

Investment Performance Review  
Period Ending December 31, 2016

# Southfield Employees' Retirement System

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**AndCo Consulting** | (844) 44-ANDCO | [AndCoConsulting.com](http://AndCoConsulting.com)

*Formerly* The Bogdahn Group

On the cover of your standard quarterly report, and on all documents we will be sending to you going forward, you will notice **your name** comes before ours. That is not by accident. Everything from the services we provide to how we are structured as an organization is designed to ensure that you, our client, comes first.

We take our role as an independent institutional consulting firm and plan fiduciary very seriously, and we believe this approach and philosophy adds real value to our clients. To ensure that the client always comes first in the service equation and that our fiduciary responsibility is never compromised, the important principles of independence, objectivity and transparency are embodied in our mission and vision statements and define who we are as an organization. They are engrained in our culture and corporate values and used to guide our actions every day.

Over the years, the investment environment has grown more complex and we've seen our staff grow and our expertise and services advance to serve our expanding clientele. To strengthen business continuity and meet the needs of our clients, we recently began a program to broaden employee ownership of our firm. Inherently, as we thought about our mission (*To represent the sole interest of our clients by redefining independence*), vision (*To be a transformational organization viewed as the leader in our industry*), and the passion behind our service culture, we wanted to do something significant that would better reflect who we are as an organization and how we never compromise our client-first mentality and service philosophy.

### Why a Company Rebrand?

After more than a decade of growth and original brand equity, why would a company rebrand now? Though client-first consulting has been a cornerstone of our company since its inception, with the milestone of transitioning majority ownership from our founder to the firm's next generation of leadership, it became the perfect opportunity to reintroduce ourselves to the world as AndCo. We have always believed the assets of our firm were the collective body of individuals working together to serve our clients. It has always been bigger than one or even a handful of people. We feel this rebrand is a better reflection of this belief and conviction along with our mission and vision. Our team members could work at other places but they choose to work at AndCo because they believe this approach is better for clients. Business will continue as usual, as the leadership and team you have come to know and trust will not be impacted by this rebrand.

### Why AndCo?

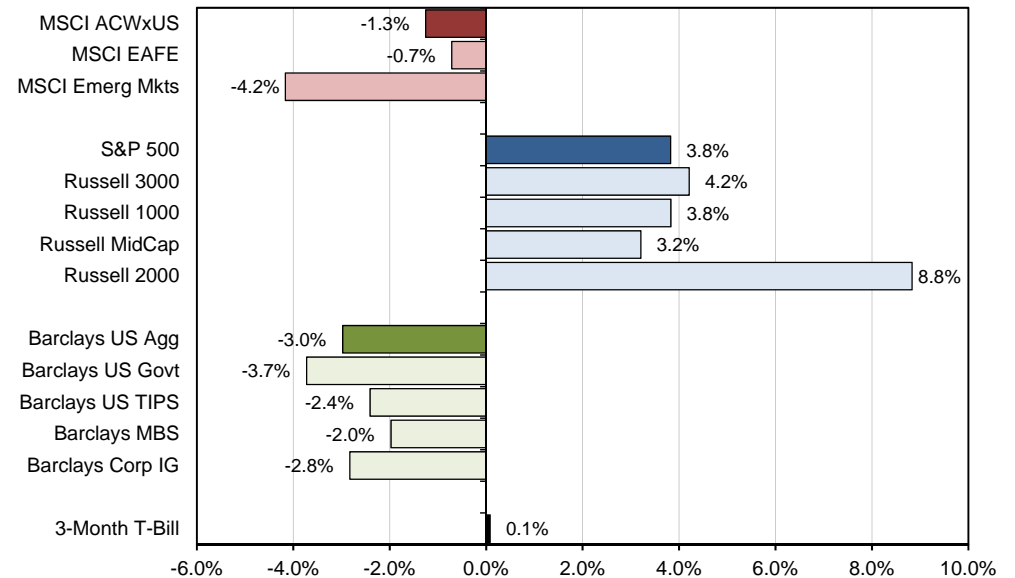
As AndCo, we want your first impression to be our commitment to client-first consulting. Our promise to you spans from our very foundation up to the name on our building. Most importantly, this company rebrand sets the stage for the future of our firm, and your place in it. At AndCo, it is always:

**Our Clients** 

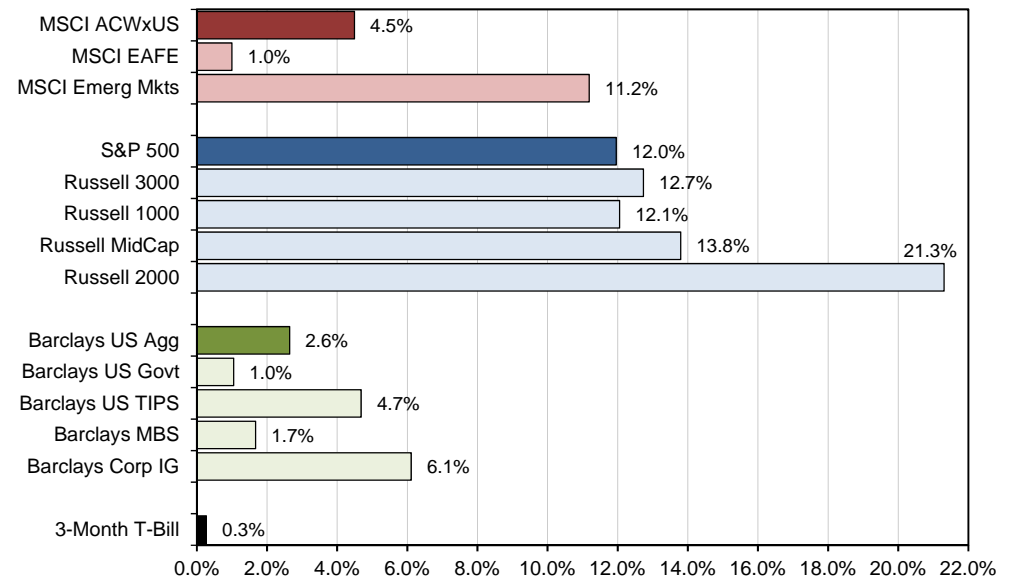


- Broad asset class returns were mixed for the 4<sup>th</sup> quarter. Domestic equity indices posted positive performance for the quarter, while broad international equity and fixed income benchmarks were negative for the period. The quarter's investment cycle was dominated first by the U.S. presidential election, and then by the largely anticipated Federal Reserve (Fed) interest rate hike in December. The uncertainty that drove equity returns lower during the first half of the quarter gave way to a string of positive macroeconomic data and a Trump victory that drove equity benchmarks, particularly in the U.S., higher through the remainder of the quarter. Trump's platform of strengthening infrastructure, deregulation, and lower personal and corporate taxes drove expectations higher for both domestic growth and inflation. The broad market Russell 3000 Index returned 4.2% for the quarter. The small cap Russell 2000 Index more than doubled performance of other capitalization indices with a return of 8.8% for the quarter and a strong 21.3% for the trailing one-year period.
- International equity market benchmarks stumbled during the quarter with the broad market MSCI ACWI ex U.S. Index posting a return of -1.3% for the period in U.S. dollar (USD) terms. Despite the difficult quarter, the broad market index returned a moderate 4.5% for 2016. Developed markets (-0.7%) outperformed emerging markets (-4.2%) for the quarter as developed market economic data was generally positive. However, emerging markets substantially outperformed developed markets for the one-year period with the MSCI Emerging Markets Index returning 11.2% versus a return of 1.0% for the MSCI EAFE Index.
- The quarter's strong economic backdrop led the Federal Open Market Committee (FOMC) to follow through on investors' expectations and raise short-term interest rates for the first time in 2016. The same events that drove domestic equity markets higher were a headwind for fixed income markets. As a result, the U.S. Treasury yield curve rose dramatically during the quarter with modestly elevated rates at shorter maturities and larger increases in mid-to-long-term maturities. All investment grade benchmarks were negative for the quarter, but the mortgage-backed securities sector was down less than other investment grade sectors due to its shorter duration. Although the 4<sup>th</sup> quarter took back some of 2016's earlier gains, investment grade benchmarks finished in positive territory for the year. The Bloomberg Barclays Investment Grade Corporate Bond Index was the best performer over the one-year period, advancing a solid 6.1%. Corporate issues benefited from increased demand for yield which led to credit spread compression, especially in lower quality issues.

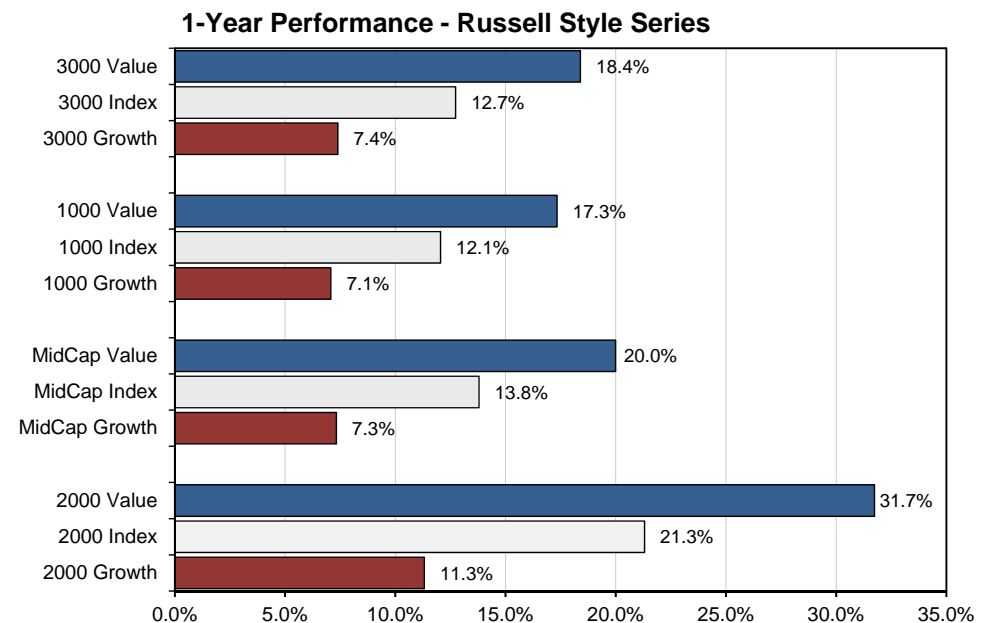
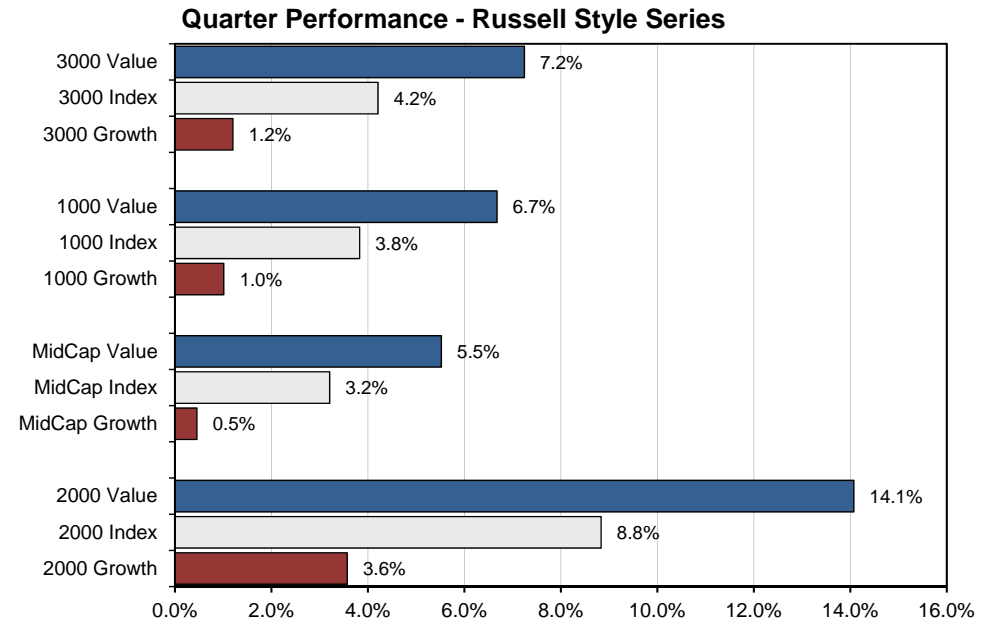
### Quarter Performance



### 1-Year Performance



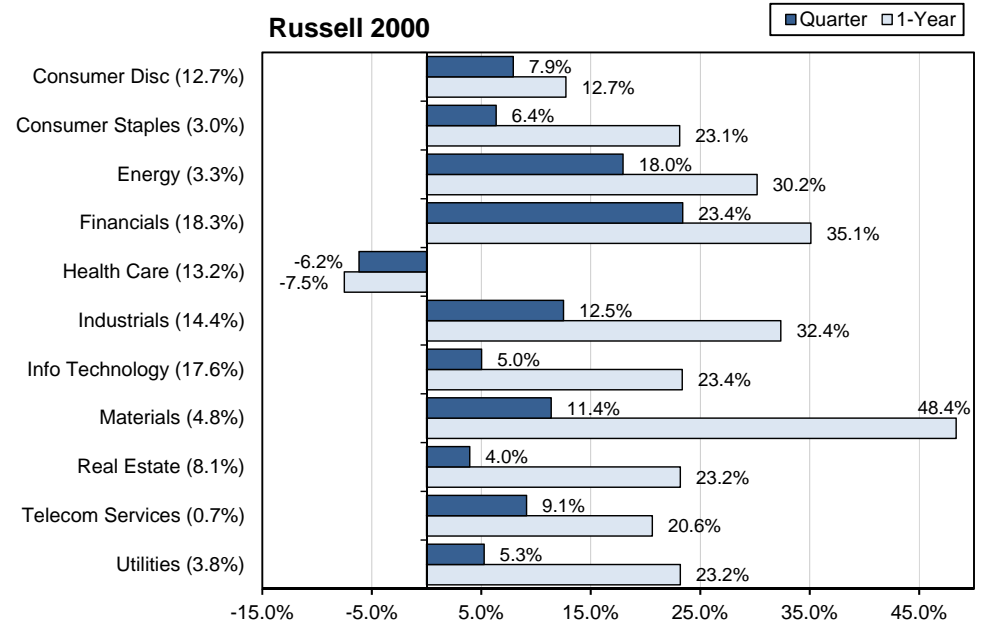
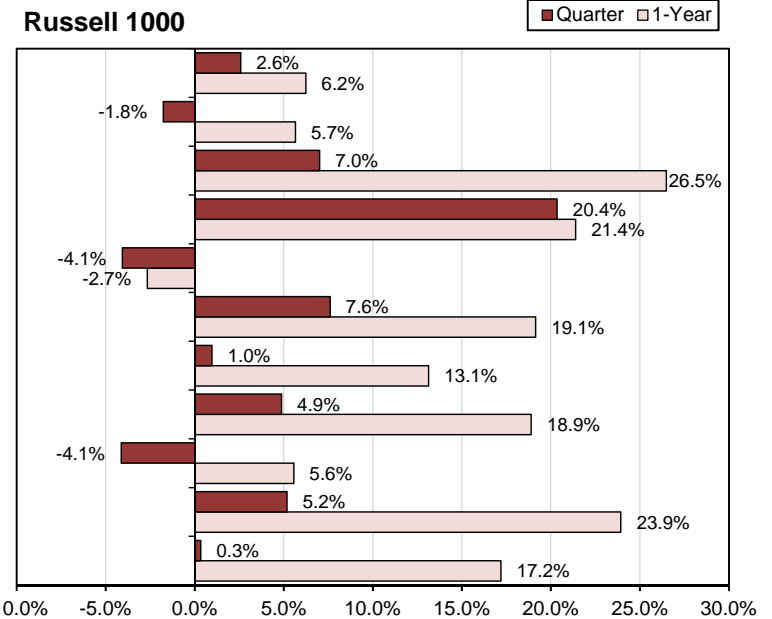
- U.S. equity index returns were positive across the style and capitalization spectrum for the 4<sup>th</sup> quarter as well as for calendar year 2016. During the quarter, index returns were driven by encouraging economic data including improvements in GDP growth, employment, housing, and consumer confidence being reported throughout the period. Domestic markets continued to rally after the November presidential election with several domestic indices hitting new highs on expectations resulting from Trump’s “market-friendly” policy objectives. While the Fed did increase interest rates in December, the market reaction was relatively tame as the rate hike was widely expected.
- Small cap benchmarks posted the quarter’s strongest performance for both value and growth issues. At the core, the small cap Russell 2000 Index returned a robust 8.8% for the quarter and a stellar 21.3% for the year. Although still positive, the core large cap Russell 1000 Index returned a lower 3.8% for the quarter and 12.1% for the year. This dispersion is not totally outside of the norm as small cap stocks generally outperform large cap stocks during “risk-on” market expansions. Interestingly, mid cap stocks finished behind both small and large cap issues for the quarter. This is partially due to the Russell Midcap Index’s higher allocations to the real estate and utilities sectors, which were two of the worst performing sectors for the quarter.
- Value benchmarks more than doubled their comparable growth benchmarks across the capitalization spectrum for both the quarter and one-year periods. Unlike prior quarters where value index outperformance was driven by exposure to higher yielding “bond proxy” sectors, this quarter’s returns were led by exposure to cyclical sectors, particularly financials. Value-style outperformance persists over the one-year period with double-digit returns ranging from an impressive 31.7% for the Russell 2000 Value Index to a still strong 17.3% for the Russell 1000 Value Index. In contrast, growth index performance lagged value results substantially, returning 11.3% and 7.1% for the Russell 2000 Growth and Russell 1000 Growth respectively.
- Domestic equity valuations appear stretched relative to historical levels based on Forward Price/Earnings ratios (P/E), with even the cheapest relative indices trading marginally above historical valuations. The large and midcap growth indices have valuation levels near their respective historical averages, while the remaining indices fall between 110% and 137% of their 15-year averages.



- Large cap sector performance spanned a range of nearly 25% during the 4<sup>th</sup> quarter, with results in five of eleven economic sectors outpacing the Russell 1000 Index return, and eight of eleven sectors posting gains for the period. Financials were the clear leader during the quarter, posting a strong return of 20.4%, which nearly tripled the result of any other sector. Financials benefited from expectations for potential deregulation as well as the impact of higher interest rates on future profitability. The industrials (7.6%) and materials (4.9%) sectors also outperformed for the period as Trump’s promise for increased investment in U.S. infrastructure brightened the outlook for both sectors. The energy sector (7.0%) also posted a solid gain for the quarter as oil prices rose following an OPEC agreement to cut supply in November. Prices rose further after several non-OPEC countries indicated they would also reduce production. The real estate and health care sectors were the weakest performers for the quarter, both posting -4.1% for the period. Real estate and other “bond proxy” sectors such as consumer staples and utilities were impacted by higher interest rates, reducing the demand for more defensive equity issues. The health care sector’s weak performance was more symptomatic of the uncertainty surrounding the future of health care regulation under a new Administration determined to repeal the Affordable Care Act. Despite some divergence in the 4<sup>th</sup> quarter, sector performance over the one-year period was robust with ten of eleven sectors posting positive results and seven putting up double-digit gains.

- Small cap sector results were roughly in-line with large caps for the 4<sup>th</sup> quarter, with five of eleven economic sectors outpacing the Russell 2000 Index return for the quarter and ten of eleven sectors posting positive results for the period. Most of the trends observable in large cap index sector performance also impacted the small cap sectors, but to a larger, positive degree. Similar to large cap issues, higher yielding, defensive sectors lagged the more cyclical, economically sensitive sectors. Over the trailing one-year period the materials, financials, industrials, and energy sectors each posted returns in excess of 30%. The sole negative small cap sector for the year was health care with a return of -7.5%.

- Using S&P 500 sector valuations as a proxy for the market, Forward P/E ratios for five GICS sectors were below their long-term averages at quarter-end. The technology and health care sectors were trading at the largest discount to their long-term average P/E ratios. In contrast, the energy and utilities sector valuations were the most extended relative to their historical P/E ratios.



**The Market Environment**  
**Top 10 Index Weights & Quarterly Performance for the Russell 1000 & 2000**  
As of December 31, 2016

Top 10 Weighted Stocks				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Apple Inc	2.95%	3.0%	12.5%	Information Technology
Microsoft Corp	2.19%	8.6%	15.1%	Information Technology
Exxon Mobil Corp	1.75%	4.3%	19.9%	Energy
Johnson & Johnson	1.47%	-1.8%	15.3%	Health Care
JPMorgan Chase & Co	1.46%	30.5%	34.6%	Financials
Berkshire Hathaway Inc B	1.43%	12.8%	23.4%	Financials
Amazon.com Inc	1.35%	-10.4%	10.9%	Consumer Discretionary
General Electric Co	1.35%	7.5%	4.6%	Industrials
AT&T Inc	1.22%	6.0%	29.9%	Telecommunication Services
Facebook Inc A	1.20%	-10.3%	9.9%	Information Technology

Top 10 Weighted Stocks				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Advanced Micro Devices Inc	0.45%	64.1%	295.1%	Information Technology
Microsemi Corp	0.33%	28.6%	65.6%	Information Technology
Webster Financial Corp	0.26%	43.7%	50.0%	Financials
Prosperity Bancshares Inc	0.26%	31.4%	53.5%	Financials
Bank of the Ozarks Inc	0.25%	37.5%	8.0%	Financials
RSP Permian Inc	0.23%	15.1%	82.9%	Energy
Curtiss-Wright Corp	0.23%	8.2%	44.4%	Industrials
EMCOR Group Inc	0.23%	18.8%	48.2%	Industrials
Aspen Technology Inc	0.23%	16.9%	44.8%	Information Technology
PrivateBancorp Inc	0.23%	18.0%	32.2%	Financials

Top 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
CVR Energy Inc	0.00%	91.7%	-27.2%	Energy
CoreCivic Inc	0.01%	79.4%	0.8%	Real Estate
United States Steel Corp	0.02%	75.4%	319.6%	Materials
California Resources Corp	0.00%	70.3%	-8.6%	Energy
NVIDIA Corp	0.25%	56.0%	226.9%	Information Technology
SVB Financial Group	0.04%	55.3%	44.4%	Financials
KeyCorp	0.09%	50.9%	42.1%	Financials
EP Energy Corp A	0.00%	49.5%	49.5%	Energy
Goldman Sachs Group Inc	0.43%	48.9%	34.9%	Financials
SLM Corp	0.02%	47.5%	69.0%	Financials

Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Wins Finance Holdings Inc	0.01%	508.7%	1400.0%	Financials
Key Energy Services Inc	0.00%	293.0%	-66.2%	Energy
Peabody Energy Corp	0.00%	222.6%	-34.9%	Energy
Altisource Asset Management Corp	0.00%	189.2%	211.8%	Real Estate
Seventy Seven Energy Inc	0.00%	138.7%	4185.7%	Energy
AK Steel Holding Corp	0.17%	111.4%	355.8%	Materials
Era Group Inc	0.02%	110.8%	52.2%	Energy
NL Industries Inc	0.00%	107.4%	168.1%	Industrials
Fred's Inc	0.03%	106.1%	15.6%	Consumer Discretionary
Pier 1 Imports Inc	0.04%	104.8%	77.9%	Consumer Discretionary

