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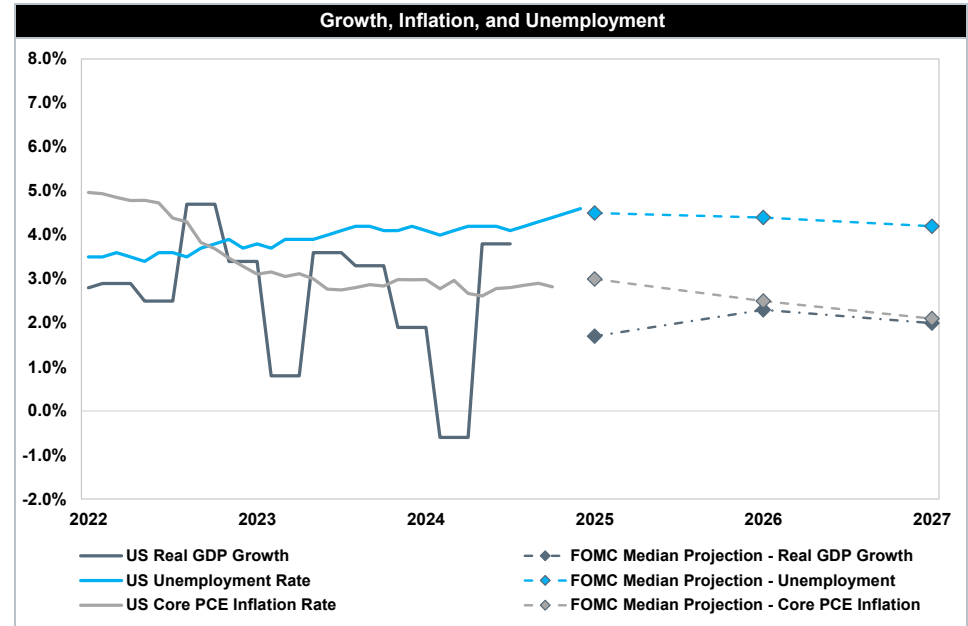
Monthly Performance Report

Santa Barbara County Employees' Retirement System

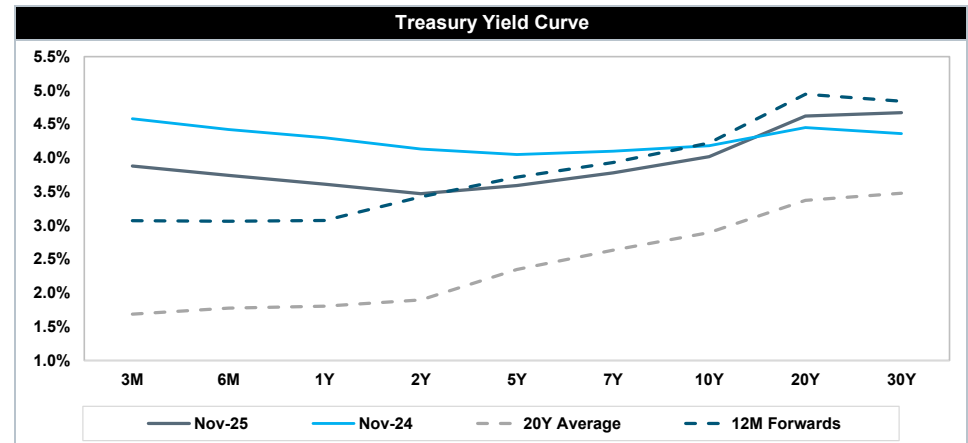
November 30, 2025

General Market Commentary

- Clocking in at 43 days, the longest Federal Government shutdown in U.S. history ended mid-month, resulting in widespread delays and lapses in economic data, including GDP, employment, and inflation figures.
- Expectations for a December Fed Funds Rate cut swung dramatically throughout the month, but ultimately ended at a relatively high probability for further easing. The Treasury yield curve steepened with lower rates at the short end and the 30 year unchanged from October 31.
- Equity markets saw elevated volatility and periods of prolonged declines however the S&P 500 closed the month slightly positive while emerging markets pulled back from recent highs.



Economic Indicators		Nov-25	Rank	Dec-24	10 Yr	20 Yr
Growth	Real US GDP (%)	2.5*	—	67	2.5	2.9
	Consumer Spending YoY (PCE) (%)	2.14*	▼	38	3.56	2.78
	Durable Goods Orders (billions) (\$)	313.72*	▲	N/A	290.56	254.93
	Housing Starts (thousands)	113.30*	▲	N/A	108.00	113.25
	Consumer Confidence (Conf Board)	88.70	▼	36	109.50	110.28
	Leading Economic Index (Conf Board)	98.30*	▼	45	101.60	108.21
Inflation	CPI YoY (Headline) (%)	2.7	▼	61	2.9	3.1
	CPI YoY (Core) (%)	2.6	▼	74	3.2	3.1
	Breakeven Inflation - 10 Year (%)	2.23	▼	56	2.34	2.04
	PPI YoY (%)	2.72*	▼	68	3.48	3.11
	M2 YoY (%)	4.65*	▲	30	3.49	6.43
Rates	Federal Funds Rate (%)	3.89	▼	76	4.33	2.16
	SOFR (%)	4.12*	▼	75	4.49	2.19
	2 Year Treasury (%)	3.47	▼	74	4.25	2.29
	10 Year Treasury (%)	4.02	▼	80	4.58	2.67
	10-2 Spread (%)	0.55	▲	39	0.33	0.38
Capacity	Unemployment Rate (%)	4.60	▲	39	4.10	4.59
	PMI - Manufacturing (%)	48.20	▼	15	49.20	52.96
	PMI - Service (%)	52.60	▼	23	54.00	55.60
Currency/Commodity	US Dollar Trade Weighted Index	121.80	▼	90	127.81	117.14
	WTI Crude Oil per Barrel (\$)	59	▼	27	72	64



FOMC Rate Movement Probabilities

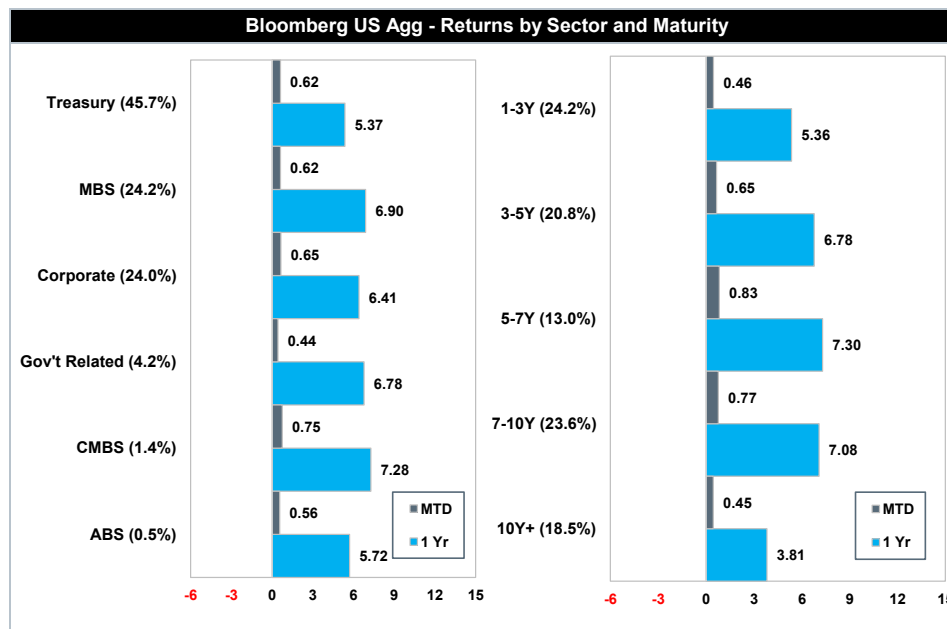
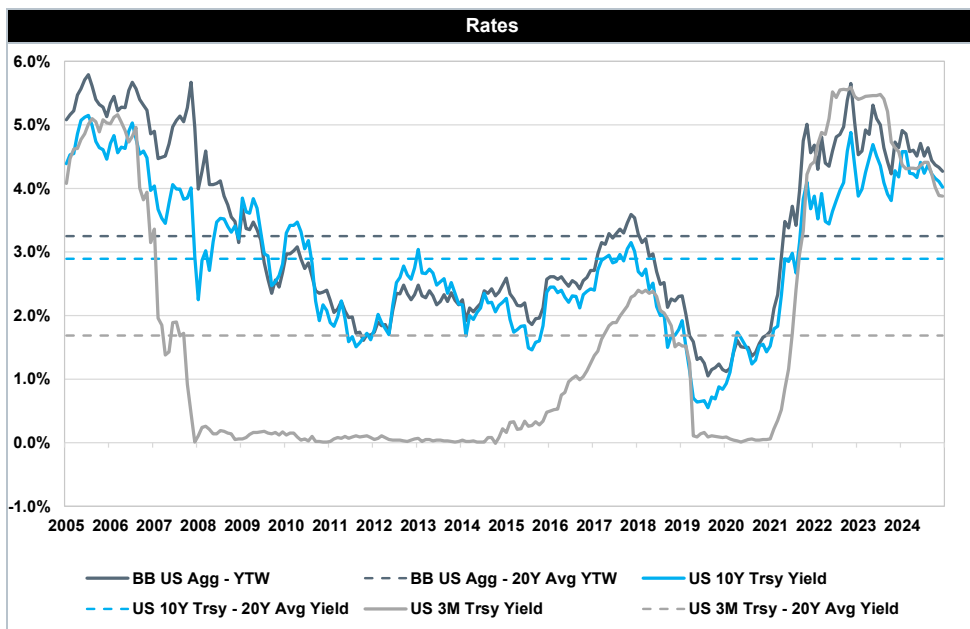
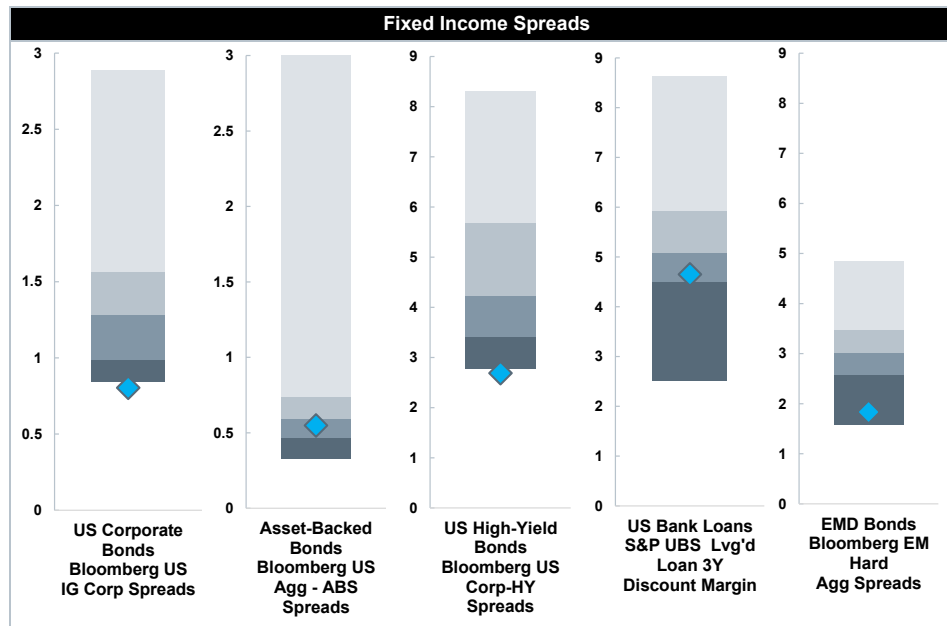
Meeting Date	3.75% - 4.00%	3.50% - 3.75%	3.25% - 3.50%	3.00% - 3.25%
12/10/2025	23.1%	76.9%	--	--
1/28/2026	15.0%	58.0%	27.1%	--
3/18/2026	11.4%	47.7%	34.4%	6.5%

Data courtesy of FactSet. *Indicates data is currently unavailable and is shown as of the most recently available date. Percentile rank is based on the trailing 20Y period. SOFR data is backfilled with LIBOR prior to April 2018. FOMC rate movement probability data is provided by FactSet and is based on futures data. Past performance is not indicative of future performance.

