



BOARD OF TRUSTEES MEETING REGULAR MEETING AGENDA

Friday, May 24, 8:30am

The regular meeting will be held in the **Board and Commissions Room at Austin City Hall, 301 W 2nd Street, Austin, Texas 78701** and will be open to the public. The meeting will also be available to the public through **signin.webex.com/join** with **meeting number 2553 304 3272** and **password May2024**, or through a telephone conference call, **toll-free dial-in number 408-418-9388** with **access code 6292024**. Some non-routine agenda items will have the trustee or individual who requested the item in parentheses.

Public Comments

Members of the public may address the Board of Trustees on any matter during this portion of the meeting. Public comments may be provided in person at the physical location of the regular meeting, virtually through WebEx, or through the toll-free dial-in number provided above. A sign-up sheet will be available at the physical location of the meeting. The Board requests that any member of the public who desires to address the Board virtually sign up to speak in advance by contacting the Fund at **staff@AFRFund.org no later than 5:00 p.m. on Thursday, May 23, 2024**. All parties are asked to limit comments to 3 minutes. No discussion or action will be taken by the Board during public comments.

To Approve

1. Consent Agenda for the following:
 - a. Minutes of regular meeting of April 26, 2024
 - b. Service retirement benefits for new retirees, beneficiaries, and alternate payees

To Discuss and Possibly Act On

2. Presentation from Callan on final report for the Investment Practices and Performance Evaluation (IPPE), including Fund Response
3. Meketa 1Q24 Investment Performance review, including the following:
 - a. Economic and Market Update
 - b. 1Q24 Investment Report
 - c. Private Equity: Annual Pacing History Review
 - d. Private Equity Approach: Fund of Funds vs. Specialty Consultant
4. Discuss and consider Request for Information (RFI) for Depository Bank, including presentation from a responsive bank



5. Update on City of Austin Actuarial Audit presentation
6. Update on Voluntary Funding Soundness Restoration Plan (FSRP) progress
7. Executive Director Report, including the following (Discussion Only)
 - a. General comments
 - b. Update on Development of Administrative Policies and Procedures, including internal controls
 - c. Internal financial statements, transactions, and Fund expense reports for month ending April 30, 2024
8. Roadmap for future meetings
9. Call for future agenda items

Austin Firefighters Retirement Fund
4101 Parkstone Heights Drive, Suite 270
Austin, TX 78746
(512) 454-9567

NOTE: The Board of Trustees of the Austin Firefighters Retirement Fund may meet in Executive Session on any item listed above in accordance with and as authorized by the Texas Open Meetings Act, Texas Government Code Ch. 551.

NOTE: The City of Austin is committed to compliance with the American with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. Meeting locations are planned with wheelchair access. If requiring Sign Language Interpreters or alternative formats, please give notice at least 2 days (48 hours) before the meeting date. Please contact our office at (512) 454-9567 for additional information; TTY users route through Relay Texas at 711.

THIS PAGE INTENTIONALLY LEFT BLANK



AFRF
AUSTIN FIREFIGHTERS
RETIREMENT FUND

**MINUTES
BOARD OF TRUSTEES MEETING
FRIDAY APRIL 26, 2024, 9:00AM**

Board Members Present

John Bass, Vice Chair
Belinda Weaver, Treasurer
Doug Fowler, Trustee
Aaron Woolverton, Trustee (virtual)

Staff and Consultants Present

Anumeha Kumar, AFRF Executive Director
John Perryman, AFRF CFO
Gina Gleason, AFRF Board & Operations Specialist
Shira Herbert, AFRF Accounting & QC Specialist
Amy Thibaudeau, AFRF Benefits Specialist
Alyca Garrison, Jackson Walker
Chuck Campbell, Jackson Walker
Elizabeth Wiley, Cheiron
Health Merlak, Cheiron
Craig Chaikin, Callan
Gwen Lohmann, Callan (virtual)

Community Members Present

Rene Vallejo
Virtual attendees not listed

Vice Chair Bass called the meeting to order at 9:00am.

Public Comments:

No public comments.

- I. Consent Agenda for the following:
 - a. Minutes of the regular meeting of March 25, 2024
 - b. Service retirement benefits for new retirees, beneficiaries, and alternate payees

Vice Chair Bass requested a moment of silence for the retired firefighter who had passed. Trustee Fowler motioned to approve both items on the consent agenda. Trustee Weaver seconded the motion. The motion passed unanimously.

- II. Presentation from Callan on preliminary report for the Investment Practices and Performance Evaluation (IPPE)

Craig Chaikin introduced himself and Gwen Lohmann as the Callan investment consultants who were hired as a third-party to complete the Investment Practices and Performance Evaluation for the Fund under Government Code 802.109. He explained that the primary intent of conducting the IPPE was to review the policies and practices that govern the investment program of the Fund. Mr. Chaikin described the review process, which involved interviewing the trustees and looking at board governance documents and meeting materials, including quarterly investment performance reports, meeting minutes, other financial reports, actuarial valuations, and the most recent experience study. Mr. Chaikin next described the key topic areas within the review, as laid out by

the Pension Review Board (PRB), to address best practice for investment program governance, monitoring, and implementation. Anumeha Kumar reiterated that the Fund was required by state law to perform an IPPE once every three years, and that the board would have 30 days following Callan's preliminary report to provide a response to Callan regarding their recommendations, after which they would present a final report to the board in May and then submit it to the PRB. Mr. Chaikin prefaced his report with a note that most findings were in line with best practices and that Callan only had a few notes for consideration, with no immediate cause for concern. Regarding the Investment Policy Statement (IPS), Mr. Chaikin explained that some of the components in the Fund's Operating Procedures are typically included in the IPS. He noted that the bifurcation could be attributed to the Fund's lengthy process for making changes to the IPS, and that in conjunction, the two documents make for robust governing documents that provide a very clear course of action for the board. Mr. Chaikin's main recommendation was to combine the IPS and Operating Procedures into a singular document so that the asset allocation parameters and manager selection policies are contained within the IPS. Another reason he provided for having everything pertaining to the governance of the plan in a singular document was so that there would be no inconsistencies between the two documents if something were to be updated in one document and not the other. Mr. Chaikin noted that the Fund had very good transparency and recommended posting the Operating Procedures to Fund's website alongside the other governing documents that had already been made available to stakeholders. He also made a minor suggestion to add language within the IPS to acknowledge the Fund's adherence to PRB guidelines. Regarding asset allocation, Mr. Chaikin confirmed that the Fund had a high likelihood of achieving their current 7.3% assumed rate of return target over the long term, based on Callan's asset allocation model. He emphasized the importance of continuing to review the asset allocation annually in terms of the broad asset classes, and stated that the Fund's asset allocation process is consistent with best practice. Mr. Chaikin noted that the Fund does not account for the liabilities of the plan in much detail and recommended that the board consider conducting an Asset/Liability Study, which would take the asset allocation and liquidity needs into consideration along with the Fund's liabilities over time. He stated that Asset/Liability Studies become especially important as pension plans mature and their net cash flows become more negative, and additional aspects such as the DROP program play a crucial role in a liquidity profile beyond standard pension obligations. The trustees asked some follow-up questions regarding Mr. Chaikin's recommendations. In response, Mr. Chaikin noted that the Fund's overall asset allocation aligns with other pension programs, based on Callan's internal peer group as well as recent NASRA and NCPERS studies, and that the Fund's recent movement of assets into passive management to limit fees is consistent with the practice of many other pension programs. He also explained that there is no best practice regarding the length of an IPS document and suggested that some pieces of the two documents could be consolidated to limit the document's length if combined. Regarding investment fees, Mr. Chaikin stated that the Fund complies with the PRB's fee reporting requirement. He explained that investment fees are the overriding cost for every investment program and since higher fees require higher returns to achieve the desired outcome, lower fees do help with overall investment performance. He suggested that the Fund consider switching from fund of funds to direct investment for private equity in order to save fees, but acknowledged that doing so would come with additional operational complexities for the Fund. Mr. Chaikin noted that the Fund's overall fee allocation is in line with what Callan has seen across the industry. Trustee Fowler asked some follow-up questions regarding Callan's investment fee survey, to which Mr. Chaikin confirmed that while the Fund's fees are higher in some instances, they are still reasonable. He followed up with a recommendation for Meketa to provide more granular fee breakdowns in their quarterly reports, beyond the PRB fee-reporting format that they currently use. He noted that performance fees are important to monitor as they can be a significant driver of overall costs. Mr. Chaikin also pointed out that the language currently used for fee-reconciliation and payment procedures, which refers to singular

trustee involvement, is difficult to implement and could create potential conflict of interest. He suggested revising the language in the Operating Procedures to make it more consistent with actual industry practices. Regarding the governance process, Mr. Chaikin stated that the Fund has a very robust framework that contains many checks and balances and clearly outlines the responsibilities of the board. He highlighted the schedule for reviewing independent vendors, the ongoing educational training for trustees, and the consistent review and update of the IPS and Operating Procedures, which he noted as all being best practices for overall fund governance. Regarding COLAs, Mr. Chaikin stated that the Fund's practice of requiring a sign-off from the actuary is important in terms of maintaining the overall health of the plan. He stated that Callan had no recommendations for the plan's governance. Regarding investment manager search and selection, Mr. Chaikin noted that everything the Fund does is standard, including the delegation of responsibilities to Meketa. Mr. Chaikin concluded his report with a summary of Callan's main recommendations of combining the IPS and Operating Procedures into a single document and conducting an Asset/Liability Study, and reassured the board that the Fund's fees are not out of line and will continue to decrease with the implementation of the passive investment framework. Vice Chair Bass thanked Mr. Chaikin for his presentation and stated that the board would consider his recommendations. Trustee Weaver praised the Fund's strong investment program and voiced her appreciation for Callan's recommendations. She noted that she felt Governance was one of the Fund's strongest suits and was pleased with the lack of recommendations in that area. Trustee Fowler echoed the trustees' sentiments and stated that the report brought good news to the Fund. **No motion necessary.**

- III. Discuss and Consider final Actuarial Experience Study report, including discussion of actuarial cost methods and cost implications of any assumption changes

Elizabeth Wiley introduced herself and Heath Merlak as the Fund's actuaries. Ms. Wiley first addressed cost method, which determines how the anticipated benefits are to be paid out of the Fund and allocated over the careers of the members. She stated that the cost method currently used by the Fund is entry-age normal, which is the most common method used by public systems and is the method required for reporting under GASB. She recommended that no changes be made to the cost method. Next, Ms. Wiley addressed the asset valuation method. She stated that the goal in selecting the asset valuation method is to balance reducing the volatility that comes from the financial markets while ensuring the results aren't deviating too far from reality. She explained that using the market value of assets brings in too much volatility, so most public systems develop their key valuation results using smoothed or actuarial value of assets, and the Fund's current 5-year smoothing period tends to best achieve that balancing goal. Ms. Wiley noted that some systems add an additional corridor to restrict deviation, but Cheiron did not determine a corridor to be a necessary addition for the Fund. She recommended that no changes be made to the asset valuation method. Ms. Wiley lastly addressed the amortization method, starting with a reminder that the Fund uses a fixed or statutory contribution rather than an actuarially determined contribution (ADC). She explained that amortization method defines the approach and period to amortize the unfunded actuarial liability (UAL), and while it is not currently applicable to determining contributions due to the Fund's fixed rate, it is reflected in the development of ADC benchmarks. Ms. Wiley made no recommendations for changes to the amortization method but noted that the next valuation would have new ADC benchmark disclosure requirements pursuant to the Actuarial Standards of Practice (ASOP) No. 4.

Heath Merlak reviewed all the assumptions that the board had adopted for the 2023 Valuation during the March meeting. Vice Chair Bass asked a clarifying question regarding the DROP assumption change, to which Mr. Merlak and Ms. Wiley confirmed that it built in additional conservatism and expanded upon the reasoning for and impact of the change. Regarding the cost

impact of the assumption changes, Mr. Merlak explained that Cheiron had planned to use the finalized 2022 Valuation results, but since they were ahead of schedule in producing the 2023 Valuation, they thought it would be helpful to use those results on a preliminary basis. Ms. Wiley added that they were very confident and comfortable with using the preliminary results, with the caveat that the assets were still unaudited. Mr. Merlak explained that the actuarial liabilities came in slightly lower than anticipated and that the normal cost rate of 30.71% remained relatively static due to the Fund's one-tier structure with minimal demographic change. Mr. Merlak described the impact of each assumption change on the amortization period independently. He then explained that the cumulative effect decreased the funded ratio from 87.2% to 85.7% and increased the amortization period from 35.7 years to 44.2 years. Trustee Fowler followed up with a question regarding retirement age trends, to which the actuaries provided clarification that earlier retirement is more expensive for the Fund. Anumeha Kumar informed the board that no action was required, since all recommended changes had been adopted during the previous meeting and Cheiron had not recommended any additional changes. Vice Chair Bass thanked Cheiron for their presentation. Mr. Merlak confirmed that Cheiron would be back in June. No motion necessary.

IV. Discussion regarding retired Fund staff health insurance benefits

Anumeha Kumar followed up on a prior discussion with the board regarding health insurance benefits offered to retired Fund staff. She explained that historically the Fund had been following the same practice that is applicable to retired employees of the City of Austin, wherein the employer and retiree share the cost of the group health insurance coverage. Ms. Kumar further clarified that unlike staff of peer systems in Austin, staff of AFRF do not receive a monthly annuity payment from the Fund upon retirement, therefore the Fund has functioned as a pass-through in collecting and remitting the retiree insurance payments to the City of Austin. Ms. Kumar further explained that a formal procedure had never been documented from an administrative and business continuity standpoint, so staff had been working to finalize the documentation of those procedures. She stated that she would provide a copy to the board upon their request. Trustee Weaver asked a question to ascertain the definition of "retired" for Fund staff, to which Ms. Kumar and Vice Chair Bass clarified that any future discussion would be regarding eligibility for the benefit versus a hard definition of "retired," since staff does not participate in a retirement annuity program. Ms. Kumar stated that she would come back to the board if anything needed to be updated in the Personnel Policy. No motion necessary.

V. Executive Director Report, including the following (Discussion Only)

a. General comments

Anumeha Kumar revisited the work that the Fund staff had done with Jackson Walker to update all forms associated with member services and retirement. She stated that all forms were now digitally fillable and available on the Fund's website. Ms. Kumar explained that Jackson Walker had also reviewed the Fund's Benefits Guide from a legal standpoint to clarify the plan provisions and rewrite them in a comprehensive format. Ms. Kumar stated that the Benefits Guide is a key plan document, required by state law, and that the new version had been published on the Fund's website. She thanked Jackson Walker and her staff for the work they had put into updating the document.

- b. Update on Voluntary Funding Soundness Restoration Plan (FSRP), including Member Info Session

Anumeha Kumar informed the board that the Working Group had hosted another Member Informational Session on April 12, 2024, in which they shared the Working Group Goals and updated the membership on the status of the Voluntary FSRP. She explained that the Working Group was still considering all available options and were waiting for the Fund's actuary to complete the Experience Study prior to developing any benefit package options. She emphasized the critical role that the Experience Study would play in providing baseline information for potential plan changes. Ms. Kumar stated that the Working Group aimed to come back to the membership with benefit package options in late May or early June.

Vice Chair Bass encouraged the membership to always consider the source of the information they receive. He advised that reliable primary sources include board meetings, minutes, and member informational sessions, and warned members to be cautious with information from secondary sources. Ms. Kumar encouraged members to reach out to the pension office for clarification if they have received any inconsistent information. Trustee Weaver thanked the Working Group and Fund staff for the work they put into hosting the Member Informational Session and expressed her appreciation for the transparency the Fund has given to its members regarding the Voluntary FSRP process.

- c. Upcoming Retirement Seminar Update

Anumeha Kumar shared the upcoming dates for retirement seminars hosted by the Austin Fire Department, scheduled for May 15th in-person and May 16th online. She noted that AFRF would be in attendance and encouraged any active members considering retirement to attend.

Internal financial statements, transactions, and Fund expense reports for month ending March 31, 2024

Anumeha Kumar stated that there was nothing notable to report for March. The trustees had no questions regarding the financial reports.

- VI. Roadmap for future meetings

The trustees had no questions or requests regarding the roadmap. Trustee Weaver noted that the May meeting would be lengthy.

- VII. Call for future agenda items

No future agenda items were called for.

Hearing no objections, Vice Chair Bass adjourned the meeting at 11:32am.

Board Members

Mayor Kirk Watson, Chair
John Bass, Vice Chair
Belinda Weaver, Treasurer
Doug Fowler, Trustee
Aaron Woolverton, Trustee

THIS PAGE INTENTIONALLY LEFT BLANK

CONFIDENTIAL INFORMATION

THIS PAGE INTENTIONALLY LEFT BLANK



May 2024

Austin Firefighters Retirement Fund

Investment Practices and
Performance Evaluation

Craig Chaikin, CFA
Senior Vice President

Perry Hopper, CFA, CAIA
Vice President

Important Disclosures regarding the use of this document are included at the end of this document. These disclosures are an integral part of this document and should be considered by the user.

Table of Contents

Introduction

Summary Matrix

Investment Policy Evaluation

Asset Allocation Evaluation

Investment Fee Evaluation

Governance Process Evaluation

Investment Manager Selection & Monitoring Evaluation

AFRF's Responses to IPPE Recommendations

Callan

Introduction

- Callan was founded as an employee-owned investment consulting firm in 1973. Today, the firm serves sponsors of defined benefit and defined contribution plans, endowments, foundations, insurers, hospitals, health care systems, and nuclear decommissioning trusts, as well as other large institutional asset pools. Callan's institutional investor clients oversee more than \$4.5 trillion in combined assets for which the firm provides discretionary and non-discretionary services.
- The Austin Firefighters Board of Trustees hired Callan, an independent, third-party, investment consultant, to conduct an Investment Practices and Performance Review on behalf of the Austin Firefighters Retirement Fund (AFRF) in accordance with Texas Government Code §802.109. The following documentation was obtained and reviewed in order to complete the review:
 - Pension Statute, Bylaws, and other Governing Documents
 - Investment Policy Statement
 - Operating Procedures
 - Asset Allocation and Asset-Liability Studies
 - Investment Management Fee Reviews
 - Meeting Minutes
 - Quarterly Performance Measurement Reports
 - Manager Search Due Diligence Reports
 - Annual Financial Reports
 - 2022 Actuarial Valuation
- As part of the review process, Callan also conducted due diligence interviews with several Board members, Fund staff and AFRF's ongoing investment consultant, Meketa. Meketa has a multi-year contract with AFRF and assists the Board on asset allocation, manager selection and monitoring, performance reporting and investment governance.

- Callan was retained by the Board through a competitive bid process and has no other relationships with the Fund's Trustees or Staff. As requested through the bid process, Callan will be paid a flat fee upon completion and submission of the review.
- Callan does not believe there to be any potential or the appearance of conflicts of interest.
- The following areas were included in the review process and Callan had minor suggestions where it felt enhancements could be made to documents or processes:
 - An analysis of any investment policy or strategic investment plan adopted by AFRF, and its compliance with that policy or plan.
 - A detailed review of AFRF's asset allocation, including 1) the process for determining target allocations 2) the expected risk and return, categorized by asset class 3) the appropriateness of selection and valuation methodologies of alternative and illiquid assets and 4) future cash flow and liquidity needs.
 - A review of the appropriateness of investment fees and commissions paid.
 - A review of AFRF's governance processes related to investment activities, including investment decision-making processes, delegation of investment authority, and Board investment expertise and education.
 - A review of AFRF's investment manager selection and monitoring process.

Callan

IPPE Summary Matrix

Investment Practices and Performance Evaluation – Summary Matrix

Summary	Current Status	Opinion / Comments
Investment Policy	●	<ul style="list-style-type: none"> – The Austin Firefighters Retirement Fund maintains a thoroughly written Investment Policy Statement that includes investment goals and objectives, roles and responsibilities, asset allocation ranges, a rebalancing policy, investment guidelines and restrictions, and statements describing the risk tolerance, time horizon, and liquidity requirements of the Fund. It also maintains Operating Procedures that include asset class assumptions, broad and sub-asset class allocation targets, manager selection and termination procedures, fee reconciliation and payment, performance objectives, asset class guidelines and a class action policy. Compliance with the documents appears adequate. – The IPS is reviewed at least annually. <hr/> <ul style="list-style-type: none"> – AFRF may consider: 1) combining the IPS and Operating Procedures into a single document 2) including all Fund level benchmarks used in reporting in the documents 3) including a fee management philosophy.
Asset Allocation	●	<ul style="list-style-type: none"> – Asset allocation is reviewed annually by the Board and Meketa with the last review in May 2023. – Meketa uses 20-year capital market projections and mean variance optimization to model the asset allocation and evaluate the most efficient mix of assets at a given level of return. – Assets are allocated in accordance with the Fund’s risk and return objectives as outlined in the Investment Policy Statement and the asset allocation documented in the Operating Procedures. The assets are appropriately diversified and maintain sufficient liquidity to meet obligations. <hr/> <ul style="list-style-type: none"> – While the Board has requested the investment consultant review the impact of different scenarios on funded ratio and liquidity, it has not conducted a full asset-liability study in the last five years. The Board should consider a full asset-liability study, which integrates different asset allocation mixes and market scenarios with their potential impact on all aspects of the Fund’s liabilities (i.e. funded ratio, contribution expectations, amortization period, etc.).

● – Within Expectations
(No concerns)

● – Notable
(Noteworthy but no concerns)

● – Cautionary
(Noteworthy with concerns)

● – Under Review
(Action Required)

Investment Practices and Performance Evaluation – Summary Matrix

Summary	Current Status	Opinion / Comments
Investment Fees	●	<ul style="list-style-type: none"> – AFRF’s Board annually reports on direct and indirect management fees, brokerage fees, and profit share, in compliance with PRB requirements. Consider a formalized procedure to document performance-based fees. – Custodial fees, investment consulting fees, and brokerage fees/commissions seem competitive when compared to industry averages. – AFRF’s investment management fees appear above industry averages when compared to funds of similar size. However, when considering the asset allocation of the Fund, fees align closely with peers. An annual fee analysis that includes fee benchmarking may be beneficial in assessing the reasonableness of current fees. – AFRF has reduced investment management costs through strategic allocations to passive management and direct investments, demonstrating a proactive approach to fee optimization. <hr/> <ul style="list-style-type: none"> – Consider adding language to the IPS outlining the frequency and requirements of fee benchmarking. Texas law only requires the reporting of absolute investment management fees, which may not provide stakeholders the appropriate context. An annual fee analysis may be beneficial for monitoring manager fees and assessing reasonableness compared to peers.
Governance Process	●	<ul style="list-style-type: none"> – AFRF has established a robust governance framework that is outlined in various policies and statutory regulations, ensuring that all operations are carried out with high standards of accountability and transparency. – The governance structure clearly defines the responsibilities of the Board of Trustees, including fiduciary oversight, investment implementation, and ensuring compliance with governance policies. – Governance documents, meeting minutes, annual reports, and investment reports are publicly available on the Fund’s website, demonstrating a commitment to transparency and stakeholder engagement. <hr/> <ul style="list-style-type: none"> – The governance process is consistent with industry best practices and many other public funds.

● – Within Expectations
(No concerns)

● – Notable
(Noteworthy but no concerns)

● – Cautionary
(Noteworthy with concerns)

● – Under Review
(Action Required)

Investment Practices and Performance Evaluation – Summary Matrix

Summary	Current Status	Opinion / Comments
Investment Manager Selection & Monitoring	<ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> – AFRF has a robust process for manager search and selection where the Board is ultimately responsible for selection but generally relies on Meketa, to lead the search process and identify appropriate candidates. – The Board reviews each candidate with Meketa and then chooses finalist candidates for due diligence interviews. The Board makes its selection based on its confidence in the qualitative and quantitative factors presented. – AFRF monitors each investment manager on an ongoing basis, utilizing a performance report produced by Meketa that is reviewed with the Board. Investment results are presented quarterly but can be done more frequently as necessary. The reports show Total Fund, asset class composites and individual managers against appropriate benchmarks over multiple time periods. Total Fund and manager returns are also compared against appropriate peers. – Meketa uses a third-party performance platform, which takes custodial and manager information to calculate performance. The system uses Modified Dietz to calculate performance for public market investments and the dollar-weighted Internal Rate of Return for private market investments. <hr/> <ul style="list-style-type: none"> – Both AFRF’s investment manager search and monitoring processes are consistent with best practices and similar to many comparable public pension plans.
Overall Assessment	<ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> – AFRF’s investment policy, asset allocation, investment fees and commissions, governance process, and manager search and monitoring procedures appear sufficient with no material issues at this time.

● – **Within Expectations**
(No concerns)

● – **Notable**
(Noteworthy but no concerns)

● – **Cautionary**
(Noteworthy with concerns)

● – **Under Review**
(Action Required)

Callan

Investment Policy Evaluation

Statement of Investment Policy - Summary

One of the most important actions a Board can take is to develop, follow, and periodically review an investment policy statement (IPS), which should be an active document and provide a “road map” for the ongoing prudent management of the Fund. AFRF has a clearly articulated IPS that outlines the primary goals and objectives of the Fund, investment guidelines and limitations, fiduciary responsibilities, and a rebalancing policy. The policy also clearly delineates the roles and responsibilities of the Board of Trustees, staff, the investment consultant, investment managers, and the custodian. AFRF’s IPS is regularly reviewed and includes a record of all revision dates back to adoption in 2002.

Key observations from Callan’s analysis include:

- The IPS is clear and serves as an effective guide that offers an objective course of action.
- Between the IPS and the Operating Procedures, AFRF’s policies incorporate the primary components outlined by the CFA Institute. However, several key elements generally included in an IPS are outlined in the AFRF Operating Procedures, which is not made publicly available on the website.
- The IPS outlines the Fund’s core investment objectives and beliefs:
 - The purpose of the Fund is to provide sufficient return and liquidity to pay the benefit obligations of the Fund on a timely and regular basis.
 - The Fund seeks to achieve consistent growth and limit excessive volatility.
 - Asset allocation is the primary tool in achieving investment goals.
 - The Fund has a long-term investment horizon and should emphasize long-term (20-years or more) returns over short-term fluctuations.
 - The primary return objective is to achieve a high likelihood of attaining a 7.3% nominal return over a long-term time horizon.
- The primary risk objectives are to:
 - Accept the minimum level of risk required to achieve the Fund’s return objective.
 - Minimize the likelihood of experiencing a loss over any full market cycle.
 - Use diversification to minimize exposure to company and industry-specific risks.
- The IPS does not outline a process for conducting integrated asset-liability studies.

Statement of Investment Policy Evaluation

Does the Fund have a written Investment Policy Statement (IPS)?	●	— The Austin Firefighters Retirement Fund (the “Fund”) maintains a thoroughly written Investment Policy Statement (the “IPS”) that includes investment goals and objectives, roles and responsibilities, asset allocation ranges, a rebalancing policy, investment guidelines and restrictions, and statements describing the risk tolerance, time horizon, and liquidity requirements of the Fund.
Is the IPS readily available to stakeholders?	●	— Yes, the IPS is available at afrfund.org.
Is the IPS reviewed regularly and revised to reflect changes to the Fund?	●	— The IPS dictates that the Board will formally review the Policy annually. <ul style="list-style-type: none">● The IPS was reviewed at the February and May Board meetings in 2023.● The IPS was revised in 2022 and 2021.
Is the policy written clearly and explicitly for fiduciaries and decision makers to follow and implement?	●	— Consider outlining key IPS and Operating Procedure changes in the meeting minutes. 2022 meeting minutes (the most recent IPS revision is dated February 2022) reflect motions made to approve the changes without providing detail of those changes.
Is there evidence that the system is following its IPS? Is there evidence to the contrary?	●	— The IPS is clear and serves as an effective guide that offers an objective course of action.
Does the IPS include the primary components outlined by CFA Institute guidelines? (Continued next slide...)	●	— Yes, it appears that AFRF is in compliance with the IPS. <ul style="list-style-type: none">● No exceptions were noted.
	●	— Between the IPS and the Operating Procedures AFRF’s policies incorporate the primary components outlined by the CFA Institute.
	●	— Consider combining the IPS and Operating Procedures.
	●	— If they cannot be combined, consider moving and/or adding the following elements to the IPS: <ul style="list-style-type: none">● A list and description of investible asset classes;● A strategic asset allocation framework outlining asset class targets and allowable ranges;● Performance benchmarks for sub asset classes and total policy benchmark.● Manager selection and termination documentation;● An outline of the process, including timeline, used by the Board to evaluate the ongoing appropriateness of all managers and asset classes.
	●	— If some of these elements are expected to need frequent updating, consider including them in an appendix to the IPS, which will have a less procedural review process to update than the rest of the Policy.
	●	— Consider making the Operating Procedures available to stakeholders.
	●	— Consider documenting all fund-level benchmarks used in performance reporting in the policy documents. This will allow stakeholders to understand the rationale of including each benchmark and the construction methodology. Currently, two of the total fund benchmarks used in performance reports are not outlined in the policies.

Statement of Investment Policy Evaluation

Does the IPS include the primary components outlined by CFA Institute guidelines? (...Continued)	•	<ul style="list-style-type: none"> — Consider adding an investment management fee philosophy that outlines how the Board considers fees when seeking to achieve the most attractive risk-adjusted net return for the Fund. — It appears the Operating Procedures III. Asset Allocation Targets may be intended to reference Section VII instead of Section VI in the IPS.
Does the policy follow industry best practices? If not, what are the differences?	•	— The IPS is generally aligned with industry best practices.
Are the roles and responsibilities of those involved in governance, investing, consulting, monitoring and custody clearly outlined?	•	— The IPS clearly defines the roles and responsibilities of the Board of Trustees, staff, investment consultant, investment managers, and the custodian.
Does the IPS outline the key tenets of the Board's investment beliefs and objectives?	•	<ul style="list-style-type: none"> — Yes, the IPS emphasizes the following core investment objectives and beliefs: <ul style="list-style-type: none"> • The Fund seeks to achieve consistent growth and limit excessive volatility. • Asset allocation is the primary tool in achieving investment goals. • The Fund has a long-term investment horizon and should emphasize long-term (20-years or more) returns over short-term fluctuations.
Does the IPS address current Pension Review Board statutes?	•	<ul style="list-style-type: none"> — We understand that the Board is updating the IPS to include its philosophy on active and passive management. — The Texas Pension Review Board (PRB) is mandated to oversee AFRF, in regard to the Fund's actuarial soundness and compliance with state reporting requirements under Chapter 802, Texas Government Code. — Consider including an acknowledgement that AFRF will look to meet the policies as defined by the PRB. — Consider adding a risk objective to consider how the volatility of assets may impact the Fund's liability amortization period. This may provide additional guardrails to better enable the Fund to stay under the 30-year time frame to amortize the unfunded actuarial liability set by the Pension Review Board.
Does the policy take into account the current funded status of the plan, the specific liquidity needs associated with the difference between expected short-term inflows and outflows, the underlying nature of the liabilities being supported?	•	<ul style="list-style-type: none"> — The asset allocation is designed to maintain sufficient liquidity to meet at least three years of anticipated beneficiary payments. — The Fund maintains a target allocation of 60% or higher to liquid assets. — Consider modelling plan liabilities and conducting integrated asset-liability studies on a periodic basis, typically every 3-5 years, to ensure that the Fund's asset allocation is designed to meet its liabilities and liquidity needs. Asset-liability studies illustrate the potential implications that asset allocation decisions have on future contribution policies. Most of Callan's public defined benefit plan clients, especially those of AFRF's size, conduct regular asset-liability studies.

Statement of Investment Policy Evaluation

Does the IPS contain measurable outcomes for managers? Does the IPS outline over what time periods performance is to be considered?

- - The IPS requires that investment managers maintain a consistent philosophy, perform well versus peers, add incremental value net of fees, and comply with the IPS and governing documents.
 - While the IPS does not contain specific performance monitoring criteria for investment managers, the Operating Procedures contain measurable outcomes and state managers will be evaluated over a full market cycle or five-year period, whichever is shorter.
- - **Consider adding an appendix or table that defines the benchmarks used for individual managers.**
 - **Consider defining shorter term periods and specifying how relative performance against peers will be evaluated.**
 - **Consider outlining the process for new manager selection and criteria for manager termination.**

Are stated investment objectives being met?

- - The primary objective of the Fund is to provide sufficient return and liquidity to pay the benefit obligations of the Fund on a timely and regular basis.
 - There have been no issues paying benefits.
 - The plan has broadly met its objectives, which are:
 - Achieve a high likelihood of attaining a 7.3% nominal return over a long-term time horizon.
 - ▶ *Meketa uses mean variance optimization on an annual basis to predict the likelihood of the Fund achieving its return objectives. In the 2023 asset allocation study, Meketa predicts that the mean expected annualized return for the Fund over the next 20-years will be 8.6%.*
 - ▶ *As of the last three calendar year-ends (2022, 2021, 2020), the Fund had achieved its nominal return target of 7.3% annualized over the trailing 10-year periods.*
 - ▶ *Based on Callan's capital market assumptions, the AFRF portfolio is expected to have a 52% chance of achieving its return target over the next 20-years.*
 - Accept the minimum level of risk required to achieve the Fund's return objective.
 - ▶ *The Board and consultant use efficient frontier analysis to determine an efficient asset mix.*
 - Minimize the likelihood of experiencing a loss over any full market cycle.
 - ▶ *As of the last three calendar year-ends (2022, 2021, 2020), the Fund had not incurred a negative return over the trailing 5-year or 10-year periods.*
 - ▶ *Based on Callan's capital market assumptions, the AFRF portfolio is expected to incur a nominal loss in only 1% of scenarios over a 20-year period, a 5% chance over 10-years, and a 12% chance over 5-years.*
 - Use diversification to minimize exposure to company and industry-specific risks.
 - ▶ *The portfolio is highly diversified across asset classes, sub asset classes, and investment managers.*
 - Outperform the policy index over a market cycle.
 - ▶ *As of the last three calendar year-ends (2022, 2021, 2020), the Fund outperformed its Static Benchmark net of fees over the trailing 5-year periods.*

Will the Board be able to sustain a commitment to the polices under capital market stress?

- - Scenario analysis, downside risk analysis, projected range of outcomes, and liquidity analysis are included in the Full Asset Allocation Reviews conducted by the consultant.

Callan

Asset Allocation Evaluation

Asset Allocation - Summary

A Fund's strategic asset allocation policy serves as the foundation of the investment program and is often the primary determinant of long-term returns and risks. A well-designed asset allocation policy balances the need for asset growth, income, liquidity, and risk mitigation specific to the asset pool's objectives.

The primary return objective of the Fund is to achieve a high likelihood of attaining a 7.3% nominal return (the actuarial assumed rate of return) over the long term. The main risk objectives are to take the least amount of risk possible to achieve the return objective, minimize the risk of loss over a full market cycle, and to diversify industry and company specific risks. AFRF has established a strategic asset allocation process designed to meet these objectives. Key observations include:

- Asset allocation is reviewed annually by the Board and the consultant (Meketa). The last review took place in May 2023.
- The consultant uses 20-year capital market projections and mean variance optimization to model the asset allocation and evaluate the most efficient mix of assets at a given level of return (7.3%).
- Assets are allocated in accordance with the Fund's risk and return objectives as outlined in the Investment Policy Statement. The assets are appropriately diversified and maintain sufficient liquidity to meet obligations.
- AFRF's asset allocation policy is aligned with the GFOA's asset allocation best practices for defined benefit plans.
- The Fund's asset allocation is documented in the Operating Procedures.

Asset Class	Target (%)	Range (%)
Private Domestic Equity	20	13-27
Public Foreign Equity	22	15-29
Private Equity	15	5-25
Investment Grade Bonds	13	10-20
TIPS	5	0-10
High Yield/Bank Loans	5	0-10
Emerging Market Debt	7	0-10
Core Real Estate	5	0-10
Value Add Real Estate	5	0-10
Private Natural Resources	3	0-5
Cash	0	0-5

Asset Allocation Evaluation

Does the Fund have a formal and/or written policy for determining and evaluating its asset allocation? Is the Fund following this policy?	<ul style="list-style-type: none">• — Yes, AFRF's Investment Policy Statement outlines specific procedures for determining and reviewing the Fund's asset allocation. Compliance with the asset allocation process dictated in the IPS appears adequate.
Who is responsible for making the decisions regarding strategic asset allocation?	<ul style="list-style-type: none">• — As outlined in the IPS, the Board is responsible for asset allocation decisions. It exercises its duty with assistance from the investment consultant.
How often is the strategic asset allocation reviewed?	<ul style="list-style-type: none">• — Per the IPS, the strategic asset allocation is reviewed annually. AFRF was able to provide copies of the annual strategic asset allocation reviews.
How are the Fund's overall objectives expressed and measured? What methodology is used to determine and evaluate the strategic asset allocation?	<ul style="list-style-type: none">• — The Fund's risk and return objectives, as identified in the IPS, are expressed through its strategic asset allocation, which is evaluated through the asset allocation process where the Board reviews current and alternate target allocations.• — The return objective is to achieve a high likelihood of attaining a 7.3% nominal return over the long-term. Risk objectives are to take the minimum level of risk to achieve the return objective, minimize the risk of loss over a full market cycle and to diversify industry and company specific risks.• — The Fund's investment consultant uses its annual capital market assumptions and mean variance optimization to review portfolios with the best risk adjusted returns along the efficient frontier. Worst case return expectations and stress testing using both historical examples and hypothetical scenarios are run and reviewed. The Board is able to evaluate different target allocations and determine the best fit to meet its objectives.
Does the Fund's investment consultant communicate their future expectations?	<ul style="list-style-type: none">• — Yes, the Fund's investment consultant reviews its capital market assumptions with the Board, which are then documented in the Fund's Operating Procedures.• — Asset allocation alternatives reflect the Board and investment consultant's expectations for the markets moving forward.
How does the current actuarial assumed rate of return factor into the discussion and decision-making for setting the asset allocation? (Continued next slide...)	<ul style="list-style-type: none">• — The actuarial assumed rate of return is the sole return objective for the Fund as outlined in the IPS.• — The annual asset allocation study uses the consultant's capital market projections in conjunction with mean variance optimization to evaluate how effective the current asset allocation target is in meeting the Fund's goals.• — The full asset allocation study evaluates the likelihood of the Fund's asset allocation meeting the actuarial assumed rate of return as well as the full range of expected potential outcomes, including worst-case-scenarios. This framework also compares other optimized mixes and evaluates them against the Fund's risk and return objectives.

Asset Allocation Evaluation

How does the current actuarial assumed rate of return factor into the discussion and decision-making for setting the asset allocation?
 (...Continued)

- Based on Meketa’s 2023 asset allocation study, AFRF’s expected return was 8.6%, well above the assumed rate of return of 7.3%.
- Callan used its 2023 capital market assumptions and asset allocation model to review AFRF’s current asset allocation. Callan’s model predicts a median expected return of 7.4% over the next 20-years. This assumption is below Meketa’s predicted return, but still above the Fund’s return target.
- Callan’s model predicts that the current asset allocation has a 52% likelihood of achieving a 7.3% or higher return over the next 20-years and only a 1% chance of incurring a loss over that period.

Asset Class	AFRF Target	7.3% Target Ret Port
Public Domestic Equity	20%	29%
Global ex-US Equity	22%	21%
Private Equity	15%	13%
Core US Fixed	13%	21%
TIPS	5%	0%
High Yield/Bank Loans	5%	5%
EMD	7%	0%
Core Real Estate	5%	10%
Value Add Real Estate	5%	3%
Private Natural Resources	<u>3%</u>	<u>0%</u>
	100%	100%
Expected Return	7.44%	7.30%
Standard Deviation	14.04%	13.41%
Sharpe Ratio	0.32	0.33

- While the Board has requested the investment consultant review the impact of different scenarios on funded ratio and liquidity, it has not conducted a full asset-liability study in the last five years. The Board should consider a full asset-liability study, which integrates different asset allocation mixes and market scenarios with their potential impact on all aspects of the Fund’s liabilities (i.e. funded ratio, contribution expectations, amortization period, etc.).

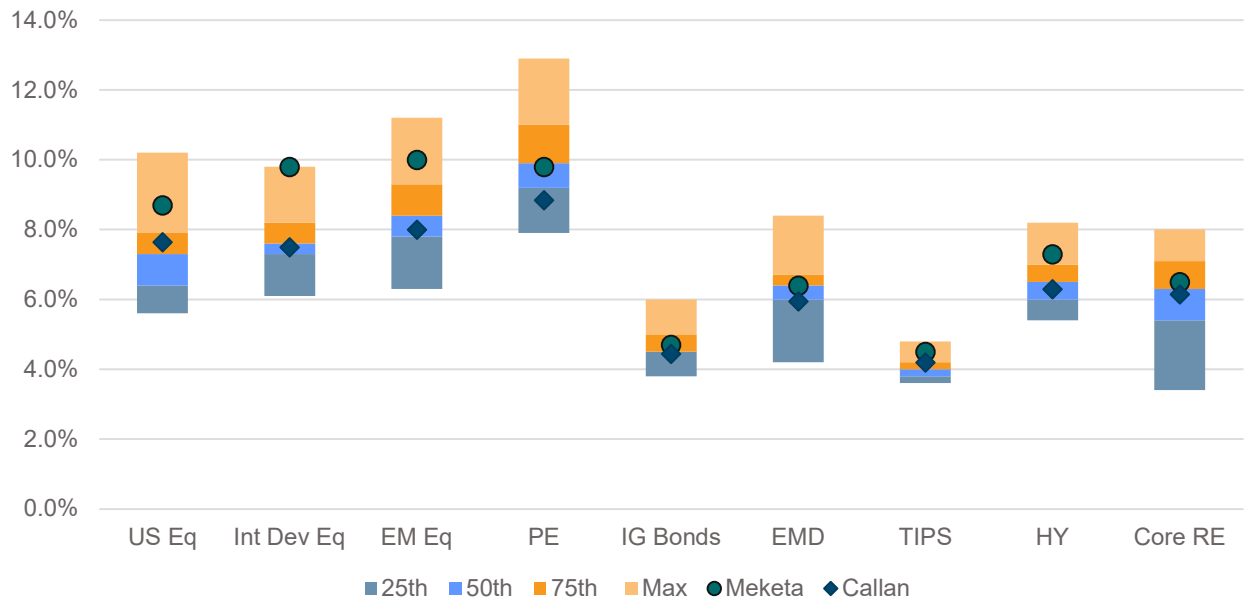
Asset modelling assumptions: 1. Private Natural Resources were modelled as Private Equity 2. Value Add Real Estate was modelled as Private Infrastructure

Asset Allocation Evaluation

Is the asset allocation approach based on a specific methodology? Is this methodology prudent, recognized as best practice, and consistently applied?

- The investment consultant develops 20-year projections of capital market performance at the start of each year. These projections are an integral component of the asset allocation studies as they incorporate the current economic and financial environment in which pension plans and investment managers operate.
- The investment consultant integrates information on the yield curve, key economic indicators, and qualitative assessments on the current environment to develop projections that are sound, defensible and consistent. Individual asset classes (equities, fixed income, cash, real estate and alternative investments) are analyzed as part of a larger system, acknowledging both the interaction between asset classes and the influence of larger macroeconomic themes.
- The capital market assumptions are used in the mean variance optimization that produces the risk and return metrics for the current and alternative portfolios.
- The investment consultant’s capital market assumption development is reasonable and consistent with industry standards. Callan also reviewed the assumptions against the Horizon Actuarial Services survey (Meketa does this as well) and the assumptions appear reasonable.

20 Year Return Expectations vs. Horizon Survey Ranges



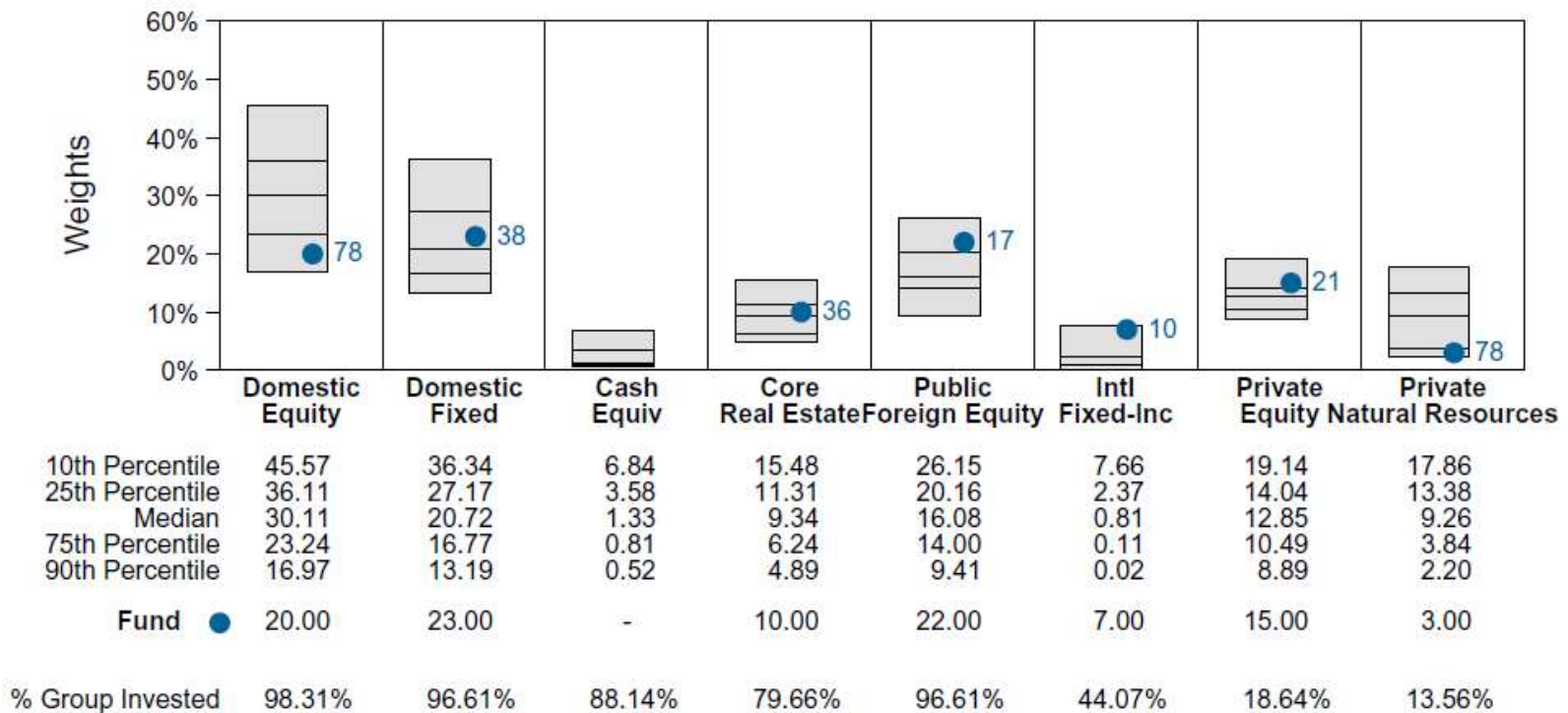
- Mean variance optimization is a fundamental industry standard that looks to balance the trade-off between expected returns and risk in developing an optimal asset allocation.