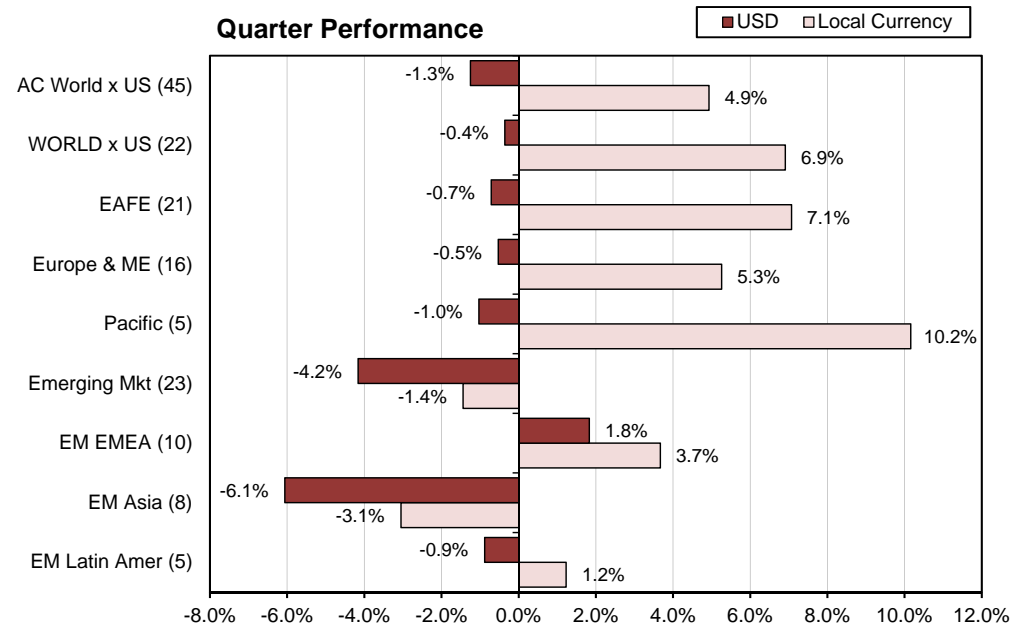
Bottom 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Twilio Inc A	0.00%	-55.2%	N/A	Information Technology
Puma Biotechnology Inc	0.00%	-54.2%	-60.8%	Health Care
Community Health Systems Inc	0.00%	-51.6%	-74.5%	Health Care
Fitbit Inc A	0.00%	-50.7%	-75.3%	Information Technology
GoPro Inc A	0.00%	-47.8%	-51.6%	Consumer Discretionary
Hertz Global Holdings Inc	0.01%	-46.3%	-61.8%	Industrials
GNC Holdings Inc	0.00%	-45.1%	-63.0%	Consumer Discretionary
Alnylam Pharmaceuticals Inc	0.01%	-44.8%	-60.2%	Health Care
Juno Therapeutics Inc	0.01%	-37.2%	-57.1%	Health Care
Groupon Inc	0.01%	-35.5%	8.1%	Consumer Discretionary

Bottom 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Code Rebel Corp	0.00%	-98.0%	-100.0%	Information Technology
Republic Airways Holdings Inc	0.00%	-93.4%	-98.5%	Industrials
Basic Energy Services Inc	0.00%	-92.5%	-97.7%	Energy
Ophthotech Corp	0.01%	-89.5%	-93.8%	Health Care
Cempra Inc	0.01%	-88.4%	-91.0%	Health Care
Violin Memory Inc	0.00%	-88.2%	-98.2%	Information Technology
Adeptus Health Inc Class A	0.01%	-82.3%	-86.0%	Health Care
6D Global Technologies Inc	0.00%	-80.0%	-99.7%	Information Technology
Proteon Therapeutics Inc	0.00%	-79.6%	-87.7%	Health Care
Anthera Pharmaceuticals Inc	0.00%	-79.4%	-86.0%	Health Care

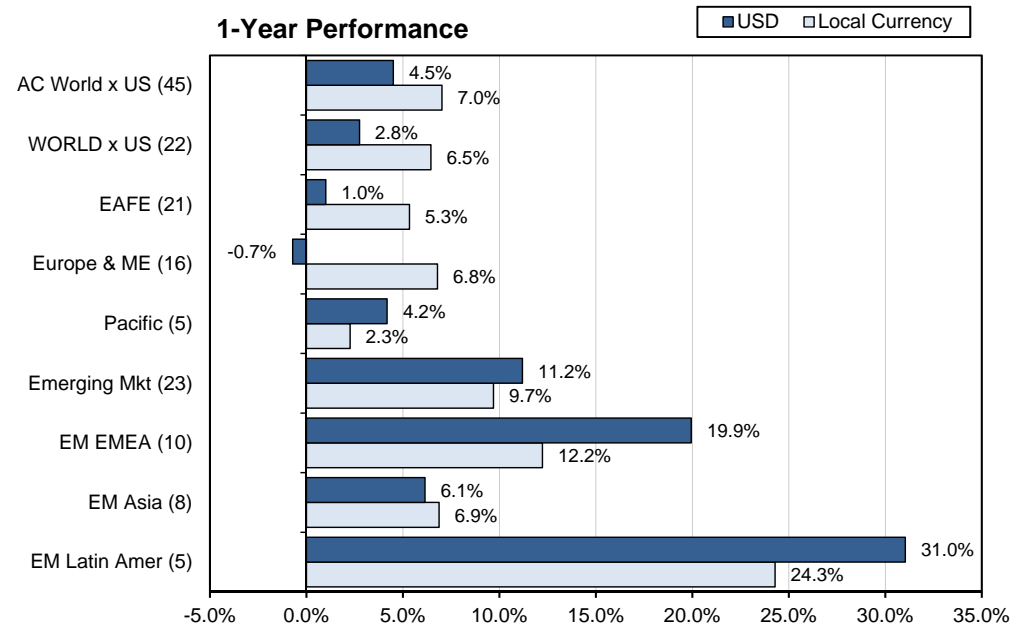


- As the USD versus local currency return charts illustrate, the USD's strength was a major headwind for international index performance during the 4<sup>th</sup> quarter as well as over the trailing one-year period. The primary factor contributing to the return differentials in 2016 was increasing divergence in U.S. monetary policy (tightening) relative to other developed countries (further accommodation). While the U.S. growth prospects support reduced monetary stimulus, economic data in the Eurozone supports a continuation of monetary accommodation to bolster what has been a slow recovery. As such, the European Central Bank (ECB) lengthened its quantitative easing program, originally scheduled to end in March 2017, to December 2017. Although the program was extended, the ECB reduced the size of monthly purchases from \$80 billion euros to \$60 billion euros. This economic divergence was further reinforced after the election as Trump's pro-growth policies and protectionist views on trade, if enacted, favor additional USD strength.
- The 4<sup>th</sup> quarter's USD performance was negative for both developed (-0.7%) and emerging (-4.2%) markets. While emerging market performance (-1.4%) was also negative in local currency terms for the period, the currency impact was more pronounced in developed market results with the MSCI-EAFE Index's local currency return of 7.1% representing a 7.9% spread relative to the benchmark's USD returns. While USD strength is also evident in the one-year performance of developed markets (1.0% USD vs. 5.3% local), USD emerging market performance of 11.2% marginally outpaced the emerging market local currency return of 9.7%. Japanese equities advanced considerably in local currency terms as a weaker yen was viewed as a major tailwind to its export driven economy. The U.K. also posted a solid quarter in local currency terms on the back of a weakening pound sterling and continued stimulus. Despite their local currency return strength, the USD returns of both countries were negative for the quarter with Japan returning -0.2% and the U.K. returning -0.9%.
- While the 4<sup>th</sup> quarter's emerging market results were negatively impacted by rising yields, a stronger USD, and fears surrounding future U.S. trade and foreign policy, one-year performance in emerging markets was more than double the returns posted by developed markets. Although one-year of outperformance does not represent a trend, emerging market investors are hoping for a continuance of 2016's emerging market performance surge after several years of lagging results relative to domestic and developed international equity markets.

**Quarter Performance**



**1-Year Performance**



**The Market Environment**  
**U.S. Dollar International Index Attribution & Country Detail**  
As of December 31, 2016

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Consumer Discretionary	12.5%	1.6%	-1.3%
Consumer Staples	11.2%	-10.3%	-2.8%
Energy	5.5%	10.4%	26.8%
Financials	21.2%	9.5%	-1.7%
Health Care	10.7%	-7.8%	-11.8%
Industrials	14.0%	-1.9%	6.7%
Information Technology	5.5%	-3.2%	3.6%
Materials	7.9%	3.4%	24.3%
Real Estate	3.7%	-7.4%	2.6%
Telecommunication Services	4.5%	-6.9%	-7.3%
Utilities	3.4%	-7.4%	-5.5%
<b>Total</b>	<b>100.0%</b>	<b>-0.7%</b>	<b>1.0%</b>

MSCI - ACWIXUS	Sector Weight	Quarter Return	1-Year Return
Consumer Discretionary	11.5%	-0.9%	-0.6%
Consumer Staples	9.8%	-10.1%	-1.9%
Energy	7.3%	8.3%	31.3%
Financials	23.4%	6.8%	4.0%
Health Care	8.1%	-8.1%	-13.1%
Industrials	11.7%	-2.2%	6.3%
Information Technology	9.3%	-5.0%	10.7%
Materials	8.0%	2.6%	27.6%
Real Estate	3.3%	-7.9%	1.4%
Telecommunication Services	4.7%	-6.7%	-4.1%
Utilities	3.2%	-7.2%	-3.3%
<b>Total</b>	<b>100.0%</b>	<b>-1.3%</b>	<b>4.5%</b>

MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Consumer Discretionary	10.3%	-9.5%	0.9%
Consumer Staples	7.2%	-10.5%	0.4%
Energy	7.9%	8.0%	36.5%
Financials	24.4%	-0.7%	15.0%
Health Care	2.5%	-9.6%	-7.5%
Industrials	5.8%	-6.2%	-1.9%
Information Technology	23.3%	-6.3%	16.8%
Materials	7.4%	4.2%	31.4%
Real Estate	2.6%	-10.5%	-1.8%
Telecommunication Services	5.9%	-6.2%	2.0%
Utilities	2.9%	-6.8%	3.2%
<b>Total</b>	<b>100.0%</b>	<b>-4.2%</b>	<b>11.2%</b>

Country	MSCI-EAFE Weight	MSCI-ACWIXUS Weight	Quarter Return	1-Year Return
Japan	24.1%	17.0%	-0.2%	2.4%
United Kingdom	18.3%	12.9%	-0.9%	-0.1%
France	10.2%	7.2%	2.9%	4.9%
Germany	9.3%	6.5%	1.5%	2.8%
Switzerland	8.7%	6.1%	-3.9%	-4.9%
Australia	7.4%	5.2%	0.7%	11.5%
Netherlands	3.3%	2.3%	-2.1%	4.8%
Hong Kong	3.3%	2.3%	-9.0%	2.3%
Spain	3.1%	2.2%	2.2%	-1.0%
Sweden	2.8%	2.0%	-0.8%	0.6%
Italy	2.1%	1.5%	10.8%	-10.5%
Denmark	1.7%	1.2%	-8.7%	-15.8%
Singapore	1.2%	0.9%	-3.6%	1.4%
Belgium	1.2%	0.8%	-11.8%	-7.6%
Finland	1.0%	0.7%	-4.4%	-4.7%
Israel	0.7%	0.5%	-11.3%	-24.9%
Norway	0.7%	0.5%	2.4%	13.3%
Ireland	0.5%	0.3%	0.1%	-7.1%
Austria	0.2%	0.1%	6.5%	11.3%
New Zealand	0.2%	0.1%	-10.9%	18.4%
Portugal	0.2%	0.1%	-2.9%	3.6%
<b>Total EAFE Countries</b>	<b>100.0%</b>	<b>70.3%</b>	<b>-0.7%</b>	<b>1.0%</b>
Canada		7.1%	3.3%	24.6%
<b>Total Developed Countries</b>		<b>77.3%</b>	<b>-0.4%</b>	<b>2.8%</b>
China		6.0%	-7.1%	0.9%
Korea		3.3%	-5.6%	8.8%
Taiwan		2.8%	-2.2%	18.5%
India		1.9%	-8.0%	-1.4%
Brazil		1.7%	2.1%	66.2%
South Africa		1.6%	-4.1%	17.9%
Russia		1.0%	18.6%	54.8%
Mexico		0.8%	-7.9%	-9.2%
Indonesia		0.6%	-7.8%	17.0%
Malaysia		0.6%	-8.4%	-3.9%
Thailand		0.5%	-1.8%	26.6%
Philippines		0.3%	-12.8%	-6.6%
Chile		0.3%	2.2%	15.6%
Poland		0.3%	3.4%	0.1%
Turkey		0.2%	-13.7%	-8.5%
Qatar		0.2%	0.7%	6.3%
United Arab Emirates		0.2%	-1.5%	13.6%
Colombia		0.1%	-2.3%	26.5%
Peru		0.1%	2.5%	55.6%
Greece		0.1%	15.3%	-12.1%
Hungary		0.1%	9.3%	35.4%
Czech Republic		0.0%	-3.4%	-5.0%
Egypt		0.0%	-23.3%	-11.5%
<b>Total Emerging Countries</b>		<b>22.7%</b>	<b>-4.2%</b>	<b>11.2%</b>
<b>Total ACWIXUS Countries</b>		<b>100.0%</b>	<b>-1.3%</b>	<b>4.5%</b>

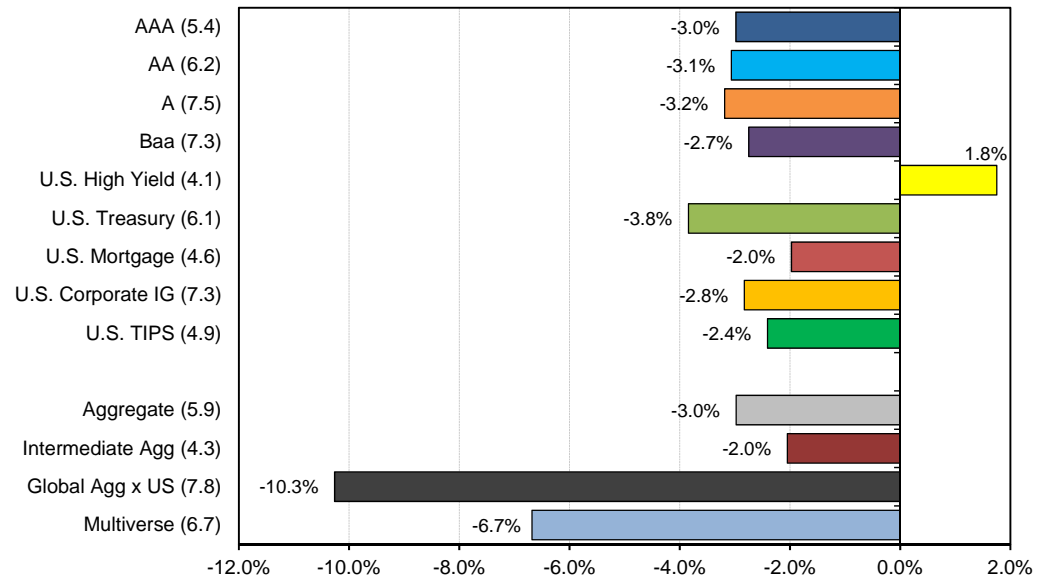
Source: MSCI Global Index Monitor (Returns are Net in USD)



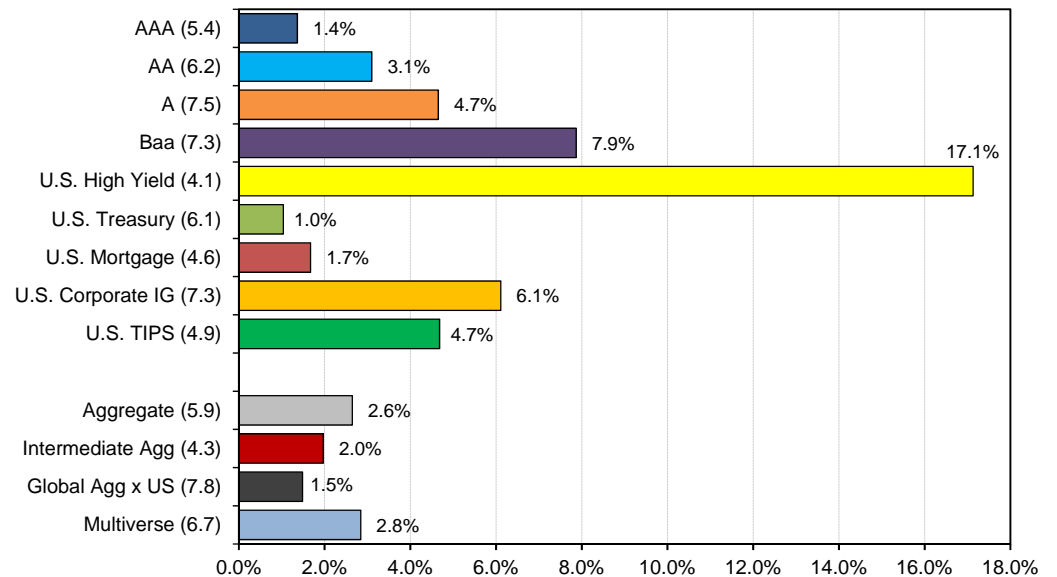


- After defying logic and market expectations with solid positive results for most of 2016, fixed income benchmarks fell across various sectors and quality segments during the 4<sup>th</sup> quarter as the reality of higher interest rates and inflation expectations exerted their powerful impact on yields. On the interest rate front, market rates rose through the quarter as investors prepared for a telegraphed, and ultimately realized, interest rate increase of 25 basis points (bps) by the Fed. The December increase was supported by continued improvement in the U.S. economy, and represented the sole Fed rate increase for 2016. On the inflation front, Donald Trump's victory in the U.S. presidential election also played a role in the quarter's negative fixed income results as market expectations after the victory shifted sentiment toward potentially higher inflation and economic growth.
- Looking through the quality lens, each of the fixed income quality segment benchmarks (with the exception of high yield) finished the 4<sup>th</sup> quarter down roughly -3%. The high yield (lower quality) benchmark was the only index to post a positive result for the quarter with a return of 1.8%. The high yield index benefited from its lower duration (less interest rate sensitivity) as well as a steady compression in credit spreads that offset the impact of generally higher market yields. Extending the comparison to the one-year period, the quality benchmarks all posted positive results with annual returns displaying an inverse relationship with their quality.
- Examining results on a sector basis shows the nominal Treasury sector feeling the largest impact from the yield curve shift with a 4<sup>th</sup> quarter return of -3.8%. The lower-duration TIPS index returned -2.4% for the quarter. The mortgage sector posted the quarter's best relative result with a return of -2.0% benefiting from its lower duration. Given the previously mentioned negative impact of USD strength on foreign investments, the 4<sup>th</sup> quarter was a particularly difficult quarter for global fixed income markets with the Global Aggregate ex-U.S. index returning -10.3%. Despite the 4<sup>th</sup> quarter's negative index results, each sector and global benchmark posted positive results for the trailing one-year period.
- The Fed stated that future rate increases will be implemented at a measured pace and will be based on an ongoing assessment of current economic data. However, future policy action by the new Trump Administration and global economic developments will likely impact the pace of future interest rate increases as well.

**Quarter Performance**

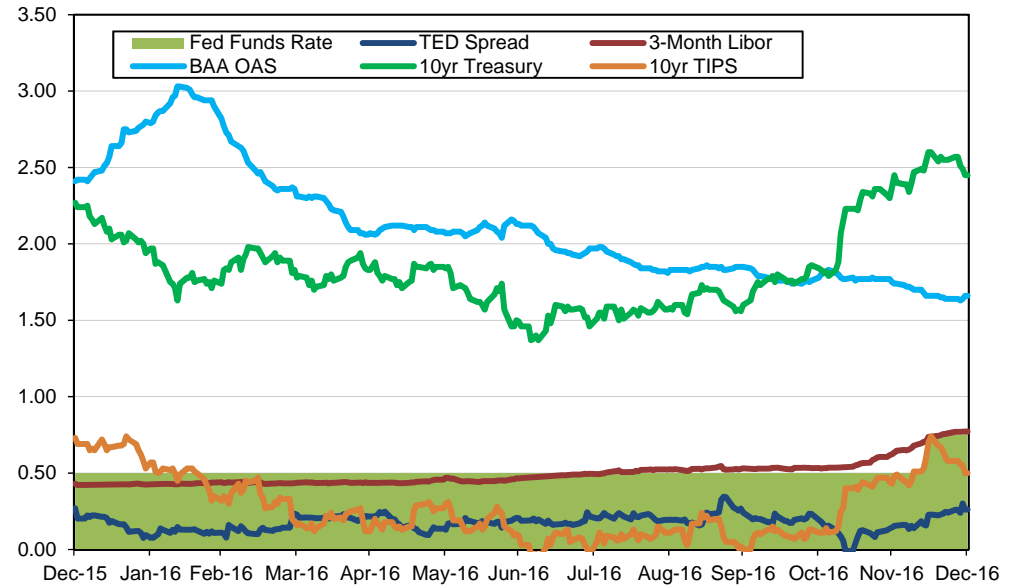


**1-Year Performance**

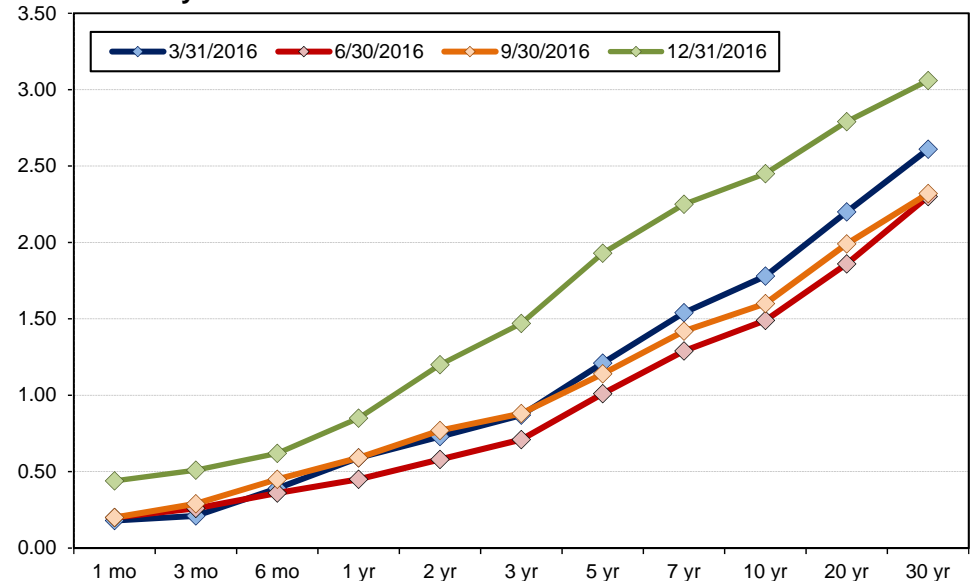


- Much of the index performance detailed in the bar graphs on the previous page is visible on a time series basis by reviewing the line graphs to the right. The '1-Year Trailing Market Rates' chart illustrates that after trading in a tight range for most of the year, the 10-year Treasury yield (green line) rose dramatically over the final months of 2016, closing at a yield (2.45%) near its one-year high. The blue line illustrates changes in the BAA OAS (Option Adjusted Spread). This measure quantifies the additional yield premium that investors require to purchase and hold non-Treasury issues. The steady decline in credit spreads throughout 2016 is equivalent to an interest rate decrease on corporate bonds, which results in a tailwind for corporate bond index returns. While there was some upside momentum in credit spreads early in 2016, they have narrowed by over 1.25% since their high on February 11<sup>th</sup>.
- The lower graph provides a snapshot of the U.S. Treasury yield curve at each of the last four calendar quarters and clearly illustrates the unrest that materialized in Treasury yields during the 4<sup>th</sup> quarter. While each of the last three quarter-end yield curves show a fairly tight distribution, the December 31<sup>st</sup> reading is higher at all maturities with both short- and long-term rates finishing 2016 near the high end of their respective 12-month trading ranges. This upward shift caused yields to rise an average of 22 bps for maturities of less than one-year, 60 bps for the two- to five-year maturity range, and 81 bps for the seven- to thirty-year maturity range. Greater yield increases at the longer end of the curve represent a "steepening" of the yield curve which conveys market anticipation of higher interest rates in the future.
- Given the magnitude of the increase in yields that occurred during the period, it is no surprise that most fixed income indices finished the quarter in negative territory. In a rising rate environment, it is also expected that longer-duration market indices will fall more than equivalent lower-duration benchmarks. Finally, while global benchmarks are impacted by the same yield and duration factors as domestic benchmarks, they have the additional powerful lever of currency impact. This currency effect can either be an offsetting benefit to negative yield and duration factors in a rising rate environment or an exacerbation of negative performance as it was during the 4<sup>th</sup> quarter.

