

# 457(b) Deferred Compensation and OBRA Plans

June 30, 2020 Performance Report

~For Institutional Use Only – Not for Public Distribution~

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# Section 1



# SECOND QUARTER 2020 MARKETS AND ECONOMIC UPDATE

## **DISLOCATION BETWEEN FUNDAMENTALS & PRICE**

During 1Q20 the global economy faced a shock unprecedented in modern economic history. A viral outbreak (COVID-19) that initiated in China spread swiftly across the globe bringing substantial loss of life and commerce. Global governments were forced to shut down large sections of their economies with billions of people directed to stay home to fight the spread of the virus. Economic visibility had largely disappeared by the end of the quarter. So how is it that much of the domestic equity market ended 2Q20 near all-time highs?

Monetary and fiscal policy makers in the US took decisive and unprecedented actions to provide liquidity to financial markets in an effort to place a floor under the economy. The Federal Reserve (Fed) dropped short-term rates from 1.50% to zero and announced they would purchase unlimited amounts of Treasury Bonds and Agency Mortgage-Backed Securities. Federal lawmakers passed a stimulus package of spending and tax breaks that totaled over \$2 trillion, or roughly 10% of GDP. This was followed by extensive balance sheet purchases by the Fed that for the first-time included investment grade and non-investment grade corporate bonds. From March to early June, the Fed's balance sheet grew from \$4.2 to \$7.2 trillion, over twice the growth seen during the great recession of 2008.

These extensive monetary and fiscal policy responses settled investor nerves and demonstrated "absolute" levels of support for the economy. This "absolute" support set a base for valuations and allowed investors to shift their focus beyond exceptionally poor near-term fundamentals. Fundamentals that included the loss of 22.2 million jobs in March and April, resulting in a record high 14.7% unemployment rate in May. Companies making up the S&P 500 Index saw earnings estimates decline by 37.0% in 2Q20, the largest decline in recorded history as reported by FactSet.

While few will argue the initial central bank actions were not appropriate, the continued support of financial markets, in particular the extended open market purchases of longer-dated Treasuries and corporate bonds has left many institutional investors asking if the central bank has over-stepped its bounds. Discounting of forward-looking expectations is the very essence of price discovery and the role of financial markets. But the extreme dichotomy between fundamentals and prices has some asking whether fundamentals are simply being ignored in favor of blindly following central bank policy. Has aggressive policy detached financial markets from the real economy? Actions, no matter how well intended, have consequences. If the central bank's role is too strong, then traditional fundamentals of valuation and risk management become less relevant and investors become emboldened by the very policies directed to protect them.

The stark influence of central bank policy on markets has led to the well-known quote "Don't fight the Fed". While these are generally wise words, investors should not lose sight of fundamentals and basic risk management in the process. Eventually, even the Fed must answer to market fundamentals.

## **GLOBAL ECONOMIC LANDSCAPE**

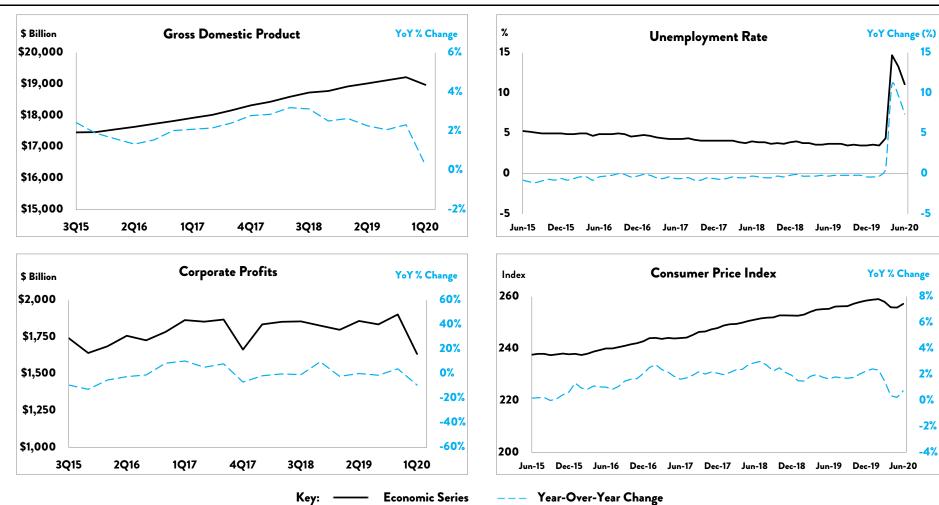
- May provided a huge upside surprise in the labor report and June delivered another strong result. The US job market has now recouped a third of the job losses incurred since the onset of the COVID-19 pandemic. Payrolls increased by 4.8 million in June, following an increase of 2.7 million in May. Construction and manufacturing sectors have recovered nearly 60% of their losses. Service industries added 4.3 million jobs, 2.1 million in leisure and hospitality, 900k in trade and transportation and nearly 600k in education and health. Air travel employment continues to decline and remains one of the hardest hit industries.
- Producer price inflation (PPI) declined 0.2% in June, versus expectations of a 0.4% gain. Food prices declined 5.2% while energy prices jumped 7.7% on supply/demand normalization. Headline PPI was largely unchanged at -0.8% year-over-year. The traditional core measure of inflation (excluding food and energy) rose 0.1% year-over-year.
- US home mortgage delinquencies surged to the highest level since November 2011. Total borrowers more than 30 days late jumped to 4.3 million in May after a record jump of 3.4 million in April, according to Back Knight. This translates to more than 8% of all US mortgages as either past due or in foreclosure.
- International economies are experiencing powerful short-term rebounds as global lockdowns are lifted. Italy, one of the countries hardest hit by the pandemic, saw retail sales rebound by nearly 25% in May with non-food sales rising over 65% in the same time-period. French industrial production followed suit, rising 19% with Germany increasing by 8%. Despite these increases, production remains 20% below pre-pandemic levels.

### **GLOBAL FINANCIAL MARKETS**

- Global equity markets staged a largely unprecedented rally in 2Q20 as global central banks aggressively moved to counter the effects of broad economic closures due to the COVID-19 pandemic. The combination of accommodative monetary policy, supportive fiscal policy and the early stages of economies re-opening led to sharp reversals in investor sentiment during the quarter.
- While domestic large cap stocks led the rally, small cap stocks took over leadership as the quarter progressed. Growth stocks continued their dominance over value stocks on continued strong price momentum in information technology stocks. As the prospects for economic recovery improved during the quarter, cyclical value stocks within the energy, materials and consumer discretion sectors staged strong rallies to end the quarter.
- In direct contrast to 1Q20, there were few global equity markets that did not enjoy strong returns in 2Q20. Emerging markets were no exception, led by strong economic data out of China and a subsequent rolldown effect across Asian and Latin American trading partners.
- Not to be left out, global credit markets posted a sharp and broad recovery this quarter. US high yield bond spreads narrowed from a peak of 1,080 basis points over Treasuries on March 24<sup>th</sup> to 550 basis points by June 4<sup>th</sup>, representing the most powerful rally since the global financial crisis. Nearly all other global credit markets have followed suit. The sharp decline in Treasury yields has left the oft cited "risk-free" bonds as largely "return-free" as well. Expect the ownership of government bonds to continue gathering largely in the hands of central banks as private investors pursue higher returns in various parts of the credit world and increasingly equity markets.

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## 2Q2020 Economic Data



Labor Market Statistics (Monthly)									
Category	Recent	5-Yr High	5-Yr Low	5-Yr Avg.	Date				
Jobs Added/Lost Monthly	4,800,000	4,800,000	-20,787,000	-56,533	Jun-20				
Unemployment Rate	11.1%	14.7%	3.5%	4.7%	Jun-20				
Median Unemployment Length (Weeks)	11.1	13.2	4.0	9.8	Jun-20				
Average Hourly Earnings	\$29.37	\$30.03	\$25.01	\$26.84	Jun-20				

Source: Federal Reserve Bank of St. Louis and Bureau of Labor Statistics

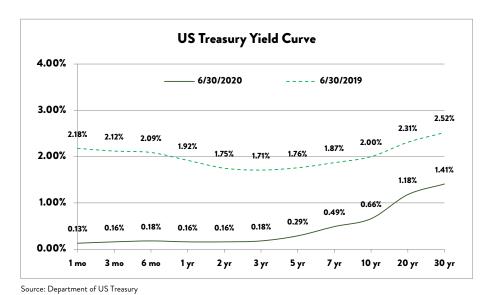
Year-Over-Year Change

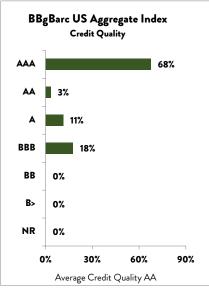
Other Prices and Indexes (Monthly)								
Category	Recent	5-Yr High	5-Yr Low	% Off Peak	Date			
Gas: Price per Gallon	\$2.07	\$2.88	\$1.79	-28.3%	Jun-20			
Spot Oil	\$38.31	\$70.98	\$16.55	-46.0%	Jun-20			
Case-Shiller Home Price Index	223.9	223.9	178.3	25.6%*	Apr-20			
Medical Care CPI	521.1	521.1	446.7	16.7%*	Jun-20			

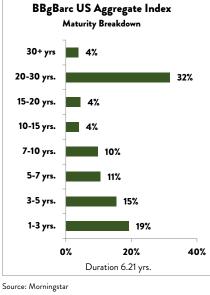
\*% Off Low

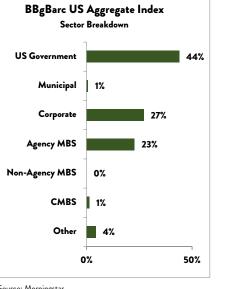
## 2Q2020 Bond Market Data

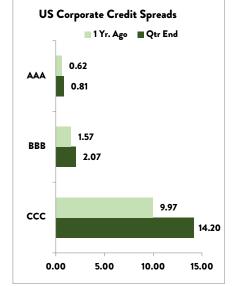
Index	QTR	YTD	1 yr.	3 yrs.	5 yrs.	10 yrs.
90-Day T-Bill	0.02%	0.66%	1.70%	1.71%	1.12%	0.60%
BBgBarc US Aggregate	2.90%	6.14%	8.74%	5.32%	4.30%	3.82%
BBgBarc Short US Treasury	0.04%	0.87%	1.95%	1.91%	1.31%	0.74%
BBgBarc Int. US Treasury	0.54%	5.82%	7.07%	4.11%	2.98%	2.56%
BBgBarc Long US Treasury	0.25%	21.20%	25.41%	12.04%	9.26%	7.74%
BBgBarc US TIPS	4.24%	6.01%	8.28%	5.05%	3.75%	3.52%
BBgBarc US Credit	8.22%	4.82%	9.07%	6.14%	5.54%	5.24%
BBgBarc US Mortgage-Backed	0.67%	3.50%	5.67%	3.97%	3.23%	3.06%
BBgBarc US Asset-Backed	3.54%	3.32%	4.68%	3.34%	2.67%	2.57%
BBgBarc US 20-Yr Municipal	2.56%	2.05%	5.06%	5.22%	4.81%	5.30%
BBgBarc US High Yield	10.18%	-3.80%	0.03%	3.33%	4.79%	6.68%
BBgBarc Global	3.32%	2.98%	4.22%	3.79%	3.56%	2.81%
BBgBarc International	3.38%	0.61%	0.71%	2.52%	2.89%	1.98%
BBgBarc Emerging Market	10.00%	-0.43%	2.96%	4.17%	5.18%	5.99%











