



BURLINGTON RETIREMENT SYSTEM

City of Burlington

City Hall, Room 20, 149 Church Street, Burlington, VT 05401 Voice (802) 865-7000

Robert Hooper
Chairman of the Board

Munir Kasti
Vice-Chairman

Meeting – Thursday, January 21, 2021
Start Time – 8:30 AM – 10:30 AM

Join Zoom Meeting

<https://us02web.zoom.us/j/85261644826?pwd=SmI1amsvSkRmNzFSU29sV2VOMXhNUT09>

Meeting ID: 852 6164 4826

Passcode: 834923

You may join by phone, dial +1 929 205 6099, meeting # 852-6164-4826

1. Agenda – 5 mins
2. Public Forum – 5 mins
3. Approve Minutes – 5 mins

December 10, 2020
December 18, 2020
December 23, 2020
4. Review of financial results 4th Qtr. 2020 – with Dahab Associates – 25 mins
5. Approve Retirement Applications – 10 mins
Clark Sweeney - \$77.35
Cynthia O’Hara - \$132.34
Jeanne Hulsen - \$2,454.06
William Benway -\$12.28
6. Approval Cash Outs / Roll Forwards – 5 mins
Gregory Short - \$45,957.95
Jessica Brooks - \$3,801.97
7. Introduction with DiMeo Schneider & Associates – 20 mins
Discussion and training on divestment strategies – 40 minutes
8. Adjourn – 5 mins

**BURLINGTON RETIREMENT BOARD
REMOTE MEETING WITH CALL-IN
BURLINGTON, VERMONT
MINUTES OF MEETING
DRAFT
December 10, 2020**

MEMBERS PRESENT:

Robert Hooper, Chairperson
Munir Kast, Vice-Chairperson
Benjamin O'Brien
Daniel Gilligan
Patrick Robins
David Mount
Matthew Dow
Katherine Schad

OTHERS PRESENT:

Rich Goodwin
Justin St. James
Bob Rusten
Arthur Meizner
Rodger Metzger
Pamela Minish

1.0 CALL TO ORDER

Robert Hooper called the Retirement Board meeting to order at 8:31 AM.

MOTION by Munir Kast, SECOND by Dan Gilligan, to approve the agenda as written.

VOTING: unanimous; motion carries.

2.0 PUBLIC FORUM (VERBAL)

2.01 Verbal Comments
None at this time.

**3.0 REVIEW RFP PROCESS AND RECOMMEND FINAL INTERVIEW **EXECUTIVE SESSION
ANTICIPATED****

3.01 Review RFP Process and Recommend Final Interview

Mr. Hooper noted that the RFP working group has selected a number of candidates for discussion based on their bids.

MOTION by David Mount, SECOND by Daniel Gilligan, to find that premature general public knowledge would clearly place the public body or person involved at a substantial disadvantage.

VOTING: unanimous; motion carries.

MOTION by David Mount, SECOND by Patrick Robins, that, based on that finding, the Retirement Board enter into executive session to discuss issues related to the contract negotiations.

VOTING: unanimous; motion carries.

The Retirement Board entered into executive session at 8:36 AM.

The Retirement Board exited executive session at 11:45 AM.

Interviews will be conducted on December 17th. A Retirement Board meeting will also be scheduled for discussions with the actuary on December 18th.

4.0 ADJOURN

4.01 Motion to Adjourn at 12:07 PM

MOTION by Benjamin O'Brien, SECOND by Daniel Gilligan, to adjourn the meeting.

VOTING: unanimous; motion carries.

RScty: AACoonrad

**BURLINGTON RETIREMENT BOARD
REMOTE MEETING WITH CALL-IN
BURLINGTON, VERMONT
MINUTES OF MEETING
DRAFT
December 18, 2020**

MEMBERS PRESENT:

Robert Hooper, Chairperson
Munir Kasti, Vice-Chairperson
Benjamin O'Brien
Daniel Gilligan
Patrick Robins
David Mount
Matthew Dow
Katherine Schad

OTHERS PRESENT:

Rich Goodwin
Justin St. James
Steve Lemanski
Rob Lessard

1.0 CALL TO ORDER

Robert Hooper called the Retirement Board meeting to order at 8:31 AM.

MOTION by Munir Kasti, SECOND by Dan Gilligan, to approve the agenda as written.

VOTING: unanimous; motion carries.

2.0 PUBLIC FORUM (VERBAL)

2.01 Verbal Comments
None at this time.

3.0 MINUTES

3.01 Approve Minutes
None at this time.

4.0 APPROVE NO COLA INCREASES EFFECTIVE JANUARY 1, 2021 FOR RETIREES ELECTING HALF-COLA AND FULL COLA OPTIONS

4.01 Approve No Cola Increases

MOTION by Katherine Schad, SECOND by Dan Gilligan, to approve no COLA increases effective January 1, 2021, for retirees electing half-COLA and full COLA options.

VOTING: 7 ayes, 1 nay (Ben O'Brien); motion carries.

5.0 APPROVE RETIREMENT APPLICATIONS

5.01 Approve Retirement Applications

| | |
|-----------------|--------------------|
| Richard Roberts | \$6,767.20 |
| Richard Stergas | \$3,167.29 |
| Steven Bruno | \$335.73 |
| Aaron Colletter | \$8,851.65 |
| Robert Devost | \$1,437.52 |
| Gayla McMullen | \$116.58 |
| Robert Slater | \$5,097.65 |
| Lawrence Tucker | \$3,389.62 |
| Margaret Weaver | <u>\$1,404.01</u> |
| <i>Total</i> | <i>\$30,567.25</i> |

MOTION by Dan Gilligan, SECOND by Patrick Robins, to approve the retirement applications above.

VOTING: unanimous; motion carries.

6.0 APPROVE CASH-OUT/ROLL-FORWARD

6.01 Approve Cash-Out/Roll-Forwards

| | |
|------------------------|--------------------|
| Stephanie Beck | \$804.58 |
| Lucas Dimauro | \$17,664.69 |
| Michelle Desjardins | \$6,342.44 |
| Robert Lestage | \$18,629.49 |
| Nicholas Marinelli | \$3,356.92 |
| Ralph Warren Runnals | \$3,012.09 |
| Gretchen Schimelpfenig | <u>\$7,385.55</u> |
| <i>Total</i> | <i>\$57,195.76</i> |

MOTION by Munir Kasti, SECOND by Dan Gilligan, to approve the cash-outs/roll-forwards above.

VOTING: unanimous; motion carries.

7.0 ACTUARY VALUATION REPORT

7.01 Actuary Valuation Report

MOTION by Ben O'Brien, SECOND by Patrick Robins, to accept and approve communications.

VOTING: unanimous; motion carries.

8.0 PRESENTATION

8.01 Presentation

MOTION by Ben O'Brien, SECOND by Patrick Robins, to accept and approve communications.

VOTING: unanimous; motion carries.

9.0 DIRECT RATE SMOOTHING

9.01 Direct Rate Smoothing

MOTION by Ben O'Brien, SECOND by Patrick Robins, to accept and approve communications.

VOTING: unanimous; motion carries.

10.0 ALTERNATIVE FUNDING

10.01 Alternative Funding

MOTION by Ben O'Brien, SECOND by Patrick Robins, to accept and approve communications.

VOTING: unanimous; motion carries.

11.0 SCHEDULE FUTURE RETIREMENT MEETINGS

11.01 Schedule Future Retirement Board Meetings

The next Retirement Board meeting will be held on January 21, 2021 from 8:30 AM – 10:30 AM, and all future meetings will occur on the third Thursday of the month from 8:30 AM – 10:30 AM.

12.0 ADJOURN

12.01 Motion to Adjourn

MOTION by Munir Kasti, SECOND by Dan Gilligan, to adjourn the meeting.

VOTING: unanimous; motion carries.

RScty: AACoonrad

**BURLINGTON RETIREMENT BOARD
REMOTE MEETING WITH CALL-IN
BURLINGTON, VERMONT
MINUTES OF MEETING
DRAFT
December 23, 2020**

MEMBERS PRESENT:

Robert Hooper, Chairperson
Munir Kast, Vice-Chairperson
Benjamin O'Brien
Daniel Gilligan
Patrick Robins
David Mount
Matthew Dow
Katherine Schad

OTHERS PRESENT:

Rich Goodwin
Justin St. James
Bob Rusten
Arthur Meizner
Rodger Metzger
Pamela Minish

1.0 CALL TO ORDER

Robert Hooper called the Retirement Board meeting to order at 8:31 AM.

2.0 PUBLIC FORUM (VERBAL)

2.01 Verbal Comments
None at this time.

3.0 DECISION ON FINANCIAL ADVISOR FOR THE RETIREMENT BOARD **EXPECTED EXECUTIVE SESSION**

3.01 Decision on Financial Advisor for the Retirement Board RFP Process and Recommend Final Interview

MOTION by Dan Gilligan, SECOND by David Mount, to find that premature general public knowledge would clearly place the public body or person involved at a substantial disadvantage at 8:40 AM.

VOTING: Unanimously approved.

MOTION by Dan Gilligan, SECOND by David Mount, that, based on the finding, the Retirement Board enter into executive session.

VOTING: Unanimously approved.

MOTION by David Mount, SECOND by Munir Kasti, to exit executive session.

VOTING: unanimous; motion carries.

MOTION by David Mount, SECOND by Katherine Schad, to designate DiMeo Schneider & Associates as the investment advisor for the Retirement Board, pending contract negotiation and execution by the City Attorney's Office.

VOTING: unanimous; motion carries.

4.0 ADJOURN

4.01 Motion to Adjourn

MOTION by Daniel Giligan, SECOND by David Mount, to adjourn the meeting.

VOTING: unanimous; motion carries.

RScty: AACoonradt



City of Burlington Employees Retirement Plan

Performance Review December 2020



DAHAB ASSOCIATES
New York Massachusetts Pennsylvania Florida

Economic Statistics

| | Current Quarter | Previous Quarter |
|-------------------------|-----------------|------------------|
| GDP* | 8.7% | 33.4% |
| Unemployment | 6.7% | 7.9% |
| CPI All Items Year/Year | 1.4% | 1.4% |
| Fed Funds Rate | 0.25% | 0.25% |
| Industrial Capacity | 73.3% | 71.5% |
| U.S. Dollars per Euro | 1.21 | 1.17 |

*Q4 GDP has not been announced. GDPNow forecast is currently used.

