523	511	502	486	439	410	347
● Large Cap Equity	6.7 (29)	-0.2 (30)	2.6 (31)	7.0 (35)	15.2 (36)	11.8 (45)	14.3 (53)	6.5 (76)
▲ Russell 1000	6.5 (33)	-0.8 (36)	0.9 (45)	6.9 (36)	15.0 (39)	12.4 (34)	15.1 (35)	7.4 (46)

Characteristics

	Portfolio	Russell 1000
Number of Holdings	2,234	1,033
Weighted Avg. Market Cap. (\$B)	110.1	114.7
Median Market Cap. (\$B)	2.5	7.4
Price To Earnings	23.9	22.5
Price To Book	5.1	4.2
Price To Sales	3.6	3.1
Return on Equity (%)	18.1	17.6
Yield (%)	2.0	2.1
Beta (holdings; domestic)	1.0	1.0

Top Holdings

APPLE	2.6%
AMAZON.COM	1.7%
MICROSOFT	1.6%
FACEBOOK CLASS A	1.4%
VISA 'A'	1.3%
WELLS FARGO & CO	1.3%
EXXON MOBIL	1.3%
JOHNSON & JOHNSON	1.2%
ALPHABET 'A'	1.2%
ALPHABET 'C'	1.2%

Best Performers

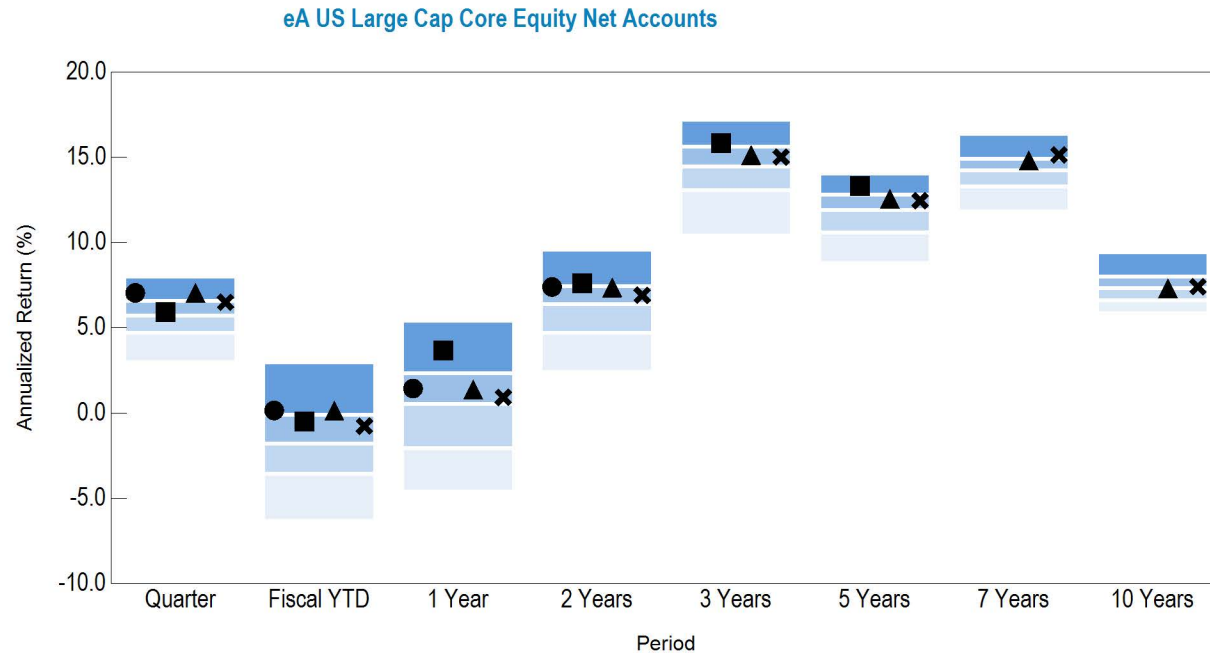
	Return %
PACIFIC BSCS.OF CAL. (PACB)	258.7%
ENERGY RECOVERY (ERII)	230.4%
FIVE PRIME THERAPEUTICS (FPRX)	169.7%
MEETME (MEET)	126.6%
RESOLUTE ENERGY (REN)	124.2%
WILLBROS GROUP (WG)	113.5%
DYAX (DYAX)	97.1%
ACCELERON PHARMA (XLRN)	95.8%
PACIRA PHARMACEUTICALS (PCRX)	86.8%
ANGIE'S LIST (ANGI)	85.5%

Worst Performers

	Return %
CTPARTNERS EXEC.SEARCH (CTPR)	-99.9%
THRESHOLD PHARMS. (THLD)	-88.2%
REPROS THERAPEUTICS (RPRX)	-83.7%
NORANDA ALUMINUM HLDG. (NORN)	-80.5%
ZAFGEN (ZFGN)	-80.3%
SYNTA PHARMACEUTICALS (SNTA)	-79.8%
CHIMERIX (CMRX)	-76.6%
SWIFT ENERGY (SFYWQ)	-75.8%
ULTRAPETROL BAHAMAS (ULTR)	-74.4%
STAR BULK CARRIERS (SBLK)	-70.5%

Large Cap Equity Performance Attribution vs. Russell 1000

	Total Effects	Attribution Effects			Returns		Sector Weights				
		Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	0.2%	0.1%	0.2%	0.0%	-0.2%	-0.9%	6.3%	6.6%			
Materials	0.0%	0.0%	0.0%	0.0%	8.4%	9.0%	3.2%	3.1%			
Industrials	-0.2%	-0.1%	0.0%	0.0%	5.9%	7.2%	11.1%	10.6%			
Cons. Disc.	0.5%	0.5%	0.0%	0.0%	8.8%	5.0%	13.7%	13.6%			
Cons. Staples	-0.1%	0.0%	0.0%	0.0%	7.0%	7.3%	9.3%	9.1%			
Health Care	0.1%	0.1%	0.0%	0.0%	9.8%	8.7%	14.8%	14.2%			
Financials	0.0%	0.0%	0.0%	0.0%	5.4%	5.5%	15.7%	17.6%			
Info. Tech	0.1%	0.0%	0.0%	0.1%	8.9%	8.8%	21.0%	19.7%			
Telecomm.	0.0%	0.0%	0.0%	0.0%	6.1%	7.0%	1.9%	2.3%			
Utilities	0.0%	0.0%	0.0%	0.0%	1.3%	1.5%	2.1%	3.1%			
Cash	0.0%	0.0%	0.0%	0.0%	0.0%	--	0.8%	0.0%			
Unclassified	0.0%	0.0%	0.0%	0.0%	8.5%	--	0.1%	0.0%			
Portfolio	0.7%	=	0.5%	+	0.2%	+	0.0%	7.2%	6.5%	100.0%	100.0%



	Quarter		Fiscal YTD		1 Year		2 Years		3 Years		5 Years		7 Years		10 Years	
Return (Rank)	8.0	2.9	5.4	9.5	17.2	14.0	16.3	9.4	6.6	-0.1	2.4	7.5	15.6	12.8	14.9	8.0
5th Percentile	6.6	-0.1	2.4	7.5	15.6	12.8	14.9	8.0	5.7	-1.8	0.6	6.4	14.5	11.9	14.2	7.3
25th Percentile	4.7	-3.5	-2.0	4.7	13.1	10.6	13.3	6.6	4.7	-3.5	-2.0	4.7	13.1	10.6	13.3	6.6
Median	3.0	-6.3	-4.6	2.4	10.4	8.8	11.8	5.9	3.0	-6.3	-4.6	2.4	10.4	8.8	11.8	5.9
75th Percentile	146	145	142	139	134	119	109	97	146	145	142	139	134	119	109	97
95th Percentile	146	145	142	139	134	119	109	97	146	145	142	139	134	119	109	97
# of Portfolios	7.0 (18)	0.1 (23)	1.4 (36)	7.4 (27)	-- (--)	-- (--)	-- (--)	-- (--)	7.0 (18)	0.1 (23)	1.4 (36)	7.4 (27)	-- (--)	-- (--)	-- (--)	-- (--)
● BlackRock S&P 500 Index	5.9 (46)	-0.5 (28)	3.7 (14)	7.6 (23)	15.8 (21)	13.3 (15)	-- (--)	-- (--)	5.9 (46)	-0.5 (28)	3.7 (14)	7.6 (23)	15.8 (21)	13.3 (15)	-- (--)	-- (--)
■ DE Shaw	7.0 (18)	0.2 (23)	1.4 (37)	7.4 (29)	15.1 (34)	12.6 (32)	14.8 (31)	7.3 (51)	7.0 (18)	0.2 (23)	1.4 (37)	7.4 (29)	15.1 (34)	12.6 (32)	14.8 (31)	7.3 (51)
▲ S&P 500	6.5 (28)	-0.8 (31)	0.9 (47)	6.9 (38)	15.0 (36)	12.4 (34)	15.1 (21)	7.4 (48)	6.5 (28)	-0.8 (31)	0.9 (47)	6.9 (38)	15.0 (36)	12.4 (34)	15.1 (21)	7.4 (48)
✕ Russell 1000																

Characteristics

	Portfolio	S&P 500
Number of Holdings	502	504
Weighted Avg. Market Cap. (\$B)	128.3	128.5
Median Market Cap. (\$B)	17.3	17.5
Price To Earnings	23.1	22.2
Price To Book	4.9	4.3
Price To Sales	3.3	3.0
Return on Equity (%)	18.9	18.0
Yield (%)	2.2	2.2
Beta (holdings; domestic)	1.0	1.0

Top Holdings

APPLE	3.3%
MICROSOFT	2.5%
EXXON MOBIL	1.8%
GENERAL ELECTRIC	1.7%
JOHNSON & JOHNSON	1.6%
AMAZON.COM	1.5%
WELLS FARGO & CO	1.4%
JP MORGAN CHASE & CO.	1.4%
FACEBOOK CLASS A	1.3%
ALPHABET 'A'	1.3%

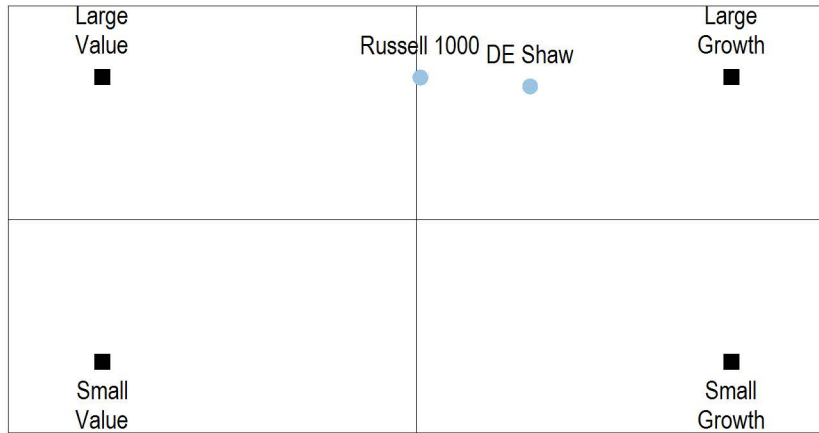
Best Performers

	Return %
KEURIG GREEN MOUNTAIN (GMCR)	72.6%
AIRGAS (ARG)	55.5%
FIRST SOLAR (FSLR)	54.4%
COMPUTER SCIS. (CSC)	44.8%
SANDISK (SNDK)	39.9%
KLA TENCOR (KLAC)	39.8%
E I DU PONT DE NEMOURS (DD)	39.0%
AUTODESK (ADSK)	38.0%
TRIPADVISOR 'A' (TRIP)	35.3%
MYLAN (MYL)	34.3%

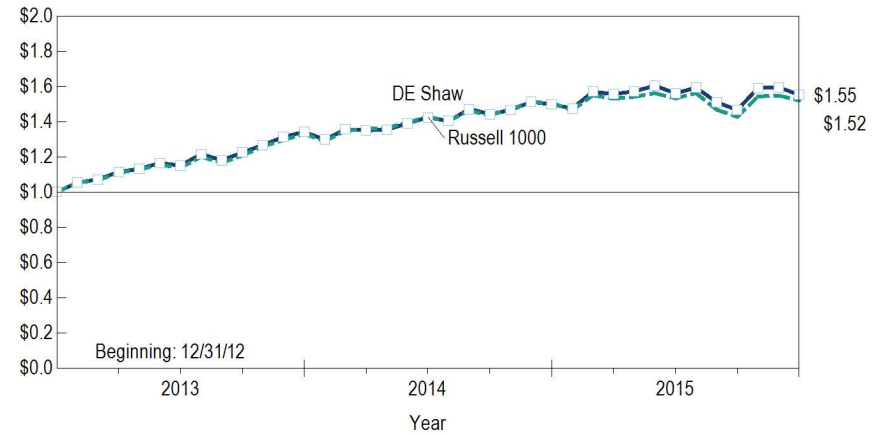
Worst Performers

	Return %
KINDER MORGAN (KMI)	-45.1%
SOUTHWESTERN ENERGY (SWN)	-44.0%
CHESAPEAKE ENERGY (CHK)	-38.6%
FOSSIL GROUP (FOSL)	-34.6%
CHIPOTLE MEXN.GRILL (CMG)	-33.4%
GAMESTOP 'A' (GME)	-31.3%
MACY'S (M)	-31.2%
FREEMPORT-MCMORAN (FCX)	-29.9%
WILLIAMS (WMB)	-28.7%
PVH (PVH)	-27.7%

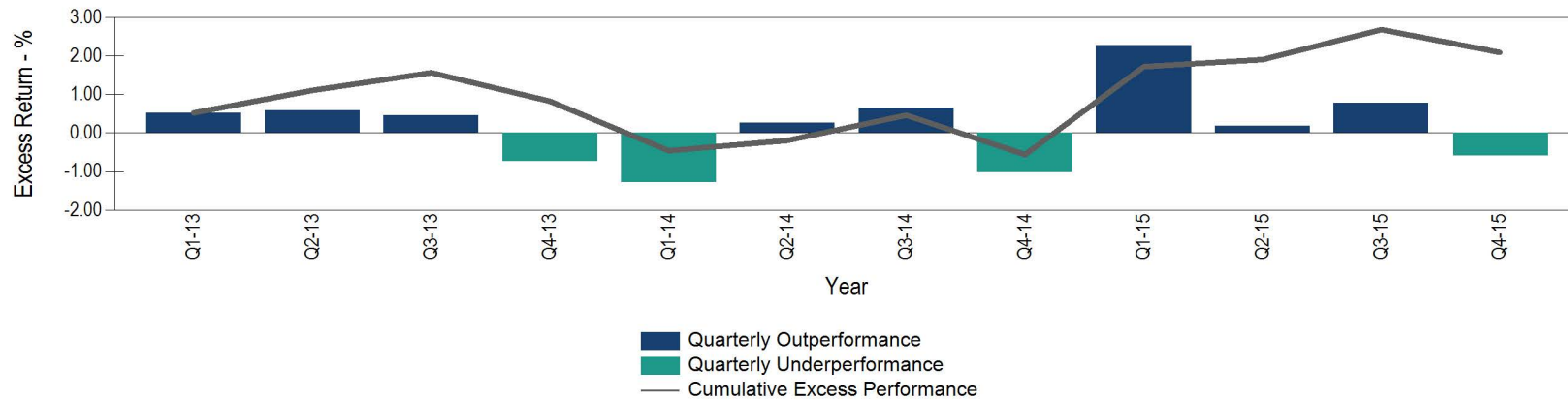
US Effective Style Map



Growth of a Dollar

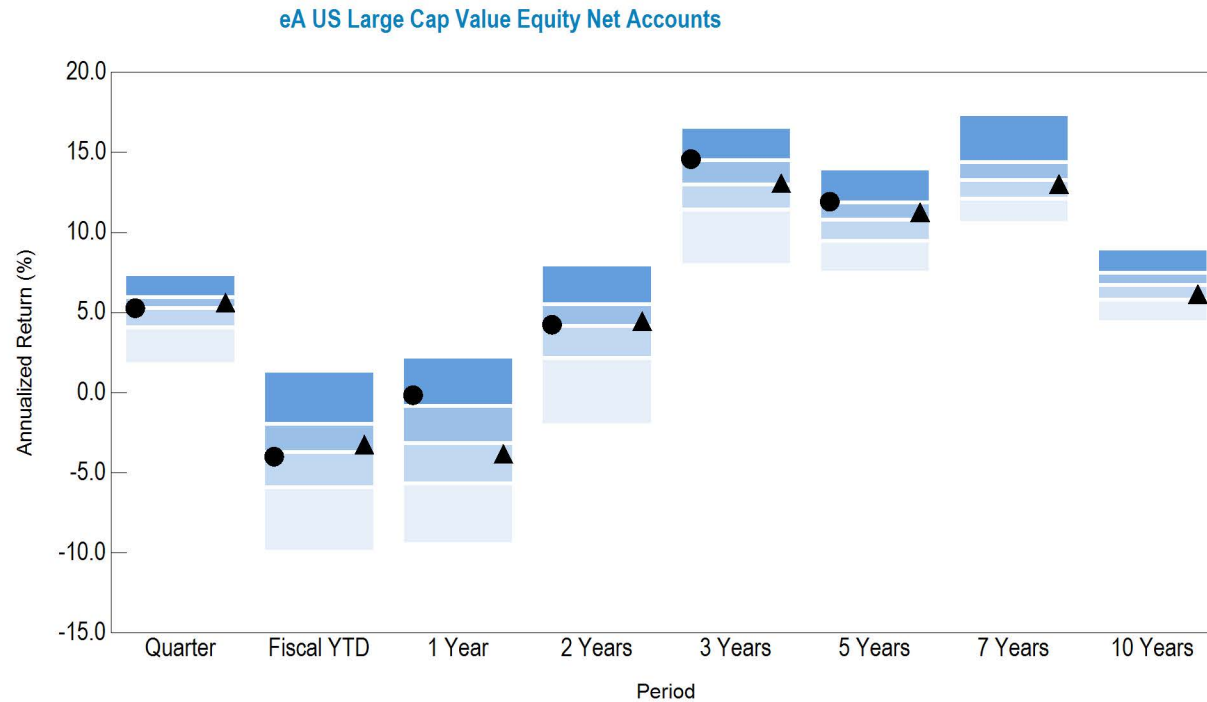


Quarterly and Cumulative Excess Performance



Large Cap Value Equity Net Peer Universe Comparison

Period Ending: December 31, 2015



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	7.4	1.4	2.2	8.0	16.6	14.0	17.4	9.0
25th Percentile	6.0	-1.9	-0.8	5.6	14.5	11.9	14.4	7.5
Median	5.3	-3.7	-3.1	4.2	13.0	10.8	13.3	6.7
75th Percentile	4.1	-5.9	-5.7	2.2	11.4	9.5	12.1	5.8
95th Percentile	1.8	-9.9	-9.4	-2.0	8.0	7.5	10.6	4.4
# of Portfolios	200	199	195	190	186	169	160	135
● Barrow Hanley	5.3 (52)	-4.0 (54)	-0.2 (17)	4.2 (49)	14.6 (24)	11.9 (25)	-- (--)	-- (--)
▲ Russell 1000 Value	5.6 (37)	-3.2 (43)	-3.8 (59)	4.5 (44)	13.1 (49)	11.3 (42)	13.0 (57)	6.2 (70)

Characteristics

	Portfolio	Russell 1000 Value
Number of Holdings	74	691
Weighted Avg. Market Cap. (\$B)	76.8	105.9
Median Market Cap. (\$B)	37.6	6.8
Price To Earnings	20.2	19.2
Price To Book	2.8	2.2
Price To Sales	2.4	2.5
Return on Equity (%)	15.4	11.4
Yield (%)	2.6	2.6
Beta (holdings; domestic)	1.1	1.1

Top Holdings

CITIGROUP	2.5%
CAPITAL ONE FINL.	2.4%
WELLS FARGO & CO	2.1%
JP MORGAN CHASE & CO.	2.1%
BANK OF AMERICA	2.1%
ROYAL CARIBBEAN CRUISES	2.1%
NVR	2.1%
OWENS CORNING	2.0%
ALTRIA GROUP	1.9%
REYNOLDS AMERICAN	1.9%

Best Performers

	Return %
FAIRCHILD SEMICON.INTL. 'A' (FCS)	47.5%
MICROSOFT (MSFT)	26.2%
TEVA PHARM.INDS.ADR 1:1 (TEVA)	16.9%
CARDINAL HEALTH (CAH)	16.7%
FMC (FMC)	15.9%
MEDTRONIC (MDT)	15.5%
INTEL (INTC)	15.1%
RAYTHEON 'B' (RTN)	14.7%
ROYAL CARIBBEAN CRUISES (RCL)	14.1%
DELPHI AUTOMOTIVE (DLPH)	13.1%

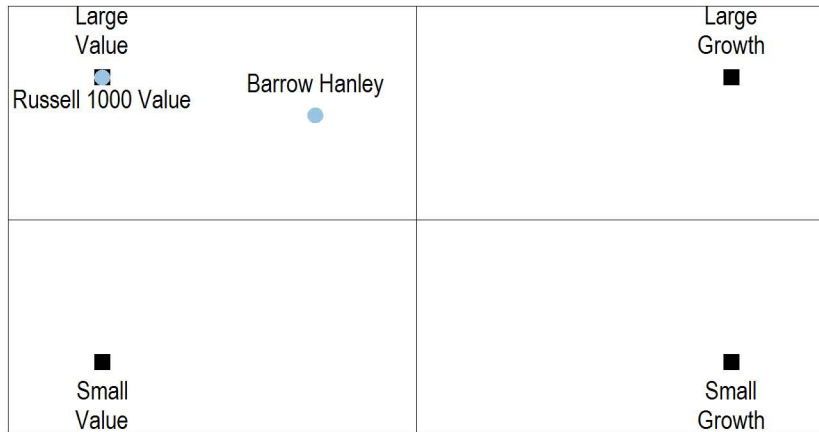
Worst Performers

	Return %
SEADRILL (NYS) (SDRL)	-42.5%
SPX (SPXC)	-21.7%
SPX FLOW (FLOW)	-18.9%
JOY GLOBAL (JOY)	-15.5%
FAIRMONT SANTROL HDG. (FMISA)	-13.0%
SLM (SLM)	-11.9%
SANOFI ADR 2:1 (SNY)	-10.2%
NEW YORK COMMUNITY BANC. (NYCB)	-8.2%
TARGET (TGT)	-7.0%
QUALCOMM (QCOM)	-6.1%

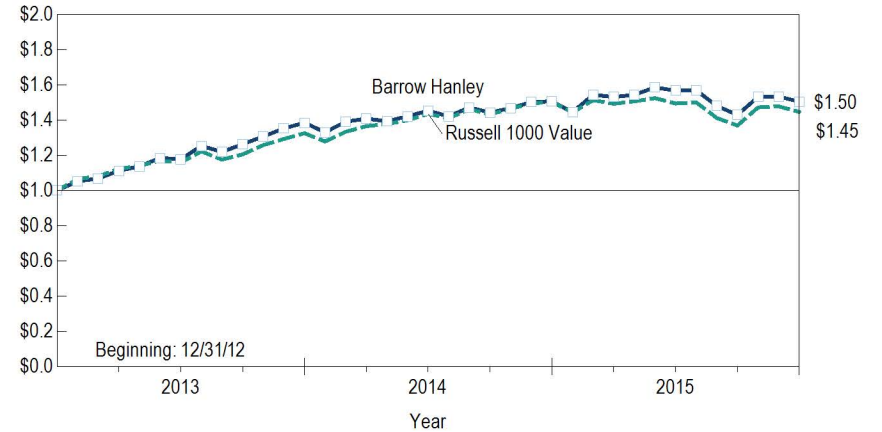
Barrow Hanley Performance Attribution vs. Russell 1000 Value

	Total Effects	Attribution Effects				Returns		Sector Weights			
		Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	0.3%	0.4%	0.2%	-0.3%	3.1%	0.0%	3.7%	12.9%			
Materials	-0.1%	-0.1%	0.0%	0.0%	6.8%	8.6%	3.6%	2.7%			
Industrials	-0.5%	-0.5%	0.2%	-0.2%	5.5%	10.6%	14.6%	10.0%			
Cons. Disc.	0.4%	0.3%	-0.4%	0.5%	6.6%	1.1%	14.5%	5.4%			
Cons. Staples	-0.2%	-0.2%	0.0%	0.0%	2.9%	6.1%	7.6%	7.0%			
Health Care	0.0%	0.0%	0.0%	0.0%	7.7%	7.9%	14.7%	11.6%			
Financials	-0.5%	-0.6%	0.0%	0.1%	3.2%	5.2%	27.3%	30.3%			
Info. Tech	0.5%	0.7%	-0.1%	-0.1%	16.1%	9.8%	9.7%	11.3%			
Telecomm.	0.0%	0.0%	0.0%	0.0%	6.1%	6.7%	2.2%	2.5%			
Utilities	0.3%	--	0.3%	--	--	1.5%	0.0%	6.4%			
Cash	-0.1%	0.0%	-0.1%	0.0%	0.0%	--	2.2%	0.0%			
Portfolio	0.0%	=	0.0%	+	0.1%	+	-0.1%	5.6%	5.6%	100.0%	100.0%

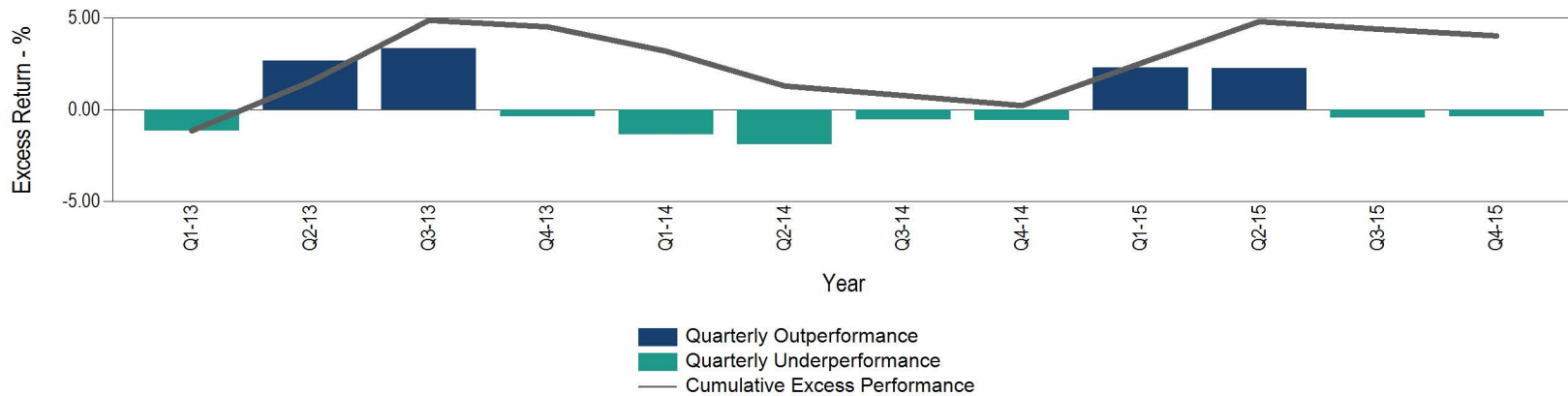
US Effective Style Map

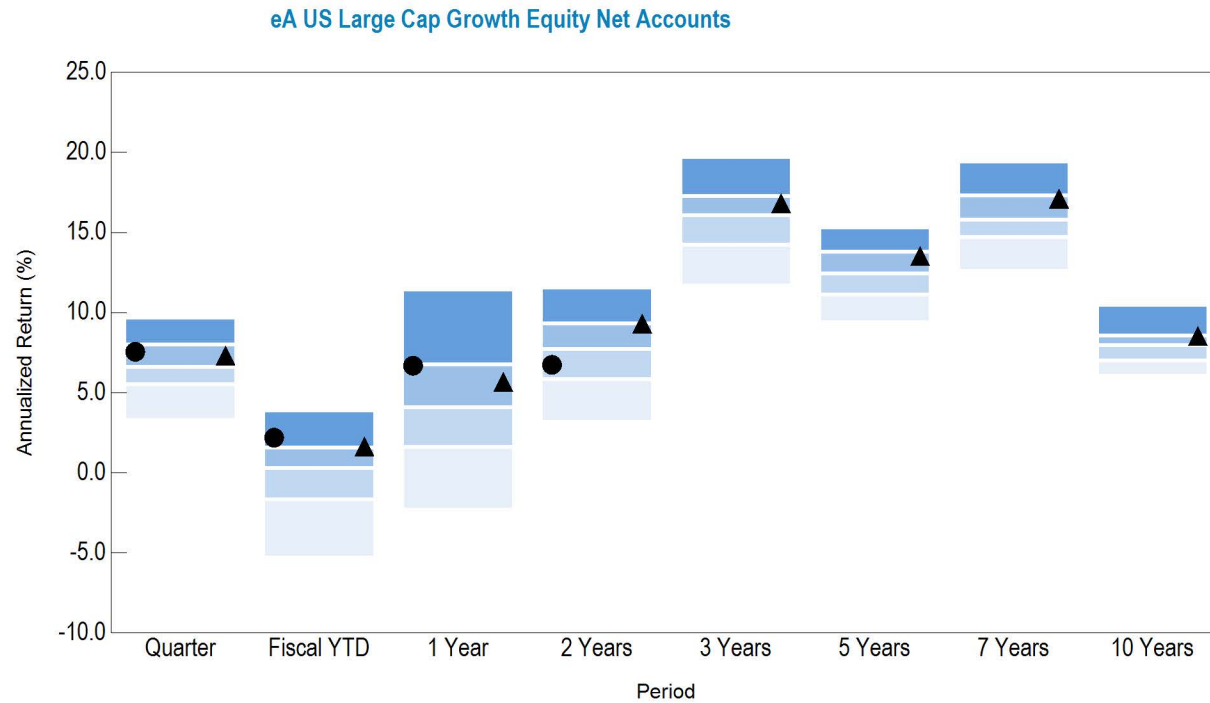


Growth of a Dollar



Quarterly and Cumulative Excess Performance





	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
Return (Rank)								
5th Percentile	9.7	3.9	11.4	11.5	19.7	15.3	19.4	10.5
25th Percentile	8.0	1.6	6.8	9.4	17.3	13.8	17.3	8.6
Median	6.6	0.3	4.1	7.7	16.1	12.4	15.8	8.0
75th Percentile	5.5	-1.6	1.6	5.9	14.3	11.1	14.7	7.0
95th Percentile	3.3	-5.3	-2.3	3.2	11.7	9.4	12.6	6.1
# of Portfolios	184	180	175	174	167	152	142	116
● Brown Advisory	7.5 (36)	2.2 (20)	6.7 (27)	6.7 (64)	-- (--)	-- (--)	-- (--)	-- (--)
▲ Russell 1000 Growth	7.3 (38)	1.6 (25)	5.7 (35)	9.3 (26)	16.8 (34)	13.5 (28)	17.1 (28)	8.5 (27)

Characteristics

	Portfolio	Russell 1000 Growth
Number of Holdings	37	644
Weighted Avg. Market Cap. (\$B)	87.3	122.9
Median Market Cap. (\$B)	20.4	8.4
Price To Earnings	32.6	25.4
Price To Book	9.4	7.0
Price To Sales	5.8	3.8
Return on Equity (%)	17.6	25.0
Yield (%)	0.6	1.6
Beta (holdings; domestic)	1.0	0.9

Top Holdings

AMAZON.COM	5.0%
VISA 'A'	4.8%
FACEBOOK CLASS A	4.5%
STARBUCKS	4.4%
EXPRESS SCRIPTS HOLDING	3.8%
TRIPADVISOR 'A'	3.7%
DANAHER	3.7%
ESTEE LAUDER COS.'A'	3.6%
BRISTOL MYERS SQUIBB	3.5%
COSTCO WHOLESALE	3.5%

Best Performers

	Return %
TRIPADVISOR 'A' (TRIP)	35.3%
AMAZON.COM (AMZN)	32.0%
ALEXION PHARMS. (ALXN)	22.0%
INTUITIVE SURGICAL (ISRG)	18.8%
BRISTOL MYERS SQUIBB (BMY)	16.8%
FACEBOOK CLASS A (FB)	16.4%
CHARLES SCHWAB (SCHW)	15.5%
SALESFORCE.COM (CRM)	12.9%
MEAD JOHNSON NUTRITION (MJN)	12.7%
FASTENAL (FAST)	12.3%

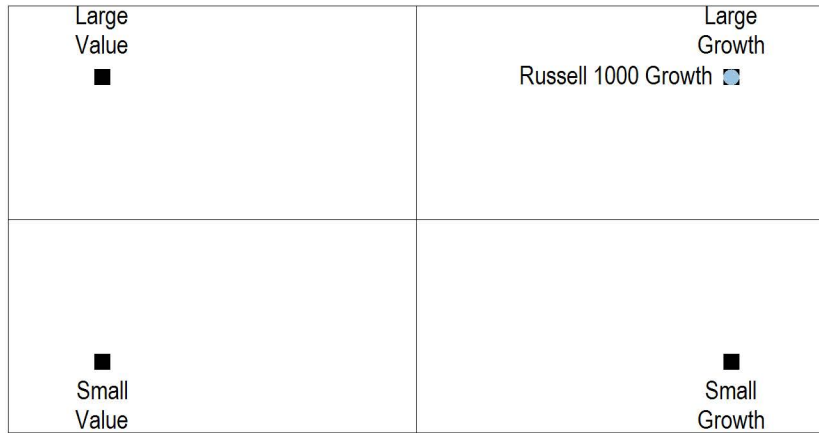
Worst Performers

	Return %
AKAMAI TECHS. (AKAM)	-23.8%
COLFAX (CFX)	-21.9%
UNDER ARMOUR 'A' (UA)	-16.7%
STERICYCLE (SRCL)	-13.4%
FMC TECHNOLOGIES (FTI)	-6.4%
APPLE (AAPL)	-4.2%
COGNIZANT TECH.SLTN.'A' (CTSH)	-4.1%
DAVITA HEALTHCARE PTNS. (DVA)	-3.6%
NXP SEMICONDUCTORS (NXPI)	-3.2%
NETSUITE (N)	0.9%

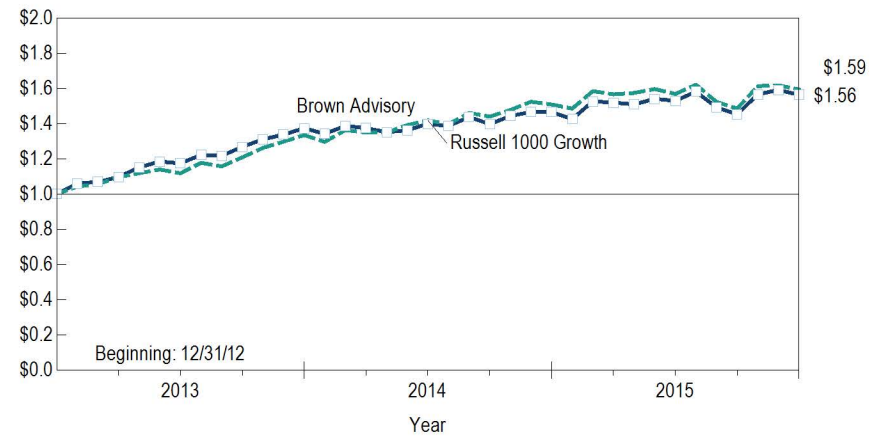
Brown Advisory Performance Attribution vs. Russell 1000 Growth

	Attribution Effects				Returns		Sector Weights				
	Total Effects	Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	-0.1%	0.1%	-0.4%	0.2%	-6.4%	-17.2%	2.1%	0.7%			
Materials	-0.2%	-0.2%	0.0%	0.0%	4.6%	9.2%	3.1%	3.5%			
Industrials	-0.7%	-0.7%	0.0%	0.0%	-1.5%	4.3%	11.0%	11.1%			
Cons. Disc.	1.8%	2.5%	0.1%	-0.9%	17.6%	5.9%	13.9%	21.5%			
Cons. Staples	0.3%	0.4%	0.0%	-0.1%	11.3%	8.1%	9.5%	11.2%			
Health Care	0.4%	0.5%	0.0%	-0.1%	12.1%	9.3%	14.3%	16.8%			
Financials	0.3%	0.4%	0.0%	-0.1%	15.5%	7.6%	3.7%	5.4%			
Info. Tech	-1.3%	-1.2%	0.1%	-0.2%	4.9%	8.4%	38.1%	27.7%			
Telecomm.	0.0%	--	0.0%	--	--	7.4%	0.0%	2.1%			
Utilities	0.0%	--	0.0%	--	--	6.0%	0.0%	0.0%			
Cash	-0.3%	0.0%	-0.3%	0.0%	0.0%	--	4.3%	0.0%			
Portfolio	0.2%	=	1.8%	+	-0.5%	+	-1.2%	7.5%	7.3%	100.0%	100.0%

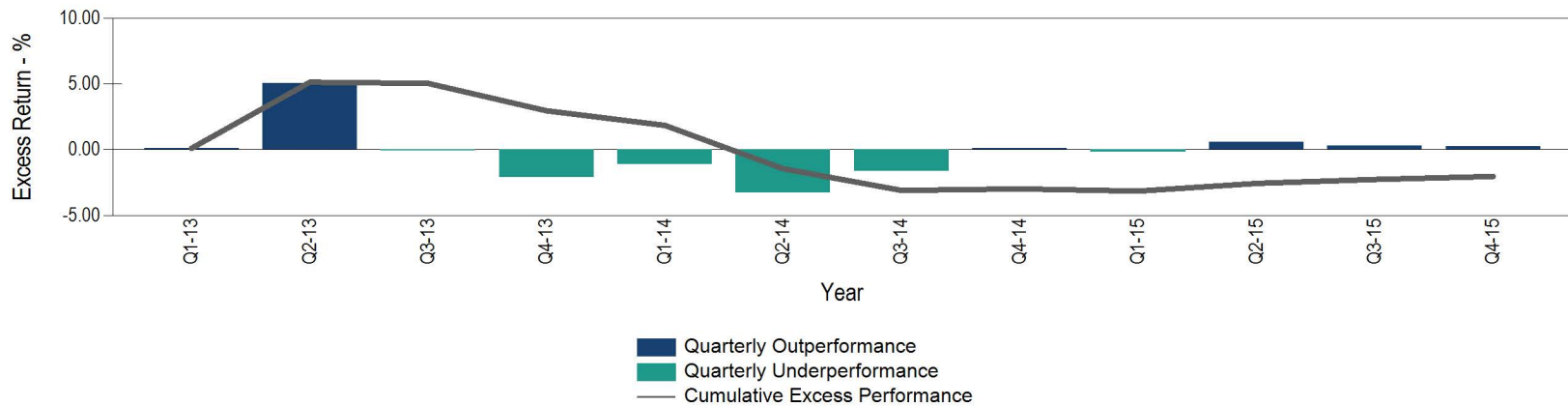
US Effective Style Map



Growth of a Dollar



Quarterly and Cumulative Excess Performance



Characteristics

	Portfolio	Russell 2000
Number of Holdings	205	1,988
Weighted Avg. Market Cap. (\$B)	2.2	1.9
Median Market Cap. (\$B)	1.6	0.7
Price To Earnings	27.3	23.1
Price To Book	3.3	2.9
Price To Sales	2.5	3.0
Return on Equity (%)	13.5	10.8
Yield (%)	1.3	1.3
Beta (holdings; domestic)	1.3	1.2

Top Holdings

H&E EQUIPMENT SERVICES	2.4%
ON ASSIGNMENT	2.4%
BRUNSWICK	2.3%
MDC PARTNERS 'A' (NAS)	2.0%
MGIC INVESTMENT	2.0%
MARINEMAX	1.7%
SS&C TECHNOLOGIES HDG.	1.5%
TRUEBLUE	1.5%
FIRST BANCORP PRICO.	1.5%
SYNOVUS FINANCIAL	1.4%

Best Performers

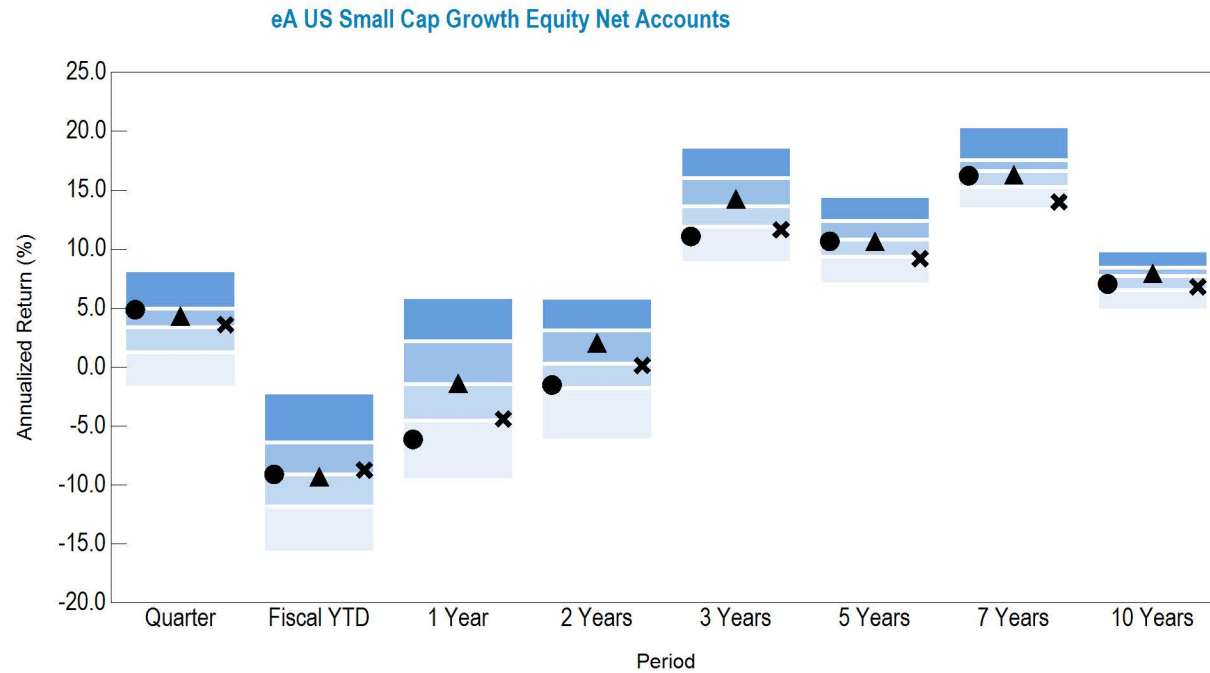
	Return %
ISIS PHARMACEUTICALS (IONS)	53.2%
PEP BOYS MANNY MOE&JACK (PBY)	51.0%
HEARTLAND PAYMENT SYS. (HPY)	50.7%
AEROVIRONMENT (AVAV)	47.1%
GRANITE CON. (GVA)	45.0%
PIEDMONT NATGS. (PNY)	43.1%
SONIC (SONC)	41.3%
NXSTAGE MEDICAL (NXTM)	38.9%
RPC (RES)	35.0%
GLOBUS MEDICAL CL.A (GMED)	34.7%

Worst Performers

	Return %
CHIMERIX (CMRX)	-76.6%
MEN'S WEARHOUSE (MW)	-65.1%
INTREPID POTASH (IPI)	-46.8%
LDR HOLDING (LDRH)	-27.3%
FLAMEL TECHS.SPN.ADR 1:1 (FLML)	-25.1%
MENTOR GRAPHICS (MENT)	-25.0%
URBAN OUTFITTERS (URBN)	-22.6%
GREAT LAKES DREDGE & DOCK (GLDD)	-21.4%
CROCS (CROX)	-20.8%
PEBBLEBROOK HOTEL TRUST (PEB)	-20.1%

Small Cap Equity Performance Attribution vs. Russell 2000

	Attribution Effects				Returns		Sector Weights				
	Total Effects	Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	0.4%	0.4%	-0.2%	0.2%	4.7%	-7.9%	3.8%	2.9%			
Materials	-0.1%	-0.2%	0.0%	0.1%	-2.1%	2.9%	1.6%	3.5%			
Industrials	0.5%	0.5%	0.0%	0.1%	6.6%	2.7%	14.3%	12.2%			
Cons. Disc.	0.4%	0.6%	-0.6%	0.3%	1.2%	-3.1%	23.3%	14.5%			
Cons. Staples	0.0%	0.0%	0.0%	0.0%	4.1%	3.4%	2.1%	3.4%			
Health Care	-0.5%	-0.3%	-0.3%	0.1%	8.0%	9.7%	11.0%	15.4%			
Financials	-0.2%	-0.3%	0.0%	0.0%	2.1%	3.1%	21.5%	25.9%			
Info. Tech	0.1%	0.1%	0.0%	0.0%	7.2%	6.8%	18.6%	17.5%			
Telecomm.	0.0%	--	0.0%	--	--	6.3%	0.0%	0.8%			
Utilities	0.2%	0.2%	0.0%	0.0%	10.2%	5.7%	3.4%	3.8%			
Cash	0.0%	0.0%	0.0%	0.0%	0.0%	--	0.4%	0.0%			
Portfolio	0.8%	=	1.0%	+	-1.1%	+	0.8%	4.4%	3.6%	100.0%	100.0%



