

Brian Sandoval  
Governor



COMMITTEE  
Karen Oliver, Chair  
GCB  
Brian L. Davie, Vice Chair  
LCB  
Scott Sisco  
NDOC  
Steve C. Woodbury  
GOED  
  
Shane Chesney  
Senior Deputy Attorney General

Rob Boehmer  
Program Coordinator

**Nevada Public Employees'  
Deferred Compensation Program**

**NOTICE OF PUBLIC MEETING**

**NEVADA PUBLIC EMPLOYEES'  
DEFERRED COMPENSATION COMMITTEE**

Thursday, May 21, 2015  
9:00 am

Office of the Attorney General  
Mock Courtroom  
100 N. Carson Street  
Carson City, Nevada

*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](mailto: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 December 29<sup>th</sup>, 2014; January 21<sup>st</sup>, 2015; February 18<sup>th</sup>, 2015.
4. For Possible Action – Receive, discuss, and approve Program Coordinator's Report of first quarter 2015, and discuss any action to be taken regarding program revenue reconciled from past Recordkeeper contract(s).

5. For Possible Action- Review, discuss, and approve Program Coordinator Performance evaluations and any potential or proposed salary increase.
6. For Possible Action – Receive and approve Investment Consultant’s review of first quarter report from Recordkeeper, performance of investment options, and review of the NDC Investment Policy Statement.
7. For Possible Action – Receive and approve the Investment Consultant’s Fund Watch list for the first quarter ending March 31, 2015.
8. For Possible Action – Receive and approve plan activity and administrative update from Voya Financial for first quarter ending March 31, 2015, receive Recordkeeper Transition update, and receive update on NDC program rebranding and marketing.
9. For Possible Action- Receive and approve the proposed amended NDC Plan Document to include amended language recommendations by Melanie Walker of Segal Rogerscasey, DAG Shane Chesney, Voya Financial, and the NDC Committee, and adding the proposed Loan Provision language.
10. For Possible Action- Receive and discuss Small Inactive Account report and the NDC contracted Investment Consultant recommended plan of action to automatically distribute accounts that meet the following criteria as outlined in both the NDC voluntary 457b Plan Document and the NDC FICA Alternative 457b Plan Document:
  - a. **Voluntary 457b: Section 7.2(a)**- If a participant’s account (i)Does not exceed \$1000; and (ii)Participant has separated form service, but not elected a distribution; and (iii)There has been no Amount Deferred or Contributed by such Participant. The participant may be automatically cashed out.
  - b. **FICA Alternative 457b: Section 7.1**- A Participant with an Account, not including the amount in the Participant’s Rollover Accounts, of \$5,000 or less (or such greater amount as may be permitted by Section 401(a)(11) of the Code) may be automatically cashed out without the Participants consent, not to exceed \$5,000, provided that there has been no Amount Deferred by such Participant during the two-year period ending on the date of distribution. This provision became effective in May 2010.
11. For Possible Action- Review, discuss, and approve revised management response to the “Significant Deficiencies” recommendations listed in the Internal Controls report provided by Clifton, Larson, Allen (CLA); company contracted to perform a bi-annual financial audit of the NDC Program.
12. For Possible Action – Review, discuss, and potentially approve FICA Alternative Interlocal Agreement request from existing Alliance Partner, Tahoe Douglas Fire Protection District.
13. For Possible Action- Review, discuss, and decide on if the NDC Committee would like to send NDC Representatives to the Institutional Investor Symposium being held in Half Moon Bay, CA September 15-16 2015, and to the Institutional Investor Summit being held in New York City November 17<sup>th</sup>-19<sup>th</sup> 2015.
14. For Possible Action – Establish upcoming meeting dates for the August and November 2015 Quarterly Committee Meetings.

Comments/Updates

15. Committee Members

16. Investment Consultant
17. Recordkeeper
18. Staff Updates
19. 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.*
20. 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, at least one working day before the meeting or call (775) 684-3397 or you can fax your request to (775) 684-3399.

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 Retired  
**Karen Oliver**  
GCB  
**Steve C. Woodbury**  
GOED

**Shane Chesney**  
Senior Deputy Attorney General

**DEFERRED COMPENSATION COMMITTEE  
SPECIAL MEETING MINUTES FOR**

**December 29, 2014**

The special meeting of the Deferred Compensation Committee was held on Monday, December 29, 2014, at 8:30 a.m. in the Board Room of the Nevada State Library and Archives Building, 100 N. Stewart St., Carson City, Nevada. Some attendees participated in person or by conference call.

A copy of this set of meeting minutes, 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 present

Brian Davie  
Karen Oliver  
Carlos Romo, Vice Chair  
Scott Sisco, Chair

Others present

Jim Barnes, Zeh Law Firm	Frank Picarelli, Segal Rogerscasey
Bishop Bastien, Voya Financial	Steve Platt, Voya Financial
Rob Boehmer, NDC Program Coordinator	Micah Salerno, NDC Admin Assistant
Shane Chesney, Senior Deputy Attorney General	Trudy Stanford, Retired
Kent Ervin, Participant	Robert Trenerry, MassMutual

1. Call to Order/Roll Call

Chairman Scott Sisco called the special meeting of the Nevada Deferred Compensation (NDC) Committee to order at 8:32 a.m., on Monday, December 29, 2014. Mr. Rob Boehmer took roll and determined a quorum was present. Mr. Woodbury was excused. Mr. Boehmer confirmed the meeting was properly noticed and posted.

2. Public Comment

Dr. Kent Ervin, active participant, believed the program was in a good place moving forward to the single vendor. He commented on the mapping proposal and that the Vanguard Target date funds only appeared in 10 year intervals and wondered if the 5 year increments would be added later. Page 126 of the pdf of meeting materials from the NDC website indicated the Voya fixed account was the default, but he thought the Vanguard Target funds were the default. Dr. Ervin also asked how the general or fixed account holders were contributing to the NDC administrative cost. ([Supporting Material](#))

3. For Possible Action – Approve amending existing Hartford/MassMutual Contract for additional time, up to March 1, 2015, while they transition the accounts, assets, and participant data to Voya Financial with the amended contract to terminate by March 1, 2015, or as soon as Voya Financial has received and is able to verify all of the assets and participant data files.

Chair Sisco noted that agenda items 3 and 4 would be addressed together.

4. For Possible Action – Approve contract amendment to new Voya Financial contract approved by the Nevada Board of Examiners on November 12, 2014 to reflect the delay in being able to fully implement the contract until MassMutual is able to transfer participant assets and data files to Voya Financial.

Chair Sisco explained that because of the delay with getting the new contract approved, the transition would not be complete by December 31, 2014. DAG Chesney worked with MassMutual and Voya in preparing amendments to clarify that the terms of the existing MassMutual contract would be in place until March 1, 2015, and the Voya contract would not be able to be fully implemented until MassMutual was able to transfer the participant assets and data files to Voya. These amendments needed to be extended before December 31, 2014.

**Motion by Vice Chair Romo to approve agenda items 3 and 4, second by Mr. Davie.**

Mr. Davie questioned why there were different dates on the MassMutual letter and the amendment and wondered which date was valid.

DAG Chesney indicated that the amendment stated March 1, 2015, and they would be bound by that date.

**Vote on motion was 4-0 and passed unanimously.**

5. For Possible Action – Approve contract extension to the existing contract held by Segal Rogerscasey due to expire on March 31, 2015. The current contract provides an option for the NDC Committee to extend it for an additional two-year term. The proposed contract amendment would allow for a two year contract extension with a \$20,000 reduction of investment consultant fees over the extended timeframe.

Chair Sisco stated the contract with Segal Rogerscasey was due to expire on March 31, 2015, but it allowed a two-year extension. Mr. Picarelli agreed to discount the rate on the contract by \$20,000 per year because of the change to one recordkeeper.

**Motion by Vice Chair Romo to approve the contract extension with Segal Rogerscasey. Second by Mr. Davie, motion passed unanimously, 4-0.**

6. For Possible Action – Approve modified Fund Line-up and Mapping proposal presented by Investment Consultant, Frank Picarelli of Segal Rogerscasey. The new fund Line-Up was voted upon and approved by the NDC Committee at the November 4<sup>th</sup> Quarterly Committee meeting contingent upon being able to provide the necessary revenue to meet the pricing in the new Voya Financial contract and the NDC Program Administration.

Chair Sisco commented that after the discussion on the fund line-up at the November meeting, Mr. Picarelli needed to make a couple of changes to meet the revenue sharing requirements for the Voya contract.

Mr. Picarelli stated that in order to hit the revenue goals of 8 basis points on variable funds and to project enough in the administrative budget, they needed to come up with variable funds providing at least 15 basis points. They looked at the lineup and different scenarios and noted that the Vanguard Target funds, which were currently wrapped on the Voya side by 19 basis points, would be wrapped by 6 basis points in the new contract. The ratios were very competitive and going forward with one vendor there should be more diversification. The lifecycle funds were very popular on the Voya side and they should continue to grow, so if they retained a wrap of 6 basis points the investment management fees would average about 22 basis points for the Vanguard funds. The Vanguard funds would be kept in increments of 10 years and they were not planning to add all of the individual series at this stage.

Chair Sisco inquired if there was any revenue sharing or fees related to the general account.

Mr. Picarelli explained by having a general account it helped the Program by allowing the variable funds. The general account was a spread product which gave a strong rate backed by a strong institution. Variable funds and lifecycle funds helped pay for the Program in addition to the general account. The general account participants would not see an explicit fee but would receive a guaranteed net crediting rate.

Chair Sisco noted that a large wave of retirements were coming within the State and asked if a lot of those participants transferred out of the variable funds and into the general account if the revenue sharing fees would need to be increased to cover the cost of the Plan.

Mr. Picarelli commented that was a risk. They could look at moving toward a fee leveling type of program where all participants pay an explicit fee regardless of what fund(s) they were in.

Mr. Picarelli stated they had hoped to eliminate American Growth Fund of America in the large cap growth space, but the fund performance had turned around and the revenue sharing it generated helped to meet the requirement. Additionally they would be adding the Goldman Sachs fund, but they were not able to get the lower expense ratio. Once the fund began to grow they may have the opportunity to get a lower share class. They would continue to monitor the fund lineup during the course of the year and with the minor modifications presented today, they were able to retain the lineup that was presented in November.

**Motion by Mr. Davie to approve the revised fund lineup, second by Vice Chair Romo. Vote passed unanimously, 4-0.**

#### Comments/Updates

#### 7. Committee Members

Vice Chair Romo asked if a letter had gone out from Voya to MassMutual participants.

Mr. Boehmer stated that a formal notification was mailing out from Voya on December 31, 2014. The transition newsletter would outline all the parameters of the transition, provide information on the new fund lineup, and where the transition meetings would take place throughout January and February, 2015. An email notification had been sent to all the payroll centers notifying them of the transition and working with them to be onboard for the transition timeline.

Chair Sisco asked if participants would be notified of the blackout period.

Mr. Boehmer confirmed that the transition newsletter would line out when the blackout timeframe would be and instruct participants on what they could or could not do during that transition time. The blackout only applied to the MassMutual accounts transitioning over to Voya.

Mr. Platt noted that the assets from the ING Stable Value fund did transition to the Voya Fixed account on December 19, 2014, so the first part of the transition had begun. He also commented that participants would be notified of dates of the transition, blackout, and when they would be able to view their Voya account online. They would also be provided with instructions on how to set up their online account with Voya.

Mr. Boehmer noted that all MassMutual participants would have to declare their beneficiary.

Mr. Platt confirmed that MassMutual would not be transferring over the beneficiary information so those participants would be notified often through the year of the need to update their beneficiary information. They could do this online, over the phone with a customer service representative, or on a paper form.

Mr. Bastien stated the data in the recordkeeping system was not compatible to transfer from MassMutual so they were recommending all participants to update their beneficiary. They would remind participants in their first quarter statements and they could run a report after 6 months to identify who had not updated their beneficiary.

Chair Sisco commented that there should be a reminder in each newsletter for people to make sure their information was up to date.

8. Investment Consultant

No comment.

9. Staff Updates

No comments.

10. Public Comment

No comments.

11. Adjournment

**Motion by Vice Chair Romo and seconded by Mr. Davie to adjourn the meeting. Motion carried unanimously, 4-0.**

The meeting was adjourned at 9:06 a.m.

Respectfully submitted,

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Micah Salerno  
NDC Administrative Assistant

Brian Sandoval  
Governor



Rob Boehmer  
Program Coordinator

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

**Nevada Public Employees'  
Deferred Compensation Program**

**DEFERRED COMPENSATION COMMITTEE  
PLANNING MEETING MINUTES FOR  
Wednesday, January 21, 2015**

The special meeting of the Deferred Compensation Committee was held on Wednesday, January 21, 2015 at 9:00 a.m. in the Mock Courtroom at the Office of the Attorney General, 100 N. Carson Street, Carson City, Nevada.

A copy of this set of meeting minutes, including the agenda, the audio recording, and other substantive exhibits, is available on the Nevada Deferred Compensation (NDC) website at:  
<http://defcomp.nv.gov/Meetings/2015/>.

COMMITTEE MEMBERS

Brian Davie  
Karen Oliver  
Steve Woodbury  
Carlos Romo, Vice Chair

OTHERS PRESENT:

Bill Abramowicz, MassMutual (phone)  
Jim Barnes, Zeh Law  
Bishop Bastien, Voya  
Rob Boehmer, NDC Program Coordinator  
Shane Chesney, Sr. Deputy Attorney General  
Kent Ervin, Participant  
Shelley Fredrick, ING  
Paola Loupe, Carson City

Michael Hackett, MassMutual  
Chris Muha, Voya  
Dianna Patane, Voya  
Frank Picarelli, Segal Rogerscasey  
Steve Platt, ING  
Micah Salerno, NDC Admin. Assistant  
Melanie Walker, Segal Rogerscasey (phone)  
Jennifer Whitman, Voya

1. Opening Remarks  
Vice Chairman Carlos Romo opened the meeting at 9:01 a.m. Mr. Rob Boehmer took roll, determined there was a quorum, and confirmed that the meeting was properly noticed. Chairman Sisco was excused.
2. Public Comment  
Dr. Kent Ervin congratulated the Committee on finishing the RFP process and encouraged them to focus on consolidating and making improvements with the sole provider. Dr. Ervin commented on fees and revenue sharing, and suggested one of the goals of the Program should be to look toward leveling recordkeeping fees and administration costs across all the investments in the Plan.

3. Recordkeeper Transition Update- Presented by Voya Financial and Frank Picarelli  
Mr. Picarelli commended Mr. Boehmer for his involvement and Voya on their flexibility during the transition. He gave a brief update on key dates in February for MassMutual participants and mentioned the weekly transition conference calls and communications that were being sent out.  
  
Mr. Bastien stated the transition would be complete by February 20, 2015, but they were hoping to finish sooner. There were two levels of communications sent out. The first regarding the Voya separate account being changed to the Voya Fixed account and the second was a transition newsletter sent out to all MassMutual participants explaining the steps and dates of the transition process.  
  
Ms. Patane provided a brief explanation of her position with Voya and how she had been assisting with transition meetings in rural Nevada in addition to all her other duties in the Carson City office. She explained that there were 5 Voya representatives hired, 3 in Southern Nevada, 2 in Northern Nevada and she would be handling the rural areas. The reps would be visiting each of the Alliance Partners.
4. Present, review, and discuss 2015 NDC Marketing  
Ms. Jennifer Whitman presented her Marketing and Communications strategy which focused on goals and objectives, plan branding, communication, and participant education.  
  
The Committee discussed the proposed plan branding, agreed on one of the proposed logo's and new color scheme, and requested that Voya bring tagline options to the February meeting so they could formally vote on the change.  
  
Mr. Chris Muha offered an overview of the Voya Dashboard and My Orange Money features of the Voya website.  
  
Mr. Boehmer spoke briefly about the quarterly newsletter and suggested changing the current issue name based on the seasons to a quarterly name.  
  
Discussion was held regarding the NDC allowing Alliance Partners to be part of the Plan and how that impacted the pricing and recordkeeping of the Program.
5. Beneficiary Designation campaign strategy and communication  
Mr. Bastien stated it was standard in the industry that beneficiary information did not transfer during transitions. Voya had a multi-faceted approach in their beneficiary designation campaign including several communication pieces and contact through mail, email, quarterly statement, website, and Voya Representatives. They would continue to monitor beneficiary status and address it throughout the year.
6. NDC Website management, maintenance, potential new branding  
Mr. Boehmer commented on the NDC website and that updates would be implemented, with Voya's assistance, after the rebranding was approved.
7. Participant Education for 2015  
Mr. Boehmer mentioned the upcoming NAGDCA conference in Indianapolis as well as the dates for National Save for Retirement Week (NS4RW). He also discussed an opportunity to hold a Retiree Financial Education Workshop presented by NDC and Voya.
8. Discuss Program Evaluation timetables for the following:  
Vice Chair Romo felt it would be beneficial to set some timetables for evaluations of the Program.

Mr. Davie commented on how staff evaluations were performed in the past and that it was beneficial and important to provide that information to staff on a regular, annual basis.

Mr. Boehmer explained that he received a blank evaluation form from DHRM and adapted it to his position. He would fill out a self-evaluation and provide it to the Committee for review and input.

Vice Chair Romo proposed having an agenda item at the February quarterly meeting to formally do a staff evaluation.

Mr. Picarelli indicated he preferred to have evaluations in a more informal setting but always welcomed feedback, appreciated input, and always wanted to keep communications open.

Mr. Bishop also welcomed feedback and noted there were ongoing calls with Voya and NDC staff to maintain communication. The quarterly meetings were where they received direct feedback from the Committee.

9. Discuss Plan Document and Administrative Manual Updates ([Supporting Material pp 39-54](#))  
Ms. Melanie Walker with Segal Rogerscasey reviewed the Compliance Audit report covering high level points. She pointed out the three minor compliance issues that needed to be addressed and recommended that the Plan should look at everything annually and evaluate if they made the necessary changes.

Mr. Picarelli suggested that the amended wording for the Plan Document could be provided prior to the quarterly meeting to allow time for review.

10. Review, discuss the NDC Investment Policy Statement- Frank Picarelli of Segal  
Mr. Picarelli wanted to enhance the NDC Investment Policy Statement in two areas. First he wanted to expand the general account section and second to have the watch list criteria be more detailed. Mr. Picarelli would work with Mr. Boehmer to provide an update at the May meeting.

11. Discuss implementation plan of Loan Program  
Discussion ensued about the previous decision that was made along with the parameters to include a loan program. It was scheduled to roll out in late April or early May but would not be promoted. The Alliance Partners would not be able to participate in the loan program because of recordkeeping complications and sharing agreements.

Mr. Boehmer stated the Committee needed to take action at a future meeting to update the Plan Document to add loan information.

12. Discuss NDC's use of NAGDCA and other professional industry organizations such as Institutional Investor, for updates on DC plans in the public sector  
Mr. Boehmer commented that he had been invited to the Institutional Investors forum in Chicago in April. As in the past Institutional Investors would cover the costs for two people to attend if another Committee member was interested in attending.

Vice Chair Romo stated they should have an item on the February agenda to decide who to send.

13. Discuss any proposed legislation/regulations that might be introduced and possibly affect our participants, contractors, or the NDC Program in general.  
Mr. Boehmer remarked that he would be monitoring legislation and was required to respond to any bill if it had a fiscal impact on the Program. There were several pieces regarding PERS that could directly or indirectly affect NDC.

Dr. Ervin noted they should keep an eye on confidentiality of records because as a state agency NDC could be construed as open records.

Mr. Davie stated he would keep track of bills being introduced as well.

14. Update and review of Fiduciary duties of the NDC Members

Vice Chair Romo reminded his fellow Committee members of their responsibility to act in the best interest of participants in the Program.

Mr. Boehmer provided the NAGDCA best practices guide for a reference. ([Supporting Material pp 96-104](#))

15. Discuss and review general items of business and administration items that will be heard or evaluated by the Committee at the Quarterly Committee Meetings throughout the 2015 Calendar year.

Mr. Boehmer provided a brief summary of upcoming business. The Committee would need to take action in February on the Financial Audit Report, Compliance Audit Report, and Plan Document changes. Staff needed to follow up on the "first of the month rule" with the IRS and put a plan in place to implement those payroll changes. The Committee needed to determine the frequency of the Financial and Compliance audits.

Mr. Davie recommended having the NDC budget on the February meeting agenda for Committee review and approval.

Closing Comments

16. Investment Consultant / Recordkeeper

Mr. Picarelli noted the recent fund selection done through the transition process was to get through the transition with required revenue. The Plan's goal was to always have the best funds at the lowest cost and he would continue to monitor the lineup and adjust accordingly. He also appreciated the opportunity to extend the Segal Rogerscasey contract.

Mr. Davie stated they should take a look at the fee structure and possibly change it to be fairer to all participants.

Voya appreciated the time provided for Ms. Whitman and Mr. Muha to present their information.

17. Sr. Deputy Attorney General

None

18. Committee Members

None

19. Administrative Staff

Mr. Boehmer explained that the contract with Segal did not account for budgetary authority for the extension so it had to go before the Board of Examiners for approval of the additional amount of the 2 year extension. He was working with the budget people to get it taken care of and it would be on the March Board of Examiners meeting so there would be no lapse in payment.

20. Public Comment

None

21. Adjournment  
The meeting was adjourned at 3:03 p.m.

Respectfully submitted,

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Micah Salerno  
NDC Administrative Assistant

DRAFT



Brian Sandoval, *Governor*

*COMMITTEE*

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

*STAFF*

Rob Boehmer, *Program Coordinator*  
Micah Salerno, *Administrative Assistant*

Shane Chesney, *Senior Deputy Attorney General*

## DEFERRED COMPENSATION COMMITTEE QUARTERLY MEETING MINUTES

February 18, 2015

The quarterly meeting of the Deferred Compensation Committee was held on Wednesday, February 18, 2015, at 9:00 a.m. in the Guinn Room of the Capitol Building, 101 N. Carson Street, Carson City, Nevada. Attendees participated in person or by conference call.

A copy of meeting material including this set of meeting minutes, the agenda, the audio recording and other supporting material, is available on the Nevada Deferred Compensation (NDC) website at: <http://defcomp.nv.gov/Meetings/2015>.

### COMMITTEE MEMBERS

Carlos Romo  
Scott Sisco  
Steve Woodbury  
Brian Davie, *Vice Chair*  
Karen Oliver, *Chair*

### OTHERS PRESENT

Jim Barnes, *Zeh Law*  
Bishop Bastien, *Voya*  
Rob Boehmer, *NDC Program Coordinator*  
Shane Chesney, *Sr. Deputy Attorney General*  
Merrill Desrosiers, *Voya*  
Michael Hackett, *MassMutual*  
Dianna Patane, *Voya*

Frank Picarelli, *Segal Rogerscasey*  
Steve Platt, *Voya*  
Thomas Rey, *CliftonLarsonAllen*  
Micah Salerno, *NDC Admin. Assistant*  
Robert Trenerry, *MassMutual*  
Melanie Walker, *Segal Rogerscasey*

### 1. Call to Order/Roll Call

Chairman Scott Sisco called the quarterly meeting of the Nevada Deferred Compensation (NDC) Committee to order at 9:06 a.m. on Wednesday, February 18, 2015. Mr. Rob Boehmer took roll, determined a quorum was present, and confirmed the meeting was properly noticed.

### 2. Public Comment

None

### 3. For Possible Action – Approval of Committee meeting minutes from November 4, 2014.

No comments or changes on the minutes.

**Motion by Vice Chair Romo to approve the minutes, second by Mr. Davie. Motion passed unanimously, 5-0.**

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.

Chairman Sisco indicated he did not have the time to commit to being Chair and he also was aware that Vice Chair Romo and Mr. Woodbury would not be able to serve as Chair at this time.

**Motion by Chair Sisco to nominate Ms. Oliver as the Chair and Mr. Davie for Vice Chair. Vice Chair Romo seconded the motion.**

After some discussion the Committee agreed the nominations were acceptable.

**Vote on motion was unanimous, 5-0.**

The Committee rearranged seating so Ms. Oliver could take over as Chair and Mr. Davie as Vice Chair.

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. ([Supporting Material, pp. 18-45](#))

Mr. Boehmer presented his report addressing the NDC Budget and the possibility of testifying for the Legislative session.

Vice Chair Davie questioned how the Attorney General's cost allocation was determined and also inquired if there was any slack in the budget to provide the Program Coordinator an increase in salary.

Mr. Sisco did not believe it was fair to consider increasing the salary for the Program Coordinator since the Governor had not submitted a request for other unclassified employees to receive a raise.

Vice Chair Davie commented that merit increases were reinstated so they could consider that.

Mr. Woodbury stated the position was set in statute for a maximum salary and the Committee had the flexibility to set it anywhere in that range. He believed that Mr. Boehmer had performed well and brought a lot of experience to the position and should consider giving him a raise. He proposed doing an informal survey of other Programs of similar size to see what a reasonable salary was.

DAG Chesney indicated the Committee could give direction from the Chair to do a study.

Mr. Boehmer suggested it would be beneficial to have Mr. Picarelli help with that research and possibly bring that information to the May meeting. He also noted that he provided an evaluation form for the Committee to use in evaluating his performance.

Mr. Picarelli stated they had a good listing of State plans and he could compare that information as well as information from NAGDCA.

Mr. Sisco stated he would not support a pay increase because they were a Governor appointed Committee.

Mr. Boehmer continued his report noting that NDC received \$65,000 reimbursement from Voya for RFP services.

Mr. Bastien stated that the \$65,000 was for the recordkeeping search and was separate from the \$427,000 for Plan expenses.

Mr. Boehmer gave an update on the transition process.

Mr. Bastien remarked that a confirmation statement would be going out in the following week and would include instructions on how to set up online account access and update beneficiary information.

Mr. Boehmer explained there had been weekly conference calls with the Voya transition team to address any issues that arose, answer questions, and review upcoming items. He also commented that a few Alliance Partners had FICA participants but did not have a signed FICA Agreement with the Program and staff was working to correct that. There was an issue with Voya not sending out transition information to a large amount of FICA participants from NSHE, but they addressed it once they were made aware of the problem.

Mr. Picarelli stated they should clean up the FICA accounts that were inactive and had small balances.

Mr. Bastien commented it was good practice for the Plan to clean up the small accounts and it would streamline the number of accounts being record kept in the Plan.

Mr. Boehmer and Mr. Picarelli would get data from the FICA accounts and work to clean those up and bring a proposal to the Committee to take action at the May meeting.

Mr. Boehmer concluded his report commenting on the Compliance Audit, Financial Audit, Newsletter details, and the employee evaluation which he hoped to have on the May agenda.

**Motion by Dr. Romo to approve the Program Coordinator's report. Second by Vice Chair Davie, motion carried unanimously, 5-0.**

6. For Possible Action – Presentation of Final Financial Audit Report presented by Thomas Rey of CliftonLarsonAllen. ([Supporting Material, pp. 46-79](#))

Mr. Thomas Rey reviewed the Financial Audit of the June 30, 2013 statement noting they identified "Significant Deficiencies" according to IRS guidelines. Mr. Rey and the Committee discussed the "deficiencies" at length as well as the Management Response prepared by Mr. Boehmer.

Ms. Walker indicated there would be no future issues with the IRS for being in compliance if nothing was changed. The only risk was if a participant's account was not whole.

Mr. Sisco recommended they modify the Management Response with more description explaining the Program used cash based accounting and that steps were taken to insure that participants' funds were accurately collected from payroll centers and invested into the appropriate funds.

**Motion by Mr. Sisco to accept the Nevada Deferred Compensation Plan Financial Statements Audit Report and the FICA Alternative Statements Audit Report from CliftonLarsonAllen and direct the Program Coordinator to rework and send out the Management response to those reports. Motion seconded by Dr. Romo and vote passed unanimously, 5-0.**

7. For Possible Action – Presentation of Final Compliance Audit Report and proposed Plan Document changes presented by Melanie Walker of Segal Rogerscasey. ([Supporting Material, pp. 80-95](#))

Ms. Walker presented a summary of the findings from the Compliance Audit including ten areas of consideration and suggestion of Plan Document changes. The “first of the month rule” applied to any deferral and were to be processed on the first pay period of the month following the month the form was submitted.

Mr. Boehmer indicated they would need to develop a communication piece, like a fact sheet, that explains the process and provide that to all the payroll centers. There would also need to be information communicated to the participants so they could plan ahead for their deferral changes.

Ms. Walker reviewed the other items on her report and indicated she would provide wording to Mr. Boehmer for Plan Document changes.

**Motion by Dr. Romo to accept the final report of the 2013 Compliance Audit done by Segal, with direction for the Program Coordinator to work a draft of Plan Document changes proposed by Ms. Walker. Motion seconded by Mr. Woodbury and carried unanimously, 5-0.**

Break for 30 minute lunch.

Chair Oliver called the meeting back to order at 12:50 p.m.

8. For Possible Action – Receive and approve Investment consultant’s review of fourth quarter reports from Recordkeepers and performance of investment options. ([Analysis of Investment Performance](#))

Mr. Picarelli presented some high points of his quarterly report for the fourth quarter (4Q) of 2014 commenting on financial market conditions from pages 1-20. On page 21 he continued with the Executive Summary for 4Q ending December 31, 2014, showing the NDC Plan assets totaled \$688 million which was an increase of \$6.8 million or 1.0% during the quarter. The majority of Plan assets, \$299.9 million, were invested in the Stable Value Funds representing \$270.8 million (39.4%) in the Hartford General Account and \$29.2 million (4.2%) in the ING Stable Value Account. The Target Date funds’ assets totaled \$73 million and accounted for approximately 11% of the total plan assets.

MassMutual assets totaled \$551.2 million, increasing \$1.0 million or 0.2% with 49.1% of those assets in the Hartford General Account and 4% in the lifecycle funds. The revenue on variable assets with MassMutual was still generating 12 basis points resulting in a 1 basis point gain of approximately \$27,817 of additional revenue for the quarter.

Voya assets totaled \$136.8 million, increasing \$5.8 million or 4.2% with 21.3% of assets in the Stable Value Fund and 35.8% in lifecycle funds. The current revenue was still projecting a shortfall of 5 basis points on the required revenue, approximately \$68,406, which should be covered by the \$90,000 credit allowance.

Mr. Picarelli reviewed the funds in the lineup and commented on which ones would be removed on the next report due to the revised lineup with the Voya Contract. He also noted that the Voya Fixed Account would be covered under the Nevada Insurance Guaranty Association up to \$200,000.

**Motion by Dr. Romo to approve the Analysis of Investment Performance of 2015 by Segal Rogerscasey. Motion was seconded by Mr. Woodbury and the vote was unanimous, 5-0.**

9. For Possible Action – Receive and approve the Investment Consultant’s Fund Watch list for the fourth quarter ending December 31, 2014. (Supporting Material, pg. 125)

Mr. Picarelli explained with the new lineup that the only fund left on the watch list was the American Funds Growth Fund of America because of the five year number.

**Motion by Dr. Romo to approve the watch list. Second by Vice Chair Davie, the motion passed unanimously, 5-0.**

10. For Possible Action – Receive and approve plan activity and administrative update from MassMutual for fourth quarter ending December 31, 2014. (Supporting Material, pp. 250-263)

Mr. Trenerry confirmed that the transition was complete for MassMutual. He thanked the Committee and participants for the incredible relationship over the past 27 years.

**Motion by Dr. Romo to accept the MassMutual report, second by Mr. Woodbury. Motion carried unanimously.**

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.

Mr. Bastien noted that the amount covered by the Nevada Insurance Guaranty Association was now \$300,000, but wanted the Committee to know that Voya could not put any information in their materials related to that. He also clarified FICA numbers and stated that there were a total of approximately 17,600 accounts under \$1,000 and out of those roughly 15,000 accounts were not active.

Mr. Bastien commented on the transition process and stated that during the six weeks Voya tried to do everything they could to address any problems that arose. Voya was fully staffed with new reps, five total, and Dianna in the main office. They held a total of 259 groups meetings with 1,467 attendees and 1,106 one on one meetings and had 214 enrollments. They had already collected 974 beneficiary forms and would continue to collect those. Voya still had two weeks of transition meetings to provide information and answer questions. The next phase would include the branding and website changes. Finally, Mr. Bastien stated that S & P raised the ratings for Voya from A- to A.

Dr. Romo commented on the age base of the fixed account. He also wanted to see a breakout of how many people applied for Unforeseen Emergencies and how many are approved.

**Motion to accept the Voya report by Dr. Romo, seconded by Vice Chair Davie. Vote on the motion was unanimous, 5-0.**

12. For Possible Action – Receive and review Voya Financials proposed Re-Branding options the NDC Committee requested at the January 21, 2015 planning meeting for Committee decision and approval.

Mr. Bastien reviewed the discussion from the Planning Meeting on the new logo, color scheme, and an option of tag lines to be used. After conversation among the Committee they suggested “Your journey to and through retirement” as the tag line.

**Motion by Dr. Romo to approve “Your journey to and through retirement.” as the tag line. Second by Mr. Sisco, motion passed unanimously, 5-0.**

13. For Possible Action – Review, discuss, and approve Plan Document Changes/Revisions for:

a. Addition of Loan Provision

Mr. Boehmer indicated they needed to have wording for the Loan Provision in the Plan Document in order to roll out the program.

DAG Chesney noted the Plan Document could be amended every meeting if needed, but stated they should start with standard language and make changes and as things arose.

Mr. Sisco had concerns about the default timing. He also believed that they had decided that someone taking a loan could not continue their regular contribution.

Mr. Sisco suggested they table the discussion for a later meeting so they could take the time to review the information.

Mr. Picarelli suggested Mr. Boehmer send the language to Ms. Walker and she would review it for no charge.

Dr. Romo questioned if Alliance Partners could participate in the Loan Program.

Mr. Boehmer indicated that only State of Nevada employees were eligible. NSHE and other Alliance Partners could not participate. They would have to execute information sharing agreements with NSHE and the other partners because some of them offer other programs with loan programs.

Mr. Bastien stated they could be in line to roll out the loans on June 1, 2015 once the Committee takes action.

No motion was taken, the discussion was tabled for a later date.

b. Addition of Disputed Beneficiary Provision

Mr. Boehmer commented that DAG Chesney recommended the language be added since there was nothing currently in the Plan Document about disputed beneficiaries.

**Motion by Dr. Romo to accept the provision as written on the Disputed Beneficiary Provision, second by Vice Chair Davie. Motion passed, 4-1 with Mr. Sisco voting against.**

14. For Possible Action – Review and approve Interlocal Agreement renewals executed by all existing Alliance Partners.

Mr. Boehmer reviewed the Alliance Partner list and changes made to the agreement.

The Committee wanted to see the number of employees as well as how many participants each Alliance Partner had.

**Motion by Mr. Woodbury to approve the renewals as listed and language changes of the Interlocal Agreement, pending DAG Chesney checking on legally being allowed to contract with no end date. Motion seconded by Vice Chair Davie and passed 4-1 with Mr. Sisco voting against.**

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.  
Mr. Sisco stated the Committee should make the decision to send a discontinuance.

No action was taken.

16. For Possible Action – Receive and approve new Interlocal Agreement with the Incline Village Crystal Bay Visitors Bureau.  
**Motion by Dr. Romo to accept the Incline Village Crystal Bay Visitors Bureau as part of the Program. Second by Chair Oliver, vote passed unanimously.**

The Committee requested to have Mr. Picarelli provide information on if the Alliance Partners add extra work and cost to the Plan.

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.  
Mr. Boehmer summarized the upcoming events for Institutional Investor and NAGDCA. Institutional Investor agreed to sponsor two delegates from NDC to attend each of the conferences in 2015.

The Committee was in favor of opportunities for education and training. Mr. Sisco and Vice Chair Davie could not attend during the Legislative session. Mr. Woodbury preferred to attend NAGDCA.

**Motion by Mr. Woodbury to send Chair Oliver and Mr. Boehmer to the April Institutional Investor Forum, send Mr. Sisco, Mr. Woodbury, and Mr. Boehmer to NAGDCA, and pending availability of Committee members and staff send one or two to the Institutional Investor Symposium in September if expenses are covered. Motion seconded by Dr. Romo, vote passed unanimously.**

The Committee would decide on other meetings later.

18. Committee Members  
Dr. Romo announced he was moving to Oregon so this was his last meeting. He appreciated working with everyone and thanked them all for the great work they had done.

Chair Oliver valued Dr. Romo's contribution. She really enjoyed working with him and was sad to see him go.

Vice Chair Davie was pleased to have served with Dr. Romo. He appreciated his service to the Committee and the valuable contributions he made.

Mr. Sisco was grateful for the relationship with Dr. Romo and having served with him on the Committee, he would be missed.

19. Investment Consultant

No comments.

20. Recordkeeper(s)

No comments.

21. Staff Updates

No comments.

22. Public Comment

No comments.

23. Adjournment

**Motion by Dr. Romo to adjourn, second by Chair Oliver. Motion passed unanimously.**

The meeting was adjourned at 3:09 p.m.

Respectfully submitted,

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Micah Salerno  
NDC Administrative Assistant



**Nevada**  
Deferred  
Compensation

Your journey to and through retirement.

## **PROGRAM COORDINATOR'S REPORT**

**May 21, 2015**



# NDC Budget Review and Billing

- NDC Administration with the assistance of Frank Picarelli and Segal, completed a final reconciliation of Program revenue collected from MassMutual and billed MassMutual accordingly (see attached).
- Attached is a Financial Status Report of the current NDC Budget for the Committee's review (see attached).
- We have billed Voya Financial for the first quarter expenses under the new contract (see attached).
- The E250 Enhancement Decision Unit making the current contract Administrative Assistance position (Micah's current Position) a State of Nevada .75 FTE position was approved as a Classified Administrative Assistant II position and part of our budget closing.



# Alliance Partner Update

- All existing Alliance Partner contracts are up-to-date, and we have updated our tickler file and tracking program.
- We have been in consistent contact with all of the Alliance Partners to ensure that the transition has gone well, and Voya has been consistently visiting Alliance Partner locations throughout the State of Nevada.
- NDC Staff has identified Alliance Partners that were contributing FICA Alternative contributions to MassMutual without having a valid FICA Interlocal Contract executed with the NDC Program:
  - Micah and Rob have been working with those entities to execute FICA Interlocal Contracts, and to date, all of the entities identified thus far have been updated.
  - NDC Staff has requested that Voya submit a report quarterly that reflects what entities are remitting FICA Alternative contributions so that the NDC Program Administrative Staff can identify any entities that may not be contractually authorized to participate in the FICA Alternative Plan, and to assist with monitoring active participation.



# City of Sparks FICA alternative Transition Update

- MassMutual has completed the transition of the City of Sparks FICA Alternative Assets:
  - The Transition began at the close of market on April 2, 2015
  - Plan assets liquidated on April 9, 2015
  - \$764,934.46 in assets were wired to Voya on April 10, 2015
  - 1,077 City of Sparks FICA Participant accounts went live on April 13, 2015
  - Confirmation Statements were mailed out to participants the week of April 13<sup>th</sup>



# NDC Quarterly Newsletter, Program Marketing, & NDC Website

- NDC Administration Staff will continue to work with Voya Financial's, Jen Whitman and Voya's publisher, Mary Morris, to assist in developing the future NDC Quarterly Newsletters.
- NDC Staff continues to work with Voya in implementing and executing a yearly marketing plan for the NDC Program.
  - There are a number of marketing pieces in for compliance review at Voya
  - Potential copyright issues with the selected NDC Tag Line- ***Your Journey to and Through Retirement.*** (refer to Voya's Bishop Bastien to explain)
- The new Voya NDC web link: <http://nevada.beready2retire.com> has been rolled out and is available to participants to utilize
- Voya is currently working on finishing up the dedicated Retiree Website. NDC Staff and Voya is working on scheduling a Retiree Financial Education Workshop to be held in June. They are planning on holding the workshops both in Southern and Northern Nevada. This will be in addition to Financial Education Days in the Fall (see attached).
- The new NDC Branding has been incorporated into the NDC Website, NDC Forms, and in our communication pieces.



# e-Learning Webinar Series Report

- We continue to see participants and employees use the newly designed e-Learning Webinar series located on both the NV e-Learning website and now published on our NDC website as well.
- Year-to-date usage totals as of 04/30/2015:
  - NDC Basics and Beyond = 389 employees
  - Retiring Minds Want to Know = 69 employees
- All of the evaluations have come back with ratings of 4's and 5's with 5 being the highest rating you can give.
- Staff is in the process of developing a third webinar in the series solely geared toward retirees.



## Budget Overview

Projected year end FY '15 expenditures are \$49,517 or 13% below the currently approved budget. The primary reason is less than budgeted personnel expenses (category 01).

The legislatively approved expenditure budget was \$375,152. A \$2,112 work program in category 26 for a computer increased the expenditure budget to \$377,264.

Projected FY '15 revenues are \$293,400 above budget. This is primarily due to collecting the balance of fees from final contract reconciliations conducted on prior Recordkeeper contract(s). Consequently, the projected ending cash balance is excessive at \$468,319 or 514 days of expenses. With that, the Committee could consider a return of \$292,942 to participants during FY '15 leaving a cash balance forward into FY '16 of \$175,377.

**BA 1017 DEFERRED COMPENSATION FY 2015  
Financial Status Report  
Printed Tuesday, May 12, 2015 11:41 AM**

Revenue Source / Cat	Legislatively Approved Budget	Current Budget As Modified By FY '15 Work Programs	YTD Actual	Current Budget Balance	Current Projection For Rest of FY '15	Projected FY '15 Year End Actual	Projected FY '15 Year End Budget Balance
3849 CLIENT CHARGE-A	376,352	376,352	490,061	(113,709)	179,691	669,752	(293,400)
4326 TREASURER'S INTEREST DISTRIB	502	502	479	23	23	502	0
<b>Total Revenue</b>	<b>376,854</b>	<b>376,854</b>	<b>490,539</b>	<b>(113,685)</b>	<b>179,715</b>	<b>670,254</b>	<b>(293,400)</b>
01 PERS SERVICE	119,068	119,068	61,829	57,239	11,840	73,669	45,399
02 OUT ST TRAV	3,761	3,761	3,038	723	0	3,038	723
03 IN ST TRAV	1,554	1,554	1,169	385	0	1,169	385
04 OPERATING	168,894	168,894	142,992	25,902	23,459	166,451	2,443
26 INFO SVCS	3,647	5,759	4,633	1,126	745	5,378	381
82 ADM CST ALLO	7,134	7,134	6,948	186	0	6,948	186
87 PURCH ASMNT	105	105	105	0	0	105	0
88 SWCAP	18,611	18,611	18,611	0	0	18,611	0
89 AG COST ALLO	52,378	52,378	52,378	0	0	52,378	0
<b>Total Expenditure</b>	<b>375,152</b>	<b>377,264</b>	<b>291,703</b>	<b>85,561</b>	<b>36,044</b>	<b>327,747</b>	<b>49,517</b>
<b>Operating Income (Loss)</b>	<b>1,702</b>	<b>(410)</b>	<b>198,836</b>	<b>(199,246)</b>	<b>143,671</b>	<b>342,507</b>	<b>(342,917)</b>
<b>Beginning Cash Balance</b>	<b>1,560</b>	<b>125,812</b>	<b>125,812</b>	<b>0</b>	<b>0</b>	<b>125,812</b>	<b>0</b>
<b>Ending Cash Balance</b>	<b>3,262</b>	<b>125,402</b>	<b>324,648</b>	<b>(199,246)</b>	<b>143,671</b>	<b>468,319</b>	<b>(342,917)</b>
<b>Days Expense in Ending Cash</b>		<b>120</b>				<b>514</b>	



## Return of Excessive Revenue to Participants

During FY '15 the Committee could return excess revenue of \$292,942 to plan participants. This transaction will reduce actual FY '15 revenues to \$377,312 which is slightly above the budgeted amount of \$376,854. The resulting cash balance forward into FY '16 will be \$175,377 leading to a 120 day cash balance at the end of FY '17 as follows:

	FY '16 '17 Biennia
Governor's Recommended Operating Loss	(107,451)
Adjustments During Session	40,000
Legislatively Approved Operating Loss	(67,451)
Cash Balance Forward from FY '15	175,377
Cash Balance at End of FY '17	107,926
Days (FY '17 average daily expense - \$899)	120

## Reimbursement Revenue Breakdown

The reimbursement would be based on a reconciliation of the conclusion of The Hartford/Mass Mutual contract were \$172,993 was collected on the remaining contract revenue collected by Mass Mutual during The Hartford contract extension period ending December 31, 2014. This reconciled amount represents an overage of revenue produce from the adopted fund line-up in place during this contract period.

Additionally, a reconciliation was completed of the Mass Mutual short contract extension period which represented revenue collected by Mass Mutual from January 1, 2015 through and including February 9, 2015 (the day that all Mass Mutual assets transferred); this amounted to \$36,411.39.

Also completed was a reconciliation of the ING contract that concluded on December 31, 2014 were \$16,212.09 was billed and collected.



The Committee could elect to reimburse excessive revenue to participants by considering the following provision outlined in section 6.5 of the NDC Administrative Manual:

- Reimburse proportionately to participant accounts based on their end of the year account balance on December 31, 2014. Participants whose credit is less than \$10 will not receive any unused plan expenses; rather these monies will be distributed to the other eligible participants whose account balances are greater than \$10 in the same manner.

**Nevada Public Employees'  
Deferred Compensation Program**  
100 N. Stewart Street, Suite 210  
Carson City, NV 89701  
PHONE: 775.684.3397 FAX: 775.684.3399

**TO:** MassMutual  
8871 W. Flamingo Road, Suite 202  
Las Vegas, NV 89147

**DATE:** 4/8/2015

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**INVOICE #NDC04-15FR**

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**DESCRIPTION - MassMutual Billing for excess revenue produced and collected from January 1, 2013 through December 31, 2014. This represents a final reconciliation of Contract #11243 which expired on December 31, 2014.**

**Billing for final contract reconciliation- Excess Revenue collected by MassMutual**

Total Excess Revenue Collected \$172,993.00

**Subtotal** \$172,993.00

\$0.00

Total \$172,993.00

Budget Account	GL
1017 FY15	3849

**PLEASE PAY: \$172,993.00**

**Nevada Public Employees' DCP Reconciliation of Contracted Pricing Structure- Hartford Contract Extention Period- 01/01/2013 - 12/31/2015**

Month and Year	Variable Assets	Reconciled Revenue Adjustment Amount
Mar-13	217,490,577.00	13,049.00
Jun-13	223,408,211.00	0.00
Sep-13	237,469,877.00	23,746.00
Dec-13	259,421,780.00	25,492.00
Mar-14	265,865,006.00	26,586.00
Jun-14	279,812,948.00	27,981.00
Sep-14	273,872,171.00	27,872.00
Dec-14	278,170,862.00	27,817.00
<b>TOTALS</b>		<b>172,543.00</b>

Revenue Sharing Analysis for MassMutual Funds

As of March 31, 2013

Fund Name	Ticker	Asset Class	Plan Assets 3/31/2013	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
General Account	n/a	Stable Value	\$ 277,024,794	n/a	-	n/a	-
SSgA US Bond Market INLS	n/a	Core Fixed Income	\$ 9,569,347	0.15%	\$ 14,354	0.09%	\$ 8,612
Invesco Equity and Income Y	ACETX	Balanced	\$ 30,465,605	0.56%	\$ 170,607	0.25%	\$ 76,164
American Beacon Lg Cap Value Inv	AAGPX	Large Cap Value	\$ 10,953,519	0.97%	\$ 106,249	0.25%	\$ 27,384
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 16,060,760	0.04%	\$ 6,424	0.00%	\$ -
Victory Diversified Stock I	VDSIX	Large Cap Core	\$ 25,599,065	0.82%	\$ 209,912	0.15%	\$ 38,399
Neuberger Berman Socially Resp Inv	NBSRX	Socially Responsive	\$ 4,335,796	0.89%	\$ 38,589	0.00%	\$ -
T. Rowe Price Growth Stock	PRGFX	Large Cap Growth	\$ 21,903,280	0.70%	\$ 153,323	0.15%	\$ 32,855
Hartford MidCap HLS IA	HBMCX	Mid Cap Core	\$ 36,576,767	0.71%	\$ 259,695	0.25%	\$ 91,442
Munder Mid-Cap Core Growth Y	MGOYX	Mid Cap Growth	\$ 2,319,352	1.07%	\$ 24,817	0.25%	\$ 5,798
Vanguard Extended Market Idx I	VIEIX	Smid Core	\$ 4,425,502	0.12%	\$ 5,311	0.00%	\$ -
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 10,127,767	0.96%	\$ 97,227	0.10%	\$ 10,128
Oppenheimer Main Street Sm & Mid Cap Y	OPMYX	Smid Core	\$ 8,789,958	0.85%	\$ 74,715	0.30%	\$ 26,370
Hartford Small Company HLS IA	HIASX	Small Cap Growth	\$ 3,603,250	0.71%	\$ 25,583	0.25%	\$ 9,008
American Beacon Intl Eq Index Inst	AIIX	International Equity	\$ 9,311,333	0.24%	\$ 22,347	0.00%	\$ -
Mutual Global Discovery A <sup>1</sup>	TEDIX	Global Equity	\$ 10,193,723	1.31%	\$ 133,538	0.35% + \$12 PP	\$ 50,090
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 1,743,950	0.16%	\$ 2,790	0.00%	\$ -
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 3,085,328	0.16%	\$ 4,937	0.00%	\$ -
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 4,260,438	0.17%	\$ 7,243	0.00%	\$ -
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 2,314,308	0.18%	\$ 4,166	0.00%	\$ -
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 1,851,531	0.18%	\$ 3,333	0.00%	\$ -
Schwab SDBA	n/a	Brokerage account	\$ 2,604,193	-	\$ -	-	\$ -
<b>TOTALS</b>			<b>\$ 497,119,564</b>		<b>\$ 1,365,159</b>		<b>\$376,250</b>

<sup>1</sup>Revenue sharing based on 1,201 participants.

All Funds	
Average Expense Ratio <sup>1</sup>	0.55%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.63%
Weighted Average Variable Revenue Share <sup>1</sup>	0.17%

<sup>1</sup>Does not include Stable Value or Brokerage Account.

**Hartford Contract Requirements:**

Total Revenue Sharing on Variable Funds: 11 bps

Nevada Public Employees' Deferred Compensation Program

Revenue Sharing Analysis for MassMutual Funds  
As of June 30, 2013

Fund Name	Ticker	Asset Class	Plan Assets 6/30/2013	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
General Account	n/a	Stable Value	\$ 277,487,623	n/a	-	n/a	-
SSgA US Bond Market INLS <sup>1</sup>	n/a	Core Fixed Income	\$ 9,143,678	0.06%	\$ 5,486	0.00%	\$ -
Invesco Equity and Income R6	IEIFX	Balanced	\$ 31,392,440	0.37%	\$ 116,152	0.00%	\$ -
American Beacon Lg Cap Value Instl	AADEX	Large Cap Value	\$ 11,995,666	0.60%	\$ 71,974	0.00%	\$ -
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 16,340,822	0.04%	\$ 6,536	0.00%	\$ -
Victory Diversified Stock I	VDSIX	Large Cap Core	\$ 26,367,410	0.82%	\$ 216,213	0.15%	\$ 39,551
Neuberger Berman Socially Resp Inst	NBSLX	Socially Responsive	\$ 4,538,870	0.71%	\$ 32,226	0.10%	\$ 4,539
T. Rowe Price Growth Stock	PRGFX	Large Cap Growth	\$ 21,885,441	0.70%	\$ 153,198	0.15%	\$ 32,828
Hartford MidCap HLS IA	HIMCX	Mid Cap Core	\$ 37,300,698	0.71%	\$ 264,835	0.25%	\$ 93,252
Munder Mid-Cap Core Growth R6	MGOSX	Mid Cap Growth	\$ 2,324,588	0.85%	\$ 19,759	0.00%	\$ -
Vanguard Extended Market Idx I	VEIEX	Smid Core	\$ 5,140,034	0.12%	\$ 6,168	0.00%	\$ -
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 10,292,541	0.96%	\$ 98,808	0.10%	\$ 10,293
Oppenheimer Main Street Sm & Mid Cap Y	OPMYX	Smid Core	\$ 8,803,093	0.85%	\$ 74,826	0.30%	\$ 26,409
Hartford Small Company HLS IA	HIASX	Small Cap Growth	\$ 3,852,356	0.72%	\$ 27,737	0.25%	\$ 9,631
American Beacon Intl Eq Index Inst	AIIIX	International Equity	\$ 9,134,261	0.19%	\$ 17,355	0.00%	\$ -
Mutual Global Discovery Z <sup>2</sup>	TEDIX	Global Equity	\$ 10,302,583	1.02%	\$ 105,086	0.10% + \$12/head	\$ 24,595
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 2,151,400	0.16%	\$ 3,442	0.00%	\$ -
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 3,260,789	0.16%	\$ 5,217	0.00%	\$ -
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 4,366,916	0.17%	\$ 7,424	0.00%	\$ -
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 2,720,977	0.18%	\$ 4,898	0.00%	\$ -
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 2,093,649	0.18%	\$ 3,769	0.00%	\$ -
Schwab SDBA	n/a	Brokerage account	\$ 2,619,205	-	\$ -	-	-
<b>TOTALS</b>			<b>\$ 503,515,039</b>		<b>\$ 1,241,110</b>		<b>\$241,097</b>

<sup>1</sup>SSgA US Bond Market INLS will drop to 0.06% expense ratio and no revenue share on September 13, 2013.

<sup>2</sup>Revenue sharing based on 391 participants.

All Funds	
Average Expense Ratio <sup>1</sup>	0.48%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.56%
Weighted Average Variable Revenue Share <sup>1</sup>	0.11%

<sup>1</sup>Does not include Stable Value or Brokerage Account.

**Hartford Contract Requirements:**

Total Revenue Sharing on Variable Funds: 11 bps

Revenue Sharing Analysis for MassMutual Funds

As of September 30, 2013

Fund Name	Ticker	Asset Class	Plan Assets 9/30/2013	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
General Account	n/a	Stable Value	\$ 279,907,568	n/a	-	n/a	-
SSgA US Bond Market INLS	n/a	Core Fixed Income	\$ 8,540,601	0.06%	\$ 5,124	0.00%	\$ -
Invesco Equity and Income R6	IEIFX	Balanced	\$ 32,376,185	0.37%	\$ 119,792	0.00%	\$ -
American Beacon Lg Cap Value Instl	AADEX	Large Cap Value	\$ 12,444,173	0.60%	\$ 74,665	0.00%	\$ -
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 16,679,609	0.04%	\$ 6,672	0.00%	\$ -
Victory Diversified Stock I	VDSIX	Large Cap Core	\$ 28,232,172	0.82%	\$ 231,504	0.15%	\$ 42,348
Neuberger Berman Socially Resp Inst	NBSLX	Socially Responsive	\$ 4,878,964	0.71%	\$ 34,641	0.10%	\$ 4,879
T. Rowe Price Growth Stock	PRGFX	Large Cap Growth	\$ 24,469,823	0.70%	\$ 171,289	0.15%	\$ 36,705
Hartford MidCap HLS IA	HIMCX	Mid Cap Core	\$ 40,097,993	0.71%	\$ 284,696	0.25%	\$ 100,245
Munder Mid-Cap Core Growth R6	MGOSX	Mid Cap Growth	\$ 2,384,651	0.85%	\$ 20,270	0.00%	\$ -
Vanguard Extended Market Idx I	VIEIX	Smid Core	\$ 5,434,561	0.12%	\$ 6,521	0.00%	\$ -
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 10,825,396	0.96%	\$ 103,924	0.10%	\$ 10,825
Oppenheimer Main Street Sm & Mid Cap Y	OPMYX	Smid Core	\$ 9,287,685	0.85%	\$ 78,945	0.30%	\$ 27,863
Hartford Small Company HLS IA	HIASX	Small Cap Growth	\$ 4,424,618	0.72%	\$ 31,857	0.25%	\$ 11,062
American Beacon Intl Eq Index Inst	AIIX	International Equity	\$ 10,058,970	0.19%	\$ 19,112	0.00%	\$ -
Mutual Global Discovery Z <sup>1</sup>	TEDIX	Global Equity	\$ 11,111,342	1.02%	\$ 113,336	0.10% + \$12/head	\$ 53,302
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 2,503,925	0.16%	\$ 4,006	0.00%	\$ -
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 3,539,751	0.16%	\$ 5,664	0.00%	\$ -
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 4,667,058	0.17%	\$ 7,934	0.00%	\$ -
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 3,217,587	0.18%	\$ 5,792	0.00%	\$ -
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 2,294,817	0.18%	\$ 4,131	0.00%	\$ -
Schwab SDBA	n/a	Brokerage account	\$ 2,349,886	-	\$ -	-	-
<b>TOTALS</b>			<b>\$ 519,727,331</b>		<b>\$ 1,329,873</b>		<b>\$287,229</b>

<sup>1</sup>Revenue sharing based on 391 participants.

All Funds	
Average Expense Ratio <sup>1</sup>	0.48%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.56%
Weighted Average Variable Revenue Share <sup>1</sup>	0.12%

<sup>1</sup>Does not include Stable Value or Brokerage Account.

**Hartford Contract Requirements:**

Total Revenue Sharing on Variable Funds: 11 bps

Nevada Public Employees' Deferred Compensation Program

Revenue Sharing Analysis for MassMutual Funds

As of December 31, 2013

Fund Name	Ticker	Asset Class	Plan Assets 12/31/2013	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
General Account	n/a	Stable Value	\$ 277,289,913	n/a	-	n/a	-
SSgA US Bond Market INLS	n/a	Core Fixed Income	\$ 8,109,461	0.08%	\$ 6,488	0.00%	\$ -
Invesco Equity and Income R6	IEIFX	Balanced	\$ 33,982,587	0.37%	\$ 125,736	0.00%	\$ -
American Beacon Lg Cap Value Instl	AADEX	Large Cap Value	\$ 13,533,854	0.60%	\$ 81,203	0.00%	\$ -
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 18,597,393	0.04%	\$ 7,439	0.00%	\$ -
Victory Diversified Stock I	VDSIX	Large Cap Core	\$ 30,260,147	0.82%	\$ 248,133	0.15%	\$ 45,390
Neuberger Berman Socially Resp Inst	NBSLX	Socially Responsive	\$ 5,378,684	0.71%	\$ 38,189	0.10%	\$ 5,379
T. Rowe Price Growth Stock	PRGFX	Large Cap Growth	\$ 27,616,452	0.70%	\$ 193,315	0.15%	\$ 41,425
Hartford MidCap HLS IA	HIMCX	Mid Cap Core	\$ 43,196,196	0.71%	\$ 306,693	0.25%	\$ 107,990
Munder Mid-Cap Core Growth R6	MGOSX	Mid Cap Growth	\$ 2,476,149	0.85%	\$ 21,047	0.00%	\$ -
Vanguard Extended Market Idx I	VEIX	Smid Core	\$ 6,606,283	0.12%	\$ 7,928	0.00%	\$ -
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 11,711,283	0.96%	\$ 112,428	0.10%	\$ 11,711
Oppenheimer Main Street Sm & Mid Cap Y	OPMYX	Smid Core	\$ 9,806,948	0.85%	\$ 83,359	0.30%	\$ 29,421
Hartford Small Company HLS IA	HIASX	Small Cap Growth	\$ 6,301,667	0.72%	\$ 45,372	0.25%	\$ 15,754
Vanguard Small Cap Index			\$ 1,023,301				
American Beacon Intl Eq Index Inst	AIIX	International Equity	\$ 10,059,932	0.19%	\$ 19,114	0.00%	\$ -
Mutual Global Discovery Z <sup>1</sup>	TEDIX	Global Equity	\$ 11,939,353	1.02%	\$ 121,781	0.10% + \$12/head	\$ 56,200
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 3,346,828	0.16%	\$ 5,355	0.00%	\$ -
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 4,017,733	0.16%	\$ 6,428	0.00%	\$ -
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 4,999,850	0.17%	\$ 8,500	0.00%	\$ -
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 3,445,408	0.18%	\$ 6,202	0.00%	\$ -
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 2,712,271	0.18%	\$ 4,882	0.00%	\$ -
Schwab SDBA	n/a	Brokerage account	\$ 2,241,036	-	\$ -	-	-
<b>TOTALS</b>			<b>\$ 538,652,729</b>		<b>\$ 1,449,592</b>		<b>\$313,270</b>

<sup>1</sup>Revenue sharing based on 391 participants.

All Funds	
Average Expense Ratio <sup>1</sup>	0.48%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.56%
Weighted Average Variable Revenue Share <sup>1</sup>	0.12%

<sup>1</sup>Does not include Stable Value or Brokerage Account.

**Hartford Contract Requirements:**

Total Revenue Sharing on Variable Funds: 11 bps

Revenue Sharing Analysis for MassMutual Funds

As of March 31, 2014

Fund Name	Ticker	Asset Class	Plan Assets 3/31/2014	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
General Account	n/a	Stable Value	\$ 273,760,922	n/a	-	n/a	-
SSgA US Bond Market INLS	n/a	Core Fixed Income	\$ 7,790,403	0.08%	\$ 6,232	0.00%	\$ -
Invesco Equity and Income R6	IEIFX	Balanced	\$ 33,944,052	0.38%	\$ 128,987	0.00%	\$ -
American Beacon Lg Cap Value Instl	AADEX	Large Cap Value	\$ 13,740,217	0.59%	\$ 81,067	0.00%	\$ -
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 19,338,242	0.04%	\$ 7,735	0.00%	\$ -
Victory Diversified Stock I	VDSIX	Large Cap Core	\$ 29,514,277	0.82%	\$ 242,017	0.15%	\$ 44,271
Neuberger Berman Socially Resp Inst	NBSLX	Socially Responsive	\$ 5,318,487	0.69%	\$ 36,698	0.10%	\$ 5,318
T. Rowe Price Growth Stock	PRGFX	Large Cap Growth	\$ 27,769,473	0.70%	\$ 194,386	0.15%	\$ 41,654
Hartford MidCap HLS IA	HIMCX	Mid Cap Core	\$ 44,675,050	0.71%	\$ 317,193	0.25%	\$ 111,688
Munder Mid-Cap Core Growth R6	MGOSX	Mid Cap Growth	\$ 2,469,549	0.96%	\$ 23,708	0.00%	\$ -
Vanguard Extended Market Idx I	VIEIX	Smid Core	\$ 7,610,834	0.12%	\$ 9,133	0.00%	\$ -
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 12,020,873	0.93%	\$ 111,794	0.10%	\$ 12,021
Oppenheimer Main Street Sm & Mid Cap Y	OPMYX	Smid Core	\$ 9,951,698	0.86%	\$ 85,585	0.30%	\$ 29,855
Hartford Small Company HLS IA	HIASX	Small Cap Growth	\$ 7,841,553	0.72%	\$ 56,459	0.25%	\$ 19,604
Vanguard Small Cap Index			\$ 13				
American Beacon Intl Eq Index Inst	AIIX	International Equity	\$ 11,001,740	0.19%	\$ 20,903	0.00%	\$ -
Mutual Global Discovery Z <sup>1</sup>	TEDIX	Global Equity	\$ 11,964,356	1.02%	\$ 122,036	0.10% + \$12/head	\$ 56,095
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 3,661,868	0.16%	\$ 5,859	0.00%	\$ -
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 4,841,752	0.16%	\$ 7,747	0.00%	\$ -
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 5,608,454	0.17%	\$ 9,534	0.00%	\$ -
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 3,718,196	0.18%	\$ 6,693	0.00%	\$ -
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 3,053,920	0.18%	\$ 5,497	0.00%	\$ -
Schwab SDBA	n/a	Brokerage account	\$ 2,361,761	-	\$ -	-	-
<b>TOTALS</b>			<b>\$ 541,957,689</b>		<b>\$ 1,479,264</b>		<b>\$320,507</b>

<sup>1</sup>Revenue sharing based on 1,185 participants.

All Funds	
Average Expense Ratio <sup>1</sup>	0.48%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.56%
Weighted Average Variable Revenue Share <sup>1</sup>	0.12%

<sup>1</sup>Does not include Stable Value or Brokerage Account.

**Hartford Contract Requirements:**

Total Revenue Sharing on Variable Funds: 11 bps

Revenue Sharing Analysis for MassMutual Funds

As of June 30, 2014

Fund Name	Ticker	Asset Class	Plan Assets 6/30/2014	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
General Account	n/a	Stable Value	\$ 276,035,827	n/a	-	n/a	-
SSgA US Bond Market INLS	n/a	Core Fixed Income	\$ 7,697,212	0.08%	\$ 6,158	0.00%	\$ -
Invesco Equity and Income R6	IEIFX	Balanced	\$ 35,809,361	0.38%	\$ 136,076	0.00%	\$ -
American Beacon Lg Cap Value Instl	AADEX	Large Cap Value	\$ 15,342,499	0.59%	\$ 90,521	0.00%	\$ -
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 21,427,423	0.04%	\$ 8,571	0.00%	\$ -
Victory Diversified Stock I	VDSIX	Large Cap Core	\$ 29,846,834	0.82%	\$ 244,744	0.15%	\$ 44,770
Neuberger Berman Socially Resp Inst	NBSLX	Socially Responsive	\$ 5,218,054	0.69%	\$ 36,005	0.10%	\$ 5,218
T. Rowe Price Growth Stock	PRGFX	Large Cap Growth	\$ 28,637,503	0.69%	\$ 197,599	0.15%	\$ 42,956
Hartford MidCap HLS IA	HIMCX	Mid Cap Core	\$ 47,208,752	0.71%	\$ 335,182	0.25%	\$ 118,022
Munder Mid-Cap Core Growth R6	MGOSX	Mid Cap Growth	\$ 2,405,468	0.96%	\$ 23,092	0.00%	\$ -
Vanguard Extended Market Idx I	VIEIX	Smid Core	\$ 8,084,844	0.08%	\$ 6,468	0.00%	\$ -
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 12,568,403	0.93%	\$ 116,886	0.10%	\$ 12,568
Oppenheimer Main Street Sm & Mid Cap Y	OPMYX	Smid Core	\$ 10,432,876	0.86%	\$ 89,723	0.30%	\$ 31,299
Hartford Small Company HLS IA	HIASX	Small Cap Growth	\$ 7,342,249	0.72%	\$ 52,864	0.25%	\$ 18,356
American Beacon Intl Eq Index Inst	AIIX	International Equity	\$ 11,224,127	0.26%	\$ 29,183	0.00%	\$ -
Mutual Global Discovery Z <sup>1</sup>	TEDIX	Global Equity	\$ 12,980,620	0.98%	\$ 127,210	0.10% + \$12/head	\$ 60,312
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 3,905,982	0.16%	\$ 6,250	0.00%	\$ -
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 5,160,657	0.16%	\$ 8,257	0.00%	\$ -
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 6,294,836	0.17%	\$ 10,701	0.00%	\$ -
Vanguard Target Retirement 2035 Inv	VTTTHX	Lifecycle	\$ 4,020,087	0.18%	\$ 7,236	0.00%	\$ -
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 3,205,161	0.18%	\$ 5,769	0.00%	\$ -
Schwab SDBA	n/a	Brokerage account	\$ 2,436,063	-	\$ -	-	-
<b>TOTALS</b>			<b>\$ 557,284,838</b>		<b>\$ 1,538,494</b>		<b>\$333,501</b>

<sup>1</sup>Revenue sharing based on 1,240 participants.

All Funds	
Average Expense Ratio <sup>1</sup>	0.48%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.55%
Weighted Average Variable Revenue Share <sup>1</sup>	0.12%

<sup>1</sup>Does not include Stable Value or Brokerage Account.

**Hartford Contract Requirements:**

Total Revenue Sharing on Variable Funds: 11 bps

Nevada Public Employees' Deferred Compensation Program

Revenue Sharing Analysis for MassMutual Funds

As of September 30, 2014

Fund Name	Ticker	Asset Class	Plan Assets 9/30/2014	Mutual Fund Expense Ratio	Mutual Fund Total \$ Expense	Revenue Sharing	Revenue Sharing \$
General Account	n/a	Stable Value	\$ 274,156,197	n/a	-	n/a	-
SSgA US Bond Market INLS	n/a	Core Fixed Income	\$ 7,988,167	0.08%	\$ 6,391	0.00%	\$ -
Invesco Equity and Income R6	IEIFX	Balanced	\$ 35,831,199	0.38%	\$ 136,159	0.00%	\$ -
American Beacon Lg Cap Value Instl	AADEX	Large Cap Value	\$ 14,949,894	0.59%	\$ 88,204	0.00%	\$ -
Vanguard Institutional Index I	VINIX	Large Cap Core	\$ 21,963,599	0.04%	\$ 8,785	0.00%	\$ -
Victory Diversified Stock I	VDSIX	Large Cap Core	\$ 29,475,296	0.82%	\$ 241,697	0.15%	\$ 44,213
Neuberger Berman Socially Resp Inst	NBSLX	Socially Responsive	\$ 5,172,897	0.69%	\$ 35,693	0.10%	\$ 5,173
T. Rowe Price Growth Stock	PRGFX	Large Cap Growth	\$ 28,364,282	0.69%	\$ 195,714	0.15%	\$ 42,546
Hartford MidCap HLS IA	HIMCX	Mid Cap Core	\$ 44,876,864	0.71%	\$ 318,626	0.25%	\$ 112,192
Munder Mid-Cap Core Growth R6	MGOSX	Mid Cap Growth	\$ 2,293,319	0.96%	\$ 22,016	0.00%	\$ -
Vanguard Extended Market Idx I	VIEIX	Smid Core	\$ 7,453,709	0.08%	\$ 5,963	0.00%	\$ -
Lord Abbett Value Opportunities I	LVOYX	Smid Core	\$ 11,564,408	0.93%	\$ 107,549	0.10%	\$ 11,564
Oppenheimer Main Street Sm & Mid Cap Y	OPMYX	Smid Core	\$ 10,219,806	0.86%	\$ 87,890	0.30%	\$ 30,659
Hartford Small Company HLS IA	HIASX	Small Cap Growth	\$ 7,680,699	0.71%	\$ 54,533	0.25%	\$ 19,202
American Beacon Intl Eq Index Inst	AIIX	International Equity	\$ 10,122,897	0.26%	\$ 26,320	0.00%	\$ -
Mutual Global Discovery Z <sup>1</sup>	TEDIX	Global Equity	\$ 12,615,210	0.98%	\$ 123,629	0.10% + \$12/head	\$ 59,033
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 4,013,802	0.16%	\$ 6,422	0.00%	\$ -
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 4,942,536	0.16%	\$ 7,908	0.00%	\$ -
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 7,048,631	0.17%	\$ 11,983	0.00%	\$ -
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 3,797,865	0.18%	\$ 6,836	0.00%	\$ -
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 3,497,090	0.18%	\$ 6,295	0.00%	\$ -
Schwab SDBA	n/a	Brokerage account	\$ 2,193,075	-	\$ -	-	\$ -
<b>TOTALS</b>			<b>\$ 550,221,443</b>		<b>\$ 1,498,612</b>		<b>\$324,583</b>

<sup>1</sup>Revenue sharing based on 1,240 participants.

All Funds	
Average Expense Ratio <sup>1</sup>	0.48%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.55%
Weighted Average Variable Revenue Share <sup>1</sup>	0.12%

<sup>1</sup>Does not include Stable Value or Brokerage Account.

**Hartford Contract Requirements:**

Total Revenue Sharing on Variable Funds: 11 bps

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 <sup>1</sup>	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	VTTTHX	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	-	\$ -	-	\$ -
<b>TOTALS</b>			<b>\$ 551,222,240</b>		<b>\$ 1,515,650</b>		<b>\$327,260</b>

<sup>1</sup>Revenue sharing based on 1,240 participants.

All Funds	
Average Expense Ratio <sup>1</sup>	0.48%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.54%
Weighted Average Variable Revenue Share <sup>1</sup>	0.12%

<sup>1</sup>Does not include Stable Value or Brokerage Account.

**Hartford Contract Requirements:**

Total Revenue Sharing on Variable Funds: 11 bps

**Nevada Public Employees'  
Deferred Compensation Program**

100 N. Stewart Street, Suite 210  
Carson City, NV 89701  
PHONE: 775.684.3397 FAX: 775.684.3399

**TO:** MassMutual  
8871 W. Flamingo Road, Suite 202  
Las Vegas, NV 89147

**DATE:** 3/5/2015

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**INVOICE #NDCCY01-15**

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**DESCRIPTION - MassMutual Billing for January 1, 2015 through February 9, 2015**

**Billing for contract extension period- MassMutual's Portion of Program Expenses**

Total Program Expenses Per Contract	\$427,128.00
MassMutual Percentage of Program Expenses 76.73%	\$327,735.31

MassMutual Pro Rata Portion of Expenses Q1 2015: (Amortized over 40 days that Mass Mutual had assets under management)	\$36,411.39
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<b>Subtotal</b>	\$36,411.39
	\$0.00
Total	<u>\$ 36,411.39</u>

Budget Account	GL
1017   FY15	3849

**PLEASE PAY: \$ 36,411.39**

<b>Nevada Public Employees' DCP</b>				
<b>GA#</b>	<b>Plan Name</b>	<b>SUBTOTAL</b>	<b>SDBA ASSETS TRANSFERRING IN-KIND</b>	<b>WIRE AMOUNT</b>
150016	State of Nevada Deferred Compensation Plan	410,077,492.76	844,681.04	409,232,811.72
150056	State of Nevada DC Plan Douglas County	15,738,718.84	34,486.16	15,704,232.68
150087	State of Nevada DCP Churchill County Comptroller	5,367,744.60	39,951.13	5,327,793.47
150088	State of Nevada DCP Douglas County Sewer Improvement	1,061,303.03	0.00	1,061,303.03
150092	State of Nevada DCP City of Sparks	30,265,278.20	339,819.74	29,925,458.46
150139	State of Nevada DCP Henderson Dist Public Libraries	1,489,860.13	29,956.69	1,459,903.44
150141	State of Nevada DCP North Lake Tahoe Fire District	6,707,963.78	4,332.40	6,703,631.38
150142	State of Nevada DCP City of Wendover	601,919.21	0.00	601,919.21
150147	State of Nevada DCP City of Wells	40,511.35	0.00	40,511.35
150159	State of Nevada DCP City of Carson City	23,918,274.07	77,884.39	23,840,389.68
150160	State of Nevada DCP Lyon County	3,969,362.41	55,818.75	3,913,543.66
150161	State of Nevada DCP County Of Elko	4,094,784.15	0.00	4,094,784.15
150162	State of Nevada DCP Reno Spark Conv. & Visitors Auth	3,074,330.09	0.00	3,074,330.09
150186	State of Nevada DCP Tahoe-Douglas Fire Protection	6,848,513.05	322,054.50	6,526,458.55
150187	State of Nevada DCP Humboldt County Nevada	4,510,797.13	0.00	4,510,797.13
150237	State of Nevada DCP Nevada Works	103,874.21	0.00	103,874.21
150252	State of Nevada DCP Southern Nevada Workforce	272,310.56	0.00	272,310.56
150266	State of Nevada DCP Housing Authority of Reno	2,830,323.59	92,748.64	2,737,574.95
150274	Carson County DCP - OBRA Plan	834,553.50	0.00	834,553.50
150275	State of Nevada DCP Truckee Meadows Fire Protection	2,461,737.26	0.00	2,461,737.26
150329	State of Nevada DCP City of Fallon	2,706,042.84	0.00	2,706,042.84
150334	State of Nevada DCP Indian Hills General Improv Dist	180,181.15	0.00	180,181.15
150335	State of Nevada DCP City of Winnemucca	553,462.00	0.00	553,462.00
150357	State of Nevada DCP Reno-Tahoe Airport Authority	10,500,915.71	73,906.25	10,427,009.46
150389	State of Nevada DCP Storey County	1,223,497.16	0.00	1,223,497.16
150477	State of Nevada DCP Regional Transport Com of Washoe	2,653,243.39	265,294.08	2,387,949.31
150486	State of Nevada DCP Eureka County	291,049.31	0.00	291,049.31
150565	State of Nevada DCP Mt. Grant General Hospital	49,771.80	4,666.15	45,105.65
150582	State of Nevada DCP Minden Gardnerville Sanitation	82,301.23	0.00	82,301.23
751942	State of Nevada DCP Truckee Meadows Reg Planning	73,051.26	0.00	73,051.26
751966	State of Nevada DCP City of Elko	1,242,011.57	0.00	1,242,011.57
752966	State of Nevada DCP Central Lyon County Fire Protection Dist.	888,680.15	0.00	888,680.15
950016	State of Nevada Deferred Compensation Plan - Alternate Payee	1,410,047.21	0.00	1,410,047.21
	<b>TOTALS</b>	<b>546,123,906.70</b>	<b>2,185,599.92</b>	<b>543,938,306.78</b>
			<b>TOTAL WIRE AMOUNT</b>	<b>543,938,306.78</b>

<b>Nevada FICA Alternative DCP</b>		
<b>GA#</b>	<b>Plan Name</b>	<b>WIRE AMOUNT</b>
150074	State of Nevada Deferred Compensation Plan	1,357,850.22
150190	Nevada System of Higher Ed 457 DCP OBRA	22,080,635.43
150517	Reno Sparks Convention and Visitors Authority	223,113.22
753285	State of Nevada Douglas County OBRA	71,746.58
	<b>TOTAL WIRE AMOUNT</b>	<b>23,733,345.45</b>

**Nevada Public Employees'  
Deferred Compensation Program**  
100 N. Stewart Street, Suite 210  
Carson City, NV 89701  
PHONE: 775.684.3397 FAX: 775.684.3399

**TO:** Voya Financial  
844 West Nye Lane  
Carson City, NV 89703

**DATE:** 4/30/2015

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**INVOICE #NDCQ01-15**

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**DESCRIPTION - Voya Financial Billing for Revenue Under Contract #15996 and Reconciliation of Contract #11028**

**Billing For Calendar Year Q1-2015, Voya's Portion of Program Expenses Per Contract**

Voya's Program Expense Reconciliation for  
Contract #11028 ending 12/31/2014: \$16,212.09

Voya Billing for 1st Quarter Program  
Expenses under contract #15996 : \$56,479.08

<b>Subtotal</b>	\$72,691.17
	\$0.00
Total	<u>\$72,691.17</u>

Budget Account	GL
1017 FY15	3831

**PLEASE PAY: \$ 72,691.17**

## NDC Credit Allowance/Revenue Shortfall Worksheet

<u>Date</u>	<u>Amount</u>	<u>Balance</u>	<u>Notes</u>
1/1/2013	\$31,003.19	\$ 31,003.19	Carry over from unused 2012 Credit Allowance
1/1/2013	\$90,000.00	\$ 121,003.19	2013 Credit Allowance
3/4/2013	(\$19,631.81)	\$ 101,371.38	NDC Billing (CY Q1) 2/21/2013
4/1/2013	(\$8,409.41)	\$ 92,961.97	1Q2013 ING Revenue Shortage Adjustment
6/13/2013	(\$22,500.00)	\$ 70,461.97	NDC Billing (CY Q2) 6/13/2013
7/1/2013	(\$9,707.59)	\$ 60,754.38	2Q2013 ING Revenue Shortage Adjustment
10/1/2013	(\$10,144.37)	\$ 50,610.01	3Q2013 ING Revenue Shortage Adjustment
12/31/2013	(\$11,493.66)	\$ 39,116.35	4Q2013 ING Revenue Shortage Adjustment
1/2/2014	(\$7,868.19)	\$ 31,248.16	NDC Billing (CY Q3-Q4) 1/2/2014
1/2/2014	\$90,000.00	\$ 121,248.16	2014 Credit Allowance
4/1/2014	(\$12,678.01)	\$ 108,570.15	1Q2014 ING Revenue Shortage Adjustment
4/30/2014	(\$22,500.00)	\$ 86,070.15	NDC Billing (CY Q1) 4/30/2014
7/1/2014	(\$14,735.12)	\$ 71,335.03	2Q2014 ING Reveune Shortage Adjustment
7/28/2014	(\$22,500.00)	\$ 48,835.03	NDC Billing (CY Q2) 7/28/2014
10/1/2014	(\$15,964.33)	\$ 32,870.70	3Q2014 ING Reveune Shortage Adjustment
12/31/2014	(\$16,212.09)	\$ 16,658.61	4Q2014 Voya Revenue Shortage Adjustment

**State of Nevada (666783) - Revenue Calculations - 1/1/15 - 3/31/15**

Fund #	Fund Name	Assets Month Ending 1/31/2015	Assets Month Ending 2/28/15	Assets Month Ending 3/31/15	Average Assets Jan- Mar 2015	Expense %	Expense \$	Rev Sharing* + DAC %	Quarterly Rev Share**+ DAC %	Rev Sharing + DAC \$
1205	AllianzGI NFJ Dividend Value Fund - Institutional Class (2)	\$ 4,086,993.26	\$ 4,379,421.24	\$ 4,284,189.98	\$ 4,250,201.49	0.70%	\$ 29,751.41	0.10%	0.03%	\$ 1,062.55
1209	ColumbiaSM Acorn® Fund - Class A Shares (2)	\$ 2,149,524.14	\$ -	\$ -	\$ 716,508.05	1.08%	\$ 7,738.29	0.50%	0.13%	\$ 895.64
1257	Vy T. Rowe Price Capital Appreciation Portfolio - Inst (2)	\$ 5,939,893.11	\$ 6,460,431.69	\$ 6,716,538.39	\$ 6,372,287.73	0.64%	\$ 40,782.64	0.28%	0.07%	\$ 4,412.81
1312	Keeley Small Cap Value Fund - Class A Shares (2)	\$ 596,422.16	\$ -	\$ -	\$ 198,807.39	1.37%	\$ 2,723.66	0.35%	0.09%	\$ 173.96
3772	Hartford MidCap HLS Fund IB (2)	\$ 2,066,154.21	\$ 48,993,667.27	\$ 48,910,732.90	\$ 33,323,518.13	0.96%	\$ 319,905.77	0.30%	0.08%	\$ 24,992.64
1773	Lord Abbett Value Opportunities Fund - Class I (2)	\$ 4,554,794.22	\$ -	\$ -	\$ 1,518,264.74	0.93%	\$ 14,119.86	0.10%	0.03%	\$ 379.57
2029	American Funds Capital World Growth and Income FundSM - R-3 (2)	\$ 1,808,201.66	\$ -	\$ -	\$ 602,733.89	1.09%	\$ 6,569.80	0.65%	0.16%	\$ 979.44
2228	Parnassus Equity Income Fund - Investor Shares (2)	\$ 1,690,368.68	\$ 7,296,107.73	\$ 7,368,705.85	\$ 5,451,727.42	0.87%	\$ 47,430.03	0.40%	0.10%	\$ 5,451.73
6500	Vanguard® Developed Markets Index Fund - Admiral™ Shares (2)	\$ 890,344.52	\$ -	\$ -	\$ 296,781.51	0.09%	\$ 267.10	0.19%	0.05%	\$ 140.97
6501	Vanguard® Developed Markets Index Fund - Institutional (2)	\$ -	\$ 10,450,262.33	\$ 10,302,868.67	\$ 6,917,710.33	0.07%	\$ 4,842.40	0.00%	0.00%	\$ -
487	American Funds The Growth Fund of America - Class R-3 (2)	\$ 6,792,483.82	\$ 7,146,824.78	\$ 7,252,413.96	\$ 7,063,907.52	0.98%	\$ 69,226.29	0.65%	0.16%	\$ 11,478.85
524	Fidelity® Contrafund® (2)	\$ 3,163,060.87	\$ 3,524,027.18	\$ 4,169,260.35	\$ 3,618,782.80	0.67%	\$ 24,245.84	0.25%	0.06%	\$ 2,261.74
566	Vanguard® Institutional Index Fund - Institutional Shares (2)	\$ 7,972,630.44	\$ -	\$ -	\$ 2,657,543.48	0.04%	\$ 1,063.02	0.19%	0.05%	\$ 1,262.33
	Vanguard® Institutional Index Fund - Institutional Shares (2)	\$ -	\$ 62,019,729.22	\$ 60,919,970.14	\$ 40,979,899.79	0.04%	\$ 16,391.96	0.00%	0.00%	\$ -
735	Dodge & Cox International Stock Fund (2)	\$ 4,931,978.50	\$ 5,540,262.86	\$ 5,570,458.59	\$ 5,347,566.65	0.64%	\$ 34,224.43	0.10%	0.03%	\$ 1,336.89
7499	Vanguard® Extended Market Index Fund - Institutional Shares (2)	\$ 4,575,906.24	\$ -	\$ -	\$ 1,525,302.08	0.08%	\$ 1,220.24	0.19%	0.05%	\$ 724.52
	Vanguard® Extended Market Index Fund - Institutional Shares (2)	\$ -	\$ 14,059,653.14	\$ 14,351,751.57	\$ 9,470,468.24	0.08%	\$ 7,576.37	0.00%	0.00%	\$ -
791	Vanguard® Target Retirement 2015 Fund - Investor Shares (2)	\$ 20,263,015.93	\$ -	\$ -	\$ 6,754,338.64	0.16%	\$ 10,806.94	0.19%	0.05%	\$ 3,208.31
	Vanguard® Target Retirement 2015 Fund - Investor Shares (2)	\$ -	\$ 26,321,675.74	\$ 25,803,882.20	\$ 17,375,185.98	0.16%	\$ 27,800.30	0.06%	0.02%	\$ 2,606.28
793	Vanguard® Target Retirement 2035 Fund - Investor Shares (2)	\$ 17,319,350.73	\$ -	\$ -	\$ 5,773,116.91	0.18%	\$ 10,391.61	0.19%	0.05%	\$ 2,742.23
	Vanguard® Target Retirement 2035 Fund - Investor Shares (2)	\$ -	\$ 22,394,918.22	\$ 22,287,481.24	\$ 14,894,133.15	0.18%	\$ 26,809.44	0.06%	0.02%	\$ 2,234.12
794	Vanguard® Target Retirement 2045 Fund - Investor Shares (2)	\$ 1,193,865.08	\$ -	\$ -	\$ 397,955.03	0.18%	\$ 716.32	0.19%	0.05%	\$ 189.03
	Vanguard® Target Retirement 2045 Fund - Investor Shares (2)	\$ -	\$ 5,046,178.93	\$ 5,128,701.40	\$ 3,391,626.78	0.18%	\$ 6,104.93	0.06%	0.02%	\$ 508.74
795	Vanguard® Target Retirement Income Fund - Investor Shares (2)	\$ 3,792,129.44	\$ -	\$ -	\$ 1,264,043.15	0.16%	\$ 2,022.47	0.19%	0.05%	\$ 600.42
	Vanguard® Target Retirement Income Fund - Investor Shares (2)	\$ -	\$ 7,866,382.61	\$ 7,978,517.19	\$ 5,281,633.27	0.16%	\$ 8,450.61	0.06%	0.02%	\$ 792.24
799	Vanguard® Total Bond Market Index Fund - Institutional (2)	\$ 4,638,161.81	\$ -	\$ -	\$ 1,546,053.94	0.07%	\$ 1,082.24	0.19%	0.05%	\$ 734.38
	Vanguard® Total Bond Market Index Fund - Institutional (2)	\$ -	\$ 12,473,157.07	\$ 13,166,929.12	\$ 8,546,695.40	0.07%	\$ 5,982.69	0.00%	0.00%	\$ -
920	Baron Growth Fund - Retail Shares (2)	\$ 1,958,759.03	\$ -	\$ -	\$ 652,919.68	1.30%	\$ 8,487.96	0.40%	0.10%	\$ 652.92
926	Vanguard® Target Retirement 2025 Fund - Investor Shares (2)	\$ 6,037,016.27	\$ -	\$ -	\$ 2,012,338.76	0.17%	\$ 3,420.98	0.19%	0.05%	\$ 955.86
	Vanguard® Target Retirement 2025 Fund - Investor Shares (2)	\$ -	\$ 14,190,400.40	\$ 14,373,693.39	\$ 14,282,046.90	0.17%	\$ 24,279.48	0.06%	0.02%	\$ 2,142.31
1202	TD AMERITRADE Self Directed Brokerage Account	\$ 344,232.02	\$ 2,649,015.30	\$ 2,705,554.79	\$ 1,899,600.70	N/A	N/A	0.08%	0.02%	\$ 379.92
2473	Vanguard® Target Retirement 2055 Fund - Investor Shares (2)	\$ -	\$ 17,399.02	\$ 25,690.14	\$ 14,363.05	0.18%	\$ 25.85	0.06%	0.02%	\$ 2.15
3685	Invesco Equity and Income Fund - Class R5 (2)	\$ -	\$ 35,814,294.61	\$ 35,286,681.75	\$ 23,700,325.45	0.49%	\$ 116,131.59	0.20%	0.05%	\$ 11,850.16
1360	American Beacon Large Cap Value Fund - Institutional Class (2)	\$ -	\$ 15,481,967.02	\$ 15,112,060.44	\$ 10,198,009.15	0.59%	\$ 60,168.25	0.00%	0.00%	\$ -
1303	T. Rowe Price Growth Stock Fund (2)	\$ -	\$ 29,653,672.33	\$ 29,302,406.17	\$ 19,652,026.17	0.69%	\$ 135,598.98	0.15%	0.04%	\$ 7,369.51
9748	Goldman Sachs Small/Mid Cap Growth Fund - Class A (2)	\$ -	\$ 14,212,507.06	\$ 14,522,492.38	\$ 9,578,333.15	1.33%	\$ 127,391.83	0.00%	0.00%	\$ -
1267	Oppenheimer Main Street Mid Cap Fund® - Class Y (2)	\$ -	\$ 27,978,455.67	\$ 27,762,307.11	\$ 18,580,254.26	0.86%	\$ 159,790.19	0.25%	0.06%	\$ 11,612.66
5036	Franklin Mutual Global Discovery Fund - Class A (2)	\$ -	\$ 14,634,238.36	\$ 14,894,977.61	\$ 9,843,071.99	1.28%	\$ 125,991.32	0.55%	0.14%	\$ 13,534.22
<b>Total Contract Required Revenue + DAC All Funds:</b>		<b>0.08%</b>					<b>Total Quarterly Actual Revenue + DAC (with Brokerage):</b>			<b>\$ 117,669.10</b>
<b>Total Actual Revenue + DAC All Funds (with Brokerage):</b>		<b>0.15%</b>					<b>Total Quarterly Contract Required Revenue + DAC:</b>			<b>\$ 61,190.02</b>
							<b>Quarterly Difference:</b>			<b>\$ 56,479.08</b>

(2) Investment options in Separate Account D reflect total Separate Account charges.

**DISCLOSURES**

\*Fund Revenue numbers are as of 03/31/2015. For non-Voya Retirement Insurance and Annuity Company (VRIAC) variable investment options, the figures shown are derived from 12b-1 fees (where applicable) and administrative and/or sub-transfer agent fees. The fund revenue figures reported for Voya funds are the revenue assumptions made by VRIAC's defined contribution business for purposes of product pricing. Gross revenues from Voya funds generally include payments for investment management and for certain administrative services. Pricing assumptions are derived from gross fund revenues, less the internally transferred costs of fund management and administration. The pricing assumptions for certain Voya funds reflect the approximate weighted average of the net fund revenues of each portfolio within a given Voya fund complex.

**Important Information:** As you requested, we prepared a calculation of the estimated total revenue on the assets in the Plan during the time period of 01/01/2015 through 03/31/2015. For certain funds, the investment adviser or other service provider to the fund may waive a portion of its fees or reimburse certain fund expenses, which will reduce the expense ratio of the fund for the period of the waiver or adjustment. The amount of such waivers and adjustments as stated in the fund's most current prospectus. These waivers and adjustments may not necessarily continue in the future. If the fund imposes 12b-1 fees, such payments are made out of fund assets. Some funds may charge a fund redemption fee when shareholders redeem their shares. Please refer to the prospectus for more information on redemption fees, as applicable.

**FOR SPONSOR/CONSULTANT USE ONLY. MAY NOT BE REPRODUCED OR SHOWN TO PARTICIPANTS OR THE GENERAL PUBLIC**

Any insurance products, annuities and funding agreements that you may have purchased are sold as securities and are issued by Voya Retirement Insurance and Annuity Company ("VRIAC") One Orange Way, Windsor CT 06095-4774. Fixed annuities are issued by VRIAC. VRIAC is solely responsible for meeting its obligations. Plan administrative services are provided by VRIAC or Voya Institutional Plan Services, LLC ("VIPS"). Neither VRIAC nor VIPS engage in the sale or solicitation of securities. All companies are members of the Voya family of companies in the U.S. **Securities distributed by Voya Financial Partners, LLC (member SIPC) or other broker-dealers with which Voya Financial Partners, LLC has a selling agreement.** All products or services may not be available in all states. TD Ameritrade is not affiliated with any of the Voya family of companies. CN0416-9429-0515

# Retiree Financial Education Days

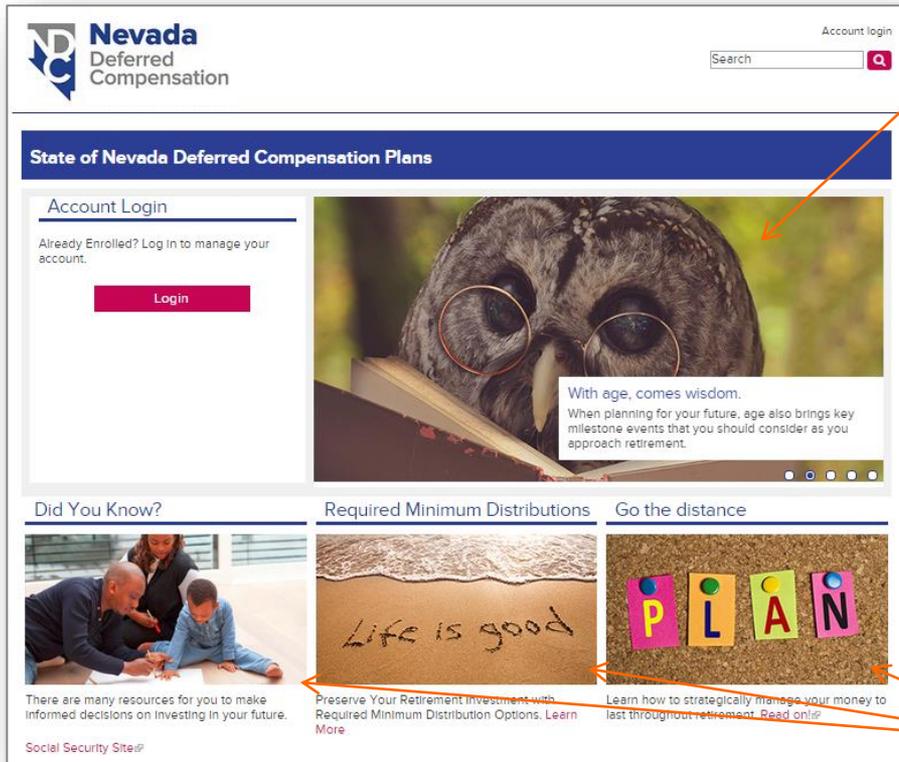
- Retiree Financial Education days will be held:
  - June 9, 2015 – Reno
  - June 11, 2015 – Las Vegas
- Days will include
  - Seminar/Workshop – *Retirement Review*
  - One-on-one sessions, by appointment
- In conjunction with these educational series, the launch of the Retiree Website will occur:  
[NevadaRetiree.beready2retire.com](http://NevadaRetiree.beready2retire.com)
- Additional (new) marketing material to support staying in plan



## Stay in Plan (New!)

### Promotional Items

- HTML Invite
- Postcard Invite
- Say in the plan collateral flyer
- Promotional website pens
- Website launch



## Rotating messages (*Launch messages*)

1. Stay in the Plan.  
Stay in plan/consider options.
2. With age, comes wisdom.  
Key milestones
3. Whose your #1?  
Beneficiary
4. Estate Planning  
Consider your Options
5. Social Security  
Understand the basics

New custom website designed specifically for retirees with unique URL and timely communications.

Links to important articles and tools applicable to those in retirement.



# What's New

## The Transition to Voya Financial® is now complete

The Nevada Public Employees' Deferred Compensation Program (NDC) is pleased to announce that the transition to Voya® as NDC Program's sole Record-keeper is complete. MassMutual has completed their transfer of all participant assets and account information. All participants will need to create an online user account with Voya in order to view current account values, make asset allocation changes, and more importantly, **RE-DESIGNATE YOUR BENEFICIARIES**. (MassMutual was not able to transfer beneficiary information).

To set up your Voya online user account, please go to [www.voyaretirementplans.com](http://www.voyaretirementplans.com). As a new user you will need to enter your Social Security number and password the first time you login. Your default password is initially set as the two-digit month and two-digit year of your birth (mmyy). You will then be asked to answer some security questions, create a personalized Password, and Username for ongoing use.

## NDC has published two different educational workshops for employees

The NDC Administration has published two different educational workshops aimed to assist new or existing employees learn the basics of the Deferred Compensation program, and to assist Employees who are 10 years or less from retirement to understand what they should be thinking about so they can prepare for retirement.

The NDC **“Basics and Beyond”** workshop is designed to assist new or existing employees understand the advantages of the NDC Program, how to get started in the NDC Program, and how to manage their NDC Account throughout their career.

The NDC **“Retiring Minds Want to Know”** workshop is designed to assist those who are getting close to retirement in understanding what things they will need to consider and do to properly prepare for that Golden Day. This workshop helps pre-retirees understand what things they will need to consider when they are 10 years or less away from retirement, and will assist them with being prepared for a seamless easy transition.

Both workshops can be accessed via the NDC Website at <http://defcomp.nv.gov/>, and via the Nevada e-Learning website at <https://nvelearn.nv.gov/>.

### Inside

this issue...

-  New to the Plan...
-  Actively Participating...
-  Nearing Retirement...
-  Enjoying Retirement...

### NDC COMMITTEE AND STAFF

#### COMMITTEE

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

#### STAFF

Rob Boehmer, *Program Coordinator*  
Micah Salerno, *Administrative Assistant*

Shane Chesney, Sr. Deputy  
Attorney General

### QUESTIONS?

Contact

NDC Program Coordinator Rob  
Boehmer  
775-684-3397 or email at  
[rboehmer@defcomp.nv.gov](mailto:rboehmer@defcomp.nv.gov)  
OR  
Voya Financial 1-866-464-6832

## Take a fresh look at your NDC account this spring.

Now that you've organized your finances and documents for filing your income tax return, isn't it time to do the same for your Nevada Deferred Compensation Plan account? To help keep your account in order, here are some steps you might want to consider.

### STEP ONE—GET STARTED

The two comments that we hear the most in the NDC Office or when we conduct educational workshops across the State of Nevada is *"I wish someone would have told me about this Program sooner!"*, and *"I wish I would have started contributing to this Program earlier in my career"*. Enrolling in the NDC Program is a snap. Employees can enroll three different ways: 1) Complete the NDC EZ Enrollment form; 2) Enroll online with Voya Financial; 3) Schedule a one-on-one/face-to-face appointment with a Voya representative. Employees can start with a contribution as small as \$12.50 per pay period, and contribute up to \$18,000 for employees under age 50 in 2015, and \$24,000 for employees over age 50.