1-Year Trailing Market Rates

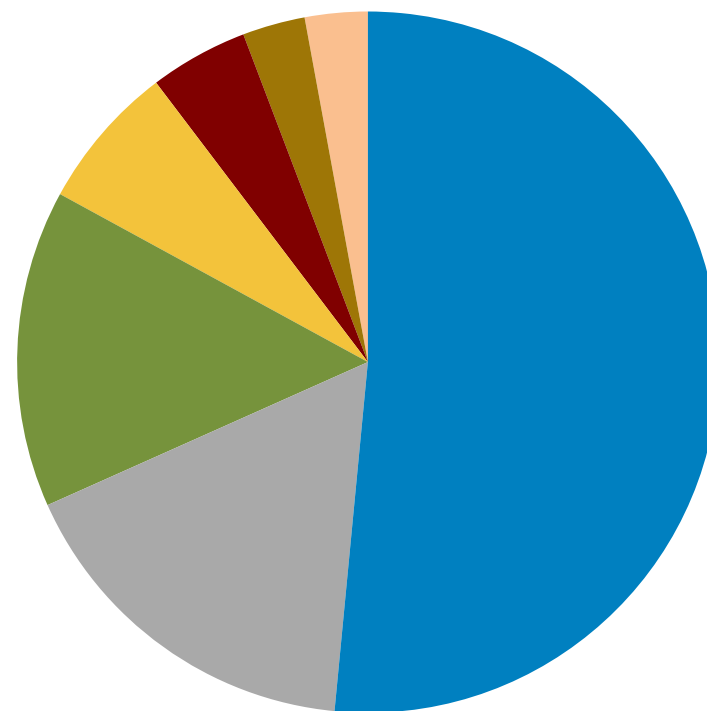
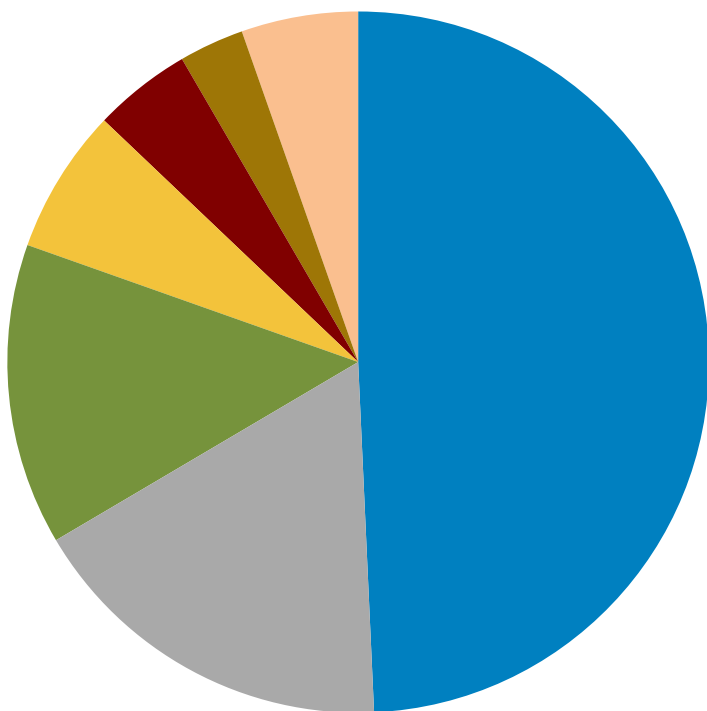


Treasury Yield Curve



Asset Allocation By Segment as of  
 September 30, 2016 : \$106,715,086

Asset Allocation By Segment as of  
 December 31, 2016 : \$106,559,217



Allocation			Allocation		
Segments	Market Value	Allocation	Segments	Market Value	Allocation
Domestic Equity	52,588,079	49.3	Domestic Equity	54,899,423	51.5
International Equity	18,395,384	17.2	International Equity	17,897,290	16.8
Domestic Fixed Income	14,837,064	13.9	Domestic Fixed Income	15,596,092	14.6
Real Estate	7,139,984	6.7	Real Estate	7,172,648	6.7
Hedge Fund	4,813,154	4.5	Hedge Fund	4,831,291	4.5
Other Illiquid Asset	3,196,293	3.0	Other Illiquid Asset	3,079,576	2.9
Cash Equivalent	5,745,128	5.4	Cash Equivalent	3,082,899	2.9



**Financial Reconciliation**  
**Total Fund**  
**1 Quarter Ending December 31, 2016**

<b>Financial Reconciliation</b>								
	<b>Market Value 10/01/2016</b>	<b>Net Transfers</b>	<b>Contributions</b>	<b>Distributions</b>	<b>Management Fees</b>	<b>Other Expenses</b>	<b>Return On Investment</b>	<b>Market Value 12/31/2016</b>
<b>Total Domestic Equity</b>	<b>54,219,621</b>	-	-	-	<b>-73,559</b>	<b>-4,362</b>	<b>2,578,033</b>	<b>56,719,733</b>
Comerica S&P 500 Index Fund	22,565,900	-	-	-	-3,257	-	857,838	23,420,482
Victory Mid Cap Equity	12,741,220	-	-	-	-23,890	-1,865	364,554	13,080,019
SouthernSun SC	13,518,625	-	-	-	-32,928	-1,759	895,613	14,379,550
Walhausen & Co. SMID Value	5,393,876	-	-	-	-13,484	-737	460,027	5,839,682
<b>Total International Equity</b>	<b>18,809,816</b>	<b>19,284</b>	-	-	<b>-37,525</b>	<b>-1,294</b>	<b>-427,157</b>	<b>18,363,124</b>
LSV International LCV	9,059,106	19,284	-	-	-19,284	-	230,054	9,289,160
WCM Focused Growth International	9,750,710	-	-	-	-18,241	-1,294	-657,211	9,073,964
<b>Total Fixed Income</b>	<b>15,096,137</b>	<b>900,093</b>	-	-	<b>-22,592</b>	<b>-10,005</b>	<b>-190,277</b>	<b>15,773,357</b>
Pacific Fixed Income	12,803,373	-2,050,000	-	-	-10,679	-	-325,337	10,417,357
Bloomfield Capital Income Fund II	2,292,764	-49,907	-	-	-11,000	-9,150	124,637	2,347,344
Bloomfield Capital Income Fund III	-	3,000,000	-	-	-913	-855	10,424	3,008,656
<b>Total Real Estate</b>	<b>7,196,657</b>	-	-	-	<b>-16,621</b>	-	<b>118,290</b>	<b>7,298,326</b>
AEW Core Property Trust	5,925,771	-	-	-	-16,621	-	118,290	6,027,440
Metropolitan Real Estate V	1,270,886	-	-	-	-	-	-	1,270,886
<b>Total Timber Funds</b>	<b>3,196,293</b>	<b>-32,407</b>	-	-	-	-	<b>-84,311</b>	<b>3,079,576</b>
RMK Timberland US Fund	1,916,177	-	-	-	-	-	-6,062	1,910,115
RMK Timberland Intl Fund	1,280,116	-32,407	-	-	-	-	-78,248	1,169,461
<b>Total Hedge Fund of Funds</b>	<b>4,813,154</b>	-	-	-	-	-	<b>18,136</b>	<b>4,831,291</b>
Magnitude Institutional	2,514,051	-	-	-	-	-	-19,645	2,494,405
Titan Masters Int'l Fund	2,299,104	-	-	-	-	-	37,782	2,336,886
Cash Account	3,383,407	-886,970	875,532	-2,838,192	-	-50,948	10,982	493,811
<b>Total Fund</b>	<b>106,715,086</b>	-	<b>875,532</b>	<b>-2,838,192</b>	<b>-150,297</b>	<b>-66,608</b>	<b>2,023,697</b>	<b>106,559,217</b>



**Comparative Performance**  
**Trailing Returns**  
As of December 31, 2016

<b>Comparative Performance</b>																		
	<b>QTR</b>		<b>FYTD</b>		<b>1 YR</b>		<b>3 YR</b>		<b>5 YR</b>		<b>7 YR</b>		<b>10 YR</b>		<b>Inception</b>		<b>Inception Date</b>	
<b>Total Fund</b>	<b>1.95</b>	<b>(8)</b>	<b>5.92</b>	<b>(7)</b>	<b>8.45</b>	<b>(20)</b>	<b>3.84</b>	<b>(83)</b>	<b>9.79</b>	<b>(9)</b>	<b>10.26</b>	<b>(1)</b>	<b>6.85</b>	<b>(1)</b>	<b>7.48</b>	<b>(8)</b>	<b>06/01/1997</b>	
Total Fund Policy	2.30	(5)	6.31	(4)	9.99	(4)	5.53	(13)	9.78	(9)	9.32	(5)	6.08	(16)	7.88	(2)		
Difference	-0.35		-0.39		-1.54		-1.69		0.01		0.94		0.77		-0.40			
All Public Plans-Total Fund Median	0.69		4.07		7.26		4.61		8.51		8.01		5.45		6.62			
<b>Total Domestic Equity</b>	<b>4.76</b>	<b>(42)</b>	<b>8.99</b>	<b>(47)</b>	<b>12.93</b>	<b>(43)</b>	<b>5.03</b>	<b>(68)</b>	<b>13.19</b>	<b>(53)</b>	<b>13.41</b>	<b>(23)</b>	<b>7.35</b>	<b>(37)</b>	<b>8.65</b>	<b>(72)</b>	<b>02/01/1992</b>	
Total Domestic Equity Policy	6.41	(31)	12.14	(30)	17.40	(26)	8.42	(22)	14.89	(23)	13.47	(22)	7.77	(29)	10.23	(32)		
Difference	-1.65		-3.15		-4.47		-3.39		-1.70		-0.06		-0.42		-1.58			
IM U.S. Equity (SA+CF+MF) Median	3.80		8.53		11.51		6.54		13.37		11.95		6.78		9.51			
<b>Total International Equity</b>	<b>-2.27</b>	<b>(36)</b>	<b>4.63</b>	<b>(35)</b>	<b>2.77</b>	<b>(47)</b>	<b>0.97</b>	<b>(17)</b>	<b>8.35</b>	<b>(19)</b>	<b>4.95</b>	<b>(31)</b>	<b>N/A</b>		<b>0.37</b>	<b>(40)</b>	<b>12/01/2007</b>	
Total International Equity Policy	-0.71	(21)	5.67	(26)	1.00	(60)	-1.60	(49)	6.53	(41)	3.81	(50)	0.75	(68)	-0.59	(59)		
Difference	-1.56		-1.04		1.77		2.57		1.82		1.14		N/A		0.96			
IM International Equity (SA+CF+MF) Median	-3.67		3.25		2.19		-1.66		5.94		3.74		1.67		-0.19			
<b>Total Fixed Income</b>	<b>-1.25</b>	<b>(3)</b>	<b>-0.25</b>	<b>(4)</b>	<b>5.82</b>	<b>(4)</b>	<b>4.18</b>	<b>(8)</b>	<b>3.32</b>	<b>(23)</b>	<b>4.38</b>	<b>(32)</b>	<b>N/A</b>		<b>5.19</b>	<b>(47)</b>	<b>03/01/2009</b>	
Total Fixed Income Policy	-2.98	(76)	-2.53	(79)	2.65	(77)	3.03	(84)	2.23	(92)	3.63	(88)	4.34	(90)	4.16	(91)		
Difference	1.73		2.28		3.17		1.15		1.09		0.75		N/A		1.03			
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	-2.80		-2.19		3.10		3.33		2.82		4.19		4.83		5.12			
<b>Total Real Estate</b>	<b>1.64</b>	<b>(76)</b>	<b>3.07</b>	<b>(93)</b>	<b>7.63</b>	<b>(90)</b>	<b>11.10</b>	<b>(89)</b>	<b>4.52</b>	<b>(100)</b>	<b>N/A</b>		<b>N/A</b>		<b>4.52</b>	<b>(100)</b>	<b>01/01/2012</b>	
Total Real Estate Policy	1.73	(74)	3.53	(75)	7.97	(87)	11.02	(90)	10.92	(90)	11.70	(100)	6.93	(9)	10.92	(90)		
Difference	-0.09		-0.46		-0.34		0.08		-6.40		N/A		N/A		-6.40			
IM U.S. Open End Private Real Estate (SA+CF) Median	2.30		4.60		9.47		12.77		13.01		14.12		5.83		13.01			
<b>Total Hedge Fund of Funds</b>	<b>0.38</b>		<b>2.28</b>		<b>-2.83</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>-2.07</b>		<b>08/01/2015</b>	
HFRI FOF: Diversified Index	1.18		2.97		0.50		1.24		3.47		2.49		1.41		-1.78			
Difference	-0.80		-0.69		-3.33		N/A		N/A		N/A		N/A		-0.29			
<b>Total Timber Funds</b>	<b>-2.64</b>		<b>2.28</b>		<b>3.61</b>		<b>-2.98</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>-0.18</b>		<b>08/01/2012</b>	
Total Timber Policy	1.18		1.85		2.59		5.96		7.06		5.20		5.83		7.64			
Difference	-3.82		0.43		1.02		-8.94		N/A		N/A		N/A		-7.82			

\*\* All History prior to 3/31/2015, obtained from prior consultant.\*\*

# LP Real Estate and Timber Funds separate accounts are presented on the IRR page.



**Comparative Performance**  
**Trailing Returns**  
As of December 31, 2016

	QTR		FYTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception	Inception Date	
<b>Total Domestic Equity</b>	<b>4.76</b>	<b>(42)</b>	<b>8.99</b>	<b>(47)</b>	<b>12.93</b>	<b>(43)</b>	<b>5.03</b>	<b>(68)</b>	<b>13.19</b>	<b>(53)</b>	<b>13.41</b>	<b>(23)</b>	<b>7.35</b>	<b>(37)</b>	<b>8.65</b>	<b>(72)</b>	<b>02/01/1992</b>
Total Domestic Equity Policy	6.41	(31)	12.14	(30)	17.40	(26)	8.42	(22)	14.89	(23)	13.47	(22)	7.77	(29)	10.23	(32)	
Difference	-1.65		-3.15		-4.47		-3.39		-1.70		-0.06		-0.42		-1.58		
IM U.S. Equity (SA+CF+MF)	3.80		8.53		11.51		6.54		13.37		11.95		6.78		9.51		
Comerica S&P 500 Index Fund	3.80	(54)	7.80	(48)	11.94	(35)	8.87	(41)	14.66	(47)	12.86	(45)	6.99	(66)	7.54	(61)	04/01/2006
S&P 500 Index	3.82	(52)	7.82	(47)	11.96	(34)	8.87	(41)	14.66	(47)	12.83	(47)	6.95	(68)	7.49	(64)	
Difference	-0.02		-0.02		-0.02		0.00		0.00		0.03		0.04		0.05		
IM U.S. Large Cap Core Equity (SA+CF) Median	3.84		7.65		10.51		8.45		14.56		12.73		7.29		7.75		
Victory Mid Cap Equity	2.87	(18)	6.18	(38)	8.73	(21)	5.46	(47)	13.07	(49)	12.85	(43)	N/A		7.09	(70)	09/01/2007
Russell Midcap Index	3.21	(15)	7.87	(23)	13.80	(6)	7.92	(15)	14.72	(23)	13.68	(25)	7.86	(74)	7.77	(50)	
Difference	-0.34		-1.69		-5.07		-2.46		-1.65		-0.83		N/A		-0.68		
IM U.S. Mid Cap Growth Equity (SA+CF) Median	0.51		4.86		5.44		5.25		12.99		12.68		8.59		7.77		
SouthernSun SC	6.65	(86)	12.70	(89)	17.63	(82)	-2.99	(100)	9.60	(99)	14.24	(69)	N/A		9.98	(72)	04/01/2008
Russell 2000 Index	8.83	(63)	18.68	(40)	21.31	(46)	6.74	(71)	14.46	(77)	13.24	(87)	7.07	(85)	9.61	(83)	
Difference	-2.18		-5.98		-3.68		-9.73		-4.86		1.00		N/A		0.37		
IM U.S. Small Cap Core Equity (SA+CF) Median	9.70		17.71		20.73		8.51		16.17		15.17		8.38		11.00		
Walthausen & Co. SMID Value	8.56	(44)	11.89	(68)	16.63	(69)	N/A		N/A		N/A		N/A		14.19	(74)	10/01/2015
Russell 2500 Value Index	9.34	(38)	16.09	(44)	25.20	(23)	8.22	(42)	15.04	(44)	13.52	(61)	6.94	(82)	22.35	(24)	
Difference	-0.78		-4.20		-8.57		N/A		N/A		N/A		N/A		-8.16		
IM U.S. SMID Cap Value Equity (SA+CF) Median	8.20		14.95		19.46		7.54		14.66		13.91		8.55		17.77		

\*\* All History prior to 3/31/2015, obtained from prior consultant.\*\*

# LP Real Estate and Timber Funds separate accounts are presented on the IRR page.



**Comparative Performance**  
**Trailing Returns**  
As of December 31, 2016

	QTR		FYTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception	Inception Date
<b>Total International Equity</b>	<b>-2.27</b>	<b>(36)</b>	<b>4.63</b>	<b>(35)</b>	<b>2.77</b>	<b>(47)</b>	<b>0.97</b>	<b>(17)</b>	<b>8.35</b>	<b>(19)</b>	<b>4.95</b>	<b>(31)</b>	<b>N/A</b>	<b>0.37</b>	<b>(40)</b>	<b>12/01/2007</b>
Total International Equity Policy	-0.71	(21)	5.67	(26)	1.00	(60)	-1.60	(49)	6.53	(41)	3.81	(50)	0.75	(68)	-0.59	(59)
Difference	-1.56		-1.04		1.77		2.57		1.82		1.14		N/A		0.96	
IM International Equity (SA+CF+MF)	-3.67		3.25		2.19		-1.66		5.94		3.74		1.67		-0.19	
LSV International LCV	2.54	(13)	11.65	(13)	5.49	(30)	0.23	(34)	8.72	(26)	5.26	(41)	1.51	(73)	3.88	(70)
MSCI EAFE Index	-0.68	(58)	5.78	(60)	1.51	(72)	-1.15	(58)	7.02	(51)	4.28	(67)	1.22	(84)	3.32	(89)
Difference	3.22		5.87		3.98		1.38		1.70		0.98		0.29		0.56	
IM International Large Cap Value Equity (SA+CF) Median	-0.29		6.96		3.44		-0.64		7.07		4.83		2.04		4.19	
WCM Focused Growth International	-6.74	(82)	-1.94	(86)	0.70	(38)	2.32	(15)	8.29	(33)	N/A		N/A		7.59	(27)
MSCI EAFE (Net) Index	-0.71	(10)	5.67	(17)	1.00	(31)	-1.60	(71)	6.53	(82)	3.81	(90)	0.75	(89)	5.10	(85)
Difference	-6.03		-7.61		-0.30		3.92		1.76		N/A		N/A		2.49	
IM International Growth Equity (SA+CF) Median	-4.34		2.08		-0.73		-0.12		7.54		5.72		3.10		6.22	

\*\* All History prior to 3/31/2015, obtained from prior consultant.\*\*

# LP Real Estate and Timber Funds separate accounts are presented on the IRR page.



**Comparative Performance**  
**Trailing Returns**  
As of December 31, 2016

	QTR		FYTD		1 YR		3 YR		5 YR		7 YR		10 YR		Inception	Inception Date
<b>Total Fixed Income</b>	<b>-1.25</b>	<b>(3)</b>	<b>-0.25</b>	<b>(4)</b>	<b>5.82</b>	<b>(4)</b>	<b>4.18</b>	<b>(8)</b>	<b>3.32</b>	<b>(23)</b>	<b>4.38</b>	<b>(32)</b>	<b>N/A</b>	<b>5.19</b>	<b>(47)</b>	<b>03/01/2009</b>
Total Fixed Income Policy	-2.98	(76)	-2.53	(79)	2.65	(77)	3.03	(84)	2.23	(92)	3.63	(88)	4.34	(90)	4.16	(91)
Difference	1.73		2.28		3.17		1.15		1.09		0.75		N/A		1.03	
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	-2.80		-2.19		3.10		3.33		2.82		4.19		4.83		5.12	
<b>Pacific Fixed Income</b>	<b>-2.67</b>	<b>(32)</b>	<b>-1.86</b>	<b>(33)</b>	<b>4.86</b>	<b>(7)</b>	<b>3.37</b>	<b>(48)</b>	<b>2.61</b>	<b>(66)</b>	<b>3.77</b>	<b>(80)</b>	<b>4.89</b>	<b>(45)</b>	<b>5.57</b>	<b>(67)</b>
Bloomberg Barclays U.S. Aggregate Index	-2.98	(76)	-2.53	(79)	2.65	(77)	3.03	(84)	2.23	(92)	3.63	(88)	4.34	(90)	5.30	(92)
Difference	0.31		0.67		2.21		0.34		0.38		0.14		0.55		0.27	
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	-2.80		-2.19		3.10		3.33		2.82		4.19		4.83		5.72	
<b>Total Real Estate</b>	<b>1.64</b>	<b>(76)</b>	<b>3.07</b>	<b>(93)</b>	<b>7.63</b>	<b>(90)</b>	<b>11.10</b>	<b>(89)</b>	<b>4.52</b>	<b>(100)</b>	<b>N/A</b>	<b>N/A</b>	<b>4.52</b>	<b>(100)</b>	<b>01/01/2012</b>	
Total Real Estate Policy	1.73	(74)	3.53	(75)	7.97	(87)	11.02	(90)	10.92	(90)	11.70	(100)	6.93	(9)	10.92	(90)
Difference	-0.09		-0.46		-0.34		0.08		-6.40		N/A		N/A		-6.40	
IM U.S. Open End Private Real Estate (SA+CF) Median	2.30		4.60		9.47		12.77		13.01		14.12		5.83		13.01	
<b>AEW Core Property Trust</b>	<b>2.00</b>	<b>(70)</b>	<b>3.80</b>	<b>(70)</b>	<b>8.48</b>	<b>(79)</b>	<b>11.15</b>	<b>(88)</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>11.37</b>	<b>(82)</b>	<b>10/01/2012</b>	
NCREIF Fund Index-ODCE (VW)	2.11	(68)	4.22	(61)	8.77	(74)	12.07	(70)	12.21	(75)	13.33	(72)	5.82	(52)	12.37	(75)
Difference	-0.11		-0.42		-0.29		-0.92		N/A		N/A		N/A		-1.00	
IM U.S. Open End Private Real Estate (SA+CF) Median	2.30		4.60		9.47		12.77		13.01		14.12		5.83		13.10	
<b>Total Hedge Fund of Funds</b>	<b>0.38</b>		<b>2.28</b>		<b>-2.83</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>-2.07</b>	<b>08/01/2015</b>
HFRI FOF: Diversified Index	1.18		2.97		0.50		1.24		3.47		2.49		1.41		-1.78	
Difference	-0.80		-0.69		-3.33		N/A		N/A		N/A		N/A		-0.29	
<b>Magnitude Institutional</b>	<b>-0.78</b>		<b>0.65</b>		<b>-1.86</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>-0.16</b>	<b>08/01/2015</b>
HFRI FOF: Diversified Index	1.18		2.97		0.50		1.24		3.47		2.49		1.41		-1.78	
Difference	-1.96		-2.32		-2.36		N/A		N/A		N/A		N/A		1.62	
<b>Titan Masters Int'l Fund</b>	<b>1.64</b>		<b>4.07</b>		<b>-3.85</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>N/A</b>		<b>-4.65</b>	<b>08/01/2015</b>
HFRI FOF: Diversified Index	1.18		2.97		0.50		1.24		3.47		2.49		1.41		-1.78	
Difference	0.46		1.10		-4.35		N/A		N/A		N/A		N/A		-2.87	