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	8.2	-2.2	5.9	5.9	18.7	14.5	20.4	9.9
25th Percentile	5.0	-6.4	2.2	3.1	16.0	12.4	17.6	8.5
Median	3.4	-9.1	-1.4	0.3	13.7	10.8	16.7	7.8
75th Percentile	1.3	-11.8	-4.5	-1.8	11.9	9.4	15.3	6.6
95th Percentile	-1.7	-15.7	-9.6	-6.2	8.8	7.1	13.4	4.8
# of Portfolios	106	104	103	99	96	90	83	71
● Chartwell	4.9 (28)	-9.1 (51)	-6.1 (81)	-1.5 (73)	11.1 (82)	10.7 (53)	16.2 (60)	7.0 (66)
▲ Russell 2000 Growth	4.3 (40)	-9.3 (53)	-1.4 (50)	2.1 (34)	14.3 (40)	10.7 (52)	16.3 (58)	8.0 (46)
✕ Russell 2000	3.6 (47)	-8.8 (48)	-4.4 (73)	0.1 (54)	11.7 (77)	9.2 (79)	14.0 (92)	6.8 (67)

Characteristics

	Portfolio	Russell 2000 Growth
Number of Holdings	72	1,194
Weighted Avg. Market Cap. (\$B)	2.4	2.1
Median Market Cap. (\$B)	2.0	0.7
Price To Earnings	28.4	27.6
Price To Book	4.6	5.0
Price To Sales	2.6	3.4
Return on Equity (%)	19.0	16.6
Yield (%)	0.9	0.5
Beta (holdings; domestic)	1.5	1.3

Top Holdings

H&E EQUIPMENT SERVICES	4.8%
ON ASSIGNMENT	4.7%
BRUNSWICK	4.5%
MDC PARTNERS 'A' (NAS)	4.0%
MGIC INVESTMENT	4.0%
MARINEMAX	3.3%
SS&C TECHNOLOGIES HDG.	3.1%
TRUEBLUE	3.0%
FIRST BANCORP PRICO.	2.9%
HEARTLAND PAYMENT SYS.	2.8%

Best Performers

	Return %
ISIS PHARMACEUTICALS (IONS)	53.2%
HEARTLAND PAYMENT SYS. (HPY)	50.7%
SONIC (SONC)	41.3%
NXSTAGE MEDICAL (NXTM)	38.9%
GLOBUS MEDICAL CL.A (GMED)	34.7%
AKORN (AKRX)	30.9%
MARINEMAX (HZO)	30.4%
INTEGRATED DEVICE TECH. (IDTI)	29.8%
SPECTRANETICS (SPNC)	27.7%
MONOLITHIC PWR.SYS. (MPWR)	24.8%

Worst Performers

	Return %
CHIMERIX (CMRX)	-76.6%
MEN'S WEARHOUSE (MW)	-65.1%
LDR HOLDING (LDRH)	-27.3%
FLAMEL TECHS.SPN.ADR 1:1 (FLML)	-25.1%
CROCS (CROX)	-20.8%
TEAM HEALTH HOLDINGS (TMH)	-18.8%
RED ROBIN GMT.BURGERS (RRGB)	-18.5%
STEVEN MADDEN (SHOO)	-17.5%
FTI CONSULTING (FCN)	-16.5%
COWEN GROUP CLASS A (COWN)	-16.0%

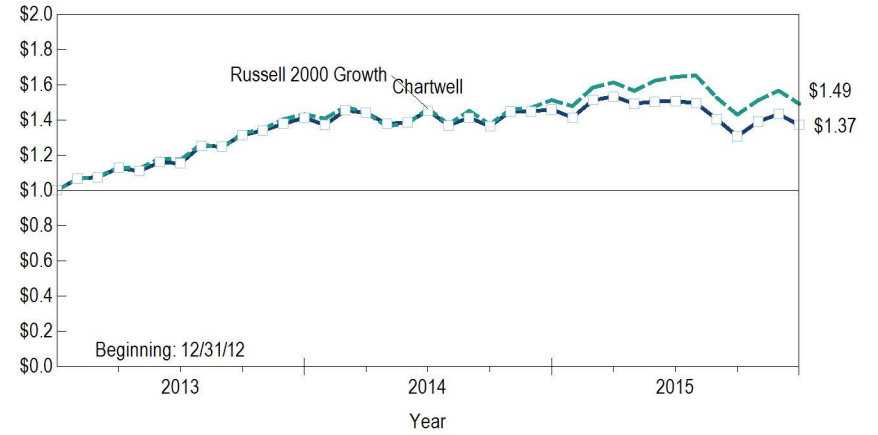
Chartwell Performance Attribution vs. Russell 2000 Growth

	Total Effects	Attribution Effects			Returns		Sector Weights				
		Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	0.3%	0.3%	-0.4%	0.4%	4.5%	-13.7%	2.9%	1.3%			
Materials	0.0%	--	0.0%	--	--	5.0%	0.0%	4.0%			
Industrials	0.9%	0.9%	-0.1%	0.1%	8.1%	1.8%	14.4%	12.8%			
Cons. Disc.	1.2%	1.4%	-0.7%	0.6%	3.4%	-4.1%	27.4%	18.5%			
Cons. Staples	0.0%	--	0.0%	--	--	4.6%	0.0%	3.5%			
Health Care	-1.2%	-0.8%	-0.7%	0.3%	7.3%	10.3%	15.5%	26.6%			
Financials	-0.8%	-0.4%	-0.1%	-0.4%	-2.3%	3.1%	14.7%	7.9%			
Info. Tech	0.5%	0.4%	0.0%	0.0%	8.5%	6.6%	25.1%	24.5%			
Telecomm.	0.0%	--	0.0%	--	--	6.3%	0.0%	0.8%			
Utilities	0.0%	--	0.0%	--	--	6.2%	0.0%	0.1%			
Cash	0.0%	0.0%	0.0%	0.0%	0.0%	--	0.0%	0.0%			
Portfolio	0.7%	=	1.8%	+	-2.1%	+	1.0%	5.0%	4.3%	100.0%	100.0%

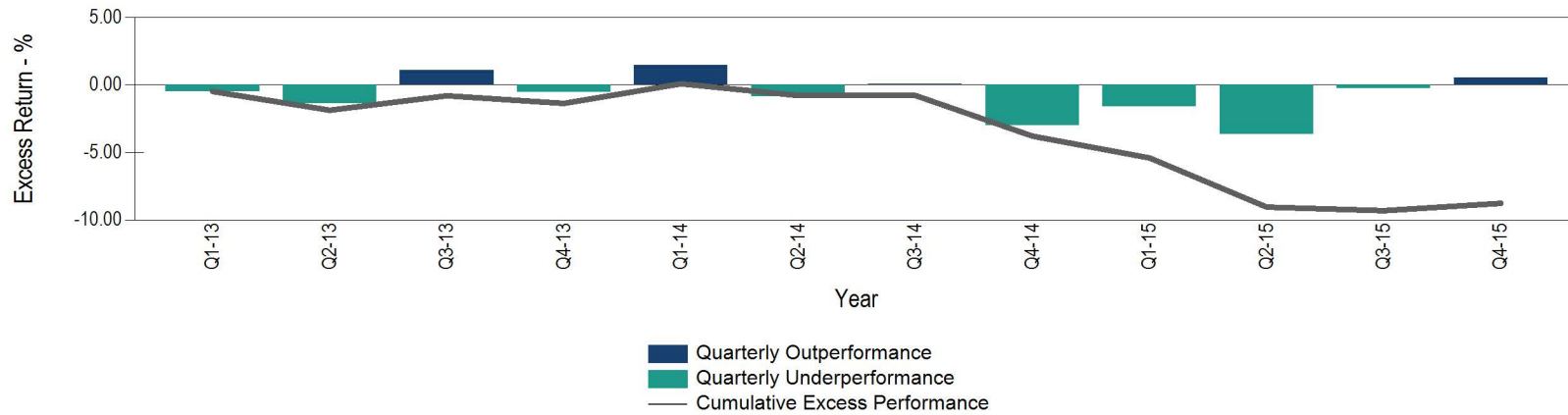
US Effective Style Map



Growth of a Dollar

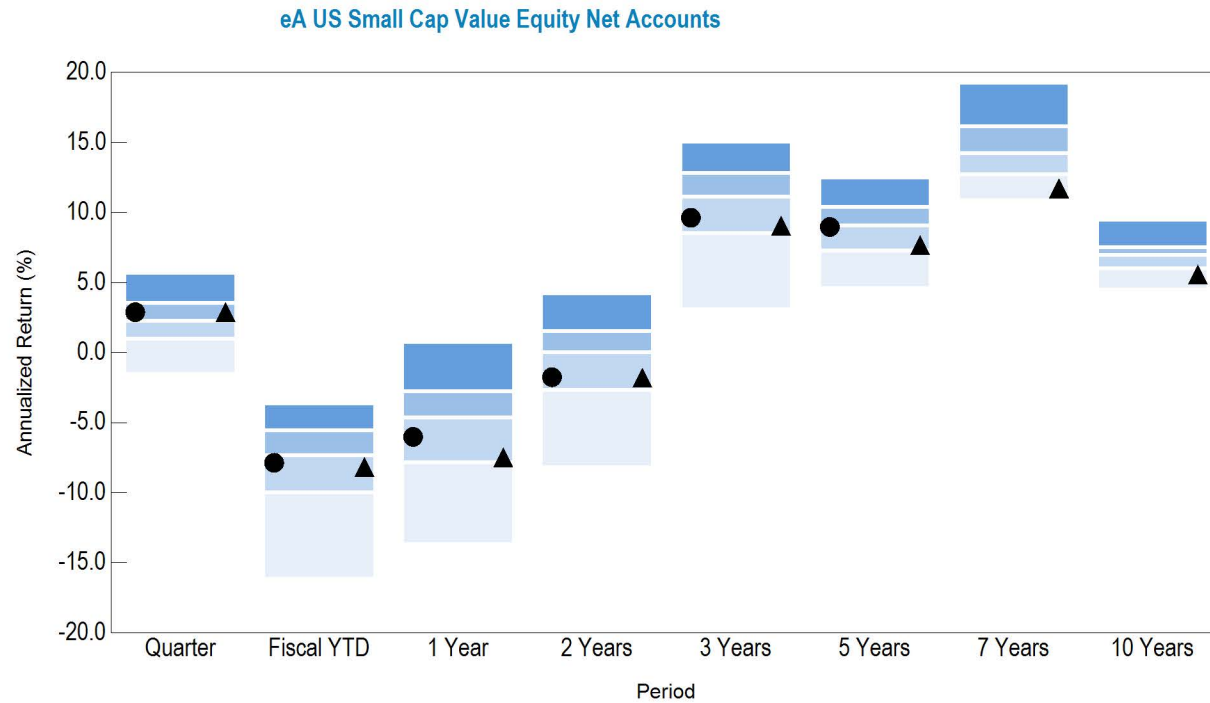


Quarterly and Cumulative Excess Performance



Small Cap Value Equity Net Peer Universe Comparison

Period Ending: December 31, 2015



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	5.7	-3.6	0.8	4.2	15.1	12.5	19.2	9.5
25th Percentile	3.6	-5.5	-2.7	1.5	12.9	10.4	16.2	7.5
Median	2.3	-7.3	-4.6	0.1	11.1	9.1	14.2	7.0
75th Percentile	1.0	-9.9	-7.8	-2.7	8.6	7.3	12.7	6.0
95th Percentile	-1.5	-16.1	-13.7	-8.2	3.1	4.6	10.9	4.5
# of Portfolios	142	140	137	130	127	117	112	96
● The Boston Co	2.9 (37)	-7.9 (59)	-6.0 (65)	-1.8 (67)	9.6 (68)	9.0 (52)	-- (--)	-- (--)
▲ Russell 2000 Value	2.9 (37)	-8.2 (63)	-7.5 (73)	-1.8 (69)	9.1 (72)	7.7 (70)	11.7 (88)	5.6 (83)

Characteristics

	Portfolio	Russell 2000 Value
Number of Holdings	142	1,351
Weighted Avg. Market Cap. (\$B)	2.0	1.7
Median Market Cap. (\$B)	1.4	0.6
Price To Earnings	26.1	19.8
Price To Book	2.2	1.6
Price To Sales	2.5	2.6
Return on Equity (%)	8.6	7.4
Yield (%)	1.6	2.0
Beta (holdings; domestic)	1.1	1.1

Top Holdings

SYNOVUS FINANCIAL	2.9%
FIRST HORIZON NATIONAL	1.9%
PIEDMONT NATGS.	1.7%
WEBSTER FINANCIAL	1.6%
SCRIPPS E W 'A'	1.5%
PORTLAND GEN.ELEC.	1.3%
BANK OF HAWAII	1.2%
CHEESECAKE FACTORY	1.2%
EMCOR GROUP	1.2%
HEALTHCARE TRUST OF AM. CL.A	1.2%

Best Performers

	Return %
PEP BOYS MANNY MOE&JACK (PBY)	51.0%
AEROVIRONMENT (AVAV)	47.1%
GRANITE CON. (GVA)	45.0%
PIEDMONT NATGS. (PNY)	43.1%
RPC (RES)	35.0%
GLOBUS MEDICAL CL.A (GMED)	34.7%
LOUISIANA PACIFIC (LPX)	26.5%
VERA BRADLEY (VRA)	25.0%
VISHAY INTERTECHNOLOGY (VSH)	25.0%
NANOMETRICS (NANO)	24.7%

Worst Performers

	Return %
INTREPID POTASH (IPI)	-46.8%
MENTOR GRAPHICS (MENT)	-25.0%
URBAN OUTFITTERS (URBN)	-22.6%
GREAT LAKES DREDGE & DOCK (GLDD)	-21.4%
PEBBLEBROOK HOTEL TRUST (PEB)	-20.1%
WILLIAM LYON HOMES (WLH)	-19.9%
UNITED NATURAL FOODS (UNFI)	-18.9%
DECKERS OUTDOOR (DECK)	-18.7%
STEELCASE 'A' (SCS)	-18.6%
ENERGEN (EGN)	-17.8%

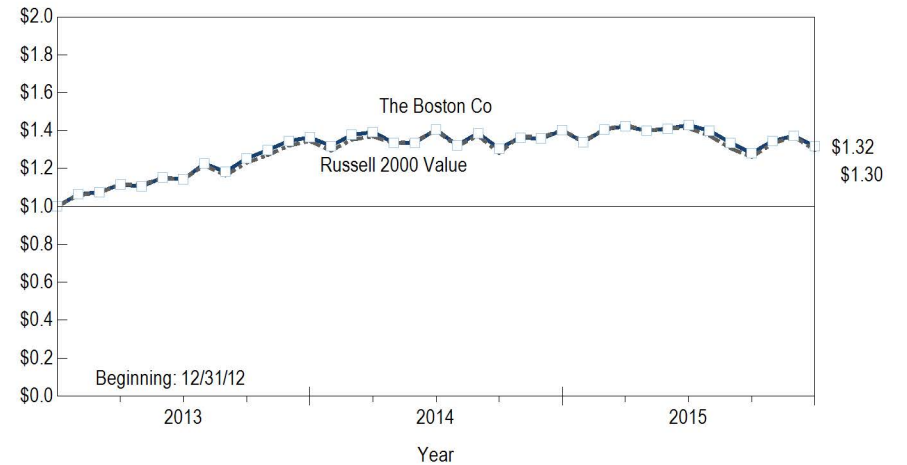
The Boston Co Performance Attribution vs. Russell 2000 Value

	Attribution Effects				Returns		Sector Weights				
	Total Effects	Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	0.5%	0.5%	0.0%	0.0%	4.2%	-6.6%	4.8%	4.7%			
Materials	-0.1%	-0.1%	0.0%	0.0%	-1.5%	0.5%	3.2%	3.1%			
Industrials	0.0%	0.0%	0.0%	0.0%	3.9%	4.1%	14.3%	11.5%			
Cons. Disc.	-0.1%	0.2%	-0.4%	0.1%	0.1%	-1.5%	19.2%	10.5%			
Cons. Staples	0.1%	0.1%	0.0%	0.0%	4.5%	2.0%	4.2%	3.3%			
Health Care	0.3%	0.2%	0.1%	0.1%	10.4%	6.3%	6.4%	4.3%			
Financials	0.3%	0.5%	0.0%	-0.2%	4.2%	3.1%	28.5%	44.2%			
Info. Tech	-0.3%	-0.4%	0.1%	-0.1%	4.1%	7.6%	11.9%	10.3%			
Telecomm.	0.0%	--	0.0%	--	--	6.9%	0.0%	0.8%			
Utilities	0.3%	0.3%	0.0%	0.0%	10.5%	6.0%	6.8%	7.2%			
Cash	0.0%	0.0%	0.0%	0.0%	0.0%	--	0.7%	0.0%			
Portfolio	1.0%	=	1.3%	+	-0.3%	+	0.0%	4.0%	3.0%	100.0%	100.0%

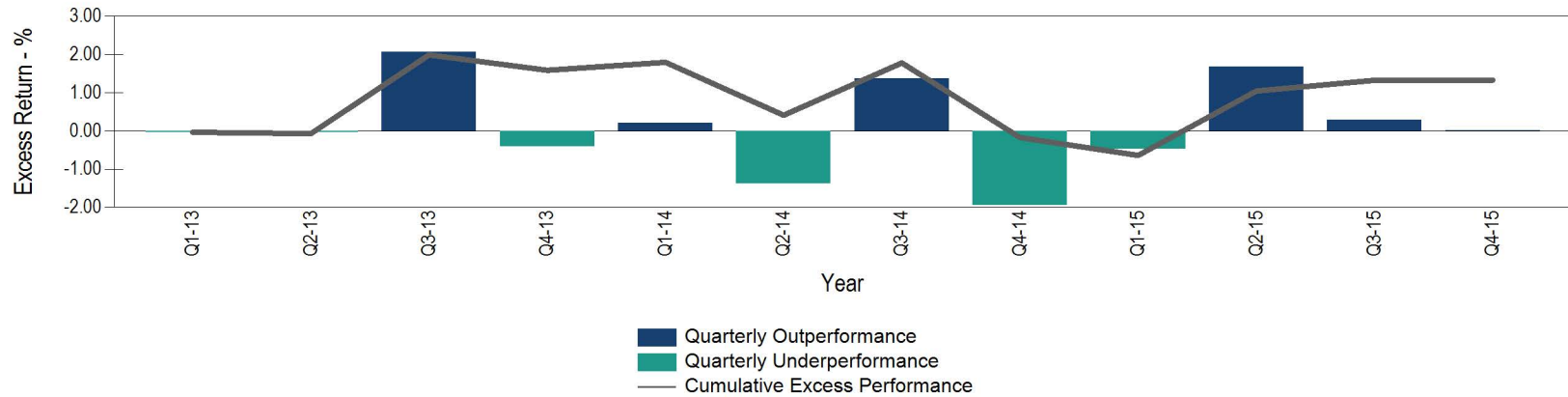
US Effective Style Map

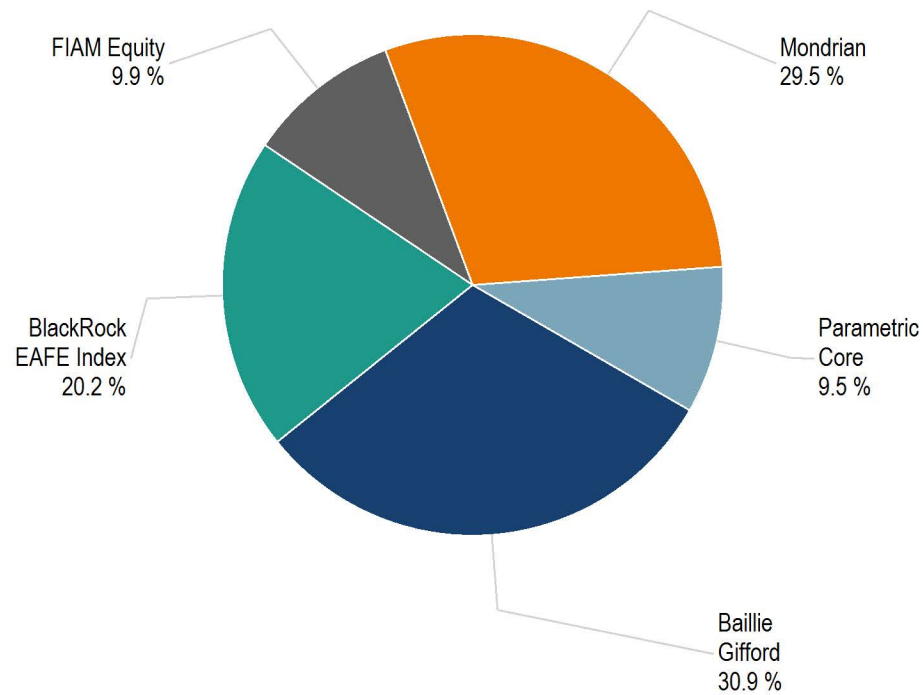


Growth of a Dollar



Quarterly and Cumulative Excess Performance





	Actual \$	Actual %	Manager Contribution to Excess Return %
Baillie Gifford	\$197,723,439	30.9%	1.2%
BlackRock EAFE Index	\$129,702,335	20.2%	-0.0%
FIAM Equity	\$63,411,210	9.9%	-0.0%
Mondrian	\$188,747,660	29.5%	0.2%
Parametric Core	\$61,181,972	9.5%	-0.2%
Actual vs. Policy Weight Difference			-0.6%
Total	\$640,766,616	100.0%	0.7%

Statistics Summary

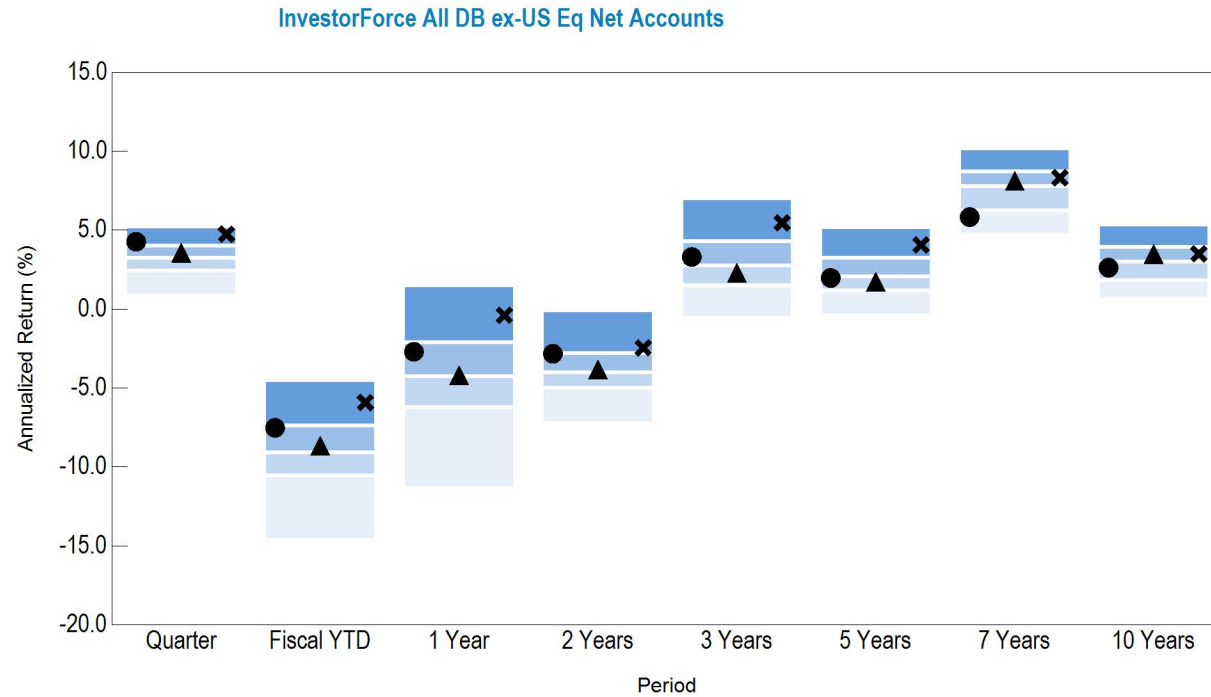
3 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
International Equity	3.3%	12.0%	0.3	0.6	1.6%
MSCI ACWI ex US IMI	2.3%	12.1%	0.2	--	0.0%
Baillie Gifford	6.6%	12.9%	0.5	0.6	3.8%
MSCI ACWI ex US	4.1%	12.7%	0.3	--	0.0%
FIAM Equity	5.2%	11.1%	0.5	-0.4	2.4%
MSCI ACWI ex US Small Cap Gross	6.0%	11.5%	0.5	--	0.0%
Mondrian	2.7%	12.4%	0.2	0.7	3.8%
MSCI ACWI ex USA Value Gross	-0.1%	13.3%	0.0	--	0.0%

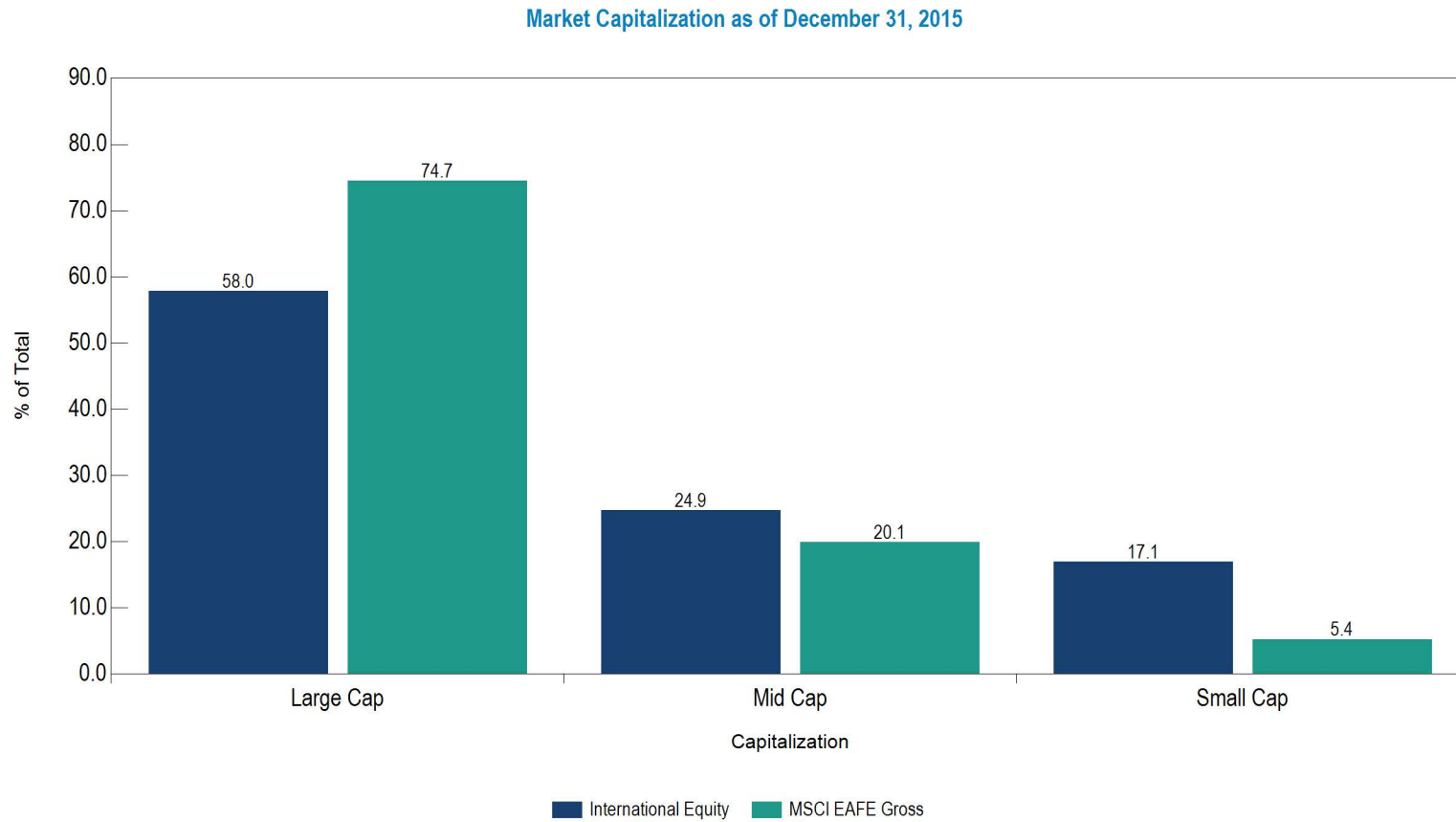
Statistics Summary

5 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
International Equity	2.0%	14.1%	0.1	0.1	2.0%
MSCI ACWI ex US IMI	1.7%	14.9%	0.1	--	0.0%
Mondrian	2.7%	13.6%	0.2	0.5	4.3%
MSCI ACWI ex USA Value Gross	0.5%	15.5%	0.0	--	0.0%



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	5.2	-4.5	1.5	-0.1	7.0	5.2	10.1	5.3
25th Percentile	4.0	-7.4	-2.1	-2.8	4.3	3.3	8.7	4.0
Median	3.3	-9.1	-4.2	-4.0	2.8	2.1	7.8	3.0
75th Percentile	2.5	-10.5	-6.2	-4.9	1.5	1.2	6.3	1.9
95th Percentile	0.9	-14.6	-11.3	-7.2	-0.5	-0.4	4.7	0.7
# of Portfolios	383	383	380	362	331	292	247	177
● International Equity	4.3 (21)	-7.5 (29)	-2.7 (32)	-2.8 (26)	3.3 (40)	2.0 (52)	5.8 (81)	2.6 (59)
▲ MSCI ACWI ex US IMI	3.6 (38)	-8.7 (45)	-4.2 (49)	-3.8 (47)	2.3 (59)	1.7 (58)	8.1 (39)	3.5 (34)
✕ MSCI EAFE Gross	4.7 (13)	-5.9 (14)	-0.4 (12)	-2.5 (20)	5.5 (13)	4.1 (13)	8.3 (32)	3.5 (33)



Excludes FIAM Equity holdings.

See appendix for the market capitalization breakpoints.

Characteristics

	Portfolio	MSCI ACWI ex USA IMI Gross
Number of Holdings	1,678	6,161
Weighted Avg. Market Cap. (\$B)	38.5	43.0
Median Market Cap. (\$B)	4.2	1.1
Price To Earnings	22.5	19.4
Price To Book	3.8	2.5
Price To Sales	3.0	2.2
Return on Equity (%)	17.0	14.7
Yield (%)	3.0	2.9
Beta (holdings; global)	1.0	1.0

Top Holdings

UNILEVER (UK)	1.8%
NESTLE 'R'	1.6%
KAO	1.3%
UNITED OVERSEAS BANK	1.2%
IBERDROLA	1.2%
BG GROUP	1.1%
TAKEDA PHARMACEUTICAL	1.1%
NOVO NORDISK 'B'	1.0%
HONDA MOTOR	1.0%
GLAXOSMITHKLINE	1.0%

Best Performers

	Return %
HANMI PHARM (KO:HPM)	102.1%
CP ALL FB (Q:CPSF)	99.4%
QUNAR CAYMAN ISLANDS 'B' ADR 1:3 (QUNR)	75.4%
TOP GLOVE (L:TOGL)	72.3%
BRASKEM PN SERIES 'A' (BR:KM5)	66.8%
SUPERMAX (L:UPER)	65.0%
ST SHINE OPTICAL (TW:SSL)	64.8%
HARMONY GOLD MNG. (R:HARJ)	61.3%
JINDAL STEEL & POWER (IN:JSP)	57.5%
MY EG SERVICES (L:MYEG)	57.4%

Worst Performers

	Return %
BANK OF PIRAEUS (G:PEIR)	-96.5%
NATIONAL BK.OF GREECE (G:ETE)	-94.2%
SAFE BULKERS (SB)	-70.7%
FAGRON (B:FAGR)	-59.6%
JSC KAZKOMMERTSBANK GDR (REGS) (UKIR:KKB)	-57.6%
ALPHA BANK (G:PIST)	-54.7%
EUROBANK ERGASIAS (G:EFG)	-54.0%
MINERAL DEPOSITS (A:MDLX)	-53.8%
USINAS SIDERURGICAS DE MINAS GERAIS A PN (BR:US5)	-53.4%
KUMBA IRON ORE (R:KIOJ)	-53.2%

Excludes FIAM Equity holdings.

Int'l Equity Performance Attribution vs. MSCI ACWI ex USA IMI Gross

	Attribution Effects				Returns		Sector Weights				
	Total Effects	Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	-0.2%	-0.2%	0.0%	0.0%	-4.8%	-1.2%	5.8%	5.9%			
Materials	0.5%	0.8%	0.1%	-0.4%	11.8%	1.3%	4.9%	7.1%			
Industrials	0.1%	0.1%	0.0%	0.0%	5.5%	4.9%	12.5%	12.4%			
Cons. Disc.	0.0%	0.1%	0.0%	-0.1%	4.5%	4.7%	14.2%	12.6%			
Cons. Staples	-0.2%	-0.1%	0.1%	-0.1%	3.3%	4.1%	14.6%	10.3%			
Health Care	0.4%	0.3%	0.1%	0.1%	8.3%	4.3%	10.4%	9.4%			
Financials	0.7%	0.5%	0.1%	0.1%	4.8%	2.6%	18.5%	26.5%			
Info. Tech	0.0%	0.0%	0.0%	0.0%	9.0%	8.6%	8.2%	7.8%			
Telecomm.	-0.2%	-0.2%	0.0%	0.0%	-0.7%	2.6%	6.1%	4.7%			
Utilities	0.1%	0.1%	0.0%	0.0%	4.8%	1.7%	4.3%	3.4%			
Cash	0.0%	0.0%	0.0%	0.0%	0.0%	--	0.4%	0.0%			
Portfolio	1.1%	=	1.4%	+	0.4%	+	-0.7%	4.7%	3.6%	100.0%	100.0%

Excludes FIAM Equity holdings.

Int'l Equity Performance Attribution vs. MSCI ACWI ex USA IMI Gross

	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
Europe									
Austria	9.5%	6.2%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Belgium	11.4%	12.7%	0.4%	1.0%	0.0%	-0.1%	0.0%	0.0%	-0.1%
Czech Republic*	-10.5%	-10.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Denmark	9.0%	6.9%	2.3%	1.4%	0.0%	0.0%	0.0%	0.0%	0.1%
Finland	9.3%	9.7%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%
France	2.1%	2.3%	4.8%	6.8%	0.0%	0.0%	0.1%	0.0%	0.0%
Germany	11.0%	7.4%	5.6%	6.2%	0.2%	0.0%	0.0%	0.0%	0.2%
Greece*	-14.5%	-13.0%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Hungary*	10.9%	10.6%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Ireland	3.8%	7.5%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Italy	0.4%	-0.8%	1.6%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Luxembourg	9.7%	3.6%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Netherlands	4.1%	3.9%	2.1%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Norway	-0.8%	-0.8%	0.2%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Poland*	-11.1%	-12.3%	0.4%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Portugal	0.4%	2.9%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Russia*	-2.9%	-4.2%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%
Spain	0.3%	-2.0%	3.8%	2.4%	0.0%	-0.1%	0.0%	0.0%	0.0%
Sweden	2.0%	4.6%	4.3%	2.3%	-0.1%	0.0%	0.0%	-0.1%	-0.1%
Switzerland	4.1%	2.4%	7.8%	6.6%	0.1%	0.0%	0.0%	0.0%	0.1%
United Kingdom	1.2%	1.0%	18.6%	14.9%	0.0%	0.0%	0.0%	0.0%	-0.1%

Excludes FIAM Equity holdings.

Int'l Equity Performance Attribution vs. MSCI ACWI ex USA IMI Gross

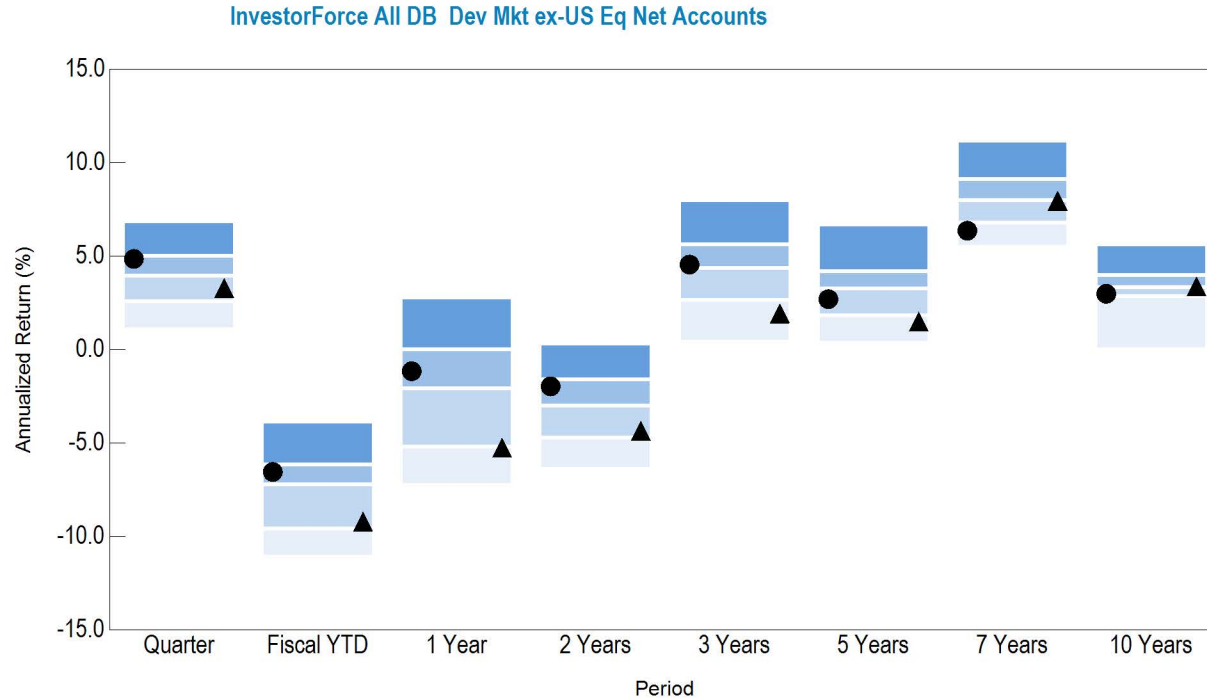
	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
AsiaPacific									
Australia	15.1%	10.6%	3.6%	4.6%	0.2%	0.0%	0.0%	0.0%	0.1%
China*	23.0%	5.4%	2.1%	4.6%	0.8%	0.0%	0.0%	-0.4%	0.4%
Hong Kong	0.7%	5.7%	3.0%	2.4%	-0.1%	0.0%	0.0%	0.0%	-0.1%
India*	-1.9%	0.1%	1.6%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Indonesia*	19.7%	20.3%	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Japan	10.1%	9.3%	16.3%	17.0%	0.1%	0.0%	0.0%	0.0%	0.1%
Korea*	4.4%	3.1%	2.5%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Malaysia*	10.0%	8.4%	0.7%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%
New Zealand	18.1%	21.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Philippines*	-1.9%	-0.1%	0.6%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Singapore	3.3%	3.8%	2.6%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Taiwan*	2.2%	2.3%	2.5%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Thailand*	1.6%	-4.7%	0.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Americas									
Brazil*	-3.1%	-2.9%	1.2%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Canada	-4.4%	-4.7%	0.3%	6.5%	0.0%	0.4%	0.2%	0.0%	0.6%
Chile*	-1.6%	-1.2%	0.5%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Colombia*	-7.5%	-7.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Mexico*	2.3%	-0.9%	1.3%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Peru*	-7.0%	-7.9%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
United States	5.8%	6.6%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Excludes FIAM Equity holdings.

Int'l Equity Performance Attribution vs. MSCI ACWI ex USA IMI Gross

	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
Other									
Egypt*	--	-4.0%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Israel	17.4%	8.9%	0.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Kazakhstan**	16.7%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Kuwait**	-1.1%	-1.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qatar*	0.9%	-9.8%	0.4%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Romania**	-2.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Africa*	-3.1%	-10.9%	1.9%	1.6%	0.1%	0.0%	0.0%	0.0%	0.1%
Turkey*	10.8%	0.4%	0.5%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
United Arab Emirates*	-8.6%	-11.4%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Totals									
Americas	4.9%	-4.0%	5.0%	8.9%	0.6%	0.3%	0.2%	-0.4%	0.8%
Europe	2.7%	2.6%	54.4%	48.6%	0.0%	0.0%	-0.2%	0.0%	-0.2%
Asia/Pacific	8.4%	7.1%	36.6%	39.6%	0.5%	-0.1%	0.0%	0.0%	0.4%
Other	-3.2%	-5.9%	3.6%	2.8%	0.2%	0.0%	0.0%	0.0%	0.1%
Cash	0.0%	--	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	4.7%	3.6%	100.0%	100.0%	1.3%	0.3%	0.0%	-0.5%	1.1%
Totals									
Developed	4.7%	4.2%	80.6%	79.5%	0.4%	0.0%	-0.2%	0.0%	0.3%
Emerging*	4.2%	1.0%	18.7%	20.5%	0.7%	0.2%	0.2%	-0.3%	0.8%
Frontier**	0.2%	--	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Cash	0.0%	--	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Excludes FIAM Equity holdings.



	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
Return (Rank)								
5th Percentile	6.8	-3.9	2.8	0.3	8.0	6.7	11.2	5.6
25th Percentile	5.0	-6.1	0.0	-1.6	5.7	4.2	9.2	4.0
Median	4.0	-7.2	-2.0	-3.0	4.4	3.3	8.0	3.4
75th Percentile	2.6	-9.6	-5.2	-4.7	2.7	1.9	6.8	2.9
95th Percentile	1.1	-11.1	-7.2	-6.4	0.5	0.4	5.5	0.1
# of Portfolios	130	130	128	120	116	90	73	43
● Developed Markets	4.9 (31)	-6.6 (35)	-1.2 (43)	-2.0 (34)	4.6 (46)	2.7 (66)	6.4 (85)	3.0 (69)
▲ MSCI ACWI ex USA Gross	3.3 (67)	-9.2 (72)	-5.3 (76)	-4.3 (73)	1.9 (89)	1.5 (84)	8.0 (53)	3.4 (50)

Characteristics

	Portfolio	MSCI ACWI ex USA Gross
Number of Holdings	733	1,858
Weighted Avg. Market Cap. (\$B)	41.5	49.5
Median Market Cap. (\$B)	7.6	6.4
Price To Earnings	23.0	19.2
Price To Book	3.9	2.6
Price To Sales	2.9	2.3
Return on Equity (%)	17.1	14.9
Yield (%)	2.9	3.0
Beta (holdings; global)	1.0	1.0

Top Holdings

UNILEVER (UK)	2.1%
NESTLE 'R'	1.8%
KAO	1.5%
UNITED OVERSEAS BANK	1.4%
IBERDROLA	1.3%
BG GROUP	1.2%
TAKEDA PHARMACEUTICAL	1.2%
NOVO NORDISK 'B'	1.2%
HONDA MOTOR	1.2%
GLAXOSMITHKLINE	1.1%

Best Performers

	Return %
QUNAR CAYMAN ISLANDS 'B' ADR 1:3 (QUNR)	75.4%
ONO PHARM. (J:PS@N)	52.8%
YAMAZAKI BAKING (J:BV@N)	49.3%
KUONI REISEN 'R' (S:KUNN)	49.2%
KANEKA (J:KG@N)	43.4%
MITSUI CHEMICALS (J:PC@N)	41.6%
NIPPON PAINT HOLDINGS (J:NPPT)	41.5%
RENAULT (F:RENU)	40.9%
BANK RAKYAT INDONESIA (ID:BRI)	40.4%
ALIBABA GROUP HLDG.SPN. ADR 1:1 (BABA)	37.8%

Worst Performers

	Return %
FAGRON (B:FAGR)	-59.6%
MINERAL DEPOSITS (A:MDLX)	-53.8%
ANGLO AMERICAN (UKIR:AAL)	-47.1%
IMAGINATION TECHNOLOGIES (UKIR:IMG)	-40.9%
SEADRILL (N:SDRL)	-40.7%
AMEC FOSTER WHEELER (UKIR:AMFW)	-39.8%
MESOBLAST (A:MSBX)	-39.3%
PEARSON (UKIR:PSON)	-36.5%
ALTICE B SHARES (H:ATCB)	-34.7%
MTN GROUP (R:MTNJ)	-33.4%

Excludes FIAM Equity holdings.