Source: Morningstar

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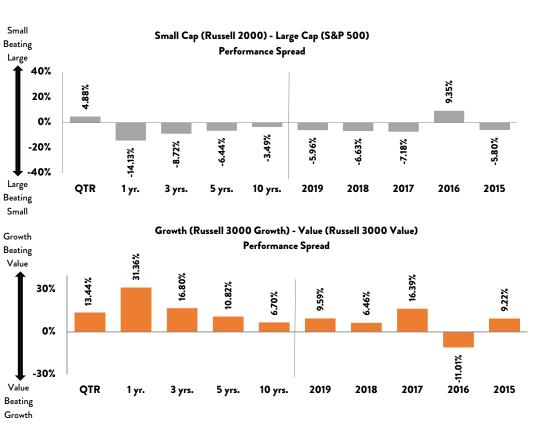
Source: Federal Reserve / Bank of America

# 2Q2020 US Equity Market Data

Sectors Weights/Returns (ranked by quarter performance)

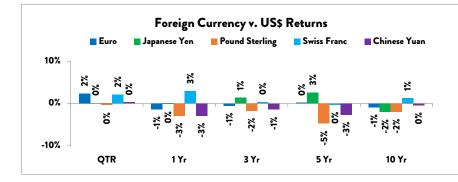
Sec	tors Weigł	nts/Returns (ranked by qua	rter performanc	e)	
	Wgt.	Sector	QTR	YTD	1 yr.
	11%	Sector Consumer Discretionary	<b>дік</b> 32.86%	7.23%	<b>I yr.</b> 12.59%
	Wgt.	Sector	QTR	YTD	1 yr.
	<b>8</b> 1%	Energy	74.62%	-47.19%	-53.91%
	14%	Consumer Discretionary	51.83%	-5.98%	2.27%
dex	16%	, Information Technology	27.93%	-4.24%	7.68%
- 0	6%	Materials	25.31%	-14.45%	-11.15%
S&P Midcap 400 Index	11%	Health Care	23.29%	5.60%	12.41%
dcap	16%	Industrials	23.15%	-13.10%	-6.47%
Ň	4%	Consumer Staples	20.37%	-1.48%	3.22%
8 P	2%	Communication Services	15.45%	-16.50%	-16.99%
S	15%	Financials	13.97%	-23.77%	-18.87%
	10%	Real Estate	12.81%	-24.58%	-16.89%
	4%	Utilities	-0.41%	-20.97%	-20.10%
	Wgt.	Sector	QTR	YTD	1 yr.
	3%	Energy	54.99%	-54.54%	-62.36%
Xa	15%	Consumer Discretionary	53.83%	-13.13%	-6.00%
ľ	5%	Materials	27.37%	-17.75%	-14.15%
8	14%	Information Technology	22.64%	-9.29%	4.68%
ap 6	18%	Industrials	22.37%	-17.66%	-11.17%
allc	13%	Health Care	17.05%	-6.23%	2.92%
S&P Smallcap 600 Index	4%	Consumer Staples	16.27%	-8.23%	1.73%
8 8 9	8%	Real Estate	13.38%	-25.14%	-18.09%
01	3%	Communication Services	12.36%	3.26%	4.68%
	15%	Financials	9.06%	-28.92%	-23.76%
	2%	Utilities	-5.03%	-14.08%	-8.37%

Index Performance Data						
					Annualized	
Index	QTR	YTD	1 yr.	3 yrs.	5 yrs.	10 yrs.
S&P 500	20.54%	-3.08%	7.51%	10.73%	10.73%	13.99%
Russell 1000 Value	14.29%	-16.26%	-8.84%	1.82%	4.64%	10.41%
Russell 1000 Growth	27.84%	9.81%	23.28%	18.99%	15.89%	17.23%
Russell Mid Cap	24.61%	-9.13%	-2.24%	5.79%	6.76%	12.35%
Russell Mid Cap Value	19.95%	-18.09%	-11.81%	-0.54%	3.32%	10.29%
Russell Mid Cap Growth	30.26%	4.16%	11.91%	14.76%	11.60%	15.09%
Russell 2000	25.42%	-12.98%	-6.63%	2.01%	4.29%	10.50%
Russell 2000 Value	18.91%	-23.50%	-17.48%	-4.35%	1.26%	7.82%
Russell 2000 Growth	30.58%	-3.06%	3.48%	7.86%	6.86%	12.92%
Russell 3000	22.03%	-3.48%	6.53%	10.04%	10.03%	13.72%
DJ US Select REIT	9.11%	-22.01%	-17.71%	-1.99%	2.45%	8.27%

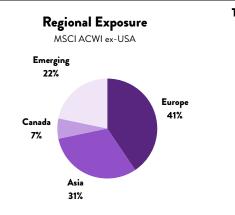


## 2Q2020 International Market Data

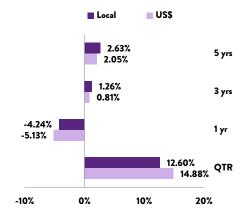
Index Performance Data (net)						
Index (US\$)	QTR	YTD	1 yr.	3 yrs.	5 yrs.	10 yrs.
MSCI ACWI ex-US	16.12%	-11.00%	-4.80%	1.13%	2.26%	4.97%
MSCI EAFE	14.88%	-11.34%	-5.13%	0.81%	2.05%	5.73%
Europe	15.26%	-12.78%	-6.78%	0.00%	1.46%	5.65%
United Kingdom	7.79%	-23.26%	-17.73%	-3.93%	-2.46%	3.90%
Germany	26.54%	-7.63%	-2.59%	-1.30%	1.80%	6.07%
France	16.15%	-15.86%	-10.27%	0.50%	3.46%	5.79%
Pacific	14.16%	-9.01%	-2.39%	2.31%	3.24%	5.98%
Japan	11.61%	-7.12%	3.10%	2.97%	3.45%	6.09%
Hong Kong	9.16%	-9.75%	-14.71%	0.93%	2.58%	7.40%
Australia	28.91%	-13.95%	-11.50%	0.83%	2.99%	5.22%
Canada	20.17%	-12.91%	-8.24%	1.13%	1.61%	2.71%
MSCI EM	18.08%	-9.78%	-3.39%	1.90%	2.86%	3.27%
MSCI EM Latin America	19.10%	-35.23%	-32.46%	-7.22%	-3.22%	-3.80%
MSCI EM Asia	17.82%	-3.50%	4.88%	4.10%	4.84%	5.81%
MSCI EM Eur/Mid East	15.97%	-19.99%	-16.78%	-0.29%	0.03%	-1.20%
MSCI ACWI Value ex-US	12.76%	-19.43%	-15.26%	-3.95%	-1.25%	2.79%
MSCI ACWI Growth ex-US	19.11%	-2.62%	5.80%	6.07%	5.61%	7.04%
MSCI ACWI Sm Cap ex-US	22.83%	-12.80%	-4.34%	-0.17%	2.50%	6.05%



Exchange Rates	QTR	1Q20	4Q19	3Q19	2Q19	1Q19
Japanese Yen	107.77	107.53	108.67	108.11	107.84	110.68
Euro	0.89	0.91	0.89	0.92	0.88	0.89
British Pound	0.81	0.80	0.75	0.81	0.79	0.77
Swiss Franc	0.95	0.96	0.97	1.00	0.98	1.00
Chinese Yuan	7.07	7.08	6.96	7.15	6.87	6.71



MSCI EAFE Index Return

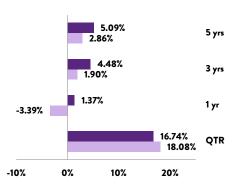


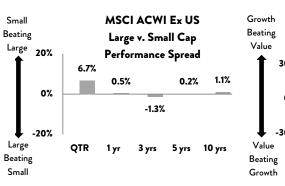
Top 10 Countries (MSCI AC World ex-USA) Japan 16% China 12% UK 9% France 7% Switzerland 7% Canada 6% Germany 6% Australia 4% Taiwan 4% South Korea 3%