Domestic Equity Return Distributions

| Quarter | Trailing Year | | |
|---------|---------------|------|------|
| | VAL | COR | GRO |
| LC | 16.3 | 13.7 | 11.4 |
| MC | 20.4 | 19.9 | 19.0 |
| SC | 33.4 | 31.4 | 29.6 |

Major Index Returns

| Index | Quarter | 12 Months |
|------------------|---------|-----------|
| Russell 3000 | 14.7% | 20.9% |
| S&P 500 | 12.1% | 18.4% |
| Russell Midcap | 19.9% | 17.1% |
| Russell 2000 | 31.4% | 19.9% |
| MSCI EAFE | 16.1% | 8.3% |
| MSCI Emg Markets | 19.8% | 18.7% |
| NCREIF ODCE | 0.0% | -0.1% |
| U.S. Aggregate | 0.7% | 7.5% |
| 90 Day T-bills | 0.0% | 0.3% |

Market Summary

- US recovery continues
- All equity markets rise
- Value outpaces Growth
- Dollar weakened across most foreign currencies
- Fixed income markets rose modestly

INVESTMENT RETURN

On December 31st, 2020, the City of Burlington Employees Retirement System's portfolio was valued at \$227,735,959, representing an increase of \$26,064,287 from the September quarter's ending value of \$201,671,672. Last quarter, the Fund posted net contributions equaling \$250,093 plus a net investment gain equaling \$25,814,194. Total net investment return was the result of income receipts, which totaled \$315,245 and net realized and unrealized capital gains of \$25,498,949.

RELATIVE PERFORMANCE

Total Fund

For the fourth quarter, the account gained 12.8%, which was equal to the Burlington Manager Shadow Index's return of 12.8%. Over the trailing twelve-month period, the account returned 12.9%, which was 0.7% above the benchmark's 12.2% performance. Since December 2016, the portfolio returned 10.6% per annum, while the Burlington Manager Shadow Index returned an annualized 10.8% over the same period.

Equity

For the fourth quarter, the equity portion of the portfolio returned 17.6%, which was 2.8% greater than the MSCI All Country World index's return of 14.8%. Over the trailing year, this component returned 17.6%, which was 0.8% above the benchmark's 16.8% return. Since December 2016, this component returned 13.9% per annum, while the MSCI All Country World returned an annualized 14.0% over the same time frame.

Real Assets

Data for the Hamilton Lane and Molpus funds were unavailable at the time of this report. A return of 0.0% was assumed for the quarter and the market values were adjusted for any contributions/distributions that occurred during the quarter.

Data for the Cambridge PE, NCREIF-ODCE and NCREIF Timber benchmarks were unavailable at the time of this report. A return of 0.0% was assumed for the quarter.

During the fourth quarter, the real assets segment returned -1.8%, which was 5.1% below the Real Assets Blended Index's return of 3.3%. Over the trailing twelve-month period, this component returned -3.5%, which was 3.0% less than the benchmark's -0.5% return. Since December 2016, this component returned 1.3% annualized, while the Real Assets Blended Index returned an annualized 2.1% over the same period.

Fixed Income

In the fourth quarter, the fixed income component returned 0.5%, which was equal to the Intermediate Gov/Credit Index's return of 0.5%. Over the trailing twelve-month period, this component returned 7.9%, which was 1.5% greater than the benchmark's 6.4% return. Since December 2016, this component returned 4.4% per annum, while the Intermediate Gov/Credit returned an annualized 4.0% over the same time frame.

ASSET ALLOCATION

At the end of the fourth quarter, equities comprised 76.0% of the total portfolio (\$173.0 million), while the portfolio's real assets component totaled 7.2% (\$16.4 million) and fixed income comprised the remaining 17.9% (\$40.8 million).

EXECUTIVE SUMMARY**PERFORMANCE SUMMARY**

| | Quarter | FYTD | YTD /1Y | 3 Year | 5 Year | 10 Year | Since 12/16 |
|--------------------------------|---------|------|---------|--------|--------|---------|-------------|
| Total Portfolio - Gross | 12.8 | 19.0 | 12.9 | 8.5 | 10.3 | 7.6 | 10.6 |
| Total Portfolio - Net | 12.7 | 18.9 | 12.7 | 8.4 | 10.1 | 7.3 | 10.5 |
| Manager Shadow | 12.8 | 19.0 | 12.2 | 8.6 | 10.4 | 7.5 | 10.8 |
| Equity - Gross | 17.6 | 26.6 | 17.6 | 11.0 | 13.3 | ---- | 13.9 |
| MSCI AC World | 14.8 | 24.3 | 16.8 | 10.6 | 12.9 | 9.7 | 14.0 |
| ACWI Ex US | 17.1 | 24.5 | 11.1 | 5.4 | 9.4 | 5.4 | 10.6 |
| MSCI EAFE | 16.1 | 21.8 | 8.3 | 4.8 | 8.0 | 6.0 | 9.6 |
| MSCI EM Net | 19.7 | 31.1 | 18.3 | 6.2 | 12.8 | 3.6 | 13.2 |
| Russell 3000 | 14.7 | 25.2 | 20.9 | 14.5 | 15.4 | 13.8 | 16.1 |
| Cambridge PE | 0.0 | 12.7 | 10.9 | 11.6 | 13.2 | 12.9 | 13.2 |
| Real Assets - Gross | -1.8 | -1.9 | -3.5 | 0.1 | 1.8 | ---- | 1.3 |
| Real Assets Idx | 3.3 | 6.7 | -0.5 | 1.4 | 3.2 | 2.6 | 2.1 |
| NCREIF ODCE | 0.0 | 0.5 | -0.1 | 4.5 | 5.9 | 9.7 | 5.2 |
| NCREIF Timber | 0.0 | 0.0 | 0.2 | 1.6 | 2.2 | 4.5 | 2.1 |
| BLP Commodity | 10.2 | 20.2 | -3.1 | -2.5 | 1.0 | -6.5 | -1.5 |
| Fixed Income - Gross | 0.5 | 1.2 | 7.9 | 5.2 | 3.9 | ---- | 4.4 |
| Int Gov/Credit | 0.5 | 1.1 | 6.4 | 4.7 | 3.6 | 3.1 | 4.0 |
| Global Aggregate | 3.3 | 6.0 | 9.2 | 4.8 | 4.8 | 2.8 | 5.5 |
| Global Agg Ex US | 5.1 | 9.4 | 10.1 | 4.2 | 4.9 | 2.0 | 5.8 |
| Aggregate Index | 0.7 | 1.3 | 7.5 | 5.3 | 4.4 | 3.8 | 4.9 |

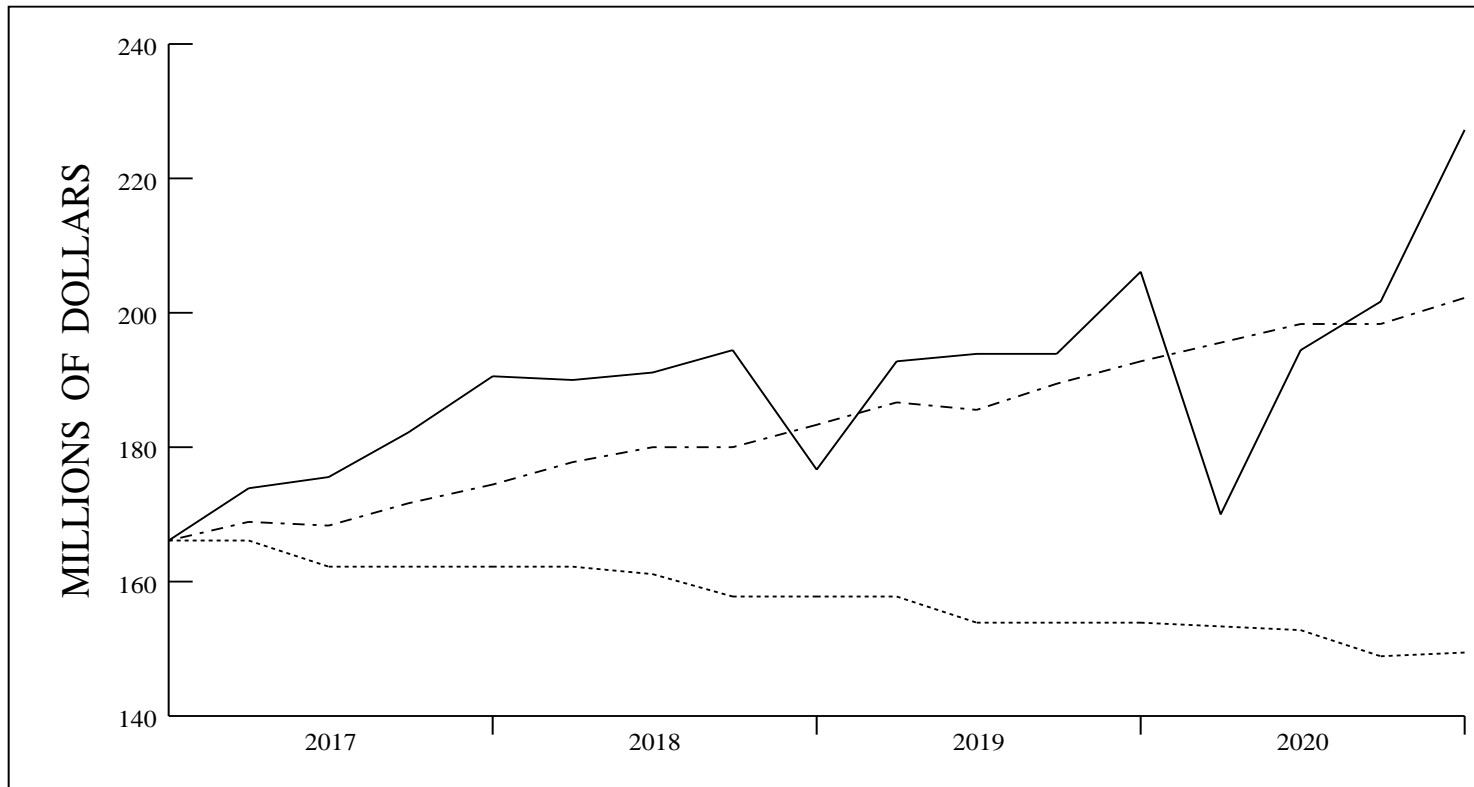
ASSET ALLOCATION

| | | |
|------------------------|---------------|-----------------------|
| Equity | 76.0% | \$ 173,000,192 |
| Real Assets | 7.2% | 16,381,603 |
| Fixed Income | 17.9% | 40,820,480 |
| Cash | -1.1% | -2,466,316 |
| Total Portfolio | 100.0% | \$ 227,735,959 |

INVESTMENT RETURN

| | |
|------------------------|----------------|
| Market Value 9/2020 | \$ 201,671,672 |
| Contribs / Withdrawals | 250,093 |
| Income | 315,245 |
| Capital Gains / Losses | 25,498,949 |
| Market Value 12/2020 | \$ 227,735,959 |

