



Chairman
John Rodolico

TOWN OF LEDYARD CONNECTICUT

741 Colonel Ledyard Highway
Ledyard, Connecticut 06339

Retirement Board

~ AGENDA ~

Regular Meeting

Tuesday, May 20, 2025

10:00 AM

Council Chambers - Hybrid Format

REMOTE MEETING INFORMATION

Zoom Meeting Link:

<https://us06web.zoom.us/j/82101622343?pwd=ZuVaKF5ty7oCbGP75SXaP3GER7cTDa.1>

Meeting ID: 821 0162 2343

Passcode: 951060

Dial by your location

+1 646 558 8656 US (New York)

I. CALL TO ORDER

II. ROLL CALL

III. PRESENTATIONS

1. Chris Rowllins, Fiducient Advisors - First Quarter 2025 review.

Attachments: [Ledyard QIR 1Q25 REVISED](#)

IV. REVIEW AND APPROVAL OF MINUTES

1. Motion to APPROVE Regular Meeting Minutes from April 15, 2025, as written.

Attachments: [Retirement minutes 4-15-25](#)

V. DIRECTOR OF HUMAN RESOURCES UPDATE

1. Director of Human Resources Update.

VI. FINANCE DIRECTOR'S REPORT

1. Finance Director's Report.

VII. OLD BUSINESS

1. Update on Police Union Pension discussion.
2. Any Other Old Business to come before the Board.

VIII. NEW BUSINESS

1. Motion to AUTHORIZE payment to Robinson-Cole for up to \$5,000 for their assistance in

revising the Retirement Plan for Full-Time Employees of the Town of Ledyard (Defined Benefit Plan).

2. Motion to approve a monthly retirement benefit for Stephen Banks in the amount of \$2,900.76 as of June 1, 2025, payable in the normal form of a Modified Cash Refund Annuity, based on his service and earnings through this retirement date.

Attachments: [Banks, Stephen - Benefit Package](#)

3. Motion to APPROVE payment of USI invoice #90110250, dated April 30, 2025, in the amount of \$400.00, for benefit calculation of Steven Banks.

Attachments: [Town of Ledyard#90110250](#)

4. Any Other New Business to come before the Board.

IX. ADJOURNMENT

DISCLAIMER: Although we try to be timely and accurate these are not official records of the Town.



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1904

Agenda Date: 5/20/2025

Agenda #: 1.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Chris Rowllins, Fiducient Advisors - First Quarter 2025 review.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)



FIDUCIENT
Advisors

Helping Clients Prosper

Town of Ledyard, CT Pension Portfolio

Quarterly Investment Review - First Quarter 2025

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Please consult with your advisor, attorney and accountant, as appropriate, regarding specific advice. Past performance does not indicate future performance and there is risk of loss.



Fiducient Advisors Update

Retirement Plans

Featured Insights

- Blog: [Understanding the Loper Bright Decision: A Guide for ERISA Professionals](#)
- Blog: [The Evolution of the “Super Saver” Strategy](#)
- Webcast: [Cash Balance Plans – Your Secret Weapon](#)

Endowments & Foundations

Featured Insights

- Blog: [Navigating Private Markets: Key Considerations for Endowment and Foundation Portfolios](#)
- Blog: [Are Hedge Funds Suitable for My Nonprofit Organization’s Portfolio?](#)

The Wealth Office®

Featured Insights

- Blog: [The Power of Compounding: How Time Can Be Your Best Investment Ally](#)
- Blog: [For Love and Money: Financial Planning for Couples](#)
- Webcast: [Your 2025 Wealth Blueprint: Key Planning Considerations](#)

Research Insights

- [The Evolution of Qualified Default Investment Alternatives](#)
- [2025 First Quarter Considerations](#)
- [Monthly Market Recaps](#)
- [Monthly Market Updates](#)

Save the Date!

**2025
Investor Conference**

The Westin Copley Place | Boston
September 16 - 17

New Associates – Welcome!

Vivian Alvarado
Client Service Associate

Stephany Fryman
CRM Solutions Administrator

Nor Attisha
Compliance Officer

Dona Hounguevou
Client Service Associate

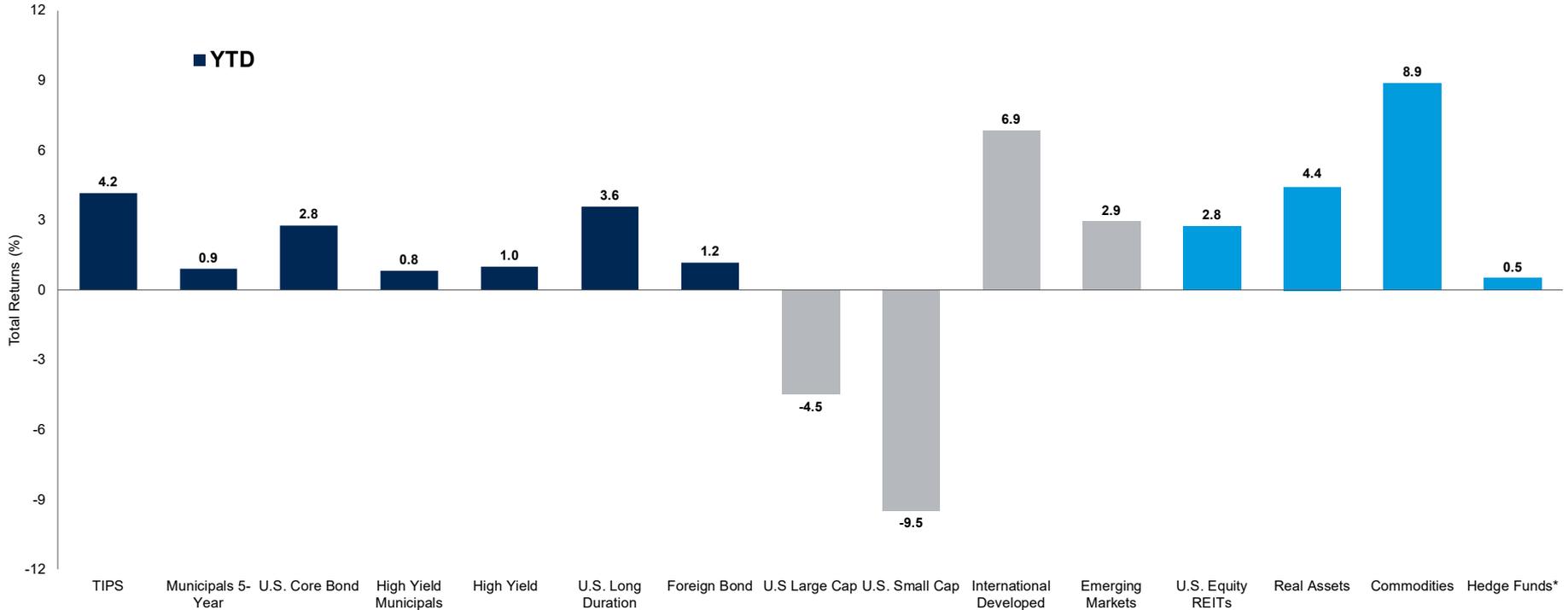
Christy Coronel
Human Resources Assistant

Sean Roopcharan
Client Service Associate

Joshua Vance
Middle Office Associate



Asset Class Returns



Source: Morningstar Direct. As of March 31, 2025. *Hedge fund returns as of February 28, 2025.

