PERSI
Public Employee Retirement System of Idaho

January 17, 2024

To: PERSI Retirement Board Members

From: Don Drum, Executive Director

Subject: Delegation of Investment Manager Terminations

The current Investment Policy Statement (IPS) is silent regarding the termination of investment managers; thus, the Board has not officially delegated the termination responsibilities.

The question is whether or not the Board wants to delegate the responsibility of termination or not. In order to complete due diligence, PERSI consulted with the Board's fiduciary consultant.

In the attached memo, the Board has been provided with two separate recommendations to amend the IPS. One from your fiduciary counsel and one from PERSI's Investment Staff.

The internal counsel has reviewed both options and has opined that either option would suffice, depending on the Board's desired level of delegation. Counsel also expressed a third option in which the Board would make no changes to the IPS and fully retain the authority to terminate investment managers.

Investment Policy Issue

Termination of Managers

See Section IV.C.1.a.(2). Page 6 of the IPS for Klausner's Recommendation and Investment Staff Recommendation.

Current Status

The IPS is silent as to how or when terminations occur. The board has this responsibility since it has not been delegated to the Chief Investment Officer (CIO) in the IPS. The board may continue with silence and then only the Board can terminate in any situation.

Klausner's Recommendation

(2) Be responsible for overseeing due diligence, in conjunction with the Board's investment consultant, necessary to recommend investment managers or other agents to the Board. The CIO shall present recommendations to the Board for retention of investment managers or approval of investment strategies. The Board shall retain the authority to engage asset managers or approve investment strategies subject to acceptable contract terms and which are otherwise consistent with the Board's portfolio management guidelines. The Board shall be responsible for the termination of managers or investment strategies, following the recommendation of the CIO and, where appropriate, the Board's outside investment consultant that such termination is prudent. In the case of a renewal of an existing investment strategy, the CIO may authorize the renewal with written notice to the Board. In the case of certain exigent circumstances which make it imprudent to wait for the next meeting of the Board, the CIO shall be empowered to act as follows. In the case of threatened insolvency of a manager; the loss of key investment/management personnel affecting the continued viability of the manager; emergency enforcement actions by the SEC or other regulatory authorities, the CIO, in consultation with the outside investment consultant, Board counsel, and the Chair, may immediately terminate the manager and move the assets under management to a pre-selected index fund until further prudent asset allocation can be performed.

Investment Staff Recommendation

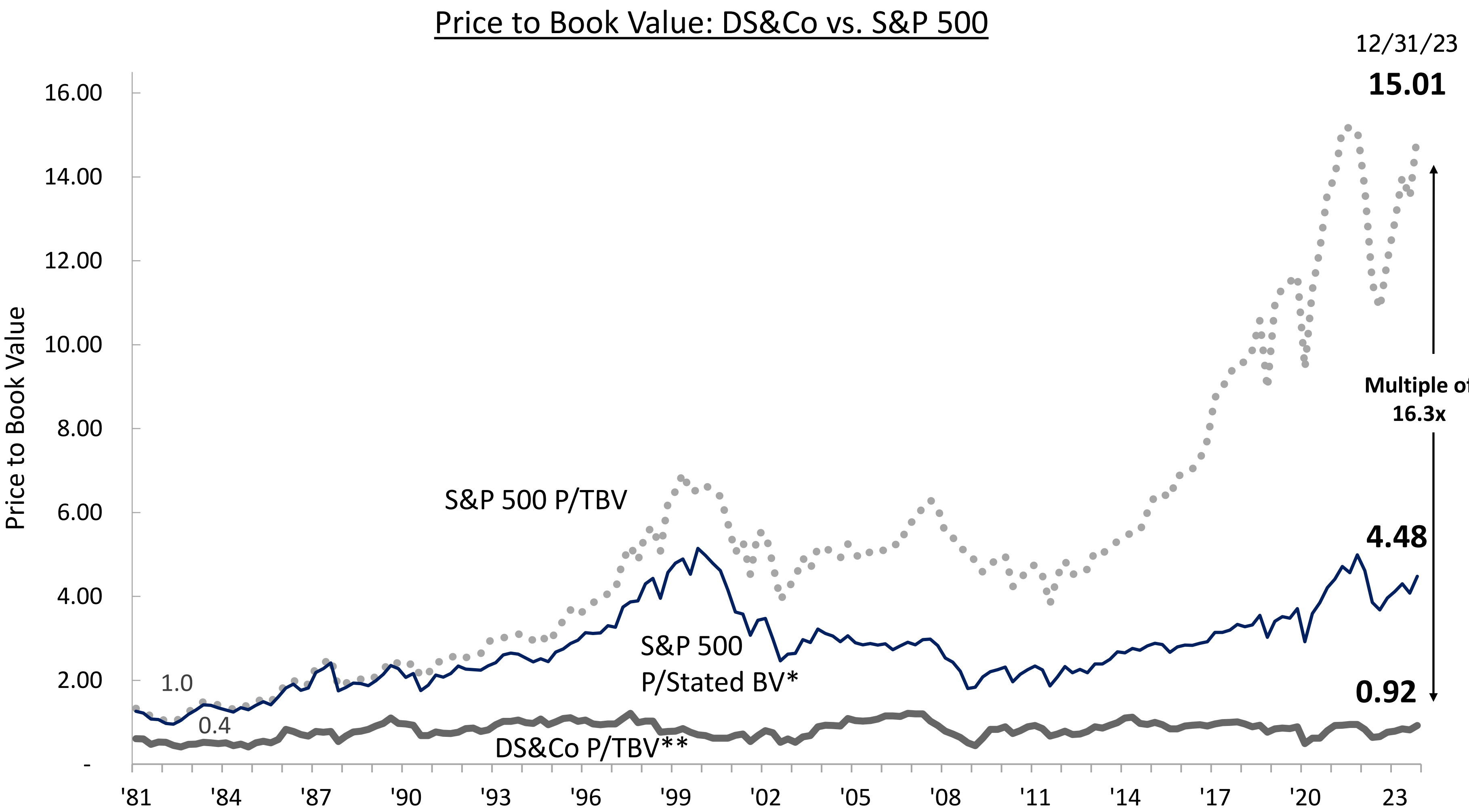
(2) Seek approval from the Board with respect to termination of managers and agents. If situations arise which require immediate action, the Board has delegated the authority to the CIO to prudently terminate managers and agents, with notification to the Board as soon as reasonably practicable.

DONALD SMITH & COMPANY

PERSI Board Presentation

January 17, 2024

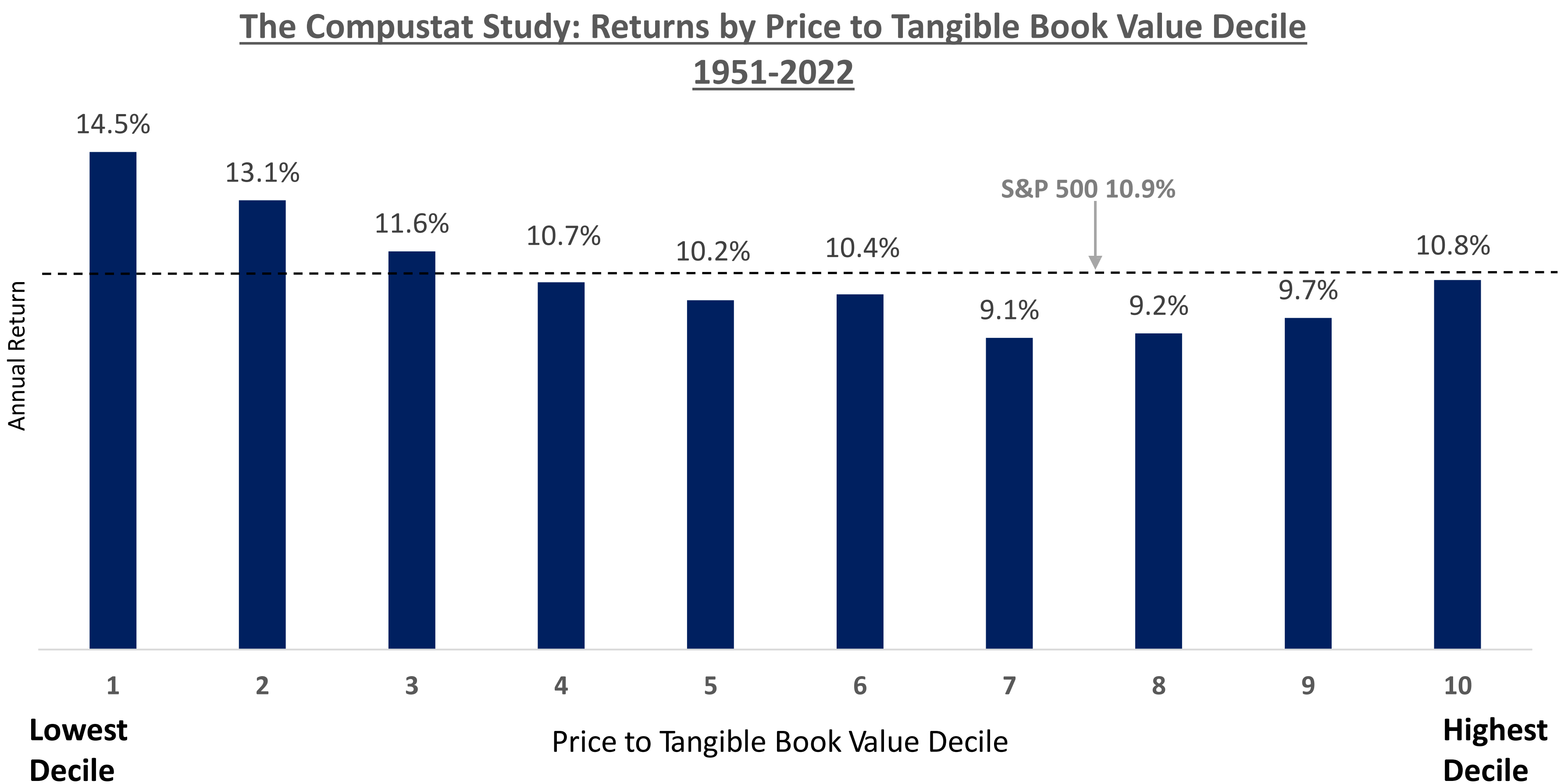
Focused Investment Strategy: 44-Year Discipline of Low P/TBV Investing



DS&Co portfolio has consistently been at or below TBV, while the S&P 500 has grown to over 15x P/TBV.

*Stated book value data for S&P 500 from 1990 to present is from Bloomberg. Pre-1990 data is derived using DSCO data and assuming 95% of book value is tangible book value.
**Represents the price / tangible book value of ALL portfolios managed by DS&Co.

Updated: Lowest P/TBV Stocks Continue to Deliver the Highest Returns

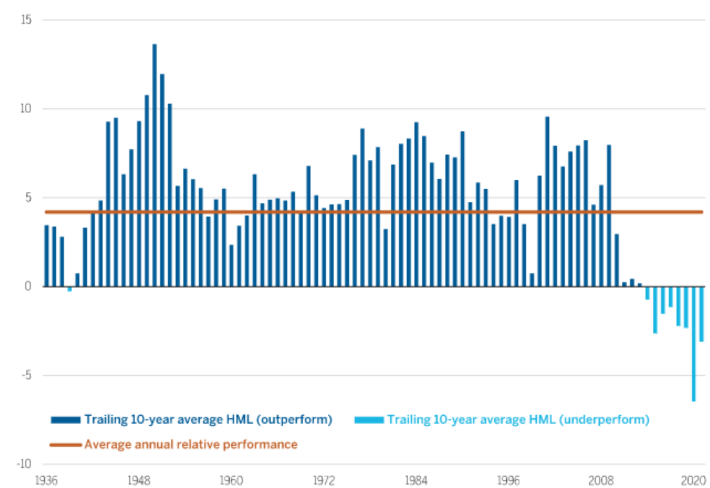


Our research adds additional alpha. Since inception in 1980 through 2022, DS&Co. equity only return has been 16.1% vs. 13.4% for the lowest decile (Compustat) and 11.5% for the S&P 500.

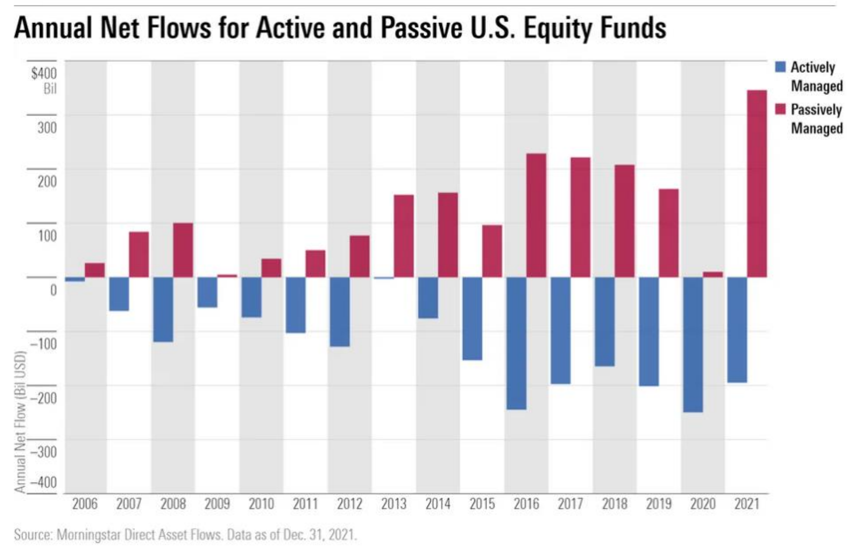
Implications for Value Investors with the Shift from Active to Passive Investing

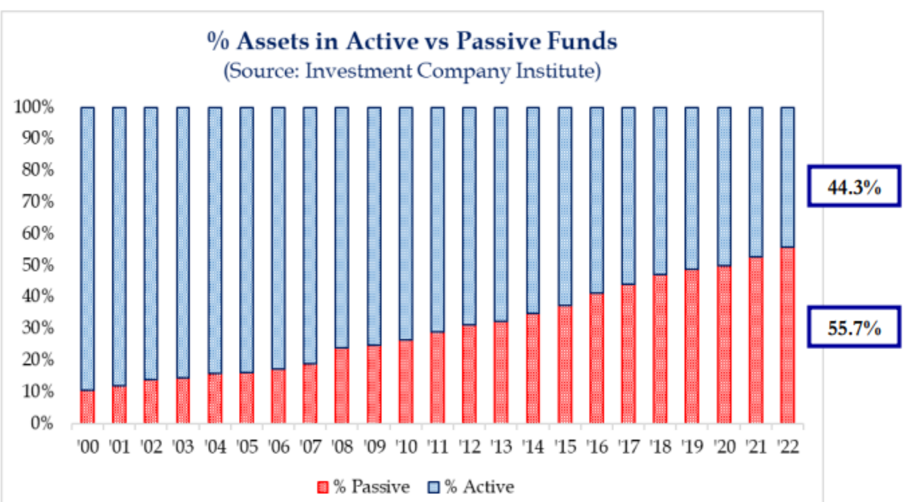
Value's poor performance in the post-GFC era is a historic anomaly

High minus low book-to-market (HML), trailing 10-years relative performance (%)



Source: Fama French Library





Source: Strategas

Donald Smith: Decrease in Active Ownership in Top Holdings from 2012-2022

2012

	IM	JBLU	LUV	MU	PTP	Average
Active	71%	62%	73%	72%	70%	**69%**
Passive	25%	20%	25%	28%	21%	**24%**
Quant	4%	19%	2%	0%	9%	**7%**
						100%

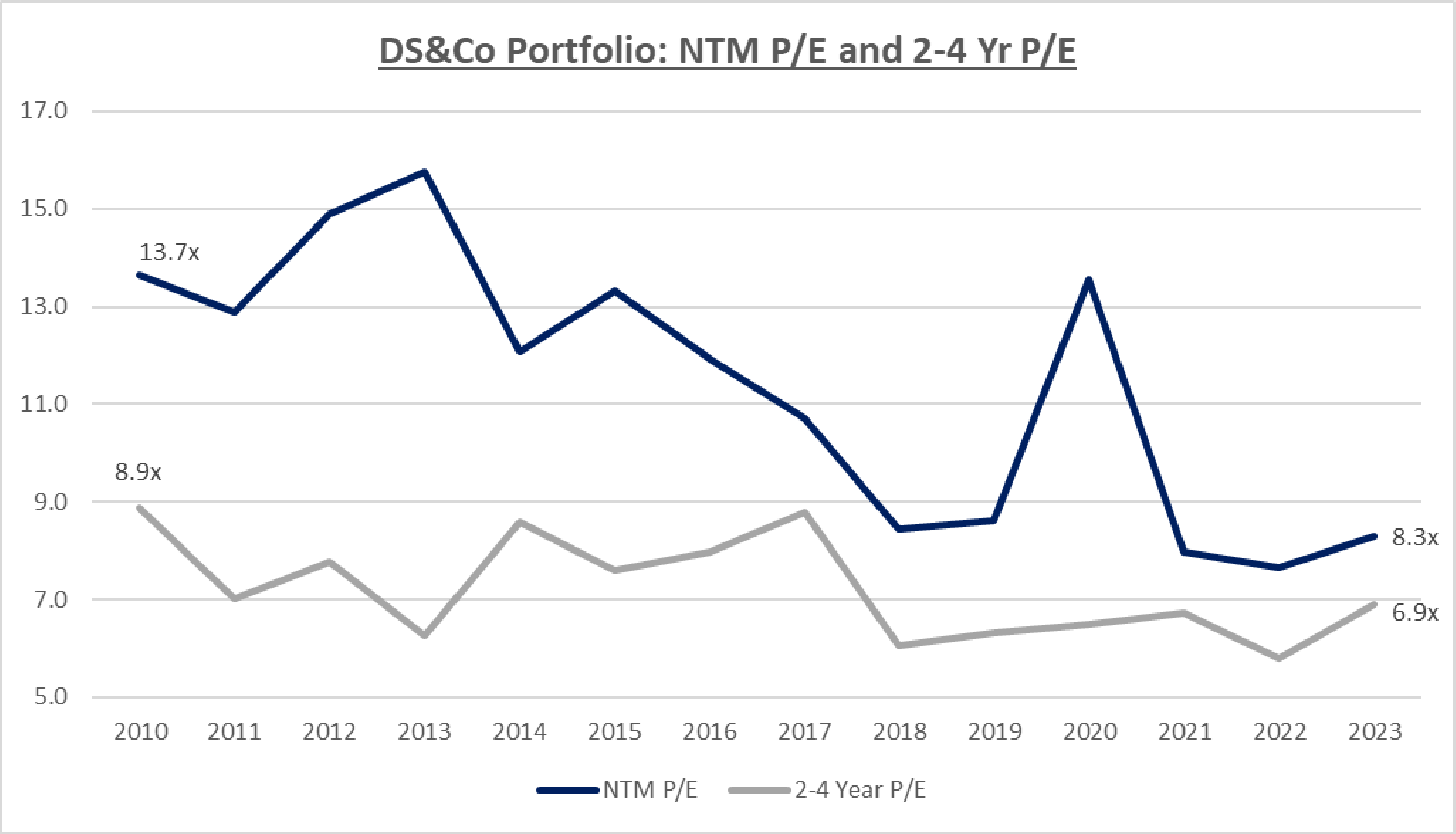
2022

	UNM	TMHC	CIVI	JEF	MHO	Average
Active	33%	42%	41%	33%	45%	**39%**
Passive	52%	42%	49%	56%	45%	**49%**
Quant	15%	17%	9%	11%	10%	**13%**
						100%

Note: Excludes insiders and foreign holdings. 2022 reflects 9/30/22 13-Fs

Source: DS&Co, CapiQ

There has been a steep decline in the earnings multiples of our client portfolios since 2010 which coincides with the move from active to passive investing



Source: DS&Co

Source of Alpha: Takeovers

Takeovers in the PERSI Portfolio 2021-2023

		Offer Price	PERSI Cost	G/L (%)
2023				
U.S. Steel	X	$ 55.00	$ 24.20	127.3%
Textainer Group Holdings	TGH	$ 50.00	$ 32.30	54.8%
2022				
Atlas Air Worldwide	AAWW	$ 102.50	$ 27.39	274.2%
Resolute Forest Products	RFP	$ 20.50	$ 13.12	56.3%
2021				
Verso Corporation	VRS	$ 27.00	$ 8.99	200.3%
Corepoint Lodging	CPLG	$ 15.65	$ 8.57	82.6%
American National Insurance	ANAT	$ 190.00	$ 102.04	86.2%
Domtar	UFS	$ 55.50	$ 20.17	175.2%
Diamond S Shipping	DSSI	$ 10.17	$ 11.75	-13.5%
FLY Leasing	FLY	$ 17.05	$ 17.20	-0.9%

During this period, there were 56 stocks held in the PERSI portfolio
of which 10 announced takeovers (18% of the portfolio).

Thinking About Value Traps

Definition:

- **A company that fails to offer an acceptable return over an extended time period despite appearing to be cheap on multiple valuation metrics.**

Value Trap	Examples	Counter Examples
1 - Substantial book value but fails to generate adequate earnings/FCF	NewsCorp, offshore drilling	American National
2 - Capital misallocation (M&A, excessive capex, no buybacks) and/or mis-management	Many commodity producers and shipping companies	International Seaways
3 - Too leveraged to realize value or survive downturn	Pyxus, Air France, Avianca	Antero Resources
4 - Secularly challenged industry	Brick & mortar retail, coal, paper, tobacco, office REITs (?), Radio Shack, Ruby Tuesday	Dillard's, Verso, Resolute Forest Products, Domtar

Further Explanation:

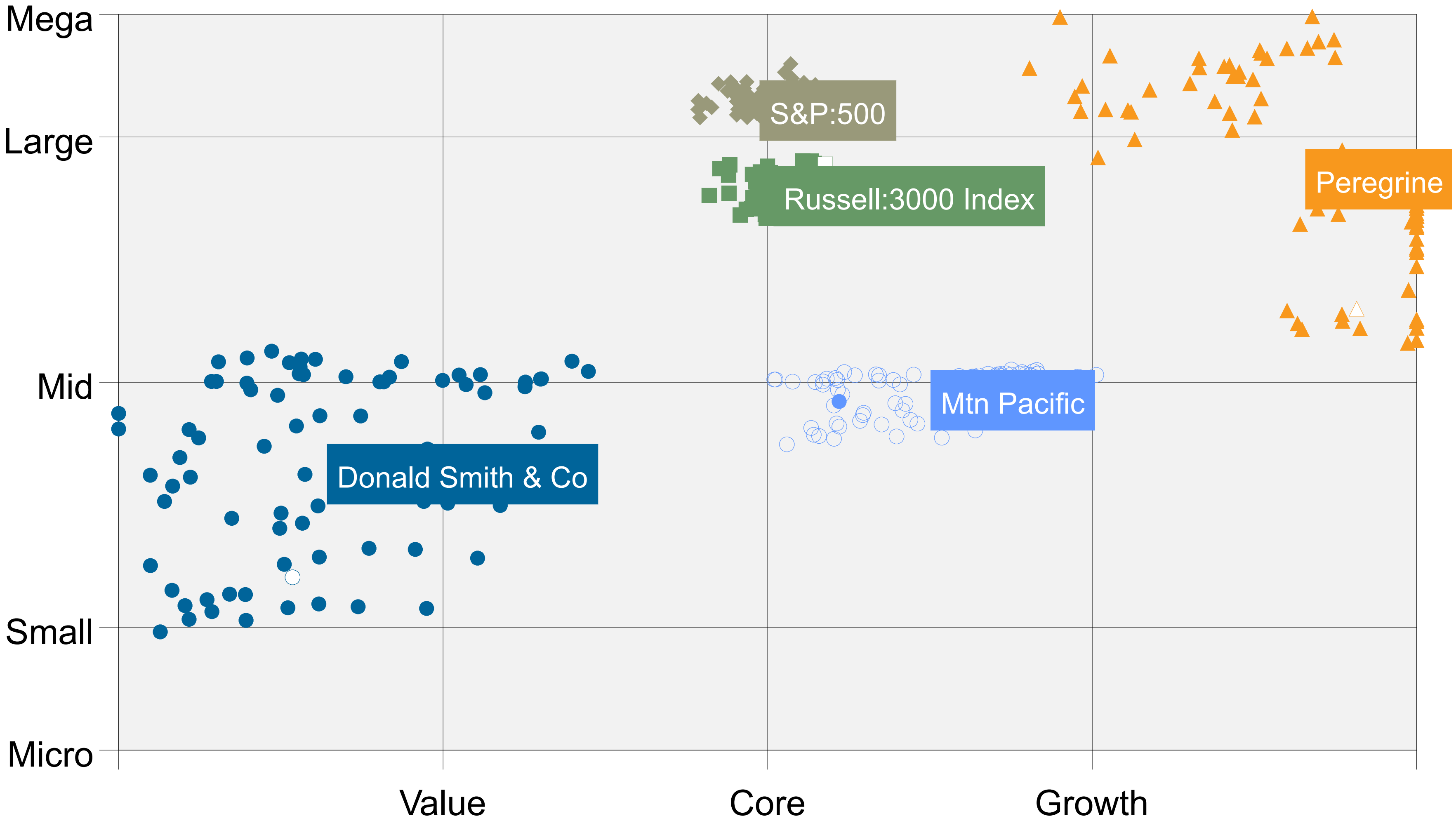
1. While our initial screen isolates the lowest decile of stocks based on P/TBV, our careful analysis of the quality of the asset base/book value is targeted at a company's ability to earn a reasonable return on that asset base. We find that one of the more difficult choices we often confront is whether to invest in companies that clearly sell at discounts to underlying asset values but may have limited prospects of earning a reasonable return on those assets, thereby selling at high normalized P/E or P/CF ratios. **Understanding the disconnect between asset value and earnings power is critical.**

2. One of the differentiating factors between us and pure low P/B quant firms is the time we spend talking to managements. Probably the most important role of senior executives is capital allocation. Analyses show that about 70-80% of all acquisitions prove to be disappointing versus initial expectations. The failure rate for acquisitions made by our companies should be expected to be particularly high since they will often use their own undervalued stock to pay for their purchase, or leverage up to the point where stock buybacks are no longer possible. **The default option for our inexpensively valued stocks should always be a stock buyback, and we will be very skeptical of companies that have overly aggressive expansion plans.**

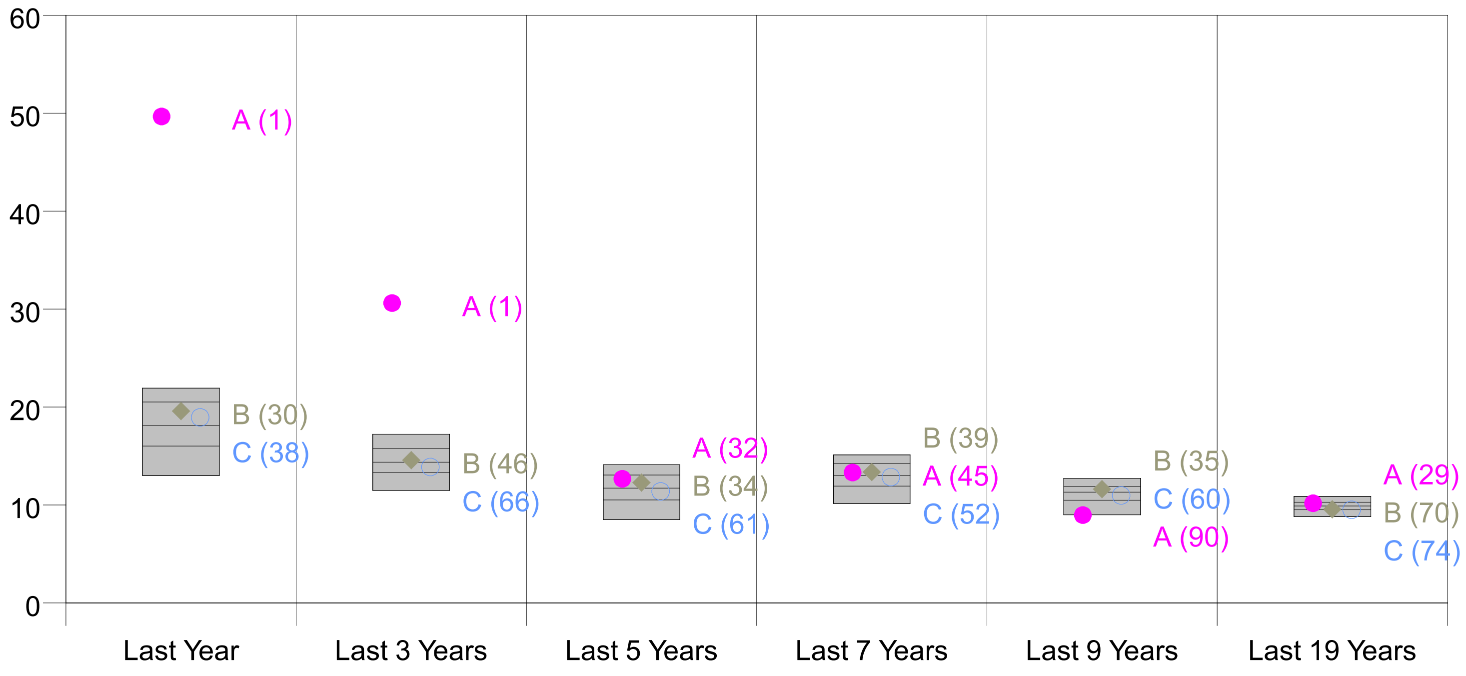
3. Over the years, the leverage of our average holding has declined. In 3Q 2022, 70% of our holdings had active buybacks underway (a new all-time high) which is evidence of higher quality balance sheets. While we are usually confident in the long-term inherent value of our holdings, **if they cannot withstand an extended economic downturn or refinance a levered balance sheet, the risk of dilution rises.**

4. Identifying secularly challenged industries often involves 20-20 hindsight. **We have invested in declining industries in the past, but we do so only when we see positive factors that outweigh the risks.** As an example, the paper industry is in decline, but consolidation of producers has enabled an orderly closure of capacity and an oligopolistic pricing structure. Three of our holdings (Domtar, Resolute, and Verso) were acquired at attractive premiums in 2021 and 2022. Recently, we have worked on another possibly challenged industry, office REITs, but concerns regarding reduced needs for space in the new hybrid work environment (and leverage) have led to our hesitation to invest, for now.