Asset Allocation Evaluation

How does the asset allocation compare to peer systems?

- Callan compared AFRF's asset allocation against a public plan peer group comprised of 129 Callan client and non-client portfolios with over \$1 billion in assets. The Fund's target allocation to domestic equity is below median while its allocation to international equity is above. The total fixed income allocation is above median but diversified into higher risk, higher expected return strategies. The remainder of the portfolio is very diversified with allocations to core and core plus real estate, private equity, and natural resources.
- **Despite the differences with peer group medians, the Fund's portfolio is well diversified and designed to meet AFRF's long-term risk and return objectives.**
- **A recent NASRA study found the average public pension fund allocation to be 41.7% public equity, 19.7% fixed income, 11.1% real estate, 24.7% alternatives and 2.8% cash/other.**

Asset Class Weights vs Callan Public Fund Spons - Large (>1B)



Asset Allocation Evaluation

What consideration is given to active vs. passive management?

- — As is industry standard, the active/passive framework is not expressed through the asset allocation modeling. However, during portfolio construction and implementation discussions, each asset class is examined by the Board in terms of active investment managers' ability to reliably add value over an index on a net of fees basis. Certain asset classes (e.g., U.S. large cap equity) have shown to be areas where investment managers have struggled to add excess returns over a benchmark net of fees due to the efficiency of the asset class. Other asset classes (e.g., U.S. fixed income, U.S. small cap, non-U.S. equity and alternative assets like real estate and private equity) have shown over time that active management is rewarded either due to inherent inefficiencies in the asset class or the inability to access a passive product.
- **The AFRF portfolio has a mix of active and passive investment strategies. The Board is also in the process of updating its investment policy to express and document its views on active versus passive implementation.**
- **In 2023, the Board moved approximately 10% of total assets to passive strategies in public equity and fixed income.**

Is the approach used by the system to formulate asset allocation strategies sound, consistent with best practices, and does it result in a well-diversified portfolio?

- — Yes, like many other public pension funds, AFRF employs a multi-step process to arrive at its asset allocation. The Fund uses an independent investment consultant to assist in the process. The Board first develops the IPS, which outlines the process to follow in determining and implementing the asset allocation as well as in setting risk and return objectives. The Board then reviews and confirms the reasonableness of Meketa's annual capital market assumptions. Meketa uses a mean variance optimization tool to look at the risk and return metrics of the current and alternative asset allocations. The Board reviews these with Meketa and determines the most appropriate asset allocation moving forward. The Board and Meketa then engage in a review of the implementation, looking at active versus passive management and if changes need to be made.
- **The asset allocation process has resulted in a well diversified portfolio on an absolute basis and relative to peers. It is also structured to meet the Fund's long-term objectives, including flexibility for the DROP program assets, and to reflect the Board's active/passive philosophy.**

Asset Allocation Evaluation

When was the last time an asset-liability study was performed?

— The last asset-liability review was completed in 2021. In addition to looking at risk and return, it reviewed projected funded status under historical negative scenarios. The review also considered liquidity, including if the DROP program was liquidated in a single year.

- **AFRF has not conducted a full asset-liability study. The Board should consider a full asset-liability study, which integrates different asset allocation scenarios and their impact on all aspects of the Fund's liabilities (i.e. funded ratio, contribution expectations, amortization period, etc.). A full asset-liability study incorporates Fund specific issues into the asset allocation process by using AFRF's specific liabilities, future liability accruals, current and future mix between active and retired participants, and assumptions. The asset-liability model is then able to stress test different combinations of asset returns, contributions and risk outcomes. Asset-liability studies attempt to model asset allocations that better match the liability experience.**

What types of stress testing are incorporated in the process?

• — The asset allocation review uses mean variance optimization to look at worst-case return scenarios and uses scenario analysis to stress test portfolios using actual historical examples and hypothetical scenarios.

Are the Fund's alternative investments appropriate given its size and level of investment expertise?

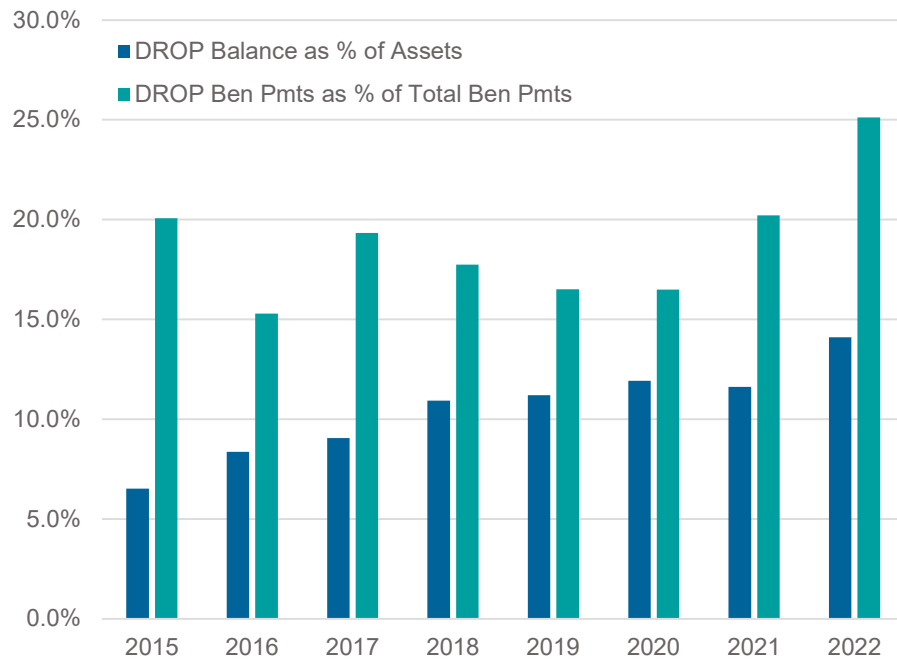
- — Yes, AFRF's allocation to alternative investments is appropriate given its size, governance, and desire to create a diversified portfolio.
- — The investment in alternatives is consistent with what Callan sees on other public pensions of about \$1 billion. NASRA recently found the average public pension has a 24.7% allocation to alternatives.

Asset Allocation Evaluation

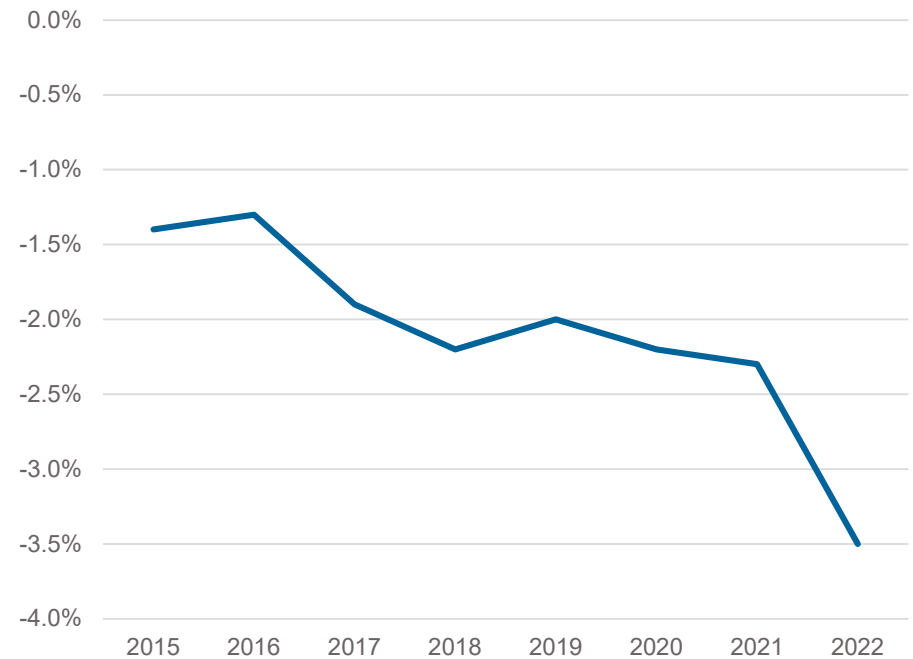
Does the asset allocation consider the Fund's liquidity needs? Are those needs tested under different conditions?

- Yes, AFRF's asset allocation process considers maintaining appropriate liquidity for benefit payments and expenses and stress tests current and alternate allocations to understand the pressure different market events may put on the portfolio.
- The IPS dictates "no more than 40% of the Fund's assets in illiquid vehicles." According to the last review, approximately 60% of AFRF's assets are daily liquid, 10% monthly, 7% quarterly and 23% illiquid. Meketa stressed (100% DROP outflow in one year followed by negative market returns for two) an alternate portfolio with 32% illiquids, and AFRF appears to have sufficient liquidity to pay benefits and expenses. Though, under this scenario, illiquids increase significantly as a percentage of the total asset allocation, which could limit future flexibility.
- **Callan reviewed the historical net cash flow and DROP program assets. Like most mature pensions, cash flow is negative and has increased from 1.5% of assets in 2015 to 3.5% in 2022. DROP assets and payments have steadily increased as a percentage of the total fund assets and total distributions, respectively. DROP payments account for approximately 25% of distributions. These pressures may impact the Fund's tolerance for illiquids if they continue to increase at this pace.**

DROP as Proportion of Assets and Benefit Payments



Net Cash Outflow



Callan

Investment Fee Evaluation

Investment Fee - Summary

A Fund's fees are a critical component of its financial management, playing a significant role in optimizing operational efficiency and maximizing investment returns. Effective fee management ensures that the Fund's resources are utilized judiciously, contributing to overall financial health and stability.

The fee analysis evaluates the management and monitoring of fees paid to investment managers and service providers. The primary goal of the fee analysis is to ascertain that the fees paid are in line with market standards and to ensure that the Fund achieves its cost-efficiency goals without compromising investment quality.

- **Fee Reporting and Monitoring:** AFRF's Board annually reports on direct and indirect management fees, brokerage fees, and profit share, in compliance with PRB requirements. A formalized procedure to document performance-based fees may be useful to guarantee their tracking.
- **Fee Comparison and Benchmarking:** Custodial fees, investment consulting fees, and brokerage fees/commissions seem competitive when compared to industry averages. AFRF's investment management fees appear above industry averages when compared to funds of similar sizes. However, when considering the asset allocation of the Fund, fees align closely with peers. An annual fee analysis that includes fee benchmarking may be beneficial in assessing the reasonableness of current fees.
- **Operational Handling of Fees:** The Fund Staff efficiently manages the fee payment process. However, there are recommendations to amend the Operating Procedures for more practical fee reconciliation and reporting.
- **Cost Management Initiatives:** AFRF has successfully reduced investment management costs through strategic allocations to passive management and direct investments, demonstrating a proactive approach to fee optimization.

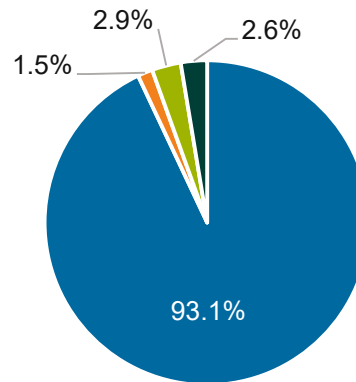
Investment Fee Evaluation

Do the system's policies describe the management and monitoring of direct and indirect compensation paid to investment managers and other service providers?

- As required by the PRB, direct and indirect management fees, brokerage fees/commissions, and profit share are reported annually for the previous fiscal year by the Board.
 - To maintain data integrity in the PRB Fee Report, private market performance-based fees and fees underlying fund commitments for fund-of-fund investments are not included.
- **The Board is responsible for monitoring and controlling all investment costs as defined in the Investment Costs section of the IPS.**
- **The Operating Procedures also outline the Fund's policies for fee payment and reconciliation of investment manager fees.**

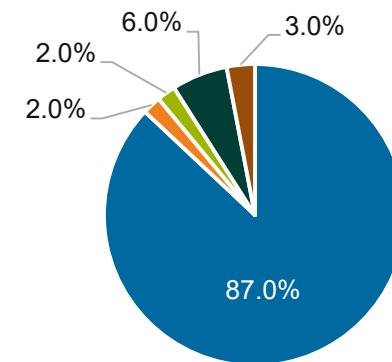
What are the annual fees and expenses paid by the Fund?

AFRF Fees as a Percentage of Total Investment Expenses (\$7,044,378)



- Investment management fees: 93.1%
- Custodial fees 1.5%
- Investment consulting fees 2.9%
- Brokerage fees/commissions 2.6%

Callan's 2021 Cost of Doing Business Survey Fee Breakdown



- External investment management fees: 87.0%
- Custodial: 2.0%
- Other external advisor (consultant fees included): 2.0%
- Total investment-related staff compensation: 6.0%
- Other (investment operational, board/staff travel, etc.): 3.0%

- Callan's 2021 Cost of Doing Business survey (completed every five years) looks at investment-related expense trends for institutional organizations for the previous year.
- **AFRF's fee breakdown seems appropriate compared to industry trends.**

Investment Fee Evaluation

How do these fees compare to peer group and industry averages for similar services? How are the fee benchmarks determined? **(Continued next slide...)**

Overall Fees vs Industry Averages

- The AFRF fees listed below are a percentage of total fund assets (\$1,114,895,362) as of 4Q 2022.
 - Based on 9/30/2023 market values, Callan estimated the weighted average investment management fees for both public and private markets to be 50 bps.

	AFRF Fees	Callan Survey	NCPERS Survey
Investment Management	0.58%	0.43%	0.39%
Custodial Fees	0.01%	0.06%	n/a
Investment Consulting	0.02%	0.05%*	n/a
Brokerage	0.02%	n/a	n/a

*Fee includes other external advisors in addition to investment consultant

- Callan’s 2021 Cost of Doing Business Survey estimates fees based on the average expenses for funds with less than \$2 billion in fund assets. These funds had, on average, a 10% allocation to alternatives (hedge funds, private equity, and real assets).
 - Investment manager fees have decreased by 1.9 basis points since the last survey in 2015.
- The NCPERS 2024 Public Retirement Systems Study found that the overall investment management fees were 39 basis points, 10 basis points lower than the previous year.

Investment Management Fees

- The table below summarizes the comparisons between AFRF’s investment management fees and industry average investment management fees.

	Investment Management Fees
2022 AFRF PRB Reported Fees	0.58%
Callan Survey	0.43%
NCPERS Survey	0.39%
2023 AFRF Estimated Fees*	0.50%
Callan Peer Median*	0.62%

*Overall fee for both public and private funds

- According to Callan’s 2021 Cost of Doing Business Survey and NCPERS Survey, the investment management fees of similar sized funds are **lower** than AFRF’s investment management fees for 2022 and 2023. However, these surveys do not consider the impact asset allocation decisions may have on fees.
- The Callan Peer Median fee follows the same asset allocation weighting as AFRF and applies the median fee of peer groups for each strategy. The estimated investment management fee of 0.62% is **higher** than both 2022 and 2023 AFRF fees. The weighted average peer median fee accounts for the impact asset allocation has on fees; private market and more niche public market strategies tend to demand higher fees on average.
- During 2023, AFRF implemented its active/passive framework. Actively managed funds typically have higher fees than passive funds. The fee differences between 2022 and 2023 may be in part due to the implementation of this framework (i.e., moving 10% of funds from active to passive management).
- Summary fee tables are listed on the following slides.

Investment Fee Evaluation

How do these fees compare to peer group and industry averages for similar services? How are the fee benchmarks determined? (...Continued)

Public Market Fee Summary Table

Investment Manager	Mandate	Vehicle	Assets as of 9/30/2023	Estimated Fee (%)*	Estimated Fee	Peer 10th %-Tile	Peer Median	Peer 90th %-Tile
SSgA S&P 500	Large Cap Index Equity	Commingled Fund	98,554,754	0.01%	9,855	0.01%	0.02%	0.04%
Westwood Capital Large Cap Value	Large Cap Value Equity	Separate Account	30,195,923	0.50%	150,980	0.43%	0.55%	0.64%
Westfield Small/Mid Cap Growth	SMID Cap Growth Equity	Separate Account	52,850,083	0.68%	359,381	0.48%	0.65%	0.74%
Vaughan Nelson Small Cap Value	Small Cap Value Equity	Separate Account	57,296,092	0.83%	475,558	0.68%	0.80%	1.00%
SSgA MSCI EAFE Fund	International Equity	Commingled Fund	78,728,779	0.06%	47,237	0.04%	0.07%	0.09%
Baillie Gifford International Growth Fund	International Growth Equity	Mutual Fund	29,348,812	0.61%	179,028	0.51%	0.66%	0.85%
Highclere International Small Cap**	International Small Cap Equity	Commingled Fund	36,161,933	1.05%	379,700	0.75%	0.85%	1.03%
TT Emerging Markets Equity	Emerging Markets Equity	Commingled Fund	27,520,708	0.80%	220,166	0.46%	0.74%	0.85%
DFA Emerging Markets Value	Emerging Markets Equity	Mutual Fund	34,981,456	0.38%	132,930	0.46%	0.74%	0.85%
SSgA Bond Fund	Core Bond	Commingled Fund	111,890,676	0.03%	33,567	0.02%	0.04%	0.06%
Pyramis Tactical Bond Fund	Core Bond	Commingled Fund	24,717,732	0.34%	84,040	0.20%	0.23%	0.26%
Loomis Sayles Core Plus Fixed Income	Core Plus Bond	Commingled Fund	43,090,377	0.30%	129,271	0.21%	0.29%	0.35%
Aberdeen Emerging Markets Bond Fund	Emerging Markets Fixed Income	Commingled Fund	54,258,471	0.45%	244,163	0.41%	0.49%	0.60%
Aristotle Pacific	Structured Credit	Commingled Fund	22,177,023	0.41%	90,926	0.39%	0.48%	0.55%
SSgA TIPS	TIPS	Commingled Fund	54,200,727	0.03%	16,260	0.02%	0.04%	0.06%
Cash			4,883,582	-	-	-	-	-
Total			\$ 760,857,128	0.34%	\$ 2,553,061		0.35%	

* Equity and fixed income fees come from the Board Meeting Report provided by AFRF as of 9/30/2023.

** Beginning in 4Q Highclere will decrease fees by 10 bps or ~\$37,000; 2Q fees were 1.15%.

Peer Group Source: Callan 2023 Investment Management Fee Study, Callan 2023 Private Credit Fee Study.

Investment Fee Evaluation

How do these fees compare to peer group and industry averages for similar services? How are the fee benchmarks determined? (...Continued)

Private Market Fee Summary Table

Investment Manager	Mandate	Vehicle	Assets as of 9/30/2023	Estimated Fee (%)*	Estimated Fee	Minimum	Peer Median	Maximum
Partners Group Distressed Private Equity 2009	Special Situations	Fund of Funds	389,092	1.05%	4,085	0.30%	0.85%	1.00%
LGT Crown Global Secondaries II	Secondary Market	Fund of Funds	118,577	1.00%	1,186	0.75%	1.00%	1.25%
Private Equity Investors V	Secondary Market	Fund of Funds	1,247,181	1.75%	21,826	0.75%	1.00%	1.25%
Cross Creek Capital Partners II – B	Venture	Fund of Funds	11,593,429	1.00%	115,934	1.00%	1.78%	2.00%
LGT Crown Asia II2	Buyout	Fund of Funds	8,272,052	0.75%	62,040	2.00%	2.00%	2.00%
StepStone Global Partners V ¹	Venture	Fund of Funds	7,658,411	0.75%	57,438	1.00%	1.78%	2.00%
57 Stars Global Opportunity 3	Diversified	Fund of Funds	7,952,236	0.90%	71,570	0.30%	0.85%	1.00%
LGT Crown Europe Small Buyouts III	Buyout	Fund of Funds	3,359,674	0.75%	25,198	2.00%	2.00%	2.00%
LGT Crown Global Secondaries III	Secondary Market	Fund of Funds	1,991,780	1.00%	19,918	0.75%	1.00%	1.25%
Private Advisors Co-Investment Fund III	Co-investments	Fund of Funds	1,509,295	1.00%	15,093	0.30%	0.85%	1.00%
HarbourVest 2013 Direct	Co-investments	Fund of Funds	4,724,347	0.80%	37,795	0.30%	0.85%	1.00%
Cross Creek Capital Partners III	Venture	Fund of Funds	11,643,853	1.00%	116,439	1.00%	1.78%	2.00%
Aberdeen Flag Private Equity V	Buyout	Fund of Funds	5,011,563	0.75%	37,587	2.00%	2.00%	2.00%
StepStone Global Partners VI ¹	Venture	Fund of Funds	13,120,839	1.00%	131,208	1.00%	1.78%	2.00%
Constitution Capital Partners Ironsides III	Buyout	Fund of Funds	14,809,781	0.63%	93,302	2.00%	2.00%	2.00%
Deutsche Bank Secondary Opportunities Fund III	Secondary Market	Fund of Funds	1,948,437	1.25%	24,355	0.75%	1.00%	1.25%
Aberdeen Flag Private Equity VI	Buyout	Fund of Funds	13,815,953	0.75%	103,620	2.00%	2.00%	2.00%
Blue Bay Direct Lending Fund II	Private Debt	Direct Fund	1,684,609	1.50%	25,269	0.10%	1.00%	2.00%
Partners Group Emerging Markets 2015	Special Situations	Fund of Funds	8,556,771	0.90%	77,011	0.30%	0.85%	1.00%
LGT Crown Global Opportunities	Diversified	Fund of Funds	37,738,560	0.60%	226,431	0.30%	0.85%	1.00%
HarbourVest Co-Investment Fund IV	Co-investments	Fund of Funds	7,930,262	1.00%	79,303	0.30%	0.85%	1.00%
SVB Strategic Investors Fund IX	Venture	Fund of Funds	14,882,227	0.95%	141,381	1.00%	1.78%	2.00%
Dover Street X	Secondary Market	Fund of Funds	32,586,597	0.85%	276,986	0.75%	1.00%	1.25%
Clarion Partners Lion Properties Fund	Real Estate	Commingled Fund	75,074,827	0.94%	705,703	0.75%	0.85%	0.95%
Portfolio Advisors Global Real Estate V ²	Global	Fund of Funds	6,220,427	0.63%	39,189	-	1.50%	-
Partners Group Global RE 2011 ³	Global	Fund of Funds	719,410	0.90%	6,475	-	1.50%	-
Partners Group U.S. Distressed 2009 ²	U.S. Distressed	Fund of Funds	52,282	0.90%	471	-	1.50%	-
Partners Group RE Secondary 2017 ³	Global	Fund of Funds	12,742,526	1.25%	159,282	-	1.50%	-
Crow Holdings Realty Partners X ^{3,4}	U.S.	Value Add	-	1.45%	-	-	1.50%	-
Aether Real Assets II	Diversified Real Assets	Pooled Vehicle	2,452,130	0.61%	14,958	0.77%	0.95%	1.09%
Aether Real Assets III	Diversified Real Assets	Pooled Vehicle	10,278,285	0.72%	74,004	0.77%	0.95%	1.09%
Aether Real Assets IV	Diversified Real Assets	Pooled Vehicle	10,744,837	0.85%	91,331	0.77%	0.95%	1.09%
Aether Real Assets V	Diversified Real Assets	Pooled Vehicle	8,993,739	0.85%	76,447	0.77%	0.95%	1.09%
Total			\$ 39,823,989	0.86%	2,932,833		1.23%	

*Alternative investment fees (Private Equity, Real Estate, and Natural Resources) come from the Manager Fee Analysis provided by AFRF as of 12/31/2019. The 2019 fee analysis includes Metropolitan Real Estate Distressed II fund in its Private Market Manager Fees, however this fund was not included in later statements, and is excluded from this fee analysis. ¹ Previously named Greenspring Global Partners. ² The carried interest incentive fee structure for opportunistic funds is 8% preferred return hurdle, 20% carried interest with a 60%/40% catch-up for GP/LPs. The 1.5% peer median fee is representative of the market fee. ³ New investment starting in 2024. The carried interest incentive fee structure for value-add funds is a 9% preferred return hurdle, 20% carried interest with a 50%/50% catch-up for GP/LPs. The 1.5% peer median fee is representative of the market fee. ⁴ The Management Fee Percentage in respect of the Investor shall be an amount equal to 1.45% and the Capital Contributions made by the Investor in respect of the Management Fee shall be determined accordingly. Private equity per group data was collected from partnership documents of funds Callan reviewed from 2018-2021.

Investment Fee Evaluation

How do these fees compare to peer group and industry averages for similar services? How are the fee benchmarks determined? (...Continued)

Peer Benchmarking

- In Meketa's 2022 Public Manager Fee Benchmarking analysis, the estimated annual fee for active and passive strategies were compared to the peer median fees of similar investment strategies. Fees were also ranked against these peer groups.
 - Three of the 12 active funds had fees above median, and all passive managers scored in the top percentile ranking.
 - When comparing fees to Callan's 2023 peer group data, AFRF's weighted-average investment management fees for both public and private markets were less than the weighted-average peer median fee.
 - Six of the 11 active funds had fees above the peer median (one less active manager fund given termination of Sanderson International Value) and all passive fund manager fees were below the Callan Peer Group Median fees.
-
- **The investment manager fees for the Fund appear higher than the industry average when compared to both the Callan and NCPERS surveys. However, investment manager fees for the Fund appear lower than industry median on a weighted-average basis, which considers the asset allocation impact of AFRF on total fees.**
 - **The implementation of the active/passive framework may explain the decrease in investment management fees from the 2022 reported PRB fees to the 2023 estimated, asset-weighted fees.**
 - **The custodial fees for the Fund appear lower than the industry average when compared to the Callan 2021 Cost of Doing Business survey.**
 - **AFRF's investment consulting fee is lower than the survey's total for Other External Advisors, which includes other service providers in addition to the investment consultant.**

Investment Fee Evaluation

Who is responsible for monitoring and reporting fees to the board? Is this responsibility clearly defined in the system's investment policies? How are fees handled operationally?

- As outlined in the Operating Procedures, Fund Staff is responsible for the review and payment of all investment manager fees. Additionally, a pre-identified Trustee shall independently verify each manager's fee payment request. Only abrdn, Loomis Sayles, Pyramis, Vaughan Nelson, Westfield Capital and Westwood invoice for their fees. Fees are automatically deducted from all other strategies.
- The responsibility of reporting fees to the Board is not specifically defined in the IPS or Operating Procedures. However, Meketa reports on Fund fees annually.
- **Consider amending the fee reconciliation and payment section of the Operating Procedures. Only six of the 49 strategies invoice for fees, which makes the current language of reconciliation and then payment impractical. Consider amending to a review and possible reconciliation of fees. Additionally, consider removing the Trustee oversight requirement in the Operating Procedures. Requiring a pre-identified trustee to verify manager's fee payments may cause governance issues. This could be perceived as a conflict as one of the Trustees responsible for broad oversight would be directly involved in the day-to-day mechanics they are responsible for overseeing.**
- **Consider naming the party responsible for reporting investment management fees to the Board in the IPS.**

How is manager fee compensation reported and reviewed for reasonableness?

- Public market investment manager fees are reported quarterly in the Meketa investment reports.
- Meketa conducted a public markets investment management fee benchmarking review in February 2023 (4Q22).
- The most recent private markets fee benchmarking review was conducted in 2020 (4Q19).
- Since Texas law began requiring fee disclosure in the annual financial reports, Meketa has amended the way it reports fees. It has been surveying all of AFRF's managers for actual fees paid and detailing those in the State required template.
- — The PRB Fee Report documents manager compensation by asset class, excluding private market performance-based fees and fees of underlying fund commitments for fund-of-fund investments.
- **Consider adding language to the IPS outlining the frequency and requirements of fee benchmarking. Texas law only requires the reporting of absolute investment management fees, which may not provide stakeholders the appropriate context. An annual fee analysis may be beneficial for monitoring manager fees and assessing reasonableness compared to peers.**
- **It does not appear that performance-based fees are reported or reviewed on a regular basis, though they are likely evaluated at the time of contracting.**

Investment Fee Evaluation

Does the system have appropriate policies and procedures in place to account for and control investment expenses and other asset management fees?

- Per the IPS, the Board monitors and controls fees through the following:
 - Negotiating fees
 - Utilizing passive management when appropriate
 - Performance-based fees are allowed with specific managers
 - In-kind asset transfers when possible to eliminate turnover expenses
 - Manager instruction to seek best execution
- — As noted above, the Operating Procedures outline that it is the responsibility of Fund Staff to reconcile and pay investment management fees. If an error is found, Fund Staff should request additional information prior to payment. If there is an error, Fund Staff is responsible for requesting the correction. Additionally, a pre-identified Trustee shall independently verify each manager's fee payment request.
- **AFRF has consistently reviewed its investment fees with Meketa and reports on them annually per Texas law. However, as drafted, the monitoring and payment procedures in the Operating Procedures may be administratively untenable and result in potential governance issues. AFRF should consider revising as well as documenting a formal fee benchmarking practice both of which are discussed above.**

What steps has the Fund taken to manage investment management costs?

- — Per the Meketa's 2019 fee report, eliminating hedge funds and increasing the allocation to index funds has helped reduce costs. Subsequent to the review, there have been three additional fee reductions by managers.
- AFRF moved 10% of the Fund's investments to passive management. The move saves on fees in asset classes where active management is historically less successful than passive.
- **Meketa has been educating the Board on using direct investments to implement the private equity and possibly real assets portfolios. Over time, this implementation may help lower costs as the fund-of-fund fee is eliminated. Callan has seen this trend with other large public pension plans.**

Is an attorney reviewing any investment fee arrangements for alternative investments?

- — Yes.

Callan

Governance Process Evaluation

Governance Process - Summary

Callan conducted a comprehensive review of the Austin Firefighters Retirement Fund governance processes and documentation. The Board of Trustees of the Austin Firefighters Retirement Fund is responsible for administering the Fund pursuant to the terms of Section 2.01 of Article 6243e.1 of Vernon's Texas Civil Statutes. The Fund is governed by Texas Government Code, the Pension Statute, Fund Rules, Governance Policy, Investment Policy Statement, and Operating Procedures.

- AFRF has established a robust governance framework outlined in various policies and statutory regulations, ensuring that all operations are carried out with high standards of accountability and transparency.
- The governance structure clearly defines the responsibilities of the Board of Trustees, including fiduciary oversight, investment implementation, and ensuring compliance with governance policies.
- The Board's composition and election procedures are clearly defined, promoting structured leadership and continuity.
- Board members and staff are required to complete ongoing education, ensuring they meet state requirements and maintain high ethical standards.
- Independent third parties conduct annual audits and actuarial valuations to monitor the financial stability of the Fund.
- Governance documents, meeting minutes, annual reports, and investment reports are publicly available on the Fund's website, demonstrating a commitment to transparency and stakeholder engagement.

Governance Process Evaluation

Does the Fund have a written governance policy statement outlining the governance structure?	●	<ul style="list-style-type: none"> — The Board of Firefighters Relief and Retirement Fund Trustees is established in Section 2.01 of Article 6243e.1, Vernon's Texas Civil Statutes and further detailed in the Fund's Governance Policy. — The Investment Policy Statement identifies the Board as the governing body providing fiduciary oversight of the Fund. Responsibilities of the Board, Staff, Consultant, Investment Managers, and Custodian Bank are all outlined in the IPS.
Is the governance structure transparent and available to the public?	●	<ul style="list-style-type: none"> — Yes, the AFRF Statute, Investment Policy Statement, Fund Rules, Code of Ethics, Governance Policy, Funding Policy, and Annual Financial Report are available on the Fund's website. — Board meeting agendas, minutes and quarterly investment reports are also available on the website.
Is the governance structure transparent and available to the public?	●	<ul style="list-style-type: none"> — Yes, the AFRF Statute, Investment Policy Statement, Fund Rules, Code of Ethics, Governance Policy, Funding Policy, and Annual Financial Report are available on the Fund's website. — Board meeting agendas, minutes and quarterly investment reports are also available on the website.
What is the composition of the Board? How is the leadership of the board selected?	●	<ul style="list-style-type: none"> — As detailed in the governance policy, the Board consists of five members: <ul style="list-style-type: none"> ● The City of Austin Mayor, who serves as the presiding officer ● The City Treasurer, who serves as the Secretary-Treasurer of Board ● Three Elected Trustees to be selected by vote of the members — Annually, the Board elects a Vice-Chairman from among the Elected Trustees to serve as the presiding officer in the absence of the Chairman. — In the absence of both the Chairman and Vice-Chairman, the Secretary-Treasurer shall serve as the presiding officer.
How are action items confirmed?	●	<ul style="list-style-type: none"> — Three trustees are required for quorum. — Decisions require a majority vote of trustees assuming quorum.
What is the length of Board member terms? Are terms staggered?	●	<ul style="list-style-type: none"> — The Mayor and Treasurer serve on the Board for as long as they are in office. — Elected Trustees serve staggered 3-year terms with one term expiring each year. <p>— Staggered board structures are generally preferred as they provide continuity of leadership and preserve institutional knowledge.</p>

Governance Process Evaluation

What training is provided and/or required of new board members? How frequently are board members provided investment-related education?

- - Each Trustee and the Executive Director must comply with the minimum and continuing education requirements under state law, including ethics and fiduciary training.
 - Trustees are required to complete training courses regarding their responsibilities under TOMA and the Texas Open Records Act. Trustees must complete the training not later than the 90th day after assuming their duties as a Trustee. Certificates of completion are submitted to the Executive Director for proof of compliance.
 - The PRB's MET program requires seven credit-hours of core content training for the first year of service as a Trustee or Executive Director and at least four credit-hours of continuing education within each two-year period subsequent to the first year of service. Semi-annual reporting of training hours and courses is required to verify compliance.
 - The Executive Director files required training activity reports to the PRB and monitors compliance.
- - **Training requirements are sufficient and establish a clear system to monitor compliance.**
 - **The Trustees and Executive Director have met their training requirements. Verification of completion is provided by the parties conducting the education.**

What are the minimum ethics, governance, and investment education requirements? Have all board members satisfied these minimum requirements?

- - All Trustees are required to act as a fiduciary and to comply with the Board of Trustees' Code of Ethics, which includes guidance on Trustee responsibility, professional requirements, conflicts of interest, gifts and benefits, vendor contact during RFP processes, and travel policies. The Code details enforcement policies as well.
 - Trustees must avoid conflict of interest as outlined in Chapters 171 and 176 of Texas Local Government Code.
- - **The Fund appears to have adequate policies in place to address ethics, governance, and investment education. The documents and rules clearly describe responsibilities and expectations. The Fund has a standard process for confirming adherence with the requirements.**

How often does the Board meet? Are meeting agendas and minutes available to the public? How detailed are the minutes? **(Continued next slide...)**

- - The Board of Trustees meets monthly with agendas developed by the Chairman and Executive Director with input from the Board. Meetings span a range of topics including:
 - Review of previous meeting minutes
 - Procedural activities, such as Trustee elections
 - Discussion of benefits, budget, COLA
 - Audit related reviews
 - Actuarial reviews
 - Investment reviews
 - Special projects or vendor discussions
 - Executive Director report
 - Future agendas

Governance Process Evaluation

How often does the Board meet? Are meeting agendas and minutes available to the public? How detailed are the minutes? (...Continued)

- - Investments are typically reviewed in detail on a quarterly basis.
 - All actions taken by the Board are conducted in open session.
- - **Agendas and meeting minutes are comprehensive and available online. Minutes clearly include thorough documentation of all investment decisions.**

How are Fund assets held and maintained?

- - All Fund assets are held in trust, separate from the assets of the municipality, and maintained and administered by the Board for the exclusive purpose and benefit of all members, retirees, and beneficiaries of the Fund.
 - Separate account investment funds are held at AFRF's custodian, State Street, who acts as the book of record.
 - Commingled investments are held at a custodial institution chosen by the investment manager. AFRF has State Street line-item these accounts, so everything is accounted for in a single location.
- - **These practices are consistent with industry standard and best practice.**

Are benefits subject to a Cost-of-Living Adjustment (COLA)? If so, how is the COLA determined?

- - COLAs can be granted annually assuming that the impact on the Fund over a ten-year period does not, as projected by the actuary:
 - Increase the amortization period of unfunded accrued actuarial liabilities beyond 25 years during the projection period, or
 - Lower the ratio of the actuarial value of assets divided by the actuarial accrued liability below 80% for any year in the projection period.
 - If a COLA is deemed appropriate by the Board and actuary, the adjustment will be based on the CPI-U (all items) for the 12-month period ending September 30th.
- - **According to the November 2023 Board meeting minutes, Elizabeth Wiley, a representative from the Fund's Actuary, stated that the "Fund's benefit policy is much better developed than most public pensions and that the tests are strong without being overly rigorous."**
 - **By having the actuary project the impact of a COLA prior to granting, it helps ensure the overall integrity of the Fund.**

Will the Board be able to sustain a commitment to the polices under capital market stress?

- - Scenario analysis, downside risk analysis, projected range of outcomes, and liquidity analysis are included in the Full Asset Allocation Reviews conducted by the consultant.

Governance Process Evaluation

Does the Fund have policies in place to review the investment program?

- - Yes, several independent third parties conduct audits and evaluations of AFRF.
 - By statute, the actuary shall conduct a valuation at least once every two years of the assets and liabilities of the Fund and a certified public accountant or firm of certified public accountants shall perform an audit of the Fund at least annually.
 - AFRF conducts both the audit and actuarial valuation annually. The Fund Audit is done by Montemayor Britton Bender and the Actuarial Valuation by Cheiron.
 - The Fund undergoes an Actuarial Experience Study every 5 years.
 - Additionally, Meketa, the Board’s Investment Consultant, provides quarterly investment updates to review the Fund’s structure and investment manager roster. Meketa will notify the Board of any issues or necessary changes. Annually, the asset allocation is reviewed to determine its continued appropriateness.

– **These practices are in line with other public funds and consistent with industry best practice.**

Does the board receive impartial investment advice and guidance?

- - Yes, the Board contracts with an independent investment consultant, Meketa, who was selected through a formal RFP process in 2014. The Board goes through a formal process as necessary but at least at the end of every contract period.

– **This practice is in line with other public funds and consistent with industry best practice.**

Does the Board have policies in place to review the effectiveness of its vendors and staff? (Continued next slide...)

- - As outlined in the governance policy, the Board intends to review its vendors’ agreements and contracts on a staggered basis in accordance with the following frequency:

Type of Vendor	Frequency of Review
Actuary	Every 5 Years
Custodial Bank	Every 7 Years
Depository Bank	Every 4 Years
Independent Auditor	Every 5 Years
Investment Consultant	Every 5 Years
Legal Counsel	Every 5 Years

- - The Board, at its discretion, may or may not determine that a request for qualifications or a request for proposal is necessary for a vendor review.
 - The Executive Director is solely responsible for managing relationships with outside vendors and prospective vendors.

Governance Process Evaluation

Does the Board have policies in place to review the effectiveness of its vendors and staff? (...Continued)	<ul style="list-style-type: none">— On an annual basis, the Board shall conduct an evaluation of the Executive Director to review performance for the prior year and set goals for the upcoming year.— These practices are in line with other public funds and consistent with industry best practice.
Who is responsible for making decisions regarding investments, including manager selection and asset allocation? How is authority allocated between the board, and internal staff members and/or outside consultants? Does the IPS clearly outline this information?	<ul style="list-style-type: none">— The Board has ultimate responsibility for investment manager selection and asset allocation as delineated in the IPS. The Board utilizes an investment consultant to assist with asset allocation, investment manager selection and ongoing monitoring of the investment program.● — The Board has delegated the day-to-day management of the Fund to Staff, which includes oversight of Fund policies and procedures, executing cash flows, oversight of budget and fee payment, and Board meeting preparation and coordination.— Yes, roles and responsibilities are clearly outlined in the IPS.
What additional oversight of the Fund exists?	<ul style="list-style-type: none">— The Texas Pension Review Board provides oversight to the Austin Firefighters Retirement Fund. The primary goal of the PRB is to monitor actuarial soundness and compliance with state reporting requirements. The PRB requires:<ul style="list-style-type: none">● Annual financial and actuarial reports be filed with the PRB, including transparency on fees.● An independent party conducts an Investment Practices and Performance Evaluation every three years for plans with over \$100 million in assets.● Semi-annual reporting of Trustee training hours to verify education compliance.● A Funding Soundness Restoration Plan if certain actuarial triggers are met.
How often are the investment governance processes reviewed for continued appropriateness?	<ul style="list-style-type: none">— The Board and the investment consultant review investment processes regularly when updating the IPS.● — Policies are also reviewed with any statutory or regulatory changes.

Callan

**Investment Manager Selection &
Monitoring Evaluation**

Manager Search and Selection - Summary

Austin Firefighters Retirement Fund has a robust process for manager search and selection:

- The Board is ultimately responsible for selecting investment managers but generally relies on its independent investment consultant, Meketa, to lead the search process and identify appropriate candidates.
- Meketa employs a team of research professionals that uses a defined process and qualitative and quantitative factors to monitor and review investment managers, which results in a high conviction list of strategies in each asset class.
- Meketa selects three or four candidates from the high conviction list for the relevant investment strategy that best fit the AFRF search criteria and presents those options to the Board.
- Meketa reviews each candidate with the Board, and the Board chooses finalist candidates for due diligence interviews.
- The Board makes a selection based on its confidence in the qualitative and quantitative factors presented.

Austin Firefighters monitors each investment manager on an ongoing basis, utilizing a performance report produced by Meketa, that is reviewed with the Board:

- The Board reviews and evaluates reports on the investment performance of the Fund quarterly. However, the Board meets monthly to discuss other items and can review any manager issues as necessary at those meetings.
- The reports show Total Fund, asset class composites and individual managers against appropriate benchmarks over multiple time periods. Total Fund and manager returns are also compared against appropriate peers.
- Meketa uses a third-party performance platform, which takes custodial and manager information to calculate performance. The system uses Modified Dietz to calculate performance for public market investments and the dollar-weighted Internal Rate of Return for private market investments.
- **Both AFRF's investment manager search and monitoring processes are consistent with best practices and similar to many comparable public pension plans.**

Manager Search and Selection Evaluation

Who is responsible for selecting investment managers?

- — As outlined in AFRF's investment policy statement, the Board is ultimately responsible for selecting investment managers. The Board receives assistance from the investment consultant, Meketa, as needed.

How are the managers identified as potential candidates?

- — Meketa typically leads the search process and identifies appropriate candidates. It has a research team that monitors and reviews investment managers and has a high conviction list of strategies in each asset class.
- — The managers on this list have been vetted through Meketa's defined manager search process and evaluated on qualitative and quantitative factors. Meketa selects three or four candidates from the high conviction list for the relevant investment strategy that best fit the AFRF search criteria and presents those options to the Board.

What is the search process?

- — The Board utilizes a multi-step approach, consistent with principles of procedural due diligence for manager selection. As part of this process, the Board has outsourced key pieces to Meketa.
 - — As noted, once the Board determines, with assistance from Meketa, a new manager is needed, Meketa typically leads the search process. Meketa has an investment manager research team that regularly monitors and reviews investment managers across public and private asset classes. This multi-phase process includes, among other criteria, analysis of a manager's organization, strategy investment team, investment philosophy and process, performance, and fees. The process includes quantitative and qualitative assessment as well as virtual and in-person meetings. Through this research process, the team develops a high conviction list of strategies in each asset class.
 - — AFRF's consulting team at Meketa works with their research group to identify a short list (approximately three to four) of appropriate candidates. These candidates are presented to the Board in a comprehensive side-by-side written analysis. Meketa then reviews the candidates with the Board so they can have a better understanding of the strategies and differences in those presented. Following these discussions, which may take several meetings, the Board generally conducts due diligence interviews with each finalist candidate under consideration.
 - — Final selection between candidates takes into consideration the Board's confidence in the investment philosophy and approach, the depth, structure and experience of the investment team, the portfolio construction process, and the strength of the historical track record relative to expectations. Fees are also scrutinized for competitiveness.
-
- — **AFRF's investment manager search process is consistent with best practices and follows a similar process to many comparable public pension plans.**
-

Manager Search and Selection Evaluation

Who is responsible for developing and/or reviewing investment consultant and/or manager contracts?

- — Legal counsel is responsible for review of all contracts.

What is the process for determining when an investment manager should be replaced?

- — While manager replacement is at the discretion of the Board, the decision is typically initiated by Meketa. The recommendation may be for:
 - Continued underperformance
 - Significant personnel turnover
 - Significant changes in assets under management
 - Change in philosophy
 - Portfolio construction discipline
 - Regulatory, and/or litigation issues
 - Ownership change or change in business philosophy or approach

What is the process for monitoring individual and overall fund performance?

- — The Board reviews and evaluates reports on the investment performance of the Fund quarterly.
- — The reports provide an economic and market update followed by an executive summary that reviews high level relative performance. This is followed by a top-down performance attribution analysis, which analyzes the Fund's performance relative to the performance of its policy targets. The report shows the actual versus target asset allocation and compliance with the IPS. Historical, net-of-fee performance for the total fund and each individual manager is examined in detail against appropriate benchmarks and peer groups. Relative returns are looked at for quarter-to-date, year-to-date, 1, 3, 5, 10-year and since inception as well as 10 calendar years. Private equity, private real estate, and natural resources investments are reviewed using more appropriate metrics such as IRR and TVPI.
- — As necessary, the report also provides the Board with recent portfolio updates, any managers for consideration, and relevant memos.
- — **Quarterly investment reporting is common across the industry. This cadence results in regular, timely meetings for any decision making without being overwhelming. Many Boards, like AFRF, meet monthly to discuss other items.**

Who is responsible for measuring the performance?

- — Meketa, the Fund's investment consultant, calculates performance for the Trust using custodial and manager information. Meketa uses a third-party performance platform, which uses Modified Dietz to calculate performance for public market investments. Private market investments results are calculated using the dollar-weighted Internal Rate of Return.
- — **The performance platform is used by several large consulting firms, and the calculation methodology for both public and private markets is industry standard and consistent with the CFA Institute's Global Investment Performance Standards (GIPS).**

Manager Search and Selection Evaluation

What valuation methodologies are used to measure private market assets? What alternative valuation methodologies exist and what makes the chosen method most appropriate?

- - Meketa uses the quarterly capital statements from the private market managers for reporting. These are typically a quarter lagged (i.e. reported 9/30/2023 values in the 12/31/2023 report).
 - For those investments where liquid, observable market pricing is not available, the managers conduct an appraisal process consistent with what is detailed in their fund documentation and is transparent to the funds' investors. These funds are also audited annually by an independent accounting firm to add further validity to the valuation methodologies.
 - **This is the industry standard approach for valuing private markets. For most investors, there are no avenues to obtain valuation independent from the managers.**

Consolidated Recommendations and Fund Response

Callan Recommendations

AFRF Response

Investment Policy

Consider outlining key IPS and Operating Procedure changes in the meeting minutes. 2022 meeting minutes (the most recent IPS revision is dated February 2022) reflect motions made to approve the changes without providing detail of those changes.

Due to lack of Fund staff, meeting minutes from 2022 were not that detailed. Since fall of 2022, meeting minutes are more robust and capture any pertinent Board discussion, changes and motions.

Consider combining the IPS and Operating Procedures.