Developed Markets Performance Attribution vs. MSCI ACWI ex USA Gross

	Attribution Effects				Returns		Sector Weights				
	Total Effects	Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	-0.3%	-0.3%	0.0%	0.0%	-4.8%	-0.8%	5.4%	6.3%			
Materials	0.5%	0.9%	0.1%	-0.5%	12.6%	0.2%	4.1%	6.7%			
Industrials	0.1%	0.1%	0.0%	0.0%	5.8%	4.7%	12.8%	11.1%			
Cons. Disc.	0.0%	0.1%	0.0%	-0.1%	4.4%	4.5%	14.7%	11.9%			
Cons. Staples	-0.2%	-0.1%	0.1%	-0.1%	3.3%	3.8%	15.1%	10.8%			
Health Care	0.5%	0.4%	0.0%	0.1%	8.2%	3.6%	10.9%	9.6%			
Financials	0.7%	0.6%	0.1%	0.0%	5.0%	2.5%	18.7%	27.3%			
Info. Tech	0.1%	0.1%	0.1%	-0.1%	9.1%	8.5%	8.2%	7.4%			
Telecomm.	-0.2%	-0.2%	0.0%	0.0%	-0.2%	2.6%	5.7%	5.3%			
Utilities	0.1%	0.2%	0.0%	0.0%	5.1%	1.4%	4.0%	3.6%			
Cash	0.0%	0.0%	0.0%	0.0%	0.0%	--	0.3%	0.0%			
Portfolio	1.5%	=	1.8%	+	0.4%	+	-0.8%	4.8%	3.3%	100.0%	100.0%

Excludes FIAM Equity holdings.

Developed Markets Performance Attribution vs. MSCI ACWI ex USA Gross

	Returns and Weights				Attribution Effects				
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	Total Effects
Europe									
Austria	5.5%	6.8%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Belgium	9.6%	13.6%	0.4%	1.0%	0.0%	-0.1%	0.0%	0.0%	-0.1%
Czech Republic*	--	-11.2%	0.0%	0.0%	--	0.0%	0.0%	--	0.0%
Denmark	9.8%	6.8%	2.6%	1.4%	0.0%	0.1%	0.0%	0.0%	0.2%
Finland	9.8%	9.6%	0.8%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%
France	-0.1%	1.8%	5.3%	7.4%	-0.1%	0.0%	0.1%	0.0%	0.0%
Germany	12.2%	7.6%	6.2%	6.5%	0.3%	0.0%	0.0%	0.0%	0.2%
Greece*	--	-11.6%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Hungary*	--	11.5%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Ireland	2.9%	7.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Italy	-4.6%	-2.3%	1.8%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Luxembourg	0.4%	7.5%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Netherlands	4.9%	3.6%	2.3%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Norway	0.9%	-1.5%	0.3%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Poland*	--	-12.9%	0.0%	0.3%	--	0.0%	0.0%	--	0.1%
Portugal	0.2%	4.5%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Russia*	3.0%	-4.6%	0.1%	0.8%	0.0%	0.0%	0.1%	0.0%	0.1%
Spain	1.2%	-2.5%	4.2%	2.5%	0.1%	-0.1%	-0.1%	0.1%	0.0%
Sweden	1.9%	2.5%	4.8%	2.2%	0.0%	-0.1%	0.0%	0.0%	-0.1%
Switzerland	4.0%	2.0%	8.7%	7.1%	0.1%	0.0%	0.0%	0.0%	0.1%
United Kingdom	-0.3%	0.6%	20.6%	14.8%	-0.1%	-0.1%	-0.3%	-0.1%	-0.5%

Excludes FIAM Equity holdings.

Developed Markets Performance Attribution vs. MSCI ACWI ex USA Gross

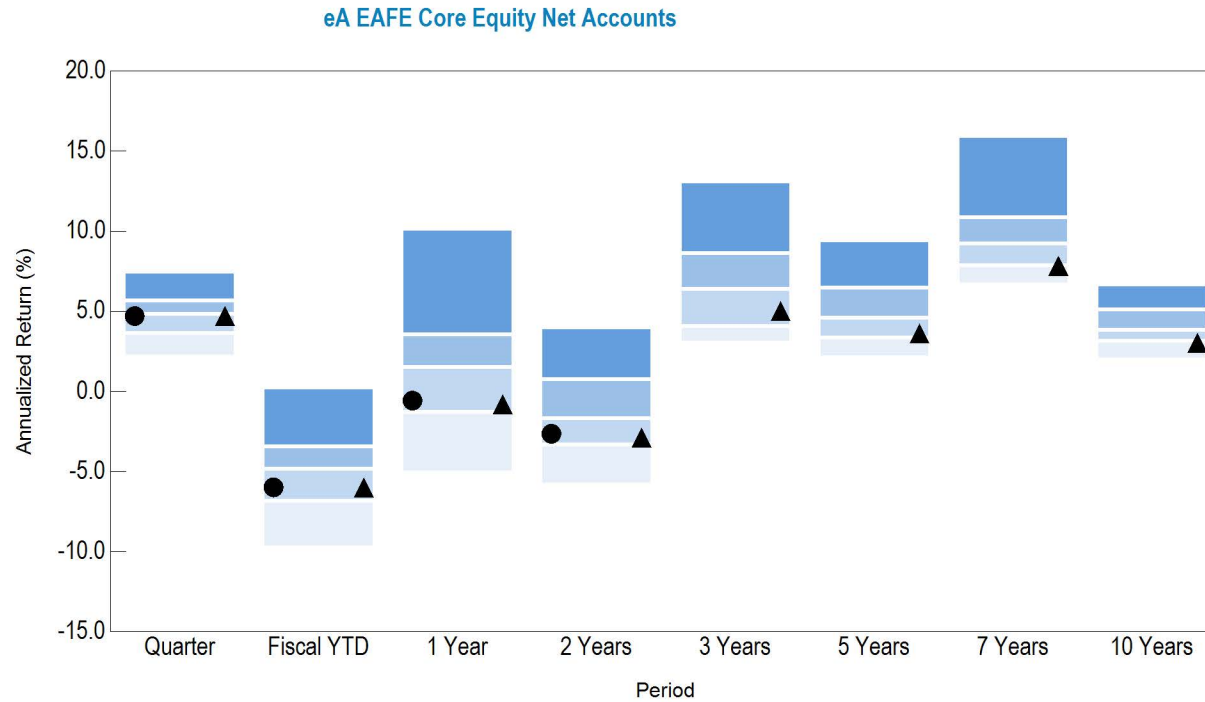
	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
AsiaPacific									
Australia	15.1%	10.3%	4.0%	4.7%	0.2%	0.0%	0.0%	0.0%	0.2%
China*	29.1%	4.7%	1.7%	4.7%	1.1%	0.0%	0.0%	-0.7%	0.4%
Hong Kong	0.5%	5.8%	2.8%	2.4%	-0.1%	0.0%	0.0%	0.0%	-0.1%
India*	-2.3%	-0.7%	1.2%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Indonesia*	29.0%	21.0%	0.2%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Japan	10.1%	9.4%	18.1%	16.3%	0.1%	0.1%	0.0%	0.0%	0.2%
Korea*	4.1%	4.2%	2.0%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Malaysia*	8.3%	7.8%	0.4%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%
New Zealand	18.1%	18.3%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Philippines*	-5.5%	-0.2%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Singapore	3.2%	4.3%	2.9%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Taiwan*	2.9%	1.4%	2.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.1%
Thailand*	-5.7%	-6.2%	0.1%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Americas									
Brazil*	-4.5%	-3.1%	0.5%	1.2%	0.0%	0.1%	0.0%	0.0%	0.0%
Canada	-4.4%	-4.8%	0.4%	6.4%	0.0%	0.4%	0.2%	0.0%	0.6%
Chile*	-2.4%	-0.9%	0.2%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Colombia*	-16.1%	-7.2%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Mexico*	7.8%	-1.1%	0.7%	1.0%	0.1%	0.0%	0.0%	0.0%	0.1%
Peru*	--	-8.1%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
United States	6.3%	6.6%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Excludes FIAM Equity holdings.

Developed Markets Pyramis Performance Attribution vs. MSCI ACWI ex USA Gross

	Returns and Weights				Attribution Effects				
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	Total Effects
Other									
Egypt*	--	-7.8%	0.0%	0.0%	--	0.0%	0.0%	--	0.0%
Israel	17.4%	10.0%	0.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Kazakhstan**	16.7%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qatar*	1.1%	-9.6%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Romania**	-2.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Africa*	-1.6%	-10.6%	1.3%	1.6%	0.2%	0.0%	0.0%	0.0%	0.1%
Turkey*	8.9%	-0.3%	0.1%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
United Arab Emirates*	-11.8%	-11.5%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Totals									
Americas	4.7%	-4.0%	3.0%	9.1%	0.7%	0.4%	0.2%	-0.5%	0.8%
Europe	2.7%	2.2%	58.8%	49.5%	0.2%	0.0%	-0.2%	0.0%	0.0%
Asia/Pacific	8.6%	7.0%	35.6%	38.6%	0.7%	-0.1%	-0.1%	-0.1%	0.5%
Other	-2.1%	-6.0%	2.3%	2.8%	0.2%	0.0%	0.0%	0.0%	0.2%
Cash	0.0%	--	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	4.8%	3.3%	100.0%	100.0%	1.8%	0.4%	-0.1%	-0.5%	1.5%
Totals									
Developed	4.7%	4.0%	88.6%	79.6%	0.6%	0.1%	-0.2%	0.1%	0.6%
Emerging*	5.3%	0.6%	11.0%	20.4%	1.1%	0.3%	0.0%	-0.5%	0.9%
Frontier**	5.3%	--	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Cash	0.0%	--	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Excludes FIAM Equity holdings.



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	7.4	0.2	10.1	4.0	13.1	9.4	15.9	6.7
25th Percentile	5.7	-3.4	3.6	0.8	8.7	6.5	10.9	5.1
Median	4.9	-4.8	1.5	-1.6	6.4	4.6	9.3	3.9
75th Percentile	3.6	-6.8	-1.2	-3.3	4.1	3.4	7.9	3.2
95th Percentile	2.2	-9.7	-5.1	-5.8	3.1	2.1	6.7	2.0
# of Portfolios	94	92	89	88	81	68	59	43
● BlackRock EAFE Index	4.7 (58)	-6.0 (63)	-0.6 (69)	-2.6 (69)	-- (--)	-- (--)	-- (--)	-- (--)
▲ MSCI EAFE	4.7 (58)	-6.0 (63)	-0.8 (72)	-2.9 (69)	5.0 (62)	3.6 (68)	7.8 (78)	3.0 (80)

Characteristics

	Portfolio	MSCI EAFE
Number of Holdings	520	926
Weighted Avg. Market Cap. (\$B)	32.2	53.9
Median Market Cap. (\$B)	6.0	8.7
Price To Earnings	20.0	19.7
Price To Book	2.4	2.5
Price To Sales	2.1	2.2
Return on Equity (%)	11.2	13.9
Yield (%)	3.0	3.1
Beta (holdings; global)	1.2	1.0

Top Holdings

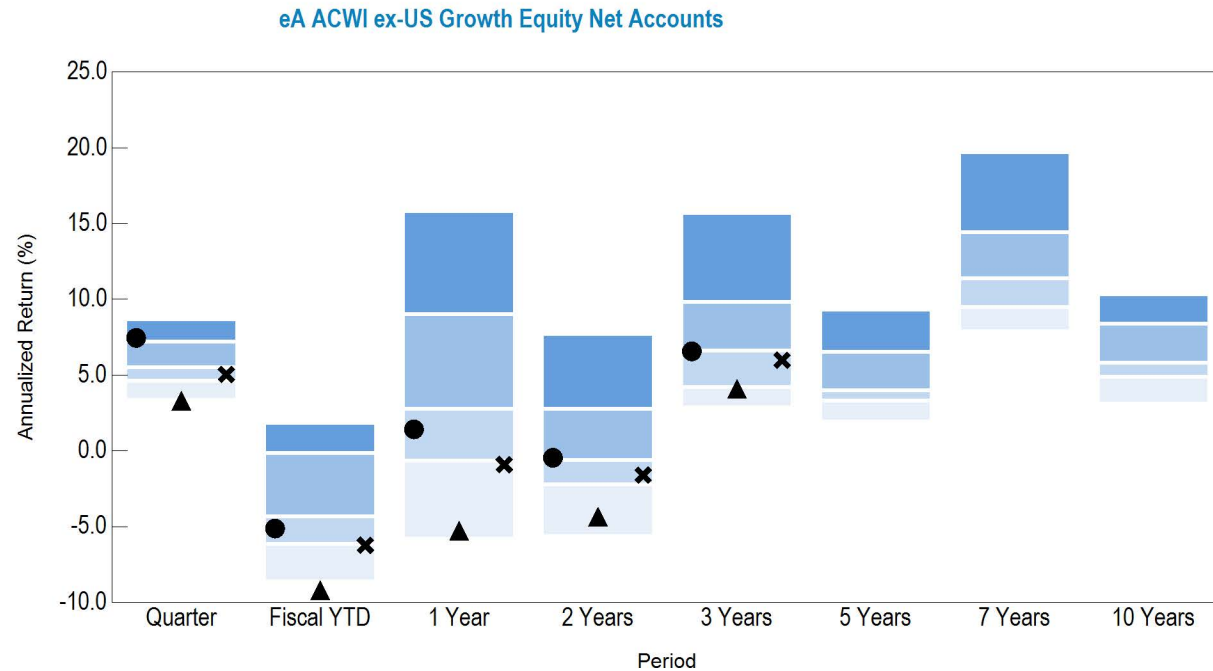
NOVEN PHARMS.	3.0%
ROGERS	2.9%
BANCO SANTANDER SA ADR 1:1	2.7%
TOYOTA MOTOR (OTC)	2.6%
CLEARBRIDGE AMER.EN.MLP FD.	1.6%
BAY NATIONAL	1.6%
GLAXOSMITHKLINE SPN.ADR 1:2	1.5%
ROYAL DUTCH SHELL A ADR 1:2	1.3%
VODAFONE GP.SPN.ADR 1:10	1.3%
ASTRAZENECA SPN.ADR.2:1	1.3%

Best Performers

	Return %
ONO PHARM. (J:PS@N)	52.8%
YAMAZAKI BAKING (J:BV@N)	49.3%
KANEKA (J:KG@N)	43.4%
MITSUI CHEMICALS (J:PC@N)	41.6%
NIPPON PAINT HOLDINGS (J:NPPT)	41.5%
RENAULT (F:RENU)	40.9%
MARUI GROUP (J:UI@N)	36.9%
YASKAWA ELECTRIC (J:YE@N)	36.6%
VESTAS WINDSYSTEMS (DK:VEW)	35.8%
MAZDA MOTOR (J:KO@N)	33.7%

Worst Performers

	Return %
ANGLO AMERICAN (UKIR:AAL)	-47.1%
SEADRILL (N:SDRL)	-40.7%
AMEC FOSTER WHEELER (UKIR:AMFW)	-39.8%
PEARSON (UKIR:PSON)	-36.5%
ALTICE B SHARES (H:ATCB)	-34.7%
ALTICE A SHARES (H:ATC)	-31.1%
DELTA LLOYD GROUP (H:DL)	-29.4%
K + S (D:SDF)	-28.9%
BHP BILLITON (UKIR:BLT)	-26.4%
SPORTS DIRECT INTL. (UKIR:SPD)	-25.8%



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	8.7	1.8	15.8	7.7	15.7	9.3	19.7	10.3
25th Percentile	7.2	-0.1	9.0	2.8	9.9	6.6	14.5	8.4
Median	5.5	-4.3	2.8	-0.6	6.6	4.0	11.4	5.8
75th Percentile	4.6	-6.1	-0.6	-2.2	4.2	3.4	9.5	4.9
95th Percentile	3.4	-8.6	-5.8	-5.6	2.9	1.9	7.9	3.1
# of Portfolios	50	47	43	42	39	36	32	23
● Baillie Gifford	7.5 (23)	-5.1 (65)	1.4 (62)	-0.5 (49)	6.6 (51)	-- (--)	-- (--)	-- (--)
▲ MSCI ACWI ex US	3.3 (96)	-9.2 (97)	-5.3 (93)	-4.3 (88)	4.1 (80)	-- (--)	-- (--)	-- (--)
✕ MSCI ACWI ex US Growth	5.0 (64)	-6.2 (76)	-0.9 (78)	-1.6 (66)	6.0 (58)	-- (--)	-- (--)	-- (--)

Characteristics

	Portfolio	MSCI ACWI ex USA Gross
Number of Holdings	89	1,858
Weighted Avg. Market Cap. (\$B)	35.0	49.5
Median Market Cap. (\$B)	12.4	6.4
Price To Earnings	28.4	19.2
Price To Book	6.2	2.6
Price To Sales	4.2	2.3
Return on Equity (%)	23.3	14.9
Yield (%)	1.8	3.0
Beta (holdings; global)	1.1	1.0

Top Holdings

NOVO NORDISK 'B'	2.8%
HARGREAVES LANSDOWN	2.6%
KAO	2.5%
KINNEVIK 'B'	2.5%
COCHLEAR	2.4%
SHIMANO	2.4%
MS&AD INSURANCE GP.HDG.	2.3%
NASPERS	2.2%
SVENSKA HANDBKN.'A'	2.0%
BAIDU 'A' ADR 10:1	2.0%

Best Performers

	Return %
QUNAR CAYMAN ISLANDS 'B' ADR 1:3 (QUNR)	75.4%
ALIBABA GROUP HLDG.SPN. ADR 1:1 (BABA)	37.8%
BAIDU 'A' ADR 10:1 (BIDU)	37.6%
TREASURY WINE ESTATES (A:TWEX)	33.4%
SEEK (A:SEKX)	32.8%
OLYMPUS (J:OLYC)	28.6%
AUTO TRADER GROUP (UKIR:AUTO)	27.4%
SUGI HOLDINGS (J:SUGP)	24.4%
JD.COM 'A' ADR 1:2 (JD)	23.8%
BRAMBLES (A:BXBX)	23.1%

Worst Performers

	Return %
IMAGINATION TECHNOLOGIES (UKIR:IMG)	-40.9%
MESOBLAST (A:MSBX)	-39.3%
BHP BILLITON (UKIR:BLT)	-26.4%
WEIR GROUP (UKIR:WEIR)	-15.9%
BURBERRY GROUP (UKIR:BRBY)	-14.3%
PROTALIX BIOTH. (PLX)	-13.6%
CLICKS GROUP (R:CLSJ)	-11.6%
LI & FUNG (K:FUNG)	-10.8%
STANDARD CHARTERED (OTC) (SCBFF)	-10.4%
RAKUTEN (J:RAKT)	-8.3%

Baillie Gifford Performance Attribution vs. MSCI ACWI ex USA Gross

	Total Effects	Attribution Effects			Returns		Sector Weights				
		Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	0.2%	0.0%	0.1%	0.1%	-0.3%	-0.8%	2.9%	6.3%			
Materials	0.3%	0.3%	0.1%	-0.1%	3.1%	0.2%	3.1%	6.7%			
Industrials	0.7%	0.6%	0.0%	0.1%	10.4%	4.7%	13.4%	11.1%			
Cons. Disc.	0.5%	0.3%	0.2%	0.0%	6.7%	4.5%	22.1%	11.9%			
Cons. Staples	0.2%	0.1%	0.0%	0.0%	5.2%	3.8%	20.0%	10.8%			
Health Care	0.9%	0.7%	0.0%	0.2%	13.1%	3.6%	10.0%	9.6%			
Financials	1.0%	1.2%	0.1%	-0.2%	6.9%	2.5%	18.5%	27.3%			
Info. Tech	0.2%	0.1%	0.1%	-0.1%	9.4%	8.5%	10.1%	7.4%			
Telecomm.	0.1%	--	0.0%	--	--	2.6%	0.0%	5.3%			
Utilities	0.1%	--	0.1%	--	--	1.4%	0.0%	3.6%			
Cash	0.0%	0.0%	0.0%	0.0%	0.0%	--	0.0%	0.0%			
Portfolio	4.2%	=	3.4%	+	0.8%	+	0.0%	7.5%	3.3%	100.0%	100.0%

Baillie Gifford Performance Attribution vs. MSCI ACWI ex USA Gross

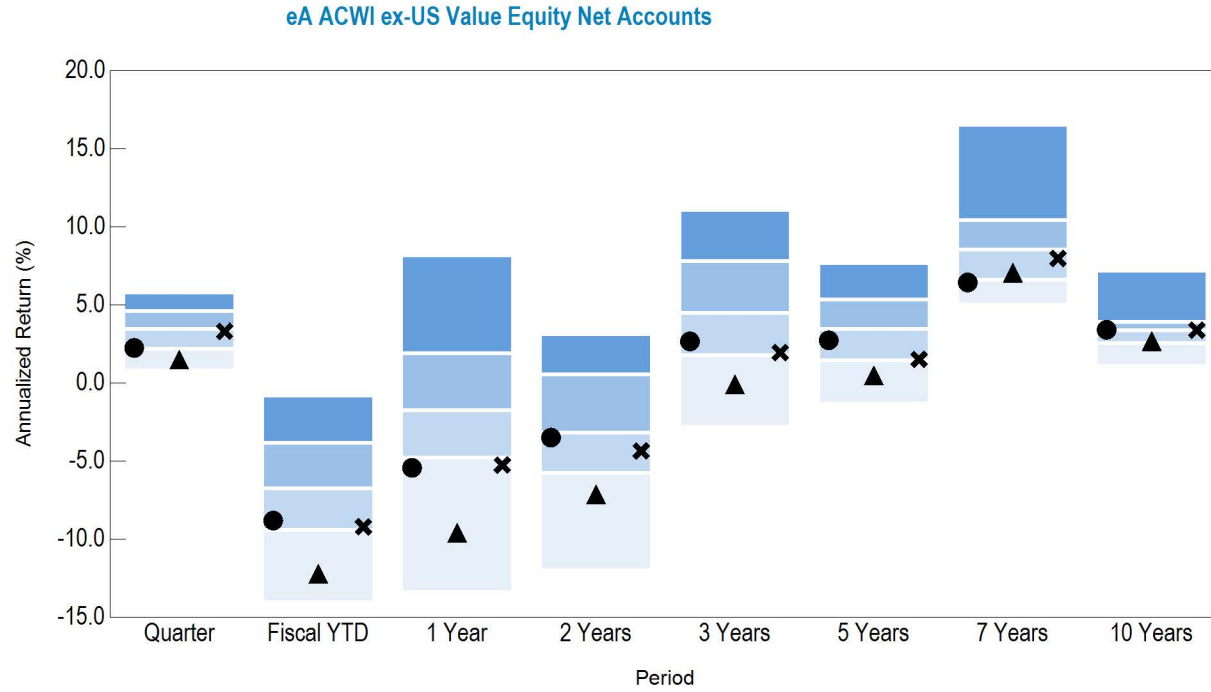
	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
Europe									
Austria	--	6.8%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Belgium	--	13.6%	0.0%	1.0%	--	-0.1%	0.0%	--	-0.1%
Czech Republic*	--	-11.2%	0.0%	0.0%	--	0.0%	0.0%	--	0.0%
Denmark	11.5%	6.8%	5.5%	1.4%	0.1%	0.2%	-0.1%	0.2%	0.3%
Finland	12.1%	9.6%	1.2%	0.6%	0.0%	0.0%	0.0%	0.0%	0.1%
France	7.1%	1.8%	0.8%	7.4%	0.4%	0.0%	0.2%	-0.4%	0.2%
Germany	21.0%	7.6%	2.0%	6.5%	0.8%	-0.3%	0.1%	-0.6%	0.1%
Greece*	--	-11.6%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Hungary*	--	11.5%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Ireland	--	7.2%	0.0%	0.3%	--	0.0%	0.0%	--	0.0%
Italy	4.5%	-2.3%	0.9%	1.9%	0.0%	0.1%	0.0%	0.0%	0.1%
Netherlands	--	3.6%	0.0%	2.1%	--	0.0%	0.1%	--	0.0%
Norway	--	-1.5%	0.0%	0.4%	--	0.0%	0.0%	--	0.0%
Poland*	--	-12.9%	0.0%	0.3%	--	0.0%	0.0%	--	0.1%
Portugal	0.0%	4.5%	1.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Russia*	--	-4.6%	0.0%	0.8%	--	0.0%	0.1%	--	0.1%
Spain	2.0%	-2.5%	4.0%	2.5%	0.1%	-0.1%	0.0%	0.1%	0.1%
Sweden	3.6%	2.5%	8.1%	2.2%	0.0%	-0.1%	0.0%	0.1%	0.0%
Switzerland	3.4%	2.0%	6.0%	7.1%	0.1%	0.0%	0.0%	0.0%	0.1%
United Kingdom	4.7%	0.6%	21.6%	14.8%	0.6%	-0.1%	-0.2%	0.3%	0.6%

Baillie Gifford Performance Attribution vs. MSCI ACWI ex USA Gross

	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
AsiaPacific									
Australia	21.5%	10.3%	5.0%	4.7%	0.5%	0.0%	0.0%	0.0%	0.5%
China*	30.7%	4.7%	4.5%	4.7%	1.2%	0.0%	0.0%	0.0%	1.2%
Hong Kong	-7.0%	5.8%	2.3%	2.4%	-0.3%	0.0%	0.0%	0.0%	-0.3%
India*	-0.5%	-0.6%	1.6%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%
Indonesia*	--	20.7%	0.0%	0.4%	--	0.0%	0.0%	--	-0.1%
Japan	10.4%	9.4%	17.5%	16.3%	0.1%	0.1%	0.0%	0.0%	0.2%
Korea*	0.1%	4.3%	3.2%	3.2%	-0.1%	0.0%	0.0%	0.0%	-0.2%
Malaysia*	--	7.8%	0.0%	0.6%	--	0.0%	0.0%	--	0.0%
New Zealand	--	18.2%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Philippines*	-4.1%	-0.2%	0.4%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Singapore	2.3%	4.3%	3.7%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%
Taiwan*	2.5%	1.3%	3.3%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%
Thailand*	--	-6.2%	0.0%	0.5%	--	0.1%	0.0%	--	0.1%
Americas									
Brazil*	-0.8%	-3.1%	0.4%	1.2%	0.0%	0.1%	0.0%	0.0%	0.1%
Canada	--	-4.7%	0.0%	6.4%	--	0.4%	0.2%	--	0.6%
Chile*	--	-0.9%	0.0%	0.3%	--	0.0%	0.0%	--	0.0%
Colombia*	--	-7.2%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Mexico*	3.8%	-1.0%	0.7%	1.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Peru*	--	-8.3%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
United States	11.7%	6.6%	3.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%

Baillie Gifford Performance Attribution vs. MSCI ACWI ex USA Gross

	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
Other									
Egypt*	--	-7.8%	0.0%	0.0%	--	0.0%	0.0%	--	0.0%
Israel	--	10.0%	0.0%	0.5%	--	0.0%	0.0%	--	0.0%
Qatar*	--	-9.6%	0.0%	0.2%	--	0.0%	0.0%	--	0.0%
South Africa*	1.2%	-10.6%	3.1%	1.6%	0.2%	-0.1%	-0.2%	0.2%	0.2%
Turkey*	--	-0.3%	0.0%	0.3%	--	0.0%	0.0%	--	0.0%
United Arab Emirates*	--	-11.5%	0.0%	0.2%	--	0.0%	0.0%	--	0.0%
Totals									
Americas	8.2%	-4.0%	4.2%	9.1%	0.9%	0.3%	0.2%	-0.6%	0.9%
Europe	5.5%	2.2%	51.1%	49.5%	1.5%	0.0%	0.1%	0.0%	1.6%
Asia/Pacific	10.3%	7.0%	41.5%	38.6%	1.3%	0.1%	0.0%	0.1%	1.4%
Other	1.2%	-6.0%	3.1%	2.8%	0.4%	0.0%	-0.2%	0.0%	0.2%
Cash	0.0%	0.0%	0.0%	--	0.0%	0.0%	0.0%	0.0%	0.0%
Total	7.5%	3.3%	100.0%	100.0%	4.1%	0.4%	0.1%	-0.4%	4.2%
Totals									
Developed	7.2%	4.0%	82.8%	79.6%	2.3%	0.0%	0.3%	0.0%	2.6%
Emerging*	8.6%	0.6%	17.2%	20.4%	1.9%	0.1%	-0.2%	-0.3%	1.5%



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	5.8	-0.8	8.2	3.1	11.1	7.7	16.5	7.2
25th Percentile	4.6	-3.8	1.9	0.6	7.8	5.4	10.4	3.9
Median	3.5	-6.7	-1.7	-3.1	4.5	3.5	8.5	3.4
75th Percentile	2.2	-9.4	-4.7	-5.7	1.8	1.5	6.6	2.6
95th Percentile	0.8	-14.0	-13.3	-12.0	-2.8	-1.3	5.0	1.1
# of Portfolios	33	33	32	28	27	23	20	16
● Mondrian	2.2 (75)	-8.8 (68)	-5.4 (79)	-3.5 (58)	2.7 (67)	2.7 (59)	6.4 (81)	3.4 (49)
▲ MSCI ACWI ex USA Value Gross	1.5 (88)	-12.2 (90)	-9.6 (89)	-7.1 (84)	-0.1 (89)	0.5 (81)	7.1 (64)	2.7 (66)
✕ MSCI ACWI ex USA Gross	3.3 (56)	-9.2 (72)	-5.3 (78)	-4.3 (66)	1.9 (71)	1.5 (75)	8.0 (56)	3.4 (53)

Characteristics

	Portfolio	MSCI ACWI ex USA Value Gross
Number of Holdings	134	1,014
Weighted Avg. Market Cap. (\$B)	51.3	48.3
Median Market Cap. (\$B)	12.0	5.9
Price To Earnings	18.6	14.0
Price To Book	2.7	1.5
Price To Sales	1.9	1.6
Return on Equity (%)	12.7	10.9
Yield (%)	4.1	4.1
Beta (holdings: global)	0.9	1.1

Top Holdings

IBERDROLA	3.2%
UNILEVER (UK)	3.0%
GLAXOSMITHKLINE	2.7%
NATIONAL GRID	2.7%
TAKEDA PHARMACEUTICAL	2.7%
SYNGENTA	2.7%
HONDA MOTOR	2.5%
AHOLD KON.	2.5%
ABB LTD N	2.4%
NESTLE 'R'	2.4%

Best Performers

	Return %
BANK RAKYAT INDONESIA (ID:BRI)	40.4%
TOKYO ELECTRON (J:RG@N)	29.8%
HOYA (J:HQ@N)	27.1%
NOVATEK MICROELS. (TW:NOV)	25.5%
SAP (D:SAP)	24.3%
NTT DOCOMO INC (J:TTMO)	24.1%
BANK MANDIRI (ID:BKM)	24.0%
MINDRAY MED.INTL.SPN. ADR.'A' 1:1 (MR)	24.0%
KAZMUNAIGAS EXP.PRDN.GDR REG S (UKIR:KMG)	24.0%
SYNGENTA (S:SYNN)	22.7%

Worst Performers

	Return %
AMEC FOSTER WHEELER (UKIR:AMFW)	-39.8%
PEARSON (UKIR:PSON)	-36.5%
MTN GROUP (R:MTNJ)	-33.4%
REDEFINE PROPERTIES (R:RDFJ)	-23.2%
VALE PREFERRED ADR 1:1 (VALE.P)	-22.0%
TESCO (UKIR:TSCO)	-20.6%
VALE ON ADR 1:1 (VALE)	-20.1%
GROWTHPOINT PROPS. (R:GRTJ)	-19.2%
RURAL ELECFN.CORP. (IN:RUR)	-18.0%
SK TELECOM (KO:SKT)	-17.2%

Mondrian Performance Attribution vs. MSCI ACWI ex USA Value Gross

	Attribution Effects				Returns		Sector Weights				
	Total Effects	Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	-0.6%	-0.5%	0.0%	-0.1%	-6.7%	-1.4%	9.7%	9.7%			
Materials	1.1%	2.2%	0.3%	-1.4%	25.1%	-4.2%	2.5%	7.6%			
Industrials	-0.3%	-0.2%	0.0%	-0.1%	-0.3%	2.7%	9.5%	8.0%			
Cons. Disc.	-0.5%	-0.5%	0.0%	0.1%	0.1%	6.5%	7.8%	8.0%			
Cons. Staples	-0.4%	-0.1%	0.1%	-0.4%	0.4%	2.1%	15.2%	5.3%			
Health Care	0.3%	0.2%	0.1%	0.0%	5.5%	2.8%	11.6%	6.0%			
Financials	1.0%	1.6%	0.1%	-0.6%	6.6%	1.5%	12.9%	38.5%			
Info. Tech	0.7%	0.3%	0.1%	0.3%	12.8%	4.8%	8.3%	3.9%			
Telecomm.	-0.4%	-0.2%	0.0%	-0.2%	-0.8%	0.9%	13.2%	6.9%			
Utilities	0.3%	0.3%	0.0%	0.0%	5.3%	1.2%	9.1%	6.2%			
Cash	0.1%	0.0%	0.1%	0.0%	0.0%	--	0.2%	0.0%			
Portfolio	1.3%	=	3.2%	+	0.6%	+	-2.5%	2.8%	1.5%	100.0%	100.0%

Mondrian Performance Attribution vs. MSCI ACWI ex USA Value Gross

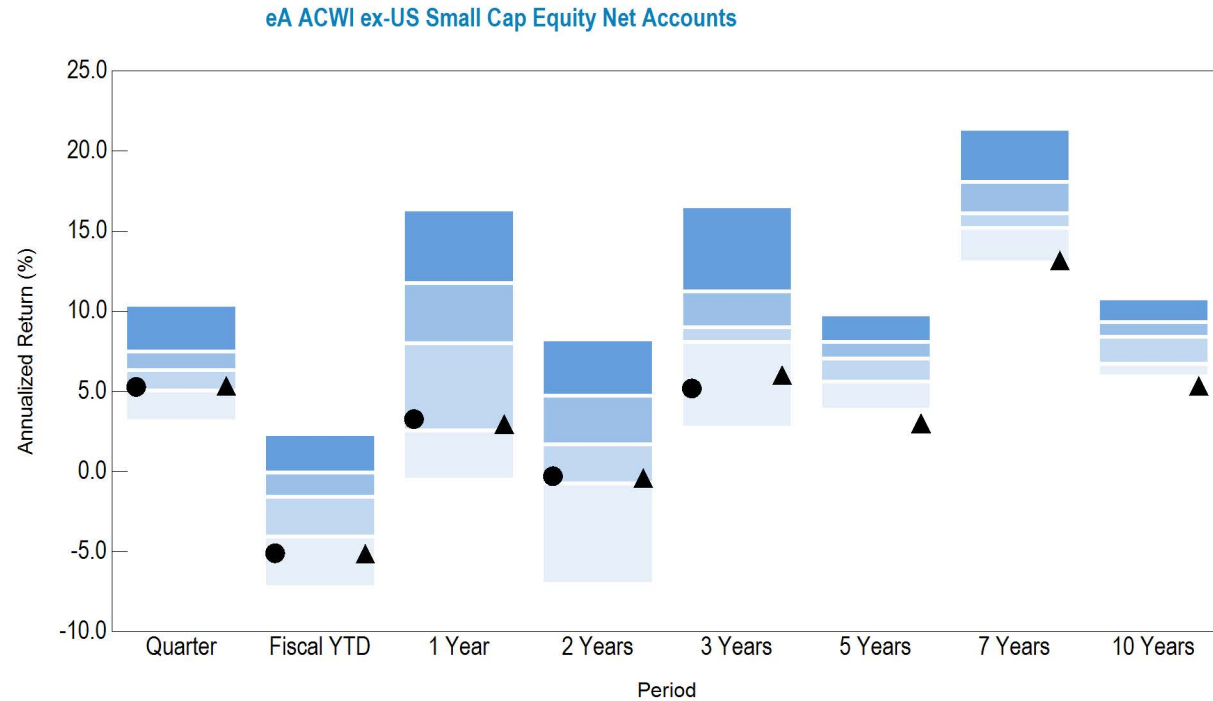
	Returns and Weights				Attribution Effects				
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	Total Effects
Europe									
Austria	--	4.5%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Belgium	--	9.3%	0.0%	0.4%	--	0.0%	0.0%	--	0.0%
Czech Republic*	--	-14.1%	0.0%	0.0%	--	0.0%	0.0%	--	0.0%
Denmark	9.2%	-8.5%	0.7%	0.5%	0.1%	0.0%	0.0%	0.0%	0.1%
Finland	--	10.6%	0.0%	0.8%	--	-0.1%	0.0%	--	-0.1%
France	-3.1%	1.3%	5.9%	8.3%	-0.4%	0.0%	0.1%	0.1%	-0.3%
Germany	12.9%	8.2%	7.6%	5.3%	0.2%	0.3%	-0.1%	0.1%	0.5%
Greece*	--	-28.7%	0.0%	0.0%	--	0.0%	0.0%	--	0.0%
Hungary*	--	9.5%	0.0%	0.0%	--	0.0%	0.0%	--	0.0%
Ireland	--	11.1%	0.0%	0.3%	--	0.0%	0.0%	--	0.0%
Italy	-4.4%	-2.3%	2.0%	2.1%	0.0%	0.0%	0.0%	0.0%	-0.1%
Netherlands	4.3%	0.2%	4.2%	1.4%	0.1%	0.0%	-0.1%	0.2%	0.1%
Norway	4.7%	-2.3%	0.3%	0.8%	0.1%	0.0%	0.0%	-0.1%	0.0%
Poland*	--	-16.8%	0.0%	0.3%	--	0.0%	0.0%	--	0.1%
Portugal	--	-0.1%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Russia*	3.0%	-8.3%	0.3%	0.7%	0.0%	0.0%	0.1%	0.0%	0.1%
Spain	1.8%	-3.2%	5.4%	3.4%	0.1%	-0.1%	-0.1%	0.1%	0.1%
Sweden	-4.3%	-0.9%	3.4%	1.8%	-0.1%	-0.1%	0.0%	-0.1%	-0.2%
Switzerland	5.1%	0.5%	10.8%	4.5%	0.2%	0.0%	-0.2%	0.4%	0.4%
United Kingdom	-3.9%	-1.7%	19.8%	17.6%	-0.2%	0.0%	-0.4%	-0.1%	-0.8%

Mondrian Performance Attribution vs. MSCI ACWI ex USA Value Gross

	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
AsiaPacific									
Australia	1.2%	6.2%	0.9%	4.7%	-0.2%	0.0%	-0.1%	0.2%	-0.2%
China*	8.5%	1.6%	0.7%	4.8%	0.0%	0.1%	0.0%	0.0%	0.1%
Hong Kong	8.0%	1.4%	2.6%	2.6%	0.1%	0.0%	0.0%	0.0%	0.1%
India*	1.6%	2.0%	2.0%	1.8%	0.0%	-0.1%	0.0%	0.0%	-0.1%
Indonesia*	24.9%	23.4%	0.6%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
Japan	11.1%	7.9%	14.9%	16.9%	0.5%	0.0%	0.0%	0.0%	0.5%
Korea*	9.2%	1.7%	1.6%	3.1%	-0.1%	0.1%	0.0%	0.0%	0.1%
Malaysia*	5.6%	6.6%	1.1%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%
New Zealand	--	18.7%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
Philippines*	2.7%	-2.0%	0.4%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Singapore	2.4%	2.1%	3.7%	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Taiwan*	5.7%	-1.2%	2.7%	2.6%	0.0%	0.0%	0.0%	0.0%	0.1%
Thailand*	1.0%	-8.8%	0.3%	0.5%	0.0%	0.1%	0.0%	0.0%	0.0%
Americas									
Brazil*	5.6%	-2.7%	1.1%	1.1%	0.0%	0.0%	0.0%	0.0%	0.1%
Canada	-4.4%	-3.2%	1.1%	6.6%	-0.1%	0.2%	0.2%	0.1%	0.3%
Chile*	6.0%	-3.9%	0.5%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Colombia*	7.5%	-8.3%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Mexico*	10.6%	1.3%	1.3%	1.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Peru*	--	-10.3%	0.0%	0.1%	--	0.0%	0.0%	--	0.0%
United States	-4.1%	8.2%	0.6%	0.0%	0.0%	0.0%	0.0%	-0.1%	-0.1%

Mondrian Performance Attribution vs. MSCI ACWI ex USA Value Gross

	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
Other									
Egypt*	--	-8.9%	0.0%	0.0%	--	0.0%	0.0%	--	0.0%
Israel	16.9%	7.7%	0.9%	0.4%	0.0%	0.0%	0.0%	0.0%	0.1%
Kazakhstan**	16.7%	7.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Qatar*	1.1%	-8.5%	0.6%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Romania**	-2.0%	7.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
South Africa*	-1.0%	-17.6%	0.8%	1.6%	-0.1%	0.1%	0.2%	0.0%	0.3%
Turkey*	8.9%	0.6%	0.4%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%
United Arab Emirates*	-11.8%	-10.5%	0.3%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Totals									
Americas	-4.6%	-2.8%	4.6%	9.2%	0.0%	0.2%	0.2%	0.0%	0.4%
Europe	1.2%	0.1%	60.3%	48.4%	0.5%	0.0%	-0.6%	0.2%	0.1%
Asia/Pacific	7.7%	4.9%	31.5%	39.6%	1.0%	-0.2%	0.0%	-0.4%	0.5%
Other	13.3%	-10.4%	3.2%	2.8%	0.5%	0.1%	0.2%	-0.4%	0.3%
Cash	0.0%	--	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Total	2.8%	1.5%	100.0%	100.0%	2.0%	0.1%	-0.2%	-0.6%	1.3%
Totals									
Developed	3.0%	2.2%	84.9%	79.6%	0.9%	0.1%	-0.6%	0.1%	0.6%
Emerging*	5.8%	-1.3%	14.7%	20.4%	-0.3%	0.5%	0.4%	0.1%	0.7%
Frontier**	5.3%	--	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Cash	0.0%	--	0.2%	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	10.4	2.3	16.3	8.2	16.5	9.8	21.4	10.8
25th Percentile	7.5	-0.1	11.8	4.8	11.2	8.1	18.1	9.4
Median	6.3	-1.6	8.0	1.7	9.0	7.1	16.2	8.4
75th Percentile	5.1	-4.0	2.6	-0.7	8.1	5.6	15.2	6.8
95th Percentile	3.2	-7.2	-0.5	-7.0	2.7	3.9	13.1	6.0
# of Portfolios	32	31	27	24	22	16	16	10
● FIAM Equity	5.3 (66)	-5.1 (84)	3.3 (69)	-0.3 (72)	5.2 (92)	-- (--)	-- (--)	-- (--)
▲ MSCI ACWI ex US Small Cap Gross	5.3 (64)	-5.1 (84)	3.0 (72)	-0.4 (73)	6.0 (91)	3.0 (99)	13.2 (94)	5.3 (99)

Characteristics

	Portfolio	MSCI ACWI ex-US Small Cap
No. of Securities	233	4,292
Wgt. Avg. Market Cap (000's)	2,819	2,051
Price to Book Ratio	1.9	1.6
Return on Equity	13.0%	11.2%

Ten Holdings

TECHTRONIC INDUSTRIES CO LTD	1.8
HIKMA PHARMACEUTICALS PLC	1.7
OBIC CO LTD	1.6
REGUS PLC	1.6
NIHON PARKERIZING CO LTD	1.5
GRAND CITY PROPERTIES SA	1.1
PARTNERS GROUP HOLDING AG	1.0
REDROW PLC	1.0
SURUGA BANK LTD	1.0
SUNDRUG CO LTD	0.9

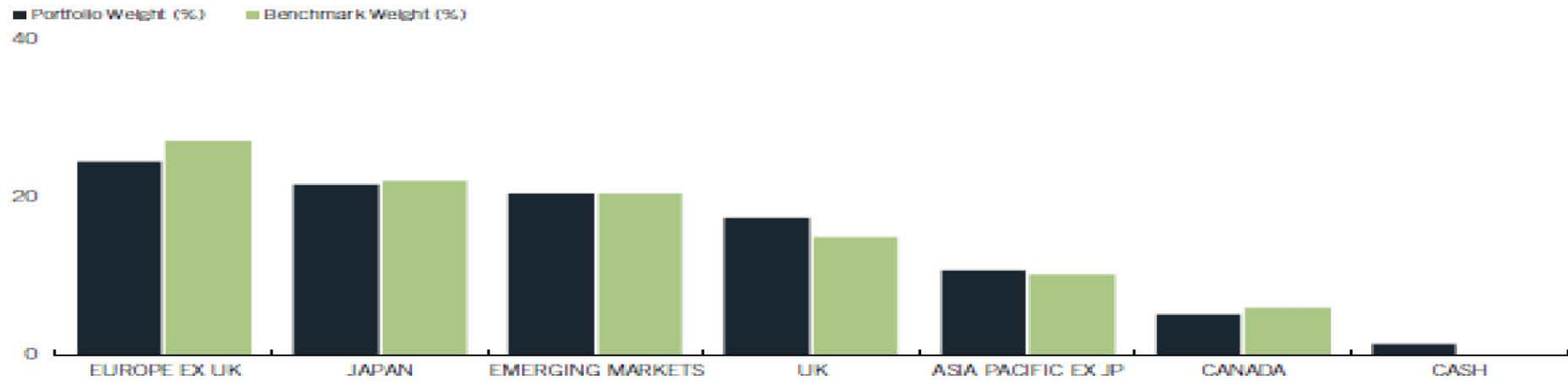
Best Performers (Absolute Return %)

