

Brian Sandoval
Governor

Rob Boehmer
Program Coordinator



**Nevada Public Employees'
Deferred Compensation Program**

COMMITTEE
Scott Sisco, Chair
NDOC
Carlos Romo, Vice Chair
Retired
Brian L. Davie
LCB
Karen Oliver
GCB
Steve C. Woodbury
GOED

Shane Chesney
Senior Deputy Attorney General

NOTICE OF PUBLIC MEETING

**NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION COMMITTEE**

Wednesday, February 18, 2015
9:00 am

Capitol Building
101 North Carson Street
The Guinn Room
Carson City, Nevada 89701

If you cannot attend the meeting, you can participate by teleconference. Please contact the NDC office for the teleconference phone number. deferredcomp@defcomp.nv.gov or 775-684-3398

Below is an agenda of all items to be considered. All items which are potential action items are noted as such. Items on the agenda may be taken out of order, combined for consideration, or removed from the agenda at any time at the discretion of the Committee.

AGENDA

1. Call to Order/Roll Call
2. Public Comment. *Comments from the public are invited at this time prior to the commencement of possible action items. The Committee reserves the right to limit the amount of time that will be allowed for each individual to speak and may place reasonable restrictions on the manner of public comment. The Committee is precluded from acting on items raised during Public Comment that are not on the agenda. Public comment pursuant to this item should be limited to items listed on the agenda.*
3. For Possible Action – Approval of Committee meeting minutes from meeting of November 4th, 2014.
4. For Possible Action – Per NRS 287.330, 1. The Committee shall: (a) At its first meeting each year, designate one of its members to serve as Chair of the Committee for a term of 1 year or until the chair's successor has been designated. Additionally, the Committee will designate a Vice Chair.

Nevada State Library and Archives Building, 100 N. Stewart Street, Suite 210, Carson City, NV 89701
Phone 775.684.3397 | Fax 775.684.3399 | Website <http://defcomp.nv.gov/>

5. For Possible Action – Receive, discuss, and approve Program Coordinator’s Report of fourth quarter 2014, review and discuss NDC budget sent to the Legislature, discuss proposed NDC Annual Administration Plan for 2015, and discuss Program Coordinator’s annual performance evaluation.
6. For Possible Action- Presentation of Final Financial Audit Report presented by Thomas Rey of CliftonLarsonAllen.
7. For Possible Action- Presentation of Final Compliance Audit Report and proposed Plan Document Changes presented by Melanie Walker of Segal Rogerscasey
8. For Possible Action – Receive and approve Investment Consultant’s review of fourth quarter reports from Recordkeepers and performance of investment options.
9. For Possible Action – Receive and approve the Investment Consultant’s Fund Watch list for the fourth quarter ending December 31, 2014.
10. For Possible Action – Receive and approve plan activity and administrative update from MassMutual for fourth quarter ending December 31, 2014.
11. For Possible Action – Receive and approve plan activity and administrative update from Voya Financial for fourth quarter ending December 31, 2014, and receive Recordkeeper Transition update.
12. For Possible Action- Receive and review Voya Financial’s proposed Re-Branding options the NDC Committee requested at the January 21st 2015 planning meeting for Committee decision and approval.
13. For Possible Action- Review, discuss, and approve Plan Document Changes/Revisions for:
 - a. Addition of Loan Provision
 - b. Addition of Disputed Beneficiary Provision
14. For Possible Action – Review and approve Interlocal Agreement renewals executed by all existing Alliance Partners.
15. For Possible Action- Authorize NDC Administration to send a discontinuance notification to Alliance Partners that do not execute and return the new Interlocal Contract/Agreement, or at least provide communication that the agreement is being or has been executed.
16. For Possible Action – Receive and approve new Interlocal Agreement with the Incline Village Crystal Bay Visitors Bureau.
17. For Possible Action – Review Institutional Investor conference events and NAGDCA Conference dates, decide on if the committee desires to send representation, and decide on what members will attend each.

Comments/Updates

18. Committee Members
19. Investment Consultant

20. Recordkeeper(s)
21. Staff Updates
22. Public Comment. *The Committee reserves the right to limit the amount of time that will be allowed for each individual to speak. The Committee is precluded from acting on items raised during Public Comment that are not on the agenda. Public comment pursuant to this item may be on any topic, principally those related to the Nevada Deferred Compensation Program.*
23. Adjournment

Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual the Committee may refuse to consider public comment. *See NRS 233B.126.*

Notice of this meeting was posted at the following locations in Carson City, Nevada:

Nevada State Library and Archives, 100 Stewart Street
Blasdel Building, 209 E. Musser Street
Capitol Building, 101 N. Carson Street
Legislative Building, 401 S. Carson Street

Notice of this meeting was posted at the following locations in Las Vegas, Nevada:

Grant Sawyer State Office Building, 555 E. Washington Avenue
Fax to Capitol Police – (702) 486-2012

Notice of this meeting was posted on the following website:

<http://defcomp.nv.gov/>
<https://notice.nv.gov/>

We are pleased to make reasonable accommodations for members of the public who are disabled and would like to attend the meeting. If special arrangements for the meeting are required, please notify the Deferred Compensation office at 100 North Stewart Street, Suite 210, Carson City, Nevada, least one working day before the meeting or call (775) 684-3397 or you can fax your request to (775) 684-3399.

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**DEFERRED COMPENSATION COMMITTEE
QUARTERLY MEETING MINUTES FOR**

November 4, 2014

The quarterly meeting of the Deferred Compensation Committee was held on Tuesday, November 4, 2014, at 8:00 a.m. in the Guinn Room of the Capitol Building, 101 N. Carson St., Carson City, Nevada. The meeting was held by videoconference from the Capitol Building to the Grant Sawyer Building, 555 E. Washington Ave., Suite 5100, Las Vegas, Nevada. Other attendees participated in person or by conference call.

A copy of this set of meeting minutes, including the agenda, the audio recording and other supporting material, is available on the Nevada Deferred Compensation (NDC) website at:

<http://defcomp.nv.gov/Meetings>.

COMMITTEE MEMBERS

Brian Davie, in Las Vegas
Karen Oliver
Steve Woodbury
Carlos Romo, Vice Chair
Scott Sisco, Chair

OTHERS PRESENT

Jim Barnes, Zeh Law Firm
Bishop Bastien, Voya
Rob Boehmer, NDC Program Coordinator
Shane Chesney, Senior Deputy Attorney General
Kent Ervin, Participant
Lisa Gillarde, Voya (phone)
Lori Goulart, Participant
Shelley Fredrick, Voya
Michael Hackett, MassMutual

Michael Hillerby, Kaempfer Crowell
Barbara Jewett, Retired
Brian Merrick, Voya
Frank Picarelli, Segal Rogerscasey
Steve Platt, ING
Micah Salerno, NDC Admin Assistant
Trudy Stanford, Retired
Robert Trenerry, MassMutual
Steve Watson, Retired

1. Call to Order/Roll Call

Chairman Scott Sisco called the quarterly meeting of the Nevada Deferred Compensation (NDC) Committee to order at 8:02 a.m., on Tuesday, November 4, 2014. Mr. Rob Boehmer took roll and determined a quorum was present with Mr. Davie attending in Las Vegas.

2. Public Comment

Dr. Kent Ervin, active participant, commented on agenda items 9 and 10. Item 9 relating to the fund selection was one of the most important functions of program. He encouraged the committee to not just go on past performance, but look at other aspects. Item 10 regarding loan provision, the program is a voluntary savings and participants should be able to make own decision. NSHE has a provision in their Plan that if a participant defaults on a loan, that participant is never eligible to execute a loan agreement again; NDC should consider putting in policy.

Ms. Trudy Stanford, retiree and proposed beneficiary declarant, provided written public comment. See Attachment A

3. For Possible Action – Approval of Committee meeting minutes from the Quarterly Meeting of August 13, 2014.

No comments or changes on the minutes.

Motion by Vice Chair Romo to approve the minutes from the quarterly meeting on August 13, 2014. Second by Mr. Woodbury, motion passed unanimously.

4. For Possible Action – Receive and approve Program Coordinator's Report of third quarter 2014. ([Supporting Material pp. 12-19](#))

Mr. Boehmer presented his report briefly commenting on quarterly billing, NDC Budget Review, and proposed going forward with paying the \$65,000 RFP consultant fee before the end of 2014 unless there was an objection.

Mr. Boehmer continued his report giving an update on the Financial Audit noting the final report would be presented at the February 2015 meeting. The Compliance Audit had been completed, and Melanie Walker with Segal Rogerscasey would present the final report at the February 2015 meeting. Mrs. Walker documented ten findings and recommendations that may require attention, consideration, or action as a result of the Compliance Audit, with the main one being how payroll deduction and enrollment forms were being processed.

Mr. Frank Picarelli suggested having Melanie Walker attend the Planning Meeting for educational purposes, regulatory issues, issues on loans, taxation, how beneficiary distributions worked etc.

Mr. Boehmer remarked that the summer newsletter was sent out and was the final printed version being sent to all Retirees that did not subscribe to continuing to receive a paper copy. He also commented on the NAGDCA conference and his attendance at certain sessions. The report concluded with a summary of Financial Education Days meetings and future educational endeavors.

Motion by Vice Chair Romo to accept the Program Coordinator's report, second by Mr. Woodbury. Motion carried unanimously.

5. For Possible Action – Receive and approve Investment Consultant's review of third quarter reports from recordkeepers and performance of investment options. ([Segal Rogerscasey 3Q Report](#))

Chair Sisco reminded everyone that since this meeting had to be held earlier in the month so the quarterly report from Mr. Picarelli was missing a few items.

Mr. Picarelli presented an abbreviated version of his quarterly report, and commented first on the economic overview from page 1-15 in his report. Page 25-26 showed the revenue sharing analysis noting that the MassMutual contract was still producing 1 point higher than the required 11 basis points and the ING requirement of 35 basis points was still 6 points short or approximately \$35,000. Mr. Picarelli commented on fund comparative performances on pages 44-50.

Motion by Vice Chair Romo to accept the Analysis of Investment Performance report, second by Ms. Oliver. Motion passed unanimously.

6. For Possible Action – Receive and approve the Investment Consultant’s Fund Watch list for the third quarter ending September 30, 2014.

Mr. Picarelli reviewed the Watch List on page 23 of his report and remarked that many of the funds improved on the 3 year period. He recommended removing the Hartford Small Company HLS Fund and the Oppenheimer Main St Small & Mid Cap Fund due to long term performance over the 3 and 5 year periods.

FUND	RECOMMENDATION
American Funds Growth Fund of America (ING)	Remain on Watch
Keeley Small Cap Value Fund (ING)	Remain on Watch
Hartford Small Company Fund HLS (MassMutual)	Remove from Watch
Victory Diversified Stock Fund (MassMutual)	Remain on Watch
Oppenheimer Main St Small & Mid Cap Fund (MM)	Remove from Watch
American Funds Capital World Growth & Income (ING)	Remain on Watch
Lord Abbett Value Opportunities Fund (MM & ING)	Remain on Watch
Columbia Acorn Fund (ING)	Remain on Watch
Munder Mid-Cap Core Growth (MassMutual)	Remain on Watch

Motion by Mr. Davie to accept the watch list from the Investment Consultant. Motion seconded by Vice Chair Romo and carried unanimously.

7. For Possible Action – Receive and approve plan activity and administrative update from Mass Mutual for third quarter ending September 30, 2014. ([Supporting Material pp. 168-181](#))

Mr. Robert Trenerry presented a brief version of the third quarter 2014 report for MassMutual.

Chair Sisco asked for a report from both recordkeepers of how many participants applied for an unforeseen emergency withdrawal and how many were actually approved.

Chair Sisco also asked if Mr. Trenerry had any input on the beneficiary issue from the MassMutual participant who gave public comment.

Mr. Trenerry indicated that he could not make a comment because it was a legal matter.

Mr. Brian Davie suggested the beneficiary designation should be addressed and highlighted in the quarterly newsletter at least two times per year to try and help avoid people avoid situations like Ms. Stanford was going through.

Motion by Vice Chair Romo to accept the MassMutual quarterly report and seconded by Mr. Woodbury. Motion carried unanimously.

8. For Possible Action – Receive and approve plan activity and administrative update from Voya Financial for third quarter ending September 30, 2014. ([Supporting Material pp. 182-193](#))

Mr. Bishop Bastien announced two changes in the leadership of their company. First, Jamie Ohl who was the president of the tax exempt market group, left the company in September and was replaced by an internal candidate, Carolyn Johnson. Second, Rod Martin, current Financial Chairman and CEO, would assume direct responsibilities for the Retirement Solutions practice within their company which included all annuities, tax exempt market sales, and the 401(k) sector. In connection with that change it was announced that Maliz Beams was leaving the company.

Chair Sisco asked why they should not be worried about what these changes would do to the credit rating and solvency of their general account.

Mr. Bastien remarked that if there was a Vendor Policy Statement then we would be put on "Watch" like the Fund Watch list, but even underneath you will find that nothing has changed; the fixed account leadership has not changed. Within the business, management changes all the time, but you should watch is if the company is changing direction or getting out of markets that effect the State's business and Voya is not doing that. Voya will stand by the contract and the commitment to the State that was captured in the Negotiated Points document.

Mr. Brian Merrick presented an abbreviated third quarter 2014 report for ING/Voya.

Motion by Vice Chair Romo to approve the ING quarterly report. Second by Mr. Woodbury, the motion passed unanimously.

9. For Possible Action- Receive and discuss Fund Line-up and Mapping proposal presented by Investment Consultant, Frank Picarelli of Segal Rogerscasey (subject to single recordkeeper contract being approved by BOE). ([Supporting Material pp. 194-400](#))

Mr. Picarelli reviewed the information he provided in his "Single Vendor Proposed Fund Structure" report. He noted that Voya would add change from their current stable value product to the new product on December 19, 2014 so current participants would be getting the new general account. In January the new pricing of 8 basis point required revenue would go into effect.

Chair Sisco asked where we were on the 12 month PUT because of the delay of approval from Board of Examiners. We would not make the transition by December 31, 2014, and we would not have a contract in place with MassMutual since the transition would take an extra 30-60 days.

Mr. Picarelli stated that in discussions with MassMutual they indicated they would honor the current contract through the transition. The money would become liquid and could transfer over on March 1, 2015, or whenever the transition took place. Voya's new contract would become valid January 1, 2015.

Mr. Bastien with Voya stated they would not need an amendment for their contract, but that they did need a contract holder direction letter from the Committee that indicated what changes were going to be made including mapping the stable value product to the fixed account with the crediting rate stipulated. The new contract, if approved by BOE, would be in place for January 1, 2015. Chair Sisco, for the record, wanted to confirm that if the BOE approved the contract on 11/12/14 the full transition could not happen by 1/1/15.

Mr. Bastien stated that was correct, but their intent would be to complete the transition by the end of March 2015, with cooperation from MassMutual.

Mr. Trenerry with MassMutual stated "During the transition we would continue to honor the existing terms of the contract so it is 11 basis points on the variable funds and we would keep the interest rate at the exact same that it is." He indicated they would provide an extension letter with those terms to Rob Boehmer.

Mr. Picarelli specified the two things needed: MassMutual needed to provide a letter with the terms of the extension and Voya needed a direction letter from the Committee to move forward with the transition process.

Mr. Picarelli recommended that the Committee make decisions as they went through *Single Vendor Proposed Fund Structure Discussion* on which funds would be in the lineup. They needed to choose funds that would provide the 12 basis points needed for the new Voya contract.

Fund Choice(s)		Recommendations
Stable Value	Voya General Account	
Fixed Income Bond	Vanguard Total Bond Index	Keep Vanguard because of brand recognition and better pricing
Balanced	INVESCO Van Kampen Equity Income and T. Rowe Price Capital Appr.	Keep both funds and review for potential consolidation at a later time
Socially Responsive	Parnassus Equity Income	Map Neuberger Berman to Parnassus
Large Value	American Beacon Large Cap Value and Allianz NFJ Dividend Value	Keep both funds, evaluate later potential consolidation at a later time
S&P 500 Index	Vanguard Institutional Index	
Large Cap Core-Active	Eliminate Victory Diversified Stock	map to Vanguard Institutional Index
Large Cap Growth	T. Rowe Price Growth Stock and Fidelity Contrafund	Map the American Funds Growth Fund of America to T. Rowe Price Growth
Mid Cap Value	No funds offered	Look at adding later
Mid Cap Blend	Hartford Mid Cap HLS	Recommend to keep fund even with higher expense ratio
Mid Cap Growth	Eliminate Class	Map to Goldman Sachs
SMID Cap Index	Vanguard Extended Markets Index	Retain
SMID Cap Core	Oppenheimer Main St Small	Map Lord Abbott Funds to Oppenheimer
SMID Growth	Add Goldman Sachs	Map Columbia Acorn to Goldman
Small Value	No funds offered	Do not add at this time
Small Core	Eliminate Keeley Small Cap	Map to Vanguard Extended Index
Small Growth	Eliminate Harford Small Cap HLS	Map to Goldman Sachs
International – Passive	Vanguard Developed Markets Index	Map American Beacon to Vanguard Developed Markets
International – Active	Dodge & Cox International Stock	

Global Equity	Mutual Global Discovery	Map American Funds Cap World to Mutual Global Discovery
Target Date	Vanguard Target Retirement Series	Add 2055 and 2060 funds

Motion by Vice Chair Romo to accept the lineup as discussed and recommended. Second by Mr. Davie the vote passed unanimously.

10. For Possible Action- Discuss and possibly approve Loan Provision matrix to be implemented sometime in 2nd quarter 2015, when new contract takes effect (subject to single recordkeeper contract being approved by BOE). ([Supporting Material pp. 401-402](#))

Mr. Boehmer gave a brief summary of the loan program proposal and the Committee made decisions on the options covered.

Decision Points	Proposed	Decision
1. Types of Loans	General Purpose and Residential	As proposed
2. Maximum number of loans that may be outstanding	General Purpose: 1 Residential: 1 Total (regardless of type): 1	As proposed
3. Minimum Loan Amount	General: \$1,000 Residential: \$1,000	As proposed
4. Loan Interest Rate	a. Prime Interest Rate published in the Wall Street Journal on the last business day of each month b. Adjustment factor to be added to the indexed interest rate for loans issued under the plan. i. 1.0% (required by Voya Financial)	a. Prime Interest Rate b. Plus 1%
5. Loan Repayment Frequency	Monthly	As proposed
6. Loan Repayment Method	ACH debit to the participant's bank account	ACH, only offered to State of Nevada employees or Alliance Partners that only offer the NDC Plan.
7. Loan Repayment Following Separation from Service	Allowed	As proposed
8. Maximum Loan Repayment Period	General: 57 months Residential: 180 months	As proposed
9. Money Source Withdrawal Sequence	Roth source monies not allowed to be loaned. a. 1 st source-Pretax employee elective deferrals b. 2 nd source-Pretax employer elective deferrals c. 3 rd source-Pretax rollover from another 457 plan d. 4 th source-Pretax rollovers from 401k, 403(b) or IRA plans	As proposed
10. Spousal Consent	Not required	As proposed
11. Loan Authorization	Voya will authorize loans, based on the loan provisions on the IRC Section 72(p), corresponding regulations and terms of the Loan Program and NDC Plan Document.	As proposed

12. Paperless loan Processing	Elected – available for General Purpose but not for Residential	As proposed
13. Loan Fee	a. Voya Financial charges a \$100 flat rate loan fee that they retain. b. NDC could charge a fee on top of that, that the plan retains.	\$100 Voya fee taken out of participant account. \$25 fee for NDC administration.
14. Retiree Participation	NDC Committee would have to decide on whether we want to allow for Retirees to be able to participate in the loan provision.	Allow Retirees
15. Maximum Loan amount or percentage	IRC language states that a participant can only loan amount up to \$50k or up to 50% of the participant's account value.	\$50,000 or up to 50% of balance of account.

Motion by Vice Chair Romo to approve Mr. Boehmer amending the Plan Document with the loan items as reviewed, second by Mr. Woodbury. Motion carried unanimously.

11. For Possible Action- Committee to discuss and potentially vote on new Alliance Plan Contract for Elko Convention and Visitors Authority.

The Elko Convention and Visitors Authority contacted the NDC office and requested to become an alliance partner with our program.

Motion by Vice Chair Romo to add the new Alliance Partner. Second by Mr. Davie, motion carried unanimously.

12. For Possible Action- Establish February 2-15 and May 2015 Quarterly Committee meeting dates.

Quarterly meetings scheduled for Wednesday, February 18 and Thursday, May 21, 2015.

Motion by Mr. Woodbury to schedule quarterly meetings on February 18, 2015 and May 21, 2015. Second by Mr. Davie and passed unanimously.

Comments/Updates

13. Committee Members

Mr. Davie complimented Chairman Sisco on how he was handling the RFP process and appreciated that he fulfilled his promise to see the Board of Examiners from several years ago.

Chair Sisco appreciated Mr. Picarelli's fund lineup presentation which made it very easy to go through.

14. Investment Consultant

No comment.

15. Recordkeeper(s)

No comments.

16. Staff Updates

No comments.

17. Public Comment

Mr. Steve Watson, retired state employee, read two letters from RPEN members. See Attachment B and Attachment C.

Ms. Barbara Jewett provided public comment. See Attachment D

Dr. Ervin, active participant, commented that he did not have a personal loyalty to any provider company and had transferred his 457 assets from ING to MassMutual in early 2013 because MassMutual had been providing lower fees on index mutual funds. He reviewed the public proposals from both vendors and in his opinion it was clear to him that ING/Voya submitted the stronger bid on both services and pricing. It was disconcerting that MassMutual did not follow the standard procedure used for the RFP, but filed an appeal on the RFP decision which has since been dismissed or withdrawn. The MassMutual appeal summary on MassMutual and ING Cost Proposal was so misleading and was not an honest comparison. No company should be allowed to use lobbying efforts to obstruct normal state procurement and contracting procedures.

18. Adjournment

Motion by Vice Chair Romo and seconded by Mr. Woodbury to adjourn the meeting. Motion carried unanimously.

The meeting was adjourned at 1:38 p.m.

Respectfully submitted,

Micah Salerno
NDC Administrative Assistant

Attachment A

Trudy Stanford Public Comment

In May, 2013, being the beneficiary of my ex-husband's account, Massachusetts Mutual, henceforth MM, transferred his account to me after his death. Meanwhile, his Texas live in girlfriend's attorney wrote to MM alleging they lost documents which made her beneficiary in the late 1980's, later alleged to be 1995. A subsequent letter was sent enclosing a copy of the girlfriend's Application for Letters of Administration to Texas Probate which included Application to Determine Heirship which listed all assets including his MM account with a notation it's distribution was unknown. Deferred Compensation is a nonprobate asset. * The account had already been transferred to me according to the governing instrument. In August, 2013 MM ILLEGALLY FROZE MY ACCOUNT, seizing control from me saying they feared a possibility of being required to make duplicate distributions even though they are protected by Nevada law as follows:

NRS 111.781 subsection 6

A payor or other third party is not liable for having made a payment or transferred an item of property or any other benefit to a beneficiary designated in a governing instrument affected by the provisions of this section or for having taken any other action in good faith reliance on the validity of the governing instrument before the payor or other third party received written or actual notice of any event affecting a beneficiary designation. A payor or other third party is liable for a payment made or other action taken after the payor or other third party received written or actual notice of a claimed forfeiture or revocation under this section. 6.

See also: NRS 41B.400

MM's responsibility to me is defined as follows:

NRS111.757 Transfer to designated beneficiary according to beneficiary designation or other direction. When a transferring entity accepts a beneficiary designation or beneficiary assignment or registers in beneficiary form certain property, the acceptance or registration constitutes the agreement of the owner and transferring entity that, unless the beneficiary designation is revoked or changed before the death of the owner, on proof of the death of the owner and compliance with the transferring entity's requirements for showing proof of entitlement, the property will be transferred to and placed in the name and control of the beneficiary in accordance with the beneficiary designation or transfer-on-death direction, the agreement of the parties and the provisions of NRS 111.751 to 111.779, inclusive. (Added to NRS by 2011, 1421)

I requested assistance from NDC in this matter. After investigation, I was told MM had taken the action of seizing control of my account in response to a COURT ORDER which is clearly NOT true; however that explanation was accepted by NDC without evidence and caused NDC to drop the matter. I had no recourse but to file suit against MM, which I did in October, 2013 at unnecessary legal expense. MM then counter filed against the girlfriend. MM has petitioned the court three times to allow transfer of my

account funds to the court against my will which would cost me exorbitant income tax obligation for a lump sum distribution without funds to pay, loss of 3% interest, and the free stock market investment benefits and other services which could not be restored.

MM requests the court to render them harmless from future court actions in this matter. This would be tantamount to confiscation of my account, taking my account out of my name (they already seized control) and placing it in the name and control of the court; and using the court to shield them from legal remedy for their illegal confiscation of my account. MM's third such request is currently pending the Court's decision.

In the litigation of my inherited 370,000 account, I stand to lose half or more in court costs and attorney's fees if resolved on the September, 2015 hearing date. Meanwhile I am being ordered to attend a Settlement Hearing as though the legal beneficiary were in question.

This could happen to YOU or any participant of NDC because of the failure of MM to carry out their fiduciary responsibilities to: NDC who contracted with them to administer accounts in accordance with the Plan Document and Nevada Law, to the participant who made beneficiary designation, and to the legal beneficiary in whose name and control the property should and was initially placed.

Because MM failed to adhere to Nevada's laws and the Plan Document, it was necessary to litigate in order to retain what is mine. This could happen to anyone having an account with them. Nevada State employees should not be subjected to such arbitrary, illegal and costly misdeeds.

It appears to me that MM's contract which they purchased from Hartford ends 12/31/14 and I believe it would be prudent to take these matters under consideration when contemplating a renewal of contract.

NRS111.721 "Nonprobate transfer" defined.

"Nonprobate transfer" means a transfer of any property or interest in property from a decedent to one or more other persons by operation of law or by contract that is effective upon the death of the decedent and includes, without limitation: 1.

A transfer by right of survivorship, including a transfer pursuant to subsection 1 of (a) NRS 115.060;

A transfer by deed upon death pursuant to (b) NRS 111.655 to 111.699, inclusive; and

A security registered as transferable on the death of a person. (c)

The term does not include: 2.

Property that is subject to administration in probate of the estate of the decedent; (a)

Property that is set aside, without administration, pursuant to (b) NRS 146.070; and

Property transferred pursuant to an affidavit as authorized by (c) NRS 146.080.

(Added to NRS by 2011, 1418)

Should you have questions you may contact me as follows:

Trudy Stanford 775-882-9574

Attachment B

October 22, 2014

Scott Sisco, Chairman
State of Nevada Deferred Compensation Committee

Dear Mr. Sisco:

I have attached a letter from the Carson City Chapter of RPEN to the State Board of Examiners requesting their assistance in correcting the scoring anomaly that occurred during RFP #3119 which I request be read at your next meeting. RPEN members at our November 4th meeting will sign this letter.

While the DC committee voted to approve the scoring committees recommendation, we believe you did so based on State Purchasing's advice that the total score must be used. In our opinion, the committee should have rejected that based on the major deviation of scorer #3 compared to the other five scorers. I, therefore, ask for the committee's reconsideration of their vote on RFP #3119, to rescind the contract from the BOE and to correct the process.

Sincerely,

Ellen R. Westphal
President
Carson City Chapter
Retired Pubic Employees of Nevada

cc: State Board of Examiners

Attachment C

November 4, 2014

Board of Examiners
State of Nevada

Dear Board Members:

We, current members of the Carson City Chapter of Retired Public Employees of Nevada at our November 4, 2014 meeting, are writing in regards to the Nevada Deferred Compensation plan RFP #3119 and the action to approve the contract with VOYA Financial that is on this Agenda. While State Purchasing has built in some safeguards to protect the integrity of the scoring process, it is clear that there is an anomaly in the scoring. One of the six evaluators, evaluator #3, scored one vendor so high and another vendor low that his score negated what the other evaluators had scored and determined the outcome. State Purchasing uses a total score system with a weighted average to account for normal deviations among scorers but evaluator #3 was not within normal deviations of the other scorers so the weight average theory could not apply. We, as retirees, argue that our representatives' vote as well as other evaluators' vote were negated because of evaluator #3 and ultimately didn't matter. We would also point out that this was the second time evaluator #3 has done this. The previous RFP was rescinded, in part, because of scoring irregularities and we felt that by having State Purchasing involved, evaluator #3 would not be allowed to manipulate the process. We seek your help in correcting this situation and ask you not approve the contract before you.

Sincerely,

Attachment D

Public Comment

November 4, 2014

My name is Barbara Jewett. I am a retired officer from the Department of Public Safety and I have approximately \$190,000 in the general fund of Hartford/Mass Mutual. It is my understanding that this fund makes up a large percentage of all of the money that employees have contributed to their deferred compensation savings. Consequently, when I heard that all of our savings were going to be transferred to VOYA and that there would no longer be a choice between two plans, I became very concerned and I began doing some research.

I learned two very significant things, the first of which is the history of VOYA. VOYA is not ING. ING is a huge multi-national banking conglomerate owned by the Dutch. It got into financial trouble in 2008 and was eventually ordered by the European Union to divest itself of its assets in the United States. As a result ING in the U.S. is no longer owned by the Dutch and is now an entirely new, publicly owned company (aka VOYA). The selling of stocks began in May of 2013 and will be complete by December, 2016. VOYA is not a new name for an old company, it is in all respects a brand new institution.

The second thing I learned is the difference between a publicly owned institution and a mutual insurance company, such as Mass Mutual. A publicly owned company, such as VOYA, is responsible to its stock holders. This means it is risk-oriented and driven by short-term profits. A mutual insurance company is responsible to its policy holders which means it is focused on long-term gain so, by its very nature, it must consider safety and security and not be short-sighted.

The difference between VOYA and Mass Mutual is a big deal because of everything that is going on in the world right now. IN FACT the economic crisis in Europe and the unrest in the Middle East are listed as risk factors in the filing that VOYA had to submit to the Securities Exchange Commission when it began selling stocks. Furthermore, VOYA has been around for a year and a half; Mass Mutual has been in business for over 150 years.

The bottom line is that the State needs to offer us a choice between plans. If that isn't going to happen then it becomes the responsibility of the Deferred Compensation Committee to safeguard our money. The Committee needs to go with a solid, stable institution with a proven track record that can survive an economic crisis similar or worse than the one we had in 2008. It is high-risk and irresponsible to jeopardize the life savings of hundreds of employees in the state of Nevada by going with a company that has only been around for eighteen months. That is unacceptable.

Thank You
Barbara Jewett
Sparks, NV (775) 250-3176

4. The member appointed pursuant to paragraph (c) of subsection 1 must be compensated \$80 per day from money appropriated from the Program pursuant to [NRS 287.365](#) for attending a meeting of the Committee and for acting at the direction of or on behalf of the Committee.

5. For the purposes of this section, "participant in the Program" means a person who is:

- (a) Deferring compensation pursuant to the Program;
 - (b) Maintaining deferred compensation in the Program; or
 - (c) Receiving payments of deferred compensation pursuant to the Program.
- (Added to NRS by [1995, 1867](#); A [1997, 25](#))

NRS 287.330 Committee to administer Program: Duties; powers; exemption from liability for certain decisions relating to investments.

1. The Committee shall:

(a) At its first meeting each year, designate one of its members to serve as Chair of the Committee for a term of 1 year or until the Chair's successor has been designated.

(b) Act in such a manner as to promote the collective best interests of the participants in the Program.

2. The Committee may:

(a) Create an appropriate account for administration of money and other assets resulting from compensation deferred pursuant to the Program.

(b) With the approval of the Governor, delegate to one or more state agencies or institutions of the Nevada System of Higher Education the responsibility for administering the Program for their respective employees, including:

- (1) Collection of deferred compensation;
- (2) Transmittal of money collected to depositories within the State designated by the Committee; and
- (3) Payment of deferred compensation to participating employees.

(c) Contract with a private person, corporation, institution or other entity, directly or through a state agency or institution of the Nevada System of Higher Education, for services necessary to the administration of the plan, including, without limitation:

- (1) Consolidated billing;
- (2) The keeping of records for each participating employee and the Program;
- (3) The purchase, control and safeguarding of assets;
- (4) Programs for communication with employees; and
- (5) The administration and coordination of the Program.

3. The Committee and its individual members are not liable for any decision relating to investments if the Committee has:

- (a) Obtained the advice of qualified counsel on investments.
- (b) Established proper objectives and policies relating to investments.
- (c) Discharged its duties regarding the decision:

(1) Solely in the interest of the participants in the Program; and

(2) With the care, skill, prudence and diligence that, under the circumstances existing at the time of the decision, a prudent person who is familiar with similar investments would use while acting in a similar capacity in conducting an enterprise of similar character and purpose.

(d) Selected at least one plan for the use of the participants in the Program, except that if the Committee has selected two or more plans from which the participants in the Program may choose, the Committee has selected the plans from separate and distinct providers.

(e) Solicited proposals from qualified providers of plans at least once every 5 years.

(Added to NRS by 1977, 894; A 1979, 797; [1985, 1122](#); [1991, 1759](#); [1993, 387](#); [1995, 1868](#); [1997, 278](#); [2007, 1236](#))

NRS 287.335 Interest and income earned on money in deferred compensation account. The interest and income earned on the money in the deferred compensation account created pursuant to subsection 2 of [NRS 287.330](#) in the State General Fund, after deducting any applicable charges, must be credited to the account.

(Added to NRS by [1999, 33](#))

NRS 287.340 Deferrals of compensation: Deductions from payroll; limitation on amount deferred.

1. Deferrals of compensation may be withheld as deductions from the payroll in accordance with the agreement between the employer and a participating employee.

2. The amount of deferred compensation set aside by the employer to a plan under the Program during any calendar year may not exceed the amount authorized by 26 U.S.C. § 401(a), 401(k), 403(b), 457 or 3121, including, without limitation, a FICA alternative plan, or any other federal law authorizing a plan to reduce taxable compensation or other forms of compensation, as applicable.

(Added to NRS by 1977, 895; A 1979, 798; [1985, 1123](#); [1987, 1823](#); [2001, 1005](#); [2003, 1409](#))

NRS 287.350 Federal requirements prerequisite for operation of plan; taxation of deferred income by State or political subdivision.

1. No plan in the Program becomes effective and no deferral may be made until the plan meets the requirements of 26 U.S.C. § 401(a), 401(k), 403(b), 457 or 3121, including, without limitation, a FICA alternative plan, or any other federal law authorizing a plan to reduce taxable compensation or other forms of compensation, as applicable, for eligibility.

2. Income deferred during a period in which no income tax is imposed by the State or a political subdivision may not be taxed when paid to the employee.



PROGRAM COORDINATOR'S REPORT

February 18, 2015





NDC Budget Review and Billing

- NDC Administration is in the process of developing a final reconciliation of the Programs 2014- 4th quarter expenses, expenses generated during the contract extension period, and then billing Recordkeepers accordingly.
- The NDC FY2016/2017 budget has been submitted to the Governor and to the Legislature. Please see attached Governor Recommended Budget Summary.
- We received the \$65K reimbursement payment from Voya Financial as stipulated in the newly negotiated and executed Recordkeeping contract.



Recordkeeper Transition Update

- The Transition started off very positive in the fact that participant communications have been very positive given the amount of calls we have received in the NDC Administrative Office-
 - **We have fielded upwards of over 4000 participant calls and emails in January and February 2015.**
- Beginning on December 10th, I requested from Voya and Frank Picarelli that we conduct a weekly transition conference call to organize logistics, discuss and review any questions, concerns and accomplishments.
 - **This has been very positive and has allowed us to quickly identify any issues and put a plan of action in place to communicate, address, and rectify situations as they have come to light.**



Transition Update (Cont.)

- In late December thru early January, we began receiving a multitude of calls from our payroll centers asking for direction and information on the transition so they could properly plan and be prepared for the actual Transition beginning on February 2, 2015.
 - **NDC staff communicated the concerns to Voya's Transition Team with direction for them to reach out to each payroll center to ensure they were all on board with being set-up to remit to Voya and answer or address any questions/concerns they might have.**
- On January 5th, I received email correspondence from Pat La Putt from NSHE requesting a conference call with the Voya Transition Team, and myself to discuss the transition. They were concerned because they had not yet received any correspondence explaining the dates that the transition would take place and were not aware of any communication pieces being sent out to participants or payroll centers.
 - **It was identified that many of the payroll centers did not receive the communication pieces that were mailed to participants earlier that week, so Voya was quick to email all of the communications sent to participants to all of the different payroll centers and scheduled weekly conference calls with both the NSHE North and South locations.**



Transition Update (Cont.)

- Also on January 5th, Voya began conducting all of their Transition Meetings throughout the State of Nevada
 - We have received mostly positive feedback from participants that attend the meetings with attendance being good. Rob assisted with presenting at a few meetings because of logistical scheduling conflicts.
 - We did receive three different complaints from participants who attended meetings, stating that the rep was unprepared, didn't show up to the meeting on time or at all, and that they couldn't answer questions about the transition.
 - After further review and after I discussed the issues with the participants directly, it was concluded:
 - » At one of the meeting locations there was a conflict in the scheduling of the meetings, but was corrected for the rest of the meetings throughout the day; Voya personally reached out to the participants to ensure they had all of the information they needed and all questions answered.
 - » That one of the representatives struggled with finding allowable parking on the campus, and didn't get started on time because of the delay. Again, Voya addressed the rep. and participants.
 - » That a single participant felt that the representative wasn't prepared to answer questions about Voya, but after receiving the opinions of others in attendance to the meeting, it was determined that the Representative did a great job and the complaint shouldn't be given much merit.



Transition Update (Cont.)

- We received correspondence from a few of the Alliance Partners that they might consider leaving the NDC Program, and look into negotiating a separate contract with a recordkeeper/vendor outside of the NDC Program.
 - It was determined by those entities that they would indeed continue their partnership with NDC.
 - We have received all, but four Interlocal contracts back from each of the current Alliance Partners.



Transition Update (Cont.)

- Voya identified that out of the 54 participants in the plan that have Self-Directed Brokerage Accounts with Charles Schwab, 14 of them are invested in stocks listed on the Over The Counter Bulletin Board (OTCBB) or classed as “pink sheet” securities. Because these types of securities represent companies that typically do not qualify for trading on a national stock exchange or on the NASDAQ for various reasons (typically because they represent shares of new, small, or struggling companies), they can be extremely risky. Dealers typically trade these securities on a manual basis in the “Over the Counter” Market.
 - **Under direction of Frank Picarelli, we determined that we would allow the assets to transfer to the broker accounts with TD Ameritrade, but that those participants possessing these assets would only be able to liquidate the shares, and not purchase additional shares or reinvest into them because they would not be available as options through TD Ameritrade.**



Transition Update (Cont.)

- **Voya identified an issue where they failed to mail out transition communications to almost 20,000 FICA Alt. Participants.**
 - **Voya immediately developed a communication piece to send out by Monday, February 9th to notify FICA participants of the transfer prior to receiving Mass Mutual's confirmation statement showing a zero balance in their accounts.**
 - **The Voya Transition team set-up a special conference call with myself and both NSHE North and South payroll managers to explain the issue and inform them of what they are doing to rectify it.**
 - **We have received multiple calls from NSHE Participants. All but one participant was OK with the change and appreciated the time and effort Voya and NDC Staff has taken to explain everything to them.**
 - **One positive thing is that only a fraction of these participants are actively contributing, and the majority have balances of \$1000.00 or less; many of those have \$0.00 - \$100.00 in their accounts.**



Financial Audit Update

- ***CliftonLarsonAllen (CLA)*** has concluded and completed the FY2013 Financial Audit. We have provided a “Management Response” to the “Significant Deficiencies” section of the final Financial Audit report.
- Thomas Rey from CLA is here to present and explain the final report to the NDC Committee.



Compliance Audit

- Melanie Walker and John Graham of Segal/Rogerscasey have concluded and completed the NDC FY2013 Compliance Audit. Melanie has presented NDC Administration and Committee with a final report.
- NDC Administration has reviewed their findings and recommendations, and is in the process of working with Melanie to amend our plan document and execute administration changes in order to comply with those recommendations.
- Melanie is here today to present the final report to the NDC Committee and discuss her recommendations.



NDC Quarterly Newsletter & Program Marketing

- NDC Administration will be working with Voya Financial's, Jen Whitman, to assist in developing the 1st Quarter Newsletter of 2015.
- We will be continuing with the current format of the newsletter, and will be implementing the new NDC branding.
- Rob will be working with Voya in the coming month to develop a yearly marketing plan for the NDC Program.
- Rob will be working with Voya to roll out the dedicated Retiree Website.



E-Learning Webinar Series Report

- We have finally completed both of our e-learning webinars and they have been made available to the public on the Nevada e-learning website.
- The first two webinars are dedicated toward new employees, those not currently participating in the plan, and Pre-Retirees. They are entitled:
 - NDC Basics and Beyond (for new & existing Employees)
 - Retiring Minds Want to Know (Pre-Retirees)
- To date we have had over 39 people enroll and take the webinar.
- All of the evaluations have come back with ratings of 4's and 5's with 5 being the highest rating you can give.



Program Coordinator Evaluation

- I would like to request that the NDC Committee conduct a performance evaluation on my performance over the last year that I have been acting in the capacity of Program Coordinator/Executive Officer.
- I have consulted with Lee-Ann Easton, Director of State of Nevada HR Administration, on an evaluation format or form that they have used in the State elsewhere with Unclassified employees.
 - Lee-Ann stated that there wasn't a process created, but that they were currently working on one to assist in offering the unclassified employee necessary feedback to improve performance and identify if the current work load is suitable for the position. She has assisted me with creating a general evaluation for the Committee to consider.
- I have provided a self-evaluation of my performance over the past year serving in this position for each of the Committee Member's review and consideration.

Adjusted Base

2015-2017 Biennium (FY16-17)
G01 GOVERNOR RECOMMENDS

Budget Account: 1017 DEFERRED COMPENSATION COMMITTEE

Item No	Description	Actual	Work Program	Base Year 1	M150 Year 1	Year 1 Total	Base Year 2	M150 Year 2	Year 2 Total
REVENUES									
2511	BALANCE FORWARD FROM PREVIOUS YEAR This request adjusts the anticipated Balance Forward from fiscal year 2016.	120,810	125,812	125,402	0	125,402	85,230	7,937	93,167
2512	BALANCE FORWARD TO NEW YEAR	-125,811	0	0	0	0	0	0	0
3849	CLIENT CHARGE-A This request adjusts the anticipated revenue for Client charges in the 2015/17 biennium.	272,494	376,352	271,705	-403	271,302	297,961	-15,398	282,563
4326	TREASURER'S INTEREST DISTRIB	228	502	225	0	225	225	0	225
	TOTAL REVENUES	267,721	502,666	397,332	-403	396,929	383,416	-7,461	375,955
EXPENDITURES									
01 PERSONNEL									
5100	SALARIES	56,582	83,569	97,901	0	97,901	97,901	0	97,901
5120	FURLOUGH ADJUSTMENT This adjustment recognizes the elimination of fiscal year 2014 furlough payroll expense.	-990	0	-990	990	0	-990	990	0
5200	WORKERS COMPENSATION	1,272	1,037	1,037	0	1,037	1,037	0	1,037
5300	RETIREMENT	11,331	21,519	12,972	0	12,972	12,972	0	12,972
5320	PERS HOLD HARMLESS FOR FURLOUGH	0	257	0	0	0	0	0	0
5500	GROUP INSURANCE	8,260	8,344	8,344	0	8,344	8,344	0	8,344
5660	FURLOUGH LEAVE This request eliminates a one-time expenditure per budget instructions.	990	0	990	-990	0	990	-990	0
5700	PAYROLL ASSESSMENT	134	134	157	0	157	157	0	157
5750	RETIRED EMPLOYEES GROUP INSURANCE	1,365	2,256	2,604	0	2,604	2,604	0	2,604
5800	UNEMPLOYMENT COMPENSATION	130	100	128	0	128	128	0	128
5840	MEDICARE	939	1,212	1,420	0	1,420	1,420	0	1,420
5860	BOARD AND COMMISSION PAY	480	640	480	0	480	480	0	480
5929	SUSPEND LONGEVITY FOR FY14 & FY15	0	-1,675	0	0	0	0	0	0
5930	LONGEVITY PAY	0	1,675	0	0	0	0	0	0
5960	TERMINAL SICK LEAVE PAY Eliminate one-time expenditures per Budget Instructions.	8,000	0	8,000	-8,000	0	8,000	-8,000	0
5970	TERMINAL ANNUAL LEAVE PAY Eliminate one-time expenditures per Budget Instructions.	400	0	400	-400	0	400	-400	0
	TOTAL CATEGORY 01	88,893	119,068	133,443	-8,400	125,043	133,443	-8,400	125,043
02 OUT-OF-STATE TRAVEL									
6100	PER DIEM OUT-OF-STATE	1,769	2,532	1,769	0	1,769	1,769	0	1,769
6130	PUBLIC TRANS OUT-OF-STATE	75	0	75	0	75	75	0	75
6140	PERSONAL VEHICLE OUT-OF-STATE	88	220	88	0	88	88	0	88
6150	COMM AIR TRANS OUT-OF-STATE	1,669	1,009	1,669	0	1,669	1,669	0	1,669
	TOTAL CATEGORY 02	3,601	3,761	3,601	0	3,601	3,601	0	3,601

2015-2017 Biennium (FY16-17)
G01 GOVERNOR RECOMMENDS

Budget Account: 1017 DEFERRED COMPENSATION COMMITTEE

Item No.	Description	Actual	Work Program	Base Year 1	M150 Year 1	Year 1 Total	Base Year 2	M150 Year 2	Year 2 Total
03	IN-STATE TRAVEL								
6200	PER DIEM IN-STATE	499	656	499	0	499	499	0	499
6210	FS DAILY RENTAL IN-STATE	98	0	98	0	98	98	0	98
6215	NON-FS VEHICLE RENTAL IN-STATE	74	0	74	0	74	74	0	74
6230	PUBLIC TRANSPORTATION IN-STATE	0	147	0	0	0	0	0	0
6240	PERSONAL VEHICLE IN-STATE	296	334	296	0	296	296	0	296
6250	COMM AIR TRANS IN-STATE	1,089	417	1,089	0	1,089	1,089	0	1,089
	TOTAL CATEGORY 03	2,056	1,554	2,056	0	2,056	2,056	0	2,056
04	OPERATING EXPENSES								
7020	OPERATING SUPPLIES	329	413	329	0	329	329	0	329
7026	OPERATING SUPPLIES-F	52	0	52	0	52	52	0	52
7040	NON-STATE PRINTING SERVICES	0	177	0	0	0	0	0	0
7045	STATE PRINTING CHARGES	5,805	5,153	5,805	0	5,805	5,805	0	5,805
7050	EMPLOYEE BOND INSURANCE	3	3	3	0	3	3	0	3
7051	AGENCY OWNED - PROP. & CONT. INSURANCE	42	0	42	-42	0	42	-42	0
	This request adjusts the Agency Owned - Property and Content Insurance per the Agency-Owned Property and Contents Schedule. This adjustment is schedule driven.								
7054	AG TORT CLAIM ASSESSMENT	241	121	120	0	120	120	0	120
705B	B&G - PROP. & CONT. INSURANCE	0	42	0	42	42	0	42	42
	This request adjusts the B&G - Property and Content Insurance per the B&G - Owned Building Rent Schedule. This adjustment is schedule driven.								
7060	CONTRACTS - <i>Sealed Compliance Audit</i>	0	90,000	0	0	0	0	28,000	28,000
	This adjustment reflects the biennial (contract commenced April 2013) compliance audit that is required. Please see the attached contract on the vendor schedule for this item.								
7061	CONTRACTS - <i>A - Mangement</i>	18,910	17,360	18,910	0	18,910	18,910	0	18,910
7063	CONTRACTS - <i>C - Clifton Larson Allen - Fin. Audit</i>	0	39,996	0	0	0	0	25,000	25,000
	Although the contract states that this is an annual audit, the NDC Committee has determined that a bi-annual audit may be the option chosen depending on the prior year results with the intent to save the program expenses, more particularly program participants.								
7065	CONTRACTS - <i>E - Seale Regulatory - Inv. Advisor Svc.</i>	82,500	0	82,500	0	82,500	82,500	0	82,500
7100	STATE OWNED BLDG RENT-B&G	5,871	6,180	5,871	0	5,871	5,871	0	5,871
7120	ADVERTISING & PUBLIC RELATIONS	0	1,085	0	0	0	0	0	0
7285	POSTAGE - STATE MAILROOM	6,035	5,708	6,035	0	6,035	6,035	0	6,035
7292	EITS VOICE MAIL	51	137	51	52	103	51	52	103
7294	CONFERENCE CALL CHARGES	244	460	244	0	244	244	0	244
7295	EITS STATE PHONE LINE	269	356	269	0	269	269	0	269
7296	EITS LONG DISTANCE CHARGES	57	3	57	0	57	57	0	57
7301	MEMBERSHIP DUES	600	600	600	0	600	600	0	600
7302	REGISTRATION FEES	0	1,100	0	1,650	1,650	0	1,650	1,650

2015-2017 Biennium (FY16-17)
G01 GOVERNOR RECOMMENDS

Budget Account: 1017 DEFERRED COMPENSATION COMMITTEE

Item No	Description	Actual	Work Program	Base Year 1	M150 Year 1	Year 1 Total	Base Year 2	M150 Year 2	Year 2 Total
7306	Expenditure moved from 7306 (Dues and Registration paid to employees) to (Registration Fees) 7302.	1,650	0	1,650	-1,650	0	1,650	-1,650	0
7306	DUES & REG - EMPLOYEE REIMBURSEMENT								
	Expenditure moved from 7306 (Dues and Registration paid to employees) to (Registration Fees)								
7370	PUBLICATIONS AND PERIODICALS	200	0	200	0	200	200	0	200
	TOTAL CATEGORY 04	122,859	168,894	122,738	52	122,790	122,738	53,052	175,790
26	INFORMATION SERVICES								
7026	OPERATING SUPPLIES-F	330	0	330	0	330	330	0	330
7040	NON-STATE PRINTING SERVICES	0	390	0	0	0	0	0	0
7060	CONTRACTS	138	414	138	0	138	138	0	138
7073	SOFTWARE LICENSE/MNT CONTRACTS	0	52	0	0	0	0	0	0
7532	ELTS WEB HOSTING	1,522	1,464	1,522	0	1,522	1,522	0	1,522
7533	ELTS EMAIL SERVICE	156	137	156	-7	149	156	-7	149
	This adjustment recognizes the difference between the actual expenditures for fiscal year 2014 and the anticipated expenditures for the 2015-17 biennium. To adjust agency requirements for two email accounts for fiscal years 2016 and 2017. The adjustment is driven by the Enterprise Information Technology Services schedule. 2 accounts x 12 months = 24 quantity for schedule								
7542	ELTS SILVERNET ACCESS	1,193	1,375	1,193	0	1,193	1,193	0	1,193
7545	ELTS VPN SECURE LINK	28	47	28	-28	0	28	-28	0
	This adjustment recognizes the difference between the actual expenditures for fiscal year 2014 and the anticipated expenditures for the 2015-17 biennium. To adjust agency requirements for one VPN line which will not be utilized in fiscal years 16 and 17. 2 accounts x 12 months = 24 quantity for schedule								
7554	ELTS INFRASTRUCTURE ASSESSMENT	129	104	104	0	104	104	0	104
7556	ELTS SECURITY ASSESSMENT	101	78	78	0	78	78	0	78
7771	COMPUTER SOFTWARE <\$5,000 - A	417	330	417	-417	0	417	-417	0
	This request adjusts the expenditure for a one-time software purchase MS Office Bundle per budget instructions.								
8371	COMPUTER HARDWARE <\$5,000 - A	1,543	1,368	1,543	-1,543	0	1,543	-1,543	0
	This request adjusts the expenditure for a one-time computer purchase per budget instructions.								
	TOTAL CATEGORY 26	5,557	5,759	5,509	-1,995	3,514	5,509	-1,995	3,514
82	DEPARTMENT COST ALLOCATION								
5450	CENTRALIZED PERSONNEL SERVICES COST ALLOCATION	416	402	416	15	431	416	31	447
	Adjustment to centralized personnel services cost allocation. In SFY14 Centralized HR Services cost allocation was paid by the agency using this GL instead of GL 5450, CAT 82. The SFY14 actual expenditure of \$416 has been moved in NEBS to CAT 82, GL 5450 to allow the HR Centralized NEBS schedule to generate the appropriate M150 adjustment.								
7395	COST ALLOCATION - B	0	186	0	0	0	0	0	0
7439	DEPT OF ADMIN - ADMIN SER DIV	6,546	6,546	6,546	1,988	8,534	6,546	2,061	8,607

2015-2017 Biennium (FY16-17)
G01 GOVERNOR RECOMMENDS

Budget Account: 1017 DEFERRED COMPENSATION COMMITTEE

Item No	Description	Actual	Work Program	Base Year 1	M150 Year 1	Year 1 Total	Base Year 2	M150 Year 2	Year 2 Total
Adjustment to Department of Administration, Administrative Services: cost allocation.									
	TOTAL CATEGORY 82	6,962	7,134	6,962	2,003	8,965	6,962	2,092	9,054
86	RESERVE								
9178	RESERVE - BAL FWD TO SUBSEQUENT FY This adjustment recognizes the difference between the fiscal year 2014 actual and the 2015-2017 biennium projected.	0	125,402	85,230	7,937	93,167	71,314	-52,210	19,104
	TOTAL CATEGORY 86	0	125,402	85,230	7,937	93,167	71,314	-52,210	19,104
87	PURCHASING ASSESSMENT								
7393	PURCHASING ASSESSMENT	105	105	105	0	105	105	0	105
	TOTAL CATEGORY 87	105	105	105	0	105	105	0	105
88	STATEWIDE COST ALLOCATION PLAN								
9169	STATEWIDE COST ALLOCATION	898	18,611	898	0	898	898	0	898
	TOTAL CATEGORY 88	898	18,611	898	0	898	898	0	898
89	AG COST ALLOCATION PLAN								
7391	ATTORNEY GENERAL COST ALLOC	36,790	52,378	36,790	0	36,790	36,790	0	36,790
	TOTAL CATEGORY 89	36,790	52,378	36,790	0	36,790	36,790	0	36,790
	TOTAL EXPENDITURES	267,721	502,666	397,332	-403	396,929	383,416	-7,461	375,955

State of Nevada - Budget Division
 Statewide View of BAV Schedules
 2015-2017 Biennium (FY16-17)
 G01 GOVERNOR RECOMMENDS

Schedule Selection B: Vendor Services Schedule

Budget Account: 1017 DEFERRED COMPENSATION COMMITTEE						
Catg	GL Acct	Vendor Name	Actual Amt	Wrk Pgm Amt	Year 1 Amt	Year 2 Amt
B000	BASE					
04	7060	Americh Massena Inc/ Investment Consulting Services	0	90,000	0	0
		Americh Massena Inc. is no longer the contracted vendor for these services. The new GL used for Segal Rogerscasey Investment Consulting Services is budgeted in GL 7065 for \$82,500.				
04	7060	Segal Rogerscasey - Compliance Audit	0	0	0	26,000
		Compliance Audit required every two years commencing in SFY13. Per page 14 of 14 in the attached contract. [See Attachment]				
04	7061	Manpower Contract Employee	18,910	17,360	18,910	18,910
		This vendor is a statewide contract, which supports one part time contracted employee.				
04	7063	Clifton Larson Allen Financial Audit	0	39,996	0	25,000
		This vendor performs a financial audit on odd fiscal years. Although the contract states that this is an annual audit, the NDC Committee has determined that a bi-annual audit may be the option chosen depending on the prior year results with the intent to save the program expenses, more particularly program participants. [See Attachment]				
04	7065	Segal Rogerscasey Investment consultant service	82,500	0	82,500	82,500
		Monthly Fee \$6,875.00 X 12 Months = \$82,500.00 [See Attachment]				
04	7301	Natl Association of Defined Contribution Administrators	600	600	600	600
		National Association of Government Defined Contribution Administrators yearly membership fee.				
04	7302	NAGDA Conference three members annually	0	1,100	1,650	1,650
		This request continues funding the agency's NAGDA Conference which was paid utilizing GL 7306 which is a reimbursement to employees. An M-150 has been entered to remove the expenditure from GL 7306 and place the expenditure with the agency as it belongs.				
04	7370	Publications Regulation Review (LCB)	200	0	200	200
		Publication available from the Nevada Legislative Counsel Bureau with updates on the latest Nevada Regulations.				
26	7060	PC Lan Tech	138	0	138	138
		Statewide contract utilized for computer setup and troubleshooting.				
26	7073	Software/Maintenance Contract	0	52	0	0
		This expense was for antivirus software, which Enterprise IT Services now provides.				
Total for Decision Unit: B000			102,348	149,108	103,998	156,998
E250	EFFICIENT AND RESPONSIVE STATE GOVERNMENT					
04	7061	Manpower Contract Employee	0	0	-18,910	-18,910
		This decision unit will eliminate contract services (Manpower).				
Total for Decision Unit: E250			0	0	-18,910	-18,910
Total for Budget Account: 1017			102,348	149,108	85,088	138,088

Schedule Selection E: EITS Schedule

Budget Account: 1017 DEFERRED COMPENSATION COMMITTEE										
Catg	GL Acct	Unit of Measure	IT Service	Actual Quantity	Year 1 Quantity	Year 1 Rate	Amount	Year 2 Quantity	Year 2 Rate	Amount
B000	BASE									
04	7292	VOICE MAIL	PER ACCOUNT PER MONTH	11.924	11.924	5.42	65	11.924	5.42	65
04	7295	STATE PHONE LINE	PER LINE PER MONTH	24.022	24.022	13.58	326	24.022	13.58	326
26	7532	WEB HOSTING	PER ACCOUNT PER MONTH	0	0	0.00	0	0	0.00	0
26	7533	EMAIL SERVICE	PER ACCOUNT PER MONTH	25.054	25.054	5.69	142	25.054	5.69	142
26	7542	SILVERNET ACCESS	PER ACCOUNT PER MONTH	0	0	0.00	0	0	0.00	0
26	7545	VPN SECURE LINK	PER CONNECTION PER MONTH	7.06	7.06	3.93	28	7.06	3.93	28
Total for Decision Unit: B000				67			561			561
M150	ADJUSTMENTS TO BASE									
04	7292	VOICE MAIL	PER ACCOUNT PER MONTH	0	12.076	5.42	65	12.076	5.42	65
This adjustment recognizes the difference between the actual expenditures for fiscal year 2014 and the anticipated expenditures for the 2015-17 biennium. To adjust agency requirements for two voice mail accounts for fiscal years 2016 and 2017. The adjustment is driven by the Enterprise Information Technology Services schedule.										
2 account x 12 months = 24 quantity for schedule.										
04	7295	STATE PHONE LINE	PER LINE PER MONTH	0	-0.022	13.58	0	-0.022	13.58	0
This adjustment recognizes the difference between the actual expenditures for fiscal year 2014 and the anticipated expenditures for the 2015-17 biennium. To adjust agency requirements for two state phone line accounts for fiscal years 2016 and 2017. The adjustment is driven by the Enterprise Information Technology Services schedule.										
2 accounts x 12 months = 24 quantity for schedule.										
26	7533	EMAIL SERVICE	PER ACCOUNT PER MONTH	0	-1.054	5.69	-6	-1.054	5.69	-6
This adjustment recognizes the difference between the actual expenditures for fiscal year 2014 and the anticipated expenditures for the 2015-17 biennium. To adjust agency requirements for two email accounts for fiscal years 2016 and 2017. The adjustment is driven by the Enterprise Information Technology Services schedule.										
2 accounts x 12 months = 24 quantity for schedule										
26	7545	VPN SECURE LINK	PER CONNECTION PER MONTH	0	-7.06	3.93	-28	-7.06	3.93	-28
This adjustment eliminates the one partial VPN Secure Link in fiscal years 2016 and 2017.										
Total for Decision Unit: M150				0			31			31
Total for Budget Account: 1017				67			592			592

State of Nevada - Budget Division
 Statewide View of BAV Schedules
 2015-2017 Biennium (FY16-17)
 G01 GOVERNOR RECOMMENDS

Schedule Selection L: B&G-Owned Building Rent Schedule

Budget Account:		1017 DEFERRED COMPENSATION COMMITTEE									
Catg	Building	Sq. Ft.	Type of Space	Year1 Months	Year1 B&G Rent	Year1 P&C Ins.	Year2 Months	Year2 B&G Rent	Year2 P&C Ins.		
B000	BASE										
04	1676 STATE LIBRARY	515	OFFICE	12	5,871	42	12	5,871	42		
Total for Decision Unit: B000					5,871	42		5,871	42		
Total for Budget Account: 1017					5,871	42		5,871	42		

2015-2017 Biennium (FY16-17)
G01 GOVERNOR RECOMMENDS

Section A: Position Detail

Budget Account: 1017 DEFERRED COMPENSATION COMMITTEE

Type Description	Activity Position Group	PCN	Class	Step	Gd	Add	Anv	Ret	FTE	FTE	FTE	FTE	2015-2016	2016-2017					
B000 BASE																			
G1 FEE BASED																			
1	DEFERRED COMP EXEC OFFICER	G01 DEFAULT GROUP	000001	U4308	99-99	0	7	1-13	6-18	1	1.00	1.00	1.00	1.00	Y SUM	97,901	26,662	97,901	26,662
TOTAL FOR LINE ITEM POSITION GROUP G1											1.00	1.00	1.00	1.00		97,901	26,662	97,901	26,662
TOTAL FOR DECISION UNIT B000											1.00	1.00	1.00	1.00		97,901	26,662	97,901	26,662
E250 EFFICIENT AND RESPONSIVE STATE GOVERNMENT																			
G1 FEE BASED																			
4	ADMINISTRATIVE ASSISTANT (EA)	G01 DEFAULT GROUP	000004	U4618	99-99	0	10	10-15	6-17	1	0.00	0.00	0.75	0.75	N SUM	26,778	11,755	35,705	15,674
TOTAL FOR LINE ITEM POSITION GROUP G1											0.00	0.00	0.75	0.75		26,778	11,755	35,705	15,674
TOTAL FOR DECISION UNIT E250											0.00	0.00	0.75	0.75		26,778	11,755	35,705	15,674
TOTAL FOR BUDGET ACCOUNT 1017											1.00	1.00	1.75	1.75		124,679	38,417	133,606	42,336

NDC Annual Administration Plan for 2015

- **Quarterly Committee Meetings**
 - Report on NDC administration for previous quarter and marketing plans for upcoming quarters.
- **Monthly Committee Communication**
 - NDC staff will continue to organize and email a monthly NDC Administration Report to each Committee Member outlining pertinent facts and activities regarding Administration of the Plan and Staff's activities, etc.
- **Quarterly Newsletters and Website Management-**
 - We propose continuing to execute the NDC Newsletter utilizing the new format due to all of the positive feedback we have received over the last year in our attempt to make the NDC Newsletter more educational for participants by developing and publishing easier to understand and inviting articles on various topics, and/or incorporating more articles to educate our participants from.
 - We will be incorporating new plan branding into the website and updating accordingly
- **Educational Opportunities on Preparing for Retirement:**
 - Retirement Financial Education Workshop/Webinar- Proposed throughout 2015
 - Financial Education Day Workshops tentatively held week of October 18-24, 2015
 - We will continue to develop webinars on the Nevada e-learning website with the development of a webinar particular to Retirees
 - We will be attempting to hold a Retiree Financial Education Workshop in May/June 2015.
- **Increase Enrollment and Participation (working with Recordkeeper and Invest. Consultant)**
 - NDC Staff will conduct monthly conference calls with our Recordkeeper and their representatives to identify target markets for education throughout the year and develop a target marketing plan accordingly (i.e.: Contribution Increase, Rollover Campaign, etc.).
 - Conduct four Quarterly Enrollment Marketing Campaigns- February, May, August, October 2015
- Concentrate on educating and reaching out to our HR and payroll centers for marketing to new State or Alliance Partner employees
 - Making sure that they have up-to-date marketing materials to put into new employee packets and encourage them to promote NDC Participation.
 - Participation in regular APL Meetings conducted through HR Administration of the State of Nevada, and participation in Alliance Partner liaison meetings with their staff.
- NAGDCA Conference- September 26-30 2015; Institutional Investor participation through year.
- Financial Education Days Workshop(s)- Four locations- Elko, Carson City, Reno, Las Vegas- October 2015 in conjunction with NS4RW.

State of Nevada Public Employees Deferred Compensation Program
PROGRAM COORDINATOR/EXECUTIVE OFFICER EVALUATION FORM
PROCEDURAL INFORMATION

The completion of an Employee Performance Evaluation Form for unclassified employees represents a critical communication tool between the employee and supervisor. The objective information and constructive suggestions provided on this form will be of significant value to all employees in their professional development with the State of Nevada.

The appraisal criteria in this evaluation form include both performance factors and professional-personal factors. A supervisor will evaluate a subordinate on each of these factors, make specific comments to each of the factors, and rate the subordinate on each factor as either Exceeds Standards, Meets Standards, or Does Not Meet Standards. Based upon these individual factor ratings, the supervisor will give a subordinate an overall performance rating.

Upon completion of the performance evaluation, the supervisor or governing authority/designee will schedule a meeting with his/her subordinate to discuss the subordinate's present status along with performance objectives that are expected to be attained within the next evaluation period. In this manner the interview serves both to further motivate the superior performer and to further develop the performer who has deficiencies.

An honest and open line of communication are the key ingredients to a successful performance evaluation. When completed properly and timely, this form will provide a meaningful tool to develop employees and insure their success in their position with the State of Nevada.

1. Name _____ 2. Agency _____

3. Position Title _____ 4. Date Hired _____

5. Date of Evaluation _____ 6. Evaluation Period _____

7. Type of Evaluation: Annual ☐ Other ☐

8. Overall Evaluation: Exceeds Standards ☐ Meets Standards ☐ Does Not Meet Standards ☐

9. Recommendation:

10. I have reviewed this performance evaluation with the employee and have fully discussed its contents.

Reviewer

11. I have discussed the contents of this report with my supervisor or governing authority/designee and agree with the overall evaluation.

Employee

12. _____
Reviewer Signature

Position Title Date

13. _____
Reviewer Signature

Position Title Date

14. _____
Final Reviewer Signature

Position Title Date

(Please Attach Additional Comments and Explanation to This Form.)

PERFORMANCE EVALUATION FACTORS

SECTION A: JOB ELEMENTS/OBJECTIVES

List the job elements the employee will be rated on throughout the year.

1. Operations Management-

1. Managing the administration of the Program as a whole, and maintaining accurate records in compliance with federal and state regulations
2. Developing and maintaining positive employer relations with various agencies, payroll centers, contractors, and participants
3. Budget creation and monitoring

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

2. Committee Business Management-

1. Drafting and distributing agendas to Committee Members to solicit input, posting of the final agenda in accordance with Open Meeting Law requirements, scheduling appropriate clerical staff necessary to take minutes at the meeting, and making arrangements for appropriate meeting space and necessary presentational equipment.
2. Provides timely Committee Member packages to the Committee, and meets with Committee Members when necessary or when requested to provide background information on the agenda items or on information regarding the Program.
3. Conducts necessary research to provide full and complete information to the Committee related to agenda items or to the Program
4. Provides notice to contractors and other relevant and/or interested parties of the date and time of the meeting, including coordinating the appearance of speakers necessary to properly present each item on the agenda. The position presents agenda items to the Committee during the meeting and provides response to the Committee Members when questioned about the individual items on the agenda.
5. Follows through on any decisions or actions taken by the Committee, supervises clerical staff in the completion of the minutes of the meetings, and brings back to the committee any concerns or problems with carrying out those actions.

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

3. Contractual Relationships Management/Oversight-

1. Monitors all contracts and agreements to ensure new agreements are in place prior to expiration of the current agreements, and at the direction of the Committee, drafts RFP's and contracts for Investment Consultants, Financial and Compliance Auditors, and works with the Investment Consultant and the State Purchasing Division to create necessary RFP's and contracts for Recordkeeper(s).
2. Monitors all contracted service providers (Investment Consultant, Service Providers, and Financial and/or Compliance Auditors), to ensure compliance with the approved Plan, compliance with State and Federal regulations and compliance with their respective contracts or agreements. The incumbent develops and maintains close working relationships to ensure client concerns and/or other operating problems are resolved as expeditiously as possible.
3. Works with contracted Investment Consultant in securing evaluations and recommendations for investment offerings and ultimately coordinating the presentation of those recommendations to the Committee for modification to the offerings of the Plan.

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

4. Participant Education and Training-

1. Creates and presents educational and training opportunities for participants and prospective participants of the Program to effectively communicate the benefits of participation in the Deferred Compensation Program. Such education includes regular newsletters, general trainings, and extensive workshops for educational and marketing purposes and when major changes are made to the Program. The Program Coordinator and Administrative staff works with the contracted service providers to include industry and regulatory information and/or news articles in the newsletter, and their requested marketing in group trainings, seminars or workshops.

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

SECTION B:

ADAPTABILITY

Does this individual perform assigned tasks proficiently? Is this individual willing to accept new and different responsibilities? Is this individual able to react favorably to unforeseen circumstances in their work unit?

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

ATTITUDE

Does this individual support the policies of the agency and procedural guidelines of the Committee? Is this individual enthusiastic and cooperative with work assignments and motivation of his/her staff? Is this individual's self-assurance clearly demonstrated by performance?

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

COMMUNICATION SKILLS

Does these Program Coordinator express ideas with clarity, poise, and relevance? Is this person empathetic when speaking to people on a person to person basis? Is this person tactful in dealing with others? Does this person effectively express himself/herself in group interactions? Does this individual listen to what others have to say and extract relevant information? Are this individual's written reports complete, concise and accurate? Does this individual insure an upward flow of information to the Committee, staff, contractors, payroll centers and participants so that action can be taken on initial problems?

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

DEPENDABILITY

Can the Program Coordinator be relied upon to complete tasks without intense supervision? Is this individual a stable influence on peers or subordinates. Is this person able to perform under conditions of stress? Does this individual complete assigned tasks on time? Does the individual have a good attendance record and is the individual punctual?

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

JOB KNOWLEDGE

Does this Program Coordinator have a satisfactory level of knowledge of the professional functions, procedures, and techniques of the job and their applications to the job? Is this individual versatile in his/her position, effectively handling a variety of work situations? Is the individual familiar with significant job-related developments? Is this individual able to apply job knowledge and experience to improve performance?

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

JUDGEMENT-DECISION MAKING

Does this Program Coordinator avail himself/herself of all possible relevant information before making a decision? Does this individual consider alternatives and implications of actions? Is this individual able to establish correct priorities? Are this individual's decisions logically sound, as opposed to emotional or impulsive? Does this individual assimilate information readily permitting him/her to get to the core of matters quickly? Does this individual make decisions within a reasonable time? Is the individual able to exercise restraint? Is the individual able to make firm decisions despite past errors?

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

WORK PERFORMANCE

Does this Program Coordinator plan work in a manner that effectively carries out the policies of the agency? Does this individual efficiently organize available resources (personnel and material)? Is this individual able to establish control procedures which effectuate the policies of the Committee and agency? Does this individual continually interact with subordinates, keeping them aware of policies and procedures? Does this individual adequately follow-up and monitor subordinates' work to insure quality performance? Is this individual proficient in reviewing reports and other records in order to control the work of subordinates? Is this individual able to motivate and develop subordinates and to improve their performance by increasing their knowledge and skills through training? Is this individual capable of discerning subordinate deficiencies and able to deal with them effectively through training or discipline? Is this individual willing to face problems frontally by taking decisive disciplinary action when warranted?

Exceeds
Standards

☐

Meets
Standards

☐

Does Not Meet
Standards

☐

Comments:

January 30, 2015

Deferred Compensations Committee
Nevada Public Employees' Deferred Compensation Plan and
Nevada FICA Alternative Deferred Compensation Plan
Cason City, Nevada 89701

We have audited the financial statements of the Nevada Public Employees' Deferred Compensation Plan and Nevada FICA Alternative Deferred Compensation Plan (the Plans), for the year ended June 30, 2013, and have issued our report thereon dated January 30, 2015. We have previously communicated to you information about our responsibilities under auditing standards generally accepted in the United States of America, as well as certain information related to the planned scope and timing of our audit. Professional standards also require that we communicate to you the following information related to our audit.

Significant audit findings

Qualitative aspects of accounting practices

Accounting policies

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Plans are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2013.

We noted no transactions entered into by the Plans during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. There were significant accounting estimates of financial data which would be particularly sensitive and require substantive judgments by management related to The MassMutual General Account and the ING Stable Value Fund. These investments are valued at contract value which is representative of fair value as estimated by MassMutual and ING, respectively. The credited interest rates for these funds are reset periodically according to terms set forth in the contract and are actuarially determined.

We evaluated the key factors and assumptions used to develop these estimates in determining that the estimates are reasonable in relation to the financial statements taken as a whole.

Financial statement disclosures

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. There were no particularly sensitive financial statement disclosures.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties encountered in performing the audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Uncorrected misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management did not identify and we did not notify them of any uncorrected financial statement misstatements.

Corrected misstatements

There were no misstatements detected as a result of audit procedures and corrected by management that were material, either individually or in the aggregate, to the financial statements taken as a whole.

Disagreements with management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. No such disagreements arose during our audit.

Management representations

We have requested certain representations from management that are included in the attached management representation letter dated January 30, 2015.

Management consultations with other independent accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the entity's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Significant issues discussed with management prior to engagement

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to engagement as the Plans' auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our engagement.

* * *

This information is intended solely for the use of the Board of Trustees and management of the Plans and is not intended to be and should not be used by anyone other than these specified parties.

CliftonLarsonAllen LLP

Baltimore, Maryland
January 30, 2015

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Not to be Reproduced
January 30, 2015

**NEVADA PUBLIC EMPLOYEES' DEFERRED
COMPENSATION PLAN
Carson City, Nevada**

**FINANCIAL STATEMENTS
June 30, 2013**

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January 30, 2015

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January 30, 2015

**NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2013**

This discussion and analysis of the Nevada Public Employees' Deferred Compensation Plan (the Plan) financial performance provides an overview of the Plan's financial activities for the years ended June 30, 2013 and 2012. It is presented as required supplemental information to the financial statements. Please read it in conjunction with the Plan's financial statements which follow this section.

Financial Highlights

- Net position available for plan benefits increased by approximately \$52.9 million during the current year from \$567.1 million at June 30, 2012 to \$620.0 million at June 30, 2013. This increase was primarily due to a gain on mutual fund investments and interest income during 2013.
- Employee contributions decreased from \$35.1 million for the year ended June 30, 2012 to \$33.8 million for the year ended June 30, 2013. This decrease was primarily due to a decrease in the average contribution per participant, and a decrease in the number of actively contributing participants from 7,444 in 2012 to 7,262 in 2013.
- Rollover contributions into the Plan decreased from \$6.6 million for the year ended June 30, 2012 to \$3.0 million for the year ended June 30, 2013, due to a decrease in the number of participants initiating rollovers into the Plan.
- The Plan's net investment income, including interest income, increased from a \$9.8 million gain for the year ended June 30, 2012 to a \$60.1 million gain for the year ended June 30, 2013. The increase was primarily due to improved financial market conditions during 2013.
- Distributions to participants decreased from \$46.5 million for the year ended June 30, 2012 to \$44.0 million for the year ended June 30, 2013. Despite a slight increase in the number of retirees from 2,603 in 2012 to 2,622 in 2013, the decrease in distributions was primarily due to a decrease in the average benefit payment per retiree.

Overview of the Financial Statements

This financial report consists of the Statement of Net Position Available for Plan Benefits and the Statement of Changes in Net Position Available for Plan Benefits. These statements provide information about the financial position and activities of the Plan as a whole. The Notes to Financial Statements provide additional information that is essential to a full understanding of the financial statements. The notes are an integral part of the financial statements and include detailed information not readily evident in the basic financial statements.

**NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2013**

The analysis below focuses on Net Position Available for Plan Benefits (Table 1) and Changes in Net Position Available for Plan Benefits (Table 2).

**Table 1
Net Position Available for Plan Benefits**

	<u>2013</u>	<u>2012</u>
Investments	\$ 618,899,919	\$ 566,211,251
Employee contributions receivable	<u>1,081,218</u>	<u>912,219</u>
Net position available for plan benefits	<u><u>\$ 619,981,137</u></u>	<u><u>\$ 567,123,470</u></u>

**Table 2
Changes in Net Position Available for Plan Benefits**

	<u>2013</u>	<u>2012</u>
Additions		
Employee contributions	\$ 33,767,294	\$ 35,094,125
employer contributions	1,539	327
Rollover contributions	2,977,160	6,565,269
Net appreciation/(depreciation) in fair value of mutual funds	50,230,494	(1,028,508)
Interest income	9,842,852	10,844,316
Deductions		
Benefits paid to participants	43,961,185	41,832,656
Administrative fees	<u>486</u>	<u>1,004</u>
Change in net position available for plan benefits	<u><u>\$ 52,857,668</u></u>	<u><u>\$ 9,641,869</u></u>

Financial Contact

The Plan's financial statements are designed to present users with a general overview of the Plan's finances and to demonstrate the trustee's accountability. If you have questions about the report or need additional financial information, contact the Executive Officer of the Nevada Public Employees' Deferred Compensation Plan at 100 N. Stewart Street, Suite 210, Carson City, Nevada 89701.

FINANCIAL STATEMENTS

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January 30, 2015

NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
STATEMENT OF NET POSITION AVAILABLE FOR PLAN BENEFITS
June 30, 2013

INVESTMENTS

Fixed earnings investments	\$ 305,267,183
Variable earnings investments	310,583,541
Self-directed brokerage account options	<u>3,049,195</u>
 Total investments	 618,899,919

RECEIVABLES

Employee contributions receivable	<u>1,081,218</u>
-----------------------------------	------------------

NET POSITION AVAILABLE FOR PLAN BENEFITS

\$ 619,981,137

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January 30, 2015

The accompanying notes are an integral part of the financial statements.

NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
STATEMENT OF CHANGES IN NET POSITION AVAILABLE FOR PLAN BENEFITS
Year Ended June 30, 2013

ADDITIONS

Employee contributions	\$ 33,767,294
Employer contributions	1,539
Participant rollover contributions	2,977,160
Investment income:	
Net appreciation in fair value of mutual funds	50,230,494
Interest income	<u>9,842,852</u>
Total additions	<u>96,819,339</u>

DEDUCTIONS

Benefits paid to participants	43,961,185
Administrative expenses	<u>486</u>
Total deductions	<u>43,961,671</u>

CHANGE IN NET POSITION AVAILABLE FOR PLAN BENEFITS 52,857,668

NET POSITION AVAILABLE FOR BENEFITS,

BEGINNING OF YEAR 567,123,469

NET POSITION AVAILABLE FOR BENEFITS,

END OF YEAR \$ 619,981,137

The accompanying notes are an integral part of the financial statements.

**NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

General

The State of Nevada (the State) Public Employees Deferred Compensation Plan (the Plan), a defined contribution plan, was established pursuant to NRS 287.250 – 287.370, and Title 26 IRS Code, Section 457 Deferred Compensation Plan in January of 1980. The first contribution to the Plan was made in January of 1980 (commencement date). The purpose of the Plan is to provide a vehicle through which all employees of the State of Nevada may, on a voluntary basis, provide for additional retirement income security by deferring a portion of their current earnings.

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with the accounting principles generally accepted in the United States of America for governmental entities and present the assets available for plan benefits and changes in those assets.

Use of Estimates in Preparing Financial Statements

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America may require management to make estimates and assumptions that affect amounts reported in financial statements and accompanying notes. Actual results may differ from those estimates.

Contributions

Under Plan provisions, employees of the State, political subdivisions, and other public entities of the State are eligible to contribute into the Plan through payroll deductions. There were 45 employers participating in the Plan and 7,262 active participants as of June 30, 2013. In accordance with Section 457 of the Internal Revenue Code (IRC), the Plan limits the amount of an individual's annual contribution to 100% of annual gross includable compensation, not to exceed \$17,500 for calendar year 2013. Special "catch-up" rules may permit an additional annual deferral up to \$5,500 for calendar year 2013 in certain circumstances. Participants are required to contribute a minimum contribution amount of \$12.50 each pay period.

The Plan also allows special limitation (or Section 457 Catch Up) for certain participants. The allowability of these contributions is as follows:

For one or more of the Participant's last three taxable years ending before the Participant attains Normal Retirement Age, notwithstanding the limits set above, the maximum amount that may be contributed shall be the lesser of:

- (A) Twice the dollar (\$17,500 for calendar years 2013) amount in effect under the Basic Limitation as set forth in Section 457(e)(15) of the code; or

**NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Contributions (Continued)

(B) The underutilized limitation. For such purposes, the underutilized amount is the sum of:

- (1) An amount equal to (i) the Basic Limitation identified above (\$17,500 for calendar year 2013) of the taxable year plus each calendar year beginning after December 31, 2001 during which the Participant was an Employee under the Plan reduced by (ii) the Participant's annual deferrals under the Plan during such years.
- (2) An amount equal to such limitation as established under Section 457(b) (2) of the Code for each taxable year beginning after December 31, 1978 and before January 1, 2002 in which the Participant was eligible to participate less the amount of the Participant's annual deferrals to Pre-2002 Coordination Plans for such prior taxable year or years (disregarding any age 50 catch up deferrals). In determining the underutilized limitation for taxable years prior to 2002, the special rules set forth in Treas. Reg § 1.457-4(c)(3)(iv) shall be applied.

Amounts contributed by employees are deferred for federal and state income tax purposes until benefits are paid to the employees. The Plan does not prohibit the employer from making deposits to a participant's account as additional compensation for services rendered. Employer contributions of \$1,539 were made to the Plan during the year ended June 30, 2013.

Under provisions of the Small Business Job Protection Act of 1996 (SBJPA), which became effective for Plan years beginning after December 31, 1996, assets of IRC Section 457 plan must be held in a trust, custodial account or annuity contract, for the exclusive benefit of employees and beneficiaries and will no longer be solely the property of the employer and subject only to claims of the employer's general creditors. At June 30, 2013, the Plan met the requirements of the SBJPA.

Participant Accounts

Employees electing to participate in the Plan may contribute to any of the following options:

- A stable value fund administered by ING Life Insurance and Annuity Company (ING);
- The MassMutual Retirement Plans Group (MassMutual) General Account, a fixed investment option administered by MassMutual;
- Variable earnings investments consisting of various publicly-traded and plan specific mutual funds; and
- Self-directed brokerage account options administered by Charles Schwab and TD Ameritrade.

Participants are fully vested in their accounts at all times.

NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Payment of Benefits

Employees may withdraw the value of the funds contributed to the Plan upon termination of employment with the employer, retirement, reaching the age of 70½ years old, death, severe financial hardship, or if a participant's account balance does not exceed \$5,000 and no amount was deferred during a 2-year period and there was no prior distribution. Employees, or their beneficiaries, may select various payout options which include lump sum or periodic payments.

Investment Valuation

Fixed earnings investments are valued as reported by ING and MassMutual at contract values which approximates fair value and represents contributions received plus interest earned to date less applicable charges and amounts withdrawn.

Variable earnings investment values, including the self directed brokerage accounts, are presented at fair value based on published quotations or the net asset value.

All purchases and sales of investments are recorded on a trade-date basis reported by the investment provider.

Contributions

Contributions are recognized when amounts are withheld from employees.

Variable Earnings Investment Income

Variable earnings investment income consists of dividends earned and realized and unrealized gains and losses attributed to the mutual funds supporting the variable earnings investments. Dividends are recorded on the ex-dividend date.

Interest Income

Interest income for the fixed earnings investments is recorded as earned on the accrual basis. The following table summarizes the interest rates credited for The MassMutual General Account and the ING Stable Value Fund during each quarter:

	Annual Rate as of the Quarter Ended			
	September 30, 2012	December 31, 2012	March 31, 2013	June 30, 2013
MassMutual - General Account	4.00%	4.00%	3.00%	3.00%
ING – Stable Value Fund	1.56%	1.45%	1.42%	1.35%

**NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Distributions

Distributions are recorded at the time withdrawals are made from participant accounts.

Participant Accounts

Earnings are credited to individual participants' accounts based upon the investment performance of each specific option selected.

NOTE 2 – INVESTMENTS AND DEPOSITS

The most recent Nevada Public Employees' Deferred Compensation Program's Statement of Investment Policy was adopted in March of 2006. This policy outlines the types of allowable investment options for the Plan. The allowable investment options include the following:

- 1) Stability Principal Option(s)
- 2) Fixed Income
- 3) Balanced Fund(s)
- 4) U.S., International, and Global Equity Fund(s)
- 5) Socially Responsive Fund(s)
- 6) Asset-Allocation Portfolios

The Deferred Compensation Committee has overall responsibility for ensuring that the assets of the Plan are in compliance with all applicable laws governing the operation of the Plan and also for establishing the related investment guidelines and policies.

The fair or contract value of investments held in the name of the Plan at June 30, 2013 were as follows:

Investments marked with an asterisk (*) represent individual investment options, which exceed 5% of the net position available for plan benefit. Investments marked with two asterisks (**) represent international mutual funds.

NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013

NOTE 2 – INVESTMENTS AND DEPOSITS (CONTINUED)

Fixed Earnings Investments

MassMutual General Account	\$ 277,487,623 *
ING Stable Value Fund	<u>27,779,560</u>
Total Fixed Earnings Investments	<u>305,267,183</u>

Variable Earnings Investments

Hartford Midcap HLS IA	39,683,451 *
INVESCO Van Kampen Equity and Income I	31,392,440 *
Victory Diversified Stock Fund A	26,367,410
T. Rowe Price Growth Stock	21,885,441
Vanguard Institutional Index Fund Institutional	21,572,132
State Street Global Advisors Bond Market Non-Lending Series	9,143,678
American Beacon Large Cap Value Fund Investor	12,171,495
Mutual Global Discovery Fund A	10,302,583 *
Oppenheimer Main Street Small Cap Fund Y	8,803,093
American Funds Growth Fund of America R3	6,042,986
Dodge and Cox International Stock Fund	3,986,104 *
Vanguard Total Bond Market Index Fund Institutional	4,822,263
ING T. Rowe Price Capital Appreciation I	4,538,225
Allianz NFJ Dividend Value Fund Institutional	3,255,677
Neuberger Berman Socially Responsive Fund Investor	4,540,564
Hartford Small Company HLS IA	3,852,355
Vanguard Target Retirement 2025 Fund Investor	7,502,520
Munder Mid-Cap Core Growth Fund Y	2,326,375
Vanguard Target Retirement 2015 Fund Investor	20,609,313
Columbia Acorn Fund A	2,134,861
American Funds Capital World Growth & Income Fund R3	1,493,953 *
Baron Growth Fund Retail	1,969,307
Vanguard Target Retirement 2045 Fund Investor	2,601,844
Vanguard Target Retirement 2035 Fund Investor	2,720,977
Fidelity Contrafund	16,699,691
American Beacon International Equity Index Fund Institutional	9,134,261 *
Vanguard Target Retirement Income Fund Investor	5,944,518
Keeley Small Cap Value Fund A	644,812
Vanguard Developed Markets Index Fund Investor	625,674 *
Vanguard Extended Markets Index Fund Investor	8,697,393 *
Lord Abbett Value Opportunities	14,177,258
Parnassus Equity Income Fund Investor	<u>940,887</u>
Total Variable Earnings Investments	<u>310,583,541</u>

Self Directed Options

Schwab Self-Directed Brokerage Account	2,625,865
TD Ameritrade Brokerage Account	<u>423,330</u>
Total Self Directed Options	<u>3,049,195</u>

Total Investments	<u><u>\$ 618,899,919</u></u>
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NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013

NOTE 2 – INVESTMENTS AND DEPOSITS (CONTINUED)

Custodial credit risk is the risk that, in the event of a failure of the counterparty, the Plan would not be able to recover the value of its deposits, investments, or collateral securities that were in the possession of an outside party. Investment securities are exposed to custodial credit risk if they are uninsured or not registered in the name of the Plan and are held by either the counterparty or the counterparty's trust department or agent, but not in the Plan's name.

Investments in the ING fixed earnings investments are held in trust for the Plan by ING, agent of the Plan. As a result these investments are not exposed to custodial credit risk.

Investments in The MassMutual General Account are not held in the Plan's name by The Hartford, agent of the Plan. As such, the investments held in the MassMutual General Account are exposed to custodial credit risk.

Credit risk is the risk that an issuer or the counterparty to an investment will not fulfill its obligations and the Plan could lose money as a result. Credit risk is measured by nationally recognized statistical rating agencies such as Moody's investor services, Standard and Poor's and Fitch Ratings. The Plan manages credit risk by requiring both ING and MassMutual to provide investment options that comply with the Plan's statement of investment policy and by requiring any change in credit ratings be reported within 60 days. The ING Stable Value Fund, the MassMutual General Account Option and the variable earnings mutual funds are unrated.

Concentration of credit risk is the risk of loss attributed to the magnitude of the Plan's investment in a single issuer. The Plan's investments are managed by several fund managers. The concentrations of investments are determined by the participants' elections to invest in the available investment options as selected by the Committee. Concentration of credit risk is therefore not controllable by the Committee. The investments that exceed 5% are identified on page 11.

Foreign Currency Risk is the risk that changes in exchange rates will adversely affect the fair value of the investment. The Plan allows the option of investments in mutual funds of countries outside the U.S. that invest in securities that are not required to disclose the individual assets within the fund. The fair value of these investments was \$34,239,968 as of June 30, 2013. The individual funds are identified on page 11.

Interest rate risk is the risk that changes in interest rates that will adversely affect the value of an investment.

**NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 2 – INVESTMENTS AND DEPOSITS (CONTINUED)

As of June 30, 2013 the Plan had the following investments and maturities in its fixed earnings investments and mutual funds which included investments in bonds.

	<u>Fair Value</u>	<u>Weighted Average Maturity</u>
Fixed Earnings Investments		
MassMutual General Account	\$ 277,487,623	N/A ¹
ING Stable Value Fund	27,779,560	2.29
Variable Earnings Investments:		
State Street Global Advisors Bond Market Non Lending Series	8,896,889	N/A ²
Vanguard Total Bond Market Index Fund Institutional	4,822,263	7.40
ING T. Rowe Price Capital Appreciation I	3,199,464	5.88
Vanguard Target Retirement 2025 Fund Investor	7,502,520	7.20
Vanguard Target Retirement 2015 Fund Investor	20,609,313	6.64
Vanguard Target Retirement 2045 Fund Investor	2,601,844	7.20
Vanguard Target Retirement 2035 Fund Investor	2,720,977	7.20
Vanguard Target Retirement Income Fund Investor	5,944,518	5.91

N/A¹ – The weighted average maturity for the Hartford General Account is not available. While there is no weighted average maturity, this option is backed by the general account assets of The Hartford.

N/A² – Fund had a zero balance at June 30, 2013, therefore the weighted average maturity is not presented.

NOTE 3 – PLAN ADMINISTRATION

The Plan administrators are MassMutual and ING. Neither ING nor MassMutual assesses a fee for plan participants. Provider revenue is generated as revenue sharing fee agreements between the various mutual fund companies and the service providers, in addition to administrative fees on certain investment options.

NOTE 4 – TAX STATUS

In the opinion of the Plan's legal counsel, the Plan is an eligible deferred compensation plan as defined by Section 457 to the IRC. Accordingly, any amount of compensation deferred under the Plan and any income attributable to the amounts so deferred shall be included in the gross income of the participant only for the taxable year in which such compensation or other income is paid or, otherwise, made available to the participant or their beneficiary.

**NEVADA PUBLIC EMPLOYEES'
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 5 – PLAN TERMINATION

The State may terminate the Plan at any time, although no intent to terminate the Plan has been expressed. In the event of termination, all participants would remain fully vested.

NOTE 6 – RISKS AND UNCERTAINTIES

The Plan, as directed by participants, invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statement of Net Position Available for Plan Benefits.

NOTE 7 – RELATED PARTY TRANSACTIONS

All members of the Deferred Compensation Committee as well as the Plan's Executive Officer are participating or retired members of the Plan.

NOTE 8 – SELF DIRECTED BROKERAGE OPTION

The participants may select a self-directed brokerage account with Charles Schwab or TD Ameritrade. The annual account fees for these accounts were waived for the year ended June 30, 2013.

NOTE 9 – ADMINISTRATIVE EXPENSES & REIMBURSEMENTS

Administrative expenses are paid by participants through revenue sharing fee agreements between the various mutual fund companies and the service providers, in addition to administrative fees on certain funds. Any unused administrative fees are credited back to participants in the form of administrative fee reimbursements, which are shown as contributions within each participant's account.

NOTE 10 – INTER-PROVIDER TRANSFERS

Inter-provider transfers represent participant account balance transfers to/from MassMutual and ING. For the year ended June 30, 2013 inter-provider transfers totaled to a net of \$.4 million.

NOTE 11 – SUBSEQUENT EVENTS

The Plan evaluated subsequent events through January 30, 2015, the date the financial statements were available to be issued. Events or transactions occurring after June 30, 2013, but prior to January 30, 2015 that provided additional evidence about conditions that existed at June 30, 2013, have been recognized in the financial statements for the year ended June 30, 2013. Events or transactions that provided evidence about conditions that did not exist at June 30, 2013, but arose before the financial statements were available to be issued have not been recognized in the financial statements for the year ended June 30, 2013.

**NEVADA FICA ALTERNATIVE DEFERRED
COMPENSATION PLAN
Carson City, Nevada**

**FINANCIAL STATEMENTS
June 30, 2013**

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**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2013 and 2011**

This discussion and analysis of the Nevada FICA Alternative Deferred Compensation Plan (the Plan) financial performance provides an overview of the Plan's financial activities for the years ended June 30, 2013 and 2012. It is presented as required supplemental information to the financial statements. Please read it in conjunction with the Plan's financial statements which follow this section.

Financial Highlights

- Net position available for plan benefit increased by approximately \$3.5 million during the current year from \$18.4 million at June 30, 2012 to \$21.9 million at June 30, 2013. This increase was primarily due to employee contributions made during the year, offset by an increase in distributions to participants.
- Employee contributions increased from \$4.0 million for the year ended June 30, 2012 to \$4.8 million for the year ended June 30, 2013. This increase was due to an increase in the number of actively contributing participants from 6,832 in 2012 to 7,137 in 2013.
- Interest income increased from \$.4 million for the year ended June 30, 2012 to \$.5 million for the year ended June 30, 2013. This increase was due primarily to increasing interest on the Plan's fixed investment options.
- Distributions to participants increased from \$1.6 million for the year ended June 30, 2012 to \$1.8 million for year ended June 30, 2013. This increase was due to an increase in the number of participants receiving distributions from 1,395 in 2012 to 1,447 in 2013.

Overview of the Financial Statements

This financial report consists of the Statement of Net position Available for Plan Benefits and the Statement of Changes in Net position Available for Plan Benefits. These statements provide information about the financial position and activities of the Plan as a whole. The Notes to Financial Statements provide additional information that is essential to a full understanding of the financial statements. The notes are an integral part of the financial statements and include detailed information not readily evident in the basic financial statements.

**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2013 and 2011**

The analysis below focuses on Net Position Available for Plan Benefits (Table 1) and Changes in Net Position Available for Plan Benefits (Table 2).

**Table 1
Net Position Available for Plan Benefits**

	<u>2013</u>	<u>2011</u>
Investments	\$ 21,852,903	\$ 18,369,895
Employee contributions receivable	<u>36,505</u>	<u>36,911</u>
Net position available for plan benefits	<u><u>\$ 21,889,408</u></u>	<u><u>\$ 18,406,806</u></u>

**Table 2
Changes in Net Position Available for Plan Benefits**

	<u>2013</u>	<u>2011</u>
Additions		
Employee contributions	\$ 4,807,242	\$ 4,024,968
Rollover contributions	2,520	1,938
Interest income	472,282	417,378
Deductions		
Benefits paid to participants	<u>1,799,442</u>	<u>1,569,945</u>
Increase in net position available for plan benefits	<u><u>\$ 3,482,602</u></u>	<u><u>\$ 2,874,339</u></u>

Financial Contact

The Plan's financial statements are designed to present users with a general overview of the Plan's finances and to demonstrate the trustee's accountability. If you have questions about the report or need additional financial information, contact the Executive Officer of the Nevada FICA Alternative Deferred Compensation Plan at 100 N. Stewart Street, Suite 210, Carson City, Nevada 89701.

FINANCIAL STATEMENTS

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**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
STATEMENT OF NET POSITION AVAILABLE FOR PLAN BENEFITS
June 30, 2013**

Fixed earnings investments	\$ 21,852,903
Employee contributions receivable	<u>36,505</u>
Net position available for plan benefits	<u>\$ 21,889,408</u>

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The accompanying notes are an integral part of the financial statements.

**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
STATEMENT OF CHANGES IN NET POSITION AVAILABLE FOR PLAN BENEFITS
Year Ended June 30, 2013**

ADDITIONS	
Employee contributions	\$ 4,807,242
Rollover contributions	2,520
Interest income	<u>472,282</u>
Total additions	<u>5,282,044</u>
DEDUCTIONS	
Distributions to participants	<u>1,799,442</u>
CHANGE IN NET POSITION AVAILABLE FOR PLAN BENEFITS	3,482,602
NET POSITION AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	<u>18,406,806</u>
NET POSITION AVAILABLE FOR BENEFITS, END OF YEAR	<u><u>\$ 21,889,408</u></u>

The accompanying notes are an integral part of the financial statements.

**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

General

The State of Nevada (the State) FICA Alternative Deferred Compensation Plan (the Plan), a defined contribution plan, was established pursuant to NRS 287.250 – 287.370, and Title 26 IRS Code, Section 457 Deferred Compensation Plans, effective on January 1, 2004. The first contribution to the Plan was made on January 20, 2004 (commencement date). FICA is the Federal Insurance Contributions Act (FICA). The purpose of the Plan is to provide part-time, seasonal or temporary employees of the State or the Nevada System of Higher Education (Higher Ed.), an alternative to Social Security coverage as permitted by the federal Omnibus Budget Reconciliation Act of 1990 (OBRA).

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with the accounting principles generally accepted in the United States of America for governmental entities and presents the assets available for plan benefits and changes in those assets.

Use of Estimates in Preparing Financial Statements

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America may require management to make estimates and assumptions that affect amounts reported in financial statements and accompanying notes. Actual results may differ from those estimates.

Contributions

Under plan provisions, employees of the State or Higher Education are required to contribute into the Plan, if hired on or after January 1, 2004 (State) or July 1, 2005 (Higher Ed.), through payroll deductions. There were four employers participating in the Plan and 7,137 active participants as of June 30, 2013. In accordance with plan provisions the employer is required to withhold and remit to the Plan 7.5% of an eligible employee's compensation each pay period. In accordance with Section 457 of the Internal Revenue Code (IRC), the Plan limits the amount of an individual's annual contribution to 100% of annual gross includable compensation, not to exceed \$17,500 for calendar year 2013. Special "catch-up" rules may permit an additional annual deferral up to \$5,500 for calendar year 2013 in certain circumstances. The Plan does not allow participants to make voluntary contributions.

Amounts contributed by employees are not subject to tax under the Old Age, Survivors and Disability Income portion of FICA. The Plan does not prohibit the employer from making deposits to a participant's account as additional compensation for services rendered. Employer contributions of \$2,520 were made to the Plan during the year ended June 30, 2013. Contributions are recognized when amounts are withheld from employees.

**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Contributions (Continued)

Under provisions of the Small Business Job Protection Act of 1996 (SBJPA), which became effective for Plan years beginning after December 31, 1996, assets of IRC Section 457 plan must be held in a trust, custodial account, or annuity contract, for the exclusive benefit of employees and beneficiaries and will no longer be solely the property of the employer and subject only to claims of the employer's general creditors. At June 30, 2013, the Plan met the requirements of the SBJPA.

Participant Accounts

Employees electing to participate in the Plan may contribute to the following option if enrolled after January 2009:

- The MassMutual Retirement Plans Group (MassMutual) General Account, a fixed investment option administered by MassMutual.

If enrolled prior to January 2009, participants may also contribute to the following option:

- A stable value investment option administered by ING Life Insurance and Annuity Company (ING) if enrolled into the Plan before January 2009.

Participants are fully vested in their accounts at all times.

Payment of Benefits

Employees may withdraw the value of the funds contributed to the Plan upon termination of employment with the employer, attainment of the age 70½ years old, or participants' death. Employees, or their beneficiaries, may select various payout options which include lump sum payments, periodic payments, or annuity payments. Distributions are recorded at the time withdrawals are made from participant accounts.

Investment Valuation

Fixed earnings investments are valued as reported by ING and MassMutual at contract values which approximates fair value and represents contributions received plus interest earned to date less applicable charges and amounts withdrawn.

All purchases and sales of investments are recorded on a trade-date basis reported by the investment provider.

**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Interest Income

Interest income for the fixed earnings investments is recorded as earned. See the table below for each employer's interest rate.

	Annual Rates as of the Quarter Ended			
	September 30, 2012	December 31, 2012	March 31, 2013	June 30, 2013
The MassMutual - General Account				
Reno Sparks Convention and Visitors Center	3.00%	3.00%	2.75%	2.75%
Central Payroll	3.00	3.00	2.75	2.75
Nevada Systems of Higher Education	3.00	3.00	2.75	2.75
Douglas County	3.00	3.00	2.75	2.75

The following table summarizes the crediting interest rates for the ING Stable Value Fund for each quarter of the fiscal year.

	Annual Rates as of the Quarter Ended			
	September 30, 2012	December 31, 2012	March 31, 2013	June 30, 2013
ING - Stable Value Fund	0.41%	0.30%	0.27%	0.20%

NOTE 2 – INVESTMENTS AND DEPOSITS

In accordance with the Plan document, the Plan's allowable investment options include interest bearing accounts only. The Deferred Compensation Committee has overall responsibility for ensuring that the assets of the Plan are in compliance with all applicable laws governing the operation of the Plan and establishing the related investment guidelines and policies.

The fair or contract values of investments held in the name of the Plan at June 30, 2013, were as follows:

Fixed Earnings Investments

The MassMutual General Account	\$ 17,881,700
ING Stable Value Fund	<u>3,971,203</u>

Total Fixed Earnings Investments	<u><u>\$ 21,852,903</u></u>
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Investments marked with an asterisk (*) represent individual investment options, which exceed 5% of the net position available for plan benefits.

**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 2 – INVESTMENTS AND DEPOSITS (CONTINUED)

Custodial credit risk is the risk that, in the event of a failure of the counterparty, the Plan would not be able to recover the value of its deposits, investments, or collateral securities that were in the possession of an outside party. Investment securities are exposed to custodial credit risk if they are uninsured or not registered in the name of the Plan and are held by either the counterparty or the counterparty's trust department or agent, but not in the Plan's name.

Investments in the ING fixed earnings investments are held in trust for the Plan by ING, agent of the Plan. As a result, these investments are not exposed to custodial credit risk.

Investments in The MassMutual General Account are not held in the Plan's name by MassMutual, agent of the Plan. As such, the investments held in the MassMutual General Account are exposed to custodial credit risk.

Credit risk is the risk that an issuer or the counterparty to an investment will not fulfill its obligations and the Plan could lose money as a result. Credit risk is measured by nationally recognized statistical rating agencies such as Moody's investor services, Standard and Poor's and Fitch Ratings. The Plan manages credit risk by requiring both ING and The MassMutual to provide investment options that comply with the Plan's statement of investment policy and by requiring any change in credit ratings to be reported within 60 days. The ING Stable Value Fund and The MassMutual General Account Option are unrated.

Concentration of credit risk is the risk of loss attributed to the magnitude of the Plan's investment in a single issuer. The Plan's investments are managed by MassMutual and ING. The investments that exceed 5% are identified in the table above.

Foreign Currency Risk is the risk that changes in exchange rates will adversely affect the fair value of the investment. The Plan does not allow the option of investments in mutual funds of countries outside the U.S. that invest in securities that are not required to disclose the individual assets within the fund. As a result, the investments in the Plan were not exposed to foreign currency risk during 2013.

Interest rate risk is the risk of changes in interest rates that will adversely affect the value of an investment.

**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 2 – INVESTMENTS AND DEPOSITS (CONTINUED)

As of June 30, 2013 the Plan had the following investments and maturities in its fixed earnings investments:

	2013	
	Fair Value	Weighted Average Maturity
Fixed Earnings Investments		
The MassMutual General Account	\$ 17,881,700	N/A ¹
ING Stable Value Fund	3,971,203	2.29

N/A ¹ - The weighted average maturity for the MassMutual General Account is not available. While there is no weighted average maturity, this option is backed by the general account assets of The Hartford.

NOTE 3 – PLAN ADMINISTRATION

The Plan administrators are MassMutual and ING. Neither ING nor MassMutual assesses an administrative fee for plan participants.

NOTE 4 – TAX STATUS

In the opinion of the Plan's legal counsel, the Plan is an eligible deferred compensation plan as defined by Section 457 to the IRC. Accordingly, any amount of compensation deferred under the Plan and any income attributable to the amounts so deferred shall be included in the gross income of the participant only for the taxable year in which such compensation or other income is paid or, otherwise, made available to the participant or their beneficiary.

NOTE 5 – PLAN TERMINATION

The State may terminate the Plan at any time, although no intent to terminate the Plan has been expressed. In the event of termination, all participants will remain fully vested.

NOTE 6 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near-term and that such changes could materially affect participant's account balances and the amounts reported in the Statement of Net Position Available for Plan Benefits.

**NEVADA FICA ALTERNATIVE
DEFERRED COMPENSATION PLAN
NOTES TO FINANCIAL STATEMENTS
June 30, 2013**

NOTE 7 – SUBSEQUENT EVENTS

The Plan evaluated subsequent events through January 30, 2015, the date the financial statements were available to be issued. Events or transactions occurring after June 30, 2013, but prior to January 30, 2015 that provided additional evidence about conditions that existed at June 30, 2013, have been recognized in the financial statements for the year ended June 30, 2013. Events or transactions that provided evidence about conditions that did not exist at June 30, 2013, but arose before the financial statements were available to be issued have not been recognized in the financial statements for the year ended June 30, 2013.

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Deferred Compensation Committee
Nevada Public Employees' Deferred Compensation Plan and
Nevada FICA Alternative Deferred Compensation Plan
Carson City, Nevada

In planning and performing our audit of the financial statements of the Nevada Public Employees' Deferred Compensation Plan and the Nevada FICA Alternative Deferred Compensation Plan (the Plans) as of and for the year ended June 30, 2013, in accordance with auditing standards generally accepted in the United States of America, we considered the Plans' internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plans' internal control. Accordingly, we do not express an opinion on the effectiveness of the Plans' internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis.

Our consideration of internal control was for the limited purpose described in the first paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Significant deficiencies

A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the following deficiency in the Plans' internal control to be a significant deficiency:

The follow matters were identified during the current period under audit:

- **Preparation of Financial Statements.** The Plans engage CliftonLarsonAllen LLP (CLA) to assist in preparing its financial statements and accompanying disclosures, directly from reporting provided by the record keepers, MassMutual and ING. However, as independent auditors, CLA cannot be considered part of the Plans' internal control system. As part of the internal control over the preparation of the Plans' financial statements, including disclosures, the plan sponsor, who oversees the Plans, reviews the financial statements, including disclosures, for completeness and accuracy.

We recommend that the plan sponsor draft and create the Plans' financial statements. Review procedures should be performed by an individual possessing a thorough understanding of applicable generally accepted accounting principles and knowledge of the Plans' activities and operations.

- **Maintaining a General Ledger.** During our audit, we noted that the plan sponsor, who oversees the Plans, does not maintain, update and reconcile a general ledger for the Plans. A properly updated general ledger/trial balance is critical to the ability to account for the balances and activity of the Plans. It is also the primary source of information for creating the Statement of Net Position Available for Plan Benefits and Statement of Changes in Net Position for Plan Benefits.

We recommend that the plan sponsor maintain a general ledger/trial balance for the Plans on an accrual basis and accordingly update and reconcile the general ledger balances to supporting documentation provided by the record keepers.

- **Consolidated Reporting.** The Plans' record keeper maintains separate reporting for each of the employers and is unable to provide consolidated reporting for the Plans as a whole.

We recommend the plan sponsor require the record keeper to provide consolidated reporting for the Plans.

The identified significant deficiencies are not considered to be material weaknesses. We recommend management review these items and consider updating their procedures and policies in 2014.

Other deficiencies in internal control

We noted no other deficiencies in internal control that we have reported to management.

This communication is intended solely for the information and use of management, Deferred Compensation Committee, and others within the Plans, and is not intended to be, and should not be, used by anyone other than these specified parties.