- If they cannot be combined, consider moving and/or adding the following elements to the IPS:
- A list and description of investible asset classes;
- A strategic asset allocation framework outlining asset class targets and allowable ranges;
- Performance benchmarks for sub asset classes and total policy benchmark.
- Manager selection and termination documentation;
- An outline of the process, including timeline, used by the Board to evaluate the ongoing appropriateness of all managers and asset classes.
- If some of these elements are expected to need frequent updating, consider including them in an appendix to the IPS, which will have a less procedural review process to update than the rest of the Policy.

We will review the provisions contained in the Operating Procedures and consider moving those that are long-term, policy-related provisions to the IPS. However, some of the provisions of the Operating Procedures require more frequent modification and are more administrative in nature. We believe it is more appropriate for many of these provisions to stay in the Operating Procedures, especially since the Fund's governing statute requires three separate readings and approvals of the IPS by the Board prior to adoption.

Consider making the Operating Procedures available to stakeholders (if it is not combined with the IPS).

Agree. Please note that the Fund has already made the Operating Procedures available on its website to ensure full communication of relevant topics.

Consider documenting all fund-level benchmarks used in performance reporting in the policy documents. This will allow stakeholders to understand the rationale of including each benchmark and the construction methodology. Currently, two of the total fund benchmarks used in performance reports are not outlined in the policies.

Meketa has been working with Board on updates to benchmarking language. All benchmarks will be included in the IPS.

Callan Recommendations	AFRF Response
Consider adding an investment management fee philosophy that outlines how the Board considers fees when seeking to achieve the most attractive risk-adjusted net return for the Fund.	The Fund will consider this recommendation.
It appears the Operating Procedures III. Asset Allocation Targets may be intended to reference Section VII instead of Section VI in the IPS.	Correct. This will be fixed.
Consider including an acknowledgement that AFRF will look to meet the policies as defined by the PRB.	Agree
Consider adding a risk objective to consider how the volatility of assets may impact the Fund’s liability amortization period. This may provide additional guardrails to better enable the Fund to stay under the 30-year time frame to amortize the unfunded actuarial liability set by the Pension Review Board.	The Fund will consider this recommendation
Consider modelling plan liabilities and conducting integrated asset-liability studies on a periodic basis, typically every 3-5 years, to ensure that the Fund’s asset allocation is designed to meet its liabilities and liquidity goals. Asset-liability studies illustrate the potential implications that asset allocation decisions have on future contribution policies. Most of Callan’s public defined benefit plan clients, especially those of AFRF’s size, conduct regular asset-liability studies.	AFRF would consider performing an asset liability study moving forward.
Consider adding an appendix or table that defines the benchmarks used for individual managers.	We will consider as part of the IPS overhaul
Consider defining shorter term periods and specify how relative performance against peers will be evaluated.	We will consider tightening up the language
Consider outlining the process for new manager selection and criteria for manager termination.	We will consider tightening up the language

Callan Recommendations

AFRF Response

Asset Allocation

While the Board has requested the investment consultant review the impact of different scenarios on funded ratio and liquidity, it has not conducted a full asset-liability study in the last five years. The Board should consider a full asset-liability study, which integrates different asset allocation mixes and market scenarios with their potential impact on all aspects of the Fund's liabilities (i.e. funded ratio, contribution expectations, amortization period, etc.).

Agree.

Investment Fees

Consider amending the fee reconciliation and payment section of the Operating Procedures. Only six of the 49 strategies invoice for fees, which makes the current language of reconciliation and then payment impractical. Consider amending to a review and possible reconciliation of fees. Additionally, consider removing the Trustee oversight requirement in the Operating Procedures. Requiring a pre-identified trustee to verify manager's fee payments may cause governance issues. This could be perceived as a conflict as one of the Trustees responsible for broad oversight would be directly involved in the day-to-day mechanics, they are responsible for overseeing.

Agree. We will amend the language. The existing language was implemented when AFRF had minimal staff

Consider naming the party responsible for reporting investment management fees to the Board in the IPS.

We will consider tightening up the language

Consider adding language to the IPS outlining the frequency and requirements of fee benchmarking. Texas law only requires the reporting of absolute investment management fees, which may not provide stakeholders the appropriate context. An annual fee analysis may be beneficial for monitoring manager fees and assessing reasonableness compared to peers.

We will consider tightening up the language and process

THIS PAGE INTENTIONALLY LEFT BLANK

Austin Firefighters Retirement Fund

May 24, 2024

Board Meeting

Agenda

1. Economic and Market Update
2. Executive Summary
3. 1Q24 Investment Report
4. Private Equity: Annual Pacing History Review
5. Private Equity Approach: Fund of Funds vs. Specialty Consultant
6. Roadmap
7. Appendix
 - Disclaimer, Glossary and Notes

Economic and Market Update

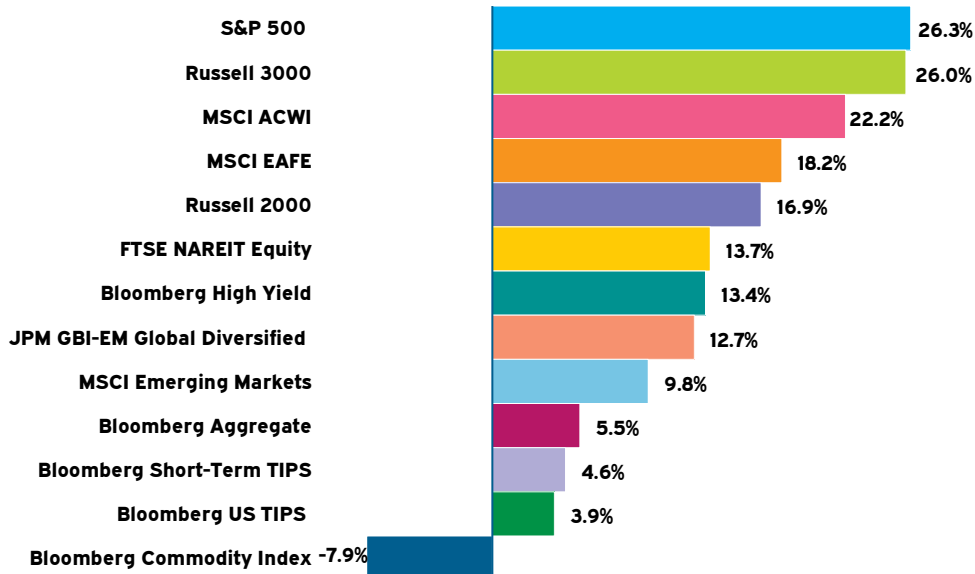
Data as of March 31, 2024

Commentary

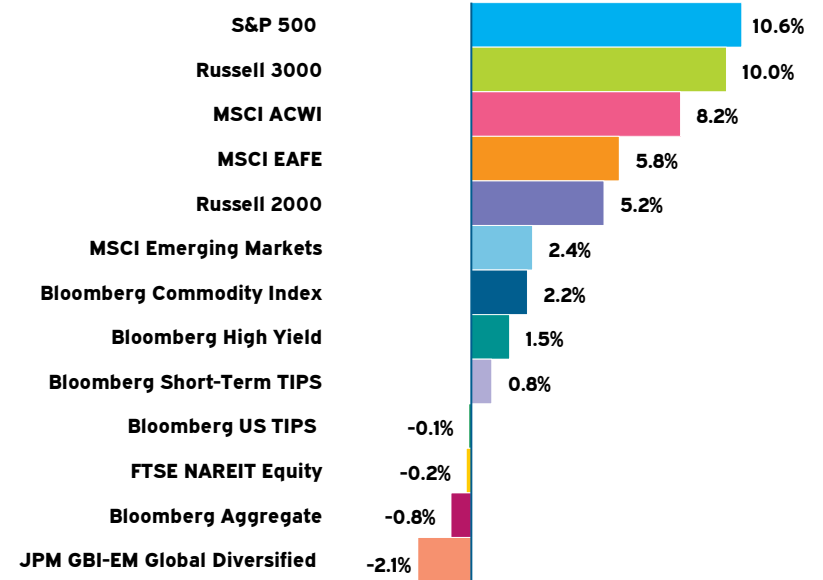
- Resilient economic data drove global equities higher and pushed out the timing of the expected first Fed rate cut, weighing on bonds.
- Major central banks have largely paused interest rate hikes with expectations that many will still cut rates, but the uneven pace of falling inflation and economic growth could desynchronize the pace of rate cuts.
 - In general, inflation pressures have eased in most countries from their pandemic peaks, but some uncertainty remains and levels are still above most central bank targets. Headline inflation in the US rose in March (3.2% to 3.5%) by more than expected, while core inflation was unchanged (3.8%) when it was predicted to decline to 3.7%. Notably, prices in China were up only slightly in March, as the impacts of the recent holiday faded.
 - US equity markets (Russell 3000 index) rose 10.0% in the first quarter after a very strong 2023 (+26.0%). The technology sector continued to perform well, with energy gaining on geopolitical tensions.
 - Non-US developed equity markets increased 5.8% in the quarter, helped by Japanese equities which hit multi-decade highs. A strengthening US dollar drove the weaker relative results for US investors with returns in local currency terms 4.2% higher (10.0% versus 5.8%).
 - Emerging market equities (+2.4%) had the weakest equity returns, depressed by China (-2.2%). While policy efforts to support mainland stock prices helped to stabilize Chinese equities, recent efforts by the US to discourage investments in China weighed on results. The stronger dollar also hurt performance in emerging markets for US investors with returns in local currency terms 2.1% higher.
 - Rising interest rates weighed on bonds with the broad US bond market declining 0.8% for the quarter.
- Looking to the rest of this year, the paths of inflation and monetary policy, China's economic disorder and slowing economic growth, the many looming elections, and the wars in Ukraine and Israel will be key.

Index Returns¹

2023



Q1 2024



→ In the first quarter, global equity markets continued their strong performance from 2023 with the US leading the way.

→ Resilient economic data weighed on bond markets domestically and dashed hopes of a near-term cut in interest rates.

¹ Source: Bloomberg. Data is as of March 31, 2024.

Domestic Equity Returns¹

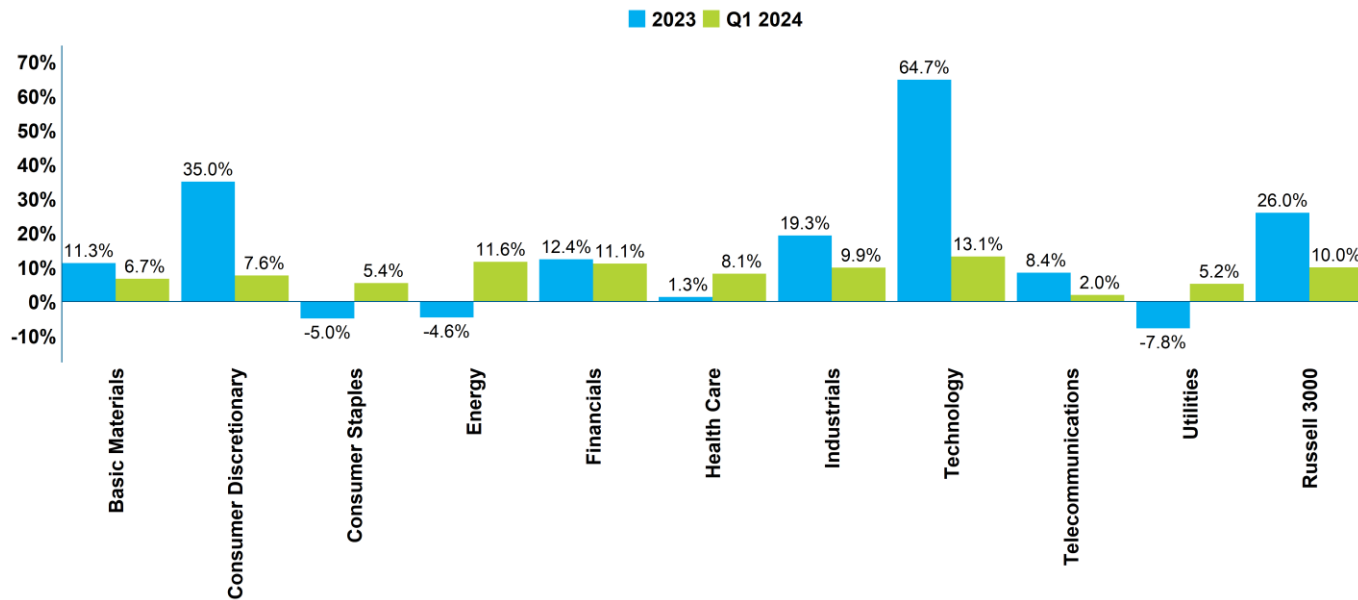
Domestic Equity	March (%)	Q1 (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)
S&P 500	3.2	10.6	29.9	11.5	15.1	13.0
Russell 3000	3.2	10.0	29.3	9.8	14.3	12.3
Russell 1000	3.2	10.3	29.9	10.5	14.8	12.7
Russell 1000 Growth	1.8	11.4	39.0	12.5	18.5	16.0
Russell 1000 Value	5.0	9.0	20.3	8.1	10.3	9.0
Russell MidCap	4.3	8.6	22.3	6.1	11.1	9.9
Russell MidCap Growth	2.4	9.5	26.3	4.6	11.8	11.4
Russell MidCap Value	5.2	8.2	20.4	6.8	9.9	8.6
Russell 2000	3.6	5.2	19.7	-0.1	8.1	7.6
Russell 2000 Growth	2.8	7.6	20.3	-2.7	7.4	7.9
Russell 2000 Value	4.4	2.9	18.8	2.2	8.2	6.9

US Equities: The Russell 3000 increased an impressive 10.0% in the first quarter of the year.

- US equities continued their ascent after a strong finish to 2023. The gains were driven by strong economic data and corporate earnings, despite signs of interest rates remaining higher for longer.
- Growth stocks outperformed value stocks across the market cap spectrum. Technology stocks continued to be a key driver of results, with NVIDIA and Microsoft alone contributing nearly 30% of the quarter’s gains.
- Large cap stocks produced almost double the return of their small cap peers during the first quarter. The underperformance of small cap financials contributed to this dynamic as fear of further turmoil for regional banks resurfaced.

¹ Source: Bloomberg. Data is as of March 31, 2024.

Russell 3000 Sector Returns¹



- All sectors posted positive returns in the first quarter. The technology sector (13.1%) continued to lead the way due to the influence of the so-called “Magnificent Seven”.
- Technology was followed by energy (11.6%) and financials (11.1%), driven respectively by increased geopolitical tensions and the strong economic environment. Traditionally defensive sectors like consumer staples (5.4%) and utilities (5.2%) joined the rally but trailed other sectors.

¹ Source: Bloomberg. Data is as of March 31, 2024.

Foreign Equity Returns¹

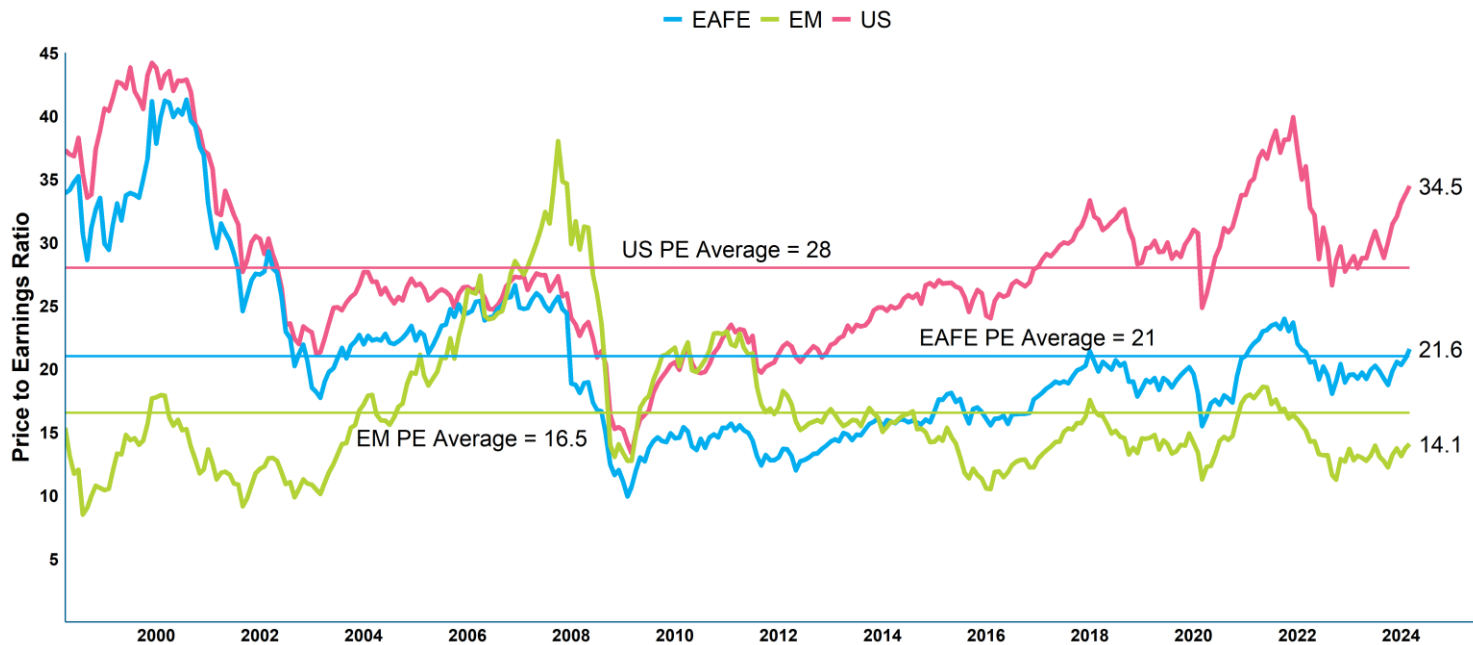
Foreign Equity	March (%)	Q1 (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)
MSCI ACWI ex. US	3.1	4.7	13.3	1.9	6.0	4.3
MSCI EAFE	3.3	5.8	15.3	4.8	7.3	4.8
MSCI EAFE (Local Currency)	4.0	10.0	18.8	9.4	9.4	7.7
MSCI EAFE Small Cap	3.7	2.4	10.4	-1.4	4.9	4.7
MSCI Emerging Markets	2.5	2.4	8.2	-5.1	2.2	2.9
MSCI Emerging Markets (Local Currency)	3.0	4.5	10.6	-2.4	4.4	5.7
MSCI EM ex. China	3.0	4.0	20.5	2.2	6.4	4.2
MSCI China	0.9	-2.2	-17.1	-18.9	-6.3	1.2

Foreign Equity: Developed international equities (MSCI EAFE) gained 5.8% during the quarter and emerging market equities (MSCI EM) rose 2.4%.

- Developed international equity markets matched the US for the quarter in local terms but the appreciation of the dollar decreased returns for US investors by over 4.0% (5.8% versus 10.0%). Eurozone and UK equities had gains for the quarter, but Japan was the real standout performer, with the TOPIX returning 18.1% in local terms and the Nikkei breaking the 40,000 level for the first time.
- Emerging market equities again trailed developed markets largely due to China falling 2.2%. Slowing growth, issues in the property sector, and recent efforts by the US to discourage investments into China all weighed on results. Outside of China, interest rate sensitive markets like Brazil were particularly impacted by expectations of delayed interest rate cuts by the Fed. Stripping out China, emerging markets returned 4.0% in the quarter.

¹ Source: Bloomberg. Data is as of March 31, 2024.

Equity Cyclically Adjusted P/E Ratios¹



- At the end of the first quarter, the US equity price-to-earnings ratio increased further above its 21st century average, as price appreciation exceeded earnings growth.
- International market valuations also rose in the quarter and remain well below the US. In the case of developed markets, valuations are now slightly above the long-term average, while emerging market valuations remain well below its long-term average.

¹ US Equity Cyclically Adjusted P/E on S&P 500 Index. Source: Robert Shiller, Yale University, and Meketa Investment Group. Developed and Emerging Market Equity (MSCI EAFE and EM Index) Cyclically Adjusted P/E – Source: Bloomberg. Earnings figures represent the average of monthly “as reported” earnings over the previous ten years. Data is as of March 2024. The average line is the long-term average of the US, EM, and EAFE PE values from April 1998 to the recent month-end respectively.

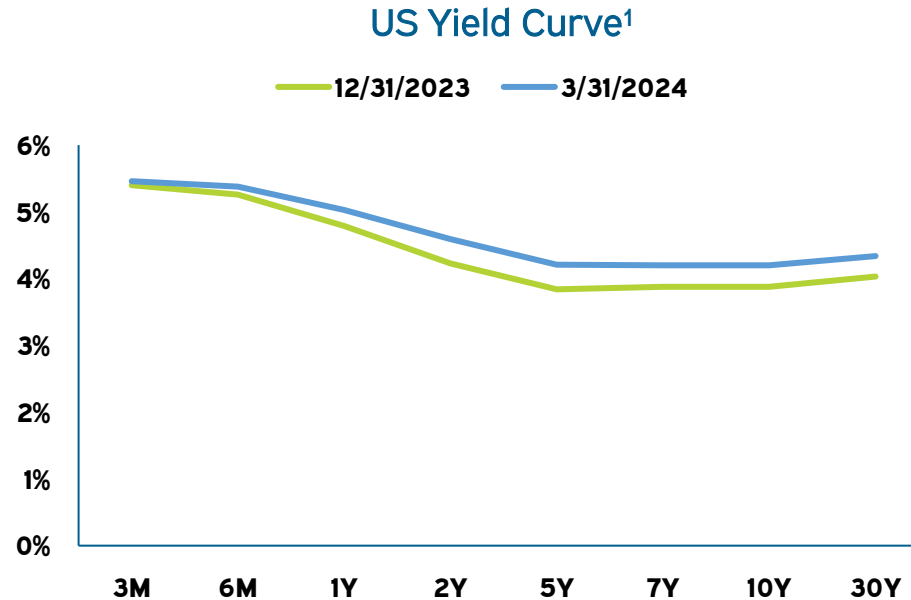
Fixed Income Returns¹

Fixed Income	March (%)	Q1 (%)	1 YR (%)	3 YR (%)	5 YR (%)	10 YR (%)	Current Yield (%)	Duration (Years)
Bloomberg Universal	1.0	-0.5	2.7	-2.1	0.7	1.8	5.1	6.0
Bloomberg Aggregate	0.9	-0.8	1.7	-2.5	0.4	1.5	4.8	6.2
Bloomberg US TIPS	0.8	-0.1	0.5	-0.5	2.5	2.2	4.6	6.8
Bloomberg Short-term TIPS	0.6	0.8	3.2	2.3	3.2	2.1	4.8	2.4
Bloomberg High Yield	1.2	1.5	11.2	2.2	4.2	4.4	7.7	3.7
JPM GBI-EM Global Diversified (USD)	0.0	-2.1	4.9	-1.6	0.1	-0.3	6.4	5.0

Fixed Income: The Bloomberg Universal index fell 0.5% in the first quarter.

- Strong economic growth and inflation readings above forecasts shifted interest rate expectations pushing back the anticipated start date of rate cuts as well as the number of cuts for 2024.
- In this environment the broad US bond market (Bloomberg Aggregate) fell 0.8% with TIPS declining only slightly (0.1%).
- High yield bonds (1.5%) led the way for the quarter as risk appetite continues to be robust and overall yields remain attractive despite the recent tightening of spreads to Treasury equivalents.

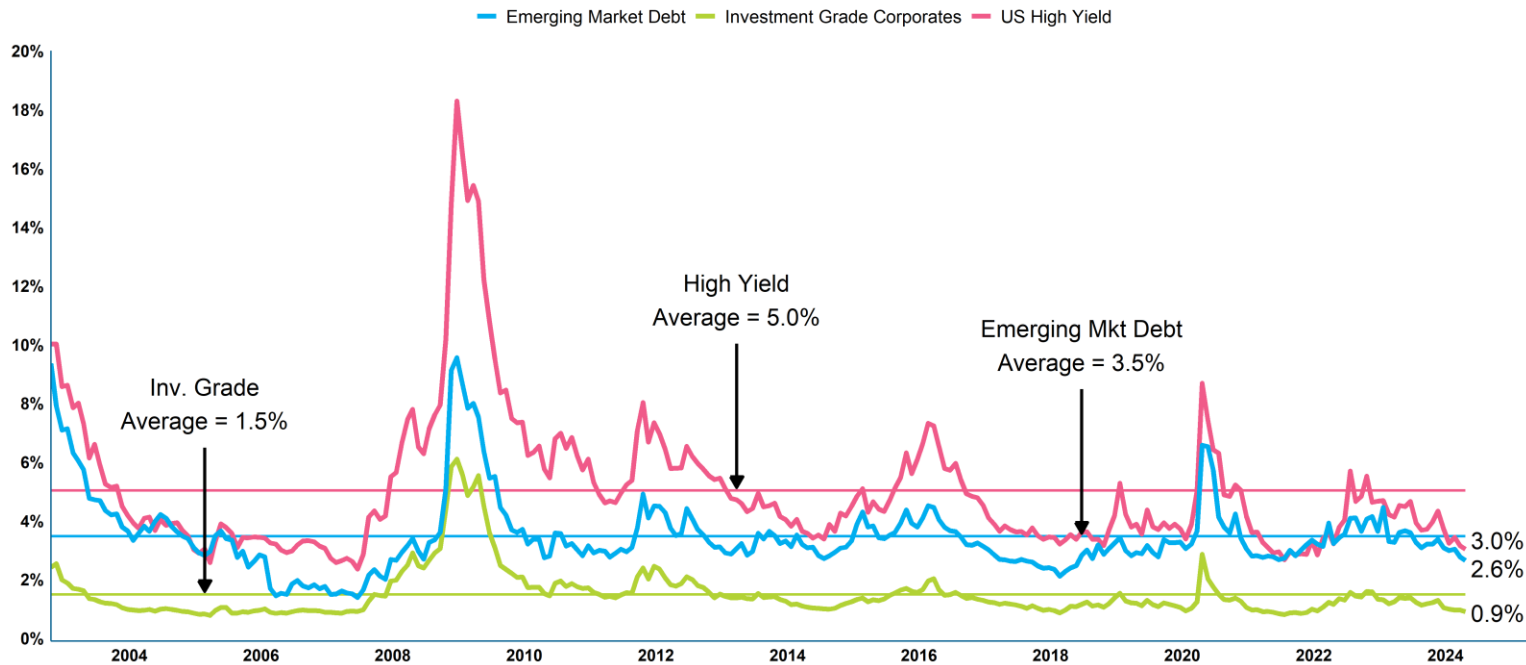
¹ Source: Bloomberg. JPM GBI-EM data is from InvestorForce. Data is as of March 31, 2024. The yield and duration data from Bloomberg is defined as the index's yield to worst and modified duration respectively.



- Overall interest rates moved higher over the quarter due to the strong economic data and the related shifts in monetary policy expectations.
- The more policy sensitive two-year Treasury yield rose from 4.3% to 4.6% in the first quarter while the ten-year Treasury yield increased from 3.9% to 4.2%.
- The yield curve remained inverted at quarter-end despite a recent flattening trend. The yield spread between the two-year and ten-year Treasury was -0.4% at the end of the quarter.

¹ Source: Bloomberg. Data is as of March 31, 2024.

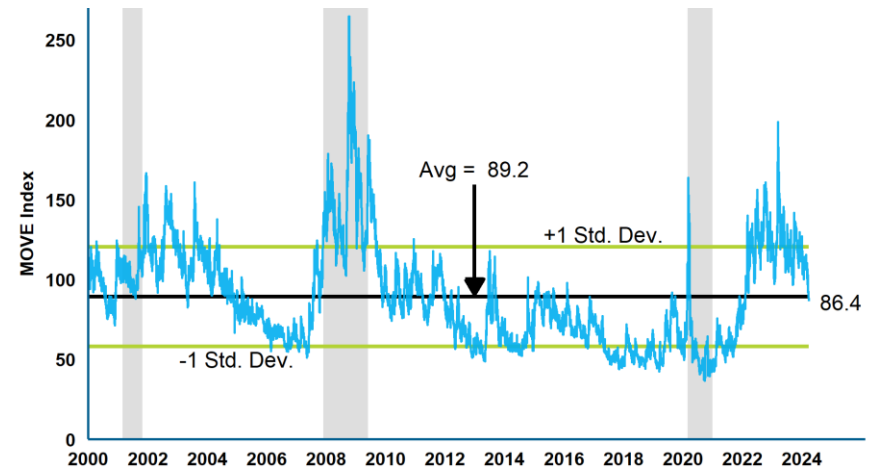
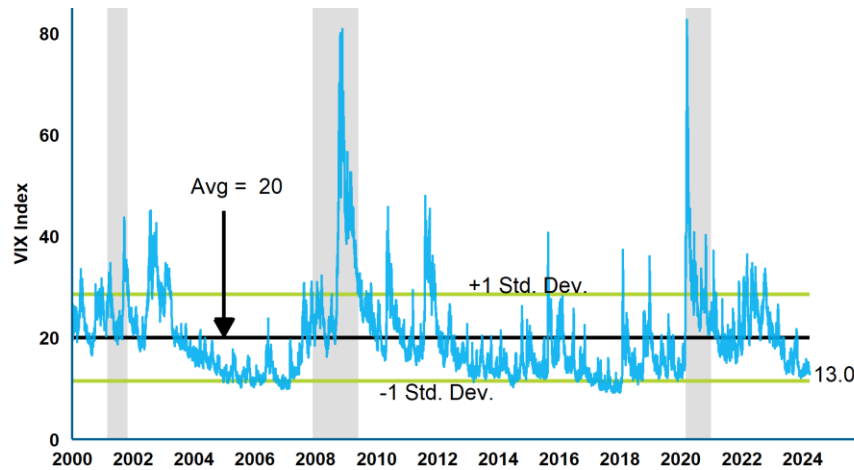
Credit Spreads vs. US Treasury Bonds¹



- A positive economic outlook along with expectations of lower interest rates has led to an increased risk appetite. This has benefited credit, with spreads (the added yield above a comparable maturity Treasury) narrowing.
- This trend continued in the first quarter particularly for riskier bonds. High yield spreads fell from 3.2% to 3.0% and emerging market spreads dropped from 3.0% to 2.6%. Spreads for investment grade corporate bonds fell only slightly over the quarter (1.0% to 0.9%).
- All spreads remain below their respective long-run averages, particularly within high yield.

¹ Source: Bloomberg. Data is as of March 31, 2024. Average lines denote the average of the investment grade, high yield, and emerging market spread values from September 2002 to the recent month-end, respectively.

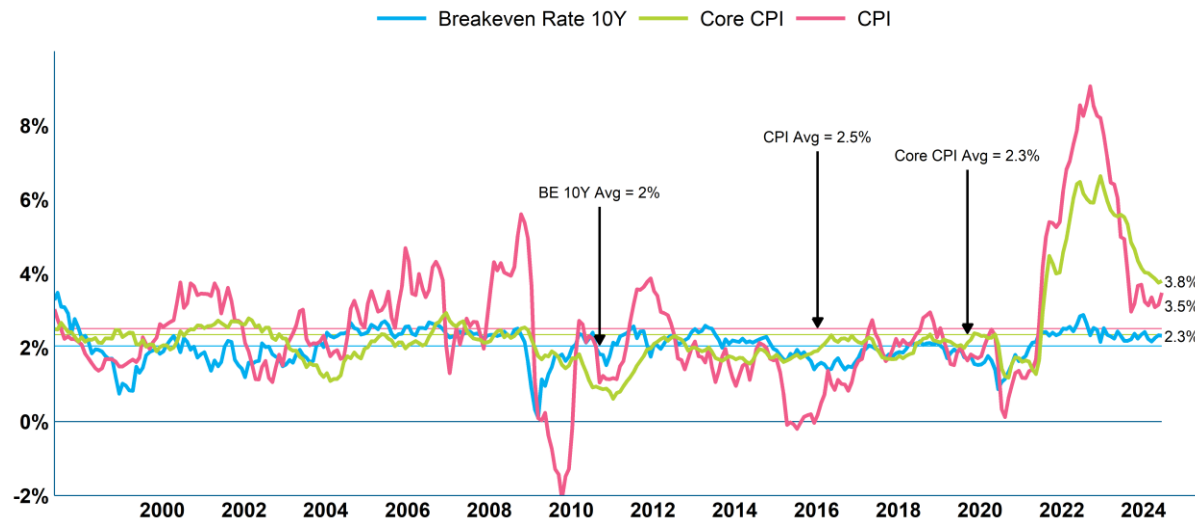
Equity and Fixed Income Volatility¹



- Volatility in equities (VIX) finished the quarter close to one standard deviation below the long-term average as the focus shifted late last year to peaking policy rates and the potential for a soft landing.
- Volatility in the bond market (MOVE) fell significantly over the quarter to a level below the long run average (86.4 versus 89.2). Declining volatility surrounding policy expectations and the more positive growth outlook both contributed to lower volatility in the bond market.

¹ Equity Volatility – Source: FRED. Fixed Income Volatility – Source: Bloomberg. Implied volatility as measured using VIX Index for equity markets and the MOVE Index to measure interest rate volatility for fixed income markets. Data is as of March 2024. The average line indicated is the average of the VIX and MOVE values between January 2000 and March 2024.

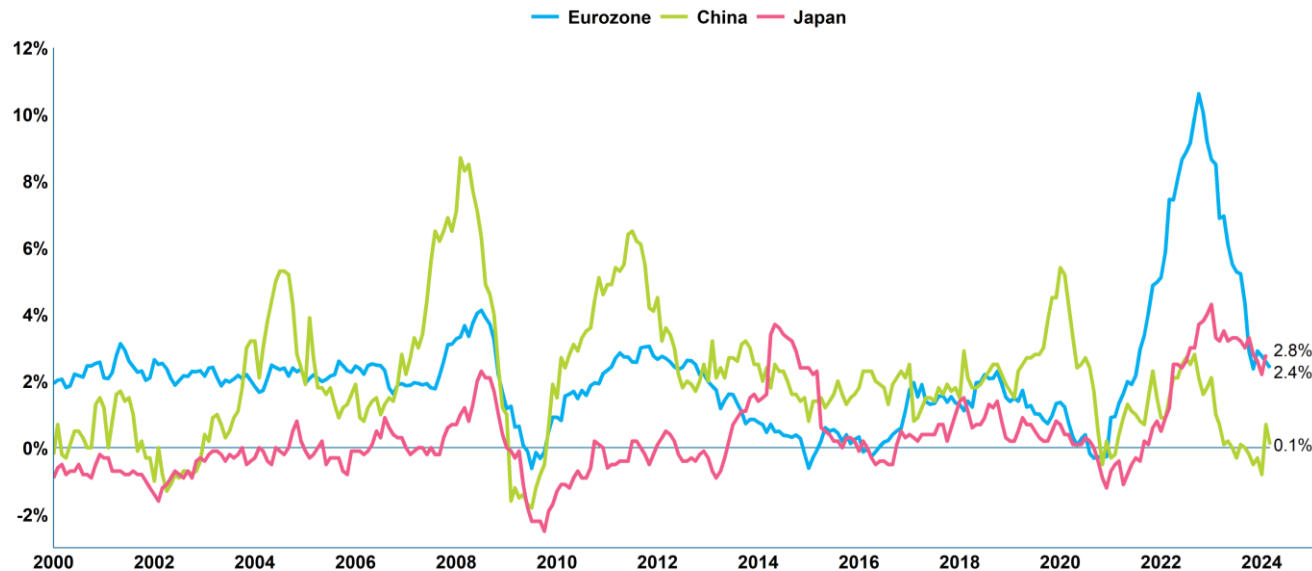
US Ten-Year Breakeven Inflation and CPI¹



- Year-over-year headline inflation rose in March (3.2% to 3.5%) and came in slightly above expectations. Prices in service sectors, particularly shelter, remain a key driver of inflation staying above the Fed’s 2% average target, with a recent rise in energy prices contributing too.
- Month-over-month inflation rose 0.4% which was the same as February, but above expectations of a 0.3% reading.
- Core inflation (excluding food and energy) remained at 3.8% but also came in above expectations. Core goods prices dropped, while core services including shelter and transportation prices continued to show persistence.
- Inflation expectations (breakevens) have remained relatively stable despite the significant volatility in inflation.

¹ Source: FRED. Data is as March 2024. The CPI and 10 Year Breakeven average lines denote the average values from February 1997 to the present month-end, respectively. Breakeven values represent month-end values for comparative purposes.

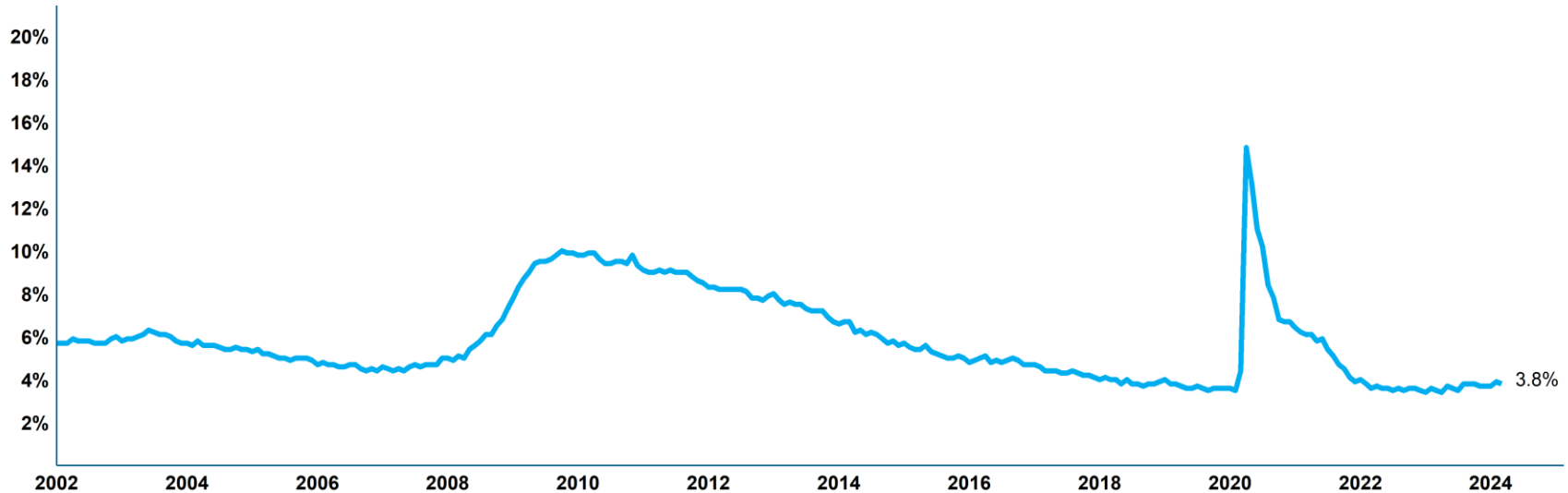
Global Inflation (CPI Trailing Twelve Months)¹



- Outside the US, inflation is also easing across major economies from the recent peaks.
- In the eurozone, prices experienced a dramatic decline last year but remain above the central bank's 2% target. In March, inflation fell further (2.6% to 2.4%), a level below the 3.5% year-over-year reading in the US.
- Inflation in Japan has slowly declined from the early 2023 peak of 4.3%, but it remains near levels not seen in a decade. In the most recent reading, inflation rose from 2.4% to 2.8% largely due to the falling impact of government energy subsidies introduced at the same time last year.
- The impacts from spending during the Lunar New Year holiday in China waned in March with inflation falling to just about 0%.

¹ Source: Bloomberg. Data is March 31, 2024, except Japan which is as of February 28, 2024.

US Unemployment¹

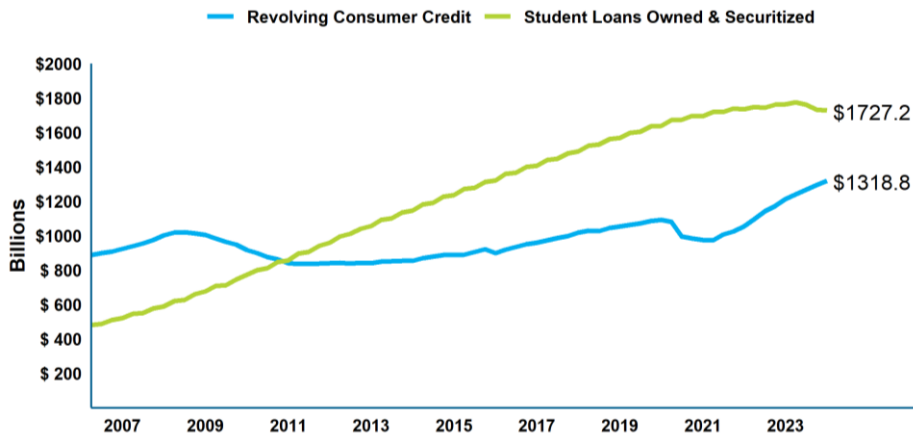


- Overall, the US labor market remains healthy, with the unemployment rate low, wage growth now positive in real terms, and initial claims for unemployment staying subdued.
- Each of the payroll readings over the quarter exceeded expectations. In March, the number of jobs added in the US was 303,000 compared to a 214,000 forecast. The healthcare (72,000), government (71,000), and construction (39,000) sectors added the most jobs.
- The unemployment rate fell from 3.9% to 3.8%, while wage growth dropped slightly from 4.3% to 4.1% compared to a year prior, a level well off the 6.0% peak but above inflation levels.
- Quit rates have declined, and layoffs are stable, with 1.4 job openings per unemployed worker.

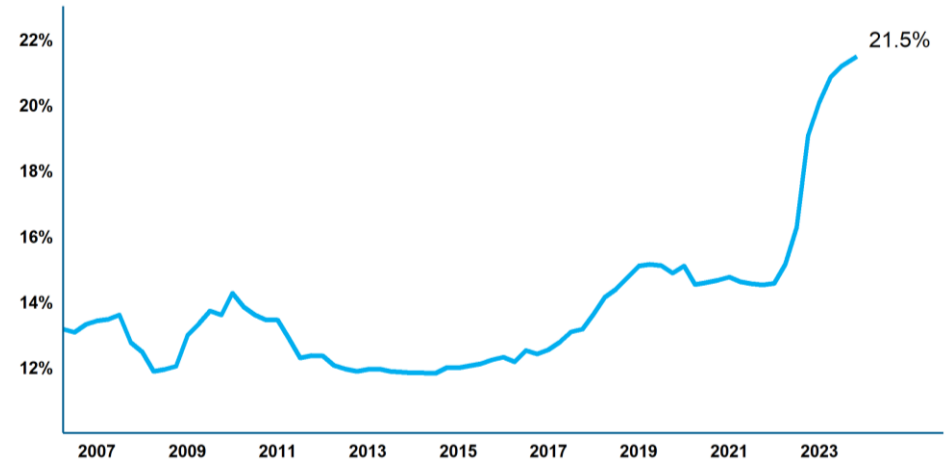
¹ Source: FRED. Data is as March 31, 2024.

US Consumer Under Stress?¹

Revolving Consumer Credit & Student Loans (\$B)



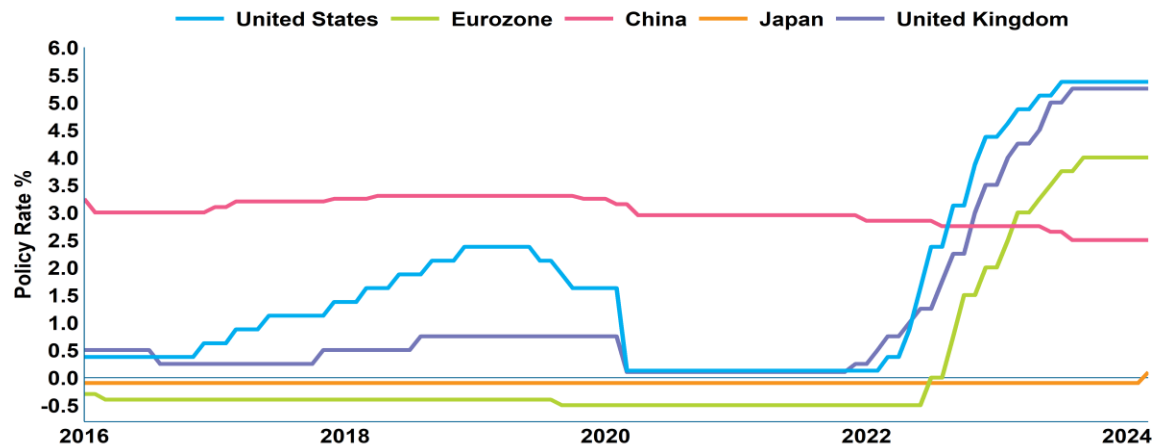
Consumer Credit Card Interest Rates (%)



- Despite the strong labor market and higher wages, pressures have started to build on the US consumer. This is an important consideration as consumer spending has been a key driver of economic growth.
- Revolving consumer credit surged to new highs in 2023 even as credit card interest rates hit levels not seen before (the prior peak was around 19% in the 1980s). Recently, we have also seen payment delinquencies on credit cards and auto loans start to increase, particularly for younger people.
- The return of student loan repayments after a three-year pandemic-related reprieve could add to pressures on consumers' budgets. This might be partially mitigated by recently initiated repayment and forgiveness programs.
- As we look ahead, the strength of the US consumer will remain key as this sector makes up most of the domestic economy (GDP).

¹ Source: FRED. Data is as of December 31, 2023. Revolving Consumer Credit data is seasonally adjusted to remove distortions during the holiday season.

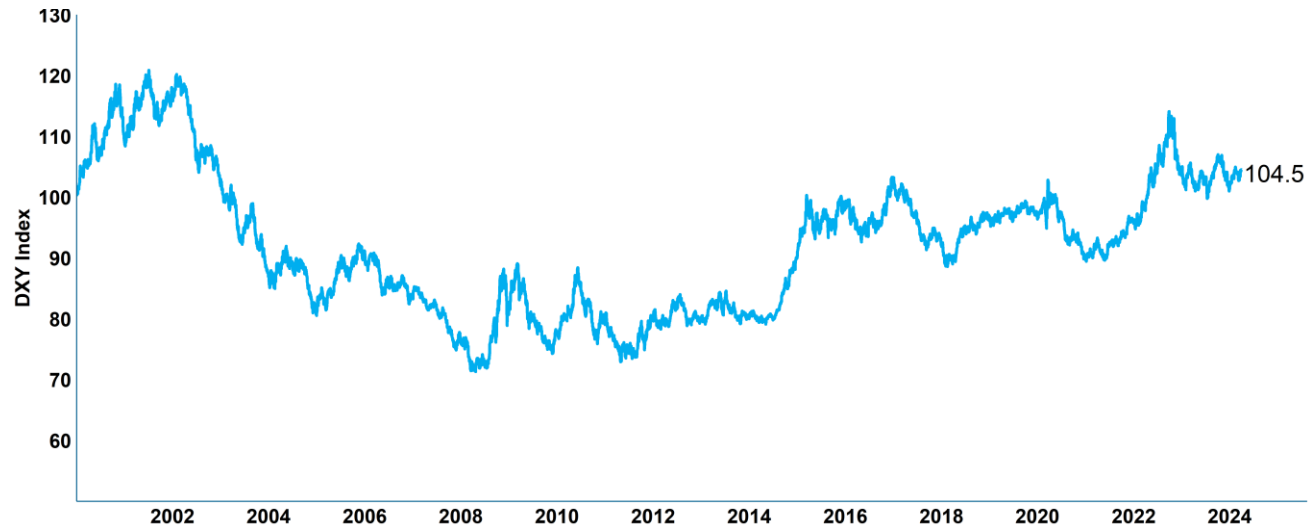
Policy Rates¹



- The Fed has been on hold since July 2023 when it raised rates to a range of 5.25%-5.50%. Markets are now pricing in fewer than two rate cuts this year down from close to seven late last year, as economic data has come in better than expectations and inflation persists. Market pricing for the first rate cut has also dramatically changed from an original expectation of a March cut to the probability priced below 50% for a rate cut at all remaining Fed meetings in 2024.
- The European and UK central banks also recently paused their rate increases on slowing inflation. It appears that the ECB could be one of the first central banks to cut rates with expectations close to 90% for a June cut.
- Given the return of inflation driven by wage growth the Bank of Japan (BOJ) recently ended the final negative interest rate policy, stopped purchasing ETFs, and moved away from its yield curve control.
- The central bank in China has maintained interest rates at record low levels and continues to inject liquidity into the banking system, as weaker-than-expected economic data appears to indicate a widespread slowdown.