INVESTMENT GROWTH

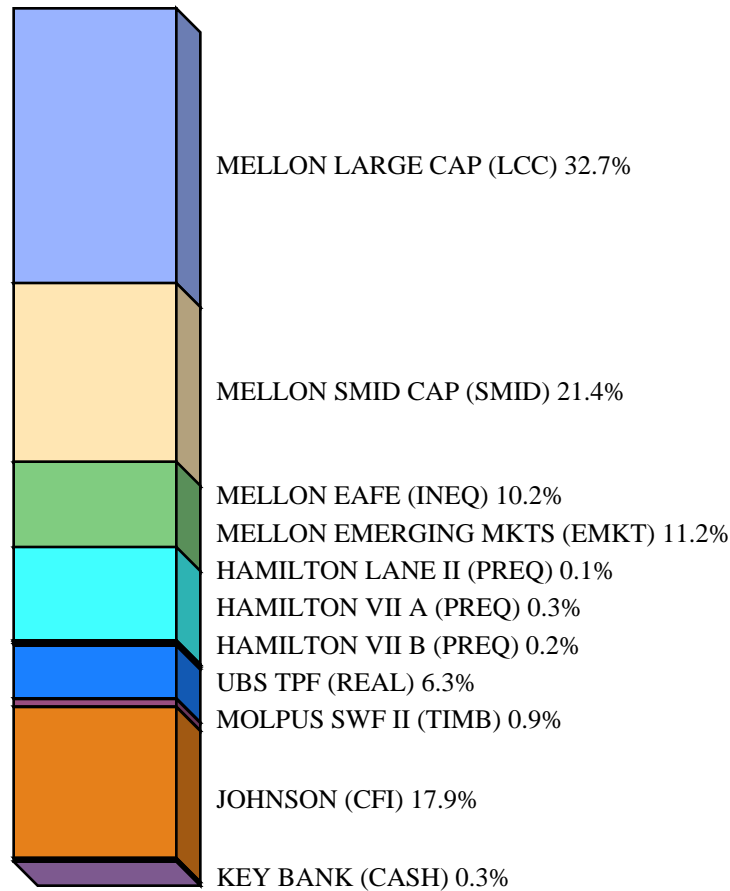


— ACTUAL RETURN
 - - - 7.5%
 0.0%

VALUE ASSUMING
 7.5% RETURN \$ 202,742,920

| | LAST QUARTER | PERIOD 12/16 - 12/20 |
|-------------------------------|-------------------|-------------------------|
| BEGINNING VALUE | \$ 201,671,672 | \$ 166,411,368 |
| NET CONTRIBUTIONS | 250,093 | - 16,824,368 |
| <u>INVESTMENT RETURN</u> | <u>25,814,194</u> | <u>78,148,959</u> |
| ENDING VALUE | \$ 227,735,959 | \$ 227,735,959 |
| INCOME | 315,245 | 3,037,513 |
| <u>CAPITAL GAINS (LOSSES)</u> | <u>25,498,949</u> | <u>75,111,446</u> |
| INVESTMENT RETURN | 25,814,194 | 78,148,959 |

MANAGER ALLOCATION AND TARGET SUMMARY



| Name | Market Value | Percent | Target |
|-----------------------------|----------------------|--------------|--------------|
| Mellon Large Cap (LCC) | \$74,473,546 | 32.7 | 30.0 |
| Mellon Smid Cap (SMID) | \$48,640,021 | 21.4 | 18.0 |
| Mellon EAFE (INEQ) | \$23,341,844 | 10.2 | 10.0 |
| Mellon Emerging Mkts (EMKT) | \$25,402,453 | 11.2 | 10.0 |
| Hamilton Lane II (PREQ) | \$140,103 | 0.1 | 0.5 |
| Hamilton VII A (PREQ) | \$608,500 | 0.3 | 0.9 |
| Hamilton VII B (PREQ) | \$393,725 | 0.2 | 0.6 |
| UBS TPF (REAL) | \$14,275,581 | 6.3 | 8.0 |
| Molpus SWF II (TIMB) | \$2,106,022 | 0.9 | 2.0 |
| Johnson (CFI) | \$40,820,480 | 17.9 | 20.0 |
| Key Bank (CASH) | \$694,009 | 0.3 | 0.0 |
| Pooled Cash (CASH) | \$-3,160,325 | -1.4 | 0.0 |
| Total Portfolio | \$227,735,959 | 100.0 | 100.0 |

INVESTMENT RETURN SUMMARY - ONE QUARTER

| Name | Quarter Total Return | Market Value September 30th, 2020 | Net Cashflow | Net Investment Return | Market Value December 31st, 2020 |
|-----------------------------|-------------------------------------|--|-------------------------|--------------------------------------|---|
| Mellon Large Cap (LCC) | 12.2 | 66,404,269 | 0 | 8,069,277 | 74,473,546 |
| Mellon Smid Cap (SMID) | 27.4 | 38,172,091 | 0 | 10,467,930 | 48,640,021 |
| Mellon EAFE (INEQ) | 16.1 | 20,103,892 | 0 | 3,237,952 | 23,341,844 |
| Mellon Emerging Mkts (EMKT) | 19.7 | 21,224,358 | 0 | 4,178,095 | 25,402,453 |
| Hamilton Lane II (PREQ) | 0.0 | 156,014 | -15,911 | 0 | 140,103 |
| Hamilton VII A (PREQ) | 0.0 | 635,650 | -27,150 | 0 | 608,500 |
| Hamilton VII B (PREQ) | 0.0 | 411,667 | -17,942 | 0 | 393,725 |
| UBS TPF (REAL) | -2.1 | 14,721,856 | -136,176 | -310,099 | 14,275,581 |
| Molpus SWF II (TIMB) | 0.0 | 2,602,852 | -496,830 | 0 | 2,106,022 |
| Johnson (CFI) | 0.5 | 39,539,405 | 1,110,036 | 171,039 | 40,820,480 |
| Key Bank (CASH) | --- | 1,082,991 | -388,982 | 0 | 694,009 |
| Pooled Cash (CASH) | --- | -3,383,373 | 223,048 | 0 | -3,160,325 |
| Total Portfolio | 12.8 | 201,671,672 | 250,093 | 25,814,194 | 227,735,959 |







MANAGER PERFORMANCE SUMMARY - GROSS OF FEES

| Portfolio | (Universe) | Quarter | FYTD | 1 Year | 3 Years | 5 Years | Since Inception |
|------------------------|------------|------------------|------------------|------------------|------------------|------------------|------------------------|
| Total Portfolio | | 12.8 ---- | 19.0 ---- | 12.9 ---- | 8.5 ---- | 10.3 ---- | 6.3 ---- 12/01 |
| <i>Manager Shadow</i> | | <i>12.8 ----</i> | <i>19.0 ----</i> | <i>12.2 ----</i> | <i>8.6 ----</i> | <i>10.4 ----</i> | <i>---- ---- 12/01</i> |
| Mellon Large Cap | | 12.2 ---- | 22.2 ---- | 18.4 ---- | 14.2 ---- | ---- ---- | 15.8 ---- 03/16 |
| <i>S&P 500</i> | | <i>12.1 ----</i> | <i>22.2 ----</i> | <i>18.4 ----</i> | <i>14.2 ----</i> | <i>15.2 ----</i> | <i>15.8 ---- 03/16</i> |
| Mellon Smid Cap | | 27.4 ---- | 34.9 ---- | 20.1 ---- | 11.4 ---- | ---- ---- | 14.4 ---- 03/16 |
| <i>Russell 2500</i> | | <i>27.4 ----</i> | <i>34.9 ----</i> | <i>20.0 ----</i> | <i>11.3 ----</i> | <i>13.6 ----</i> | <i>14.3 ---- 03/16</i> |
| Mellon EAFE | | 16.1 ---- | 21.8 ---- | 8.3 ---- | 4.7 ---- | ---- ---- | 9.0 ---- 03/16 |
| <i>MSCI EAFE</i> | | <i>16.1 ----</i> | <i>21.8 ----</i> | <i>8.3 ----</i> | <i>4.8 ----</i> | <i>8.0 ----</i> | <i>9.1 ---- 03/16</i> |
| Mellon Emerging Mkts | | 19.7 ---- | 31.1 ---- | 18.2 ---- | 6.1 ---- | ---- ---- | 12.2 ---- 03/16 |
| <i>MSCI EM Net</i> | | <i>19.7 ----</i> | <i>31.1 ----</i> | <i>18.3 ----</i> | <i>6.2 ----</i> | <i>12.8 ----</i> | <i>12.2 ---- 03/16</i> |
| Hamilton Lane II | | 0.0 ---- | 2.6 ---- | -20.5 ---- | -2.0 ---- | -1.5 ---- | 7.5 ---- 03/09 |
| <i>Cambridge PE</i> | | <i>0.0 ----</i> | <i>12.7 ----</i> | <i>10.9 ----</i> | <i>11.6 ----</i> | <i>13.2 ----</i> | <i>14.3 ---- 03/09</i> |
| Hamilton VII A | | 0.0 ---- | 8.2 ---- | 2.3 ---- | 9.7 ---- | 9.9 ---- | 11.8 ---- 09/11 |
| <i>Cambridge PE</i> | | <i>0.0 ----</i> | <i>12.7 ----</i> | <i>10.9 ----</i> | <i>11.6 ----</i> | <i>13.2 ----</i> | <i>13.3 ---- 09/11</i> |
| Hamilton VII B | | 0.0 ---- | -4.1 ---- | -16.4 ---- | -6.7 ---- | -0.3 ---- | 3.2 ---- 09/11 |
| <i>Cambridge PE</i> | | <i>0.0 ----</i> | <i>12.7 ----</i> | <i>10.9 ----</i> | <i>11.6 ----</i> | <i>13.2 ----</i> | <i>13.3 ---- 09/11</i> |
| UBS TPF | | -2.1 ---- | -2.3 ---- | -4.2 ---- | 0.1 ---- | ---- ---- | 1.9 ---- 09/16 |
| <i>NCREIF ODCE</i> | | <i>0.0 ----</i> | <i>0.5 ----</i> | <i>-0.1 ----</i> | <i>4.5 ----</i> | <i>5.9 ----</i> | <i>5.4 ---- 09/16</i> |
| Molpus SWF II | | 0.0 ---- | 0.7 ---- | 1.0 ---- | 0.4 ---- | 0.3 ---- | 2.7 ---- 03/09 |
| <i>NCREIF Timber</i> | | <i>0.0 ----</i> | <i>0.0 ----</i> | <i>0.2 ----</i> | <i>1.6 ----</i> | <i>2.2 ----</i> | <i>3.3 ---- 03/09</i> |
| Johnson | | 0.5 ---- | 1.2 ---- | ---- ---- | ---- ---- | ---- ---- | 4.6 ---- 03/20 |
| <i>Aggregate Index</i> | | <i>0.7 ----</i> | <i>1.3 ----</i> | <i>7.5 ----</i> | <i>5.3 ----</i> | <i>4.4 ----</i> | <i>4.2 ---- 03/20</i> |