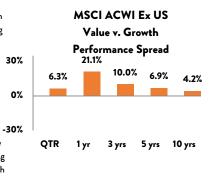
MSCI Emerging Index Return

Local

US\$







## **Historical Market Returns**

Ranked by Performance

2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	YTD	2Q20
Emerging Markets 34.00%	Emerging Markets 32.14%	Emerging Markets 39.42%	US Bonds 5.24%	Emerging Markets 78.51%	Small Cap 26.85%	Core Real Estate 14.96%	Emerging Markets 18.22%	Small Cap 38.82%	Large Cap 13.68%	Core Real Estate 13.95%	Small Cap 21.30%	Emerging Markets 37.28%	Core Real Estate 7.36%	Large Cap 31.49%	US Bonds 6.14%	Small Cap 25.42%
Commod. 21.36%	Intl 26.65%	Intl 16.65%	Global Bonds 4.79%	High Yield 58.21%	Mid Cap 25.48%	TIPS 13.56%	Mid Cap 17.28%	Mid Cap 34.76%	Mid Cap 13.21%	Large Cap 1.38%	High Yield 17.12%	Intl 27.19%	Cash 1.69%	Mid Cap 30.54%	TIPS 6.01%	Mid Cap 24.61%
Core Real Estate 20.15%	Small Cap 18.37%	Commod. 16.23%	Cash 1.39%	Intl 41.45%	Emerging Markets 18.88%	US Bonds 7.84%	Intl 16.83%	Large Cap 32.39%	Core Real Estate 11.44%	US Bonds 0.55%	Mid Cap 13.79%	Large Cap 21.83%	US Bonds 0.01%	Small Cap 25.52%	Global Bonds 2.98%	Large Cap 20.54%
Intl 16.62%	Large Cap 15.79%	Core Real Estate 14.84%	TIPS -2.35%	Mid Cap 40.48%	Commod. 16.83%	Global Bonds 5.64%	Small Cap 16.35%	Intl 15.29%	US Bonds 5.97%	Cash 0.03%	Large Cap 11.95%	Mid Cap 18.52%	Global Bonds -1.20%	Intl 21.51%	Cash 0.66%	Emerging Markets 18.08%
Mid Cap 12.65%	Core Real Estate 15.27%	TIPS 11.64%	Core Real Estate -10.70%	Small Cap 27.17%	Core Real Estate 15.26%	High Yield 4.98%	Large Cap 16.00%	Global Balanced 14.46%	Small Cap 4.89%	TIPS -1.43%	Commod. 11.76	Global Balanced 15.87%	TIPS -1.26%	Global Balanced 18.86%	Core Real Estate -1.00%	Intl 16.12%
Large Cap 4.91%	Mid Cap 15.26%	Global Bonds 9.48%	Global Balanced -24.51%	Large Cap 26.46%	High Yield 15.12%	Large Cap 2.11%	High Yield 15.81%	Core Real Estate 12.95%	TIPS 3.64%	Global Balanced -1.45%	Emerging Markets 11.18%	Small Cap 14.65%	High Yield -2.08%	Emerging Markets 18.42%	Global Balanced -1.56%	Global Balanced 12.78%
Small Cap 4.55%	Global Balanced 14.53%	Global Balanced 9.07%	High Yield -26.16%	Global Balanced 20.49%	Large Cap 15.06%	Cash 0.06%	Global Balanced 11.06%	High Yield 7.44%	Global Balanced 3.17%	Mid Cap -2.43%	Core Real Estate 7.76%	High Yield 7.50%	Large Cap -4.38%	High Yield 14.32%	Large Cap -3.08%	High Yield 10.18%
Global Balanced 4.16%	High Yield 11.85%	US Bonds 6.97%	Small Cap -33.79%	Commod. 18.91%	Intl 11.15%	Global Balanced -0.97%	Core Real Estate 9.76%	Cash 0.07%	High Yield 2.45%	Global Bonds -3.15%	Global Balanced 5.38%	Global Bonds 7.39%	Global Balanced -5.30%	US Bonds 8.72%	High Yield -3.80%	Commod. 5.08%
Cash 3.25%	Global Bonds 6.64%	Mid Cap 5.60%	Commod. -35.65%	TIPS 11.41%	Global Balanced 9.40%	Mid Cap -1.55%	TIPS 6.98%	US Bonds -2.02%	Global Bonds 0.59%	Small Cap 4.41%	TIPS 4.68%	Core Real Estate 6.66%	Mid Cap -9.06%	TIPS 8.43%	Mid Cap -9.13%	TIPS 4.24%
TIPS 2.84%	Cash 4.85%	Large Cap 5.49%	Large Cap -37.00%	Global Bonds 6.93%	US Bonds 6.54%	Small Cap -4.18%	Global Bonds 4.32%	Global Bonds -2.60%	Cash 0.04%	High Yield -4.46%	Intl 4.50%	US Bonds 3.54%	Small Cap 11.01%	Commod. 7.69%	Emerging Markets -9.78%	Global Bonds 3.32%
High Yield 2.74%	US Bonds 4.33%	Cash 4.44%	Mid Cap -41.46%	US Bonds 5.93%	TIPS 6.31%	Commod. -13.32%	US Bonds 4.21%	Emerging Markets -2.60%	Emerging Markets -2.18%	Intl 5.66%	US Bonds 2.65%	TIPS 3.01%	Commod. -11.25%	Global Bonds 6.84%	Intl 11.00%	US Bonds 2.90%
US Bonds 2.43%	Commod. 2.07%	High Yield 1.87%	Intl 45.53%	Cash 0.16%	Global Bonds 5.54%	Intl -13.71%	Cash 0.08%	TIPS -8.61%	Intl 3.86%	Emerging Markets -14.90%	Global Bonds 2.09%	Commod. 1.70%	Intl -14.20%	Core Real Estate 4.41%	Small Cap -12.98%	Cash 0.02%
Global Bonds -4.49%	TIPS 0.41%	Small Cap -1.57%	Emerging Markets -53.33%	Core Real Estate -30.40%	Cash 0.15%	Emerging Markets -18.42%	Commod. -1.06%	Commod. -9.52%	Commod. -17.00%	Commod. -24.60%	Cash 0.25%	Cash 0.71%	Emerging Markets -14.58%	Cash 2.30%	Commod. -19.40%	Core Real Estate -1.74%

Global Balanced is composed of 60% MSCI World Stock Index, 35% BBgBarc Global Aggregate Bond Index, and 5% US 90-Day T-Bills.

# Section 2

Combined 457(b) DC Plans

## PLAN ASSET ALLOCATION

Second Quarter 2020

Fixed Income	Ticker	Assets	%
Voya Fixed Account	-	\$333,649,666	37.4%
Vanguard Total Bond Market Index I	VBTIX	\$25,505,157	2.9%
	Total	\$359,154,823	40.3%
Large Cap	Ticker	Assets	%
MFS Value R4	MEIJX	\$16,643,549	1.9%
Vanguard Institutional Index Instl	VINIX	\$99,494,370	11.2%
T. Rowe Price Growth Stock I	PRUFX	\$74,463,259	8.4%
		A	
	Total	\$190,601,178	21.4%
	Total	\$190,601,178	21.4%
Mid Cap	Total Ticker	\$190,601,178 Assets	21.4%
<mark>Mid Cap</mark> Vanguard Mid-Cap Value Index Adm		· , ,	
	Ticker	Assets	%
Vanguard Mid-Cap Value Index Adm	Ticker VMVAX	Assets \$2,785,789	0.3%
Vanguard Mid-Cap Value Index Adm Hartford MidCap HLS IA	Ticker VMVAX HIMCX	Assets \$2,785,789 \$49,616,952	<b>%</b> 0.3% 5.6%
Vanguard Mid-Cap Value Index Adm Hartford MidCap HLS IA Vanguard Extended Market Index Instl	Ticker VMVAX HIMCX VIEIX	Assets \$2,785,789 \$49,616,952 \$48,629,053	<b>%</b> 0.3% 5.6% 5.5% 2.0%
Vanguard Mid-Cap Value Index Adm Hartford MidCap HLS IA Vanguard Extended Market Index Instl	Ticker VMVAX HIMCX VIEIX VMGMX	Assets \$2,785,789 \$49,616,952 \$48,629,053 \$17,479,108	<b>%</b> 0.3% 5.6% 5.5% 2.0%
Vanguard Mid-Cap Value Index Adm Hartford MidCap HLS IA Vanguard Extended Market Index Instl	Ticker VMVAX HIMCX VIEIX VMGMX	Assets \$2,785,789 \$49,616,952 \$48,629,053 \$17,479,108	<b>%</b> 0.3% 5.6% 5.5% 2.0%
Vanguard Mid-Cap Value Index Adm Hartford MidCap HLS IA Vanguard Extended Market Index Instl Vanguard Mid-Cap Growth Index Adm	Ticker VMVAX HIMCX VIEIX VMGMX Total	Assets \$2,785,789 \$49,616,952 \$48,629,053 \$17,479,108 \$118,510,902	% 0.3% 5.6% 5.5% 2.0% 13.3%
Vanguard Mid-Cap Value Index Adm Hartford MidCap HLS IA Vanguard Extended Market Index Instl Vanguard Mid-Cap Growth Index Adm International	Ticker VMVAX HIMCX VIEIX VMGMX Total	Assets \$2,785,789 \$49,616,952 \$48,629,053 \$17,479,108 \$118,510,902 Assets	% 0.3% 5.6% 5.5% 2.0% 13.3%

Asset Allocation	Ticker	Assets	%
Vanguard Instl Target Retirement Income Instl	VITRX	\$16,727,733	1.9%
Vanguard Instl Target Retirement 2015 Instl	VITVX	\$33,485,218	3.8%
Vanguard Instl Target Retirement 2020 Instl	VITWX	\$10,686,393	1.2%
Vanguard Instl Target Retirement 2025 Instl	VRIVX	\$38,935,462	4.4%
Vanguard Instl Target Retirement 2030 Instl	VTTWX	\$10,041,861	1.1%
Vanguard Instl Target Retirement 2035 Instl	VITFX	\$40,968,297	4.6%
Vanguard Instl Target Retirement 2040 Instl	VIRSX	\$5,231,816	0.6%
Vanguard Instl Target Retirement 2045 Instl	VITLX	\$18,116,276	2.0%
Vanguard Instl Target Retirement 2050 Instl	VTRLX	\$1,878,615	0.2%
Vanguard Instl Target Retirement 2055 Instl	VIVLX	\$4,236,313	0.5%
Vanguard Instl Target Retirement 2060 Instl	VILVX	\$690,913	0.1%
Vanguard Instl Target Retirement 2065 Instl	VSXFX	\$427,000	0.0%
	Total	\$181,425,897	20.4%

Ticker	Assets	%
-	\$3,859,341	0.4%
-	\$3,848,090	0.4%
Total	\$7,707,431	0.9%
		- \$3,859,341 - \$3,848,090

**TOTAL PLAN ASSETS** 

\$891,067,366

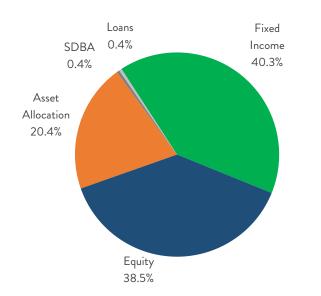
Administrative Account Balance

\$186,892

Combined 457(b) DC Plans

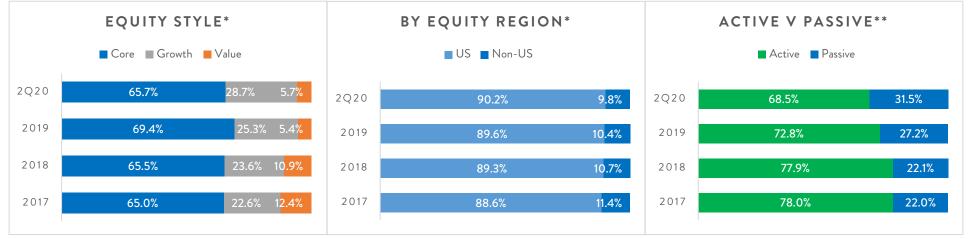
## PLAN ASSET ALLOCATION

Second Quarter 2020



Asset Class	2Q20	2019	2018	2017	2016	2015	2014	2013
Fixed Income	40.3%	38.1%	43.8%	41.5%	N/A	N/A	N/A	N/A
Large Cap	21.4%	21.8%	18.8%	20.4%	N/A	N/A	N/A	N/A
Mid Cap	13.3%	14.4%	13.4%	14.2%	N/A	N/A	N/A	N/A
International	3.8%	4.2%	4.0%	4.4%	N/A	N/A	N/A	N/A
Asset Allocation	20.4%	20.7%	19.2%	18.7%	N/A	N/A	N/A	N/A
SDBA	0.4%	0.4%	0.3%	0.3%	N/A	N/A	N/A	N/A
Loans	0.4%	0.4%	0.5%	0.4%	N/A	N/A	N/A	N/A