¹ Source: Bloomberg. Data is as of March 31, 2024.

US Dollar vs. Broad Currencies¹



- The dollar increased by close to 3% over the quarter versus a basket of major trading partners.
- Strong economic data in the US may delay policy rate cuts this year, which could contribute to continued upward pressure on the dollar as other countries pivot to rate cuts.

¹ Source: Bloomberg. Data as of March 31, 2024.

Summary

Key Trends:

- According to the IMF, global growth this year is expected to match the 2023 estimate at around 3.1% with most major economies predicted to avoid a recession. Continued strong economic growth does run the risk of inflation and interest rates staying higher for longer.
- Key economic data in the US is still coming in above forecasts with expectations dramatically evolving for the timing and pace of interest rate cuts. If data remains strong the Federal Reserve may keep rates elevated increasing the risk of an economic slowdown.
- Outside the US we could see other central banks start cutting rates ahead of the Fed, with the ECB particularly in focus. The risk of policy errors remains elevated as central banks try to further reduce inflation toward targets while not tipping their economies into recession.
- US consumers could feel pressure as certain components of inflation (e.g., shelter) remain high, borrowing costs are elevated, and the job market may weaken.
- A focus for US equities going forward will be whether earnings can remain resilient if growth slows. Also, the future paths of the large technology companies that have driven market gains will be important.
- Equity valuations remain lower in emerging and developed markets, but risks remain, including China's economic uncertainty and on-going weakness in the real estate sector which could spill over into key trading partners' economies. Japan's recent tightening of monetary policy along with changes in corporate governance in the country could influence relative results.

Executive Summary

1Q 24 Executive Summary

Category	Results	Notes
Total Fund Performance	Positive	+3.0% (+ \$35.1mm net investment change)
Performance vs. Benchmarks	Underperformed	3.0% vs. 5.0% (static) and 5.5% (dynamic)
Performance vs. Peers ¹	Underperformed	3.0% vs. 3.8% median (82 nd percentile)
Asset Allocation Attribution Effects	Positive	Overweight domestic equity and underweight real estate were additive
Active Public Managers vs. Benchmarks	Outperformed	8 of 11 active managers beat respective benchmarks (after fees)
Active Public Managers vs. Peer Groups	Outperformed	7 of 10 ² active managers beat peer group median (after fees)
Compliance with Targets	In Compliance	All exposure within policy ranges

¹ InvMetrics Public DB >\$1B net.

² Excludes Aberdeen EMD. No appropriate peer group for Aberdeen blended currency emerging market debt. Peer groups only exist for local currency or USD strategies.

Peer Rankings

→ The Fund has outperformed peers over all long term trailing periods. We have noticed the Fund tends to lag over shorter, strong US equity driven quarters, presumably based on the asset allocation.

1Q24 -- (S&P 500 was +10.6%)

As of 3/31/24	1Q 24	1 YR	3 YR	5 YR	10 YR
Peer Ranking	82	90	70	56	42

4Q23 -- (S&P 500 was +11.7%)

As of 12/31/23	4Q 23	1 YR	3 YR	5 YR	10 YR
Peer Ranking	64	93	55	46	25

3Q23 -- (S&P 500 was -3.3%)

As of 9/30/23	3Q 23	1 YR	3 YR	5 YR	10 YR
Peer Ranking	72	96	44	29	33

2Q23 -- (S&P 500 was +8.7%)

As of 6/30/23	2Q 23	1 YR	3 YR	5 YR	10 YR
Peer Ranking	93	99	43	30	34

1Q23 -- (S&P 500 was +7.5%)

As of 3/31/23	1Q 23	1 YR	3 YR	5 YR	10 YR
Peer Ranking	84	72	67	36	25

Peer Rankings (continued)

4Q22 -- (S&P 500 was +7.6%)

As of 12/31/22	4Q 22	1 YR	3 YR	5 YR	10 YR
Peer Ranking	75	54	23	28	30

3Q22 -- (S&P 500 was -4.9%)

As of 9/30/22	3Q 22	1 YR	3 YR	5 YR	10 YR
Peer Ranking	88	59	34	34	29

2Q22 -- (S&P 500 was -16.1%)

As of 6/30/22	2Q 22	1 YR	3 YR	5 YR	10 YR
Peer Ranking	29	31	9	15	14

1Q22 -- (S&P 500 was -4.6%)

As of 3/31/22	1Q 22	1 YR	3 YR	5 YR	10 YR
Peer Ranking	55	30	17	19	21

4Q21 -- (S&P 500 was +11.0%)

As of 12/31/21	4Q 21	1 YR	3 YR	5 YR	10 YR
Peer Ranking	79	10	24	12	20

3Q21 -- (S&P 500 was +0.6%)

As of 9/30/21	3Q 21	1 YR	3 YR	5 YR	10 YR
Peer Ranking	5	6	5	11	19

Peer Rankings (continued)

2Q21 -- (S&P 500 was +8.5%)

As of 6/30/21	2Q 21	1 YR	3 YR	5 YR	10 YR
Peer Ranking	17	20	14	12	27

1Q21 -- (S&P 500 was +6.2%)

As of 3/31/21	1Q 21	1 YR	3 YR	5 YR	10 YR
Peer Ranking	28	66	35	25	41

4Q20 -- (S&P 500 was +12.1%)

As of 12/31/20	4Q 20	1 YR	3 YR	5 YR	10 YR
Peer Ranking	35	20	20	22	34

3Q20 -- (S&P 500 was +8.9%)

As of 9/30/20	3Q 20	1 YR	3 YR	5 YR	10 YR
Peer Ranking	22	44	34	25	41

2Q20 -- (S&P 500 was +20.5%)

As of 6/30/20	2Q 20	1 YR	3 YR	5 YR	10 YR
Peer Ranking	99	62	54	38	54

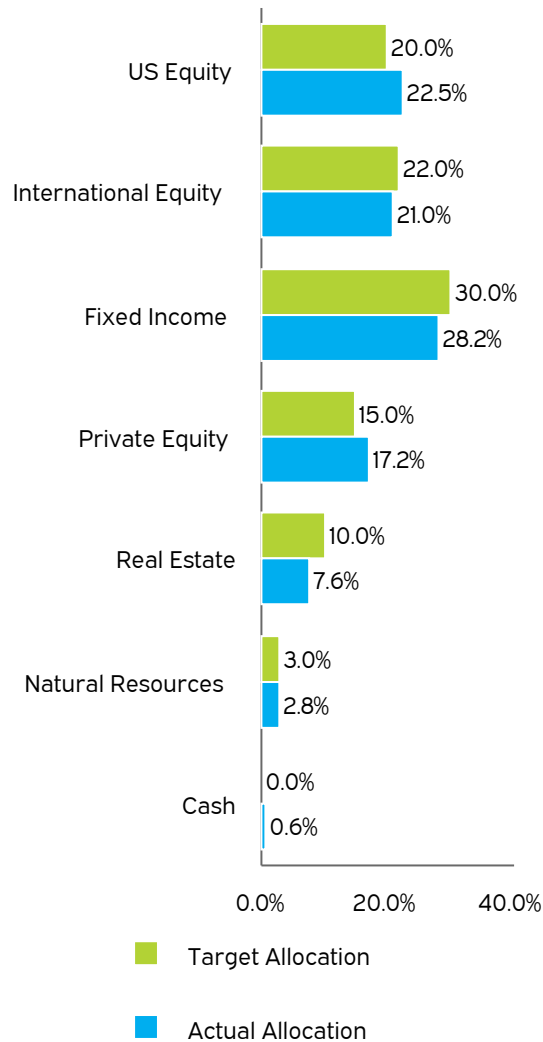
1Q20 -- (S&P 500 was -19.6%)

As of 3/31/20	1Q 20	1 YR	3 YR	5 YR	10 YR
Peer Ranking	5	8	8	8	25

1Q24 Investment Report

Total Fund | As of March 31, 2024

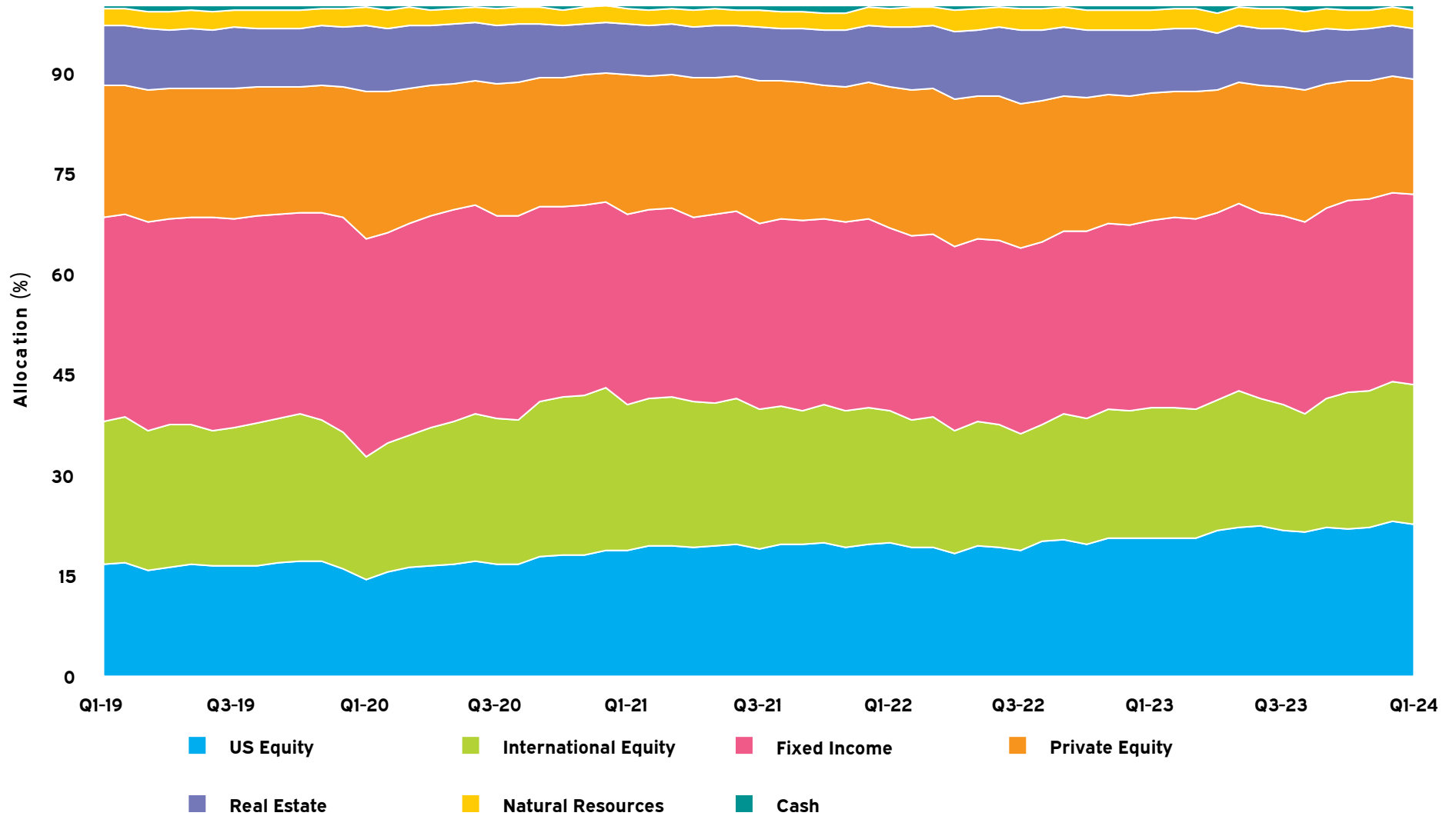
Actual vs. Target Allocation



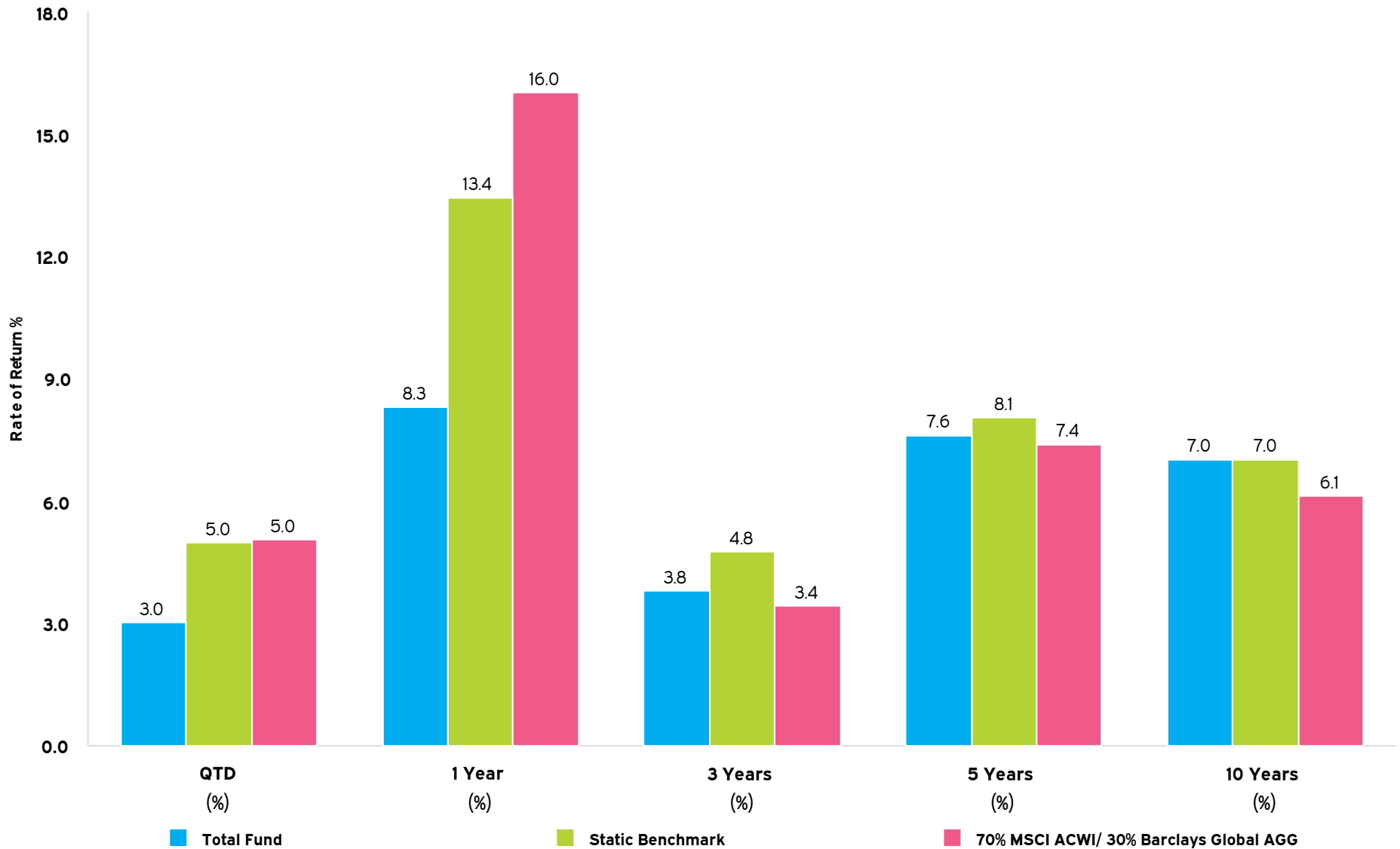
Allocation vs. Targets and Policy

	Current Balance	Current Allocation (%)	Policy (%)	Policy Range (%)	Within IPS Range?
US Equity	\$266,501,883	22.5	20.0	13.0 - 27.0	Yes
International Equity	\$248,542,173	21.0	22.0	15.0 - 29.0	Yes
Fixed Income	\$333,582,831	28.2	30.0	20.0 - 40.0	Yes
Private Equity	\$203,267,716	17.2	15.0	5.0 - 25.0	Yes
Real Estate	\$90,034,868	7.6	10.0	0.0 - 20.0	Yes
Natural Resources	\$33,175,741	2.8	3.0	0.0 - 5.0	Yes
Cash	\$6,993,988	0.6	0.0	0.0 - 5.0	Yes
Total	\$1,182,099,201	100.0	100.0		

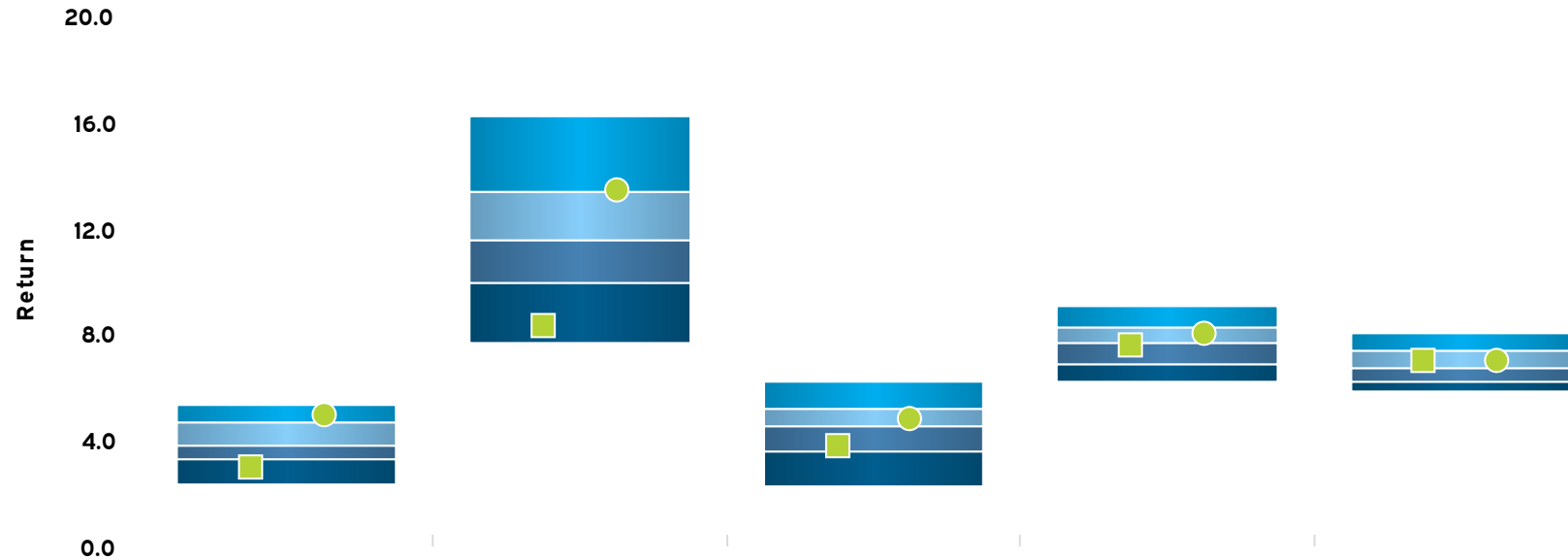
Asset Allocation History 5 Years Ending March 31, 2024



Net Return Summary



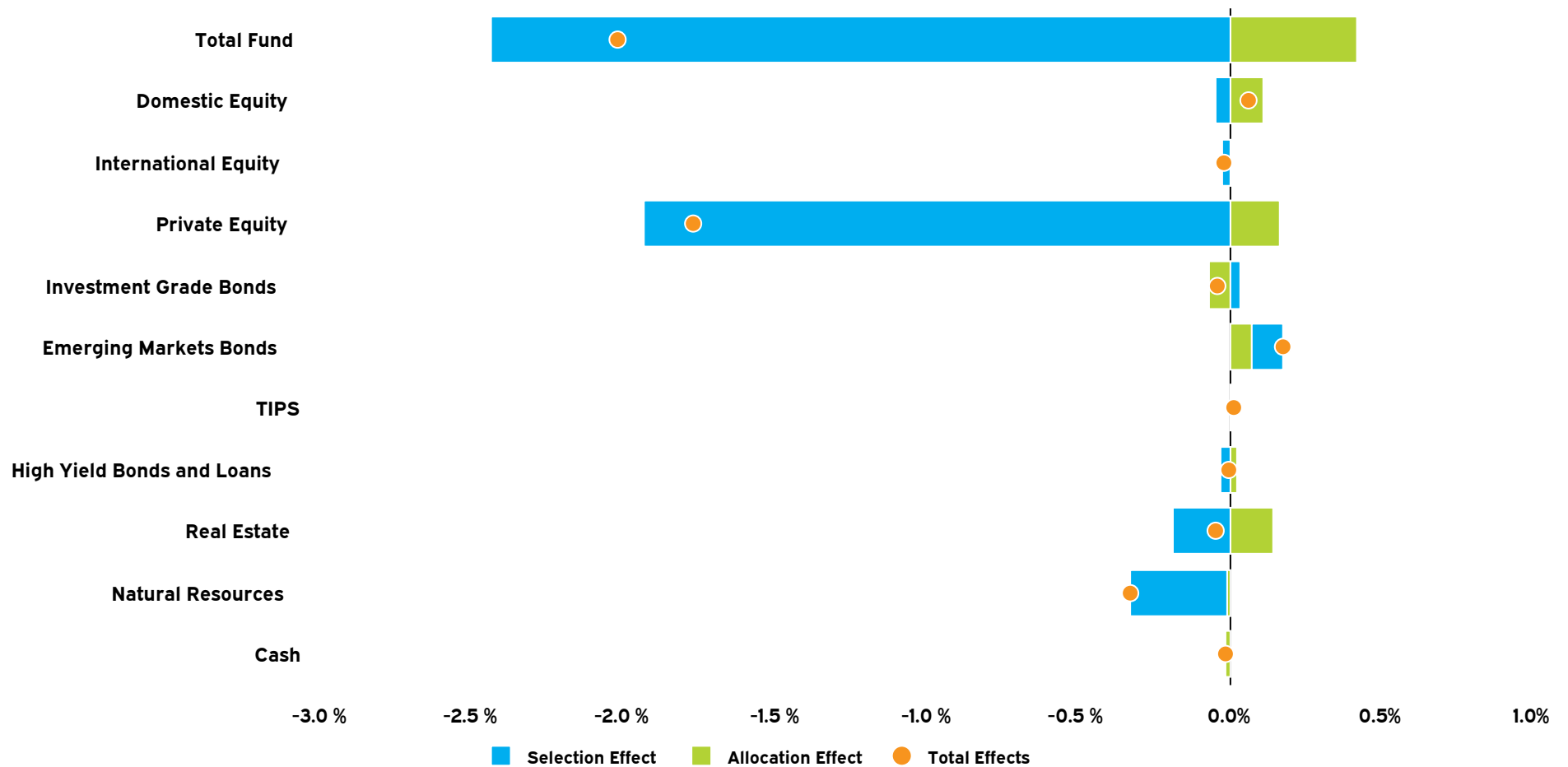
InvMetrics All Public DB Plans > \$1B



	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)
■ Total Fund	3.0 (82)	8.3 (90)	3.8 (70)	7.6 (56)	7.0 (42)
● Static Benchmark	5.0 (14)	13.4 (25)	4.8 (38)	8.1 (35)	7.0 (39)
5th Percentile	5.3	16.2	6.2	9.1	8.0
1st Quartile	4.7	13.4	5.2	8.3	7.3
Median	3.8	11.5	4.5	7.7	6.7
3rd Quartile	3.3	10.0	3.6	6.9	6.2
95th Percentile	2.3	7.7	2.3	6.2	5.8
Population	68	46	42	41	35

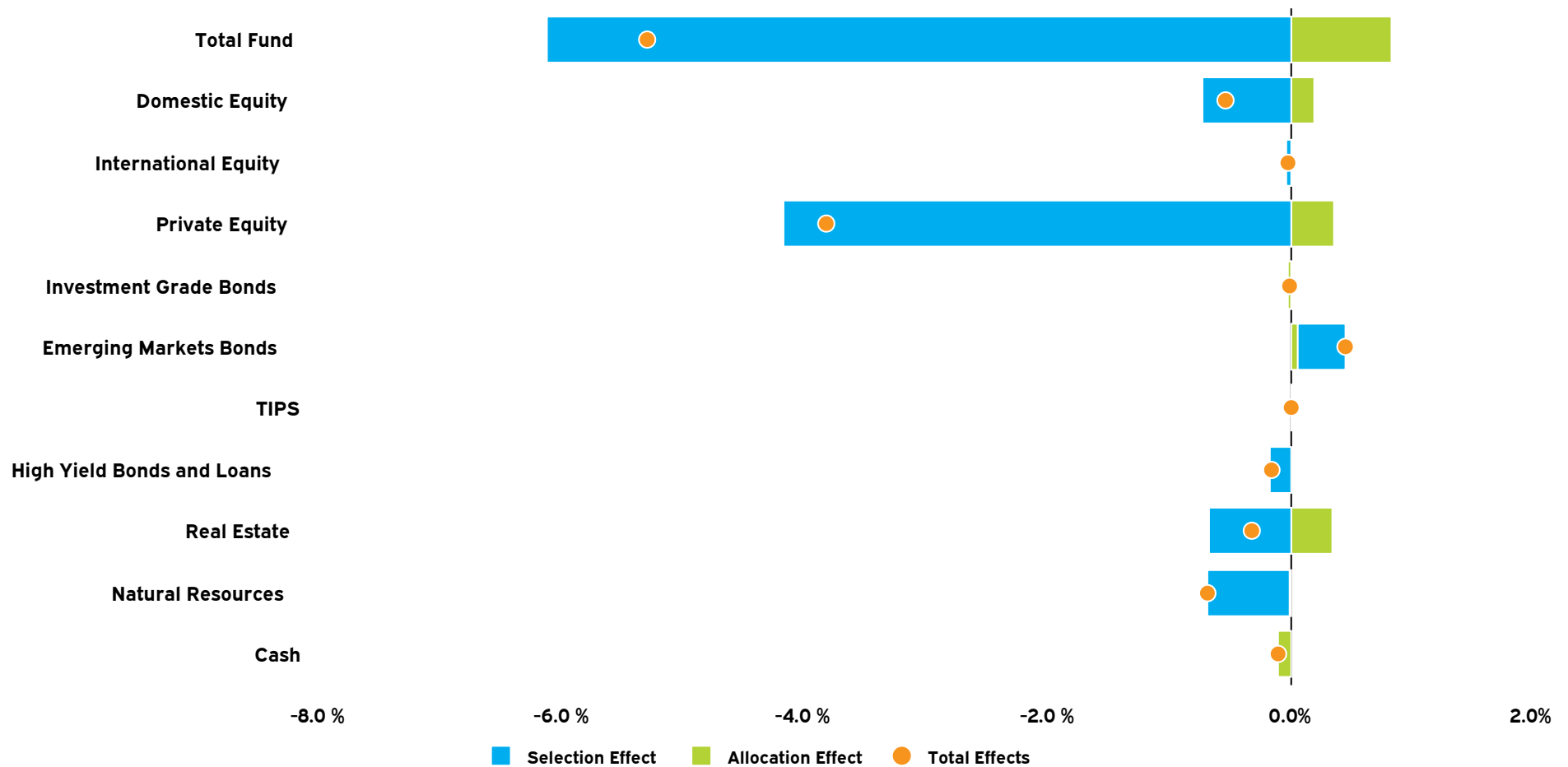
Parentheses contain percentile rankings.
Calculation based on monthly periodicity.

Attribution Effects 1 Quarter Ending March 31, 2024



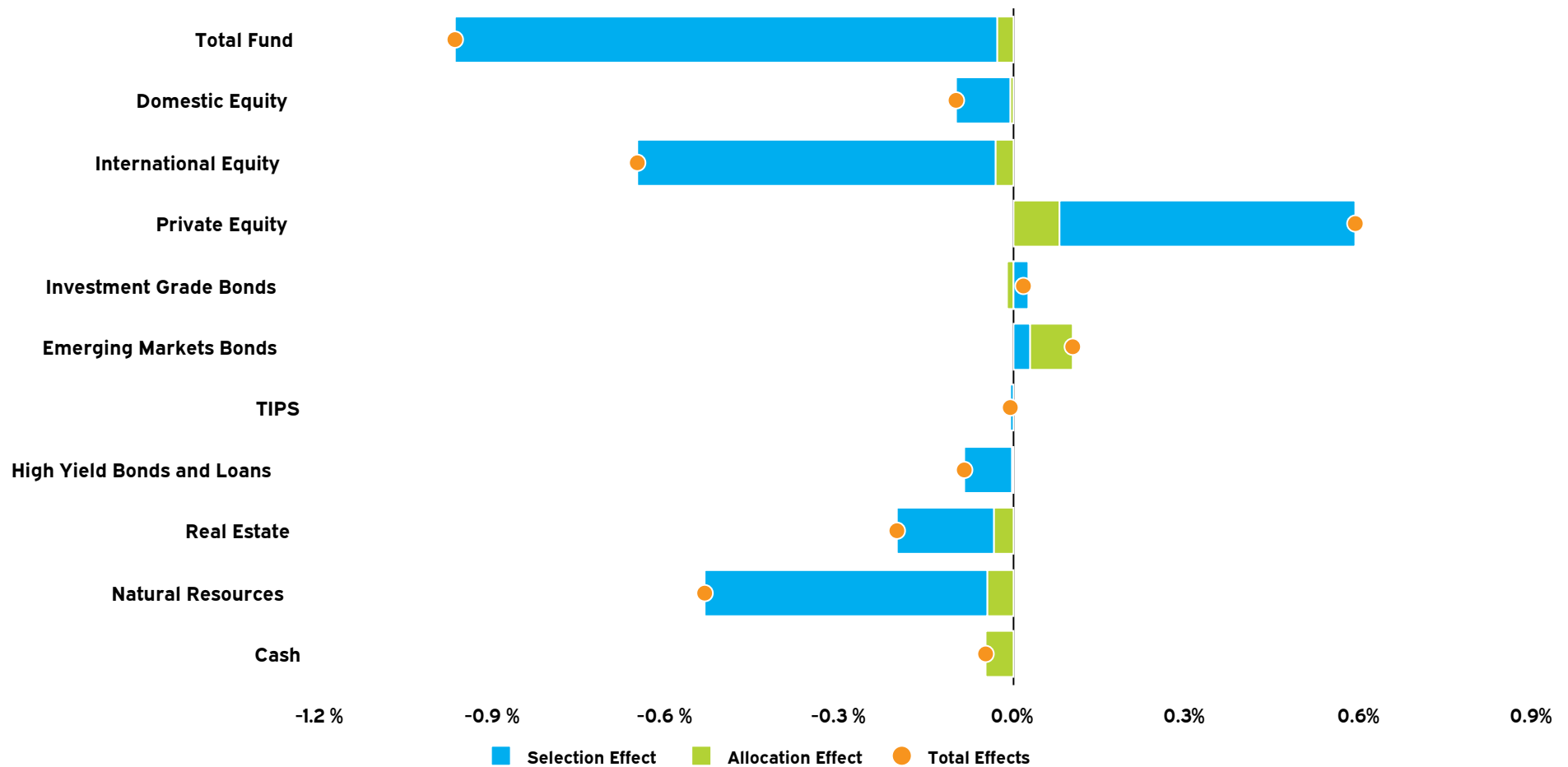
The performance calculation methodology in attribution tables is different from the standard time weighted returns (geometric linkage of monthly returns) found throughout the rest of the report. In attribution tables, the average weight of each asset class (over the specified time period) is multiplied by the time period performance of that asset class and summed. Values may not sum due to rounding.

Attribution Effects 1 Year Ending March 31, 2024



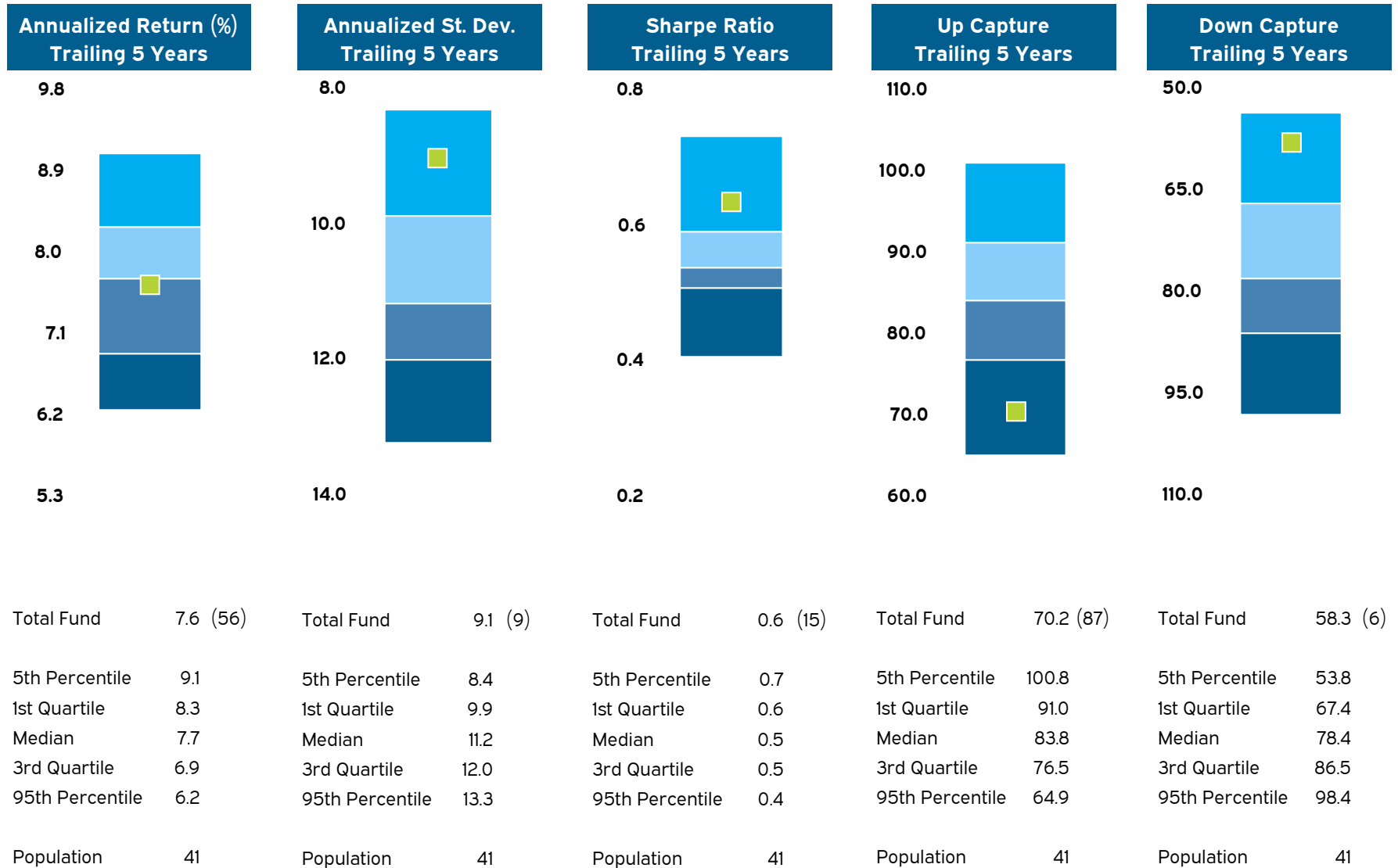
The performance calculation methodology in attribution tables is different from the standard time weighted returns (geometric linkage of monthly returns) found throughout the rest of the report. In attribution tables, the average weight of each asset class (over the specified time period) is multiplied by the time period performance of that asset class and summed. Values may not sum due to rounding.

Attribution Effects 3 Years Ending March 31, 2024



The performance calculation methodology in attribution tables is different from the standard time weighted returns (geometric linkage of monthly returns) found throughout the rest of the report. In attribution tables, the average weight of each asset class (over the specified time period) is multiplied by the time period performance of that asset class and summed. Values may not sum due to rounding.

InvMetrics All Public DB Plans > \$1B | As of March 31, 2024



Asset Allocation & Performance | As of March 31, 2024

Asset Class Performance Summary (Net of Fees)											
	Market Value \$	% of Portfolio	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	20 Yrs (%)	25 Yrs (%)	Inception (%)	Inception Date
Total Fund	1,182,099,201	100.0	3.0	8.3	3.8	7.6	7.0	7.5	6.4	7.0	Apr-97
<i>Static Benchmark</i>			5.0	13.4	4.8	8.1	7.0	7.2	--	--	
<i>Dynamic Benchmark</i>			5.5	14.7	4.8	8.0	6.9	--	--	--	
<i>70% MSCI ACWI/30% Barclays Agg</i>			5.5	16.5	4.2	7.9	6.7	7.3	6.1	6.5	
Domestic Equity	266,501,883	22.5	9.8	25.1	9.4	13.2	10.9	10.3	7.7	8.9	Apr-97
<i>Russell 3000 Index</i>			10.0	29.3	9.8	14.3	12.3	10.6	8.3	9.5	
International Equity	248,542,173	21.0	4.5	13.0	-1.1	5.5	4.4	6.7	5.3	5.7	Apr-97
<i>Spliced International Equity Benchmark</i>			4.7	13.3	1.9	6.0	4.3	7.1	5.3	5.4	
Private Equity	203,267,716	17.2	0.5	2.3	10.2	16.1	15.9	--	--	15.8	Jun-10
<i>Private Equity Benchmark</i>			11.6	24.6	7.9	13.9	11.8	--	--	14.3	
Fixed Income	333,582,831	28.2	0.4	5.1	-1.0	1.6	2.2	3.5	4.1	4.3	Apr-97
<i>Blmbg. U.S. Aggregate Index</i>			-0.8	1.7	-2.5	0.4	1.5	3.2	4.0	4.2	
Real Estate	90,034,868	7.6	-3.4	-13.9	1.6	2.1	5.7	--	--	2.8	Jan-08
<i>NCREIF Property Index</i>			-1.0	-7.2	3.6	3.8	6.4	7.8	8.3	5.4	
Natural Resources	33,175,741	2.8	0.0	-3.0	5.2	1.5	1.5	--	--	1.6	Mar-13
<i>S&P North American Natural Res Sector Index (TR)</i>			11.2	18.6	21.9	12.1	3.7	8.1	6.2	4.5	
Cash	6,993,988	0.6									

Static Benchmark consists of 20% Russell 3000, 22% MSCI ACWI ex US net, 13% Bloomberg Agg, 5% Bloomberg US TIPS, 2.5% ICE BofA US High Yield TR, 2.5% Credit Suisse Leveraged, 1.75% JPM GBI, 3.5% JPM EMBI, 1.75% JPM CEMBI 15% MSCI ACWI + 2% (Quarter Lagged), 5% NCREIF Property Index, 5% NCREIF ODCE Equal Weighted Net, 3% S&P North American Natural Resources TR.

Dynamic Benchmark consists of each asset class benchmark multiplied by actual asset class weight at the end of each preceding month.

The Spliced International Equity Benchmark consists of MSCI EAFE from 1/1/1997 to 12/31/1998. From 1/1/1999 to present it consists of MSCI ACWI ex US net.

The Private Equity Benchmark consists of the S&P 500 + 3% from 4/30/2010 to 3/31/2018. From 4/1/2018 to present it consists of MSCI ACWI + 2% (Quarter Lagged).

Asset Allocation & Performance | As of March 31, 2024

Trailing Net Performance

	Market Value \$	% of Portfolio	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
Total Fund	1,182,099,201	100.0	3.0	8.3	3.8	7.6	7.0	7.0	Apr-97
<i>Static Benchmark</i>			5.0	13.4	4.8	8.1	7.0	--	
<i>Dynamic Benchmark</i>			5.5	14.7	4.8	8.0	6.9	--	
<i>70% MSCI ACWI/30% Barclays Agg</i>			5.5	16.5	4.2	7.9	6.7	6.5	
<i>InvMetrics All Public DB Plans > \$1B Median</i>			3.8	11.5	4.5	7.7	6.7	7.4	
InvMetrics All Public DB Plans > \$1B Rank			82	90	70	56	42	77	
Domestic Equity	266,501,883	22.5	9.8	25.1	9.4	13.2	10.9	8.9	Apr-97
<i>Russell 3000 Index</i>			10.0	29.3	9.8	14.3	12.3	9.5	
<i>eV All US Equity Median</i>			8.8	23.3	7.6	11.8	9.9	9.8	
eV All US Equity Rank			40	43	35	36	39	78	
SSgA S&P 500	116,684,232	9.9	10.5	29.9	11.5	15.0	13.0	10.0	Feb-04
<i>S&P 500 Index</i>			10.6	29.9	11.5	15.0	13.0	10.1	
<i>eV US Large Cap Equity Median</i>			10.2	26.8	9.7	13.3	11.4	9.7	
eV US Large Cap Equity Rank			46	39	25	29	25	42	
Westwood Capital Large Cap Value	13,240,130	1.1	7.6	17.5	8.2	10.3	9.4	8.8	Oct-01
<i>Russell 1000 Value Index</i>			9.0	20.3	8.1	10.3	9.0	8.3	
<i>eV US Large Cap Value Equity Median</i>			9.1	21.7	9.4	11.5	9.5	8.8	
eV US Large Cap Value Equity Rank			73	77	67	71	53	48	
Westfield Small/Mid Cap Growth	66,254,777	5.6	12.1	21.2	4.3	13.0	10.4	12.7	Nov-02
<i>Russell 2500 Growth Index</i>			8.5	21.1	-0.8	9.4	9.6	11.3	
<i>eV US Small-Mid Cap Growth Equity Median</i>			7.3	17.9	0.3	10.4	9.8	11.1	
eV US Small-Mid Cap Growth Equity Rank			16	32	17	19	32	14	

Asset Allocation & Performance | As of March 31, 2024

	Market Value \$	% of Portfolio	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
Vaughan Nelson Small Cap Value	70,322,745	5.9	6.6	24.3	12.0	13.5	--	11.2	Jan-16
<i>Russell 2000 Value Index</i>			2.9	18.8	2.2	8.2	6.9	9.1	
<i>eV US Small Cap Value Equity Median</i>			4.9	19.7	5.3	10.1	7.8	9.8	
<i>eV US Small Cap Value Equity Rank</i>			27	20	4	9	--	23	
International Equity	248,542,173	21.0	4.5	13.0	-1.1	5.5	4.4	5.7	Apr-97
<i>Spliced International Equity Benchmark</i>			4.7	13.3	1.9	6.0	4.3	5.4	
SSgA MSCI EAFE Fund	124,711,148	10.5	5.9	15.7	5.1	7.6	5.1	6.1	Feb-13
<i>MSCI EAFE (Net)</i>			5.8	15.3	4.8	7.3	4.8	5.8	
<i>eV EAFE Core Equity Median</i>			5.3	14.4	3.4	7.2	5.0	6.1	
<i>eV EAFE Core Equity Rank</i>			44	36	25	37	45	52	
Baillie Gifford International Growth Fund	34,328,748	2.9	3.8	4.7	-10.2	5.7	5.8	9.4	May-09
<i>MSCI AC World ex USA (Net)</i>			4.7	13.3	1.9	6.0	4.3	7.0	
<i>eV ACWI ex-US All Cap Growth Eq Median</i>			6.2	11.8	-1.0	7.3	5.6	9.2	
<i>eV ACWI ex-US All Cap Growth Eq Rank</i>			83	98	96	71	49	32	
Highclere International Small Cap	30,607,804	2.6	1.1	9.2	-3.3	3.5	4.0	6.5	Dec-09
<i>MSCI EAFE Small Cap (Net)</i>			2.4	10.4	-1.4	4.9	4.7	7.0	
<i>eV EAFE Small Cap Equity Median</i>			3.8	10.7	0.1	5.9	5.0	7.4	
<i>eV EAFE Small Cap Equity Rank</i>			76	55	78	78	73	75	
DFA Emerging Markets Value	26,994,852	2.3	2.7	15.3	3.5	4.8	4.1	3.3	Dec-09
<i>MSCI Emerging Markets Value (Net)</i>			1.3	11.4	-0.9	2.1	2.2	2.2	
<i>eV Emg Mkts All Cap Value Equity Median</i>			2.4	12.6	1.0	4.7	3.8	3.8	
<i>eV Emg Mkts All Cap Value Equity Rank</i>			49	34	25	48	48	69	

Asset Allocation & Performance | As of March 31, 2024

	Market Value \$	% of Portfolio	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
TT Emerging Markets Equity	31,899,622	2.7	6.8	9.3	-8.4	1.2	--	1.2	Apr-19
<i>MSCI Emerging Markets (Net)</i>			2.4	8.2	-5.1	2.2	2.9	2.2	
<i>eV Emg Mkts Equity Median</i>			2.9	9.8	-3.5	3.6	3.7	3.6	
<i>eV Emg Mkts Equity Rank</i>			7	54	88	87	--	87	
Private Equity	203,267,716	17.2	0.5	2.3	10.2	16.1	15.9	15.8	Jun-10
<i>Private Equity Benchmark</i>			11.6	24.6	7.9	13.9	11.8	14.3	
57 Stars Global Opportunity 3	6,915,509	0.6							
Blue Bay Direct Lending	1,411,328	0.1							
Constitution Capital Partners	12,736,509	1.1							
Cross Creek Capital Partners II - B	10,956,759	0.9							
Cross Creek Capital Partners III	10,407,494	0.9							
Deutsche Bank SOF III	1,824,189	0.2							
Dover Street X, L.P.	34,797,329	2.9							
HarbourVest 2013 Direct	3,877,237	0.3							
HarbourVest Co-Investment Fund IV	8,109,902	0.7							
HighVista Private Equity V, L.P.	4,622,739	0.4							
HighVista Private Equity VI, L.P.	12,403,616	1.0							
LGT Crown Asia II	7,896,643	0.7							
LGT Crown Europe Small Buyouts III	3,020,629	0.3							
LGT Crown Global Opportunities VI	34,391,014	2.9							

HighVista Private Equity V & VI market values and performance are estimated as of 12/31/2023.