\*\* All History prior to 3/31/2015, obtained from prior consultant.\*\*

# LP Real Estate and Timber Funds separate accounts are presented on the IRR page.





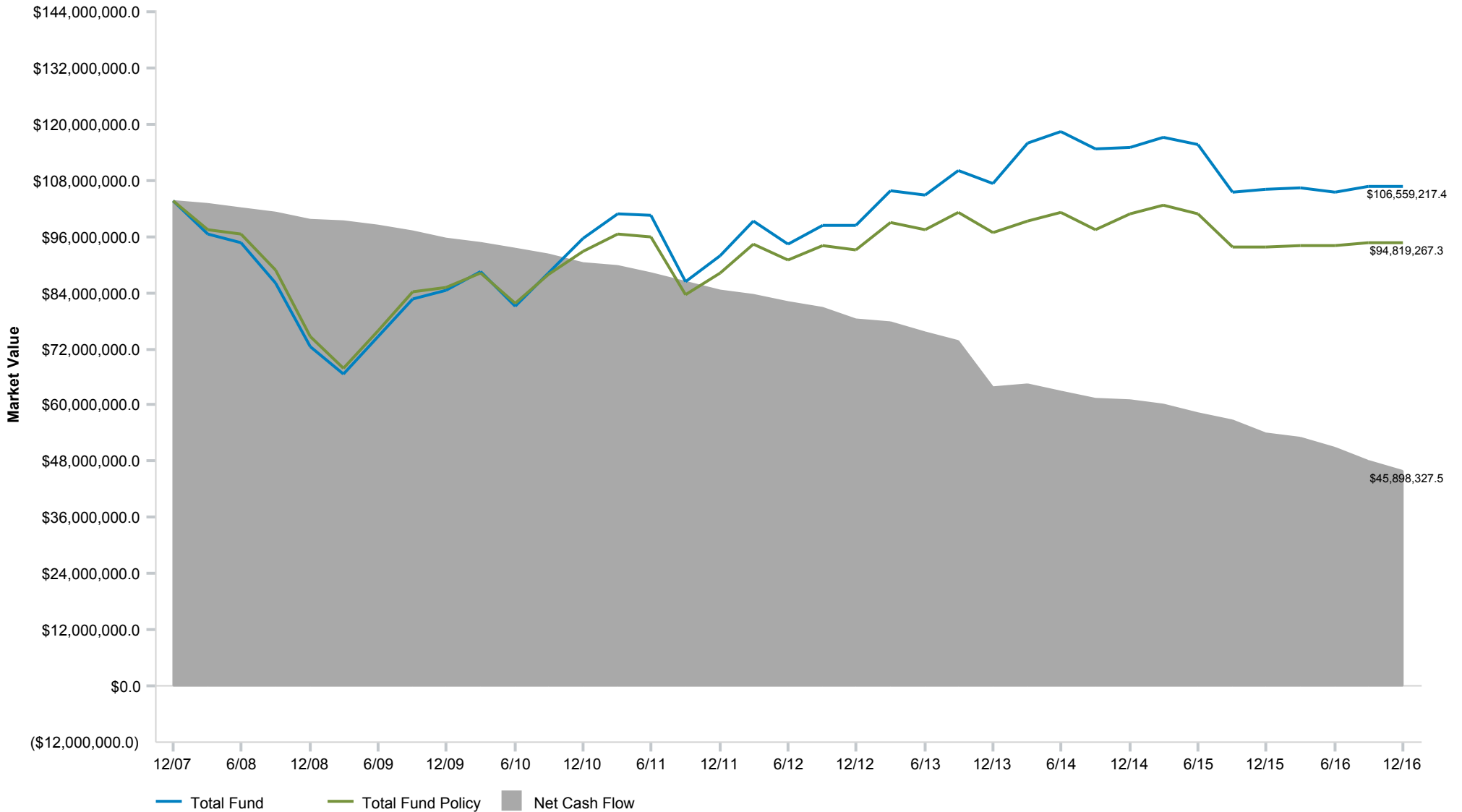
As of December 31, 2016

Comparative Performance - IRR								
	QTR	FYTD	1 YR	3 YR	5 YR	7 YR	Since Inception Ending Dec-2016	Inception Date
Bloomfield Capital Income Fund II	4.62	6.94	9.77	N/A	N/A	N/A	10.09	12/22/2014
Bloomfield Capital Income Fund III	N/A	N/A	N/A	N/A	N/A	N/A	0.00	12/31/2016
Metropolitan Real Estate V	0.00	-0.23	3.85	11.15	10.22	N/A	9.50	11/30/2011
RMK Timberland US Fund	-0.32	5.88	2.92	0.35	N/A	N/A	3.50	10/31/2012
RMK Timberland Intl Fund	-6.12	-2.94	4.71	-7.22	N/A	N/A	-6.09	11/21/2012
Total Fund	1.71	5.54	7.62	4.95	11.12	11.03	0.00	12/31/2007



**Schedule of Investable Assets**  
**Total Fund**  
**10 Years Ending December 31, 2016**

**Schedule of Investable Assets**

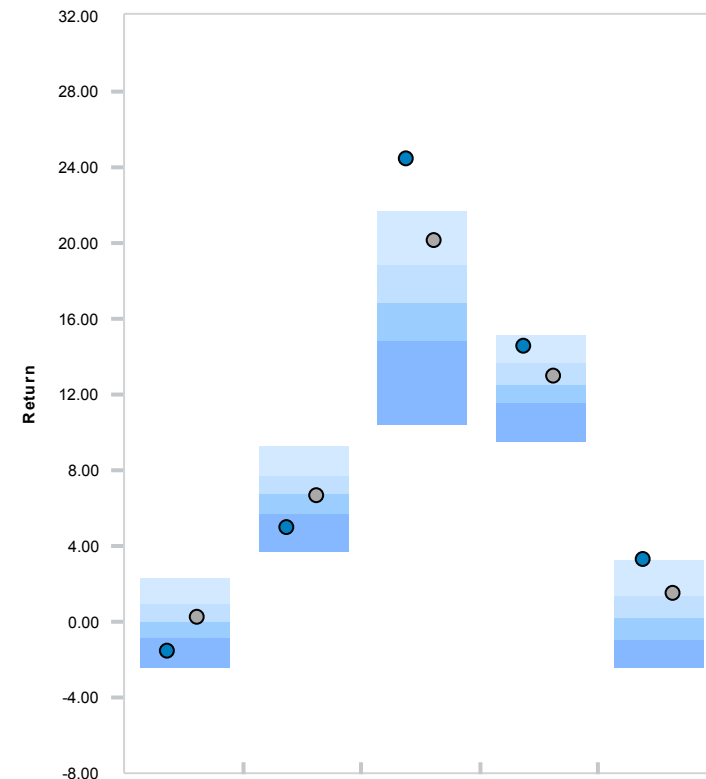
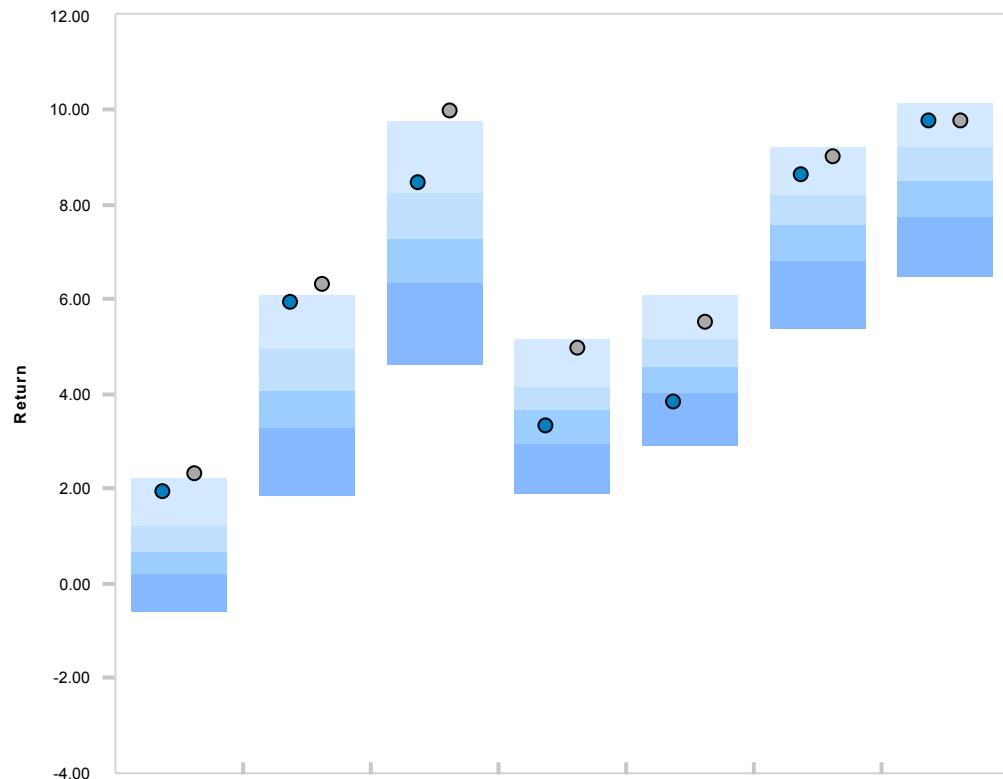


**Schedule of Investable Assets**

Periods Ending	Beginning Market Value \$	Contributions \$	Withdrawals \$	Gain/Loss \$	Net Cash Flow \$	Ending Market Value \$
10 YR	103,654,214	50,641,199	108,397,085	60,660,890	-57,755,886	106,559,217



Plan Sponsor Peer Group Analysis - All Public Plans-Total Fund



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● Total Fund	1.95 (8)	5.92 (7)	8.45 (20)	3.31 (62)	3.84 (83)	8.64 (14)	9.79 (9)
● Total Fund Policy	2.30 (5)	6.31 (4)	9.99 (4)	4.97 (8)	5.53 (13)	9.01 (9)	9.78 (9)
Median	0.69	4.07	7.26	3.65	4.61	7.59	8.51

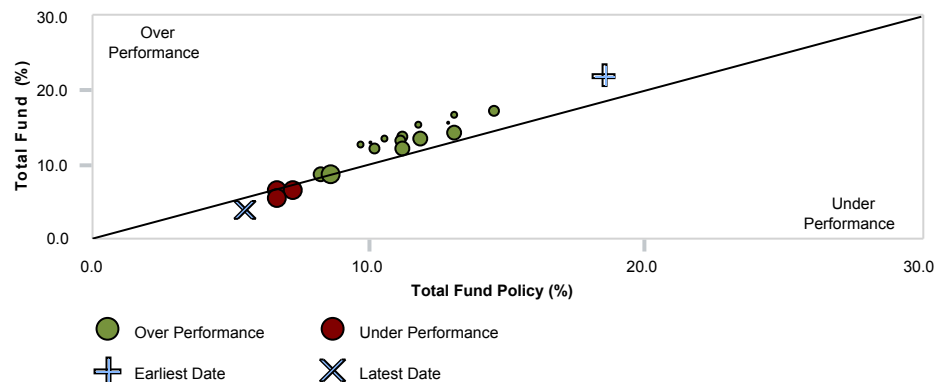
	2015	2014	2013	2012	2011
● Total Fund	-1.58 (87)	4.92 (86)	24.38 (1)	14.51 (12)	3.25 (5)
● Total Fund Policy	0.18 (47)	6.66 (53)	20.12 (13)	12.91 (43)	1.46 (22)
Median	0.03	6.76	16.87	12.58	0.17

Comparative Performance

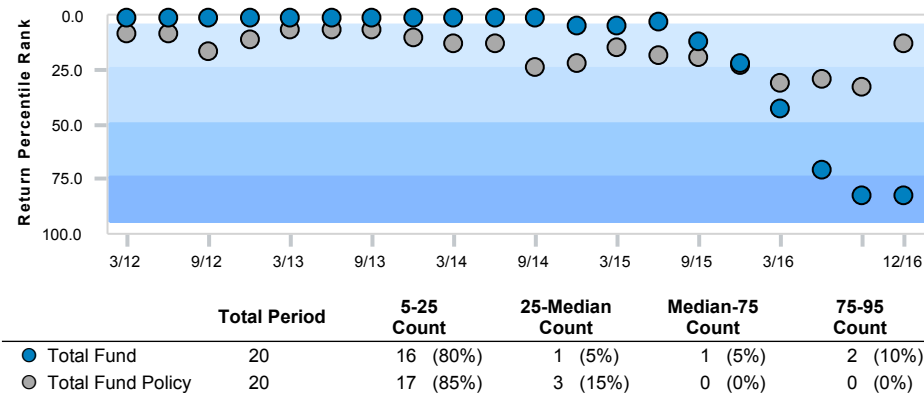
	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
Total Fund	3.90 (24)	0.97 (95)	1.40 (29)	3.10 (41)	-7.46 (98)	0.27 (26)
Total Fund Policy	3.91 (23)	2.21 (29)	1.23 (39)	3.05 (44)	-5.35 (64)	-0.29 (63)
All Public Plans-Total Fund Median	3.43	1.91	1.04	2.88	-5.04	-0.11



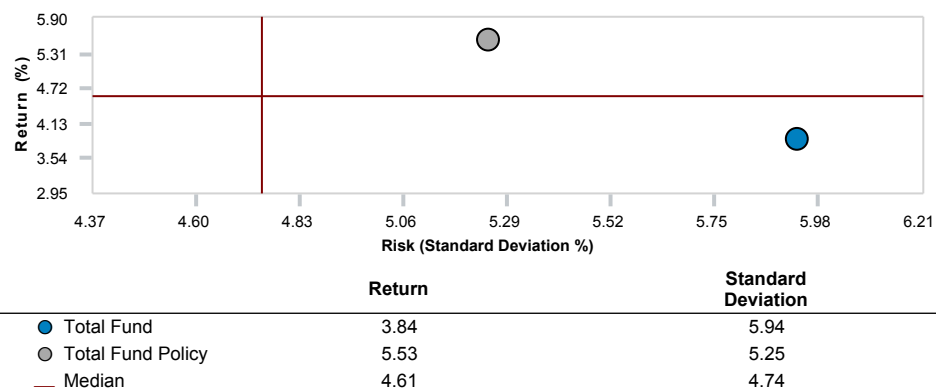
### 3 Yr Rolling Under/Over Performance - 5 Years



### 3 Yr Rolling Percentile Ranking - 5 Years



### Peer Group Scattergram - 3 Years



### Peer Group Scattergram - 5 Years



### Historical Statistics - 3 Years

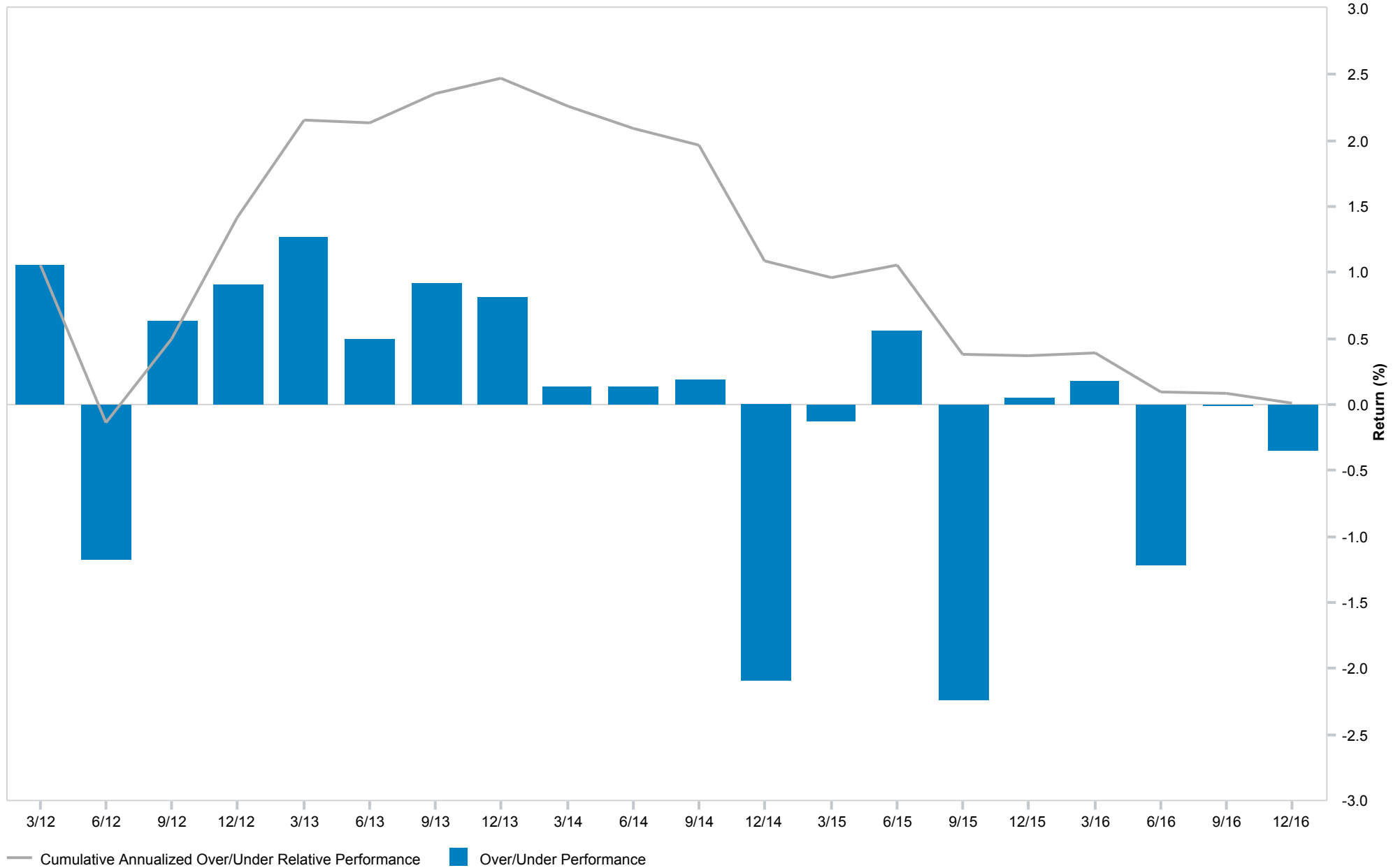
	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Total Fund	1.77	86.10	117.67	-2.03	-0.90	0.65	1.08	4.45
Total Fund Policy	0.00	100.00	100.00	0.00	N/A	1.04	1.00	3.33

### Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Total Fund	1.95	105.21	125.38	-1.61	0.05	1.26	1.18	3.76
Total Fund Policy	0.00	100.00	100.00	0.00	N/A	1.50	1.00	2.75



Relative Performance



Calculation based on quarterly periodicity.  
Benchmark: 65% MSCI ACWi / 35% Barclays Global Agg



**Comerica S&P 500 - Portfolio Description**

- Strategy: S&P 500 Index Fund
- Vehicle: Commingled Fund
- Objective: To replicate the S&P 500
- Annual fees:
  - .10% on first \$5M
  - .08% on next \$20M
  - .06% on next \$25M
- Benchmark: S&P 500 Index

**Comerica S&P 500 - Strategy Details**

The 500 Index Strategy seeks to provide investment results generally corresponding to the aggregate price and dividend performance of the publicly traded common stocks in the large- capitalization sector of the U.S. equity market. The fund pursues this objective by investing primarily in the 500 common stocks that compose the S&P 500 Index.

**Victory MidCap Equity - Portfolio Description**

- Strategy: Mid Cap Core Growth Equity
- Vehicle: Separately Managed Account
- Objective: To outperform the Russell Midcap Index
- Annual fees:
  - .75% on first \$25MM
  - .65% on next \$25MM
  - .55% on next \$50M
  - .45% over \$100M
- Benchmark: Russell Midcap Index

**Victory MidCap Equity - Strategy Details**

Victory's Mid-Cap Growth strategy uses a bottom-up stock selection process focusing on the most attractive growth candidates from the mid-cap segment of the stock market. The team focuses on security selection utilizing both quantitative tools and fundamental research to identify alpha-generating ideas. Their focus is on stock-specific research because security selection is where they have the most confidence in their skills and insights, and through security selection, they strive to repeatedly add value to client portfolios. The team controls risk at the issue, sector and market capitalization levels. Their goal is to exceed our clients' expectations and provide consistently attractive results through bottom-up security selection.

**SouthernSun Smallcap Equity - Portfolio Description**

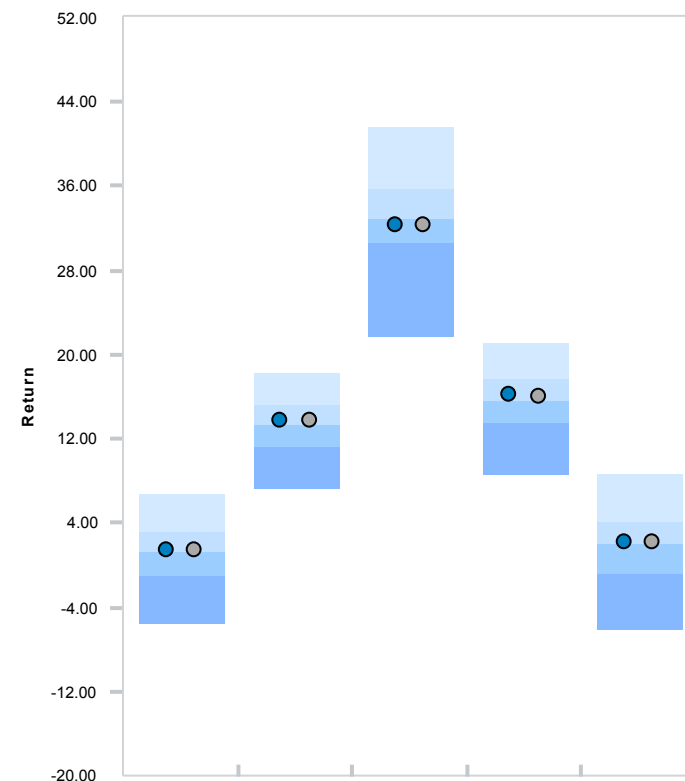
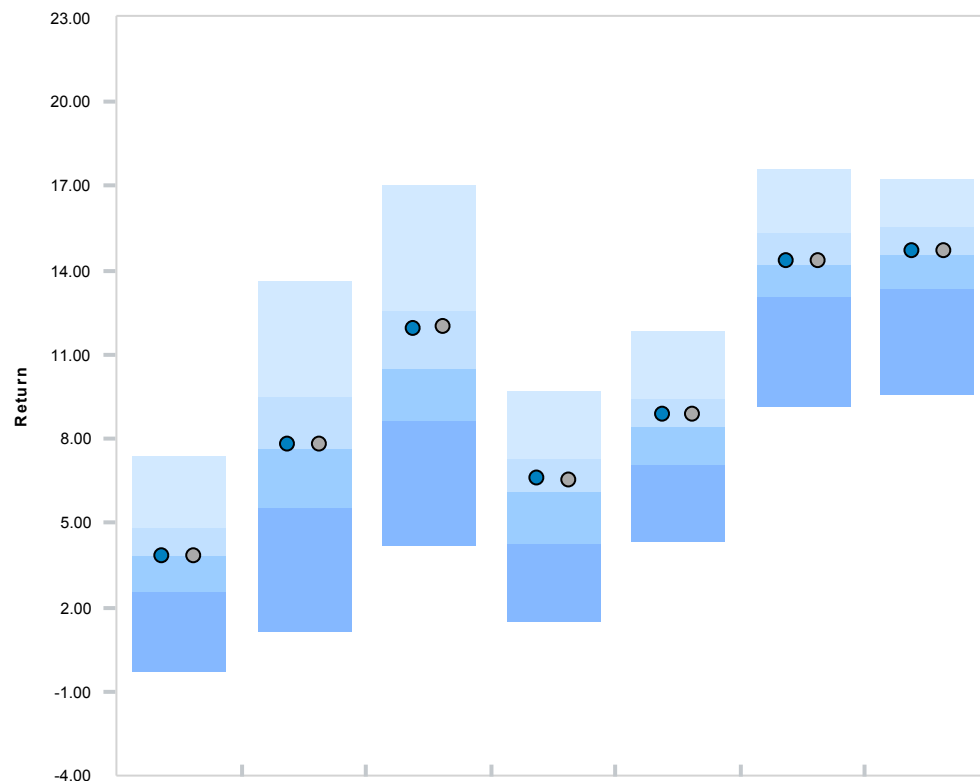
- Strategy: Small Cap
- Vehicle: Separately Managed Account
- Objective: To outperform the Russell 2000 Index
- Annual fees:
  - 1.00% on first \$15M
  - 0.85% over \$15M
- Benchmark: Russell 2000 Index

**SouthernSun Smallcap Equity - Strategy Details**

The Small Cap strategy targets companies with market caps of \$500 million to \$3.5 billion at time of initial purchase. While idea generation may come from traditional screening, new names are often sourced through research on existing portfolio holdings, industry trade publications, and industry conferences. The Investment Team relies almost solely on internally conducted research for idea generation. This strategy is generally closed to new investors.