#### HISTORICAL PLAN ALLOCATION



\*Excludes Fixed Income, Asset Allocation, Brokerage, and Loan assets

\*\*Excludes Asset Allocation, Brokerage, and Loan assets

Combined 457(b) DC Plans

## **PLAN ASSET ALLOCATION**

Second Quarter 2020

PLAN LEVEL C	CASH FLOWS						HISTO	ORICAL PLAN	CASH FLOW	S	
		Cash Flow	Cash Flow		Market					Market	
	Beginning Value	(+)	(-)	Transfer	Gain/Loss	Ending Value		Beginning Value	Net Cash Flow	Gain/Loss	Ending Value
Fixed Income	\$354,567,651	\$3,052,504	(\$5,555,438)	\$3,773,763	\$3,316,342	\$359,154,823	2Q20	\$792,835,545	\$2,263,628	\$92,120,104	\$887,219,277
Large Cap	\$155,529,629	\$2,960,350	(\$2,050,443)	(\$1,136,525)	\$35,298,167	\$190,601,178	YTD	\$890,766,732	\$2,657,062	(\$6,204,518)	\$887,219,277
Mid Cap	\$93,607,655	\$1,725,592	(\$955,059)	(\$2,505,374)	\$26,638,088	\$118,510,902	2019	\$771,229,524	(\$7,494,189)	\$127,031,396	\$890,766,732
International	\$27,946,191	\$675,190	(\$296,236)	\$169,393	\$5,172,598	\$33,667,136	2018	\$801,580,360	(\$9,496,515)	(\$20,854,320)	\$771,229,524
Asset Allocation	\$157,888,367	\$5,494,395	(\$2,787,228)	(\$225,900)	\$21,056,263	\$181,425,897	2017	\$719,232,369	(\$3,029,859)	\$85,377,850	\$801,580,360
SDBA	\$3,296,050	\$0	\$0	(\$75,356)	\$638,647	\$3,859,341	2016	N/A	N/A	N/A	N/A
Total	\$792,835,545	\$13,908,032	(\$11,644,404)	\$0	\$92,120,104	\$887,219,277					





Equity Indices: Russell 3000, MSCI ACWI ex USA; Fixed Indices: US Treasury 3 Mo T-Bill, BBgBarc Global

Aggregate Bond (rebalanced quarterly)

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457(b) Deferred Compensation Plan

## PLAN ASSET ALLOCATION

Second Quarter 2020

Fixed Income	Ticker	Assets	%
Voya Fixed Account	-	\$241,430,606	39.9%
Vanguard Total Bond Market Index I	VBTIX	\$15,392,898	2.5%
	Total	\$256,823,504	42.4%
Large Cap	Ticker	Assets	%
MFS Value R4	MEIJX	\$10,701,392	1.8%
Vanguard Institutional Index Instl	VINIX	\$63,532,206	10.5%
T. Rowe Price Growth Stock I	PRUFX	\$47,865,878	7.9%
	Total	\$122,099,476	20.2%
Mid Cap	Ticker	Assets	%
Vanguard Mid-Cap Value Index Adm	VMVAX	\$1,801,063	0.3%
Hartford MidCap HLS IA	HIMCX	\$35,962,454	5.9%
Vanguard Extended Market Index Instl	VIEIX	\$27,617,699	4.6%
Vanguard Mid-Cap Growth Index Adm	VMGMX	\$10,664,622	1.8%
	Total	\$76,045,839	12.6%
	Total	\$76,045,839	12.6%
International	Total Ticker	\$76,045,839 Assets	12.6%
<b>International</b> Vanguard Developed Markets Index Instl			

Total

\$19,331,390

3.2%

Asset Allocation	Ticker	Assets	%
Vanguard Instl Target Retirement Income Instl	VITRX	\$12,288,065	2.0%
Vanguard Instl Target Retirement 2015 Instl	VITVX	\$26,675,667	4.4%
Vanguard Instl Target Retirement 2020 Instl	VITWX	\$6,322,764	1.0%
Vanguard Instl Target Retirement 2025 Instl	VRIVX	\$25,419,776	4.2%
Vanguard Instl Target Retirement 2030 Instl	VTTWX	\$5,757,553	1.0%
Vanguard Instl Target Retirement 2035 Instl	VITFX	\$29,512,071	4.9%
Vanguard Instl Target Retirement 2040 Instl	VIRSX	\$3,455,169	0.6%
Vanguard Instl Target Retirement 2045 Instl	VITLX	\$10,661,155	1.8%
Vanguard Instl Target Retirement 2050 Instl	VTRLX	\$923,281	0.2%
Vanguard Instl Target Retirement 2055 Instl	VIVLX	\$2,842,711	0.5%
Vanguard Instl Target Retirement 2060 Instl	VILVX	\$436,019	0.1%
Vanguard Instl Target Retirement 2065 Instl	VSXFX	\$304,776	0.1%
	Total	\$124,599,007	20.6%

Miscellaneous	Ticker	Assets	%
Self-Directed Brokerage Account	-	\$2,417,649	0.4%
Participant Loans	-	\$3,811,486	0.6%
	Total	\$6,229,135	1.0%

TOTAL PLAN ASSETS

\$605,128,351

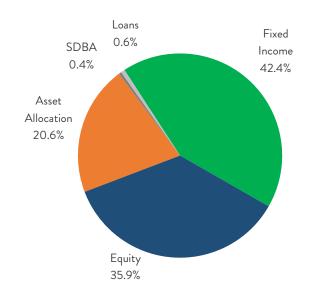
Administrative Account Balance

\$186,892

457(b) Deferred Compensation Plan

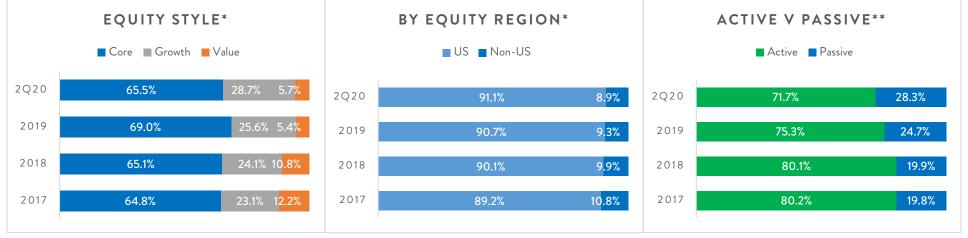
## PLAN ASSET ALLOCATION

Second Quarter 2020



Asset Class	2Q20	2019	2018	2017	2016	2015	2014	2013
Fixed Income	42.4%	40.1%	44.9%	42.8%	N/A	N/A	N/A	N/A
Large Cap	20.2%	20.6%	18.6%	19.1%	N/A	N/A	N/A	N/A
Mid Cap	12.6%	13.8%	12.6%	13.6%	N/A	N/A	N/A	N/A
International	3.2%	3.5%	3.4%	4.0%	N/A	N/A	N/A	N/A
Asset Allocation	20.6%	21.1%	19.4%	19.6%	N/A	N/A	N/A	N/A
SDBA	0.4%	0.3%	0.3%	0.3%	N/A	N/A	N/A	N/A
Loans	0.6%	0.6%	0.7%	0.6%	N/A	N/A	N/A	N/A

#### **HISTORICAL PLAN ALLOCATION**



\*Excludes Fixed Income, Asset Allocation, Brokerage, and Loan assets

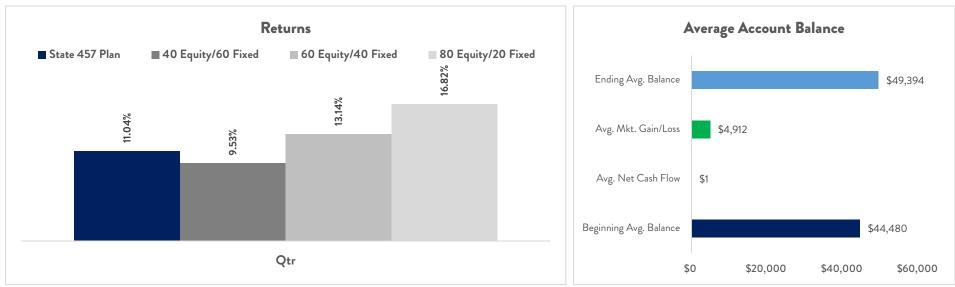
\*\*Excludes Asset Allocation, Brokerage, and Loan assets

457(b) Deferred Compensation Plan

## PLAN ASSET ALLOCATION

Second Quarter 2020

PLAN LEVEL C	ASH FLOWS						HISTORICAL PLAN CASH FLOWS					
		Cash Flow	Cash Flow		Market					Market		
	Beginning Value	(+)	(-)	Transfer	Gain/Loss	Ending Value		Beginning Value	Net Cash Flow	Gain/Loss	Ending Value	
Fixed Income	\$252,913,155	\$2,002,825	(\$4,446,285)	\$4,050,813	\$2,302,995	\$256,823,504	2Q20	\$541,500,873	\$17,627	\$59,798,365	\$601,316,865	
Large Cap	\$100,423,797	\$1,982,392	(\$1,544,909)	(\$1,565,238)	\$22,803,433	\$122,099,476	YTD	\$608,234,330	(\$3,513,238)	(\$3,404,226)	\$601,316,865	
Mid Cap	\$60,860,401	\$1,084,694	(\$767,744)	(\$2,155,618)	\$17,024,107	\$76,045,839	2019	\$537,863,111	(\$14,358,576)	\$84,729,795	\$608,234,330	
International	\$16,143,267	\$399,793	(\$245,119)	\$50,086	\$2,983,364	\$19,331,390	2018	\$562,293,890	(\$11,362,468)	(\$13,068,311)	\$537,863,111	
Asset Allocation	\$109,212,295	\$3,557,456	(\$2,005,476)	(\$468,737)	\$14,303,470	\$124,599,007	2017	\$509,420,746	(\$5,785,533)	\$58,658,678	\$562,293,890	
SDBA	\$1,947,960	\$0	\$0	\$88,694	\$380,995	\$2,417,649	2016	N/A	N/A	N/A	N/A	
Total	\$541,500,873	\$9,027,160	(\$9,009,532)	\$0	\$59,798,365	\$601,316,865						



Equity Indices: Russell 3000, MSCI ACWI ex USA; Fixed Indices: US Treasury 3 Mo T-Bill, BBgBarc Global

Aggregate Bond (rebalanced quarterly)

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457(b) DC Plan - Political Subdivisions