Domestic Equity Style Map
Since Inception of Donald Smith & Co
Ended June 30, 2023



Returns
for Periods Ended June 30, 2023
Group: Callan Large Cap Core

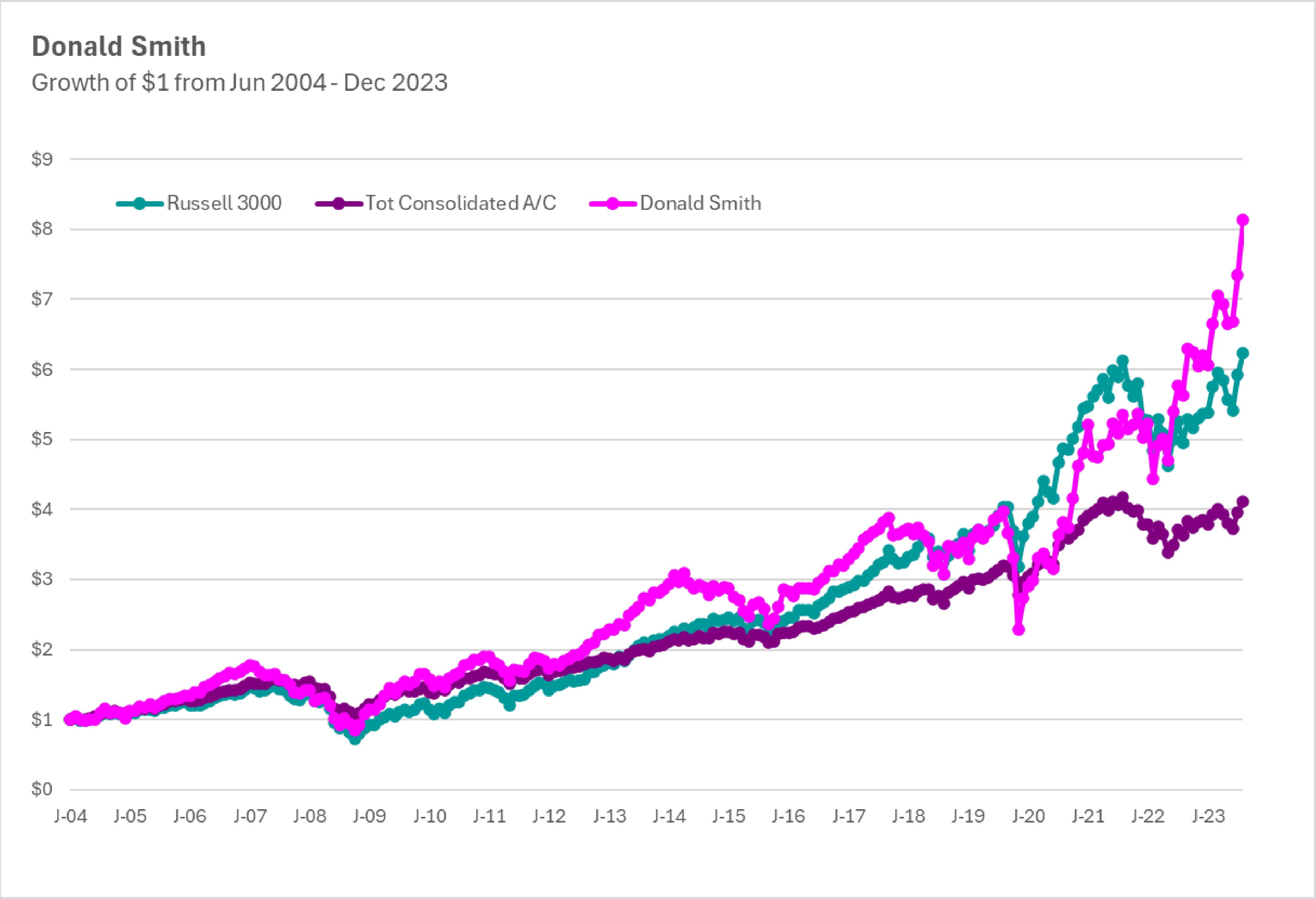


		Last Year	Last 3 Years	Last 5 Years	Last 7 Years	Last 9 Years	Last 19 Years
10th Percentile		21.95	17.25	14.14	15.13	12.74	10.90
25th Percentile		20.53	15.77	13.08	14.25	11.90	10.30
Median		18.14	14.38	11.72	13.05	11.33	9.91
75th Percentile		16.02	13.33	10.52	11.95	10.49	9.52
90th Percentile		13.03	11.51	8.52	10.18	9.01	8.82
Member Count		37	37	37	37	37	34
Donald Smith & Co	● A	49.67	30.63	12.70	13.32	8.98	10.21
S&P:500	◆ B	19.59	14.60	12.31	13.38	11.63	9.59
Russell:3000 Index	○ C	18.95	13.89	11.39	12.86	10.99	9.53

Donald Smith

as of December 31, 2023

	1 Yr	3 Yrs	5 Yrs	10 Yrs	15 yrs
DSCO - Gross	**44.4%**	**28.6%**	**21.5%**	**11.5%**	**14.9%**
DSCO - Net	43.9%	28.0%	20.9%	10.9%	14.2%
S&P 500	13.0%	13.7%	12.2%	12.7%	11.2%
Russell 3000	12.7%	13.1%	11.5%	12.1%	10.9%
Excess-R3000	31.8%	15.5%	10.1%	-0.6%	4.0%


Donald Smith
Growth of $1 from Jun 2004 - Dec 2023
$9
$8
$7
$6
$5
$4
$3
$2
$1
$0
Russell 3000
Tot Consolidated A/C
Donald Smith
J-04
J-05
J-06
J-07
J-08
J-09
J-10
J-11
J-12
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J-21
J-22
J-23

PERSI
Public Employee Retirement System of Idaho
HELPING YOU BUILD A SECURE RETIREMENT

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FAX 208-334-3805

Toll Free
Answer Center 1-800-451-8228
Employer Line 1-866-887-9525

MAILING ADDRESS
P.O. Box 83720
Boise ID 83720-0078

BOISE
Office Location Address
607 North 8th Street
Boise ID 83702-5518

POCATELLO
Office Location Address
305 N. 3rd Avenue, Ste. B
Pocatello ID 83201

COEUR D'ALENE
Office Location Address
250 W. Ironwood Drive, Ste. 316
Coeur d' Alene ID 83814

Choice Plan Recordkeeper
1-866-437-3774

www.persi.idaho.gov

Date: January 17, 2024

TO: PERSI Retirement Board

FROM: Alex Simpson
Financial Executive Officer

SUBJECT: **UPDATE ON FISCAL ISSUES**

- **2024 EXPENSE REPORTS:** PERSI's year-to-date expense reports for the Administrative and Portfolio funds are enclosed.
    - **Administration:** The report is for FY2024 expenditures as of the end of December. There are also prior year expenses that were encumbered from the FY 2023 budget. Personnel, Operating, and Capital Outlay expenses are all below the target rate of 50.0%.
    - **Portfolio:** Our year-to-date expense ratio is 34.2 basis points of projected average net assets compared to the budgeted projection of 35.6 basis points. Both the budget and actual are below the 50-basis point target ratio. The total budgeted for FY 2024 assumed asset growth of 6.3% net. The reports are on a cash basis and, therefore, will vary from the expenses reported in the accrual-based financial statements.
- **MONTHLY OUT OF STATE TRAVEL REPORT:** The monthly travel report is included in the board report. Please let me know if you have any questions.

PUBLIC EMPLOYEE RETIREMENT SYSTEM
FY 2024 CASH BASIS ADMINISTRATION EXPENSES

SUMMARY REPORT
ADMINITRATIVE BUDGET
DECEMBER 31, 2023

TARGET: 50.0%

	FY 2023 BUDGETED	FY 2023 ACTUAL	FY 2024 BUDGETED	PRIOR MONTHS	NOVEMBER	DECEMBER	FY 2024 Total Expenses	Current Spending Balance	Actual as % of Budget
PERSONNEL	5,518,500	4,977,907	6,478,600	1,842,576	443,724	436,098	2,722,398	3,756,202	42.0%
OPERATING	5,593,400	3,305,061	5,652,900	978,195	71,162	243,610	1,292,967	4,359,933	22.9%
CAPITAL	184,000	200,497	200,500	6,483	-	-	6,483	194,017	3.2%
TOTAL	**11,295,900**	**8,483,465**	**12,332,000**	**2,827,254**	**514,886**	**679,708**	**4,021,848**	**8,310,152**	**32.6%**

Amount Encumbered
FY 2023 Appropriations
DECEMBER 31, 2023

	ENCUMBERED	PRIOR MONTHS	NOVEMBER	DECEMBER	ENCUMBRANCES FY 2024 YTD Actual	ENCUMBRANCES Current Spending Balance	Actual as % of Budget
Capital Outlay for Pocatello Building Remodel	14,582				-	14,582	
TOTAL	**14,582**	-	-	-	-	**14,582**	
TOTAL EXPENSES = FY 2024 APPROPRIATION + FY2023 ENCUMBRANCES	**12,346,582**	**2,827,254**	**514,886**	**679,708**	**4,021,848**	**8,324,734**	

ADMINISTRATIVE BUDGET
By Cost Center and Account Category
DECEMBER 31, 2023

DESCRIPTION		FY 2023 BUDGETED	FY 2023 ACTUAL	FY 2024 BUDGETED	PRIOR MONTHS	NOVEMBER	DECEMBER	FY 2024 Total Expenses	Current Spending Balance	Actual as % of Budget
ADMINISTRATION										
	Personnel	893,684	615,993	740,170	220,072	48,804	48,608	317,484	422,686	42.9%
	Operating	188,100	124,095	157,600	20,015	2,511	11,012	33,538	124,062	21.3%
	Capital	-	-	-	-	-	-	-	-	0.0%
BOARD										
	Personnel	7,750	8,184	10,985	1,724	323	647	2,694	8,291	24.5%
	Operating	15,100	31,062	21,300	9,490	(92)	6,413	15,812	5,488	74.2%
	Capital	-	20,599	-	-	-	-	-	-	0.0%
LEGAL										
	Personnel	-	-	-	-	-	-	-	-	0.0%
	Operating	121,390	120,302	129,575	408	(5)	143,087	143,490	(13,915)	110.7%
	Capital	-	-	-	-	-	-	-	-	0.0%
QUALITY ASSURANCE										
	Personnel	394,072	449,785	503,313	196,920	40,757	36,622	274,299	229,014	54.5%
	Operating	4,400	6,063	5,900	2,411	742	8,584	11,738	(5,838)	198.9%
	Capital	-	-	-	-	-	-	-	-	0.0%
FISCAL ADMINISTRATION										
	Personnel	785,898	805,172	928,982	297,239	78,661	76,031	451,932	477,050	48.6%
	Operating	106,230	99,597	108,500	35,879	(3,063)	6,051	38,868	69,632	35.8%
	Capital	-	-	-	-	-	-	-	-	0.0%
EMPLOYER SERVICE CENTER										
	Personnel	230,761	212,665	306,266	84,632	19,389	19,319	123,340	182,926	40.3%
	Operating	2,700	1,686	2,700	51,844	159	112	52,115	(49,415)	1930.2%
	Capital	-	-	-	-	-	-	-	-	0.0%

ADMINISTRATIVE BUDGET (Cont.) By Cost Center and Account Category DECEMBER 31, 2023	FY 2023 BUDGETED	FY 2023 ACTUAL	FY 2024 BUDGETED	PRIOR MONTHS	NOVEMBER	DECEMBER	FY 2024 Total	Current Spending Balance	Actual as % of Budget
OVERHEAD									
Personnel	-	13,039	90,956	7,206	2,483	1,263	10,951	80,005	12.0%
Operating	601,475	611,495	640,605	450,236	36,619	(141,976)	344,879	295,726	53.8%
Capital	-	4,060	-	98	-	-	98	(98)	0.0%
IT - ADMINISTRATION									
Personnel	843,581	804,101	900,469	309,028	70,570	69,922	449,521	450,948	49.9%
Operating	55,800	46,967	52,000	7,704	1,284	7,244	16,232	35,768	31.2%
Capital	-	-	-	-	-	-	-	-	0.0%
IT - SYSTEM MAINTENANCE									
Personnel	-	-	-	-	-	-	-	-	0.0%
Operating	948,765	934,594	965,850	67,881	20,430	3,642	91,953	873,897	9.5%
Capital	184,000	163,339	200,500	6,185	-	-	6,185	194,315	3.1%
IT - PROJECTS									
Personnel	-	-	-	-	-	-	-	-	0.0%
Operating	3,000,000	798,480	3,000,000	224,600	(7,440)	154,840	372,000	2,628,000	12.4%
Capital	-	-	-	-	-	-	-	-	0.0%
MEMBER SERVICES									
Personnel	345,501	364,037	434,558	81,340	17,427	16,392	115,158	319,400	26.5%
Operating	17,900	55,817	17,900	8,358	798	3,064	12,221	5,679	68.3%
Capital	-	-	-	-	-	-	-	-	0.0%
DISABILITY ASSESSMENT									
Personnel	-	-	-	-	-	-	-	-	0.0%
Operating	227,000	214,448	227,000	53,240	9,535	16,149	78,924	148,076	34.8%
Capital	-	-	-	-	-	-	-	-	0.0%
FIELD SERVICES - CSO									
Personnel	121,351	69,141	130,215	42,411	10,810	9,207	62,428	67,787	47.9%
Operating	23,450	30,897	30,350	2,391	1,385	330	4,105	26,245	13.5%
Capital	-	-	-	200	-	-	200	(200)	0.0%
FIELD SERVICES - PSO									
Personnel	121,351	124,115	134,191	50,578	10,208	6,776	67,562	66,629	50.3%
Operating	36,720	48,125	37,220	7,158	1,727	1,443	10,328	26,892	27.7%
Capital	-	12,500	-	-	-	-	-	-	0.0%
PERSI RETIREMENT CENTER									
Personnel	434,791	265,202	471,986	85,952	12,654	10,254	108,860	363,126	23.1%
Operating	20,450	12,642	35,950	580	313	307	1,200	34,750	3.3%
Capital	-	-	-	-	-	-	-	-	0.0%
PERSI ANSWER CENTER									
Personnel	449,660	333,778	541,449	105,165	29,137	32,994	167,296	374,153	30.9%
Operating	36,400	16,254	36,400	1,261	440	307	2,008	34,392	5.5%
Capital	-	-	-	-	-	-	-	-	0.0%
PERSI PROCESSING CENTER									
Personnel	171,585	219,233	250,858	109,122	33,666	35,049	177,837	73,021	70.9%
Operating	12,600	12,533	12,600	1,559	200	574	2,333	10,267	18.5%
Capital	-	-	-	-	-	-	-	-	0.0%
IMAGING									
Personnel	62,653	63,079	68,196	23,367	5,346	5,326	34,040	34,156	49.9%
Operating	1,700	1,437	1,700	133	-	-	133	1,567	7.8%
Capital	-	-	-	-	-	-	-	-	0.0%
TRAINING									
Personnel	414,602	383,214	628,311	138,232	43,061	47,451	228,744	399,567	36.4%
Operating	61,420	55,386	62,950	2,246	3,748	7,484	13,478	49,472	21.4%
Capital	-	-	-	-	-	-	-	-	0.0%
COMMUNICATIONS									
Personnel	79,959	80,624	86,988	30,054	6,870	6,737	43,660	43,328	50.2%
Operating	96,900	80,888	91,900	30,586	523	14,889	45,998	45,902	50.1%
Capital	-	-	-	-	-	-	-	-	0.0%
DC PLAN ADMINISTRATION									
Personnel	161,301	166,543	250,707	59,534	13,557	13,499	86,590	164,117	34.5%
Operating	14,900	2,294	14,900	215	1,347	52	1,615	13,285	10.8%
Capital	-	-	-	-	-	-	-	-	0.0%
TOTAL									
PERSONNEL	**5,518,500**	**4,977,907**	**6,478,600**	**1,842,576**	**443,724**	**436,098**	**2,722,398**	**3,756,202**	**42.0%**
OPERATING	**5,593,400**	**3,305,061**	**5,652,900**	**978,195**	**71,162**	**243,610**	**1,292,967**	**4,359,933**	**22.9%**
CAPITAL	**184,000**	**200,497**	**200,500**	**6,483**	**-**	**-**	**6,483**	**194,017**	**3.2%**
	11,295,900	**8,483,465**	**12,332,000**	**2,827,254**	**514,886**	**679,708**	**4,021,848**	**8,310,152**	**32.6%**

PUBLIC EMPLOYEE RETIREMENT SYSTEM
FY 2024 CASH BASIS PORTFOLIO EXPENSES

SUMMARY REPORT - PORTFOLIO
DECEMBER 31, 2023

TARGET: 50.0%

INVESTMENTS	FY 2023 BUDGETED	FY 2023 ACTUAL	FY 2024 BUDGETED	PRIOR MONTHS	NOVEMBER	DECEMBER	FY 2024 Total Expenses	Actual as % of Budget
MANAGEMENT FEES	58,450,000	59,733,915	62,023,608	20,786,572	3,650,065	4,021,593	28,458,230	45.9%
CONSULTANTS	1,030,000	947,863	1,626,000	677,533	157,630	78,627	913,790	56.2%
CUSTODIAL SERVICES	3,000,000	2,659,361	3,000,000	903,444	329,683	194,445	1,427,571	47.6%
REPORTING SERVICES								
1. Investment Related	115,000	120,002	121,000	56,932	694	5,000	62,626	51.8%
2. Non-Investment Related	550,000	496,118	550,000	180,024	36,656	86,982	303,662	55.2%
LEGAL	555,000	539,195	805,000	191,580	68,898	85,770	346,248	43.0%
STAFF EXPENSE	1,125,800	740,298	1,220,100	317,448	64,509	85,838	467,795	38.3%
ENCUMBRANCES*	-	-	-	-	-	-	-	
TOTAL MONTHLY EXPENDITURES*	64,825,800	65,236,751	69,345,708	23,113,532	4,308,135	4,558,254	31,979,922	46.1%
ADMINISTRATION	11,295,900	8,483,465	12,346,582	2,827,255	514,886	679,708	4,021,848	32.6%
YTD EXPENDITURES INCLUSIVE	76,121,700	73,720,217	81,692,290	25,940,787	4,823,021	5,237,962	36,001,770	44.1%

	FY 2023 Actual	FY 2024 Budgeted
Investment Related Services	64,740,633	68,795,708
Non-Investement Related Services	496,118	550,000
Judges Retirement Fund	431,871	444,900
PERSI Administration[1]	8,483,465	12,346,582
1) TOTAL PERSI COSTS	74,152,088	82,137,190
2) ESTIMATED NET AVERAGE ASSETS	21,353,151,346	23,062,138,738
3) RATIO OF COSTS TO NET ASSETS	0.347%	0.356%
Investment Expense	0.303%	0.298%
Non-Investment Contracted Services	0.002%	0.002%
Judges Retirement Fund	0.002%	0.002%
PERSI Administration	0.040%	0.054%
4) BUDGETED EXPENSE RATIO		35.6
5) ACTUAL EXPENSE RATIO[2]		34.2

PUBLIC EMPLOYEE RETIREMENT
SYSTEM OF IDAHO
DETAIL REPORT
DECEMBER 31, 2023

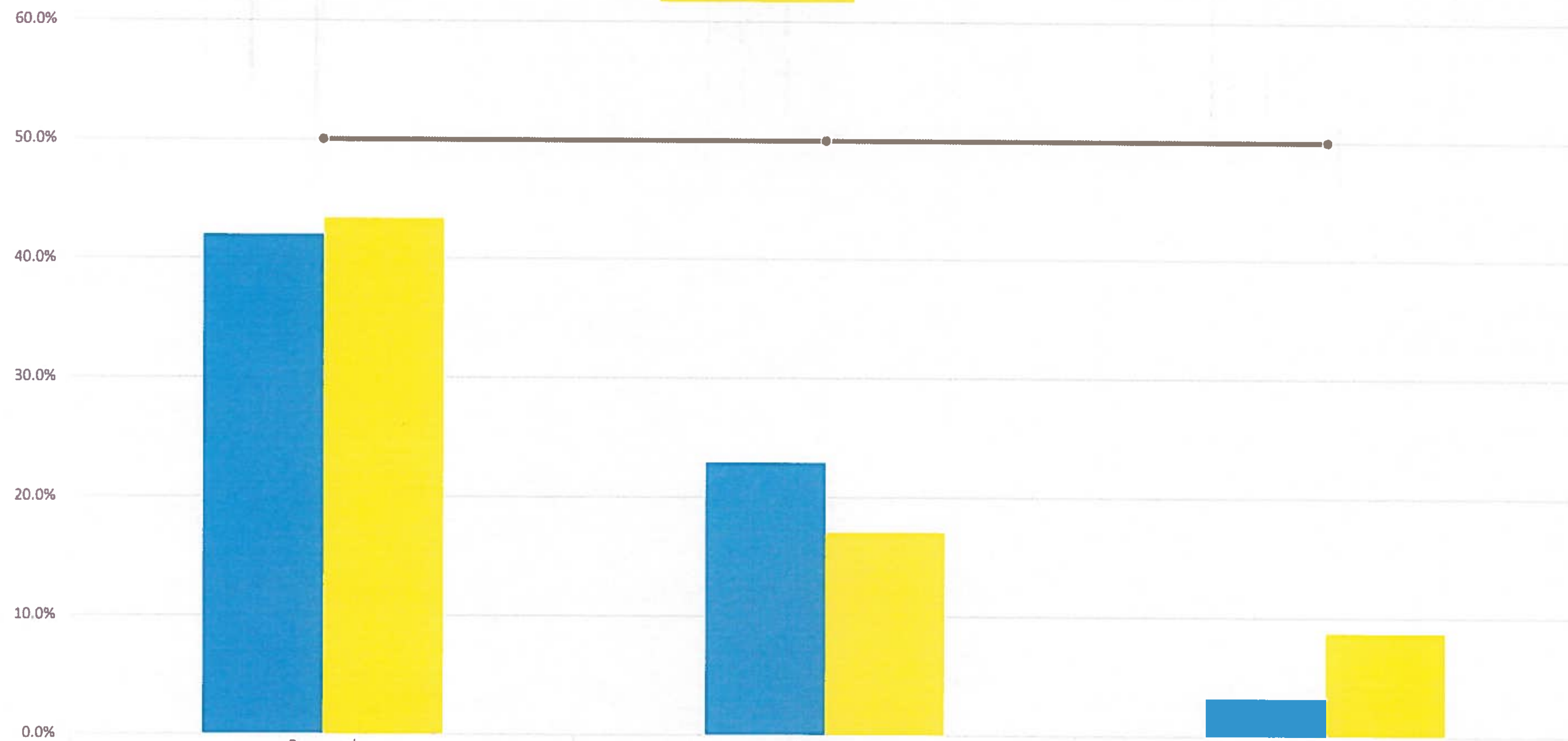
TARGET: 50.0%

DESCRIPTION	FY 2023 BUDGETED	FY 2023 ACTUAL	FY 2024 BUDGETED	PRIOR MONTHS	NOVEMBER	DECEMBER	FY 2024 Total Expenses	Actual as % of Budget
MANAGEMENT FEES								
Equity - Domestic	10,000,000	9,208,037	9,788,143	4,883,888	131,437	-	5,015,325	51.2%
Equity - International	8,400,000	7,259,238	7,716,570	1,423,338	195,004	-	1,618,343	21.0%
Fixed Income	2,750,000	2,675,348	2,843,895	1,025,829	342,031	-	1,367,860	48.1%
Real Estate	13,800,000	16,100,854	16,500,000	3,979,423	-	3,139,461	7,118,884	43.1%
Idaho Mortgage Program	3,500,000	3,675,142	3,675,000	1,243,478	312,039	314,202	1,869,719	50.9%
Equity Global	20,000,000	20,815,296	21,500,000	8,230,615	2,669,554	567,931	11,468,100	53.3%
CONSULTANTS								
Callan LLC	500,000	478,172	500,000	257,843	-	7,093	264,937	53.0%
Hamilton Lane Advs - Private Equity	210,000	120,000	210,000	45,000	-	-	45,000	21.4%
Hamilton Lane Advs - Real Estate	50,000	49,444		-	-	-	-	0.0%
Korn Ferry		1,866		120,000	-	-	120,000	
Berkadia Commercial Mortgage	-	-		-	-	-	-	
Advisors	250,000	294,414	380,000	4,882	27,822	29,204	61,908	16.3%
Other Consultants	20,000	3,966	20,000	120,000	-	-	120,000	600.0%
CUSTODIAL SERVICES								
Trust/Custody	3,000,000	2,348,402	3,000,000	903,444	329,683	194,445	1,427,571	47.6%
Clearwater Analytics, LLC		310,959	516,000	129,808	129,808	42,329	301,945	58.5%
REPORTING SERVICES								
1. Auditors Fees								
a. Annual Audit	100,000	75,450	100,000	54,054	3,637	2,309	60,000	60.0%
2. Actuarial Fees								
Milliman USA	250,000	270,668	250,000	59,303	16,353	68,006	143,662	57.5%
Cavanaugh MacDonald	200,000	150,000	200,000	66,667	16,667	16,667	100,000	0.0%
3. Bloomberg LP & Other	115,000	120,002	121,000	56,932	694	5,000	62,626	249.5%
LEGAL								
1. Legal Fees								
Legal Advice - Other	5,000	30,307	5,000	13,817	48,159	73,754	135,730	2714.6%
Legal Advice - Priv Equity	350,000	487,638	600,000	166,063	20,314	7,329	193,706	32.3%
Legal Advice - Fiduciary/Liability	200,000	21,250	200,000	11,700	425	4,688	16,813	8.4%
STAFF EXPENSE								
Personnel	884,100	602,785	976,600	244,852	61,603	62,374	368,829	37.8%
Operations	220,100	134,365	224,600	55,031	2,906	23,464	81,401	36.2%
Capital Outlay	21,600	3,148	18,900	17,565	-	-	17,565	92.9%
Encumbrances	-	-	-	-	-	-	-	0.0%
Total Monthly Expenditures	64,825,800	65,236,751	69,345,708	23,113,532	4,308,135	4,558,254	31,979,922	46.1%
JUDGES RETIREMENT FUND								
Invest, Mgmt, Consulting, Custody, Reporting	325,000	314,645	325,000	110,882	20,344	21,186	152,412	46.9%
Accounting, Auditing	11,000	10,750	11,000	-	-	-	-	0.0%
Other Professional Services	-	-	-	-	-	-	-	0.0%
Actuary	30,000	34,189	30,000	-	-	-	-	0.0%
Legal	2,000	2,676	2,000	948	339	423	1,710	85.5%
Administration	72,300	69,612	76,900	286,580	98,933	98,933	484,446	630.0%
Publication	-	-	-	-	-	-	-	0.0%
	440,300	431,871	444,900	398,410	119,617	120,542	638,569	143.5%

Scheduled and Completed Out of State Travel - Staff

Traveler	Request Created	Destination City/ State	Description	Dates of Travel	Final Voucher Amount
Chris Brechbuhler	X	Napa Valley, CA	2023 December Markets Group	12/5/23-12/7/23	1,903.70
Diane Kaiser	X	Seattle, WA	2023 NAGDCA Conference	10/08/23-10/11/23	1,523.60

Administration

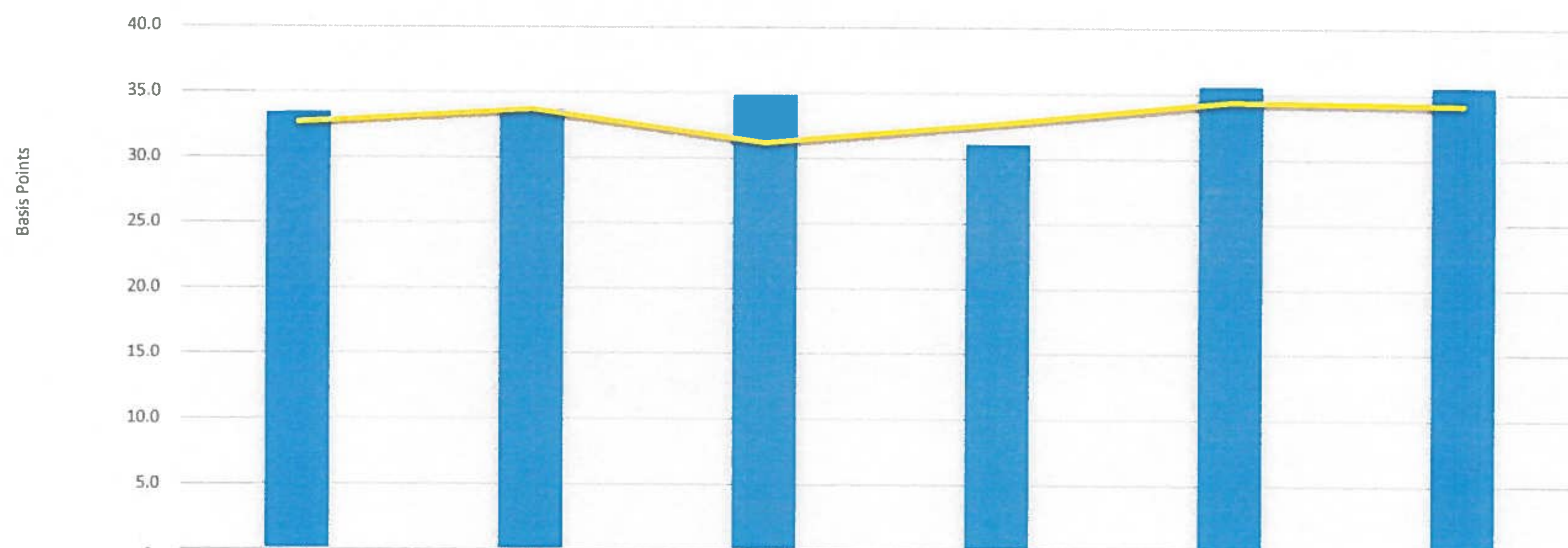


	Personnel	Operating	Capital
2024	42.0%	22.9%	3.2%
2023	43.4%	17.1%	8.7%
Target Rate	50.0%	50.0%	50.0%

2024 2023 Target Rate

Expense Ratio Comparison

Cash Basis



	2019	2020	2021	2022	2023	2024
Budg Exp Ratio	33.4	33.6	34.8	31.1	35.6	35.6
YTD Actual	32.7	33.7	31.2	32.7	34.4	34.2

- Serve as a liaison and facilitate effective communications among the Board, Executive Director, and CIO.
- Preside over closed or executive Board sessions without executives present.
- Review and approve Board meeting agendas.
- Guide the calendar of Board meetings, schedules, presentations/materials, and advisers in consultation with the Executive Director and CIO.
- Partner with the Executive Director in maintaining productive relations with the Legislature and Administration.
- Lead the Executive Director and CIO performance evaluation process.
- Preside over the annual self-evaluation of the Board.
- Appoint Trustees to serve as Board oversight liaisons on specific topics as determined necessary by the Board, such as audit, and in accordance with the Board's preference for Trustee rotation.
- Lead the succession planning process for the Executive Director and CIO positions.

Date Adopted: August 17, 2020

5. Executive Director Responsibilities

The Executive Director is appointed by the Board pursuant to Idaho law. The Executive Director is the secretary of the Board, the chief executive officer of PERSI, and administers all of PERSI's plans, programs, and services, with the exception of the investment program, which is operated by the CIO in accordance with the Board's Investment Policy Statements.

The Executive Director's responsibilities include the following:

A. Management

i. Ensure the effective administration, resourcing, control, and oversight of PERSI operations, including the veracity of financial statements and security of System information.
ii. Collaborate with the CIO and the Board to ensure that the investment program is appropriately resourced and supported.
iii. Direct the work of third-party administrators (such as consultants to the Board and service providers) to assure economical, effective coordination and delivery of benefits and services.

B. Communication

i. Apprise Trustees of matters relating to their responsibilities, implementing decisions of the Board, including executing administrative contracts, and serving as a primary point of contact for Trustees about PERSI's operations and benefit programs.
ii. Establish and maintain effective relationships with the Legislature, the Administration, other state agencies, organizations representing participants and employers, and other stakeholder groups.

C. Policy Matters

i. Maintain, develop and recommend policies to the Board where appropriate including legislation, rules, and statutory interpretations.

D. Leadership

i. Motivate and provide day-to-day direction and strategic leadership to PERSI staff.
ii. Participate in industry-related organizations to stay abreast of best practices in public pension plans, other public employee benefits, and emerging trends and policy implications.

E. Staff Development

iii. Work within the State's personnel framework to organize and oversee a stable and competent workforce and an ethical, high-performance organizational culture.

Date Adopted: August 17, 2020

6. Chief Investment Officer Responsibilities

The CIO is appointed by the Board pursuant to Idaho law. The CIO position reports directly to the Board on all matters except administrative matters. The CIO ~~and~~ works with the Executive Director in performing duties related to all assets under the control of PERSI and delegated to the CIO (the "Investment Program"). The role of the CIO is to implement the investment policies set by the Board, manage the investment staff and advise the Board on investment related matters (Sections 23 – 25 of this Manual).

The Board may delegate certain responsibilities to the CIO differently for each of the Funds under its control. Specific CIO responsibilities are documented in the respective Investment Policy Statement ("IPS") for each Fund. The following is an overview of the CIO's responsibilities:

A. Management of Investment Portfolios

i. Recommend to the Board and implement the investment philosophy and policy for each Fund under management including specific goals and objectives.
ii. Coordinate with the Executive Director to ensure that the portfolios are implemented effectively and efficiently.
iii. Inform the Board of challenges that may impact the operations of the Investment Program.

B. Communication

PERSI
Public Employee Retirement System of Idaho

January 17, 2024

TO: Retirement Board Trustees
FROM: Mike Hampton, Deputy Director
SUBJECT: Secure 2.0 Impact on Choice Plan

Background:

What is the SECURE Act 2.0 for part-time employees?

SECURE 2.0 expanded part-time employee eligibility even further, providing that employees who work for at least 500 hours of service over two consecutive years must be eligible to contribute to a 401(k) plan beginning in 2025.

