

Investment Performance Review
Period Ending December 31, 2019

Port of Houston Authority OPEB Plan



First and foremost, “Thank you” for giving AndCo the opportunity to serve you. On behalf of our entire organization, we are extremely grateful and appreciative of our client partnerships and will continue working hard to maintain your trust and confidence. Our mission statement reads “To represent the sole interest of our clients by redefining independence.” We’re happy to report that we remain steadfast in this core belief and continue to build an organization with a service model that is independent, singularly focused, customized and passionately delivered.

2020 is a big year for AndCo. We are celebrating our 20-year anniversary of serving our valuable clients. As we start 2020, we are 89 people strong advising approximately \$92 billion in client assets – a record high. In 2019 we hired 9 new team members. All departments within AndCo have grown over the years as we thoughtfully invest in our firm to provide the services you expect. We have included our organizational chart in this report which your consultant will review to provide you a visualization of our continued commitment to service and quality.


2020 will also represent another year of significant investment in the organization. As a result, your feedback is invaluable as we continue to focus our reinvestment in areas that will enhance our services to clients. We would like to thank everyone for their participation in our client survey last year. Your honesty and candor allowed us to accurately assess where we are strong and where there are opportunities for improvement. The areas where our clients indicate potential room for improvement drive much of our investment and focus. This is a primary reason why we hired 7 new team members in our research group last year to help promote investment ideas and support our consultants. Today, we have 19 dedicated research analysts. As 2020 progresses, we are targeting additional investments within our finance, compliance, human resources, information technology, marketing and research departments.

Moreover, each January we have our annual firmwide retreat. This retreat is a great time for all of our employees to spend time together and for us to reinforce everyone’s understanding of AndCo’s primary purpose, share results highlighted by our strategic goals, and review areas of focus for the upcoming year. Since the inception of AndCo, the idea has been to make the firm a multigenerational organization owned and operated by its employees. As a result, since 2015, along with the strategic elements of our annual retreat, we also announce new partners of the firm to support our succession plan and the long-term sustainability of the organization. Today we have a total of 10 partners controlling 100% of the company. This year we added two new partners Kim Spurlin and Evan Scussel. Kim has been on our Executive Leadership team for the past 7 years and currently serves as our CFO. Evan has been on our research team for 7 years and was recently promoted to a Research Director. We couldn’t be happier for both Kim and Evan.

The evolution of our firm would not be possible without great client partners like you. Our name reminds us who we work for every day “Our Client” &Co. You will always be our first priority. As we continue to discuss strategic decisions regarding our firm, please know every decision is filtered through the following question “How does this benefit our clients?” and if it doesn’t benefit you, we don’t do it, it’s that simple. We said this last year and we’ll say it again next year. If this commitment ever falters, you need to find a new consultant.

We know each of our clients is facing many challenges and we want to be there to help support you through all environments. We are honored and humbled that you have chosen AndCo as your partner. We do not take that relationship and responsibility for granted and will continue to work tirelessly to exceed your expectations.

On behalf of AndCo, thank you for your valued partnership and the opportunity to serve you.


Mike Welker, CFA®
CEO



Organizational Chart

PARTNERSHIP

Mike Welker, CFA **Evan Scussel, CFA, CAIA**
Bryan Bakardjiev, CFA **Jason Purdy**
Dan Johnson **Kim Spurlin, CPA**
David Ray **Steve Gordon**
Donna Sullivan **Troy Brown, CFA**

LEADERSHIP & MANAGEMENT

Mike Welker, CFA **Dan Johnson**
CEO Consulting Director

Bryan Bakardjiev, CFA **Derek Tangeman, CFP, CIMA**
COO Marketing Director

Kim Spurlin, CPA **Evan Scussel, CFA, CAIA**
CFO Research Director

Sara Searle **Jack Evatt**
CCO Consulting Director

Rachel Brignoni, MHR **Jacob Peacock**
CHRO Consulting Director

Steve Gordon **Jason Purdy**
Partner I.T. Director

Troy Brown, CFA **Philip Schmitt, CIMA**
Executive Director Research Director

David Ray
Executive Director

OPERATIONS

FINANCE **I.T.**
Brandie Rivera **Jamie Utt**

OPERATIONS **MARKETING**
Dan Osika, CFA **Bonnie Burgess**
Jerry Camel **Kim Goodearl**
 Tala Chin

INVESTMENT POLICY COMMITTEE

Mike Welker, CFA **David Ray** **Troy Brown, CFA**
Bryan Bakardjiev, CFA **Sara Searle**

CONSULTING

Annette Bidart **James Ross** **Mary Nye**
Brad Hess, CFA **Jeff Kuchta, CFA** **Michael Fleiner**
Brendon Vavrica, CFP **Jennifer Brozstek** **Michael Holycross, CIMA**
Brian Green **Jennifer Gainfort, CFA** **Mike Bostler**
Brian King **Joe Carter, CPFA** **Paul Murray, CPFA**
Chris Kuhn, CFA, CAIA **John McCann, CIMA** **Peter Brown**
Christiaan Brokaw, CFA **John Mellinger** **Tim Nash**
Dave West, CFA **John Thinnis, CFA, CAIA** **Tim Walters**
Doug Anderson **Jon Breth, CFP** **Tony Kay**
Gwelda Swilley **Justin Lauver, Esq.** **Trevor Jackson**
Ian Jones **Kerry Richardville, CFA** **Tyler Grumbles, CFA, CIPM**

CLIENT SOLUTIONS

Donna Sullivan **Donnell Lehrer** **Mary Ann Johnson**
Albert Sauerland **Grace Niebrzydowski** **Meghan Haines**
Amy Foster **Jeff Pruniski** **Misha Bell**
Annie Lopez **John Rodak, CIPM** **Rosemarie Kieskowski**
Brooke Wilson, CIPM **Junyan Peng** **Yoon Lee-Choi**
David Gough, CPFA **Kim Hummel**

RESEARCH

Austin Brewer, CFA
Public Fixed Income

Ben Baldridge, CFA, CAIA
Private & Hedged Fixed Income

David Julier
Real Estate & Real Assets

Elizabeth Wolfe
Capital Markets & Asset Allocation

Evan Scussel, CFA, CAIA
Private & Public Equity

Jeffrey Karansky
Public Equity

Jeremy Fisch
Public Multi Assets & Fixed Income

Joseph Ivaszuk
Operational Due Diligence

Josue Christiansen, CIPM
Public Equity

Julie Baker, CFA
Private & Hedged Equity

Justin Ellsesser, CFA, CAIA
Private Equity

Kadmiel Onodje, CAIA
Hedged & Public Multi Assets

Kai Petersen, CFA
Asset Liability & Capital Markets

Kevin Laake, CFA
Private Equity

Matthew Ogren
Public Fixed Income

Philip Schmitt, CIMA
Fixed Income & Capital Markets

Rob Mills, CAIA
Real Estate & Real Assets

Tim Kominiarek, CAIA
Private Equity & Infrastructure

Zac Chichinski, CFA, CIPM
Public Equity

Updated as of 01/13/20



89
EMPLOYEES

33 ADVANCED
DEGREES

21 CFA

8 CAIA

5 CIPM

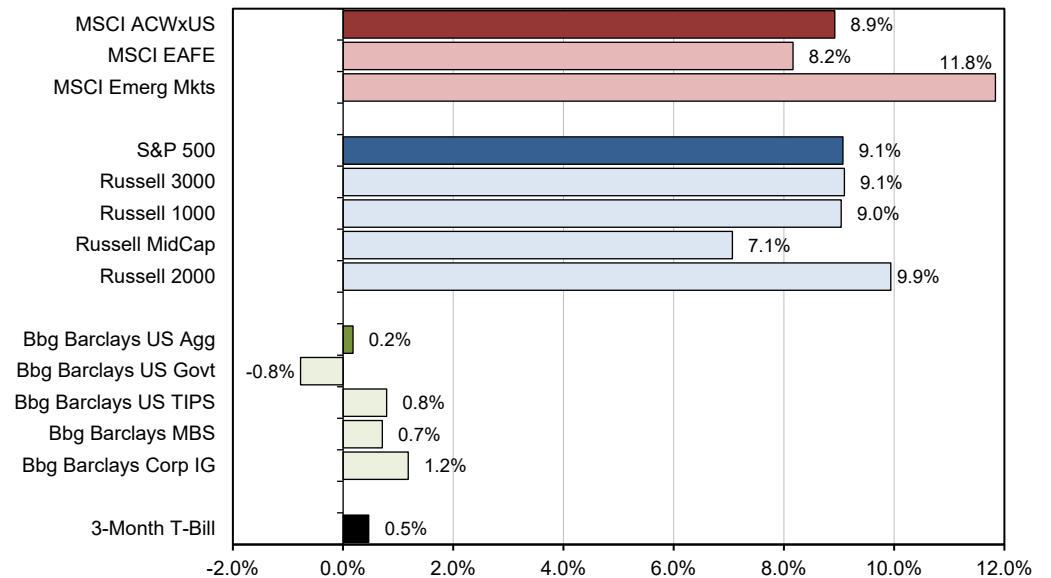


4th Quarter 2019 Market Environment

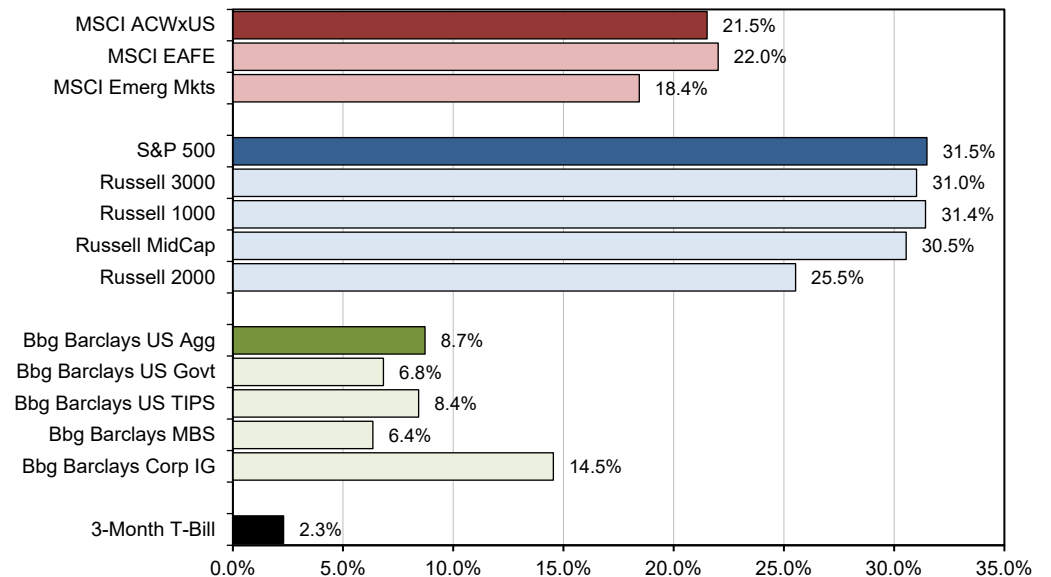


- Broad asset class returns were positive during the 4th quarter of 2019 with the exception of the US Gov't bond index. Both US and international equity markets benefited from positive developments concerning trade disruptions. Generally, the dispersion between US and international developed equities was muted during the quarter. Emerging markets significantly outperformed as previously noted trade tensions between the US and China eased. Monetary policy remained supportive with the Federal Reserve (Fed) cutting rates once during the period in addition to providing liquidity to the market through security purchases which acted as a catalyst to risk assets. Within domestic equity markets, the performance dispersion between large cap and small cap stocks reversed during the quarter with the S&P 500 Index returning 9.1% versus a return of 9.9% for the small cap Russell 2000 Index. 2019 performance of US equity markets was the highest since 2013 with large and mid-cap stocks returning 31.5% and 30.5%, respectively, while small cap stocks posted a return of 25.5%.
- International equity market returns were strong during the 4th quarter. Similar to US markets, international performance was impacted by continued monetary policy relief from the Bank of Japan and the European Central Bank, positive developments around global trade, and likely resolution on Brexit. International returns were also buoyed by a weakening US dollar (USD) which declined against most major currencies during the period. Emerging markets outperformed relative to developed markets during the period with the MSCI Emerging Markets Index posting a gain of 11.8% compared to a return of 8.2% for the MSCI EAFE Index. Both developed and emerging markets posted strong returns over the 1-year period, returning 22.0% and 18.4% respectively.
- Fixed income index performance was muted during the 4th quarter. The broad market Bloomberg Barclays Aggregate Index managed to gain 0.2% as investors favored equities and interest rates were generally flat during the quarter as concerns over an imminent US recession eased. Investment grade corporate bonds delivered solid performance for the 4th quarter returning 1.2%, which outperformed Treasury and securitized issues. Corporate bonds benefitted from the same increased investor risk appetite that fueled equity returns during the quarter. Overall, the bond market delivered strong trailing 1-year returns with the Bloomberg Barclays Aggregate posting a return of 8.7%.