Fixed Income Market Review

As of November 30, 2025

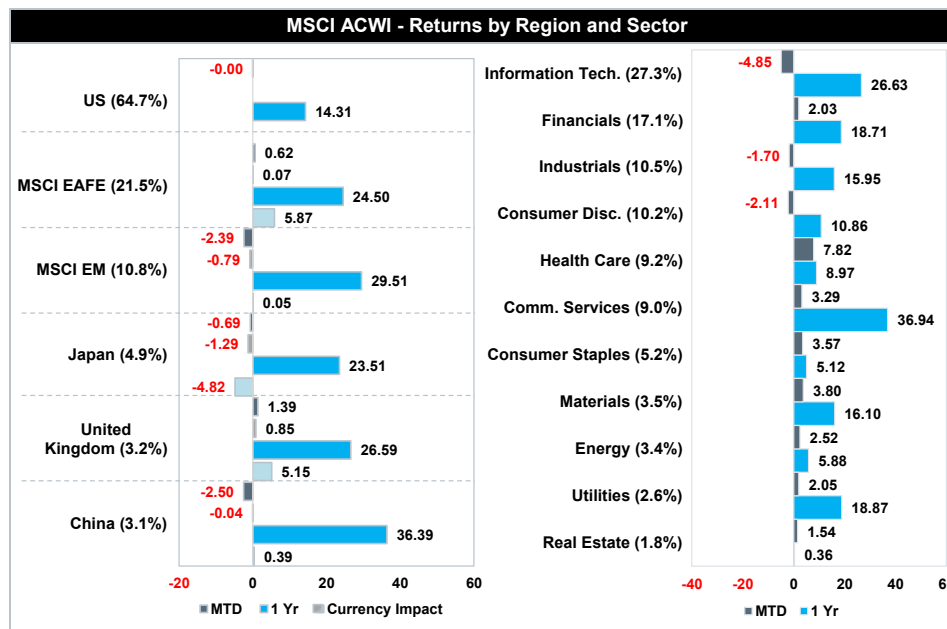
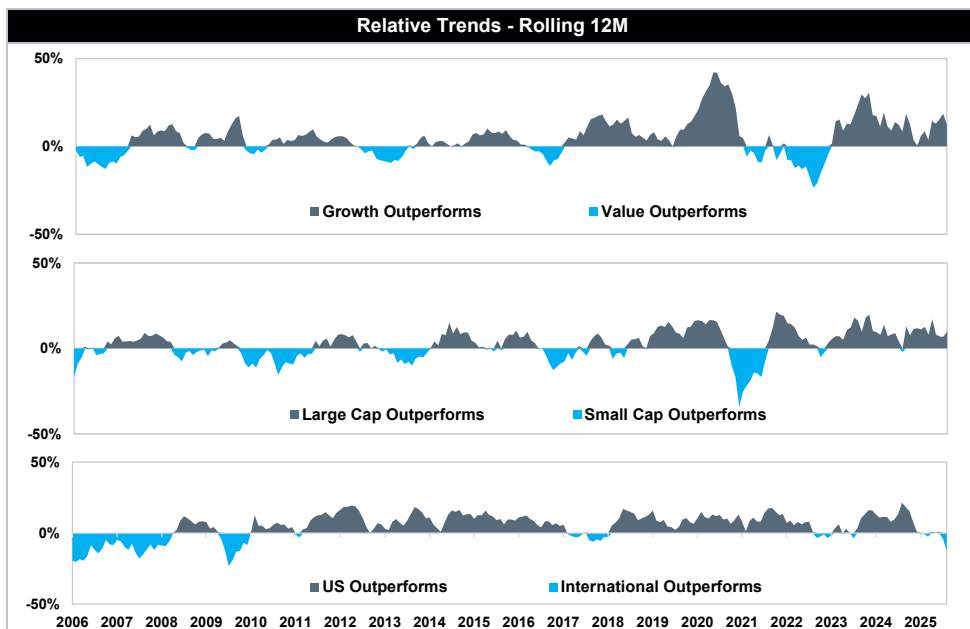
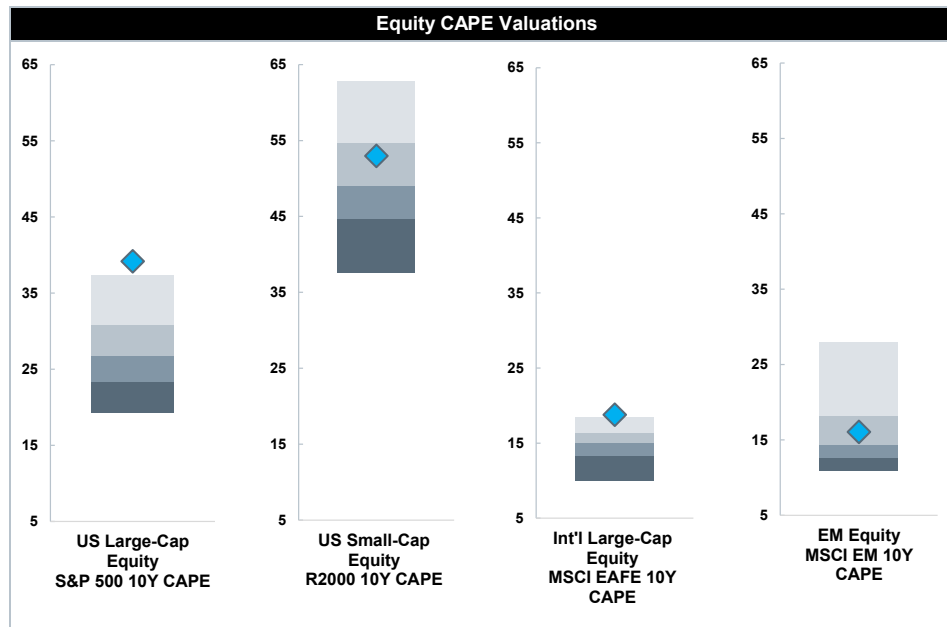
Performance		Index	MTD	QTD	YTD	1 Yr	3 Yr	5 Yr	10 Yr
US Fixed Income	Aggregate	BB US Agg Bond	0.62	1.25	7.46	5.70	4.56	-0.31	1.99
	Broad	BB US Gov't/Credit 1-3Y	0.47	0.81	4.98	5.21	4.72	1.92	2.04
		BB US Gov't/Credit	0.62	1.17	7.17	5.39	4.49	-0.52	2.14
		BB US Gov't/Credit Long	0.45	1.38	8.12	2.93	3.06	-4.67	2.04
		BB US TIPS	0.18	0.54	7.44	5.74	4.01	1.44	3.04
		BB US Agg Securitized	0.63	1.47	8.26	6.58	4.76	0.23	1.65
	Credit	BB US IG Corp	0.65	1.04	7.99	5.90	6.02	0.04	3.21
		BB US Corp - HY	0.58	0.74	8.01	7.55	9.63	4.78	6.20
		S&P UBS Lvg'd Loan	0.21	0.51	5.22	5.84	9.19	6.50	5.61
Int'l Fixed Income	Aggregate	BB Gbl Agg ex US	-0.08	-1.07	8.14	5.30	3.49	-3.32	0.61
	Sovereign	FTSE Non-US WGBI	-0.02	-0.93	7.99	4.90	2.75	-4.88	-0.06
	EMD	BB EM Agg USD	0.24	1.97	10.64	9.32	9.06	1.71	3.97
		BB EM Local Broad	0.12	-0.14	16.31	12.81	7.79	-0.55	2.11



Data courtesy of FactSet. Parenthesis include calculated percentage of the total index based on current market values. Fixed Income Spread distributions reflect the last 20 years of data. Past performance is not indicative of future performance.



Performance		Index	MTD	QTD	YTD	1 Yr	3 Yr	5 Yr	10 Yr
US Equity	All-Cap	Russell 3000	0.27	2.42	17.17	13.59	19.82	14.15	14.05
	Large-Cap	S&P 500	0.25	2.59	17.81	15.00	20.57	15.28	14.63
		Russell 1000 Value	2.66	3.11	15.13	7.25	12.09	12.01	10.21
		Russell 1000	0.24	2.41	17.36	14.09	20.31	14.53	14.38
		Russell 1000 Growth	-1.81	1.75	19.30	20.35	27.98	16.51	18.03
		Russell 2000 Value	2.81	3.07	12.39	3.02	9.17	10.51	8.66
	Small-Cap	Russell 2000	0.96	2.79	13.47	4.09	11.43	7.99	9.12
		Russell 2000 Growth	-0.68	2.53	14.48	5.11	13.54	5.31	9.18
Int'l Equity	All-Country	MSCI ACWI IMI ex US	0.08	1.85	28.30	25.78	15.76	8.34	7.89
	Developed	MSCI EAFE Value	2.72	3.50	36.54	34.10	20.23	13.42	8.03
		MSCI EAFE	0.62	1.80	27.40	24.50	16.11	9.27	7.72
		MSCI EAFE Growth	-1.47	0.10	18.67	15.39	12.08	5.06	7.15
		EM	MSCI EM	-2.39	1.69	29.69	29.51	14.72	5.06



Data courtesy of FactSet. Relative trends analysis utilize relevant Russell equity indices for US markets, and the MSCI ACWI ex US (USD) (Net) for international markets. CAPE distributions reflect the last 20 years of data. Parenthesis include calculated percentage of the total index based on current market values. Return decomposition utilizes Net MSCI indices priced in both USD and local currencies. Past performance is not indicative of future performance.