As part of our Arrivos upgrade, the team has taken a look at whether or not we want "unbake the cake" when it comes to employer reporting, as it pertains to the PERSI Choice Plan. Each area has held initial conversations with the entities we work with to determine the benefit of relooking at how PERSI has employers report Choice Plan data. Each team's input has been summarized below, and each team is represented today for follow up questions, if necessary.

Choice Plan Manager:

1. More direct "flow" of money and data directly between Employer and Record Keeper.
2. PERSI would no longer be the middleman – no more "PDI" file - huge plus.
3. Employer would take on the responsibility of validating participant eligibility.
4. Employer and Record Keeper would monitor IRS contribution eligibility and limits.
5. Error corrections and adjustments would be between the Employer and Record Keeper
6. Employer experience improves, eliminating Arrivos Transmittal gridlock.
7. More access to participation data and tools at the employer level.
8. Easier to make contribution/deferral changes.

Business Analyst:

1. Remove substantial development hurdles and reduce programming complexities.
2. Full reporting differentiation between Base Plan and Choice Plan required under Secure 2.0.
3. Elimination of 40-100 file validations in employer reporting specific to Choice Plan.
4. Most employers have established relationships with DC TPA's and are familiar with that process.

5. Brings PERSI into alignment with peer systems who outsource administration of supplemental plans.
6. Performing this in conjunction with employer reporting upgrade would be ideal, brining full compliance with Secure 2.0 with the least impact to upgrade cost and schedule.

Information Technology:

1. Most technical reasons that existed for the current type of reporting structure no longer are compelling reasons to keep.
2. Initial implementation will require employers to modify their processes and payroll reports.
3. Eliminate middle processor reducing potential for bottlenecks, file-handling failures, processing errors and performance degradation.
4. Eliminate custom modification of the PAS for DC-Plan contribution-handling thereby reducing programming costs and smoothing the path for future upgrades.
5. TPA has more flexibility for scaling up technical support resources and service hours for assisting employers with contribution reporting processes as demand for service increases.

Member Services:

1. Members will appreciate being able to make changes directly to their accounts on the member portal and cutting out the middleman.
2. It frees PERSI staff to focus their efforts on the critical areas of education and training.
3. Improves participant access to PERSI staff as experts for both plans, for those members who want a more personal touch.

Employer Services:

1. Eliminate common errors that hold up employer transmittals: contribution exceeds compensation, loan payment missing, loan payment different than expected, contribution exceed annual maximum.
2. Expedite the reporting and transmission on withholdings for participants.
3. Allow for direct communication between employer and TPA in account correction/refund scenarios. Eliminate the middleman.

Fiscal:

1. Custodian already has existing relationships with TPA’s in this manner.
2. Custodian already does this with other clients.
3. Need additional work on the details on how it would be implemented.
4. May require an agreement to cover this.

Meeting of the PERSI Retirement Board

January 17, 2023
PERSI Office - 607 N. 8th St. Boise, ID 83702

We ask those attending to follow current CDC guidance regarding masks & physical distancing.

AGENDA

		Estimated Time	Minutes
Wednesday, January 17			
Call to Order			
Minutes		8:30 AM	
	Minutes of the December 4, 5, 18 & 22 Meetings*		5
Portfolio		8:35 AM	
	Proposed Investment Termination Language Options* (Executive Director, CIO, Deputy Attorney General)		10
	Monthly Portfolio Update (Richelle Sugiyama & Chris Brechbuhler)		20
	Investment Manager Market Overview Donald Smith (Jane Park & Richard Greenberg)		20
Administrative		9:25 AM	
	Executive Director Update Legislative Tracking Update		15
	Secure 2.0 Update (Deputy Hampton)		20
	Private Letter Ruling * Deputy Hampton & Cheryl George)		10
	Contested Case *		5
Break		10:15 AM	15
Fiscal		10:30 AM	
	Fiscal Update/Travel/Expense Report (Alex Simpson)		5
Board		10:35 AM	
	Review of Governance Policies S1 SS 5-6* (Chairman Cilek)		5
	Board Engagement		5
	February Draft Agenda Review		5
	Trustee Call For Future Agenda Items*		5
	Executive Director Recognition		5
	Executive Session** Idaho Code § 74-206 (1)(a)(b)(f)*	11:00 AM	60
Adjournment		12:00 PM	

**Decision of the Board Requested*
***For purposes of entering executive session*

2024 Regular Meeting Schedule

	April 30	July 16	October 29
February 27	May 29	August 13	*No November Meeting*
March 19	*No June Meeting*	September 24	December 17

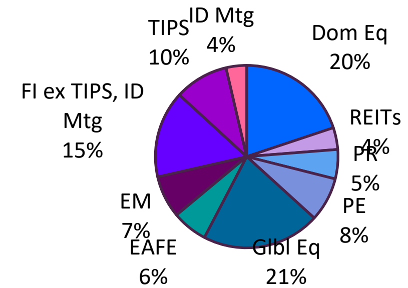
PERSI Investment Report

January 4, 2024

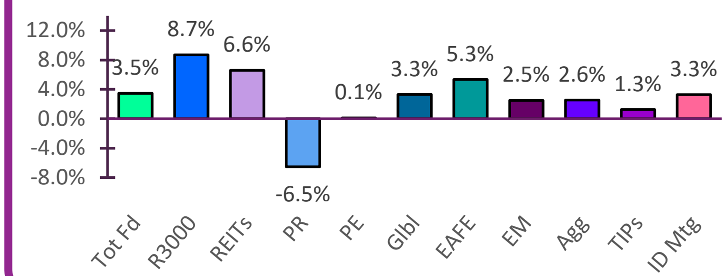
Current Value of the Fund	22,893,234,417
Previous Day Market Value	22,912,774,731
One Day Change in NAV	(19,540,313)

MTD Return		FYTD Return		Five-year Return	
Total Fund	**-1.4%**	**Total Fund**	**3.5%**	**Total Fund**	**8.7%**
55-15-30	**-1.6%**	55-15-30	**4.9%**	55-15-30	**9.4%**
U.S. Equity	**-1.6%**	**U.S. Equity**	**4.4%**	**U.S. Equity**	**13.2%**
R3000	**-1.9%**	R3000	**6.4%**	R3000	**14.5%**
Global Equity	**-1.7%**	**Global Equity**	**3.3%**	**Global Equity**	**12.2%**
MSCI World	**-1.7%**	MSCI World	**5.9%**	MSCI World	**12.7%**
Int'l Equity	**-1.6%**	**Int'l Equity**	**3.8%**	**Int'l Equity**	**5.4%**
MSCI EAFE	**-1.5%**	MSCI EAFE	**4.4%**	MSCI EAFE	**8.2%**
Fixed Income	**-0.6%**	**Fixed Income**	**2.2%**	**Fixed Income**	**2.0%**
Aggregate	**-1.0%**	Aggregate	**2.4%**	Aggregate	**0.9%**

Current Benchmark Allocations



Fund Asset Class Returns - FYTD

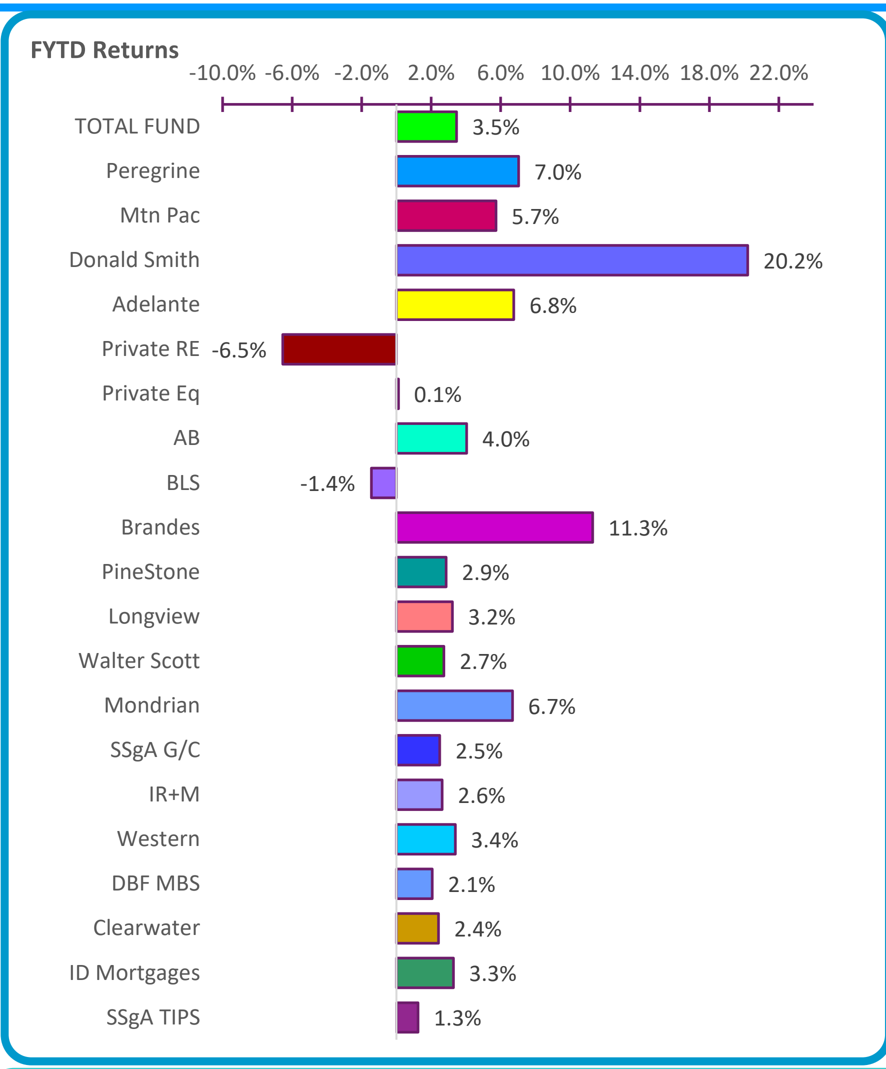


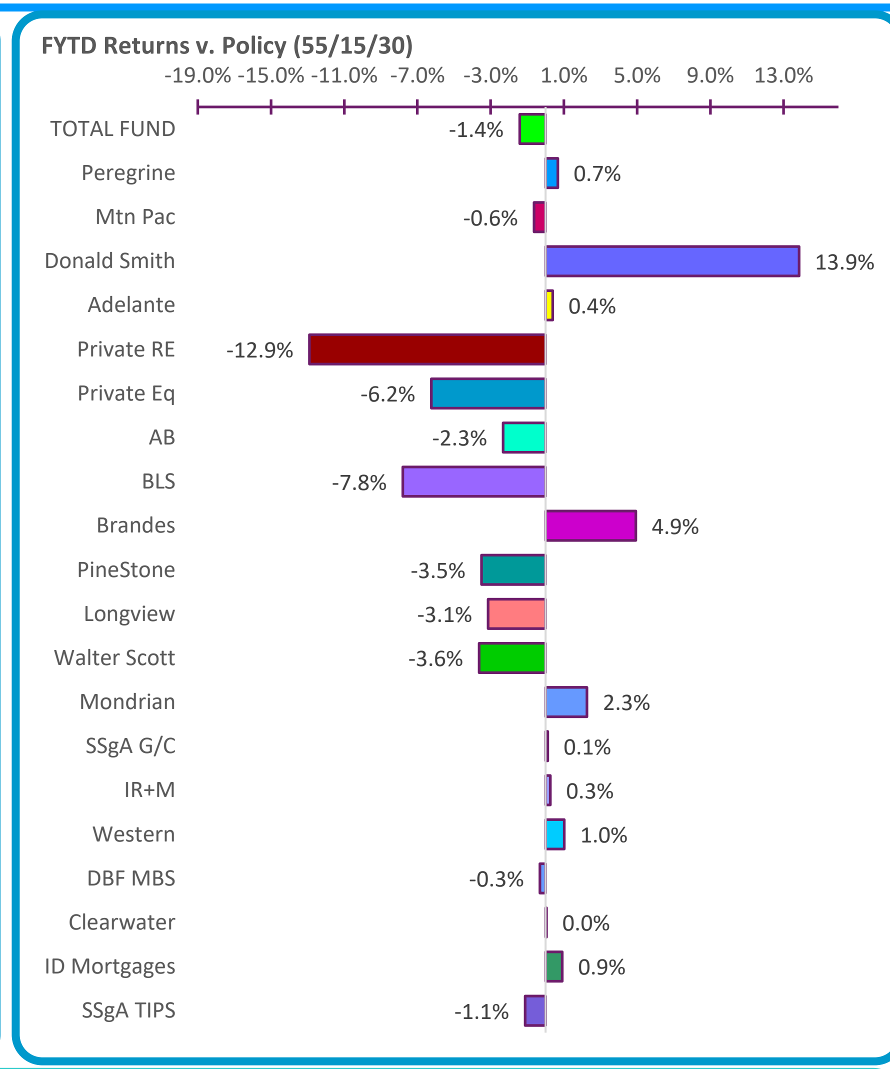
In the first few trading days of 2024, markets continue to pull back from December's strong performance. The 2023 jobs data released this morning shows a resilient labor market, which is likely to delay the anticipated rate cuts in March.

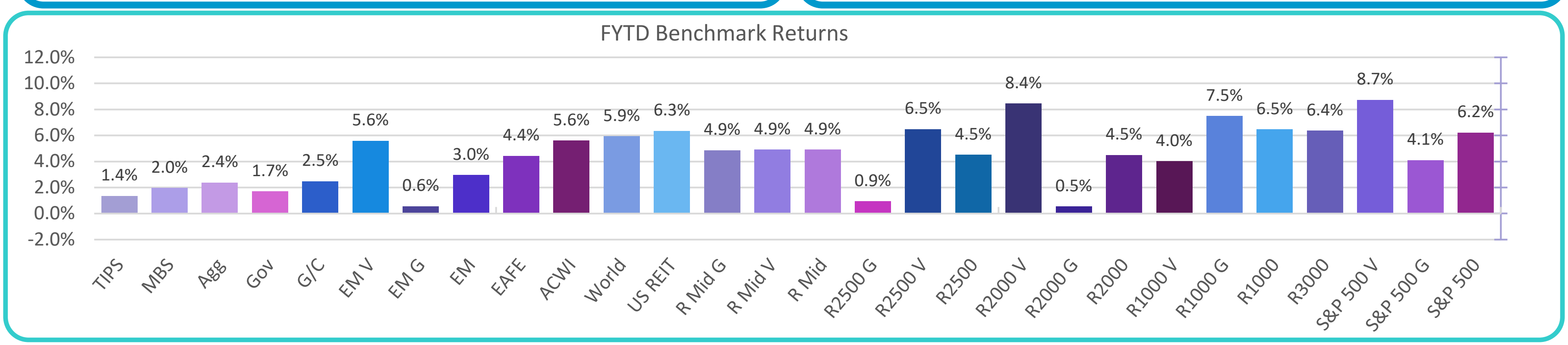
For the FYTD:

The Total Fund is up 3.5% at $22.9 billion, underperforming the broad (55/15/30) policy benchmark by 140 basis points. The sick leave funds are up +4.3% at $644 million. US equities (R3000) are up +6.4%, global equities (MSCI World) are up +5.9%, international developed markets (MSCI EAFE) are up +4.4%, and investment grade bonds are up +2.4%. REITs (DJ US Select) are up +6.3%, emerging markets (MSCI EM) are up +3.0%, and TIPS are up +1.4%. Private real estate is down -6.5% and private equity is up +0.1%.

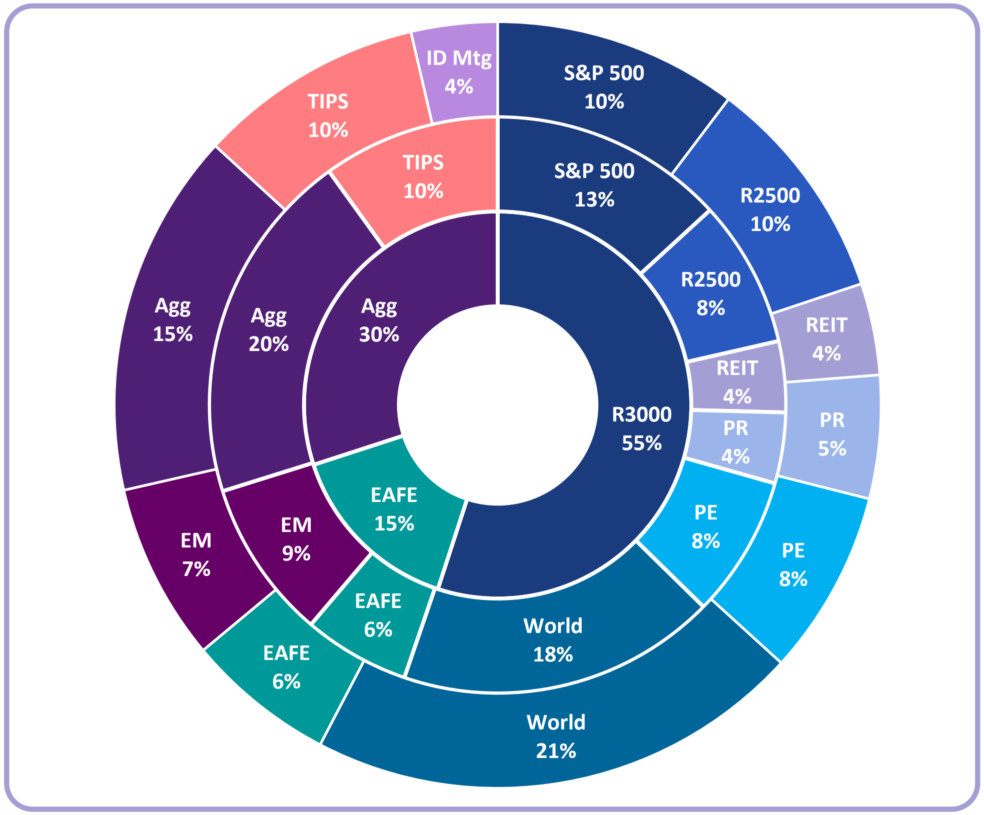
Donald Smith and Brandes have the best absolute and relative returns while private real estate and BLS have the worst. Private equity, private real estate, non-US equity (developed and emerging markets), and TIPS are detracting from performance while Idaho Mortgages are adding value.


FYTD Returns
-10.0% -6.0% -2.0% 2.0% 6.0% 10.0% 14.0% 18.0% 22.0%
TOTAL FUND 3.5%
Peregrine 7.0%
Mtn Pac 5.7%
Donald Smith 20.2%
Adelante 6.8%
Private RE -6.5%
Private Eq 0.1%
AB 4.0%
BLS -1.4%
Brandes 11.3%
PineStone 2.9%
Longview 3.2%
Walter Scott 2.7%
Mondrian 6.7%
SSgA G/C 2.5%
IR+M 2.6%
Western 3.4%
DBF MBS 2.1%
Clearwater 2.4%
ID Mortgages 3.3%
SSgA TIPS 1.3%


FYTD Returns v. Policy (55/15/30)
-19.0% -15.0% -11.0% -7.0% -3.0% 1.0% 5.0% 9.0% 13.0%
TOTAL FUND -1.4%
Peregrine 0.7%
Mtn Pac -0.6%
Donald Smith 13.9%
Adelante 0.4%
Private RE -12.9%
Private Eq -6.2%
AB -2.3%
BLS -7.8%
Brandes 4.9%
PineStone -3.5%
Longview -3.1%
Walter Scott -3.6%
Mondrian 2.3%
SSgA G/C 0.1%
IR+M 0.3%
Western 1.0%
DBF MBS -0.3%
Clearwater 0.0%
ID Mortgages 0.9%
SSgA TIPS -1.1%


FYTD Benchmark Returns
12.0%
10.0%
8.0%
6.0%
4.0%
2.0%
0.0%
-2.0%
TIPS 1.4%
MBS 2.0%
Agg 2.4%
Gov 1.7%
G/C 2.5%
EM V 5.6%
EM G 0.6%
EM 3.0%
EAFE 4.4%
ACWI 5.6%
World 5.9%
US REIT 6.3%
R Mid G 4.9%
R Mid V 4.9%
R Mid 4.9%
R2500 G 0.9%
R2500 V 6.5%
R2500 4.5%
R2000 V 8.4%
R2000 G 0.5%
R2000 4.5%
R1000 V 4.0%
R1000 G 7.5%
R1000 6.5%
R3000 6.4%
S&P 500 V 8.7%
S&P 500 G 4.1%
S&P 500 6.2%

	FYTD		Mkt Value	Allocation %	
TOTAL FUND	**3.5%**	**$**	**22,893,234,417**		
U.S. EQUITY	**4.4%**	**$**	**8,413,490,199**	**36.8%**	58%
MCM S&P 500	6.3%	$	1,296,085,443	5.7%	
Peregrine	7.0%	$	1,059,102,086	4.6%	
MCM Mid	8.8%	$	128,067,489	0.6%	
MCM Sm Cap	4.5%	$	80,235,304	0.4%	
Mtn Pac	5.7%	$	974,923,513	4.3%	
Donald Smith	20.2%	$	1,012,179,717	4.4%	
Adelante	6.8%	$	607,202,926	2.7%	
MCM REIT	6.2%	$	279,031,156	1.2%	
Private RE	**-6.5%**	$	1,188,862,392	5.2%	
Private Eq	**0.1%**	$	1,787,800,173	7.8%	
GLOBAL EQUITY	**3.3%**	**$**	**4,787,496,486**	**20.9%**	
AB	4.0%	$	560,502,059	2.4%	
BLS	-1.4%	$	949,468,231	4.1%	
Brandes	11.3%	$	714,848,609	3.1%	
PineStone	2.9%	$	929,383,736	4.1%	
Longview	3.2%	$	760,596,694	3.3%	
Walter Scott	2.7%	$	872,507,412	3.8%	
INT EQUITY	**3.8%**	**$**	**3,152,219,370**	**13.8%**	14%
MCM EAFE	4.3%	$	819,752,212	3.6%	
Mondrian	6.7%	$	618,460,067	2.7%	
MCM EM	2.4%	$	868,090,115	3.8%	
SSgM IEMG ETF	2.6%	$	845,709,268	3.7%	
Genesis		$	207,330	0.0%	



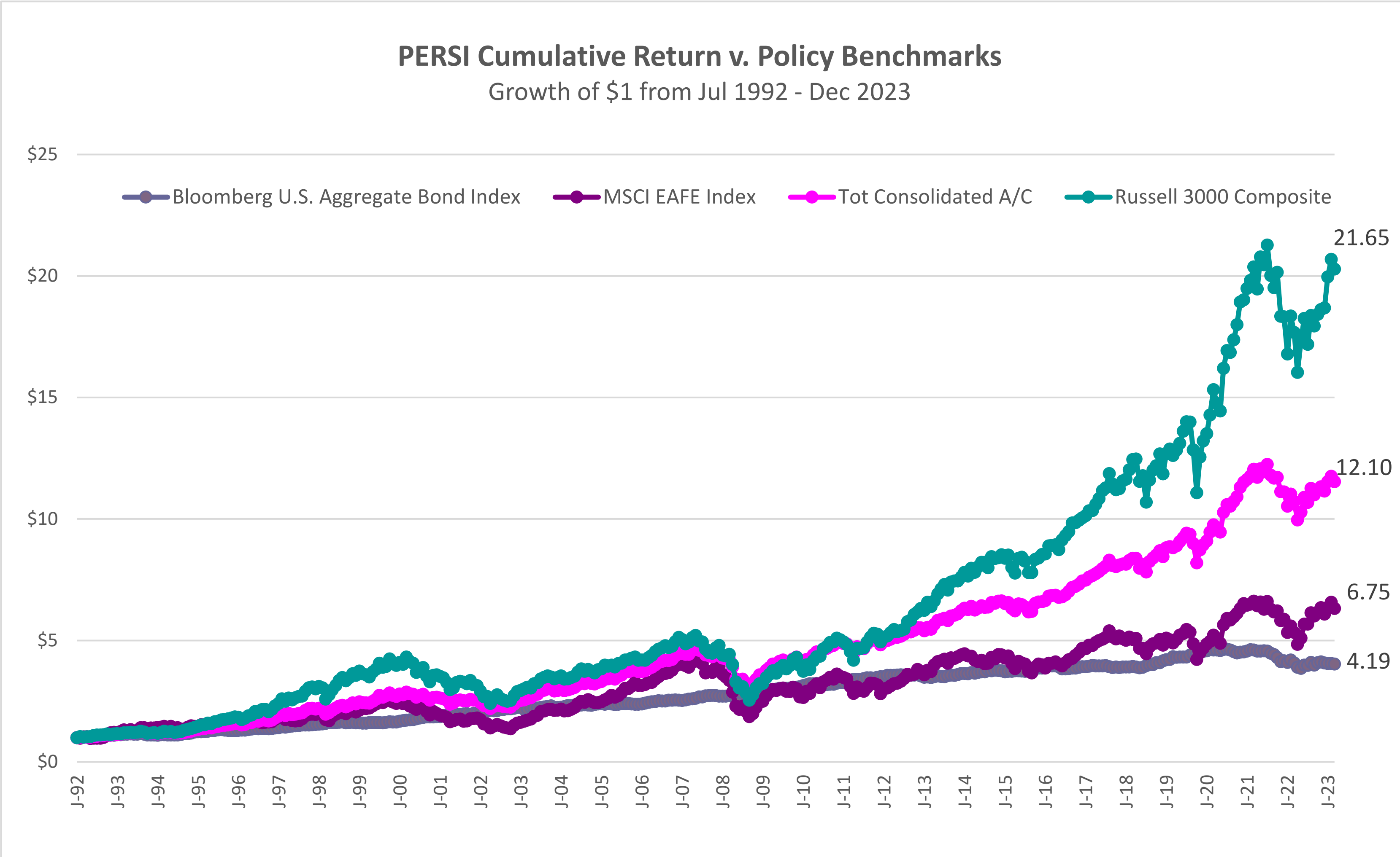
	FYTD		Mkt Value	Allocation %	
FIXED INCOME	**2.2%**	**$**	**6,540,218,010**	**28.9%**	29%
SSgA G/C	2.5%	$	2,568,553,740	11.2%	
IR+M	2.6%	$	224,259,897	1.0%	
Western	3.4%	$	294,908,836	1.3%	
DBF MBS	2.1%	$	152,587,346	0.7%	
Clearwater	2.4%	$	217,051,794	0.9%	
ID Mortgages	3.3%	$	831,814,135	3.6%	
SSgA TIPS	1.3%	$	2,184,655,405	9.5%	
Cash & Other	2.7%	$	66,386,857	0.3%	

PERSI Total Fund Returns

January 4, 2024

	MTD	FYTD	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	7 Yr	10 Yr	15 Yr	20 Yr
TOTAL FUND	-1.4%	3.5%	10.5%	-1.2%	4.2%	6.0%	8.7%	8.0%	7.3%	8.6%	7.3%
Broad Policy (55/15/30)	-1.6%	4.9%	16.0%	-1.5%	4.1%	6.4%	9.4%	8.1%	7.5%	9.3%	7.1%
US/GLOBAL EQUITY	-1.7%	4.0%	14.0%	0.8%	9.2%	10.0%	12.9%	11.7%	10.7%	11.4%	9.0%
US EQUITY	-2.5%	8.7%	24.9%	-0.3%	8.2%	10.1%	13.8%	11.8%	11.1%	13.5%	9.8%
R 3000	-1.9%	6.4%	23.0%	-0.3%	8.4%	10.9%	14.5%	12.2%	11.4%	13.5%	9.6%
LARGE CAP											
MCM S&P 500	-1.7%	6.3%	24.0%	0.6%	10.1%	11.6%	15.1%	12.9%	12.0%	13.6%	9.6%
S&P 500	-1.7%	6.2%	23.7%	0.5%	9.9%	11.5%	15.1%	12.9%	11.9%	13.6%	9.6%
Peregrine	-4.0%	7.0%	37.8%	-5.0%	-1.8%	8.3%	13.7%	15.9%	14.4%	15.8%	
R 1000 Growth	-2.8%	7.5%	39.3%	-0.7%	8.4%	14.6%	18.6%	16.9%	14.7%	16.2%	
SMALL/MID CAP											
MCM Mid	-3.5%	8.8%	25.1%	-4.5%	0.6%	9.0%	12.8%	10.5%	9.5%	13.8%	10.1%
R Midcap	-2.5%	4.9%	13.1%	-2.7%	5.6%	8.0%	11.9%	9.4%	9.2%	13.1%	9.7%
MCM Sm Cap	-3.4%	4.5%	12.7%	-5.5%	1.9%	5.7%	8.8%	6.6%	7.0%	11.1%	7.9%
R 2000	-3.4%	4.5%	12.2%	-5.7%	1.6%	5.6%	8.7%	6.5%	6.9%	11.0%	7.9%
Mtn Pac	-3.1%	5.7%	15.5%	-2.8%	6.2%	8.7%	13.0%	10.8%	10.8%	13.8%	10.8%
Donald Smith	-1.8%	20.2%	40.0%	21.1%	27.8%	19.2%	20.4%	14.6%	11.5%	14.6%	
R 2500	-3.2%	4.5%	12.6%	-4.0%	3.7%	7.2%	10.6%	8.1%	8.1%	12.3%	8.9%
REITS											
MCM REIT	-1.4%	6.2%	10.1%	-8.7%	8.0%	2.1%	6.0%	3.7%	6.7%		
DJ US Select REIT	-1.4%	6.3%	10.1%	-8.7%	8.0%	2.1%	6.0%	3.8%	6.8%		
Adelante	-1.5%	6.8%	13.1%	-8.2%	9.0%	4.3%	9.1%	6.9%	9.3%	12.7%	8.9%
MSCI US REIT Index	-1.4%	6.3%	10.0%	-7.8%	7.9%	3.0%	7.2%	4.8%	7.4%	10.7%	7.9%
PRIVATE EQUITY	-0.2%	0.1%	4.5%	4.3%	18.5%	15.6%	14.2%	15.5%	12.8%	11.6%	12.7%
PRIVATE REAL ESTATE	0.0%	-6.5%	-13.7%	3.7%	9.6%	7.8%	8.4%	6.2%	8.2%		
R 3000	-1.9%	6.4%	23.0%	-0.3%	8.4%	10.9%	14.5%	12.2%	11.4%	13.5%	9.6%
GLOBAL EQUITY	-1.7%	3.3%	15.1%	1.1%	7.9%	8.8%	12.2%	11.3%	9.3%	11.0%	8.0%
R 3000	-1.9%	6.4%	23.0%	-0.3%	8.4%	10.9%	14.5%	12.2%	11.4%	13.5%	9.6%
AB	-2.1%	4.0%	13.9%	-1.7%	5.0%	5.1%	7.6%	5.5%	5.3%	8.0%	
BLS	-1.9%	-1.4%	7.1%	2.3%	7.5%	9.0%	13.4%				
Brandes	-0.7%	11.3%	19.2%	6.5%	12.5%	10.4%	11.5%	9.1%	7.5%	9.3%	6.7%
PineStone	-2.1%	2.9%	16.3%	-1.7%	7.2%	10.5%	15.0%				
Longview	-0.8%	3.2%	17.1%	3.6%	10.1%	7.6%	10.9%	10.6%	9.9%		
Walter Scott	-2.6%	2.7%	18.8%	-1.3%	5.6%	9.1%	13.4%				
MSCI World	-1.7%	5.9%	21.3%	0.0%	7.4%	9.4%	12.7%	10.8%	9.1%	11.0%	8.3%
MSCI ACWI	-1.7%	5.6%	19.5%	-0.7%	5.8%	8.2%	11.7%	10.1%	8.4%	10.5%	