Fixed Income (1Q 2025)

+ Fixed income markets were broadly positive as interest rates declined during the quarter. Growing concerns regarding the U.S. economy pushed investors to seek “safe haven” assets, fueling the move lower in rates. Longer duration bonds, core fixed income, and inflation protected bonds fared best.

+ Despite elevated volatility in riskier segments of the market and spreads widening, high yield bonds generated a positive return. All in yields remain attractive and demand remains reasonably strong.

Equity (1Q 2025)

- U.S. equity markets came under pressure in the quarter. Evolving trade policy (i.e., tariffs) and other government actions drove uncertainty and reduced optimism. Much of the sell-off was centered on AI related and other growth areas of the market while value outperformed.

+ It was a strong quarter for non-U.S. markets as developed regions led the way, followed by emerging markets. Europe was particularly strong posting a double-digit return, while China, Brazil and Mexico helped propel emerging markets.

Real Asset / Alternatives (1Q 2025)

+ REITs generated a positive return, benefitting from the declining interest rate environment. More defensive areas, such as health care and infrastructure, outperformed.

+ Real Assets had favorable results as inflation expectations moved higher in reaction to foreign policy. Infrastructure, natural resource equities and inflation linked bonds all contributed.

+ Commodities were among the strongest asset classes during the period benefitting from robust precious metal performance and strong energy returns.

See disclosures for list of indices representing each asset class. Past performance does not indicate future performance and there is a possibility of a loss.

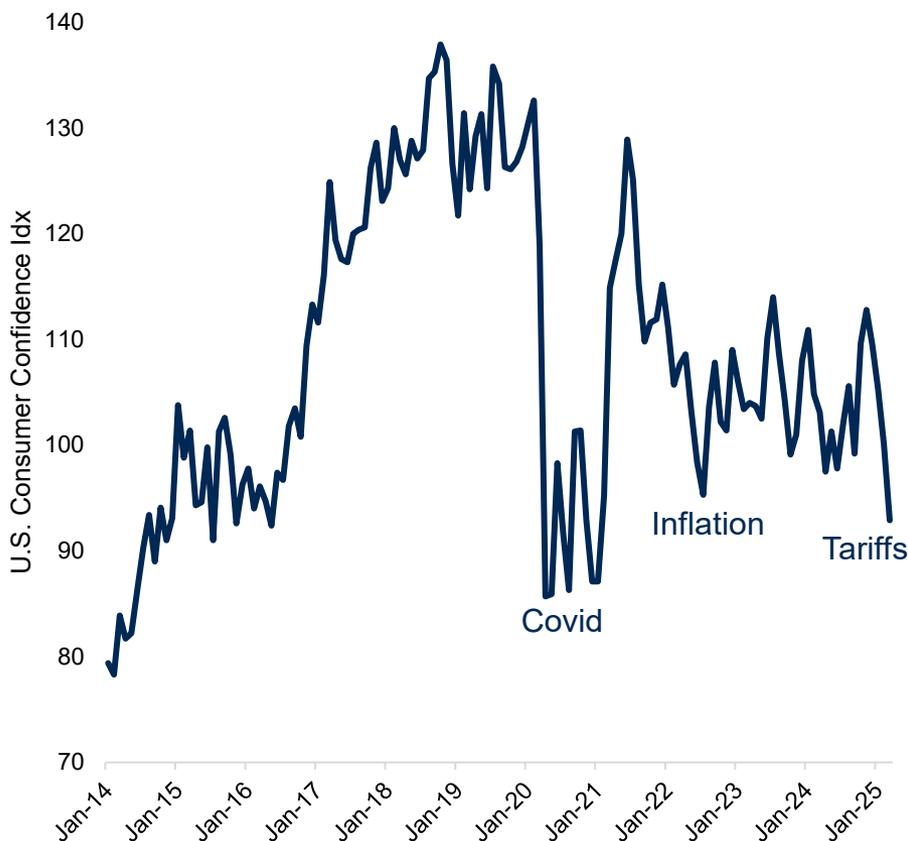
Indices cannot be invested in directly.



Market Themes

Optimism Declines and Outlook for Growth Diminishes

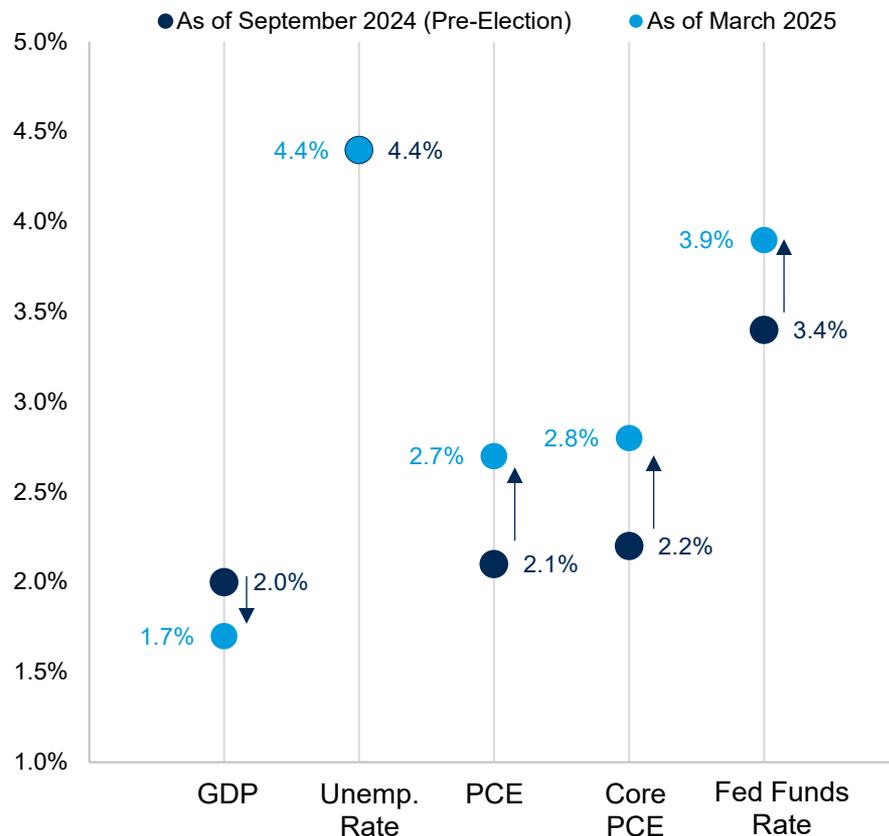
Markets shifted tone, and investors grew more anxious of the current economic environment as foreign trade policy took hold with the Trump administration's announcement of a 10% universal tariff and additional tariffs on various countries. Consumer confidence has fallen, touching levels last seen in 2021, as risk of recession grew and inflation remains elevated.



Sources: FactSet, U.S. Conference Board. As of March 31, 2025

Federal Reserve's Economic Projections for 2025

The Fed's economic projections have softened from its pre-election views in 2024, as the board of governors digests sticky inflation and increasing uncertainty in the labor market. The recent projections suggest the Fed may be comfortable maintaining their current restrictive policy stance running counter to the current administration's hopes.