Monthly Portfolio Highlights

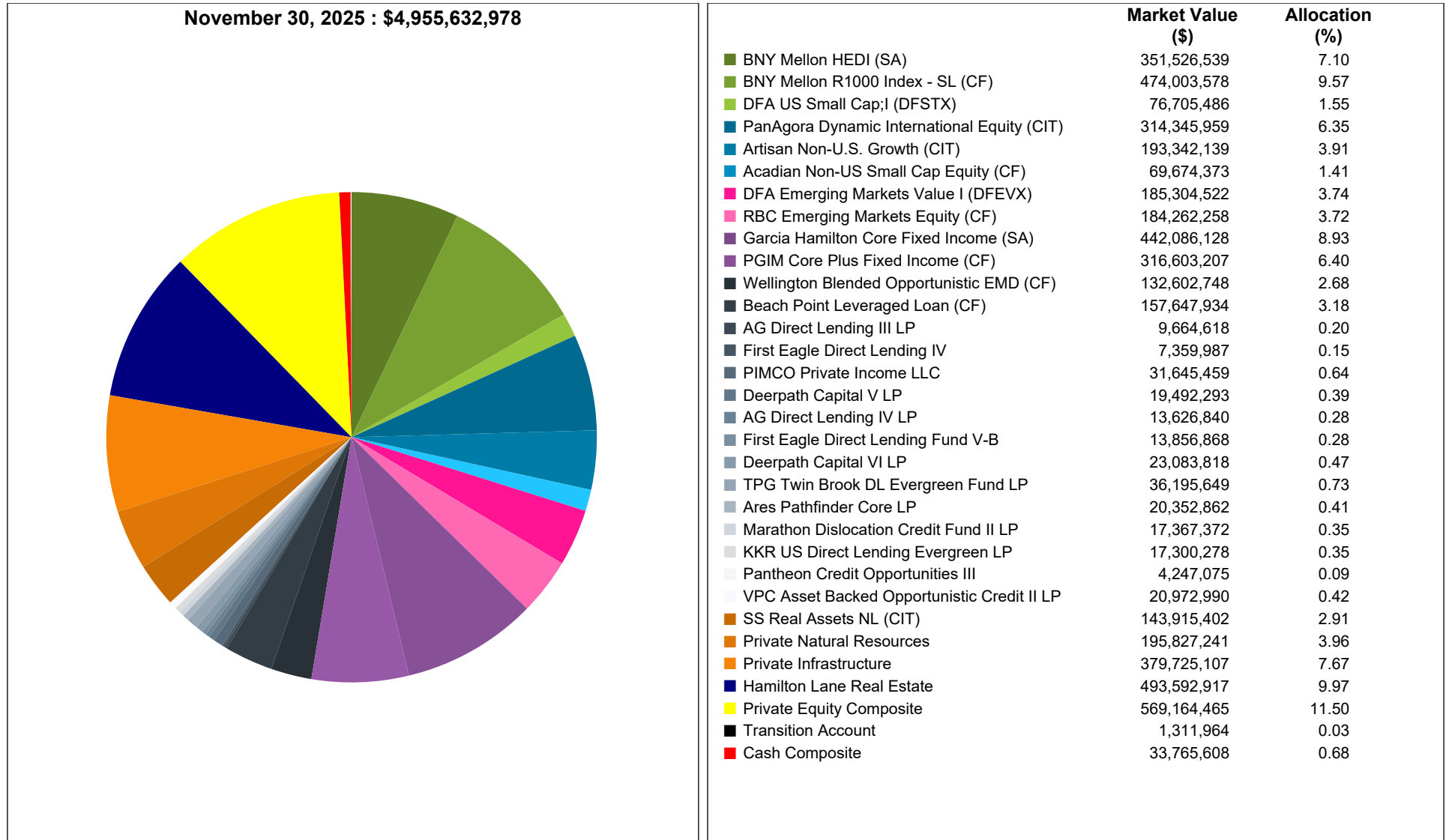
The Total Fund returned 0.38% for the month of November, net of fees, outperforming the Policy Benchmark by 26 basis points. Risk assets experienced mixed returns and increased volatility in November as fears over elevated AI valuations continued and expectations for a December Federal Funds Rate cut swung dramatically. Positive returns from public domestic equity, public fixed income, and real return composites drove the positive Total Fund return for the month of November.

Market Trend	Portfolio Effect
U.S. Equity	
U.S. Equity markets had mixed results for the month with the S&P 500 Index returning 0.25%. Trends reversed from last month, with small-cap generally outperforming large-cap and value stocks largely outperforming their growth counterparts.	The composite returned 0.98% and outperformed the Russell 3000 Index by 71 basis points. DFA US Small Cap and BNY HEDI both contributed to composite outperformance, outperforming their benchmarks by 178 and 137 basis points, respectively.
Developed Market Non-U.S. Equity	
Developed International Equity markets outperformed the US, with the EAFE returning 0.62% while the Russell 3000 returned 0.27%.	The composite delivered a return of -0.06%, and underperformed the MSCI EAFE Index by 68 basis points. Artisan and PanAgora both contributed to composite underperformance, underperforming their benchmarks by 200 and 13 basis points, respectively.
Emerging Market Equity	
Emerging Markets trailed their Developed counterparts with a return of -2.39% as represented by the MSCI EM Index.	The composite finished with a return of -0.95%, outperforming the MSCI Emg Index by 144 basis points. DFA and RBC both contributed to composite outperformance, outperforming the MSCI Emg Index by 145 and 144 basis points, respectively.
Core Fixed Income	
The yield curve steepened during the month. The Bloomberg U.S. Aggregate Bond Index posted a return of 0.62%.	The composite posted a return of 0.76%, outperforming the Bloomberg US Agg Bond Index by 14 basis points. Garcia Hamilton and PGIM both contributed to composite outperformance, outperforming the Bloomberg US Agg Bond Index by 16 and 10 basis points, respectively.
Non-Core Fixed Income	
Emerging Markets Debt and Bank Loans both posted a positive index return for the month of November.	The composite returned 0.80%, outperforming the Custom Non-Core Fixed Income benchmark by 42 basis points. Private Credit and Wellington drove composite outperformance, outperforming their benchmarks by 79 and 45 basis points, respectively.
Real Return	
Commodities broadly experienced gains during the month, with the Bloomberg Commodity Index returning 3.20%.	The composite returned 0.63% for the month, outperforming the CPI+4% benchmark by 76 basis points. Public and Private Real Return both contributed to composite outperformance, outperforming the CPI+4% benchmark by 252 and 33 basis points, respectively.

Total Fund performance excludes Treasury Cash.

**Santa Barbara County Employees' Retirement System
Asset Allocation By Manager and Schedule of Investable Assets**

As of November 30, 2025



Schedule of Investable Assets

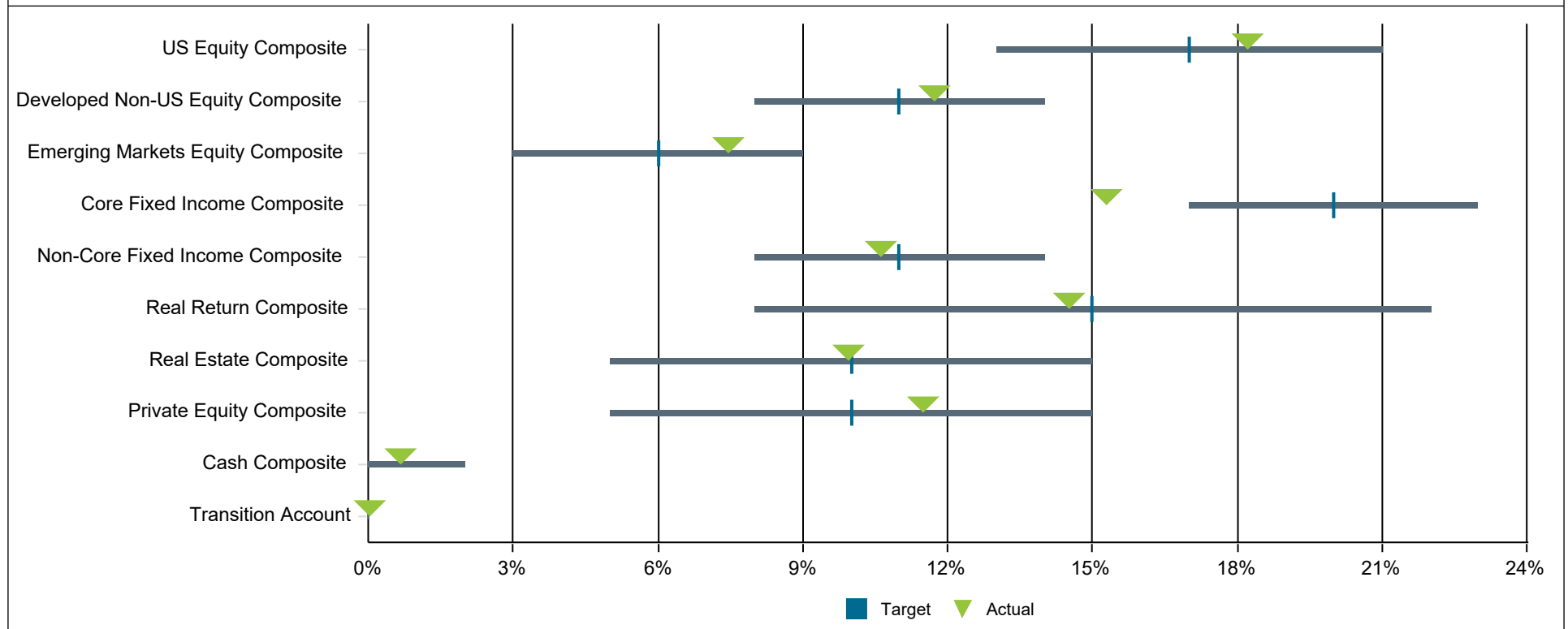
Periods Ending	Beginning Market Value (\$)	Net Cash Flow (\$)	Gain/Loss (\$)	Ending Market Value (\$)	% Return
FYTD	4,779,028,317	-51,623,130	228,227,791	4,955,632,978	4.81

Market values shown are preliminary and subject to change. Performance shown is net of fees and provided by BNY Mellon. Allocations shown may not sum up to 100% exactly due to rounding. Total Fund performance excludes Treasury Cash. The fiscal year ends 06/30. Total fund market value includes residual assets from terminated managers.

Santa Barbara County Employees' Retirement System
Asset Allocation vs Target Allocation

As of November 30, 2025

	Market Value (\$)	Allocation (%)	Lower Range (%)	Target (%)	Upper Range (%)
Total Fund Composite	4,955,632,978	100.0	-	100.0	-
US Equity Composite	902,266,799	18.2	13.0	17.0	21.0
Developed Non-US Equity Composite	581,879,961	11.7	8.0	11.0	14.0
Emerging Markets Equity Composite	369,566,780	7.5	3.0	6.0	9.0
Core Fixed Income Composite	758,689,334	15.3	17.0	20.0	23.0
Non-Core Fixed Income Composite	525,557,854	10.6	8.0	11.0	14.0
Real Return Composite	719,837,297	14.5	8.0	15.0	22.0
Real Estate Composite	493,592,917	10.0	5.0	10.0	15.0
Private Equity Composite	569,164,465	11.5	5.0	10.0	15.0
Cash Composite	33,765,608	0.7	0.0	0.0	2.0
Transition Account	1,311,964	0.0	0.0	0.0	0.0