	MTD	FYTD	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	7 Yr	10 Yr	15 Yr	20 Yr
INT'L EQUITY	-1.6%	3.8%	10.5%	-3.8%	-1.1%	1.6%	5.4%	5.4%	3.6%	6.7%	6.0%
MSCI EAFE	-1.5%	4.4%	14.9%	-0.1%	3.8%	5.0%	8.2%	7.1%	4.7%	7.2%	6.0%
MSCI EAFE Net Div	-1.5%	4.3%	14.3%	-0.6%	3.3%	4.5%	7.6%	6.5%	4.2%	6.7%	5.5%
INT'L - Developed Mkts	-1.1%	5.3%	16.2%	1.1%	4.9%	4.7%	7.6%	6.7%	0.0%	0.0%	0.0%
MCM EAFE	-1.5%	4.3%	14.5%	-0.3%	3.6%	4.9%	8.0%	7.0%	4.6%	7.0%	5.7%
Mondrian	-0.6%	6.7%	18.5%	3.2%	6.7%	4.1%	6.8%	6.3%	4.6%	6.5%	
INT'L - Emerging Mkts	-2.0%	2.5%	6.1%	-7.4%	-5.3%	-0.7%	3.7%	4.5%	2.8%	7.0%	7.3%
SSgM IEMG ETF	-2.0%	2.6%									
MSCI EM IMI	0.1%	4.1%									
MCM EM	-1.9%	2.4%	5.5%	-7.7%	-6.2%	-0.2%	3.4%	4.7%	2.8%		
MSCI EM	-1.9%	3.0%	6.2%	-6.9%	-5.6%	0.0%	3.7%	4.9%	3.1%	6.6%	7.0%
FIXED INCOME	-0.6%	2.2%	3.8%	-4.2%	-2.8%	0.1%	2.0%	2.0%	2.3%	3.5%	3.8%
B Aggregate	-1.0%	2.4%	3.6%	-4.2%	-3.6%	-1.1%	0.9%	1.2%	1.7%	2.7%	3.1%
SSgA G/C	-0.8%	2.5%	4.0%	-4.3%	-3.8%	-0.9%	1.3%	1.5%	2.0%	2.9%	3.4%
B Gov/Credit	-0.9%	2.5%	3.9%	-4.4%	-3.8%	-1.0%	1.2%	1.4%	1.9%	2.8%	3.2%
DBF MBS	-1.1%	2.1%	3.0%	-3.8%	-3.0%	-1.4%	0.1%	0.6%	1.2%	2.0%	2.8%
B MBS	-1.1%	2.0%	2.8%	-4.1%	-3.2%	-1.5%	0.0%	0.5%	1.3%	2.1%	2.9%
ID Mortgages	-0.4%	3.3%	4.8%	-1.9%	-1.8%	0.8%	2.5%	2.8%	3.4%	3.8%	4.8%
SSgA TIPS	-0.4%	1.3%	2.9%	-4.5%	-1.6%	1.4%	2.9%	2.4%	2.4%	4.1%	4.2%
B US TIPS	-0.6%	1.4%	3.0%	-4.2%	-1.3%	1.5%	2.9%	2.4%	2.3%	3.5%	0.0%
IR+M	-0.7%	2.6%	4.6%	-4.0%	-3.4%	-0.3%	1.9%				
Western	-1.3%	3.4%	5.0%	-6.5%	-5.2%	-1.8%	0.9%	1.5%	2.6%	5.1%	
Clearwater	-0.6%	2.4%	4.1%	-4.2%	-3.5%	-0.9%	1.2%	1.3%	2.0%	2.5%	3.2%
B Aggregate	-1.0%	2.4%	3.6%	-4.2%	-3.6%	-1.1%	0.9%	1.2%	1.7%	2.7%	3.1%


PERSI Cumulative Return v. Policy Benchmarks
Growth of $1 from Jul 1992 - Dec 2023
$25
$20
$15
$10
$5
$0
Bloomberg U.S. Aggregate Bond Index
MSCI EAFE Index
Tot Consolidated A/C
Russell 3000 Composite
21.65
12.10
6.75
4.19
J-92
J-93
J-94
J-95
J-96
J-97
J-98
J-99
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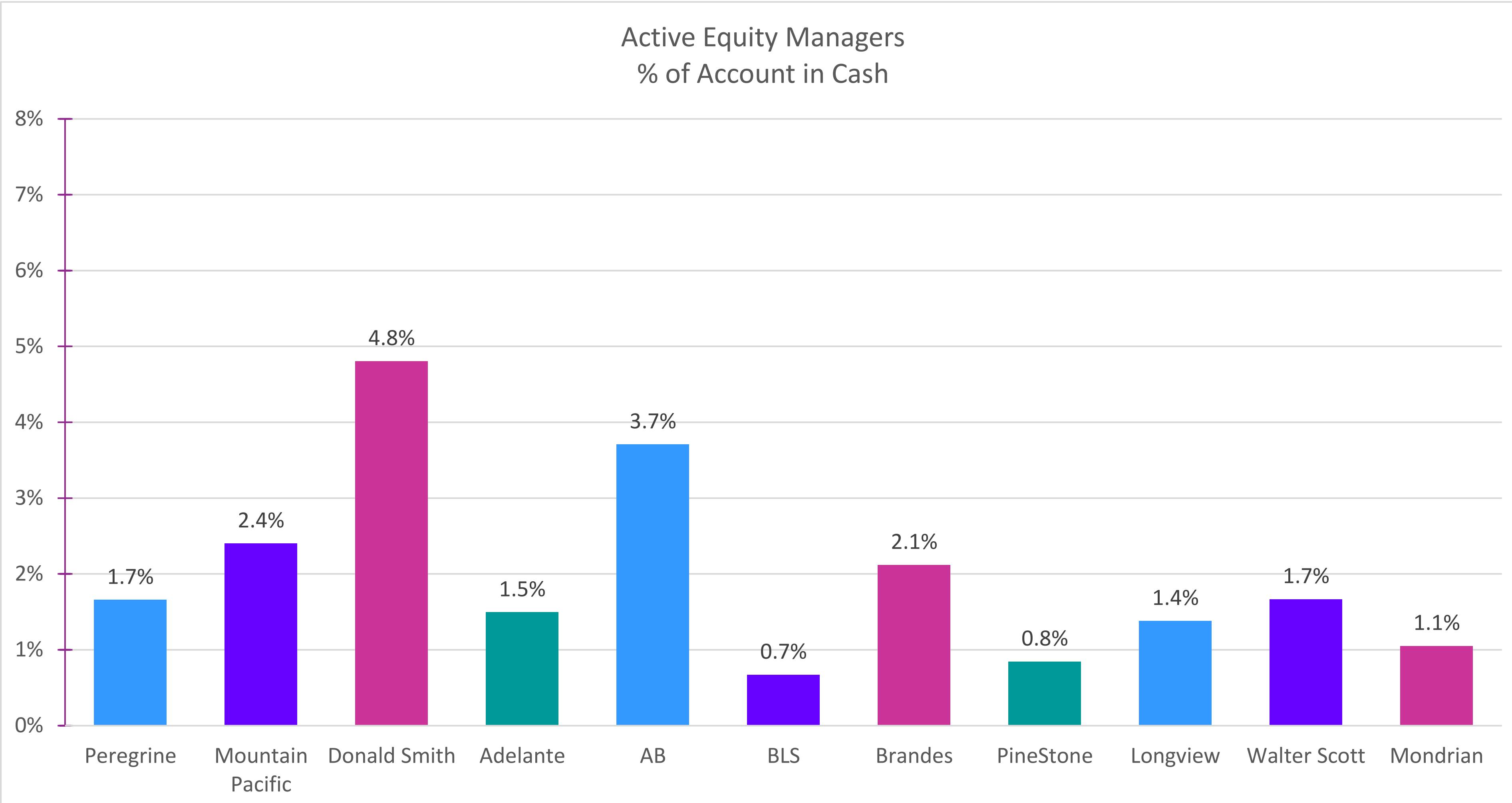

as of date: 1/4/2024

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Total Fund Summary Dec 2023

Preliminary Performance Summary

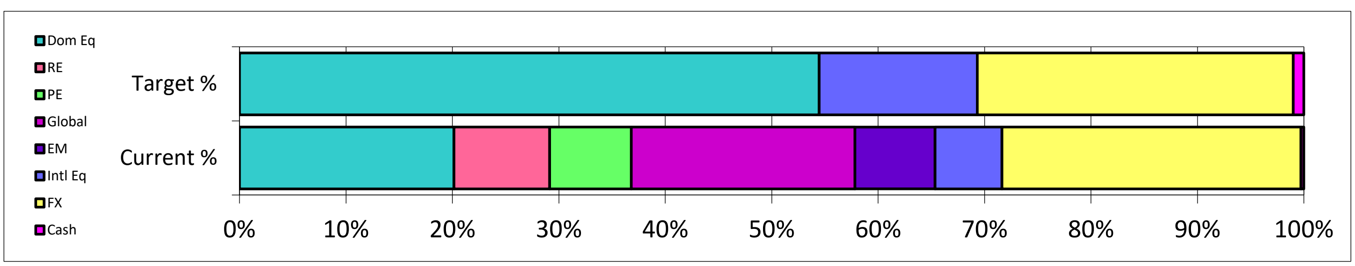
blue = outperform by 50 bp; **red** = underperform by 50 bp *(* Annualized)*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Total Fund	**4.1%**	**8.3%**	**13.3%**	**4.5%**	**9.1%**
Strategic Policy ☆	4.4%	8.5%	13.5%	4.3%	8.6%
Policy *(55-15-30)*	4.9%	10.3%	18.8%	4.4%	10.0%
Total Domestic Equity *(Russell 3000)*	**4.4%**	**9.4%**	**17.2%**	**9.5%**	**13.4%**
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%
U.S. Equity *(Russell 3000)*	**7.2%**	**15.5%**	**29.3%**	**8.6%**	**14.7%**
Real Estate *(NCREIF)*	**4.0%**	**4.4%**	**-2.8%**	**8.6%**	**8.3%**
Private Equity *(Russell 3000*1.35)*	**-1.8%**	**-1.1%**	**4.6%**	**18.6%**	**14.3%**
Global Equity *(Russell 3000)*	**4.8%**	**10.5%**	**19.5%**	**8.3%**	**12.8%**
Total International Equity *(MSCI EAFE)*	**4.3%**	**8.9%**	**14.8%**	**-0.4%**	**5.8%**
MSCI EAFE	5.3%	10.5%	18.9%	4.5%	8.7%
Total Fixed Income *(BB Aggregate)*	**3.2%**	**5.8%**	**5.3%**	**-2.6%**	**2.2%**
Bloomberg Aggregate	3.8%	6.8%	5.5%	-3.3%	1.1%

Asset Allocation

blue = over allowable target range; **red** = under allowable target range

	Month-End MV		Current %	Target %
U.S. Equity	$ 4,674		20.2 %	
Real Estate	$ 2,088		9.0 %	
Private Equity	$ 1,778		7.7 %	
Global Equity	$ 4,872		21.0 %	
Total Domestic Equity		$ 13,412	57.8 %	55.0%
Emerging Markets Equity	$ 1,748		7.5 %	
Total International Equity		$ 3,202	13.8 %	15.0%
Total Fixed Income		$ 6,514	28.1 %	29.0%
Cash		$ 67	0.3 %	1.0%
Total Fund		$ 23,194	100.0 %	100.0%



Performance Commentary:

During the month, the Total Fund underperformed the Strategic Policy and Broad Policy benchmarks by 30 and 80 basis points, respectively. For the last one-year period, the Total Fund underperformed the Strategic and Broad Policy benchmarks by 20 and 550 basis points, respectively. Over the last five-year period, the Total Fund outperformed the Strategic Policy benchmark by 50 basis points and underperformed the Broad Policy benchmark by 90 basis points.

☆ Strategic Policy Benchmark = 8% R2500, 14% S&P500, 4% REIT, 4% PRE, 8% PE, 9% EM, 8% EAFE, 15% World, 15% Agg, 5% ID Mtg, 10% TIPS

Total Fund
Month-End Performance *Dec 2023*

Manager *(Style Benchmark)* **blue** = outperform by 50 bp; **red** = underperform by 50 bp *(* Annualized)*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Total Fund	**4.1%**	**8.3%**	**13.3%**	**4.5%**	**9.1%**
Strategic Policy	4.4%	8.5%	13.5%	4.3%	8.6%
Policy *(55-15-30)*	4.9%	10.3%	18.8%	4.4%	10.0%
Total Domestic Equity *(Russell 3000)*	**4.4%**	**9.4%**	**17.2%**	**9.5%**	**13.4%**
(Includes U.S. Eq, Glbl Eq, RE, PE)					
U.S. Equity ex RE, PE ***(Russell 3000)***	**7.2%**	**15.5%**	**29.3%**	**8.6%**	**14.7%**
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%
MCM Index Fund *(Russell 3000)*	5.3%	12.2%	26.1%	8.5%	15.1%
MCM S&P 500 *(S&P 500)*	4.5%	11.7%	26.6%	10.2%	15.7%
S&P 500 Index	4.5%	11.7%	26.3%	10.0%	15.7%
MCM Mid Cap *(Russell Midcap)*	9.1%	15.3%	30.8%	1.3%	13.9%
Russell Midcap	7.7%	12.8%	17.2%	5.9%	12.7%
MCM Russell 2000 *(Russell 2000)*	12.2%	14.0%	17.4%	2.6%	10.1%
Russell 2000	12.2%	14.0%	16.9%	2.2%	10.0%
Donald Smith & Co. *(Russell 3000)*	10.8%	22.4%	44.4%	28.6%	21.5%
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%
Peregrine *(Russell 1000 Growth)*	5.6%	16.7%	44.1%	-1.2%	15.0%
Russell 1000 Growth	4.4%	14.2%	42.7%	8.9%	19.5%
Mountain Pacific *(Russell 2500)*	6.2%	12.5%	21.1%	6.7%	13.6%
Russell 2500	10.7%	13.4%	17.4%	4.2%	11.7%
Global Equity *(Russell 3000)*	**4.8%**	**10.5%**	**19.5%**	**8.3%**	**12.8%**
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%
Wilshire 5000	5.3%	12.1%	26.1%	8.4%	15.1%
MSCI World	4.9%	11.5%	24.4%	7.8%	13.4%
MSCI World net div	4.9%	11.4%	23.8%	7.3%	12.8%
MSCI AC World	4.8%	11.2%	22.8%	6.2%	12.3%
BLS *(MSCI ACWI)*	5.4%	8.8%	12.5%	8.1%	13.9%
Bernstein *(MSCI ACWI)*	4.1%	9.6%	19.4%	5.7%	8.5%
Brandes *(Russell 3000)*	5.7%	11.6%	22.7%	12.9%	12.1%
Fiera Capital *(MSCI World)*	4.2%	10.6%	20.3%	7.9%	15.5%
Longview *(MSCI ACWI)*	3.8%	11.0%	19.9%	9.7%	11.2%
Walter Scott *(MSCI World net div)*	5.5%	11.7%	23.9%	6.3%	14.0%
Private Equity *(Russell 3000)*	**-1.8%**	**-1.1%**	**4.6%**	**18.6%**	**14.3%**
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%

Total Fund
Month-End Performance *Dec 2023*

Manager *(Style Benchmark)* — **blue** = outperform by 50 bp; **red** = underperform by 50 bp — *(* Annualized)*

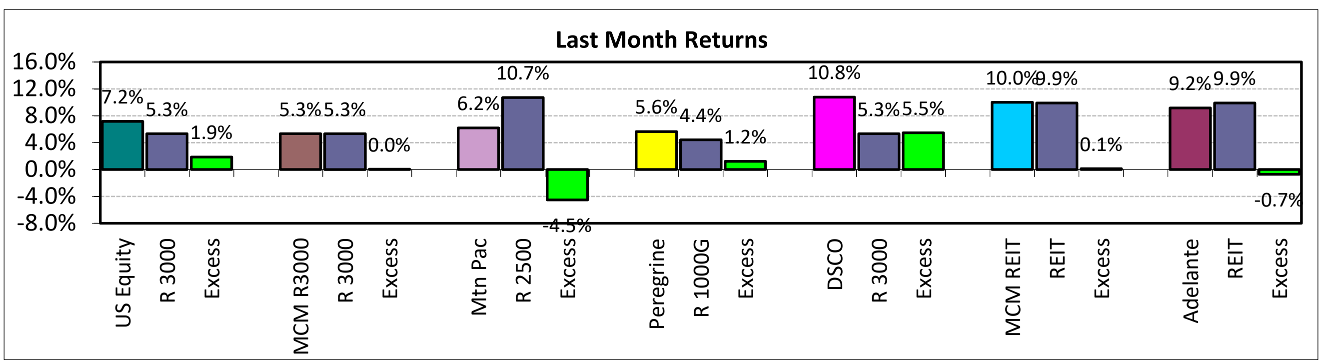
	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Real Estate *(NCREIF)*	**4.0%**	**4.4%**	**-2.8%**	**8.6%**	**8.3%**
MCM REIT *(DJ US Select REIT)*	10.0%	16.3%	13.9%	7.2%	6.1%
Dow Jones U.S. Select REIT	10.0%	16.4%	14.0%	7.2%	6.1%
Adelante REITs *(Wilshire REIT)*	9.2%	16.4%	17.0%	8.2%	9.3%
Wilshire REIT	10.2%	16.3%	16.2%	7.5%	7.6%
Prudential *(NCREIF)*	0.0%	-3.2%	-12.1%	6.6%	5.6%
Private Real Estate	0.3%	-3.2%	-13.7%	9.6%	8.4%
NCREIF Prop 1Q Arrears	-0.5%	-1.4%	-6.4%	5.2%	4.7%
Int'l Equity *(MSCI EAFE)*	**4.3%**	**8.9%**	**14.8%**	**-0.4%**	**5.8%**
MSCI EAFE	5.3%	10.5%	18.9%	4.5%	8.7%
MCM International *(MSCI EAFE)*	5.2%	10.4%	18.5%	4.4%	8.5%
Mondrian *(MSCI EAFE)*	4.6%	9.4%	21.6%	7.0%	7.3%
MCM Emerging Markets *(MSCI EMF)*	3.8%	7.6%	9.6%	-5.2%	3.8%
MSCI EM	3.9%	7.9%	10.3%	-4.7%	4.1%
IEMG ETF	3.9%	8.4%	n/a	n/a	n/a
MSCI EM IMI	4.0%	8.1%	12.1%	-3.3%	4.9%
Total Fixed Income *(BC Aggregate)*	**3.2%**	**5.8%**	**5.3%**	**-2.6%**	**2.2%**
BB Aggregate	3.8%	6.8%	5.5%	-3.3%	1.1%
Western *(BB Aggregate)*	5.0%	8.9%	7.3%	-4.8%	1.2%
Clearwater *(BB Aggregate) - 1/2014*	3.3%	6.0%	5.9%	-3.3%	1.3%
SSgA Gov/Corp *(BB G/C)*	3.5%	6.4%	5.9%	-3.6%	1.5%
IR+M *(BB G/C)*	3.6%	6.4%	6.5%	-3.2%	2.1%
Bloomberg Gov/Credit	3.7%	6.6%	5.7%	-3.5%	1.4%
DBF Idaho Mortgages *(BB Mortgage)*	3.3%	5.9%	6.6%	-1.6%	2.7%
Bloomberg Treasury	3.4%	5.7%	4.1%	-3.8%	0.5%
DBF MBS *(BB Mortgage)*	4.3%	7.6%	5.2%	-2.6%	0.4%
Bloomberg Mortgage	4.3%	7.5%	5.1%	-2.9%	0.3%
SSgA TIPS *(BB TIPS)*	2.5%	4.5%	3.7%	-1.4%	3.1%
Bloomberg US TIPS	2.7%	4.7%	3.9%	-1.0%	3.2%
Cash					
Clearwater: PERSI STIF *(90-day LIBOR)*	0.5%	1.4%	5.0%	2.3%	2.0%
ICE BofA 3-mo Treasury Bill Index	0.5%	1.4%	5.1%	2.2%	1.9%

Total U.S. Equity
Russell 3000 Benchmark — Dec 2023

Preliminary Performance

blue = outperform by 50 bp; **red** = underperform by 50 bp — *(* Annualized)*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Total U.S. Equity ex RE and PE	**7.2%**	**15.5%**	**29.3%**	**8.6%**	**14.7%**
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%
MCM Index *(RU 3000)*	**5.3%**	**12.2%**	**26.1%**	**8.5%**	**15.1%**
Donald Smith & Co. *(RU 3000)*	**10.8%**	**22.4%**	**44.4%**	**28.6%**	**21.5%**
S&P 500	4.5%	11.7%	26.3%	10.0%	15.7%
Peregrine *(RU 1000 Growth)*	**5.6%**	**16.7%**	**44.1%**	**-1.2%**	**15.0%**
Russell 1000 Growth	4.4%	14.2%	42.7%	8.9%	19.5%
Mountain Pacific *(RU 2500)*	**6.2%**	**12.5%**	**21.1%**	**6.7%**	**13.6%**
Russell 2500	10.7%	13.4%	17.4%	4.2%	11.7%
Total U.S. Equity incl RE and PE	**4.2%**	**8.8%**	**16.1%**	**10.0%**	**13.7%**
MCM REIT Index *(DJ US Select REIT)*	**10.0%**	**16.3%**	**13.9%**	**7.2%**	6.1%
Dow Jones U.S. Select REIT	10.0%	16.4%	14.0%	7.2%	6.1%
Adelante REITs *(Wilshire US REIT)*	**9.2%**	**16.4%**	**17.0%**	**8.2%**	**9.3%**
Wilshire US REIT	10.2%	16.3%	16.2%	7.5%	7.6%
Private Real Estate	**0.3%**	**-3.2%**	**-13.7%**	**9.6%**	**8.4%**
NCREIF	-0.5%	-1.4%	-6.4%	5.2%	4.7%
Total RE *(Russell 3000)*	**4.0%**	**4.4%**	**-2.8%**	**8.6%**	**8.3%**
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%
Private Equity	**-1.8%**	**-1.1%**	**4.6%**	**18.6%**	**14.3%**
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%



Performance Commentary:

During the month, the Total U.S. Equity portion of the portfolio, excluding Real Estate and Private Equity, outperformed the Russell 3000 index by 190 basis points. Donald Smith added significant value, outperforming the S&P 500 and Russell 3000 indexes by 630 and 550 basis points, respectively. Peregrine also added value, outperforming their Russell 1000 Growth benchmark by roughly 120 basis points. Mountain Pacific underperformed their Russell 2500 benchmark by 450 basis points. REITs outperformed the Russell 3000; Adelante underperformed their Wilshire REIT benchmark by 100 basis points. Private Real Estate outperformed NCREIF by 80 basis points and Private Equity underperformed the Russell 3000 by 710 basis points.

Total U.S. Equity
Portfolio Analysis

Dec 2023

MCM Russell 3000 Index Fund Characteristics used as Russell 3000 Index Data (RU3000)

"U.S. Equity (U.S. Eq)" does not include RE or PE; "Domestic Equity (Dom Eq)" includes U.S. allocation of Global Equity Managers

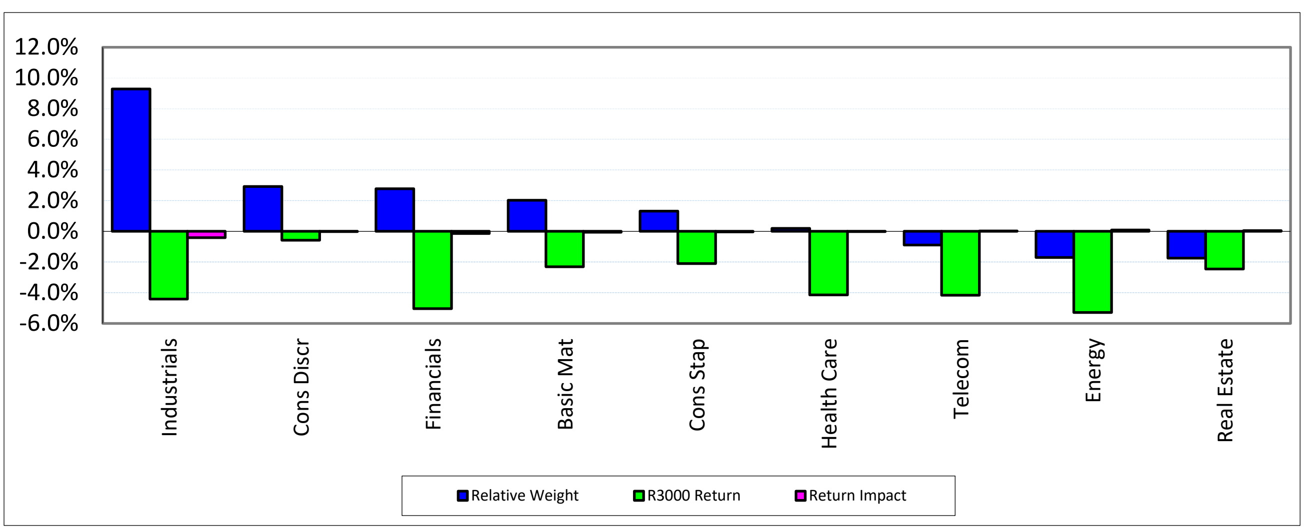
Portfolio Characteristics

	U.S. Eq	Dom Eq	RU 3000
Wtd Cap ($ b)	$ 348.3	$ 314.4	$ 644.9
P/Earnings	24.67	25.87	27.17
P/E ex Neg	22.73	23.92	23.54
P/Book Value	3.43	3.27	3.85
EPS 5Yr Growth	16.22	14.68	16.96
Debt/Equity	1.15	1.14	1.18

	U.S. Eq	Dom Eq	RU 3000
Beta	1.09	1.08	1.08
Dividend Yield (%)	1.15	1.42	1.43
5 Yr DPS Growth	10.24	9.37	8.49
ROE	22.10	20.72	24.86
ROA	8.89	8.24	9.60

Sector Allocations

Sectors	U.S. Eq Alloc	R3000 Alloc	Relative Weight	R3000 Return	Return Impact
Industrials	22.7%	13.4%	9.3%	-4.4%	-0.41%
Cons Discr	17.4%	14.4%	2.9%	-0.6%	-0.02%
Financials	13.4%	10.6%	2.8%	-5.0%	-0.14%
Basic Mat	4.0%	2.0%	2.0%	-2.3%	-0.05%
Cons Stap	6.0%	4.7%	1.3%	-2.1%	-0.03%
Health Care	12.2%	12.0%	0.2%	-4.1%	-0.01%
Telecom	1.2%	2.1%	-0.9%	-4.2%	0.04%
Energy	2.4%	4.1%	-1.7%	-5.3%	0.09%
Real Estate	1.3%	3.0%	-1.7%	-2.5%	0.04%



Total Global Equity
Russell 3000 Benchmark & MSCI AC World Index — Dec 2023

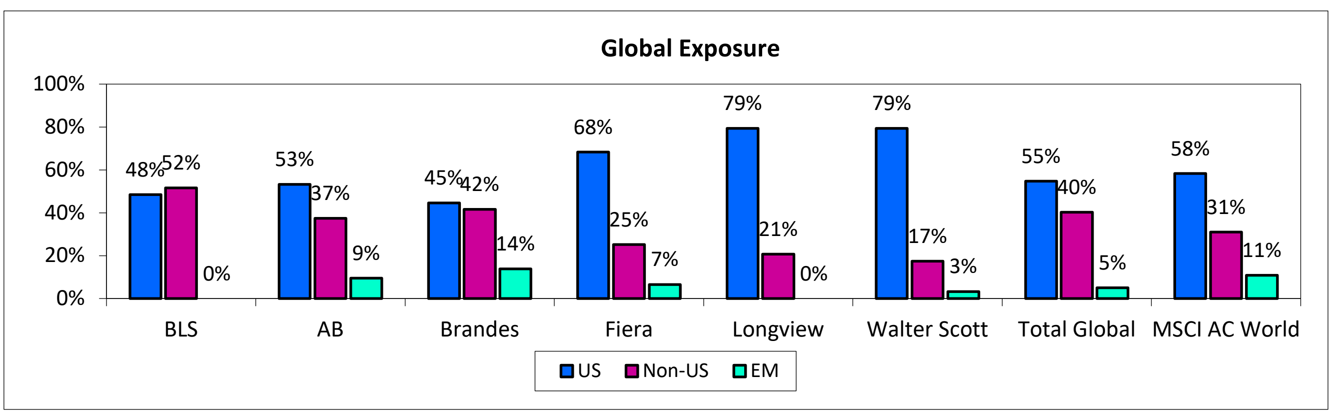
Preliminary Performance

blue = outperform by 50 bp; **red** = underperform by 50 bp *(* Annualized)*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Total Global Equity	**4.8%**	**10.5%**	**19.5%**	**8.3%**	**12.8%**
Russell 3000	5.3%	12.1%	26.0%	8.5%	15.2%
Wilshire 5000	*5.3%*	*12.1%*	*26.1%*	*8.4%*	*15.1%*
MSCI World	4.9%	11.5%	24.4%	7.8%	13.4%
MSCI World net div	*4.9%*	*11.4%*	*23.8%*	*7.3%*	*12.8%*
MSCI AC World (ACWI)	*4.8%*	*11.2%*	*22.8%*	*6.2%*	*12.3%*
BLS (MSCI ACWI)	**5.4%**	**8.8%**	**12.5%**	**8.1%**	**13.9%**
AB (MSCI ACWI)	**4.1%**	**9.6%**	**19.4%**	**5.7%**	**8.5%**
Brandes (Wil 5000)	**5.7%**	**11.6%**	**22.7%**	**12.9%**	**12.1%**
Fiera (MSCI World)	**4.2%**	**10.6%**	**20.3%**	**7.9%**	**15.5%**
Longview (MSCI ACWI)	**3.8%**	**11.0%**	**19.9%**	**9.7%**	**11.2%**
Walter Scott (MSCI World net div)	**5.5%**	**11.7%**	**23.9%**	**6.3%**	**14.0%**

Country Allocation Summary

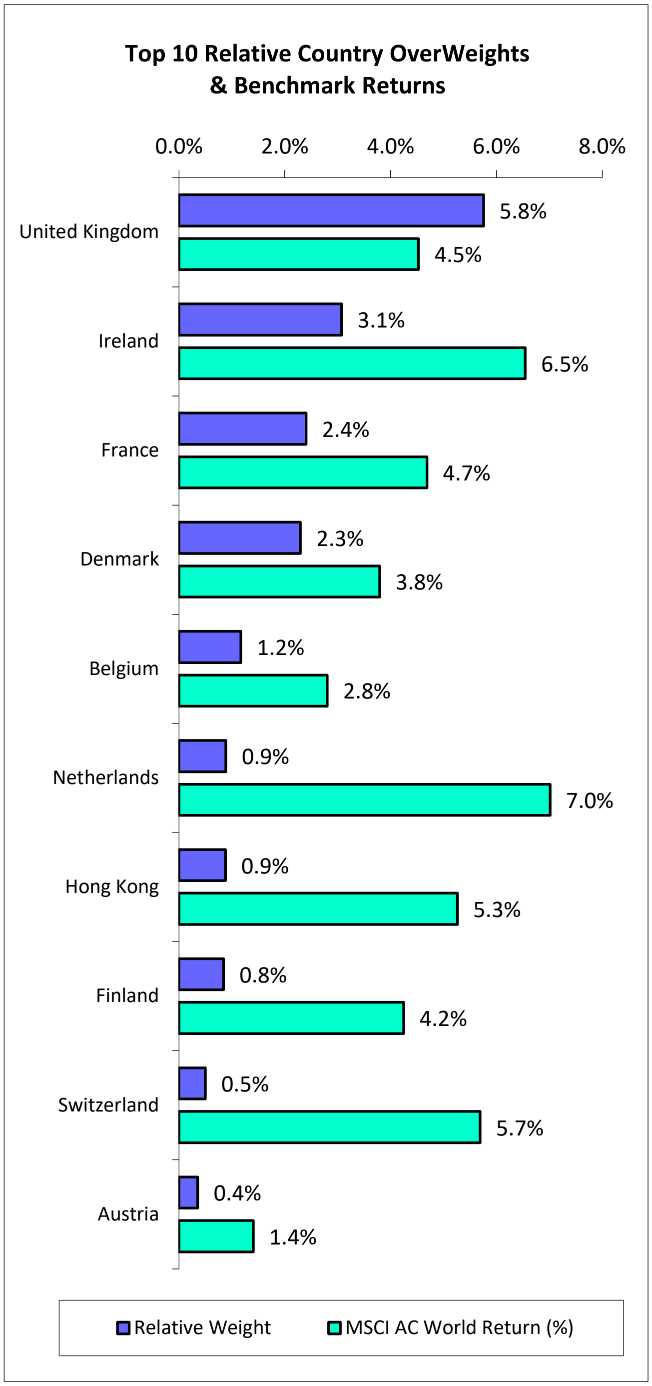
Overweight Countries	Total Global	MSCI ACWI	Underweight Countries	Total Global	MSCI ACWI
United Kingdom	9.3%	3.5%	United States	58.3%	62.6%
Ireland	3.2%	0.1%	Japan	1.9%	5.4%
France	5.3%	2.9%	China	0.5%	2.8%