Source: Federal Reserve. As of March 31, 2025

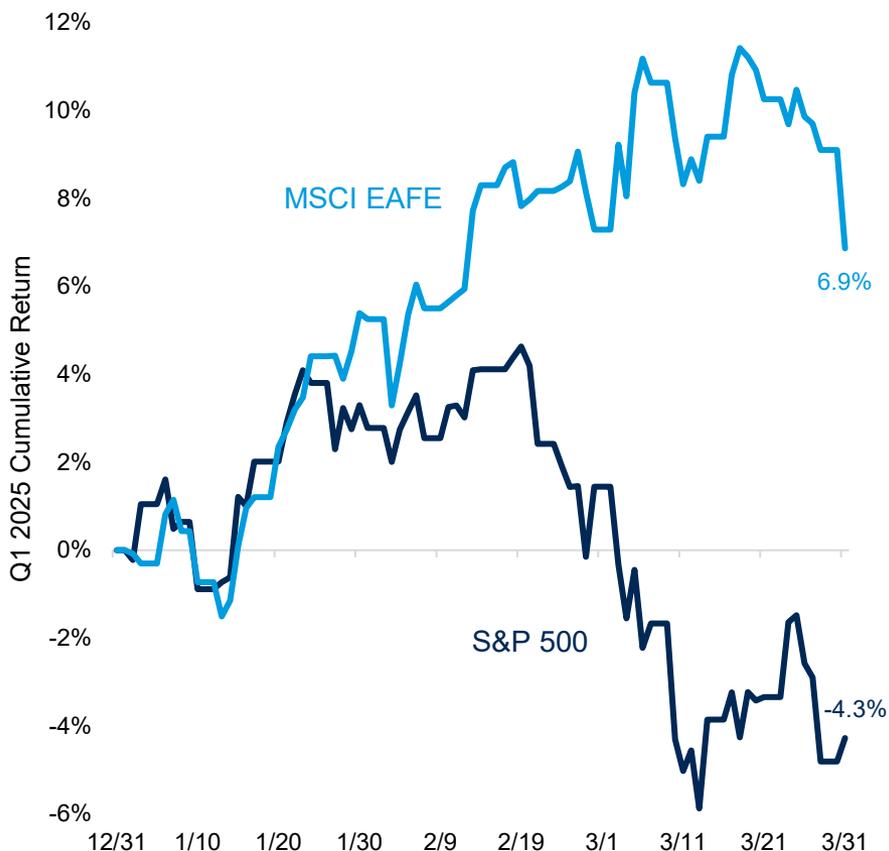
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Market Themes

International Equities Outshine Domestic Equities YTD

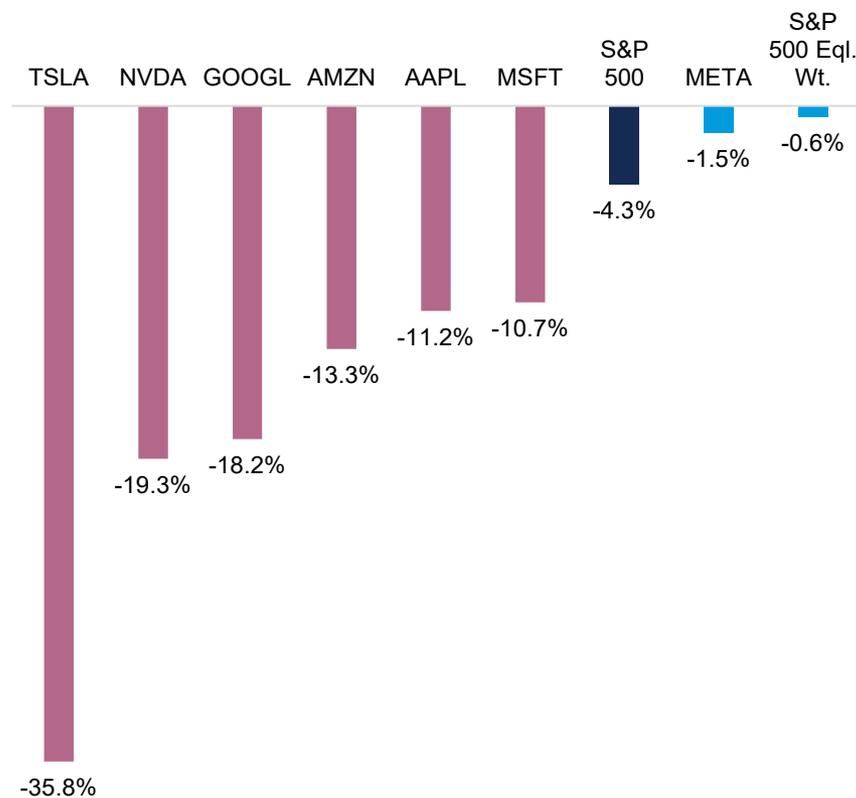
International equities outpaced domestic by a substantial margin during the quarter as fragile markets began to crack. MSCI EAFE beat the S&P 500 the widest margin since Q2 2002. Non-U.S. benefited from easing policy in Europe, increased defense spending and renewed economic policy efforts in China, while growing uncertainty on the economic outlook hindered markets in the U.S.



Source: Morningstar Direct. As of March 31, 2025.

“Mag Drag” Leads S&P 500 Lower in Q1

Elevated valuations and heavy index concentration laid the groundwork for heightened market volatility. Despite 61% of underlying constituents in the S&P 500 beating the index, the “Magnificent 7” dragged down the benchmark as six of the stocks fell double digits. Some profit taking in the highflyers, along with AI concerns and declining consumer confidence, impacted these companies.



Source: Morningstar Direct. Year-to-date performance as of March 31, 2025

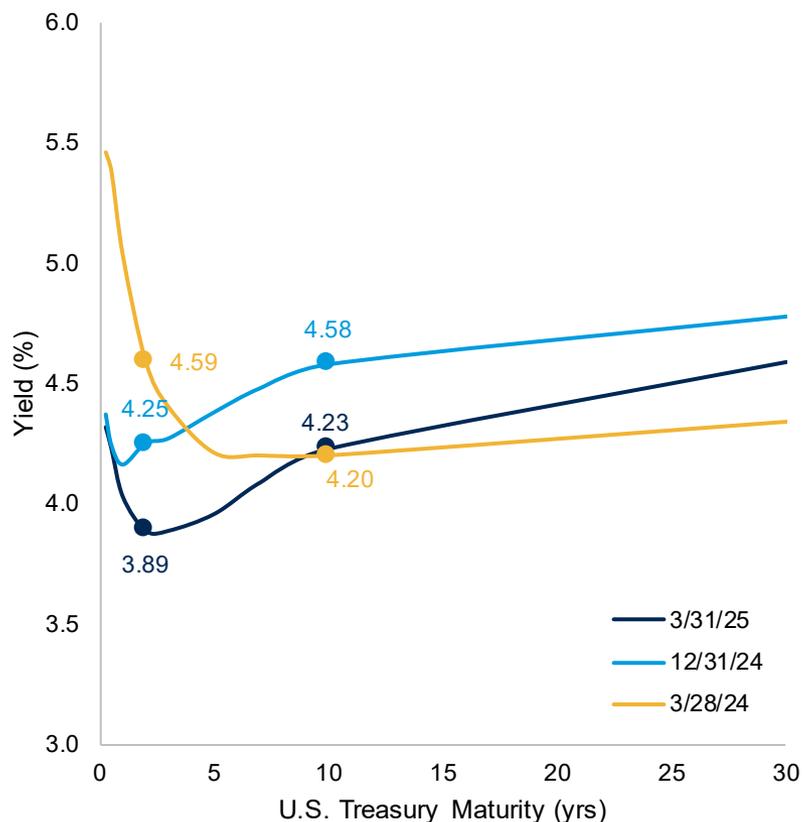
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Fixed Income Market Update