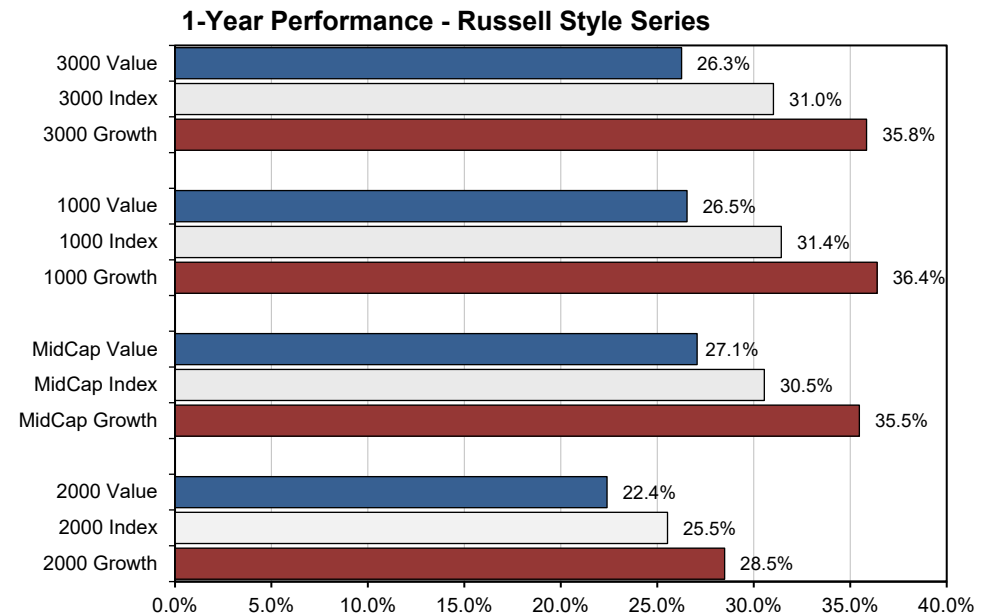
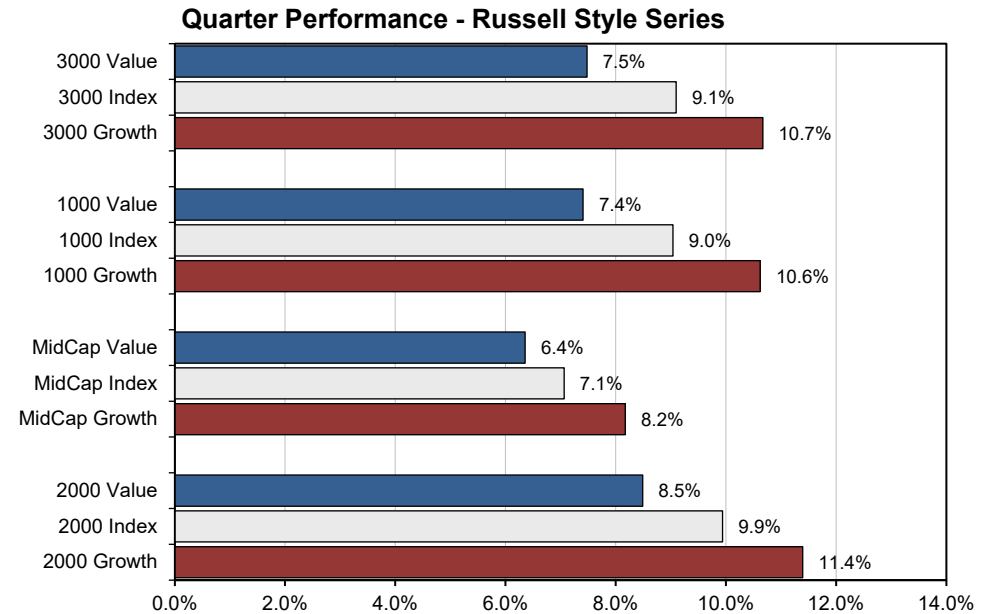
Quarter Performance



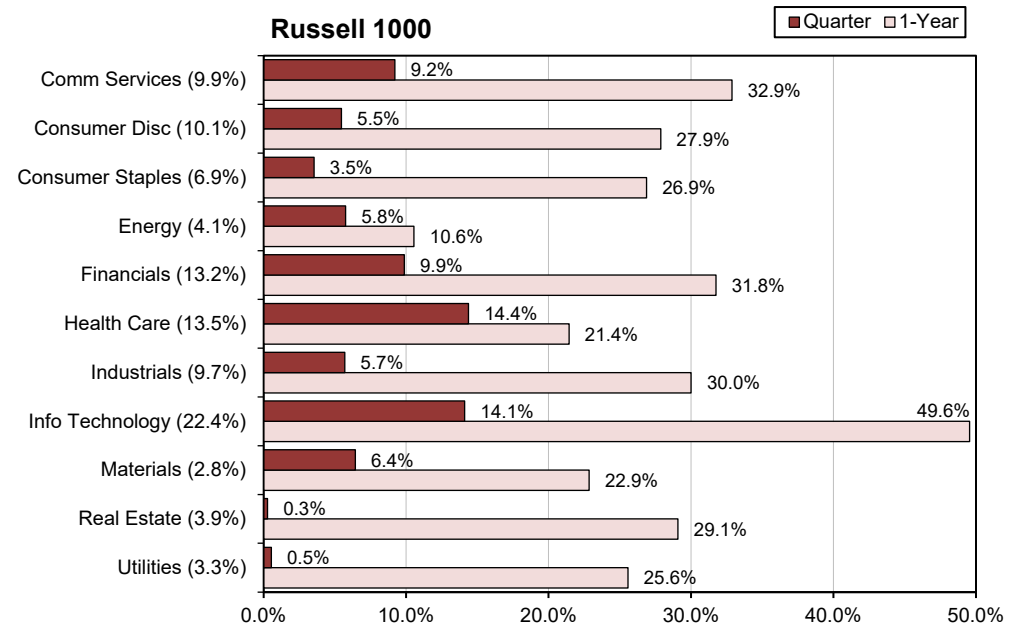
1-Year Performance



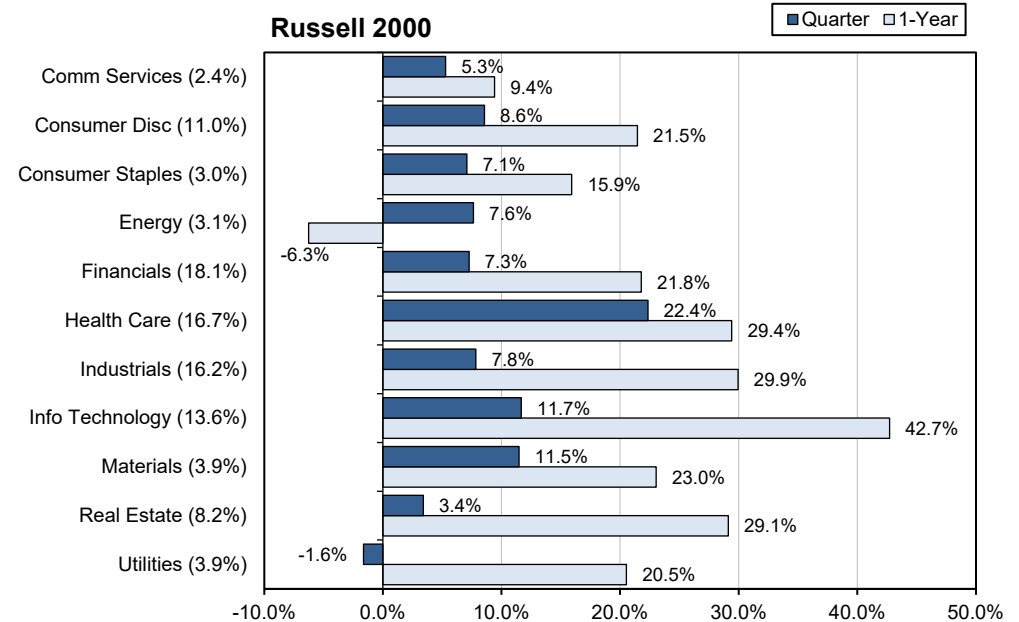
- Against the largely positive global economic backdrop detailed on the previous page, the US equity market delivered strong gains across the capitalization and style spectrum for the 4th quarter of 2019. Growth stocks outperformed value stocks for the full capitalization range during the period. Further, as is often the case during periods of strong “risk-on” performance, small cap growth stocks outpaced large cap growth stocks due primarily to an expectation that smaller companies have accelerated earnings growth relative to large companies.
- The Russell 2000 Growth Index was the best performing style index for the period, returning 11.4%, while large cap and mid-cap growth returned a solid 10.6% and 8.2% respectively. The outperformance of small cap stocks across the style spectrum for the period represented a reversal from previous quarters. The small cap Russell 2000 Index gained 9.9% during the period versus a 9.0% return for the large cap Russell 1000 Index.
- When viewed over the most recent 1-year period, large cap stocks significantly outperformed small cap stocks with the Russell 1000 posting a strong 31.4% gain while the Russell 2000 delivered a solid 25.5% return. Unsurprisingly, given the recent strong market environment, value stocks also trailed their growth counterparts over the trailing 1-year period. The technology-heavy Russell 1000 Growth Index was the best performing index over the 1-year period delivering a stellar 36.5% return compared to a return of 26.5% for the Russell 1000 Value Index



- Performance was positive across all eleven large cap economic sectors for the 4th quarter but four outpaced the return of the broader Russell 1000 Index. The more economically sensitive sectors, such as technology, financials and communication services posted returns of 14.1%, 9.9% and 9.2%, respectively, as investors' expectations of future economic growth improved. Health care stocks rallied as the cost and drug pricing rhetoric from Democratic Presidential candidates softened. Technology was also a leader with stocks such as Apple experiencing strong holiday sales and Microsoft making a strong earnings announcement. Not surprisingly, defensive sectors such as consumer staples, industrials and energy underperformed the broader market during the period. All eleven economic sectors were also positive over the 1-year trailing period with each sector posting a return in excess of 20% for the year. Similar to the quarter's results, economically sensitive sectors outpaced defensive ones by a considerable margin. The technology sector was 2019's standout performer, posting an impressive 49.6% for the year. The sector was buoyed by Apple's 89.0% return and Microsoft's 57.6% return for the year. The financial sector, which returned 31.8% for the year, also experienced strong earnings as recessionary fears subsided and the US yield curve moved toward a more normal, positively slope. The only other economic sector to outperform the broader Russell 1000 index return of 31.4% for the 1-year period was the communication services sector, which posted a return of 32.9% for the year.



- Quarterly results for small cap sectors were mixed compared to their large cap counterparts with seven of the eleven economic sectors outpacing their corresponding large cap equivalents. Ten of the eleven small cap sectors produced positive absolute returns during the quarter, but similar to large cap performance, only three sectors managed to outpace the broad Russell 2000 Index. Economically sensitive sectors were also the strongest performers in the small cap space as investors expressed an appetite for risk. The health care sector was the quarter's standout, posting a return of 22.4% for the quarter. The technology and materials sectors also posted double-digit performance for the period with returns of 11.7% and 11.5% respectively. While not a significant weight in the index, the utilities, which are considered defensive, was the only negative sector, posting a loss of -1.6%. Over the trailing 1-year period, returns were broadly positive with only the highly cyclical energy sector, largely tied to oil prices, producing negative performance with a return of -6.3%. Similar to large cap performance, technology led the way with the sector returning a stellar 42.7% for the year. Returns were also impressive in the industrials, health care and real estate sectors, which posted gains of 29.9%, 29.4% and 29.1%, respectively, and finished ahead of the Russell 2000 index return of 25.5% for the year.



The Market Environment
Top 10 Index Weights & Quarterly Performance for the Russell 1000 & 2000
As of December 31, 2019

Top 10 Weighted Stocks				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Apple Inc	4.40%	31.5%	89.0%	Information Technology
Microsoft Corp	4.02%	13.8%	57.6%	Information Technology
Amazon.com Inc	2.57%	6.4%	23.0%	Consumer Discretionary
Facebook Inc A	1.65%	15.3%	56.6%	Communication Services
Berkshire Hathaway Inc B	1.49%	8.9%	10.9%	Financials
JPMorgan Chase & Co	1.46%	19.4%	47.3%	Financials
Alphabet Inc A	1.35%	9.7%	28.2%	Communication Services
Alphabet Inc Class C	1.35%	9.7%	29.1%	Communication Services
Johnson & Johnson	1.31%	13.5%	16.2%	Health Care
Visa Inc Class A	1.08%	9.4%	43.3%	Information Technology

Top 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Tesla Inc	0.20%	73.7%	25.7%	Consumer Discretionary
Sarepta Therapeutics Inc	0.03%	71.3%	18.2%	Health Care
Ubiquiti Inc	0.01%	60.1%	91.6%	Information Technology
Advanced Micro Devices Inc	0.16%	58.2%	148.4%	Information Technology
Qorvo Inc	0.05%	56.8%	91.4%	Information Technology
Zillow Group Inc A	0.01%	54.8%	45.5%	Communication Services
Align Technology Inc	0.07%	54.2%	33.2%	Health Care
Zillow Group Inc C	0.02%	54.1%	45.5%	Communication Services
Transocean Ltd	0.01%	53.9%	-0.9%	Energy
Skyworks Solutions Inc	0.07%	53.2%	84.1%	Information Technology

Bottom 10 Performing Stocks (by Quarter)				
Russell 1000	Weight	1-Qtr Return	1-Year Return	Sector
Beyond Meat Inc	0.01%	-49.1%	N/A	Consumer Staples
Sage Therapeutics Inc	0.01%	-48.5%	-24.6%	Health Care
Chesapeake Energy Corp	0.00%	-41.4%	-60.7%	Energy
ServiceMaster Global Holdings Inc	0.02%	-30.8%	5.2%	Consumer Discretionary
Twitter Inc	0.08%	-22.2%	11.5%	Communication Services
Taubman Centers Inc	0.01%	-22.1%	-27.0%	Real Estate
Elastic NV	0.01%	-21.9%	-10.0%	Information Technology
Etsy Inc	0.02%	-21.6%	-6.9%	Consumer Discretionary
Sinclair Broadcast Group Inc	0.01%	-21.5%	29.0%	Communication Services
Ventas Inc	0.07%	-19.9%	3.4%	Real Estate