Peer Group Analysis - IM U.S. Large Cap Core Equity (SA+CF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● Comerica S&P 500	3.80 (54)	7.80 (48)	11.94 (35)	6.56 (37)	8.87 (41)	14.31 (46)	14.66 (47)
● S&P 500 Index	3.82 (52)	7.82 (47)	11.96 (34)	6.54 (38)	8.87 (41)	14.33 (45)	14.66 (47)
Median	3.84	7.65	10.51	6.06	8.45	14.18	14.56

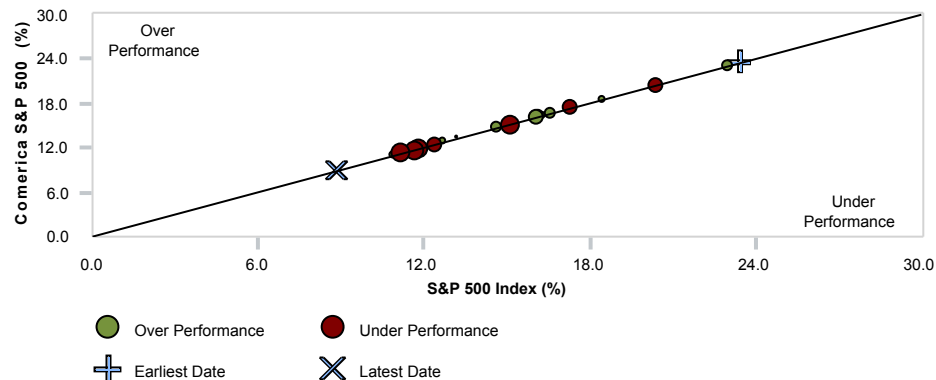
	2015	2014	2013	2012	2011
● Comerica S&P 500	1.44 (48)	13.66 (45)	32.30 (60)	16.10 (44)	2.20 (47)
● S&P 500 Index	1.38 (50)	13.69 (44)	32.39 (59)	16.00 (47)	2.11 (50)
Median	1.27	13.43	32.94	15.71	2.02

Comparative Performance

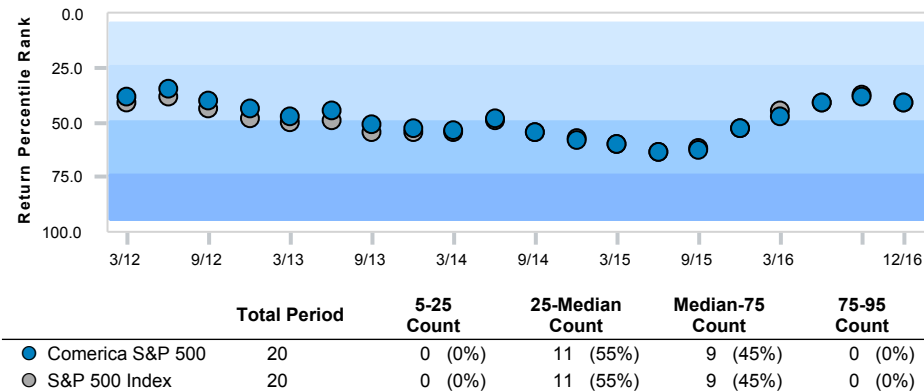
	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
Comerica S&P 500	3.85 (55)	2.45 (39)	1.35 (32)	7.05 (25)	-6.40 (44)	0.27 (50)
S&P 500 Index	3.85 (55)	2.46 (39)	1.35 (33)	7.04 (25)	-6.44 (45)	0.28 (49)
IM U.S. Large Cap Core Equity (SA+CF) Median	3.99	2.08	0.61	5.94	-6.63	0.26



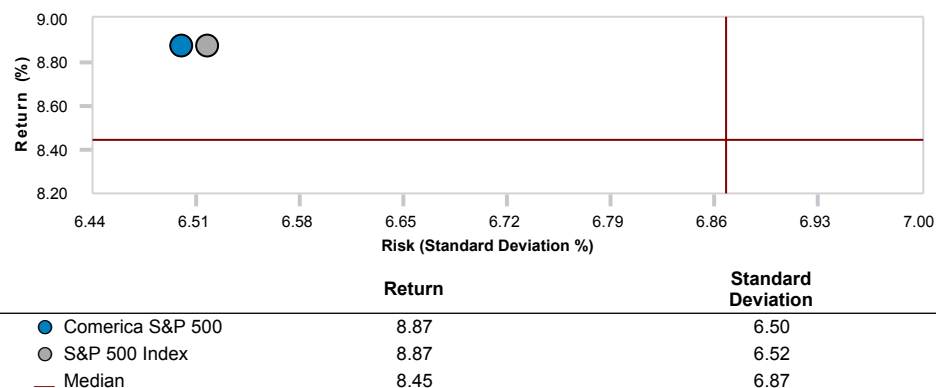
### 3 Yr Rolling Under/Over Performance - 5 Years



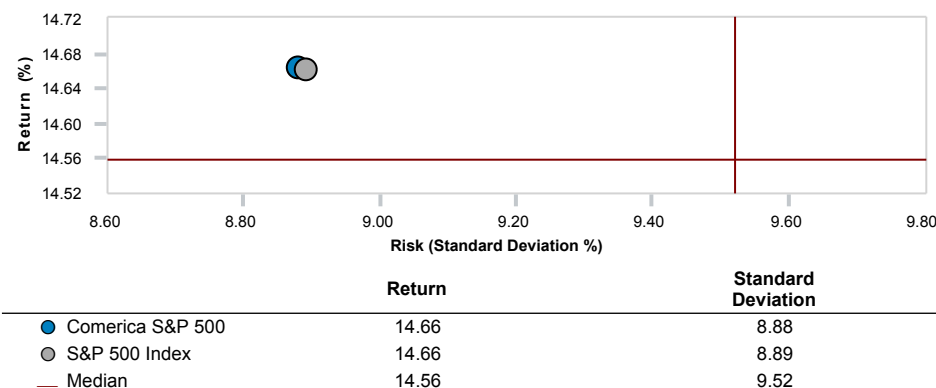
### 3 Yr Rolling Percentile Ranking - 5 Years



### Peer Group Scattergram - 3 Years



### Peer Group Scattergram - 5 Years



### Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Comerica S&P 500	0.03	100.00	99.99	0.00	0.03	0.85	1.00	5.89
S&P 500 Index	0.00	100.00	100.00	0.00	N/A	0.85	1.00	5.89

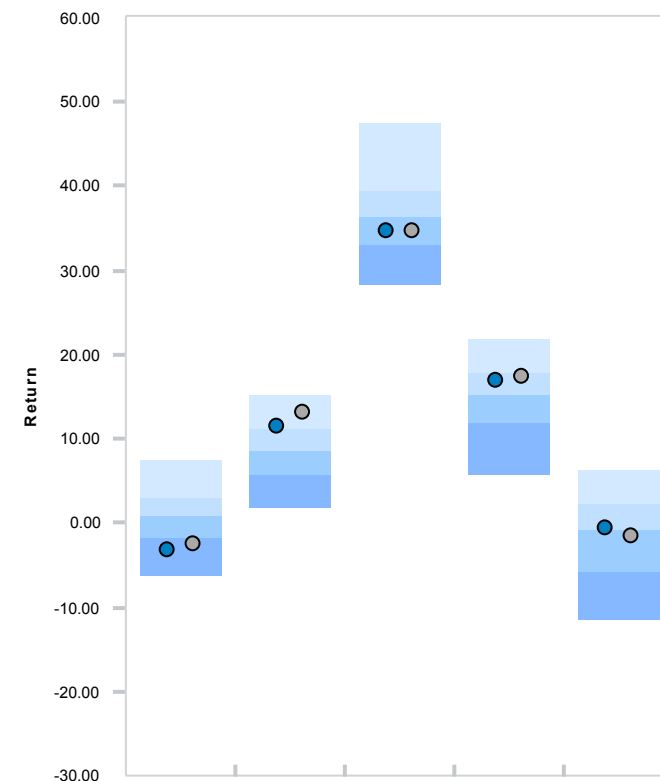
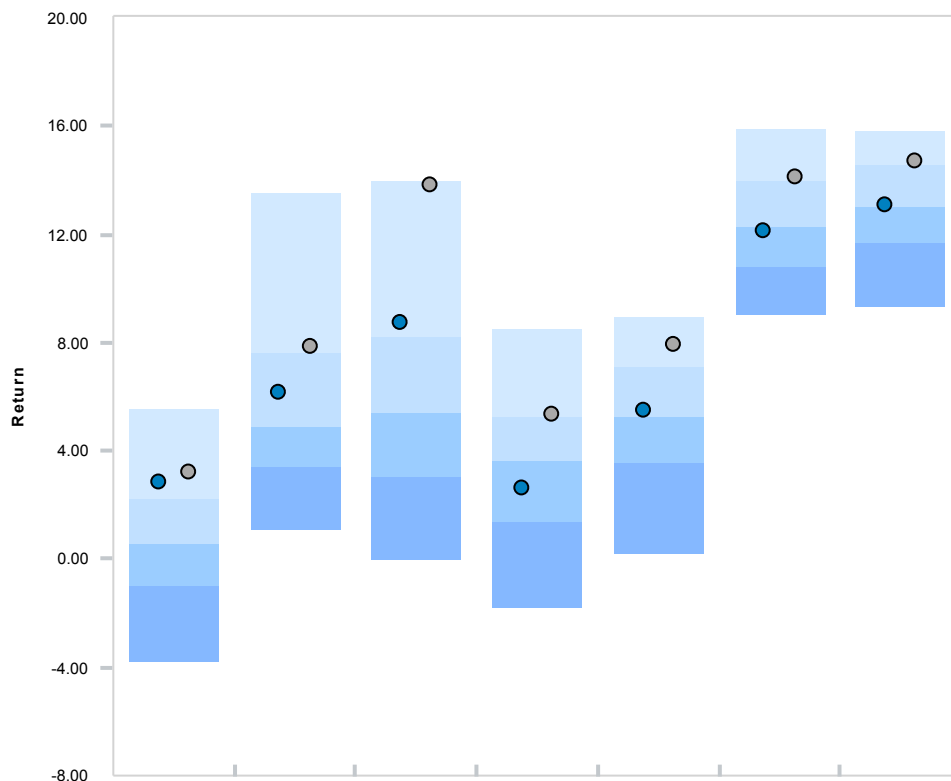
### Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Comerica S&P 500	0.05	100.03	100.04	0.00	0.06	1.38	1.00	5.56
S&P 500 Index	0.00	100.00	100.00	0.00	N/A	1.38	1.00	5.55





Peer Group Analysis - IM U.S. Mid Cap Growth Equity (SA+CF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● Victory Mid Cap Equity	2.87 (18)	6.18 (38)	8.73 (21)	2.63 (60)	5.46 (47)	12.11 (52)	13.07 (49)
● Russell Midcap Index	3.21 (15)	7.87 (23)	13.80 (6)	5.37 (24)	7.92 (15)	14.08 (20)	14.72 (23)
Median	0.51	4.86	5.44	3.62	5.25	12.28	12.99

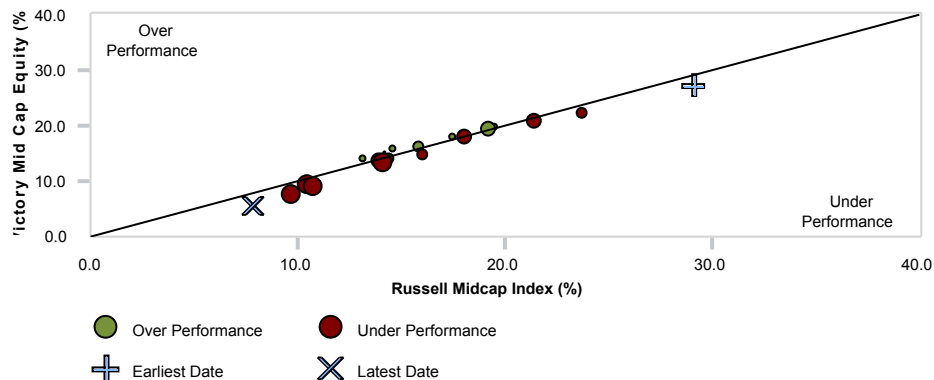
	2015	2014	2013	2012	2011
● Victory Mid Cap Equity	-3.13 (81)	11.35 (24)	34.71 (65)	17.00 (37)	-0.66 (46)
● Russell Midcap Index	-2.44 (78)	13.22 (13)	34.76 (65)	17.28 (32)	-1.55 (52)
Median	0.79	8.63	36.40	15.13	-0.95

Comparative Performance

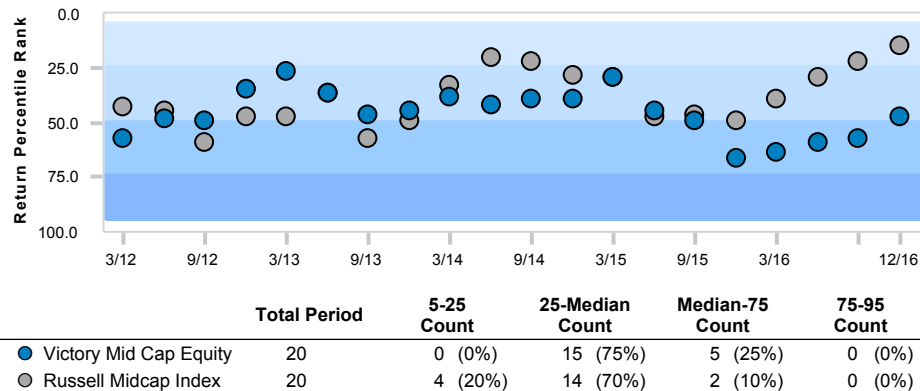
	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
Victory Mid Cap Equity	3.22 (83)	0.90 (68)	1.50 (13)	1.67 (79)	-9.95 (71)	-0.49 (70)
Russell Midcap Index	4.52 (55)	3.18 (23)	2.24 (10)	3.62 (46)	-8.01 (43)	-1.54 (90)
IM U.S. Mid Cap Growth Equity (SA+CF) Median	4.70	2.29	-1.30	3.25	-8.50	0.65



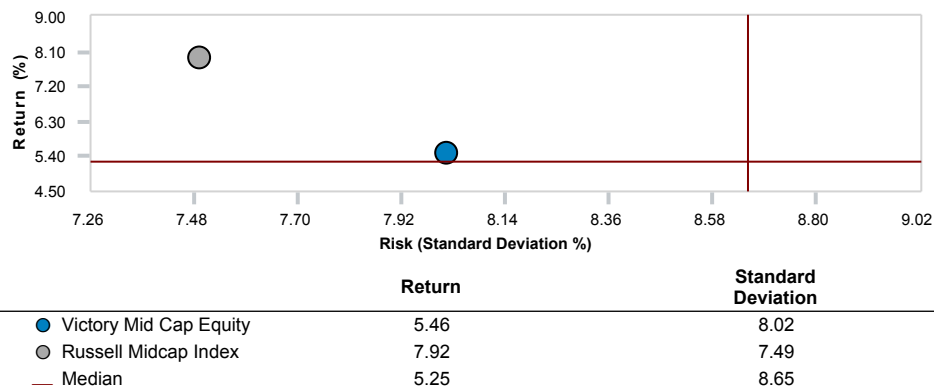
### 3 Yr Rolling Under/Over Performance - 5 Years



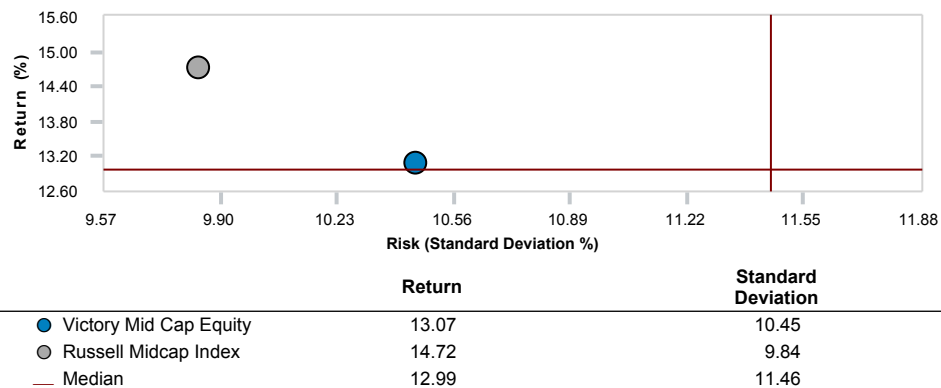
### 3 Yr Rolling Percentile Ranking - 5 Years



### Peer Group Scattergram - 3 Years



### Peer Group Scattergram - 5 Years



### Historical Statistics - 3 Years

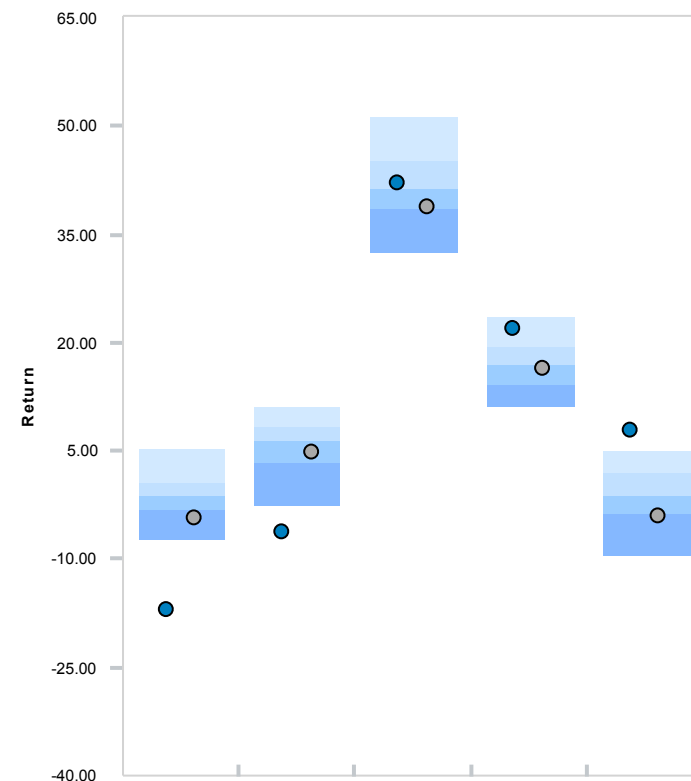
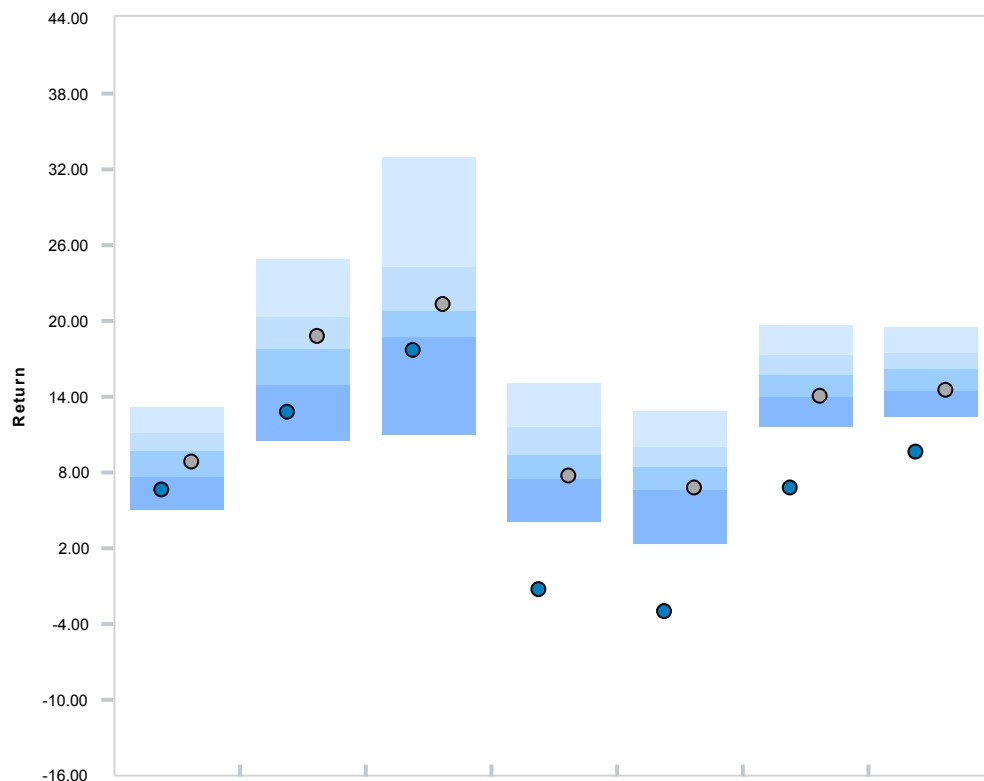
	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Victory Mid Cap Equity	2.66	92.06	105.74	-2.40	-0.85	0.49	1.02	7.09
Russell Midcap Index	0.00	100.00	100.00	0.00	N/A	0.71	1.00	6.65

### Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Victory Mid Cap Equity	2.55	94.57	101.11	-1.67	-0.55	1.11	1.02	6.66
Russell Midcap Index	0.00	100.00	100.00	0.00	N/A	1.28	1.00	6.12



Peer Group Analysis - IM U.S. Small Cap Core Equity (SA+CF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● SouthernSun SC	6.65 (86)	12.70 (89)	17.63 (82)	-1.29 (100)	-2.99 (100)	6.73 (100)	9.60 (99)
● Russell 2000 Index	8.83 (63)	18.68 (40)	21.31 (46)	7.68 (74)	6.74 (71)	13.99 (76)	14.46 (77)
Median	9.70	17.71	20.73	9.39	8.51	15.71	16.17

