# CITY OF POMPANO BEACH GENERAL EMPLOYEES' RETIREMENT SYSTEM

# INVESTMENT PERFORMANCE ANALYSIS FIRST QUARTER 2020

Note: For a copy of Part II of Southeastern Advisory Services, Inc.'s most recent Form ADV please write: Southeastern Advisory Services, Inc., 3495 Piedmont Road, NE, Bldg. 12-202, Atlanta, GA 30305, or e-mail your request to kit@seadvisory.com. Part II of Form ADV will be mailed within seven (7) days upon receipt of the request.

Only the executive summary portion of our reporting is provided herein. If you would like an electronic copy of the back-up pages to this executive summary, send your request to <a href="mailto:jeff@seadvisory.com">jeff@seadvisory.com</a>.

# Jeffrey D. Swanson, Senior Consultant

Southeastern Advisory Services, Inc. 3495 Piedmont Road, NE Bldg. 12-202 Atlanta, Georgia 30305

TEL: (404) 237-3156 FAX: (404) 237-2650

# CITY OF POMPANO BEACH GENERAL EMPLOYEES' RETIREMENT SYSTEM

# **INVESTMENT PERFORMANCE ANALYSIS**

# March 31, 2020

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# **Executive Summary**

# CITY OF POMPANO BEACH GENERAL EMPLOYEES' RETIREMENT SYSTEM

Quarter Ending March 31, 2020

#### I. MARKET ENVIRONMENT

Index	First Quarter	1 Year	3 Year
Standard & Poor's 500 Index	-19.6%	-7.0%	5.1%
Russell 2000 Index	-30.6%	-24.0%	-4.6%
MSCI EAFE Index (Net)	-22.8%	-14.4%	-1.8%
NCREIF Index	0.7%	5.3%	6.4%
CS Hedge Index	-9.0%	-4.3%	0.4%
BBG Barc U.S. Aggregate	3.1%	8.9%	4.8%
91 Day Treasury Bills	0.6%	2.3%	1.8%
Consumer Price Index	0.4%	1.5%	1.9%

Global equity markets were negatively impacted by the economic implications of the COVID-19 virus with the Wilshire 5000 losing \$12.7 trillion or -34.86% across 23 trade days from the February 19th market high through March 23rd. The S&P 500 net decline was -19.6% for the first quarter of 2020, the worst quarter since the Global Financial Crisis. The U.S. is facing at least one more month of travel restrictions and social distancing. Government action so far has included cutting short-term rates to near zero and the passage of a \$2 trillion stimulus bill. Real GDP maintained its growth during the fourth quarter of 2019, at 2.1% annualized. The two main contributors to growth were net exports, on a decrease in imported goods, and personal consumption. Consumers have accounted for much of the economic growth throughout 2019, which hints at the effects that quarantines and social distancing due to COVID-19 will have on Q1 2020 GDP. In fact, private investment was down for the third straight quarter to finish 2019.

#### **Equities:**

Investors sought the safety of larger companies with stronger balance sheets, leading to significant dispersion as large capitalization stocks outperformed small caps by a wide margin for the quarter as the Wilshire Large-Cap Index was down -19.7% versus -31.4% for the Wilshire US Small-Cap Index. Growth stocks led value stocks during the first quarter and have outperformed during the past twelve months. All of the eleven major sectors were in negative territory during the first quarter. The best performing sectors, Information Technology (-12.5%) and Health Care (-12.8%), were still down by double-digits. The worst performing sector, by far, was Energy (-51.6%) as oil fell -66.5% on a downward shock to demand.

### Fixed Income:

The Treasury curve fell across the maturity spectrum during the quarter, with the largest decrease in the short end of the curve. The 10-year Treasury was down 1.22 %, finishing at 0.7%, the first time below 1% in history. The Federal Reserve cut the Fed-funds rate by a total of 1.50% to near zero during two unscheduled meetings in March. The Fed also announced quantitative easing measures, committing to Treasury purchases of at least \$500 billion and mortgage-backed securities of at least \$200 billion over the coming months. Credit spreads were up big during the quarter. One bright spot is the yield curve which is steeper than it has been in two years.

## **Alternatives:**

Total global hedge fund capital fell below \$3.0 trillion in 1020 for the first time since 30 2016, as financial market volatility surged on uncertainty and increased risks driven by the global coronavirus pandemic. Investor outflows totaled an estimated \$33 billion, approximately 1.0 percent of overall industry capital, the largest quarterly outflow since investors redeemed \$42 billion in 2009. *HFR Global Hedge Fund Report* 



#### II. Live Universe Comparisons and Reporting

# WILSHIRE Wilshire Public Plan Sponsor Universe Number of Plans 252 Median Size \$316.9 Million **Total Assets** \$2.6 Trillion Total Plans over \$1 Billion 93 88 Total Plans between \$100 - \$1,000 Million Total Plans between \$20 Million - \$100 Million 42 29 Total Plans under \$20 Million

#### **About Wilshire Associates**

The Wilshire Cooperative is collaboration between Wilshire Associates and more than 60 independent investment consulting firms. Wilshire provides advanced performance measurement and attribution reporting systems to participating firms while Cooperative members provide asset and performance data for their sponsor clients. These are then pooled into peer groups for comparative purposes. Today, the Wilshire Cooperative is the standard utilized by over 1600 plan sponsors with assets over \$3.9 trillion dollars.

## **Our Universe Comparisons**

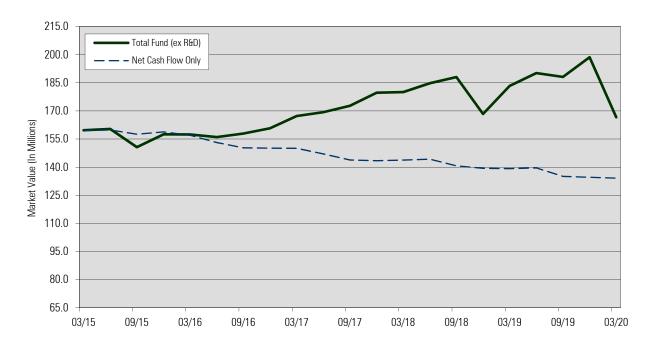
As a Wilshire affiliate, we are granted access to large and diverse peer comparisons, including total fund, portfolio-level, and style-based universes. The Wilshire Public Fund Universe (above) includes the actual, live results of over 250 public pension systems across the country. These are real public funds who face similar investment restrictions and guidelines to your own. These peer-to-peer performance comparisons are critical to the evaluation process.