CliftonLarsonAllen LLP

Baltimore, Maryland
January 30, 2015

Brian Sandoval
Governor



Rob Boehmer
Program Coordinator

COMMITTEE
Scott Sisco, Chair
NDOC
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LCB
Karen Oliver
GCB
Steve C. Woodbury
GOED

Shane Chesney
Senior Deputy Attorney General

**Nevada Public Employees'
Deferred Compensation Program**

02/10/2015

CliftonLarsonAllen LLP
1966 Greenspring Drive, Suite 300
Timonium, MD, 21093
ATTN: Thomas Rey

RE: Management response to Significant Deficiencies reported in 2013 NDC Financial Audit

Greetings Thomas,

The Nevada Public Employees' Deferred Compensation Program (NDC) Administration has prepared and is submitting the following Management Response to the Significant Deficiencies outlined in the 2013 NDC Financial Audit Internal Control Report:

The Nevada Public Employees' Deferred Compensation Program (NDC) Administration and NDC Committee utilize a quarterly report developed and maintained by its contracted Investment Consultant, Segal Rogerscasey, and contracted Recordkeeper(s) in the evaluation of plan assets and corresponding additions and deductions thereof. We recognize that these statements and reports are reported on a cash basis, as referred to by CliftonLarsonAllen (CLA). CLA has informed us that this does not represent Generally Accepted Accounting Procedures (U.S. GAAP), and best practices of financial reporting regarding the maintenance of an accrual based general ledger/trial balance. We believe the impact to the NDC Program to be minimal and not outweigh the potential cost/benefit of using Plan resources to maintain a GAAP based general ledger. As a proposed stop-gap to the deficiency noted above, the NDC Administration will begin maintaining a separate trial balance with as needed assistance from our contracted Recordkeeper(s) based upon monthly or quarterly statements they provide. The NDC Administration will then subsequently reconcile that accounting against quarterly Segal Rogerscasey reports. We believe this will provide an additional reconciliation and control around financial reporting without an unnecessary burden on Plan resources.

Please include this Management Response in the final NDC Internal Control Report that will be submitted to the NDC Committee at their Quarterly Meeting being held on February 18, 2015.

Thank you in advance, and please contact me directly with any questions or concerns you may have.

Regards,

Robert R. Boehmer
Program Coordinator/Executive Officer
Nevada Public Employees' Deferred Compensation Program



Crosschecksm Review

Executive Summary Report for:

**State of Nevada Employees
Deferred Compensation Program**

Submitted by:

The Segal Company

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EXECUTIVE SUMMARY REPORT

The Segal Company was engaged by the Committee to conduct an independent, comprehensive review of the State of Nevada Employees' Deferred Compensation Program to determine the status of the Program's compliance with the Internal Revenue Code rules and regulations governing 457(b) plans, as well as compliance with other applicable federal laws, and to determine whether the Program's administrative operations and practices meet the standards set forth in the Program's governing documents. We reviewed the documents and operations of both the regular Deferred Compensation Plan and the FICA Alternative Plan. The Program is administered by a Program Coordinator and staff, as well as by two recordkeepers, Mass Mutual and Voya.

We wish to thank Mr. Rob Boehmer and Ms. Micah Salerno for their immense cooperation and support during this project. They graciously provided their time and knowledge in helping us complete this compliance review.

OVERVIEW

As a result of our compliance review, we conclude that the Program is substantially in compliance with the requirements under section 457(b) of the Internal Revenue Code ("Code") and related regulations and other applicable federal laws. We have identified a few areas of Program administration that may be of concern to the Committee and could warrant further review or modification. In addition, the governing plan documents have some minor defects, which should be corrected to provide administrative clarity and to ensure operational compliance. We also identified areas where procedures to monitor on-going compliance may need to be developed and implemented.

We note that, as a technical matter, even a minor failure to comply with the requirements under Code section 457(b), including failure to follow the plan document terms, even if a plan provision is not required under the Code, may cause a plan to fail to be an eligible plan under Code section 457(b). However, under the "flush language" between Code section 457(b) and 457(c), there is a special retroactive correction period for governmental 457(b) plans that generally allows compliance errors to be corrected prior to the first day of the first plan year beginning more than 180 days after the IRS notifies the plan sponsor in writing that the plan has been administered in a manner that is inconsistent with Code section 457(b) or the regulations thereunder. Consequently, 457(b) errors can be corrected without the plan failing to be considered an eligible plan.

Overall, it appears that the administration of the Program is consistent with IRS rules and governing plan documents. During a compliance review of any plan, we have found operational and compliance issues and areas for improvement to the administrative processes. Retirement plan

administration is inherently complex due to the number of constantly changing regulations required to be followed. While our report does identify several compliance-related operational issues, the majority of issues relate to administrative processes and minor plan document defects that can be corrected satisfactorily.

PROJECT METHODOLOGY

To understand our findings and recommendations, it is important to describe Segal's ***Crosscheck*** processes and methodology. As background, our review of the Program followed our ***Crosscheck*** compliance review and analysis methodology, which was individually tailored for the Program's specific needs.

Our compliance review focused on the following areas:

- ♦ Written plan requirements for 457(b) plans
- ♦ Trust and exclusive benefit requirements
- ♦ Plan administrator duties and delegation
- ♦ Plan recordkeeping
- ♦ Eligible employees and eligible participating employers
- ♦ Deferral agreement formalities
- ♦ Code section 401(a)(9) minimum required distributions
- ♦ Code section 457(b) deferral limits and catch-up rules
- ♦ Plan distribution rules
- ♦ Direct rollovers and transfers
- ♦ Qualified domestic relations orders
- ♦ Unforeseeable emergency distributions
- ♦ Small benefit cashouts
- ♦ Rules for spouses and beneficiaries
- ♦ Federal income tax reporting and withholding requirements
- ♦ Age Discrimination in Employment Act (ADEA)
- ♦ Veterans' employee benefit rights (USERRA and HEART Act)
- ♦ Family and Medical Leave Act (FMLA)

Phase 1. Data Collection

Prior to the on-site visit and interviews, various plan documents were requested and collected from the Program, including governing statutes and plan documents, written administrative procedures, salary deferral agreements and trust documents. Further documentation was requested from the Program's recordkeepers, such as service agreements, internal administration forms and worksheets and participant communications. Such plan documentation was thoroughly analyzed by two senior ***Crosscheck*** consultants. Our documentation analysis reviews for:

- ♦ Consistency of documents with processes;
- ♦ Amendment of Plan document for current compliance changes;
- ♦ "Fit" of employee communications with governing documents;
- ♦ Consistency of administrative agreements, forms and other written material with governing documents; and
- ♦ Consistency of administrative actions with policies and procedures and governing documents.

A ***Crosscheck*** workbook, designed by Segal with questions specific to the type of plan, was then created prior to the on-site interviews and used as a guide during the interview process. The purpose was to determine whether the actual responses with respect to administration support what the plan documentation states.

Phase 2. On-Site Visit with Program Staff and Recordkeeper Interviews

The second phase of the ***Crosscheck*** process involves interviewing individuals with specific knowledge of plan operations. We were on-site with the Program Coordinator's office for one and one-half days and met with Mr. Rob Boehmer and Ms. Micah Salerno. We discussed an extensive array of questions that were designed by Segal regarding plan administration, as well as operational issues that warranted further investigation, based on our knowledge of the Program from previously reviewed documents.

In addition to our interviews with the Program Coordinator, we also conducted telephone interviews with the Program's recordkeepers, Mass Mutual and Voya. The interviews were conducted informally and designed to further investigate certain areas of administration that were pertinent to our compliance review, based upon the information gathered from our plan documentary review and on-site interviews.

Phase 3. Audit of Individual Data Files

After the interviews were conducted, Segal requested detailed information from the recordkeepers on processed applications for qualified domestic relations orders ("QDROs") and unforeseeable emergency distributions in the last two years, including a complete copy of the recordkeepers' files maintained for a sampling of individual participants. The selected files were reviewed for compliance with Plan rules and administrative effectiveness with respect to either QDROs or unforeseeable emergency distributions, as applicable.

Phase 4. Final Report

This report documents our findings and recommendations with respect to the Program's compliance review. It identifies compliance issues and recommendations for further review or correction, as well as recommendations for process improvement. Also included are comments and suggestions regarding amendment of plan document provisions.

We thank the Committee for once again selecting Segal to conduct this compliance review and look forward to discussing our findings and recommendations.

FINDINGS AND RECOMMENDATIONS

1. **First of the month rule.** Code section 457(b)(4) provides that compensation under a 457(b) plan may be deferred for any calendar month only if an agreement providing for deferral has been entered into before the beginning of the month such compensation is paid or made available. This first-of-the-month rule is set forth in the regular Deferred Compensation Plan document at Section 2.1. However, based on discussions during our on-site interviews, it appears that the Plan is not monitoring the timing of elections and subsequent deferrals to ensure compliance with this rule. Both Plan recordkeepers indicated that they also do not monitor the timing of deferral elections, but rather allocate any contributions that are sent to them as soon as possible. Since the State has biweekly payroll periods, it is possible that employees are electing deferral amounts and having those amounts deferred in the same calendar month, which is not permitted under the Code.

We recommend that the Plan begin monitoring the timing of deferral elections, including both the initial participation election and subsequent deferral election changes, to ensure that deferral agreements do not go into effect until the first of the month following the date the deferral amount is elected. Based on our experience with other 457(b) plans, it is likely that such monitoring can be accomplished via automatic processes under the payroll system(s). It is important to note that the compensation from which a deferral is made must only be *paid* in the month following the election, but does not have to be wholly *earned* in the month following election. Therefore, an individual may elect to defer compensation under the Plan near the end of a month and still have amounts deferred from compensation paid a few days later, even though such compensation was earned in the same month in which the deferral election was made.

In addition to monitoring the timing of deferral elections, consider periodically reminding participating employers about the first of the month rule and providing assistance to the employers in complying with this rule. One way to do this is to communicate with the participating employers about the processes and procedures the Program and State payroll systems use to comply with this rule. Another way to do this is to provide examples of how to comply with this rule based on different payroll periods (e.g., monthly, semimonthly, biweekly), such as in the Program's Administrative Manual or other communication materials.

In addition, while the FICA Alternative Plan document does not contain a provision regarding the first-of-the-month rule, this Plan only provides for nonelective contributions. Pursuant to Treasury Regulations section 1.457-4(b), nonelective contributions are treated as being made under an agreement entered into before the first day of a the calendar month in which nonelective contributions are made. Therefore, it appears no changes need to be made to the FICA Alternative Plan in order to comply with this rule.

2. **USERRA make-up contributions.** Based on discussions during our on-site interviews, it appears that Plan participants in both the regular Deferred Compensation Plan and the FICA Alternative Plan may not be consistently offered the opportunity to make up contributions missed due to qualified military service, as required by the Uniformed Services Employment and Re-employment Rights Act (USERRA). Neither Plan document contains the required provisions relating to USERRA rights under the Plan, including the right to make up missed contributions that could have been made during qualified military service. Both the Program staff and recordkeepers indicated that they have not had any participant request the opportunity for make-up contributions under USERRA. The Program relies on employee managers and human resource personnel to remind returning veterans of their USERRA rights under all applicable State benefits plans, including the Deferred Compensation Program.

We recommend that the Program establish processes and procedures to ensure that returning veterans are consistently notified of their rights to make up contributions under both Plans, to the extent applicable. One way to do this is to track employees on military leave as a change of employment status that affects Plan eligibility, and then notify employees of their USERRA rights under the Plans upon returning to employment. It may also be advisable to provide periodic communications to employees on USERRA rights under a retirement plan.

3. **Tax rules for domestic partners.** The provisions of both the regular Deferred Compensation Plan and the FICA Alternative Plan provide that domestic partners may be alternate payees under a qualified domestic relations order (QDRO). To the extent that Nevada State law permits domestic partners to be alternate payees under a QDRO, this is not prohibited under applicable Code rules for QDROs. However, under Code section 414(p), domestic partners cannot receive the favorable tax treatment for QDRO distributions that is afforded to spouses. That is, when a QDRO distribution is paid to an alternate payee that is a domestic partner, the distribution amount is still taxable income to the participant, not the domestic partner, and must be reported on Form 1099-R as such. The federal tax treatment applicable to domestic partners was clarified in Revenue Ruling 2013-17 with regards to distinguishing the tax treatment of domestic partners from same-gender spouses under federal law. Based on this IRS guidance, we recommend that the Program establish processes and tax reporting procedures to ensure that QDRO distributions to domestic partners are treated as taxable income to the participant.

In addition, the provisions of both the regular Deferred Compensation Plan and the FICA Alternative Plan provide that a domestic partner is a “Distributee” (as defined in Article I) for purposes of direct rollover rules. Under Code section 402(c)(11), a Distributee may only be an employee or former employee, or such employee’s or former employee’s spouse or former spouse or designated beneficiary. Pursuant to Code section 401(a)(9)(E), such a beneficiary must be

specifically designated as such under the rules of the Plan. Therefore, a domestic partner may only be a Distributee for direct rollover rules if he or she is also the designated beneficiary under the Plan's rules and procedures and the distribution is after the death of the participant. Furthermore, designated beneficiaries may only elect a direct rollover to an inherited IRA (as defined in Code section 408(d)(3)(C)), which limitation is not described in Plan documents. We recommend that the Plans permit direct rollovers only to domestic partners who are also a designated beneficiary and then ensure the rollover is made only to an inherited IRA.

Similarly, the definition of "Unforeseeable Emergency Distribution" in Article I of the regular Deferred Compensation Plan provides that an unforeseeable emergency distribution may be made due to the severe financial hardship of a participant's domestic partner. Pursuant to Treasury Regulations section 1.457-6(c), the severe financial hardship of a participant's beneficiary or such beneficiary's spouse or dependent may be considered for purposes of an unforeseeable emergency distribution. Therefore, the financial hardship of a domestic partner may only be considered for this purpose if he or she is also the designated beneficiary under Plan rules and procedures and only if the Plan document permits an unforeseeable emergency on behalf of such designated beneficiary, which currently the Plan document does not permit. We recommend that the Plan consider whether to permit unforeseeable emergency distributions due to the financial hardship of all designated beneficiaries. If the Plan will permit this, the Plan document, as well as administrative procedures should be updated for this purpose. If the Plan will not permit this, the Plan document should be corrected to remove domestic partners from the definition of "Unforeseeable Emergency Distributions".

4. Spousal consent. Based on our interviews with the Program staff and recordkeepers, it appears to be uncertain as to whether spousal consent is required or should be required under both Plans in order for a married participant to designate a nonspouse beneficiary. Neither the Plan documents nor the beneficiary designation section on Plan enrollment forms require spousal consent to name a nonspouse beneficiary when the participant is married. Since Nevada is a community property state, which considers retirement plan benefits to be the shared property of spouses, it may be advisable to investigate whether State law requires spousal consent in order to pay benefits to a nonspouse beneficiary after the death of the participant. Even if it is determined that State law does not require such spousal consent, you may wish to consider whether requiring spousal consent to the designation of a nonspouse beneficiary is a desired practice that minimizes risk to the Program and State. If spousal consent to a nonspouse beneficiary is either required or desired, the Plan documents and forms should be amended for this purpose. Alternatively, consider whether risk to the Program and State could be minimized by designating the participant's spouse (if any) as the default beneficiary upon death where no written designation is recorded. The participant's estate could be the secondary default beneficiary where no spouse survives the participant.

Please note that the Nevada Public Employees Retirement System does not permit payment of death benefits to nonspouse beneficiaries unless the participant is not married or their spouse predeceases them. The Nevada System of Higher Education retirement plans indicate that it may not be possible for married participants to designate a nonspouse beneficiary to receive more than 50% of the participant's account balance.

5. Last Three Years Catch-up Verification. The regular Deferred Compensation Plan provides for the special catch-up rule for 457(b) plans during the last three years prior to normal retirement age up to the amount of underutilized prior years' maximum contribution limitation for years the individual was eligible to participate in the Deferred Compensation Plan. The Plan's recordkeepers are responsible for administering this catch-up contribution and monitoring limitations thereunder. This is a complex calculation and the Plan's recordkeepers rely primarily on the participant to determine the underutilized prior years' maximum contribution limitation, by having them fill out a worksheet. In addition, although the Plan document defines "Normal Retirement Age" for this purpose to begin no earlier than the unreduced retirement age under the employer's pension plan, the Plan does not verify a participant's unreduced retirement age under the applicable State retirement plan before permitting catch-up contributions under the Plan.

Based on discussion with Program staff and recordkeepers, there appears to be uncertainty as to whether participants can elect this type of catch-up election if they are retiring in less than three years. Pursuant to language in both Code section 457(b) and the regulations issued thereunder, participants may elect to make a catch-up contribution during "*one or more of the participant's last three taxable years ending before the participant attains normal retirement age.*" (See Treasury Regulations section 1.457-4(c)(3)). Under the Plan, the participant is able to select any normal retirement age that is on or after the date of the participant's unreduced retirement age under the applicable plan. This means that so long as the participant selects a normal retirement age that complies with this rule and is more than three years from the first year of the catch-up election, a participant may begin making catch-up contributions and then retire at any time, even if it is before the selected normal retirement age. However, once a normal retirement age is selected for purposes of the catch-up election, the participant cannot change the normal retirement age and cannot make any catch-up contributions later than three years after the first catch-up contribution.

The Plan, in coordination with the recordkeepers, should develop and implement a formal process for monitoring the allowable amount of this type of catch-up contributions. This process should include utilizing the information about participants readily available to the Plan, such as any previous catch-up elections made by the participant, the participant's unreduced retirement age under the applicable State plan and the amount of previously underutilized elective deferrals.

In addition, it has come to our attention that the recordkeepers may have discouraged catch-up elections for participants retiring within three years. Therefore, it may be advisable to educate both participants and recordkeepers about how the catch-up rule is applied under the Plan, including providing an example where a catch-up election and contribution is made in one year and then the participant decides to retire shortly thereafter, such as in Plan descriptions or other communication materials. To the extent catch-up elections were not approved for participants near retirement, such participants should be given the opportunity to appeal this decision to the Committee and/or Program Coordinator.

6. Regular Deferred Compensation Plan document. In our review of this Plan document, we noted several provisions that may need to be amended, as follows:

A. Various sections of the Plan document contain capitalized terms that are not defined within the provisions of the Plan document, including:

- (1) “Eligible Governmental Employer” within the definition of “Public Employer” in Article I;
- (2) “Recordkeeper” within the definition of “Service Provider” in Article I; and
- (3) “Public Employer” in Section 12.1.

We recommend that these capitalized terms be revised to be used with lower case letters, or alternatively, some or all of these terms be defined within the Plan document and continue to use them with upper case letters.

In addition, the term “Domestic Partner” is defined in Article I of the Plan, but then such term is generally not capitalized when used throughout the document. We recommend that you amend the Plan to capitalize the term “Domestic Partner” wherever it is found in the document.

B. Section 7.1(a) indicates that unforeseeable emergency distributions shall first be withdrawn the participant’s Before-Tax Deferral Account and Roth Account and second from Rollover Account, and then only to the extent designated by the participant. However, pursuant to Treasury Regulations section 1.457-6(c)(2)(ii), unforeseeable emergency distributions may not be made to a participant to the extent the emergency need may be relieved through other resources, including liquidation of the participant’s assets. Since participants may withdraw monies from Rollover Accounts at any time under Section 8.1(e) of the Plan, we recommend that the Plan document be amended to require a withdrawal from the Rollover Account before unforeseeable emergency distributions are approved.

C. On June 26, 2013, in United States v. Windsor, the Supreme Court decided that the section of the Defense of Marriage Act (DOMA) limiting marriage to opposite-gender spouses for purpose of federal law was unconstitutional. As a result of this decision, the IRS requires that same-gender marriages be treated the same as opposite-gender marriages for all federal tax law purposes, including those applicable to 457(b) plans. For this purpose, a same-gender marriage is valid if it was validly entered into in a state that recognizes such marriages, regardless of where the same-gender spouses are now domiciled. Recently, in IRS Notice 2014-19, the IRS issued guidance that requires retirement plans to make any necessary amendments to bring their plans in compliance with the Windsor decision by the end of 2014. The Notice suggests that even if a plan does not have any provisions that are inconsistent with this decision, consider amending the Plan in order to clarify how it will operate the plan with respect to same-gender spouses.

Since this Plan contains several provisions that provide benefits to domestic partners (as described in item 3 above), and IRS guidance in Revenue Ruling 2013-17 requires that domestic partners not be afforded the same federal tax treatment as same-gender spouses, we recommend that you amend this Plan to state the Plan will comply with the Supreme Court ruling effective June 26, 2013, and which specifically distinguishes domestic partners from same-gender spouses with respect to federal tax rules for direct rollovers, QDROs and unforeseeable emergency distributions.

D. The Worker, Retiree, and Employer Recovery Act of 2008 (WRERA) required that nonspouse beneficiaries be permitted to make a direct rollover to an inherited IRA (as defined in Code section 408(d)(3)(c)), effective January 1, 2010. Pursuant to our analysis set forth in item 3 above, we recommend that the definition of “Distributee” in Article I of the Plan document be amended to include designated beneficiaries, to not include domestic partners as a separate group from designated beneficiaries, and to clarify that for nonspouse beneficiaries, direct rollover to an “Eligible Retirement Plan” can only be made to an inherited IRA.

E. As discussed in item 2 above, the Plan document does not contain the required provisions relating to USERRA rights under the Plan, including the right to make up missed contributions that could have been made during qualified military service. In addition, while the Plan document contains provisions relating to the Heroes Earnings Assistance and Relief Act of 2008 (HEART Act) with respect to military differential wages payments and distributions due to qualifying military service, the Plan does not contain the required language indicating that participants who die while in qualified military service will be treated as if they had returned to employment prior to death for any death benefits under the Plan, effective for deaths on or after January 1, 2007. Therefore, we recommend that the Plan document be amended to include the required provisions under both USERRA and the HEART Act.

F. We note that the Program's Administrative Manual states in Section 7.7 that Plans will comply with Code 402(g) deferral limits. However, the deferral limits under this Code section do not apply to 457(b) plans. We recommend the Manual be revised to refer to compliance with deferral limits under Code section 457(b)(2) and (e)(15).

7. FICA Alternative Plan document. In our review of this Plan document, we noted several provisions that may need to be amended, as follows:

A. Section 7.1 of the Plan document permits the Committee to make an in-service de minimis cashout of a participant's account up to \$5,000 without the participant's consent. To the extent such cashout amount exceeds \$1,000, it is a mandatory distribution subject to the rules regarding automatic rollover to an IRA, as set forth in Code section 401(a)(31)(B) and IRS Notice 2005-5. The Plan's options for complying with the mandatory distribution rules under Code section 401(a)(31)(B) are as follows:

- Set up automatic rollovers to IRAs for mandatory distributions of amounts greater than \$1,000. This would include amending the Plan for automatic rollovers to an IRA, selecting an IRA provider and default investment options and drafting a notice to participants regarding the rules for automatic rollovers.
- Eliminate mandatory distributions for amounts greater than \$1,000. This would require a Plan amendment.
- Eliminate mandatory distributions entirely by requiring the participant's consent before an in-service de minimis cashout is made. This means just not making a mandatory distribution until the participant applies for a benefit or reaches age 70 ½. This would also require a Plan amendment.

B. The Worker, Retiree, and Employer Recovery Act of 2008 (WRERA) required that nonspouse beneficiaries be permitted to make a direct rollover to an inherited IRA (as defined in Code section 408(d)(3)(c)), effective January 1, 2010. Pursuant to our analysis set forth in item 3 above, we recommend that you amend the definition of "Distributee" in Article I of the Plan document to include designated beneficiaries, to not include domestic partners as a separate group from designated beneficiaries, and to clarify that for nonspouse beneficiaries, direct rollover to an "Eligible Retirement Plan" can only be made to an inherited IRA.

In addition, we recommend that you amend the definition of “Eligible Retirement Plan” to include Roth IRAs, similar to the language in the regular Deferred Compensation Plan.

C. Pursuant to our analysis regarding same-gender marriage in item 6 C. above, and where IRS guidance in Revenue Ruling 2013-17 clarifies that domestic partners not be afforded the same federal tax treatment as same-gender spouses (as discussed in item 3 above), we recommend that the Plan be amended this to state that the Plan will comply with the Supreme Court ruling on same-gender marriage effective June 26, 2013 and also amend the Plan specifically distinguishes domestic partners from same-gender spouses with respect to federal tax rules for direct rollovers and QDROs.

D. As discussed in item 2 above, the Plan document does not contain the required provisions relating to USERRA rights under the Plan, including the right to make up missed contributions that could have been made during qualified military service. In addition, while the Plan document contains provisions relating to the Heroes Earnings Assistance and Relief Act of 2008 (HEART Act) with respect to military differential wages payments and distributions due to qualifying military service, the Plan does not contain the required language indicating that participants who die while in qualified military service will be treated as if they had returned to employment prior to death for any death benefits under the Plan, effective for deaths on or after January 1, 2007. Therefore, we recommend that the Plan document be amended to include the required provisions under both USERRA and the HEART Act.

8. Qualified Domestic Relations Orders. We reviewed one recent qualified domestic relations order (QDRO) processed by Voya and one recent QDRO processed by Mass Mutual and found that both of these QDROs were processed in a manner that is consistent with the Plan documents and applicable Code requirements.

We note that Voya had extensive requirements and tools for processing QDROs, including detailed procedures that modeled ERISA requirements for QDROs and a form for certifying payment to alternate payees. We note that Mass Mutual in practice did not require that alternate payees provide a separate order, but rather would accept the terms of a divorce decree or settlement agreement for distribution to an alternate payee. As this practice is permitted under Code section 414(p), as applicable to governmental plans, and consistent with the requirements under the Plan documents, we do not recommend any changes to the Program’s QDRO procedures.

9. Unforeseeable emergency distributions. We reviewed summary information about all unforeseeable emergency distribution applications processed during the two-year period from July 2012 through June 2014. Then, we reviewed the complete, detailed recordkeeping files for twenty unforeseeable emergency distribution applications made by five participants that were processed by Voya and nine unforeseeable emergency distribution applications made by five participants that were processed by Mass Mutual. Our review focused on applications by participants who received multiple unforeseeable emergency distributions over a short period of time. We found numerous problems under the Plan document and Code section 457 with these distributions, as described below:

- In the past, there had not been any coordination between the two recordkeepers where a participant maintains an account balance with both recordkeepers. In February 2014, the Program Coordinator implemented procedures to prevent problems with lack of coordination between recordkeepers by requiring both recordkeepers to provide information about each unforeseeable emergency application submitted, so that the Plan can determine if a participant submitted applications to both recordkeepers at the same time. We found two participants that submitted applications to both recordkeepers, which were approved for the same expenses related to foreclosure by providing the same documentation to both recordkeepers. Treasury Regulations section 1.457-6(c) and Plan document Section 7.1 require that unforeseeable emergency distributions be limited to the amount necessary to satisfy the financial need. While one the participant's applications was submitted before this procedure was implemented (in July 2013), the other participant submitted their applications in April 2014.
- In our the review of Voya's processed unforeseeable emergency applications, we discovered significant problems with applications submitted by two participants with the same last name and address who appear to be spouses. The total amount of expenses approved for these applications between September 2012 and May 2014 was approximately \$78,000. First, one spouse submitted a number of receipts for medical expenses in December 2012 and then the other spouse submitted a number of receipts for medical expenses for his spouse in June 2013, where some of the receipts were identical in amount and date as used for the spouse's application. In addition, both spouses submitted a bill for a large sum of medical expenses incurred in 2012, where a portion of the amount was approved from one spouse's account and the rest was approved from the other spouse's account. Then in 2014, the same 2012 medical bill was submitted as documentation and approved for payment to one spouse for additional amounts. Second, of the ten applications submitted by these two participants, five of them were approved based on documented medical bills for infertility treatments and in-vitro fertilization procedures. We have concerns that such medical expenses do not

satisfy the definition of an unforeseeable emergency as there is no information indicating they are related to an illness or accident and likely are not unforeseeable expenses. Third, the other five applications submitted between 2012 and 2014 by these participants were approved based on documentation of loss of income due to furloughs and pay reductions. Loss of income may meet the requirements for an unforeseeable emergency as a financial hardship under extraordinary and unforeseeable circumstances that are beyond the control of the participant. However, loss of income is not one of the specifically enumerated categories of unforeseeable events that may lead to financial hardship, and therefore it is clear that Voya is exercising fiduciary discretion in approving unforeseeable emergency applications, absent specific input and approval from the Committee.

- In our review of Mass Mutual's processed unforeseeable emergency applications, we did not discover any significant problems, other than those due to lack of coordination with the other recordkeeper, as discussed above.
- In our review of processed unforeseeable emergency applications from both recordkeepers, we also discovered several individuals who received multiple distributions within a one-year or two-year period, often in amounts equal to the individual's entire account balance based solely on contributions made since the previous unforeseeable emergency distribution.
- In several instances, unforeseeable emergency distributions were made for only a few hundred dollars. It is unlikely that distributions for amounts representing only a fraction of the individual's monthly paycheck or amounts not much more than the total deferrals made in a month would satisfy the facts and circumstances tests required for such distributions under Treasury Regulations in determining whether an unforeseeable emergency exists. Treasury Regulations section 1.457-6(c) specifically states that a distribution on account of unforeseeable emergency may not be made to the extent such emergency may be relieved through cessation of deferrals to the plan.

We recommend the Program develop and implement procedures for monitoring the unforeseeable emergency distributions made from the Plan by both recordkeepers to ensure at a minimum that for each application approved by the recordkeepers: (1) proper documentation of the amount of financial need has been provided that is not duplicated with both recordkeepers or with the same recordkeeper for separate applications; and (2) documentation related to medical expenses is reviewed to determine if the expenses is due to an illness or accident. The monitoring procedures could include a recommendation that the Committee authorize periodic reviews of a sampling of individual applications for unforeseeable emergency distributions to ensure they were processed correctly.

In addition, the Program may wish to consider implementing rules and procedures to ensure that unforeseeable emergency distributions are not made that could have been relieved through other means, including cessation of deferrals. One method to do this is require that participants cease making deferrals for a period of time after an unforeseeable emergency distribution is made, similar to the requirements for hardship distributions from 401(k) plans (e.g., deferrals must cease for six months). Other alternatives for this purpose include (1) requiring a minimum amount for unforeseeable emergency distributions, such as many plans do for loans; (2) denying applications for multiple unforeseeable emergency distributions for amounts that represent solely the contributions made since the previous distribution; or (3) limiting the number of unforeseeable emergency distributions in a specific period (e.g., no more than two per year or five over a two-year period).

10. Plan governance. Generally, the governance structure of the Program is well-established and appropriately documented. In addition, it appears that the Program has procedures in place for monitoring important aspects of Plan compliance, such as payroll audits to ensure proper transmission of contributions and payroll reports to ensure excess deferrals are not made, although further efforts are warranted to monitor the timing of deferrals under IRS rules. However, as a plan sponsor and fiduciary, the Committee is responsible for monitoring the performance of its recordkeepers to ensure compliance with all Code section 457 rules and other applicable federal laws.

In the course of our compliance review, we identified three specific areas of Program operations where the recordkeepers may not be complying with Code section 457 rules and related regulations: spousal consent to beneficiary designations, catch-up contributions, and unforeseeable emergency distributions. The Program should develop and implement a formal process for periodically reviewing administration of these areas to ensure compliance with the Internal Revenue Code and maintenance of the eligible status of the 457(b) Plan.

We hope that the information provided in this report can provide assistance to the Committee, Program staff and recordkeepers with respect to areas to focus on for future improvements to the Program.

Nevada Public Employees'

ANALYSIS OF INVESTMENT PERFORMANCE

Deferred Compensation Plan

February 2015

Francis Picarelli

Senior Vice President

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ANALYSIS OF INVESTMENT PERFORMANCE

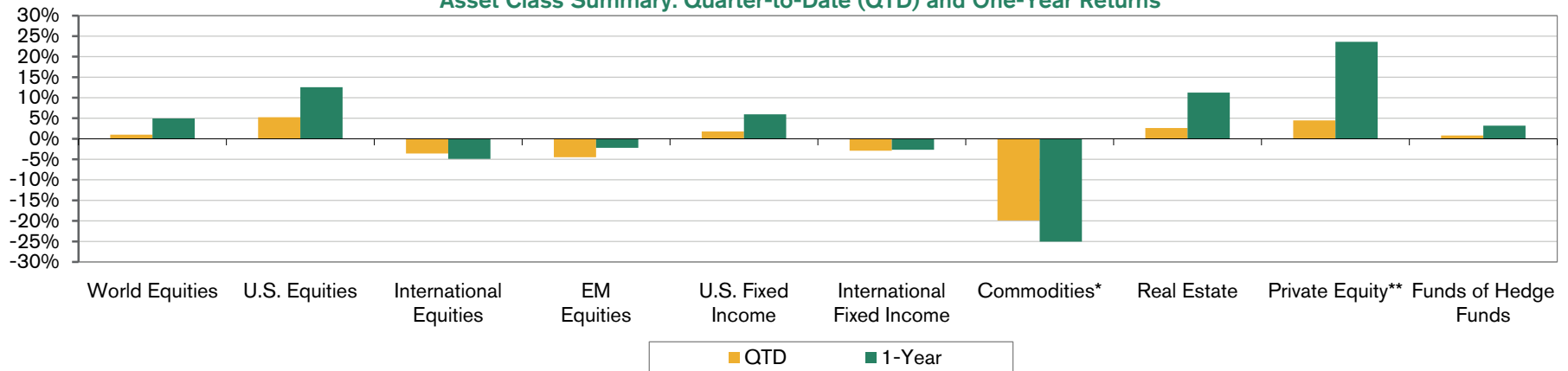
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Fourth Quarter 2014 Investment Performance: Summary by Asset Class

This section provides data on investment performance for select market indices mostly for the fourth quarter (Q4) 2014, as well as Segal Rogerscasey's commentary.

Asset Class Summary: Quarter-to-Date (QTD) and One-Year Returns



Asset Class	Indices	QTD	YTD	1-Year	3-Year	5-Year	10-Year
Equities	MSCI World (Net of dividends)	1.01	4.94	4.94	15.47	10.20	6.03
	Russell 3000	5.24	12.56	12.56	20.51	15.63	7.94
	MSCI EAFE (Net of dividends)	-3.57	-4.90	-4.90	11.06	5.33	4.43
	MSCI EM (Net of dividends)	-4.50	-2.19	-2.19	4.04	1.78	8.43
Fixed Income	Barclays Capital Aggregate	1.79	5.97	5.97	2.66	4.45	4.71
	Citigroup Non-U.S. WGBI (Unhedged)	-2.91	-2.68	-2.68	-1.94	0.85	2.64
Other	Commodity Splice*	-19.89	-25.04	-25.04	-11.15	-6.04	-3.33
	NCREIF NPI	3.04	11.82	11.82	11.11	12.14	8.38
	Thomson Reuters Private Equity**	4.47	8.18	23.63	14.52	17.67	12.98
	HFRI Fund of Funds Composite	0.79	3.19	3.19	5.62	3.26	3.02

World equity markets were positive in Q4. On a global factor* basis, Growth, Sentiment, and Quality performed well, while Value and Risk performed poorly.

U.S. fixed income gained during Q4, but international fixed income fell. In the U.S., long-term Treasury yields decreased, while short-term rates increased. Corporate spreads widened during December.

Commodities ended Q4 in negative territory. On a sector basis, Grains outperformed, while Energy and Softs notably underperformed.

Hedge fund of funds performed positively overall. With regard to direct hedge funds, Q4 returns were mixed. Equity Hedge and Macro posted gains, while Event-Driven, Relative Value, and Emerging Markets declined.

*Factors are attributes that explain differences in equity performance. Stocks are sorted based on their exposure to a particular factor, with the factor return being the difference in returns between stocks with high exposure and low exposure to a particular attribute.

*Commodity Splice, a Segal Rogerscasey index, blends the Bloomberg Commodity Index, formerly known as the DJ UBS Commodity Index (50%) and the S&P GSCI Index (50%), rebalanced monthly.

**Performance reported as of Q2 2014 because Q3 2014 and Q4 2014 performance data is not yet available.

Sources: eVestment Alliance, Hueler Analytics, Thomson One and Hedge Fund Research, Inc.

World Economy: Key Indicators

This section provides data on select U.S. and global economic indicators for Q4 2014 along with Segal Rogerscasey's commentary.

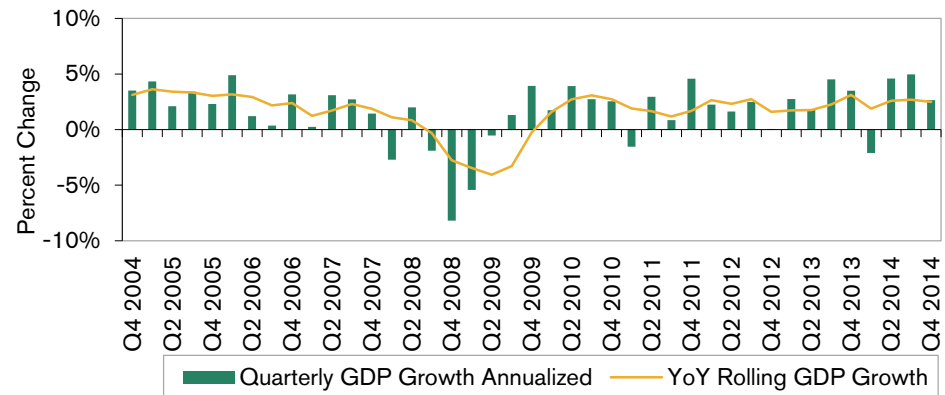
GDP Growth

Real GDP grew at an annualized rate of 2.6 percent in Q4. The adjacent graph shows annualized GDP growth, along with the year-over-year (YoY) rolling percentage change in GDP.

Positive contributors for the quarter included consumption, fixed residential and nonresidential investment, and inventories. Net exports and government were detractors from GDP growth.

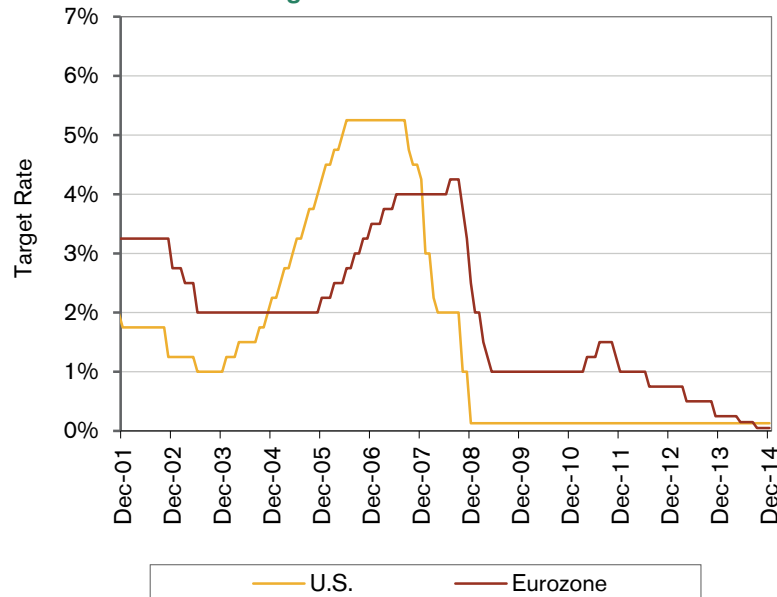
Lower oil prices and a strong U.S. dollar (USD) aided consumer spending. Continued USD strength may hamper exports in the future.

U.S. GDP Growth: Annualized Quarterly and Year-over-Year (YoY) Rolling (%)



Source: U.S. Bureau of Economic Analysis

Target Rates: U.S. and Eurozone



Monetary Policy

At its December meeting, the Federal Open Market Committee (FOMC) stated that it expects inflation to gradually rise to 2 percent with continued labor market improvement and energy price normalization from recent low levels. The Federal Funds Rate will remain between 0.0 and 0.25 percent toward the objectives of maximum employment and price stability. In an effort to maintain accommodative financial conditions, the FOMC will continue to reinvest principal payments from its agency debt and agency mortgage-backed securities holdings and roll over maturing Treasury securities at auction.

The European Central Bank (ECB) continued on course in December, holding its target refinancing rate at 0.05 percent, as well as its marginal lending rate at 0.30 and deposit rate at -0.20. The Eurozone continued to grapple with weak recovery, high levels of unemployment, and very low inflation.

The Bank of Japan (BoJ) maintained its quantitative and qualitative easing policy in December, with the goal of increasing the monetary base by approximately 80 trillion yen on an annual basis.

World Economy: Key Indicators

This section provides data on select U.S. and global economic indicators for Q4 2014 along with Segal Rogerscasey's commentary.

Inflation

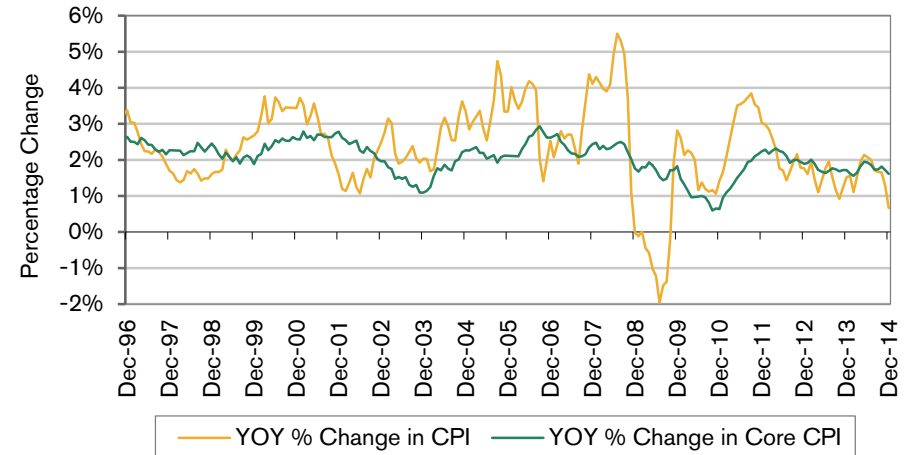
The headline seasonally adjusted Consumer Price Index (CPI)* was down 0.62 percent in Q4, and advanced 0.66 percent on a YoY basis.

Seasonally adjusted Core CPI, which excludes both food and energy prices, rose 0.28 percent in Q4, bringing YoY Core CPI to 1.61 percent.

On an unadjusted 12 months basis ending December 2014, the energy component fell the most at -10.60 percent. Commodities less food and energy commodities was also slightly negative. Services less energy services and food were positive.

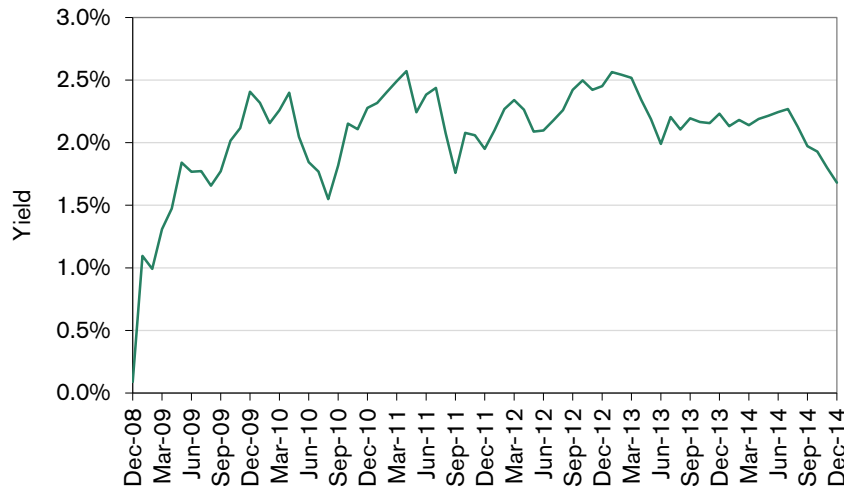
* Headline CPI is the CPI-U, the CPI for all urban consumers.

Headline CPI and Core CPI: Percentage Change YoY



Source: U.S. Bureau of Labor Statistics

10-Year Break-Even Inflation Rate



Source: Bloomberg

Break-Even Inflation

The adjacent graph shows the 10-year break-even inflation rate, which measures the difference in yield between a nominal 10-year Treasury bond and a comparable 10-year Treasury inflation-protected security bond (TIPS). The break-even inflation rate is an indicator of the market's inflation expectations over the horizon of the bond.

The 10-year break-even rate decreased from 1.97 percent in Q3 to 1.68 percent in Q4. As noted on page 3 (see "Monetary Policy"), the Federal Reserve expects inflation to gradually rise to 2 percent.

World Economy: Key Indicators

This section provides data on select U.S. and global economic indicators for Q4 2014 along with Segal Rogerscasey's commentary.

Labor Market and the Unemployment Rate

The U.S. unemployment rate fell from 5.9 percent in Q3 to 5.6 percent in Q4. Nonfarm payroll employment increased by 252,000 jobs in December, which was in-line with consensus expectations.

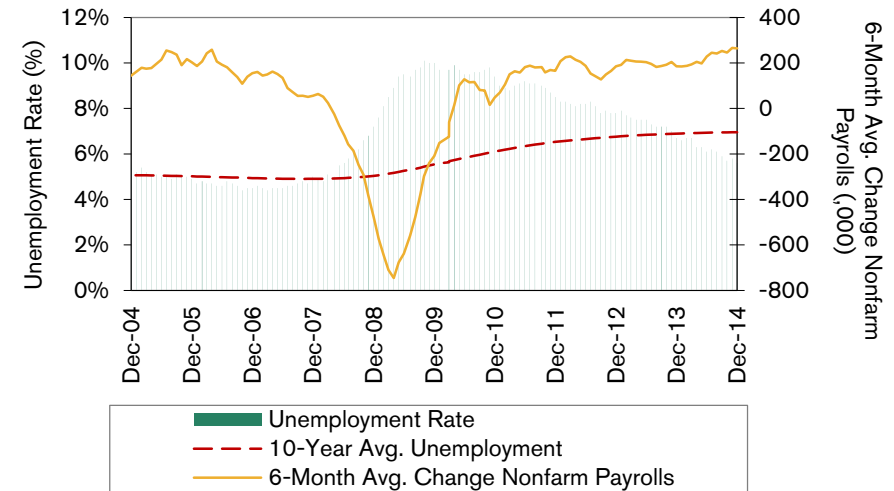
In Q4, goods-producing industries, services, and private industries each contributed about the same percentage to total nonfarm payroll gains as in Q3.

The one-month diffusion index* rose from 63.4 in September to 63.6 in December.

The labor force participation stood unchanged from September at 62.7.

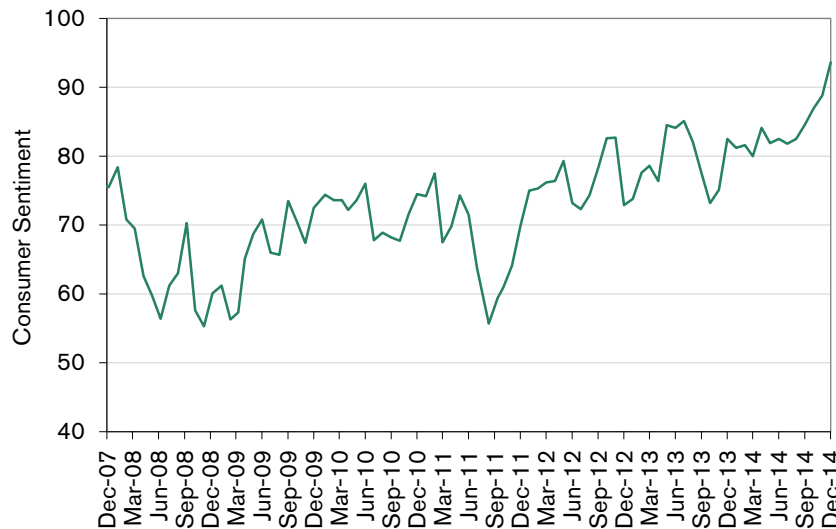
*Per the Bureau of Labor Statistics, figures represent the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and decreasing employment.

Unemployment and Nonfarm Payrolls



Source: U.S. Bureau of Labor Statistics

U.S. Consumer Sentiment



Source: Moody's Economy.com using data from the Thomson Reuters/University of Michigan Consumer Sentiment Index

Consumer Sentiment

The University of Michigan Index of U.S. Consumer Sentiment is an economic indicator that measures individuals' confidence in the stability of their incomes as well as the state of the economy. The Consumer Sentiment Index rose from 84.6 in September 2014 to 93.6 in December, its strongest level since January 2007. Views on both present conditions and expectations increased from Q3.

Healthier household financial conditions and greater economic optimism combined with lower gasoline prices and increased job growth helped propel the advance in sentiment.

Inflation expectations declined on a one-year basis and on a five-year basis remained unchanged from Q3.

Investor Sentiment: Mutual Fund Flows

This page presents mutual fund flows across equity and fixed-income funds. Flow estimates are derived from data collected covering more than 95 percent of industry assets and are adjusted to represent industry totals.

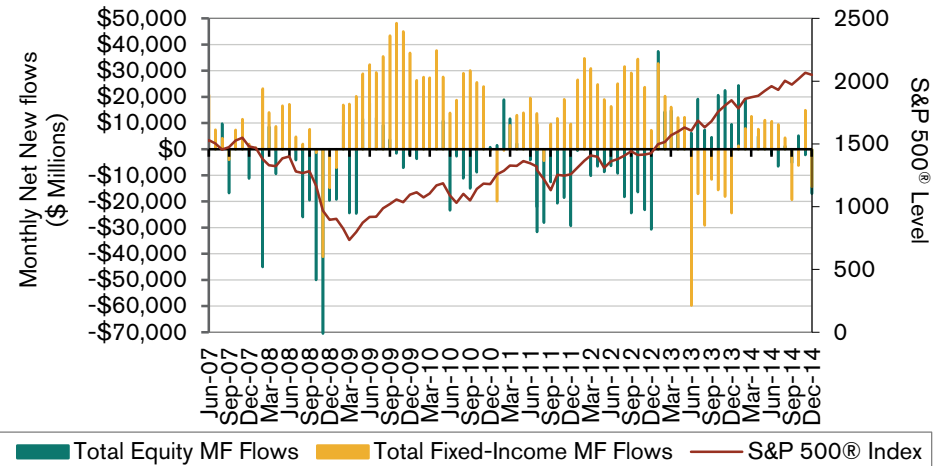
Net Mutual Fund Flows

The adjacent graph shows net flows into equity and fixed-income mutual funds. In Q4, mutual funds experienced net outflows of approximately \$19.8 billion, a significant slowdown from Q3. Both equity and fixed income mutual funds had net outflows to end the quarter, which were primarily driven by negative flows in December.

Treasury rates trended lower in the first two months of Q4; in December, short rates increased following an indication by the Fed that interest rates may rise in the latter half of 2015. The Treasury curve flattened significantly, as the 10-year Treasury note ended Q4 at 2.2 percent, 32 bps lower than Q3.

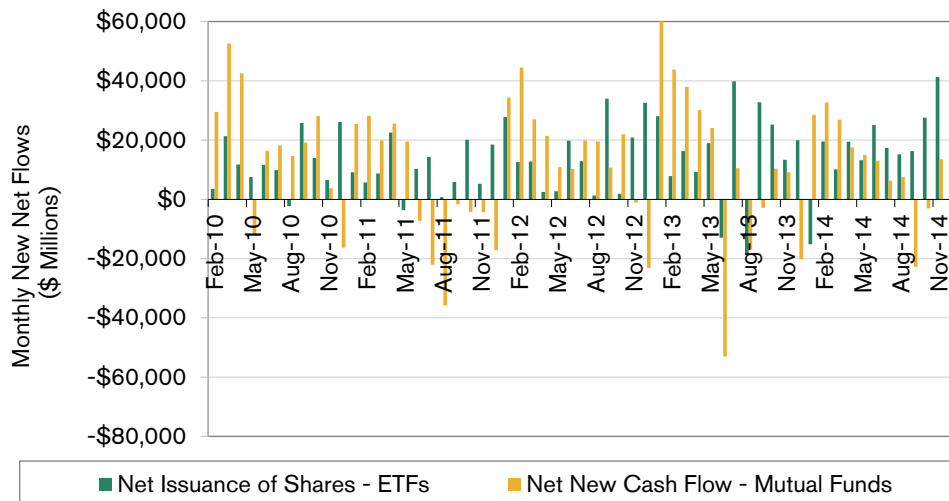
Equity mutual funds experienced approximately \$14.1 billion in outflows during Q4, driven by domestic mutual fund outflows of \$20.9 billion. International mutual funds experienced \$6.8 billion in inflows. Hybrid mutual funds experienced outflows of \$7.2 billion.

Monthly Mutual Fund Net Flows (\$ Millions) Q4 2014



Source: Investment Company Institute <http://www.ici.org>

Mutual Fund Flows vs. ETFs (\$ Millions): New Net Cash Flows



Source: Investment Company Institute <http://www.ici.org>

Mutual Fund Flows vs. Exchange-Traded Funds

While mutual funds* had over \$25.4 billion in net outflows during Q4, ETFs experienced net inflows totaling \$68.9 billion during October and November 2014 (December numbers have not yet been reported). In the year through November 2014, ETF issuance totaled \$190.0 billion. ETF assets totaled about \$2.0 trillion, up from around \$1.6 trillion in November 2013. All types of ETFs experienced inflows from October to November.

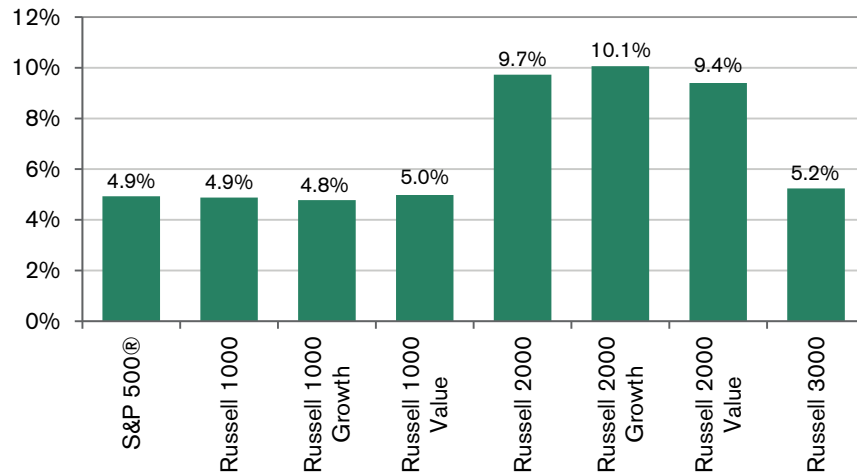
*Includes domestic equity, foreign equity, taxable bond, municipal bond and hybrid mutual funds.

Investment Performance: U.S. Equities

This section presents data and Segal Rogerscasey's commentary on U.S. equity index returns and sector performance for Q4 2014.

U.S. Equity Index Returns

The graph below illustrates Q4 2014 rates of return for selected U.S. equity indices. The table shows returns for the latest quarter, year-to-date, one-year, three-year, five-year and 10-year annualized timeframes. All data in the table are percentages.



Equity Indices	QTD	YTD	1 Year	3 Year	5 Year	10 Year
S&P 500® Index	4.93	13.69	13.69	20.41	15.45	7.67
Russell 1000	4.88	13.24	13.24	20.62	15.64	7.96
Russell 1000 Growth	4.78	13.05	13.05	20.26	15.81	8.49
Russell 1000 Value	4.98	13.45	13.45	20.89	15.42	7.30
Russell 2000	9.73	4.89	4.89	19.21	15.55	7.77
Russell 2000 Growth	10.06	5.60	5.60	20.14	16.80	8.54
Russell 2000 Value	9.40	4.22	4.22	18.29	14.26	6.89
Russell 3000	5.24	12.56	12.56	20.51	15.63	7.94

Sources: Standard & Poor's and Russell Investments

S&P 500 Index® Sector Performance – Q4 2014

	QTD (%)	YTD (%)
Consumer Discretionary	8.7	9.7
Consumer Staples	8.2	16.0
Energy	-10.7	-7.8
Financials	7.2	15.2
Healthcare	7.5	25.3
Industrials	6.8	9.8
Information Technology	5.2	20.1
Materials	-1.8	6.9
Telecommunications Services	-4.2	3.0
Utilities	13.2	29.0

This table shows quarter-to-date and year-to-date price changes for each sector.

Source: Standard & Poor's

Index and Sector Performance

A rally in Q4 led to full year numbers, shown in the table above, that were better than long-term averages might lead one to expect. Granted, 2014 represented a significant slowdown when compared to the prior two years, but all were very helpful in regaining losses sustained during the financial crisis.

Normally in a move as positive as Q4, one might expect cyclical sectors to lead the way and defensive stocks to trail, but Q4's leader in the S&P 500 was Utilities (13.2 percent), while the laggard was Energy (-10.7 percent). Although companies charged with producing commodities suffered, the resultant price drop in consumables used to produce goods, heat homes, and power automobiles was a boon for a number of stocks as well as consumers.

Small caps had a tremendous quarter, but poor returns in the first nine months of 2014 led to a year end result that was positive but disappointing. That said, the longer term figures show small caps trailed large caps only slightly over three years and were slightly ahead over five and ten years.

Investment Performance: U.S. Equities

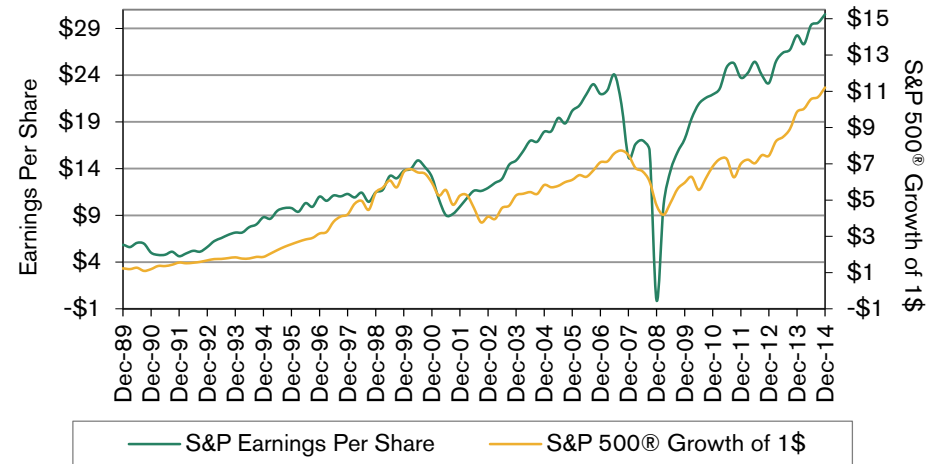
This section presents Segal Rogerscasey's commentary on U.S. equity earnings and growth- vs. value-stock performance for Q4 2014.

U.S. Equity Market Earnings and Volatility

The adjacent graph compares the total cumulative return and the earnings per share of companies in the S&P 500 Index since 1989. While earnings per share growth does not align perfectly with the growth of stock prices, there does appear to be a directional linkage, something upon which many investors count.

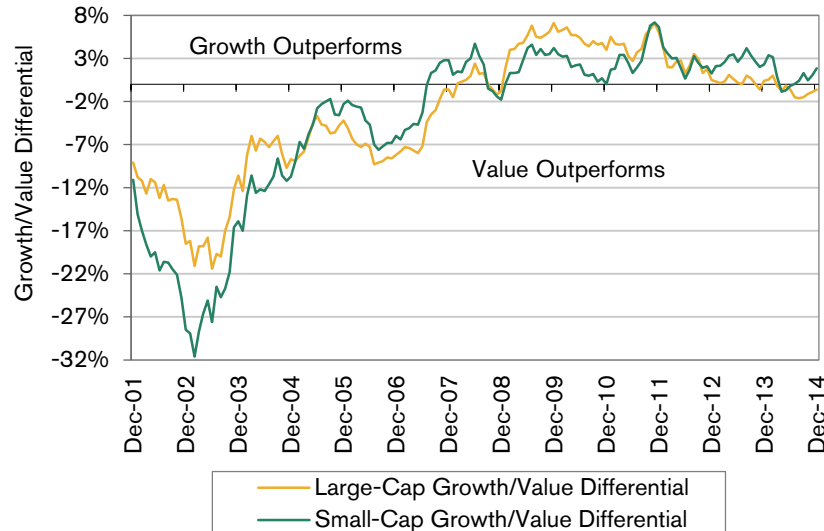
Earnings are perhaps the single most studied metric in a company's financial statements because they show a company's profitability. A company's quarterly and annual earnings are typically compared to analysts' estimates and guidance provided by the company itself. In most situations, when earnings do not meet either of those estimates, a company's stock price will tend to drop. On the other hand, when actual earnings beat estimates by a significant amount, the share price will likely surge. At the aggregate level, these swings tend to be more muted.

S&P 500® Index: Earnings Per Share and Growth of 1\$



Source: Standard & Poor's

Growth Stocks vs. Value Stocks (Rolling 3-Year)



Source: Russell Investments

Growth vs. Value

The adjacent graph depicts the growth versus value differential for both large- and small-cap stocks over rolling three-year intervals. The large-cap calculation uses the Russell 1000 Growth (R1000G) versus the Russell 1000 Value (R1000V) and the small-cap differential is composed of the Russell 2000 Growth (R2000G) versus the Russell 2000 Value (R2000V).

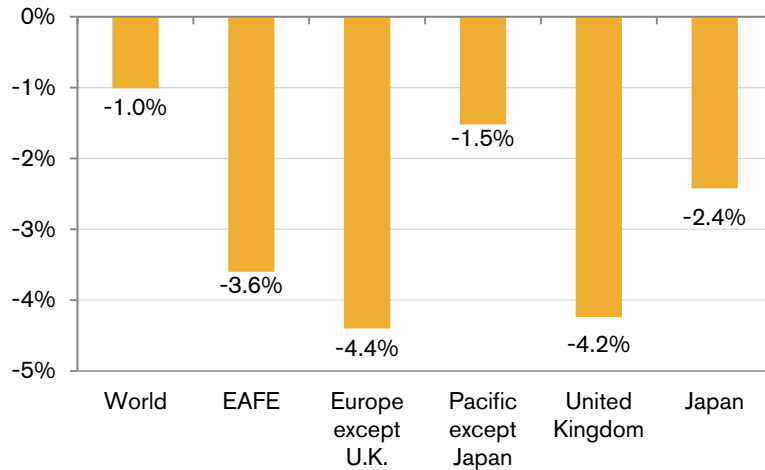
An interesting dynamic in recent years has been that growth and value have largely been irrelevant in driving large cap equity returns, as the spread between the growth and value benchmarks has been quite narrow. Small caps have shown some preference for growth, but nowhere near the extremes experienced earlier in the millennium.

Investment Performance: Non-U.S. Equities

This section presents data and Segal Rogerscasey's commentary on international equity returns and sector performance for Q4 2014.

MSCI Non-U.S. Equity Index Returns

The graph below illustrates Q4 2014 rates of return for selected non-U.S. equity indices. The table shows returns for the latest quarter, year-to-date, one-year, three-year, five-year and 10-year annualized timeframes. All data in the table are percentages.



MSCI Indices	QTD	YTD	1 Year	3 Year	5 Year	10 Year
World	1.01	4.94	4.94	15.47	10.20	6.03
Europe, Australasia and Far East (EAFE)	-3.57	-4.90	-4.90	11.06	5.33	4.43
Europe except U.K.	-4.40	-6.55	-6.55	13.10	4.48	4.61
Pacific except Japan	-1.52	-0.47	-0.47	9.36	5.93	8.40
United Kingdom	-4.24	-5.39	-5.39	9.58	6.88	4.60
Japan	-2.42	-4.02	-4.02	9.71	5.48	2.29

Source: Morgan Stanley Capital International

MSCI EAFE Sector Performance – Q4 2014

	QTD (%)	YTD (%)
Consumer Discretionary	2.8	-6.5
Consumer Staples	-1.9	-4.9
Energy	-19.8	-21.9
Financials	-3.5	-8.4
Healthcare	-5.5	3.7
Industrials	-3.6	-9.6
Information Technology	-0.7	-2.3
Materials	-5.4	-12.9
Telecommunications Services	-0.9	-7.4
Utilities	-4.4	0.4

This table shows quarter-to-date and year-to-date price changes for each sector.

Source: Morgan Stanley Capital International

Index and Sector Performance

The MSCI World Index (1.0 percent) posted a gain in Q4 due to strong U.S. economic growth and positive news from Hong Kong following the end of the pro-Democracy street protests. The MSCI EAFE Index (-3.6 percent) declined amid persistent economic weakness in Europe and falling oil prices. Stagnant European GDP growth data and re-emerging concerns about a possible Eurozone breakup caused investor sentiment to drop in the latter part of Q4. In addition, investors were disappointed following the ECB's December meeting that no additional measures to boost growth were announced. The MSCI Pacific ex-Japan Index (-1.5 percent) fell slightly less than other regions due to positive returns in New Zealand (2.5 percent) and Hong Kong (3.1 percent).

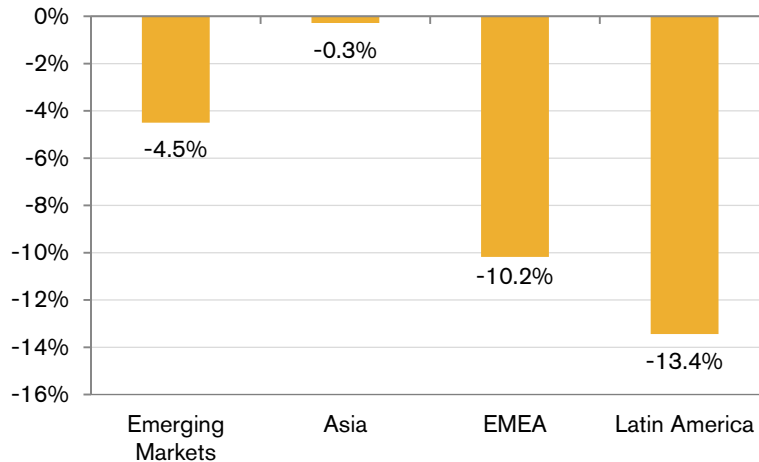
All sectors fell except Consumer Discretionary (2.8 percent). Consumer spending increased as lower oil prices translated into higher discretionary income. Not surprisingly, Energy was the worst performing sector, both in Q4 (-19.8 percent) and all of 2014 (-21.9 percent). OPEC's decision not to limit crude output has created an oversupply and lower demand scenario.

Investment Performance: Emerging Market Equities

This section presents data and commentary on emerging market (EM) equity returns and sector performance for Q4 2014.

MSCI Emerging Market Equity Index Returns

The graph below illustrates Q4 2014 rates of return for selected emerging market equity indices. The table shows returns for the latest quarter, year-to-date, one-year, three-year, five-year, and 10-year annualized timeframes. All data in the table are percentages.



MSCI EM Indices	QTD	YTD	1 Year	3 Year	5 Year	10 Year
Emerging Markets (All)	-4.50	-2.19	-2.19	4.04	1.78	8.43
Asia	-0.28	4.89	4.89	8.93	4.89	9.43
Europe, Middle East and Africa (EMEA)	-10.18	-15.18	-15.18	-0.66	-0.72	4.68
Latin America	-13.44	-12.3	-12.3	-6.19	-5.26	9.34

Source: Morgan Stanley Capital International

MSCI EM Sector Performance – Q4 2014

	QTD (%)	YTD (%)
Consumer Discretionary	-2.7	-1.5
Consumer Staples	-5.0	-4.9
Energy	-24.5	-26.8
Financials	1.6	5.2
Healthcare	-0.9	19.5
Industrials	-4.3	-2.9
Information Technology	1.4	9.9
Materials	-12.3	-19.6
Telecommunications Services	-6.7	-1.8
Utilities	-5.9	2.4

This table shows quarter-to-date and year-to-date price changes for each sector.
Source: Morgan Stanley Capital International

Index and Sector Performance

The MSCI Emerging Markets (EM) Index (-4.5 percent) continued to slide in Q4, largely due to weak December performance (-4.6 percent). The sharp decline in emerging markets was driven by the rapid fall of commodity prices, particularly oil, which triggered the worst economic crisis in Russia since its default in 1998. Currency had a material impact on Q4 performance, as the MSCI EM Index was flat in local currency terms.

All regions posted negative returns. Latin America (-13.4 percent) fell the most, followed by EMEA (-10.2 percent) and Asia (-0.3 percent). Turkey (11.6 percent) and China (7.2 percent) were the top performing EM countries, while Russia (-32.9 percent) and Greece (-28.8 percent) fell the most. Brazil (-15.9 percent) also fell sharply, hurt by falling commodity prices, the depreciation of the real, weak economic growth, and the re-election of Dilma Rousseff, which dampened hopes for reform.

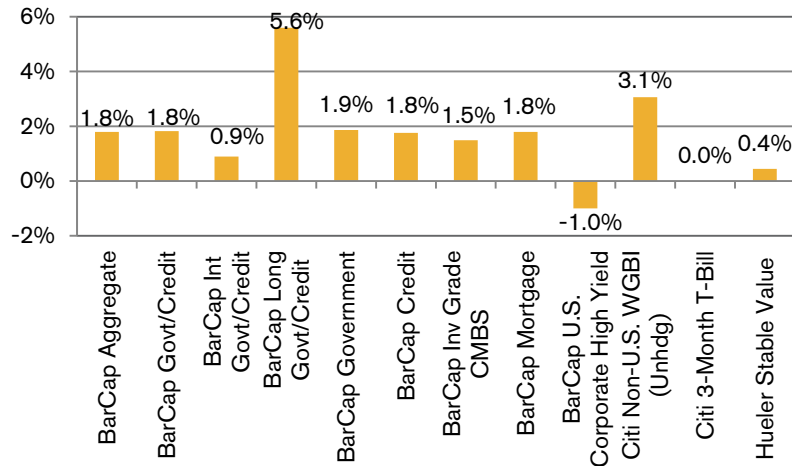
Financials (1.6 percent) and Information Technology (1.4 percent) were the only sectors to post positive returns. In Q4 and for the year 2014, defensive sectors such as Healthcare (-0.9 percent) fared better than cyclical sectors such as Energy (-24.5 percent) and Materials (-12.3 percent).

Investment Performance: U.S. Fixed Income

This section presents select U.S. fixed-income index data along with commentary on option-adjusted spreads (OAS) during Q4 2014.

U.S. Fixed Income Index Returns

The graph below illustrates Q4 2014 rates of return for selected U.S. fixed-income indices. The table shows returns for the latest quarter, year-to-date, one-year, three-year, five-year and 10-year annualized timeframes. All data in the table are percentages.



Fixed-Income Indices	QTD	YTD	1 Year	3 Year	5 Year	10 Year
BarCap Aggregate	1.79	5.97	5.97	2.66	4.45	4.71
BarCap Govt/Credit	1.82	6.01	6.01	2.76	4.69	4.70
BarCap Int Govt/Credit	0.89	3.13	3.13	2.03	3.54	4.09
BarCap Long Govt/Credit	5.60	19.31	19.31	5.77	9.81	7.36
BarCap Government	1.86	4.92	4.92	1.40	3.70	4.29
BarCap Credit	1.76	7.53	7.53	4.84	6.25	5.46
BarCap Inv Grade CMBS	1.49	4.21	4.21	4.74	8.13	5.04
BarCap Mortgage	1.79	6.08	6.08	2.37	3.73	4.75
BarCap U.S. Corporate High Yield	-1.00	2.45	2.45	8.43	9.03	7.74
Citi Non-U.S. WGBI** (Unhdg)	-2.91	-2.68	-2.68	-1.94	0.85	2.64
Citi 3-Month T-Bill	0.00	0.02	0.02	0.06	0.07	1.46
Hueler Stable Value	0.44	1.69	1.69	1.93	2.32	3.34

Sources: Barclays Capital, Citigroup and Hueler Analytics

OAS* in Bps

	09/30/14	12/31/14	Change in OAS	10-Year Average
U.S. Aggregate Index	43	48	5	68
U.S. Agency (Non-mortgage) Sector	39	52	3	42
Securitized Sectors:				
Mortgage-Backed Securities	30	27	-3	55
Asset-Backed Securities	56	58	2	137
Commercial Mortgage-Backed Securities	99	98	-1	238
Corporate Sectors:				
U.S. Investment Grade	112	131	19	169
Industrial	115	140	25	155
Utility	106	119	13	159
Financial Institutions	107	117	10	193
U.S. High Yield	424	483	59	561

*OAS is the yield spread of bonds versus Treasury yields taking into consideration differing bond options.

Source: Barclays Capital

Option-Adjusted Spreads

Most sectors of the bond market posted positive results in Q4 despite the mixed showing of option-adjusted spreads. The mortgage market experienced a slight spread contraction, as gross mortgage-backed security issuance fell throughout the year.

By contrast, weak global growth outside of the U.S. along with heavy supply causing corporate spreads to widen across all sectors. Industrials lagged financials and utilities, as falling oil prices adversely impacted energy-related sectors. Widening was most pronounced in the high yield market where spreads ticked up 59 bps, contributing to a 1.0 percent drawdown for Q4.

Investment Performance: U.S. Fixed Income

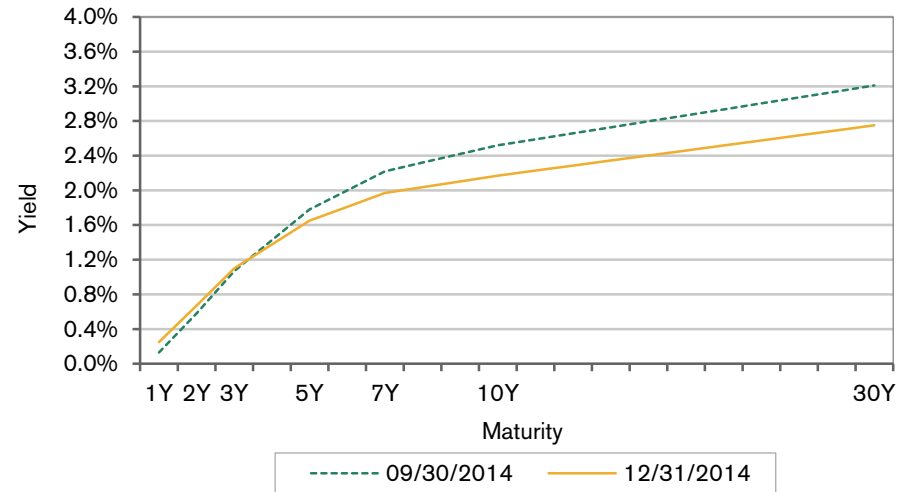
This section presents commentary on the U.S. Treasury yield curve and credit spreads during Q4 2014.

Yield Curve

The U.S. Treasury Curve flattened during Q4. The yield gap between 2-year and 10-year Treasuries fell from 1.91 percent to 1.51 percent. At the short end of the curve, yields rose in response to the anticipated Federal Funds rate hike in 2015. At the long end of the curve, yields fell due to declining energy prices and weak global growth.

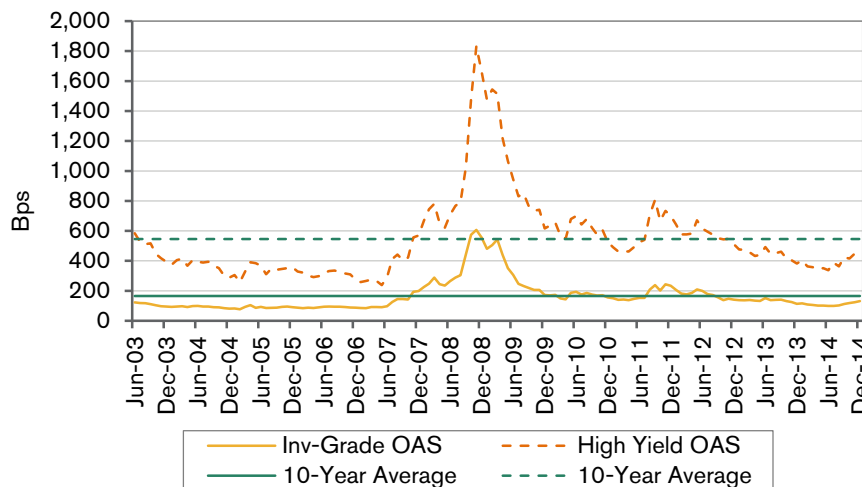
The 10-year U.S. Treasury yield ended Q4 at 2.2 percent, 32 bps below Q3.

U.S. Treasury Yield Curve



Source: Bloomberg

Barclays Capital Corporate Bond Spreads



Source: Barclays Capital

Credit Spreads

Investment grade corporate spreads widened by 19 bps during Q4 and ended the quarter with an option-adjusted spread of 131 bps over Treasuries, as shown in the adjacent graph. From a historical perspective, spreads have widened to 38 bps below the 10-year average of 169 bps.

High yield bond spreads widened by 59 bps during Q4, ending December with an OAS of 4.8 percent, which is 78 bps below the 10-year average of 561 bps.

Investment Performance: Non-U.S. Fixed Income

This page focuses on international fixed-income asset class data and information on EM debt (EMD) for Q4 2014.

International Fixed Income

In Q4, global sovereign bonds, as measured by the Citigroup World Government Bond Index (WGBI), gained in local currency terms (2.7 percent), but lost in unhedged terms (-1.5 percent). The BarCap Global Aggregate Index (-1.0 percent), which includes spread sectors, beat the sovereign-only Citigroup WGBI Index by roughly 50 bps on an unhedged basis. Non-U.S. government bonds, as measured by the Citigroup Non-U.S. WGBI, outperformed U.S. government bonds by roughly 40 bps in local currency terms, but lagged by 140 bps in unhedged currency terms.

Currency themes dominated the return profile for Q4, as the strong USD dampened international bond returns. On an unhedged basis, most WGBI components finished the quarter in negative territory.

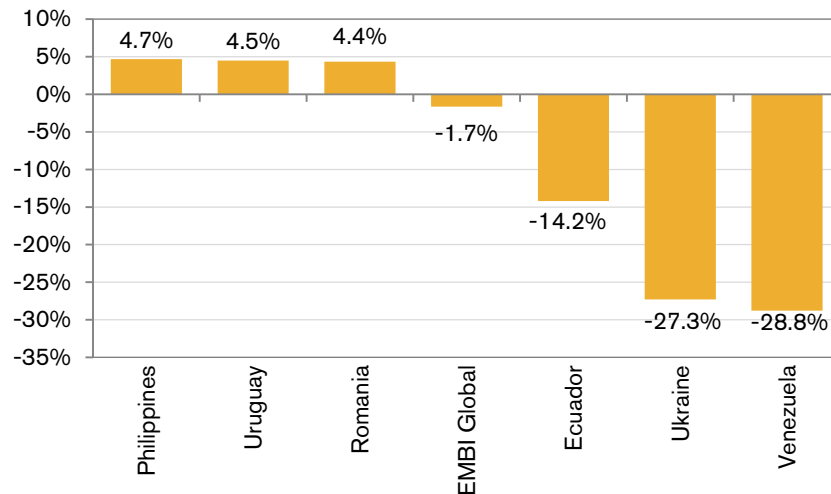
Two notable underperformers during Q4 were Norway (-10.8 percent) and Japan (-6.2 percent), who both suffered from the currency impact. The Norwegian krone slid on lower oil prices and the JPY weakened after the BoJ unexpectedly expanded its stimulus spending program.

Citigroup WGBI: Returns of Major Constituents (%)

Country	Local Currency Return (Qtr)	Currency Effect	Unhedged Total Return (Qtr)
United States	1.9	-	1.9
Canada	2.6	-3.6	-1.0
Australia	4.8	-6.8	-2.0
Japan	2.5	-8.7	-6.2
Austria	3.2	-4.3	-1.1
Belgium	3.1	-4.3	-1.2
France	2.9	-4.4	-1.5
Germany	2.8	-4.4	-1.6
Italy	2.6	-4.3	-1.7
Netherlands	2.8	-4.3	-1.5
Spain	2.8	-4.4	-1.6
United Kingdom	6.8	-4.1	2.7
Non-U.S. Govt. Bond	3.1	-6.0	-2.9
World Govt. Bond	2.7	-4.2	-1.5

Sources: Citigroup and Barclays Capital

J.P. Morgan EMBI Global Index Best and Worst-Performing Markets



Source: J.P. Morgan

Emerging Market Debt

In Q4, EMD posted negative performance across external, corporate, and local sectors. In general, dollar-denominated issues held up better than local issues due to the strength of the USD.

The corporate JPMorgan CEMBI Broad Diversified Index (-1.2 percent) fell. Concerns over the conflict in Eastern Ukraine put pressure on both Ukrainian (-19.9 percent) and Russian (-13.3 percent) issues, dragging down the index returns, while Mongolian (8.5 percent) issues aided performance.

The hard currency sovereign sector declined, as measured by the JPMorgan EMBI Global Index (-1.7 percent). Once again, Ukraine (-27.3 percent) was among the worst performers, as was Venezuela (-28.8 percent), whose economic health has been in decline as a result of government mismanagement.

The local JPMorgan GBI-EM Global Diversified Index fell USD unhedged terms (-5.7 percent). Currency impact was the primary reason for the drawdown, as the index gained in local terms (2.3 percent). Once again, the geopolitical tensions in Eastern Europe dragged down the index returns, with Russian (-12.1 percent) issues posting a double-digit decline during Q4.

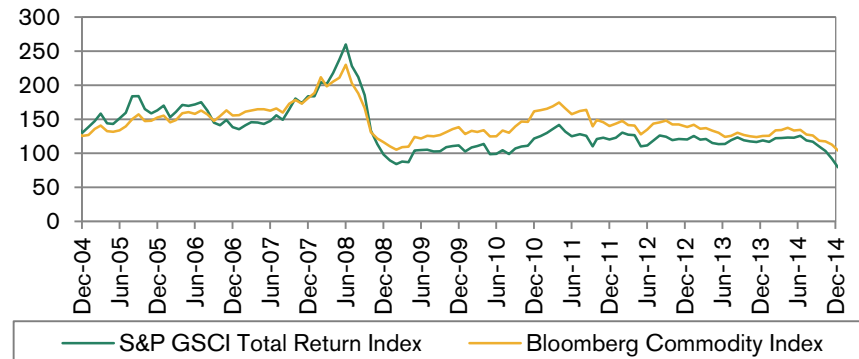
Investment Performance: Commodities and Currencies

This section presents performance information about commodities and major world currencies as of Q4 2014.

Commodities

Commodities experienced a dramatic decline in value during Q4. The S&P GSCI (-27.7 percent) and Bloomberg Commodity Index (-12.1 percent) each posted double-digit losses. Energy was the worst performer of Q4, posting a -38.9 percent return in the S&P GSCI Index and a -36.6 percent return in the Bloomberg Commodity Index. This steep decline is largely attributable to a precipitous drop in oil prices caused by high inventories, weak global demand and a strong U.S. dollar (USD). Industrial Metals and Livestock also performed poorly, each falling into negative territory by more than 5 percent in both indices. A strong USD also continued to exert downward pressure on commodity prices. Agriculture, which climbed 8.7 percent and 5.6 percent in the S&P GSCI and the Bloomberg Commodity Index, respectively, was the only sector to end the quarter in positive territory. Corn, soybeans and wheat performed especially well in Q4, but these gains were not enough to offset poor returns caused by near ideal growing conditions during the rest of 2014.

Monthly Commodity Returns, Growth of \$100:
December 2004 – December 2014



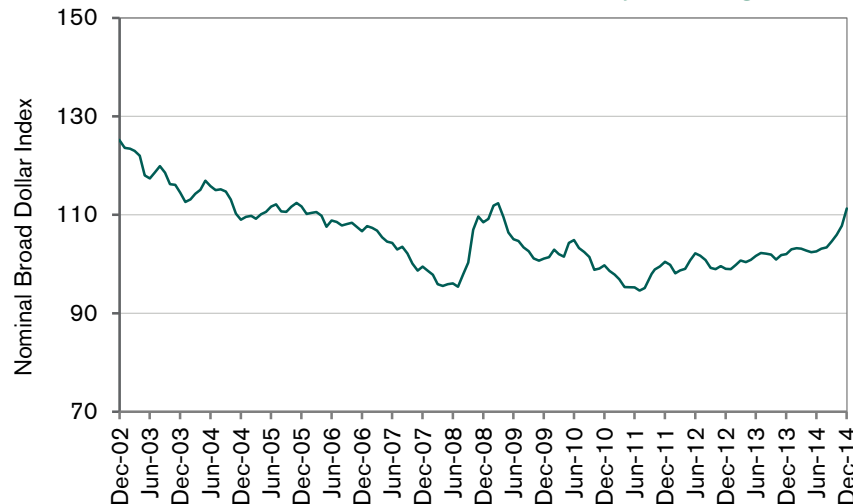
The graph above shows the major commodity indices, the S&P GSCI* Index and the Bloomberg Commodity Index**

* The S&P GSCI Index is calculated primarily on a world production-weighted basis and is composed of the principal physical commodities that are the subject of active, liquid futures markets.

** The Bloomberg Commodity Index is composed of futures contracts on physical commodities, with weighting restrictions on individual commodities and commodity groups to promote diversification.

Sources: eVestment Alliance and Deutsche Bank

Nominal Broad Dollar Index: USD vs. Basket of Major Trading Partners



Sources: Federal Reserve and Bloomberg

Currencies

The adjacent graph shows the USD against a basket of 16 major market currencies, including those listed in the table below: the Canadian dollar (CAD), the euro (EUR), the Japanese yen (JPY), the Swiss franc (CHF), and the British pound-sterling (GBP).

In Q4, the U.S. Nominal Broad Dollar Index strengthened by 6.39 percent. The USD should continue to benefit from higher relative economic growth, the potential for higher interest rates, and an improving trade deficit.

USD Major Trading Partners	Pairs	Q4 Level	YTD	5-Year Average
Canada	USD/CAD	1.1621	9.39%	1.0331
Eurozone	USD/EUR	0.8266	13.59%	0.7522
Japan	USD/JPY	119.7800	13.74%	90.2733
Switzerland	USD/CHF	0.9943	11.36%	0.9395
U.K.	USD/GBP	0.6419	6.27%	0.6291

Investment Performance: Hedge Funds

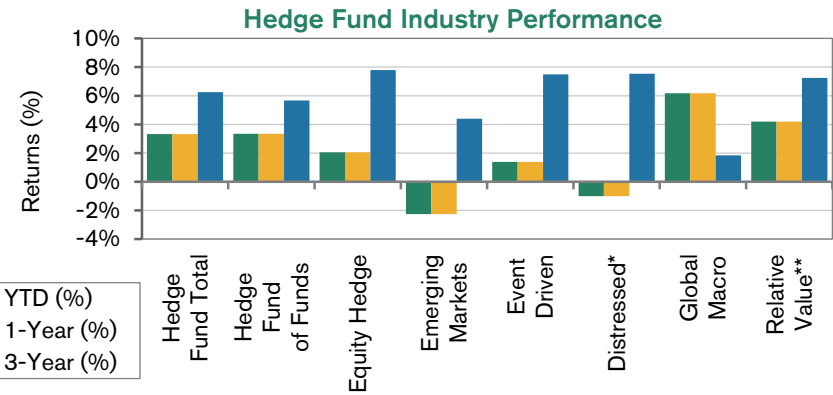
This section provides an overview of hedge fund results along with an analysis of strategy performance during Q4 2014.

Hedge Fund Overview

The Hedge Fund Research, Inc. (HFRI) Fund Weighted Composite Index gained 0.5 percent in Q4. Hedge funds broadly posted losses in October, finished higher in November, and recorded modest gains in December. Two out of the five major hedge fund strategies gained in Q4. The strongest performer was Global Macro (2.3 percent), followed by Equity Hedge (0.2 percent). Meanwhile, Emerging Markets (-3.8 percent) and Event Driven (-1.2 percent) were the worst performing strategies.

Longer-term results are positive. Hedge funds recorded a gain of 6.3 percent over the three-year period ending December 31, 2014, as measured by the HFRI Fund Weighted Composite Index.

Hedge funds of funds gained in Q4, as represented by the HFRI Fund of Funds (FOF) Composite Index (0.9 percent). The HFRI FOF: Conservative Index returned 0.5 percent and the HFRI FOF: Diversified Index gained 0.8 percent.



* Distressed funds focus on companies that are close to or in bankruptcy.

**Relative-value funds focus on arbitrage opportunities between equity and fixed income securities.

Source: Hedge Fund Research, Inc.

HFRI Index Returns – Q4 2014 (%)

	Oct	Nov	Dec	QTD	YTD
Fund of Funds Composite	-0.6	1.3	0.3	0.9	3.4
FOF: Conservative	-0.9	0.8	0.6	0.5	3.4
FOF: Diversified	-0.6	1.4	0.1	0.8	3.2
Fund Weighted Composite	-0.4	0.8	0.1	0.5	3.3
Equity Hedge (Total)	-0.1	0.4	-0.2	0.2	2.1
Equity Market Neutral	0.1	1.0	0.6	1.6	3.5
Short Bias	-1.4	-0.9	0.0	-2.2	-4.0
Event-Driven (Total)	-1.8	0.4	0.2	-1.2	1.4
Distressed/Restructuring	-1.9	-0.4	-1.3	-3.4	-1.0
Merger Arbitrage	-1.4	1.0	0.4	0.0	1.7
Relative Value (Total)	-0.6	0.3	-0.3	-0.7	4.2
FI-Convertible Arbitrage	-1.1	0.4	0.5	-0.2	2.0
Global Macro (Total)	-0.2	2.3	0.8	2.3	6.2
Emerging Markets (Total)	-1.0	-0.9	-2.0	-3.8	-2.3

Source: Hedge Fund Research, Inc.

Strategy Analysis

The HFRI Global Macro Index (2.3 percent) posted the strongest performance of the major hedge fund strategies during Q4 and for the year 2014. Most managers reported positive quarterly results, including Multi-Strategy, Systematic Diversified, Currency, Commodity, and Active Trading managers. Meanwhile, Discretionary managers posted modest losses during the period.

The HFRI Equity Hedge Index (0.2 percent) rose in Q4, as gains in November offset losses during October and December. Energy/Basic Materials managers detracted the most from performance, falling 9.3 percent. Fundamental Growth, Short Bias managers also ended Q4 with losses. Meanwhile, Equity Market Neutral, Fundamental Value, Multi-Strategy, Technology/Healthcare, and Quantitative Directional managers produced gains.

The HFRI Emerging Markets Index (-3.8 percent) fell in Q4. Latin American and Russian/Eastern European managers led the index lower, following Q4 losses of -5.7 percent and -17.1 percent, respectively. Additionally, Global and MENA managers also finished the period lower. Meanwhile, Asia ex-Japan, China, and India managers all reported gains for Q4.

The HFRI Event-Driven Index (-1.2 percent) decreased. Distressed/Restructuring detracted the most from performance, with a -3.4 percent loss for Q4. Elsewhere, Credit Arbitrage, Multi-Strategy, and Special Situations manager also declined. Meanwhile, Activist and Merger Arbitrage managers gained.

The HFRI Relative Value Index (-0.7 percent) posted a loss in Q4. Fixed Income Asset Backed and Multi-Strategy managers gained, while Fixed Income Convertible Arbitrage and Fixed Income Corporate, Fixed Income Sovereign, Volatility, and Yield Alternatives managers fell.

Investment Performance: Private Equity

This section provides data on private equity industry performance, fundraising, buyout funds, initial public offering (IPO) activity and venture capital. The information in this section reflects the most recent private equity data available.

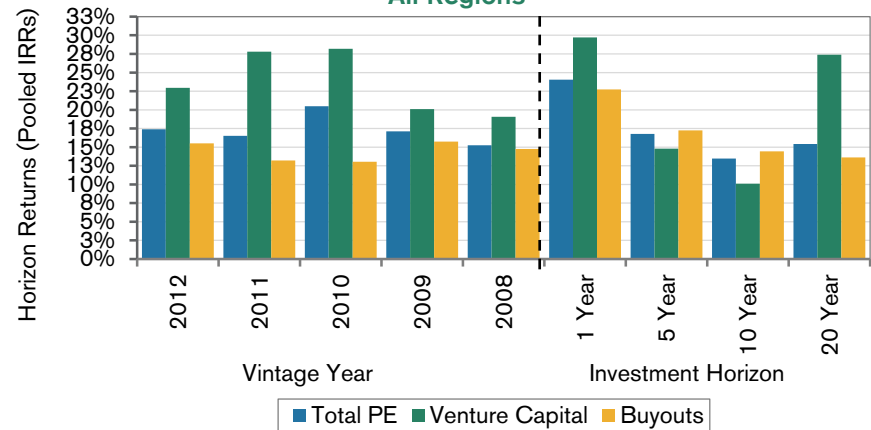
Private Equity Industry Performance

The adjacent graph shows private equity fund performance for Q2 2014, calculated as pooled internal rates of return (IRR) of funds reporting to Thomson One. Performance for 2008 through 2012 vintage-year funds, as well as one-, five-, 10- and 20-year returns is calculated for funds in the following categories: all private equity, venture capital and buyouts. While venture and buyout strategies are posting positive returns for these vintage years, venture funds are outperforming buyout strategies over each vintage year.

Private equity funds for all regions returned approximately 4.6 percent in Q2 2014 and 24.17 percent over the one-year period. This includes performance across all private equity strategies. Over a 20-year period, all private equity, venture capital and buyout funds generated double-digit returns of 15.4 percent, 27.4 percent and 13.6 percent, respectively.

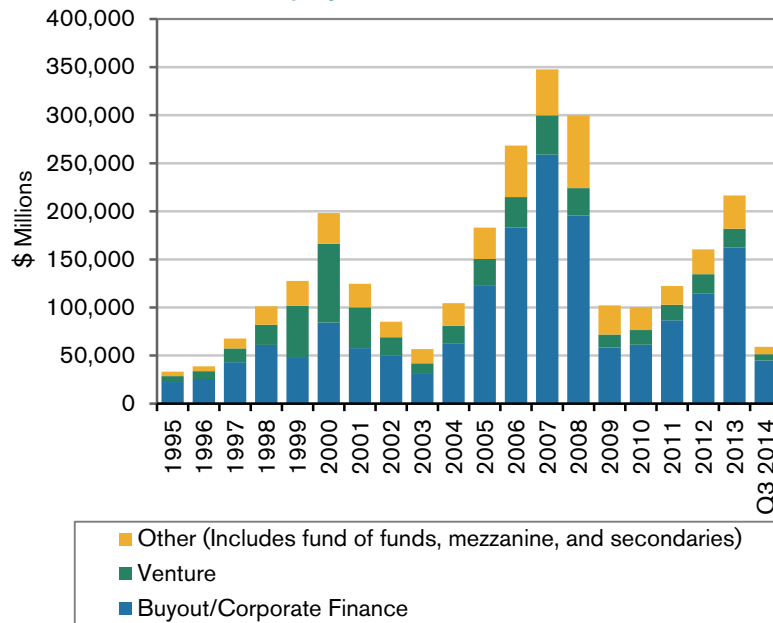
**"Vintage year" refers to the first year capital was committed in a particular fund. Vintage-year performance is calculated as the median percentile returns of all funds reporting as pooled IRRs.

Private Equity Performance by Vintage Year and Investment Horizon: All Regions



Source: Thomson Reuters

Private Equity Commitments: United States



* Includes fund of funds, mezzanine, and secondaries.

Sources: *The Private Equity Analyst*, Preqin

Private Equity Overview

According to *The Private Equity Analyst*, private equity firms experienced a modest drop in fundraising in Q3, collecting \$59.1 billion, a 3 percent decrease from one year earlier. Fundraising fell despite strong distributions, which may reflect investor concerns over dry powder and valuations.

The fall in fundraising is largely attributable to a decline in buyout and corporate finance fundraising, as 97 funds raised \$44.87 billion, a 9 percent decrease from Q2. Within this market segment, traditional buyout, co-investment and distressed funds fared worse than in Q2, while fundraising for industry-focused and growth equity funds increased. Venture capital raised \$6.5 billion in Q3 amidst a robust exit environment and attractive returns. The \$24.6 billion raised thus far in 2014 eclipses the total for all of 2013. Secondary funds and fund of funds experienced steep drops in fundraising in Q3, while mezzanine fundraising increased more than 45 percent over Q3 2013.

In Q3, 23 venture-backed IPOs raised \$2.6 billion in aggregate, 18 percent less in listings and 48 percent less in dollars than Q2. The biotech sector accounted for 18 of the 23 offerings. There were 119 venture-backed M&A deals in Q3, representing \$7.9 billion in deal value, the highest in two years. Buyout exit activity decreased from Q2 for M&As and IPOs.

Venture capital firms placed \$9.9 billion in 1,023 deals during Q3, as venture capital investing outpaced 2013 totals. Buyout deal activity increased, as firms completed 536 transactions in Q3 compared to 504 in Q2. Aggregate deal value increased 26 percent to \$72 billion from \$36 billion in Q2, largely due to the add-on acquisition of Tim Horton's for \$11.5 billion.

Investment Performance: Real Estate

This page presents data and Segal Rogerscasey's commentary on private and public real estate.

Private Real Estate

The National Council of Real Estate Investment Fiduciaries (NCREIF) Property Index (NPI), which tracks private real estate in the U.S., gained 3.0 percent during Q4. The total return is composed of 1.3 percent income and 1.8 percent property-level appreciation**. Over the trailing one-year period, the Index gained 11.8 percent, composed of 6.2 percent property-level appreciation and 5.4 percent income**.

In the regions of the U.S., the West performed the best during Q4 and over the last 12 months, as shown in the adjacent table.

Strong operating fundamentals continued due, in part, to modest new supply across most sectors in the U.S. Shorter-lease-term sectors such as apartments, hotels, storage and high-end malls have generated the strongest operating performance over the past few years. Investor demand for high-quality assets with secure income streams remained strong even at lower return expectation levels, while secondary assets continued to experience wide, but narrowing, bid-ask spreads across most markets*.

*A "bid" is the offer price from a buyer and an "ask" is the requested price from a seller. Currently, the bid-ask spread, or the difference between the two, is large enough that few secondary asset transactions have been taking place.

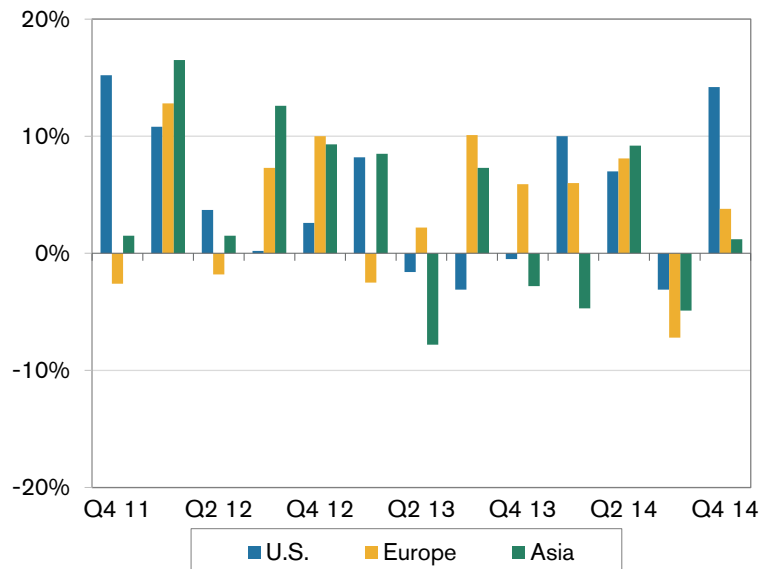
**Figures may not add to total due to rounding.

National Property Index Sector and Region Performance

	Ending Weight (%)	Returns as of Q4 2014	
		QTD (%)	1 Year (%)
NCREIF NPI Total Return	100.0	3.0	11.8
Sector			
Apartment	24.4	2.8	10.3
Hotel	1.6	4.3	11.1
Industrial	13.5	3.9	13.4
Office	37.3	3.1	11.5
Retail	23.2	2.7	13.1
NCREIF Region			
East	34.2	2.5	9.3
Midwest	9.3	3.0	11.4
South	20.6	3.2	13.2
West	35.9	3.5	13.6

Source: National Council of Real Estate Investment Fiduciaries

Regional Real Estate Securities Performance



Source: National Association of Real Estate Investment Trusts

Public Real Estate

The FTSE EPRA/NAREIT Global Developed Real Estate Index total market capitalization increased to \$1.3 trillion in Q4, broken down as follows: North America \$705 billion, Europe \$195 billion, and Asia \$354 billion. Lower sovereign debt yields globally as well as strong operating performance and transaction activity in the U.S. contributed to an 8.1 percent gain on a global basis in Q4. The U.S. (14.2 percent) outperformed Europe (3.8 percent) and Asia (1.2 percent) as measured by the FTSE EPRA/NAREIT indices. Sector performance in the U.S. was positive across the board: Manufactured Home Communities (21.2 percent), Healthcare (17.0 percent), Lodging (16.4 percent), Primary CBD Office (16.4 percent), Apartments (16.1 percent), Student Apartments (16.0 percent), Industrial (15.8 percent), and Shopping Centers (15.6 percent) were notable outperformers. Net Lease (4.3 percent), Diversified/Financial (5.4 percent), and Secondary CBD/Suburban Office (8.9 percent) posted strong gains, but underperformed the broader index.

Property stocks in Europe were supported by the possibility of quantitative easing. Asia rose modestly, its return subdued by economic concerns and currency weakness. In Europe, Germany (11.0 percent), Sweden (8.0 percent), and the U.K. (5.7 percent) outperformed, while Greece (-19.5 percent), Norway (-9.1 percent), Finland (-6.1 percent), Spain (-5.3 percent), Italy (-2.2 percent), France (-1.9 percent), Austria (-0.8 percent), and the Netherlands (-0.3 percent) lagged. In Asia, New Zealand (9.6 percent), Hong Kong (5.4 percent), and Australia (4.3 percent) outperformed, while Japan (-2.5 percent) and Singapore (-0.1 percent) fell.

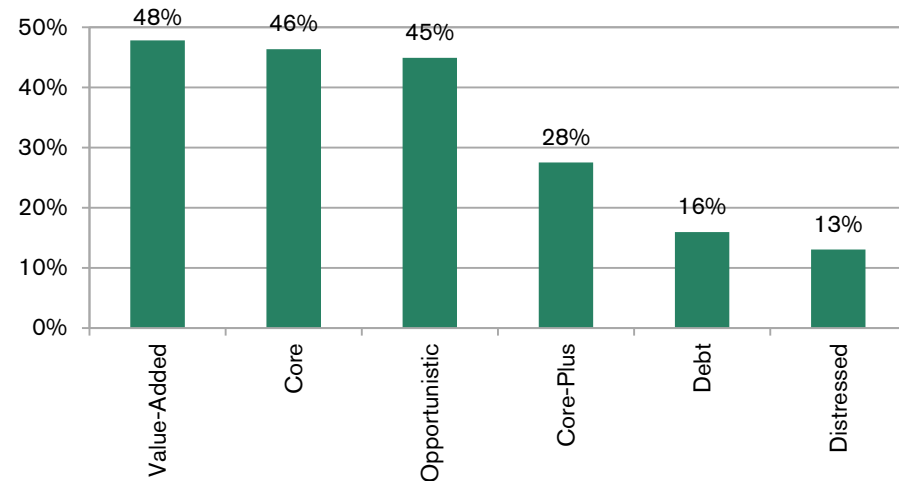
Investment Performance: Real Estate

This page presents data and Segal Rogerscasey's commentary on value-added and opportunistic real estate. The information in this section reflects the most recent data available.

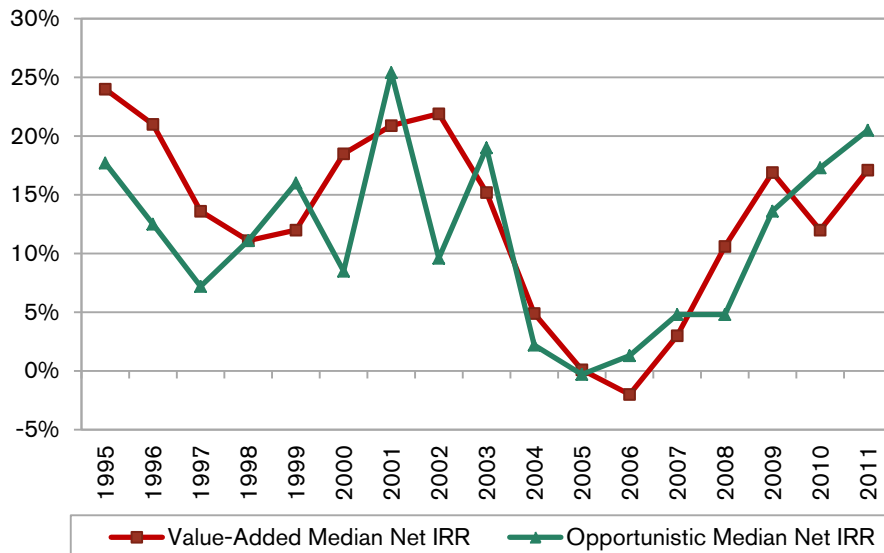
Value-Added and Opportunistic Real Estate

Private real estate investors indicated that in 2015 they would continue to target higher risk/higher return strategies such as value-added, opportunistic, core and, to a lesser extent, core-plus, as shown in the graph at right. These strategies have generated attractive returns in recent years. The strong performance of value-added and opportunistic funds, particularly for the last few vintage years for which the data is meaningful, is illustrated in the graph below. According to Preqin, private real estate assets under management reached an all-time high of \$742 billion in 2014, and the uncalled capital available for investment (i.e., dry powder) also set a record high of \$221 billion. Additionally, investors' average target allocation to real estate was 9.6 percent versus an average actual allocation of 7.6 percent. Lastly, as shown in the graph below at right, funds raising less than \$250 million have outperformed their larger counterparts for vintage years 2000 to 2011. In part, this outperformance is likely due to the niche strategies executed by some of these funds, as well as smaller deal sizes. With smaller deals, there is often less competition, which results in a higher percentage of exclusive transactions.

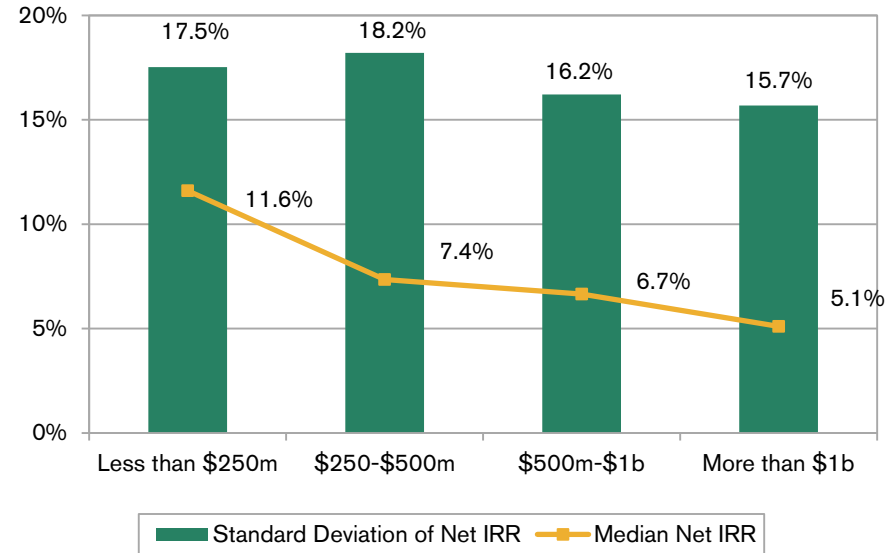
Strategies Targeted in 2015 by Private Real Estate Investors



Closed-End Private Real Estate Fund Since Inception Return by Vintage Year and Strategy



Closed-End Private Real Estate Fund Risk and Return by Fund Size for Vintage Years 2000 to 2011



Noteworthy Developments

Segal Rogerscasey finds the developments discussed in this section to be noteworthy for investors.

Percentage of Category Net Assets Invested in Passively Managed Open-End Funds and ETFs

Over the past decade, we have seen a significant increase in the use of passive management among investors in the U.S. equity market. We would attribute this phenomenon to the mixed results delivered by active managers and the increase in the popularity of exchange traded funds (ETFs), which are predominantly passively managed vehicles. The increase in passive management is most predominant in the large cap segment of the market, where historically alpha has been harder to generate, and least predominant in the small cap segment, where active managers have had a stronger track record.

Percentage of Category Net Assets Invested in Passively Managed Open-End Funds and ETFs

In 2003 (as of November 1)				In 2013 (as of November 30)			
Large	5%	41%	5%	Large	16%	64%	10%
	3%	27%	1%		20%	57%	6%
	26%	31%	3%		36%	49%	13%
Mid				Mid			
Small				Small			
	Value	Blend	Growth		Value	Blend	Growth

Source: Morningstar

Components of 75-Year Actuarial Balance as of January 2014 (\$billions)

A. Non-interest income	\$50,969
B. Cost	\$64,299
C. Cost minus non-interest income	\$13,300
D. Trust fund asset reserves at start of period	\$2,764
E. Open group unfunded obligation (C minus D)	\$10,565
F. Ending target trust fund*	582
G. A minus B plus D minus F = -E minus F	-\$11,148
H. Taxable Payroll	\$386,884
Percent of taxable payroll – Actuarial balance (100 x G divided by H)	-2.88%

*The calculation of the actuarial balance includes the cost of accumulating a target trust fund reserve equal to 100 percent of annual cost at the end of the period.