### STEP TWO—ASSESS YOUR SITUATION AND INVESTMENTS

It's important to review your account balance and investments periodically. You want to be certain that your rate of saving, asset allocation and investments are appropriate based on the number of years you have left until retirement. If you want help with managing your account, you may choose from two levels of Morningstar® Retirement Manager<sup>SM</sup> investment advisory services from Morningstar Associates, LLC. **Managed By You** offers educational tools, research and investment advice which you may use as often as you like at no additional cost. Simply log into your account online and select *Get Advice*. If you prefer to have an investment professional manage your account for you, **Managed Accounts Managed By Morningstar** is available for a fee. For more details, go to the Plan website under Investments > Morningstar or call the local office today!

### STEP THREE—ASK QUESTIONS, GET HELP

You can review your NDC account with a local representative by calling **866-464-6832** to talk by phone or email at [ndc@voya.com](mailto:ndc@voya.com) to schedule an appointment. Representatives also conduct on-site meetings and private appointments at locations throughout the state.

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### QUESTIONS?

Voya Financial Local Office  
Carson City

844 West Nye Lane, Suite 101  
866-464-6832 / [NDC@voya.com](mailto:NDC@voya.com)



**Enrollment is always open!!**

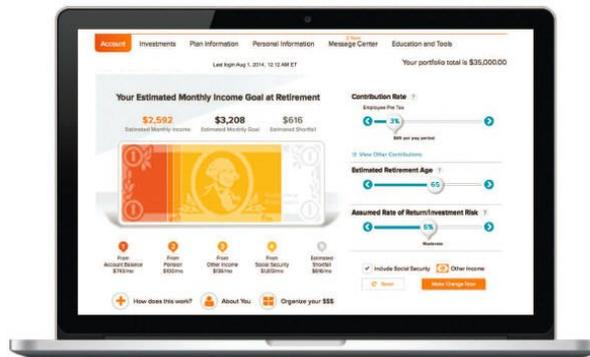


## Tools to help you stay on track.

Now you can see your estimated monthly retirement income and organize your finances whenever you log into your Nevada Deferred Compensation Plan account.

This new online experience is designed to help you plan for your retirement and other goals, see where you stand and make smart money decisions.

myOrangeMoney™ is a personalized, interactive tool that shows you the income you may need each month during retirement and the progress you've already made toward that goal. After you initially



provide your age and current income, a dollar bill appears to show your current level of retirement readiness. The dollar bill represents the estimated income you'll need each month in retirement. The portion in orange represents the amount of your income need that can potentially be achieved without any changes in the way that you're currently saving and investing. But anything not colored orange represents money that you may likely need, but currently may not have. It's the gap you'll need to close to eventually reach your retirement income goal. Next to the dollar bill is a series of sliders that lets you easily adjust your assumptions and then instantly see how those choices affect the level of your orange-colored monthly retirement income dollars. You can try out various savings, investing and retirement age scenarios until you find the combination that's right for you.

When you're ready to take action, just click on the *Make the change* button and follow the prompts. It's that simple! To help you organize your finances, click the *Organize your \$\$\$* link and head over to your Personal Financial Dashboard. Enter as many accounts as you like: checking, savings, credit cards, mortgage, insurance, retirement and so on. The tool encrypts your information using advanced security features and makes updates automatically, so you always have a current view of your complete financial picture.

Log into your account at [www.voyaretirementplans.com/custom/nevada](http://www.voyaretirementplans.com/custom/nevada) to experience myOrangeMoney and your Personal Financial Dashboard for yourself.

With myOrangeMoney™, what you see is your estimated future monthly retirement income. What you get is an easy way to make changes to it.



### QUESTIONS?

#### Voya Representatives

Northern Nevada

Eric Honea 775-682-0701  
Jake Honea 775-813-6932

Southern Nevada

Carrie Onorato 702-601-0710  
Eric Wyer 702-990-3720  
Anthony Cardone 702-812-8200



## Time to pick up the pace.

Retirement is closer than you think, and this is the perfect time to consider whether you will have enough set aside when you retire to live comfortably. Take some time to review your account and see how well you are doing toward meeting your goals.

Consider contributing an extra \$10 per pay check and it could add up over the years because of the potential for tax-deferred growth and compounding interest. *Taxes are due upon withdrawal.* Saving more on a regular basis over time may have a greater impact on the growth of your 457 account than the investments you choose. So if you can afford to, consider pumping up the amount you contribute from each paycheck. Take a look at the chart below and the value of an extra \$10.

Age	Account worth at year end	<b>\$10 more</b> Account worth at year end with \$10 more per paycheck	Value of extra \$10
25	\$3,640	\$3,907	\$267
35	\$54,495	\$58,499	\$4,004
45	\$145,570	\$156,265	\$10,695
55	\$308,671	\$331,349	\$22,678
64	\$563,320	\$604,707	\$41,387

*The year-end value assumes a 6 percent rate of return. This scenario compares cumulative retirement savings between \$136.11 and \$146.11 per pay period contributions beginning at age 25 through age 64 and no salary increases. This hypothetical illustration is not guaranteed and is not intended to reflect the performance of any specific investment. There is no assurance that increasing contributions will generate investment success. Additionally, these figures do not reflect taxes or any fees or charges that may be assessed by the investments. Systematic investing does not ensure a profit or guarantee against loss in declining markets. Investors should consider their ability to continue investing consistently in up and down markets.*

Complete the **Payroll Contribution** Form and return it to the NDC office. Download the form from [www.voyaretirementplans.com/custom/nevada](http://www.voyaretirementplans.com/custom/nevada) (Home > Forms> Payroll Authorization) or call the local Voya office at (866).464.6832 to request the form.



### Have you Updated your Beneficiary?

It is very important to have current beneficiary information for your Voya account. Please contact Voya at 1-866-464-6832 or use the form on our website. <http://defcomp.nv.gov>

### NEXT QUARTERLY MEETING

May 21, 2015

## Retirement Withdrawal Strategies: Easy

Often you hear retirees talk about living on a “fixed income.” And while you may think you are currently living on a fixed income, because you know what your salary is (including the occasional bonus and raise), that is far cry from what a retiree faces. Yet just as a person in his or her working years needs to budget and plan in a smart way, so do almost all retirees. But there is more at stake when you retire because the word “fixed” takes on a much more dramatic meaning.

**Start by looking at potential sources of retirement income.** There are several ways you can generate income during your retirement, including utilizing your investments, taxed deferred retirement accounts (such as your 457b/Deferred Comp. Account), tax free accounts (such as your ROTH 457b Account), cd’s, and mutual funds.

**Fixed income? Says who?** Once you’ve determined your sources of retirement income, consider withdrawal strategies that can help make your money last longer. For instance, there’s no reason you have to withdraw the same amount every year.

*An example:* you may want to withdraw more during the early part of your retirement, when you’re more active and perhaps want to travel or play more golf. Later in retirement, when you’re more inclined to kick back and relax, you may need less income to support your lifestyle. Or you can do just the opposite—take it easy on the withdrawals in the early years, maybe even supplement your income with a part-time job. Then, as you feel more comfortable about your income stream, you can gradually ramp up your withdrawals. Medical expenses tend to increase with age, so this is a smart approach for many people.

### Getting your retirement ducks in a row

If you’re not concerned about leaving money to heirs (lucky you!), many financial professionals recommend that you spend down your accounts in this order:

1. Tax-free accounts (such as Roth IRAs or your NDC Roth 457b)
  2. Taxable products (such as bank CDs)
  3. Tax-deferred accounts (such as your NDC 457b, other 401k, 403b and/or traditional IRA)
- Following this order postpones paying income taxes and keeps more of your money potentially growing tax-deferred. It may also help you manage your income tax bracket and thus reduce the total amount of retirement income that you pay towards income taxes. Just remember, you must begin making Required Minimum Distributions (RMDs)—and paying taxes on the withdrawals—from Traditional IRAs and 401ks by age 70½. Failure to do so, or taking less than the correct RMD, can lead to heavy penalties. And that means even less money for you.

You may be able to enjoy a long, fulfilling retirement on a fixed income, as long as you’ve fixed a retirement withdrawal strategy that meets your needs. A financial professional can help you get it sorted out now, so you won’t have to worry about it later.

*If retirement is around the corner (or if you’re just thinking way ahead), there’s no reason to look at a fixed income in retirement as a bad thing. It just takes some adjusting—which is something you’ve already been doing for years to make the most of the money you earn.*

### QUESTIONS?

**Voya Financial Local Office**  
Carson City

844 West Nye Lane, Suite 101  
866-464-6832 / [NDC@voya.com](mailto:NDC@voya.com)

*Enjoy Life*  
IT HAS AN EXPIRATION DATE.



# Nevada Deferred Compensation

Your journey to and through retirement.

100 N. Stewart Street, Suite 210  
Carson City, Nevada 89701

**Governor**  
Brian Sandoval

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

**STAFF**  
Rob Boehmer, *Program Coordinator*  
Micah Salerno, *Administrative Assistant*

Shane Chesney, *Senior Deputy Attorney General*

## ATTENTION

### ALL RETIREES or FORMER GOVT. EMPLOYEES!!

#### We have gone PAPERLESS

If you are a retired or former government employee (or soon to be), and would like to continue receiving our Quarterly Newsletter and other important NDC correspondence, please **SUBSCRIBE** to our secure electronic system.

We have provided three easy ways for you to Subscribe:

1. Subscribe on our website: <http://defcomp.nv.gov>
2. Email us at: [deferredcomp@defcomp.nv.gov](mailto:deferredcomp@defcomp.nv.gov)
3. Call us at the office (775-684-3398) to subscribe

Thank you for your consideration and for helping us to save money for ALL NDC account holders by decreasing the Plan's operating expenses.

**\*\*NOTE: If you DO NOT have access to email correspondence, and would like to continue receiving a paper copy of our Quarterly Newsletter, you will have to contact our office)\*\***



**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 Robert Boehmer 2. Agency 1017 Deferred Compensation  
 3. Position Title Program Coordinator 4. Date Hired 1-2-2014  
 5. Date of Evaluation May 21, 2015 6. Evaluation Period Date of Hire - Present  
 7. Type of Evaluation: Annual  Other   
 8. Overall Evaluation: Exceeds Standards  Meets Standards  Does Not Meet Standards   
 (1-2-2014 - 5-21-15)

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:

Rob is still learning State Budget practices and procedures, but overall for this category, I have Rob to be extremely conscientious in administering our program, adhering to compliance, and maintaining positive relationships with all.

### 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:

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**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:

Rob coordinates and follows through on all the contracts as expeditiously as possible. He has reviewed and given me and the committee overviews and the steps he has taken to ensure all our contracts are complete and in compliance. He has done so with the goal of maintaining compliance.

**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:

Newsletters, monthly stat reports, training opportunities for participants, communications, ~~etc~~ and educational materials have all been informative and sufficient.

**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:

I have known Rob to always have a fantastic attitude about the program and he exudes enthusiasm and approaches all aspects <sup>of program</sup> with a big smile and a very positive attitude. Participants and people are drawn to Rob. I have witnessed this as he interacts with his participants.

**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:

Rob has a very confident presence when speaking at participant workshops. He has good knowledge of program and very effectively communicates this with confidence, poise, and assurance, both in person and on the telephone. He is very approachable and you feel comfortable talking with him. Very outgoing, communicative style.

**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:

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**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:

Rob is still learning state practices and state business, but he brings a tremendous amount of knowledge of the industry and plan governance.

**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:

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## 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:

Overall, I have witnessed Rob to be outstanding in the carrying out of all duties and responsibilities for the program. He seems to love what he does. He is a pleasure to work with. I have never known him to "drop the ball" and he seems to go the extra mile always to carry out every aspect of the duties for the program. Oftentimes, he seems to go beyond and he does with enthusiasm.

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

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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 Rob Boehmer 2. Agency NV Deferred Compensation Program  
 3. Position Title Program Coordinator/Executive Officer 4. Date Hired January 2014  
 5. Date of Evaluation May 4, 2015 6. Evaluation Period January 2014 – May 2015  
 7. Type of Evaluation: Annual  Other   
 8. Overall Evaluation: Exceeds Standards  Meets Standards  Does Not Meet Standards

9. Recommendation:

Mr. Boehmer is an exceptional Program Coordinator for the NDC who has performed his duties admirably. He has proven himself to be dedicated, innovative, flexible, and always attentive to the best interests of the participants. He provides superior customer service. Given his knowledge, experience, and extremely high level of job performance in the past 15 months, he deserves much more. However, consistent with current conditions and other State employees, I recommend that he be granted, as a minimum, a 5 percent merit salary increase.

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

*To be done at the May 21, 2015, quarterly committee meeting.*

*Brian DeJaire*  
Reviewer

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

12. *Brian DeJaire*  
Reviewer Signature

Employee Member, Deferred Compensation Committee 05-04-15  
 Position Title (Current Vice-Chair) 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:**

Despite not having previous State government experience, Mr. Boehmer quickly learned Executive Branch administrative and budgetary procedures, and has established and maintained excellent relations with the record keepers, investment consultant, Alliance partners, agency personnel, participants, and others.

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### **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:**

Mr. Boehmer keeps the Committee well informed and provides complete meeting packets with background information that is most helpful to Committee members.

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**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:**

Mr. Boehmer joined the Program at a difficult time, in the middle of the record keeper RFP process, brought himself quickly up to speed and contributed significantly to the successful completion of the process. As noted, he has worked extremely well with all contractors and auditors. One notable highlight, among many, was his successful renegotiation of the Investment Consultant contract to save the Program and participants \$20,000 annually.

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**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:**

This is another area of exceptional performance and innovation by Mr. Boehmer with the educational videos and outstanding improvements to the Program's quarterly newsletter for the participants and newcomers. His preparation, delivery and enthusiasm for the Program were evident in the workshops presented for the Financial Education Days that received their highest participation levels in the Program's history.

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**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

Mr. Boehmer has proven to be highly adaptable and proficient, and needs no micro-management from the Committee. He has clearly demonstrated the ability to run the Program with minimal guidance and supervision from the Committee. His monthly status reports were another significant improvement to keeping the Committee informed about his and the Program's activities.

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**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

Mr. Boehmer is justifiably confident with his knowledge of the Deferred Compensation field, has put the Program back in place with NAGDCA, does his research as necessary, is supportive and responsive to the Committee members, and exhibits a high level of enthusiasm for the Program. Although there have been time constraints imposed and other interfering factors in the past, one suggestion is that he make every effort to get documents to the Committee members on a timely basis so that they have sufficient time to review.

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**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

In my experience with him, Mr. Boehmer works extremely well in both individual and group interactions. While he does have a tendency to write overly long sentences at times, he responds well to editing and consistently seeks to improve his work products.

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**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

From my perspective and observations, Mr. Boehmer needs little, if any supervision. He is a self-starter who readily seeks advice when needed and just gets things done.

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**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

As noted previously, Mr. Boehmer is highly knowledgeable and experienced in this field, has learned and adapted to the often confusing Executive Branch processes, and is flexible and efficient in accomplishing his duties.

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**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

All of these questions can be answered positively and in the affirmative as Mr. Boehmer has performed in a solid and most competent manner.

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**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:**

With an excellent part-time Administrative Assistant, and probably the smallest State deferred compensation program staffs in the country, Mr. Boehmer accomplishes a great deal with an ever increasing workload and growing Program. In this Committee member's opinion, based on almost 12 years of experience on the board, the Program and its participants are fortunate to have him in this position.

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**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 Rob Boehmer 2. Agency NDC

3. Position Title Program Coordinator 4. Date Hired \_\_\_\_\_

5. Date of Evaluation 3-11-15 6. Evaluation Period \_\_\_\_\_

7. Type of Evaluation: Annual  Other

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

9. Recommendation: Rob overall work performance merits an increase in salary  
I would recommend 4%  
by Carlos D. Ramos, Ph.D.  
member, NDC 3/11/15

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:

Rob has applied his experience, skills and knowledge to do an outstanding job in managing the NDC's program. This includes working effectively with all constituents - NDC committee members, Recordkeepers, Investment Advisor, participants at all levels, contractors, state agencies and public entities.

### 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:

Outstanding performance related to overseeing contracts; program compliance and financial audits; planning and RFP process; negotiation and review of participants activities and interests; working with Investment Consultant to provide accurate and timely reports; and timely preparing contracts that go before the BOEs. Additionally, Rob effectively and efficiently monitors and overlooks the work of the Recordkeepers to include planning and assisting in implementing the Plan's goal and objectives, as well as investments. Responsive to all committee requests and direction.

### 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:

Forward and proactive, Rob has effectively worked to maintain all contracts (Alliance partners, Investment Consultant, Recordkeepers), current and up-to-date. Additionally, by working closely with NDC's recordkeepers, he has worked on successfully and timely resolving participant disputes and issues. In the NDC Planning meeting, Rob has prepared proposals to more effectively assist in servicing our participants.

### 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:

In addition to planning and implementing Financial Education Day information and workshops, Rob has created two webinars in conjunction with Nevada's e-learning website. This added feature for our participants will enable the latter to become better informed on retirement issues and how to more effectively manage their investments. By working with the State of Nevada's HR office, our recordkeepers, Alliance Partners, Investment Consultant, PERS and other groups and individuals, Rob has been able to increase the NDC's visibility and presence among all State of Nevada employees; new and continuing, as well as retirees. The result has been shown in the increase of new enrollments. Also, the NDC's quarterly newsletter has been substantially upgraded and it provides valuable and current information of deferred compensation issues.

**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: Rob is very responsive to the needs of the participants and other constituents. He is able to prioritize matters according to the attention needed and he addresses issues in a very timely and satisfactory manner.

**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: Rob actively and professionally reflects the kind of demeanor needed in this position. He has demonstrated a high level of competency and cooperation which satisfy the needs of all involved in the NDC's Program.

**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: Rob communicates effectively and assuredly with all groups, Committee members, participants and others, including the Recordkeepers. He keeps the NDC Committee informed of relevant issues and at the NDC's quarterly meeting, he provide a comprehensive report on his activities and accomplishments for that period.

### 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:

On occasion I have communicated via email, late evenings and weekends, even after hours, and Rob attentively responds. He is always willing to put in the time that is needed in order to accomplish work. He is available and dependable whenever needed.

### 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:

Rob's wealth of experience and knowledge has strengthened the work done at the NDC. He skillfully applies his work background skills to produce a favorable and acceptable product at the NDC.

### 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:

Rob researches the issues, for example, loan provisions and aptly applies the results by providing a clear and concise conclusion. His ability to view the situation overall leads to sound and appropriate conclusions.

**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:**

Rob has outstanding abilities in cooperatively working with others, especially the NDC's parttime Assistant. Additionally, he recognizes the value that the Assistant brings to the NDC and he acknowledges the work that that employee does. Overall, Rob follows NDC established policies and creates a positive and productive work environment.

Charles D. Rowe, Ph.D.  
member, NDC Committee  
3/11/15

**STATE OF NEVADA**  
**Public Employees Deferred Compensation Program**  
**PROGRAM COORDINATOR EVALUATION FORM**

Employee Name: Robert R. Boehmer

Date Hired: January 2, 2014

Date of Evaluation: April 28, 2015

Evaluator Name: Scott K. Sisco



Evaluator Title: Committee Member

**Summary Explanation:** The evaluation forms and processes provided for this evaluation does not provide for a competent and defensible evaluation to be completed. Section A within the forms provided are apparently job elements taken from the original job announcement and description, but contains no evaluation standards in which to evaluate the performance against. An evaluator who utilizes the options provided (Exceeds Standards, Meets Standards, or Does Not Meet Standards) in section A, would be easily discredited as no standards actually exists in which to accurately and competently be able to assign one of those ratings. Most of Section B appears to be "Related Factors" which apparently have been obtained from another State Agency or template from the Division of Human Resource Management, and, actually contains true evaluation standards, but without any agreement from the Committee that those should be the work performance standards that the Program Coordinator would be evaluated on. Ultimately, there is not a defined way to come up with an overall rating through a combination of an evaluation of Section A of duties assigned but with no agreed-upon standards, with an evaluation of Section B which actually has standards.

As such, I will evaluate the job elements listed in Section A utilizing ratings which indicate my observations of Rob's work through ranking the job elements as "Unacceptable, Acceptable, or Exceeds Expectations." I will utilize the standards actually provided in most of Section B to complete what I can in that section, but ultimately there will be no way to merge the two sections to provide an overall evaluation rating.

Since there is not a defensible way to merge section A and section B, I would summarize my evaluation as Rob Exceeds Expectations related to Deferred Compensation participant interaction and training, Does Not Meet Expectations related to being a State Administrator, and Meets Expectations in relation to Section B – Related Factors.

## Section A: Job Elements/Objectives

### 1. Operations Management:

I would have to rate Rob as “Unacceptable” in this job element for several specific reasons. Although Rob started off strong, ultimately his lack of follow-through and determination to do thing on his own resulted in several glaring mistakes, at least two of which proved embarrassing to the Program.

During the Budget creation, I worked with Rob to respond to questions from the Administrative Services Division of the Department of Administration. During that time we reviewed their draft preparation of our budget. When Rob brought me the original draft, I instructed him to return to the Budget Analyst and notify him that the amount in the Reserve Category that he was budgeting was far too low, and was unacceptable to us. Rob did not follow through with me on this, and I am unsure as to if he followed through with the Budget Analyst. Ultimately, this was one of the concerns raised by the Legislative Committee hearing the budget – a concern that could have and should have been avoided.

The Budget Hearing themselves were another area where the Department was very poorly represented, and lost an important opportunity to showcase to the various Legislators what the Program is about and how important we are to their employees. At least two other Committee Members later indicated to me that they had suggested to Rob that he reach out to me as to his planned presentation – suggestions that he ignored. Having been informed ahead of time that he would have 15 to 20 minutes to present our budget request to the Legislative Budget Committee, either of the two Committee Members experienced in this area could have assisted Rob with developing a presentation that would have fit into that time period, and showcased the programs operations and benefits. Instead, we gave no presentation, while providing nothing more than a cumbersome handout that clearly did not meet any intended purpose.

### 2. Committee Business Management:

I would rate Rob with an overall “Acceptable” on this job element, but there have been several concerns I as the Chairman in Rob’s first year have had in this area. One of the reasons I stepped down as Chair, was my growing frustration in my perception of Rob going off on his own on certain things - without input from the Chair or the Committee. I found myself frustrated when I assisted Rob in creating an internal budget tracking system that he and Micah could use to reconcile with the Administrative Services Division, as well as provide budget status reports to the Committee, and effort which now seems wasted.

This form and process is another example of Rob going off on his own without regards for what the Committee may or may not want. Had he discussed this with at least a couple of us that have experience in State HR requirements ahead of time, we could have worked with Rob to provide an appropriate set of work performance standards, and avoided this unfortunate

misstep. The end result being, my experience in preparing this evaluation is it took far more time than it should have in attempting to fit his efforts into a proper evaluation process. I would hope that by a future evaluation period we could get this cleaned up.

During the hearing for Assembly Bill 360 Rob testified that the Committee had been unable to schedule a meeting prior to the hearing to determine the Committee's position on the bill (I don't recall any efforts being made to schedule such a meeting). As such, Rob testified that he was weighing in as neutral to the bill. While viewing the hearing I came to the same conclusion that the Chairman did when he stopped Rob, and stated that it sounded like he should have come up to the table during the opposition as he was pretty much testifying in opposition.

### **3. Contractual Relationships Management / Oversight:**

I would have to rate Rob as "Unacceptable" in this job element for several specific reasons.

I counseled Rob early on to search the files and develop a tickler file for contracts and agreements so as not to allow contracts to expire as had been done in the past. The mistakes made with the Segal Rogerscasey contract, as well as the failure to create the tickler file and ensure that the Alliance Partner agreements did not expire, was an unfortunate and avoidable embarrassment.

I also had several concerns raised by the former Record Keeper regarding interactions with Rob that they felt were less than professional, concerns that seemed to be validated when Rob would later meet with me and discuss how he had talked to that particular vendor.

### **4. Participant Education and Training:**

I would rate Rob as "Exceeds Expectations" for this job very important job element. I am truly impressed with Rob's work efforts related to participant education and training. Rob has taken participant education and training to new levels of professionalism for this program. I have personally received numerous compliments from participants that have dealt with Rob directly. Rob's efforts in building on-line training and his professionalizing of the Financial Education Days have resulted in excellent and very supportive feedback from participants.

## **Section B: Related Factors**

### **1. 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: Although overall rated as "Meets Standards" as Rob is willing to accept new responsibilities, and accepts unforeseen circumstances, I have some concerns with that last factor - performing assigned tasks proficiently as stated above.

**2. 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: Yes Rob is supportive of policies of the agency and procedural guidelines of the Committee. However, Rob's self-assurance may be what's leading him to not taking counsel given, resulting in less than satisfactory outcomes on occasions as detailed above.

**3. Communication Skills:**

Does these [sic] 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: Yes, with the exception of issues as stated above in dealing with prior vendors who Rob feels he has push. He needs to encourage cooperation versus demand it. Feedback from the Financial Education Days has been very complimentary of Rob's presentational style.

**4. 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
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: Rob's dependability can be counted on. The first two parts of the standards are directly related to issues raised in the job elements above.

**5. 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
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Comments: In summarizing Rob's first year as Program Coordinator, he has an excellent understanding of the Deferred Compensation business. He has not come up to speed as an Administrator within Nevada State Service as he should have.

**6. Judgment-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
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: I would again caution Rob to ensure that in obtaining information to make decisions, he provide the background and context in which the decision will be used, as ultimately, a response and a decision made based on partial information may not meet the needs.

**7. 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: This is not an applicable Related Factor that belongs in this section. Although this contains actual "standards," the extensive list of standards contained within the text, appear to be standards that would be used for staff supervision as a specific job element.

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

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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 Rob Boehmer 2. Agency NV Deferred Compensation Program

3. Position Title Program Administrator 4. Date Hired 1/2/14

5. Date of Evaluation 5/21/15 6. Evaluation Period First year of employment

7. Type of Evaluation: Annual  Other

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

9. Recommendation:

I think that overall Rob has done a great job and has met or exceeded my expectations.

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. Steve Woodbury  
Reviewer Signature

Committee Member 5/4/15  
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

NOTE: There are no established "standards" that I am aware of, so my comments refer to meeting, not meeting, or exceeding expectations rather than standards.

Comments: Although I have limited first-hand knowledge of Rob's day-to-day management, what I have observed and what has been reported

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to me has been very positive. I spoke with two contract provider who passed on very positive comments in terms of Rob's work product,

customer service, professionalism and knowledge. His work during the transition was "exemplary" according to one contractor. Rob's work

going through the budget process was somewhat weak because it was new to him, but I think next cycle will see improvement.

### 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: I think Rob has done a very good job managing the committee, organizing meetings, etc. I only recall one meeting where some handouts were not ready. Rob should continue to work with Micah to ensure that everything is thoroughly prepared well in advance, which I think he has done for the most part.

**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
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Comments: Rob does a great job managing the NDC's contracts, and I know of no deficiencies.**

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**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
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments: Rob had taken this aspect of the program to a new level and has done a fantastic job.**

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**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: Rob is still learning state requirements, processes and procedures but has done well so far navigating in this environment. He should continue learning, taking training and meeting with people who can help him.**

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**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: Rob has a great attitude and provides great customer service. It can sometimes be challenging working with different individuals with different perspectives and opinions. Rob need to strive to maintain neutrality and professionalism as he interacts with various parties.**

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**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: Rob is a good communicator, generally very engaging and thorough. I would recommend working on being a little more succinct and prepared, especially in settings such as formal hearings.**

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**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: Rob has proven to be very dependable.**

**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: Rob's knowledge of the industry exceeds that which we were originally seeking, and that has been an enormous benefit to the program. As stated before, Rob needs to continue to learn state practices.**

**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: Rob has demonstrated sound judgement and decision making. He need to continue to seek out good counsel and direction and consensus.**

**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: Rob's overall performance, particularly in carrying out the core functions of the program, has been excellent. My recommendation would be to continue building on that and further developing his understanding of the state as well as enhancing his administrative and management skills.**

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**Nevada Public Employees'**

**ANALYSIS OF INVESTMENT PERFORMANCE**

Deferred Compensation Plan

May 2015

Francis Picarelli

*Senior Vice President*



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## ANALYSIS OF INVESTMENT PERFORMANCE

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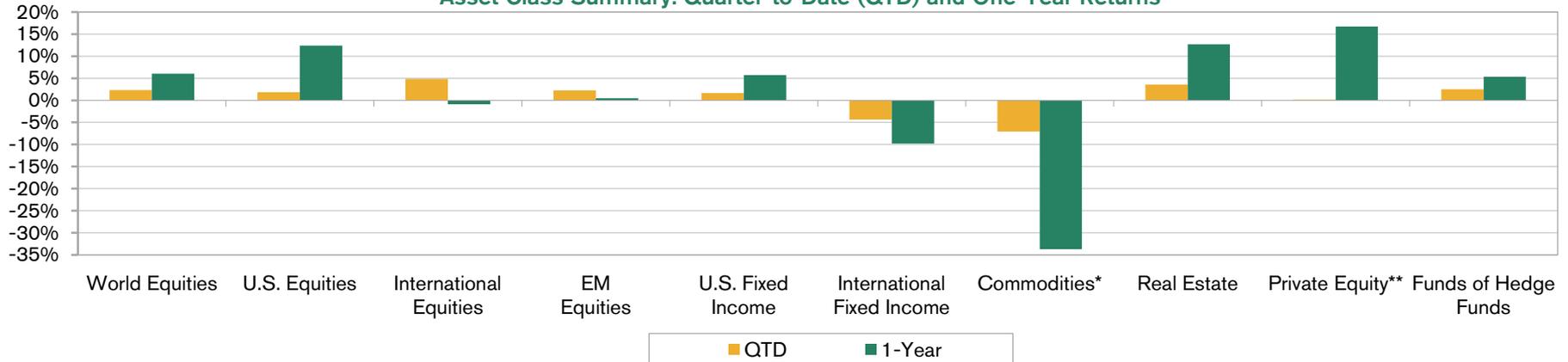
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# First Quarter 2015 Investment Performance: Summary by Asset Class

This section provides data on investment performance for select market indices mostly for the first quarter (Q1) 2015, 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)	2.31	2.31	6.03	12.19	10.01	6.39
	Russell 3000	1.80	1.80	12.37	16.43	14.71	8.38
	MSCI EAFE (Net of dividends)	4.88	4.88	-0.92	9.02	6.16	4.95
	MSCI EM (Net of dividends)	2.24	2.24	0.44	0.31	1.75	8.48
Fixed Income	Barclays Capital Aggregate	1.61	1.61	5.72	3.10	4.41	4.93
	Citigroup Non-U.S. WGBI (Unhedged)	-4.36	-4.36	-9.82	-3.32	0.38	2.51
Other	Commodity Splice*	-7.08	-7.08	-33.68	-11.32	-6.84	-5.51
	NCREIF NPI	3.57	3.57	12.72	11.47	12.75	8.39
	Thomson Reuters Private Equity**	0.18	8.12	16.71	15.30	15.12	12.83
	HFRI Fund of Funds Composite	2.51	2.51	5.37	5.38	3.52	3.21

World equity markets were positive in Q1. On a global developed factor\* basis, Growth, Sentiment, and Quality performed well, while Value performed poorly, and Risk had mixed results.

U.S. fixed income gained during Q1. Positive contributors included a decrease in Treasury yields, positive employment, and a supportive FOMC meeting. Non-U.S. fixed income fell.

Commodities ended Q1 in negative territory. On a sector basis, Precious Metals performed positively, while Livestock and Softs posted poor returns.

Hedge fund of funds performed well during Q1. Direct hedge fund returns were positive in Equity Hedge, Macro, Event-Driven and Relative Value.

\*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 Q3 2014 because Q4 2014 and Q1 2015 performance data is not yet available.

Sources: eVestment Alliance, Investment Metrics, Thomson One and Hedge Fund Research, Inc.

## World Economy: Key Indicators

This section provides data on select U.S. and global economic indicators for Q1 2015 along with Segal Rogerscasey's commentary.

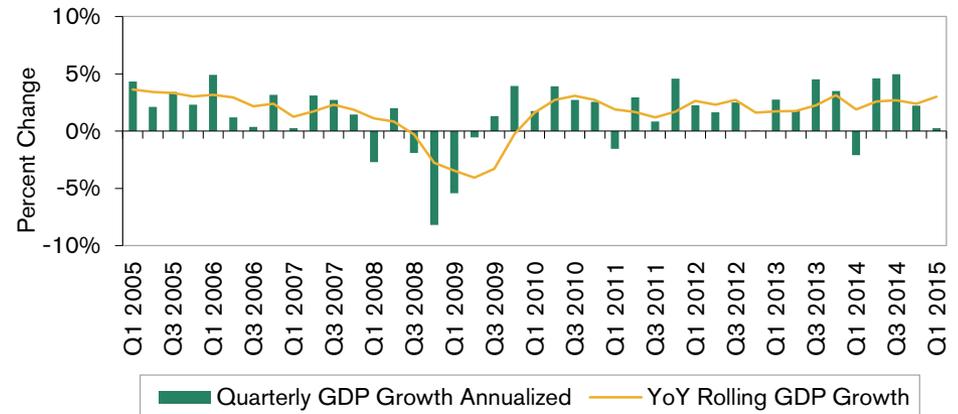
### GDP Growth

Real GDP grew at an annualized rate of 0.25 percent in Q1. The adjacent graph shows annualized GDP growth, along with the year-over-year (YoY) rolling percentage change in GDP.

Positive contributors to GDP growth included consumption and inventories. Fixed investment, net exports and government were detractors.

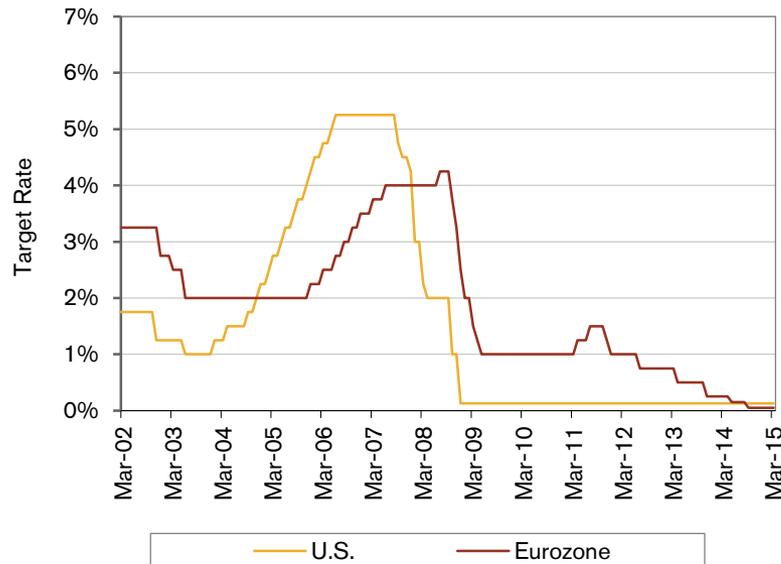
Real disposable income increased. The savings rate stood at 5.5 percent. Household spending continued to be a major contributor to growth, bolstered by higher quality jobs, lower debt service costs, higher stock and real estate prices, and lower gasoline prices.

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



Source: Bureau of Economic Analysis

### Target Rates: U.S. and Eurozone



Sources: Segal Rogerscasey using data from the Federal Reserve Board, the European Central Bank and the Bank of Japan

### Monetary Policy

At its March meeting, the Federal Open Market Committee (FOMC) stated the following:

- The economic expansion has moderated to some extent, and labor market conditions have improved,
- Inflation is expected to remain at current levels for the near term, and gradually rise toward 2 percent in the medium term,
- The range for the Federal Funds Rate between 0.0 and 0.25 percent remains appropriate toward its objectives of maximum employment and price stability,
- It will continue to reinvest principal payments from holdings of agency debt and agency mortgage-backed securities, and roll over maturing Treasury securities at auction.

The European Central Bank (ECB) held its target refinancing rate at 0.05 percent, its marginal lending rate at 0.30 and its deposit rate at -0.20. The ECB's quantitative easing program consists of monthly purchases of public and private sector securities in the amount of 60 billion euros.

The Bank of Japan (BoJ) maintained its quantitative and qualitative easing policy 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 Q1 2015 along with Segal Rogerscasey's commentary.

## Inflation

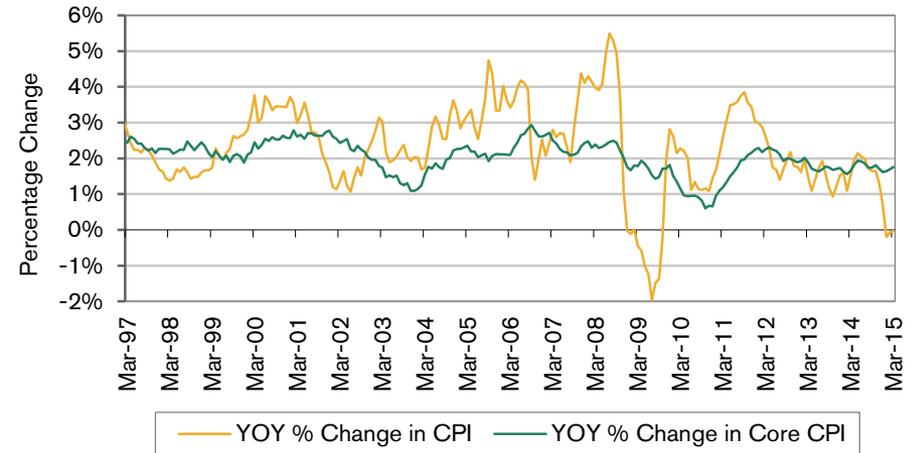
The headline seasonally adjusted Consumer Price Index (CPI)\* was down 0.23 percent in Q1, and declined 0.02 percent on a YoY basis.

Seasonally adjusted Core CPI, which excludes both food and energy prices, rose 0.56 percent in Q1, bringing the YoY core CPI increase to 1.75 percent.

On an unadjusted 12-month basis ending March 2015, the energy component fell the most at -18.30 percent. Commodities less food and energy commodities was slightly negative. Food and services less energy services was positive.

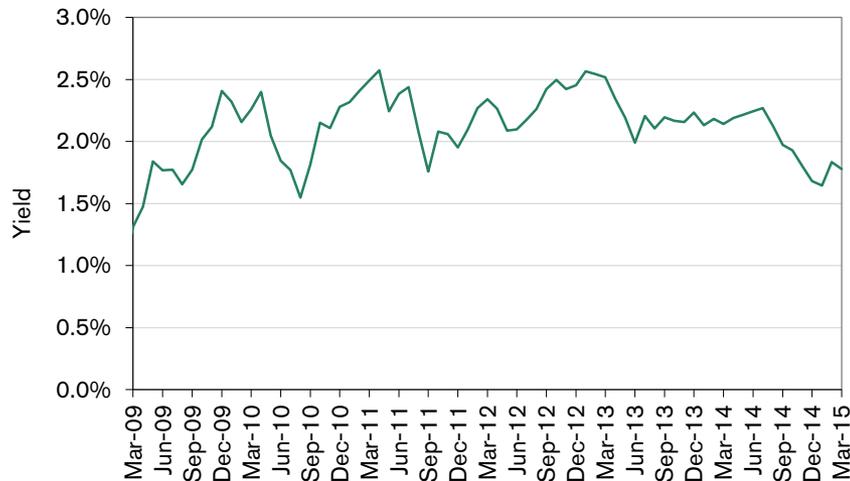
\* Headline CPI is the CPI-U, the CPI for all urban consumers.

## Headline CPI and Core CPI: Percentage Change YoY



Source: 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 increased from 1.68 percent in Q4 2014 to 1.78 percent in Q1 2015. As noted on page 2 (see "Monetary Policy"), the FOMC 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 Q1 2015 along with Segal Rogerscasey's commentary.

### Labor Market and the Unemployment Rate

Unemployment fell from 5.6 percent in Q4 to 5.5 percent in Q1. Nonfarm payroll employment increased by 126,000 jobs in March, which was significantly lower than January and February gains, although these numbers were revised downward from initial counts.

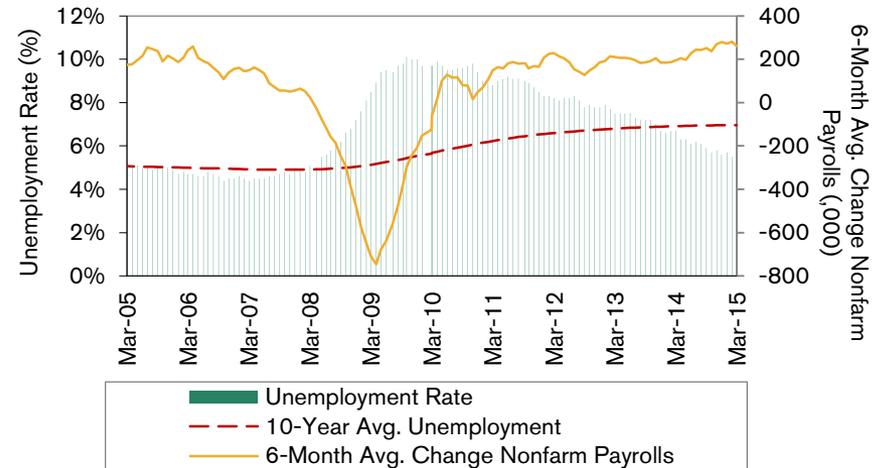
Goods-producing industries contributed less jobs to total nonfarm payroll gains in Q1 than they did in Q4, while services contributed more, and private industries added the same.

The one-month diffusion index\* fell from 69.2 in December to 61.4 in March.

The labor force participation rate of 62.7 percent was unchanged from December.

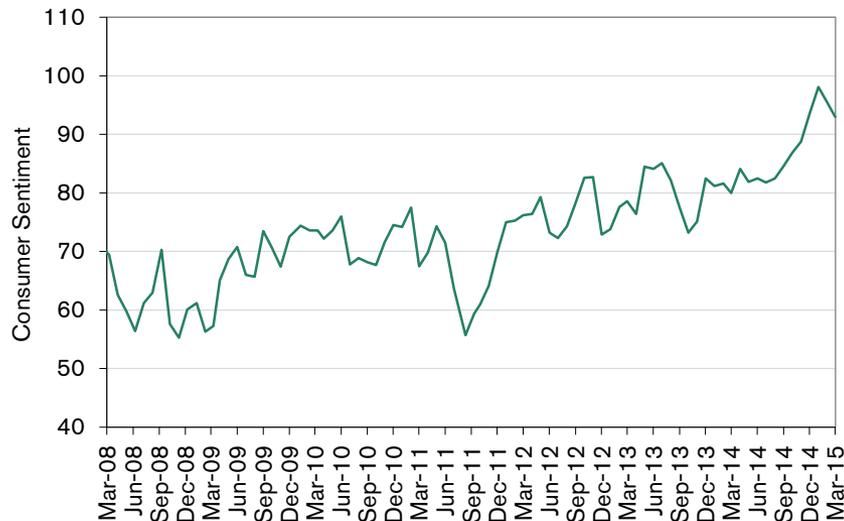
\*Per the Bureau of Labor Statistics, figures represent the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and decreasing employment.

### Unemployment and Nonfarm Payrolls



Source: 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 decreased from 93.6 in December to 93.0 in March. Views on present conditions improved while expectations fell from Q4.

Sub-par earnings growth and a gloomier outlook for business conditions contributed to the decline in sentiment.

Inflation expectations on a one-year basis increased while expectations on a five-year basis remained unchanged from Q4.

# 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.

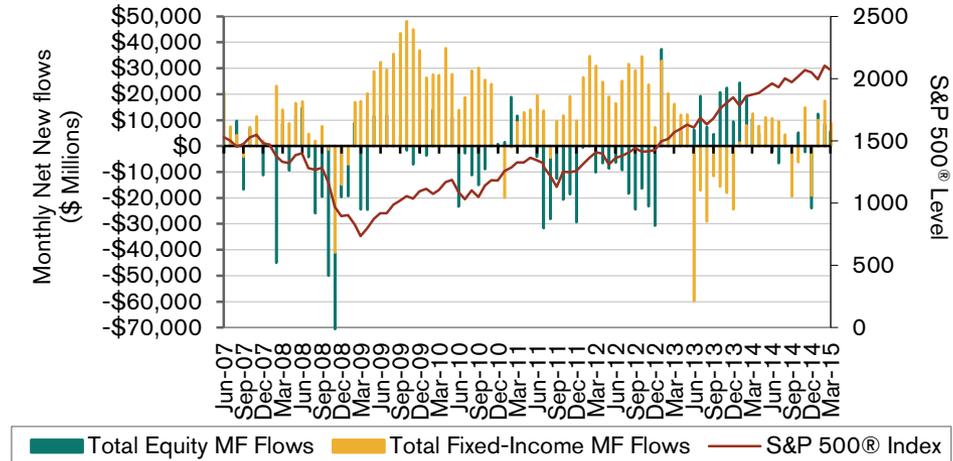
## Net Mutual Fund Flows

The adjacent graph shows net flows into equity and fixed-income mutual funds. In Q1, mutual funds experienced net inflows of approximately \$63.1 billion, a significant reversal from Q4 2014, which experienced outflows of roughly \$31.4 billion. Both equity and fixed income mutual funds ended Q1 with net inflows, primarily driven by positive flows in February.

Treasuries in the U.S. generated positive returns in the first two months of Q1, and particularly in January, when rates ended at the lowest levels since mid-2013 (1.64 percent) due to strong global demand. Overall, the Treasury yield curve flattened in Q1. The 10-year Treasury note closed 25 bps lower than December 2014, at 1.94 percent.

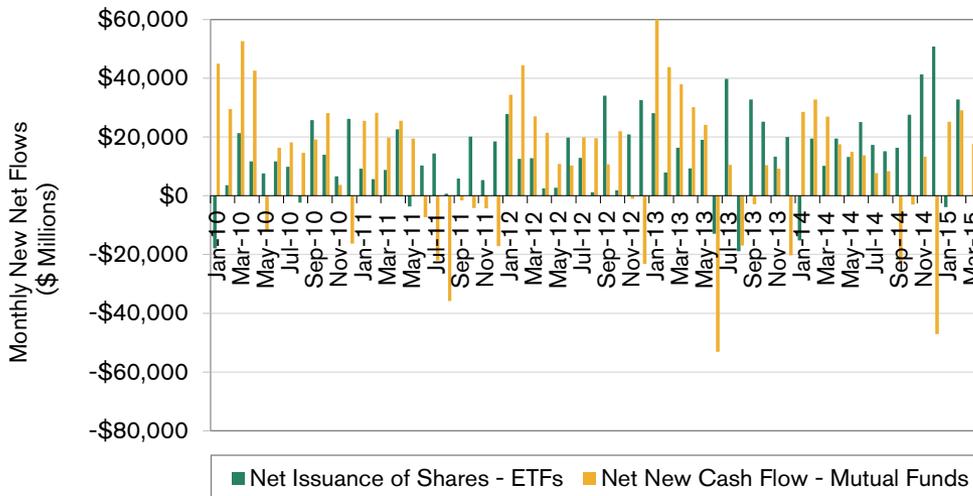
Equity mutual funds experienced around \$26.4 billion in inflows during Q1, driven by international mutual fund inflows of \$26.5 billion. Domestic mutual funds experienced \$0.8 billion in outflows. Hybrid mutual funds experienced inflows of \$8.8 billion.

Monthly Mutual Fund Net Flows (\$ Millions) Q1 2015



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

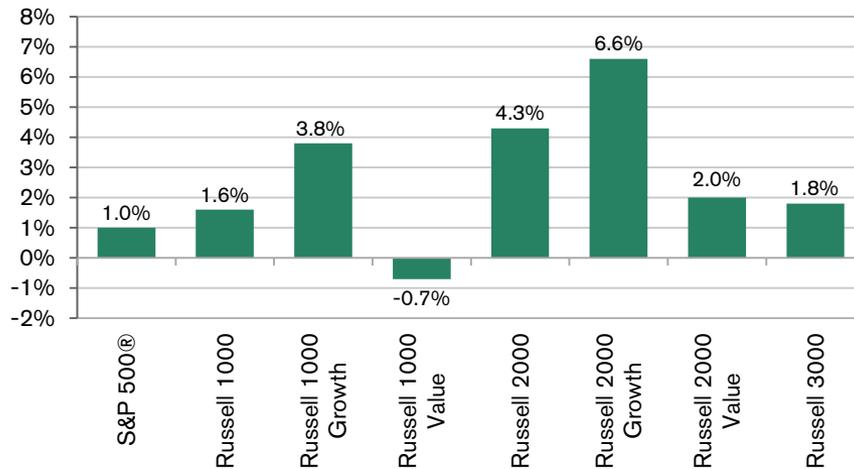
While mutual funds, including domestic equity, foreign equity, taxable bonds, municipal bonds, and hybrid mutual funds, had over \$71.9 billion in net inflows during Q1, ETFs also experienced net inflows totaling \$28.8 billion during January and February 2015. (March numbers have not yet been reported.) ETF assets totaled about \$2.1 trillion, up from around \$1.7 trillion in February 2014. All types of ETFs experienced inflows from January to February.

## Investment Performance: U.S. Equities

This section presents data and Segal Rogerscasey's commentary on U.S. equity index returns and sector performance for Q1 2015.

### U.S. Equity Index Returns

The graph below illustrates Q1 2015 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	0.95	0.95	12.73	16.11	14.47	8.01
Russell 1000	1.59	1.59	12.73	16.45	14.73	8.34
Russell 1000 Growth	3.84	3.84	16.09	16.34	15.63	9.36
Russell 1000 Value	-0.72	-0.72	9.33	16.44	13.75	7.21
Russell 2000	4.32	4.32	8.21	16.27	14.57	8.82
Russell 2000 Growth	6.63	6.63	12.06	17.74	16.58	10.02
Russell 2000 Value	1.98	1.98	4.43	14.79	12.54	7.53
Russell 3000	1.80	1.80	12.37	16.43	14.71	8.38

Sources: Standard & Poor's and Russell Investments

### S&P 500 Index® Sector Performance – Q1 2015

	QTD (%)	YTD (%)
Consumer Discretionary	4.8	4.8
Consumer Staples	1.0	1.0
Energy	-2.9	-2.9
Financials	-2.1	-2.1
Healthcare	6.5	6.5
Industrials	-0.9	-0.9
Information Technology	0.6	0.6
Materials	1.0	1.0
Telecommunications Services	1.5	1.5
Utilities	-5.2	-5.2

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

Source: Standard & Poor's

### Index and Sector Performance

Q1 2015 was more subdued than Q4 2014, but it was generally fairly good for U.S. equities. Despite being in a lackluster recovery for quite some time, even the three- and five-year returns, shown in the table above, ended Q1 higher than long-term averages. The 10-year figures are closer to the historical averages.

Within the sectors of the S&P 500®, there were some continuations of trends and some reversals. Energy (-2.9 percent), particularly, continued to fall after a poor Q4, but Utilities (-5.2 percent) lost a good portion of the tremendous gains it posted at the end of 2014. Healthcare (6.5 percent) continued to perform very well, though it was sometimes difficult to make money in this sector, as some individual stocks gained in very large percentages, while others were much more market-like.

Small caps continued to outperform large caps during Q1, although large cap's dominant performance in the first half of 2014 gave it a slight edge over small cap in the 12-month return. Growth had a decidedly better quarter than value in both large caps and small caps. Large cap value (-0.7 percent) posted the only loss among the U.S. equity indices shown in the table above.

# Investment Performance: U.S. Equities

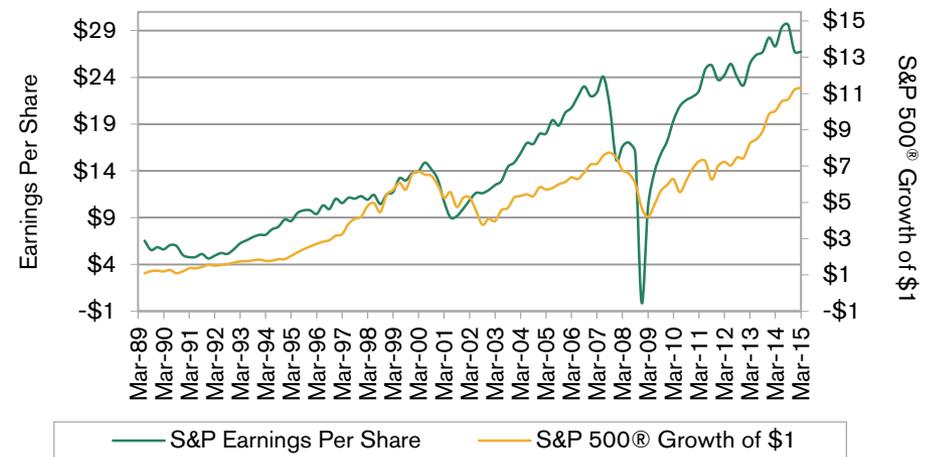
This section presents Segal Rogerscasey's commentary on U.S. equity earnings and growth- vs. value-stock performance for Q1 2015.

## U.S. Equity Market Earnings and Volatility

The adjacent graph compares the earnings per share of companies in the S&P 500® Index and the growth of \$1.00 since June 1989. While earnings per share growth does not align perfectly with the growth of stock prices, there does appear to be a directional linkage, which is something many investors count upon. It is interesting that earnings dipped in Q4 and Q1, but at the end of Q1 this had not yet been reflected in stock returns.

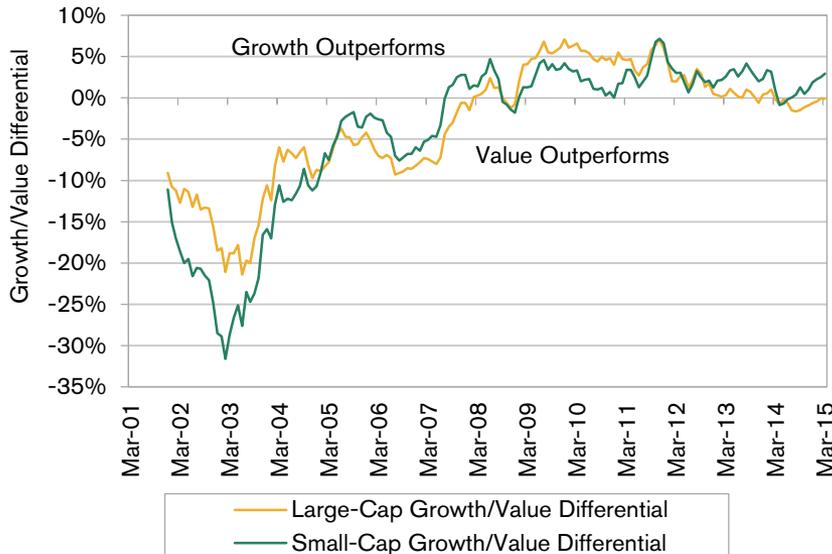
Earnings are perhaps the single most studied metric in a company's financial statements because they show a company's profitability. A company's quarterly and annual earnings are typically compared to analysts' estimates and guidance provided by the company itself. In most situations, when earnings do 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).

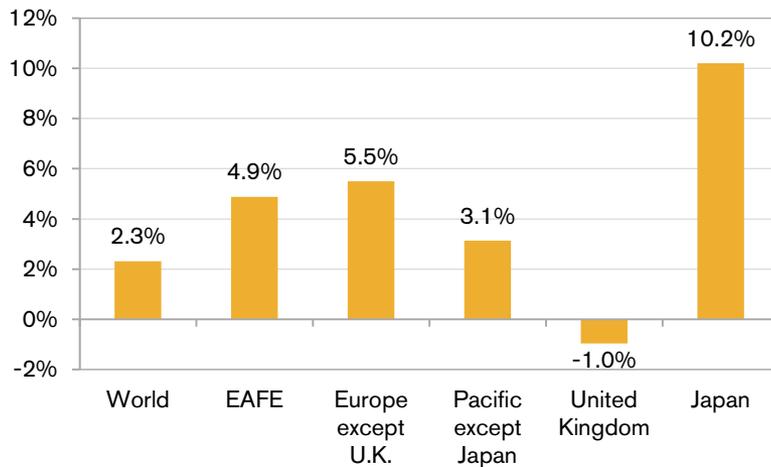
An interesting dynamic in recent years has been the fact that style has largely been irrelevant in driving large cap equity returns, as the spread between the growth and value benchmarks has been quite narrow. Small caps have shown some preference for growth, but nowhere near the extremes experienced 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 Q1 2015.

### MSCI Non-U.S. Equity Index Returns

The graph below illustrates Q1 2015 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	2.31	2.31	6.03	12.19	10.01	6.39
Europe, Australasia and Far East (EAFE)	4.88	4.88	-0.92	8.24	5.72	5.03
Europe except U.K.	5.50	5.50	-4.73	10.75	6.12	5.18
Pacific except Japan	3.13	3.13	-0.30	6.63	5.94	8.70
United Kingdom	-0.96	-0.96	-5.51	6.59	6.80	4.36
Japan	10.21	10.21	12.06	9.36	5.87	3.54

Source: Morgan Stanley Capital International

### MSCI EAFE Sector Performance – Q1 2015

	QTD (%)	YTD (%)
Consumer Discretionary	7.9	7.9
Consumer Staples	4.1	4.1
Energy	-5.8	-5.8
Financials	4.1	4.1
Healthcare	8.4	8.4
Industrials	5.4	5.4
Information Technology	6.7	6.7
Materials	2.4	2.4
Telecommunications Services	2.1	2.1
Utilities	-5.1	-5.1

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

### Index and Sector Performance

International equity stocks advanced in Q1 as central banks in the eurozone and Asian markets eased, or were expected to ease, monetary policies, which boosted investor confidence in renewed economic growth in those regions. Most broad MSCI indices managed to stay in positive territory despite the continued headwind from a strong USD. The EAFE index returned 4.9 percent in USD terms, compared with 10.9 percent in local currency terms.

In Europe, quarterly returns from some eurozone countries were the strongest they had posted in years, especially in local currency terms. Improved economic data and the launch of the ECB's long-awaited, larger-than-expected quantitative easing program buoyed results in these markets, particularly Germany (8.3 percent USD; 22.0 percent local), Portugal (7.3 percent USD; 20.9 percent local), and Italy (6.8 percent USD; 20.4 percent local). Outside of Europe, Japan (10.2 percent) posted a strong return.

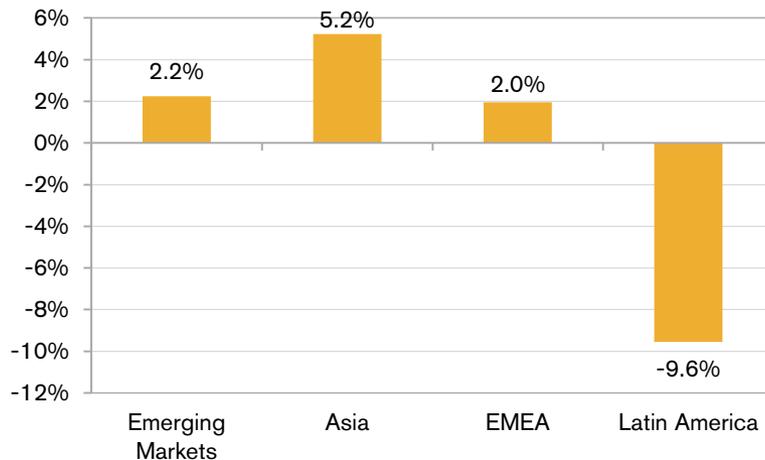
All sectors gained in Q1 except Energy (-5.8 percent) and Utilities (-5.1 percent), which were affected by the continued decline of oil prices. Healthcare (8.4 percent) and Consumer Discretionary (7.9 percent) rose the most, as M&A deals increased, helping to fuel activity in these sectors. In addition, European exports were more attractive with a weakened euro, which helped auto-related firms such as Volkswagen and BMW.

## Investment Performance: Emerging Market Equities

This section presents data and commentary on emerging market (EM) equity returns and sector performance for Q1 2015.

### MSCI Emerging Market Equity Index Returns

The graph below illustrates Q1 2015 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)	2.24	2.24	0.44	0.31	1.75	8.48
Asia	5.23	5.23	10.72	6.28	5.69	9.69
Europe, Middle East and Africa (EMEA)	1.95	1.95	-12.04	-4.84	-1.54	4.92
Latin America	-9.55	-9.55	-20.94	-13.30	-7.44	8.00

Source: Morgan Stanley Capital International

### MSCI EM Sector Performance – Q1 2015

	QTD (%)	YTD (%)
Consumer Discretionary	4.1	4.1
Consumer Staples	2.0	2.0
Energy	2.3	2.3
Financials	-0.3	-0.3
Healthcare	6.7	6.7
Industrials	1.3	1.3
Information Technology	8.5	8.5
Materials	-2.1	-2.1
Telecommunications Services	1.4	1.4
Utilities	-3.2	-3.2

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 (2.2 percent) rose in Q1, largely due to strong February performance (3.1 percent). Emerging markets were buoyed by the expectations of looser monetary policies around the world and oil-price stabilization, albeit at low levels. Most currencies continued to decline against the USD, although some rebounded slightly late in the quarter as the Fed continued to hold off on raising interest rates. The MSCI EM Index posted a 4.9 percent gain in local currency terms.

Asia (5.2 percent) and EMEA (2.0 percent) rose in Q1, while Latin America (-9.6 percent) continued to decline. Russia (18.6 percent) and Hungary (14.0 percent) were the top performing EM countries, while Greece (-29.3 percent) and Columbia (-19.1 percent) fell the most. Brazil (-14.6 percent) fell sharply for the second consecutive quarter, as its stocks were hurt by deteriorating economic and political conditions and the depreciated real.

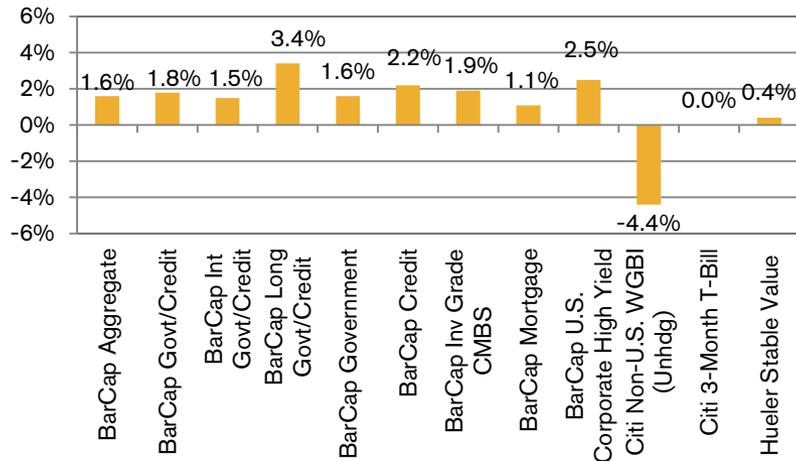
Technology (8.5 percent) led sector gains, lifted by strong earnings that fueled shares of internet companies and smartphone heavyweights. Utilities (-3.2 percent) and Materials (-2.1 percent) posted the weakest returns.

## 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 Q1 2015.

### U.S. Fixed Income Index Returns

The graph below illustrates Q1 2015 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	1.61	1.61	5.72	3.10	4.41	4.93
BarCap Govt/Credit	1.84	1.84	5.86	3.35	4.75	4.96
BarCap Int Govt/Credit	1.45	1.45	3.58	2.31	3.52	4.34
BarCap Long Govt/Credit	3.36	3.36	15.73	7.71	10.20	7.72
BarCap Government	1.60	1.60	5.22	2.32	3.80	4.50
BarCap Credit	2.16	2.16	6.74	4.88	6.23	5.80
BarCap Inv Grade CMBS	1.85	1.85	4.67	4.19	6.68	5.32
BarCap Mortgage	1.06	1.06	5.53	2.54	3.63	4.87
BarCap U.S. Corporate High Yield	2.52	2.52	2.00	7.46	8.59	8.18
Citi Non-U.S. WGBI** (Unhdg)	-4.36	-4.36	-9.82	-3.32	0.38	2.51
Citi 3-Month T-Bill	0.01	0.01	0.03	0.06	0.06	1.41
Hueler Stable Value	0.44	0.44	1.72	1.88	2.25	3.27

Sources: Barclays Capital, Citigroup and Hueler Analytics

### OAS\* in Bps

	12/31/14	03/31/15	Change in OAS	10-Year Average
U.S. Aggregate Index	48	46	-2	71
U.S. Agency (Non-mortgage) Sector	52	54	2	43
<b>Securitized Sectors:</b>				
Mortgage-Backed Securities	27	20	-7	57
Asset-Backed Securities	58	62	4	143
Commercial Mortgage-Backed Securities	98	95	-3	252
<b>Corporate Sectors:</b>				
U.S. Investment Grade	131	129	-2	177
Industrial	140	136	-4	160
Utility	119	121	2	165
Financial Institutions	117	118	1	205
U.S. High Yield	483	466	-17	569

\*OAS is the yield spread of bonds versus Treasury yields taking into consideration differing bond options.  
Source: Barclays Capital

### Option-Adjusted Spreads

All major sectors of the U.S. bond market posted positive results in Q1. Declining yields added to bond market returns.

Overall, spreads across the fixed income market remained tight during Q1. Corporate spreads contracted slightly, despite an uptick in supply during the quarter. Mortgage backed securities (MBS) lagged the other sectors during Q1, as interest rate volatility rose and there was additional mortgage refinancing activity, including higher prepayments on premium-priced MBS securities. Corporate high yield posted strong results despite the intra-quarter volatility caused by the energy sector.

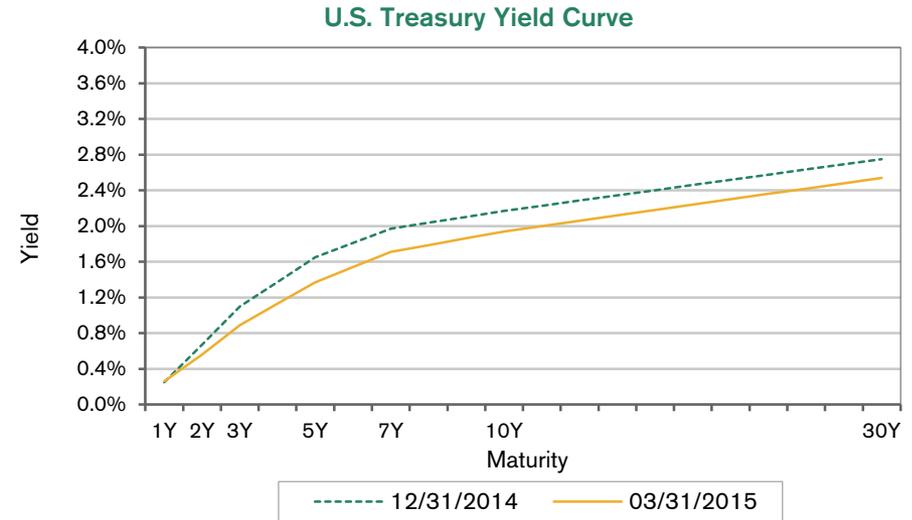
## Investment Performance: U.S. Fixed Income

This section presents commentary on the U.S. Treasury yield curve and credit spreads during Q1 2015.

### Yield Curve

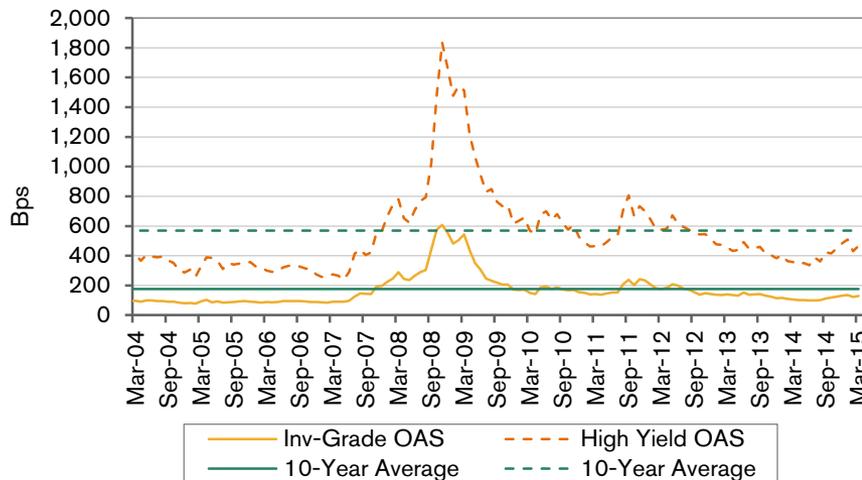
The U.S. Treasury curve flattened during Q1, as the yield gap between 2-year and 10-year Treasuries fell from 1.51 percent to 1.38 percent. Despite the Fed hinting that the first interest rate increase could now occur at any future FOMC meeting, yields across the curve, but especially on intermediate and long Treasuries, fell in response to the Fed lowering its multi-year projections for future policy rates, growth and inflation. This near parallel shift to lower rates at all points but the short end of the curve had a negative effect for both yield seeking investors and investors with interest rate sensitive future liabilities discounted back to today's dollars.

The 10-year U.S. Treasury yield ended Q1 at 1.94 percent, 23 bps below Q4.



Source: Bloomberg

### Barclays Capital Corporate Bond Spreads



Source: Barclays Capital

### Credit Spreads

Investment-grade corporate spreads tightened by roughly 2 bps during Q1 and ended the quarter with an option-adjusted spread of 129 bps over Treasuries, as shown in the adjacent graph. From a historical perspective, spreads are 48 bps below the 10-year average of 177 bps.

High yield bond spreads flattened during Q1 by 17 bps, ending with a OAS of 466 bps on March 31, which is 103 bps below the 10-year average of 569 bps.

At these relatively tight spread positions, defined benefit investors should be mindful of the relationship between spreads and risky asset returns during periods of economic stress, while yield seeking investors should continue to weigh risk-adjusted returns for spread product versus Treasuries.

## Investment Performance: Non-U.S. Fixed Income

This page focuses on international fixed-income asset class data and information on EM debt (EMD) for Q1 2015.

### International Fixed Income

In Q1, global sovereign bonds, as measured by the Citigroup World Government Bond Index (WGBI), gained 2.1 percent in local currency terms, but lost 2.5 percent in unhedged terms. The BarCap Global Aggregate Index, which includes spread sectors, lost 1.9 percent, beating the sovereign-only Citigroup WGBI Index by roughly 60 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 80 bps in local currency terms, but lagged by 600 bps in unhedged currency terms.

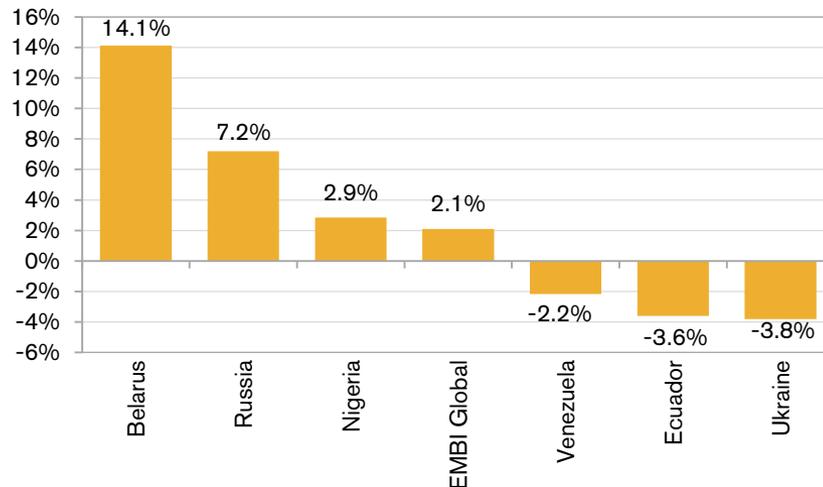
Currency themes dominated the return profile in Q1, as the strong USD dampened international bond returns. On an unhedged basis, all components of the WGBI finished Q1 in the negative except Switzerland (441 bps). The Swiss National Bank abandoned its unilateral policy of pegging the franc against the euro and the value of the franc surged sharply as a result. Finland (-877 bps) was the biggest detractor on an unhedged basis during Q1. Japan (-56 bps) lost the least.

### Citigroup WGBI: Returns of Major Constituents (%)

Country	Local Currency Return (Qtr)	Currency Effect	Unhedged Total Return (Qtr)
United States	1.6	-	1.6
Canada	3.4	-8.5	-5.4
Australia	3.3	-6.7	-3.6
Japan	-0.5	-0.1	-0.6
Austria	3.7	-11.2	-8.0
Belgium	4.8	-11.2	-7.0
France	4.0	-11.2	-7.7
Germany	3.7	-11.2	-8.0
Italy	5.7	-11.2	-6.2
Netherlands	3.8	-11.2	-7.9
Spain	4.0	-11.2	-7.7
United Kingdom	2.4	-4.8	-2.6
Non-U.S. Govt. Bond	2.4	-6.6	-4.4
World Govt. Bond	2.1	-4.5	-2.5

Sources: Citigroup and Barclays Capital

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



Source: J.P. Morgan

### Emerging Market Debt

In Q1, emerging markets debt (EMD) posted positive performance across external and corporate sectors, but posted negative results in 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 gained 2.4 percent. The biggest contributions came from Ukraine (11.0 percent), Kazakhstan (6.3 percent), and Russia (4.9 percent), as strong local demand and calmer geopolitical situation in Eastern Ukraine supported higher corporate bond prices and tighter spreads, particularly in February and March.

The external sector, as measured by the JPMorgan EMBI Global Index, gained 2.1 percent; Belarus (14.1 percent) and Russia (7.2 percent) were the biggest contributors.

The local JPMorgan GBI-EM Global Diversified Index (-4.0 percent) fell in USD unhedged terms. Currency impact was the primary reason for the drawdown, as the index gained 2.5 percent in local terms. The Latin American region, particularly Brazil (-15.3 percent) and Colombia (-6.3 percent), and the Eastern European region, particularly Romania (-8.5 percent), and Turkey (-9.6 percent), were significant detractors.

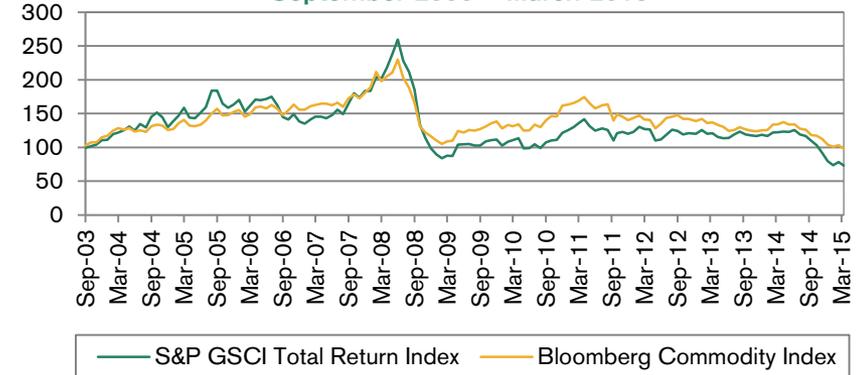
# Investment Performance: Commodities and Currencies

This section presents performance information about commodities and major world currencies as of Q1 2015.

## Commodities

Commodities continued on their downward trajectory during Q1. The S&P GSCI and Bloomberg Commodity Index (BCI) declined 8.2 percent and 5.9 percent, respectively. Oversupply, a strong USD, and dampened demand impacted most commodities. Most individual commodities were down, causing all sectors to decline except Precious Metals (0.4 percent S&P GSCI; 1.3 percent BCI), which was driven by the appreciation in silver. The commodity with the weakest performance during Q1 was iron ore, which declined in price by approximately 25 percent during the period, following a weak 2014 when its price dropped 50 percent. Iron ore has faced severe headwinds amidst oversupply from the industry's largest producers seeking market share despite weakened demand. Agriculture commodities also suffered, as the price of coffee and sugar each declined almost 20 percent. Crude continued to be weighed down as fears that declining crude storage could further depress prices.

## Monthly Commodity Returns, Growth of \$100: September 2003 – March 2015



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.

Source: Financial Times

## 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 Q1, the U.S. nominal broad dollar strengthened by 5.31 percent. The USD will continue to benefit from higher relative economic growth, the potential for higher interest rates, and an improving trade deficit.

USD Major Trading Partners	Pairs	Q1 Level	YTD	5-Year Average
Canada	USD/CAD	1.2686	9.16%	1.0440
Eurozone	USD/EUR	0.9318	12.73%	0.7608
Japan	USD/JPY	120.1300	0.29%	91.6823
Switzerland	USD/CHF	0.9727	-2.17%	0.9338
U.K.	USD/GBP	0.6748	5.13%	0.6298

# Investment Performance: Hedge Funds

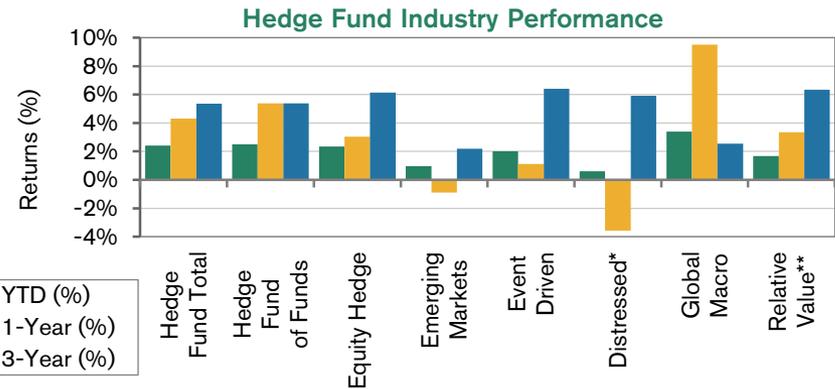
This section provides an overview of hedge fund results along with an analysis of strategy performance during Q1 2015.

## Hedge Fund Overview

The Hedge Fund Research, Inc. (HFRI) Fund Weighted Composite Index gained 2.4 percent in Q1. Hedge funds broadly were flat in January, and posted gains in February and March. All of the five major hedge fund strategies were positive in Q1. Global Macro (3.4 percent) gained the most, followed by Equity Hedge (2.3 percent), Event Driven (2.0 percent), Relative Value (1.7 percent) and Emerging Markets (1.0 percent).

Longer-term results are also positive, with hedge funds recording a gain of 5.4 percent over the three-year period ending March 31, 2015, as measured by the HFRI Fund Weighted Composite Index.

Hedge funds of funds gained in Q1, as represented by the HFRI Fund of Funds (FOF) Composite Index's 2.5 percent increase. The HFRI FOF: Conservative Index returned 1.0 percent and the HFRI FOF: Diversified Index gained 2.6 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 – Q1 2015 (%)

	Jan	Feb	Mar	QTD	YTD
Fund of Funds Composite	0.2	1.8	0.6	2.5	2.5
FOF: Conservative	-0.1	1.2	-0.1	1.0	1.0
FOF: Diversified	0.2	1.9	0.4	2.6	2.6
Fund Weighted Composite	0.0	1.9	0.5	2.4	2.4
Equity Hedge (Total)	-0.9	2.8	0.5	2.3	2.3
Equity Market Neutral	0.3	0.6	0.7	1.7	1.7
Short Bias	0.8	-1.7	0.1	-0.9	-0.9
Event-Driven (Total)	-1.1	2.6	0.6	2.0	2.0
Distressed/Restructuring	-1.8	2.2	0.3	0.6	0.6
Merger Arbitrage	0.4	1.5	0.5	2.4	2.4
Relative Value (Total)	0.0	1.4	0.3	1.7	1.7
FI-Convertible Arbitrage	0.4	1.5	0.2	2.1	2.1
Global Macro (Total)	2.5	0.2	0.7	3.4	3.4
Emerging Markets (Total)	-1.1	1.9	0.2	1.0	1.0

Source: Hedge Fund Research, Inc.

## Strategy Analysis

The HFRI Global Macro Index (3.4 percent) led all major hedge fund strategies during Q1. All underlying strategies reported positive quarterly results including Multi-Strategy, Systematic Diversified, Currency, Commodity, Diversified, and Active Trading managers.

The HFRI Equity Hedge Index (2.3 percent) gained in Q1, as positive returns in February and March offset January losses. Multi-Strategy managers posted the strongest returns of the group followed by Technology/Healthcare, Fundamental Growth, Quantitative Directional, Fundamental Value, Market Neutral, and Energy/Basic Materials managers. Meanwhile, Short-Biased managers (-0.9 percent) detracted from the Equity Hedge Index return for the quarter.

The HFRI Event-Driven Index (2.0 percent) posted a gain. Activist managers contributed the most to performance, producing a gain of over 3.0 percent during Q1. Merger Arbitrage managers were the second best performers, followed by Special Situations, Multi-Strategy, Distressed/Restructuring, and Credit Arbitrage managers.

The HFRI Relative Value Index (1.7 percent) increased in Q1. Volatility managers were the strongest performers followed by Multi-Strategy, Fixed-Income Convertible Arbitrage, Fixed-Income Sovereign, Fixed-Income Corporate, Fixed-Income Asset Backed, and Yield Alternatives managers.

The HFRI Emerging Markets Index (1.0 percent) was positive in Q1. Strong performance in February and March offset January losses. Russia/Eastern Europe managers led gains, followed by India, China, Asia ex-Japan, and Global managers. Meanwhile, Latin American and MENA managers detracted from returns.

## 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.

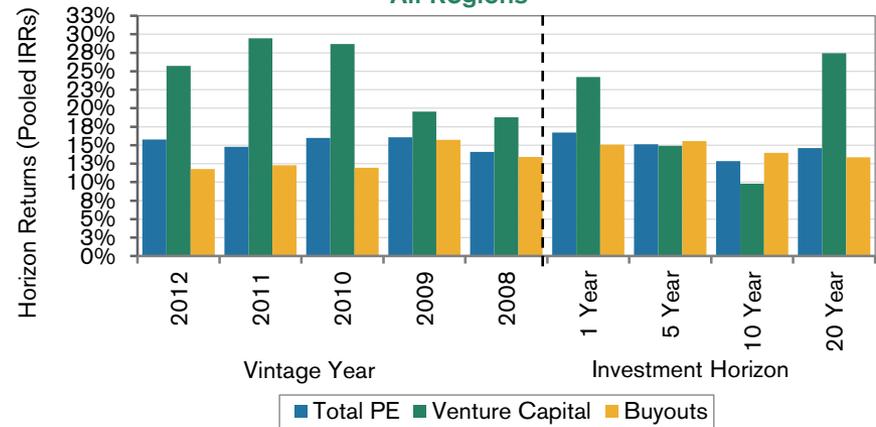
### Private Equity Industry Performance

The adjacent graph shows private equity fund performance for Q3 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 posted positive returns for these vintage years, venture funds outperformed buyout strategies over each vintage year.

Private equity funds for all regions returned approximately 0.2 percent in Q3 2014 and 16.7 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 14.6 percent, 27.4 percent and 13.4 percent, respectively.

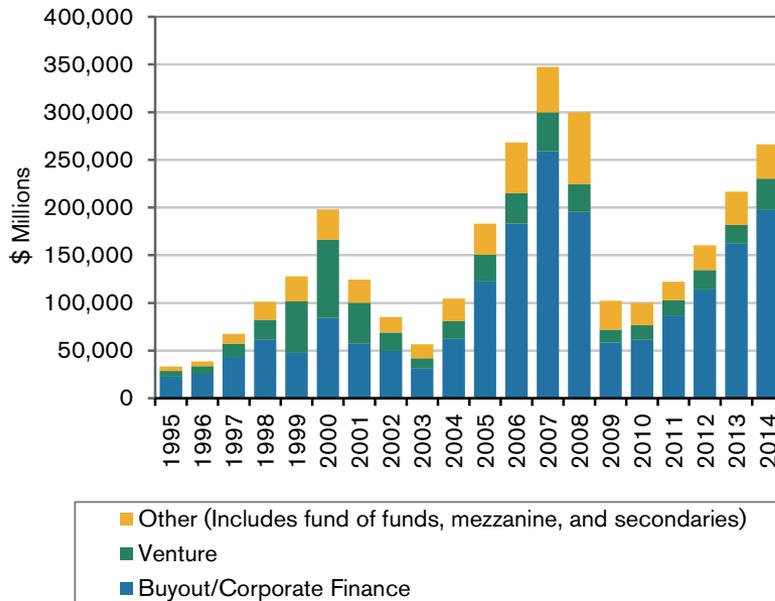
\*"Vintage year" refers to the first year capital was committed in a particular fund. Vintage-year performance is calculated as the median percentile returns of all funds reporting as pooled IRRs.

### 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 *Private Equity Analyst*, private equity fundraising increased to \$266 billion in 2014, a 12 percent increase from the prior year. Record distributions were a driving force behind the surge in fundraising, as many investors fell below their target allocations and sought to redeploy additional capital.

U.S. buyout and corporate finance, the largest segment of the private equity universe, attracted 9.6 percent more capital than in 2013. Industry-focused funds raised \$21.5 billion, more than 2.5 times their 2013 total, while fundraising for distressed debt and mezzanine funds dropped precipitously. Venture capital funds collected \$33 billion in 2014, a 62 percent increase from 2013 and the most capital raised since 2007, amidst a robust exit environment and attractive returns. Secondary fundraising climbed 46.7 percent compared to the prior year, while fund of funds raised approximately the same amount as in 2013.

Q4 2014 capped an exceptionally strong year for venture-backed exits, with 27 IPOs valued at \$4.4 billion bringing the year-end total to \$15.3 billion. Q4 was the seventh consecutive quarter with 20 or more IPOs, the longest streak since 2000. There were 95 venture-backed M&A deals in Q2, 29 with a disclosed deal value of \$26.4 billion, the highest total since Q2 2000, although the quarter did include the \$19.5 billion purchase of Whatsapp. Buyout exit activity increased sharply from 2014 as GPs sought to capitalize on a sellers' market. Cash-rich strategic buyers accounted for 89 percent of M&A value.

There were 1,109 venture capital deals completed in Q4 for a total of \$14.8 billion, continuing a robust year for venture investment activity that saw the highest level of capital deployed since 2000. Buyout deal activity increased modestly in 2014, but overall levels remain low, due in part to frothy valuations.

## Investment Performance: Real Estate

This page presents data and Segal Rogerscasey's commentary on private and public real estate. The information below reflects the most recent data available.

### 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 3.6 percent during Q1. The total return is composed of 1.2 percent income and 2.3 percent property-level appreciation\*. Over the trailing one-year period, the Index gained 12.7 percent, composed of 7.1 percent property-level appreciation and 5.3 percent income\*.

In the regions of the U.S., the South performed the best during Q1, while the West performed the best over the last 12 months, as shown in the adjacent table.

Property valuations continued to rise due to strong operating performance as well as improved lending conditions and strong demand from investors for high-quality assets with secure income streams. Private real estate values for high-quality assets were approximately 15 percent above the peak levels reached in 2007. The supply pipelines were building in markets with strong tenant demand and rent growth projections, but at a slower rate than previous cycles, with the exception of the apartment sector where construction starts have risen to historical levels.

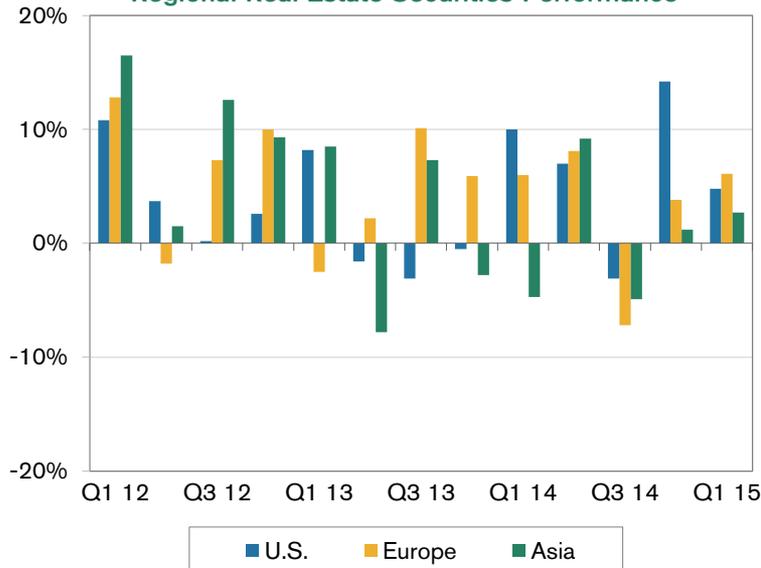
\*Figures may not add to total due to rounding.

### National Property Index Sector and Region Performance

	Ending Weight (%)	Returns as of Q1 2015	
		QTD (%)	1 Year (%)
<b>NCREIF NPI Total Return</b>	100.0	3.6	12.7
<b>Sector</b>			
Apartment	24.2	2.9	11.0
Hotel	1.5	2.5	13.0
Industrial	13.4	3.5	14.2
Office	37.6	3.3	12.7
Retail	23.3	4.9	13.8
<b>NCREIF Region</b>			
East	34.3	3.0	10.4
Midwest	9.5	3.4	12.3
South	20.7	4.2	14.1
West	35.5	3.8	14.4

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 held steady at \$1.3 trillion in Q1, broken down as follows: North America \$742 billion, Europe \$209 billion, and Asia \$359 billion. The potential for a sustainable economic recovery in Europe along with strong operating performance and transaction activity in the U.S. contributed to a 4.2 percent gain on a global basis in Q1. Europe (6.1 percent) outperformed the U.S. (4.8 percent) and Asia (2.7 percent) as measured by the FTSE EPRA/NAREIT indices. Sector performance in the U.S. was almost entirely positive, as only Lodging (-4.4 percent) posted a negative return. Results from all other sectors are as follows: Self Storage (9.2 percent), Manufactured Home Communities (8.9 percent), Apartments (8.2 percent), Primary CBD Office (7.5 percent), Specialty Office (6.2 percent), Shopping Centers (5.8 percent), Healthcare (3.0 percent) Student Apartments (2.3 percent), and Industrial (1.9 percent).

Property stocks in Europe were supported by stronger business and consumer confidence, a weak euro, and additional monetary stimulus, while Asia rose largely as a result of the Japanese government's push for improved corporate governance and shareholder returns. In Europe, Italy (15.5 percent), Switzerland (13.6 percent), France (11.4 percent), Spain (7.9 percent), Sweden (7.6 percent), Germany (4.0 percent), and Austria (2.3 percent) gained in Q1, while Greece (-7.1 percent), Belgium (-0.6 percent) and Norway (-0.3 percent) lagged. In Asia, all countries posted positive returns: Japan (3.6 percent) and Singapore (3.0 percent), Australia (2.1 percent), Hong Kong (1.7 percent), and New Zealand (0.2 percent).

## 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.

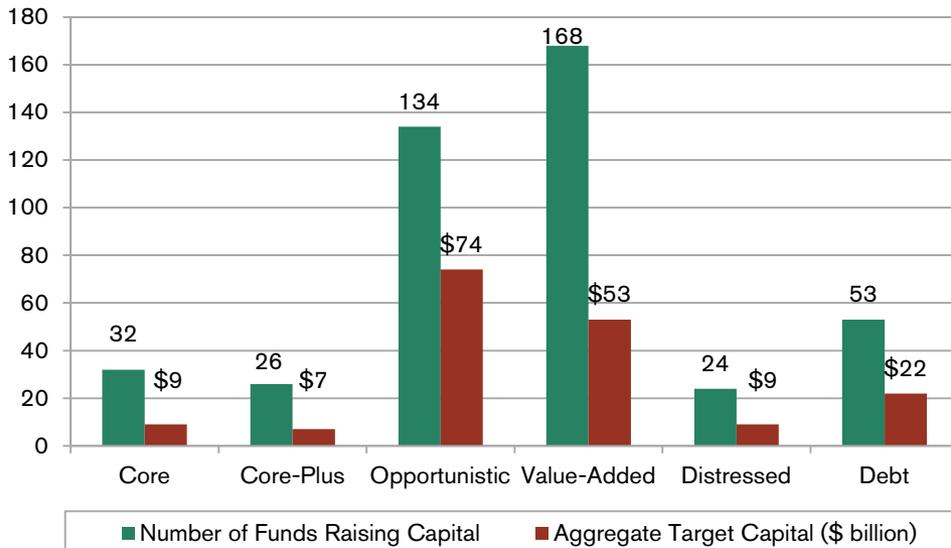
### Value-Added and Opportunistic Real Estate

As shown in the graph to the right, dry powder rose to \$223 billion in early April from \$185 billion at the end of 2014, a year when private equity real estate assets under management reached an all-time high of \$742 billion. In addition to record-setting levels of dry powder, the growth in assets under management has been driven by higher real estate valuations. According to Preqin, private real estate funds have returned 16.7 percent on an annualized basis over the past three years. The prevalence of value-added and opportunistic fund offerings in the private real estate market is illustrated in the graph below, with 168 value-added funds targeting \$53 billion of capital commitments and 134 opportunistic funds targeting \$74 billion of capital commitments. As shown in the graph in the lower right-hand corner, the target for most of these funds and investment capital is North America, followed by Europe, Asia, and the rest of the world. Investment capital continues to become more concentrated among the largest investment managers, as 40 percent of the total capital raised last year was committed to the 10 largest private real estate funds to close in 2014.

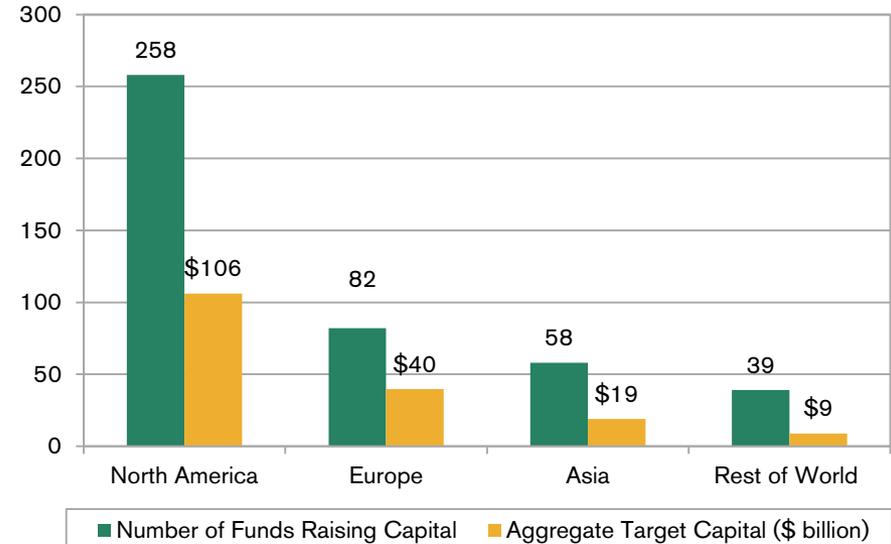
### Closed-End Private Real Estate Dry Powder (\$ billion)



### Closed-End Private Real Estate Funds in the Market by Primary Strategy as of February 2015



### Closed-End Private Real Estate Funds in the Market by Primary Geographic Focus as of February 2015



## Noteworthy Developments

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

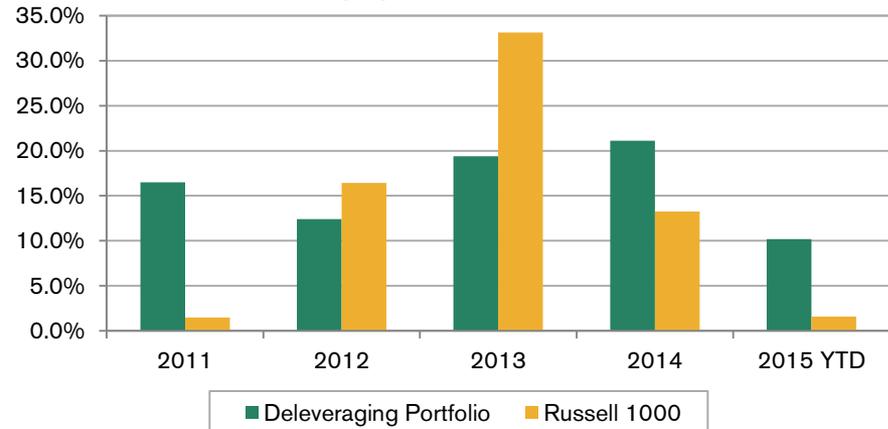
### Deleveraging is a Positive Signal

Over the past few years, the amount of debt on corporate balance sheets has escalated due to record issuance fueled by the subsistence of low interest rates, but amidst tighter monetary conditions and deflationary concerns, investors appear to be rewarding companies scaling back their debt levels.

The adjacent chart compares the performance of a “deleveraging portfolio,” consisting of long positions in highly levered companies that are paying down debt and short positions in highly levered companies not reducing debt levels, against the Russell 1000. The deleveraging portfolio has performed very well relative to the broader market, with accelerated outperformance occurring during the second half of 2014 and Q1 2015. The recent outperformance is attributable to the combined effects of the outperformance of deleveraging companies and the underperformance of weak balance sheet stocks beginning in the middle of 2014.

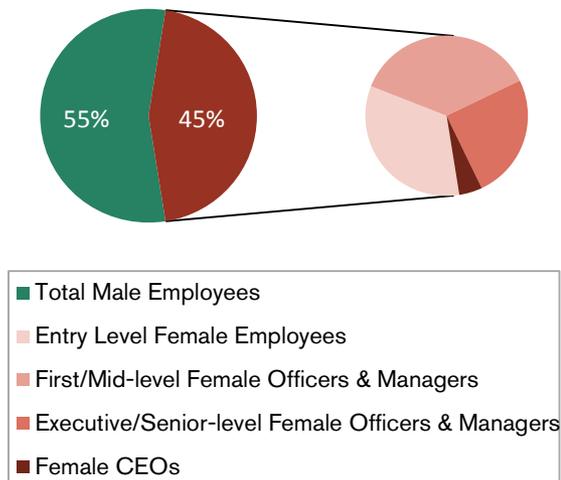
Possible explanations for the strong performance of deleveraging companies includes increased EPS growth stemming from a reduction in interest expense and a valuation premium associated with lower debt.

Deleveraging Portfolio vs. Russell 1000 Index



Source: Goldman Sachs

### Women in S&P 500® Companies



Source: Catalyst, Inc.

### Women in Corporate Leadership Positions

Gender equality in the workforce has come a long way over the last 50 years, but a March 2015 study by Catalyst Inc., a nonprofit organization dedicated to expanding opportunities for women and business, indicated there may still be further to go.

According to the study, women comprise 45 percent of the total workforce of S&P 500® companies, as reported to the U.S. Equal Employment Opportunity Commission. However, a deeper dig into the numbers revealed that female representation is sparse in the upper echelons of a company. Women hold only 23 CEO spots across the 500 largest companies in the U.S., which translates to about 4 percent, and less than 25 percent of all female corporate employees hold Executive/Senior Level Officials and Managers, or “C-suite” level positions (i.e., CCO, CFO, etc.). However, moving down the ladder to First/Mid-Level Officials and Managers, which typically include managers at the regional or divisional level, there is a greater percentage of female representation, even slightly more so than in entry-level positions.