## PLAN ASSET ALLOCATION

Second Quarter 2020

Fixed Income	Ticker	Assets	%	Asset Allocation
Voya Fixed Account	-	\$77,528,418	36.5%	Vanguard Instl Target Retir
Vanguard Total Bond Market Index I	VBTIX	\$6,514,700	3.1%	Vanguard Instl Target Retir
	Total	\$84,043,118	39.6%	Vanguard Instl Target Retire
				Vanguard Instl Target Retir
Large Cap	Ticker	Assets	%	Vanguard Instl Target Retir
MFS Value R4	MEIJX	\$4,477,734	2.1%	Vanguard Instl Target Retir
Vanguard Institutional Index Instl	VINIX	\$26,392,061	12.4%	Vanguard Instl Target Retir
T. Rowe Price Growth Stock I	PRUFX	\$20,278,687	9.6%	Vanguard Instl Target Retir
	Total	\$51,148,482	24.1%	Vanguard Instl Target Retir
				Vanguard Instl Target Retir
Mid Cap	Ticker	Assets	%	Vanguard Instl Target Retir
Vanguard Mid-Cap Value Index Adm	VMVAX	\$676,475	0.3%	Vanguard Instl Target Retir
Hartford MidCap HLS IA	HIMCX	\$10,343,128	4.9%	
Vanguard Extended Market Index Instl	VIEIX	\$15,331,204	7.2%	
Vanguard Mid-Cap Growth Index Adm	VMGMX	\$3,983,023	1.9%	Miscellaneous
	Total	\$30,333,831	14.3%	Self-Directed Brokerage Ad
				Participant Loans
International	Ticker	Assets	%	
Vanguard Developed Markets Index Instl	VTMNX	\$9,313,363	4.4%	
American Funds EuroPacific Growth R6	RERGX	\$1,125,811	0.5%	ΤΟΤ
	Total	\$10,439,174	4.9%	4

Asset Allocation	Ticker	Assets	%
Vanguard Instl Target Retirement Income Instl	VITRX	\$2,716,959	1.3%
Vanguard Instl Target Retirement 2015 Instl	VITVX	\$2,498,365	1.2%
Vanguard Instl Target Retirement 2020 Instl	VITWX	\$2,420,631	1.1%
Vanguard Instl Target Retirement 2025 Instl	VRIVX	\$7,705,512	3.6%
Vanguard Instl Target Retirement 2030 Instl	VTTWX	\$2,510,390	1.2%
Vanguard Instl Target Retirement 2035 Instl	VITFX	\$7,577,789	3.6%
Vanguard Instl Target Retirement 2040 Instl	VIRSX	\$1,291,850	0.6%
Vanguard Instl Target Retirement 2045 Instl	VITLX	\$5,918,691	2.8%
Vanguard Instl Target Retirement 2050 Instl	VTRLX	\$844,745	0.4%
Vanguard Instl Target Retirement 2055 Instl	VIVLX	\$1,216,922	0.6%
Vanguard Instl Target Retirement 2060 Instl	VILVX	\$217,683	0.1%
Vanguard Instl Target Retirement 2065 Instl	VSXFX	\$100,793	0.0%
	Total	\$35,020,330	16.5%

Miscellaneous	Ticker	Assets	%
Self-Directed Brokerage Account	-	\$1,135,455	0.5%
Participant Loans	-	\$36,604	0.0%
	Total	\$1,172,058	0.6%

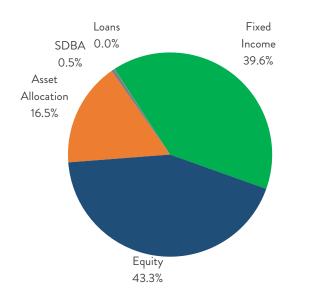
**FAL PLAN ASSETS** 

\$212,156,992

457(b) DC Plan - Political Subdivisions

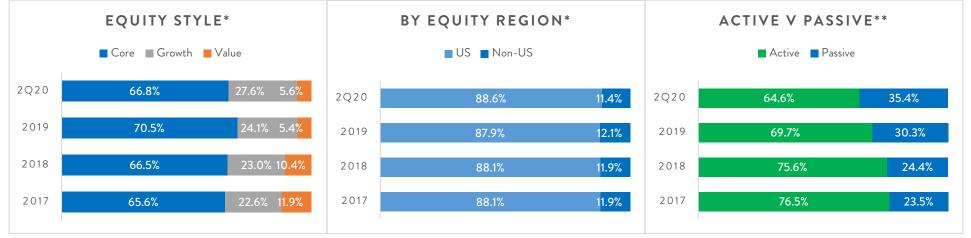
## PLAN ASSET ALLOCATION

Second Quarter 2020



Asset Class	2Q20	2019	2018	2017	2016	2015	2014	2013
Fixed Income	39.6%	37.5%	46.2%	42.5%	N/A	N/A	N/A	N/A
Large Cap	24.1%	24.4%	17.5%	22.8%	N/A	N/A	N/A	N/A
Mid Cap	14.3%	15.3%	15.1%	15.0%	N/A	N/A	N/A	N/A
International	4.9%	5.5%	5.2%	5.1%	N/A	N/A	N/A	N/A
Asset Allocation	16.5%	16.6%	15.6%	14.0%	N/A	N/A	N/A	N/A
SDBA	0.5%	0.7%	0.5%	0.6%	N/A	N/A	N/A	N/A
Loans	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A

#### HISTORICAL PLAN ALLOCATION



\*Excludes Fixed Income, Asset Allocation, Brokerage, and Loan assets

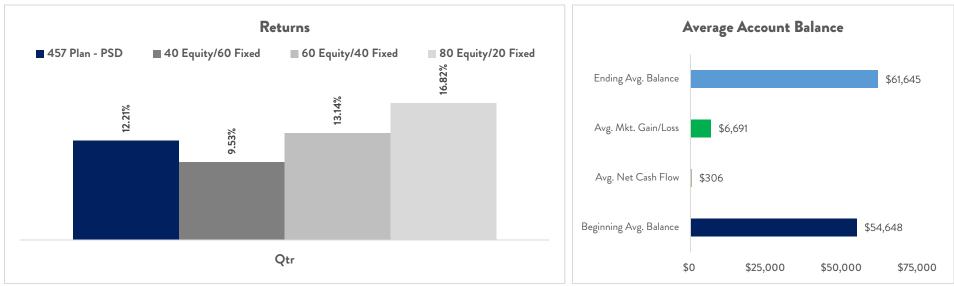
\*\*Excludes Asset Allocation, Brokerage, and Loan assets

457(b) DC Plan - Political Subdivisions

## PLAN ASSET ALLOCATION

Second Quarter 2020

PLAN LEVEL C	ASH FLOWS						HISTORICAL PLAN CASH FLOWS					
		Cash Flow	Cash Flow		Market					Market		
	Beginning Value	(+)	(-)	Transfer	Gain/Loss	Ending Value		Beginning Value	Net Cash Flow	Gain/Loss	Ending Value	
Fixed Income	\$84,186,950	\$751,423	(\$1,050,833)	(\$636,899)	\$792,477	\$84,043,118	2Q20	\$188,044,749	\$1,053,030	\$23,022,610	\$212,120,389	
Large Cap	\$40,815,844	\$676,364	(\$302,819)	\$648,680	\$9,310,412	\$51,148,482	YTD	\$211,520,904	\$2,761,179	(\$2,161,694)	\$212,120,389	
Mid Cap	\$23,386,610	\$472,728	(\$174,153)	(\$180,730)	\$6,829,376	\$30,333,831	2019	\$174,082,438	\$7,146,048	\$30,292,417	\$211,520,904	
International	\$8,561,814	\$198,918	(\$46,533)	\$156,711	\$1,568,264	\$10,439,174	2018	\$178,524,895	\$683,229	(\$5,125,686)	\$174,082,438	
Asset Allocation	\$29,967,707	\$1,200,284	(\$672,348)	\$205,563	\$4,319,125	\$35,020,330	2017	\$158,344,563	\$970,802	\$19,209,530	\$178,524,895	
SDBA	\$1,125,825	\$0	\$0	(\$193,325)	\$202,955	\$1,135,455	2016	N/A	N/A	N/A	N/A	
Total	\$188,044,749	\$3,299,716	(\$2,246,686)	\$0	\$23,022,610	\$212,120,389						



### Equity Indices: Russell 3000, MSCI ACWI ex USA; Fixed Indices: US Treasury 3 Mo T-Bill, BBgBarc Global

Aggregate Bond (rebalanced quarterly)

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# PLAN ASSET ALLOCATION

\$73,782,023

Second Quarter 2020

Fixed Income	Ticker	Assets	%	Asset Allocation	Ticker	Assets	%
Voya Fixed Account	-	\$14,690,643	19.9%	Vanguard Instl Target Retirement Income Instl	VITRX	\$1,722,709	2.3%
Vanguard Total Bond Market Index I	VBTIX	\$3,597,558	4.9%	Vanguard Instl Target Retirement 2015 Instl	VITVX	\$4,311,187	5.8%
	Total	\$18,288,201	24.8%	Vanguard Instl Target Retirement 2020 Instl	VITWX	\$1,942,997	2.6%
				Vanguard Instl Target Retirement 2025 Instl	VRIVX	\$5,810,174	7.9%
Large Cap	Ticker	Assets	%	Vanguard Instl Target Retirement 2030 Instl	VTTWX	\$1,773,917	2.4%
MFS Value R4	MEIJX	\$1,464,423	2.0%	Vanguard Instl Target Retirement 2035 Instl	VITFX	\$3,878,438	5.3%
Vanguard Institutional Index Instl	VINIX	\$9,570,102	13.0%	Vanguard Instl Target Retirement 2040 Instl	VIRSX	\$484,797	0.7%
T. Rowe Price Growth Stock I	PRUFX	\$6,318,695	8.6%	Vanguard Instl Target Retirement 2045 Instl	VITLX	\$1,536,430	2.1%
	Total	\$17,353,220	23.5%	Vanguard Instl Target Retirement 2050 Instl	VTRLX	\$110,589	0.1%
				Vanguard Instl Target Retirement 2055 Instl	VIVLX	\$176,680	0.2%
Mid Cap	Ticker	Assets	%	Vanguard Instl Target Retirement 2060 Instl	VILVX	\$37,211	0.1%
Vanguard Mid-Cap Value Index Adm	VMVAX	\$308,250	0.4%	Vanguard Instl Target Retirement 2065 Instl	VSXFX	\$21,432	0.0%
Hartford MidCap HLS IA	НІМСХ	\$3,311,370	4.5%		Total	\$21,806,560	29.6%
Vanguard Extended Market Index Instl	VIEIX	\$5,680,150	7.7%				
Vanguard Mid-Cap Growth Index Adm	VMGMX	\$2,831,463	3.8%	Miscellaneous	Ticker	Assets	%
	Total	\$12,131,232	16.4%	Self-Directed Brokerage Account	-	\$306,237	0.4%
					Total	\$306,237	0.4%