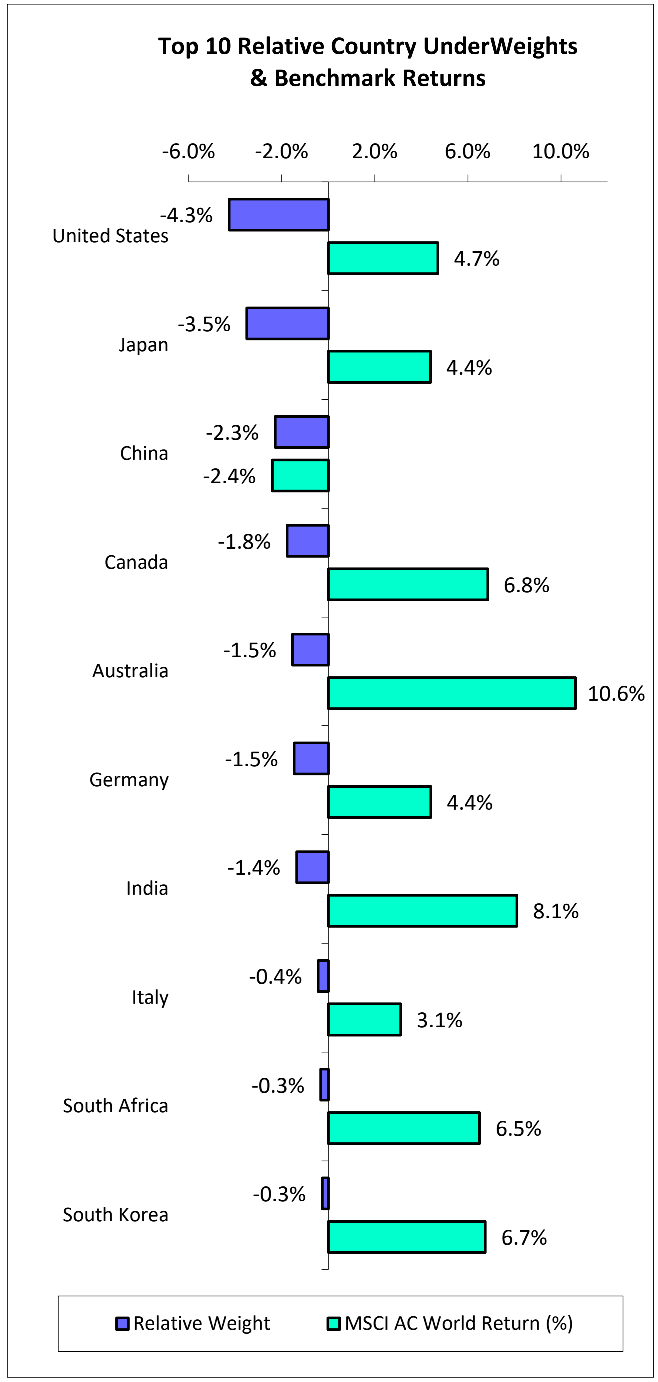


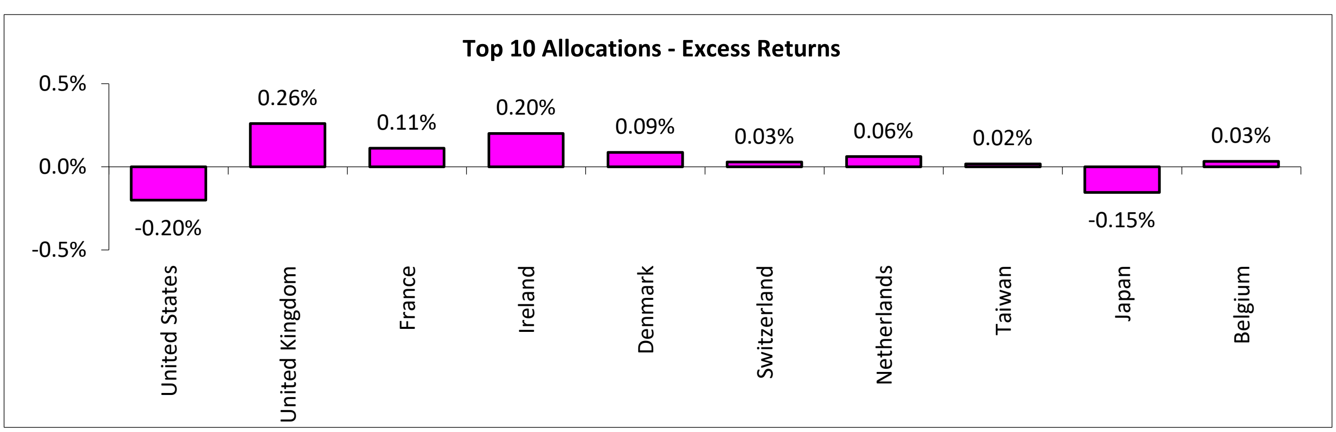
Performance Commentary:

During the month, the Total Global Equity portion of the portfolio underperformed the Russell 3000 and MSCI World indexes by 50 and 10 basis points, respectively, and kept pace with the MSCI ACWI index. Brandes, Walter Scott, and BLS were the best-performing managers, outperforming all three indexes while Fiera, AB, and Longview underperformed. Over the last year, Walter Scott outperformed the MSCI World and ACWI indexes and underperformed the Russell 3000. All other managers underperformed all three indexes.

Total Global Equity
Country Allocations versus MSCI AC World Index Dec 2023







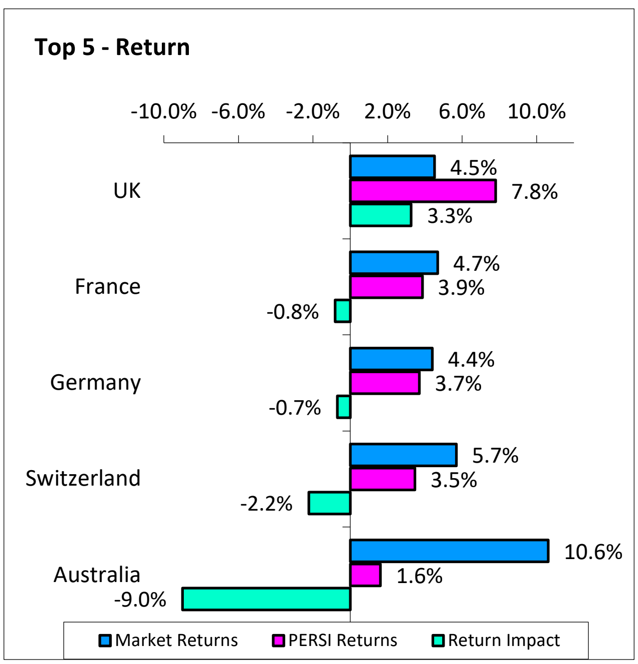
Total International Equity
MSCI EAFE Benchmark & MSCI ACWI xUS Index — Dec 2023

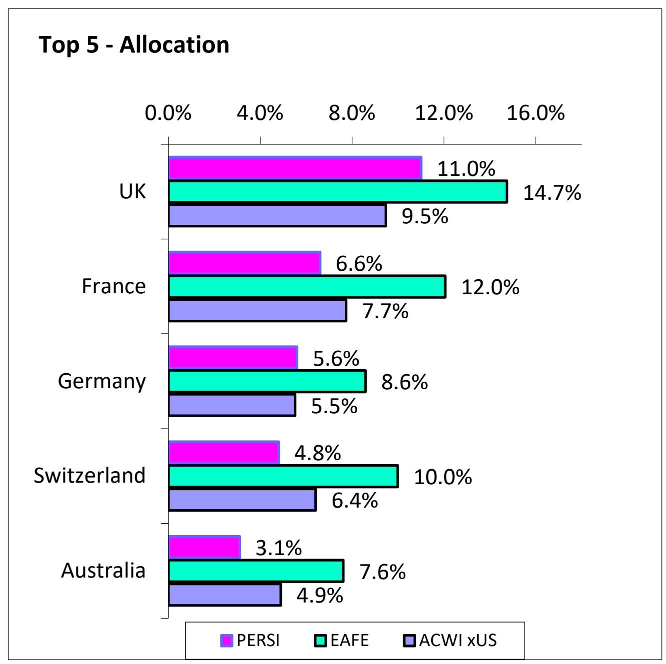
Preliminary Performance

blue = outperform by 50 bp; **red** = underperform by 50 bp — *(* Annualized)*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Total International Equity	**4.3%**	**8.9%**	**14.8%**	**-0.4%**	**5.8%**
MSCI EAFE	5.3%	10.5%	18.9%	4.5%	8.7%
MSCI ACWI ex US	5.1%	9.8%	16.2%	2.0%	7.6%
MCM EAFE Index (MSCI EAFE)	**5.2%**	**10.4%**	**18.5%**	**4.4%**	**8.5%**
Mondrian (MSCI EAFE)	**4.6%**	**9.4%**	**21.6%**	**7.0%**	**7.3%**
MCM Emg Mkts Index (MSCI EMF)	3.8%	7.6%	9.6%	-5.2%	3.8%
MSCI EMF	3.9%	7.9%	10.3%	-4.7%	4.1%
SSgM IEMG ETF	**3.9%**	**8.4%**			
MSCI EM IMI	4.0%	8.1%			

Country Allocation Impact





Performance Commentary:

The Total International Equity portion of the portfolio underperformed the MSCI EAFE index by approximately 100 basis points during the month. Mondrian, our only active EAFE manager, underperformed the MSCI EAFE index by roughly 70 basis points. Emerging markets underperformed developed markets by 140 basis points, and the IEMG ETF outperformed the MSCI EMF index by 10 basis points. Over the last one-year period, emerging markets detracted from performance while Mondrian added value.

Total Fixed Income
Bloomberg Aggregate Benchmark — Dec 2023

Preliminary Performance

blue = outperform by 10 bp; **red** = underperform by 10 bp — *(* Annualized)*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Total Fixed Income	**3.2%**	**5.8%**	**5.3%**	**-2.6%**	**2.2%**
Bloomberg Aggregate	3.8%	6.8%	5.5%	-3.3%	1.1%
SSGA G/C (G/C)	**3.5%**	**6.4%**	**5.9%**	**-3.6%**	**1.5%**
IR+M	**3.6%**	**6.4%**	**6.5%**	**-3.2%**	2.1%
Bloomberg Govt/Credit Bond	3.7%	6.6%	5.7%	-3.5%	1.4%
DBF MBS (Mortgage)	**4.3%**	**7.6%**	**5.2%**	**-2.6%**	**0.4%**
Bloomberg MBS	4.3%	7.5%	5.1%	-2.9%	0.3%
DBF Mortgages (Mortgage)	**3.3%**	**5.9%**	**6.6%**	**-1.6%**	**2.7%**
Bloomberg Treasury	3.4%	5.7%	4.1%	-3.8%	0.5%
SSGA TIPS (US TIPS)	**2.5%**	**4.5%**	**3.7%**	**-1.4%**	**3.1%**
Bloomberg US TIPS	2.7%	4.7%	3.9%	-1.0%	3.2%
Western Core Full + (Aggregate)	**5.0%**	**8.9%**	**7.3%**	**-4.8%**	**1.2%**
Clearwater Agg (Aggregate)**	**3.3%**	**6.0%**	**5.9%**	**-3.3%**	**1.3%**
Bloomberg Aggregate	3.8%	6.8%	5.5%	-3.3%	1.1%

** Clearwater Agg performance begins 1/2014; previous period returns reflect Clearwater TBA portfolio

Portfolio Attributes*** (as reported by Russell/Mellon)

*** excludes ID Mortgages*

	Coupon	Moody Quality	Current Yield	Yield to Maturity	Option Adj Duration	Modified Duration	Effective Convexity	# of Holdings
Total Fixed	2.10%	Aa1	2.59%	4.44%	6.53	6.56	0.86	6,327
SSGA G/C	3.12%	Aa2	3.30%	4.49%	6.42	6.44	0.87	4,124
IR+M	4.06%	Aa3	4.18%	5.04%	6.50	6.60	0.94	235
DBF MBS	3.13%	Aaa	3.40%	4.67%	5.87	6.13	0.11	87
SSGA TIPS	0.93%	Aaa	0.95%	4.02%	6.77	6.78	0.92	49
Clearwater TBA	3.99%	Aa3	4.13%	5.19%	4.71	4.79	n/a	115
Western	4.45%	A1	5.89%	6.10%	7.48	7.63	0.85	1,716

Performance Commentary:

During the month, the Total Fixed Income portion of the portfolio underperformed the Aggregate benchmark by 60 basis points. The SSGA G/C portfolio trailed the Gov/Credit index by 20 basis points and IR+M trailed by 10 basis points; the DBF MBS portfolio kept pace with the MBS index; the DBF Idaho Commercial Mortgage Portfolio trailed the Treasury index by 10 basis points; the SSgA TIPS portfolio trailed the US TIPS index by 20 basis points; and the Clearwater portfolio underperformed the Aggregate index by 50 basis points while the Western Core Full+ portfolio outperformed the Aggregate by 120 basis points. Over the one-year period, the Total Fixed Income portion of the portfolio trails the Aggregate benchmark by 20 basis points and over the five year period, the Total Fixed Income portfolio added 110 basis points over the benchmark.

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Adelante (Public RE - REITs)
Domestic Equity: Wilshire REIT Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Adelante Total Return	9.13%	16.34%	17.12%	8.23%	9.29%
Wilshire REIT Index	10.19%	16.30%	16.10%	7.52%	7.56%

Performance Attribution & Strategy Comments

For the month ended December 31, 2023 – The Account underperformed the Wilshire US REIT Index by 106 basis points, gross of fees, as the REIT market advanced 10.2%.

- Contributors: security selection within Industrial, Local Retail and Industrial Mixed.
- Detractors: the sector allocation to Storage (underweight), Industrial Mixed (overweight) and a cash drag.
- Best performing holding: Boston Properties, Inc., +25.0%.
- Worst performing holding: Digital Realty Trust, -2.2%.

For the trailing quarter ended December 31, 2023 – The Account outperformed the Wilshire US REIT Index by 4 basis points, gross of fees, as the REIT market advanced 16.3%.

- Contributors: security selection within Local Retail, Industrial Mixed and Lodging.
- Detractors: the sector allocation to Storage (underweight), Industrial Mixed (overweight), and a cash drag.
- Best performing holding: American Tower Corp., +34.5%.
- Worst performing holding: Mid-America Apartment Communities, Inc., +4.5%.

Comments – Santa Claus delivered **a solid December rally for REIT investors compounding the sector's November gains;** the REIT market advanced 16.1% for the full year, confirming the lead/lag dimension of public/private ownership of commercial real estate. This is **a positive set up for 2024 as a frozen transaction market will benefit from improving financial conditions** and the prospects of interest rate cuts; **the 10-year US Treasury note yield fell from 4.36% to 3.88% over the month.**

All property sectors advanced in December, except the data center REITs, despite some positive news flow in the sector: on December 7, Digital Realty and Blackstone announced a $7 billion hyperscale data center joint venture to build four campuses in Frankfurt, Paris and Norther Virginia and on December 13, Prologis highlighted its efforts to harvest $10B of data opportunities within their industrial portfolio during their investor day. **Storage was the best performing REIT sector, up 21.2%; Data Center was the worst performing REIT sector, declining 1.52%.**

For the calendar year, **Data Center was the best performing REIT sector, up 30.1%, while the Diversified sector declined 8.4%,** attributable to W.P. Carey's announcement to spin off their office portfolio. **Green Street Advisor's Commercial Property Price Index was down 9.5% in 2023 and is down 22% since the March 2022 peak.**

During the month, **we introduced AvalonBay Communities,** an apartment REIT to the portfolio. **At month-end, the portfolio's dividend yield and cash positions stood at 3.4% and 1.4%, respectively.**

Manager Style Summary

Adelante (formerly Lend Lease Rosen) manages the public real estate portfolio, comprised of publicly-traded real estate companies, primarily real estate investment trusts (REITs). Investments will generally fall into one of three categories as described in the Portfolio Attributes section: Core holdings, Takeover/Privatization candidates, and Trading Opportunities. Typical portfolio characteristics include current pricing at a discount relative to the underlying real estate value, attractive dividend prospects, low multiple valuations (P/FFO), and expert management.

Adelante (Public RE - REITs)

Domestic Equity: Wilshire REIT Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Adelante	Wilshire REIT	Calc	Min	Max	Compliance
B2. All securities are publicly-traded real estate companies, primarily real estate investment trusts						ok
B3. Mkt Cap of Issuers of Securities in the Account				$250		ok
B4. Single Security Positions <= 30% @ purchase						ok
B6a. P/FFO (12-mo trail)	19.49	18.29	1.07		1.30	ok
B6b. Beta	0.96	1.00	0.96	0.70	1.30	ok
B6c. Dividend Yield	3.33	3.69	0.90	0.80	2.00	ok
B6d. Expected FFO Growth	19.14	18.16	105%	80%	120%	ok
E2. Commissions not to exceed $0.06/share						ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines					☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

There were no deviations.

Portfolio Attributes

Portfolio Guidelines section B5

Core Holdings (40% - 100%) Actual: 85% ok

Consists of investments with the following characteristics: premier asset portfolios and management teams, attractive dividend yields, low multiple valuations, real estate property types or regions that are less prone to experinece the impact of an economic slowdown.

Takeover/Privatization Candidates (0% - 15%) Actual: 0% ok

Focuses on smaller companies which may be attractive merger candidates or lack the resources to grow the company in the longer-term. Also focuses on companies which may have interest in returning to the private market due to higher private market valuations.

Trading Arbitrage (0% - 20%) Actual: 13% ok

Focuses on high quality companies which may become over-sold as investors seek liquidity.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 1,610

Organizational/Personnel Changes

There were no changes during the month.

Account Turnover

Gained:	Number of Accounts: 0	Total Market Value ($m):	$	-
Lost:	Number of Accounts: 0	Total Market Value ($m):	$	-
	Reason(s):			

Bernstein Global Strategic Value

Global Equity: MSCI ACWI Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Bernstein GSV	4.15%	9.73%	19.45%	5.71%	8.51%
MSCI ACWI	4.80%	11.03%	22.20%	5.75%	11.72%
Russell 3000	5.30%	12.07%	25.96%	8.54%	15.16%

Performance Attribution & Strategy Comments

Portfolio Performance: In December, the Portfolio rose in absolute terms but underperformed its benchmark, the MSCI ACWI, gross and net of fees.Both stock and sector selection detracted from overall relative performance, gross of fees. Stock selection within technologyand communication services detracted the most, while selection within consumer discretionary and industrials contributed, offsetting some of the losses.An overweight to software company Oracle was the leading detractor during the month as second-quarter results missed market estimates on lower-than-expected revenues in its cloud division. We continue to believe that Oracle will be a beneficiary of growing demand for cloud infrastructure and view any softness in near-term revenue growth as transitory supply versus demand-side driven. French video game publisher Ubisoft Entertainment declined following a convertible bond issuance that resulted in some technical selling.Canada-based uranium producer Cameco also detracted. The stock fell after the company's comments regarding uranium prices tempered investor enthusiasm.British sports betting and gaming company Entain contributed the most during the month. Takeover speculation fueled the company's shares after Corvex, a New York-based activist hedge fund, announced acquiring a 4.4% stake in Entain, joining two other activists that built a position in the company at the end of November. Shares also rose on news that the company's CEO resigned following a tumultuous period of costly acquisitions and regulatory challenges.Commercial cooking equipment manufacturer Middleby also contributed. High demand for automated solutions has helped the company's commercial foodservice equipment business, and recent acquisitions have bolstered its sales growth. Hotel and resort company Hyatt contributed to results as leisure travel demand remained strong and the company's focus on acquisitions continued to power significant growth. **Outlook:** Although macro risks and an uncertain economic outlook weighed on the broad equity market this year, generative artificial intelligence galvanized investors around a technology paradigm shift. This prompted a powerful surge of the Magnificent Seven stocks—Alphabet Inc. (Google), Amazon.com, Apple, Meta Platforms, Microsoft, NVIDIA and Tesla. By year-end, they made up 28% of the S&P 500's market cap and accounted for 58% of the Index's return in 2023.The domination of these seven US mega-cap technology-driven stocks led the MSCI ACWI Growth Index to surge by 33.2% in 2023, outperforming its Value counterpart by 21%.As macroeconomic uncertainty lingers after a year of extreme market concentration, we think value stocks deserve attention and equity allocations should be prepared for a range of scenarios. Many investors have been underweight value, which has been out of favor for several years. Yet value stocks have historically done well in softer- and harder-landing environments, making them important for a balanced allocation today.In scenarios with stronger economic growth and falling inflation, cyclical value stocks have generally performed well, while growth stocks have lagged. When economic growth was weaker and inflation was rising, growth factors performed well. But in a hard landing—i.e., recession—company valuations get quite low because stocks have been selling so hard. Interest rates get cut and the market anticipates the recovery before the Purchasing Managers' Index (PMI) starts to recover, which boosts cyclical value. We saw this in 2003 and 2009, before we were out of the recession. We believe our Portfolio is positioned well with a collection of underappreciated businesses and businesses undergoing positive changes with overall good growth prospects and profitability characteristics yet trading at a large discount to the market. We have about a 9% underweight to US mega-cap tech stocks compared to the market, and we believe this is appropriate as we can find other strong businesses trading at much more attractive valuations.

Manager Style Summary

Bernstein is a research-driven, value-based, "bottom-up" manager, whose process is driven by individual security selection. Country allocations are a by-product of the stock selection process, which drives the portfolio country over and under weights. They invest in companies with long-term earnings power, which are undervalued due to an overreaction by the market. This value bias will result in a portfolio which will tend to have lower P/E and P/B ratios and higher dividend yields, relative to the market. The Global Strategic Value product is a concentrated global equity portfolio, and as such, may experience more volatility relative to the market.

Bernstein Global Strategic Value

Global Equity: MSCI ACWI Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Index	Bernstein	Calc	Min	Max	Compliance
B3. Security position <= 10% of the account @ purchase						ok
B4. Number of issues		61.0		25	75	ok
B5. Normal Regional Exposures (* benchmark -/+ min/max):						
United States *	63%	58%		38%	88%	ok
Europe ex U.K. *	12%	12%		-3%	27%	ok
UK *	4%	11%		-6%	14%	ok
Japan *	5%	2%		-5%	15%	ok
Emerging Markets		10%		0%	20%	ok
Other		6%		0%	20%	ok
B6. Normal Global Portfolio Characteristics (MSCI ACWI)						
Capitalization	442,302	285,227	64%	50%	100%	ok
Price/Book Value	2.8	2.0	70%	50%	100%	ok
Price/Earnings (Next 12 mo)	14.4	10.5	73%	50%	100%	ok
Price/Cash Flow	13.5	7.6	57%	50%	100%	ok
Dividend Yield	2.0	2.2	108%	75%	200%	ok
C1. Currency or cross-currency position <= value of hedged securities						ok
No executed forward w/o a corresponding securities position.						ok
C2. Max forward w/ counterparty <= 30% of total mv of account						ok
Forwards executed with Custodian <= 100% of the total mv of account, given credit check						ok
F2. Brokerage commissions not to exceed $0.05/share for U.S. equities						ok
F3. Annual turnover		49%		30%	40%	check
The portfolio is in compliance with all other aspects of the Portfolio Guidelines					☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

F3. Annual Turnover: Turnover will vary throughout market cycles based on the level of volatility in markets and the changing nature of the value opportunity.

Total Firm Assets Under Management ($m) as of: Qtr 3 $668,959

Organizational/Personnel Changes

Investment decisions for Global Strategic Value are made by the Chief Investment Officer and Director of Research. For the month of December 2023 there were no personnel changes for the GSV portfolio.

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m): $	-
Lost:	Number of Accounts:	1	Total Market Value ($m): $	(201.0)
	Reason(s):	One account closed due to restructured asset allocation.		

BLS Capital
Global Equity: MSCI ACWI Benchmark

For the month of: **December** **2023**

Manager Performance Calculations					** Annualized returns*
	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
BLS	5.44%	8.77%	12.54%	7.98%	13.82%
MSCI ACWI	4.80%	11.03%	22.20%	5.75%	11.72%

Performance Attribution & Strategy Comments

In December, the largest relative contributors to performance were Intercontinental Hotels Group (17.2 pct. return in US dollars), Boozt (19.7 pct.), and Estée Lauder (14.5 pct). Automatic Data Processing (1.9 pct.), Nike (-1.2 pct.), and Yum China (-1.7 pct.) were the largest relative detractors.

2023 was a 'model year' for our portfolio's average operational performance. In aggregate, our companies grew earnings per share by 11 percent on average, in line with 5 and 10-year averages.

The prices of financial assets continued to appreciate during December, with the MSCI AC World Index increasing by 5 percent, on the back of a very strong return of 9 percent in November. While big tech continued to outpace the MSCI AC World Index, price increases were broad-based, with positive returns across all sectors and nearly all geographies, except China with MSCI China returning -3 percent in US dollars.

The most crowded trades in December continued to be long big tech and short Chinese equities. Most companies with exposure to China are disregarded despite solid underlying operational performance. We remain pleased with the operational performance of our China-exposed companies and see strong valuation support for our most China-exposed holdings, Yum China and Budweiser APAC, which are both valued at free cash flow yields of 6-7. Hence, we added further to our China exposed holdings.

Starbucks saw weak share price development as the company pointed to slower consumer sentiment in the US as well as a continued choppy recovery in China, which we see as short-term issues.

Nike reported quarterly results with revenue growth of 1 percent and strong margin progression aided by solid full-price sales with a clean inventory. Revenue growth was negatively impacted by purposely limiting participation in markets with high promotional activity to protect the brand value and price discipline. Nike grew revenues by 8 percent in China, increasing margins excluding currency headwinds and strengthening its lead on brand power and market share in the country.

AutoZone delivered a solid first quarter of fiscal 2024, with 3 percent same-store-sales growth driven by strong double-digit international growth, and both gross and operating margin expansion resulting in 19 percent earnings per share growth. AutoZone opened 25 net new stores during the quarter and accelerated its share repurchases, buying back 3 percent of its own shares. The quarter was the last with Bill Rhodes as CEO as he transitions into his new role as Executive Chairman. We are pleased that the new CEO, Phil Daniele, has been with the company for 30 years, ensuring continuity.

Our companies have vast, unique datasets that make them solid beneficiaries of the advancements within generative artificial intelligence (AI). One example of this is Moody's, which showcased its newly launched AI Research Assistant – an AI-powered chatbot – in December.

In December, we reduced our holdings in Moody's and IHG following meaningful share price appreciation. We reallocated the proceeds to increase our holdings in DSV, Starbucks, and Yum China.

Manager Style Summary

BLS is a "bottom-up" manager, whose process is driven by individual security selection. They invest in quality companies which have the best possibility of creating sustainable value and generating attractive risk adjusted returns to investors in the long term. Country and sector exposures are by-products of the security selection process and are unconstrained by index weights. The portfolio consists of roughly 25-30 securities at a time. It is a concentrated global equity portfolio, and as such, may experience more volatility relative to the market.

BLS Capital

Global Equity: MSCI ACWI Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	BLS	Min	Max	Compliance
B3. No more than 10% of the account shall be invested in any one security @ purchase				Yes
B4. No more than 2 companies headquartered in Denmark				Yes
B5. Number of issues	25	25	30	ok
B6. Normal Regional Exposures (* benchmark -/+ min/max):				
North America	49%	35%	50%	ok
Japan	0%	0%	0%	ok
Europe ex UK	28%	15%	35%	ok
UK	18%	5%	13%	check
Pacific ex Japan	0%	0%	0%	ok
Emerging Markets	6%	10%	30%	check
Non-Index Countries	0%	0%	0%	ok
Total	100%			
B7. Normal Global Portfolio Characteristics				
Capitalization (45%-75%)	121	45	75	check
Price/Book Value	8.6	5	9	ok
Price/Earnings (current)	22.0	17	23	ok
Price/Cash Flow (current)	19.3	19	24	ok
Dividend Yield	2.4%	1.8%	2.8%	ok
ROE	49%	31%	37%	check
ROIC	43%	42%	50%	ok
FCF Yield	5.2%	3.8%		ok
F2. Brokerage commissions not to exceed $0.03/share for U.S. equities				Yes
F3. Annual turnover	42%		40%	check
The portfolio is in compliance with all other aspects of the Portfolio Guidelines			☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B6. Regional Exposures: We have seen more attractive risk-adjusted return potential in our UK and US companies as opposed to Emerging Markets holdings.

B7. Capitalization: We continue to see attractive risk-adjusted returns in higher market cap names, as well as RoE.

F3. Annual Turnover: The market has provided more price/value disconnections than usual, and we have taken advantage of these opportunities.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 8,517

Organizational/Personnel Changes

There were no changes to the investment team in December 2023.

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m):	$	-
Lost:	Number of Accounts:	0	Total Market Value ($m):	$	-
	Reason(s):				

Brandes Investment Partners, L.P.

Global Equity: Russell 3000 Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Brandes	5.88%	11.61%	22.46%	12.81%	12.01%
Russell 3000	5.30%	12.07%	25.96%	8.54%	15.15%

Performance Attribution & Strategy Comments

Global equities continued their strong performance in December. Markets remained buoyed by signs that the rate of inflation is slowing, leading to hopes for an end to the current cycle of tightening and looking out to potential easing early next year. Gains were broad based and led by cyclicals, and while Value tended to lag Growth generally the portfolio still finished just ahead of the broader index. The largest contributors to relative performance were the portfolio's overweight allocation to Financials, with strong sock selection a positive as US-based bank holdings rose. While the portfolio is underweight Technology, which has been a drag on relative performance YTD, select holdings in December added to performance. The largest relative detractors on a sector basis were Energy companies, which pulled back following geopolitical concerns, as well as continued declines in select Health Care holdings. The largest positive factor on a country basis was the U.S., where financial companies saw good gains. There were no major country detractors but some Asian holdings weighed on overall performance.

As of 12/31/23, the largest absolute country weightings were in the U.S. - although the portfolio is significantly underweight relative to the index - the United Kingdom and France; the largest sector weightings were Financials, Health Care and Information Technology. During the month the Global Investment Committee had no new buys or full sells but pared a position in Mexican REIT Fibra Uno to redeploy the funds into existing holdings with larger margins of safety.

In the face of a challenging year for value compared to growth (MSCI World Value vs. MSCI World Growth), we maintain an optimistic outlook for 2024 and beyond. Following the performance of the growth index, primarily fueled by a handful of tech-related names, value stocks now trade in the least expensive quintile relative to growth since the inception of the style indices. This is evident across various valuation measures, including price/earnings, price/cash flow, and enterprise value/sales. Historically, such valuation divergences often signaled attractive subsequent returns for value stocks. Importantly, our strategy, guided by our value philosophy and process, has had the tendency to outperform the value index when it outperformed the benchmark. Going forward, we remain optimistic about the long-term prospects of our holdings.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 23,597

Organizational/Personnel Changes

None

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m):	$	-
Lost:	Number of Accounts:	0	Total Market Value ($m):	$	-
	Reason(s): N/A				

Manager Style Summary

Brandes is a classic "bottom-up" manager, focusing primarily on individual security selection (while country allocation is a secondary consideration), with a "value" bias, purchasing stocks primarily on the perceived undervaluation of their existing assets or current earnings. Consequently, the securities in the portfolio will tend to have a higher dividend yield and lower P/E and P/Book ratios compared to the market. Brandes' classic Graham and Dodd value investment style combined with the relatively low number of stocks in the portfolio results in large gains or losses on the portfolio. What has been encouraging is that Brandes has turned in good returns when the markets generally have rewarded growth, rather than value, styles.

Brandes Investment Partners, L.P.