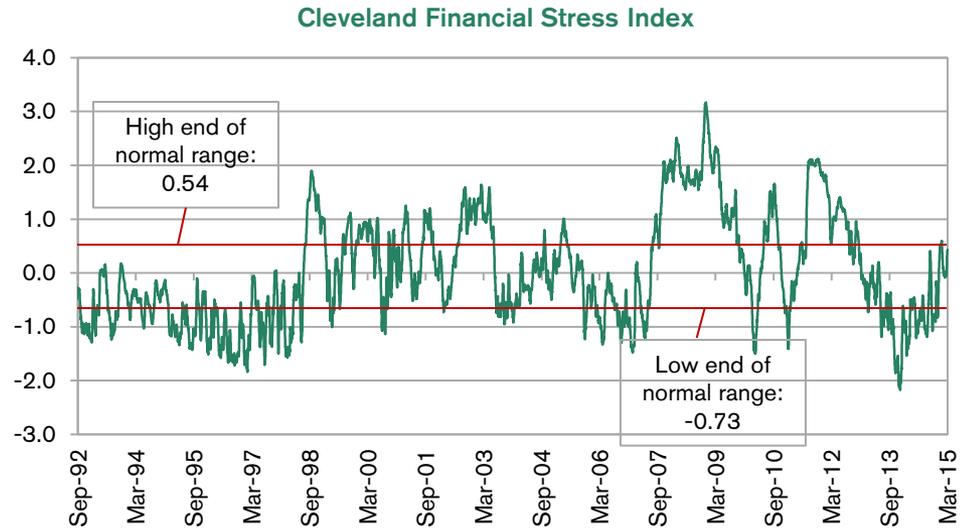
## Noteworthy Developments

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

### Measuring Economic Stress

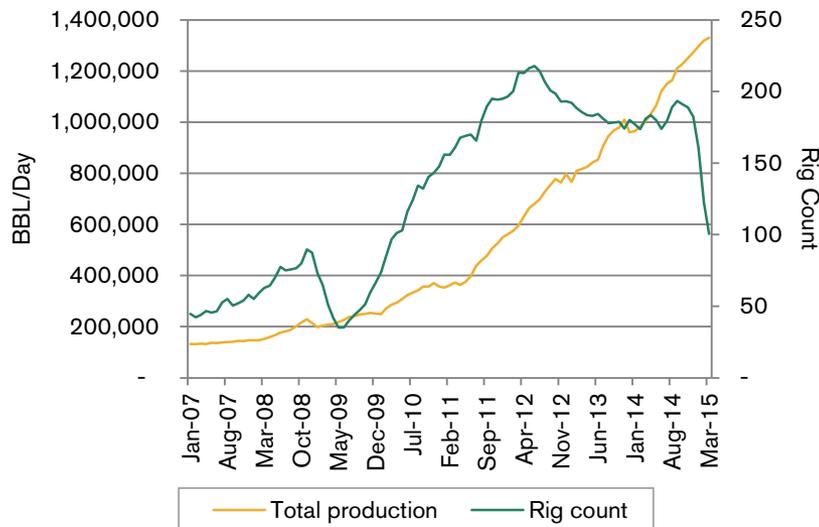
The adjacent graph shows the Cleveland Financial Stress Index (CFSI), which was designed by the Cleveland Federal Reserve to continually monitor the U.S. financial system in order to identify economic stress as it builds. Detecting economic stress early on is important because it has a tendency to intensify quickly. Stress is tracked in six types of markets: credit, equity, foreign exchange, funding/interbank, real estate, and securitization.

Stress is measured as follows: Significant = Greater than or equal to 1.82; Normal = -0.73 to 0.54; Low = Below -0.73. The CFSI shows that the U.S. has moved out of a period of low stress into the normal range. The index even edged into the significant-stress zone in late January/early February 2015. The recent upward trend in the CFSI indicates that the economic recovery may still be quite bumpy.



Source: Federal Reserve Bank of Cleveland

### Bakken Region Oil Rig Count and Production



Source: U.S. Energy Information Administration

### Oil Production Climbs Despite Steep Drop in Drilling

Despite the sharp decline in drilling activity, as measured by rig count, U.S. oil production has continued its upward momentum in the aftermath of the sharp decline in global prices. As shown in the adjacent chart, active rig count in the Bakken Region (which includes parts of Montana and North Dakota) fell sharply from 194 in September 2014 to 101 in March 2015. In spite of a nearly 50 percent decline in active rigs, production rose from 1.2 million to 1.3 million barrels (BBL) per day. This follows a similar pattern experienced earlier in the production of natural gas. As prices fell, production was shifted to hydraulic fracturing (fracking), which produces at a much higher rate per rig. As with natural gas, the shift toward fracking has undercut the utility of rig count as a measure of expected production. Slowing activity will eventually cause a fall in production as fracking operations move quickly through accessed reserves. However, untapped reserves can also be accessed very quickly in response to any increase in price.

# Annual Asset Class Performance

As of March 31, 2015

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	YTD
Best	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	6.63
	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	5.00
	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	4.75
	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	4.32
	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	3.84
	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	2.52
	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	2.28
	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	2.22
	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	2.06
	-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	3.64	1.98
	-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	3.39	1.61
	-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	1.59
	-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	1.42
	-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	0.01
Worst	-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	-0.72
	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



# Nevada Public Employees' Deferred Compensation Plan Current Investment Structure

Voya

STYLE

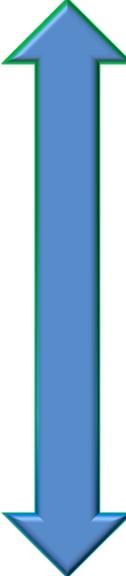
		Value	Blend	Growth
<b>CAPITALIZATION</b>	<b>Large</b>	American Beacon Large Cap Value Inv Allianz NFJ Dividend Value	Vanguard Institutional Index (passive)	T. Rowe Price Growth Stock American Funds Growth Fund of America R3 Fidelity Contrafund
	<b>Medium</b>		Hartford Mid Cap HLS	
	<b>SMID</b>		Vanguard Extended Market Index (passive) Oppenheimer Main St Small & Mid Cap Y	Goldman Sachs Small/Mid Cap Growth

<u>Additional Asset Categories within Investment Line-up</u>		
<p style="text-align: center;"><u>Fixed Income/Stable Value</u> Voya Fixed Account</p> <p style="text-align: center;"><u>Fixed Income/Bond</u> Vanguard Total Bond Market Index</p> <p style="text-align: center;"><u>Balanced</u> Invesco Van Kampen Equity &amp; Income R5 Voya T. Rowe Price Cap Apprec Port I</p> <p style="text-align: center;"><u>Socially Responsive Equity</u> Parnassus Equity Income</p>	<p style="text-align: center;"><u>International Equity</u> Vanguard Developed Markets Index (passive)</p> <p style="text-align: center;"><u>International Eq (w/ Emerging Markets exposure)</u> Dodge &amp; Cox International Stock</p> <p style="text-align: center;"><u>Global Equity</u> Franklin Mutual Global Discovery A</p>	<p style="text-align: center;"><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 Vanguard Target Retirement 2055 Inv</p> <p style="text-align: center;"><u>Self Directed Brokerage</u> TD Ameritrade SDBA</p>



## State of Nevada Deferred Compensation Plan Line-Up

*Plan Review - Investment Options Array*

	Tier I: Asset Allocation	Tier II (A): Passive Core (index options)	Tier II(B): Active Core	Tier III: (Specialty)
<p><b>CONSERVATIVE</b></p>  <p><b>AGGRESSIVE</b></p>	<p><u>Target Date/Lifecycle Funds</u> Vanguard Target Retirement Funds</p>	<p><u>Core Fixed Income</u> Vanguard Total Bond Market Index</p> <p><u>Large Cap Blend</u> Vanguard Institutional Index</p> <p><u>SMID Cap Blend (Small &amp; Mid Cap)</u> Vanguard Extended Market Index I</p> <p><u>International Equity</u> Vanguard Developed Markets Index Adm</p>	<p><u>Stable Value</u> Voya Fixed Account</p> <p><u>Balanced Fund</u> Invesco Van Kampen Equity &amp; Income R6 Voya 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 Growth</u> T.Rowe Price Growth Stock American Funds Growth Fund of Amer R3 Fidelity Contrafund</p> <p><u>Mid Cap Blend</u> Hartford Mid Cap HLS</p> <p><u>SMID Cap Blend (Small &amp; Mid Cap)</u> Oppenheimer Main St Sm &amp; Mid Cap Y</p> <p><u>SMID Cap Growth</u> Goldman Sachs Small/Mid Cap Growth</p> <p><u>International Equity (w/Emerging Market)</u> Dodge &amp; Cox International Stock</p>	<p><u>Socially Responsive</u> Parnassus Equity Income</p> <p><u>Global Equity</u> Franklin Mutual Discovery A</p> <p><u>Self-Directed Brokerage</u> TD Ameritrade</p>

**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	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.

Historical Watch List as of March 31, 2015

Fund	Date Put on Watch List	Date Removed from Watchlist	Prior Action
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

### **INVESCO Equity and Income**

- The INVESCO Equity and Income Fund underperformed its policy index over the first quarter (0.2% vs. 1.3%).
- Stock selection in financials was a large detractor from relative performance. The largest impact came from not owning REITs. Stock selection and an overweight in large banks was also disadvantageous. The fund's holdings of Morgan Stanley hurt performance, as they posted lower-than-expected revenue and profits.
- Weak stock selection in industrials, specifically stocks within capital goods and commercial and professional services, also dampened relative performance.
- An underweight in health care, specifically healthcare equipment and services, detracted from relative performance.
- Stock selection and an underweight in materials hurt relative performance. Freeport McMoRan, Inc., a precious metals mining company, posted a double-digit negative return as mining companies were negatively affected by volatile gold prices.

### **Allianz NFJ Dividend Value**

- The Allianz NFJ Dividend Value Fund underperformed the Russell 1000 Value Index over the first quarter (-1.7% vs. -0.7%).
- Relative underperformance for the quarter was due to negative stock selection. Weakness in selection was primarily driven by Consumer Discretionary and Health Care stocks.
- In addition, an overweight in the IT sector detracted from quarterly performance.
- Mattel reported disappointing fourth quarter results and lowered fiscal 2015 EPS guidance in the face of sluggish sales and lower margins.
- Royal Dutch Shell, one of the largest publically traded oil companies in the world, struggled for the quarter as oil prices plummeted. WTI crude fell over 10% for the quarter.
- Investors soured on Intel after the company cut its revenue outlook on weaker-than-anticipated PC demand. Yet, markets responded positively to news that Intel was pursuing purchase of chip manufacturer Altera Corp. toward the end of March.

### **American Funds Growth Fund of America**

- The American Funds Growth Fund of America slightly underperformed the Russell 1000 Growth Index over the first quarter (3.3% vs. 3.8%).
- Material companies were the only meaningful detractor during the quarter.
- Stocks that posted negative results in the quarter included Apple, Pfizer, Precision Castparts, FMC Technologies, and Ralph Lauren.

### **Goldman Sachs Small/Mid Cap Growth**

- The Goldman Sachs Small/Mid Cap Growth Fund underperformed the Russell 2500 Growth Index over the recent quarter (4.5% vs. 7.4%).
- Weak positioning in the Consumer Discretionary and Health Care sectors detracted from relative returns.
- Health care cost containment servicer HMS Holdings Corp. was a top detractor from performance during the quarter. Shares fell after the company announced fourth quarter results that were below consensus estimates.
- Global clothing manufacturer PVH Corp. detracted from returns during the quarter as the consumer environment and potential currency headwinds to earnings continued to be an overhang on the stock.

Nevada Public Employees' Deferred Compensation Program

Revenue Sharing Analysis for Total Plan  
As of March 31, 2015

Fund Name	Ticker	Asset Class	Plan Assets 3/31/2015	Mutual Fund Expense Ratio	Mutual Fund Total Expense Ratio \$	Revenue Sharing	Revenue Sharing \$
Voya Fixed Account	n/a	Stable Value	\$ 295,108,394	0.00%	\$ -	0.00%	\$ -
Vanguard Total Bond Market Index I	VBTIX	Core Fixed Income	\$ 13,166,930	0.07%	\$ 9,217	0.00%	\$ -
Voya T. Rowe Price Cap Apprec Port I	ITRIX	Balanced	\$ 6,716,538	0.64%	\$ 42,986	0.28%	\$ 18,806
Invesco Equity & Income R5	ACEKX	Balanced	\$ 35,286,682	0.49%	\$ 172,905	0.20%	\$ 70,573
Allianz NFJ Dividend Value Instl	NFJEX	Large Cap Value	\$ 4,284,190	0.70%	\$ 29,989	0.10%	\$ 4,284
American Beacon Large Cap Value	AADEX	Large Cap Value	\$ 15,112,062	0.59%	\$ 89,161	0.00%	\$ -
Vanguard Institutional Index I	VINIX	Large Cap Core (passive)	\$ 60,919,970	0.04%	\$ 24,368	0.00%	\$ -
Parnassus Equity Income - Inv	PRBLX	Socially Conscious	\$ 7,368,708	0.87%	\$ 64,108	0.40%	\$ 29,475
American Funds Growth Fund of Amer R3	RGACX	Large Cap Growth	\$ 7,252,415	0.98%	\$ 71,074	0.65%	\$ 47,141
T Rowe Price Growth Stock Fund	PRGFX	Large Cap Growth	\$ 29,302,408	0.69%	\$ 202,187	0.15%	\$ 43,954
Fidelity Contrafund	FCNTX	Large Cap Growth	\$ 4,169,263	0.64%	\$ 26,683	0.25%	\$ 10,423
Hartford Mid Cap HLS	HBMCX	Mid Cap Blend	\$ 48,910,731	0.71%	\$ 347,266	0.30%	\$ 146,732
Oppenheimer Main Street Mid Cap Fund	OPMYX	SMID Blend	\$ 27,762,308	0.86%	\$ 238,756	0.25%	\$ 69,406
Vanguard Extended Market Idx I	VIEIX	SMID Blend	\$ 14,351,750	0.08%	\$ 11,481	0.00%	\$ -
Goldman Sachs Small/Mid Cap Growth	GSMAX	SMID Growth	\$ 14,522,491	0.93%	\$ 135,059	0.50%	\$ 72,612
Vanguard Developed Markets Index Instl	VTMNX	International Equity	\$ 10,302,867	0.07%	\$ 7,212	0.00%	\$ -
Dodge & Cox International Stock	DODFX	International Equity w/EM	\$ 5,570,458	0.64%	\$ 35,651	0.10%	\$ 5,570
Franklin Mutual Global Discovery Fund	TEDIX	Global Equity	\$ 14,894,977	1.28%	\$ 190,656	0.55%	\$ 81,922
Vanguard Target Retirement Income Inv	VTINX	Lifecycle	\$ 7,978,521	0.22%	\$ 17,553	0.06%	\$ 4,787
Vanguard Target Retirement 2015 Inv	VTXVX	Lifecycle	\$ 25,803,882	0.22%	\$ 56,769	0.06%	\$ 15,482
Vanguard Target Retirement 2025 Inv	VTTVX	Lifecycle	\$ 14,373,691	0.23%	\$ 33,059	0.06%	\$ 8,624
Vanguard Target Retirement 2035 Inv	VTTHX	Lifecycle	\$ 22,287,480	0.24%	\$ 53,490	0.06%	\$ 13,372
Vanguard Target Retirement 2045 Inv	VTIVX	Lifecycle	\$ 5,128,701	0.24%	\$ 12,309	0.06%	\$ 3,077
Vanguard Target Retirement 2055 Inv	VFFVX	Lifecycle	\$ 25,690	0.24%	\$ 62	0.06%	\$ 15
TD Ameritrade SDBA	N/A	Brokerage account	\$ 2,705,550	0.00%	\$ -	0.00%	\$ -
<b>TOTALS</b>			<b>\$ 693,306,657</b>		<b>\$ 1,872,000</b>		<b>\$ 646,258</b>

All Funds	
Average Expense Ratio <sup>1</sup>	0.51%
Weighted Average Variable Expense Ratio <sup>1</sup>	0.47%
Weighted Average Variable Revenue Share <sup>1</sup>	0.16%
Weighted Average Total Revenue Sharing (w/ SDBA + SVF)	0.09%

<sup>1</sup> Does not include Stable Value or Brokerage Account

ING Contract Requirements: 0.08% on variable assets	\$ 316,394
Plan Administration Costs: 0.07% on variable assets	\$ 276,845
<b>Total Revenue Required: 0.15% on variable assets</b>	<b>\$ 593,239</b>

**Plan Activity: Total All Plans**  
**January 1, 2015 through March 31, 2015**

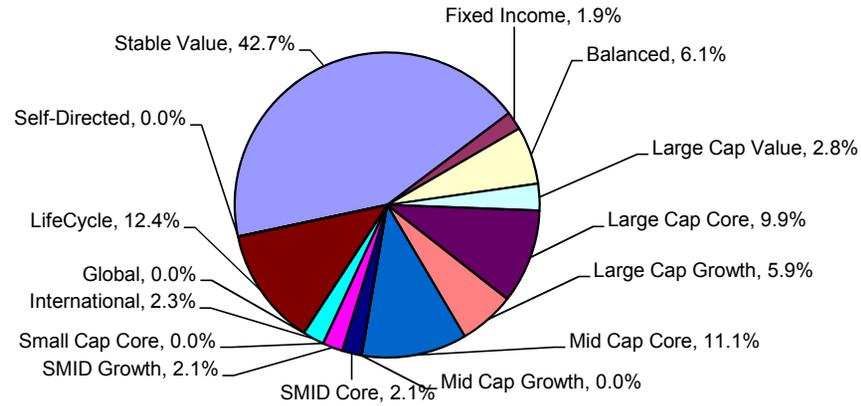
Funds	Beginning Balance January 1, 2015	Contributions	Withdrawals	Transfers	Conversions	Fees/Misc*	Investment Gain/Loss (incl. Dividends)	Ending Balance March 31, 2015
Voya Fixed Account	\$ 29,156,864	\$ 1,798,993	\$ (3,840,204)	\$ (9,131,465)	\$ 273,053,184	\$ 2,583,825	\$ 1,487,197	\$ 295,108,394
Vanguard Total Bond Market Index I	\$ 4,440,509	\$ 219,563	\$ (139,427)	\$ (998,730)	\$ 9,492,685	\$ 21,955	\$ 130,375	\$ 13,166,930
Voya T. Rowe Price Cap Apprec Port I	\$ 5,851,195	\$ 170,838	\$ (73,975)	\$ (1,435,445)	\$ 1,995,735	\$ 9,347	\$ 198,843	\$ 6,716,538
Invesco Equity & Income R5	\$ -	\$ 234,620	\$ (410,394)	\$ 15,030	\$ 35,344,363	\$ -	\$ 103,063	\$ 35,286,682
Allianz NFJ Dividend Value Instl	\$ 4,323,203	\$ 99,186	\$ (60,503)	\$ (1,085,509)	\$ 1,077,781	\$ 3,710	\$ (73,678)	\$ 4,284,190
American Beacon Large Cap Value	\$ -	\$ 128,579	\$ (156,980)	\$ (184,536)	\$ 15,281,255	\$ 158	\$ 43,586	\$ 15,112,062
Vanguard Institutional Index I	\$ 8,263,315	\$ 527,178	\$ (535,757)	\$ (3,230,422)	\$ 55,640,050	\$ 24,576	\$ 231,030	\$ 60,919,970
Parnassus Equity Income - Inv	\$ 1,659,522	\$ 94,139	\$ (76,810)	\$ (86,097)	\$ 5,642,930	\$ 134,612	\$ 412	\$ 7,368,708
American Funds Growth Fund of Amer R3	\$ 6,919,667	\$ 129,314	\$ (90,038)	\$ (1,471,343)	\$ 1,526,196	\$ 11,754	\$ 226,865	\$ 7,252,415
T Rowe Price Growth Stock Fund	\$ -	\$ 181,490	\$ (475,068)	\$ (212,640)	\$ 28,867,019	\$ 8,634	\$ 932,973	\$ 29,302,408
Fidelity Contrafund	\$ 3,129,461	\$ 110,836	\$ (65,062)	\$ (293,228)	\$ 1,103,205	\$ 56,364	\$ 127,687	\$ 4,169,263
Hartford Mid Cap HLS	\$ 1,942,954	\$ 303,449	\$ (491,390)	\$ (940,101)	\$ 46,049,446	\$ 143,800	\$ 1,902,573	\$ 48,910,731
Oppenheimer Main Street Mid Cap Fund	\$ -	\$ 256,906	\$ (220,220)	\$ 3,174,583	\$ 23,939,745	\$ 316	\$ 610,978	\$ 27,762,308
Baron Growth Retail	\$ 1,982,084	\$ 18,808	\$ (7,968)	\$ (2,037,927)	\$ -	\$ 12,932	\$ 32,071	\$ -
Lord Abbett Value Opportunities I	\$ 4,715,694	\$ 39,608	\$ (24,656)	\$ (4,823,705)	\$ -	\$ 86,050	\$ 7,009	\$ -
Vanguard Extended Market Idx I	\$ 4,582,152	\$ 247,062	\$ (105,367)	\$ (1,135,459)	\$ 10,164,119	\$ 10,647	\$ 588,596	\$ 14,351,750
Columbia Acorn A	\$ 2,210,209	\$ 12,700	\$ (3,385)	\$ (2,218,340)	\$ -	\$ -	\$ (1,184)	\$ -
Goldman Sachs Small/Mid Cap Growth	\$ -	\$ 127,761	\$ (76,273)	\$ 3,086,707	\$ 10,784,724	\$ 8,728	\$ 590,844	\$ 14,522,491
Keeley Small Cap Value A	\$ 621,193	\$ 7,410	\$ (227)	\$ (619,557)	\$ -	\$ 453	\$ (9,272)	\$ -
Vanguard Developed Markets Index Admiral	\$ 924,009	\$ 19,965	\$ (62,926)	\$ (913,493)	\$ -	\$ 3,068	\$ 29,377	\$ -
Vanguard Developed Markets Index Instl	\$ -	\$ 122,210	\$ (64,153)	\$ 438,548	\$ 9,562,399	\$ -	\$ 243,863	\$ 10,302,867
Dodge & Cox International Stock	\$ 4,960,254	\$ 136,692	\$ (35,383)	\$ (1,156,098)	\$ 1,452,951	\$ 1,238	\$ 210,804	\$ 5,570,458
American Funds Capital World G/I R3	\$ 1,785,037	\$ 21,580	\$ (17,573)	\$ (1,843,519)	\$ -	\$ 13,546	\$ 40,929	\$ -
Franklin Mutual Global Discovery Fund A	\$ -	\$ 147,858	\$ (190,591)	\$ 1,715,189	\$ 12,973,174	\$ 316	\$ 249,031	\$ 14,894,977
Vanguard Target Retirement Income Inv	\$ 3,733,717	\$ 212,234	\$ (251,580)	\$ (1,050,589)	\$ 5,235,660	\$ -	\$ 99,079	\$ 7,978,521
Vanguard Target Retirement 2015 Inv	\$ 20,691,910	\$ 709,420	\$ (1,408,631)	\$ (3,421,521)	\$ 8,751,478	\$ 22,205	\$ 459,021	\$ 25,803,882
Vanguard Target Retirement 2025 Inv	\$ 5,936,276	\$ 978,219	\$ (313,673)	\$ (1,780,546)	\$ 9,010,959	\$ 326,647	\$ 215,809	\$ 14,373,691
Vanguard Target Retirement 2035 Inv	\$ 17,479,743	\$ 713,827	\$ (412,121)	\$ (2,308,113)	\$ 6,332,609	\$ 26,484	\$ 455,051	\$ 22,287,480
Vanguard Target Retirement 2045 Inv	\$ 1,116,706	\$ 314,696	\$ (12,381)	\$ (237,967)	\$ 3,847,621	\$ 28,103	\$ 71,923	\$ 5,128,701
Vanguard Target Retirement 2055 Inv	\$ -	\$ 1,320	\$ -	\$ 24,457	\$ -	\$ -	\$ (87)	\$ 25,690
TD Ameritrade SDBA	\$ 386,347	\$ -	\$ -	\$ 123,343	\$ 12,966	\$ -	\$ 2,182,894	\$ 2,705,550
<b>Total</b>	<b>\$ 136,812,021</b>	<b>\$ 8,086,461</b>	<b>\$ (9,622,716)</b>	<b>\$ (34,038,493)</b>	<b>\$ 577,142,254</b>	<b>\$ 3,539,468</b>	<b>\$ 11,387,662</b>	<b>\$ 693,306,657</b>

\* Interprovider transfers and 457 plan-to-plan transfers

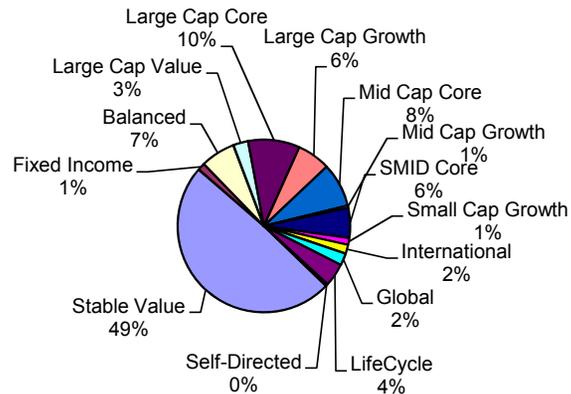
**Asset Allocation Summary: Total All Plans**

Fund	March 31, 2015	
	Assets	% of Total Assets
Voya Fixed Account	\$ 295,108,394	42.6%
Vanguard Total Bond Market Index I	\$ 13,166,930	1.9%
Voya T. Rowe Price Cap Apprec Port I	\$ 6,716,538	1.0%
Invesco Equity & Income R5	\$ 35,286,682	5.1%
Allianz NFJ Dividend Value Instl	\$ 4,284,190	0.6%
American Beacon Large Cap Value	\$ 15,112,062	2.2%
Vanguard Institutional Index I	\$ 60,919,970	8.8%
Parnassus Equity Income - Inv	\$ 7,368,708	1.1%
American Funds Growth Fund of Amer R3	\$ 7,252,415	1.0%
T Rowe Price Growth Stock Fund	\$ 29,302,408	4.2%
Fidelity Contrafund	\$ 4,169,263	0.6%
Hartford Mid Cap HLS	\$ 48,910,731	7.1%
Oppenheimer Main Street Mid Cap Fund	\$ 27,762,308	4.0%
Vanguard Extended Market Idx I	\$ 14,351,750	2.1%
Goldman Sachs Small/Mid Cap Growth	\$ 14,522,491	2.1%
Vanguard Developed Markets Index Instl	\$ 10,302,867	1.5%
Dodge & Cox International Stock	\$ 5,570,458	0.8%
Franklin Mutual Global Discovery Fund A	\$ 14,894,977	2.1%
Vanguard Target Retirement Income Inv	\$ 7,978,521	1.2%
Vanguard Target Retirement 2015 Inv	\$ 25,803,882	3.7%
Vanguard Target Retirement 2025 Inv	\$ 14,373,691	2.1%
Vanguard Target Retirement 2035 Inv	\$ 22,287,480	3.2%
Vanguard Target Retirement 2045 Inv	\$ 5,128,701	0.7%
Vanguard Target Retirement 2055 Inv	\$ 25,690	0.0%
TD Ameritrade SDBA	\$ 2,705,550	0.4%
<b>Total</b>	<b>\$ 693,306,657</b>	<b>100.0%</b>

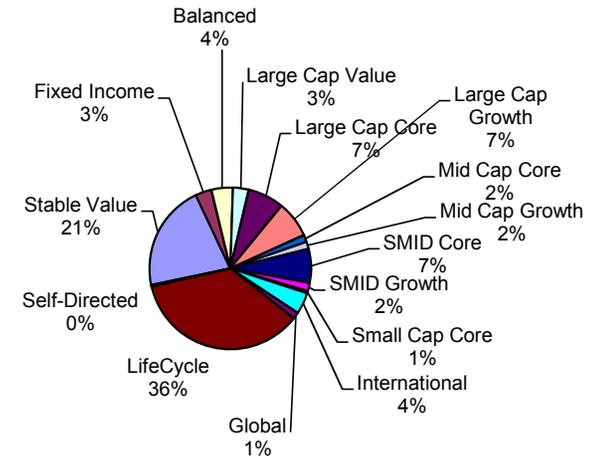
Asset Allocation as of March 31, 2015



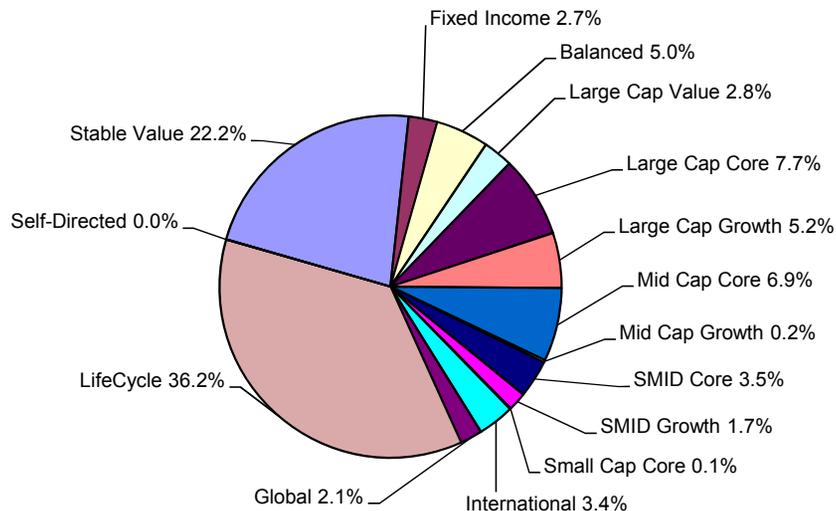
Mass Mutual: Asset Allocation as of December 31, 2014



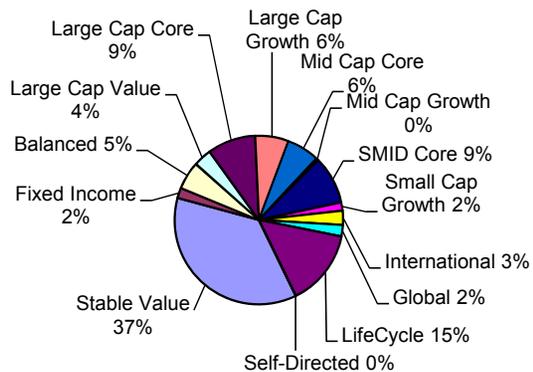
Voya: Asset Allocation as of December 31, 2014



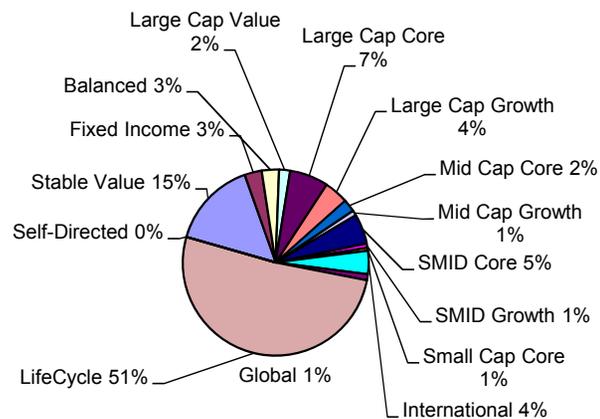
**Plan Contributions - 1st Quarter 2015**



**Mass Mutual: Plan Contributions 4th Quarter 2014**



**Voya: Plan Contributions 4th Quarter 2014**



**Plan Activity: State Plan Activity**  
**January 1, 2015 through March 31, 2015**

Funds	Beginning Balance January 1, 2015	Contributions	Withdrawals	Transfers	Conversions	Fees/Misc*	Investment Gain/Loss (incl. Dividends)	Ending Balance March 31, 2015
Voya Fixed Account	\$ 29,156,864	\$ 1,315,775	\$ (3,368,593)	\$ (8,651,019)	\$ 200,185,797	\$ 2,583,256	\$ 1,147,760	\$ 222,369,840
Vanguard Total Bond Market Index I	\$ 4,440,509	\$ 170,056	\$ (118,313)	\$ (855,624)	\$ 5,207,745	\$ 21,955	\$ 112,899	\$ 8,979,227
Voya T. Rowe Price Cap Apprec Port I	\$ 5,851,195	\$ 153,374	\$ (63,527)	\$ (1,537,688)	\$ -	\$ 9,347	\$ 155,110	\$ 4,567,811
Invesco Equity & Income R5	\$ -	\$ 158,353	\$ (355,359)	\$ (28,916)	\$ 26,957,273	\$ -	\$ 79,558	\$ 26,810,909
Allianz NFJ Dividend Value Instl	\$ 4,323,203	\$ 89,301	\$ (60,279)	\$ (1,082,233)	\$ -	\$ 3,710	\$ (64,996)	\$ 3,208,706
American Beacon Large Cap Value	\$ -	\$ 69,668	\$ (137,993)	\$ (161,440)	\$ 10,022,759	\$ -	\$ 29,363	\$ 9,822,357
Vanguard Institutional Index I	\$ 8,263,315	\$ 332,553	\$ (472,017)	\$ (3,235,532)	\$ 36,293,527	\$ 24,260	\$ 150,915	\$ 41,357,021
Parnassus Equity Income - Inv	\$ 1,659,522	\$ 70,517	\$ (63,373)	\$ (114,962)	\$ 3,017,844	\$ 134,296	\$ (7,322)	\$ 4,696,522
American Funds Growth Fund of Amer R3	\$ 6,919,667	\$ 115,477	\$ (85,516)	\$ (1,512,154)	\$ -	\$ 11,754	\$ 190,808	\$ 5,640,036
T Rowe Price Growth Stock Fund	\$ -	\$ 103,179	\$ (429,108)	\$ (179,717)	\$ 19,294,774	\$ 8,412	\$ 625,878	\$ 19,423,418
Fidelity Contrafund	\$ 3,129,461	\$ 86,370	\$ (65,062)	\$ (563,269)	\$ -	\$ 56,364	\$ 89,544	\$ 2,733,408
Hartford Mid Cap HLS	\$ 1,942,954	\$ 214,763	\$ (413,889)	\$ (923,713)	\$ 35,856,544	\$ 143,484	\$ 1,503,530	\$ 38,323,673
Oppenheimer Main Street Mid Cap Fund	\$ -	\$ 148,688	\$ (177,848)	\$ 3,227,122	\$ 13,783,211	\$ -	\$ 389,745	\$ 17,370,918
Baron Growth Retail	\$ 1,982,084	\$ 18,808	\$ (7,968)	\$ (2,037,927)	\$ -	\$ 12,932	\$ 32,071	\$ -
Lord Abbett Value Opportunities I	\$ 4,715,694	\$ 39,608	\$ (24,656)	\$ (4,823,705)	\$ -	\$ 86,050	\$ 7,009	\$ -
Vanguard Extended Market Idx I	\$ 4,582,152	\$ 170,203	\$ (103,514)	\$ (1,134,784)	\$ 4,908,653	\$ 10,331	\$ 371,855	\$ 8,804,896
Columbia Acorn A	\$ 2,210,209	\$ 12,700	\$ (3,385)	\$ (2,218,340)	\$ -	\$ -	\$ (1,184)	\$ -
Goldman Sachs Small/Mid Cap Growth	\$ -	\$ 85,974	\$ (66,991)	\$ 3,077,673	\$ 6,226,613	\$ 8,412	\$ 402,903	\$ 9,734,584
Keeley Small Cap Value A	\$ 621,193	\$ 7,410	\$ (227)	\$ (619,557)	\$ -	\$ 453	\$ (9,272)	\$ -
Vanguard Developed Markets Index Admiral	\$ 924,009	\$ 19,965	\$ (62,926)	\$ (913,493)	\$ -	\$ 3,068	\$ 29,377	\$ -
Vanguard Developed Markets Index Instl	\$ -	\$ 58,441	\$ (44,577)	\$ 489,323	\$ 5,900,620	\$ -	\$ 156,727	\$ 6,560,534
Dodge & Cox International Stock	\$ 4,960,254	\$ 118,474	\$ (33,765)	\$ (1,245,773)	\$ -	\$ 1,238	\$ 178,758	\$ 3,979,186
American Funds Capital World G/I R3	\$ 1,785,037	\$ 21,580	\$ (17,573)	\$ (1,843,519)	\$ -	\$ 13,546	\$ 40,929	\$ -
Franklin Mutual Global Discovery Fund	\$ -	\$ 89,973	\$ (177,589)	\$ 1,798,089	\$ 7,982,952	\$ -	\$ 162,321	\$ 9,855,746
Vanguard Target Retirement Income Inv	\$ 3,733,717	\$ 178,925	\$ (221,097)	\$ (1,128,283)	\$ 2,161,794	\$ -	\$ 78,710	\$ 4,803,766
Vanguard Target Retirement 2015 Inv	\$ 20,691,910	\$ 621,951	\$ (1,363,569)	\$ (3,351,398)	\$ 4,002,993	\$ 22,205	\$ 419,853	\$ 21,043,945
Vanguard Target Retirement 2025 Inv	\$ 5,936,276	\$ 869,205	\$ (305,012)	\$ (1,794,995)	\$ 4,893,289	\$ 326,647	\$ 173,267	\$ 10,098,677
Vanguard Target Retirement 2035 Inv	\$ 17,479,743	\$ 635,296	\$ (312,697)	\$ (2,408,054)	\$ 2,830,468	\$ 26,484	\$ 409,761	\$ 18,661,001
Vanguard Target Retirement 2045 Inv	\$ 1,116,706	\$ 231,558	\$ (11,410)	\$ (194,850)	\$ 2,081,869	\$ 28,103	\$ 50,783	\$ 3,302,759
Vanguard Target Retirement 2055 Inv	\$ -	\$ 1,010	\$ -	\$ 16,515	\$ -	\$ -	\$ (40)	\$ 17,485
TD Ameritrade SDBA	\$ 386,347	\$ -	\$ -	\$ 43,851	\$ -	\$ -	\$ 729,019	\$ -
<b>Total</b>	<b>\$ 136,812,021</b>	<b>\$ 6,209,155</b>	<b>\$ (8,567,833)</b>	<b>\$ (33,908,372)</b>	<b>\$ 391,608,725</b>	<b>\$ 3,536,307</b>	<b>\$ 7,635,639</b>	<b>\$ 502,166,425</b>

\* Interprovider transfers and 457 plan-to-plan transfers

**Asset Allocation Summary: State Plan Activity**

Fund	March 31, 2015	
	Assets	% of Total Assets
Voya Fixed Account	\$ 222,369,840	44.3%
Vanguard Total Bond Market Index I	\$ 8,979,227	1.8%
Voya T. Rowe Price Cap Apprec Port I	\$ 4,567,811	0.9%
Invesco Equity & Income R5	\$ 26,810,909	5.3%
Allianz NFJ Dividend Value Instl	\$ 3,208,706	0.6%
American Beacon Large Cap Value	\$ 9,822,357	2.0%
Vanguard Institutional Index I	\$ 41,357,021	8.2%
Parnassus Equity Income - Inv	\$ 4,696,522	0.9%
American Funds Growth Fund of Amer R3	\$ 5,640,036	1.1%
T Rowe Price Growth Stock Fund	\$ 19,423,418	3.9%
Fidelity Contrafund	\$ 2,733,408	0.5%
Hartford Mid Cap HLS	\$ 38,323,673	7.6%
Oppenheimer Main Street Mid Cap Fund	\$ 17,370,918	3.5%
Vanguard Extended Market Idx I	\$ 8,804,896	1.8%
Goldman Sachs Small/Mid Cap Growth	\$ 9,734,584	1.9%
Vanguard Developed Markets Index Instl	\$ 6,560,534	1.3%
Dodge & Cox International Stock	\$ 3,979,186	0.8%
Franklin Mutual Global Discovery Fund	\$ 9,855,746	2.0%
Vanguard Target Retirement Income Inv	\$ 4,803,766	1.0%
Vanguard Target Retirement 2015 Inv	\$ 21,043,945	4.2%
Vanguard Target Retirement 2025 Inv	\$ 10,098,677	2.0%
Vanguard Target Retirement 2035 Inv	\$ 18,661,001	3.7%
Vanguard Target Retirement 2045 Inv	\$ 3,302,759	0.7%
Vanguard Target Retirement 2055 Inv	\$ 17,485	0.0%
TD Ameritrade SDBA	\$ -	0.0%
<b>Total</b>	<b>\$ 502,166,425</b>	<b>100.0%</b>

**Plan Activity: Nevada System of Higher Education  
January 1, 2015 through March 31, 2015**

Funds	Beginning Balance January 1, 2015	Contributions	Withdrawals	Transfers	Conversions	Investment Gain/Loss (incl. Dividends)	Ending Balance March 31, 2015
Voya Fixed Account	\$ -	\$ 113,463	\$ (32,817)	\$ 100,349	\$ 9,665,459	\$ 47,189	\$ 9,893,643
Vanguard Total Bond Market Index I	\$ -	\$ 18,267	\$ (4,483)	\$ (219,018)	\$ 1,718,723	\$ 2,635	\$ 1,516,124
Voya T. Rowe Price Cap Apprec Port I	\$ -	\$ 12,542	\$ (10,116)	\$ 13,309	\$ 1,332,932	\$ 28,907	\$ 1,377,574
Invesco Equity & Income R5	\$ -	\$ 8,406	\$ (76)	\$ 9,240	\$ 1,167,627	\$ 3,278	\$ 1,188,475
Allianz NFJ Dividend Value Instl	\$ -	\$ 5,633	\$ (56)	\$ (12,189)	\$ 638,460	\$ (4,836)	\$ 627,012
American Beacon Large Cap Value	\$ -	\$ 5,543	\$ -	\$ 2,682	\$ 828,185	\$ 2,150	\$ 838,560
Vanguard Institutional Index I	\$ -	\$ 50,470	\$ (1,139)	\$ 23,460	\$ 5,520,158	\$ 38,851	\$ 5,631,800
Parnassus Equity Income - Inv	\$ -	\$ 8,038	\$ -	\$ 10,684	\$ 428,171	\$ 2,129	\$ 449,022
American Funds Growth Fund of Amer R3	\$ -	\$ 6,838	\$ (4,522)	\$ (2,468)	\$ 943,562	\$ 22,466	\$ 965,876
T Rowe Price Growth Stock Fund	\$ -	\$ 5,984	\$ -	\$ 91,028	\$ 1,116,871	\$ 36,317	\$ 1,250,200
Fidelity Contrafund	\$ -	\$ 13,056	\$ -	\$ 11,610	\$ 463,863	\$ 16,120	\$ 504,649
Hartford Mid Cap HLS	\$ -	\$ 12,219	\$ (35,201)	\$ 25,409	\$ 2,487,901	\$ 99,850	\$ 2,590,178
Oppenheimer Main Street Mid Cap Fund	\$ -	\$ 16,008	\$ (183)	\$ (9,204)	\$ 2,343,552	\$ 56,271	\$ 2,406,444
Vanguard Extended Market Idx I	\$ -	\$ 30,900	\$ (322)	\$ (14,662)	\$ 2,161,931	\$ 93,824	\$ 2,271,671
Goldman Sachs Small/Mid Cap Growth	\$ -	\$ 10,772	\$ -	\$ (16,444)	\$ 1,245,990	\$ 56,719	\$ 1,297,037
Vanguard Developed Markets Index Instl	\$ -	\$ 11,025	\$ -	\$ (21,376)	\$ 631,892	\$ 14,723	\$ 636,264
Dodge & Cox International Stock	\$ -	\$ 10,462	\$ (1,618)	\$ 28,555	\$ 1,080,966	\$ 23,337	\$ 1,141,702
Franklin Mutual Global Discovery Fund	\$ -	\$ 8,738	\$ -	\$ 23,328	\$ 982,437	\$ 18,436	\$ 1,032,939
Vanguard Target Retirement Income Inv	\$ -	\$ 17,957	\$ (25,248)	\$ -	\$ 1,051,653	\$ 4,878	\$ 1,049,240
Vanguard Target Retirement 2015 Inv	\$ -	\$ 47,555	\$ (10,750)	\$ -	\$ 2,848,953	\$ 22,625	\$ 2,908,383
Vanguard Target Retirement 2025 Inv	\$ -	\$ 48,813	\$ -	\$ (2,009)	\$ 1,981,134	\$ 21,771	\$ 2,049,709
Vanguard Target Retirement 2035 Inv	\$ -	\$ 25,376	\$ (69,792)	\$ (22,652)	\$ 1,729,191	\$ 24,209	\$ 1,686,332
Vanguard Target Retirement 2045 Inv	\$ -	\$ 19,262	\$ -	\$ (22,672)	\$ 609,031	\$ 7,272	\$ 612,893
TD Ameritrade SDBA	\$ -	\$ -	\$ -	\$ 3,040	\$ 12,966	\$ 119,243	\$ 135,249
<b>Total</b>	<b>\$ -</b>	<b>\$ 507,327</b>	<b>\$ (196,323)</b>	<b>\$ -</b>	<b>\$ 42,991,608</b>	<b>\$ 758,364</b>	<b>\$ 44,060,976</b>

\* Interprovider transfers and 457 plan-to-plan transfers

**Asset Allocation Summary: Nevada System of Higher Education**

Fund	March 31, 2015	
	Assets	% of Total Assets
Voya Fixed Account	\$ 9,893,643	22.5%
Vanguard Total Bond Market Index I	\$ 1,516,124	3.4%
Voya T. Rowe Price Cap Apprec Port I	\$ 1,377,574	3.1%
Invesco Equity & Income R5	\$ 1,188,475	2.7%
Allianz NFJ Dividend Value Instl	\$ 627,012	1.4%
American Beacon Large Cap Value	\$ 838,560	1.9%
Vanguard Institutional Index I	\$ 5,631,800	12.8%
Parnassus Equity Income - Inv	\$ 449,022	1.0%
American Funds Growth Fund of Amer R3	\$ 965,876	2.2%
T Rowe Price Growth Stock Fund	\$ 1,250,200	2.8%
Fidelity Contrafund	\$ 504,649	1.1%
Hartford Mid Cap HLS	\$ 2,590,178	5.9%
Oppenheimer Main Street Mid Cap Fund	\$ 2,406,444	5.5%
Vanguard Extended Market Idx I	\$ 2,271,671	5.2%
Goldman Sachs Small/Mid Cap Growth	\$ 1,297,037	2.9%
Vanguard Developed Markets Index Instl	\$ 636,264	1.4%
Dodge & Cox International Stock	\$ 1,141,702	2.6%
Franklin Mutual Global Discovery Fund	\$ 1,032,939	2.3%
Vanguard Target Retirement Income Inv	\$ 1,049,240	2.4%
Vanguard Target Retirement 2015 Inv	\$ 2,908,383	6.6%
Vanguard Target Retirement 2025 Inv	\$ 2,049,709	4.7%
Vanguard Target Retirement 2035 Inv	\$ 1,686,332	3.8%
Vanguard Target Retirement 2045 Inv	\$ 612,893	1.4%
TD Ameritrade SDBA	\$ 135,249	0.3%
<b>Total</b>	<b>\$ 44,060,976</b>	<b>100.0%</b>

**Plan Activity: SAR Alliance**  
**January 1, 2015 through March 31, 2015**

Funds	Beginning Balance January 1, 2015	Contributions	Withdrawals	Transfers	Conversions	Fees/Misc*	Investment Gain/Loss (incl. Dividends)	Ending Balance March 31, 2015
Voya Fixed Account	\$ -	\$ 369,755	\$ (438,794)	\$ (580,795)	\$ 63,201,928	\$ 569	\$ 292,248	\$ 62,844,911
Vanguard Total Bond Market Index I	\$ -	\$ 31,240	\$ (16,631)	\$ 75,912	\$ 2,566,217	\$ -	\$ 14,841	\$ 2,671,579
Voya T. Rowe Price Cap Apprec Port I	\$ -	\$ 4,922	\$ (332)	\$ 88,934	\$ 662,803	\$ -	\$ 14,826	\$ 771,153
Invesco Equity & Income R5	\$ -	\$ 67,861	\$ (54,959)	\$ 34,706	\$ 7,219,463	\$ -	\$ 20,227	\$ 7,287,298
Allianz NFJ Dividend Value Instl	\$ -	\$ 4,252	\$ (168)	\$ 8,913	\$ 439,321	\$ -	\$ (3,846)	\$ 448,472
American Beacon Large Cap Value	\$ -	\$ 53,368	\$ (18,987)	\$ (25,778)	\$ 4,430,311	\$ 158	\$ 12,073	\$ 4,451,145
Vanguard Institutional Index I	\$ -	\$ 144,155	\$ (62,601)	\$ (18,350)	\$ 13,826,365	\$ 316	\$ 41,264	\$ 13,931,149
Parnassus Equity Income - Inv	\$ -	\$ 15,584	\$ (13,437)	\$ 18,181	\$ 2,196,915	\$ 316	\$ 5,605	\$ 2,223,164
American Funds Growth Fund of Amer R3	\$ -	\$ 6,999	\$ -	\$ 43,279	\$ 582,634	\$ -	\$ 13,591	\$ 646,503
T Rowe Price Growth Stock Fund	\$ -	\$ 72,327	\$ (45,960)	\$ (123,951)	\$ 8,455,374	\$ 222	\$ 270,778	\$ 8,628,790
Fidelity Contrafund	\$ -	\$ 11,410	\$ -	\$ 258,431	\$ 639,342	\$ -	\$ 22,023	\$ 931,206
Hartford Mid Cap HLS	\$ -	\$ 76,467	\$ (42,300)	\$ (41,797)	\$ 7,705,001	\$ 316	\$ 299,193	\$ 7,996,880
Oppenheimer Main Street Mid Cap Fund	\$ -	\$ 92,210	\$ (42,189)	\$ (43,335)	\$ 7,812,982	\$ 316	\$ 164,962	\$ 7,984,946
Vanguard Extended Market Idx I	\$ -	\$ 45,959	\$ (1,531)	\$ 13,987	\$ 3,093,535	\$ 316	\$ 122,917	\$ 3,275,183
Goldman Sachs Small/Mid Cap Growth	\$ -	\$ 31,015	\$ (9,282)	\$ 25,478	\$ 3,312,121	\$ 316	\$ 131,222	\$ 3,490,870
Vanguard Developed Markets Index Instl	\$ -	\$ 52,744	\$ (19,576)	\$ (29,399)	\$ 3,029,887	\$ -	\$ 72,413	\$ 3,106,069
Dodge & Cox International Stock	\$ -	\$ 7,756	\$ -	\$ 61,120	\$ 371,985	\$ -	\$ 8,709	\$ 449,570
Franklin Mutual Global Discovery Fund	\$ -	\$ 49,147	\$ (13,002)	\$ (106,228)	\$ 4,007,785	\$ 316	\$ 68,274	\$ 4,006,292
Vanguard Target Retirement Income Inv	\$ -	\$ 15,352	\$ (5,235)	\$ 77,694	\$ 2,022,213	\$ -	\$ 15,491	\$ 2,125,515
Vanguard Target Retirement 2015 Inv	\$ -	\$ 39,914	\$ (34,312)	\$ (70,123)	\$ 1,899,532	\$ -	\$ 16,543	\$ 1,851,554
Vanguard Target Retirement 2025 Inv	\$ -	\$ 60,201	\$ (8,661)	\$ 16,458	\$ 2,136,536	\$ -	\$ 20,771	\$ 2,225,305
Vanguard Target Retirement 2035 Inv	\$ -	\$ 53,155	\$ (29,632)	\$ 122,593	\$ 1,772,950	\$ -	\$ 21,081	\$ 1,940,147
Vanguard Target Retirement 2045 Inv	\$ -	\$ 63,876	\$ (971)	\$ (20,445)	\$ 1,156,721	\$ -	\$ 13,868	\$ 1,213,049
Vanguard Target Retirement 2055 Inv	\$ -	\$ 310	\$ -	\$ 7,942	\$ -	\$ -	\$ (47)	\$ 8,205
TD Ameritrade SDBA	\$ -	\$ -	\$ -	\$ 76,452	\$ -	\$ -	\$ 1,334,632	\$ 1,411,084
<b>Total</b>	<b>\$ -</b>	<b>\$ 1,369,979</b>	<b>\$ (858,560)</b>	<b>\$ (130,121)</b>	<b>\$ 142,541,921</b>	<b>\$ 3,161</b>	<b>\$ 2,993,659</b>	<b>\$ 145,920,039</b>

\* Interprovider transfers and 457 plan-to-plan transfers

**Asset Allocation Summary: SAR Alliance**

Fund	March 31, 2015	
	Assets	% of Total Assets
Voya Fixed Account	\$ 62,844,911	43.1%
Vanguard Total Bond Market Index I	\$ 2,671,579	1.8%
Voya T. Rowe Price Cap Apprec Port I	\$ 771,153	0.5%
Invesco Equity & Income R5	\$ 7,287,298	5.0%
Allianz NFJ Dividend Value Instl	\$ 448,472	0.3%
American Beacon Large Cap Value	\$ 4,451,145	3.1%
Vanguard Institutional Index I	\$ 13,931,149	9.5%
Parnassus Equity Income - Inv	\$ 2,223,164	1.5%
American Funds Growth Fund of Amer R3	\$ 646,503	0.4%
T Rowe Price Growth Stock Fund	\$ 8,628,790	5.9%
Fidelity Contrafund	\$ 931,206	0.6%
Hartford Mid Cap HLS	\$ 7,996,880	5.5%
Oppenheimer Main Street Mid Cap Fund	\$ 7,984,946	5.5%
Vanguard Extended Market Idx I	\$ 3,275,183	2.2%
Goldman Sachs Small/Mid Cap Growth	\$ 3,490,870	2.4%
Vanguard Developed Markets Index Instl	\$ 3,106,069	2.1%
Dodge & Cox International Stock	\$ 449,570	0.3%
Franklin Mutual Global Discovery Fund	\$ 4,006,292	2.7%
Vanguard Target Retirement Income Inv	\$ 2,125,515	1.5%
Vanguard Target Retirement 2015 Inv	\$ 1,851,554	1.3%
Vanguard Target Retirement 2025 Inv	\$ 2,225,305	1.5%
Vanguard Target Retirement 2035 Inv	\$ 1,940,147	1.3%
Vanguard Target Retirement 2045 Inv	\$ 1,213,049	0.8%
Vanguard Target Retirement 2055 Inv	\$ 8,205	
Vanguard Target Retirement 2055 Inv	\$ 1,411,084	1.0%
<b>Total</b>	<b>\$ 145,920,039</b>	<b>100.0%</b>

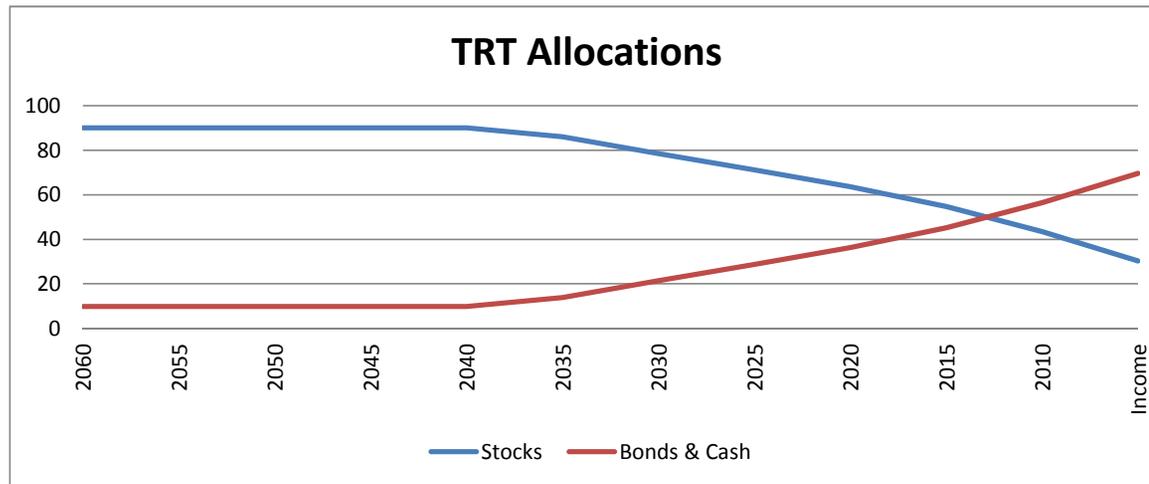
**Number of Participants Invested by Fund: Total Plan  
As of March 31, 2014**

Fund	# of Participants	# of One-Funders
Voya Fixed Account	6,245	2,541
Vanguard Total Bond Market Index I	1,249	18
Voya T. Rowe Price Cap Apprec Port I	526	17
Invesco Equity & Income R5	2,129	110
Allianz NFJ Dividend Value Instl	523	4
American Beacon Large Cap Value	1,650	5
Vanguard Institutional Index I	3,619	112
Parnassus Equity Income - Inv	805	13
American Funds Growth Fund of Amer R3	669	12
T Rowe Price Growth Stock Fund	2,147	65
Fidelity Contrafund	414	8
Hartford Mid Cap HLS	3,330	34
Oppenheimer Main Street Mid Cap Fund	2,812	12
Vanguard Extended Market Idx I	1,163	8
Goldman Sachs Small/Mid Cap Growth	1,318	15
Vanguard Developed Markets Index Instl	1,875	7
Dodge & Cox International Stock	695	14
Franklin Mutual Global Discovery Fund	1594	5
Vanguard Target Retirement Income Inv	405	107
Vanguard Target Retirement 2015 Inv	1,273	750
Vanguard Target Retirement 2025 Inv	947	573
Vanguard Target Retirement 2035 Inv	1,652	1041
Vanguard Target Retirement 2045 Inv	946	690
Vanguard Target Retirement 2055 Inv	12	6
TD Ameritrade SDBA	71	0

### 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
<b>2045</b>	63%	27%	10%	0%	0%	90%	10%
<b>2035</b>	60%	26%	14%	0%	0%	86%	14%
<b>2025</b>	49%	22%	29%	0%	0%	71%	29%
<b>2015</b>	38%	16%	40%	6%	0%	54%	46%
<b>Income</b>	21%	9%	45%	20%	5%	31%	69%



*Nevada Public Employees' Deferred Compensation Program*

**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%	4.0%	0.0%	22.0%	18.0%	100%
<i>Barclays Aggregate Bond Index</i>	42.2%	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	18.0%	71.7%
AA	5.0%	4.6%
A	27.0%	11.8%
BBB	44.0%	11.9%
BB and Below	6.0%	0.0%

Voya Financial Insurance Company Ratings		
Fitch	A	Strong
S&P	A	Strong
Moody's	A2	Good
A.M. Best	A	Excellent

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

**Portfolio Update**  
**Voya Retirement Insurance and Annuity Company ("VRIAC") - General Account Portfolio**  
**As of December 31, 2014**

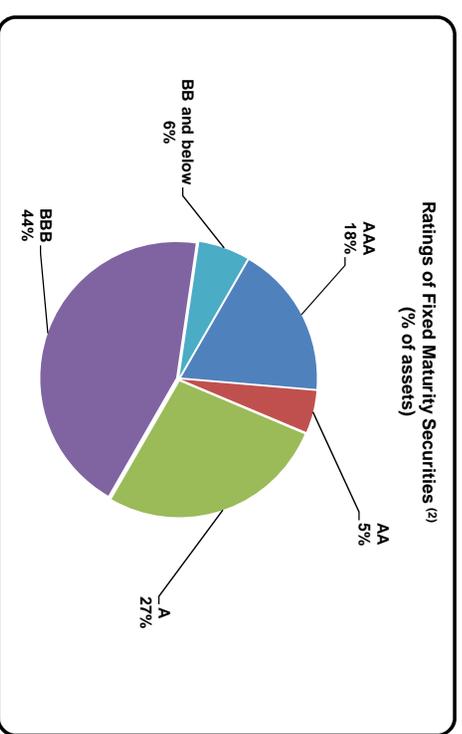
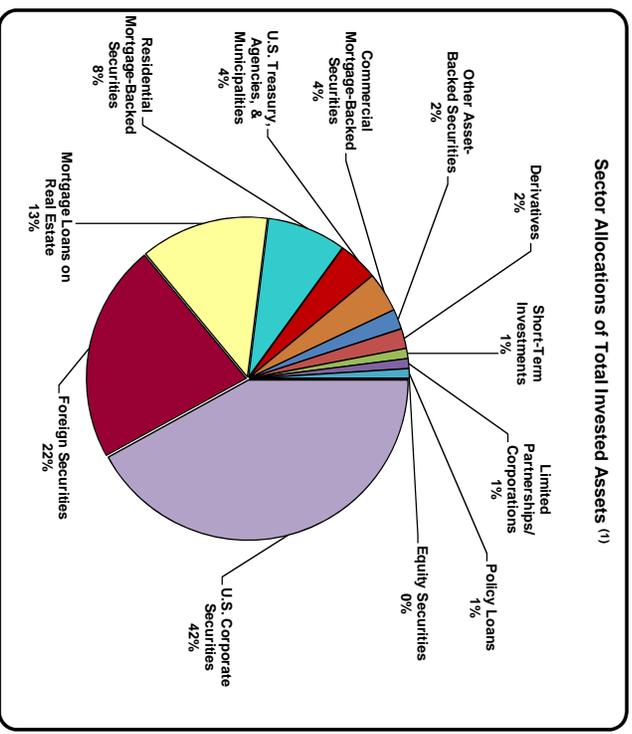
**General Account Facts:**

Market Value of Invested Assets (\$B): \$26.5 <sup>(1)</sup>

Sector Allocations <sup>(1)</sup>	% of Assets
U.S. Corporate Securities	42%
Foreign Securities	22%
Mortgage Loans on Real Estate	13%
Residential Mortgage-Backed Securities	8%
U.S. Treasury, Agencies, & Municipalities	4%
Commercial Mortgage-Backed Securities	4%
Other Asset-Backed Securities	2%
Derivatives	2%
Short-Term Investments	1%
Limited Partnerships/Corporations	1%
Policy Loans	1%
Equity Securities	0%
Total	100%

Ratings on Fixed Maturity Securities <sup>(2)</sup>	% of Assets
AAA	18%
AA	5%
A	27%
BBB	44%
BB and below	6%
Total	100%

Market Value by Contractual Maturity of Fixed Maturity Securities (\$B) <sup>(3)</sup>	% of Assets
One year or less	0.7
After one year through five years	4.3
After five years through ten years	6.1
After ten years	7.0
Mortgage-backed securities	3.2
Other asset-backed securities	0.4
Total	21.7



**Notes:**  
<sup>(1)</sup> Total invested assets exclude due and accrued investment income, real estate, and loans to affiliates. Source: Compiled from information included in the VRIAC Form 10-K as of 12/31/2014, pages 84 and 106.

<sup>(2)</sup> The fixed maturities in VRIAC's portfolio are generally rated by external rating agencies and, if not externally rated, are rated by VRIAC on a basis similar to that used by the rating agencies. Ratings are derived from three National Association of Insurance Commissioners acceptable rating organizations ("ARCO") ratings and are applied as follows based on the number of agency ratings received:  
 • when three ratings are received, then the middle rating is applied;  
 • when two ratings are received, then the lower rating is applied;  
 • when a single rating is received, then the ARO rating is applied; and  
 • when ratings are unavailable, then an internal rating is applied.  
 Source: Compiled from information included in the VRIAC Form 10-K as of 12/31/2014, page 59.

<sup>(3)</sup> Compiled from information included in the VRIAC Form 10-K as of 12/31/2014, page 108.

The General Account supports the insurance and annuity obligations of Voya Retirement Insurance and Annuity Company ("VRIAC"), One Orange Way, Windsor, CT, 06095-4774, a member of the Voya® family of companies. Products may vary by state and may not be available in all states. This information relates to VRIAC's entire General Account and is neither an offer to sell nor a solicitation of an offer to buy, and cannot be used as such, for any particular insurance or annuity product that is registered as a security with the Securities and Exchange Commission and supported by the General Account.

Institutional Investor Use Only

CN0816-11879-0915



## Nevada Public Employees' Deferred Compensation Program

## Comparative Performance

As of March 31, 2015

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
Voya Fixed Account	0.85	0.85	2.56	2.40	2.59	0.75
Hueler Stable Value	0.44	0.44	1.72	1.87	2.25	
Vanguard Total Bond Market Index	1.65	1.65	5.63	3.06	4.38	0.07
Vanguard Total Bond Policy Index	1.66	1.66	5.66	3.14	4.45	
IM U.S. Broad Market Core Fixed Income (MF) Median	1.59	1.59	5.05	3.22	4.49	
Vanguard Total Bond Market Index Rank	39	39	24	59	56	
Voya T Rowe Price Cap App Port I	3.30	3.30	11.31	12.63	11.76	0.64
60 S&P 500 / 40 Barclays Agg	1.30	1.30	10.00	10.88	10.60	
IM All Balanced (MF) Median	2.13	2.13	5.59	8.56	8.32	
Voya T Rowe Price Cap App Port I Rank	7	7	2	5	2	
Invesco Equity and Income R5	0.20	0.20	6.99	12.91	N/A	0.49
60 S&P 500 / 40 Barclays Agg	1.30	1.30	10.00	10.88	10.60	
IM All Balanced (MF) Median	2.13	2.13	5.59	8.56	8.32	
Invesco Equity and Income R5 Rank	96	96	26	4	N/A	
Allianz NFJ Dividend Value	-1.66	-1.66	5.49	13.35	12.70	0.70
Russell 1000 Value Index	-0.72	-0.72	9.33	16.44	13.75	
IM U.S. Large Cap Value Equity (MF) Median	-0.17	-0.17	8.06	15.08	12.12	
Allianz NFJ Dividend Value Rank	93	93	90	83	37	
American Beacon Large Cap Value Instl	0.58	0.58	7.89	15.97	13.38	0.59
Russell 1000 Value Index	-0.72	-0.72	9.33	16.44	13.75	
IM U.S. Large Cap Value Equity (MF) Median	-0.17	-0.17	8.06	15.08	12.12	
American Beacon Large Cap Value Instl Rank	27	27	55	25	21	
Vanguard Institutional Index	0.94	0.94	12.71	16.08	14.44	0.04
S&P 500	0.95	0.95	12.73	16.11	14.47	
IM U.S. Large Cap Core Equity (MF) Median	1.04	1.04	10.55	14.98	12.98	
Vanguard Institutional Index Rank	54	54	24	26	19	

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

## Nevada Public Employees' Deferred Compensation Program

## Comparative Performance

As of March 31, 2015

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
<b>Parnassus Equity Income</b>	-0.78	-0.78	12.70	17.75	13.69	0.87
S&P 500	0.95	0.95	12.73	16.11	14.47	
IM U.S. Large Cap Core Equity (MF) Median	1.04	1.04	10.55	14.98	12.98	
Parnassus Equity Income Rank	95	95	24	5	32	
<b>American Funds Growth Fund R3</b>	3.33	3.33	11.62	16.39	12.99	0.98
Russell 1000 Growth Index	3.84	3.84	16.09	16.34	15.63	
IM U.S. Large Cap Growth Equity (MF) Median	3.37	3.37	14.65	15.14	13.99	
American Funds Growth Fund R3 Rank	51	51	84	27	75	
<b>T.Rowe Price Growth Stock</b>	6.04	6.04	16.85	17.05	16.23	0.69
Russell 1000 Growth Index	3.84	3.84	16.09	16.34	15.63	
IM U.S. Large Cap Growth Equity (MF)	3.37	3.37	14.65	15.14	13.99	
T.Rowe Price Growth Stock Rank	6	6	24	14	9	
<b>Fidelity Contrafund</b>	4.05	4.05	13.46	15.64	14.91	0.64
Russell 1000 Growth Index	3.84	3.84	16.09	16.34	15.63	
IM U.S. Large Cap Growth Equity (MF) Median	3.37	3.37	14.65	15.14	13.99	
Fidelity Contrafund Rank	35	35	66	41	30	
<b>Hartford Mid Cap HLS</b>	5.93	5.93	13.48	19.15	15.61	0.71
Russell Midcap Index	3.95	3.95	13.68	18.10	16.16	
IM U.S. Mid Cap Core Equity (MF) Median	3.68	3.68	10.49	16.13	14.04	
Hartford Mid Cap HLS Rank	10	10	21	8	24	
<b>Oppenheimer Main Street Mid Cap Fund</b>	3.45	3.45	12.24	16.88	15.22	0.86
Russell Midcap Index	3.95	3.95	13.68	18.10	16.16	
IM U.S. Mid Cap Core Equity (MF) Median	3.68	3.68	10.49	16.13	14.04	
Oppenheimer Main Street Mid Cap Fund Rank	57	57	34	39	28	
<b>Vanguard Extended Market Idx I</b>	5.31	5.31	10.27	17.54	15.98	0.08
S&P Completion Index	5.30	5.30	10.15	17.45	15.87	
IM U.S. SMID Cap Core Equity (MF) Median	4.19	4.19	7.72	15.09	13.64	
Vanguard Extended Market Idx I Rank	18	18	24	14	10	

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

## Nevada Public Employees' Deferred Compensation Program

## Comparative Performance

As of March 31, 2015

	1 Quarter	Year To Date	1 Year	3 Years	5 Years	Expense Ratio
Goldman Sachs Small/Mid Cap Growth	4.53	4.53	12.09	18.26	16.11	0.93
Russell 2500 Growth Index	7.44	7.44	13.83	17.91	16.97	
IM U.S. SMID Cap Growth Equity (MF) Median	5.91	5.91	8.90	15.31	15.46	
Goldman Sachs Small/Mid Cap Growth Rank	79	79	18	13	39	
Vanguard Developed Markets Index Instl	5.55	5.55	-0.87	8.95	6.22	0.07
Vanguard Developed Market Policy Index	5.14	5.14	-0.30	9.18	6.25	
IM International Equity (MF) Median	4.19	4.19	-1.17	7.21	5.58	
Vanguard Developed Markets Index Instl Rank	25	25	46	30	39	
Dodge & Cox International Stock	4.20	4.20	1.48	12.25	7.99	0.64
MSCI AC World ex USA (Net)	3.49	3.49	-1.01	6.40	4.82	
MSCI EAFE (Net)	4.88	4.88	-0.92	9.02	6.16	
IM International Core Equity (MF) Median	4.98	4.98	-1.26	8.32	5.96	
Dodge & Cox International Stock Rank	72	72	18	6	14	
Franklin Mutual Global Discovery	3.14	3.14	6.07	12.72	9.63	1.28
MSCI AC World Index (Net)	2.31	2.31	5.42	10.75	9.00	
IM Global Core Equity (MF) Median	2.73	2.73	4.67	11.65	9.49	
Franklin Mutual Global Discovery Rank	30	30	30	28	47	
Vanguard Target Retirement Income Inv	1.75	1.75	5.71	5.79	6.70	0.16
Vanguard Target Income Composite Index	1.80	1.80	5.94	5.97	6.82	
IM Mixed-Asset Target 2010 (MF) Median	1.75	1.75	4.41	6.46	6.73	
Vanguard Target Retirement Income Inv Rank	50	50	12	67	53	
Vanguard Target Retirement 2015 Inv	2.03	2.03	6.84	8.49	8.56	0.16
Vanguard Target 2015 Composite Index	2.04	2.04	7.06	8.69	8.65	
IM Mixed-Asset Target 2015 (MF) Median	1.89	1.89	4.80	7.31	7.26	
Vanguard Target Retirement 2015 Inv Rank	36	36	3	13	8	
Vanguard Target Retirement 2025 Inv	2.24	2.24	7.65	10.35	9.78	0.17
Vanguard Target 2025 Composite Index	2.24	2.24	7.87	10.62	10.04	
IM Mixed-Asset Target 2025 (MF) Median	2.26	2.26	5.86	9.02	8.83	
Vanguard Target Retirement 2025 Inv Rank	51	51	4	15	18	

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

## Nevada Public Employees' Deferred Compensation Program

## Comparative Performance

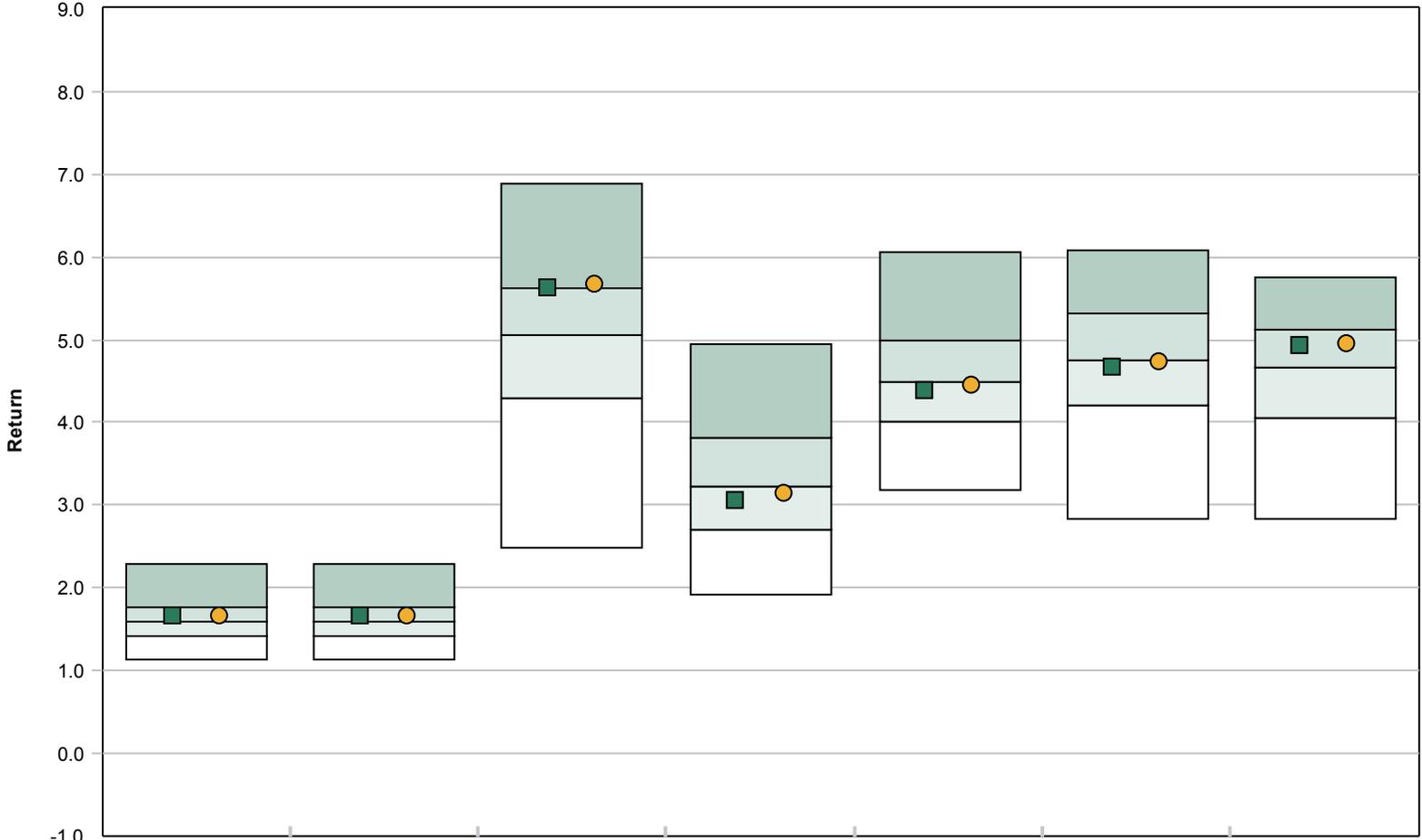
As of March 31, 2015

	<b>1 Quarter</b>	<b>Year To Date</b>	<b>1 Year</b>	<b>3 Years</b>	<b>5 Years</b>	<b>Expense Ratio</b>
Vanguard Target Retirement 2035 Inv	2.35	2.35	7.92	11.85	10.76	0.18
Vanguard Target 2035 Composite Index	2.32	2.32	8.12	12.10	11.02	
IM Mixed-Asset Target 2035 (MF) Median	2.55	2.55	6.59	10.53	9.77	
Vanguard Target Retirement 2035 Inv Rank	67	67	14	18	17	
Vanguard Target Retirement 2045 Inv	2.41	2.41	7.92	12.31	11.06	0.18
Vanguard Target 2045 Composite Index	2.35	2.35	8.22	12.59	11.34	
IM Mixed-Asset Target 2045 (MF) Median	2.65	2.65	6.79	11.16	10.32	
Vanguard Target Retirement 2045 Inv Rank	76	76	22	20	21	
Vanguard Target Retirement 2055 Inv	2.38	2.38	7.90	12.32	N/A	0.18
Vanguard Target 2055 Composite Index	2.35	2.35	8.22	12.59	N/A	
IM Mixed-Asset Target 2055+ (MF) Median	2.71	2.71	6.84	11.67	10.27	
Vanguard Target Retirement 2055 Inv Rank	79	79	23	27	N/A	

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

Vanguard Total Bond Market Index

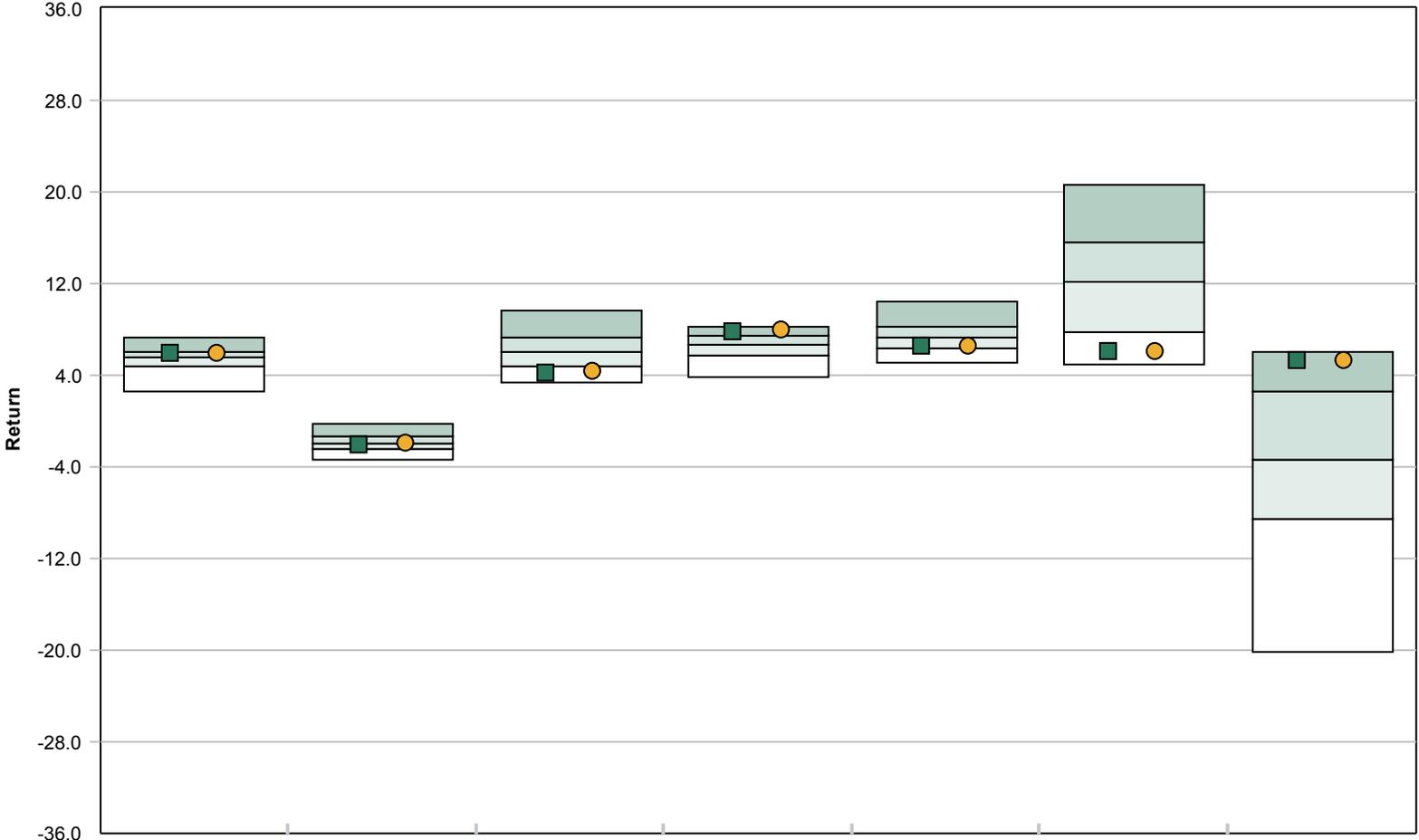
Peer Group Analysis - IM U.S. Broad Market Core Fixed Income (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Total Bond Market Index	1.65 (39)	1.65 (39)	5.63 (24)	3.06 (59)	4.38 (56)	4.66 (56)	4.93 (34)
● Vanguard Total Bond Policy Index	1.66 (36)	1.66 (36)	5.66 (22)	3.14 (54)	4.45 (52)	4.73 (51)	4.95 (34)
5th Percentile	2.29	2.29	6.89	4.95	6.07	6.07	5.75
1st Quartile	1.76	1.76	5.62	3.82	5.00	5.32	5.12
Median	1.59	1.59	5.05	3.22	4.49	4.75	4.66
3rd Quartile	1.41	1.41	4.30	2.70	4.02	4.21	4.05
95th Percentile	1.14	1.14	2.49	1.91	3.17	2.84	2.84

Vanguard Total Bond Market Index

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



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Total Bond Market Index	5.91 (30)	-2.13 (59)	4.18 (81)	7.72 (14)	6.58 (67)	6.09 (88)	5.19 (11)
● Vanguard Total Bond Policy Index	5.85 (34)	-1.97 (51)	4.32 (79)	7.92 (9)	6.58 (67)	5.98 (89)	5.24 (10)
5th Percentile	7.29	-0.20	9.62	8.28	10.36	20.59	6.03
1st Quartile	5.99	-1.29	7.29	7.39	8.19	15.65	2.61
Median	5.54	-1.96	6.01	6.68	7.23	12.13	-3.45
3rd Quartile	4.75	-2.46	4.82	5.72	6.37	7.73	-8.59
95th Percentile	2.53	-3.44	3.35	3.89	5.08	4.87	-20.19

## Vanguard Total Bond Market Index

### Fund Information

Fund Name :	Vanguard Bond Index Funds: Vanguard Total Bond Market Index Fund; Institutional Shares	Portfolio Assets :	\$148,449 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Joshua C. Barrickman
Ticker :	VBPIX	PM Tenure :	2013
Inception Date :	09/18/1995	Fund Style :	IM U.S. Broad Market Core Fixed Income (MF)
Fund Assets :	\$28,481 Million	Style Benchmark :	Vanguard Total Bond Policy Index

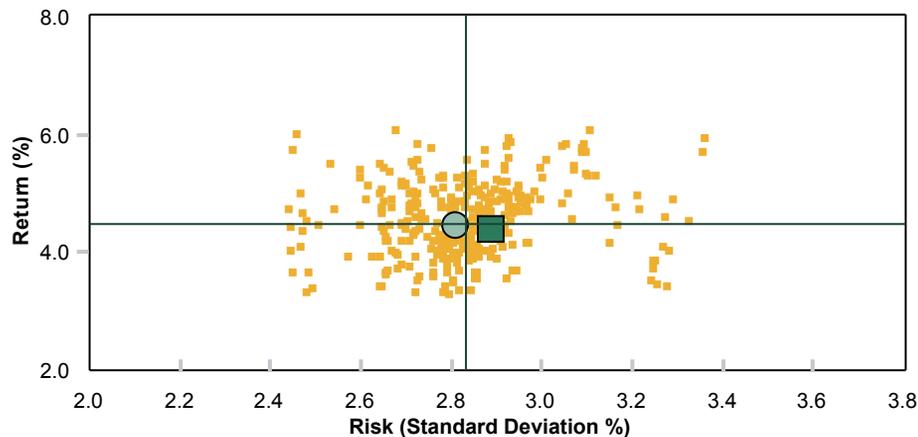
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

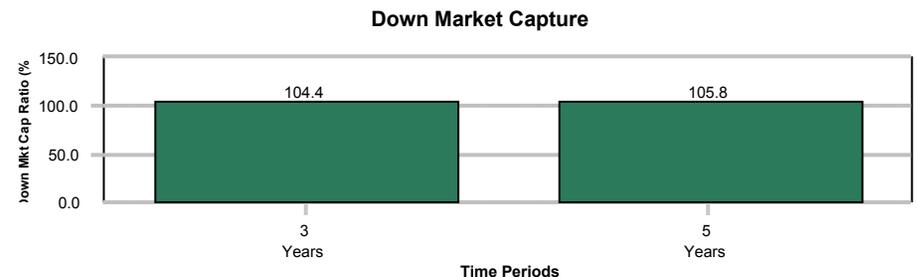
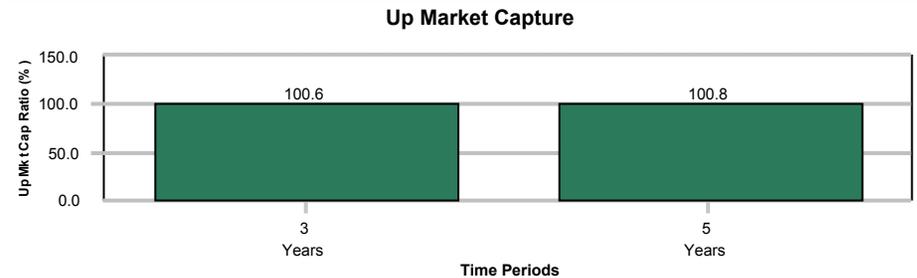
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Total Bond Market Index	4.38	2.89	1.47	-0.18	1.02	0.99	0.24	-0.30	2.89	10/01/1995
Vanguard Total Bond Policy Index	4.45	2.81	1.54	0.00	1.00	1.00	0.00	N/A	2.81	10/01/1995
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	2.81	-1.54	0.00	10/01/1995

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Total Bond Market Index	4.38	2.89
● Vanguard Total Bond Policy Index	4.45	2.81
— Median	4.49	2.83

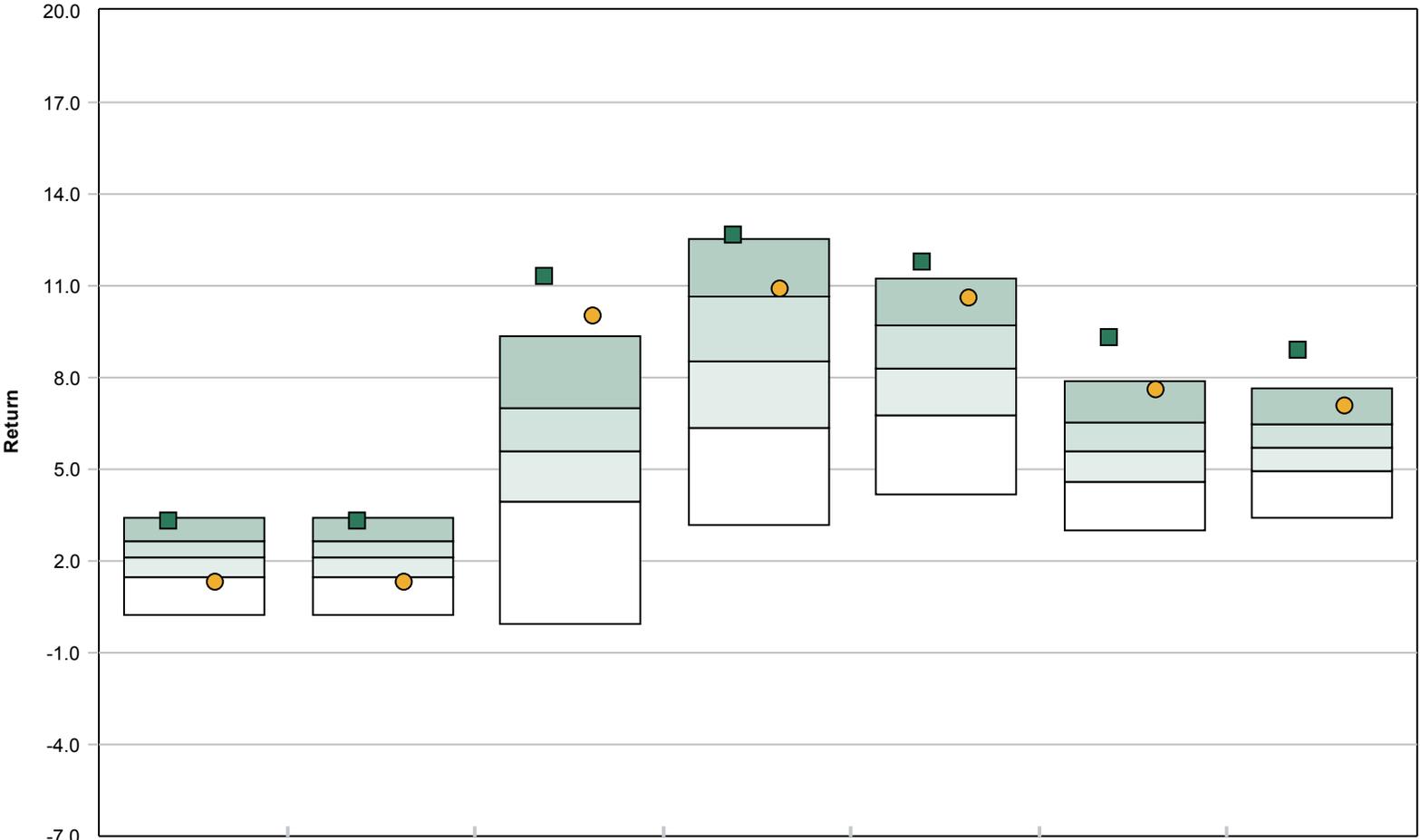
### Up Down Market Capture



\* Monthly periodicity used.

Voya T Rowe Price Cap App Port I

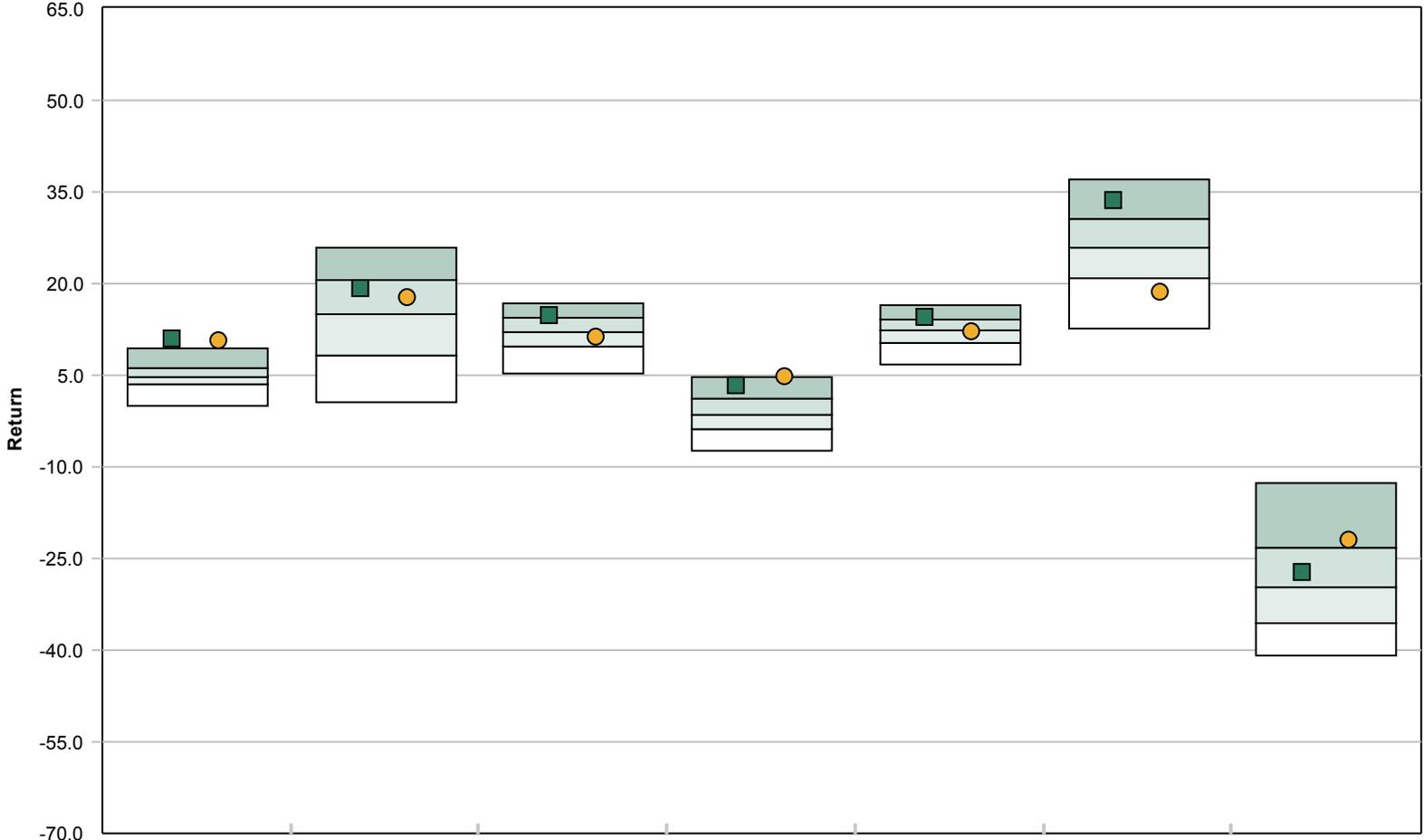
Peer Group Analysis - IM All Balanced (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Voya T Rowe Price Cap App Port I	3.30 (7)	3.30 (7)	11.31 (2)	12.63 (5)	11.76 (2)	9.28 (1)	8.86 (1)
● 60 S&P 500 / 40 Barclays Agg	1.30 (81)	1.30 (81)	10.00 (4)	10.88 (23)	10.60 (12)	7.60 (8)	7.06 (12)
5th Percentile	3.44	3.44	9.37	12.54	11.21	7.86	7.62
1st Quartile	2.63	2.63	7.03	10.67	9.71	6.51	6.50
Median	2.13	2.13	5.59	8.56	8.32	5.62	5.73
3rd Quartile	1.49	1.49	3.94	6.36	6.76	4.59	4.95
95th Percentile	0.26	0.26	-0.04	3.15	4.18	2.98	3.43

Voya T Rowe Price Cap App Port I

Peer Group Analysis - IM All Balanced (MF)



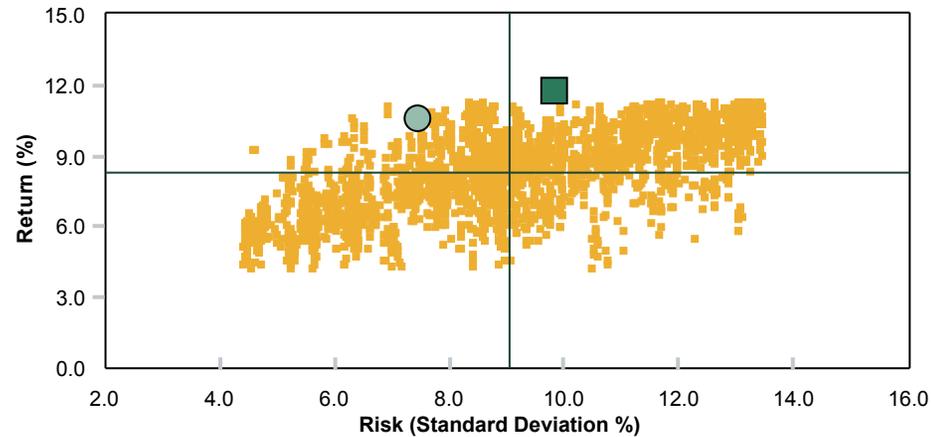
	2014	2013	2012	2011	2010	2009	2008
■ Voya T Rowe Price Cap App Port I	10.92 (3)	19.05 (34)	14.78 (21)	3.16 (10)	14.30 (23)	33.56 (13)	-27.34 (41)
● 60 S&P 500 / 40 Barclays Agg	10.62 (3)	17.56 (40)	11.31 (60)	4.69 (5)	12.13 (53)	18.40 (86)	-22.06 (22)
5th Percentile	9.30	25.81	16.65	4.63	16.51	36.97	-12.67
1st Quartile	6.21	20.64	14.34	1.17	14.04	30.46	-23.27
Median	4.75	15.12	12.14	-1.47	12.30	26.00	-29.56
3rd Quartile	3.45	8.34	9.84	-3.76	10.43	20.87	-35.62
95th Percentile	0.10	0.56	5.37	-7.33	6.83	12.69	-40.99

Voya T Rowe Price Cap App Port I

Historical Statistics (04/01/10 - 03/31/15) \*

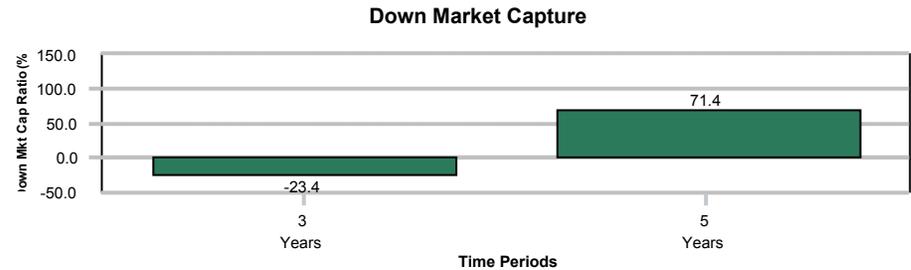
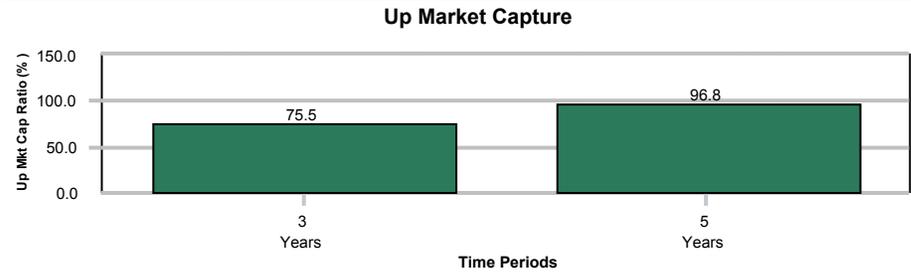
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Voya T Rowe Price Cap App Port I	11.76	9.84	1.18	1.59	0.97	0.54	6.68	0.19	9.84	01/01/2004
60 S&P 500 / 40 Barclays Agg	10.60	7.46	1.38	0.00	1.00	1.00	0.00	N/A	7.46	01/01/2004
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	7.46	-1.38	0.00	01/01/2004

Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Voya T Rowe Price Cap App Port I	11.76	9.84
● 60 S&P 500 / 40 Barclays Agg	10.60	7.46
— Median	8.32	9.05

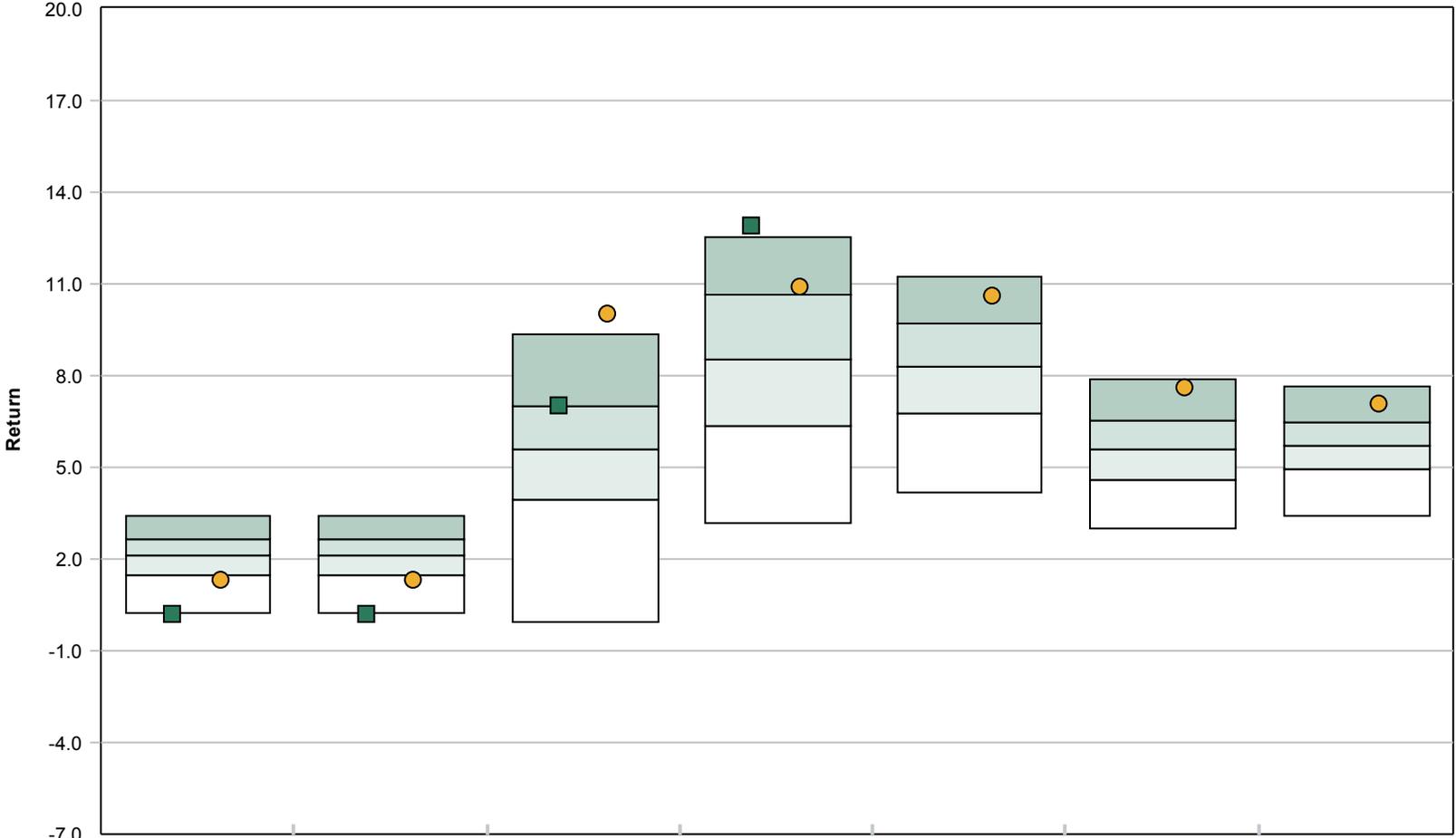
Up Down Market Capture



\* Monthly periodicity used.