#### **Our Reporting**

Unique to Southeastern Advisory Services is our customized reporting platform. We have the ability to accurately calculate performance against virtually any benchmark, comparison or metric. These industry-leading tools include sophisticated attribution analyses and holdings-based style and characteristic analysis. Our goal is to deliver a clear, easily-understood picture of performance that fairly assesses the effectiveness of your investment policy, strategy and managers. Each performance report is fully-customized based on your input. We welcome your requests and suggestions.



# III. PORTFOLIO GROWTH- PERIOD ENDED MARCH 31, 2020

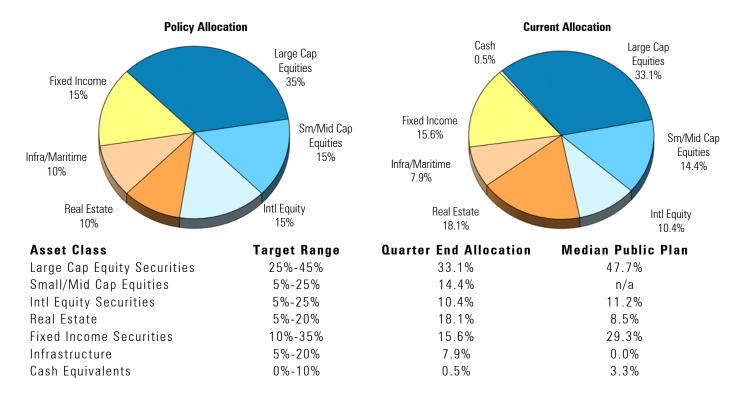


Period Ending	Beginning Value \$(000)	Net Cash Flow	Net Gain/Loss	Ending Value \$(000)	Quarterly Return	Fiscal Yr Return	
Jun-15	159,671	156	522	160,349	0.4%		
Sep-15	160,349	-2,236	-7,433	150,680	-4.6%	<mark>0.3%</mark>	
Dec-15	150,680	1,205	5,606	157,491	3.8%		
Mar-16	157,491	-1,789	1,696	157,399	1.3%		
Jun-16	157,399	-3,864	2,509	156,044	1.6%		
Sep-16	156,044	-2,840	4,726	157,931	3.0%	<mark>10.1%</mark>	
Dec-16	157,931	-154	2,978	160,755	2.0%		
Mar-17	160,755	-101	6,594	167,247	4.1%		
Jun-17	167,247	-2,982	5,020	169,286	3.0%		
Sep-17	169,286	-3,216	6,664	172,734	4.0%	<mark>13.7%</mark>	
Dec-17	172,734	-397	7,354	179,692	4.2%		
Mar-18	179,692	332	-14	180,010	0.1%		
Jun-18	180,010	461	4,276	184,747	2.4%		
Sep-18	184,747	-3,526	6,819	188,040	3.6%	<mark>10.7%</mark>	
Dec-18	188,040	-1,326	-18,354	168,360	-9.6%	<u>-</u>	
Mar-19	168,360	-68	15,150	183,342	9.2%		
Jun-19	183,342	361	6,455	190,159	3.4%		
Sep-19	190,159	-4,514	2,491	188,135	1.3%	<mark>3.4%</mark>	
Dec-19	188,135	-460	10,940	198,615	5.8%		
Mar-20	198,615	-594	-31,934	166,087	-16.1%	<mark>-11.2%</mark>	
Total–5 Yr	159,671	-25,651	32,067	166,087	21.9%		
Absolute Reti	Absolute Return Objective*: 8.0% → 7.5%						

<sup>\*</sup> Effective 10/1/17 the Board implemented a policy to reduce the absolute return objective each year until 7.5% is reached. The return objective for FY20 is 7.55%.

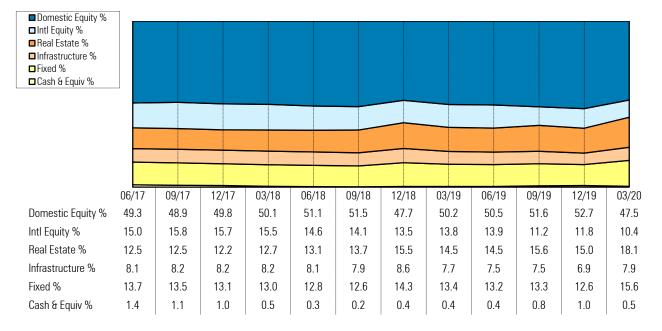


## IV. ALLOCATION OF ASSETS



<sup>\*</sup>Median Equity Public Plan in Large Cap Equity Securities Line also includes Small/Mid Cap Equities

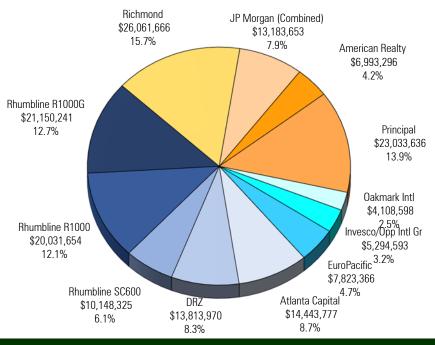
#### **Historical Asset Allocation**



Manager	Dom. Equity	Intl Equity	Real Estate	Infrastructure	Fixed Inc	Cash
DePrince, Race, and Zollo	99.5%	0.0%	0.0%	0.0%	0.0%	0.5%
Rhumbline R1000	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Rhumbline R1000 Growth	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Rhumbline S&P SC 600	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Atlanta Capital	95.7%	0.0%	0.0%	0.0%	0.0%	4.3%
EuroPacific Growth	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Oakmark International	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Openheimer Intl Growth	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Principal U.S. Property	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
American Realty	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
JP Morgan Infrastructure	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
JP Morgan Maritime	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Richmond Capital	0.0%	0.0%	0.0%	0.0%	99.5%	0.5%
Total Fund	47.5%	10.4%	18.1%	7.9%	15.6%	0.5%