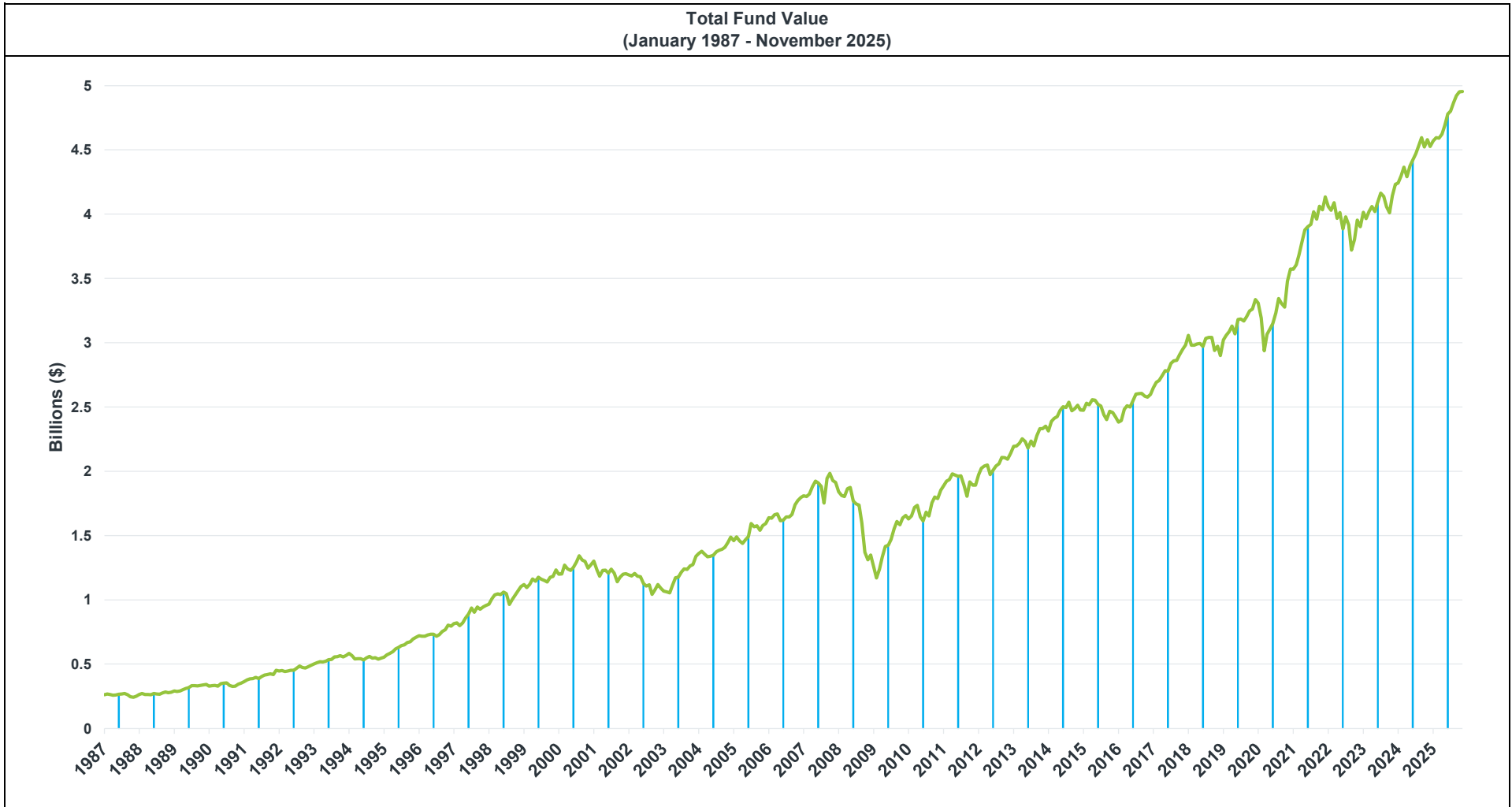


Market values shown are preliminary and subject to change. Allocations shown may not sum up to 100% exactly due to rounding. Market value for the Transition Account represents residual assets from portfolio restructuring. Composite market values include residual assets from liquidated managers.

**Santa Barbara County Employees' Retirement System
Plan Asset Overview**

As of November 30, 2025

	Market Value (\$)	Performance (%)											
		FYTD	FY 2025	FY 2024	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017	FY 2016	Since Incep.
Total Fund	4,955,632,978	4.81	9.77	8.73	7.09	0.28	25.20	-0.10	7.74	7.80	10.49	1.37	8.28



Market values and performance shown are preliminary and subject to change. Performance shown is net of fees and is annualized for periods greater than one year. The fiscal year for Santa Barbara County Employees' Retirement System ends 06/30. Inception date for the Total Fund is 01/01/1987. Total Fund performance excludes Treasury Cash.

**Santa Barbara County Employees' Retirement System
Asset Allocation & Performance**

As of November 30, 2025

	Allocation		Performance (%)									
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	10 Years	Since Incep.	Inception Date
Total Fund Composite	4,955,632,978	100.00	0.38	0.98	4.81	11.77	10.11	9.46	8.64	8.39	8.28	01/01/1987
SBCERS Policy Benchmark			0.12	1.20	6.16	12.79	11.85	10.92	8.07	8.82	N/A	
Difference			0.26	-0.22	-1.35	-1.02	-1.74	-1.46	0.56	-0.42	N/A	
SBCERS Dynamic Policy Benchmark			0.15	1.18	6.44	12.90	11.92	10.96	7.97	8.44	N/A	
Difference			0.23	-0.20	-1.63	-1.14	-1.80	-1.49	0.67	-0.05	N/A	
US Equity Composite	902,266,799	18.21	0.98	1.97	8.82	14.10	10.01	17.33	13.21	13.55	11.22	01/01/1987
Russell 3000 Index			0.27	2.42	10.80	17.17	13.59	19.82	14.15	14.05	11.15	
Difference			0.71	-0.45	-1.98	-3.07	-3.58	-2.49	-0.95	-0.50	0.07	
US Large Cap Equity Composite	825,530,117	16.66	0.82	2.00	8.76	14.69	11.02	18.09	13.46	N/A	14.53	06/01/2016
Russell 1000 Index			0.24	2.41	10.59	17.36	14.09	20.31	14.53	14.38	14.99	
Difference			0.58	-0.41	-1.83	-2.67	-3.07	-2.22	-1.07	N/A	-0.46	
US Small Cap Equity Composite	76,736,681	1.55	2.74	1.67	9.43	8.07	-0.26	10.37	10.90	N/A	10.31	06/01/2016
Russell 2000 Index			0.96	2.79	15.53	13.47	4.09	11.43	7.99	9.12	9.95	
Difference			1.78	-1.12	-6.10	-5.39	-4.36	-1.07	2.91	N/A	0.35	
Developed Non-US Equity Composite	581,879,961	11.74	-0.06	0.52	6.27	30.23	27.02	18.80	10.76	8.17	8.77	07/01/2012
MSCI EAFE Index (USD) (Net)			0.62	1.80	6.66	27.40	24.50	16.11	9.27	7.72	8.01	
Difference			-0.68	-1.29	-0.39	2.83	2.52	2.69	1.49	0.45	0.76	
Emerging Markets Equity Composite	369,566,780	7.46	-0.95	2.70	11.08	27.72	25.19	14.89	8.40	8.54	5.92	07/01/2012
MSCI Emg Mkts Index (USD) (Net)			-2.39	1.69	12.51	29.69	29.51	14.72	5.06	7.85	5.34	
Difference			1.44	1.01	-1.43	-1.96	-4.32	0.18	3.33	0.69	0.58	
Core Fixed Income Composite	758,689,334	15.31	0.76	1.50	3.82	8.58	6.41	5.16	0.02	N/A	2.33	07/01/2017
Bloomberg US Agg Bond Index			0.62	1.25	3.31	7.46	5.70	4.56	-0.31	1.99	1.82	
Difference			0.14	0.25	0.52	1.12	0.71	0.61	0.33	N/A	0.51	
Non-Core Fixed Income Composite	525,557,854	10.61	0.80	1.38	3.78	8.48	8.73	9.46	5.54	N/A	4.53	07/01/2017
Custom Non-Core Fixed Income Benchmark			0.38	0.93	3.15	7.72	7.75	9.46	4.91	5.54	4.76	
Difference			0.42	0.45	0.62	0.76	0.98	-0.01	0.62	N/A	-0.22	

Performance shown is net of fees and provided by BNY or the manager. Performance shown is preliminary and subject to change. Performance is annualized for periods greater than one year. Total Fund performance excludes Treasury Cash. Indices show N/A for since inception returns when the fund contains more history than the corresponding benchmark. The fiscal year ends 06/30. Composite market values include residual assets from liquidated managers. Consumer Price Index data as of 10/31 is unavailable and is proxied using a 12 month average.

Santa Barbara County Employees' Retirement System
Asset Allocation & Performance

As of November 30, 2025

	Allocation		Performance (%)									
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	10 Years	Since Incep.	Inception Date
Real Return Composite	719,837,297	14.53	0.63	0.32	3.21	9.22	8.44	9.31	11.18	N/A	7.91	07/01/2017
Consumer Price Index+4%			-0.13	0.45	2.14	6.46	6.84	6.99	8.67	7.29	7.52	
Difference			0.76	-0.12	1.07	2.77	1.59	2.33	2.51	N/A	0.39	
Custom Real Return Benchmark			0.37	0.89	3.41	8.75	8.42	7.41	7.76	N/A	6.36	
Difference			0.26	-0.56	-0.20	0.48	0.02	1.90	3.42	N/A	1.55	
Real Estate Composite	493,592,917	9.96	-0.09	-0.15	0.52	2.25	2.36	-1.94	7.60	8.28	6.38	04/01/2006
NCREIF ODCE Index (AWA) (Net) (1 Qtr Lag)			0.00	0.00	0.81	2.65	2.67	-6.21	2.54	4.42	4.73	
Difference			-0.09	-0.15	-0.29	-0.40	-0.32	4.28	5.06	3.86	1.65	
Private Equity Composite	569,164,465	11.49	-0.08	-0.38	1.74	3.63	3.48	4.34	12.92	13.05	10.43	06/01/2006
Russell 3000+3% Index (1 Qtr Lag)			0.00	0.00	11.81	10.97	13.54	20.36	16.37	16.82	13.56	
Difference			-0.08	-0.38	-10.08	-7.34	-10.06	-16.02	-3.45	-3.77	-3.13	

Performance for the NCREIF ODCE Index (AWA) (Net) (1 Qtr Lag) is available quarterly; interim months assume a 0.00% return.

Performance for the Russell 3000+3% Index (1 Qtr Lag) is calculated quarterly; interim months assume a 0.00% return.

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Santa Barbara County Employees' Retirement System
Asset Allocation & Performance

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	Allocation		Performance (%)									
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	10 Years	Since Incep.	Inception Date
Total Fund Composite	4,955,632,978	100.00	0.38	0.98	4.81	11.77	10.11	9.46	8.64	8.39	8.28	01/01/1987
SBCERS Policy Benchmark			0.12	1.20	6.16	12.79	11.85	10.92	8.07	8.82	N/A	
Difference			0.26	-0.22	-1.35	-1.02	-1.74	-1.46	0.56	-0.42	N/A	
SBCERS Dynamic Policy Benchmark			0.15	1.18	6.44	12.90	11.92	10.96	7.97	8.44	N/A	
Difference			0.23	-0.20	-1.63	-1.14	-1.80	-1.49	0.67	-0.05	N/A	
US Equity Composite	902,266,799	18.21	0.98	1.97	8.82	14.10	10.01	17.33	13.21	13.55	11.22	01/01/1987
Russell 3000 Index			0.27	2.42	10.80	17.17	13.59	19.82	14.15	14.05	11.15	
Difference			0.71	-0.45	-1.98	-3.07	-3.58	-2.49	-0.95	-0.50	0.07	
US Large Cap Equity Composite	825,530,117	16.66	0.82	2.00	8.76	14.69	11.02	18.09	13.46	N/A	14.53	06/01/2016
Russell 1000 Index			0.24	2.41	10.59	17.36	14.09	20.31	14.53	14.38	14.99	
Difference			0.58	-0.41	-1.83	-2.67	-3.07	-2.22	-1.07	N/A	-0.46	
BNY Mellon HEDI (SA)	351,526,539	7.09	1.62	1.47	6.39	11.11	6.96	15.28	12.16	13.75	13.28	05/01/2019
Russell 1000 Index			0.24	2.41	10.59	17.36	14.09	20.31	14.53	14.38	15.17	
Difference			1.37	-0.94	-4.20	-6.25	-7.13	-5.03	-2.37	-0.63	-1.89	
Russell 1000 Val Index			2.66	3.11	8.61	15.13	7.25	12.09	12.01	10.21	10.29	
Difference			-1.04	-1.64	-2.21	-4.01	-0.29	3.19	0.14	3.54	2.99	
BNY Mellon R1000 Index - SL (CF)	474,003,578	9.56	0.24	2.40	10.58	17.34	14.07	20.28	14.51	14.44	15.23	05/01/2019
Russell 1000 Index			0.24	2.41	10.59	17.36	14.09	20.31	14.53	14.38	15.17	
Difference			0.00	-0.01	-0.01	-0.02	-0.02	-0.03	-0.02	0.06	0.05	
US Small Cap Equity Composite	76,736,681	1.55	2.74	1.67	9.43	8.07	-0.26	10.37	10.90	N/A	10.31	06/01/2016
Russell 2000 Index			0.96	2.79	15.53	13.47	4.09	11.43	7.99	9.12	9.95	
Difference			1.78	-1.12	-6.10	-5.39	-4.36	-1.07	2.91	N/A	0.35	
DFA US Small Cap;I (DFSTX)	76,705,486	1.55	2.75	1.67	9.43	8.03	-0.30	N/A	N/A	N/A	10.51	03/01/2024
Russell 2000 Index			0.96	2.79	15.53	13.47	4.09	11.43	7.99	9.12	13.41	
Difference			1.78	-1.12	-6.10	-5.43	-4.39	N/A	N/A	N/A	-2.90	

Performance shown is net of fees and provided by BNY or the manager. Performance shown is preliminary and subject to change. Performance is annualized for periods greater than one year. Total Fund performance excludes Treasury Cash. Indices show N/A for since inception returns when the fund contains more history than the corresponding benchmark. The fiscal year ends 06/30. Composite market values include residual assets from liquidated managers. Consumer Price Index data as of 10/31 is unavailable and is proxied using a 12 month average.