MANAGER PERFORMANCE SUMMARY - NET OF FEES

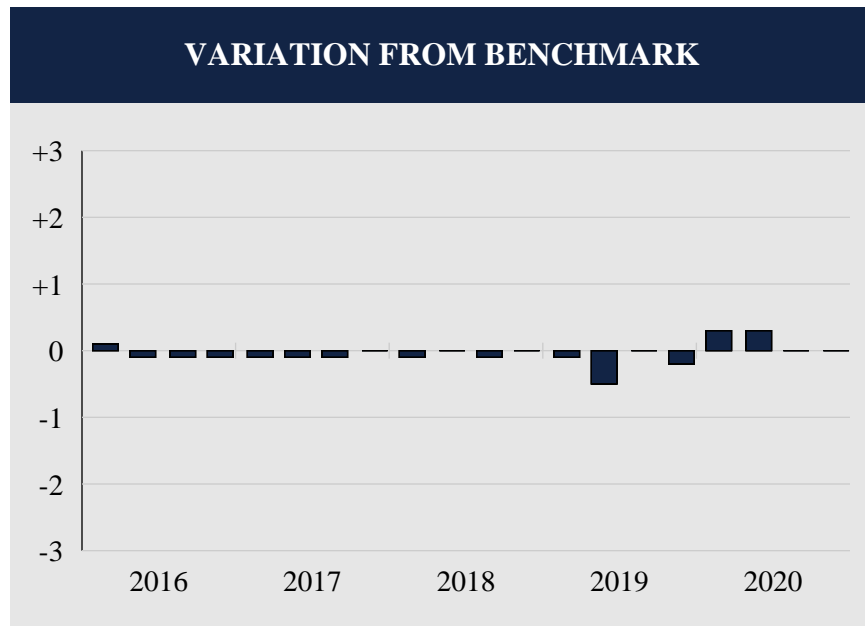
| Name | Quarter | FYTD | 1 Year | 3 Years | 5 Years | Since Inception | |
|-----------------------|-------------|-------------|-------------|-------------|-------------|-----------------|--------------|
| Total Portfolio | 12.7 | 18.9 | 12.7 | 8.4 | 10.1 | ---- | 12/01 |
| <i>Manager Shadow</i> | <i>12.8</i> | <i>19.0</i> | <i>12.2</i> | <i>8.6</i> | <i>10.4</i> | <i>----</i> | <i>12/01</i> |
| Mellon Large Cap | 12.1 | 22.1 | 18.4 | 14.2 | ---- | 15.7 | 03/16 |
| <i>S&P 500</i> | <i>12.1</i> | <i>22.2</i> | <i>18.4</i> | <i>14.2</i> | <i>15.2</i> | <i>15.8</i> | <i>03/16</i> |
| Mellon Smid Cap | 27.4 | 34.9 | 20.0 | 11.4 | ---- | 14.4 | 03/16 |
| <i>Russell 2500</i> | <i>27.4</i> | <i>34.9</i> | <i>20.0</i> | <i>11.3</i> | <i>13.6</i> | <i>14.3</i> | <i>03/16</i> |
| Mellon EAFE | 16.1 | 21.7 | 8.3 | 4.6 | ---- | 8.9 | 03/16 |
| <i>MSCI EAFE</i> | <i>16.1</i> | <i>21.8</i> | <i>8.3</i> | <i>4.8</i> | <i>8.0</i> | <i>9.1</i> | <i>03/16</i> |
| Mellon Emerging Mkts | 19.7 | 31.1 | 18.1 | 6.1 | ---- | 12.1 | 03/16 |
| <i>MSCI EM Net</i> | <i>19.7</i> | <i>31.1</i> | <i>18.3</i> | <i>6.2</i> | <i>12.8</i> | <i>12.2</i> | <i>03/16</i> |
| Hamilton Lane II | 0.0 | 2.0 | -20.0 | -5.1 | -4.7 | 5.3 | 03/09 |
| <i>Cambridge PE</i> | <i>0.0</i> | <i>12.7</i> | <i>10.9</i> | <i>11.6</i> | <i>13.2</i> | <i>14.3</i> | <i>03/09</i> |
| Hamilton VII A | 0.0 | 7.8 | 1.1 | 8.3 | 8.6 | 10.0 | 09/11 |
| <i>Cambridge PE</i> | <i>0.0</i> | <i>12.7</i> | <i>10.9</i> | <i>11.6</i> | <i>13.2</i> | <i>13.3</i> | <i>09/11</i> |
| Hamilton VII B | 0.0 | -4.5 | -17.1 | -7.6 | -1.4 | 1.6 | 09/11 |
| <i>Cambridge PE</i> | <i>0.0</i> | <i>12.7</i> | <i>10.9</i> | <i>11.6</i> | <i>13.2</i> | <i>13.3</i> | <i>09/11</i> |
| UBS TPF | -2.3 | -2.7 | -5.1 | -0.8 | ---- | 0.9 | 09/16 |
| <i>NCREIF ODCE</i> | <i>0.0</i> | <i>0.5</i> | <i>-0.1</i> | <i>4.5</i> | <i>5.9</i> | <i>5.4</i> | <i>09/16</i> |
| Molpus SWF II | 0.0 | 0.4 | 0.2 | -0.6 | -0.6 | 1.9 | 03/09 |
| <i>NCREIF Timber</i> | <i>0.0</i> | <i>0.0</i> | <i>0.2</i> | <i>1.6</i> | <i>2.2</i> | <i>3.3</i> | <i>03/09</i> |

MANAGER VALUE ADDED

| 1 Quarter | Portfolio | Benchmark | 1 Year |
|--|------------------------|-----------------------|---|
| 0.1 | Mellon Large Cap | S&P 500 | 0.0 |
| 0.0 | Mellon Smid Cap | Russell 2500 | 0.1 |
| 0.0 | Mellon EAFE | MSCI EAFE | 0.0 |
| 0.0 | Mellon Emerging Mkts | MSCI EM Net | -0.1 |
| 0.0 | Hamilton Lane II | Cambridge PE |  -31.4 |
| 0.0 | Hamilton VII A | Cambridge PE |  -8.6 |
| 0.0 | Hamilton VII B | Cambridge PE |  -27.3 |
|  -2.1 | UBS TPF | NCREIF ODCE |  -4.1 |
| 0.0 | Molpus SWF II | NCREIF Timber | 0.8 |
|  -0.2 | Johnson | Aggregate Index | N/A |
| 0.0 | Total Portfolio | Manager Shadow | 0.7 |

TOTAL PORTFOLIO QUARTERLY PERFORMANCE SUMMARY - 5 YEARS

COMPARATIVE BENCHMARK: BURLINGTON MANAGER SHADOW INDEX



| | |
|---|-------------|
| Total Quarters Observed | 20 |
| Quarters At or Above the Benchmark | 9 |
| Quarters Below the Benchmark | 11 |
| Batting Average | .450 |

| RATES OF RETURN | | | | | | |
|-----------------|-----------|-------|------|----------------------|-------|------|
| Date | Portfolio | Bench | Diff | -----Cumulative----- | | |
| | | | | Portfolio | Bench | Diff |
| 3/16 | 1.1 | 1.0 | 0.1 | 1.1 | 1.0 | 0.1 |
| 6/16 | 1.8 | 1.9 | -0.1 | 2.9 | 2.9 | 0.0 |
| 9/16 | 4.1 | 4.2 | -0.1 | 7.1 | 7.3 | -0.2 |
| 12/16 | 1.6 | 1.7 | -0.1 | 8.9 | 9.1 | -0.2 |
| 3/17 | 4.7 | 4.8 | -0.1 | 14.0 | 14.4 | -0.4 |
| 6/17 | 3.0 | 3.1 | -0.1 | 17.4 | 17.9 | -0.5 |
| 9/17 | 3.9 | 4.0 | -0.1 | 22.1 | 22.6 | -0.5 |
| 12/17 | 4.5 | 4.5 | 0.0 | 27.5 | 28.2 | -0.7 |
| 3/18 | -0.3 | -0.2 | -0.1 | 27.2 | 27.9 | -0.7 |
| 6/18 | 1.4 | 1.4 | 0.0 | 28.9 | 29.6 | -0.7 |
| 9/18 | 3.4 | 3.5 | -0.1 | 33.3 | 34.2 | -0.9 |
| 12/18 | -9.2 | -9.2 | 0.0 | 21.1 | 21.8 | -0.7 |
| 3/19 | 9.3 | 9.4 | -0.1 | 32.4 | 33.3 | -0.9 |
| 6/19 | 2.5 | 3.0 | -0.5 | 35.7 | 37.2 | -1.5 |
| 9/19 | 0.2 | 0.2 | 0.0 | 35.9 | 37.5 | -1.6 |
| 12/19 | 6.3 | 6.5 | -0.2 | 44.4 | 46.4 | -2.0 |
| 3/20 | -17.2 | -17.5 | 0.3 | 19.6 | 20.8 | -1.2 |
| 6/20 | 14.5 | 14.2 | 0.3 | 37.0 | 37.9 | -0.9 |
| 9/20 | 5.5 | 5.5 | 0.0 | 44.6 | 45.5 | -0.9 |
| 12/20 | 12.8 | 12.8 | 0.0 | 63.0 | 64.2 | -1.2 |

Private Equity Investor Report
Hamilton Lane Secondary Fund II LP

| | | | | | | |
|----------------------------|----|----------------------|-------------------------|------------------------|-------------------|-----------------------|
| IRR Since Inception | | 13.82% | Annualized, Net of Fees | | | |
| Market Value | \$ | 140,103 | Last Statement Date: | | 9/30/2020 | |
| Capital Commitment | \$ | 3,400,000 | 100.00% | | | |
| Paid In Capital | \$ | 2,982,695 | 87.73% | Fund Level LP Net IRR* | 13.4% | |
| Remaining Commitment | \$ | 417,305 | 12.27% | MSCI World Index PME* | 11.0% | |
| | | | % of | Recallable | % of | |
| Date | | Contributions | Commitment | Distributions | Commitment | Distributions |
| Year 2009 | \$ | 518,361 | 15.25% | \$ (151,904) | -4.47% | \$ - |
| Year 2010 | \$ | 1,109,828 | 32.64% | \$ - | - | \$ (87,992) |
| Year 2011 | \$ | 607,254 | 17.86% | \$ (115,109) | -3.39% | \$ (361,234) |
| Year 2012 | \$ | 934,221 | 27.48% | \$ - | - | \$ (836,516) |
| Year 2013 | \$ | 97,310 | 2.86% | \$ (17,266) | -0.51% | \$ (731,867) |
| Year 2014 | \$ | - | - | \$ - | - | \$ (1,140,848) |
| Year 2015 | \$ | - | - | \$ - | - | \$ (533,140) |
| Year 2016 | \$ | - | - | \$ - | - | \$ (197,773) |
| 6/1/2017 | \$ | - | - | \$ - | - | \$ (44,158) |
| 11/20/2017 | \$ | - | - | \$ - | - | \$ (45,061) |
| 1/29/2018 | \$ | - | - | \$ - | - | \$ (38,733) |
| 7/11/2018 | \$ | - | - | \$ - | - | \$ (34,203) |
| 1/18/2019 | \$ | - | - | \$ - | - | \$ (43,682) |
| 6/27/2019 | \$ | - | - | \$ - | - | \$ (19,298) |
| 10/3/2019 | \$ | - | - | \$ - | - | \$ (20,653) |
| 3/13/2020 | \$ | - | - | \$ - | - | \$ (13,438) |
| 8/4/2020 | \$ | - | - | \$ - | - | \$ (10,296) |
| 12/18/2020 | \$ | - | - | \$ - | - | \$ (15,911) |
| Total | \$ | 3,266,974 | 96.09% | \$ (284,279) | -8.36% | \$ (4,174,803) |