PAKUWON JATI PT	59.2
WEST CHINACEMENT LTD(HK)	53.2
KUONI REISEN HLDG CL B (REG)	49.2
LT GROUP INC	46.3
FRUTAROM INDS LTD	41.5
PETRONET LNG LTD	41.4
MISUMI GROUP INC	36.5
SHENZHEN EXPRESSWY CO LTD H	35.6
ABLYNX NV	34.6
TREASURY WINE ESTATES LTD	34.3

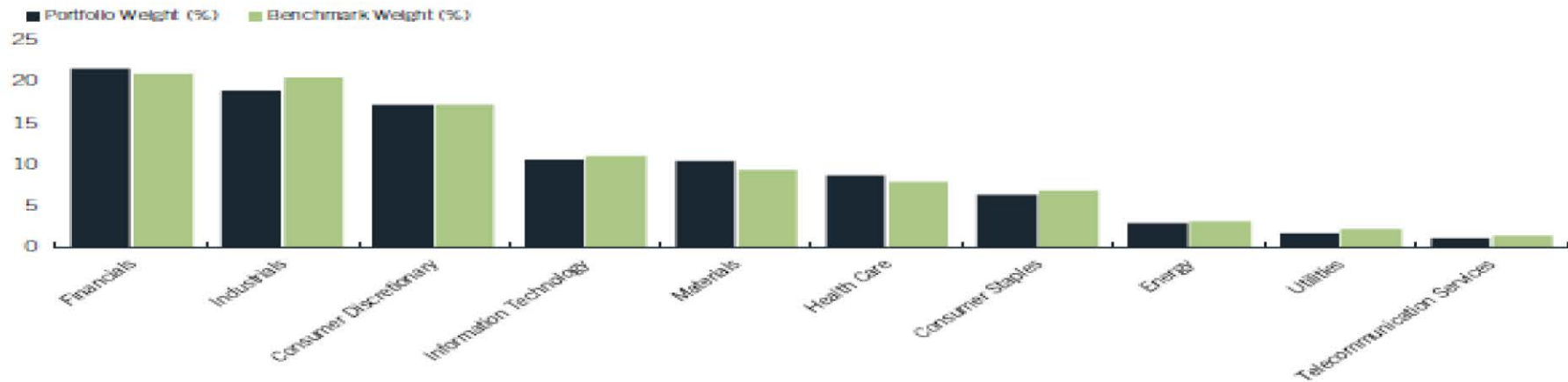
Worst Performers (Absolute Return %)

MINERAL DEPOSITS LTD	(53.8)
BRAMMER PLC	(30.6)
PREMIER OIL PLC	(29.2)
WESTERN ENERGY SERVICES CORP	(26.3)
KEPCO PLANT SER & ENG CO LTD	(24.5)
TOUNG LOONG TEXTILE MFG CO LTD	(21.1)
OKI ELECTRIC INDUSTRY CO LTD	(18.6)
JYSKE BANK AS (REG)	(17.7)
DONGSUNG FINETEC CO LTD	(17.6)
METAIR INVESTMENT LTD	(17.0)

Regional Weights



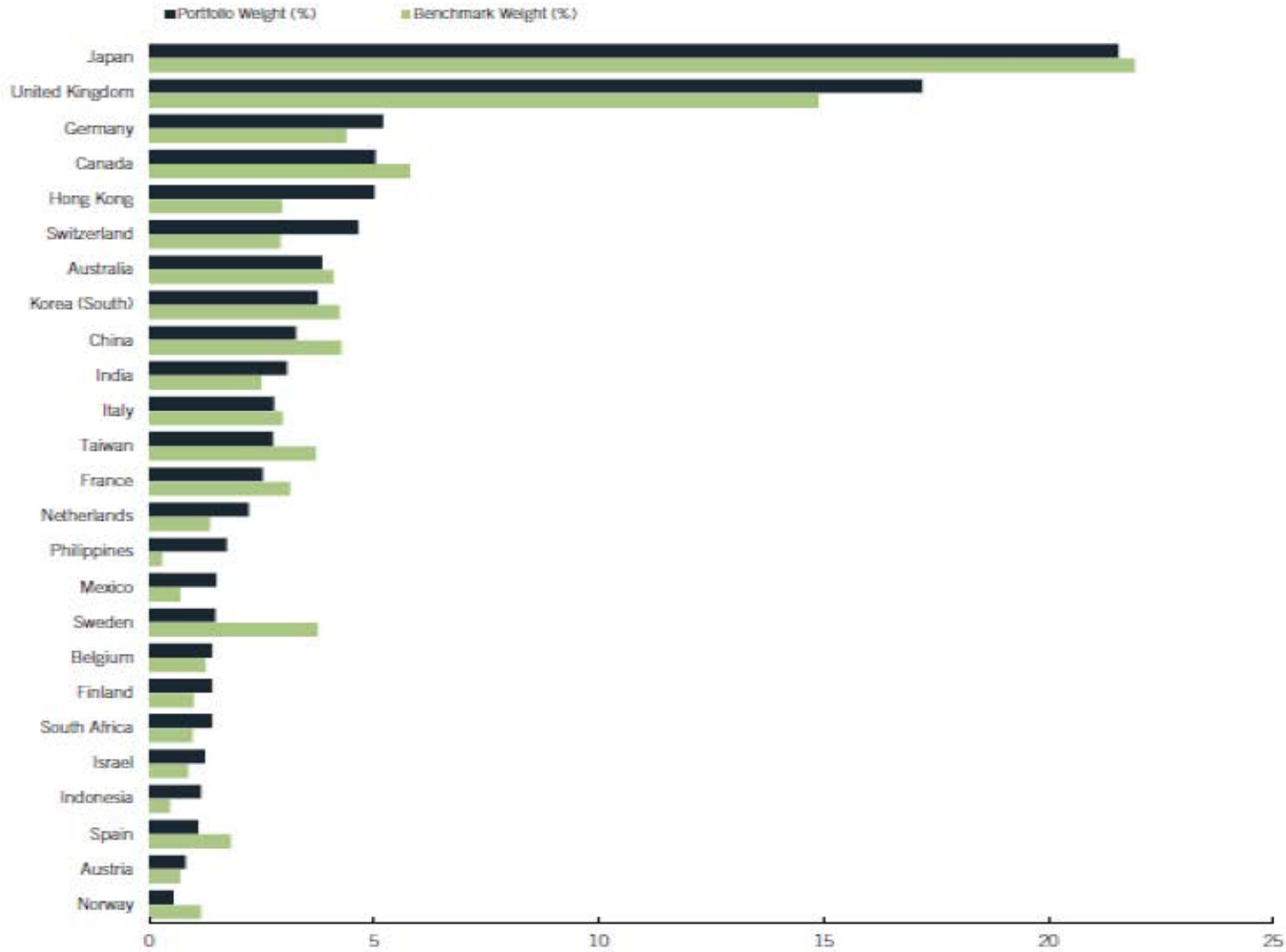
Sector Weights



Sector breakdowns are only applied to equities and convertibles and the allocation percentages may not add to 100%.

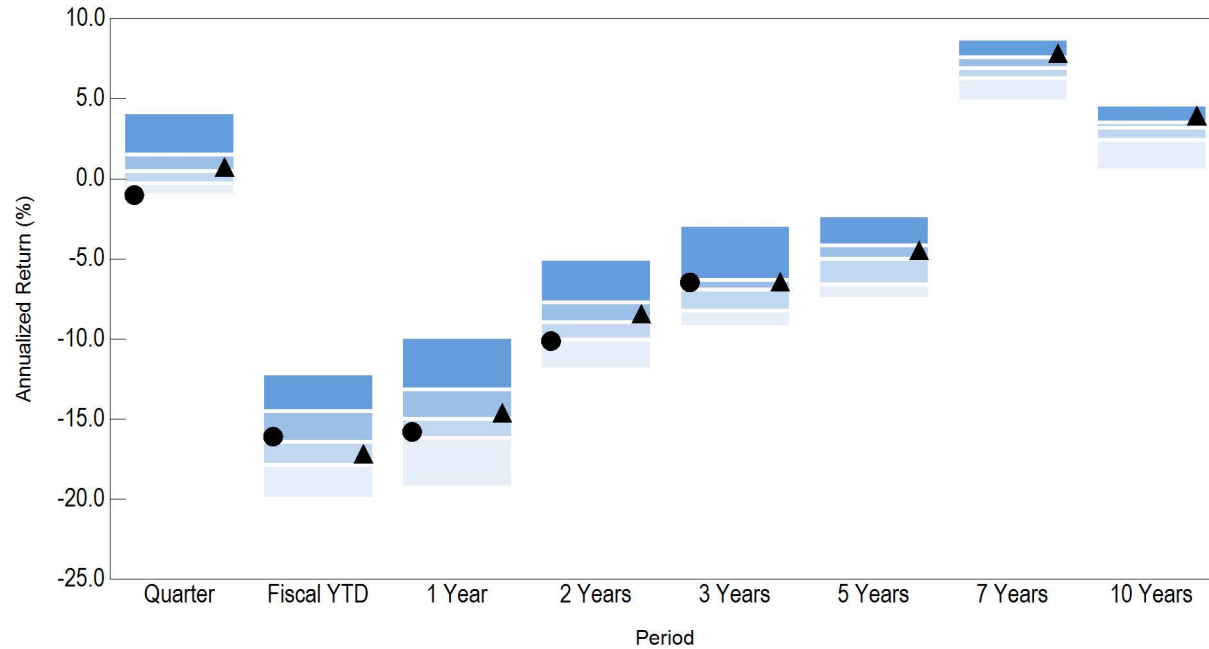
Benchmark: MSCI AC Wld Sm Cap xUS(N)

Top 25 Country Weights

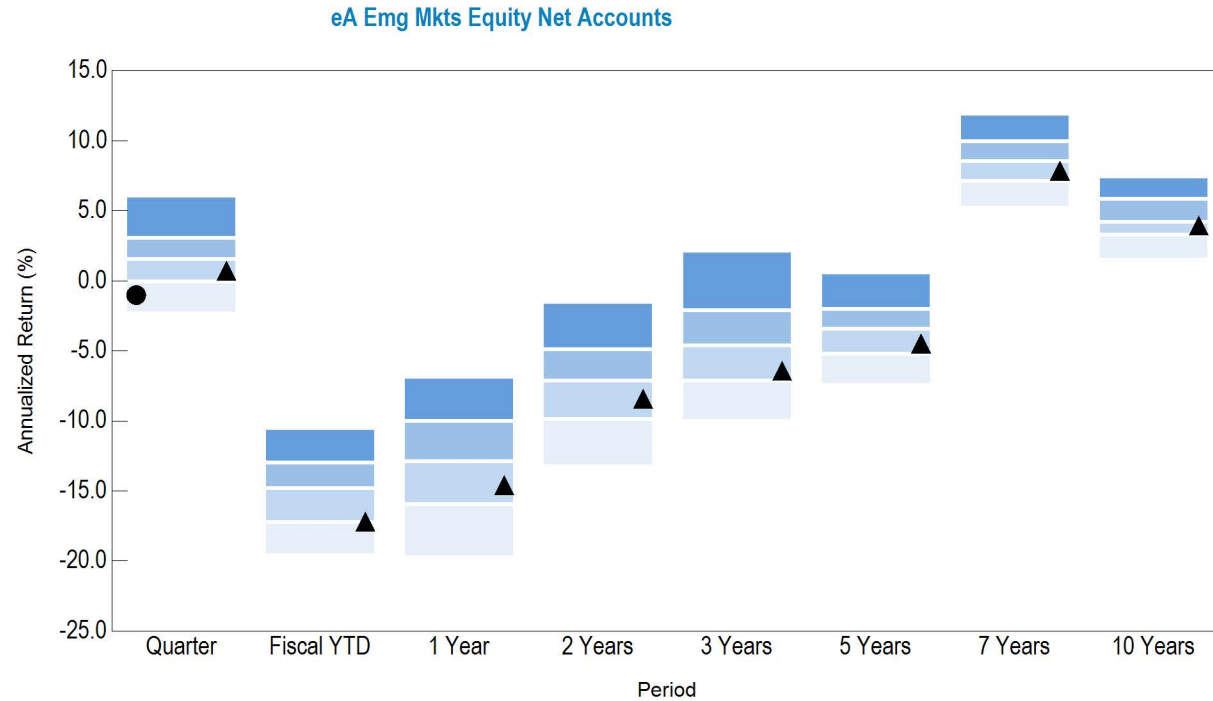


Benchmark: MSCI AC Wld Sm Cap xUS(N)

InvestorForce All DB Emg Mkt Eq Net Accounts



	Return (Rank)															
5th Percentile	4.1	-12.2	-9.9	-5.0	-2.9	-2.3	8.7	4.6								
25th Percentile	1.5	-14.5	-13.1	-7.7	-6.3	-4.1	7.6	3.6								
Median	0.5	-16.4	-15.0	-9.0	-6.9	-5.0	6.9	3.2								
75th Percentile	-0.3	-17.9	-16.2	-10.0	-8.2	-6.6	6.3	2.4								
95th Percentile	-1.0	-20.0	-19.2	-11.9	-9.3	-7.5	4.8	0.5								
# of Portfolios	59	59	57	49	43	28	13	9								
● Emerging Markets	-1.0 (96)	-16.1 (44)	-15.8 (71)	-10.1 (76)	-6.5 (37)	-- (--)	-- (--)	-- (--)								
▲ MSCI Emerging Markets Gross	0.7 (40)	-17.2 (63)	-14.6 (42)	-8.4 (38)	-6.4 (34)	-4.5 (33)	7.9 (23)	3.9 (19)								



	Return (Rank)															
	Quarter		Fiscal YTD		1 Year		2 Years		3 Years		5 Years		7 Years		10 Years	
5th Percentile	6.1	-10.5	-6.9	-1.5	2.2	0.6	11.9	7.4								
25th Percentile	3.1	-12.9	-10.0	-4.8	-2.1	-2.0	10.0	5.9								
Median	1.6	-14.8	-12.9	-7.1	-4.6	-3.4	8.6	4.2								
75th Percentile	0.0	-17.2	-15.9	-9.8	-7.1	-5.2	7.2	3.3								
95th Percentile	-2.3	-19.6	-19.7	-13.2	-10.0	-7.4	5.2	1.5								
# of Portfolios	149	144	143	137	125	84	66	41								
● Parametric Core	-1.0	(85)	--	(--)	--	(--)	--	(--)	--	(--)	--	(--)	--	(--)	--	(--)
▲ MSCI Emerging Markets Gross	0.7	(61)	-17.2	(76)	-14.6	(66)	-8.4	(63)	-6.4	(69)	-4.5	(65)	7.9	(59)	3.9	(59)

Characteristics

	Portfolio	MSCI Emerging Markets Gross
Number of Holdings	1,012	838
Weighted Avg. Market Cap. (\$B)	16.1	38.1
Median Market Cap. (\$B)	2.9	4.2
Price To Earnings	18.5	17.3
Price To Book	3.0	2.6
Price To Sales	2.7	2.9
Return on Equity (%)	16.1	17.4
Yield (%)	3.2	2.8
Beta (holdings; global)	0.9	0.9

Top Holdings

AMERICA MOVIL SAB DE CV SPN.ADR 'L' 1:20	1.0%
CHINA MOBILE	0.9%
TAIWAN SEMICON.MNFG.	0.8%
SBERBANK OF RUSSIA	0.8%
SASOL	0.8%
OAO GAZPROM SPN.ADR 1:2	0.8%
MAGNIT	0.7%
CIELO ON	0.6%
RELIANCE INDS.GDR 144A	0.6%
GRUPO TELEVISA SPN.ADR 1:5	0.6%

Best Performers

	Return %
HANMI PHARM (KO:HPM)	102.1%
CP ALL FB (Q:CPSF)	99.4%
TOP GLOVE (L:TOGL)	72.3%
ST SHINE OPTICAL (TW:SSL)	64.8%
HARMONY GOLD MNG. (R:HARJ)	61.3%
MY EG SERVICES (L:MYEG)	57.4%
SUMMARECON AGUNG (ID:SUM)	56.6%
NEW ORIENTAL ED.& TECH. GP.ADS 1:1 (EDU)	55.2%
WEST CHINA CEMENT (K:WCC)	52.4%
QIHOO 360 TECH.CL.A ADR 2:3 (QIHU)	52.2%

Worst Performers

	Return %
BANK OF PIRAEUS (G:PEIR)	-96.5%
NATIONAL BK.OF GREECE (G:ETE)	-94.2%
ALPHA BANK (G:PIST)	-54.7%
EUROBANK ERGASIAS (G:EFG)	-54.0%
USINAS SIDERURGICAS DE MINAS GERAIS A PN (BR:US5)	-53.4%
KUMBA IRON ORE (R:KIOJ)	-53.2%
VOLCAN COMPANIA MINERA B PREF. (PE:VLB)	-52.5%
EMPRESAS ICA (MX:IHA)	-51.0%
TOTAL ACCESS COMMS.NVDR (Q:TACN)	-46.6%
NUSANTARA INFRASTRUCTURE (ID:MMT)	-45.0%

Parametric Core Performance Attribution vs. MSCI Emerging Markets Gross

	Attribution Effects				Returns		Sector Weights				
	Total Effects	Selection Effect	Allocation Effect	Interaction Effects	Portfolio	Benchmark	Portfolio	Benchmark			
Energy	-0.6%	0.3%	-0.8%	-0.1%	8.8%	-0.2%	9.9%	7.4%			
Materials	0.6%	-0.1%	1.1%	-0.4%	5.4%	-2.2%	11.5%	6.7%			
Industrials	0.1%	-0.2%	0.9%	-0.6%	5.1%	-3.5%	10.1%	7.2%			
Cons. Disc.	-2.2%	-2.2%	-0.1%	0.1%	9.7%	1.9%	9.9%	9.3%			
Cons. Staples	-4.4%	-4.3%	0.9%	-0.9%	7.3%	-1.6%	10.5%	8.7%			
Health Care	-1.7%	-0.3%	-0.3%	-1.2%	8.3%	2.5%	5.9%	2.9%			
Financials	8.1%	8.0%	1.3%	-1.3%	5.7%	0.8%	17.2%	28.6%			
Info. Tech	5.8%	-3.8%	3.6%	5.9%	10.7%	6.5%	7.8%	18.3%			
Telecomm.	0.3%	-0.3%	1.3%	-0.7%	2.9%	-6.0%	9.5%	7.4%			
Utilities	-0.8%	-0.4%	0.9%	-1.3%	5.9%	-1.0%	6.5%	3.4%			
Cash	0.9%	0.0%	0.9%	0.0%	0.0%	--	1.2%	0.0%			
Unclassified	0.0%	--	--	--	--	--	0.0%	0.0%			
Portfolio	6.1%	=	-3.3%	+	9.8%	+	-0.4%	6.7%	0.6%	100.0%	100.0%

Parametric Core Performance Attribution vs. MSCI Emerging Markets Gross

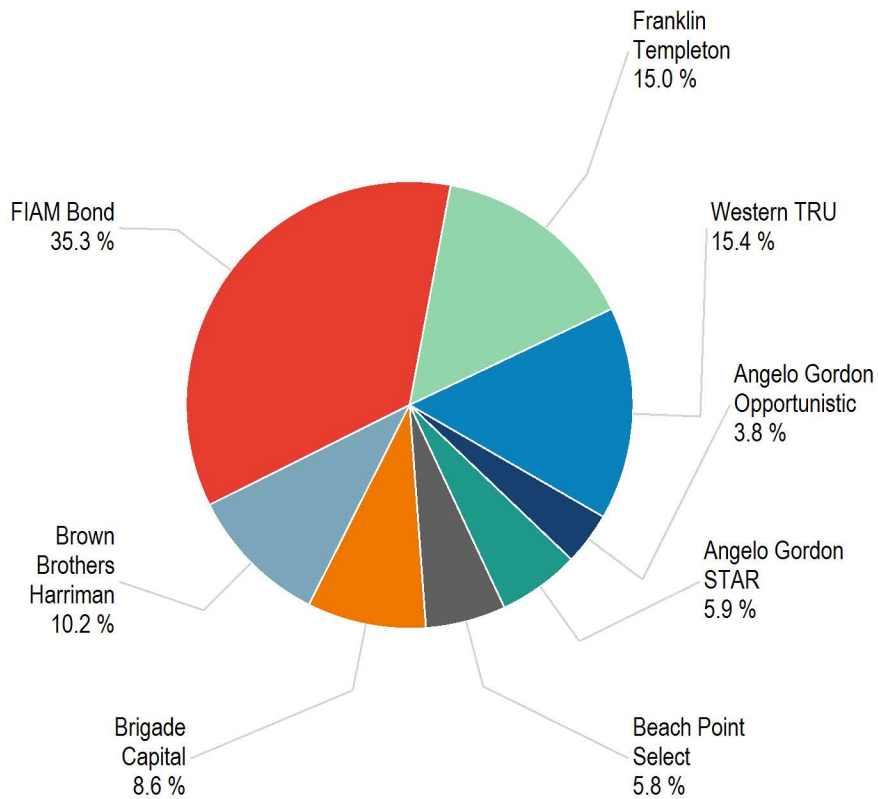
	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
Europe									
Czech Republic*	-10.5%	-11.2%	0.8%	0.2%	0.0%	-0.1%	0.0%	0.0%	-0.1%
Greece*	-14.5%	-12.8%	1.5%	0.3%	0.0%	-0.1%	0.0%	0.0%	-0.2%
Hungary*	10.9%	11.4%	1.1%	0.3%	0.0%	0.1%	0.0%	0.0%	0.1%
Luxembourg	4.0%	0.6%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Netherlands	-16.8%	3.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Poland*	-11.1%	-12.9%	3.7%	1.6%	0.0%	-0.2%	-0.1%	0.0%	-0.2%
Russia*	-2.0%	-4.4%	6.7%	3.9%	0.0%	0.1%	0.0%	0.0%	0.0%
United Kingdom	3.0%	0.7%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
AsiaPacific									
China*	5.4%	4.7%	5.4%	23.0%	0.2%	-0.6%	0.0%	-0.1%	-0.5%
Hong Kong	2.0%	1.5%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
India*	-1.1%	-0.7%	5.3%	8.9%	-0.1%	0.1%	0.1%	0.0%	0.1%
Indonesia*	15.0%	21.0%	3.6%	2.2%	-0.1%	0.2%	0.1%	-0.1%	0.1%
Korea*	5.3%	4.2%	7.5%	15.6%	0.2%	-0.1%	-0.1%	-0.1%	-0.1%
Malaysia*	11.7%	7.8%	3.6%	3.0%	0.1%	0.0%	0.0%	0.0%	0.2%
Philippines*	0.2%	-0.2%	3.7%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%
Singapore	4.7%	4.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Taiwan*	0.5%	1.4%	7.4%	12.7%	-0.1%	0.0%	0.0%	0.0%	-0.1%
Thailand*	3.4%	-6.2%	3.3%	2.3%	0.2%	-0.1%	0.0%	0.1%	0.2%
Americas									
Brazil*	-2.3%	-3.1%	7.5%	6.0%	0.1%	-0.1%	0.0%	0.0%	0.0%
Chile*	-1.2%	-0.9%	3.7%	1.3%	0.0%	0.0%	0.0%	0.0%	-0.1%
Colombia*	-6.7%	-7.2%	1.9%	0.5%	0.0%	-0.1%	0.0%	0.0%	-0.1%
Mexico*	-2.2%	-1.1%	7.5%	4.8%	-0.1%	0.0%	0.0%	0.0%	-0.1%
Peru*	-7.0%	-8.1%	0.8%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%
United States	2.5%	6.6%	1.9%	0.0%	0.0%	0.1%	0.0%	-0.1%	0.0%

Parametric Core Performance Attribution vs. MSCI Emerging Markets Gross

	Returns and Weights				Attribution Effects				Total Effects
	Manager Return	Index Return	Manager Weight	Index Weight	Selection Effect	Allocation Effect	Currency Effect	Interaction Effect	
Other									
Egypt*	--	-7.8%	0.0%	0.2%	--	0.0%	0.0%	--	0.0%
Kuwait**	-4.7%	-3.9%	1.8%	0.0%	0.0%	-0.1%	0.0%	0.0%	-0.1%
Qatar*	-7.7%	-9.7%	1.9%	1.1%	0.0%	-0.1%	0.0%	0.0%	0.0%
South Africa*	-11.9%	-10.6%	7.2%	7.9%	-0.1%	0.0%	0.1%	0.0%	0.0%
Turkey*	-1.3%	-0.3%	3.7%	1.5%	0.0%	-0.1%	0.1%	0.0%	-0.1%
United Arab Emirates*	-12.8%	-11.5%	1.5%	0.8%	0.0%	-0.1%	0.0%	0.0%	-0.1%
Totals									
Americas	-2.2%	-2.5%	23.2%	13.0%	0.0%	-0.3%	-0.1%	0.0%	-0.4%
Europe	-5.2%	-6.5%	14.0%	6.2%	-0.1%	-0.1%	-0.2%	-0.1%	-0.4%
Asia/Pacific	4.1%	3.5%	45.3%	69.3%	0.2%	-0.3%	0.1%	-0.1%	-0.1%
Other	-8.3%	-9.2%	16.2%	11.5%	-0.2%	-0.2%	0.2%	-0.1%	-0.4%
Cash	0.0%	--	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	-0.7%	0.6%	100.0%	100.0%	-0.1%	-1.0%	0.0%	-0.2%	-1.3%
Totals									
Developed	2.0%	--	7.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Emerging*	-0.9%	0.6%	89.3%	100.0%	-1.3%	0.0%	0.0%	0.1%	-1.2%
Frontier**	-4.7%	--	1.8%	0.0%	0.0%	0.0%	0.0%	-0.1%	-0.1%
Cash	0.0%	--	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Total Fixed Income
 Manager Allocation Analysis

Period Ending: December 31, 2015



	Actual \$	Actual %	Manager Contribution to Excess Return %
Angelo Gordon Opportunistic	\$25,109,000	3.8%	0.0%
Angelo Gordon STAR	\$38,767,000	5.9%	-0.0%
Beach Point Select	\$38,448,095	5.8%	-0.1%
Brigade Capital	\$56,904,096	8.6%	-0.6%
Brown Brother Harriman	\$67,144,347	10.2%	0.0%
FIAM Bond	\$232,925,833	35.3%	0.1%
Franklin Templeton	\$98,782,321	15.0%	0.4%
Western Asset	\$37	0.0%	-0.0%
Western Asset TRU	\$101,757,548	15.4%	0.1%
Actual vs. Policy Weight Difference			0.1%
Total	\$659,838,277	100.0%	-0.1%

Statistics Summary

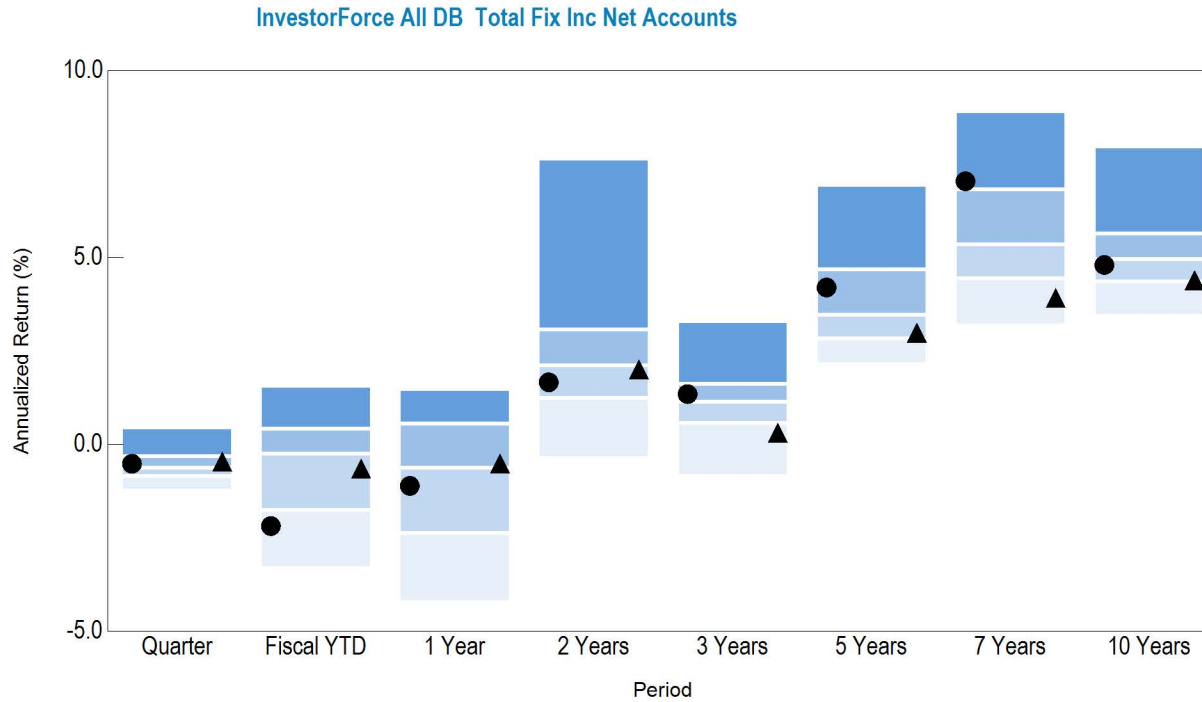
3 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Total Fixed Income	1.3%	3.3%	0.4	0.7	1.5%
Blended Fixed Index	0.3%	3.4%	0.1	--	0.0%
US Fixed Income	1.5%	2.9%	0.5	0.8	1.1%
Blended US Fixed Index	0.6%	3.4%	0.2	--	0.0%
FIAM Bond	1.6%	3.1%	0.5	0.3	0.6%
Barclays Aggregate	1.4%	2.9%	0.5	--	0.0%
Brown Brothers Harriman	-2.9%	4.5%	-0.7	-0.5	1.3%
Barclays US TIPS	-2.3%	5.1%	-0.5	--	0.0%
Angelo Gordon STAR	12.6%	6.4%	2.0	1.4	7.7%
Barclays Aggregate	1.4%	2.9%	0.5	--	0.0%
Brigade Capital	-1.4%	5.5%	-0.3	-0.5	4.2%
Barclays BA Intermediate HY	0.5%	5.3%	0.1	--	0.0%
Franklin Templeton	0.0%	6.3%	0.0	0.3	6.0%
Barclays Multi-verse	-1.7%	4.0%	-0.4	--	0.0%

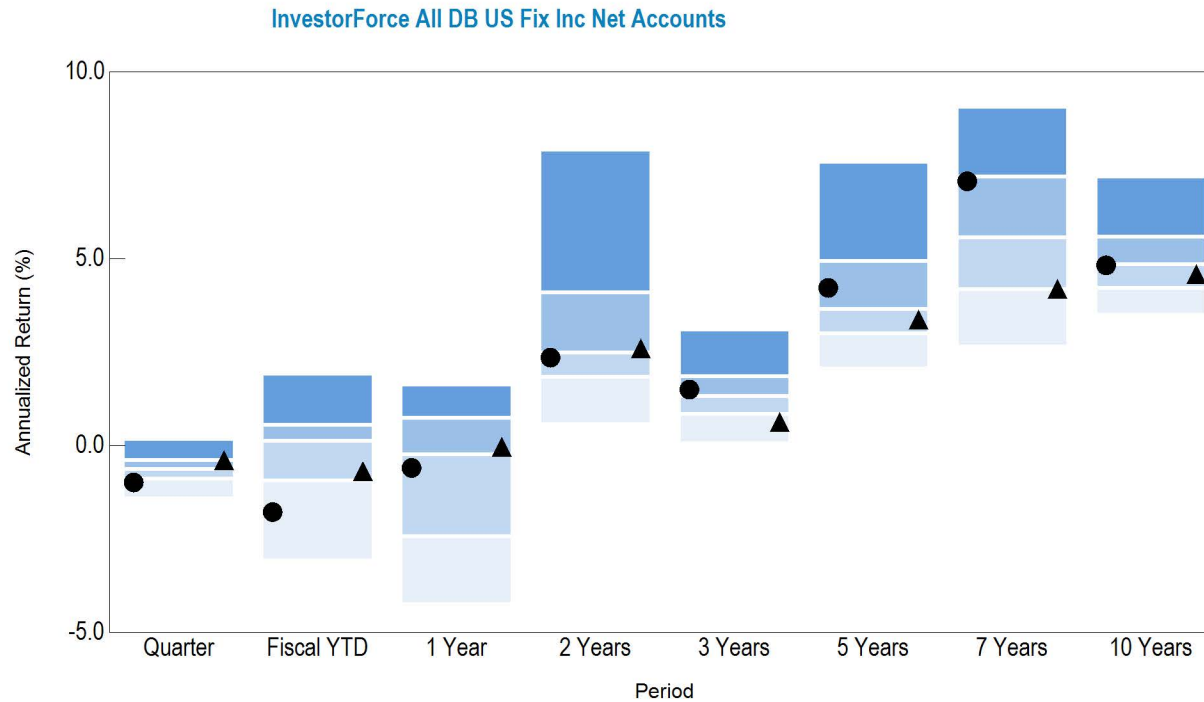
Statistics Summary

5 Years

	Anlzd Return	Anlzd Standard Deviation	Sharpe Ratio	Information Ratio	Tracking Error
Total Fixed Income	4.2%	3.5%	1.2	0.6	2.2%
Blended Fixed Index	3.0%	3.2%	0.9	--	0.0%
US Fixed Income	4.2%	2.9%	1.5	0.6	1.5%
Blended US Fixed Index	3.4%	3.2%	1.0	--	0.0%
FIAM Bond	3.8%	2.9%	1.3	0.8	0.7%
Barclays Aggregate	3.2%	2.7%	1.2	--	0.0%
Brown Brothers Harriman	2.3%	4.7%	0.5	-0.2	1.1%
Barclays US TIPS	2.5%	5.0%	0.5	--	0.0%
Brigade Capital	3.2%	5.3%	0.6	-0.3	4.1%
Barclays BA Intermediate HY	4.4%	5.0%	0.9	--	0.0%
Franklin Templeton	3.5%	9.3%	0.4	0.3	7.7%
Barclays Multi-verse	1.0%	4.1%	0.2	--	0.0%



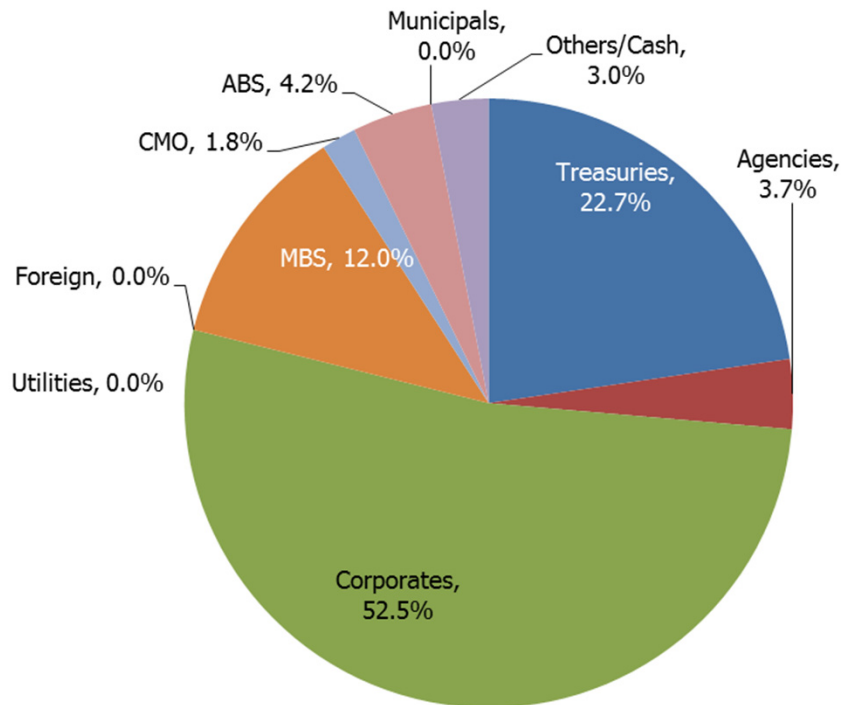
	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	0.4	1.6	1.5	7.6	3.3	6.9	8.9	8.0
25th Percentile	-0.3	0.4	0.6	3.1	1.6	4.7	6.8	5.7
Median	-0.6	-0.2	-0.6	2.1	1.1	3.5	5.4	5.0
75th Percentile	-0.8	-1.7	-2.4	1.3	0.6	2.8	4.5	4.4
95th Percentile	-1.2	-3.3	-4.2	-0.4	-0.8	2.2	3.2	3.4
# of Portfolios	273	273	271	261	244	204	172	141
● Total Fixed Income	-0.5 (42)	-2.2 (82)	-1.1 (60)	1.7 (68)	1.3 (41)	4.2 (32)	7.0 (23)	4.8 (57)
▲ Blended Fixed Index	-0.5 (36)	-0.6 (61)	-0.5 (49)	2.0 (55)	0.3 (84)	3.0 (71)	3.9 (87)	4.4 (74)



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	0.2	1.9	1.6	7.9	3.1	7.6	9.1	7.2
25th Percentile	-0.4	0.6	0.8	4.1	1.9	5.0	7.2	5.6
Median	-0.6	0.1	-0.2	2.5	1.3	3.7	5.6	4.9
75th Percentile	-0.9	-0.9	-2.4	1.9	0.9	3.0	4.2	4.2
95th Percentile	-1.4	-3.1	-4.2	0.6	0.1	2.1	2.6	3.5
# of Portfolios	369	369	368	357	334	293	240	171
● US Fixed Income	-1.0 (81)	-1.8 (88)	-0.6 (56)	2.4 (56)	1.5 (43)	4.2 (36)	7.1 (28)	4.8 (52)
▲ Blended US Fixed Index	-0.4 (26)	-0.7 (72)	0.0 (46)	2.6 (49)	0.6 (87)	3.4 (61)	4.2 (76)	4.6 (64)

US Fixed Income
Bond Sector Allocation

Period Ending: December 31, 2015



Sector*	Account Weight	BC Aggregate Weight	Difference
Treasuries	22.7%	36.4%	-13.8%
Agencies	3.7%	8.2%	-4.5%
Corporates	52.5%	24.3%	28.2%
Utilities	0.0%	0.0%	0.0%
Foreign	0.0%	0.0%	0.0%
MBS	12.0%	28.6%	-16.7%
CMO	1.8%	0.0%	1.8%
ABS	4.2%	2.5%	1.8%
Municipals	0.0%	0.0%	0.0%
Others/Cash	3.0%	0.0%	3.0%
TOTAL	100.0%	100.0%	0.0%

* Sector Allocation excludes Opportunistic Credit Managers.

US Fixed Income
Bond Summary Statistics

Period Ending: December 31, 2015

Portfolio Characteristics*			
		Portfolio	BC Aggregate
Total Number of Securities			
Total Market Value	\$	401,827,728	
Current Coupon		2.20	3.21
Yield to Maturity		2.74	2.38
Average Life		6.94	7.64
Duration		4.27	5.46
Quality		AA-	AA

Yield to Maturity	
Range	% Held
0.0 - 5.0	n/a
5.0 - 7.0	n/a
7.0 - 9.0	n/a
9.0 - 11.0	n/a
11.0 - 13.0	n/a
13.0+	n/a
Unclassified	n/a

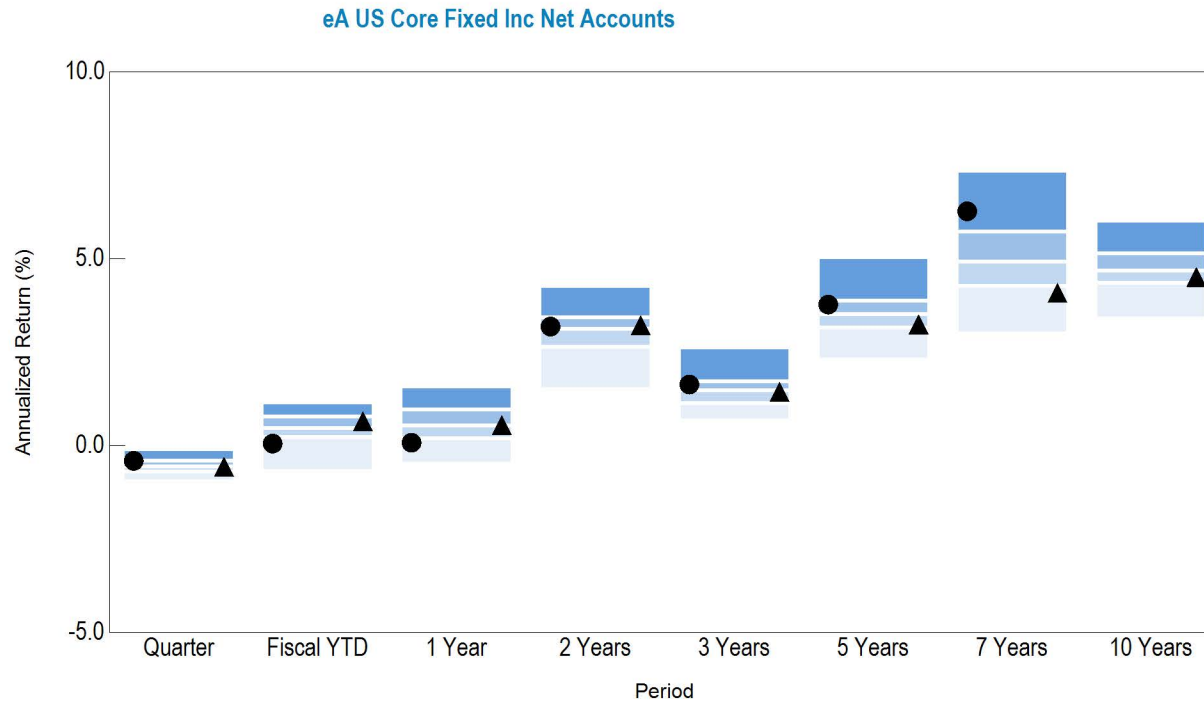
Average Life	
Range	% Held
0.0 - 1.0	3.9
1.0 - 3.0	16.6
3.0 - 5.0	20.0
5.0 - 10.0	48.2
10.0 - 20.0	3.3
20.0+	6.6
Unclassified	1.3

Duration	
Range	% Held
0.0 - 1.0	11.3
1.0 - 3.0	43.6
3.0 - 5.0	21.5
5.0 - 7.0	10.6
7.0 - 10.0	6.1
10.0+	6.9
Unclassified	0.0

Quality	
Range	% Held
Govt (10)	43.0
Aaa (10)	-2.6
Aa (9)	1.7
A (8)	14.3
Baa (7)	39.6
Below Baa (6-1)	0.3
Other	3.6

Coupon	
Range	% Held
0.0 - 5.0	84.4
5.0 - 7.0	13.4
7.0 - 9.0	2.0
9.0 - 11.0	0.1
11.0 - 13.0	0.0
13.0+	0.0
Unclassified	0.1

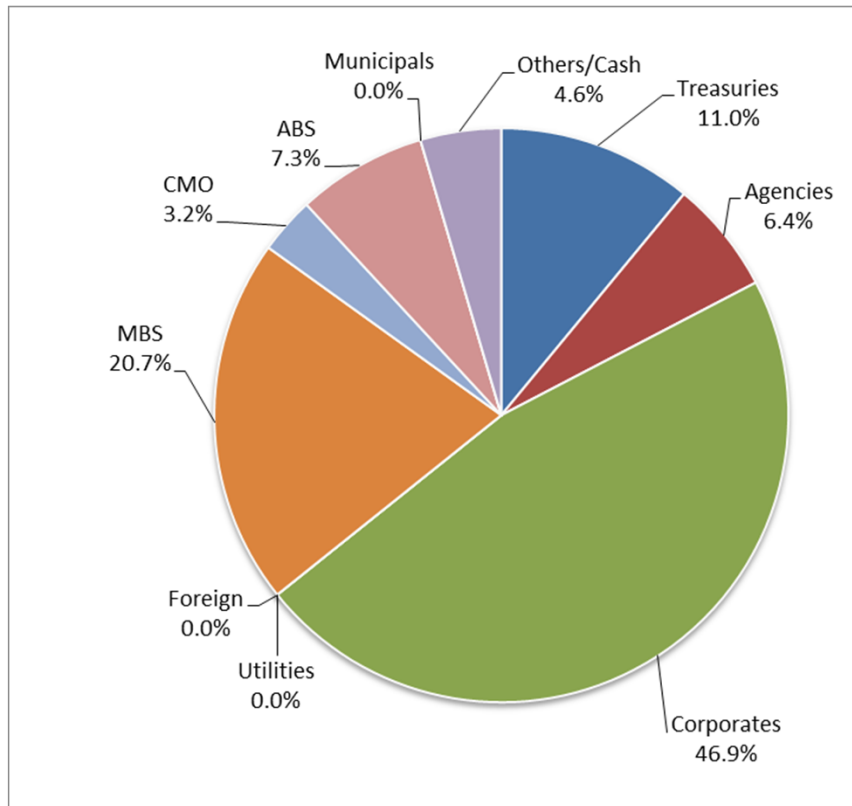
* Characteristics excludes Opportunistic Credit Managers.