Global Equity: Russell 3000 Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Index	Brandes	Calc	Min	Max	Compliance
B3. Security position <= 5% of the account @ purchase						ok
B4. Number of issues		67		40	70	ok
B5. Normal Country Exposures:						
United States & Canada		44%		30%	100%	ok
Americas ex U.S.		5%		0%	40%	ok
United Kingdom		16%		0%	25%	ok
Europe ex U.K.		22%		0%	50%	ok
Japan		0%		0%	45%	ok
Pacific ex Japan		11%		0%	40%	ok
Non-Index Countries		0%		0%	20%	ok
Cash & Hedges		2%				
Total		100%				
B6. Normal International Portfolio Characteristics (FTSE All World ex U.S. "Large")						
Capitalization	$89,363	$86,705	97%	30%	125%	ok
Price/Book Value	1.7	1.3	74%	50%	100%	ok
Price/Earnings	14.8	8.9	60%	50%	100%	ok
Price/Cash Flow	9.5	7.3	78%	50%	100%	ok
Dividend Yield	3.0	3.4	112%	90%	150%	ok
B7. Normal U.S. Portfolio Characteristics (Russell 3000)						
Capitalization	$564,659	$141,249	25%	30%	125%	check
Price/Book Value	4.1	1.6	39%	50%	100%	check
Price/Earnings	22.8	13.2	58%	50%	100%	ok
Price/Cash Flow	15.3	9.3	61%	50%	100%	ok
Dividend Yield	1.4	2.2	151%	90%	150%	check
C1. Currency or cross-currency position <= value of hedged securities						ok
No executed forward w/o a corresponding securities position.						ok
C2. Max forward w/ counterpart <= 30% of total mv of account						ok
F2. Brokerage commissions not to exceed $0.05/share or 50% of principal (non-U.S.)						ok
F2. Annual turnover		15%			100%	ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines					☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B7. Capitalization:	Current US mkt historically wide spread btw Value/Growth causing all portf characteristics to skew even more "value" than our typical range.
B7. Price/Book Value:	Current US mkt historically wide spread btw Value/Growth causing all portf characteristics to skew even more "value" than our typical range.
B7. Dividend Yield:	Current US mkt historically wide spread btw Value/Growth causing all portf characteristics to skew even more "value" than our typical range.

Clearwater Advisors, LLC

Core Fixed: BB Aggregate Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Clearwater Agg	4.04%	7.06%	6.35%	-3.09%	1.41%
BB Aggregate	3.83%	6.82%	5.53%	-3.31%	1.10%

Performance Attribution & Strategy Comments

Long interest rates continued falling in December by about 40 basis points, adding to the big drop in November. During the last 2 months of the year, rates fell by more than 1 percentage point. This was enough to give the US Aggregate Investment Grade Bond index positive returns for 2023 which was not looking very likely as recently as October.

Also in continuation from November, credit spreads fell by about 6 basis points in December. Much of this move in rates and spreads is being attributed to the idea that the Federal Reserve will begin cutting rates next year. Rate cuts are far from certain at this point, as the Fed has often repeated, so the market might be getting ahead of itself.

The Clearwater portfolio outperformed the index in November by 21 basis points. Utilities and Industrials were the top performing sectors and we have slight overweights in both. Treasuries and Agencies were among the worst performers and we have underweighted those two categories.

Manager Style Summary

Clearwater manages a core Aggregate portfolio which is not expected to deviate significantly from the benchmark, although issuer concentration is expected to be much larger. They seek to add value through sector allocation and security selection rather than duration bets. Prior to January 2014, Clearwater managed a TBA mortgage portfolio. The historical returns through December 2013 reflects the performance of the TBA portfolio while performance beginning January 2014 reflects the Aggregate portfolio.

Clearwater Advisors, LLC

Core Fixed: BB Aggregate Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Clearwater	BB Agg	Min	Max	Compliance
A1. The account shall consist of dollar denominated fixed income securities					ok
B2. Duration:	6.1	6.1	5.6	6.6	ok
B3. Sector Diversification:					
Treasuries	27%	41%	26%	56%	ok
Agencies	2%	2%	-13%	17%	ok
Supra/Sovereign	3%	3%	-7%	13%	ok
Corporates	35%	25%	5%	45%	ok
Industrial	15%	15%	0%	30%	ok
Financial	16%	8%	-7%	23%	ok
Utility	4%	2%	-8%	12%	ok
MBS	29%	27%	12%	42%	ok
ABS	1%	1%	-5%	6%	ok
CMBS	4%	2%	-3%	7%	ok
B4. Issuer Concentration: <=5% all corporate issuers				5%	ok
B5. Number of positions	118		100	200	ok
B6. Non-Investment Grade alloc	0%			10%	ok
B7. Out of index sector alloc	0%			10%	ok
B7. TIPS allocation	1%			20%	ok
E2. Annual Turnover (ex TBA rolls)	55%		80%	120%	check
The portfolio is in compliance with all other aspects of the Portfolio Guidelines				☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

Annual Turnover (ex TBA rolls)	Portfolio turnover has been below expectations. We don't expect it to shift materially higher in the near-term.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 3,812

Organizational/Personnel Changes

none

Account Turnover

Gained:	Number of Accounts:	1	Total Mkt Value ($m):	$	3.9
Lost:	Number of Accounts:	0	Total Mkt Value ($m):	$	-

Reason(s) for loss:

Clearwater Advisors - PERSI STIF

Cash: Merrill Lynch 0-3 Month Treasury Bill Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Clearwater - PERSI STIF	0.49%	1.43%	5.10%	2.27%	2.01%
ML 0-3 Month T-bill	0.47%	1.37%	5.10%	2.20%	1.87%

Performance Attribution & Strategy Comments

Downward pressure on yields and tighter spreads continued in December. Inflation came in at 3.1%, down just slightly from 3.2%, during the month. While inflation didn't improve materially, it meeting the consensus estimate appeased markets. Furthermore, November payrolls and other employment data surprised to the upside despite other evidence of cooling. In the December meeting, the Fed voted to pause rates for a third consecutive time. However, markets reacted more to surprisingly dovish comments from Chairman Powell and the Fed's updated dot plot, which added one additional expected rate cut in 2024. In contrast, markets are pricing around six rate cuts in 2024.

The U.S. Treasury curve moderately bull flattened in December with 2 and 30-year yields falling 43 and 47 basis points, respectively. Yields on the very short end of the curve also fell, but less pronounced moves, as the Fed paused again. The 3, 6, and 12-month yield declined 5, 15, and 35 basis points, respectively. Despite the Fed pausing, SOFR rose moderately on technical factors. Investment grade corporate bond spreads tightened 7 basis points as volatility dipped and markets increasingly embraced a soft landing possibility.

Portfolio Guideline Compliance

Portfolio Guideline:	Clearwater	Min	Max	Compliance
B2a. Sector Allocations:	100%			
Treasuries	**25%**	0%	100%	ok
Agencies	**1%**	0%	100%	ok
Corporates	**35%**	0%	100%	ok
Mortgage Backed Securities (MBSs)	**0%**	0%	60%	ok
Asset Backed Securities (ABSs)	**1%**	0%	40%	ok
Cash	**16%**	0%	100%	ok
Commercial Paper	**22%**	0%	100%	ok
B2b. Quality: Securities must be rated investment grade by S&P or Moody's at time of purchase				ok
B2c. Effective Duration <=18 months	**4**		18	ok
B2d. Number of securities	**49**	10	50	ok
B3a. Allocation of corporate securities to one issu	**3%**		5%	ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines			☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

There were no deviations.

Manager Style Summary

The enhanced cash portfolio was created with the expectation that the portfolio will generate returns similar to, or in slight excess of, the Mellon Short-Term Investment Fund (STIF), while providing PERSI with an increased level of transparency into the cash portfolio.

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D.B. Fitzpatrick & Co., Inc. - Idaho Commercial Mortgages

Domestic Fixed: BB Mortgage Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Idaho Commercial Mortgages	2.96%	5.37%	6.42%	-1.40%	2.80%
BB Mortgage	4.31%	7.48%	5.05%	-2.86%	0.25%

Portfolio Summary

Market Value: $ 843,021,507

Originations/Payoffs		
Month:	$	5,831,570
YTD:	$	55,460,605
Payoffs:	$	1,130,583

Delinquencies/REOs		$ Amt	% of Portfolio
30 days	$	-	0.00%
60 days	$	-	0.00%
90 days	$	-	0.00%
120+ days	$	-	0.00%
REOs	$	-	0.00%

Performance Attribution & Strategy Comments

The Idaho Commercial Mortgage portfolio returned 2.96% in December, underperforming the Bloomberg U.S. Mortgage-Backed Securities (MBS) Index by 135 basis points. This short-term underperformance is primarily attributed to agency MBS option-adjusted spreads tightening sharply during the month. The portfolio has outperformed its benchmark by 137 basis points during the last 12 months and 255 basis points (annualized) during the last five years. This outperformance over longer time periods is driven by the portfolio's low delinquency rate (currently 0.0%) and coupon advantage vis-à-vis the benchmark.

The portfolio had loan originations of $55.5m in 2023, which was lower than the average of the last several years. On the other hand, net loan production (gross loan production net of prepayments) ended the year at $49.1m, the highest figure since 2020. Payoffs and paydowns were down sharply in 2023, as borrower refinance incentive plummeted and as commercial real estate market conditions tightened. The portfolio's weighted average coupon increased from 3.85% to 3.98% at year-end.

Looking ahead to 2024, we expect our loan production figures to climb further from what we experienced in 2023. Alternative lenders remain constrained (some severely so) and our traditional conservative underwriting standards are back en vogue. There are many commercial real estate investors with debt maturing in the near term. We also expect purchase and sale activity in the local commercial real estate market to pick up in 2024 as both buyers and sellers further acclimate to today's higher rate environment. This may provide a further boost to our loan production numbers, as investors look for fresh financing.

As we have written in previous commentaries, we view the current stress that exists in the commercial real estate market as fundamentally positive for the Idaho Commercial Mortgage Program. Consistent with that, we see no significant signs of stress with any of our loans.

Manager Style Summary

The Idaho Commercial Mortgage portfolio is managed by DBF and consists of directly owned Idaho commercial mortgages. DBF oversees the origination process, the monitoring of the portfolio, and services 50% of the portfolio.

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D.B. Fitzpatrick & Co., Inc. - MBS Portfolio

Domestic Fixed: Bloomberg Barclays Mortgage Benchmark

For the month of: December 2023

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
DBF MBS	4.32%	7.63%	5.16%	-2.89%	0.17%
BC Mortgage	4.31%	7.48%	5.05%	-2.86%	0.25%

Portfolio Attributes

Characteristics	DBF	BC Mtg
Market Value ($ m)	$151.60	N/A
Weighted Average *Effective* Duration (in years)	5.9	5.9
Weighted Average Yield (in %)	4.7%	4.7%
Weighted Average Coupon (in %)	3.1%	3.1%

Performance Attribution & Strategy Comments

Interest rates fell during the fourth quarter, as lower inflation and weakening economic data convinced many investors that U.S. Federal Reserve (Fed) policymakers will soon begin cutting rates. All but extremely short-term Treasury yields fell, with large moves occurring in all tenors of two years and higher. The yield of a two-year Treasury note fell 80 basis points during the quarter to 4.25%, for example, while the yield of a 10-year note was down 69 basis points to 3.88%.

Both agency mortgage-backed security (MBS) and investment-grade corporate option-adjusted spreads (OAS) fell in November and December. Corporate bonds were aided by many investors' belief that Fed policymakers will achieve their goal of a "soft landing" (a slowdown of growth without the onset of a full-blown recession) for the U.S. economy, while MBS were helped by lessened rate volatility and improved bank demand. MBS option-adjusted spreads today are close to their average of the last five years, while investment grade corporate bond spreads are below their average and appear tight given macroeconomic conditions.

After the big fall of interest rates during November and December, it wouldn't surprise us if Treasury yields retrace their steps and drift higher in the near-term. With inflation breakeven rates still above 2.0% and the U.S. labor market continuing to show considerable strength, bond investors may have gotten a bit too aggressive in their forecast of multiple fed funds rate cuts occurring in 2024 (the market is currently predicting five to six 25 basis point cuts to the fed funds rate by the end of the year). Looking past the very short term and toward the longer-term outlook for bonds, however, we believe that interest rates are likely to eventually fall further as the disinflation process continues.

The PERSI MBS portfolio has outperformed its benchmark by 15 basis points during the last three months and 11 basis points during the last year. The portfolio had a yield-to-maturity of 4.7% at the end of December.

Manager Style Summary

DBF's MBS (Mortgage Backed Security) portfolio is a "core" holding which attempts to generally track the returns of the Barclays Capital Mortgage Index. Excess returns are added through security selection and interest rate bets, although such bets are expected to be limited and relatively low-risk. DBF also manages the Idaho Mortgage Program in conjunction with this portfolio -- the MBS portfolio serves as a "cash reserve" of sorts, to fund mortgages managed through the Idaho Mortgage Program. Consequently, we expect this portfolio to hold traditional MBS instruments and to maintain a reasonably healthy status, with no significant bets which could go significantly awry.

D.B. Fitzpatrick & Co., Inc. - MBS Portfolio
Domestic Fixed: Bloomberg Barclays Mortgage Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:		DBF	Min	Max	Compliance
B2. Minimum portfolio size		$152	$50		ok
B2a. Security Type:					
MORTGAGE RELATED		100%	80%	100%	ok
Generic MBSs		100%	75%	100%	ok
GNMAs		7%			
FNMAs		57%			
FHLMCs		36%			
CMOs		0%	0%	25%	ok
NON-MORTGAGE RELATED		0%	0%	20%	ok
Treasuries		0%	0%	20%	ok
Agencies		0%	0%	20%	ok
Cash		0%	0%	10%	ok
Attributes:	BB Mtg				
Duration	5.9	5.9	3.9	7.9	ok
Coupon	3.1%	3.1%	2.1%	4.1%	ok
Quality	AAA	AAA	AAA		ok
B3. Individual security excl Treasuries as a % of portfolio			0%	5%	ok
B4. Number of securities		85	25	50	check
E2. Annual Turnover		14%	0%	25%	ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines				☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B4. Number of Securities: Number of securities is greater than 50 due to cash flow activity from the commercial mortgage portfolio.

Total Firm Assets Under Management ($m) as of:	Qtr 4	$	1,319

Organizational/Personnel Changes

There were no organizational or personnel changes in December.

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m):	$	-
Lost:	Number of Accounts:	0	Total Market Value ($m):	$	-
	Reason(s):	N/A			

Donald Smith & Co., Inc.

Domestic Equity: Russell 3000 Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

* Annualized returns

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Donald Smith & Co.	10.77%	22.41%	44.49%	28.58%	21.52%
Russell 3000	5.30%	12.07%	25.96%	8.54%	15.16%

Portfolio Attributes

Characteristics	DSCO	RU 3000
Mkt Value ($m)	1030.62	N/A
Wtd Cap ($b)	13.79	630.19
P/E	8.12	22.53
Beta	1.04	N/A
Yield (%)	2.00	1.44
Earnings Growth		

Sector Analysis

Over-weight	DSCO	RU 3000
Financials	33.77%	10.87%
Materials	19.24%	1.99%
Industrials	19.65%	13.07%

Under-weight	DSCO	RU 3000
Info Technology	0.96%	30.89%
Health Care	0.00%	12.06%
Cons. Staples	0.00%	4.75%

Performance Attribution & Strategy Comments

The account's rise of +10.8% was ahead of all three indices (Russell 3000 Value +5.9%; Russell 3000 +5.3%; S&P 500 +4.5%). For the year, the account has risen +44.5%, significantly ahead of all three indices (Russell 3000 Value +11.7%; Russell 3000 +26.0%; S&P 500 +26.3%). Markets continued their rally primarily on hopes of interest rate cuts in the new year. Most stocks in the portfolio rose. The biggest contributors continued to be the homebuilders (M/I Homes +30.6%; Beazer Homes +28.4%; Taylor Morrison +18.3%) as mortgage rates continued to retreat with treasury yields falling. Steel holdings (US Steel +35.5%; Algoma Steel +19.1%) also surged. In particular, US Steel made a mid-month announcement that it had come to an agreement with the Japanese steel producer Nippon Steel to be acquired. The cash offer of $55 per share was at a significant premium to the previous closing stock price as well as our average cost. Both aircraft leasing and airlines were also strong. AerCap (+8.9%) was lifted higher by the announcement that the board had approved a $250 mm stock buyback program. Jetblue (+25.6%) indicated that it expects a smaller loss for the year due to strong travel demand for the holidays. The furniture maker Hooker (+45.9%) also rose as the company cited rising orders and strong margins. Financial holdings including banks, insurance, and specialty finance were all collectively strong. Despite gold prices ticking up, most of the gold miner stocks declined (Equinox -10.8%; Centerra -2.8%; Eldorado -1.2%; IAMGOLD -0.4%). We added to Unum and reduced M/I Homes. Goldman Sachs is no longer held in the portfolio. Golar LNG (cost=$23.01) is a new purchase, a provider of floating LNG solutions, converting natural gas into LNG for overseas transport. The stock currently ascribes very little value to a floating production facility off the coast of Cameroon which will likely be re-contracted after the contract expires in 2026. Insurance, building / real estate, financials, precious metals, airlines / aircraft leasing, industrials, and shipping were the largest industry weightings. The portfolio still trades at 88% of tangible book value and 6.8x 2-4 year normalized EPS.

Manager Style Summary

Donald Smith & Co manages an all-cap portfolio, employing a bottom-up, deep value investment strategy. They invest in stocks with low P/B ratios and which are undervalued given their long-term earnings potential. Consequently, the portfolio will consist of securities wtih higher dividend yield and lower P/B and P/E ratios relative to the market. This is a concentrated portfolio, consisting of approximately 15-35 issues, and as a result, may experience more volatility than the market.

Donald Smith & Co., Inc.
Domestic Equity: Russell 3000 Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	DSCO	RU 3000	Calc	Min	Max	Compliance
B2. Security Market Cap (in $m) > $100 m @ purchase						ok
B3. Security Positions <= 15% @ purchase						ok
B4. Number of issues	36			15	35	check
B5. Portfolio Characteristics						
P/B	0.88	4.06	22%	30%	100%	check
P/E (1 Year Forward)	8.12	22.53	36%	50%	100%	check
Dividend Yield	2.00	1.44	139%	50%	150%	ok
F2. Commissions not to exceed $0.05/share; explanation required for commissions >$0.07/share						ok
F3. Annual Turnover	18%			20%	40%	check
The portfolio is in compliance with all other aspects of the Portfolio Guidelines					☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B5. P/B:	Our primary approach is to buy low P/B stocks selling at discounts to tangible book value.
B5. P/E (1 Yr Forward):	We focus on normalized EPS looking out 2-4 years. On this basis, we are significantly below the market.
B4. Number of Issues:	We manage a concentrated portfolio of stocks, and the number of holdings will mostly fall within this range with some exceptions.
F3. Annual Turnover:	As we are long-term investors, our turnovers are always on the lower end.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 4,034

Organizational/Personnel Changes

N/A

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m):	$ -
Lost:	Number of Accounts:	0	Total Market Value ($m):	$ -
	Reason(s):	N/A		

Fiera Capital

Global Equity: MSCI World Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Fiera	4.19%	10.54%	19.93%	7.57%	15.17%
MSCI World	4.91%	11.42%	23.79%	7.29%	12.85%

Performance Attribution & Strategy Comments

Financial markets ended 2023 on a high note, with the prospect for a soft economic landing and a dovish monetary policy pivot sparking a profound rally across both stock and bond markets. Notably, the Federal Reserve provided its strongest signal yet that it has ended its tightening campaign and pointed towards a pivot towards easing in 2024. Moreover, data showing the Federal Reserve's preferred inflation metrics barely rose in November endorsed the growing narrative that central bankers have successfully broken the back of inflation and will aggressively ease monetary policy this year. For 2023 as a whole, public markets churned out one of their best performances in 25 years, with a majority of the gains occurring in the last few months of the year after the market narrative shifted towards optimism about the likelihood of a soft landing.

For the month of December, the Global Equity strategy was up on an absolute basis but underperformed relative to the MSCI World Index. Our underperformance was driven mostly by our security selection within the Information Technology and Health Care sectors. Partially offsetting these negatives was our lack of exposure to the Energy sector, and our security selection within the Industrials and Materials sectors.

From an individual name perspective, some of the top contributors were InterContinental Hotels Group PLC and Sherwin-Williams Company, while top detractors were Oracle Corporation and UnitedHealth Group Inc.

In terms of sectors, we remain overweight in Consumer Discretionary. We remain under weight in Information Technology and maintain our lack of exposure in Energy, Real Estate and Utilities due to our perception that many firms in these sectors lack competitive pricing power.

Manager Style Summary

Fiera is a "bottom-up" manager, whose process is driven by individual security selection. They invest in quality companies and seek to consistently compound shareholder wealth at attractive rates of return over the long term while preserving capital. Country and sector exposures are by-products of the security selection process. The portfolio consists of roughly 30-50 securities at a time. It is a concentrated global equity portfolio, and as such, may experience more volatility relative to the market.

Fiera Capital
Global Equity: MSCI World Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Index	Fiera	Calc	Min	Max	Compliance
B3. No more than 10% of the account shall be invested in any one security @ purchase						Yes
B4. Number of issues		32		30	50	ok
B5. Issuer market capitalization: above $1 billion @ purchase						Yes
B6. Normal Regional Exposures (* benchmark -/+ min/max):						
North America		69%		30%	80%	ok
Japan		3%		0%	30%	ok
Europe ex UK		14%		10%	50%	ok
UK		8%		0%	50%	ok
Pacific ex Japan		0%		0%	30%	ok
Emerging Markets		7%		0%	20%	ok
Non-Index Countries		0%		0%	20%	ok
Total		100%				
B7. Normal Global Portfolio Characteristics						
ROE	12.7	28.2	222%	100%		ok
ROIC	11.1	28.2	254%	100%		ok
Price/Earnings	22.4	28.9	129%	50%		ok
Price/Book Value	3.0	7.4	250%	50%		ok
Price/Cash Flow	14.2	21.4	151%	50%		ok
Dividend Yield	2.1	1.4	65%	25%		ok
Market Capitalization	514,721	496,967	97%	25%		ok
C2. Max value of forwards w/single counterpar		0%			30%	ok
C3. Cash/cash equiv in non-USD currencies		0%			10%	ok
F2. Brokerage commissions not to exceed $0.05/share for U.S. equities						Yes
F3. Annual turnover		10%		10%	20%	ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines					☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

There were no deviations.

Total Firm Assets Under Management ($m) as of: Qtr 2 $ 24,828

Organizational/Personnel Changes

N/A

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m):	$ -
Lost:	Number of Accounts:	0	Total Market Value ($m):	$ -
	Reason(s):			

Income Research & Management (IR+M)

Core Fixed: BB Gov/Credit Bond Index

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
IR+M	3.75%	6.60%	6.43%	-3.11%	2.09%
BB Gov/Credit	3.68%	6.63%	5.72%	-3.54%	1.41%

Performance Attribution & Strategy Comments

The PERSI portfolio outperformed with the Bloomberg G/C Index, returning 3.75% vs. 3.68%. Security selection aided relative performance, which was offset by asset allocation. More specifically, security selection within ABS benefitted relative returns. The portfolio's out-of-index exposure to ABS hindered performance. Risk assets continued their positive trajectory from November and posted strong returns in December as the Fed pivoted to a more dovish tone on the future path of interest rates. The rate of inflation continued to inch closer to the Fed's 2% target, with the November CPI print showing a 3.1% increase year-over-year, in line with expectations; PCE inflation, the Fed's preferred metric, rose by 2.6%, slightly lower than median survey estimates. Measures of consumer confidence and the change in non-farm payrolls exceeded investor estimates, though job openings dropped to their lowest level since March 2021. The Fed kept the federal funds target rate range at 5.25% - 5.50% at its most recent FOMC meeting; the updated dot plot indicated an estimated target rate of 4.625% at the end of 2024, implying three rate cuts in the 2024. The Treasury yield curve deepened its inversion with the 30-year rate dropping by 47bps to 4.03%, while Treasury Bill yields 4 months and shorter ended the month within 5bps of where they began the period. Investment-grade (IG) supply totaled $24 billion, over three times the historically-low amount issued in December 2022. Amid the positive market backdrop and decline in yields, January issuance is expected to be heavy; dealers are anticipating $160 billion of supply for the month, $60 billion of which is projected to come in the first week. IG corporate spreads fell by 5bps to 99bps, and yields dropped by 54bps to 5.06%. Supply in the high-yield (HY) market came in at $13 billion, nearly five times the amount issued in December of 2022. HY spreads tightened by 47bps from 370bps to 323bps, and yields dropped by 84bps to 7.59%, their lowest level since June 2022. Securitized products broadly posted positive excess returns in December, driven by lower Treasury yields; weakening consumer health began to affect areas of the ABS market, particularly subprime auto loans, as the personal savings rate fell below pre-pandemic levels. Municipal bonds outperformed Treasuries as muni/Treasury yield ratios continued to drop; the 10-year ratio dropped by 3% to 58%, its lowest level since June 2021.

Total Firm Assets Under Management ($m) as of:	Qtr 4	$	96,988

Organizational/Personnel Changes

N/A

Manager Style Summary

IR+M's investment philosophy is based on the belief that careful security selection and active portfolio risk management provide superior returns over the long term. Utilizing a disciplined, bottom-up investment approach, IR+M adds value through security selection by seeking attractive, overlooked, and inefficiently priced issues.

Income Research & Management (IR+M)
Core Fixed: BB Gov/Credit Bond Index

Portfolio Guideline Compliance

Portfolio Guideline:	IR+M	BB G/C	Min	Max	Compliance
B2. Effective Duration:	6.4	6.4	5.9	6.9	ok
B3. Sector Diversification:					
Government	40%	60%	30%	90%	ok
Treasuries	37%	58%	28%	88%	ok
Agencies	0%	1%	-4%	6%	ok
Govt Guaranteed	3%	0%	-10%	10%	ok
Credit	40%	39%	19%	59%	ok
Financial	14%	12%	-3%	27%	ok
Industrial	20%	20%	5%	35%	ok
Utility	5%	3%	-7%	13%	ok
Non-Corporate	0%	5%	-5%	15%	ok
Securitized					
RMBS	0%	0%	-10%	10%	ok
ABS	8%	0%	-10%	10%	ok
CMBS	6%	0%	-10%	10%	ok
Agency CMBS	3%	0%	-5%	5%	ok
Municipals	2%	1%	-9%	11%	ok
B4. Issuer Concentration: <=5% all corporate issuers				5%	ok
B5. Number of positions	230		100	175	check
B6. Non-Investment Grade alloc	0%			5%	ok
E2. Annual Turnover	39%		25%	75%	ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines				☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B5. Number of Positions: Due to volatility, we positioned the portfolio to take advantage of attractive opportunities.

Account Turnover

Gained:	Number of Accounts:	0	Total Mkt Value ($m):	$	-
Lost:	Number of Accounts:	0	Total Mkt Value ($m):	$	-

Reason(s) for loss: IR+M did not gain or lose any accounts in the G/C Strategy this month.

Longview Partners

Global Equity: MSCI ACWI Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Longview	3.85%	11.03%	19.90%	9.73%	11.18%
MSCI ACWI	4.80%	11.03%	22.20%	5.75%	11.72%

Performance Attribution & Strategy Comments

Among the most significant contributors to relative performance were Booking Holdings, American Express and Heineken. All three outperformed despite little company-specific news.

Some of the largest detractors from relative performance were Aon, Oracle and UnitedHealth. Aon underperformed in the second half of the month, initially along with other insurance brokers and then following the announcement that it will be acquiring middle-market insurance broker NFP for $13.4bn. Whilst strategically sound the deal was viewed as expensive by some. Oracle shares fell after the company released second quarter earnings that were received negatively by the market, with total revenue growth missing consensus estimates and lagging other big players in the cloud space. Cloud infrastructure revenues, however, rose by 52% year on year supported by strong demand for chips used in generative AI, with Oracle highlighting continuing strong demand for their services. UnitedHealth underperformed following its investor day held at the end of November where it guided to a slightly higher than expected medical loss ratio but maintained its long-term growth expectations. The company also announced towards the end of the month that it will sell its Brazilian operations at a significant loss.

Manager Style Summary

Longview is a "bottom-up" manager, whose process is driven by individual security selection. Country allocations are a by-product of the stock selection process, which drives the portfolio country over and under weights, and is unconstrained by the index weights. The portfolio holds 30-35 securities at a time, and stocks are equally weighted. It is a concentrated global equity portfolio, and as such, may experience more volatility relative to the market.

Longview Partners

Global Equity: MSCI ACWI Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Longview	Min	Max	Compliance
B3. Security position <= 5% of the account @ purchase				Yes
B4. Number of issues	30.0	30	35	ok
B5. Normal Regional Exposures (* benchmark -/+ min/max):				
United States & Canada	85%	35%	80%	check
Europe incl U.K.	15%	20%	50%	check
Japan	0%	0%	20%	ok
Emerging Markets	0%	0%	15%	ok
Non-Index Countries	0%	0%	10%	ok
Total	100%			
B6. Normal Global Portfolio Characteristics				
Median Mkt Cap (in billions)	79,729	$10		ok
Price/Earnings (Trailing)	22.6	10	17	check
Dividend Yield	2%	0.5%	2.0%	ok
Price/Cash Flow (Trailing)	14.2	10	14	check
C1. No executed forward w/o a corresponding securities position.				Yes
C2. Foreign Currency (cash or cash equiv) <= 8% of Account value				Yes
F2. Brokerage commissions not to exceed $0.06/share for U.S. equities				Yes
F3. Annual turnover	18%	25%	50%	check
The portfolio is in compliance with all other aspects of the Portfolio Guidelines			☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B5. Regional Exposures:	The output of our investment process is a concentrated, yet diversified, portfolio of typically 35 names, unconstrained by geography or sector.
B6. Price/Earnings:	Price/Earnings is not targeted and stands at 22.55 in December.
B6. Price/Cash Flow:	Price/Cash Flow is not targeted and stands at 14.25 in December.
F3. Annual Turnover:	We do not target a specific level of turnover. Annual turnover is calculated on a rolling 12 month period and includes client flows.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 17,807

Organizational/Personnel Changes

Longview Partners LLP awarded partnership to Matthew Tunna, Research Analyst, effective from 1st January 2024. Having joined Longview in 2020 as a Research Trainee, Khalid Bekhtaoui was promoted to Research Analyst, also effective from 1st January 2024.

Account Turnover

Gained:	Number of Accounts:	1	($m):	$ 212.7
Lost:	Number of Accounts:	0	($m):	$ -
	Reason(s):			

Mondrian Investment Partners

International Equity: MSCI EAFE Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Mondrian	4.64%	9.39%	21.68%	7.04%	7.24%
MSCI EAFE	5.31%	10.42%	18.24%	4.02%	8.16%

Country Allocation Comparison

Over-weight	Mondrian	EAFE	Under-weight	Mondrian	EAFE
UK	23.16%	14.74%	Switzerland	3.74%	9.98%
Japan	27.14%	22.45%	Australia	1.57%	7.62%
Italy	7.07%	2.63%	France	8.97%	12.05%

Performance Attribution & Strategy Comments

The portfolio delivered strong absolute returns in the fourth quarter, though consistent with our investment approach, it lagged in a very robust market. The portfolio appreciated significantly in 2023, outperforming the benchmark in a strong year for equity markets by exhibiting solid downside protection in the third quarter. Relative returns in the quarter were held back by stock selection in France where Kering, the luxury goods company, was weak on worries over the demand outlook for global luxury goods and the ongoing turnaround at Gucci. The portfolio's underweight exposures to the strong Australian and Swedish equity markets and the Swiss franc also held back relative returns. This was partially offset by strong returns from domestic UK consumer stocks and Fujitsu, the Japanese IT services provider which rose on strong operational results in their core domestic IT services business..

Manager Style Summary

Mondrian (formerly Delaware International) employs a top-down/bottom-up approach, with focus on security selection. The firm identifies attractive investments based on their fundamental, long-term flow of income. Dividend yield and future growth prospects are critical to the decision making process. The portfolio is expected to be fairly concentrated (40-60 securities), with a value bias. As such, we can expect the portfolio characteristics to exhibit low P/B, low P/E and high dividend yield ratios relative to the market.