*Provided by Hamilton Lane as of 9/30/2020

Private Equity Investor Report
Hamilton Lane Private Equity Fund VII LP Series A Offshore

| | | | | |
|----------------------------|-------------------|--------------------------------|------------------------|-------|
| IRR Since Inception | 9.56% | Annualized, Net of Fees | | |
| Market Value | \$ 608,500 | Last Statement Date: 9/30/2020 | | |
| Capital Commitment | \$ 1,500,000 | 100.00% | | |
| Paid In Capital | \$ 1,304,825 | 86.99% | Fund Level LP Net IRR* | 10.6% |
| Remaining Commitment | \$ 195,175 | 13.01% | MSCI World Index PME* | 11.0% |

| Date | Contributions | % of Commitment | Recallable Distributions | % of Commitment | Distributions |
|--------------|----------------------|------------------------|---------------------------------|------------------------|-----------------------|
| Year 2011 | \$ 345,447 | 23.03% | \$ - | - | \$ - |
| Year 2012 | \$ 328,644 | 21.91% | \$ - | - | \$ (59,935) |
| 3/12/2013 | \$ 48,750 | 3.25% | \$ - | - | \$ (27,930) |
| 2/14/2014 | \$ 61,500 | 4.10% | \$ - | - | \$ - |
| 5/20/2014 | \$ 187,500 | 12.50% | \$ - | - | \$ (151,650) |
| 7/14/2014 | \$ 50,522 | 3.37% | \$ - | - | \$ (19,283) |
| 1/6/2015 | \$ 145,117 | 9.67% | \$ - | - | \$ (88,738) |
| 12/8/2015 | \$ 28,179 | 1.88% | \$ - | - | \$ (51,519) |
| 7/22/2016 | \$ 75,000 | 5.00% | \$ - | - | \$ (53,805) |
| 1/25/2017 | \$ 34,166 | 2.28% | \$ - | - | \$ (216,102) |
| 6/22/2017 | \$ - | - | \$ - | - | \$ (96,706) |
| 8/16/2017 | \$ - | - | \$ - | - | \$ (31,846) |
| 9/28/2017 | \$ - | - | \$ - | - | \$ (6,487) |
| 11/15/2017 | \$ - | - | \$ - | - | \$ (80,964) |
| 3/29/2018 | \$ - | - | \$ - | - | \$ (138,746) |
| 6/15/2018 | \$ - | - | \$ - | - | \$ (39,985) |
| 3/6/2019 | \$ - | - | \$ - | - | \$ (61,159) |
| 6/26/2019 | \$ - | - | \$ - | - | \$ (31,022) |
| 9/24/2019 | \$ - | - | \$ - | - | \$ (68,022) |
| 12/16/2019 | \$ - | - | \$ - | - | \$ (9,391) |
| 3/31/2020 | \$ - | - | \$ - | - | \$ (100,439) |
| 9/30/2020 | \$ - | - | \$ - | - | \$ (14,223) |
| 12/21/2020 | \$ - | - | \$ - | - | \$ (27,150) |
| Total | \$ 1,304,825 | 86.99% | \$ - | 0.00% | \$ (1,375,102) |

*Provided by Hamilton Lane as of 9/30/2020

Combined Net IRR is a combination of both series A & B

Private Equity Investor Report
Hamilton Lane Private Equity Fund VII LP Series B Offshore

| | | | | |
|----------------------------|-------------------|-------------------------|------------------------|-----------|
| IRR Since Inception | 4.29% | Annualized, Net of Fees | | |
| Market Value | \$ 393,725 | Last Statement Date: | | 9/30/2020 |
| Capital Commitment | \$ 1,000,000 | 100.00% | | |
| Paid In Capital | \$ 825,225 | 82.52% | Fund Level LP Net IRR* | 10.6% |
| Remaining Commitment | \$ 174,775 | 17.48% | MSCI World Index PME* | 11.0% |

| Date | Contributions | % of Commitment | Recallable Distributions | % of Commitment | Distributions |
|--------------|----------------------|----------------------------|-------------------------------------|----------------------------|----------------------|
| Year 2011 | \$ 245,723 | 24.57% | \$ - | - | \$ - |
| Year 2012 | \$ 186,445 | 18.64% | \$ - | - | \$ (42,542) |
| 1/3/2013 | \$ 40,000 | 4.00% | \$ - | - | \$ - |
| 8/12/2013 | \$ 100,000 | 10.00% | \$ - | - | \$ (35,860) |
| 2/14/2014 | \$ 44,000 | 4.40% | \$ - | - | \$ - |
| 5/20/2014 | \$ 80,000 | 8.00% | \$ - | - | \$ (49,323) |
| 7/14/2014 | \$ 45,512 | 4.55% | \$ - | - | \$ (3,495) |
| 12/8/2014 | \$ 16,254 | 1.63% | \$ - | - | \$ (29,570) |
| 1/20/2015 | \$ 65,791 | 6.58% | \$ - | - | \$ (11,610) |
| 8/3/2015 | \$ - | - | \$ - | - | \$ (9,735) |
| 3/23/2016 | \$ - | - | \$ - | - | \$ (67,664) |
| 7/18/2016 | \$ - | - | \$ - | - | \$ (10,836) |
| 1/27/2017 | \$ 1,500 | 0.15% | \$ - | - | \$ (64,973) |
| 6/23/2017 | \$ - | - | \$ - | - | \$ (43,902) |
| 8/17/2017 | \$ - | - | \$ - | - | \$ (15,753) |
| 9/27/2017 | \$ - | - | \$ - | - | \$ (5,960) |
| 12/8/2017 | \$ - | - | \$ - | - | \$ (20,240) |
| 3/30/2018 | \$ - | - | \$ - | - | \$ (18,393) |
| 6/15/2018 | \$ - | - | \$ - | - | \$ (11,983) |
| 6/25/2019 | \$ - | - | \$ - | - | \$ (42,091) |
| 9/25/2019 | \$ - | - | \$ - | - | \$ (21,586) |
| 12/16/2019 | \$ - | - | \$ - | - | \$ (52,287) |
| 3/26/2020 | \$ - | - | \$ - | - | \$ (16,211) |
| 12/21/2020 | \$ - | - | \$ - | - | \$ (17,942) |
| Total | \$ 825,225 | 82.52% | \$ - | - | \$ (591,956) |

*Provided by Hamilton Lane as of 9/30/2020 (Net IRR is combined both series A & B)
Combined Net IRR is a combination of both series A & B

Real Estate Investor Report
UBS Trumbull Property Fund

| | | |
|------------------------------|----------------------|---|
| IRR Since Inception | -1.81% | |
| Market Value | \$ 14,275,581 | Last Appraisal Date: 12/31/2020 (Unaudited) |
| Initial Commitment | \$ 15,000,000 | |
| Capital Committed | \$ 14,998,566 | 99.99% |
| Net Investment Income/(Loss) | \$ 14,144 | |

| Date | Contributions | % of Commitment | Dividends Reinvested | % of Commitment | Distributions |
|--------------|----------------------|----------------------------|---------------------------------|----------------------------|-----------------------|
| 7/1/2016 | \$ 14,998,566 | 99.99% | \$ - | 0.00% | \$ - |
| 10/17/2016 | \$ - | 0.0% | \$ - | 0.00% | \$ (111,204) |
| 1/17/2017 | \$ - | 0.0% | \$ - | 0.00% | \$ (110,985) |
| 4/17/2017 | \$ - | 0.0% | \$ 119,327 | 0.80% | \$ - |
| 7/17/2017 | \$ - | 0.0% | \$ 123,507 | 0.82% | \$ - |
| 10/16/2017 | \$ - | 0.0% | \$ 123,661 | 0.82% | \$ - |
| 1/17/2018 | \$ - | 0.0% | \$ 126,836 | 0.85% | \$ - |
| 4/16/2018 | \$ - | 0.0% | \$ 128,121 | 0.85% | \$ - |
| 7/17/2018 | \$ - | 0.0% | \$ 132,081 | 0.88% | \$ - |
| 10/15/2018 | \$ - | 0.0% | \$ 132,582 | 0.88% | \$ - |
| 1/15/2019 | \$ - | 0.0% | \$ 133,478 | 0.89% | \$ - |
| 4/15/2019 | \$ - | 0.0% | \$ 141,380 | 0.94% | \$ - |
| 7/16/2019 | \$ - | 0.0% | \$ 143,138 | 0.95% | \$ - |
| 1/6/2020 | \$ - | 0.0% | \$ - | 0.00% | \$ (939,538) |
| 1/16/2020 | \$ - | 0.0% | \$ 146,375 | 0.98% | \$ - |
| 4/16/2020 | \$ - | 0.0% | \$ 126,839 | 0.85% | \$ - |
| 7/16/2020 | \$ - | 0.0% | \$ 80,943 | 0.54% | \$ - |
| 10/16/2020 | \$ - | 0.0% | \$ 132,926 | 0.89% | \$ (136,176) |
| Total | \$ 14,998,566 | 99.99% | \$ 1,791,194 | 11.94% | \$ (1,297,903) |