Note: Totals do not necessarily equal the sums of rounded components.

Source: Social Security Administration, 2014 Annual Social Security and Medicare Trust Fund Reports

The Social Security Deficit

It is not new news that the U.S. Social Security program cannot sustain itself over the long-term under its current schedule of financing. According to the Social Security and Medicare Boards of Trustees' 2014 Annual Report, the cost of Social Security benefits will grow significantly faster than GDP growth through the middle of the 2030s, hitting a projected apex of 6.16 percent of GDP in 2035 (compared to 4.92 percent in 2014), due to baby boomer retirement. At the same time, the program will receive less tax money from those employed that are of "lower-birth-rate-generations."

Social Security includes two trust funds: Old Age and Survivors Insurance (OASI) and Disability Insurance (DI). Social Security's cost has exceeded non-interest income of OASI and DI combined since 2010, and the Annual Report estimates that the cost-to-non-interest-income disparity will continue on the same trajectory over a 75-year period. Trust fund assets will be redeemed as needed to offset the cash-flow deficit until the reserves are depleted around 2033. After the depletion of the funds, taxpayer income into the program would only cover approximately three-quarters of Social Security benefits over the 75-year period examined.

The report calculated an actuarial deficit, which is the average change in income or cost needed throughout the 75-year period in order to fulfill program obligations. The projected 75-year actuarial deficit for the combined trust funds is 2.88 percent of taxable payroll, or more than \$11 trillion, as shown in the adjacent table.

Noteworthy Developments

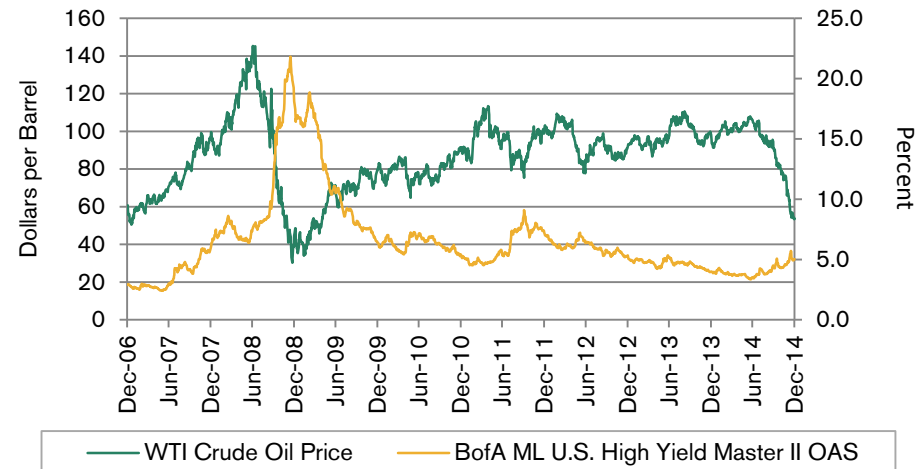
Segal Rogerscasey finds the developments discussed in this section to be noteworthy for investors.

Oil Prices and U.S. High Yield Bond Market

In recent years, investors have turned to high-yield bonds because interest rates on higher-quality fixed income investments have been relatively low. For instance, the 10-year Treasury note yielded 2.2 percent as of December 31, 2014, while the Bank of America Merrill Lynch U.S. High Yield Master II OAS ended the year at 5.0 percent. Expansion of U.S. oil production has increased energy's weight in that index. Many smaller oil-related companies opened shop in the late 2000s in response to high oil prices and borrowed at higher interest rates due to their uncharted credit history.

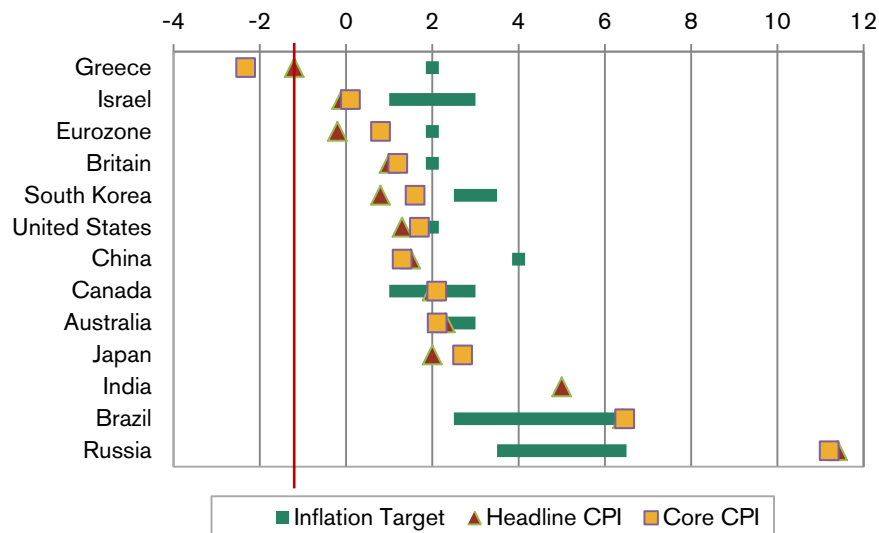
The recent fall in the West Texas Intermediate (WTI) crude oil price from a 2014 high of \$107.95 per barrel on June 20, 2014, to \$53.45 per barrel on December 31, 2014, the lowest price since May 2009, put pressure on the profitability of many of these companies. Thus, their loans became riskier because of the greater possibility of default. Investors started selling off their issues, causing the option-adjusted spread to widen by 168 bps from June 20 to December 31. While the oversized return potential on these riskier high yield bonds might sound like an attractive investment opportunity at present, investors should exercise caution in the near term. The floor for oil prices is unknown, and how long prices will stay low is uncertain.

Crude Oil Price vs. High Yield Option-Adjusted Spread



Source: Federal Reserve Bank of St. Louis

Inflation Picture in World Economies



The Looming Threat of Deflation

The adjacent chart depicts one of the more pressing issues facing the global economy, which is the threat of widespread deflation and persistent low inflation. These can hinder economic growth and increase the real value of debt. This chart shows that inflation is falling short of target levels in several of the world's larger economies.

The Eurozone, plagued by lackluster growth and difficult policy decisions, dipped into deflation in December, as inflation fell to -0.20 percent on a year-over-year basis. While the problem is more profound in the periphery, even the relatively stronger Euro-countries, such as Germany, are experiencing deflationary pressure. Elsewhere, inflation in China is below 2 percent, a five-year low, compared with a 4 percent target, which suggests a continued slowdown in the Chinese economy. Conversely, Russia is facing escalating inflation due to the dramatic depreciation of the ruble.

While some deflation can be benign, or even have a positive impact if it results from enhanced productivity or a decline in oil prices, the current bout of deflation is largely the result of a global economic malaise, a notion reinforced by the presence of negative output gaps in many of these countries.

Annual Asset Class Performance

As of December 31, 2014

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Best	26.81	14.03	16.56	56.28	31.47	34.54	35.93	39.78	5.24	79.02	29.09	13.56	18.64	43.30	30.38
	22.83	12.83	13.11	48.54	25.95	14.02	32.59	11.81	1.80	58.21	28.47	8.68	18.53	38.82	13.45
	14.41	10.36	10.27	47.25	22.25	12.11	26.86	11.63	-2.35	37.21	26.85	8.46	18.05	34.52	13.24
	13.15	8.43	6.48	46.03	20.70	10.74	23.48	11.63	-10.91	34.47	24.50	7.84	17.90	33.48	13.05
	11.63	7.89	3.65	39.17	18.33	7.05	22.25	7.05	-20.30	32.46	19.20	4.98	17.78	33.11	5.97
	7.01	5.27	1.70	36.75	16.49	6.27	18.37	6.97	-26.16	28.61	16.71	2.64	17.51	32.53	5.60
	5.97	4.08	-1.37	30.03	14.31	5.66	15.46	6.28	-28.92	28.43	16.10	1.50	16.42	23.29	5.53
	3.42	2.49	-6.00	29.89	11.75	5.26	13.35	5.77	-33.79	28.19	15.51	0.39	16.35	7.90	4.89
	-3.02	1.35	-11.43	29.75	11.40	4.71	11.86	4.74	-36.85	27.17	15.12	0.06	15.81	7.44	4.22
	-5.86	-2.37	-15.52	28.96	11.14	4.55	9.86	1.87	-37.60	24.67	13.16	-2.44	15.26	2.47	3.80
	-7.79	-5.59	-15.66	25.68	8.46	4.15	9.07	1.81	-37.98	20.58	12.06	-2.91	14.59	0.06	3.64
	-13.96	-9.23	-20.48	11.53	8.20	3.01	8.99	-0.17	-38.44	19.69	8.21	-4.18	8.18	-2.02	2.45
	-22.42	-12.45	-21.65	8.39	6.30	2.84	4.76	-1.57	-38.54	11.41	6.54	-5.50	6.98	-2.27	0.02
	-22.43	-20.42	-27.88	4.11	4.34	2.74	4.34	-9.78	-43.06	5.93	6.31	-11.73	4.21	-6.58	-1.82
Worst	-30.61	-21.21	-30.26	1.09	1.24	2.43	0.49	-16.81	-53.18	0.16	0.10	-18.17	0.09	-8.61	-4.48
	Russell 1000 Index	Russell 1000 Value Index	Russell 1000 Growth Index	Russell 2000 Index	Russell 2000 Value Index	Russell 2000 Growth Index	MSCI EAFE Index	MSCI Emerging Markets Index	MSCI U.S. REIT Index	Barclays Agg.	Barclays U.S. Treasury: U.S. TIPS	Barclays U.S. Corp: High Yield	JPM EMBI Global (USD)	HFRI RV: Multi-Strategy Index	Citigroup 3 Month T-Bill

Executive Summary as of December 31, 2014

Combined Providers – Total Assets

- Plan assets totaled **\$688.0 million** as of December 31, 2014. This represented an increase of **\$6.8 million**, or **1.0%**, during the fourth quarter of 2014.
- The majority of Plan assets, **\$299.9 million**, are invested in the Stable Value Funds representing **\$270.8 million**, or **39.4%**, in the Hartford General Account and **\$29.2 million** or **4.2%** in the ING Stable Value Account. The next largest fund allocations among the two plans were: **6.6%** in the Hartford Mid Cap HLS Fund; **5.2%** in the INVESCO Van Kampen Equity and Index Fund (Balanced Option); **4.2%** in the T. Rowe Price Growth Stock Fund (Large Cap Growth); and **4.6%** in the Vanguard Institutional Index Fund (S&P Index Option).
- Target date funds' assets totaled **\$73.0 million** and accounted for approximately **11%** of Total Plan assets.

Deferred Compensation - MassMutual

- The MassMutual Plan assets totaled **\$551.2 million** as of December 31, 2014. This represented an increase of **\$1.0 million**, or **0.2%**, during the fourth quarter of 2014.
- The majority of Plan assets were invested in the Hartford General Account, with the allocation dropping slightly from **49.8%** to **49.1%**. The allocation of total Plan assets invested in the lifecycle funds remained at **4%** over the quarter.
- All figures in this report include the market values of the political subdivisions administered by MassMutual.
- MassMutual revenue on variable assets of **\$278,170,861** is generating 12 bps in revenue sharing, with a contract requirement of 11 bps, resulting in a 1 bps gain, or approximately **\$27,817** of additional revenue.

Deferred Compensation - Voya

- The Voya Plan assets totaled **\$136.8 million** as of December 31, 2014. This represented an increase of **\$5.8 million**, or **4.2%**, during the fourth quarter of 2014. These assets include all political sub divisions administered by Voya.
- The majority of Plan assets were invested **35.8%** in lifecycle funds and **21.3%** in the ING Stable Value Fund.
- Based upon the decisions of the January 30, 2013 meeting, the Committee decided to leave all the ING expense ratios and revenue sharing in place for 2013 and 2014. The Committee decided to use the annual **\$90,000** credit allowance to subsidize any revenue sharing shortfall of less than the required **35** basis points contract requirement. The current revenue is projecting a shortfall of **5bps**, or approximately **\$68,406**.

- The consolidated Fund line-up associated with the vendor consolidation to Voya will be effective February 2015.

American Funds Growth Fund of America

- The American Funds Growth Fund of America underperformed the Russell 1000 Growth Index over the fourth quarter (2.6% vs. 4.8%).
- The Fund's holdings of industrials companies were additive to the fund's returns, with American Airlines and United Continental among the top contributors.
- Energy holdings were a drag on returns, with Noble Energy and Concho Resources among the top detractors.
- Investments in consumer discretionary companies weighed on the fund, with Amazon among the largest detractors.
- In addition, this Fund has a 11.5% allocation to non-US stocks and a 8% allocation to cash holdings.

T. Rowe Price Growth Stock Fund

- The T. Rowe Price Growth Stock Fund slightly underperformed the Russell 1000 Growth Index over the recent quarter (4.3% vs. 4.8%).
- A major deterrent to results in the quarter was the energy sector, as the group was pummeled late in the year by sharply declining energy prices.
- In addition, the portfolio's key holdings also disappointed the Fund in the near year-end, after performing strongly earlier in the year. However, T. Rowe Price remains optimistic about these holdings ability to rebound in the months ahead.

State of Nevada Deferred Compensation Plan Line-Up

Plan Review - Investment Options Array

CONSERVATIVE



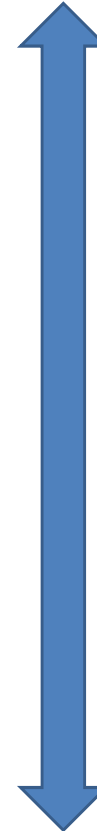
AGGRESSIVE

Tier I: Asset Allocation	Tier II (A): Passive Core (index options)	Tier II(B): Active Core	Tier III: (Specialty)
<p><u>Target Date/Lifecycle Funds</u> Vanguard Target Retirement Funds</p>	<p><u>Core Fixed Income</u> SSgA US Bond Market INLS Vanguard Total Bond Market Index</p> <p><u>Large Cap Core</u> Vanguard Institutional Index</p> <p><u>Smid Cap Core (Small & Mid Cap)</u> Vanguard Extended Market Index I</p> <p><u>International Equity</u> American Beacon International Equity Index Instl Vanguard Developed Markets Index Adm</p>	<p><u>Stable Value</u> Hartford General Fund ING Stable Value Fund</p> <p><u>Balanced Fund</u> Invesco Van Kampen Equity & Income R6 ING T.Rowe Price Cap App Port I</p> <p><u>Large Cap Value</u> American Beacon Large Cap Value Instl Allianz NFJ Dividend Value</p> <p><u>Large Cap Core</u> Victory Diversified Stock I</p> <p><u>Large Cap Growth</u> T.Rowe Price Growth Stock American Funds Growth Fund of Amer R3 Fidelity Contrafund</p> <p><u>Mid Cap Core</u> Hartford Mid Cap HLS</p> <p><u>Mid Cap Growth</u> Munder Mid Cap Core Growth R6 Baron Growth Retail</p> <p><u>Smid Cap Core (Small & Mid Cap)</u> Lord Abbett Value Opportunities Oppenheimer Main St Sm & Mid Cap Y</p> <p><u>Smid Cap Growth</u> Columbia Acorn Fund A</p> <p><u>Small Cap Core</u> Keeley Small Cap Value A</p> <p><u>Small Cap Growth</u> Hartford Small Company HLS</p> <p><u>International Equity (w/Emerging Market)</u> Dodge & Cox International Stock</p>	<p><u>Socially Responsive</u> Neuberger Berman Socially Responsible Stock I Parnassus Equity Income</p> <p><u>Global Equity</u> Mutual Discovery Z American Funds Cap World G&I</p> <p><u>Self-Directed Brokerage</u> Schwab SDBA TD Ameritrade</p>

State of Nevada Deferred Compensation Plan Line-Up
Plan Review - Investment Options Array

Tier I - Asset Allocation	
<u>Target Date/Lifecycle Funds</u> Vanguard Target Retirement Income Inv Vanguard Target Retirement 2015 Inv Vanguard Target Retirement 2025 Inv Vanguard Target Retirement 2035 Inv Vanguard Target Retirement 2045 Inv	
Tier II- Passive Core (index options)	Tier II - Active Core
<u>Core Fixed Income</u> SSgA US Bond Market INLS Vanguard Total Bond Market Index <u>Large Cap Core</u> Vanguard Institutional Index <u>Smid Cap Core (Small & Mid Cap)</u> Vanguard Extended Market Index I <u>International Equity</u> American Beacon International Equity Index Instl Vanguard Developed Markets Index Adm	<u>Stable Value</u> Hartford General Fund ING Stable Value Fund <u>Balanced Fund</u> Invesco Van Kampen Equity & Income R6 ING T.Rowe Price Cap App Port I <u>Large Cap Value</u> American Beacon Large Cap Value Instl Allianz NFJ Dividend Value <u>Large Cap Core</u> Victory Diversified Stock I <u>Large Cap Growth</u> T.Rowe Price Growth Stock American Funds Growth Fund of Amer R3 Fidelity Contrafund <u>Mid Cap Core</u> Hartford Mid Cap HLS <u>Mid Cap Growth</u> Munder Mid Cap Core Growth R7 Baron Growth Retail <u>Smid Cap Core (Small & Mid Cap)</u> Lord Abbett Value Opportunities Oppenheimer Main St Sm & Mid Cap Y <u>Smid Cap Growth</u> Columbia Acorn Fund A <u>Small Cap Core</u> Keeley Small Cap Value A <u>Small Cap Growth</u> Hartford Small Company HLS <u>International Equity (w/Emerging Markets)</u> Dodge & Cox International Stock
Tier III- Specialty	
<u>Socially Responsive</u> Neuberger Berman Socially Responsible Instl Parnassus Equity Income <u>Global Equity</u> Mutual Discovery Z American Funds Cap World G&I <u>Self-Directed Brokerage</u> Schwab SDBA TD Ameritrade	

Conservative



Aggressive

Nevada Public Employees' Deferred Compensation Plan

Current Investment Structure

ING & Mass Mutual

STYLE

CAPITALIZATION	Value	Blend	Growth
	American Beacon Large Cap Value Inv (MM) Allianz NFJ Dividend Value (ING)	Vanguard Institutional Index (passive) (Both) Victory Diversified Stock I (MM)	T. Rowe Price Growth Stock (MM) American Funds Growth Fund of America R3 (ING) Fidelity Contrafund (ING)
		Hartford Mid Cap HLS (Both)	Munder Mid Cap Core (MM) Baron Growth Retail (ING)
		Vanguard Extended Market Index (passive) (Both) Lord Abbett Value Opportunities I (Both) Oppenheimer Main St Small & Mid Cap Y (MM)	Columbia Acorn Fund A (ING)
		Keeley Small Cap Value A (ING)	Hartford Small Company HLS (MM)

Additional Asset Categories within Investment Line-up

Fixed Income/Stable Value

Hartford General Fund (MM)
ING Stable Value Fund (MM)

Fixed Income/Bond

SSgA US Bond Market INLS (MM)
Vanguard Total Bond Market Index (ING)

Balanced

Invesco Van Kampen Equity & Income Y (MM)
ING T. Rowe Price Capital Appreciation Port I (ING)

Socially Responsive Equity

Neuberger Berman Socially Responsible (MM)
Parnassus Equity Income (ING)

International Equity

American Beacon Intl Equity Index Instl (passive) (MM)
Vanguard Developed Markets Index Adm (passive) (ING)

International Eq (w/ Emerging Markets exposure)

Dodge & Cox International Stock (ING)

Global Equity

Mutual Global Discovery A (MM)
American Funds Capital World Growth & Income (ING)

Target Date/Lifecycle Funds

Vanguard Target Retirement Income Inv (Both)
Vanguard Target Retirement 2015 Inv (Both)
Vanguard Target Retirement 2025 Inv (Both)
Vanguard Target Retirement 2035 Inv (Both)
Vanguard Target Retirement 2045 Inv (Both)

Self Directed Brokerage

Schwab SDBA / TD Ameritrade SDBA

Current Watch List as of December 31, 2014

<u>Fund</u>	<u>Date Put on Watch List</u>	<u>Prior Action</u>	<u>Current Recommendation</u>
American Funds Growth Fund of America (Voya)	February 1, 2011	Placed on Watch List due to underperformance.	Remain on Watch List due to underperformance of the benchmark and median over the 5-year period.
Keeley Small Cap Value Fund (Voya)	November 1, 2010	Placed on the Watch List due to underperformance and the level of volatility associated with this fund.	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya. Mapped to the Vanguard Extended Market Index Fund
Victory Diversified Stock Fund (Mass Mutual)	March 31, 2013	Placed on the Watch List due to underperformance of the benchmark and median of the peer universe over the 3- and 5-year periods.	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya. Mapped to the Vanguard Inst Fund Index
American Funds Capital World Growth & Income (Voya)	September 30, 2013	Placed on the Watch List due to underperformance of the benchmark and median of the peer universe over the 3- and 5-year periods.	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya. Mapped to Mutual Global Discovery
Lord Abbett Value Opportunities Fund (MM & Voya)	December 31, 2013	Placed on the Watch List due to underperformance of the benchmark and median of the peer universe over the 3- and 5-year periods.	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya. Mapped to Oppenheimer Main St Mid Cap
Columbia Acorn Fund (Voya)	December 31, 2013	Placed on the Watch List due to underperformance of the benchmark and median of the peer universe over the 3- and 5-year periods.	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya. Mapped to Goldman Sachs SMID Growth

Historical Watch List as of December 31, 2014

<u>Fund</u>	<u>Date Put on Watch List</u>	<u>Date Removed from Watchlist</u>	<u>Prior Action</u>
American Funds Growth Fund of America (ING)	February 1, 2011	Remain	Placed on Watch List due to underperformance.
Keeley Small Cap Value Fund (ING)	November 1, 2010	December 31, 2014	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya.
Hartford Small Company Fund HLS (Mass Mutual)	December 31, 2012	September 30, 2014	Removed from Watch List due to outperformance of the benchmark and median of the peer universe over the 5-year period, as well as outperformance of the median over the 3-year period.
Victory Diversified Stock Fund (Mass Mutual)	March 31, 2013	December 31, 2014	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya.
Oppenheimer Main St Small & Mid Cap Fund (Mass Mutual)	March 31, 2013	September 30, 2014	Removed from Watch List due to strong recent and long term performance.
American Funds Capital World Growth & Income (ING)	September 30, 2013	December 31, 2014	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya.
Lord Abbett Value Opportunities Fund (MM & ING)	December 31, 2013	December 31, 2014	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya.
Columbia Acorn Fund (ING)	December 31, 2013	December 31, 2014	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya.
Hartford MidCap HLS (Mass Mutual)	February 1, 2011	September 30, 2014	Removed from Watchlist.
Lazard US Mid Cap Equity Fund (ING)	May 1, 2008	March 31, 2013	Fund terminated at the 6/30/2012 review period. Assets were mapped to the Hartford Mid Cap HLS Fund.
Munder Mid Cap Core Growth Fund (Mass Mutual)	November 1, 2010	September 30, 2014	This fund will be removed from the Plan as a result of the vendor consolidation to Voya.
Mutual Global Discovery(Mass Mutual)	February 1, 2010	September 30, 2014	Removed from Watchlist.
Hartford General Account	March 1, 2012	September 30, 2014	This Fund has been removed from the Plan as a result of the vendor consolidation to Voya.

New Fund Structure effective Feb 2015

Revenue Sharing Analysis for MassMutual Funds
As of December 31, 2014

Fund Name	Ticker	Asset Class	Plan Assets 12/31/2014	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
General Account	n/a	Stable Value	\$ 270,770,540	n/a	-	n/a	-
SSgA US Bond Market INLS	n/a	Core Fixed Income	\$ 7,854,073	0.08%	\$ 6,283	0.00%	\$ -
Invesco Equity and Income R6	IEIFX	Balanced	\$ 35,766,577	0.38%	\$ 135,913	0.00%	\$ -
American Beacon Lg Cap Value Instl	AADEX	Large Cap Value	\$ 15,469,764	0.59%	\$ 91,272	0.00%	\$ -
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 23,732,002	0.04%	\$ 9,493	0.00%	\$ -
Victory Diversified Stock I	VDSIX	Large Cap Core	\$ 29,602,497	0.82%	\$ 242,740	0.15%	\$ 44,404
Neuberger Berman Socially Resp Inst	NBSLX	Socially Responsive	\$ 5,262,831	0.69%	\$ 36,314	0.10%	\$ 5,263
T. Rowe Price Growth Stock	PRGFX	Large Cap Growth	\$ 28,972,472	0.69%	\$ 199,910	0.15%	\$ 43,459
Hartford MidCap HLS IA	HIMCX	Mid Cap Core	\$ 45,405,434	0.71%	\$ 322,379	0.25%	\$ 113,514
Munder Mid-Cap Core Growth R6	MGOSX	Mid Cap Growth	\$ 2,353,929	0.96%	\$ 22,598	0.00%	\$ -
Vanguard Extended Market Idx I	VIEIX	Smid Core	\$ 8,137,599	0.08%	\$ 6,510	0.00%	\$ -
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 12,121,180	0.93%	\$ 112,727	0.10%	\$ 12,121
Oppenheimer Main Street Sm & Mid Cap Y	OPMYX	Smid Core	\$ 10,836,914	0.86%	\$ 93,197	0.30%	\$ 32,511
Hartford Small Company HLS IA	HIASX	Small Cap Growth	\$ 6,989,638	0.71%	\$ 49,626	0.25%	\$ 17,474
American Beacon Intl Eq Index Inst	AIIX	International Equity	\$ 9,180,828	0.26%	\$ 23,870	0.00%	\$ -
Mutual Global Discovery Z ¹	TEDIX	Global Equity	\$ 12,467,166	0.98%	\$ 122,178	0.10% + \$12/head	\$ 58,515
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 4,177,702	0.16%	\$ 6,684	0.00%	\$ -
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 5,322,418	0.16%	\$ 8,516	0.00%	\$ -
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 6,926,455	0.17%	\$ 11,775	0.00%	\$ -
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 3,967,059	0.18%	\$ 7,141	0.00%	\$ -
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 3,624,324	0.18%	\$ 6,524	0.00%	\$ -
Schwab SDBA	n/a	Brokerage account	\$ 2,280,838	-	\$ -	-	-
TOTALS			\$ 551,222,240		\$ 1,515,650		\$327,260

¹Revenue sharing based on 1,240 participants.

All Funds	
Average Expense Ratio ¹	0.48%
Weighted Average Variable Expense Ratio ¹	0.54%
Weighted Average Variable Revenue Share ¹	0.12%

¹Does not include Stable Value or Brokerage Account.

Hartford Contract Requirements:

Total Revenue Sharing on Variable Funds: 11 bps

Revenue Sharing Analysis for Voya Funds
As of December 31, 2014

Fund Name	Ticker	Asset Class	Plan Assets 12/31/2014	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
ING Stable Value Fund	n/a	Stable Value	\$ 29,156,864	0.75%	\$ 218,676	0.55%	\$ 160,363
Vanguard Total Bond Market Index I	VBTIX	Core Fixed Income	\$ 4,440,509	0.26%	\$ 11,545	0.19%	\$ 8,437
ING T. Rowe Price Cap Apprec Port I	ITRIX	Balanced	\$ 5,851,195	0.65%	\$ 38,033	0.28%	\$ 16,383
Allianz NFJ Dividend Value Instl	NFJEX	Large Cap Value	\$ 4,323,203	0.71%	\$ 30,695	0.10%	\$ 4,323
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 8,263,315	0.23%	\$ 19,006	0.19%	\$ 15,700
Parnassus Equity Income - Inv	PRBLX	Socially Responsive	\$ 1,659,522	0.87%	\$ 14,438	0.40%	\$ 6,638
American Funds Growth Fund of Amer R3	RGACX	Large Cap Growth	\$ 6,919,667	0.98%	\$ 67,813	0.65%	\$ 44,978
Fidelity Contrafund	FCNTX	Large Cap Growth	\$ 3,129,461	0.67%	\$ 20,967	0.25%	\$ 7,824
Hartford MidCap HLS IB	HBMCX	Mid Cap Core	\$ 1,942,954	0.96%	\$ 18,652	0.30%	\$ 5,829
Baron Growth Retail	BGRFX	Mid Cap Growth	\$ 1,982,084	1.30%	\$ 25,767	0.40%	\$ 7,928
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 4,715,694	0.96%	\$ 45,271	0.10%	\$ 4,716
Vanguard Extended Market Idx I	VIEIX	Smid Core	\$ 4,582,152	0.27%	\$ 12,372	0.19%	\$ 8,706
Columbia Acorn A	LACAX	Smid Growth	\$ 2,210,209	1.08%	\$ 23,870	0.50%	\$ 11,051
Keeley Small Cap Value A	KSCVX	Small Cap Core	\$ 621,193	1.37%	\$ 8,510	0.35%	\$ 2,174
Vanguard Developed Markets Index Admiral	VTMGX	International Equity	\$ 924,009	0.28%	\$ 2,587	0.19%	\$ 1,756
Dodge & Cox International Stock	DODFX	International Equity	\$ 4,960,254	0.64%	\$ 31,746	0.10%	\$ 4,960
American Funds Capital World G/I R3	RWICX	Global Equity	\$ 1,785,037	1.09%	\$ 19,457	0.65%	\$ 11,603
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 3,733,717	0.35%	\$ 13,068	0.19%	\$ 7,094
Vanguard Target Retirement 2015 Inv	VTTVX	Lifecycle	\$ 20,691,910	0.35%	\$ 72,422	0.19%	\$ 39,315
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 5,936,276	0.36%	\$ 21,371	0.19%	\$ 11,279
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 17,479,743	0.37%	\$ 64,675	0.19%	\$ 33,212
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 1,116,706	0.37%	\$ 4,132	0.19%	\$ 2,122
TD Ameritrade SDBA	n/a	Brokerage account	\$ 386,347	-	\$ -	0.08%	\$ 309
TOTALS			\$ 136,812,021		\$ 785,072		\$ 416,699

All Funds	
Average Expense Ratio¹	0.67%
Weighted Average Variable Expense Ratio¹	0.53%
Weighted Average Variable Revenue Share (w/brokerage)	0.24%
Weighted Average Stable Value Revenue Sharing	0.55%
Weighted Average Total Revenue Sharing	0.30%

¹ Does not include Stable Value or Brokerage Account

ING Contract Requirements:

Total Revenue Sharing All Funds: 35 bps
Total Revenue Sharing on Variable: 26 bps
Total Revenue Sharing on Stable Value: 55 bps

Plan Activity: MassMutual
October 1, 2014 through December 31, 2014

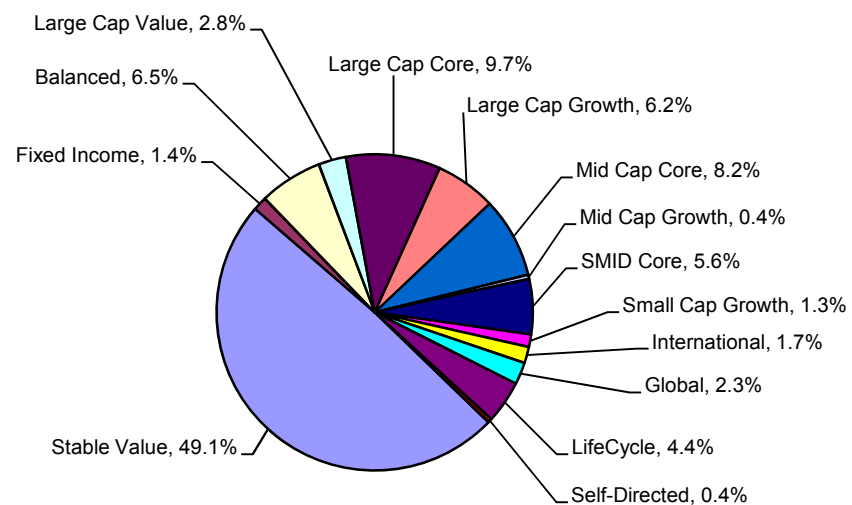
Funds	Beginning Balance October 1, 2014	Contributions	Withdrawals	Transfers	Fees/Misc*	Investment Gain/Loss (incl. Dividends)	Ending Balance December 31, 2014
General Account	\$ 274,156,197	\$ 2,140,987	\$ (8,763,592)	\$ 1,196,437	\$ 2,139	\$ 2,038,371	\$ 270,770,540
SSgA US Bond Market INLS	\$ 7,988,167	\$ 115,191	\$ (262,967)	\$ (128,626)	\$ (0)	\$ 142,309	\$ 7,854,073
Invesco Equity and Income Y	\$ 35,831,199	\$ 315,393	\$ (1,189,550)	\$ 60,700	\$ (3)	\$ 748,837	\$ 35,766,577
American Beacon Lg Cap Value Inv	\$ 14,949,894	\$ 203,643	\$ (205,648)	\$ 68,246	\$ (7)	\$ 453,636	\$ 15,469,764
Vanguard Institutional Index I	\$ 21,963,599	\$ 302,127	\$ (1,254,477)	\$ 1,624,077	\$ (8)	\$ 1,096,685	\$ 23,732,002
Victory Diversified Stock I	\$ 29,475,296	\$ 243,383	\$ (730,686)	\$ (457,913)	\$ (1)	\$ 1,072,417	\$ 29,602,497
Neuberger Berman Socially Resp Inv	\$ 5,172,897	\$ 58,660	\$ (110,307)	\$ (130,919)	\$ (1)	\$ 272,501	\$ 5,262,831
T. Rowe Price Growth Stock	\$ 28,364,282	\$ 316,263	\$ (688,973)	\$ (209,294)	\$ (3)	\$ 1,190,196	\$ 28,972,472
Hartford MidCap HLS IA	\$ 44,876,864	\$ 369,075	\$ (2,028,431)	\$ (71,161)	\$ (11)	\$ 2,259,098	\$ 45,405,434
Munder Mid-Cap Core Growth Y	\$ 2,293,319	\$ 25,759	\$ (54,531)	\$ (35,906)	\$ -	\$ 125,288	\$ 2,353,929
Vanguard Extended Market Idx I	\$ 7,453,709	\$ 257,583	\$ (141,216)	\$ 74,728	\$ (1)	\$ 492,797	\$ 8,137,599
Lord Abbett Value Opportunities I	\$ 11,564,408	\$ 134,357	\$ (243,514)	\$ (214,653)	\$ (4)	\$ 880,585	\$ 12,121,180
Oppenheimer Main Street Sm & Mid Cap Y	\$ 10,219,806	\$ 149,897	\$ (170,384)	\$ 79,212	\$ (2)	\$ 558,386	\$ 10,836,914
Hartford Small Company HLS IA	\$ 7,680,699	\$ 92,792	\$ (104,795)	\$ (1,175,695)	\$ (0)	\$ 496,637	\$ 6,989,638
American Beacon Intl Eq Index Inst	\$ 10,122,897	\$ 159,929	\$ (280,445)	\$ (371,117)	\$ (2)	\$ (450,434)	\$ 9,180,828
Mutual Global Discovery Z	\$ 12,615,210	\$ 129,311	\$ (318,553)	\$ (82,410)	\$ (3)	\$ 123,612	\$ 12,467,166
Vanguard Target Retirement Income Inv	\$ 4,013,802	\$ 72,136	\$ (52,001)	\$ 82,145	\$ -	\$ 61,619	\$ 4,177,702
Vanguard Target Retirement 2015 Inv	\$ 4,942,536	\$ 148,178	\$ (79,803)	\$ 208,209	\$ (3)	\$ 103,301	\$ 5,322,418
Vanguard Target Retirement 2025 Inv	\$ 7,048,631	\$ 204,191	\$ (111,478)	\$ (375,506)	\$ 2,519	\$ 158,098	\$ 6,926,455
Vanguard Target Retirement 2035 Inv	\$ 3,797,865	\$ 192,324	\$ (16,152)	\$ (98,566)	\$ -	\$ 91,589	\$ 3,967,059
Vanguard Target Retirement 2045 Inv	\$ 3,497,090	\$ 242,868	\$ (40,278)	\$ (158,544)	\$ (0)	\$ 83,188	\$ 3,624,324
Schwab SDBA	\$ 2,193,075	\$ -	\$ -	\$ 116,557	\$ -	\$ (28,794)	\$ 2,280,838
Total	\$ 550,221,443	\$ 5,874,048	\$ (16,847,782)	\$ -	\$ 4,608	\$ 11,969,923	\$ 551,222,240

*Participant account corrections.

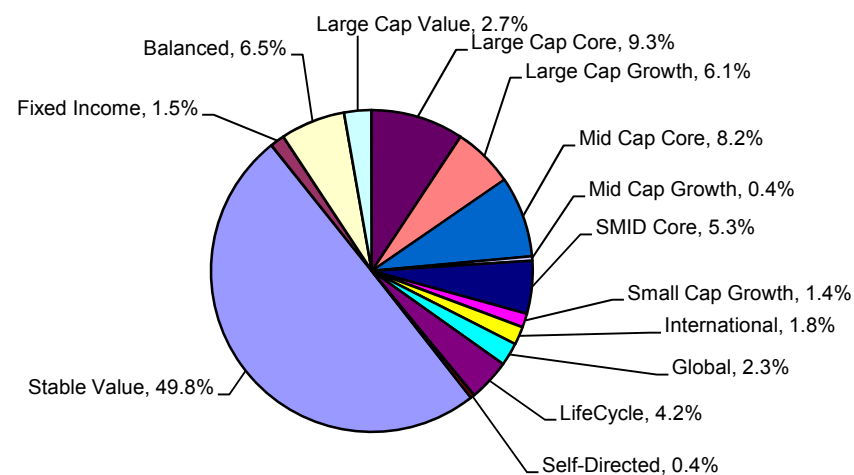
Asset Allocation Summary: MassMutual

Fund	December 31, 2014		September 30, 2014	
	Assets	% of Total Assets	Assets	% of Total Assets
General Account	\$ 270,770,540	49.1%	\$ 274,156,197	49.8%
SSgA US Bond Market INLS	\$ 7,854,073	1.4%	\$ 7,988,167	1.5%
Invesco Equity and Income Y	\$ 35,766,577	6.5%	\$ 35,831,199	6.5%
American Beacon Lg Cap Value Inv	\$ 15,469,764	2.8%	\$ 14,949,894	2.7%
Vanguard Institutional Index I	\$ 23,732,002	4.3%	\$ 21,963,599	4.0%
Victory Diversified Stock I	\$ 29,602,497	5.4%	\$ 29,475,296	5.4%
Neuberger Berman Socially Resp Inv	\$ 5,262,831	1.0%	\$ 5,172,897	0.9%
T. Rowe Price Growth Stock	\$ 28,972,472	5.3%	\$ 28,364,282	5.2%
Hartford MidCap HLS IA	\$ 45,405,434	8.2%	\$ 44,876,864	8.2%
Munder Mid-Cap Core Growth Y	\$ 2,353,929	0.4%	\$ 2,293,319	0.4%
Vanguard Extended Market Idx I	\$ 8,137,599	1.5%	\$ 7,453,709	1.4%
Lord Abbett Value Opportunities I	\$ 12,121,180	2.2%	\$ 11,564,408	2.1%
Oppenheimer Main Street Sm & Mid Cap Y	\$ 10,836,914	2.0%	\$ 10,219,806	1.9%
Hartford Small Company HLS IA	\$ 6,989,638	1.3%	\$ 7,680,699	1.4%
American Beacon Intl Eq Index Inst	\$ 9,180,828	1.7%	\$ 10,122,897	1.8%
Mutual Global Discovery Z	\$ 12,467,166	2.3%	\$ 12,615,210	2.3%
Vanguard Target Retirement Income Inv	\$ 4,177,702	0.8%	\$ 4,013,802	0.7%
Vanguard Target Retirement 2015 Inv	\$ 5,322,418	1.0%	\$ 4,942,536	0.9%
Vanguard Target Retirement 2025 Inv	\$ 6,926,455	1.3%	\$ 7,048,631	1.3%
Vanguard Target Retirement 2035 Inv	\$ 3,967,059	0.7%	\$ 3,797,865	0.7%
Vanguard Target Retirement 2045 Inv	\$ 3,624,324	0.7%	\$ 3,497,090	0.6%
Schwab SDBA	\$ 2,280,838	0.4%	\$ 2,193,075	0.4%
Total	\$ 551,222,240	100.0%	\$ 550,221,443	100.0%

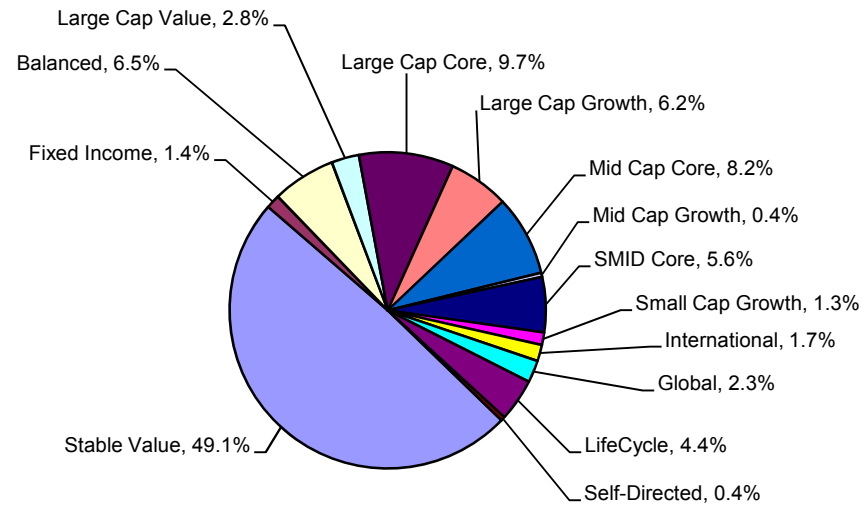
Asset Allocation as of December 31, 2014



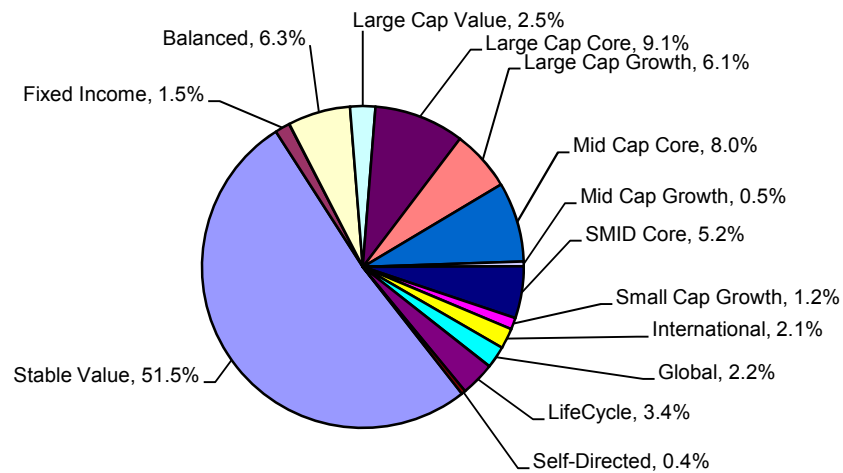
Asset Allocation as of October 1, 2014



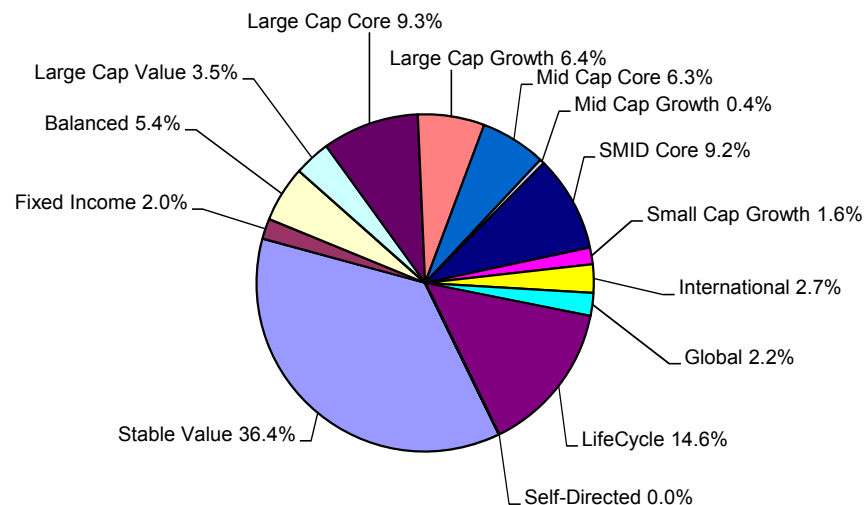
Asset Allocation as of December 31, 2014



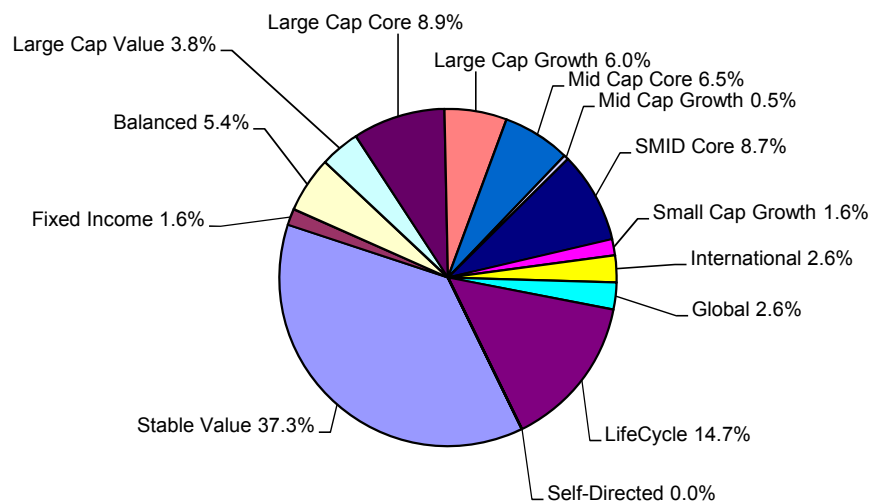
Asset Allocation as of December 31, 2013



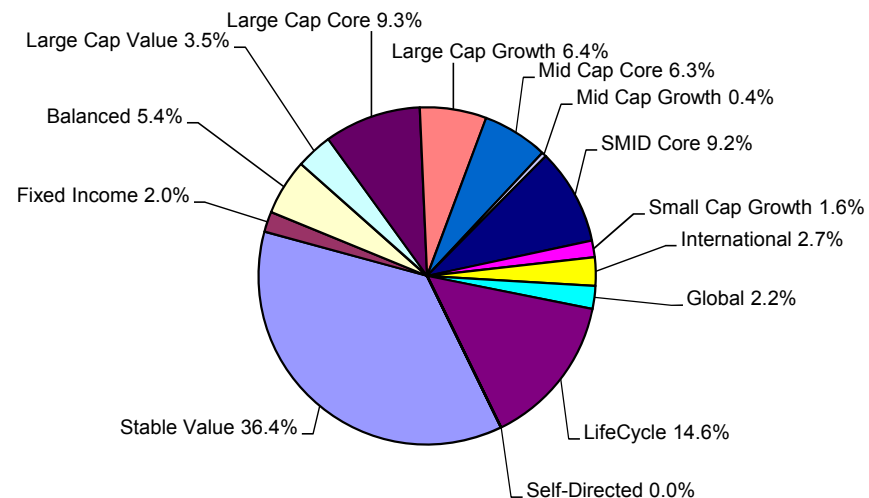
Plan Contributions - 4th Quarter 2014



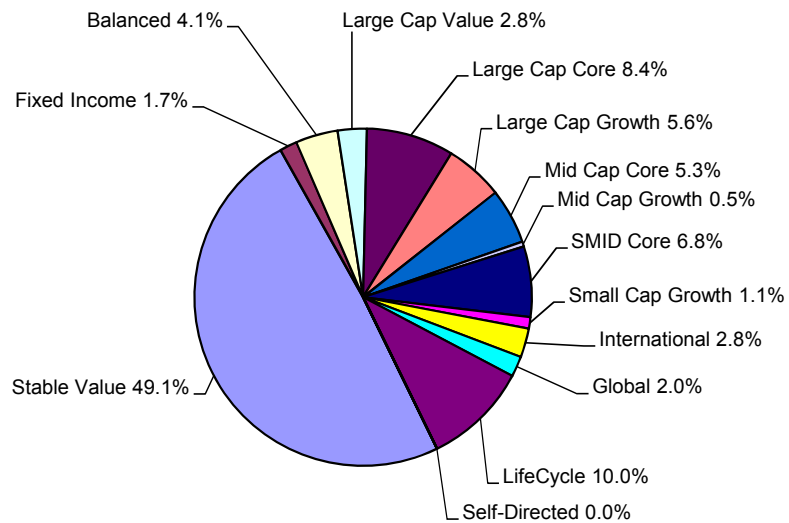
Plan Contributions - 3rd Quarter 2014



Plan Contributions - 4th Quarter 2014



Plan Contributions - 4th Quarter 2013



**Number of Participants Invested by Fund: MassMutual
As of December 31, 2014**

Fund	# of Participants	# of One-Funders
General Account	5,373	2,342
SSgA US Bond Market INLS	729	14
Invesco Equity and Income Y	2,109	115
American Beacon Lg Cap Value Inv	1,622	8
Vanguard Institutional Index I	1,360	49
Victory Diversified Stock I	2,148	44
Neuberger Berman Socially Resp Inv	536	8
T. Rowe Price Growth Stock	2,179	68
Hartford MidCap HLS IA	3,127	36
Munder Mid-Cap Core Growth Y	285	1
Vanguard Extended Market Idx I	641	6
Lord Abbett Value Opportunities I	1,473	8
Oppenheimer Main Street Sm & Mid Cap Y	1,428	2
Hartford Small Company HLS IA	728	4
American Beacon Intl Eq Index Inst	1,744	8
Mutual Global Discovery Z	1,260	5
Vanguard Target Retirement Income Inv	163	23
Vanguard Target Retirement 2015 Inv	249	123
Vanguard Target Retirement 2025 Inv	431	220
Vanguard Target Retirement 2035 Inv	433	275
Vanguard Target Retirement 2045 Inv	453	298
Schwab SDBA	54	0

Plan Activity: Voya
October 1, 2014 through December 31, 2014

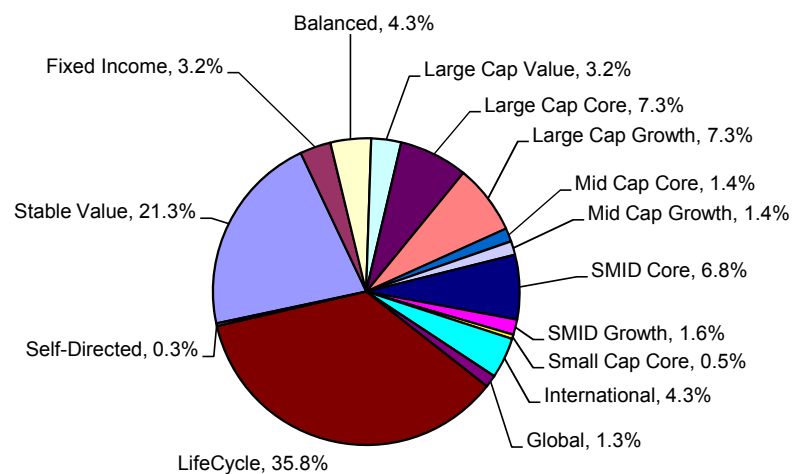
Funds	Beginning Balance October 1, 2014	Contributions	Withdrawals	Transfers	Fees/Misc*	Investment Gain/Loss (incl. Dividends)	Ending Balance December 31, 2014
Voya Stable Value Fund	\$ 26,613,156	\$ 369,288	\$ (810,171)	\$ (26,482,169)	\$ 250,976	\$ 58,920	\$ -
Voya Fixed Account	\$ -	\$ 123,584	\$ (1,433)	\$ 27,292,268	\$ 1,711,229	\$ 31,216	\$ 29,156,864
Vanguard Total Bond Market Index I	\$ 4,672,119	\$ 96,607	\$ (194,440)	\$ (210,661)	\$ (520)	\$ 77,404	\$ 4,440,509
Voya T. Rowe Price Cap Apprec Port I	\$ 5,602,355	\$ 98,283	\$ (153,956)	\$ 25,099	\$ 9,827	\$ 269,587	\$ 5,851,195
Allianz NFJ Dividend Value Instl	\$ 4,298,961	\$ 62,523	\$ (93,201)	\$ (35,552)	\$ 9,691	\$ 80,781	\$ 4,323,203
Vanguard Institutional Index I	\$ 7,469,076	\$ 172,093	\$ (58,308)	\$ 293,994	\$ 3,330	\$ 383,130	\$ 8,263,315
Parnassus Equity Income - Inv	\$ 1,500,761	\$ 47,008	\$ (10,938)	\$ 27,092	\$ (68)	\$ 95,667	\$ 1,659,522
American Funds Growth Fund of Amer R3	\$ 6,890,748	\$ 72,461	\$ (238,061)	\$ 10,912	\$ (20)	\$ 183,627	\$ 6,919,667
Fidelity Contrafund	\$ 3,084,652	\$ 63,063	\$ (48,698)	\$ (68,206)	\$ (6)	\$ 98,656	\$ 3,129,461
Hartford Mid Cap HLS	\$ 1,686,782	\$ 71,700	\$ (9,279)	\$ 105,295	\$ (11)	\$ 88,467	\$ 1,942,954
Baron Growth Retail	\$ 1,897,331	\$ 29,738	\$ (32,224)	\$ (49,687)	\$ -	\$ 136,926	\$ 1,982,084
Lord Abbett Value Opportunities I	\$ 4,345,423	\$ 70,350	\$ (69,625)	\$ 28,275	\$ (67)	\$ 341,338	\$ 4,715,694
Vanguard Extended Market Idx I	\$ 4,455,801	\$ 97,726	\$ (55,488)	\$ (188,373)	\$ (183)	\$ 272,669	\$ 4,582,152
Columbia Acorn A	\$ 2,201,617	\$ 25,518	\$ (48,857)	\$ (61,243)	\$ 9,867	\$ 83,307	\$ 2,210,209
Keeley Small Cap Value A	\$ 599,632	\$ 15,030	\$ (6,190)	\$ (23,220)	\$ (3)	\$ 35,944	\$ 621,193
Vanguard Developed Markets Index Admiral	\$ 1,040,018	\$ 38,763	\$ (6,953)	\$ (102,925)	\$ (166)	\$ (44,728)	\$ 924,009
Dodge & Cox International Stock	\$ 5,235,366	\$ 92,723	\$ (56,654)	\$ (65,359)	\$ (25)	\$ (245,797)	\$ 4,960,254
American Funds Capital World G/I R3	\$ 1,782,369	\$ 34,610	\$ (12,401)	\$ (15,778)	\$ (87)	\$ (3,676)	\$ 1,785,037
Vanguard Target Retirement Income Inv	\$ 3,758,969	\$ 106,049	\$ (60,656)	\$ (169,655)	\$ 47,732	\$ 51,278	\$ 3,733,717
Vanguard Target Retirement 2015 Inv	\$ 20,040,848	\$ 576,242	\$ (219,651)	\$ (123,244)	\$ 41,092	\$ 376,623	\$ 20,691,910
Vanguard Target Retirement 2025 Inv	\$ 5,371,528	\$ 371,432	\$ (45,591)	\$ 61,344	\$ 46,319	\$ 131,244	\$ 5,936,276
Vanguard Target Retirement 2035 Inv	\$ 17,052,105	\$ 484,754	\$ (233,283)	\$ (208,852)	\$ -	\$ 385,019	\$ 17,479,743
Vanguard Target Retirement 2045 Inv	\$ 959,128	\$ 133,114	\$ (6,190)	\$ 8,092	\$ -	\$ 22,562	\$ 1,116,706
TD Ameritrade SDBA	\$ 464,896	\$ -	\$ -	\$ (47,447)	\$ -	\$ (31,102)	\$ 386,347
Total	\$ 131,023,641	\$ 3,252,659	\$ (2,472,248)	\$ -	\$ 2,128,907	\$ 2,879,062	\$ 136,812,021

* Interprovider transfers and 457 plan-to-plan transfers

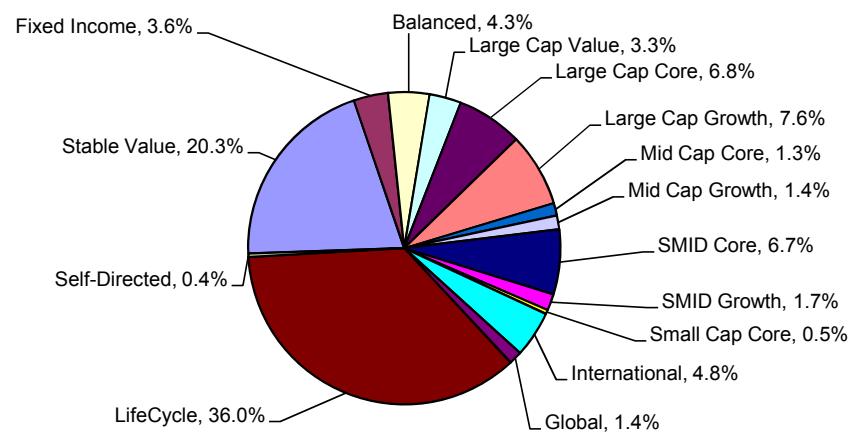
Asset Allocation Summary: Voya

Fund	December 31, 2014		September 30, 2014	
	Assets	% of Total Assets	Assets	% of Total Assets
Voya Stable Value Fund	\$ -	0.0%	\$ 26,613,156	20.3%
Voya Fixed Account	\$ 29,156,864	21.3%	\$ -	0.0%
Vanguard Total Bond Market Index I	\$ 4,440,509	3.2%	\$ 4,672,119	3.6%
Voya T. Rowe Price Cap Apprec Port I	\$ 5,851,195	4.3%	\$ 5,602,355	4.3%
Allianz NFJ Dividend Value Instl	\$ 4,323,203	3.2%	\$ 4,298,961	3.3%
Vanguard Institutional Index I	\$ 8,263,315	6.0%	\$ 7,469,076	5.7%
Parnassus Equity Income - Inv	\$ 1,659,522	1.2%	\$ 1,500,761	1.1%
American Funds Growth Fund of Amer R3	\$ 6,919,667	5.1%	\$ 6,890,748	5.3%
Fidelity Contrafund	\$ 3,129,461	2.3%	\$ 3,084,652	2.4%
Hartford Mid Cap HLS	\$ 1,942,954	1.4%	\$ 1,686,782	1.3%
Baron Growth Retail	\$ 1,982,084	1.4%	\$ 1,897,331	1.4%
Lord Abbett Value Opportunities I	\$ 4,715,694	3.4%	\$ 4,345,423	3.3%
Vanguard Extended Market Idx I	\$ 4,582,152	3.3%	\$ 4,455,801	3.4%
Columbia Acorn A	\$ 2,210,209	1.6%	\$ 2,201,617	1.7%
Keeley Small Cap Value A	\$ 621,193	0.5%	\$ 599,632	0.5%
Vanguard Developed Markets Index Admiral	\$ 924,009	0.7%	\$ 1,040,018	0.8%
Dodge & Cox International Stock	\$ 4,960,254	3.6%	\$ 5,235,366	4.0%
American Funds Capital World G/I R3	\$ 1,785,037	1.3%	\$ 1,782,369	1.4%
Vanguard Target Retirement Income Inv	\$ 3,733,717	2.7%	\$ 3,758,969	2.9%
Vanguard Target Retirement 2015 Inv	\$ 20,691,910	15.1%	\$ 20,040,848	15.3%
Vanguard Target Retirement 2025 Inv	\$ 5,936,276	4.3%	\$ 5,371,528	4.1%
Vanguard Target Retirement 2035 Inv	\$ 17,479,743	12.8%	\$ 17,052,105	13.0%
Vanguard Target Retirement 2045 Inv	\$ 1,116,706	0.8%	\$ 959,128	0.7%
TD Ameritrade SDBA	\$ 386,347	0.3%	\$ 464,896	0.4%
Total	\$ 136,812,021	100.0%	\$ 131,023,641	100.0%

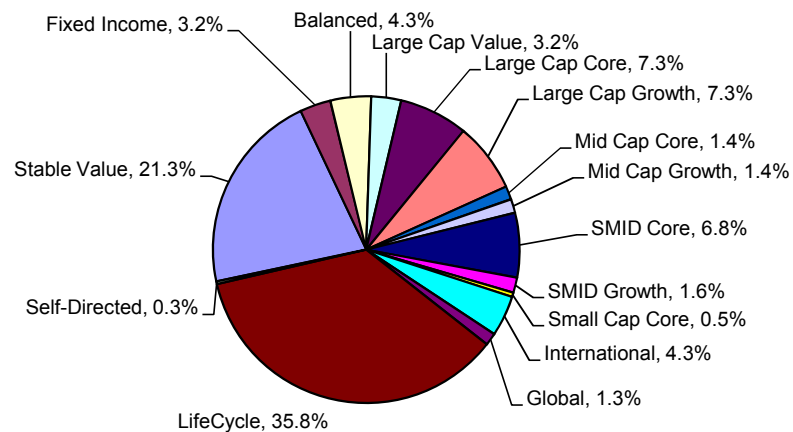
Asset Allocation as of December 31, 2014



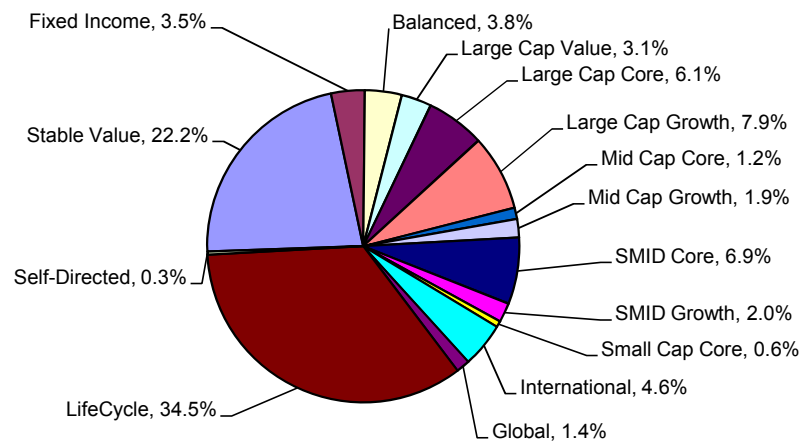
Asset Allocation as of October 1, 2014



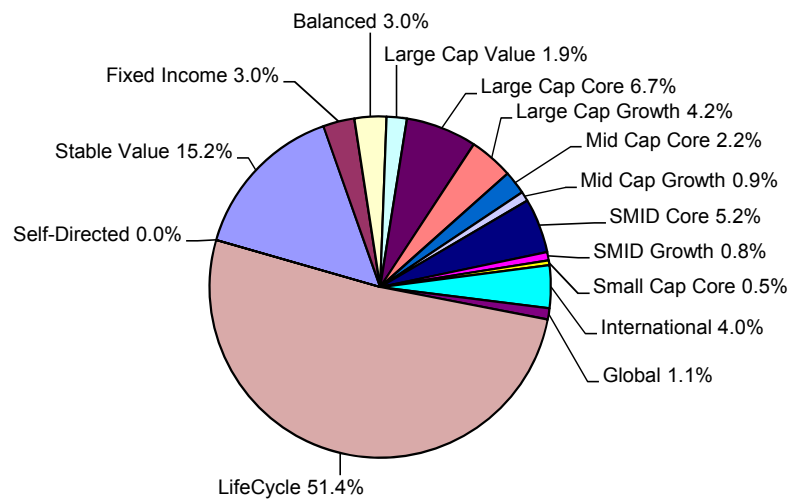
Asset Allocation as of December 31, 2014



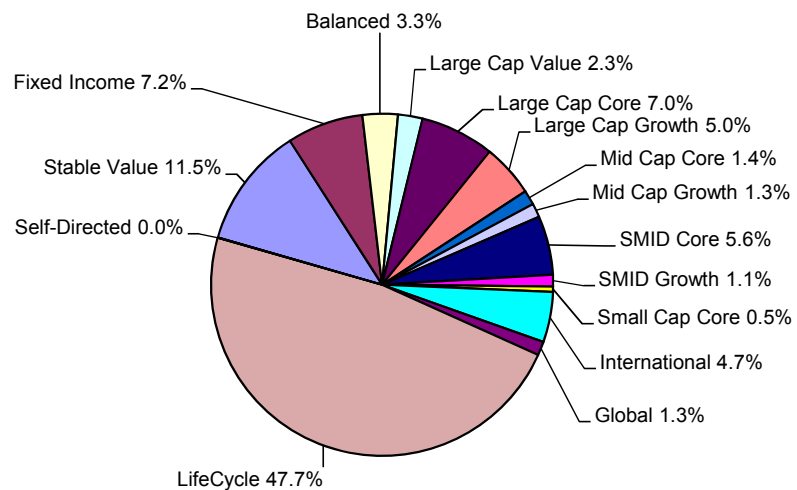
Asset Allocation as of December 31, 2013



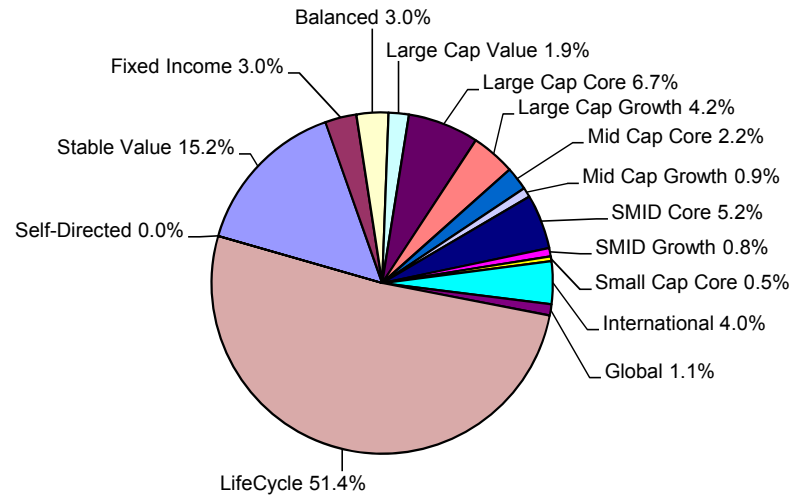
Plan Contributions - 4th Quarter 2014



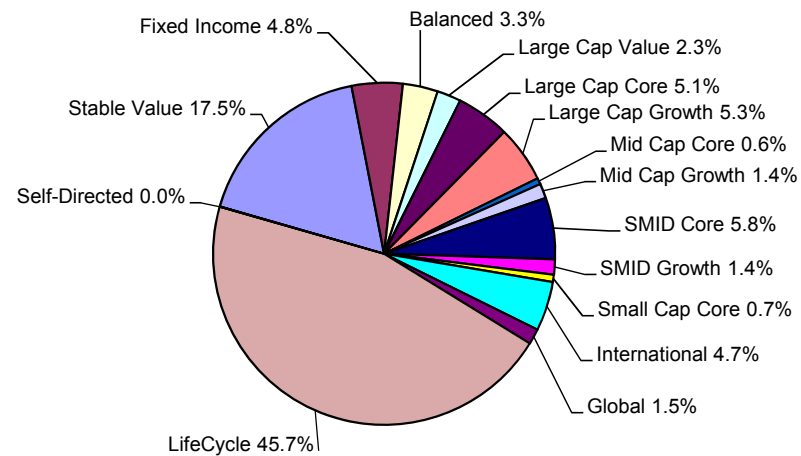
Plan Contributions - 3rd Quarter 2014



Plan Contributions - 4th Quarter 2014



Plan Contributions - 4th Quarter 2013



Number of Participants Invested by Fund: Voya
As of December 31, 2014

Fund	# of Participants	# of One-Funders
Voya Stable Value Fund	1,029	408
Vanguard Total Bond Market Index I	503	6
Voya T. Rowe Price Cap Apprec Port I	411	15
Allianz NFJ Dividend Value Instl	496	5
Vanguard Institutional Index I	503	22
Parnassus Equity Income - Inv	223	5
American Funds Growth Fund of Amer R3	599	13
Fidelity Contrafund	364	7
Hartford Mid Cap HLS	308	2
Baron Growth Retail	240	4
Lord Abbett Value Opportunities I	443	4
Vanguard Extended Market Idx I	390	2
Columbia Acorn A	250	4
Keeley Small Cap Value A	161	1
Vanguard Developed Markets Index Admiral	164	0
Dodge & Cox International Stock	641	17
American Funds Capital World G/I R3	344	1
Vanguard Target Retirement Income Inv	235	93
Vanguard Target Retirement 2015 Inv	1,013	702
Vanguard Target Retirement 2025 Inv	420	328
Vanguard Target Retirement 2035 Inv	1,119	780
Vanguard Target Retirement 2045 Inv	386	314
TD Ameritrade SDBA	16	0

MassMutual General Account

	US Gov/Agency	RMBS	Corporate Bonds	Asset-Backed Securities	CMBS	Cash / Equivalents	Other	Total
General Account	12.2%	3.5%	63.3%	11.7%	4.0%	0.0%	5.0%	100%

*Other for Hartford includes Municipal and Sovereign Bonds.

	US Gov	Aaa, Aa, A	Baa	Below Investment Grade
General Account	13.5%	43.2%	36.3%	7.0%

MV to BV Ratios	2009	2010	2011	2012	2013
Stable Value	91%	99%	100%	100%	99%

	2002	2003	2004	2005	2006	2007	
Annualized Credit Rate	4.75%	5.00%	4.25%	4.03%	4.20%	4.50%	
	2008	2009	2010	2011	2012	2013	2014
	5.30%	5.00%	4.75%	4.50%	4.00%	3.00%	3.00%

Mass Mutual Financial Insurance Company Ratings	
Fitch	AA+ Very Strong
S&P	AA+ Very Strong
Moody's	Aa2 Excellent
A.M. Best	A++ Superior

Voya Stable Value Fund

	US Gov/Agency	Mortgage-Backed Securities	Corporate Bonds	Asset-Backed Securities	CMBS	Cash / Equivalents	Other *	Total
Stable Value	19.4%	18.3%	20.7%	9.9%	5.2%	18.9%	7.6%	100%
Barclays Aggregate Bond Index	45.4%	29.1%	23.2%	0.5%	1.7%	0.0%	0.0%	100%

*Other for ING includes GICs. Other for BC Agg includes Sovereign and Supranational.

	Effective Duration Years	Average Quality
Stable Value	2.41	AA+
Barclays Aggregate Bond Index	5.60	AA1/AA2

Voya Financial Insurance Company Ratings		
Fitch	A-	Strong
S&P	A-	Strong
Moody's	A3	Good
A.M. Best	A	Excellent

MV to BV Ratios	09/30/2011	12/31/2011	03/31/2012	06/30/2012	09/30/2012	12/31/2012	03/31/2013	06/30/2013	09/30/2013
Stable Value	103.64%	103.49%	103.49%	103.85%	104.35%	103.89%	103.54%	101.84%	101.77%
	12/31/2013	03/31/2014	06/30/2014	09/30/2014					
	101.31%	101.58%	101.99%	101.52%					

	12/31/2009	03/31/2010	06/30/2010	09/30/2010	12/31/2010	03/31/2011	06/30/2011	09/30/2011	12/31/2011	03/31/2012
Annualized Gross Rate	3.93%	3.63%	3.70%	3.61%	3.34%	3.07%	2.88%	2.75%	2.60%	2.42%
Annualized Net Rate	3.18%	2.88%	2.95%	2.86%	2.59%	2.32%	2.13%	2.00%	1.85%	1.67%
	06/30/2012	09/30/2012	12/31/2012	03/31/2013	06/30/2013	09/30/2013	12/31/2013	03/31/2014	06/30/2014	09/30/2014
Annualized Gross Rate	2.31%	2.31%	2.20%	2.17%	2.10%	1.84%	1.70%	1.64%	1.64%	1.71%
Annualized Net Rate	1.56%	1.56%	1.45%	1.42%	1.35%	1.09%	0.95%	0.89%	0.89%	0.96%

*Effective 12/19/2014 the separate account funds were transferred to Voya General Account.

Voya General Fixed Account

	US Gov/Agency	Mortgage-Backed Securities	Corporate Bonds	Asset-Backed Securities	CMBS	Cash / Equivalents	Foreign Securities	Other *	Total
Stable Value	4.0%	8.0%	42.0%	2.0%	3.0%	0.0%	23.0%	18.0%	100%
<i>Barclays Aggregate Bond Index</i>	42.200%	29.0%	23.1%	0.5%	2.0%	0.0%	3.1%	0.0%	100%

*Other for Voya includes Derivatives, LPs & Policy Loans and Mortgage Loans. Other for BC Agg include Sovereign and Supranational.

Quality Ratings	Voya	BC Agg
AAA	17.0%	71.7%
AA	5.0%	4.6%
A	27.0%	11.8%
BBB	45.0%	11.9%
BB and Below	6.0%	0.0%

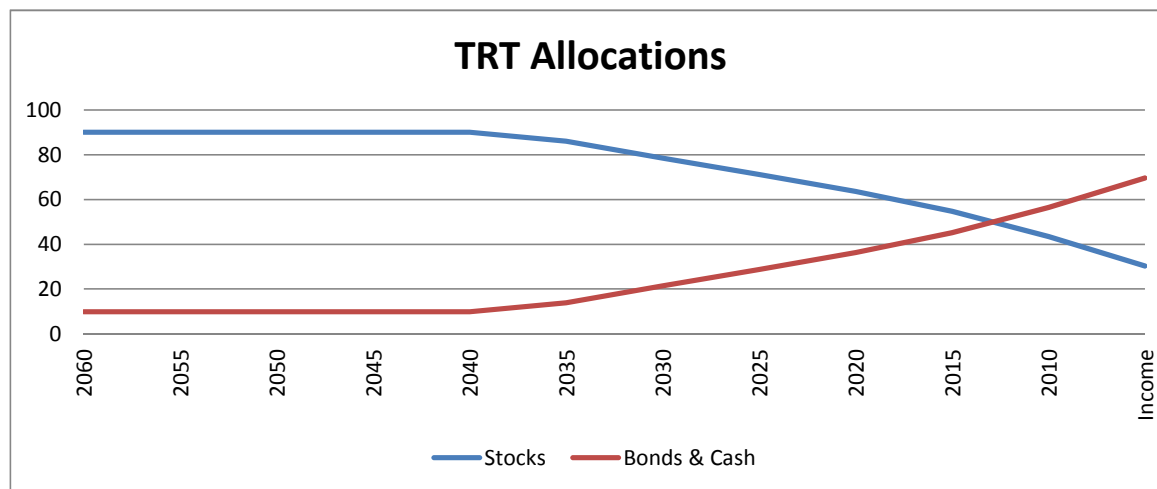
Voya Financial Insurance Company Ratings		
Fitch	A-	<i>Strong</i>
S&P	A-	<i>Strong</i>
Moody's	A3	<i>Good</i>
A.M. Best	A	<i>Excellent</i>

*Effective 12/19/2014 the separate account funds were transferred to Voya General Account.

Vanguard Target Date Retirement Funds

Estimated allocations

Fund	Total Stock Market Index Fund	Total International Stock Index Fund	Total Bond Market Index II Fund	Inflation- Protected Securities Fund	Prime Money Market Fund	Stocks	Bonds & Cash
2045	63%	27%	10%	0%	0%	90%	10%
2035	60%	26%	14%	0%	0%	86%	14%
2025	49%	22%	29%	0%	0%	71%	29%
2015	38%	16%	40%	6%	0%	54%	46%
Income	21%	9%	45%	20%	5%	31%	69%



Nevada Public Employees' Deferred Compensation Program

Comparative Performance

As of December 31, 2014

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
MassMutual						
General Account	0.75	3.03	3.03	3.34	3.85	N/A
Hueler Stable Value	0.44	1.69	1.69	1.93	2.32	N/A
Voya						
Voya Stable Value Fund	N/A	N/A	N/A	N/A	N/A	N/A
Hueler Stable Value	0.44	1.69	1.69	1.93	2.32	N/A
MassMutual						
SSgA US Bond Market INLS	1.80	5.94	5.94	2.63	4.45	N/A
Barclays U.S. Aggregate	1.79	5.97	5.97	2.66	4.45	N/A
IM U.S. Broad Market Core Fixed Income (MF) Median	1.35	5.54	5.54	3.09	4.69	0.80
SSgA US Bond Market INLS Rank	7	29	29	68	60	N/A
Voya						
Vanguard Total Bond Market Index	1.73	5.91	5.91	2.59	4.39	0.07
Vanguard Total Bond Policy Index	1.76	5.85	5.85	2.68	4.48	N/A
IM U.S. Broad Market Core Fixed Income (MF) Median	1.35	5.54	5.54	3.09	4.69	0.80
Vanguard Total Bond Market Index Rank	12	31	31	70	63	N/A
MassMutual						
Invesco Equity & Income R6	2.13	9.52	9.52	N/A	N/A	0.40
60 S&P 500 / 40 Barclays Agg	3.67	10.62	10.62	13.12	11.18	N/A
IM All Balanced (MF) Median	1.54	4.75	4.75	10.64	8.65	1.22
Invesco Equity & Income R6 Rank	28	5	5	N/A	N/A	N/A
MassMutual						
Invesco Equity & Income Y	2.08	9.34	9.34	15.73	11.58	0.55
60 S&P 500 / 40 Barclays Agg	3.67	10.62	10.62	13.12	11.18	N/A
IM All Balanced (MF) Median	1.54	4.75	4.75	10.64	8.65	1.22
Invesco Equity & Income Y Rank	29	5	5	6	6	N/A

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Returns are expressed as percentages.

Nevada Public Employees' Deferred Compensation Program

Comparative Performance

As of December 31, 2014

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
Voya						
Voya T Rowe Price Cap App Port I	4.79	10.92	10.92	14.87	12.31	N/A
60 S&P 500 / 40 Barclays Agg	3.67	10.62	10.62	13.12	11.18	N/A
IM All Balanced (MF) Median	1.54	4.75	4.75	10.64	8.65	1.22
Voya T Rowe Price Cap App Port I Rank	2	3	3	11	2	N/A
MassMutual						
American Beacon Lg Cap Value Instl	3.02	10.55	10.55	21.10	14.72	0.59
Russell 1000 Value Index	4.98	13.45	13.45	20.89	15.42	N/A
IM U.S. Large Cap Value Equity (MF) Median	4.20	10.87	10.87	19.48	13.46	1.11
American Beacon Lg Cap Value Instl Rank	72	59	59	18	21	N/A
Voya						
Allianz NFJ Dividend Value	1.85	9.99	9.99	17.56	13.80	0.70
Russell 1000 Value Index	4.98	13.45	13.45	20.89	15.42	N/A
IM U.S. Large Cap Value Equity (MF) Median	4.20	10.87	10.87	19.48	13.46	1.11
Allianz NFJ Dividend Value Rank	90	69	69	77	43	N/A
MassMutual/Voya						
Vanguard Institutional Index	4.93	13.65	13.65	20.38	15.43	0.04
S&P 500	4.93	13.69	13.69	20.41	15.45	N/A
IM U.S. Large Cap Core Equity (MF) Median	4.49	11.41	11.41	19.30	13.78	1.12
Vanguard Institutional Index Rank	33	19	19	28	19	N/A
MassMutual						
Victory Diversified Stock I	3.78	10.38	10.38	20.21	12.99	0.82
S&P 500	4.93	13.69	13.69	20.41	15.45	N/A
IM U.S. Large Cap Core Equity (MF) Median	4.49	11.41	11.41	19.30	13.78	1.12
Victory Diversified Stock I Rank	68	69	69	30	72	N/A
MassMutual						
Neuberger Berman Socially Responsive Instl	5.36	10.70	10.70	19.44	15.32	0.69
S&P 500	4.93	13.69	13.69	20.41	15.45	N/A
IM U.S. Large Cap Core Equity (MF) Median	4.49	11.41	11.41	19.30	13.78	1.12
Neuberger Berman Socially Responsive Instl Rank	23	63	63	48	20	N/A

Returns for periods greater than one year are annualized.
Returns are expressed as percentages.

Nevada Public Employees' Deferred Compensation Program

Comparative Performance

As of December 31, 2014

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
Voya						
Parnassus Equity Income	6.30	14.48	14.48	20.98	14.74	0.87
S&P 500	4.93	13.69	13.69	20.41	15.45	N/A
IM U.S. Large Cap Core Equity (MF) Median	4.49	11.41	11.41	19.30	13.78	1.12
Parnassus Equity Income Rank	8	11	11	19	29	N/A
MassMutual						
T.Rowe Price Growth Stock	4.30	8.83	8.83	21.68	15.84	0.69
Russell 1000 Growth Index	4.78	13.05	13.05	20.26	15.81	N/A
IM U.S. Large Cap Growth Equity (MF) Median	4.79	10.50	10.50	19.68	14.07	1.18
T.Rowe Price Growth Stock Rank	64	73	73	14	14	N/A
Voya						
American Funds Growth Fund R3	2.62	8.94	8.94	20.44	13.16	0.98
Russell 1000 Growth Index	4.78	13.05	13.05	20.26	15.81	N/A
IM U.S. Large Cap Growth Equity (MF) Median	4.79	10.50	10.50	19.68	14.07	1.18
American Funds Growth Fund R3 Rank	90	71	71	35	74	N/A
Voya						
Fidelity Contrafund	3.12	9.56	9.56	19.54	14.81	0.67
Russell 1000 Growth Index	4.78	13.05	13.05	20.26	15.81	N/A
IM U.S. Large Cap Growth Equity (MF) Median	4.79	10.50	10.50	19.68	14.07	1.18
Fidelity Contrafund Rank	84	61	61	54	32	N/A
MassMutual/Voya						
Hartford Mid Cap HLS	5.11	11.37	11.37	22.98	16.15	0.71
Russell Midcap Index	5.94	13.22	13.22	21.40	17.19	N/A
IM U.S. Mid Cap Core Equity (MF) Median	5.58	9.04	9.04	19.48	15.00	1.22
Hartford Mid Cap HLS Rank	63	27	27	7	23	N/A
MassMutual						
Munder Mid Cap Core Growth R6	5.76	10.40	10.40	N/A	N/A	0.95
Russell Midcap Growth Index	5.84	11.90	11.90	20.71	16.94	N/A
IM U.S. Mid Cap Growth Equity (MF) Median	5.32	7.53	7.53	18.69	15.01	1.29
Munder Mid Cap Core Growth R6 Rank	38	25	25	N/A	N/A	N/A

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Nevada Public Employees' Deferred Compensation Program

Comparative Performance

As of December 31, 2014

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
MassMutual						
Munder Mid Cap Core Growth Y	5.69	10.17	10.17	19.56	16.30	1.13
Russell Midcap Growth Index	5.84	11.90	11.90	20.71	16.94	N/A
IM U.S. Mid Cap Growth Equity (MF) Median	5.32	7.53	7.53	18.69	15.01	1.29
Munder Mid Cap Core Growth Y Rank	39	25	25	38	21	N/A
Voya						
Baron Growth Retail	7.23	4.40	4.40	18.91	16.12	1.30
Russell Midcap Growth Index	5.84	11.90	11.90	20.71	16.94	N/A
IM U.S. Mid Cap Growth Equity (MF) Median	5.32	7.53	7.53	18.69	15.01	1.29
Baron Growth Retail Rank	17	84	84	48	24	N/A
MassMutual/Voya						
Vanguard Extended Market Idx I	6.44	7.56	7.56	20.84	16.77	0.08
S&P Completion Index	6.39	7.50	7.50	20.74	16.66	N/A
IM U.S. SMID Cap Core Equity (MF) Median	6.58	5.02	5.02	17.80	14.42	1.28
Vanguard Extended Market Idx I Rank	54	20	20	11	10	N/A
MassMutual/ING						
Lord Abbett Value Opportunities I	7.86	9.45	9.45	18.06	14.61	0.93
Russell 2500 Index	6.77	7.07	7.07	19.97	16.36	N/A
Russell Midcap Index	5.94	13.22	13.22	21.40	17.19	N/A
IM U.S. Mid Cap Core Equity (MF) Median	5.58	9.04	9.04	19.48	15.00	1.22
Lord Abbett Value Opportunities I Rank	7	46	46	67	61	N/A
MassMutual						
Oppenheimer Main St Sm & Mid Cap Y	5.49	12.57	12.57	20.88	16.38	0.86
Russell 2500 Index	6.77	7.07	7.07	19.97	16.36	N/A
Russell 2000 Index	9.73	4.89	4.89	19.21	15.55	N/A
IM U.S. SMID Cap Core Equity (SA+CF) Median	6.71	7.54	7.54	20.48	16.68	N/A
Oppenheimer Main St Sm & Mid Cap Y Rank	63	3	3	39	60	N/A

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Nevada Public Employees' Deferred Compensation Program

Comparative Performance

As of December 31, 2014

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
Voya						
Columbia Acorn Fund A	3.83	0.55	0.55	15.57	13.02	1.08
Russell 2500 Growth Index	7.49	7.05	7.05	20.47	17.27	N/A
Russell Midcap Growth Index	5.84	11.90	11.90	20.71	16.94	N/A
IM U.S. Mid Cap Growth Equity (MF) Median	5.32	7.53	7.53	18.69	15.01	1.29
Columbia Acorn Fund A Rank	78	97	97	90	89	N/A
Voya						
Goldman Sachs Small/Mid Cap Growth	8.25	11.08	11.08	22.40	16.46	0.94
Russell 2500 Growth Index	7.49	7.05	7.05	20.47	17.27	N/A
IM U.S. SMID Cap Growth Equity (MF)	7.91	3.11	3.11	18.14	15.87	1.36
Goldman Sachs Small/Mid Cap Growth Rank	43	2	2	6	39	N/A
Voya						
Keeley Small Cap Value A	5.95	0.07	0.07	18.59	14.27	1.37
Russell 2000 Index	9.73	4.89	4.89	19.21	15.55	N/A
IM U.S. Small Cap Core Equity (MF) Median	9.58	4.47	4.47	18.88	15.46	1.21
Keeley Small Cap Value A Rank	89	85	85	55	73	N/A
MassMutual						
Hartford Small Company HLS	7.12	7.07	7.07	21.37	16.48	0.71
Russell 2000 Growth Index	10.06	5.60	5.60	20.14	16.80	N/A
IM U.S. Small Cap Growth Equity (MF) Median	8.43	1.67	1.67	18.07	15.45	1.38
Hartford Small Company HLS Rank	67	8	8	14	39	N/A
MassMutual						
American Beacon Intl Eq Index Inst	-4.52	-6.11	-6.11	10.65	4.98	0.21
MSCI EAFE (Net)	-3.57	-4.90	-4.90	11.06	5.33	N/A
IM International Core Equity (MF) Median	-3.66	-5.36	-5.36	10.39	5.20	1.28
American Beacon Intl Eq Index Inst Rank	82	64	64	45	56	N/A

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Nevada Public Employees' Deferred Compensation Program

Comparative Performance

As of December 31, 2014

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
Voya						
Vanguard Developed Markets Index Admiral	-4.10	-5.66	-5.66	10.93	N/A	0.09
Vanguard Developed Market Policy Index	-3.65	-4.60	-4.60	11.12	5.37	N/A
IM International Equity (MF) Median	-3.62	-4.49	-4.49	9.63	4.94	1.37
Vanguard Developed Markets Index Admiral Rank	61	62	62	34	N/A	N/A
Voya						
Vanguard Developed Markets Index Instl	-4.17	-5.72	-5.72	10.98	5.33	0.07
Vanguard Developed Market Policy Index	-3.65	-4.60	-4.60	11.12	5.37	N/A
IM International Equity (MF) Median	-3.62	-4.49	-4.49	9.63	4.94	1.37
Vanguard Developed Markets Index Instl Rank	62	63	63	34	43	N/A
Voya						
Dodge & Cox International Stock	-4.66	0.08	0.08	15.23	7.89	0.64
MSCI AC World ex USA (Net)	-3.87	-3.87	-3.87	9.00	4.43	N/A
MSCI EAFE (Net)	-3.57	-4.90	-4.90	11.06	5.33	N/A
IM International Core Equity (MF) Median	-3.66	-5.36	-5.36	10.39	5.20	1.28
Dodge & Cox International Stock Rank	84	10	10	5	12	N/A
MassMutual						
Mutual Global Discovery Z	1.01	5.33	5.33	14.57	10.26	0.98
MSCI AC World Index (Net)	0.41	4.16	4.16	14.10	9.17	N/A
IM Global Core Equity (MF) Median	0.41	2.86	2.86	14.65	9.36	1.25
Mutual Global Discovery Z Rank	39	22	22	52	31	N/A
Voya						
American Funds Cap Wrld G&I	-0.16	3.66	3.66	15.30	8.70	1.09
MSCI AC World Index (Net)	0.41	4.16	4.16	14.10	9.17	N/A
IM Global Core Equity (MF) Median	0.41	2.86	2.86	14.65	9.36	1.25
American Funds Cap Wrld G&I Rank	67	43	43	41	66	N/A

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Nevada Public Employees' Deferred Compensation Program

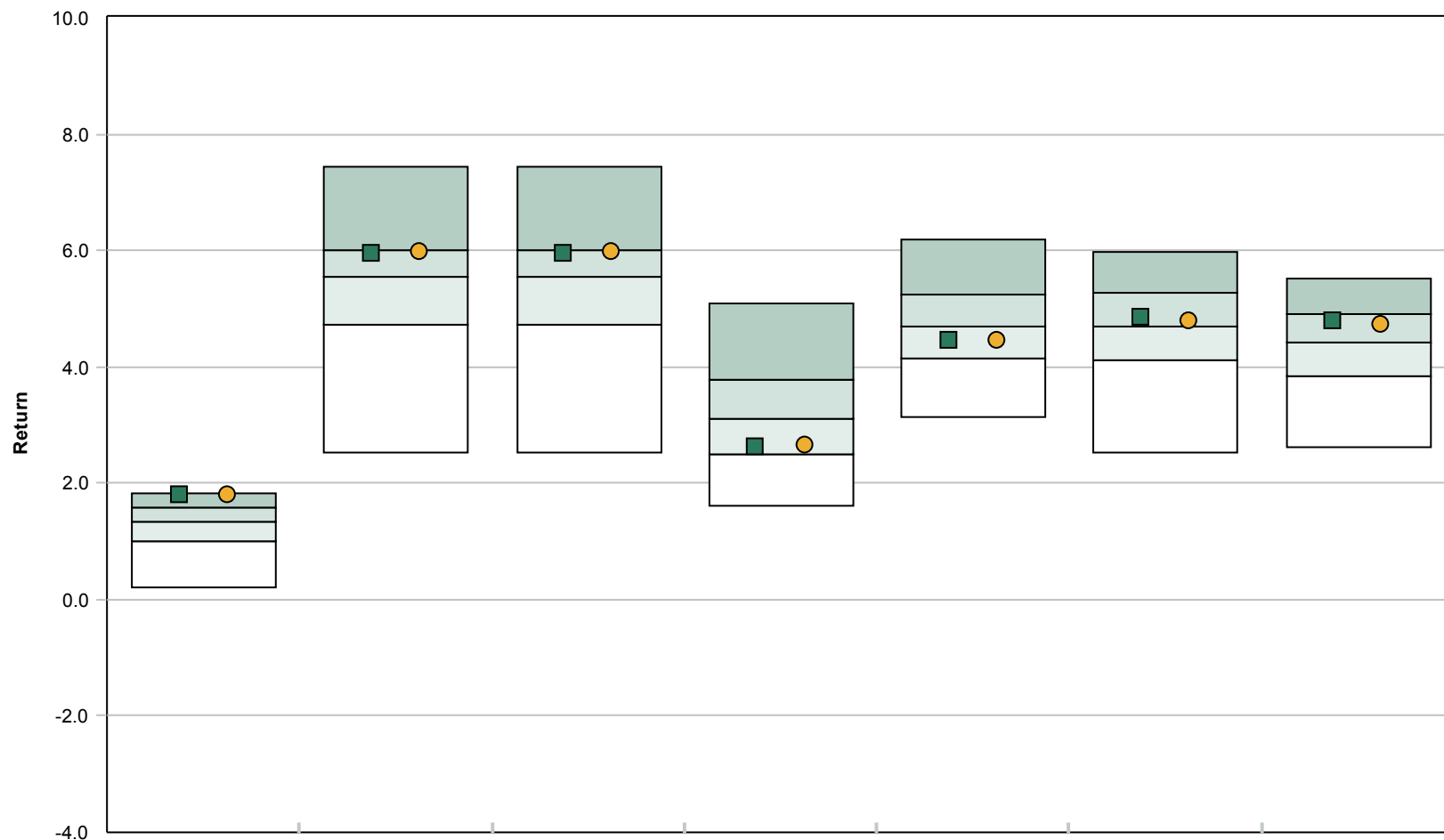
Comparative Performance

As of December 31, 2014

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
MassMutual/Voya						
Vanguard Target Retirement Income Inv	1.52	5.54	5.54	6.54	6.84	0.16
Vanguard Target Income Composite Index	1.58	5.76	5.76	6.73	6.97	N/A
IM Mixed-Asset Target 2010 (MF) Median	1.03	4.10	4.10	8.01	7.05	0.92
Vanguard Target Retirement Income Inv Rank	17	12	12	75	56	N/A
MassMutual/Voya						
Vanguard Target Retirement 2015 Inv	1.93	6.55	6.55	10.27	8.93	0.16
Vanguard Target 2015 Composite Index	2.03	6.78	6.78	10.47	9.03	N/A
IM Mixed-Asset Target 2015 (MF) Median	1.26	4.35	4.35	8.94	7.72	0.93
Vanguard Target Retirement 2015 Inv Rank	13	7	7	20	14	N/A
MassMutual/Voya						
Vanguard Target Retirement 2025 Inv	2.29	7.16	7.16	12.77	10.22	0.17
Vanguard Target 2025 Composite Index	2.36	7.45	7.45	13.03	10.49	N/A
IM Mixed-Asset Target 2025 (MF) Median	1.61	5.16	5.16	11.32	9.21	0.95
Vanguard Target Retirement 2025 Inv Rank	17	4	4	25	21	N/A
MassMutual/Voya						
Vanguard Target Retirement 2035 Inv	2.36	7.24	7.24	14.90	11.29	0.18
Vanguard Target 2035 Composite Index	2.43	7.57	7.57	15.18	11.55	N/A
IM Mixed-Asset Target 2035 (MF) Median	1.88	5.40	5.40	13.35	10.19	0.97
Vanguard Target Retirement 2035 Inv Rank	21	9	9	19	19	N/A
MassMutual/Voya						
Vanguard Target Retirement 2045 Inv	2.25	7.14	7.14	15.48	11.58	0.18
Vanguard Target 2045 Composite Index	2.46	7.61	7.61	15.78	11.87	N/A
IM Mixed-Asset Target 2045 (MF) Median	2.02	5.56	5.56	14.36	10.65	0.99
Vanguard Target Retirement 2045 Inv Rank	33	13	13	24	18	N/A

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Returns are expressed as percentages.

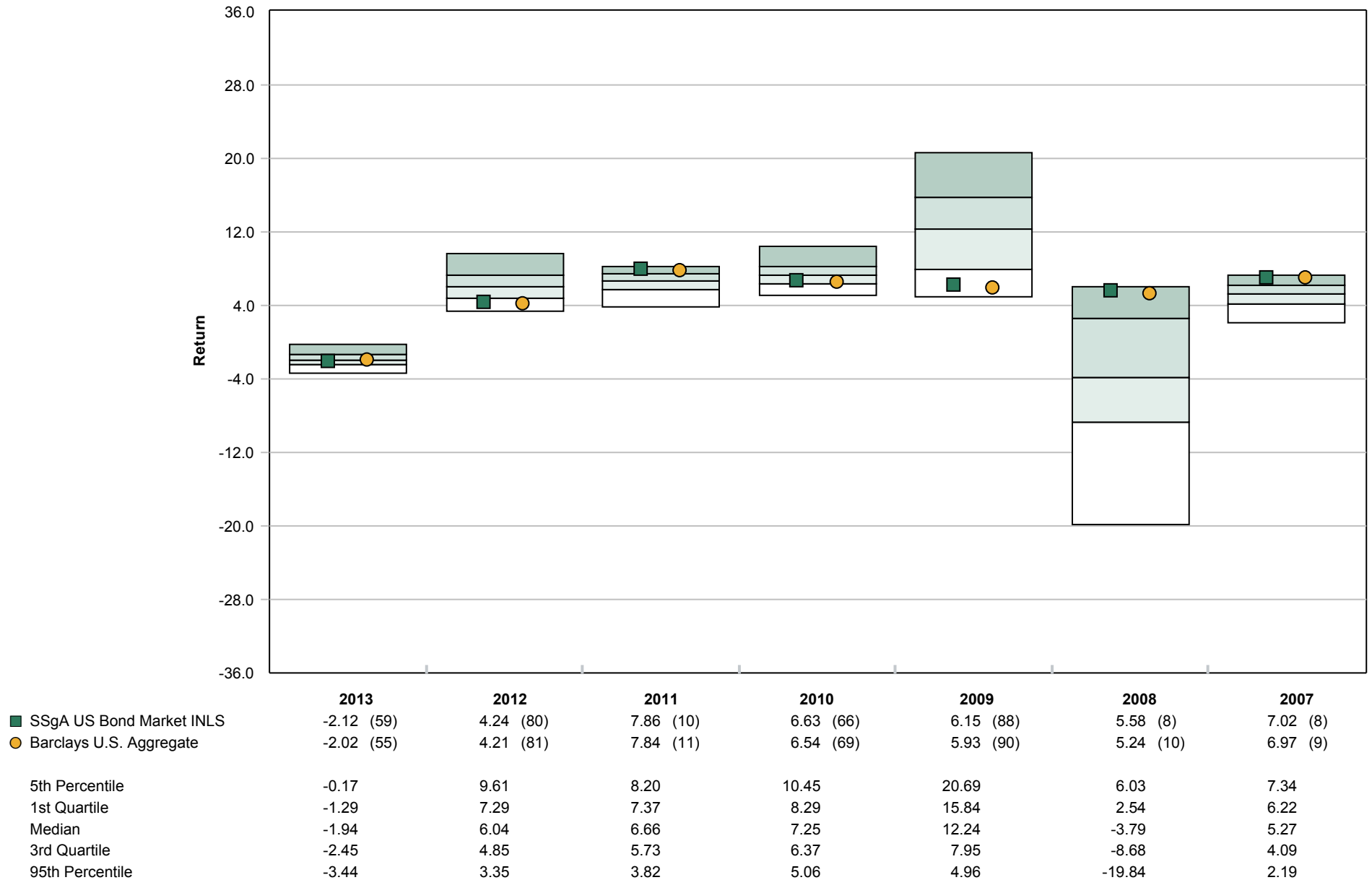
Peer Group Analysis - IM U.S. Broad Market Core Fixed Income (MF)



■ SSgA US Bond Market INLS
● Barclays U.S. Aggregate

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	1.80 (7)	5.94 (29)	5.94 (29)	2.63 (68)	4.45 (60)	4.85 (42)	4.77 (32)
	1.79 (7)	5.97 (27)	5.97 (27)	2.66 (68)	4.45 (60)	4.77 (46)	4.71 (35)
5th Percentile	1.82	7.45	7.45	5.08	6.19	5.96	5.50
1st Quartile	1.57	6.01	6.01	3.77	5.24	5.28	4.90
Median	1.35	5.54	5.54	3.09	4.69	4.68	4.43
3rd Quartile	0.99	4.73	4.73	2.51	4.13	4.12	3.84
95th Percentile	0.22	2.53	2.53	1.60	3.13	2.53	2.60

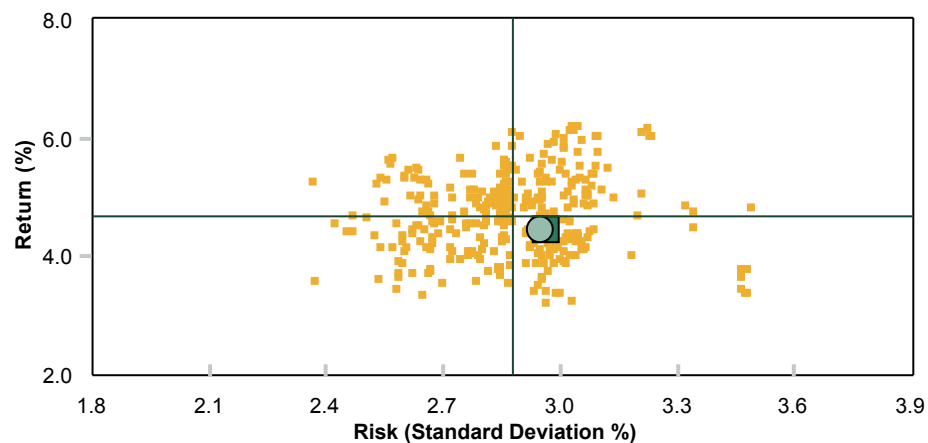
Peer Group Analysis - IM U.S. Broad Market Core Fixed Income (MF)



Historical Statistics (01/01/10 - 12/31/14) *

	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
SSgA US Bond Market INLS	4.45	2.97	1.46	-0.02	1.01	1.00	0.05	0.00	2.97	10/01/1997
Barclays U.S. Aggregate	4.45	2.95	1.47	0.00	1.00	1.00	0.00	N/A	2.95	10/01/1997
90 Day U.S. Treasury Bill	0.08	0.03	N/A	0.08	0.00	0.00	2.95	-1.47	0.00	10/01/1997

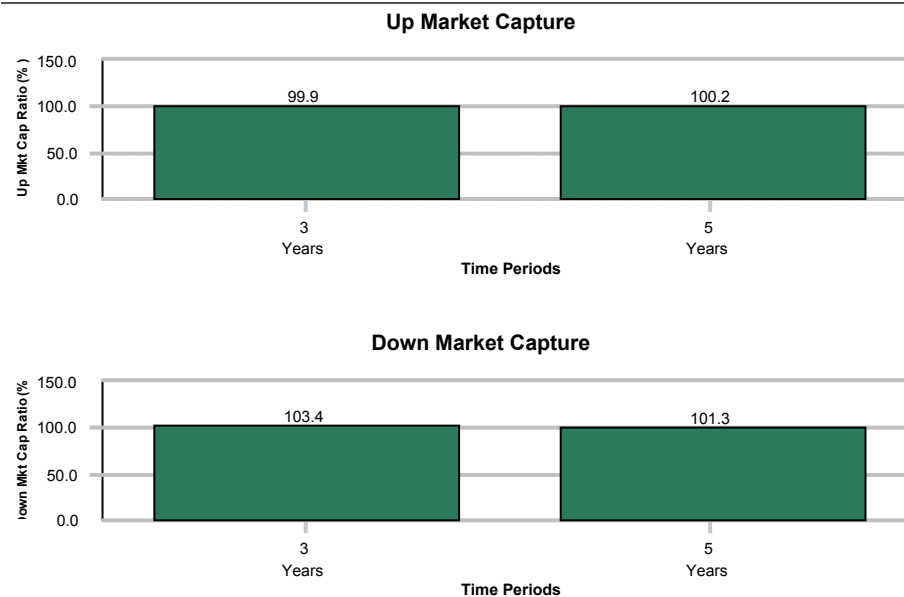
Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
SSgA US Bond Market INLS	4.45	2.97
Barclays U.S. Aggregate	4.45	2.95
Median	4.69	2.88

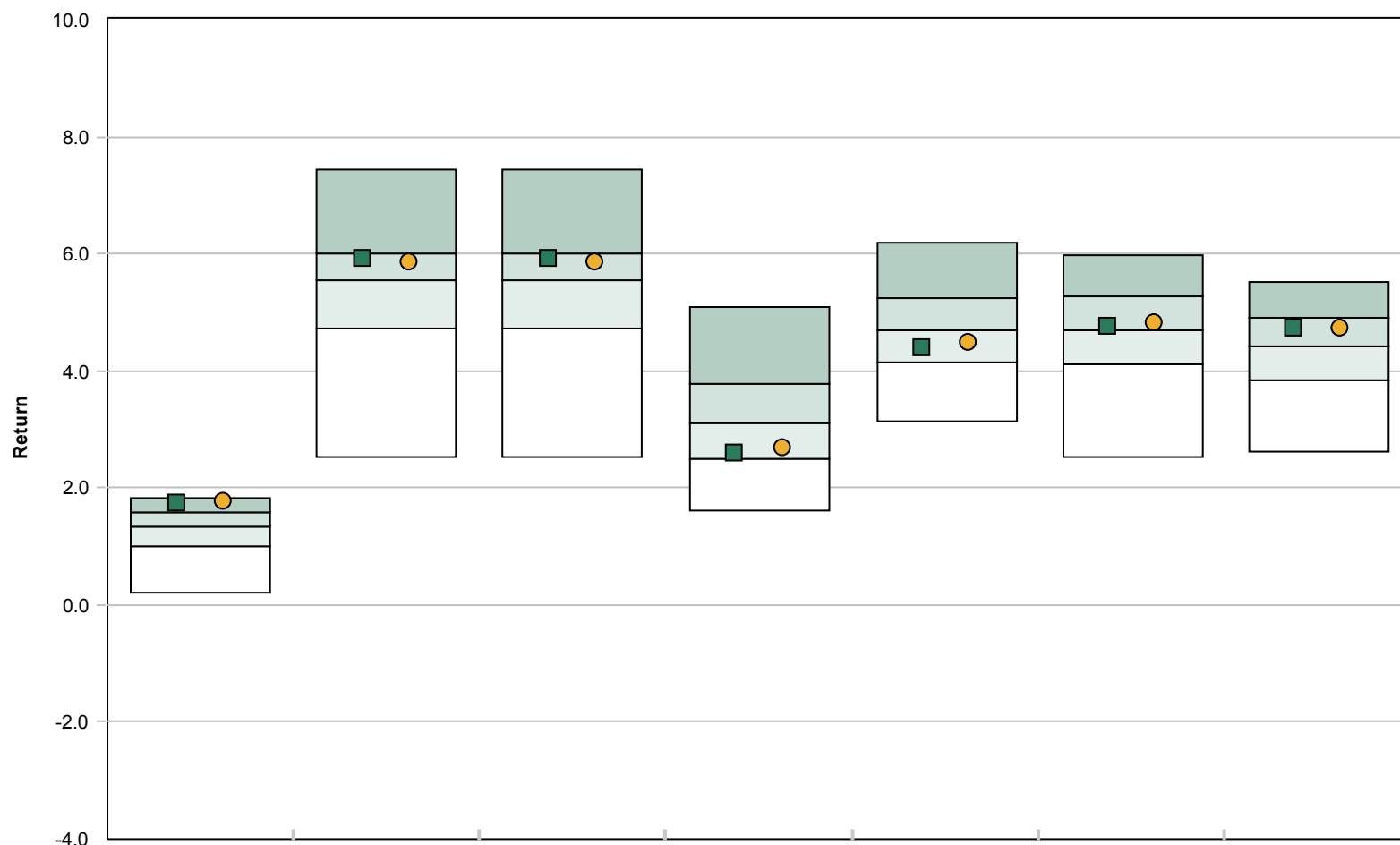
* Quarterly periodicity used.