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	-0.1	1.1	1.6	4.3	2.6	5.0	7.3	6.0
25th Percentile	-0.4	0.8	1.0	3.4	1.7	3.9	5.7	5.2
Median	-0.5	0.5	0.5	3.1	1.5	3.5	4.9	4.7
75th Percentile	-0.7	0.2	0.2	2.7	1.1	3.2	4.3	4.4
95th Percentile	-0.9	-0.7	-0.5	1.5	0.7	2.3	3.0	3.4
# of Portfolios	112	111	109	107	105	99	94	84
● FIAM Bond	-0.4 (28)	0.1 (80)	0.1 (79)	3.2 (45)	1.6 (36)	3.8 (30)	6.3 (15)	-- (--)
▲ Barclays Aggregate	-0.6 (57)	0.7 (35)	0.5 (50)	3.2 (42)	1.4 (56)	3.2 (68)	4.1 (84)	4.5 (69)

FIAM Bond Market Duration Pool
Bond Sector Allocation

Period Ending: December 31, 2015



Sector	Account Weight	BC Aggregate Weight	Difference
Treasuries	11.0%	36.4%	-25.5%
Agencies	6.4%	8.2%	-1.8%
Corporates	46.9%	24.3%	22.6%
Utilities	0.0%	0.0%	0.0%
Foreign	0.0%	0.0%	0.0%
MBS	20.7%	28.6%	-8.0%
CMO	3.2%	0.0%	3.2%
ABS	7.3%	2.5%	4.9%
Municipals	0.0%	0.0%	0.0%
Others/Cash	4.6%	0.0%	4.6%
TOTAL	100.0%	100.0%	0.0%

FIAM Bond Market Duration Pool
Bond Summary Statistics

Period Ending: December 31, 2015

Portfolio Characteristics		Portfolio	BC Aggregate
Total Number of Securities		1,904	
Total Market Value	\$	232,925,833	
Current Coupon		3.56	3.21
Yield to Maturity		2.80	2.38
Average Life		8.17	7.64
Duration		5.45	5.46
Quality		AA-	AA

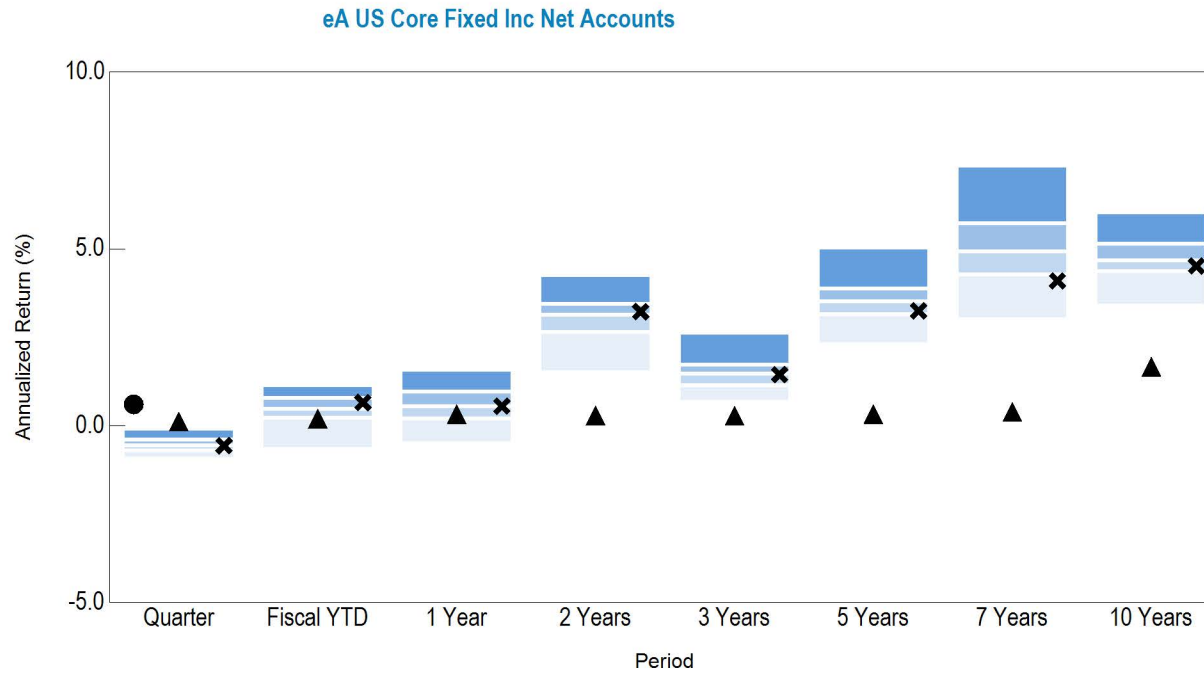
Yield to Maturity	
Range	% Held
0.0 - 5.0	87.6
5.0 - 7.0	7.9
7.0 - 9.0	1.5
9.0 - 11.0	1.1
11.0 - 13.0	1.1
13.0+	0.3
Unclassified	0.5

Average Life	
Range	% Held
0.0 - 1.0	1.4
1.0 - 3.0	21.4
3.0 - 5.0	23.0
5.0 - 10.0	37.4
10.0 - 20.0	3.1
20.0+	11.4
Unclassified	2.3

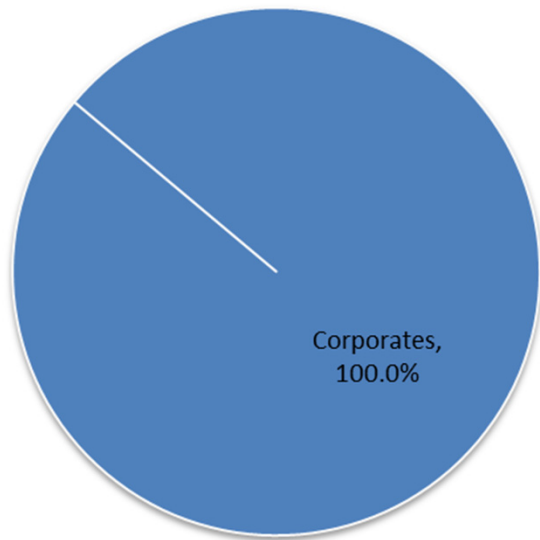
Duration	
Range	% Held
0.0 - 1.0	7.5
1.0 - 3.0	24.9
3.0 - 5.0	28.7
5.0 - 7.0	18.1
7.0 - 10.0	9.0
10.0+	11.8
Unclassified	0.0

Quality	
Range	% Held
Govt (10)	47.2
Aaa (10)	4.4
Aa (9)	3.0
A (8)	24.6
Baa (7)	24.6
Below Baa (6-1)	0.6
Other	4.4

Coupon	
Range	% Held
0.0 - 5.0	73.1
5.0 - 7.0	23.2
7.0 - 9.0	3.4
9.0 - 11.0	0.2
11.0 - 13.0	0.0
13.0+	0.0
Unclassified	0.2



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	-0.1	1.1	1.6	4.3	2.6	5.0	7.3	6.0
25th Percentile	-0.4	0.8	1.0	3.4	1.7	3.9	5.7	5.2
Median	-0.5	0.5	0.5	3.1	1.5	3.5	4.9	4.7
75th Percentile	-0.7	0.2	0.2	2.7	1.1	3.2	4.3	4.4
95th Percentile	-0.9	-0.7	-0.5	1.5	0.7	2.3	3.0	3.4
# of Portfolios	112	111	109	107	105	99	94	84
● Western TRU	0.6 (2)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)
▲ 3-Month Libor Total Return USD	0.1 (2)	0.2 (78)	0.3 (70)	0.3 (99)	0.3 (99)	0.3 (99)	0.4 (99)	1.7 (99)
✕ Barclays Aggregate	-0.6 (57)	0.7 (35)	0.5 (50)	3.2 (42)	1.4 (56)	3.2 (68)	4.1 (84)	4.5 (69)



Sector	Account Weight	BC Aggregate Weight	Difference
Treasuries	0.0%	36.4%	-36.4%
Agencies	0.0%	8.2%	-8.2%
Corporates	100.0%	24.3%	75.7%
Utilities	0.0%	0.0%	0.0%
Foreign	0.0%	0.0%	0.0%
MBS	0.0%	28.6%	-28.6%
CMO	0.0%	0.0%	0.0%
ABS	0.0%	2.5%	-2.5%
Municipals	0.0%	0.0%	0.0%
Others/Cash	0.0%	0.0%	0.0%
TOTAL	100.0%	100.0%	0.0%

Portfolio Characteristics		Portfolio	BC Aggregate
Total Number of Securities		2	
Total Market Value	\$	101,757,548	
Current Coupon		0.00	3.21
Yield to Maturity		4.04	2.38
Average Life		8.69	7.64
Duration		1.11	5.46
Quality		BBB+	AA

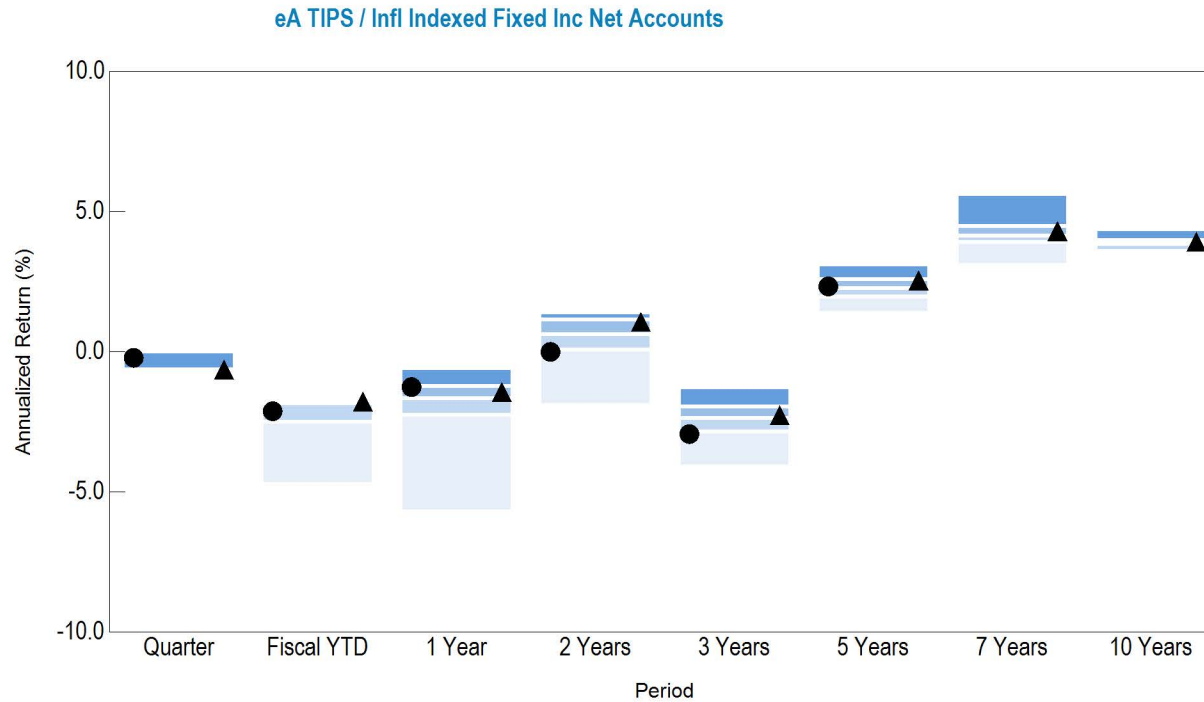
Yield to Maturity	
Range	% Held
0.0 - 5.0	n/a
5.0 - 7.0	n/a
7.0 - 9.0	n/a
9.0 - 11.0	n/a
11.0 - 13.0	n/a
13.0+	n/a
Unclassified	n/a

Average Life	
Range	% Held
0.0 - 1.0	0.0
1.0 - 3.0	0.0
3.0 - 5.0	0.0
5.0 - 10.0	100.0
10.0 - 20.0	0.0
20.0+	0.0
Unclassified	0.0

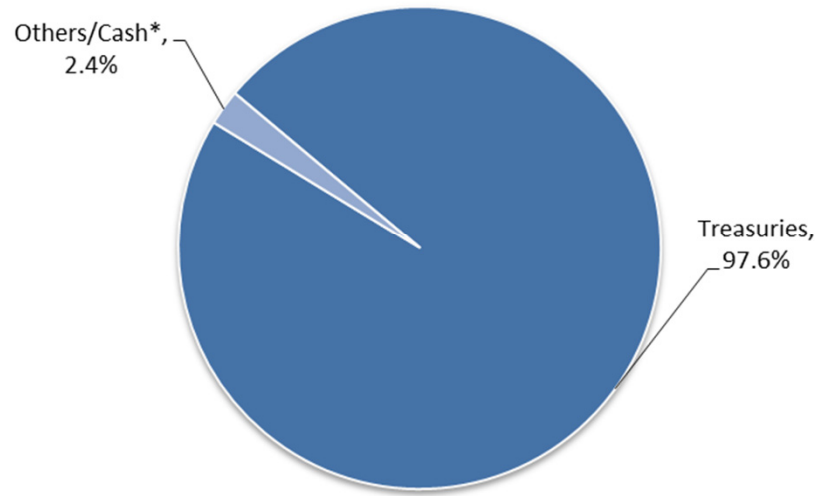
Duration	
Range	% Held
0.0 - 1.0	0.0
1.0 - 3.0	100.0
3.0 - 5.0	0.0
5.0 - 7.0	0.0
7.0 - 10.0	0.0
10.0+	0.0
Unclassified	0.0

Quality	
Range	% Held
Govt (10)	0.0
Aaa (10)	0.0
Aa (9)	0.0
A (8)	0.0
Baa (7)	100.0
Below Baa (6-1)	0.0
Other	0.0

Coupon	
Range	% Held
0.0 - 5.0	100.0
5.0 - 7.0	0.0
7.0 - 9.0	0.0
9.0 - 10.0	0.0
10.0+	0.0
Unclassified	0.0



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	0.0	-1.6	-0.6	1.4	-1.3	3.1	5.6	4.4
25th Percentile	-0.6	-1.8	-1.2	1.2	-1.9	2.6	4.5	4.0
Median	-0.7	-1.8	-1.6	0.6	-2.3	2.3	4.2	3.9
75th Percentile	-0.8	-2.5	-2.2	0.1	-2.8	2.0	3.9	3.6
95th Percentile	-0.9	-4.7	-5.7	-1.9	-4.1	1.4	3.1	3.5
# of Portfolios	24	24	22	20	19	16	14	11
● Brown Brothers Harriman	-0.2 (11)	-2.1 (64)	-1.3 (28)	0.0 (80)	-2.9 (84)	2.3 (49)	-- (--)	-- (--)
▲ Barclays US TIPS	-0.6 (28)	-1.8 (33)	-1.4 (33)	1.1 (35)	-2.3 (46)	2.5 (27)	4.3 (41)	3.9 (38)



Sector	Account Weight	ML TIPS Index	Difference
Treasuries	97.6%	100.0%	-2.4%
Agencies	0.0%	0.0%	0.0%
Corporates	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.0%
Foreign	0.0%	0.0%	0.0%
MBS	0.0%	0.0%	0.0%
CMO	0.0%	0.0%	0.0%
ABS	0.0%	0.0%	0.0%
Municipals	0.0%	0.0%	0.0%
Others/Cash*	2.4%	0.0%	2.4%
TOTAL	100.0%	100.0%	0.0%

* May include Derivatives, Futures, Swaps, Credit Default Swaps, Total Return Swaps or Currency Contracts.

Portfolio Characteristics		
		Portfolio
Total Number of Securities		11
Total Market Value	\$	67,144,347
Current Coupon		0.81
Yield to Maturity		0.58
Average Life		
Duration		4.95
Quality		AAA

Barclays TIPS	
	36
N/A	
	0.90
	0.68
	7.62
	AAA

Yield to Maturity	
Range	% Held
0.0 - 5.0	100.0
5.0 - 7.0	n/a
7.0 - 9.0	n/a
9.0 - 11.0	n/a
11.0 - 13.0	n/a
13.0+	n/a
Unclassified	n/a

Average Life	
Range	% Held
0.0 - 3.0	18.5
3.0 - 5.0	25.1
5.0 - 10.0	40.1
10.0- 15.0	7.4
15.0+	8.9
Unclassified	0.0

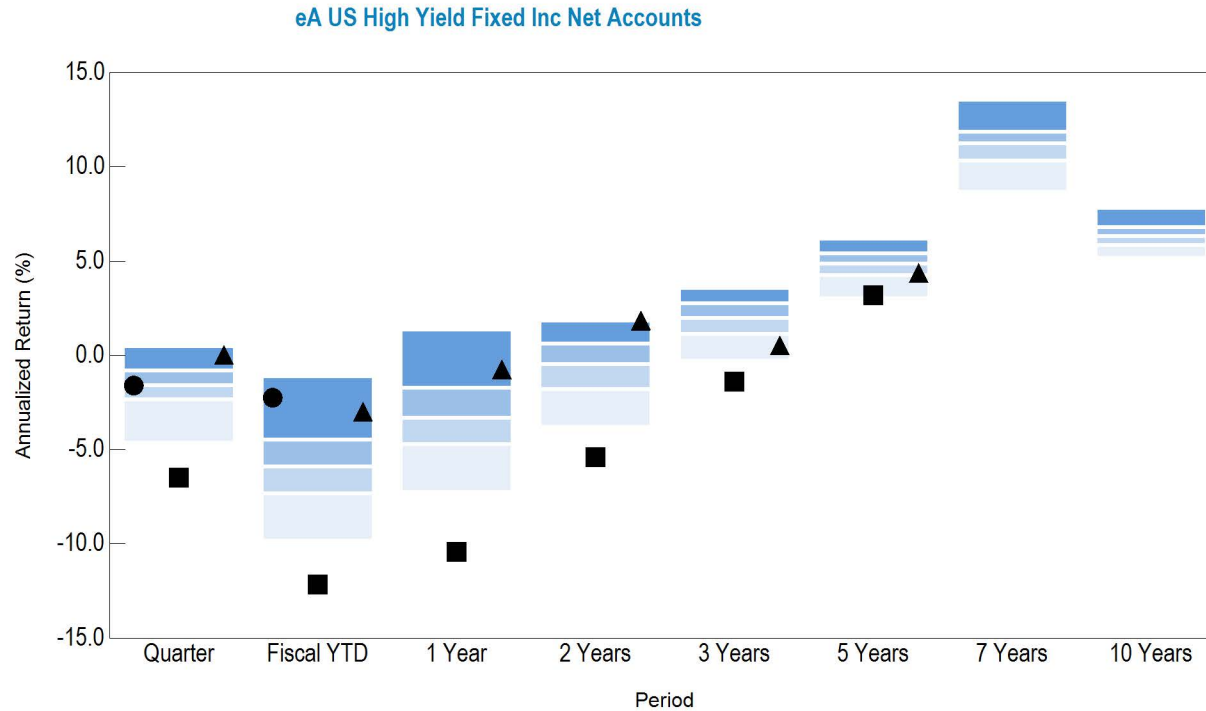
Duration	
Range	% Held
0.0 - 3.0	41.7
3.0 - 5.0	22.9
5.0 - 10.0	29.2
10.0- 15.0	0.9
15.0+	5.4
Unclassified	0.0

Quality	
Range	% Held
Govt (10)	93.7
Aaa (10)	0.0
Aa (9)	0.0
A (8)	0.0
Baa (7)	0.0
Below Baa (6-1)	0.0
Other	6.3

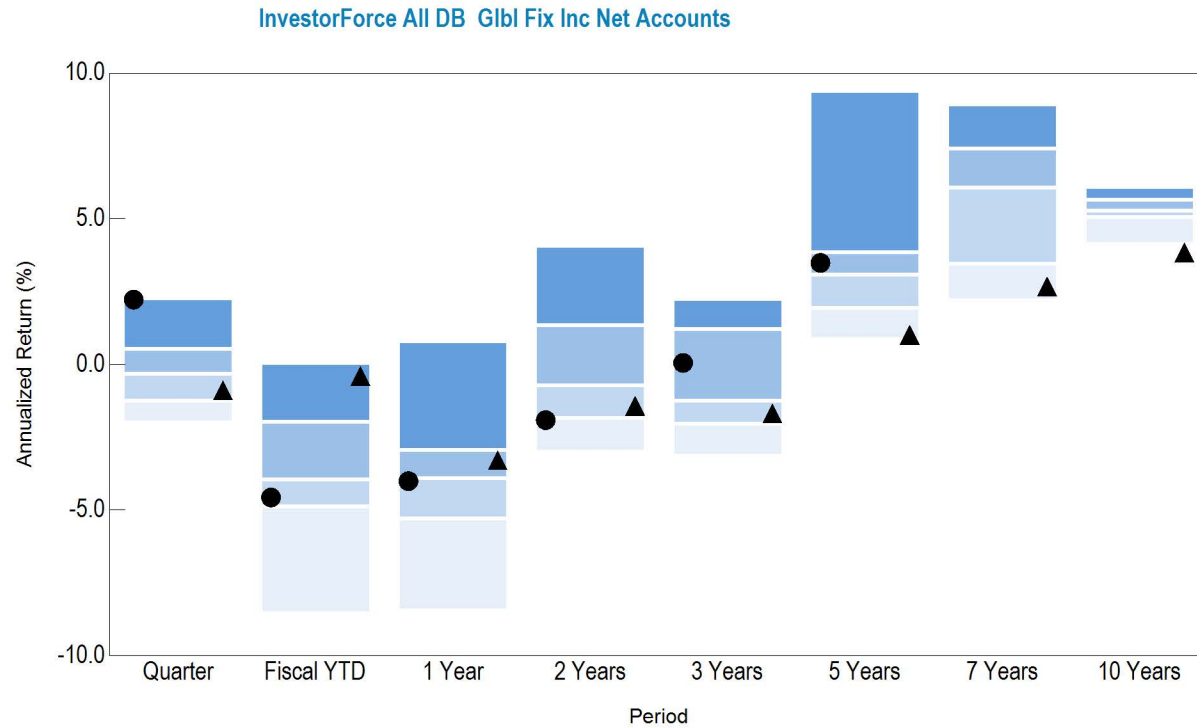
Coupon	
Range	% Held
0.0 - 5.0	100.0
5.0 - 7.0	0.0
7.0 - 9.0	0.0
9.0 - 11.0	0.0
11.0 - 13.0	0.0
13.0+	0.0
Unclassified	0.0

High Yield Fixed Income Net Peer Universe Comparison

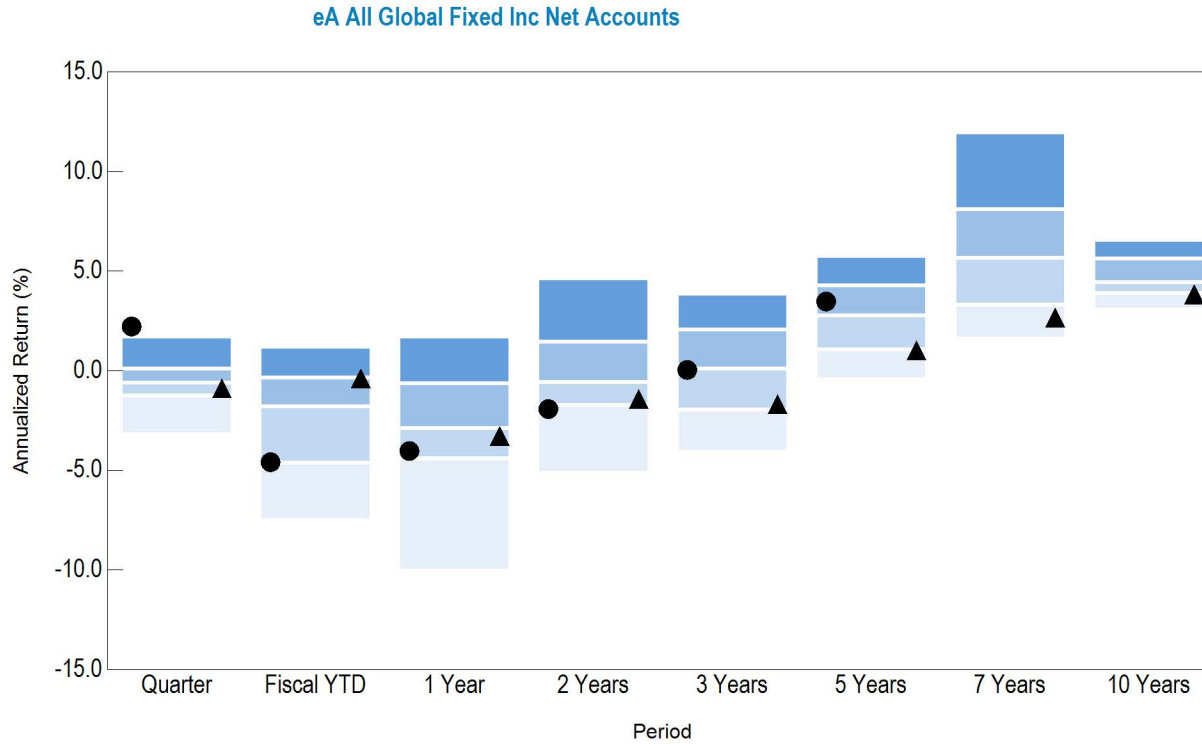
Period Ending: December 31, 2015



	Quarter		Fiscal YTD		1 Year		2 Years		3 Years		5 Years		7 Years		10 Years		
Return (Rank)	0.5	-1.1	1.4	1.8	3.6	6.2	13.6	7.8	-0.8	-4.4	-1.7	0.7	2.8	5.4	11.9	6.8	
5th Percentile	-0.8	-4.4	-1.7	0.7	2.8	5.4	11.9	6.8	-1.6	-5.9	-3.3	-0.4	2.0	4.9	11.3	6.3	
25th Percentile	-2.3	-7.3	-4.7	-1.8	1.1	4.3	10.4	5.9	-2.3	-7.3	-4.7	-1.8	1.1	4.3	10.4	5.9	
Median	-4.6	-9.8	-7.2	-3.8	-0.3	3.1	8.7	5.2	-4.6	-9.8	-7.2	-3.8	-0.3	3.1	8.7	5.2	
75th Percentile	-6.5	-12.2	-10.4	-5.4	-1.4	3.2	--	--	-6.5	-12.2	-10.4	-5.4	-1.4	3.2	--	--	
95th Percentile	89	89	88	85	82	74	61	53	89	89	88	85	82	74	61	53	
# of Portfolios	● Beach Point Select	-1.6 (52)	-2.2 (8)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	● Beach Point Select	-1.6 (52)	-2.2 (8)	-- (--)	-- (--)	-- (--)	-- (--)	-- (--)	
	■ Brigade Capital	-6.5 (99)	-12.2 (99)	-10.4 (99)	-5.4 (99)	-1.4 (99)	3.2 (92)	-- (--)	■ Brigade Capital	-6.5 (99)	-12.2 (99)	-10.4 (99)	-5.4 (99)	-1.4 (99)	3.2 (92)	-- (--)	-- (--)
	▲ Barclays BA Intermediate HY	0.0 (13)	-3.0 (11)	-0.7 (17)	1.8 (6)	0.5 (87)	4.4 (71)	-- (--)	▲ Barclays BA Intermediate HY	0.0 (13)	-3.0 (11)	-0.7 (17)	1.8 (6)	0.5 (87)	4.4 (71)	-- (--)	-- (--)



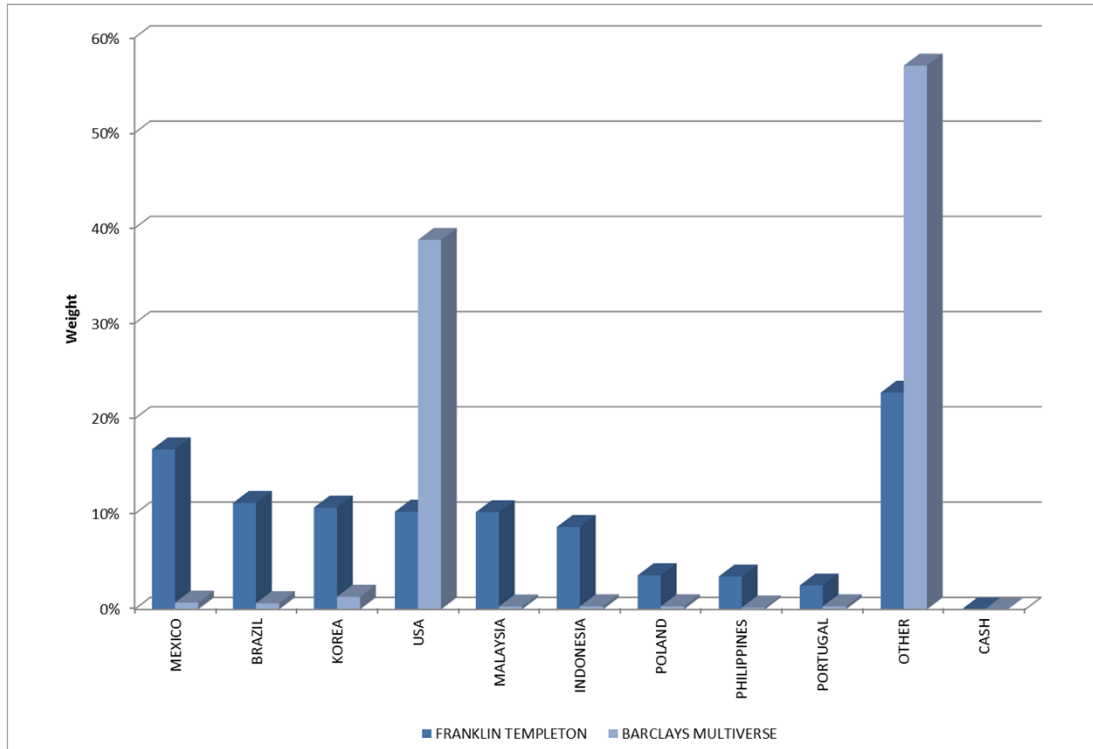
	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	2.3	0.0	0.8	4.1	2.2	9.4	8.9	6.1
25th Percentile	0.5	-2.0	-2.9	1.3	1.2	3.9	7.4	5.7
Median	-0.3	-3.9	-3.9	-0.7	-1.2	3.1	6.1	5.3
75th Percentile	-1.2	-4.9	-5.3	-1.8	-2.0	2.0	3.5	5.1
95th Percentile	-2.0	-8.5	-8.4	-3.0	-3.1	0.9	2.2	4.1
# of Portfolios	32	32	31	27	24	22	16	10
● Global Fixed Income	2.2 (7)	-4.6 (68)	-4.0 (54)	-1.9 (77)	0.1 (44)	3.5 (29)	-- (--)	-- (--)
▲ Barclays Multi-verse	-0.9 (67)	-0.4 (11)	-3.3 (36)	-1.4 (71)	-1.7 (63)	1.0 (92)	2.7 (86)	3.8 (99)



	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	1.7	1.2	1.7	4.6	3.9	5.8	11.9	6.5
25th Percentile	0.1	-0.3	-0.6	1.5	2.1	4.3	8.1	5.7
Median	-0.6	-1.8	-2.9	-0.6	0.1	2.8	5.7	4.5
75th Percentile	-1.2	-4.6	-4.4	-1.7	-1.9	1.1	3.4	3.9
95th Percentile	-3.2	-7.5	-10.0	-5.1	-4.0	-0.4	1.7	3.1
# of Portfolios	184	179	175	168	161	135	105	74
● Franklin Templeton	2.2 (3)	-4.6 (75)	-4.0 (72)	-1.9 (78)	0.0 (52)	3.5 (41)	-- (--)	-- (--)
▲ Barclays Multi-verse	-0.9 (62)	-0.4 (29)	-3.3 (58)	-1.4 (71)	-1.7 (72)	1.0 (76)	2.7 (85)	3.8 (78)

Franklin Templeton
Portfolio Country Weights

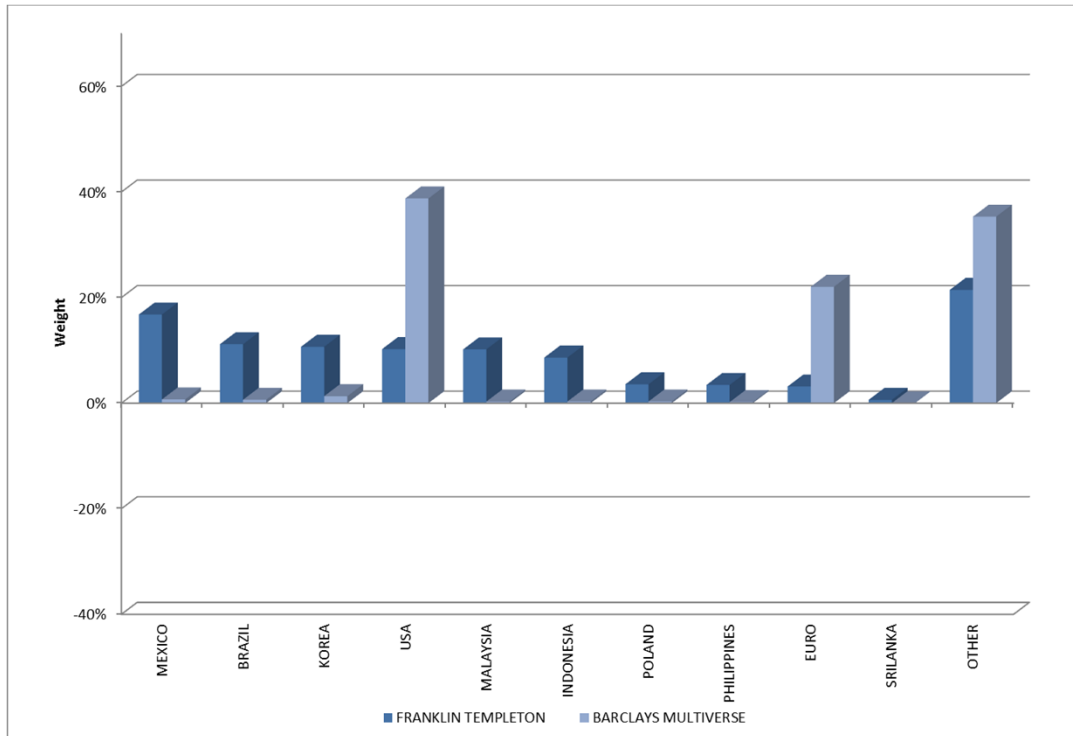
Period Ending: December 31, 2015



COUNTRY	MARKET VALUE	FRANKLIN TEMPLETON	BARCLAYS MULTIVERSE	DIFF
MEXICO	\$ 16,582	16.8%	0.7%	+16.1%
BRAZIL	\$ 11,030	11.2%	0.7%	+10.5%
KOREA	\$ 10,549	10.7%	1.3%	+9.4%
USA	\$ 10,121	10.2%	38.8%	-28.5%
MALAYSIA	\$ 10,071	10.2%	0.3%	+9.9%
INDONESIA	\$ 8,541	8.6%	0.3%	+8.3%
POLAND	\$ 3,532	3.6%	0.3%	+3.3%
PHILIPPINES	\$ 3,407	3.4%	0.2%	+3.2%
PORTUGAL	\$ 2,478	2.5%	0.3%	+2.2%
OTHER	\$ 22,471	22.7%	57.1%	-34.3%
CASH	\$ -	0.0%	0.0%	0.0%
	\$ 98,782	100.0%	100.0%	0.0%

Franklin Templeton
Portfolio Currency Exposures

Period Ending: December 31, 2015

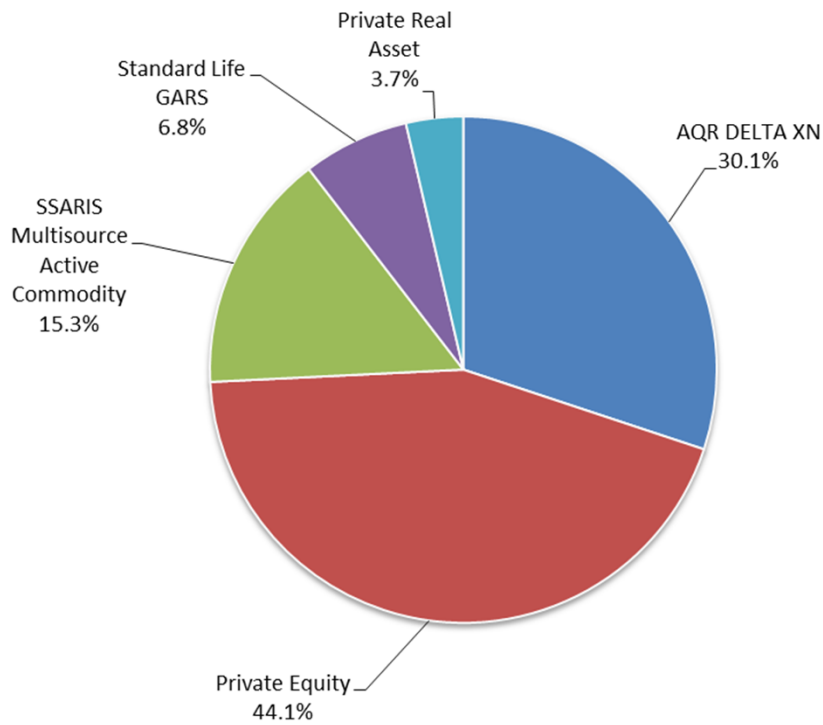


CURRENCY	MARKET VALUE	FRANKLIN TEMPLETON	BARCLAYS MULTIVERSE	DIFF
MEXICO	\$ 16,582	16.8%	0.7%	+16.1%
BRAZIL	\$ 11,030	11.2%	0.7%	+10.5%
KOREA	\$ 10,549	10.7%	1.3%	+9.4%
USA	\$ 10,121	10.2%	38.8%	-28.5%
MALAYSIA	\$ 10,071	10.2%	0.3%	+9.9%
INDONESIA	\$ 8,541	8.6%	0.3%	+8.3%
POLAND	\$ 3,532	3.6%	0.3%	+3.3%
PHILIPPINES	\$ 3,407	3.4%	0.2%	+3.2%
EURO	\$ 3,120	3.2%	22.1%	-18.9%
SRILANKA	\$ 626	0.6%	0.0%	+0.6%
OTHER	\$ 21,203	21.5%	35.3%	-13.9%
	\$ 98,782	100.0%	100.0%	0.0%

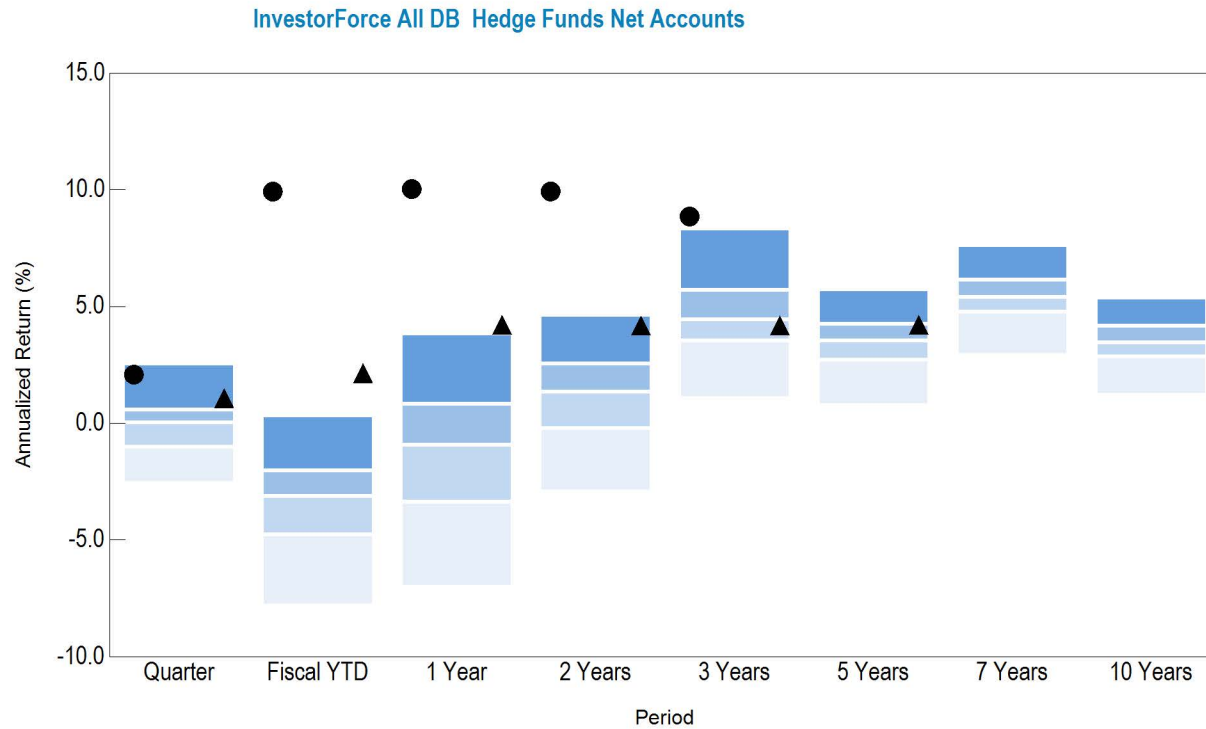
Alternatives

Manager Allocation Analysis

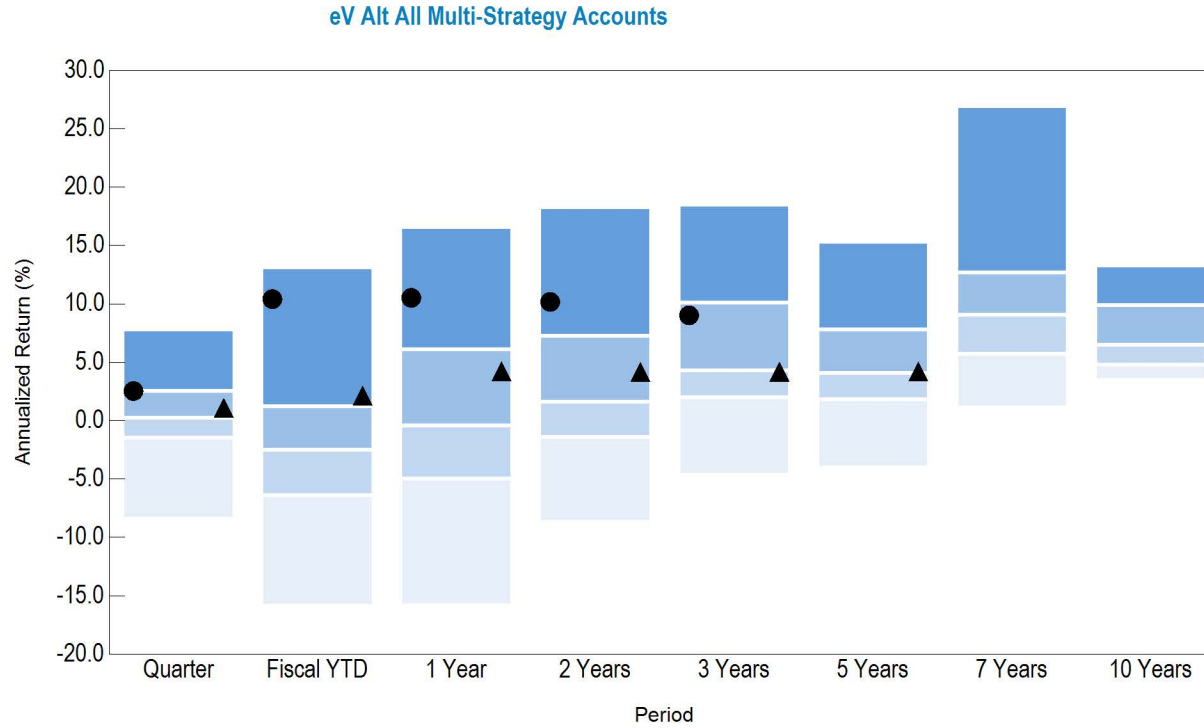
Period Ending: December 31, 2015



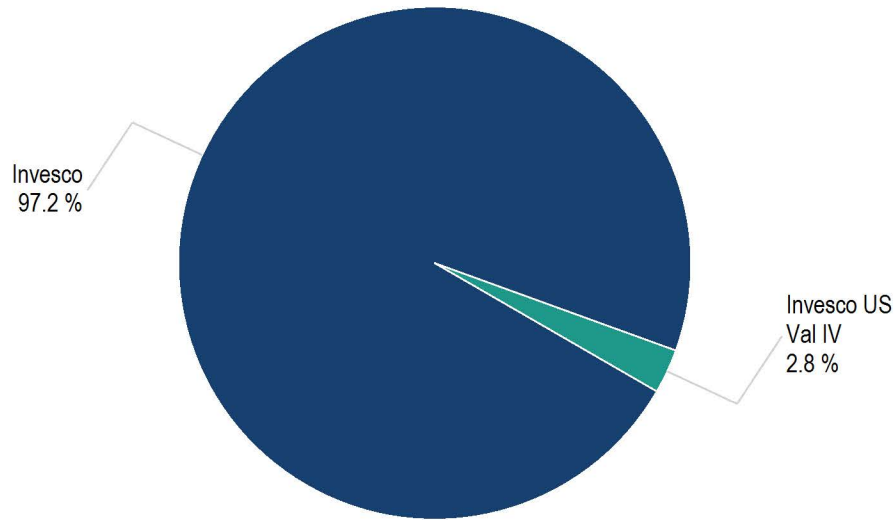
	Actual \$	Actual %	Manager Contribution to Excess Return %
AQR DELTA XN	\$154,211,759	30.1%	0.5%
Private Equity	\$226,296,727	44.1%	-3.0%
SSARIS Multisource Active Commodity	\$78,528,982	15.3%	0.6%
Standard Life GARS	\$34,851,051	6.8%	0.0%
Private Real Asset	\$18,750,301	3.7%	-0.2%
Actual vs. Policy Weight Difference			-0.3%
Total	\$512,638,820	100.0%	-2.3%