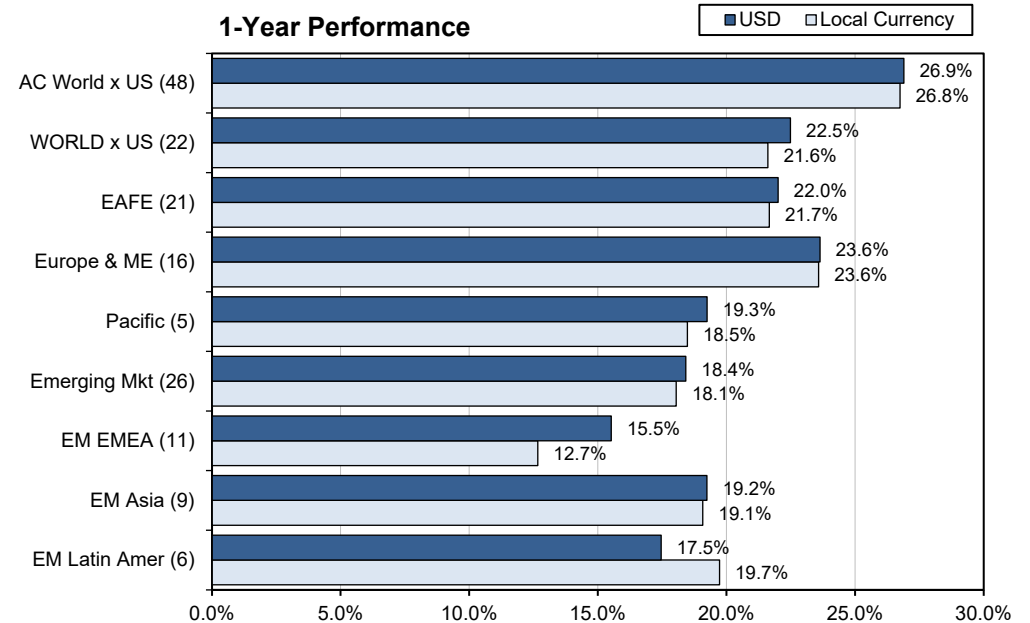
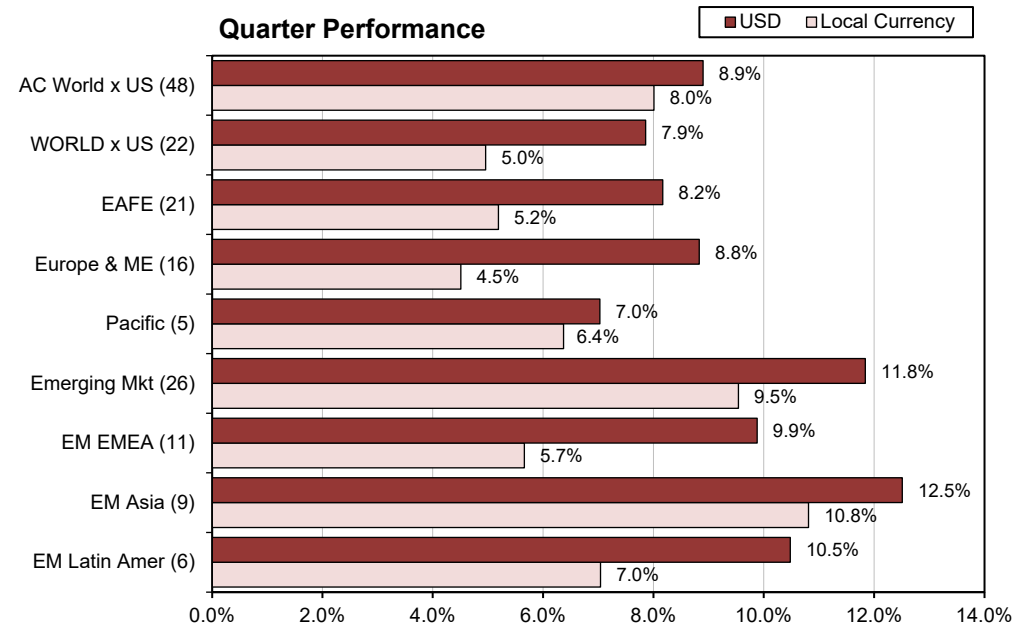
Top 10 Weighted Stocks				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
NovoCure Ltd	0.35%	12.7%	151.7%	Health Care
The Medicines Co	0.30%	69.9%	343.8%	Health Care
Generac Holdings Inc	0.29%	28.4%	102.4%	Industrials
Lumentum Holdings Inc	0.29%	48.1%	88.8%	Information Technology
Teladoc Health Inc	0.29%	23.6%	68.9%	Health Care
Arrowhead Pharmaceuticals Inc	0.28%	125.1%	410.7%	Health Care
Haemonetics Corp	0.28%	-8.9%	14.8%	Health Care
Marriott Vacations Worldwide Corp	0.25%	24.8%	85.9%	Consumer Discretionary
Performance Food Group Co	0.25%	11.9%	59.5%	Consumer Staples
Trex Co Inc	0.25%	-1.2%	51.4%	Industrials

Top 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
Constellation Pharmaceuticals Inc	0.03%	629.3%	1074.8%	Health Care
Forty Seven Inc	0.04%	513.2%	150.4%	Health Care
ChemoCentryx Inc	0.08%	483.3%	262.5%	Health Care
Axsome Therapeutics Inc	0.12%	410.7%	3565.2%	Health Care
Kodiak Sciences Inc	0.08%	400.3%	913.4%	Health Care
Karuna Therapeutics Inc	0.02%	361.6%	N/A	Health Care
Intra-Cellular Therapies Inc	0.07%	359.3%	201.2%	Health Care
Synthorx Inc	0.03%	329.6%	302.1%	Health Care
Mersana Therapeutics Inc	0.01%	262.7%	40.4%	Health Care
VBI Vaccines Inc	0.01%	192.9%	-13.8%	Health Care

Bottom 10 Performing Stocks (by Quarter)				
Russell 2000	Weight	1-Qtr Return	1-Year Return	Sector
resTORbio Inc	0.00%	-83.1%	-82.7%	Health Care
TransEnterix Inc	0.00%	-81.8%	-95.0%	Health Care
Unit Corp	0.00%	-79.4%	-95.1%	Energy
Cyclerion Therapeutics Inc Ord Shrs	0.00%	-77.6%	N/A	Health Care
Waitr Holdings Inc Class A	0.00%	-74.9%	-97.1%	Consumer Discretionary
Intelsat SA	0.02%	-69.2%	-67.1%	Communication Services
Contura Energy Inc	0.01%	-67.6%	-86.2%	Energy
McDermott International Inc	0.01%	-66.5%	-89.7%	Energy
Pareteum Corp	0.00%	-66.1%	-74.1%	Communication Services
Exela Technologies Inc	0.00%	-65.4%	-89.5%	Information Technology



- Broad international equity returns were positive in both local currency and USD terms for the 4th quarter as investors benefited from a broad “risk-on” environment. US investors also benefited as the USD weakened relative to most major developed and emerging market currencies during the period. Within the broader currency moves that boosted USD return, the British pound and the Euro appreciated relative to the USD during the quarter which acted as a headwind to holdings in those sub-markets. However, the macro impact of the USD weakness for the period was positive for US investors for the broad market international indexes. The MSCI EAFE and ACWI ex US Indexes returned 8.2% and 7.9% respectively for the quarter. Similar to US markets, international equity markets were buoyed by loose central bank monetary policies which supplied the markets with liquidity. Christine Lagarde assumed the presidency of the European Central Bank (ECB) and announced that interest rates would remain negative at -0.5% while the Bank of Japan’s key rate also remains in negative territory at -0.1%. The People’s Bank of China announced during the quarter that it would continue with its prudent monetary policy with the goal of providing stimulus measures as needed.
- As previously noted, results for developed market indexes were strongly positive for the 4th quarter. European stocks moved higher on expectations of a trade resolution between China and the US. In the UK, Prime Minister Boris Johnson received a resounding mandate in recent elections resulting in a large majority in Parliament. The results make it highly likely that the UK will leave the European Union. The decrease in Brexit uncertainty led the British pound to rally against most major currencies. In contrast, the economy in Hong Kong fell into recession as continued political protests and the Chinese government’s response detracted from growth. While not as strong as US equity market returns, each of the broad, developed market benchmarks posted returns in excess of 20% for the trailing 1-year period.
- For the 4th quarter, emerging markets reversed the recent trend and managed to outperform developed international markets. The MSCI Emerging Markets Index returned a strong USD return of 11.8%. As previously noted, the prospect of reduced trade tensions between the US and China stoked returns in emerging markets. As a result, countries with greater sensitivities to commodity prices and global trade activity performed well during the period. As evidence, Russia and Brazil, both large energy exporters, returned 16.6% and 15.6%, respectively, during the quarter. For the full year, emerging markets delivered strong returns in both local currency and USD terms. The MSCI Emerging Markets Index climbed 18.4% in local currency and 18.1% in USD terms. The narrow performance differential between local currency and USD emerging market returns is also observable across each of the international benchmarks for the 1-year period as the year’s currency volatility largely balanced out.



The Market Environment
US Dollar International Index Attribution & Country Detail
As of December 31, 2019

MSCI - EAFE	Sector Weight	Quarter Return	1-Year Return
Communication Services	5.2%	4.8%	12.7%
Consumer Discretionary	11.6%	9.4%	24.8%
Consumer Staples	11.3%	1.9%	18.9%
Energy	4.9%	3.8%	7.6%
Financials	18.6%	8.4%	17.7%
Health Care	12.2%	12.4%	30.7%
Industrials	15.0%	10.0%	26.2%
Information Technology	7.1%	12.6%	37.7%
Materials	7.1%	10.5%	22.9%
Real Estate	3.5%	4.2%	14.8%
Utilities	3.7%	5.3%	19.2%
Total	100.0%	8.2%	22.0%

MSCI - ACWIXUS	Sector Weight	Quarter Return	1-Year Return
Communication Services	6.7%	7.0%	12.1%
Consumer Discretionary	11.8%	11.4%	27.7%
Consumer Staples	9.4%	1.9%	17.5%
Energy	6.5%	6.5%	14.8%
Financials	21.4%	8.1%	17.2%
Health Care	8.9%	12.5%	27.7%
Industrials	11.9%	9.6%	24.0%
Information Technology	9.4%	15.5%	40.7%
Materials	7.4%	10.8%	18.6%
Real Estate	3.2%	7.3%	17.1%
Utilities	3.4%	4.8%	17.4%
Total	100.0%	8.9%	26.9%

MSCI - Emerging Mkt	Sector Weight	Quarter Return	1-Year Return
Communication Services	11.0%	9.8%	11.2%
Consumer Discretionary	14.2%	16.7%	35.1%
Consumer Staples	6.3%	2.6%	10.7%
Energy	7.4%	9.8%	19.8%
Financials	24.2%	9.8%	12.6%
Health Care	2.8%	14.7%	3.7%
Industrials	5.3%	7.8%	7.1%
Information Technology	15.7%	18.9%	41.6%
Materials	7.4%	12.3%	5.9%
Real Estate	3.0%	17.6%	23.9%
Utilities	2.6%	4.3%	7.9%
Total	100.0%	11.8%	18.4%

Country	MSCI-EAFE Weight	MSCI-ACWIXUS Weight	Quarter Return	1-Year Return
Japan	24.5%	16.1%	7.6%	19.6%
United Kingdom	16.5%	10.8%	10.0%	21.1%
France	11.4%	7.5%	8.5%	25.7%
Switzerland	9.3%	6.1%	7.6%	32.3%
Germany	8.7%	5.7%	9.9%	20.8%
Australia	6.8%	4.5%	4.3%	22.9%
Netherlands	4.0%	2.6%	7.4%	32.1%
Hong Kong	3.5%	2.3%	7.3%	10.3%
Spain	2.8%	1.9%	6.0%	12.0%
Sweden	2.7%	1.8%	13.1%	21.2%
Italy	2.3%	1.5%	8.1%	27.3%
Denmark	1.8%	1.2%	13.1%	28.2%
Singapore	1.3%	0.8%	7.4%	15.0%
Belgium	1.0%	0.7%	-1.1%	20.3%
Finland	0.9%	0.6%	3.0%	9.5%
Norway	0.6%	0.4%	4.3%	10.4%
Ireland	0.6%	0.4%	18.5%	37.5%
Israel	0.6%	0.4%	7.2%	9.6%
New Zealand	0.3%	0.2%	17.4%	38.2%
Austria	0.2%	0.2%	8.0%	14.5%
Portugal	0.2%	0.1%	8.7%	23.7%
Total EAFE Countries	100.0%	65.8%	8.2%	22.0%
Canada		6.7%	4.9%	27.5%
Total Developed Countries		72.5%	7.9%	22.5%
China		9.4%	14.7%	23.5%
Korea		3.2%	13.4%	12.5%
Taiwan		3.2%	17.9%	36.4%
India		2.4%	5.3%	7.6%
Brazil		2.1%	14.2%	26.3%
South Africa		1.3%	13.1%	10.0%
Russia		1.1%	16.8%	50.9%
Saudi Arabia		0.7%	2.7%	7.2%
Thailand		0.7%	-0.9%	9.5%
Mexico		0.6%	6.2%	11.4%
Indonesia		0.5%	7.0%	9.1%
Malaysia		0.5%	3.1%	-2.0%
Philippines		0.3%	2.9%	10.5%
Qatar		0.3%	2.2%	-1.0%
Poland		0.2%	4.1%	-5.9%
Chile		0.2%	-8.8%	-16.9%
United Arab Emirates		0.2%	-1.5%	4.0%
Turkey		0.1%	-0.1%	11.1%
Colombia		0.1%	14.4%	30.8%
Peru		0.1%	6.0%	4.8%
Greece		0.1%	12.7%	43.2%
Hungary		0.1%	22.2%	19.4%
Argentina		0.0%	15.4%	-20.8%
Czech Republic		0.0%	8.9%	4.2%
Egypt		0.0%	5.6%	41.8%
Pakistan		0.0%	26.5%	9.7%
Total Emerging Countries		27.5%	11.8%	18.4%
Total ACWIXUS Countries		100.0%	8.9%	26.9%

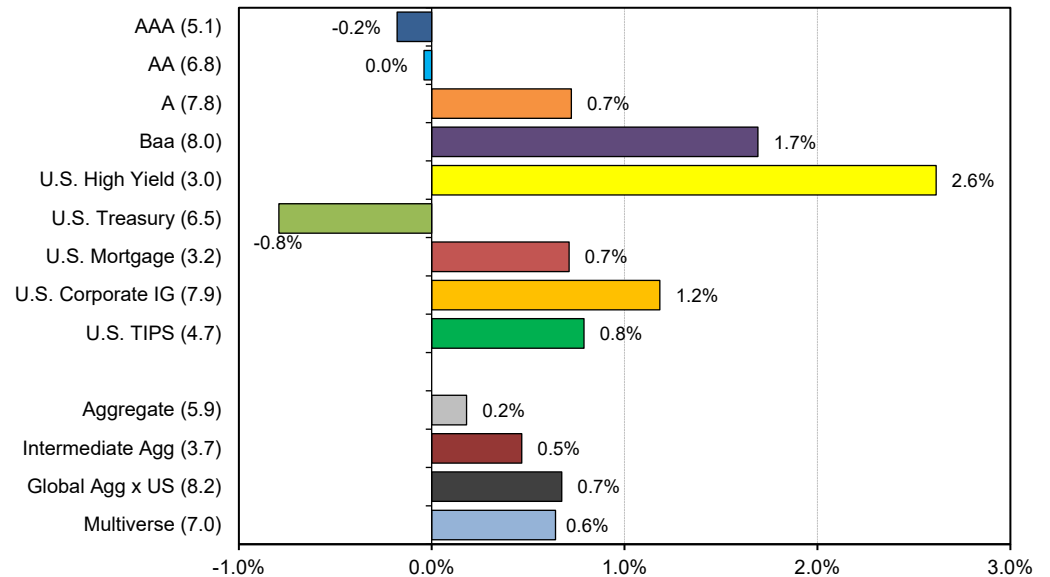
Source: Morningstar Direct, MSCI Global Index Monitor (Returns are Net in USD)

As a result of the GICS classification changes on 9/28/2018 and certain associated reporting limitations, sector performance represents backward looking performance for the prior year of each sector's current constituency, post creation of the Communication Services sector.