Up Down Market Capture



Vanguard Total Bond Market Index

Peer Group Analysis - IM U.S. Broad Market Core Fixed Income (MF)

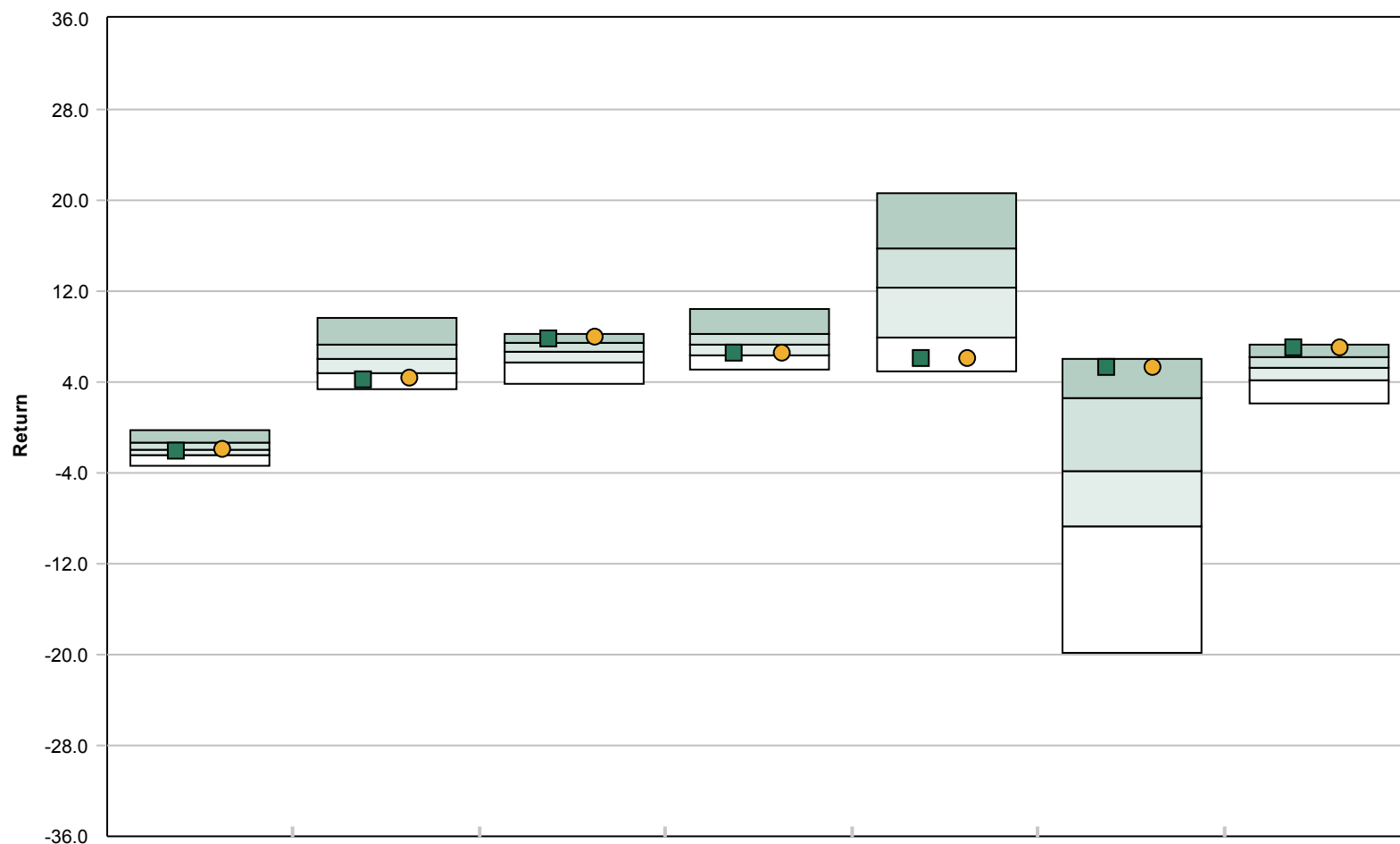


■ Vanguard Total Bond Market Index
● Vanguard Total Bond Policy Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	1.73 (12)	5.91 (31)	5.91 (31)	2.59 (70)	4.39 (63)	4.75 (46)	4.72 (35)
	1.76 (9)	5.85 (34)	5.85 (34)	2.68 (67)	4.48 (59)	4.80 (45)	4.73 (34)
5th Percentile	1.82	7.45	7.45	5.08	6.19	5.96	5.50
1st Quartile	1.57	6.01	6.01	3.77	5.24	5.28	4.90
Median	1.35	5.54	5.54	3.09	4.69	4.68	4.43
3rd Quartile	0.99	4.73	4.73	2.51	4.13	4.12	3.84
95th Percentile	0.22	2.53	2.53	1.60	3.13	2.53	2.60

Vanguard Total Bond Market Index

Peer Group Analysis - IM U.S. Broad Market Core Fixed Income (MF)



■ Vanguard Total Bond Market Index
● Vanguard Total Bond Policy Index

	2013	2012	2011	2010	2009	2008	2007
Vanguard Total Bond Market Index	-2.13 (59)	4.18 (81)	7.72 (14)	6.58 (67)	6.09 (89)	5.19 (10)	7.05 (8)
Vanguard Total Bond Policy Index	-1.97 (52)	4.32 (80)	7.92 (9)	6.58 (67)	5.98 (90)	5.24 (10)	6.97 (9)
5th Percentile	-0.17	9.61	8.20	10.45	20.69	6.03	7.34
1st Quartile	-1.29	7.29	7.37	8.29	15.84	2.54	6.22
Median	-1.94	6.04	6.66	7.25	12.24	-3.79	5.27
3rd Quartile	-2.45	4.85	5.73	6.37	7.95	-8.68	4.09
95th Percentile	-3.44	3.35	3.82	5.06	4.96	-19.84	2.19

Vanguard Total Bond Market Index

Fund Information

Fund Name : Vanguard Bond Index Funds: Vanguard Total Bond Market Index Fund; Institutional Shares
Fund Family : Vanguard Group Inc
Ticker : VBTIX
Inception Date : 09/18/1995
Fund Assets : \$26,628 Million

Portfolio Assets : \$137,233 Million
Portfolio Manager : Joshua C. Barrickman
PM Tenure : 2013
Fund Style : IM U.S. Broad Market Core Fixed Income (MF)
Style Benchmark : Vanguard Total Bond Policy Index

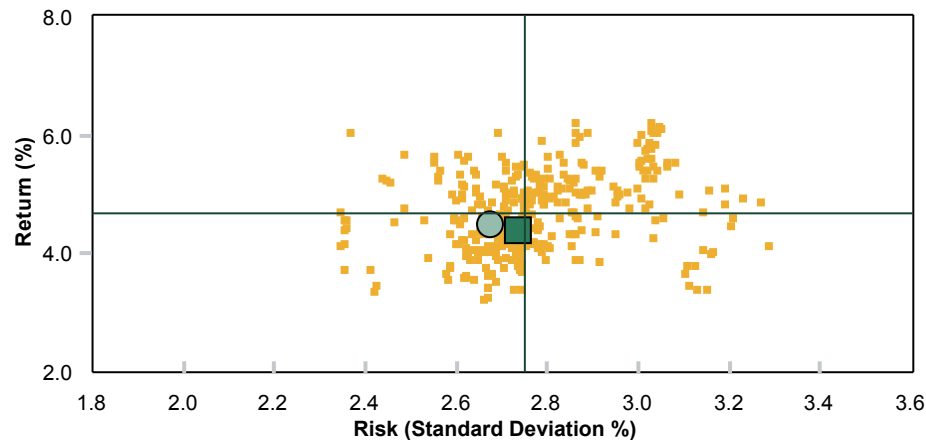
Fund Investment Policy

The Fund seeks to generate returns that track the performance of the Barclays U.S. Aggregate Float Adjusted Index, and will maintain a dollar-weighted average maturity consistent with that of the index. The Index measures investment-grade, taxable fixed income securities in the U.S.

Historical Statistics (01/01/10 - 12/31/14) *

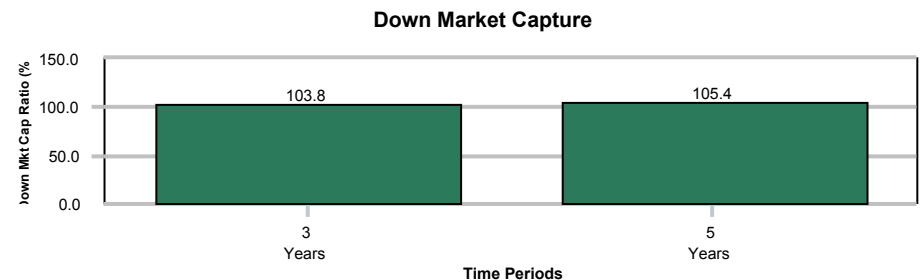
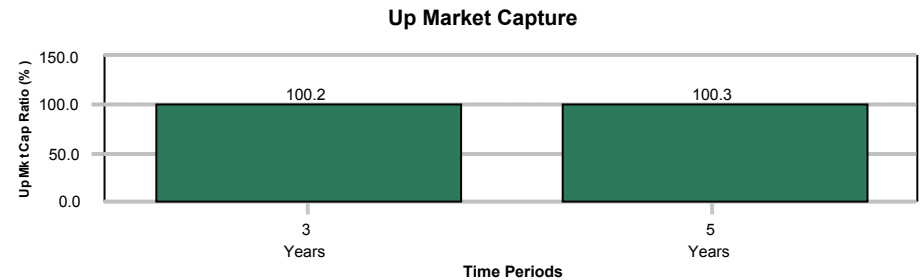
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Total Bond Market Index	4.39	2.74	1.56	-0.17	1.02	0.99	0.24	-0.35	2.74	10/01/1995
Vanguard Total Bond Policy Index	4.48	2.68	1.63	0.00	1.00	1.00	0.00	N/A	2.67	10/01/1995
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	2.67	-1.63	0.00	10/01/1995

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ Vanguard Total Bond Market Index	4.39	2.74
● Vanguard Total Bond Policy Index	4.48	2.68
— Median	4.69	2.75

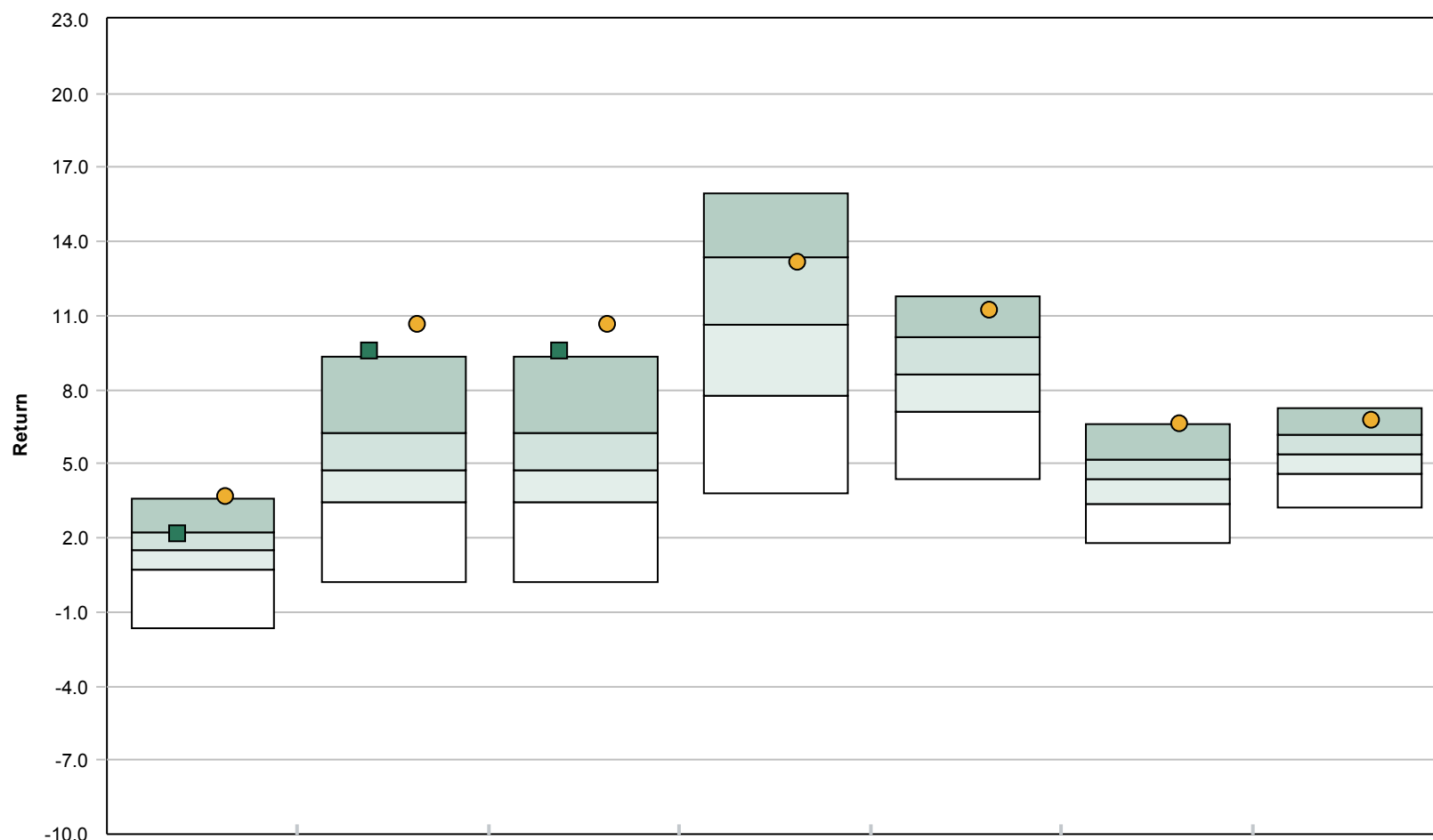
Up Down Market Capture



* Monthly periodicity used.

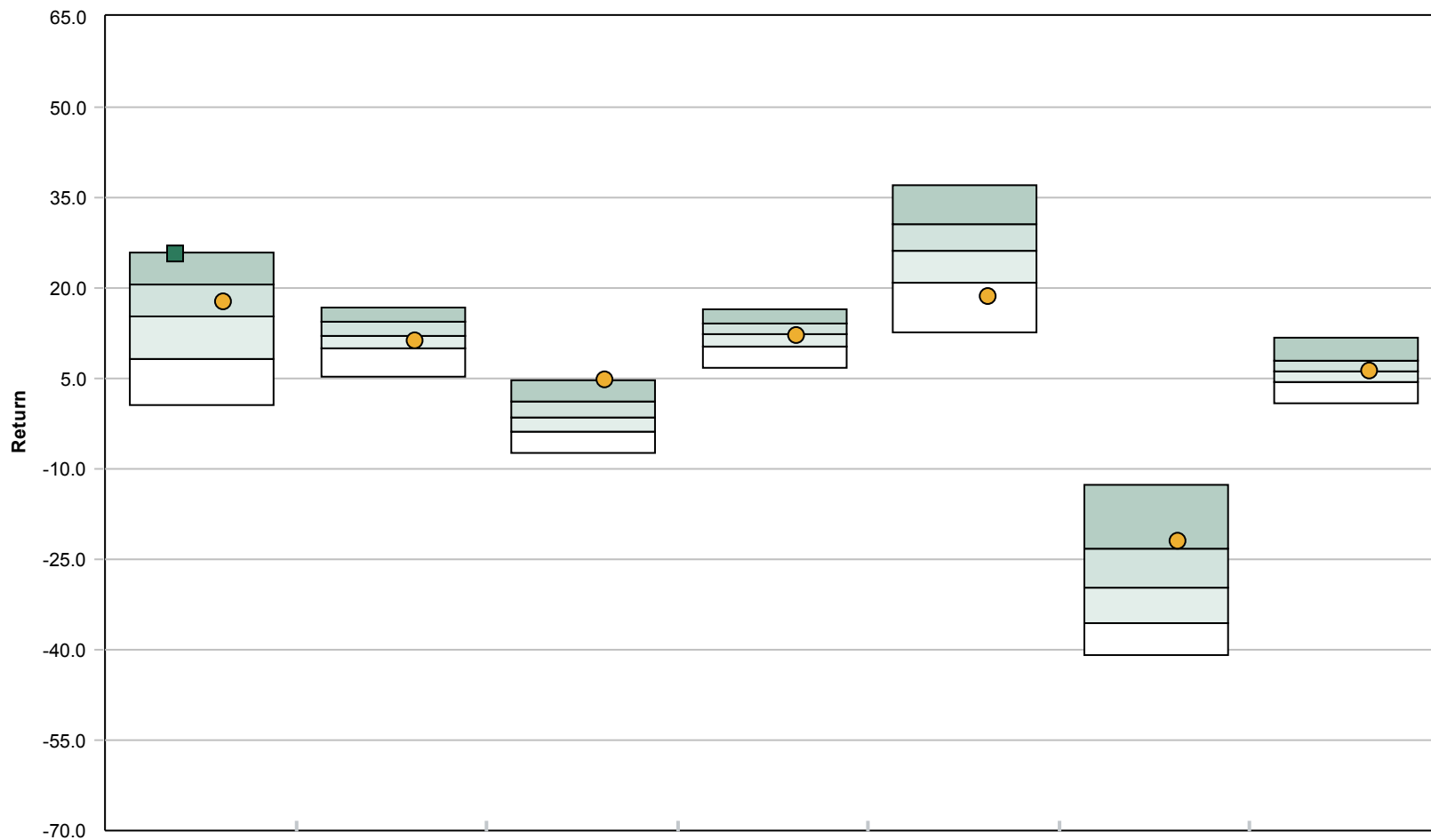
Invesco Equity & Income R6

Peer Group Analysis - IM All Balanced (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
Invesco Equity & Income R6	2.13 (28)	9.52 (5)	9.52 (5)	N/A	N/A	N/A	N/A
60 S&P 500 / 40 Barclays Agg	3.67 (5)	10.62 (3)	10.62 (3)	13.12 (28)	11.18 (10)	6.63 (5)	6.77 (12)
5th Percentile	3.60	9.30	9.30	15.93	11.76	6.63	7.27
1st Quartile	2.19	6.27	6.27	13.39	10.14	5.18	6.14
Median	1.54	4.75	4.75	10.64	8.65	4.35	5.38
3rd Quartile	0.69	3.45	3.45	7.74	7.08	3.36	4.61
95th Percentile	-1.65	0.17	0.17	3.78	4.41	1.79	3.20

Peer Group Analysis - IM All Balanced (MF)



■ Invesco Equity & Income R6
● 60 S&P 500 / 40 Barclays Agg

	2013	2012	2011	2010	2009	2008	2007
5th Percentile	25.84	16.84	4.63	16.50	37.16	-12.68	11.72
1st Quartile	20.68	14.40	1.17	14.06	30.51	-23.28	7.85
Median	15.18	12.16	-1.46	12.31	26.03	-29.62	6.03
3rd Quartile	8.36	9.86	-3.76	10.41	20.90	-35.63	4.28
95th Percentile	0.56	5.40	-7.33	6.86	12.76	-41.00	0.82

Invesco Equity & Income R6

Fund Information

Fund Name :	AIM Counselor Series Trust (Invesco Counselor Series Trust): Invesco Equity & Income Fund; Class R6 Shares	Portfolio Assets :	\$13,812 Million
Fund Family :	Invesco Funds	Portfolio Manager :	Thomas Bastian
Ticker :	IEIFX	PM Tenure :	2012
Inception Date :	09/24/2012	Fund Style :	IM All Balanced (MF)
Fund Assets :	\$156 Million	Style Benchmark :	60 S&P 500 / 40 Barclays Agg

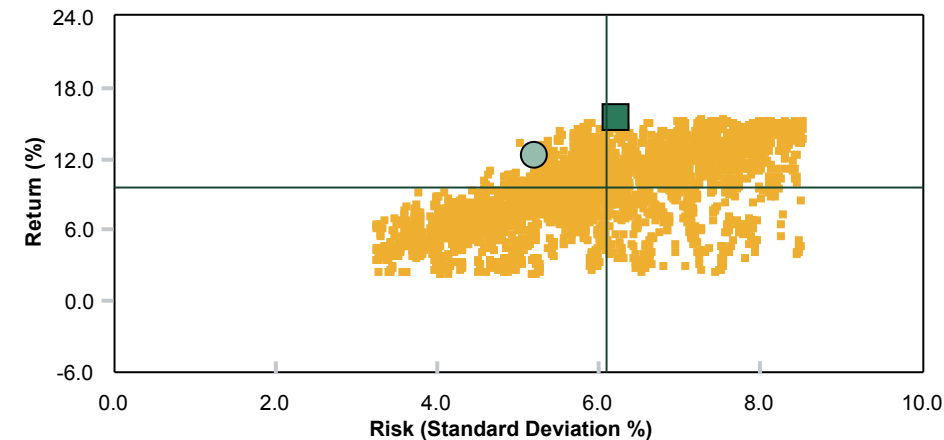
Fund Investment Policy

The Fund seeks the highest possible income consistent with safety of principal. Long-term growth of capital is an important secondary objective. The Fund seeks to achieve its investment objective by investing primarily in income-producing equity securities and investment grade quality debt securities.

Historical Statistics (10/01/12 - 12/31/14) *

	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Invesco Equity & Income R6	15.53	6.21	2.36	1.93	1.08	0.83	2.62	1.11	6.22	10/01/2012
60 S&P 500 / 40 Barclays Agg	12.31	5.21	2.25	0.00	1.00	1.00	0.00	N/A	5.22	10/01/2012
90 Day U.S. Treasury Bill	0.05	0.02	N/A	0.07	0.00	0.09	5.22	-2.25	0.00	10/01/2012

Peer Group Scattergram (10/01/12 to 12/31/14)



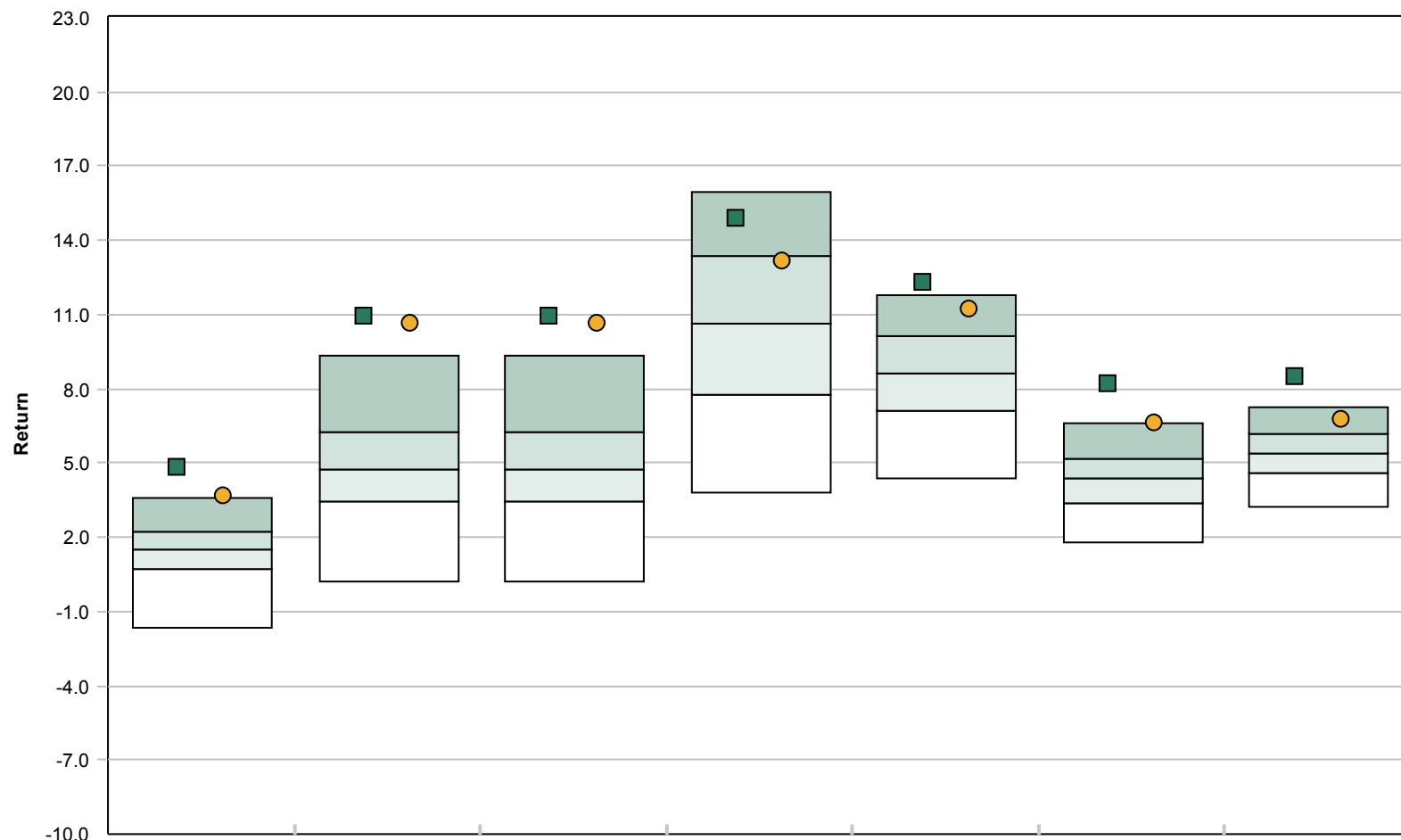
	Return	Standard Deviation
■ Invesco Equity & Income R6	15.53	6.21
● 60 S&P 500 / 40 Barclays Agg	12.31	5.21
— Median	9.51	6.09

Up Down Market Capture

No data found.

* Monthly periodicity used.

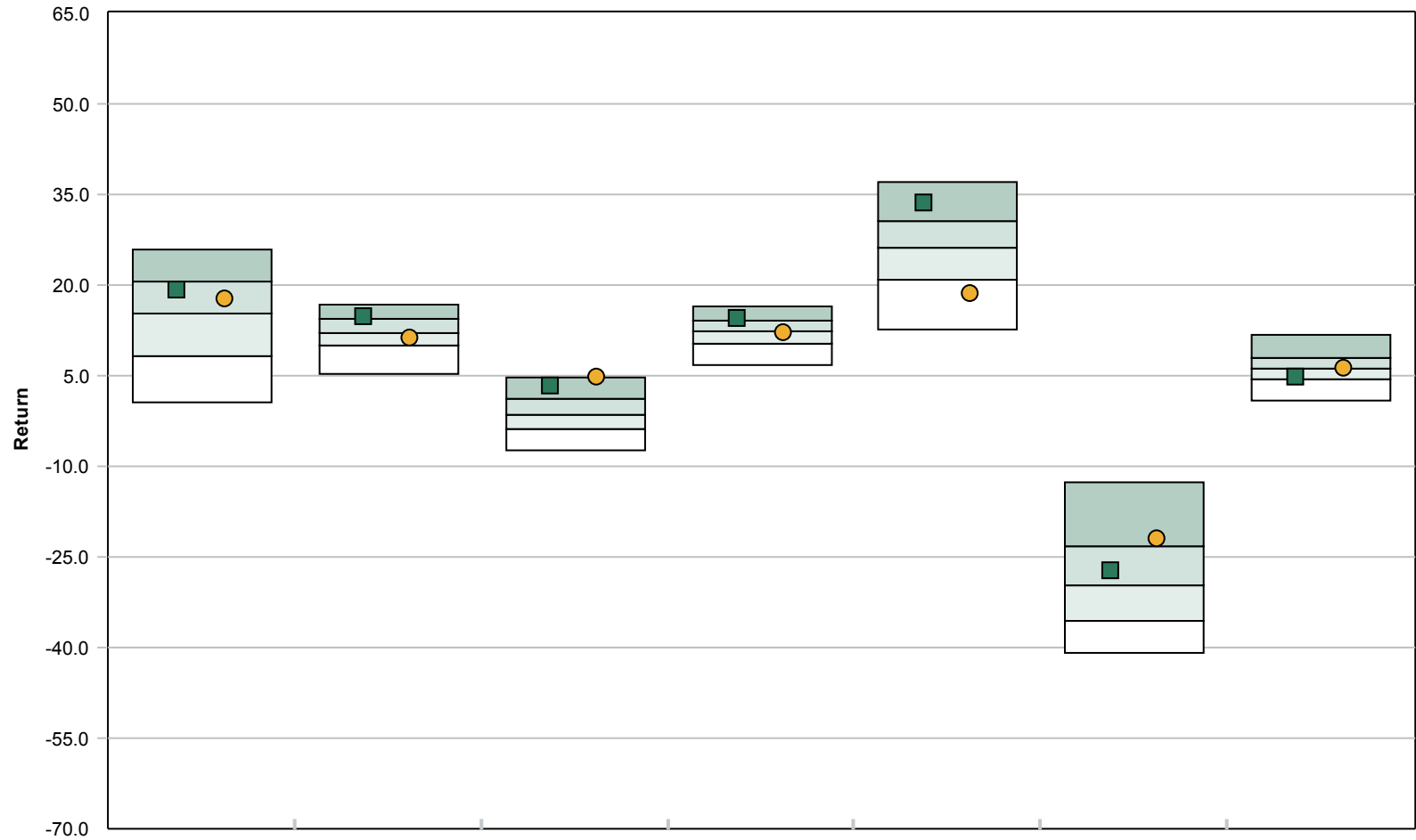
Peer Group Analysis - IM All Balanced (MF)



■ Voya T Rowe Price Cap App Port I
● 60 S&P 500 / 40 Barclays Agg

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	4.79 (2)	10.92 (3)	10.92 (3)	14.87 (11)	12.31 (2)	8.18 (1)	8.47 (1)
	3.67 (5)	10.62 (3)	10.62 (3)	13.12 (28)	11.18 (10)	6.63 (5)	6.77 (12)
5th Percentile	3.60	9.30	9.30	15.93	11.76	6.63	7.27
1st Quartile	2.19	6.27	6.27	13.39	10.14	5.18	6.14
Median	1.54	4.75	4.75	10.64	8.65	4.35	5.38
3rd Quartile	0.69	3.45	3.45	7.74	7.08	3.36	4.61
95th Percentile	-1.65	0.17	0.17	3.78	4.41	1.79	3.20

Peer Group Analysis - IM All Balanced (MF)



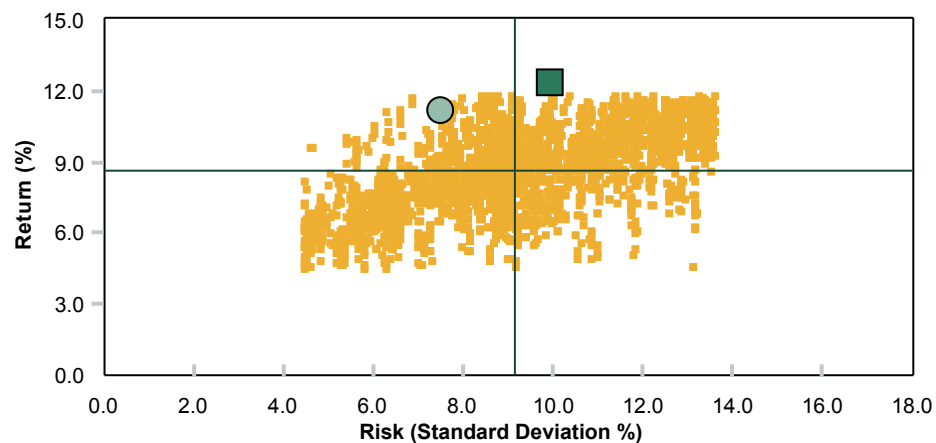
■ Voya T Rowe Price Cap App Port I
● 60 S&P 500 / 40 Barclays Agg

	2013	2012	2011	2010	2009	2008	2007
	19.05 (34)	14.78 (21)	3.16 (10)	14.30 (23)	33.56 (14)	-27.34 (41)	4.71 (71)
	17.56 (40)	11.31 (60)	4.69 (5)	12.13 (53)	18.40 (86)	-22.06 (22)	6.22 (47)
5th Percentile	25.84	16.84	4.63	16.50	37.16	-12.68	11.72
1st Quartile	20.68	14.40	1.17	14.06	30.51	-23.28	7.85
Median	15.18	12.16	-1.46	12.31	26.03	-29.62	6.03
3rd Quartile	8.36	9.86	-3.76	10.41	20.90	-35.63	4.28
95th Percentile	0.56	5.40	-7.33	6.86	12.76	-41.00	0.82

Historical Statistics (01/01/10 - 12/31/14) *

	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Voya T Rowe Price Cap App Port I	12.31	9.94	1.21	0.94	1.03	0.60	6.28	0.20	9.94	01/01/2004
60 S&P 500 / 40 Barclays Agg	11.18	7.51	1.45	0.00	1.00	1.00	0.00	N/A	7.51	01/01/2004
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	7.51	-1.45	0.00	01/01/2004

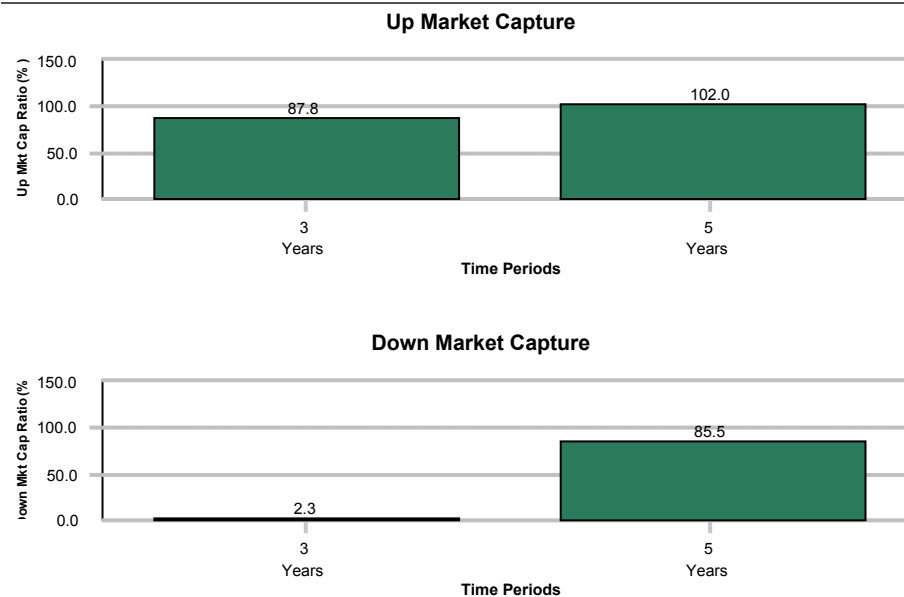
Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Voya T Rowe Price Cap App Port I	12.31	9.94
60 S&P 500 / 40 Barclays Agg	11.18	7.51
Median	8.65	9.14

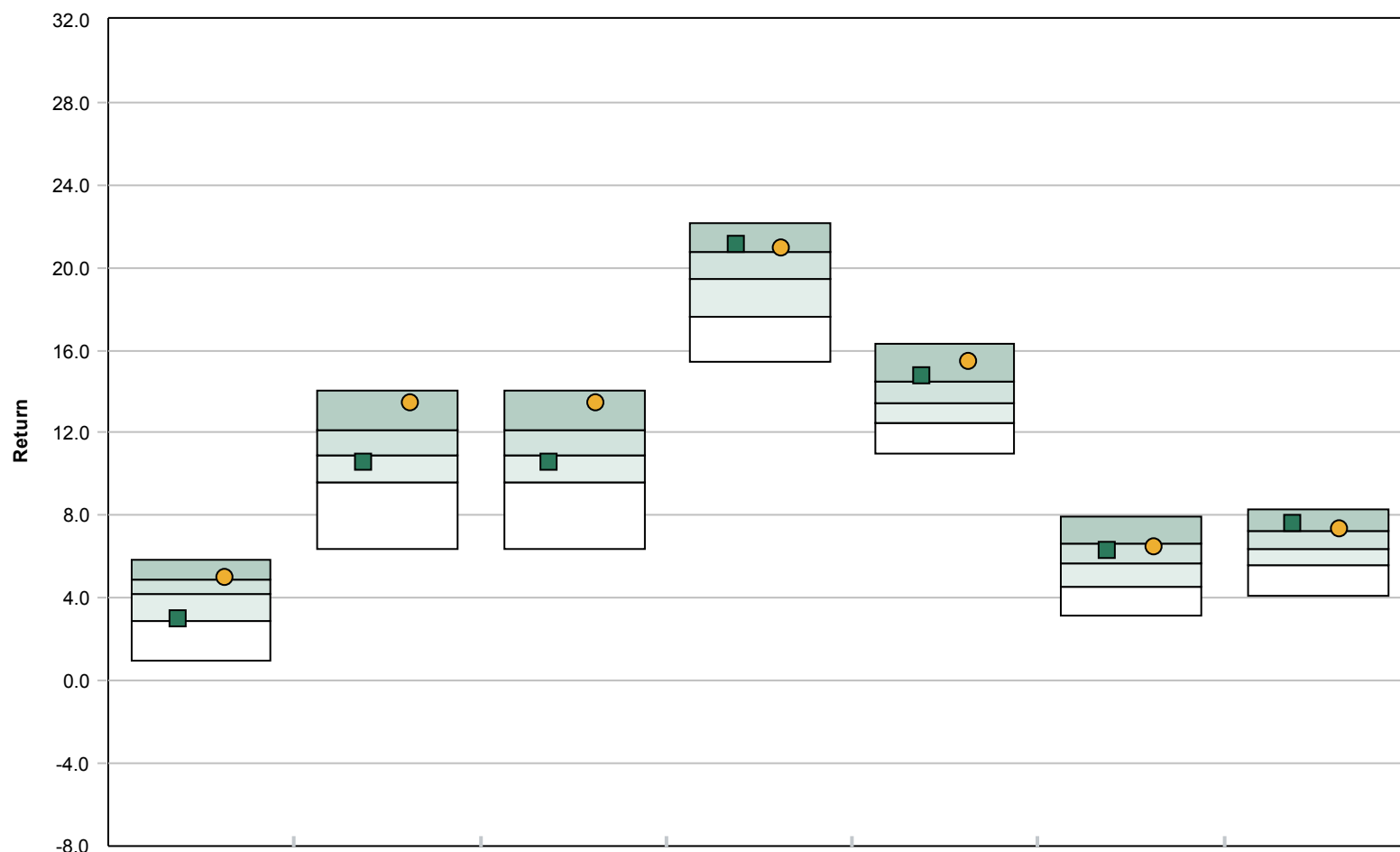
* Monthly periodicity used.

Up Down Market Capture



American Beacon Lg Cap Value Instl

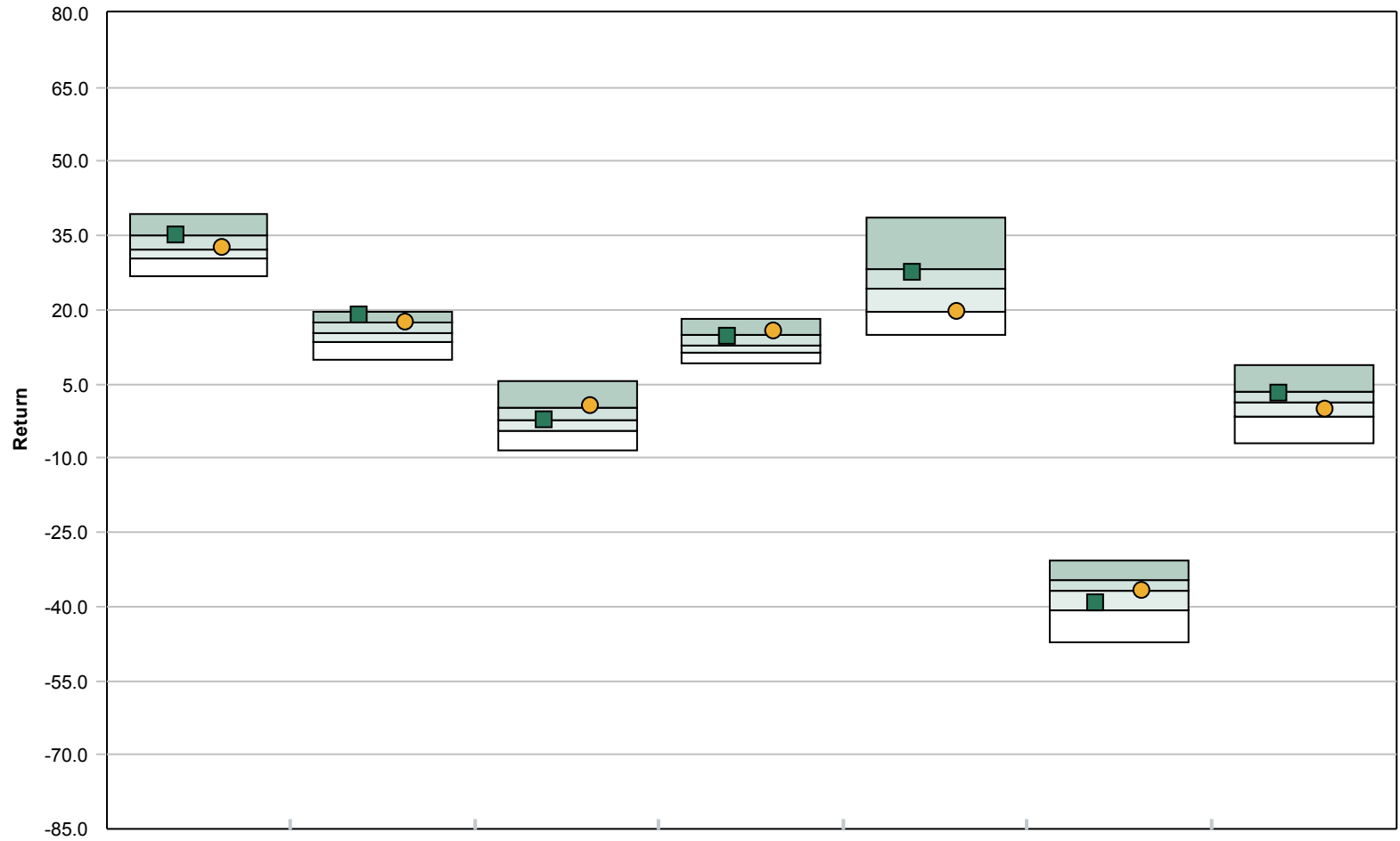
Peer Group Analysis - IM U.S. Large Cap Value Equity (MF)



■ American Beacon Lg Cap Value Instl
● Russell 1000 Value Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	3.02 (72)	10.55 (59)	10.55 (59)	21.10 (18)	14.72 (21)	6.32 (34)	7.56 (17)
	4.98 (21)	13.45 (8)	13.45 (8)	20.89 (22)	15.42 (13)	6.45 (29)	7.30 (23)
5th Percentile	5.85	14.07	14.07	22.14	16.29	7.91	8.31
1st Quartile	4.90	12.10	12.10	20.72	14.47	6.60	7.22
Median	4.20	10.87	10.87	19.48	13.46	5.64	6.40
3rd Quartile	2.91	9.60	9.60	17.65	12.49	4.57	5.55
95th Percentile	1.01	6.41	6.41	15.47	10.98	3.15	4.10

Peer Group Analysis - IM U.S. Large Cap Value Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ American Beacon Lg Cap Value Instl	34.93 (25)	19.07 (9)	-2.34 (52)	14.56 (29)	27.52 (28)	-39.39 (68)	3.18 (31)
● Russell 1000 Value Index	32.53 (47)	17.51 (24)	0.39 (23)	15.51 (19)	19.69 (74)	-36.85 (49)	-0.17 (62)
5th Percentile	39.25	19.62	5.45	18.22	38.58	-30.84	9.00
1st Quartile	34.92	17.34	0.21	14.93	28.16	-34.84	3.60
Median	32.31	15.46	-2.29	12.71	24.28	-36.97	1.29
3rd Quartile	30.52	13.60	-4.62	11.36	19.50	-40.72	-1.77
95th Percentile	26.84	9.87	-8.48	9.23	14.96	-47.23	-6.95

American Beacon Lg Cap Value Instl

Fund Information

Fund Name :	American Beacon Funds: American Beacon Large Cap Value Fund; Institutional Class Shares	Portfolio Assets :	\$11,529 Million
Fund Family :	American Beacon Advisors Inc	Portfolio Manager :	Team Managed
Ticker :	AADEX	PM Tenure :	
Inception Date :	07/17/1987	Fund Style :	IM U.S. Large Cap Value Equity (MF)
Fund Assets :	\$5,890 Million	Style Benchmark :	Russell 1000 Value Index

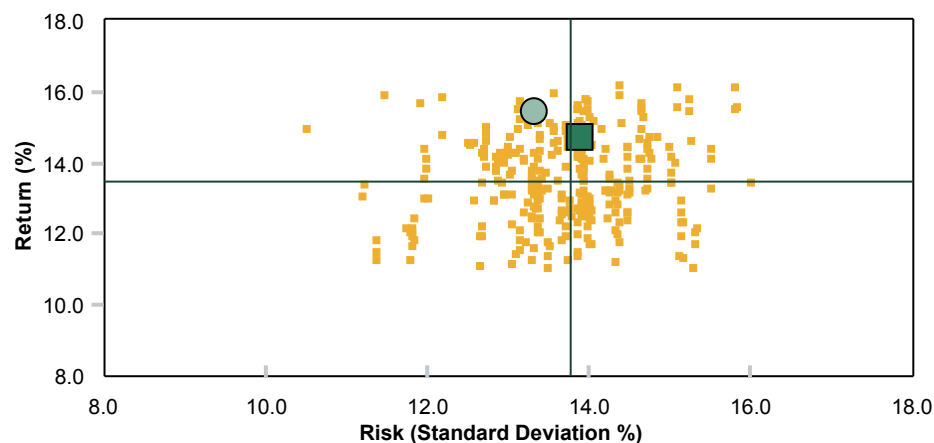
Fund Investment Policy

The Fund seeks long-term capital appreciation and current income by typically investing in equity securities of U.S. companies with market capitalizations of \$5 billion or more at the time of investment.

Historical Statistics (01/01/10 - 12/31/14) *

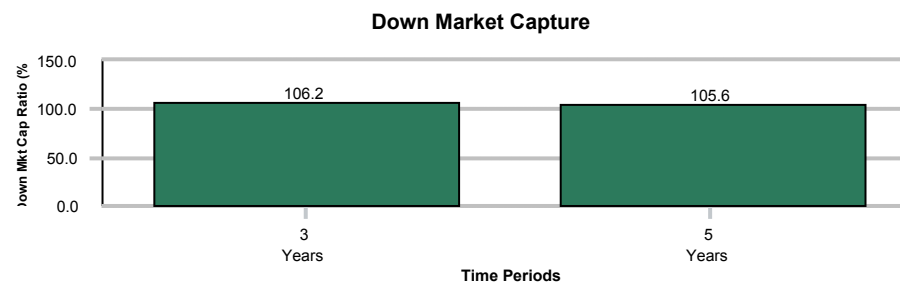
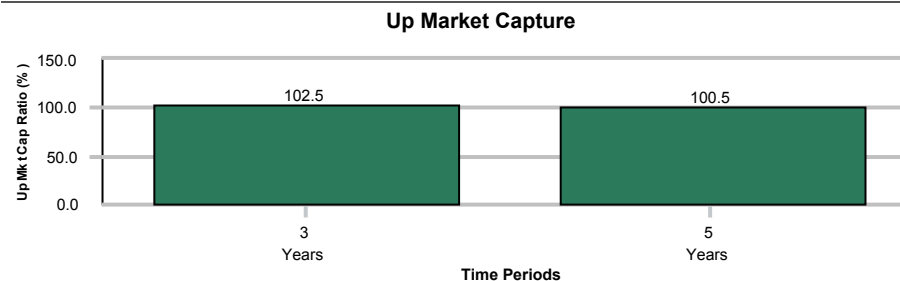
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
American Beacon Lg Cap Value Instl	14.72	13.89	1.06	-1.00	1.03	0.98	2.18	-0.25	13.89	08/01/1987
Russell 1000 Value Index	15.42	13.32	1.14	0.00	1.00	1.00	0.00	N/A	13.32	08/01/1987
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	13.32	-1.14	0.00	08/01/1987

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
American Beacon Lg Cap Value Instl	14.72	13.89
Russell 1000 Value Index	15.42	13.32
Median	13.46	13.79

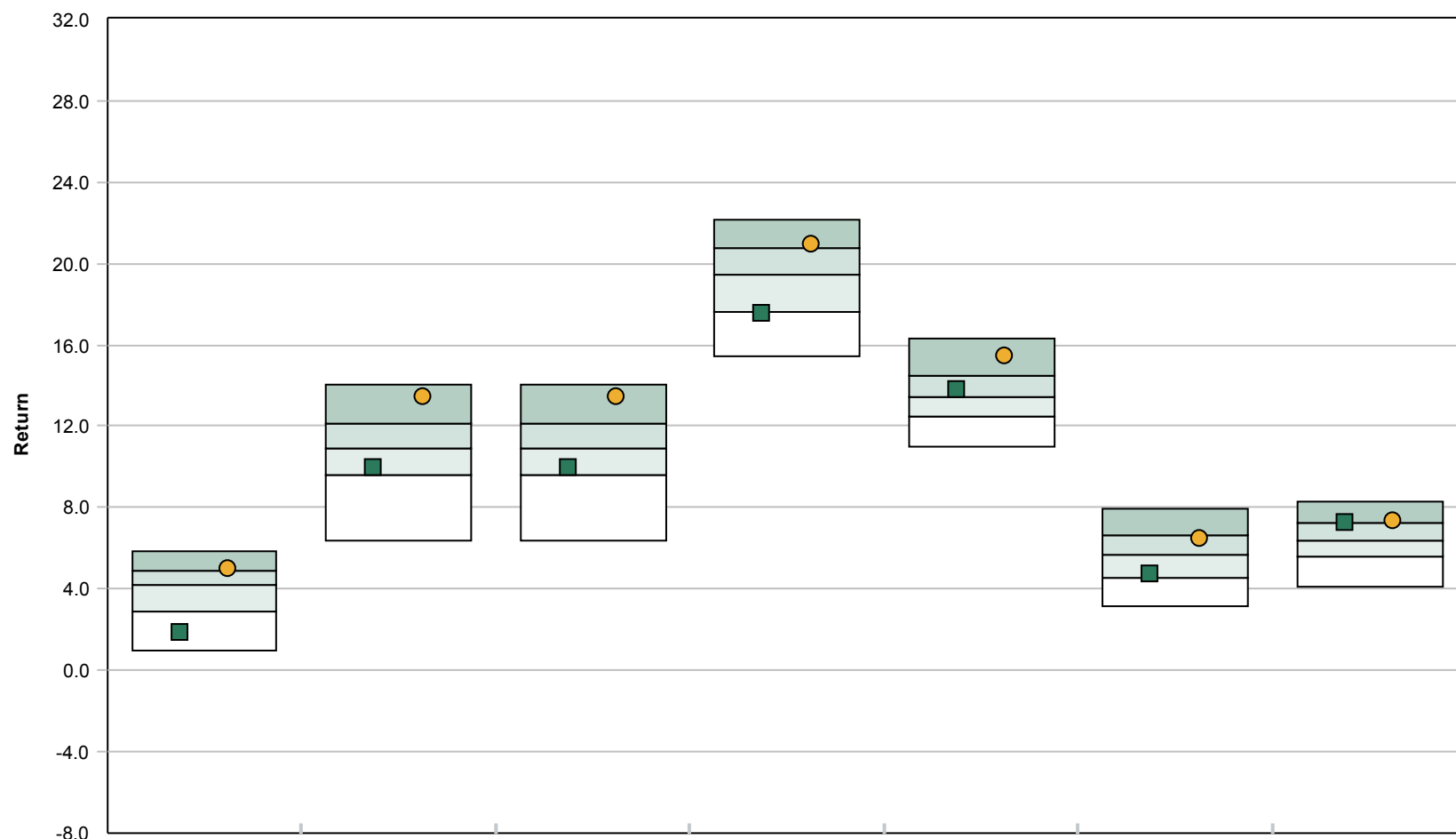
Up Down Market Capture



* Monthly periodicity used.

Allianz NFJ Dividend Value

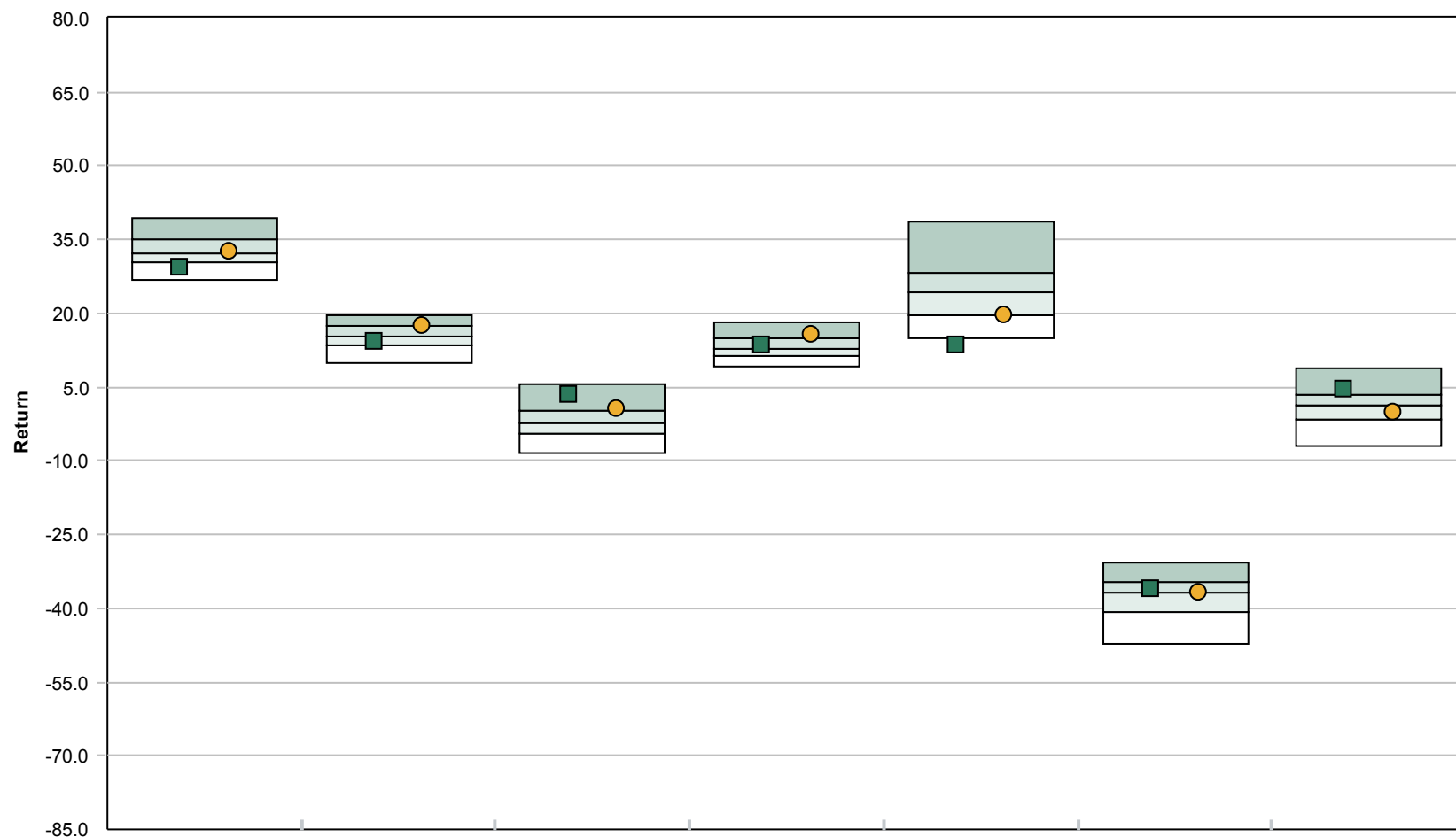
Peer Group Analysis - IM U.S. Large Cap Value Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Allianz NFJ Dividend Value	1.85 (90)	9.99 (69)	9.99 (69)	17.56 (77)	13.80 (43)	4.74 (72)	7.27 (24)
● Russell 1000 Value Index	4.98 (21)	13.45 (8)	13.45 (8)	20.89 (22)	15.42 (13)	6.45 (29)	7.30 (23)
5th Percentile	5.85	14.07	14.07	22.14	16.29	7.91	8.31
1st Quartile	4.90	12.10	12.10	20.72	14.47	6.60	7.22
Median	4.20	10.87	10.87	19.48	13.46	5.64	6.40
3rd Quartile	2.91	9.60	9.60	17.65	12.49	4.57	5.55
95th Percentile	1.01	6.41	6.41	15.47	10.98	3.15	4.10

Allianz NFJ Dividend Value

Peer Group Analysis - IM U.S. Large Cap Value Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Allianz NFJ Dividend Value	29.21 (87)	14.31 (67)	3.44 (11)	13.57 (39)	13.33 (98)	-36.06 (37)	4.65 (21)
● Russell 1000 Value Index	32.53 (47)	17.51 (24)	0.39 (23)	15.51 (19)	19.69 (74)	-36.85 (49)	-0.17 (62)
5th Percentile	39.25	19.62	5.45	18.22	38.58	-30.84	9.00
1st Quartile	34.92	17.34	0.21	14.93	28.16	-34.84	3.60
Median	32.31	15.46	-2.29	12.71	24.28	-36.97	1.29
3rd Quartile	30.52	13.60	-4.62	11.36	19.50	-40.72	-1.77
95th Percentile	26.84	9.87	-8.48	9.23	14.96	-47.23	-6.95

Allianz NFJ Dividend Value

Fund Information

Fund Name :	Allianz Funds: AllianzGI NFJ Dividend Value Fund; Institutional Class Shares	Portfolio Assets :	\$9,128 Million
Fund Family :	Allianz Global Investors	Portfolio Manager :	Team Managed
Ticker :	NFJEX	PM Tenure :	
Inception Date :	05/08/2000	Fund Style :	IM U.S. Large Cap Value Equity (MF)
Fund Assets :	\$4,031 Million	Style Benchmark :	Russell 1000 Value Index

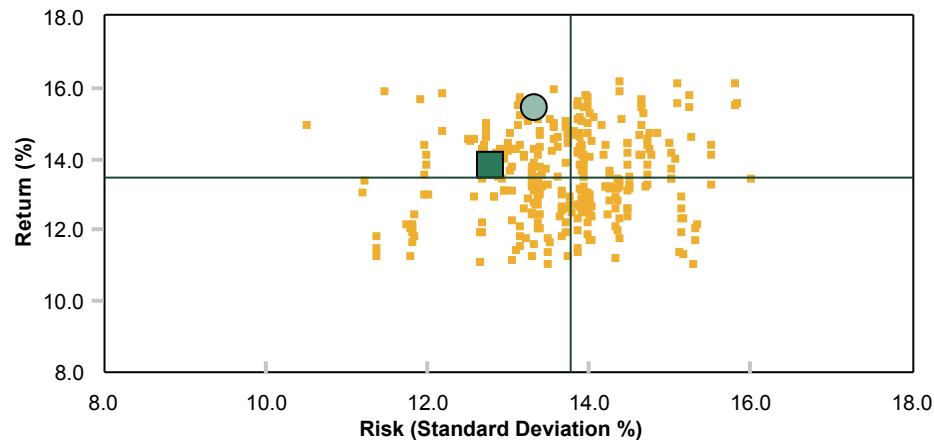
Fund Investment Policy

The Fund seeks current income as a primary objective, and long-term growth of capital as a secondary objective. Focus is on income-producing common stocks with the potential for capital appreciation.

Historical Statistics (01/01/10 - 12/31/14) *

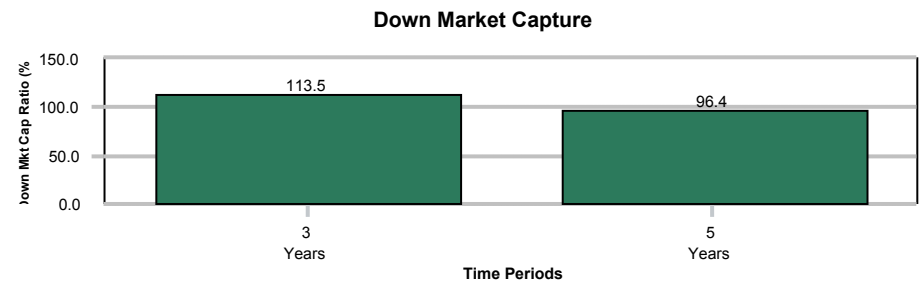
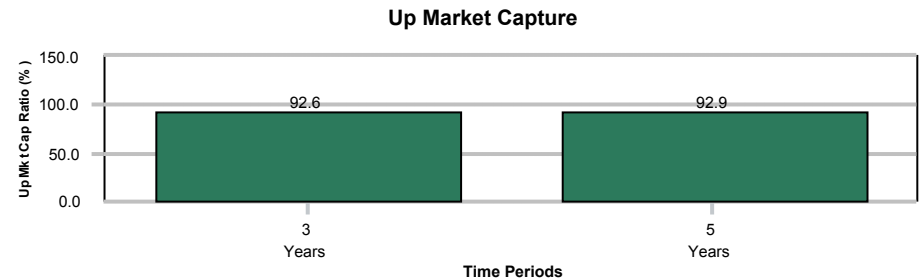
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Allianz NFJ Dividend Value	13.80	12.79	1.07	-0.50	0.93	0.95	3.06	-0.49	12.79	06/01/2000
Russell 1000 Value Index	15.42	13.32	1.14	0.00	1.00	1.00	0.00	N/A	13.32	06/01/2000
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	13.32	-1.14	0.00	06/01/2000

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Allianz NFJ Dividend Value	13.80	12.79
Russell 1000 Value Index	15.42	13.32
Median	13.46	13.79

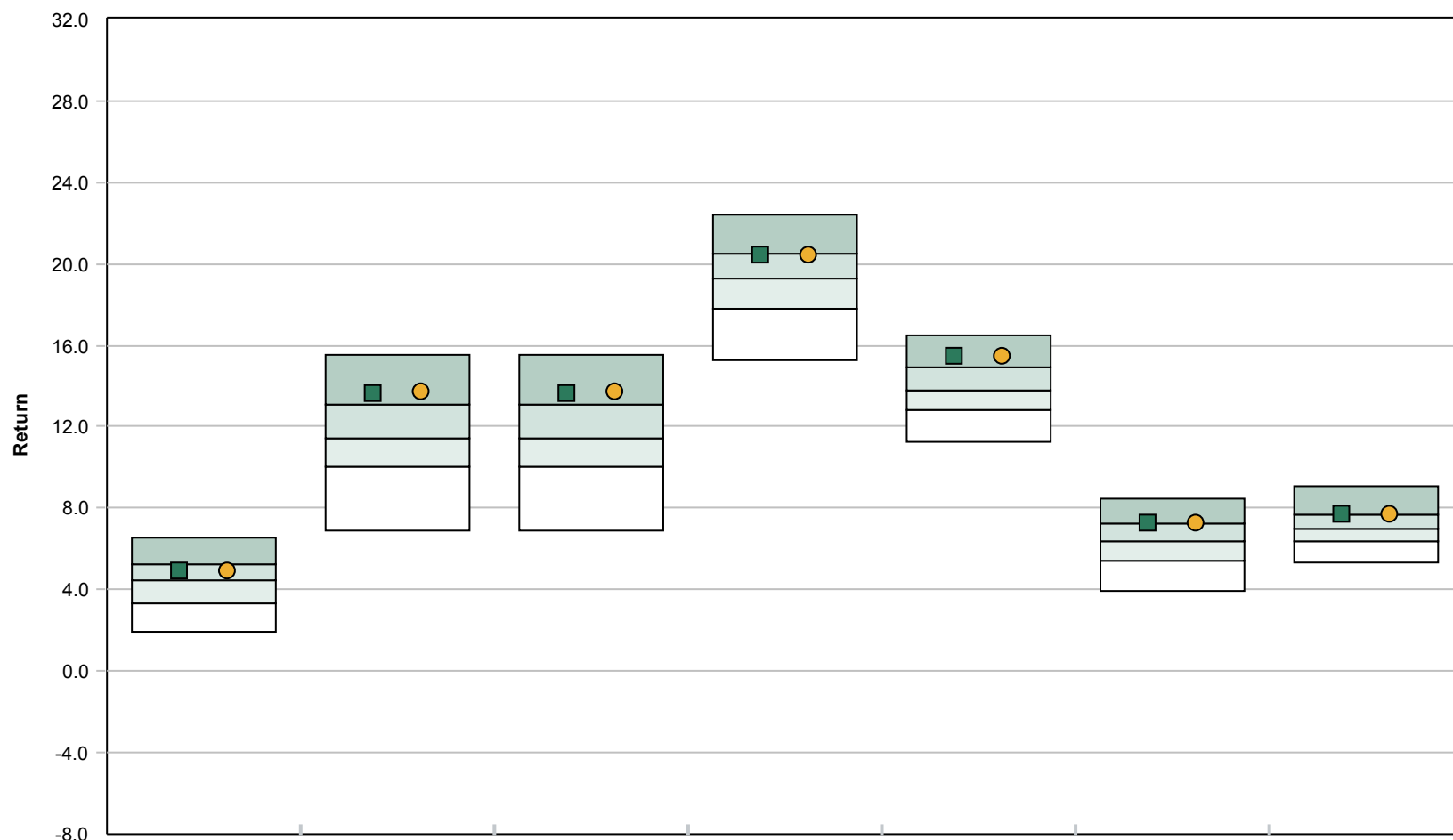
Up Down Market Capture



* Monthly periodicity used.

Vanguard Institutional Index

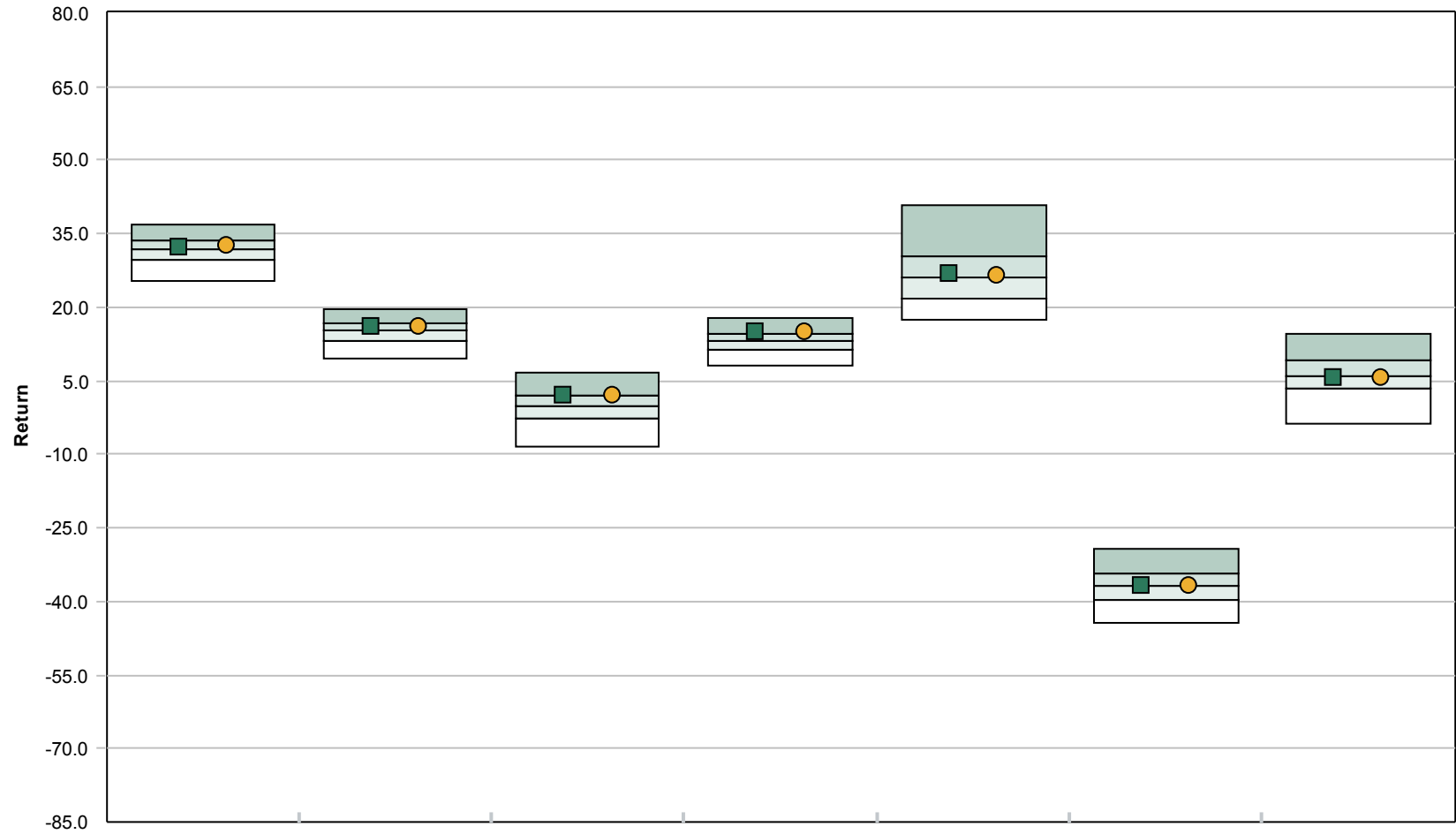
Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



■ Vanguard Institutional Index
● S&P 500

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	4.93 (33)	13.65 (19)	13.65 (19)	20.38 (28)	15.43 (19)	7.28 (23)	7.68 (27)
	4.93 (33)	13.69 (18)	13.69 (18)	20.41 (27)	15.45 (19)	7.27 (23)	7.67 (27)
5th Percentile	6.53	15.51	15.51	22.37	16.46	8.48	9.05
1st Quartile	5.24	13.08	13.08	20.48	14.94	7.21	7.72
Median	4.49	11.41	11.41	19.30	13.78	6.35	6.99
3rd Quartile	3.36	10.01	10.01	17.79	12.83	5.43	6.36
95th Percentile	1.97	6.93	6.93	15.30	11.27	3.93	5.31

Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



■ Vanguard Institutional Index
● S&P 500

	2013	2012	2011	2010	2009	2008	2007
	32.35 (42)	15.98 (40)	2.09 (24)	15.05 (22)	26.63 (48)	-36.95 (51)	5.47 (55)
	32.39 (41)	16.00 (39)	2.11 (24)	15.06 (22)	26.46 (49)	-37.00 (51)	5.49 (55)
5th Percentile	36.82	19.78	6.56	17.84	40.64	-29.32	14.64
1st Quartile	33.66	16.78	1.85	14.74	30.48	-34.22	9.22
Median	31.86	15.35	-0.34	13.10	26.08	-36.94	5.88
3rd Quartile	29.71	13.20	-2.64	11.30	21.71	-39.64	3.38
95th Percentile	25.34	9.57	-8.49	7.93	17.44	-44.34	-3.68

Vanguard Institutional Index

Fund Information

Fund Name :	Vanguard Institutional Index Fund: Vanguard Institutional Index Fund; Institutional Shares	Portfolio Assets :	\$187,635 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Donald M. Butler
Ticker :	VINIX	PM Tenure :	2000
Inception Date :	07/31/1990	Fund Style :	IM U.S. Large Cap Core Equity (MF)
Fund Assets :	\$102,422 Million	Style Benchmark :	S&P 500

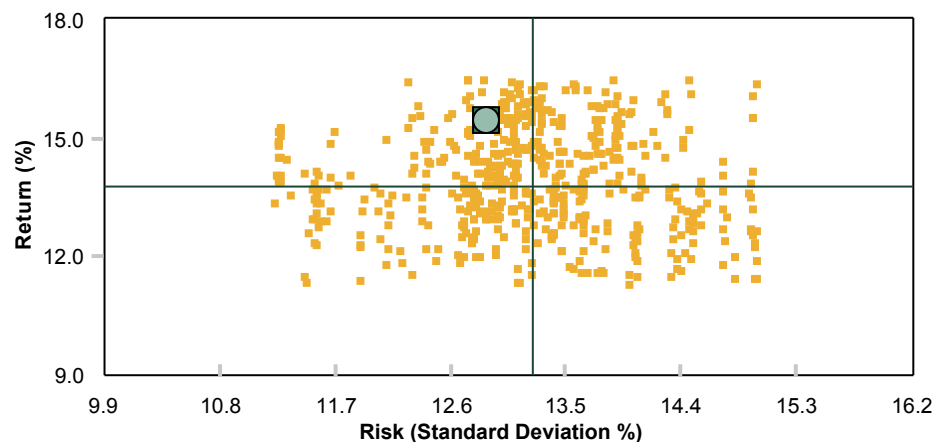
Fund Investment Policy

The Fund seeks to match the investment performance of the Standard & Poor's 500 Composite Stock Price Index.

Historical Statistics (01/01/10 - 12/31/14) *

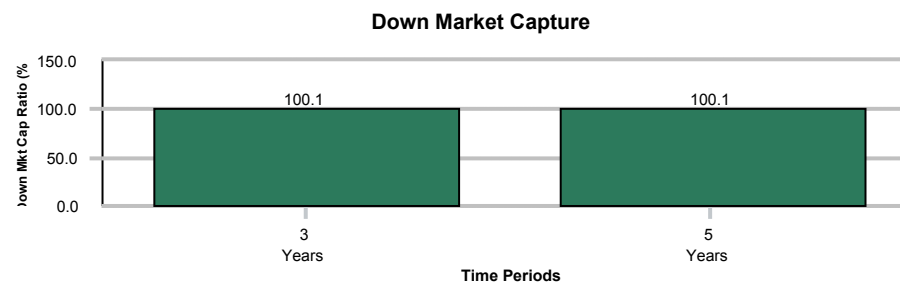
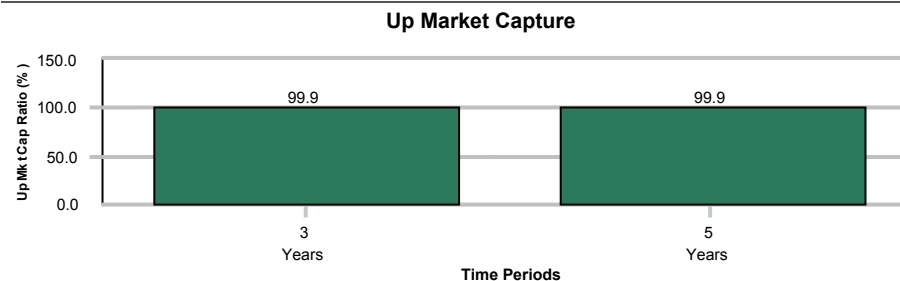
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Institutional Index	15.43	12.89	1.18	-0.02	1.00	1.00	0.01	-1.66	12.89	08/01/1990
S&P 500	15.45	12.89	1.18	0.00	1.00	1.00	0.00	N/A	12.89	08/01/1990
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	12.89	-1.18	0.00	08/01/1990

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Vanguard Institutional Index	15.43	12.89
S&P 500	15.45	12.89
Median	13.78	13.25

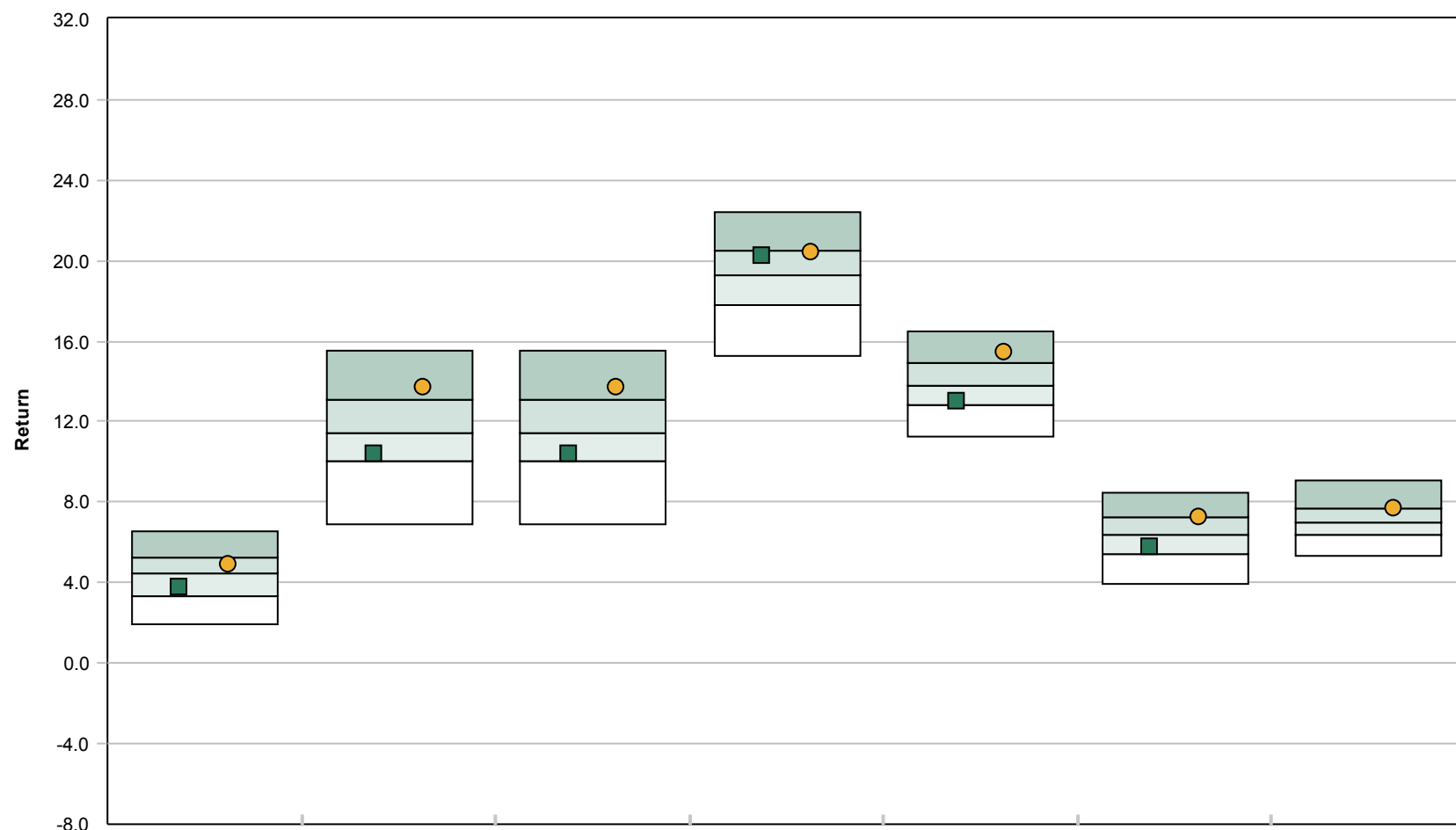
Up Down Market Capture



* Monthly periodicity used.

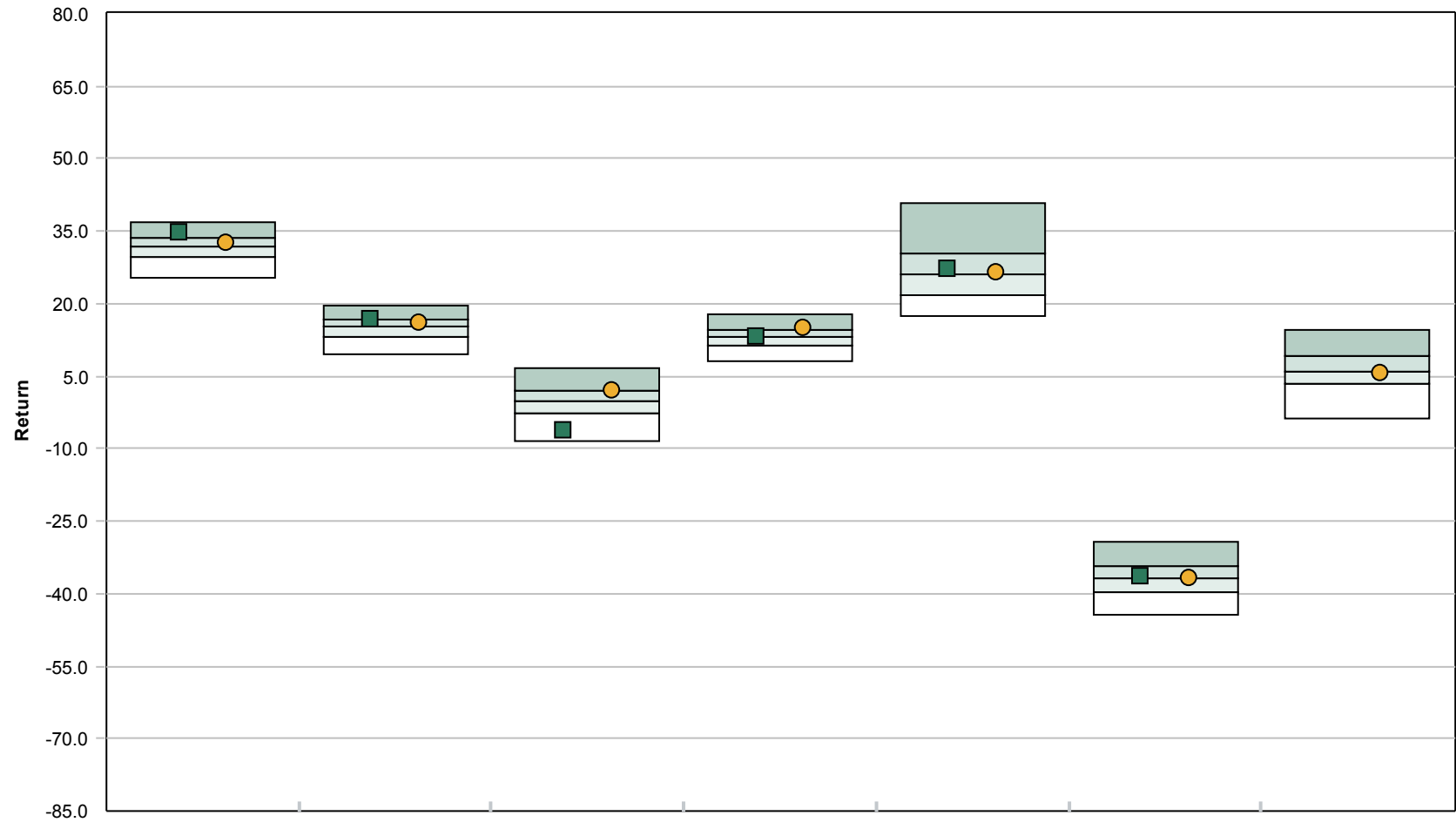
Victory Diversified Stock I

Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
Victory Diversified Stock I	3.78 (68)	10.38 (69)	10.38 (69)	20.21 (30)	12.99 (72)	5.81 (65)	N/A
S&P 500	4.93 (33)	13.69 (18)	13.69 (18)	20.41 (27)	15.45 (19)	7.27 (23)	7.67 (27)
5th Percentile	6.53	15.51	15.51	22.37	16.46	8.48	9.05
1st Quartile	5.24	13.08	13.08	20.48	14.94	7.21	7.72
Median	4.49	11.41	11.41	19.30	13.78	6.35	6.99
3rd Quartile	3.36	10.01	10.01	17.79	12.83	5.43	6.36
95th Percentile	1.97	6.93	6.93	15.30	11.27	3.93	5.31

Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Victory Diversified Stock I	34.84 (17)	16.71 (26)	-6.29 (91)	13.11 (50)	27.02 (45)	-36.51 (45)	N/A
● S&P 500	32.39 (41)	16.00 (39)	2.11 (24)	15.06 (22)	26.46 (49)	-37.00 (51)	5.49 (55)
5th Percentile	36.82	19.78	6.56	17.84	40.64	-29.32	14.64
1st Quartile	33.66	16.78	1.85	14.74	30.48	-34.22	9.22
Median	31.86	15.35	-0.34	13.10	26.08	-36.94	5.88
3rd Quartile	29.71	13.20	-2.64	11.30	21.71	-39.64	3.38
95th Percentile	25.34	9.57	-8.49	7.93	17.44	-44.34	-3.68

Victory Diversified Stock I

Fund Information

Fund Name : Victory Portfolios: Diversified Stock Fund; Class I Shares
Fund Family : Victory Capital Management Inc
Ticker : VDSIX
Inception Date : 08/31/2007
Fund Assets : \$354 Million
Portfolio Turnover : 70%

Portfolio Assets : \$1,310 Million
Portfolio Manager : Team Managed
PM Tenure :
Fund Style : IM U.S. Large Cap Core Equity (MF)
Style Benchmark : S&P 500

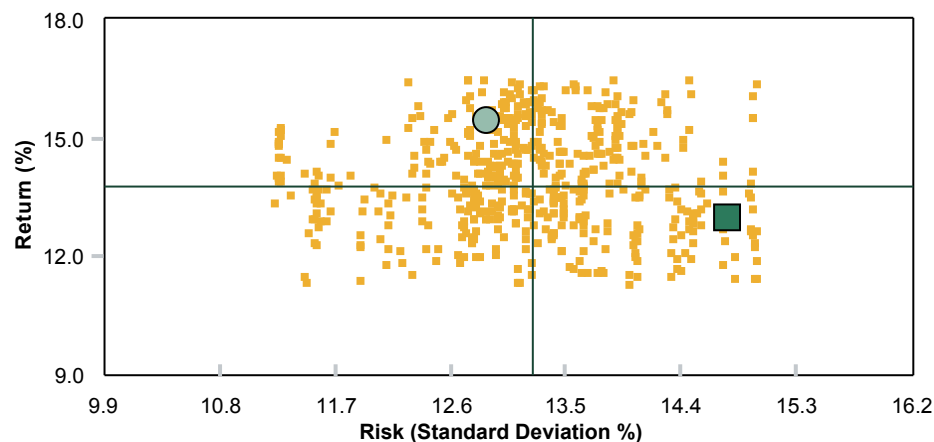
Fund Investment Policy

The Fund seeks long-term growth of capital by investing in primarily in equity securities and securities convertible into common stocks traded on U.S. exchanges and issued by large, established companies.

Historical Statistics (01/01/10 - 12/31/14) *

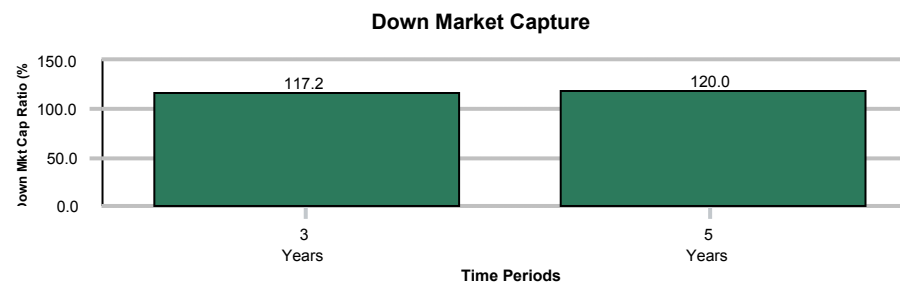
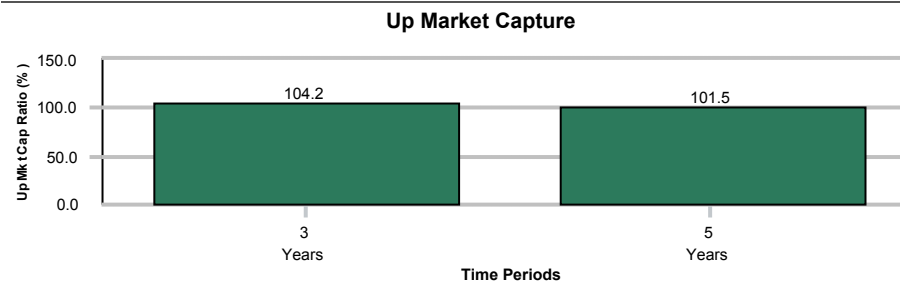
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Victory Diversified Stock I	12.99	14.77	0.90	-3.67	1.12	0.95	3.54	-0.54	14.77	09/01/2007
S&P 500	15.45	12.89	1.18	0.00	1.00	1.00	0.00	N/A	12.89	09/01/2007
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	12.89	-1.18	0.00	09/01/2007

Peer Group Scattergram (01/01/10 to 12/31/14)



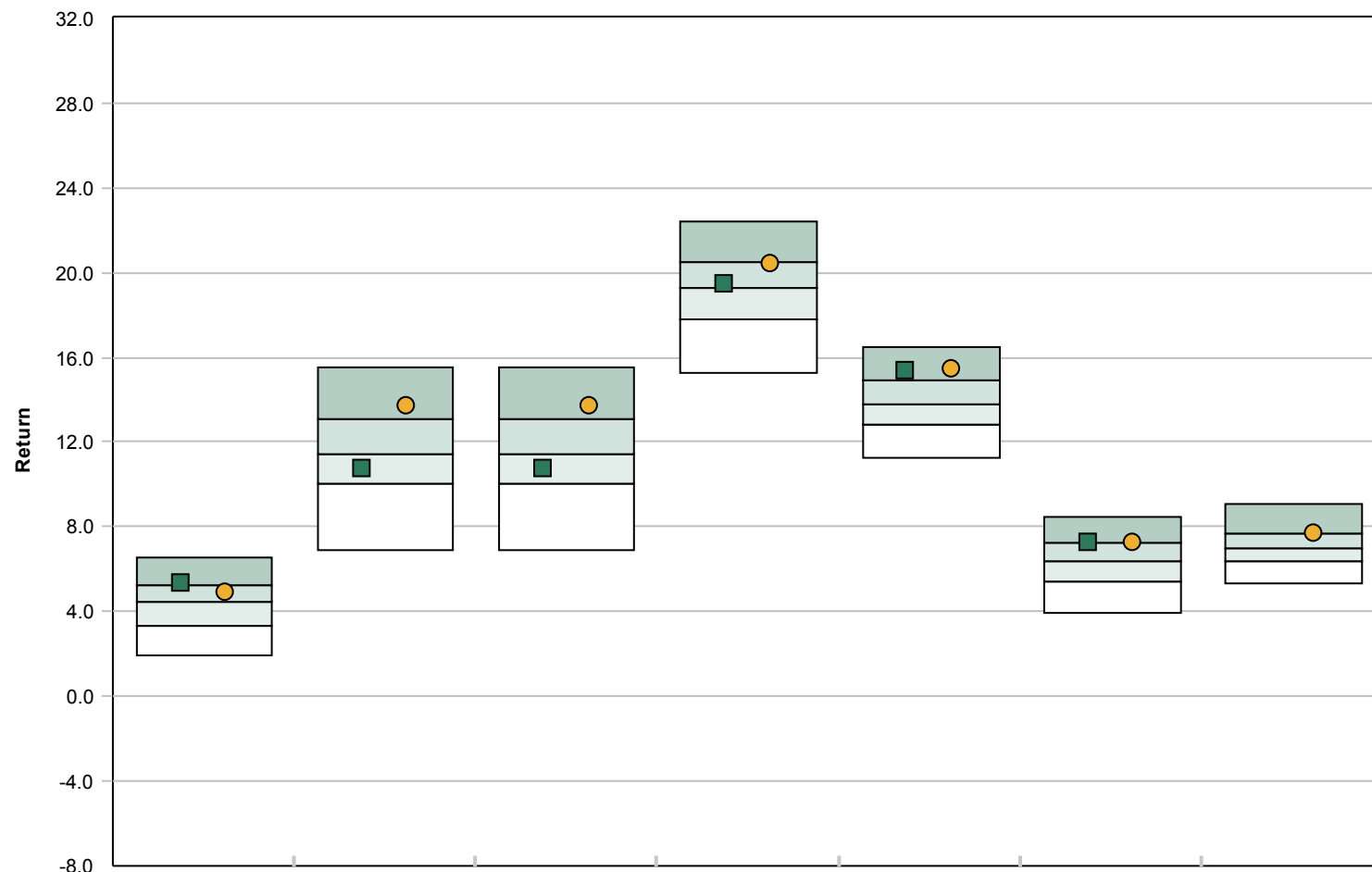
	Return	Standard Deviation
Victory Diversified Stock I	12.99	14.77
S&P 500	15.45	12.89
Median	13.78	13.25

Up Down Market Capture



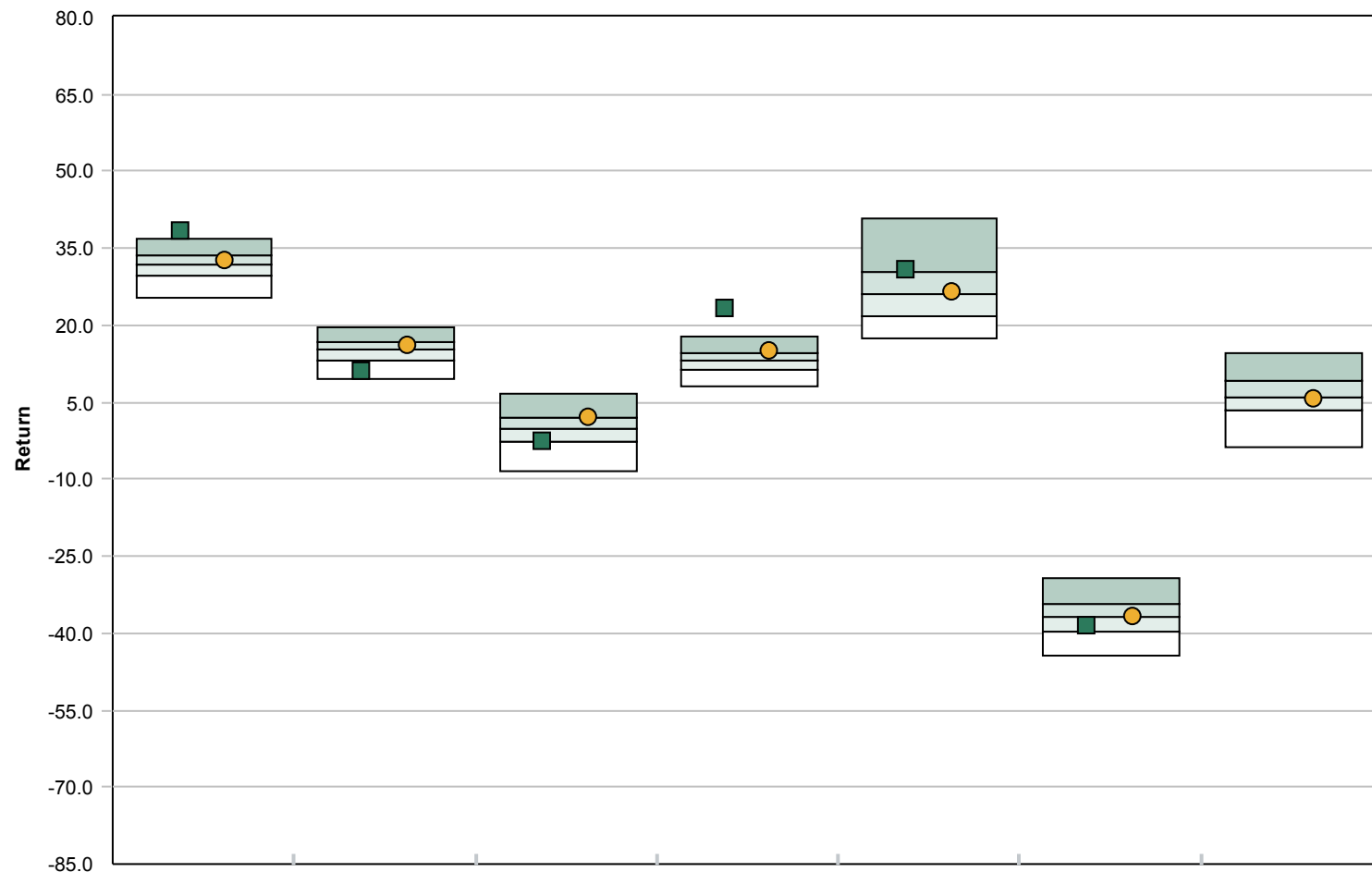
* Monthly periodicity used.

Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	5.36 (23)	10.70 (63)	10.70 (63)	19.44 (48)	15.32 (20)	7.29 (23)	N/A
	4.93 (33)	13.69 (18)	13.69 (18)	20.41 (27)	15.45 (19)	7.27 (23)	7.67 (27)
5th Percentile	6.53	15.51	15.51	22.37	16.46	8.48	9.05
1st Quartile	5.24	13.08	13.08	20.48	14.94	7.21	7.72
Median	4.49	11.41	11.41	19.30	13.78	6.35	6.99
3rd Quartile	3.36	10.01	10.01	17.79	12.83	5.43	6.36
95th Percentile	1.97	6.93	6.93	15.30	11.27	3.93	5.31

Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



■ Neuberger Berman Socially Responsive Instl
● S&P 500

	2013	2012	2011	2010	2009	2008	2007
	38.48 (2)	11.15 (90)	-2.72 (76)	23.06 (2)	30.83 (23)	-38.69 (69)	N/A
	32.39 (41)	16.00 (39)	2.11 (24)	15.06 (22)	26.46 (49)	-37.00 (51)	5.49 (55)
5th Percentile	36.82	19.78	6.56	17.84	40.64	-29.32	14.64
1st Quartile	33.66	16.78	1.85	14.74	30.48	-34.22	9.22
Median	31.86	15.35	-0.34	13.10	26.08	-36.94	5.88
3rd Quartile	29.71	13.20	-2.64	11.30	21.71	-39.64	3.38
95th Percentile	25.34	9.57	-8.49	7.93	17.44	-44.34	-3.68

Neuberger Berman Socially Responsive Instl

Fund Information

Fund Name : Neuberger Berman Equity Funds: Neuberger Berman Socially Responsive Fund; Institutional Class Shares
Fund Family : Neuberger Berman Management LLC
Ticker : NBSLX
Inception Date : 11/28/2007
Fund Assets : \$737 Million

Portfolio Assets : \$2,459 Million
Portfolio Manager : Team Managed
PM Tenure :
Fund Style : IM U.S. Large Cap Core Equity (MF)
Style Benchmark : S&P 500

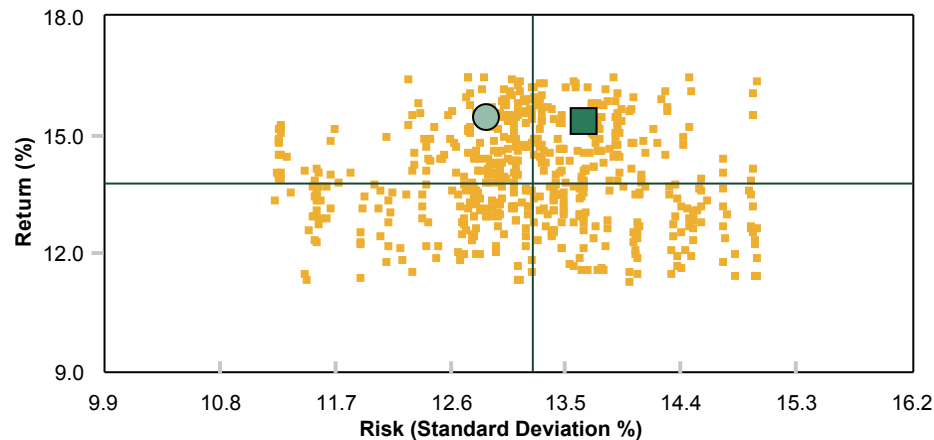
Fund Investment Policy

The Fund seeks long-term growth of capital by investing primarily in securities of companies that meet the fund's financial criteria and social policy. The Fund invests primarily in common stocks of mid- to large-capitalization companies that show leadership in socially progressive areas.

Historical Statistics (01/01/10 - 12/31/14) *

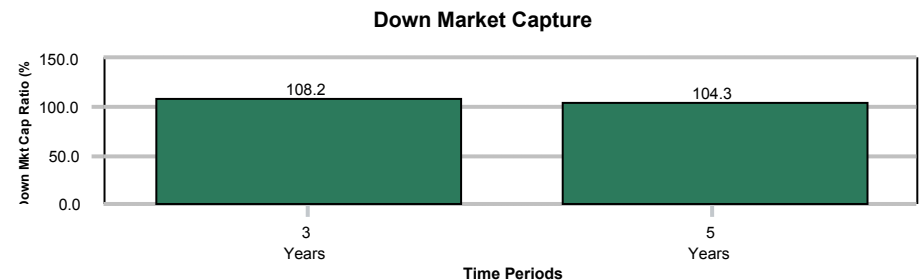
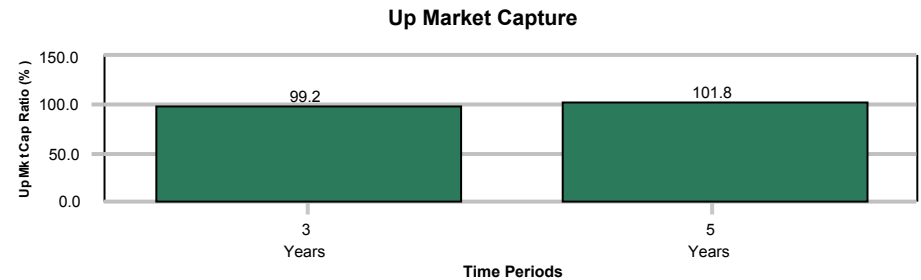
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Neuberger Berman Socially Responsive Instl	15.32	13.65	1.11	-0.22	1.01	0.92	3.95	0.00	13.65	12/01/2007
S&P 500	15.45	12.89	1.18	0.00	1.00	1.00	0.00	N/A	12.89	12/01/2007
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	12.89	-1.18	0.00	12/01/2007

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ Neuberger Berman Socially Responsive Instl	15.32	13.65
● S&P 500	15.45	12.89
— Median	13.78	13.25

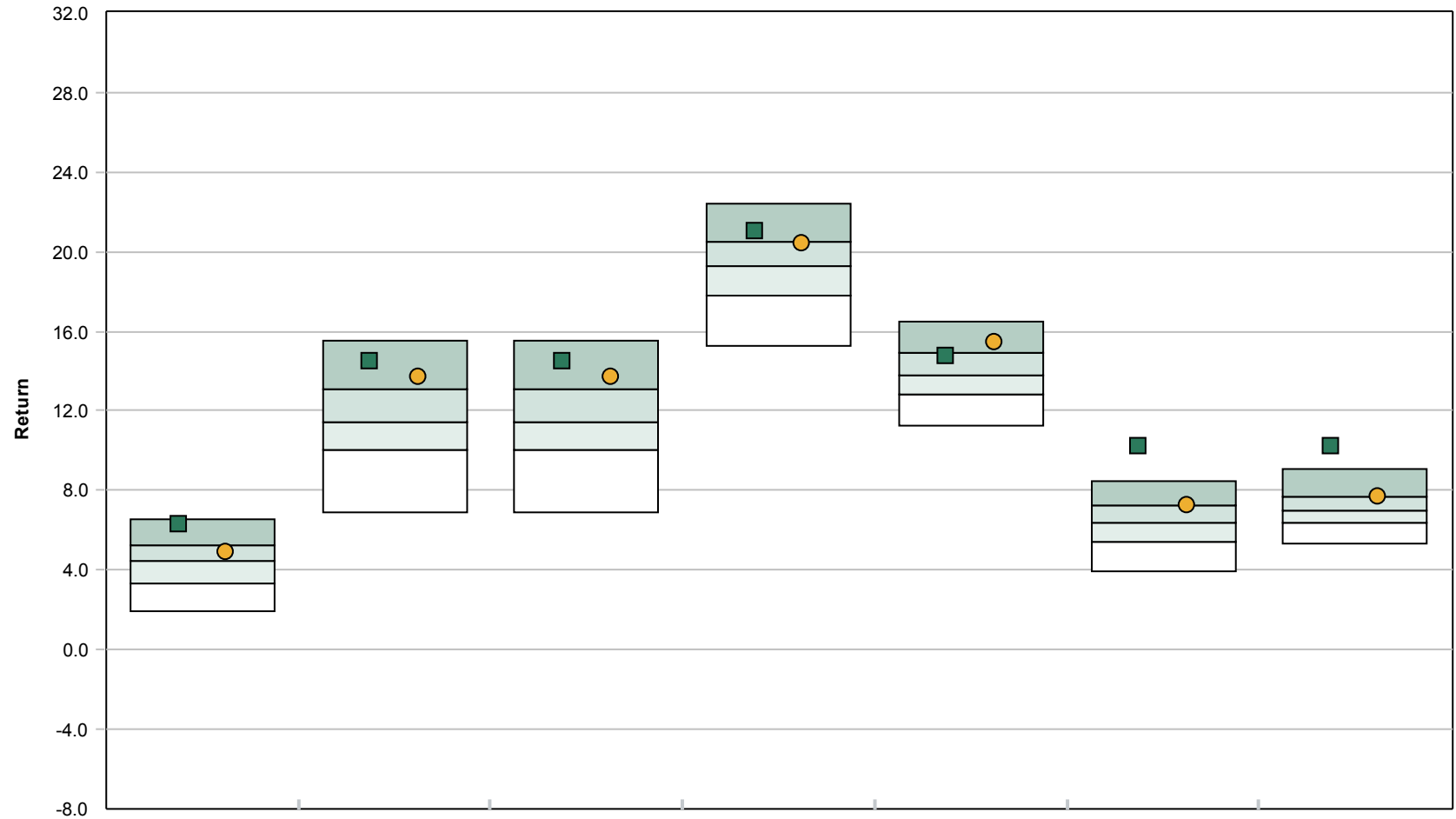
Up Down Market Capture



* Monthly periodicity used.

Parnassus Equity Income

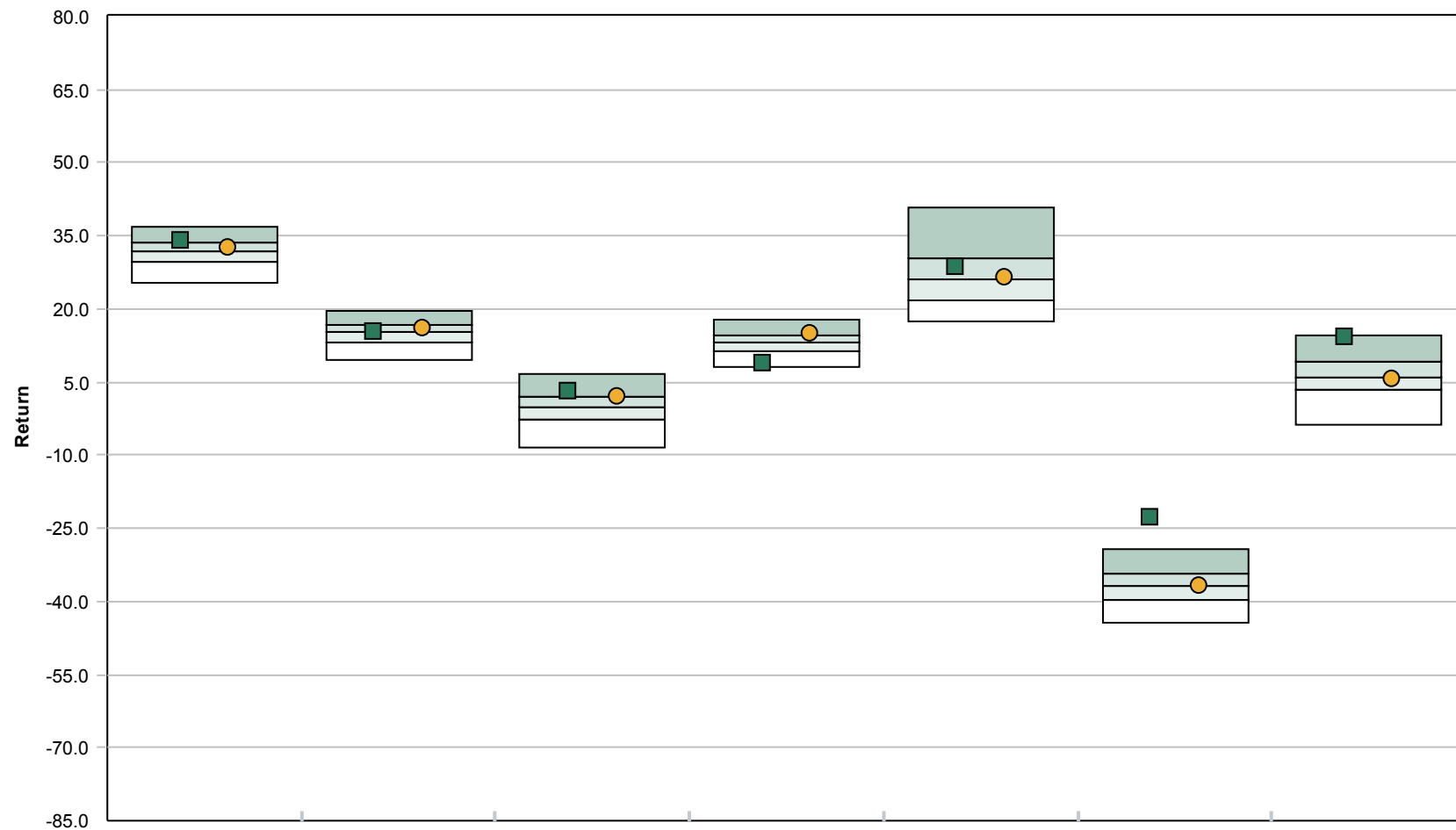
Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



■ Parnassus Equity Income
● S&P 500

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	6.30 (8)	14.48 (11)	14.48 (11)	20.98 (19)	14.74 (29)	10.19 (2)	10.23 (2)
	4.93 (33)	13.69 (18)	13.69 (18)	20.41 (27)	15.45 (19)	7.27 (23)	7.67 (27)
5th Percentile	6.53	15.51	15.51	22.37	16.46	8.48	9.05
1st Quartile	5.24	13.08	13.08	20.48	14.94	7.21	7.72
Median	4.49	11.41	11.41	19.30	13.78	6.35	6.99
3rd Quartile	3.36	10.01	10.01	17.79	12.83	5.43	6.36
95th Percentile	1.97	6.93	6.93	15.30	11.27	3.93	5.31

Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Parnassus Equity Income	34.01 (23)	15.43 (49)	3.13 (18)	8.89 (91)	28.73 (35)	-22.95 (1)	14.13 (6)
● S&P 500	32.39 (41)	16.00 (39)	2.11 (24)	15.06 (22)	26.46 (49)	-37.00 (51)	5.49 (55)
5th Percentile	36.82	19.78	6.56	17.84	40.64	-29.32	14.64
1st Quartile	33.66	16.78	1.85	14.74	30.48	-34.22	9.22
Median	31.86	15.35	-0.34	13.10	26.08	-36.94	5.88
3rd Quartile	29.71	13.20	-2.64	11.30	21.71	-39.64	3.38
95th Percentile	25.34	9.57	-8.49	7.93	17.44	-44.34	-3.68

Parnassus Equity Income

Fund Information

Fund Name : Parnassus Income Funds: Parnassus Core Equity Fund; Investor Shares
Fund Family : Parnassus Investments
Ticker : PRBLX
Inception Date : 08/31/1992
Fund Assets : \$8,543 Million

Portfolio Assets : \$11,570 Million
Portfolio Manager : Ahlsten/Allen
PM Tenure : 2001--2012
Fund Style : IM U.S. Large Cap Core Equity (MF)
Style Benchmark : S&P 500

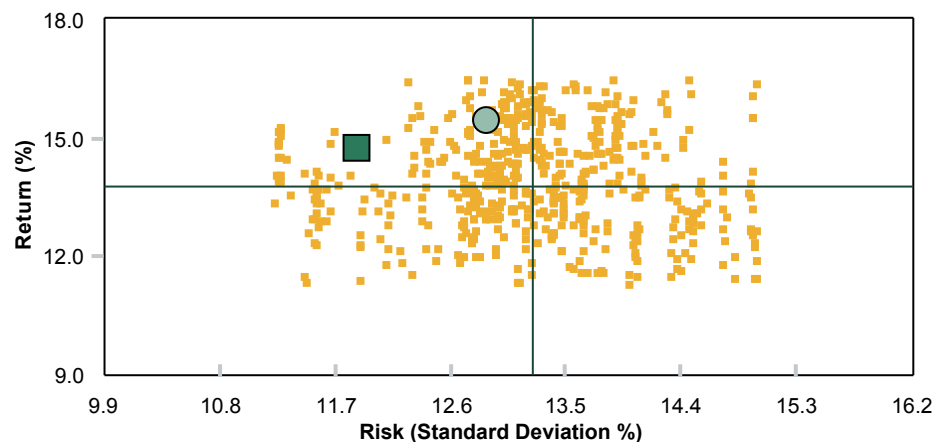
Fund Investment Policy

The Fund seeks current income and capital appreciation. The Fund also screens all investments using social responsibility criteria.