# V. MANAGER ALLOCATION AND CASH FLOWS- Quarter ending March 31, 2020



Manager	Beginning Value	% Alloc	Cash In	Cash Out	Gain/Loss	Ending Value	% Alloc
DePrince, Race, and Zollo	\$21,377,205	10.8%	\$0	\$0	(\$7,563,235)	\$13,813,970	8.3%
Rhumbline R1000	\$25,092,062	12.6%	\$0	(\$833)	(\$5,059,575)	\$20,031,654	12.1%
Rhumbline R1000 Growth	\$24,604,392	12.4%	\$0	(\$1,739)	(\$3,452,412)	\$21,150,241	12.7%
<b>Total Large Cap Equity</b>	\$71,073,659	35.8%	\$0	(\$2,572)	(\$16,075,222)	\$54,995,865	33.1%
Rhumbline S&P SC600	\$15,052,690	7.6%	\$0	(\$1,371)	(\$4,902,994)	\$10,148,325	6.1%
Atlanta Capital	\$19,689,713	9.9%	\$0	\$0	(\$5,245,936)	\$14,443,777	8.7%
<b>Total SMID Cap Equity</b>	\$34,742,403	17.5%	\$0	(\$1,371)	(\$10,148,930)	\$24,592,102	14.8%
EuroPacific Growth Fund	\$10,085,588	5.1%	\$0	\$0	(\$2,262,222)	\$7,823,366	4.7%
Oakmark International	\$6,639,218	3.3%	\$0	\$0	(\$2,530,620)	\$4,108,598	2.5%
Invesco Oppen Intl Growth	\$6,614,131	3.3%	\$0	\$0	(\$1,319,538)	\$5,294,593	3.2%
Total Intl Equity	\$23,338,937	11.8%	\$0	\$0	(\$6,112,380)	\$17,226,557	10.4%
Principal U.S. Property	\$22,949,568	11.6%	\$0	\$0	\$84,068	\$23,033,636	13.9%
American Realty	\$6,903,819	3.5%	\$0	(\$22,617)	\$112,094	\$6,993,296	4.2%
<b>Total Real Estate</b>	\$29,853,387	15.0%	\$0	(\$22,617)	\$196,162	\$30,026,932	18.1%
JP Morgan Infrastructure	\$10,690,948	5.4%	\$0	(\$521,529)	(\$20,466)	\$10,148,953	6.1%
JP Morgan Maritime	\$3,095,643	1.6%	\$0	(\$46,266)	(\$14,677)	\$3,034,700	1.8%
Total IIF/Maritime	\$13,786,591	6.9%	\$0	(\$567,795)	(\$35,143)	\$13,183,653	7.9%
Richmond Capital Fixed	\$25,820,434	13.0%	\$0	\$0	\$241,232	\$26,061,666	15.7%
Total Fixed Income	\$25,820,434	13.0%	\$0	\$0	\$241,232	\$26,061,666	15.7%
Total Fund	\$198,615,411	100%	\$0	(\$594,355)	(\$31,934,281)	\$166,086,775	100%
Receipts & Disbursements	\$11,491,818		\$1,358,944	(\$4,747,586)	\$30,149	<i>\$8,133,325</i>	
Total Fund + R&D Acct.	\$210,107,229		\$1,358,944	(\$5,341,941)	(\$31,904,132)	\$174,220,100	

For this report, all performance and asset allocation information for the Total Fund does not include the Receipts & Disbursements Account.



## VI. TOTAL FUND PERFORMANCE COMPARISONS

Manager/Index/Universe	Quarter	1 Year	3 Year	5 Year
Total Fund - Gross of Fees	-16.1%	-7.0%	2.9%	4.0%
Total Fund - Net of Fees	-16.2%	-7.3%	2.5%	3.7%
Target Index	-14.4%	-5.9%	3.1%	4.2%
Wilshire Public Fund Ranking	85	85	60	60
<b>Total Domestic Equities</b> 80% Russell 1000/ 20% Russell 2000 vs. Equity Returns of Public Funds	<b>-25.0%</b>	<b>-13.6%</b>	<b>1.9%</b>	<b>4.6%</b>
	-22.3%	-11.3%	2.8%	5.0%
	99	70	62	54
<b>Total International Equities</b> MSCI EAFE Index (Net) vs. Intl Equity Returns of Public Funds	<b>-26.2%</b>	<b>-15.6%</b>	<b>-3.5%</b>	<b>-1.1%</b>
	-22.8%	-14.4%	-1.8%	-0.6%
	88	82	99	99
Total Real Estate  NCREIF ODCE Fund Index  NCREIF Property Index  vs. Real Estate Returns of Total Funds	<b>0.7%</b> 1.0% 0.7% 49	<b>5.5%</b> 4.9% 5.3% 38	<b>7.3%</b> 6.8% 6.4% 29	<b>8.7%</b> 8.5% 7.6% 6
<b>Total Infrastructure/Maritime</b> CPI + 3.0%	<b>-0.3%</b>	<b>2.0%</b>	<b>8.0%</b>	<b>2.7%</b>
	1.2%	4.5%	4.9%	4.8%
<b>Total Fixed Income</b> BBgBarc Intermediate Aggregate vs. Fixed Inc Returns of Public Funds	<b>1.0%</b> 2.5% 33	<b>5.4%</b> 6.9% 41	<b>3.6%</b> 3.9% 45	<b>2.8%</b> 2.8% 50

Current Target Index: 35% Russell 1000 /15% Russell 2500/15% BBgBarc US Intermediate Aggregate/15% MSCI EAFE (Net)/10% NCREIF/10% CPI+3%.

1/1/2014-3/31/2017: 35% Russell 1000 /15% Russell 2500/20% BBgBarc US Intermediate Aggregate/10% MSCI

EAFE (Net)/10% NCREIF/10% CPI + 3%.

7/1/13 - 12/31/13: 30% Russell 1000 /10% Russell 2500/25% BBgBarc US Aggregate/15% MSCI EAFE

(Net)/10% NCREIF/10% CPI+3%.

1/1/12 - 6/30/13: 30% Russell 1000 /10% Russell 2000/20% BBgBarc US Aggregate/15% MSCI EAFE

(Net)/10% NCREIF/15% CPI+4%.

10/1/07 - 12/31/11: 40% Russell 1000 /10% Russell 2000/30% BBgBarc US Aggregate/10% MSCI EAFE

(Net)/10% NCREIF.

Prior to October 2007:40% Russell 1000/10% Russell 2000/30% ML Govt/Corp Master/10% MSCI EAFE (Net)/10% NCREIF.



# VII. <u>EQUITY MANAGER COMPARISON</u>

Manager/Index/Universe	Quarter	1 Year	3 Year	5 Year
DePrince, Race, and Zollo	-35.4%	-26.3%	-6.2%	0.6%
Russell 1000 Value	-26.7%	-17.2%	-2.2%	1.9%
vs. Large Value Equity Portfolios	99	100	88	n/a
Rhumbline Russell 1000	-20.2%	-8.0%	4.7%	6.3%
Russell 1000	-20.2%	-8.0%	4.6%	6.2%
vs. Large Neutral Equity Portfolios	78	76	47	n/a
Rhumbline Russell 1000 Growth	-14.0%	1.0%	n/a	n/a
Russell 1000 Growth	-14.1%	0.9%	n/a	n/a
vs. Large Growth Equity Portfolios	59	59	n/a	n/a
Rhumbline S&P Small Cap 600	-32.6%	-25.8%	-5.3%	n/a
S&P Small Cap 600	-32.6%	-25.9%	-5.3%	n/a
vs. Small Cap Equity Portfolios	70	70	60	n/a
Atlanta Capital	-26.6%	-14.5%	4.6%	7.1%
Russell 2500	-29.7%	-22.5%	-3.1%	0.5%
vs. SMID Equity Portfolios	46	34	29	26