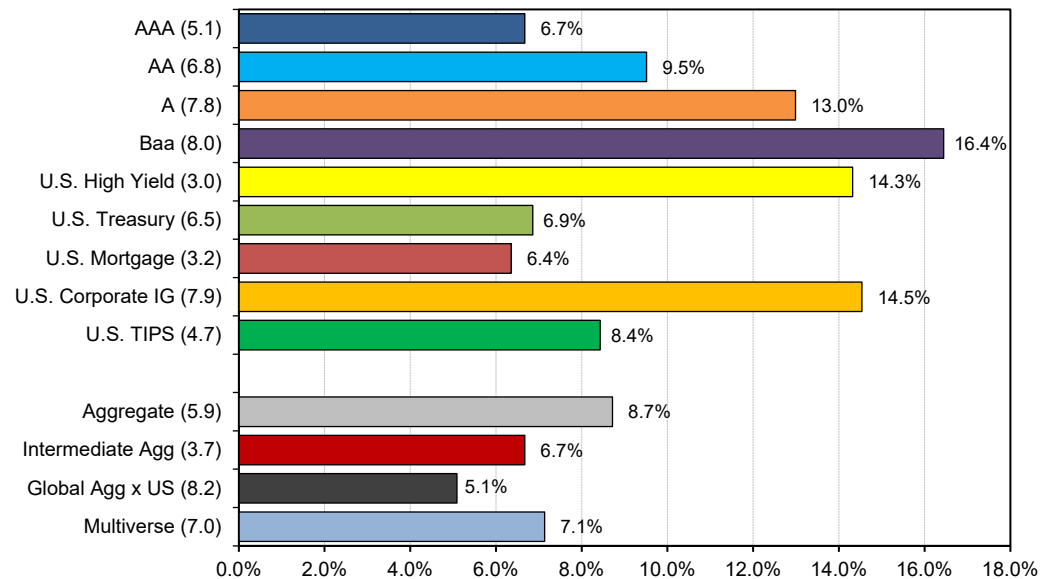


- Fixed income markets extended their gains in the 4th quarter, except for US Treasury bonds which declined during the period. Interest rates rose modestly across the US Treasury Yield Curve through the quarter as investors' confidence generally improved which resulted in bond prices falling. The Fed continued to provide liquidity by cutting short-term interest rates by 25 basis points to between 1.50% and 1.75% in October. The Fed began expanding its balance sheet by purchasing securities to provide the market with liquidity which is another form of monetary easing. The Fed made no changes to monetary policy at their December meeting and signaled that they would remain on hold but would continue to monitor the economy closely for any further deterioration. Importantly, the US Treasury Yield Curve normalized between the 2-year and 10-year issues which suggests that the threat of an imminent recession has been reduced. An inverted yield curve has historically preceded a recession within the next 6-24 months. The bellwether Bloomberg Barclays US Aggregate Index added 0.2% during the 4th quarter while returning 8.7% for the 1-year period ending in December.
- Within investment grade credit, lower quality issues resumed their outperformance over higher quality issues as investors' appetites for risk increased during the quarter. Bonds rated Baa were the best performing investment grade credit quality segment returning 1.7% for the quarter, while AAA was the worst performing, returning -0.2%. High yield corporate bonds outpaced all other credit sectors during the quarter returning 2.6%. For the full year both investment grade and high yield bonds delivered strong performance returning 14.5% and 14.3% respectively.
- Performance across defensive sectors such as US Treasury bonds, mortgage backed securities and TIPS were mixed during the quarter mostly due to their duration profiles. Rising interest rates during the quarter acted as a headwind to performance. As a result, US Treasury bonds, mortgage bonds and TIPS returned -0.8%, 0.7% and 0.8% respectively. Overall, fears of rising inflation remain relatively low while expectations for a positive economic environment remain strong. As a result, for the full 1-year period, US Treasury, mortgages and TIPS returned 6.9%, 6.4% and 8.4% respectively, trailing all corporate credit sectors significantly over the full year.

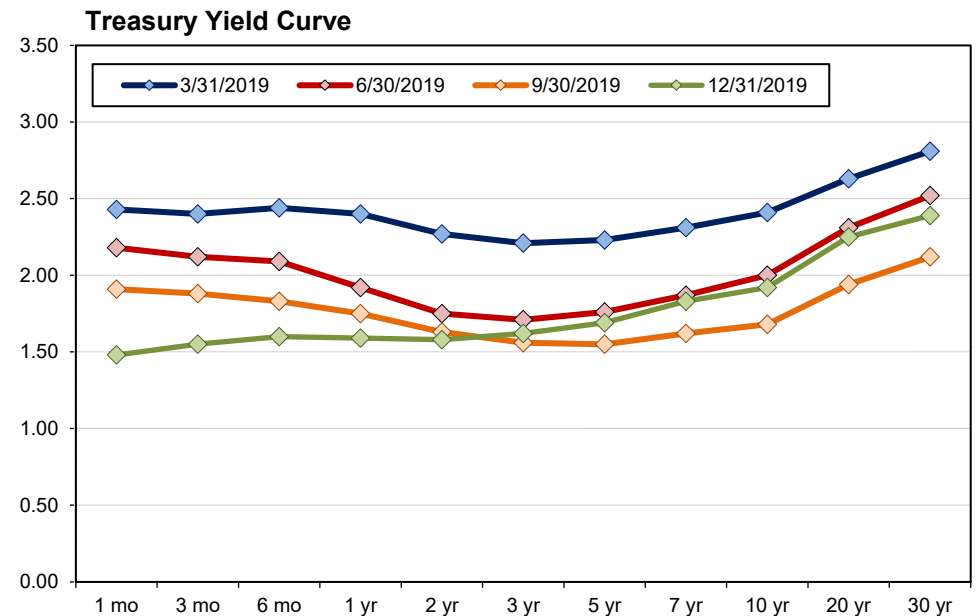
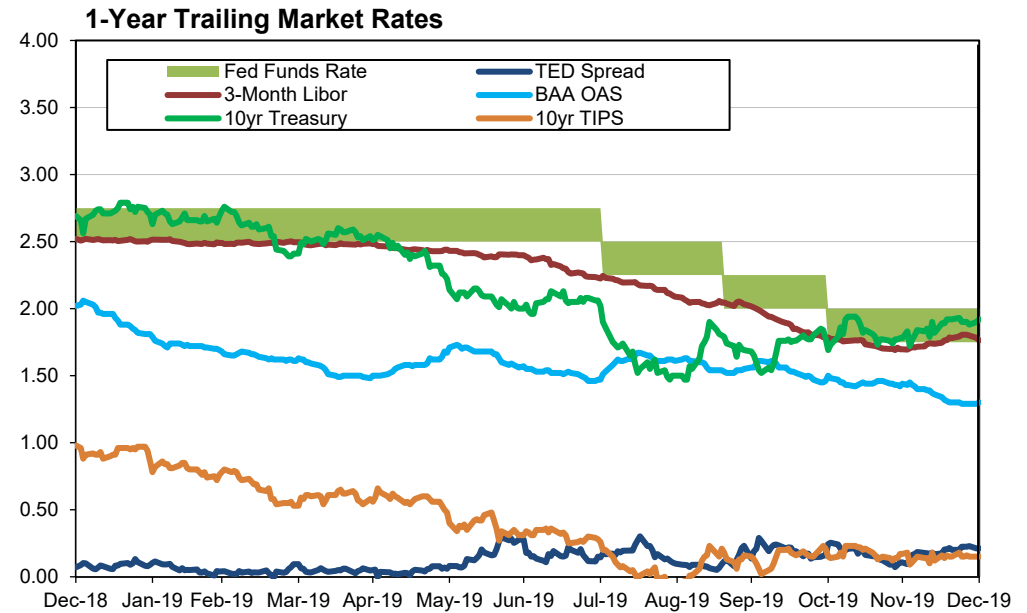
Quarter Performance



1-Year Performance



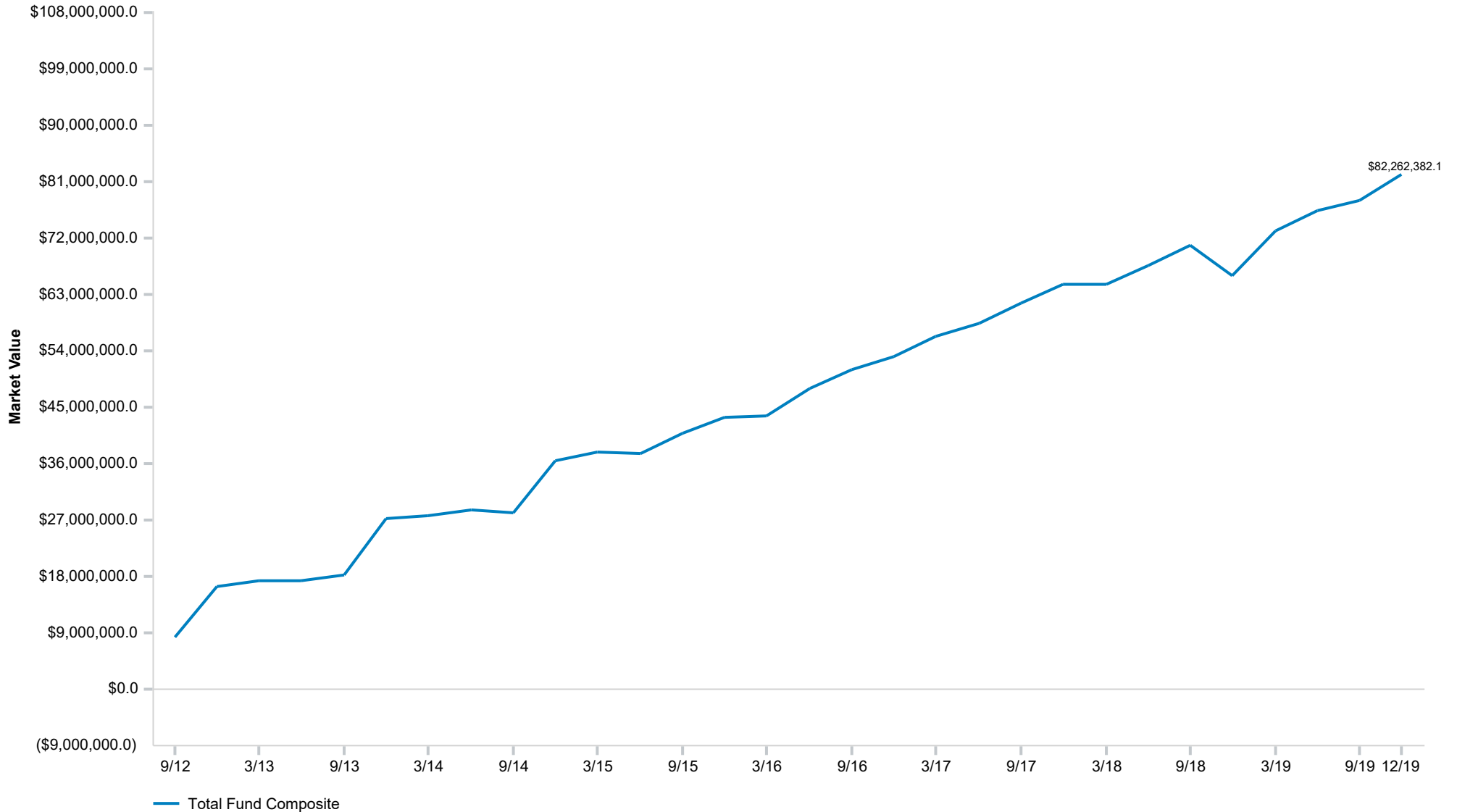
- Global fixed income returns were positive during the 4th quarter. Generally, global central bank monetary policy remains supportive as low economic growth persists in much of the world outside of the US. As a result, negative interest rates persist in much of Europe and Japan. However, the number of bonds with negative yields declined in recent months as future expectations for economic growth improved. As mentioned previously, we saw currency volatility increase during the quarter with the USD moving lower against most major developed and emerging market currencies. The depreciation of the USD acted as a catalyst for US investors compared to local investors. Global bonds, as represented by the Bloomberg Barclays Global Aggregate ex US Index, returned was 0.7% during the quarter which outperformed US bonds represented by the Bloomberg Barclays Aggregate Index. For the full 1-year period, global bonds underperformed domestic bonds 5.1% versus 8.7% respectively.
- Much of the index performance detailed in the bar graphs on the previous page is visible on a time series basis by reviewing the line graphs to the right. The '1-Year Trailing Market Rates' chart illustrates that over the last year, the 10-year Treasury yield (green line) fell from highs near 2.8%, to yields below 1.5% before ending the quarter at 1.92%. The blue line illustrates changes in the BAA OAS (Option Adjusted Spread). This measure quantifies the additional yield premium that investors require to purchase and hold non-Treasury issues. This line illustrates the continued decline from nearly 2.5% in the 1st quarter of 2019 to less than 1.6% in 4th quarter as investors sought out higher yielding assets and concerns regarding trade and the potential for a recession in the US declined. Spreads tightened by about 24 basis points during the quarter. Spread tightening is equivalent to an interest rate decrease on corporate bonds, which produces an additional tailwind for corporate bond index returns. The green band across the graph illustrates the decrease in the Federal Funds Rate due to the recent easing in US monetary policy. The Fed cut the Fed Funds Rate three times during the year on fears that economic growth was decelerating.
- The lower graph provides a snapshot of the US Treasury Yield Curve at the end of each of the last four calendar quarters. Interest rates were broadly lower over the full year as the Fed cut interest rates and expectations of future economic growth declined. During the year, the US Treasury curve was inverted between 2-year and 10-year rates. After multiple rate cuts, the curve finished the year with a more normalized shape with the long end of the curve higher than the short end.