Historical Statistics (01/01/10 - 12/31/14) *

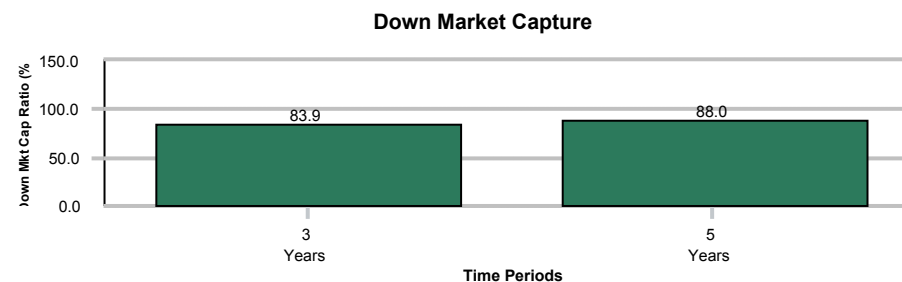
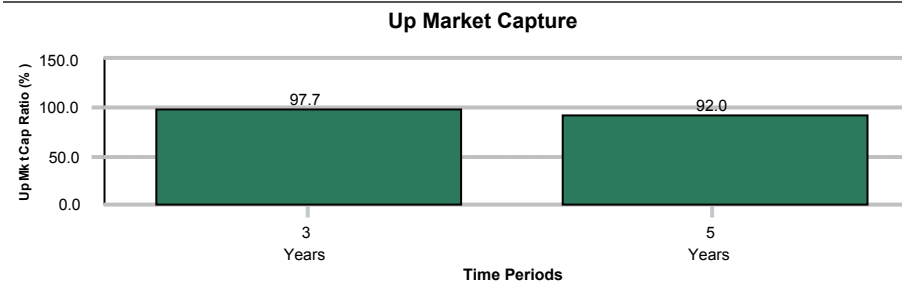
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Parnassus Equity Income	14.74	11.88	1.22	0.97	0.89	0.93	3.53	-0.21	11.89	09/01/1992
S&P 500	15.45	12.89	1.18	0.00	1.00	1.00	0.00	N/A	12.89	09/01/1992
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	12.89	-1.18	0.00	09/01/1992

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ Parnassus Equity Income	14.74	11.88
● S&P 500	15.45	12.89
— Median	13.78	13.25

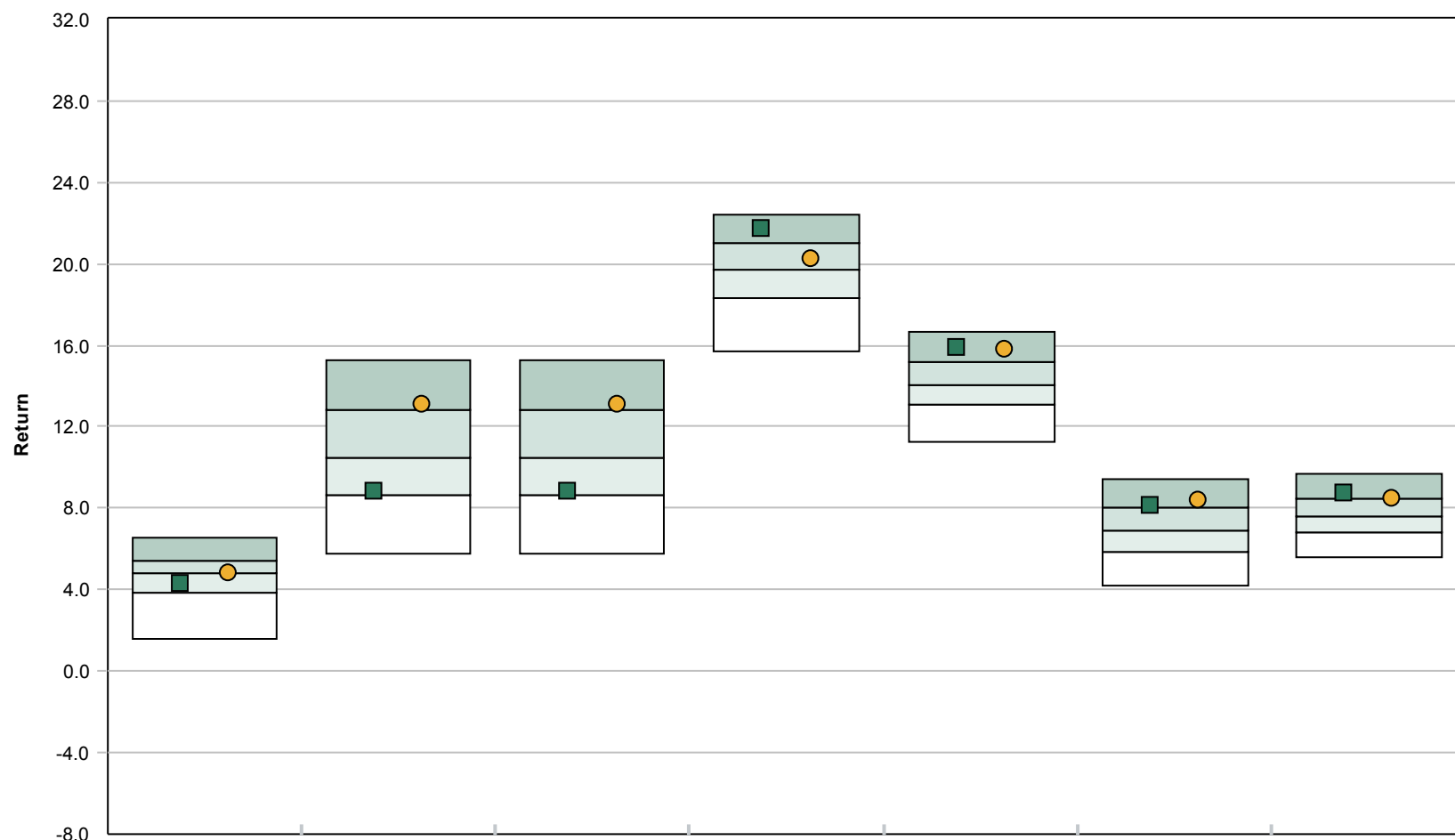
Up Down Market Capture



* Monthly periodicity used.

T.Rowe Price Growth Stock

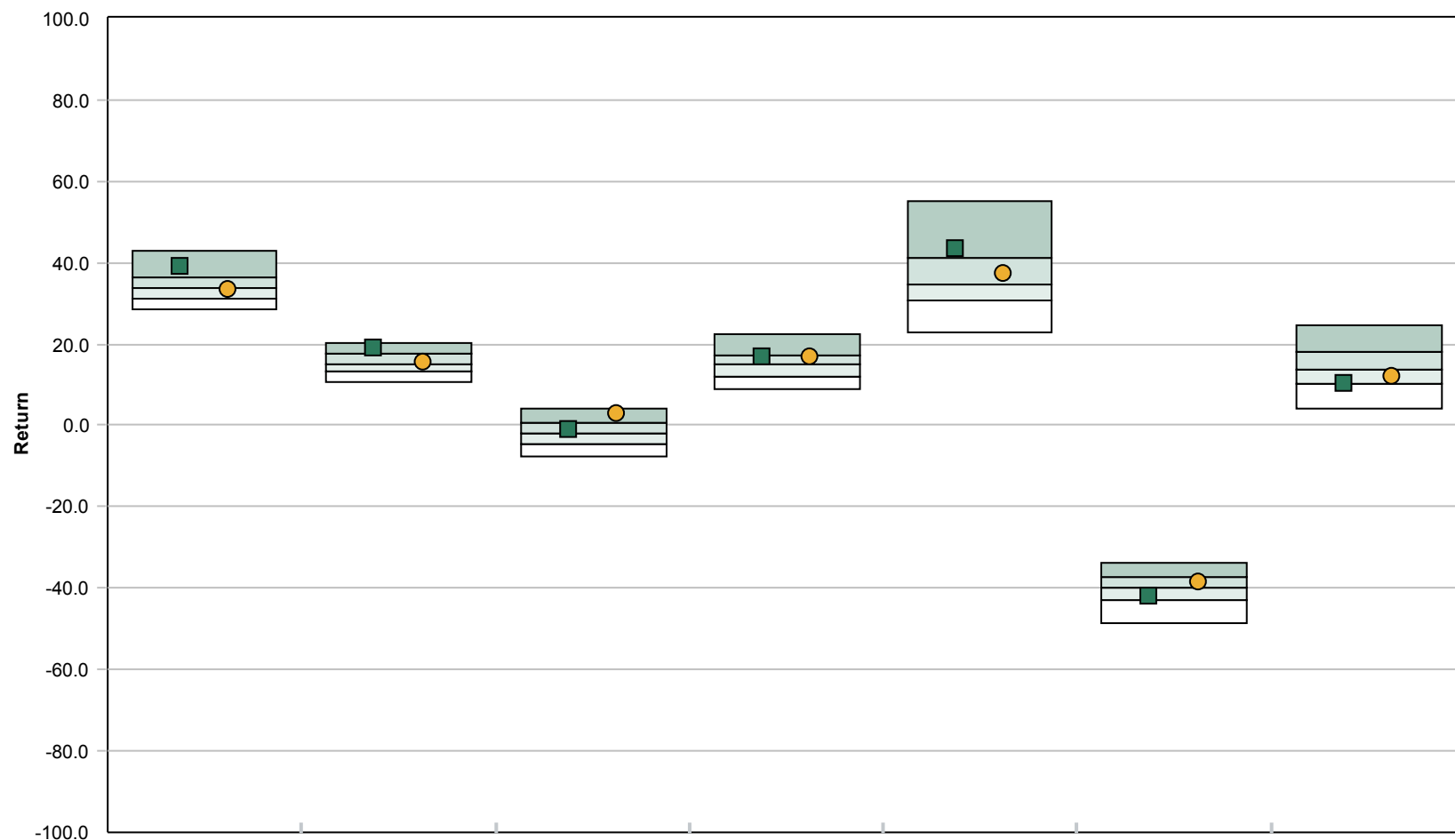
Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ T.Rowe Price Growth Stock	4.30 (64)	8.83 (73)	8.83 (73)	21.68 (14)	15.84 (14)	8.10 (24)	8.75 (16)
● Russell 1000 Growth Index	4.78 (51)	13.05 (23)	13.05 (23)	20.26 (39)	15.81 (15)	8.41 (17)	8.49 (24)
5th Percentile	6.58	15.23	15.23	22.45	16.70	9.46	9.66
1st Quartile	5.45	12.81	12.81	20.98	15.17	7.99	8.43
Median	4.79	10.50	10.50	19.68	14.07	6.89	7.60
3rd Quartile	3.83	8.67	8.67	18.31	13.09	5.83	6.78
95th Percentile	1.63	5.77	5.77	15.75	11.22	4.22	5.59

T.Rowe Price Growth Stock

Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



■ T.Rowe Price Growth Stock
● Russell 1000 Growth Index

	2013	2012	2011	2010	2009	2008	2007
	39.20 (11)	18.92 (14)	-0.97 (40)	16.93 (30)	43.25 (17)	-42.26 (69)	10.37 (76)
	33.48 (54)	15.26 (48)	2.64 (11)	16.71 (31)	37.21 (38)	-38.44 (39)	11.81 (66)
5th Percentile	42.82	20.42	4.33	22.25	55.32	-33.93	24.66
1st Quartile	36.25	17.51	0.75	17.28	40.99	-37.43	18.17
Median	33.79	14.96	-1.77	15.21	34.75	-39.72	13.57
3rd Quartile	31.32	13.08	-4.36	12.15	30.77	-43.04	10.39
95th Percentile	28.38	10.62	-7.63	8.82	22.74	-48.52	4.22

T.Rowe Price Growth Stock

Fund Information

Fund Name : T Rowe Price Growth Stock Fund, Inc
Fund Family : T Rowe Price Associates Inc
Ticker : PRGFX
Inception Date : 04/11/1950
Fund Assets : \$39,604 Million
Portfolio Turnover : 35%

Portfolio Assets : \$44,155 Million
Portfolio Manager : Joseph B. Fath
PM Tenure : 2014
Fund Style : IM U.S. Large Cap Growth Equity (MF)
Style Benchmark : Russell 1000 Growth Index

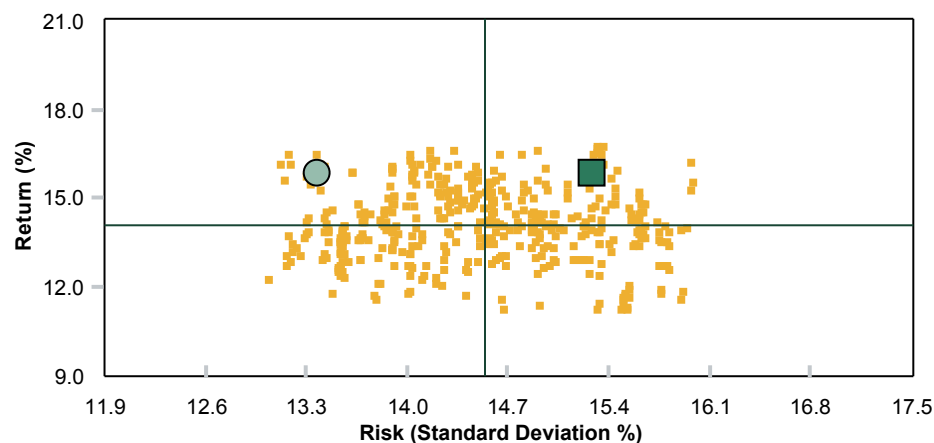
Fund Investment Policy

The Fund seeks to provide long-term capital growth and, secondarily, increasing dividend income through investments in the common stocks of well-established growth companies. The Fund will normally invest at least 80% of net assets in the common stocks of a diversified group of growth companies.

Historical Statistics (01/01/10 - 12/31/14) *

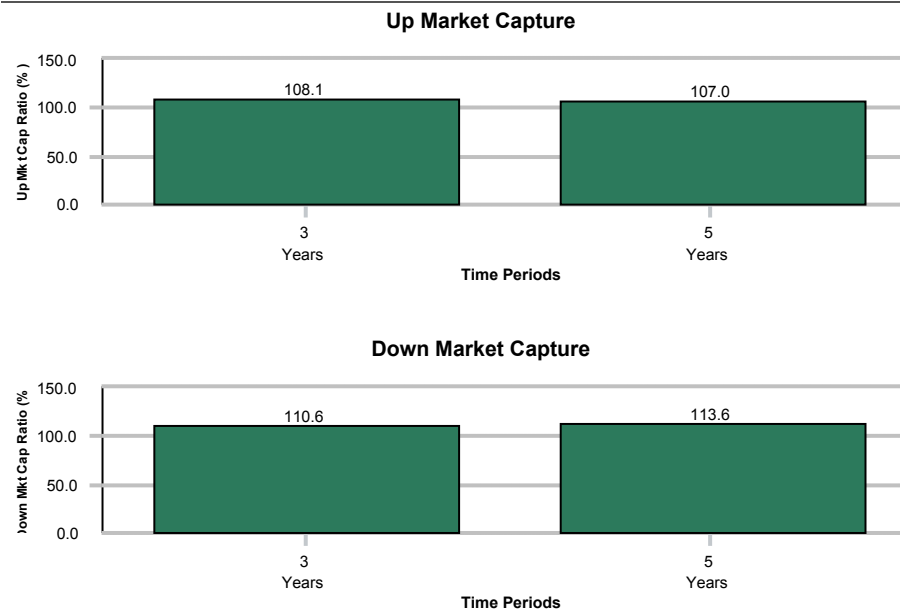
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
T.Rowe Price Growth Stock	15.84	15.29	1.04	-1.50	1.12	0.95	3.71	0.08	15.30	01/01/1960
Russell 1000 Growth Index	15.81	13.38	1.16	0.00	1.00	1.00	0.00	N/A	13.38	01/01/1960
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	13.38	-1.16	0.00	01/01/1960

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ T.Rowe Price Growth Stock	15.84	15.29
● Russell 1000 Growth Index	15.81	13.38
— Median	14.07	14.55

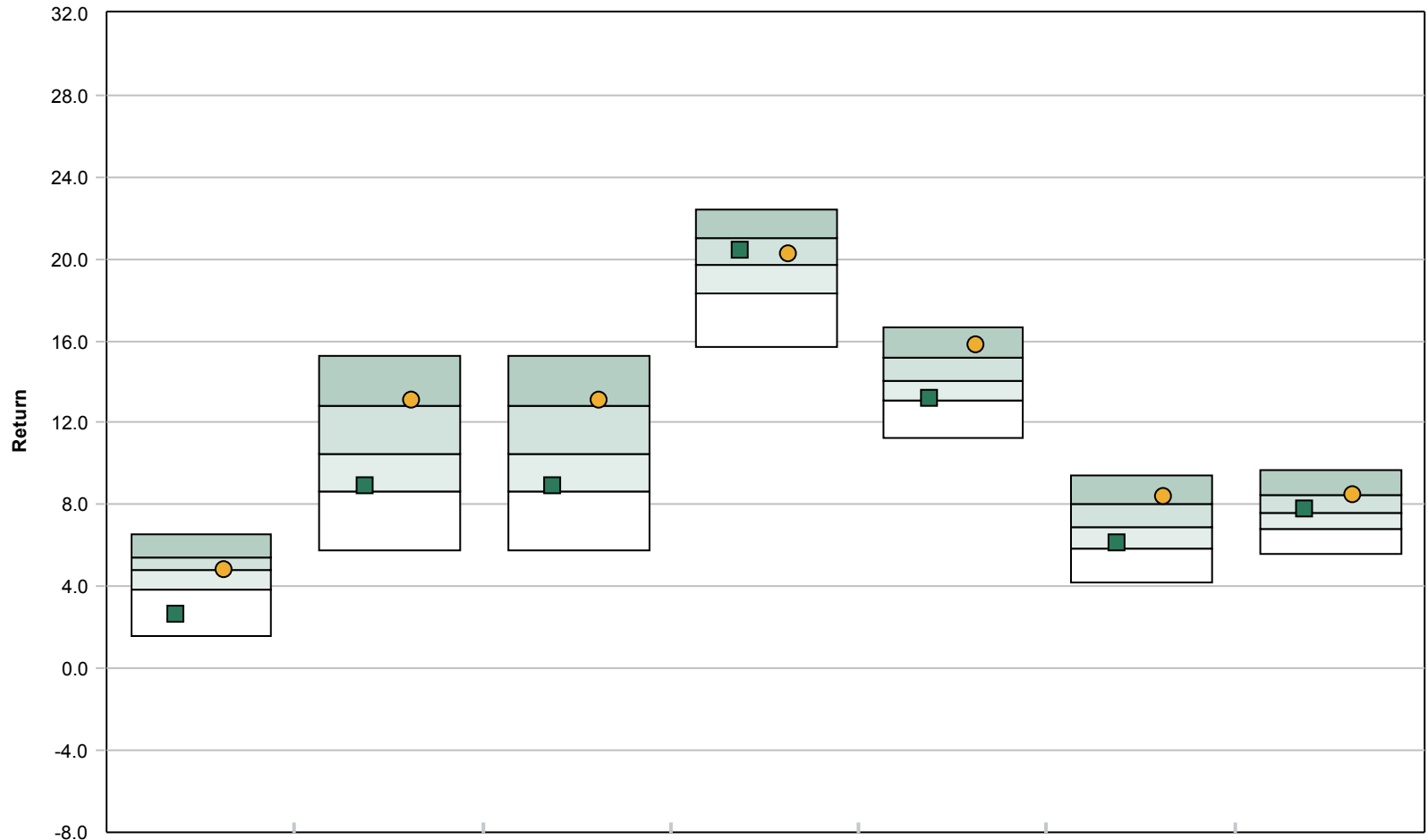
Up Down Market Capture



* Monthly periodicity used.

American Funds Growth Fund R3

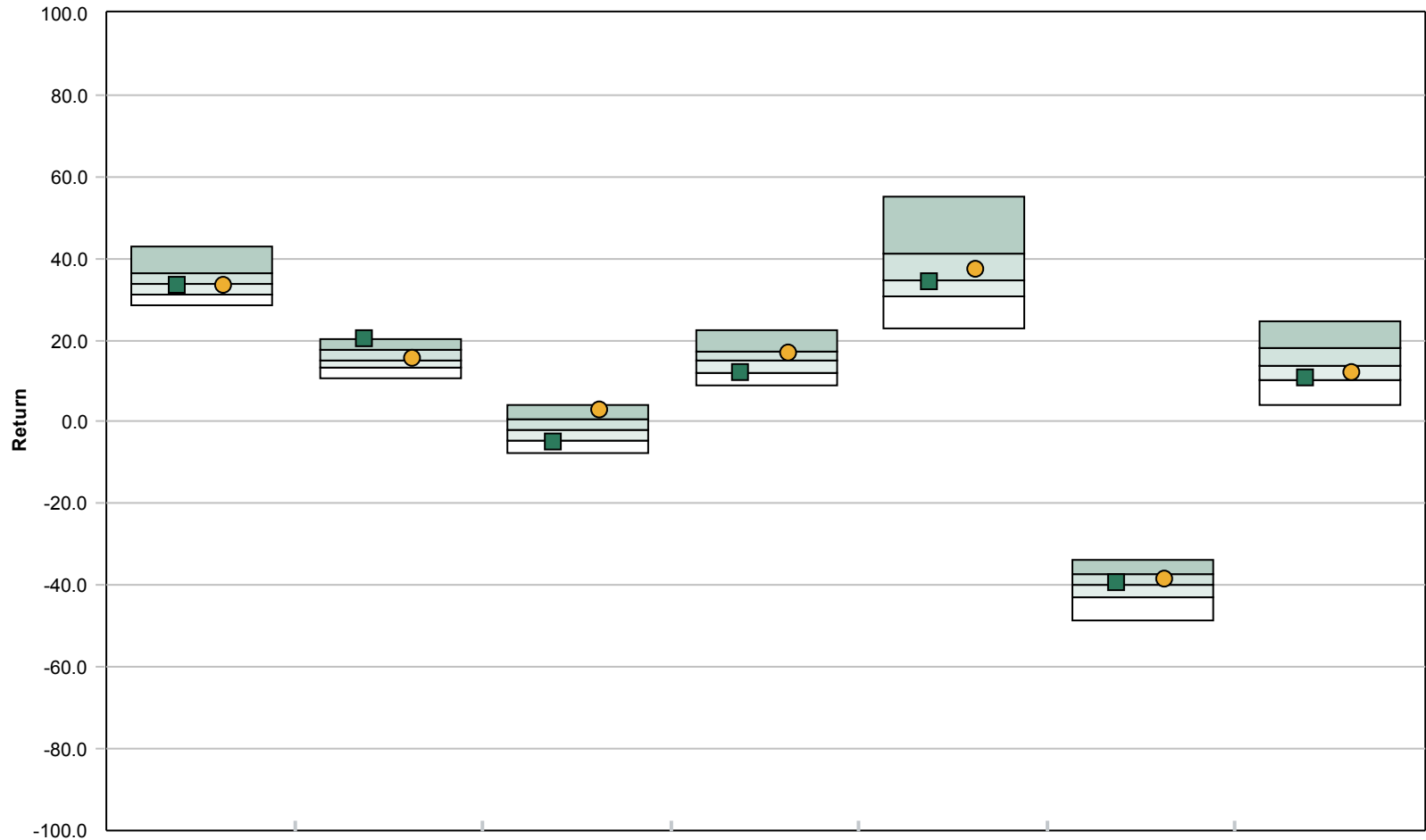
Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



■ American Funds Growth Fund R3
● Russell 1000 Growth Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	2.62 (90)	8.94 (71)	8.94 (71)	20.44 (35)	13.16 (74)	6.09 (70)	7.73 (46)
	4.78 (51)	13.05 (23)	13.05 (23)	20.26 (39)	15.81 (15)	8.41 (17)	8.49 (24)
5th Percentile	6.58	15.23	15.23	22.45	16.70	9.46	9.66
1st Quartile	5.45	12.81	12.81	20.98	15.17	7.99	8.43
Median	4.79	10.50	10.50	19.68	14.07	6.89	7.60
3rd Quartile	3.83	8.67	8.67	18.31	13.09	5.83	6.78
95th Percentile	1.63	5.77	5.77	15.75	11.22	4.22	5.59

Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ American Funds Growth Fund R3	33.43 (55)	20.20 (6)	-5.14 (83)	11.95 (77)	34.12 (55)	-39.24 (46)	10.59 (74)
● Russell 1000 Growth Index	33.48 (54)	15.26 (48)	2.64 (11)	16.71 (31)	37.21 (38)	-38.44 (39)	11.81 (66)
5th Percentile	42.82	20.42	4.33	22.25	55.32	-33.93	24.66
1st Quartile	36.25	17.51	0.75	17.28	40.99	-37.43	18.17
Median	33.79	14.96	-1.77	15.21	34.75	-39.72	13.57
3rd Quartile	31.32	13.08	-4.36	12.15	30.77	-43.04	10.39
95th Percentile	28.38	10.62	-7.63	8.82	22.74	-48.52	4.22

American Funds Growth Fund R3

Fund Information

Fund Name : Growth Fund of America; Class R-3 Shares
Fund Family : American Funds
Ticker : RGACX
Inception Date : 05/21/2002
Fund Assets : \$7,974 Million
Portfolio Turnover : 26%

Portfolio Assets : \$143,064 Million
Portfolio Manager : Team Managed
PM Tenure :
Fund Style : IM U.S. Large Cap Growth Equity (MF)
Style Benchmark : Russell 1000 Growth Index

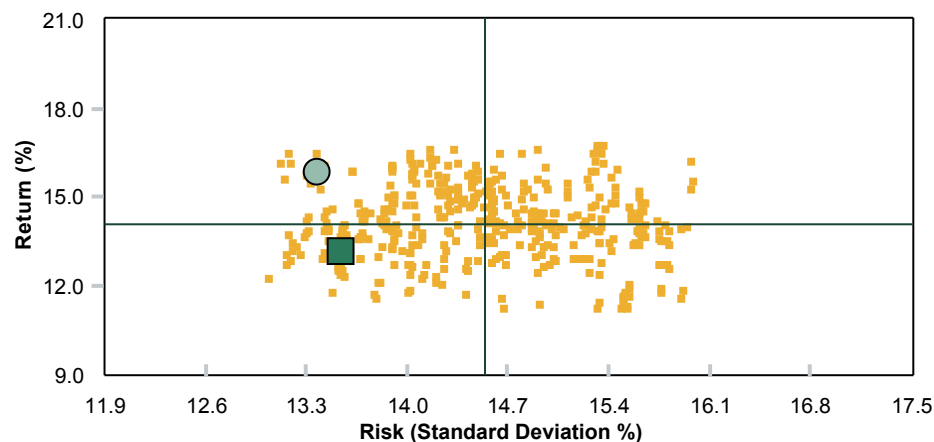
Fund Investment Policy

The Fund seeks to provide growth of capital. The Fund invests primarily in common stocks in companies that appear to offer superior opportunities for growth of capital. The Fund seeks to invest in attractively valued companies that, in the Adviser's opinion, represent good, long-term investment opportunities.

Historical Statistics (01/01/10 - 12/31/14) *

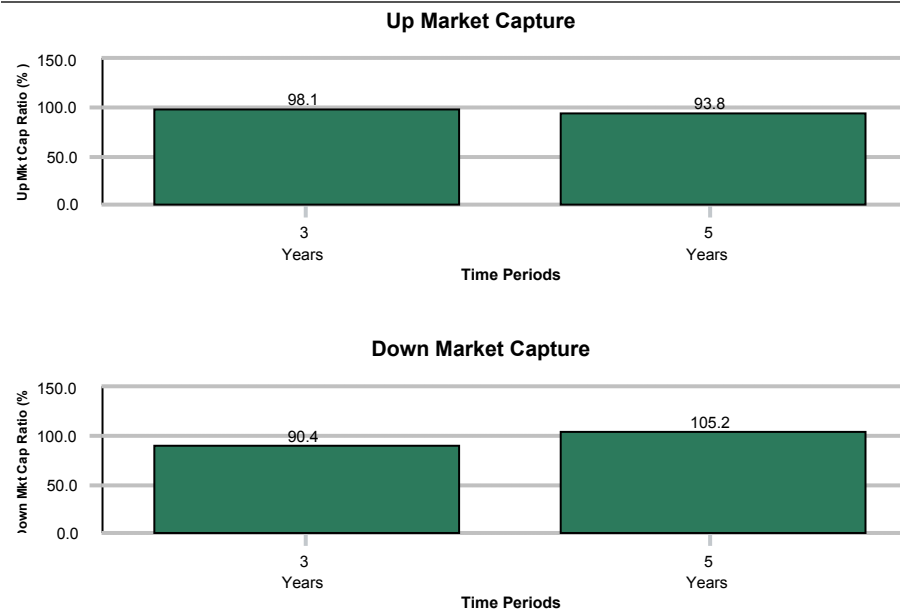
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
American Funds Growth Fund R3	13.16	13.54	0.98	-2.19	0.99	0.96	2.63	-0.88	13.54	06/01/2002
Russell 1000 Growth Index	15.81	13.38	1.16	0.00	1.00	1.00	0.00	N/A	13.38	06/01/2002
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	13.38	-1.16	0.00	06/01/2002

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
American Funds Growth Fund R3	13.16	13.54
Russell 1000 Growth Index	15.81	13.38
Median	14.07	14.55

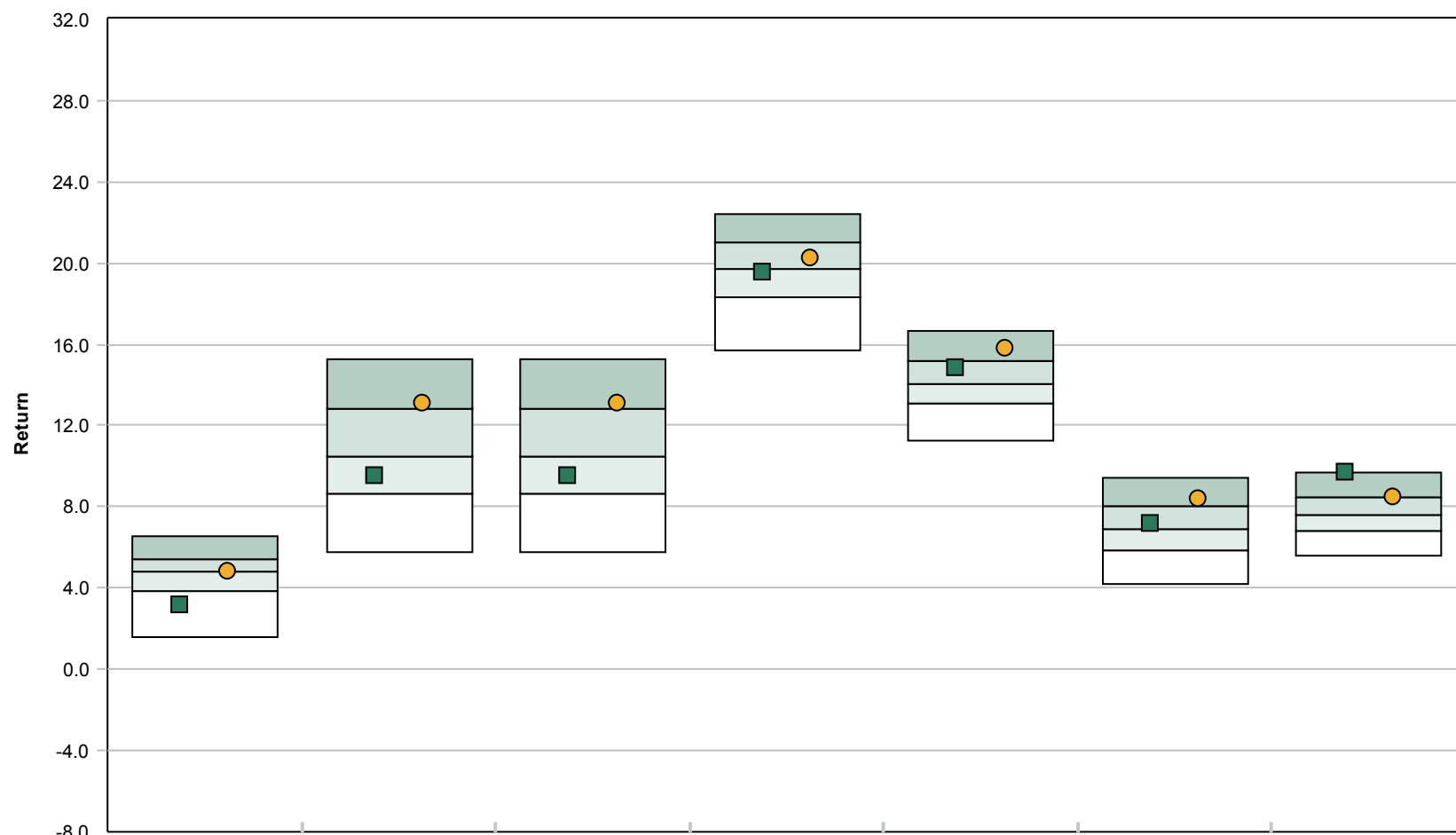
Up Down Market Capture



* Monthly periodicity used.

Fidelity Contrafund

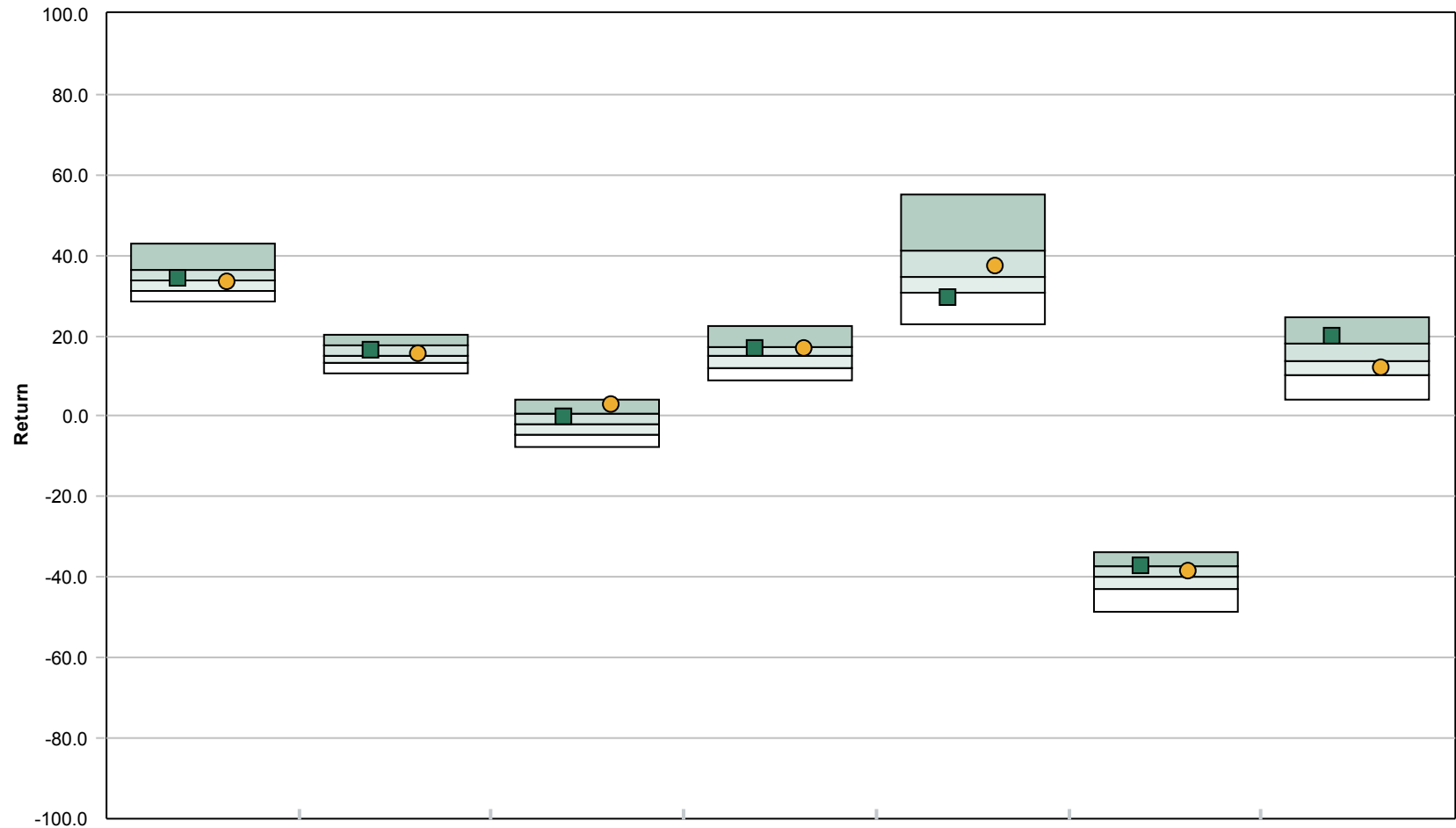
Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



■ Fidelity Contrafund
● Russell 1000 Growth Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	3.12 (84)	9.56 (61)	9.56 (61)	19.54 (54)	14.81 (32)	7.14 (45)	9.66 (5)
	4.78 (51)	13.05 (23)	13.05 (23)	20.26 (39)	15.81 (15)	8.41 (17)	8.49 (24)
5th Percentile	6.58	15.23	15.23	22.45	16.70	9.46	9.66
1st Quartile	5.45	12.81	12.81	20.98	15.17	7.99	8.43
Median	4.79	10.50	10.50	19.68	14.07	6.89	7.60
3rd Quartile	3.83	8.67	8.67	18.31	13.09	5.83	6.78
95th Percentile	1.63	5.77	5.77	15.75	11.22	4.22	5.59

Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



■ Fidelity Contrafund
● Russell 1000 Growth Index

	2013	2012	2011	2010	2009	2008	2007
	34.15 (46)	16.24 (35)	-0.12 (32)	16.93 (29)	29.23 (80)	-37.16 (22)	19.78 (18)
	33.48 (54)	15.26 (48)	2.64 (11)	16.71 (31)	37.21 (38)	-38.44 (39)	11.81 (66)
5th Percentile	42.82	20.42	4.33	22.25	55.32	-33.93	24.66
1st Quartile	36.25	17.51	0.75	17.28	40.99	-37.43	18.17
Median	33.79	14.96	-1.77	15.21	34.75	-39.72	13.57
3rd Quartile	31.32	13.08	-4.36	12.15	30.77	-43.04	10.39
95th Percentile	28.38	10.62	-7.63	8.82	22.74	-48.52	4.22

Fidelity Contrafund

Fund Information

Fund Name : Fidelity Contrafund
Fund Family : Fidelity Management & Research Company
Ticker : FCNTX
Inception Date : 05/17/1967
Fund Assets : \$77,083 Million
Portfolio Turnover : 46%

Portfolio Assets : \$111,125 Million
Portfolio Manager : Will Danoff
PM Tenure : 1990
Fund Style : IM U.S. Large Cap Growth Equity (MF)
Style Benchmark : Russell 1000 Growth Index

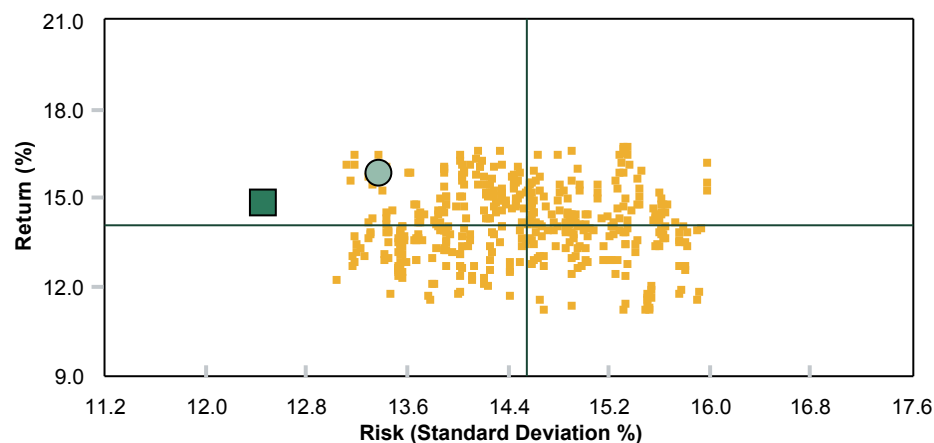
Fund Investment Policy

The Fund seeks capital appreciation. The Fund seeks to achieve its investment objective by investing in securities of companies whose value it believes is not fully recognized by the public. The Fund normally invests primarily in common stocks and may invest in both domestic and foreign issuers.

Historical Statistics (01/01/10 - 12/31/14) *

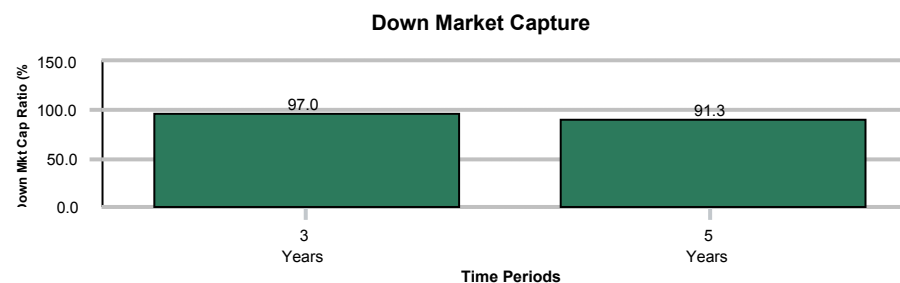
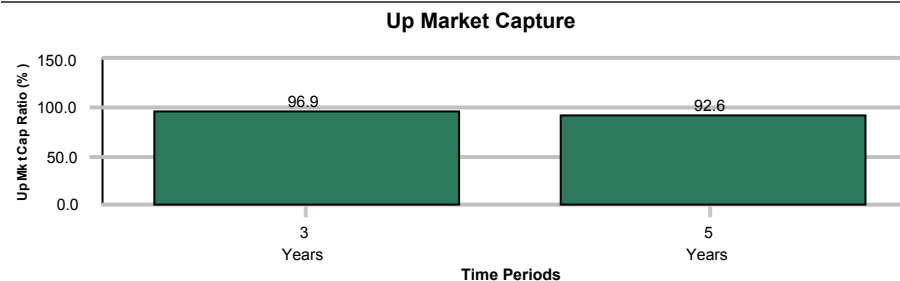
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Fidelity Contrafund	14.81	12.46	1.17	0.41	0.91	0.95	2.91	-0.34	12.47	06/01/1967
Russell 1000 Growth Index	15.81	13.38	1.16	0.00	1.00	1.00	0.00	N/A	13.38	06/01/1967
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	13.38	-1.16	0.00	06/01/1967

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Fidelity Contrafund	14.81	12.46
Russell 1000 Growth Index	15.81	13.38
Median	14.07	14.55

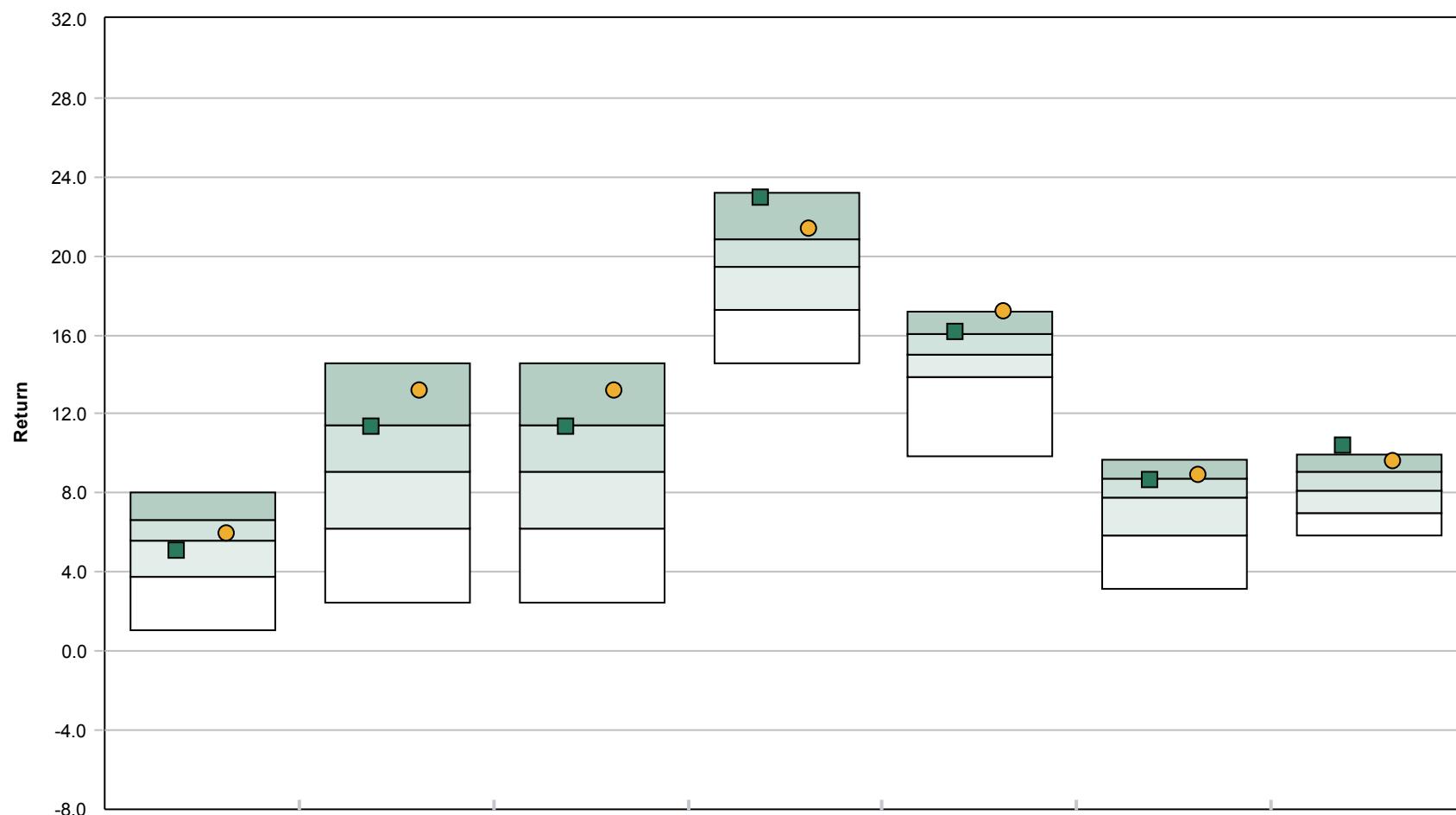
Up Down Market Capture



* Monthly periodicity used.

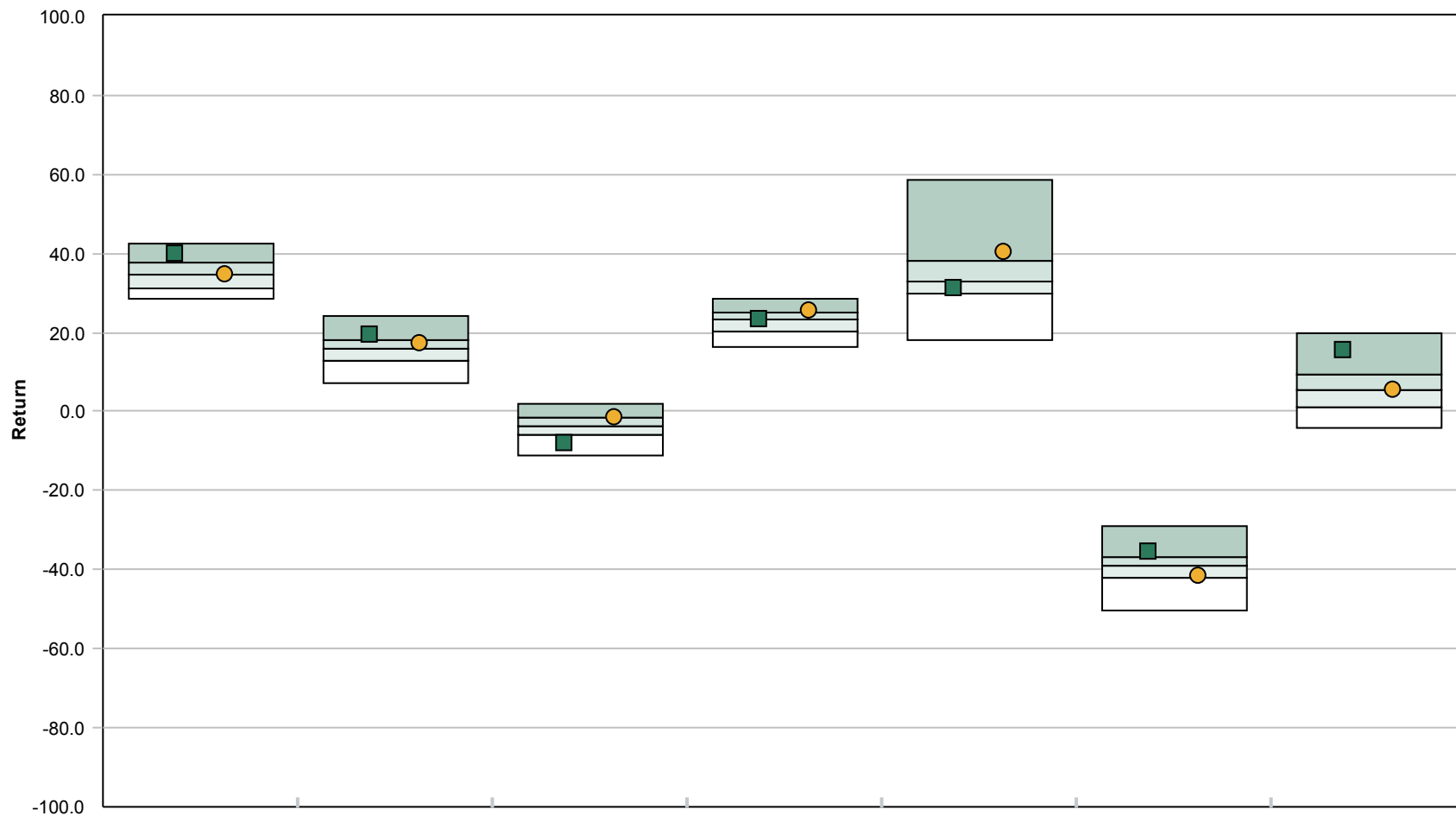
Hartford Mid Cap HLS

Peer Group Analysis - IM U.S. Mid Cap Core Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
Hartford Mid Cap HLS	5.11 (63)	11.37 (27)	11.37 (27)	22.98 (7)	16.15 (23)	8.68 (29)	10.42 (3)
Russell Midcap Index	5.94 (39)	13.22 (12)	13.22 (12)	21.40 (14)	17.19 (6)	8.91 (21)	9.56 (11)
5th Percentile	8.02	14.60	14.60	23.18	17.20	9.68	9.94
1st Quartile	6.64	11.44	11.44	20.86	16.03	8.75	9.10
Median	5.58	9.04	9.04	19.48	15.00	7.80	8.11
3rd Quartile	3.80	6.20	6.20	17.29	13.86	5.88	6.96
95th Percentile	1.03	2.44	2.44	14.55	9.82	3.14	5.85

Peer Group Analysis - IM U.S. Mid Cap Core Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Hartford Mid Cap HLS	39.82 (12)	19.44 (9)	-7.92 (89)	23.45 (44)	30.96 (70)	-35.32 (17)	15.30 (8)
● Russell Midcap Index	34.76 (48)	17.28 (34)	-1.55 (26)	25.47 (24)	40.48 (17)	-41.46 (65)	5.60 (50)
5th Percentile	42.50	24.08	2.06	28.60	58.50	-29.04	19.91
1st Quartile	37.60	17.91	-1.40	25.25	38.30	-36.79	9.55
Median	34.46	15.93	-3.59	23.15	33.11	-38.95	5.41
3rd Quartile	31.15	12.71	-5.85	20.18	30.06	-42.20	1.03
95th Percentile	28.35	7.01	-11.02	16.16	17.92	-50.47	-4.11

Hartford Mid Cap HLS

Fund Information

Fund Name : Hartford Series Fund, Inc: Hartford MidCap HLS Fund; Class IA
Fund Family : Hartford Funds Management Company LLC
Ticker :
Inception Date : 07/14/1997
Fund Assets : -
Portfolio Turnover : 34%

Portfolio Assets : -
Portfolio Manager : Team Managed
PM Tenure :
Fund Style : IM U.S. Mid Cap Core Equity (MF)
Style Benchmark : Russell Midcap Index

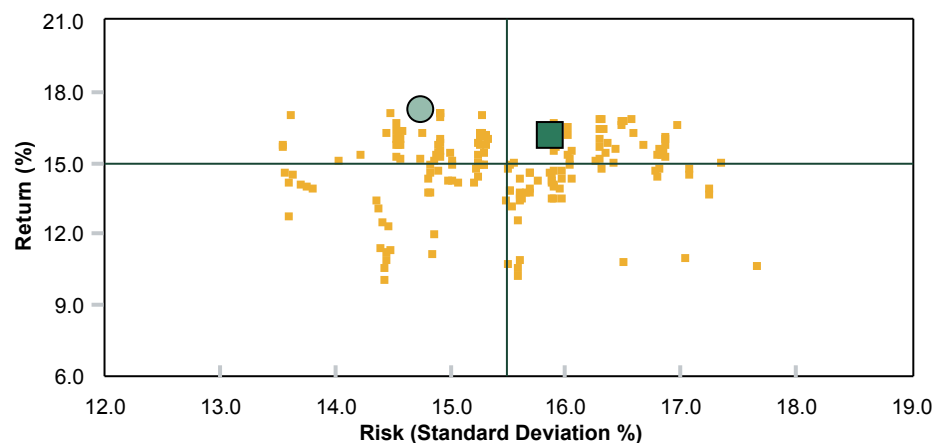
Fund Investment Policy

The Fund seeks long-term growth of capital. The Fund invests at least 80% of its assets in common stocks of mid-capitalization companies. The Fund may invest up to 20% of its total assets in securities of foreign issuers and non-dollar securities.

Historical Statistics (01/01/10 - 12/31/14) *

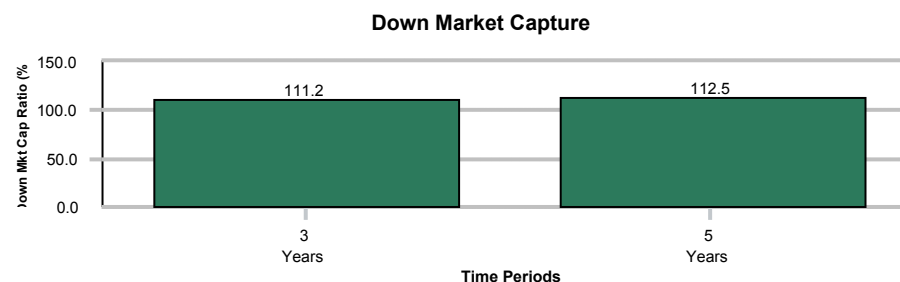
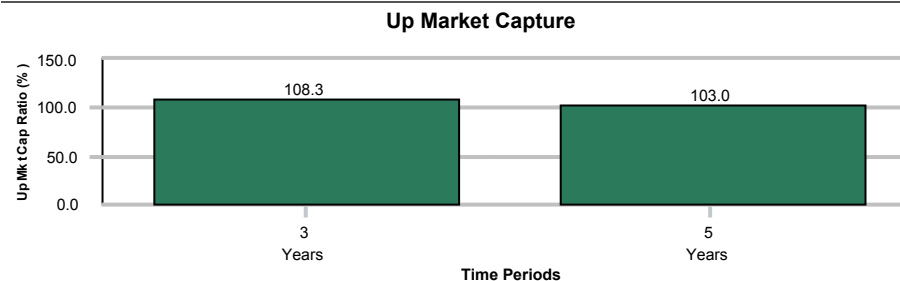
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Hartford Mid Cap HLS	16.15	15.87	1.02	-1.67	1.06	0.96	3.17	-0.23	15.87	08/01/1997
Russell Midcap Index	17.19	14.75	1.15	0.00	1.00	1.00	0.00	N/A	14.75	08/01/1997
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	14.75	-1.15	0.00	08/01/1997

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Hartford Mid Cap HLS	16.15	15.87
Russell Midcap Index	17.19	14.75
Median	15.00	15.49

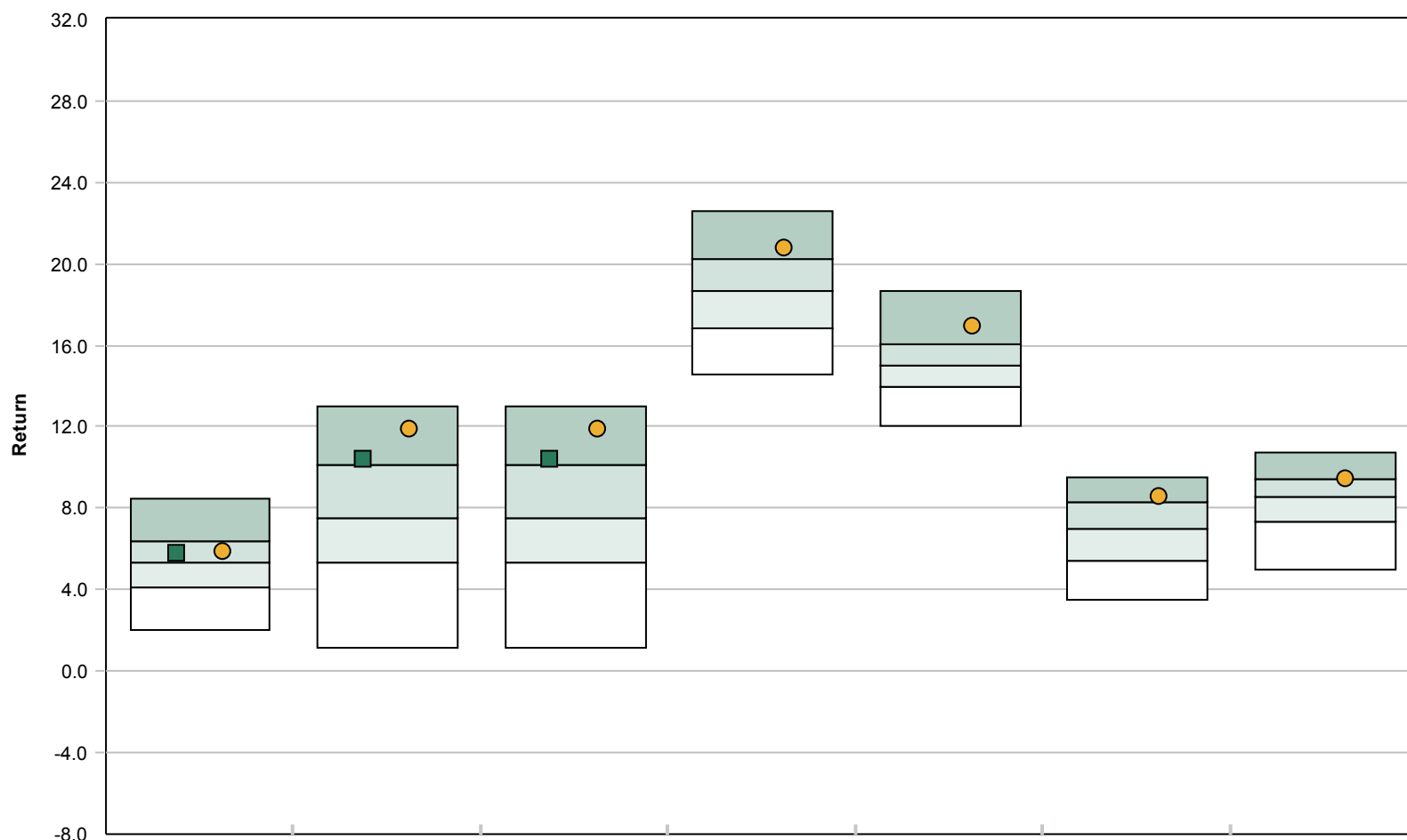
Up Down Market Capture



* Monthly periodicity used.

Munder Mid Cap Core Growth R6

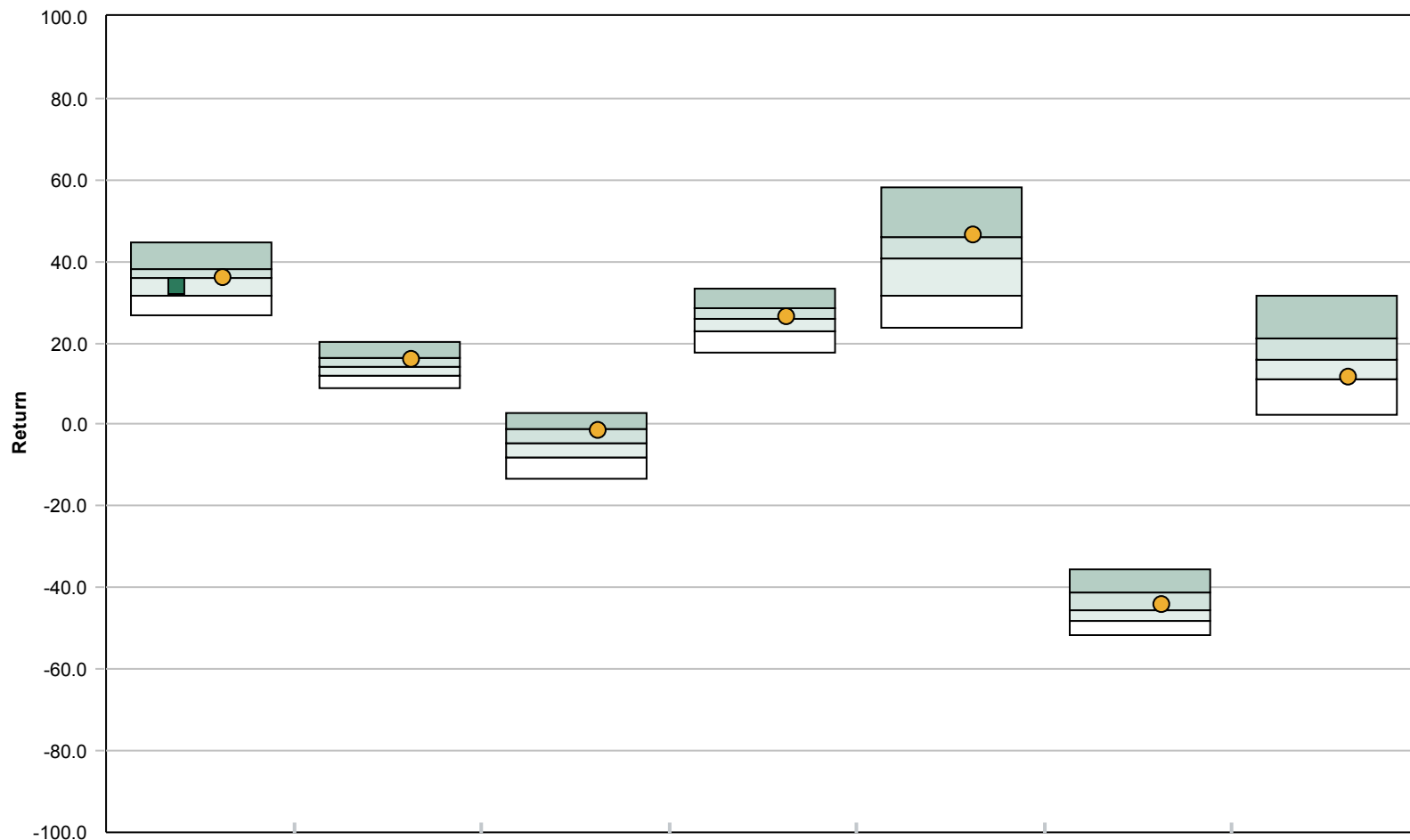
Peer Group Analysis - IM U.S. Mid Cap Growth Equity (MF)



■ Munder Mid Cap Core Growth R6
● Russell Midcap Growth Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	5.76 (38)	10.40 (25)	10.40 (25)	N/A	N/A	N/A	N/A
	5.84 (37)	11.90 (12)	11.90 (12)	20.71 (18)	16.94 (12)	8.59 (18)	9.43 (27)
5th Percentile	8.43	12.97	12.97	22.62	18.63	9.56	10.76
1st Quartile	6.35	10.15	10.15	20.24	16.03	8.32	9.45
Median	5.32	7.53	7.53	18.69	15.01	6.97	8.51
3rd Quartile	4.08	5.36	5.36	16.82	13.95	5.44	7.33
95th Percentile	1.99	1.14	1.14	14.53	12.05	3.51	5.02

Peer Group Analysis - IM U.S. Mid Cap Growth Equity (MF)



Munder Mid Cap Core Growth R6

Russell Midcap Growth Index

5th Percentile

1st Quartile

Median

3rd Quartile

95th Percentile

2013

33.93 (65)

35.74 (51)

44.82

38.09

35.76

31.54

26.90

2012

N/A

15.81 (30)

20.39

16.13

14.22

11.91

8.81

2011

N/A

-1.65 (28)

2.99

-1.28

-4.65

-7.93

-13.17

2010

N/A

26.38 (49)

33.52

28.64

26.11

22.75

17.63

2009

N/A

46.29 (25)

57.98

46.08

40.65

31.69

23.88

2008

N/A

-44.32 (43)

-35.41

-41.00

-45.39

-47.98

-51.51

2007

N/A

11.43 (74)

31.37

21.28

15.86

11.18

2.49

Munder Mid Cap Core Growth R6

Fund Information

Fund Name :	Victory Portfolios: Victory Munder Mid-Cap Core Growth Fund; Class R6 Shares	Portfolio Assets :	\$6,290 Million
Fund Family :	Victory Capital Management Inc	Portfolio Manager :	Tony Y. Dong
Ticker :	MGOSX	PM Tenure :	2012
Inception Date :	06/01/2012	Fund Style :	IM U.S. Mid Cap Growth Equity (MF)
Fund Assets :	\$580 Million	Style Benchmark :	Russell Midcap Growth Index

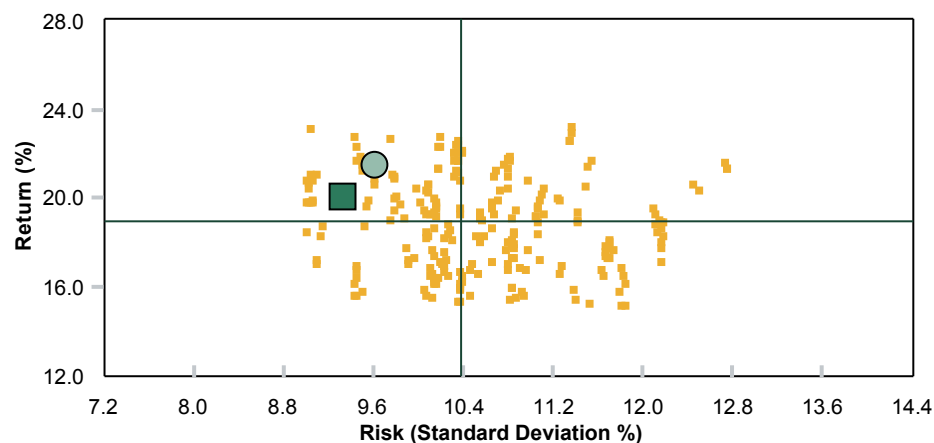
Fund Investment Policy

The Fund seeks to provide long-term capital appreciation. The Fund pursues its goal by investing, under normal circumstances, at least 80% of its assets in the equity securities (i.e., common stock, preferred stock, convertible securities and rights and warrants) of mid-capitalization companies.

Historical Statistics (07/01/12 - 12/31/14) *

	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Munder Mid Cap Core Growth R6	20.04	9.34	2.01	0.03	0.94	0.93	2.58	-0.49	9.34	07/01/2012
Russell Midcap Growth Index	21.50	9.61	2.08	0.00	1.00	1.00	0.00	N/A	9.61	07/01/2012
90 Day U.S. Treasury Bill	0.06	0.02	N/A	0.06	0.00	0.03	9.61	-2.08	0.00	07/01/2012

Peer Group Scattergram (07/01/12 to 12/31/14)



	Return	Standard Deviation
■ Munder Mid Cap Core Growth R6	20.04	9.34
● Russell Midcap Growth Index	21.50	9.61
— Median	19.01	10.38

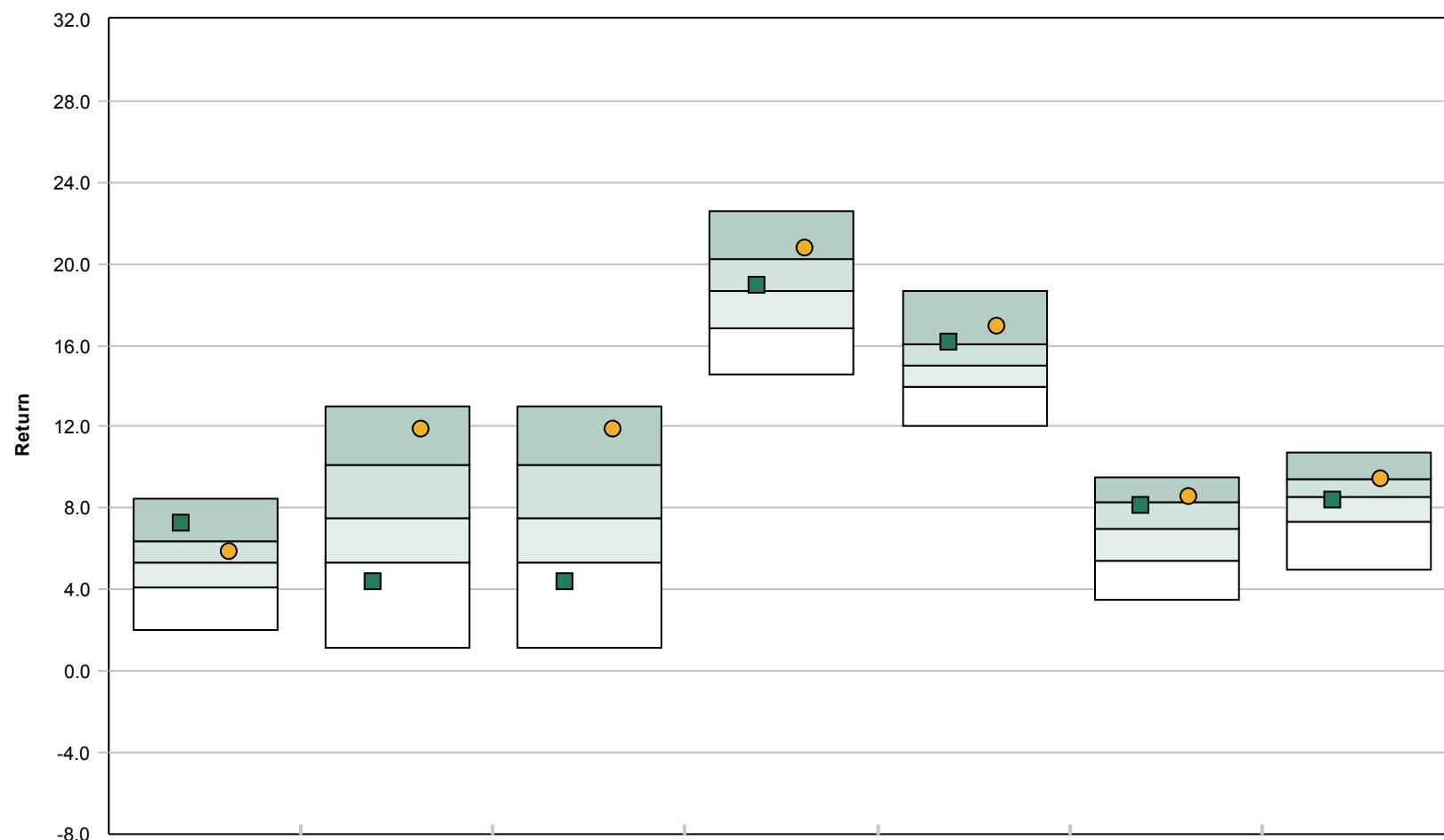
Up Down Market Capture

No data found.

* Monthly periodicity used.

Baron Growth Retail

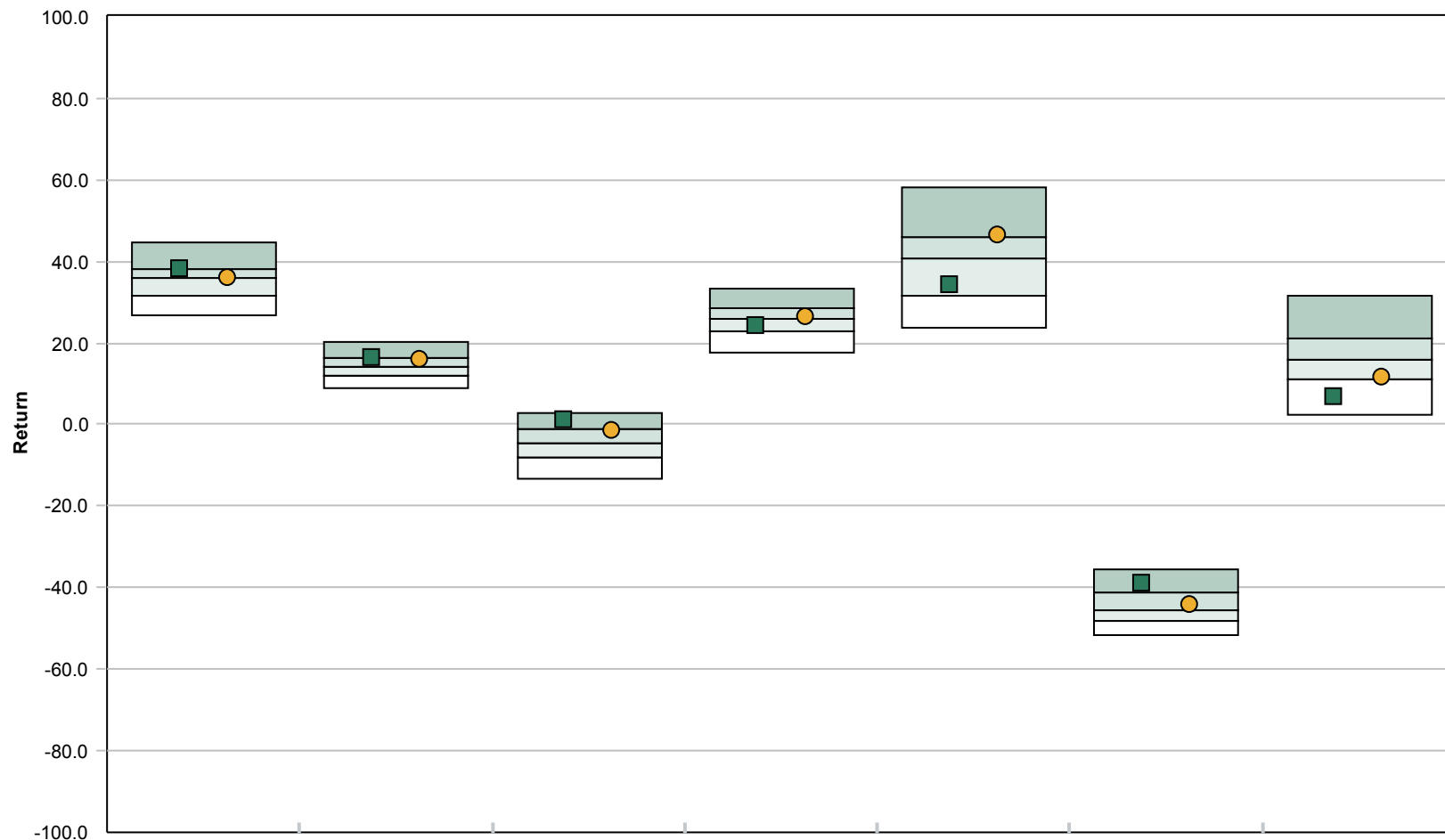
Peer Group Analysis - IM U.S. Mid Cap Growth Equity (MF)



■ Baron Growth Retail
● Russell Midcap Growth Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	7.23 (17)	4.40 (84)	4.40 (84)	18.91 (48)	16.12 (24)	8.09 (28)	8.41 (53)
	5.84 (37)	11.90 (12)	11.90 (12)	20.71 (18)	16.94 (12)	8.59 (18)	9.43 (27)
5th Percentile	8.43	12.97	12.97	22.62	18.63	9.56	10.76
1st Quartile	6.35	10.15	10.15	20.24	16.03	8.32	9.45
Median	5.32	7.53	7.53	18.69	15.01	6.97	8.51
3rd Quartile	4.08	5.36	5.36	16.82	13.95	5.44	7.33
95th Percentile	1.99	1.14	1.14	14.53	12.05	3.51	5.02

Peer Group Analysis - IM U.S. Mid Cap Growth Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Baron Growth Retail	38.32 (24)	16.43 (21)	1.24 (14)	24.01 (65)	34.24 (70)	-39.18 (15)	6.59 (92)
● Russell Midcap Growth Index	35.74 (51)	15.81 (30)	-1.65 (28)	26.38 (49)	46.29 (25)	-44.32 (43)	11.43 (74)
5th Percentile	44.82	20.39	2.99	33.52	57.98	-35.41	31.37
1st Quartile	38.09	16.13	-1.28	28.64	46.08	-41.00	21.28
Median	35.76	14.22	-4.65	26.11	40.65	-45.39	15.86
3rd Quartile	31.54	11.91	-7.93	22.75	31.69	-47.98	11.18
95th Percentile	26.90	8.81	-13.17	17.63	23.88	-51.51	2.49

Baron Growth Retail

Fund Information

Fund Name : Baron Investment Funds Trust: Baron Growth Fund; Retail Shares
Fund Family : Baron Funds
Ticker : BGRFX
Inception Date : 12/31/1994
Fund Assets : \$4,164 Million
Portfolio Turnover : 13%

Portfolio Assets : \$8,100 Million
Portfolio Manager : Ronald Baron
PM Tenure : 1994
Fund Style : IM U.S. Mid Cap Growth Equity (MF)
Style Benchmark : Russell Midcap Growth Index

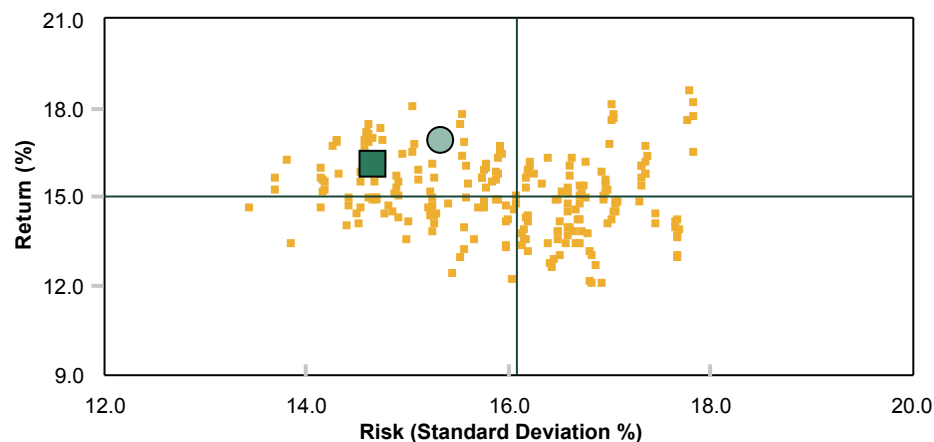
Fund Investment Policy

The Fund seeks capital appreciation. The Advisor seeks investments that are supported by long term demographic, economic and societal "megatrends." The Advisor looks to the ability of a company to grow its business substantially within a four to five year period.

Historical Statistics (01/01/10 - 12/31/14) *

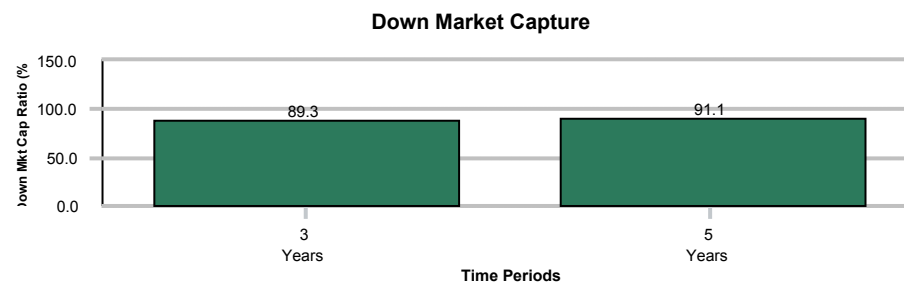
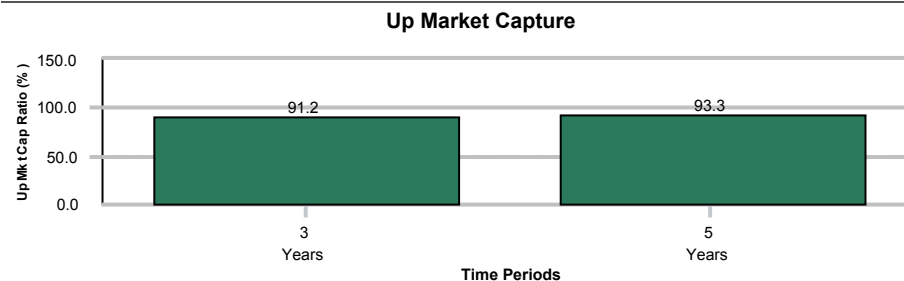
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Baron Growth Retail	16.12	14.66	1.09	0.70	0.91	0.91	4.65	-0.17	14.66	02/01/1995
Russell Midcap Growth Index	16.94	15.34	1.10	0.00	1.00	1.00	0.00	N/A	15.34	02/01/1995
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	15.34	-1.10	0.00	02/01/1995

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ Baron Growth Retail	16.12	14.66
● Russell Midcap Growth Index	16.94	15.34
— Median	15.01	16.08

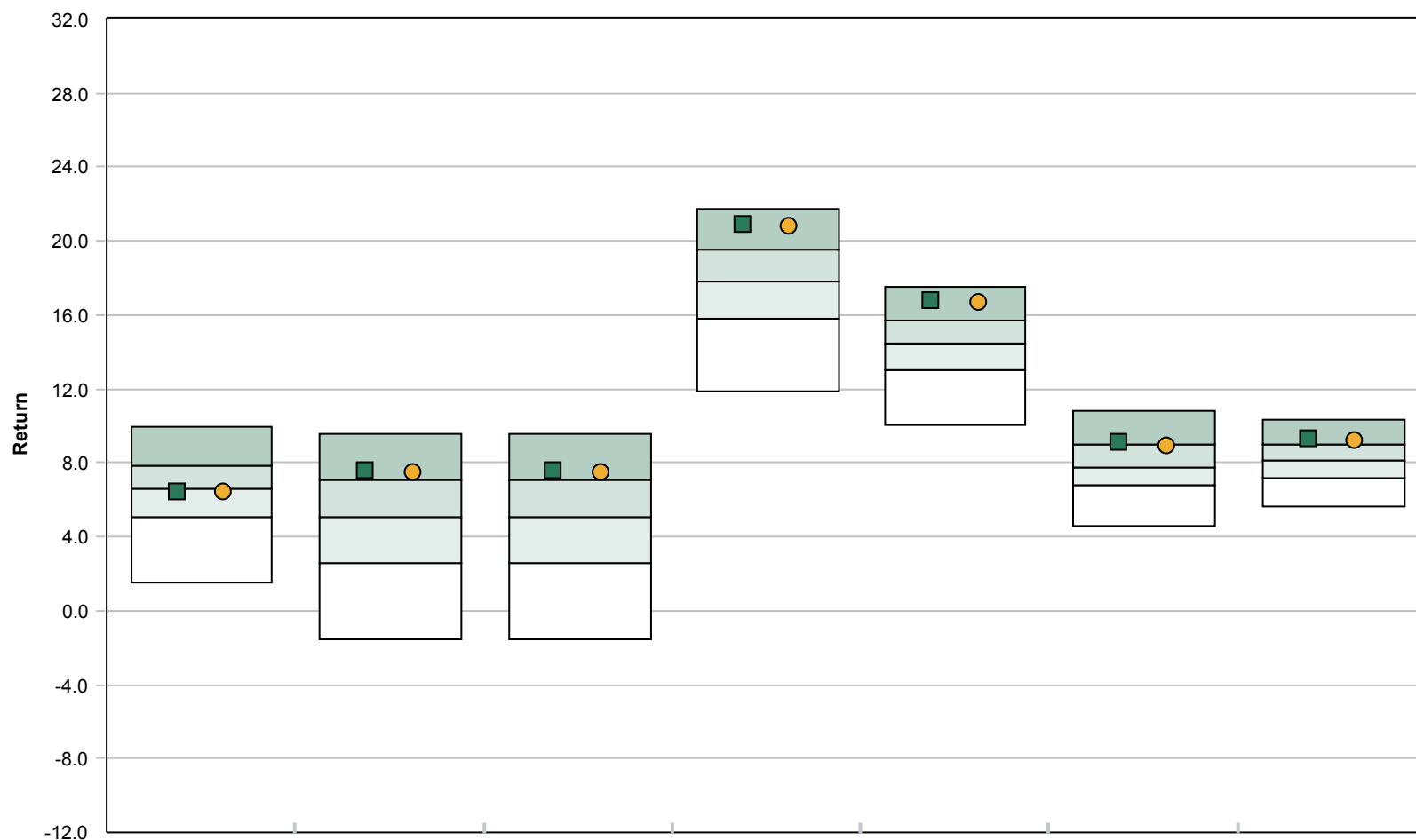
Up Down Market Capture



* Monthly periodicity used.

Vanguard Extended Market Idx I

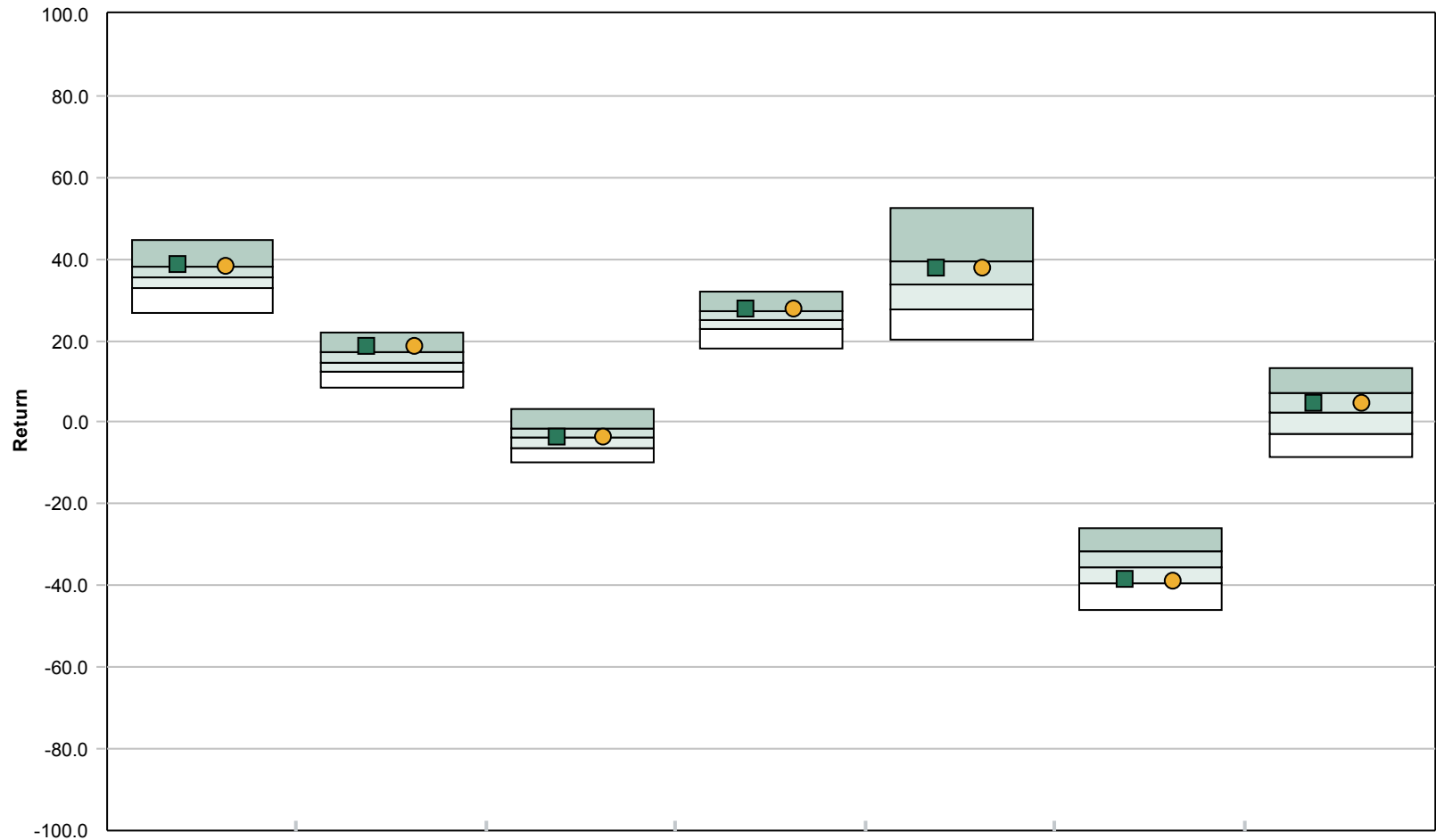
Peer Group Analysis - IM U.S. SMID Cap Core Equity (MF)



■ Vanguard Extended Market Idx I
● S&P Completion Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	6.44 (54)	7.56 (20)	7.56 (20)	20.84 (11)	16.77 (10)	9.06 (24)	9.27 (17)
	6.39 (54)	7.50 (21)	7.50 (21)	20.74 (12)	16.66 (11)	8.90 (26)	9.16 (20)
5th Percentile	9.93	9.59	9.59	21.78	17.55	10.79	10.32
1st Quartile	7.88	7.11	7.11	19.54	15.72	9.01	8.99
Median	6.58	5.02	5.02	17.80	14.42	7.79	8.12
3rd Quartile	5.08	2.53	2.53	15.82	12.99	6.74	7.22
95th Percentile	1.54	-1.57	-1.57	11.85	10.08	4.62	5.65

Peer Group Analysis - IM U.S. SMID Cap Core Equity (MF)



■ Vanguard Extended Market Idx I
● S&P Completion Index

	2013	2012	2011	2010	2009	2008	2007
	38.42 (24)	18.50 (14)	-3.57 (50)	27.59 (21)	37.69 (31)	-38.58 (72)	4.51 (37)
	38.24 (25)	18.45 (14)	-3.71 (52)	27.46 (22)	37.65 (31)	-38.94 (75)	4.49 (37)
5th Percentile	44.63	22.11	3.43	31.96	52.61	-25.92	13.30
1st Quartile	38.16	17.18	-1.55	27.19	39.57	-31.42	7.23
Median	35.30	14.48	-3.58	25.07	33.89	-35.61	2.39
3rd Quartile	32.88	12.34	-6.52	22.91	27.59	-39.33	-2.65
95th Percentile	26.91	8.44	-10.00	18.11	20.38	-46.17	-8.47

Vanguard Extended Market Idx I

Fund Information

Fund Name : Vanguard Index Funds: Vanguard Extended Market Index Fund; Institutional Shares
Fund Family : Vanguard Group Inc
Ticker : VIEIX
Inception Date : 07/07/1997
Fund Assets : \$8,475 Million

Portfolio Assets : \$41,974 Million
Portfolio Manager : Donald M. Butler
PM Tenure : 1997
Fund Style : IM U.S. SMID Cap Core Equity (MF)
Style Benchmark : S&P Completion Index

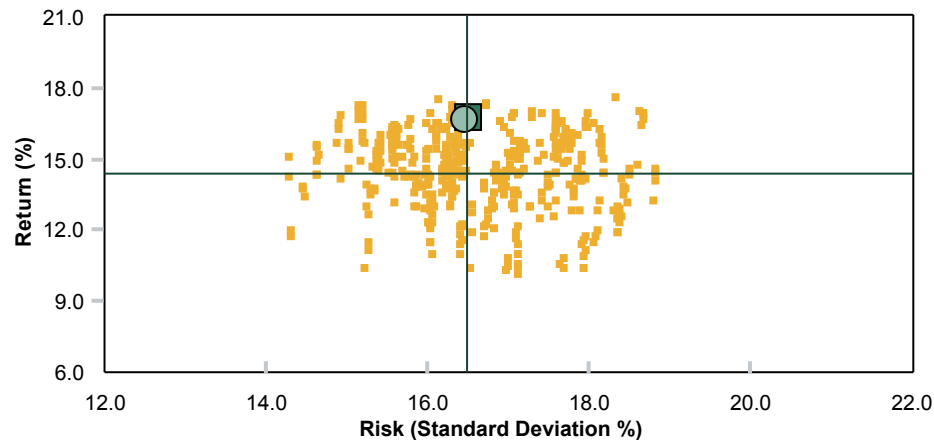
Fund Investment Policy

The Fund seeks to track the performance of a benchmark index that measures the investment return of small and mid capitalization stocks. The Fund employs a passive management or indexing investment approach designed to track the performance of the Standard & Poors Completion Index.

Historical Statistics (01/01/10 - 12/31/14) *

	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Extended Market Idx I	16.77	16.51	1.02	0.07	1.00	1.00	0.09	1.13	16.51	08/01/1997
S&P Completion Index	16.66	16.48	1.02	0.00	1.00	1.00	0.00	N/A	16.48	08/01/1997
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	16.48	-1.02	0.00	08/01/1997

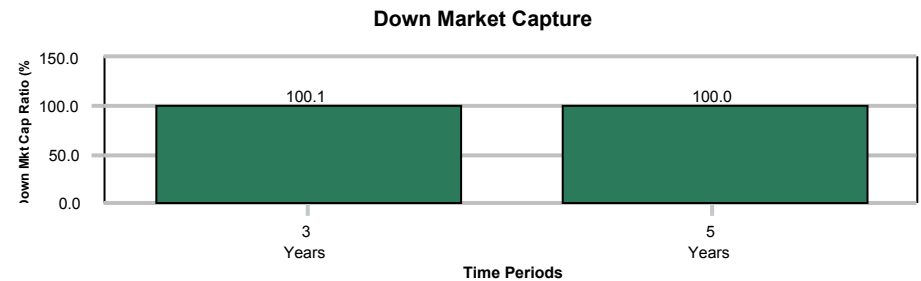
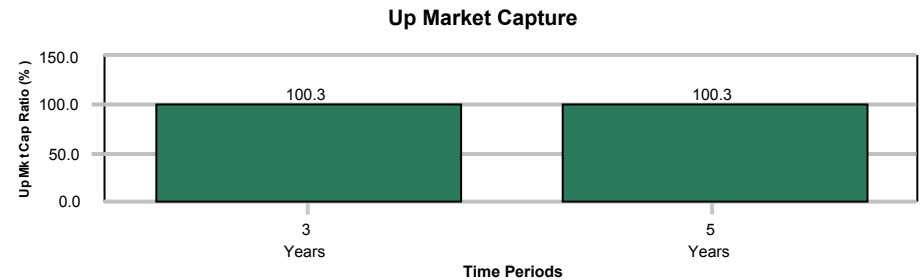
Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Vanguard Extended Market Idx I	16.77	16.51
S&P Completion Index	16.66	16.48
Median	14.42	16.49

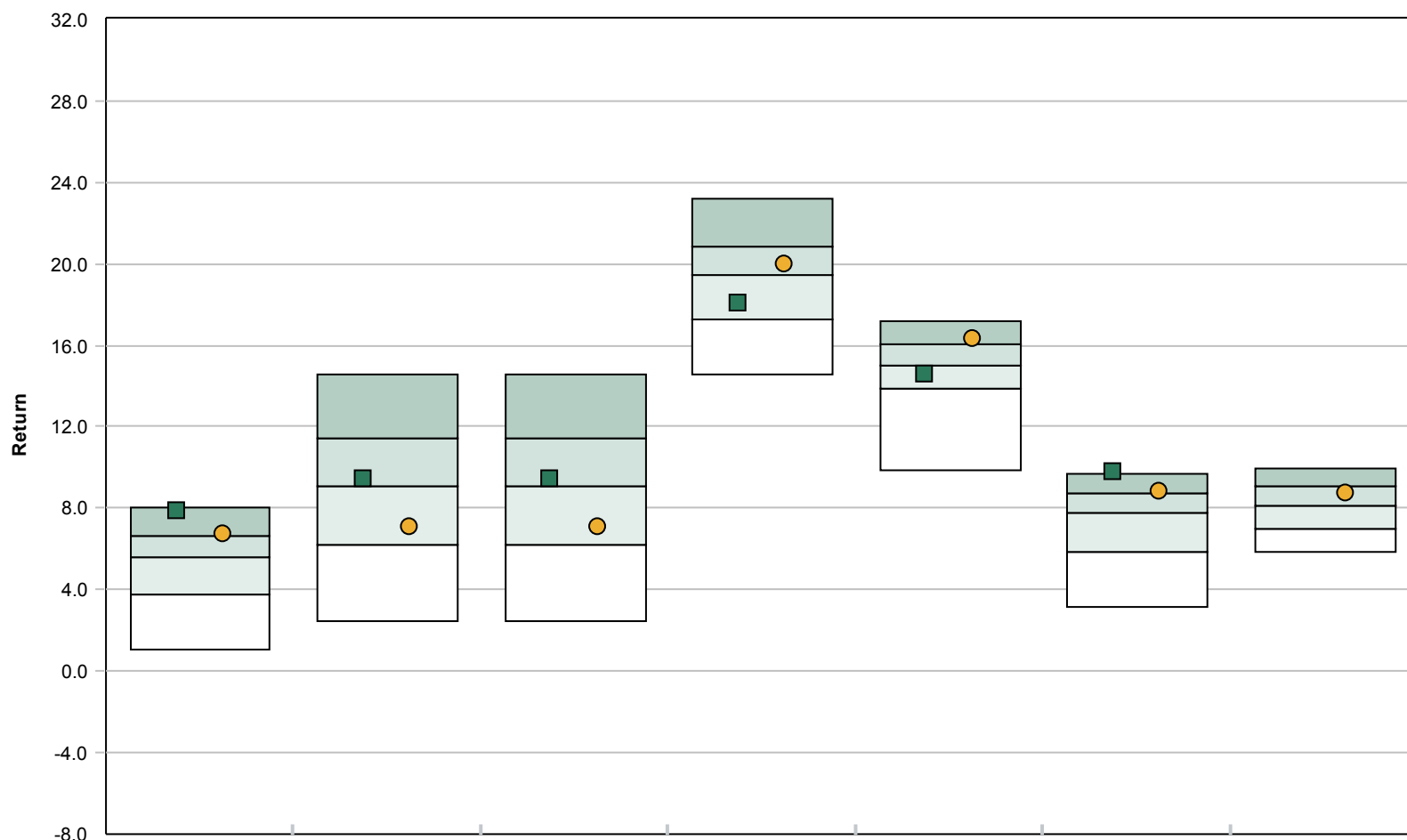
* Monthly periodicity used.

Up Down Market Capture



Lord Abbett Value Opportunities I

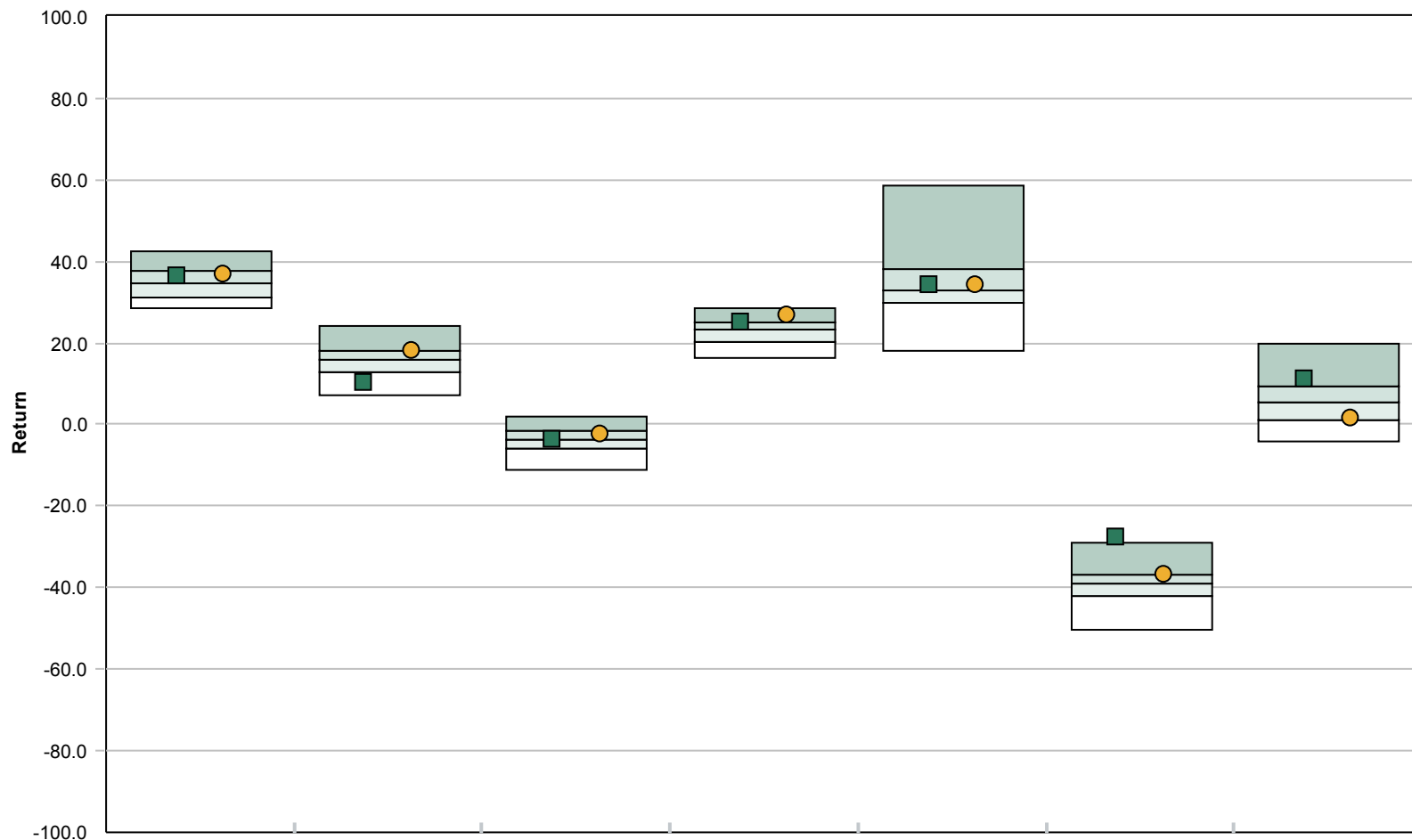
Peer Group Analysis - IM U.S. Mid Cap Core Equity (MF)



■ Lord Abbett Value Opportunities I
● Russell 2500 Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	7.86 (7)	9.45 (46)	9.45 (46)	18.06 (67)	14.61 (61)	9.81 (5)	N/A
	6.77 (21)	7.07 (68)	7.07 (68)	19.97 (41)	16.36 (18)	8.86 (24)	8.72 (35)
5th Percentile	8.02	14.60	14.60	23.18	17.20	9.68	9.94
1st Quartile	6.64	11.44	11.44	20.86	16.03	8.75	9.10
Median	5.58	9.04	9.04	19.48	15.00	7.80	8.11
3rd Quartile	3.80	6.20	6.20	17.29	13.86	5.88	6.96
95th Percentile	1.03	2.44	2.44	14.55	9.82	3.14	5.85

Peer Group Analysis - IM U.S. Mid Cap Core Equity (MF)



■ Lord Abbett Value Opportunities I
● Russell 2500 Index

5th Percentile
1st Quartile
Median
3rd Quartile
95th Percentile

2013	2012	2011	2010	2009	2008	2007
36.53 (31)	10.13 (86)	-3.83 (55)	24.91 (29)	34.27 (43)	-27.49 (2)	11.28 (19)
36.80 (31)	17.88 (26)	-2.51 (40)	26.71 (16)	34.39 (43)	-36.79 (25)	1.38 (74)
42.50	24.08	2.06	28.60	58.50	-29.04	19.91
37.60	17.91	-1.40	25.25	38.30	-36.79	9.55
34.46	15.93	-3.59	23.15	33.11	-38.95	5.41
31.15	12.71	-5.85	20.18	30.06	-42.20	1.03
28.35	7.01	-11.02	16.16	17.92	-50.47	-4.11

Lord Abbett Value Opportunities I

Fund Information

Fund Name :	Lord Abbett Securities Trust: Lord Abbett Value Opportunities Fund; Class I Shares	Portfolio Assets :	\$3,100 Million
Fund Family :	Lord Abbett & Co LLC	Portfolio Manager :	Maher/Maurer
Ticker :	LVOYX	PM Tenure :	2008--2007
Inception Date :	12/20/2005	Fund Style :	IM U.S. Mid Cap Core Equity (MF)
Fund Assets :	\$645 Million	Style Benchmark :	Russell 2500 Index

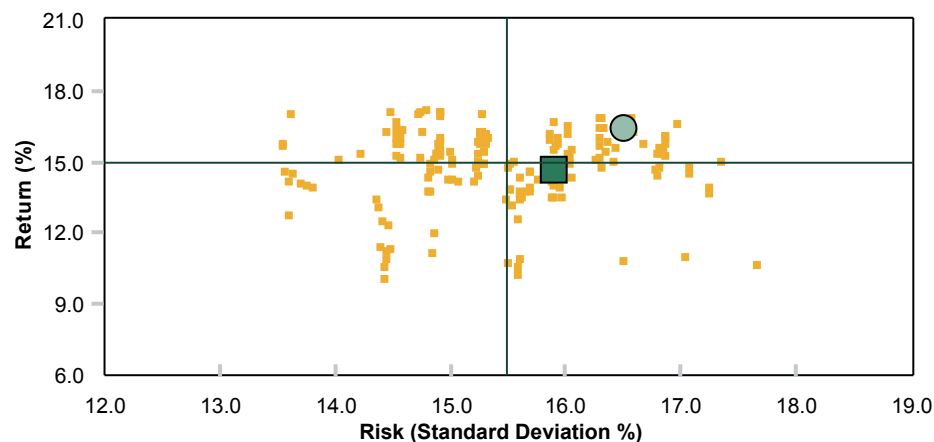
Fund Investment Policy

The Fund seeks long-term capital appreciation. To pursue this goal, the Fund normally invests at least 80% of its net assets, plus the amount of any borrowings for investment purposes, in equity securities of small and mid-sized companies.