# **Equity Portfolio Summary: Total Fund\***

	Portfolio	80% R1000/20% R2000
Total Number Of Securities	132	2,974
Equity Market Value	78,891,855	
Average Capitalization \$(000)	31,787,193	202,391,252
Median Capitalization \$(000)	8,598,477	
Equity Segment Yield	3.2	2.2
Equity Segment P/E - Average	14.8	22.5
Equity Segment P/E - Median	14.8	
Equity Segment Beta	1.2	1.0
Price/Book Ratio	1.7	2.8
Debt/Equity Ratio	62.4	62.4
Five Year Earnings Growth	6.3	11.7

Ten Largest Holdings	Market Value	% of Portfolio	Quarterly Return
Berkley W R Corp	622,284	2.3%	-24.4%
Teleflex Inc	612,956	2.3%	-22.1%
Hunt J B Trans Svcs	466,407	1.7%	-20.8%
RPM Inc Ohio	456,901	1.7%	-22.1%
Aramark Hldgs Corp	443,953	1.6%	-53.9%
Transunion	423,618	1.6%	-22.6%
Aptargroup Inc	396,567	1.5%	-13.6%
Carlisle Corp	393,379	1.5%	-22.4%
Servicemaster Global	361,665	1.3%	-30.2%
United Parcel Servic	354,996	1.3%	-19.4%

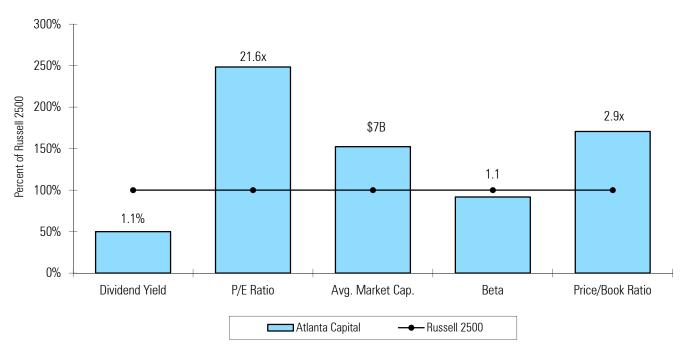
Ten Best Performers	Quarterly Return	<b>Ten Worst Performers</b>	Quarterly Return
Smucker J M Co	7.5%	Occidental Pete Corp	-70.1%
Henry Jack & Assoc I	6.9%	Helmerich & Payne In	-65.0%
Factset Resh Sys Inc	-2.6%	Marathon Pete Corp	-60.4%
Booz Allen Hamilton	-3.1%	International Game T	-58.8%
Cardinal Health Inc	-4.3%	Sally Beauty Hldgs I	-55.7%
Bio Rad Labs Inc	-5.3%	Jack In the Box Inc	-54.8%
Graco Inc	-6.0%	Aramark Hldgs Corp	-53.9%
Pool Corporation	-7.1%	Polaris Inds Inc	-52.3%
Brown & Brown Inc	-8.1%	Conocophillips	-52.3%
Intel Corp	-9.1%	American Intl Group	-52.2%

 $<sup>^*</sup>$ Does not include Rhumbline R1000/Rhumbline S&P SC600/Rhumbline R1000 Growth as they are commingled accounts.



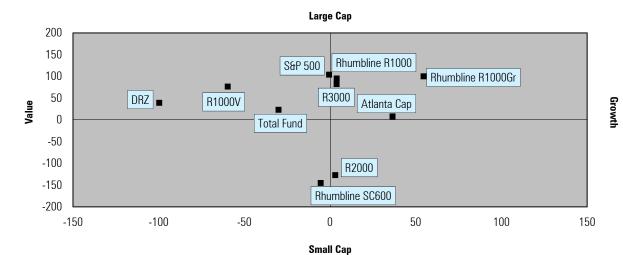
# **Equity Portfolio Characteristics**







# **Equity Style Map (Current Quarter)**



	Growth-Value	Size		Growth-Value	5
Atlanta Capital	36.4	7.9	Total Fund	-30.1	2
DePrince Race Zollo	-99.7	39.3	Russell 2000	3.0	-12
Rhumbline S&P SC600	-5.5	-145.2	Russell 3000	3.8	8
Rhumbline R1000	3.8	95.3	S&P 500	-0.6	10
Rhumbline R1000Gr	54.5	110.2	Russell 1000 Value	-59.7	7

# VIII. INTERNATIONAL EQUITY PERFORMANCE COMPARISONS

Manager/Index/Universe	Quarter	1 Year	3 Year	5 Year
EuroPacific Growth	-22.4%	-12.7%	0.3%	0.9%
MSCI EAFE (Net)	-22.8%	-14.4%	-1.8%	-0.6%
vs. International Equity Mutual Funds	34	24	20	20
Oakmark International	-38.1%	-28.9%	-11.1%	-5.6%
MSCI EAFE (Net)	-22.8%	-14.4%	-1.8%	-0.6%
vs. International Equity Mutual Funds	99	96	97	95
Invesco Oppen Intl Growth	-20.0%	-6.8%	-0.4%	0.7%
MSCI EAFE (Net)	-22.8%	-14.4%	-1.8%	-0.6%
vs. International Equity Mutual Funds	19	7	25	22

**Morningstar Cat** 

**Category Index** 

2009

38.34

39.35

-2.10

0.68

1.18

2010

41.37

9.76

-1.39

-4.69

2011

35.13

-13.31

0.40

0.90

2012

41.18

19.64

2.81

2.97

2013

49.03

20.58

5.29

5.09

2014

47.09

-2.29

1.57

0.36

27

341

2015

45.32

-0.48

5.18

0.77

66

361

2016

45.04

1.01

-3.48

0.89

20

363

2017

56.14

31.17

3.98

-0.84

44

399

2018

44.99

-14.91

-0.71

-0.48

58

439

2019

55.55

27.40

5.89

0.06

59

469

03-20

43.09

-22.43

0.92

-4 19

502

History

NAV/Price

Total Return %

+/- Standard Index

+/- Category Index

No. of Funds in Cat

38.2

5.9

3.7

0.97

0.85

1.02

% Rank Cat

# American Funds Europacific Morningstar Analyst Rating™ Overall Morningstar Rating™ Standard Index **Growth R6 (USD)**



### 30-day SEC Yield 04-30-20 Performance Disclosure

The Overall Morningstar Rating is based on risk-adjusted returns, derived from a weighted average of the three-, five-, and 10-year (if applicable) Morningstar metrics.