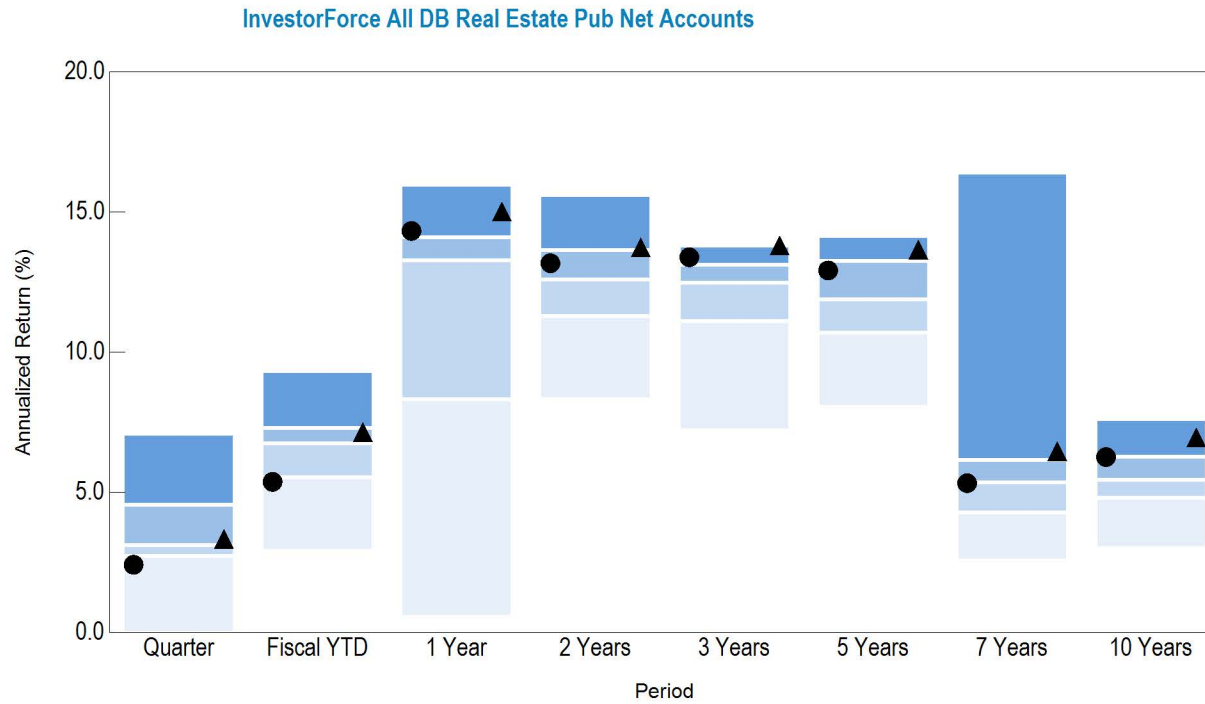
	Return (Rank)							
	Quarter	Fiscal YTD	1 Year	2 Years	3 Years	5 Years	7 Years	10 Years
5th Percentile	2.6	0.3	3.8	4.6	8.3	5.7	7.6	5.4
25th Percentile	0.6	-2.0	0.9	2.6	5.7	4.3	6.2	4.2
Median	0.0	-3.1	-0.9	1.4	4.5	3.6	5.4	3.5
75th Percentile	-1.0	-4.8	-3.3	-0.2	3.6	2.7	4.8	2.9
95th Percentile	-2.5	-7.8	-7.0	-2.9	1.1	0.8	2.9	1.2
# of Portfolios	187	187	185	180	170	142	99	45
● Hedge Fund/Absolute Return	2.1 (9)	9.9 (1)	10.0 (1)	9.9 (1)	8.9 (2)	-- (--)	-- (--)	-- (--)
▲ Libor 1 month +4%	1.1 (17)	2.2 (2)	4.2 (3)	4.2 (10)	4.2 (55)	4.2 (31)	-- (--)	-- (--)



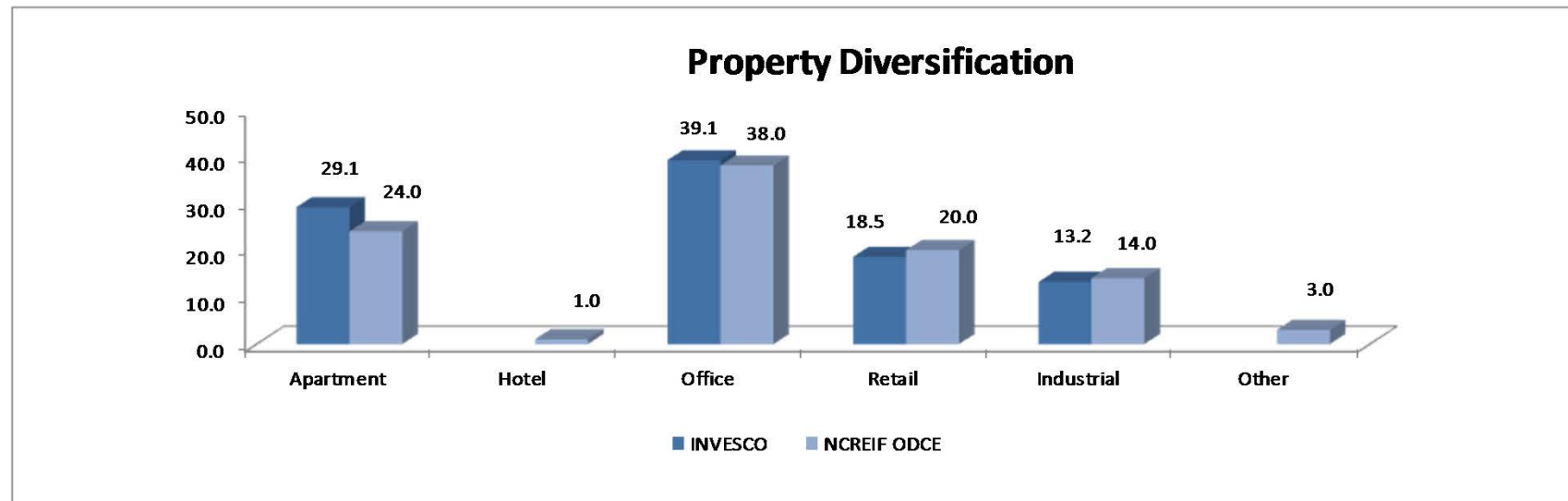
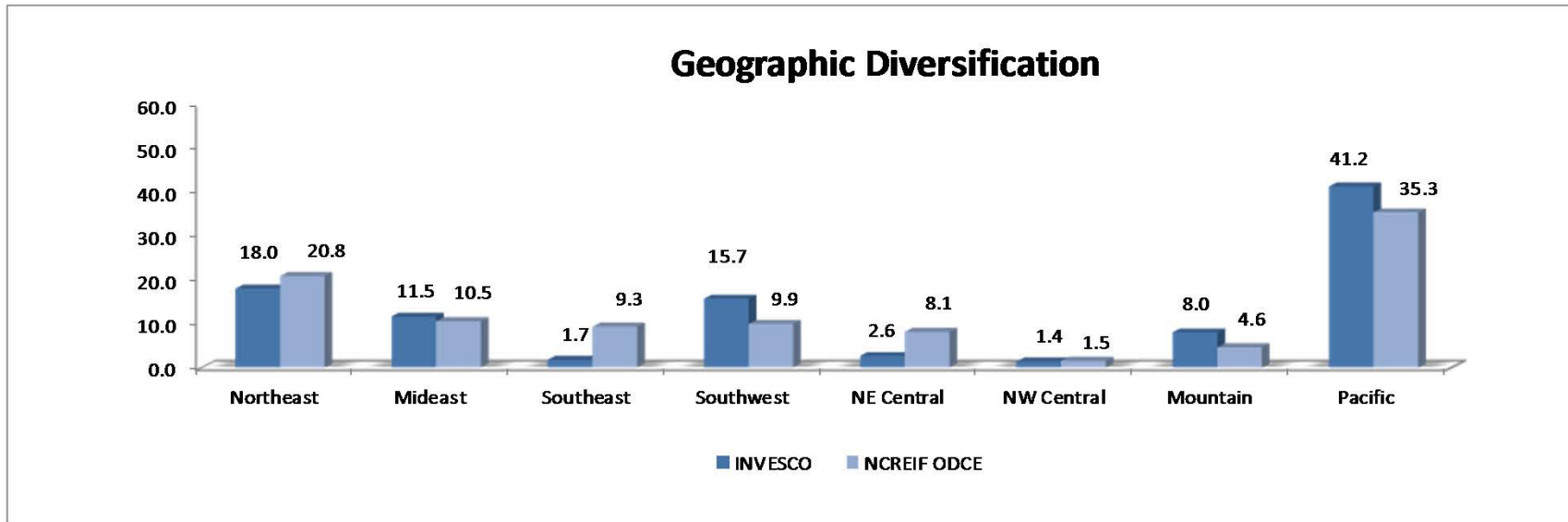
	Return (Rank)							
5th Percentile	7.8	13.1	16.6	18.2	18.5	15.3	26.9	13.3
25th Percentile	2.6	1.3	6.1	7.3	10.1	7.9	12.7	9.9
Median	0.3	-2.5	-0.4	1.7	4.3	4.1	9.1	6.5
75th Percentile	-1.4	-6.4	-5.0	-1.4	2.0	1.8	5.8	4.8
95th Percentile	-8.4	-15.8	-15.8	-8.6	-4.6	-4.0	1.1	3.5
# of Portfolios	245	242	240	214	184	139	105	62
● AQR DELTA XN	2.5 (26)	10.4 (7)	10.5 (12)	10.2 (16)	9.0 (29)	-- (--)	-- (--)	-- (--)
▲ Libor 1 month +4%	1.1 (39)	2.2 (22)	4.2 (30)	4.2 (38)	4.2 (52)	4.2 (49)	-- (--)	-- (--)



	Actual \$	Actual %	Manager Contribution to Excess Return %
Invesco	\$228,498,951	97.2%	-0.9%
Invesco US Val IV	\$6,674,074	2.8%	0.0%
Actual vs. Policy Weight Difference			-0.0%
Total	\$235,173,025	100.0%	-0.9%



	Return (Rank)							
5th Percentile	7.1	9.3	16.0	15.6	13.8	14.1	16.4	7.6
25th Percentile	4.6	7.3	14.1	13.7	13.1	13.3	6.2	6.3
Median	3.1	6.8	13.3	12.6	12.5	11.9	5.4	5.5
75th Percentile	2.7	5.6	8.3	11.3	11.1	10.7	4.3	4.8
95th Percentile	0.0	2.9	0.6	8.3	7.2	8.1	2.6	3.0
# of Portfolios	72	72	72	71	66	60	52	29
● Real Estate	2.4 (85)	5.4 (79)	14.3 (20)	13.2 (35)	13.4 (16)	12.9 (41)	5.3 (53)	6.3 (29)
▲ NCREIF ODCE	3.3 (47)	7.1 (30)	15.0 (14)	13.7 (25)	13.8 (5)	13.7 (13)	6.5 (24)	7.0 (14)



INVESCO Core Real Estate
Real Estate Valuation Analysis

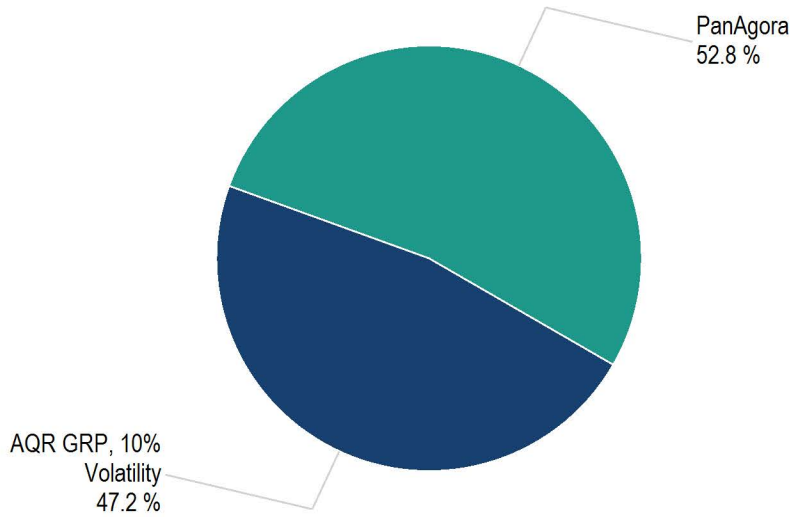
Period Ending: December 31, 2015

Property Name	MSA	Prior Quarter Carry Value	Current Quarter Carry Value	Net Market Value	Date Added to Fund	Last Valuation Date	SamCERA ownership as of 12/31/2015 3.03%
APARTMENTS							
Milestone Apt Portfolio	Various States - South	\$34,220,958	\$32,926,875	\$32,926,875	2Q06	N/A	\$998,146
Stoneridge Apartments	Pleasanton, CA	\$208,000,000	\$209,000,000	\$209,000,000	4Q06	December-15	\$6,335,628
Sterling Parc Apartments	Cedar Knolls, NJ	\$88,900,000	\$89,000,000	\$89,000,000	2Q07	December-15	\$2,697,947
Instrala Pentagon City	Arlington, VA	\$149,000,000	\$150,000,000	\$150,000,000	3Q10	December-15	\$2,722,133
Ladd Tower	Portland, OR	\$127,000,000	\$132,000,000	\$74,918,861	4Q10	December-15	\$2,271,091
Legacy Fountain Plaza	San Jose, CA	\$136,955,807	\$139,956,139	\$139,956,139	1Q11	December-15	\$4,242,632
Instrala Gramercy (fka The Elektra)	New York, NY	\$157,000,000	\$157,000,000	\$84,286,936	1Q11	December-15	\$2,555,075
Instrala Brooklyn Heights (fka 75 Clinton Street)	Brooklyn, NY	\$67,600,000	\$64,400,000	\$64,400,000	1Q12	December-15	\$1,952,222
Club Laguna	Orange County, CA	\$137,000,000	\$159,000,000	\$97,226,408	3Q12	December-15	\$2,947,322
The GoodWynn	Atlanta, GA	\$97,200,000	\$99,100,000	\$62,110,792	4Q12	December-15	\$1,882,827
Instrala at Mercedes House	New York, NY	\$218,000,000	\$207,000,000	\$132,675,332	1Q13	December-15	\$4,021,921
Sunset Vine Tower	Los Angeles, CA	\$93,600,000	\$95,500,000	\$95,500,000	2Q13	December-15	\$2,894,988
The Ashton	Dallas, TX	\$115,000,000	\$114,700,000	\$57,316,607	4Q13	December-15	\$1,737,496
The Pointe at Westchester	West Chester, PA	\$66,500,000	\$66,700,000	\$66,700,000	4Q13	December-15	\$2,021,944
206 Bell	Seattle, WA	\$45,300,000	\$44,100,000	\$44,100,000	4Q13	December-15	\$1,336,848
Cadence Union Station	Denver, CO	\$80,800,000	\$84,600,000	\$47,344,049	1Q14	December-15	\$1,435,188
Joseph Arnold Lofts	Seattle, WA	\$69,300,000	\$69,300,000	\$34,935,035	2Q14	December-15	\$1,059,021
Verve	Denver, CO	\$111,000,000	\$108,000,000	\$108,000,000	3Q14	December-15	\$3,273,913
Broadstone Little Italy	San Diego CA	\$112,000,000	\$117,000,000	\$63,610,164	3Q14	December-15	\$1,928,279
41 Tehama	San Francisco, CA	\$64,347,467	\$78,900,018	\$78,899,107	3Q14	December-15	\$2,391,748
The Parker	Portland, OR	\$64,200,000	\$64,300,000	\$31,052,378	1Q15	December-15	\$941,322
Legacy West Apartments	Plano, TX	\$15,472,848	\$22,197,010	\$22,197,010	1Q15	December-15	\$672,880
Village at Park Place	Irvine, CA	\$52,062,796	\$57,566,321	\$57,566,321	2Q15	December-15	\$1,745,066
Wheaton 121	Wheaton, IL	\$96,700,000	\$96,700,000	\$96,700,000	2Q15	December-15	\$2,931,365
Jefferson Marketplace	Washington, DC	\$0	\$140,660,389	\$70,160,389	4Q15	Acq 4Q15	\$2,126,843
Retreat at Park Meadows	Littleton, CO	\$0	\$125,014,884	\$125,014,884	4Q15	Acq 4Q15	\$3,789,702
		\$2,407,159,876	\$2,724,621,636	\$2,075,395,153			\$62,913,549
INDUSTRIAL							
Arjons	San Diego CA	\$35,800,000	\$37,500,000	\$37,500,000	2Q04	December-15	\$1,136,775
Garland Gateway East	Dallas TX	\$11,500,000	\$0	\$0	2Q04	Sold 4Q15	\$0
Gateway Business Park	Dallas TX	\$12,500,000	\$12,900,000	\$12,900,000	2Q04	December-15	\$391,051
Hayward Industrial	Oakland CA	\$133,700,000	\$141,700,000	\$141,700,000	3Q04-3Q07	December-15	\$4,295,495
Lackman Park	Kansas City MO-KS	\$23,300,000	\$24,500,000	\$24,500,000	2Q04	December-15	\$742,693
Crossroads Industrial	Kansas City MO-KS	\$8,000,000	\$7,900,000	\$7,900,000	1Q06	December-15	\$239,481
Oakesdale Commerce Center	Seattle - Belle - Eve WA	\$42,600,000	\$45,900,000	\$45,900,000	1Q06	December-15	\$1,391,413
South Bay Industrial	Los Angeles, CA	\$75,500,000	\$74,525,000	\$74,525,000	4Q06	December-15	\$2,259,152
VIP Holdings I	Chicago, IL	\$75,245,897	\$75,496,504	\$32,388,442	2Q06	December-15	\$981,824
Tempe Commerce Park	Phoenix - Mesa AZ	\$59,700,000	\$60,300,000	\$60,300,000	4Q07	December-15	\$1,827,935
Steeplechase 95 International Business Park	Capitol Heights, MD	\$25,000,000	\$25,300,000	\$25,300,000	1Q11	December-15	\$766,944
Airport Trade Center Portfolio	Dallas, TX	\$117,000,000	\$118,200,000	\$118,200,000	1Q11	December-15	\$3,583,116
IE Logistics	San Bernardino, CA	\$123,000,000	\$126,900,000	\$126,900,000	3Q11	December-15	\$3,846,848
Railhead Drive Industrial	Dallas, TX	\$61,100,000	\$61,800,000	\$61,800,000	4Q11	December-15	\$1,873,406
16400 Knott Avenue	Los Angeles, CA	\$34,900,000	\$0	\$0	3Q12	Sold 4Q15	\$0
Empire Gateway aka Chino South Logistics Center	Chino, CA	\$220,000,000	\$227,000,000	\$227,000,000	4Q12	December-15	\$6,881,280
SFF Logistics Center	San Francisco, CA	\$134,000,000	\$129,900,000	\$129,900,000	4Q13	December-15	\$3,937,790
Hampton South Business Centre	Capitol Heights, MD	\$19,600,000	\$19,600,000	\$19,600,000	2Q14	December-15	\$594,155
Steeplechase A4	Capitol Heights, MD	\$12,600,000	\$12,500,000	\$12,500,000	4Q14	December-15	\$378,925
Steeplechase A2 & A5	Capitol Heights, MD	\$33,500,000	\$33,900,000	\$33,900,000	2Q15	December-15	\$1,027,645
		\$1,258,545,897	\$1,235,821,504	\$1,192,713,442			\$36,155,927

INVESCO Core Real Estate
Real Estate Valuation Analysis

Period Ending: December 31, 2015

OFFICE							
55 Cambridge Parkway	Boston MA - NH	\$247,000,000	\$249,000,000	\$249,000,000	4Q06	December-15	\$7,548,188
Gainey Center II	Scottsdale - AZ	\$35,800,000	\$35,200,000	\$35,200,000	3Q07	December-15	\$1,067,053
Valencia Town Center	Valencia, CA	\$134,000,000	\$129,000,000	\$129,000,000	3Q07	December-15	\$3,910,507
The Executive Building	Washington, D.C.	\$230,000,000	\$230,000,000	\$230,000,000	2Q08	December-15	\$6,972,222
1111 Pennsylvania Avenue	Washington, D.C.	\$281,000,000	\$293,000,000	\$293,000,000	4Q10	December-15	\$8,882,005
1800 Larimer	Denver, CO	\$308,000,000	\$308,000,000	\$308,000,000	1Q11	December-15	\$9,336,715
3450 & 3460 Hillview Ave.	San Jose, CA	\$72,900,000	\$76,700,000	\$76,700,000	3Q12	December-15	\$2,325,085
Williams Tower	Houston, TX	\$583,000,000	\$591,000,000	\$405,553,206	1Q13	December-15	\$12,293,944
Westlake Park Place	Westlake Village, CA	\$110,000,000	\$110,000,000	\$110,000,000	4Q13	December-15	\$3,334,541
101 Second	San Francisco, CA	\$356,000,000	\$360,000,000	\$360,000,000	1Q14	December-15	\$10,913,044
Energy Crossing II	Houston, TX	\$113,000,000	\$113,000,000	\$113,000,000	2Q14	December-15	\$3,425,483
1776 Wilson Blvd.	Arlington, VA	\$93,600,000	\$94,200,000	\$94,200,000	3Q14	December-15	\$2,855,580
631 Howard	San Francisco, CA	\$85,200,000	\$89,900,000	\$89,900,000	3Q14	December-15	\$2,725,229
Barton Oaks	Austin, TX	\$73,300,000	\$82,400,000	\$82,400,000	3Q14	December-15	\$2,497,874
Hercules East and South Campus	Los Angeles, CA	\$137,497,312	\$144,030,524	\$144,030,524	3Q14	December-15	\$4,366,143
The Reserve	Playa Vista, CA	\$323,963,591	\$326,100,555	\$326,100,555	1Q15	December-15	\$9,885,415
Fort Point Portfolio	Boston, MA	\$196,352,702	\$197,325,884	\$105,363,622	2Q15	December-15	\$3,193,994
Legacy West Office	Plano, TX	\$23,853,974	\$34,220,391	\$34,220,391	1Q15	December-15	\$1,037,357
Summit IV	Aliso Viejo, CA	\$110,000,000	\$110,000,000	\$71,371,252	2Q15	December-15	\$2,163,549
1101 Westlake	Seattle, WA	\$67,755,185	\$83,800,000	\$83,800,000	3Q15	December-15	\$2,540,314
		\$3,582,222,764	\$3,656,877,354	\$3,340,839,550			\$101,274,243
RETAIL							
Broadway at Surf	Chicago IL	\$36,200,000	\$36,200,000	\$36,200,000	2Q04	December-15	\$1,097,367
Carriagebwn Marketplace	Boston MA - NH	\$24,000,000	\$22,085,460	\$22,085,460	2Q04	December-15	\$669,499
Chandler Pavilion	Phoenix - Mesa AZ	\$21,700,000	\$21,800,000	\$21,800,000	2Q04	December-15	\$660,845
Mathews Township	Charlotte - G - RH NC-SC	\$25,300,000	\$24,200,000	\$24,200,000	2Q04	December-15	\$733,599
Windward Commons	Atlanta GA	\$23,600,000	\$24,400,000	\$24,400,000	2Q04	December-15	\$739,662
Cityline at Tenley	Washington, D.C.	\$54,300,000	\$54,900,000	\$54,900,000	4Q05	December-15	\$1,664,239
Ridgehaven Shopping Center	Minnetonka, MN	\$42,200,000	\$42,400,000	\$42,400,000	4Q05	December-15	\$1,285,314
The Beacon Retail	San Francisco, CA	\$62,700,000	\$66,000,000	\$66,000,000	1Q06	December-15	\$2,000,725
The Beacon Garage (units)	San Francisco, CA	\$30,700,000	\$30,700,000	\$30,700,000	1Q06	December-15	\$930,640
The Beacon Office (210 King)	San Francisco, CA	\$11,000,000	\$13,300,000	\$13,300,000	1Q15	December-15	\$403,176
Oak Brook Court	Chicago, IL	\$21,700,000	\$20,300,000	\$20,300,000	4Q07	December-15	\$615,374
Hawthorne Plaza	Overland Park, KS	\$50,400,000	\$53,800,000	\$53,800,000	4Q07	December-15	\$1,630,894
The Loop	Boston MA - NH	\$96,200,000	\$96,400,000	\$96,400,000	1Q08	December-15	\$2,922,271
Westbank Market	Austin, TX	\$54,100,000	\$59,200,000	\$59,200,000	3Q10	December-15	\$1,794,589
910 Lincoln Road	Miami, FL	\$30,700,000	\$35,600,000	\$35,600,000	4Q10	December-15	\$1,079,179
Lake Pointe Village	Houston, TX	\$78,500,000	\$75,650,000	\$75,650,000	4Q11	December-15	\$2,293,255
Safeway Kapahulu	Hawaii	\$83,400,000	\$85,100,000	\$48,788,229	4Q11	December-15	\$1,478,967
Safeway Burlingame	San Francisco, CA	\$54,200,000	\$54,600,000	\$31,774,387	4Q11	December-15	\$963,209
Shamrock Plaza	Oakland, CA	\$38,600,000	\$37,800,000	\$21,522,305	4Q11	December-15	\$652,427
Pavilions Marketplace	West Hollywood, CA	\$58,200,000	\$58,200,000	\$33,462,771	1Q12	December-15	\$1,014,391
130 Prince	New York, NY	\$218,000,000	\$221,000,000	\$221,000,000	2Q12	December-15	\$6,699,396
Safeway Pleasanton	Pleasanton, CA	\$79,600,000	\$80,100,000	\$80,100,000	4Q12	December-15	\$2,428,152
Liberty Wharf	Boston, MA	\$86,200,000	\$86,400,000	\$52,215,300	4Q12	December-15	\$1,582,855
Shops at Legacy	Plano, TX	\$108,731,354	\$109,710,916	\$109,710,916	3Q13	December-15	\$3,325,778
Pasadena Commons	Pasadena, CA	\$43,300,000	\$47,000,000	\$47,000,000	4Q14	December-15	\$1,424,758
1003 N. Rush Street	Chicago, IL	\$14,500,000	\$14,600,000	\$14,600,000	4Q14	December-15	\$442,585
Legacy West Retail	Plano, TX	\$25,143,379	\$36,070,142	\$36,069,240	1Q15	December-15	\$1,093,403
131-137 Spring Street	New York, NY	\$222,200,000	\$224,000,000	\$111,200,000	3Q15	December-15	\$3,370,918
		\$1,695,374,733	\$1,731,516,518	\$1,484,378,608			\$44,997,468
Portfolio Total		\$8,943,303,270	\$9,348,837,012	\$8,093,326,753			\$245,341,186



	Actual \$	Actual %	Manager Contribution to Excess Return %
AQR GRP, 10% Volatility	\$116,173,018	47.2%	-3.1%
PanAgora	\$129,791,369	52.8%	-2.1%
Actual vs. Policy Weight Difference			0.0%
Total	\$245,964,387	100.0%	-5.2%

Total Fund
Performance Summary (Gross of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Fiscal YTD (%)	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)
Total Fund	2.8	-2.5	1.1	3.5	8.0	7.5	5.3
<i>Policy Index</i>	3.1	-2.7	-0.2	2.9	7.6	7.3	5.9
<i>Allocation Index</i>	3.2	-2.7	-0.2	2.7	7.6	--	--
Total Fund ex Overlay	2.7	-2.5	1.0	3.4	8.0	7.5	5.3
<i>Policy Index</i>	3.1	-2.7	-0.2	2.9	7.6	7.3	5.9
<i>Allocation Index</i>	3.2	-2.7	-0.2	2.7	7.6	--	--
Total Equity	5.6	-3.7	0.0	2.6	10.7	8.6	5.3
<i>Blended Equity Index</i>	5.0	-4.9	-1.7	1.8	9.8	8.1	5.8
US Equity	6.3	-1.5	1.4	5.6	14.6	11.7	6.5
<i>Blended US Equity Index</i>	5.9	-2.4	-0.1	5.6	14.4	11.8	7.3
<i>Russell 3000</i>	6.3	-1.4	0.5	6.3	14.7	12.2	7.4
Large Cap Equity	6.8	0.0	2.9	7.2	15.4	12.1	6.7
<i>Russell 1000</i>	6.5	-0.8	0.9	6.9	15.0	12.4	7.4
Barrow Hanley	5.4	-3.8	0.4	4.7	15.1	12.4	--
<i>Russell 1000 Value</i>	5.6	-3.2	-3.8	4.5	13.1	11.3	6.2
BlackRock S&P 500 Index	7.0	0.2	1.5	7.4	--	--	--
<i>S&P 500</i>	7.0	0.2	1.4	7.4	15.1	12.6	7.3
Brown Advisory	7.7	2.4	7.3	7.2	--	--	--
<i>Russell 1000 Growth</i>	7.3	1.6	5.7	9.3	16.8	13.5	8.5
DE Shaw	6.1	-0.1	4.5	8.2	16.4	13.9	--
<i>Russell 1000</i>	6.5	-0.8	0.9	6.9	15.0	12.4	7.4
Small Cap Equity	4.2	-8.0	-5.1	-1.0	11.3	10.1	5.4
<i>Russell 2000</i>	3.6	-8.8	-4.4	0.1	11.7	9.2	6.8
The Boston Co	3.1	-7.5	-5.2	-1.1	10.4	9.8	--
<i>Russell 2000 Value</i>	2.9	-8.2	-7.5	-1.8	9.1	7.7	5.6
Chartwell	5.1	-8.7	-5.2	-0.9	11.8	11.4	7.8
<i>Russell 2000 Growth</i>	4.3	-9.3	-1.4	2.1	14.3	10.7	8.0

Total Fund
Performance Summary (Gross of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Fiscal YTD (%)	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)
International Equity	4.4	-7.3	-2.3	-2.5	3.7	2.3	3.0
<i>MSCI ACWI ex US IMI</i>	3.6	-8.7	-4.2	-3.8	2.3	1.7	3.5
<i>MSCI EAFE Gross</i>	4.7	-5.9	-0.4	-2.5	5.5	4.1	3.5
Developed Markets	5.0	-6.4	-0.7	-1.6	4.9	3.1	3.4
<i>MSCI ACWI ex USA Gross</i>	3.3	-9.2	-5.3	-4.3	1.9	1.5	3.4
Baillie Gifford	7.6	-4.9	1.9	-0.1	7.0	--	--
<i>MSCI ACWI ex US</i>	3.3	-9.2	-5.3	-4.3	4.1	--	--
<i>MSCI ACWI ex US Growth</i>	5.0	-6.2	-0.9	-1.6	6.0	--	--
BlackRock EAFE Index	4.7	-6.0	-0.5	-2.6	--	--	--
<i>MSCI EAFE</i>	4.7	-6.0	-0.8	-2.9	5.0	3.6	3.0
<i>MSCI EAFE Gross</i>	4.7	-5.9	-0.4	-2.5	5.5	4.1	3.5
FIAM Equity	5.5	-4.7	4.2	0.5	6.0	--	--
<i>MSCI ACWI ex US Small Cap Gross</i>	5.3	-5.1	3.0	-0.4	6.0	3.0	5.3
Mondrian	2.3	-8.6	-5.0	-3.2	2.9	3.0	3.7
<i>MSCI ACWI ex USA Value Gross</i>	1.5	-12.2	-9.6	-7.1	-0.1	0.5	2.7
<i>MSCI ACWI ex USA Gross</i>	3.3	-9.2	-5.3	-4.3	1.9	1.5	3.4
Emerging Markets	-1.0	-15.8	-15.1	-9.5	-5.8	--	--
<i>MSCI Emerging Markets Gross</i>	0.7	-17.2	-14.6	-8.4	-6.4	-4.5	3.9
Parametric Core	-1.0	--	--	--	--	--	--
<i>MSCI Emerging Markets Gross</i>	0.7	-17.2	-14.6	-8.4	-6.4	-4.5	3.9
Total Fixed Income	-0.5	-2.0	-0.8	2.0	1.7	4.5	5.1
<i>Blended Fixed Index</i>	-0.5	-0.6	-0.5	2.0	0.3	3.0	4.4
US Fixed Income	-0.9	-1.6	-0.2	2.7	1.8	4.5	5.1
<i>Blended US Fixed Index</i>	-0.4	-0.7	0.0	2.6	0.6	3.4	4.6
Core Fixed	-0.1	0.1	0.2	3.4	1.8	4.2	--
<i>Barclays Aggregate</i>	-0.6	0.7	0.5	3.2	1.4	3.2	4.5
FIAM Bond	-0.4	0.1	0.2	3.3	1.8	3.9	--

Total Fund
Performance Summary (Gross of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Fiscal YTD (%)	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)
Western TRU	0.6	--	--	--	--	--	--
3-Month Libor Total Return USD	0.1	0.2	0.3	0.3	0.3	0.3	1.7
Barclays Aggregate	-0.6	0.7	0.5	3.2	1.4	3.2	4.5
TIPS	-0.2	-2.0	-1.1	0.1	-2.8	2.5	--
Barclays US TIPS	-0.6	-1.8	-1.4	1.1	-2.3	2.5	3.9
Brown Brothers Harriman	-0.2	-2.0	-1.1	0.1	-2.8	2.5	--
Barclays US TIPS	-0.6	-1.8	-1.4	1.1	-2.3	2.5	3.9
Opportunistic Credit	-2.9	-4.8	-1.0	2.7	5.7	7.9	--
Barclays BA Intermediate HY	0.0	-3.0	-0.7	1.8	0.5	4.4	--
Angelo Gordon Opportunistic	-0.6	0.0	1.8	--	--	--	--
Angelo Gordon STAR	-0.9	0.6	6.1	11.1	13.9	--	--
Barclays Aggregate	-0.6	0.7	0.5	3.2	1.4	3.2	4.5
Beach Point Select	-1.4	-1.8	--	--	--	--	--
Barclays BA Intermediate HY	0.0	-3.0	-0.7	1.8	0.5	4.4	--
Brigade Capital	-6.3	-11.8	-9.7	-4.6	-0.8	3.7	--
Barclays BA Intermediate HY	0.0	-3.0	-0.7	1.8	0.5	4.4	--
50% Barclays HY/ 50% Bank Loan	-2.0	-5.0	-2.4	-0.1	2.1	4.4	--
Global Fixed Income	2.2	-4.6	-4.0	-1.9	0.2	3.7	--
Barclays Multi-verse	-0.9	-0.4	-3.3	-1.4	-1.7	1.0	3.8
Franklin Templeton	2.2	-4.6	-4.0	-1.9	0.2	3.7	--
Barclays Multi-verse	-0.9	-0.4	-3.3	-1.4	-1.7	1.0	3.8
Alternatives	-0.4	0.5	6.5	6.1	4.8	-26.0	--
Alternatives Allocation Index	1.8	-3.7	-2.2	--	--	--	--
Blended Alternatives Index	1.4	-3.6	-1.8	1.5	6.8	6.7	--
Private Equity	0.5	4.7	20.6	18.0	17.1	-24.0	--
Russell 3000 +3%	7.0	0.6	3.5	9.4	17.8	15.2	10.4
Hedge Fund/Absolute Return	2.1	9.9	10.0	9.9	8.9	--	--
Libor 1 month +4%	1.1	2.2	4.2	4.2	4.2	4.2	--

Total Fund
Performance Summary (Gross of Fees)

Period Ending: December 31, 2015

	3 Mo (%)	Fiscal YTD (%)	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)
AQR DELTA XN	2.5	10.4	10.5	10.2	9.0	--	--
<i>Libor 1 month +4%</i>	1.1	2.2	4.2	4.2	4.2	4.2	--
Standard Life GARS	--	--	--	--	--	--	--
<i>Libor 1 month +4%</i>	1.1	2.2	4.2	4.2	4.2	4.2	--
Commodity	-7.4	-22.2	-22.7	-18.4	-14.5	--	--
<i>Bloomberg Commodity Index TR USD</i>	-10.5	-23.5	-24.7	-20.9	-17.3	-13.5	-6.4
SSARIS Multisource Active Commodity	-7.4	-22.2	-22.7	-18.4	-14.5	--	--
<i>Bloomberg Commodity Index TR USD</i>	-10.5	-23.5	-24.7	-20.9	-17.3	-13.5	-6.4
<i>S&P Goldman Sachs Commodity</i>	-16.6	-32.7	-32.9	-33.0	-23.7	-15.2	--
Private Real Asset	-3.6	-2.2	1.4	--	--	--	--
<i>CPI +5%</i>	1.3	2.4	4.9	5.3	--	--	--
Real Estate	2.4	5.5	14.6	13.5	13.8	13.3	6.7
<i>NCREIF ODCE</i>	3.3	7.1	15.0	13.7	13.8	13.7	7.0
Invesco	2.4	5.5	14.7	13.6	13.8	13.4	6.7
<i>NCREIF ODCE</i>	3.3	7.1	15.0	13.7	13.8	13.7	7.0
Invesco US Val IV	--	--	--	--	--	--	--
<i>NCREIF CEVA 1Q Lag - NET</i>	3.0	8.0	17.0	16.1	--	--	--
Risk Parity	-1.6	-7.2	-6.5	2.1	0.7	--	--
<i>60/40 Russell 3000/Barclays Aggregate</i>	3.6	-0.5	0.7	5.2	9.4	8.7	6.5
AQR GRP, 10% Volatility	-2.9	-10.3	-9.4	-1.1	-1.4	--	--
PanAgora	-0.5	-4.3	-3.8	--	--	--	--
<i>60/40 Russell 3000/Barclays Aggregate</i>	3.6	-0.5	0.7	5.2	9.4	8.7	6.5
<i>60/40 MSCI World/Barclays Global Aggregate</i>	3.4	-1.4	0.1	3.0	7.0	6.3	--
Cash	0.8	1.0	1.3	0.8	0.7	0.7	1.3
<i>91 Day T-Bills</i>	0.0	0.0	0.0	0.0	0.0	0.0	1.1
General Account	1.3	1.5	1.9	1.2	0.8	0.6	1.7
Treasury & LAIF	-0.2	0.2	0.7	0.8	0.7	0.8	1.2
<i>91 Day T-Bills</i>	0.0	0.0	0.0	0.0	0.0	0.0	1.1

Angelo, Gordon & Co. – AG STAR Fund

The STAR Fund will focus on CMBS and non-Agency RMBS priced between 25-75% of par, which AG believes are even today mispriced due to their complex nature and a dearth of natural buyers capable of accurately valuing these assets. In addition, AG will target securities that are well-positioned to benefit from home and commercial property price stabilization and recovery, and/or borrower credit quality improvement. In this regard the STAR Fund will be more aggressive than the PPIP Fund since it will target securities that are more geared to a recovery of the commercial and residential real estate markets. The Fund will utilize a moderate amount of leverage (1x to 1.5x) and is targeting a base-case 15% net IRR with a downside return in the mid/high single digits and an upside projection of 25%+ returns.

Angelo, Gordon & Co. – AG Opportunistic Whole Loan Fund

As bank balance sheets have strengthened since the crisis, Angelo Gordon expects approximately \$40 billion of re-performing loans and non-performing loans will trade hands each year in the near term. By acquiring these loans at a discounted price and replacing original servicers with better-focused special servicers, Angelo Gordon believes it can improve operational efficiency and generate attractive returns. To take advantage of this opportunity, Angelo Gordon established this Opportunistic Whole Loan Fund to make investments primarily in a portfolio of non-performing loans and re-performing, but will also include investments in new residential mortgage loans and excess mortgage servicing rights. Opportunistic investments in commercial mortgage loans and other mortgage related investments may also be included in the Fund's portfolio. Angelo Gordon has been an active participant in the residential and consumer debt market since 2008. The Partnership's investment approach to residential mortgage loans and securities is guided by an analytically based investment process anchored by distressed asset valuation and cash flow modeling. Angelo Gordon's analysis of re-performing and non-performing loans begins with its loan due diligence process. This process will include a review of substantially all of the properties in the pool, as well as a review of the loan files backing the loan pool. In addition, a macro overlay is embedded in the investment process which incorporates general economic trends, along with specific views on interest rates, unemployment, collateral appreciation or depreciation, governmental intervention in creditors' rights and liquidation timelines.

AQR Delta

The AQR DELTA Fund aims to deliver efficient exposure to a well-diversified portfolio of hedge fund strategies, including Convertible Arbitrage, Event Driven, Fixed Income Relative Value, Equity Market Neutral, Long/Short Equity, Dedicated Short Bias, Global Macro, Managed Futures, and Emerging Markets. The Delta Fund's approach is to capture and deliver the "hedge fund risk premiums" that explain much of the returns of each of these strategies by building bottom-up positions in each strategy. AQR's research has demonstrated that many hedge funds use similar strategies to generate returns. These strategies are often well-known, widely understood and share common exposures. AQR's experience and research suggests much of the insight underlying these strategies - as well as a meaningful portion of their returns - can be captured using a dynamic, disciplined investment approach. Just as the equity risk premium can explain a large portion of the returns from equity investing, hedge fund risk premiums can explain the returns from hedge fund investing. Importantly, while compensation for equity risk is dependent on economic growth, hedge fund risk premiums are largely unrelated to economic activity, and thus provide attractive diversification properties.

AQR – Risk Parity

The objective of Global Risk Parity (GRP) is to generate excess returns from a risk diversified portfolio of asset exposures. AQR believes that its approach maximizes the diversification benefit across a broad range of economic environments. For many institutional portfolios, equity risk has historically been the predominant risk and the source of most return expectations since equities offer higher expected returns to compensate for their high risk. Investor preference for and concentration in equities has been driven by their expected return needs, which cannot be satisfied in a well-diversified un-levered portfolio. GRP is a diversified portfolio that can be scaled to similar levels of risk as a portfolio concentrated in equities, but with a higher expected return resulting from diversification across asset class risk. The approach helps do away with the compromise of concentrating in high risk assets to meet high return needs. Consistent with portfolio theory, the GRP strategy is designed to maximize diversification across a broad spectrum of liquid global risk premia to create a portfolio with higher expected risk-adjusted returns. Research shows that risk-adjusted returns across asset classes are similar over the long-term. Since realized risk-adjusted returns across asset classes are similar, AQR expects a portfolio that is diversified equally by risk to perform better. The Global Risk Premium strategy aims to deliver efficient market exposure across four broad asset classes in a risk balanced fashion.

Baillie Gifford – ACWI ex US Focus Equities

ACWI ex US Focus is a fundamental growth strategy. Research is organized primarily by regional teams, with each member of the ACWI ex US Focus Portfolio Construction Group representing a regional team. Four global sector groups also contribute research. Baillie Gifford conducts approximately 2000 company meetings annually both in Edinburgh and onsite. Companies are evaluated on their growth opportunity relative to the average company, their ability to execute on that opportunity, and the degree to which probability of future success is already valued by the market. Baillie Gifford's basic philosophy is that share prices ultimately follow earnings. They believe that the stock market has a recurring tendency to under-appreciate the value of long-term compound growth. The process seeks to add value through use of proprietary fundamental research to identify companies exhibiting some combination of sustained above average growth, and attractive financial characteristics. The portfolio generally holds 80-120 stocks, with country and sector weights +/-6% relative to the index and industry weights +/- 5% relative to the index.

Barrow Hanley – Diversified Large Cap Value

Barrow Hanley takes a bottom up value approach to equity investing. They seek to buy stocks that exhibit all three of the following characteristics: price/earnings and price/book ratios below the market, and dividend yield above the market (with the S&P 500 representing the market). Their view is that a portfolio that emphasizes low price/book and high dividend yield stocks will provide some protection in down markets and participation in improving economic cycles. In addition to their basic valuation criteria, Barrow Hanley is also looking for profitable companies with earnings growth greater than the market. After the quantitative screening process, Barrow Hanley's equity research team conducts qualitative analysis of candidate investments. This involves forecasting ROE 5-years out and treating this forecast as the basis for earnings, book value and dividend yield projections for the same five year period. These projections are used as inputs into a dividend discount model and relative return model. Stocks that appear to be attractively valued according to both of these models comprise the firm's buy list. The portfolio managers construct the portfolio with 70-90 of the buy list names. Securities are weighted approximately equally, with core positions in the range of 1.5%. Sector weightings are limited to 35% (at cost) and industry weightings are limited to 15%. Stocks are generally held for three to four years, resulting in average turnover of 25% - 35%.