Santa Barbara County Employees' Retirement System
Asset Allocation & Performance

As of November 30, 2025

	Allocation		Performance (%)									
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	10 Years	Since Incep.	Inception Date
Developed Non-US Equity Composite	581,879,961	11.74	-0.06	0.52	6.27	30.23	27.02	18.80	10.76	8.17	8.77	07/01/2012
MSCI EAFE Index (USD) (Net)			0.62	1.80	6.66	27.40	24.50	16.11	9.27	7.72	8.01	
Difference			-0.68	-1.29	-0.39	2.83	2.52	2.69	1.49	0.45	0.76	
PanAgora Dynamic International Equity (CIT)	314,345,959	6.34	0.49	1.75	7.75	31.25	28.10	19.35	11.80	8.26	9.43	05/01/2009
MSCI EAFE Index (USD) (Net)			0.62	1.80	6.66	27.40	24.50	16.11	9.27	7.72	8.25	
Difference			-0.13	-0.06	1.09	3.85	3.60	3.25	2.53	0.54	1.18	
Artisan Non-U.S. Growth (CIT)	193,342,139	3.90	-1.38	-1.12	3.97	31.76	28.03	18.49	9.27	8.11	7.20	02/01/2014
MSCI EAFE Index (USD) (Net)			0.62	1.80	6.66	27.40	24.50	16.11	9.27	7.72	6.45	
Difference			-2.00	-2.92	-2.68	4.36	3.53	2.38	0.00	0.39	0.75	
Acadian Non-US Small Cap Equity (CF)	69,674,373	1.41	1.21	-0.23	6.75	31.04	28.71	18.15	11.42	N/A	11.42	12/01/2020
MSCI EAFE Sm Cap Index (USD) (Net)			1.22	0.40	6.63	28.90	25.94	14.50	6.55	7.33	6.55	
Difference			-0.01	-0.63	0.13	2.14	2.77	3.65	4.87	N/A	4.87	
Emerging Markets Equity Composite	369,566,780	7.46	-0.95	2.70	11.08	27.72	25.19	14.89	8.40	8.54	5.92	07/01/2012
MSCI Emg Mkts Index (USD) (Net)			-2.39	1.69	12.51	29.69	29.51	14.72	5.06	7.85	5.34	
Difference			1.44	1.01	-1.43	-1.96	-4.32	0.18	3.33	0.69	0.58	
DFA Emerging Markets Value I (DFEVX)	185,304,522	3.74	-0.94	2.22	10.06	26.09	23.53	15.07	10.81	9.22	5.07	05/01/2013
MSCI Emg Mkts Index (USD) (Net)			-2.39	1.69	12.51	29.69	29.51	14.72	5.06	7.85	4.70	
Difference			1.45	0.54	-2.45	-3.60	-5.98	0.36	5.74	1.37	0.37	
MSCI Emg Mkts Val Index (USD) (Net)			-1.06	2.94	11.94	28.46	27.54	14.73	7.82	7.33	3.70	
Difference			0.12	-0.72	-1.88	-2.38	-4.01	0.35	2.99	1.90	1.36	
RBC Emerging Markets Equity (CF)	184,262,258	3.72	-0.95	3.18	12.12	29.41	26.91	14.73	6.26	N/A	7.75	09/01/2016
MSCI Emg Mkts Index (USD) (Net)			-2.39	1.69	12.51	29.69	29.51	14.72	5.06	7.85	7.20	
Difference			1.44	1.50	-0.39	-0.28	-2.60	0.01	1.20	N/A	0.56	
MSCI Emg Mkts Grth Index (USD) (Net)			-3.50	0.64	13.06	30.83	31.36	14.66	2.47	8.28	7.68	
Difference			2.55	2.54	-0.94	-1.42	-4.45	0.07	3.79	N/A	0.07	

Performance shown is net of fees and provided by BNY or the manager. Performance shown is preliminary and subject to change. Performance is annualized for periods greater than one year. Total Fund performance excludes Treasury Cash. Indices show N/A for since inception returns when the fund contains more history than the corresponding benchmark. The fiscal year ends 06/30. Composite market values include residual assets from liquidated managers. Consumer Price Index data as of 10/31 is unavailable and is proxied using a 12 month average.

Santa Barbara County Employees' Retirement System
Asset Allocation & Performance

As of November 30, 2025

	Allocation		Performance (%)									
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	10 Years	Since Incep.	Inception Date
Core Fixed Income Composite	758,689,334	15.31	0.76	1.50	3.82	8.58	6.41	5.16	0.02	N/A	2.33	07/01/2017
Bloomberg US Agg Bond Index			0.62	1.25	3.31	7.46	5.70	4.56	-0.31	1.99	1.82	
Difference			0.14	0.25	0.52	1.12	0.71	0.61	0.33	N/A	0.51	
Garcia Hamilton Core Fixed Income (SA)	442,086,128	8.92	0.78	1.59	3.87	8.81	6.30	4.34	-0.24	N/A	1.87	09/01/2017
Bloomberg US Agg Bond Index			0.62	1.25	3.31	7.46	5.70	4.56	-0.31	1.99	1.69	
Difference			0.16	0.34	0.57	1.35	0.59	-0.22	0.07	N/A	0.17	
PGIM Core Plus Fixed Income (CF)	316,603,207	6.39	0.72	1.36	3.75	8.17	6.45	6.31	0.49	N/A	3.09	06/01/2018
Bloomberg US Agg Bond Index			0.62	1.25	3.31	7.46	5.70	4.56	-0.31	1.99	2.08	
Difference			0.10	0.11	0.44	0.71	0.75	1.75	0.80	N/A	1.01	
Non-Core Fixed Income Composite	525,557,854	10.61	0.80	1.38	3.78	8.48	8.73	9.46	5.54	N/A	4.53	07/01/2017
Custom Non-Core Fixed Income Benchmark			0.38	0.93	3.15	7.72	7.75	9.46	4.91	5.54	4.76	
Difference			0.42	0.45	0.62	0.76	0.98	-0.01	0.62	N/A	-0.22	
Wellington Blended Opportunistic EMD (CF)	132,602,748	2.68	1.33	2.91	6.70	15.54	13.62	10.12	2.02	N/A	2.62	03/01/2020
Wellington Blended Benchmark			0.88	2.19	6.05	15.51	13.59	10.12	1.80	3.89	2.16	
Difference			0.45	0.73	0.65	0.03	0.03	0.01	0.23	N/A	0.45	
Beach Point Leveraged Loan (CF)	157,647,934	3.18	0.07	0.17	1.41	4.54	5.33	9.87	6.58	5.00	4.88	10/01/2012
S&P UBS Leveraged Loan Index			0.21	0.51	2.20	5.22	5.84	9.19	6.50	5.61	5.03	
Difference			-0.14	-0.33	-0.79	-0.68	-0.51	0.68	0.07	-0.61	-0.16	
Private Credit	235,166,109	4.75	1.00	1.35	3.81	7.54	8.56	8.59	8.91	N/A	7.09	11/01/2018
S&P UBS Leveraged Loan Index			0.21	0.51	2.20	5.22	5.84	9.19	6.50	5.61	5.46	
Difference			0.79	0.84	1.61	2.31	2.72	-0.60	2.41	N/A	1.62	
SOFR Index+4%			0.66	1.35	3.46	7.81	8.57	9.12	7.33	N/A	6.78	
Difference			0.33	0.00	0.35	-0.28	-0.01	-0.52	1.59	N/A	0.31	

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**Santa Barbara County Employees' Retirement System
Asset Allocation & Performance**

As of November 30, 2025

	Allocation		Performance (%)									
	Market Value (\$)	%	MTD	QTD	FYTD	CYTD	1 Year	3 Years	5 Years	10 Years	Since Incep.	Inception Date
Real Return Composite	719,837,297	14.53	0.63	0.32	3.21	9.22	8.44	9.31	11.18	N/A	7.91	07/01/2017
Consumer Price Index+4%			-0.13	0.45	2.14	6.46	6.84	6.99	8.67	7.29	7.52	
Difference			0.76	-0.12	1.07	2.77	1.59	2.33	2.51	N/A	0.39	
Custom Real Return Benchmark			0.37	0.89	3.41	8.75	8.42	7.41	7.76	N/A	6.36	
Difference			0.26	-0.56	-0.20	0.48	0.02	1.90	3.42	N/A	1.55	
Public Real Return Composite	144,284,948	2.91	2.39	2.63	8.67	18.65	14.91	9.03	7.51	N/A	6.02	07/01/2017
SS Real Assets NL (CIT)	143,915,402	2.90	2.40	2.64	8.71	18.80	15.04	N/A	N/A	N/A	15.04	12/01/2024
SS Custom Index			2.42	2.67	8.74	18.77	14.98	6.84	10.16	7.45	14.98	
Difference			-0.02	-0.03	-0.03	0.03	0.06	N/A	N/A	N/A	0.06	
Private Real Return Composite	575,552,349	11.61	0.20	-0.24	1.92	7.07	6.90	9.60	14.46	N/A	9.87	07/01/2017
Consumer Price Index+4%			-0.13	0.45	2.14	6.46	6.84	6.99	8.67	7.29	7.52	
Difference			0.33	-0.69	-0.22	0.61	0.06	2.62	5.79	N/A	2.35	
Real Estate Composite	493,592,917	9.96	-0.09	-0.15	0.52	2.25	2.36	-1.94	7.60	8.28	6.38	04/01/2006
NCREIF ODCE Index (AWA) (Net) (1 Qtr Lag)			0.00	0.00	0.81	2.65	2.67	-6.21	2.54	4.42	4.73	
Difference			-0.09	-0.15	-0.29	-0.40	-0.32	4.28	5.06	3.86	1.65	
Hamilton Lane Real Estate	493,592,917	9.96	-0.09	-0.15	0.52	2.25	2.36	N/A	N/A	N/A	-2.36	04/01/2023
NCREIF ODCE Index (AWA) (Net) (1 Qtr Lag)			0.00	0.00	0.81	2.65	2.67	-6.21	2.54	4.42	-5.20	
Difference			-0.09	-0.15	-0.29	-0.40	-0.32	N/A	N/A	N/A	2.84	
Private Equity Composite	569,164,465	11.49	-0.08	-0.38	1.74	3.63	3.48	4.34	12.92	13.05	10.43	06/01/2006
Russell 3000+3% Index (1 Qtr Lag)			0.00	0.00	11.81	10.97	13.54	20.36	16.37	16.82	13.56	
Difference			-0.08	-0.38	-10.08	-7.34	-10.06	-16.02	-3.45	-3.77	-3.13	