1.18

The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate: thus an investor's shares, when sold or redeemed, may be worth more or less than their original cost.

Current performance may be lower or higher than return data auoted herein. For performance data current to the most recent month-end, please call 800-421-4225 or visit www.americanfunds.com

## **Fees and Expenses**

Front-End Load %	NA
Deferred Load %	NA
Fund Expenses	
Management Fees %	0.41
12b1 Expense %	NA
Gross Expense Ratio %	0.49

·			
Risk and Return Profile			
	3 Yr	5 Yr	10 Yr
	409 funds	340 funds	248 funds
Morningstar Rating™	2★	3★	3★
Morningstar Risk	+Avg	Avg	Avg
Morningstar Return	-Avg	Avg	Avg
	3 Yr	5 Yr	10 Yr
Standard Deviation	15.57	14.22	14.86
Mean	0.28	0.91	3.97
Sharpe Ratio	-0.02	0.05	0.30

MPT Statistics	Standard Index	Best Fit Index
	MS	SCI ACWI Ex USA
		NR USD
Alpha	2.36	2.36
Beta	1.01	1.01
R-Squared	96.90	96.90
12-Month Yield		1.75%
Potential Cap Gains Exp		32.93%
Potentiai Cap Gains Exp		32.93%

JIIIG	<b>℧ Go</b> 09-18-2				★★★ 409 US Growth	Fund Fo	reign La		MSCI AO USA NR		MSCI ACV USA Grov USD		US Fund Foreign Large Growth
93	92	91	90	92	86	89	93	92	92	92	91 100k	Investme Equity Stocks %	•
				gas		~~~				e e e e e e e e e e e e e e e e e e e	80k 60k 40k	Ame Grov 20,7	egory Average
- Janes	****	<b>V</b>									10k		ndard Index
												Performa (within ca	nce Quartile tegory)

1 1	1 1	11				1	
Portfolio Analysis	<b>3</b> 03-31-2020						
Asset Allocation % Cash US Stocks	Net % 9.23 0.93	Long % 5 9.23 0.93	Short % 0.00 0.00	Share Chg since 12-2019	Share Amount	Holdings : 346 Total Stocks , 2 Total Fixed-Income, 35% Turnover Ratio	Net Assets %
Non-US Stocks Bonds Other/Not Clsfd	89.74 0.09 0.01	89.74 0.09 0.01	0.00 0.00 0.00	<ul><li>⊕</li><li>⊖</li><li>⊖</li></ul>	378 mil 12 mil 189 mil	AIA Group Ltd ASML Holding NV Reliance Industries Ltd	2.61 2.39 2.13
Total Equity Style	100.00  Portfolio Statistics	100.00	0.00	⊕ ⊝	39 mil 6 mil	Daiichi Sankyo Co Ltd Nintendo Co Ltd	2.08 1.78
Value Blend Growth large Mid Synal	P/E Ratio TTM P/C Ratio TTM P/B Ratio TTM Geo Avg Mkt Cap \$mil	Avg Index 17.7 1.36 10.8 1.42 2.0 1.55 39604 1.28	Cat 0.93 0.89 0.82		195 mil 6 mil 4 mil 5 mil 30 mil	HDFC Bank Ltd Keyence Corp MercadoLibre Inc LVMH Moet Hennessy Louis Vuitton SE Airbus SE	1.68 1.57 1.54 1.52 1.52
Fixed-Income Style  Ltd Mod Ext High  Med	Avg Eff Maturity Avg Eff Duration Avg Wtd Coupon Avg Wtd Price		2.38	<ul><li>⊕</li><li>⊕</li><li>⊕</li><li>⊕</li><li>⊕</li></ul>	10 mil 192 mil 70 mil 95 mil 33 mil	Alibaba Group Holding Ltd ADR Taiwan Semiconductor Manufacturing Alibaba Group Holding Ltd Ordinary Kotak Mahindra Bank Ltd Tencent Holdings Ltd	1.42 1.32 1.26 1.24 1.23
low				Sector We	eightings	Stocks %	Rel Std Index

**℃** Cyclical

Utilities

Basic Materials

Credit Quality Breakdown	_	Bond %
AAA		_
AA		_
A		_
BBB		
BB		_
В		
Below B NR		
Regional Exposure	Stocks %	Rel Std Index
Americas	9.5	1.03
Greater Europe	43.7	0.99

46.8

1.00

Consumer Cyclical	14.7	1.44
Financial Services	16.2	0.85
Real Estate	1.4	0.45
✓ Sensitive	35.8	1.01
■ Communication Services	7.8	0.91
★ Energy	4.3	0.80
Industrials	8.9	0.78
Technology	14.9	1.44
→ Defensive	26.0	1.04
Consumer Defensive	6.7	0.63
■ Healthcare	15.6	1.44

#### Operations

Family: American Funds Manager: Multiple Tenure: 18.9 Years Objective: Foreign Stock Base Currency: USD

Ticker: RERGX ISIN: US2987068218 Minimum Initial Purchase: \$250 Min Auto Investment Plan: \$50

Greater Asia

Purchase Constraints:

Incept 05-01-2009 MF Type:

\$141,834.27 mil Total Assets:

Release date 03-31-2020 Page 3 of 13

# **Oakmark International Investor (USD)**

<b>Performance</b> 03-31-2020										
Quarterly Returns	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total %					
2018	-2.77	-5.04	-0.91	-16.31	-23.43					
2019	9.04	3.36	-0.78	11.07	24.21					
2020	-38.12		_	_	-38.12					
Trailing Returns	1 Yr	3 Yr	5 Yr	10 Yr	Incept					
Load-adj Mthly	-29.51	-11.30	-5.74	1.70	7.42					
Std 03-31-2020	-29.51	_	-5.74	1.70	7.42					
Total Return	-29.51	-11.30	-5.74	1.70	7.42					
+/- Std Index	-13.94	-9.34	-5.09	-0.35	_					
+/- Cat Index	-13.94	-9.34	-5.09	-0.35	_					
% Rank Cat	100	99	98	75						
No. in Cat	743	638	503	369						
	Uns	ubsidized								

#### Performance Disclosure

7-day Yield 30-day SEC Yield

The Overall Morningstar Rating is based on risk-adjusted returns, derived from a weighted average of the three-, five-, and 10-year (if applicable) Morningstar metrics.

The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate; thus an investor's shares, when sold or redeemed, may be worth more or less than their original cost.

Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end, please call 800-625-6275 or visit www.oakmark.com.