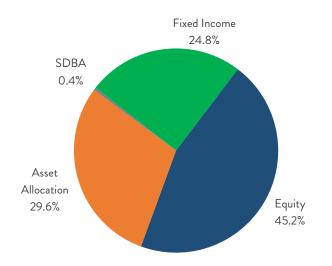
International	Ticker	Assets	%
Vanguard Developed Markets Index Instl	VTMNX	\$2,654,669	3.6%
American Funds EuroPacific Growth R6	RERGX	\$1,241,903	1.7%
	Total	\$3,896,572	5.3%

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457(b) DC Plan - Nevada State Higher Education

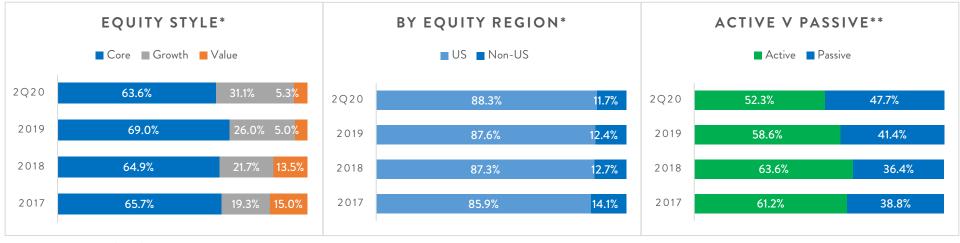
## PLAN ASSET ALLOCATION

Second Quarter 2020



#### HISTORICAL PLAN ALLOCATION

Asset Class	2Q20	2019	2018	2017	2016	2015	2014	2013
Fixed Income	24.8%	22.4%	27.3%	26.9%	N/A	N/A	N/A	N/A
Large Cap	23.5%	24.4%	24.1%	24.7%	N/A	N/A	N/A	N/A
Mid Cap	16.4%	17.1%	15.7%	16.8%	N/A	N/A	N/A	N/A
International	5.3%	5.9%	5.8%	6.8%	N/A	N/A	N/A	N/A
Asset Allocation	29.6%	29.9%	26.8%	24.7%	N/A	N/A	N/A	N/A
SDBA	0.4%	0.3%	0.3%	0.1%	N/A	N/A	N/A	N/A



\*Excludes Fixed Income, Asset Allocation, Brokerage, and Loan assets

\*\*Excludes Asset Allocation, Brokerage, and Loan assets

457(b) DC Plan - Nevada State Higher Education

## PLAN ASSET ALLOCATION

Second Quarter 2020

PLAN LEVEL C	CASH FLOWS						HISTORICAL PLAN CASH FLOWS							
		Cash Flow	Cash Flow		Market					Market				
	Beginning Value	(+)	(-)	Transfer	Gain/Loss	Ending Value		Beginning Value	Net Cash Flow	Gain/Loss	Ending Value			
Fixed Income	\$17,467,546	\$298,256	(\$58,320)	\$359,849	\$220,870	\$18,288,201	2Q20	\$63,289,922	\$1,192,970	\$9,299,130	\$73,782,023			
Large Cap	\$14,289,989	\$301,594	(\$202,716)	(\$219,968)	\$3,184,321	\$17,353,220	YTD	\$71,011,498	\$3,409,122	(\$638,598)	\$73,782,023			
Mid Cap	\$9,360,644	\$168,170	(\$13,162)	(\$169,026)	\$2,784,606	\$12,131,232	2019	\$59,283,975	(\$281,661)	\$12,009,184	\$71,011,498			
International	\$3,241,111	\$76,480	(\$4,584)	(\$37,404)	\$620,970	\$3,896,572	2018	\$60,761,575	\$1,182,723	(\$2,660,323)	\$59,283,975			
Asset Allocation	\$18,708,366	\$736,656	(\$109,404)	\$37,274	\$2,433,668	\$21,806,560	2017	\$51,467,060	\$1,784,872	\$7,509,643	\$60,761,575			
SDBA	\$222,266	\$0	\$0	\$29,275	\$54,696	\$306,237	2016	N/A	N/A	N/A	N/A			
Total	\$63,289,922	\$1,581,156	(\$388,186)	\$0	\$9,299,130	\$73,782,023	_							



Equity Indices: Russell 3000, MSCI ACWI ex USA; Fixed Indices: US Treasury 3 Mo T-Bill, BBgBarc Global

Aggregate Bond (rebalanced quarterly)

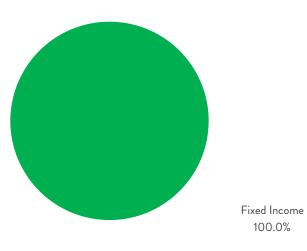
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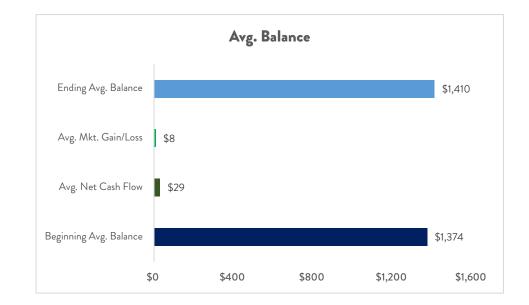
Second Quarter 2020

		HISTORICAL PLAN CASH FLOWS											
Fixed Income	Ticker	Assets	%		Beginning Value	Net Cash Flow	Market Gain/Loss	Ending Value					
Voya Fixed Account	-	\$46,976,650	100.0%	2Q20	\$45,752,254	\$966,766	\$257,630	\$46,976,650					
	Total	\$46,976,650	100.0%	YTD	\$45,103,420	\$1,363,417	\$509,813	\$46,976,650					
				2019	\$40,981,957	\$3,480,620	\$640,843	\$45,103,420					
				2018	\$36,814,369	\$3,585,657	\$581,931	\$40,981,957					
				2017	\$32,759,971	\$3,539,366	\$515,032	\$36,814,369					
				2016	N/A	N/A	N/A	N/A					
TOTAL PLAN ASSETS		\$46,976,650											

Administrative Account Balance

\$12,422





# Section 3

# INVESTMENT POLICY STATEMENT COMPLIANCE REPORT

**Combined Retirement Plans** 

## Second Quarter 2020

			Investment Poli	cy Status
	Performance	Qualitative	On-Watch	
Key: 🖻 Pass / 🔹 Fail	Factors	Factors	Date Initiated	Notes
Voya Fixed Account	P	P	-	
Voya Fixed Account - FICA	•	P	-	Trailing Benchmark for 5-year period.
Vanguard Total Bond Market Index I	P	P	-	
MFS Value R4	P	P	-	
Vanguard Institutional Index Instl	P	P	-	
T. Rowe Price Growth Stock I	•	P	3Q2019	Trailing Benchmark for 5-year period. Performance for the quarter was neutral with sector allocations proving generally beneficial (led by underweights to consumer staples and real estate and an overweight to consumer discretionary) while stock selection particularly in health care and technology detracted. Over the last year the fund particularly struggled due to stock selection in technology, industrials, health care, an consumer discretionary. Stock selection in communication services and a underweight to consumer staples added to return.
Vanguard Mid-Cap Value Index Adm	P	P	-	
Hartford MidCap HLS IA	P	P	-	
Vanguard Extended Market Index Instl	P	P	-	
Vanguard Mid-Cap Growth Index Adm	P	P	-	
Vanguard Developed Markets Index Instl	P	P	2Q2018	On watch for underperformance of Benchmark.
American Funds EuroPacific Growth R6	•	P	-	Trailing Benchmark and Peer Group for 5 year period. The fund had a go quarter but still lags over the 1-year period. Good quarter was entirely based off of good security selection, while their sector allocations detracted about 20bps of relative performance. Over the last year the fund has struggled with its sector weights as they have been the cause or nearly all of the underperformance. The main detractors were an overweight to financials (second worst performing sector) and energy (worst performing sector).

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## INVESTMENT POLICY STATEMENT COMPLIANCE REPORT

**Combined Retirement Plans** 

### Second Quarter 2020

		Investment Folio	
		On-Watch	
		Date Initiated	Notes
P	P	-	
		-	
P	P	-	
		-	
P	P	-	
		-	
P	P	-	
		-	
P	P	-	
		-	
P	P	-	
		-	
	P	P P   P P   P P   P P   P P   P P   P P   P P   P P   P P	On-Watch Date InitiatedPP-PP <t< th=""></t<>

#### Investment Policy Status

Vanguard Instl Target Retirement Income Instl Vanguard Instl Target Retirement 2015 Instl Vanguard Instl Target Retirement 2020 Instl Vanguard Instl Target Retirement 2025 Instl Vanguard Instl Target Retirement 2030 Instl Vanguard Instl Target Retirement 2035 Instl Vanguard Instl Target Retirement 2040 Instl Vanguard Instl Target Retirement 2045 Instl Vanguard Instl Target Retirement 2050 Instl Vanguard Instl Target Retirement 2050 Instl Vanguard Instl Target Retirement 2050 Instl Vanguard Instl Target Retirement 2055 Instl Vanguard Instl Target Retirement 2060 Instl

				-	Annualized							
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Voya Fixed Account	0.77	1.54	2.92	2.72	2.89			2.70	2.54	2.75	3.15	3.50
5 Yr Constant Maturity US Treasury Yield	0.09	0.38	1.19	2.02	1.84	1.58	2.20	1.96	2.75	1.91	1.44	1.53
+/- Index	0.68	1.16	1.73	0.70	1.05	-	-	0.74	(0.21)	0.84	1.71	1.97
US Stable Value	1	1	1	2	1	-	N/A	4	5	1	1	1
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Voya Fixed Account - FICA	0.56	1.12	1.87	1.62	1.82			1.50	1.50	1.50	2.25	2.50
5 Yr Constant Maturity US Treasury Yield	0.09	0.38	1.19	2.02	1.84	1.58	2.20	1.96	2.75	1.91	1.44	1.53
+/- Index	0.47	0.74	0.68	(0.40)	(0.02)	-	-	(0.46)	(1.25)	(0.41)	0.81	0.97
US Stable Value	12	16	72	80	36	-	N/A	97	82	56	5	2
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Total Bond Market Index I	2.98	6.36	8.98	5.36	4.32	3.79	4.40	8.73	0.01	3.57	2.61	0.41
BBgBarc Capital US Aggregate Bond Index	2.90	6.14	8.74	5.32	4.30	3.82	4.39	8.72	0.01	3.54	2.65	0.55
+/- Index	0.08	0.22	0.24	0.04	0.02	(0.03)	0.01	0.01	(0.02)	0.03	(0.04)	(0.14)
US Fund Intermediate Core Bond	68	23	20	20	20	47	N/A	33	30	55	62	28
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
MFS Value R4	14.30	12.86	4.39	3.30	6.16	11.13	7.55	30.08	9.87	17.74	14.14	0.54
Russell 1000 Value Index	14.29	-16.26	-8.84	1.82	4.64	10.41	6.24	26.54	-8.27	13.66	17.34	-3.83
+/- Index	0.01	3.40	4.45	1.48	1.52	0.72	1.31	3.54	(1.60)	4.08	(3.20)	3.29
US Fund Large Value	66	27	26	36	22	19	N/A	9	68	30	52	12
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Institutional Index Instl	20.55	3.08	7.49	10.70	10.70	13.96	8.82	31.46	4.42	21.79	11.93	1.37
S&P 500 Index	20.54	-3.08	7.51	10.73	10.73	13.99	8.83	31.49	-4.38	21.83	11.96	1.38
+/- Index	0.01	0.00	(0.02)	(0.03)	(0.03)	(0.03)	(0.01)	(0.02)	(0.04)	(0.04)	(0.03)	(0.01)
US Fund Large Blend	44	30	22	17	10	8	N/A	24	27	29	27	20