Asset Allocation & Performance | As of March 31, 2024

	Market Value \$	% of Portfolio	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
LGT Crown Global Secondaries II	97,814	0.0							
LGT Crown Global Secondaries III	2,030,962	0.2							
Partners Group Emerging Markets 2015	8,282,249	0.7							
Partners Group U.S. Distressed Private Equity 2009	188,469	0.0							
Private Advisors Co-Investment Fund III	1,361,374	0.1							
Private Equity Investors V	1,220,808	0.1							
StepStone Global Partners V	7,438,088	0.6							
StepStone Global Partners VI	14,589,335	1.2							
SVB Strategic Investors Fund IX, L.P.	14,687,719	1.2							
Fixed Income	333,582,831	28.2	0.4	5.1	-1.0	1.6	2.2	4.3	Apr-97
<i>Blmbg. U.S. Aggregate Index</i>			-0.8	1.7	-2.5	0.4	1.5	4.2	
SSgA Bond Fund	118,627,844	10.0	-0.7	1.7	-2.5	0.3	1.5	3.0	Jan-04
<i>Blmbg. U.S. Aggregate Index</i>			-0.8	1.7	-2.5	0.4	1.5	3.1	
<i>eV US Core Fixed Inc Median</i>			-0.5	2.2	-2.2	0.7	1.8	3.4	
<i>eV US Core Fixed Inc Rank</i>			85	81	79	87	81	84	
SSgA TIPS	56,656,518	4.8	0.0	0.3	-0.6	2.4	--	1.8	Aug-14
<i>Blmbg. U.S. TIPS Index</i>			-0.1	0.5	-0.5	2.5	2.2	1.9	
<i>eV US TIPS / Inflation Fixed Inc Median</i>			0.0	0.5	-0.4	2.6	2.1	1.9	
<i>eV US TIPS / Inflation Fixed Inc Rank</i>			59	57	64	60	--	70	

Private Advisors Co-Investment market value and performance is lagged as of 9/30/2023.

Private Equity Investors V market value and performance is estimated as of 12/31/2023.

Asset Allocation & Performance | As of March 31, 2024

	Market Value \$	% of Portfolio	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
Loomis Sayles Core Plus Fixed Income	46,231,805	3.9	-0.1	2.2	-1.8	1.5	--	2.3	Jul-15
<i>Blmbg. U.S. Aggregate Index</i>			-0.8	1.7	-2.5	0.4	1.5	1.3	
<i>eV US Core Plus Fixed Inc Median</i>			-0.2	3.2	-2.0	1.1	2.1	2.0	
<i>eV US Core Plus Fixed Inc Rank</i>			45	79	35	23	--	25	
Aberdeen Emerging Markets Bond Fund	62,091,772	5.3	2.9	16.4	-0.6	1.1	--	2.5	Dec-14
<i>JPM EMBI Global Diversified</i>			2.0	11.3	-1.4	0.7	3.0	2.6	
<i>50% JP Morgan EMBI / 25% JP Morgan GBI-EM / 25% JP Morgan CEMBI</i>			1.0	9.1	-1.2	1.0	--	--	
Pyramis Tactical Bond Fund	26,487,075	2.2	-0.1	3.5	-0.4	2.5	3.4	3.6	Aug-13
<i>Blmbg. U.S. Aggregate Index</i>			-0.8	1.7	-2.5	0.4	1.5	1.6	
<i>eV US Core Plus Fixed Inc Median</i>			-0.2	3.2	-2.0	1.1	2.1	2.3	
<i>eV US Core Plus Fixed Inc Rank</i>			45	39	6	6	4	3	
Aristotle Pacific	23,487,817	2.0	2.8	13.1	6.5	--	--	5.7	Dec-19
<i>Credit Suisse Leveraged Loan Index</i>			2.5	12.4	5.8	5.3	4.6	5.5	
<i>eV US Securitized Fixed Inc Median</i>			0.6	4.6	-1.5	0.8	2.1	0.0	
<i>eV US Securitized Fixed Inc Rank</i>			18	6	1	--	--	1	
Real Estate	90,034,868	7.6	-3.4	-13.9	1.6	2.1	5.7	2.8	Jan-08
<i>NCREIF Property Index</i>			-1.0	-7.2	3.6	3.8	6.4	5.4	
Clarion Partners Lion Properties Fund	67,356,276	5.7	-2.9	-14.2	1.9	2.7	6.8	5.2	Apr-05
<i>NCREIF Fund Index-ODCE (EW) (Net)</i>			-2.4	-12.3	2.8	3.0	6.2	5.6	
Portfolio Advisors Real Estate Fund V	5,977,572	0.5							
Partners Group Global RE 2011	501,957	0.0							
Partners Group Distressed RE 2009	32,673	0.0							
Partners Group Real Estate Secondary 2017	11,866,369	1.0							

Asset Allocation & Performance | As of March 31, 2024

	Market Value \$	% of Portfolio	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Inception (%)	Inception Date
Crow Holdings Realty Partners X, L.P.	4,300,021	0.4							
Natural Resources	33,175,741	2.8	0.0	-3.0	5.2	1.5	1.5	1.6	Mar-13
<i>S&P North American Natural Res Sector Index (TR)</i>			<i>11.2</i>	<i>18.6</i>	<i>21.9</i>	<i>12.1</i>	<i>3.7</i>	<i>4.5</i>	
Aether Real Assets V	10,646,206	0.9							
Aether Real Assets IV	10,293,130	0.9							
Aether Real Assets III	10,040,724	0.8							
Aether Real Assets II	2,195,681	0.2							
Cash	6,993,988	0.6							
Cash	6,993,988	0.6							

Aether II, III, IV, V market values and performance are lagged as of 9/30/2023.

Asset Allocation & Performance | As of March 31, 2024

Calendar Year Performance										
	2023 (%)	2022 (%)	2021 (%)	2020 (%)	2019 (%)	2018 (%)	2017 (%)	2016 (%)	2015 (%)	2014 (%)
Total Fund	8.4	-10.8	17.6	12.9	15.7	-2.0	17.0	7.1	1.3	4.8
<i>Static Benchmark</i>	13.6	-12.0	14.4	11.2	15.8	-3.6	16.4	9.6	-0.1	5.7
<i>Dynamic Benchmark</i>	14.5	-13.2	14.9	10.5	14.6	-3.1	16.1	8.4	0.4	5.4
<i>70% MSCI ACWI/30% Barclays Agg</i>	17.1	-16.6	12.2	14.3	21.2	-6.5	17.5	6.4	-1.3	4.8
Domestic Equity	22.1	-16.0	24.6	16.5	29.4	-7.9	21.8	9.9	0.2	10.0
<i>Russell 3000 Index</i>	26.0	-19.2	25.7	20.9	31.0	-5.2	21.1	12.7	0.5	12.6
SSgA S&P 500	26.2	-18.1	28.6	18.3	31.5	-4.4	21.8	12.0	1.4	13.7
<i>S&P 500 Index</i>	26.3	-18.1	28.7	18.4	31.5	-4.4	21.8	12.0	1.4	13.7
Westwood Capital Large Cap Value	8.4	-5.9	23.8	3.9	27.3	-5.7	20.4	10.9	-0.1	11.9
<i>Russell 1000 Value Index</i>	11.5	-7.5	25.2	2.8	26.5	-8.3	13.7	17.3	-3.8	13.5
Westfield Small/Mid Cap Growth	18.4	-23.4	16.2	34.2	35.2	-7.6	31.0	3.4	-4.1	7.8
<i>Russell 2500 Growth Index</i>	18.9	-26.2	5.0	40.5	32.7	-7.5	24.5	9.7	-0.2	7.1
Vaughan Nelson Small Cap Value	25.7	-9.8	31.0	9.6	25.0	-14.1	6.8	20.7	--	--
<i>Russell 2000 Value Index</i>	14.6	-14.5	28.3	4.6	22.4	-12.9	7.8	31.7	-7.5	4.2
International Equity	16.6	-21.1	4.1	17.6	22.4	-15.9	34.0	5.0	-4.4	-4.4
<i>Spliced International Equity Benchmark</i>	15.6	-16.0	7.8	10.7	21.5	-14.2	27.2	4.5	-5.7	-3.9
SSgA MSCI EAFE Fund	18.6	-14.1	11.4	8.2	22.4	-13.5	25.3	1.3	-0.6	-4.7
<i>MSCI EAFE (Net)</i>	18.2	-14.5	11.3	7.8	22.0	-13.8	25.0	1.0	-0.8	-4.9
Baillie Gifford International Growth Fund	14.3	-34.4	-9.4	63.0	37.3	-17.3	45.5	1.4	-2.9	-6.4
<i>MSCI AC World ex USA (Net)</i>	15.6	-16.0	7.8	10.7	21.5	-14.2	27.2	4.5	-5.7	-3.9
Highclere International Small Cap	13.2	-24.2	8.3	10.2	23.5	-18.8	30.9	10.3	6.5	-4.4
<i>MSCI EAFE Small Cap (Net)</i>	13.2	-21.4	10.1	12.3	25.0	-17.9	33.0	2.2	9.6	-4.9

Asset Allocation & Performance | As of March 31, 2024

	2023 (%)	2022 (%)	2021 (%)	2020 (%)	2019 (%)	2018 (%)	2017 (%)	2016 (%)	2015 (%)	2014 (%)
DFA Emerging Markets Value	16.5	-10.7	12.4	2.7	9.6	-11.9	33.8	19.8	-18.8	-4.4
<i>MSCI Emerging Markets Value (Net)</i>	<i>14.2</i>	<i>-15.8</i>	<i>4.0</i>	<i>5.5</i>	<i>12.0</i>	<i>-10.7</i>	<i>28.1</i>	<i>14.9</i>	<i>-18.6</i>	<i>-4.1</i>
TT Emerging Markets Equity	5.6	-26.9	-1.0	19.8	--	--	--	--	--	--
<i>MSCI Emerging Markets (Net)</i>	<i>9.8</i>	<i>-20.1</i>	<i>-2.5</i>	<i>18.3</i>	<i>18.4</i>	<i>-14.6</i>	<i>37.3</i>	<i>11.2</i>	<i>-14.9</i>	<i>-2.2</i>
Private Equity	0.8	-1.7	57.0	20.4	16.1	15.8	17.7	9.4	12.7	23.3
<i>Private Equity Benchmark</i>	<i>23.2</i>	<i>-19.0</i>	<i>29.9</i>	<i>12.6</i>	<i>3.4</i>	<i>5.4</i>	<i>25.4</i>	<i>15.3</i>	<i>4.4</i>	<i>17.1</i>
57 Stars Global Opportunity 3										
Blue Bay Direct Lending										
Constitution Capital Partners										
Cross Creek Capital Partners II - B										
Cross Creek Capital Partners III										
Deutsche Bank SOF III										
Dover Street X, L.P.										
HarbourVest 2013 Direct										
HarbourVest Co-Investment Fund IV										
HighVista Private Equity V, L.P.										
HighVista Private Equity VI, L.P.										
LGT Crown Asia II										
LGT Crown Europe Small Buyouts III										
LGT Crown Global Opportunities VI										
LGT Crown Global Secondaries II										

Asset Allocation & Performance | As of March 31, 2024

	2023 (%)	2022 (%)	2021 (%)	2020 (%)	2019 (%)	2018 (%)	2017 (%)	2016 (%)	2015 (%)	2014 (%)
LGT Crown Global Secondaries III										
Partners Group Emerging Markets 2015										
Partners Group U.S. Distressed Private Equity 2009										
Private Advisors Co-Investment Fund III										
StepStone Global Partners V										
StepStone Global Partners VI										
SVB Strategic Investors Fund IX, L.P.										
Private Equity Investors V										
Fixed Income	7.7	-12.7	0.0	8.3	10.5	-2.0	5.6	6.9	-2.1	3.1
<i>Blmbg. U.S. Aggregate Index</i>	<i>5.5</i>	<i>-13.0</i>	<i>-1.5</i>	<i>7.5</i>	<i>8.7</i>	<i>0.0</i>	<i>3.5</i>	<i>2.6</i>	<i>0.5</i>	<i>6.0</i>
SSgA Bond Fund	5.6	-13.2	-1.6	7.5	8.7	0.0	3.5	2.6	0.5	5.9
<i>Blmbg. U.S. Aggregate Index</i>	<i>5.5</i>	<i>-13.0</i>	<i>-1.5</i>	<i>7.5</i>	<i>8.7</i>	<i>0.0</i>	<i>3.5</i>	<i>2.6</i>	<i>0.5</i>	<i>6.0</i>
SSgA TIPS	3.9	-12.0	5.9	10.9	8.3	-1.3	3.0	4.6	-1.5	--
<i>Blmbg. U.S. TIPS Index</i>	<i>3.9</i>	<i>-11.8</i>	<i>6.0</i>	<i>11.0</i>	<i>8.4</i>	<i>-1.3</i>	<i>3.0</i>	<i>4.7</i>	<i>-1.4</i>	<i>3.6</i>
Loomis Sayles Core Plus Fixed Income	6.4	-12.7	-1.1	11.3	9.4	-0.4	5.4	6.9	--	--
<i>Blmbg. U.S. Aggregate Index</i>	<i>5.5</i>	<i>-13.0</i>	<i>-1.5</i>	<i>7.5</i>	<i>8.7</i>	<i>0.0</i>	<i>3.5</i>	<i>2.6</i>	<i>0.5</i>	<i>6.0</i>
Aberdeen Emerging Markets Bond Fund	13.8	-16.6	-4.0	5.0	15.1	-7.5	13.0	13.3	-2.7	--
<i>JPM EMBI Global Diversified</i>	<i>11.1</i>	<i>-17.8</i>	<i>-1.8</i>	<i>5.3</i>	<i>15.0</i>	<i>-4.3</i>	<i>10.3</i>	<i>10.2</i>	<i>1.2</i>	<i>7.4</i>
Pyramis Tactical Bond Fund	7.0	-10.9	1.2	9.3	13.2	-0.9	5.9	10.4	-1.8	5.3
<i>Blmbg. U.S. Aggregate Index</i>	<i>5.5</i>	<i>-13.0</i>	<i>-1.5</i>	<i>7.5</i>	<i>8.7</i>	<i>0.0</i>	<i>3.5</i>	<i>2.6</i>	<i>0.5</i>	<i>6.0</i>
Aristotle Pacific	14.0	-0.6	5.2	2.6	--	--	--	--	--	--
<i>Credit Suisse Leveraged Loan Index</i>	<i>13.0</i>	<i>-1.1</i>	<i>5.4</i>	<i>2.8</i>	<i>8.2</i>	<i>1.1</i>	<i>4.2</i>	<i>9.9</i>	<i>-0.4</i>	<i>2.1</i>

Asset Allocation & Performance | As of March 31, 2024

	2023 (%)	2022 (%)	2021 (%)	2020 (%)	2019 (%)	2018 (%)	2017 (%)	2016 (%)	2015 (%)	2014 (%)
Real Estate	-15.0	8.3	20.2	-0.6	5.6	8.6	7.5	7.8	13.1	10.5
<i>NCREIF Property Index</i>	<i>-7.9</i>	<i>5.5</i>	<i>17.7</i>	<i>1.6</i>	<i>6.4</i>	<i>6.7</i>	<i>7.0</i>	<i>8.0</i>	<i>13.3</i>	<i>11.8</i>
Clarion Partners Lion Properties Fund	-16.3	8.7	22.4	1.4	6.3	9.2	8.0	9.3	15.7	12.3
<i>NCREIF Fund Index-ODCE (EW) (Net)</i>	<i>-13.3</i>	<i>7.6</i>	<i>21.9</i>	<i>0.8</i>	<i>5.2</i>	<i>7.3</i>	<i>6.9</i>	<i>8.4</i>	<i>14.2</i>	<i>11.4</i>
Portfolio Advisors Real Estate Fund V										
Partners Group Global RE 2011										
Partners Group Distressed RE 2009										
Partners Group Real Estate Secondary 2017										
Crow Holdings Realty Partners X, L.P.										
Natural Resources	0.8	2.2	15.9	-9.9	-13.4	2.1	15.7	8.6	-6.3	6.7
<i>S&P North American Natural Res Sector Index (TR)</i>	<i>3.7</i>	<i>34.1</i>	<i>39.9</i>	<i>-19.0</i>	<i>17.6</i>	<i>-21.1</i>	<i>1.2</i>	<i>30.9</i>	<i>-24.3</i>	<i>-9.8</i>
Aether Real Assets V										
Aether Real Assets IV										
Aether Real Assets III										
Aether Real Assets II										
Cash										
Cash										

Risk Return Statistics

5 Yrs

Total Fund

Static Benchmark

RETURN SUMMARY STATISTICS

Maximum Return	6.3	7.5
Minimum Return	-6.7	-7.9
Return	7.6	8.1
Excess Return	5.8	6.3
Excess Performance	-0.4	0.0

RISK SUMMARY STATISTICS

Beta	0.9	1.0
Down Capture	85.4	100.0
Up Capture	89.3	100.0

RISK/RETURN SUMMARY STATISTICS

Standard Deviation	9.1	10.0
Sortino Ratio	1.0	0.9
Alpha	0.7	0.0
Sharpe Ratio	0.6	0.6
Excess Risk	9.2	10.0
Tracking Error	3.5	0.0
Information Ratio	-0.1	-

CORRELATION STATISTICS

R-Squared	0.9	1.0
Actual Correlation	0.9	1.0

Financial Reconciliation | Quarter To Date Ending March 31, 2024

	Beginning Market Value	Contributions	Distributions	Net Cash Flow	Net Investment Change	Ending Market Value
57 Stars Global Opportunity 3	7,603,950	-	-323,373	-323,373	-365,068	6,915,509
Aberdeen Emerging Markets Bond Fund	60,268,738	-	-	-	1,823,034	62,091,772
Aether Real Assets II	2,334,573	-	-138,892	-138,892	-	2,195,681
Aether Real Assets III	9,942,456	98,268	-	98,268	-	10,040,724
Aether Real Assets IV	10,935,857	-	-642,727	-642,727	-	10,293,130
Aether Real Assets V	10,434,859	211,347	-	211,347	-	10,646,206
Aristotle Pacific	22,853,437	-	-	-	634,381	23,487,817
Baillie Gifford International Growth Fund	33,087,432	-	-	-	1,241,316	34,328,748
Blue Bay Direct Lending	1,450,240	-	-	-	-38,912	1,411,328
Cash	8,038,916	38,859,717	-39,904,645	-1,044,928	-	6,993,988
Clarion Partners Lion Properties Fund	70,093,043	-	-729,000	-892,656	-1,844,111	67,356,276
Constitution Capital Partners	14,867,075	-	-1,133,753	-1,133,753	-996,813	12,736,509
Cross Creek Capital Partners II - B	11,032,543	-	-	-	-75,784	10,956,759
Cross Creek Capital Partners III	11,030,295	-	-139,840	-139,840	-482,961	10,407,494
Crow Holdings Realty Partners X, L.P.	-	4,300,021	-	4,300,021	-	4,300,021
Deutsche Bank SOF III	1,847,180	-	-	-	-22,991	1,824,189
DFA Emerging Markets Value	26,293,547	-	-	-	701,305	26,994,852
Dover Street X, L.P.	32,854,997	1,206,000	-	1,206,000	736,332	34,797,329
HarbourVest 2013 Direct	3,673,270	-	-	-	203,967	3,877,237
HarbourVest Co-Investment Fund IV	7,514,732	-	-169,520	-169,520	764,690	8,109,902
Highclere International Small Cap	40,454,960	-	-10,000,000	-10,000,000	152,844	30,607,804
HighVista Private Equity V, L.P.	4,651,962	-	-	-	-29,223	4,622,739
HighVista Private Equity VI, L.P.	12,502,701	-	-	-	-99,085	12,403,616
LGT Crown Asia II	7,867,368	-	-176,182	-176,182	205,457	7,896,643
LGT Crown Europe Small Buyouts III	3,411,480	-	-334,970	-334,970	-55,881	3,020,629
LGT Crown Global Opportunities VI	35,527,712	120,000	-1,112,099	-992,099	-144,599	34,391,014
LGT Crown Global Secondaries II	97,161	433	-714	-281	934	97,814

Financial Reconciliation | Quarter To Date Ending March 31, 2024

	Beginning Market Value	Contributions	Distributions	Net Cash Flow	Net Investment Change	Ending Market Value
LGT Crown Global Secondaries III	2,184,889	1,582	-178,651	-177,069	23,142	2,030,962
Loomis Sayles Core Plus Fixed Income	46,259,605	-	-	-	-27,800	46,231,805
Partners Group Distressed RE 2009	48,639	-	-	-	-15,966	32,673
Partners Group Emerging Markets 2015	8,587,593	-	-352,596	-352,596	47,252	8,282,249
Partners Group Global RE 2011	612,226	-	-24,184	-24,184	-86,084	501,957
Partners Group Real Estate Secondary 2017	12,447,355	-	-	-	-580,986	11,866,369
Partners Group U.S. Distressed Private Equity 2009	185,561	-	-	-	2,908	188,469
Portfolio Advisors Real Estate Fund V	6,364,141	-	-	-	-386,569	5,977,572
Private Advisors Co-Investment Fund III	1,552,604	-	-191,230	-191,230	-	1,361,374
Private Equity Investors V	1,225,244	-	-	-	-4,436	1,220,808
Pyramis Tactical Bond Fund	26,504,769	-	-	-	-17,694	26,487,075
SSgA Bond Fund	119,503,018	-	-8,244	-8,244	-866,930	118,627,844
SSgA MSCI EAFE Fund	108,293,527	10,000,000	-12,801	9,987,199	6,430,422	124,711,148
SSgA S&P 500	117,529,529	-	-13,003,339	-13,003,339	12,158,042	116,684,232
SSgA TIPS	56,664,578	-	-4,143	-4,143	-3,917	56,656,518
StepStone Global Partners V	7,530,663	-	-	-	-92,575	7,438,088
StepStone Global Partners VI	13,173,290	-	-	-	1,416,045	14,589,335
SVB Strategic Investors Fund IX, L.P.	14,583,154	-	-	-	104,565	14,687,719
TT Emerging Markets Equity	29,864,543	-	-	-	2,035,079	31,899,622
Vaughan Nelson Small Cap Value	65,858,063	-	-	-	4,464,681	70,322,745
Westfield Small/Mid Cap Growth	58,988,982	-	-	-	7,265,795	66,254,777
Westwood Capital Large Cap Value	12,288,128	-	-	-	952,002	13,240,130
Total	1,160,920,585	54,797,368	-68,580,902	-13,947,190	35,125,807	1,182,099,201

Private Equity Assets

Partnership	Focus	Type	Vintage Year
Partners Group Distressed Private Equity 2009	Special Situations	Fund of Funds	2009
LGT Crown Global Secondaries II	Secondary Market	Fund of Funds	2009
Private Equity Investors V	Secondary Market	Fund of Funds	2009
Cross Creek Capital Partners II - B	Venture	Fund of Funds	2010
LGT Crown Asia II	Buyout	Fund of Funds	2011
StepStone Global Partners V	Venture	Fund of Funds	2011
57 Stars Global Opportunity 3	Diversified	Fund of Funds	2011
LGT Crown Europe Small Buyouts III	Buyout	Fund of Funds	2012
LGT Crown Global Secondaries III	Secondary Market	Fund of Funds	2012
Private Advisors Co-Investment Fund III	Co-investments	Fund of Funds	2013
HarbourVest 2013 Direct	Co-investments	Fund of Funds	2013
Cross Creek Capital Partners III	Venture	Fund of Funds	2013
Flag Private Equity V	Buyout	Fund of Funds	2012
StepStone Global Partners VI	Venture	Fund of Funds	2013
Constitution Capital Partners Ironsides III	Buyout	Fund of Funds	2014
Deutsche Bank Secondary Opportunities Fund III	Secondary Market	Fund of Funds	2014
Flag Private Equity VI	Buyout	Fund of Funds	2015
Blue Bay Direct Lending Fund II	Private Debt	Direct Fund	2015
Partners Group Emerging Markets 2015	Special Situations	Fund of Funds	2015
LGT Crown Global Opportunities VI	Diversified	Fund of Funds	2016
HarbourVest Co-Investment Fund IV	Co-investments	Fund of Funds	2017
SVB Strategic Investors Fund IX	Venture	Fund of Funds	2018
Dover Street X	Secondary Market	Fund of Funds	2020

Private Equity Assets

Partnership	Committed (\$mm)	Called (\$mm)	Distributed (\$mm)	Fair Value (\$mm)	nIRR ¹ (%)	Vintage Year	TVPI Multiple
Partners Group Distressed Private Equity 2009	7.0	6.2	8.8	\$0.2	10.4	2009	1.5x
LGT Crown Global Secondaries II ²	3.0	2.5	4.3	\$0.1	17.7	2009	1.8x
Private Equity Investors V	3.0	3.0	1.4	\$1.2 ⁹	-1.8	2009	0.9x
Cross Creek Capital Partners II – B	12.5	11.7	28.3	\$11.0	19.0	2010	3.4x
LGT Crown Asia II ²	10.0	9.5	11.2	\$7.9	10.9	2011	2.0x
StepStone Global Partners V	7.5	6.9	18.7	\$7.4	23.4	2011	3.8x
57 Stars Global Opportunity 3	10.0	10.5	6.9	\$6.9	4.1	2011	1.3x
LGT Crown Europe Small Buyouts III ²	8.4	7.8	11.7	\$3.0	15.7	2012	1.9x
LGT Crown Global Secondaries III ²	10.0	7.7	10.0	\$2.0	12.0	2012	1.6x
Private Advisors Co-Investment Fund III	10.0	10.6	17.4	\$1.4 ⁶	12.2 ⁵	2013	1.8x
HarbourVest 2013 Direct	10.0	9.7	16.9	\$3.9	17.6	2013	2.1x
Cross Creek Capital Partners III	7.5	6.9	9.4	\$10.4	19.5	2013	2.9x
HighVista Private Equity V	10.0	10.0	16.4	\$4.6 ⁹	17.2 ⁵	2012	2.1x
StepStone Global Partners VI	7.5	6.8	10.8	\$14.6	21.5	2013	3.7x
Constitution Capital Partners Ironsides III	15.0	17.6	29.4	\$12.7	25.4 ³ 24.6 ⁴	2014	2.4x
Deutsche Bank Secondary Opportunities Fund III	10.0	8.8	10.4	\$1.8	10.8	2014	1.4x
HighVista Private Equity VI	15.0	14.2	17.3	\$12.4 ⁹	21.8 ⁵	2015	2.1x
Blue Bay Direct Lending Fund II	20.0	19.4	21.7	\$1.4	7.4	2015	1.2x
Partners Group Emerging Markets 2015	10.0	8.8	5.6	\$8.2	8.1	2015	1.6x
LGT Crown Global Opportunities VI ²	40.0	35.0	29.1	\$34.4	15.1	2016	1.8x
HarbourVest Co-Investment Fund IV	10.0	8.1	8.3	\$8.1	16.5	2017	2.0x
SVB Strategic Investors Fund IX	10.0	9.0	0.0	\$14.7	18.7	2018	1.6x
Dover Street X	40.0	29.8	10.2	\$34.8	27.4	2020	1.5x
Total	\$286.4	\$260.5	\$304.2	\$203.4			1.9x

¹ All performance figures are reported directly from managers, net of fees, as of 12/31/2023, unless otherwise noted.

² Performance figures are as of 3/31/2024.

³ Constitution Capital Ironsides Partnership Fund III, as of 12/31/2023.

⁴ Constitution Capital Ironsides Co-Investment Fund III, as of 12/31/2023.

⁵ Net IRR is as of 9/30/2023

⁶ Fair Value is as of 9/30/2023.

⁹ Fair Value is estimated as of 12/31/2023.

Real Estate Assets

Partnership	Focus	Type	Vintage Year	TVPI Multiple
Partners Group U.S. Distressed 2009	U.S. Distressed	Fund of Funds	2009	1.3x
Partners Group Global RE 2011	Global	Fund of Funds	2011	1.3x
Portfolio Advisors Global Real Estate V	Global	Fund of Funds	2015	1.2x
Partners Group RE Secondary 2017	Global	Fund of Funds	2017	1.3x
Crow Holdings Realty Partners X	U.S.	Value Add	2023	NA
				1.3x

Partnership	Committed (mm)	Called (mm)	Distributed (mm)	Fair Value (mm)	nIRR ¹ (%)
Partners Group U.S. Distressed 2009	\$12.0	\$11.2	\$15.1	\$0.1	7.2
Partners Group Global RE 2011	\$6.7	\$5.4	\$6.4	\$0.5	5.6
Portfolio Advisors Global Real Estate V	\$15.0	\$12.6	\$10.0	\$6.0	5.8
Partners Group RE Secondary 2017	\$15.0	\$9.2	\$0.2	\$11.9	6.7
Crow Holdings Realty Partners X	\$20.0	\$4.3	\$0.0	\$4.3	NA
Total	\$68.7	\$42.7	\$31.7	\$22.8	

¹ Performance figures are reported directly from manager, net of fees, as of 12/31/2023.

Natural Resources Assets

Partnership	Vintage Year	Committed (mm)	Called (mm)	Distributed (mm)	Fair Value (mm)	Net IRR ¹ %	TVPI Multiple ²
Aether Real Assets II	2012	\$7.5	\$7.6	\$5.0	\$2.2	-1.1	0.9x
Aether Real Assets III	2013	\$15.0	\$15.7	\$4.6	\$10.0	-1.4	0.9x
Aether Real Assets IV	2016	\$10.0	\$10.2	\$2.3	\$10.9	4.9	1.2x
Aether Real Assets V	2018	\$10.0	\$7.6	\$0.5	\$10.3	15.2	1.4x
Total		\$42.5	\$41.1	\$12.4	\$33.4		1.1x

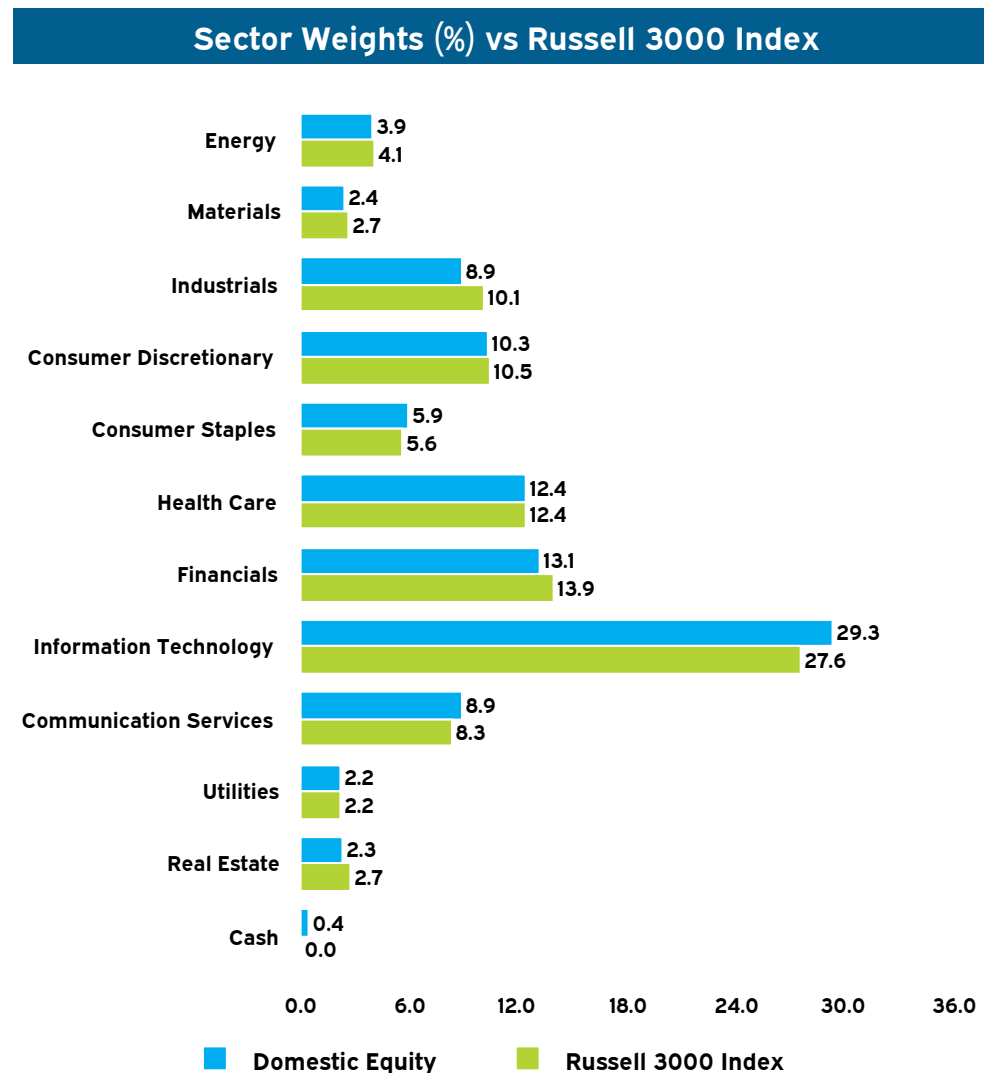
¹ Performance figures are reported directly from manager, net of fees, as of 9/30/2023.

² TVPI Multiple is as of 9/30/2023

Composite Domestic Equity Characteristics | As of March 31, 2024

Characteristics		
	Portfolio	Benchmark
Number of Holdings	627	2,949
Wtd. Avg. Mkt. Cap \$B	786.7	689.3
Median Mkt. Cap \$B	25.4	2.2
Price To Earnings	25.8	24.8
Price To Book	4.7	4.4
Return on Equity (%)	11.4	10.6
Yield (%)	1.4	1.4
Beta (5 Years, Monthly)	1.0	1.0
R-Squared (5 Years, Monthly)	1.0	1.0

Top Holdings (%)	
Microsoft Corp	7.0
Apple Inc	5.6
NVIDIA Corporation	5.0
Amazon.com Inc	3.7
Meta Platforms Inc	2.4
Alphabet Inc Class A	2.0
Berkshire Hathaway Inc	1.7
Alphabet Inc Class C	1.7
Eli Lilly and Co	1.4
Broadcom Inc	1.3

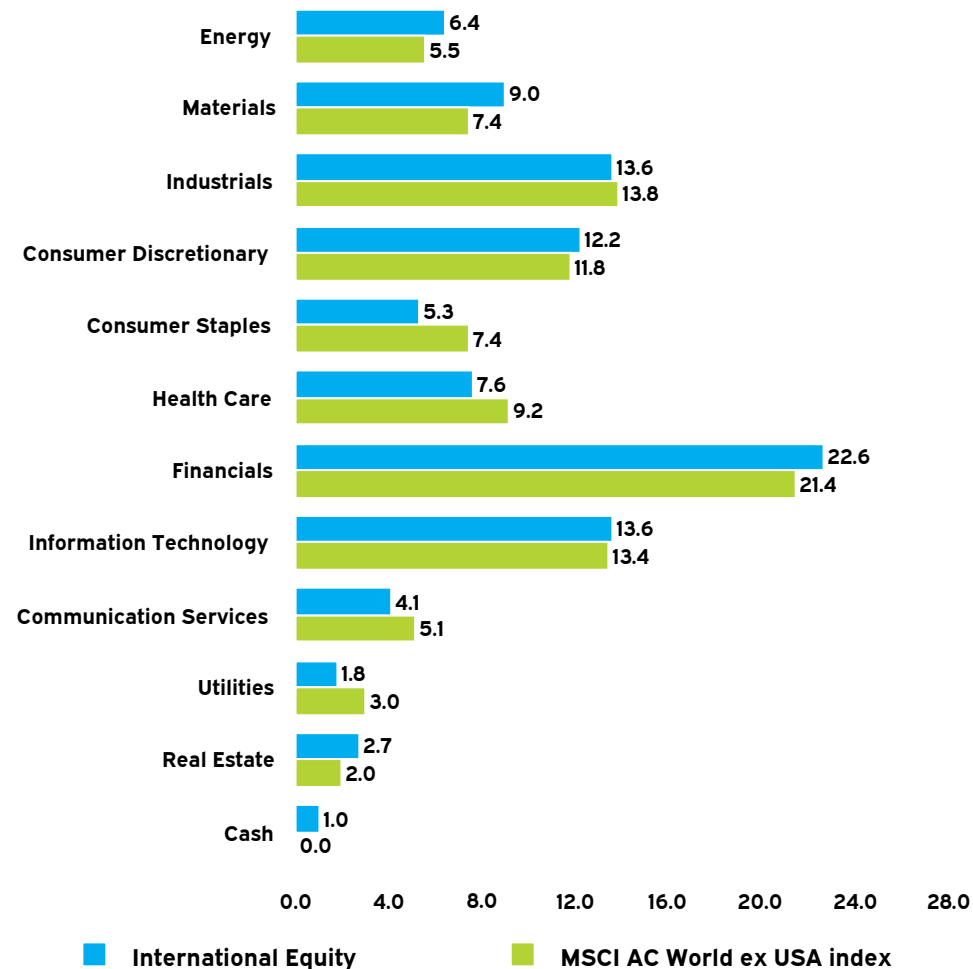


Composite International Equity Characteristics | As of March 31, 2024

Characteristics		
	Portfolio	Benchmark
Number of Holdings	4,360	2,231
Wtd. Avg. Mkt. Cap \$B	69.4	102.1
Median Mkt. Cap \$B	1.0	10.1
Price To Earnings	13.0	15.5
Price To Book	2.4	2.6
Return on Equity (%)	2.1	1.9
Yield (%)	3.3	3.1
Beta (5 Years, Monthly)	1.1	1.0
R-Squared (5 Years, Monthly)	1.0	1.0

Top Holdings (%)	
ASML Holding NV	1.7
Reliance Industries Ltd	1.5
Novo Nordisk A/S	0.9
Samsung Electronics Co Ltd	0.9
CASH	0.9
China Construction Bank Corp	0.9
Hon Hai Precision Industry Co Ltd	0.8
MercadoLibre Inc	0.8
Taiwan Semiconductor Manufacturing	0.7
Adyen N.V	0.7

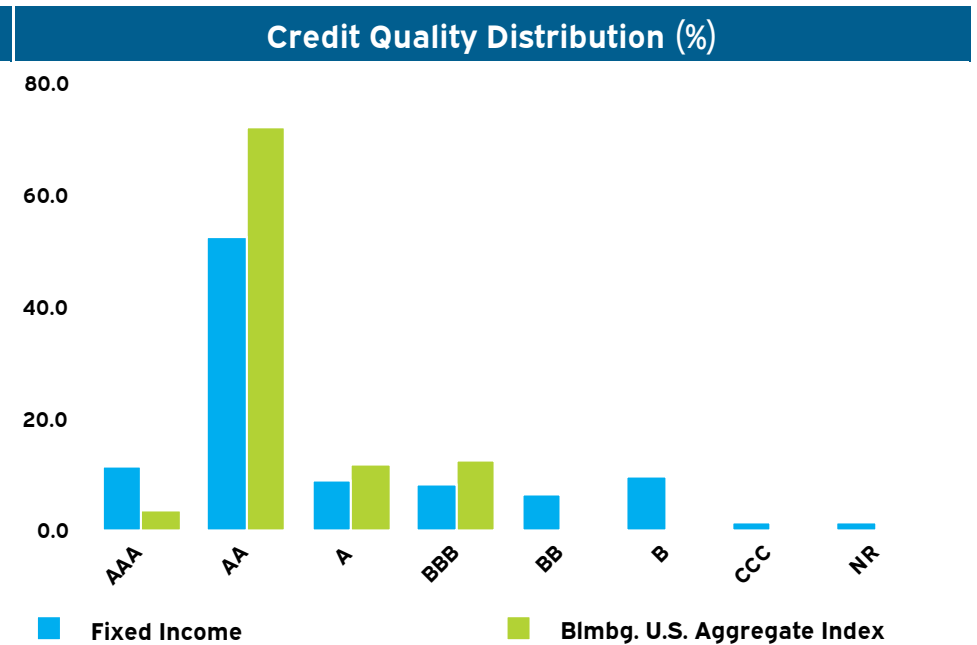
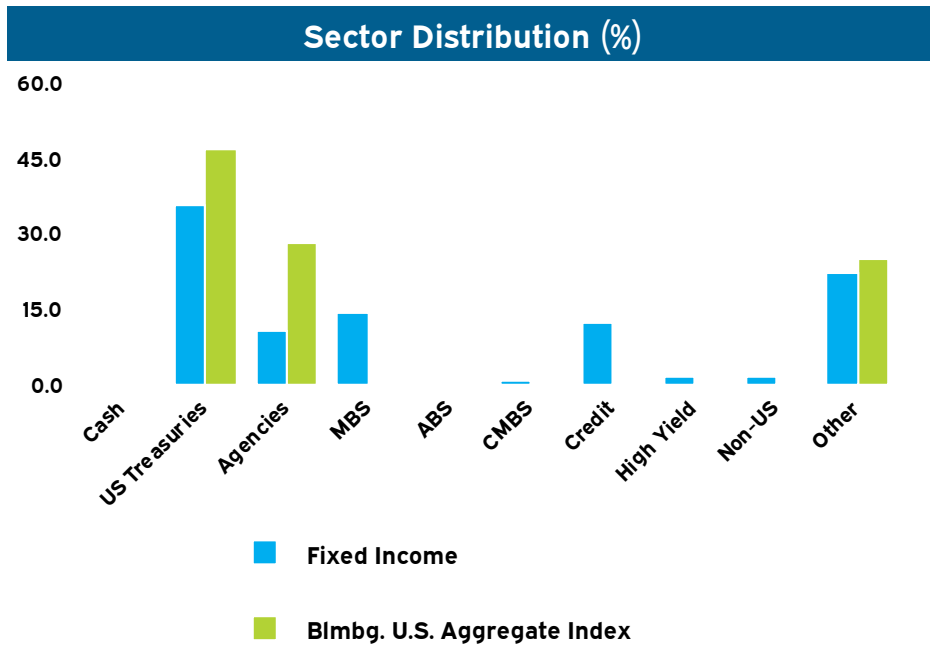
Sector Weights (%) vs MSCI AC World ex USA index



Composite Fixed Income Characteristics | As of March 31, 2024

	Total Fund	
	\$	%
SSgA Bond Fund	118,627,844	36
SSgA TIPS	56,656,518	17
Loomis Sayles Core Plus Fixed Income	46,231,805	14
Aberdeen Emerging Markets Bond Fund	62,091,772	19
Pyramis Tactical Bond Fund	26,487,075	8
Aristotle Pacific	23,487,817	7
Total Fixed Income	333,582,831	100

Portfolio Characteristics	
	Portfolio
Yield To Maturity (%)	5.9
Average Duration	5.7
Avg. Quality	A
Weighted Average Maturity (Years)	9.0



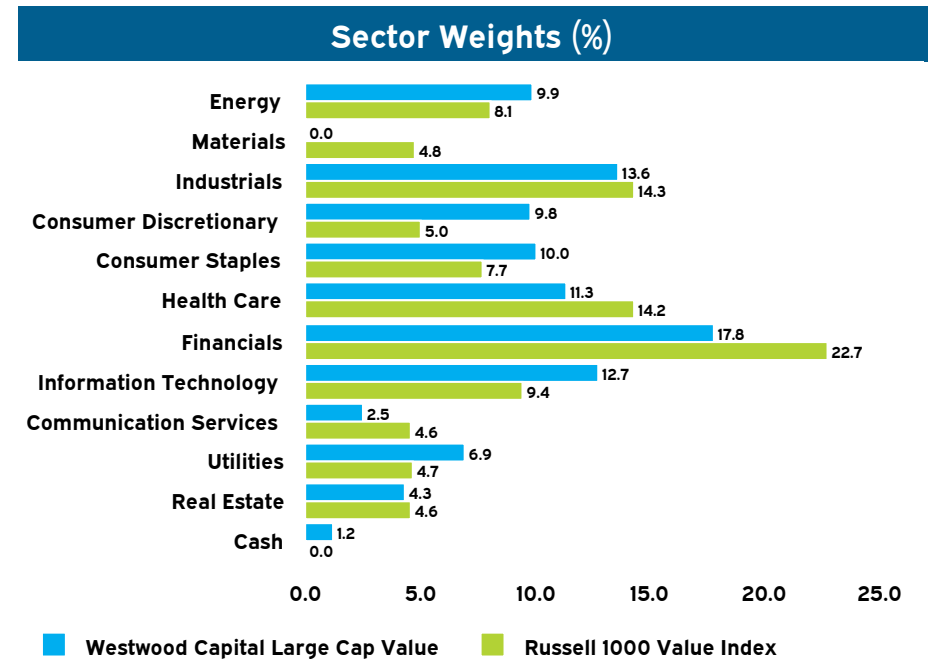
Manager Equity | As of March 31, 2024

Top Holdings	
Johnson & Johnson	3.8
JPMorgan Chase & Co	3.7
Microsoft Corp	3.6
Goldman Sachs Group Inc (The)	3.0
UnitedHealth Group Incorporated	2.9
Honeywell International Inc	2.8
VICI Properties Inc	2.7
Domino's Pizza Inc	2.6
Wells Fargo & Co	2.5
FedEx Corp.	2.5
% of Portfolio	30.1

Account Information	
Account Name	Westwood Capital Large Cap Value
Account Structure	Separate Account
Inception Date	10/01/2001
Asset Class	US Equity
Benchmark	Russell 1000 Value Index
Peer Group	eV US Large Cap Value Equity

Equity Characteristics vs Russell 1000 Value Index		
	Portfolio	Benchmark
Number of Holdings	50	845
Wtd. Avg. Mkt. Cap \$B	322.9	158.8
Median Mkt. Cap \$B	121.1	13.5
P/E Ratio	20.0	18.8
Yield (%)	2.1	2.2
EPS Growth - 5 Yrs. (%)	9.9	9.8
Price to Book	3.2	2.6

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Westwood Capital Large Cap Value	7.6	17.5	8.2	10.3	9.4	8.8	10/01/2001
Russell 1000 Value Index	9.0	20.3	8.1	10.3	9.0	8.3	10/01/2001