Beach Point Select Fund

Beach Point Select Fund is a commingled fund vehicle within the firm's Opportunistic Credit strategy. This fund focuses on off-the-run, complex, and less-liquid securities. It is a best ideas portfolio of distressed debt, special situations, private/direct loans, catalyst-driven high yield bonds and bank loans, and credit-informed equities with a North American and European focus. The Select Fund differs from other funds and accounts in the Opportunistic Credit strategy by pursuing a more concentrated portfolio and emphasizing a higher percentage of less-liquid/private investments. Beach Point invests up and down the entire capital structure and it constructs portfolios with a bottom-up, research-driven approach that also takes into account top-down macro considerations. Its investment process includes idea generation, detailed credit analysis, relative value decision making and investment selection, portfolio construction and on-going monitoring. The ultimate goal of its investment process is to produce a well-diversified investment portfolio with limited downside risk and substantial upside potential.

BlackRock – EAFE Index

The EAFE Index Fund seeks to replicate the return of the MSCI EAFE Index. This index represents the developed equity markets outside of North America: Europe, Austral, Asia and the Far East.

BlackRock – S&P 500 Index

The Equity Index Fund seeks to capture the growth potential of large companies and achieve broad diversification with low costs by fully replicating the Standard & Poor's (S&P) 500 Index. Representing approximately 80% of the total US equity market capitalization, the S&P 500 Index is one of the most widely followed benchmarks of US stock market performance. Introduced in 1977, this fund was the investment management industry's first institutional S&P 500 Index fund.

Blue Road Capital

Blue Road Capital was formed in 2013 by John Duryea, Luis Paz-Galindo, David Blue and Daniel Fabian. The Blue Road team has been working together for seven years while they ran the Ospraie Special Opportunities pool ("OSO"), which was established in 2006. OSO had a fairly broad mandate to invest in natural resource industries ranging from liquid publicly traded securities to illiquid private equity style investments. The Blue Road team, led by John Duryea, seeks to make similar investments in agricultural industries that they executed within the OSO pool. Specifically, the team looks to identify supply and/or demand imbalances in the agricultural value chain and capitalize on that opportunity by bringing institutional capital and management to the industry identified. Blue Road aims to achieve private equity style returns by building enterprise value beyond just the intrinsic value of a real asset (e.g. farmland). While owning farmland will be a significant component of the Fund's invested capital, Blue Road's aim is to drive value creation by executing on a business plan whether that is building a vertically integrated production company or by exploiting supply chain inefficiencies within agriculture.

The Boston Company – Small Cap Value

The Boston Company's approach to small cap value investing is to conduct bottom-up fundamental research in an effort to add value through security selection. The investment process seeks to identify the stocks of companies which have compelling valuations and business fundamentals, as well as a catalyst for positive change. The appropriate valuation metrics for an individual company can vary depending on industry. Ideas are generated from company meetings, industry contacts and team's internal research. The universe of domestic small-cap equity securities is quantitatively screened for valuation, business health and earnings revisions. In addition, they also screen/track operating income and EBITDA estimate revisions. Once candidates for investment are identified, individual stock weights are determined by portfolio risk, liquidity, and analyst conviction. Normally, portfolios will contain between 120-150 holdings (from a short list of 500 securities), with a maximum individual security weighting of 5%, though most are less than 3%. Securities will typically be in the \$100 million - \$2 billion market cap range at time of purchase. Generally, sector exposure is limited to no more than 2X the index weight with a maximum overweight of 10 percentage points and a maximum underweight of half that of the index. The goal is for portfolios to be close to fully invested at all times, with cash typically below 5%. Any stock down 20% from the purchase price is reviewed. In addition, portfolios are reviewed on a regular basis for unintended risk. Positions are sold when any one of the three investment criteria (valuation, fundamentals, catalyst) breaks down.

Brigade – Opportunistic Credit

Opportunistic Credit is a fundamental, bottom-up strategy focused on high yield corporate bonds and bank loans with tactical allocations to structured securities, convertibles and other sectors of the bond markets as they become attractive on a relative value basis. While performing credits represent the majority, Brigade will invest up to 35% of the portfolio in distressed securities and restructuring situations if these types of opportunities are attractive on a risk-adjusted basis and the timing is right with respect to the credit cycle. The portfolio is comprised of mostly North American issuers, but they are not restricted geographically and expect to have a moderate allocation to Europe over time. Although the portfolio is generally long-only, Brigade has the ability to implement a limited amount of tactical macro hedges.

Brown Advisory – Large Cap Growth Equity

Brown Advisory's Large-Cap Growth Equity philosophy is based on the belief that concentrated portfolios of fundamentally strong businesses should generate returns in excess of the portfolio's index and the broad market, with an acceptable level of risk. The success of the philosophy is based on a talented, highly collaborative investment team with a long-term outlook, performing deep investment research on a broad universe of stocks. This culminates in bottom-up company selection that strives to identify drivers of growth in the large capitalization universe. With conviction in strict investment criteria and rigorous due diligence, Brown concentrate its portfolios in its best ideas, creating the potential for above-average returns. The objective is to exceed the returns of the strategy's benchmark, the Russell 1000 Growth Index, over a full market cycle (typically 3-5 years) on a risk-adjusted basis.

Brown Brothers Harriman – Inflation Indexed Securities

BBH manages TIPS using three main types of strategies: Fundamental, Technical and Opportunistic. The Fundamental bucket has two sub-strategies, real yield duration and real yield curve slope vs. nominal yield curve slope. The Technical strategies consist of yield curve roll-down, auction cycle trading, seasonal vs. non-seasonal CPI and security selection/option value analysis. Finally, nominal Treasuries vs. TIPS, sector relative value (i.e., corporate or Agency inflation-linked bonds) and non-Dollar inflation-linked bonds make up the Opportunistic group. Real yield duration is held to +/- 1 year vs. the benchmark and the portfolio has a limited allocation to non-index securities, typically 5-10% with a maximum of 20% (including nominal Treasuries).

Chartwell Investment Partners – Small Cap Growth

Chartwell's Small Cap Growth product strives to hold stocks with strong fundamentals that are best positioned for rapid growth. These businesses typically demonstrate strong increases in earnings per share. Chartwell invests in these securities with an intermediate time horizon in mind. They initiate investments opportunistically and when stocks are attractively valued. Chartwell focuses on high growth companies that lie in the middle of the momentum and growth at a reasonable price continuum, and construct Small Cap Growth portfolios with fairly low tracking errors. Portfolios contain 50-70 stocks with market capitalizations between \$200 million and \$2.5 billion at purchase. Meetings with management are an important part of the investment process. This product is closed to new investors.

DE Shaw – DE Shaw US Broad Market Core Alpha Extension Fund

The D. E. Shaw group believes that there exist some market inefficiencies that may be identified through quantitative analysis, advanced technology, and the insight of practitioners. Identifying these inefficiencies involves a process of hypothesis formulation, testing, and validation. Importantly, to avoid data-mining, the hypothesis formulation precedes the analysis of the historical data. D.E. Shaw's Structured Equity strategies rely largely on quantitative and computational investment techniques developed by the D. E. Shaw over the last 19 years in the course of research conducted for purposes of managing the firm's hedge funds. In addition to its beta one strategies, D.E. Shaw manages substantial assets in its hedge fund strategies. D.E. Shaw's investment process involves a suite of quantitative models, each designed to capitalize on a distinct and uncorrelated set of market inefficiencies. Some of these models are technical in nature and involve price and volume inputs. Other models rely on fundamental data, such as figures gleaned from corporate balance sheets or income statements. Still others, again quantitative, anticipate or react to a particular corporate event or set of events. These models typically operate with forecast horizons of a few weeks to many months. The ability to trade on shorter-term signals distinguishes D.E. Shaw from many of its long only and 130/30 peers. Portfolio construction involves the use of a proprietary optimizer which runs dynamically throughout the trading day. The portfolio is broadly diversified with several hundred long and short positions. Over- and under-weighting of sectors and industries relative to the benchmark will be quite modest, with the intention that most of the alpha be generated by security selection. The US Broad Market Core Alpha Extension Fund is a 130/30 strategy which maintains a beta that is approximately neutral to the Russell 1000 Index.

Eaton Vance/Parametric – Structured Emerging Markets Core Equity

Parametric utilizes a structured, rules-based approach, which they believe is capable of generating enhanced returns with lower volatility compared to both traditional active management and passive capitalization weighted indices. The basic idea is to structure the portfolio with more balanced country weights than the market cap weighted indices, and also to capture a rebalancing premium. This provides more diversification and greater exposure to smaller countries than is provided by the market cap weighted indices. The approach is to divide emerging markets countries into three tiers, and to equally weight the countries within each tier. Tier 1 countries are the largest eight countries that dominate the cap weighted index. Each successive tier is comprised of smaller countries, each of which is given a smaller target weighting in the model portfolio. In aggregate, the eight Tier 1 countries are given a much lower weighting than in the capitalization weighted index, but they nevertheless comprise more than 50% of the portfolio. The Core SEM strategy targets excess return of 3% over a market cycle with 2.5%-4.5% tracking error. It is designed to generate a level of volatility 90%-100% of the MSCI EM index. The strategy invests in 44 countries and will typically hold 700-1,000 securities. Turnover is expected to be in the range of 5%-15%.

EverStream Solar Infrastructure I – Private Real Assets

EverStream Solar Infrastructure I's principal objective is to acquire a high-quality diversified portfolio of Solar PV and Wind assets and projects. EverStream will seek to invest in high-quality solar and wind project opportunities developed by experienced solar/wind project developers, including SunEdison and First Wind. The objective of the Fund is to generate long-term capital appreciation and cash yield with a focus on Solar PV projects and the opportunistic investment in attractive wind projects already in the development phase. It is expected that each investment will be privately negotiated and may be structured in the form of equity, equity-linked securities, debt or some combination thereof. The Fund expects to make investments ranging from \$5 million to \$20 million over the life of the Investment in a portfolio asset. The Investment Team believes that this is an area of the market underserved by most energy and infrastructure funds. EverStream will focus on solar infrastructure projects with energy off-take contracts, reliable technology and predictable cash-flows, in sectors where the Investment Team has an edge by virtue of its experience and its relationship with SunEdison, among other developers. The targeted holding period for an investment is generally expected to range from two to five years. The Fund intends to invest (i) a minimum of 50% of the aggregate Capital Commitments in assets, or in securities of issuers whose principal assets or operations are, located in the United States and Canada, (ii) a maximum of 50% of the aggregate Capital Commitments in assets, or in securities of issuers whose principal assets or operations are, located in other OECD countries, and (iii) a maximum of 33% of the aggregate Capital Commitments in assets, or in securities of issuers whose principal assets or operations, are located in the rest of the world.

Franklin Templeton Investments – Global Fixed Income

Franklin Templeton manages the global bond mandate in an unconstrained fashion using a top-down, fundamental framework. In the short term and on a country-by-country basis there are often inefficiencies in global bond and currency markets, however, over the longer term the market will generally price to fundamentals. Thus, FT focuses on fundamental research to identify long-term opportunities and uses short-term market inefficiencies to build positions in such investments. The investment and portfolio construction process begins with the determination of the Fund's or institutional client's investment objectives, resulting in a set of risk-return parameters and exposure limits within which the portfolio is managed. Next the firm's global economic outlook for the industrialized countries is developed, with a focus on interest rate and exchange rate forecasts. The portfolio's interest rate outlook is a function of global general equilibrium macroeconomic analysis as well as country-specific research. Macroeconomic conditions in the G-3 economies are analyzed first, primarily with respect to how current and projected growth and inflation dynamics are expected to influence monetary policy. This analysis is then extended out to the rest of the industrialized countries (G-13) as well as emerging markets, which results in broad targets for cash, duration, currencies and the developed/emerging market mix. Using the firm's interest rate and exchange rate outlook, probability-weighted horizon returns for bonds of various countries are then calculated. This analysis is used to establish specific country weights and duration targets based on risk-adjusted expected total return measured in the portfolio's base currency. Analysis of emerging markets includes sovereign credit analysis along with greater emphasis on capital flows, inter-market dynamics and trends in the level of risk aversion in the market.

INVESCO Realty Advisors – INVESCO Core Equity, LLC

SamCERA is a founding member of INVESCO's open end Core Equity real estate fund and rolled its separate account properties into the fund. INVESCO Core Equity, LLC (the "Fund") is a perpetual life, open-end vehicle which invests in a diversified portfolio of institutional quality office, retail, industrial and multifamily residential real estate assets. The Fund buys core properties that are located within the United States, typically requiring an investment of \$10 million or more. The portfolio cannot be more than 30% leveraged.

INVESCO Realty Advisors – INVESCO US Val IV

Invesco has provided SamCERA with Core Real Estate exposure since 2004 through the Invesco Core Equity Fund. The Invesco real estate team manages around \$62B in assets with investments and offices around the globe. Invesco Value Fund IV will look to acquire fundamentally sound but broken "core" assets that can be repositioned into institutional-quality, income producing properties. Investments will be limited to direct equity interests in office, multi-family, retail and industrial properties across the US. The Fund is expected to be geographically concentrated in U.S. gateway cities and top 25 Metropolitan Statistical Areas (MSA's). Invesco Value Fund IV will provide a nice compliment to the more conservative Invesco Core Fund and offer the potential of enhanced returns to the SamCERA Real Estate portfolio.

Mondrian Investment Partners – International Equity

Mondrian is a value-oriented, defensive manager whose investment philosophy is based on the principle that investments must be evaluated for their fundamental long-term value. The firm's philosophy involves three stated investment objectives: 1) provide a rate of return meaningfully greater than the client's domestic rate of inflation, 2) structure client portfolios that preserve capital during protracted international market declines, and 3) provide portfolio performance that is less volatile than benchmark indices and other international managers. Mondrian applies typical value screening criteria to a universe of 1,500 stocks, from which 500 are selected for more detailed work. Through fundamental research, and the deliberations of the Investment Committee, the universe is further reduced to a list of 150 stocks. The investment team conducts detailed fundamental analysis on the remaining stocks, a process which includes applying the firm's dividend discount model consistently across all markets and industries. Mondrian also uses a purchasing power parity model to give an accurate currency comparison of the value of the stocks under consideration. The firm will only consider buying stocks in countries with good investor protection practices and relatively simple repatriation procedures. A computer based optimization program is employed in the portfolio construction process. Mondrian's portfolio holds 80-125 issues.

Panagora – Diversified Risk Multi Asset Fund

The Multi Asset team is headed up by Edward Qian, CIO of the group, and the founder of Panagora's risk parity strategy. A staff of approximately thirteen works in this group on research and portfolio construction, with some people spending more time on the former and some more on the latter. Panagora implements risk parity by distinguishing between three categories of assets: equities, nominal fixed income, and inflation protection. Each of these categories corresponds to a respective economic environment: economic growth, economic contraction and inflation. Panagora's risk allocation targets 40% each from equities and nominal fixed income, and 20% from inflation protection. In addition to applying concept of risk parity between asset classes, Panagora also applies it within each asset class. The 40/40/20 allocation to equities/nominal fixed income/inflation protection is a long term strategic allocation. In 2009 Panagora introduced what they refer to as "Dynamic Risk Allocation" or "DRA," which involves tactically tilting the risk allocations away from the neutral targets in order to enhance returns and reduce risk.

Pyramis Global Advisors – Broad Market Duration Commingled Pool

Pyramis' Broad Market Duration (BMD) investment strategy seeks to achieve absolute and risk-adjusted returns in excess of the BC U.S. Aggregate Index, focusing its investments in US Treasuries, agencies, investment grade corporate bonds, mortgage-backed and asset-backed securities. The BMD commingled pool can also hold small, opportunistic positions in out-of-benchmark securities, such as inflation-linked bonds. The investable universe includes all US dollar denominated, investment grade debt securities. The BMD investment approach emphasizes issuer and sector valuation and individual security selection. Through the integration of fundamental and quantitative research and trading, the BMD strategy is implemented in a team environment. Risk management technology is utilized to explicitly quantify benchmark exposures on a daily basis, and Pyramis uses the same analytical framework to assess both index and portfolio risk. Tracking error should range between 40 and 60 basis points per annum over the benchmark, and stringent portfolio construction risk control rules are strictly adhered to.

Pyramis Global Advisors – Select International Small Cap

Pyramis Select International Small Cap is a core strategy. The approach is designed to leverage Pyramis/Fidelity's proprietary resources to add value exclusively via stock selection. To that end the portfolio is constructed to be regionally neutral, with only modest deviations from the benchmark's country and sector weights. The investment process involves three basic stages. The first stage is the security level research conducted by the analysts. The second stage is stock selection from within the pool of names that are highly ranked by the analysts. The third step is portfolio construction and risk management. The essential differentiating feature of this strategy is the breadth of coverage that is made possible by the large staff of analysts. Analysts actively conduct regular fundamental research on, and give a formal rating of 1-5, 1200-1300 international small cap companies. While there is no single firm-wide approach to security research, analysts are expected to establish an upside target for any given stock and assign a formal rating. The decision making structure is quite efficient, with portfolio manager Rob Feldman making all the buy and sell decisions. His role, as he puts it, is to be an intelligent user of the analysts' research. He selects the 1- and 2- rated stocks that he thinks are compelling and additive to his portfolio, and he sells names when they are downgraded by the analysts. There are approximately 200 holdings in the portfolio. Country and sector weights are within 3 percentage points of the benchmark and position sizes are within 2 percentage points of the benchmark. Turnover tends to be in the 60%-80% range.

SSARIS Global Multisector Plus – Commodities

SSARIS believes that the commodities markets are not fully efficient, and that a disciplined, quantitative investment process can identify and exploit futures contract mispricings. They believe in taking a small number of large active positions in order to capitalize on these mispricings in a timely manner, utilizing a systematic process to evaluate commodity market prices, to process this information objectively, to build investment models, and to construct efficient portfolios. The strategy's three quantitative models each seek to capture distinct inefficiencies prevalent in the commodity markets: mean reversion, structural imbalances and price dislocations. Backwardation: This model establishes a medium-term view on individual commodity price movement by observing the futures prices associated with a particular commodity. Regime Switching: Price cycles for a given commodity market tends to be persistent in duration yet also change from time to time (and often quite abruptly). This model ascertains the most probable regime in which an individual commodity resides, how likely this regime is to change, and the expected short-term price impact for a given level of price change. Trend Following: This model uses an annual commodity market selection and risk budgeting process to set the universe of commodity markets to be traded. The selection process takes into account liquidity, volatility and prior period drawdowns. The top ranked markets will receive a larger share of risk capital relative to those that are selected, yet not as highly ranked. It then utilizes trend following and momentum algorithms that are based upon price series analysis ranging over time periods from several weeks to months to enter and exit specific markets.

Standard Life Global Absolute Return Strategy (GARS)

The Standard Life Global Absolute Return Strategy (GARS) was initially launched in 2005 to help address Standard Life's own pension plan's deficit problem. GARS' primary investment objective is to deliver a positive absolute return over the medium to long term with lower volatility than equities, irrespective of market conditions. It seeks returns through dynamic allocation to investment opportunities in traditional and advanced asset classes, and also separately exploits the team's security selection expertise. In the search for attractive investment positions, the team follows a rigorous research process. This includes a variety of research techniques, including broad global macro-economic, fundamental analysis, quantitative research and valuation modeling. The GARS investment process is designed to capitalize on an array of research and investment techniques and draws together the team's three-year investment insights. The team then rigorously examines and review position proposals to approve a high conviction, short list of positions that work well together. Having a cash benchmark means that GARS has a potentially unrestricted investment universe and all portfolio holdings are at the Portfolio Manager's discretion. The GARS portfolio also routinely uses a variety of conventional derivatives for investment, liquidity, efficiency and hedging purposes. The GARS strategy has experienced significant growth in its asset under management since it becomes available to external investors in 2006.

Taurus Mining – Private Real Assets

Taurus is forming their first Mining Debt Fund to implement its investment strategy of making loans to late stage mining projects around the globe. The Fund seeks to selectively finance those projects that have completed the multitude of hurdles required to commence construction and subsequently move into production thereby being able to generate sufficient cash flow to repay their loans. In addition, the loans will carry an additional return through an attached structured equity instrument such as a gross revenue royalty, off-take agreement, warrants/options, or some other structure. The investment thesis can be distilled into a fundamental bottom up thesis that "Project Development Creates Value." The Fund will provide late stage mine development finance, investing in the debt of emerging public, and private mining companies used to finance or refinance project development for those companies which have material value-adding projects under development or expansion. Essentially as a project clears each hurdle towards successful development the expected cash flows become more likely and less distant. The curve works because firstly, the risk of a mining project decreases, and the discount (risk) rate applied to the project decreases, as the project progresses through its evaluation phases, and secondly, because the cash flows that will be produced by the project become closer in time. The value creation which occurs through successful project development is therefore a natural NPV effect.

Western Asset Management – Total Return Unconstrained (TRU)

Western Asset's Total Return Unconstrained strategy (TRU) seeks to provide bond-like risk and return over the long term, but does not have a benchmark. This allows for asset allocation based on value rather than using the construction of a benchmark as baseline positioning. The investment approach is active with very broad latitude on duration (-3 to +8 years) and on asset allocation across all of the eligible sectors in a core plus mandate. The portfolio must have at least 50% of its holdings in investment-grade securities. The flexibility offered by this strategy allows for defensive positioning in rising rate environments and opportunistic deployment of capital when value opportunities arise. It also allows the portfolio managers to emphasize (or deemphasize) either credit or rates when one or the other appears to offer greater (or lesser) value. um non-US exposure.

Total Plan Policy Index	As of:										
	7/1/14	1/1/14	2/1/13	1/1/11	10/1/10	1/1/09	5/1/07	6/1/00	3/1/99	9/1/98	7/1/96
10 Year Treasury +2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	10.0%	10.0%
60% Russell 3000/40% BC Aggregate (RP)	8.0%	8.0%	6.0%	6.0%	6.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Barclays Aggregate	10.0%	9.3%	11.0%	11.0%	12.9%	27.0%	27.0%	29.0%	25.0%	21.0%	21.0%
Barclays BA Intermediate HY	5.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Barclays BBB	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Barclays Credit BAA	0.0%	0.0%	3.5%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Barclays Multiverse	3.0%	3.8%	4.4%	4.4%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Barclays TIPS	2.0%	2.0%	3.1%	3.3%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Bloomberg Commodity	3.0%	3.0%	3.0%	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Citigroup non-US WGBI	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	9.0%	9.0%
CPI + 5% (RA)	2.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Libor +4% (HF)	4.0%	4.0%	3.0%	3.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MSCI ACWI ex-US	0.0%	0.0%	18.0%	18.0%	18.0%	21.0%	21.0%	15.0%	0.0%	0.0%	0.0%
MSCI ACWI ex-US IMI	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MSCI EAFE	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%
NCREIF ODCE	6.0%	6.0%	5.0%	5.0%	5.0%	6.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NCREIF Property	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.0%	6.0%	0.0%	0.0%	0.0%
Russell 1000	24.0%	24.0%	28.0%	28.0%	28.0%	37.0%	37.0%	40.0%	22.0%	20.0%	20.0%
Russell 1000 Value	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	5.0%	0.0%
Russell 2000	6.0%	6.0%	7.0%	7.0%	7.0%	9.0%	9.0%	10.0%	15.0%	15.0%	15.0%
Russell 3000 +3% (PE)	7.0%	7.0%	8.0%	8.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
S&P 500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Policy Index and Benchmark History

Period Ending: December 31, 2015

Total Equity Benchmark	As of:						
	1/1/14	10/1/10	5/1/07	6/1/00	3/1/99	9/1/98	1/1/96
MSCI ACWI ex-US	0.0%	34.0%	31.3%	23.1%	0.0%	0.0%	0.0%
MSCI ACWI ex-US IMI	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MSCI EAFE	0.0%	0.0%	0.0%	0.0%	32.3%	33.3%	33.3%
Russell 1000	48.0%	52.8%	55.2%	61.5%	35.5%	33.3%	33.3%
Russell 1000 Value	0.0%	0.0%	0.0%	0.0%	8.0%	8.4%	0.0%
Russell 2000	12.0%	13.2%	13.5%	15.4%	24.2%	25.0%	25.0%
S&P 500	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.4%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

US Equity Benchmark	As of:				
	6/1/00	3/1/99	9/1/98	7/1/96	1/1/95
Russell 1000	80.0%	52.0%	50.0%	50.0%	69.0%
Russell 1000 Value	0.0%	12.0%	12.5%	0.0%	0.0%
Russell 2000	20.0%	36.0%	37.5%	37.5%	14.0%
S & P 500	0.0%	0.0%	0.0%	12.5%	17.0%
	100.0%	100.0%	100.0%	100.0%	100.0%

International Equity Benchmark	As of:		
	1/1/14	6/1/00	1/1/96
MSCI ACWI ex US	0.0%	100.0%	0.0%
MSCI ACWI ex US IMI	100.0%	0.0%	0.0%
MSCI EAFE	0.0%	0.0%	100.0%
	100.0%	100.0%	100.0%

Total Fixed Income Benchmark	As of:							
	7/1/14	1/1/14	2/1/13	1/1/11	10/1/10	6/1/00	3/1/99	7/1/96
Barclays Aggregate	50.0%	46.3%	50.0%	50.0%	58.6%	100.0%	83.3%	70.0%
Barclays BA Intermediate HY	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Barclays BBB	0.0%	0.0%	0.0%	0.0%	7.3%	0.0%	0.0%	0.0%
Barclays Credit BAA	0.0%	0.0%	16.0%	15.0%	0.0%	0.0%	0.0%	0.0%
Barclays Multiverse	15.0%	18.8%	20.0%	20.0%	20.5%	0.0%	0.0%	0.0%
Barclays TIPS	10.0%	10.0%	14.0%	15.0%	13.6%	0.0%	0.0%	0.0%
Citigroup non-US WGBI	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	30.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

US Fixed Income Benchmark

As of:

	7/1/14	1/1/14	2/1/13	1/1/11	10/1/10	7/1/96
Barclays Aggregate	58.8%	56.9%	62.5%	62.5%	73.7%	100.0%
Barclays BA Intermediate HY	29.4%	30.8%	0.0%	0.0%	0.0%	0.0%
Barclays BBB	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%
Barclays Credit BAA	0.0%	0.0%	20.0%	18.8%	0.0%	0.0%
Barclays TIPS	11.8%	12.3%	17.5%	18.8%	17.2%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Opportunistic Credit Benchmark

As of:

	1/1/14	12/1/09
Barclays BA Intermediate HY	100.0%	0.0%
Barclays Credit BAA	0.0%	100.0%
	100.0%	100.0%

Alternatives Benchmark

As of:

	1/1/14	1/1/11
60% Russell 3000/40% BC Aggregate (RP)	0.0%	30.0%
Bloomberg Commodity	18.8%	15.0%
CPI + 5% (RA)	12.5%	0.0%
Libor +4% (HF)	25.0%	15.0%
Russell 3000 +3% (PE)	43.8%	40.0%
	100.0%	100.0%

Private Equity Benchmark

As of:

	10/1/10
Russell 3000 +3%	100.0%
	100.0%

Hedge Fund Benchmark

As of:

	10/1/10
Libor +4%	100.0%
	100.0%

Real Asset Benchmark

As of:

	1/1/14
CPI + 5%	100.0%
	100.0%

Real Estate Benchmark

As of:

	1/1/09	6/1/00	7/1/96
10 Year Treasury +2%	0.0%	0.0%	100.0%
NCREIF ODCE	100.0%	0.0%	0.0%
NCREIF Property	0.0%	100.0%	0.0%
	100.0%	100.0%	100.0%

Risk Parity Benchmark

As of:

	10/1/10
Barclays Aggregate	40.0%
Russell 3000	60.0%
	100.0%

Baillie Gifford Benchmark	As of:	
	1/1/14	5/1/12
MSCI ACWI ex-US	100.0%	0.0%
MSCI EAFE	0.0%	100.0%
	100.0%	100.0%

Baillie Gifford Secondary Benchmark	As of:	
	1/1/14	5/1/12
MSCI ACWI ex-US Growth	100.0%	0.0%
MSCI EAFE Growth	0.0%	100.0%
	100.0%	100.0%

Brigade Secondary Benchmark	As of:	
	8/1/10	
Barclays High Yield	50.0%	
Credit Suisse Leveraged Loans	50.0%	
	100.0%	

Fee Schedule

Period Ending: December 31, 2015

Baillie Gifford

First \$25 million:	0.60% per annum
Next \$75 million:	0.50% per annum
Next \$300 million:	0.40% per annum
Thereafter:	0.30% per annum

Brown Advisory

First \$50 million:	0.47% per annum
Next \$100 million:	0.45% per annum
Next \$300 million:	0.40% per annum
Thereafter:	0.35% per annum

Mondrian Investment Partners

First \$50 million:	1.00% per annum
Next \$150 million:	0.19% per annum
Thereafter:	0.33% per annum

Barrow, Hanley, Mewhinney & Strauss

First \$15 million:	0.75% per annum
Next \$10 million:	0.55% per annum
Next \$75 million:	0.45% per annum
Next \$100 million:	0.35% per annum
Next \$800 million:	0.25% per annum
Thereafter:	0.15% per annum

Brown Brothers Harriman

On All Assets:	0.15% per annum
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Parametric

On All Assets:	0.35% per annum
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Chartwell Investment Partners

On All Assets:	0.75% per annum
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FIAM Bond

First \$50 million:	0.20% per annum
Next \$50 million:	0.175% per annum
Next \$100 million:	0.10% per annum
Thereafter:	0.085% per annum

BlackRock-Russell S&P 500 Fund

First \$250 million:	0.03% per annum
Thereafter:	0.02% per annum

Clifton Group

First \$50 million:	0.12% per annum
Next \$150 million:	0.10% per annum
Thereafter:	0.05% per annum

FIAM Equity

On All Assets:	0.90% per annum
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BlackRock-EAFE Equity Index Fund

First \$100 million:	0.06% per annum
Thereafter:	0.04% per annum

Franklin Templeton Investment

First \$50 million:	0.45% per annum
Next \$50 million:	0.35% per annum
Thereafter:	0.30% per annum

Western Asset Management

First \$100 million:	0.30% per annum
Thereafter:	0.15% per annum

The Boston Company Asset Management

First \$25 million:	0.90% per annum
Thereafter:	0.80% per annum

Manager Compliance Checklist

Period Ending: December 31, 2015

MANAGER	INDEX OUTPERFORMANCE						DATABASE BENCHMARK			MANAGER MEETING INVESTMENT PERFORMANCE EXPECTATIONS
	AFTER FEE VS. INDEX		BEFORE FEE VS. INDEX		RISK ADJUSTED (SHARPE RATIO)		MEDIAN			
	3 YEARS	5 YEARS	3 YEARS	5 YEARS	3 YEARS	5 YEARS	2 YEARS	3 YEARS	5 YEARS	
BARROW HANLEY Russell 1000 Value Index	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
BROWN ADVISORY Russell 1000 Growth Index	N/A	N/A	N/A	N/A	N/A	N/A	NO	N/A	N/A	YES
DE SHAW Russell 1000 Index	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
THE BOSTON COMPANY Russell 2000 Value Index	YES	YES	YES	YES	YES	YES	NO	NO	NO	YES
CHARTWELL Russell 2000 Growth Index	NO	YES	NO	YES	NO	YES	NO	NO	NO	NO
BAILLIE GIFFORD MSCI ACWI ex US Index	YES	N/A	YES	N/A	YES	N/A	YES	NO	N/A	YES
FIAM EQUITY MSCI ACWI ex US Small Cap Index	NO	N/A	YES	N/A	YES	N/A	NO	NO	N/A	YES
MONDRIAN MSCI ACWI ex US Value Index	YES	YES	YES	YES	YES	YES	NO	NO	NO	YES
FIAM BOND BC Aggregate Index	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
BROWN BROTHERS HARRIMAN Barclays US TIPS	NO	NO	NO	YES	NO	YES	NO	NO	YES	YES
BRIGADE CAPITAL Barclays BA Intermediate HY	NO	NO	NO	NO	NO	NO	NO	NO	NO	YES
FRANKLIN TEMPLETON Barclays Multi-verse Index	YES	YES	YES	YES	YES	YES	NO	NO	YES	YES

Manager Performance Comparison (Gross of Fees)

Period Ending: December 31, 2015

	Oct	Nov	Dec	4th Qtr. 2015	Difference	3rd Qtr. 2015	Difference	2nd Qtr. 2015	Difference	1st Qtr. 2015	Difference	4th Qtr. 2014	Difference
Verus	7.38%	0.05%	-1.90%	5.40%		-8.68%		2.53%		1.74%		4.55%	
Barrow Hanley	7.39%	0.08%	-1.93%	5.40%	0.00%	-8.69%	0.01%	2.51%	-0.01%	1.73%	0.01%	4.54%	0.01%
Russell 1000 Value Index	7.55%	0.38%	-2.15%	5.64%		-8.40%		0.11%		-0.72%		4.98%	
Verus	8.44%	0.30%	-1.58%	7.05%		-6.43%		0.34%		0.96%		4.97%	
BlackRock S&P 500 Fund	8.44%	0.30%	-1.58%	7.05%	0.00%	-6.43%	0.00%	0.34%	0.00%	0.96%	0.00%	4.97%	0.00%
S&P 500 Index	8.44%	0.30%	-1.58%	7.04%		-6.43%		0.28%		0.96%		4.93%	
Verus	7.86%	1.63%	-1.79%	7.67%		-4.87%		1.00%		3.78%		5.02%	
Brown Advisory	7.89%	1.65%	-1.82%	7.67%	0.00%	-4.89%	0.02%	1.00%	-0.01%	3.80%	-0.02%	5.01%	0.01%
Russell 1000 Growth Index	8.61%	0.28%	-1.47%	7.32%		-5.28%		0.12%		3.84%		4.79%	
Verus	8.60%	0.27%	-2.56%	6.11%		-5.87%		0.49%		4.10%		3.86%	
D.E. Shaw	8.61%	0.27%	-2.56%	6.12%	-0.01%	-5.86%	-0.01%	0.50%	0.00%	4.11%	-0.01%	3.94%	-0.08%
Russell 1000 Index	8.09%	0.33%	-1.80%	6.50%		-6.83%		0.11%		1.59%		4.88%	
Verus	5.11%	2.17%	-3.97%	3.13%		-10.26%		0.69%		1.71%		7.68%	
The Boston Company	5.11%	2.17%	-3.97%	3.13%	0.00%	-10.26%	0.00%	0.68%	0.00%	1.68%	0.03%	7.68%	0.00%
Russell 2000 Value Index	5.60%	2.84%	-5.27%	2.88%		-10.73%		-1.20%		1.98%		9.39%	
Verus	6.61%	3.10%	-4.39%	5.09%		-13.15%		-1.48%		5.39%		7.05%	
Chartwell	6.61%	3.11%	-4.39%	5.10%	-0.01%	-13.15%	0.00%	-1.48%	0.01%	5.39%	0.00%	7.05%	0.00%
Russell 2000 Growth Index	5.67%	3.66%	-4.77%	4.32%		-13.07%		1.97%		6.64%		10.06%	
Verus	9.88%	-0.45%	-1.66%	7.58%		-11.60%		0.62%		6.47%		-0.95%	
Baillie Gifford	9.92%	-0.40%	-1.66%	7.66%	-0.08%	-11.54%	-0.06%	0.60%	-0.02%	6.47%	0.00%	-0.99%	0.04%
MSCI ACWI ex US	7.46%	-2.05%	-1.85%	3.30%		-12.11%		0.73%		3.60%		-3.81%	
MSCI ACWI ex US Growth	7.58%	-1.11%	-1.27%	5.04%		-10.73%		0.75%		4.89%		-2.25%	
Verus	7.82%	-1.56%	-1.34%	4.72%		-10.21%		0.78%		5.00%		-3.56%	
BlackRock EAFE Equity	7.82%	-1.56%	-1.34%	4.72%	0.00%	-10.21%	0.00%	0.79%	0.00%	5.00%	0.00%	-3.56%	0.00%
MSCI EAFE (Net)	7.82%	-1.56%	-1.35%	4.71%		-10.24%		0.62%		4.88%		-3.57%	
MSCI EAFE (Gross)	7.82%	-1.54%	-1.33%	4.75%		-10.19%		0.84%		5.00%		-3.54%	

Manager Performance Comparison (Gross of Fees)

Period Ending: December 31, 2015

	Oct	Nov	Dec	4th Qtr. 2015	Difference	3rd Qtr. 2015	Difference	2nd Qtr. 2015	Difference	1st Qtr. 2015	Difference	4th Qtr. 2014	Difference
Verus	7.27%	-3.04%	-1.61%	2.33%		-10.72%		0.16%		3.82%		-4.33%	
Mondrian	7.27%	-3.04%	-1.61%	2.33%	0.00%	-10.73%	0.01%	0.22%	0.00%	-4.33%	8.14%	-4.33%	0.00%
MSCI ACWI -ex US Value Index	7.32%	-3.05%	-2.45%	1.50%		-13.49%		0.72%		2.25%		-5.38%	
MSCI ACWI -ex US	7.46%	-2.05%	-1.85%	3.30%		-12.11%		0.73%		3.60%		-3.81%	
Verus	5.68%	-0.40%	0.24%	5.51%		-9.65%		4.31%		4.78%		-1.97%	
FIAM Equity	5.68%	-0.40%	0.24%	5.51%	0.00%	-9.65%	0.00%	4.32%	0.00%	4.78%	0.00%	-1.97%	0.00%
MSCI ACWI -ex US Small Cap Index	5.94%	-0.70%	0.13%	5.34%		-9.95%		4.35%		4.01%		-3.93%	
Verus	6.10%	-4.10%	-2.67%	-0.97%		-11.81%							
Parametric Core	6.10%	-4.11%	-2.69%	-1.00%	0.03%	-11.81%	0.00%						
MSCI EM Market Index	7.14%	-3.89%	-2.17%	0.73%		-17.78%							
Verus	0.45%	-0.07%	-0.75%	-0.38%		0.50%		-1.61%		1.72%		1.72%	
FIAM Bond	0.45%	-0.07%	-0.75%	-0.38%	0.00%	0.50%	0.00%	-1.60%	-0.01%	1.72%	0.00%	1.71%	0.01%
BC Aggregate Index	0.02%	-0.26%	-0.32%	-0.57%		1.24%		-1.68%		1.61%		1.79%	
Verus	1.22%	-0.19%	-0.39%	0.63%		-1.01%							
Western TRU	1.22%	-0.19%	-0.39%	0.63%	0.00%	-1.00%	-0.01%						
3-Month Libor Total Return USD Index	0.03%	0.03%	0.05%	0.12%		0.08%							
BC Aggregate Index	0.02%	-0.26%	-0.32%	-0.57%		1.24%							
Verus	0.42%	0.09%	-0.69%	-0.18%		-1.87%		0.06%		0.94%		-0.75%	
Brown Brothers Harriman	0.41%	0.10%	-0.68%	-0.17%	-0.01%	-1.88%	0.01%	0.08%	-0.04%	0.98%	-0.04%	-0.85%	0.10%
BC U.S Tips	0.25%	-0.10%	-0.79%	-0.64%		-1.14%		-1.07%		1.43%		-0.03%	
Verus (Net)				-0.57%		0.34%		5.90%		-1.22%		-0.49%	
Angelo Gordon Opportunistic					-0.57%		0.34%	1.28%	0.00%	-1.22%	0.00%	-0.49%	0.00%
BC Aggregate Index				-0.57%		1.24%		-1.68%		1.61%		1.79%	
Verus (Net)				-0.91%		1.22%		2.14%		2.62%		1.86%	
Angelo Gordon STAR Fund (Net)					-0.91%		1.22%	2.14%	0.00%	2.62%	0.00%	1.86%	0.00%
BC Aggregate Index				-0.57%		1.24%		-1.68%		1.61%		1.79%	

Manager Performance Comparison (Gross of Fees)

Period Ending: December 31, 2015

	Oct	Nov	Dec	4th Qtr. 2015	Difference	3rd Qtr. 2015	Difference	2nd Qtr. 2015	Difference	1st Qtr. 2015	Difference	4th Qtr. 2014	Difference
Verus	1.94%	-1.19%	-2.06%	-1.35%		-0.41%		2.32%		0.00%			
Beach Point Select (Net)	1.85%	-1.27%	-2.14%	-1.60%	0.25%	-0.66%	0.25%	2.06%	0.08%	0.00%	0.00%		
Barclays BA Intermediate HY	3.41%	-1.46%	-1.84%	0.02%		-3.00%		2.61%		0.00%			
Verus	0.69%	-3.19%	-3.86%	-6.29%		-5.87%		-0.55%		2.95%		-2.88%	
Brigade Capital	0.66%	-3.18%	-3.87%	-6.31%	0.02%	-5.87%	0.00%	-0.56%	0.00%	2.82%	0.13%	-3.01%	0.13%
Barclays BA Intermediate HY	3.41%	-1.46%	-1.84%	0.02%		-3.00%		2.61%		2.44%		0.81%	
Verus	3.54%	1.50%	-2.73%	2.22%		-6.66%		0.12%		0.47%		-2.12%	
Franklin Templeton Investments	3.54%	1.50%	-2.73%	2.22%	0.00%	-6.66%	0.00%	0.11%	0.01%	0.47%	0.00%	-2.12%	0.00%
BC Multiverse	0.38%	-1.67%	0.41%	-0.88%		0.49%		-1.04%		-1.89%		-1.16%	
Verus (Net)	0.68%	0.95%	0.87%	2.53%		7.68%		-2.39%		2.55%		6.34%	
AQR DELTA XN (Net)	0.68%	0.95%	0.87%	2.53%	0.00%	7.68%	0.00%	-2.39%	0.00%	2.55%	0.00%	6.11%	0.23%
Libor + 4%	0.35%	0.35%	0.37%	1.08%		1.05%		1.06%		0.95%		1.05%	
Verus	-2.19%	-4.29%	-1.09%	-7.41%		-15.95%		2.55%		0.00%			
SSARIS Multisource Commodity	-2.19%	-4.29%	-1.09%	-7.41%	0.00%	-15.95%	0.00%	2.55%	0.00%	0.00%	0.00%		
Bloomberg Commodity	-0.45%	-7.25%	-3.09%	-10.52%		-14.47%		4.66%		0.00%			
S&P Goldman Sachs Commodity	0.23%	-8.97%	-8.63%	-16.63%		-19.30%		8.73%		0.00%			
Verus				2.44%		2.98%		5.31%		3.22%		3.44%	
INVESCO Real Estate				2.50%	-0.06%	2.96%	0.02%	5.26%	0.00%	3.28%	-0.06%	3.50%	-0.06%
NCREIF NFI ODCE Index				3.34%		3.68%		3.82%		3.40%		3.25%	
Verus	2.72%	-1.59%	-3.89%	-2.86%		-7.67%		-2.66%		3.94%		-1.64%	
AQR GRP, 10% Volatility (Net)	2.72%	-1.59%	-3.89%	-2.86%	0.00%	-7.67%	0.00%	-2.67%	0.00%	3.84%	0.10%	-1.74%	0.10%
60% R3000/ 40% BC Agg	4.75%	0.23%	-1.36%	3.55%		-3.89%		-0.59%		1.81%		3.85%	
60% MSCI World/ 40% BC GlobalAgg	4.88%	-0.28%	-1.16%	3.37%		-4.60%							
Verus	3.23%	-1.36%	-2.28%	-0.50%		-3.78%		-5.34%		6.23%		4.09%	
PanAgora (Net)	3.23%	-1.36%	-2.28%	-0.50%	0.00%	-3.78%	0.00%	-5.33%	-0.01%	6.14%	0.09%	3.99%	0.09%
60% R3000/ 40% BC Agg	4.75%	0.23%	-1.36%	3.55%		-3.89%		-0.59%		1.81%		3.85%	
60% MSCI World/ 40% BC GlobalAgg	4.88%	-0.28%	-1.16%	3.37%		-4.60%							

1 MSCI

1.1 MSCI US MARKET BREAKPOINTS

Break Point*	Companies included
Large Cap	1-200
Medium-Large Cap	201-550
Medium Cap	551-750
Medium-Small Cap	751-2500
Small Cap	2501+

*MSCI only categorizes equities per size into large, mid and small cap. For InvestorForce Report analytics coherence regarding domestic benchmarks the buffer zones of the mid-cap category are used to determine Medium-Large and Medium-Small Cap categories.

As Of	Large Cap	Medium Large Cap	Medium Cap	Medium Small Cap	Small Cap
12/31/2015	16.507	9.968	5.069	2.917	0
9/30/2015	16.507	9.968	5.069	2.917	0
6/30/2015	15.288	9.09	4.506	2.596	0
3/31/2015	15.356	9.083	4.491	2.577	0
12/31/2014	15.356	9.083	4.491	2.577	0

Number in billion USD

InvestorForce Report reflects changes in the MSCI breakpoints once MSCI publishes new breakpoints. For months when no new breakpoints are published always the last breakpoints are applied. Changes usually but always happen around re-balancing of the indexes. Some index reviews do not contain changes to the market-cap breakpoints.