**Invesco Equity and Income R5**

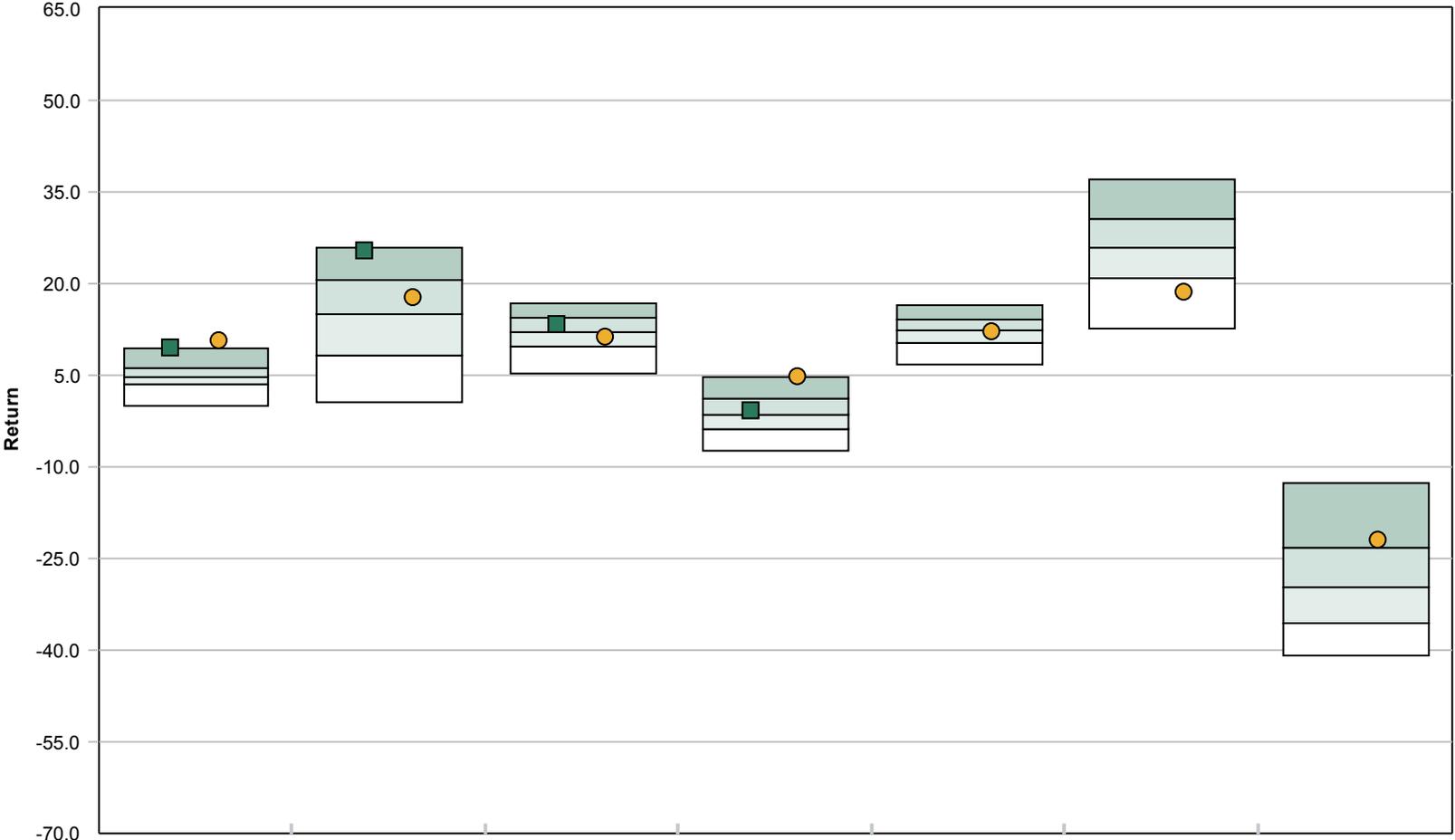
Peer Group Analysis - IM All Balanced (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
<span style="color: green;">■</span> Invesco Equity and Income R5	0.20 (96)	0.20 (96)	6.99 (26)	12.91 (4)	N/A	N/A	N/A
<span style="color: orange;">●</span> 60 S&P 500 / 40 Barclays Agg	1.30 (81)	1.30 (81)	10.00 (4)	10.88 (23)	10.60 (12)	7.60 (8)	7.06 (12)
5th Percentile	3.44	3.44	9.37	12.54	11.21	7.86	7.62
1st Quartile	2.63	2.63	7.03	10.67	9.71	6.51	6.50
Median	2.13	2.13	5.59	8.56	8.32	5.62	5.73
3rd Quartile	1.49	1.49	3.94	6.36	6.76	4.59	4.95
95th Percentile	0.26	0.26	-0.04	3.15	4.18	2.98	3.43

Invesco Equity and Income R5

Peer Group Analysis - IM All Balanced (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Invesco Equity and Income R5	9.42 (5)	25.35 (7)	13.24 (37)	-0.78 (44)	N/A	N/A	N/A
● 60 S&P 500 / 40 Barclays Agg	10.62 (3)	17.56 (40)	11.31 (60)	4.69 (5)	12.13 (53)	18.40 (86)	-22.06 (22)
5th Percentile	9.30	25.81	16.65	4.63	16.51	36.97	-12.67
1st Quartile	6.21	20.64	14.34	1.17	14.04	30.46	-23.27
Median	4.75	15.12	12.14	-1.47	12.30	26.00	-29.56
3rd Quartile	3.45	8.34	9.84	-3.76	10.43	20.87	-35.62
95th Percentile	0.10	0.56	5.37	-7.33	6.83	12.69	-40.99

## Invesco Equity and Income R5

### Fund Information

Fund Name :	AIM Counselor Series Trust (Invesco Counselor Series Trust): Invesco Equity & Income Fund; Class R5 Shares	Portfolio Assets :	\$13,879 Million
Fund Family :	Invesco Funds	Portfolio Manager :	Thomas Bastian
Ticker :	ACEKX	PM Tenure :	2010
Inception Date :	06/01/2010	Fund Style :	IM All Balanced (MF)
Fund Assets :	\$465 Million	Style Benchmark :	60 S&P 500 / 40 Barclays Agg

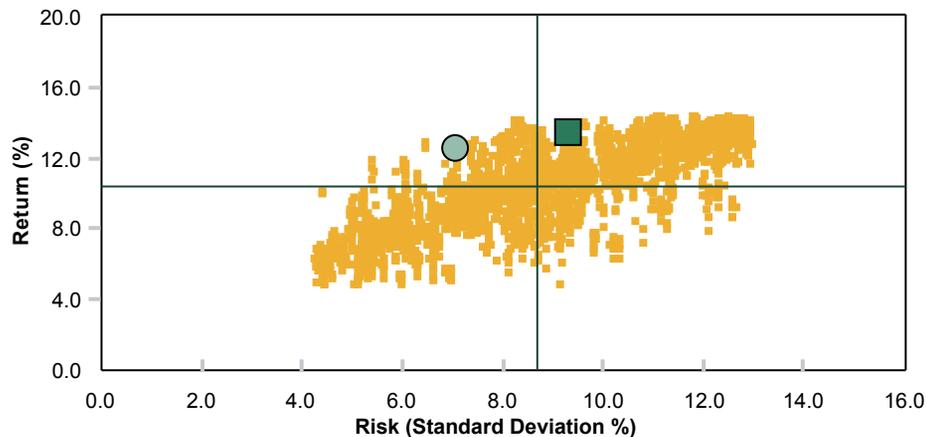
### Fund Investment Policy

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 (07/01/10 - 03/31/15) \*

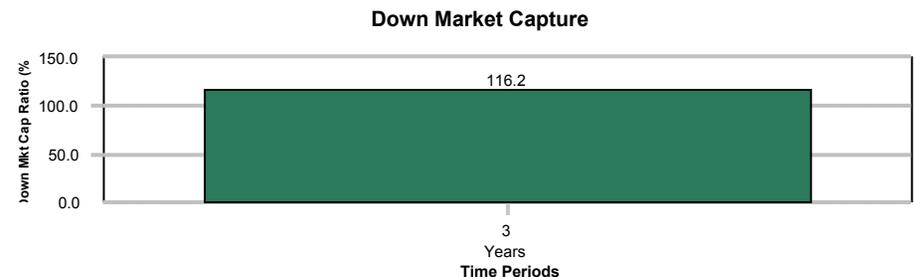
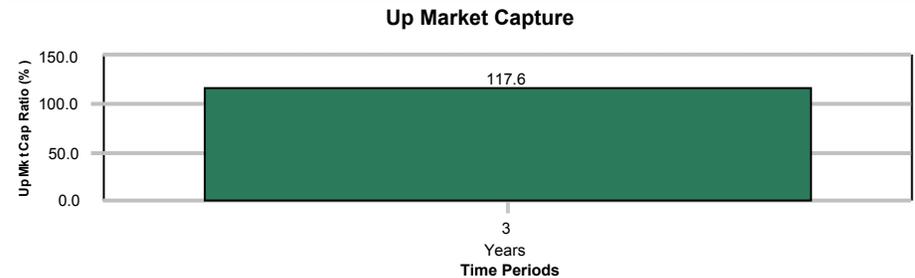
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Invesco Equity and Income R5	13.46	9.33	1.40	-2.24	1.27	0.92	3.19	0.32	9.33	07/01/2010
60 S&P 500 / 40 Barclays Agg	12.54	7.07	1.70	0.00	1.00	1.00	0.00	N/A	7.07	07/01/2010
90 Day U.S. Treasury Bill	0.07	0.02	N/A	0.07	0.00	0.00	7.07	-1.70	0.00	07/01/2010

### Peer Group Scattergram (07/01/10 to 03/31/15)



	Return	Standard Deviation
■ Invesco Equity and Income R5	13.46	9.33
● 60 S&P 500 / 40 Barclays Agg	12.54	7.07
— Median	10.44	8.69

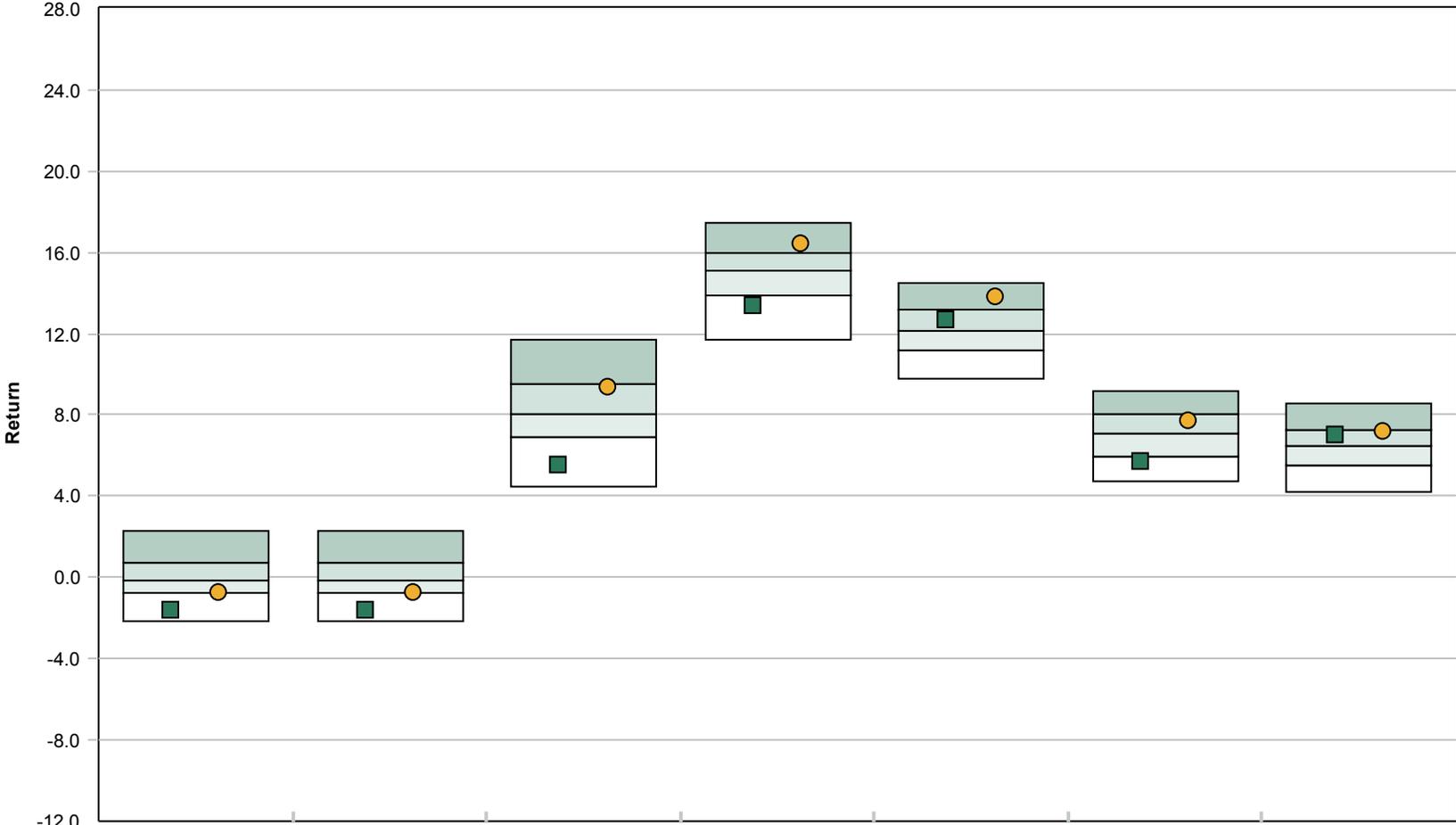
### Up Down Market Capture



\* Monthly periodicity used.

Allianz NFJ Dividend Value

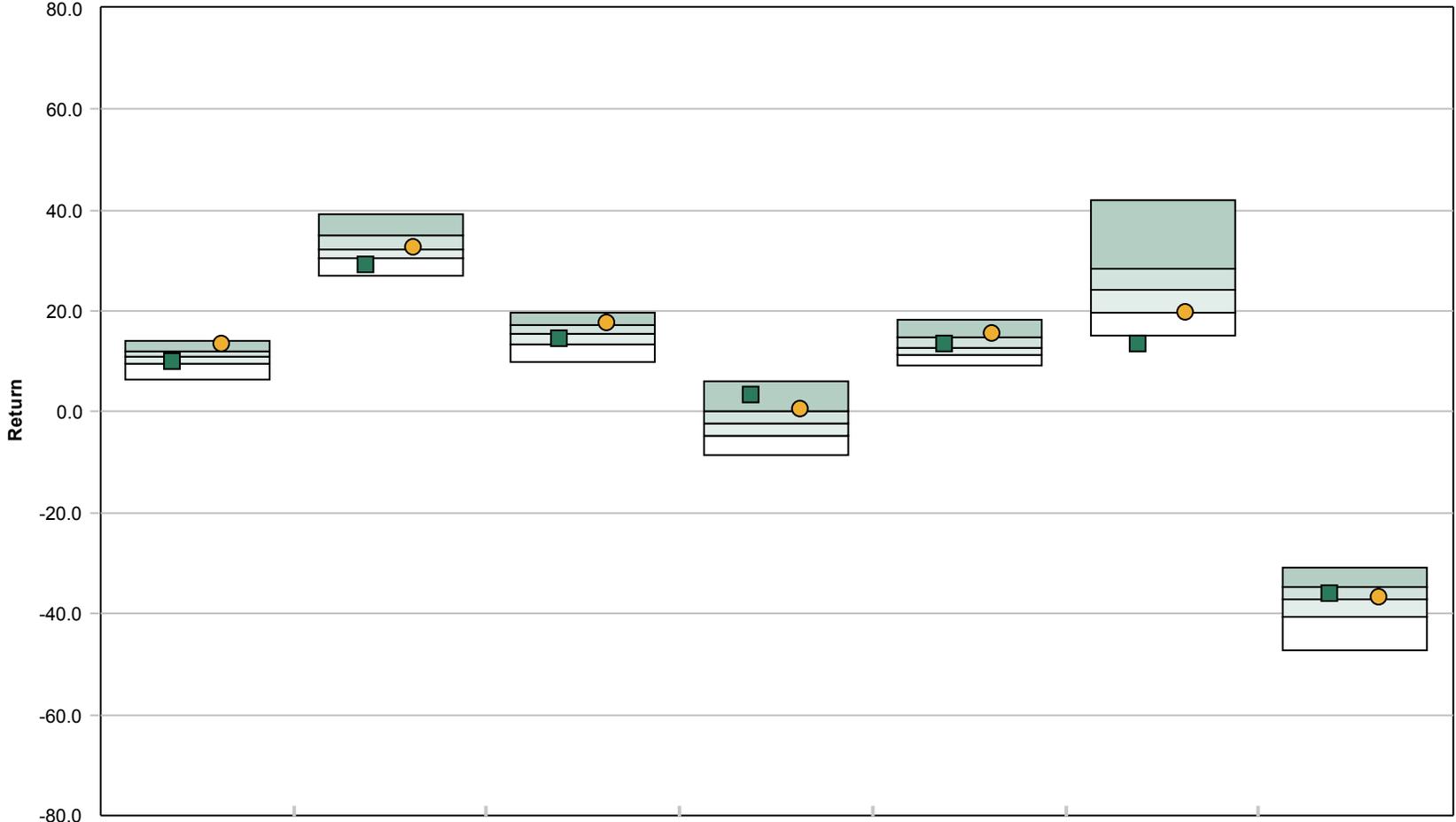
Peer Group Analysis - IM U.S. Large Cap Value Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Allianz NFJ Dividend Value	-1.66 (93)	-1.66 (93)	5.49 (90)	13.35 (83)	12.70 (37)	5.66 (81)	6.97 (36)
● Russell 1000 Value Index	-0.72 (75)	-0.72 (75)	9.33 (28)	16.44 (15)	13.75 (13)	7.73 (35)	7.21 (27)
5th Percentile	2.33	2.33	11.70	17.44	14.45	9.14	8.56
1st Quartile	0.68	0.68	9.55	15.95	13.18	8.06	7.25
Median	-0.17	-0.17	8.06	15.08	12.12	7.08	6.51
3rd Quartile	-0.73	-0.73	6.88	13.85	11.15	5.98	5.54
95th Percentile	-2.14	-2.14	4.45	11.68	9.79	4.71	4.18

Allianz NFJ Dividend Value

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



	2014	2013	2012	2011	2010	2009	2008
■ Allianz NFJ Dividend Value	9.99 (68)	29.21 (87)	14.31 (66)	3.44 (11)	13.57 (39)	13.33 (98)	-36.06 (37)
● Russell 1000 Value Index	13.45 (8)	32.53 (48)	17.51 (23)	0.39 (24)	15.51 (19)	19.69 (74)	-36.85 (48)
5th Percentile	14.04	39.30	19.61	6.15	18.19	42.14	-30.88
1st Quartile	12.07	34.93	17.28	0.21	14.89	28.38	-34.81
Median	10.86	32.32	15.39	-2.30	12.71	24.36	-36.98
3rd Quartile	9.44	30.59	13.51	-4.76	11.36	19.53	-40.74
95th Percentile	6.42	26.87	9.90	-8.47	9.25	15.20	-47.18

## Allianz NFJ Dividend Value

### Fund Information

Fund Name :	Allianz Funds: AllianzGI NFJ Dividend Value Fund; Institutional Class Shares	Portfolio Assets :	\$8,740 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 :	\$3,914 Million	Style Benchmark :	Russell 1000 Value Index

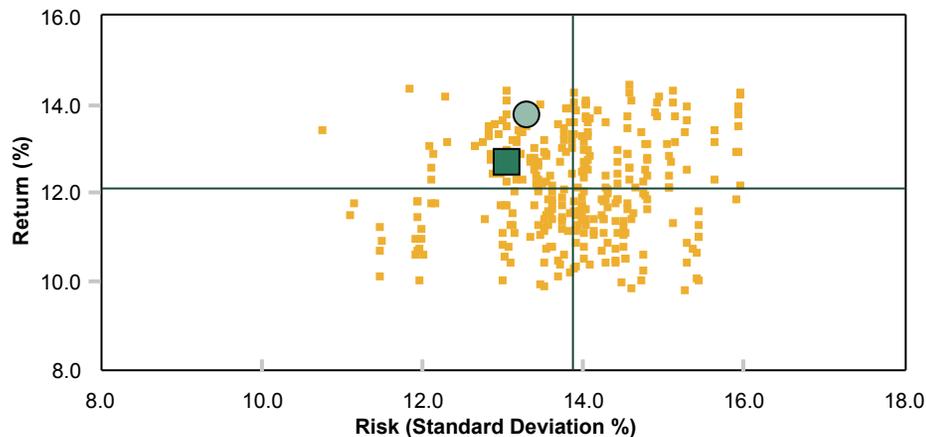
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

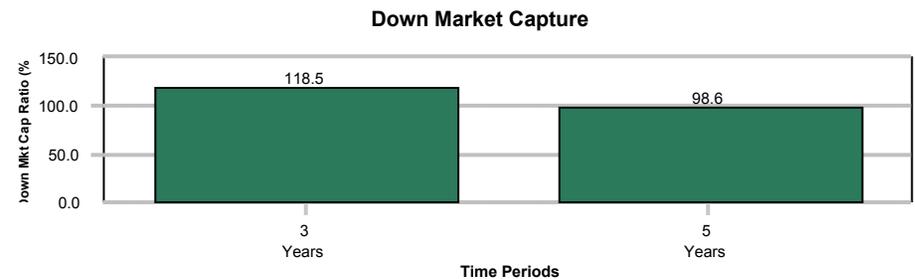
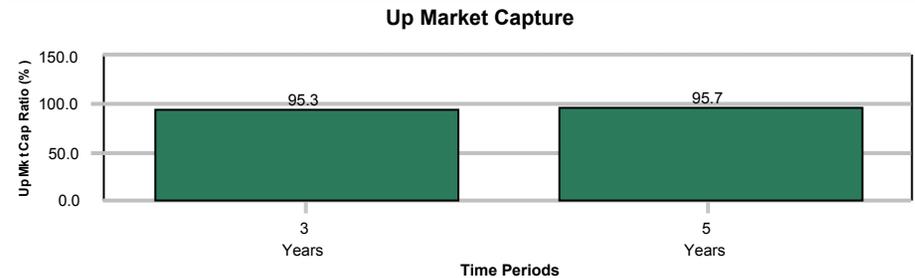
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Allianz NFJ Dividend Value	12.70	13.07	0.98	-0.36	0.96	0.95	3.04	-0.32	13.07	06/01/2000
Russell 1000 Value Index	13.75	13.32	1.03	0.00	1.00	1.00	0.00	N/A	13.32	06/01/2000
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	13.32	-1.03	0.00	06/01/2000

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Allianz NFJ Dividend Value	12.70	13.07
● Russell 1000 Value Index	13.75	13.32
— Median	12.12	13.87

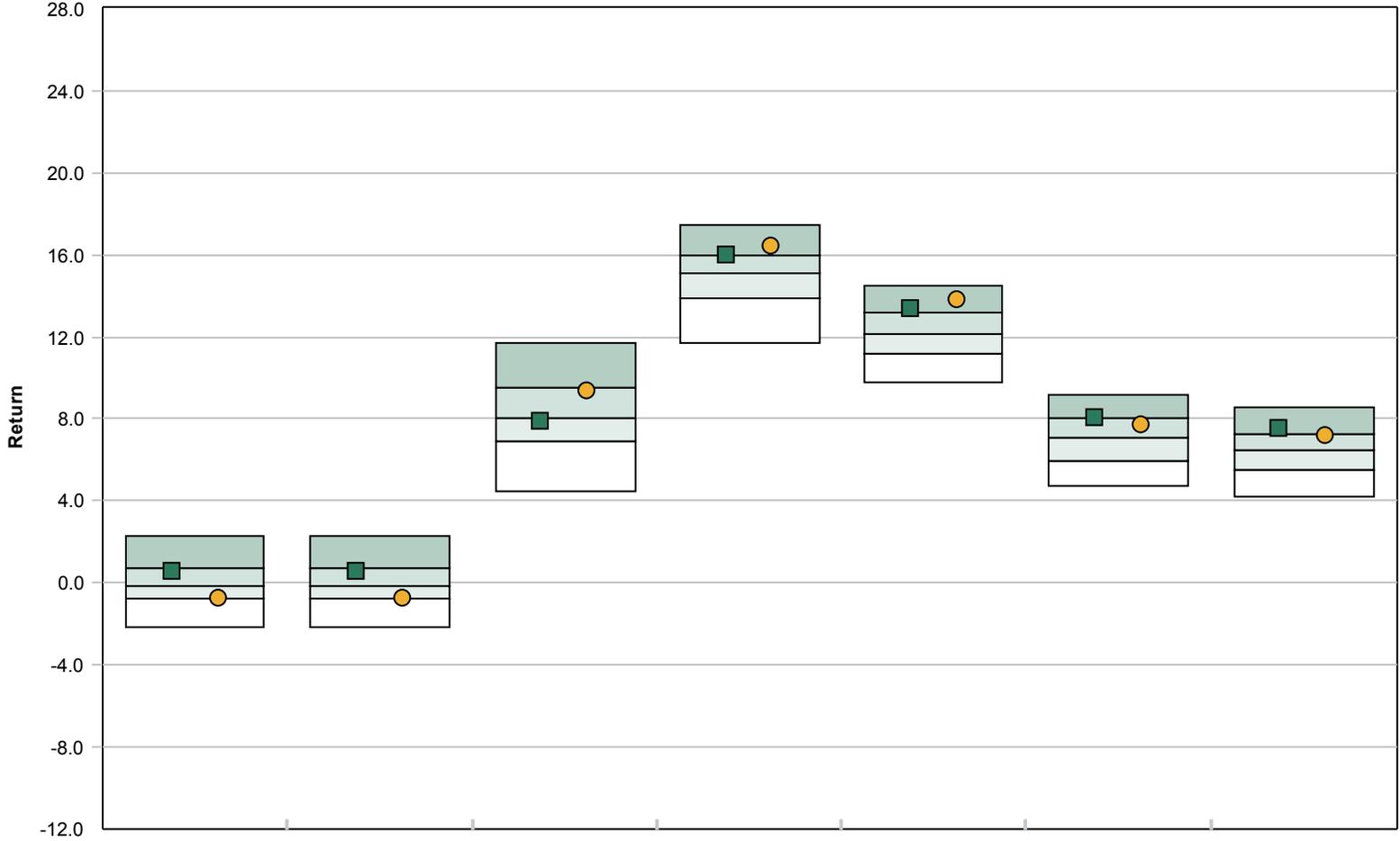
### Up Down Market Capture



\* Monthly periodicity used.

American Beacon Lg Cap Value Instl

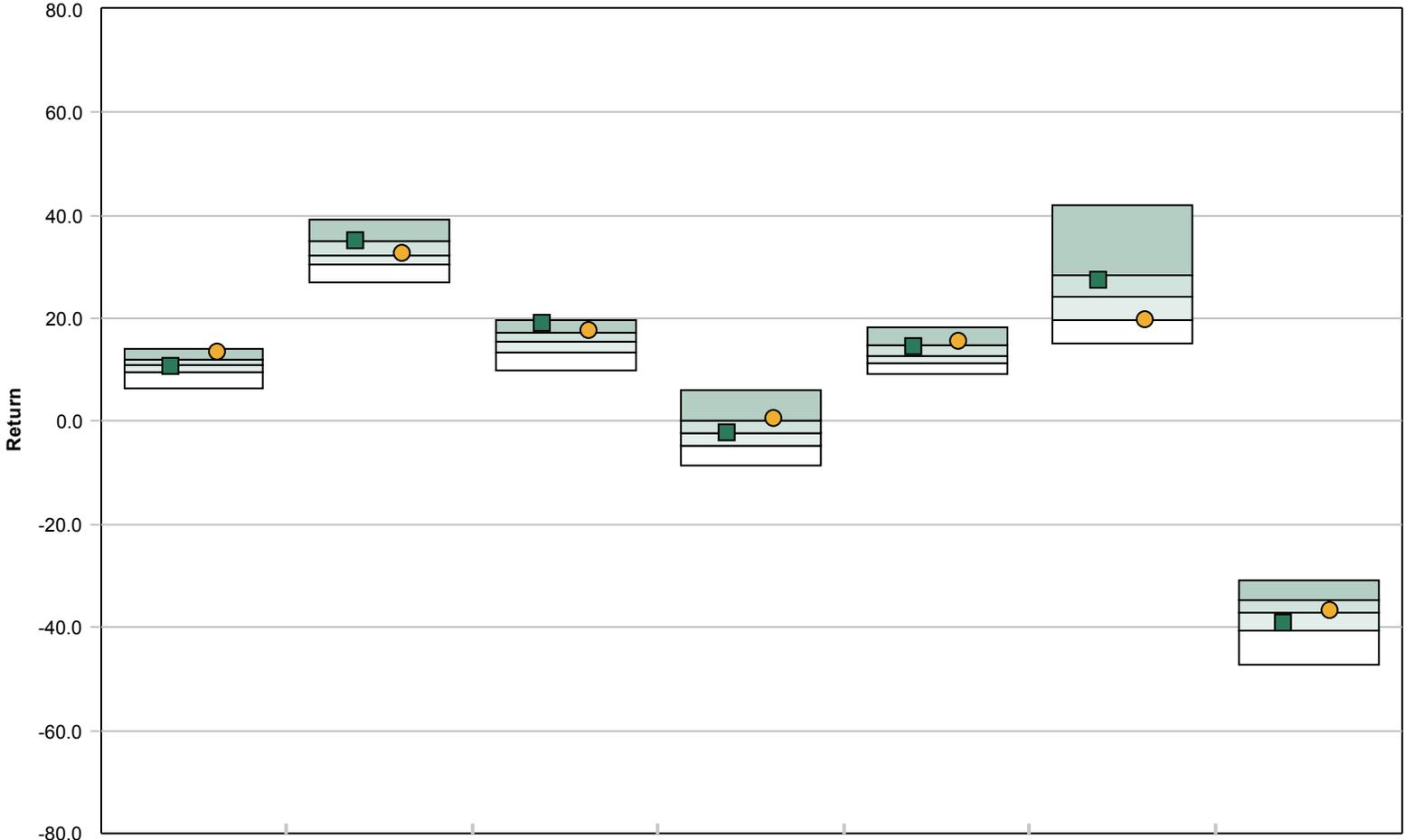
Peer Group Analysis - IM U.S. Large Cap Value Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
<span style="color: green;">■</span> American Beacon Lg Cap Value Instl	0.58 (27)	0.58 (27)	7.89 (55)	15.97 (25)	13.38 (21)	8.06 (25)	7.56 (18)
<span style="color: orange;">●</span> Russell 1000 Value Index	-0.72 (75)	-0.72 (75)	9.33 (28)	16.44 (15)	13.75 (13)	7.73 (35)	7.21 (27)
5th Percentile	2.33	2.33	11.70	17.44	14.45	9.14	8.56
1st Quartile	0.68	0.68	9.55	15.95	13.18	8.06	7.25
Median	-0.17	-0.17	8.06	15.08	12.12	7.08	6.51
3rd Quartile	-0.73	-0.73	6.88	13.85	11.15	5.98	5.54
95th Percentile	-2.14	-2.14	4.45	11.68	9.79	4.71	4.18

American Beacon Lg Cap Value Instl

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



	2014	2013	2012	2011	2010	2009	2008
■ American Beacon Lg Cap Value Instl	10.55 (58)	34.93 (25)	19.07 (9)	-2.34 (51)	14.56 (28)	27.52 (30)	-39.39 (68)
● Russell 1000 Value Index	13.45 (8)	32.53 (48)	17.51 (23)	0.39 (24)	15.51 (19)	19.69 (74)	-36.85 (48)
5th Percentile	14.04	39.30	19.61	6.15	18.19	42.14	-30.88
1st Quartile	12.07	34.93	17.28	0.21	14.89	28.38	-34.81
Median	10.86	32.32	15.39	-2.30	12.71	24.36	-36.98
3rd Quartile	9.44	30.59	13.51	-4.76	11.36	19.53	-40.74
95th Percentile	6.42	26.87	9.90	-8.47	9.25	15.20	-47.18

**American Beacon Lg Cap Value Instl**

**Fund Information**

Fund Name :	American Beacon Funds: American Beacon Large Cap Value Fund; Institutional Class Shares	Portfolio Assets :	\$11,519 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 :	\$6,188 Million	Style Benchmark :	Russell 1000 Value Index

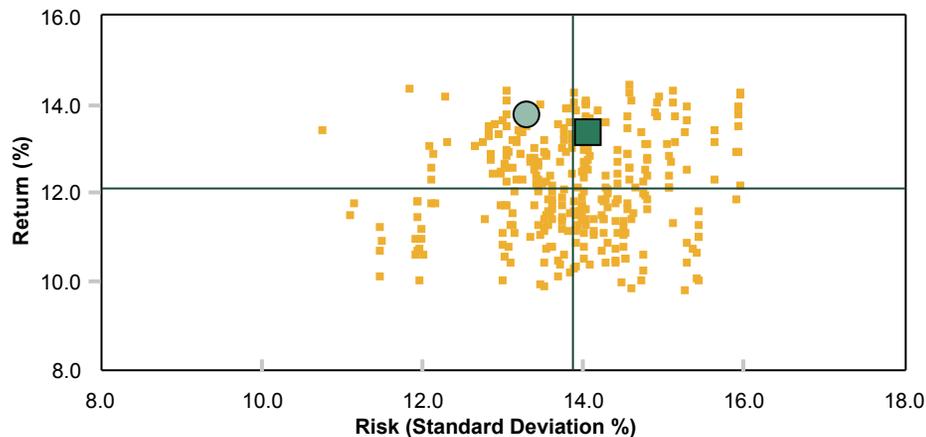
**Fund Investment Policy**

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 (04/01/10 - 03/31/15) \***

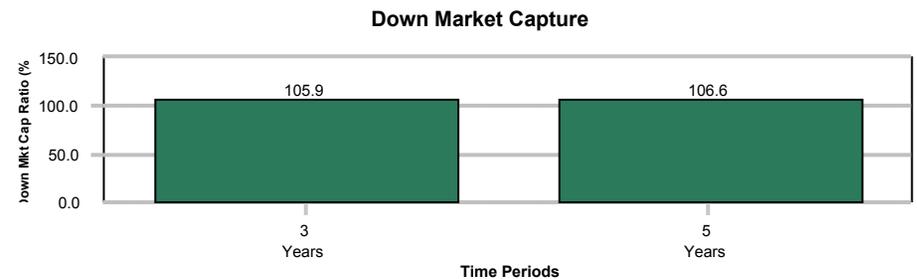
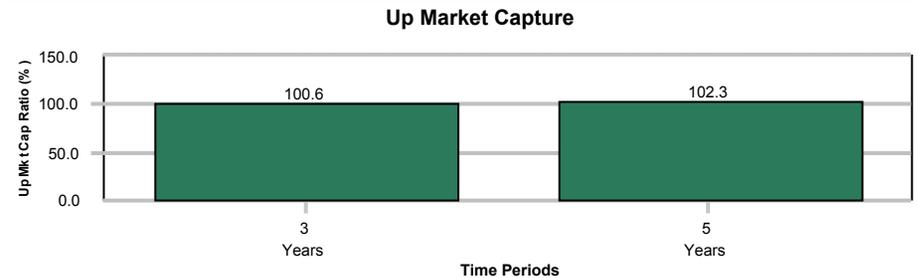
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
American Beacon Lg Cap Value Instl	13.38	14.07	0.96	-0.83	1.04	0.98	2.29	-0.10	14.07	08/01/1987
Russell 1000 Value Index	13.75	13.32	1.03	0.00	1.00	1.00	0.00	N/A	13.32	08/01/1987
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	13.32	-1.03	0.00	08/01/1987

**Peer Group Scattergram (04/01/10 to 03/31/15)**



	Return	Standard Deviation
American Beacon Lg Cap Value Instl	13.38	14.07
Russell 1000 Value Index	13.75	13.32
Median	12.12	13.87

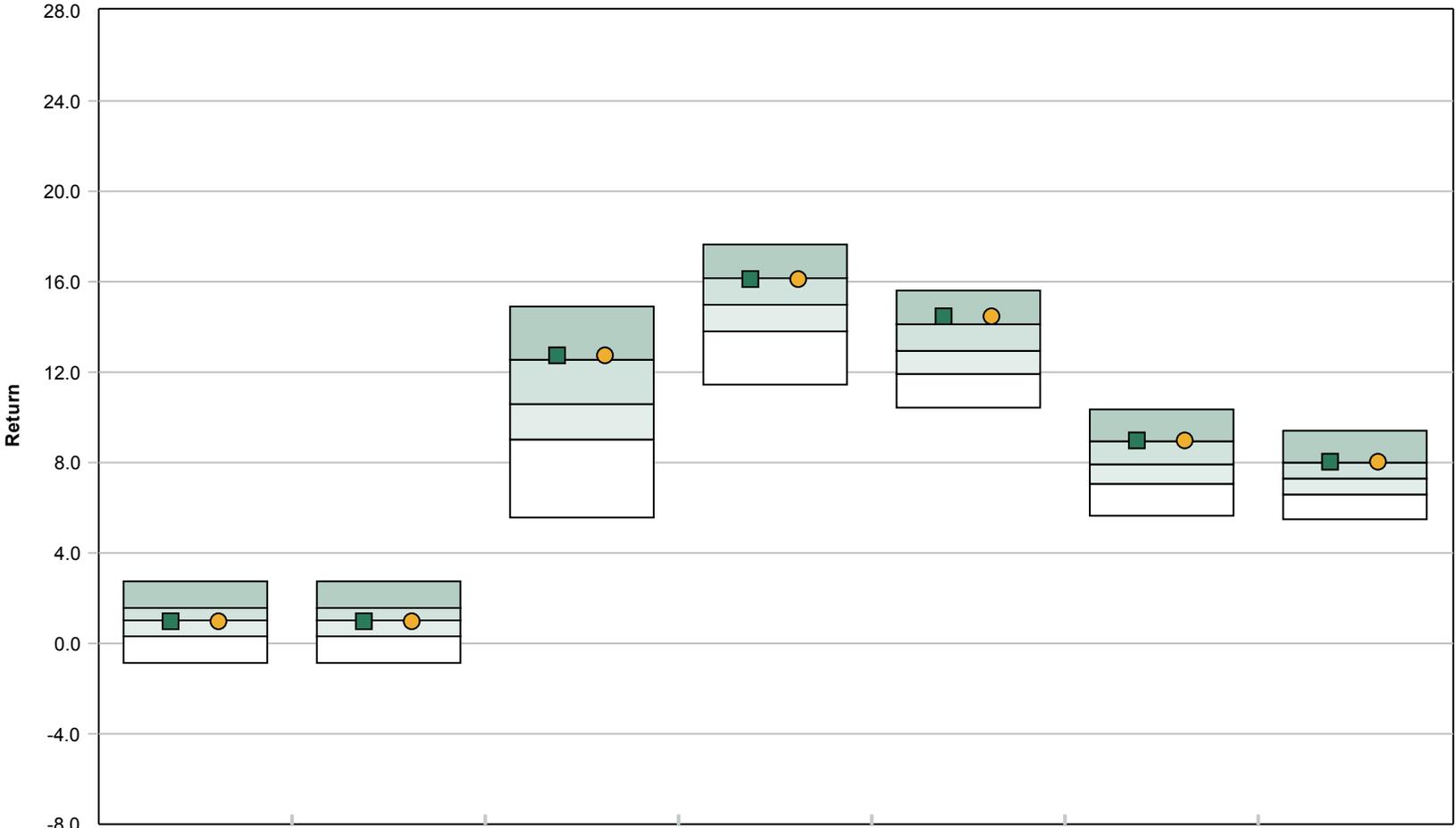
**Up Down Market Capture**



\* Monthly periodicity used.

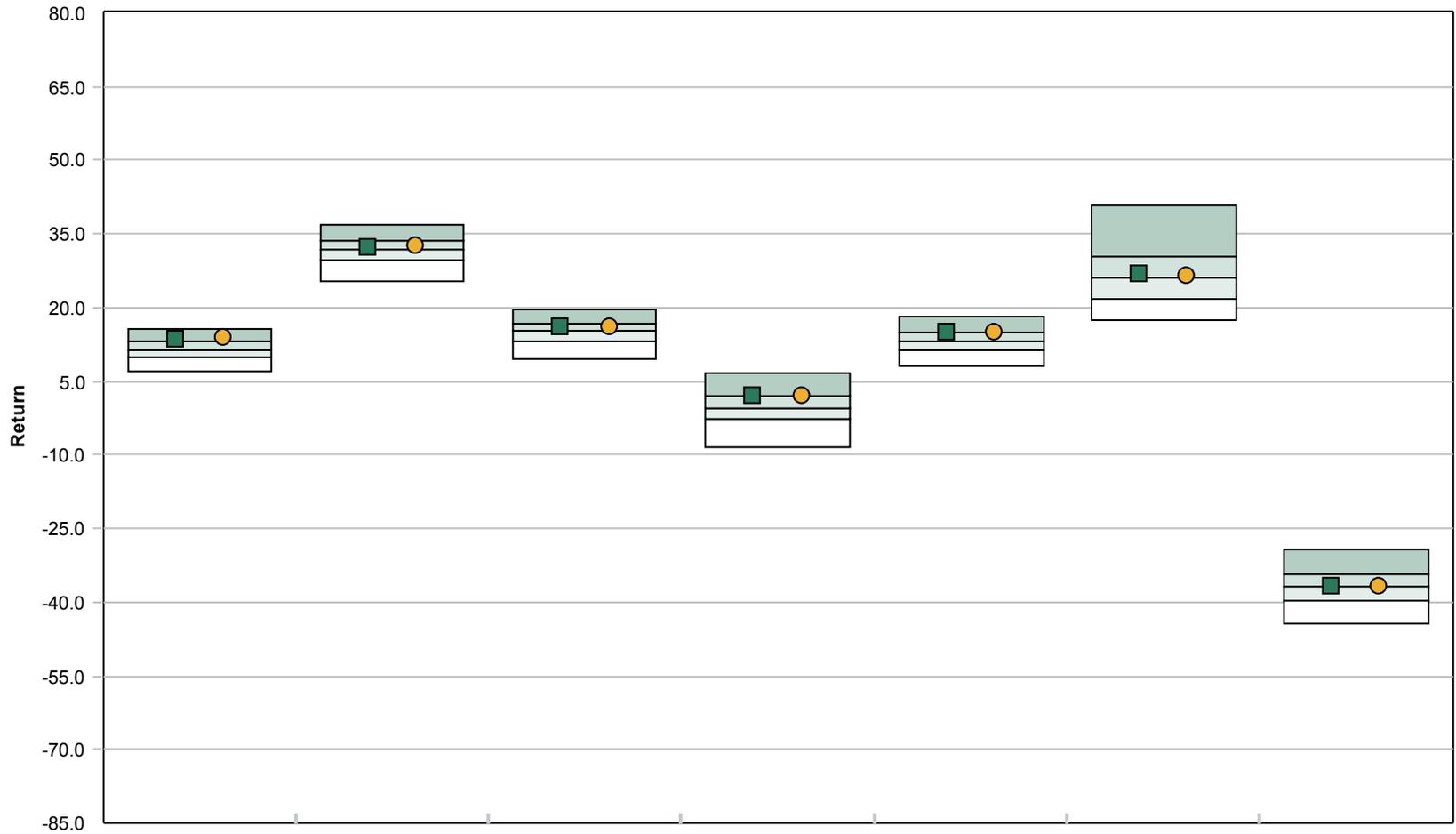
Vanguard Institutional Index

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



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Institutional Index	0.94 (54)	0.94 (54)	12.71 (24)	16.08 (26)	14.44 (19)	8.96 (25)	8.01 (24)
● S&P 500	0.95 (53)	0.95 (53)	12.73 (23)	16.11 (26)	14.47 (19)	8.95 (25)	8.01 (25)
5th Percentile	2.73	2.73	14.88	17.62	15.63	10.32	9.40
1st Quartile	1.58	1.58	12.57	16.12	14.08	8.94	7.98
Median	1.04	1.04	10.55	14.98	12.98	7.96	7.26
3rd Quartile	0.34	0.34	9.03	13.83	11.93	7.05	6.60
95th Percentile	-0.84	-0.84	5.56	11.46	10.41	5.61	5.49

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



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Institutional Index	13.65 (18)	32.35 (42)	15.98 (40)	2.09 (24)	15.05 (22)	26.63 (48)	-36.95 (50)
● S&P 500	13.69 (18)	32.39 (41)	16.00 (39)	2.11 (24)	15.06 (22)	26.46 (48)	-37.00 (51)
5th Percentile	15.50	36.83	19.78	6.57	18.05	40.83	-29.31
1st Quartile	13.09	33.65	16.78	1.85	14.77	30.52	-34.20
Median	11.41	31.86	15.34	-0.36	13.10	26.06	-36.97
3rd Quartile	10.02	29.72	13.19	-2.65	11.30	21.71	-39.65
95th Percentile	7.00	25.34	9.57	-8.50	7.93	17.44	-44.34

## Vanguard Institutional Index

### Fund Information

Fund Name :	Vanguard Institutional Index Fund: Vanguard Institutional Index Fund; Institutional Shares	Portfolio Assets :	\$193,811 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 :	\$105,379 Million	Style Benchmark :	S&P 500

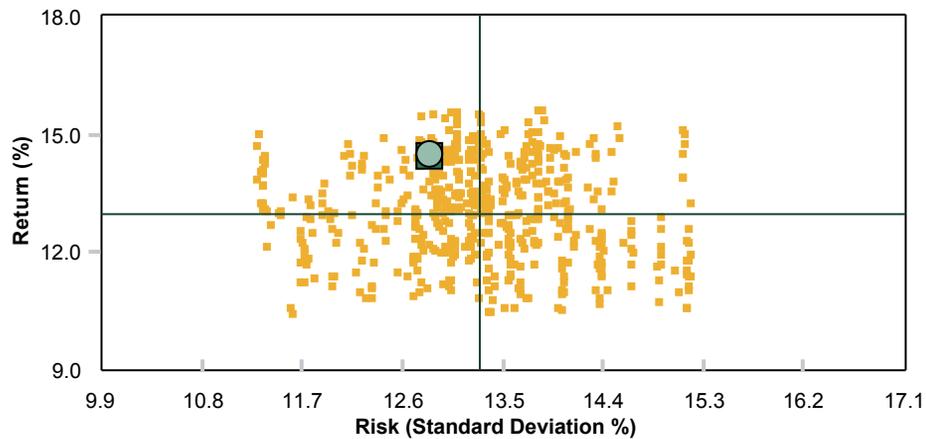
### Fund Investment Policy

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

### Historical Statistics (04/01/10 - 03/31/15) \*

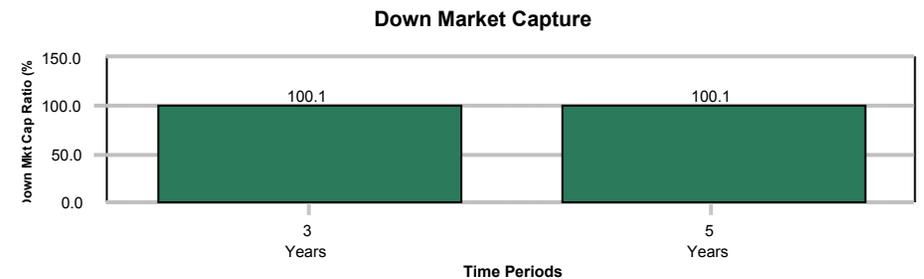
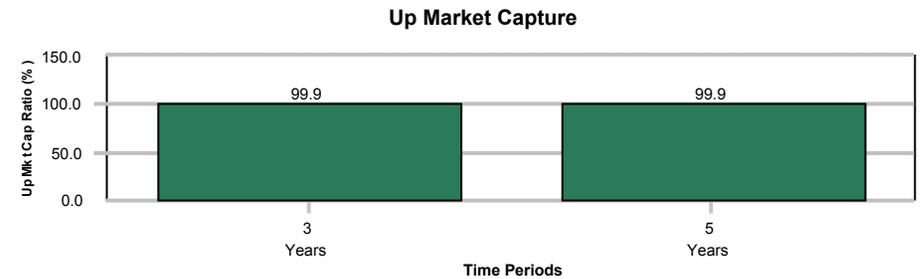
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Institutional Index	14.44	12.86	1.11	-0.03	1.00	1.00	0.01	-1.86	12.86	08/01/1990
S&P 500	14.47	12.86	1.11	0.00	1.00	1.00	0.00	N/A	12.86	08/01/1990
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	12.86	-1.11	0.00	08/01/1990

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Institutional Index	14.44	12.86
● S&P 500	14.47	12.86
— Median	12.98	13.29

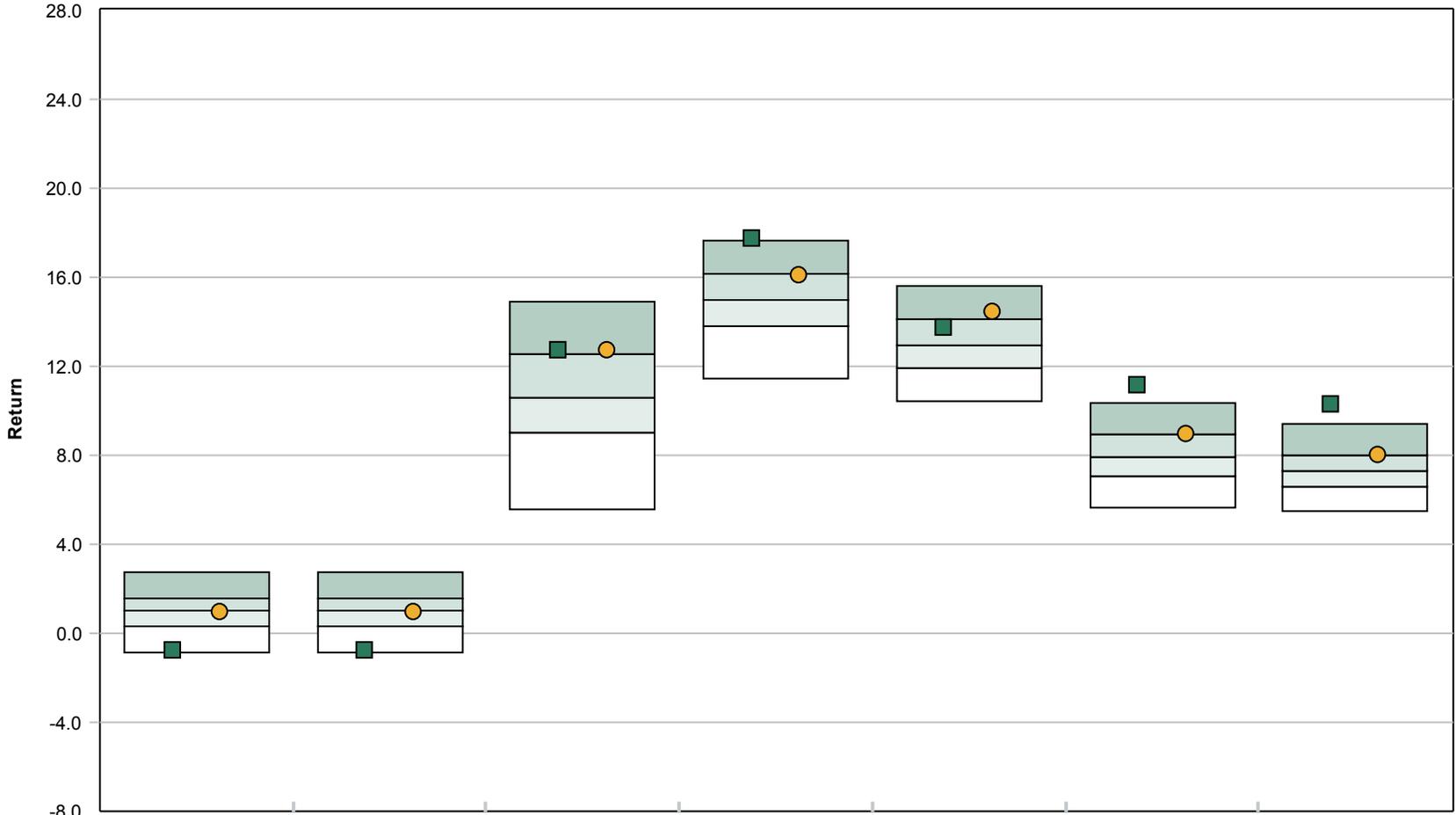
### Up Down Market Capture



\* Monthly periodicity used.

Parnassus Equity Income

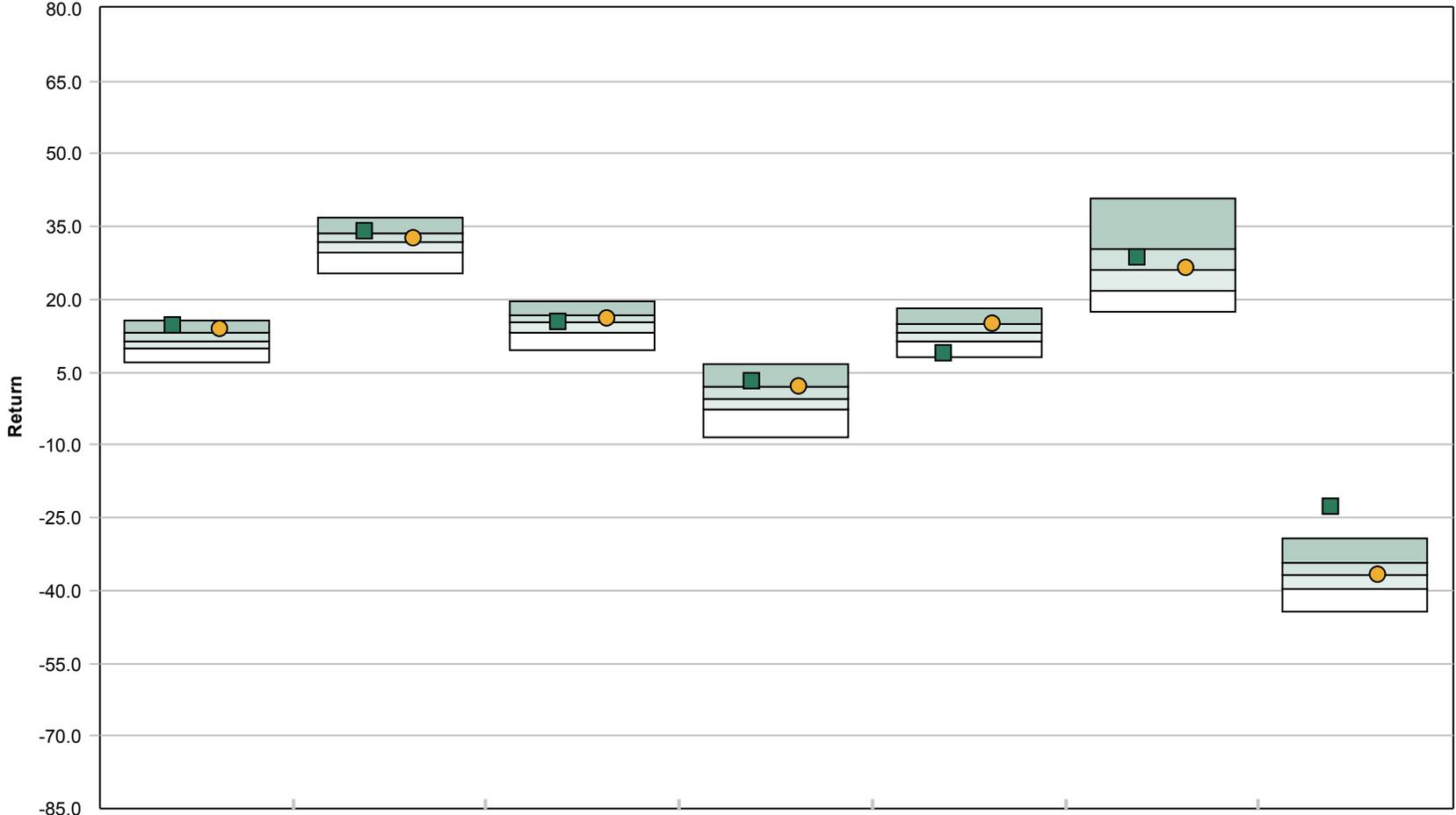
Peer Group Analysis - IM U.S. Large Cap Core Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Parnassus Equity Income	-0.78 (95)	-0.78 (95)	12.70 (24)	17.75 (5)	13.69 (32)	11.10 (3)	10.31 (2)
● S&P 500	0.95 (53)	0.95 (53)	12.73 (23)	16.11 (26)	14.47 (19)	8.95 (25)	8.01 (25)
5th Percentile	2.73	2.73	14.88	17.62	15.63	10.32	9.40
1st Quartile	1.58	1.58	12.57	16.12	14.08	8.94	7.98
Median	1.04	1.04	10.55	14.98	12.98	7.96	7.26
3rd Quartile	0.34	0.34	9.03	13.83	11.93	7.05	6.60
95th Percentile	-0.84	-0.84	5.56	11.46	10.41	5.61	5.49

Parnassus Equity Income

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



	2014	2013	2012	2011	2010	2009	2008
■ Parnassus Equity Income	14.48 (11)	34.01 (23)	15.43 (49)	3.13 (18)	8.89 (91)	28.73 (35)	-22.95 (1)
● S&P 500	13.69 (18)	32.39 (41)	16.00 (39)	2.11 (24)	15.06 (22)	26.46 (48)	-37.00 (51)
5th Percentile	15.50	36.83	19.78	6.57	18.05	40.83	-29.31
1st Quartile	13.09	33.65	16.78	1.85	14.77	30.52	-34.20
Median	11.41	31.86	15.34	-0.36	13.10	26.06	-36.97
3rd Quartile	10.02	29.72	13.19	-2.65	11.30	21.71	-39.65
95th Percentile	7.00	25.34	9.57	-8.50	7.93	17.44	-44.34

**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 : \$8,745 Million

Portfolio Assets : \$12,069 Million  
 Portfolio Manager : Ahlsten/Allen  
 PM Tenure : 2001--2012  
 Fund Style : IM U.S. Large Cap Core Equity (MF)  
 Style Benchmark : S&P 500

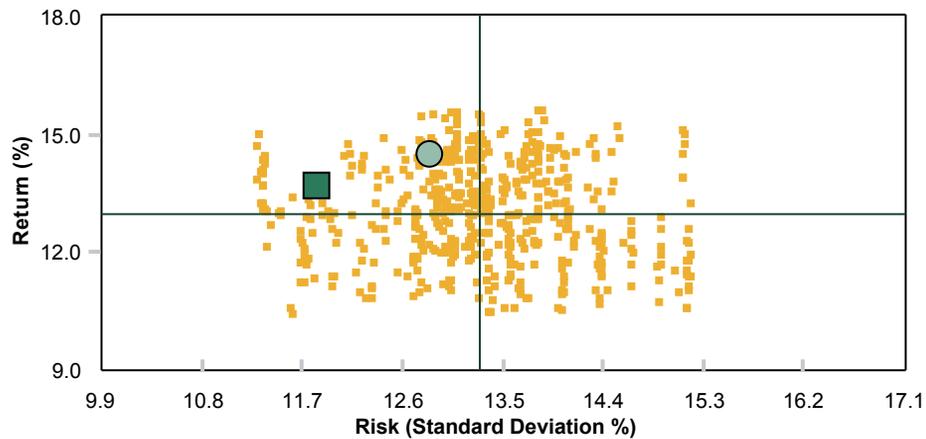
**Fund Investment Policy**

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

**Historical Statistics (04/01/10 - 03/31/15) \***

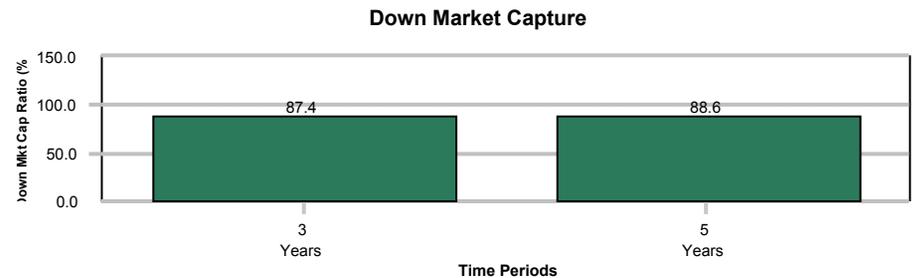
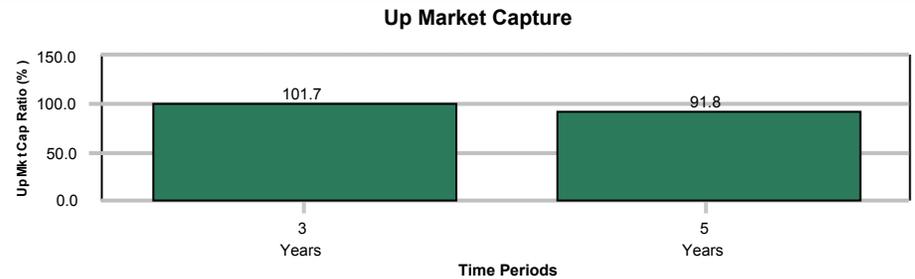
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Parnassus Equity Income	13.69	11.84	1.14	0.85	0.89	0.92	3.58	-0.23	11.85	09/01/1992
S&P 500	14.47	12.86	1.11	0.00	1.00	1.00	0.00	N/A	12.86	09/01/1992
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	12.86	-1.11	0.00	09/01/1992

**Peer Group Scattergram (04/01/10 to 03/31/15)**



	Return	Standard Deviation
■ Parnassus Equity Income	13.69	11.84
● S&P 500	14.47	12.86
— Median	12.98	13.29

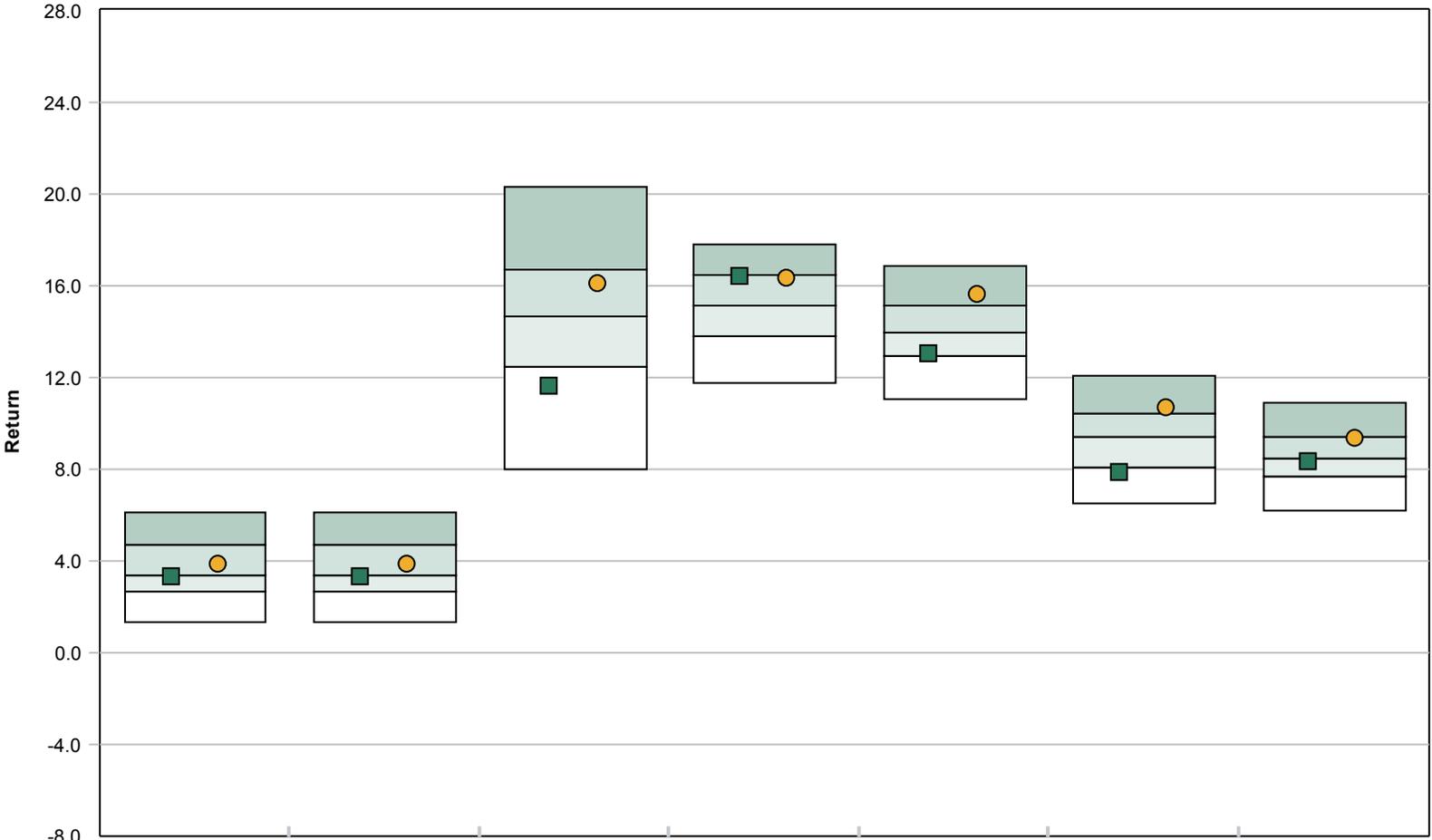
**Up Down Market Capture**



\* Monthly periodicity used.

American Funds Growth Fund R3

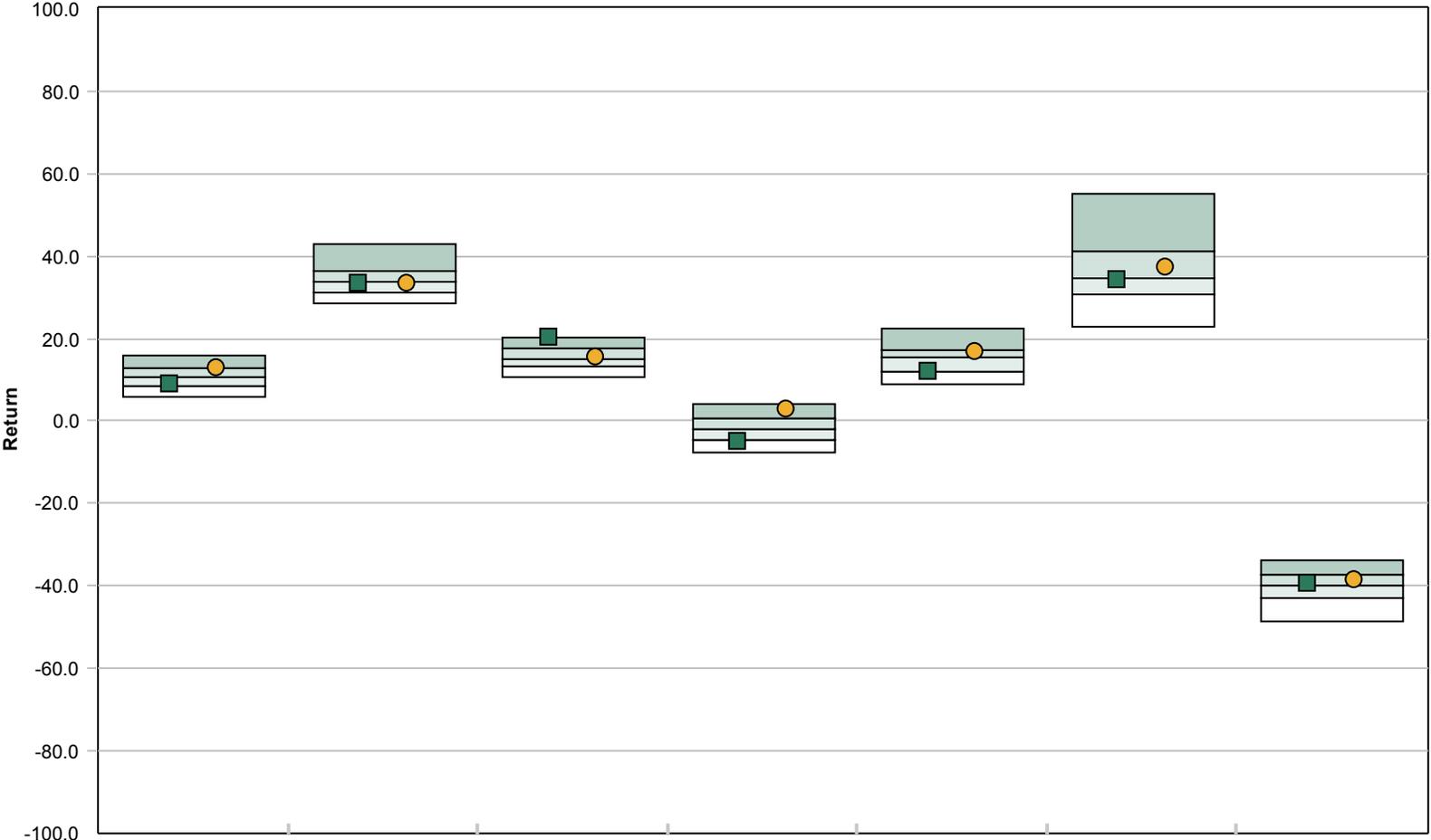
Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ American Funds Growth Fund R3	3.33 (51)	3.33 (51)	11.62 (84)	16.39 (27)	12.99 (75)	7.85 (79)	8.29 (54)
● Russell 1000 Growth Index	3.84 (39)	3.84 (39)	16.09 (32)	16.34 (28)	15.63 (17)	10.68 (19)	9.36 (26)
5th Percentile	6.10	6.10	20.31	17.82	16.84	12.11	10.87
1st Quartile	4.73	4.73	16.74	16.47	15.14	10.44	9.40
Median	3.37	3.37	14.65	15.14	13.99	9.40	8.46
3rd Quartile	2.64	2.64	12.49	13.82	12.98	8.07	7.65
95th Percentile	1.36	1.36	8.00	11.78	11.02	6.55	6.22

American Funds Growth Fund R3

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



	2014	2013	2012	2011	2010	2009	2008
■ American Funds Growth Fund R3	8.94 (72)	33.43 (55)	20.20 (6)	-5.14 (83)	11.95 (77)	34.12 (54)	-39.24 (46)
● Russell 1000 Growth Index	13.05 (23)	33.48 (54)	15.26 (48)	2.64 (12)	16.71 (32)	37.21 (38)	-38.44 (38)
5th Percentile	15.71	42.82	20.41	4.32	22.24	55.32	-33.90
1st Quartile	12.83	36.27	17.50	0.81	17.38	41.03	-37.45
Median	10.51	33.83	14.97	-1.79	15.28	34.64	-39.72
3rd Quartile	8.68	31.36	13.08	-4.46	12.15	30.61	-42.94
95th Percentile	5.78	28.60	10.62	-7.76	8.83	22.73	-48.54

**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 : \$7,961 Million  
 Portfolio Turnover : 26%

Portfolio Assets : \$146,206 Million  
 Portfolio Manager : Team Managed  
 PM Tenure :  
 Fund Style : IM U.S. Large Cap Growth Equity (MF)  
 Style Benchmark : Russell 1000 Growth Index

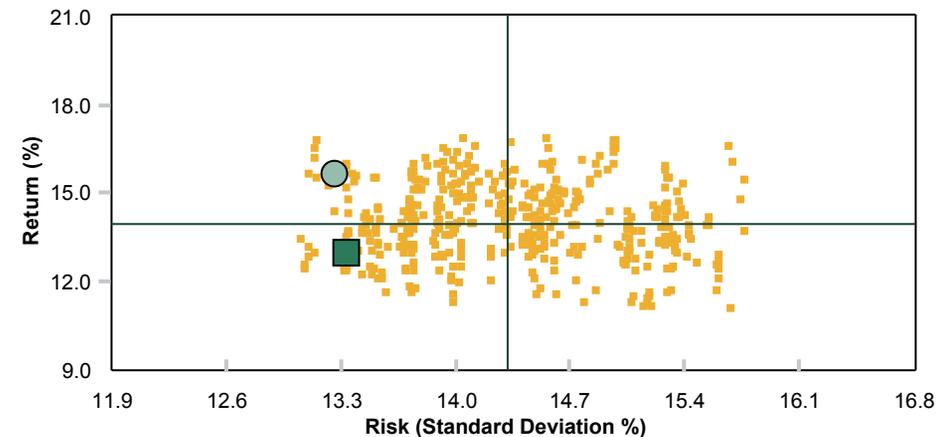
**Fund Investment Policy**

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 (04/01/10 - 03/31/15) \***

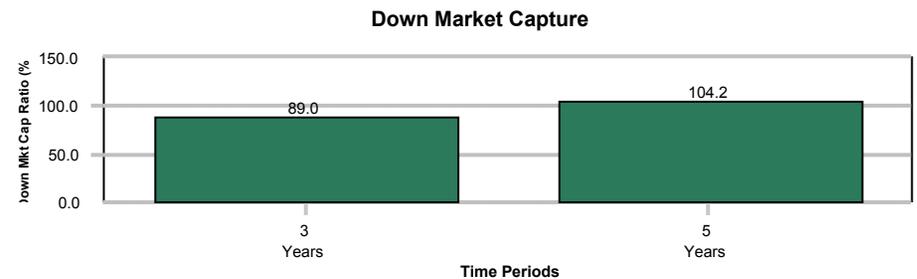
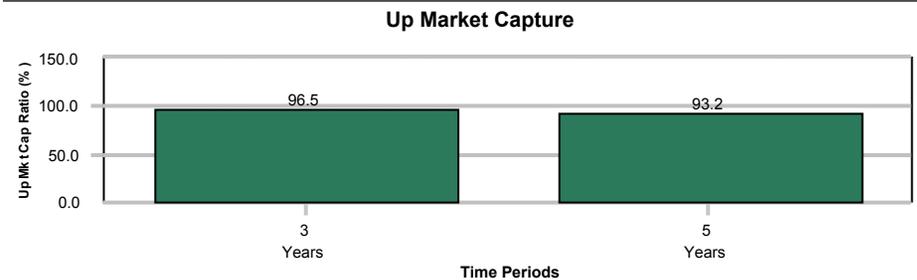
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
American Funds Growth Fund R3	12.99	13.34	0.98	-2.07	0.98	0.96	2.68	-0.87	13.34	06/01/2002
Russell 1000 Growth Index	15.63	13.27	1.16	0.00	1.00	1.00	0.00	N/A	13.27	06/01/2002
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	13.27	-1.16	0.00	06/01/2002

**Peer Group Scattergram (04/01/10 to 03/31/15)**



	Return	Standard Deviation
American Funds Growth Fund R3	12.99	13.34
Russell 1000 Growth Index	15.63	13.27
Median	13.99	14.32

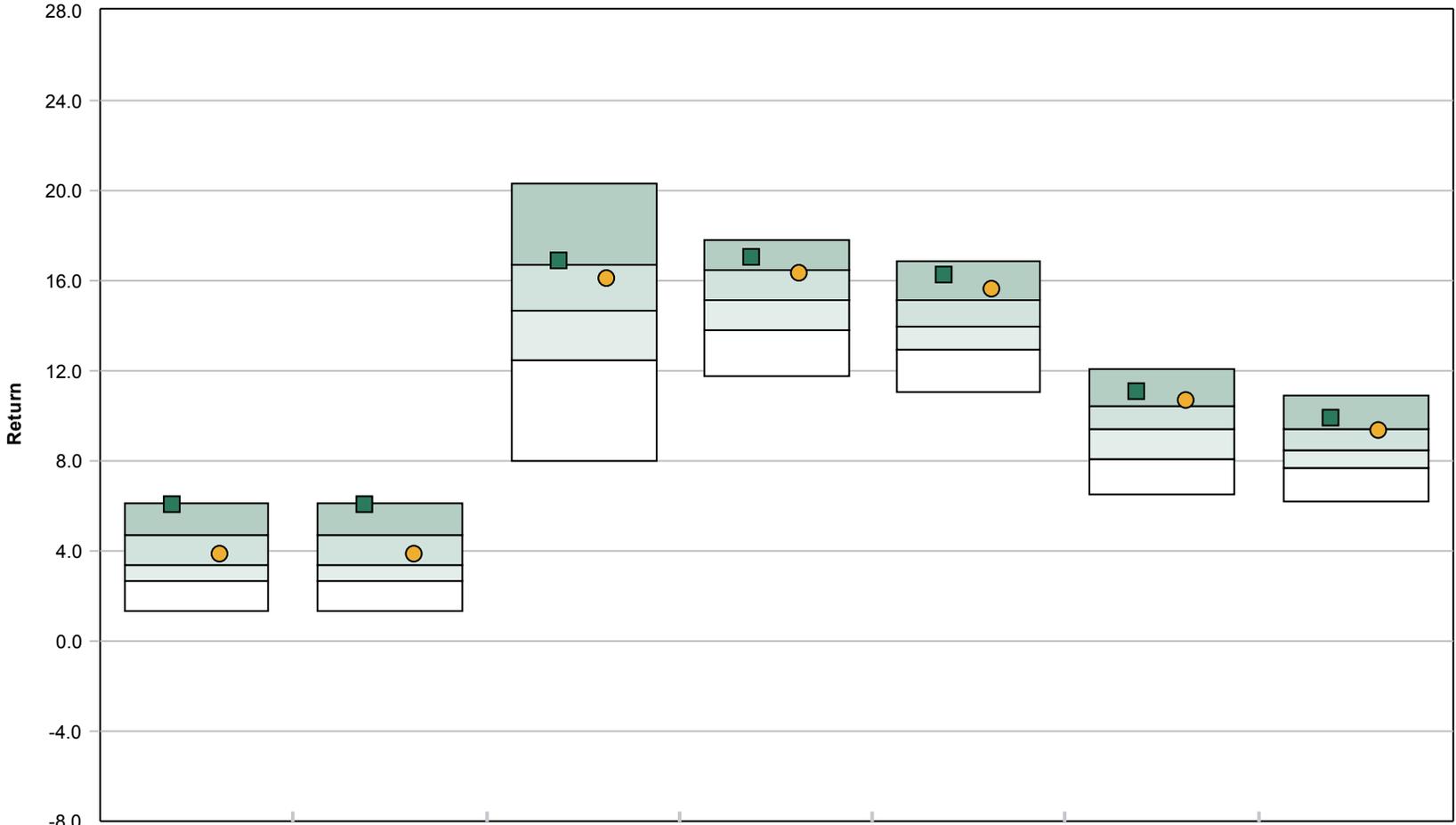
**Up Down Market Capture**



\* Monthly periodicity used.

T.Rowe Price Growth Stock

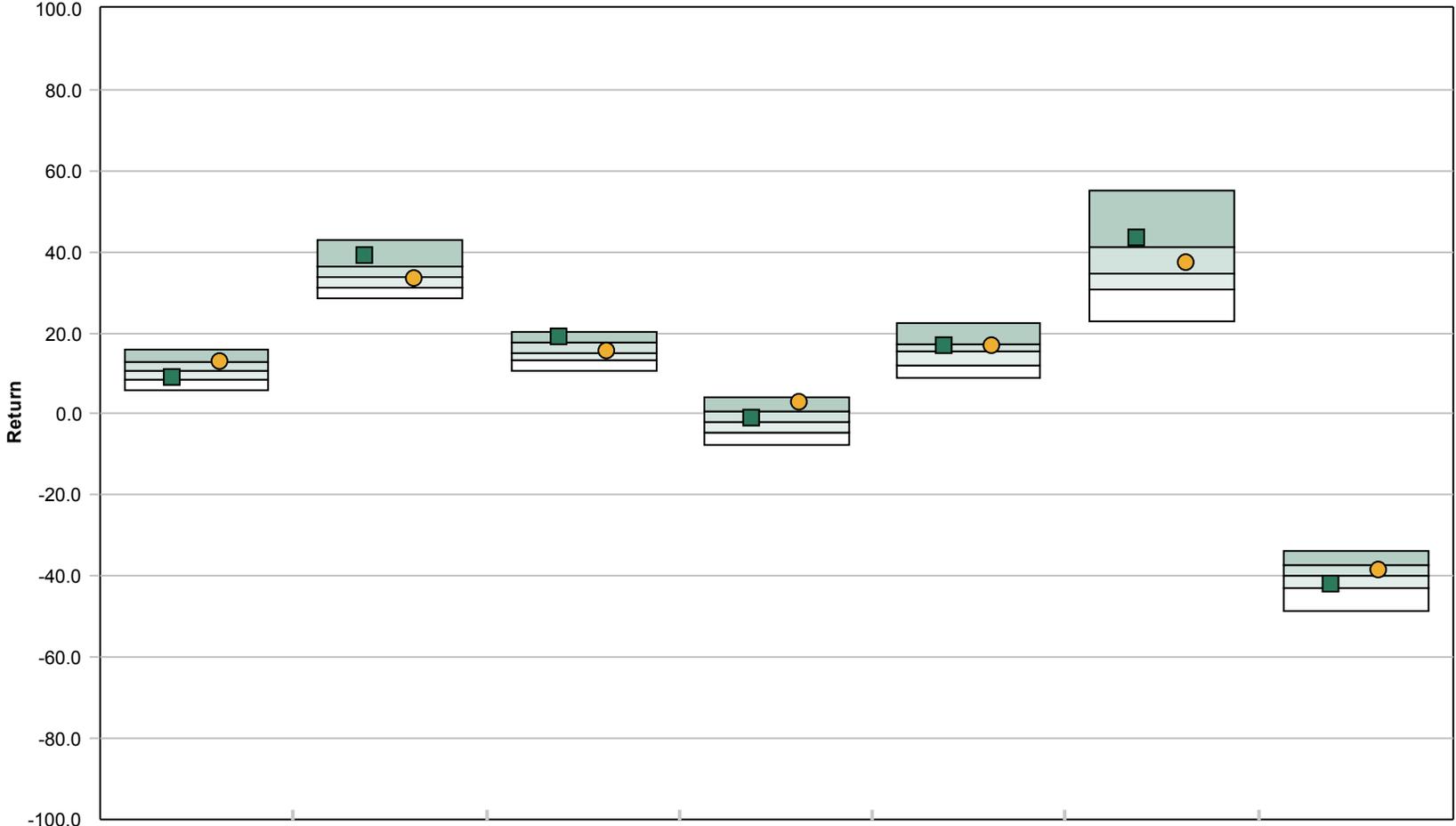
Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ T.Rowe Price Growth Stock	6.04 (6)	6.04 (6)	16.85 (24)	17.05 (14)	16.23 (9)	11.09 (12)	9.92 (15)
● Russell 1000 Growth Index	3.84 (39)	3.84 (39)	16.09 (32)	16.34 (28)	15.63 (17)	10.68 (19)	9.36 (26)
5th Percentile	6.10	6.10	20.31	17.82	16.84	12.11	10.87
1st Quartile	4.73	4.73	16.74	16.47	15.14	10.44	9.40
Median	3.37	3.37	14.65	15.14	13.99	9.40	8.46
3rd Quartile	2.64	2.64	12.49	13.82	12.98	8.07	7.65
95th Percentile	1.36	1.36	8.00	11.78	11.02	6.55	6.22

T.Rowe Price Growth Stock

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



	2014	2013	2012	2011	2010	2009	2008
■ T.Rowe Price Growth Stock	8.83 (73)	39.20 (11)	18.92 (14)	-0.97 (40)	16.93 (30)	43.25 (18)	-42.26 (70)
● Russell 1000 Growth Index	13.05 (23)	33.48 (54)	15.26 (48)	2.64 (12)	16.71 (32)	37.21 (38)	-38.44 (38)
5th Percentile	15.71	42.82	20.41	4.32	22.24	55.32	-33.90
1st Quartile	12.83	36.27	17.50	0.81	17.38	41.03	-37.45
Median	10.51	33.83	14.97	-1.79	15.28	34.64	-39.72
3rd Quartile	8.68	31.36	13.08	-4.46	12.15	30.61	-42.94
95th Percentile	5.78	28.60	10.62	-7.76	8.83	22.73	-48.54

**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 : \$40,960 Million  
 Portfolio Turnover : 37%

Portfolio Assets : \$45,600 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

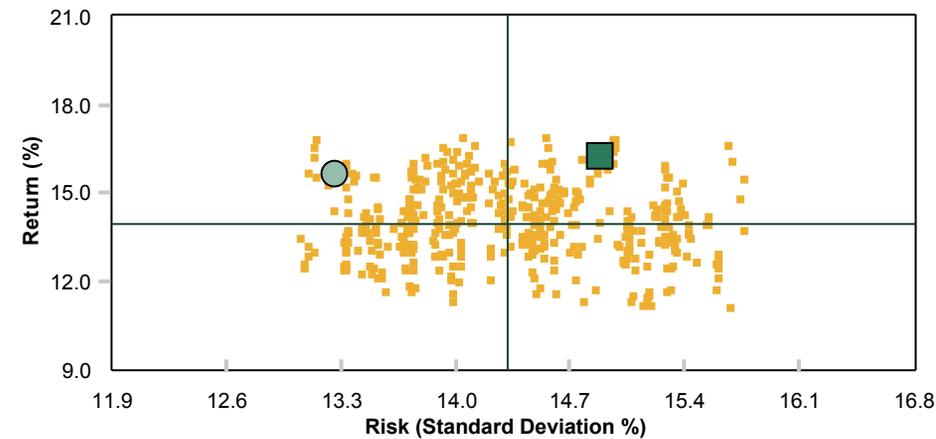
**Fund Investment Policy**

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 (04/01/10 - 03/31/15) \***

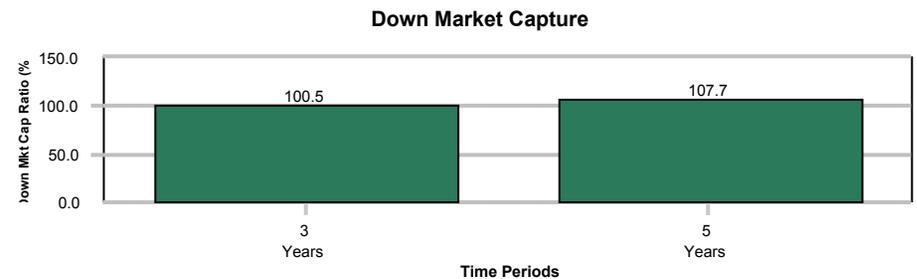
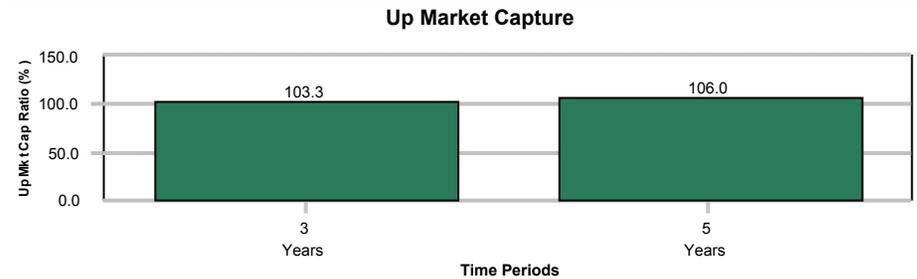
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
T.Rowe Price Growth Stock	16.23	14.89	1.08	-0.69	1.09	0.95	3.63	0.20	14.90	01/01/1960
Russell 1000 Growth Index	15.63	13.27	1.16	0.00	1.00	1.00	0.00	N/A	13.27	01/01/1960
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	13.27	-1.16	0.00	01/01/1960

**Peer Group Scattergram (04/01/10 to 03/31/15)**



	Return	Standard Deviation
■ T.Rowe Price Growth Stock	16.23	14.89
● Russell 1000 Growth Index	15.63	13.27
— Median	13.99	14.32

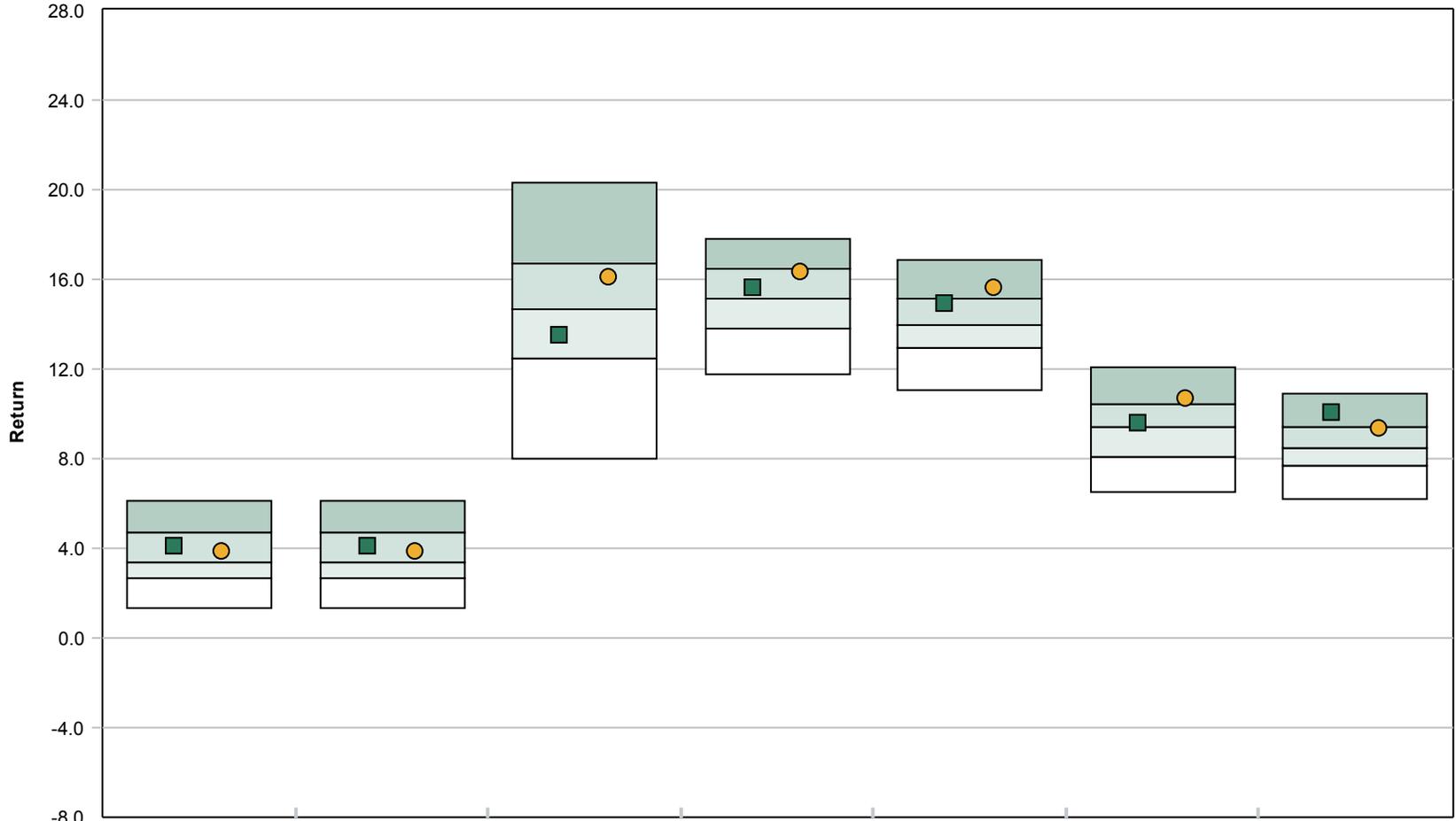
**Up Down Market Capture**



\* Monthly periodicity used.