# Fees and Expenses **Sales Charges** Front-End Load %

NA

Deferred Load %	NA
Fund Expenses	
Management Fees %	0.83
12b1 Expense %	NA
Gross Expense Ratio %	1.03

GIOSS Expense natio /0			1.00
Risk and Return Profile			
	3 Yr	5 Yr	10 Yı
	638 funds	503 funds	369 funds
Morningstar Rating <sup>™</sup>	1★	1★	1★
Morningstar Risk	High	High	High
Morningstar Return	Low	Low	-Avg
	3 Yr	5 Yr	10 Yı
Standard Deviation	23.49	21.21	19.27
Mean	-11.30	-5.74	1.70
Sharpe Ratio	-0.46	-0.22	0.16

MPT Statistics	Standard Index	Best Fit Index MSCI FAFF Value
		NR USD
Alpha	-6.88	-0.87
Beta	1.49	1.37
R-Squared	91.97	94.57
12-Month Yield		
Potential Cap Gains Exp		16.76%

	Morningstar Analyst Rating™ <b>▼ Gold</b> 09-04-2019					*				Standard Index MSCI ACWI Ex USA NR USD		Index VI Ex ISD	Morningstar Cat US Fund Foreign Large Blend
96	95	96	95	95	97	97	96	92	99	97	97 100k	Investm Equity Stocks	ent Style %
						:			1		80k 60k 40k	Oa Inv	of \$10,000 kmark International estor 561
1		****				est to a p	.,inimi	2222222	simm <sub>e</sub> ,	george best	20k 10k	16, — Sta	tegory Average 407 andard Index 602
											4k	Perform (within c	ance Quartile ategory)
2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	03-20	History	
16.84 56.30	19.41 16.22	16.55 -14.07	20.93 29.22	26.32 29.34	23.34	21.36	22.70 7.91	28.57 29.75	20.46	24.95 24.21	15.44 -38.12	NAV/Pri Total Re	
14.86	5.07	-0.36	12.39	14.06	-1.54	1.84	3.42	2.56	-9.23	2.70	-14.76	+/- Stan	dard Index
14.86	5.07	-0.36	12.39	14.06	-1.54	1.84	3.42	2.56	-9.23	2.70	-14.76		gory Index
		<u> </u>	786	791	52 750	77 788	762	9 756	741	732	790	% Rank	Cat unds in Cat

Portfolio Analysi	<b>s</b> 03-31-2020						
Asset Allocation % Cash US Stocks Non-US Stocks Bonds Other/Not Clsfd	Net % 3.47 0.85 95.68 0.00 0.00	3.47 0.85 95.68 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	Share Chg since 12-2019	Share Amount 24 mil 475 mil 14 mil 22 mil	Holdings: 61 Total Stocks, 0 Total Fixed-Income, 35% Turnover Ratio Daimler AG Glencore PLC Bayerische Motoren Werke AG BNP Paribas	Net Assets % 3.83 3.77 3.76 3.42
Total  Equity Style	100.00 Portfolio Statistics	100.00 Port Rel	U.UU Rel	$\Theta$	80 mil	Credit Suisse Group AG	3.40
Value Blend Growth large Md Snall	P/E Ratio TTM P/C Ratio TTM P/B Ratio TTM Geo Avg Mkt Cap \$mil	Avg Index 9.2 0.71 4.8 0.63 0.8 0.63 17509 0.57	Cat 0.71 0.64 0.67 0.55	$\bigcirc \bigcirc $	9 mil 393 mil 1,502 mil 99 mil 3 mil	Continental AG Intesa Sanpaolo Lloyds Banking Group PLC CNH Industrial NV Allianz SE	3.38 3.34 3.08 2.96 2.88
Fixed-Income Style	Avg Eff Maturity Avg Eff Duration Avg Wtd Coupon Avg Wtd Price				9 mil 9 mil 3 mil 9 mil 20 mil	Bayer AG Ryanair Holdings PLC ADR NAVER Corp EXOR NV Ashtead Group PLC	2.74 2.48 2.34 2.31 2.26
Low				Sector W	oinhtinne	Stocks %	Rol Std Index

Credit Quality Breakdown	_	Bond %
AAA		_
AA		_
A		
BBB		
BB		_
В		_
Below B		
NR		_
Regional Exposure	Stocks %	Rel Std Index
Americas	3.4	0.37
0	00.4	

Regional Exposure	Stocks %	Rel Std Index
Americas	3.4	0.37
Greater Europe	83.1	1.88
Greater Asia	13.5	0.29

Stocks %	Rel Std Index
56.1	1.43
7.7	1.12
22.5	2.20
25.9	1.35
0.0	0.00
37.2	1.04
12.5	1.47
0.7	0.14
22.2	1.95
1.8	0.18
6.7	0.27
3.1	0.29
3.6	0.34
0.0	0.00
	56.1 7.7 22.5 25.9 0.0 37.2 12.5 0.7 22.2 1.8 6.7 3.1 3.6

#### Operations

Family: Oakmark Manager: Multiple Tenure: 27.7 Years Foreign Stock Objective: Base Currency: USD

Ticker: ISIN: US4138382027 Minimum Initial Purchase: \$1,000 Min Auto Investment Plan: \$500 Purchase Constraints:

09-30-1992 Incept: MF

Type: Total Assets: \$19,555.70 mil

Net Assets

2 91

2.91

2.81 2.77

2.54 2.50 2.27 2.19 2.04 2.03

1.99

1.97

1.84

1.82

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# Invesco Oppenheimer International Gr Y (USD)

<b>Performance</b> 03-31-2020										
Quarterly Returns	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Total %					
2018	0.16	-3.07	-2.64	-14.68	-19.36					
2019	11.42	6.00	-2.88	12.45	28.98					
2020	-19.95	_	_	_	-19.95					
Trailing Returns	1 Yr	3 Yr	5 Yr	10 Yr	Incept					
Load-adj Mthly	-7.33	-0.64	0.56	4.60	5.08					
Std 03-31-2020	-7.33	_	0.56	4.60	5.08					
Total Return	-7.33	-0.64	0.56	4.60	5.08					
+/- Std Index	8.24	1.32	1.20	2.55						
+/- Cat Index	-0.03	-3.16	-1.55	0.69	_					
% Rank Cat	38	83	64	38						
No. in Cat	466	409	340	248						
		Sı	ubsidized	Uns	ubsidized					
7-day Yield 05-11	-20		0.00 —							

#### Performance Disclosure

30-day SEC Yield

The Overall Morningstar Rating is based on risk-adjusted returns, derived from a weighted average of the three-, five-, and 10-year (if applicable) Morningstar metrics.

The performance data quoted represents past performance and does not guarantee future results. The investment return and principal value of an investment will fluctuate; thus an investor's shares, when sold or redeemed, may be worth more or less than their original cost.

Current performance may be lower or higher than return data quoted herein. For performance data current to the most recent month-end, please call 800-959-4246 or visit www.invesco.com.