U.S. Treasury Yield Curve

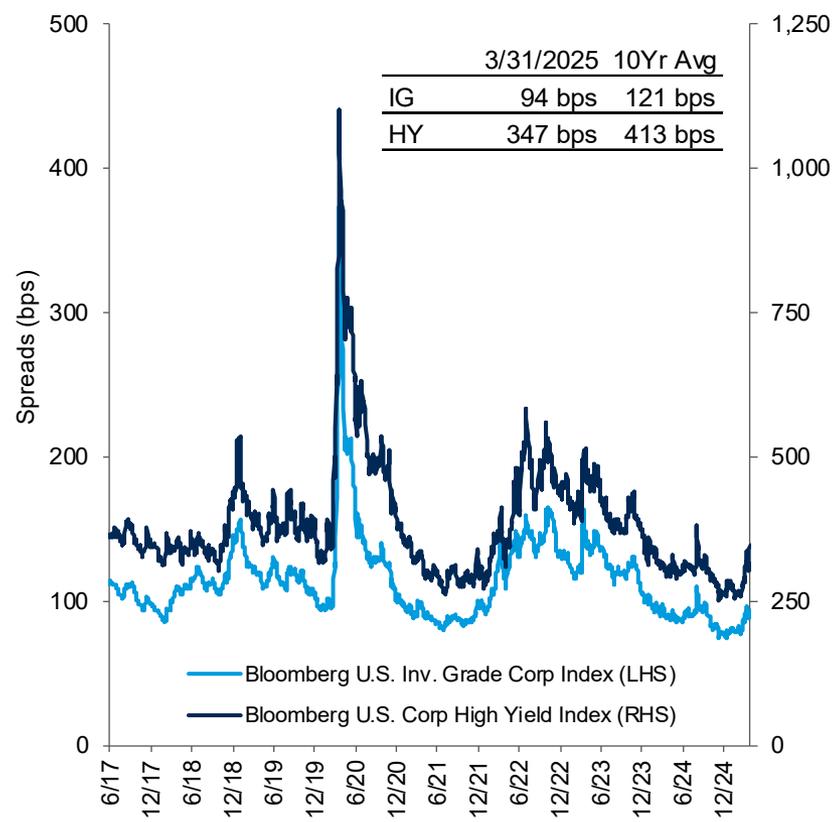
Rates moved lower across most of the U.S. yield curve during the quarter. Softening consumer optimism, tepid spending and growing risks of a growth slowdown were drivers of the move. The Federal Reserve held rates steady at both the January and March meetings, maintaining a restrictive policy stance.



Source: FactSet. As of March 31, 2025.

Corporate Credit Spreads – Trailing 5 Years

Market volatility trickled into the corporate credit market during the period with spreads widening in both investment grade and high yield, as investors digested the potential impact of policy announcements to corporate fundamentals. Despite the move, valuations still appear elevated as spread levels remain below long-term averages.



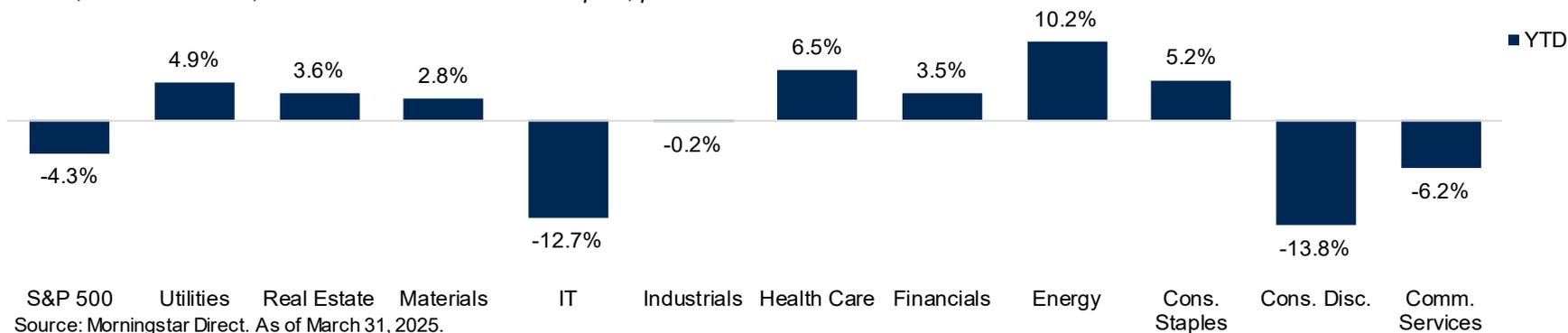
Source: FactSet. As of March 31, 2025.



Equity Market Update

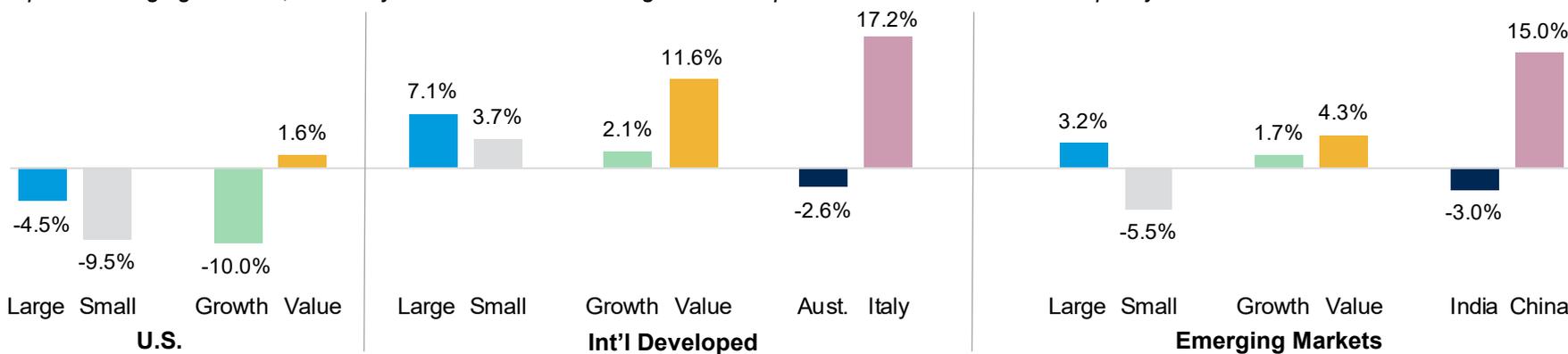
U.S. Equities – S&P 500 Returns by Sector (1Q 2025)

Despite seven out of eleven sectors generating positive returns and the majority of constituents outperforming the broader index, a rotation away from high-flying and high weight tech and consumer related names dragged down the S&P 500. Concerns about AI and a sharp drop in consumer confidence as a result of tariff announcements negatively impacted Magnificent 7 names such as NVIDIA, Microsoft and Tesla. More defensive sectors, such as utilities, health care and consumer staples, performed well.