Fidelity Contrafund

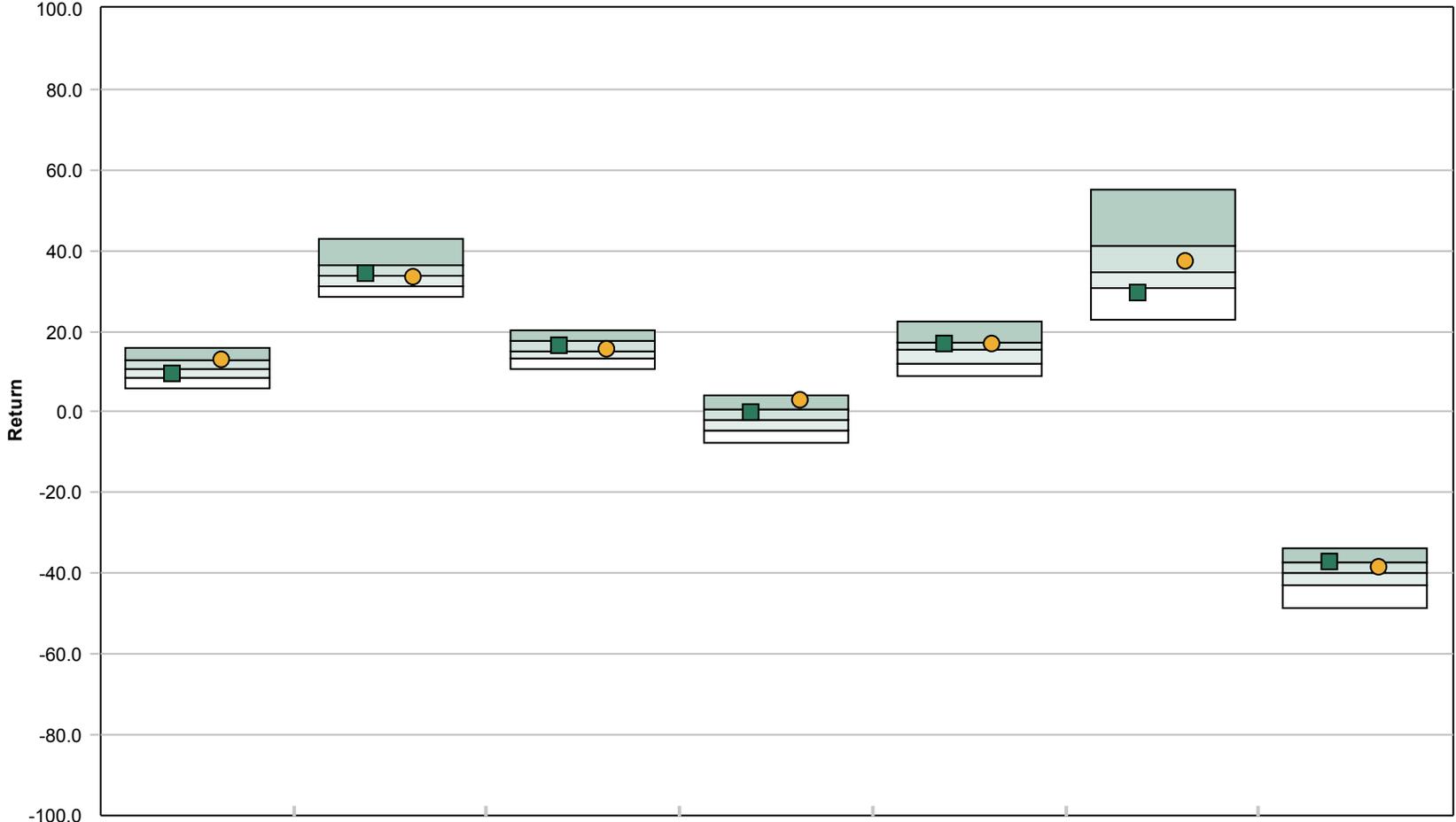
Peer Group Analysis - IM U.S. Large Cap Growth Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
Fidelity Contrafund	4.05 (35)	4.05 (35)	13.46 (66)	15.64 (41)	14.91 (30)	9.59 (45)	10.06 (12)
Russell 1000 Growth Index	3.84 (39)	3.84 (39)	16.09 (32)	16.34 (28)	15.63 (17)	10.68 (19)	9.36 (26)
5th Percentile	6.10	6.10	20.31	17.82	16.84	12.11	10.87
1st Quartile	4.73	4.73	16.74	16.47	15.14	10.44	9.40
Median	3.37	3.37	14.65	15.14	13.99	9.40	8.46
3rd Quartile	2.64	2.64	12.49	13.82	12.98	8.07	7.65
95th Percentile	1.36	1.36	8.00	11.78	11.02	6.55	6.22

Fidelity Contrafund

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



	2014	2013	2012	2011	2010	2009	2008
■ Fidelity Contrafund	9.56 (62)	34.15 (47)	16.24 (35)	-0.12 (32)	16.93 (30)	29.23 (80)	-37.16 (22)
● Russell 1000 Growth Index	13.05 (23)	33.48 (54)	15.26 (48)	2.64 (12)	16.71 (32)	37.21 (38)	-38.44 (38)
5th Percentile	15.71	42.82	20.41	4.32	22.24	55.32	-33.90
1st Quartile	12.83	36.27	17.50	0.81	17.38	41.03	-37.45
Median	10.51	33.83	14.97	-1.79	15.28	34.64	-39.72
3rd Quartile	8.68	31.36	13.08	-4.46	12.15	30.61	-42.94
95th Percentile	5.78	28.60	10.62	-7.76	8.83	22.73	-48.54

## Fidelity Contrafund

### Fund Information

Fund Name : Fidelity Contrafund  
 Fund Family : Fidelity Management & Research Company  
 Ticker : FCNTX  
 Inception Date : 05/17/1967  
 Fund Assets : \$77,111 Million  
 Portfolio Turnover : 46%

Portfolio Assets : \$111,845 Million  
 Portfolio Manager : William Danoff  
 PM Tenure : 1990  
 Fund Style : IM U.S. Large Cap Growth Equity (MF)  
 Style Benchmark : Russell 1000 Growth Index

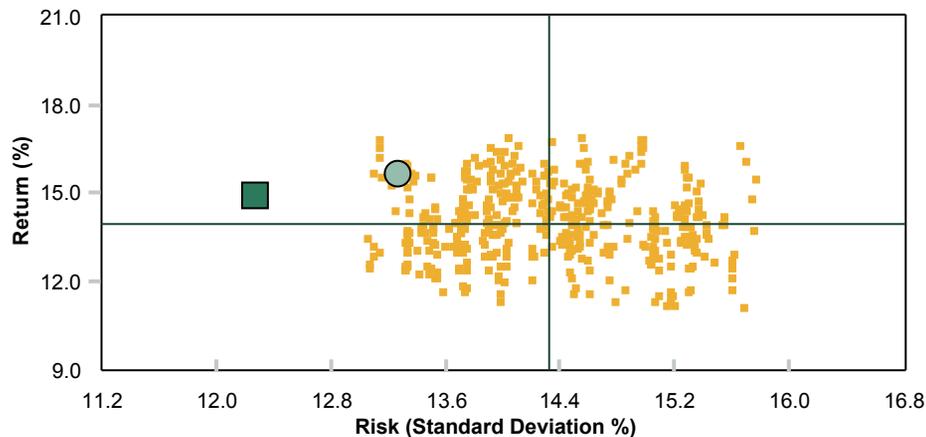
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

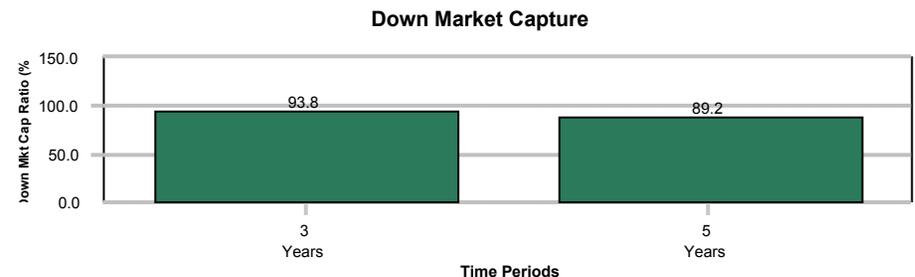
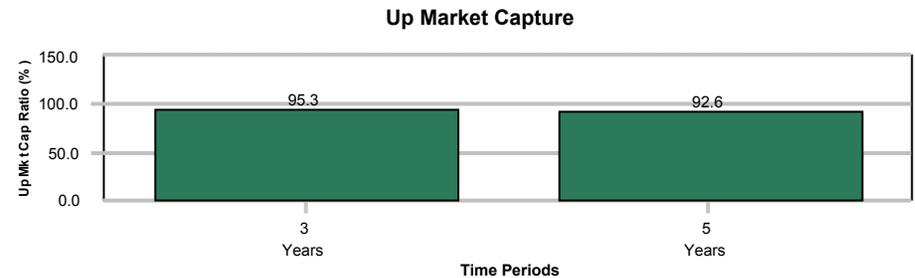
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Fidelity Contrafund	14.91	12.28	1.19	0.74	0.90	0.95	2.93	-0.26	12.28	06/01/1967
Russell 1000 Growth Index	15.63	13.27	1.16	0.00	1.00	1.00	0.00	N/A	13.27	06/01/1967
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.01	13.27	-1.16	0.00	06/01/1967

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Fidelity Contrafund	14.91	12.28
● Russell 1000 Growth Index	15.63	13.27
— Median	13.99	14.32

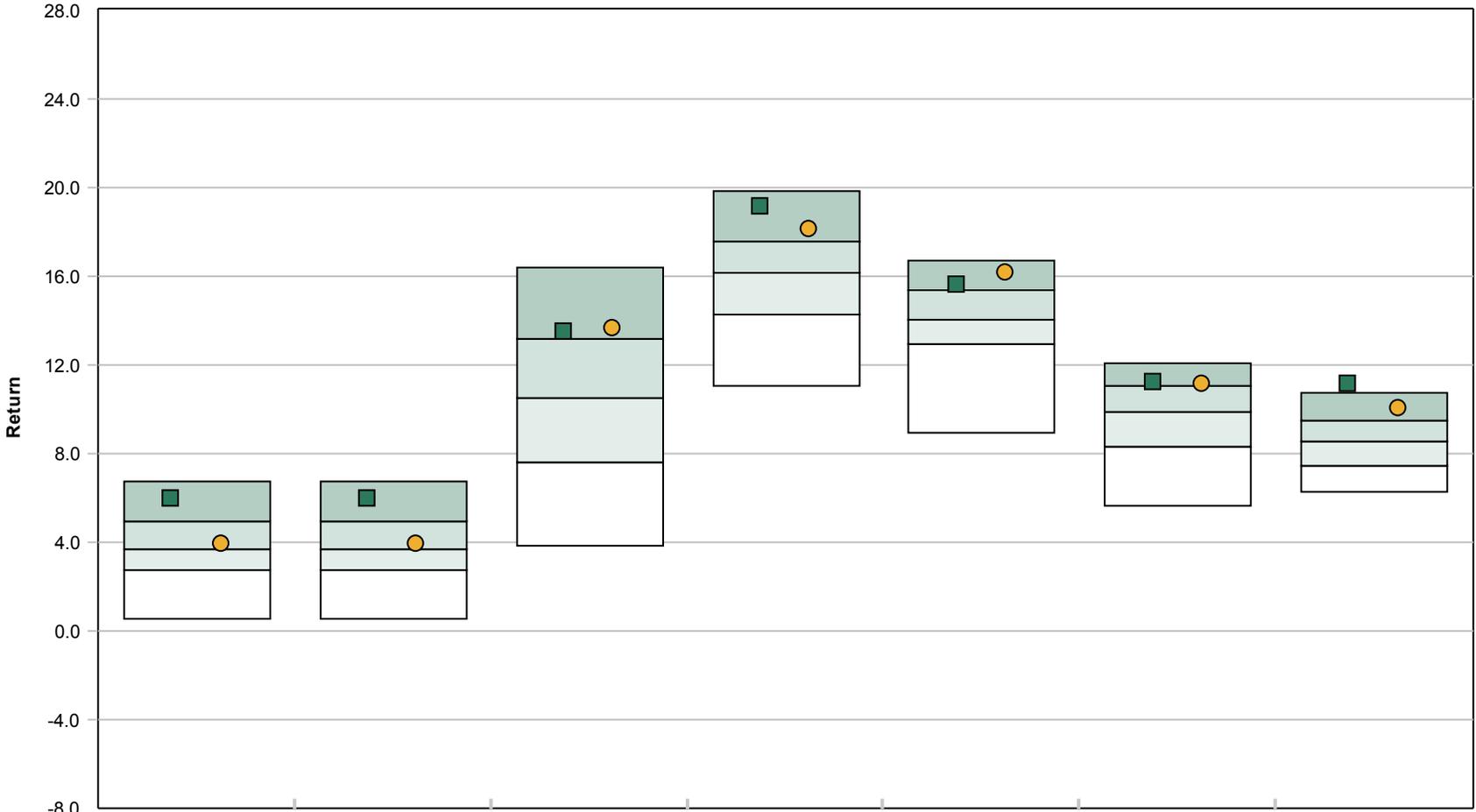
### Up Down Market Capture



\* Monthly periodicity used.

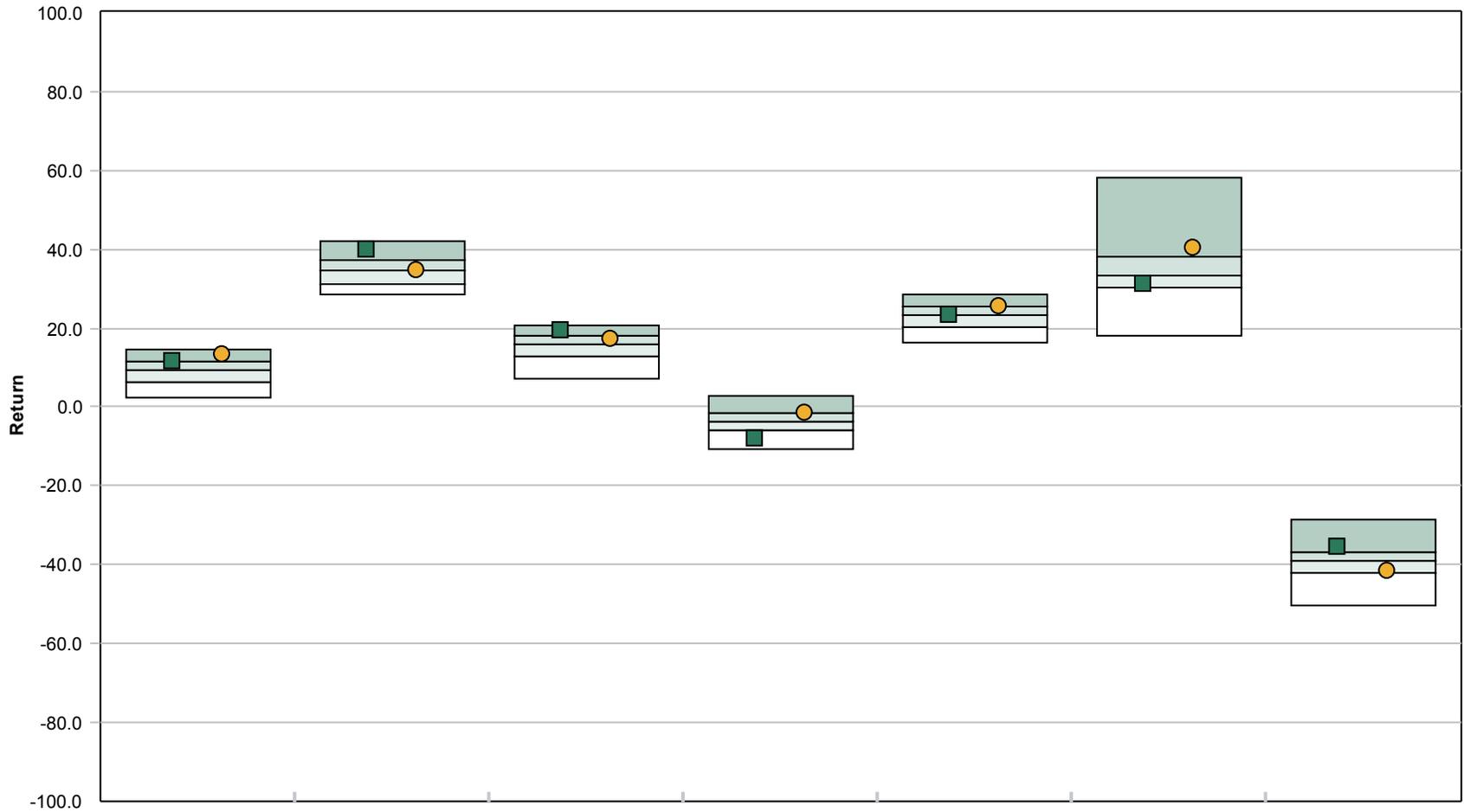
Hartford Mid Cap HLS

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	5.93 (10)	5.93 (10)	13.48 (21)	19.15 (8)	15.61 (24)	11.18 (21)	11.14 (4)
● Russell Midcap Index	3.95 (45)	3.95 (45)	13.68 (18)	18.10 (17)	16.16 (8)	11.17 (22)	10.02 (15)
5th Percentile	6.73	6.73	16.37	19.82	16.73	12.09	10.77
1st Quartile	4.95	4.95	13.20	17.53	15.35	11.03	9.53
Median	3.68	3.68	10.49	16.13	14.04	9.90	8.56
3rd Quartile	2.72	2.72	7.62	14.30	12.98	8.28	7.43
95th Percentile	0.58	0.58	3.87	11.05	8.96	5.63	6.27

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



	2014	2013	2012	2011	2010	2009	2008
■ Hartford Mid Cap HLS	11.37 (29)	39.82 (11)	19.44 (8)	-7.92 (90)	23.45 (44)	30.96 (70)	-35.32 (18)
● Russell Midcap Index	13.22 (12)	34.76 (48)	17.28 (34)	-1.55 (27)	25.47 (24)	40.48 (17)	-41.46 (67)
5th Percentile	14.64	42.24	20.76	2.93	28.54	58.34	-28.34
1st Quartile	11.66	37.36	17.95	-1.32	25.32	38.19	-36.78
Median	9.31	34.50	15.99	-3.59	23.15	33.17	-38.91
3rd Quartile	6.41	31.22	12.81	-5.82	20.27	30.11	-42.15
95th Percentile	2.53	28.39	7.13	-10.87	16.22	17.96	-50.27

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 : \$1,778 Million  
 Portfolio Turnover : 42%

Portfolio Assets : \$1,912 Million  
 Portfolio Manager : Team Managed  
 PM Tenure :  
 Fund Style : IM U.S. Mid Cap Core Equity (MF)  
 Style Benchmark : Russell Midcap Index

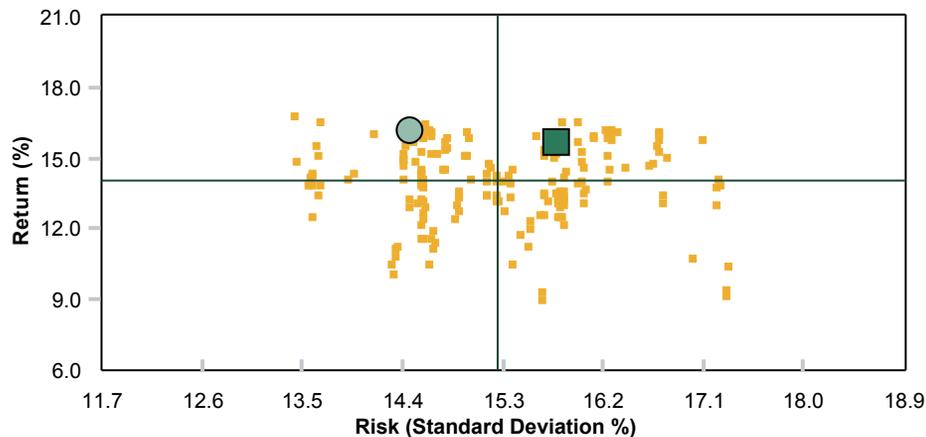
Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

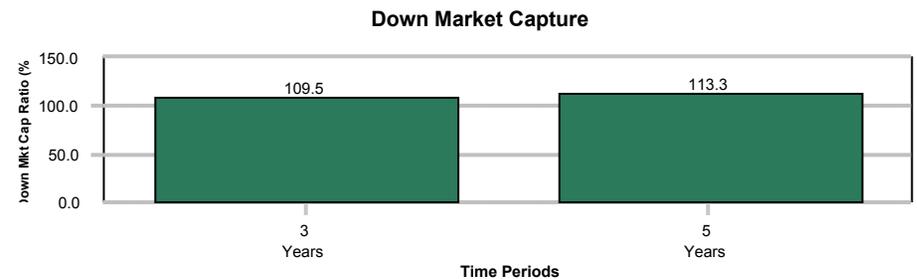
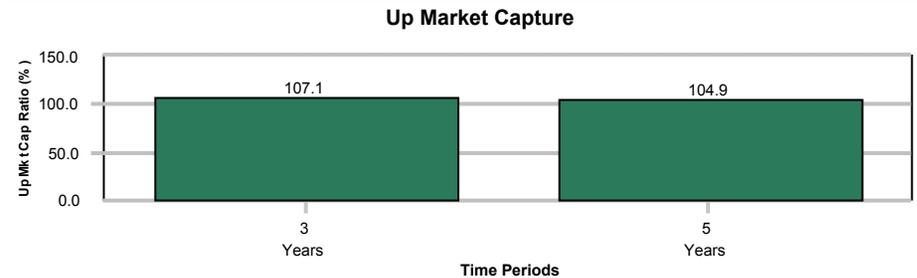
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Hartford Mid Cap HLS	15.61	15.80	1.00	-1.39	1.07	0.96	3.25	-0.08	15.80	08/01/1997
Russell Midcap Index	16.16	14.48	1.11	0.00	1.00	1.00	0.00	N/A	14.48	08/01/1997
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	14.48	-1.11	0.00	08/01/1997

Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Hartford Mid Cap HLS	15.61	15.80
● Russell Midcap Index	16.16	14.48
— Median	14.04	15.26

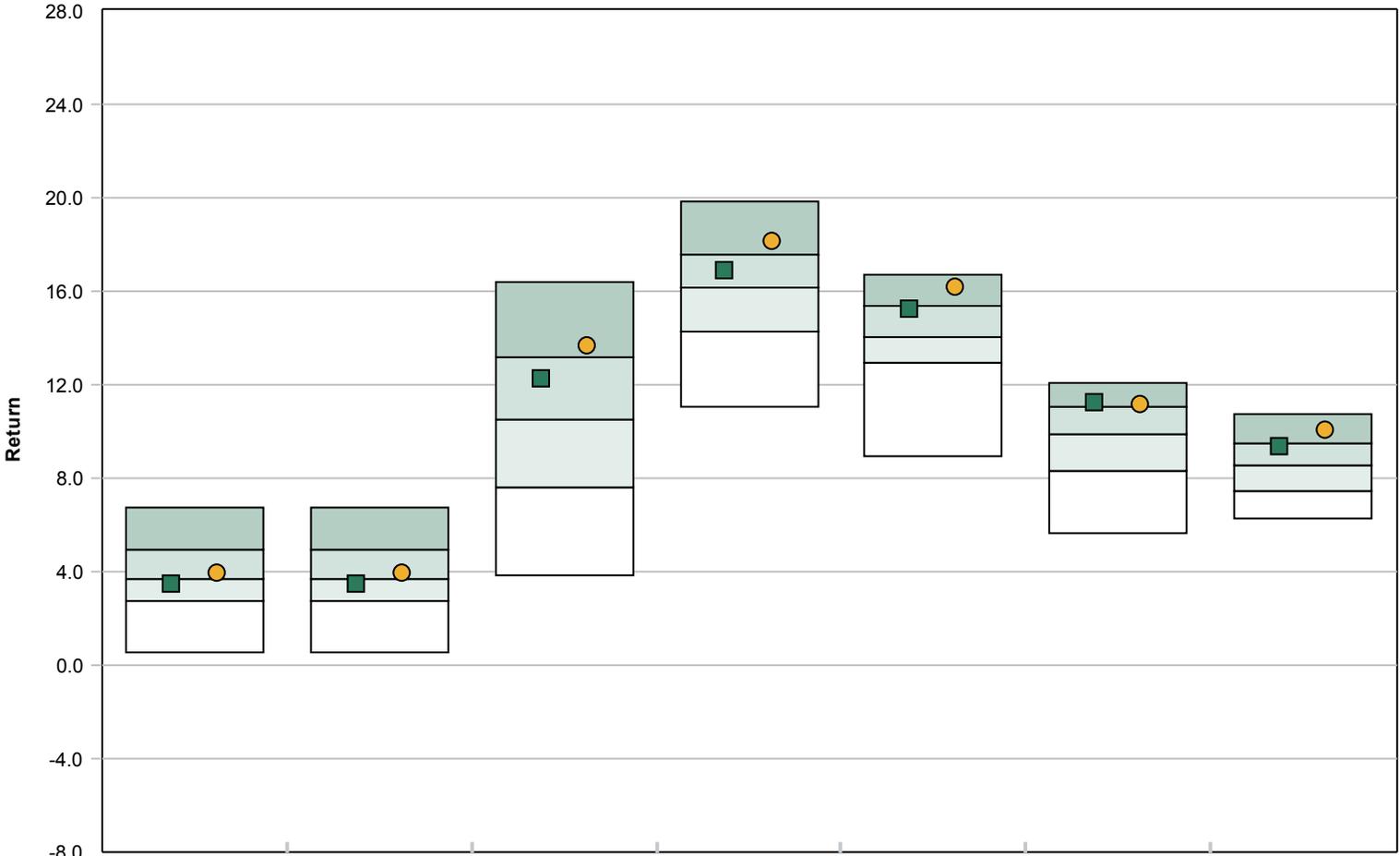
Up Down Market Capture



\* Monthly periodicity used.

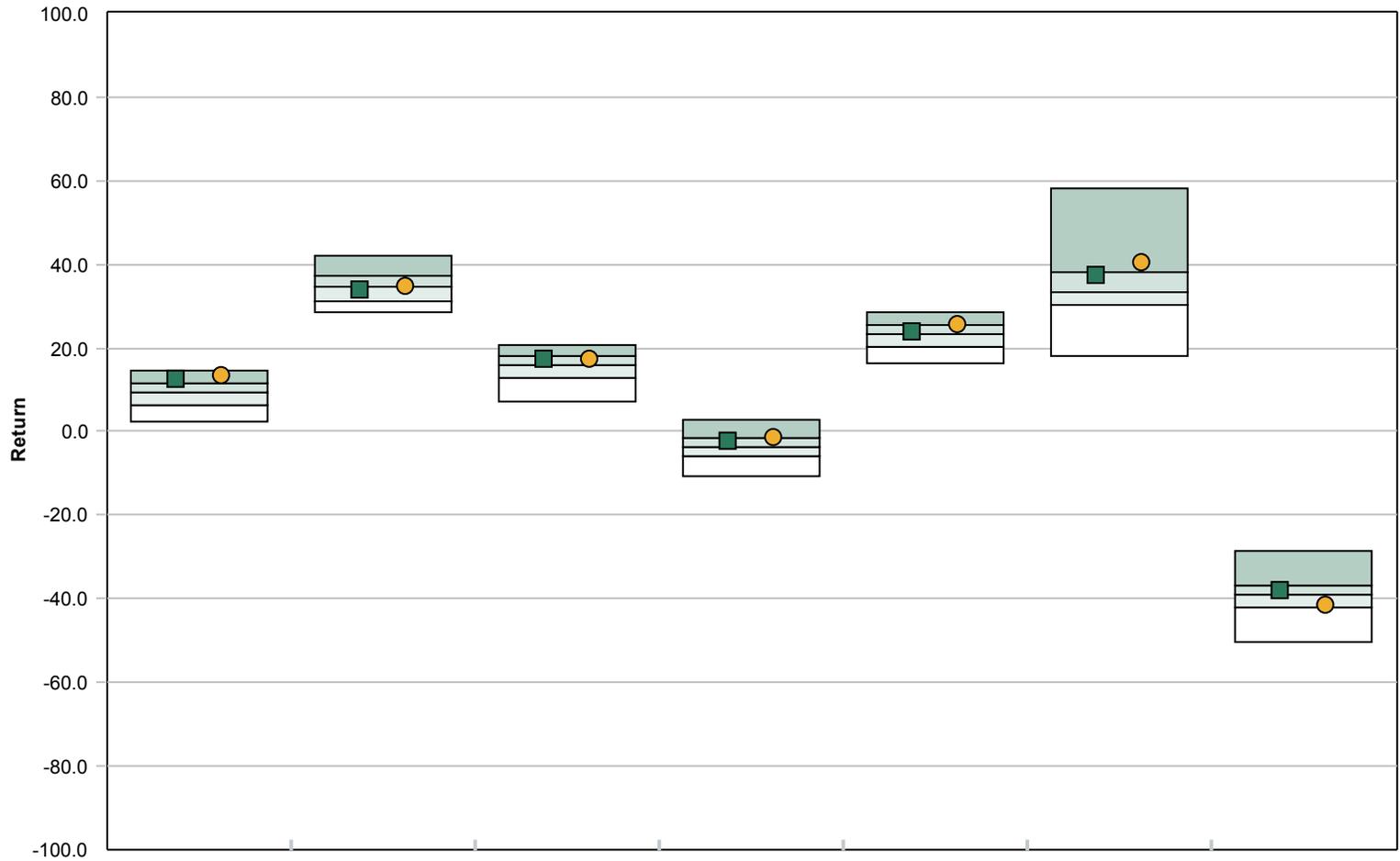
**Oppenheimer Main Street Mid Cap Fund**

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



	<b>1 Qtr</b>	<b>YTD</b>	<b>1 Yr</b>	<b>3 Yrs</b>	<b>5 Yrs</b>	<b>7 Yrs</b>	<b>10 Yrs</b>
■ Oppenheimer Main Street Mid Cap Fund	3.45 (57)	3.45 (57)	12.24 (34)	16.88 (39)	15.22 (28)	11.21 (20)	9.30 (30)
● Russell Midcap Index	3.95 (45)	3.95 (45)	13.68 (18)	18.10 (17)	16.16 (8)	11.17 (22)	10.02 (15)
5th Percentile	6.73	6.73	16.37	19.82	16.73	12.09	10.77
1st Quartile	4.95	4.95	13.20	17.53	15.35	11.03	9.53
Median	3.68	3.68	10.49	16.13	14.04	9.90	8.56
3rd Quartile	2.72	2.72	7.62	14.30	12.98	8.28	7.43
95th Percentile	0.58	0.58	3.87	11.05	8.96	5.63	6.27

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



	2014	2013	2012	2011	2010	2009	2008
■ Oppenheimer Main Street Mid Cap Fund	12.57 (17)	33.82 (58)	17.26 (34)	-2.31 (37)	23.72 (43)	37.37 (30)	-38.02 (36)
● Russell Midcap Index	13.22 (12)	34.76 (48)	17.28 (34)	-1.55 (27)	25.47 (24)	40.48 (17)	-41.46 (67)
5th Percentile	14.64	42.24	20.76	2.93	28.54	58.34	-28.34
1st Quartile	11.66	37.36	17.95	-1.32	25.32	38.19	-36.78
Median	9.31	34.50	15.99	-3.59	23.15	33.17	-38.91
3rd Quartile	6.41	31.22	12.81	-5.82	20.27	30.11	-42.15
95th Percentile	2.53	28.39	7.13	-10.87	16.22	17.96	-50.27

**Oppenheimer Main Street Mid Cap Fund**

**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 : \$695 Million  
 Portfolio Turnover : 63%

Portfolio Assets : \$3,753 Million  
 Portfolio Manager : Raymond Anello  
 PM Tenure : 2011  
 Fund Style : IM U.S. Mid Cap Core Equity (MF)  
 Style Benchmark : Russell Midcap Index

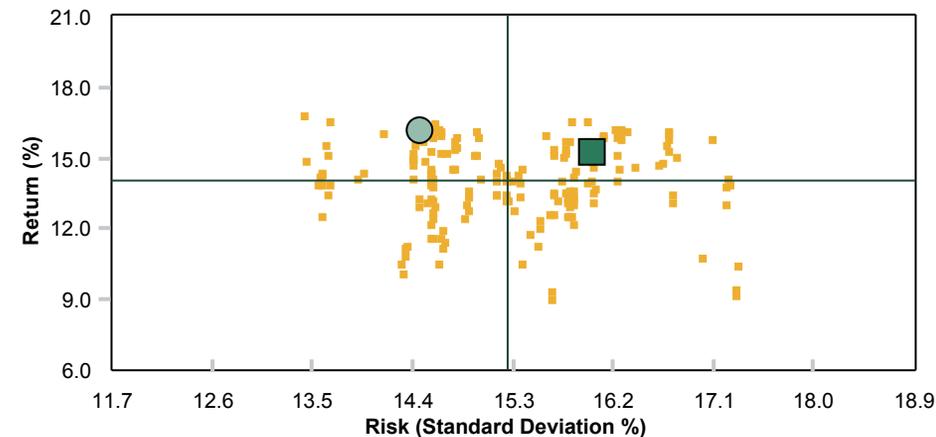
**Fund Investment Policy**

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 (04/01/10 - 03/31/15) \***

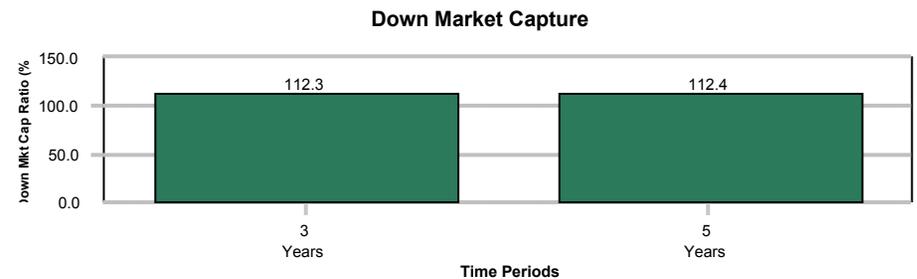
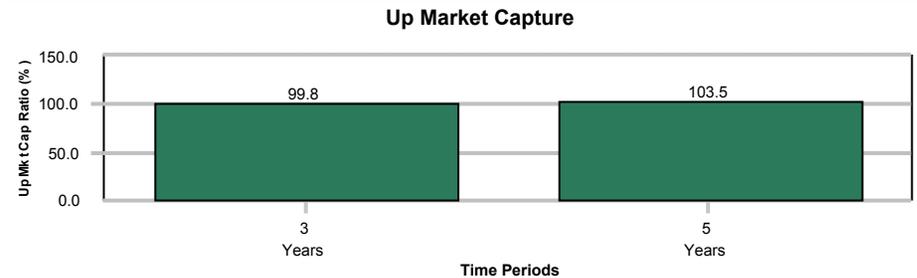
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Oppenheimer Main Street Mid Cap Fund	15.22	16.03	0.96	-2.02	1.09	0.97	3.08	-0.19	16.03	09/01/1999
Russell Midcap Index	16.16	14.48	1.11	0.00	1.00	1.00	0.00	N/A	14.48	09/01/1999
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	14.48	-1.11	0.00	09/01/1999

**Peer Group Scattergram (04/01/10 to 03/31/15)**



	Return	Standard Deviation
■ Oppenheimer Main Street Mid Cap Fund	15.22	16.03
● Russell Midcap Index	16.16	14.48
— Median	14.04	15.26

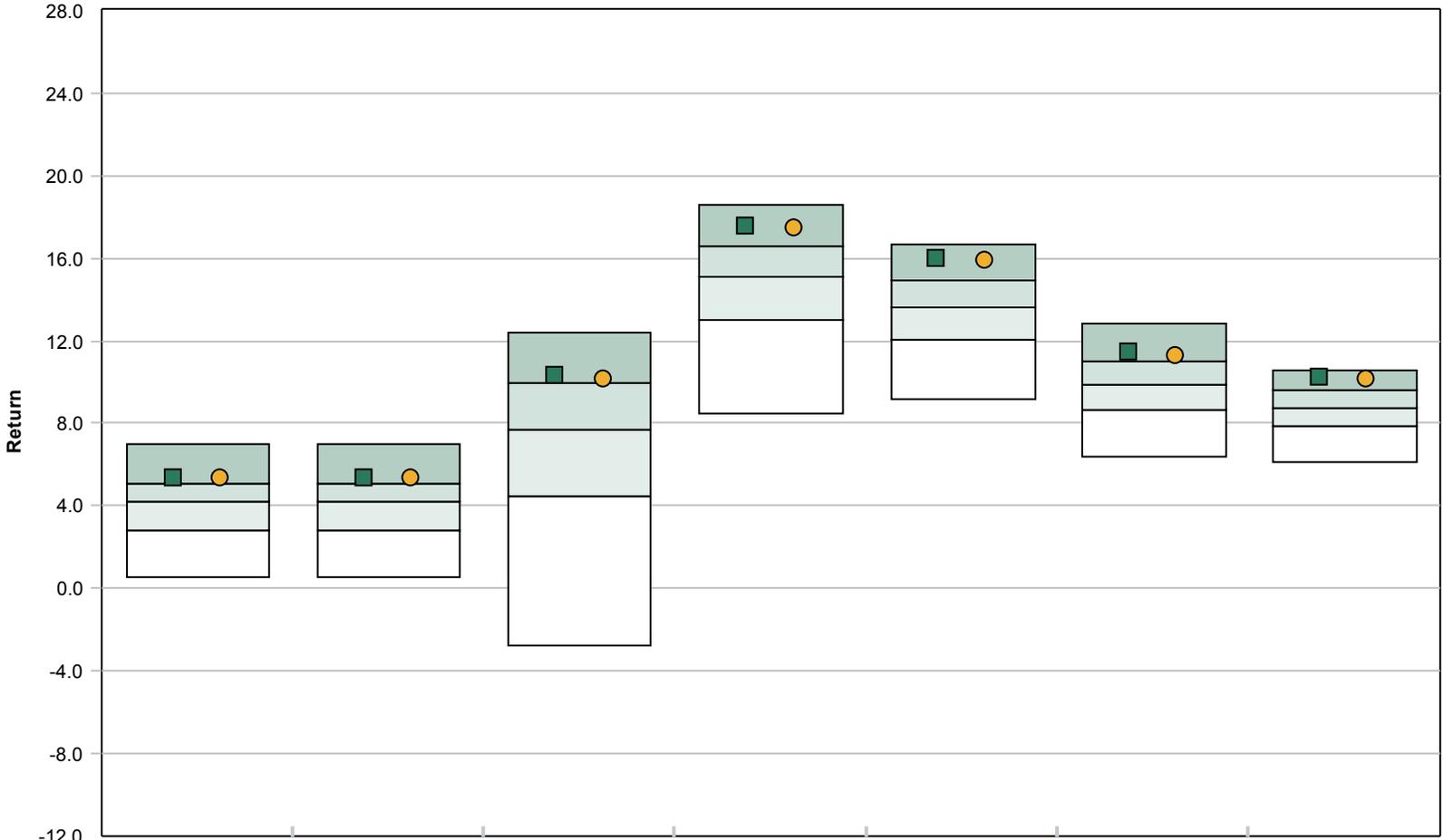
**Up Down Market Capture**



\* Monthly periodicity used.

Vanguard Extended Market Idx I

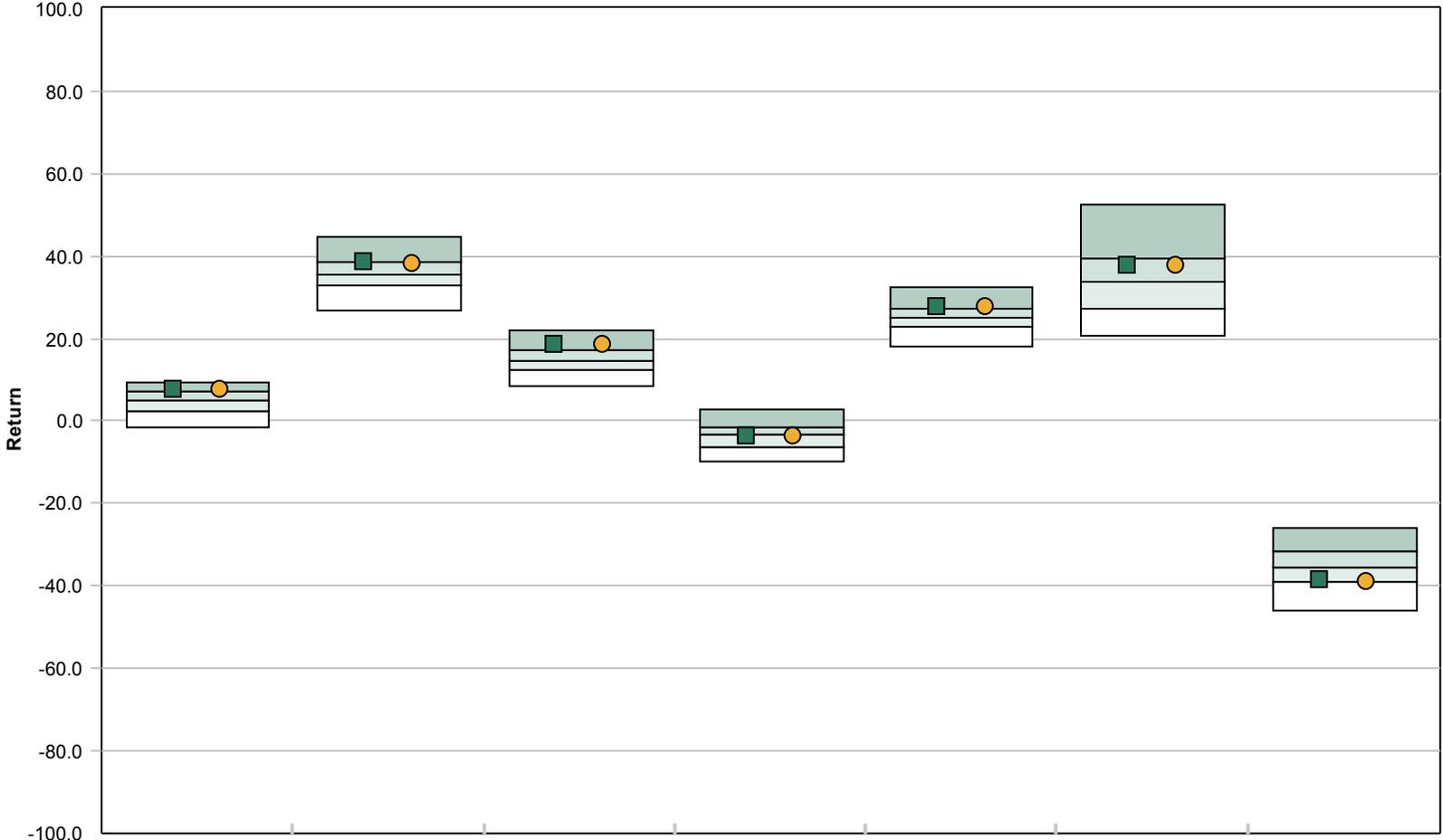
Peer Group Analysis - IM U.S. SMID Cap Core Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Extended Market Idx I	5.31 (18)	5.31 (18)	10.27 (24)	17.54 (14)	15.98 (10)	11.46 (18)	10.20 (8)
● S&P Completion Index	5.30 (18)	5.30 (18)	10.15 (25)	17.45 (15)	15.87 (11)	11.31 (21)	10.11 (11)
5th Percentile	6.96	6.96	12.41	18.57	16.68	12.87	10.61
1st Quartile	5.12	5.12	10.00	16.60	14.91	11.03	9.60
Median	4.19	4.19	7.72	15.09	13.64	9.91	8.77
3rd Quartile	2.80	2.80	4.47	13.01	12.04	8.68	7.87
95th Percentile	0.58	0.58	-2.77	8.46	9.20	6.39	6.14

Vanguard Extended Market Idx I

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



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Extended Market Idx I	7.56 (21)	38.42 (26)	18.50 (15)	-3.57 (51)	27.59 (21)	37.69 (30)	-38.58 (74)
● S&P Completion Index	7.50 (22)	38.24 (26)	18.45 (15)	-3.71 (53)	27.46 (23)	37.65 (30)	-38.94 (77)
5th Percentile	9.50	44.75	22.19	3.05	32.31	52.64	-25.88
1st Quartile	7.19	38.53	17.26	-1.54	27.25	39.39	-31.47
Median	5.07	35.40	14.50	-3.39	25.22	33.73	-35.41
3rd Quartile	2.49	32.89	12.28	-6.30	22.91	27.32	-38.81
95th Percentile	-1.48	26.60	8.67	-9.84	17.88	20.53	-46.17

## 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 : \$9,388 Million

Portfolio Assets : \$46,287 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

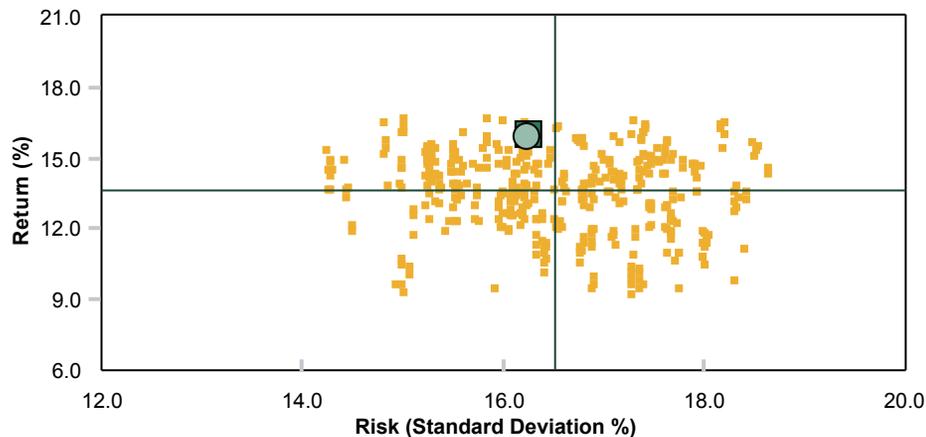
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

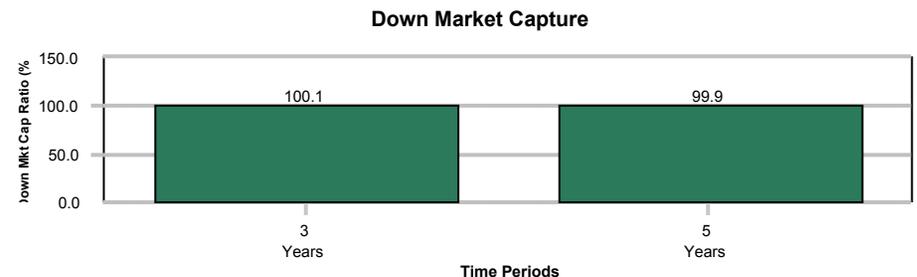
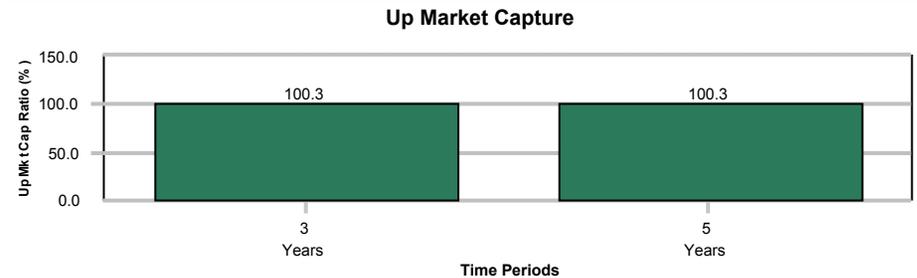
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Extended Market Idx I	15.98	16.26	0.99	0.08	1.00	1.00	0.09	1.19	16.26	08/01/1997
S&P Completion Index	15.87	16.24	0.99	0.00	1.00	1.00	0.00	N/A	16.24	08/01/1997
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	16.24	-0.99	0.00	08/01/1997

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Extended Market Idx I	15.98	16.26
● S&P Completion Index	15.87	16.24
— Median	13.64	16.52

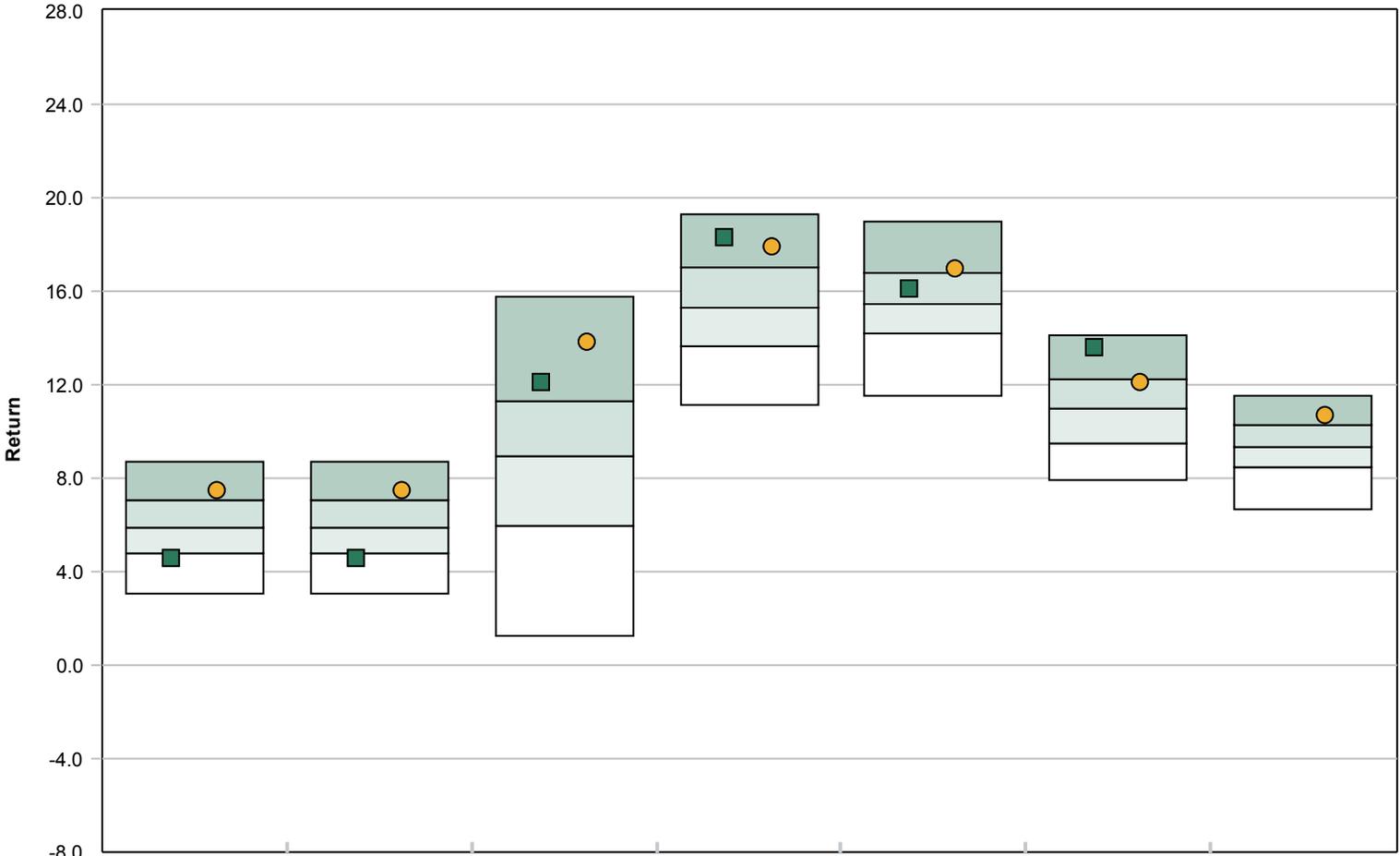
### Up Down Market Capture



\* Monthly periodicity used.

Goldman Sachs Small/Mid Cap Growth

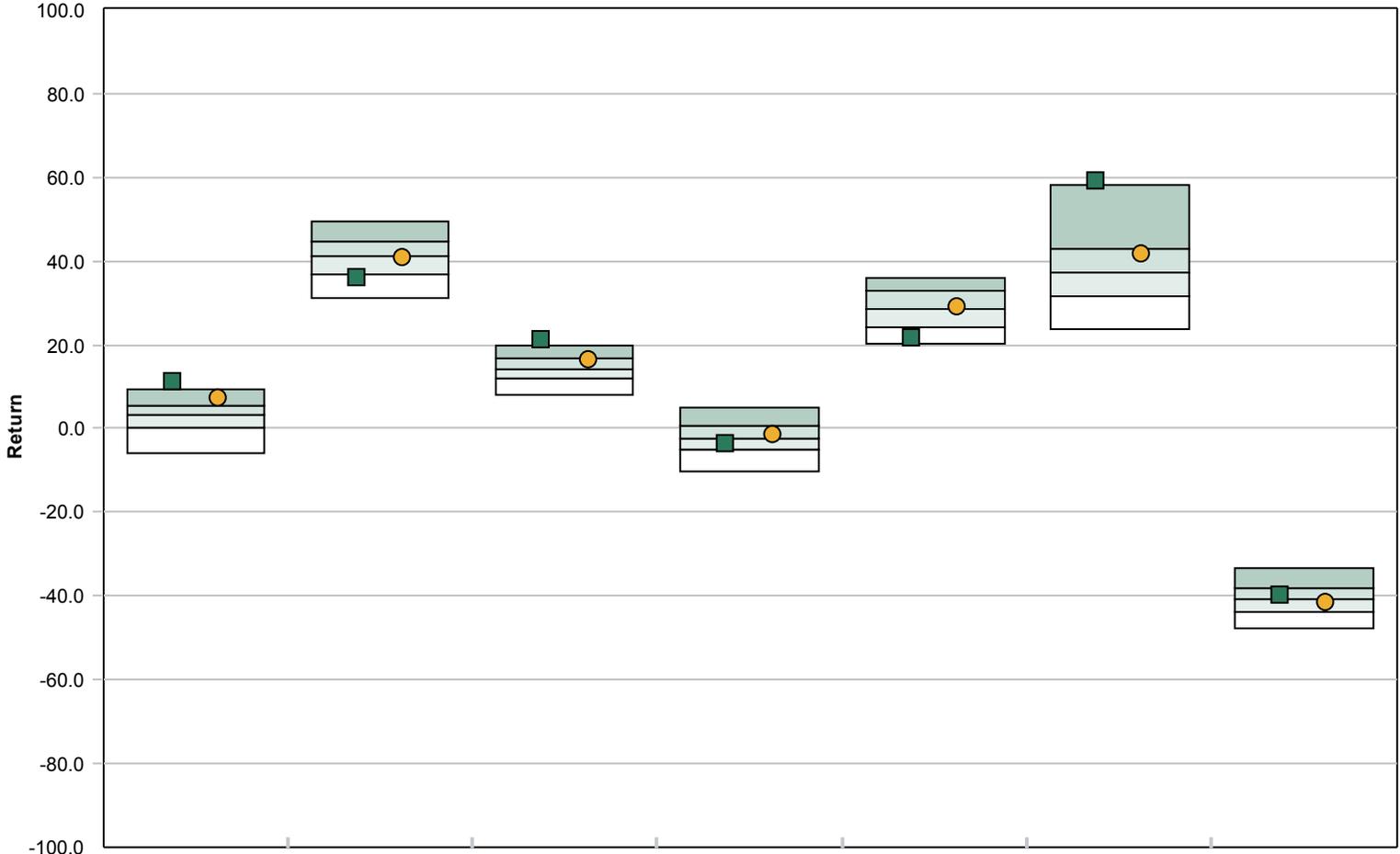
Peer Group Analysis - IM U.S. SMID Cap Growth Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Goldman Sachs Small/Mid Cap Growth	4.53 (79)	4.53 (79)	12.09 (18)	18.26 (13)	16.11 (39)	13.54 (10)	N/A
● Russell 2500 Growth Index	7.44 (19)	7.44 (19)	13.83 (9)	17.91 (16)	16.97 (23)	12.07 (27)	10.64 (16)
5th Percentile	8.73	8.73	15.78	19.26	18.95	14.15	11.51
1st Quartile	7.09	7.09	11.26	16.99	16.76	12.20	10.24
Median	5.91	5.91	8.90	15.31	15.46	11.01	9.34
3rd Quartile	4.76	4.76	5.98	13.66	14.16	9.51	8.45
95th Percentile	3.04	3.04	1.29	11.14	11.56	7.91	6.65

Goldman Sachs Small/Mid Cap Growth

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



	2014	2013	2012	2011	2010	2009	2008
■ Goldman Sachs Small/Mid Cap Growth	11.08 (2)	36.06 (80)	21.33 (2)	-3.92 (64)	21.59 (90)	59.17 (5)	-39.94 (42)
● Russell 2500 Growth Index	7.05 (14)	40.65 (54)	16.13 (31)	-1.57 (43)	28.86 (48)	41.65 (32)	-41.50 (61)
5th Percentile	9.58	49.47	19.99	5.04	35.98	58.26	-33.18
1st Quartile	5.63	44.70	16.68	0.51	33.00	42.77	-38.16
Median	3.19	40.99	14.26	-2.22	28.46	37.15	-40.54
3rd Quartile	0.38	36.93	12.00	-4.97	24.10	31.53	-43.62
95th Percentile	-5.71	31.15	8.12	-10.42	20.40	23.56	-47.63

Goldman Sachs Small/Mid Cap Growth

Fund Information

Fund Name :	Goldman Sachs Trust: Goldman Sachs Small/Mid-Cap Growth Fund; Institutional Shares	Portfolio Assets :	\$2,607 Million
Fund Family :	Goldman Sachs & Co/GSAM	Portfolio Manager :	Barry/Zimmerman
Ticker :	GSMYX	PM Tenure :	2005--2014
Inception Date :	06/30/2005	Fund Style :	IM U.S. SMID Cap Growth Equity (MF)
Fund Assets :	\$1,271 Million	Style Benchmark :	Russell 2500 Growth Index

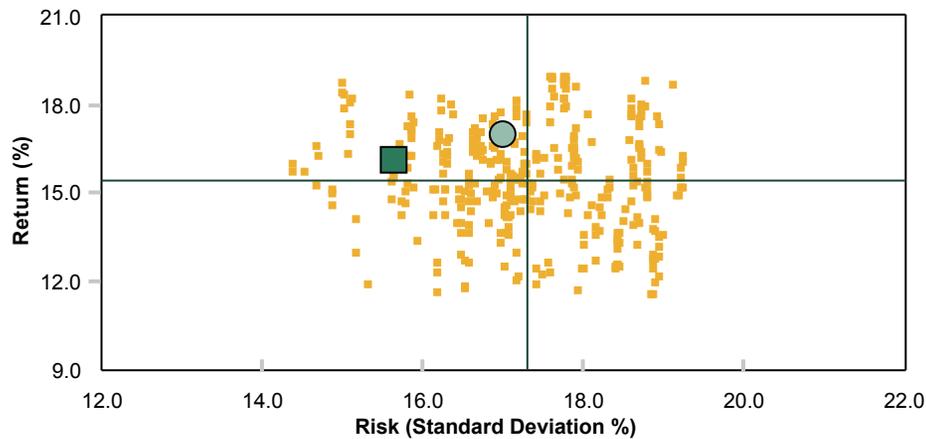
Fund Investment Policy

The Fund seeks long-term growth of capital. The Fund achieves this objective by investing at least 90% of its assets in equity investments with a primary focus on small and mid-capitalization companies.

Historical Statistics (04/01/10 - 03/31/15) \*

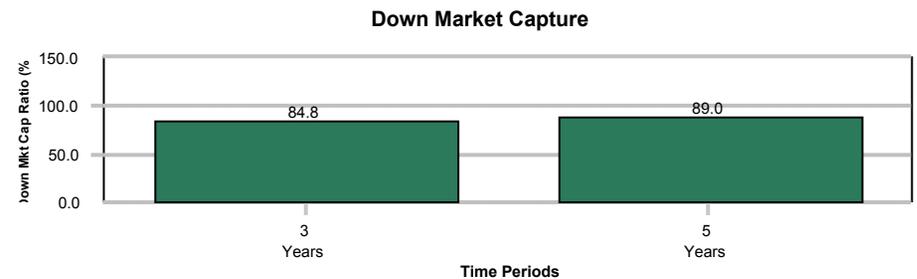
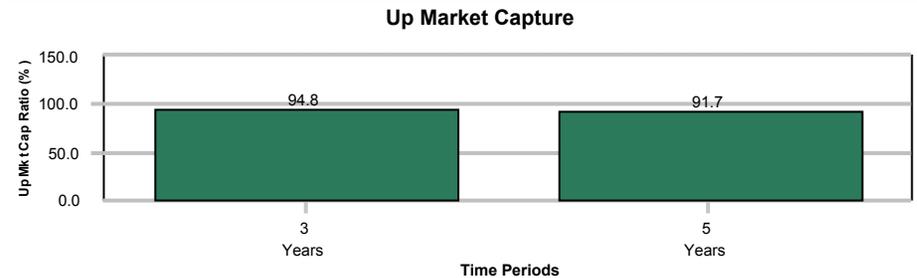
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Goldman Sachs Small/Mid Cap Growth	16.11	15.65	1.03	0.75	0.90	0.96	3.67	-0.26	15.65	07/01/2005
Russell 2500 Growth Index	16.97	17.01	1.01	0.00	1.00	1.00	0.00	N/A	17.01	07/01/2005
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	17.01	-1.01	0.00	07/01/2005

Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Goldman Sachs Small/Mid Cap Growth	16.11	15.65
● Russell 2500 Growth Index	16.97	17.01
— Median	15.46	17.31

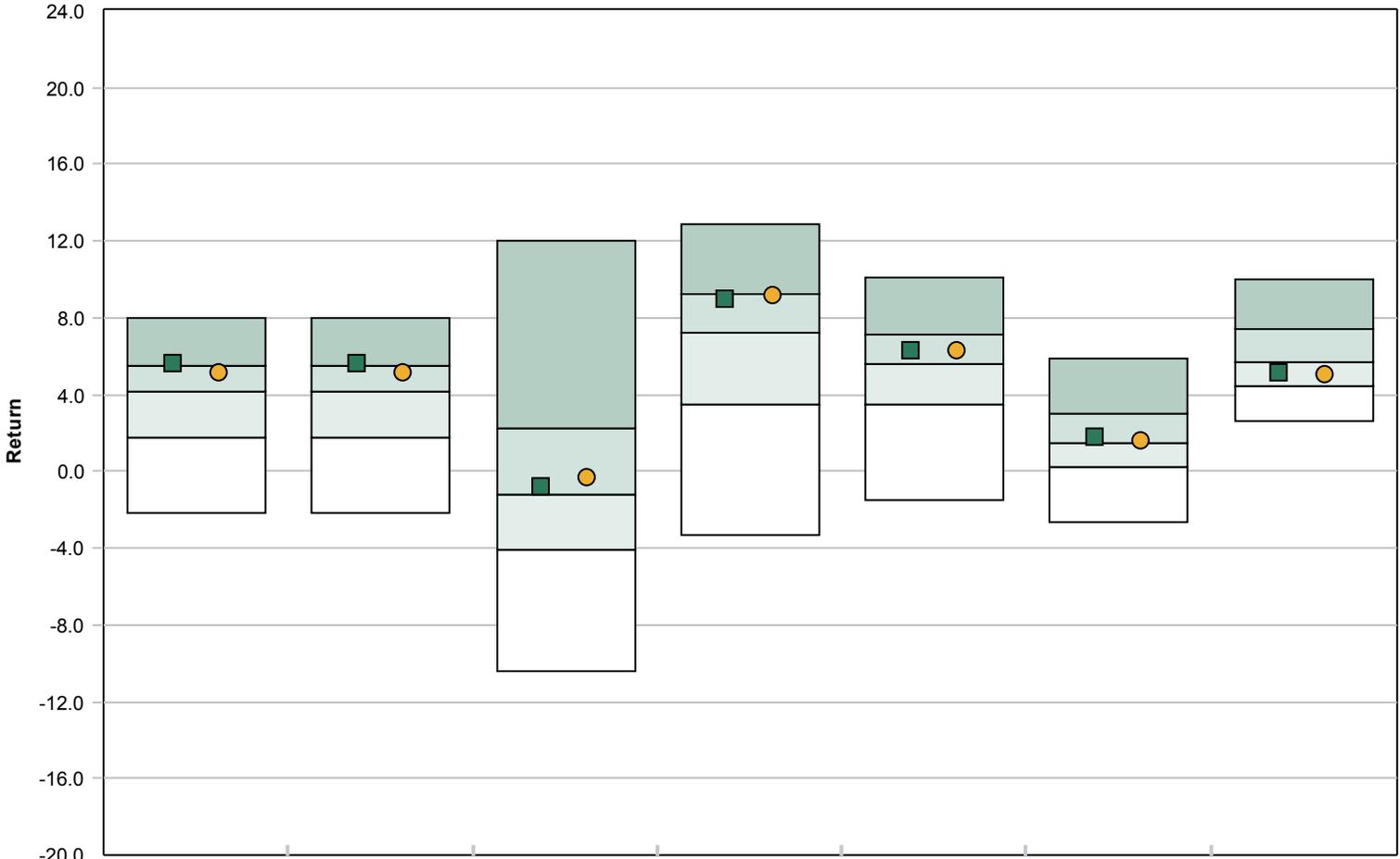
Up Down Market Capture



\* Monthly periodicity used.

Vanguard Developed Markets Index Instl

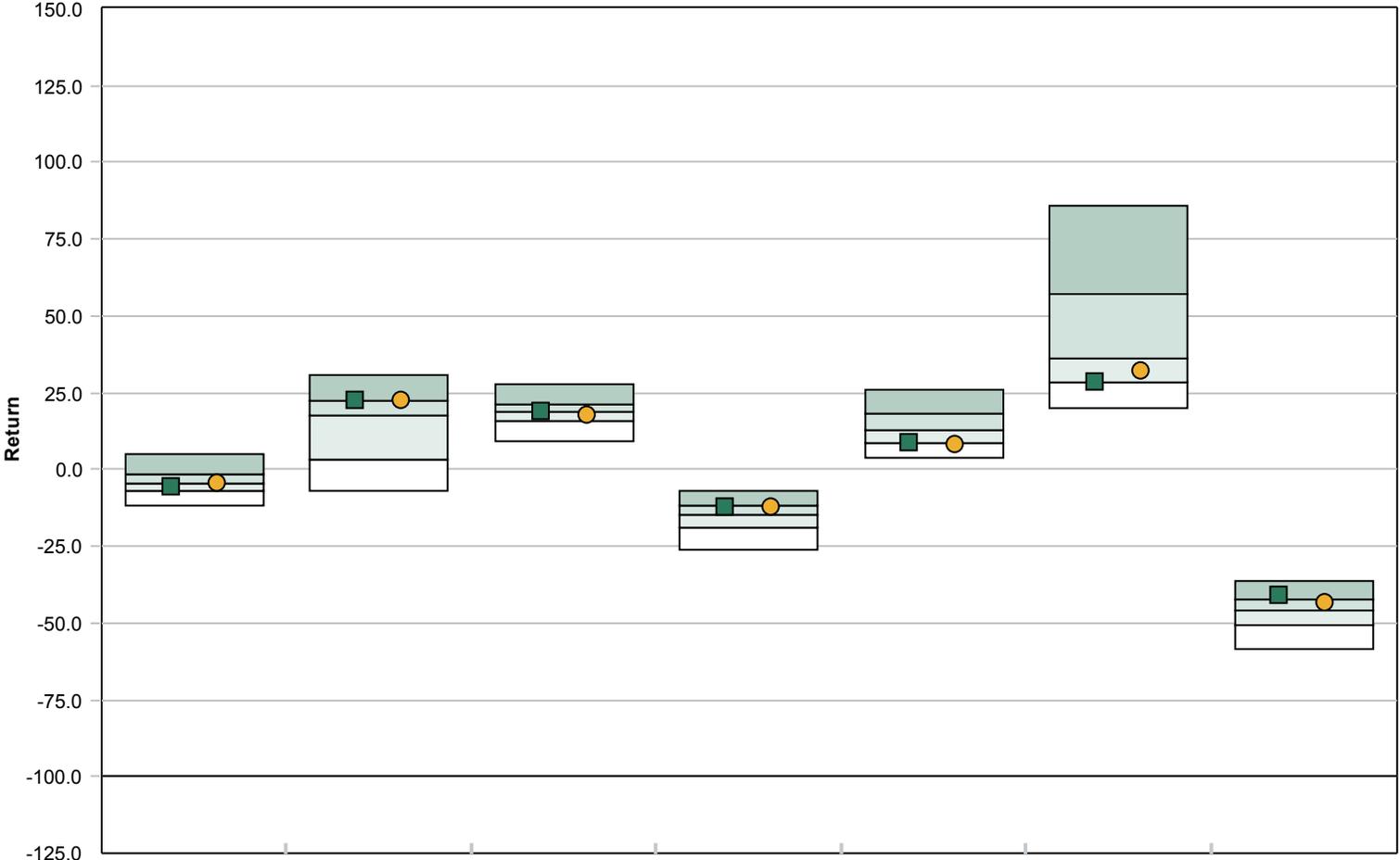
Peer Group Analysis - IM International Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Developed Markets Index Instl	5.55 (25)	5.55 (25)	-0.87 (46)	8.95 (30)	6.22 (39)	1.72 (45)	5.16 (60)
● Vanguard Developed Market Policy Index	5.14 (33)	5.14 (33)	-0.30 (41)	9.18 (27)	6.25 (39)	1.62 (47)	4.99 (64)
5th Percentile	8.03	8.03	12.03	12.87	10.09	5.89	9.96
1st Quartile	5.50	5.50	2.23	9.26	7.13	3.04	7.42
Median	4.19	4.19	-1.17	7.21	5.58	1.47	5.73
3rd Quartile	1.77	1.77	-4.10	3.50	3.50	0.23	4.44
95th Percentile	-2.14	-2.14	-10.41	-3.31	-1.48	-2.67	2.59

Vanguard Developed Markets Index Instl

Peer Group Analysis - IM International Equity (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Developed Markets Index Instl	-5.72 (63)	22.15 (27)	18.70 (49)	-12.62 (31)	8.55 (76)	28.48 (76)	-41.27 (19)
● Vanguard Developed Market Policy Index	-4.60 (52)	22.61 (24)	17.32 (64)	-12.14 (27)	7.75 (80)	31.78 (64)	-43.38 (33)
5th Percentile	5.05	30.61	27.65	-7.00	26.18	85.96	-36.12
1st Quartile	-1.54	22.41	21.31	-11.98	18.14	57.05	-42.40
Median	-4.52	17.40	18.62	-14.93	12.88	36.33	-46.00
3rd Quartile	-6.79	3.25	15.81	-18.66	8.57	28.49	-50.74
95th Percentile	-11.68	-6.88	8.91	-25.85	3.94	19.70	-58.25

## Vanguard Developed Markets Index Instl

### Fund Information

Fund Name :	Vanguard Tax-Managed Funds: Vanguard Developed Markets Index Fund; Institutional Shares	Portfolio Assets :	\$48,917 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Chistine D. Franquin
Ticker :	VTMNX	PM Tenure :	2013
Inception Date :	01/04/2001	Fund Style :	IM International Equity (MF)
Fund Assets :	\$8,071 Million	Style Benchmark :	Vanguard Developed Market Policy Index

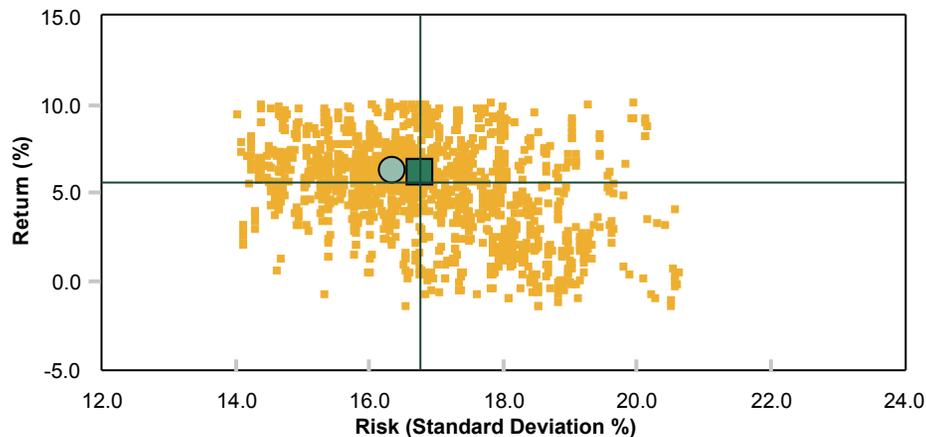
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

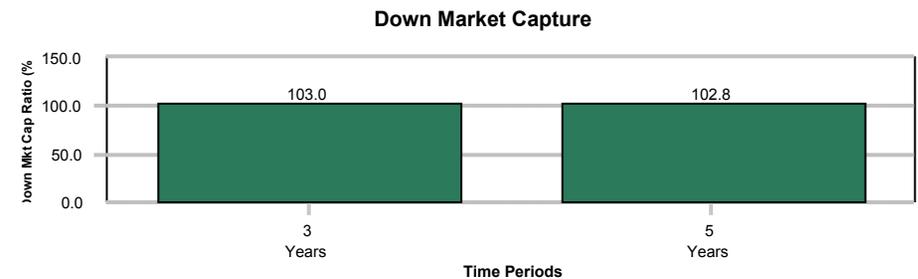
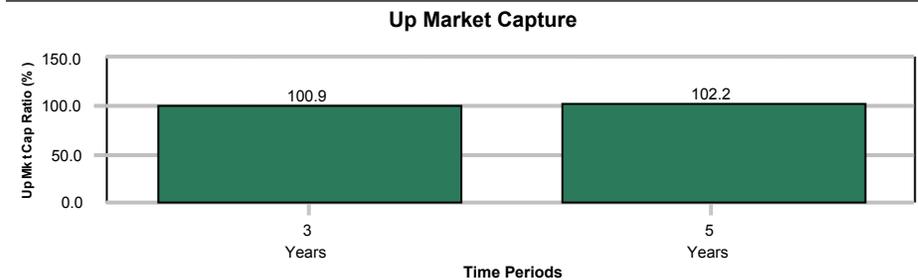
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Developed Markets Index Instl	6.22	16.78	0.44	-0.10	1.02	0.99	2.05	0.02	16.78	02/01/2001
Vanguard Developed Market Policy Index	6.25	16.37	0.45	0.00	1.00	1.00	0.00	N/A	16.37	02/01/2001
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	16.37	-0.45	0.00	02/01/2001

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Developed Markets Index Instl	6.22	16.78
● Vanguard Developed Market Policy Index	6.25	16.37
— Median	5.58	16.78

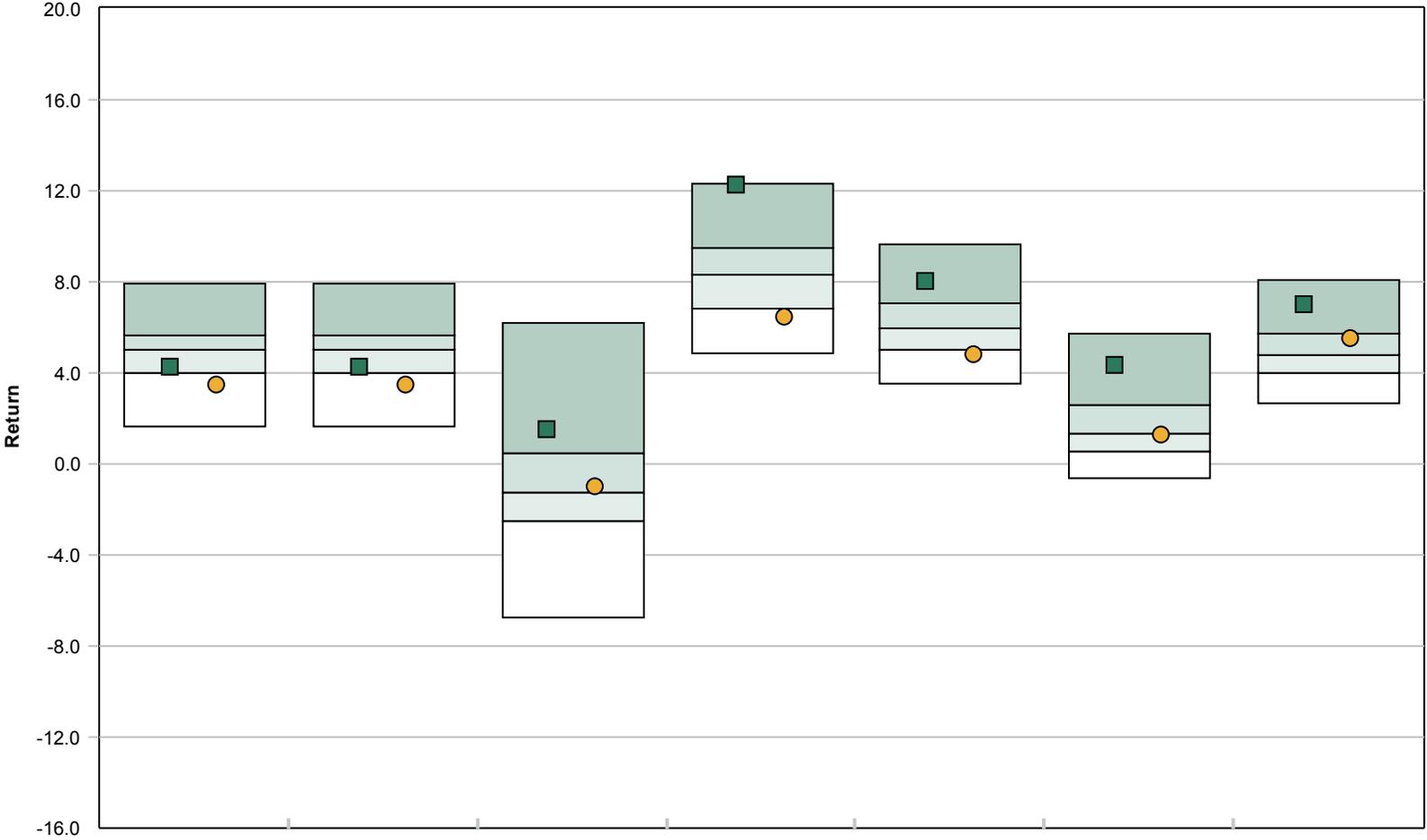
### Up Down Market Capture



\* Monthly periodicity used.

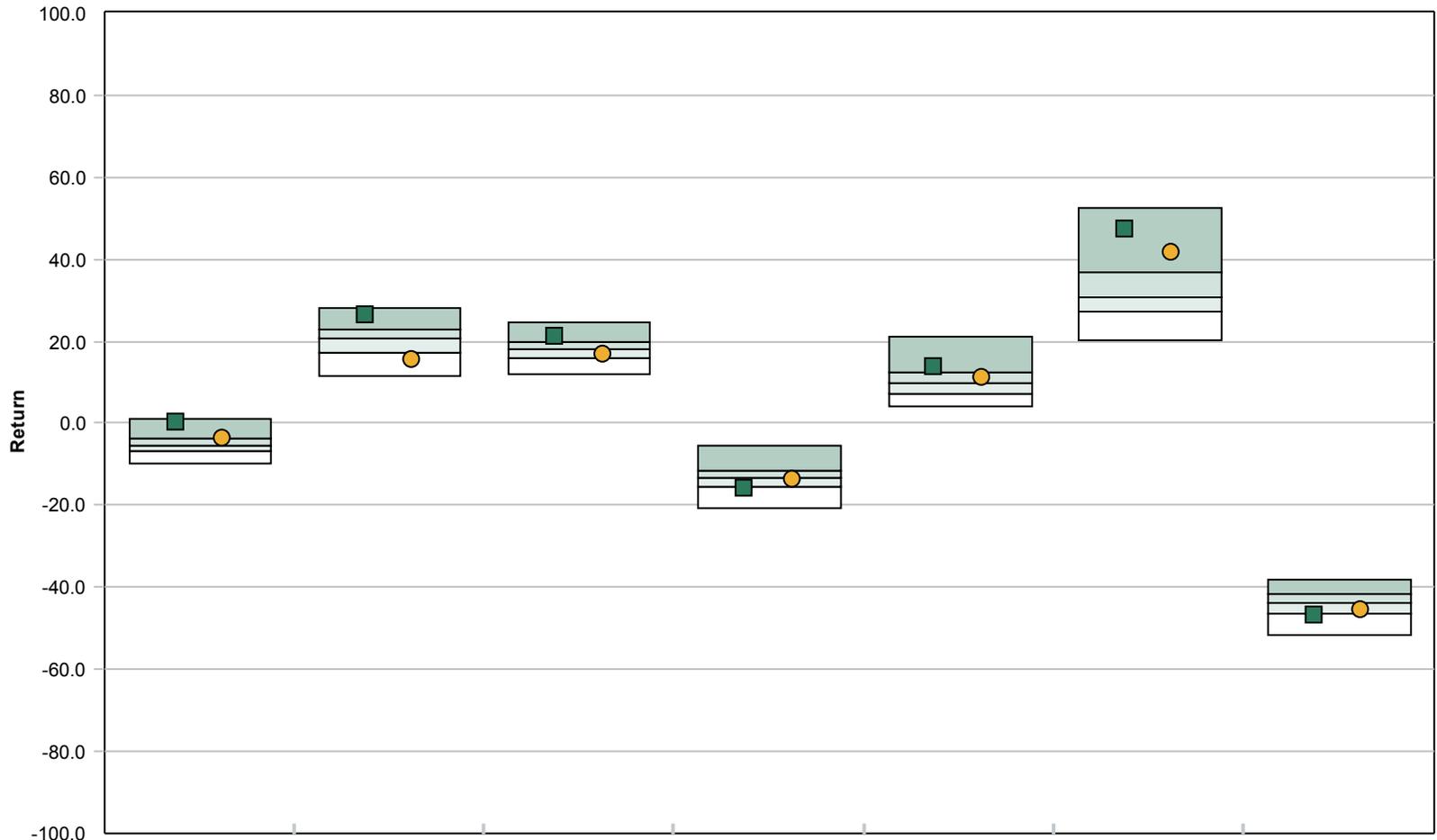
Dodge & Cox International Stock

Peer Group Analysis - IM International Core Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Dodge & Cox International Stock	4.20 (72)	4.20 (72)	1.48 (18)	12.25 (6)	7.99 (14)	4.29 (11)	6.98 (14)
● MSCI AC World ex USA (Net)	3.49 (84)	3.49 (84)	-1.01 (43)	6.40 (82)	4.82 (80)	1.24 (53)	5.46 (32)
5th Percentile	7.90	7.90	6.17	12.30	9.66	5.76	8.09
1st Quartile	5.62	5.62	0.44	9.50	7.04	2.60	5.76
Median	4.98	4.98	-1.26	8.32	5.96	1.32	4.78
3rd Quartile	4.04	4.04	-2.51	6.86	4.99	0.56	4.03
95th Percentile	1.69	1.69	-6.73	4.86	3.50	-0.64	2.64

Peer Group Analysis - IM International Core Equity (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Dodge & Cox International Stock	0.08 (9)	26.31 (13)	21.03 (18)	-15.97 (81)	13.69 (17)	47.46 (10)	-46.69 (78)
● MSCI AC World ex USA (Net)	-3.87 (26)	15.29 (84)	16.83 (70)	-13.71 (54)	11.15 (36)	41.45 (18)	-45.53 (68)
5th Percentile	0.93	28.21	24.41	-5.27	21.17	52.66	-37.98
1st Quartile	-3.78	22.85	20.04	-11.43	12.41	36.92	-41.60
Median	-5.42	20.50	18.05	-13.40	9.59	30.74	-43.96
3rd Quartile	-6.70	17.04	16.07	-15.55	7.35	27.16	-46.20
95th Percentile	-9.99	11.66	11.95	-20.88	4.31	20.20	-51.57

## 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 : \$68,696 Million  
 Portfolio Turnover : 13%

Portfolio Assets : \$68,696 Million  
 Portfolio Manager : Team Managed  
 PM Tenure :  
 Fund Style : IM International Core Equity (MF)  
 Style Benchmark : MSCI AC World ex USA (Net)

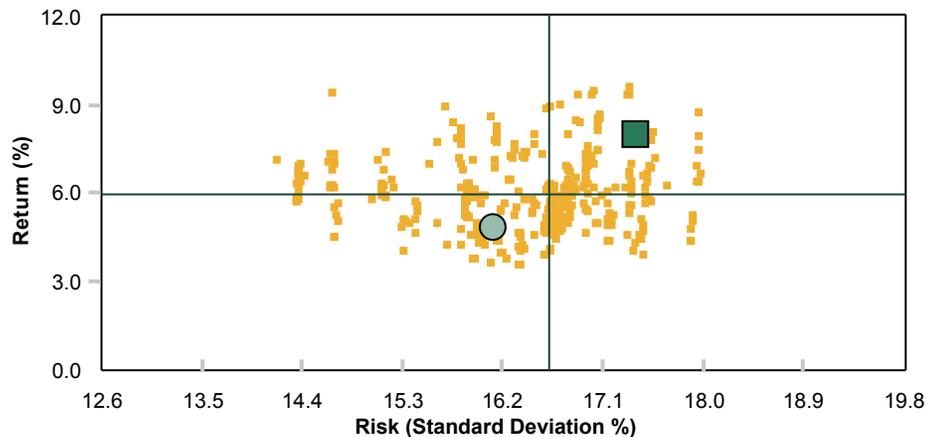
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

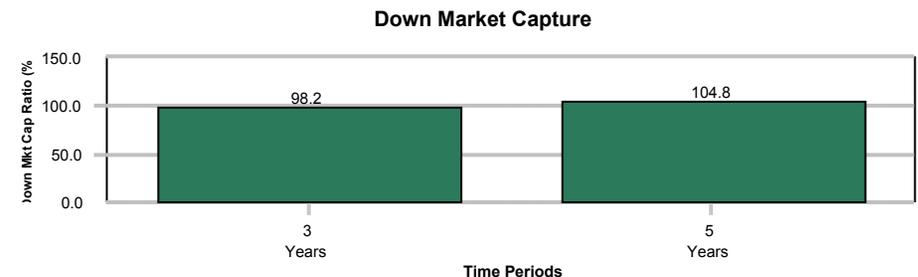
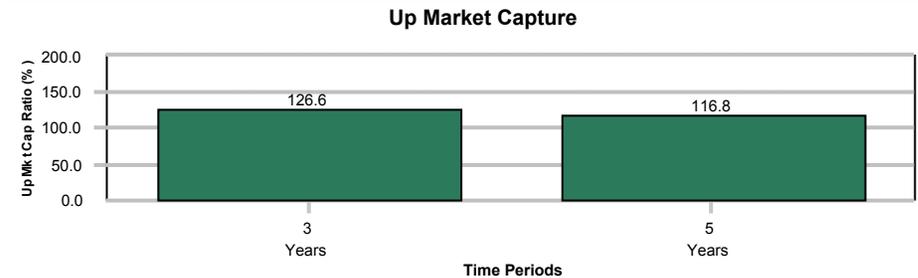
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Dodge & Cox International Stock	7.99	17.39	0.53	2.89	1.06	0.96	3.46	0.93	17.39	06/01/2001
MSCI AC World ex USA (Net)	4.82	16.12	0.37	0.00	1.00	1.00	0.00	N/A	16.12	06/01/2001
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	16.12	-0.37	0.00	06/01/2001

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Dodge & Cox International Stock	7.99	17.39
● MSCI AC World ex USA (Net)	4.82	16.12
— Median	5.96	16.62

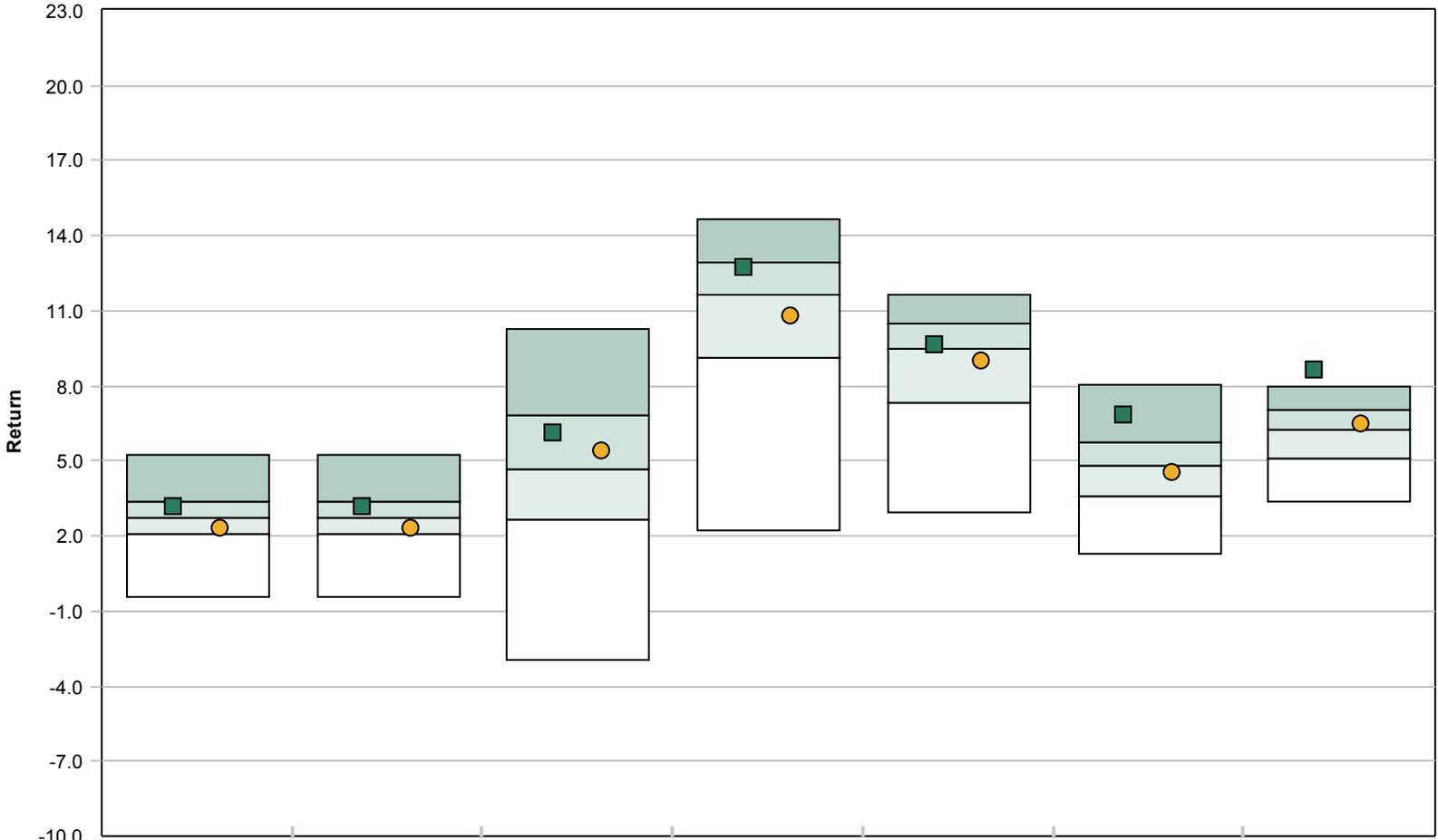
### Up Down Market Capture



\* Monthly periodicity used.

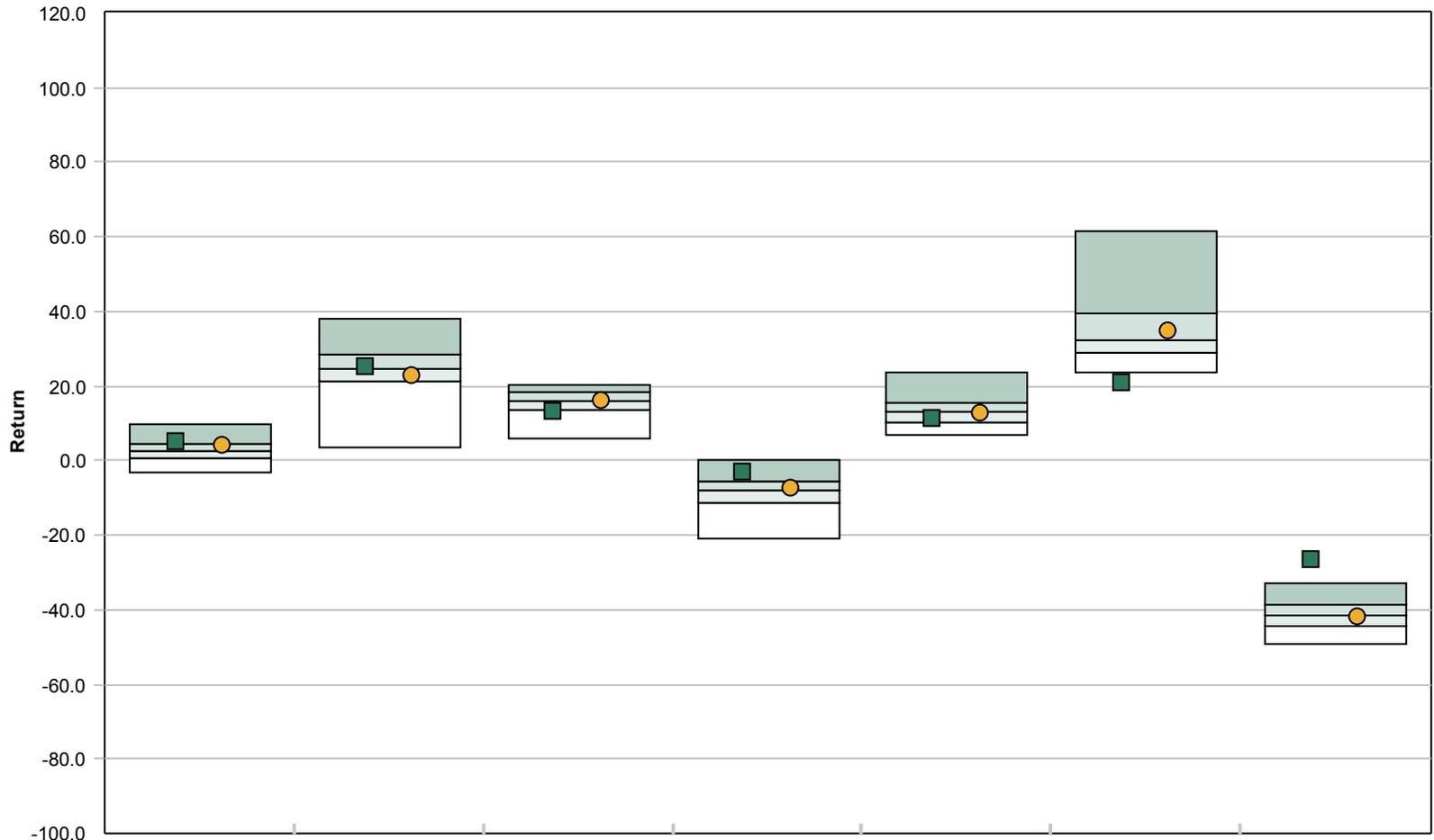
Franklin Mutual Global Discovery

Peer Group Analysis - IM Global Core Equity (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Franklin Mutual Global Discovery	3.14 (30)	3.14 (30)	6.07 (30)	12.72 (28)	9.63 (47)	6.82 (16)	8.62 (1)
● MSCI AC World Index (Net)	2.31 (73)	2.31 (73)	5.42 (40)	10.75 (61)	9.00 (60)	4.50 (57)	6.44 (46)
5th Percentile	5.21	5.21	10.25	14.67	11.63	8.06	7.98
1st Quartile	3.37	3.37	6.84	12.91	10.47	5.72	7.01
Median	2.73	2.73	4.67	11.65	9.49	4.79	6.25
3rd Quartile	2.06	2.06	2.63	9.13	7.30	3.60	5.10
95th Percentile	-0.41	-0.41	-2.92	2.19	2.94	1.30	3.37

Peer Group Analysis - IM Global Core Equity (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Franklin Mutual Global Discovery	5.01 (22)	25.26 (47)	13.34 (79)	-2.99 (13)	11.08 (64)	20.89 (98)	-26.73 (1)
● MSCI AC World Index (Net)	4.16 (34)	22.80 (68)	16.13 (49)	-7.35 (38)	12.67 (52)	34.63 (39)	-42.19 (58)
5th Percentile	9.80	37.82	20.48	0.31	23.44	61.46	-32.68
1st Quartile	4.63	28.55	18.37	-5.41	15.47	39.69	-38.65
Median	2.71	24.79	15.99	-8.20	12.94	32.30	-41.35
3rd Quartile	0.43	21.05	13.54	-11.53	10.06	28.87	-44.51
95th Percentile	-3.30	3.30	6.14	-20.73	6.87	23.51	-49.05

## Franklin Mutual Global Discovery

### Fund Information

Fund Name : Franklin Mutual Series Funds: Franklin Mutual Global Discovery Fund; Portfolio Assets : \$26,731 Million  
Class A Shares

Fund Family : Franklin Templeton Investments Portfolio Manager : Langerman/Brugere-Trelat/Ranki  
PM Tenure : 2009--2009--2013

Ticker : TEDIX Fund Style : IM Global Core Equity (MF)

Inception Date : 11/01/1996 Style Benchmark : MSCI AC World Index (Net)

Fund Assets : \$12,100 Million

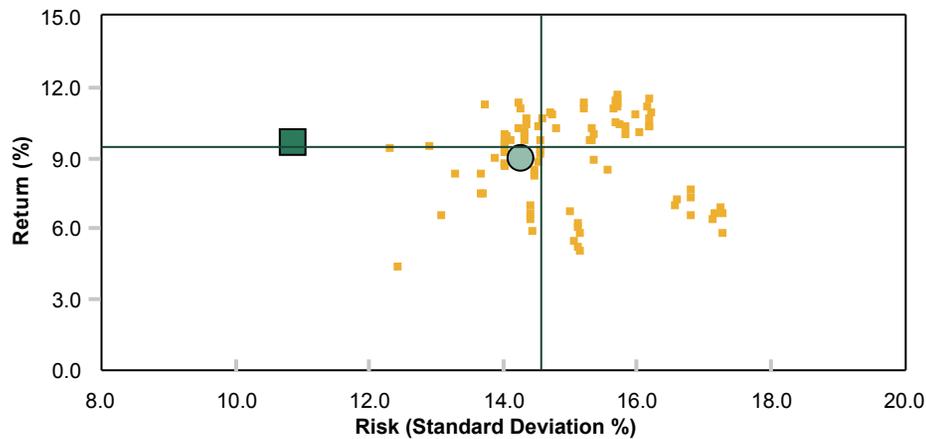
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

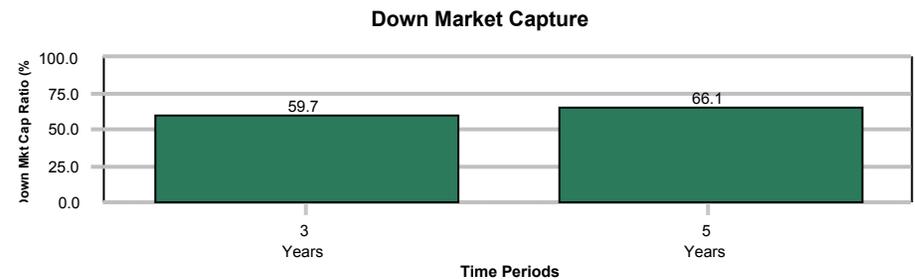
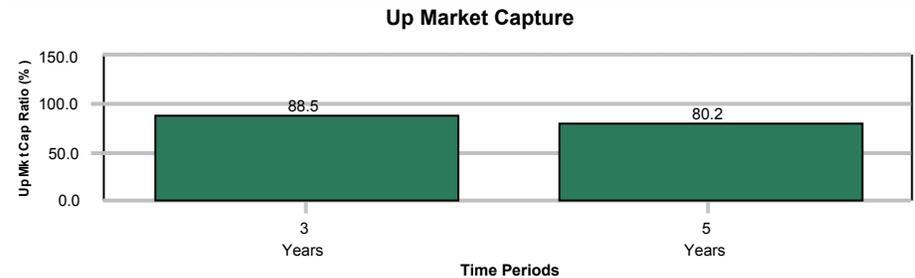
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Franklin Mutual Global Discovery	9.63	10.87	0.90	2.79	0.73	0.92	4.85	0.03	10.87	12/01/1996
MSCI AC World Index (Net)	9.00	14.28	0.67	0.00	1.00	1.00	0.00	N/A	14.28	12/01/1996
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	14.28	-0.67	0.00	12/01/1996

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
Franklin Mutual Global Discovery	9.63	10.87
MSCI AC World Index (Net)	9.00	14.28
Median	9.49	14.58

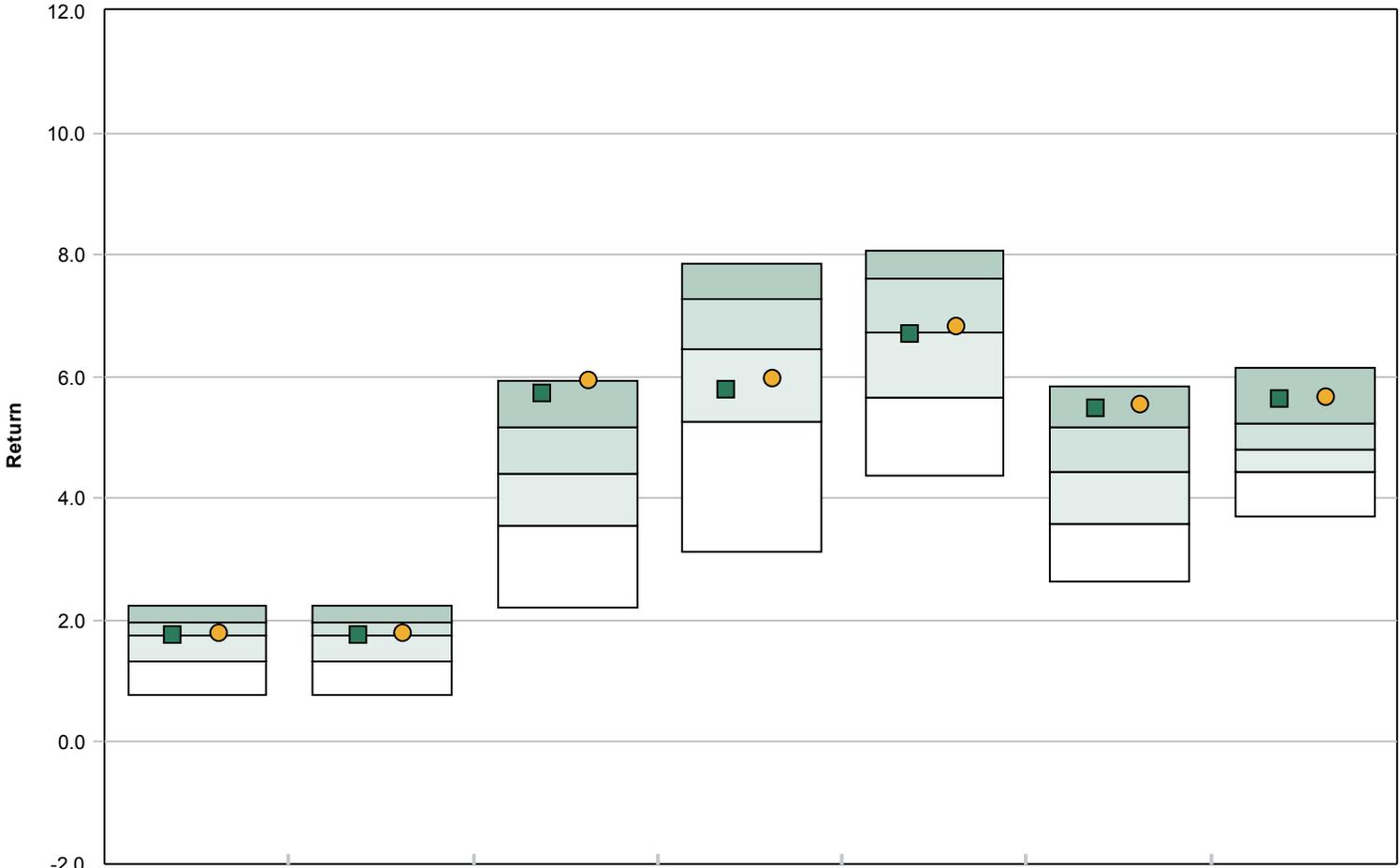
### Up Down Market Capture



\* Monthly periodicity used.