#### **Fees and Expenses**

Sales Charges	
Front-End Load %	NA
Deferred Load %	NA
Fund Expenses	
Management Fees %	0.64
12b1 Expense %	NA

		0.85
3 Yr	5 Yr	10 Yr
409 funds	340 funds	248 funds
2★	3★	3★
Avg	Avg	Avg
-Avg	Avg	Avg
3 Yr	5 Yr	10 Yr
15.70	14.50	15.34
-0.64	0.56	4.60
-0.07	0.03	0.33
	409 funds 2★ Avg -Avg 3 Yr 15.70 -0.64	409 funds 340 funds 2★ 3★ Avg Avg -Avg Avg  3 Yr 5 Yr 15.70 14.50 -0.64 0.56

MPT Statistics	Standard Index	Best Fit Index
		MSCI ACWI Ex USA
		Growth NR USD
Alpha	1.37	-3.04
Beta	0.98	1.08
R-Squared	89.84	94.28
12-Month Yield		
Potential Cap Gains Exp		26.32%

	Mornin Bro 06-24-2	nze	nalyst F		<b>Overall</b> ★★★ 409 US Growth		_	•	Standar MSCI AC USA NR	CWI Ex	Categor MSCI AC USA Gro USD	WI Ex	<b>Morningstar Cat</b> US Fund Foreign Large Growth
94	90	94	95	92	98	97	99	97	99	98	96	Equity Stocks 9	ent Style
											80k 60k 40k	Growth o	of \$10,000 esco Oppenheimer ernational Gr Y 572
· John Committee	لسميريه ور	^	er appropri								20k 10k	21, — Sta	egory Average 331 Indard Index 602
											4k	Performa (within ca	ance Quartile ategory)
2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	03-20	History	
24.43	27.90	25.52	30.71	38.16	35.08	35.89	34.68	43.62	34.69	44.26	35.43	NAV/Prio	ce
38.44	15.35	-7.31	22.10	25.46	-6.99	3.44	-2.06	26.90	-19.36	28.98	-19.95	Total Re	turn %
-3.01	4.20	6.39	5.27	10.17	-3.12	9.10	-6.55	-0.30	-5.16	7.47	3.40	,	dard Index
-0.24	0.89	6.89	5.43	9.97	-4.34	4.69	-2.18	-5.12	-4.93	1.64	-1.71		gory Index
36	33	13	11	7	85	23	49	77	93	41		% Rank	
266	261	251	250	278	341	361	363	399	439	469	502	No. of Fu	unds in Cat

Portfolio Analysis	<b>s</b> 03-31-2020				<b>Top Holdings</b> 12-31-2019			
Asset Allocation % 1 Cash US Stocks	2-31-2019 Net % 0.70 7.63	Long 0.7 7.6	70	0.00 0.00	Share Chg since 12-2019	Share Amount	Holdings : 76 Total Stocks , 0 Total Fixed-Income, 10% Turnover Ratio	
Non-US Stocks Bonds Other/Not Clsfd	90.02 0.00 1.65	90.0 0.0 1.6	)2 )0	0.00 0.00 0.00	$\Theta$	3 mil 11 mil 2 mil	SAP SE Hitachi Ltd ASML Holding NV	
Total	100.00  Portfolio Statistics	100.0	00 Rel	0.00 Rel	<b>⊕</b>	591,362 15 mil	Hermes International SA STMicroelectronics NV	
Equity Style  Value Blend Growth  And Grow	P/E Ratio TTM P/C Ratio TTM P/B Ratio TTM Geo Avg Mkt Cap \$mil	23.7 14.2 3.4 28988	1.82 1.87 2.65 0.94	1.25 1.17 1.40 0.80	<ul><li>⊕</li><li>⊕</li></ul>	4 mil 1 mil	Grifols SA A Hoya Corp Keyence Corp Novo Nordisk A/S B Roche Holding AG Dividend Right Ce	
Fixed-Income Style	Ava Eff Maturity				$\Theta$	2 mil 21 mil	CSL Ltd ICICI Bank Ltd ADR	

0.50

Credit Quality Breakdown	_	Bond %
AAA		_
AA		
A		_
BBB		_
BB		
В		_
Below B		_
NR		_
Regional Exposure	Stocks %	Rel Std Index
Americas	13.2	1.42
Greater Europe	63.4	1.44

23.5

Avg Eff Maturity

Avg Eff Duration

Avg Wtd Coupon

Avg Wtd Price

Sector Weightings	Stocks %	Rel Std Index
∿ Cyclical	20.3	0.52
Basic Materials	2.5	0.36
Consumer Cyclical	13.5	1.32
Financial Services	4.3	0.23
Real Estate	0.0	0.00
✓ Sensitive	41.6	1.17
Communication Services	2.1	0.25
<b>♦</b> Energy	0.0	0.00
Industrials	14.0	1.23
Technology	25.5	2.46
→ Defensive	38.1	1.52
Consumer Defensive	14.8	1.39
Healthcare	23.3	2.16
Utilities Utilities	0.0	0.00

10 mil Alimentation Couche-Tard Inc Class

26 mil Taiwan Semiconductor Manufacturing

2 mil VAT Group AG

#### Operations

Family: Invesco
Manager: Multiple
Tenure: 24.2 Years
Objective: Foreign Stock
Base Currency: USD

Ticker: OIGYX
ISIN: US00900W5976
Minimum Initial Purchase: \$1,000
Min Auto Investment Plan: \$50
Purchase Constraints: A

Greater Asia

 Incept:
 09-07-2005

 Type:
 MF

Total Assets: \$12,403.45 mil

#### IX. **REAL ASSETS PERFORMANCE COMPARISONS**

Manager/Index/Universe	Quarter	1 Year	3 Year	5 Year
Principal U.S. Property (Core)	0.4%	4.6%	6.8%	8.3%
NCREIF ODCE Fund Index	1.0%	4.9%	6.8%	8.5%
NCREIF Property Index	0.7%	5.3%	6.4%	7.6%
vs. Real Estate Portfolios	42	46	27	15
American Realty (Value Add)	1.6%	8.4%	9.8%	12.2%
NCREIF ODCE Fund Index	1.0%	4.9%	6.8%	8.5%
NCREIF Property Index	0.7%	5.3%	6.4%	7.6%
vs. Real Estate Portfolios	13	9	8	1

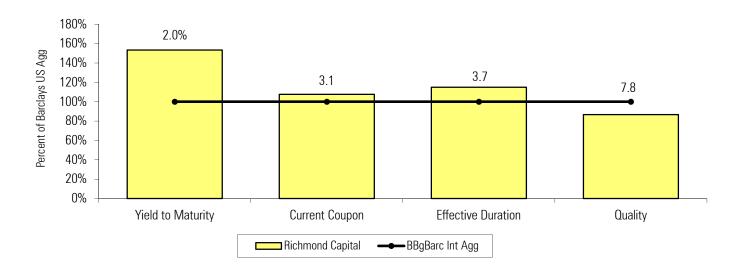
Manager/Index/Universe	Quarter	1 Year	3 Year	5 Year
JP Morgan Infrastructure	-0.3%	4.5%	8.3%	6.2%
CPI + 3.0%	1.2%	4.5%	4.9%	4.8%
JP Morgan Maritime	n/a	n/a	n/a	n/a
CPI + 3.0%	1.2%	4.5%	4.9%	4.8%

JPM Maritime has \$5MM commitment. SEAS will begin reporting performance once the commitment is fully drawn and/or JPM begins to provide performance data on the fund.