Market Capitalization, Style, and Select Country Performance (1Q 2025)

Large cap stocks outpaced small cap and value stocks outperformed growth during the quarter. Developed international markets led, benefiting from stable economic policies compared to the U.S. Germany stood out due to renewed defense spending, which may boost growth. China was a bright spot in emerging markets, driven by favorable manufacturing data and optimism around President Xi's policy efforts.



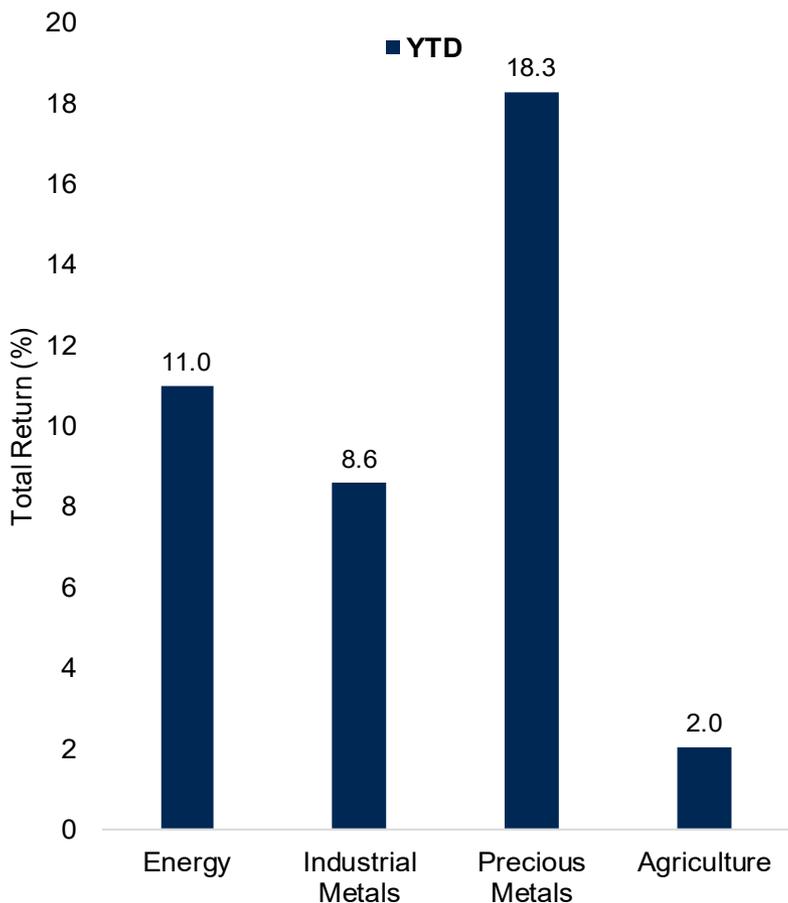
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Real Assets Market Update

Commodity Performance (1Q 2025)

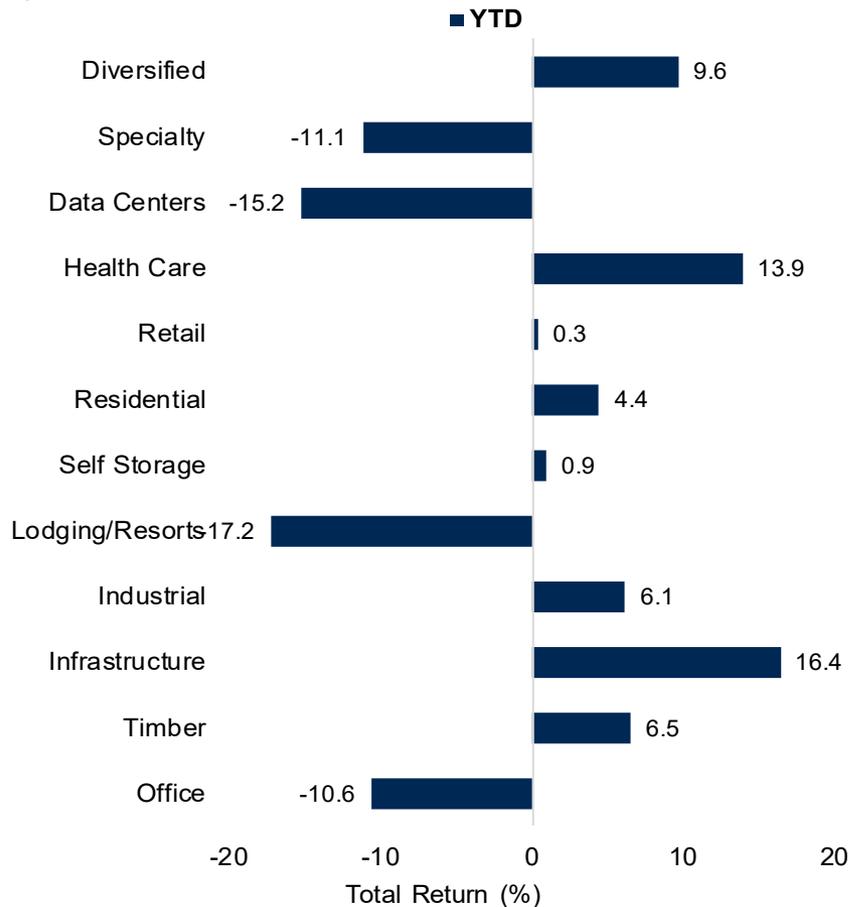
Commodities had strong performance in the quarter, with positive results in all the sub-components. Precious metals were the bright spot, as gold prices surged among growing economic uncertainty, sticky inflation and a general preference for “safe haven” asset amidst heightened volatility.



Source: Morningstar Direct. As of March 31, 2025.

REIT Sector Performance (1Q 2025)

Falling interest rates were a boon for equity REITs, however underlying sub-sector performance was mixed. Infrastructure benefited from strength in towers and the more defensive health care sector benefited from favorable demographics. Data centers took a step back during the period, not immune to the AI sell-off.



Source: Morningstar Direct. As of March 31, 2025.