Timber Investor Report

Molpus Sustainable Woodlands Fund II, LP

| | | | |
|------------------------------|---------------------|-------------------------|-----------|
| IRR Since Inception | 1.40% | Annualized, Net of Fees | |
| Market Value | \$ 2,106,022 | Last Statement Date: | 9/30/2020 |
| Capital Commitment | \$ 3,400,000 | 100.00% | |
| Paid In Capital | \$ 3,400,000 | 100.00% | |
| Remaining Commitment | \$ - | 0.00% | |
| Net Investment Income/(Loss) | \$ (175,617) | | |
| Net Unrealized Gain/(Loss) | \$ 551,521 | | |

| Date | Contributions | % of Commitment | Recallable Distributions | % of Commitment | Distributions |
|--------------|----------------------|----------------------------|-------------------------------------|----------------------------|-----------------------|
| Year 2009 | \$ 3,400,000 | 100.00% | \$ - | - | \$ - |
| Year 2010 | \$ - | - | \$ - | - | \$ (115,144) |
| 6/30/2011 | \$ - | - | \$ - | - | \$ (19,109) |
| 12/31/2011 | \$ - | - | \$ - | - | \$ (38,218) |
| 12/31/2012 | \$ - | - | \$ - | - | \$ (47,772) |
| 6/25/2013 | \$ - | - | \$ - | - | \$ (76,435) |
| 12/31/2013 | \$ - | - | \$ - | - | \$ (114,653) |
| 3/31/2014 | \$ - | - | \$ - | - | \$ (47,772) |
| 9/30/2014 | \$ - | - | \$ - | - | \$ (47,772) |
| 12/31/2014 | \$ - | - | \$ - | - | \$ (28,663) |
| 3/31/2015 | \$ - | - | \$ - | - | \$ (38,218) |
| 9/30/2015 | \$ - | - | \$ - | - | \$ (47,772) |
| 12/31/2015 | \$ - | - | \$ - | - | \$ (47,772) |
| 6/30/2016 | \$ - | - | \$ - | - | \$ (28,663) |
| 9/30/2016 | \$ - | - | \$ - | - | \$ (76,435) |
| 12/31/2016 | \$ - | - | \$ - | - | \$ (95,544) |
| 6/30/2017 | \$ - | - | \$ - | - | \$ (38,218) |
| 9/29/2017 | \$ - | - | \$ - | - | \$ (38,218) |
| 12/29/2017 | \$ - | - | \$ - | - | \$ (57,327) |
| 12/28/2018 | \$ - | - | \$ - | - | \$ (76,435) |
| 6/30/2019 | \$ - | - | \$ - | - | \$ (57,327) |
| 12/31/2019 | \$ - | - | \$ - | - | \$ (95,544) |
| 9/30/2020 | \$ - | - | \$ - | - | \$ (47,772) |
| 12/31/2020 | \$ - | - | \$ - | - | \$ (496,830) |
| Total | \$ 3,400,000 | 100.00% | \$ - | - | \$ (1,777,613) |

APPENDIX - MAJOR MARKET INDEX RETURNS

| Equity | Style | QTR | FYTD | 1 Year | 3 years | 5 Years |
|---|----------------------------|------|------|--------|---------|---------|
| Russell 3000 | Broad Equity | 14.7 | 25.2 | 20.9 | 14.5 | 15.4 |
| S&P 500 | Large Cap Core | 12.1 | 22.2 | 18.4 | 14.2 | 15.2 |
| Russell 1000 | Large Cap Core | 13.7 | 24.5 | 21.0 | 14.8 | 15.6 |
| Russell 1000 Growth | Large Cap Growth | 11.4 | 26.1 | 38.5 | 23.0 | 21.0 |
| Russell 1000 Value | Large Cap Value | 16.3 | 22.8 | 2.8 | 6.1 | 9.7 |
| Russell 2000 | Small Cap | 31.4 | 37.9 | 19.9 | 10.2 | 13.2 |
| Russell 2000 Growth | Small Cap Growth | 29.6 | 38.9 | 34.6 | 16.2 | 16.3 |
| Russell 2000 Value | Small Cap Value | 33.4 | 36.8 | 4.6 | 3.7 | 9.6 |
| MSCI EAFE | Developed Markets | 16.1 | 21.8 | 8.3 | 4.8 | 8.0 |
| MSCI EAFE Growth | Developed Markets Growth | 13.1 | 22.7 | 18.7 | 10.1 | 10.9 |
| MSCI EAFE Value | Developed Markets Value | 19.3 | 20.8 | -2.1 | -0.6 | 4.8 |
| MSCI Emerging Markets | Emerging Markets | 19.8 | 31.4 | 18.7 | 6.6 | 13.2 |
| MSCI All Country World | Global Equity | 14.8 | 24.3 | 16.8 | 10.6 | 12.9 |
| MSCI All Country World Ex US | Global Equity (ex. US) | 17.1 | 24.5 | 11.1 | 5.4 | 9.4 |
| Fixed Income | Style | QTR | FYTD | 1 Year | 3 years | 5 Years |
| Bloomberg Barclays Aggregate Index | Core Fixed Income | 0.7 | 1.3 | 7.5 | 5.3 | 4.4 |
| Bloomberg Barclays Gov/Credit | Gov/Credit | 0.8 | 1.6 | 8.9 | 6.0 | 5.0 |
| Bloomberg Barclays Capital Gov't Bond | Treasuries | -0.8 | -0.6 | 7.9 | 5.2 | 3.8 |
| Bloomberg Barclays Capital Credit Bond | Corporate Bonds | 2.8 | 4.3 | 9.4 | 6.8 | 6.4 |
| Intermediate Aggregate | Core Intermediate | 0.4 | 0.9 | 5.6 | 4.4 | 3.5 |
| Intermediate Gov/Credit | Gov / Credit Intermediate | 0.5 | 1.1 | 6.4 | 4.7 | 3.6 |
| ML/BoA 1-3 Year Treasury | Short Term Treasuries | 0.1 | 0.2 | 3.1 | 2.7 | 1.9 |
| Bloomberg Barclays Capital High Yield | High Yield Bonds | 6.5 | 11.3 | 7.1 | 6.2 | 8.6 |
| Bloomberg Barclays Global Treasury Ex US | International Treasuries | 5.2 | 9.2 | 10.1 | 4.7 | 5.0 |
| Bloomberg Barclays Global Government Bond | International Fixed Income | 3.5 | 6.4 | 9.7 | 4.8 | 4.7 |
| Bloomberg Barclays Global Aggregate | International Fixed Income | 3.3 | 6.0 | 9.2 | 4.8 | 4.8 |
| Bloomberg Barclays Global Aggregate Ex US | International Fixed Income | 5.1 | 9.4 | 10.1 | 4.2 | 4.9 |
| Alternative Assets | Style | QTR | FYTD | 1 Year | 3 years | 5 Years |
| MSCI US REIT Index | REITs | 11.5 | 13.3 | -8.6 | 2.7 | 4.3 |
| NCREIF NFI-ODCE Index | Real Estate | 0.0 | 0.5 | -0.1 | 4.5 | 5.9 |
| NCREIF Timber Index | Timber | 0.0 | 0.0 | 0.2 | 1.6 | 2.2 |
| Bloomberg Commodity Index | Commodities | 10.2 | 20.2 | -3.1 | -2.5 | 1.0 |
| HFRI FOF Composite | Hedge Funds | 3.7 | 8.0 | 6.3 | 3.4 | 3.7 |

APPENDIX - DISCLOSURES

- * The Burlington Manager Shadow index is the weighted average of each manager portfolio's beginning value multiplied by its current quarter benchmark return.
- * The Real Assets Blended Index is comprised of equal parts:
NCREIF ODCE NCREIF Timber Bloomberg Commodities (Formerly known as Dow Jones UBS Commodities)
- * All values for the Pooled Cash account since June 2012 are subject to change. Audited statements are not provided for this account.
- * Dahab Associates utilizes data provided by a custodian and other vendors it believes are reliable. However, it cannot assume responsibility for errors and omissions therefrom.
- * All returns were calculated on a time-weighted basis, and are gross of fees unless otherwise noted.
- * All returns for periods greater than one year are annualized.
- * Dahab Associates uses the modified duration measure to present average duration.
- * All values are in US dollars.

Calculation of Benefit Options

Burlington Employees' Retirement System, Class B - Other

Form A

Clark Sweeney

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Regular Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|----------------------|--|------------|
| Participant Name: | Clark Sweeney | Class: | B |
| Date of Birth: | | Department: | Other |
| Date of Hire: | 03/16/1998 | Vesting Percentage: | 35.0000% |
| Date of Termination: | 12/12/2001 | Normal Retirement Date (NRD): | 01/21/2021 |
| Beneficiary Date of Birth: | | Payment Start Date: | 02/01/2021 |
| | | Employee Contribution Balance w/ Interest as of 02/01/2021: | N/A |

Earnings

Average Final Compensation*: \$29,382.27

Determination of Benefit Amount

| | | | | |
|--|--|-----------|-----------|---------|
| (1) Years of Creditable Service (CS) | | | | 3.75000 |
| (2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years] | | | | 3.75000 |
| (3) Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years] | | | | 0.00000 |
| COLA Option | | Full COLA | Half COLA | No COLA |
| (4) Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years) | | 1.600% | 1.800% | 2.000% |
| (5) Accrual Rate after 06/30/2006 (not to exceed 25 years) | | 1.600% | 1.800% | 2.000% |
| (6) Retirement Accrual Percentage = [(2) x (4)] + [(3) x (5)] | | 6.0000% | 7.1250% | 8.2500% |
| (7) Monthly Vested Benefit Payable at Payment Start Date = (6) x Average Final Compensation / 12 x Vesting Percentage | | \$51.42 | \$61.06 | \$70.70 |
| (8) Early Retirement Reduction Factor | | 1.0000 | 1.0000 | 1.0000 |
| (9) Monthly Vested Benefit Payable at Payment Start Date (7) x (8) | | \$51.42 | \$61.06 | \$70.70 |

Benefit Options Available

| Form of Payment | Option Factor | Full COLA | | Half COLA | | No COLA | |
|--------------------------------------|---------------|-----------------|-----------------------------------|-----------------|-----------------------------------|-----------------|-----------------------------------|
| | | Initial Benefit | Survivor's Benefit ⁽¹⁾ | Initial Benefit | Survivor's Benefit ⁽¹⁾ | Initial Benefit | Survivor's Benefit ⁽¹⁾ |
| Straight Life Annuity | 1.0941 | \$56.26 | ** | \$66.81 | ** | \$77.35 | ** |
| 10 Year Certain & Life Annuity | 1.0000 | \$51.42 | \$51.42 | \$61.06 | \$61.06 | \$70.70 | \$70.70 |
| 100% Joint & Survivor Annuity | 0.8641 | \$44.43 | \$44.43 | \$52.76 | \$52.76 | \$61.09 | \$61.09 |
| 50% Joint & Survivor Annuity | 0.9657 | \$49.66 | \$24.83 | \$58.97 | \$29.49 | \$68.28 | \$34.14 |
| 100% Joint & Survivor Pop-Up Annuity | 0.8502 | \$43.72 | \$43.72 | \$51.91 | \$51.91 | \$60.11 | \$60.11 |
| 50% Joint & Survivor Pop-Up Annuity | 0.9610 | \$49.42 | \$24.71 | \$58.68 | \$29.34 | \$67.94 | \$33.97 |
| Return of Employee Contributions | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

(1) **Survivor Benefits:** for the Joint & Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

**Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Benefit Options

Form A

Burlington Employees' Retirement System, Class B - Other

Cynthia O'Hara

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Regular Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|-----------------------|--|------------|
| Participant Name: | Cynthia O'Hara | Class: | B |
| Date of Birth: | | Department: | Other |
| Date of Hire: | 01/28/1991 | Vesting Percentage: | 71.6667% |
| Date of Termination: | 08/21/1996 | Normal Retirement Date (NRD): | 11/24/2020 |
| Beneficiary Date of Birth: | | Payment Start Date: | 12/01/2020 |
| | | Employee Contribution Balance w/ Interest as of 12/01/2020: | N/A |

Earnings

Average Final Compensation*: \$30,229.93

Determination of Benefit Amount

| | |
|---|---------|
| (1) Years of Creditable Service (CS) | 5.58333 |
| (2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years] | 5.58333 |
| (3) Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years] | 0.00000 |
| (4) Years of CS in excess of 25 years | N/A |