1.2 MSCI DEVELOPED AND EMERGING MARKET BREAKPOINTS

In case of MSCI Indexes to define the Size - Segment Indexes for a market, the following free float - adjusted market capitalization Market Coverage Target Ranges are applied to the Market Investable Equity Universe:

Break Point	Companies included
Large Cap Index	70% ±5%
Standard Index*	85% ±5%
Investable Market Index**	99%+1% or -0.5%

* Standard Index (Large+Mid)

**Investable Market Index (Large+Mid+Small)

MSCI Country Classification can be found here: <https://www.msci.com/market-classification>

For Emerging Markets, the Global Minimum Size Reference is set at *one-half* the corresponding level of full market capitalization used for the Developed Markets for each size-segment.

As Of	Large Cap DM	Large Cap EM	Medium Cap DM	Medium Cap EM	Small Cap
12/31/2015	14.077	7.0385	5.046	2.5230	0
9/30/2015	14.883	7.4415	5.359	2.6795	0
6/30/2015	14.883	7.4415	5.359	2.6795	0
3/31/2015	13.368	6.684	4.781	2.3905	0
12/31/2014	13.368	6.684	4.781	2.3905	0

Number in billion USD

InvestorForce Report shows changes in the MSCI breakpoints once MSCI publishes a new one. For months when no new breakpoints are published always the last breakpoint is applied. Changes usually happen around re-balancing of the indexes.

2 RUSSELL US BREAKPOINTS

The market capitalization breakpoints that appear in the Market Capitalization Chart are defined by the Russell 3000 Index and change for each period end. Russell calculated the total market capitalization of each security for the end of the period, based on the total shares and price, to determine whether it is large enough for inclusion in one or more of the Russell Breakpoints.

Once the market capitalization for each security is determined, each security is then placed in the appropriate market capitalization breakpoint. A market capitalization breakpoint is determined by the break between the companies below.

Break Point	Companies included
Large Cap	50 Largest US Companies
Medium Large Cap	Next largest 150 US Companies
Medium Cap	Next largest 300 US Companies
Medium Small Cap	Next largest 500 US Companies
Small Cap	All US Companies below 1,000 largest

After the breakpoints are determined by the ranges above, new members are assigned on the basis of the breakpoints and existing members are reviewed to determine if they fall within a cumulative 5% market cap range around the new market capitalization breakpoints. If an existing securities market cap falls within this 5%, it will remain in its current index rather than move into a new market capitalization based index.

As Of	Large Cap	Medium Large Cap	Medium Cap	Medium Small Cap	Small Cap
12/31/2015	90.075	24.308	8.141	2.936	0
9/30/2015	88.944	23.139	7.993	2.946	0
6/30/2015	92.87	25.07	8.797	3.352	0
3/31/2015	93.082	25.494	8.794	3.384	0
12/31/2014	89.92	25.19	8.51	3.29	0
9/30/2014	84.51	24.44	7.97	3.04	0
6/30/2014	80.39	23.62	8.07	3.24	0
3/31/2014	76.77	23.15	7.83	3.06	0
12/31/2013	77.11	22.27	7.65	3.03	0
9/30/2013	72.4	19.93	7.15	2.71	0
6/30/2013	68.47	19.36	6.48	2.46	0

As Of	Large Cap	Medium Large Cap	Medium Cap	Medium Small Cap	Small Cap
3/31/2013	64.31	18.64	6.39	2.39	0
12/31/2012	58.45	16.8	5.75	2.13	0
9/30/2012	57.06	16.48	5.49	2.08	0
6/30/2012	55.65	16.13	5.14	1.99	0
3/31/2012	57.58	16.43	5.55	2.13	0
12/31/2011	51.97	14.66	4.93	1.93	0
9/30/2011	45.35	13.88	4.38	1.66	0
6/30/2011	54.25	15.95	5.66	2.16	0
3/31/2011	52.22	15.69	5.7	2.16	0
12/31/2010	49.54	14.8	5.16	2.04	0
9/30/2010	42.83	13.13	4.64	1.8	0
6/30/2010	39.95	11.58	4.1	1.59	0
3/31/2010	42.43	12.61	4.3	1.68	0

Numbers are billions USD

Glossary

Allocation Effect: An attribution effect that describes the amount attributable to the managers' asset allocation decisions, relative to the benchmark.

Alpha: The excess return of a portfolio after adjusting for market risk. This excess return is attributable to the selection skill of the portfolio manager. Alpha is calculated as: $\text{Portfolio Return} - [\text{Risk-free Rate} + \text{Portfolio Beta} \times (\text{Market Return} - \text{Risk-free Rate})]$.

Benchmark R-squared: Measures how well the Benchmark return series fits the manager's return series. The higher the Benchmark R-squared, the more appropriate the benchmark is for the manager.

Beta: A measure of systematic, or market risk; the part of risk in a portfolio or security that is attributable to general market movements. Beta is calculated by dividing the covariance of a security by the variance of the market.

Book-to-Market: The ratio of book value per share to market price per share. Growth managers typically have low book-to-market ratios while value managers typically have high book-to-market ratios.

Capture Ratio: A statistical measure of an investment manager's overall performance in up or down markets. The capture ratio is used to evaluate how well an investment manager performed relative to an index during periods when that index has risen (up market) or fallen (down market). The capture ratio is calculated by dividing the manager's returns by the returns of the index during the up/down market, and multiplying that factor by 100.

Correlation: A measure of the relative movement of returns of one security or asset class relative to another over time. A correlation of 1 means the returns of two securities move in lock step, a correlation of -1 means the returns of two securities move in the exact opposite direction over time. Correlation is used as a measure to help maximize the benefits of diversification when constructing an investment portfolio.

Excess Return: A measure of the difference in appreciation or depreciation in the price of an investment compared to its benchmark, over a given time period. This is usually expressed as a percentage and may be annualized over a number of years or represent a single period.

Information Ratio: A measure of a manager's ability to earn excess return without incurring additional risk. Information ratio is calculated as: excess return divided by tracking error.

Interaction Effect: An attribution effect that describes the portion of active management that is contributable to the cross interaction between the allocation and selection effect. This can also be explained as an effect that cannot be easily traced to a source.

Portfolio Turnover: The percentage of a portfolio that is sold and replaced (turned over) during a given time period. Low portfolio turnover is indicative of a buy and hold strategy while high portfolio turnover implies a more active form of management.

Price-to-Earnings Ratio (P/E): Also called the earnings multiplier, it is calculated by dividing the price of a company's stock into earnings per share. Growth managers typically hold stocks with high price-to-earnings ratios whereas value managers hold stocks with low price-to-earnings ratios.

R-Squared: Also called the coefficient of determination, it measures the amount of variation in one variable explained by variations in another, i.e., the goodness of fit to a benchmark. In the case of investments, the term is used to explain the amount of variation in a security or portfolio explained by movements in the market or the portfolio's benchmark.

Selection Effect: An attribution effect that describes the amount attributable to the managers' stock selection decisions, relative to the benchmark.

Sharpe Ratio: A measure of portfolio efficiency. The Sharpe Ratio indicates excess portfolio return for each unit of risk associated with achieving the excess return. The higher the Sharpe Ratio, the more efficient the portfolio. Sharpe ratio is calculated as: $\text{Portfolio Excess Return} / \text{Portfolio Standard Deviation}$.

Sortino Ratio: Measures the risk-adjusted return of an investment, portfolio, or strategy. It is a modification of the Sharpe Ratio, but penalizes only those returns falling below a specified benchmark. The Sortino Ratio uses downside deviation in the denominator rather than standard deviation, like the Sharpe Ratio.

Standard Deviation: A measure of volatility, or risk, inherent in a security or portfolio. The standard deviation of a series is a measure of the extent to which observations in the series differ from the arithmetic mean of the series. For example, if a security has an average annual rate of return of 10% and a standard deviation of 5%, then two-thirds of the time, one would expect to receive an annual rate of return between 5% and 15%.

Style Analysis: A return based analysis designed to identify combinations of passive investments to closely replicate the performance of funds

Style Map: A specialized form or scatter plot chart typically used to show where a Manager lies in relation to a set of style indices on a two-dimensional plane. This is simply a way of viewing the asset loadings in a different context. The coordinates are calculated by rescaling the asset loadings to range from -1 to 1 on each axis and are dependent on the Style Indices comprising the Map.

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SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Item 6.3

TO: Board of Retirement
FROM: Michael Coultrip, Chief Investment Officer
SUBJECT: Discussion of Domestic Equity Structure

Staff Recommendation

Provide direction to staff regarding developing a short-list of systematic small-capitalization core equity products for further consideration.

Background

During the strategic discussion of investments issues that took place during the December 2015 Board meeting, staff discussed various ways to simplify the domestic equity structure.

One of the first steps that was discussed was to combine the assets from our two existing style-specific small-capitalization equity managers into a new, to-be-identified core small-capitalization equity strategy. This would reduce the number of managers in our domestic equity program by one, reducing the total number from 6 to 5 products.

Discussion

Staff and consultant propose creating a short-list of systematic small-cap core products for further consideration, with a focus on low management fees and, either low (under 2%) or low/medium (2-4%) tracking error products with consistent excess return objectives.

Attachment

Verus Presentation: Domestic Equity Manager Structure



PERSPECTIVES
THAT DRIVE
ENTERPRISE
SUCCESS



FEBRUARY, 2016

U.S. Equities Manager Structure

San Mateo County Employees' Retirement Association

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Considerations

- The current US equity target includes an overweight to small cap equities (approximately 14.3% total weight). In order to remove the capitalization “style bias”, we recommend modifying the target to align with the Russell 3000 Index weights (approximately 90% large cap and 10% small cap).
- Additionally, we recommend considering systematic core products to replace the existing style specific (growth and value) small cap managers. The style specific managers are generally fundamentally based and often introduce unintentional and unrewarded style bias in the form of mid cap exposure. In contrast, the systematic core small cap managers usually maintain “pure” small cap exposure.
- Finally, we would like to consider only low or medium tracking error systematic core small cap products with consistent excess return objectives, high expected information ratios (skill measure), and low manager fees.

U.S. equity alternatives

	Current	Alt 1	Alt 2
S&P 500 Index	53.6%		
Russell 1000 Index		60.0%	60.0%
DESIM: LCCAE Strategy	10.7%	10.0%	10.0%
Brown Advisory: Large Cap Growth	10.7%	10.0%	10.0%
Barrow Hanley: Diversified LCV	10.7%	10.0%	10.0%
Chartwell: SCG	7.1%		
The Boston Company: US Small Value	7.1%		
Core/Low TE Small Cap		10.0%	
Core/Medium TE Small Cap			10.0%
Style Risk	0.53%	0.15%	0.15%
Active Risk	0.95%	0.68%	0.78%
Risk to Bench	1.09%	0.69%	0.79%
Alpha	0.51%	0.35%	0.39%
IR	0.47	0.50	0.49

- In the current structure, the portfolio small cap underweight relative to the benchmark introduces significant Style Risk (0.53%). This Style Risk derives primarily from the mid cap exposure of the style specific small cap managers (Chartwell and The Boston Company).
- In the alternative structures, the benchmark is modified to the Russell 3000 Index (10% small cap) and the manager weights are changed accordingly. Additionally, the large cap index is changed from the S&P 500 Index to the Russell 1000 Index to better align the structure. Finally, the two style specific small cap managers were replaced by a single low and medium tracking error small cap core manager. Style Risk is nearly eliminated (0.15%).

Next steps

- Create short list of systematic small cap core products for further consideration. The two categories are low tracking error (under 2%) and medium tracking error (2% - 4%) with high expected information ratios and low manager fees being primary considerations.

Appendix

Glossary

- **Tracking Error (TE):** *A measure of the dispersion of the difference in returns between two portfolios. Typically calculated as the standard deviation of the difference between the returns.*
- **Style Risk:** *The tracking error between the structure's actual style and the asset allocation target style.*
- **Active Risk:** *The structure's exposure to active management defined as the tracking error between the managers' portfolios and their styles.*
- **Risk to Benchmark:** *The structure's tracking error to the asset allocation target for the asset class.*
- **Alpha:** *The structure's projected excess return above the target benchmark due to manager active management.*
- **Information Ratio (IR):** *A measure of manager skill (α/TE).*

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Item 7.1

TO: Board of Retirement

FROM: Chezelle Milan, Senior Accountant
Lilibeth Dames, Investment Analyst
Tat-Ling Chow, Finance Officer



SUBJECT: Preliminary Financial Statements for the Period Ended December 31, 2015.

Staff Recommendation

Accept the Preliminary Financial Statements for the Period Ended December 31, 2015.

Background

The preliminary financial statements provide financial information on SamCERA's financial position as of December 31, 2015, and its operating activity for the period ended December 31, 2015.

The *Statement of Fiduciary Net Position* (balance sheet) provides a snapshot of the account balance as of December 31, 2015. This Statement indicates the amount of fiduciary net position (total assets minus total liabilities) available to pay future pension benefits. Over time, increases and decreases in net position may serve as a useful indicator of whether the financial health of SamCERA is improving or declining. Other factors, such as market conditions, should also be considered in measuring SamCERA's overall financial health.

The *Statement of Changes in Fiduciary Net Position* (income statement) reports additions to, and deductions from, SamCERA's fiduciary net position for the period ended December 31, 2015. "Additions" consist of contributions from plan sponsors and members, investment income net of investment expenses (such as investment management fees), securities lending revenue net of related expenses, and other additions. "Deductions" include member benefits, member refunds, administrative and other expenses.

Summary

Statement of Fiduciary Net Position

SamCERA's preliminary Statement of Fiduciary Net Position as of December 31, 2015, is presented on page 2. Over one year, SamCERA's net position increased by \$66 million, or 2%, to \$3.4 billion.

Statement of Fiduciary Net Position

	Preliminary	Actual	Increase (Decrease)	
	12/31/15	12/31/14	Amount	Percentage
ASSETS:				
Cash and Cash Equivalents	\$ 28,329,843	\$ 53,103,461	\$ (24,773,618)	-47%
Cash Management Overlay	14,014,534	20,954,430	(6,939,896)	-33%
Securities Lending Cash Collateral	95,617,274	50,376,391	45,240,883	90%
Subtotal - Cash and Other Cash Related Activities	<u>137,961,651</u>	<u>124,434,282</u>	<u>13,527,369</u>	11%
Receivables				
Due from Broker for Investments Sold	689,389	11,612,674	(10,923,285)	-94%
Investment Income	2,422,997	4,290,471	(1,867,474)	-44%
Securities Lending Income	17,053	18,610	(1,557)	-8%
Other Receivable	100,328	113,572	(13,244)	-12%
Subtotal - Receivables	<u>3,229,767</u>	<u>16,035,327</u>	<u>(12,805,560)</u>	-80%
Prepaid Expense	7,669	7,669	-	0%
Investments at Fair Value				
Domestic Fixed Income Securities	561,648,215	527,057,888	34,590,327	7%
International Fixed Income Securities	98,782,321	97,711,515	1,070,806	1%
Domestic Equities	1,034,147,816	1,136,955,019	(102,807,203) *	-9%
International Equities	632,433,775	632,483,462	(49,687)	0%
Real Estate	231,461,205	189,826,884	41,634,321	22%
Private Equities	229,412,461	164,072,900	65,339,561	40%
Real Assets	18,081,350	5,065,807	13,015,543	257%
Risk Parity	245,964,382	263,102,193	(17,137,811)	-7%
Hedge Funds	189,062,800	139,542,535	49,520,265	35%
Commodities	78,528,210	82,273,574	(3,745,364)	-5%
Subtotal - Investment at Fair Value	<u>3,319,522,535</u>	<u>3,238,091,777</u>	<u>81,430,758</u>	3%
Fixed Assets	3,851,716	2,502,565	1,349,151	54%
TOTAL ASSETS	<u>3,464,573,338</u>	<u>3,381,071,620</u>	<u>83,501,718</u>	2%
LIABILITIES:				
Investment Management Fees	1,925,681	3,821,939	(1,896,258)	-50%
Due to Broker for Investments Purchased	1,314,434	27,859,200	(26,544,766)	-95%
Securities Lending Cash Collateral - Due to Borrowers	95,617,274	50,376,391	45,240,883	90%
Other	1,142,475	834,746	307,729	37%
TOTAL LIABILITIES	<u>99,999,864</u>	<u>82,892,277</u>	<u>17,107,587</u>	21%
NET POSITION RESTRICTED FOR PENSIONS	<u>\$ 3,364,573,474</u>	<u>\$ 3,298,179,343</u>	<u>\$ 66,394,131</u>	2%

* SamCERA performed investment portfolio rebalancing during the one-year period. Along with the Board approval of a 2% reduction in domestic equities (approximately \$30 million) to fund a 1% increase in hedge funds and 1% increase in real estate, SamCERA also decreased its domestic equities (large capitalization equities) by a total of \$65 million and invested the capital in other investment opportunities.

Assets. SamCERA's total assets increased by \$84 million, or 2%, due primarily to the following:

- *Cash and cash equivalents* decreased by \$25 million. As of December 31, 2014, SamCERA had a total of \$19 million in cash being held in a custodian cash account to accommodate operating and investment needs (such as capital calls). This amount was re-invested after it became available in June 2015, thus causing a sizeable reduction in cash. In addition, SamCERA's investment managers held \$7 million more in cash as of December 31, 2014, compared to that of December 31, 2015.

- *Cash Management Overlay* decreased \$7 million. The decrease was due primarily to a reduction in the amount of excess margin required in the cash overlay account in an amount of \$10 million in October 2015.
- *Securities lending cash collateral* increased by \$45 million. The amount of securities on loan at December 31, 2015, was nearly double the amount at December 31, 2014, causing a proportional increase in securities lending cash collateral.
- *Due from broker for investments sold* decreased by \$11 million. At December 31, 2014, SamCERA had a fairly large receivable due from one of SamCERA's investment managers, Western Asset Management.
- *Investments* increased by \$81 million. The increase was driven by a slight market appreciation on investments.
- *Fixed assets* increased by \$1 million. SamCERA acquired additional computer equipment to support its new Pension Administration Software System.

Liabilities. SamCERA's total liabilities increased by \$17 million, or 21%, due mainly to the following:

- *Securities lending cash collateral due to borrowers* increased by \$45 million. As mentioned earlier, the amount of securities on loan at December 31, 2015, was almost double the amount at December 31, 2014, resulting in a corresponding increase in securities lending assets as well as liabilities.
- *Due to broker for investments purchased* decreased by \$27 million. At December 31, 2014, SamCERA had a total of \$28 million due to its investment brokers, which was subsequently paid off in year 2015.

Statement of Changes in Fiduciary Net Position

SamCERA's preliminary Statement of Changes in Fiduciary Net Position for the six months ended December 30, 2015, is presented on page 4.

Additions. Total additions to SamCERA's net position decreased by \$90 million, or 97%, within the six months through December 2015. SamCERA's primary sources of funding encompass employer and employee contributions as well as investment income net of related expenses. The decrease for the first six months in fiscal year 2015-2016 compared to the same period in fiscal year 2014-2015 was primarily attributed to the following:

- Contributions increased by \$5 million. In October 2015, SamCERA received a \$1.5 million "one-time" contribution from the Mosquito and Vector Control District to pay down its unfunded liabilities. The remaining increase in contributions resulted from a 2% increase in employer required contributions due to a 0.25% reduction in the assumed rate of return as

well as additional contributions from the County to accelerate the payoff of its unfunded liabilities.

- Investment income decreased by \$95 million. The decrease was due mainly to market depreciation in investments by -2.6% through December 31, 2015. The market depreciation was triggered by numerous factors such as volatility in global markets, geopolitical concerns in Europe, falling oil prices, an economic slowdown in China, and the concerns regarding the potential increase in the U.S. short-term interest rates.

Deductions. Total deductions increased by \$6 million. The increase was mainly in service retirement allowances due to an increase in the number of retirees with a relatively higher final average compensation.

Statement of Changes in Fiduciary Net Position

	Preliminary	Actual	Increase (Decrease)	
	7/1/15 - 12/31/15	7/1/14 - 12/31/14	Amount	Percentage
ADDITIONS:				
Contributions				
Employee Contribution	\$ 25,829,308	\$ 21,954,014	\$ 3,875,294	18%
Employer Contributions - Regular	52,960,985	50,036,477	2,924,508	6%
Employer Contributions - COLA	24,635,558	28,383,129	(3,747,571)	-13%
Employer Prefunded Contribution	1,740,501	(278,031)	2,018,532	726%
Subtotal - Contributions	<u>105,166,352</u>	<u>100,095,589</u>	<u>5,070,763</u>	5%
Investment Income				
Interest and Dividends	15,719,496	20,493,692	(4,774,196)	-23%
Net Appreciation (Depreciation) in fair value of investments	(100,936,922)	(10,557,577)	(90,379,345)	-856%
Less: Investment Expense	(17,438,615)	(17,298,953)	(139,662)	-1%
Subtotal - Investment Income	<u>(102,656,041)</u>	<u>(7,362,838)</u>	<u>(95,293,203)</u>	-1294%
Securities Lending Income				
Earnings	183,333	88,754	94,579	107%
Less: Securities Lending Expenses	(45,634)	89,327	(134,961)	-151%
Subtotal - Securities Lending Income	<u>137,699</u>	<u>178,081</u>	<u>(40,382)</u>	-23%
Other Additions				
	161,404	1,968	159,436	8101%
Total Additions	<u>2,809,414</u>	<u>92,912,800</u>	<u>(90,103,386)</u>	-97%
DEDUCTIONS:				
Benefits				
Service Retirement Allowance	77,382,377	72,075,565	5,306,812	7%
Disability Retirement Allowance	10,357,764	9,839,387	518,377	5%
Survivor, Death and Other Benefits	341,953	377,531	(35,578)	-9%
Subtotal - Benefits	<u>88,082,094</u>	<u>82,292,482</u>	<u>5,789,612</u>	7%
Refund of Member Contributions	1,473,570	1,298,937	174,633	13%
Administrative Expense	3,088,338	2,763,643	324,695	12%
Other Expense	68,267	72,349	(4,082)	-6%
Total Deductions	<u>92,712,269</u>	<u>86,427,411</u>	<u>6,284,858</u>	7%
Net Income	(89,902,855)	6,485,389	(96,388,244)	-1486%
NET POSITION RESTRICTED TO PENSIONS:				
Beginning of Period as of July 1	3,454,476,328	3,291,693,954	162,782,374	5%
End of Period as of December 31	<u>\$ 3,364,573,474</u>	<u>\$ 3,298,179,343</u>	<u>\$ 66,394,131</u>	2%

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Item 7.2

TO: Board of Retirement

FROM: Gladys Smith, Assistant Executive Officer



SUBJECT: Approval to Delete the Retirement Accounting Technician Position and Add a Retirement Accountant Position

Staff Recommendation

Authorize staff to work with the County Human Resources Department to delete the current Retirement Accounting Technician position and to establish and fill one Retirement Accountant position at SamCERA.

Background

SamCERA's Finance Division is responsible many items including for our internal accounting, producing the Comprehensive Financial Report, the Popular Annual Financial Report, the annual budget, as semi-annual interest crediting to member accounts, tax withholding oversight and internal audits.

The Finance Division currently has five authorized positions: a Retirement Finance Officer, a Retirement Financial Analyst, a Retirement Senior Accountant, a Retirement Accountant and a Retirement Accounting Technician.

Discussion

Tat-Ling Chow, Finance Officer, joined SamCERA in 2015. During this last year, she has made an assessment of the Finance Division's staffing needs based on the current and projected workload. Because there is a current vacancy in the Retirement Accounting Technician, staff assessed whether that position is the appropriate skill level needed before beginning any recruitment process. Staff determined that an additional Retirement Accountant, rather than a Retirement Accounting Technician is more appropriate for the work load and would better permit the division to plan and execute departmental cross training activities. This change in the classification would allow for enhanced oversight of financial accounting transactions and insure more robust coverage within the division and support to the rest of the staff.

The addition of a Retirement Accountant, in lieu of the Retirement Accounting Technician, would provide:

- Internal audit and analysis of disbursements, as well as bi-weekly employee and employer contributions

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

- Additional help in compiling complex investment transactions for financial reporting due to additional/new investments
- Redundancy for time-sensitive tasks such as retiree payroll, refund, rollover and tax reporting
- Assistance in implementation and processing changes from new legislation and negotiated bargaining agreements
- Additional assistance in compiling reporting information for GASB 67/68 and 72
- Resources to implement viable divisional cross training

There is no fiscal impact for the current fiscal year due to cost savings from the Retirement Accounting Technician vacancy. For Fiscal Year 2016-17, there will be an anticipated \$18,089 increase in salary and benefits.

The position description for the Retirement Accountant I is attached.

Attachment

Retirement Accountant I Job Description

Class Title: Retirement Accountant I

Bargaining Unit: SEIU: Accounting & Admin Services(S35)

Class Code: E489

Salary: \$26.41 - \$33.02 Hourly
 \$1,056.40 - \$1,320.80 Weekly
 \$4,577.73 - \$5,723.47 Monthly
 \$54,932.80 - \$68,681.60 Annually

Email me when jobs like this become avail

Benefits

Under general supervision, performs professional accounting work relating to County retirement procedures and records.

DISTINGUISHING CHARACTERISTICS

Retirement Accountant I is the entry-level class of the series. Initially under close supervision, the incumbents perform the more routine duties while learning County and SamCERA policies and procedures and becoming familiar with the variety of retirement systems and practices. As experience is gained, duties become more diversified and are performed under more general supervision. This class is flexibly staffed with Retirement Accountant II and incumbents may advance to the higher level after gaining experience and demonstrating proficiency, which meet the qualifications of the higher-level class.

Retirement Accountant II is the journey level class in this series, competent to independently perform the full range of accounting duties. Successful performance requires thorough knowledge of governmental accounting procedures; the ability to exercise sound independent judgment within established guidelines and may involve skill in directing the work of staff. This class is distinguished from the Retirement Accounting Technician series in that former involves work that not only requires process knowledge but also involves analysis, systems development and application of accounting theoretical knowledge. This class is distinguished from Retirement Senior Accountant, which is the lead/advanced specialist level in the series, responsible for coordinating the daily operations of the finance unit in SamCERA.

Examples Of Duties:

Duties may include, but are not limited to, the following:

- Review accounting documents to ensure accuracy of information and calculation and make correcting entries.
- Examine supporting documentation to establish proper authorization and conformance with agreements, contracts, and state and federal regulations.
- Prepare journal entries and reconciliation of general ledger, journals, subsidiary accounts and bank statements.

- Review and recommend modifications to existing or creation of accounting systems and procedures.
- Provide technical support to internal and outside auditors and governmental program auditors.
- Process, audit, reconcile and verify retiree payroll.
- Reconcile and resolve outstanding check register and revolving fund balances.
- Communicate with bank officials and other financial staff.
- Compute, prepare and file state and federal tax forms, and tax deposits related to various types of distributions.
- Assist in and/or coordinate the preparation and analysis of SamCERA budgets.
- Perform related duties as assigned.

Qualifications:

Note: The level and scope of the knowledge and skills listed below are related to job duties defined under Distinguishing Characteristics.

Knowledge of:

- Principles, practices and terminology of general and governmental accounting.
- The County Employee's Retirement Law of 1937 as it pertains to SamCERA procedure.
- Federal and state tax laws pertaining to public retirement fund distributions.
- Generally Accepted Accounting Principles (GAAP) and requirements of Governmental Accounting Standards Board (GASB).
- Concepts and practices related to processing and maintenance of retirement system records.
- Auditing techniques, principles, and practices.
- Principles and practices of business data processing, particularly as related to the processing of accounting information.
- Basic auditing and financial reconciliation principles and methods.
- Budgeting principles and terminology.

Skill/Ability to:

- Apply general and governmental accounting principles and practices.
- Perform complex mathematical and statistical calculations accurately.
- Review, analyze, interpret and reconcile financial reports and transactions.
- Verify the accuracy of financial data and information.
- Prepare clear, concise and complete reports and statements.
- Ensure proper authorization and documentation for disbursements and other transactions.
- Exercise sound independent judgment within established procedural guidelines.
- Make accurate mathematical and statistical calculations.
- Maintain accurate records and files.
- Operate computers and relevant applications programs.
- Establish and maintain effective working relations.

Experience and Education:

Any combination of education and experience that would likely provide the required knowledge and skills is qualifying. A typical way to qualify is:

Retirement Accountant I: Equivalent to graduation from a four-year college or university in

Retirement Accountant II: Two years of accounting experience, preferably in a governmental public agency.

Date Established/Revised:


5/4/11 Entered in NeoGov per Lisa Y. ut

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Item 7.3

TO: Board of Retirement

FROM: Scott Hood, Chief Executive Officer 

SUBJECT: Trustee Request for Additional Educational Activity

Staff Recommendation

Consider the request of Trustee Michal Settles to attend the 2016 Sky Bridge Alternatives Conference (SALT) in Las Vegas.

Event Summary

Pre-approved educational program	No
Attendance exceeds 8 overnight trips?	No
Event Name	Sky Bridge Alternatives Conference (SALT)
Location	Las Vegas, Nevada
Length of Travel	May 10-13, 2016
Registration Cost	\$ 0
Air Fare (Estimate)	\$ 200.00
Hotel Cost (approx.)	\$ 730.00 (3 nights)
Total Estimated Cost (excludes meals, transport, etc.)	\$ 930.00

Background

Government Code §31522.8 requires each Board member receive at least 24 hours of education within two years of joining the Board and every subsequent two-year period. Consistent with that requirement and the Board's fiduciary duty to make informed judgments on all matters which come before it, the Board has determined that certain education activities help provide the Board with knowledge and skills to make such informed decisions.

Also consistent with its fiduciary duties, the Board's Education Policy provides that this education be obtained in a cost efficient manner. In order to promote cost efficiency: (1) every Board member is limited to eight approved out-of-Bay Area educational events requiring overnight stays per fiscal year and (2) international travel must be approved by the Board because of the extra overnight costs inherent in long distance travel. To that end, for additional cost efficiency, Board members are encouraged to receive education from: local conferences, approved electronic media; SamCERA staff and consultants; and reading certain financial publications. Costs for attendance at educational events not consistent with the Education Policy (e.g. more than 8 events or not an approved provider) are not reimbursable without Board approval.

SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

Discussion

The Board is being asked to approve Ms. Settles' attendance at the SkyBridge Alternatives (SALT) Conference to be held in Las Vegas, Nevada, on May 10-13, 2016. (Agenda is not yet available.) Attendance at the SALT conference is not an approved educational activity.

Including this conference, Ms. Settles has attended, listed her interest in attending, or is registered to attend the following 7 overnight conferences in FY 2015-16:

Event	Location	Dates
Pension Bridge-Private Equity Exclusive	Chicago, IL	July 20-21, 2015
Women's Alternative Investment Summit	New York, NY	November 5-6, 2015
SACRS Fall Conference	San Diego, CA	November 17-20, 2015
IMN Annual Global Indexing & ETFs	Scottsdale, AZ	December 6-8, 2015
SkyBridge Alternatives (SALT) Conference	Las Vegas, NV	May 10-13, 2016
GFOA Annual Conference	Ontario, Canada	May 21-25, 2016
IMN Annual Global Indexing & ETFs	Dana Point, CA	June 26-28, 2016

Ms. Settles' estimated education hours for FY 2015-2017 are set forth below:

Estimated Education Hours Accrued For FY 2015-2017	Additional Education Hours Needed For FY 2015-2017
65	0

Attachment:

SkyBridge Alternatives (SALT) Conference information, www.saltconference.com

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[SPEAKERS](#)
[DELEGATES](#)

[COMMUNITY](#)
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REGISTRATION

[Register Now](#)

The SALT Conference is an invitation-only event that brings together accredited investors, family offices, allocators and hedge funds managers to discuss global macro-economic trends and investment opportunities in the year ahead.

Delegate Type	1/14/2016 - 2/7/2016	2/8/2016 - 3/4/2016	3/5/2016 - 4/1/2016	4/2/2016 - 4/22/2016 *
Institutional Investor ⓘ	-	Complimentary	Complimentary	Complimentary
Single Family Office ⓘ	-	\$1,650	\$1,950	\$2,250
Asset Allocator ⓘ	-	\$3,750	\$3,950	\$4,250
Investment Manager ⓘ	-	\$4,750	\$4,950	\$5,250
Service Provider ⓘ	-	\$8,950	\$9,750*	\$10,250*

Media

Pricing and Availability is evaluated on a case-by-case basis and must be submitted via an online request link - [Request an Invitation](#)

Note - All registrations are subject to approval and availability. You are not registered for SALT until you receive an email from the SALT team confirming your registration. You may expect to receive this notification within 2-3 business days of registering.

Media - Pricing and Availability is evaluated on a case-by-case basis and must be submitted via an online request link.



Morgan Stanley



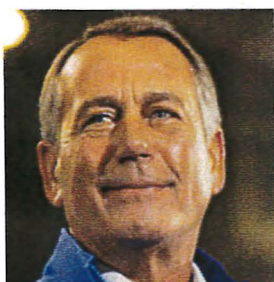
REGISTER NOW

ABOUT AGENDA SPEAKERS DELEGATES COMMUNITY PARTNERS VENUE CONTACT

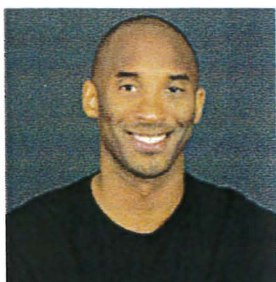
CONFERENCE SPEAKERS

Below are the SALT 2016 speakers. Please revisit this page for additional speakers.

Featured Speakers



JOHN BOEHNER
SPEAKER OF THE U.S. HOUSE OF REPRESENTATIVES (2011-2015)



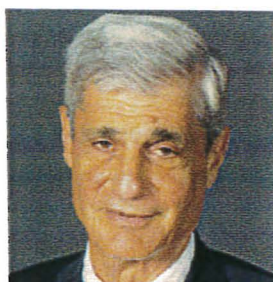
KOBE BRYANT
FIVE-TIME NBA CHAMPION, LOS ANGELES LAKERS & CHIEF EXECUTIVE OFFICER, KOBE INC.



FELIPE CALDERON
PRESIDENT OF MEXICO (2006 - 2012) & FORMER STATESMAN OF THE YEAR



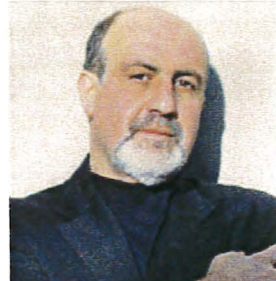
DAVID M. RUBENSTEIN
CO-FOUNDER & CO-CHIEF EXECUTIVE OFFICER, THE CARLYLE GROUP



ROBERT E. RUBIN
FORMER SECRETARY OF THE U.S. TREASURY (1995 - 1999) & CO-CHAIRMAN, COUNCIL ON FOREIGN RELATIONS



LAWRENCE H. SUMMERS
CHARLES W. ELLIOT UNIVERSITY PROFESSOR HARVARD UNIVERSITY, FORMER DIRECTOR NATIONAL ECONOMIC COUNCIL FOR PRESIDENT OBAMA



NASSIM TALEB
AUTHOR OF *THE BLACK SWAN* & DISTINGUISHED SCIENTIFIC ADVISOR, UNIVERSA INVESTMENTS

Speakers



KYLE BASS
CHIEF INVESTMENT OFFICER, HATMAN CAPITAL MANAGEMENT LP



JOHN BURBANK III
FOUNDER & CHIEF INVESTMENT OFFICER, PASSPORT CAPITAL



JIM CHANOS
FOUNDER & PRESIDENT, KYNKOS ASSOCIATES LP



LEON G. COOPERMAN
FOUNDER, CHAIRMAN & CHIEF EXECUTIVE OFFICER, OMEGA ADVISORS, INC.



JOSHUA S. FRIEDMAN
CO-FOUNDER, CO-CHAIRMAN & CO-CHIEF EXECUTIVE OFFICER, CANYON PARTNERS, LLC



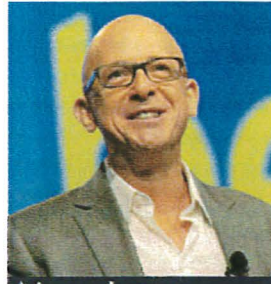
AUSTAN GOOLSBEE
PARTNER, CHAIRMAN & MEMBER OF
PRESIDENT BARACK OBAMA'S COUNCIL OF
ECONOMIC ADVISERS (2009-2011)



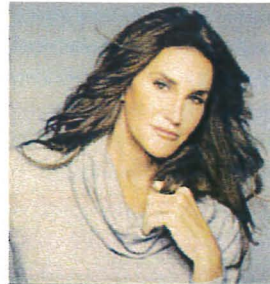
SIR MICHAEL HINTZE
FOUNDER, CHIEF EXECUTIVE OFFICER &
SENIOR INVESTMENT OFFICER, CQS



MARGARET HOOVER
CNN POLITICAL CONTRIBUTOR, POLITICAL STRATEGIST,
LGBT ACTIVE & AUTHOR - "AMERICAN INDIVIDUALISM
CONSERVATIVES CAN SAVE THE REPUBLICAN PARTY"



MARK JEFFRIES
AUTHOR & COMMUNICATIONS EXPERT



CAITLYN JENNER
OLYMPIAN & TRANSGENDER RIGHTS
ADVOCATE



LAURIE KATZ
PARTNER, U.S. BUSINESS DEVELOPMENT,
GOLDENTREE ASSET MANAGEMENT



MICHAEL LEWIS
NEW YORK TIMES BESTSELLING AUTHOR OF
THE BIG SHORT, *LIAR'S POKER*, *FLASH BOYS*
& *BOOMERANG*



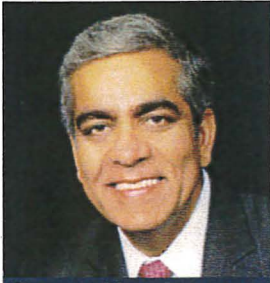
OMEED MALK
MANAGING DIRECTOR & HEAD OF
US PRIME BROKERAGE DISTRIBUTION,
BANK OF AMERICA MERRILL LYNCH



MORRIS MARK
FOUNDER, MANAGING PARTNER &
CHIEF INVESTMENT OFFICER,
MARK ASSET MANAGEMENT



JIM MESSINA
FORMER DEPUTY OF STAFF TO PRESIDENT
OBAMA & CAMPAIGN MANAGER FOR THE
2012 OBAMA RE-ELECTION CAMPAIGN



DEEPAK NARULA
FOUNDER & MANAGING PARTNER,
METACAPITAL MANAGEMENT



RAY NOLTE
CO-MANAGING PARTNER &
CHIEF INVESTMENT OFFICER,
SKYBRIDGE CAPITAL



CHRISTOPHER PUCILLO
CHIEF EXECUTIVE OFFICER &
CHIEF INVESTMENT OFFICER,
SOLUS ALTERNATIVE ASSET MANAGEMENT



ANDREW RABINOWITZ
PARTNER & CHIEF OPERATING OFFICER,
MARATHON ASSET MANAGEMENT



JACK ROSS
PRINCIPAL & CO-FOUNDER,
WATERFALL ASSET MANAGEMENT



KARL ROVE
FORMER DEPUTY CHIEF OF STAFF & SENIOR
ADVISOR TO PRESIDENT GEORGE W. BUSH;
AUTHOR OF "COURAGE AND CONSEQUENCE"



ANTHONY SCARAMUCCI
CO-MANAGING PARTNER & FOUNDER,
SKYBRIDGE CAPITAL & HOST OF
"WALL STREET WEEK"



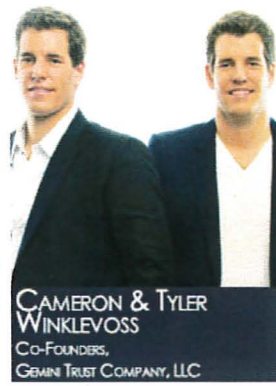
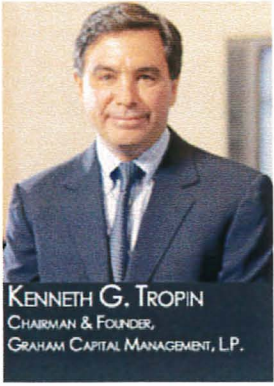
JEFF SMITH
MANAGING MEMBER, CHIEF EXECUTIVE
OFFICER & CHIEF INVESTMENT OFFICER,
STARBOARD VALLE LP



RANDALL SMITH
CHIEF OF INVESTMENTS, ALDEN GLOBAL
CAPITAL



GEORGE SULLIVAN
EXECUTIVE VICE PRESIDENT & GLOBAL HEAD
OF ALTERNATIVE INVESTMENT SOLUTIONS,
STATE STREET CORPORATION



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AGENDA

Below are links to previous SALT Las Vegas and SALT Asia agendas. Please revisit this page in late February for the SALT 2016 program.

SALT Las Vegas 2015

[Download Agenda](#)

SALT Asia 2013

[Download Agenda](#)

SALT Las Vegas 2014

[Download Agenda](#)

SALT Asia 2012

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SALT Las Vegas 2013

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SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Board of Retirement

February 23, 2016

Agenda Item 7.4

TO: Board of Retirement
FROM: Scott Hood, Chief Executive Officer
SUBJECT: 2015-16 Board-Staff Retreat Topics



Staff Recommendation

Provide direction to staff regarding the topics and schedule for the April 26 and 27, 2016, Board-Staff Retreat.

Background

This item is to give trustees another opportunity to discuss retreat topics and the schedule. The annual Board retreat is scheduled for April 26 and 27, 2016. The Board assists on setting the topics to be addressed at the retreat and provides input regarding the proposed presenters. Following this meeting, staff and consultant will begin in earnest to schedule presenters.

Discussion

Attached is a list of the topics that staff recommends. Staff believes this is a well-balanced list of topics that fits in with the amount of time planned for the retreat. If you have additional topics to suggest, please mention them during this agenda item.

The 2016 SamCERA Board-Staff Retreat is scheduled along the same lines as the 2015 retreat:

Days: Two consecutive days
Timing: Leaves time in between speakers for discussion
Location: In the SamCERA Boardroom
Speakers: Draw speakers from outside professionals as well as SamCERA's consultants and staff
Regular Business: Conduct the Board's regular monthly business during the afternoon on Tuesday of the retreat
Dates: **Tuesday, April 26, and Wednesday, April 27.**

Attachment

Draft 2016 Board-Staff Retreat Agenda

Agenda & Presenters

Board / Staff Retreat

April 26 & 27, 2016



San Mateo County Employees'
Retirement Association

BOARD / STAFF RETREAT AGENDA
Day One—Tuesday, April 26, 2016

<u>TIME</u>	<u>TOPIC AND PRESENTER</u>
8:30 a.m.	Coffee and Refreshments
9:00 a.m.	Welcome Presenter: Scott Hood, SamCERA Chief Executive Officer
9:15 a.m.	Board Governance and Innovation Presenter: Governance and Innovation Expert
10:15 a.m.	Open Discussion
10:45 a.m.	Deep Dive Led by Mike Coultrip. Assess longer-term drivers of fund returns and risks. Investigate longer-term manager performance and other characteristics vs indexes and peer groups. Review Risk Dashboard. Presenters: Michael Coultrip, SamCERA Chief Investment Officer and Margaret Jadallah, Verus
11:45 a.m.	Lunch
12:45 p.m.	Deep Dive- Continued Presenters: Michael Coultrip, SamCERA Chief Investment Officer and Margaret Jadallah, Verus
1:45 p.m.	Open Discussion
2:15 p.m.	Break
2:30 p.m.	Beginning of Regular Board Meeting Agenda

BOARD / STAFF RETREAT AGENDA
Day Two—Wednesday, April 27, 2016

<u>TIME</u>	<u>TOPIC AND PRESENTER</u>
8:30 a.m.	Coffee and Refreshments
9:00 a.m.	Overview of the 2016 Asset/Liability Process Led by Mike Coultrip. Provide an overview of the asset/liability study process. Presenters: Michael Coultrip, SamCERA Chief Investment Officer and Margaret Jadallah, Verus
10:15 a.m.	Open Discussion
10:30 a.m.	Mandated Ethics Training Presenter: Brenda Carlson, SamCERA Chief Legal Counsel
11:30 a.m.	Lunch
12:45 p.m.	Long Term Effects of Lowering the Assumed Rate of Return Presenter: Nick Collier, Milliman, Inc
1:45 p.m.	Open Discussion
2:15 p.m.	Break
2:30 p.m.	Sneak Peak of SamCERA's Future PASS System Presenter: Elizabeth LeNguyen, SamCERA Benefits Manager
3:30 p.m.	Private Equity Valuations/Fee Transparency Discussion of Private Equity Transparency and Fee Structures. Presenter: TBD
4:30 p.m.	Open Discussion
5:00 p.m.	End of Retreat