Historical Statistics (01/01/10 - 12/31/14) *

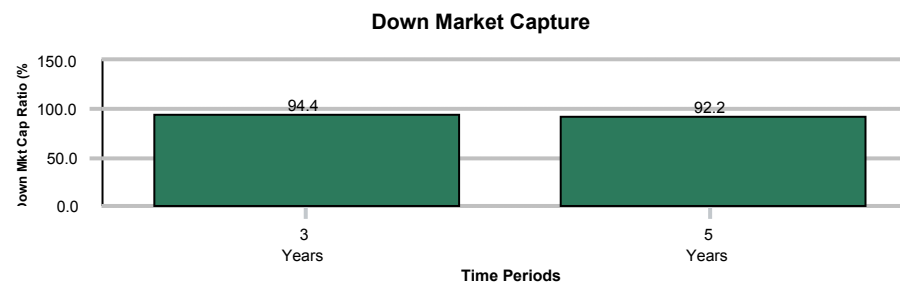
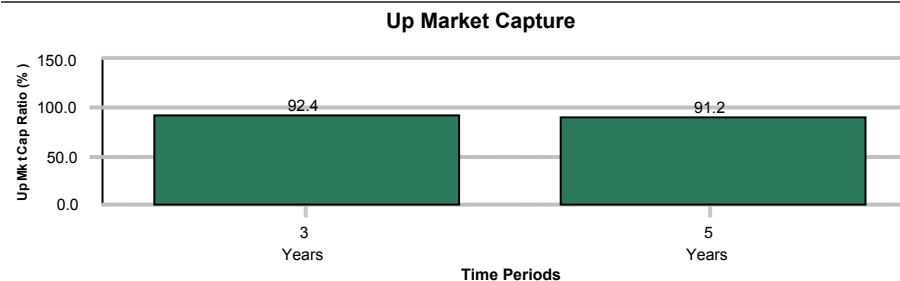
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Lord Abbett Value Opportunities I	14.61	15.90	0.94	-0.72	0.95	0.96	3.19	-0.51	15.90	01/01/2006
Russell 2500 Index	16.36	16.50	1.00	0.00	1.00	1.00	0.00	N/A	16.50	01/01/2006
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	16.50	-1.00	0.00	01/01/2006

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Lord Abbett Value Opportunities I	14.61	15.90
Russell 2500 Index	16.36	16.50
Median	15.00	15.49

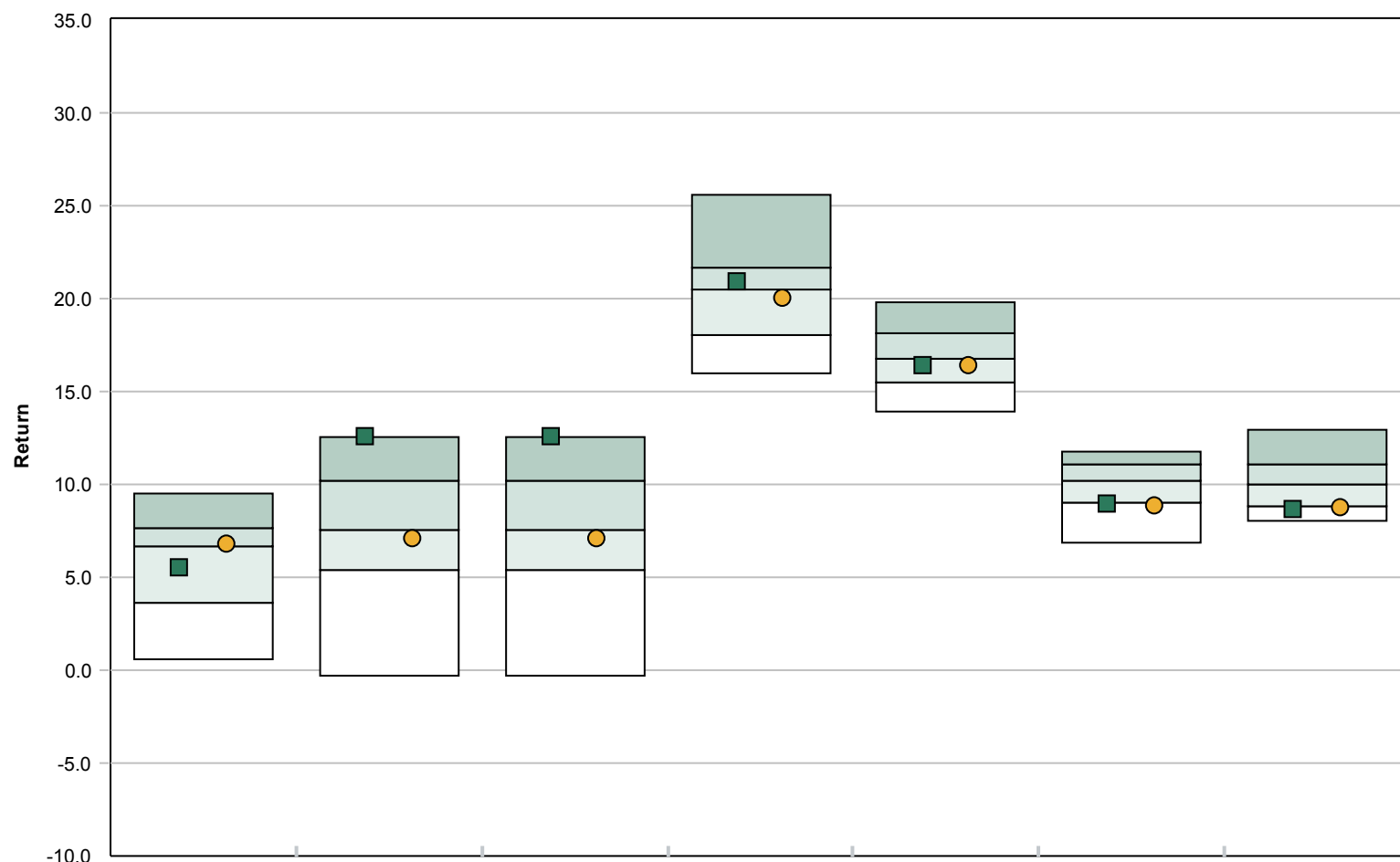
Up Down Market Capture



* Monthly periodicity used.

Oppenheimer Main St Sm & Mid Cap Y

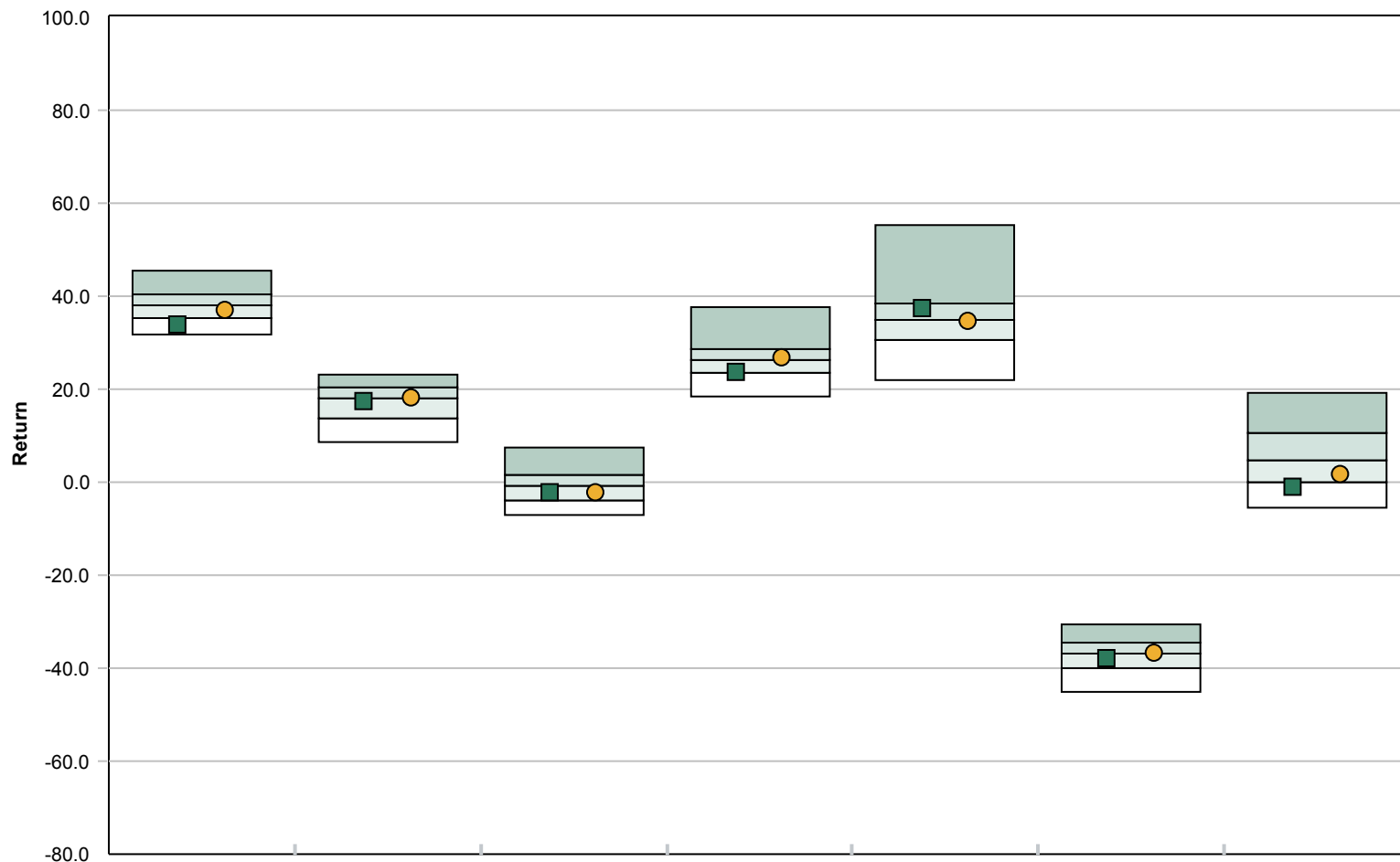
Peer Group Analysis - IM U.S. SMID Cap Core Equity (SA+CF)



■ Oppenheimer Main St Sm & Mid Cap Y
● Russell 2500 Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	5.49 (61)	12.57 (3)	12.57 (3)	20.88 (44)	16.38 (61)	8.91 (76)	8.63 (80)
	6.77 (47)	7.07 (66)	7.07 (66)	19.97 (59)	16.36 (62)	8.86 (76)	8.72 (79)
5th Percentile	9.55	12.52	12.52	25.55	19.78	11.76	12.98
1st Quartile	7.68	10.18	10.18	21.65	18.15	11.05	11.13
Median	6.63	7.54	7.54	20.54	16.73	10.21	9.96
3rd Quartile	3.64	5.43	5.43	18.03	15.47	8.97	8.83
95th Percentile	0.62	-0.33	-0.33	16.00	13.95	6.88	8.00

Peer Group Analysis - IM U.S. SMID Cap Core Equity (SA+CF)



■ Oppenheimer Main St Sm & Mid Cap Y
● Russell 2500 Index

	2013	2012	2011	2010	2009	2008	2007
	33.82 (83)	17.26 (59)	-2.31 (62)	23.72 (72)	37.37 (35)	-38.02 (61)	-1.10 (83)
	36.80 (62)	17.88 (56)	-2.51 (66)	26.71 (44)	34.39 (58)	-36.79 (49)	1.38 (70)
5th Percentile	45.57	23.31	7.61	37.84	55.17	-30.67	19.09
1st Quartile	40.43	20.58	1.43	28.63	38.41	-34.42	10.52
Median	38.02	18.08	-0.97	26.23	35.05	-37.01	4.88
3rd Quartile	35.17	13.77	-3.92	23.56	30.58	-40.09	-0.15
95th Percentile	31.66	8.61	-7.16	18.28	22.13	-44.90	-5.48

Oppenheimer Main St Sm & Mid Cap Y

Fund Information

Fund Name : Oppenheimer Main Street Mid Cap Fund; Class Y Shares
Fund Family : OppenheimerFunds Inc
Ticker : OPMYX
Inception Date : 08/02/1999
Fund Assets : \$671 Million
Portfolio Turnover : 63%

Portfolio Assets : \$3,655 Million
Portfolio Manager : Raymond Anello
PM Tenure : 2011
Fund Style : IM U.S. SMID Cap Core Equity (SA+CF)
Style Benchmark : Russell 2500 Index

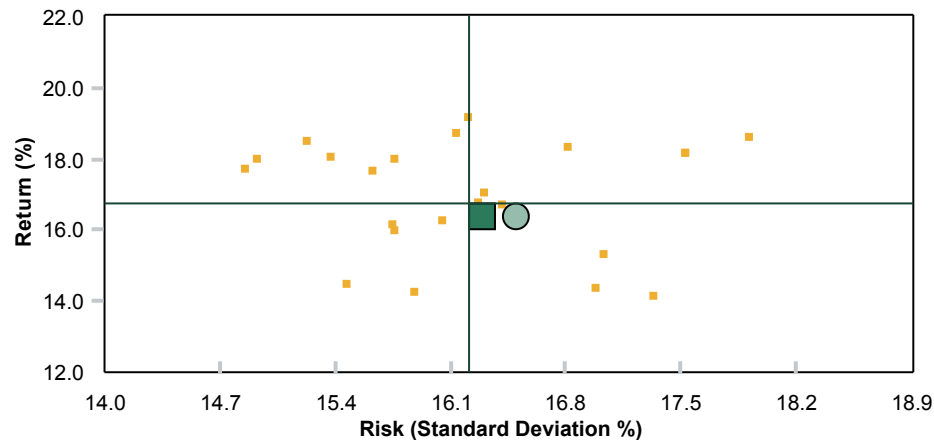
Fund Investment Policy

The Fund seeks capital appreciation. The Fund mainly invests in common stocks of small and mid-cap companies. Under normal market conditions, the Fund will invest at least 80% of its net assets in securities of companies having a market capitalization in the range of the Russell 2500 Index and the Russell Midcap Index.

Historical Statistics (01/01/10 - 12/31/14) *

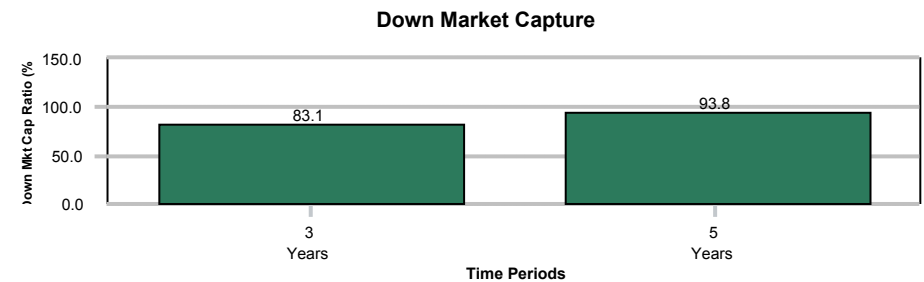
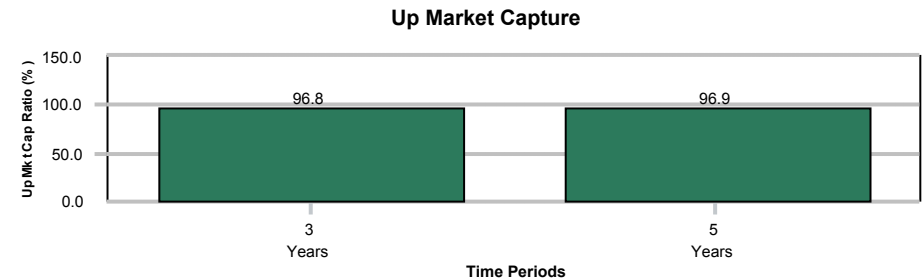
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Oppenheimer Main St Sm & Mid Cap Y	16.38	16.30	1.01	0.39	0.98	0.97	2.63	-0.01	16.30	09/01/1999
Russell 2500 Index	16.36	16.50	1.00	0.00	1.00	1.00	0.00	N/A	16.50	09/01/1999
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	16.50	-1.00	0.00	09/01/1999

Peer Group Scattergram (01/01/10 to 12/31/14)



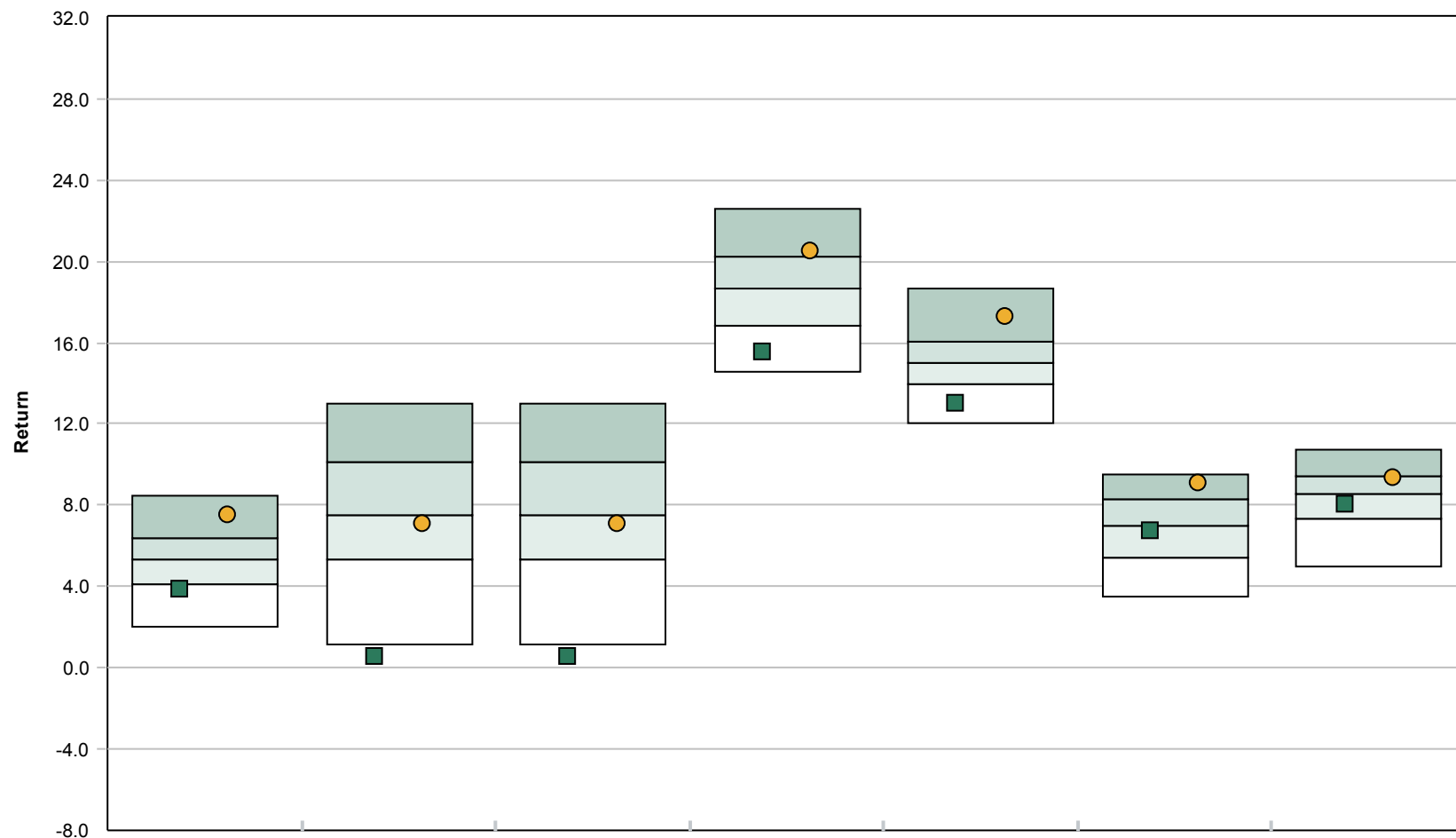
	Return	Standard Deviation
■ Oppenheimer Main St Sm & Mid Cap Y	16.38	16.30
● Russell 2500 Index	16.36	16.50
— Median	16.73	16.21

Up Down Market Capture



* Monthly periodicity used.

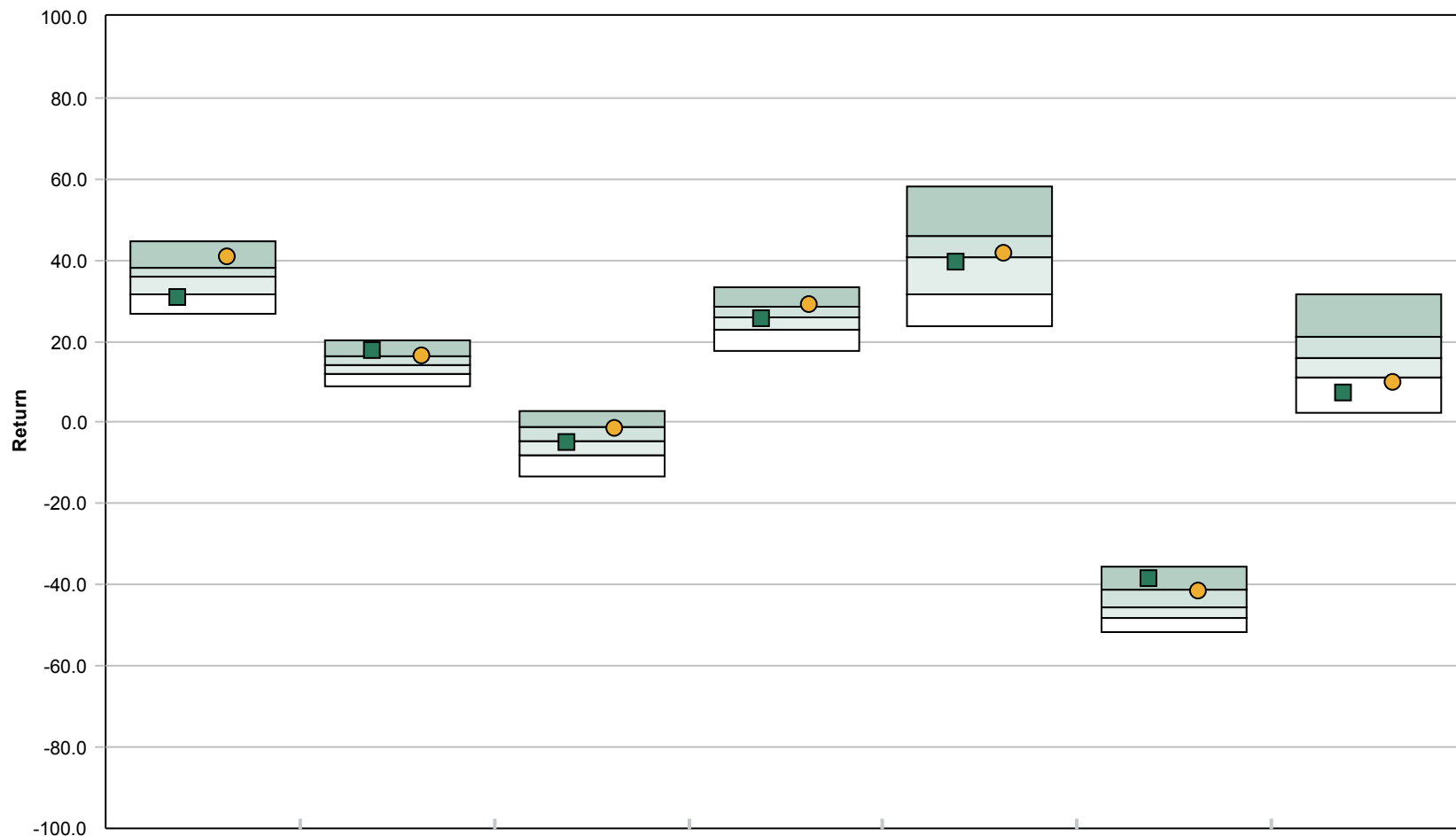
Peer Group Analysis - IM U.S. Mid Cap Growth Equity (MF)



■ Columbia Acorn Fund A
● Russell 2500 Growth Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	3.83 (78)	0.55 (97)	0.55 (97)	15.57 (90)	13.02 (89)	6.69 (56)	8.08 (61)
	7.49 (14)	7.05 (59)	7.05 (59)	20.47 (21)	17.27 (10)	9.08 (10)	9.37 (28)
5th Percentile	8.43	12.97	12.97	22.62	18.63	9.56	10.76
1st Quartile	6.35	10.15	10.15	20.24	16.03	8.32	9.45
Median	5.32	7.53	7.53	18.69	15.01	6.97	8.51
3rd Quartile	4.08	5.36	5.36	16.82	13.95	5.44	7.33
95th Percentile	1.99	1.14	1.14	14.53	12.05	3.51	5.02

Peer Group Analysis - IM U.S. Mid Cap Growth Equity (MF)



■ Columbia Acorn Fund A
● Russell 2500 Growth Index

	2013	2012	2011	2010	2009	2008	2007
5th Percentile	44.82	20.39	2.99	33.52	57.98	-35.41	31.37
1st Quartile	38.09	16.13	-1.28	28.64	46.08	-41.00	21.28
Median	35.76	14.22	-4.65	26.11	40.65	-45.39	15.86
3rd Quartile	31.54	11.91	-7.93	22.75	31.69	-47.98	11.18
95th Percentile	26.90	8.81	-13.17	17.63	23.88	-51.51	2.49

Columbia Acorn Fund A

Fund Information

Fund Name : Columbia Acorn Trust: Columbia Acorn Fund; Class A Shares
Fund Family : Columbia Funds
Ticker : LACAX
Inception Date : 10/16/2000
Fund Assets : \$2,732 Million
Portfolio Turnover : 18%

Portfolio Assets : \$16,051 Million
Portfolio Manager : Mohn/Frank
PM Tenure : 2000--2014
Fund Style : IM U.S. Mid Cap Growth Equity (MF)
Style Benchmark : Russell 2500 Growth Index

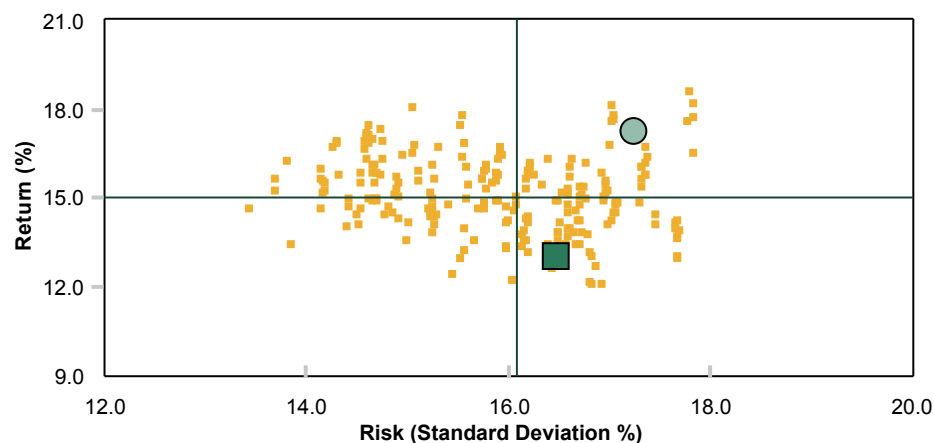
Fund Investment Policy

The Fund seeks long-term capital appreciation. The Fund invests a majority of its net assets in the common stock of small- and mid-sized companies with market capitalizations under \$5 billion at the time of investment. The Fund invests the majority of its assets in U.S. companies.

Historical Statistics (01/01/10 - 12/31/14) *

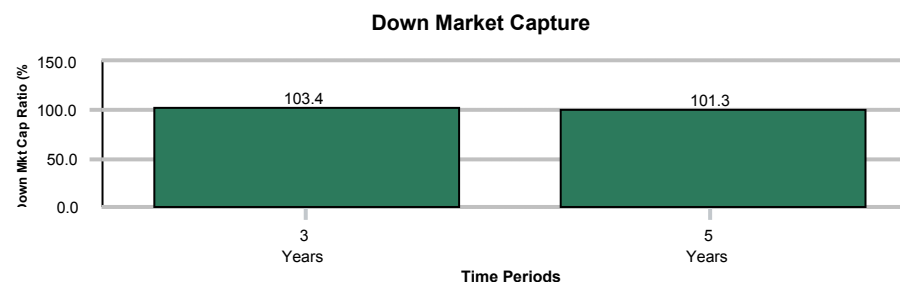
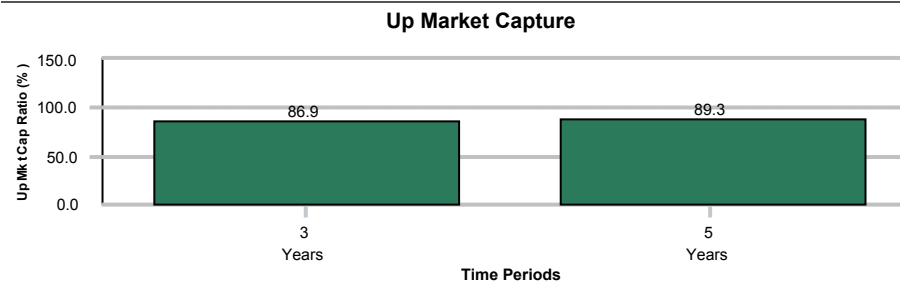
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Columbia Acorn Fund A	13.02	16.48	0.82	-2.86	0.94	0.98	2.58	-1.50	16.48	11/01/2000
Russell 2500 Growth Index	17.27	17.26	1.01	0.00	1.00	1.00	0.00	N/A	17.26	11/01/2000
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	17.26	-1.01	0.00	11/01/2000

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ Columbia Acorn Fund A	13.02	16.48
● Russell 2500 Growth Index	17.27	17.26
— Median	15.01	16.08

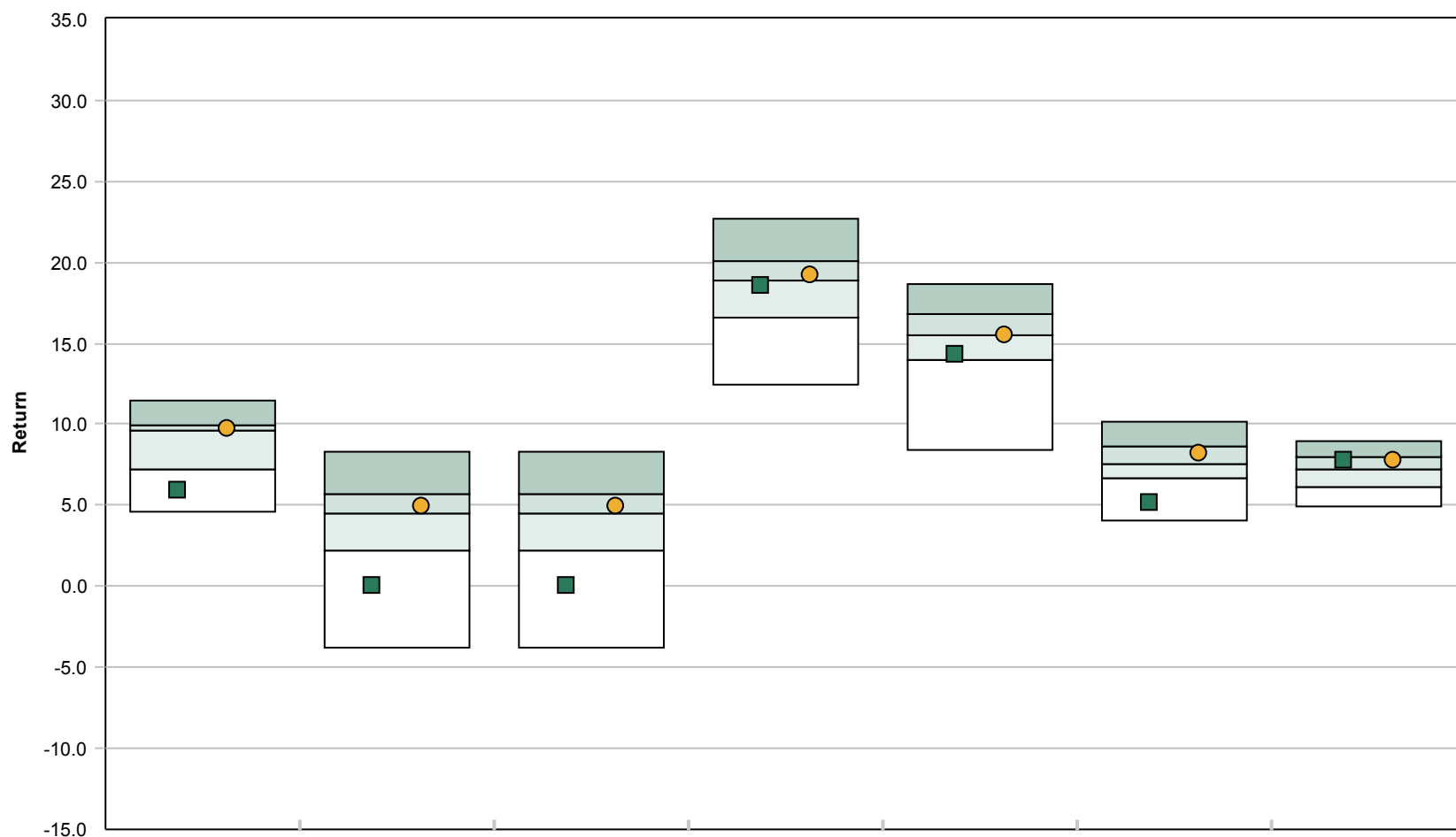
Up Down Market Capture



* Monthly periodicity used.

Keeley Small Cap Value A

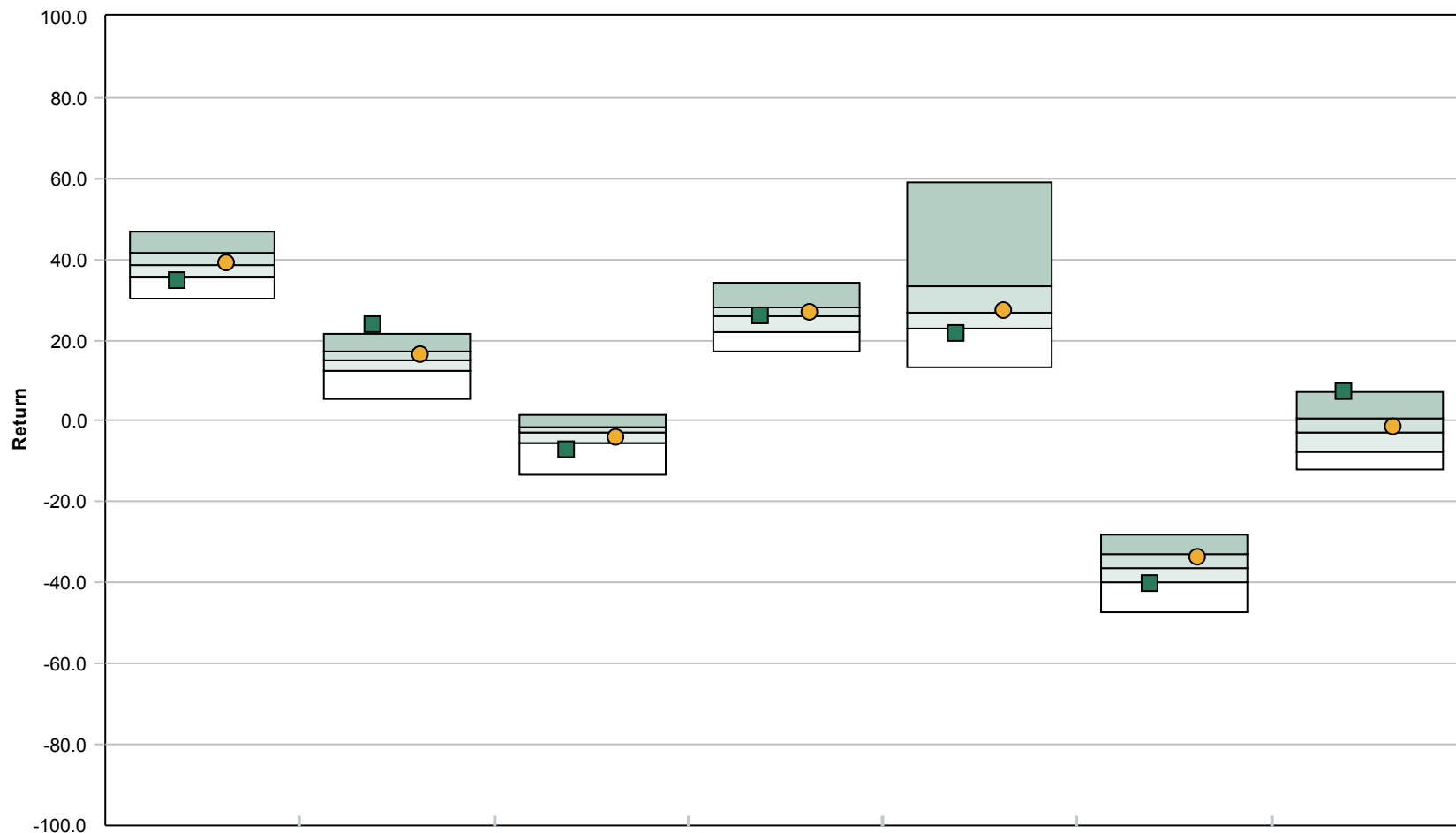
Peer Group Analysis - IM U.S. Small Cap Core Equity (MF)



■ Keeley Small Cap Value A
● Russell 2000 Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	5.95 (89)	0.07 (85)	0.07 (85)	18.59 (55)	14.27 (73)	5.12 (92)	7.75 (35)
	9.73 (42)	4.89 (43)	4.89 (43)	19.21 (44)	15.55 (47)	8.18 (33)	7.77 (34)
5th Percentile	11.45	8.32	8.32	22.72	18.66	10.12	8.95
1st Quartile	9.98	5.71	5.71	20.08	16.76	8.65	8.03
Median	9.58	4.47	4.47	18.88	15.46	7.59	7.19
3rd Quartile	7.22	2.23	2.23	16.58	14.03	6.69	6.19
95th Percentile	4.64	-3.75	-3.75	12.46	8.38	4.04	4.95

Peer Group Analysis - IM U.S. Small Cap Core Equity (MF)



■ Keeley Small Cap Value A
● Russell 2000 Index

5th Percentile
1st Quartile
Median
3rd Quartile
95th Percentile

2013	2012	2011	2010	2009	2008	2007
34.63 (82)	23.81 (5)	-7.29 (83)	25.98 (47)	21.67 (81)	-40.18 (77)	7.17 (6)
38.82 (48)	16.35 (30)	-4.18 (61)	26.85 (38)	27.17 (49)	-33.79 (32)	-1.57 (39)
46.63	21.60	1.64	34.17	58.97	-28.26	7.18
41.73	17.04	-1.47	28.12	33.31	-33.03	0.60
38.64	15.22	-3.04	25.78	26.94	-36.22	-3.00
35.60	12.37	-5.35	22.15	23.03	-39.86	-7.57
30.27	5.47	-13.29	17.13	13.07	-47.46	-12.10

Keeley Small Cap Value A

Fund Information

Fund Name :	KEELEY Funds, Inc: KEELEY Small Cap Value Fund; Class A Shares	Portfolio Assets :	\$2,588 Million
Fund Family :	Keeley Asset Management Corporation	Portfolio Manager :	Keeley/Keeley/Chin
Ticker :	KSCVX	PM Tenure :	1993--2011--2013
Inception Date :	10/01/1993	Fund Style :	IM U.S. Small Cap Core Equity (MF)
Fund Assets :	\$1,521 Million	Style Benchmark :	Russell 2000 Index
Portfolio Turnover :	43%		

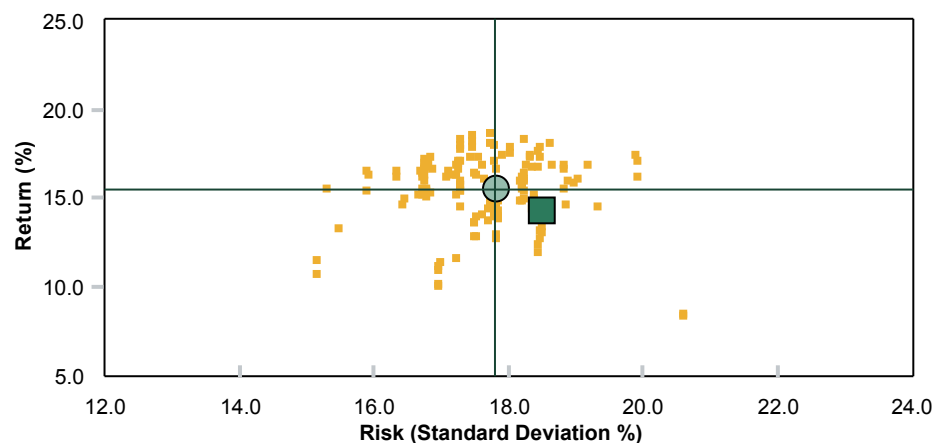
Fund Investment Policy

The Fund seeks capital appreciation by investing in companies with relatively small market capitalization, emphasizing companies undergoing substantial changes such as: emerging from bankruptcy, spin-offs and recapitalizations.

Historical Statistics (01/01/10 - 12/31/14) *

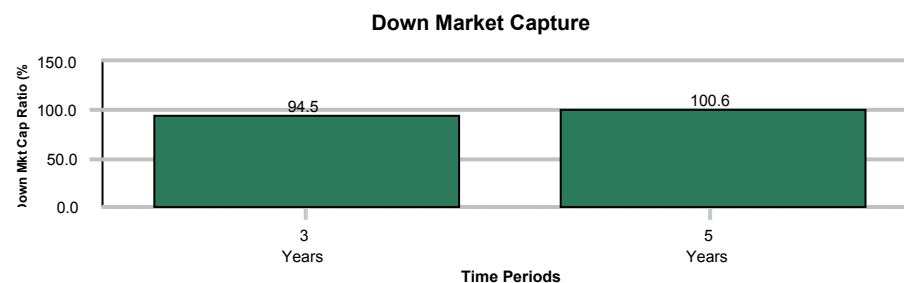
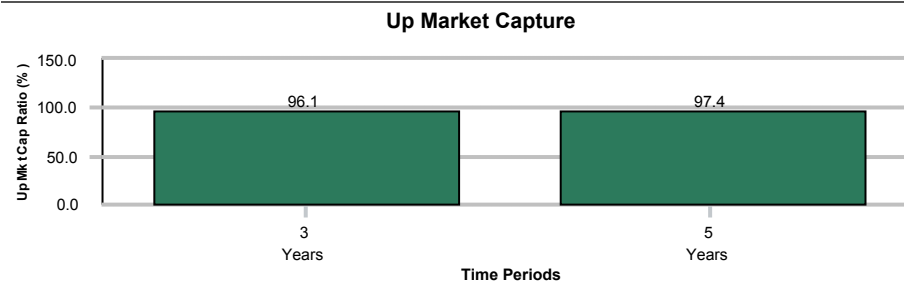
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Keeley Small Cap Value A	14.27	18.51	0.81	-1.19	1.01	0.95	4.03	-0.25	18.51	11/01/1993
Russell 2000 Index	15.55	17.83	0.90	0.00	1.00	1.00	0.00	N/A	17.83	11/01/1993
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	17.83	-0.90	0.00	11/01/1993

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ Keeley Small Cap Value A	14.27	18.51
● Russell 2000 Index	15.55	17.83
— Median	15.46	17.80

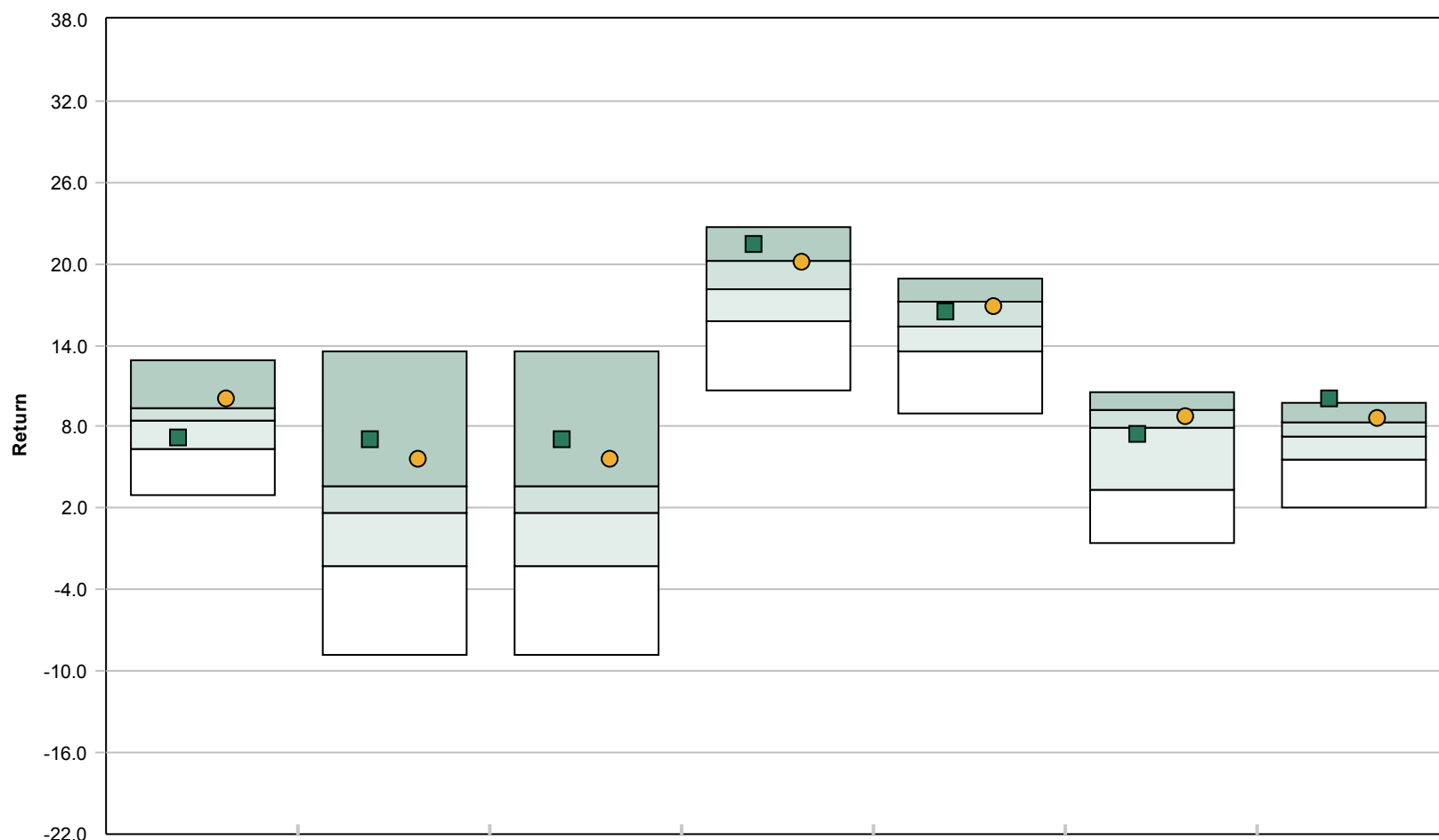
Up Down Market Capture



* Monthly periodicity used.

Hartford Small Company HLS

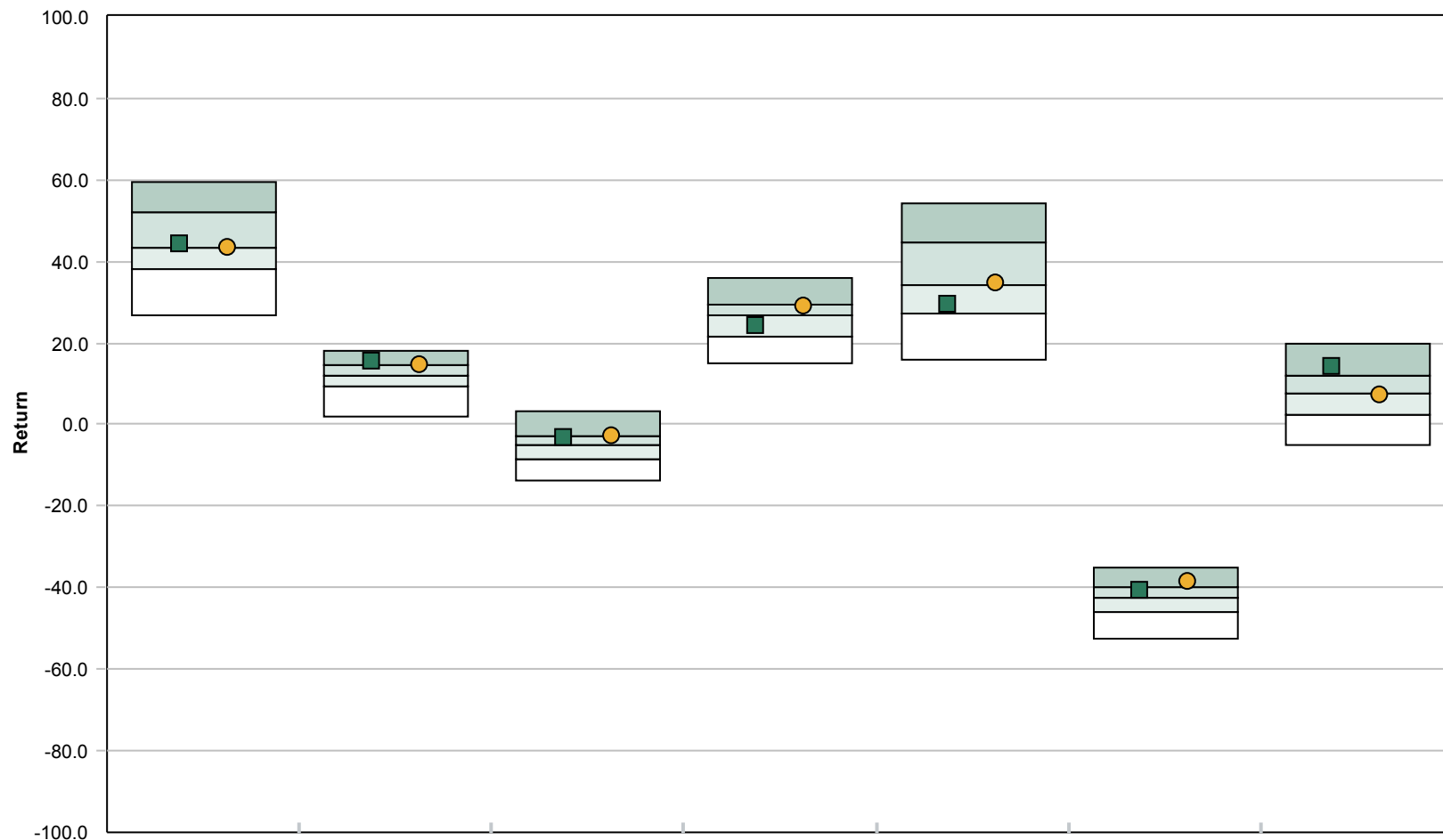
Peer Group Analysis - IM U.S. Small Cap Growth Equity (MF)



■ Hartford Small Company HLS
● Russell 2000 Growth Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	7.12 (67)	7.07 (8)	7.07 (8)	21.37 (14)	16.48 (39)	7.39 (60)	10.05 (3)
	10.06 (10)	5.60 (15)	5.60 (15)	20.14 (27)	16.80 (36)	8.73 (36)	8.54 (21)
5th Percentile	12.91	13.54	13.54	22.70	18.90	10.55	9.73
1st Quartile	9.42	3.56	3.56	20.28	17.27	9.30	8.31
Median	8.43	1.67	1.67	18.07	15.45	7.93	7.27
3rd Quartile	6.38	-2.33	-2.33	15.82	13.50	3.30	5.59
95th Percentile	3.01	-8.80	-8.80	10.63	9.01	-0.55	2.07

Peer Group Analysis - IM U.S. Small Cap Growth Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Hartford Small Company HLS	44.38 (48)	15.64 (20)	-3.36 (30)	24.13 (66)	29.29 (69)	-40.60 (30)	14.23 (17)
● Russell 2000 Growth Index	43.30 (53)	14.59 (26)	-2.91 (26)	29.09 (28)	34.47 (49)	-38.54 (15)	7.05 (52)
5th Percentile	59.50	18.16	3.22	35.81	54.23	-34.98	19.75
1st Quartile	51.90	14.61	-2.71	29.61	44.65	-39.66	11.96
Median	43.55	11.77	-5.00	26.70	34.14	-42.69	7.44
3rd Quartile	38.25	9.56	-8.45	21.64	27.04	-45.82	2.36
95th Percentile	26.84	2.10	-13.76	14.90	16.08	-52.60	-5.00

Hartford Small Company HLS

Fund Information

Fund Name : Hartford Series Fund, Inc: Hartford Small Company HLS Fund; Class IA Portfolio Assets : -

Fund Family : Hartford Funds Management Company LLC Portfolio Manager : Team Managed

Ticker : PM Tenure :

Inception Date : 08/09/1996 Fund Style : IM U.S. Small Cap Growth Equity (MF)

Fund Assets : - Style Benchmark : Russell 2000 Growth Index

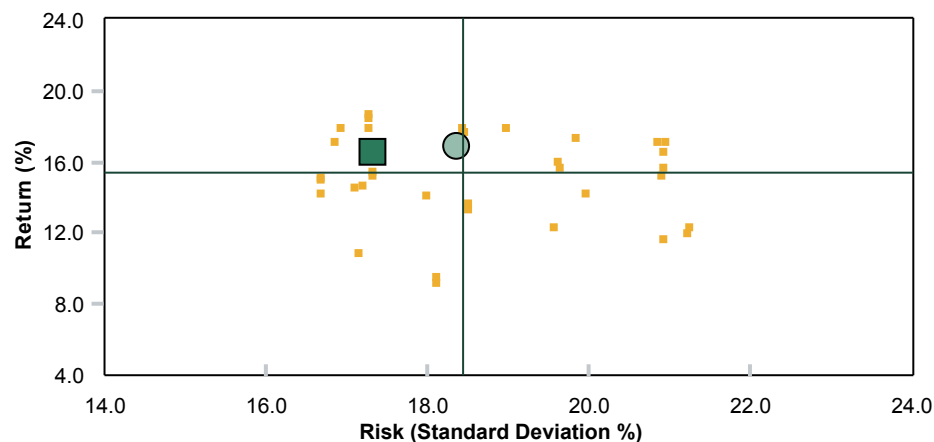
Fund Investment Policy

The Fund seeks growth of capital by investing primarily in common stocks selected on the basis of potential for capital appreciation. Under normal circumstances, the Fund will invest at least 80% of its assets in common stocks of small capitalization companies.

Historical Statistics (01/01/10 - 12/31/14) *

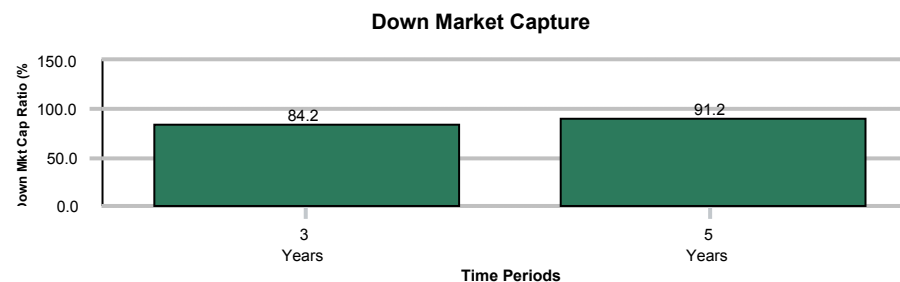
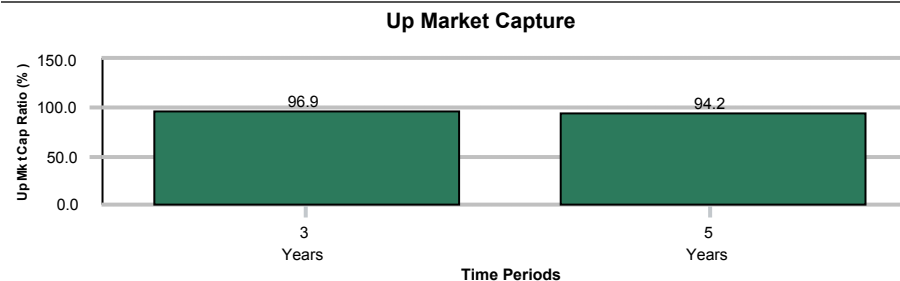
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Hartford Small Company HLS	16.48	17.32	0.97	0.88	0.92	0.96	3.80	-0.12	17.32	09/01/1996
Russell 2000 Growth Index	16.80	18.37	0.94	0.00	1.00	1.00	0.00	N/A	18.37	09/01/1996
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	18.37	-0.94	0.00	09/01/1996

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Hartford Small Company HLS	16.48	17.32
Russell 2000 Growth Index	16.80	18.37
Median	15.45	18.45

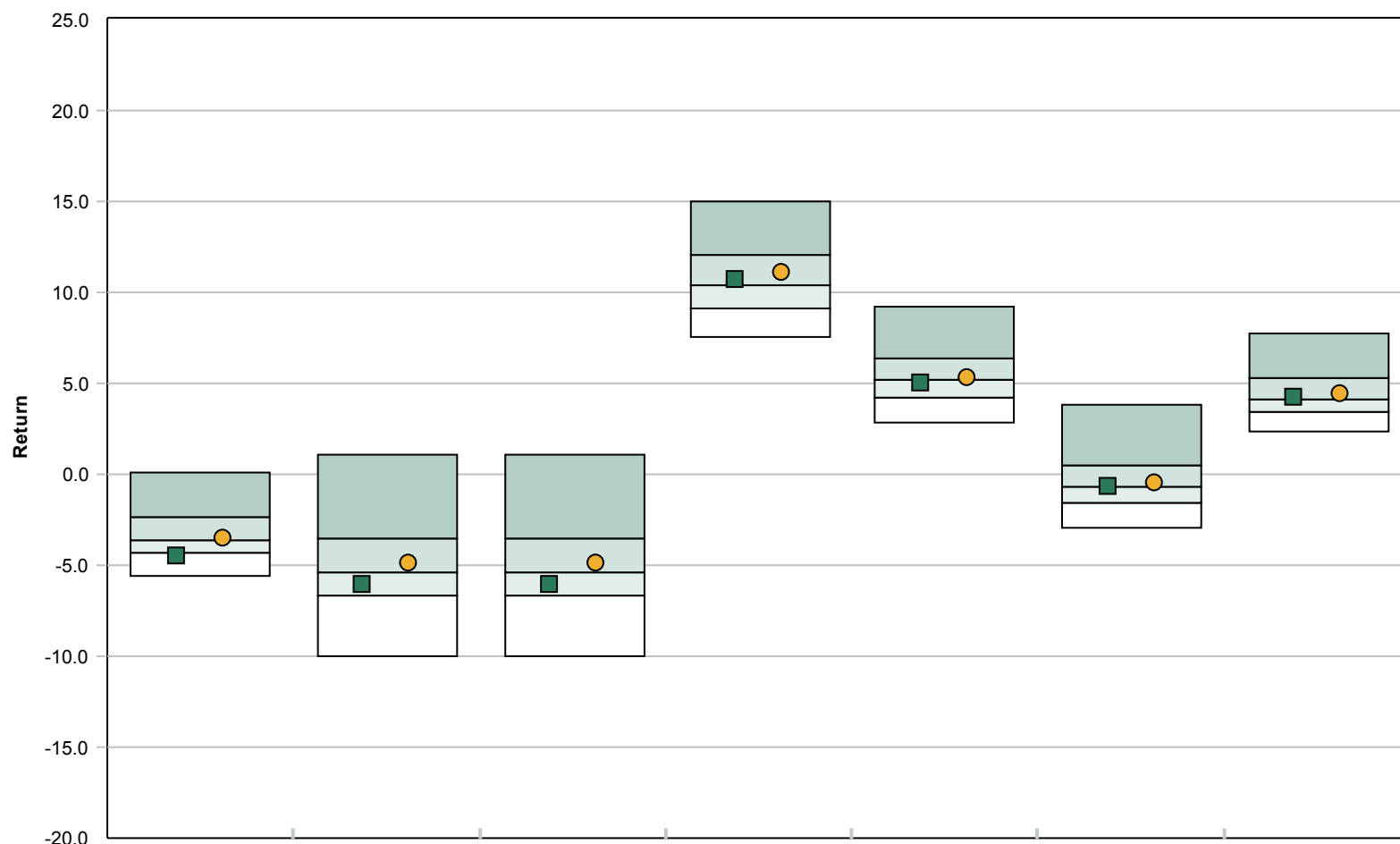
Up Down Market Capture



* Monthly periodicity used.

American Beacon Intl Eq Index Inst

Peer Group Analysis - IM International Core Equity (MF)



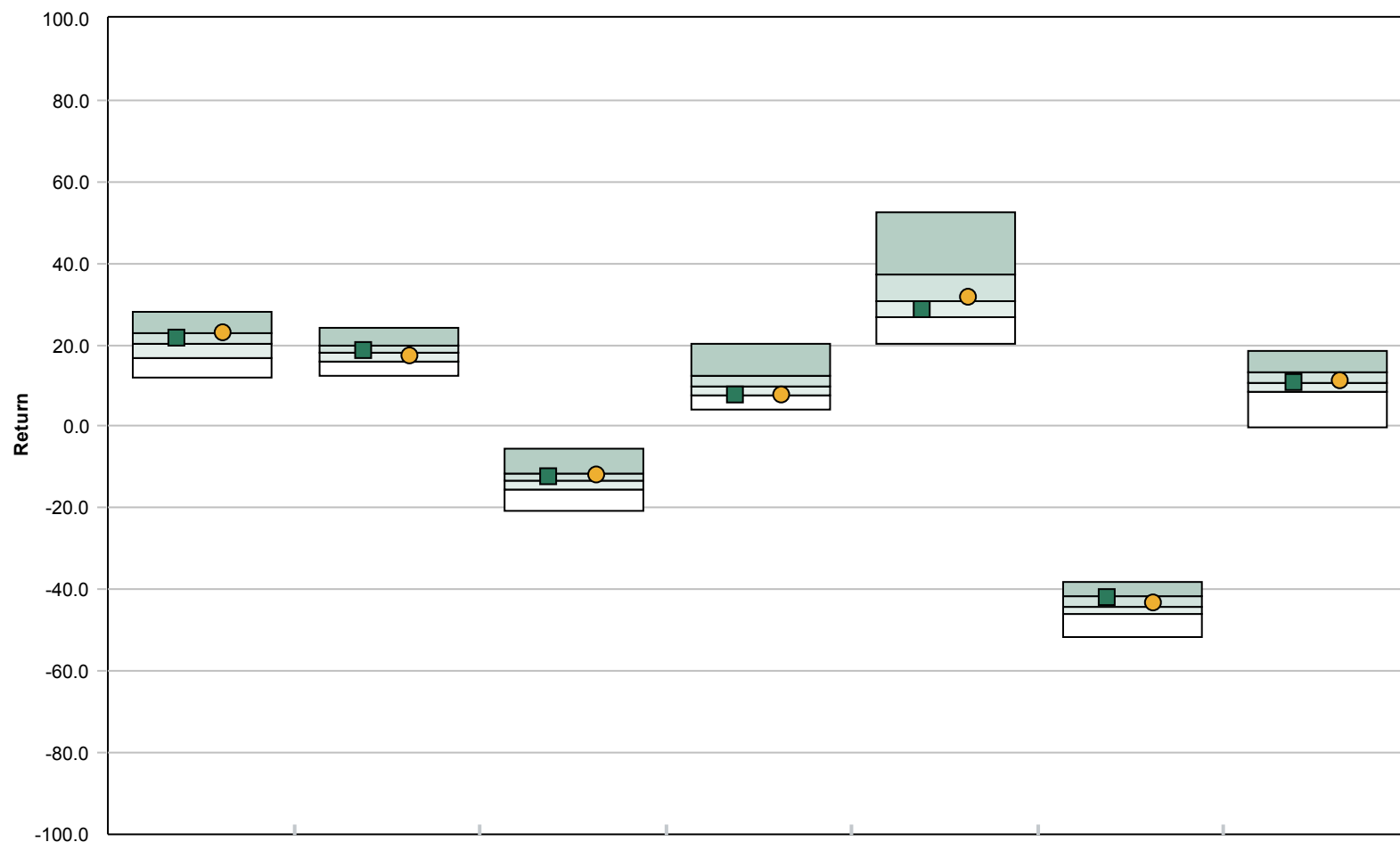
■ American Beacon Intl Eq Index Inst
● MSCI EAFE (Net)

5th Percentile
1st Quartile
Median
3rd Quartile
95th Percentile

1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
-4.52 (82)	-6.11 (64)	-6.11 (64)	10.65 (45)	4.98 (56)	-0.67 (48)	4.26 (47)
-3.57 (48)	-4.90 (45)	-4.90 (45)	11.06 (36)	5.33 (46)	-0.47 (42)	4.43 (43)
0.14	1.08	1.08	14.95	9.21	3.83	7.79
-2.38	-3.55	-3.55	12.02	6.37	0.50	5.32
-3.66	-5.36	-5.36	10.39	5.20	-0.72	4.15
-4.27	-6.67	-6.67	9.14	4.23	-1.59	3.40
-5.55	-9.97	-9.97	7.57	2.82	-2.96	2.39

American Beacon Intl Eq Index Inst

Peer Group Analysis - IM International Core Equity (MF)



■ American Beacon Intl Eq Index Inst
● MSCI EAFE (Net)

	2013	2012	2011	2010	2009	2008	2007
	21.55 (40)	18.71 (39)	-12.50 (39)	7.56 (74)	28.72 (62)	-41.85 (27)	10.68 (51)
	22.78 (26)	17.32 (61)	-12.14 (33)	7.75 (71)	31.78 (44)	-43.38 (45)	11.17 (46)
5th Percentile	28.14	24.03	-5.39	20.46	52.65	-38.03	18.51
1st Quartile	22.81	19.90	-11.46	12.42	37.14	-41.68	13.23
Median	20.46	18.01	-13.47	9.70	30.74	-44.01	10.69
3rd Quartile	16.85	16.01	-15.54	7.44	26.99	-46.17	8.33
95th Percentile	11.79	12.36	-20.87	4.31	20.25	-51.62	-0.20

American Beacon Intl Eq Index Inst

Fund Information

Fund Name :	American Beacon Funds: American Beacon International Equity Index Fund; Institutional Class Shares	Portfolio Assets :	\$2,677 Million
Fund Family :	American Beacon Advisors Inc	Portfolio Manager :	Team Managed
Ticker :	AIIX	PM Tenure :	
Inception Date :	07/31/2000	Fund Style :	IM International Core Equity (MF)
Fund Assets :	\$565 Million	Style Benchmark :	MSCI EAFE (Net)

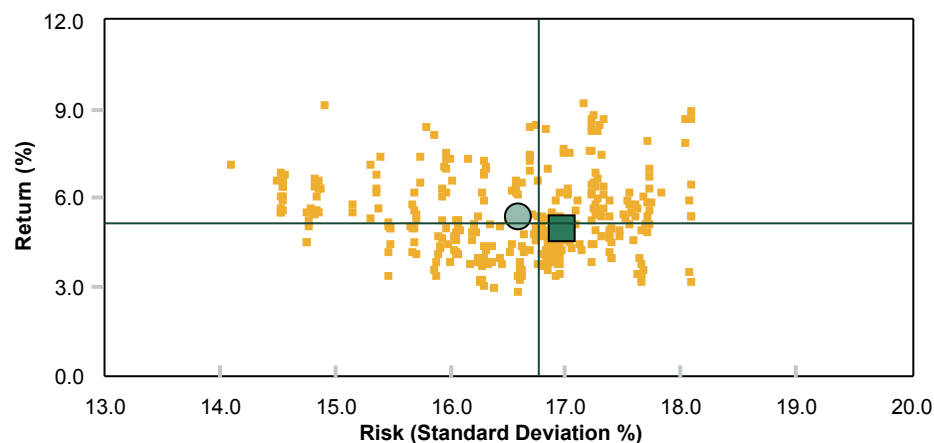
Fund Investment Policy

The Fund seeks to match the performance of the Morgan Stanley Capital International Europe, Asia and Far East Capitalization Weighted Index as closely as possible before the deduction of Fund expenses.

Historical Statistics (01/01/10 - 12/31/14) *

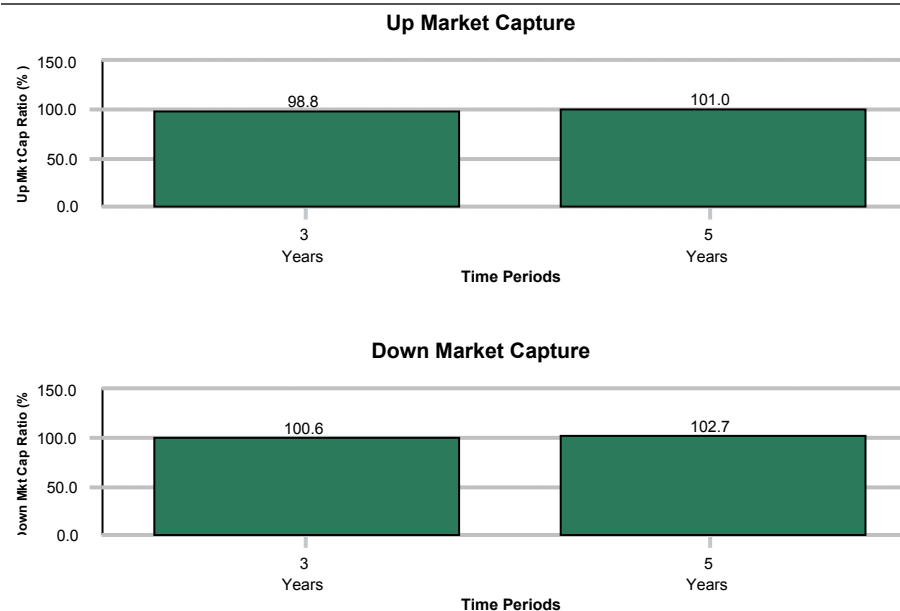
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
American Beacon Intl Eq Index Inst	4.98	16.97	0.37	-0.38	1.02	0.99	2.06	-0.13	16.97	08/01/2000
MSCI EAFE (Net)	5.33	16.59	0.39	0.00	1.00	1.00	0.00	N/A	16.59	08/01/2000
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	16.59	-0.39	0.00	08/01/2000

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
American Beacon Intl Eq Index Inst	4.98	16.97
MSCI EAFE (Net)	5.33	16.59
Median	5.20	16.77

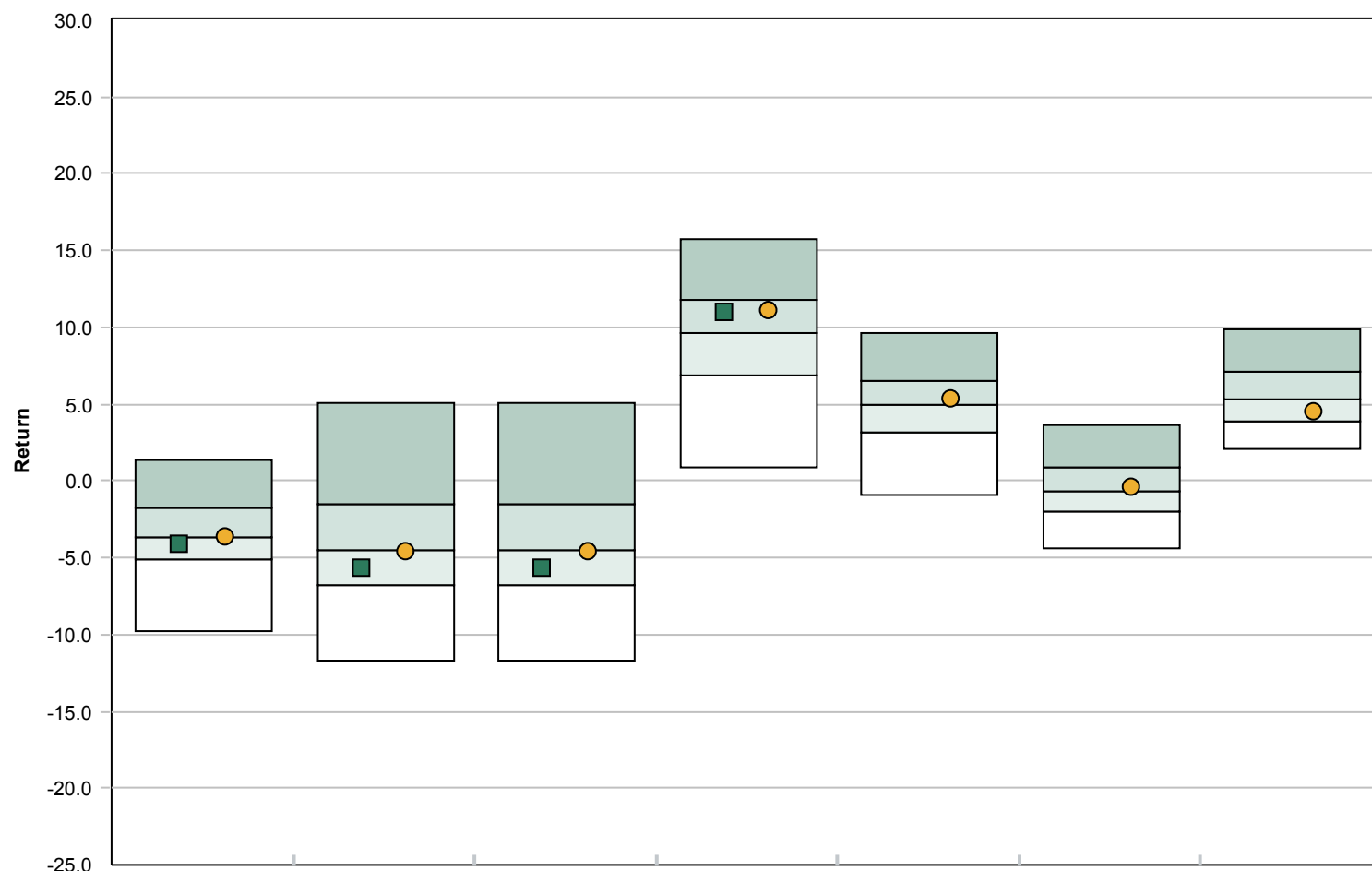
Up Down Market Capture



* Monthly periodicity used.

Vanguard Developed Markets Index Admiral

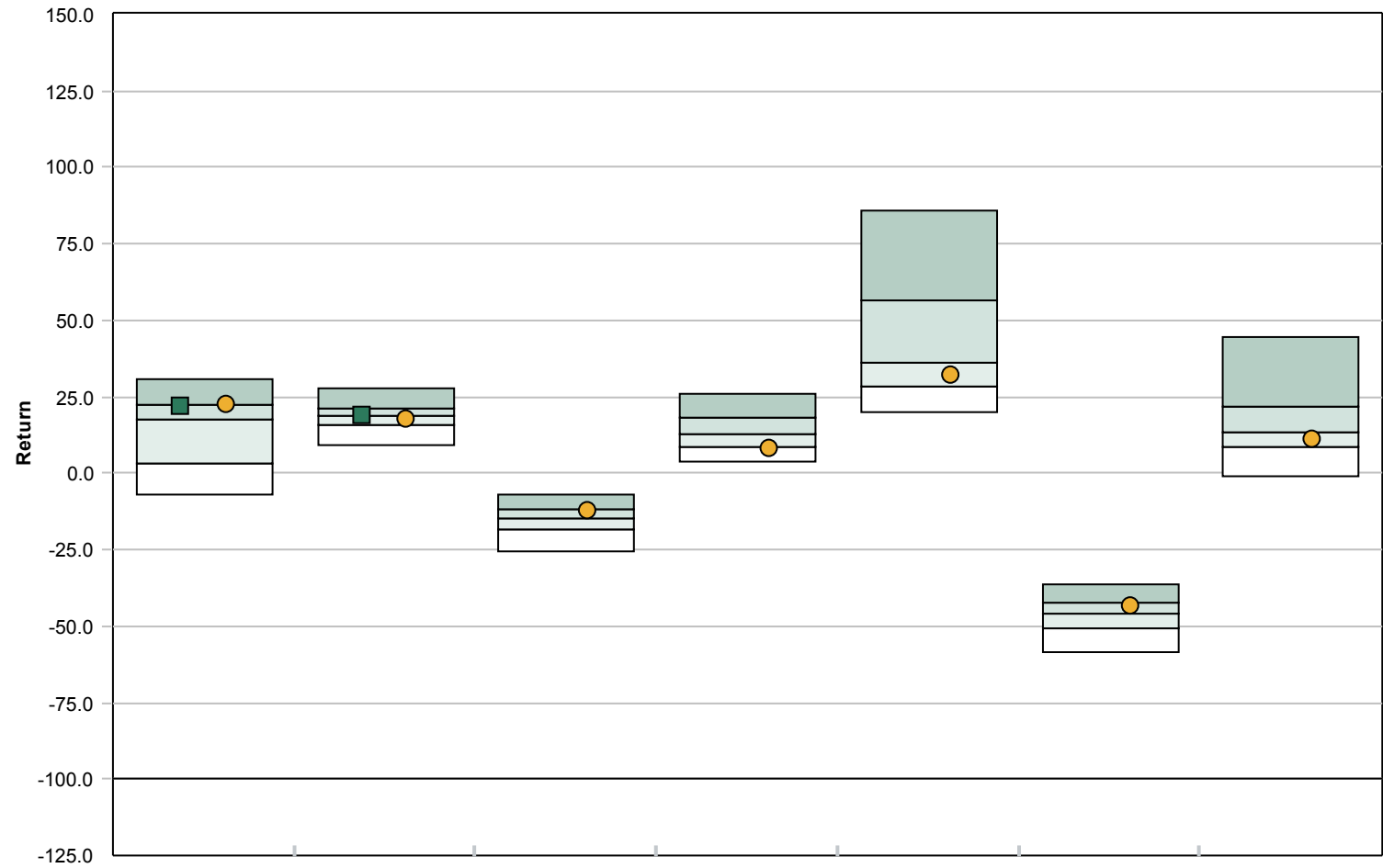
Peer Group Analysis - IM International Equity (MF)



■ Vanguard Developed Markets Index Admiral
● Vanguard Developed Market Policy Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	-4.10 (61)	-5.66 (62)	-5.66 (62)	10.93 (34)	N/A	N/A	N/A
	-3.65 (51)	-4.60 (52)	-4.60 (52)	11.12 (32)	5.37 (42)	-0.44 (47)	4.45 (65)
5th Percentile	1.31	5.04	5.04	15.74	9.69	3.68	9.82
1st Quartile	-1.80	-1.49	-1.49	11.82	6.49	0.94	7.17
Median	-3.62	-4.49	-4.49	9.63	4.94	-0.64	5.31
3rd Quartile	-5.15	-6.79	-6.79	6.85	3.16	-1.96	3.88
95th Percentile	-9.73	-11.67	-11.67	0.87	-0.93	-4.39	2.06

Peer Group Analysis - IM International Equity (MF)



■ Vanguard Developed Markets Index Admiral
● Vanguard Developed Market Policy Index

	2013	2012	2011	2010	2009	2008	2007
	22.06 (28)	18.56 (51)	N/A	N/A	N/A	N/A	N/A
	22.61 (24)	17.32 (64)	-12.14 (27)	7.75 (80)	31.78 (64)	-43.38 (33)	11.17 (63)
5th Percentile	30.55	27.60	-7.03	26.13	85.95	-36.17	44.49
1st Quartile	22.37	21.29	-11.96	18.10	56.81	-42.39	22.04
Median	17.46	18.60	-14.92	12.97	36.24	-45.94	13.31
3rd Quartile	3.31	15.84	-18.63	8.57	28.42	-50.70	8.83
95th Percentile	-6.87	8.98	-25.77	3.98	19.70	-58.22	-0.89

Vanguard Developed Markets Index Admiral

Fund Information

Fund Name :	Vanguard Tax-Managed Funds: Vanguard Developed Markets Index Fund; Admiral Class Shares	Portfolio Assets :	\$45,535 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Chistine D. Franquin
Ticker :	VTMGX	PM Tenure :	2013
Inception Date :	08/17/1999	Fund Style :	IM International Equity (MF)
Fund Assets :	\$6,111 Million	Style Benchmark :	Vanguard Developed Market Policy Index

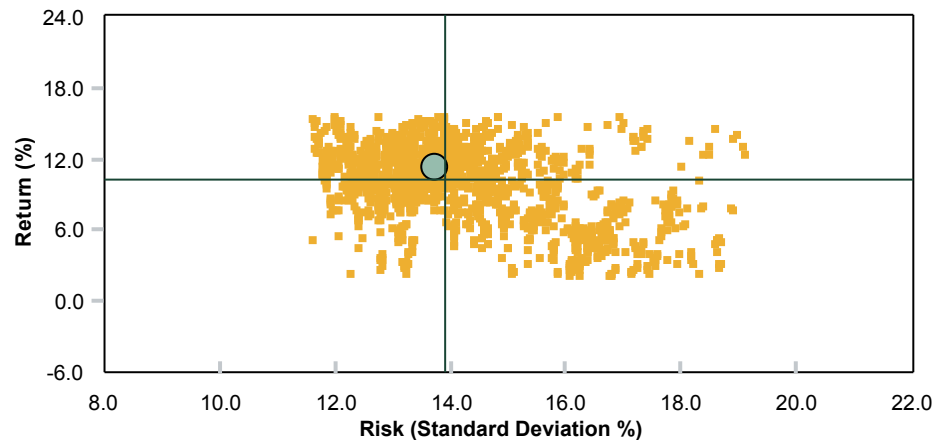
Fund Investment Policy

The Fund seeks to track the performance of a benchmark index that measures the investment return of stocks issued by companies located in the major markets of Europe and the Pacific Region. The Fund employs an indexing investment approach designed to track the performance of the FTSE Developed ex North America Index.

Historical Statistics (10/01/11 - 12/31/14) *

	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Developed Markets Index Admiral	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10/01/2011
Vanguard Developed Market Policy Index	11.34	13.74	0.85	0.00	1.00	1.00	0.00	N/A	13.74	10/01/2011
90 Day U.S. Treasury Bill	0.05	0.02	N/A	0.05	0.00	0.02	13.74	-0.85	0.00	10/01/2011

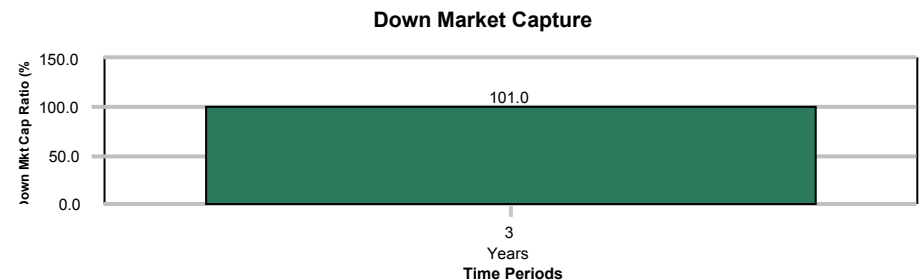
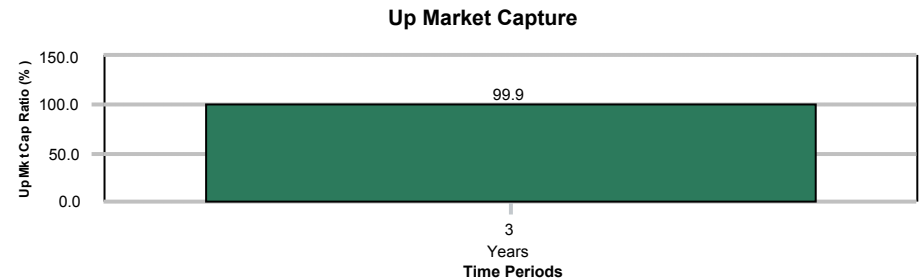
Peer Group Scattergram (10/01/11 to 12/31/14)



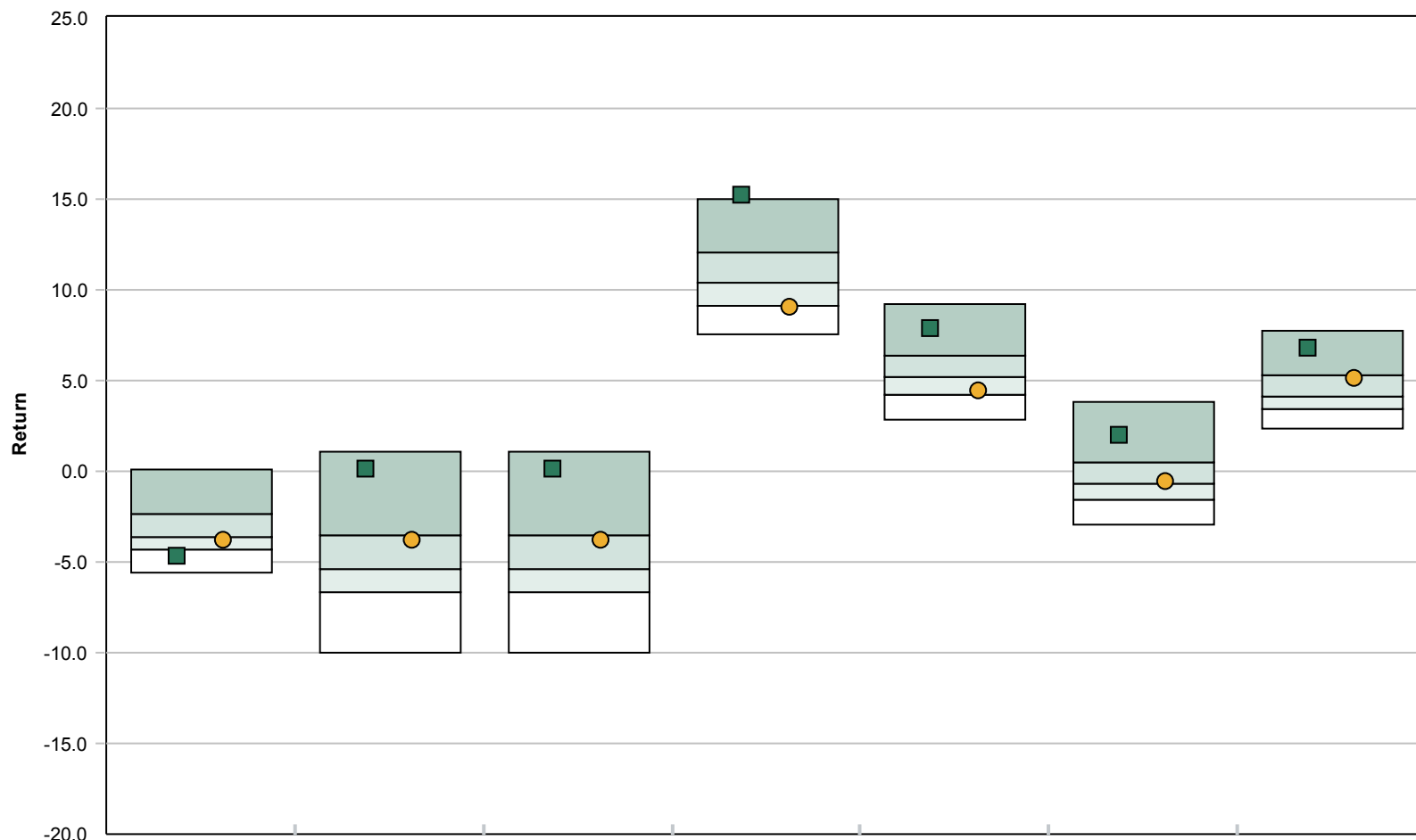
	Return	Standard Deviation
Vanguard Developed Markets Index Admiral	N/A	N/A
Vanguard Developed Market Policy Index	11.34	13.74
Median	10.33	13.90

* Monthly periodicity used.

Up Down Market Capture



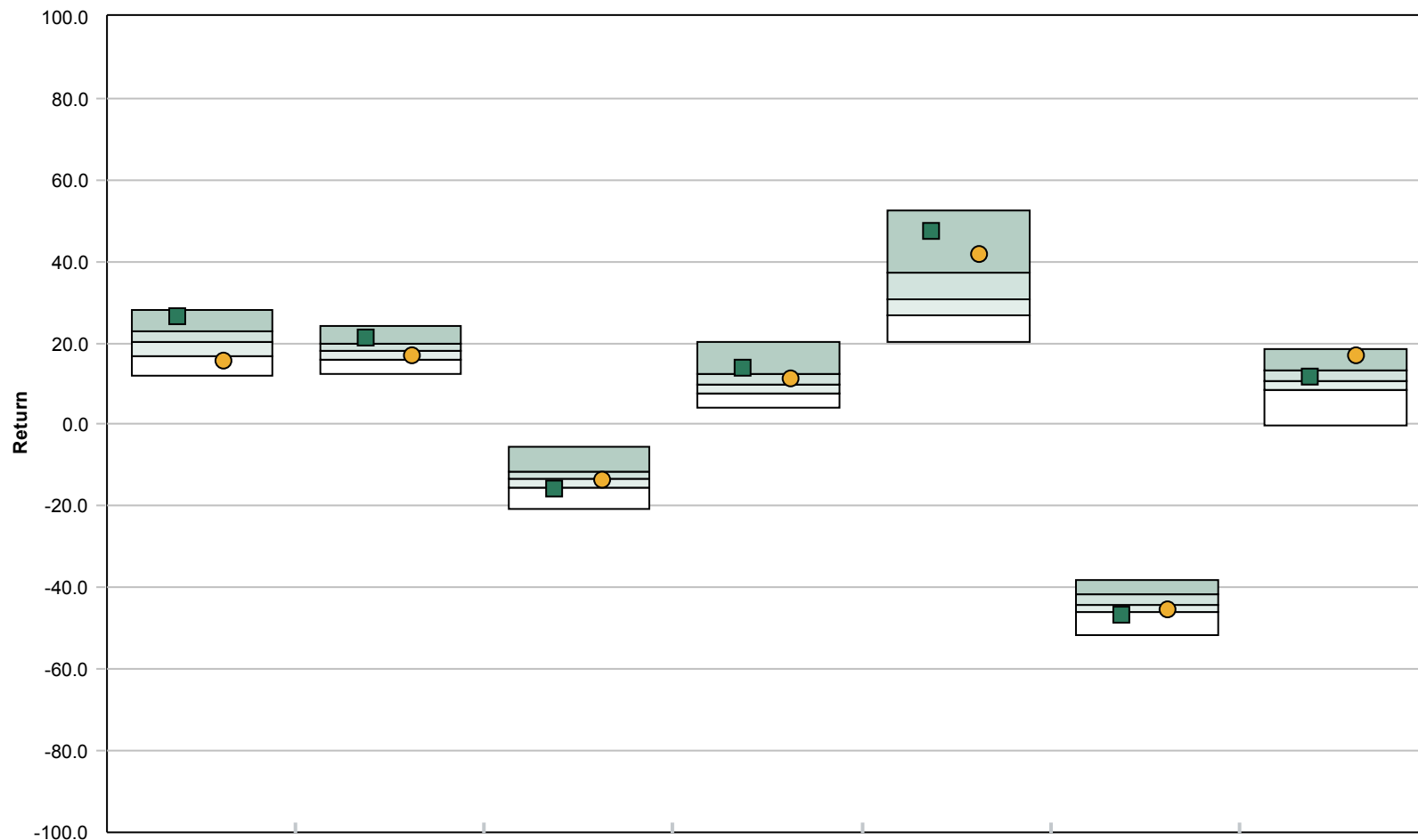
Peer Group Analysis - IM International Core Equity (MF)



■ Dodge & Cox International Stock
● MSCI AC World ex USA (Net)

5th Percentile	0.14	1.08	1.08	14.95	9.21	3.83	7.79
1st Quartile	-2.38	-3.55	-3.55	12.02	6.37	0.50	5.32
Median	-3.66	-5.36	-5.36	10.39	5.20	-0.72	4.15
3rd Quartile	-4.27	-6.67	-6.67	9.14	4.23	-1.59	3.40
95th Percentile	-5.55	-9.97	-9.97	7.57	2.82	-2.96	2.39

Peer Group Analysis - IM International Core Equity (MF)



■ Dodge & Cox International Stock
● MSCI AC World ex USA (Net)

	2013	2012	2011	2010	2009	2008	2007
5th Percentile	28.14	24.03	-5.39	20.46	52.65	-38.03	18.51
1st Quartile	22.81	19.90	-11.46	12.42	37.14	-41.68	13.23
Median	20.46	18.01	-13.47	9.70	30.74	-44.01	10.69
3rd Quartile	16.85	16.01	-15.54	7.44	26.99	-46.17	8.33
95th Percentile	11.79	12.36	-20.87	4.31	20.25	-51.62	-0.20

Dodge & Cox International Stock

Fund Information

Fund Name : Dodge & Cox Funds: Dodge & Cox International Stock Fund
Fund Family : Dodge & Cox
Ticker : DODFX
Inception Date : 05/01/2001
Fund Assets : \$66,464 Million
Portfolio Turnover : 13%

Portfolio Assets : \$66,464 Million
Portfolio Manager : Team Managed
PM Tenure :
Fund Style : IM International Core Equity (MF)
Style Benchmark : MSCI AC World ex USA (Net)

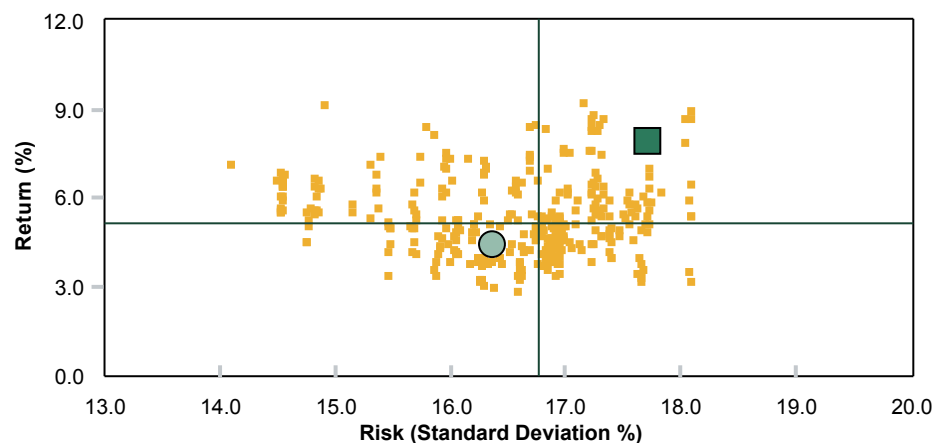
Fund Investment Policy

The Fund seeks long-term growth of principal and income by investing primarily in a diversified portfolio of equity securities issued by non-U.S. companies from at least three different foreign countries, including emerging markets.

Historical Statistics (01/01/10 - 12/31/14) *

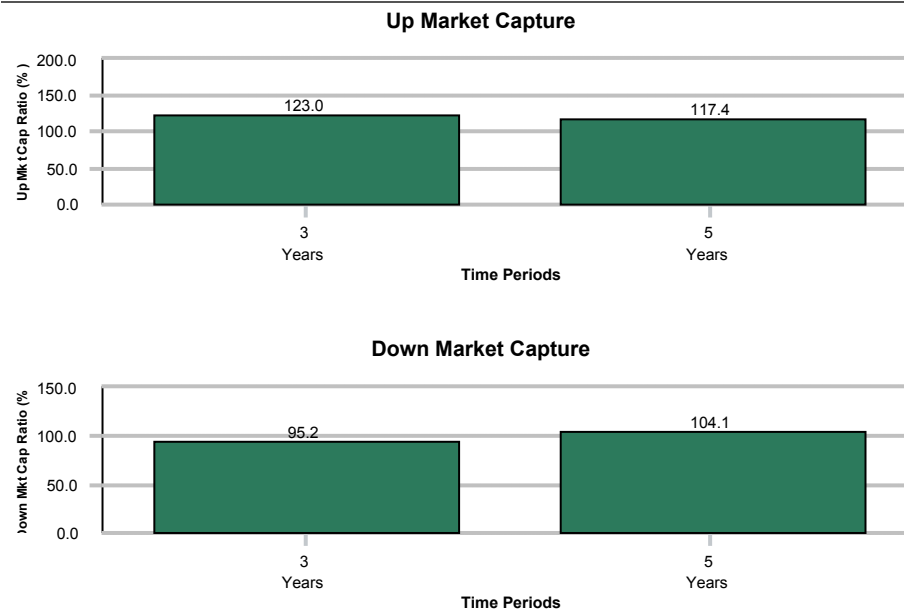
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Dodge & Cox International Stock	7.89	17.72	0.51	3.19	1.06	0.96	3.51	1.00	17.72	06/01/2001
MSCI AC World ex USA (Net)	4.43	16.37	0.34	0.00	1.00	1.00	0.00	N/A	16.37	06/01/2001
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	16.37	-0.34	0.00	06/01/2001

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ Dodge & Cox International Stock	7.89	17.72
● MSCI AC World ex USA (Net)	4.43	16.37
— Median	5.20	16.77

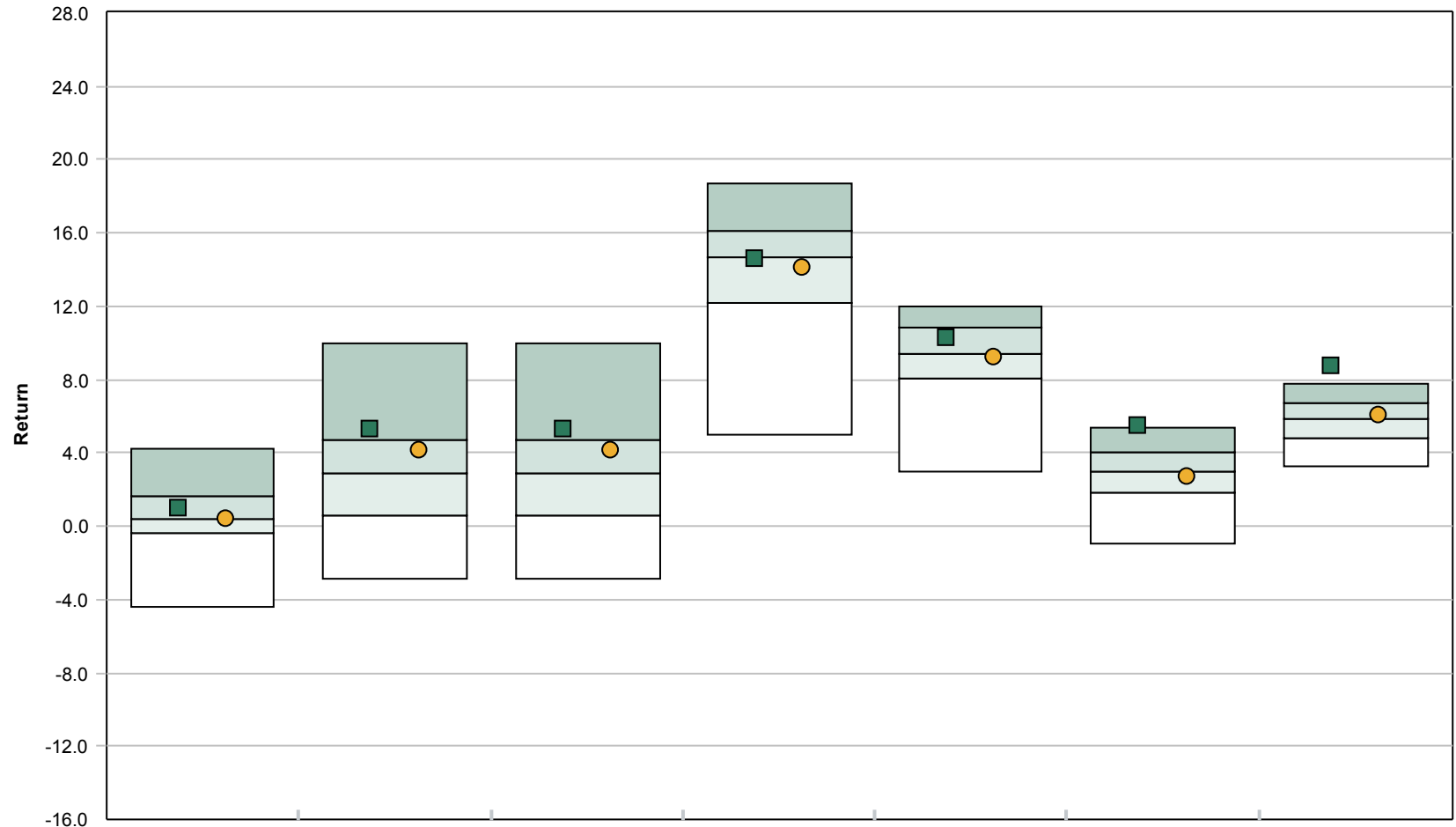
Up Down Market Capture



* Monthly periodicity used.

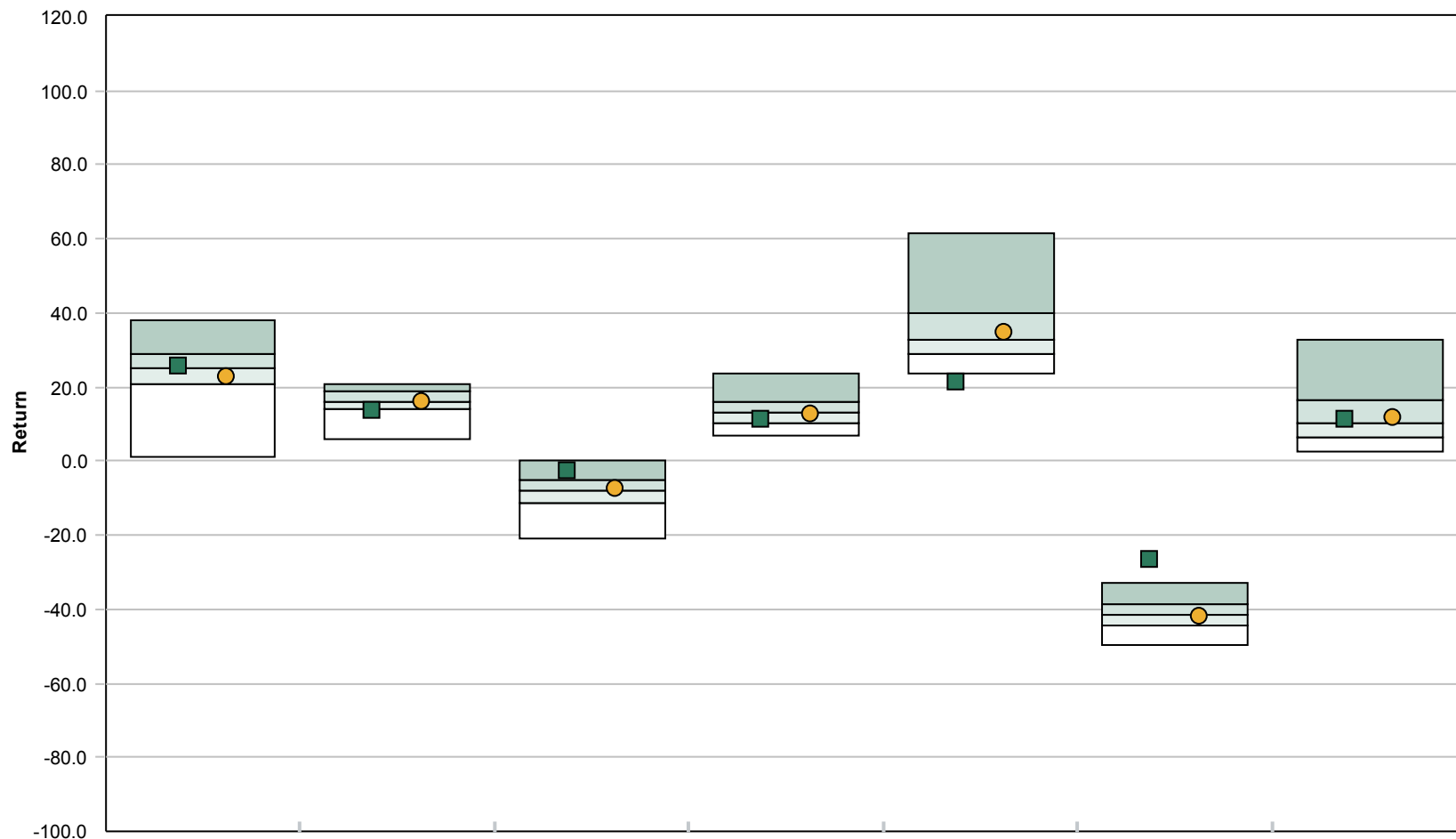
Mutual Global Discovery Z

Peer Group Analysis - IM Global Core Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Mutual Global Discovery Z	1.01 (39)	5.33 (22)	5.33 (22)	14.57 (52)	10.26 (31)	5.47 (5)	8.73 (1)
● MSCI AC World Index (Net)	0.41 (51)	4.16 (35)	4.16 (35)	14.10 (64)	9.17 (56)	2.72 (54)	6.09 (47)
5th Percentile	4.20	10.02	10.02	18.69	11.98	5.36	7.78
1st Quartile	1.63	4.75	4.75	16.11	10.81	4.01	6.73
Median	0.41	2.86	2.86	14.65	9.36	2.95	5.87
3rd Quartile	-0.41	0.60	0.60	12.20	8.04	1.85	4.80
95th Percentile	-4.40	-2.86	-2.86	4.97	3.00	-0.94	3.22

Peer Group Analysis - IM Global Core Equity (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Mutual Global Discovery Z	25.64 (48)	13.65 (77)	-2.68 (12)	11.37 (63)	21.31 (98)	-26.55 (1)	11.32 (43)
● MSCI AC World Index (Net)	22.80 (71)	16.13 (49)	-7.35 (39)	12.67 (54)	34.63 (41)	-42.19 (56)	11.66 (42)
5th Percentile	37.86	20.83	0.36	23.64	61.56	-32.66	32.84
1st Quartile	28.80	18.67	-5.22	15.79	39.95	-38.69	16.57
Median	25.21	16.04	-7.95	12.99	32.65	-41.42	10.02
3rd Quartile	20.94	13.99	-11.53	10.23	28.72	-44.62	6.57
95th Percentile	0.90	5.96	-20.79	7.05	23.50	-49.67	2.33

Mutual Global Discovery Z

Fund Information

Fund Name :	Franklin Mutual Series Funds: Franklin Mutual Global Discovery Fund; Class Z Shares	Portfolio Assets :	\$26,074 Million
Fund Family :	Franklin Templeton Investments	Portfolio Manager :	Langerman/Brugere-Trelat/Ranki
Ticker :	MDISX	PM Tenure :	2009--2009--2013
Inception Date :	12/31/1992	Fund Style :	IM Global Core Equity (MF)
Fund Assets :	\$10,522 Million	Style Benchmark :	MSCI AC World Index (Net)

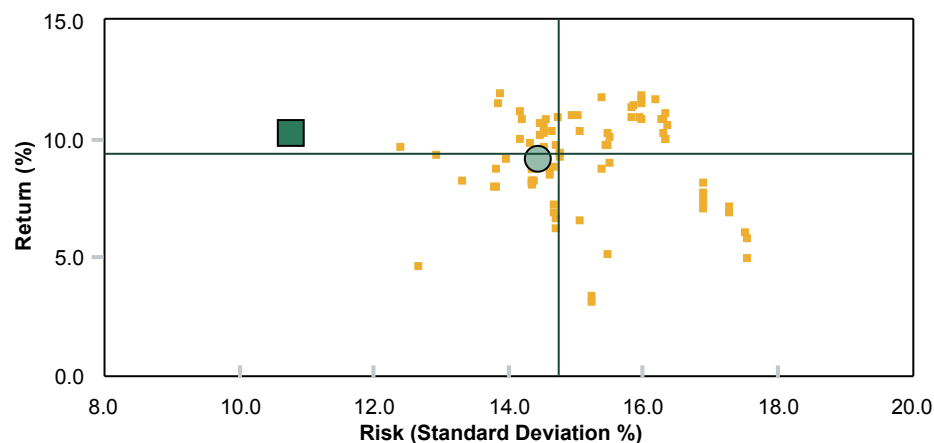
Fund Investment Policy

The Fund seeks capital appreciation. Under normal market conditions, the Fund invests mainly in equity securities of companies that the Manager believes are available at market prices less than their value based on certain recognized criteria. The fund generally invests a majority of its assets in foreign securities.