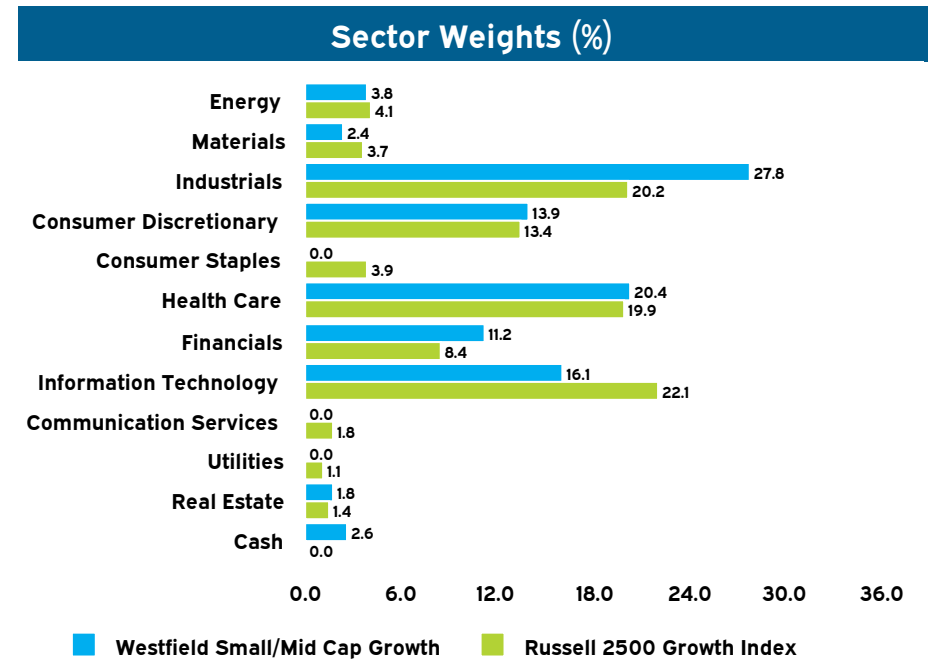
Manager Equity | As of March 31, 2024

Top Holdings	
Builders FirstSource Inc	3.6
Vertiv Holdings Co	3.3
Axon Enterprise Inc	3.0
Comfort Systems USA Inc	2.7
Ascendis Pharma AS	2.7
Lincoln Electric Holdings Inc	2.5
Avery Dennison Corp	2.4
Hubbell Inc	2.3
M/I Homes Inc	2.3
PTC Inc	2.2
% of Portfolio	27.0

Account Information	
Account Name	Westfield Small/Mid Cap Growth
Account Structure	Separate Account
Inception Date	11/01/2002
Asset Class	US Equity
Benchmark	Russell 2500 Growth Index
Peer Group	eV US Small-Mid Cap Growth Equity

Equity Characteristics vs Russell 2500 Growth Index		
	Portfolio	Benchmark
Number of Holdings	67	1,256
Wtd. Avg. Mkt. Cap \$B	12.9	8.7
Median Mkt. Cap \$B	10.1	1.7
P/E Ratio	26.7	24.0
Yield (%)	0.6	0.6
EPS Growth - 5 Yrs. (%)	21.0	19.9
Price to Book	4.2	5.1

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Westfield Small/Mid Cap Growth	12.1	21.2	4.3	13.0	10.4	12.7	11/01/2002
Russell 2500 Growth Index	8.5	21.1	-0.8	9.4	9.6	11.3	11/01/2002



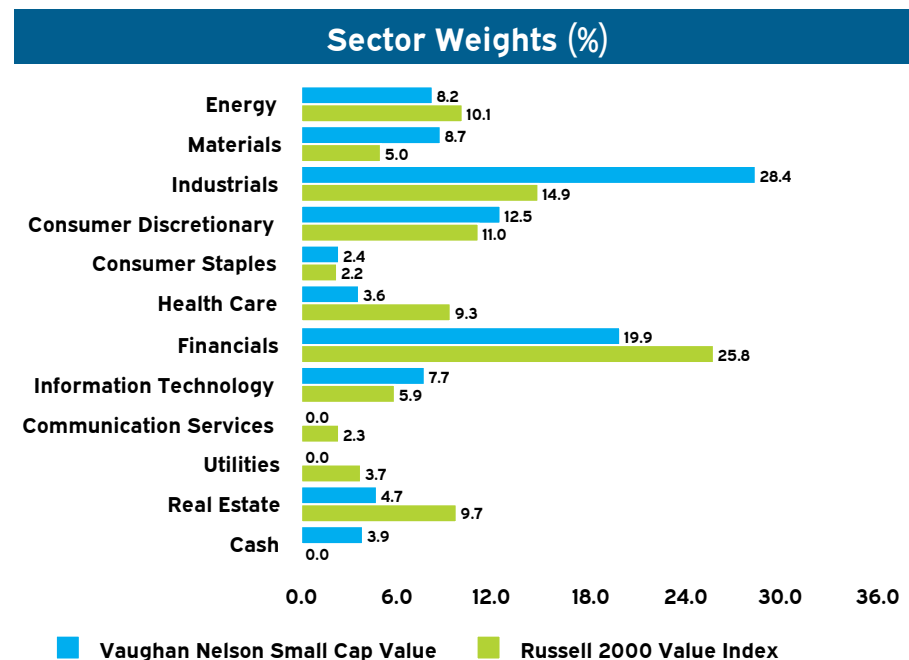
Manager Equity | As of March 31, 2024

Top Holdings	
Element Solutions Inc	3.1
Installed Building Products Inc	2.5
Insight Enterprises Inc	2.5
Kirby Corp	2.3
First American Financial Corp	2.2
Core & Main Inc	2.2
Janus International Group Inc	2.2
Western Alliance Bancorporation	2.1
Beacon Roofing Supply Inc	2.0
Comerica Incorporated	2.0
% of Portfolio	23.1

Account Information	
Account Name	Vaughan Nelson Small Cap Value
Account Structure	Separate Account
Inception Date	12/01/2015
Asset Class	US Equity
Benchmark	Russell 2000 Value Index
Peer Group	eV US Small Cap Value Equity

Equity Characteristics vs Russell 2000 Value Index		
	Portfolio	Benchmark
Number of Holdings	68	1,419
Wtd. Avg. Mkt. Cap \$B	5.9	3.0
Median Mkt. Cap \$B	6.1	0.8
P/E Ratio	18.9	12.7
Yield (%)	1.8	2.2
EPS Growth - 5 Yrs. (%)	13.2	8.3
Price to Book	2.5	1.7

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Vaughan Nelson Small Cap Value	6.6	24.3	12.0	13.5	-	11.2	01/01/2016
Russell 2000 Value Index	2.9	18.8	2.2	8.2	6.9	9.1	01/01/2016



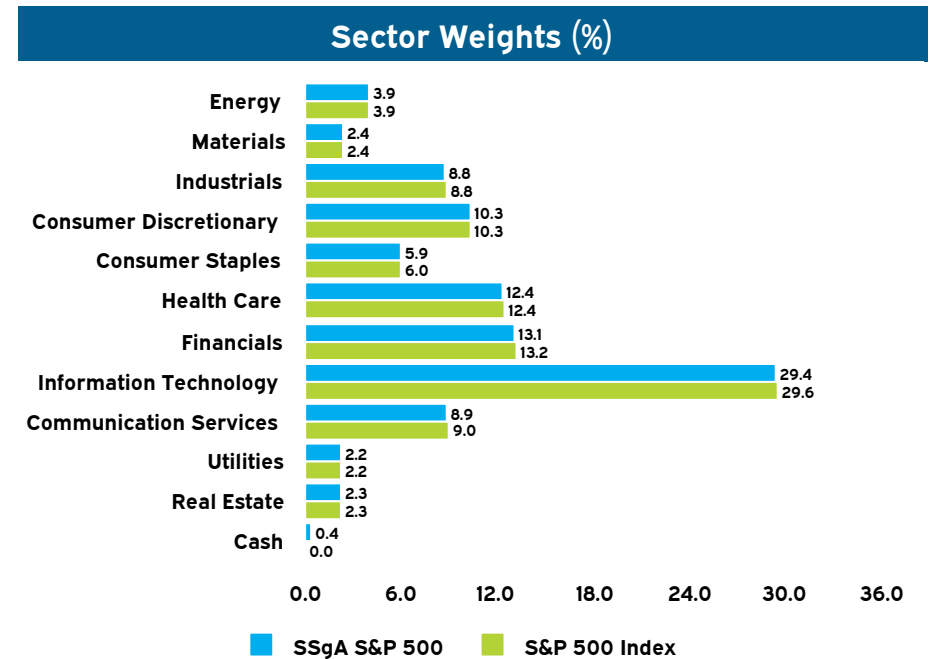
Manager Equity | As of March 31, 2024

Top Holdings	
Microsoft Corp	7.1
Apple Inc	5.6
NVIDIA Corporation	5.0
Amazon.com Inc	3.7
Meta Platforms Inc	2.4
Alphabet Inc Class A	2.0
Berkshire Hathaway Inc	1.7
Alphabet Inc Class C	1.7
Eli Lilly and Co	1.4
Broadcom Inc	1.3
% of Portfolio	31.9

Account Information	
Account Name	SSgA S&P 500
Account Structure	Commingled Fund
Inception Date	01/01/2004
Asset Class	US Equity
Benchmark	S&P 500 Index
Peer Group	eV US Large Cap Equity

Equity Characteristics vs S&P 500 Index		
	Portfolio	Benchmark
Number of Holdings	504	503
Wtd. Avg. Mkt. Cap \$B	790.8	794.7
Median Mkt. Cap \$B	35.3	35.3
P/E Ratio	25.9	25.9
Yield (%)	1.4	1.4
EPS Growth - 5 Yrs. (%)	15.2	15.2
Price to Book	4.7	4.7

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
SSgA S&P 500	10.5	29.9	11.5	15.0	13.0	10.0	02/01/2004
S&P 500 Index	10.6	29.9	11.5	15.0	13.0	10.1	02/01/2004



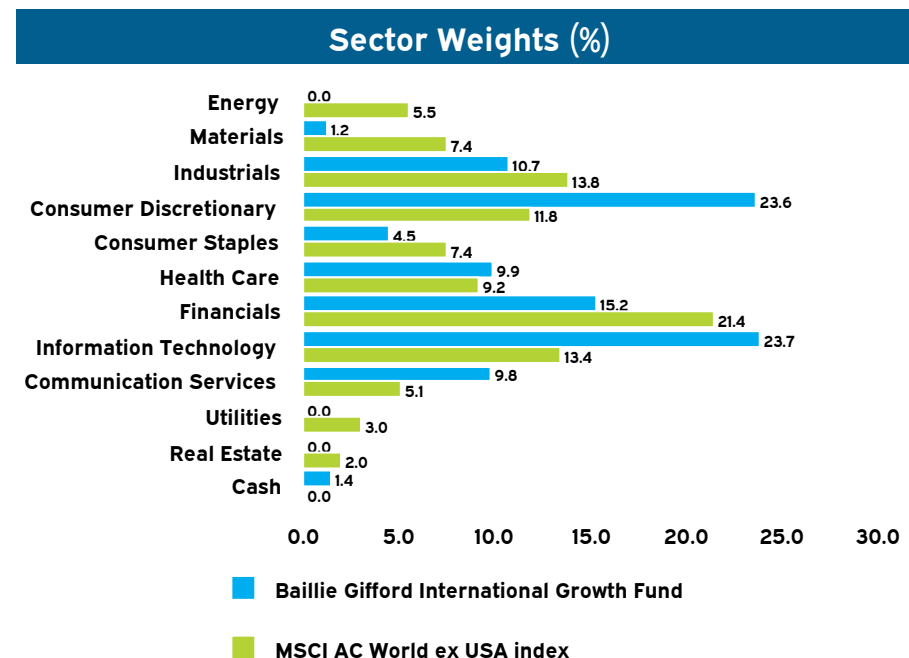
Manager Equity | As of March 31, 2024

Top Holdings	
ASML Holding NV	7.1
MercadoLibre Inc	6.1
Spotify Technology SA	5.7
Adyen N.V	5.2
Ferrari NV	4.7
Taiwan Semiconductor Manufacturing	4.5
Atlas Copco AB	3.7
LOreal SA	3.2
Tencent Holdings LTD	3.0
arGEN-X SE	2.9
% of Portfolio	46.1

Account Information	
Account Name	Baillie Gifford International Growth Fund
Account Structure	Mutual Fund
Inception Date	05/01/2009
Asset Class	International Equity
Benchmark	MSCI AC World ex USA (Net)
Peer Group	eV ACWI ex-US All Cap Growth Eq

Equity Characteristics vs MSCI AC World ex USA index		
	Portfolio	Benchmark
Number of Holdings	57	2,231
Wtd. Avg. Mkt. Cap \$B	110.7	102.1
Median Mkt. Cap \$B	20.2	10.1
P/E Ratio	37.9	15.5
Yield (%)	0.7	3.1
EPS Growth - 5 Yrs. (%)	25.7	9.4
Price to Book	6.1	2.6

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Baillie Gifford International Growth Fund	3.8	4.7	-10.2	5.7	5.8	9.4	05/01/2009
MSCI AC World ex USA (Net)	4.7	13.3	1.9	6.0	4.3	7.0	05/01/2009



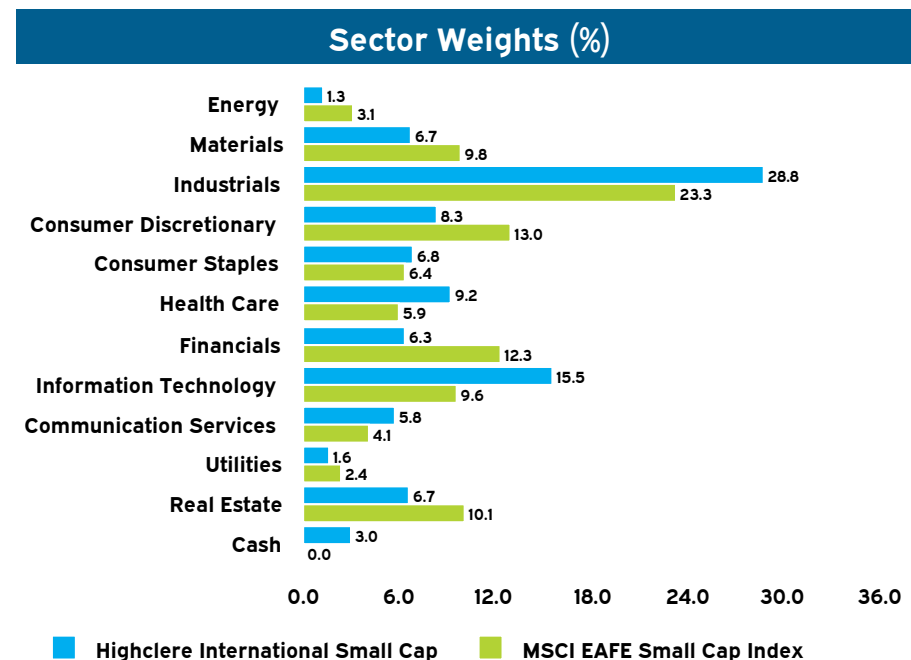
Manager Equity | As of March 31, 2024

Top Holdings	
Arjo AB	1.0
Renishaw PLC	0.9
Calbee Inc	0.9
Shizuoka Financial Group Inc	0.9
Eiken Chemical Co Ltd	0.9
Orica Ltd	0.9
SIGMAXYZ Holdings Inc	0.9
Gamma Communications plc	0.8
Alstom	0.8
Vallourec SA	0.8
% of Portfolio	8.8

Account Information	
Account Name	Highclere International Small Cap
Account Structure	Commingled Fund
Inception Date	12/01/2009
Asset Class	International Equity
Benchmark	MSCI EAFE Small Cap (Net)
Peer Group	eV EAFE Small Cap Equity

Equity Characteristics vs MSCI EAFE Small Cap Index		
	Portfolio	Benchmark
Number of Holdings	194	2,159
Wtd. Avg. Mkt. Cap \$B	1.8	3.0
Median Mkt. Cap \$B	1.1	1.3
P/E Ratio	17.0	14.5
Yield (%)	3.2	3.2
EPS Growth - 5 Yrs. (%)	2.5	7.4
Price to Book	2.0	2.1

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Highclere International Small Cap	1.1	9.2	-3.3	3.5	4.0	6.5	12/01/2009
MSCI EAFE Small Cap (Net)	2.4	10.4	-1.4	4.9	4.7	7.0	12/01/2009



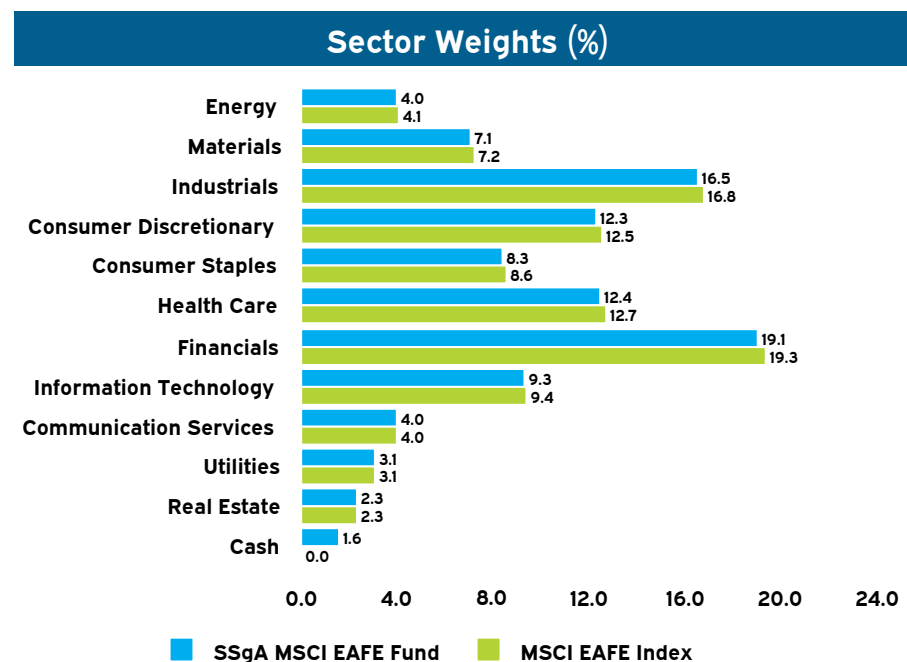
Manager Equity | As of March 31, 2024

Top Holdings	
Novo Nordisk A/S	2.4
ASML Holding NV	2.3
Generic Forward	1.6
Nestle SA, Cham Und Vevey	1.6
Toyota Motor Corp	1.5
LVMH Moet Hennessy Louis Vuitton SE	1.4
Shell Plc	1.2
Astrazeneca PLC	1.2
SAP SE	1.1
Novartis AG	1.1
% of Portfolio	15.4

Account Information	
Account Name	SSgA MSCI EAFE Fund
Account Structure	Commingled Fund
Inception Date	02/01/2013
Asset Class	International Equity
Benchmark	MSCI EAFE (Net)
Peer Group	eV EAFE Core Equity

Equity Characteristics vs MSCI EAFE Index		
	Portfolio	Benchmark
Number of Holdings	793	768
Wtd. Avg. Mkt. Cap \$B	95.8	99.2
Median Mkt. Cap \$B	13.9	13.9
P/E Ratio	15.7	15.6
Yield (%)	3.1	3.1
EPS Growth - 5 Yrs. (%)	8.6	8.5
Price to Book	2.7	2.7

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
SSgA MSCI EAFE Fund	5.9	15.7	5.1	7.6	5.1	6.1	02/01/2013
MSCI EAFE (Net)	5.8	15.3	4.8	7.3	4.8	5.8	02/01/2013



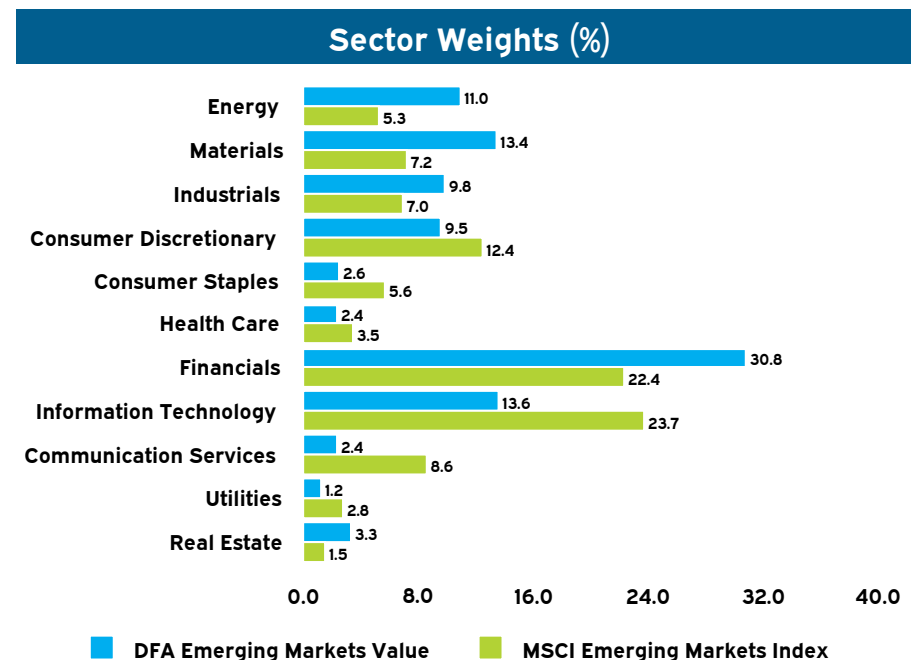
Manager Equity | As of March 31, 2024

Top Holdings	
Reliance Industries Ltd	3.6
China Construction Bank Corp	2.2
Samsung Electronics Co Ltd	2.0
Hon Hai Precision Industry Co Ltd	1.9
Alibaba Group Holding Ltd	1.5
Axis Bank Ltd	1.2
Petroleo Brasileiro Sa	1.2
Bank of China Ltd	1.1
Ping An Insurance Group	1.0
Industrial & Commercial Bank of China	0.9
% of Portfolio	16.6

Account Information	
Account Name	DFA Emerging Markets Value
Account Structure	Mutual Fund
Inception Date	12/01/2009
Asset Class	International Equity
Benchmark	MSCI Emerging Markets Value (Net)
Peer Group	eV Emg Mkts All Cap Value Equity

Equity Characteristics vs MSCI Emerging Markets Index		
	Portfolio	Benchmark
Number of Holdings	3,309	1,376
Wtd. Avg. Mkt. Cap \$B	39.1	121.5
Median Mkt. Cap \$B	0.5	7.2
P/E Ratio	9.4	14.8
Yield (%)	4.2	2.9
EPS Growth - 5 Yrs. (%)	10.4	11.8
Price to Book	1.7	2.6

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
DFA Emerging Markets Value	2.7	15.3	3.5	4.8	4.1	3.3	12/01/2009
MSCI Emerging Markets (Net)	2.4	8.2	-5.1	2.2	2.9	3.1	12/01/2009



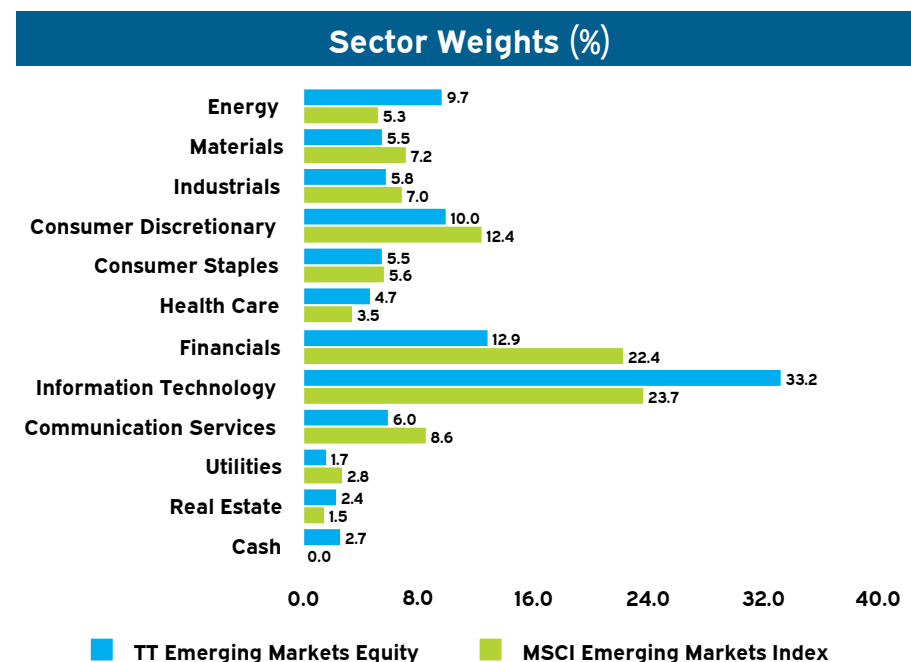
Manager Equity | As of March 31, 2024

Top Holdings	
Taiwan Semiconductor Manufacturing	10.4
MercadoLibre Inc	4.9
Samsung Electronics Co Ltd	4.1
Samsung Electronics Co Ltd	3.6
Ypf Sociedad Anonima Yacimientos Petroliferos Fiscales	3.5
Tencent Holdings LTD	3.5
SK Hynix Inc	2.8
Delhivery Limited	2.5
Emaar Properties	2.4
Capstone Copper Corp	2.3
% of Portfolio	40.0

Account Information	
Account Name	TT Emerging Markets Equity
Account Structure	Commingled Fund
Inception Date	03/25/2019
Asset Class	International Equity
Benchmark	MSCI Emerging Markets (Net)
Peer Group	eV Emg Mkts Equity

Equity Characteristics vs MSCI Emerging Markets Index		
	Portfolio	Benchmark
Number of Holdings	85	1,376
Wtd. Avg. Mkt. Cap \$B	161.2	121.5
Median Mkt. Cap \$B	23.0	7.2
P/E Ratio	16.6	14.8
Yield (%)	1.3	2.9
EPS Growth - 5 Yrs. (%)	31.4	11.8
Price to Book	3.3	2.6

Portfolio Performance Summary							
	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
TT Emerging Markets Equity	6.8	9.3	-8.4	1.2	-	1.2	04/01/2019
MSCI Emerging Markets (Net)	2.4	8.2	-5.1	2.2	2.9	2.2	04/01/2019



Account Information

Account Name	SSgA Bond Fund
Account Structure	Commingled Fund
Inception Date	01/01/2004
Asset Class	US Fixed Income
Benchmark	Blmbg. U.S. Aggregate Index
Peer Group	eV US Core Fixed Inc

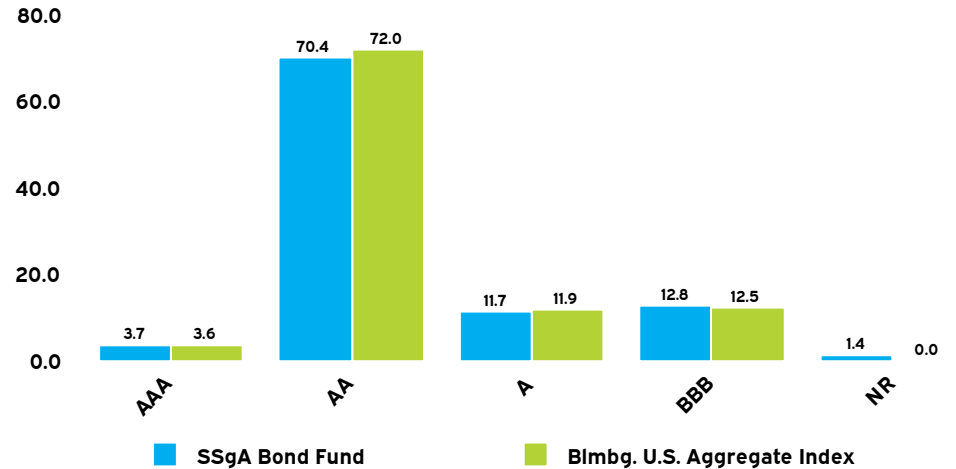
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
SSgA Bond Fund	-0.7	1.7	-2.5	0.3	1.5	3.0	01/01/2004
Blmbg. U.S. Aggregate Index	-0.8	1.7	-2.5	0.4	1.5	3.1	

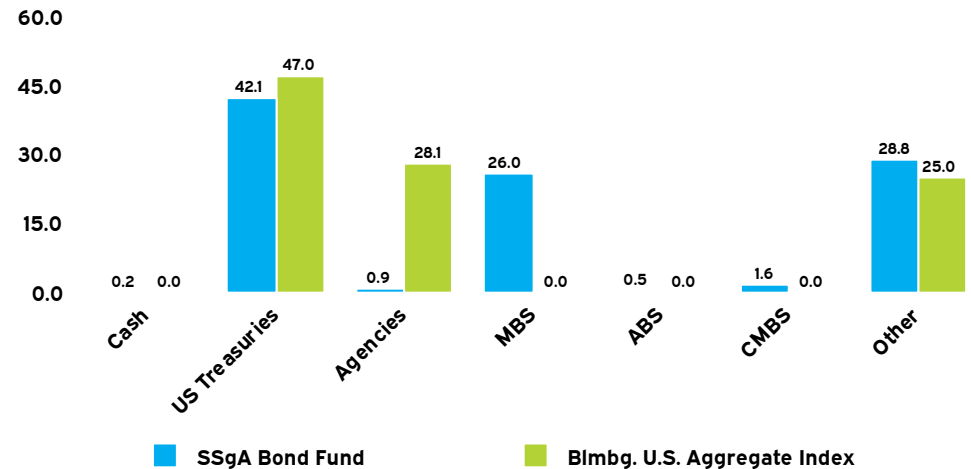
Portfolio Fixed Income Characteristics

	Q1-24		Q4-23
	Portfolio	Benchmark	Portfolio
Yield To Maturity	4.9	4.9	4.5
Average Duration	6.2	6.2	6.2
Average Quality	AA	AA	AA
Weighted Average Maturity	8.6	8.4	8.6

Credit Quality Allocation



Sector Allocation



Account Information

Account Name	Loomis Sayles Core Plus Fixed Income
Account Structure	Commingled Fund
Inception Date	06/01/2015
Asset Class	US Fixed Income
Benchmark	Blmbg. U.S. Aggregate Index
Peer Group	eV US Core Plus Fixed Inc

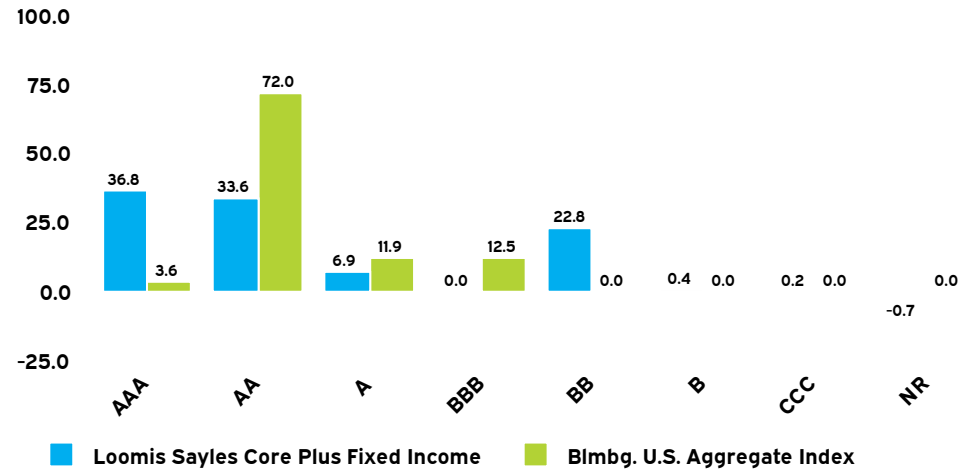
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Loomis Sayles Core Plus Fixed Income	-0.1	2.2	-1.8	1.5	-	2.3	07/01/2015
Blmbg. U.S. Aggregate Index	-0.8	1.7	-2.5	0.4	1.5	1.3	

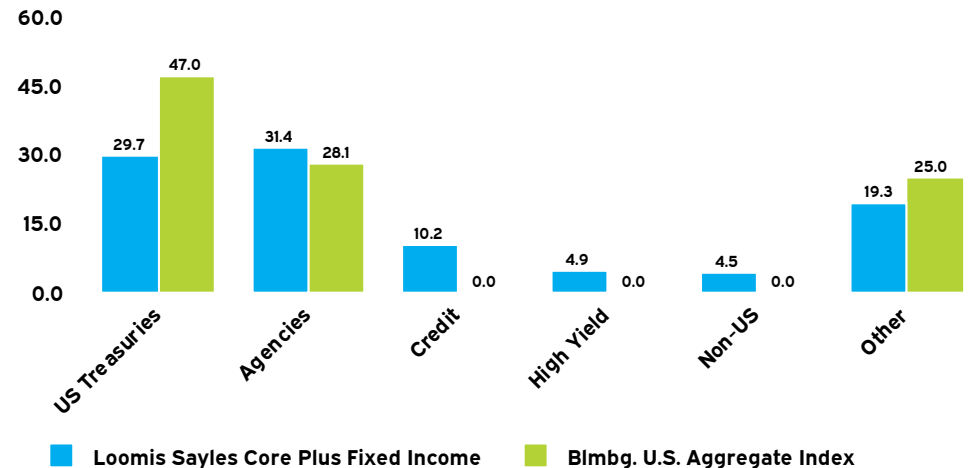
Portfolio Fixed Income Characteristics

	Q1-24		Q4-23
	Portfolio	Benchmark	Portfolio
Yield To Maturity	5.6	4.9	6.0
Average Duration	7.1	6.2	6.8
Average Quality	AA	AA	A
Weighted Average Maturity	9.6	8.4	8.7

Credit Quality Allocation



Sector Allocation



Account Information

Account Name	Aberdeen Emerging Markets Bond Fund
Account Structure	Commingled Fund
Inception Date	12/01/2014
Asset Class	International Fixed Income
Benchmark	JPM EMBI Global Diversified
Peer Group	

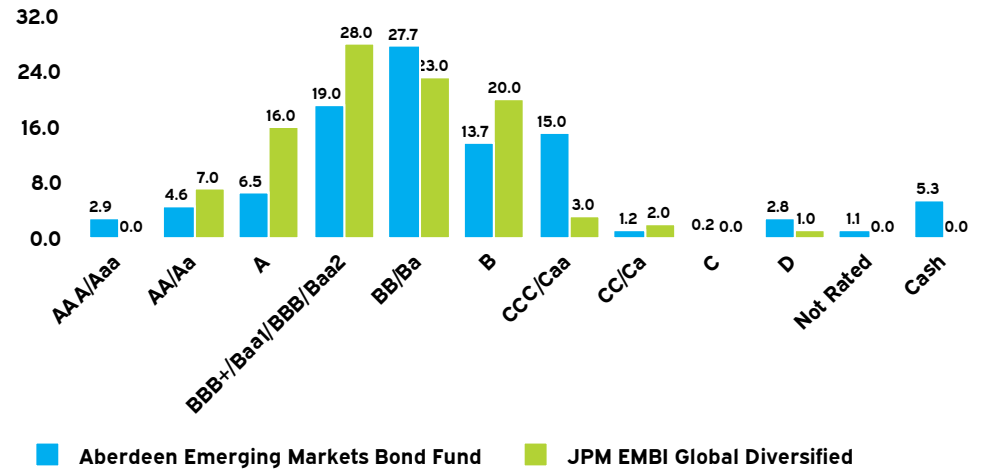
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Aberdeen Emerging Markets Bond Fund	2.9	16.4	-0.6	1.1	-	2.5	12/01/2014
JPM EMBI Global Diversified	2.0	11.3	-1.4	0.7	3.0	2.6	

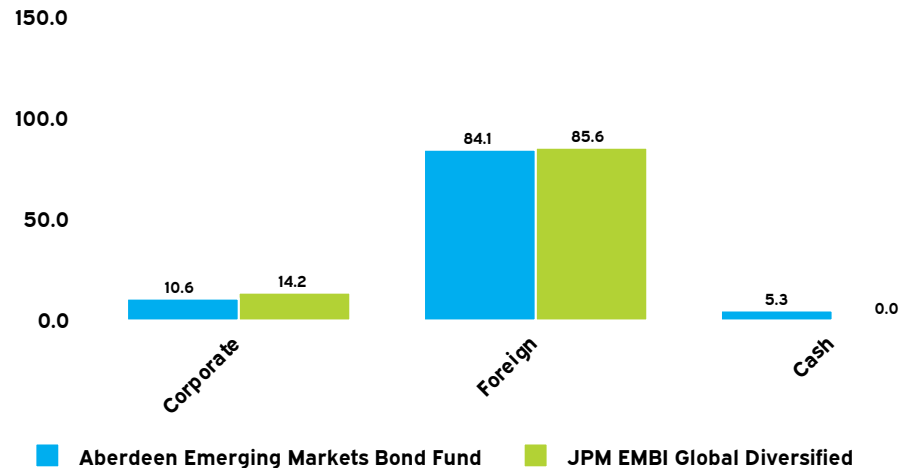
Portfolio Fixed Income Characteristics

	Q1-24		Q4-23
	Portfolio	Benchmark	Portfolio
Yield To Maturity	8.3	8.3	9.8
Average Duration	6.4	6.6	6.7
Average Quality	BB	BB/Ba	BB
Weighted Average Maturity	10.8	11.1	11.5

Credit Quality Allocation



Sector Allocation



Account Information

Account Name	SSgA TIPS
Account Structure	Commingled Fund
Inception Date	07/01/2014
Asset Class	US Fixed Income
Benchmark	Blmbg. U.S. TIPS Index
Peer Group	eV US TIPS / Inflation Fixed Inc

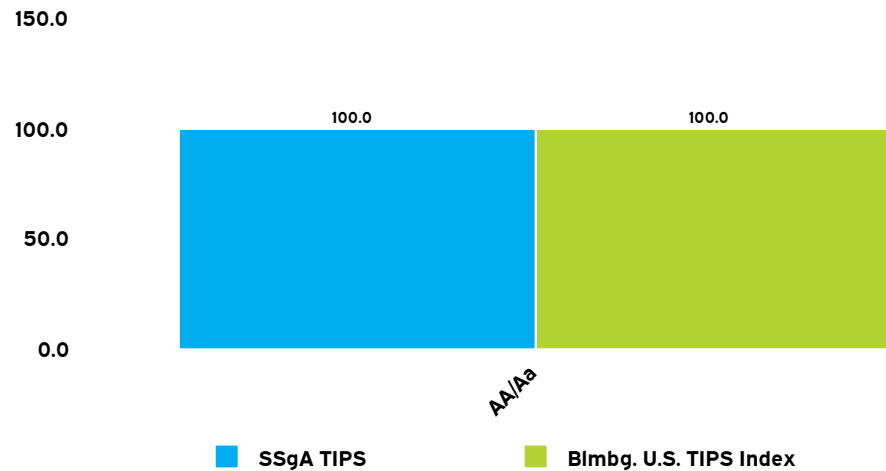
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
SSgA TIPS	0.0	0.3	-0.6	2.4	-	1.8	08/01/2014
Blmbg. U.S. TIPS Index	-0.1	0.5	-0.5	2.5	2.2	1.9	

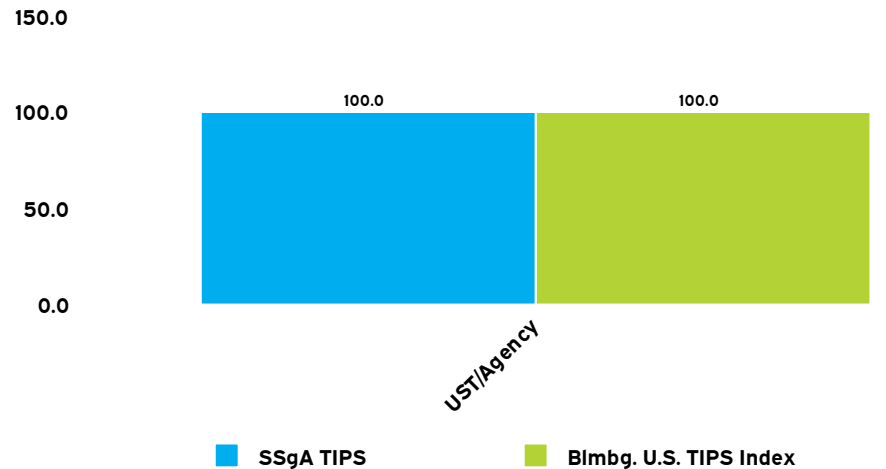
Portfolio Fixed Income Characteristics

	Q1-24		Q4-23
	Portfolio	Benchmark	Portfolio
Yield To Maturity	4.6	4.3	4.2
Average Duration	4.6	6.7	5.9
Average Quality	AA	AA	AA
Weighted Average Maturity	7.4	7.3	7.1

Credit Quality Allocation



Sector Allocation



Account Information

Account Name	Pyramis Tactical Bond Fund
Account Structure	Commingled Fund
Inception Date	08/01/2013
Asset Class	US Fixed Income
Benchmark	Blmbg. U.S. Aggregate Index
Peer Group	eV US Core Plus Fixed Inc

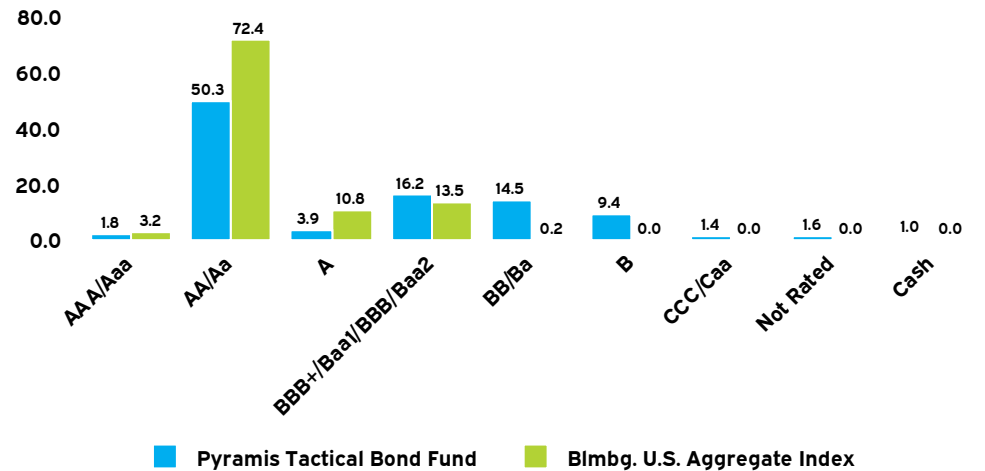
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Pyramis Tactical Bond Fund	-0.1	3.5	-0.4	2.5	3.4	3.6	08/01/2013
Blmbg. U.S. Aggregate Index	-0.8	1.7	-2.5	0.4	1.5	1.6	

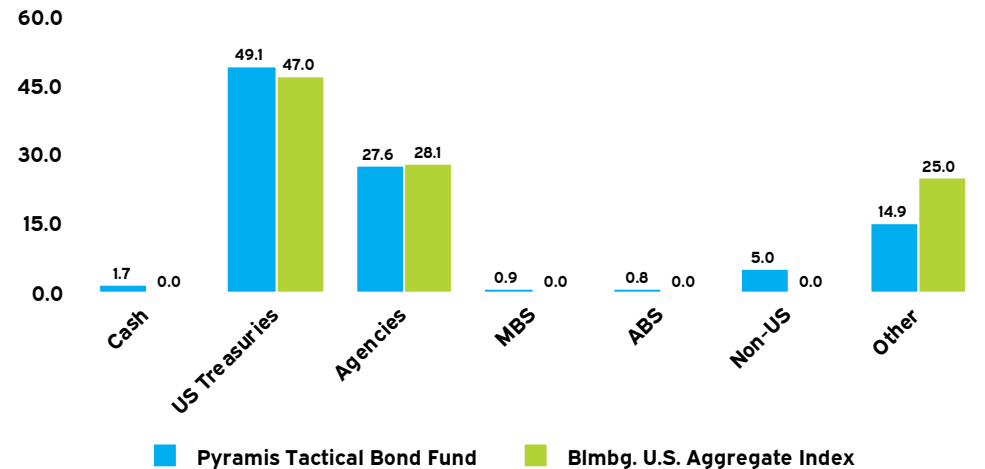
Portfolio Fixed Income Characteristics

	Q1-24		Q4-23
	Portfolio	Benchmark	Portfolio
Yield To Maturity	5.9	4.9	5.9
Average Duration	6.9	6.2	6.9
Average Quality	AA	AA	A
Weighted Average Maturity	13.3	8.4	13.3

Credit Quality Allocation



Sector Allocation



Account Information

Account Name	Aristotle Pacific
Account Structure	Commingled Fund
Inception Date	11/27/2019
Asset Class	US Fixed Income
Benchmark	Credit Suisse Leveraged Loan Index
Peer Group	Bank Loan

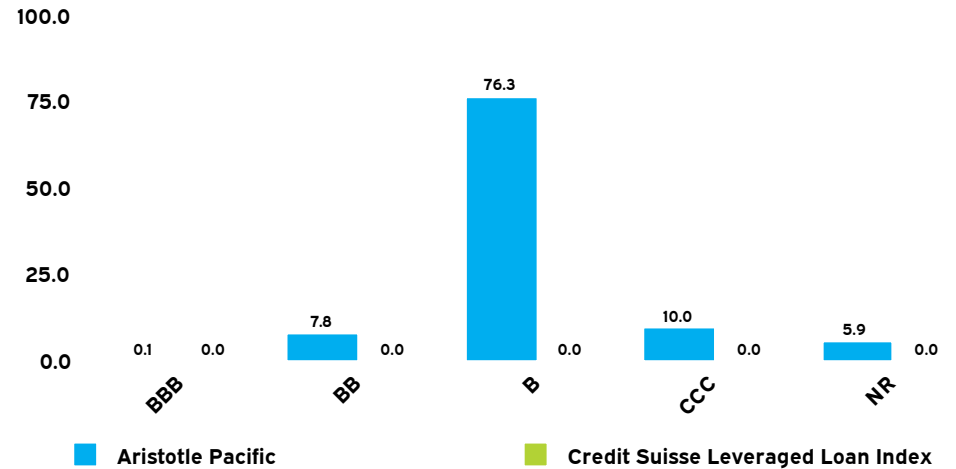
Portfolio Performance Summary

	QTD (%)	1 Yr (%)	3 Yrs (%)	5 Yrs (%)	10 Yrs (%)	Since Inception	Inception Date
Aristotle Pacific	2.8	13.1	6.5	-	-	5.7	12/01/2019
Credit Suisse Leveraged Loan Index	2.5	12.4	5.8	5.3	4.6	5.5	

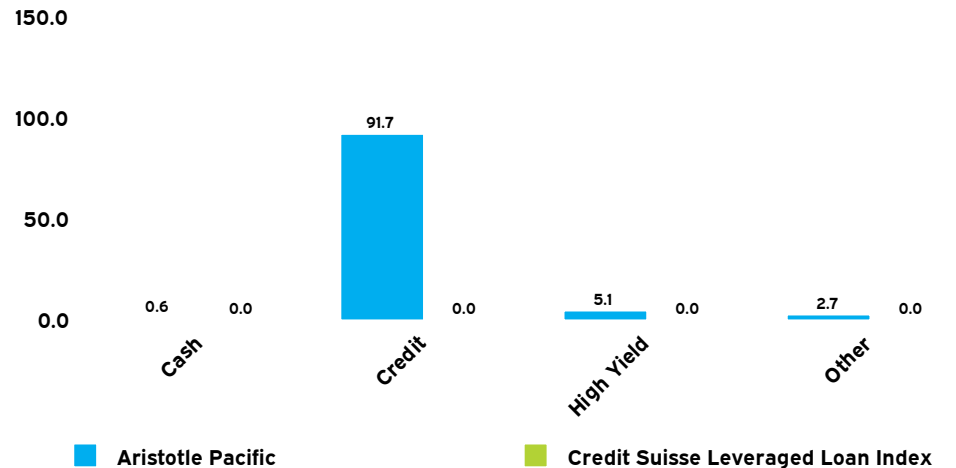
Portfolio Fixed Income Characteristics

	Q1-24		Q4-23
	Portfolio	Benchmark	Portfolio
Yield To Maturity	9.2	10.1	9.5
Average Duration	0.4	0.3	0.4
Average Quality	B	B	B
Weighted Average Maturity	4.2	4.2	3.9

Credit Quality Allocation



Sector Allocation



Credit Quality Allocations are not available for Credit Suisse Leveraged Loan Index.