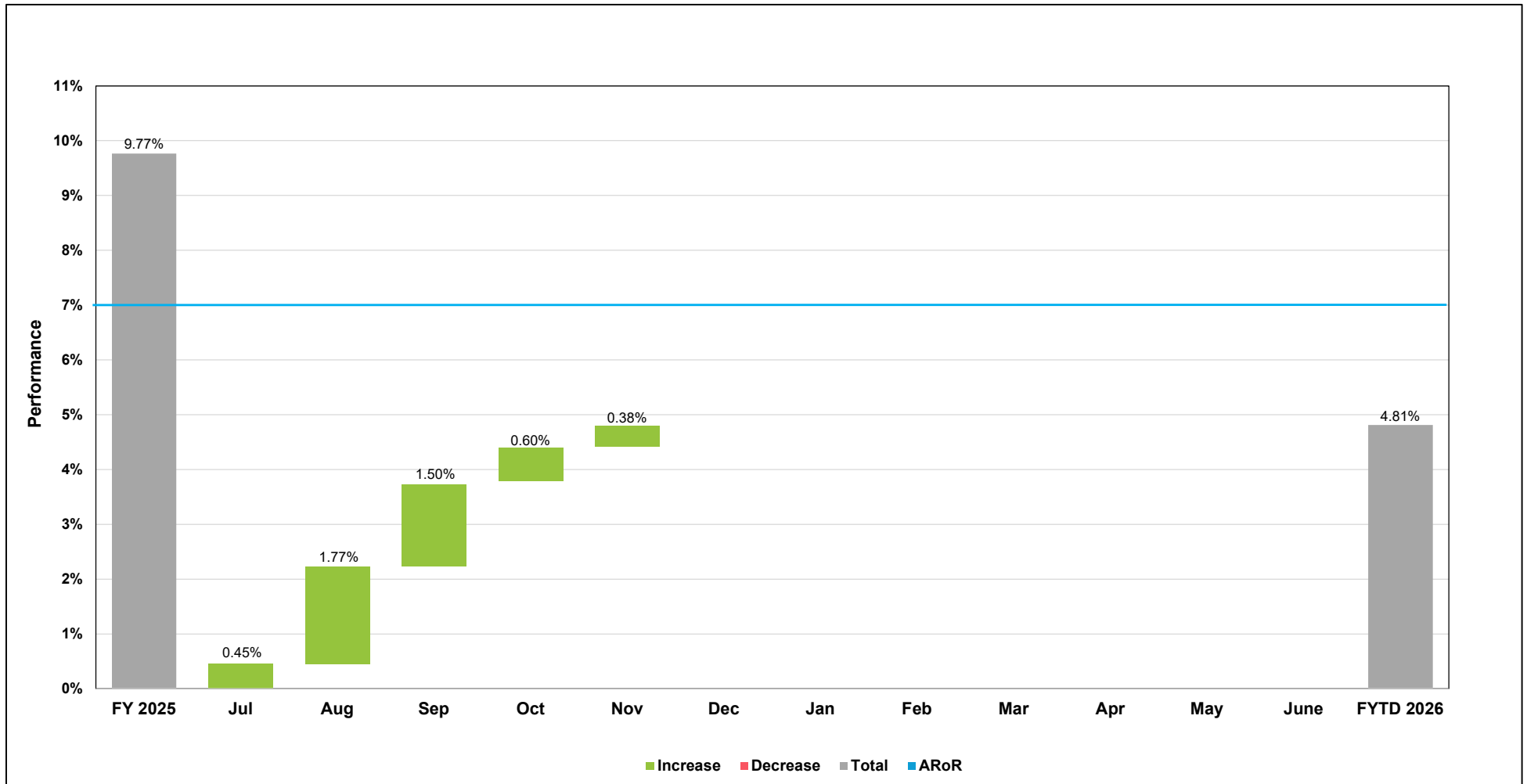
Performance for the NCREIF ODCE Index (AWA) (Net) (1 Qtr Lag) is available quarterly; interim months assume a 0.00% return.

Performance for the Russell 3000+3% Index (1 Qtr Lag) is calculated quarterly; interim months assume a 0.00% return.

Performance shown is net of fees and provided by BNY or the manager. Performance shown is preliminary and subject to change. Performance is annualized for periods greater than one year. Total Fund performance excludes Treasury Cash. Indices show N/A for since inception returns when the fund contains more history than the corresponding benchmark. The fiscal year ends 06/30. Composite market values include residual assets from liquidated managers. Consumer Price Index data as of 10/31 is unavailable and is proxied using a 12 month average.

**Santa Barbara County Employees' Retirement System
Progress Towards Fiscal Year Target Assumed Rate of Return**

As of November 30, 2025



Performance is preliminary and subject to change. Total Fund performance is net of fees and excludes Treasury Cash. Fiscal year ends 6/30. Monthly performance figures may not sum to the FYTD return due to calculation methodology.

Performance Related Comments

- RVK, Inc. began monitoring the assets of the Santa Barbara County Employees' Retirement System in 06/2016. Prior historical data was provided by the previous investment consultant.
- Inception dates shown represent the first full month following initial funding.
- Performance is annualized for periods greater than one year.
- Total Fund performance excludes Treasury Cash.
- Performance shown is net of fees and provided by BNY Mellon or the manager.
- Market values and performance shown are preliminary and subject to change.
- Historical performance prior to 04/11/2019 for BNY Mellon HEDI (SA), BNY Mellon R1000 Index - NL (CF), and BNY Mellon TIPS - NL (CF) is represented by RhumbLine HEDI (SA), SS Russell 1000 Index - NL (CF), and BlackRock TIPS (CF), respectively.
- In 04/2023, ORG Real Estate was changed to Hamilton Lane Real Estate to reflect the change in consultant. Prior to 04/01/2023, performance shown for the Real Estate Composite is representative of ORG Real Estate.
- Historical performance prior to 02/11/2025 for PanAgora Dynamic International Equity (CIT) is represented by PanAgora Dynamic International Equity (SA).
- Historical performance prior to 04/14/2025 for Artisan Non-U.S. Growth (CIT) is represented by Artisan Non-U.S. Growth (SA).

Custom Index Comments

- RVK began calculating the SBCERS Policy Benchmark on 04/01/2016. Historical performance was provided by the previous consultant. The passive **Policy Benchmark** currently consists of 17% Russell 3000 Index, 11% MSCI EAFE Index (USD) (Net), 6% MSCI Emg Mkts Index (USD) (Net), 20% Bloomberg US Agg Bond Index, 11% Custom Non-Core Fixed Income Benchmark, 15% Consumer Price Index+4%, 10% NCREIF ODCE Index (AWA) (Net) (1 Qtr Lag), and 10% Russell 3000 Index+3% (1 Qtr Lag). Prior to 11/01/2025 the benchmark consisted of 19% Russell 3000 Index, 11% MSCI EAFE Index (USD) (Net), 7% MSCI Emg Mkts Index (USD) (Net), 17% Bloomberg US Agg Bond Index, 11% Custom Non-Core Fixed Income Benchmark, 15% Consumer Price Index+4%, 10% NCREIF ODCE Index (AWA) (Net) (1 Qtr Lag), and 10% Russell 3000 Index+3% (1 Qtr Lag).
- The active **SBCERS Dynamic Policy Benchmark** is calculated monthly using beginning of month manager weights applied to each corresponding primary benchmark return.
- The passive **Custom Non-Core Fixed Income Benchmark** currently consists of 25% Wellington Blended Benchmark and 75% S&P UBS Leveraged Loan Index. Prior to 09/01/2022 the benchmark consisted of 33.3% Wellington Blended Benchmark, and 66.6% S&P UBS Leveraged Loan Index. Prior to 12/01/2020 the benchmark consisted of 33.3% Bloomberg US Corp Hi Yld Index, 33.3% Wellington Blended Benchmark, and 33.3% S&P UBS Leveraged Loan Index.
- The passive **Wellington Blended Benchmark** currently consists of 50% JPM GBI-EM Gbl Dvfd Index (USD) (TR) (Unhedged) and 50% JPM Emg Mkts Bond Gbl Dvfd Index (TR).
- The active **Custom Real Return Benchmark** is calculated monthly using beginning of month manager weights within the Real Return Composite applied to each corresponding primary benchmark return.
- The passive **SS Custom Index** is a custom benchmark created by the manager and currently consists of 25% Bloomberg Enhanced Roll Yield Total Return Index, 25% S&P Global LargeMidCap Commodity and Resources Index, 20% S&P Global Infrastructure Index, 10% Dow Jones U.S. Select REIT Index, and 20% Bloomberg US Government Inflation-Linked 1-10 Year Bond Index.
- Performance for the NCREIF ODCE Index (AWA) (Net) (1 Qtr Lag) is available quarterly; interim months assume a 0.00% return.

**Santa Barbara County Employees' Retirement System
Fee Schedule for Public Investment Managers**

As of November 30, 2025

	Fee Schedule	Market Value As of 11/30/2025 (\$)	Estimated Annual Fee (\$)	Estimated Annual Fee (%)
Total Fund Public Assets		3,082,157,139	8,363,100	0.27
U.S. Equity Composite				
BNY Mellon HEDI (SA)	0.02 % of Assets	351,526,539	70,305	0.02
BNY Mellon R1000 Index - SL (CF)	0.01 % of Assets	474,003,578	47,400	0.01
DFA US Small Cap;I (DFSTX)	0.27 % of Assets	76,705,486	207,105	0.27
Dev'd Mkt. Non-U.S. Equity Composite				
PanAgora Dynamic International Equity (CIT)	0.35 % of Assets	314,345,959	1,100,211	0.35
Artisan Non-U.S. Growth (CIT)	0.75 % of Assets	193,342,139	1,450,066	0.75
Acadian Non-US Small Cap Equity (CF)	0.75 % of Assets	69,674,373	522,558	0.75
Emerging Mkt. Equity Composite				
DFA Emerging Markets Value I (DFEVX)	0.44 % of Assets	185,304,522	815,340	0.44
RBC Emerging Markets Equity (CF)	0.50 % of Assets	184,262,258	921,311	0.50
Core Fixed Income Composite				
Garcia Hamilton Core Fixed Income (SA)	0.25 % of First \$25 M 0.20 % of Next \$25 M 0.15 % of Next \$50 M 0.14 % of Next \$100 M 0.10 % Thereafter	442,086,128	569,586	0.13
PGIM Core Plus Fixed Income (CF)	0.26 % of Assets	316,603,207	823,168	0.26

**Santa Barbara County Employees' Retirement System
 Fee Schedule for Public Investment Managers**

As of November 30, 2025

	Fee Schedule	Market Value As of 11/30/2025 (\$)	Estimated Annual Fee (\$)	Estimated Annual Fee (%)
Non-Core Fixed Income Composite				
Wellington Blended Opportunistic EMD (CF)	0.55 % of Assets	132,602,748	729,315	0.55
Beach Point Leveraged Loan (CF)	0.50 % of Assets	157,647,934	788,240	0.50
Public Real Return Composite				
SS Real Assets NL (CIT)	0.20 % of Assets	143,915,402	287,831	0.20

- Mutual fund fees are sourced from Morningstar and/or the investment manager.