17.4%



Schedule of Investable Assets



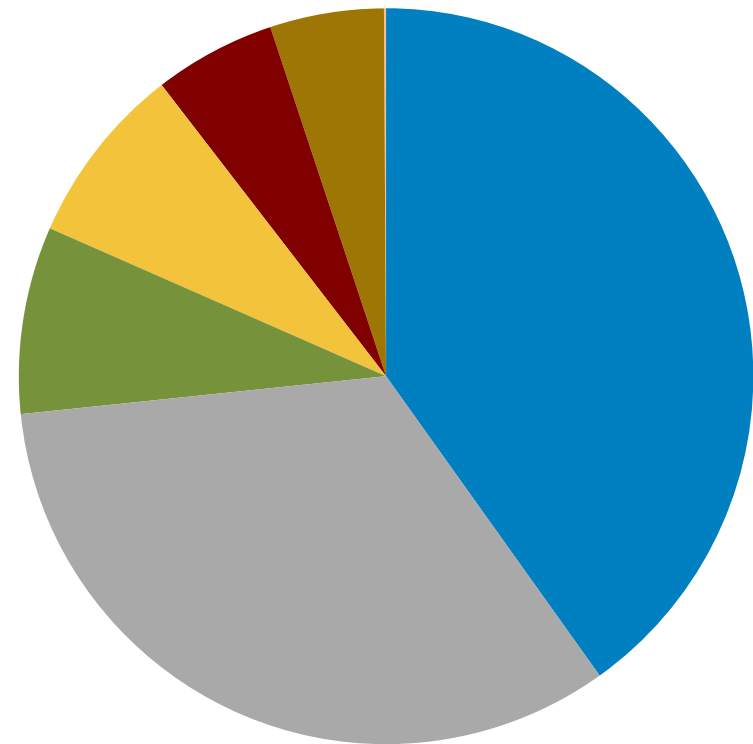
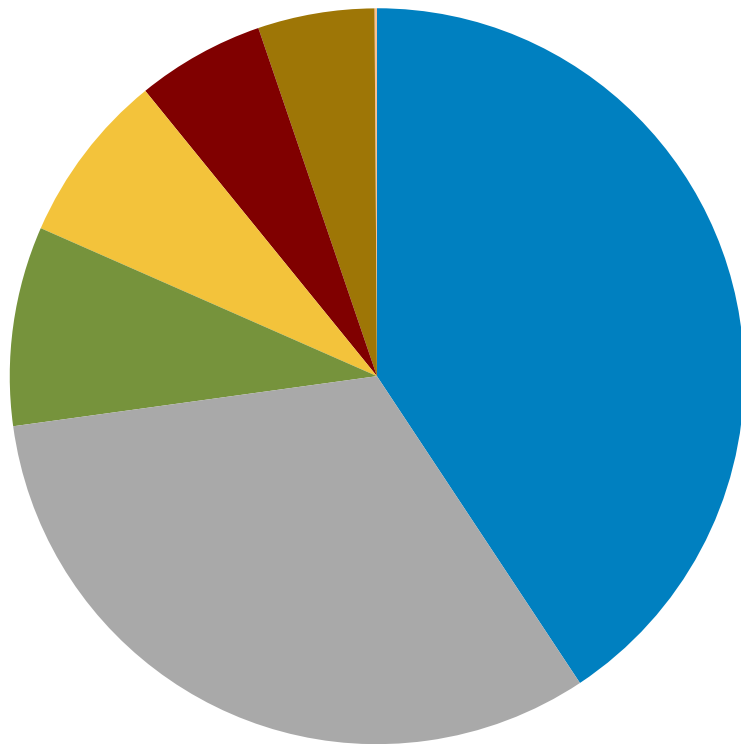
Schedule of Investable Assets

Periods Ending	Beginning Market Value \$	Net Cash Flow \$	Gain/Loss \$	Ending Market Value \$	%Return
Oct-2012 To Dec-2019	8,192,495	52,031,070	22,038,817	82,262,382	7.20



September 30, 2019 : \$77,961,324

December 31, 2019 : \$82,262,382

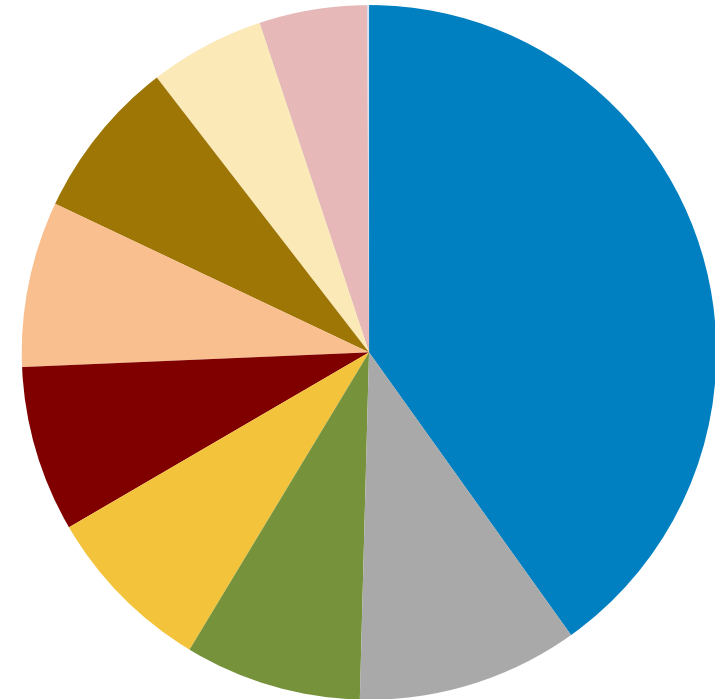
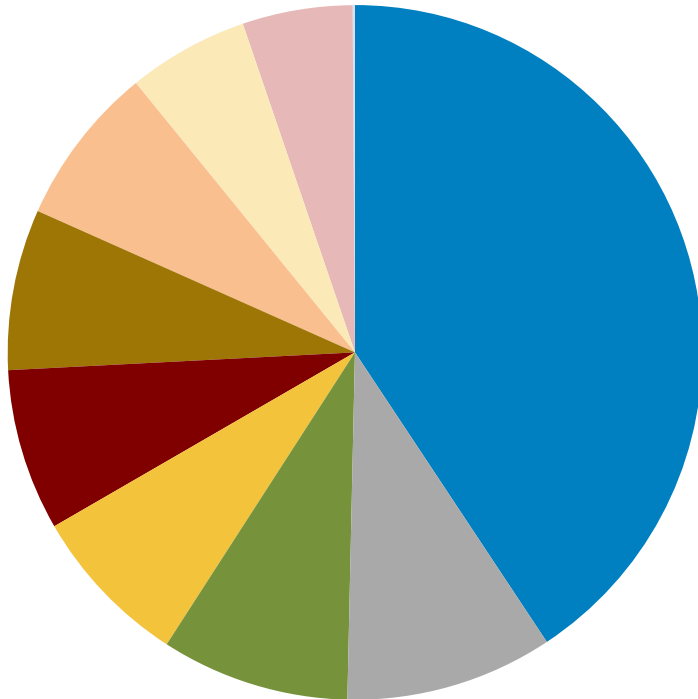


Allocation			Allocation		
	Market Value	Allocation		Market Value	Allocation
Core Plus Fixed Income	31,718,917	40.7	Core Plus Fixed Income	33,010,397	40.1
Domestic Equity	25,058,078	32.1	Domestic Equity	27,335,578	33.2
MLPs	6,833,918	8.8	MLPs	6,766,287	8.2
International Equity	5,877,271	7.5	International Equity	6,542,797	8.0
Real Estate	4,389,504	5.6	Real Estate	4,404,862	5.4
High Yield Fixed Income	3,998,834	5.1	High Yield Fixed Income	4,124,870	5.0
Cash	84,802	0.1	Cash	77,592	0.1



September 30, 2019 : \$77,961,324

December 31, 2019 : \$82,262,382



Allocation			Allocation		
	Market Value	Allocation		Market Value	Allocation
■ MacKay Shields Core Plus	31,718,917	40.7	■ MacKay Shields Core Plus	33,010,397	40.1
■ Barrow Hanley MeWhinney & Strauss	7,537,245	9.7	■ Barrow Hanley MeWhinney & Strauss	8,471,679	10.3
■ Tortoise Capital Advisors MLP	6,833,918	8.8	■ Tortoise Capital Advisors MLP	6,766,287	8.2
■ Causeway International (CIVIX)	5,877,271	7.5	■ Causeway International (CIVIX)	6,542,797	8.0
■ Stephens Mid Cap Growth	5,866,740	7.5	■ Stephens Mid Cap Growth	6,352,268	7.7
■ Fiduciary Management	5,837,490	7.5	■ Vanguard Index Fund Institutional (VINIX)	6,342,356	7.7
■ Vanguard Index Fund Institutional (VINIX)	5,816,603	7.5	■ Fiduciary Management	6,169,275	7.5
■ Cohen & Steers (CSRIX)	4,389,504	5.6	■ Cohen & Steers (CSRIX)	4,404,862	5.4
■ Loomis Sayles High Yield (LSHIX)	3,998,834	5.1	■ Loomis Sayles High Yield (LSHIX)	4,124,870	5.0
■ Cash	84,802	0.1	■ Cash	77,592	0.1



Asset Allocation & Performance
Total Fund Composite (Gross of Fees)
As of December 31, 2019

Asset Allocation & Performance	Allocation		Performance(%)					
	Market Value \$	%	QTR	1 YR	3 YR	5 YR	Inception	Inception Date
Total Fund Composite (Gross of Fees)	82,262,382	100.0	4.03	17.38	7.24	5.87	7.20	10/01/2012
Policy Index			3.30	17.62	7.03	5.52	7.14	
OPEB Actuarial Assumption			1.59	6.50	6.67	6.80	6.90	
Total Fund Composite (Net of Fees)			3.93	16.96	6.83	5.45	6.68	
Fiduciary Management	6,169,275	7.5	5.85	24.39	12.81	10.10	12.93	10/01/2012
Russell 1000 Value Index			7.41	26.54	9.68	8.29	11.99	
S&P 500 Index			9.07	31.49	15.27	11.70	14.13	
Vanguard Index Fund Institutional (VINIX)	6,342,356	7.7	9.06	31.46	N/A	N/A	14.31	05/01/2017
S&P 500 Index			9.07	31.49	15.27	11.70	14.34	
Stephens Mid Cap Growth	6,352,268	7.7	8.50	32.97	21.12	13.83	15.38	01/01/2013
Russell Midcap Growth Index			8.17	35.47	17.36	11.60	14.81	
Barrow Hanley MeWhinney & Strauss	8,471,679	10.3	12.61	26.81	7.30	8.13	12.82	10/01/2012
Russell 2000 Value Index			8.49	22.39	4.77	6.99	10.25	
Causeway International (CIVIX)	6,542,797	8.0	11.34	20.10	7.52	3.89	3.07	10/01/2013
MSCI EAFE (Net) Index			8.17	22.01	9.56	5.67	4.60	
MSCI EAFE Value Index (Net)			7.82	16.09	6.31	3.54	2.91	
Cohen & Steers (CSRIX)	4,404,862	5.4	0.37	33.01	11.11	8.86	10.87	01/01/2013
FTSE NAREIT All Equity REITs			0.13	28.66	10.29	8.43	10.20	
Tortoise Capital Advisors MLP	6,766,287	8.2	-0.77	9.21	-4.78	-6.69	0.84	10/01/2012
Alerian MLP Index			-4.08	6.56	-4.45	-7.00	-1.47	
Mackay Shields Core Plus	33,010,397	40.1	0.24	9.48	4.56	3.50	3.36	07/01/2014
Blmbg. Barc. U.S. Aggregate Index			0.18	8.72	4.03	3.05	3.13	
Loomis Sayles High Yield (LSHIX)	4,124,870	5.0	3.17	10.51	4.94	4.28	5.89	01/01/2013
ICE BofAML High Yield Master II			2.61	14.41	6.32	6.13	5.79	
Cash	77,592	0.1						

Total Fund Composite (Gross of Fees) includes net performance for mutual funds within the portfolio: Vanguard Index Institutional (VINIX), Causeway International (CIVIX), Cohen & Steers (CSRIX), and Loomis Sayles High Yield (LSHIX).
Gross of fees performance would be approximately 0.14% higher on an annual basis if these fees were included.



Asset Allocation & Performance
Total Fund Composite (Gross of Fees)
As of December 31, 2019

Asset Allocation & Performance	Allocation		Performance(%)					
	Market Value \$	%	2019	2018	2017	2016	2015	2014
Total Fund Composite (Gross of Fees)	82,262,382	100.0	17.38	-5.28	10.92	10.54	-2.43	5.42
Policy Index			17.62	-4.68	9.35	9.47	-2.53	7.49
OPEB Actuarial Assumption			6.50	6.75	6.75	7.00	7.00	7.00
Fiduciary Management	6,169,275	7.5	24.39	-2.89	18.86	14.92	-1.93	13.46
Russell 1000 Value Index			26.54	-8.27	13.66	17.34	-3.83	13.45
S&P 500 Index			31.49	-4.38	21.83	11.96	1.38	13.69
Vanguard Index Fund Institutional (VINIX)	6,342,356	7.7	31.46	-4.42	N/A	N/A	N/A	N/A
S&P 500 Index			31.49	-4.38	21.83	11.96	1.38	13.69
Stephens Mid Cap Growth	6,352,268	7.7	32.97	3.31	29.36	7.86	-0.28	4.61
Russell Midcap Growth Index			35.47	-4.75	25.27	7.33	-0.20	11.90
Barrow Hanley MeWhinney & Strauss	8,471,679	10.3	26.81	-17.80	18.51	27.59	-6.22	3.03
Russell 2000 Value Index			22.39	-12.86	7.84	31.74	-7.47	4.22
Causeway International (CIVIX)	6,542,797	8.0	20.10	-18.62	27.18	0.48	-3.12	-6.22
MSCI EAFE (Net) Index			22.01	-13.79	25.03	1.00	-0.81	-4.90
MSCI EAFE Value Index (Net)			16.09	-14.78	21.44	5.02	-5.68	-5.39
Cohen & Steers (CSRIX)	4,404,862	5.4	33.01	-3.99	7.43	5.89	5.23	30.18
FTSE NAREIT All Equity REITs			28.66	-4.04	8.67	8.63	2.83	28.03
Tortoise Capital Advisors MLP	6,766,287	8.2	9.21	-15.76	-6.15	21.44	-32.54	14.43
Alerian MLP Index			6.56	-12.42	-6.52	18.31	-32.59	4.80
Mackay Shields Core Plus	33,010,397	40.1	9.48	-0.32	4.75	3.99	-0.08	N/A
Blmbg. Barc. U.S. Aggregate Index			8.72	0.01	3.54	2.65	0.55	5.97
Loomis Sayles High Yield (LSHIX)	4,124,870	5.0	10.51	-3.54	8.42	18.92	-10.27	5.17
ICE BofAML High Yield Master II			14.41	-2.27	7.48	17.49	-4.64	2.50
Cash	77,592	0.1						

Total Fund Composite (Gross of Fees) includes net performance for mutual funds within the portfolio: Vanguard Index Institutional (VINIX), Causeway International (CIVIX), Cohen & Steers (CSRIX), and Loomis Sayles High Yield (LSHIX).
Gross of fees performance would be approximately 0.14% higher on an annual basis if these fees were included.