#### X. FIXED INCOME/ABSOLUTE RETURN PERFORMANCE COMPARISONS

Manager/Index/Universe	Quarter	1 Year	3 Year	5 Year
Richmond Capital	0.9%	5.3%	3.6%	2.9%
BBG Barc Intermediate Aggregate	2.5%	6.9%	3.9%	2.8%
vs. Intermediate Fixed Income Portfolios	54	54	50	37

## Fixed Income Portfolio Characteristics





# XI. POLICY COMPLIANCE - For Discussion Only

# A. Investment Guidelines: Total Fund

Goal	1 Year	3 Years	5 Years
Exceed Target Index	*	×	×
Rank Above 50th Percentile in Public Fund Universe	×	×	×
Standard Deviation Relative to Target Index	N/A	>	>

Guideline	Total Fund
Equity securities limited to less than 70% of Total Fund market value	57.9%
Investment in foreign company stock limited to 25% of value of Total Fund	10.4%
Investment in real estate limited to 20% of value of Total Fund	18.1%
Equity securities with Market Cap of less than \$10 billion limited to 25% of market value of Total Fund	✓
Fixed Income portfolio average credit quality of "A" or better	✓
Fixed Income portfolio duration should be $<$ 135% of the market index duration	✓
< 5% of fixed income portfolio (at cost) shall be invested in single corp. issuer	✓



# B. Fund Performance Objective

Manager	Exceed Benchmark 3-Year	Exceed Benchmark 4-Year	Exceed Benchmark 5-Year	Risk vs. Benchmark 5-Year
DePrince, Race, and Zollo	*	×	×	>
Rhumbline R1000	n/a	n/a	n/a	n/a
Rhumbline R1000 Growth	n/a	n/a	n/a	n/a
Rhumbline S&P SC600	n/a	n/a	n/a	n/a
Atlanta Capital	✓	$\checkmark$	$\checkmark$	<
EuroPacific Growth	$\checkmark$	$\checkmark$	$\checkmark$	>
Oakmark International	*	×	×	>
Invesco Oppen International Growth	✓	×	$\checkmark$	>
Principal U.S. Property	$\checkmark$	$\checkmark$	$\checkmark$	>
American Realty	✓	$\checkmark$	$\checkmark$	>
JP Morgan Infrastructure	$\checkmark$	✓	✓	>
Richmond Capital	×	✓	✓	<

Manager	Rank Above 50 <sup>th</sup> Percentile 3-Year	Rank Above 50 <sup>th</sup> Percentile 4-Year	Rank Above 50 <sup>th</sup> Percentile 5-Year
DePrince, Race, and Zollo	×	n/a	n/a
Rhumbline R1000	n/a	n/a	n/a
Rhumbline R1000 Growth	n/a	n/a	n/a
Rhumbline S&P SC600	n/a	n/a	n/a
Atlanta Capital	✓	✓	✓
EuroPacific Growth	✓	$\checkmark$	✓
Oakmark International	×	*	*
Invesco Oppen International Growth	✓	×	$\checkmark$
Principal U.S. Property	✓	$\checkmark$	✓
American Realty	$\checkmark$	$\checkmark$	✓
JP Morgan Infrastructure	n/a	n/a	n/a
Richmond Capital	✓	✓	✓



# C. Manager Status

Manager	Status	Effective Date
DePrince, Race, and Zollo	Under Review	1020
Rhumbline R1000	Good Standing	
Rhumbline R1000 Growth	Good Standing	
Rhumbline S&P SC600	Good Standing	
Atlanta Capital	Good Standing	
EuroPacific Growth	Good Standing	
Oakmark International	Under Review	4018
Oppenheimer International Growth	Under Review	4018
Principal U.S. Property	Good Standing	
American Realty	Good Standing	
JP Morgan Infrastructure	Good Standing	
JP Morgan Maritime	Good Standing	
Richmond Capital	Good Standing	

# XII. HISTORICAL EARNINGS ANALYSIS (Net of Fees)

Fiscal Year	Fiscal Year Earnings	Fiscal Year Return (Net)
2003	\$10,395,140	13.7%
2004	\$8,485,935	9.3%
2005	\$9,033,405	9.8%
2006	\$9,300,446	9.3%
2007	\$17,706,111	16.1%
2008	(\$19,925,235)	-16.0%
2009	(\$6,068,122)	-5.1%
2010	\$7,144,888	6.9%
2011	\$1,993,958	2.0%
2012	\$17,665,210	16.9%
2013	\$20,794,211	16.5%
2014	\$14,902,092	10.4%
2015	\$247,512	-0.1%
2016	\$14,538,548	9.7%
2017	\$21,232,926	13.3%
2018	\$18,434,705	10.3%
2019	\$5,742,737	3.1%
2020 FYTD	(\$21,064,256)	-11.4%
Since Inception	\$130,560,214	6.3%

<sup>\*</sup>Annualized, net of management fees for all time periods following 2006. For years 2003 - 2006 the former consultant did not track manager fees; numbers in table above will not match returns on page 3 that are reported "Gross" of management fees.



## XIII. NOTES

- 1) The prior investment consultant, Merrill Lynch Consulting Services, provided all performance and market value data for periods prior to December 31, 2006.
- 2) Performance data for The Plan is based on market value and transaction information provided in the Salem Trust accounting statements. The statements currently provided by Salem Trust are trade date statements.
- 3) Salem Trust reports the JP Morgan Infrastructure fund values via a "shadow entry" which causes this valuation to generally trail by one quarter. Because Salem Trust is the official record-keeper, SEAS uses only these statements for all performance reporting.
- 4) The inception date of the American Strategic Value Realty Fund is January, 2015.
- 5) The inception date of the Rhumbline S&P Small Cap 600 is January 12, 2017.
- 6) The inception date of the Rhumbline Russell 1000 Growth is December 15, 2017.