**Santa Barbara County Employees' Retirement System
Fee Schedule for Private Credit Managers**

As of November 30, 2025

Fund	Vintage	Commitment (\$M)	Management Fee	Carry	Hurdle	Target Return (Net)
AG Direct Lending III LP	2018	\$25.0	1.00%	15.00%	7.00%	10% to 13% Levered
First Eagle Direct Lending IV	2019	\$20.0	0.85%	15.00%	6.00%	7% to 9% Unlevered
PIMCO Private Income LLC	2019	\$20.0	1.25%	12.50%	5.00%	8% to 12% Levered
AG Direct Lending IV LP	2020	\$20.0	0.93%	15.00%	7.00%	10% to 13% Levered
Deerpath Capital V LP	2020	\$20.0	1.00%	10.00%	5.00%	6% to 9% Unlevered
Deerpath Capital VI LP	2021	\$20.0	1.00%	10.00%	4.00%	5% to 8% Unlevered
First Eagle Direct Lending V-B	2021	\$20.0	0.50%	15.00%	8.00%	8% to 11% Levered
TPG Twin Brook DL Evergreen Fund	2022	\$38.8	0.72%	15.00%	7.00%	10% to 13% Levered
Ares Pathfinder Core LP	2022	\$20.0	1.05%	15.00%	6.00%	8% to 10% Unlevered
Marathon Dislocation Credit II LP	2023	\$25.0	1.00%	15.00%	8.00%	15% to 20% Unlevered
KKR US Direct Lending Evergreen LP	2023	\$25.0	0.65%	N/A	N/A	8.50% to 10.50% Unlevered
VPC Asset Backed Opportunistic Credit Fund II	2023	\$25.0	1.25%	15.00%	6.00%	8% to 10% Unlevered
Pantheon Credit Opportunities III	2024	\$27.5	1.00%	10.00%	8.00%	14% to 18% Unlevered
TPG AG Asset-Backed Credit Fund Evergreen	2024	\$25.0	0.98%	15.00%	7.50%	12% to 15% Levered

Overview of RVK Performance Reports

	Monthly Investment Performance Analysis	Quarterly Investment Performance Analysis
Frequency	Typically available by the 15th business day following month end	Typically available 30-45 calendar days following quarter end
Analytics Included		
Capital Markets Review (abbreviated)	✓	
Capital Markets Review (with full asset class detail)		✓
Monthly Portfolio Highlights or Executive Summary	✓	✓
Manager Monitoring/Investment Manager Updates/Watch List		✓
Asset Allocation By Manager and Schedule of Investable Assets	✓	✓
Asset Allocation vs. Target Allocation	✓	✓
Plan Asset Overview	✓	✓
Total Fund Asset Allocation & Ranks vs. Peers		✓
Trailing Performance	✓	
Trailing & Fiscal Year Performance (including ranks)		✓
Total Fund IDP Attribution		✓
Composite Profile Pages (including ranks)		✓
Private Credit AltInvest Report	✓	✓
Investment Manager Profile Pages (including ranks)		✓
Fee Schedule for Public Investment Managers	✓	✓
Underlying Indices of SBCERS Policy Index		✓
Work Plan		✓

Glossary

Active Return - The difference between the investment manager/composite performance relative to the performance of an appropriate market benchmark.

Active Share - Measures the degree to which the holdings of a fund differ from the holdings of the benchmark. Active share is calculated by taking the sum of the absolute value of the differences of the weight of each holding in the fund versus the weight of each holding in the benchmark and dividing by two.

Alpha - A measure of the difference between a portfolio's actual returns and its expected performance, given its level of risk as measured by beta. It is a measure of the portfolio's historical performance not explained by movements of the market or a portfolio's non-systematic return.

Alpha Ratio - A measure of a portfolio's non-systematic return per unit of downside risk. It is measured by dividing the alpha of a portfolio by the downside risk. The non-systematic return is a measure of a portfolio's historical performance not explained by movements of the market.

Average Quality - Bond quality ratings are reported using the investment managers' and the index providers' preferred rating agency. *Average Quality for managers unable to provide this statistic is instead provided by Morningstar; if unavailable on Morningstar, it has been estimated using a credit quality distribution provided by the manager.* There are two primary rating agencies in the US. *Moody's* assigns ratings on a system that employs up to four symbols (consisting of letters and numbers), such as, Aaa, Aa2, etc., with Aaa being the highest or safest rating. *Standard & Poor's (S&P)* employs a system that uses + and - along with letters, such as AAA, AA+, etc. The two rating agencies' systems are summarized below:

<u>S&P</u>	<u>Moody's</u>	<u>Explanation</u>	<u>S&P</u>	<u>Moody's</u>	<u>Explanation</u>
Higher Credit Quality – Investment Grade			Lower Credit Quality – Below Investment Grade		
AAA	Aaa	Prime/Highest credit quality	BB+	Ba1	Speculative/Low credit quality
AA+	Aa1	High credit quality	BB	Ba2	
AA	Aa2		BB-	Ba3	
AA-	Aa3		B+	B1	Highly speculative
A+	A1	Upper-medium credit quality	B	B2	
A	A2		B-	B3	
A-	A3		CCC+	Caa1	Substantial credit/default risk
BBB+	Baa1	Lower-medium credit quality	CCC	Caa2	Extremely speculative
BBB	Baa2		CCC-	Caa3	
BBB-	Baa3		CC	Ca	Vulnerable to default
			C	Ca	
			D	C	In default

Benchmark Effect - The difference between the blended return of each respective managers' benchmark within a composite and the composite's benchmark return.

Beta - A measure of the sensitivity of a portfolio to the movements in the market. It is a measure of a portfolio's non-diversifiable or systematic risk.

Box Plots - A graphical representation of the distribution of observations. From top to bottom, the four boxes represent the spread between the maximum value and the minimum value in each quartile. A quartile represents the values that divide the observations into four quarters (i.e., 1st quartile, 2nd quartile, 3rd quartile, and 4th quartile). The median observation is where the 2nd quartile and 3rd quartile meet.

Buy and Hold Attribution - At the beginning of the time period under analysis, the manager and benchmark portfolios are broken down into segments (i.e., styles, sectors, countries, and regions) based on the desired type of attribution. The formula assumes zero turn-over to the manager and benchmark portfolios throughout the period and calculates the segment returns ("buy and hold returns") to arrive at performance attribution. Due to portfolio turnover, buy and hold attribution may not accurately represent quarterly performance relative to the benchmark. Country, region, sector, and style allocations are as of the date one quarter prior to the reporting date, and the returns shown are for those segments throughout the quarter reported. Due to disclosure guidelines set by each investment manager, equity characteristics shown are as of the most recent date available. The following is the methodology for segment classification:

Sector - Attribution is calculated using the Global Industry Classification Standard (GICS), which is a detailed and comprehensive structure for sector and industry analysis. Stocks are classified by their primary sector as defined by S&P Capital IQ data. Attribution to "Other" is the result of securities based in industries that do not fit into any GICS classification.

Country/Region - Attribution is calculated using the Morgan Stanley Capital International (MSCI) region standards. Stocks are classified by their domicile country/region, as defined by S&P Capital IQ data, and thus may differ from the classification of the investment manager and/or index provider. Attribution to "EMEA" represents securities based in Europe, the Middle East, and Africa. Attribution to "Other" is the result of securities based in countries/regions that do not fit into any MSCI classification.

Style - Stocks are classified into the following style boxes: large/mid/small vs. growth/neutral/value. Stocks are classified along large/mid/small categories at the time of the Russell index rebalancing, using the index market cap boundaries as cutoff points. Stocks are classified along growth/neutral/value categories at the time of the Russell index rebalancing, using the price/book ratio as supplied by S&P Capital IQ. Stocks in the Russell 3000 Index portfolio are sorted by price/book ratio; names with the highest price/book ratio that make up 1/3 of the total market capitalization are assigned to the growth category, and names that make up the subsequent 1/3 of the total market capitalization are assigned to the neutral category, while the balance of the names are assigned to the value category. Stocks are unclassified when there is not enough data to determine a size and style metric.

Portfolio Characteristics and Buy and Hold Attribution reports utilize product-specific data for all mutual funds and commingled funds.

Glossary

Capital Markets Review -

Breakeven Inflation - Measures the expected inflation rate at each stated maturity by taking the difference between the real yield of the inflation-linked maturity curve and the yield of the closest nominal Treasury maturity.

Consumer Confidence - Measures domestic consumer confidence as defined by the degree of optimism on the state of the economy that consumers express through saving and spending.

Consumer Price Index (CPI) - Measures the change in the price level of consumer goods and services.

Federal Funds Rate - The interest rate at which a depository institution lends funds maintained at the Federal Reserve to another depository institution overnight. It is one of the most influential interest rates in the US economy, since it affects monetary and financial conditions, which in turn have a bearing on key aspects of the broad economy including employment, growth and inflation.

Option-Adjusted Spread - Measures the flat spread of an index or bond to the Treasury yield curve after removing the effect of any embedded options.

Purchasing Managers Index (PMI) - Measures economic activity by surveying purchasing managers on a monthly basis as to whether business conditions have improved, worsened, or stayed the same.

Real Gross Domestic Product (Real GDP) - An inflation-adjusted measure that reflects the value of all goods and services produced by an economy in a given year.

Unemployment Rate - The percentage of the total labor force that is unemployed but actively seeking employment.

US Dollar Total Weighted Index - Measures the value of the US Dollar relative to a basket of other world currencies. It is calculated as the weighted geometric mean of the dollar's value versus the EUR, GBP, CAD, SEK, CHF, and JPY.

VIX - Measures the implied volatility of S&P 500 Index options by looking at the market's expectation of the S&P 500 Index volatility over the next 30 day period. Commonly referred to as the "fear index" or the "fear gauge."

Cash Flow Effect - The composite's active return minus the sum of each managers' active return minus the benchmark effect.

Consistency - The percentage of quarters that a product achieved a rate of return higher than that of its benchmark. The higher the consistency figure, the more value a manager has contributed to the product's performance.

Convexity - A measure of the shape of the curve that describes the relationship between bond prices and bond yields.

Correlation - A statistical measure of the relationship between asset class returns. A value of 1.00 is a perfect correlation; that is, the asset classes always move in the same direction. A value of -1.00 indicates a perfect negative correlation, in which the asset classes always move in opposite directions of each other. A value of 0 indicates there is no relationship between the direction of returns of the two asset classes. Correlation calculations only consider the direction of changes relative to two variables and not the magnitude of those changes.

Coupon Rate - The percentage rate of interest paid on a bond or fixed income security; it is typically paid twice per year.

Current Yield - The annual income of a security divided by the security's current price.

Down Market Capture - Down market by definition is negative benchmark return and down market capture represents the ratio in % terms of the average portfolios return over the benchmark during the down market period. The lower the value of the down market capture the better the product's performance.

Downside Risk - A measure similar to standard deviation that focuses only on the negative movements of the return series. It is calculated by taking the standard deviation of the negative returns for the selected periodicity. The higher the factor, the riskier the product.

Earnings Per Share - It is backward looking, calculated using the one year current EPS divided by the one year EPS five years ago.

Effective Duration - The approximate percentage change in a bond's price for a 100 basis point change in yield.

Excess Return vs. Market - Average of the monthly arithmetic difference between the manager's return and the benchmark return over a specified time period, shown on an annualized basis.

Excess Return vs. Risk Free - Average of the monthly arithmetic difference between the manager's return and the risk-free return (i.e., ICE BofA 3 Mo US T-Bill Index unless specified otherwise) over a specified time period, shown on an annualized basis.

Excess Risk - A measure of the standard deviation of a portfolio's performance relative to the risk-free return.

Expense Ratios - Morningstar is the source for mutual fund expense ratios.

Gain/Loss - The net increase or decrease in the market value of a portfolio excluding its Net Cash Flow for a given period.

Indices - All indices and related information are considered intellectual property and are licensed by each index provider. The indices may not be copied, used, or distributed without the index provider's prior written approval. Index providers make no warranties and bear no liability with respect to the indices, any related data, their quality, accuracy, suitability, and/or completeness.

Information Ratio - Measured by dividing the active rate of return by the tracking error. The higher the information ratio, the more value-added contribution by the manager.

Glossary

Liability Driven Investing (LDI) - A method to optimally structure asset investments relative to liabilities. The change in liabilities is estimated by the Ryan Labs Generic PPA Index of appropriate duration for that Plan. This benchmark is based on generic data and is therefore an approximation. RVK is not an actuarial firm, and does not have actuarial expertise.