Vanguard Target Retirement Income Inv

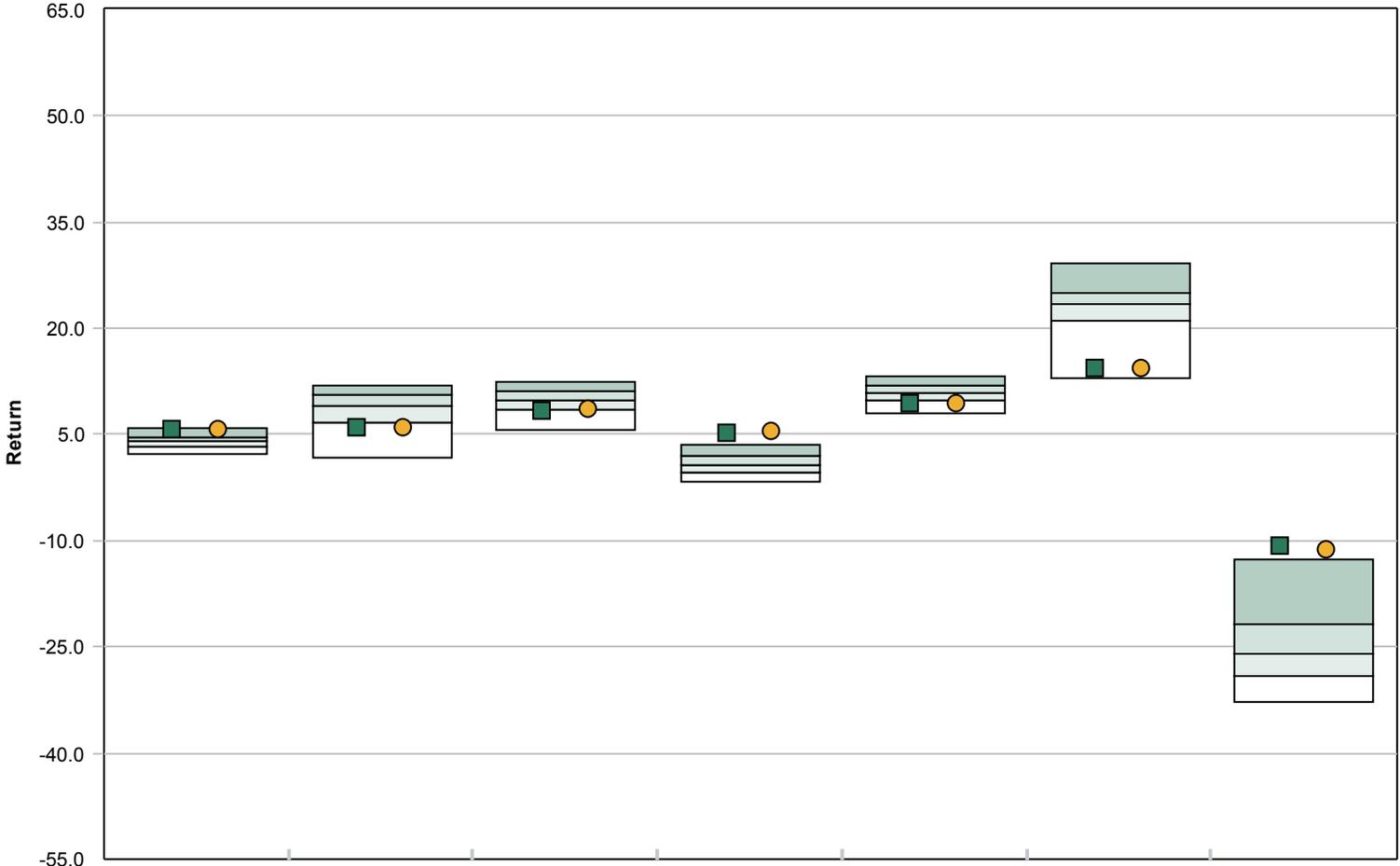
Peer Group Analysis - IM Mixed-Asset Target 2010 (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Target Retirement Income Inv	1.75 (50)	1.75 (50)	5.71 (12)	5.79 (67)	6.70 (53)	5.48 (17)	5.62 (15)
● Vanguard Target Income Composite Index	1.80 (45)	1.80 (45)	5.94 (5)	5.97 (62)	6.82 (48)	5.53 (15)	5.65 (14)
5th Percentile	2.25	2.25	5.93	7.85	8.07	5.83	6.13
1st Quartile	1.97	1.97	5.17	7.26	7.60	5.18	5.24
Median	1.75	1.75	4.41	6.46	6.73	4.43	4.79
3rd Quartile	1.32	1.32	3.54	5.26	5.66	3.57	4.42
95th Percentile	0.76	0.76	2.22	3.13	4.37	2.65	3.71

Vanguard Target Retirement Income Inv

Peer Group Analysis - IM Mixed-Asset Target 2010 (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Target Retirement Income Inv	5.54 (12)	5.87 (80)	8.23 (80)	5.25 (1)	9.39 (85)	14.28 (95)	-10.93 (3)
● Vanguard Target Income Composite Index	5.76 (9)	6.03 (79)	8.42 (78)	5.30 (1)	9.42 (85)	14.33 (95)	-11.34 (4)
5th Percentile	6.02	11.95	12.39	3.52	13.11	29.27	-12.76
1st Quartile	4.66	10.68	11.24	1.95	11.81	25.11	-21.67
Median	4.10	9.10	9.83	0.75	10.80	23.34	-25.97
3rd Quartile	3.32	6.62	8.57	-0.41	9.92	21.06	-29.01
95th Percentile	2.30	1.67	5.76	-1.71	7.89	12.85	-32.90

## Vanguard Target Retirement Income Inv

### Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement Income Fund; Investor Class Shares	Portfolio Assets :	\$11,744 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 :	\$11,744 Million	Style Benchmark :	Vanguard Target Income Composite Index

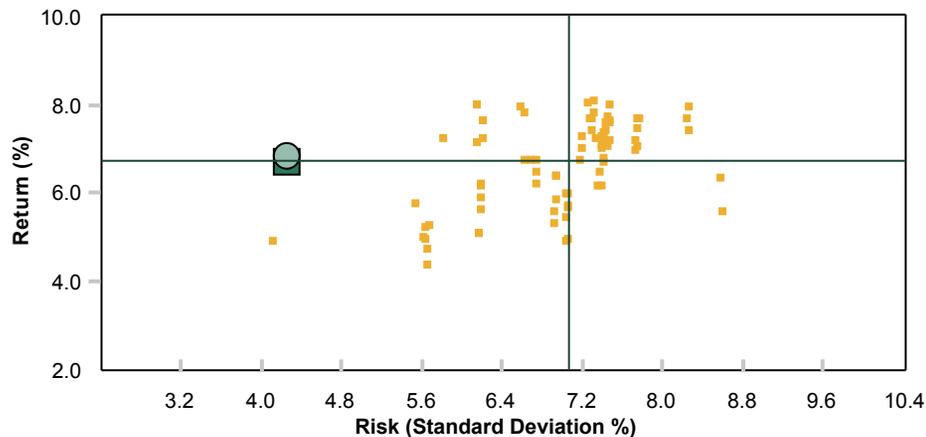
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

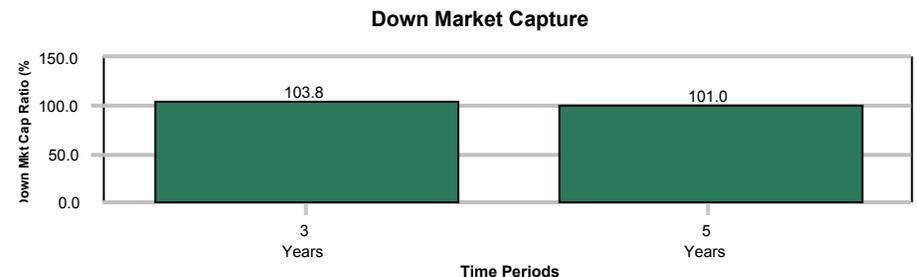
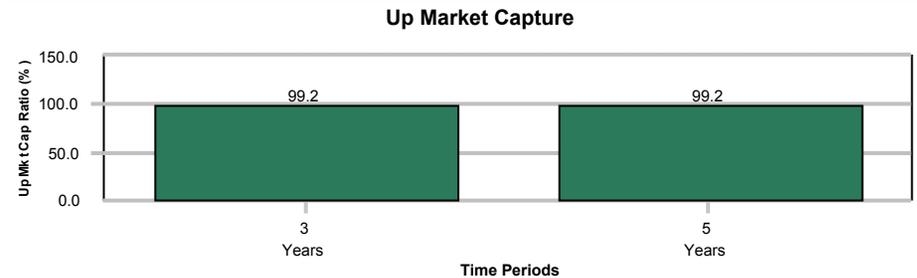
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement Income Inv	6.70	4.26	1.53	-0.10	1.00	1.00	0.21	-0.55	4.26	11/01/2003
Vanguard Target Income Composite Index	6.82	4.26	1.55	0.00	1.00	1.00	0.00	N/A	4.27	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	4.27	-1.55	0.00	11/01/2003

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Target Retirement Income Inv	6.70	4.26
● Vanguard Target Income Composite Index	6.82	4.26
— Median	6.73	7.05

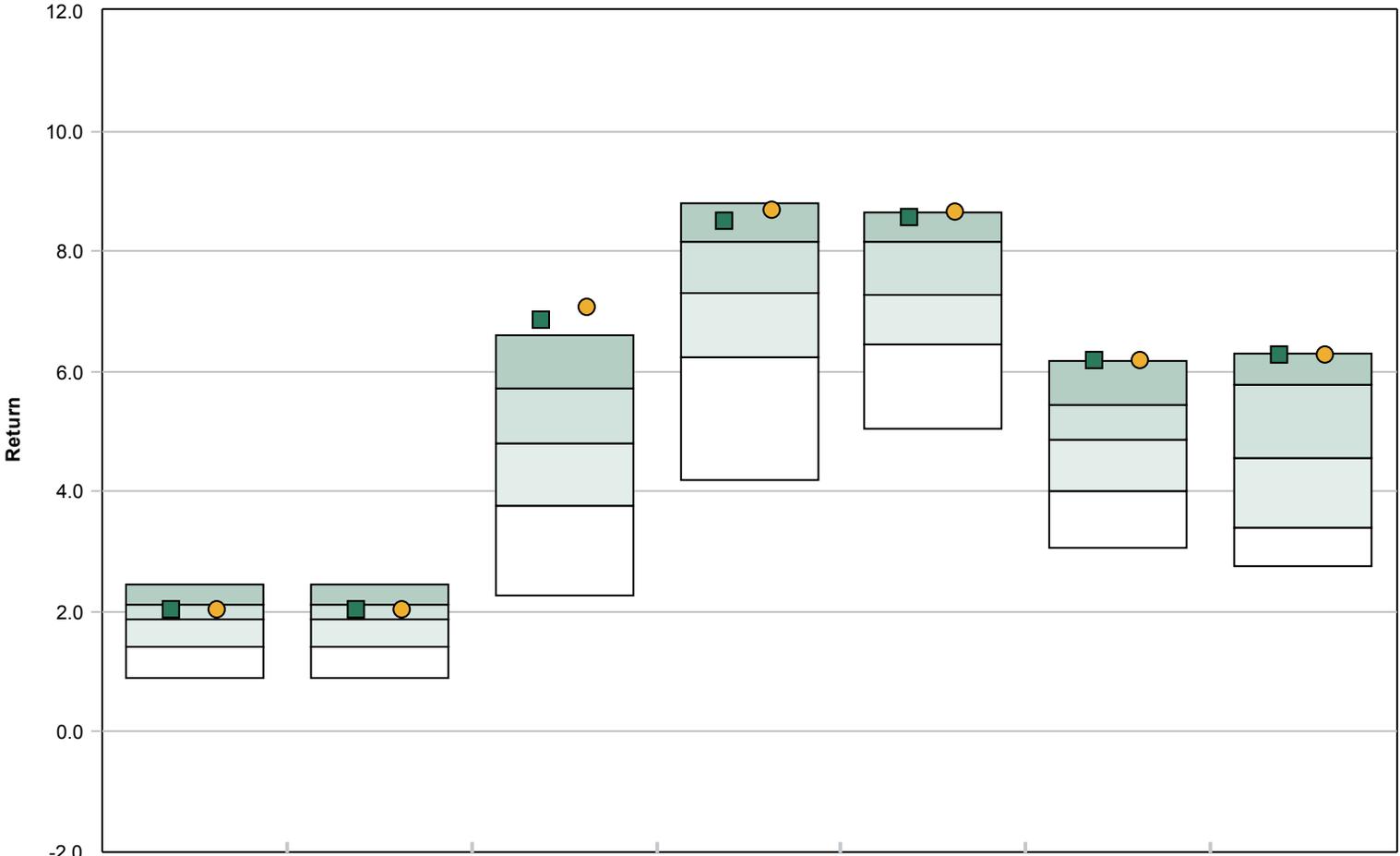
### Up Down Market Capture



\* Monthly periodicity used.

Vanguard Target Retirement 2015 Inv

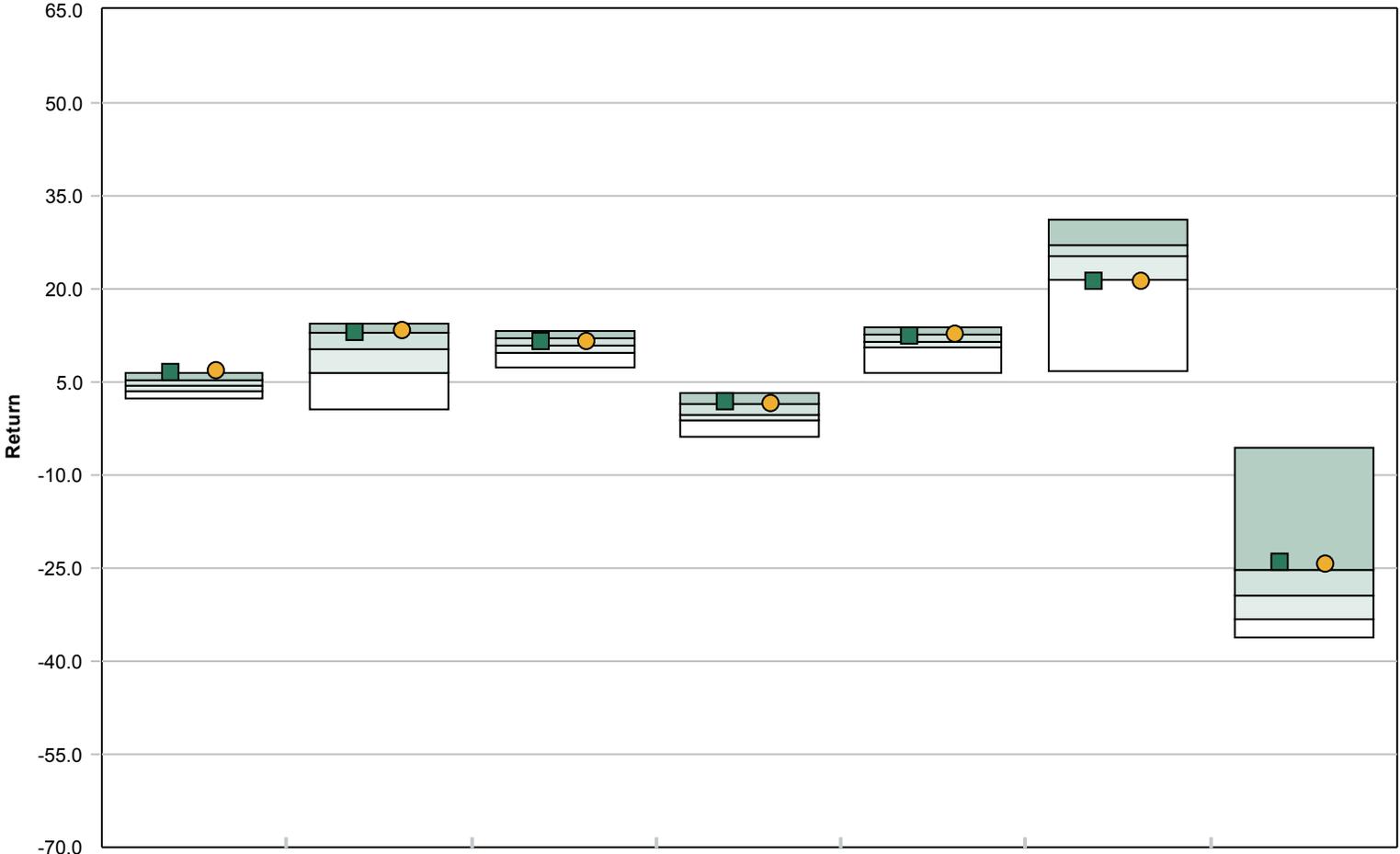
Peer Group Analysis - IM Mixed-Asset Target 2015 (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Target Retirement 2015 Inv	2.03 (36)	2.03 (36)	6.84 (3)	8.49 (13)	8.56 (8)	6.17 (5)	6.26 (6)
● Vanguard Target 2015 Composite Index	2.04 (34)	2.04 (34)	7.06 (1)	8.69 (7)	8.65 (5)	6.18 (5)	6.27 (6)
5th Percentile	2.47	2.47	6.59	8.78	8.64	6.16	6.28
1st Quartile	2.12	2.12	5.71	8.15	8.16	5.44	5.76
Median	1.89	1.89	4.80	7.31	7.26	4.87	4.56
3rd Quartile	1.41	1.41	3.75	6.23	6.46	4.00	3.39
95th Percentile	0.91	0.91	2.26	4.18	5.05	3.05	2.76

Vanguard Target Retirement 2015 Inv

Peer Group Analysis - IM Mixed-Asset Target 2015 (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Target Retirement 2015 Inv	6.56 (4)	13.00 (22)	11.37 (35)	1.71 (23)	12.47 (33)	21.30 (77)	-24.06 (17)
● Vanguard Target 2015 Composite Index	6.78 (1)	13.27 (19)	11.46 (33)	1.56 (24)	12.54 (30)	21.24 (77)	-24.35 (17)
5th Percentile	6.43	14.50	13.34	3.09	13.88	31.32	-5.68
1st Quartile	5.30	12.82	12.19	1.45	12.74	26.99	-25.30
Median	4.35	10.44	10.76	-0.23	11.50	25.36	-29.30
3rd Quartile	3.55	6.44	9.58	-1.26	10.48	21.55	-33.29
95th Percentile	2.38	0.72	7.37	-3.91	6.60	6.81	-36.11

## Vanguard Target Retirement 2015 Inv

### Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2015 Fund; Investor Class Shares	Portfolio Assets :	\$22,368 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 :	\$22,368 Million	Style Benchmark :	Vanguard Target 2015 Composite Index

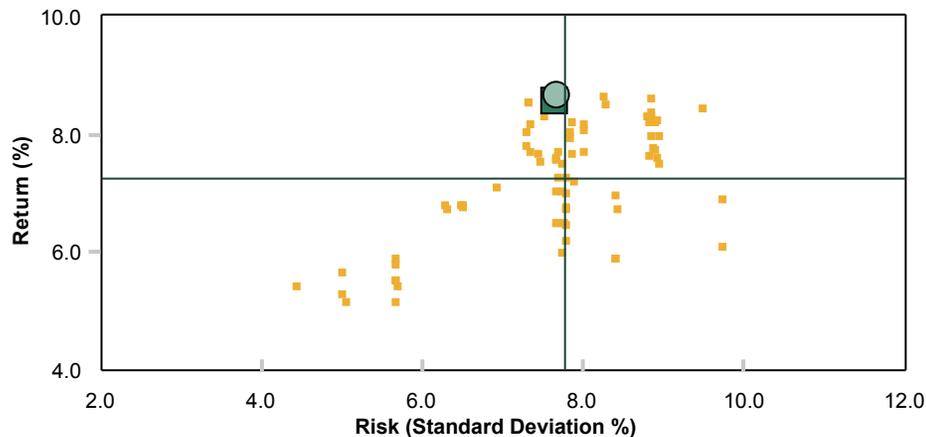
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

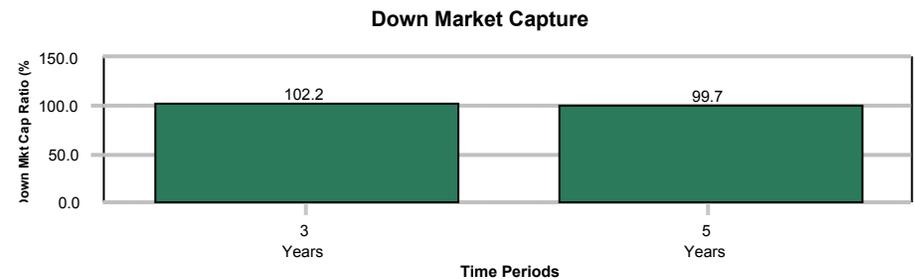
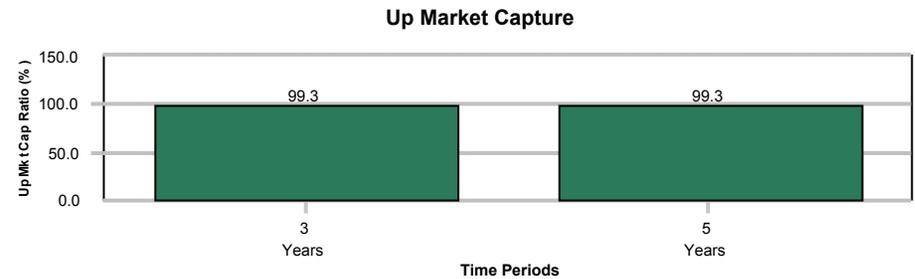
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2015 Inv	8.56	7.66	1.10	-0.06	1.00	1.00	0.34	-0.24	7.66	11/01/2003
Vanguard Target 2015 Composite Index	8.65	7.67	1.11	0.00	1.00	1.00	0.00	N/A	7.67	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	7.67	-1.11	0.00	11/01/2003

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Target Retirement 2015 Inv	8.56	7.66
● Vanguard Target 2015 Composite Index	8.65	7.67
— Median	7.26	7.77

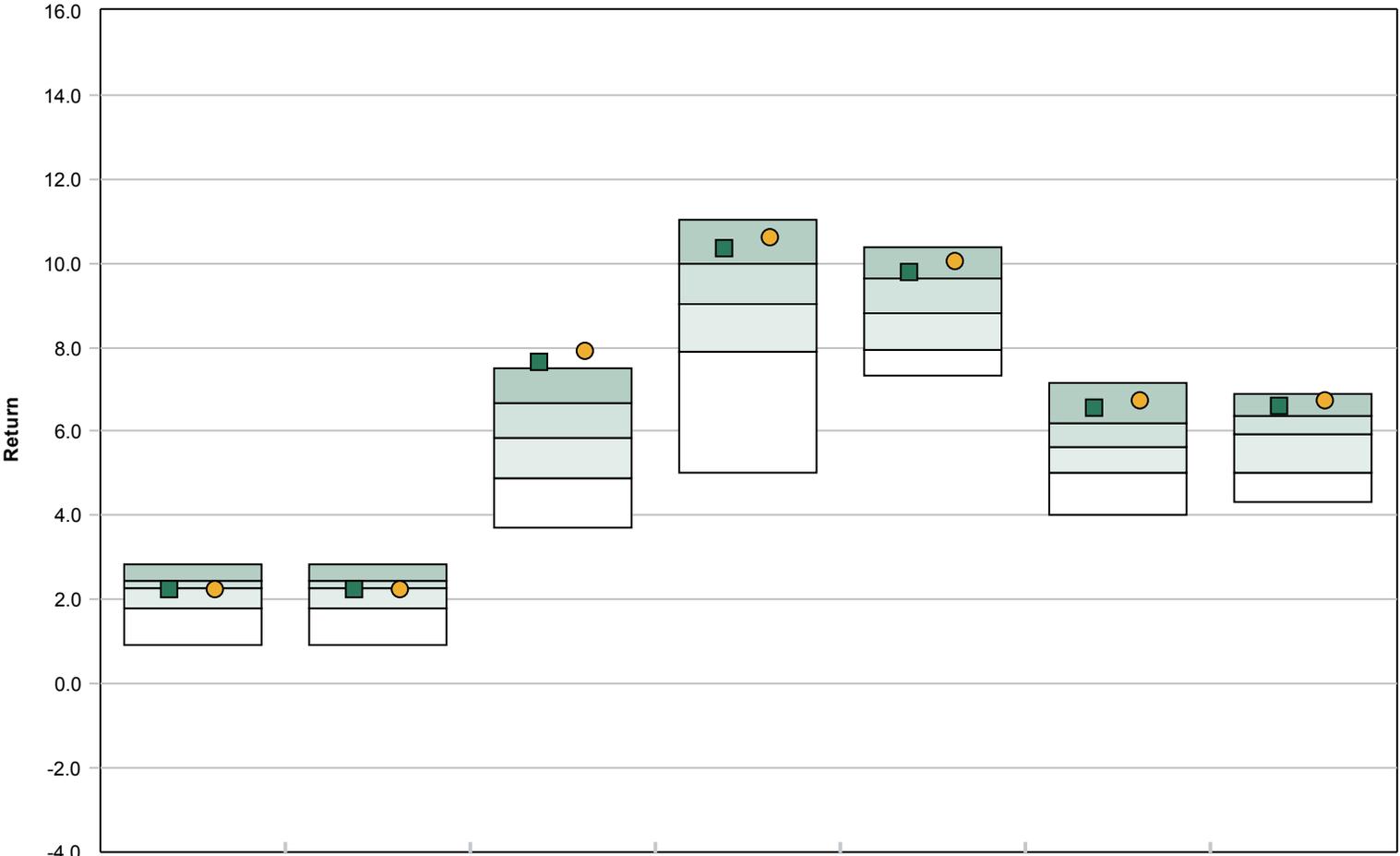
### Up Down Market Capture



\* Monthly periodicity used.

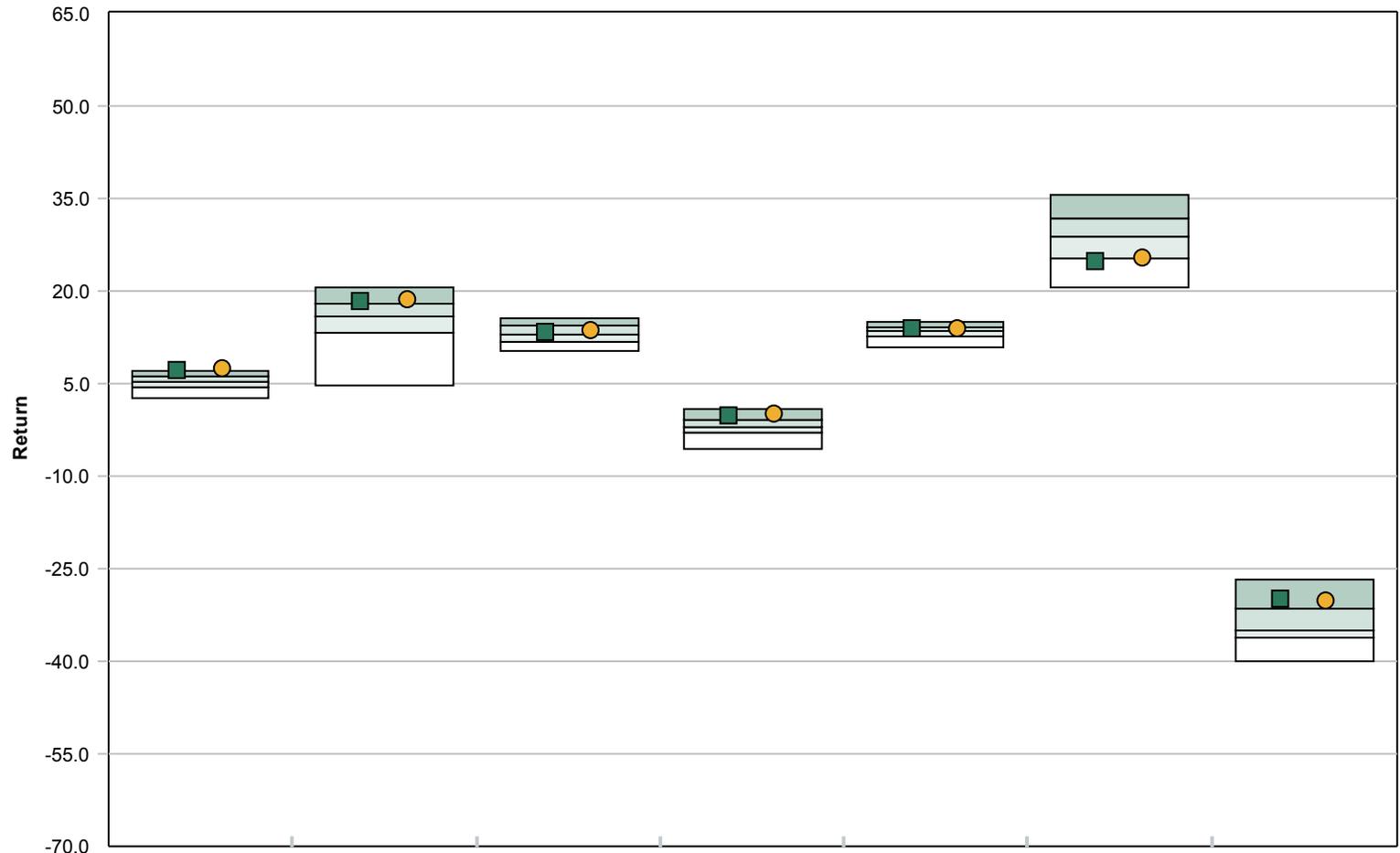
Vanguard Target Retirement 2025 Inv

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	2.24 (51)	2.24 (51)	7.65 (4)	10.35 (15)	9.78 (18)	6.56 (14)	6.58 (16)
● Vanguard Target 2025 Composite Index	2.24 (51)	2.24 (51)	7.87 (3)	10.62 (10)	10.04 (11)	6.71 (12)	6.71 (10)
5th Percentile	2.85	2.85	7.49	11.05	10.36	7.16	6.91
1st Quartile	2.45	2.45	6.68	9.97	9.63	6.17	6.39
Median	2.26	2.26	5.86	9.02	8.83	5.62	5.92
3rd Quartile	1.81	1.81	4.90	7.89	7.94	5.04	5.04
95th Percentile	0.92	0.92	3.70	5.00	7.32	4.03	4.34

Peer Group Analysis - IM Mixed-Asset Target 2025 (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Target Retirement 2025 Inv	7.17 (4)	18.14 (24)	13.29 (45)	-0.37 (18)	13.84 (39)	24.81 (80)	-30.05 (16)
● Vanguard Target 2025 Composite Index	7.45 (1)	18.52 (21)	13.39 (43)	0.07 (14)	13.94 (33)	25.15 (77)	-30.39 (17)
5th Percentile	7.07	20.61	15.54	0.84	15.14	35.57	-26.67
1st Quartile	6.20	17.87	14.45	-0.96	14.19	31.80	-31.48
Median	5.16	15.86	13.00	-2.03	13.42	28.95	-35.04
3rd Quartile	4.35	13.13	11.74	-2.86	12.57	25.40	-36.15
95th Percentile	2.72	4.78	10.37	-5.46	10.93	20.62	-40.09

## Vanguard Target Retirement 2025 Inv

### Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2025 Fund; Investor Class Shares	Portfolio Assets :	\$34,443 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 :	\$34,443 Million	Style Benchmark :	Vanguard Target 2025 Composite Index

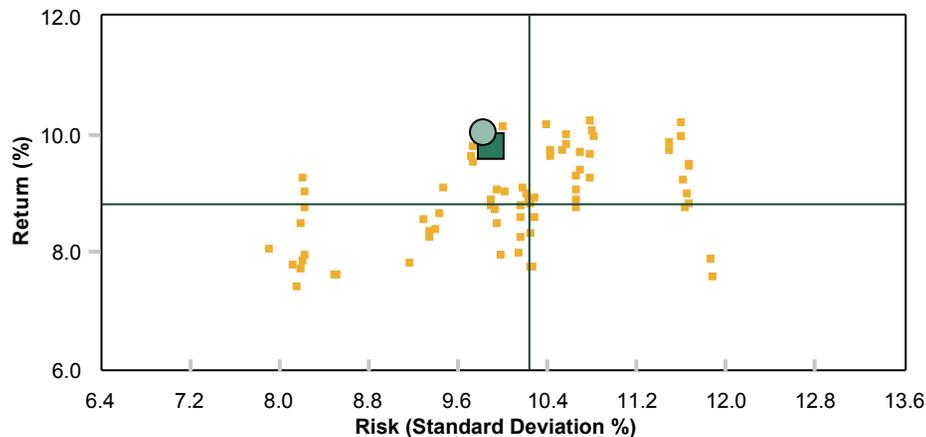
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

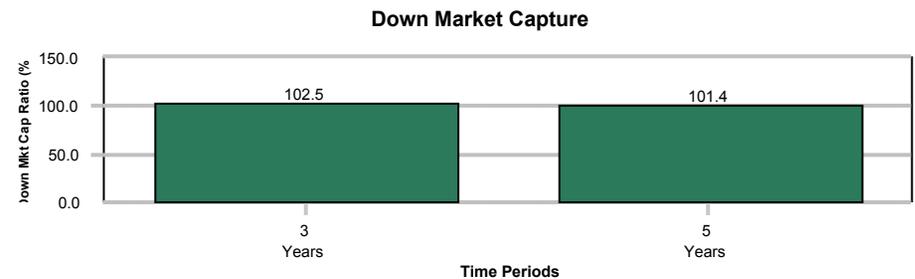
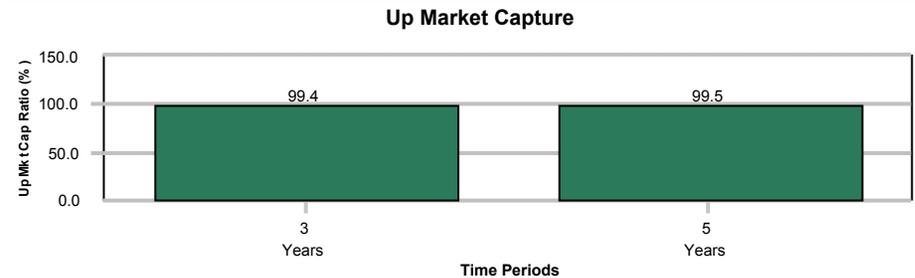
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2025 Inv	9.78	9.91	0.99	-0.30	1.01	1.00	0.41	-0.57	9.91	11/01/2003
Vanguard Target 2025 Composite Index	10.04	9.84	1.02	0.00	1.00	1.00	0.00	N/A	9.84	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	9.84	-1.02	0.00	11/01/2003

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Target Retirement 2025 Inv	9.78	9.91
● Vanguard Target 2025 Composite Index	10.04	9.84
— Median	8.83	10.24

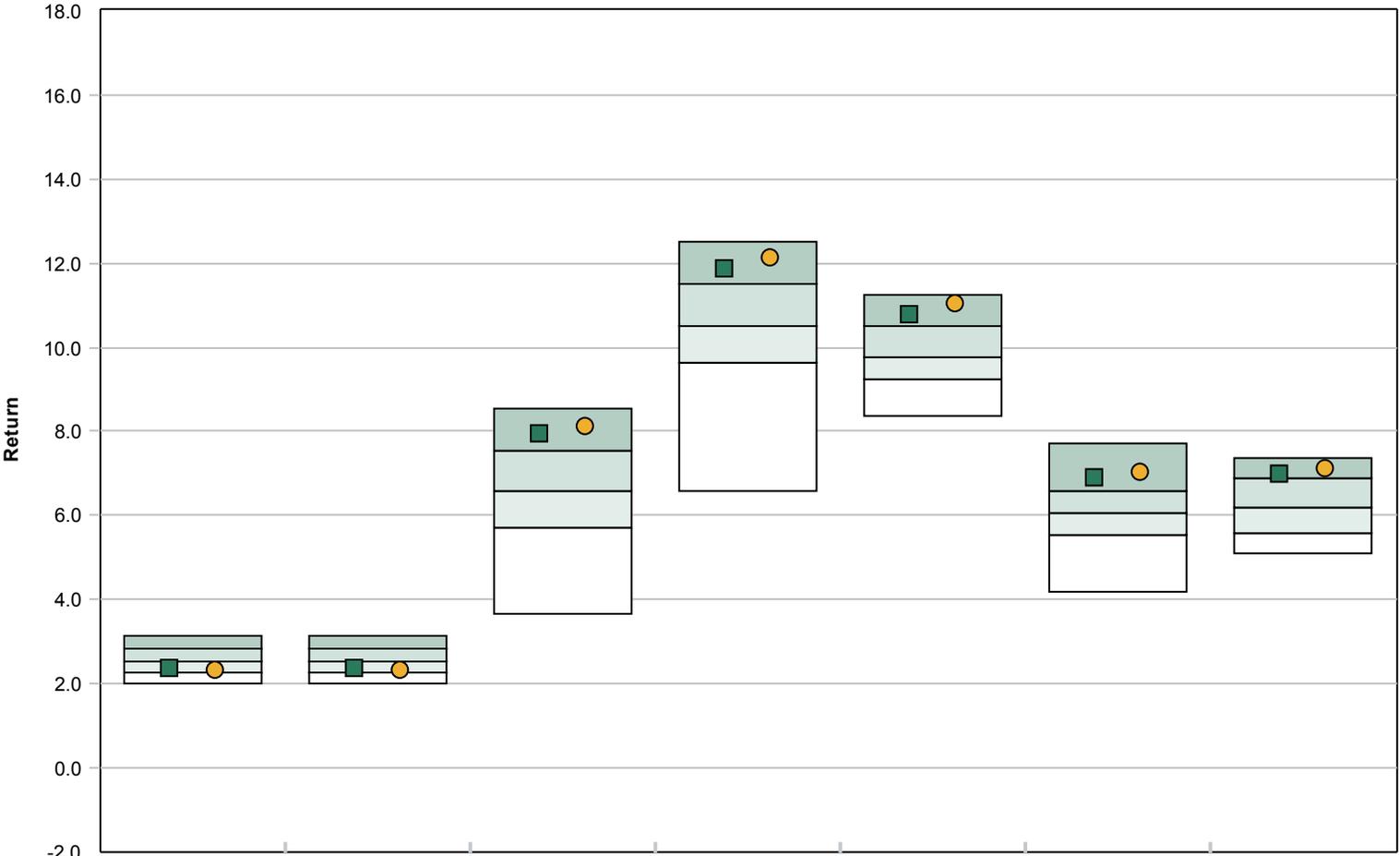
### Up Down Market Capture



\* Monthly periodicity used.

Vanguard Target Retirement 2035 Inv

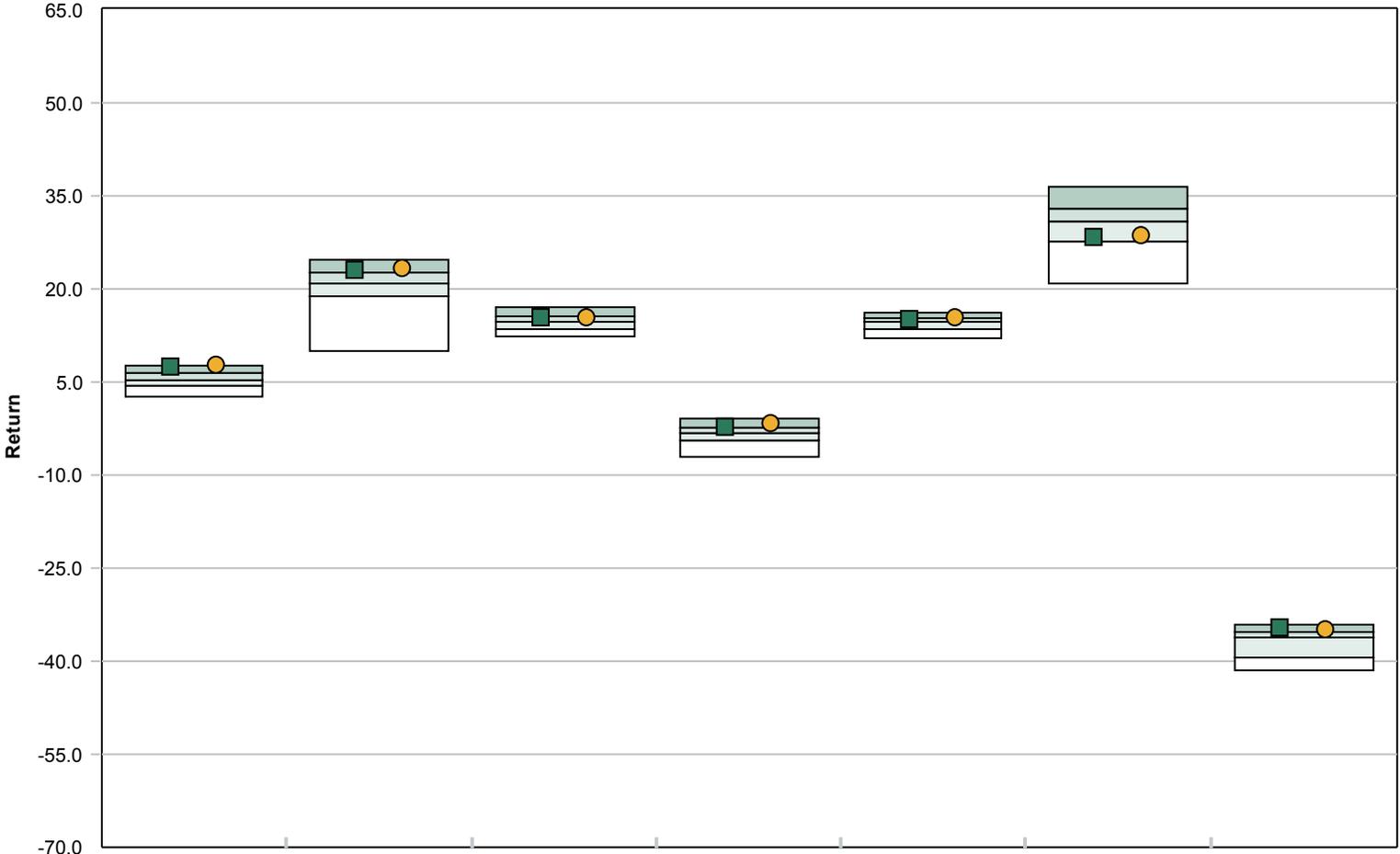
Peer Group Analysis - IM Mixed-Asset Target 2035 (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Target Retirement 2035 Inv	2.35 (67)	2.35 (67)	7.92 (14)	11.85 (18)	10.76 (17)	6.88 (18)	6.96 (22)
● Vanguard Target 2035 Composite Index	2.32 (70)	2.32 (70)	8.12 (9)	12.10 (10)	11.02 (10)	7.03 (12)	7.09 (12)
5th Percentile	3.16	3.16	8.56	12.49	11.25	7.70	7.39
1st Quartile	2.83	2.83	7.54	11.49	10.52	6.60	6.90
Median	2.55	2.55	6.59	10.53	9.77	6.06	6.21
3rd Quartile	2.27	2.27	5.69	9.62	9.23	5.55	5.59
95th Percentile	1.99	1.99	3.65	6.60	8.39	4.17	5.09

Vanguard Target Retirement 2035 Inv

Peer Group Analysis - IM Mixed-Asset Target 2035 (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Target Retirement 2035 Inv	7.24 (9)	22.82 (25)	15.16 (42)	-2.24 (21)	15.14 (29)	28.17 (67)	-34.66 (13)
● Vanguard Target 2035 Composite Index	7.57 (5)	23.27 (16)	15.23 (41)	-1.86 (15)	15.19 (26)	28.67 (62)	-35.11 (24)
5th Percentile	7.56	24.72	17.18	-0.86	16.09	36.34	-34.05
1st Quartile	6.36	22.78	15.71	-2.41	15.21	32.84	-35.25
Median	5.39	20.79	14.75	-3.34	14.57	30.99	-36.09
3rd Quartile	4.31	18.74	13.59	-4.35	13.46	27.65	-39.32
95th Percentile	2.65	9.88	12.39	-7.02	12.08	20.80	-41.34

## Vanguard Target Retirement 2035 Inv

### Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2035 Fund; Investor Class Shares	Portfolio Assets :	\$26,228 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 :	\$26,228 Million	Style Benchmark :	Vanguard Target 2035 Composite Index

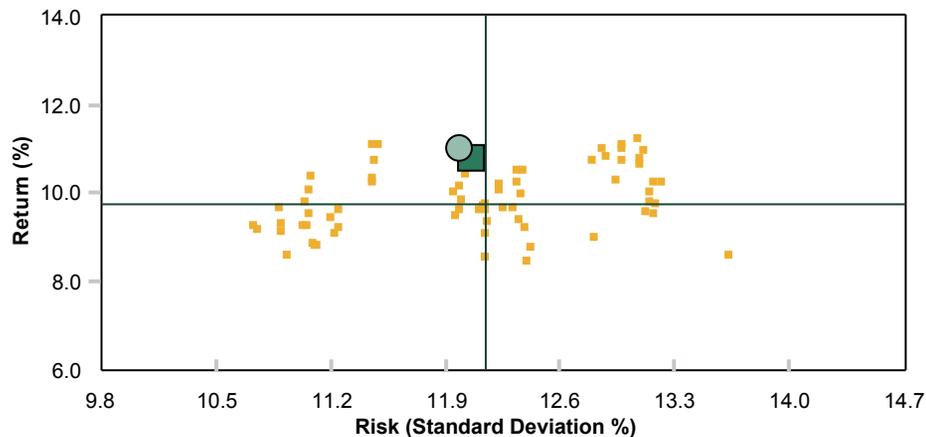
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

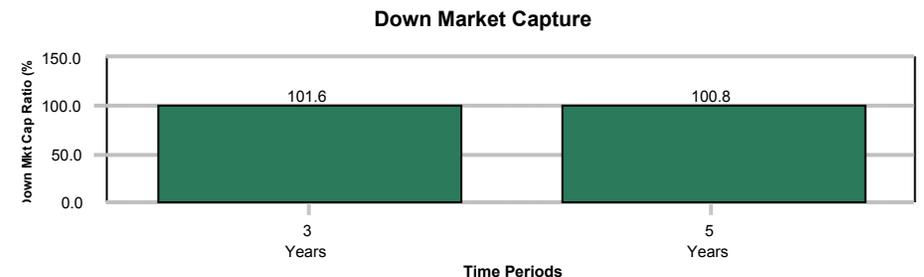
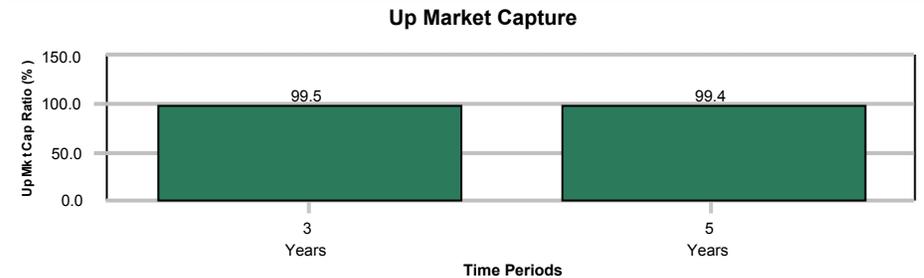
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2035 Inv	10.76	12.06	0.90	-0.28	1.00	1.00	0.50	-0.44	12.06	11/01/2003
Vanguard Target 2035 Composite Index	11.02	11.99	0.93	0.00	1.00	1.00	0.00	N/A	12.00	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	12.00	-0.93	0.00	11/01/2003

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Target Retirement 2035 Inv	10.76	12.06
● Vanguard Target 2035 Composite Index	11.02	11.99
— Median	9.77	12.15

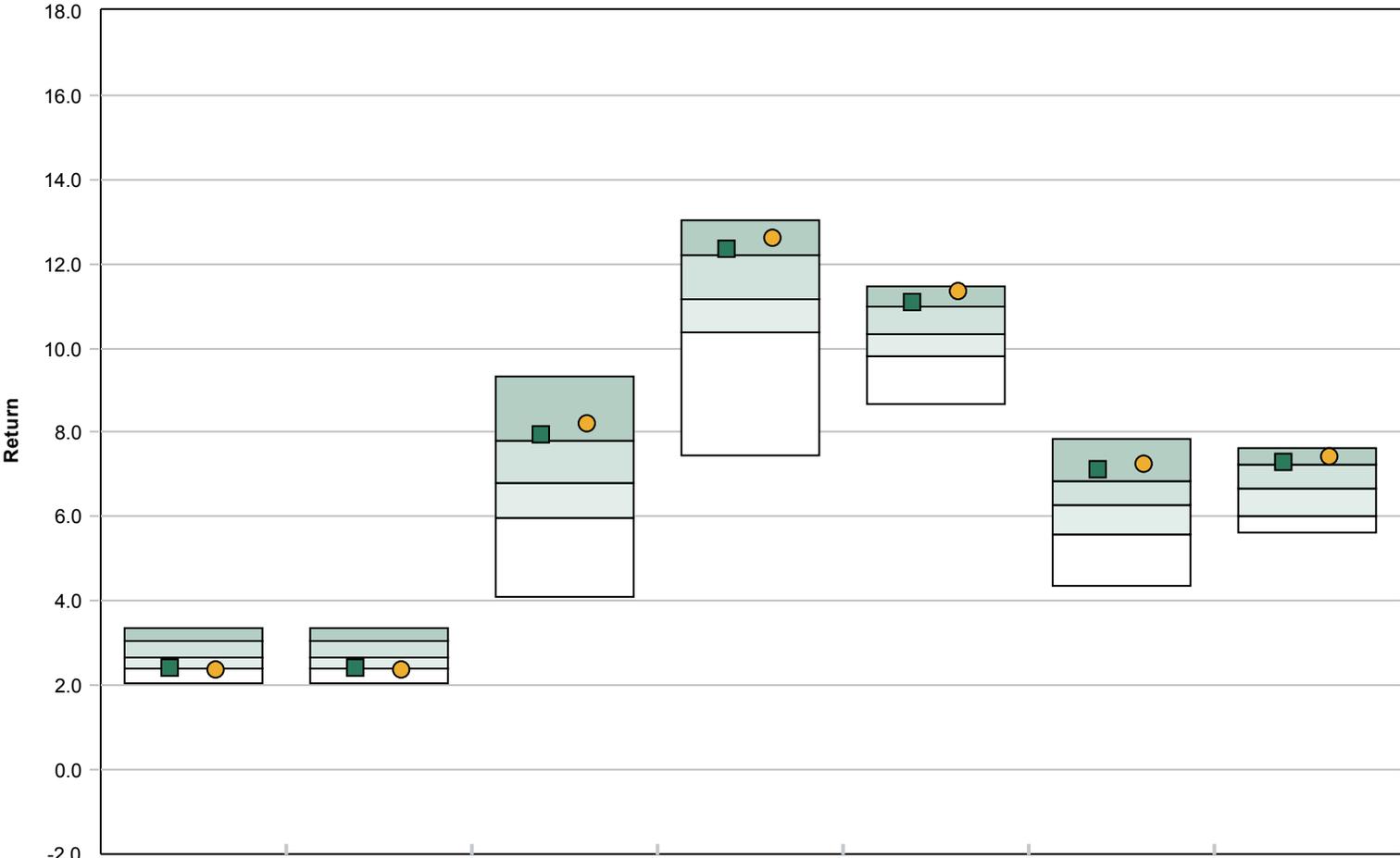
### Up Down Market Capture



\* Monthly periodicity used.

Vanguard Target Retirement 2045 Inv

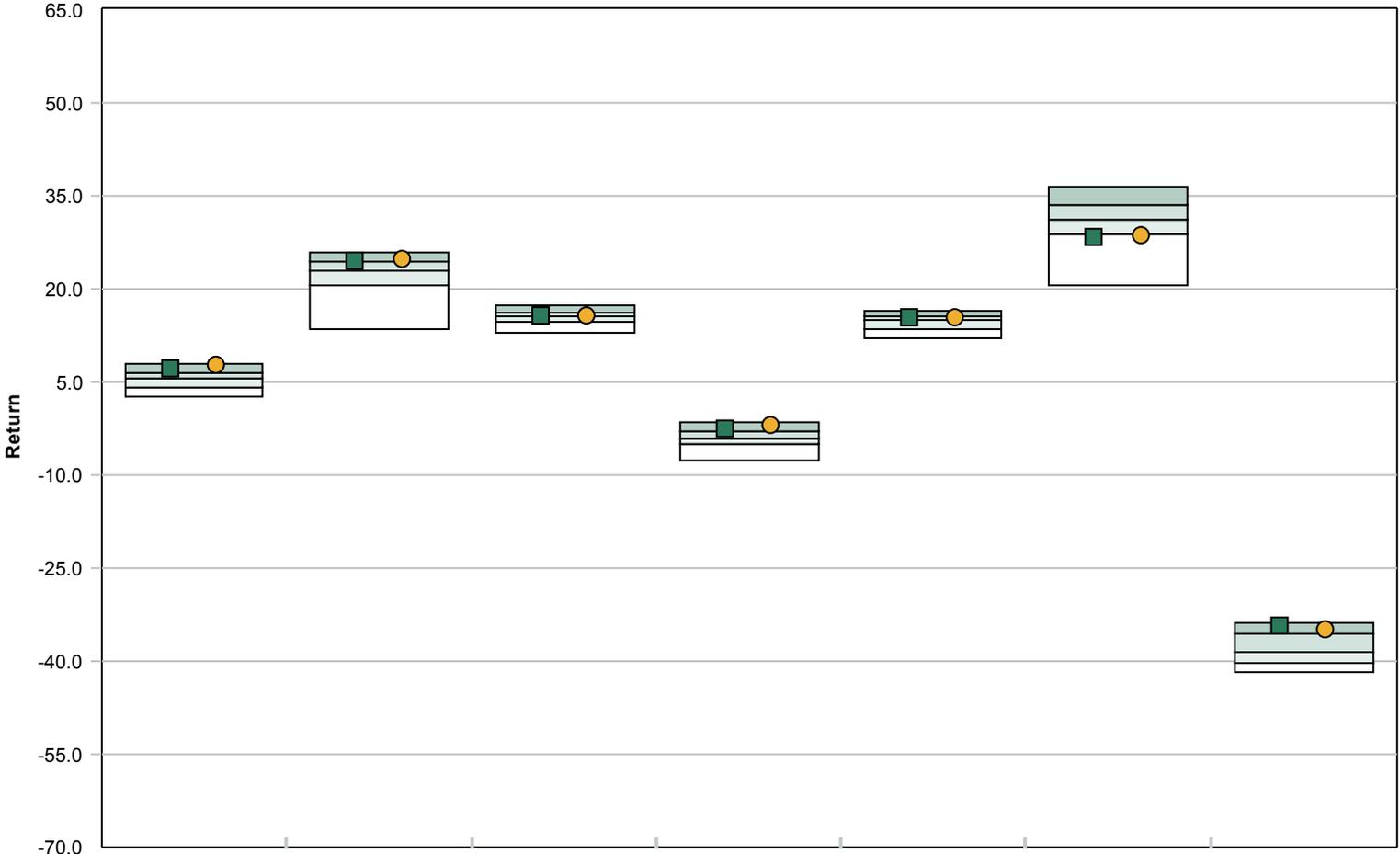
Peer Group Analysis - IM Mixed-Asset Target 2045 (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Target Retirement 2045 Inv	2.41 (76)	2.41 (76)	7.92 (22)	12.31 (20)	11.06 (21)	7.10 (17)	7.26 (21)
● Vanguard Target 2045 Composite Index	2.35 (81)	2.35 (81)	8.22 (13)	12.59 (11)	11.34 (8)	7.25 (14)	7.39 (16)
5th Percentile	3.36	3.36	9.34	13.05	11.47	7.85	7.63
1st Quartile	3.05	3.05	7.81	12.20	10.98	6.85	7.26
Median	2.65	2.65	6.79	11.16	10.32	6.28	6.69
3rd Quartile	2.42	2.42	5.96	10.37	9.81	5.56	6.00
95th Percentile	2.05	2.05	4.12	7.45	8.69	4.36	5.63

Vanguard Target Retirement 2045 Inv

Peer Group Analysis - IM Mixed-Asset Target 2045 (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Target Retirement 2045 Inv	7.16 (13)	24.37 (27)	15.58 (44)	-2.51 (15)	15.19 (43)	28.15 (87)	-34.56 (11)
● Vanguard Target 2045 Composite Index	7.61 (10)	24.79 (19)	15.58 (45)	-2.11 (9)	15.33 (36)	28.67 (76)	-35.11 (13)
5th Percentile	8.09	25.95	17.32	-1.48	16.44	36.60	-33.77
1st Quartile	6.53	24.49	16.22	-2.97	15.65	33.57	-35.64
Median	5.55	23.07	15.47	-4.03	15.03	31.12	-38.51
3rd Quartile	4.25	20.66	14.70	-4.91	13.41	28.74	-40.43
95th Percentile	2.64	13.38	12.99	-7.78	11.96	20.64	-41.71

## Vanguard Target Retirement 2045 Inv

### Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2045 Fund; Investor Class Shares	Portfolio Assets :	\$16,188 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 :	\$16,188 Million	Style Benchmark :	Vanguard Target 2045 Composite Index

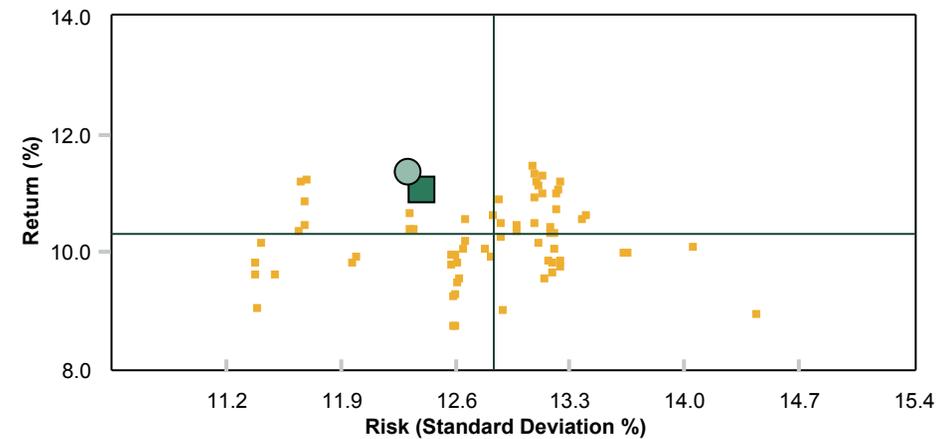
### Fund Investment Policy

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 (04/01/10 - 03/31/15) \*

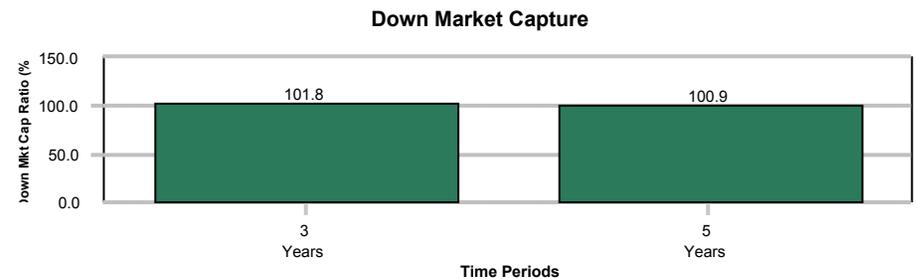
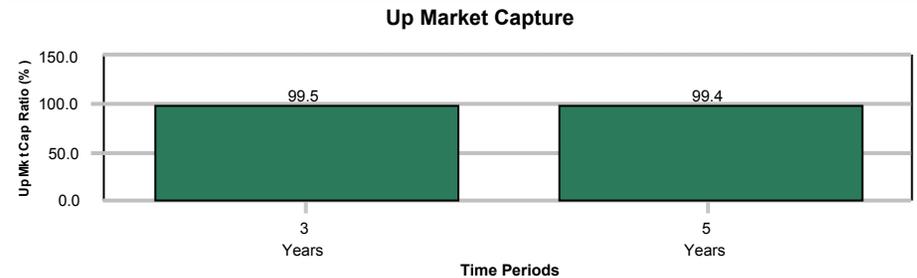
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2045 Inv	11.06	12.40	0.91	-0.30	1.01	1.00	0.48	-0.50	12.40	11/01/2003
Vanguard Target 2045 Composite Index	11.34	12.32	0.93	0.00	1.00	1.00	0.00	N/A	12.32	11/01/2003
90 Day U.S. Treasury Bill	0.08	0.02	N/A	0.08	0.00	0.00	12.32	-0.93	0.00	11/01/2003

### Peer Group Scattergram (04/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Target Retirement 2045 Inv	11.06	12.40
● Vanguard Target 2045 Composite Index	11.34	12.32
— Median	10.32	12.84

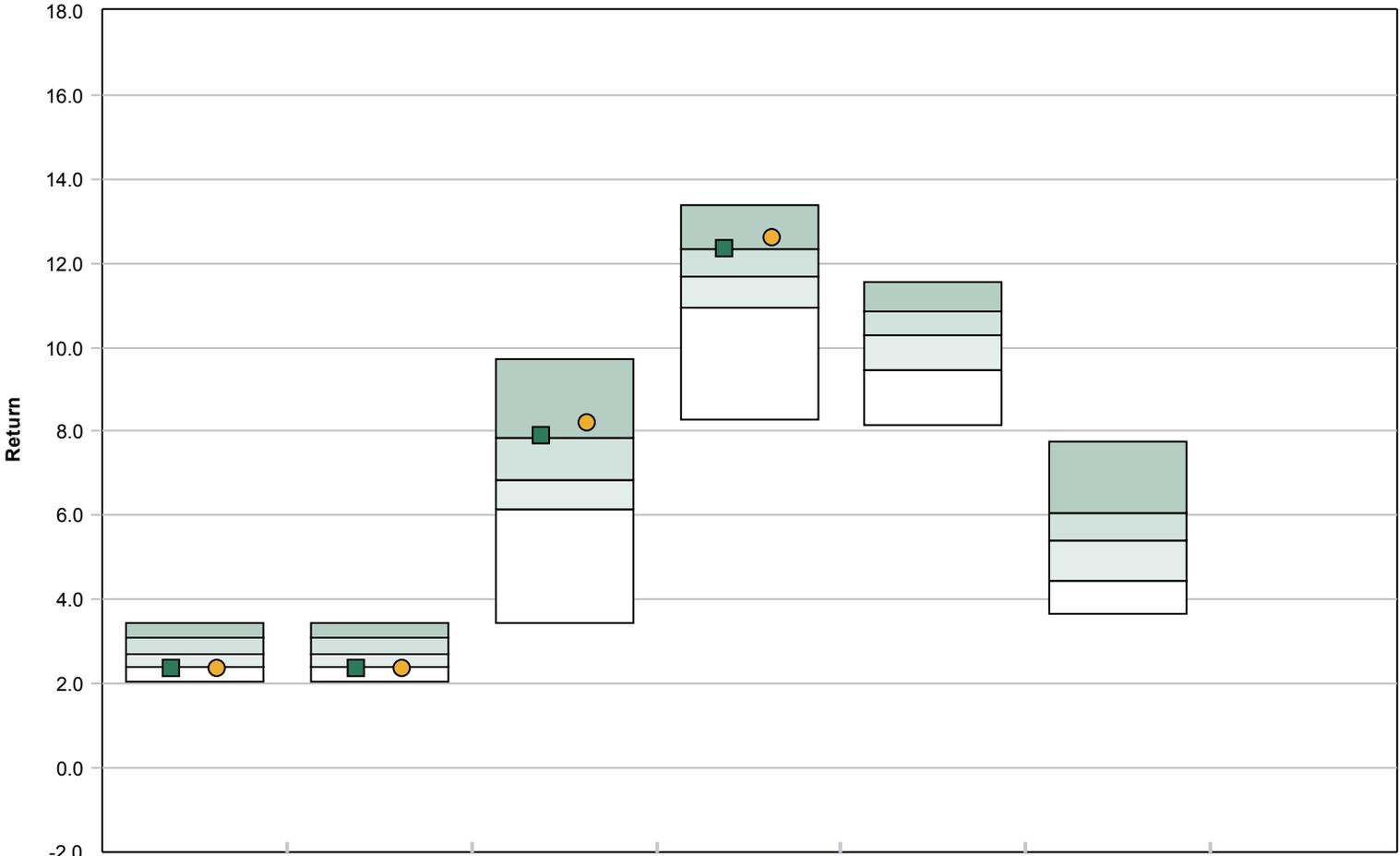
### Up Down Market Capture



\* Monthly periodicity used.

Vanguard Target Retirement 2055 Inv

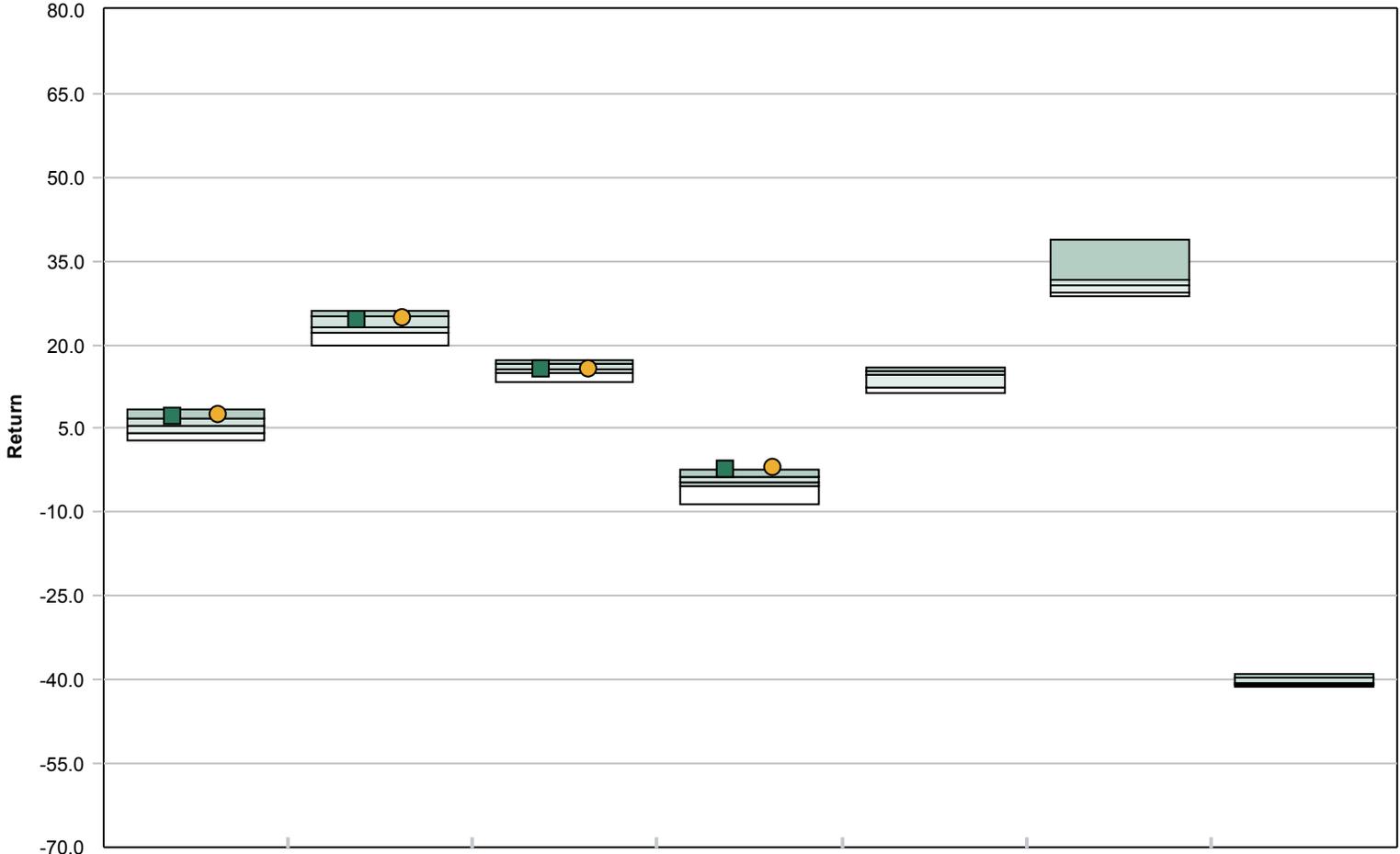
Peer Group Analysis - IM Mixed-Asset Target 2055+ (MF)



	1 Qtr	YTD	1 Yr	3 Yrs	5 Yrs	7 Yrs	10 Yrs
■ Vanguard Target Retirement 2055 Inv	2.38 (79)	2.38 (79)	7.90 (23)	12.32 (27)	N/A	N/A	N/A
● Vanguard Target 2055 Composite Index	2.35 (80)	2.35 (80)	8.22 (16)	12.59 (18)	N/A	N/A	N/A
5th Percentile	3.46	3.46	9.72	13.38	11.55	7.75	N/A
1st Quartile	3.10	3.10	7.83	12.36	10.85	6.08	N/A
Median	2.71	2.71	6.84	11.67	10.27	5.41	N/A
3rd Quartile	2.42	2.42	6.15	10.95	9.48	4.44	N/A
95th Percentile	2.04	2.04	3.46	8.26	8.16	3.66	N/A

Vanguard Target Retirement 2055 Inv

Peer Group Analysis - IM Mixed-Asset Target 2055+ (MF)



	2014	2013	2012	2011	2010	2009	2008
■ Vanguard Target Retirement 2055 Inv	7.20 (17)	24.33 (38)	15.58 (51)	-2.27 (1)	N/A	N/A	N/A
● Vanguard Target 2055 Composite Index	7.61 (13)	24.79 (31)	15.58 (51)	-2.11 (1)	N/A	N/A	N/A
5th Percentile	8.57	26.18	17.28	-2.44	16.02	38.77	-38.98
1st Quartile	6.73	25.04	16.45	-3.78	15.16	31.66	-39.57
Median	5.44	23.26	15.58	-4.66	14.78	30.80	-40.69
3rd Quartile	4.29	22.02	14.83	-5.26	12.45	29.25	-40.91
95th Percentile	2.91	19.92	13.47	-8.51	11.28	28.56	-41.23

## Vanguard Target Retirement 2055 Inv

### Fund Information

Fund Name :	Vanguard Chester Funds: Vanguard Target Retirement 2055 Fund; Investor Class Shares	Portfolio Assets :	\$2,222 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Buek/Coleman/Nejman
Ticker :	VFFVX	PM Tenure :	2013--2013--2013
Inception Date :	08/18/2010	Fund Style :	IM Mixed-Asset Target 2055+ (MF)
Fund Assets :	\$2,222 Million	Style Benchmark :	Vanguard Target 2055 Composite Index

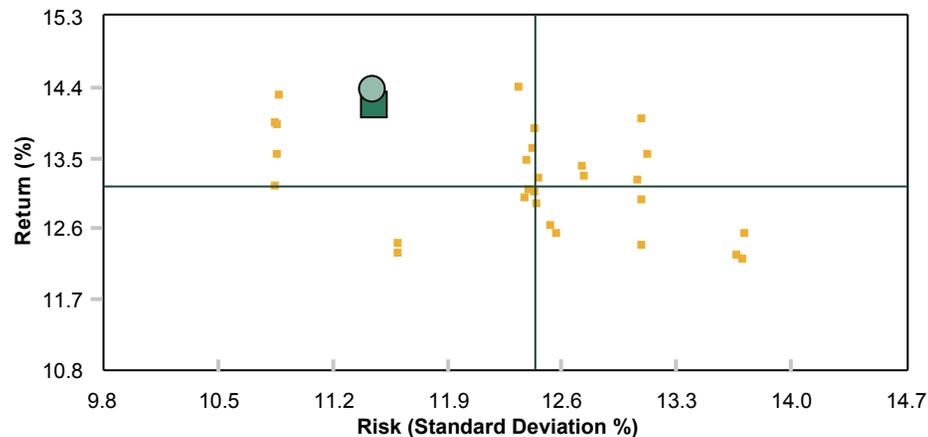
### Fund Investment Policy

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 2055.

### Historical Statistics (09/01/10 - 03/31/15) \*

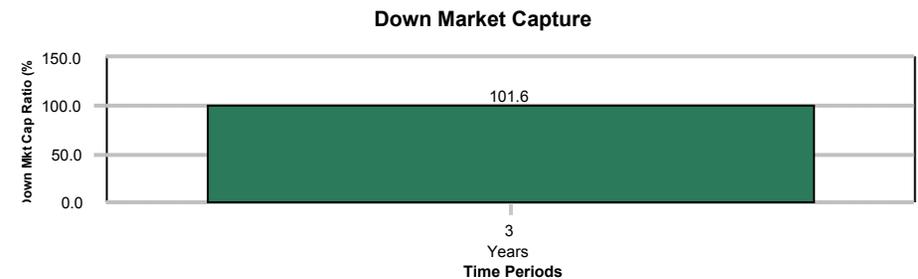
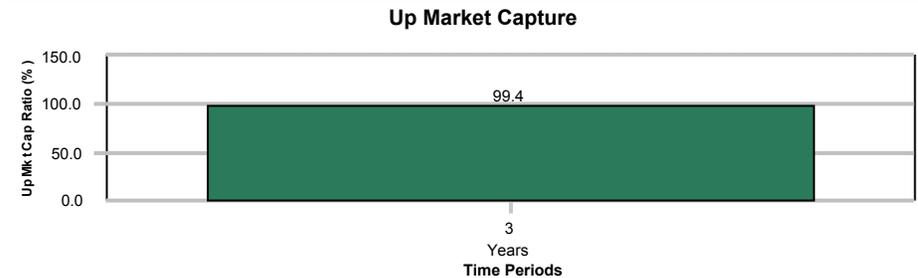
	Return	Standard Deviation	Sharpe Ratio	Alpha	Beta	R-Squared	Tracking Error	Information Ratio	Excess Risk	Inception Date
Vanguard Target Retirement 2055 Inv	14.16	11.46	1.21	-0.17	1.00	1.00	0.51	-0.35	11.46	09/01/2010
Vanguard Target 2055 Composite Index	14.36	11.45	1.23	0.00	1.00	1.00	0.00	N/A	11.45	09/01/2010
90 Day U.S. Treasury Bill	0.07	0.02	N/A	0.07	0.00	0.00	11.45	-1.23	0.00	09/01/2010

### Peer Group Scattergram (09/01/10 to 03/31/15)



	Return	Standard Deviation
■ Vanguard Target Retirement 2055 Inv	14.16	11.46
● Vanguard Target 2055 Composite Index	14.36	11.45
— Median	13.14	12.44

### Up Down Market Capture



\* Monthly periodicity used.



# **Nevada Public Employees Deferred Compensation Program**

## **Statement of Investment Policy**

*Amended 2011*

**Adopted March 2006**

# Nevada Public Employees Deferred Compensation Program

## Statement of Investment Policy

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## **Section 1- Introduction**

The Nevada Public Employees Deferred Compensation Committee (Committee) hereby adopts this Statement of Investment Policy (Policy) for the Nevada Public Employees Deferred Compensation Program (Program)

The Committee shall deliberate the status of the Program in an open forum, at least quarterly, conduct a review of the investment options and Providers, as necessary and take action as appropriate.

### **Objectives of the Program**

The Program, established in 1977, is a voluntary tax-deferred supplemental retirement plan (IRC 457(b)), which provides participants and their beneficiaries with a supplement to their other retirement savings. The Program operates solely in the interest of plan participants and beneficiaries. As a voluntary, participant-directed plan, Participants bear the ongoing responsibility for deciding the amount of current compensation to defer and the selection of investment allocation and options.

The Committee, appointed by the Governor pursuant to NRS 287.325, oversees the Program and strives to provide quality investment options at competitive costs while maintaining high standards of customer service. The Committee and its Executive Officer monitor the Program investment providers, communicate the importance of supplemental savings through seminars, newsletters and other informational efforts, and administer the Program in accordance with state and federal guidelines. All Program expenses are paid from reimbursement by its private sector service providers.

The Program is a long-term retirement savings vehicle and is intended as a source of supplemental retirement income for eligible participants. The available options cover a range of investment risk and reward which the Committee deems appropriate for this retirement savings program. Employee Retirement Income Security Act (ERISA) states the broad range of investment alternative requirement is met if investments are sufficient to permit participants a reasonable opportunity to materially affect the potential return and degree

of risk on their investments. The participants must also have an opportunity to choose from at least three investments that:

- Are diversified.
- Have materially different risk and return characteristics.
- In the aggregate, enable the participant to achieve aggregate risk and return characteristics at any point within the range "normally appropriate for the participant."
- Each of which, when combined with the other alternatives, tends to minimize, through diversification, the overall risk of the portfolio.

The objectives of the Program are as follows:

- Assist employees and their beneficiaries in accumulating assets for retirement, as allowable under Section 457(b) of the Internal Revenue Code (IRC) and other governing rules and regulations;
- Provide a menu of high quality, diversified mix of investment options that will allow participants of varying risk tolerance to construct portfolios tailored to meet their particular financial goals;
- Afford participants interested in investments other than core menu options access to a broad range of investment opportunities through a self-directed brokerage window; and
- To the extent possible, minimize investment management and administrative expenses without compromising quality and performance.

## **Purpose of the Statement of Investment Policy**

The Committee has developed this Policy to define the objectives of the Program and establish policies and procedures for creating the highest probability that these objectives will be met in a prudent manner consistent with governing rules and regulations.

The Policy serves to:

- To define the Program objectives and link them to the Program's investment structure;
- To document the responsibilities of Program fiduciaries and non-fiduciaries;
- To define the investment categories offered and establish investment objectives and guidelines for each category;
- To determine appropriate benchmarks/performance standards;
- To set guidelines for monitoring investment performance ;
- To establish guidelines for changes to the investment options or Providers , including actions that may be taken upon failure to meet performance and or risk/return standards
- Outline remedies for investments that fail to satisfy these standards;
- Establish quantitative and qualitative standards for ongoing evaluation of Program investments.

In general, it is understood that this Policy is intended to incorporate sufficient flexibility to accommodate current and future economic and market conditions and changes in applicable accounting, regulatory, and statutory requirements. The Committee will review this Policy at least annually, and, if appropriate, amend it to reflect changes in capital markets, Program participant objectives, or other relevant factors.

## **Selection of Investment Options**

The Program may offer the following investment options:

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Asset-Allocation Portfolios
Principal Protection/Guaranteed Option(s)
Fixed Income
Balanced Fund(s)
U.S. Equity
International Equity
Global Equity
Socially Responsive Fund(s)

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Each investment option offered under the Program shall:

- Include asset management fees that are reasonable and consistent with the industry;
- Operate in accordance with its prospectus or “fact sheet”

The Committee, in its sole discretion, may add or delete investment options/categories.

### **Investment Fund Selection**

Before hiring a new investment fund, the Committee will define the Investment Option/Style for the fund and the performance, quality, and risk characteristics of the investment manager that will be required. At a minimum, investment managers (and funds) under consideration should demonstrate they have met those performance and risk characteristics criteria under live, not modeled, conditions and over an appropriate time period. The selection process will involve a disciplined approach that will be fully documented.

Objectives in selecting a manager or fund would include the manager or fund’s ability to:

- Maximize return within reasonable and prudent levels of risk
- Maintain style consistency through a variety of market conditions
- Provide returns comparable to returns for similar investment options
- Control administrative and management costs
- Invest in assets consistent with investment objectives

**Section 2- Investment Categories:**

**Investment Structure**

The Committee, with the assistance of staff and its investment consultant, has selected options to fit within the structure below to provide participants access to a diversified array of distinct asset classes along the risk return spectrum. The Program’s investment structure can be segmented into tiers, with each meeting the varying needs of Participants. The Committee will review the list of options periodically to affirm its appropriateness for the Program. At any time, the Committee may decide to add or remove options as it deems necessary. Please see Exhibit A for specific investment options associated with the tiers described below.

<b>Tier</b>	<b>Description</b>
<b>Tier I: Asset Allocation Options (Target Date Portfolios)</b>	Allows participants to choose a pre-mixed, diversified portfolio that best fits their anticipated retirement year or maturity date. These funds generally start with a greater allocation to equities; and over time, the allocation will reduce equity exposure and increase the percentage to bonds.

<p><b>Tier II (A): Passive Core Options</b></p>	<p>A set of passively managed funds from the major asset classes that can be used as building blocks to allow participants to create their own portfolios based on their time horizon, risk tolerance and investment goals.</p>
<p><b>Tier II (B): Active Core Options</b></p>	<p>A set of actively managed funds from the major asset classes that can be used as building blocks to allow participants to create their own portfolios based on their time horizon, risk tolerance and investment goals.</p>
<p><b>Tier III: Specialty Options</b></p>	<p>Allows participants who are interested in investments outside Tiers I and II the opportunity to diversify their investments through a vast array of additional mutual funds or other diversified investments based on their time horizon, risk tolerance and investment goals.</p>

## **Objectives & Performance Standards**

### **Asset Allocation Portfolios**

#### **Objective**

The objective of this investment category is to provide long-term capital appreciation as well as capital preservation utilizing a diversified, passive portfolio of equity and fixed income investments. The funds' target date shall determine the asset allocation and risk profile.

#### ***Performance Standards (Net of Fees)***

- Index funds should track the performance of the custom index.

### **Stability of Principle/Guaranteed Option(s)**

#### **Objective**

The objective of this investment category is to preserve principal and provide a stable, competitive rate of return. A fund in this category may invest in fixed income instruments, including those of the US Government and its agencies, corporations, mortgage- and asset-backed securities, collateralized, emerging market, high yield, and preferred stock securities. Emerging market and high yield securities shall represent a small percentage of total assets, in line with the objective to preserve capital.

#### ***Performance Standards (Net of Fees)***

- To provide a competitive rate of interest consistent with the marketplace of similar products.
- Provide necessary disclosure of underlying portfolio holdings, performance and fees to ensure proper risk assessment, performance and fee evaluation

## **Fixed Income**

### **Objective**

The objective is to invest in bonds, including those issued by the US and foreign governments, corporate securities (primarily investment grade), as well as mortgage- and asset-backed securities.

### ***Performance Standards (Net of Fees)***

- Actively managed accounts should exceed the return of the Barclays Capital Aggregate Bond Index and the median return of the fixed income fund universe over a market cycle, or generally a period of 3 to 5 years.
- Index funds should track the performance of the stated index.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Barclays Capital Aggregate Bond Index and the fixed income fund universe, as appropriate

## **Balanced**

### **Objective**

The objective of this investment category is to invest in stocks, bonds and cash to provide capital appreciation and income with less volatility than an all-stock fund. Investment returns are expected to be derived from a combination of capital appreciation and dividend and interest income.

### ***Performance Standards (Net of Fees)***

- Actively managed accounts should exceed the return of the S&P 500 Index and the Barclays Capital Aggregate Bond Index, allocated the same as the option selected;

and the median of the balanced fund universe over a market cycle, or generally a period of 3 to 5 years.

- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the composite index and the balanced fund universe, as appropriate

## **U.S. Equity**

### **Objective**

The objective of this investment category is to invest in common stock of primarily US companies of varying capitalizations.

### ***Performance Standards (Net of Fees)***

- Actively managed funds shall exceed the return of the stated index and median return of the appropriate equity fund universe over a market cycle, or generally a period of 3 to 5 years.
- Index funds should track the performance of the stated index.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with the stated index and the appropriate equity fund universe..

## **International Equity**

### **Objective**

The objective of this investment category is to invest primarily in the common stock of companies located outside the United States.

### ***Performance Standards (Net of Fees)***

- Actively managed funds shall exceed the return of the MSCI EAFE Index (net of dividends) and the median return of the international equity fund universe over a market cycle, or generally a period of 3 to 5 years.
- Index funds should track the performance of the stated index.

- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the MSCI EAFE Index (net) and the international equity fund universe.

## **Global Equity**

### **Objective**

The objective of this investment category is to invest primarily in the common stock of companies located within and outside the United States.

### ***Performance Standards (Net of fees)***

- Actively managed funds shall exceed the return of the MSCI World Index and the median return of the global equity fund universe over a market cycle, or generally a period of 3 to 5 years.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the MSCI World Index (net) and the global equity fund universe.

## **Socially Responsive Option(s)**

### **Objective**

The objective of this investment category is to invest in bonds and/or stocks in companies determined by the fund manager to meet certain social criteria which may include environmental, labor relations, diversity, health or other issues.

### ***Performance Standards (Net of Fees)***

- To exceed the return of a market index applicable to the investment style of the fund and median return of the universe applicable to a fund's investment style over a market cycle, or generally a period of 3 to 5 years.

### **Section 3- Reporting and Monitoring Procedures**

The Committee will review the Program quarterly, including review of the following:

- Provider credit/corporation update
- Current trends and developments in the capital markets and investment management community (market review);
- Overall participation in the investment options =maintaining the right to remove an option with limited use;
- Personnel changes in the investment management staff related to each investment option (organizational review), as well as changes in ownership of the organization (i.e. merger, acquisition activity and regulatory issues);
- Investment process consistency;
- Compliance with stated investment guidelines (review of the holdings and characteristics of each investment option);

## **Investment Fund Evaluation**

The Committee, in its discretion, may conduct evaluations of investment funds at any time.

The Committee may place a fund on the Watch List, initiate a formal fund review, or terminate a fund for reasons which may include, but not limited to:

1. Failure to meet the risk/return standards;
2. Personnel changes or concerns;
3. Change in ownership or control;
4. Violation of an SEC rule or regulation;
5. Excessive fees
6. Changes in investment philosophy or style drift,
7. Excessive asset growth
8. Any other issue the Committee deems significant

## **Watch List/Formal Fund Review**

When a fund has been placed on the Watch List it will undergo a formal review. The Committee shall conduct a detailed evaluation of the fund, its operations, and its performance. Upon completion of the evaluation, the Committee may continue the fund under formal review status, remove the fund from formal review, or terminate the fund.

## **Termination of Fund**

When the Committee terminates a fund:

- The Committee shall notify the Provider that a fund is being terminated;
- The Committee shall notify fund Participants within a reasonable time (30 days) of action taken.

## **Fund Mapping**

The Program will transfer fund assets of terminated investment options in accordance with ERISA standards. These standards include mapping to a fund with similar risk and reward characteristics or in accordance with the Qualified Default Investment Alternative (QDIA) policy. The QDIA policy will transfer assets based on the participants' date of birth and an assumed retirement age of 65.

## **Section 4- Administrative Policies**

The Program will be administered and record-kept as authorized by NRS 287.250.

### **Program Design and Administration**

The 457 Deferred Compensation Program is governed by the rules and requirements specified in the Program Document. The Internal Revenue Service (IRS) has established rules that apply to contributions and their limitations.

### **Review of the Provider/Record keeper**

The Committee shall conduct annual reviews of the provider/recordkeeper to evaluate their performance, revenue sharing and participant fees as it relates to agreed upon standards.

### **Communication to Participants**

Information about investment options will be made available to Participants to support making informed investment choices. The Program shall provide quarterly statements of fund performance to Participants. The Program shall make available detailed information regarding the fees and provider revenue sharing associated with the Plan, including hard-

dollar hypothetical illustrations. This information will be provided to Participants on no less than an annual basis.

Investment option prospectuses or fact sheets will be provided to Participants by the service provider(s), on request.

#### **Section 4- Parties Responsible for Management and Administration of the Program's Investments**

The Committee will act in the sole interest of the Program participants and beneficiaries, for the exclusive purpose of assisting public employees with achieving their retirement goals through a supplemental retirement program. The safeguards to which a prudent investor would adhere must be observed. Furthermore, the Committee must comply with the regulations set forth in this Policy, the Internal Revenue Code, and other governing rules and regulations that relate to the administration and investment of the Plan assets.

Several entities are responsible for various aspects of the management and administration of the Program's investments. The entities and their responsibilities include, but are not limited to:

##### **Committee**

The tasks for which the Committee is responsible include:

- Hiring the executive officer, deferred compensation providers, and/or consultants;
- Maintaining the Investment Policy;
- Selecting investment options;
- Periodically evaluating the Program's investment performance, and recommending investment option changes;
- Reviewing overall Program costs to ensure they are reasonable;
- Assessing on an ongoing basis the performance of the selected providers; and
- Conducting necessary audits (compliance and financial), as appropriate

## **Investment Consultant**

The Committee may elect to hire an investment consultant (Investment Consultant) to assist it in dispensing its fiduciary duties. Specific responsibilities include, but are not limited to:

- Advising the Committee on the Investment Structure of the Plan, fund selection/removal, objectives, guidelines or performance standards for each investment fund option;
- Evaluating and communicating to the Committee the performance results for each investment option on an ongoing basis;
- Monitoring investment expenses;
- Documenting these findings in quarterly investment performance reports;
- Advising the Committee as to the continuing appropriateness of each investment manager and each investment fund option;
- Assisting the Committee in requests for proposals from investment providers;
- Keeping the Committee informed on current investment trends and issues;
- Advising the Committee of significant organizational changes as the investment managers' firms including changes in key personnel; and
- Maintaining and recommending changes as necessary to this Statement.

The Investment Consultant further acknowledges that it is a fiduciary with respect to these services that consist of investment advice that satisfies the ERISA definition of such service being fiduciary in nature. Accordingly, the Investment Consultant is under a duty to exercise a skill greater than that of an ordinary person, and the manner in which advice is handled or services are rendered will be evaluated in light of the Investment Consultant's superior skill.

## **Provider/Recordkeeper**

The Provider/Recordkeeper will be responsible for performing the following in conjunction with Program and statutory provisions:

- Complying with all applicable rulings, regulations, and legislation.
- Notifying the Program of change (deterioration or improvement) in Provider's financial condition
- Notifying the Program of significant corporate events/changes
- Acting in accordance with the provisions of trust and/or custodial agreements and annuity and other insurance contracts.
- Reporting financial transactions and preparing periodic summaries of transactions, asset valuations, and other related information as deemed appropriate by the Committee
- Educating and communicating the investment options offered in the Program.
- Accepting and initiating employee investment direction.
- Enrolling employees in the Program.
- Maintaining and updating participant accounts.
- Preparing activity reports.
- Preparing participant statements.
- Marketing the Program.

## **Section 5- Self-Directed Brokerage Services**

The self-directed brokerage account is offered to Participants as a supplemental investment option. The self-directed brokerage account is intended for participants that are interested in a wider array of investment options and are willing to accept the additional risks associated with those options.

The Committee has no responsibility for selecting, monitoring or evaluating the investment options available through the self-directed brokerage account. Participants will have sole discretion in regards to the investment options they select through the brokerage account.

The Program's service providers are responsible for providing participants with enrollment and educational materials for them to decide whether or not a self-directed brokerage account is suitable. The service providers are to provide all necessary materials in connection with participant inquiries regarding the establishment of the brokerage account rules and restrictions.

Under the self-directed brokerage account the Participant will be responsible for the ongoing research, trading and risk management responsibilities associated with their specific investment choices. The maximum allowed cumulative transfer from a Participant's account is limited to 50% of a Participant's total account value in the Program. Account balances must have a minimum of \$5,000, with an initial transfer of at least \$2,500 and subsequent transfers in \$1,000 increments.

## **Section 6- Participant Advisory Services**

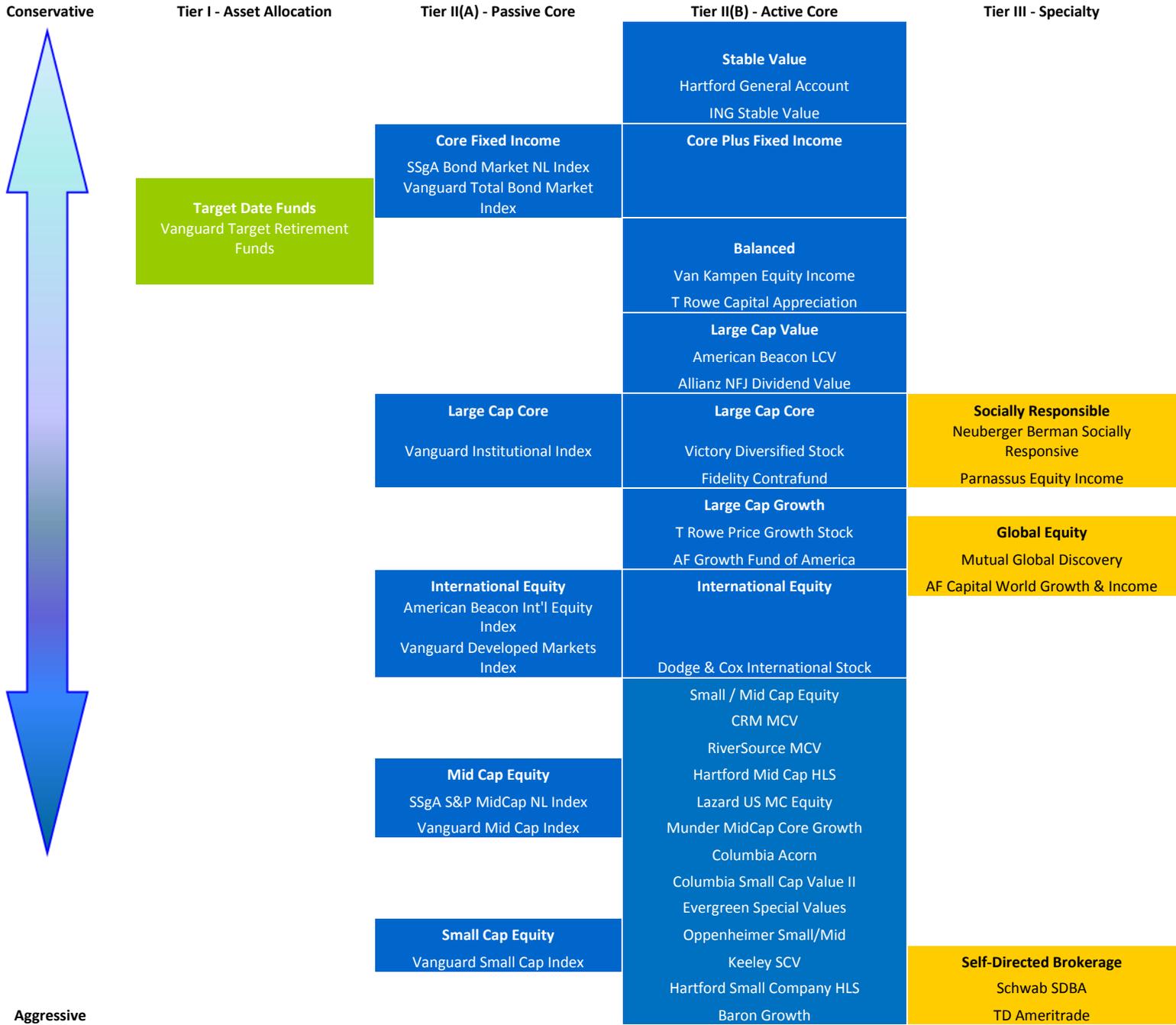
The Program may provide participant advisory services.

The objective of advisory services is to offer asset allocation alternatives and recommendations with varying risk and reward. Advisory services are non-discretionary with the Participant solely responsible for determining whether or not to follow the recommendations.

## **Section 7- Excessive Trading Policy**

In the absence of an industry standard excessive trading guideline, as well as part of its fiduciary duty, the Committee has adopted its current service providers' Excessive Trading Policies. The Policies are used to protect the interest of the Program's long-term investors from potential adverse impact of excessive trading. The purpose is to eliminate excessive trading as well as warn individuals who engage in frequent trading that such activity may be detrimental.

# EXHIBIT A



**STATE OF NEVADA EMPLOYEES  
DEFERRED COMPENSATION PLAN**

**Statement of Investment Policy**

*January 2008*

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

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# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

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### Section 1- Introduction

The State of Nevada Employees Deferred Compensation Committee (the “Committee”) hereby adopts this Statement of Investment Policy (Statement) for the State of Nevada Employees Deferred Compensation Plan.

The Committee shall deliberate the status of the Plan in open forum, at least quarterly, and Plan participants shall be encouraged to attend. The Committee will review the performance of each individual investment option as part of a formal review process and take applicable action if required.

### Objectives of the Plan

The Plan is a long-term retirement savings vehicle and is intended as a source of retirement income for eligible participants. The investment options available from the Plan cover a broad range of investment risk and rewards appropriate for these kinds of retirement savings programs. Participants bear the risk and reap the rewards of investment returns that result from the investment options they select.

This Statement of Investment Policy serves the following purposes:

- To ensure that a broad range of investment options are offered to Plan participants;
- To establish an investment program that will allow Plan participants the opportunity to structure an investment strategy that meets their individual return objectives and risk tolerances;
- To define the investment categories offered by the Plan;
- To establish investment objectives and guidelines for each investment category offered within the Plan;
- To establish benchmarks and performance standards for each investment category and to evaluate each option’s performance against appropriate benchmarks and standards;
- To establish a procedure for reporting and monitoring of the various funds;
- To define the procedures for investment fund evaluation and formal fund review
- To establish appropriate fees for services and fund expenses;

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

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- To set guidelines and procedures for withdrawal of an investment option which, in the Committee's opinion, does not, or will not, fulfill the Plan's objectives for which it was selected and replace the option with an appropriate substitute; and
- To set guidelines for participant education and ongoing communications.