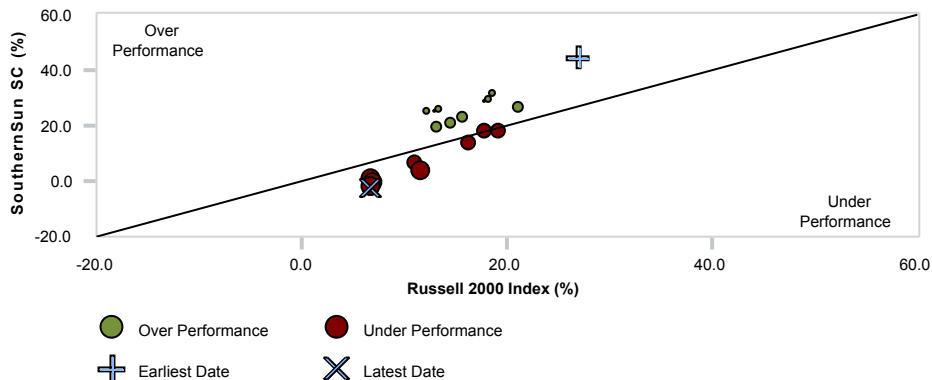
	2015	2014	2013	2012	2011
● SouthernSun SC	-17.16 (100)	-6.30 (99)	42.13 (45)	21.87 (12)	7.93 (2)
● Russell 2000 Index	-4.41 (82)	4.89 (64)	38.82 (72)	16.35 (56)	-4.18 (77)
Median	-1.39	6.54	41.28	16.86	-1.38

Comparative Performance

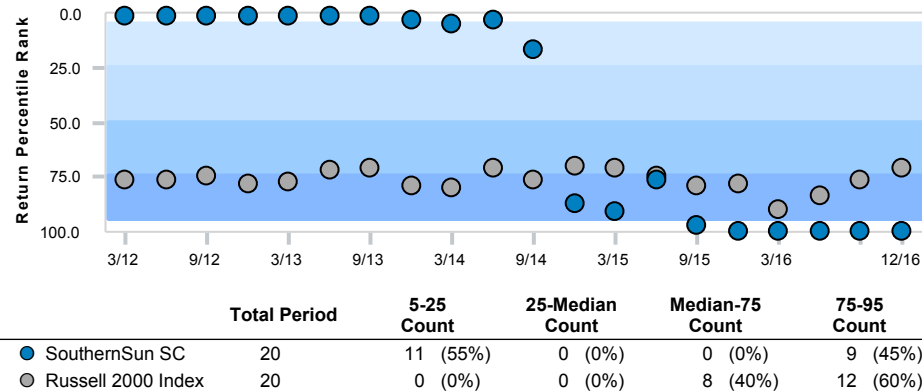
	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
SouthernSun SC	5.67 (83)	-0.80 (98)	5.22 (2)	-1.68 (100)	-19.79 (100)	2.87 (8)
Russell 2000 Index	9.05 (27)	3.79 (40)	-1.52 (71)	3.59 (43)	-11.92 (84)	0.42 (50)
IM U.S. Small Cap Core Equity (SA+CF) Median	7.52	3.15	-0.47	3.40	-9.82	0.39



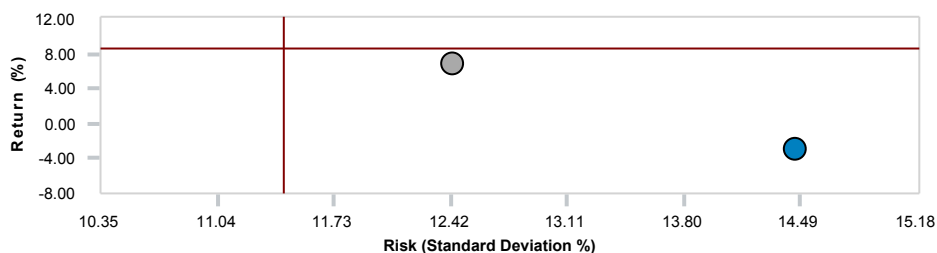
### 3 Yr Rolling Under/Over Performance - 5 Years



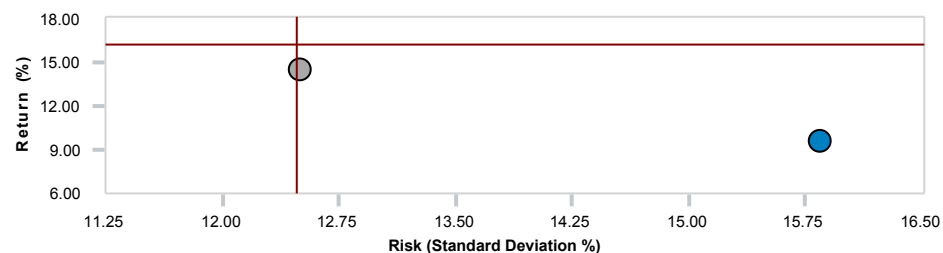
### 3 Yr Rolling Percentile Ranking - 5 Years



### Peer Group Scattergram - 3 Years



### Peer Group Scattergram - 5 Years



### Historical Statistics - 3 Years

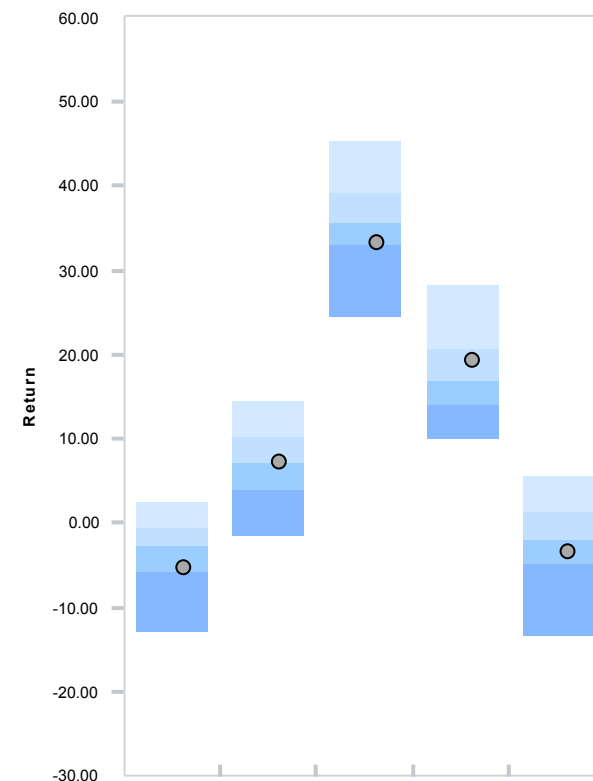
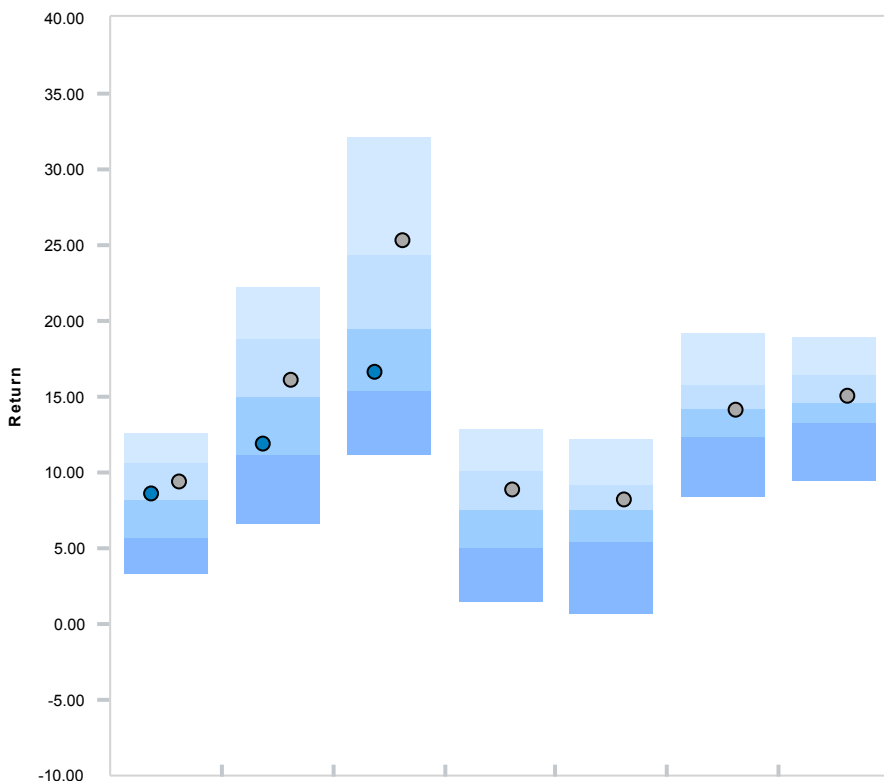
	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
SouthernSun SC	9.28	65.52	101.82	-8.11	-1.02	-0.11	0.86	11.26
Russell 2000 Index	0.00	100.00	100.00	0.00	N/A	0.49	1.00	10.05

### Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
SouthernSun SC	8.63	82.90	94.86	-2.73	-0.49	0.66	0.90	9.33
Russell 2000 Index	0.00	100.00	100.00	0.00	N/A	1.00	1.00	8.56



Peer Group Analysis - IM U.S. SMID Cap Value Equity (SA+CF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● Walthausen & Co. SMID Value	8.56 (44)	11.89 (68)	16.63 (69)	N/A	N/A	N/A	N/A
● Russell 2500 Value Index	9.34 (38)	16.09 (44)	25.20 (23)	8.78 (34)	8.22 (42)	14.01 (54)	15.04 (44)
Median	8.20	14.95	19.46	7.54	7.54	14.22	14.66

	2015	2014	2013	2012	2011
● Walthausen & Co. SMID Value	N/A	N/A	N/A	N/A	N/A
● Russell 2500 Value Index	-5.49 (71)	7.11 (51)	33.32 (72)	19.21 (36)	-3.36 (63)
Median	-2.87	7.15	35.68	16.96	-2.10

Comparative Performance

	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
Walthausen & Co. SMID Value	3.06 (89)	1.97 (56)	2.23 (52)	1.21 (81)	N/A	N/A
Russell 2500 Value Index	6.18 (50)	4.37 (11)	3.33 (30)	2.78 (50)	-9.58 (47)	-1.27 (71)
IM U.S. SMID Cap Value Equity (SA+CF) Median	5.97	2.32	2.32	2.70	-9.78	-0.23



**LSV International - Portfolio Description**

- Strategy: International Large Cap Value Equity
- Vehicle: Commingled Fund
- Objective: To outperform the MSCI EAFE Index
- Annual fees: .75% on first \$25M  
.65% on next \$25M
- Benchmark: MSCI EAFE Index

**LSV International - Strategy Details**

The International Large Cap Value Equity strategy's primary emphasis is the use of quantitative techniques to select individual securities in what would be considered a bottom-up approach. A risk control discipline limits the over- or under-exposure of the portfolio to industry concentrations. Value factors and security selection dominate sector/industry factors as explanators of performance. The portfolio decision making process is strictly quantitative and driven by (1) a proprietary model which ranks securities based on fundamental measures of value and indicators of near-term appreciation potential and, (2) a risk control process that controls for residual benchmark risk while maximizing the expected return of the portfolio. There is no subjective modification applied to the results of the process. This leads to a high degree of consistency in the practical application of our investment philosophy.

**WCM Intl Growth - Portfolio Description**

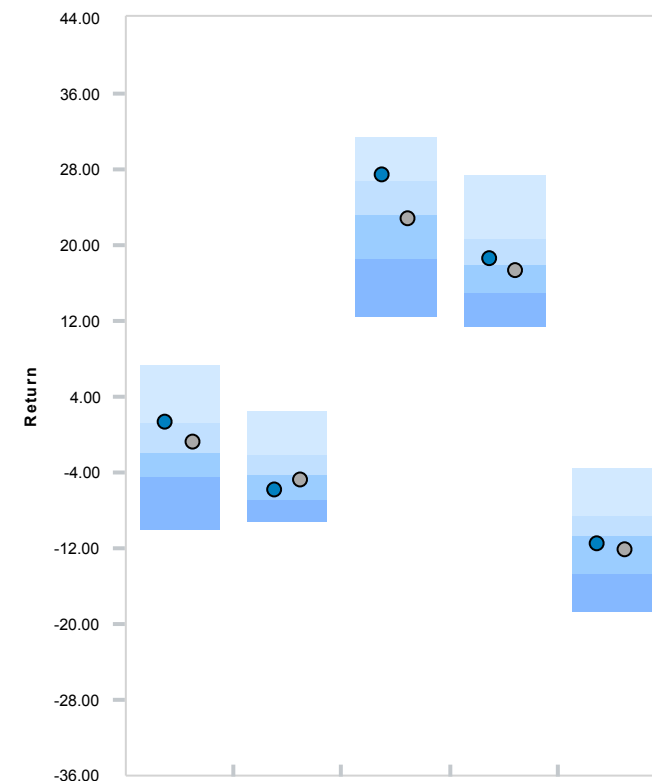
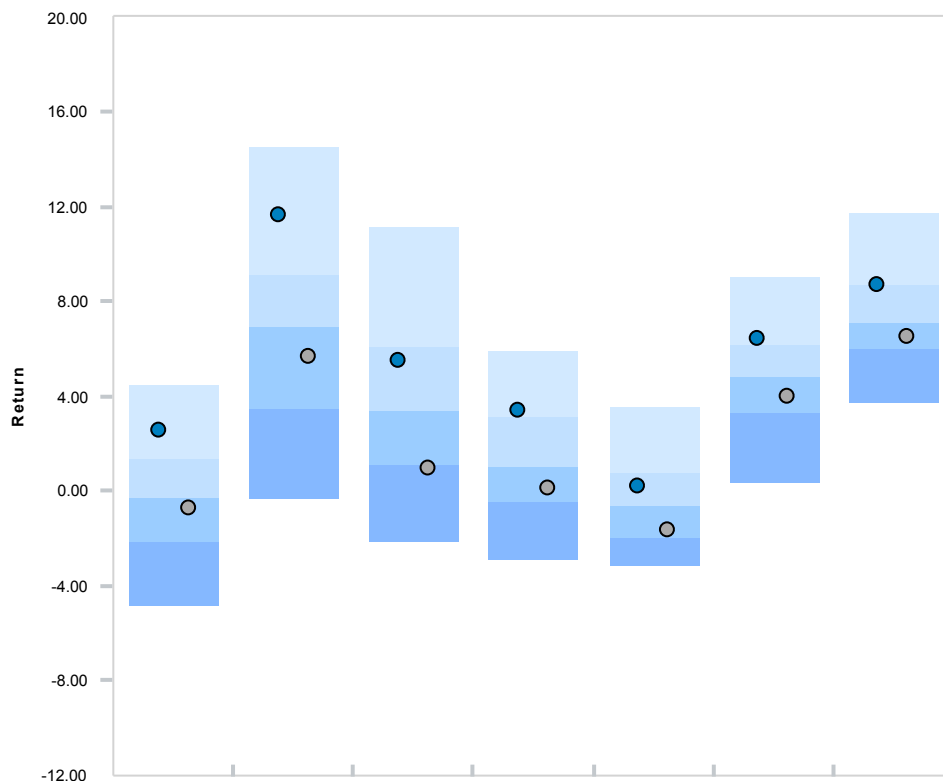
- Strategy: Focused Growth International
- Vehicle: Separately Managed Account
- Objective: To outperform the MSCI EAFE Index
- Annual fees: 1.00% on all assets
- Benchmark: MSCI EAFE Index

**WCM Intl Growth - Strategy Details**

This is a concentrated, large cap, quality, international growth product. They are distinct from the broad international indices with a traditional growth bias, seeking select quality growth businesses from conventional growth sectors. That combined with a concentrated focus (between 25-40) means the product will have investment characteristics distinct from any broad international benchmark. The product includes mega-, large- and mid-cap international shares from developed and emerging markets. The investment process includes top-down thematic analysis and bottom-up fundamental stock selection. They focus on each company's business model (economic moat), corporate culture, management, and valuation (using conservative DCF models). Currency hedging is not utilized in this strategy but careful attention is paid to region, country, and currency exposures. The projected annual turnover is 15-35%, suggesting tax efficiency for tax-sensitive clients.



Peer Group Analysis - IM International Large Cap Value Equity (SA+CF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● LSV International LCV	2.54 (13)	11.65 (13)	5.49 (30)	3.39 (20)	0.23 (34)	6.40 (24)	8.72 (26)
● MSCI EAFE (Net) Index	-0.71 (58)	5.67 (61)	1.00 (78)	0.09 (65)	-1.60 (66)	4.00 (65)	6.53 (67)
Median	-0.29	6.96	3.44	1.04	-0.64	4.82	7.07

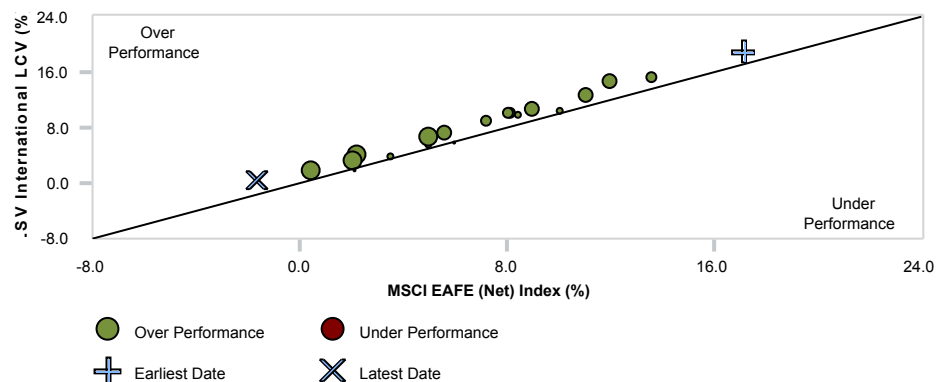
	2015	2014	2013	2012	2011
● LSV International LCV	1.32 (24)	-5.80 (67)	27.30 (20)	18.51 (44)	-11.67 (58)
● MSCI EAFE (Net) Index	-0.81 (40)	-4.90 (61)	22.78 (55)	17.32 (55)	-12.14 (60)
Median	-1.80	-4.25	23.25	17.95	-10.80

Comparative Performance

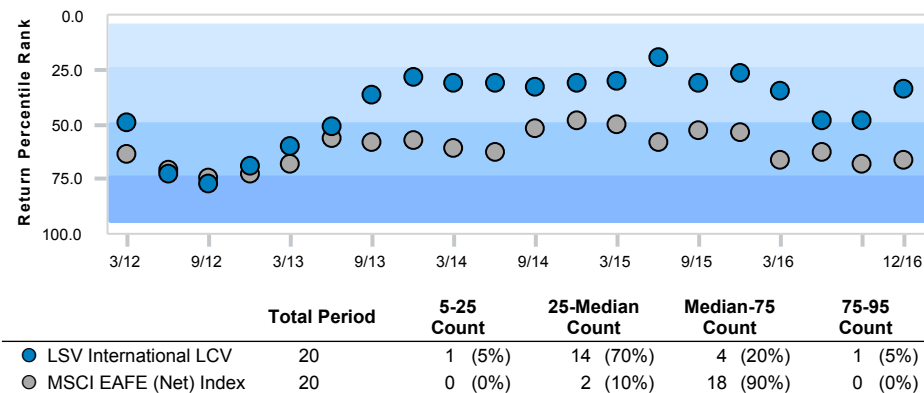
	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
LSV International LCV	8.89 (18)	-3.19 (82)	-2.40 (65)	6.03 (12)	-11.39 (64)	2.44 (25)
MSCI EAFE (Net) Index	6.43 (61)	-1.46 (52)	-3.01 (80)	4.71 (29)	-10.23 (45)	0.62 (70)
IM International Large Cap Value Equity (SA+CF) Median	7.04	-1.40	-1.68	3.85	-10.77	1.35



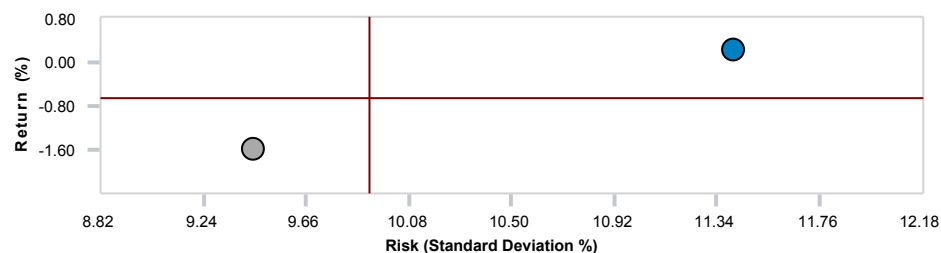
### 3 Yr Rolling Under/Over Performance - 5 Years



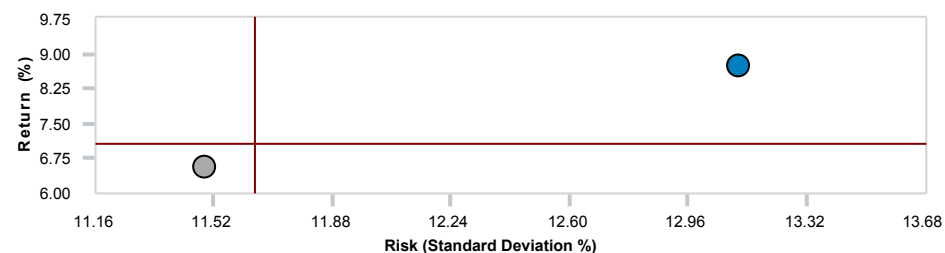
### 3 Yr Rolling Percentile Ranking - 5 Years



### Peer Group Scattergram - 3 Years



### Peer Group Scattergram - 5 Years



### Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
LSV International LCV	2.59	107.67	96.32	2.00	0.75	0.08	1.04	8.80
MSCI EAFE (Net) Index	0.00	100.00	100.00	0.00	N/A	-0.08	1.00	8.56