Mondrian Investment Partners

International Equity: MSCI EAFE Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Index	Mondrian	Calc	Min	Max	Compliance
B3. Security position <= 5% of the account @ purchase						ok
B4. Number of issues		51		40	60	ok
B5. Normal Regional Exposures:						ok
United Kingdom		23%		0%	45%	ok
Europe ex U.K.		37%		0%	75%	ok
Japan		27%		0%	45%	ok
Pacific ex Japan		11%		0%	40%	ok
Non-Index Countries		1%		0%	20%	ok
Cash		1%		0%	5%	ok
Total		100%				
B6. Normal Portfolio Characteristics						
Capitalization	87,865	57,840	66%	25%	100%	ok
Price/Book Value	1.8	1.2	69%	50%	125%	ok
Price/Earnings (Trailing)	14.7	12.3	84%	50%	100%	ok
Price/Cash Flow	9.3	6.6	70%	50%	100%	ok
Dividend Yield	3.0	3.8	126%	100%	200%	ok
C1. Currency or cross-currency position <= value of hedged securities						ok
No executed forward w/o a corresponding securities position.						ok
C2. Max forward w/ counterpart <= 30% of total mv of account						ok
F2. Annual turnover		15%			40%	ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines					☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

There were no deviations.

Total Firm Assets Under Management ($m) as of: Qtr 3 $ 44,930

Organizational/Personnel Changes

No Changes.

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m)
Lost:	Number of Accounts:	0	Total Market Value ($m)
	Reason(s):		

Mountain Pacific Investment Advisers

Domestic Equity: Russell 2500 Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Mountain Pacific	6.19%	12.50%	21.09%	6.73%	13.57%
Russell 2500	10.72%	13.35%	17.42%	4.25%	11.67%

Portfolio Attributes

Characteristics	Mtn Pac	RU 2500
Mkt Value ($m)	1005.93	N/A
Wtd Cap ($b)	26.65	6.47
P/E	21.99	18.59
Beta	1.00	1.00
Yield (%)	0.94	1.67
Earnings Growt	8.37	13.82

Sector Analysis

Over-weight	Mtn Pac	RU 2500
Capital Goods	51.95%	21.60%
Materials	6.10%	3.79%

Under-weight	Mtn Pac	RU 2500
Cons. Cyclical	1.00%	15.23%
Real Estate	0.00%	7.31%
Energy	0.00%	5.09%

Performance Attribution & Strategy Comments

December saw a continuation of the prior month's risk-on attitude with market focus increasingly shifting to prospective rate cuts. Smaller-cap equities particularly benefited, as evidenced by the extra 770 bps returned by the Russell 2000 over the S&P 500. US Treasury yields fell another 30+ bps. Much of December's returns occurred around the Fed's mid-month meeting and Chairman Powell's subsequent dovish press conference, which included upbeat comments on taming inflation and, notably, a shift toward thinking about rate cuts.

The portfolio rose 6.19% in December, underperforming our benchmark, the RU 2500, by 453 bps. Over the past three months, our portfolio has underperformed the index by 85 bps.

Sector contributions were generally negative and driven largely by selection as December's market optimism penalized the portfolio's inherent quality bias. Financials, where this bias stands out, contributed about 40% of overall underperformance; industrial and health care sectors also detracted for similar reasons.

Arthur J. Gallagher, a global broker of insurance and risk management, fell 9.7% in December. While its analyst day was largely well received, a concurrent analyst downgrade of several insurance brokerage companies triggered the decline. Gallagher's 30+% YTD performance to that point likely exacerbated the retracement. The company is expected to continue to show strong organic growth coupled with margin expansion.

The outlook for common stocks remains mixed as equity valuations look increasingly extended on market expectations for significant 2024 rate cuts. Lagged monetary tightness, including ongoing QT, remains a source of risk of an overshoot in the cooling economy. The labor market remains resilient for the time being, however.

Manager Style Summary

Mountain Pacific manages a mid-to small-cap portfolio, employing a "GARP" (Growth At a Reasonable Price) investment strategy. Their portfolio holdings and characteristics will wander around the average stock in their benchmark, and they tend to favor companies which do not sell directly to the public and therefore, depend on sales to other businesses. Mountain Pacific runs a more concentrated portfolio than most, and as a result, their returns will diverge more dramatically from their benchmark, and sometimes for sustained periods.

Mountain Pacific Investment Advisers

Domestic Equity: Russell 2500 Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Mtn Pac	RU 2500	Calc	Min	Max	Compliance
B2. Security Market Cap (in $m)				$100.0	$7,500.0	ok
B3. Wtd Avg Cap	26646	6465	412%	80%	120%	check
B4. Number of issues	43			35	55	ok
B5. Security Positions <= 4% @ purchase						ok
B6a. P/E (12-mo trail)	29.00	24.25	120%	80%	120%	ok
B6b. Beta	1.00	1.00	1.00	0.80	1.20	ok
B6c. Yield	0.94	1.67	56%	80%	120%	check
B6d. Expected Earnings Growth	8.37	13.82	61%	80%	120%	check
E2. Commissions not to exceed $0.06/share						ok
E3. Annual Turnover	7%				60%	ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines					☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B3. Wtd Avg Cap: Our Wtd Avg Cap exceeds that of the benchmark due to price appreciation. The median cap of the portfolio is $11.7 BN.

B6c. Yield: Our yield is below that of the benchmark as we have been adding companies that reinvest more for growth than pay dividends.

B6d. Earnings Growth: Earnings growth estimates were recently decreased for the portfolio.

Assets Under Management ($m) as of: Qtr 4 $ 1,932

Organizational/Personnel Changes

No

Account Turnover

Gained: Number of Accounts: 0 Total Market Value ($m $ -

Lost: Number of Accounts: 0 Total Market Value ($m $ -

Reason(s): N/A

Peregrine Capital Management

Domestic Equity: Russell 1000 Growth Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Peregrine	5.63%	16.68%	44.13%	-1.17%	14.95%
Russell 1000 Growth	4.43%	14.16%	42.68%	8.86%	19.50%

Portfolio Attributes

Characteristics	Peregrine	RU 1000G
Mkt Value ($m)	1102.89	N/A
Wtd Cap ($b)	347.01	1104.51
P/E	38.27	25.47
Beta	1.07	1.00
Yield (%)	0.23	0.71
Earnings Growth	20.23	11.29

Sector Analysis

Over-weight	Peregrine	RU 1000G
Health Care	17.92%	10.20%
Financials	6.88%	2.52%
Real Estate	3.72%	0.95%

Under-weight	Peregrine	RU 1000G
Technology	37.77%	52.02%
Cons Staples	0.00%	2.68%
Telecomm	0.00%	0.65%

Performance Attribution & Strategy Comments

The Russell 1000 Growth ended the year strong, advancing 4.43% in December after a 10.9% return in November. For the full year 2023 the Russell 1000 Growth posted a very strong 42.7% return. Despite the well-known concentration in the Magnificent Seven, Peregrine's Large Cap Growth portfolio outperformed the benchmark for the month of December and the full year 2023.

Equity markets were driven in part by growing confidence in a soft landing with markets now predicting seven rate cuts in 2024. The Federal Reserve, however, provided mixed messages at best, with dovish comments followed by bearish comments, occasionally by the same member of the board. Supporting equity valuations, the US Treasury10-year yield rate fell ~50 bps during the month and ~100bps in in the final two months of the year. Unlike much of 2023, the market performance broadened in December. Only three of the Magnificent Seven outperformed the Russell 1000 Growth (Meta, NVDA, GOOG). Additionally of the four of that cohort that underperformed in December, Apple and Microsoft both missed the benchmark by 400+bps. Importantly, Apple and Microsoft represent roughly 23% of the benchmark weight.

Healthcare results were very strong led by Exact Sciences, but all five of our holdings added at least 10bps to relative performance. In Technology, Atlassian, Cloudflare and CrowdStrike all performed well in the month. BILL Holdings rebounded after a tough several months of performance related to softening macro. DraftKings underperformed in December due to some short-term concerns that we do not view as a likely ongoing issue. Adobe stock declined during December, likely due to some end of the year rebalancing by shorter term focused investors.

Manager Style Summary

Peregrine manages a large cap growth equity portfolio, utilizing a "bottom up" strategy, and focusing more on the future growth prospects of a firm rather than current earnings. We can expect the P/E and P/B ratios to be slightly higher than that of the market, stock volatility to be slightly higher than the market, and dividend yield to be lower than average. Their style encourages overweight positions in traditional growth sectors such as technology, retail, business services, and financial services. Due to the concentrated nature of the portfolio, it will tend to be more volatile than more diversified portfolios.

Peregrine Capital Management

Domestic Equity: Russell 1000 Growth Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	S&P 500	Peregrine	Calc	Min	Max	Compliance
B2. Security Market Cap > $1 billion						ok
B3. Security position <=5% @ purchase, excluding contributions						ok
B4. Number of issues		28		25	35	ok
B5. P/B	4.21	10.67	2.5	1.2	2.0	check
B5. P/E (Projected)	19.22	38.27	2.0	1.0	2.0	ok
B5. Dividend Yield	1.46	0.23	0.2	0.1	0.8	ok
B5. Beta	1.00	1.13	1.1	1.10	1.35	ok
B5. Earnings Growth (5-year)		20%		11%	22%	ok
F2. Commissions not to exceed $0.05/share						ok
F3. Annual Turnover		9%		15%	30%	check
The portfolio is in compliance with all other aspects of the Portfolio Guidelines					☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B5. P/B:

This measure typically is at a premium for faster growing companies earlier in their life-cycle than the more mature mix of companies in the S&P 500®.

The Russell 1000® Growth is at a similar premium of 11.3x. We don't expect this measure to come down to below 2x the S&P 500® in the near-term.

F3. Annual Turnover:

The annualized and TTM turnover is below normal from atypically low YTD turnover. Our normalized turnover remains approximately 20%.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 4,721

Organizational/Personnel Changes

There were no organizational or personnel changes during the month.

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m):	$ -
Lost:	Number of Accounts:	1	Total Market Value ($m):	$ 25.0

Reason(s): Investment performance - loss from Small Cap Growth

Walter Scott & Partners Limited

Global Equity: MSCI World Benchmark

For the month of: **December** **2023**

Manager Performance Calculations ** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Walter Scott	5.46%	11.77%	24.00%	6.30%	13.95%
MSCI World	4.91%	11.42%	23.79%	7.27%	12.80%

Performance Attribution & Strategy Comments

From a sector perspective, healthcare holdings were strong and contributed the most to relative return; Waters Corporation was of note. Consumer staples securities also outperformed their respective sector indices and contributed to relative performance. Financials and industrials stocks, despite being positive absolute contributors, trailed their respective sectors and were the largest relative detractors.

From a geographical viewpoint, Japanese stocks led their country index and contributed most notably on a relative basis; Shin-Etsu Chemical was a key performer.

Many equity markets have been reflecting signs of a monetary pivot by central banks, and hopes of a soft landing for the global economy. While this may continue to be supportive of equities, there are risks to this benign view. The lagged effects of inflation and higher interest rates may further impinge on consumers and businesses, and test some of the more sanguine views on global growth. Core inflation may remain sticky and expectations of imminent monetary relaxation may be premature. Elevated valuations in certain areas of the market leave little room for disappointment, either in terms of growth or monetary policy direction. Despite the current optimism over an easing of policy, a return to the days of ultra-low interest rates is unlikely and unwarranted. The cost of capital has risen and will increasingly be a differentiating factor between financially strong companies and those with weak, highly levered business models. So far, rising global political tensions have been set aside by stock markets, but they remain a potential source of volatility.

Manager Style Summary

Walter Scott is a "bottom-up" manager whose process is driven by individual security selection. They invest in companies with high rates of internal wealth generation (IRR > 20%) which translates into total return to the investor over time (real return = 7-10%). Country and sector exposures are by-products of the security selection process. This is a concentrated global equity portfolio, and as such, may experience more volatility relative to the market.

Walter Scott & Partners Limited

Global Equity: MSCI World Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	WS	Min	Max	Compliance
A2. Cash balance <= 5% of portfolio market value	1%		5%	ok
B3. No more than 5% of the account shall be invested in any one security @ purchase				Yes
B4. Number of issues	48	40	60	ok
B5. No shares of investment companies or pooled funds sponsored/managed by manager or affiliates				Yes
B6. Normal Regional Exposures (* benchmark -/+ min/max):				
North America	62%	52%	64%	ok
Japan	6%	2%	9%	ok
Europe ex UK	20%	18%	30%	ok
UK	4%	0%	12%	ok
Pacific ex Japan	3%	0%	12%	ok
Emerging Markets	3%	0%	12%	ok
Total	99%			
B7. Normal Global Portfolio Characteristics				
ROE	24%	10%	20%	check
CROCE	31%	20%	30%	check
Operating Margin	18%	15%	25%	ok
Portfolio turnover	0%	0%	20%	ok
Relative P/E	1.4	1.0	1.4	ok
Price/Book Value	7	3	5	check
Price Earnings	28	22	34	ok
Price/Cash Flow	21	13	21	check
Dividend Yield	1%	1%	3%	ok
E2. Brokerage commissions in bps	4	4	13	ok
E3. Annual turnover	8%		30%	ok
The portfolio is in compliance with all other aspects of the Portfolio Guidelines			☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

B7. ROE: Net income has grown faster than shareholder equity for the portfolio's companies in aggregate.

B7. CROCE: Net cash from operating activities has grown faster than capital employed for the portfolio's companies in aggregate.

B7. Price/Book: The price of the portfolio's holdings increased at a faster pace than the most recently reported book values of the portfolio's companies.

B7. Price/Cash Flow: The price of the portfolio's holdings increased at a faster pace than the most recently reported cash earnings of the portfolio's companies.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 82,479

Account Turnover

Gained:	Number of Accounts:	0	Total Market Value ($m):	$	-
Lost:	Number of Accounts:	0	Total Market Value ($m):	$	-
	Reason(s):				

Organizational/Personnel Changes

Humera Rafique, Risk Analyst – 1LOD, left the firm on 29 December 2023.

Western Asset Management- Core Full Discretion
Global Fixed: BB Aggregate Benchmark

For the month of: **December** **2023**

Manager Performance Calculations

** Annualized returns*

	Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Western	5.15%	9.05%	7.19%	-4.69%	1.27%
BB Aggregate	3.83%	6.82%	5.53%	-3.31%	1.10%

Performance Attribution & Strategy Comments

Performance Review: The portfolio outperformed its benchmark in December. The portfolio returned 5.15% while its benchmark, the Bloomberg Barclays U.S. Aggregate Bond Index, returned 3.83%.

Outlook Summary: During November 2023, global government bond yields plummeted, and yield curves bull-flattened. The Bloomberg U.S. Aggregate Bond Index returned 4.5% to record its best month since May 1985, recovering some losses from previous months. The decline in US Treasury (UST) yields can be explained by a convergence of ongoing disinflation, signs of a cooling labor market and balanced comments from central banks, as well as retracement from the highest yields since the global financial crisis. Optimism that major global central banks have sufficiently tightened monetary policy and the prospect of monetary easing next year lifted risk assets and tightened credit spreads.

In the US, economic data indicated a cooling labor market and moderating inflation pressures, in line with the Federal Reserve's (Fed) projections given the currently restrictive level of interest rates. Nonfarm payrolls rose 150,000, which underwhelmed compared to consensus expectations of 180,000, while the prior two months were downwardly revised. Other signs of a cooling labor market included the unemployment rate ticking higher to 3.9%, close to a two-year high, as well as average hourly earnings, which rose 4.1% year-over-year, the smallest advance since 2021. Both headline and core Consumer Price Index (CPI) data came in lower than survey expectations, rising 0.0% and 0.2% month-over-month (MoM), respectively, against consensus expectations of 0.1% and 0.3%, respectively. The Producer Price Index (PPI) also came in lower than expected, declining 0.5% MoM, the most since April 2020, versus +0.1% expected. The softer-than-expected inflation prints added to evidence of abating inflationary pressures across the economy and contributed to a decline in yields and a rally in risk assets as the market priced out additional hikes and started pricing in rate cuts during 2024.

As expected, at its November meeting the Federal Open Market Committee (FOMC) kept the fed funds target rate on hold at 5.25%–5.50%, and comments from Fed officials suggested that the bar is set quite high for any further rate hikes. Although Fed Chair Jerome Powell kept the door open to another rate hike, the Fed reinforced a message first communicated in October that higher long-term interest rates may be serving to tighten financial conditions along with the currently restrictive level for the fed funds rate. In his press conference, Powell said financial conditions have "tightened significantly in recent months driven by higher, longer-term bond yields," while the FOMC post-meeting statement mentioned that "tighter financial and credit conditions … are likely to weigh on economic activity, hiring, and inflation." Powell also downplayed the September FOMC projection that forecast another 25-bp rate hike, saying "Given how far we have come [on rates and disinflation], along with the uncertainty and risks we face, the committee is proceeding carefully." Later in the month, comments from hawkish Fed speakers confirmed market perceptions that the fed funds rate has peaked. For example, Fed Governor Christopher Waller, considered to be one of the most hawkish Fed officials, said that he is "increasingly confident that policy is currently well positioned to slow the economy and get inflation back to 2%." By the end of the month, fed fund futures contracts were pricing in around 100 bps of rate cuts during 2024.

Manager Style Summary

Western manages a customized portfolio for PERSI, which falls outside of their traditional product offerings. While the product is called, "Core Full Discretion" (one of their traditional products), Western has the flexibility to invest in global inflation-linked bonds and to take bigger bets where they see the opportunity. As such, this portfolio is more volatile than the traditional underlying product. This global mandate allows Western to hold foreign, non-dollar denominated securities, take currency positions, and enter into futures, options and swaps contracts.

Western Asset Management- Core Full Discretion
Global Fixed: BB Aggregate Benchmark

Portfolio Guideline Compliance

Portfolio Guideline:	Western	Min	Max	Compliance
C. Weighted average duration including futures positions	7.23	-30.00	30.00	ok
C4 (2): Sector Allocation				
a. Non-dollar denominated securities		0%	40%	ok
Un-hedged non-dollar denominated securities		0%	20%	ok
b. U.S. securities rated below investment grade (BIG)		0%	40%	ok
c. Non-dollar, Non-U.S. securities rated BIG		0%	20%	ok
d. Non-dollar denominated+emerging mkt+high yield		0%	50%	ok
C4 (3): Issuer				
a. Guaranteed by US gov, agencies, gov-sponsored corp or G-7		0%	100%	ok
b. Other national governments - limit per issuer		0%	10%	ok
c. Private MBS/ABS - limit per issuer		0%	10%	ok
If collateral is credit-independent of issuer & security's credit enhancement is generated internally - limit per is		0%	25%	ok
d. Obligations of other issuers subject to per issuer limit		0%	5%	ok
C4 (5): Credit				
No more than 40% of portfolio below Baa3 or BBB-/A2 or P2		0%	40%	ok
C4 (7): Derivatives				
Original futures margin and options premiums, exclusive any in-the-money portion of the premiums		0%	5%	ok
F2. Annual Turnover	69%	100%	200%	check
The portfolio is in compliance with all other aspects of the Portfolio Guidelines			☑ Yes	☐ No

Manager Explanations for Deviations from Portfolio Guidelines

F2. Annual Turnover: The transactions were the intent of the portfolio manager and the account is in line with strategy's expected turnover.

Total Firm Assets Under Management ($m) as of: Qtr 4 $ 388,925

Organizational/Personnel Changes

N/A

Account Turnover

Gained:	Number of Accounts:	3	Total Market Value ($m):	$ 112.7
Lost:	Number of Accounts:	14	Total Market Value ($m): -	$ 1,454.2

Reason(s): Strategic liquidation, Asset reallocation/rebalancing

PERSI Choice Plan Summary — Dec 2023

Performance - Net of fees

blue = outperform by 50 bp; **red** = underperform by 50 bp (*Annualized)

		Last Month	Last 3 Months	Last 1 Year	Last 3 Years*	Last 5 Years*
Balanced						
PERSI Total Return Fund ♠	n/a	**4.0%**	**8.2%**	**13.0%**	**4.2%**	**8.8%**
Strategic Policy ☆		4.4%	8.5%	13.5%	4.3%	8.6%
Policy *(55% R3000, 15% MSCI EAFE, 30% BCAgg)*		4.9%	10.3%	18.8%	4.4%	10.0%
Calvert Balanced Fund [1]**	**CBARX**	**3.5%**	**9.1%**	**15.6%**	**4.0%**	**10.0%**
Custom Bench *(60% R1000, 40% BCAgg)*		4.5%	9.9%	18.1%	4.1%	9.8%
Capital Preservation						
PERSI Short-Term Investment Portfolio ♠	n/a	**0.4%**	**1.4%**	**4.9%**	**2.2%**	**1.9%**
ICE BofA US 3-month T-bill Index		0.5%	1.4%	5.1%	2.2%	1.9%
Bond						
US Bond Index Fund	n/a	**3.8%**	**6.8%**	**5.2%**	**-3.4%**	**1.0%**
Dodge and Cox Fixed Income Fund [5]	**DOXIX**	**4.1%**	**7.3%**	**7.7%**	**-1.6%**	**2.7%**
Bloomberg Aggregate		3.8%	6.8%	5.5%	-3.3%	1.1%
US TIPS Index Fund	n/a	**2.7%**	**4.7%**	**3.8%**	**-1.1%**	3.1%
Bloomberg US TIPS Index		2.7%	4.7%	3.9%	-1.0%	3.2%
U.S. Equity						
Russell 3000		5.3%	12.1%	26.0%	8.5%	15.2%
Large Cap						
U.S. Large Cap Equity Index Fund	n/a	**4.8%**	**12.0%**	**26.2%**	**10.0%**	**15.7%**
Vanguard Growth & Income Fund [2]	VGIAX	**4.2%**	**11.5%**	**24.8%**	**10.1%**	**15.4%**
S&P 500		4.5%	11.7%	26.3%	10.0%	15.7%
Small/Mid Cap						
U.S. Small/Mid Cap Equity Index Fund [3]	n/a	**11.8%**	**16.5%**	**26.5%**	**1.9%**	**12.3%**
Dow Jones U.S. Completion Total Stock Market Index		10.4%	14.9%	25.0%	1.0%	11.8%
Small Cap						
T. Rowe Price Small Cap Stock Fund [4]	TRSSX	**10.8%**	**14.6%**	**17.6%**	**1.7%**	**12.0%**
Russell 2000		12.2%	14.0%	16.9%	2.2%	10.0%
Specialty						
US REIT Index Fund	n/a	**11.5%**	**17.9%**	**14.6%**	7.5%	6.2%
Dow Jones U.S. Select REIT		10.0%	16.4%	14.0%	7.2%	6.1%
International Equity						
International Equity Index Fund	n/a	**5.2%**	**10.9%**	**17.8%**	**4.3%**	8.5%
T. Rowe Price Overseas Stock	**TROIX**	**5.9%**	9.9%	n/a	n/a	n/a
MSCI EAFE net dividend		5.3%	10.4%	18.2%	4.0%	8.2%
DFA Emerging Markets Core Equity I ^	**DFCEX**	**3.9%**	7.9%	n/a	n/a	n/a
MSCI EMF		4.0%	7.9%	10.3%	-4.7%	4.1%

** *Callan is reporting a month-end return of 3.9% v. BNYM 3.5%*

* *Performance reported by Custodian and may be preliminary; mutual funds identified by corresponding tickers*

☆ *Strategic Policy Benchmark = 8% R2500, 13% S&P500, 4% REIT, 4% PRE, 8% PE, 9% EM, 6% EAFE, 18% World, 15% Agg, 5% ID Mtg, 10% TIPS*

♠ *Fund returns reflect fees beginning 05/01/15*

[1] *Calvert Balanced Social Investment (Sudan-Free) Fund performance begins 10/12/07; effective 05/23: share class change from CBAIX to CBARX*

[2] *Vanguard Growth & Income Admiral Shares (VGIAX) performance begins 08/01/03; previous periods reflect Vanguard Growth & Income Investor Shares (VQNPX)*

[3] *US Small/Mid Cap Equity Index Fund managed by MCM performance begins 10/12/07; previous periods reflect Dreyfus Premier Midcap Stock R Fund (DDMRX)*

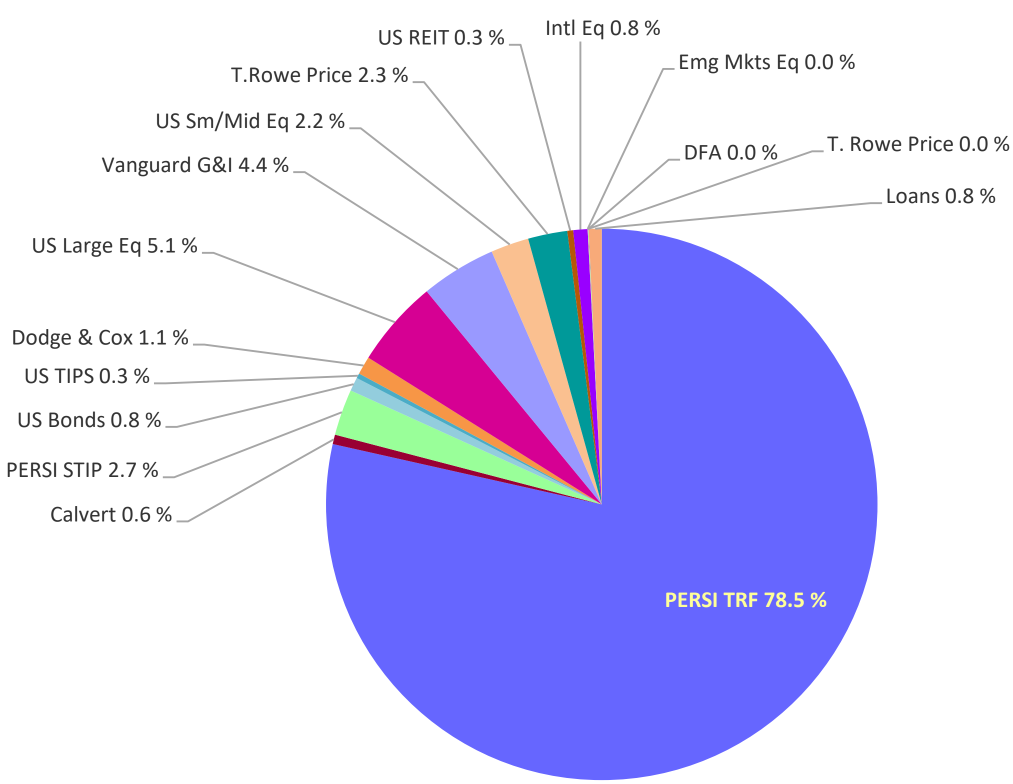
[4] *T. Rowe Price Small Cap Stock Fund (TRSSX) begins 04/01/2017; (OTCFX) performance begins 8/01/2003; previous periods reflect ING Small Company Fund (AESGX)*

[5] *Effective 05/23:share class change from DODIX to DOXIX*

PERSI Choice Plan Summary — Dec 2023

Performance - Net of fees

			Alloc by Fund	Alloc by Asset Class
Balanced				**79.1%**
PERSI Total Return Fund	$	1,227,049,908	78.5 %	
Calvert Balanced Fund	$	8,670,594	0.6 %	
Capital Preservation				**2.7%**
PERSI Short-Term Investment Portfolio *(ML 91-day T-bills)*	$	42,360,447	2.7 %	
Bonds				**2.2%**
U.S. Bond Index Fund *(BC Aggregate)*	$	12,518,464	0.8 %	
U.S. TIPS Index Fund *(BC US TIPS)*	$	4,527,074	0.3 %	
Dodge and Cox Fixed Income Fund *(BC Aggregate)*	$	16,593,424	1.1 %	
U.S. Equity				**14.4 %**
Large Cap				
U.S. Large Cap Equity Index Fund *(S&P 500)*	$	80,003,886	5.1 %	
Vanguard Growth & Income Fund *(S&P 500)*	$	68,999,301	4.4 %	
Small/Mid Cap				
U.S. Small/Mid Cap Equity Index Fund *(DJ USTSMI)*	$	34,867,507	2.2 %	
Small Cap				
T. Rowe Price Small Cap Stock Fund *(R2000)*	$	36,025,925	2.3 %	
Specialty				
U.S. REIT Index Fund *(DJ US Select REIT)*	$	5,351,482	0.3 %	
International Equity				**0.9 %**
International Equity Index Fund *(MSCI EAFE)*	$	13,105,498	0.8 %	
T. Rowe Price Overseas Stock	$	436,507	0.0 %	
Emerging Markets Equity Index Fund *(MSCI EMF)*	$	300	0.0 %	
DFA Emerging Markets Core Equity I	$	471,520	0.0 %	
Other				**0.8 %**
Loans	$	11,844,074	0.8 %	
Total DC Plan	**$**	**1,562,825,912**	**100%**	**100.0 %**



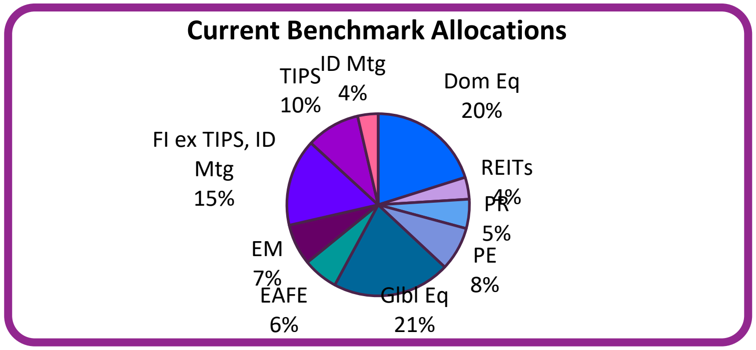
* *Performance reported by Custodian; mutual funds identified by corresponding tickers*

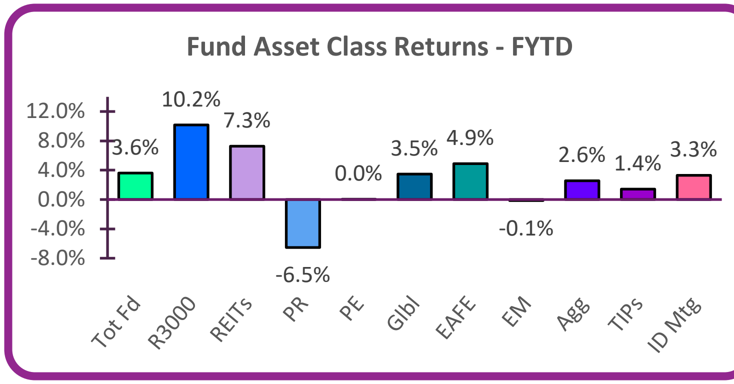
PERSI Investment Report

January 16, 2024

Current Value of the Fund	22,942,804,677
Previous Day Market Value	23,091,645,992
One Day Change in NAV	(148,841,315)

MTD Return		FYTD Return		Five-year Return	
Total Fund	**-1.2%**	**Total Fund**	**3.6%**	**Total Fund**	**8.2%**
55-15-30	**-0.8%**	55-15-30	**5.7%**	55-15-30	**9.1%**
U.S. Equity	**-0.8%**	**U.S. Equity**	**5.3%**	**U.S. Equity**	**12.7%**
R3000	**-0.5%**	R3000	**7.9%**	R3000	**14.0%**
Global Equity	**-1.6%**	**Global Equity**	**3.5%**	**Global Equity**	**11.6%**
MSCI World	**-0.7%**	MSCI World	**7.0%**	MSCI World	**12.2%**
Int'l Equity	**-3.1%**	**Int'l Equity**	**2.1%**	**Int'l Equity**	**4.2%**
MSCI EAFE	**-1.9%**	MSCI EAFE	**4.0%**	MSCI EAFE	**7.5%**
Fixed Income	**-0.6%**	**Fixed Income**	**2.3%**	**Fixed Income**	**2.0%**
Aggregate	**-0.9%**	Aggregate	**2.4%**	Aggregate	**0.9%**