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The Case for Diversification

2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	10 Years (Ann)
U.S. Equity REITs 2.8	U.S. Small Cap 21.3	Emerging Markets Equity 37.3	High Yield Municipals 4.8	U.S. Large Cap 31.4	U.S. Large Cap 21.0	U.S. Equity REITs 41.3	Commodities 16.1	U.S. Large Cap 26.5	U.S. Large Cap 24.5	Commodities 8.9	U.S. Large Cap 12.2
Municipals 5-Year 2.4	High Yield 17.1	International Developed Equity 25.0	Cash 1.8	U.S. Mid Cap 30.5	U.S. Small Cap 20.0	Commodities 27.1	Cash 1.5	International Developed Equity 18.2	U.S. Mid Cap 15.3	International Developed Equity 6.9	U.S. Mid Cap 8.8
High Yield Municipals 1.8	U.S. Mid Cap 13.8	U.S. Large Cap 21.7	Municipals 5-Year 1.7	U.S. Equity REITs 28.7	Emerging Markets Equity 18.3	U.S. Large Cap 26.5	Hedge Funds -5.3	U.S. Mid Cap 17.2	U.S. Small Cap 11.5	TIPS 4.2	U.S. Small Cap 6.3
U.S. Large Cap 0.9	U.S. Large Cap 12.1	U.S. Mid Cap 18.5	U.S. Core Bond 0.0	U.S. Small Cap 25.5	U.S. Mid Cap 17.1	U.S. Mid Cap 22.6	Municipals 5-Year -5.3	U.S. Small Cap 16.9	Balanced 10.8	Emerging Markets Equity 2.9	Balanced 6.1
U.S. Core Bond 0.5	Commodities 11.8	Balanced 15.4	TIPS -1.3	International Developed Equity 22.0	Balanced 13.5	U.S. Small Cap 14.8	High Yield -11.2	Balanced 15.4	Hedge Funds 9.1	U.S. Equity REITs 2.8	U.S. Equity REITs 5.7
Cash 0.0	Emerging Markets Equity 11.2	U.S. Small Cap 14.6	High Yield -2.1	Balanced 19.4	TIPS 11.0	International Developed Equity 11.3	TIPS -11.8	High Yield 13.4	High Yield 8.2	U.S. Core Bond 2.8	International Developed Equity 5.4
Hedge Funds -0.3	U.S. Equity REITs 8.6	High Yield Municipals 9.7	U.S. Equity REITs -4.0	Emerging Markets Equity 18.4	Hedge Funds 10.9	Balanced 10.2	U.S. Core Bond -13.0	U.S. Equity REITs 11.4	Emerging Markets Equity 7.5	High Yield 1.0	High Yield 5.0
International Developed Equity -0.8	Balanced 5.9	U.S. Equity REITs 8.7	Hedge Funds -4.0	High Yield 14.3	International Developed Equity 7.8	High Yield Municipals 7.8	High Yield Municipals -13.1	Emerging Markets Equity 9.8	High Yield Municipals 6.3	Cash 1.0	High Yield Municipals 4.3
Balanced -1.0	TIPS 4.7	Hedge Funds 7.8	U.S. Large Cap -4.8	High Yield Municipals 10.7	U.S. Core Bond 7.5	Hedge Funds 6.2	International Developed Equity -14.5	High Yield Municipals 9.2	Commodities 5.4	Municipals 5-Year 0.9	Emerging Markets Equity 3.7
TIPS -1.4	High Yield Municipals 3.0	High Yield 7.5	Balanced -5.5	U.S. Core Bond 8.7	High Yield 7.1	TIPS 6.0	Balanced -16.0	Hedge Funds 6.1	Cash 5.3	High Yield Municipals 0.8	Hedge Funds 3.7
U.S. Mid Cap -2.4	U.S. Core Bond 2.6	U.S. Core Bond 3.5	U.S. Mid Cap -9.1	TIPS 8.4	High Yield Municipals 4.9	High Yield 5.3	U.S. Mid Cap -17.3	U.S. Core Bond 5.5	U.S. Equity REITs 4.9	Hedge Funds 0.5	Commodities 2.8
U.S. Small Cap -4.4	International Developed Equity 1.0	Municipals 5-Year 3.1	U.S. Small Cap -11.0	Hedge Funds 8.4	Municipals 5-Year 4.3	Municipals 5-Year 0.3	U.S. Large Cap -19.1	Cash 5.1	International Developed Equity 3.8	Balanced 0.3	TIPS 2.5
High Yield -4.5	Hedge Funds 0.5	TIPS 3.0	Commodities -11.2	Commodities 7.7	Cash 0.5	Cash 0.0	Emerging Markets Equity -20.1	Municipals 5-Year 4.3	TIPS 1.8	U.S. Mid Cap -3.4	Cash 1.9
Emerging Markets Equity -14.9	Cash 0.3	Commodities 1.7	International Developed Equity -13.8	Municipals 5-Year 5.4	Commodities -3.1	U.S. Core Bond -1.5	U.S. Small Cap -20.4	TIPS 3.9	U.S. Core Bond 1.3	U.S. Large Cap -4.5	Municipals 5-Year 1.7
Commodities -24.7	Municipals 5-Year -0.4	Cash 0.8	Emerging Markets Equity -14.6	Cash 2.2	U.S. Equity REITs -5.1	Emerging Markets Equity -2.5	U.S. Equity REITs -24.9	Commodities -7.9	Municipals 5-Year 1.2	U.S. Small Cap -9.5	U.S. Core Bond 1.5

Sources: Morningstar, FactSet. As of March 31, 2025. *Periods greater than one year are annualized. Total returns in U.S. dollars. Hedge Funds as of February 28, 2025.

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Financial Markets Performance

Total Return as of March 31, 2025
Periods greater than one year are annualized
All returns are in U.S. dollar terms