Estimated Funded Status - The estimated ratio of a Plan's assets relative to its future liabilities. This is calculated by dividing the Plan's asset market value by the estimated present value of its liabilities. The higher the estimated funded status, the better the Plan's ability to cover its projected benefit obligations. An estimated funded status of 100% indicates a Plan that is fully funded.

Estimated PV of Liabilities - An estimate of a Plan's future liabilities in present value terms. The beginning of the period liability is provided by the Plan's actuary. The period-end present value liability estimate provided in this report is derived by applying the estimated percentage change generated using the Ryan Labs Generic PPA Index with duration similar to that reported on the most recent actuarial valuation report.

Duration of Liabilities - The sensitivity of the value of a Plan's liabilities to changes in interest rates, as calculated by the Plan's actuary.

Duration of Assets - The dollar-weighted average duration of all the individual Plan assets.

Estimated Plan Hedge Ratio - The estimate of how well a Plan's investment portfolio is hedged against changes in interest rates - a primary driver of funded status movements. This is calculated by dividing the dollar-weighted values of both the Plan asset duration by the liability duration and multiplying by the estimated funded status. An estimated plan hedge ratio of zero indicates that the Plan's liabilities have not been hedged, whereas a value of one indicates fully hedged.

Modified Duration - The approximate percentage change in a bond's price for a 100 basis point change in yield, assuming the bonds' expected cash flows do not change.

Mutual Fund Performance - Whenever possible, manager performance is extended for any share class that does not have 10 years of history. Using Morningstar's methodology, a single ticker within the same fund family (often the oldest share class) is chosen to append historical performance.

Net Cash Flow - The sum, in dollars, of a portfolio's contributions and withdrawals. This includes all management fees and expenses only when performance shown is gross of fees.

Peer Groups -

Plan Sponsor Peer Groups - RVK utilizes the Mellon Analytical Solutions Trust Universe along with the Investment Metrics Plan Sponsor Universe.

The combined Mellon Analytical Solutions Trust Universe and Investment Metrics Plan Sponsor Universe is used for comparison of total fund composite results and utilizes actual client performance compiled from consultant and custodian data. The Plan Sponsor Peer Group database includes performance and other quantitative data for over 2,100 plans which include corporate, endowment, foundation, public, and Taft Hartley plans.

Investment Manager Peer Groups - RVK utilizes Investment Metrics' Peer Groups for investment manager peer comparison and ranking. The Investment Metrics Peer Group database includes performance and other quantitative data for over 840 investment management firms and 29,000 investments products, across more than 160 standard peer groups. Mutual Fund Peer Groups are net of fees.

Percentile Rankings - Percentile rank compares an individual fund's performance with those of other funds within a defined peer group of managers possessing a similar investment style. Percentile rank identifies the percentage of a fund's peer group that has a higher return (or other comparative measurement) than the fund being ranked. Conversely, 100 minus the individual fund's ranking will identify the percentage of funds within the peer group that have a lower return than the fund being ranked.

1 - Highest Statistical Value

100 - Lowest Statistical Value

Example: American Funds AMCP;R-4 (RAFEX) is ranked in the 4th percentile within the IM US Equity Large-Cap Growth Funds (MF) Peer Group for the Sharpe Ratio. Within the IM US Equity Large-Cap Growth Funds peer group, 4% of the other funds performed better than American Funds AMCP;R-4 (RAFEX), while 96% of the funds performed worse.

Performance Methodology - RVK calculates performance for investment managers and composites using different methodologies.

Investment Managers - Performance is calculated for interim periods between all large external cash flows for a given month and geometrically linked to calculate period returns. An external cash flow is defined as cash, securities, or assets that enter or exit a portfolio. RVK defines a "large cash flow" as a net aggregate cash flow of $\geq 10\%$ of the beginning-period portfolio market value or any cash flow that causes RVK calculated performance to deviate from manager/custodian reported performance in excess of 5 basis points for a given month.

Composites - The Modified Dietz methodology is utilized to calculate asset class, sub-asset class, and total fund composite performance. The Modified Dietz method calculates a time-weighted total rate of return that considers the timing of external cash flows; however, it does not utilize interim period performance to mitigate the impact of significant cash in- and outflows to the composite.

RVK calculates performance beginning with the first full month following inception. Since inception performance may vary from manager reported performance due to RVK using the first full month of returns as the inception date. Performance for both managers and composites is annualized for periods greater than one year.

Portfolio Characteristics & Distribution (%) - Due to disclosure guidelines set by each investment manager, portfolio characteristics and distribution percentages shown are as of the most recent date available.

Price to Earnings Ratio - The ratio valuing a company's current share price relative to its trailing 12-month per-share earnings (EPS).

Private Equity Quartile Ranks - Private Equity quartile ranks are generated using vintage year peer group data provided by Thomson Reuters, and are based on each fund's annualized, since inception internal rate of return (IRR). Three Private Equity peer groups are available via Thomson Reuters: Buyout, Venture, and All Private Equity. Ranks are available quarterly, at a one-quarter lag.

R-Squared - The percentage of a portfolio's performance explained by the behavior of the appropriate benchmark. High R-Squared means a higher correlation of the portfolio's performance to the appropriate benchmark.

Return - Compounded rate of return for the period.

% Return - The time-weighted rate of return of a portfolio for a given period.

Risk Free Benchmark - ICE BofA 3 Mo US T-Bill Index unless specified otherwise.

Glossary

RVK Liquidity Rating - A qualitative method for determining the relative amount of liquidity in a portfolio. The characteristics considered when determining relative liquidity include trading volume, gates for redemption, leverage, nature of transactions, and pricing mechanisms. The RVK Liquidity Rating is calculated using beginning of month investment weights applied to each corresponding asset class liquidity rating.

<u>Asset Class</u>	<u>RVK Liquidity Rating</u>	<u>Asset Class</u>	<u>RVK Liquidity Rating</u>
<u>Liquid Investments</u>		<u>Less Liquid Investments</u>	
T-Bills and Treasuries	100	Fixed Income Plus Sector	50
Cash Equivalents	98	Stable Value (Plan Sponsor Directed)	50
TIPS	95	Hedge Funds of Funds	35
US Large Cap Equity	95		
Diversified Real Return	93		
Stable Value (Participant Directed)	91		
Global Equity	90	<u>Not Liquid Investments</u>	
Non-US Large Cap Equity	90	Core Real Estate	25
Global Tactical Asset Allocation	88	Core Plus Real Estate	15
MLPs	85	Non-Core Real Estate	5
US Mid Cap Equity	85	Private Equity	5
US SMid Cap Equity	85	Private Credit	5
US Small Cap Equity	85		
REITs	85		
Non-US Small Cap Equity	85		
Emerging Markets Equity	85		
Core Fixed Income	85		
Core Plus Fixed Income	80		

Sector Allocation - Negative fixed income sector allocation reflects manager's use of derivatives, short selling, or interest rate swaps. An allocation to "Other" is the result of securities that do not fit into RVK's standardized classification, such as Catastrophe, CLOs, Common Stock, Convertibles, CRTs, Derivatives, Direct Loans, Emerging Markets Local Corporates, ETFs, FX Forwards, Infrastructure Debt, Reverse Repo, Swaps, Trade Finance, Unsecured Bonds, and Other Assets.

Sharpe Ratio - Represents the excess rate of return over the risk-free return (i.e., ICE BofA 3 Mo US T-Bill Index unless specified otherwise), divided by the standard deviation of the excess return to the risk free asset. The result is the absolute rate of return per unit of risk. The higher the value, the better the product's historical risk-adjusted performance.

Simple Alpha - The difference between the manager's return and the benchmark's return.

Spread Duration - The approximate percentage change in a bond's price for a 100 basis point change in its spread over a Treasury of the same maturity.

Standard Deviation - A statistical measure of the range of a portfolio's performance. The variability of a return around its average return over a specified time period.

Thematic Classification - Represents dedicated manager allocations; as such, thematic allocations are approximations. RVK categorizes the following asset classes as Alpha, Capital Appreciation, Capital Preservation, and Inflation:

<u>Alpha</u>	<u>Capital Appreciation</u>	<u>Capital Preservation</u>	<u>Inflation</u>
Absolute Return Strategies	Public Equity	Core Fixed Income	TIPS
Currency Overlay	Private Equity	CMBS Fixed Income	Bank Loans
	Preferred Securities	Asset Backed Fixed Income	Core Real Estate
	High Yield	Domestic Core Plus Fixed Income	Real Return
	Convertible Fixed Income	Mortgage Backed Fixed Income	Inflation Hedges
	TALF Funds	International Developed Fixed Income	REITs
	Distressed Debt	Cash Equivalents	Commodities
	Emerging Market Fixed Income	Stable Value	
	Value Added Real Estate		
	Opportunistic Real Estate		

Time Period Abbreviations - **QTD** - Quarter-to-Date. **CYTD** - Calendar Year-to-Date. **FYTD** - Fiscal Year-to-Date. **YOY** - Year Over Year.

Total Fund Attribution - The Investment Decision Process (IDP) model provides an approach to evaluating investment performance that applies to all asset classes and investment styles. The IDP model is based on a top-down hierarchy framework of investment decisions, with each decision contributing to the overall profit or loss. The IDP approach starts from the strategic asset allocation and follows the flow of the investments down to the manager's skill.

Strategic Asset Allocation (SAA) - The percentage return gained or lost from the long-term strategic asset allocation decision, the most significant determinant of long-term performance. SAA is the product of the target asset allocation multiplied by the corresponding benchmark returns.

Tactical Asset Allocation (TAA) - The percentage return gained or lost from not having been precisely allocated at the target asset allocation mix, whether by deviations that are tactical in nature or a by-product of moving towards the target mix. TAA is the product of the actual asset allocation multiplied by the broad asset class benchmarks, less the SAA.

Style Selection (SS) - The percentage return gained or lost from intentional style biases within each asset class (e.g. value rather than core or overweight to emerging markets relative to benchmark). SS is the product of the actual manager allocation within each asset class multiplied by their specific benchmark, less TAA.

Manager's Skill (MS) - The percentage return gained or lost from manager value added relative to their specific benchmark. MS is the product of the actual manager allocation multiplied by their achieved excess return.

Glossary

Total Fund Beta - Total Fund Beta is calculated using the S&P 500 as the benchmark. It represents a measure of the sensitivity of the total fund to movements in the S&P 500 and is a measure of the Total Fund's non-diversifiable or systematic risk.

Tracking Error - A measure of the standard deviation of a portfolio's performance relative to the performance of an appropriate market benchmark.

Treynor Ratio - Similar to Sharpe ratio, but focuses on beta rather than excess risk (standard deviation). Treynor ratio represents the excess rate of return over the risk-free rate (i.e., ICE BofA 3 Mo US T-Bill Index unless specified otherwise) divided by the beta. The result is the absolute rate of return per unit of risk. The higher the value, the better historical risk-adjusted performance.

Unit Value - The dollar value of a portfolio, assuming an initial nominal investment of \$100, growing at the compounded rate of %Return for a given period.

Up Market Capture - Up market by definition is positive benchmark return and up market capture represents the ratio in % terms of the average portfolio's return over the benchmark during the up market period. The higher the value of the up market capture the better the product's performance.

Yield to Maturity - The rate of return achieved on a bond or other fixed income security assuming the security is bought and held to maturity and that the coupon interest paid over the life of the bond will be reinvested at the same rate of return. The 30-Day SEC Yield is similar to the Yield to Maturity and is reported for mutual funds.

Yield to Worst - The bond yield calculated by using the worst possible yield taking into consideration all call, put, and optional sink dates.

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