### Selection of Investment Options

The Plan has chosen to offer nineteen investment categories:

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<b>Category</b>
Stable Value
Core Fixed Income
Balanced
Large Cap Value Equity
Large Cap Core Equity (active)
Large Cap Core Equity (passive)
Large Cap Growth Equity
Mid Cap Value Equity
Mid Cap Core Equity (active)
Mid Cap Core Equity (passive)
Mid Cap Growth Equity
Small Cap Value Equity
Small Cap Core Equity (active)
Small Cap Core Equity (passive)
Small Cap Growth Equity
Global Equity
International Equity
Socially Responsive Equity
Lifecycle/Life Series

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# State of Nevada Employees Deferred Compensation Plan

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Each investment option offered under the Plan shall:

- Maintain asset management fees that are reasonable and consistent with the industry;
- Operate in full accordance with its current published prospectus or “fact sheet”; and
- Have its performance results measured against the applicable performance standards described herein for that investment category.

If the Committee determines an investment option no longer meets the performance criteria, it may replace that option with a suitable alternative pursuant to the investment fund evaluation procedure outlined herein.

From time-to-time, the Committee, in its discretion, may add investment options/categories to the current core options. At such time, the Statement of Investment Policy will be modified to include these additions.

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

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### **Section 2- Investment Categories:**

#### **Objectives, Guidelines & Performance Standards**

The Plan shall offer at least one investment option within each of the following investment categories:

#### **Stable Value**

##### **Objective**

The objective of this investment category is to preserve principal and provide a stable, competitive rate of return. A fund in this category invests in fixed income instruments, including those of the US Government and its agencies, corporations, mortgage- and asset-backed securities, collateralized, emerging market, high yield, and preferred stock securities. Emerging market and high yield securities, if invested in, shall represent a small percentage of total assets, in line with the objective to preserve capital.

##### ***Performance Standards***

- To provide a competitive declared rate of interest relative to the 91-day Treasury Bill plus 1.25%.

#### **Core Fixed Income**

##### **Objective**

The objective of this investment category is to invest in income-producing securities, including securities issued by the US Government and foreign governments, corporate securities (primarily investment grade), as well as mortgage- and asset-backed securities. Investment returns are expected to be derived primarily from current income.

##### ***Performance Standards (Net of Fees)***

- To exceed the return of the Lehman Aggregate Bond Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the core fixed income fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Lehman Aggregate Bond Index and the core fixed income fund universe.

# State of Nevada Employees Deferred Compensation Plan

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### **Balanced**

#### **Objective**

The objective of this investment category is to invest in stocks, bonds and cash to provide capital appreciation and income with less volatility than an all-stock fund. Investment returns are expected to be derived from a combination of capital appreciation and dividend and interest income.

#### ***Performance Standards (Net of Fees)***

- To exceed the return of a composite index over a market cycle, or generally a period of 3 to 5 years.
- The composite index for funds with a value-oriented investment style in the equity segment of the portfolio will be 60% Russell 1000 Value Index and 40% Lehman Aggregate Bond. The composite for funds with a core investment style in the equity segment of the portfolio will be 60% S&P 500 Index and 40% Lehman Aggregate Bond Index. The composite index using the S&P 500 Index will also serve as a secondary benchmark for all balanced funds.
- To exceed the median return of the balanced fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the composite index and the balanced fund universe.

### **Large Cap Value Equity**

#### **Objective**

The objective of this investment category is to invest primarily in the common stock of large capitalization domestic companies considered by the fund manager to be undervalued relative to the market. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

#### ***Performance Standards (Net of Fees)***

- To exceed the return of the Russell 1000 Value Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the large cap value equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 1000 Value Index and the large cap value equity fund universe.

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

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- The Russell 3000 Value Index will be used as a secondary benchmark for purposes of comparison to a multi-cap value market measure.
- The S&P 500 Index will be used as a third benchmark for purposes of comparison to a broader, style-neutral market measure.

### **Large Cap Core Equity (active)**

#### **Objective**

The objective of this investment category is to invest primarily in common stock of large capitalization domestic companies considered by the fund manager to be undervalued relative to the market (value) or having above average potential for capital appreciation (growth). Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

#### *Performance Standards (Net of Fees)*

- To exceed the return of the S&P 500 Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the large cap core equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the S&P 500 Index and the large cap core equity fund universe.

### **Large Cap Core Equity (passive)**

#### **Objective**

The objective of this investment category is to track the performance of the S&P 500 Index by investing in common stock of the large capitalization domestic companies comprising the Index. The S&P 500 Index is an equity composite of the 500 largest companies in the United States based on market capitalization. The fund manager targets to match the index rather than attempt to outperform the index. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

# State of Nevada Employees Deferred Compensation Plan

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### *Performance Standards (Net of Fees)*

- To approximate the performance of the S&P 500 Index over a market cycle, or generally a period of 3 to 5 years.
- Tracking error is expected to be less than 1%.

### **Large Cap Growth Equity**

#### **Objective**

The objective of this investment category is to invest primarily in the common stock of large capitalization domestic companies considered by the fund manager to have above average potential for capital appreciation. Investment returns are expected to be derived primarily from capital appreciation.

### *Performance Standards (Net of Fees)*

- To exceed the return of the Russell 1000 Growth Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the large cap growth equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 1000 Growth Index and the large cap growth equity fund universe.
- The S&P 500 Index will be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

### **Mid Cap Value Equity**

#### **Objective**

The objective of this investment category is to invest in the common stocks of medium capitalization domestic companies considered by the fund manager to be undervalued relative to the market. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

# State of Nevada Employees Deferred Compensation Plan

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### *Performance Standards (Net of Fees)*

- To exceed the return of the Russell Mid Cap Value Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the mid cap value equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell Mid Cap Value Index and the mid cap value equity fund universe.
- The Russell Mid Cap Index will be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

### **Mid Cap Core Equity (active)**

#### **Objective**

The objective of this investment category is to invest in the common stocks of medium capitalization domestic companies considered by the fund manager to be undervalued relative to the market (value) or with above average potential for capital appreciation (growth). Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

### *Performance Standards (Net of Fees)*

- To exceed the return of the Russell Mid Cap Index or S&P Mid Cap 400 Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the mid cap core equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell Mid Cap Index or S&P Mid Cap 400 Index and the mid cap core equity fund universe.
- Selection of the Russell or S&P benchmark will be based on which index the investment manager compares its portfolio.

### **Mid Cap Core Equity (passive)**

#### **Objective**

The objective of this investment category is to track the performance of medium capitalization domestic companies by investing in common stock of the medium capitalization domestic companies comprising the Index. The fund manager targets to match the index rather than attempt to outperform the index. Investment

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

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returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

### *Performance Standards (Net of Fees)*

- To approximate the performance of the Russell Mid Cap Index or S&P Mid Cap 400 Index over a market cycle, or generally a period of 3 to 5 years.
- Tracking error is expected to be less than 1%.

### **Mid Cap Growth Equity**

#### **Objective**

The objective of this investment category is to invest in the common stocks of medium capitalization domestic companies considered by the fund manager to have above average potential for capital appreciation. Investment returns are expected to be derived primarily from capital appreciation.

### *Performance Standards (Net of Fees)*

- To exceed the return of the Russell Mid Cap Growth Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the mid cap growth equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell Mid Cap Growth Index and the mid cap growth equity fund universe.
- The Russell Mid Cap Index may also be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

### **Small Cap Value Equity**

#### **Objective**

The objective of this investment category is to invest primarily in the common stock of small capitalization domestic companies considered by the fund manager to be undervalued relative to the market. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser extent, dividend income.

### *Performance Standards (Net of fees)*

- To exceed the return of the Russell 2000 Value Index over a market cycle, or generally a period of 3 to 5 years.

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- To exceed the median return of the small cap value equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 2000 Value Index and the small cap value equity fund universe.
- The Russell 2000 Index will be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

### **Small Cap Core Equity (active)**

#### **Objective**

The objective of this investment category is to invest primarily in the common stocks of small capitalization domestic companies considered by the fund manager to be undervalued relative to the market (value) or to have above average potential for capital appreciation (growth). Investment returns are expected to be derived primarily from capital appreciation and, to a lesser extent, dividend income.

#### *Performance Standards (Net of Fees)*

- To exceed the return of the Russell 2000 or S&P 600 Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the small cap core equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 2000 Index or S&P 600 Index and the small cap core equity fund universe.
- Selection of the Russell or S&P benchmark will be based on which index the investment manager compares its portfolio.

### **Small Cap Core Equity (passive)**

#### **Objective**

The objective of this investment category is to track the performance of small capitalization domestic companies by investing in common stock of the medium capitalization domestic companies comprising the Index. The fund manager targets to match the index rather than attempt to outperform the index. Investment returns are expected to be derived primarily from capital appreciation and, to a lesser degree, dividend income.

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### *Performance Standards (Net of Fees)*

- To approximate the performance of the Russell 2000 Index or S&P 600 Index over a market cycle, or generally a period of 3 to 5 years.
- Tracking error is expected to be less than 1%.

### **Small Cap Growth Equity**

#### **Objective**

The objective of this investment category is to invest in the common stocks of small capitalization domestic companies considered by the fund manager to have above average potential for capital appreciation. Investment returns are expected to be derived primarily from capital appreciation.

### *Performance Standards (Net of Fees)*

- To exceed the return of the Russell 2000 Growth Index over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the small cap growth equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the Russell 2000 Growth Index and the small cap growth equity fund universe.
- The Russell 2000 Index will be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

### **International Equity**

#### **Objective**

The objective of this investment category is to invest primarily in the common stock of companies located outside the United States. Investment returns are expected to be derived primarily from capital appreciation.

### *Performance Standards (Net of fees)*

- To exceed the return of the MSCI EAFE Index (net of dividends) over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the international equity fund universe over a market cycle.

# State of Nevada Employees Deferred Compensation Plan

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- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the MSCI EAFE Index (net) and the international equity fund universe.

### **Global Equity**

#### **Objective**

The objective of this investment category is to invest primarily in the common stock of companies located within and outside the United States. Investment returns are expected to be derived primarily from capital appreciation.

#### ***Performance Standards (Net of fees)***

- To exceed the return of the MSCI World Index (net of dividends) over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the global equity fund universe over a market cycle.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the MSCI World Index (net) and the global equity fund universe.

### **Socially Responsive Equity**

#### **Objective**

The objective of this investment category is to invest in stocks of companies determined by the fund manager to meet certain social values. Social criteria include investing in companies which adhere to environmental standards, have strong labor relations and workforce diversity, market safe, healthy and useful products or services, and are responsible in their communities. Funds in this category do not invest in companies which produce tobacco products, nuclear power, weapons, or alcohol. Investment returns are expected to be derived from capital appreciation and dividend and interest income.

#### ***Performance Standards (Net of Fees)***

- To exceed the return of a market index applicable to the investment style of the fund over a market cycle, or generally a period of 3 to 5 years.
- To exceed the median return of the universe applicable to a fund's investment style over a market cycle.

# State of Nevada Employees Deferred Compensation Plan

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- The Plan's social fund managed to a large cap growth investment style will be measured against the Russell 1000 Growth Index and large cap growth equity universe.
- The Plan's social fund managed to a small cap value investment style will be measured against the Russell 2000 Value Index and the small cap value equity universe.
- Risk, as measured by the standard deviation of quarterly returns, shall be consistent with that of the applicable index and universe.
- The S&P 500 Index will be used as a secondary benchmark for purposes of comparison to a broader, style-neutral market measure.

### **Lifecycle/LifeStyle**

#### **Objective**

The objective of this investment category is to invest in an allocation of fixed income and equity instruments according to certain risk characteristics. Conservative funds are weighted in favor of fixed income securities to provide a less risky investment option to participants in or nearing retirement, or with a low tolerance for volatile investment performance. Moderate funds seek a balance between fixed income and equity securities to provide potential for higher returns, while seeking to limit the volatility of overall fund performance. Aggressive funds are weighted in favor of equities to provide potential for high returns, but through increased risk, to participants with long investment horizons or with a high tolerance for risk. Investment returns may be derived from a combination of current income and capital appreciation. Another approach to asset allocation investing is to establish a fund with a targeted "maturity date" and to reallocate the investments over time to be more conservative. In this case, a fund may start with a heavy allocation to equities when first established, and over time, the allocation will move from primarily equities to a balanced portfolio to primarily fixed income. In this type of fund offering, the participant would select the fund that has its "maturity date" similar to his or her own investment horizon, often the participant's retirement age

#### ***Performance Standards***

- To exceed the return of a composite index over a full market cycle, or generally a period of 3 to 5 years.
- Composite indices for the Hartford and ING funds are in Exhibit B.

# State of Nevada Employees Deferred Compensation Plan

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### Section 3- Reporting and Monitoring Procedures

The Committee will review the Plan quarterly, including review of the following:

- Current trends and developments in the capital markets and investment management community (market review);
- The current level of diversification provided by the investment categories and options offered by the Plan under Hartford and ING's core investment fund line-up (review of the correlation between investment categories and options);
- Changes in the investment management staff related to each investment option (organizational review), as well as changes in ownership of the organization (i.e. merger, acquisition activity and regulatory issues);
- The continued consistency between the stated investment guidelines of each investment option and Plan policies (review of the guidelines of each investment option);
- The compliance of each investment option with stated investment guidelines (review of the holdings and characteristics of each investment option), including style drift analysis;
- The compliance of each investment option's risk and return characteristics with the expectations stated herein (performance review).

### Investment Fund Evaluation

The Committee, in its discretion, may conduct informal review and evaluation of an investment fund at any time.

The Committee may place a fund under formal fund review, terminate a fund, or "freeze" a fund to new contributions for any of the following reasons:

1. The fund has not met the performance standards under the Plan for the fund's investment category;
2. The fund has changed investment manager, or such change appears imminent;
3. The fund has had a significant change in ownership or control;
4. The fund has changed investment focus or has experienced style drift, departing from the investment objectives or parameters in its prospectus or "fact sheet";

# State of Nevada Employees Deferred Compensation Plan

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5. The fund has violated a SEC rule or regulation;

### **Formal Fund Review**

When a fund has been placed under formal review, the Committee shall conduct a detailed evaluation of the fund, its operations, and its performance. During the review, the Committee: 1) may suspend contributions to the fund from existing participants and 2) may close the fund to new enrollers. Upon completion of the evaluation, the Committee may continue the fund under formal review status, remove the fund from formal review, or terminate the fund.

### **Suspension of Contributions / Termination of Fund**

When the Committee suspends contributions or terminates a fund:

1. The Committee must promptly notify the Plan provider that either contributions are being suspended from a fund or a fund is being terminated;
2. The Committee must promptly notify Plan participants within a reasonable time who are currently investing in the fund that the Committee is suspending contributions to a fund or terminating the fund as an investment option under the Plan and that:
  - a. New investment monies must be redirected to another fund option under the Plan prior to the contribution-suspension date or the termination date of the fund;
  - b. All assets in the terminated fund must be transferred to another fund option prior to the termination date of the fund (only applicable when terminating a fund); and
  - c. Contributions or assets not transferred by participants to alternate investment fund options by the contribution-suspension date or the fund termination date will be automatically transferred to a replacement fund or a designated default fund option.

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### **Section 4- Administrative Policies**

The Plan will be administered and record-kept by two service providers as authorized by NRS284•330 (3)(d)-Hartford Life Insurance and ING. Both organizations will maintain participant records and historical data. As the role of recordkeeper, they will be responsible for maintaining individual participant accounts and processing participant requests on a daily basis. Each provider can freely solicit participation in their company products and services.

### **Plan Design and Administration**

The 457 Deferred Compensation Plan is governed by the rules and requirements specified in the Plan Document. The Internal Revenue Service (IRS) has established rules that apply to contributions and their limitations. The State will monitor the status as to the resolution of any class action lawsuits.

### **Standards of Performance**

Both service providers are required to satisfy minimum standards of performance with regard to their administration services. These standards will include the timeliness of participant statements and resolution of account inquires. They are also required to provide the State and any designated entity associated with the administration of the Plan with fund level reports along with the maintenance of historical data and financial information.

- *Providing of Information* – The service providers are required to provide various information to Participants and Beneficiaries of the Plan. This information may consist of communication materials related to plan investment options, services and individual participant statements.

Upon request, the service provider will provide a participant or beneficiary with any requested data pertaining to their account.

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- *Timeliness of Statements* – Quarterly statements will be mailed directly to each participant’s home address no later than 15 days after the end of each calendar quarter. Confirmations of transactions will be mailed directly to the participant’s home address immediately after each transaction occurs.
- Financial asset statements at the plan level are to be provided to the investment consultant for reconciliation and plan audit at the end of each calendar quarter. Quarterly statements will be mailed to the investment consultant no later than 20 days after the calendar year-end. These statements will include composite plan information as well as individual participant information.
- *Accuracy of Reported Information* – Information contained within employee and Plan Sponsor statements is expected to meet any and all Financial Accounting Standards Board (FASB) requirements. The pricing of securities and reporting of all dividend and capital gains distributions is expected to be consistent and up-to-date. Errors in reported information should be researched and corrected by the administrator/recordkeeper immediately upon discovery.
- *Maintenance of Plan and Trust Documents* – As the Plan and Trust Documents are subject to various regulatory requirements, it will be the responsibility of the Plan Administrator to maintain and amend the Plan documents as needed. Service providers will review or retain legal counsel to approve such changes. It is expected that the language contained within these documents will represent current laws and regulations with regard to qualified tax deferred savings Plan.
- *Compliance with Claims Appeals Procedures* – If participant or beneficiary makes a claim for benefits and the claim is denied the State will follow the specific claim procedures contained in the plan document for claim denials and appeals. If the participant is denied the denial will be in writing and specify the particular basis for the denial, including the plan provisions upon which the denial is based. The denial will also provide a description of additional materials, if any, needed to perfect a claim, and will give information on how the claimant may appeal the decision. A notice of any claim denial will be provided within 90 days of receipt of the claim for benefits (except a 90-day extension may be required in special circumstances). Any denial that is appealed within the 60 day time period contained within the plan will be subject to further review by the State, which shall render a final decision on the appeal within 60 days (except that special circumstances may justify an extension or another 60 days). In each case, where an extension is required for determining an initial claim or appeal, the participant must be notified of the extension in writing.

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### **Communications and Education**

In order for participants to effectively exercise control over their assets, the service providers are required to make investment information available to the participants as is deemed necessary for participants to understand the investments and make informed investment decisions. It is expected that employee communications and education will be provided through a collaboration of the administrator, recordkeeper, and their third party investment advisors. This material will meet the legal requirements of the State to provide participants with information. The State may make available additional information as needed including the plan document and this investment policy statement.

The service provider will review and approve all materials to be distributed to employees. The quality and impact of these materials will be periodically evaluated in order to assess the impact and success of the overall communications and investment education services.

### **Review of Administrator Performance**

The State will conduct quarterly reviews of the administrator/recordkeeper to evaluate their performance as it relates to the above-described standards. Overall quality of services, as well as review of each service provided will be examined and reported to by the Plan's independent consultant.

### **Investment Communications To Participants**

Information about each investment option will be given or made available to Plan participants to help them to make informed investment choices. The Plan shall provide at least quarterly statements of fund performance to each participant.

Upon request, copies of investment fund prospectuses or similar equivalent information will be provided to participants by the service providers, such as a list of underlying investments for a given fund. This is the responsibility of the designated service providers.

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### **Section 5- Investment Education To Participants**

It is the Committee's objective to provide participants with ongoing investment education. The purpose of the investment education program is to provide information and tools to assist in the development of a personal investment strategy for employees and facilitate the achievement of savings and retirement goals.

In developing a participant investment education program, the Plan Sponsor will select funds and provide supporting materials with consideration for the following:

- The number of funds offered should be limited to promote participant understanding without sacrificing the objectives set forth in the Plan Investment Objective Section.
- The service providers are to provide general information relating to the economy and capital markets as part of the investment education program.
- Participants should be encouraged to select an appropriate asset allocation based on their risk tolerance, time until retirement and other factors relating to their personal financial status.
- The service providers' field representative should educate participants on the relative risk and return of investing in different asset classes and how diversified investing can reduce the risk of investing.

# State of Nevada Employees Deferred Compensation Plan

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### Overview of Education Process:

#### Hartford Life

- Communication and education program is designed in 5 phases:
  - Phase 1: Audit all the State of Nevada's locations to ensure all employees are covered by the program;
  - Phase 2: Develop the strategy to reach all employees at each location;
  - Phase 3: Implement the strategy;
  - Phase 4: Conduct group and one-on-one meetings with participants;
  - Phase 5: Continuing education.
- Group presentations effectively explain the features of the program and how it benefits each participant. The following topics are discussed:
  - Part I: The need to save, impact of inflation, tax benefits of saving, compounding, and plan participation. Attendees to this session will receive an Enrollment Kit.
  - Part II: Educate participants on investment strategy, risk and diversification.
  - Part III: Managing retirement income, coordinating multiple sources of retirement income, impact of inflation on purchasing power, and distribution options.
- During one-on-one sessions with participants, Hartford Life's Account Representative will assist employees with goal setting, risk assessment, investment choice selection and retirement planning. The representative can help with evaluating retirement goals and objectives through a review of various sources of retirement income.

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- Seminars and meetings are available to the employees. They include:
  - *Retirement Savings and Planning*: designed to educate employees to the benefits of their participation in the program.
  - *Special Programs Covering Other Financial Topics*: these programs held periodically may cover topics such as changes to the Internal Revenue Code, legislative updates, new investment options, etc.
  - *HarVest Seminars*: held periodically by fund managers for participants to directly ask questions about various topics such as market volatility and investment performance.
- Seminars provided also include Asset Allocation, Dollar Cost Averaging, Risk and Volatility.
- Hartford *Online* also provides interactive retirement planning tools.
- Online financial program, provides investment advisory services to participants. This allows participants to develop individual investor profiles and receive investment recommendations.
- Hartford Life will provide an Account Representative for weekly new employee meetings to conduct a PowerPoint presentation on the benefits of enrolling in the State's plan.
- Participants will receive quarterly newsletter with their account statements. The newsletter contains information related to retirement plans such as legislative changes, financial markets and retirement planing.

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### ING

- Education of employees is accomplished through enrollment meetings, one-on-one counseling and group seminars.
- Interested employees can schedule one-on-one sessions at any time.
- During individual sessions scheduled in response to enrollment meetings, the participant completes enrollment forms with the ING representative.
- One-on-one sessions can be conducted at the workplace, local offices, or at the employee's home.
- One-on-one sessions can also be scheduled after a seminar to discuss a particular topic in more detail.
- On-site ING personnel will provide on-going enrollment meetings to newly eligible employees.
- On an ongoing basis, representatives will provide continuous communication and education programs to all participants. Topics that some seminars cover include:
  - Overview of Investment Basics;
  - Identification of Investment Objectives;
  - Risk Tolerance;
  - Asset Classes;
  - Risk/Reward Spectrum;
  - Diversification;
  - Model Portfolios and Asset Allocation;
  - How to Make Investment Choices/Changes.

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- For retirees or participants close to retirement, seminars conducted include:
  - Calculate;
  - Identify Sources of Retirement the Cost of Retirement Income;
  - Make Retirement Dollars go Further;
  - Manage Investments During Retirement;
  - Avoid Probate and Excessive Estate Taxes;
- For non-participating employees, ING will use direct mailings, e-mails, on-site kiosks, brown bag lunches and seminars and benefit fairs to emphasize the importance of plan participation.
- Through an alliance with mPower, participants can receive online financial advice and guidance.

# State of Nevada Employees Deferred Compensation Plan

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### Performance Standards

#### Hartford Life

- Goal of 85% of calls transferred from VRS to a customer service representative is within 20 seconds on a monthly basis.
- Goal of 98% of audit requests completed with in 5 business days.
- If in good order and received before 4pm EST, Hartford will process all enrollments, transfers, investment election changes, distributions, and client contributions within 24 hours.
- Failure to meet any one of the service standards stated above, Hartford will compensate the State of Nevada \$5,000 for any occurrence.
- Participant statements mailed within 10 business days after quarter-end. If standard is not met, then a compensation of \$5 per statement is paid to the State.
- Transaction confirmation statements are mailed the business day following transaction processing.
- Plan Sponsor reports are mailed within 10 business days after period-end.
- Hartford will provide an annual report to certify their compliance in satisfying all of the above performance standards.

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### Performance Standards

#### ING

Participant Satisfaction	The State feedback from plan participants will form the basis for the evaluation with overall participant satisfaction.	\$5,000
Phone Response Time	Quarterly average of 80% of calls within 20 seconds	\$5,000
Enrollments	Enrollments in good order processed within two business days, effective based on IRS and plan document guidelines	\$3,000
Contribution Processing	Applied to participant accounts same business day received in good order if received prior to close of NYSE	\$5,000
Fund Transfer Requests	Same business day received in good order if received prior to close of NYSE	\$5,000
Investment Election Changes	Same business day received in good order if received prior to close of NYSE	\$5,000
Distribution Requests	Distribution processed and checks mailed within 2 business days of receipt in good order	\$5,000
Participant Statements	Mailed within 15 business days after quarter end	\$10 per participant per quarter
Education Services	A minimum number of annual participant meetings and seminars as follows: 52 group enrollment meetings 26 investment seminars 12 retirement counseling seminars	\$5,000
Participant telephone requests	Response time to a participant's telephone request is 48 hours	\$100 per participant
Participant written communications	Written requests are responded to within 5 business days	\$100 per participant
Exit Services	Full cooperation in the transfer of records and data	\$5,000

ING will provide an annual report to certify their compliance in satisfying all of the above performance standards.

# State of Nevada Employees Deferred Compensation Plan

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### **Section 6- Self-Directed Brokerage Services**

The self-directed brokerage account is offered to the plan participants as a supplemental investment option to the core investment offerings of the Plan. The self-directed brokerage account is intended for plan participants that are interested in a wider array of investment options and are willing to accept the additional risks associated with those options.

The Deferred Compensation Committee has no responsibility for selecting, monitoring or evaluating the investment options available through the self-directed brokerage services offered by Hartford and ING. Participants will have sole discretion in regards to the investment options they select in the brokerage window.

The Plan's service providers are responsible for providing participants with enrollment and educational materials for them to decide whether or not a self-directed brokerage account is suitable investment. The service providers are to provide all necessary materials in connection with participant inquiries regarding the establishment of the brokerage account rules and restrictions.

Under the self-directed brokerage account the plan participant will be responsible for the on-going research, trading and risk management responsibilities associated with their specific investment choices. The maximum allowed cumulative transfer from a participant's account is limited to 50% of a participant's total account value in the Plan. Account balances must have a minimum of \$5,000, with an initial transfer of at least \$2,500 and subsequent transfers in \$1,000 increments. This applies to both ING and Hartford.

# State of Nevada Employees Deferred Compensation Plan

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### Section 7- Participant Advisory Services

Hartford Life Insurance and ING are providing participant advisory services through Morningstar (**Associates**), an investment advisor registered with U.S. Securities and Exchange Commission.

Morningstar® Clear Future® program (“Clear Future”), provides plan participants with non-discretionary investment advice designed to assess their individual situations, offer asset allocation alternatives and recommend specific investments, all based on participant inputs and core investment options.

Because Morningstar Clear Future acts as a non-discretionary investment advisor, the participant is solely responsible for determining whether or not to follow the recommendations presented by the Clear Future program. Fees for Clear Future are not tied to investment recommendations. The goal is to provide participants with unbiased investment advice. Clear Future advisor services also provides participants with the following on-line modules:

- Learning station
- Research lab
- Measurement
- Advice Statement

Participant and service providers are required to provide to Clear Future the participant’s financial information and data for their evaluation and recommendations.

Both Hartford Life and ING have entered into formal agreements with Morningstar to allow them to provide access to the advice services for plan participants. The service providers act as investment product provider and recordkeeper.

The objective of Morningstar Clear Future is to recommend an asset allocation mix that provides the best balance of risk and reward for the participant over a long-term basis.

In addition to specific investment recommendations, the ClearFuture program also includes the following modules: (1) “Learning Station” offers participants articles and interactive tools on various investment topics, (2) “Research Lab” allows participants to view in-depth information on their investment options and (3) “Measurement” provides plan sponsors with tools to track, on an aggregate basis, usage of the service.

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### **Fiduciary Responsibility of Morningstar Associates**

By offering ClearFuture, Morningstar becomes a fiduciary under the Investment Advisers Act of 1940 and is obligated to perform specific duties with respect to all services undertaken or provided to plan participants. These duties are grounded in the principles of full and fair disclosure, diversification of investments within the options available to participants in their plan and actions consistent with the best interest of the plan participant.

### **Committee's Responsibilities**

The Committee will provide accurate and timely data to the plan service providers who will in turn transmit such data to Morningstar. The Committee will:

- a. Provide necessary participant census data and updates as required by Morningstar in order to provide advisory services;
- b. Provide Plan information and rules to the service providers and update information if changes are made; and
- c. Provide service provider with any changes to Plan core investment options or transaction rules of the program.

# State of Nevada Employees Deferred Compensation Plan

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### **Section 8- Excessive Trading Policy**

In the absence of an industry standard excessive trading guideline, as well as part of its fiduciary duty, the Deferred Compensation Committee has adopted Hartford Life's and ING's Excessive Trading Policies. The Policies are used to protect the interest of the Plan's long-term investors from potential adverse impact of excessive trading. Hartford Life's and ING's Excessive Trading Policies' purpose is to eliminate excessive trading as well as warn individuals who engage in frequent trading that such activity may be detrimental to the Plan.

Hartford Life, ING and the individual mutual fund companies will work together to identify any participants who violate the mutual fund's prospectus guidelines. After the issuance of formal written communications to the individual(s), the individual's account will be subject to proposed restrictions stated in Hartford Life's and ING's Excessive Trading Policies.

Hartford Life and ING will send an announcement to all participants regarding the excessive trading policy of the Plan along with information on how to obtain mutual fund prospectus rules. Changes to the Excessive Trading Policies will be announced to all participants when appropriate.

In addition, Hartford Life's and ING's Excessive Trading Policy can be found on their respective websites.

# State of Nevada Employees Deferred Compensation Plan

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This Statement of Investment Policy is adopted by the State of Nevada Employees Deferred Compensation Committee on

\_\_\_\_\_  
Signature/Title

\_\_\_\_\_  
Date

6149174v1/04549.013

# State of Nevada Employees Deferred Compensation Plan

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### EXHIBIT A- Investment Options

The following core investment options are available to Plan participants:

<b>ASSET CLASS</b>	<b>HARTFORD LIFE</b>	<b>ING</b>
<b>Stable Value</b>	General Account	ING Fixed Account ING Stabilizer
<b>Core Fixed Income</b>	Hartford Bond HLS IA PIMCO Total Return A	Fidelity VIP Investment Grade Bond T ING VP Intermediate Bond Portfolio R
<b>Balanced Fund</b>	Van Kampen Equity Income A Van Kampen Equity Income I	MFS Total Return A ING T. Rowe Price Capital Appreciation
<b>Large Cap Value</b>	American Century Equity Income Inv (Multi-Cap) American Beacon Large Cap Value Fund Ins	Allianz NFJ Dividend Value I
<b>Large Cap Core</b>	Victory Diversified Stock AIM Basic Value A	ING Davis Venture Value Fidelity VIP Contrafund
<b>S&amp;P 500 Index</b>	Dreyfus Basic S&P 500 Stock Index SSgA S&P 500 Flagship	Scudder Equity 500 Index Inv Vanguard 500 Index- Signal
<b>Large Cap Growth</b>	T. Rowe Price Growth Fund	American Funds Growth Fund of America R3
<b>Mid Cap Value</b>	CRM Mid Cap Value Instl	Lord Abbett Mid Cap Value A Riversource Mid Cap Value R4
<b>Mid Cap Core</b>	Hartford Mid Cap HLS IA SSgA S&P Midcap Index I	Fidelity Advisor Mid Cap T Lazard Mid Cap Open Vanguard Mid Cap Index- Sigantl
<b>Mid Cap Growth</b>	Munder Mid Cap Core Growth Y	ING T. Rowe Price Diversified Mid Cap Growth Portfolio Initial Class Columbia Acorn Fund A
<b>Small Cap Value</b>	American Century Small Cap Value Inv Columbia Small Cap Value II Z	Evergreen Special Values A
<b>Small Cap Core</b>	Oppenheimer Main Street Small Cap A Oppenheimer Main Street Small Cap Y SSgA Russell 2000 Index	ING VP Index Plus Small Cap Portfolio I Keeley Small Cap Value Vanguard Small Cap Index- Signal
<b>Small Cap Growth</b>	Artisan Small Cap Hartford Small Company HLS IA	Baron Growth
<b>Global Equity</b>	American Funds New Perspective R3 Mutual Discovery A	ING Oppenheimer Global Portfolio Initial Class American Funds Capital World Growth & Income R3
<b>International Equity</b>	American Funds EuroPacific Growth R3 AllianceBernstein International Value Adv	Dodge & Cox International Fund
<b>Social Responsive Equity</b>	Calvert Social Investment Equity A (Large Cap Growth) Neuberger Berman Socially Responsible Inv	Ariel Fund (Small Cap Value)
<b>Lifecycle/Lifestyle*</b>	SSgA Dow Jones Target Today C SSgA Dow Jones Target 2015 C SSgA Dow Jones Target 2025 C SSgA Dow Jones Target 2035 C SSgA Dow Jones Target 2045 C	Custom Conservative Portfolio Custom Moderate Portfolio Custom Aggressive Portfolio ING Solution Income I Portfolio ING Solution 2015 I Portfolio ING Solution 2025 I Portfolio

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		ING Solution 2035 I Portfolio ING Solution 2045 I Portfolio
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\*Lifecycle/lifestyle funds seek total return by investing in a combination of equities and bonds. However, each fund manager defines “conservative”, “moderate” and “aggressive” differently.

# State of Nevada Employees Deferred Compensation Plan

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### **Hartford Life – Description of Funds, as provided by the investment managers**

(Ticker symbols in parentheses when applicable)

#### ***General Account (NA)***

The objective is to provide stability of principal by investing in a range of fixed income securities, including government, corporate, mortgage- and asset-backed securities. The General Account declares a new rate of interest each quarter for new contributions to the Account.

#### ***Hartford Bond HLS IA Fund (HIABX)***

The objective is to seek competitive total return, with income as a secondary consideration. The Fund normally invests at least 80% of total assets in investment grade debt. It invests at least 65% of assets in debt securities with a maturity of at least one year. The Fund may also invest up to 30% of assets in debt of foreign issuers, 20% of assets in securities rated in the highest category of junk bonds, 15% of assets in preferred, convertibles, and securities accompanied by warrants to purchase equities, and 10% of assets in non-dollar securities.

#### ***PIMCO Total Return A Fund (PTTAX)***

The objective is to seek total return consistent with preservation of capital. The Fund invests at least 65% of assets in debt securities, including U.S. government securities, corporate bonds, and mortgage-related securities. It may also invest 20% of assets in securities denominated in foreign securities. The Fund may invest up to 10% of assets in high-yield securities rated B or higher. The portfolio duration generally ranges from 3 to 6 years.

#### ***Van Kampen Equity Income A Fund (ACEIX)***

The objective is to seek current income; growth is a secondary consideration. The Fund normally invests at least 65% of assets in income-producing equities. It may also hold investment-grade debt. The Fund may invest up to 25% in foreign securities.

# State of Nevada Employees Deferred Compensation Plan

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### ***Van Kampen Equity Income I Fund (ACETX)***

The Fund seeks current income; growth is a secondary consideration. The fund invests primarily in income-producing equity instruments (including common stocks, preferred stocks and convertible securities) and investment grade quality debt securities. It emphasizes a value style of investing; seeking well-established, undervalued companies that the fund's investment adviser believes offer the potential for income with safety of principal and long-term growth of capital. The Fund may invest in collateralized mortgage obligations ("CMOs") and commercial mortgage-backed securities ("CMBS").

### ***American Century Equity Income Inv Fund (TWEIX)***

The objective is to seek current income; capital appreciation is a secondary consideration. The Fund normally invests at least 85% of assets in income-producing securities and will keep at least 80% of assets in equity securities at all times. The primary consideration is the company's dividend-paying history and potential for increased dividend-paying ability.

### ***American Beacon Large Cap Value Fund Ins (AADEX)***

The Fund seeks long-term capital appreciation and current income. The fund normally invests at least 80% of assets in equity securities of large market capitalization U.S. companies. These companies generally have market capitalizations similar to the market capitalization of the companies in the Russell 1000(R) index at the time of investment. The Funds may include common stocks, preferred stocks, securities convertible into U.S. common stocks, U.S. dollar-denominated ADRs, and U.S. dollar-denominated foreign stocks traded on U.S. exchanges.

### ***AIM Basic Value A Fund (GTVLX)***

The objective is to seek long-term capital appreciation. The Fund normally invest at least 65% of assets in equities of U.S. companies with market capitalizations of more than \$500 million. It may invest up to 35% of assets in equity securities of U.S. issuers that have market capitalizations of less than \$500 million and in investment-grade non-convertible debt securities, U.S. government securities and high-quality money market instruments. The Fund may also invest up to 25% of assets in foreign securities and may hold a portion of assets in cash and cash equivalents.

# State of Nevada Employees Deferred Compensation Plan

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### ***Victory Diversified Stock A Fund (SRVEX)***

The objective is to seek capital growth by investing in capital growth. The Fund principally invests in equity securities of large, established companies. Under normal conditions, it invests at least 80% of assets in both growth and value stocks. The Fund invests in securities that the adviser believes will provide above average dividend growth or appreciation.

### ***Dreyfus Basic S&P 500 Stock Index Fund (DSPIX)***

The objective is to seek returns in line with the S&P 500 Index. The Fund normally invests at least 95% of assets in common stocks included in the S&P 500 Index. It seeks to achieve a correlation of .95 between its performance and the total return of the S&P 500 Index.

### ***SSgA S&P 500 Flagship Fund (NA)***

The Fund passively tracks the same stocks and sector weightings as the S&P 500 Index in order to produce similar returns.

### ***T. Rowe Price Growth Fund (PRGFX)***

The Fund seeks long-term growth of capital; income is secondary. The fund normally invests at least 80% of assets in the common stocks of a diversified group of growth companies. It mostly seeks investments in companies that have the ability to pay increasing dividends through strong cash flow. The fund generally looks for companies with an above-average rate of earnings growth and a lucrative niche in the economy. While it invests most assets in U.S. common stocks, the fund may also purchase other securities including foreign stocks, futures, and options.

### ***CRM Mid Cap Value I Fund (CRIMX)***

The objective is to seek long-term capital appreciation. The Fund normally invests in equity securities of medium-sized companies with market capitalizations ranging from \$1 billion to \$10 billion, at time of purchase. It may invest a portion of assets in securities of smaller and larger companies.

### ***Hartford Mid Cap HLS IA Fund (HIMCX)***

The objective is to seek long-term capital growth. The Fund invests primarily in equity securities. The

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Fund emphasizes high quality growth companies with market capitalizations within the range represented by the S&P 400 Index.

### ***SSgA S&P Midcap Index I Fund (NA)***

The Fund passively tracks the same stocks and sector weightings as the S&P Mid Cap Index in order to produce similar returns.

### ***Munder Mid Cap Core Growth Y Fund (MGOYX)***

The objective is to seek long-term capital appreciation. The Fund invests at least 65% of assets in equity securities of mid capitalization companies. Management defines mid capitalization companies as those with market capitalizations between \$100 million to \$9 billion at the time of purchase. The Fund's manager generally selects 50 to 100 companies for the fund's portfolio from a broad universe of companies represented by the S&P Mid Cap 400 Index.

### ***American Century Small Cap Value Inv Fund (ASVIX)***

The objective is to seek long-term capital growth; income is a secondary consideration. The Fund normally invests at least 80% of assets in equity securities in U.S. companies with small market capitalizations. It may invest in foreign securities, convertible securities, corporate and government debt, and non-leveraged stock index future options. The Fund invests in companies that the advisor believes are undervalued by the market.

### ***Columbia Small Cap Value II Z Fund (NSVAX)***

The investment seeks long-term growth of capital. The fund normally invests at least 80% of assets in equity securities of U.S. companies in the range as the Russell 2000 value index and that are believed to be undervalued and have the potential for long-term growth of capital. It may invest up to 20% of total assets in foreign securities.

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### ***Oppenheimer Main Street Small Cap A Fund (OPMSX)***

The objective is to seek capital appreciation. The Fund normally invests at least 80% of assets in common stocks and other equity securities of companies having a small market capitalization of up to \$2.5 billion. It can invest up to 20% of assets in small, unseasoned companies (companies in operation less than 3 years).

### ***Oppenheimer Main Street Small Cap Y Fund (OPMYX)***

The Fund seeks capital appreciation. The fund normally invests at least 80% of assets in common stocks and other equity securities of small-cap U.S. companies, defined by management as companies with market capitalizations of \$3 billion or less. It can invest in companies that have been in operation less than three years. However, management does not intend to invest more than 20% of assets in such companies. The fund class Y shares may invest in other Oppenheimer funds.

### ***SSgA Russell 2000 Index Fund (NA)***

The Fund passively tracks the same stocks and sector weightings as the Russell 2000 Index in order to produce similar returns.

### ***Artisan Small Cap Fund (ARTSX)***

The objective is to seek long-term capital growth. The Fund normally invests at least 80% of assets in equities issued by companies with capitalizations of less than \$3 billion. In selecting stocks, the Fund's management focuses on stocks that are selling at substantial discounts to their estimated value.

### ***Hartford Small Company HLS IA Fund (HIASX)***

The Fund seeks growth of capital. The fund normally invests at least 80% of total assets in common stocks of companies represented by the Russell 2000 and S&P SmallCap 600 indices. The range of market capitalizations of the companies in which the fund normally invests is between approximately \$26 million and \$4 billion. It may invest up to 20% of assets in securities of foreign issuers and non-dollar securities.

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### ***American Funds EuroPacific Growth R3 Fund (RERCX)***

The objective is to seek to provide long-term growth of capital. The Fund normally invests at least 80% of assets in equity securities of issuers domiciled in Europe and the Pacific Basin. It may also hold cash and money market instruments.

### ***AllianceBernstein International Value Adv Fund (ABIYX)***

The Fund seeks long-term growth of capital. The fund invests primarily in a diversified portfolio of equity securities of established companies selected from more than 40 industries and more than 40 developed and emerging market countries. It normally invests in companies in at least three countries other than United States. These countries currently include the developed nations in Europe and the Far East, Canada, Australia and emerging market countries worldwide.

### ***American Funds New Perspective R3 Fund (RNPCX)***

The objective is to seek to provide long-term growth of capital; income is a secondary consideration. The Fund primarily invests in common stocks of foreign and U.S. companies. Management looks for worldwide changes in international-trade patterns and economic and political relationships. The advisor closely follows securities, industries, governments and currency-exchange markets worldwide.

### ***Mutual Discovery A Fund (TEDIX)***

The Fund seeks capital appreciation. The currently invests the equity portion of the portfolio substantially (up to 66%) in mid- and large-cap companies and may invest a significant portion of its equity portfolio in small-cap companies. For these purposes, mid- and large cap companies are considered to be those with market capitalization values (share price times the number of shares of common stock outstanding) greater than \$1.5 billion.

### ***Calvert Social Investment Equity A Fund (CSIEX)***

The objective is to seek capital appreciation. The Fund normally invests in common stocks of large cap companies having market capitalization of at least \$1 billion. The Fund invests with the philosophy that long-term rewards to investors will come from those organizations who products, services, and methods enhance the human condition and the traditional American values of individual initiative, equality of

# State of Nevada Employees Deferred Compensation Plan

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opportunity, and cooperative effort.

### ***Neuberger Berman Socially Responsible Inv Fund (NBSRX)***

The Fund seeks long-term growth of capital. The fund invests mainly in common stocks of mid- to large-capitalization companies. It seeks to reduce risk by investing across many different industries. The fund looks for solid balance sheets, strong management teams with a track record of success, good cash flow, the prospect for above average earnings growth, and other valuation-related factors.

### ***SSgA Dow Jones Target Today Fund (NA)***

The Dow Jones Target Today Fund seeks to provide income and a modest level of capital appreciation. The Funds seeks to match as closely as possible, before expense, the returns of the Dow Jones Quantidex Target Today Index. This Fund is a multi-asset class strategy that uses a disciplined rebalanced process to align the Fund's exposure with those of the benchmark. The Fund is constructed using underlying funds. The target asset allocation mix is 85% fixed income and 15% equities.

### ***SSgA Dow Jones Target 2015 Fund (NA)***

The Dow Jones Target 2015 Fund seeks to provide a combination of income and a modest level of capital appreciation. The Fund seeks to match as closely as possible, before expenses, the return of the Dow Jones/Quantidex Target 2015 Index. This Fund is a multi-asset class strategy that uses a disciplined rebalanced process to align the Fund's exposure with those of the benchmark. The allocation of this Fund gradually grows more conservative as the target year indicated in the Fund's total approaches. The Fund is constructed using underlying funds. The target asset allocation mix is 60% fixed income and 40% equities.

### ***SSgA Dow Jones Target 2025 Fund (NA)***

The Dow Jones Target 2025 Fund seeks to capital appreciation. The Fund seeks to match as closely as possible, before expenses, the return of the Dow Jones/Quantidex Target 2025 Index. This Fund is a multi-asset class strategy that uses a disciplined rebalanced process to align the Fund's exposure with those of the benchmark. The allocation of this Fund gradually grows more conservative as the target year indicated in the Fund's total approaches. The Fund is constructed using underlying funds. The target asset allocation mix is 40% fixed income and 60% equities.

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### ***SSgA Dow Jones Target 2035 Fund (NA)***

The Dow Jones Target 2035 Fund seeks to capital appreciation. The Fund seeks to match as closely as possible, before expenses, the return of the Dow Jones/Quantidex Target 2035 Index. This Fund is a multi-asset class strategy that uses a disciplined rebalanced process to align the Fund's exposure with those of the benchmark. The allocation of this Fund gradually grows more conservative as the target year indicated in the Fund's total approaches. The Fund is constructed using underlying funds. The target asset allocation mix is 20% fixed income and 80% equities.

### ***SSgA Dow Jones Target 2045 Fund (NA)***

The Dow Jones Target 2045 Fund seeks to capital appreciation. The Fund seeks to match as closely as possible, before expenses, the return of the Dow Jones/Quantidex Target 2045 Index. This Fund is a multi-asset class strategy that uses a disciplined rebalanced process to align the Fund's exposure with those of the benchmark. The allocation of this Fund gradually grows more conservative as the target year indicated in the Fund's total approaches. The Fund is constructed using underlying funds. The target asset allocation mix is 10% fixed income and 90% equities.

# State of Nevada Employees Deferred Compensation Plan

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### ING - Description of Funds, as provided by the investment managers

(Ticker symbols in parentheses when applicable)

#### **ING Fixed Account (NA)**

The objective is to provide stability of principal by investing in a range of fixed income securities through the general account of Aetna Life Insurance & Annuity Company. Securities include US government/agency, corporate, private placement, mortgage- and asset-backed, collateralized, emerging market, high yield, and preferred stocks.

#### **ING Stabilizer (NA)**

The Fund is an actively managed portfolio of high-quality fixed income securities. Assets are held in a separate account, which means they are protected from the claims of the insurer's general creditors. This strategy provides for investment in a range of publicly traded fixed income instruments including mortgage pass-through securities, asset-backed securities, commercial mortgage-backed securities, corporate notes and bonds, emerging market, high yield, and U.S. Treasury and agency securities.

The ING Stabilizer product has six (6) distinct insurance company separate account fixed income strategies a plan sponsor can choose from. The product is guaranteed to preserve principal through ING Life Insurance and Annuity Company. The six (6) separate account fixed income strategies are managed by a dedicated staff through ING Investment Management, Inc.

<b>Feature</b>	<b>Description</b>
<b>1. Funding vehicle/Investment Manager</b>	ING Life Insurance and Annuity Company (ILIAC) individually managed separate account. Separate account assets managed by ING Investment Management, Inc (IIM).
<b>2. Contract Type</b>	<p><b><u>Group Annuity Contract</u></b></p> <ul style="list-style-type: none"> <li>⇒ Insulated Separate Account</li> <li>⇒ Full transparency in credited rate setting process and assessment of fees</li> <li>⇒ Contract characteristics assume exclusive arrangement</li> </ul>
<b>3. Dual Fund Accounting</b>	<b><u>Book Value Fund</u></b> – Stabilizer's book value record is called the Interest Accumulation Fund (IAF). ING will announce a crediting rate that we will be applied to the contract's IAF 30 days in advance of the next crediting rate period. This allows ample time

# State of Nevada Employees Deferred Compensation Plan

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<b>Feature</b>	<b>Description</b>								
	<p>to announce the crediting rate to Plan participants and for the recordkeeper to make the necessary changes to credit the new rate.</p> <p><b><u>Separate Account Fund</u></b> – This fund keeps track of the market value of the underlying fixed income investments in your Separate Account.</p> <p>Both the Separate Account Fund and the Book Value Fund are valued daily.</p>								
<b>4. Benefit Responsiveness</b>	<p>Participant allowed full book value for bona-fide benefit withdrawals.</p> <p>90 day equity wash required if competing fund in Plan.</p>								
<b>6. Book Value Guarantee</b>	<p>Principal plus credited interest guaranteed. The Stable Value account will begin with an initial participant interest rate of at least 5%. The participant net credited interest rate will not fall below 5% for 2008 as a result of the quarterly rate renewal for the first year of the contract. The minimum lifetime credited rate is 0.00%.</p>								
<b>7. Credit Risk</b>	<p>Separate account insulation protects investing plan sponsor and participants from insurer's general account insolvency risk. Losses arising from ING businesses unrelated to separate account cannot be assessed against the separate account. In addition, to separate account insulation, the full faith and credit of the ILIAC General Account stands behind the separate account.</p>								
<b>8. ING Credit Ratings</b>	<p>ING Life Insurance &amp; Annuity Company Claims Paying Ratings as of 12/31/2006:</p> <table style="margin-left: 20px;"> <tr> <td>Standard &amp; Poor's</td> <td>AA</td> </tr> <tr> <td>Moody's</td> <td>Aa3</td> </tr> <tr> <td>Fitch</td> <td>AA</td> </tr> <tr> <td>A.M. Best</td> <td>A+</td> </tr> </table>	Standard & Poor's	AA	Moody's	Aa3	Fitch	AA	A.M. Best	A+
Standard & Poor's	AA								
Moody's	Aa3								
Fitch	AA								
A.M. Best	A+								
<b>9. Investment Strategy/Performance Measurement</b>	<p><b><u>Customized Investment Strategy</u></b> – Assets will be invested in an individually separate account managed by ING Investment Management utilizing the Core Plus Strategy.</p>								
<b>10. Separate Account Investment Credit Quality</b>	<p>Average quality of the Core Plus Strategy is AA.</p>								

# State of Nevada Employees Deferred Compensation Plan

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Feature	Description																																				
<b>11. Crediting Rate Reset Frequency</b>	Rate can be reset on a quarterly, semi-annual or annual basis. Rate announced 30 days in advance of next crediting rate period.																																				
<b>12. Crediting Rate Formula</b>	The objective of the formula is to amortize the difference between the separate account's market value and book value over the duration of the separate account underlying assets.																																				
<b>13. Stabilizer Fee Schedule</b>	0.60% per annum of IAF balance.																																				
<b>14. Sector Allocations</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">US Treasury</td> <td style="text-align: right;">0.3</td> </tr> <tr> <td>High Grade Corp</td> <td></td> </tr> <tr> <td>22.6</td> <td></td> </tr> <tr> <td>Private Placement</td> <td></td> </tr> <tr> <td>16.2</td> <td></td> </tr> <tr> <td>Mortgage Bank Securities</td> <td></td> </tr> <tr> <td>21.0</td> <td></td> </tr> <tr> <td>Commercial Mortgages</td> <td></td> </tr> <tr> <td>11.2</td> <td></td> </tr> <tr> <td>Commercial Mortgages Back Securities</td> <td></td> </tr> <tr> <td>11.7</td> <td></td> </tr> <tr> <td>Asset Backed Securities</td> <td style="text-align: right;">5.8</td> </tr> <tr> <td>Emerging Market Debt</td> <td></td> </tr> <tr> <td>4.2</td> <td></td> </tr> <tr> <td>High Yield</td> <td></td> </tr> <tr> <td>2.3</td> <td></td> </tr> <tr> <td>Other</td> <td></td> </tr> <tr> <td>4.6</td> <td></td> </tr> </table>	US Treasury	0.3	High Grade Corp		22.6		Private Placement		16.2		Mortgage Bank Securities		21.0		Commercial Mortgages		11.2		Commercial Mortgages Back Securities		11.7		Asset Backed Securities	5.8	Emerging Market Debt		4.2		High Yield		2.3		Other		4.6	
US Treasury	0.3																																				
High Grade Corp																																					
22.6																																					
Private Placement																																					
16.2																																					
Mortgage Bank Securities																																					
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Emerging Market Debt																																					
4.2																																					
High Yield																																					
2.3																																					
Other																																					
4.6																																					
<b>15. Contract Exit Options</b>	<p><b>There are three options for discontinuance under the separate account contract at the election of the plan sponsor</b></p> <ul style="list-style-type: none"> <li>▪ <u>Payment at book value over time</u> – ING will transfer the proceeds from the separate account to a new provider in installments over the average duration of assets in the separate account portfolio. During transition, interest will continue to be calculated and credited according to the terms of the contract, and eligible participant benefits will continue to be paid at book value</li> <li>▪ <u>Sell plan assets</u> – The plan sponsor may direct ING to sell the assets in the separate account and pay the proceeds to</li> </ul>																																				

# State of Nevada Employees Deferred Compensation Plan

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<b>Feature</b>	<b>Description</b>
	<p>the successor provider. This is in essence market value, but not determined by formula. Rather, value determined by public markets.</p> <ul style="list-style-type: none"> <li>▪ <u>Transfer-in-kind</u> – The plan sponsor may direct ING to transfer the proceeds of the account-in-kind to a successor provider. Note that in this case, unlike a transfer in-kind from the general account, there is no pro-rating required, no substitution for illiquid securities, nor any rounding for odd lots. All securities are held exclusively for the benefit of the plan and its participants, are publicly traded, and are held in full lots.</li> </ul>

### ***Fidelity VIP Investment Grade Bond T Fund (NA)***

The objective is to seek a high level of current income. The Fund normally invests at least 80% of its assets in investment-grade debt securities of all types and repurchase agreements for those securities. It is managed to have similar overall interest rate risk to the Lehman Brothers Aggregate Bond Index. The Fund allocates assets across different market sectors and maturities.

### ***ING VP Intermediate Bond Fund (IPIIX)***

The objective is to maximize total return consistent with reasonable risk by investing at least 80% in high-grade corporate debt, mortgage- and asset-backed securities, and securities issued by the US government and its agencies. Up to 15% of assets may be invested in securities rated below investment grade and up to 25% of assets may be invested in foreign securities.

### ***MFS Total Return A Fund (MSFRX)***

The objective is to seek growth of capital and income. The Fund primarily invests in a balanced combination of equity and fixed income securities. It may invest up to 75% of assets in equity securities and at least 25% of assets in non-convertible fixed-income securities. The Fund may invest in U.S. government securities, mortgage-backed and asset-backed securities, corporate bonds, collateralized mortgage obligations, junk bonds and foreign securities.

# State of Nevada Employees Deferred Compensation Plan

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### ***ING T. Rowe Price Capital Appreciation Fund (ITRIX)***

The Fund seeks high total investment return. The portfolio pursues an active asset allocation strategy where investments are allocated among three asset classes - equity securities, debt securities and money market instruments. It invests in the common stocks of established companies it believes has above-average potential for capital growth. The portfolio invests at least 50% of assets in common stocks. The remaining assets may be invested in municipal securities, foreign related mortgage securities, foreign equity securities, MLPs, IPOs and unseasoned companies.

### ***Allianz NFJ Dividend Value I Fund (NFJEX)***

The Fund seeks to provide long-term growth of capital and income. The fund normally invests at least 80% of net assets in equity securities. It normally invests at least 80% of net assets in securities that pay or are expected to pay dividends. The fund invests a significant portion of assets in common stocks of companies with market capitalizations greater than \$2 billion. It may also invest a portion of assets in non-U.S. securities, including emerging market securities.

### ***ING Davis Venture Value Fund (NA)***

The objective is to seek long-term growth of capital. The Fund invests the majority of its assets in equity securities issued by large companies with market capitalizations of at least \$10 billion. The Fund has the flexibility to invest a limited portion of its assets in companies of any size, to invest in companies whose shares may be subject to controversy, to invest in foreign securities, and to invest in non-equity securities.

### ***Fidelity VIP Contrafund (NA)***

The Fund seeks long-term capital appreciation. The portfolio invests all of assets in the master fund, service class 2 shares of the Fidelity VIP Contrafund portfolio, a series of Fidelity Variable Insurance Products Fund. In turn, the fidelity VIP Contrafund portfolio normally invests primarily in a portfolio of common stocks. The Fidelity VIP Contrafund Portfolio invests in securities of companies whose value FMR believes is not fully recognized by the public. FMR may invest the VIP Contrafund Portfolio's assets in securities of foreign issuers in addition to securities of domestic issuers.

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### ***Scudder Equity 500 Index Inv Fund (BTIEX)***

The objective is to seek returns in line with the S&P 500 Index. The Fund normally invests in common stocks of companies that comprise of the S&P 500 Index, in approximately the same weightings as the S&P 500 Index. It may also invest in derivative instruments, such as stock index futures contracts and options relating to the benchmark. The Fund uses quantitative analysis techniques to structure the Fund to obtain high correlation to the S&P 500 Index, while remaining as fully invested as possible in all market environments.

### ***Vanguard 500 Index Funds- Signal Fund (VIFSX)***

The Fund seeks to track the performance of a benchmark index that measures The Fund return of large-capitalization stocks. The fund employs a passive management investment approach designed to track the performance of the Standard & Poor's 500 index, a widely recognized benchmark of U.S. stock market performance that is dominated by the stocks of large U.S. companies. It invests all, or substantially all, of assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

### ***American Funds Growth Fund of America R3 Fund (RGACX)***

The objective is to seek capital growth. The Fund primarily invests in common stocks that are believed to be reasonably priced and represent solid long-term investment opportunities. The Fund may invest up to 15% of assets in securities of issuers domiciled outside of the United States and Canada, and not included in the S&P 500 Index. It may also invest up to 10% of assets in debt securities rated below investment-grade.

### ***Lord Abbett Mid Cap Value A Fund (LAVLX)***

The objective is to seek capital appreciation. The Fund invests at least 80% of assets in equity securities of mid-sized companies with market capitalization ranging from \$500 million to \$10 billion at the time of purchase. The Fund may invest in convertible securities, ADRs, options for hedging, obligations of the U.S. government and agencies, commercial paper, bank certificates of deposit, banker's acceptance and repurchase agreements.

### ***Riversource Mid Cap Value R4 Fund (RMCVX)***

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The Fund seeks long-term capital appreciation. The fund normally invests at least 80% of assets in equity securities of medium-sized companies whose market capitalizations at the time of purchase fall within the range of the Russell Midcap Value index. It may invest up to 25% of assets in foreign investments. The fund may invest up to 20% of assets in stocks of smaller or larger companies, preferreds, convertibles, or other debt securities.

### ***Fidelity Advisor Mid Cap T Fund (FMCAI)***

The objective is to seek long-term capital growth. The Fund normally invests at least 80% of assets in companies with medium market capitalizations. These companies generally have market capitalizations that fall within the range of the S&P Mid Cap 400 Index. The Fund will potentially invest in companies with smaller or larger market capitalizations. It may invest in domestic and foreign issuers, as well as growth stocks, value stocks, or both.

### ***Lazard Mid Cap Open Fund (LZMOX)***

The Fund seeks long-term capital appreciation. The fund normally invests at least 80% of assets in equity securities of medium-size companies with market capitalizations in the range of companies included in the Russell Mid-cap index. It may invest up to 20% of assets in the equity securities of larger capitalization companies. The fund may invest up to 15% of assets in non-U.S. equity securities. It may also engage in foreign currency transactions and lending portfolio securities.

### ***Vanguard Mid Cap Index- Signa FundI (VMISX)***

The Fund seeks to track the performance of a benchmark index that measures the Fund return of mid-capitalization stocks. The fund employs a passive management investment approach designed to track the performance of the MSCI US Mid Cap 450 index, a broadly diversified index of the stocks of medium-size U.S. companies. It attempts to replicate the target index by investing all, or substantially all, of assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

### ***ING T. Rowe Price Diversified Mid Cap Growth Fund (NA)***

The objective is to seek long-term growth in capital by investing primarily in common stocks of medium-sized growth companies. The Fund normally invests at least 80% of its assets in a broadly

# State of Nevada Employees Deferred Compensation Plan

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diversified portfolio of common stocks of mid-cap companies. The Fund has the flexibility to purchase some larger and smaller companies that have qualities consistent with the Portfolio's core characteristics.

### ***Columbia Acorn A Fund (LACAX)***

The Fund seeks to provide long-term growth of capital. The fund invests primarily in the stocks of small- and medium-sized companies. It generally invests in the stocks of companies with market capitalizations of less than \$5 billion at the time of purchase. The fund invests the majority of assets in U.S. companies, but also may invest up to 33% of assets in foreign companies in developed markets.

### ***Ariel Fund (ARGFX)***

The objective is to seek long-term growth of capital. The Fund normally invests in the stocks of smaller companies with market capitalizations generally between \$500 million and \$2.5 billion. The Fund typically contains no more than 45 stocks and seeks socially responsible, undervalued companies; in particular, it seeks those whose primary source of revenue is not derived from the production or sale of tobacco products, the generation of nuclear energy, or the manufacturing of handguns.

### ***Evergreen Special Values A Fund (ESPAX)***

The objective is to seek capital growth. The Fund invests primarily in common stock of small U.S. companies whose stock is significantly undervalued and has potential for above average growth. Under normal conditions, the Fund invests at least 80% of assets in common stocks of small U.S. companies. The Fund will seek to maintain a weighted average market capitalization that falls within the range of the Russell 2000 Index.

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### ***ING VP Index Plus Small Cap Portfolio (NA)***

The objective is to seek long-term capital growth. The Fund invests at least 65% of total assets in the equity securities of small capitalization companies listed on the U.S. exchanges or in the over-the-counter market. The advisor focuses on small, fast-growing companies that offer innovative products, services or technologies to a rapidly expanding marketplace.

### ***Keeley Small Cap Value Fund (KSCVX)***

The Fund seeks capital appreciation. The fund invests in companies with a small market capitalization, which we currently define as \$2.5 billion or less. It normally invests at least 80% of net assets plus the amount of any borrowings for investment purposes in common stocks and other equity type securities (including preferred stock, convertible debt securities, and warrants) of companies with small market capitalization, measured at the time of each investment.

### ***Vanguard Small Cap Index- Signal Fund (VSISX)***

The Fund seeks to track the performance of a benchmark index that measures the Fund return of small capitalization stocks. The fund employs a passive management investment approach designed to track the performance of the MSCI US Small Cap 1750 index, a broadly diversified index of the stocks of smaller U.S. companies. It attempts to replicate the target index by investing all, or substantially all, of assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index.

### ***Baron Growth Fund (BGRFX)***

The objective is to seek capital appreciation. The Fund invests primarily in common stocks of smaller companies selected for their capital appreciation potential. It invests primarily in small-sized companies with market values under \$2.5 billion.

### ***Dodge & Cox International Fund (DODFX)***

The Fund seeks long-term growth of principal and income. The fund generally invests at least 80% of assets in a diversified portfolio of equity securities issued by non-U.S. companies from at least three different countries, including emerging markets. It focuses on countries whose economic and political systems appear

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

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more stable and are believed to provide some protection to foreign shareholders. Under normal circumstances, the fund invests in common stocks.

### ***ING Oppenheimer Global Portfolio (NA)***

The objective is to seek capital appreciation. The Fund primarily invests in common stocks and convertible securities of companies within and outside the United States. The Fund may invest without limit in any country, including emerging markets, emphasizing those countries considered to be developed markets. The Fund normally invests in at least three countries.

### ***American Funds Capital World Growth & Income R3 (RWICX)***

The Fund seeks long-term capital growth and current income. The fund invests in foreign and domestic equities, debt obligations, and money market instruments. Management allocates assets according to long-term economic and market trends. It invests primarily in common stocks, government and corporate bonds and cash and equivalents. The debt portion concentrates on intermediate- and long-term fixed-income securities; foreign debt consists mostly of governmental obligations. The fund may invest up to 10% of assets in bonds rated below A.

### ***Conservative Fund (NA)***

The objective is to seek total return by investing in a combination of the Plan's funds available to participants through ING. The target asset mix is 70% fixed income and 30% equity.

### ***Moderate Fund (NA)***

The objective is to seek total return by investing in a combination of the Plan's funds available to participants through ING. The target asset mix is 40% fixed income and 60% equity.

### ***Aggressive Fund (NA)***

The objective is to seek capital appreciation by investing in a combination of the Plan's funds available to participants through ING. The target asset mix is 15% fixed income and 85% equity.

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

---

### ***ING Partners Solution Income I Portfolio (ISWIX)***

The Fund seeks a combination of total return and stability of principal consistent with an asset allocation targeted to retirement. The fund invests in a combination of underlying funds according to a fixed formula that over time should reflect an allocation of approximately 20% in equity securities and 80% in fixed-income securities and cash equivalents. It also invests a portion of its assets in insurance company fixed contracts.

### ***ING Partners Solution 2015 I Portfolio (ISOIX)***

The Fund seeks to provide total return consistent with an asset allocation targeted at retirement in approximately 2015. The fund invests in a combination of underlying funds which are active and passive U.S. stock, international stock, U.S. bond and other fixed-income investments using asset allocation strategies designed for investors expecting to retire around the year 2015. It also invests a portion of its assets in insurance company fixed contracts.

### ***ING Partners Solution 2025 I Portfolio (ISZIX)***

The Fund seeks total return consistent with an asset allocation targeted at retirement in approximately 2025. The fund invests in a combination of underlying funds which are active and passive U.S. stock, international stock, U.S. bond and other fixed-income investments using asset allocation strategies designed for investors expecting to retire around the year 2025. It also invests a portion of its assets in insurance company fixed contracts.

### ***ING Partners Solution 2035 I Portfolio (ISQIX)***

The Fund seeks total return consistent with an asset allocation targeted at retirement in approximately 2035. The fund invests in a combination of underlying funds which are active and passive U.S. stock, international stock, U.S. bond and other fixed-income investments using asset allocation strategies designed for investors expecting to retire around the year 2035.

### ***ING Partners Solution 2045 I Portfolio (ISRIX)***

The Fund seeks total return consistent with an asset allocation targeted at retirement in approximately 2045. The fund invests in a combination of underlying funds which are active and passive U.S. stock,

# **State of Nevada Employees Deferred Compensation Plan**

## Statement of Investment Policy

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international stock, U.S. bond and other fixed-income investments using asset allocation strategies designed for investors expecting to retire in 2045.

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

### EXHIBIT B- Composite Indices

Composite indices for the SSgA Dow Jones Target Funds under the Hartford Program are as follows:

Index	Dow Jones Target Today Fund	Dow Jones Target 2015 Fund	Dow Jones Target 2025 Fund	Dow Jones Target 2035 Fund	Dow Jones Target 2045 Fund
PAR Strategy	18.9	2.0	2.0	2.0	2.0
Short Term Investment Fund	19.0	2.0	2.0	2.0	2.0
U.S. Aggregate Bond Index	37.1	40.5	20.7	7.3	4.5
World Gov't Bond ex. U.S.	12.4	13.5	6.9	2.4	1.5
Dow Jones Large & Mid Cap Index	5.6	18.6	30.4	38.2	40.0
Small Cap Value Index	1.4	4.7	7.6	9.6	10.0
Small Cap Growth Index	1.4	4.7	7.6	9.6	10.0
International Developed Markets Index	2.8	9.3	15.2	19.2	20.0
SSgA Emerging Markets Fund	1.4	4.7	7.6	9.6	10.0

\*Percentage are estimates and will not add to 100%. These percentages will change at the manager's discretion.

# State of Nevada Employees Deferred Compensation Plan

## Statement of Investment Policy

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Composite indices for the customized Lifecycle funds under the ING Program are as follows:

<b>Index</b>	<b>Conservative (%)</b>	<b>Moderate (%)</b>	<b>Aggressive (%)</b>
ING Fixed Account	50	25	0
ING VP Intermediate Bond	20	15	15
ING Van Kampen Comstock	0	15	10
ING Davis Venture Value	20	0	10
American Funds Growth Fund of America	0	15	20
Fidelity Advisor Mid Cap	0	10	20
ING VP Index Plus Small Cap	5	10	15
Templeton Foreign	5	10	10

\*These percentages will change at the manager's discretion.

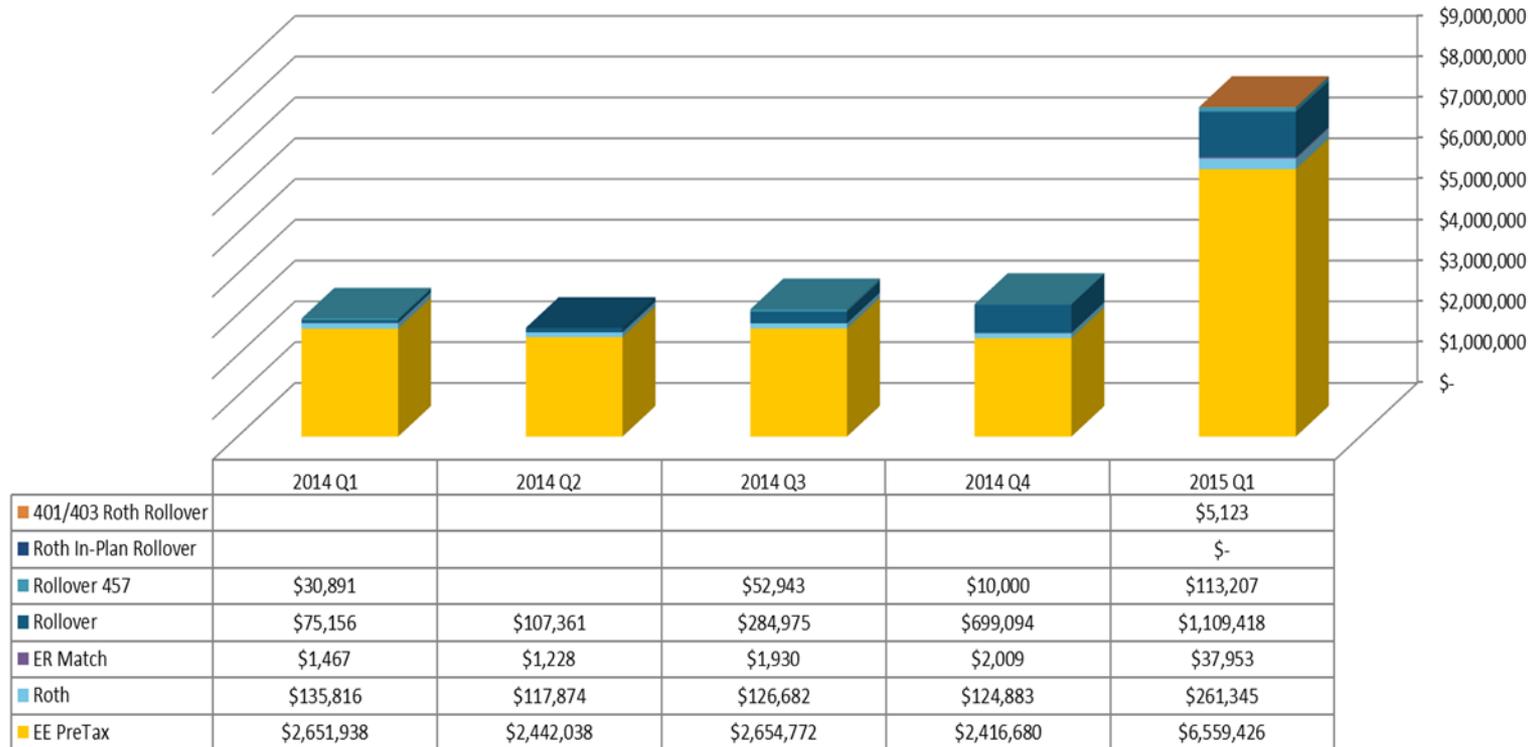
# Voya Quarterly Review

May 21, 2015



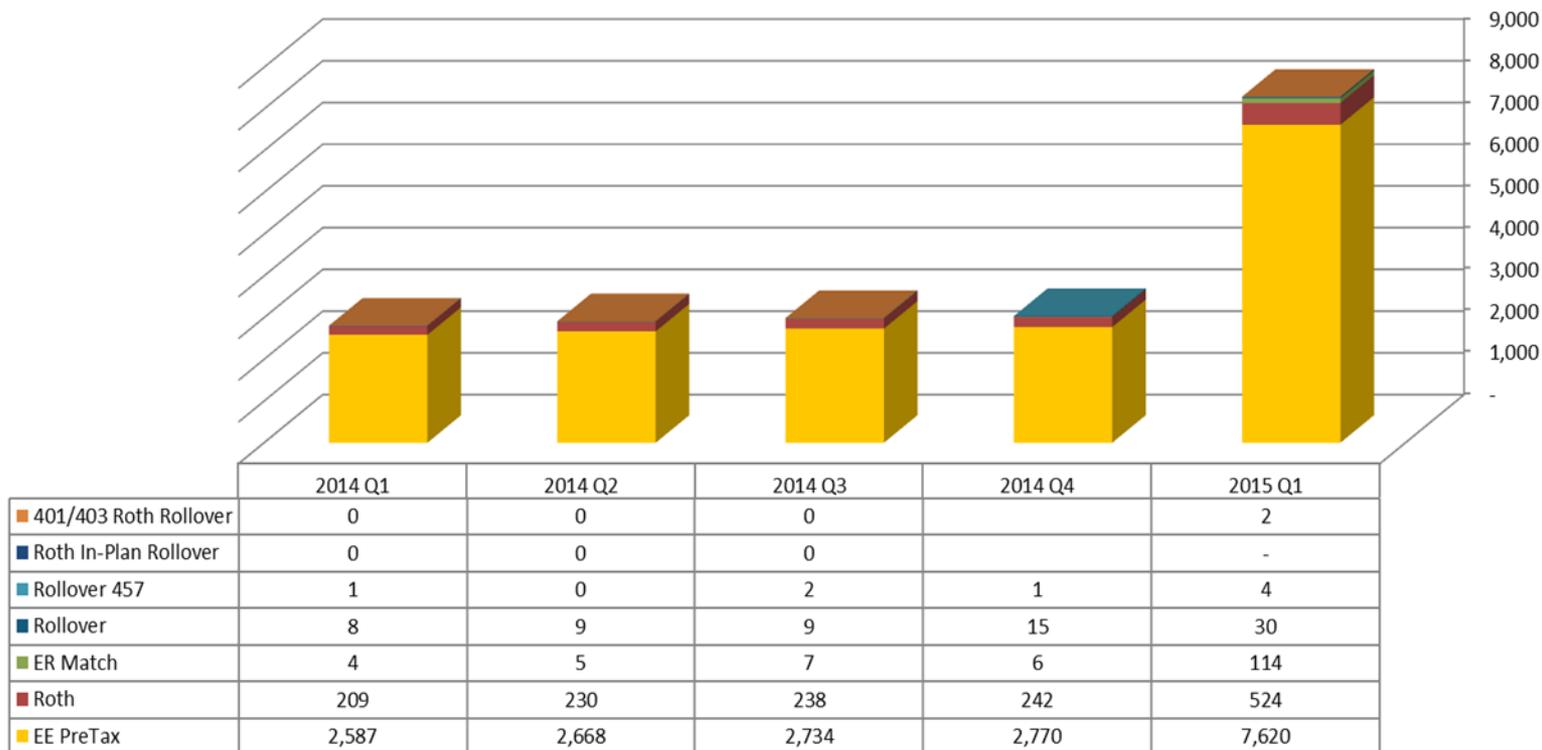
# Contribution Trends – Quarterly Dollars

## Quarterly Contribution \$ by Source



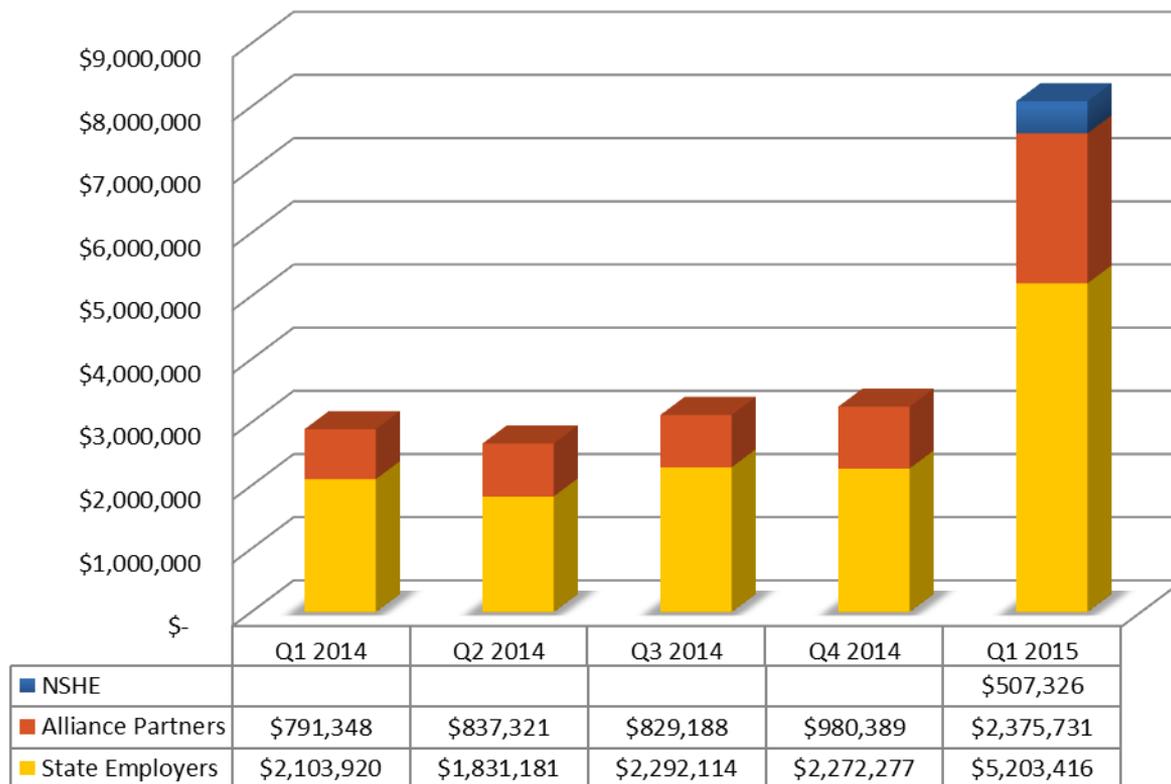
# Contribution Trends – Quarterly Count

## Quarterly Contribution Counts by Source



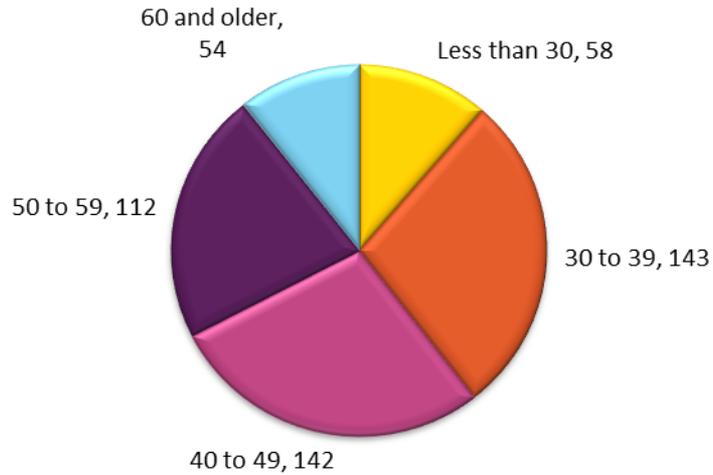
# State vs. Alliance Partners – Quarterly Contributions

## State vs. Alliance Partner Contributions

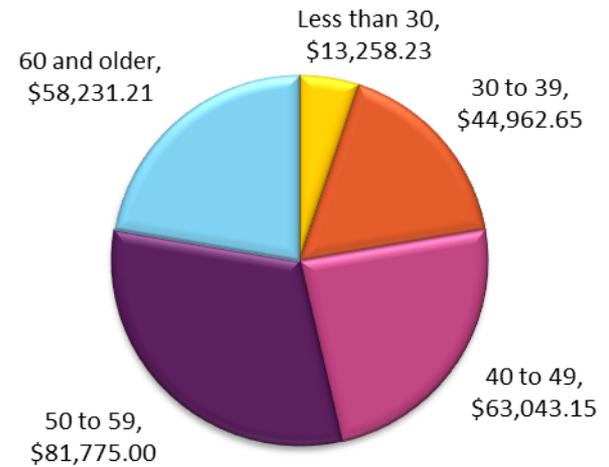


# Roth Contributions by Age

## Roth Participant Count

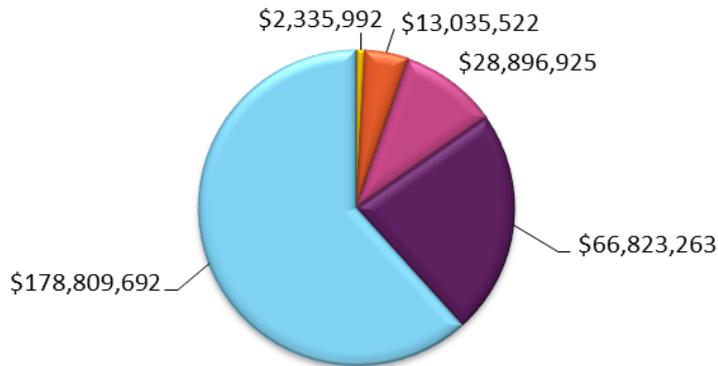


## Roth Participant \$



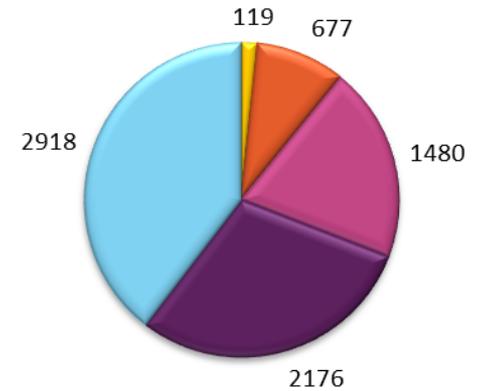
# Fixed Account Investments by Age

## Total Voya Fixed Fund \$



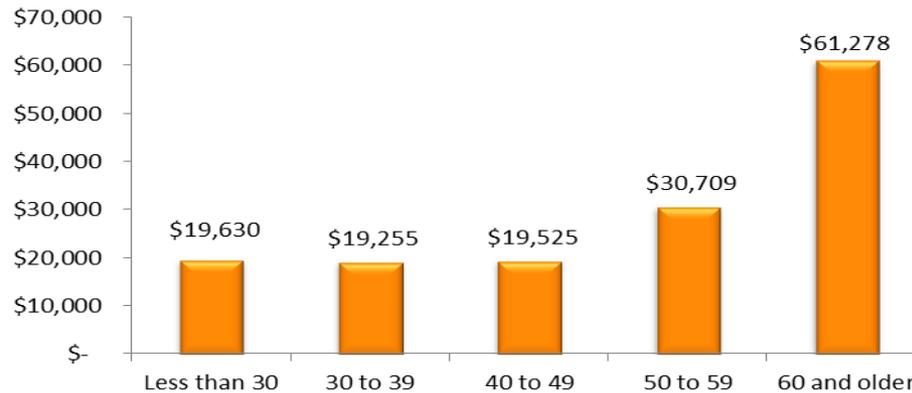
■ Less than 30 
 ■ 30 to 39 
 ■ 40 to 49 
 ■ 50 to 59 
 ■ 60 and older

## Total Voya Fixed Fund Investors



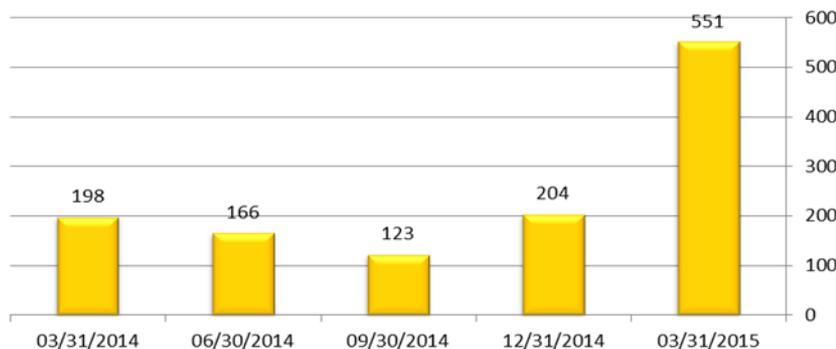
■ Less than 30 
 ■ 30 to 39 
 ■ 40 to 49 
 ■ 50 to 59 
 ■ 60 and older

## Average Voya Fixed Fund \$

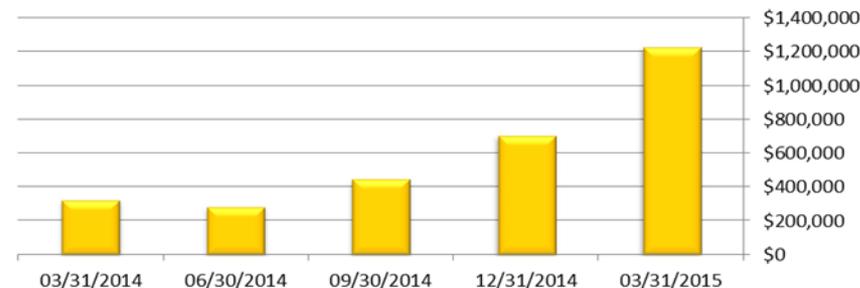


# Quarterly Enrollment and Rollover Trends

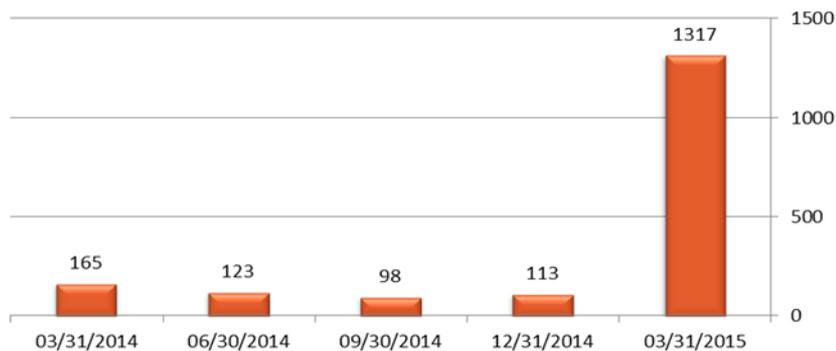
### Enrollments



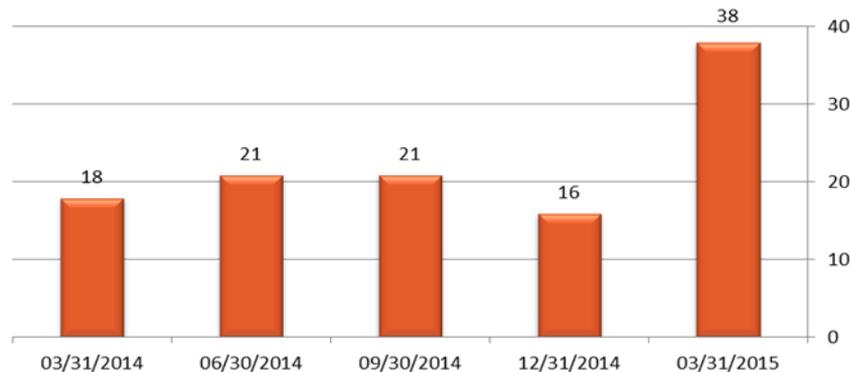
### New Rollovers In \$



### Contribution Increases

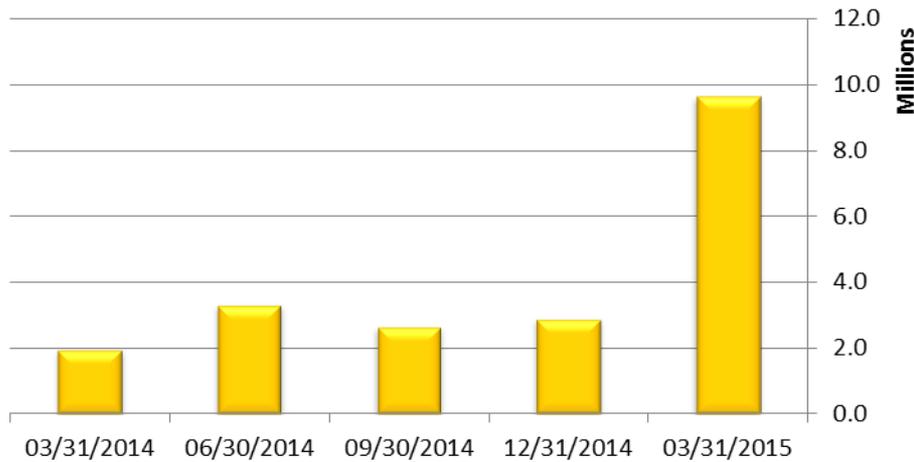


### New Rollovers In #

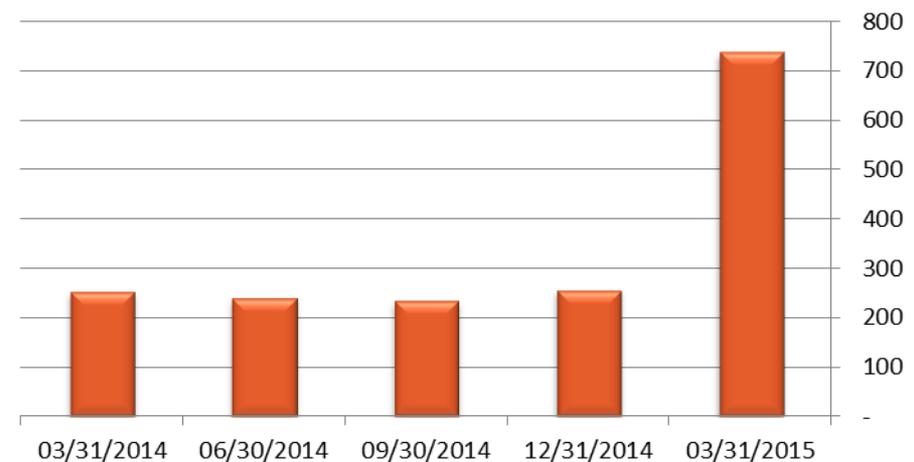


# Distribution Trends – Total

## Total Distribution \$

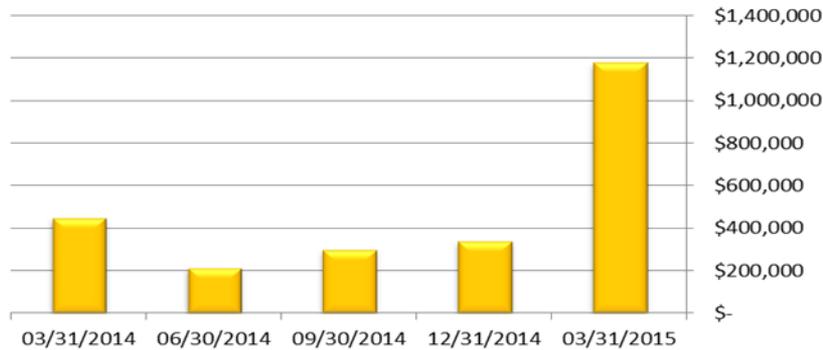


## Total Distribution #

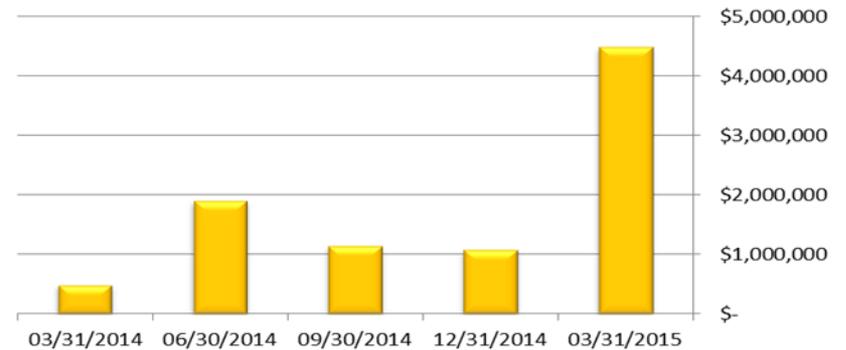


# Distribution Trends – Lump Sum and Rollover Out Detail

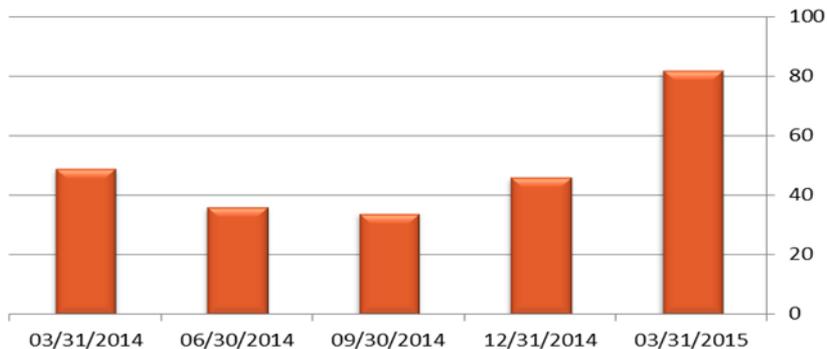
**Cash Out \$**



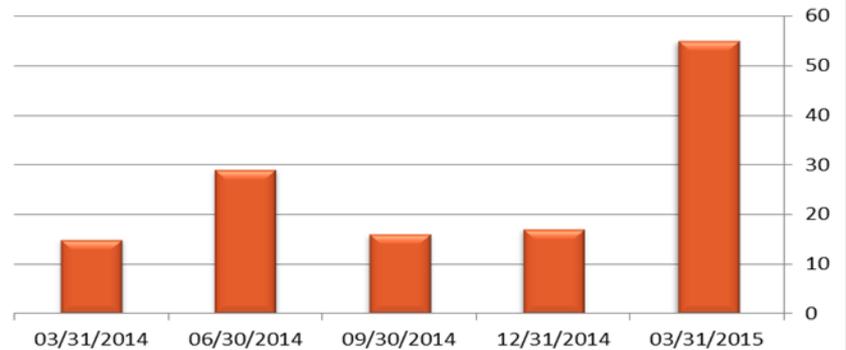
**Rollovers Out \$**



**Cash Out #**

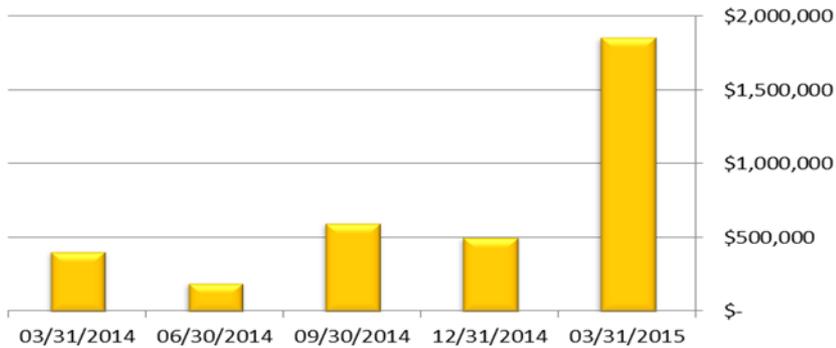


**Rollovers Out #**

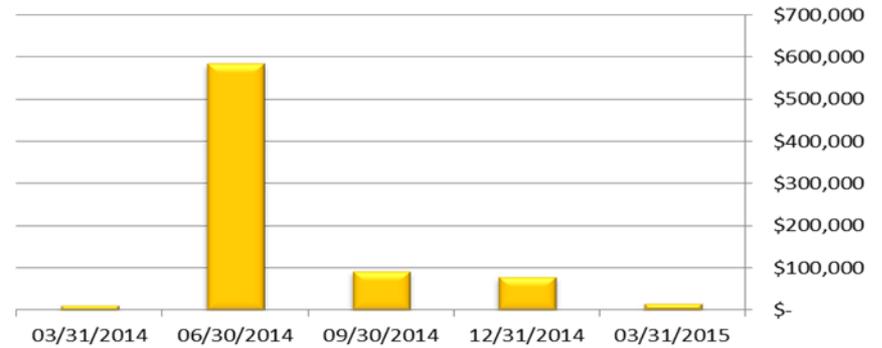


# Distribution Trends – SBB and Plan Transfer Detail

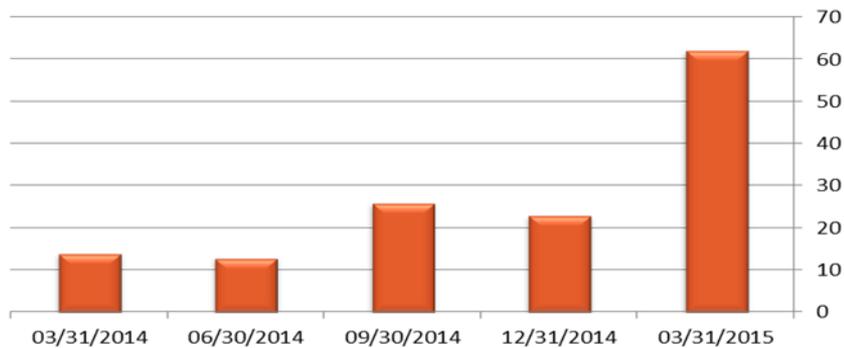
**PERS Service Buy Back \$**



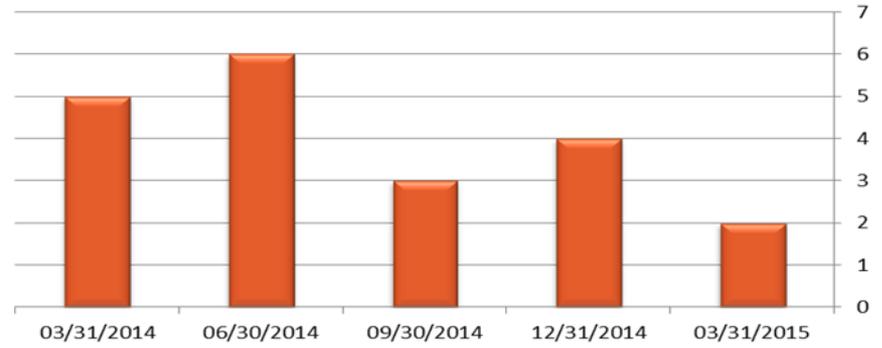
**Plan to Plan Transfer \$**



**PERS Service Buy Back #**

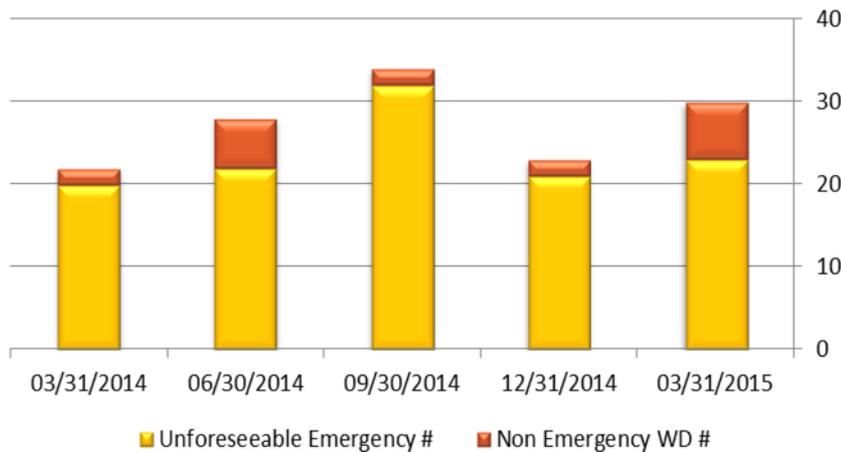


**Plan to Plan Transfer #**

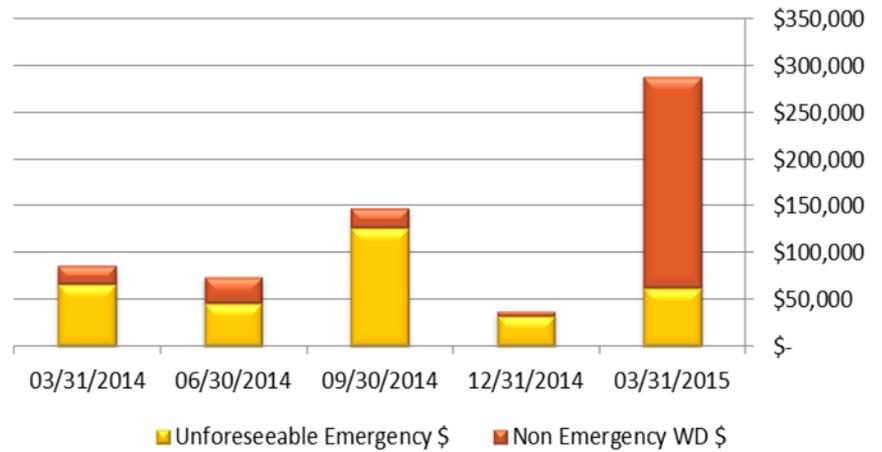


# Distribution Trends – UE and Non-Emergency WD Detail

### UE and Non Emergency Withdrawal #

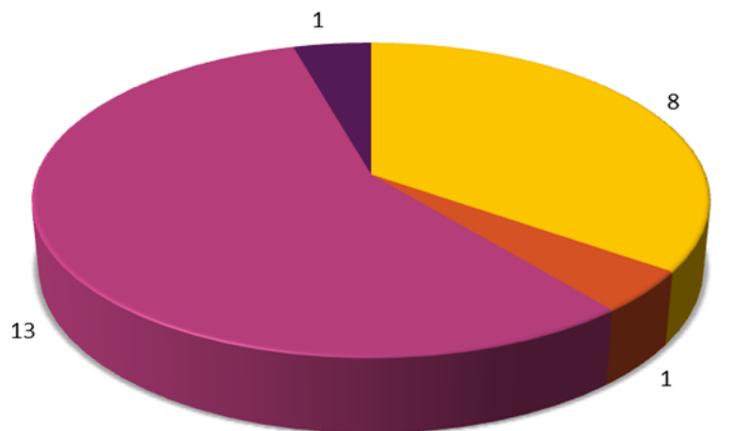


### UE and Non Emergency Withdrawal \$



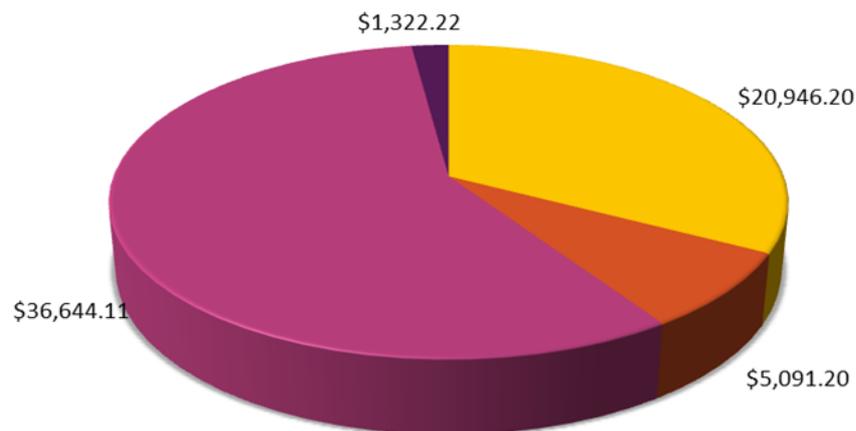
# UE Reasons by Count and Dollar Amount

## UE Reason Count



- EVICTION\_FORECLOSURE PRINCIPAL RESIDENCE
- LOST WAGES
- MEDICAL EXPENSES
- MEDICAL EXPENSES & EVICTION\_FORECLOSURE PRINCIPAL RESIDENCE

## UE Reason Dollar Amounts



- EVICTION\_FORECLOSURE PRINCIPAL RESIDENCE
- LOST WAGES
- MEDICAL EXPENSES
- MEDICAL EXPENSES & EVICTION\_FORECLOSURE PRINCIPAL RESIDENCE

**Nevada Public Employees'  
Deferred Compensation Program**  
100 N. Stewart Street, Suite 210  
Carson City, NV 89701  
PHONE: 775.684.3397 FAX: 775.684.3399

**TO:** Voya Financial  
844 West Nye Lane  
Carson City, NV 89703

**DATE:** 4/30/2015

---

**INVOICE #NDCQ01-15**

---

**DESCRIPTION - Voya Financial Billing for Revenue Under Contract #15996 and Reconciliation of Contract #11028**

**Billing For Calendar Year Q1-2015, Voya's Portion of Program Expenses Per Contract**

Voya's Program Expense Reconciliation for  
Contract #11028 ending 12/31/2014: \$16,212.09

Voya Billing for 1st Quarter Program  
Expenses under contract #15996 : \$56,479.08

<b>Subtotal</b>	\$72,691.17
	\$0.00
Total	<u>\$72,691.17</u>

Budget Account	GL
1017 FY15	3831

**PLEASE PAY: \$ 72,691.17**

# MEMO

RETIREMENT  
INVESTMENTS  
INSURANCE



TAX EXEMPT MARKETS

To: Rob Boehmer  
cc: Frank Picarelli  
From: M. Bishop Bastien  
Date: May 12, 2015  
Re: Ongoing effort to attain beneficiary information

Rob –

As you have requested, I have prepared the attached memo to review and highlight the overall status of the accountholders within the Nevada Deferred Compensation plans as it pertains to beneficiary information. This memo includes all of the information you had sought from us with regards to the overall numbers of beneficiaries on file, the steps taken during the transition process, all steps and actions taken since the beginning of March 2015 to address this issue and it also outlines the future steps we have discussed with you in subsequent conference calls to address this issue. Like you, and the Nevada Deferred Compensation Committee, we believe this to be one of the most important issues we can address for the participants of the plan.