Fiduciary's objective is to buy durable business at value prices in order to achieve top in class investment results over a three to five year time horizon. Fiduciary considers themselves long-term investors, not traders. They will typically hold between 20-30 companies in their portfolio with an average turnover of 35%. The research process is geared toward finding six new investment ideas for the portfolio in a given year. All investment ideas are generated by a research team consisting of six individuals, rather than relying on the portfolio manager. As of December 31, 2019, Fiduciary had a market value of \$6,169,275.

Fiduciary Management		Russell 1000 Value Index	
	Weight %		Weight %
Berkshire Hathaway Inc	6.1	Berkshire Hathaway Inc	3.1
Unitedhealth Group Inc	5.2	JPMorgan Chase & Co	3.0
JPMorgan Chase & Co	4.7	Johnson & Johnson	2.3
Dollar General Corporation	4.5	Exxon Mobil Corp	2.1
Masco Corp	4.2	Procter & Gamble Co (The)	2.0
Honeywell International Inc	4.1	Bank of America Corp	2.0
Quest Diagnostics Inc	3.7	AT&T Inc	2.0
Chubb Ltd	3.3	Intel Corp	1.8
Accenture PLC	3.3	Verizon Communications Inc	1.8
Omnicom Group Inc.	3.3	Walt Disney Co (The)	1.8

Equity Assets Exposures by Sector

	Fiduciary Management	Russell 1000 Value Index
Cash	9.25	0.00
Communication Services	4.97	8.15
Consumer Discretionary	13.01	5.88
Consumer Staples	6.31	8.87
Energy	2.76	8.21
Financials	19.14	23.88
Health Care	14.73	12.95
Industrials	20.22	9.69
Information Technology	5.74	6.27
Materials	3.87	4.31
Real Estate	0.00	5.17
Utilities	0.00	6.61

Equity Characteristics

	Fiduciary Management	Russell 1000 Value Index
Wtd. Avg. Mkt. Cap (\$)	123,020,693,110	131,913,417,271
Price/Earnings ratio	19.3	18.4
Price/Book ratio	3.3	2.3
Current Yield	1.8	2.5
Number of Stocks	32	764

Fund Information

Fund Name :	Vanguard Institutional Index Fund: Vanguard Institutional Index Fund; Institutional Shares	Portfolio Assets :	\$242,173 Million
Fund Family :	Vanguard Group Inc	Portfolio Manager :	Butler/Louie
Ticker :	VINIX	PM Tenure :	2000--2017
Inception Date :	07/31/1990	Fund Style :	IM S&P 500 Index (MF)
Fund Assets :	\$116,814 Million	Style Benchmark :	S&P 500 Index
Portfolio Turnover :	6%		

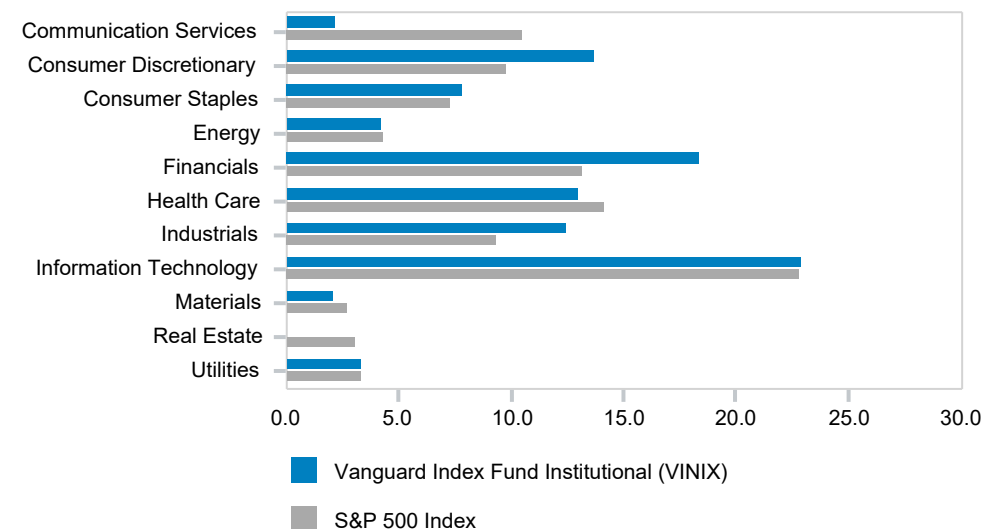
Portfolio Characteristics As of 11/30/2019

	Portfolio	Benchmark
Total Securities	512	505
Avg. Market Cap (\$)	262,580,297,338	23,482,483,200
Price/Earnings (P/E)	28.65	22.16
Price/Book (P/B)	7.38	3.55
Dividend Yield	2.22	1.90
Annual EPS	26.50	7.65
5 Yr EPS	15.75	14.28
3 Yr EPS Growth	19.09	N/A
Beta	N/A	1.00

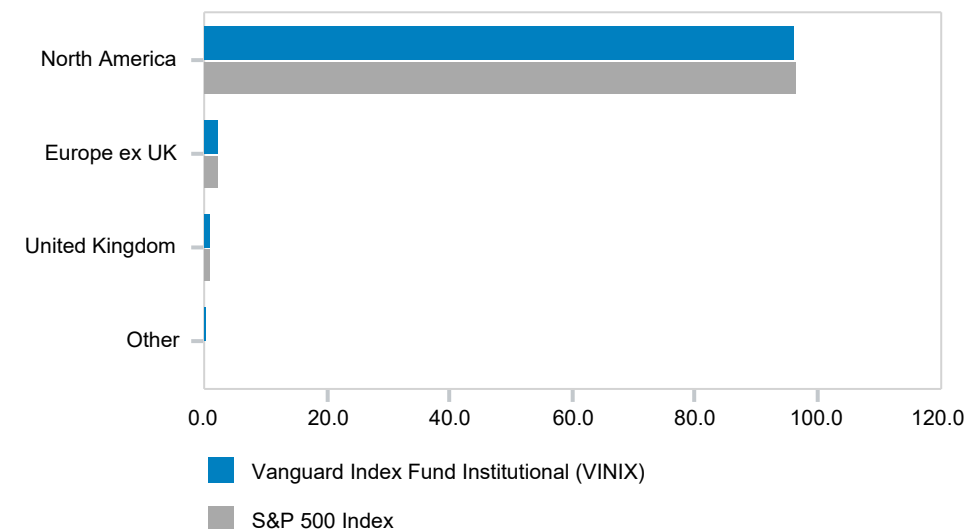
Top Ten Securities As of 11/30/2019

Microsoft Corp ORD	4.4 %
Apple Inc ORD	4.3 %
Amazon.com Inc ORD	2.9 %
Facebook Inc ORD	1.9 %
Berkshire Hathaway Inc ORD	1.7 %
JPMorgan Chase & Co ORD	1.6 %
Alphabet Inc ORD 1	1.5 %
Alphabet Inc ORD 2	1.5 %
Johnson & Johnson ORD	1.4 %
Visa Inc ORD	1.2 %

Sector Weights As of 11/30/2019



Region Weights As of 11/30/2019



Statistics provided by Lipper. Most recent available data shown.



The Stephens Mid Cap Growth portfolio is a diversified portfolio that seeks long term growth of capital by investing primarily in common stock of U.S. companies with market capitalizations of between \$1.5 billion to \$12.5 billion. They select mid cap growth companies that are established growth companies that have achieved above average growth. The combination of core growth and catalyst growth stocks positions the portfolio for varying market conditions. As of December 31, 2019, Stephens had a market value of \$6,352,268.

Stephens Mid Cap Growth		Russell Midcap Growth Index	
	Weight %		Weight %
Burlington Stores Inc	2.0	Fiserv Inc.	2.1
Live Nation Entertainment Inc	2.0	Global Payments Inc.	1.7
CoStar Group Inc	1.9	Advanced Micro Devices Inc	1.5
MarketAxess Holdings Inc	1.9	Dollar General Corporation	1.2
Global Payments Inc.	1.9	Lam Research Corp	1.2
Verisk Analytics Inc	1.8	O'Reilly Automotive Inc	1.0
Copart Inc	1.8	Amphenol Corp	1.0
Aspen Technology Inc	1.8	Hilton Worldwide Holdings Inc	1.0
Resmed Inc	1.7	Ingersoll-Rand PLC	0.9
IDEXX Laboratories Inc	1.7	KLA Corp	0.9

Equity Assets Exposures by Sector

	Stephens Mid Cap Growth	Russell Midcap Growth Index
Cash	0.46	0.00
Communication Services	6.58	4.94
Consumer Discretionary	14.41	14.68
Consumer Staples	2.36	3.16
Energy	1.96	1.23
Financials	5.40	4.45
Health Care	20.48	15.34
Industrials	14.51	16.95
Information Technology	33.85	33.75
Materials	0.00	2.75
Real Estate	0.00	2.75

Equity Characteristics

	Stephens Mid Cap Growth	Russell Midcap Growth Index
Wtd. Avg. Mkt. Cap (\$)	20,191,607,492	19,975,754,922
Price/Earnings ratio	36.4	29.3
Price/Book ratio	6.1	6.0
Current Yield	0.4	0.7
Number of Stocks	92	403



The strategy is designed to exploit inefficiencies in the small cap sector of the market by carefully employing high value-added proprietary research in a universe of small capitalization, low-expectation stocks. This process is directed toward the discovery of companies in which the value of the underlying business is significantly greater than the market price. The portfolio's goal is to consistently generate superior returns while assuming below average levels of risk. As of December 31, 2019, Barrow, Hanley, MeWhinney & Strauss had a market value of \$8,471,679.

Barrow Hanley MeWhinney & Strauss		Russell 2000 Value Index	
	Weight %		Weight %
Diodes Inc	5.5	Lumentum Holdings Inc	0.6
Brooks Automation Inc	4.9	Tech Data Corp	0.5
Darling Ingredients Inc	4.2	Radian Group Inc.	0.5
II VI Inc	4.0	Rexford Industrial Realty Inc	0.5
Whirlpool Corp	3.8	Portland Gen. Elec. Co.	0.5
MGIC Investment Corp	3.6	ONE Gas Inc	0.5
Vishay Intertechnology Inc.	3.5	Cirrus Logic Inc.	0.5
Federal Signal Corp.	3.5	Black Hills Corp	0.5
Gibraltar Industries Inc	3.5	Blackstone Mortgage Trust Inc	0.5
Ciena Corp	3.4	Darling Ingredients Inc	0.4

Equity Assets Exposures by Sector

	Barrow Hanley MeWhinney & Strauss	Russell 2000 Value Index
Cash	2.18	0.00
Communication Services	0.00	2.22
Consumer Discretionary	9.41	9.68
Consumer Staples	4.99	2.68
Energy	2.64	5.81
Financials	12.96	30.19
Health Care	3.33	5.37
Industrials	28.88	12.68
Information Technology	30.38	9.64
Materials	5.25	4.70
Real Estate	0.00	11.11
Utilities	0.00	5.91

Equity Characteristics

	Barrow Hanley MeWhinney & Strauss	Russell 2000 Value Index
Wtd. Avg. Mkt. Cap (\$)	3,023,861,506	2,197,648,727
Price/Earnings ratio	17.9	15.3
Price/Book ratio	1.9	1.7
Current Yield	0.8	2.1
Number of Stocks	36	1,402

Fund Information

Fund Name : Causeway Capital Management Trust: Causeway International Value Fund; Institutional Class Shares
 Fund Family : Causeway Capital Management LLC
 Ticker : CIVIX
 Inception Date : 10/26/2001
 Fund Assets : \$6,326 Million
 Portfolio Turnover : 36%

Portfolio Assets : \$6,969 Million
 Portfolio Manager : Team Managed
 PM Tenure :
 Fund Style : IM International Large Cap Core Equity (MF)
 Style Benchmark : MSCI EAFE (Net) Index

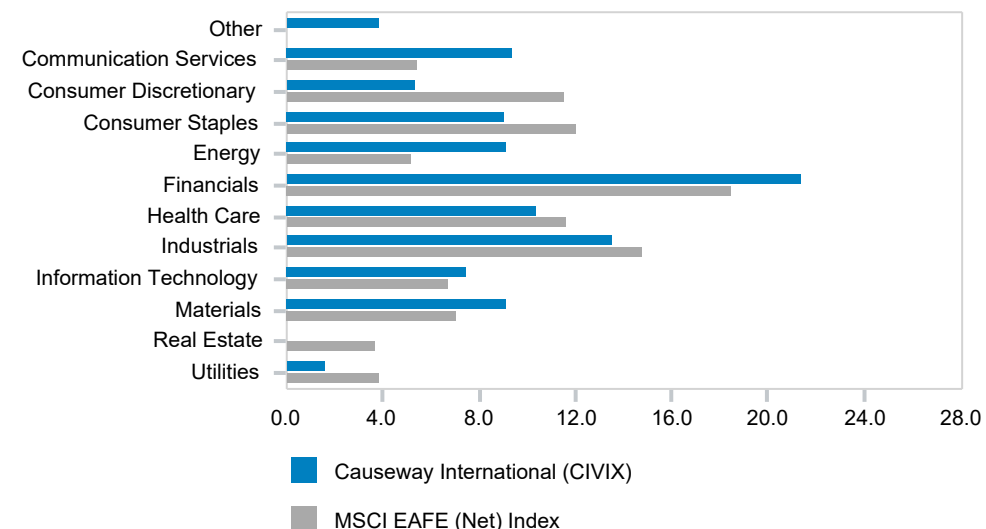
Portfolio Characteristics As of 09/30/2019

	Portfolio	Benchmark
Total Securities	66	923
Avg. Market Cap (\$)	68,045,862,001	10,158,726,312
Price/Earnings (P/E)	20.06	15.24
Price/Book (P/B)	1.92	2.30
Dividend Yield	3.78	3.52
Annual EPS	4.92	153.48
5 Yr EPS	6.16	7.44
3 Yr EPS Growth	13.63	N/A
Beta (5 Years, Monthly)	1.00	1.00

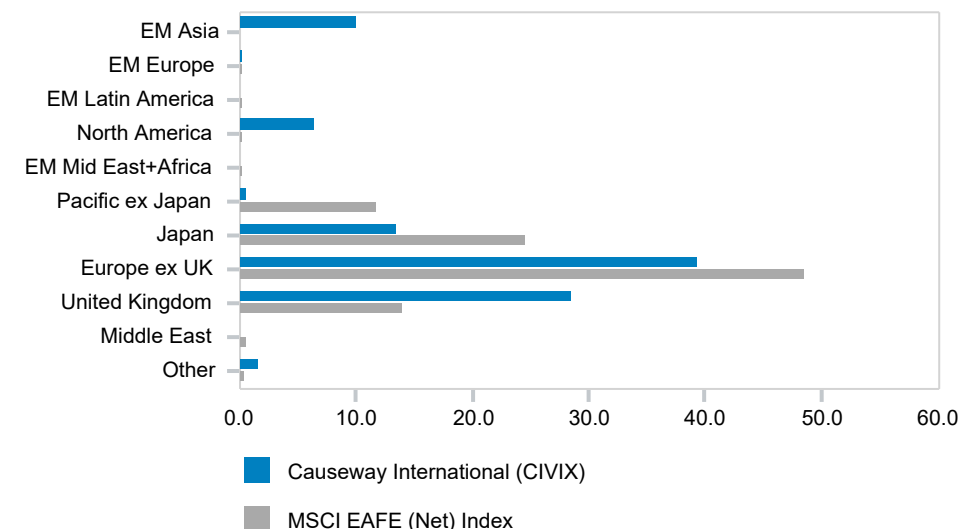
Top Ten Securities As of 09/30/2019

Volkswagen AG PFD	4.1 %
BASF SE ORD	3.7 %
Takeda Pharmaceutical Co Ltd ORD	3.6 %
UniCredit SpA ORD	3.6 %
Abb Ltd ORD	3.1 %
Invesco Government & Agency Portfolio;In	3.0 %
China Mobile Ltd ORD	3.0 %
Prudential PLC ORD	2.8 %
Linde PLC ORD	2.8 %
Barclays PLC ORD	2.7 %

Sector Weights As of 09/30/2019



Region Weights As of 09/30/2019



Statistics provided by Lipper. Most recent available data shown.