				ŀ	Annualized							
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
T. Rowe Price Growth Stock I	27.75	9.07	18.69	16.59	14.80	17.08	11.33	30.98	0.89	33.84	1.58	10.93
Russell 1000 Growth Index	27.84	9.81	23.28	18.99	15.89	17.23	11.32	36.39	-1.51	30.21	7.08	5.67
+/- Index	(0.09)	(0.74)	(4.59)	(2.40)	(1.09)	(0.15)	0.01	(5.41)	0.62	3.63	(5.50)	5.27
US Fund Large Growth	39	43	45	45	31	20	N/A	61	37	15	63	4
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Mid Cap Value Index Adm	18.65	18.56	11.82	0.02	3.61	10.46		27.99	12.42	17.04	15.26	1.80
Vanguard US Mid Cap Value Index	18.61	-18.59	-11.85	-0.01	3.64	10.51	-	28.05	-12.42	17.12	15.28	-1.75
+/- Index	0.04	0.03	0.03	(0.01)	(0.03)	(0.05)	-	(0.06)	0.00	(0.08)	(0.02)	(0.05)
US Fund Mid-Cap Value	63	37	34	25	27	9	N/A	32	45	13	71	17
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Hartford MidCap HLS IA	25.27	5.06	0.09	9.05	9.38	13.45	10.10	32.87	7.44	24.47	11.98	1.60
Russell Mid Cap Index	24.61	-9.13	-2.24	5.79	6.76	12.35	8.51	30.54	-9.06	18.52	13.80	-2.44
+/- Index	0.66	4.07	2.33	3.26	2.62	1.10	1.59	2.32	1.61	5.95	(1.82)	4.04
US Fund Mid-Cap Blend	21	5	12	4	1	2	N/A	10	15	3	67	5
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Extended Market Index Instl	31.15	5.56	1.19	6.44	6.78	12.38	8.63	28.05	9.35	18.12	16.15	3.24
Vanguard Extended Market Index	31.14	-5.60	1.08	6.32	6.64	12.26	8.49	27.95	-9.57	18.11	15.95	-3.35
+/- Index	0.01	0.04	0.11	0.12	0.14	0.12	0.14	0.11	0.22	0.01	0.20	0.11
US Fund Mid-Cap Blend	4	5	7	9	13	7	N/A	36	33	29	38	45
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Mid Cap Growth Index Adm	30.58	4.40	11.51	12.86	10.12	14.27		33.86	5.60	21.83	6.75	0.98
Vanguard US Mid Cap Growth Index	30.61	4.43	11.56	12.92	10.18	14.25	9.63	33.93	-5.57	21.92	6.78	-0.93
+/- Index	(0.03)	(0.03)	(0.05)	(0.06)	(0.06)	0.02	-	(0.07)	(0.04)	(0.10)	(0.03)	(0.05)
US Fund Mid-Cap Growth	41	42	41	48	50	40	N/A	42	46	65	40	51

				/	Annualized							
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Developed Markets Index Instl	17.49	10.74	4.23	0.92	2.49	6.12	4.42	22.14	14.49	26.46	2.46	0.17
Vanguard Developed Markets Index	16.40	-11.33	-4.71	0.83	2.39	5.93	4.22	22.34	-14.79	26.31	2.29	-0.28
+/- Index	1.09	0.59	0.48	0.09	0.10	0.19	0.20	(0.20)	0.30	0.16	0.17	0.11
US Fund Foreign Large Blend	31	46	42	42	26	18	N/A	41	51	34	29	36
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
American Funds EuroPacific Growth R6	22.77	4.77	3.17	4.76	4.90	7.48	6.68	27.40	14.91	31.17	1.01	0.48
MSCI ACWI Ex-USA Growth (Net) Index	19.11	-2.62	5.80	6.07	5.61	7.04	5.89	27.34	-14.43	32.01	0.12	-1.25
+/- Index	3.66	(2.15)	(2.63)	(1.31)	(0.71)	0.44	0.79	0.06	(0.48)	(0.84)	0.89	0.77
US Fund Foreign Large Growth	30	69	62	58	52	51	N/A	59	58	44	20	66
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement Income Instl	7.95	1.60	5.87	5.47	5.00			13.20	1.98	8.54	5.29	0.13
Vanguard Retirement Income Index	7.95	1.95	6.25	5.71	5.18	6.04	5.24	13.40	-1.98	8.67	5.35	0.12
+/- Index	0.00	(0.35)	(0.38)	(0.24)	(0.18)	-	-	(0.20)	(0.01)	(0.12)	(0.07)	(0.25)
US Fund Target-Date Retirement	57	29	16	14	15	-	N/A	45	18	59	40	7
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2015 Instl	8.92	0.87	5.60	5.86	5.53			14.88	2.91	11.50	6.27	0.42
Vanguard Retirement 2015 Index	8.95	1.28	6.08	6.12	5.74	7.75	5.89	15.08	-2.88	11.61	6.40	-0.22
+/- Index	(0.03)	(0.41)	(0.48)	(0.26)	(0.21)	-	-	(0.20)	(0.03)	(0.11)	(0.13)	(0.20)
US Fund Target-Date 2015	75	16	24	23	20	-	N/A	65	17	47	51	11
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2020 Instl	11.43	0.54	5.15	6.15	6.01			17.69	4.21	14.13	7.04	0.63
Vanguard Retirement 2020 Index	11.45	0.00	5.77	6.48	6.26	8.58	-	17.87	-4.14	14.22	7.17	-0.40
+/- Index	(0.02)	(0.54)	(0.62)	(0.33)	(0.25)	-	-	(0.18)	(0.06)	(0.09)	(0.12)	(0.23)
US Fund Target-Date 2020	31	41	22	15	8	-	N/A	26	40	15	25	28

	Annualized											
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2025 Instl	13.19	1.46	4.85	6.38	6.34			19.67	5.02	15.94	7.56	0.80
Vanguard Retirement 2025 Index	13.22	-0.88	5.55	6.75	6.61	9.16	6.50	19.93	-5.01	16.08	7.66	-0.58
+/- Index	(0.03)	(0.58)	(0.70)	(0.37)	(0.27)	-	-	(0.26)	(0.01)	(0.14)	(0.10)	(0.22)
US Fund Target-Date 2025	30	42	22	17	11	-	N/A	20	38	23	20	24
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2030 Instl	14.57	2.35	4.43	6.45	6.50			21.14	5.82	17.57	7.97	0.97
Vanguard Retirement 2030 Index	14.53	-1.78	5.10	6.82	6.78	9.64	-	21.33	-5.74	17.65	8.11	-0.80
+/- Index	0.04	(0.57)	(0.67)	(0.37)	(0.28)	-	-	(0.20)	(0.08)	(0.09)	(0.14)	(0.17)
US Fund Target-Date 2030	39	44	27	24	16	-	N/A	29	35	29	29	36
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2035 Instl	15.92	3.22	3.98	6.50	6.66			22.56	6.56	19.14	8.39	1.21
Vanguard Retirement 2035 Index	15.85	-2.72	4.59	6.86	6.93	10.11	6.90	22.76	-6.48	19.24	8.55	-1.02
+/- Index	0.07	(0.50)	(0.61)	(0.36)	(0.27)	-	-	(0.20)	(0.08)	(0.11)	(0.16)	(0.19)
US Fund Target-Date 2035	48	35	24	22	21	-	N/A	38	30	32	27	37
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2040 Instl	17.25	4.13	3.46	6.51	6.78			23.93	7.31	20.73	8.81	1.52
Vanguard Retirement 2040 Index	17.17	-3.69	4.03	6.88	7.08	10.37	-	24.19	-7.22	20.87	8.98	-1.25
+/- Index	0.08	(0.44)	(0.57)	(0.37)	(0.30)	-	-	(0.25)	(0.10)	(0.13)	(0.17)	(0.27)
US Fund Target-Date 2040	49	38	24	18	19	-	N/A	40	34	23	23	51
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2045 Instl	18.65	4.97	2.99	6.45	6.82			25.07	7.87	21.47	8.94	1.51
Vanguard Retirement 2045 Index	18.49	-4.58	3.52	6.79	7.10	10.38	7.18	25.36	-7.77	21.54	9.13	-1.25
+/- Index	0.16	(0.39)	(0.53)	(0.34)	(0.28)	-	-	(0.28)	(0.10)	(0.07)	(0.18)	(0.26)
US Fund Target-Date 2045	41	42	36	22	17	-	N/A	38	40	23	26	42

	Annualized											
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2050 Instl	18.61	4.96	3.00	6.44	6.82			25.05	7.87	21.47	8.95	1.51
Vanguard Retirement 2050 Index	18.49	-4.58	3.52	6.79	7.10	10.38	-	25.36	-7.77	21.54	9.13	-1.25
+/- Index	0.12	(0.38)	(0.52)	(0.35)	(0.28)	-	-	(0.30)	(0.10)	(0.07)	(0.18)	(0.25)
US Fund Target-Date 2050	53	36	35	22	18	-	N/A	43	34	33	28	51
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2055 Instl	18.63	4.94	2.98	6.46	6.83			25.06	7.84	21.47	8.94	1.66
Vanguard Retirement 2055 Index	18.49	-4.58	3.52	6.79	7.10	10.38	-	25.36	-7.77	21.54	9.13	-1.25
+/- Index	0.14	(0.36)	(0.54)	(0.33)	(0.27)	-	-	(0.30)	(0.07)	(0.06)	(0.18)	(0.41)
US Fund Target-Date 2055	56	31	31	23	18	-	N/A	47	32	43	27	53
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2060 Instl	18.66	4.93	3.04	6.45	6.82			25.13	7.88	21.42	8.94	1.61
Vanguard Retirement 2060 Index	18.49	-4.58	3.52	6.79	7.10	-	-	25.36	-7.77	21.54	9.13	-1.25
+/- Index	0.17	(0.35)	(0.48)	(0.34)	(0.28)	-	-	(0.23)	(0.11)	(0.12)	(0.18)	(0.36)
US Fund Target-Date 2060+	58	24	27	28	33	-	N/A	54	36	48	20	73
	QTR	YTD	1Yr	3Yr	5Yr	10Yr	15Yr	2019	2018	2017	2016	2015
Vanguard Instl Target Retirement 2065 Instl	18.64	5.10	2.82					25.15	7.84			
Vanguard Retirement 2065 Index	18.49	-4.58	3.52	6.79	-	-	-	25.36	-7.77	-	-	-
+/- Index	0.15	(0.52)	(0.70)	-	-	-	-	(0.21)	(0.07)	-	-	-
US Fund Target-Date 2060+	60	29	38	-	-	-	N/A	52	30	-	-	-