Global Fixed Income Markets	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Bloomberg 1-3-Month T-Bill	1.0%	1.0%	5.0%	4.3%	2.6%	2.5%	1.9%	1.3%
Bloomberg U.S. TIPS	4.2%	4.2%	6.2%	0.1%	2.4%	3.0%	2.5%	3.1%
Bloomberg Municipal Bond (5 Year)	0.9%	0.9%	2.5%	2.1%	1.3%	1.9%	1.7%	2.3%
Bloomberg High Yield Municipal Bond	0.8%	0.8%	5.6%	2.9%	4.3%	4.1%	4.3%	5.4%
Bloomberg U.S. Aggregate	2.8%	2.8%	4.9%	0.5%	-0.4%	1.6%	1.5%	2.4%
Bloomberg U.S. Corporate High Yield	1.0%	1.0%	7.7%	5.0%	7.3%	4.9%	5.0%	6.2%
Bloomberg Global Aggregate ex-U.S. Hedged	-0.2%	-0.2%	4.2%	2.2%	0.9%	2.1%	2.2%	3.1%
Bloomberg Global Aggregate ex-U.S. Unhedged	2.5%	2.5%	1.5%	-3.5%	-2.4%	-2.2%	-0.2%	0.1%
Bloomberg U.S. Long Gov / Credit	3.6%	3.6%	1.7%	-4.5%	-3.7%	0.5%	1.0%	4.0%
Global Equity Markets	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
S&P 500	-4.3%	-4.3%	8.3%	9.1%	18.6%	13.2%	12.5%	13.2%
Dow Jones Industrial Average	-0.9%	-0.9%	7.4%	8.8%	16.2%	10.6%	11.4%	12.0%
NASDAQ Composite	-10.3%	-10.3%	6.4%	7.6%	18.5%	14.6%	14.5%	15.2%
Russell 3000	-4.7%	-4.7%	7.2%	8.2%	18.2%	12.5%	11.8%	12.8%
Russell 1000	-4.5%	-4.5%	7.8%	8.7%	18.5%	13.0%	12.2%	13.0%
Russell 1000 Growth	-10.0%	-10.0%	7.8%	10.1%	20.1%	16.1%	15.1%	15.3%
Russell 1000 Value	2.1%	2.1%	7.2%	6.6%	16.2%	9.2%	8.8%	10.4%
Russell Mid Cap	-3.4%	-3.4%	2.6%	4.6%	16.3%	9.2%	8.8%	11.2%
Russell Mid Cap Growth	-7.1%	-7.1%	3.6%	6.2%	14.9%	10.6%	10.1%	12.2%
Russell Mid Cap Value	-2.1%	-2.1%	2.3%	3.8%	16.7%	7.8%	7.6%	10.3%
Russell 2000	-9.5%	-9.5%	-4.0%	0.5%	13.3%	5.4%	6.3%	9.0%
Russell 2000 Growth	-11.1%	-11.1%	-4.9%	0.8%	10.8%	5.0%	6.1%	9.5%
Russell 2000 Value	-7.7%	-7.7%	-3.1%	0.0%	15.3%	5.3%	6.1%	8.2%
MSCI ACWI	-1.3%	-1.3%	7.2%	6.9%	15.2%	9.1%	8.8%	8.9%
MSCI ACWI ex. U.S.	5.2%	5.2%	6.1%	4.5%	10.9%	4.5%	5.0%	4.9%
MSCI EAFE	6.9%	6.9%	4.9%	6.1%	11.8%	5.3%	5.4%	5.6%
MSCI EAFE Growth	2.1%	2.1%	-2.6%	2.4%	8.5%	4.9%	5.5%	6.0%
MSCI EAFE Value	11.6%	11.6%	12.8%	9.7%	14.8%	5.4%	5.1%	5.1%
MSCI EAFE Small Cap	3.7%	3.7%	3.1%	0.9%	9.9%	2.5%	5.3%	6.5%
MSCI Emerging Markets	2.9%	2.9%	8.1%	1.4%	7.9%	1.6%	3.7%	3.0%
Alternatives	QTD	YTD	1YR	3YR	5YR	7YR	10YR	15YR
Consumer Price Index*	0.7%	0.7%	2.8%	4.0%	4.3%	3.6%	3.1%	2.6%
FTSE NAREIT All Equity REITs	2.8%	2.8%	9.2%	-1.7%	9.6%	6.9%	5.7%	8.9%
S&P Real Assets	4.4%	4.4%	8.0%	1.1%	9.1%	4.7%	4.2%	5.3%
FTSE EPRA NAREIT Developed	1.9%	1.9%	5.0%	-3.3%	7.2%	3.2%	3.0%	5.9%
FTSE EPRA NAREIT Developed ex U.S.	3.5%	3.5%	-2.8%	-7.0%	1.8%	-1.3%	0.4%	3.2%
Bloomberg Commodity Total Return	8.9%	8.9%	12.3%	-0.8%	14.5%	5.4%	2.8%	-0.1%
HFRI Fund of Funds Composite*	0.5%	0.5%	7.0%	4.4%	5.6%	4.3%	3.7%	3.7%
HFRI Asset Weighted Composite*	1.3%	1.3%	7.0%	5.0%	5.4%	4.3%	3.7%	4.5%

Sources: Morningstar, FactSet. As of March 31, 2025. *Consumer Price Index and HFRI indexes as of February 28, 2025.

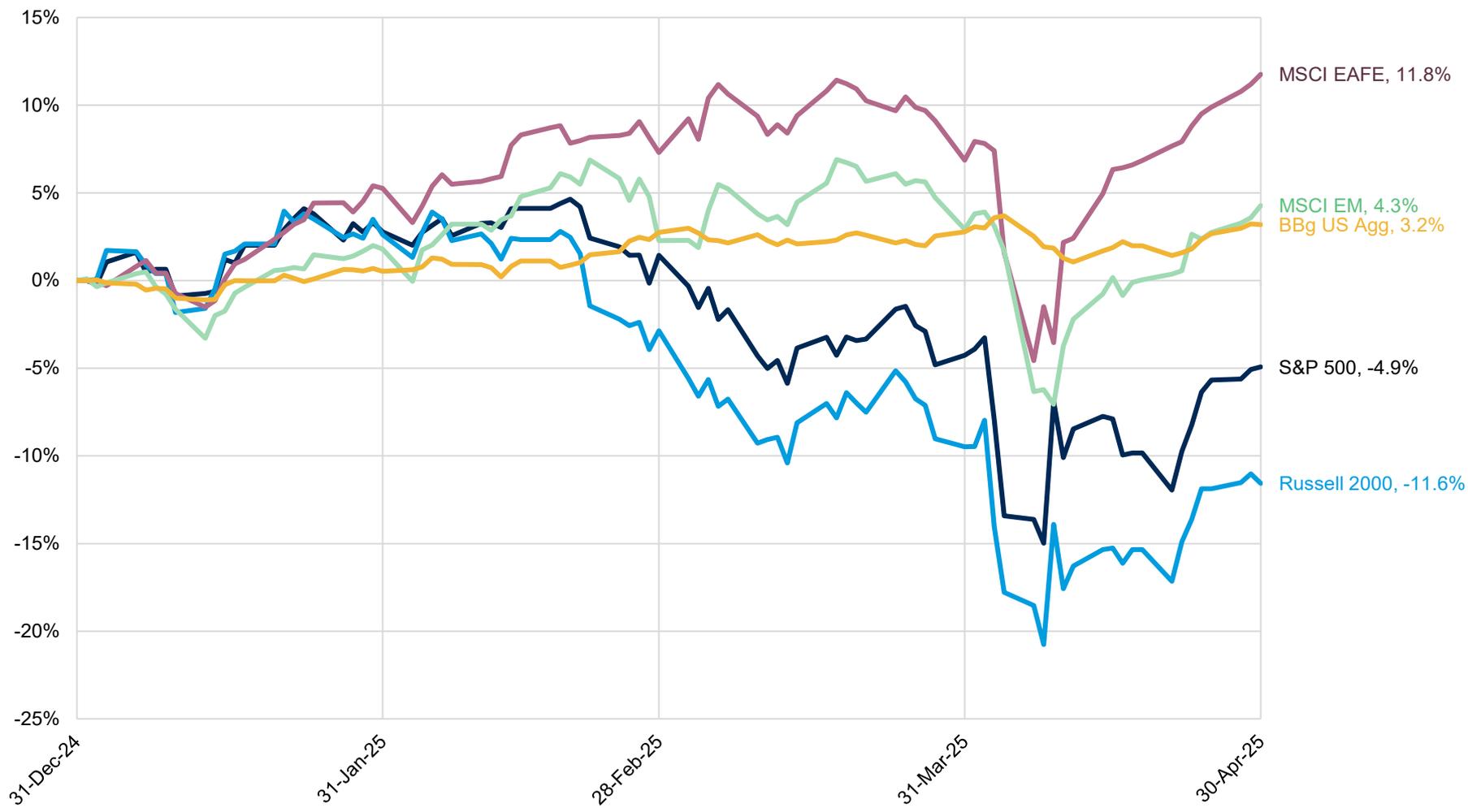
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Market Performance