Public Manager Annual Investment Expense Analysis				
	Market Value (\$)	% of Portfolio	Estimated Annual Fee (%)	Estimated Expense (\$)
Westwood Capital Large Cap Value	13,240,130	1.56	0.50	66,201
Westfield Small/Mid Cap Growth	66,254,777	7.81	0.68	450,532
Vaughan Nelson Small Cap Value	70,322,745	8.29	0.81	567,259
SSgA S&P 500	116,684,232	13.75	0.01	14,168
Baillie Gifford International Growth Fund	34,328,748	4.05	0.61	205,972
Highclere International Small Cap	30,607,804	3.61	1.17	358,882
SSgA MSCI EAFE Fund	124,711,148	14.70	0.05	64,884
DFA Emerging Markets Value	26,994,852	3.18	0.38	145,772
TT Emerging Markets Equity	31,899,622	3.76	0.80	255,197
SSgA Bond Fund	118,627,844	13.98	0.03	33,726
Loomis Sayles Core Plus Fixed Income	46,231,805	5.45	0.29	135,580
Aberdeen Emerging Markets Bond Fund	62,091,772	7.32	0.45	279,413
SSgA TIPS	56,656,518	6.68	0.03	16,997
Pyramis Tactical Bond Fund	26,487,075	3.12	0.34	90,056
Aristotle Pacific	23,487,817	2.77	0.41	96,300
Total	848,626,888	100.00	-	2,780,940

Estimated fees are based off of public investments only and are calculated by multiplying manager fee schedules by each fund's market value as of the report date. Estimated fees do not take into consideration potential performance based fees, fur expenses or charges. Private market fees are reported annually in separate report.

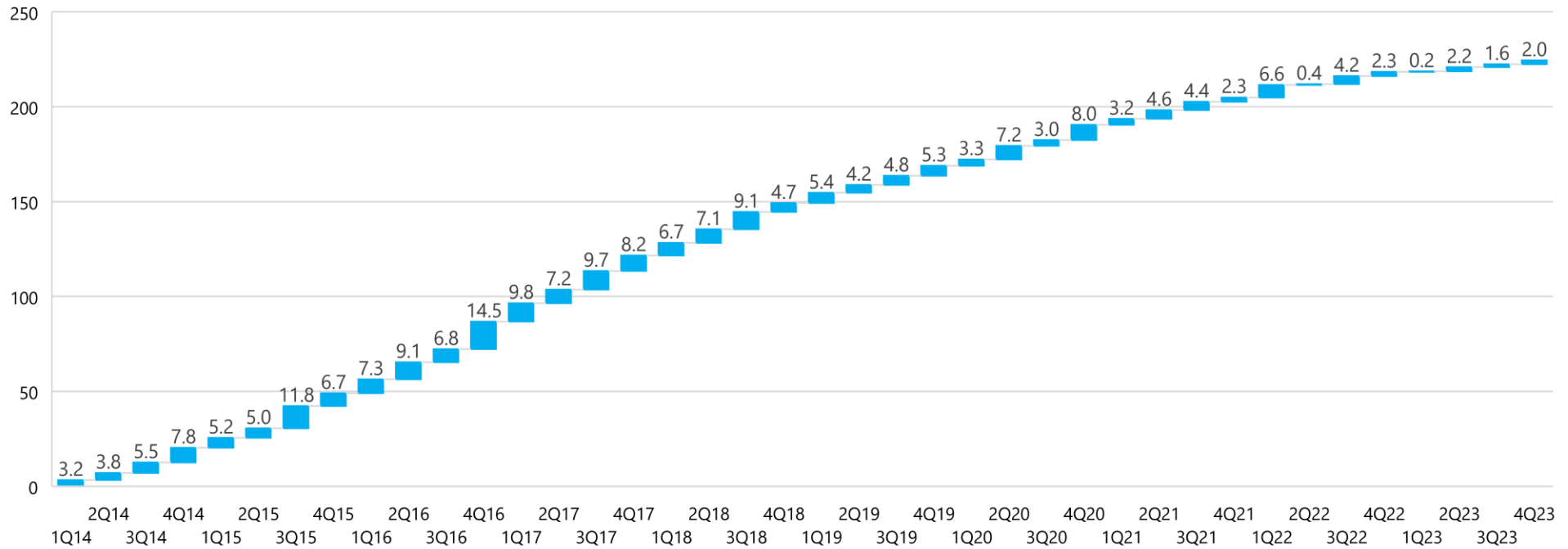
Westfield has a performance based fee. The fee ranges from minimum of 0.20% to a maximum of 1.30% based on the relative performance over the trailing three years. Included here is the average actual fee paid over the past three years.

Private Equity Pacing History

Background

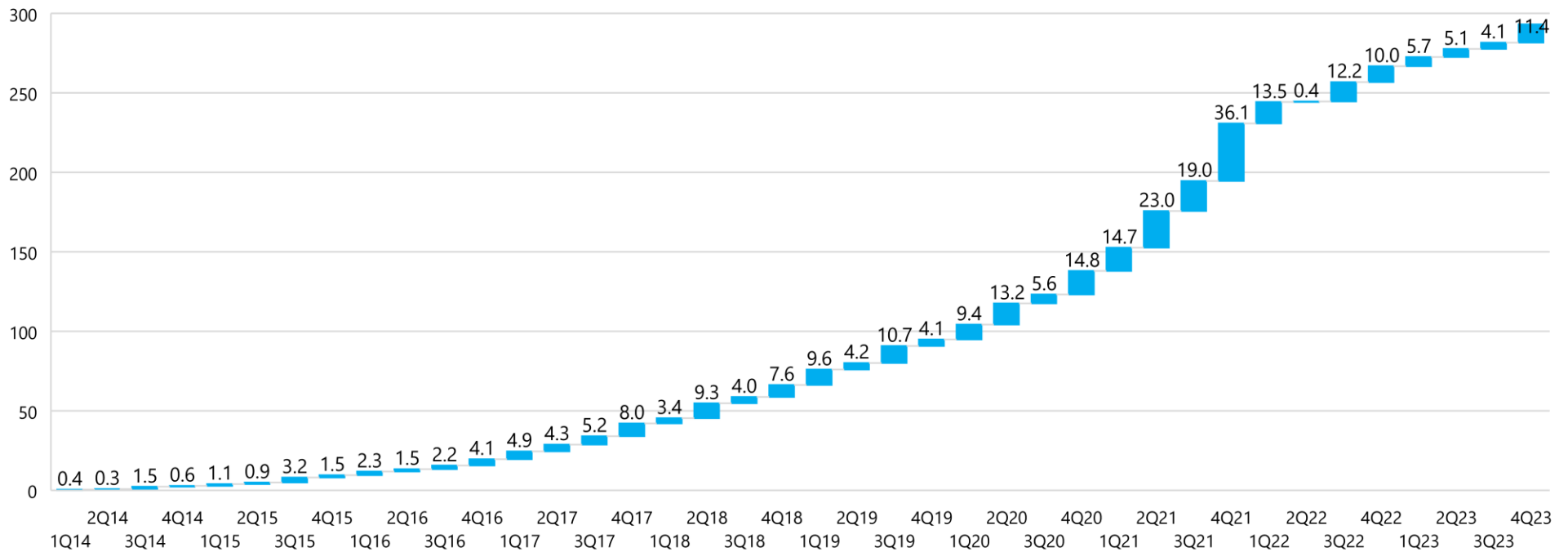
→ Annually we conduct a review on the historical pace of capital calls, distributions, etc.

Capital Calls History



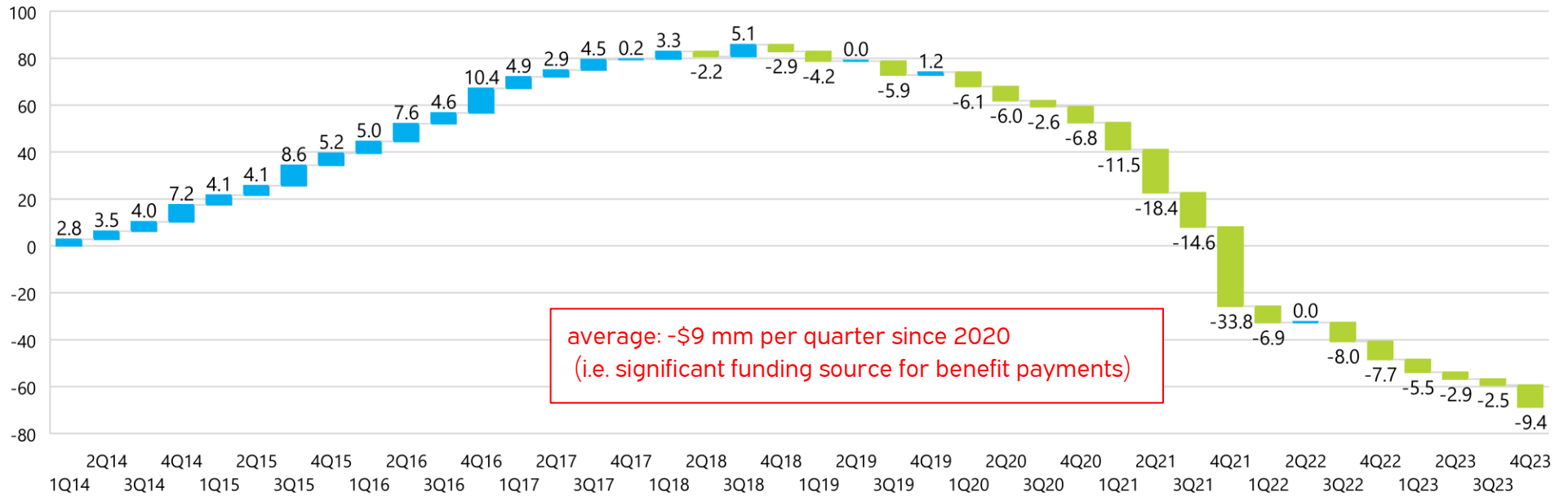
→ As the private equity program has matured (i.e. fewer annual commitments) the pace of capital calls has slowed.

Distributions History



→ The pace of distributions accelerated significantly between 2019 - 2022.

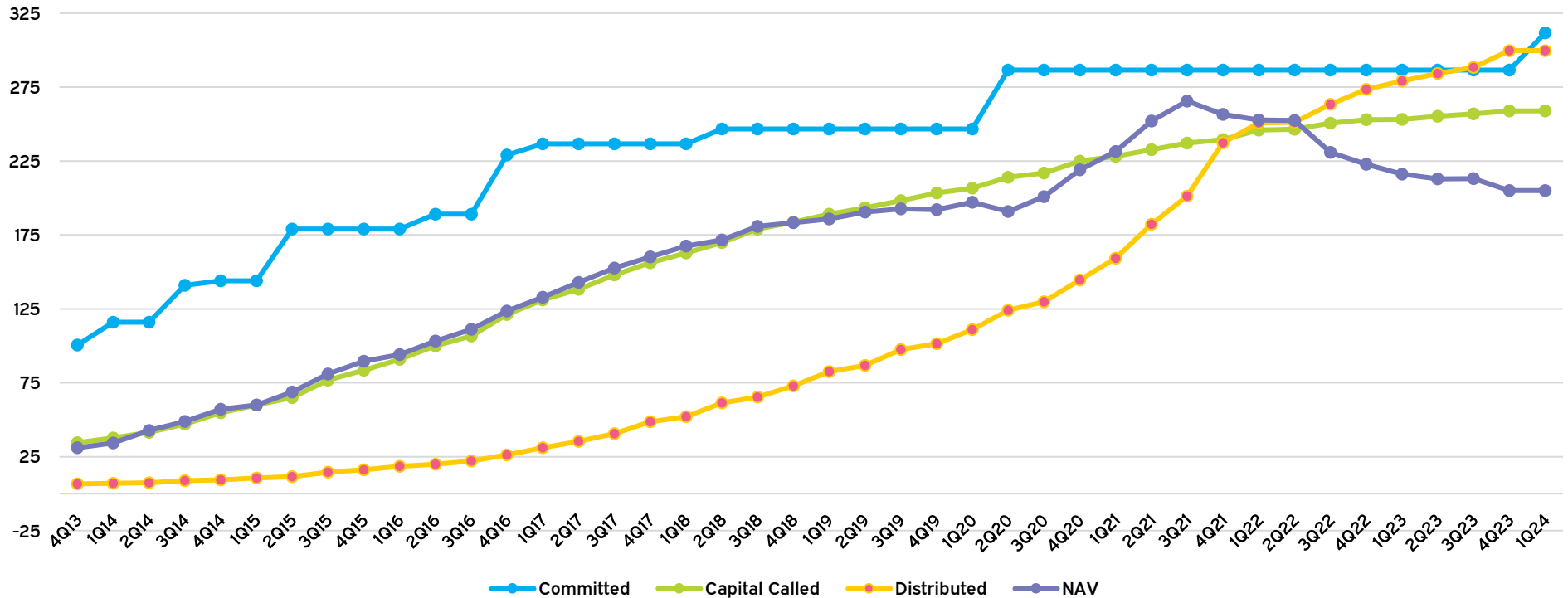
Net Cash Flows Per-Quarter



→ The program reached self funding status in 2019.

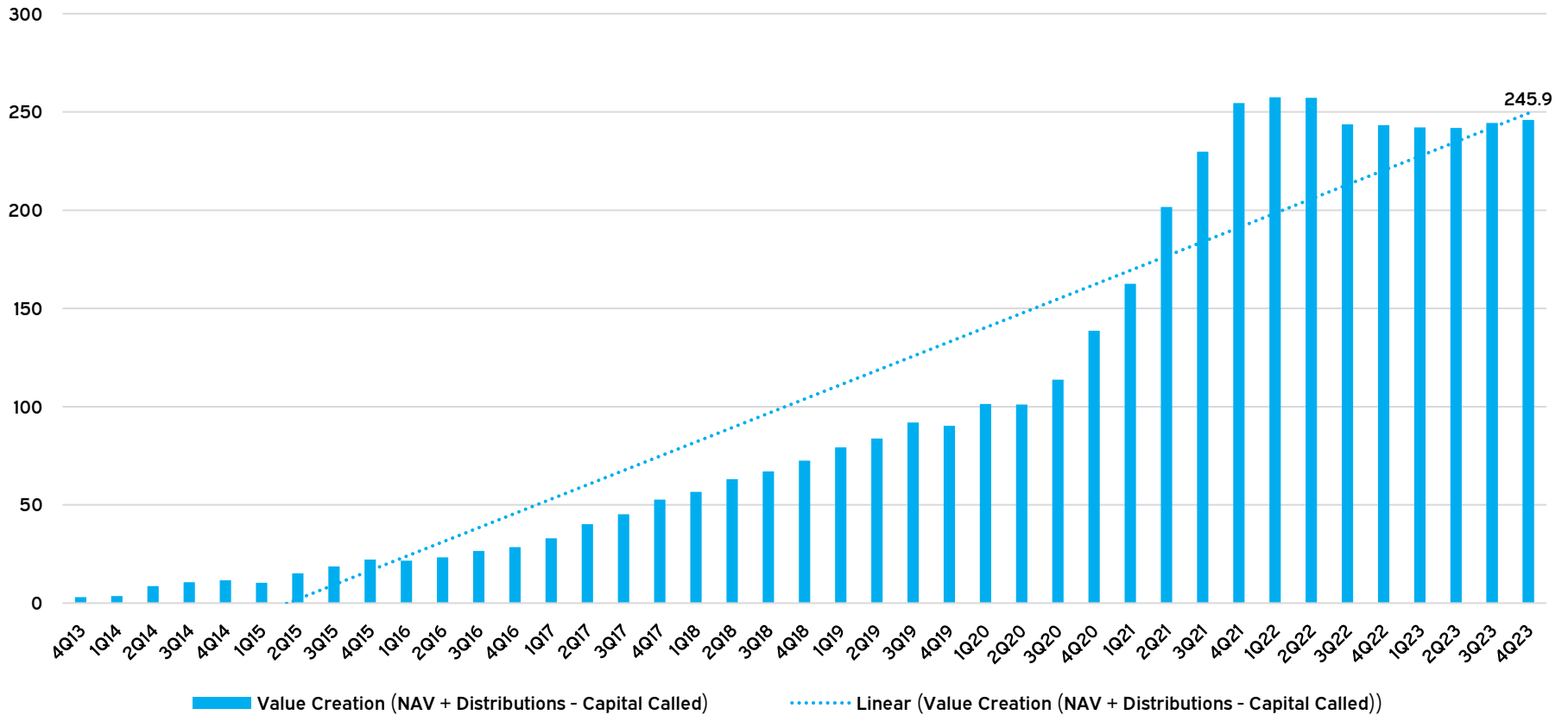
→ Net cash flows have been quite material in the past 4 years despite a recent slow down in exit activity in 2023.

Private Equity Total History (Cumulative)



- The \$25 mm commitment to Constitution Capital Partners Fund VII can be seen in the top blue line (right side).
- There has been a stabilization/downward trend in NAV as distributions have accelerated and appreciation levels have slowed given market conditions.

Cumulative Value Creation



→ Value creation has been substantial. There has been a stabilization (flattening) in the past few years given slower pace of exits (i.e. fewer private equity companies being sold).

Uncalled Commitment



→ Uncalled committed level is currently around \$50 mm.

→ The historic average (which is skewed to the high side from the early years of the program when multiple commitments had to be made to gain exposure) is \$67 mm.

Historical Commitment Plan

15% Target to Private Equity Fund of Funds		
Year	Type	Amount
Year 1 +/-	Global Primary Fund of Funds (1)	\$40-50 mm
Year 2 +/-	Specialized Fund of Funds (1 to 2)	\$20 mm
Year 3 +/-	Global Secondary Fund of Funds (1)	\$40-50 mm
Years 4-6	Same cycle repeats	

Actual Implementation

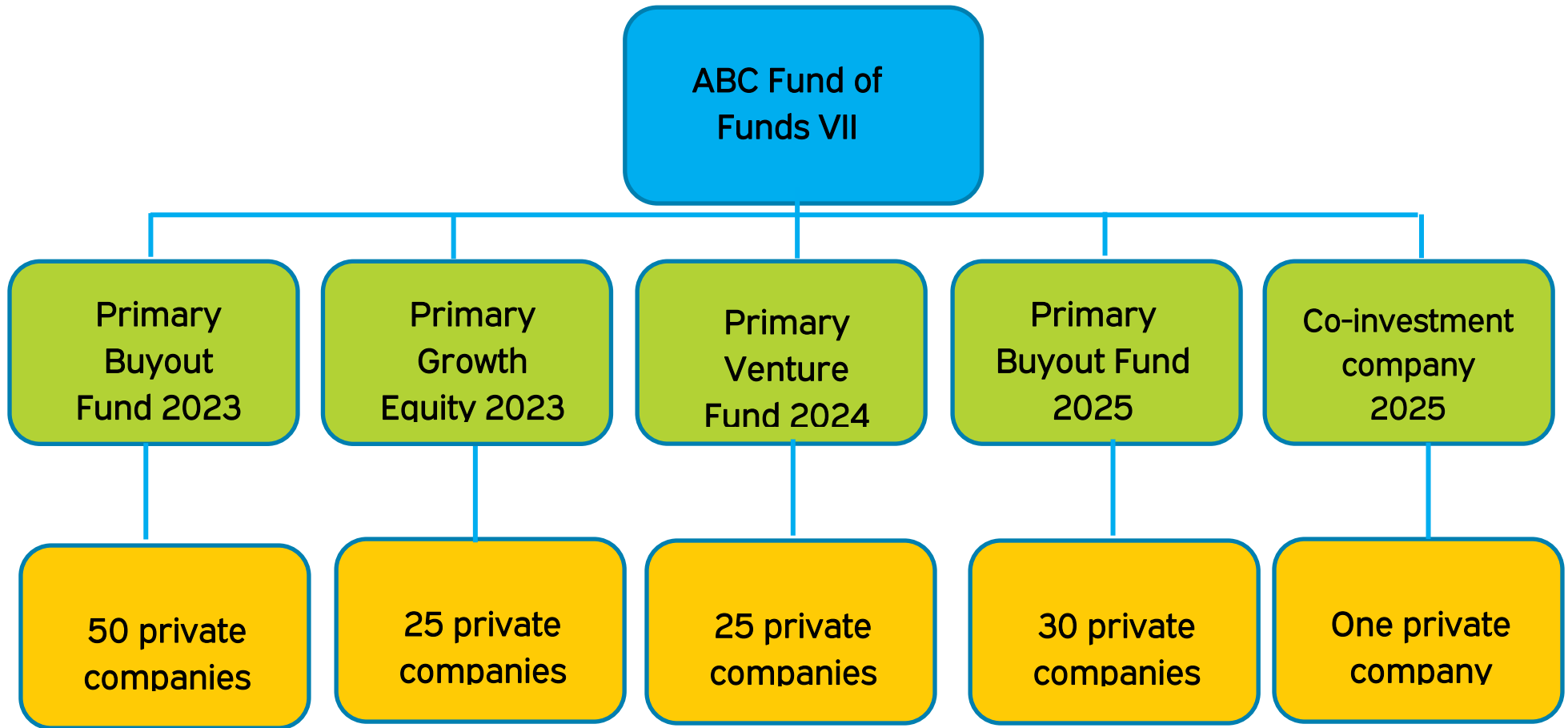
Year	Type	Fund	Amount
2016	Global Primary Fund of Funds	LGT Crown Global Opportunities Fund VI	\$40 mm
2017	Specialized Fund of Funds	HarbourVest Co-investment Fund IV	\$10 mm
2018	Specialized Fund of Funds	SVB Strategic Investors Fund IX	\$10 mm
2020	Global Secondary Fund of Funds	HarbourVest Dover Street X	\$40 mm
2024	Specialized Fund of Funds	Constitution Capital Partners VII	\$25 mm

Private Equity Possible New Approach to Investing

Introduction

- Austin Fire Fighters Relief and Retirement Fund has a 15% target to private equity.
- Historically, the allocation has been implemented through commitments to funds of funds strategies.
- Meketa was asked to review various program models, with respect to accessing private market going forward, and to compare cost structures.
- This presentation includes the following:
 - A review of program models available to the Fund with important considerations relative to each model.
 - A plan for how to build out and enhance private market exposure once a model is selected.
 - A comparison of costs in a fund of funds approach vs one without fund of funds.

Example Fund of Funds



Primary Funds versus Fund of Funds

→ Primary funds are commingled investment vehicles that make investments in private companies or assets.

→ Fund of Funds are commingled investment vehicles that invest in a portfolio of primary funds.

	Advantages	Disadvantages
Primary Funds	<ul style="list-style-type: none"> • Customizable portfolios (by strategy, geography, vintage). • Lower cost structure. • Influence or control over manager selection. • Control of commitment pacing. 	<ul style="list-style-type: none"> • More governance or oversight may be warranted. • Potentially higher administrative burden. • Capital scale is required for a diversified portfolio. • In some cases, accessing high quality managers may be a challenge.
Fund of Funds	<ul style="list-style-type: none"> • In some cases, ease of oversight and administration. • Capital scale is not required for a diversified portfolio. 	<ul style="list-style-type: none"> • Limited influence or control over portfolio construction or manager selection. • Highest cost structure. • Inability to adjust commitment pacing. • 12- to 14-year fund life.
Hybrid	<ul style="list-style-type: none"> • Somewhat customizable portfolios. • Somewhat lower cost structure than FoF alone. • Some control over manager selection and pacing. 	<ul style="list-style-type: none"> • Potentially higher governance and administrative burden than FoF alone. • Higher cost structure and less customization than through Primary program alone.

Which Approach is Right for My Institution?

Primary funds are most often selected by institutions that:

- Have the ability to commit at least \$2 million per fund, to a minimum of three to five funds per year.
- Have a board of trustees that is willing to nimbly select multiple managers per year, or outsource selection to a discretionary manager.
- Possess robust and sophisticated back-office capabilities, or are willing to outsource program administration.
- Are willing to evaluate, select and monitor a large number of individual fund investments, or to outsource monitoring.

Fund of Funds are most often selected by institutions that:

- Do not have the capital scale to build a custom primary program.
- Are not comfortable making many fund selections per year, or are not able to outsource that function.
- Value the convenience of a fund manager handling all program implementation and administration.
- Do not wish to have a large roster of fund investments to monitor.

→ Institutions may also pursue a blend of the two models offered above, known as a “hybrid model”.

→ The hybrid model offers a “core-satellite” approach through large commitments to diversified funds of funds and smaller targeted commitments to primary funds.

Custom Primary Program: Overview

A custom program could be one approach to lower costs relative to the Fund's existing Fund of Funds approach. Such a program could be structured as follows:

- The Fund would establish a contract with a qualified asset manager, similar in nature to the existing contract between the Fund and Meketa for general consulting services.
- Unlike Fund of Funds or separate accounts, the contract could be altered, terminated, or have a customized duration.
- The contract would outline:
 - All covered services and costs.
 - Guidelines, limitations, and considerations governing account management.
 - Could or could not grant the manager discretionary authority to make investments and other actions on Pension Fund's behalf related to building and managing a portfolio of Private Equity investments.
- The Fund would have direct ownership of each primary fund commitment.
- Quarterly performance reports provided to the Fund could include a separate comprehensive performance report specific to the Private Equity program, or the program could be a single line item within your existing performance reports.

Custom Primary Program: Discretionary vs Non-Discretionary Model

	Discretionary Management	Non-Discretionary Advisory
Flexible Annual Commitment Budgeting	Yes	Yes
Custom Program Design and Exposures	Yes	Yes
Flexible, Severable Contract	Yes	Yes
Investment Decisions	Made by account manager	Made by Board
Legal Documentation	Executed by account manager	Executed by Board legal counsel
Cash Transfer Management	Executed by account manager	Executed by advisor or by Board
Performance Reporting	Executed by account manager	Executed by advisor
Cost Structure	All costs associated with program covered by contract with account manager.	Advisor costs. Legal documentation costs. Possible Fund staffing costs for cash transfer management.

- Both models can offer lower fee structures than what is typically available through use of Fund of Funds.
- The non-discretionary model delegates authority for Private Equity fund selection to the Fund’s board or staff.
- The discretionary model is operationally simple as all investment management, legal, operational, and administrative functions are outsourced to the account manager.

Hypothetical Historical Fee Comparison¹

	Source	Actual PE FOF Mgmt. Fees	Cumulative amount committed	Fee to FOF manager as % of committed	Estimated likely fee (\$) to PE advisor
2018	<i>Meketa Calculation</i>	\$1,965,100	\$249 mm	0.79%	\$250K - \$500K
2019	<i>Meketa Calculation</i>	\$1,885,362	\$249 mm	0.76%	\$250K - \$500K
2020	<i>Meketa Calculation</i>	\$1,853,119	\$287 mm	0.65%	\$250K - \$500K
2021	<i>surveyed PE FOF managers</i>	\$1,880,824	\$287 mm	0.66%	\$250K - \$500K
2022	<i>surveyed PE FOF managers</i>	\$1,765,003	\$287 mm	0.62%	\$250K - \$500K
Total		\$9,349,408		0.69%	\$1.25 mm - \$2.5 mm

- We calculate Austin Fire has paid close to \$10 mm in management fees to PE Fund of Funds managers over the last five years. This analysis does not include any fund expenses or carried interest paid to the FoF managers. In total, those fees can be as much as 1x – 2x the management fees.
- We estimate a private equity advisor would have likely charged Austin Fire \$250K - \$500K per year.
- Private equity advisors do not earn carried interest nor have fund expenses.

¹ Last 5 years management fee paid to PE FOF managers is the sum of 2018-2022. Years 2018, 2019, 2020 are calculated by Meketa. Years 2021 and 2022 are sourced directly from the PE managers.

Fee Comparison (Continued)

Actual fee's paid to AFRF Managers (mgmt. + performance fee)

	Source	Mgmt. Fees + Performance Fees	Cumulative amount committed	Fee to FOF manager as % of committed
2009	<i>Partners Group DIS 2009</i>	\$1,174,202	\$7.0 mm	16.8%
2009	<i>Crown Global Secondaries II</i>	\$503,640	\$3.0 mm	16.8%
2012	<i>HighVista (Aberdeen) Fund V</i>	\$ 1,088,603	\$10.0 mm	10.9%

→ The information above was sourced directly from the managers and includes both management fees and performance based fees earned.

Summary

- There is no one “right” approach.
- Ultimately the best approach for a given Board requires a delicate cost/benefit analysis.
- Historically, Austin Fire has used the Fund of Funds approach and it has worked well – but fees to FOF managers are expensive.
- A custom primary approach, through the use of a dedicated private equity advisor, could save in fees.
 - The fees savings would come on prospective investments.
 - Austin Fire would still be responsible for paying management fees to all the existing Fund of Funds’ managers until each investment is liquidated.
 - Some Fund of Funds stop charging fees after 12+ years.
- Depending on how the private equity advisor approach is implemented (discretionary or non-discretionary) it could put more burden on the Staff and Board (both to make more frequent decisions and more capital call activity).
- The biggest factor in determining the success of either approach will be the performance of the funds selected (by either the FoF manager or the private equity advisor).

Roadmap

AUSTIN FIREFIGHTERS RETIREMENT FUND
PRELIMINARY ROAD MAP¹

May 2024 Investment Committee Meeting

1. Private equity pacing review
2. Private equity approach

August 2024 Investment Committee Meeting

1. Investment Policy Statement – Operating Procedures
2. Annual private equity peer performance benchmarking
3. (as needed) follow up to private equity approach discussion

November 2024 Investment Committee Meeting

1. Annual fee benchmarking
2. Progress report on IPPE recommendations

February 2025 Investment Committee Meeting

1. Annual asset allocation review

Ongoing Future objective

1. TBD - Asset allocation/liability study

¹ Dates and actions subject to change based on client needs and capital market conditions

Appendix

Disclaimer, Glossary, and Notes

WE HAVE PREPARED THIS REPORT FOR THE SOLE BENEFIT OF AUSTIN FIREFIGHTERS RETIREMENT FUND.

SIGNIFICANT EVENTS MAY OCCUR (OR HAVE OCCURRED) AFTER THE DATE OF THIS REPORT AND THAT IT IS NOT OUR FUNCTION OR RESPONSIBILITY TO UPDATE THIS REPORT. ANY OPINIONS OR RECOMMENDATIONS PRESENTED HEREIN REPRESENT OUR GOOD FAITH VIEWS AS OF THE DATE OF THIS REPORT AND ARE SUBJECT TO CHANGE AT ANY TIME. ALL INVESTMENTS INVOLVE RISK. THERE CAN BE NO GUARANTEE THAT THE STRATEGIES, TACTICS, AND METHODS DISCUSSED HERE WILL BE SUCCESSFUL.

INFORMATION USED TO PREPARE THIS REPORT WAS OBTAINED FROM INVESTMENT MANAGERS, CUSTODIANS, AND OTHER EXTERNAL SOURCES. WHILE WE HAVE EXERCISED REASONABLE CARE IN PREPARING THIS REPORT, WE CANNOT GUARANTEE THE ACCURACY OF ALL SOURCE INFORMATION CONTAINED HEREIN.

CERTAIN INFORMATION CONTAINED IN THIS REPORT MAY CONSTITUTE "FORWARD - LOOKING STATEMENTS," WHICH CAN BE IDENTIFIED BY THE USE OF TERMINOLOGY SUCH AS "MAY," "WILL," "SHOULD," "EXPECT," "AIM," "ANTICIPATE," "TARGET," "PROJECT," "ESTIMATE," "INTEND," "CONTINUE" OR "BELIEVE," OR THE NEGATIVES THEREOF OR OTHER VARIATIONS THEREON OR COMPARABLE TERMINOLOGY. ANY FORWARD-LOOKING STATEMENTS, FORECASTS, PROJECTIONS, VALUATIONS, OR RESULTS IN THIS PRESENTATION ARE BASED UPON CURRENT ASSUMPTIONS. CHANGES TO ANY ASSUMPTIONS MAY HAVE A MATERIAL IMPACT ON FORWARD - LOOKING STATEMENTS, FORECASTS, PROJECTIONS, VALUATIONS, OR RESULTS. ACTUAL RESULTS MAY THEREFORE BE MATERIALLY DIFFERENT FROM ANY FORECASTS, PROJECTIONS, VALUATIONS, OR RESULTS IN THIS PRESENTATION.

PERFORMANCE DATA CONTAINED HEREIN REPRESENT PAST PERFORMANCE. PAST PERFORMANCE IS NO GUARANTEE OF FUTURE RESULTS.

Disclaimer, Glossary, and Notes

Credit Risk: Refers to the risk that the issuer of a fixed income security may default (i.e., the issuer will be unable to make timely principal and/or interest payments on the security.)

Duration: Measure of the sensitivity of the price of a bond to a change in its yield to maturity. Duration summarizes, in a single number, the characteristics that cause bond prices to change in response to a change in interest rates. For example, the price of a bond with a duration of three years will rise by approximately 3% for each 1% decrease in its yield to maturity. Conversely, the price will decrease 3% for each 1% increase in the bond's yield. Price changes for two different bonds can be compared using duration. A bond with a duration of six years will exhibit twice the percentage price change of a bond with a three-year duration. The actual calculation of a bond's duration is somewhat complicated, but the idea behind the calculation is straightforward. The first step is to measure the time interval until receipt for each cash flow (coupon and principal payments) from a bond. The second step is to compute a weighted average of these time intervals. Each time interval is measured by the present value of that cash flow. This weighted average is the duration of the bond measured in years.

Information Ratio: This statistic is a measure of the consistency of a portfolio's performance relative to a benchmark. It is calculated by subtracting the benchmark return from the portfolio return (excess return), and dividing the resulting excess return by the standard deviation (volatility) of this excess return. A positive information ratio indicates outperformance versus the benchmark, and the higher the information ratio, the more consistent the outperformance.

Jensen's Alpha: A measure of the average return of a portfolio or investment in excess of what is predicted by its beta or "market" risk. $\text{Portfolio Return} - [\text{Risk Free Rate} + \text{Beta} \times (\text{market return} - \text{Risk Free Rate})]$.

Market Capitalization: For a firm, market capitalization is the total market value of outstanding common stock. For a portfolio, market capitalization is the sum of the capitalization of each company weighted by the ratio of holdings in that company to total portfolio holdings; thus it is a weighted-average capitalization. Meketa Investment Group considers the largest 65% of the broad domestic equity market as large capitalization, the next 25% of the market as medium capitalization, and the smallest 10% of stocks as small capitalization.

Market Weighted: Stocks in many indices are weighted based on the total market capitalization of the issue. Thus, the individual returns of higher market-capitalization issues will more heavily influence an index's return than the returns of the smaller market-capitalization issues in the index.

Maturity: The date on which a loan, bond, mortgage, or other debt/security becomes due and is to be paid off.

Prepayment Risk: The risk that prepayments will increase (homeowners will prepay all or part of their mortgage) when mortgage interest rates decline; hence, investors' monies will be returned to them in a lower interest rate environment. Also, the risk that prepayments will slow down when mortgage interest rates rise; hence, investors will not have as much money as previously anticipated in a higher interest rate environment. A prepayment is any payment in excess of the scheduled mortgage payment.

Price-Book Value (P/B) Ratio: The current market price of a stock divided by its book value per share. Meketa Investment Group calculates P/B as the current price divided by Compustat's quarterly common equity. Common equity includes common stock, capital surplus, retained earnings, and treasury stock adjusted for both common and nonredeemable preferred stock. Similar to high P/E stocks, stocks with high P/B's tend to be riskier investments.

Disclaimer, Glossary, and Notes

Price-Earnings (P/E) Ratio: A stock's market price divided by its current or estimated future earnings. Lower P/E ratios often characterize stocks in low growth or mature industries, stocks in groups that have fallen out of favor, or stocks of established blue chip companies with long records of stable earnings and regular dividends. Sometimes a company that has good fundamentals may be viewed unfavorably by the market if it is an industry that is temporarily out of favor. Or a business may have experienced financial problems causing investors to be skeptical about its future. Either of these situations would result in lower relative P/E ratios. Some stocks exhibit above-average sales and earnings growth or expectations for above average growth. Consequently, investors are willing to pay more for these companies' earnings, which results in elevated P/E ratios. In other words, investors will pay more for shares of companies whose profits, in their opinion, are expected to increase faster than average. Because future events are in no way assured, high P/E stocks tend to be riskier and more volatile investments. Meketa Investment Group calculates P/E as the current price divided by the I/B/E/S consensus of twelve-month forecast earnings per share.

Quality Rating: The rank assigned a security by such rating services as Fitch, Moody's, and Standard & Poor's. The rating may be determined by such factors as (1) the likelihood of fulfillment of dividend, income, and principal payment of obligations; (2) the nature and provisions of the issue; and (3) the security's relative position in the event of liquidation of the company. Bonds assigned the top four grades (AAA, AA, A, BBB) are considered investment grade because they are eligible bank investments as determined by the controller of the currency.

Sharpe Ratio: A commonly used measure of risk-adjusted return. It is calculated by subtracting the risk free return (usually three-month Treasury bill) from the portfolio return and dividing the resulting excess return by the portfolio's total risk level (standard deviation). The result is a measure of return per unit of total risk taken. The higher the Sharpe ratio, the better the fund's historical risk adjusted performance.

STIF Account: Short-term investment fund at a custodian bank that invests in cash-equivalent instruments. It is generally used to safely invest the excess cash held by portfolio managers.

Standard Deviation: A measure of the total risk of an asset or a portfolio. Standard deviation measures the dispersion of a set of numbers around a central point (e.g., the average return). If the standard deviation is small, the distribution is concentrated within a narrow range of values. For a normal distribution, about two thirds of the observations will fall within one standard deviation of the mean, and 95% of the observations will fall within two standard deviations of the mean.

Style: The description of the type of approach and strategy utilized by an investment manager to manage funds. For example, the style for equities is determined by portfolio characteristics such as price-to-book value, price-to-earnings ratio, and dividend yield. Equity styles include growth, value, and core.

Tracking Error: A divergence between the price behavior of a position or a portfolio and the price behavior of a benchmark, as defined by the difference in standard deviation.

Disclaimer, Glossary, and Notes

Yield to Maturity: The yield, or return, provided by a bond to its maturity date; determined by a mathematical process, usually requiring the use of a “basis book.” For example, a 5% bond pays \$5 a year interest on each \$100 par value. To figure its current yield, divide \$5 by \$95—the market price of the bond—and you get 5.26%. Assume that the same bond is due to mature in five years. On the maturity date, the issuer is pledged to pay \$100 for the bond that can be bought now for \$95. In other words, the bond is selling at a discount of 5% below par value. To figure yield to maturity, a simple and approximate method is to divide 5% by the five years to maturity, which equals 1% pro rata yearly. Add that 1% to the 5.26% current yield, and the yield to maturity is roughly 6.26%.

$$\frac{5\% \text{ (discount)}}{5 \text{ (yrs. to maturity)}} = 1\% \text{ pro rata, plus } 5.26\% \text{ (current yield)} = 6.26\% \text{ (yield to maturity)}$$

Yield to Worst: The lowest potential yield that can be received on a bond without the issuer actually defaulting. The yield to worst is calculated by making worst-case scenario assumptions on the issue by calculating the returns that would be received if provisions, including prepayment, call, or sinking fund, are used by the issuer.

NCREIF Property Index (NPI): Measures unleveraged investment performance of a very large pool of individual commercial real estate properties acquired in the private market by tax-exempt institutional investors for investment purposes only. The NPI index is capitalization-weighted for a quarterly time series composite total rate of return.

NCREIF Fund Index - Open End Diversified Core Equity (NFI-ODCE): Measures the investment performance of 28 open-end commingled funds pursuing a core investment strategy that reflects funds' leverage and cash positions. The NFI-ODCE index is equal-weighted and is reported gross and net of fees for a quarterly time series composite total rate of return.

Sources: Investment Terminology, International Foundation of Employee Benefit Plans, 1999.
The Handbook of Fixed Income Securities, Fabozzi, Frank J., 1991

The Russell Indices®, TM, SM are trademarks/service marks of the Frank Russell Company.

Throughout this report, numbers may not sum due to rounding.

Returns for periods greater than one year are annualized throughout this report.

Values shown are in millions of dollars, unless noted otherwise.

THIS PAGE INTENTIONALLY LEFT BLANK

Depository Bank Comparison

Collateralized Deposits

Frost

102%

Percent of balances collateralized

Bank of New York/Mellon
Custodian/Held

Sunflower

100%

Percent of balances collateralized

FHL Bank
Custodian/Held

Collateralized deposits are a type of bank deposit that is secured by collateral provided by the bank to the depositor. This means that the depositor's funds are backed by specific assets held by the bank, offering an additional layer of security. If the bank were to fail or default, the depositor has a claim to the collateral, which can be used to recover the deposited funds.

The use of collateralized deposits enhances the depositor's confidence in the safety of their funds, as it provides a tangible security interest in the assets pledged by the bank. This practice is regulated to ensure that the collateral provided is sufficient and properly managed to cover the deposited amounts.

Earnings Credit Rate (ECR)

The earnings credit rate (ECR) is the interest rate that banks apply to the average collected balance in a business's checking account to offset service fees.

Frost

.95

ECR

\$67.54

*projected earnings

Sunflower

.35

ECR

\$24.88

*earnings

Frost Bank: The earnings credit rate (ECR) will be a tiered bank managed rate which increases as combined analyzed deposits increase. The earnings allowance will be applied against analyzed charges accrued for services delivered to your organization. All bank-performed service fees will be assessed through account analysis for a simplified accounting of expenses. Frost is proposing a Public Fund Analyzed non-interest bearing account, with a 0.95 basis points earnings credit rate to help offset service fees.

Each month's earnings allowance from analyzed balances is calculated as indicated below: $\text{Average Positive Collected Balance} \times \text{ECR} / \text{Days in Year} \times \text{Days in the Month}$

*Earnings are based on AFRF's average balance of \$83,707.65 for March 2024.

Bank Service Charges

Bank Service Charge	Frost	Sunflower
Account Maintenance	\$46.00	\$40.00
ACH File	\$0.00	\$8.00
ACH Per Item Originated	\$0.15	\$0.25
ACH Origination Maintenance Per Account (Monthly)	\$25.00	\$45.00
Balance Reporting Module	\$85.00	\$100.00
Bill Pay Maintenance	\$15.00	\$10.00
Deposit Coverage Fee/ TC Previous Day Items	\$0.10	\$1.50
Deposited Items	\$0.15	\$0.18
Electronic Credits	\$0.20	\$0.50
Mobile Remote Deposit Maint.	\$50.00	\$15.00
Online Banking Per Acct (Monthly)	\$60.00	\$50.00
Service Chargeable Debits	\$0.20	\$0.20
Wire Module Per Company ID	\$25.00	\$30.00
Online Banking Wire Fee	\$12.00	\$22.00
TOTAL	\$318.80	\$322.63

AFRF - Frost Bank Implementation Plan

Task Description		Responsible Party	
Days 1-5	Proposal accepted and communicated to Frost	Frost	AFRF
	Public Fund Depository, Securities & Collateral Agreement sent to AFRF	PF Specialist	
	Frost provides AFRF with new account information sheets	Relationship Administrative Specialist	
	Return of completed new account information sheets to Frost	Relationship Administrative Specialist	Accounting Team
	Pricing Submitted	Relationship Manager/ Relationship Administrative Specialist	
	Analysis maintenance submitted	Relationship Manager/ Relationship Administrative Specialist	
Days 5-8	Documentation Prepared and Delivered	Frost	AFRF
	Treasury Management Services Agreements delivered to AFRF via DocuSign; ID Verification required to access Agreements	PF Sales Officer/ PF Specialist	Executive Director/ Accounting Team
	Deposit Consolidation reporting- serial numbers for business units obtained	PF Sales Officer/PF Specialist	
	Determine file formats for Account Reconciliation, Positive Pay and ACH		Accounting Team
	Investment policy certified and returned to AFRF	Relationship Manager/Capital Markets	Executive Director/ Accounting Team
Days 10-20	Signed Documentation Received at Frost	Frost	AFRF
	Return Signed Treasury Management Services Agreements to Frost	PF Sales Officer/ PF Specialist	Accounting Team
	Return signed Depository, Securities & Collateral Agreement	PF Sales Officer/ Relationship Manager	Accounting Team
	Signature cards/check specification sheets delivered to AFRF	Relationship Administrative Specialist	
	Return signed signature cards, new account resolutions and W-9s to the Relationship Manager	Relationship Manager	Executive Director/ Accounting Team
	Return signed safekeeping agreement, securities listing (optional)	Relationship Manager	Executive Director/ Accounting Team
	Delivery of serial numbers for Deposit Serial Reporting	PF Specialist	
	Order checks & deposit tickets	Relationship Administrative Specialist	Accounting Team
	Obtain approved exception pricing from the Relationship Manager/Market President	PF Sales Officer	
	Forward pricing form to Account Analysis to implement pricing and rates for all accounts	Relationship Manager/ PF Sales Officer/ PF Specialist	
	Provide test checks for accounts- Positive Pay and Controlled Disbursement		Accounting Team

Days 20-30	Signed Documentation Received at Frost	Frost	AFRF
	Treasury Management Services Agreement inspected for accuracy and completeness	PF Specialist	
	Due Diligence form is created for the Relationship Manager's approval	Relationship Manager	
	Test file transmissions	PF Specialist	Accounting Team
	Setup completed for Treasury Management products and administrative access to Treasury connect	PF Specialist	
	Schedule product training	PF Sales Officer/ PF Specialist	Accounting Team
	Receipt of checks & deposit tickets	Relationship Administrative Specialist	Accounting Team
Days 30-40	Bank Conversion	Frost	AFRF
	Begin depositing at Frost- Transfer funds from Sunflower		Accounting Team
	Transfer Accounts Payable Info to Frost Online Banking/Bill Payer		Accounting Team
	"Test transaction"- Pay an Invoice to test account		Accounting Team
	Review test transaction for accuracy		Accounting Team
	Process Accounts Payable		Accounting Team
	Notify/Send paperwork to COA, Virtue America & L. Adney of new account information		Accounting Team
	Link QuickBooks to Frost		Accounting Team
	Set-up wire instructions to StateStreet		Accounting Team
	Update Amex autopay to Frost		Accounting Team
Days 40-60	Contributions & AP	Frost	AFRF
	City of Austin Contributions (ETA July 19th)		Accounting Team
	Process Accounts Payable		Accounting Team
Days 60+	Closing Accounts at Sunflower	Frost	AFRF
	Ensure COA, Virtue America, L. Adney, & Amex payments have transferred successfully		Accounting Team
	Verify QB payroll has transferred successfully		Accounting Team
	Ensure all outstanding bills have been cleared - Bill Pay		Accounting Team
	Close Account at Sunflower		Accounting Team

**Request for Information
Depository Bank and Payment Services**

PRESENTED TO:

Austin Firefighters Retirement Fund
Anumeha Kumar, Executive Director
4101 Parkstone Heights Dr. Suite 270
Austin, TX 78746

PRESENTED BY:

Ryan Meyer
Senior Vice President
401 Congress Avenue, Suite 1200
Austin, Texas 78701





Ryan Meyer

Senior Vice President

Public Finance

Ryan is a senior vice president for Frost's Public Finance division and serves as a commercial banker in Austin and surrounding communities. A strong relationship builder, he carries out a variety of client-facing responsibilities including offering banking solutions and advice about Frost's banking products and services.