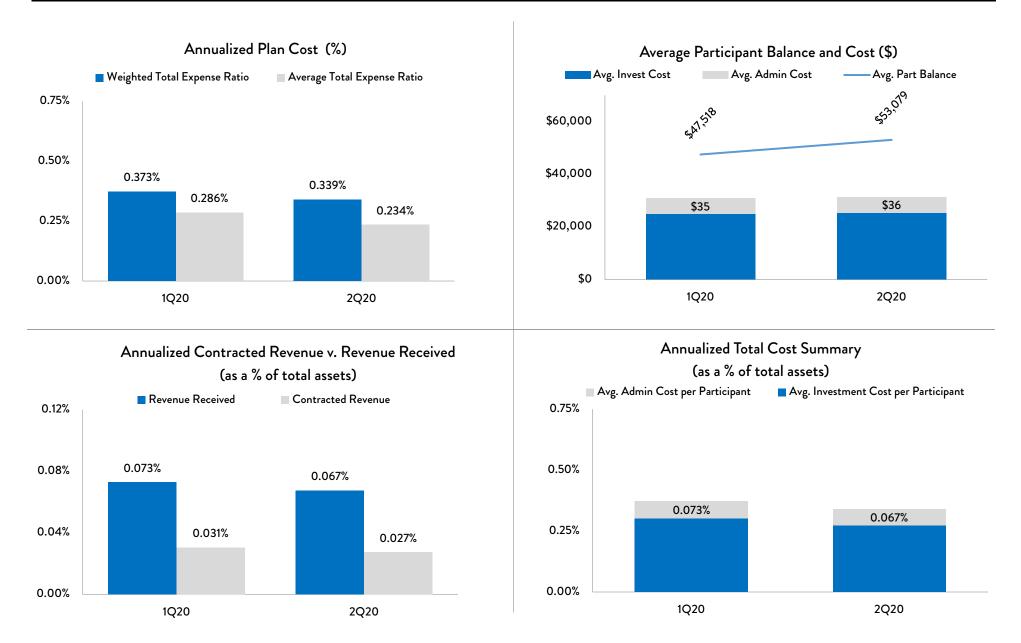
# Section 4

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Combined 457(b) DC Plans

## **PLAN FEE ANALYSIS**

Second Quarter 2020



\*Administration costs are only charged to accounts with balances over \$1,000. For reporting purposes the total amounts charged are displayed relative to all participant accounts with a balance.

Combined 457(b) DC Plans

## PLAN FEE ANALYSIS

Annualized

Second Quarter 2020

		Quarter End			Est. Total Invest.	Est. Total Admin.
Fund	Ticker	Balance	Net Expense Ratio	Admin Fee	Cost	Cost
Voya Fixed Account	-	\$333,649,666	0.40%	0.07%	\$1,334,599	\$225,003
Vanguard Total Bond Market Index I	VBTIX	\$25,505,157	0.04%	0.07%	\$8,927	\$17,200
MFS Value R4*	MEIJX	\$16,643,549	0.42%	0.07%	\$69,903	\$11,224
Vanguard Institutional Index Instl	VINIX	\$99,494,370	0.04%	0.07%	\$34,823	\$67,096
T. Rowe Price Growth Stock I	PRUFX	\$74,463,259	0.52%	0.07%	\$387,209	\$50,216
Vanguard Mid-Cap Value Index Adm	VMVAX	\$2,785,789	0.07%	0.07%	\$1,950	\$1,879
Hartford MidCap HLS IA*	HIMCX	\$49,616,952	0.65%	0.07%	\$322,510	\$33,460
Vanguard Extended Market Index Instl	VIEIX	\$48,629,053	0.05%	0.07%	\$24,315	\$32,794
Vanguard Mid-Cap Growth Index Adm	VMGMX	\$17,479,108	0.07%	0.07%	\$12,235	\$11,787
Vanguard Developed Markets Index Instl	VTMNX	\$27,395,260	0.05%	0.07%	\$13,698	\$18,475
American Funds EuroPacific Growth R6	RERGX	\$6,271,876	0.46%	0.07%	\$28,851	\$4,230
Vanguard Instl Target Retirement Income Instl	VITRX	\$16,727,733	0.09%	0.07%	\$15,055	\$11,281
Vanguard Instl Target Retirement 2015 Instl	VITVX	\$33,485,218	0.09%	0.07%	\$30,137	\$22,581
Vanguard Instl Target Retirement 2020 Instl	VITWX	\$10,686,393	0.09%	0.07%	\$9,618	\$7,207
Vanguard Instl Target Retirement 2025 Instl	VRIVX	\$38,935,462	0.09%	0.07%	\$35,042	\$26,257
Vanguard Instl Target Retirement 2030 Instl	VTTWX	\$10,041,861	0.09%	0.07%	\$9,038	\$6,772
Vanguard Instl Target Retirement 2035 Instl	VITFX	\$40,968,297	0.09%	0.07%	\$36,871	\$27,628
Vanguard Instl Target Retirement 2040 Instl	VIRSX	\$5,231,816	0.09%	0.07%	\$4,709	\$3,528
Vanguard Instl Target Retirement 2045 Instl	VITLX	\$18,116,276	0.09%	0.07%	\$16,305	\$12,217
Vanguard Instl Target Retirement 2050 Instl	VTRLX	\$1,878,615	0.09%	0.07%	\$1,691	\$1,267
Vanguard Instl Target Retirement 2055 Instl	VIVLX	\$4,236,313	0.09%	0.07%	\$3,813	\$2,857
Vanguard Instl Target Retirement 2060 Instl	VILVX	\$690,913	0.09%	0.07%	\$622	\$466
Vanguard Instl Target Retirement 2065 Instl	VSXFX	\$427,000	0.09%	0.07%	\$384	\$288
Self-Directed Brokerage Account	-	\$3,859,341	-	0.07%	-	\$2,603
TOTAL		\$887,219,277		·	\$2,402,302	\$598,313

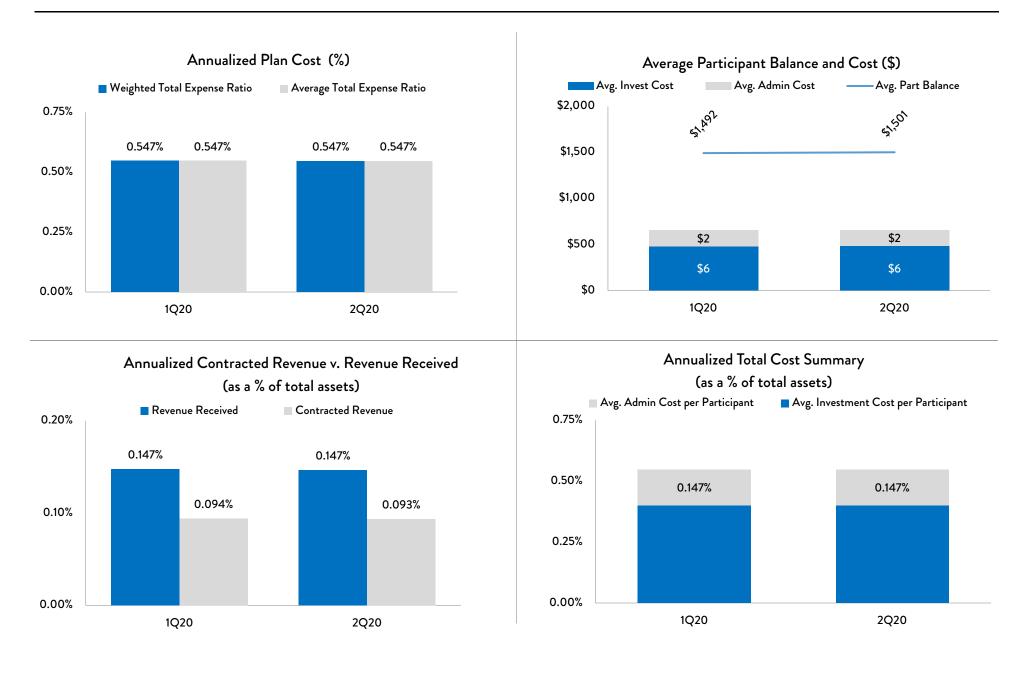
Plan Administration Cost	Quarter	Annualized
Plan Generated Revenue (\$41.00 per ppt with >\$1,000 bal) (est):	\$149,578	\$598,313
Contracted Revenue (\$14.50 per participant) (est):	\$60,592	\$242,368
Net Excess/(Deficit) (est):	\$88,986	\$355,946

\*Revenue derived from funds credited to participant accounts in which they are held. For fee reporting purposes, the credit has been used to offset the reported fund expense ratio. An expense ratio of 0.40% was assumed for the Voya Fixed Account.

FICA Alternative OBRA Plan

## **PLAN FEE ANALYSIS**

Second Quarter 2020



FICA Alternative OBRA Plan

# PLAN FEE ANALYSIS

Second Quarter 2020

Annualized

		Quarter End			Est. Total Invest.	Est. Total Admin.
Fund	Ticker	Balance	Net Expense Ratio	Admin Fee	Cost	Cost
Voya Fixed Account	-	\$46,976,650	0.40%	0.15%	\$187,907	\$68,845
TOTAL		\$46,976,650			\$187,907	\$68,845
Plan Administration Cost	Quarter	Annualized				
Plan Generated Revenue (\$2.20 per participant) (est):	\$17,211	\$68,845				

i lan Generated Revenue (\$2.20 per participant) (est).	φ17,211	\$00,045
Contracted Revenue (\$1.40 per participant) (est):	\$10,953	\$43,810
Net Excess/(Deficit) (est):	\$6,259	\$25,034

An expense ratio of 0.40% was assumed for the Voya Fixed Account.