Historical Statistics (01/01/10 - 12/31/14) *

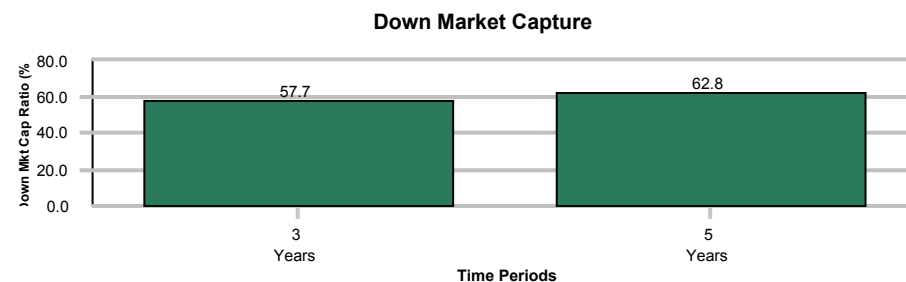
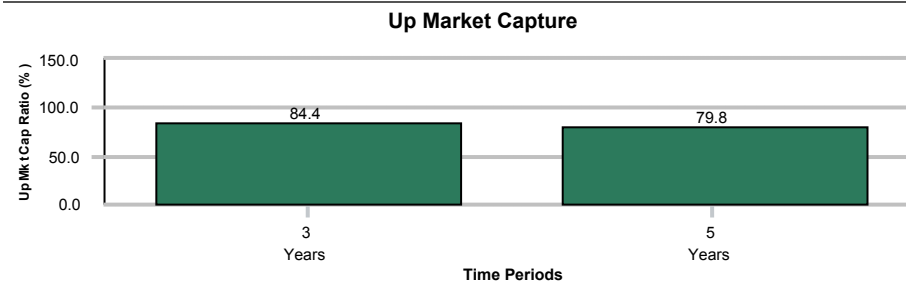
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Mutual Global Discovery Z	10.26	10.78	0.96	3.39	0.72	0.92	5.11	0.11	10.78	01/01/1993
MSCI AC World Index (Net)	9.17	14.45	0.68	0.00	1.00	1.00	0.00	N/A	14.45	01/01/1993
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	14.45	-0.68	0.00	01/01/1993

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
■ Mutual Global Discovery Z	10.26	10.78
● MSCI AC World Index (Net)	9.17	14.45
— Median	9.36	14.75

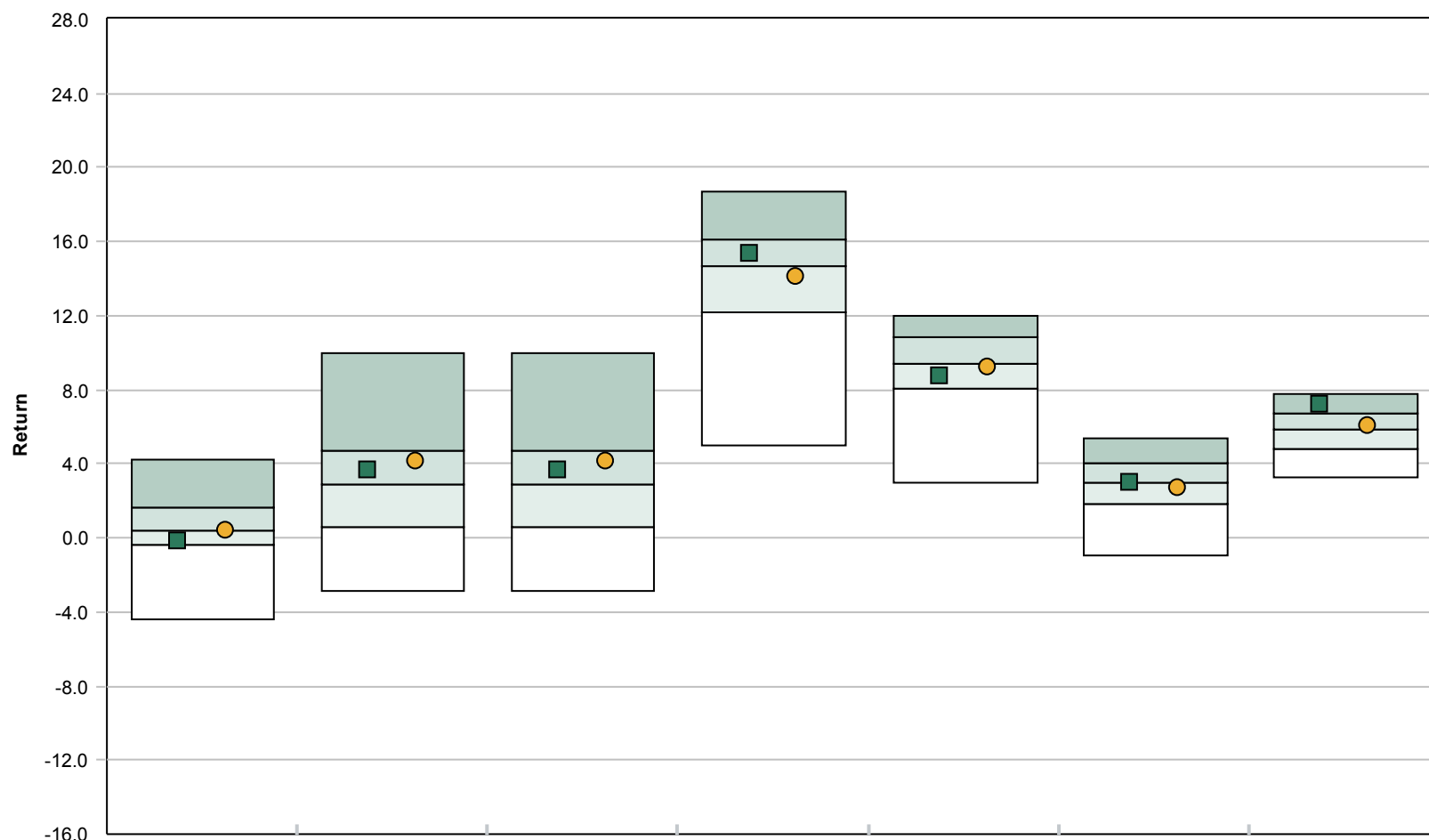
Up Down Market Capture



* Monthly periodicity used.

American Funds Cap Wrld G&I

Peer Group Analysis - IM Global Core Equity (MF)

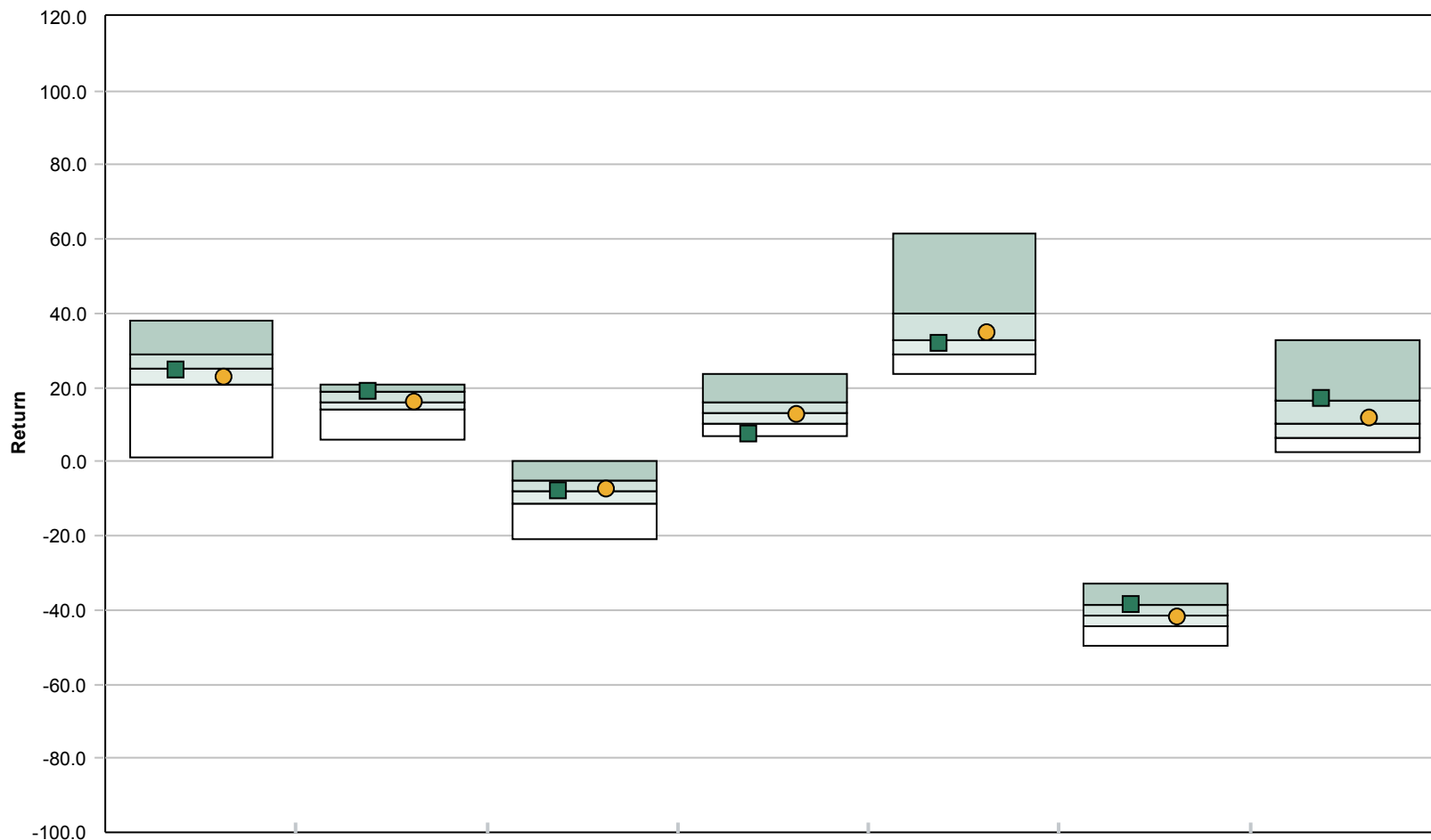


■ American Funds Cap Wrld G&I
● MSCI AC World Index (Net)

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
American Funds Cap Wrld G&I	-0.16 (67)	3.66 (43)	3.66 (43)	15.30 (41)	8.70 (66)	2.99 (48)	7.19 (17)
MSCI AC World Index (Net)	0.41 (51)	4.16 (35)	4.16 (35)	14.10 (64)	9.17 (56)	2.72 (54)	6.09 (47)

5th Percentile	4.20	10.02	10.02	18.69	11.98	5.36	7.78
1st Quartile	1.63	4.75	4.75	16.11	10.81	4.01	6.73
Median	0.41	2.86	2.86	14.65	9.36	2.95	5.87
3rd Quartile	-0.41	0.60	0.60	12.20	8.04	1.85	4.80
95th Percentile	-4.40	-2.86	-2.86	4.97	3.00	-0.94	3.22

Peer Group Analysis - IM Global Core Equity (MF)



■ American Funds Cap Wrld G&I
● MSCI AC World Index (Net)

	2013	2012	2011	2010	2009	2008	2007
5th Percentile	37.86	20.83	0.36	23.64	61.56	-32.66	32.84
1st Quartile	28.80	18.67	-5.22	15.79	39.95	-38.69	16.57
Median	25.21	16.04	-7.95	12.99	32.65	-41.42	10.02
3rd Quartile	20.94	13.99	-11.53	10.23	28.72	-44.62	6.57
95th Percentile	0.90	5.96	-20.79	7.05	23.50	-49.67	2.33

American Funds Cap Wrld G&I

Fund Information

Fund Name : Capital World Growth & Income Fund; Class R-3 Shares
Fund Family : American Funds
Ticker : RWICX
Inception Date : 06/06/2002
Fund Assets : \$2,526 Million
Portfolio Turnover : 24%

Portfolio Assets : \$86,465 Million
Portfolio Manager : Team Managed
PM Tenure :
Fund Style : IM Global Core Equity (MF)
Style Benchmark : MSCI AC World Index (Net)

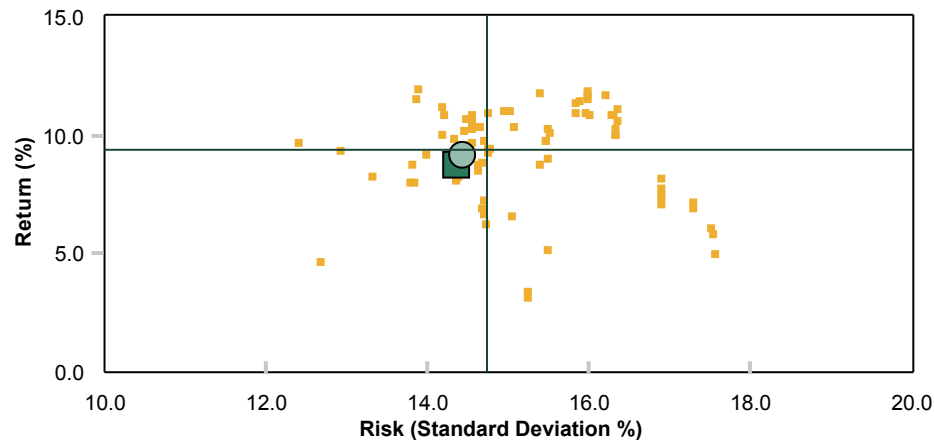
Fund Investment Policy

The Fund seeks long-term growth of capital while providing current income. The Fund invests primarily in stocks of well-established companies located around the world and that the investment adviser believes to be relatively resilient to market declines.

Historical Statistics (01/01/10 - 12/31/14) *

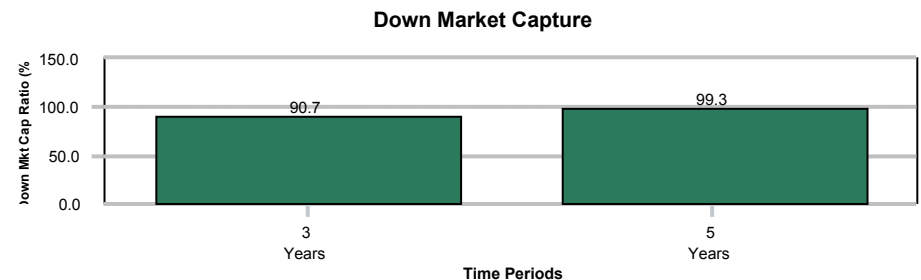
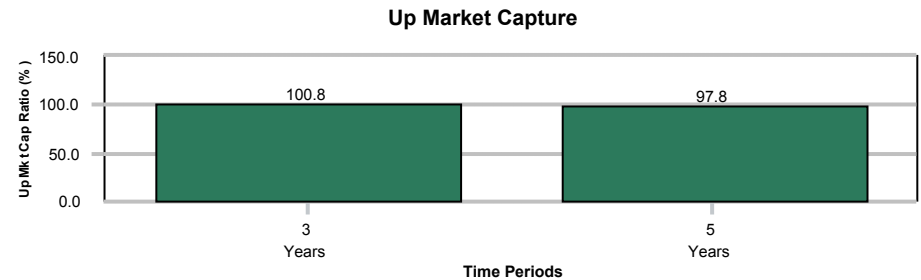
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
American Funds Cap Wrld G&I	8.70	14.38	0.65	-0.23	0.98	0.97	2.68	-0.17	14.38	07/01/2002
MSCI AC World Index (Net)	9.17	14.45	0.68	0.00	1.00	1.00	0.00	N/A	14.45	07/01/2002
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	14.45	-0.68	0.00	07/01/2002

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
American Funds Cap Wrld G&I	8.70	14.38
MSCI AC World Index (Net)	9.17	14.45
Median	9.36	14.75

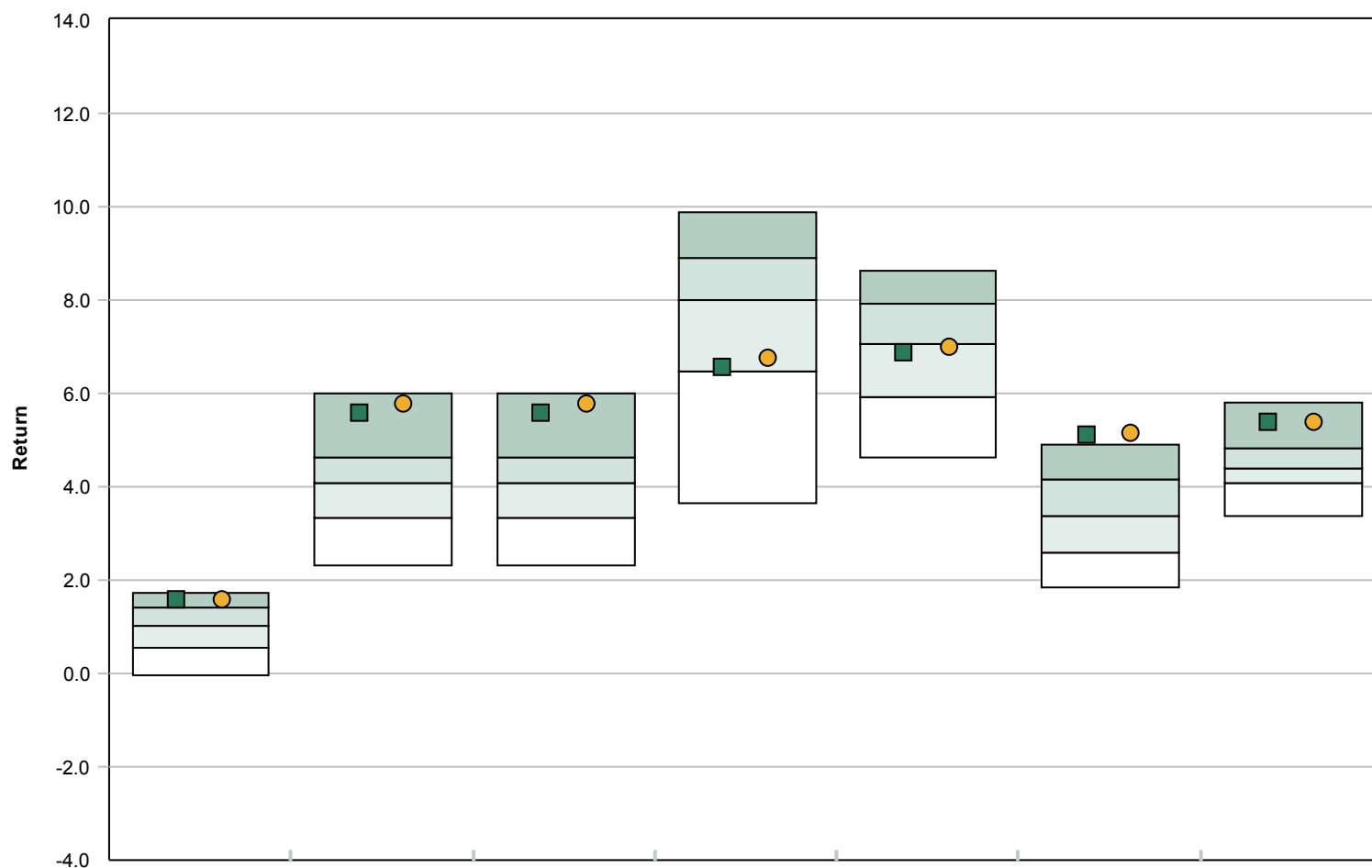
Up Down Market Capture



* Monthly periodicity used.

Vanguard Target Retirement Income Inv

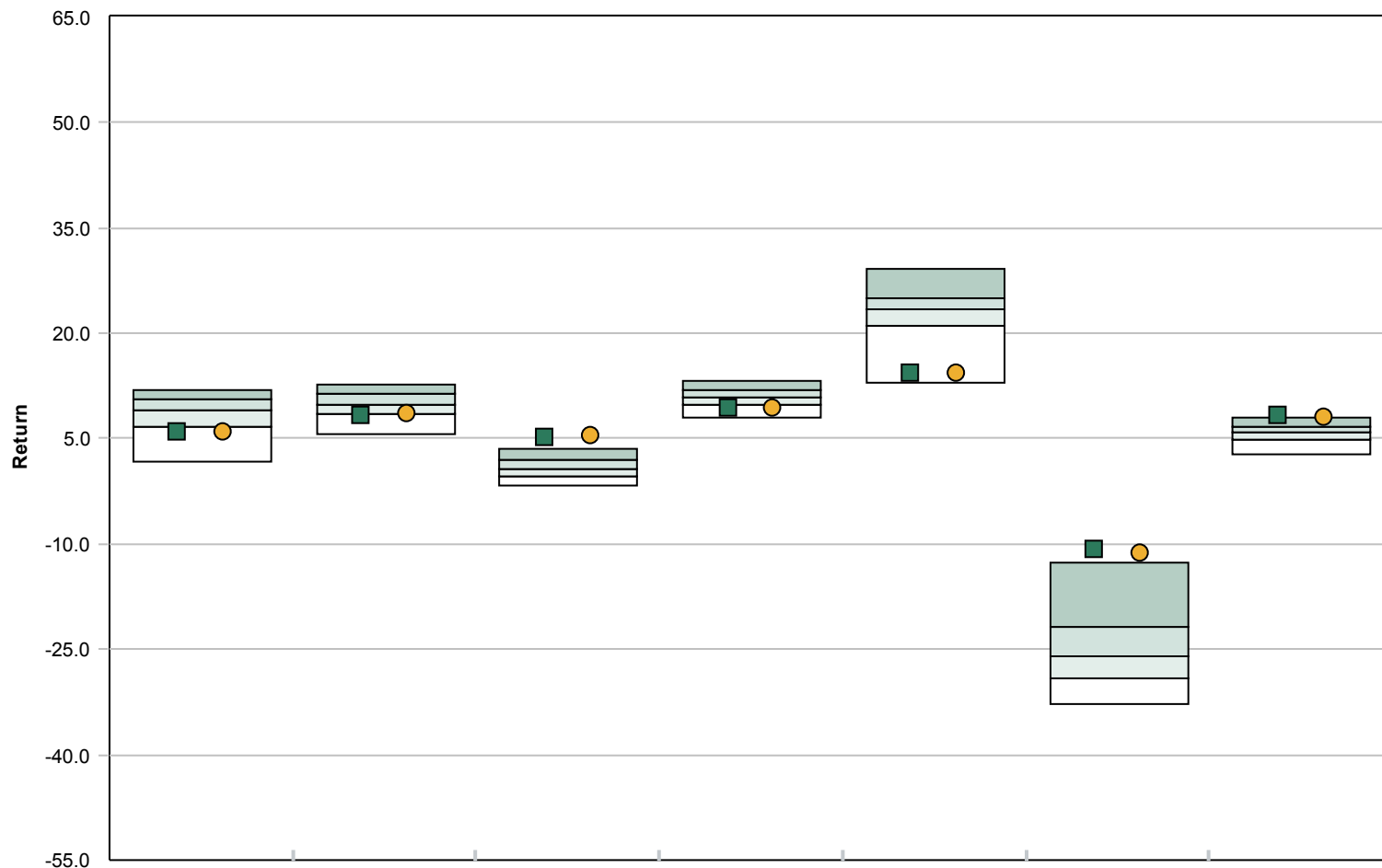
Peer Group Analysis - IM Mixed-Asset Target 2010 (MF)



■ Vanguard Target Retirement Income Inv
● Vanguard Target Income Composite Index

	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
	1.55 (14)	5.58 (11)	5.58 (11)	6.55 (75)	6.85 (55)	5.11 (2)	5.36 (15)
	1.58 (11)	5.76 (9)	5.76 (9)	6.73 (73)	6.97 (52)	5.14 (2)	5.38 (14)
5th Percentile	1.71	6.02	6.02	9.89	8.63	4.91	5.79
1st Quartile	1.42	4.63	4.63	8.90	7.93	4.17	4.84
Median	1.03	4.10	4.10	8.01	7.05	3.39	4.40
3rd Quartile	0.55	3.32	3.32	6.48	5.92	2.59	4.09
95th Percentile	-0.03	2.30	2.30	3.63	4.61	1.84	3.37

Peer Group Analysis - IM Mixed-Asset Target 2010 (MF)



■ Vanguard Target Retirement Income Inv
● Vanguard Target Income Composite Index

	2013	2012	2011	2010	2009	2008	2007
	5.87 (80)	8.23 (80)	5.25 (1)	9.39 (85)	14.28 (95)	-10.93 (3)	8.17 (4)
	6.03 (79)	8.42 (78)	5.30 (1)	9.42 (85)	14.33 (95)	-11.34 (4)	8.10 (6)
5th Percentile	11.95	12.78	3.52	13.11	29.27	-12.76	8.11
1st Quartile	10.68	11.34	1.95	11.81	25.11	-21.67	6.74
Median	9.10	9.83	0.75	10.80	23.34	-25.97	5.86
3rd Quartile	6.62	8.57	-0.41	9.92	21.06	-29.01	4.99
95th Percentile	1.67	5.76	-1.71	7.89	12.85	-32.90	2.89

Vanguard Target Retirement Income Inv

Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement Income Fund; Investor Class Shares	Portfolio Assets :	\$11,467 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Buek/Coleman/Nejman
Ticker :	VTINX	PM Tenure :	2013--2013--2013
Inception Date :	10/27/2003	Fund Style :	IM Mixed-Asset Target 2010 (MF)
Fund Assets :	\$11,467 Million	Style Benchmark :	Vanguard Target Income Composite Index

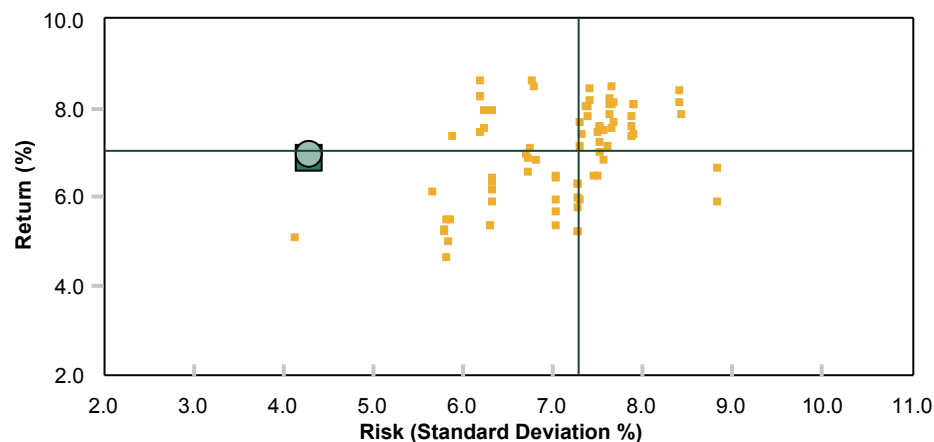
Fund Investment Policy

The Fund seeks to provide current income and some capital appreciation The Fund is a fund-of-funds with an asset allocation strategy designed is for investors currently in retirement.

Historical Statistics (01/01/10 - 12/31/14) *

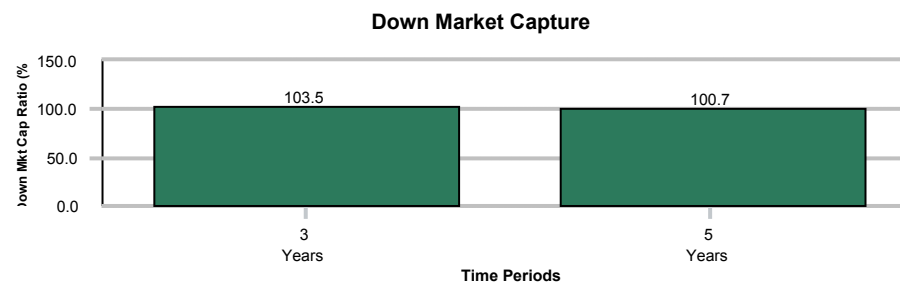
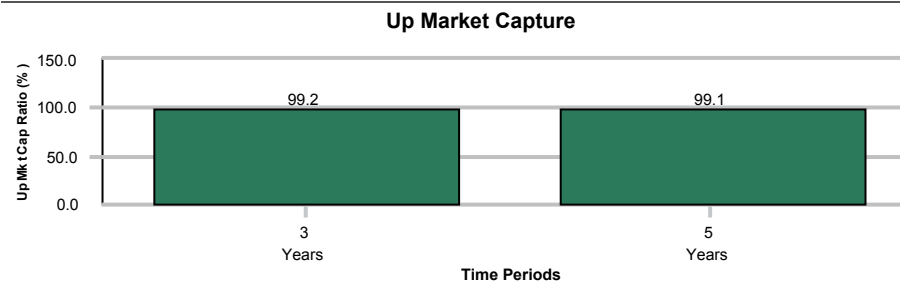
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement Income Inv	6.85	4.29	1.55	-0.09	1.00	1.00	0.20	-0.58	4.29	11/01/2003
Vanguard Target Income Composite Index	6.97	4.30	1.58	0.00	1.00	1.00	0.00	N/A	4.30	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	4.30	-1.58	0.00	11/01/2003

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Vanguard Target Retirement Income Inv	6.85	4.29
Vanguard Target Income Composite Index	6.97	4.30
Median	7.05	7.28

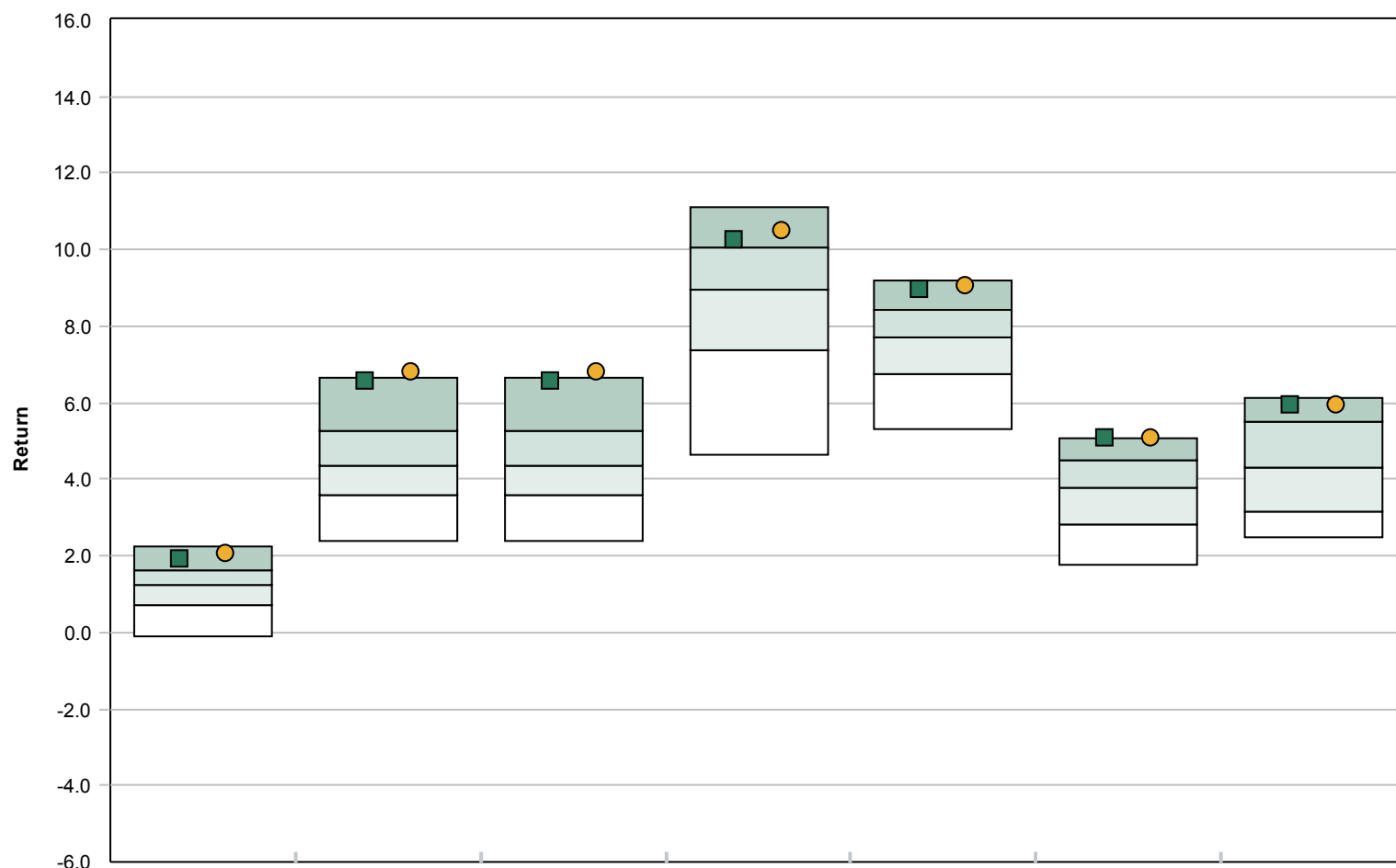
Up Down Market Capture



* Monthly periodicity used.

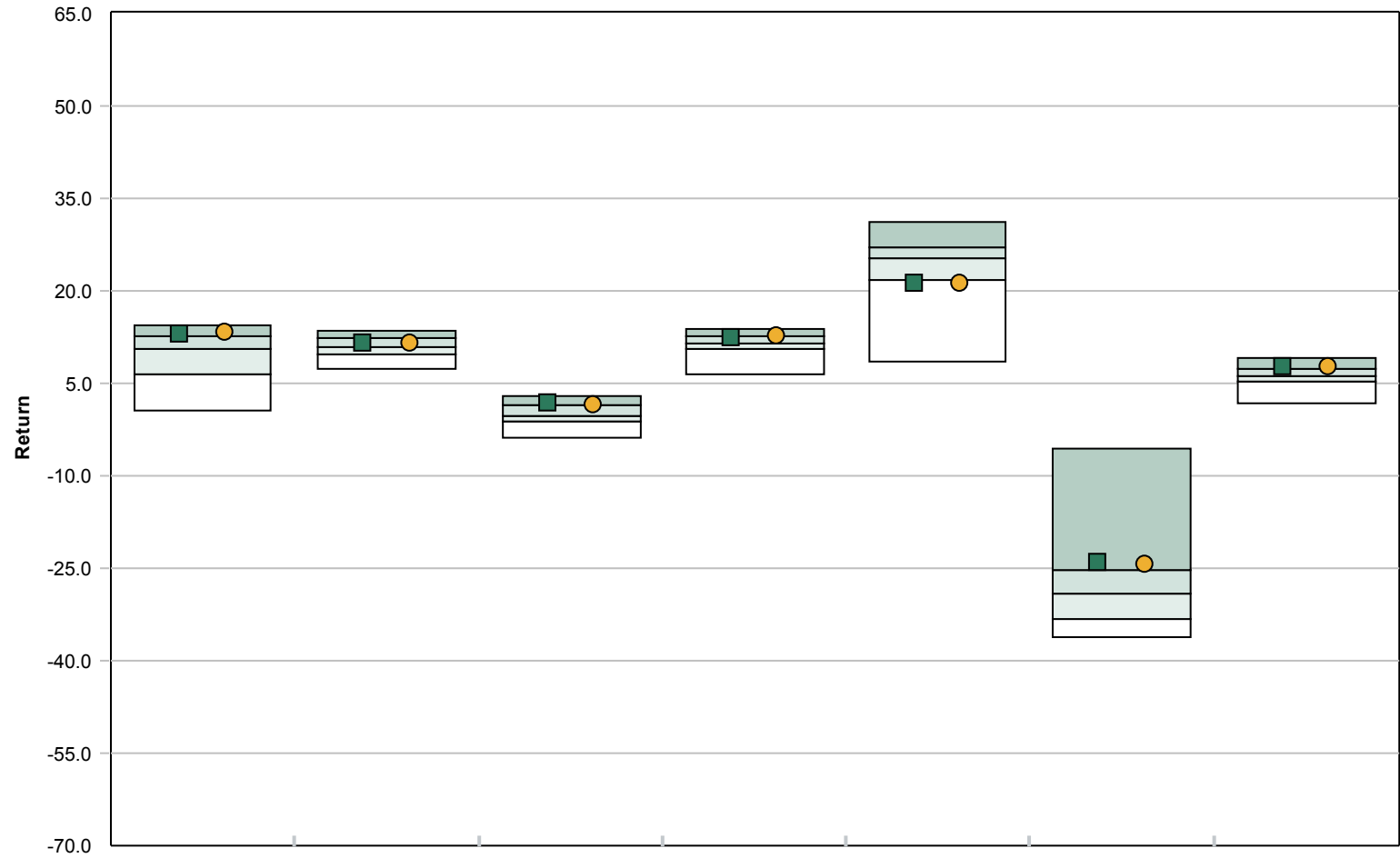
Vanguard Target Retirement 2015 Inv

Peer Group Analysis - IM Mixed-Asset Target 2015 (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
Vanguard Target Retirement 2015 Inv	1.93 (13)	6.55 (7)	6.55 (7)	10.27 (20)	8.93 (14)	5.06 (7)	5.92 (14)
Vanguard Target 2015 Composite Index	2.03 (11)	6.78 (5)	6.78 (5)	10.47 (17)	9.03 (12)	5.07 (7)	5.94 (9)
5th Percentile	2.24	6.65	6.65	11.12	9.20	5.09	6.12
1st Quartile	1.61	5.26	5.26	10.04	8.44	4.49	5.49
Median	1.26	4.35	4.35	8.94	7.72	3.80	4.29
3rd Quartile	0.73	3.58	3.58	7.37	6.77	2.83	3.17
95th Percentile	-0.12	2.39	2.39	4.63	5.29	1.79	2.49

Peer Group Analysis - IM Mixed-Asset Target 2015 (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Vanguard Target Retirement 2015 Inv	13.00 (21)	11.37 (38)	1.71 (23)	12.47 (34)	21.30 (78)	-24.06 (16)	7.55 (25)
● Vanguard Target 2015 Composite Index	13.27 (18)	11.46 (37)	1.56 (24)	12.54 (31)	21.24 (78)	-24.35 (17)	7.55 (24)
5th Percentile	14.49	13.53	3.07	13.88	31.29	-5.72	8.99
1st Quartile	12.78	12.39	1.34	12.79	26.95	-25.42	7.42
Median	10.44	10.79	-0.23	11.51	25.34	-29.25	6.12
3rd Quartile	6.57	9.61	-1.25	10.54	21.76	-33.20	5.30
95th Percentile	0.72	7.41	-3.87	6.60	8.48	-36.10	1.89

Vanguard Target Retirement 2015 Inv

Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2015 Fund; Investor Class Shares	Portfolio Assets :	\$22,298 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Buek/Coleman/Nejman
Ticker :	VTXVX	PM Tenure :	2013--2013--2013
Inception Date :	10/27/2003	Fund Style :	IM Mixed-Asset Target 2015 (MF)
Fund Assets :	\$22,298 Million	Style Benchmark :	Vanguard Target 2015 Composite Index

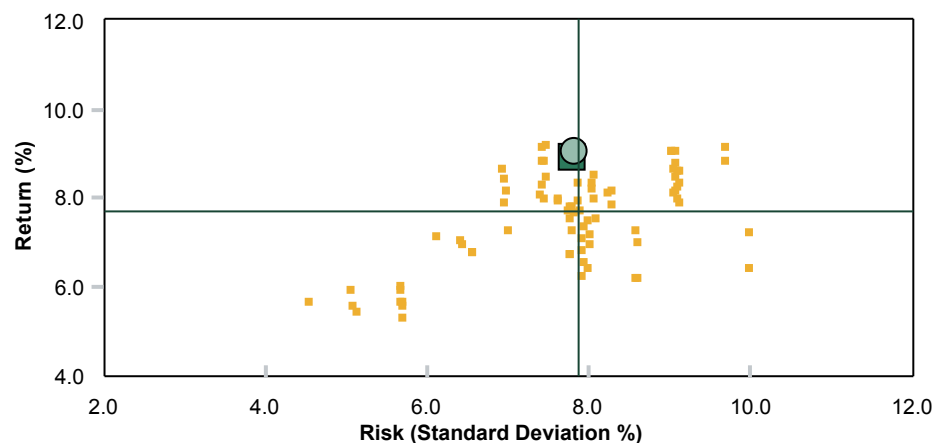
Fund Investment Policy

The Fund seeks capital appreciation and current income consistent with its current asset allocation. The Fund is a fund-of-funds with the asset allocation becoming more conservative over time. The allocation strategy designed is for investors planning to retire in or within a few years of 2015.

Historical Statistics (01/01/10 - 12/31/14) *

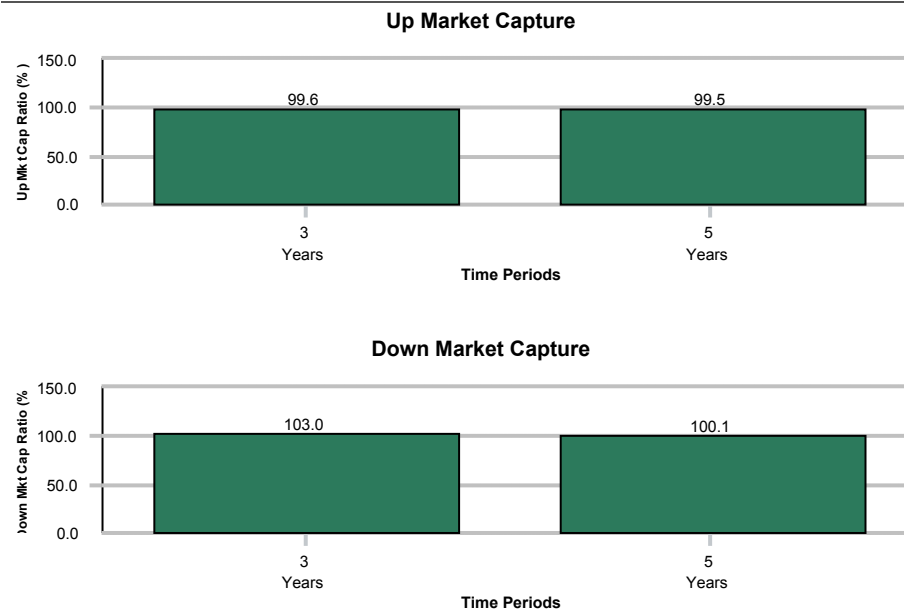
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2015 Inv	8.93	7.81	1.13	-0.07	1.00	1.00	0.34	-0.27	7.81	11/01/2003
Vanguard Target 2015 Composite Index	9.03	7.82	1.14	0.00	1.00	1.00	0.00	N/A	7.82	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	7.82	-1.14	0.00	11/01/2003

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Vanguard Target Retirement 2015 Inv	8.93	7.81
Vanguard Target 2015 Composite Index	9.03	7.82
Median	7.72	7.88

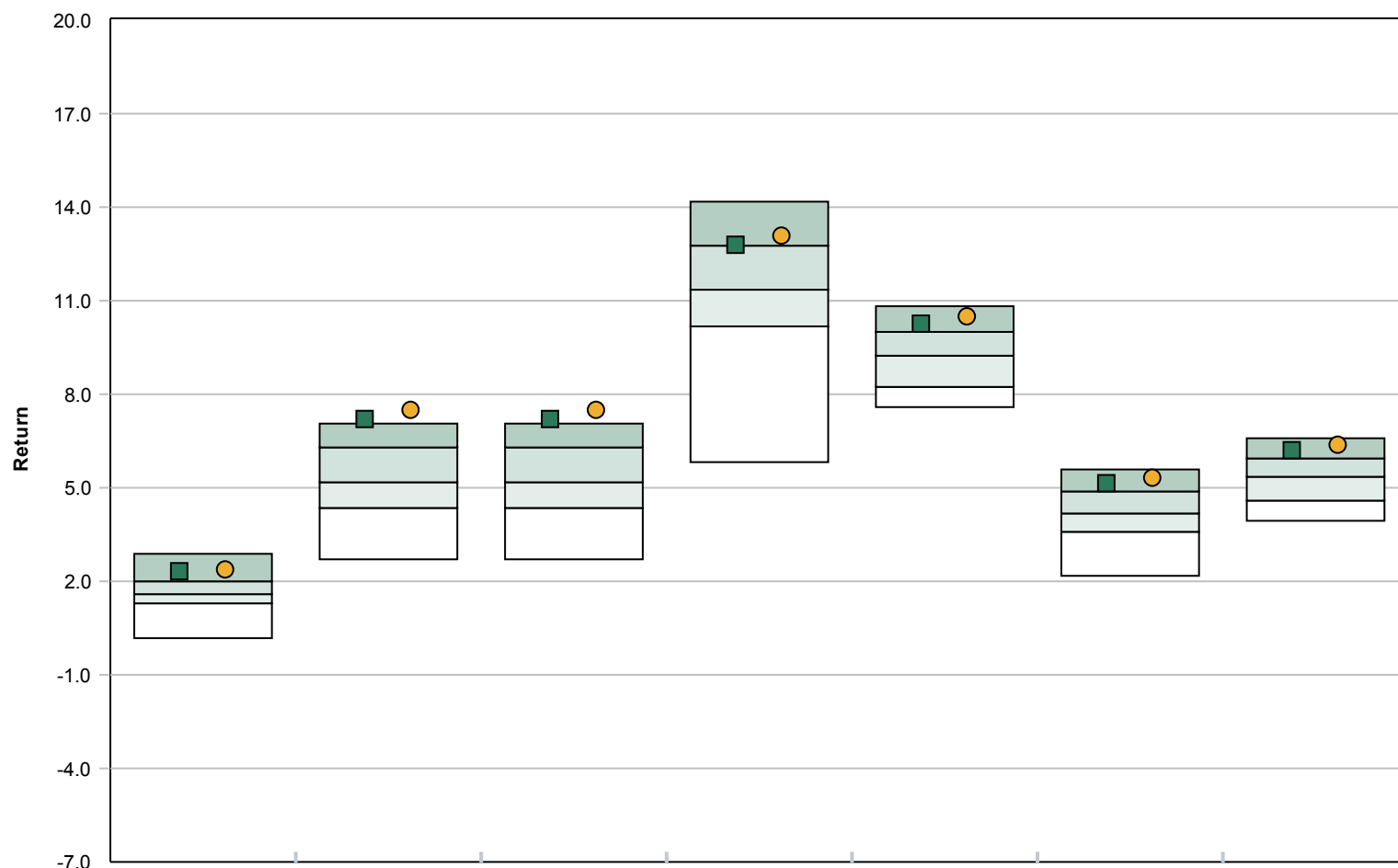
Up Down Market Capture



* Monthly periodicity used.

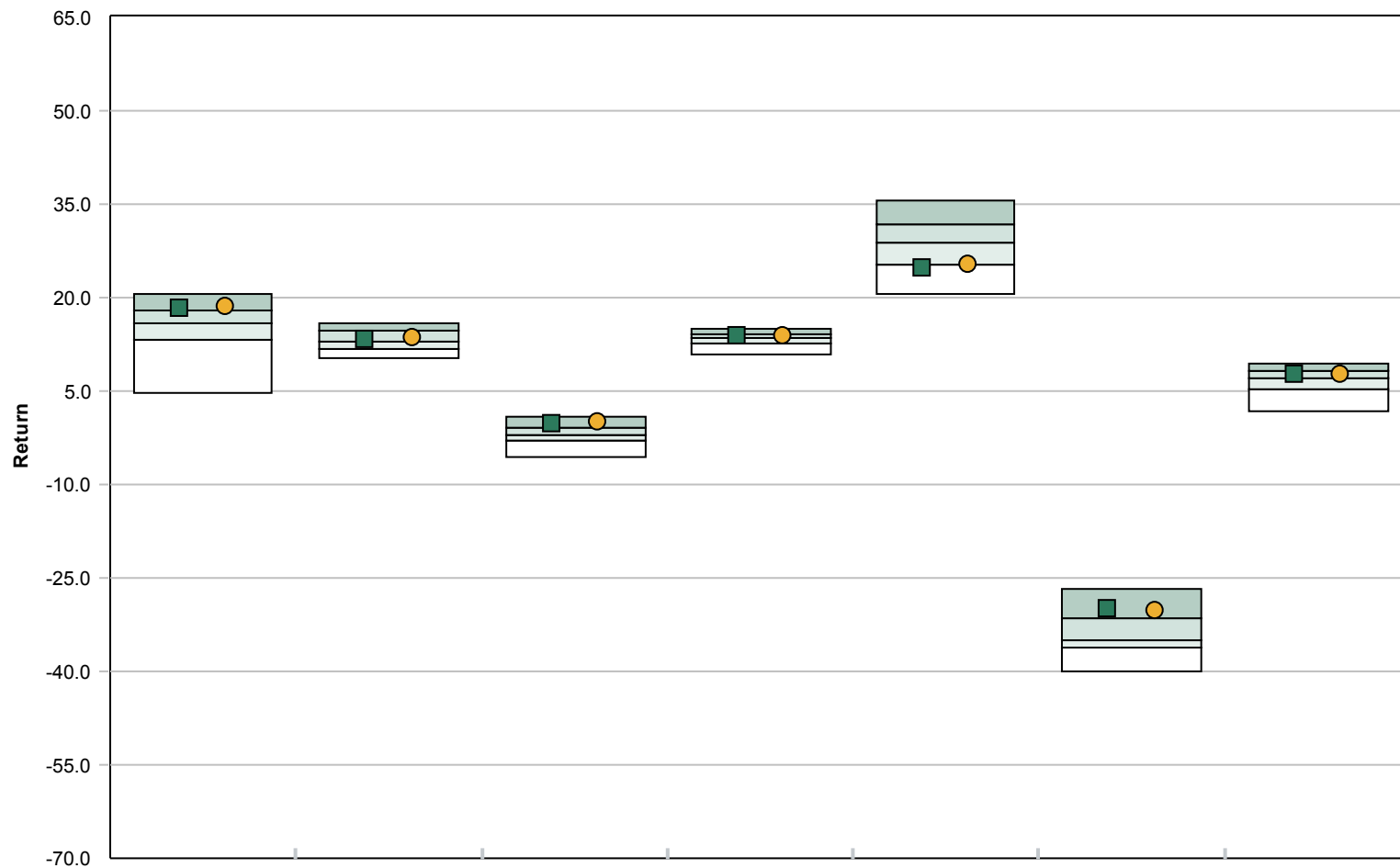
Vanguard Target Retirement 2025 Inv

Peer Group Analysis - IM Mixed-Asset Target 2025 (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Target Retirement 2025 Inv	2.29 (17)	7.16 (4)	7.16 (4)	12.77 (25)	10.22 (21)	5.14 (14)	6.20 (17)
● Vanguard Target 2025 Composite Index	2.36 (15)	7.45 (1)	7.45 (1)	13.03 (20)	10.49 (13)	5.29 (11)	6.33 (12)
5th Percentile	2.89	7.07	7.07	14.18	10.85	5.58	6.59
1st Quartile	2.01	6.32	6.32	12.75	10.00	4.86	5.95
Median	1.61	5.16	5.16	11.32	9.21	4.20	5.35
3rd Quartile	1.29	4.35	4.35	10.20	8.23	3.61	4.56
95th Percentile	0.18	2.72	2.72	5.85	7.58	2.19	3.92

Peer Group Analysis - IM Mixed-Asset Target 2025 (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Vanguard Target Retirement 2025 Inv	18.14 (24)	13.29 (46)	-0.37 (18)	13.84 (39)	24.81 (80)	-30.05 (16)	7.59 (45)
● Vanguard Target 2025 Composite Index	18.52 (21)	13.39 (46)	0.07 (14)	13.94 (33)	25.15 (77)	-30.39 (17)	7.62 (44)
5th Percentile	20.61	15.87	0.84	15.14	35.57	-26.67	9.43
1st Quartile	17.87	14.59	-0.96	14.19	31.80	-31.48	8.35
Median	15.86	13.00	-2.03	13.42	28.95	-35.04	7.17
3rd Quartile	13.13	11.74	-2.86	12.57	25.40	-36.15	5.32
95th Percentile	4.78	10.37	-5.46	10.93	20.62	-40.09	1.86

Vanguard Target Retirement 2025 Inv

Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2025 Fund; Investor Class Shares	Portfolio Assets :	\$32,828 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Buek/Coleman/Nejman
Ticker :	VTTVX	PM Tenure :	2013--2013--2013
Inception Date :	10/27/2003	Fund Style :	IM Mixed-Asset Target 2025 (MF)
Fund Assets :	\$32,828 Million	Style Benchmark :	Vanguard Target 2025 Composite Index

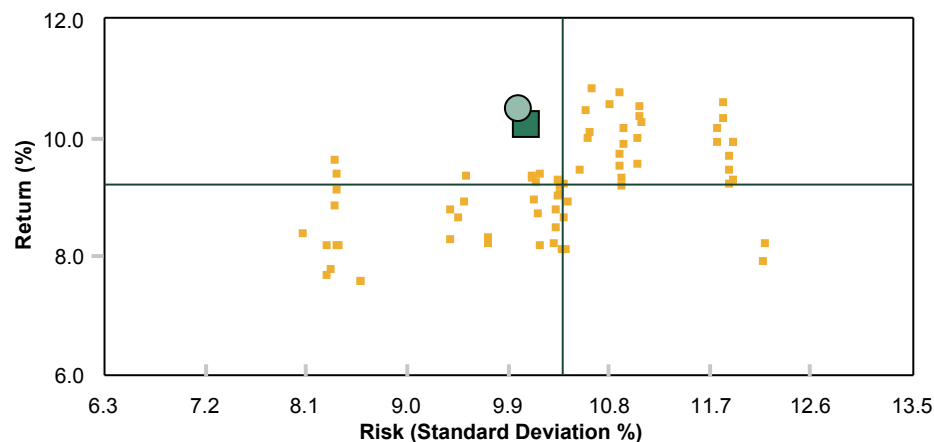
Fund Investment Policy

The Fund seeks capital appreciation and current income consistent with its current asset allocation. The Fund is a fund-of-funds with the asset allocation becoming more conservative over time. The allocation strategy designed is for investors planning to retire in or within a few years of 2025.

Historical Statistics (01/01/10 - 12/31/14) *

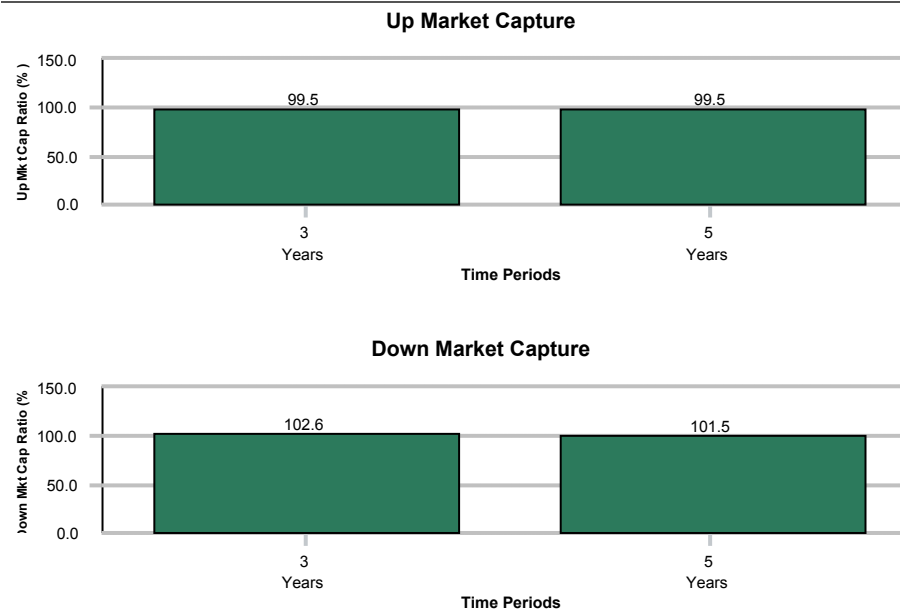
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2025 Inv	10.22	10.07	1.01	-0.30	1.01	1.00	0.41	-0.57	10.07	11/01/2003
Vanguard Target 2025 Composite Index	10.49	10.00	1.04	0.00	1.00	1.00	0.00	N/A	10.00	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	10.00	-1.04	0.00	11/01/2003

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Vanguard Target Retirement 2025 Inv	10.22	10.07
Vanguard Target 2025 Composite Index	10.49	10.00
Median	9.21	10.40

Up Down Market Capture

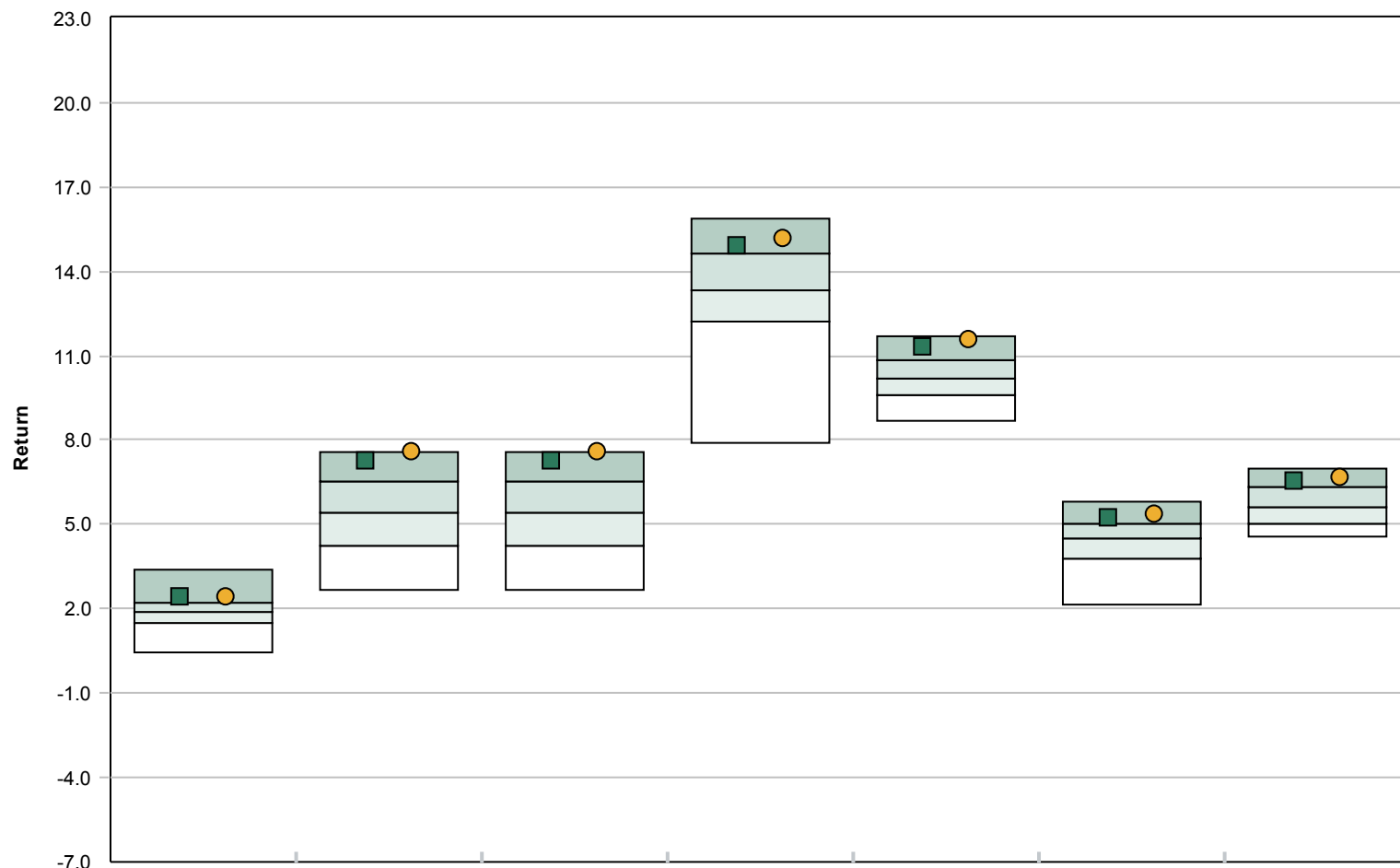


* Monthly periodicity used.

Vanguard Target Retirement 2035 Inv

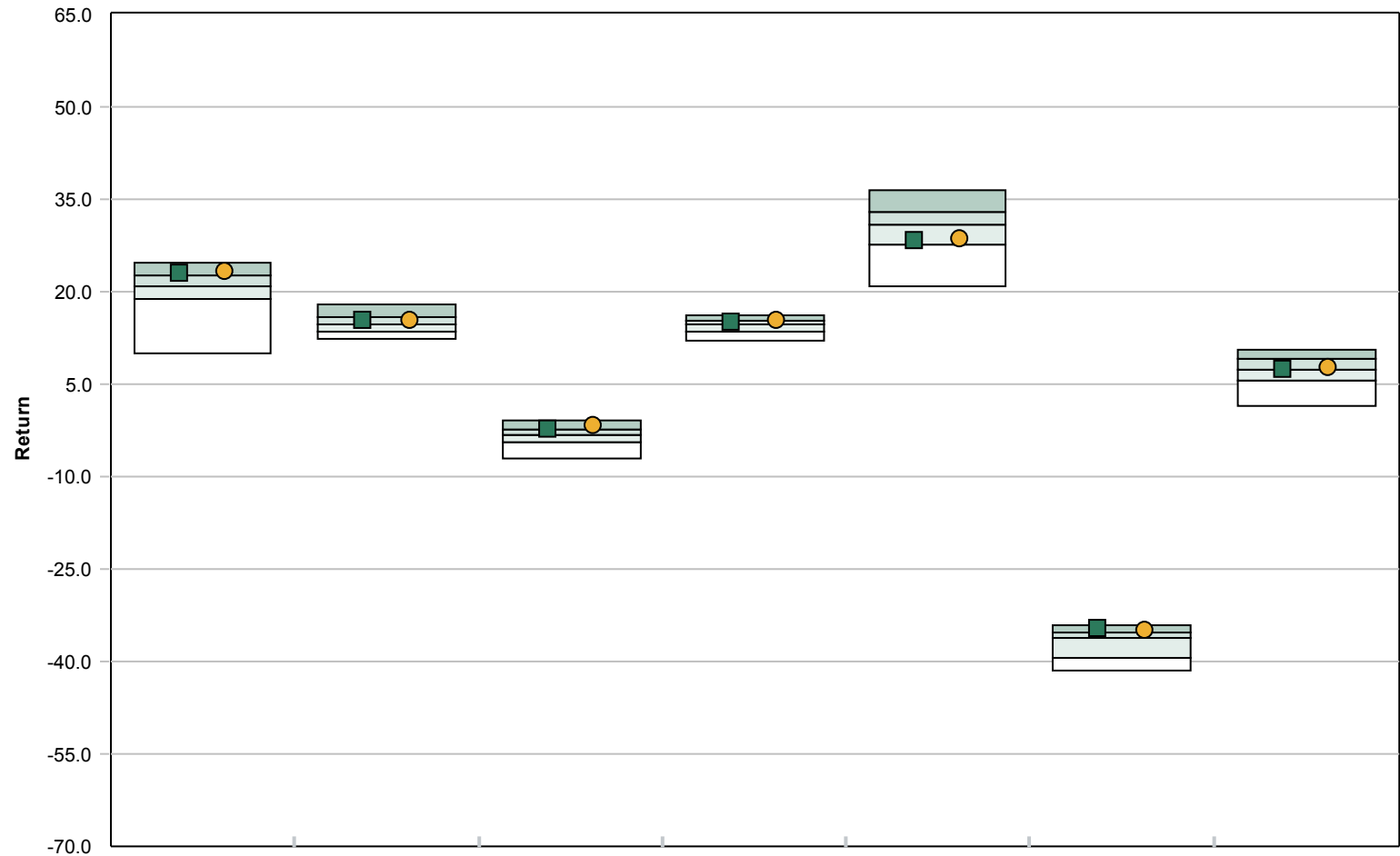
Nevada Public Employees' Deferred Compensation Program
December 31, 2014

Peer Group Analysis - IM Mixed-Asset Target 2035 (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
Vanguard Target Retirement 2035 Inv	2.39 (21)	7.28 (8)	7.28 (8)	14.91 (19)	11.30 (19)	5.25 (17)	6.54 (17)
Vanguard Target 2035 Composite Index	2.43 (19)	7.57 (5)	7.57 (5)	15.18 (16)	11.55 (13)	5.37 (14)	6.68 (14)
5th Percentile	3.38	7.56	7.56	15.91	11.71	5.82	6.98
1st Quartile	2.19	6.51	6.51	14.63	10.85	5.00	6.35
Median	1.88	5.40	5.40	13.35	10.19	4.47	5.63
3rd Quartile	1.50	4.27	4.27	12.18	9.61	3.78	5.06
95th Percentile	0.47	2.65	2.65	7.89	8.67	2.14	4.58

Peer Group Analysis - IM Mixed-Asset Target 2035 (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Vanguard Target Retirement 2035 Inv	22.82 (25)	15.16 (44)	-2.24 (21)	15.14 (29)	28.17 (67)	-34.66 (13)	7.49 (51)
● Vanguard Target 2035 Composite Index	23.27 (17)	15.23 (43)	-1.86 (15)	15.19 (26)	28.67 (62)	-35.11 (24)	7.59 (50)
5th Percentile	24.72	18.00	-0.86	16.09	36.34	-34.05	10.47
1st Quartile	22.78	15.75	-2.41	15.21	32.84	-35.25	9.04
Median	20.80	14.75	-3.34	14.57	30.99	-36.09	7.49
3rd Quartile	18.74	13.59	-4.35	13.46	27.65	-39.32	5.72
95th Percentile	9.88	12.39	-7.02	12.08	20.80	-41.34	1.50

Vanguard Target Retirement 2035 Inv

Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2035 Fund; Investor Class Shares	Portfolio Assets :	\$24,959 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Buek/Coleman/Nejman
Ticker :	VTTHX	PM Tenure :	2013--2013--2013
Inception Date :	10/27/2003	Fund Style :	IM Mixed-Asset Target 2035 (MF)
Fund Assets :	\$24,959 Million	Style Benchmark :	Vanguard Target 2035 Composite Index

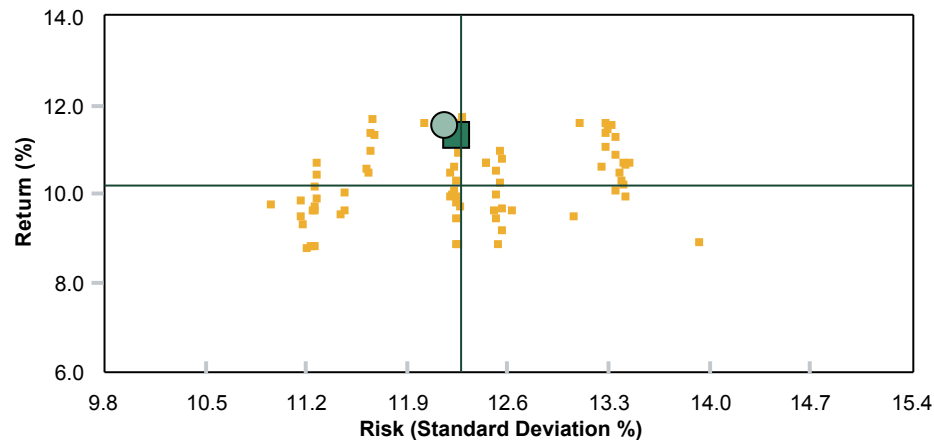
Fund Investment Policy

The Fund seeks capital appreciation and current income consistent with its current asset allocation. The Fund is a fund-of-funds with the asset allocation becoming more conservative over time. The allocation strategy designed is for investors planning to retire in or within a few years of 2035.

Historical Statistics (01/01/10 - 12/31/14) *

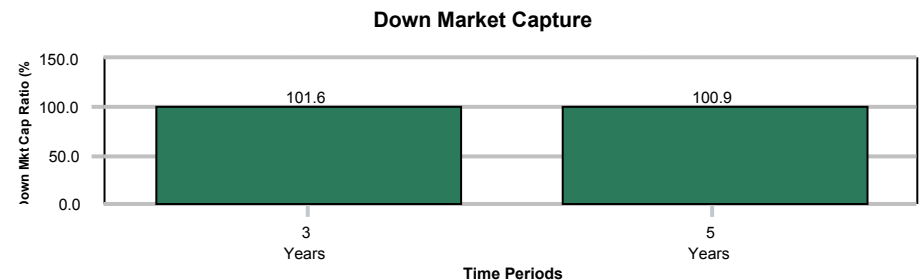
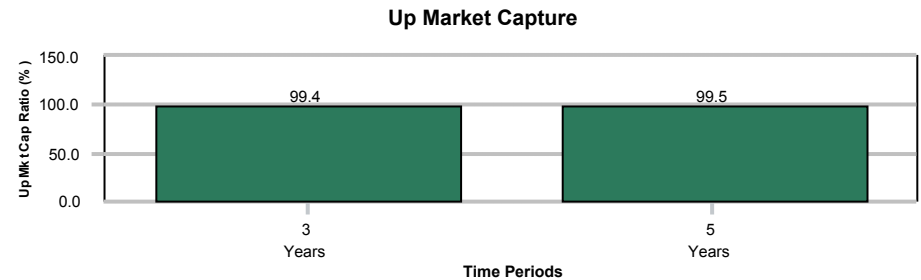
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2035 Inv	11.30	12.24	0.93	-0.28	1.01	1.00	0.50	-0.43	12.25	11/01/2003
Vanguard Target 2035 Composite Index	11.55	12.17	0.96	0.00	1.00	1.00	0.00	N/A	12.17	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	12.17	-0.96	0.00	11/01/2003

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Vanguard Target Retirement 2035 Inv	11.30	12.24
Vanguard Target 2035 Composite Index	11.55	12.17
Median	10.19	12.27

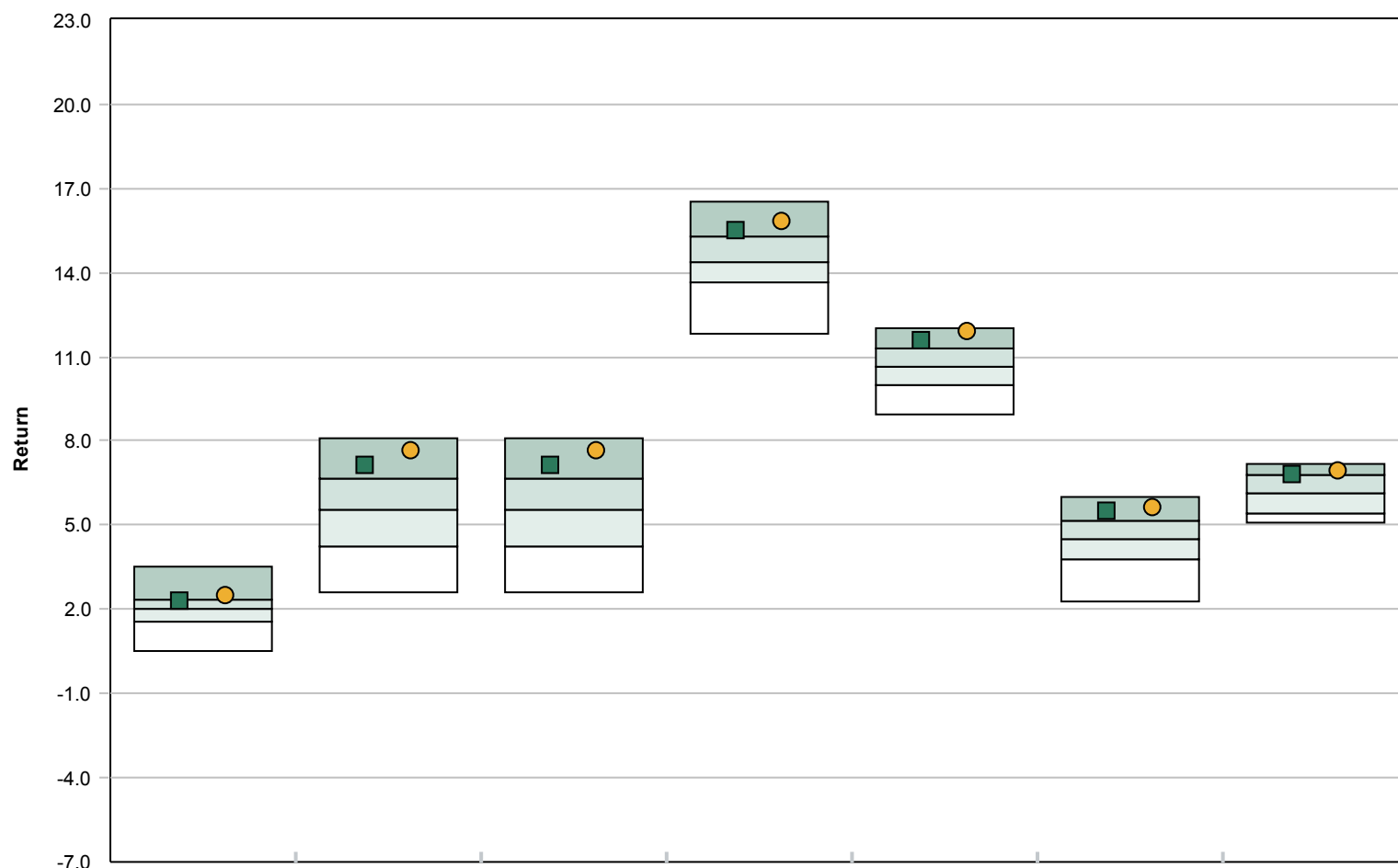
Up Down Market Capture



* Monthly periodicity used.

Vanguard Target Retirement 2045 Inv

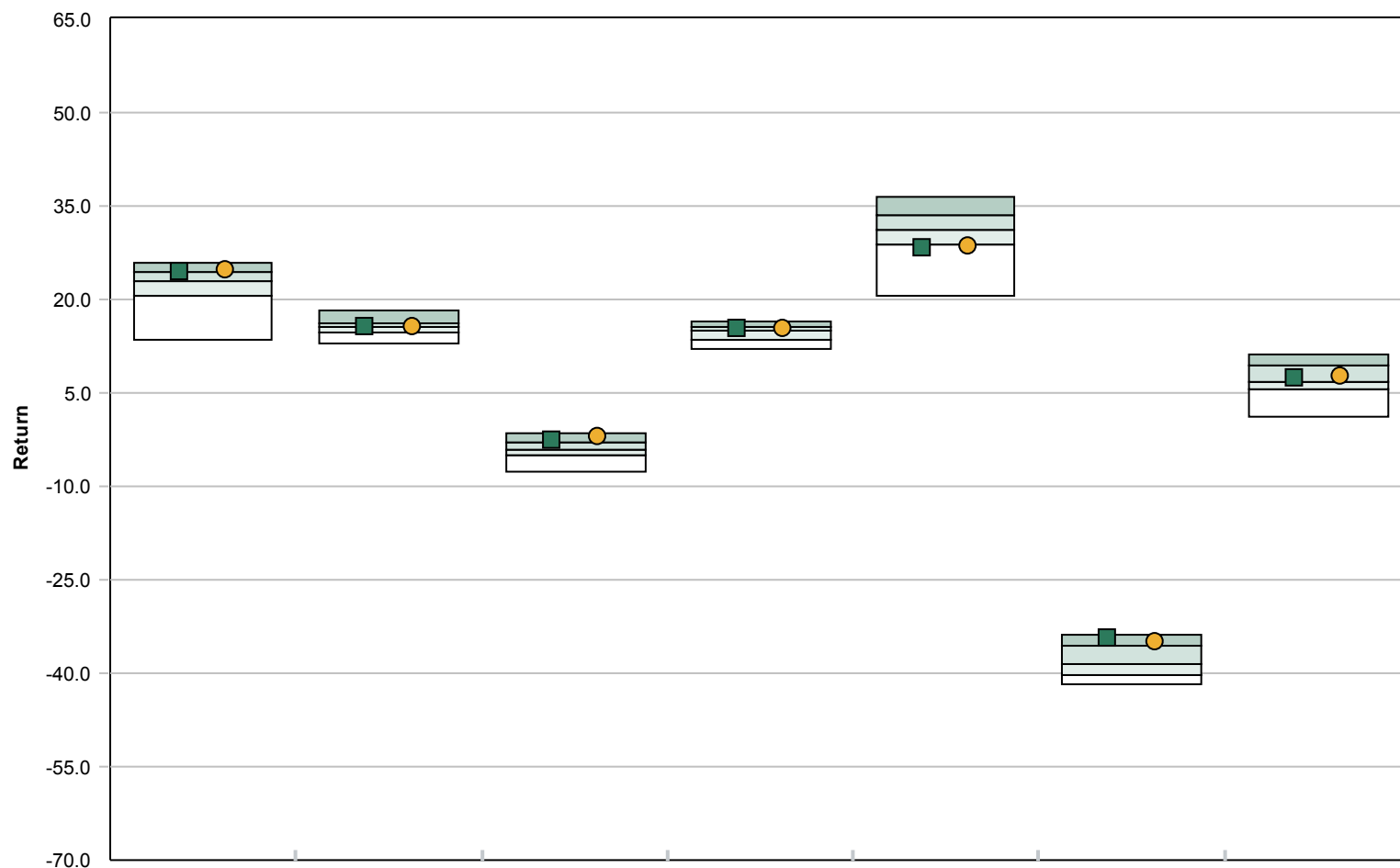
Peer Group Analysis - IM Mixed-Asset Target 2045 (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Target Retirement 2045 Inv	2.25 (33)	7.14 (13)	7.14 (13)	15.48 (24)	11.58 (18)	5.46 (19)	6.82 (31)
● Vanguard Target 2045 Composite Index	2.46 (22)	7.61 (10)	7.61 (10)	15.78 (19)	11.87 (8)	5.59 (12)	6.95 (16)
5th Percentile	3.53	8.09	8.09	16.51	12.03	6.00	7.20
1st Quartile	2.38	6.68	6.68	15.28	11.32	5.15	6.82
Median	2.02	5.56	5.56	14.36	10.65	4.51	6.13
3rd Quartile	1.59	4.24	4.24	13.64	9.97	3.75	5.44
95th Percentile	0.51	2.64	2.64	11.85	8.98	2.31	5.07

Vanguard Target Retirement 2045 Inv

Peer Group Analysis - IM Mixed-Asset Target 2045 (MF)



	2013	2012	2011	2010	2009	2008	2007
■ Vanguard Target Retirement 2045 Inv	24.37 (27)	15.58 (46)	-2.51 (15)	15.19 (43)	28.15 (87)	-34.56 (11)	7.47 (49)
● Vanguard Target 2045 Composite Index	24.79 (19)	15.58 (47)	-2.11 (9)	15.33 (36)	28.67 (76)	-35.11 (13)	7.59 (48)
5th Percentile	25.95	18.34	-1.48	16.44	36.60	-33.77	11.04
1st Quartile	24.49	16.29	-2.97	15.65	33.57	-35.64	9.27
Median	23.08	15.49	-4.03	15.03	31.12	-38.51	6.84
3rd Quartile	20.66	14.70	-4.91	13.41	28.74	-40.43	5.58
95th Percentile	13.38	12.99	-7.78	11.96	20.64	-41.71	1.19

Vanguard Target Retirement 2045 Inv

Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2045 Fund; Investor Class Shares	Portfolio Assets :	\$15,253 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Buek/Coleman/Nejman
Ticker :	VTIVX	PM Tenure :	2013--2013--2013
Inception Date :	10/27/2003	Fund Style :	IM Mixed-Asset Target 2045 (MF)
Fund Assets :	\$15,253 Million	Style Benchmark :	Vanguard Target 2045 Composite Index

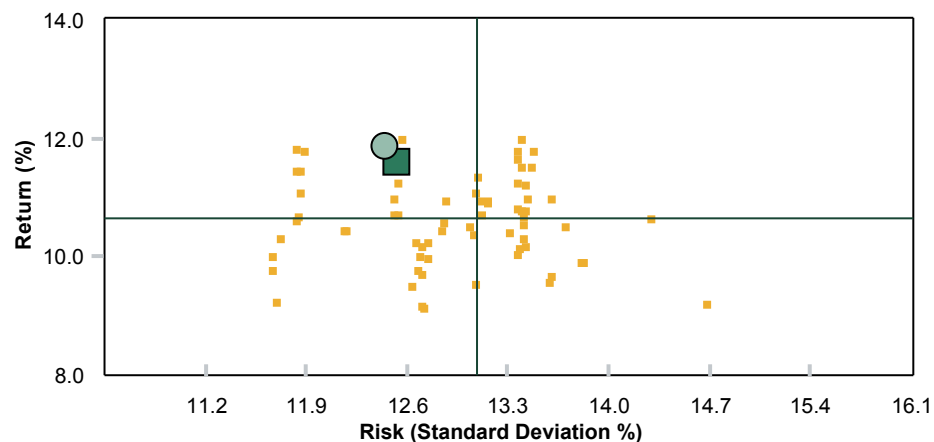
Fund Investment Policy

The Fund seeks capital appreciation and current income consistent with its current asset allocation. The Fund is a fund-of-funds with the asset allocation becoming more conservative over time. The allocation strategy designed is for investors planning to retire in or within a few years of 2045.

Historical Statistics (01/01/10 - 12/31/14) *

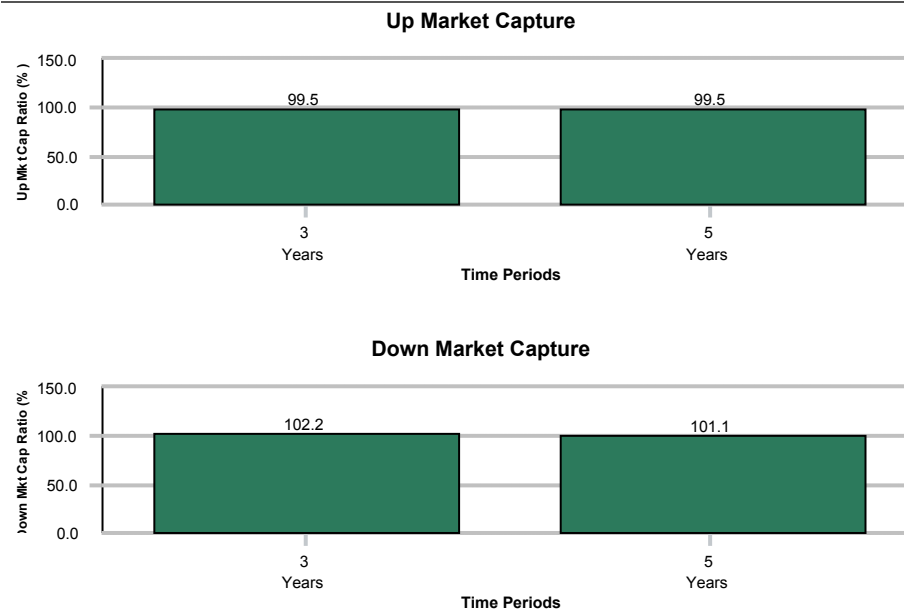
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2045 Inv	11.58	12.53	0.94	-0.32	1.01	1.00	0.49	-0.52	12.53	11/01/2003
Vanguard Target 2045 Composite Index	11.87	12.45	0.96	0.00	1.00	1.00	0.00	N/A	12.45	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	12.45	-0.96	0.00	11/01/2003

Peer Group Scattergram (01/01/10 to 12/31/14)



	Return	Standard Deviation
Vanguard Target Retirement 2045 Inv	11.58	12.53
Vanguard Target 2045 Composite Index	11.87	12.45
Median	10.65	13.08

Up Down Market Capture



* Monthly periodicity used.



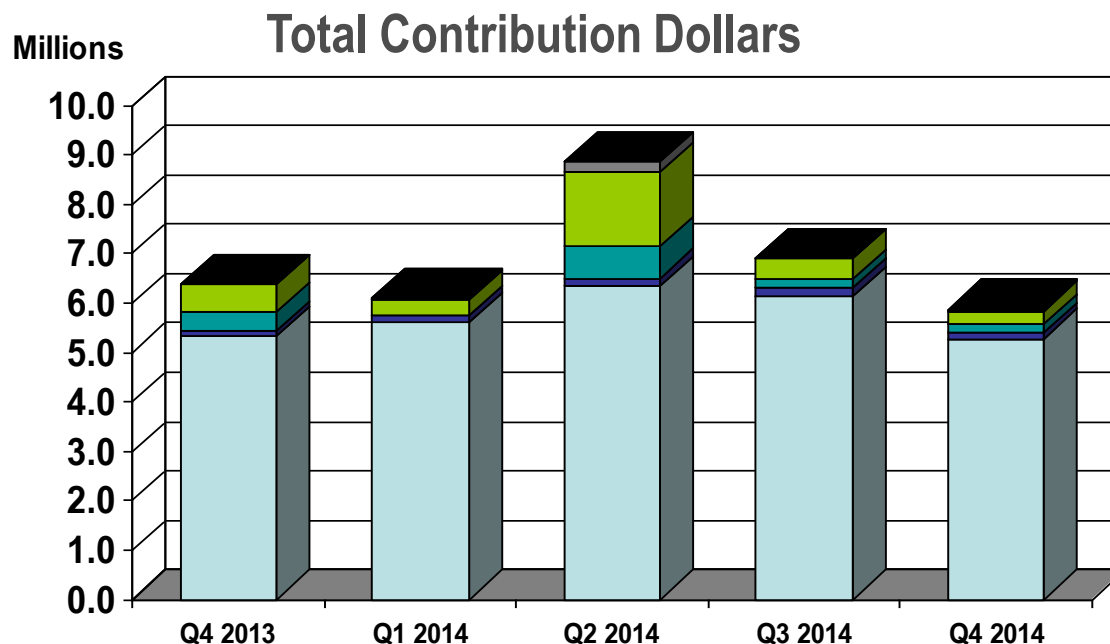
MassMutual Quarterly State of Nevada Review







AS OF DECEMBER 31, 2014



We'll help you get there.®

Contribution Trends: Totals by Source

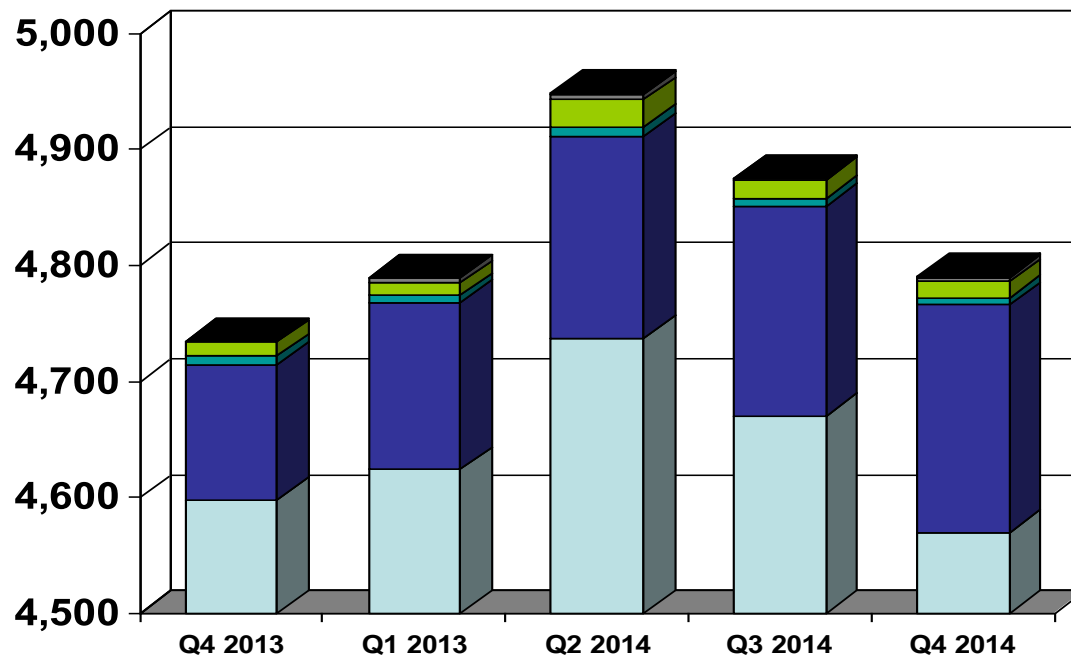


 Roth Rollover	\$0.00	\$0.00	\$0.00	\$0.00	\$1,444.43
 Rollover 457	\$44,313.48	\$48,617.08	\$10,000.00	\$32,334.41	\$32,017.74
 Rollover Misc	\$768,737.20	\$462,008.99	\$560,402.19	\$311,770.84	\$262,906.33
 ING to MM	\$294,399.28	\$161,978.00	\$371,090.40	\$12,173.73	\$168,878.76
 Roth Cont	\$64,097.06	\$101,895.69	\$109,718.58	\$135,031.94	\$129,671.67
 EE PreTax	\$6,123,401.69	\$6,010,419.59	\$5,329,275.29	\$5,604,910.23	\$5,279,129.10
Totals	\$7,294,948.71	\$6,784,919.35	\$6,380,486.46	\$6,096,221.15	\$5,874,048.03

Contribution Trends: Totals by Source



Total Number of Contributions



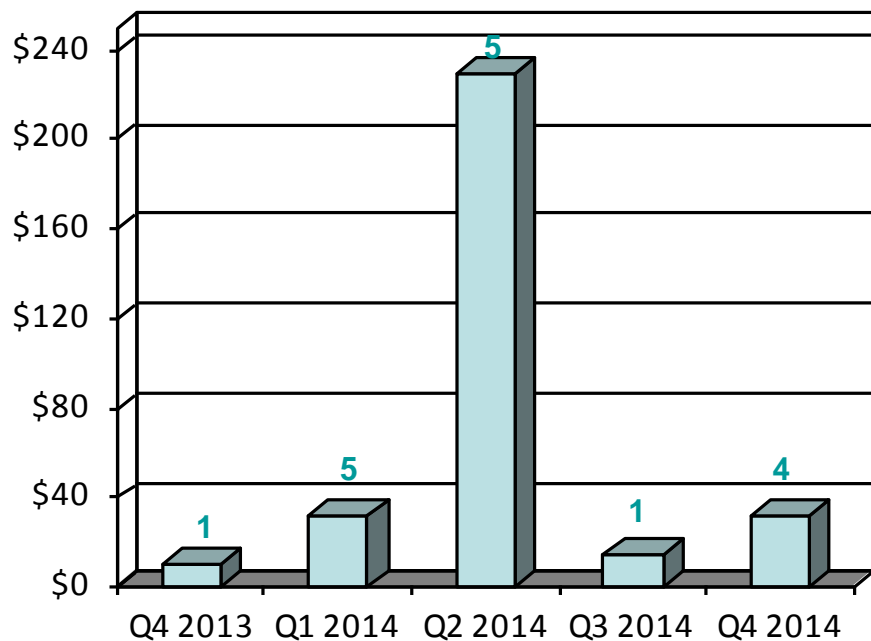
	Q4 2013	Q1 2013	Q2 2014	Q3 2014	Q4 2014
■ Roth Rollover	0	0	0	0	1
■ Rollover 457	5	5	1	5	4
■ Rollover Misc	21	14	12	11	14
■ ING to MM	9	12	7	6	6
■ Roth Cont	83	106	117	144	196
■ EE PreTax	4,717	4,695	4,598	4,624	4,570
Totals	4,816	4,832	4,735	4,790	4,791

Contribution Trends: Rollover In



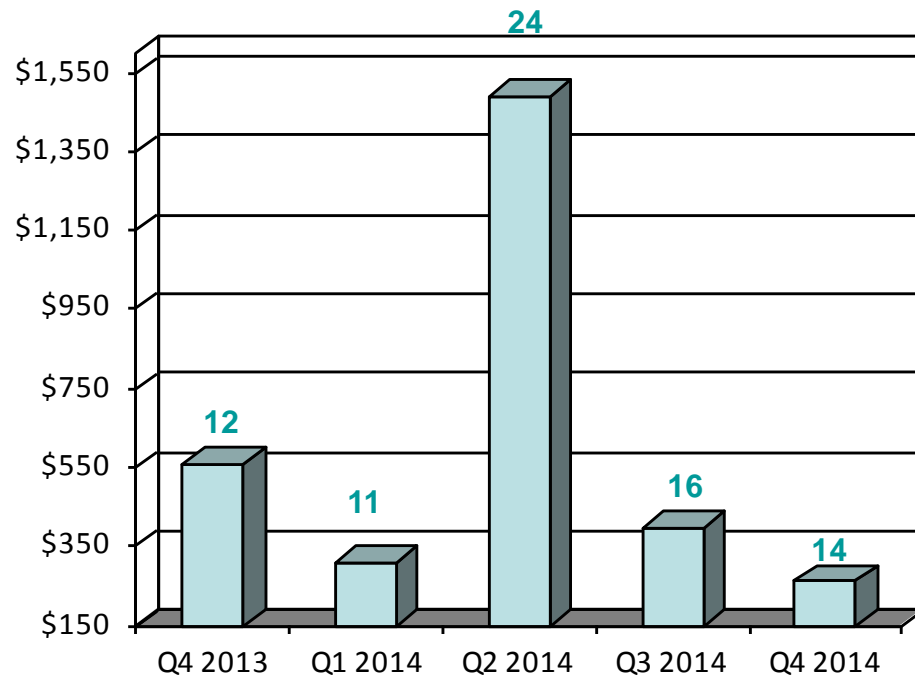
Thousands

Rollover In - 457



Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$10,000.00	\$32,334.41	\$229,469.63	\$14,775.80	\$32,017.74

Rollover In - Misc

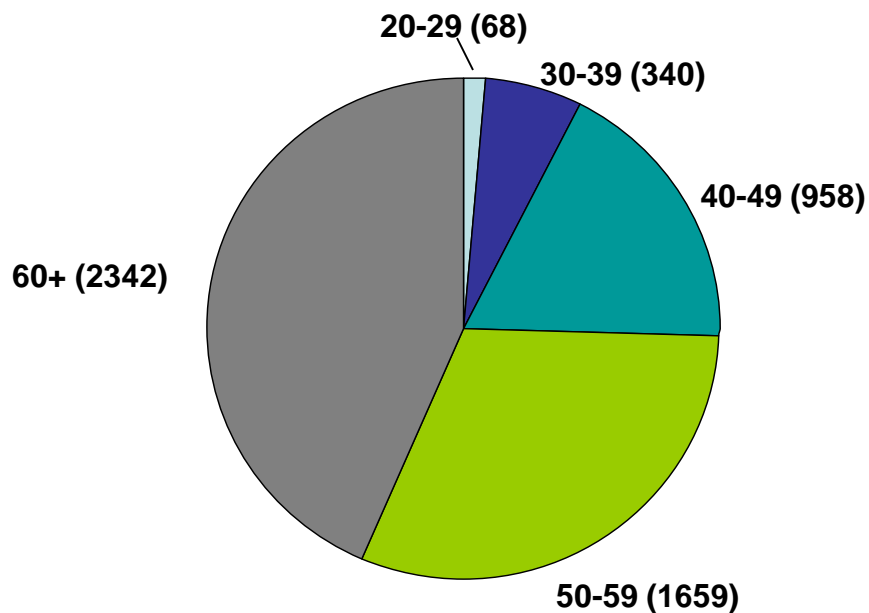


Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$560,402.19	\$311,770.84	\$1,490,893.63	\$398,258.75	\$262,906.33

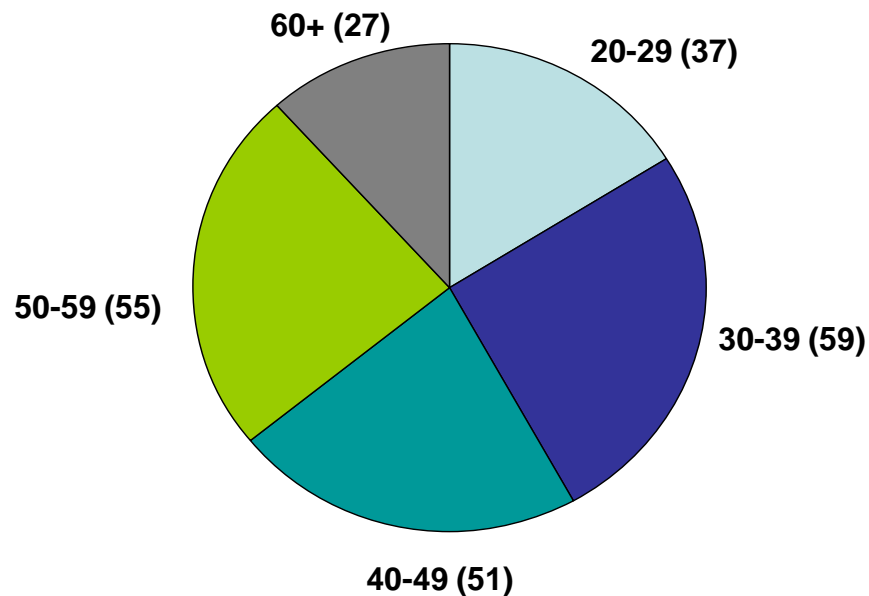
Contribution Trends: General Account & Roth



General Account
participant count by age



Roth
participant count by age

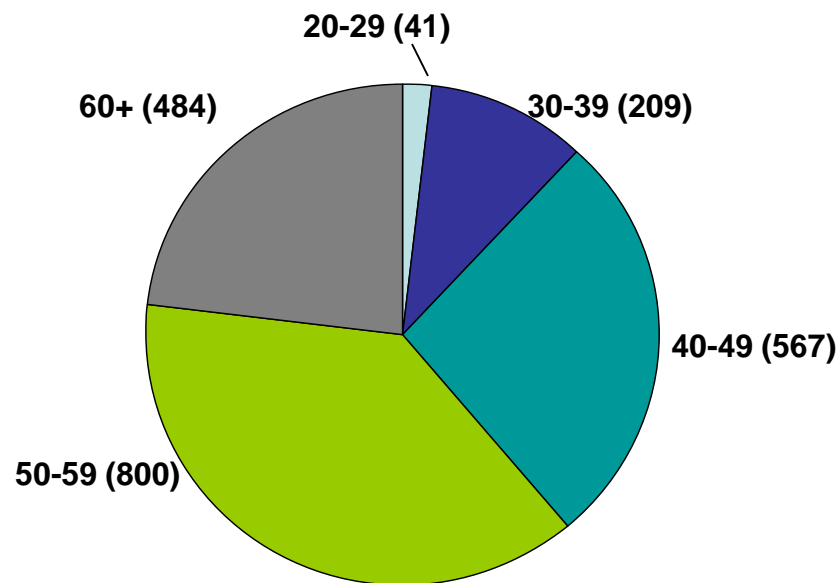


Total participants with a balance: 9,029

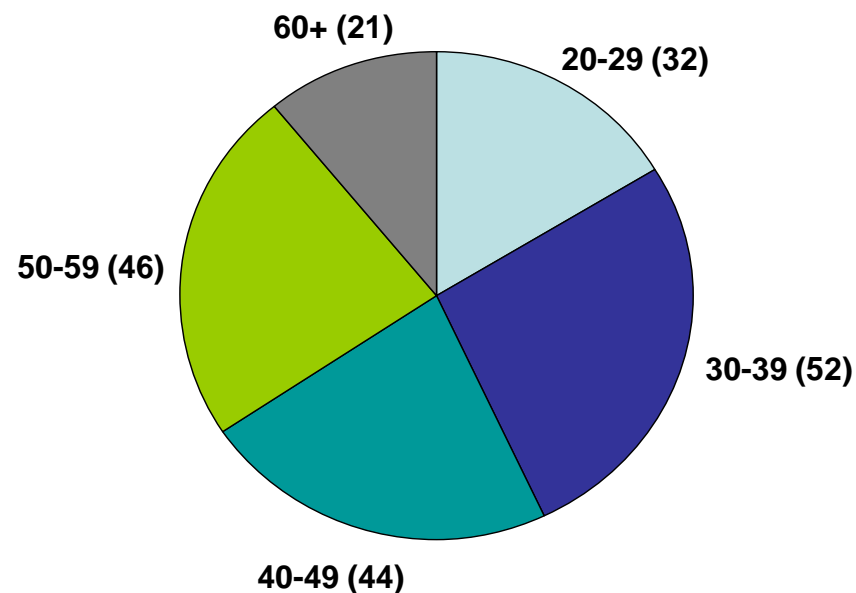
Contribution Trends: General Account & Roth



Participants actively contributing to
General Account by age



Participants actively
contributing Roth by age

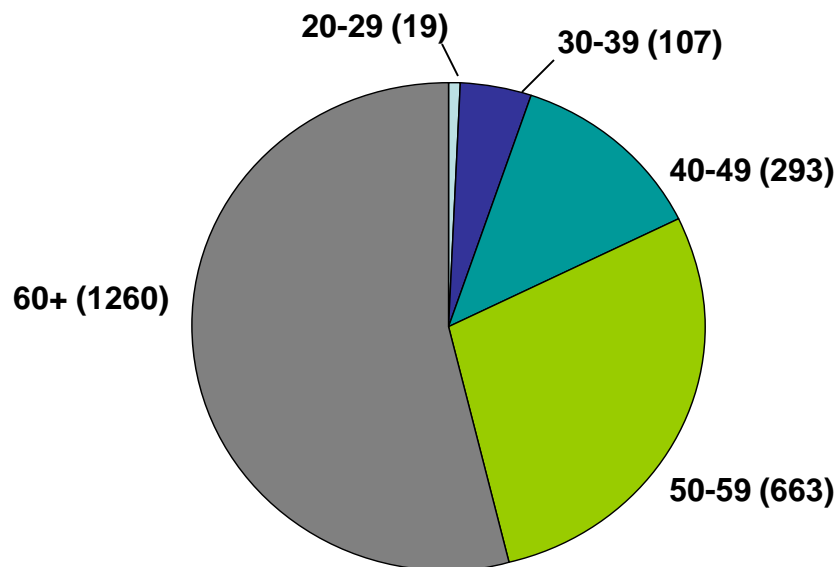


Total participants actively contributing: 4,766

Contribution Trends: General Account



Participants only invested in the General Account by age

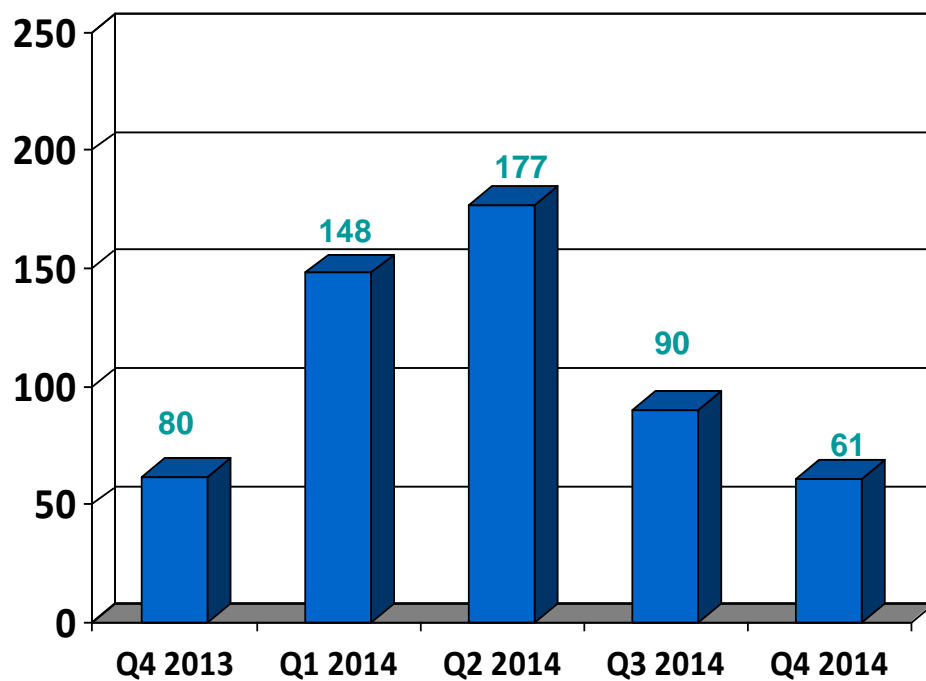


Total participants only invested in the General Account: 2,342

Contribution Trends: Enrollments



Enrollments

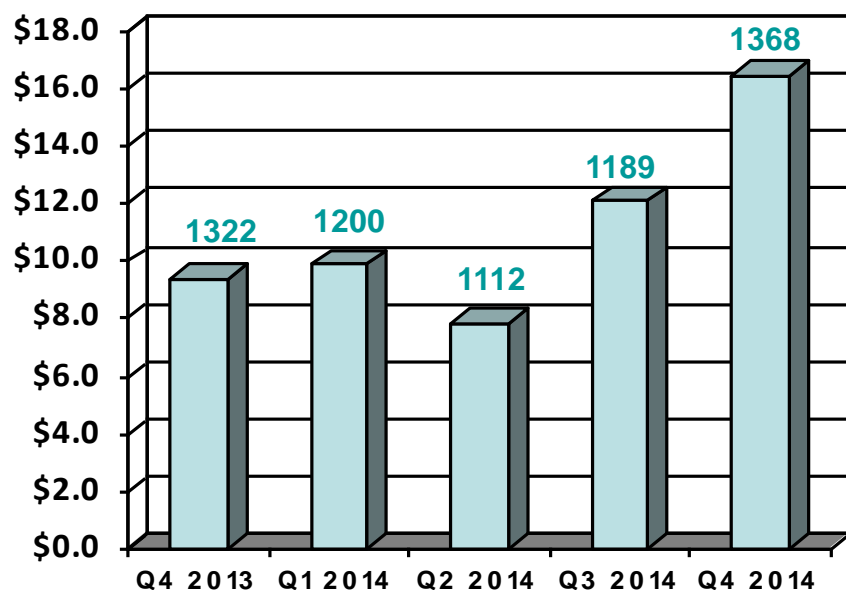


Distribution Trends: Totals & Full Distributions



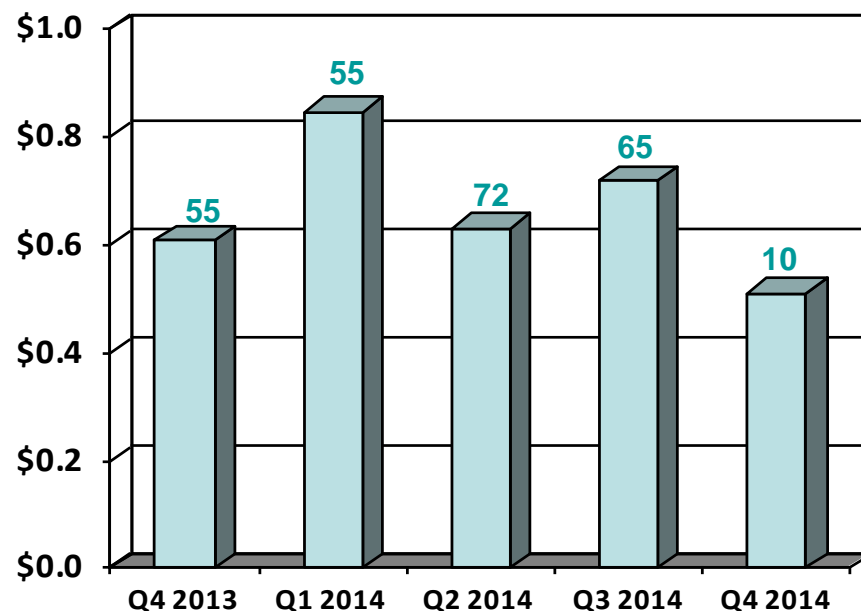
Total Distributions

Millions



Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$9,411,546.81	\$9,859,012.55	\$7,852,019.86	\$12,074,564.14	\$16,455,806.67

Full (Lump Sum) Distributions



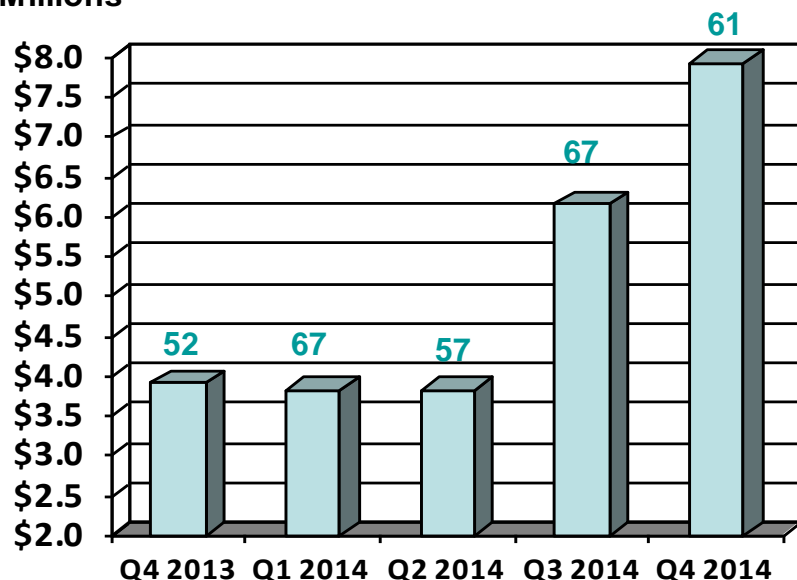
Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$608,437.42	\$845,506.55	\$629,951.25	\$717,002.85	\$510,501.78