Ryan joined the bank in 2005 and has 21 years of experience in the financial industry. Ryan's wealth of knowledge and exceptional leadership abilities make him a strong asset to Frost and an invaluable colleague to those who work alongside him. His tenure at Frost began when he assumed the role of associate relationship manager I for 2 years. Ryan would go on to serve as associate relationship manager II for 2 additional years before accepting the role he currently holds. He is a graduate of Texas Tech University and earned a Bachelor of Science in finance.

In addition to his dedication to professional pursuits, Ryan derives fulfillment from community involvement including serving on the finance committees of Ronald McDonald House Charities of Central Texas, HeartGift Foundation and Leadership Austin, respectively. He has also served as treasurer for Ronald McDonald House Charities of Central Texas and on the board of HeartGift Foundation's Austin chapter.

In his free time, Ryan is an avid outdoorsman who enjoys golfing and boating. He also prioritizes travel and family time with his wife and three sons.

Contact Information:

direct line: (512) 473-4592 | email: ryan.meyer@frostbank.com



Sybil Daniels

Vice President

Treasury Management

Sybil Daniels is a vice president for Frost's Public Finance division and serves as treasury management sales officer in Dallas and surrounding communities.

A banking career that began in 1993 includes positions in treasury management sales, international sales, business banking and audit for one of the country's largest financial services companies. Since joining Frost in 2005, Sybil has put her accumulated knowledge and experience to work for the benefit of a wide range of corporate clients in diverse industries. Today, she applies the knowledge gained throughout her career to collaborate with clients in creating financial strategies designed to reap bottom-line benefits.

Sybil holds a Bachelor of Business Administration degree from Northwood University in Dallas and a Master of Business Administration degree in finance from Dallas Baptist University.

She is a member of both the national Association for Financial Professionals and the organization's Dallas chapter. Active in the community, Sybil is a Habitat for Humanity volunteer, a career day speaker for the Cedar Hill Independent School District and a past president of her local PTA in Dallas.

Contact Information:

direct line: (214) 515-4946 | email: sybil.daniels@frostbank.com

OUR PHILOSOPHY AND THE FROST CUSTOMER EXPERIENCE

The Frost Philosophy is the foundation of our culture, and nothing is more important to us. Simply put, Frost builds long-term relationships with customers based on top-quality service, high ethical standards, and safe, sound assets. We've been doing business this way for more than 150 years, and while much has changed in that time, what will never change are the principles that Frost was founded upon: integrity, caring and excellence. The success of our customer experience has been validated by third parties and in reputation rankings. The service available in our financial center lobbies extends after hours and on weekends with real people answering our 24-hour customer service line, making sure you get the personal attention you deserve. This customer experience is what sets Frost apart from other banks.

A CUSTOMIZED APPROACH

Our experience helping Texas companies and families dates back to 1868. We learned long ago that everyone has different goals and dreams, which is why we really get to know you and your needs. We work with you to create a customized plan for your financial well-being. With \$50 billion in assets and \$54 billion in trust, advisory and brokerage assets (as of December 31, 2021), Frost has the strength and size to provide a full range of financial services across banking, investments and insurance. That includes a variety of deposit, checking and loan products, as well as our sophisticated treasury management services, leasing, and state-of-the-art online and mobile banking. Frost also offers a variety of insurance and investment services including employee benefits, risk management, trust and estate planning, managed investments and brokerage services.

A COMPANY STRENGTHENED BY ITS VALUES

One measure of a financial institution is how well it handles tough times. Throughout our history, we have helped customers through all kinds of ups and downs. We were the only one of the top 10 Texas banks to survive the 1980s intact and among the first to turn down government assistance during the 2008 financial crisis. Another measure is a financial institution's commitment to its communities. Everyplace we do business, Frost bankers work to make people's lives better. We're optimistic about opportunities because we have a track record of overcoming challenges.

A LEGACY OF INNOVATION

What started out in the corner of a San Antonio general store has grown to one of the 50 largest banks in the U.S. by asset size, with a growing number of financial centers serving customers all across Texas. We're renowned for our personal customer service, but Frost has also embraced leading financial technologies to help you reach your goals. Whether your transaction is done online, through our mobile app, with our 24-hour customer service line or in person at one of our financial centers, we'll make sure you get the best customer experience possible.



Investment management services and trust services are offered through Frost Wealth Advisors of Frost Bank. Investment and insurance products are not FDIC insured, are not bank guaranteed, and may lose value. Brokerage services offered through Frost Brokerage Services, Inc., Member FINRA/SIPC, and investment advisory services offered through Frost Investment Services, LLC, a registered investment adviser. Both companies are subsidiaries of Frost Bank. Additionally, insurance products are offered through Frost Insurance. Deposit and loan products are offered through Frost Bank, Member FDIC.



Request for Information for:
Depository Bank and Payment Services

Issued by:

Austin Firefighters Retirement Fund
4101 Parkstone Heights Dr. Suite 270

Austin, TX 78746

512-454-9567

staff@afrfund.org

www.afrfund.org

Contents

Section 1 - General Information	3
1.1 Purpose	3
1.2 Submission Instructions.....	3
1.3 Information Requested from Banks	3
1.4 Bank Presentations.....	4
1.5 Confidentiality and Austin Firefighters Retirement Fund Ownership.....	4
1.6 Disclosure of RFI Contents.....	4
1.7 Texas Public Records Act	4
Section 2 – Description of the Organization	4
2.1 Organization of Austin Firefighters Retirement Fund.....	4
2.2 Current Structure	5
Section 3 – RFI Response Submission	5
3.1 Bank Profile and Services Offered	5
3.2 Questions Regarding This RFI	5

Section 1 - General Information

1.1 Purpose

The purpose of this Request for Information (RFI) is to evaluate the current offerings for depository banking services that will allow Austin Firefighters Retirement Fund (AFRF) to continually have access to high quality banking services. This request is to assure that the Fund is receiving the optimum level of service at a competitive price.

This RFI is being issued for informational and planning purposes only and should not be construed as a solicitation nor does it constitute a commitment to issue a request for bids/proposals, award a contract, or pay any costs incurred in preparation of a response to this RFI. AFRF is requesting that banks provide fee schedules in response to this RFI.

1.2 Submission Instructions

Please submit all responses and refer all inquiries to:

Austin Firefighters Retirement Fund
4101 Parkstone Heights Dr. #270
Austin, TX 78746
Phone: 512-454-9567
staff@afrfund.org
www.afrfund.org

Electronic submissions are encouraged by emailing your response to staff@afrfund.org. You may withdraw your response at any time up to the response deadline noted below simply by notifying Austin Firefighters Retirement Fund in writing.

1.3 Information Requested from Banks

Please describe the desired functionality identified in Section III. Banks are encouraged to recommend alternatives to the requested functionality if the bank determines, based on their experience, that there is a better approach.

1.4 Bank Presentations

Austin Firefighters Retirement Fund may request that banks provide a presentation of various components of the functionality described in this RFI. All costs associated with such a presentation will be borne by the bank. The bank shall not provide promotional items at these presentations.

1.5 Confidentiality and Austin Firefighters Retirement Fund Ownership

This RFI is both confidential and proprietary and Austin Firefighters Retirement Fund reserves the right to recall the RFI in its entirety or in part. Banks agree that they will not duplicate, distribute, or otherwise disseminate or make available this document or the information contained in it without the express written consent of Austin Firefighters Retirement Fund. All responses to the RFI will become the property of Austin Firefighters Retirement Fund and will not be returned.

1.6 Disclosure of RFI Contents

Austin Firefighters Retirement Fund has the right to use any or all ideas presented in any reply to the RFI. Should the bank deem it necessary to include confidential or proprietary information in response to this RFI, the bank must specifically mark each page/section in large bold type (**PROPRIETARY INFORMATION**).

1.7 Texas Public Records Act

All materials submitted in response to this RFI may be subject to disclosure under Texas law. Any information submitted that a bank believes to be exempt from public disclosure must include a clear marking that identifies the specific provision of law that allows Austin Firefighters Retirement Fund to withhold the information from the public. Consistent with its legal obligations, Austin Firefighters Retirement Fund will consider these markings when determining what information must be released in response to any public records request.

Section 2 – Description of the Organization

2.1 Organization of Austin Firefighters Retirement Fund

Austin Firefighters Retirement Fund is a single employer defined benefit pension plan that provides retirement, disability, and death benefits to their plan members and their beneficiaries. Austin Firefighters Retirement Fund was established by an Act of the 45th Texas Legislature in 1937 and is governed by the Article 6243e.1 Vernon's Civil Statutes.

2.2 Current Structure

Austin Firefighters Retirement Fund is currently supported by six staff and a five-member Board of Trustees. For the current depository banking structure, the Fund uses two accounts. One for biweekly contributions deposits that the Fund receives from its participating members (employee contributions) and from the City of Austin (employer contributions). The second account is used for the Fund's operating expenses. The two accounts have similar user functions for mobile deposit, ACH, wire transfer, account transfer, and bill pay.

Section 3 – RFI Response Submission

3.1 Bank Profile and Services Offered

1. Provide detailed information about your bank.

OUR PHILOSOPHY AND THE FROST CUSTOMER EXPERIENCE

The Frost Philosophy is the foundation of our culture, and nothing is more important to us. Simply put, Frost builds long-term relationships with customers based on top-quality service, high ethical standards, and safe, sound assets. We've been doing business this way for 155 years, and while much has changed in that time, what will never change are the principles that Frost was founded upon: integrity, caring and excellence. The success of our customer experience has been validated by third parties and in reputation rankings. The service available in our financial center lobbies extends after hours and on weekends with real people answering our 24-hour customer service line, making sure you get the personal attention you deserve. This customer experience is what sets Frost apart from other banks.

A CUSTOMIZED APPROACH

Our experience helping Texas companies and families dates to 1868. We learned long ago that everyone has different goals and dreams, which is why we really get to know you and your needs. We work with you to create a customized plan for your financial well-being. With \$48.7 billion in assets and more than \$55 billion in trust, advisory and brokerage assets (as of September 30, 2023), Frost has the strength and size to provide a full range of financial services across banking, investments and insurance. That includes a variety of deposit, checking and loan products, as well as our sophisticated treasury management services, leasing, and state-of-the-art online and mobile banking. Frost also offers a variety of insurance and investment services including employee benefits, risk management, trust and estate planning, managed investments and brokerage services.

A COMPANY STRENGTHENED BY ITS VALUES

One measure of a financial institution is how well it handles tough times. Throughout our history, we have helped customers through all kinds of ups and downs. We were the only one of the top 10 Texas banks to survive the 1980s intact and among the first to turn down government assistance during the 2008 financial crisis. Another measure is a financial institution's commitment to its communities. Everyplace we do business, Frost bankers work to make people's lives better. We're optimistic about opportunities because we have a track record of overcoming challenges.

A LEGACY OF INNOVATION

What started out in the corner of a San Antonio general store has grown to one of the 50 largest banks in the U.S. by asset size, with a growing number of financial centers serving customers across Texas. We're renowned for our personal customer service, but Frost has also embraced leading financial technologies to help you reach your goals. Whether your transaction is done online, through our mobile app, with our 24-hour customer service line or in person at one of our financial centers, we'll make sure you get the best customer experience possible.

2. Provide details of services available in scope to this RFI. Including mobile deposit, ACH, wire transfer, account transfer, bill pay and e-statements.

Frost Treasury Connect is Frost's commercial online banking service that provides access to your account information and transaction functions wherever and whenever you need it, 24 hours a day, seven days a week. You need only a personal computer with an internet connection (Google Chrome, Internet Explorer, Firefox or Safari browser software) and a Frost-provided virtual security token to access a world of data, reporting, and services for your organization. All services listed are available through one portal. Available modules include the following:

Payments and Transfers Module:

- Wire transfers may be initiated online. The organization can create one or more templates from which they can initiate repetitive wire payments. Domestic and foreign wires may be initiated online. We also provide an intra-day wire report updated every 20 minutes throughout the day that provides details about incoming and outgoing wire transfers, including Fed reference numbers.
- ACH transactions can be initiated online through manual entry or imported from a file produced by your accounting software.
- Account transfers enable real-time transfer of available funds between your Frost accounts.
- Stop Payments enables the real-time initiation of stop pays. Stop pays initiated online remain in effect for 12 months.
- Stop Inquiry enables inquiries for specific checks paid in the past 365 days.
- IPAY is a commercial bill payment system that is a fast, easy, and secure way

to make payments electronically or through paper checks to anyone in the domestic U.S.

Fraud / Risk Management Module:

- Positive Pay enables the organization to import a file of paid checks and voided items or input them one-by-one. The organization may review exceptions with images and communicate "pay/no pay" decisions.

Reporting Module:

- Balance and Transaction Reporting provides for information on all transactions (previous day and intra-day), which is updated on a real time 24/7 basis. This data will be retained for up to 540 days.
- Legacy Reports available include DDA eStatements (with images), Account Analysis Statements, ACH activity, Positive Pay file updates, Sweep confirmations and statements, same day wire reports, and FEDI information.

Administration and Settings:

- There is a customer designated System Administrator who sets up new users, grants access to features and accounts, resets passwords, or disables a user. The audit log functionality allows the administrator to monitor user activities.

Other Service Modules:

- Lockbox reporting same day images of all remittance items processed through Frost's lockbox facilities are available online for a standard period of 45 calendar days. Optionally, image storage can be extended to either 180 calendar days or a seven-year, long-term archive.
- Remote Deposit Capture enables the use of a desktop scanner to capture and send an electronic deposit throughout the day with a final deadline of 9:00 PM.

3. Provide any detail on functionality with connecting to QuickBooks.

Direct Connect is a desktop software solution available to Frost Connect customers that provides the ability to download transactions automatically from your QuickBooks® desktop application. With Direct Connect you can easily log-on through the QuickBooks® desktop app to access all of your account information and organize your finances to help prevent any accounting errors. Once you are set up, you can download all your transactions directly into QuickBooks® desktop software — instead of manually keying in your data. Direct Connect files may be automatically opened from within QuickBooks® desktop software, eliminating the need to search for downloaded files and making them easy to use. Direct Connect data includes complete transaction and balance information so you can easily categorize and reconcile transactions. Also eliminate duplicate transactions and prevent any accounting errors with Direct Connect's special transaction-matching algorithm.

4. Provide security level details available. (Example: user access as processor only; an approval level)

As a Frost customer, you designate one system administrator, the person who we assign security access. The administrator can then assign customized levels of access to personnel within your organization and is responsible for maintaining their controls.

All users must log in to Treasury Connect with a user ID, password and a virtual security token. Your system administrator manages access by determining the level, type of information, services and tasks within those services that each Treasury Connect user in your organization can see or work with. In addition, your administrator also grants roles for services within Treasury Connect, such as creator or approver, and may designate multiple approval levels within these roles.

5. Provide cost information for all services related to this RFI.

Please refer to fee schedule

6. Provide details of collateralization of deposits above the FDIC insured limit of \$250,000.

Frost proposes to collateralize deposits with securities that comply with the requirements of Chapter 2257 of the Government Code (a.k.a. the Public Funds Collateral Act; or PFCA) from our existing portfolio maintained with the bank's contracted third-party financial institution without further restrictions and at no charge. These securities generally include highly rated municipal and Permanent School Fund (PSF) bonds. Any restrictions of the investment policy that exclude any of the bank's contracted collateral custodians or any PFCA-permitted securities, or that establish a minimum level of collateral in excess of that required by the PFCA, could result in potential collateral fees as noted in the bank's published fee schedules. Frost is prepared to track and compare relationship balances against the amount of pledged collateral on a daily basis, but we can only monitor balances resulting from postings through the prior business day. Consequently, we request advance notification of any deposits that are being made "today" (i.e. same day), that may approach or exceed pledged collateral levels.

The proposed collateral custodian is Bank of New York/Mellon. This custodian offers an automated pledging program with online access to daily and monthly historical reports. The "third-party" arrangement of this process does not enable real-time pledging, but daily collateral positions are made early in the morning based on current day's opening balance (i.e. previous day's closing balance).

7. Provide current interest rates dated as of when submitting your response to the RFI.

Please refer to rates as of April 5, 2024

PUBLIC FUNDS MONEY MARKET	INTEREST RATE	ANNUAL PERCENTAGE YIELD
\$0.00 - \$24,999.99	2.13	2.15
\$25,000 - \$49,999.99	2.13	2.15
\$50,000 - \$99,999.99	2.18	2.2
\$100,000 - \$249,999.99	2.28	2.3
\$250,000 - \$999,999.99	2.44	2.47
\$1,000,000 - \$2,499,999.99	3.2	3.25
\$2,500,000 - \$9,999,999.99	3.35	3.4
\$10,000,000 - \$19,999,999.99	3.49	3.55
\$20,000,000 AND OVER	3.69	3.75

8. Provide any other details that may be of interest to this RFI.

Frost offers Integrated Payables with Virtual Card to help improve your AP efficiency by processing fewer checks. Frost Commercial Card program is a preferred method of payment for all sizes of business and all types of expenditures.

Frost is currently working towards Instant Payments via the RTP and FedNow networks. Also, in development is a mobile App for the Treasury Connect online portal. Frost welcomes the opportunity to discuss these services with AFRF.

3.2 Questions Regarding This RFI

If you have questions or need clarification of any aspect of this RFI, submit your questions to Shira Herbert at staff@afrfund.org

COLLATERALIZATION

Collateral represents protection for public funds in the event of a bank failure. All public funds on deposit in a bank or credit union must be protected by deposit insurance, a corporate surety bond or pledged collateral.

Frost proposes to pledge collateral from the bank's existing portfolio of Municipal Bond Securities maintained with the bank's primary contracted third-party custodian, The Bank of New York Mellon Trust Company, N.A. (BNY). These securities comply with Chapter 2257 of the Government Code, (a.k.a. the "Public Funds Collateral Act", or "PFCA") and when accepted without further restrictions, there is no charge. Any restrictions that exclude PFCA-permitted securities, by type or maturity, or any of the bank's contracted collateral custodians may result in a Restricted Collateral Interest Fee of 0.25% of the amount pledged. Additionally, any requirements for a minimum amount of collateral more than that required by the PFCA may result in an Excess Collateral Interest Fee of 0.25% of the amount pledged.

FEDERAL DEPOSIT INSURANCE CORPORATION

FDIC is a federal agency that insures bank deposits up to \$250,000 and below are some examples of deposit products that they insure.



Checking Accounts



Saving Accounts



Money Market Deposit Accounts



Certificate of Deposit (CD)

HOW IT WORKS

- Track and compare relationship balances daily against the amount of pledged collateral.
- Frost offers an automated pledging program with online access to daily and monthly historical reports.
- BNY enables Frost clients to view online reports of pledged securities which are marked to market daily.

ADDITIONAL INFORMATION

- The "third-party" arrangement of this process does not enable real-time pledging, but daily collateral positions are made early in the morning based on the current day's opening balance (*i.e. previous day's closing balance*).
- Releases of pledged collateral do not occur without a signed written authorization. A standing release is signed when the agreements are executed, which is due to BNY having an automated system.

WE'RE HERE TO HELP

To learn more about collateralization for depository products and services, contact a treasury management representative Monday-Friday from 7:00 am to 6:00 pm CST at (888) 481-0336.

THE FUNCTIONALITY YOU NEED, THE CONVENIENCE YOU WANT

Frost Treasury Connect, Frost's commercial online banking service, provides easy access to your account information and business finances – anytime, anywhere. Designed with your time and money in mind, this unique system enables you to manage account information, make smart business decisions and move money as needed.

ADVANTAGES OF FROST TREASURY CONNECT



SAVES YOU TIME AND MONEY

- Manage your finances anytime, anywhere you have internet access, even on a mobile device
- Approve transactions from any mobile device with responsive web design
- Initiate transactions at your convenience without the need to call or visit the bank
- Save on bank fees by initiating your own transactions online



EASE OF MIND

- Know your cash position and manage account data anytime
- Receive advanced customized alert types via text, email and voice

MANAGING YOUR CASH FLOW HAS NEVER BEEN EASIER ONLINE



OPTIMAL SECURITY FEATURES

- Generate a new password for each log-on with a security token
- Set personalized permissions for each approved user
- Customize functionality based on each job function
- Receive alerts by email or text message when a payment needs approval, a user has been added, deleted or assigned new permissions or other actions



DETAILED ACCOUNT INFORMATION

- View balance and transaction, current day and intraday activity reporting, including incoming wires, ACH and lockbox deposits with an 18-month rolling history
- Access important payment information associated with your accounts receivable
- View deposited and returned items
- View and manage commercial loans



QUICK AND EASY ACCESS TO A BROAD RANGE OF TREASURY MANAGEMENT SERVICES

- Prevent check fraud with positive pay
- View images of processed checks, invoices and deposit reports with lockbox services
- Make direct deposit payroll, tax payments and more with ACH (debit and credit) origination
- Create and manage wire profiles and schedule future transfers, domestic and international
- View information on repurchase agreements, mutual funds and line of credit sweeps
- View and issue stop payment of checks online
- Access 7-year retention of check images and account statements
- Export transactions to a variety of software packages and export formats
- Access eStatements and account analysis statements online anytime

WE'RE HERE TO HELP

If you have any questions or need additional assistance, we're always here to help. Please contact a Frost treasury management representative at (888) 481-0336.

YOUR RELATIONSHIP TEAM

PRIMARY RELATIONSHIP CONTACT/LENDING CONTACT

Ryan Meyer, Senior Vice President

ryan.meyer@frostbank.com

Office: (512) 473-4592

Cell: (432) 214-6015

Provides ongoing management and oversight of your entire relationship with Frost.

Serves as your primary contact for credit and borrowing solutions.

Coordinates the activities of relationship team members who provide a wide range of financial products and services, including asset management and employee benefits, risk management and insurance, merchant services, capital markets and underwriting, and group banking.

SERVICE ASSISTANCE

Guinn Wilson, Relationship Administrative Specialist

guinn.wilson@frostbank.com

Office: (512) 473-4512

Sets up your accounts with Frost.

Provides day-to-day service and support for your relationship.

Answers general inquiries about loan and deposit accounts.

PRIMARY TREASURY MANAGEMENT PRODUCT CONSULTANT

Sybil Daniels, Vice President

sybil.daniels@frostbank.com

Work: (817) 420-5084

Cell: (214) 226-9057

- Helps you identify business needs and works with you to design financial solutions, using Treasury Management products and services.
- Informs you about new products and services and enhancements to existing products and services.
- Ensures your Frost service experience meets your expectations.

TREASURY MANAGEMENT TECHNICAL SUPPORT

tmcustserv@frostbank.com

(888) 481-0336

- Provides technical support for PC-based and Internet products.
- Assists with transmissions of ACH and Positive Pay files.

THIS PAGE INTENTIONALLY LEFT BLANK

Austin Firefighters Retirement Fund
Operating Budget
Fiscal Year 2024

	Approved Budget	Jan - Apr Expensed	Remaining Budget	Percent Expended
Administrative Expenses				
Salaries and Benefits				
Salary - Executive Director	200,000.00	81,600.02	118,399.98	40.80%
Salary - Staff	486,500.00	158,500.00	328,000.00	32.58%
Health Insurance	127,310.00	42,881.94	84,428.06	33.68%
Health Insurance - Retired Staff	9,900.00	537.60	9,362.40	5.43%
Payroll Taxes	52,920.00	18,654.37	34,265.63	35.25%
SEP Contribution	165,375.00	58,650.01	106,724.99	35.46%
Subtotal	1,042,005.00	360,823.94	681,181.06	34.63%
SS Retiree Payroll Process Fees	34,000.00	7,923.17	26,076.83	23.30%
Building	9,783.00	2,524.02	7,258.98	25.80%
Utilities	6,525.00	1,509.68	5,015.32	23.14%
Office Expenses	18,450.00	2,521.44	15,928.56	13.67%
Computer and Software	33,200.00	9,189.10	24,010.90	27.68%
Insurance	41,500.00	23,812.00	17,688.00	57.38%
Travel	23,500.00	4,684.40	18,815.60	19.93%
Operational Cost	23,300.00	11,083.22	12,216.78	47.57%
Investment Expenses				
Financial Consulting Fee	218,000.00	70,844.44	147,155.56	32.50%
Investment Management Fees	1,800,000.00	916,812.59	883,187.41	50.93%
Bank Custodian Services	110,000.00	57,715.16	52,284.84	52.47%
Professional Services Expenses				
Accounting	25,000.00	-	25,000.00	0.00%
Actuarial Fees				
Actuarial Valuation	45,100.00	-	45,100.00	0.00%
COLA & Additional Travel	14,000.00	-	14,000.00	0.00%
Experience Study	23,000.00	17,250.00	5,750.00	75.00%
Pension Funding Research	70,000.00	75,678.75	(5,678.75)	108.11%
Investment Performance Evaluation (IPPE)	50,000.00	-	50,000.00	0.00%
Legal Fees				
Administrative	108,000.00	36,000.00	72,000.00	33.33%
Board Meeting	18,000.00	6,000.00	12,000.00	33.33%
Investment Review	40,000.00	-	40,000.00	0.00%
Summary Plan Descr, Records Retention & Forms	20,000.00	5,752.00	14,248.00	28.76%
Pension Funding Research/Legislation (2024/2025)	75,000.00	5,745.50	69,254.50	7.66%
Legislative Consulting	24,000.00	8,000.00	16,000.00	33.33%
Medical Disability Review	3,000.00	2,525.96	474.04	84.20%
Pension Software	700,000.00	152,016.43	547,983.57	21.72%
Pension Software Oversight	60,000.00	2,446.88	57,553.12	4.08%
Total Expenses	\$ 4,635,363.00	\$ 1,780,858.68	\$ 2,854,504.32	38.42%

Austin Firefighters Retirement Fund
Contributions and Deductions (Unaudited)
as of April 30, 2024

Additions

Contributions

City of Austin Contribution (22.05%)	8,885,227.75
Fire Fighter Contribution (18.7%)	7,535,317.86
Interest -Bank	148,260.11
Commission Recapture	11,385.00
Class Action Proceeds	262.75
Securities Litigation Recovery	-

Total Contributions \$ 16,580,453.47

Deductions

Pension Retiree Payroll Expenses

Retirees Monthly Annuity	17,877,061.30
Medical Ins.	1,181,852.44
Dental Ins	150,220.78
Vision Ins.	15,053.72
Retiree W/H Tax Payable	2,503,876.39
State Tax	20,159.68
Benevolent Fund	29,200.00
Union Dues	8,437.50
Misc.	6,599.76
PAC Dues	3,022.00
Museum	24.00

Total Retiree Payroll Expenses \$ 21,795,507.57

Pension Lump Sum Expenses

Contribution Refunds	36,142.07
DROP Distributions	10,608,594.20

Total Pension Lump Sum Expenses \$ 10,644,736.27

Austin Firefighters Retirement Fund
Profit & Loss vs Actual
January through April 2024

	Total		
	Jan - Apr	Budget	% of Budget
Ordinary Income/Expense			
Income			
City of Austin Contrib (22.05%)	8,885,227.75	25,700,000.00	34.57%
Commission Recapture	11,385.00	5,000.00	227.70%
Fire Fighter Contrib (18.7%)	7,535,317.86	21,800,000.00	34.57%
Securities Litigation Recovery	0.00		
Other Income			
Class Action Proceeds	262.75	5,000.00	5.26%
Interest - State Street	145,867.21	250,000.00	58.35%
Interest - Sunflower Bank	1,245.18	4,000.00	31.13%
Securities Lending - State St.	1,147.72	9,000.00	12.75%
Total Income	16,580,453.47	47,773,000.00	34.71%
Operating Expenses			
Administrative Expenses			
Payroll Expenses			
Payroll Expenses - Other	240,100.02	686,500.00	34.97%
Health Insurance - Staff	42,881.94	127,310.00	33.68%
Health Insurance - Retired Staff	537.60	9,900.00	5.43%
Taxes	18,654.37	52,920.00	35.25%
SEP Contribution	58,650.01	165,375.00	35.46%
Total Payroll Expenses	360,823.94	1,042,005.00	34.63%
SS Retiree Payroll Process Fees	7,923.17	34,000.00	23.30%
Building Expenses			
Assessment toward 2019 Project	627.44	1,883.00	33.32%
Building Maintenance/Improvement		2,500.00	0.00%
Condo Association Dues	1,896.58	5,400.00	35.12%
Utilities			
Electric	806.66	2,000.00	40.33%
HVAC Program	0.00	50.00	0.00%
Internet & Cable & Telephone	497.08	3,500.00	14.20%
Water, Waste, Drainage	205.94	975.00	21.12%
Total Utilities	1,509.68	6,525.00	23.14%
Total Building Expenses	4,033.70	16,308.00	24.73%
Office Expenses			
Furniture (FFE)	0.00	2,000.00	0.00%
Meeting Refreshments	396.57	1,600.00	24.79%
Notary Services		250.00	0.00%
Office Maintenance	1,028.00	3,100.00	33.16%
Office Supplies (Office supplies expense)	433.43	2,500.00	17.34%

Austin Firefighters Retirement Fund
Profit & Loss vs Actual
January through April 2024

	Total		
	Jan - Apr	Budget	% of Budget
Postage and Delivery	307.44	5,000.00	6.15%
Printing and Reproduction	356.00	4,000.00	8.90%
Total Office Expenses	2,521.44	18,450.00	13.67%
Computer and Internet Expenses			
Hosting & Other Expenses	288.25	3,000.00	9.61%
Laptop/Computer	1,931.48	3,000.00	64.38%
Software/IT Services	6,969.37	27,200.00	25.62%
Total Computer and Internet Expenses	9,189.10	33,200.00	27.68%
Insurance Expense			
Board & Directors Liability Ins	23,678.00	28,500.00	83.08%
Commercial	0.00	2,000.00	0.00%
Cybersecurity Ins.	0.00	10,000.00	0.00%
Workers Comp Ins. (Workers Comp)	134.00	1,000.00	13.40%
Total Insurance Expense	23,812.00	41,500.00	57.38%
Travel Expense			
Lodging/Transportation/Per Diem	1,934.40	16,000.00	12.09%
Registration fees	2,750.00	7,500.00	36.67%
Total Travel Expense	4,684.40	23,500.00	19.93%
Operational Cost			
Association Fees (TXPERS /NCEPRS)	9,010.00	9,100.00	99.01%
Election Services	0.00	4,000.00	0.00%
Death Verification Services	0.00	4,200.00	0.00%
Operational Cost - Other	2,073.22	6,000.00	34.55%
Total Operational Cost	11,083.22	23,300.00	47.57%
Investment Expenses			
Bank Custodian Services	57,715.16	110,000.00	52.47%
Financial Consulting Fee	70,844.44	218,000.00	32.50%
Investment Management Fees	916,812.59	1,800,000.00	50.93%
Total Investment Expenses	1,045,372.19	2,128,000.00	49.12%
Professional Fees			
Audit	0.00	25,000.00	0.00%
Actuarial Fees			
Actuarial Valuation	0.00	45,100.00	0.00%
COLA & Additional Travel	0.00	14,000.00	0.00%
Experience Study	17,250.00	23,000.00	75.00%
Pension Funding Research	75,678.75	70,000.00	108.11%

Austin Firefighters Retirement Fund
Profit & Loss vs Actual
January through April 2024

	Total		
	Jan - Apr	Budget	% of Budget
Total Actuarial Fees	92,928.75	152,100.00	61.10%
Investment Performance Evaluation (IPPE)	0.00	50,000.00	0.00%
Legal Fees			
Administrative	36,000.00	108,000.00	33.33%
Board Meeting	6,000.00	18,000.00	33.33%
Investment Review	0.00	40,000.00	0.00%
Summary Plan Descr, Records Retention & Forms	5,752.00	20,000.00	28.76%
Pension Funding Research/Legislation (2024/2025)	5,745.50	75,000.00	7.66%
Total Legal Fees	53,497.50	261,000.00	20.50%
Legislative Consulting	8,000.00	24,000.00	33.33%
Medical Disability Review	2,525.96	3,000.00	84.20%
Pension Software			
Pension Software PG I	0.00	50,000.00	0.00%
Pension Software PG IV	152,016.43	650,000.00	23.39%
Total Pension Software	152,016.43	700,000.00	21.72%
Pension Software Oversight	2,446.88	60,000.00	4.08%
Total Professional Fees	311,415.52	1,275,100.00	24.42%
Total Operating Expenses	1,780,858.68	4,635,363.00	38.42%
Monthly Pension Retiree Payroll			
Retirees Monthly Annuity	17,877,061.30	53,000,000.00	33.73%
Medical Ins.	1,181,852.44	3,900,000.00	30.30%
Dental Ins	150,220.78	425,000.00	35.35%
Vision Ins.	15,053.72	43,000.00	35.01%
Retiree W/H Tax Payable	2,503,876.39	7,500,000.00	33.39%
State Tax	20,159.68	60,000.00	33.60%
Benevolent Fund	29,200.00	50,000.00	58.40%
Misc.	6,599.76	20,000.00	33.00%
PAC Dues	3,022.00	8,200.00	36.85%
Union Dues	8,437.50	25,000.00	33.75%
Museum	24.00	72.00	33.33%
Total Monthly Pension Retiree Payroll	21,795,507.57	65,031,272.00	33.52%
Pension Lump Sum			
Contribution Refunds	36,142.07	1,000,000.00	3.61%
DROP Distributions	10,608,594.20	23,000,000.00	46.12%
Total Pension Lump Sum	10,644,736.27	24,000,000.00	44.35%
Total Expense	34,221,102.52	93,666,635.00	36.53%
Net Income	-17,640,649.05		

**Austin Firefighters Retirement Fund
Assets & Liabilities Report (Unaudited)
as of April 30, 2024**

Assets

Checking/Savings		
Sunflower Bank - Operating		48,846.78
Sunflower Bank - Benefits		238,631.55
State Street T009-Cash Agg		12,772,325.25
Total Checking/Savings		<u>13,059,803.58</u>
Investments, at fair value		
Domestic Equities		252,008,367.78
Fixed Income Securities		326,721,371.80
International Equities		243,401,262.73
Real Asset		32,718,667.22
Private Equity		193,959,186.76
Real Estate		88,858,656.24
Total Investments		<u>1,137,667,512.53</u>
Total Assets		<u><u>\$ 1,150,727,316.11</u></u>

Liabilities

Current Liabilities		
Payroll Liabilities		8,675.19
Operating Admin Liabilities		6,429.63
Investment Liabilities		15,948.76
Professional Liabilities		129,717.87
Long Term Liabilities		
DROP (Guaranteed 5%)		156,573,026.72
% of Total Assets		13.61%
Total Liabilities		<u><u>\$ 156,733,798.17</u></u>

Austin Firefighters Retirement Fund

**Balance Sheet
As of April 30, 2024**

April

ASSETS	
Current Assets	
Checking/Savings	
State Street T009-Cash Agg	12,772,325.25
Sunflower Bank - Benefits	238,631.55
Sunflower Bank - Operating	48,846.78
Total Checking/Savings	13,059,803.58
Other Current Assets	
Investments	
DEQ	
SSgA S&P 500 Flagship Fund	111,918,443.25
VAUGHAN NELSON	65,922,446.15
Westfield Capital Management	61,365,554.20
Westwood Capital	12,801,924.18
Total DEQ	252,008,367.78
FI	
ABERDEEN	61,049,910.02
Loomis Sayles Core Plus Bond	44,897,393.20
Pacific Asset Management	23,487,822.00
Pyramis Tactical Bond (Fidelity)	25,850,112.00
SSgA Bond Fund	115,700,892.47
SSGA TIPS	55,735,242.11
Total FI	326,721,371.80
IEQ	
Baillie Gifford	32,932,798.10
DFA Emerging Markets	27,442,379.16
Highclere	29,718,080.87
SSgA MSCI EAFE Fund	121,611,496.18
TT International	31,696,508.42
Total IEQ	243,401,262.73
NR	
Aether Real Assets II	2,195,681.80
Aether Real Assets III	9,690,762.72
Aether Real Assets IV	10,137,512.55
Aether Real Assets V	10,694,710.15
Total NR	32,718,667.22
PE	
57 Stars Global Opportunity	6,670,094.32
Arcmont (Bluebay)Direct Lending	1,701,758.33
Constitution	4,572,076.20
Cross Creek Capital Partners II	10,956,758.91
Cross Creek Capital Parts III	10,407,494.04
Deutsche Bank SOF III	1,824,188.70
Dover Street X	34,797,322.40

Austin Firefighters Retirement Fund

Balance Sheet

As of April 30, 2024

Flag V	4,622,738.95
Flag VI 6	12,403,616.30
Greenspring Global Partners V	7,438,088.01
GREENSPRING VI	13,652,491.03
Harbourvest 2013 Direct	3,877,237.05
HarbourVest Coinvestment 4	8,109,902.04
LGT C Europe Small Buyouts 3	3,035,677.80
LGT Crown Asia 2	7,490,717.97
LGT Crown Global Secondaries 2	97,814.00
LGT Crown Global VI	34,391,013.94
LGT Global Secondaries III	2,030,962.00
Partners Group EM 2015	8,282,249.97
Partners Group US Dist PE 2009	188,469.02
Private Advisors Co-Inv FundIII	1,361,374.32
Private Equity Investors V	1,359,420.64
SVB Strategic Investors Fund IX	14,687,720.82
Total PE	193,959,186.76
RE	
Clarion Partners	66,497,513.99
Crow Holdings Realty Partners X	4,300,021.00
Partners Group Distressed '09	32,672.99
Partners Group RE Second 2011	514,283.49
Partners Group RE Second 2017	11,524,539.58
Portfolio Advisors Fund 5	5,989,625.19
Total RE	88,858,656.24
Total Investments	1,137,667,512.53
Total Other Current Assets	1,137,667,512.53
Total Current Assets	1,150,727,316.11
TOTAL ASSETS	1,150,727,316.11
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Payroll Liabilities	8,675.19
Operating Admin Liabilities	6,429.63
Investment Liabilities	15,948.76
Professional Liabilities	129,717.87
Total Other Current Liabilities	160,771.45
Total Current Liabilities	160,771.45
Long Term Liabilities	
DROP (Guaranteed 5%)	156,573,026.72
% of Total Assets	13.61%
Total Long Term Liabilities	156,573,026.72
Total Liabilities	156,733,798.17

Austin Firefighters Retirement Fund

General Ledger

April 2024

Date	Name	Memo/Description	Split	Amount	Balance
Sunflower Bank - Benefits					
Beginning Balance					241,062.04
04/12/2024	City of Austin	City and Member's Contributions	-Split-	1,831,896.49	2,072,958.53
04/15/2024	Austin FF Relief & Retirement Fund	Transfer to Operating	Sunflower Bank - Operating	-125,000.00	1,947,958.53
04/15/2024	Austin FF Relief & Retirement Fund	Transfer to State Street	State Street T009-Cash Agg	-1,700,000.00	247,958.53
04/15/2024	Sunflower Bank	Wire Fee	Operational Cost:Bank Service Charges	-22.00	247,936.53
04/25/2024	Austin FF Relief & Retirement Fund	Transfer to Operating	Sunflower Bank - Operating	-100,000.00	147,936.53
04/26/2024	City of Austin	City and Member's Contributions	-Split-	1,815,324.92	1,963,261.45
04/26/2024	Austin FF Relief & Retirement Fund	Transfer to Operating	Sunflower Bank - Operating	-200,000.00	1,763,261.45
04/29/2024	Sunflower Bank	Wire Fee	Operational Cost:Bank Service Charges	-22.00	1,763,239.45
04/29/2024	Austin FF Relief & Retirement Fund	Transfer to Operating	Sunflower Bank - Operating	-225,000.00	1,538,239.45
04/29/2024	Austin FF Relief & Retirement Fund	Transfer to State Street	State Street T009-Cash Agg	-1,300,000.00	238,239.45
04/30/2024	Sunflower Bank	Interest Apr 2024	Interest:Interest - Sunflower Bank	392.10	238,631.55
Total for Sunflower Bank - Benefits				-\$ 2,430.49	\$ 238,631.55

Sunflower Bank - Operating

Beginning Balance					27,287.79
04/01/2024	Parkstone Office Condominium Comm.	Mar 2024	-Split-	-991.60	26,296.19
04/03/2024	Payroll	Tax Payment for Period: 01/01/2024-03/31/2024	Payroll Liabilities:TX Unemployment Tax	-135.00	26,161.19
04/04/2024	Perry Office Supplies	Office Supplies	Office Expenses:Office Supplies	-25.79	26,135.40
04/04/2024	Austin FF Relief & Retirement Fund	Deposit: Virtu Americas	Commission Recapture	10,430.97	36,566.37
04/04/2024	Cheiron	2024 Experience Study	Professional Fees:Actuarial Fees:Experience Study	-5,750.00	30,816.37
04/05/2024	American Express	Mar 2024	-Split-	-4,555.88	26,260.49
04/09/2024	Austin FF Relief & Retirement Fund	L. Adney Health Insurance Payment Apr 2024	Payroll Expenses:Health Insurance - Retired Staff	218.90	26,479.39
04/09/2024	Austin FF Relief & Retirement Fund	L. Adney Reimbursement Payment Apr 2024	Payroll Expenses:Health Insurance - Retired Staff	125.00	26,604.39

04/10/2024	Sunflower Bank	Service Charges Mar 2024	Operational Cost:Bank Service Charges	-408.16	26,196.23
04/10/2024	Schlueter Group	Legislative Consulting	Professional Fees:Legislative Consulting	-4,000.00	22,196.23
04/10/2024	Schlueter Group	Union Reimbursement for Legislative Consulting	Professional Fees:Legislative Consulting	2,000.00	24,196.23
04/15/2024	City of Austin	Health Insurance Retired Staff Apr 2024	Payroll Expenses:Health Insurance - Retired Staff	-478.30	23,717.93
04/15/2024	TASC (FSA Health Care)	FSA Apr 2024	Payroll Liabilities:Flextra Health	-200.00	23,517.93
04/15/2024	City of Austin	Apr 2024 Health Insurance	-Split-	-10,720.56	12,797.37
04/15/2024	Provaliant	Mar 2024	Professional Fees:Pension Software Oversight	-225.00	12,572.37
04/15/2024	Austin FF Relief & Retirement Fund	Transfer to Operating	Sunflower Bank - Benefits	125,000.00	137,572.37
04/18/2024	ATC Business Technologies	Printer/Copier	Office Expenses:Office Supplies	-125.00	137,447.37
04/19/2024	Parkstone Office Condominium Comm.	Apr 2024	-Split-	-845.60	136,601.77
04/25/2024	Austin FF Relief & Retirement Fund	Transfer to Operating	Sunflower Bank - Benefits	100,000.00	236,601.77
04/25/2024	Cheiron	2024 Experience Study (3rd Installment)	Professional Fees:Actuarial Fees:Experience Study	-5,750.00	230,851.77
04/26/2024	Austin FF Relief & Retirement Fund	Transfer to Operating	Sunflower Bank - Benefits	200,000.00	430,851.77
04/26/2024	Meketa Investments	Mar 2024	Fees:Financial Consulting Fee	-18,172.00	412,679.77
04/26/2024	Loomis Sayles Co.	Q1 2024 Investment Management Fees	Fees:Investment Management Fees	-33,511.79	379,167.98
04/26/2024	Jackson Walker	Mar 2024 Administrative	Professional Fees:Legal Fees:Administrative	-9,000.00	370,167.98
04/26/2024	Jackson Walker	Mar 2024 Board Meeting	Professional Fees:Legal Fees:Board Meeting	-1,500.00	368,667.98
04/26/2024	Fidelity	Q1 2024 Investment Management Fees	Fees:Investment Management Fees	-21,109.45	347,558.53
04/26/2024	Aberdeen Asset Mgmt.	Q1 2024 Investment Management Fees	Fees:Investment Management Fees	-68,519.04	279,039.49
04/26/2024	Cheiron	Actuarial Cost Analysis	Professional Fees:Actuarial Fees:Pension Funding F	-21,239.00	257,800.49
04/29/2024	Vaughn Nelson	Q1 2024 Investment Management Fees	Fees:Investment Management Fees	-141,814.80	115,985.69
04/29/2024	Payroll	Pay Period: 04/01/2024-04/30/2024	Direct Deposit Payable	-53,241.47	62,744.22
04/29/2024	Austin FF Relief & Retirement Fund	Transfer to Operating	Sunflower Bank - Benefits	225,000.00	287,744.22
04/29/2024		Travel Reimbursement	Professional Fees:Medical Disability Review	-125.96	287,618.26
04/30/2024	American Express	Apr 2024	-Split-	-3,332.56	284,285.70
04/30/2024	Westfield Capital Management	Q1 2024 Investment Management Fees	Fees:Investment Management Fees	-197,716.34	86,569.36
04/30/2024	Fidelity	SEP Contributions Apr 2024	Payroll Expenses:SEP Contribution	-16,108.34	70,461.02
04/30/2024	Payroll	Tax Payment for Period: 04/01/2024-04/30/2024	Payroll Liabilities:Federal Taxes (941/943/944)	-21,614.24	48,846.78

Total for Sunflower Bank - Operating

\$ 21,558.99 \$ 48,846.78

THIS PAGE INTENTIONALLY LEFT BLANK



Road Map of Items for Board Meetings

May 2024 Board Meeting

- Meketa 1Q24 Report
- Investment Practices and Performance Evaluation (IPPE) Update
- Update on Request for Information (RFI) for Depository Bank
- Update on City of Austin Actuarial Audit
- Funding Soundness Restoration Plan (FSRP) update
- Update on development of Administrative Policies and Procedures, including internal controls

June 2024 Board Meeting

- Disability application review (Applicant #2024-02)
- Pension Administration System (PAS) implementation update
- Funding Soundness Restoration Plan (FSRP) update

July 2024 Board Meeting

- 2023 Actuarial Valuation
- 2023 Financial Audit Report
- 2023 Annual Report
- Pension Review Board Report Submissions
- State tax withholding update

August 2024 Board Meeting

- Meketa 2Q24 Investment Report
- Meketa 2023 Fee Review
- Operating Procedures & Investment Policy Statement (IPS) Review
- Summer Newsletter
- Pension Administration System (PAS) implementation update

September 2024 Board Meeting

- Board Trustee Election update
- Priorities for 2025 Legislative Session

October 2024 Board Meeting

- Priorities for 2025 Legislative Session

November 2024 Board Meeting

- Meketa 3Q24 Investment Report
- Discussion and Consideration of 2025 COLA
- Update on Trustee Election and possible election certification

December 2024 Board Meeting

- End-of-year Budget Report
- 2024 Board Meeting Dates
- Pension Administration System (PAS) implementation update
- ED Evaluation
- Consideration and approval of 2025 Budget