COLA Option

Full COLA

| | |
|--|----------|
| (5) Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years) | 1.200% |
| (6) Accrual Rate after 06/30/2006 (not to exceed 25 years) | 1.200% |
| (7) Accrual Rate in excess of 25 years | 0.500% |
| (8) Retirement Accrual Percentage = [(2) x (5)] + [(3) x (6)] + [(4) x (7)] | 6.7000% |
| (9) Monthly Vested Benefit Payable at Payment Start Date = (8) x Average Final Compensation/12 x Vesting Percentage | \$120.96 |
| (10) Early Retirement Reduction Factor | 1.0000 |
| (11) Monthly Vested Benefit Payable at Payment Start Date (9) x (10) | \$120.96 |

Benefit Options Available

| Form of Payment | Option Factor | Full COLA | |
|--------------------------------------|---------------|-----------------|-----------------------------------|
| | | Initial Benefit | Survivor's Benefit ⁽¹⁾ |
| Straight Life Annuity | 1.0941 | \$132.34 | ** |
| 10 Year Certain & Life Annuity | 1.0000 | \$120.96 | \$120.96 |
| 100% Joint & Survivor Annuity | 0.9074 | \$109.76 | \$109.76 |
| 50% Joint & Survivor Annuity | 0.9920 | \$119.99 | \$60.00 |
| 100% Joint & Survivor Pop-Up Annuity | 0.8911 | \$107.79 | \$107.79 |
| 50% Joint & Survivor Pop-Up Annuity | 0.9897 | \$119.71 | \$59.86 |
| Return of Employee Contributions | N/A | N/A | N/A |

(1) **Survivor Benefits:** for the Joint and Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

** Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Benefit Options

Form A

Burlington Employees' Retirement System, Class B - School

Jeanne E. Hulsen

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Early Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|-----------------|--|-------------|
| Participant Name: | Jeanne E Hulsen | Class: | B |
| Date of Birth: | | Department: | School |
| Date of Hire: | 08/01/1998 | Vesting Percentage: | 100.0000% |
| Date of Termination: | 06/30/2020 | Normal Retirement Date (NRD): | 10/01/2025 |
| Beneficiary Date of Birth: | N/A | Payment Start Date: | 01/01/2021 |
| | | Employee Contribution Balance w/ Interest as of 01/01/2021: | \$33,423.41 |

Earnings

Average Final Compensation*: \$68,132.15

| | |
|---|----------|
| (1) Years of Creditable Service (CS) | 21.91667 |
| (2) Years of CS on or prior to 06/30/2006 [(2) + (3) is not to exceed 25 years] | 7.91667 |
| (3) Years of CS after 06/30/2006 [(2) + (3) is not to exceed 25 years] | 14.00000 |

| COLA Option | Full COLA | Half COLA | No COLA |
|---|------------|------------|------------|
| (4) Accrual Rate on or prior to 06/30/2006 (not to exceed 25 years) | 1.600% | 1.800% | 2.000% |
| (5) Accrual Rate after 06/30/2006 (not to exceed 25 years) | 1.600% | 1.800% | 2.000% |
| (6) Retirement Accrual Percentage = [(2) x (4)] + [(3) x (5)] | 35.0667% | 40.2417% | 45.4167% |
| (7) Monthly Vested Benefit Payable at NRD = (6) x Average Final Compensation / 12 x Vesting Percentage | \$1,990.97 | \$2,284.79 | \$2,578.61 |
| (8) Early Retirement Reduction Factor | 0.9050 | 0.9050 | 0.9050 |
| (9) Monthly Vested Benefit Payable at Payment Start Date (7) x (8) | \$1,801.83 | \$2,067.74 | \$2,333.64 |

Benefit Options Available

| Form of Payment | Option Factor | Full COLA | | Half COLA | | No COLA | |
|--------------------------------------|---------------|-----------------|------------------------|-----------------|------------------------|-----------------|------------------------|
| | | Initial Benefit | Survivor's Benefit (1) | Initial Benefit | Survivor's Benefit (1) | Initial Benefit | Survivor's Benefit (1) |
| Straight Life Annuity | 1.0516 | \$1,894.80 | ** | \$2,174.44 | ** | \$2,454.06 | ** |
| 10 Year Certain & Life Annuity | 1.0000 | \$1,801.83 | \$1,801.83 | \$2,067.74 | \$2,067.74 | \$2,333.64 | \$2,333.64 |
| 100% Joint & Survivor Annuity | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 50% Joint & Survivor Annuity | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 100% Joint & Survivor Pop-Up Annuity | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| 50% Joint & Survivor Pop-Up Annuity | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Return of Employee Contributions | N/A | \$33,423.41 | N/A | \$33,423.41 | N/A | \$33,423.41 | N/A |

(1) **Survivor Benefits:** for the Joint & Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

** Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Benefit Options

Form A

Burlington Employees' Retirement System, Class B - Other

William Benway

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Late Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|-----------------------|--|------------|
| Participant Name: | William Benway | Class: | B |
| Date of Birth: | | Department: | Other |
| Date of Hire: | 05/18/1972 | Vesting Percentage: | 25% |
| Date of Termination: | 10/08/1979 | Normal Retirement Date (NRD): | 10/31/2018 |
| Beneficiary Date of Birth: | | Payment Start Date: | 12/01/2020 |
| | | Employee Contribution Balance w/ Interest as of 12/01/2020: | N/A |

Earnings

Average Final Compensation: \$9,588.20

Determination of Benefit Amount

| | |
|---|----------|
| (1) Years of Creditable Service (CS) | 5.41667 |
| (2) Projected Years of CS to NRD | 44.41670 |
| (3) Projected Years of CS to NRD (not to exceed 25 years) | 25.00000 |
| (4) Projected Years of CS in excess of 25 years | 19.41667 |

COLA Option

| | | |
|--|-----------|----------|
| (5) Accrual Rate (not to exceed 25 years) | Full COLA | 1.200% |
| (6) Accrual Rate in excess of 25 years | | 0.500% |
| (7) Projected Retirement Accrual Percentage = [(3) x (5)] + [(4) x (6)] | | 39.7084% |
| (8) Projected Monthly Vested Benefit Payable at NRD (or payment start date if later) = (7) x Final Average Earnings x Vesting Percentage / 12 | | \$79.32 |
| (9) Monthly Vested Benefit Payable at NRD (or payment start date if later) = (1) / (2) x (8) | | \$9.67 |
| (10) Late Retirement Adjustment Factor | | 1.269596 |
| (11) Monthly Vested Benefit Payable at Payment Start Date = (9) x (10) | | \$12.28 |

Benefit Options Available

Form of Payment

| | Option Factor | Full COLA | |
|--------------------------------------|------------------|--------------------|--------------------------------------|
| | | Initial Benefit | Survivor's Benefit ⁽¹⁾ |
| Straight Life Annuity | 1.0000 | \$12.28 | ** |
| 10 Year Certain & Life Annuity | 0.8908 | \$10.94 | \$10.94 |
| 100% Joint & Survivor Annuity | 0.8181 | \$10.05 | \$10.05 |
| 50% Joint & Survivor Annuity | 0.8908 | \$10.94 | \$5.47 |
| 100% Joint & Survivor Pop-Up Annuity | 0.8004 | \$9.83 | \$9.83 |
| 50% Joint & Survivor Pop-Up Annuity | 0.8908 | \$10.94 | \$5.47 |
| Return of Employee Contributions | N/A | N/A | N/A |

(1) **Survivor Benefits:** for the Joint and Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

Calculation of Benefit Options

Burlington Employees' Retirement System, Class A - Police Union

Form A

Gregory Short

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected.

Type of Calculation

Vested - Early Retirement

Information Used in Benefit Determination

| | | | |
|----------------------------|----------------------|--|--------------|
| Participant Name: | Gregory Short | Class: | A |
| Date of Birth: | | Department: | Police Union |
| Date of Hire: | 01/21/2014 | Vesting Percentage: | 100.0000% |
| Date of Termination: | 10/20/2020 | Normal Retirement Date (NRD): | 11/23/2044 |
| Beneficiary Date of Birth: | | Payment Start Date: | 01/01/2021 |
| | | Employee Contribution Balance w/ Interest as of 01/01/2021: | \$45,957.95 |

Earnings

Average Final Compensation*: \$57,275.23

Determination of Benefit Amount

| | |
|---|-----------|
| (1) Years of Creditable Service (CS) | 6.75000 |
| (2) Years of CS on or prior to June 30, 2006 [(2)+(3) is not to exceed 20 years] | 0.00000 |
| (3) Years of CS after June 30, 2006 [(2) + (3) is not to exceed 20 years] | 6.75000 |
| (4) Years of CS in excess of 20 years | 0.00000 |
| COLA Option | Full COLA |
| (5) Accrual Rate on or prior to June 30, 2006 (not to exceed 20 years) | 2.500% |
| (6) Accrual Rate after June 30, 2006 (not to exceed 20 years) | 2.500% |
| (7) Accrual Rate in excess of 20 years | 5.000% |
| (8) Retirement Accrual Percentage = [(2) x (5)] + [(3) x (6)] + [(4) x (7)] | 16.8750% |
| (9) Monthly Vested Benefit Payable at NRD = (8) x Average Final Compensation / 12 x Vesting Percentage | \$805.43 |
| (10) Early Retirement Reduction Factor | 1.0000 |
| (11) Monthly Vested Benefit Payable at Normal Retirement Date (9) x (10) | \$805.43 |

Benefit Options – payable at Normal Retirement Date

| Form of Payment | Full COLA | | |
|--------------------------------------|---------------|-----------------|------------------------|
| | Option Factor | Initial Benefit | Survivor's Benefit (1) |
| Straight Life Annuity | 1.0107 | \$814.05 | ** |
| 5 Year Certain & Life Annuity | 1.0000 | \$805.43 | \$805.43 |
| 100% Joint & Survivor Annuity | 0.8678 | \$698.95 | \$698.95 |
| 50% Joint & Survivor Annuity | 0.9339 | \$752.19 | \$376.10 |
| 100% Joint & Survivor Pop-Up Annuity | 0.8564 | \$689.77 | \$689.77 |
| 50% Joint & Survivor Pop-Up Annuity | 0.9276 | \$747.12 | \$373.56 |

Benefit Options – payable at Payment Start Date

| | | | |
|---|-----|-------------|-----|
| Return of Employee Contributions (100% taxable) | N/A | \$45,957.95 | N/A |
|---|-----|-------------|-----|

(1) **Survivor Benefits:** for the Joint and Survivor Annuity payments, the survivor's benefit is only payable if the chosen survivor is alive upon the participant's death. If the chosen survivor is not alive, then no additional benefit is payable upon participant death. The choice of survivor may not be changed after benefit payments have commenced.