Fund Information

Fund Name : Cohen & Steers Institutional Realty Shares, Inc
 Fund Family : Cohen & Steers Capital Management Inc
 Ticker : CSRIX
 Inception Date : 02/14/2000
 Fund Assets : \$3,670 Million
 Portfolio Turnover : 68%

Portfolio Assets : \$3,670 Million
 Portfolio Manager : Cheigh/Bohjalian/Yablom
 PM Tenure : 2007--2012--2013
 Fund Style : IM Real Estate Sector (MF)
 Style Benchmark : FTSE NAREIT All Equity REITs

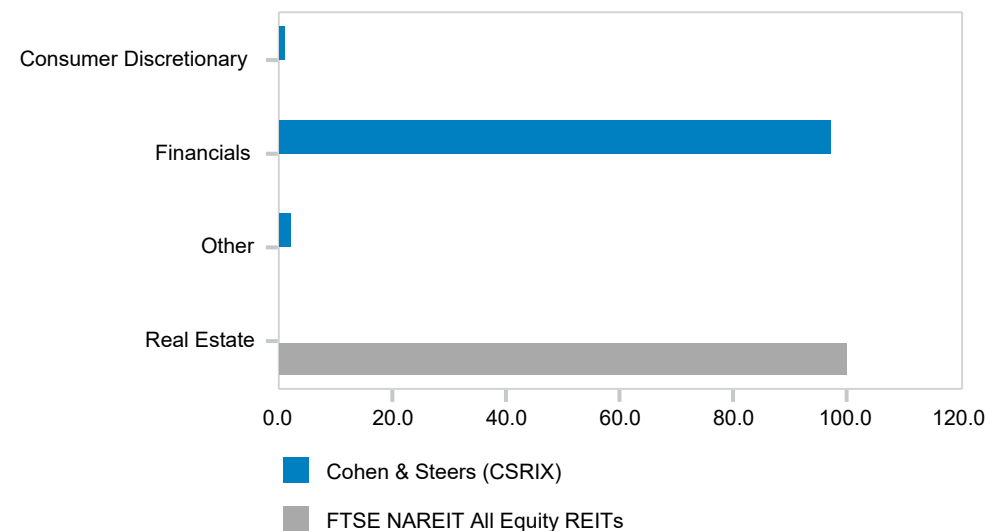
Portfolio Characteristics As of 09/30/2019

	Portfolio	Benchmark
Total Securities	44	1
Avg. Market Cap (\$)	26,654,838,331	-
Price/Earnings (P/E)	48.05	N/A
Price/Book (P/B)	4.26	N/A
Dividend Yield	3.27	N/A
Annual EPS	38.54	N/A
5 Yr EPS	28.69	N/A
3 Yr EPS Growth	13.49	N/A
Beta (5 Years, Monthly)	1.00	1.00

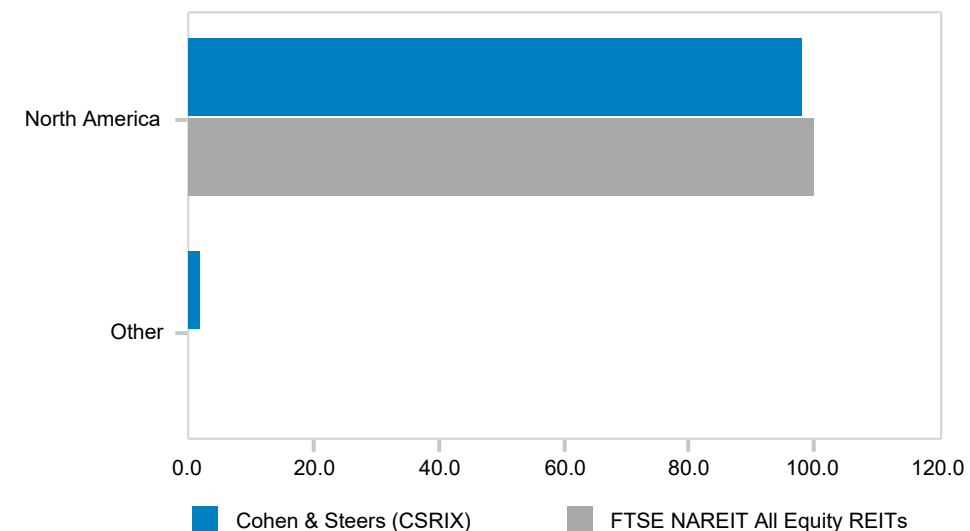
Top Ten Securities As of 09/30/2019

Equinix Inc ORD	6.7 %
American Tower Corp ORD	6.0 %
Welltower Inc ORD	5.9 %
UDR Inc ORD	5.7 %
Essex Property Trust Inc ORD	4.7 %
SBA Communications Corp ORD	4.6 %
Crown Castle International Corp	4.1 %
Prologis Inc ORD	4.0 %
VICI Properties Inc ORD	3.8 %
Invitation Homes Inc ORD	3.3 %

Sector Weights As of 09/30/2019



Region Weights As of 09/30/2019



Statistics provided by Lipper. Most recent available data shown.



The Tortoise Capital Advisors, formerly ARI, Master Limited Partnerships (MLPs) strategy is a diversified portfolio consisting primarily of publicly traded partnerships focused in the natural resources and energy infrastructure industries. The objective is to provide high levels of total returns and a growing cash yield. It offers low correlation to the broader equity market over the long-term. As of December 31, 2019, Tortoise Capital Advisors had a market value of \$6,766,287.

Tortoise Capital Advisors MLP		Alerian MLP	
	Weight %		Weight %
MPLX LP	11.3	Magellan Midstream Partners LP	12.8
Magellan Midstream Partners LP	11.1	Enterprise Products Partners LP	12.6
Enterprise Products Partners LP	10.5	Energy Transfer LP	10.8
Phillips 66 Partners LP	10.1	Plains All American Pipeline LP	9.8
Plains All American Pipeline LP	10.0	MPLX LP	9.0
Energy Transfer LP	9.8	Western Midstream Partners LP	4.9
ONEOK Inc.	7.0	Phillips 66 Partners LP	4.2
Shell Midstream Partners LP	5.2	Tallgrass Energy GP LP	4.0
Williams Cos Inc. (The)	4.9	NuStar Energy LP	3.1
DCP Midstream LP	4.9	Shell Midstream Partners LP	3.1

Equity Assets Exposures by Sector

	Tortoise Capital Advisors MLP	Alerian MLP
Cash	0.71	0.00
Energy	99.29	100.00

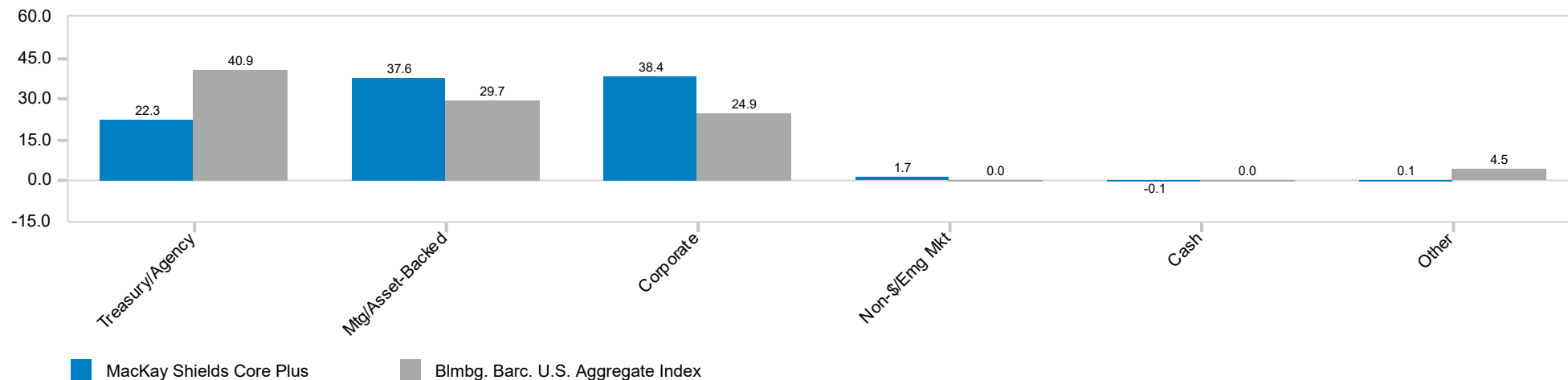
Equity Characteristics

	Tortoise Capital Advisors MLP	Alerian MLP
Wtd. Avg. Mkt. Cap (\$)	22,108,858,456	19,502,495,676
Price/Earnings ratio	10.9	10.6
Price/Book ratio	2.2	2.2
Current Yield	8.2	9.1
Number of Stocks	16	35

MacKay Shields Core Plus seeks to outperform the benchmark by eliminating or reducing uncompensated risk while opportunistically allocating investments across a range of core and off-benchmark sectors. The fund typically invests in the same sectors represented by the Barclays U.S. Aggregate Bond Index, as well as high yield, emerging market debt, and non-US Dollar exposure. Their philosophy is centered on their pursuit of consistent, superior rates of return with low volatility. Their goal for the product is to provide enhanced returns over a full market cycle with lower-than market risk. As of December 31, 2019,

MacKay Shields had a market value of \$33,010,397.

Sector Distribution (%)



Portfolio Characteristics

	Portfolio	Benchmark
Avg. Maturity	8.15	7.95
Avg. Quality	AA-	AA
Coupon Rate (%)	3.34	3.16
Modified Duration	6.04	5.84
Yield To Maturity (%)	2.51	2.31
Holdings Count	235	N/A



Fund Information

Fund Name :	Loomis Sayles Funds I: Loomis Sayles Institutional High Income Fund; Institutional Class	Portfolio Assets :	\$561 Million
Fund Family :	Loomis Sayles & Company LP	Portfolio Manager :	Fuss/Eagan/Stokes
Ticker :	LSHIX	PM Tenure :	1996--2007--2007
Inception Date :	06/05/1996	Fund Style :	IM U.S. High Yield Bonds (MF)
Fund Assets :	\$561 Million	Style Benchmark :	FTSE High Yield Market Index
Portfolio Turnover :	23%		

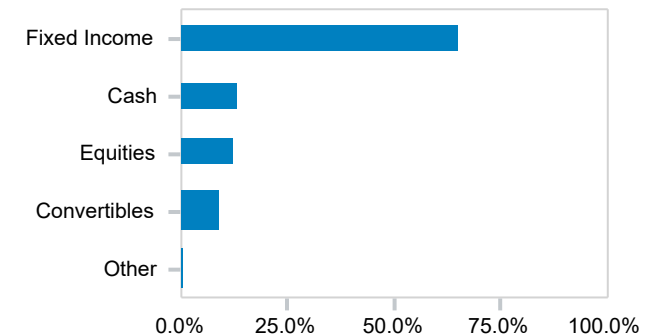
Fund Characteristics As of 09/30/2019

Avg. Coupon	4.51 %
Nominal Maturity	N/A
Effective Maturity	4.93 Years
Duration	3.34 Years
SEC 30 Day Yield	5.5
Avg. Credit Quality	BBB

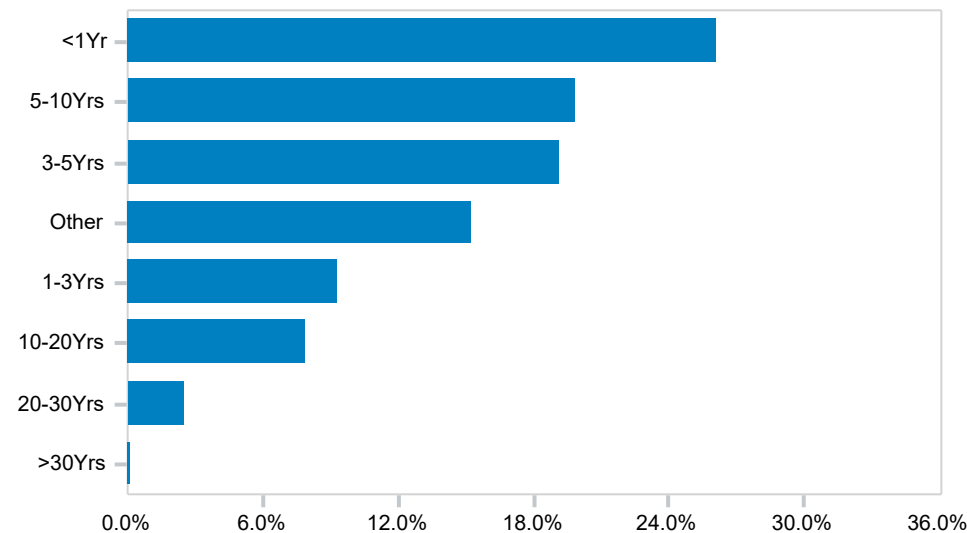
Top Ten Securities As of 09/30/2019

Corporate Notes/Bonds	59.7 %
Common Stock	12.3 %
Convertible Securities	8.9 %
Fgn. Currency Denominated Bonds	3.6 %
Treasury Notes/Bonds	2.3 %
Preferred Stock-Non Convertible	0.1 %