## **Background information**

Pursuant to the last meeting of the Nevada Deferred Compensation Committee and our recent conversation, Voya continues to take as many steps as possible to increase the number of participants with up to date beneficiary information on file.

To recap our discussions on this issue, Voya sought to solicit participant beneficiary data throughout the transition process. Voya's efforts included personal solicitations via group and individual meetings held during the transition period. Messages regarding the needs to update this information and its importance were included within all informational materials sent to plan participants and posted online on the plan transition website. Also, details regarding the need to provide this information were included within the confirmation statements sent to all participants at the close of the transition.

## **Measuring the post transition need**

In an effort to quantify the impact of all of our efforts as you requested, Voya reviewed the plans rolling into the Nevada Deferred Compensation program on March 11, 2015 and found the following:

- There were 7,453 participants within the three main plans of the program with no beneficiary information on file. This number is reflective of all participants in the main State of Nevada plan, the NSHE plan and all of the State Alliance Partners.
- There were an additional 31,710 participants in the FICA Alternative plan with no beneficiary information on file.

### **Efforts to mitigate the lack of beneficiary information**

Since the last meeting of the Nevada Deferred Compensation Committee and with your review and approval, Voya has carried out the following steps to reduce the overall number of participants with no beneficiary information on file:

- A message was included upon all participant statements for the first quarter of 2015 reminding them of the importance of updating their beneficiary data and encouraging them to do so.
- The new custom website for the Nevada Deferred Compensation program includes a reminder that updating beneficiary information is crucial and includes a link to a Voya flyer on the importance of designating a beneficiary. This flyer also includes the steps needed to update or provide a beneficiary.
- Voya also provided the Nevada Deferred Compensation program's staff with the contents for an HTML e-mail to be sent to all plan participants. This e-mail reminding participants of the need to designate a beneficiary and of the importance to doing so in the event of their untimely death. This message also included the steps to take to update, or provide, this information as well as the contact information for Voya's office in the event personal assistance was needed.
- Additionally, Voya's assigned representatives to the plan continue to solicit this information in the context of all group and individual meetings held.

### **Results of Efforts as of May 11, 2015**

As a result of the previously mentions steps, Voya measured the number of participants in all plans on May 11, 2015 and found the following impact:

- The overall number of the participants in the three main plans – the main State of Nevada plan, the NSHE plan and all of the State Alliance Partners – had decreased by 672. As such, as of May 11th, 2015, there remain 6,781 participants with no beneficiary information on file.
- Unfortunately, due to the nature of the enrollment process of the FICA Alternative plan, the total number of participants with no beneficiary data on file has increased. The total increased by 1,255 to a total of 32,965.

### **Current Beneficiary Status**

As you requested, Voya is able to provide you with the following details for the NDC on the status of the overall efforts to capture beneficiary information within the plan:

#### State Employee Plan

Out of the current 10,096 participants with an account, 4,652 of these accountholders have beneficiary information on file. This leaves a total of 5,444 participants needing to designate a beneficiary.

#### Alliance Partners Plan

Out of the current 2,472 participants with an account, 595 of these accountholders have beneficiary information on file. This leaves 1,877 participants needing to designate a beneficiary.

#### NSHE Plan

Out of 565 participants with an account, 415 have beneficiaries leaving 150 we still need to capture.

#### FICA Alternative Plan

Out of the current 30,570 participants with an account, 923 of these accountholders have beneficiary information on file. This leaves 29,647 participants needing to designate a beneficiary.

### **Future and ongoing efforts**

As we have discussed and have outlined to the Nevada Deferred Compensation Committee previously, Voya plans to continue to utilize a variety of sources to continue its effort to decrease the number of plan participants with no beneficiary data on file. Attached is a portion of the marketing plan which Jennifer Whitman previously reviewed which outlines the steps we intend to carryout in the coming months. Our focus will include the following steps:

- As included in participant statements for the first quarter, Voya will continue to include a message on the importance of providing beneficiary data all statements through the remainder of the year;
- In the second and third quarters of 2015, Voya's marketing team will provide an HTML e-mail to the NDC staff which may be sent to all plan participants via e-mail.
- In the fourth quarter of 2015, Voya intends to carry out a specific targeted mailing on the importance of providing beneficiary data to all plan participants with no beneficiary data on file.
- Throughout the remainder of the year, we will continue to include the message on beneficiary information on the Nevada Deferred Compensation custom website.
- Voya representatives will continue to solicit beneficiary information from plan participants in both individual and group meetings held throughout the State of Nevada.

Voya remains confident that the overall number of participants in the plan without beneficiary information on file will decrease. We appreciate the direction you have provided to us on this issue to date and look forward to continuing to work with you to reduce the numbers of participants that lack such an importance piece of information. Please let me know if you should have any questions.

Best regards -- Bishop

# Beneficiary strategy - snapshot

	Q2	Q3	Q4
<b>Beneficiary Maintenance</b>			
	 STATEMENT Message  	 Web Messaging  	 Web Messaging  
<b>PURPOSE</b>	<ul style="list-style-type: none"> <li>Reinforce importance of named/updated bene on file</li> </ul>	<ul style="list-style-type: none"> <li>Reinforce importance of named/updated bene on file</li> </ul>	<ul style="list-style-type: none"> <li>Acknowledge still no bene of file; need info updated.</li> </ul>
<b>THEME</b>	<ul style="list-style-type: none"> <li>Make sure your hard earned assets go to the right people</li> </ul>	<ul style="list-style-type: none"> <li>Who do you love? Do the right thing!</li> </ul>	<ul style="list-style-type: none"> <li>Whose your number one?</li> </ul>
<b>VERSIONS</b>	<ul style="list-style-type: none"> <li>All participants</li> </ul>	<ul style="list-style-type: none"> <li>All participants</li> </ul>	<ul style="list-style-type: none"> <li>No bene on file</li> </ul>
<b>CALL TO ACTION</b>	<ul style="list-style-type: none"> <li>Log on and name beneficiary</li> </ul>	<ul style="list-style-type: none"> <li>Log on and name beneficiary</li> </ul>	<ul style="list-style-type: none"> <li>Log on and name beneficiary</li> </ul>

666783 | 666970 | 666971 – No bene on file current number - 7453 as of 3/11/15  
 666782 – No bene on file current number – 31,710 as of 3/11/15



**Nevada**  
Deferred  
Compensation  
Your journey to and through retirement.

**Nevada Public Employees  
Deferred Compensation Program**

**Plan Document**

**(Attachment A)**

Amended and Effective May 21, 2015

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## **Purpose**

The purpose of this Plan is to provide a supplemental retirement plan with quality, cost-effective investment options and excellent customer service. A Participant's Account value will depend upon the investment results achieved by the Investment Options in which the Participant chooses to invest. Each Participant shall be 100% vested at all times in his or her Plan Account in accordance with the terms of the Plan.

In accordance with Section 457 of the Code, all amounts of Compensation deferred or contributed under the Plan, all property and rights purchases with such amounts and all income attributable to such amounts and all property and rights are held in trust for the exclusive benefit of Participants and their Beneficiaries and Alternate Payees pursuant to the applicable Trust Agreement.

The Plan and Trust Agreements are intended to satisfy the requirements for an eligible deferred Compensation plan under Section 457(e)(1)(B) of the Code, and shall be construed and administered accordingly. To the extent that any term of the Plan is inconsistent with the provisions of Section 457 of the Code applicable to governmental employers, the inconsistent term shall, to the fullest extent possible, be treated for all purposes of the Plan as amended and reformed to conform to the applicable provisions of Section 457 of the Code.

Except as otherwise provided herein, this amendment and restatement of the Plan is effective as of the Effective Date.

## ARTICLE I – DEFINITIONS

### 1.1 Plan Definitions

For purposes of this Plan, the following words and phrases shall have the meaning set forth below, unless a different meaning is plainly required by the context:

**“Account”** means each separate account established and maintained for a Participant under the Plan, including, as applicable, each Before-Tax Deferral Account, Roth Account, Rollover Account, Alternate Payee Account and Beneficiary Account.

**“Alternate Payee”** means the person who is or was the spouse or Domestic Partner of the Participant or is the child of the Participant to the extent that such person is entitled to any or all of a Participant’s Account under a court order that the Committee has determined to be Plan approved Qualified Domestic Relations Order.

**“Alternate Payee Account”** means the Account established for an Alternate Payee pursuant to Qualified Domestic Relations Order.

**“Amounts Deferred or Contributed”** means the aggregate of Compensation deferred or contributed by a Participant pursuant to Article III, including Before-Tax Deferrals and Roth Contributions.

**“Before-Tax Deferral Account”** means the Account (s) established under the Plan to record a Participant’s Before-Tax Deferrals, and the income, gains and losses crediting thereto. A Beneficiary Account or Alternate Payee Account corresponding to the deceased or relevant Participant’s Before-Tax Deferrals may also be referred to as a Before-Tax Deferral Account.

**“Before-Tax Deferrals”** means that part of a Participant’s Compensation which is deferred into the Plan and is not includable in the Participant’s taxable income which, in the absence of a Participant’s election to defer such Compensation under Article III, would have been paid to the Participant and would have been includable in the Participant’s taxable income.

**“Beneficiary”** means the beneficiary or beneficiaries designated by a Participant or Surviving Spouse of a Participant pursuant to Article IX to receive the amount, if any, payable under the Plan upon the death of such Participant or Surviving Spouse.

**“Beneficiary Account”** means the Account established for a Beneficiary in accordance with Article 6.2.

**“Business Day”** means, subject to 4.4(b), any day (measured in accordance with State time) on which the New York Stock Exchange is open for the trading of securities.

**“Code”** means the Internal Revenue Code of 1986 as amended and thereafter and any related regulations.

**"Compensation"** means:

- a) All compensation for services to the Employer, including salary, wages, fees, commissions, and overtime pay that is includible in the Employee's gross income for each Plan year under the Code.
- b) Any differential wage payments defined in Code Section 3401(h)(2) pursuant to the HEART act;
- c) Any accumulated sick pay, accumulated vacation pay and back pay paid to a Participant by his or her Employer, provided that such accumulated sick pay, accumulated vacation pay and back pay is received by the Plan in accordance with the timing requirements of the Treasury Regulations promulgated under Section 457 of the Code.

**"Committee"** means the Deferred Compensation Committee of the State of Nevada as authorized under Nevada Revised Statute (NRS) 287.250 to 287.370. The Committee is responsible for the administration of the Plan.

**"Designated Roth Employer"** means an Employer that permits (in accordance with any applicable procedures as may be required by the Committee) Participants who are its Employees to make Roth Contributions pursuant to Article 3.1(c).

**"Distributee"** means a person receiving funds, including a Participant or a Participant's designated Beneficiary. In addition, the Participant's spouse or former spouse who is the Alternate Payee under the Qualified Domestic Relations Order as defined in Code Section 414(p) is a Distributee with regard to the interest of the spouse or former spouse.

**"Domestic Partner"** means a domestic partner as defined in NRS 122A.030. Pursuant to IRS Revenue Ruling 2013-17, Domestic Partners cannot be treated as spouses for purposes of federal tax purposes. However, Domestic Partners shall be treated as spouses under this Plan to the extent permitted under the applicable laws of the State of Nevada.

**"Eligible Retirement Plan"** means (i) an individual retirement Account described in Section 408(a) of the Code, (ii) an individual retirement annuity described in Section 408(b) of the Code, (iii) a qualified trust under Section 401(a) or 401(k) of the Code, (iv) an annuity contract described in Section 403(b) and 403(a) of the Code and (v) an eligible deferred Compensation plan described in Section 457 of the Code that is maintained by a state, political subdivision of a state, any agency or instrumentality of state or political subdivision of a state; and (f) a Roth IRA. However, for an Eligible Rollover Distribution to a designated Beneficiary other than a Surviving Spouse, an Eligible Retirement Plan is only an individual retirement Account described in Code Section 408(a) or an individual retirement annuity described in Code Section 408(b) that is treated as an inherited IRA in accordance with Code Section 402(c)(11).

**"Eligible Rollover Distribution"** means all or any portion of the balance of the Plan to the credit of the Distributee, or a Beneficiary of a Participant, except that an Eligible Rollover Distribution shall not include (a) any distribution that is (i) one of a series of substantially equal periodic payments (not less frequently than annually) made for the life (or life expectancy) of the Distributee or the joint lives (or joint life expectancies) of the Distributee and the Distributee's Beneficiary or (ii) for a specified period of ten years or more, (b) any distribution to

the extent such distribution is required under Section 401(a) (9) of the Code, and (c) any distribution due to a hardship of the Distributee, including, without limitation, an unforeseen emergency pursuant to Section 4.8.

**“Employee”** means any individual who receives Compensation for services from the Employer, including (a) any elected or appointed officer or employee of the Employer, (b) an officer or employee of an institution under management and control of Nevada System of Higher Education (NSHE), and (c) any employee who is included in a unit of employees covered by a negotiated bargaining agreement that specifically provides for participation in the Plan. An Employee shall not include an independent contractor, a consultant or any other individual classified by the Employer as not eligible to participate in the Plan.

**“Employer”** means the State of Nevada and each Participating Employer, or any of them.

**“Enrollment Date”** means, with respect to an Employee who is eligible to enroll or be enrolled in the Plan, any payroll date on which such Employee receives Compensation, or such other date or dates as the Recordkeeper may establish either in lieu of, or in addition to, such dates.

**“HEART Act”** means the Heroes Earnings Assistance and Relief Tax Act of 2008.

**“Includible Compensation”** means “includible compensation” as defined in Section 457(e)(5) of the Code.

**“Investment Option”** means each of the investment options made available by the Committee through the Plan in accordance with Article 6.5.

**“Minimum Required Distribution Date”** means, according to Code Section 401(a)(9)(c), April 1 of the calendar year following the later of:

- a) The calendar year in which the Participant attains age 70 ½ , or
- b) The calendar year in which the Participant severs employment with the eligible Employer, or
- c) As otherwise determined in IRC

**“Normal Retirement Age”** means, for purposes of Section 2.6 any age designated by the Participant (i) beginning no earlier than the earliest age at which a Participant has the right to retire under the Employer’s pension plan, if any, and to receive immediate retirement benefits without actuarial or similar reduction because of retirement before some later age specified in such retirement plan or, in the case of a Participant who does not participate in such basic pension plan, age 65, and (ii) ending no later than age 70 ½ .

**“Participant”** means an Employee or former Employee who is not deceased and who has an Account or Rollover Account under the Plan.

**“Participation Agreement”** means an agreement in writing or in such other form approved by the Committee pursuant to which the Employee elects to reduce his or her Compensation paid and to have Amounts Deferred or Contributed into the Plan on his or her behalf in accordance with the terms of the Plan.

**“Participating Employer”** means any eligible governmental employer, the governing body of which has adopted the Plan by appropriate resolution with the consent of the Committee and, with the written approval of such body or entity.

**“Plan”** means the Nevada Public Employees’ Deferred Compensation Plan and other participating jurisdictions, as the same may be amended from time to time.

**“Plan Year”** means the calendar year.

**“Qualified Domestic Relations Order (QDRO)”** means an order, judgment or decree, including approval of a property settlement agreement that has been determined by the Plan appointed legal counsel or Recordkeeper to meet the requirements of a qualified domestic relations order within the meaning of Section 414(q) of the Code.

**“Qualified Roth Contribution Program”** means a qualified Roth contribution program as defined in Section 402A of the Code.

**“Recordkeeper”** means a contracted third party administrator that the Plan contracts with and delegates certain administrative authority to establish and keep track of Participant Accounts, including contributions, withdrawals, balances, transactions (e.g. fund transfers), and other activities authorized by the Committee and administrative Staff.

**“Required Beginning Date”** means April 1 of the calendar year following the later of the calendar year in which the Participant: (a) attains age 70 ½, or (b) Severs from Employment.

**“Rollover Account”** means the Account or Accounts established and maintained in respect of a Participant or a Beneficiary who is a Participant’s Surviving Spouse or, if applicable, by a spousal Alternate Payee, pursuant to Article 5.2(c).

**“Rollover Contributions”** means a cash amount contributed by a Participant, Beneficiary who is a Participant’s Surviving Spouse or Alternate Payee to a Rollover Account, or if applicable, an Alternate Payee Account determined as an Eligible Rollover Distribution and provided that the distributing Eligible Retirement Plan shall have separately accounted for all amounts included in the Rollover Contribution.

**“Roth Account”** means the Account(s) established under the Plan to record a Participant’s Roth Contributions, and the income, gains, and losses credited thereto. A Beneficiary Account or Alternate Payee Account corresponding to the deceased or relevant Participant’s Roth Contributions may also be referred to as a Roth Account.

**“Roth Contributions”** means amounts contributed pursuant to Article 3.1 by a Participant who is an Employee of a Designated Roth Employer, which amounts are:

- a) Designated irrevocably by the Participant at the time of the contribution election as Roth Contributions that are being made from Compensation pursuant to Article 3.1(c); and
- b) Treated by the Designated Roth Employer as includible in the Participant’s income at the time the Participant would have received that amount in Compensation.

**"Roth IRA"** has the meaning set forth in Section 408A of the Code.

**"Roth Program"** means a Qualified Roth Contribution Program within the Plan.

**"Section 457 Transfer"** means a transfer made into an Account pursuant to Article 8.5.

**"Service Provider"** means the same as Recordkeeper who is the duly authorized designee contracted for that purpose to act as the employer's agent. The Committee may elect to contract with one or more Recordkeeper(s).

**"Severance from Employment"** means a severance from employment with an Employer within the meaning of Section 457 of the Code.

**"Staff"** means Employees hired by the Committee who serve as full-time or part-time staff of the Committee. For the avoidance of doubt, Staff shall not mean any individual who performs work for or on behalf of the Plan pursuant to an agreement between the Committee and a Recordkeeper(s), Trustee, or any other entity that provides services to the Committee.

**"State"** means State of Nevada.

**"Surviving Spouse"** means the survivor of a deceased Participant to whom such Participant was legally married on the date of the Participant's death. No later than June 26, 2013, for all purposes under the Plan, the term "spouse" shall include an individual married to a person of the same sex if the individual was lawfully married to a Participant under applicable laws of the state in which the marriage was celebrated, and the term "marriage" shall include such a marriage between individuals of the same sex that was validly entered into in a state whose laws authorize the marriage of two individuals of the same sex regardless of where such individuals are domiciled.

**"Treasury Regulations"** means the regulations promulgated by the Treasury Department under the Code, as now in effect or as hereafter amended. All citations to sections of the Treasury Regulations are to such sections as they may from time to time be amended or renumbered.

**"Trust Agreement"** means an agreement entered into in respect of the Plan between the Committee and one or more Trustees pursuant to which all cash and other rights and properties and all income attributable to such cash and rights and properties are held in trust, as such agreement may be amended from time to time.

**"Trust Fund"** means the assets of the Plan, including cash and other rights and properties arising from Amounts Deferred or Contributed, Section 457 Transfers and Rollover Contributions which are held and administered by the Trustee pursuant to the Trust Agreement.

**"Trustee"** means the trustee or trustees acting as such under the Trust Agreement, and any successors thereto.

**“Unforeseeable Emergency Distribution”** means a severe financial hardship of the Participant, Participant’s Beneficiary, Participant’s spouse or the Participant’s dependent, as defined in Section 152(a) of the Code, resulting from an illness or accident, loss of property due to casualty, funeral expenses or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the Participant or the Beneficiary.

**“Unit”** means a unit measuring the value of a Participant’s proportionate interest in an Investment Option.

**“Valuation Date”** means each Business Day that the New York Stock Exchange is open unless otherwise provided in the Plan.

## **ARTICLE II - PARTICIPATION**

### 2.1 Enrollment

- a) Eligibility and Enrollment. Each Employee shall be eligible to participate in the Plan as of any Enrollment Date following the date he or she becomes an Employee, and shall commence such participation in the Plan by filing a Participation Agreement and any enrollment forms or other pertinent information concerning the Employee and his or her Beneficiary with the Recordkeeper in a manner prescribed by the Committee. In no event shall any deferral or contribution be accepted until the first Enrollment Date in the calendar month following the date on which such Participation Agreement is filed. Deferrals and contributions may be accepted for newly hired Employees for the first Enrollment Date of the calendar month in which the individual first becomes an Employee if the Participation Agreement is filed before the Employee’s first day of service.
- b) Initial Enrollment and Subsequent Changes. Each Employee enrolling in the Plan shall provide to the Plan Administrative Staff or contracted Recordkeeper, in a complete and timely manner, at the time of initial enrollment and thereafter if there are any changes, with such information that the Plan Administrative Staff or Recordkeeper determines is necessary or advisable for the administration of the Plan or to comply with applicable law.

### 2.2 Voluntary Participation.

Participation in the Plan by Employees shall be voluntary.

### 2.3 Cessation of Participation.

The participation of a Participant shall cease upon payment to the Participant of the entire value of his or her Account or upon the Participant’s death prior to such payment.

### 2.4 Corrective Action.

If an individual is erroneously included or excluded from participation, corrective action will be taken as soon as administratively practicable to correct such erroneous inclusion or exclusion.

## **ARTICLE III - AMOUNTS DEFERRED OR CONTRIBUTED**

### **3.1 Participant Deferrals and Contribution Authorization.**

- a) **Initial Authorization.** A Participant may elect to defer or contribute Compensation under the Plan by authorizing, on his or her Participation Agreement, regular payroll deductions or contributions that do not individually or in the aggregate exceed the limitations in Article 3.2.
- b) **Modifications.** A Participant may increase or decrease the rate of deferral or contribution of his or her Compensation, and may make separate elections with respect to the increase and decrease of the rate of his or her Before-Tax Deferrals and Roth Contributions, within the limitations set forth in Article 3.2, as of any Enrollment Date by filing a new or modified Participation Agreement, or such other form authorized by the Committee, with the Recordkeeper, which shall be reflective in the first pay period following the month in which the request was executed thereafter.
- c) **Roth Contribution.** Effective January 1, 2012 and thereafter, a Participant who is an Employee of a Designated Roth Employer shall be permitted to make Roth Contributions from his or her Compensation by designating an amount of his or her initial authorization or modification authorization described in Articles 3.1(a) and 3.1(b) as Roth Contributions, which designation shall be reflective the first pay period following the month in which the request was executed thereafter.
- d) **Discontinuance or Suspension.** A Participant may discontinue or temporarily suspend his or her deferrals or contributions, and may make separate elections with respect to discontinuance or suspension of his or her Before-Tax Deferrals and Roth Contributions, as any specified Enrollment Date by giving notice thereof to the Recordkeeper, Administrative Staff, or authorized payroll centers. The deferral or contribution shall be discontinued or suspended to reflect the first pay period following the month in which the request was executed thereafter.

### **3.2 General Deferral and Contribution Limitations and Catch-Up Limitations.**

- a) **In General.** The aggregate amount of Before-Tax Deferrals and Roth Contributions that may be deferred or contributed by a Participant for any Plan Year shall not exceed the lesser of:
  - i. An amount as may be permitted pursuant to Section 457(e)(15) of the Code, and
  - ii. 100% of Participant's Includible Compensation for the Plan Year

Provided, however, the maximum amount that a Participant may defer or contribute for any Plan Year may be calculated after accounting for mandatory and permissive payroll deductions, as reasonably determined by the Employer.

- b) **457 Catch-Up.** Notwithstanding the limitation in Article 3.2(a), a Participant may file an election in the manner required by the Recordkeeper to have the catch –up limitation as set forth in Article 3.2(b) apply to the determination of the maximum amount that may be deferred or contributed during one or more of the last three Plan Years ending before attainment of the Participant's Normal Retirement Age. If the catch-up limitation is

elected, the maximum aggregate amount of Before-Tax Deferrals and Roth Contributions that may be deferred or contributed for each of the Plan Years covered by the election shall not exceed the lesser of:

- i. Twice the dollar amount set forth in Article 3.2(a).
- ii. The sum of the limitation provided for in Section 3.2(a) for each of the Plan Years the Participant was eligible to participate in the Plan, minus the aggregate amount actually deferred or contributed for such Plan Years (disregarding any Amounts Deferred or Contributed pursuant to Article 3.2(c)).

A Participant may not elect to have Article 3.2(b) apply more than once, whether or not the Participant rejoins the Plan after severance of Employment.

- c) Age 50 Catch-Up. All Participants who have attained age 50 before the close of a Plan Year and who are not permitted to defer or contribute additional Compensation pursuant to Article 3.2(b) for such Plan Year, due to the application limitation imposed by the Code or the Plan, shall be eligible to make additional catch-up contributions in the form of Before-Tax Deferrals or Roth Contributions or a combination thereof in accordance with, and subject to, the limitations of Article 3.2(c) of the Plan and Section 414(v) of the Code. Age 50 catch-up contributions pursuant to Article 3.2(c) shall not exceed the lesser of:
  - i. The excess of the 100% of Participant's Includible Compensation for the Plan Year, over the sum of any other Amounts Deferred or Contributed by the Participant for such Plan Year; and
  - ii. An amount as may be permitted by Section 414(v) (2) (B) of the Code.
- d) Dual Eligibility. Notwithstanding anything in Articles 3.2(b) and (c) to the contrary, if a Participant who is eligible to make additional catch-up contribution under 3.2(c) for a Plan Year in which the Participant has elected to make a catch-up contribution under Article 3.2(b), such Participant is entitled to the greater of:
  - i. The 457 catch-up contribution amount under Article 3.2(b); and
  - ii. The age 50 catch-up contribution under Article 3.2(c).
- e) Excess Contributions and Deferrals. In the event that any Amounts Deferred or Contributed under the Plan for any Plan Year exceed the limitations provided for in Article 3.2, any such excess deferrals or contributions shall be distributed to the Participant with allocable net income, in the following order (unless otherwise directed by the Participant): first, from Before-Tax Deferrals and second, from Roth Contributions, as determined in accordance with methods and procedures established by the Recordkeeper, as soon as practicable after the Recordkeeper, payroll center or Staff determines that the amount was an excess deferral or contribution. Distributions under Section Article 3.2(e) will be reportable as taxable income to the extent required by applicable law.

### 3.3 Military Service.

- a) USERRA. In accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), an Employee whose employment is interrupted by

qualified military service under Code Section 414(u) or who is on a leave of absence for qualified military service under Code Section 414(u) may elect to make additional Amounts Deferred or Contributed upon resumption of employment with the Employer equal to the maximum amount that the Employee could have elected during that period if the Employee's employment with the Employer had continued (at the same level of Compensation) without the interruption or leave, reduced by the such amounts, if any, actually made for the Employee during the period of the interruption or leave. This right applies for five years following the resumption of employment, or if sooner, for a period equal to three times the period of the interruption or leave.

- b) HEART Act. Effective for deaths occurring on or after January 1, 2007, if a Participant dies while performing qualified military service (as defined in Code Section 414(u)(5)), this Plan shall provide all applicable benefits required in accordance with Code Section 401(a)(37), but the provisions of Code Section 414(u)(9) shall not apply to this Plan. Under Section 401(a)(37), qualified retirement Plans must provide that, in the case of a participant who dies while performing qualified military service, the survivors of the participant are entitled to any additional benefits (other than benefit accruals relating to the period of qualified military service) that would have been provided under the Plan had the participant resumed employment and then terminated employment on account of death.

## **ARTICLE IV - INVESTMENT OF AMOUNTS DEFERRED OR CONTRIBUTED AND ROLLOVER CONTRIBUTIONS**

### 4.1 Remittance of Deferrals and Contributions

All Amounts Deferred or Contributed in accordance with Article III shall be paid by the applicable Employer or payroll center as promptly as possible to the Recordkeeper. Thereafter, Amounts Deferred or Contributed shall be invested by the Recordkeeper, in accordance with the investment instructions, as soon as administratively practicable.

### 4.2 Allocation of Deferrals and Contributions

A Participant who has enrolled in the Plan pursuant to Article II shall, by filing a direction with the Recordkeeper in writing or in such other manner as the Committee may authorize, specify the percentages (in multiples of one percent) of his or her Amounts Deferred or Contributed that shall be allocated to each Investment Option made available by the Committee. A Participant's investment allocation elections shall be applied in the same manner to both Before-Tax Deferrals and Roth Contributions. All such deferrals and contributions shall be invested by the Recordkeeper in the Investment Options in accordance with such direction(s) as soon as administratively practicable.

#### 4.3 Continuation of Deferral and Contribution Allocation.

Any deferral and contribution allocation direction given by a Participant shall be deemed to be a continuing direction until changed by the Participant. A Participant may change his or her deferral or contribution allocation direction with respect to future Amounts Deferred or Contributed, as of any Enrollment Date, by giving notice in writing or in such other manner as the Committee may authorize to the Recordkeeper prior to the Enrollment Date. Any change to a Participant's deferral and contribution allocation direction shall be applied in the same manner to both Before-Tax Deferrals and Roth Contributions. All such future deferrals and contributions shall be invested by the Recordkeeper in the Investment Options in accordance with such changed direction.

#### 4.4 Transfer of Assets among Investment Options.

- a) Transfer of Assets. As of any Valuation Date, a Participant may direct the Recordkeeper, by giving notice in writing or in such other manner as the Committee may authorize, to liquidate his or her interest in any of the Investment Options and transfer the proceeds thereof to one or more other Investment Options in proportions directed by such Participant. Participants may make separate transfer directions for their Before-Tax Deferrals (and Accounts relating to Rollover Contributions involving Before-Tax Deferrals) and their Roth Accounts (and Accounts relating to Rollover Contributions involving Roth contributions). Such direction must be made in accordance with the requirements and procedures established by the Committee and in effect at the time and in multiple of one percent or one dollar increments of the Participant's interest in the applicable Investment Option.
- b) Committee's Right to Reduce or Deny Transfer Request. If the Recordkeeper, or the Committee otherwise determines, that it is not reasonably able to prudently liquidate the necessary amount and transfer it from one Investment Option to another, the amount to be transferred with respect to each Participant who duly requested such a transfer may be reduced in proportion to the ratio which the aggregate amount that the Recordkeeper has advised the Committee may not prudently be transferred bears to the aggregate amount that all Participants have duly requested be so transferred. Regardless of any Participant's investment direction, no transfer between Investment Options may be made in violation of any restriction imposed by the terms of the agreement between the Committee or Recordkeeper providing any Investment Option or of any applicable law.

#### 4.5 Administrative Actions with Regard to Investment Directions.

The Recordkeeper shall have the right to decline to implement any investment direction upon its determination that: (i) the person giving the direction is legally incompetent to do so; (ii) implementation of the investment direction would be contrary to the Plan or applicable law or governmental ruling or regulation; (iii) implementation of the investment direction would be contrary to a court order, including a Qualified Domestic Relations Order; (iv) implementation of the investment direction would be contrary to the rules, regulations or prospectuses of the Investment Options.

#### 4.6 Participant Responsibility for Deferrals, Contributions and Investment Allocations.

Each Participant is responsible for the allocation of his or her Amounts Deferred or Contributed, and each Participant is solely responsible for the investment allocation of his or her Account, in each case, in and among the Investment Options. Each Participant shall assume all risk in

connection with the allocation of amounts in and among the Investment Options and for any losses incurred or deemed to be incurred as a result of the Participant's allocation or failure to allocate any amount the Participant's allocation or failure to allocate any amount to an Investment Option or any decrease in the value of any Investment Option. Neither the Committee nor the Recordkeeper is empowered to advise a Participant as to the manner in which the Participant's Account shall be allocated among the Investment Options. The fact that a particular Investment Option is available to Participants for investment under the Plan shall not be construed by any Participant as a recommendation for investment in such Investment Option. If the Committee has elected to make available investment guidance services or investment advice services to Participant such services shall be utilized only at the voluntary election of the Participant, and shall not limit the Participant's responsibility under Article 4.6 for the allocation of his or her Accounts in and among the Investment Options.

#### 4.7 Investment Allocation of Alternate Payee Accounts.

Notwithstanding any other provision of the Plan, during any period when an Alternate Payee Account is created and segregated on behalf of an Alternate Payee pursuant to a Qualified Domestic Relations Order from the Accounts of the related Participant, the Alternate Payee shall be entitled to direct the allocation of investments of such Alternate Payee Account in accordance with Articles 4.2 and 4.4, as applicable, and shall be subject to the provisions of Articles 4.5 and 4.6, but only to the extent provided in such order. In the event that an Alternate Payee fails to specify an investment direction on the date of creation of the Alternate Payee Account pursuant to Article 4.9, such Alternate Payee's Alternate Payee Account shall be invested in the same manner as the relevant Participant's corresponding Before-Tax Deferral Account, Roth Account and Rollover Accounts on such date and, except as otherwise provided by the Qualified Domestic Relations Order, shall remain invested in accordance with such initial allocation until the Alternate Payee directs otherwise or until such time as the Alternate Payee ceases to have an Alternate Payee Account under the Plan by reason of distribution or otherwise.

#### 4.8 Investment Allocation of Beneficiary Accounts.

Notwithstanding any other provision of the Plan, during any period following the death of a Participant and prior to distribution of the entire Account(s) of such Participant, such Participant's Beneficiary shall be entitled to direct the allocation of investments of such Account(s) in accordance with Article 4.4, or, as applicable, his or her proportional interest in such Account(s), in accordance with Article 4.4 and shall be subject to the provisions of Articles 4.5 and 4.6. In the event that a Beneficiary fails to specify an investment direction on the date of creation of the Beneficiary Account pursuant to Article 4.4, such Beneficiary's Beneficiary Account shall be invested in the same manner as the relevant Participant's corresponding Before-Tax Deferral Account, Roth Account and Rollover Accounts on such date.

#### 4.9 Initial and Ongoing Investment Allocation with Respect to Rollover Contributions and Section 457 Transfers.

Unless otherwise directed by the Participant, the same deferral and contribution allocation direction applicable to a Participant pursuant to Article 4.2 or 4.3, as applicable shall apply to all Section 457 Transfers and Rollover Contributions. Notwithstanding the foregoing, in accordance with procedures established by the Recordkeeper, a Participant may make an alternative initial allocation election in accordance with the procedures set forth in Article 4.4 for any applicable Section 457 Transfer or Rollover Contribution. Thereafter, such Participant may direct the Recordkeeper to liquidate his or her interest in any of the Investment Options and transfer the

proceeds thereof to one or more other Investment Options in accordance with Article 4.4 (in each case subject to the limitations set forth in Articles 4.5 and 4.6). All Rollover Contributions shall be invested by the Recordkeeper in the Investment Options in accordance with such directions as soon as administratively practicable.

#### 4.10 Fund Mapping or Similar Activity.

Notwithstanding anything in Article 4 to the contrary, if the Committee eliminates one or more of the Investment Options or undertakes similar activity on behalf of the Plan, the Committee shall be authorized to liquidate without a Participant's consent and without the need for prior notice to the Participant the portion of each Account invested in such eliminated Investment Option and direct the proceeds of such liquidation in one or more remaining or replacement Investment Options in accordance with such liquidation and transfer procedures as the Committee may determine to be necessary or advisable in connection with such elimination.

#### 4.11 Employer Contributions.

Nothing in this Plan prohibits the Employer from making deposits to a Participant's Account as an additional Compensation for services rendered, subject to the Participant's contribution limit.

### **ARTICLE V - ROLLOVERS AND TRANSFERS**

#### 5.1 Transfers from another Governmental 457 Plan.

Compensation previously deferred or contributed by (or contributed on behalf of) a Participant, a Beneficiary or a spousal Alternate Payee pursuant to another eligible deferred Compensation plan under Section 457 of the Code maintained by another employer described in Section 457(e)(1)(B) of the Code shall be accepted for a plan-to-plan transfer to the Plan by the Recordkeeper in the form and in the manner prescribed by the Committee. All such Section 457 Transfers shall be credited to the applicable Participant's corresponding Before-Tax Deferral Account or Roth Account (or a combination thereof) and shall be invested in accordance with Article 4.9.

#### 5.2 Acceptance of Assets from an Eligible Retirement Plan.

- a) Rollover Contributions in General: Amounts previously deferred or contributed by (or contributed on behalf of) a Participant, a Beneficiary or a spousal Alternate Payee under another Eligible Retirement Plan (other than a Roth IRA) that (i) are distributed to the Participant, the Beneficiary or the spousal Alternate Payee or (ii) are directly rolled over to the Plan as an eligible rollover distribution from such Eligible Retirement Plan, may be accepted as a Rollover Contribution by the Recordkeeper in the form and in the manner specified by the Recordkeeper; *provided*, that Rollover Contributions of amounts from a Qualified Roth Contribution Program must be directly rolled over to the Plan. Notwithstanding the foregoing, other than Rollover Contributions from a Qualified Roth Contribution Program as described in the preceding sentence, the Recordkeeper shall not accept any Rollover Contribution, or any portion thereof, that represents deferrals or contributions under another Eligible Retirement Plan that were made from Compensation that was included in the Participant, Beneficiary or spousal Alternate Payee's gross income in the year the amounts were deferred or contributed.
- b) Written Request; Acceptance of Assets: The Recordkeeper, in accordance with the Code and procedures established by the Committee, shall, as soon as practicable following its receipt of the written request of a Participant, a Beneficiary who is a Participant's

Surviving Spouse or spousal Alternate Payee, determine whether the Rollover Contribution shall be accepted by the Plan. Any written request filed by a Participant, a Beneficiary who is a Participant's Surviving Spouse or a spousal Alternate Payee pursuant to Article 5.2(a) shall set forth the fair market value of such Rollover Contribution and a statement in a form satisfactory to the Recordkeeper that the amount to be transferred constitutes a Rollover Contribution.

- c) Rollover Account: The Rollover Contribution shall be maintained in a separate, fully vested Rollover Account for the benefit of the contributing Participant or the Beneficiary and, in the case of a spousal Alternate Payee, the Alternate Payee Account, and shall be invested in accordance with the investment direction of the applicable Participant pursuant to Article 4.9. All amounts so transferred shall be credited to the Participant's Rollover Account or Alternate Payee Account and shall be available for distribution at any time during the Plan Year. No other contributions shall be allocated to the Rollover Account. Any Rollover Contributions of amounts from a Qualified Roth Contribution Program shall be segregated and held in a separately designated and maintained Rollover Account from those amounts not from a Qualified Roth Contribution Program. At the election of the Participant, Beneficiary who is a Participant's Surviving Spouse or spousal Alternate Payee, any Rollover Contributions or 457 Transfers from an eligible deferred Compensation plan under Section 457(b) of the Code may be held in separately designated and maintained Rollover Accounts for 457(b) Rollover Contributions; *provided* that any such amounts from a Qualified Roth Contribution Program and any such amounts not from a Qualified Roth Contribution Program shall be segregated and held in separately designated and maintained 457(b) Rollover Accounts.

### 5.3 Rollover of Assets to Purchase Retirement Service Credit.

With respect to trustee-to-trustee transfers, a Participant or Beneficiary may elect, in accordance with procedures established by the Committee, to have all or any portion of the value of his or her Account transferred to the trustee of a defined benefit governmental plan as described in Section 414(d) of the Code; *provided, however*, that such transfer is for the purchase of permissive service credit (as defined in Section 415(n)(3)(A) of the Code) under such plan or a repayment of contributions and earnings with respect to a forfeiture of service under such plan.

## **ARTICLE VI - ACCOUNTS AND RECORDS OF THE PLAN**

### 6.1 Participant Accounts.

- a) In General. The Recordkeeper shall establish and maintain one or more Accounts for each Participant, including a Before-Tax Deferral Account, a Roth Account (to the extent applicable) and, as necessary, one or more Rollover Accounts (including a segregated Rollover Account relating to contributions from a Qualified Roth Contribution Program) with respect to each Participant. Each Account shall record the value of the portion allocable to that Account, the value of the portion of the Account, if any, that is invested in each Investment Option (both in the aggregate and by Account) and other relevant data pertaining thereto. With respect to each Participant, all Amounts Deferred or Contributed, all Section 457 Transfers and all Rollover Contributions shall be credited to his or her Before-Tax Deferral Account, Roth Account or Rollover Account, as applicable.

- b) Written Statement. Each Participant shall be furnished with a written statement of his or her Accounts (including the value of the interest he or she has, if any, in each Investment Option and the amount of and explanation for each allocation to or deduction from his or her Accounts) at least quarterly, which statement shall be delivered in a manner prescribed by the Committee.

#### 6.2 Beneficiary Accounts.

The Recordkeeper shall establish and maintain one or more Beneficiary Accounts, including, as applicable, separate Before-Tax Deferral Accounts, Roth Accounts, and Rollover Accounts with respect to each Beneficiary of a deceased Participant. Each such Account shall record the value of the portion of the deceased Participant's Account allocable to each of the Beneficiary's Accounts, the value of the portion of the Account, if any, that is invested in each Investment Option (both in the aggregate and by Account) and other relevant data pertaining thereto. Each Beneficiary shall be furnished with a written statement of his or her Accounts in the same manner set forth in Article 6.1(b).

#### 6.3 Alternate Payee Accounts.

The Recordkeeper shall establish and maintain one or more Alternate Payee Accounts, including, as applicable, separate Before-Tax Deferral Accounts, Roth Accounts, and Rollover Accounts with respect to each Alternate Payee. The Alternate Payee Account shall separately account for all amounts received (i) from the Participant's Rollover Account and (ii) from all amounts rolled into the Plan by a spousal Alternate Payee, pursuant to Article 5.1 or 5.2. Each such Account shall record the value of the portion of the Participant's Account allocable to the Alternate Payee's Account, the value of the portion of the Account, if any, that is invested in each Investment Option (both in the aggregate and by Account) and other relevant data pertaining thereto. Each Alternate Payee shall be furnished with a written statement of his or her Alternate Payee Accounts in the same manner set forth in Article 6.1(b).

#### 6.4 Investment Options and Investment Funds.

The Trust Fund shall be invested at the direction of Participants, in accordance with Article 4, in and among the Investment Options made available through the Plan from time to time by the Committee. Investment Options may include a brokerage account or similar investment window through which Participants may direct the investment of their Accounts into Mutual Funds (as defined below) or other available investment products that the Committee designates as available for investment through such window and any other investment alternative that the Committee may make available through the Plan. Investment Funds may consist of open-end investment companies registered under the Investment Company Act of 1940, as amended ("Mutual Funds"), separately managed accounts, unregistered commingled funds, group or commingled trusts, or any combination thereof as approved from time to time by the Committee for the investment of the assets of the Trust Fund.

### **ARTICLE VII - WITHDRAWALS FOR UNFORESEEN EMERGENCIES; WITHDRAWALS OF SMALL AMOUNTS**

#### 7.1 Distribution for an Unforeseeable Emergency.

- a) Amount of Distribution for an Unforeseeable Emergency. Upon a showing by a Participant of an Unforeseeable Emergency, the Recordkeeper may permit a payment to be made to the Participant in an amount which does not exceed the lesser of (i) the amount reasonably needed to meet the financial need created by such Unforeseeable

Emergency, including estimated income taxes and (ii) an amount which, together with any prior distribution or withdrawal, does not exceed the value of the Participant's Account determined as of the most recent Valuation Date. Any such payment shall be made by the Recordkeeper and shall be withdrawn *pro rata* from the Investment Options in which the Participant has an interest, unless the Participant specifies in the request for such a payment the portion of the total amount to be withdrawn by the Recordkeeper from each Investment Option. In accordance with Section 8.1(e), a Participant must take a distribution of his or her Rollover Account before the Participant may be eligible to request a distribution for an Unforeseeable Emergency. The Participant shall designate the amount of the distribution that will come from his or her Before-Tax Deferral Account and from his or her Roth Account, in accordance with procedures established by the Recordkeeper.

- b) Evidence of Other Relief. A Participant must provide evidence that the amount requested for an unforeseeable emergency may not be fully relieved (i) through reimbursement or Compensation by insurance or otherwise, (ii) by liquidation of Participant's other non-Plan assets, to the extent the liquidation of such assets would not itself cause severe financial hardship, or (iii) by cessation of deferrals and contributions under the Plan.

#### 7.2 Distribution from a Small Inactive Account.

- a) A Participant with an Account, not including the amount in the Participant's Rollover Accounts, of \$5,000 or less (or such greater amount as may be permitted by Section 401(a)(11) of the Code) may elect at any time to receive a lump sum distribution, not to exceed \$5,000, of his or her Account and Rollover Account, which distribution will be made in accordance with procedures established by the Recordkeeper, *provided* that both of the following conditions have been met: (a) there has been no Amount Deferred or Contributed by such Participant during the two-year period ending on the date of distribution; and (b) there has been no prior distribution made to such Participant pursuant to this Section 7.2.
- b) At any time the Committee can direct the Recordkeeper to automatically cash out a participant's Account if a Participant's Account:
  - i. Does not exceed \$1,000; and
  - ii. Participant has separated from service, but not elected a distribution; and
  - iii. There has been no Amount Deferred or Contributed by such Participant during the two-year period ending on the date of distribution.

The Participant may be automatically cashed out.

#### 7.3 Loans to State of Nevada Employees who Participate in the Plan

- a) Participants employed by the State of Nevada may receive a loan from their 457(b) Elective Deferral Account. Any such loan may not be for an amount less than one-thousand dollars (\$1000.00).
- b) The Recordkeeper, in accordance with the Committee's direction, may make loans to Participants employed by the State of Nevada under the following circumstances: (1) loans will be made available to all State of Nevada Participants on a reasonably equivalent basis; (2) loans will bear a reasonable rate of interest, i.e., prime plus one percent; (3) loans will be adequately secured; and (4) will provide for periodic

repayment over a reasonable period of time not to exceed 57 months for general purpose loans and up to ten years (120 months) for qualified residential loans.

- c) Pursuant to IRC Section 72(p), no loan made pursuant to this Section will exceed the lesser of:
  - 1 One-half (1/2) of the value of the State Participant's Account balance; or
  - 2 Fifty thousand dollars (\$50,000).
- d) The terms of the loan shall:
  - 1 Require level amortization with payments to be made not less frequently than monthly; except for
    - a. A borrower who is on a leave of absence for the performance of uniformed service within the meaning of Section 414(u) of the Internal Revenue Code may elect to suspend payment for the period of uniformed service. If the borrower so elects, then upon the borrower's return from uniformed service, the loan repayment period shall be extended by a period equal to the length of the uniformed service.
  - 2 Require the loan to be repaid over a period not to exceed 57 months. However, loans used to acquire any dwelling unit which, within a reasonable time, is to be used (determined at the time the loan is made) as a principal residence of the State of Nevada Participant will, provide for periodic repayment over a reasonable period of up to ten (10) years (120 months).
- e) Security for loan; default
  - 1 Any security interest held by the Plan by reason of an outstanding loan to the Participant will be taken into account in determining the amount of the death benefit or single lump-sum payment
  - 2 Default. In the event that a Participant fails to make a loan payment by the last business day of the calendar month following the calendar month in which the payment is due, a default on the loan shall occur. In the event of such default:
    - a. All remaining payments on the loan shall be immediately due and payable;
    - b. The Participant shall not be allowed to initiate another loan from the Plan until the defaulted amount is repaid; and
    - c. A default may be considered a taxable event.
- f) Repayment
  - 1 The Participant shall be required, as a condition to receiving a loan, to enter into an agreement authorizing the Recordkeeper, in accordance with the Committee's direction, to establish and make automatic monthly (ACH) deductions from the Participant's personal bank account only.
  - 2 Notwithstanding paragraph 1, a Participant may prepay the entire outstanding balance of his/her loan at any time, in whole or in part, provided that a partial prepayment shall not change the payment schedule or the interest rate on the loan.

- 3 If any automatic monthly (ACH) deductions cannot be made in full because of insufficient funds or due to a closed, suspended, or restricted bank account, the Participant shall pay directly to the Plan's contracted Recordkeeper the full amount that would have been deducted from the Participant's bank account, with such payment to be made by the last business day of the calendar month in which the amount would have been deducted. The Participant would be required to re-establish the automatic monthly (ACH) deductions from the Participant's personal bank account with the Plan's contracted Recordkeeper prior to the next amortized scheduled draft date or be considered in default.

g) Loan Fees

- 1 The Recordkeeper, in accordance with the Committee's direction, will charge and collect a one-time loan fee of one-hundred, twenty-five dollars (\$125.00) for each loan, of which a fee of twenty-five dollars (\$25.00) will be reimbursed back to the Plan by the Recordkeeper to cover any expense incurred by the Plan in operating the loan program. The loan Fee will be deducted from the Participant's Account balance.

h) Loan Authorization

- 1 The Recordkeeper, in accordance with the Committee's direction, will authorize loans, based on the loan provisions in the IRC Section 72(p), corresponding regulations and terms of the Loan Program and NDC Plan Document.

- i) The Committee may establish such rules with respect to the loan program as the Committee deems advisable, including without limitation, rules regarding the number of loans that may be outstanding for any Participant at any time. Maximum number of loans that may be outstanding at any time, regardless of type, is one (1).

Loans are not available from an Employee's Roth elective deferral Account, but these Roth Accounts may be taken into account in determining the maximum loan that a Participant may obtain under the provisions of this Section.

## **Article VIII - DISTRIBUTION FROM THE PLAN AND OTHER ELIGIBLE RETIREMENT PLANS**

### **8.1 Distribution to Participants.**

- a) **Eligibility for Distribution.** A Participant will become eligible to receive a distribution of his Account upon the occurrence of any of the following events: (i) the Participant's Severance from Employment with the Employer; (ii) the Participant's attainment of age 70½; or (iii) the Participant's absence from employment for qualifying military service as described in the HEART Act. Except as otherwise provided in Article VII, a Participant may not receive distribution of his or her Account at any time prior to the occurrence of one of the foregoing events.
- b) **Distributions to Participants.** Upon a Participant's eligibility for a distribution pursuant to Article 8.1(a), the Participant shall be entitled to receive his or her Account, which shall be paid in cash by the Recordkeeper in accordance with one of the methods described in

Article 8.1(c) and as of the commencement date elected by the Participant in accordance with the procedures prescribed Article 8.1(e).

- c) Distribution Options. Subject to Article 8.6, any payment made under this section shall be made in one of the following methods, as the Participant (or, in the case of the death of a Participant, his or her Beneficiary) may elect any of the following:
- i. A total or partial lump sum payment.
  - ii. Periodic monthly, quarterly, semi-annual or annual installment payments; *provided, however*, that a Participant (or, in the case of the death of a Participant, his or her Beneficiary) may elect to receive (A) an initial installment payment in a specified amount and (B) the balance of his or her Account in periodic monthly, quarterly, semi-annual or annual installment payments. Installment payments may consist of (A) fixed amounts paid on each payment date as designated by the Participant (or in the case of the death of a Participant, his or her Beneficiary), or (B) formulaic amounts determined by the Recordkeeper, based on a fixed period designated by the Participant (or in the case of the death of a Participant, his or her Beneficiary), calculated by dividing the Account on the date of the payment by the number of payments remaining during the fixed period.
  - iii. A Participant who elects to receive installment payments or who is currently receiving installment payments pursuant to Article 8.1(c)(ii) may elect, subject to any limitations set forth by the Committee and in accordance with procedures established by the Recordkeeper, to receive a portion of his or her Account distributed in a lump sum; Such lump sum payments shall not result in a discontinuation of subsequent installment payments; *provided, however*, that such subsequent payments may be redetermined in accordance with methods and procedures established by the Recordkeeper.
  - iv. A Participant who is an eligible retired public safety officer, as defined in Section 402(l) of the Code, may elect, at the time and in the manner prescribed by the Recordkeeper, to have up to \$3,000 per year (or such greater amount as may be permitted under applicable guidance issued by the Internal Revenue Service) of amounts from his or her Before-Tax Deferral Account distributable under the Plan used to pay qualified health insurance premiums for an accident or health plan or long-term care insurance contract covering the Participant and his or her spouse and dependents. Such amounts are excludible from the Participant's gross income to the extent the qualified health insurance premiums are paid directly to the provider of the accident or health plan or long-term care insurance contract (determined in accordance with Section 402(l) of the Code) by deduction from a distribution to the Plan.
  - v. For each distribution election under Article 8.1(c), a Participant shall designate the percentage of each distribution that will come from his or her Before-Tax Deferral Account and the percentage that will come from his or her Roth Account. For the avoidance of doubt, for purposes of the limitations and restrictions described in this Article 8.1(c), each distribution election made by a Participant and each payment made in accordance thereto shall be deemed to be one election and one payment,

even if payment is made both from the Participant's Before-Tax Deferral Account and from his or her Roth Account.

Notwithstanding the foregoing, a Participant may not elect an installment period extending beyond the longest of (A) his or her life expectancy, (B) if his or her designated Beneficiary is his or her Spouse, the life expectancy of the Participant and his or her Spouse and (C) if his designated Beneficiary is not his or her Spouse, the life expectancy determined using the applicable table contained in the applicable Treasury Regulation.

- d) Distribution Election. In the case of the Participant's Severance from Employment with the Employer, a distribution election made by the Participant shall specify the form of payment as provided in Article 8.1(c) and the date on which payments shall commence, following the Participant's Severance from Employment; *provided, further* that the timing of any distribution must be in compliance with Article 8.6. Subject to Article 8.6, a Participant who is receiving distributions under the Plan may change both the timing and the method of payment elected subject to any limitations set forth by the Committee and in accordance with procedures established by the Recordkeeper.
- e) Rollover Accounts. Notwithstanding any other provision of Article 8.1, a Participant who has one or more Rollover Accounts shall be permitted to withdraw all or any portion of such Rollover Accounts at any time during a Plan Year; *provided* that such withdrawal shall be paid pursuant to a method of payment elected by the Participant in accordance with Article 8.1(c) and the value of such Rollover Accounts shall be determined in accordance with Article 8.1(d).

#### 8.2 Distributions to Beneficiaries.

If a Participant dies before distribution of his or her Account has commenced, a distribution election made by the Beneficiary shall specify the form of payment as provided in Article 8.1(c) and the date on which payments shall commence. If a Participant dies at any time before his or her entire Account has been distributed, then the Participant's Beneficiary may make subsequent distribution elections as provided in Article 8.1(c). Notwithstanding the foregoing, any distribution to a Beneficiary shall be made in accordance with the provisions of Section 401(a)(9) of the Code and subject to Sections 8.6(d) and (e).

- a) Determination of Benefits Upon Death of a Participant should be carried out in accordance with Section 9.2(a)
  - i. The Plan shall have the authority to retain any funds or property that are subject to any dispute, Beneficiary or otherwise, without liability for the payment of interest, and shall decline to make payment or delivery of such funds or property until a court of competent jurisdiction makes a final adjudication as to the proper disposition of said funds or property.

The Plan's Recordkeeper and/or appointed legal counsel may require such proper proof of death and such evidence of the right of any person to receive payment of the value of the Participant Account of a deceased Participant or Beneficiary, as the Plan's Recordkeeper and/or legal counsel may deem appropriate.

### 8.3 Distributions to Alternate Payees.

A distribution to an Alternate Payee may be paid in a single lump sum as soon as practicable following the qualification of the Qualified Domestic Relations Order and the close of all appeals to the Qualified Domestic Relations Order if the Alternate Payee consents to such lump sum distribution. In the event that the Alternate Payee does not consent to receive his or her distribution in a single lump sum as soon as practicable following the qualification of the Qualified Domestic Relations Order, the Alternate Payee may make an election to receive a distribution any time after the Earliest Retirement Date, subject to any requirements of Section 401(a)(9) of the Code and Article 8.6, by filing a distribution election specifying the form of payment as provided in Article 8.1(c) and the date on which payments shall commence.

### 8.4 Eligible Rollover Distributions.

- a) Participant Rollover Distributions. In connection with a Participant's Severance from Employment, the Distributee may elect, at the time and in the manner prescribed by the Recordkeeper, to have all or any portion of the Participant's Accounts that qualifies as an Eligible Rollover Distribution paid directly to the trustee of an Eligible Retirement Plan; *provided* that such other plan provides for the acceptance of such amounts by the trustee. The Plan shall provide written information to Distributees regarding Eligible Rollover Distributions to the extent required by Section 402(f) of the Code.
- b) Beneficiary Rollover Distributions. Upon a Participant's death, a Beneficiary may elect, at the time and in the manner prescribed by the Recordkeeper, to have all or any portion of the Participant's Accounts that qualifies as an Eligible Rollover Distribution paid directly to the trustee of an individual retirement arrangement (as defined in Section 7701(a)(37) of the Code) that is established for the purpose of receiving the distribution on behalf of such Beneficiary and that is treated as an inherited IRA in accordance with Code Section 402(c)(11).
- c) Roth IRA Rollover Distribution. In connection with a Participant's Severance from Employment or upon a Participant's death, as the case may be, a Participant or a Beneficiary may elect, at the time and in the manner prescribed by the Recordkeeper, to have all or any portion of the Participant's Accounts that qualifies as an Eligible Rollover Distribution rolled over to a Roth individual retirement arrangement (as defined in Section 7701(a)(37) of the Code, and designated as a Roth arrangement at the time of its establishment). Such amounts will be included in gross income as if the distribution had been made to such Participant or Beneficiary.
- d) In-Plan Rollover to Roth Account. Upon any distribution event pursuant to which a Participant, a Beneficiary who is a Participant's Surviving Spouse or a spousal Alternate Payee would be permitted to have all or any portion of the Participant's Account that qualifies as an Eligible Rollover Distribution rolled over into another Eligible Retirement Plan, such Participant, Beneficiary who is a Participant's Surviving Spouse or spousal Alternate Payee may elect to have the portion of such Eligible Rollover Distribution that is not attributable to Roth Contributions directly rolled over into a separately maintained Account within his or her Roth Account. Any such amounts will be included in gross income as if the distribution had been made to such Participant, Beneficiary who is a Participant's Surviving Spouse or spousal Alternate Payee. After a Participant, Beneficiary who is a Participant's Surviving Spouse or spousal Alternate Payee has made an in-Plan

rollover into a Roth Account, such Participant, Beneficiary who is a Participant's Surviving Spouse or spousal Alternate Payee may elect to take distributions from such Account in accordance with any of the distribution options set forth in Article 8.1(c). The provisions in Article 8.4(d) shall be administered in accordance with procedures established by the Recordkeeper and shall be interpreted and administered in accordance with and subject to Section 402A(c)(4) of the Code and any rules, regulations or other guidance issued by the Internal Revenue Service in relation thereto.

#### 8.5 457 Transfers.

The Participant may transfer his or her Account to another Section 457 maintained by another employer, if:

- a) The Participant has severed employment with the Employer and become an Employee of the other employer;
- b) The other employer's plan provides that such transfer will be accepted; and
- c) The Participant and the employer have signed such agreements as are necessary to assure that the Employer's liability to pay benefits to the Participant has been discharged and assumed by the other employer.

A transfer from an eligible governmental to another eligible governmental plan is permitted if the following conditions are met:

- a) The transfer is from an eligible governmental plan to another eligible governmental plan of the same employer; for this purpose, the employer is not treated as the same employer if the Participant's Compensation is paid by a different entity;
- b) The transferor plan provides for transfers;
- c) The receiving plan provides for receipt of transfers;
- d) The participant or Beneficiary whose amounts deferred are being transferred will have an amount deferred immediately after the transfer at least equal to the amount deferred with respect to that participant or Beneficiary immediately before the transfer; and
- e) The participant or Beneficiary whose deferred amounts are being transferred is not eligible for additional annual deferrals in the receiving plan unless the participant or Beneficiary is performing services for the entity maintaining the receiving plan.

#### 8.6 Withholding.

The Recordkeeper shall withhold or cause to be withheld from any amounts withdrawn or distributed all federal, state, city or other taxes as shall be required pursuant to any law or governmental ruling or regulation, including Treasury Regulations.

#### 8.7 Required Minimum Distributions.

- a) In General. Notwithstanding any other provision of the Plan to the contrary (except Article 8.7(b)), all distributions under the Plan shall be in accordance with the minimum distribution and timing requirements of Section 401(a)(9) of the Code (including the incidental death benefit requirements of Section 401(a)(9)(G) of the Code) and the final Treasury Regulations under Sections 1.401(a)(9)-2 through 1.401(a)(9)-9, which are

incorporated herein by reference. Such provisions shall override any distribution options in the Plan that may be inconsistent with Section 401(a)(9) of the Code. Any distributions made pursuant to this Article 8.7 in order to comply with Section 401(a)(9) of the Code shall be charged against the Account or Accounts of the Participant in such manner as designated by the Participant in accordance with procedures established by the Recordkeeper; *provided, however*, that if no such designation is made, such distributions shall be charged first against the Before-Tax Deferral Account, second against the Roth Account, third against the Rollover Account or Rollover Accounts not relating to Rollover Contributions of amounts from a Qualified Roth Contribution Program, and fourth against the Rollover Account or Rollover Accounts relating to Rollover Contributions of amounts from a Qualified Roth Contribution Program

- b) 2009 Waiver. Notwithstanding anything to the contrary in Article 8.7, an Participant who would have been required to receive required minimum distributions for 2009 but for the enactment of Section 401(a)(9)(H) of the Code ("2009 RMDs"), and who would have satisfied that requirement by receiving distributions that are (i) equal to the 2009 RMDs or (ii) one or more payments in a series of substantially equal distributions (that include the 2009 RMDs) made at least annually and expected to last for the life (or life expectancy) of the Participant, the joint lives (or joint life expectancy) of the Participant and the Participant's Beneficiary, or for a period of at least 10 years, will not receive those distributions for 2009 unless the Participant or Beneficiary chooses to receive such distributions. Participants and Beneficiaries described in the preceding sentence will be given the opportunity to elect to receive the distributions described in the preceding sentence.
- c) Distributions During Participant's Life. The Account of a Participant shall be distributed (or commence to be distributed) to such Participant as soon as practicable after the Required Beginning Date. If the Participant has not made an election pursuant to Article 8.1(c) prior to such Required Beginning Date, then the Account shall be distributed in the form of installment payments commencing on the Required Beginning Date.
- d) Death of a Participant Before the Required Beginning Date.
  - i If a Participant dies before his Required Beginning Date, his Beneficiary (or if the Participant has no Beneficiary, his or her Surviving Spouse or estate, as determined under Article 9.2) shall receive a distribution of the Account over the life of the Beneficiary or over a period not exceeding the life expectancy of the Beneficiary; provided that the distribution commences no later than December 31 of the calendar year immediately following the calendar year in which the Participant dies, except as set forth in Articles 8.7(d)(i)(1) or (2) as follows:
    1. If a Participant dies before his Required Beginning Date, the Beneficiary may elect to receive the remaining portion (if any) of such Participant's Account no later than December 31 of the calendar year containing the fifth anniversary of the Participant's death (determined without regard to 2009); or
    2. If the sole Beneficiary is the Participant's Surviving Spouse, such Surviving Spouse may elect to receive a distribution of the Account over a period not exceeding the life expectancy of the Surviving Spouse (determined as of the date

such payments commence); provided that the distribution commences on or before the later of December 31 of the calendar year immediately following the calendar year in which the Participant dies or December 31 of the calendar year in which the Participant would have attained age 70½; provided, further, that if the Surviving Spouse dies after the Participant but before distributions to the Surviving Spouse commence, Article 8.7(d) (with the exception of Article 8.7(d)(i)(B)) shall apply as if the Surviving Spouse were the Participant. (ii) The Beneficiary may elect to receive payment of the Account as a lump sum or in annual, monthly or quarterly installment payments.

- ii The Beneficiary may elect to receive payment of the Account as a lump sum or in annual, monthly or quarterly installment payments.

e) Death After Required Beginning Date and After Commencement of Distributions.

If a Participant dies on or after the Required Beginning Date, but before his or her entire Account is distributed to him or her, the unpaid portion of his or her Plan Account shall be distributed as follows:

- i. If the Participant has a designated Beneficiary, the longer of the remaining life expectancy of the Participant's Beneficiary and the remaining life expectancy of the Participant determined in accordance with Section 1.409(a)(9)-5 of the Treasury Regulations; or
- ii. If the Participant does not have a designated Beneficiary, the remaining life expectancy of the Participant determined in accordance with Section 1.409(a)(9)-5 of the Treasury Regulations; *provided, however*, that if a Beneficiary so elects, the Participant's remaining Account may be paid to the Beneficiary at any time in a lump sum so long as the entire Account is paid at least as rapidly as it would be paid under Section 8.7(e)(i).

- f) Alternate Payee Accounts. In the case of any Alternate Payee Account, payments to the Alternate Payee must be made in accordance with the Plan and Section 401(a)(9) of the Code.

## **ARTICLE IX - DESIGNATION OF BENEFICIARIES**

### 9.1 Designation of Beneficiaries.

Each Participant shall file with the Recordkeeper a designation of one or more persons as the Beneficiary who shall be entitled to receive the Account, if any, payable under the Plan upon his or her death. A Participant may from time to time revoke or change his or her Beneficiary designation without the consent of any prior Beneficiary by filing a new designation or change or revocation thereof shall be effective unless received by the Recordkeeper in good order prior to the Participant's death, and in no event shall it be effective as of a date prior to such receipt. For purposes of Section 9, a Beneficiary designation shall be deemed to be received in good order only if the Recordkeeper can reasonably identify the Beneficiary or Beneficiaries named in the designation.

## 9.2 No Beneficiaries Designated.

- a) If no such Beneficiary designation is in effect at the time of a Participant's death, or if no designated Beneficiary survives the Participant, or if no designated Beneficiary can be located with reasonable diligence by the Recordkeeper, the payment of the Account, if any, payable under the Plan upon the Participant's death shall be made by the Recordkeeper to the Participant's Surviving Spouse, if any, or if the Participant has no Surviving Spouse, or the Surviving Spouse cannot be located with reasonable diligence by the Recordkeeper, then to the deceased estate.
- b) If the Beneficiary so designated by the Participant dies after the death of the Participant but prior to receiving a complete distribution of the amount that would have been paid to such Beneficiary had such Beneficiary's death not then occurred, then, for purposes of the Plan, the distribution that would otherwise have been received by such Beneficiary shall be paid to the Beneficiary's estate.

## **ARTICLE X - QUALIFIED DOMESTIC RELATIONS ORDERS**

### 10.1 Qualified Domestic Relations Order.

Payments with respect to a Participant's Account may be made by the Recordkeeper to one or more Alternate Payees pursuant to the terms of a Qualified Domestic Relations Order. Upon segregation of the assets payable to the Alternate Payee, any such amounts paid or segregated shall no longer constitute part of the Participant's Account. No liability whatsoever shall be incurred by the Committee, Staff, the Employer, or the Recordkeeper solely by reason of any act or omission undertaken in accordance with this section to comply with the terms of a Qualified Domestic Relations Order.

## **ARTICLE XI - ADMINISTRATION**

### 11.1 Plan Administration.

Except as otherwise provided therein, the operation and administration of the Plan shall be the responsibility of the Committee and the Committee shall have all of the broad, general authority necessary or advisable to operate and administer the Plan. The Committee shall have the power and the duty to take all action and to make all decisions necessary or proper to carry out its responsibilities under the Plan. All determinations of the Committee as to any question involving its responsibilities under the Plan, including interpretation of the Plan or as to any discretionary actions to be taken under the Plan, shall be solely in the Committee's discretion and shall be final, conclusive and binding on all parties.

### 11.2 Committee Powers and Duties.

Without limiting the generality of the foregoing, the Committee shall have the following powers and duties:

- a) To require any person to furnish such information as it may request for the purpose of the proper administration of the Plan as a condition to receiving any benefit under the Plan;
- b) To make and enforce such rules and regulations and prescribe the use of such forms as it shall deem necessary for the efficient administration of the Plan;

- c) To interpret the Plan and to resolve ambiguities, inconsistencies and omissions in the terms of the Plan or any document related to the Plan;
- d) To decide all questions concerning the Plan and the eligibility of any Employer or other individual to participate in the Plan;
- e) To enlarge or diminish any applicable time period set forth in the Plan, subject to applicable law; and
- f) To determine the methods and procedures for the implementation and use of any automated telephone, computer, internet, intranet or other electronic or automated system adopted by the Committee for purposes of Plan administration.

### 11.3 Limitation of Liability.

Except as may be prohibited by applicable law, neither the Committee, any member thereof, nor any Staff member, shall be liable for (a) anything done or omitted to be done by it or by them unless the act or omission claimed to be the basis for liability amounted to a failure to act in good faith or was due to gross negligence or willful misconduct; (b) the payment of any amount under the Plan; or (c) any judgment or reasonable mistake of fact made by it or on its behalf by a member of the Committee or Staff. No member of the Committee or any Staff member shall be personally liable under any contract, agreement, or other instrument made or executed by him or her or on his or her behalf in connection with the Plan or Trust fund.

### 11.4 Trustee.

The Trustee shall have responsibility for the custody and safekeeping of the assets of the Plan in accordance with the terms of the Trust Agreement and the Recordkeeper shall be responsible for implementing the aggregated investment decisions of Participants and beneficiaries by allocating the Plan assets to the various Investment Options.

### 11.5 Investment Options.

The Committee shall have the power to add or remove one or more investment options. The Committee shall periodically review the performance and methods of such Investment Options. The Committee has the right to (i) replace any Investment Option with a successor organization or option, (ii) to select any additional investment option or (iii) remove any investment option.

### 11.6 Delegation.

The Committee may delegate its general authority as it deems appropriate in accordance with the terms of the Plan and all applicable Code sections; provided; however, that such delegation shall be subject to revocation at any time at the discretion of the Committee. Notwithstanding any other provision of the Plan, the Committee's general authority shall include the right to review, revise, modify, revoke, or vacate any decision made or action taken by any party under the Plan to whom authority of the Committee has been delegated or to whom authority with respect to the administration of the Plan or the custody and investment of assets of the Trust Fund has been delegated or assigned under the terms of the Plan, by the Committee or otherwise. The rights of the Committee under Article 11.6 include the right to review, revise, modify, revoke, or vacate any decision of the Recordkeeper or the Review Committee.

### 11.7 Plan Expenses.

- a) Assessment Against the Trust Fund. Subject to 11.7(b), the expenses of administering the Plan, including (i) the fees and expenses of the Investment Options and Recordkeeper(s) for the performance of their duties under the Plan, including any fees and expenses associated with a change, termination or addition of an Investment Option, (ii) the fees, if any, of any member of the Committee and any Trustee and the expenses incurred by the Committee or any of its members or Staff in the performance of their duties under the Plan, including reasonable Compensation for any legal counsel, certified public accountants, consultants, and Employees of the Committee and cost of services rendered in respect of the Plan and the Trust Agreement (as provided therein), and (iii) all other proper charges and disbursements of the Investment Options, Recordkeeper, the Committee or its members (including settlements of claims or legal actions approved by counsel to the Plan).
- b) Investment Expenses. Unless the Committee determines otherwise, brokerage fees, transfer taxes and any other expenses incident to the purchase or sale of securities for any Investment Option shall be deemed to be part of the cost of such securities, or deducted in computing the proceeds there from, as the case may be. The Recordkeeper shall appropriately deduct any taxes assessed in respect of any assets held, income received, or transactions effected under the Investment Options proportionately against any Accounts that are invested in such Investment Option.

### 11.8 Review of Claims

- a) Initial Claim of Rights or Benefits and Review. Any claims to rights or benefits under the Plan, including any purported Qualified Domestic Relations Order, or request for an Unforeseeable Emergency Withdrawal must be filed in writing with the Recordkeeper. Notice of denial of any claim in whole or in part by the Recordkeeper, or by such other entity designed by the Recordkeeper, shall include the specific reasons for denial and notice of the rights granted by Article 11.8.
- b) Review of Decision. Any claimant or Participant Account who has received notice of denial or grant, in whole or in part, of a claim made in accordance with the foregoing Section Article 11.8(a) may file a written request within thirty days of receipt of such denial for review of the decision by the Committee. Within 90 days after receipt of such request for review, the Committee shall notify the claimant and, as applicable, the Participant, that the claim has been granted or denied, in whole or in part. Notice of denial of any claim in whole or in part by the Committee shall include the specific reasons for denial and shall be final, binding and conclusive on all interested person for all purposes.

### 11.9 Advisers.

The Committee shall arrange for the engagement of certified public accountants and other consultants, including an investment adviser, for the purposes of the Plan. The Committee and Staff may rely upon the written opinions of the State Attorney General and of, accountants and consultants, and upon any information supplied by the Trustee or Recordkeeper appointed in accordance with the Regulations.

11.10 Limitation on Committee Power.

No member of the Committee shall be entitled to act on or decide any matters relating solely to such member or any of his or her rights or benefit under the Plan.

11.11 Public Meetings.

All actions of the Committee shall be taken at a public meeting in accordance with the Nevada Open Meeting Law. The Committee shall establish its own procedures and the time and place for its meetings and provide for the keeping of minutes of all meetings.

11.12 Defense of Claims.

In the event of a claim or legal action, the Committee shall be entitled to defense by the State Attorney General.

**ARTICLE XII - ADOPTION BY AND WITHDRAWALS OF PARTICIPATING EMPLOYERS**

12.1 Adoption by a Participating Employer.

Effective Date of Adoption. Upon a Participating Employer's adoption of the Plan, such Participating Employer shall file with Committee Staff a copy of each resolution or other legal action, consent or approval through which the Participating Employer adopted the Plan. Such Participating Employer's adoption of the Plan shall be effective upon receiving an acknowledgement of receipt of such submission from Committee Staff and a Committee motion ratifying the Participating Employer's adoption of the Plan.

12.2 Withdrawal of Participating Employer.

- a) Withdrawal by the Participating Employer. Any Participating Employer may terminate its adoption of the Plan by filing with the Committee Staff a copy of the resolution or other legal action, adopted in the same manner as the resolution or other legal action adopted pursuant to Section 12.1, specifying a termination date which shall be no early than the last Business Day of the month at least 30 days subsequent to the date such notice is received the Committee Staff.
- b) Termination of Participating Employer's Participation by the Committee.
  - i. The Committee may terminate any Participating Employer's adoption of the Plan, as of any termination date specified by the Committee, for the failure of the Participating Employer to comply with any provision of the Plan or the Regulations.
  - ii. The Committee may terminate a Participating Employer's adoption of the Plan upon complete and final discontinuance of deferrals and contributions.
- c) Treatment of Participants after Withdrawal. Upon termination of adoption of the Plan by any Participating Employer that was formerly a Participating Employer, such Participating Employer shall not permit any further deferrals or contributions of Compensation under the Plan and all Participants who are or were Employees of such Participating Employer or if no successor plan is established, payable to or in respect of such Participants as provided in the Plan. Any distributions, transfers or other dispositions of such Participants as provided in the Plan shall constitute a complete discharge of all liabilities

under the Plan with respect to such Participating Employer previous adoption of the Plan and any Participant who is or was an Employee of such Participating Employer. The rights of such Participant under the Plan shall be unaffected by the termination of the adoption of the Plan by such Participating Employer with respect to deferrals and contributions made and Accounts in existence as of the effective date of the termination.

- d) Continued Obligations of Participating Employers. Notwithstanding any other provision in Section 12.2 to the contrary, any Participating Employer who was previously a Participating Employer and whose adoption of the Plan has been terminated pursuant to Section 12.2(a) or 12.2(b) shall cooperate with the Committee and Recordkeeper to provide any information or notifications needed for the continued administration of the Plan to Participants who had Accounts in existence as of the effective date of the termination, until such time as total the value of the Accounts attributable to any Participant who are current or former Employees (or who are Beneficiaries or Alternate Payees of any current or former Employees) of such Participating Employer, has been distributed or transferred to another eligible deferred Compensation plan under Section 457 of the Code, as provided under the Plan.

### **ARTICLE XIII - AMENDMENT OR TERMINATION**

#### 13.1 Power to Amend or Terminate.

Subject to any requirements of State or federal law, the Committee reserves the right at any time and with or without prior notice to any person to amend, suspend or terminate the Plan, to eliminate future deferrals and contributions for existing Participants, or to limit participation to existing Participants, in whole or in part and for any reason and without the consent of any Participating Employer, Employee, Participant, Beneficiary or other person. No amendment, suspension or termination of any provisions of the Plan or any deferrals or contributions there under, the Trust Agreement or any Investment Option may be made retroactively, unless such retroactively is allowed under State law, the Code and any other applicable law.

#### 13.2 Termination of the Plan.

Upon any action by the Committee to initiate a Plan termination, no Participating Employer may permit any further deferrals or contributions of Compensation under the Plan, and the Plan termination shall become effective upon the distribution of all Accounts. After taking an action to initiate a Plan termination, the Committee may distribute all Accounts. Any distributions, transfers or other dispositions of Accounts as provided in the Plan shall constitute a complete discharge of all liabilities under the Plan. The Committee and the Trustee(s) shall remain in existence and the Trust Agreement and all of the provisions of the Plan that the Committee determines are necessary or advisable for the administration and distribution, transfer or other disposition of interests in the Trust Fund shall remain in force.

#### 13.3 Notice to Participating Employers.

The Committee shall give notice on a reasonably timely basis of any amendment, suspension or termination of the Plan to all Participating Employers.

## **ARTICLE XIV - GENERAL LIMITATIONS AND PROVISIONS**

### 14.1 Plan Binding on Accounts.

The Plan, as duly amended from time to time, shall be binding on each Participant and his or her Surviving Spouse, Domestic Partner, heirs, legally designated estate administrators, trustees, successors, assigns, and Beneficiaries and all other interested persons.

### 14.2 No Right to Employment.

Nothing contained shall give any individual the right to be retained in the employment of the Employer or affect the right of the Employer to terminate any individual's employment. The adoption and maintenance of the Plan shall not constitute a contract between the Employer and any individual or consideration for, or an inducement to or condition of, the employment of any individual.

### 14.3 No Alienation of Accounts.

Except insofar as may otherwise be required by a Qualified Domestic Relations Order or applicable law, no amount payable at any time under the Plan shall be subject in any manner to alienation by anticipation, sale, transfer, assignment, bankruptcy, pledge, attachment, garnishment, charge or encumbrance of any kind, and any attempt to so alienate such amount, whether presently or thereafter payable, shall be void.

### 14.4 Notices to Participants.

All notices, statements, reports and other communications from a Public Employer, the Trustee or the Committee to any Participant shall be deemed to have been duly given when delivered to, or when mailed by electronic delivery or other form of delivery approved by the Committee or by first class mail, postage prepaid and addressed to such Employee, Participant, Beneficiary, Surviving Spouse or other person at his or her address last appearing on the records of the Recordkeeper, the Committee or the Public Employer.

### 14.5 Notices to the Committee.

All elections, designations, requests, notices, instructions, and other communications from a Participating Employer, an Employee, a Participant or any other person to the Committee, Recordkeeper, or the Employer required or permitted under the Plan shall be in such form as is prescribed by the Committee, shall be mailed by first class mail or delivered electronically in such a form and to such location as shall be prescribed by the Committee from time to time, and shall be deemed to have been given and delivered only upon actual receipt thereof at such location. Copies of all elections, designations, requests, notices, instructions and other communications from an Employee, a Participant, a Beneficiary, a Surviving Spouse or any other person to the Employer shall be promptly filed with the Recordkeeper or Committee Staff.

### 14.6 Notices to Participants.

All notices, statements, reports, and other communications from a Participating Employer, the Trustee or the Committee to any Participant shall be deemed to have been duly given when delivered by email or other form of delivery approved by the Committee including first class mail, postage prepaid, and addressed to such Employee, Participant, Beneficiary, Surviving Spouse or other person at his or her address last appearing on the records of the Recordkeeper, the Committee or the Participating Employer.

#### 14.7 Trust Sole Source of Accounts.

The Trust Fund shall be the sole source of benefits under the Plan and, except as otherwise required by applicable law, neither the Committee, Staff, the Employer nor any officer or Employee of an Employer assume any liability or responsibility for payment of such benefits, and each Participant, his or her spouse or Beneficiary, or other person who shall client the right to any payment under the Plan shall be entitled to look only to the Trust Fund for such payment and shall not have any right, claim, or demand therefore against the Committee or any member thereof, Staff, the Employer or officer or Employee of an Employer. Nothing in Article 14.7 shall relieve an Employer of its obligation to defer or contribute Amounts Deferred or Contributed to the Trust Fund within two Business Days after the applicable payroll date, in the manner contemplated by Article 4.1.

#### 14.8 Account Assets and Account Vesting.

- a) Account Assets Held in Trust Fund. The entire value of each Account for each Participant shall be held in the Trust Fund pursuant to the Trust Agreement for the exclusive benefit of the applicable Participant and for paying reasonable expenses of the Plan and of the Trust Fund pursuant to Article 11.7, and no part of the Trust Fund shall revert to any Employer; provided, however, that the setting-aside of any amounts to be held in the Trust Fund is expressly conditioned upon the following: If an amount is set aside to be held in the Trust Fund by an Employer in a manner which is inconsistent with any of the requirements of Section 457(b) of the Code.
  
- b) Vesting. Each Participant shall be 100 percent vested at all times in his or her Account.

#### 14.9 Several Liability.

The duties and responsibilities allocated to each person under the Plan and the Trust Agreement shall be the several and not joint responsibility of each and no such person shall be liable for the act or omission of any other person.

#### 14.10 Interpretation.

(i) The term "including" means by way of example and not by way of limitation, and (ii) the heading preceding the sections hereof have been inserted solely as a matter of convenience and in no way define or limit the scope or intent of any provisions hereof.

#### 14.11 Construction.

The Plan and all rights there under shall be governed by the construed in accordance with the Code and the laws of the State.

# MEMO

RETIREMENT  
INVESTMENTS  
INSURANCE



TAX EXEMPT MARKETS

To: Rob Boehmer  
cc: Frank Picarelli  
From: M. Bishop Bastien  
Date: May 12, 2015  
Re: Small account balance information

Rob –

At your request, we have reviewed information with all of the State of Nevada plans related to small account balances within the plan. Our research found the following number of participants would be impacted within each plan:

**Main State of NV Plan w/term dates**

Accounts under \$1,000 – 507  
Assets impacted -- \$112,277.44

**NSHE Plan w/term dates**

Accounts under \$1,000 – 4  
Assets impacted -- \$1,990.01

**Alliance Partner Plans w/term dates**

Accounts under \$1,000 – 53  
Assets impacted -- \$6,611.53

**FICA Alternative Plan**

Accounts under \$500 – 19,037  
Assets impacted -- \$2,980,201.99

Accounts under \$1,000 – 23,136  
Assets impacted -- \$5,924,120.08

Accounts between \$1,000 and less than \$5,000 – 6,304  
Assets impacted -- \$13,534,117.07

Additionally, for the three main plans there are a large number of participants that do not currently have a termination date on file but otherwise qualify for the plan's cash out provisions. As you have directed, Voya has begun the effort to identify the termination dates for as many of those accountholders who do not have termination information on file. As discussed, this will allow us to include them in this effort as well. We believe this will result in an increase in the

numbers provided for each group previously noted. The number of qualifying accounts with no term dates are as follows:

**Main State of NV Plan without term dates**

Accounts under \$1,000 – 1,168  
Assets impacted -- \$436,977.16

**NSHE Plan without term dates**

Accounts under \$1,000 – 36  
Assets impacted -- \$12,970.37

**Alliance Partner Plans without term dates**

Accounts under \$1,000 – 166  
Assets impacted -- \$57,377.59

As mentioned previously, we have already begun to further identify the termination dates of those participants with no such information on file. This should result in a slight increase in the numbers listed above. Thank you for your direction and input as we have moved through this issue. Please let me know if you should have any questions.

Best regards -- Bishop



Brian Sandoval, Governor

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

STAFF  
Rob Boehmer, Program Coordinator  
Micah Salerno, Administrative Assistant

Shane Chesney, Senior Deputy Attorney General

03/03/2015

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

**RE: Amended 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:

***Clifton, Larson Allen (CLA) performed the Nevada Public Employees' Deferred Compensation Program (NDC) Fiscal Year 2013 Financial audit. As a result, CLA listed a "Significant Deficiency" citing that because the NDC Program does not keep an accrual based general ledger/trial balance, NDC does not meet the US Generally Accepted Accounting Procedures (U.S. GAAP) best practices.***

***The NDC Committee and program administrative staff must balance the associated cost of keeping and maintaining an accrual based general ledger/trial balance against the benefits that doing so would achieve for the Program and its participants. The NDC Committee and administrative staff utilize a cash based accounting and reporting method, and the following compensating controls are taken to ensure that participant contributions are being accounted for properly:***

- ***Contracted payroll centers submit a data file via electronic upload or via the Recordkeeper's Pay Admin. System that includes the participants Social Security Number, Name, Address, Date of Birth, and the contribution amount being reported via the current payroll contribution participant agreement executed with the payroll center.***
- ***The Payroll Center submits contribution funds via Electronic funds Transfer, Electronic Wire, ACH credit, by check, or authorizes the Recordkeeper to initiate an ACH debit within a 24 hour period of submitting the data file.***
- ***The Recordkeeper maintains contact with the payroll centers to verify submission per pay period. If files do not balance, the Recordkeeper is unable to post contributions, and contacts the payroll center to rectify adjustments immediately.***
- ***The Recordkeeper's "Money -In" team verifies that the participant contributions are applied appropriately to their respective accounts, and according to the participant's declared allocations. Additionally Payroll centers receive a payroll confirmation each pay period from***



Brian Sandoval, Governor

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***the Recordkeeper, and the payroll center is provided, at minimum, a quarterly statement of contributions to reconcile against their internal submission report.***

- ***The Recordkeeper provides the NDC Quarterly Financial data to the NDC Contracted Investment Consultant, and quarterly financial statements and a data report is developed and maintained by the NDC contracted Investment Consultant, Segal Rogerscasey.***
- ***The NDC contracted Investment Consultant, Segal Rogerscasey, provides a quarterly plan activity reconciling beginning to ending balance as an additional checks and balance.***

***The NDC Committee and administrative staff believe the impact of the NDC Program not maintaining an accrual based general ledger/trial balance to be minimal, with no apparent risk or material benefit to the Program and/or its participants. We believe that our current accounting practices and procedures provide adequate reconciliation and control around financial reporting without an unnecessary burden on Plan resources or costs to participants.***

Please include this Management Response as part the final NDC Internal Control Report that was submitted to the NDC Committee at their Quarterly Meeting held on February 18, 2015.

Regards,

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

May 21, 2015

## **Management Response to Significant Deficiencies reported in 2013 NDC Financial Audit**

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:

***Clifton, Larson Allen (CLA) performed the Nevada Public Employees' Deferred Compensation Program (NDC) Fiscal Year 2013 Financial audit. As a result, CLA listed a "Significant Deficiency" citing that because the NDC Program does not keep an accrual based general ledger/trial balance, NDC does not meet the US Generally Accepted Accounting Procedures (U.S. GAAP) best practices.***

***The NDC Committee and program administrative staff must balance the associated cost of keeping and maintaining an accrual based general ledger/trial balance against the benefits that doing so would achieve for the Program and its participants. The NDC Committee and administrative staff utilize a cash based accounting and reporting method, and the following compensating controls are taken to ensure that participant contributions are being accounted for properly:***

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- ***The Payroll Center submits contribution funds via Electronic funds Transfer, Electronic Wire, ACH credit, by check, or authorizes the Recordkeeper to initiate an ACH debit within a 24 hour period of submitting the data file.***
- ***The Recordkeeper maintains contact with the payroll centers to verify submission per pay period. If files do not balance, the Recordkeeper is unable to post contributions, and contacts the payroll center to rectify adjustments immediately.***
- ***The Recordkeeper's "Money -In" team verifies that the participant contributions are applied appropriately to their respective accounts, and according to the participant's declared allocations. Additionally Payroll centers receive a payroll confirmation each pay period from the Recordkeeper, and the payroll center is provided, at minimum, a quarterly statement of contributions to reconcile against their internal submission report.***



Brian Sandoval, Governor

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- ***The Recordkeeper provides the NDC Quarterly Financial data to the NDC Contracted Investment Consultant, and quarterly financial statements and a data report is developed and maintained by the NDC contracted Investment Consultant, Segal Rogerscasey.***
- ***The NDC contracted Investment Consultant, Segal Rogerscasey, provides a quarterly plan activity reconciling beginning to ending balance as an additional checks and balance.***

***The NDC Committee and administrative staff believe the impact of the NDC Program not maintaining an accrual based general ledger/trial balance to be minimal, with no apparent risk or material benefit to the Program and/or its participants. We believe that our current accounting practices and procedures provide adequate reconciliation and control around financial reporting without an unnecessary burden on Plan resources or costs to participants.***

**TAHOE DOUGLAS FIRE PROTECTION DISTRICT**

RESOLUTION #02-2015

**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

Tahoe Douglas Fire Protection District  
(Political Subdivision)  
PO Box 919  
Zephyr Cove, Nevada 89448

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 FICA Alternative deferred compensation, and whereas NRS 287.381 to 287.480, inclusive, authorize the political subdivision to create a program for FICA Alternative deferred compensation;

WHEREAS, The Committee has created a FICA Alternative 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;

**TAHOE DOUGLAS FIRE PROTECTION DISTRICT**

RESOLUTION #02-2015

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 FICA Alternative 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:

## TAHOE DOUGLAS FIRE PROTECTION DISTRICT

### RESOLUTION #02-2015

- 1) To participate in the Committee's FICA Alternative 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 Public Employees' FICA Alternative 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 FICA Alternative deferred compensation program; and
- 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

## TAHOE DOUGLAS FIRE PROTECTION DISTRICT

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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

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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.

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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.

**TAHOE DOUGLAS FIRE PROTECTION DISTRICT**

**RESOLUTION #02-2015**

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be signed and intend to be legally bound thereby.

**Tahoe Douglas Fire Protection District**  
(Political Subdivision)

By: Ben Shavit

Date 4/20/15

Title Fire Chief

Wm Meese  
Attorney for (Political Subdivision) (optional)

Date 4/20/15

\_\_\_\_\_  
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

## 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.

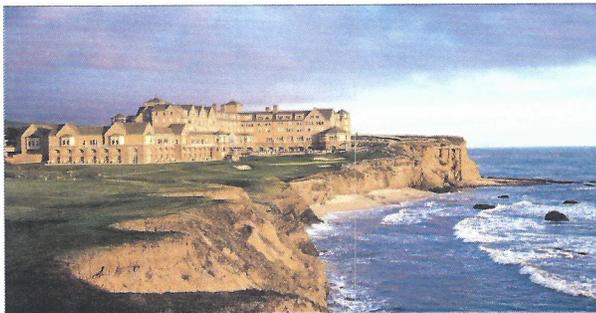


April 27-28, 2015

### **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.



## Committee Schedule of Meetings

<b>2015</b>	<b>2016</b>
<b>January 21, 2015</b> <b>Planning Session</b> Capitol Building 101 N. Carson St., Guinn Room Carson City, Nevada	<b>January 2016</b> <b>Planning Session</b> Location TBD Carson City, Nevada
<b>February 18, 2015</b> <b>Quarterly Meeting</b> Capitol Building 101 N. Carson St., Guinn Room Carson City, Nevada	<b>February 2016</b> <b>Quarterly Meeting</b> Location TBD Carson City, Nevada
<b>May 21, 2015</b> <b>Quarterly Meeting</b> Attorney General's Office 100 N. Carson St., Mock Courtroom Carson City, Nevada	<b>May 2016</b> <b>Quarterly Meeting</b> Location TBD Carson City, Nevada
<b>August 2015</b> <b>Quarterly Meeting</b> Location TBD Carson City, Nevada	<b>August 2016</b> <b>Quarterly Meeting</b> Location TBD Carson City, Nevada
<b>September 27-October 1, 2015</b> <b>National Conference NAGDCA</b> National Association of Governmental Deferred Compensation Administrators <b>Indianapolis, IN</b>	<b>September 18-21, 2016</b> <b>National Conference NAGDCA</b> National Association of Governmental Deferred Compensation Administrators <b>Denver, CO</b>
<b>November 2015</b> <b>Quarterly Meeting</b> Location TBD Carson City, Nevada	<b>November 2016</b> <b>Quarterly Meeting</b> Location TBD Carson City, Nevada