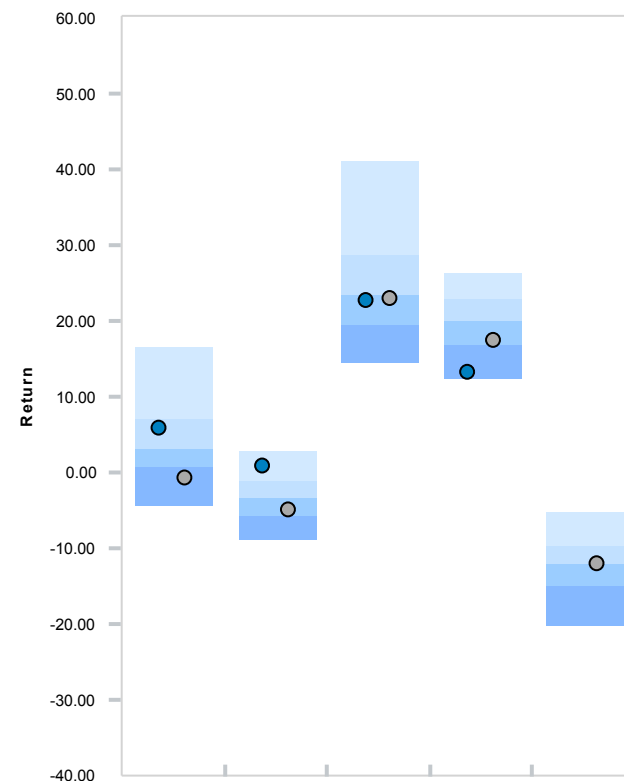
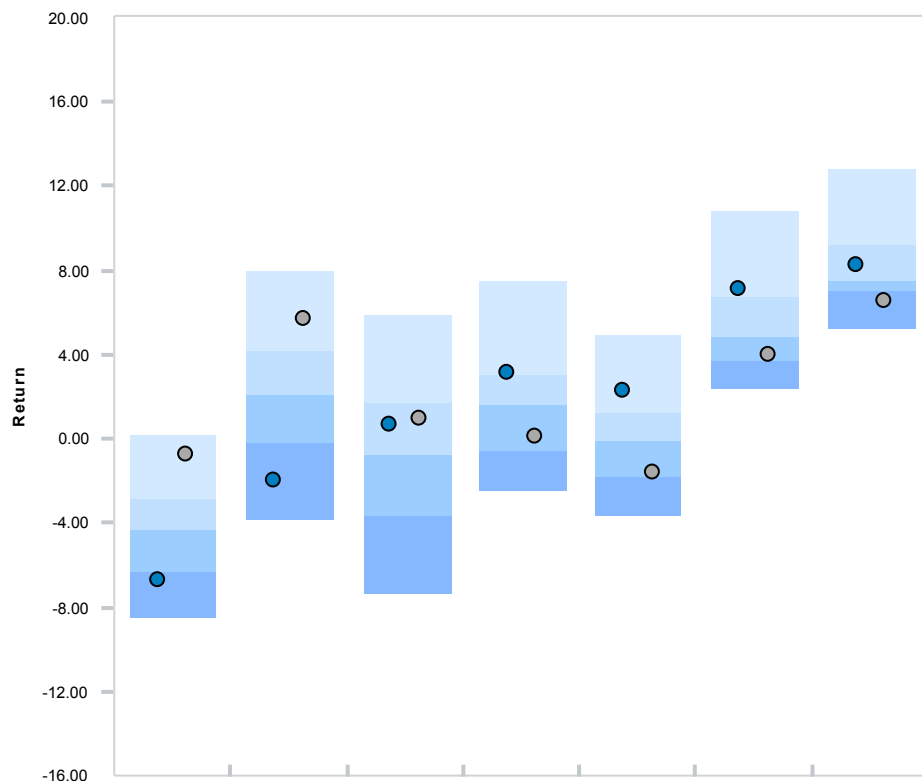
### Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
LSV International LCV	2.43	107.85	97.49	1.93	0.88	0.66	1.03	8.76
MSCI EAFE (Net) Index	0.00	100.00	100.00	0.00	N/A	0.53	1.00	8.68





Peer Group Analysis - IM International Growth Equity (SA+CF)



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● WCM Focused Growth Int'l	-6.74 (82)	-1.94 (86)	0.70 (38)	3.15 (25)	2.32 (15)	7.08 (22)	8.29 (33)
● MSCI EAFE (Net) Index	-0.71 (10)	5.67 (17)	1.00 (31)	0.09 (65)	-1.60 (71)	4.00 (70)	6.53 (82)
Median	-4.34	2.08	-0.73	1.60	-0.12	4.80	7.54

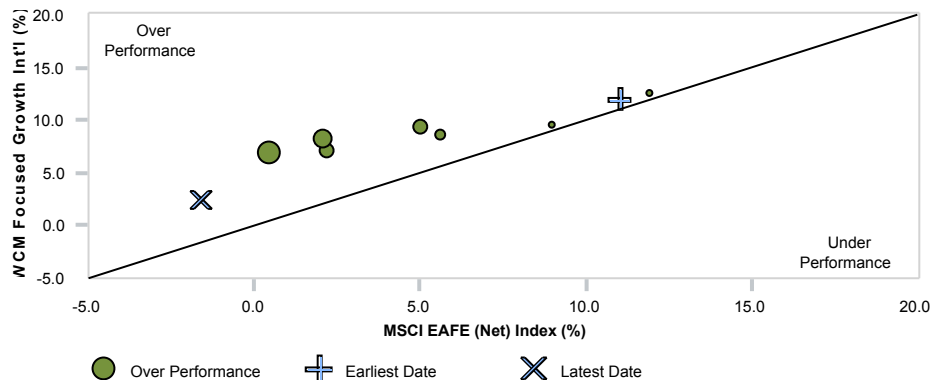
	2015	2014	2013	2012	2011
● WCM Focused Growth Int'l	5.67 (32)	0.67 (17)	22.74 (53)	13.24 (94)	N/A
● MSCI EAFE (Net) Index	-0.81 (86)	-4.90 (65)	22.78 (53)	17.32 (71)	12.14 (52)
Median	3.28	-3.37	23.47	20.05	12.05

Comparative Performance

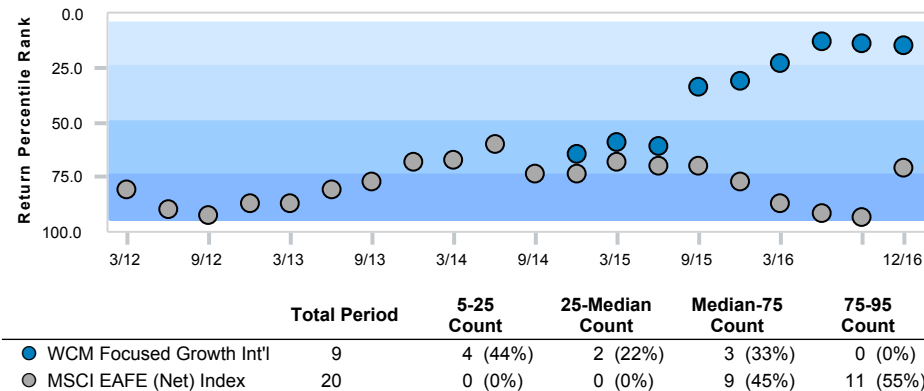
	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
WCM Focused Growth Int'l	5.15 (80)	2.28 (9)	0.40 (19)	7.06 (24)	-6.43 (20)	0.62 (80)
MSCI EAFE (Net) Index	6.43 (57)	-1.46 (59)	-3.01 (70)	4.71 (71)	-10.23 (71)	0.62 (80)
IM International Growth Equity (SA+CF) Median	6.77	-1.01	-1.98	5.78	-8.88	1.91



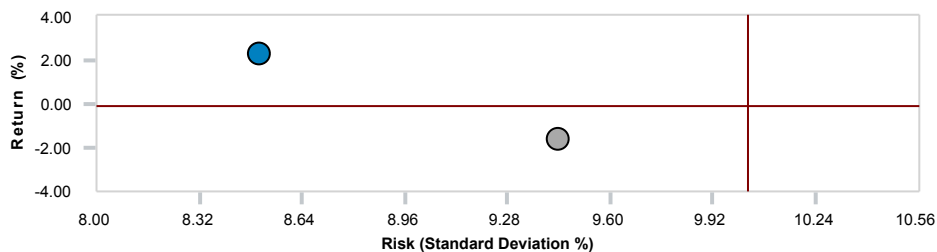
### 3 Yr Rolling Under/Over Performance - 5 Years



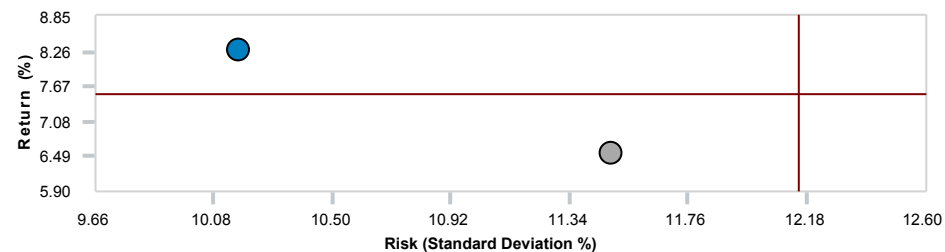
### 3 Yr Rolling Percentile Ranking - 5 Years



### Peer Group Scattergram - 3 Years



### Peer Group Scattergram - 5 Years



### Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
WCM Focused Growth Int'l	5.79	84.81	63.69	3.82	0.67	0.24	0.87	7.83
MSCI EAFE (Net) Index	0.00	100.00	100.00	0.00	N/A	-0.08	1.00	8.56

### Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
WCM Focused Growth Int'l	5.47	82.08	63.89	2.87	0.26	0.73	0.81	7.33
MSCI EAFE (Net) Index	0.00	100.00	100.00	0.00	N/A	0.53	1.00	8.68



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**Pacific Moderate Duration - Portfolio Description**

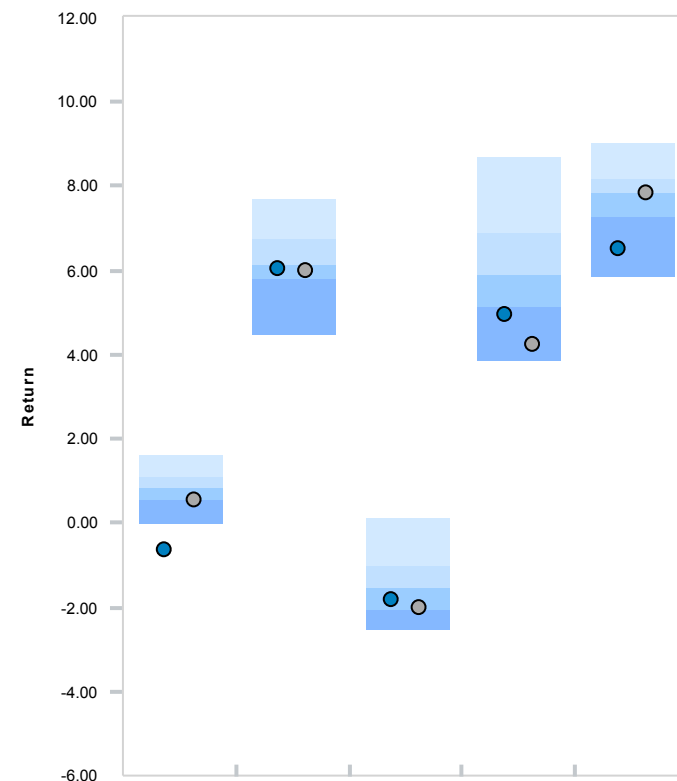
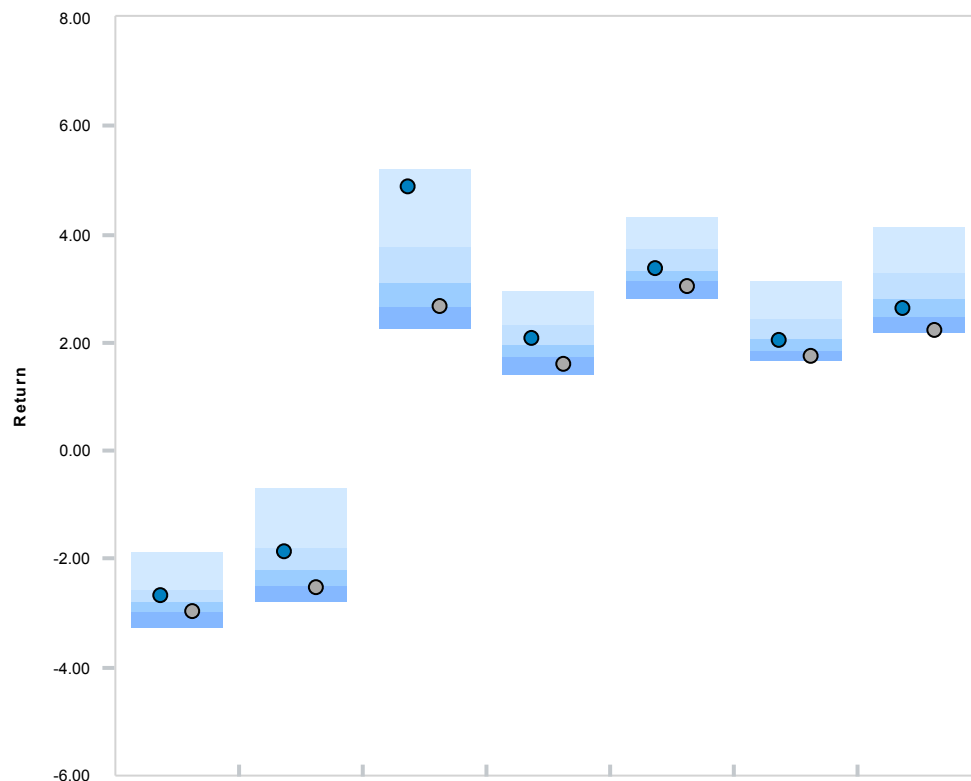
- Strategy: Moderate Duration
- Vehicle: Separately Managed Account
- Objective: To outperform the Bloomberg Barclays US Aggregate Index
- Annual fees: .30% on all assets
- Benchmark: Bloomberg Barclays US Aggregate Index

**Pacific Moderate Duration - Strategy Details**

The Moderate Duration product is a core bond strategy that seeks to outperform the Barclays Capital Aggregate Index on both an absolute and risk-adjusted basis over a full market cycle. The Moderate Duration product invests in U.S. Government securities, mortgage-backed securities, corporate debt securities and asset-backed securities. The product maintains duration of between 3.0 to 7.0 years and is generally within one year of the index.



Peer Group Analysis - IM U.S. Broad Market Core Fixed Income (SA+CF)



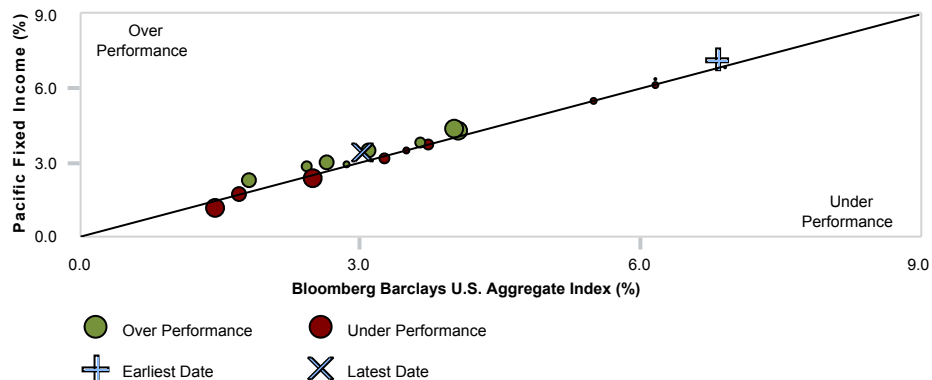
	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR		2015	2014	2013	2012	2011
● Pacific Fixed Income	-2.67 (32)	-1.86 (33)	4.86 (7)	2.07 (41)	3.37 (48)	2.04 (52)	2.61 (66)	● Pacific Fixed Income	-0.65 (100)	6.02 (63)	-1.84 (66)	4.93 (77)	6.52 (89)
● Blmbg Barc US Agg	-2.98 (76)	-2.53 (79)	2.65 (77)	1.59 (88)	3.03 (84)	1.74 (85)	2.23 (92)	● Blmbg Barc US Agg	0.55 (74)	5.97 (66)	-2.02 (73)	4.21 (90)	7.84 (50)
Median	-2.80	-2.19	3.10	1.96	3.33	2.06	2.82	Median	0.82	6.14	-1.56	5.88	7.83

Comparative Performance

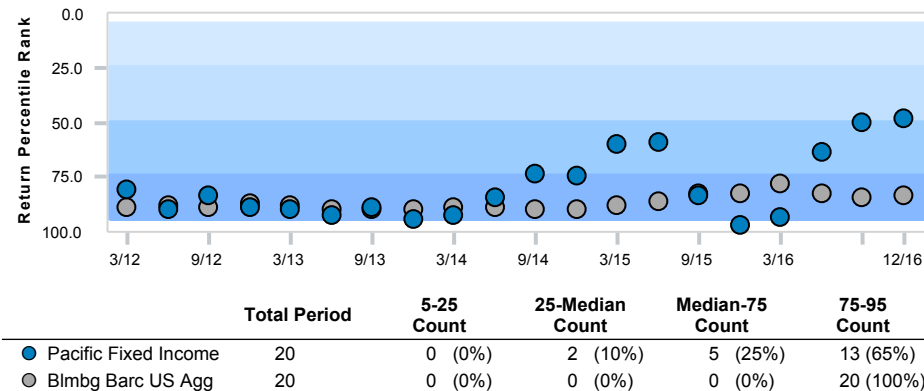
	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
Pacific Fixed Income	0.83 (33)	3.20 (3)	3.53 (3)	-1.28 (100)	0.47 (93)	-1.60 (53)
Bloomberg Barclays U.S. Aggregate Index	0.46 (78)	2.21 (71)	3.03 (50)	-0.57 (72)	1.23 (40)	-1.68 (73)
IM U.S. Broad Market Core Fixed Income (SA+CF) Median	0.69	2.34	3.03	-0.45	1.15	-1.60



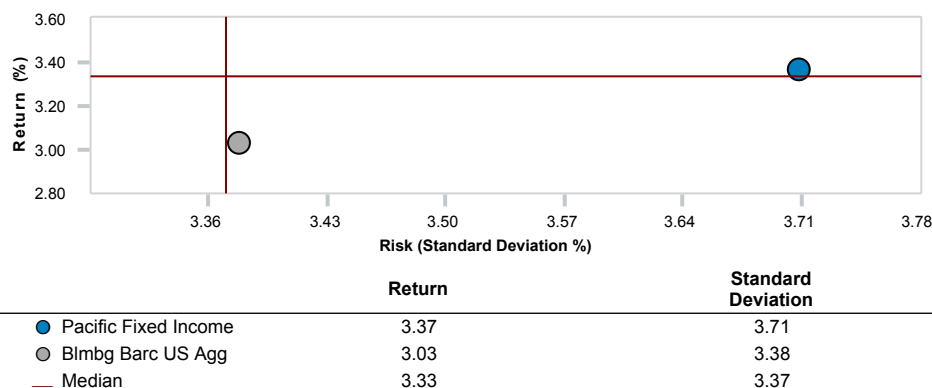
### 3 Yr Rolling Under/Over Performance - 5 Years



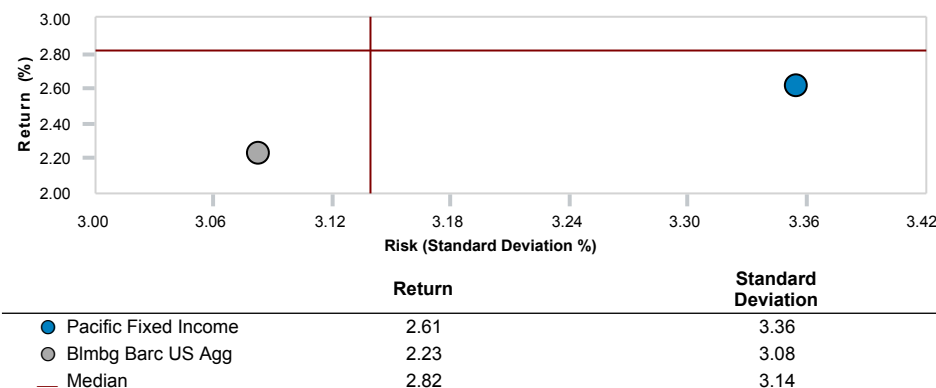
### 3 Yr Rolling Percentile Ranking - 5 Years



### Peer Group Scattergram - 3 Years



### Peer Group Scattergram - 5 Years



### Historical Statistics - 3 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Pacific Fixed Income	1.21	105.56	99.28	0.46	0.27	1.05	0.96	1.76
Bloomberg Barclays U.S. Aggregate Index	0.00	100.00	100.00	0.00	N/A	0.98	1.00	1.75

### Historical Statistics - 5 Years

	Tracking Error	Up Market Capture	Down Market Capture	Alpha	Information Ratio	Sharpe Ratio	Beta	Downside Risk
Pacific Fixed Income	0.97	106.31	97.97	0.44	0.39	0.86	0.97	1.83
Bloomberg Barclays U.S. Aggregate Index	0.00	100.00	100.00	0.00	N/A	0.75	1.00	1.81



**AEW Core Property - Portfolio Description**

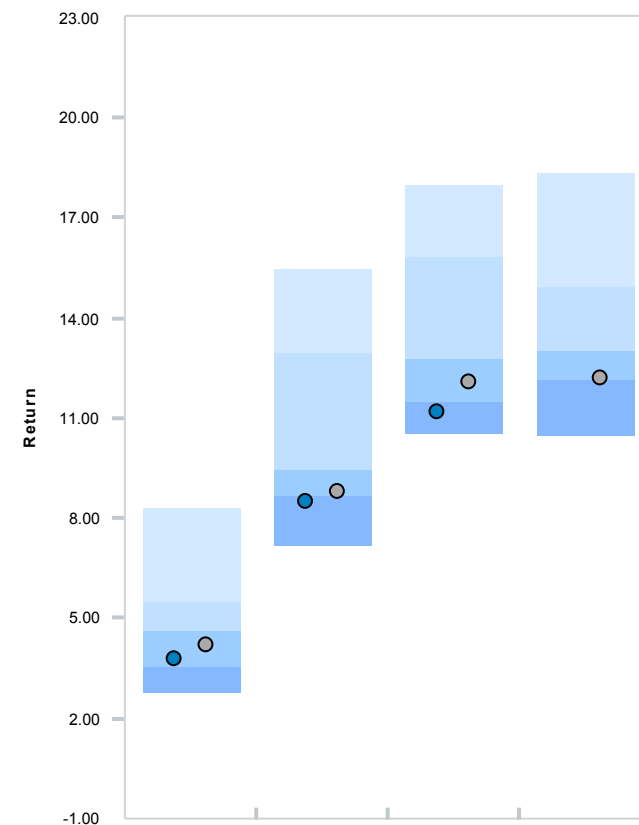
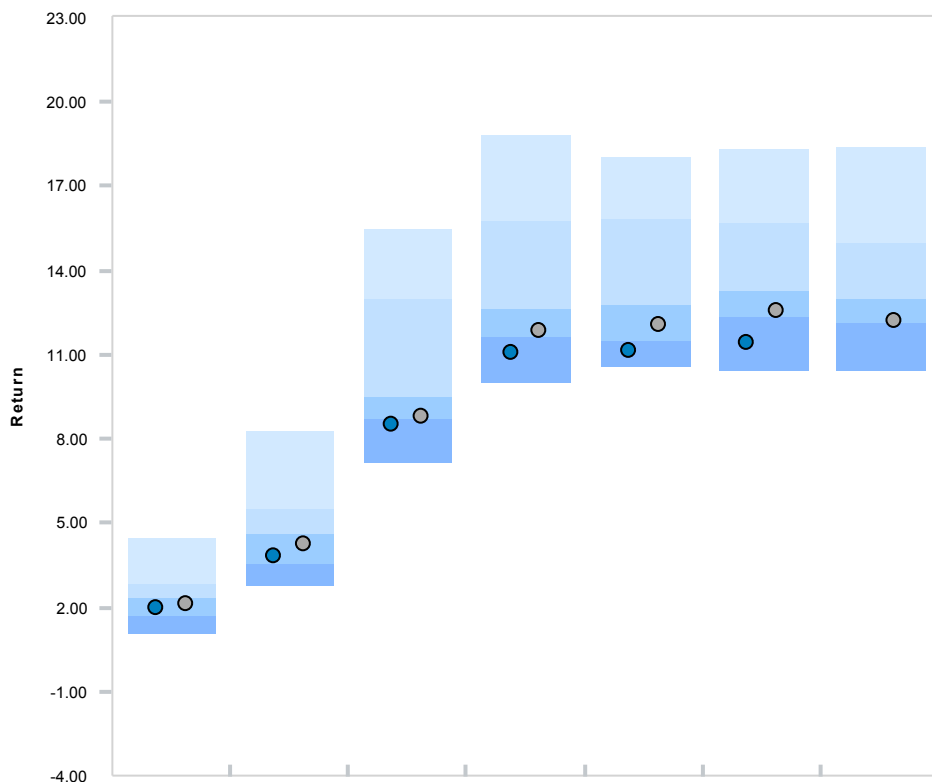
- Strategy: Core Property Trust
- Vehicle: Open Ended Commingled Real Estate Fund
- Objective: To outperform the NCREIF ODCE Index
- Annual fees: 1.10% on all assets
- Benchmark: NCREIF ODCE Index

**AEW Core Property - Strategy Details**

The AEW Core Property Trust combines research-driven strategies with on-the-ground market knowledge and experience to construct a diversified portfolio of multifamily, retail, office, industrial and, to a lesser extent, hotel properties. The Fund seeks to acquire primarily well-located, institutional-quality assets in markets throughout the U.S. - investments that are designed to provide durable income streams and appreciation over the mid- to long-term. AEW expects to invest primarily in major metropolitan markets that feature barriers to new supply - whether physical, governmental or economic - as well as solid population and job growth. With limited supply and increasing demand, these markets should provide an opportunity for peak-to-peak rent growth and thus, long-term value creation. The Fund also seeks to exploit America's changing demographics, and the impact they will have on economic growth and demand for real estate. The Fund also focuses on markets and properties that are positively influenced by globalization as it continues to change the nature of U.S. jobs and affect the movement of goods and services and consumer spending. Finally, the Fund's target markets also exhibit economic diversity in terms of the underlying industries that are driving the demand in the marketplace; providing both growth and diversification to the Fund.