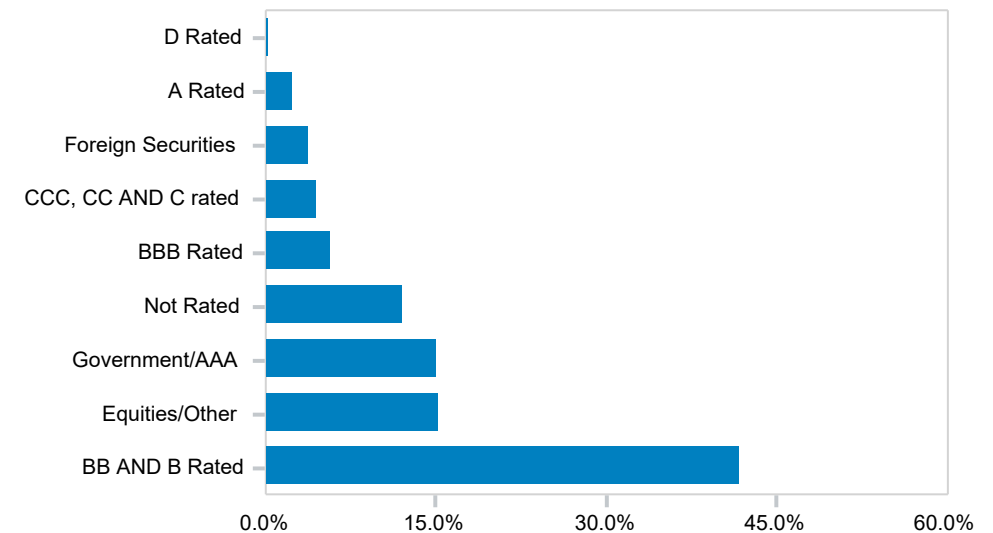
Asset Allocation As of 09/30/2019



Maturity Distribution As of 09/30/2019



Sector/Quality Allocation As of 09/30/2019



Statistics provided by Lipper. Most recent available data shown.



**Port of Houston OPEB
Manager Status Summary
As of December 31, 2019**

Manager	Mandate	Status	Notes
Fiduciary Management	Large Cap Value Equity	In Compliance	
Vanguard Index Fund (VINIX)	Large Cap Core Equity	In Compliance	
Stephens Mid Cap Growth	Mid Cap Growth Equity	In Compliance	
Barrow Hanley MeWhinney & Strauss	Small Cap Value Equity	In Compliance	
Causeway International (CIVIX)	International Equity	In Compliance	
Cohen & Steers (CSRIX)	Real Estate and Investment Trust	In Compliance	
Tortoise Capital Advisors MLP	Master Limited Partnership	In Compliance	
Mackay Shields Core Plus	Core Plus Fixed Income	In Compliance	
Loomis Sayles High Yield (LSHIX)	High Yield Fixed Income	In Compliance	

In Compliance- The portfolio is acting in full compliance with its guidelines and it is performing according to expectations.

On Alert- Concerns exist with the portfolio's performance, a change in investment characteristics, management style, ownership structure, staff or other related events.

On Notice- A continued and serious problem with any of the issues mentioned above. If the situation is not resolved to the Trustee's satisfaction, a replacement will be replaced and hired.



	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Total Fund Composite	0.50	82,262,382	415,302	
Equity Composite	0.60	45,049,524	271,716	
Domestic Equity	0.47	27,335,578	127,739	
Fiduciary Management	0.55	6,169,275	33,931	0.55 % of Assets
Vanguard Index Fund Institutional (VINIX)	0.04	6,342,356	2,537	0.04 % of Assets
Stephens Mid Cap Growth	0.77	6,352,268	48,912	0.77 % of Assets
Barrow Hanley MeWhinney & Strauss	0.50	8,471,679	42,358	0.50 % of Assets
International Equity	0.92	6,542,797	60,194	
Causeway International (CIVIX)	0.92	6,542,797	60,194	0.92 % of Assets
Real Estate	0.75	4,404,862	33,036	
Cohen & Steers (CSRIX)	0.75	4,404,862	33,036	0.75 % of Assets
MLPs	0.75	6,766,287	50,747	
Tortoise Capital Advisors MLP	0.75	6,766,287	50,747	0.75 % of Assets
Fixed Income Composite	0.39	37,212,858	143,586	
Core Plus Fixed Income	0.35	33,010,397	115,536	
Mackay Shields Core Plus	0.35	33,010,397	115,536	0.35 % of Assets
High Yield Fixed Income	0.68	4,124,870	28,049	
Loomis Sayles High Yield (LSHIX)	0.68	4,124,870	28,049	0.68 % of Assets



**Port of Houston OPEB
Fee Summary
As of December 31, 2019**

Structure	Mandate	Expense Ratio	Category Average	Difference	Annual Savings
Fiduciary Management	Large Cap Value Equity	0.55%	0.99%	0.44%	\$27,145
Vanguard Index Fund (VINIX)	Large Cap Core Equity	0.04%	0.99%	0.95%	\$60,252
Stephens Mid Cap Growth	Mid Cap Growth Equity	0.77%	1.26%	0.49%	\$31,126
Barrow Hanley MeWhinney & Strauss	Small Cap Value Equity	0.50%	1.27%	0.77%	\$65,232
Causeway International (CIVIX)	International Equity	0.92%	1.21%	0.29%	\$18,974
Cohen & Steers (CSRIX)	Real Estate and Investment Trust	0.75%	1.24%	0.49%	\$21,584
Tortoise Capital Advisors MLP	Master Limited Partnership	0.75%	1.00%	0.25%	\$16,916
Mackay Shields Core Plus	Core Plus Fixed Income	0.35%	0.84%	0.49%	\$161,751
Loomis Sayles High Yield (LSHIX)	High Yield Fixed Income	0.68%	1.04%	0.36%	\$14,850
Total Management Fees		0.50%	1.01%	0.51%	\$417,829

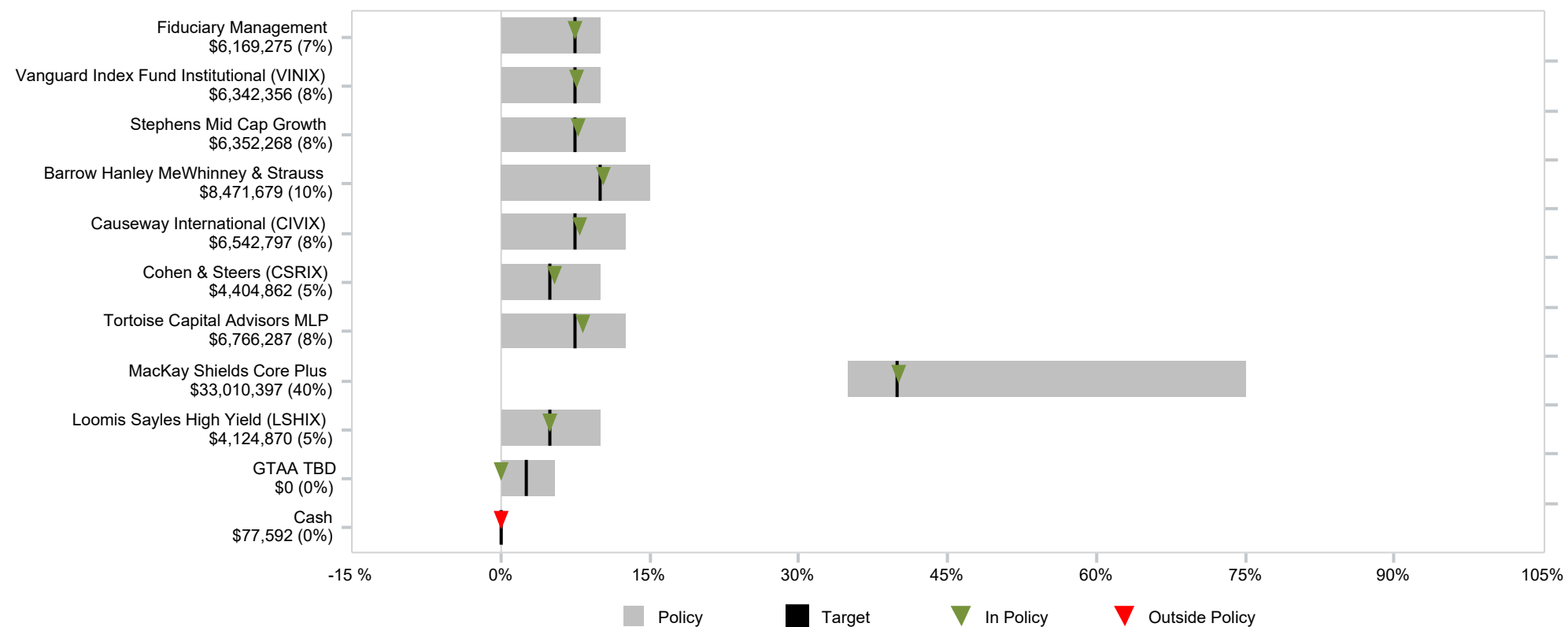
Source: Morningstar and Investment Managers



Asset Allocation Compliance

	Asset Allocation \$	Current Allocation (%)	Target Allocation (%)	Differences (%)	Minimum Allocation (%)	Maximum Allocation (%)
Total Fund Composite	82,262,382	100.0	100.0	0.0		
Fiduciary Management	6,169,275	7.5	7.5	0.0	0.0	10.0
Vanguard Index Fund Institutional (VINIX)	6,342,356	7.7	7.5	0.2	0.0	10.0
Stephens Mid Cap Growth	6,352,268	7.7	7.5	0.2	0.0	12.5
Barrow Hanley MeWhinney & Strauss	8,471,679	10.3	10.0	0.3	0.0	15.0
Causeway International (CIVIX)	6,542,797	8.0	7.5	0.5	0.0	12.5
Cohen & Steers (CSRIX)	4,404,862	5.4	5.0	0.4	0.0	10.0
Tortoise Capital Advisors MLP	6,766,287	8.2	7.5	0.7	0.0	12.5
MackKay Shields Core Plus	33,010,397	40.1	40.0	0.1	35.0	75.0
Loomis Sayles High Yield (LSHIX)	4,124,870	5.0	5.0	0.0	0.0	10.0
GTAA TBD	-	0.0	2.5	-2.5	0.0	5.5
Cash	77,592	0.1	0.0	0.1	0.0	0.0

Executive Summary



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



AndCo compiled this report for the sole use of the client for which it was prepared. AndCo is responsible for evaluating the performance results of the Total Fund along with the investment advisors by comparing their performance with indices and other related peer universe data that is deemed appropriate. AndCo uses the results from this evaluation to make observations and recommendations to the client.

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

This performance report is based on data obtained by the client's custodian(s), investment fund administrator, or other sources believed to be reliable. While these sources are believed to be reliable, the data providers are responsible for the accuracy and completeness of their statements. Clients are encouraged to compare the records of their custodian(s) to ensure this report fairly and accurately reflects their various asset positions.

The strategies listed may not be suitable for all investors. We believe the information provided here is reliable, but do not warrant its accuracy or completeness. Past performance is not an indication of future performance. Any information contained in this report is for informational purposes only and should not be construed to be an offer to buy or sell any securities, investment consulting, or investment management services.

Additional information included in this document may contain data provided by from index databases, public economic sources and the managers themselves.

This document may contain data provided by Bloomberg Barclays. Bloomberg Barclays Index data provided by way of Barclays Live.

This document may contain data provided by Standard and Poor's. Nothing contained within any document, advertisement or presentation from S&P Indices constitutes an offer of services in jurisdictions where S&P Indices does not have the necessary licenses. All information provided by S&P Indices is impersonal and is not tailored to the needs of any person, entity or group of persons. Any returns or performance provided within any document is provided for illustrative purposes only and does not demonstrate actual performance. Past performance is not a guarantee of future investment results.

This document may contain data provided by MSCI, Inc. Copyright MSCI, 2017. Unpublished. All Rights Reserved. This information may only be used for your internal use, may not be reproduced or disseminated in any form and may not be used to create any financial instruments or products or any indices. This information is provided on an "as is" basis and the user of this information assumes the entire risk of any use it may make or permit to be made of this information. Neither MSCI, any of its affiliates or any other person involved in or related to compiling, computing or creating this information makes any express or implied warranties or representations with respect to such information or the results to be obtained by the use thereof, and MSCI, its affiliates and each such other person hereby expressly disclaim all warranties (including, without limitation, all warranties of originality, accuracy, completeness, timeliness, non-infringement, merchantability and fitness for a particular purpose) with respect to this information. Without limiting any of the foregoing, in no event shall MSCI, any of its affiliates or any other person involved in or related to compiling, computing or creating this information have any liability for any direct, indirect, special, incidental, punitive, consequential or any other damages (including, without limitation, lost profits) even if notified of, or if it might otherwise have anticipated, the possibility of such damages.

This document may contain data provided by Russell Investment Group. Russell Investment Group is the source owner of the data contained or reflected in this material and all trademarks and copyrights related thereto. The material may contain confidential information and unauthorized use, disclosure, copying, dissemination or redistribution is strictly prohibited. This is a user presentation of the data. Russell Investment Group is not responsible for the formatting or configuration of this material or for any inaccuracy in presentation thereof.

This document may contain data provided by Morningstar. All rights reserved. Use of this content requires expert knowledge. It is to be used by specialist institutions only. The information contained herein: (1) is proprietary to Morningstar and/or its content providers; (2) may not be copied, adapted or distributed; and (3) is not warranted to be accurate, complete or timely. Neither Morningstar nor its content providers are responsible for any damages or losses arising from any use of this information, except where such damages or losses cannot be limited or excluded by law in your jurisdiction. Past financial performance is not guarantee of future results.



Putting clients first.



CHICAGO | CLEVELAND | DALLAS | DETROIT | ORLANDO | PITTSBURGH | RENO

AndCo Consulting | (844) 44-ANDCO | *AndCoConsulting.com*