* Average is of the three highest years of base earnings

**Amount in excess (if any) of accumulated employee contributions, with interest, over payments made

Calculation of Return of Employee Contributions

Form A

Burlington Employees' Retirement System

Jessica Brooks

IMPORTANT: City of Burlington reserves the right to correct any errors in the Calculation of Pension Benefit and Options. If it is determined at any time that the information provided in this Pension Distribution Kit conflicts with the terms of the Plan, the terms of the Plan will govern. Under the law, a plan must be operated in accordance with its terms and errors must be corrected. As a Plan participant, you may have made post-tax contributions to the Plan. As a result, a portion of your benefit may be non-taxable. **Consult with your tax advisor if you have any questions.**

Information Used in Determination

| | | | |
|----------------------------|----------------|----------------------------------|------------|
| Participant Name: | Jessica Brooks | Class: | B |
| Date of Birth: | | Department: | School |
| Date of Hire: | 01/15/2018 | Post-Tax Employee Contributions: | \$0.00 |
| Date of Termination: | 06/30/2019 | Normal Retirement Date (NRD): | 08/06/2051 |
| Beneficiary Date of Birth: | | Payment Start Date: | 02/01/2021 |
| | | Vesting Percentage: | 0.0000% |

Determination of Employee Contribution Balance with Interest

| <u>Period Ending</u> | <u>Description</u> | <u>Transaction</u> | <u>Balance at End of Period</u> |
|----------------------|--------------------|--------------------|---------------------------------|
| 06/30/2018 | Contributions | \$1,126.80 | \$1,126.80 |
| 06/30/2018 | Interest at 2% | \$0.00 | \$1,126.80 |
| 06/30/2019 | Contributions | \$2,535.27 | \$3,662.07 |
| 06/30/2019 | Interest at 2% | \$22.54 | \$3,684.61 |
| 06/30/2020 | Interest at 2% | \$73.69 | \$3,758.30 |
| 01/31/2021 | Interest at 2% | \$43.67 | \$3,801.97 |

| | |
|--|-------------------|
| (1) Pre-Tax Employee Contributions (Taxable): | \$3,662.07 |
| (2) Interest Accrued on Employee Contributions (5.5% through 12/31/2017, 2% thereafter): | \$139.90 |
| (3) Total Return of Employee Contributions with Interest: | \$3,801.97 |

Determination of Taxable Portion of Benefit

| <u>Form of Payment</u> | <u>Total Benefit</u> | <u>Taxable Portion</u> | <u>Non-Taxable Portion</u> |
|-------------------------|----------------------|------------------------|----------------------------|
| Return of Contributions | \$3,801.97 | \$3,801.97 | 0.00 |

Helping Clients Prosper.



DiMEO SCHNEIDER
& ASSOCIATES, L.L.C.



City of Burlington Employees Retirement System

January 2021

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Introduction

The purpose of this report is to provide BERS Board with background on the City of Burlington's fossil fuel initiative over the years and the fossil fuel divestment resolution passed by the City Council in November 2020.

BERS is tasked with providing the City Council an ***analysis of the pension portfolio's fossil fuel investments*** as well as establishing a ***timeline by which the divestment from fossil fuels will be completed*** in addition to annual reporting requirements relating to fossil fuel divestment related initiatives.

DiMeo Schneider is prepared to assist BERS in preparing and delivering these reporting requirements to the City Council.

Resolution Relating To Divestment of City Funds, Including Retirement, From Fossil Fuel Investments

Background:

In 2012, the City adopted a 2012 resolution which expressed its opposition to the transport of tar sands oil and requested the city's Retirement Board to examine the portion of pension funds' investments it oversees and remove money from investments for oil companies that profit from tars sands.

In 2014, the City Council then followed the 2012 divestment resolution with an additional resolution on December 1, 2014 creating a *Divestment Task Force* to examine the costs, benefits and means of divesting Burlington's public funds from the top 200 fossil fuel companies (also know as the Carbon Underground 200) as identified by the Fossil Fuel Index, LLC.

- 2014 resolution also called for research into other municipalities' Divestment Policies
- Task force met eleven (11) times between July 2015 and June 2016 to hear from experts and the public

Resolution Relating To Divestment of City Funds, Including Retirement, From Fossil Fuel Investments

The *Divestment Task Force* issued preliminary report in November 2015 and final draft report in March 2017, and found that the BERS, as of January 2016, had stock investments in fossil fuel companies totaling a little over \$3 million, less than 2% of its total equities' portfolio

- Task Force acknowledged that the analysis **was of stocks only** and that further analysis was needed to determine the City's other fossil fuel holdings in investments such as corporate bonds

Since then, the *Divestment Task Force* heard from investment experts, notably Eric Becker of Clean Yard, and examined divestment policies from other institutions, including municipalities. The *Divestment Task Force's* final report recommended:

- An annual analysis and review of fossil fuel exposure in the investment portfolio, using the Carbon Underground 200 as a metric;
- An annual review of fossil fuel free investment product availability;
- Working to further limit/eliminate Carbon Underground 200 in Burlington's investment portfolio, where feasible;
- Assessing what other municipalities are doing with divestment from fossil fuels

The *Divestment Task Force's* final report will serve as the basis for the City's resolution passed in November 2002

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& ASSOCIATES, L.L.C.

City of Burlington Fossil Fuel Divestment Resolution

BERS Responsibilities

Resolution Directives for BERS

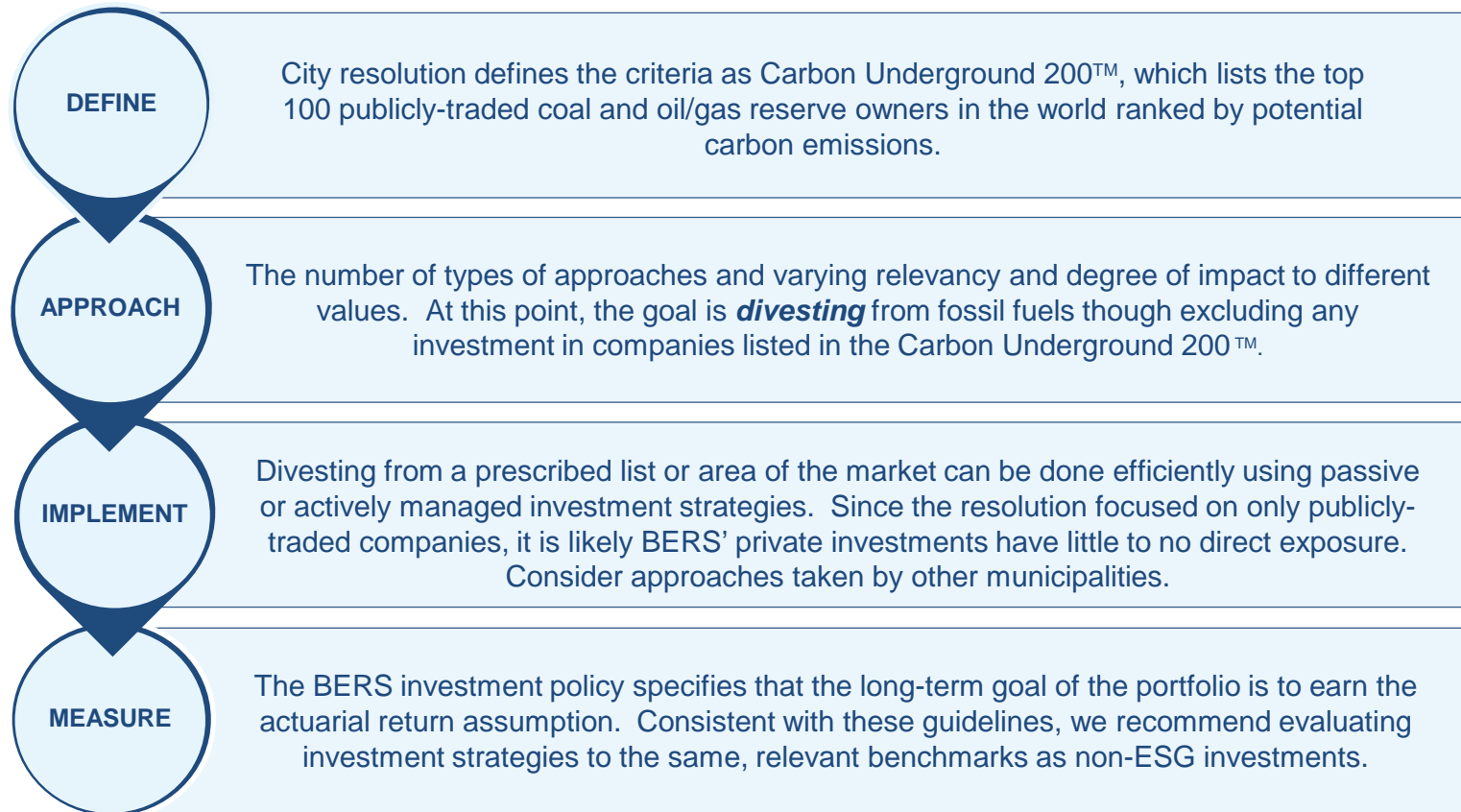
Consistent with the directives from the resolution, BERS is tasked with the following:

- BERS provided the City Council with a current accounting of the fossil fuel investments in its investment portfolio, including non-stock investments, as soon as possible, but in any event **no later than its last meeting in April 2021** (April 26, 2021)
- City Council request that BERS commit to a full divestment from fossil fuel companies and outline a timeline by which that divestment will be completed and towards this end, at this **same meeting in April 2021**, report to the City Council on the feasibility of:
 - Making an annual analysis and review of fossil fuel exposure in the investment portfolio, using the Carbon Underground 200 as a metric;
 - Making an annual review of fossil fuel free investment product availability;
 - Further limiting and/or eliminating Carbon Underground 200 in Burlington's investment portfolio, where feasible and in concert with the timeline for divestment;
 - Assessing what other municipalities are doing with regard to fossil fuel investments

MISSION-ALIGNED INVESTING™

Fossil Fuel Divestment

Burlington Employees' Retirement System



FOSSIL FUEL DIVESTMENT

Define

DEFINE

Carbon Underground 200™

- Identifies the 100 largest public coal companies, and the 100 largest publicly traded oil and gas companies, based on estimates of the potential CO2 emissions of their reported reserves.
- Ranking of these largest emitters are constructed on a reserves-based methodology with the underlying core data based on “reported” reserves.
- Compiled and maintained by Fossil Free IndexesSM
- Names include Coal India, Gazprom, ExxonMobil

Source: Fossil Free Funds

Rankings are constructed using a reserves-based methodology with the underlying core data based on “reported” reserves. Coal reserves are the sum of proven and probable reserves based on the last reported reserves amount by mine. Reserves are allocated to listed companies based on percentage ownership of individual mines. Oil and gas companies are ranked on proven reserves (1P) net of royalty payments. The Carbon Underground 200™ relies on the IPCC Revised 1996 Guidelines for National Greenhouse Gas Inventories as a methodological framework. The calculation of CO2 emission potential requires several conversions to the raw reserves figure.

BERS Timeline and Key Deliverables