**Peer Group Analysis - IM U.S. Open End Private Real Estate (SA+CF)**



	QTR	FYTD	1 YR	2 YR	3 YR	4 YR	5 YR
● AEW Core Property Trust	2.00 (70)	3.80 (70)	8.48 (79)	11.08 (81)	11.15 (88)	11.44 (83)	N/A
● NCREIF-ODCE (VW)	2.11 (68)	4.22 (61)	8.77 (74)	11.85 (71)	12.07 (70)	12.53 (74)	12.21 (75)
Median	2.29	4.60	9.47	12.61	12.77	13.24	13.01

	FYTD	1 YR	3 YR	5 YR
● AEW Core Property Trust	3.80 (70)	8.48 (79)	11.15 (88)	N/A
● NCREIF-ODCE (VW)	4.22 (61)	8.77 (74)	12.07 (70)	12.21 (75)
Median	4.60	9.47	12.77	13.01

**Comparative Performance**

	1 Qtr Ending Sep-2016	1 Qtr Ending Jun-2016	1 Qtr Ending Mar-2016	1 Qtr Ending Dec-2015	1 Qtr Ending Sep-2015	1 Qtr Ending Jun-2015
AEW Core Property Trust	1.77 (72)	2.41 (54)	2.05 (78)	3.55 (52)	3.12 (77)	4.22 (36)
NCREIF Fund Index-ODCE (VW)	2.07 (53)	2.13 (64)	2.18 (65)	3.34 (63)	3.68 (48)	3.82 (45)
IM U.S. Open End Private Real Estate (SA+CF) Median	2.09	2.50	2.64	3.57	3.56	3.72





**Bloomfield Income Fund - Portfolio Description**

- Strategy: Bloomfield Capital Income Fund II
- Objective: To provide an absolute return in excess of 9%
- Annual fees: 2.00% on Committed Capital

**Bloomfield Income Fund - Strategy Details**

The Bloomfield Capital Income Fund II is a real estate opportunity fund focused on two primary strategies. 1. Originating senior secured, high yield, interim and bridge loans on income producing real estate in the U.S. and 2. Acquiring a diverse portfolio of commercial mortgage loans, deeds of trust, and other real estate related opportunistic investments. The Fund's objective is to build a diverse portfolio of senior, secured mortgages providing investors with consistent income and superior risk adjusted returns. Bloomfield Capital targets a double-digit yield on secure, risk-mitigated investments. The portfolio management team implements conservative underwriting techniques to provide a margin of safety.

**Metropolitan MREP VI - Portfolio Description**

- Strategy: Metropolitan Real Estate MREP VI Fund
- Vehicle: Real Estate Fund of Funds
- Objective: To outperform the NCREIF Property Index
- Annual fees: 1.35% on first \$5M
- 1.00% on the next \$20M
- Benchmark: NCREIF Property Index

**Metropolitan MREP VI - Strategy Details**

Invest in a diversified portfolio of private real estate funds or other investment vehicles with direct or indirect exposure to real estate. The manager invests in funds with exposure to office, retail, industrials, multi-family, and other types of properties located primarily in the United States. The manager selects value added and opportunistic funds with superior performance track records. The manager diversifies the strategy across property types, geographic markets, managers, and strategies.

**RMK Timber - Portfolio Description**

- Strategy: RMK Global Timberland Resources US Fund  
RMK Global Timberland Resources Intl Alternative Investment
- Objective: To outperform the NCREIF Timberland Index
- Management fees: US Fund: 1.00%  
Intl Fund: 1.25%
- Performance Fee: US Fund: 20% (6% Hurdle)  
Intl Fund: 20% (10% Hurdle)

**RMK Timber - Strategy Details**

The portfolio team develops an investment strategy for the Fund based on the current environment and market forecasts for timberlands, and related end products. RMK utilizes industry contacts to identify attractive acquisition targets that achieve the Fund's investment strategy. Prior to purchasing a tract of land, the team performs rigorous due diligence and develops an asset management plan. The portfolio is actively managed, evaluating the benefits of harvesting the forests, letting the trees further mature, or selling the timberland. The manager will diversify the portfolio by growth stage/maturity of the forests, geographic locations (50% US exposure / 50% International exposure), and species.



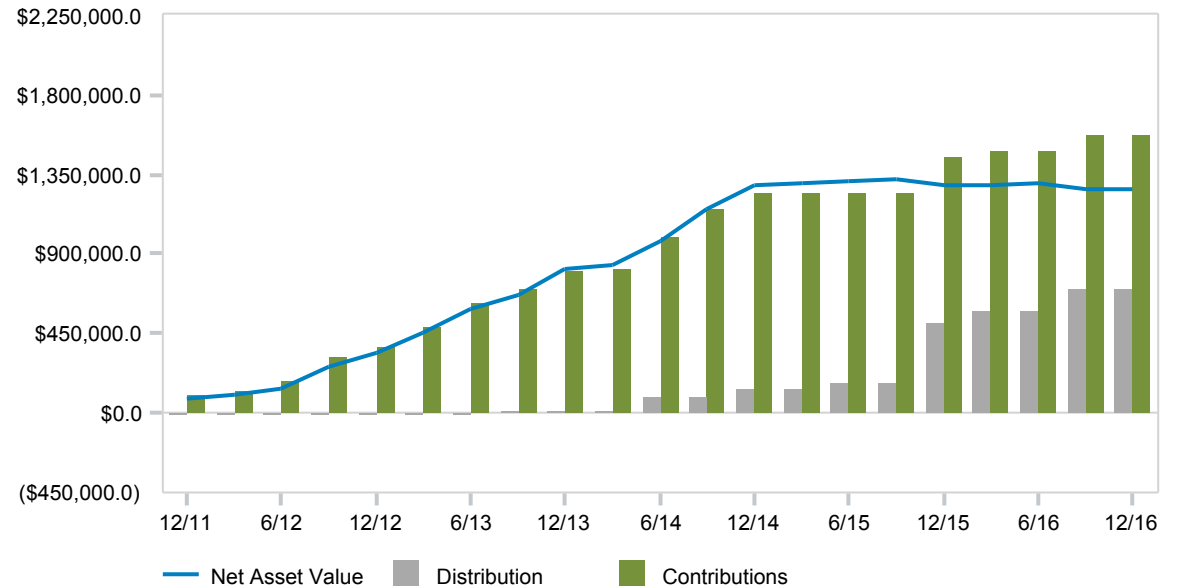
**Fund Information**

<b>Type of Fund:</b>	Fund Of Funds	<b>Vintage Year:</b>	2008
<b>Strategy Type:</b>	Real Estate	<b>Management Fee:</b>	1%
<b>Target IRR:</b>	9%	<b>Inception:</b>	03/19/2008
<b>General Partner:</b>	MREP6, LLC		
<b>Investment Strategy:</b>	Private Equity Real Estate value add/opportunistic multi-manager		

**Cash Flow Summary**

<b>Capital Committed:</b>	\$2,000,000
<b>Capital Invested:</b>	\$1,570,137
<b>Management Fees:</b>	-
<b>Expenses:</b>	-
<b>Interest:</b>	\$1,188
<b>Total Contributions:</b>	\$1,571,325
<b>Remaining Capital Commitment:</b>	\$601,663
<b>Total Distributions:</b>	\$698,876
<b>Market Value:</b>	\$1,270,886
<b>Inception Date:</b>	11/30/2011
<b>Inception IRR:</b>	9.5
<b>TVPI:</b>	1.3

**Cash Flow Analysis**



**Fund Information**

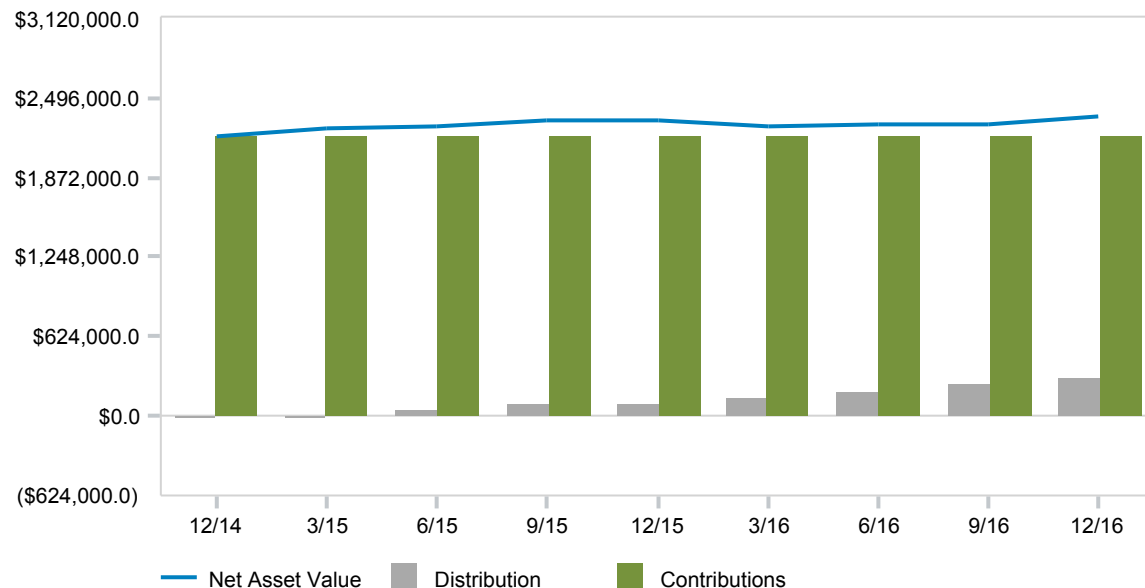
<b>Type of Fund:</b>	Direct	<b>Vintage Year:</b>	2011
<b>Strategy Type:</b>	Other	<b>Management Fee:</b>	2.00%
<b>Target IRR:</b>	9.00%	<b>Inception:</b>	11/13/2011
<b>General Partner:</b>	Bloomfield Capital Partners, LLC		
<b>Investment Strategy:</b>	Bloomfield Capital Income Fund II invests primarily in debt obligations consisting of commercial mortgage loans, deeds of trust and other real estate and/or debt-related investments, with the objective of creating a diversified portfolio producing strong and consistent returns while providing considerable downside protection.		

The Fund's investment strategy has a primary focus on commercial real estate loans and investments collateralized by significant margins of protective collateral such as real estate and other assets including but not limited to cash, marketable securities, equity interests, corporate interests and personal/corporate guarantees.

**Cash Flow Summary**

<b>Capital Committed:</b>	\$2,200,000
<b>Capital Invested:</b>	\$2,200,000
<b>Management Fees:</b>	\$58,476
<b>Expenses:</b>	-
<b>Interest:</b>	-
<b>Total Contributions:</b>	\$2,200,000
<b>Remaining Capital Commitment:</b>	-
<b>Total Distributions:</b>	\$296,729
<b>Market Value:</b>	\$2,347,344
<b>Inception Date:</b>	12/22/2014
<b>Inception IRR:</b>	10.1
<b>TVPI:</b>	1.2

**Cash Flow Analysis**



**Fund Information**

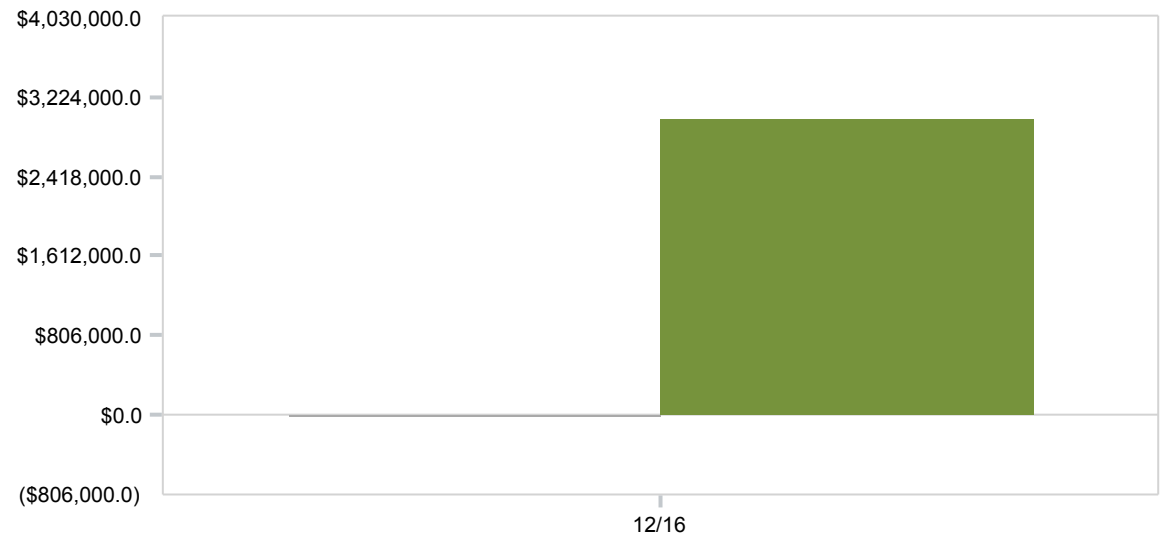
<b>Type of Fund:</b>	Direct	<b>Vintage Year:</b>	2015
<b>Strategy Type:</b>	Other	<b>Management Fee:</b>	2.00%
<b>Target IRR:</b>	8.00%	<b>Inception:</b>	11/01/2015
<b>General Partner:</b>	Bloomfield Capital Partners, LLC		
<b>Investment Strategy:</b>	Bloomfield Capital Income Fund III invests primarily in debt obligations consisting of commercial mortgage loans, deeds of trust and other real estate and/or debt-related investments, with the objective of creating a diversified portfolio producing strong and consistent returns while providing considerable downside protection.		

The Fund's investment strategy has a primary focus on commercial real estate loans and investments collateralized by significant margins of protective collateral such as real estate and other assets including but not limited to cash, marketable securities, equity interests, corporate interests and personal/corporate guarantees.

**Cash Flow Summary**

<b>Capital Committed:</b>	\$4,000,000
<b>Capital Invested:</b>	\$3,000,000
<b>Management Fees:</b>	\$913
<b>Expenses:</b>	-
<b>Interest:</b>	-
<b>Total Contributions:</b>	\$3,000,000
<b>Remaining Capital Commitment:</b>	\$1,000,000
<b>Total Distributions:</b>	-
<b>Market Value:</b>	\$3,008,656
<b>Inception Date:</b>	12/31/2016
<b>Inception IRR:</b>	0.0
<b>TVPI:</b>	1.0

**Cash Flow Analysis**



— Net Asset Value    ■ Distribution    ■ Contributions



<b>Total Fund Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Jan-1985</b>	
S&P 500 Index	20.50
S&P MidCap 400 Index	16.00
Russell 2000 Index	14.00
MSCI EAFE (Net) Index	15.00
Bloomberg Barclays U.S. Aggregate Index	30.00
NCREIF Fund Index-ODCE (VW)	4.50

<b>Total Domestic Equity Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Jan-1985</b>	
S&P 500 Index	40.00
S&P MidCap 400 Index	32.00
Russell 2000 Index	28.00

<b>Total Fixed Income Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Jan-1976</b>	
Bloomberg Barclays U.S. Aggregate Index	100.00

<b>Total International Equity Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Jan-1970</b>	
MSCI EAFE (Net) Index	100.00

<b>Total Real Estate Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Jan-1978</b>	
NCREIF Property Index	100.00

<b>Total Timber Policy</b>	
<b>Allocation Mandate</b>	<b>Weight (%)</b>
<b>Apr-1987</b>	
NCREIF Timberland Index	100.00



Plan Disclosures:

- All composite returns (except Timber and Real Estate) prior to March 31, 2015 was obtained from prior consultant.
- Though there was no changes made to any of the composites (except Timber and Real Estate) from 3/31/2015 and back to inception, and are shown as reported by prior consultant, there are changes made to individual portfolios.
- AEW Core Property- obtained all historical statements and built history.
- Bloomfield Capital Income Fund- obtained all historical statements and built history.
- Metropolitan Real Estate VI- obtained all historical statements and built history.
- RMK Timberland Intl Fund- obtained all historical statements and built history.
- RMK Timberland US Fund- obtained all historical statements and built history.
- After rebuilding history for all Real Estate Funds and all Timber funds, recalculated composite returns for each composite.

Southfield Employees Retirement System

Fee Analysis

As of December 31, 2016

	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Comerica S&P 500 Index Fund	0.09	23,420,482	20,136	0.12 % of First \$2 M 0.10 % of Next \$3 M 0.08 % of Next \$20 M 0.06 % of Next \$25 M 0.04 % of Next \$50 M 0.02 % Thereafter
Victory Mid Cap Equity	0.75	13,080,019	98,100	0.75 % of First \$25 M 0.60 % of Next \$25 M 0.55 % of Next \$50 M 0.50 % Thereafter
SouthernSun SC	1.00	14,379,550	143,796	1.00 % of First \$15 M 0.85 % Thereafter
Walhausen & Co. SMID Value	1.00	5,839,682	58,397	1.00 % of Assets
<b>Total Domestic Equity</b>	<b>0.56</b>	<b>56,719,733</b>	<b>320,429</b>	
WCM Focused Growth International	0.85	9,073,964	77,129	0.85 % of Assets
LSV International LCV	0.75	9,289,160	69,669	0.75 % of First \$25 M 0.65 % of Next \$25 M 0.55 % of Next \$50 M 0.45 % Thereafter
<b>Total International Equity</b>	<b>0.80</b>	<b>18,363,124</b>	<b>146,797</b>	
Pacific Fixed Income	0.30	10,417,357	31,252	0.30 % of Assets
<b>Total Fixed Income</b>	<b>0.88</b>	<b>15,773,357</b>	<b>138,372</b>	
AEW Core Property Trust	1.25	6,027,440	75,343	1.25 % of Assets
Bloomfield Capital Income Fund II	2.00	2,347,344	46,947	2.00 % of Assets
Bloomfield Capital Income Fund III	2.00	3,008,656	60,173	2.00 % of Assets
Metropolitan Real Estate V	1.00	1,270,886	12,709	1.00 % of Assets
<b>Total Real Estate</b>	<b>1.21</b>	<b>7,298,326</b>	<b>88,052</b>	
Magnitude Institutional	1.00	2,494,405	24,944	1.00 % of Assets
Titan Masters Int'l Fund	0.75	2,336,886	17,527	0.75 % of Assets
<b>Total Hedge Fund of Funds</b>	<b>0.88</b>	<b>4,831,291</b>	<b>42,471</b>	
<b>Cash</b>		<b>493,811</b>	<b>-</b>	
<b>Total Fund</b>	<b>0.72</b>	<b>106,559,217</b>	<b>769,840</b>	



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<b>Active Return</b>	- Arithmetic difference between the manager's performance and the designated benchmark return over a specified time period.
<b>Alpha</b>	- A measure of the difference between a portfolio's actual performance and its expected return based on its level of risk as determined by beta. It determines the portfolio's non-systemic return, or its historical performance not explained by movements of the market.
<b>Beta</b>	- A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of the portfolio's systematic risk.
<b>Consistency</b>	- The percentage of quarters that a product achieved a rate of return higher than that of its benchmark. Higher consistency indicates the manager has contributed more to the product's performance.
<b>Distributed to Paid In (DPI)</b>	- The ratio of money distributed to Limited Partners by the fund, relative to contributions. It is calculated by dividing cumulative distributions by paid in capital. This multiple shows the investor how much money they got back. It is a good measure for evaluating a fund later in its life because there are more distributions to measure against.
<b>Down Market Capture</b>	- The ratio of average portfolio performance over the designated benchmark during periods of negative returns. A lower value indicates better product performance
<b>Downside Risk</b>	- A measure similar to standard deviation that utilizes only the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. A higher factor is indicative of a riskier product.
<b>Excess Return</b>	- Arithmetic difference between the manager's performance and the risk-free return over a specified time period.
<b>Excess Risk</b>	- A measure of the standard deviation of a portfolio's performance relative to the risk free return.
<b>Information Ratio</b>	- This calculates the value-added contribution of the manager and is derived by dividing the active rate of return of the portfolio by the tracking error. The higher the Information Ratio, the more the manager has added value to the portfolio.
<b>Public Market Equivalent (PME)</b>	- Designs a set of analyses used in the Private Equity Industry to evaluate the performance of a Private Equity Fund against a public benchmark or index.
<b>R-Squared</b>	- The percentage of a portfolio's performance that can be explained by the behavior of the appropriate benchmark. A high R-Squared means the portfolio's performance has historically moved in the same direction as the appropriate benchmark.
<b>Return</b>	- Compounded rate of return for the period.
<b>Sharpe Ratio</b>	- Represents the excess rate of return over the risk free return divided by the standard deviation of the excess return. The result is an absolute rate of return per unit of risk. A higher value demonstrates better historical risk-adjusted performance.
<b>Standard Deviation</b>	- A statistical measure of the range of a portfolio's performance. It represents the variability of returns around the average return over a specified time period.
<b>Total Value to Paid In (TVPI)</b>	- The ratio of the current value of remaining investments within a fund, plus the total value of all distributions to date, relative to the total amount of capital paid into the fund to date. It is a good measure of performance before the end of a fund's life
<b>Tracking Error</b>	- This is a measure of the standard deviation of a portfolio's returns in relation to the performance of its designated market benchmark.
<b>Treynor Ratio</b>	- Similar to Sharpe ratio but utilizes beta rather than excess risk as determined by standard deviation. It is calculated by taking the excess rate of return above the risk free rate divided by beta to derive the absolute rate of return per unit of risk. A higher value indicates a product has achieved better historical risk-adjusted performance.
<b>Up Market Capture</b>	- The ratio of average portfolio performance over the designated benchmark during periods of positive returns. A higher value indicates better product performance.





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AndCo uses time-weighted calculations which are founded on standards recommended by the CFA Institute. The calculations and values shown are based on information that is received from custodians. AndCo analyzes transactions as indicated on the custodian statements and reviews the custodial market values of the portfolio. As a result, this provides AndCo with a reasonable basis that the investment information presented is free from material misstatement. This methodology of evaluating and measuring performance provides AndCo with a practical foundation for our observations and recommendations. Nothing came to our attention that would cause AndCo to believe that the information presented is significantly misstated.

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