Distribution Trends: Rollovers & Transfers



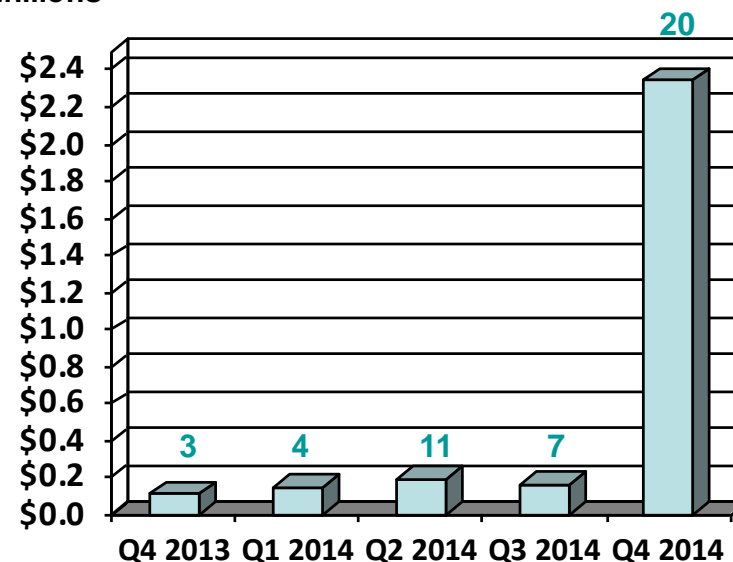
Rollover

Millions



Transfer from MassMutual to ING

Millions



Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$3,911,764.76	\$3,820,681.23	\$3,828,722.23	\$6,155,239.26	\$7,922,562.93

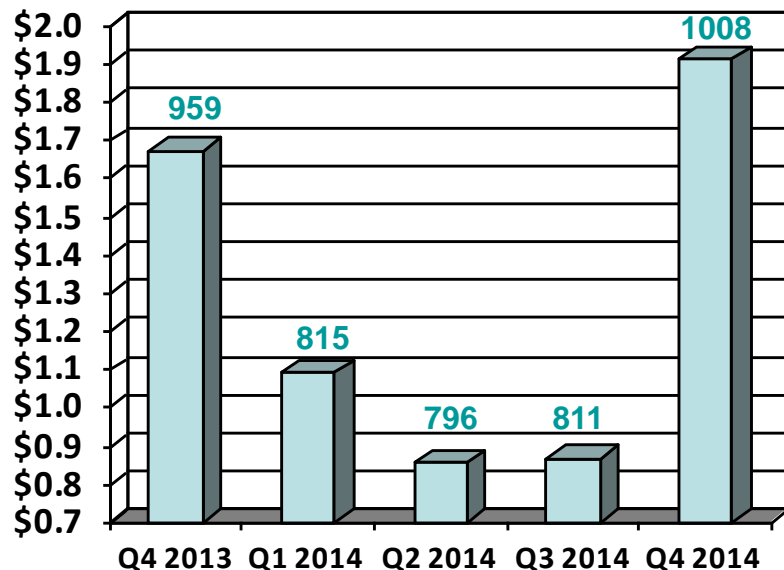
Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$113,422.62	\$146,937.14	\$193,948.14	\$168,889.58	\$2,340,748.34

Distribution Trends: SWO & RMD



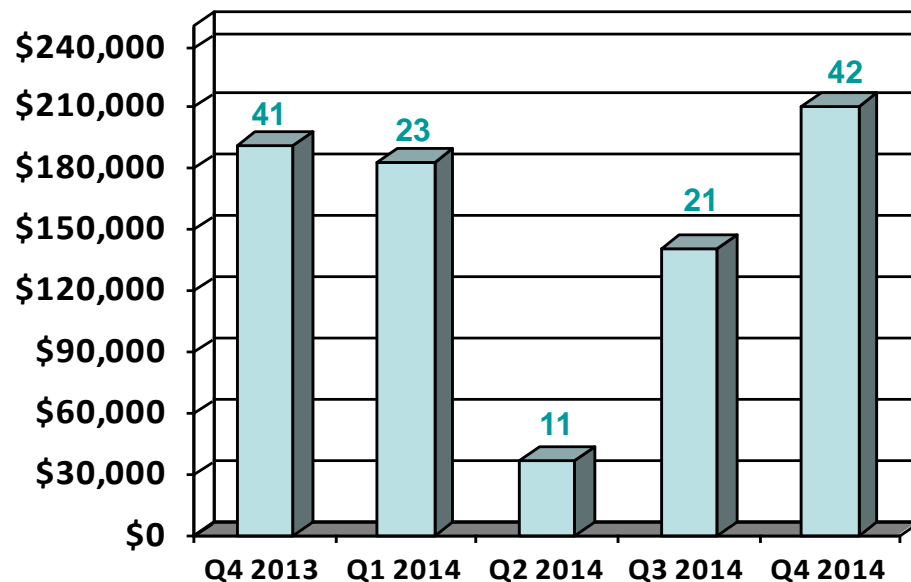
Systematic Withdrawal Option (SWO)

Millions



Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$1,670,838.15	\$1,092,082.20	\$856,703.75	\$865,925.46	\$1,910,785.31

Required Minimum Distribution (RMD)



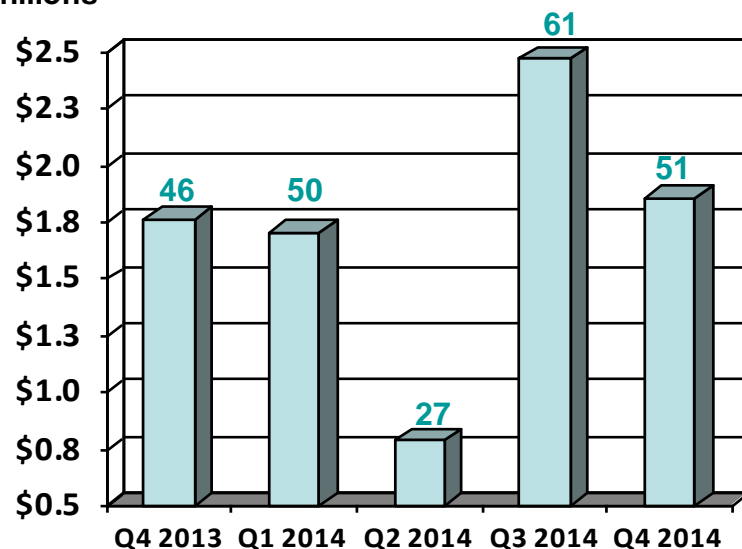
Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$191,164.66	\$183,068.17	\$36,722.77	\$140,562.05	\$210,161.69

Distribution Trends: Service Credits & Other



Purchase of Service Credits

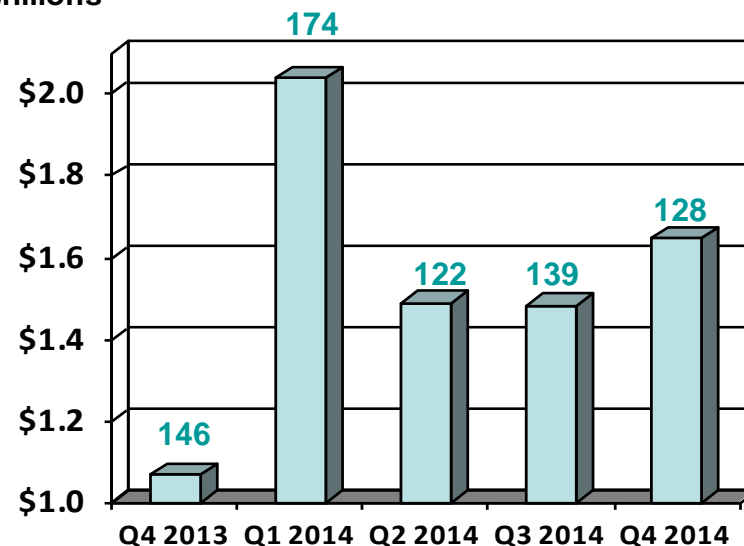
Millions



Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$1,765,551.70	\$1,707,032.60	\$787,194.19	\$2,470,646.76	\$1,853,696.78

Other Withdrawals*

Millions



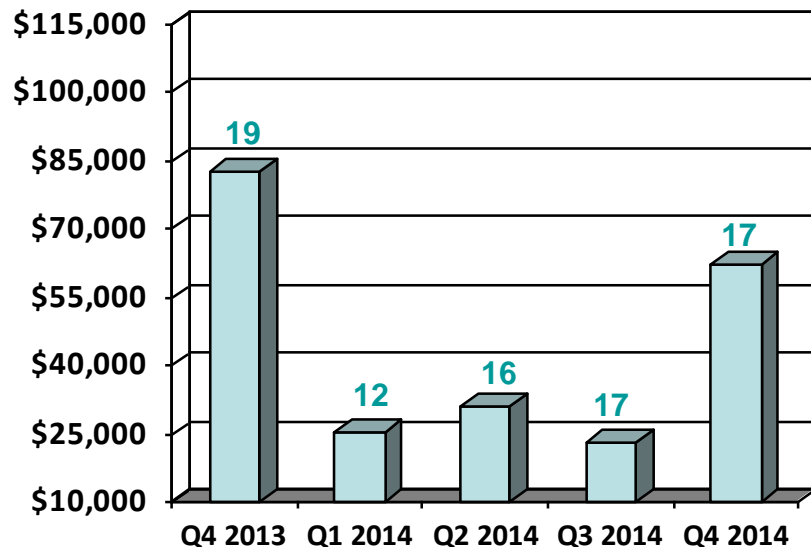
Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$1,067,880.57	\$2,038,598.79	\$1,487,524.48	\$1,481,282.74	\$1,645,251.59

*Other: Partial, QDRO, Death, In Service, Excess Deferral, Annuity Purchase

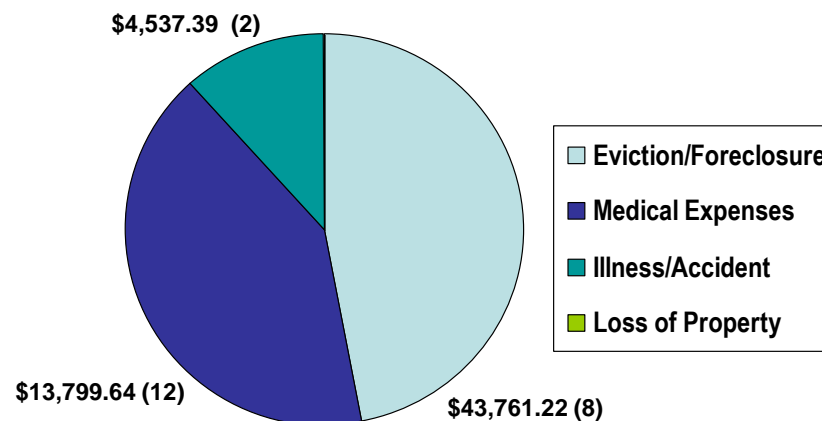
Distribution Trends: Unforeseen Emergency



Unforeseen Emergency



Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
\$82,486.93	\$25,105.87	\$31,253.05	\$23,157.27	\$62,098.25





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Nevada Deferred Compensation Plan – Voya Quarterly Review

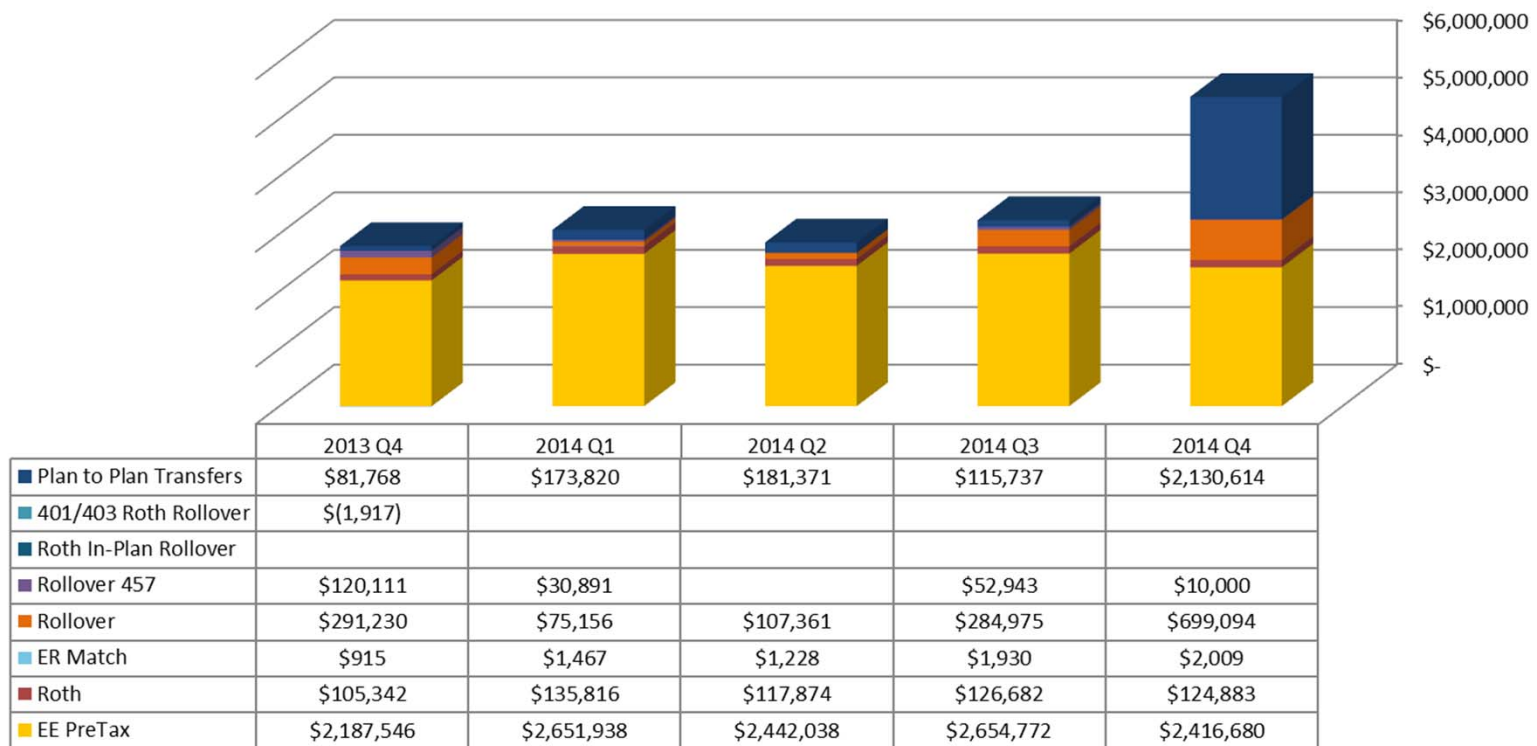
February 18, 2015





Contribution Trends – Quarterly Dollars

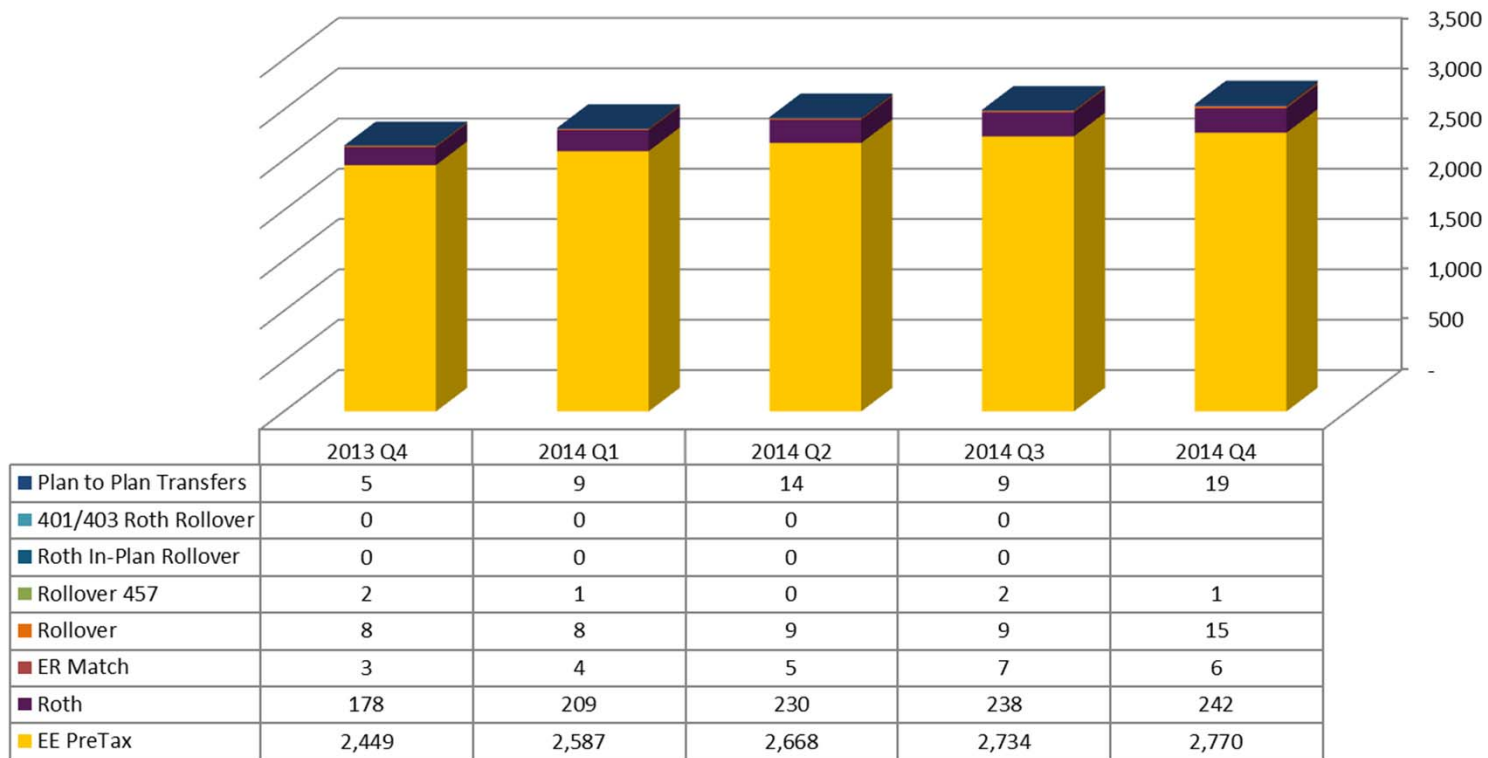
Quarterly Contribution \$ by Source





Contribution Trends – Quarterly Count

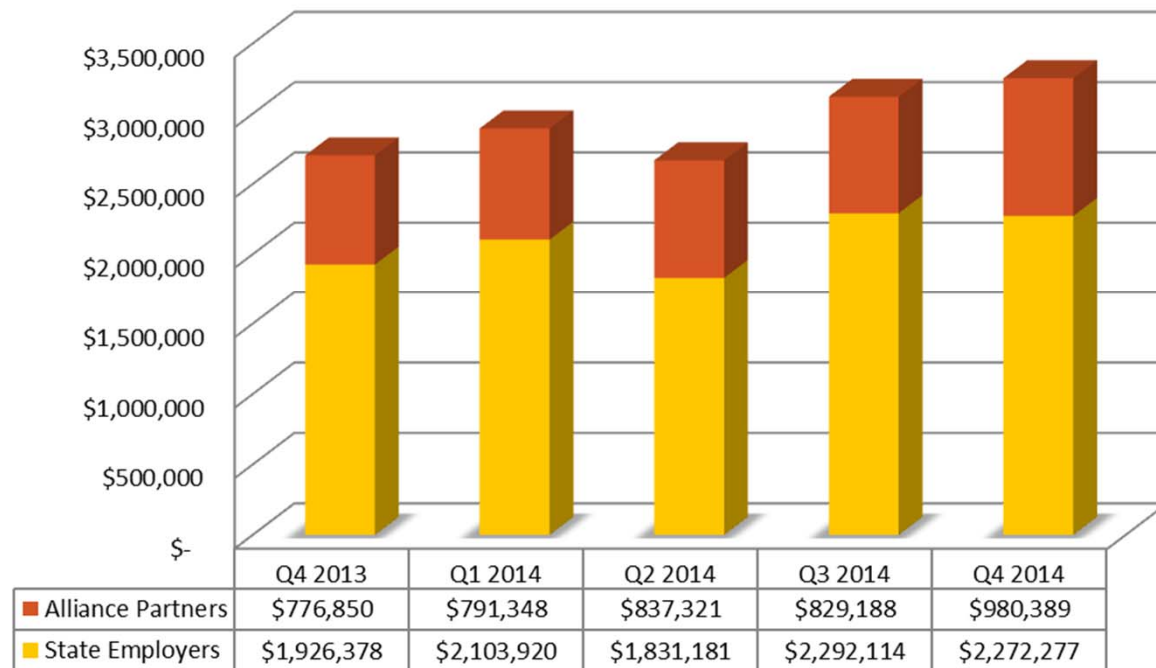
Quarterly Contribution Counts by Source





State vs. Alliance Partners – Quarterly Contributions

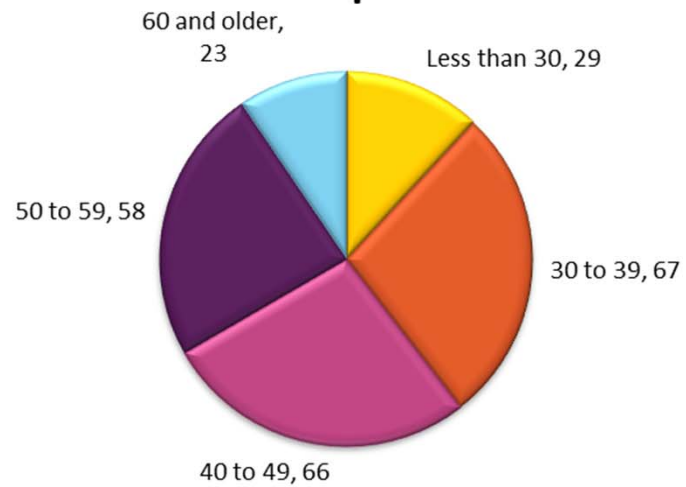
State vs. Alliance Partner Contributions



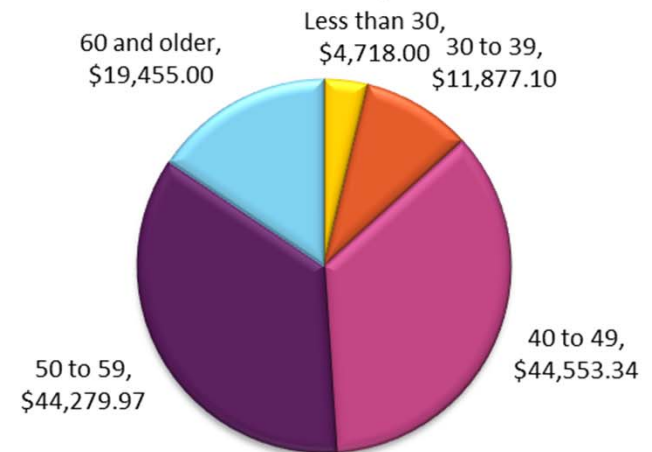


Roth Contributions by Age

Roth Participant Count



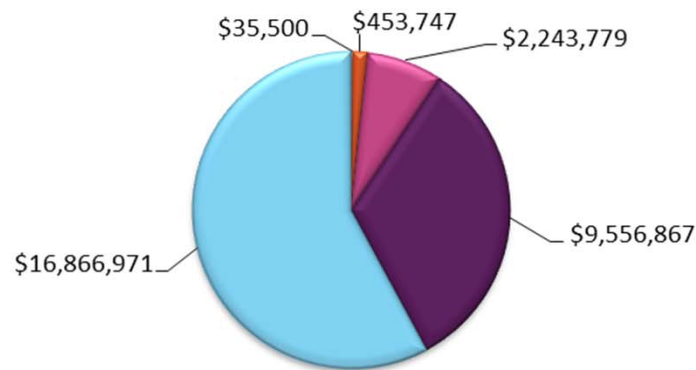
Roth Participant \$





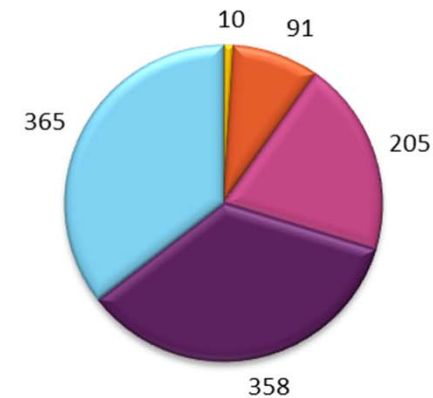
Stable Value Fund Investments by Age

Total Voya Fixed Fund \$



■ Less than 30 ■ 30 to 39 ■ 40 to 49 ■ 50 to 59 ■ 60 and older

Total Stable Value Fund Investors



■ Less than 30 ■ 30 to 39 ■ 40 to 49 ■ 50 to 59 ■ 60 and older

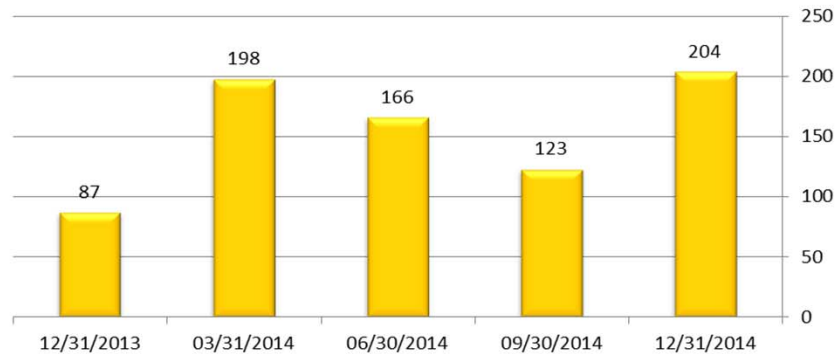
Average Voya Fixed Fund \$



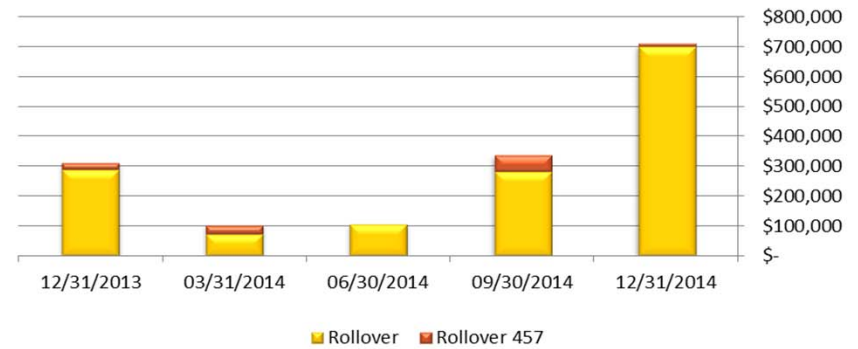


Quarterly Enrollment and Rollover Trends

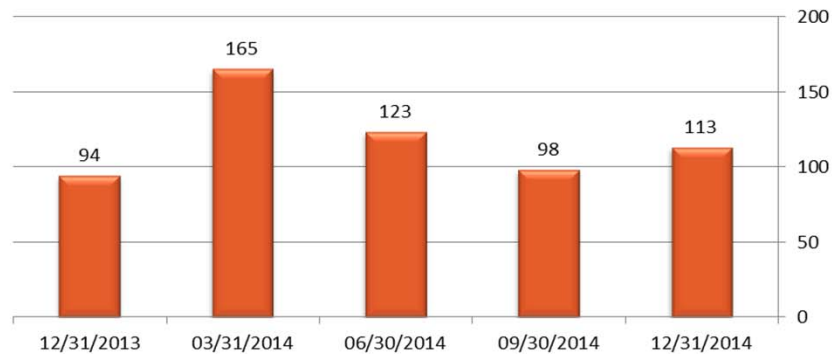
Enrollments



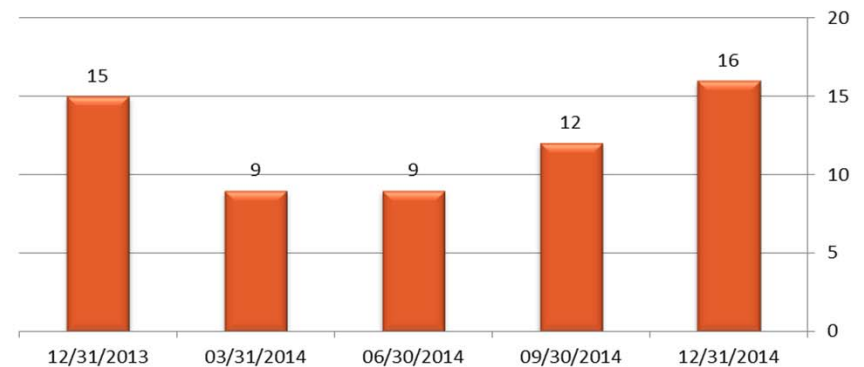
New Rollovers In \$



Contribution Increases



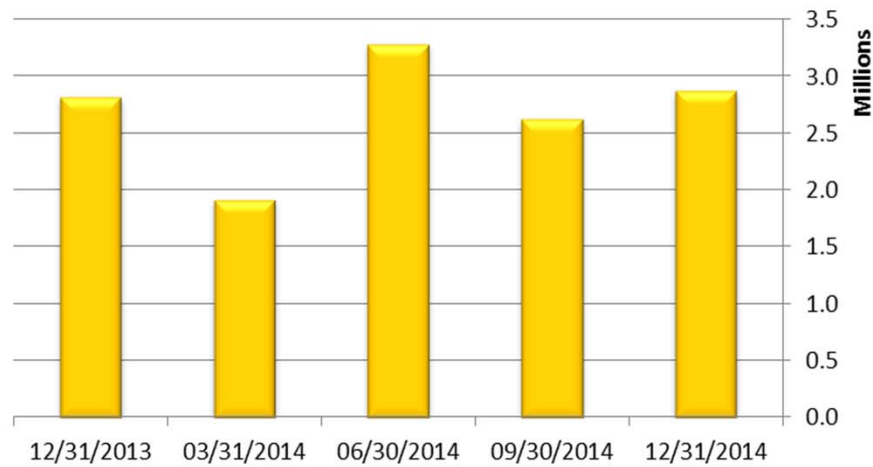
New Rollovers In



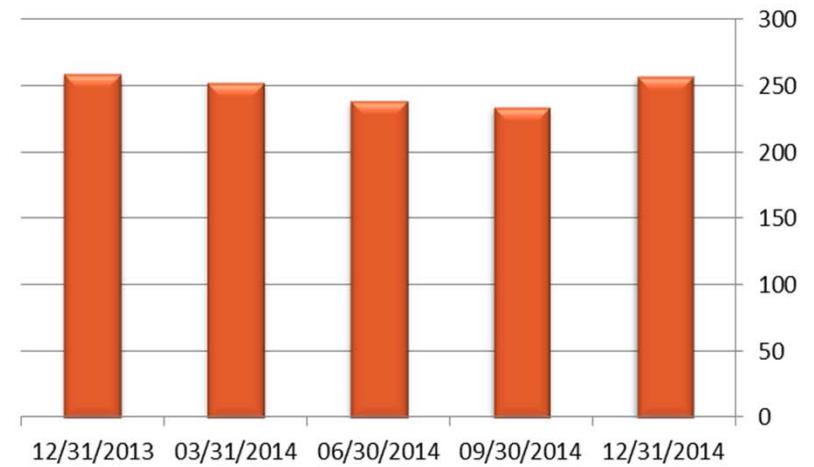


Distribution Trends – Total

Total Distribution \$



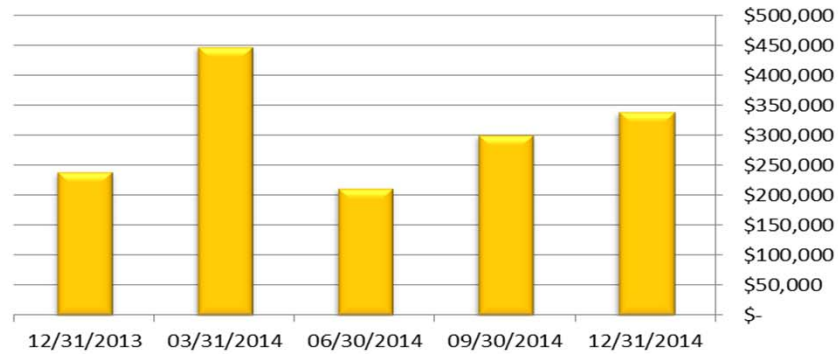
Total Distribution #



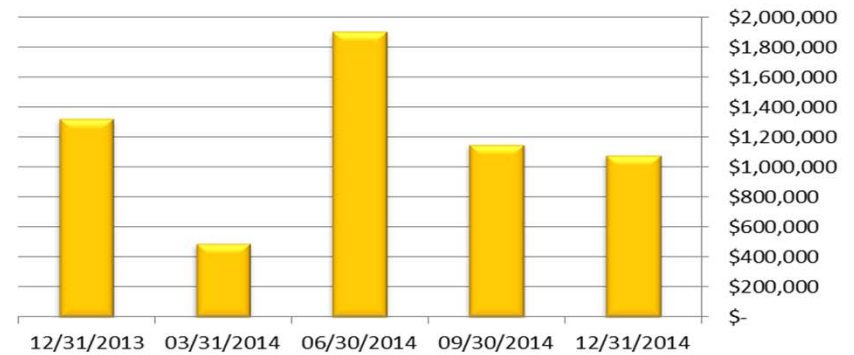


Distribution Trends – Lump Sum and Rollover Out Detail

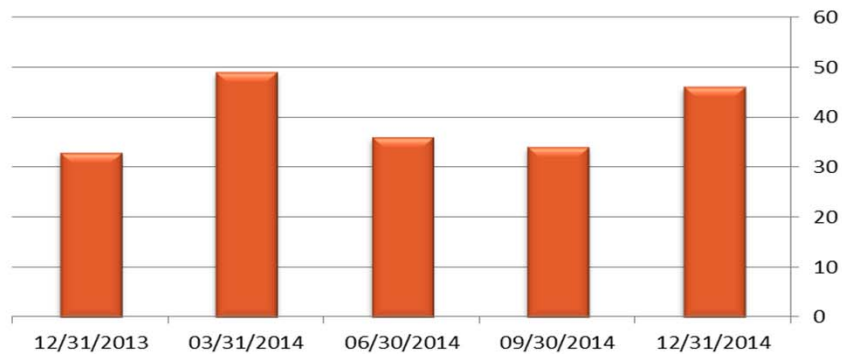
Cash Out \$



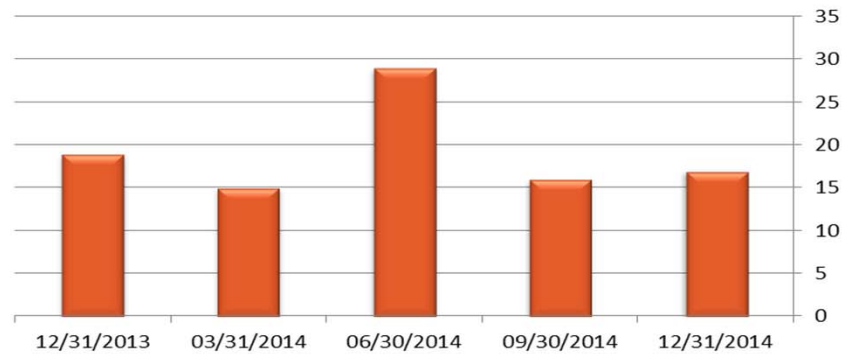
Rollovers Out \$



Cash Out #



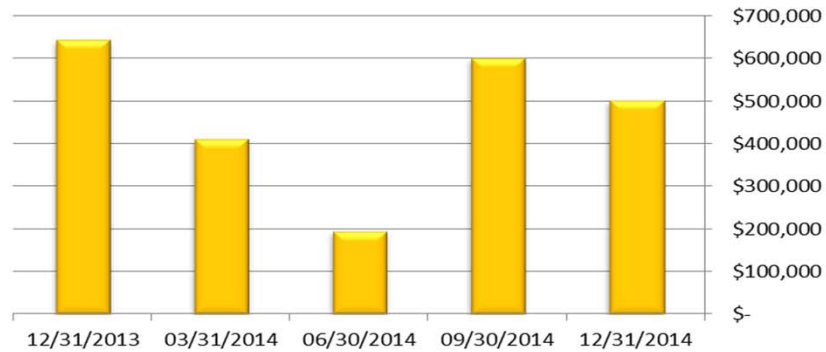
Rollovers Out #



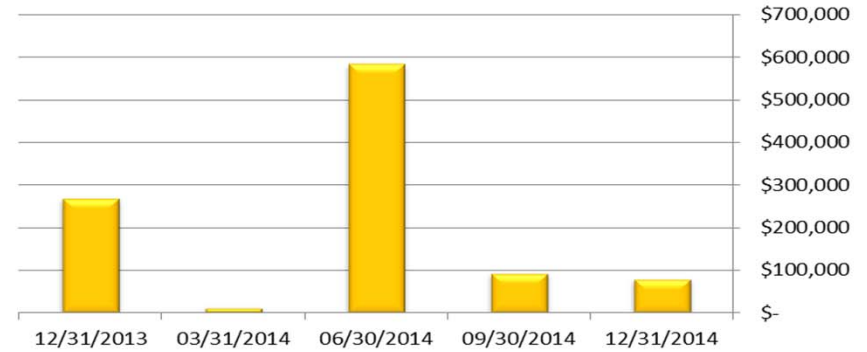


Distribution Trends – SBB and Plan Transfer Detail

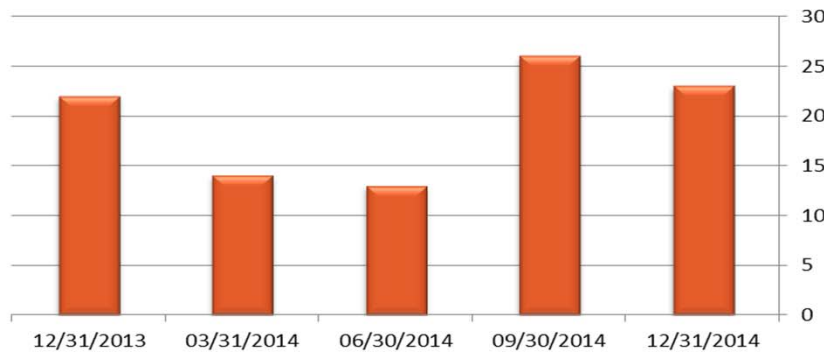
PERS Service Buy Back \$



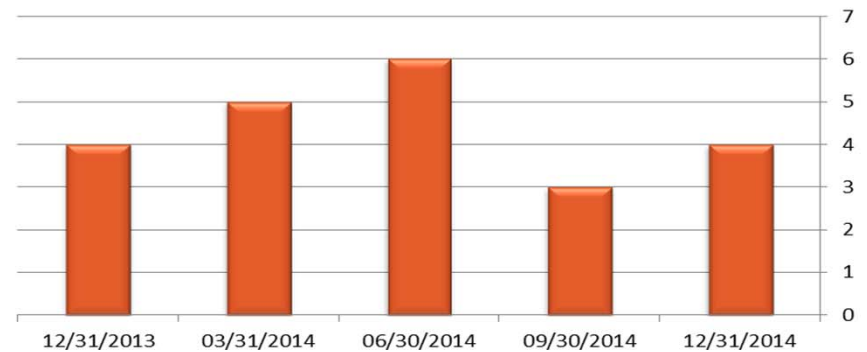
Plan to Plan Transfer \$



PERS Service Buy Back #



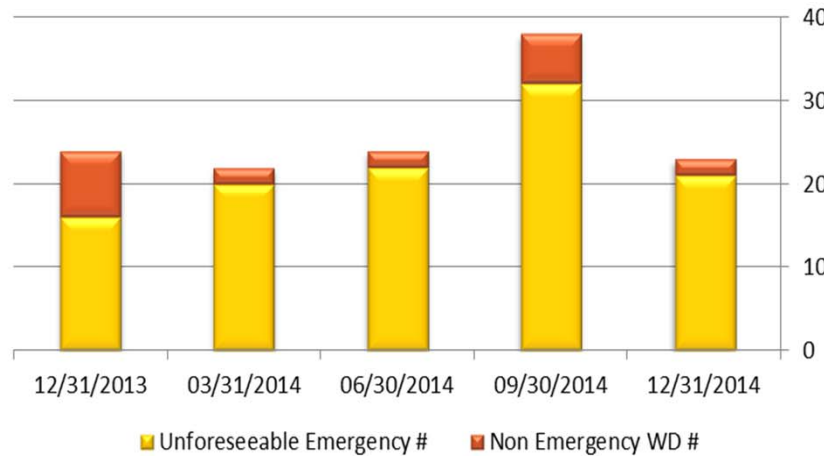
Plan to Plan Transfer #



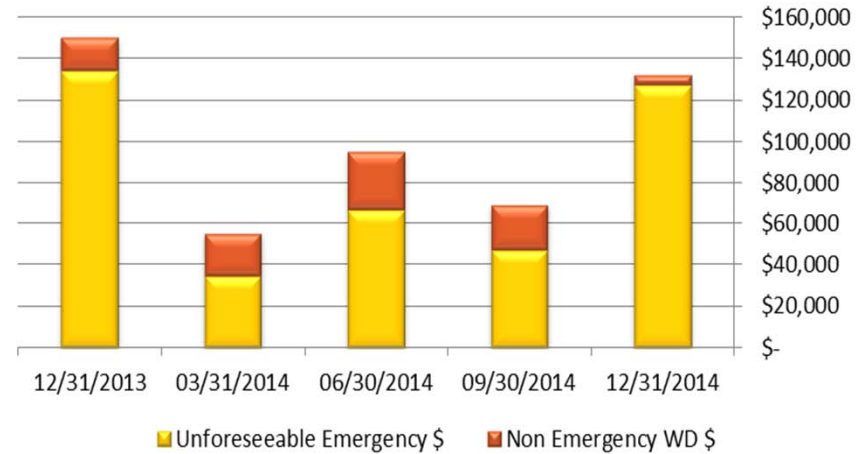


Distribution Trends – UE and Non-Emergency WD Detail

UE and Non Emergency Withdrawal #



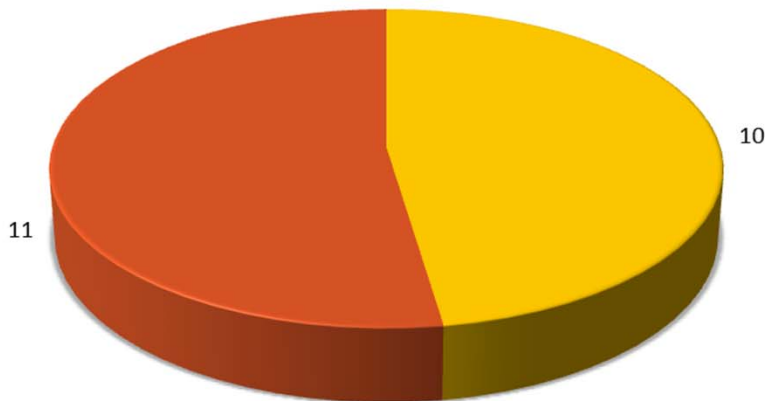
UE and Non Emergency Withdrawal \$





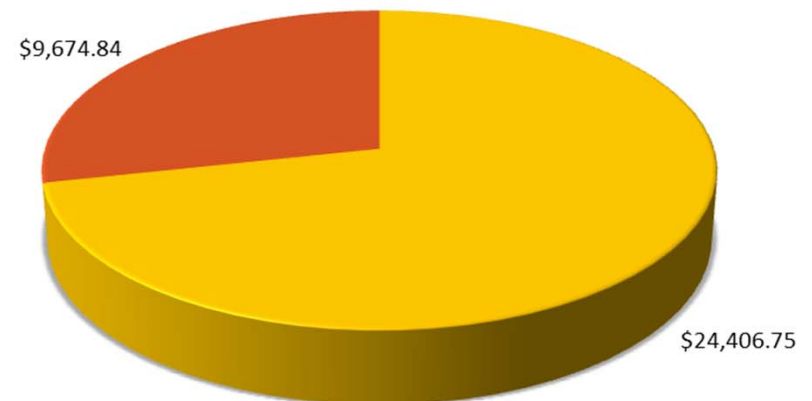
UE Reasons by Count and Dollar Amount

UE Reason Count



■ EVICTION_FORECLOSURE PRINCIPAL RESIDENCE ■ MEDICAL EXPENSES

UE Reason Dollar Amounts



■ EVICTION_FORECLOSURE PRINCIPAL RESIDENCE ■ MEDICAL EXPENSES

<i>Interlocal Agreements to be Signed</i>	<i>Received Signed Amendment</i>	<i>Board approval, date of meeting</i>	<i>Mailed from A.P.</i>
Beatty Water & Sanitation	1/20/2015		
Central Lyon County Fire Protection Board	12/23/2014		
Carson City	2/9/2015		1/31/2015
Churchill County	2/2/2015		
City of Elko	12/23/2014		
City of Fallon	12/23/2014		
City of Mesquite	2/2/2015	1/20/2015	
City of Sparks	1/7/2015		
City of Wells	1/23/2015	1/13/2015	
City of West Wendover			
City of Winnemucca	12/29/2014		
Douglas County	2/10/2015		
Douglas County FICA			
Douglas County Sewer District No. 1	1/7/2015		
Elko Convention & Visitors Authority	1/5/2015		
Elko County	2/2/2015	1/7/2015	
Eureka County	2/2/2015	12/19/2014	
Henderson District Public Libraries	2/2/2015	1/15/2015	
Housing Authority of Reno	2/4/2015	1/20/2015	1/29/2015
Humboldt County	2/2/2015		
Indian Hills General Improvement District	12/29/2014		
Lyon County	2/11/2015		
Minden Gardnerville Sanitation District	12/23/2014		
Mount Grant General Hospital	1/7/2015		
Nevada Occupational Safety and Health Review Board	12/23/2014		
Nevada State Board of Accountancy	12/23/2014		
Nevada State Board of Architecture, Interior Design & Residentia Design	12/23/2014		
Nevada State Board of Cosmetology	12/23/2014		
Nevada State Board of Examiner's for Alcohol, Drug and Gambling Counselors (ADGC)	12/23/2014		
Nevada State Board of Examiners for Social Workers	12/23/2014		
Nevada State Board of Medical Examiners	1/5/2015		
Nevada State Board of Nursing	1/5/2015		
Nevada State Board of Occupational Therapy	12/23/2014		
Nevada State Board of Osteopathic Medicine	12/23/2014		
Nevada State Board of Pharmacy	2/6/2015		
Nevada State Board of Veterinary Medical Examiners	12/23/2014		
Nevadaworks	12/23/2014		
North Lake Tahoe Fire Protection District	2/2/2015		
Reno-Tahoe Airport Authority	2/4/2015		
Reno Sparks Convention and Visitors Authority	2/2/2015		
Reno Sparks Convention and Visitors Authority FICA	2/2/2015		
Regional Transport Comm (RTC) of Washoe	1/12/2015		
Southern Nevad Workforce (Workforce Connections)	1/15/2015		
Storey County		2/11/2015	
Tahoe Douglas Fire Protection District	1/5/2015	12/30/2014	
Truckee Meadows Fire Protection District			2/11/2015
Truckee Meadows Regional Planning Agency	12/29/2014	2/12/2015	12/23/2014
Virgin Valley Water District	12/23/2014		

INTERLOCAL CONTRACT BETWEEN PUBLIC AGENCIES

A Contract Between the State of Nevada
Acting By and Through Its

State of Nevada Public Employees' Deferred Compensation Committee
(Committee)
100 North Stewart Street, Suite 210
Carson City, NV 89701

and

(Political Subdivision)

WHEREAS, NRS 277.180 authorizes any one or more public agencies to contract with any one or more other public agencies to perform any governmental service, activity or undertaking which any of the public agencies entering into the contract is authorized by law to perform;

WHEREAS, NRS 287.250 to 287.370, inclusive, authorize the Committee to create a program for deferred compensation, and whereas NRS 287.381 to 287.480, inclusive, authorize the political subdivision to create a program for deferred compensation;

WHEREAS, The Committee has created a deferred compensation program and pursuant to that program has entered into contracts with contracted Recordkeeper(s) with whom participants in the program may invest their deferred compensation;

WHEREAS, The investment options and fee and rate structure of the contracted Recordkeeper(s) in their contract with the Committee are considered by the Political Subdivision to be generally more favorable than that which would be available to the Political Subdivision if the Political Subdivision were to independently contract with the Recordkeeper(s);

WHEREAS, the Political Subdivision desires to join the program created by the Committee in order to obtain the more favorable investment options, fees and rates;

WHEREAS, the Committee desires to have the Political Subdivision participate in the Committee's program subject to the same terms and conditions as apply to state employee participants, except for limitations expressly provided below;

WHEREAS, the Committee has secured the consent of the contracted Recordkeeper to enroll the Political Subdivision's employees as participants in the Committee's program subject to the same terms and conditions as apply to state employee participants, except for limitations expressly provided below;

NOW, THEREFORE, in consideration of the aforesaid premises, the parties mutually agree as follows:

1. REQUIRED APPROVAL. This Contract shall not become effective until and unless approved by appropriate official action of the governing body of each party.

2. DEFINITIONS. "State" means the State of Nevada and any state agency identified herein (the Committee), its officers, employees and immune contractors as defined in NRS 41.0307. Unless the context otherwise requires, "program" is synonymous with "plan" and "state of Nevada deferred compensation committee plan".

3. CONTRACT TERM. This Contract shall be effective on January 1, 2015 with no termination date, unless sooner terminated by either party as set forth in this Contract.

4. TERMINATION. This Contract may be terminated without cause by either party prior to the terms set forth in paragraph (3), provided that a termination shall not be effective until 60 days after a party has served written notice upon the other party. This Contract may be terminated by mutual consent of both parties or unilaterally by either party without consent of the other. The parties expressly agree that this Contract shall be terminated immediately if for any reason federal and/or State Legislature funding ability to satisfy this Contract is withdrawn, limited, or impaired. Benefits accrued by participating employees of the Political Subdivision upon termination of participation in the plan shall remain in the plan until such are otherwise eligible for distribution under the terms of the plan.

5. NOTICE. All notices or other communications required or permitted to be given under this Contract shall be in writing and shall be deemed to have been duly given if delivered personally in hand, by telephonic facsimile with simultaneous regular mail, or mailed certified mail, return receipt requested, postage prepaid on the date posted, and addressed to the other party at the address set forth above.

6. INCORPORATED DOCUMENTS. The parties agree that the services to be performed shall be specifically described; this Contract incorporates the following attachments in descending order of constructive precedence:

ATTACHMENT A: The State of Nevada Deferred Compensation Committee Plan Document.

7. ASSENT.

- a. The parties agree that the terms and conditions listed on incorporated attachments of this Contract are also specifically a part of this Contract and are limited only by their respective order of precedence and any limitations expressly provided.
- b. Except as agreed otherwise in paragraphs 3 and 4, the Political Subdivision agrees:
 - 1) To participate in the Committee's deferred compensation program subject to all contract terms and conditions as set forth between the State of Nevada Employees' Deferred Compensation Committee;
 - 2) To be bound by all current and any future State of Nevada Employees' Deferred Compensation Committee "Plan Documents" and "Investment Policies and Procedures";
 - 3) To cooperate with the contracted Recordkeeper(s) and to provide all necessary and appropriate administrative services to enable Political Subdivision employees to participate in the Committee's deferred compensation program; and
 - 4) To provide an appeal process to Political Subdivision employees for denials of requests by Political Subdivision employees to make unforeseen emergency withdrawals from the program and to abide by any guidelines established by the Committee for this purpose.
- c. The Political subdivision agrees that it has made its decision to participate in the program based on its own independent analysis and that neither the State of Nevada nor the Committee are fiduciaries with regard to its decision to participate in the program.

- d. The Committee agrees to authorize the contracted Recordkeeper(s) to enroll employees of the Political Subdivision on terms and conditions consistent with this agreement. Execution of this agreement by the Committee constitutes such authorization.

8. INSPECTION & AUDIT.

- a. Books and Records. Each party agrees to keep and maintain under general accepted accounting principles full, true and complete records, agreements, books, and documents as are necessary to fully disclose to the State or United States Government, or their authorized representatives, upon audits or reviews, sufficient information to determine compliance with all state and federal regulations and statutes.
- b. Inspection & Audit. Each party agrees that the relevant books, records (written, electronic, computer related or otherwise), including but not limited to relevant accounting procedures and practices of the party, financial statements and supporting documentation, and documentation related to the work product shall be subject, at any reasonable time, to inspection, examination, review, audit, and copying at any office or location where such records may be found, with or without notice by the State Auditor, Employment Security, the Department of Administration, Budget Division, the Nevada State Attorney General's Office or its Fraud Control Units, the State Legislative Auditor, and with regard to any federal funding, the relevant federal agency, the Comptroller General, the General Accounting Office, the Office of the Inspector General, or any of their authorized representatives.
- c. Period of Retention. All books, records, reports, and statements relevant to this Contract must be retained a minimum three years and for five years if any federal funds are used in this Contract. The retention period runs from the date of termination of this Contract. Retention time shall be extended when an audit is scheduled or in progress for a period reasonably necessary to complete an audit and/or to complete any administrative and judicial litigation which may ensue.

9. BREACH; REMEDIES. Failure of either party to perform any obligation of this Contract shall be deemed a breach. Except as otherwise provided for by law or this Contract, the rights and remedies of the parties shall not be exclusive and are in addition to any other rights and remedies provided by law or equity, including but not limited to actual damages, and to a prevailing party reasonable attorneys' fees and costs. It is specifically agreed that reasonable attorneys' fees shall include without limitation \$125 per hour for State-employed attorneys.

10. LIMITED LIABILITY. The parties will not waive and intend to assert available NRS chapter 41 liability limitations in all cases. Contract liability of both parties shall not be subject to punitive damages. Actual damages for any State breach shall never exceed the amount of funds which have been appropriated for payment under this Contract, but not yet paid, for the fiscal year budget in existence at the time of the breach.

11. FORCE MAJEURE. Neither party shall be deemed to be in violation of this Contract if it is prevented from performing any of its obligations hereunder due to strikes, failure of public transportation, civil or military authority, act of public enemy, accidents, fires, explosions, or acts of God, including, without limitation, earthquakes, floods, winds, or storms. In such an event the intervening cause must not be through the fault of the party asserting such an excuse, and the

excused party is obligated to promptly perform in accordance with the terms of the Contract after the intervening cause ceases.

12. INDEMNIFICATION.

- a. To the fullest extent of limited liability as set forth in paragraph (10) of this Contract, each party shall indemnify, hold harmless and defend, not excluding the other's right to participate, the other from and against all liability, claims, actions, damages, losses, and expenses, including but not limited to reasonable attorneys' fees and costs, arising out of any alleged negligent or willful acts or omissions of the party, its officers, employees and agents. Such obligation shall not be construed to negate, abridge, or otherwise reduce any other right or obligation of indemnity which would otherwise exist as to any party or person described in this paragraph.
- b. The indemnification obligation under this paragraph is conditioned upon receipt of written notice by the indemnifying party within 30 days of the indemnified party's actual notice of any actual or pending claim or cause of action. The indemnifying party shall not be liable to hold harmless any attorneys' fees and costs for the indemnified party's chosen right to participate with legal counsel.

13. INDEPENDENT PUBLIC AGENCIES. The parties are associated with each other only for the purposes and to the extent set forth in this Contract, and in respect to performance of services pursuant to this Contract, each party is and shall be a public agency separate and distinct from the other party and, subject only to the terms of this Contract, shall have the sole right to supervise, manage, operate, control, and direct performance of the details incident to its duties under this Contract. Nothing contained in this Contract shall be deemed or construed to create a partnership or joint venture, to create relationships of an employer-employee or principal-agent, or to otherwise create any liability for one agency whatsoever with respect to the indebtedness, liabilities, and obligations of the other agency or any other party.

14. WAIVER OF BREACH. Failure to declare a breach or the actual waiver of any particular breach of the Contract or its material or nonmaterial terms by either party shall not operate as a waiver by such party of any of its rights or remedies as to any other breach.

15. SEVERABILITY. If any provision contained in this Contract is held to be unenforceable by a court of law or equity, this Contract shall be construed as if such provision did not exist and the non-enforceability of such provision shall not be held to render any other provision or provisions of this Contract unenforceable.

16. ASSIGNMENT. Neither party shall assign, transfer or delegate any rights, obligations or duties under this Contract without the prior written consent of the other party.

17. OWNERSHIP OF PROPRIETARY INFORMATION. Unless otherwise provided by law any reports, histories, studies, tests, manuals, instructions, photographs, negatives, blue prints, plans, maps, data, system designs, computer code (which is intended to be consideration under this Contract), or any other documents or drawings, prepared or in the course of preparation by either party in performance of its obligations under this Contract shall be the joint property of both parties.

18. PUBLIC RECORDS. Pursuant to NRS 239.010, information or documents may be open to public inspection and copying. The parties will have the duty to disclose unless a particular record is made confidential by law or a common law balancing of interests.

19. CONFIDENTIALITY. Each party shall keep confidential all information, in whatever form, produced, prepared, observed or received by that party to the extent that such information is confidential by law or otherwise required by this Contract.

20. PROPER AUTHORITY. The parties hereto represent and warrant that the person executing this Contract on behalf of each party has full power and authority to enter into this Contract and that the parties are authorized by law to perform the services set forth in paragraph 6.

21. GOVERNING LAW; JURISDICTION. This Contract and the rights and obligations of the parties hereto shall be governed by, and construed according to, the laws of the State of Nevada. The parties consent to the jurisdiction of the Nevada district courts for enforcement of this Contract.

22. ENTIRE AGREEMENT AND MODIFICATION. This Contract and its integrated attachment(s) constitute the entire agreement of the parties and such are intended as a complete and exclusive statement of the promises, representations, negotiations, discussions, and other agreements that may have been made in connection with the subject matter hereof. Unless an integrated attachment to this Contract specifically displays a mutual intent to amend a particular part of this Contract, general conflicts in language between any such attachment and this Contract shall be construed consistent with the terms of this Contract. Unless otherwise expressly authorized by the terms of this Contract, no modification or amendment to this Contract shall be binding upon the parties unless the same is in writing and signed by the respective parties hereto, approved by the Office of the Attorney General.

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be signed and intend to be legally bound thereby.

(Political Subdivision)

By: _____

Date

Title

Attorney for (Political Subdivision) (optional)

Date

Nevada Public Employees' Deferred Compensation Program

State of Nevada Employees' Deferred Compensation
Program Coordinator

Date

Chairperson
Nevada Deferred Compensation Program

Date

Approved as to form by:

Deputy Attorney General for Attorney General

Date

Amended 10/2014



An exclusive, private
membership for the nation's
largest DC Plan Sponsors and
the firms which serve them

 **Institutional Investor Institute
for Defined Contribution**

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SECTION ONE

Welcome and Mission

SECTION ONE

Welcome and Mission

The *Institutional Investor Institute for Defined Contribution (IIIDC)* is a private membership organization for the nation's largest DC plans as well as supporting members from asset management firms, providers and consultants responsible for overseeing business development in the DC arena. Both members and supporting members of the institute come together in exclusive settings that foster idea exchange while working to achieve common goals. The environment is collegial and collaborative, with overt marketing strictly prohibited. Devised by plan sponsors for plan sponsors, the agenda for each meeting draws heavily on current best practices and the issues most relevant to the nation's larger plans.

Our aim is simple: we want to help plan sponsors make better decisions by putting them in touch with the best thinking in the business!

Institutional Investor has been organizing thought leadership conferences in the DC space for 25 years. Our long history of providing high-level meetings with the nation's largest DC plans has spurred interest among plan sponsors for a collegial membership of their peers, one in which leading asset management firms and DC providers work together on solutions for the biggest challenges they face on a daily basis. It is the only group of its kind.

Through expert-led roundtable discussions and customized research, IIIDC helps to drive innovation and carve out the next path for the DC industry by:

- ❖ Helping supporting members strengthen and build relationships with senior representatives of major North American defined contribution plan sponsors.
- ❖ Educating plan sponsors and senior fund executives on the opportunities, strategies and challenges of helping their employees' insure a financially secure retirement.
- ❖ Exploring innovative communication, education and financial wellness approaches that serve to improve participant engagement and retirement outcomes.
- ❖ Keeping members apprised of important issues and developments affecting their businesses.
- ❖ Enabling supporting members to exchange ideas and experiences that can help them better serve and respond to their institutional clients and prospects.

The benefits for firms which join the institute as supporting members include a dramatically reduced sales cycle, significant savings on client acquisition and servicing, and, most importantly, a much greater understanding of the changing needs of their customer groups.

We are pleased to offer two levels of supporting membership to providers:

- ❖ *Senior supporting membership*, in which two members of your team may attend each roundtable; and
- ❖ *Supporting membership*, in which one member of your team may attend each roundtable.

To understand the changing needs of DC plan sponsors, there is no better way to accomplish this than through the *Institutional Investor Institute for Defined Contribution*.



SECTION TWO

Advisory Board

SECTION TWO

Advisory Board

Each IIIDC conference agenda draws heavily on current best practices and the issues most relevant to the nation's larger plans. In an effort to present plan sponsor-focused content, we are pleased to present our Advisory Board and thank them for their time and input.

DC Corporate Plan Sponsors

Lisa Coutts
Director, Savings and Retirement Plans
Starbucks Corporation

Jaime Erickson
Executive Director, Retirement Benefits Plans
Comcast-NBCUniversal

Marc Keenan
Director, Pension Benefits & Investments
Pfizer Inc.

Tom Kierzkowski
Portfolio Manager - Clients
Unilever United States, Inc.

Bernie Knobbe
Vice President, Global Benefits
AECOM

David Pulford
Manager Retirement Strategy
American Airlines Inc.

Brant Vincent Suddath
Director of Benefits
Home Depot Inc.

Carol Sung
401(k) Product Manager
International Paper Company

Diana K. Winalski
Director, 401(k) Investments
Xerox Corporation

Carolyn Wood
Director of Retirement Benefits
Bimbo Bakeries USA, Inc.

Government Plans

Mary Buonfiglio
Deputy Director, Supplemental Retirement Plans
North Carolina Department of State Treasury

Justin Walker
Operations Manager
CalPERS Customer Account Services Division

Kaci Lantz
Director, Deferred Compensation and Research
Tennessee Consolidated Retirement System



SECTION THREE

Testimonials

SECTION THREE

Testimonials



"I found the format to be much more interactive and engagement oriented. It did an amazing job to create a positive and well received learning journey for the plan sponsors and the companies presenting at the event."

—Bernie Knobbe, Vice President, Global Benefits Corporate Total Rewards, **AECOM**

"Great discussions and the ability to learn from peers in a non-competitive environment. I really liked the IIF conference. It was well planned, good networking and offered timely presentations."

—Patty Davis, Member Services Bureau Chief,
Montana Public Employees Retirement Administration



"Great speakers, breakout sessions and of course, the venue! It's evident that attention to detail and customer service is the hallmark to your success."

—Rick DiBartolomeo, Administrator, Defined Contribution, Trusts & Agencies Division,
State of Michigan – Department of Treasury

"I really enjoyed the forum and gained some valuable insights in several topics in the general and breakout sessions."

—Lynna Soller, Benefits Manager, **City of Tempe Deferred Compensation Plan**



"I got more out of the forum over the two day period than I have seen come out of other conferences. The material was current, proactive, applicable and actionable."

—Ben Frasier, Benefits Manager, **Roseburg Forest Products Co.**



SECTION FOUR

Why Join a Membership?

SECTION FOUR

Why Join a Membership?

Joining the *Institutional Investor Institute for Defined Contribution (IIIDC)* is the best way to build and cultivate relationships with DC Plans. It is the most effective marketing investment you will make this year.

We put you in touch with the right people, at the right time, in the right place. Reducing the cost and compressing the time needed to cover your territory, IIIDC will dramatically shorten your sales cycle, make your marketing budget go further, and ultimately produce returns you have likely not seen previously.

By joining IIIDC, you will:

1 Learn your customers' key concerns and needs

Our meetings are designed by plan sponsors for plan sponsors. Thus, our programs are compelling and attract those plan sponsors with direct oversight, investment, plan design, and other benefits responsibilities. There are no sales pitches, press or media in attendance. As a result, you get a rare opportunity to hear plan sponsors talking candidly about their issues in a private setting.

2 Meet the right plan sponsors

Unlike any other event organizer, IIIDC employs a full-time Investor Relations team whose job it is to visit plan sponsors and get the right decision-makers to our meetings. Thus, our plan sponsors are of unparalleled quality with median assets under management of \$3.2 billion.

3 Reduce your costs

Last year, *Institutional Investor* brought together 184 individual plan sponsors at 141 firms. To have visited these individually would have cost your firm at least \$115,000 and likely as much as \$160,000.¹

4 Improve your productivity

IIIDC compresses the amount of time required to visit prospects and to service clients. To visit 141 DC plans would take at least 47 days². IIIDC allows you to achieve this in six days, helping to reduce your sales cycle.

5 Win more mandates

IIIDC allows you to build relationships more effectively with plan sponsors because you meet them when they are reaching out for answers. IIIDC is a private club. Its meetings are educational. Through intimate discussion groups, you have the opportunity to work alongside plan sponsors as they discuss their biggest plan challenges. In doing so, you build up trust and eventually win mandates.

¹ \$850 per plan—assumes \$400 round trip air fare, \$300 hotel and \$150 incidental costs

² Based on the assumption of a maximum of 3 meetings a day



SECTION FIVE

Benefits of Supporting Membership

SECTION FIVE

Benefits of Supporting Membership

1 Access to three private roundtables annually

Defined Contribution Forum in April; Defined Contribution Symposium in September; and Defined Contribution Summit in November.

- ❖ For senior supporting members, two members of your team may attend each roundtable.
- ❖ For supporting members, one member of your team may attend each roundtable.

2 Access to the senior delegates only roundtable

At this meeting, we will present research into how the DC market is evolving and how plan sponsors' minds are changing as well as insights into how your firm might react to these seismic changes.

3 Provide thought leadership

As a supporting member, you may nominate experts from your firm such as your CEO, CIO or Senior PM to serve as discussion leaders, share knowledge and provide insights to the plan sponsors. Although not guaranteed, preference will be given to firms nominating an investment specialist with a specific thought leadership piece or research paper to discuss.

4 Access industry barometers

All members and supporting members will receive access to important industry barometers developed during the Roundtables, including confidential electronic polling results, presentations and executive summaries prepared after each Roundtable.

5 Facilitated introduction program

Two weeks before each roundtable you will receive an attendee list. You can nominate plans with whom you would like to be seated during a meal. We will do our best to accommodate your requests. We are also happy to make discreet introductions to relevant plan sponsors.

6 Year-round access

To enable your firm to continue conversations between Roundtables, all supporting members will gain access to our private DC LinkedIn group open only to plan sponsor members and supporting members. In this group, your firm will have access to discussions with plan sponsors and have the opportunity to post research and white papers.

7 Prospect introduction scheme

Do you have an elusive prospect? If you send us a list of names, we can invite your prospects to the meeting. A number of members favor this third party-introduction route to relationship building.

8 Structured networking time with plan sponsors

It creates the optimal engagement experience for your firm. At each meeting you will participate in small tabletop discussions. Such discussions mix managers and plan sponsors together, making connections easier and helping to position you as a trusted expert. In addition, during each Roundtable, all attendees are carefully positioned to facilitate casual introductions and relationship building.



SECTION SIX

IIIDC by the Numbers

SECTION SIX

IIIDC by the Numbers

\$1.97 TRILLION

Total AUM of plan sponsor attendees last year

\$3.2
BILLION

Median AUM of
plan sponsor attendees
last year

\$14.1
BILLION

Average AUM of
plan sponsor attendees
last year

141

Total number of
plans in attendance
last year

184

Total number of
plan sponsors in
attendance last year



SECTION SEVEN

Calendar of Events

SECTION SEVEN

2015 Calendar of Events

Please mark your calendar now to hold these important dates for 2015. All members and supporting members receive program mailings. Preliminary programs are sent roughly sixteen weeks prior to each Roundtable, at which time supporting members are invited to provide relevant program content suggestions. Final programs are sent approximately two months in advance. Roundtables may be attended by one representative per supporting member firm and two representatives per senior supporting member firms.



April 27-28, 2015

Defined Contribution Forum

With a 25-year history.

Four Seasons Hotel
Chicago, IL

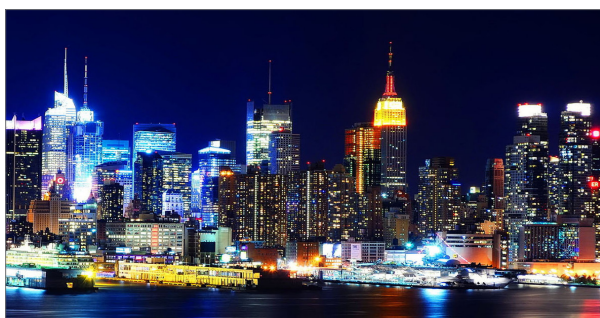


September 15-16, 2015

Defined Contribution Symposium

With an 8-year history.

The Ritz-Carlton
Half Moon Bay, CA



November 17-18, 2015

Defined Contribution Summit

With a 9-year history.

November 19, 2015

Senior Delegates Roundtable

Apella
New York, NY

The three client-facing Roundtables bring together plan sponsors, asset managers and distinguished outside experts from all across North America to discuss pressing DC issues of common concern. The agendas balance sessions on “big picture” topics with smaller tabletop discussions in order to provide a deeper dive into niche topics. These smaller discussion sessions, along with social time throughout the roundtable, will provide supporting members the opportunity to develop and enhance relationships with plan sponsors.



SECTION EIGHT

Agenda Topics

SECTION EIGHT

Agenda Topics

Examples of agenda topics to be addressed at Institutional Investor defined contribution meetings:

Plan Design

- ❖ The state of participant funded retirement
- ❖ Examining the balance between menu simplification and adequate investment diversification
- ❖ Participant behavior-driven portfolio construction
- ❖ The implications of participant misallocations
- ❖ Reframing a defined contribution plan as a retirement income plan
- ❖ The benefits and pitfalls of auto-features

Investment Strategy

- ❖ Benchmarking target date funds
- ❖ Innovative risk management, reducing participant risk exposure
- ❖ Balancing market and longevity risk through target date funds
- ❖ Simplifying the investment menu to enhance participant engagement
- ❖ Opportunities in alternatives and how to communicate them to participants
- ❖ Making sense of commercial real estate, private equity, and other alternatives in a DC plan
- ❖ Impact investing and SRI/ESG strategies
- ❖ Using smart beta within DC plans

Regulatory

- ❖ Near-term policy implications
- ❖ Life after QE—Preparing for a rising interest rate environment
- ❖ Changes in regulations governing company stock and brokerage windows

Fiduciary/Compliance

- ❖ The regulatory and legal issues driving the re-definition of “fiduciary”
- ❖ Fiduciary challenges to implementing guaranteed income solutions
- ❖ Fees

Communication/Education

- ❖ Education around participant rollovers
- ❖ Exploring targeted communication and education strategies
- ❖ Implementing lifetime income illustrations

Health/Welfare/Benefits

- ❖ Achieving successful participant outcomes
- ❖ Global differences and lessons learned from non-US retirement markets
- ❖ Establishing a holistic approach to retirement planning
- ❖ Leveraging plan resources for maximum effect
- ❖ Pinning participant health and wellness to retirement outcomes
- ❖ Boosting participant savings rates and engagement
- ❖ Women and retirement security



SECTION NINE

DC Plan Member Attendees

SECTION NINE

DC Plan Member Attendees

Lee Achord
Vice President, Compensation & Benefits
G4S Secure Solutions USA
Jupiter, FL

Christine Allison
Director, Treasury
Anheuser-Busch
St. Louis, MO

Karen Alsup-Collins
Director of Institutional Investments
Hearst Corporation
New York, NY

Nora Alvarado
Manager of the Deferred Compensation Program
Employees Retirement System of Texas
Austin, TX

Pete Apor
Director, Retirement Program
Fujitsu Management Services of America, Inc.
Sunnyvale, CA

Timothy Atkinson
Chair, City of Austin Deferred Compensation Committee
City of Austin Deferred Compensation
Austin, TX

Joanne Baker
Senior Vice President, Global Workforce Programs
Mastercard Worldwide
Purchase, NY

Gay Lynn Bath
Deferred Compensation Manager
Oregon Savings Growth Plan
Salem, OR

Patrick Baumann
Assistant Treasurer
Harris Corporation
Melbourne, FL

Lucy Beasley
Benefits Specialist
Google, Inc.
Mountain View, CA

Diane Bellora
Senior Operations Analyst
Lockheed Martin Investment Management Company
Bethesda, MD

Bradley Keith Blewett
Associate Executive Director
ABA Retirement Funds
Chicago, IL

Dana Blydenburgh
Retirement Services Director
City of Lakeland, Florida Retirement System
Lakeland, FL

Robert R. Boehmer
Executive Officer/Program Coordinator
Nevada Public Employees' Deferred Compensation Program
Carson City, NV

Ellen G. Borak
Vice President, Employee Benefits
Prudential Financial
Newark, NJ

David Braverman
Managing Vice President, Equity
ICMA Retirement Corporation
Washington, DC

Gabriel Briggs
Financial Analyst
Pacific Gas and Electric Corporation
San Francisco, CA

Paul J. Brignola
Managing Director
Church Pension Group
New York, NY

Suzanne Bronzi
Director, Benefits
Ryder System Inc.
Miami, FL

Lori Brown
Assistant Vice President, Benefits
L'Oreal USA
Berkeley Heights, NJ

Jessica Bruce
Senior Vice President Human Resources
Associated Press Inc.
New York, NY

Melody Buckley
HR Associate
Morgan Stanley
New York, NY

Mary Buonfiglio
Deputy Director Supplemental Retirement Plans
North Carolina Department of State Treasurer
Raleigh, NC

Jennifer Cacciatore
Executive Director, Employee Retirement Plans
Morgan Stanley
New York, NY

Patricia J. Campbell
Director - Corporate Benefits
Health Net Inc.
Woodland Hills, CA

Marie Campbell
Director of Retirement Plans
Foot Locker Inc.
New York, NY

Dean Carothers
Vice Chair, Deferred Compensation Plan
Monterey County
457 Deferred Compensation Committee
Salinas, CA

Suzanne Carroll
Director, Financial Benefits
Amgen Inc.
Newbury Park, CA

Collier Case
Director, Benefits
Sprint Corporation
Overland Park, KS

Brian Casey
*Senior Manager of Savings & Retirement Plans. U.S.
& Canada*
ADT Corporation
Boca Raton, FL

Michon Caton
*Sr. Manager of Retirement Benefits & Financial
Education*
Gap, Inc.
San Francisco, CA

Cindy Cattin
*Managing Director, Investment Operations & Risk
Management*
Exelon Corporation
Chicago, IL

Christopher Ceder
Head of Americas Retirement Benefits
Goldman Sachs & Co.
New York, NY

Jaclyn Chan
Retirement Benefits Program Manager
Hewlett-Packard Company
Cupertino, CA

Amy Chang
Financial Benefits Manager
Google, Inc.
Mountain View, CA

Amy B. Chapman
Director, US Compensation and Benefits
Alstom Power USA
Windsor, CT

Michael Charette
Senior Investment Officer and Portfolio Manager
Municipal Employees' Retirement System of Michigan
Lansing, MI

Lan Chen
Investment Specialist
Michigan Office of Retirement Services
East Lansing, MI

Leslie Chiocco
Vice President, Human Resources & Retirement Benefits
Omnicom Group, Inc.
New York, NY

Charles Claudio
Director, Retirement Programs
Liberty Mutual Insurance Companies
Boston, MA

Lisa Coutts
Director, Savings and Retirement Plans
Starbucks Corporation
Seattle, WA

Patty J. Crabtree
Savings Plan Operations Specialist
UT-Battelle, LLC
Oak Ridge, TN

Michael Cyprys
Vice President
Morgan Stanley
New York, NY

Patricia J. Davis
Member Services Bureau Chief
Montana Public Employees' Retirement Administration
Helena, MT

Fany De La Cruz
Manager, Pension & Benefits Finance
Pfizer, Inc.
New York, NY

Richard DiBartolomeo
Administrator, Defined Contribution, Trusts & Agencies Division
State of Michigan - Department of Treasury
Detroit, MI

Dan Dismukes
Corporate Retirement Department Manager
United Parcel Service of America Inc.
Atlanta, GA

Carol Dohr
Retirement Plan Manager
William Blair & Company, LLC
Chicago, IL

Melanie Douglass
Manager, Retirement Plans
Praxair, Inc.
Danbury, CT

Peter G. Dunphy
Treasurer
Michelin North America, Inc.
Greenville, SC

Julia Durand
Deferred Compensation Director
City and County of San Francisco Retirement System
San Francisco, CA

Kimberly Dwyer
Vice President of Benefit Services
Advocate Health Care
Hinsdale, IL

Sabrina Ellis
Vice President of Human Resources
George Washington University
Chicago, IL

Jaime Erickson
Executive Director, Retirement Benefits Plans
Comcast-NBC Universal
Philadelphia, PA

Anthony Estell
Director of Organizational Support
Michigan Office of Retirement Services
Lansing, MI

James E. Farrell
Director, Global Benefits & Trustee, Retirement Plan
McKinsey & Company
New York, NY

Angela Fish
Director, Compensation and Benefits
Schneider National Inc.
Green Bay, WI

Cynthia Floyd
Manager, Employee Benefits Fund Investments
Texas Instruments Inc.
Dallas, TX

Thomas C. Foster
Director Pension & Trust Investments
Pinnacle West Capital Corporation
Phoenix, AZ

Ben Frasier
Benefits Manager
Roseburg Forest Products Co.
Roseburg, OR

Cathleen M. Fyffe
Retirement Plan Manager
KeyBank
Cleveland, OH

Carl Gagnon
Director, Global Retirement Programs
Unum Group
Portland, ME

Elaine Garry
Compliance Officer
Pearson Inc.
New York, NY

John Stanford Gergen
VP, Total Rewards
Kuehne + Nagel, Inc.
Jersey City, NJ

Sharmaine Goh
Global Benefits
Bloomberg, L.P.
New York, NY

Ray Goldberg
Vice President, Global Benefits Strategy
Marsh & McLennan Companies, Inc.
New York, NY

Annette Grabow
Manager of Retirement Benefits
M.A. Mortenson Company
Minneapolis, MN

Annette Grabow
Manager of Retirement Benefits
M.A. Mortenson Company
Minneapolis, MN

Fred B. Greear
Manager, Corporate Investments
Huntington Ingalls Industries, Inc.
Newport News, VA

Julie Gritter
Director, Total Compensation
Meijer, Inc.
Grand Rapids, MI

Renie Yoshida Grohl
Member, Board of Directors
American Bar Association Retirement Funds
Warren, OH

Margaret E. Haering
Counsel, Healthcare Policy & Benefits Division
Connecticut's Office of the State Comptroller
Hartford, CT

Daniel A. Hager
Executive Compensation & Retirement Plans Manager
Assurant, Inc.
New York, NY

Ray Hagg
Vice President, Global Retirement Programs
CBS Corporation
New York, NY

Pamela Hall
Benefits Manager
Babson College
Babson Park, MA

Amy Haug
Director, Human Resources
DePauw University
Greencastle, IN

Linda Hayman
Trustee
American Bar Association Retirement Funds
New York, NY

Lauren Honza
Strategic Research Investment Analyst
Employees Retirement System of Texas
Austin, TX

Otto C. Horstmann
Director of Benefits
Novartis Pharmaceuticals Corporation
East Hanover, NJ

Mo Jalajel
Manager, Pension Investments
Pfizer, Inc.
New York, NY

Phillip Jeffery
Chief Deputy Director
Michigan Office of Retirement Services
Lansing, MI

Eric Kachin
Director, Treasury Operations
Cadence Health
Winfield, IL

Marc Keenan
Director, Pension Benefits & Investments
Pfizer, Inc.
New York, NY

Rhonda Kershner
Managing Director
Church Pension Group
New York, NY

David Kimball
Vice President, Finance
BIC Corporation
Shelton, CT

Bernie Knobbe
Vice President, Global Benefits
AECOM
Los Angeles, CA

Scott E. Knowles
Manager, Global Benefits
Cisco Systems Inc.
San Jose, CA

Joe Konrad
Manager, Employee Benefits
Wisconsin Energy Corporation
Milwaukee, WI

Barbara A. Kontje
Director, Retirement Americas & Smart Saving
American Express
New York, NY

Ian S. Kopelman
Partner
DLA Piper LLP (US)
Chicago, IL

Neil F. Krus
Senior Manager, Benefits Retirement Plans
United Airlines
Chicago, IL

Konstance Kurrle
Benefit Analyst
Ameren Corporation
St. Louis, MO

Elizabeth Kushner
Deputy Director of Administration
City of New York Defined Compensation Plan
New York, NY

Elizabeth Kushner
Deputy Director of Administration
City of New York Defined Compensation Plan
New York, NY

Sheila Labita
Senior Director, Benefits
AXA Equitable
Jersey City, NJ

Erin Lam
Retirement Plans Manager
Allianz of America Corporation
Novato, CA

Jon E. Lara
Senior Director, Benefit Finance
DIRECTV
El Segundo, CA

Kenneth J. Laverriere
Partner
Shearman & Sterling LLP
New York, NY

Nancy Lazgin
Senior Technical Advisor
Staples Inc.
Farmingham, MA

Helen Lee
Investment Management Specialist
United Launch Alliance, LLC
Englewood, CO

Silvina Leroux
Senior Treasury Analyst
Kaiser Permanente
Oakland, CA

Judy Leung
Benefits Manager
Sony Corporation of America
New York, NY

Tiffany Lewis
Benefits Analyst II
Tech Data Corporation
Clearwater, FL

Katy Li
Deputy Junior Vice President, Human Resources
Evergreen Shipping Agency (America) Corporation
Jersey City, NJ

Carrie Lombardo
Chief Marketing & Employer Services Officer
Municipal Employees' Retirement System (MERS) of Michigan
Lansing, MI

Susan Long
Retirement Benefits Manager
Unilever
Englewood Cliffs, NJ

Charles Malone
Director - U.S. Savings Plan Investments
Honeywell
Morristown, NJ

Jennifer Mausolf
Marketing & Product Development Director
Municipal Employees' Retirement System of Michigan (MERS)
Lansing, MI

Stephen W. McCaffrey
Senior Counsel for Plans
National Grid USA
Floral Park, NY

Sandra McGinty
Principal
Milliman, Inc.
Minneapolis, MN

Gina McGrail
Chief Benefits Officer
Fire & Police Pension Association of Colorado
Greenwood Village, CO

Kevin M. McRaith
Manager, Retirement Plans
Cargill Inc.
Minnetonka, MN

Elizabeth Meckenstock
Director, Retirement Programs
Dignity Health
San Francisco, CA

Victoria Miranda
Benefits Advisor
Silicon Valley Bank
Santa Clara, CA

Jerry Morgan
Investment Strategist
Chevron Corporation
San Ramon, CA

Pascale Thomas
Head of Benefits
Hearst Corporation
New York, NY

Karen Morrow
Manager, Investment Programs
General Motors Asset Management
New York, NY

Karen Morse
Director, Employee Benefits
ING Financial Services LLC
New York, NY

Angela S. Mull
HR/Retirement Plans Manager
Wells Fargo & Co.
Charlotte, NC

Helen H. Myers
Associate Director, US Benefits
White & Case LLP
New York, NY

Victor Nastar
Program Director
ABA Retirement Funds
Chicago, IL

Meenu Natarajan
Manager, Retirement Programs
Franklin Templeton Investments
San Mateo, CA

Dale Neibert
Investment Officer & Research Analyst
H-E-B Brand Savings & Retirement Plan
San Antonio, TX

Nathaniel S. Nevas
Director, Global Financial Benefits and Administration
Pitney Bowes, Inc.
Stamford, CT

John Nielsen
Investment Manager, IBM 401(k) Plus Plan
IBM Retirement Funds
White Plains, NY

Karen Oliver
Investment Committee Member
State of Nevada Public Employees' Deferred Compensation Program
Carson City, NV

Colin Orr
Benefits Manager
Genentech
South San Francisco, CA

Rita Pang
Director, Retirement Operations
American Express
New York, NY

Gail Parker
Senior Benefits Analyst
Ryder System Inc.
Miami, FL

Roxanne Story Parks
Deputy City Attorney, Labor and Employment Unit
City of San Diego
San Diego, CA

Roger P. Paschke
Vice President, Chief Investment Officer
Hearst Corporation
New York, NY

Shannon Peng-Liberman
Senior Manager
Sony Corporation of America
New York, NY

James K. Pepper
Director, Global Retirement Plans
Fluor Corporation
Irving, TX

Debra Piazza
Manager, Retirement Plans
Thomson Reuters
New York, NY

Paul C. Prickett
Director, Compensation & Benefits
Briggs & Stratton Corporation
Milwaukee, WI

Richard Raia
Senior Manager, Retirement Plans
Saks Incorporated
New York, NY

Anita Volta Reid
Retirement & Wellness Program Manager
Hewlett-Packard Company
Palo Alto, CA

Debra L. Roberts
Director of Finance
Maryland Supplemental Retirement Agency
Baltimore, MD

Susan Rodriguez
Director of Global Benefits
Staples Inc.
Framingham, MA

Leonardo R. Rodriguez
Director, Senior Investment Officer
Citi U.S. Pension Investments
Long Island City, NY

Carlos D. Romo, Ph.D.
Vice Chairman, NDC
Nevada Deferred Compensation Committee (NDC)
Carson City, NV

William Ryan
Director, Client Relation Services
University of California
Oakland, CA

Chad Ryan
Director, Retirement Plans
PepsiCo, Inc.
Purchase, NY

Pamela Selzer
Benefits Consultant
CSAA Insurance Exchange
Walnut Creek, CA

Nancy Shera
Investment Risk Manager
IBM Retirement Funds
New York, NY

Andrea Yvonne Shields
Senior Manager, Retirement Benefits
Omnicom Group, Inc.
New York, NY

Susan Shiraki
Retirement Program Manager
Hewlett-Packard Company
Palo Alto, CA

Karen A. Sicignano
Director, Benefits Planning
McKinsey & Company
New York, NY

Michelle Silberberg
Executive Director
The Directed Account Plan
Bridgeton, MO

Joanne R. Smith
Manager - Retirement Plans
CSX Corporation
Jacksonville, FL

Lynna C. Soller
Benefits Manager
City of Tempe Deferred Compensation Plan
Tempe, AZ

Tom Sosik
Associate Director of Defined Contribution Plans
Ford Motor Company
Dearborn, MI

Mark S. Allen
Vice President Global Compensation and Benefits
TE Connectivity
Berwyn, PA

Scott Stokes
Senior Associate
Church Pension Group
New York, NY

Celine Stricoff
Assistant Vice President, Retirement Plans
Assurant, Inc.
New York, NY

Carol Sung
401(k) Product Manager
International Paper Company
Stamford, CT

Ronald C. Tenhagen
Senior Financial Analyst, Investments
JM Family Enterprises, Inc.
Deerfield Beach, FL

Pascale Thomas
Head of Employee Benefits
Hearst Corporation
New York, NY

Laura Thomas
Director, Compensation, Benefits & HRIS
Blue Cross & Blue Shield of Rhode Island
Providence, RI

Nicole Thompson
Senior Benefits Manager
Home Depot Inc.
Smyrna, GA

John Thurber
Division Manager – Finance
Omaha Public Power District
Omaha, NE

Cynthia M. Tobia
Director Compensation, Benefits and Wellness
Horizon Blue Cross Blue Shield of New Jersey
Newark, NJ

Anthony Tomich
Head of Pension Investments
Farmers Insurance Group
Los Angeles, CA

Alla Tsypenyuk
Analyst, Retirement and Smart Saving
American Express
New York, NY

Scarlett Ungurean
Executive Director
American Bar Association Retirement Funds
Chicago, IL

Kerrie Vanden Bosch
Director, Plan Development and Compliance Division
Michigan Office of Retirement Services
Lansing, MI

Ronald James Virtue
Manager, Investments
JM Family Enterprises, Inc.
Deerfield Beach, FL

Paul A. Visconti
Manager of Retirement Benefits
Advance Publications, Inc.
New York, NY

Mark Walther
Chief Operating Officer & Deputy Executive Director
Federal Retirement Thrift Investment Board
Washington, DC

Kelly Wapp
Portfolio Administrator
Koch Industries, Inc.
Wichita, KS

Colleen Wayne
Benefits Program Manager
Gap Inc.
San Francisco, CA

Kim Weaver
Director of External Affairs
Federal Retirement Thrift Investment Board
Washington, DC

Peter G. Wick
Principal & Consulting Actuary
Milliman, Inc.
Brookfield, WI

Mark Wild
Manager, Corporate Finance & Capital Markets
Delphi Corporation
Troy, MI

Diana K. Winalski
Director, 401(k) Investments
Xerox Corporation
Norwalk, CT

Carolyn Wood
Director of Retirement Benefits
Bimbo Bakeries USA, Inc.
Horsham, PA

Steven Craig Woodbury
Committee Member
State of Nevada Deferred Compensation Program
Carson City, NV

Thomas Woodruff
Director, Healthcare Policy & Benefits Services Division
Connecticut's Office of the State Comptroller
Hartford, CT

Jay A. Zack
Chair, Retirement Plan Committee
McGladrey, LLP
Fort Myers Beach, FL

Robert Zarnoch
Retirement Plans Specialist
The Lane Construction Corporation
Cheshire, CT



SECTION TEN

IIIDC Founding Supporting Members

SECTION TEN

IIIDC Founding Supporting Members

as of January 2015

AllianceBernstein

Allianz Global Investors

Aon Hewitt

AQR

BlackRock

Capital Group

Corporate Insight

Financial Engines

Franklin Templeton Institutional

Invesco

Janus Capital Management

J.P. Morgan Asset Management

Manning & Napier

MetLife

MFS Investment Management

Morningstar

Neuberger Berman LLC

Northern Trust Asset Management

Pantheon

Partners Group

Prudential

Russell Investments

Schroder Investment Management, North America

State Street Global Advisors

T. Rowe Price

Towers Watson

The Vanguard Group

Voya Investment Management

Wellington Management Company



SECTION ELEVEN

Staff Biographies

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Staff Biographies



Steven Olson

Managing Director, Editor-in-Chief

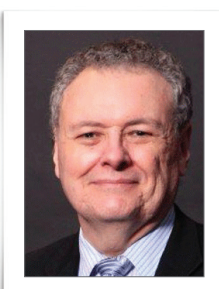
Steven Olson is Managing Director and Editor-in-Chief of Institutional Investor Forums. He is responsible for running one of the global company's largest businesses, overseeing the Forums business at the company's three regional headquarters in New York, London, and Hong Kong. In addition, he is personally responsible for the informational content of several individual, annual forums.

Steven holds a post-graduate degree in political economy from Columbia University and a dual undergraduate degree in economics and political science from the University of Minnesota. He funded his graduate education by working at the Research Institute for International Change at Columbia University and by working as a research assistant to several leading academics there including Zbigniew Brzezinski, James Chace, and Seweryn Bialer. During his undergraduate studies, Steven worked at Norwest Banks (now Wells Fargo) in back office operations.

Adele Langie

Executive Director of Sales

Adele Langie is an Executive Director of Sales for Institutional Investor Forums. Prior to joining Institutional Investor, she was Managing Director of BARRA RogersCasey in charge of the firm's manager-of-manager and defined contribution consulting businesses. Previously, Adele was Vice President of Greenwich Associates, a global institutional financial services consulting firm. Adele graduated with an M.B.A., with honors, from the Harvard Business School, and a B.A. in Economics, cum laude and Phi Beta Kappa, from Smith College.



Kip Miller

Client Services Director

Kip Miller began working with Institutional Investor in 1997 as an assistant in the conference division, eventually assuming the role of Market Research Coordinator and then his current position as Client Services Director. He is responsible for working with sponsor representatives of major financial institutions to facilitate and maximize their participation in our highly interactive forums for senior financial executives and investors. Kip came to Institutional Investor after years in professional theater, film production, and art.

Institutional Investor Memberships

Institutional Investor—through its publications, forums, membership groups, databases, research and online services—delivers premium, uncompromised financial, markets, and investments intelligence to decision-makers globally.

Institutional Investor Memberships

Institutional Investor Membership groups bring together senior executives in investment management, finance and business at Roundtable meetings so they can meet each other, discuss critical industry issues and, in some of the groups, market their services to major clients. The Membership Roundtables explore many of the same issues covered in the Institutional Investor's print media in a live, interactive setting.

The informal, discussion group format of the Roundtables creates unique opportunities for members to meet with their peers and expert speakers for frank exchange of views. Through long-lasting relationships developed in these groups, Members enjoy a trust and camaraderie as valuable as the specific insights they glean from the Roundtables.

For more information contact:

Adele Langie
Executive Director of Sales
Institutional Investor
+1 212 224 3611
alangie@iimemberships.com

NEW YORK

225 Park Avenue South, 7th Floor
New York, NY 10003
+1 212 224 3300

LONDON

Nestor House
Playhouse Yard
London EC4V 5EX
+44 207 779 8888

HONG KONG

27/F 248 Queen's Road East
Wanchai, Hong Kong
+852 2912 8001



25th Anniversary

Defined Contribution Forum

APRIL 27-28, 2015
FOUR SEASONS HOTEL
CHICAGO, IL

Taking the Next Step Forward Toward Better Outcomes for DC Plans

As of January 1 and building upon a 25-year history of organizing the leading in-person forums in the DC space, we are launching the Institutional Investor Institute for Defined Contribution (IIIDC), a private membership for the country's leading and most innovative DC plan sponsors.

This Institute, II's latest addition to a suite of 12 exclusive memberships, will establish a community and resource base for corporate and government DC plans to share expertise, lessons learned, and the practical, implementable ways they are taking steps toward better outcomes for their participants.

Advisory Board – Institutional Investor Institute for Defined Contribution

Mary Buonfiglio, *Deputy Director, Supplemental Retirement Plans*, **North Carolina Department of State Treasury**

Lisa Coutts, *Director, Savings and Retirement Plans*, **Starbucks Corporation**

Jaime Erickson, *Executive Director, Retirement Benefits Plans*, **Comcast-NBCUniversal**

Marc Keenan, *Director, Pension Benefits & Investments*, **Pfizer Inc.**

Tom Kierzkowski, *Portfolio Manager – Clients*, **Unilever United States, Inc.**

Bernie Knobbe, *Vice President, Global Benefits Corporate Total Rewards*, **AECOM**

Kaci Lantz, *Director, Deferred Compensation and Research*, **Tennessee Consolidated Retirement System**

David Pulford, *Manager Retirement Strategy*, **American Airlines Inc.**

Brant Vincent Suddath, *Director of Benefits*, **Home Depot Inc.**

Carol Sung, *401(k) Product Manager*, **International Paper Company**

Justin Walker, *Operations Manager*, **CalPERS Customer Account Services Division**

Diana K. Winalski, *Director, 401(k) Investments*, **Xerox Corporation**

Carolyn Wood, *Director of Retirement Benefits*, **Bimbo Bakeries USA, Inc.**

Advisory Board – Defined Contribution Forum

Cindy Cattin, *Managing Director, Investment Operations & Risk Management*, **Exelon Corporation**

Michael Charette, *Senior Investment Officer and Portfolio Manager*, **Municipal Employees' Retirement System of Michigan**

Christine F. Fleps, *Director of Pensions & Investments*, **ArcelorMittal**

Candy Khan, *Director, Defined Contribution and Senior Investment Manager*, **BP America Inc.**

Susan Long, *Benefits Manager – Retirement Plans*, **Unilever**

Mary Moreland, *Vice President, Compensation & Benefits*, **Abbott Laboratories**

Angela S. Mull, *HR/Retirement Plans Manager*, **Wells Fargo & Co**

Keith Overly, *Executive Director*, **Ohio Deferred Compensation**

Martha Peterson, *Senior Director, Leadership Rewards, Savings and Stock Plans*, **Walgreens**

Mike Spicci, *Director of Benefits*, **Ernst & Young, LLP**

Stan Sword, *VP Total Rewards, Human Resources, Sprint Corporation*

Pascale Thomas, *Head of Benefits, Hearst*

This year's Defined Contribution Forum represents the IIIDC's inaugural event. Through the Forum, we aim to take the next step forward in helping plan sponsors: supporting their decision making through inspiring and informative meetings, and creating a peer-focused community to help you continue the conversation beyond the days of the event. The new IIIDC membership model is designed to put plan sponsors' needs first and foremost, with an agenda unconstrained by anything other than the mandate to provide a forum for the dissemination of the forward-most thought leadership and discussion of the ideas. The membership's mission is to help plan sponsors do their jobs, and to better meet the needs of their participants.

Preliminary Program as of February 3, 2015

Monday, April 27

7:45 to 8:30 a.m.

Registration and Breakfast

Ballroom Foyer

8:30 to 8:40 am

Welcome and App Tutorial

Ballroom

Steven Olson, *Managing Director, Institutional Investor Institute for Defined Contribution*

Kip Miller, *Director, Institutional Investor Forums*

8:40 to 8:50 am

Chairman's Welcome

Ballroom

Chairman:

Bernie Knobbe, *Vice President, Global Benefits Corporate Total Rewards, AECOM*

Presentation Series I

Ballroom

Session Chair:

William J. Raver, *Managing Director, Alban Row Investments, LLC*

8:50 to 10:20 am

What Are the Macro Themes Which Will Have the Greatest Impact on DC Plans?

This opening series of presentations will address some of the key, big picture issues which will confront and confound plan sponsors this year and into the near future. Our experts will offer insight into the major themes likely to have the greatest impact on DC plans and participants.

8:55 to 9:10 am

Presentation

What Are the Primary Focuses of Plan Sponsors in 2015? (Proposed)

Presented by **Aon Hewitt**

9:10 to 9:25 am

Presentation

Which Changes in Regulation Will Most Affect Plan Sponsors' Roles as Fiduciaries?

9:25 to 9:40 am

Presentation

Company Stock in DC Plans: A Look Forward

Presented by:

John E. Schadl, *Principal*, **Vanguard ERISA and Fiduciary Services**

9:40 to 10:00 am

Table Discussions

Seated in small groups, delegates will share their views on the previous presentations. Do they agree or disagree, and what are the reasons for their views? Are there other factors which should also be taken into consideration? Which factors have contributed to plan sponsors taking their respective positions and how are they changing their investment line-up and plan structure so as to facilitate better participants outcomes? As well as sharing knowledge and opinions, each table will be tasked with coming up with a set of questions or comments which they must be prepared to pose to the speakers.

10:00 to 10:20 am

Panel and Audience Q&A

Moderator:

William J. Raver, *Managing Director*, **Alban Row Investments, LLC**

The original speakers will retake the stage, answer questions, and react to comments from the table discussions.

10:20 to 10:30 am

Benchmarking Survey

Ballroom

What are the issues, concerns and primary interests of your peers? Attendees will be polled once again on a number of high-interest topics using an anonymous, interactive electronic response system. By doing this, we will provide all attendees with useful benchmarks and unique insight into the concerns of investors. We will also strive to key up certain points of discussion for subsequent sessions.

10:30 to 11:00 am

Coffee Break

Ballroom Foyer

11:00 to 11:15 am

Plan Sponsor Case Study

Ballroom

Presentation Series II

Ballroom

Session Chair: To Be Invited

11:15 to 1:00 pm

Making a Good Idea Better: Taking What We Know and Making TDFs and Other Default Options More Useful

- ❖ What have we learned that we can incorporate into TDFs to be used both in accumulating assets as well as spending them down in retirement?
- ❖ On the retirement income side, what percentage, if any, of accumulated savings should be put into an annuity to hedge against longevity risk? What should be done with the remaining assets?

11:20 to 11:35 am

Presentation

Don't Take Your TDF Construction For Granted: Small Cap Equity – Is There Too Much Or Too Little Exposure In Target Date Funds?

Presented by **Wellington**

Coming off relatively poor performance in 2014 and a potentially weaker global economy creating further risk, some may be questioning whether the return potential for small cap stocks is worth the added volatility. In this session, we analyze what the optimal small cap weight and structure should be in a target date fund, including the merits of active versus passive and how a global orientation may or may not improve the allocation. (Proposed)

11:35 to 11:50 am

Presentation

Presented by **Voya** (Proposed)

11:50 to 12:05 pm

Presentation

Increasing the Probability for Better Outcomes

Presented by **Northern Trust**

This speaker will discuss ways to increase the certainty of outcomes with a focus on enhancing the consistency of investment returns. This includes the exploration of portfolio strategies that straddle the space between active and passive implementation to address the volatility inherent in risk assets, primarily equities. He will share actions plan sponsor can take, based upon recent real-world survey findings, to address the “silent majority” of unadvised participants, who have the most to gain from investing in plan default options.

12:05 to 12:20 pm

Presentation

Presented by:

Chris Jones, **Financial Engines**

12:20 to 12:40 pm

Table Discussions

Seated in small groups, delegates will share their views on the previous presentations. Do they agree or disagree, and what are the reasons for their views? Are there other factors which should also be taken into consideration? Which factors have contributed to investors taking their respective positions and how are they changing the selection and/or construction of their

TDFs?

12:40 to 1:00 pm

Panel and Audience Q&A

The original speakers will retake the stage, answer questions, and react to comments from the table discussions.

1:00 to 2:30 pm

Lunch

Ballroom C

Presentation Series III

Ballroom

Session Chair:

Carolyn Schneider, **Capella Healthcare** (To be invited)

2:30 to 4:00 pm

Financial Wellness Programs: The How, Not the Why

2:35 to 2:50 pm

Presentation

What Are the Financial Benefits for Plans Adding a Financial Wellness Program?

Presented by:

Matt Fellowes, *Chief Executive Officer*, **HelloWallet**, an affiliate of Morningstar, Inc.

In this session, the speaker will present on how to determine if a plan is financially healthy, which factors employers should be most concerned with when evaluating a program, why some plans are adding these programs, and the financial benefits for those plans which do.

2:50 to 3:05 pm

Presentation

Title TBD

Presented by:

Dominick Quartuccio, *Vice President, Strategic Relationships*, **Prudential** (Financial Wellness)

3:05 to 3:20 pm

Presentation

Presented by Sonya Hughes, **State Street** (Pending confirmation)

3:20 to 3:40 pm

Table Discussions

Seated in small groups, delegates will share their views on the previous presentations. Do they agree or disagree, and what are the reasons for their views? Are there other factors which should also be taken into consideration?

3:40 to 4:00 pm

Panel and Audience Q&A

Moderator:

Carolyn Schneider, **Capella Healthcare** (To be invited)

The original speakers will retake the stage, answer questions, and react to comments from the table discussions.

4:00 to 4:30 pm

Coffee Break

Ballroom Foyer

4:30 to 4:45 pm

Plan Sponsor Case Study

Protecting Disabled Participants

Ballroom

Presented by:

Miki Spicci, *Director of Benefits, Ernst & Young*

Traditionally, DB plans provided for continued accruals for employees on long-term disability. As companies continue to shift toward DC-focused plans – as well as for those firms which have always been DC-only – what happens to participants if they become disabled and can no longer work for an extended period of time? A broad solution for this issue has yet to emerge.

4:45 to 5:30 pm

Interactive Session

The Art of Communication – Making Complex Topics Easier to Understand

Ballroom

Presented by:

Josh Braun, *Vice President, The Jellyvision Lab, Inc.*

Boring, impersonal emails. PowerPointless presentations. Long, jargon web pages filled with blah, blah blah.

We've all gotten these confusing communications. And eek—we've probably sent one or two ourselves.

The cost of confusion? Inaction, boredom, frustration and countless time spent trying to re-explain and understand. It's not your fault—you just haven't been taught how to explain.

Until now.

In this session, participants will learn a step-by-step approach that will help you explain your ideas delightfully and more clearly so that people understand your message and feel confident in taking the next step.

6:00 pm

Departure for Cocktail Reception and Dinner at Everest

Situated on the 40th floor of the famed Chicago Stock Exchange, Everest's breathtaking views rival the famed tasting menu as the highlight of the evening. We will have exclusive access to this historic Michelin star rated restaurant as the doors will be closed to the public. With a French upbringing and career spanning the globe, Chef J. Joho will entertain your palette with a menu of unforgettable courses you may not have tried before but will be sure to never forget while a local jazz trio adds an element of festiveness throughout the evening.

Tuesday, April 28

8:00 to 8:55 am

Breakfast Discussion Tables

Walton & Delaware

At peer-moderated tables of 8-10 participants, delegates will share their opinions and compare notes on a number of important issues identified by Advisory Board members as worthy of discussion. Delegates will be asked to contribute to the overall discussion with the intention of sharing information and learning from others' experiences.

Discussion Table 1: Connecting Participants with Their Retirement Objectives

Discussion Leader:

Michael C. Ellison, *President, Corporate Insight* (Proposed)

Discussion Table 2: Dealing with the Loan Conundrum

Discussion Leader:

Angela S. Mull, *HR/Retirement Plans Manager, Wells Fargo & Co*

Discussion Table 3: What Fixed Income Options Should You Offer?

Discussion Leader:

Christine F. Fleps, *Director of Pensions & Investments, ArcelorMittal*

Discussion Table 4: Debating In-Plan Guarantees

Discussion Leader:

Senior Representative, Alliance Bernstein

Discussion Table 5: Making the Business Case for Financial Wellness – The Small to Mid-Sized Company Perspective

Discussion Leader:

Pascale Thomas, *Head of Benefits, Hearst*

Discussion Table 6: HSAs

Discussion Leader:

Presented by **Manning & Napier** (Pending confirmation)

8:55 to 9:00 am

Chairperson's Recap

Ballroom

Chairman:

Bernie Knobbe, *Vice President, Global Benefits Corporate Total Rewards, AECOM*

9:00 to 9:10 am

Benchmarking Survey

Ballroom

Discussion Leader:

To be identified

What are the issues, concerns and primary interests of your peers? Attendees will be polled once again on a number of high-interest topics using an anonymous, interactive electronic response system. By doing this, we will provide all attendees with useful benchmarks and unique insight into the concerns of investors. We will also strive to key up certain points of discussion for subsequent sessions.

Presentation Series IV

Ballroom

Session Chair:

To be identified

9:10 to 10:40 am

Up Periscope: A Series of Forward-Looking Case Studies Focusing On the Innovations Which Are Leading to Better Outcomes for Participants

9:15 to 9:30 am

Presentation

The Promise of Customized, Individual TDFs (Pending confirmation)

Presented by:

Josh Cohen, *Head of Institutional Defined Contribution, Russell Investments*

9:30 to 9:45 am

Presentation

Title TBD

Presented by:

Lisa Kueng, *Executive Director, Invesco*

9:45 to 10:00 am

Presentation

Thinking Tactically About Plan Design, Investment Line-Up Decisions, and Communications

Presented by:

Rachel Weker, **T. Rowe Price Retirement Plan Services**

How should plan sponsors think about their retirement benefits philosophy and identify strategies they may consider pursuing in the coming years? Then how can plan sponsors translate this philosophy into tactical decisions about plan design, investment lineup decisions, and participant communications? This speaker will outline a process that can galvanize committees to make decisions and provide a framework to measure success over time.

10:00 to 10:15 am

Presentation

Presented by **JPMorgan** (Proposed)

10:15 to 10:35 am

Table Discussions

Seated in small groups, delegates will share their views on the previous presentations. Do they agree or disagree, and what are the reasons for their views? Are there other factors which should also be taken into consideration? What do plan sponsors believe will be the most game-changing OR the most needed innovations going forward?

10:35 to 10:55 am

Panel and Audience Q&A

Moderator:

To be identified

The original speakers will retake the stage, answer questions, and react to comments from the table discussions.

10:55 to 11:20 am

Coffee Break

Ballroom Foyer

11:20 to 12:30 pm

Breakout Discussions

How Do Plans From Different Industries Differ In the Ways They Serve Their Participant Populations?

Ballroom

Increasingly, plan sponsors are interested in learning how to communicate with different segments of their participants populations, whether differentiating by age, income, geography, etc. Arguably, one of the most fundamental differences in participant demographics is by industry. For instance, a firm like YUM! Brands Inc. probably needs a somewhat different communications strategy than, say, Google. This working session will divide participants into approximately 7-8 industry groupings, each led by a plan sponsor representing that industry, to discuss ways in which they might serve their specific participant populations more effectively.

Consumer-Driven

Discussion Leader:

Rich Raia, *Senior Manager, Retirement Plans, Saks Incorporated*

Government/Public

Discussion Leaders:

Keith Overly, *Executive Director, Ohio Public Employees Deferred Compensation*

Additional discussion leader to be invited

Manufacturing

Discussion Leader to be invited

Mid-Sized Companies/Plans (self-defined)

Discussion Leader:

David Kimball, *Vice President, Finance, BIC Corporation*

Conglomerates

Judy Leung, *Benefits Manager, Sony Corporation*

Other industry group to be identified

12:30 to 2:30 pm

Lunch with Guest Speaker

How Can We Help Participants Help Themselves?

Ballroom C

Presented by:

Richard Thaler, *Robert P. Gwinn Professor of Behavioral Science and Economics, Director of the Center for Decision Research, Graduate School of Business, University of Chicago*.

Dr. Thaler is the author of the seminal book, ***Nudge, Improving Decisions on Health, Wealth, and Happiness***. His latest book, ***Misbehaving***, will be released in early May

2:30 pm

Forum Concludes