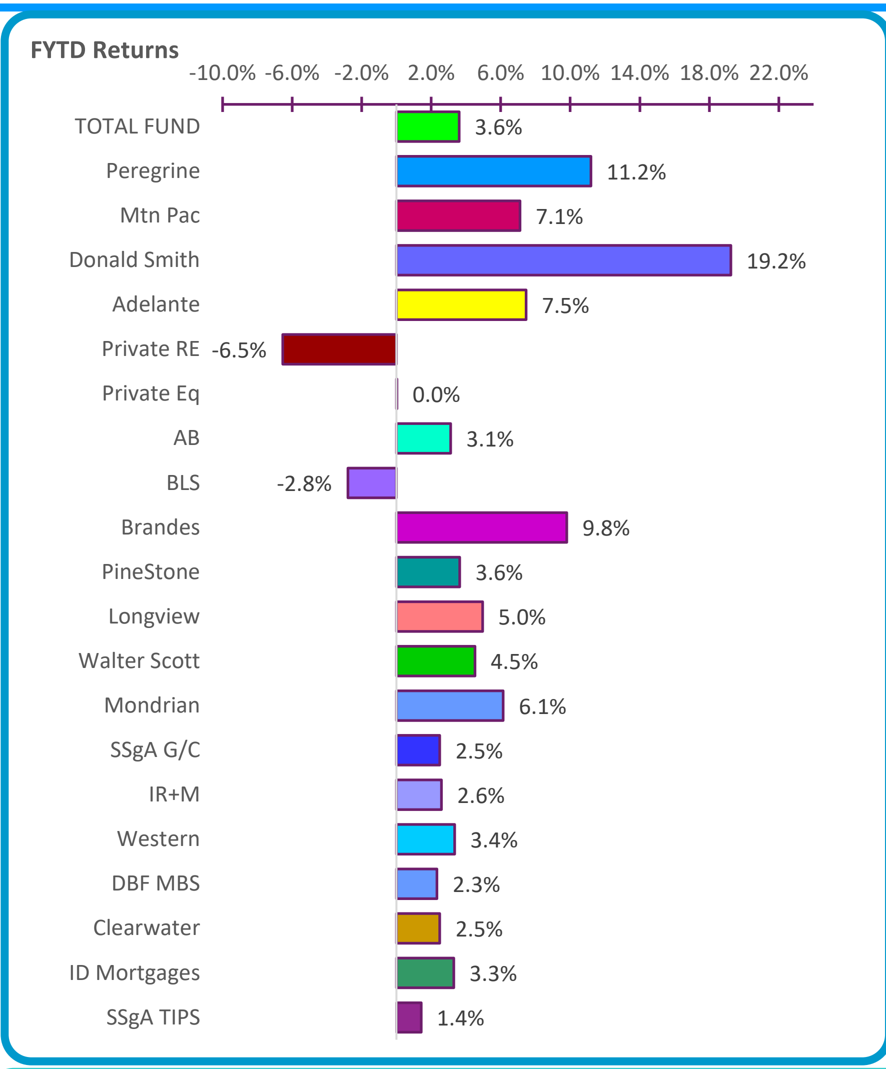


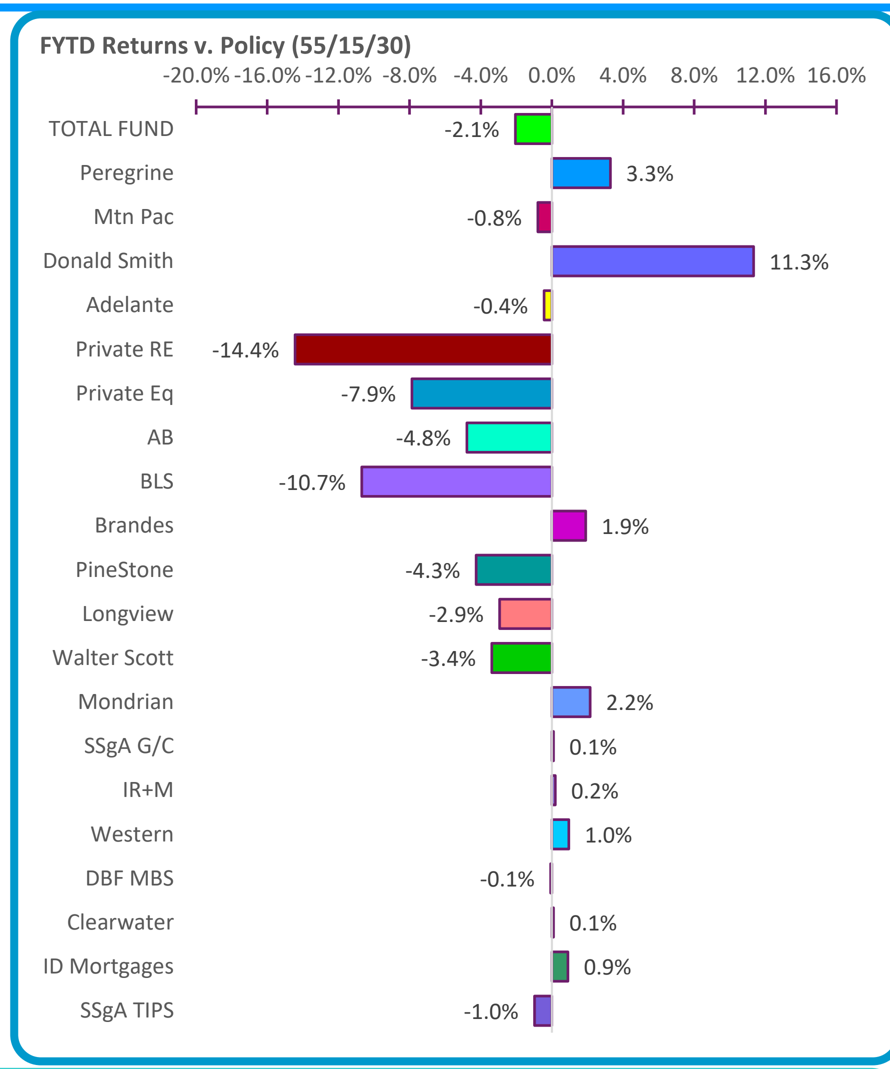
Markets were relatively flat through the first half of January. Following Fed comments yesterday, markets pared back bets on Fed interest rate cuts.

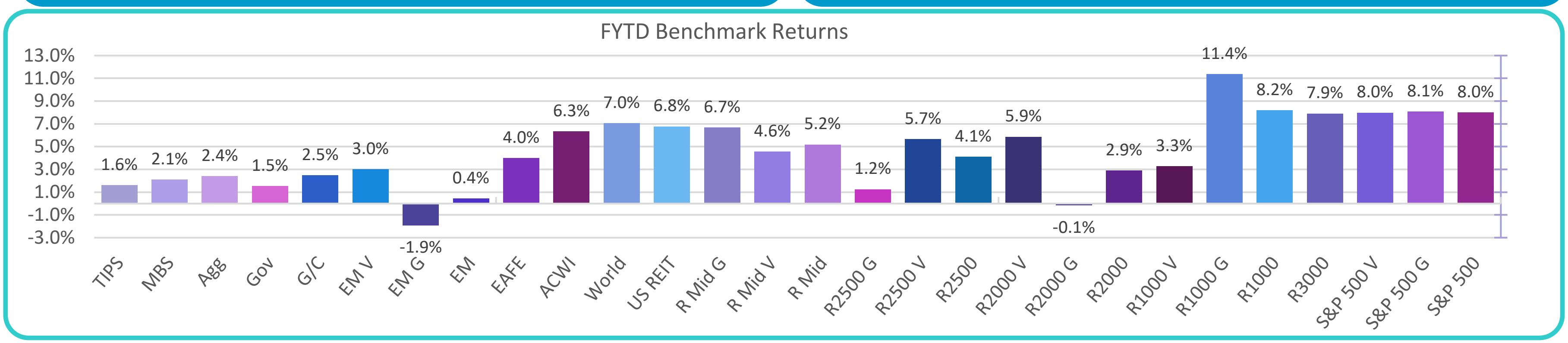
<u>For the FYTD:</u>

The Total Fund is up 3.6% at $22.9 billion, underperforming the broad (55/15/30) policy benchmark by 210 basis points. The sick leave funds are up +4.8% at $647 million. US equities (R3000) are up +7.9%, global equities (MSCI World) are up +7.0%, international developed markets (MSCI EAFE) are up +4.0%, and investment grade bonds are up +2.4%. REITs (DJ US Select) are up +6.9%, emerging markets (MSCI EM) are up +0.4%, and TIPS are up +1.6%. Private real estate is down -6.5% and private equity is flat.

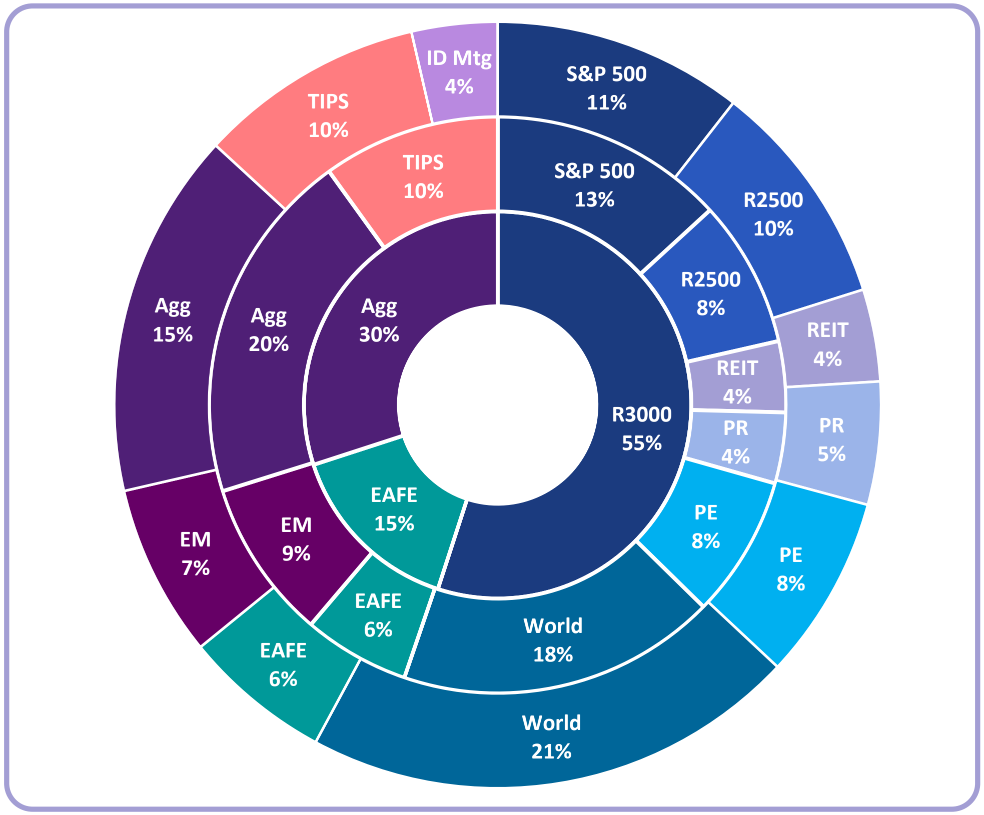
Donald Smith, Peregrine, and Brandes have the best absolute and relative returns while private real estate, BLS, and private equity have the worst. Private equity, private real estate, non-US equity (developed and emerging markets), and TIPS are detracting from performance while Idaho Mortgages are adding value.


FYTD Returns
-10.0% -6.0% -2.0% 2.0% 6.0% 10.0% 14.0% 18.0% 22.0%
TOTAL FUND 3.6%
Peregrine 11.2%
Mtn Pac 7.1%
Donald Smith 19.2%
Adelante 7.5%
Private RE -6.5%
Private Eq 0.0%
AB 3.1%
BLS -2.8%
Brandes 9.8%
PineStone 3.6%
Longview 5.0%
Walter Scott 4.5%
Mondrian 6.1%
SSgA G/C 2.5%
IR+M 2.6%
Western 3.4%
DBF MBS 2.3%
Clearwater 2.5%
ID Mortgages 3.3%
SSgA TIPS 1.4%


FYTD Returns v. Policy (55/15/30)
-20.0% -16.0% -12.0% -8.0% -4.0% 0.0% 4.0% 8.0% 12.0% 16.0%
TOTAL FUND -2.1%
Peregrine 3.3%
Mtn Pac -0.8%
Donald Smith 11.3%
Adelante -0.4%
Private RE -14.4%
Private Eq -7.9%
AB -4.8%
BLS -10.7%
Brandes 1.9%
PineStone -4.3%
Longview -2.9%
Walter Scott -3.4%
Mondrian 2.2%
SSgA G/C 0.1%
IR+M 0.2%
Western 1.0%
DBF MBS -0.1%
Clearwater 0.1%
ID Mortgages 0.9%
SSgA TIPS -1.0%


FYTD Benchmark Returns
13.0% 11.0% 9.0% 7.0% 5.0% 3.0% 1.0% -1.0% -3.0%
TIPS 1.6%
MBS 2.1%
Agg 2.4%
Gov 1.5%
G/C 2.5%
EM V 3.0%
EM G -1.9%
EM 0.4%
EAFE 4.0%
ACWI 6.3%
World 7.0%
US REIT 6.8%
R Mid G 6.7%
R Mid V 4.6%
R Mid 5.2%
R2500 G 1.2%
R2500 V 5.7%
R2500 4.1%
R2000 V 5.9%
R2000 G -0.1%
R2000 2.9%
R1000 V 3.3%
R1000 G 11.4%
R1000 8.2%
R3000 7.9%
S&P 500 V 8.0%
S&P 500 G 8.1%
S&P 500 8.0%

	FYTD		Mkt Value	Allocation %	
TOTAL FUND	**3.6%**	**$**	**22,942,804,677**		
U.S. EQUITY	**5.3%**	**$**	**8,483,542,829**	**37.0%**	58%
MCM S&P 500	8.0%	$	1,317,834,766	5.7%	
Peregrine	11.2%	$	1,100,202,277	4.8%	
MCM Mid	10.1%	$	129,586,109	0.6%	
MCM Sm Cap	2.9%	$	79,006,068	0.3%	
Mtn Pac	7.1%	$	987,643,685	4.3%	
Donald Smith	19.2%	$	1,004,010,065	4.4%	
Adelante	7.5%	$	611,282,363	2.7%	
MCM REIT	6.8%	$	280,609,878	1.2%	
Private RE	**-6.5%**	$	1,188,862,392	5.2%	
Private Eq	**0.0%**	$	1,784,505,227	7.8%	
GLOBAL EQUITY	**3.5%**	**$**	**4,795,100,580**	**20.9%**	
AB	3.1%	$	555,522,063	2.4%	
BLS	-2.8%	$	936,445,935	4.1%	
Brandes	9.8%	$	705,307,297	3.1%	
PineStone	3.6%	$	936,498,232	4.1%	
Longview	5.0%	$	773,380,384	3.4%	
Walter Scott	4.5%	$	887,758,290	3.9%	
INT EQUITY	**2.1%**	**$**	**3,101,976,565**	**13.5%**	14%
MCM EAFE	4.0%	$	816,767,104	3.6%	
Mondrian	6.1%	$	615,299,917	2.7%	
MCM EM	-0.1%	$	846,332,593	3.7%	
SSgM IEMG ETF	-0.2%	$	823,370,255	3.6%	
Genesis		$	206,317	0.0%	



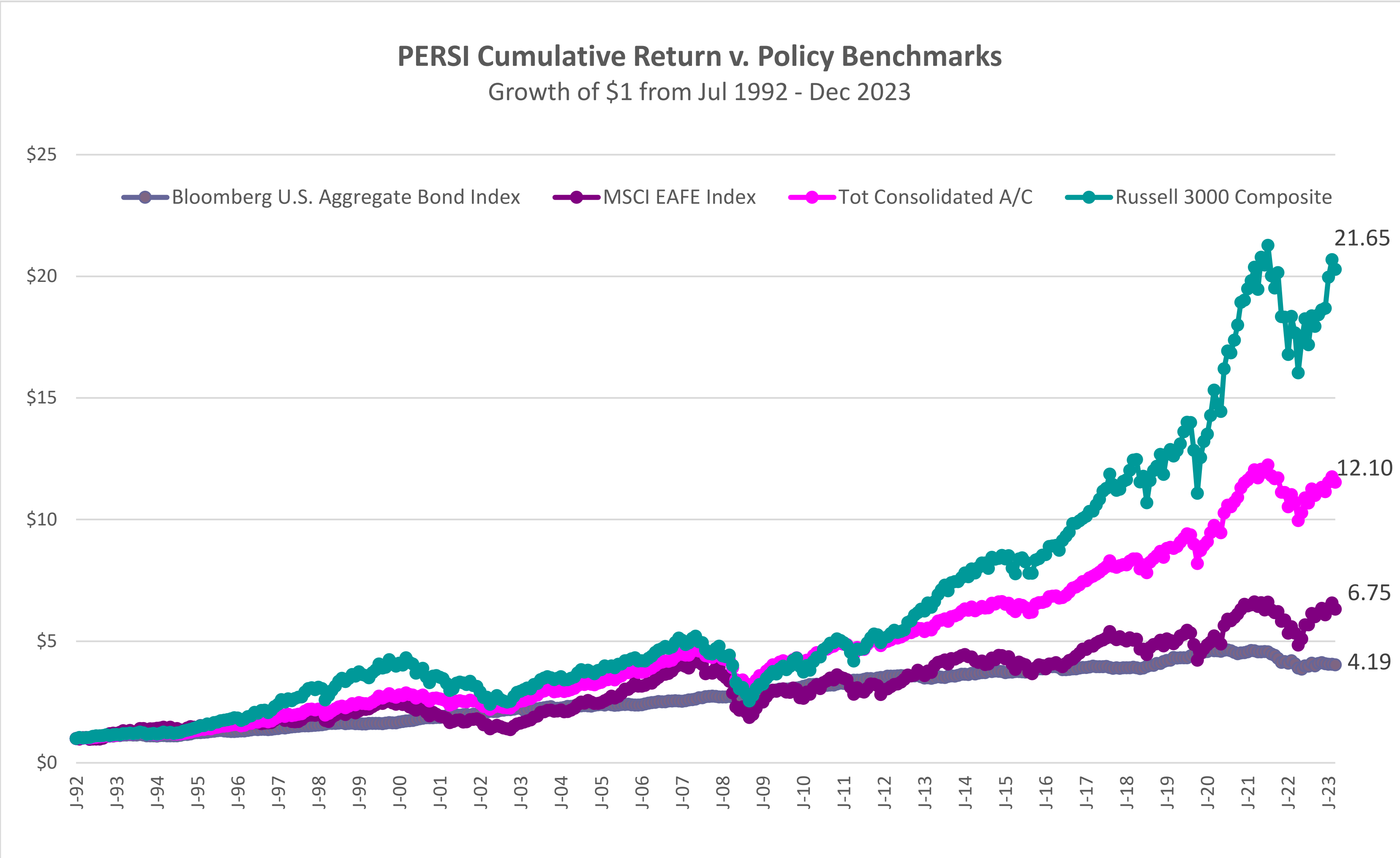
	FYTD		Mkt Value	Allocation %	
FIXED INCOME	**2.3%**	**$**	**6,562,372,983**	**29.0%**	29%
SSgA G/C	2.5%	$	2,568,539,491	11.2%	
IR+M	2.6%	$	224,168,647	1.0%	
Western	3.4%	$	294,820,210	1.3%	
DBF MBS	2.3%	$	155,722,191	0.7%	
Clearwater	2.5%	$	217,189,504	0.9%	
ID Mortgages	3.3%	$	829,183,238	3.6%	
SSgA TIPS	1.4%	$	2,188,133,327	9.5%	
Cash & Other	3.0%	$	84,616,374	0.4%	

PERSI Total Fund Returns

January 16, 2024

	MTD	FYTD	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	7 Yr	10 Yr	15 Yr	20 Yr
TOTAL FUND	-1.2%	3.6%	7.3%	-0.4%	3.9%	5.8%	8.2%	7.9%	7.3%	8.9%	7.2%
Broad Policy (55/15/30)	-0.8%	5.7%	12.8%	0.0%	3.8%	6.2%	9.1%	8.2%	7.5%	9.8%	7.0%
US/GLOBAL EQUITY	-1.1%	4.6%	11.0%	2.4%	9.0%	9.7%	12.3%	11.8%	10.7%	11.9%	8.9%
US EQUITY	-1.1%	10.2%	21.3%	2.2%	7.9%	9.8%	13.2%	12.0%	11.1%	14.2%	9.7%
R 3000	-0.5%	7.9%	19.8%	2.0%	7.9%	10.6%	14.0%	12.5%	11.4%	14.2%	9.5%
LARGE CAP											
MCM S&P 500	0.0%	8.0%	21.4%	2.9%	10.1%	11.3%	14.7%	13.2%	12.0%	14.4%	9.6%
S&P 500	0.0%	8.0%	21.1%	2.8%	9.9%	11.3%	14.7%	13.1%	12.0%	14.4%	9.6%
Peregrine	-0.3%	11.2%	35.5%	0.2%	-0.4%	8.3%	13.5%	16.0%	14.9%	16.6%	
R 1000 Growth	0.7%	11.4%	37.7%	3.9%	9.5%	14.6%	18.5%	17.3%	14.9%	16.9%	
SMALL/MID CAP											
MCM Mid	-2.4%	10.1%	19.8%	-1.4%	-0.6%	8.5%	11.8%	10.6%	9.4%	14.3%	10.0%
R Midcap	-2.2%	5.2%	8.5%	-0.9%	4.1%	7.3%	10.9%	9.4%	9.1%	13.7%	9.5%
MCM Sm Cap	-4.9%	2.9%	4.2%	-4.0%	-1.5%	4.6%	7.4%	6.5%	6.6%	11.6%	7.5%
R 2000	-4.9%	2.9%	3.8%	-4.2%	-1.9%	4.5%	7.2%	6.4%	6.5%	11.4%	7.5%
Mtn Pac	-1.8%	7.1%	13.3%	-0.4%	5.5%	8.5%	12.3%	10.9%	10.9%	14.4%	10.7%
Donald Smith	-2.6%	19.2%	31.6%	20.9%	26.3%	19.2%	19.4%	14.4%	11.2%	14.9%	
R 2500	-3.6%	4.1%	5.9%	-2.2%	1.1%	6.4%	9.3%	8.2%	7.9%	12.7%	8.6%
REITS											
MCM REIT	-0.8%	6.8%	6.5%	-6.9%	6.9%	1.6%	4.8%	4.1%	6.5%		
DJ US Select REIT	-0.8%	6.9%	6.5%	-7.0%	6.9%	1.6%	4.8%	4.2%	6.6%		
Adelante	-0.9%	7.5%	9.5%	-5.7%	7.9%	3.9%	7.9%	7.3%	9.1%	13.4%	9.0%
MSCI US REIT Index	-1.0%	6.8%	6.3%	-5.9%	6.8%	2.5%	6.0%	5.1%	7.1%	11.3%	8.0%
PRIVATE EQUITY	-0.3%	0.0%	4.2%	4.2%	18.5%	15.8%	14.3%	15.4%	12.8%	11.7%	12.7%
PRIVATE REAL ESTATE	0.0%	-6.5%	-13.7%	3.7%	9.6%	7.8%	8.3%	6.2%	8.2%		
R 3000	-0.5%	7.9%	19.8%	2.0%	7.9%	10.6%	14.0%	12.5%	11.4%	14.2%	9.5%
GLOBAL EQUITY	-1.6%	3.5%	10.5%	2.2%	7.6%	8.3%	11.6%	11.1%	9.2%	11.6%	7.9%
R 3000	-0.5%	7.9%	19.8%	2.0%	7.9%	10.6%	14.0%	12.5%	11.4%	14.2%	9.5%
AB	-3.0%	3.1%	6.8%	-2.2%	3.8%	4.5%	6.7%	5.2%	5.1%	8.7%	
BLS	-3.3%	-2.8%	1.1%	2.6%	7.7%	7.8%	12.6%				
Brandes	-2.0%	9.8%	12.4%	4.3%	10.0%	9.9%	10.4%	8.8%	7.2%	9.7%	6.4%
PineStone	-1.4%	3.6%	12.6%	1.1%	7.5%	10.2%	14.5%				
Longview	0.9%	5.0%	15.3%	5.0%	9.9%	8.0%	10.5%	10.7%	10.0%		
Walter Scott	-0.9%	4.5%	16.3%	2.0%	6.3%	8.9%	13.0%				
MSCI World	-0.7%	7.0%	17.5%	1.7%	7.2%	9.2%	12.2%	10.9%	9.1%	11.7%	8.2%
MSCI ACWI	-1.1%	6.3%	15.2%	0.5%	5.3%	7.9%	11.1%	10.1%	8.4%	11.1%	

	MTD	FYTD	1 Yr	2 Yr	3 Yr	4 Yr	5 Yr	7 Yr	10 Yr	15 Yr	20 Yr
INT'L EQUITY	-3.1%	2.1%	2.9%	-5.2%	-2.7%	1.0%	4.2%	4.8%	3.4%	7.2%	5.8%
MSCI EAFE	-1.9%	4.0%	8.9%	0.2%	3.3%	4.8%	7.5%	6.8%	4.6%	7.8%	5.9%
MSCI EAFE Net Div	-1.9%	3.9%	8.4%	-0.3%	2.8%	4.3%	7.0%	6.3%	4.1%	7.3%	5.4%
INT'L - Developed Mkts	-1.5%	4.9%	10.3%	0.6%	4.1%	4.6%	6.9%	6.4%	0.0%	0.0%	0.0%
MCM EAFE	-1.8%	4.0%	8.7%	0.0%	3.1%	4.7%	7.3%	6.6%	4.5%	7.7%	5.7%
Mondrian	-1.1%	6.1%	12.4%	1.3%	5.4%	4.2%	6.1%	6.0%	4.4%	7.1%	
INT'L - Emerging Mkts	-4.5%	-0.1%	-2.6%	-9.4%	-7.4%	-1.7%	2.2%	3.7%	2.5%	7.3%	7.1%
SSgM IEMG ETF	-4.6%	-0.2%									
MSCI EM IMI	-1.5%	1.8%									
MCM EM	-4.4%	-0.1%	-2.8%	-9.7%	-8.2%	-1.2%	2.0%	3.9%	2.6%		
MSCI EM	-4.3%	0.4%	-2.1%	-8.9%	-7.7%	-1.0%	2.3%	4.3%	2.9%	7.0%	6.8%
FIXED INCOME	-0.6%	2.3%	2.1%	-3.6%	-2.6%	0.1%	2.0%	1.9%	2.2%	3.4%	3.7%
B Aggregate	-0.9%	2.4%	1.8%	-3.8%	-3.4%	-1.1%	0.9%	1.1%	1.6%	2.6%	3.1%
SSgA G/C	-0.8%	2.5%	2.1%	-3.9%	-3.5%	-0.9%	1.3%	1.4%	1.9%	2.8%	3.3%
B Gov/Credit	-0.9%	2.5%	2.0%	-3.9%	-3.5%	-1.0%	1.2%	1.3%	1.8%	2.7%	3.1%
DBF MBS	-0.9%	2.3%	1.3%	-3.2%	-2.9%	-1.4%	0.2%	0.6%	1.2%	2.0%	2.8%
B MBS	-1.0%	2.1%	0.9%	-3.5%	-3.2%	-1.6%	0.0%	0.5%	1.2%	2.0%	2.9%
ID Mortgages	-0.4%	3.3%	3.3%	-1.5%	-1.6%	0.8%	2.6%	2.8%	3.3%	3.7%	4.7%
SSgA TIPS	-0.2%	1.4%	1.8%	-3.7%	-1.3%	1.5%	3.0%	2.3%	2.3%	4.0%	4.1%
B US TIPS	-0.4%	1.6%	2.0%	-3.3%	-1.0%	1.6%	3.0%	2.3%	2.3%	3.3%	0.0%
IR+M	-0.8%	2.6%	2.6%	-3.5%	-3.1%	-0.3%	1.9%				
Western	-1.3%	3.4%	1.9%	-6.0%	-4.8%	-1.9%	0.8%	1.5%	2.5%	5.0%	
Clearwater	-0.5%	2.5%	2.3%	-3.7%	-3.2%	-0.9%	1.2%	1.3%	1.9%	2.4%	3.1%
B Aggregate	-0.9%	2.4%	1.8%	-3.8%	-3.4%	-1.1%	0.9%	1.1%	1.6%	2.6%	3.1%


PERSI Cumulative Return v. Policy Benchmarks
Growth of $1 from Jul 1992 - Dec 2023
$25
$20
$15
$10
$5
$0
Bloomberg U.S. Aggregate Bond Index
MSCI EAFE Index
Tot Consolidated A/C
Russell 3000 Composite
21.65
12.10
6.75
4.19
J-92
J-93
J-94
J-95
J-96
J-97
J-98
J-99
J-00
J-01
J-02
J-03
J-04
J-05
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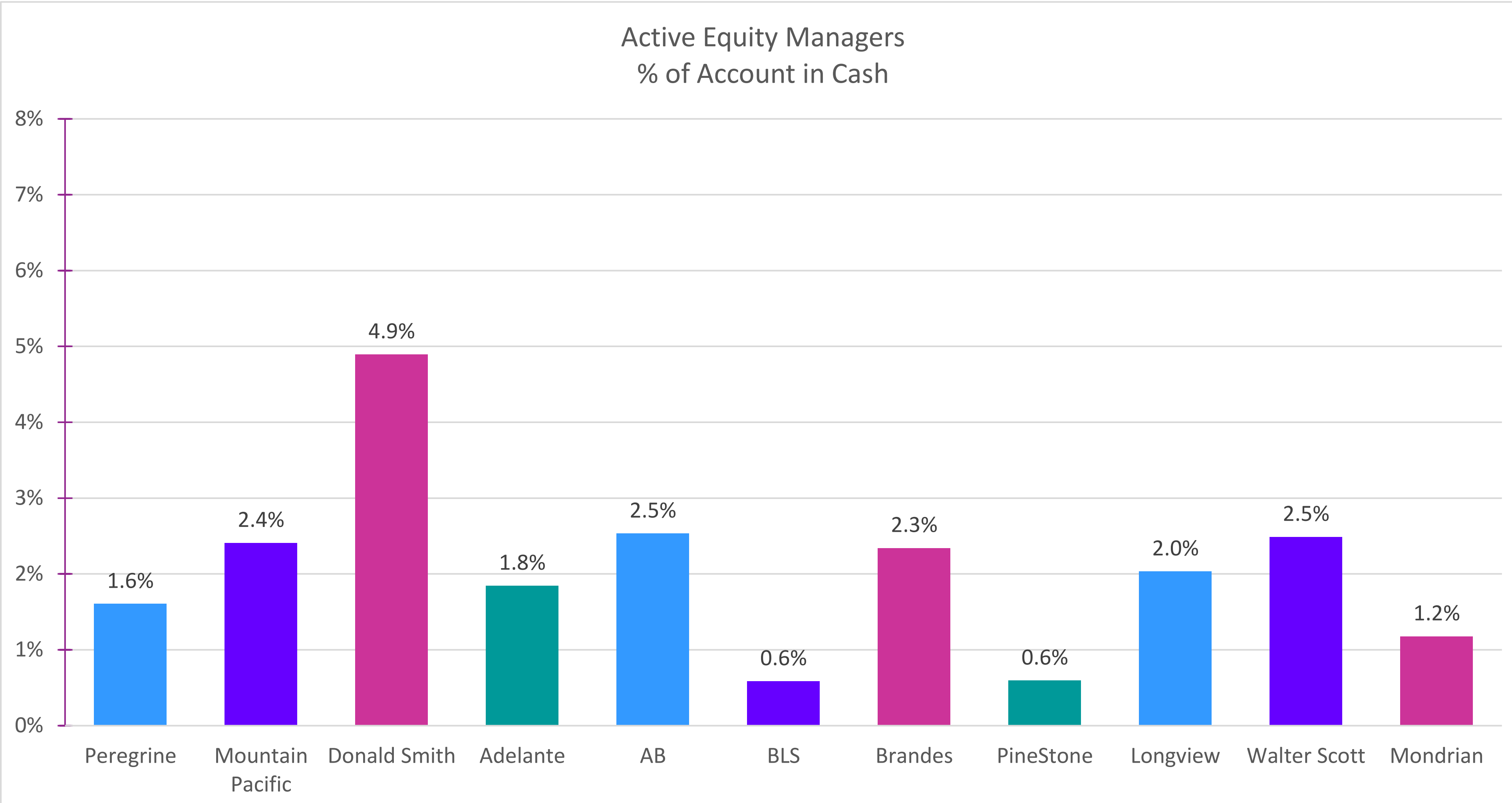
J-23



as of date: 1/16/2024