2025 YTD Performance – April 30th



Source: FactSet. As of April 30, 2025

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Asset Allocation

Town of Ledyard Pension Plan

As of March 31, 2025

	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Town of Ledyard Pension Plan	30,157,084	100.0	100.0	0.0
Short Term Liquidity	439,753	1.5	3.0	-1.5
Dreyfus Treasury Securities Cash Management	439,753	1.5	3.0	-1.5
Fixed Income	12,995,561	43.1	41.0	2.1
Vanguard Total Bond Market Index Adm	3,177,702	10.5	10.0	0.5
Baird Aggregate Bond Instl	2,224,920	7.4	7.0	0.4
Harbor Core Bond Retirement - IR&M	2,218,231	7.4	7.0	0.4
PGIM Total Return Bond R6	4,066,092	13.5	13.0	0.5
BlackRock Strategic Income Opportunities Class K	1,308,616	4.3	4.0	0.3
Domestic Equity	9,246,533	30.7	32.0	-1.3
Vanguard Institutional Index Fund Instl	4,074,930	13.5	14.0	-0.5
Touchstone Large Cap Focused Fund Instl	2,020,393	6.7	7.0	-0.3
Neuberger Berman Genesis R6	1,696,503	5.6	6.0	-0.4
William Blair Small Cap Value R6	722,023	2.4	2.5	-0.1
Hood River Small Cap Growth R	732,684	2.4	2.5	-0.1
International Equity	6,631,089	22.0	21.5	0.5
Causeway International Value Inst	2,336,149	7.7	7.5	0.2
JHancock International Dynamic Growth R6 - Axiom	2,256,889	7.5	7.5	0.0
ARGA Emerging Markets Value Fund	1,055,200	3.5	3.3	0.2
Driehaus Emerging Markets Growth Inst	982,851	3.3	3.3	0.0
Real Assets	844,148	2.8	2.5	0.3
DWS RREEF Real Assets R6	844,148	2.8	2.5	0.3

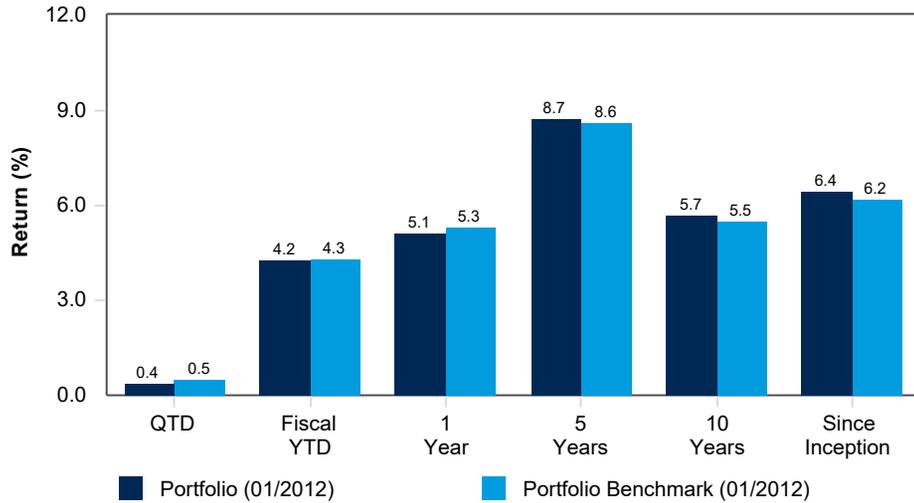


Portfolio Dashboard

Town of Ledyard Pension Plan

As of March 31, 2025

Historical Performance



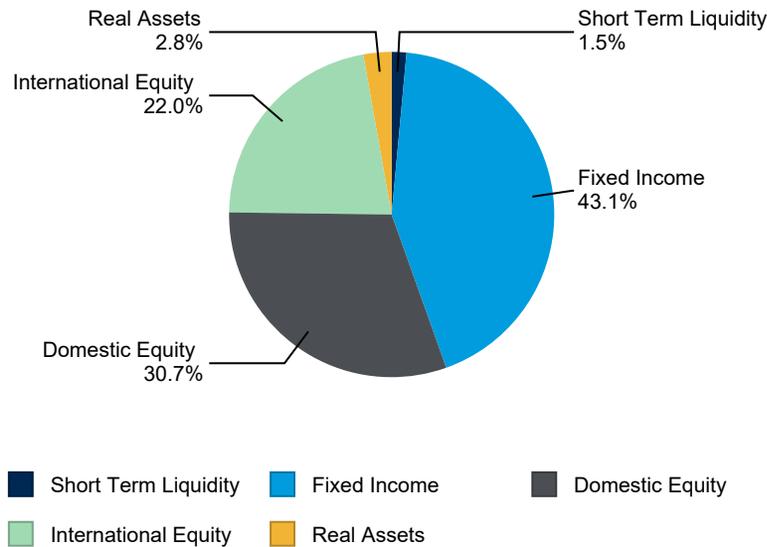
Summary of Cash Flows

	QTD	Fiscal YTD	1 Year	Since Inception
Beginning Market Value	30,582,048	30,443,700	29,752,961	11,303,089
Net Contributions	-539,281	-1,625,859	-1,181,982	418,984
Gain/Loss	114,318	1,339,243	1,586,105	18,435,012
Ending Market Value	30,157,084	30,157,084	30,157,084	30,157,084

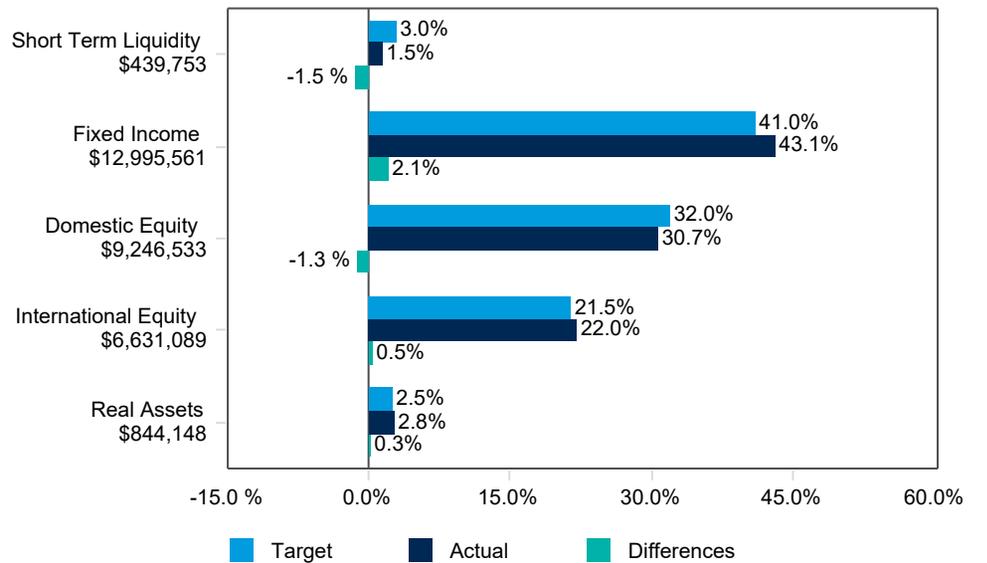
Current Benchmark Composition

From Date	To Date	Composition
12/2024	Present	3.00% 90 Day U.S. Treasury Bill, 41.00% Blmbg. U.S. Aggregate, 21.00% S&P 500, 11.00% Russell 2000 Index, 15.00% MSCI EAFE (Net), 6.50% MSCI Emerging Markets (Net), 2.50% S&P Real Assets

Portfolio Allocation



Actual vs. Target Allocations



Client portfolio performance is presented net of underlying investment manager fees but gross of Fiduciant Advisors' fees.

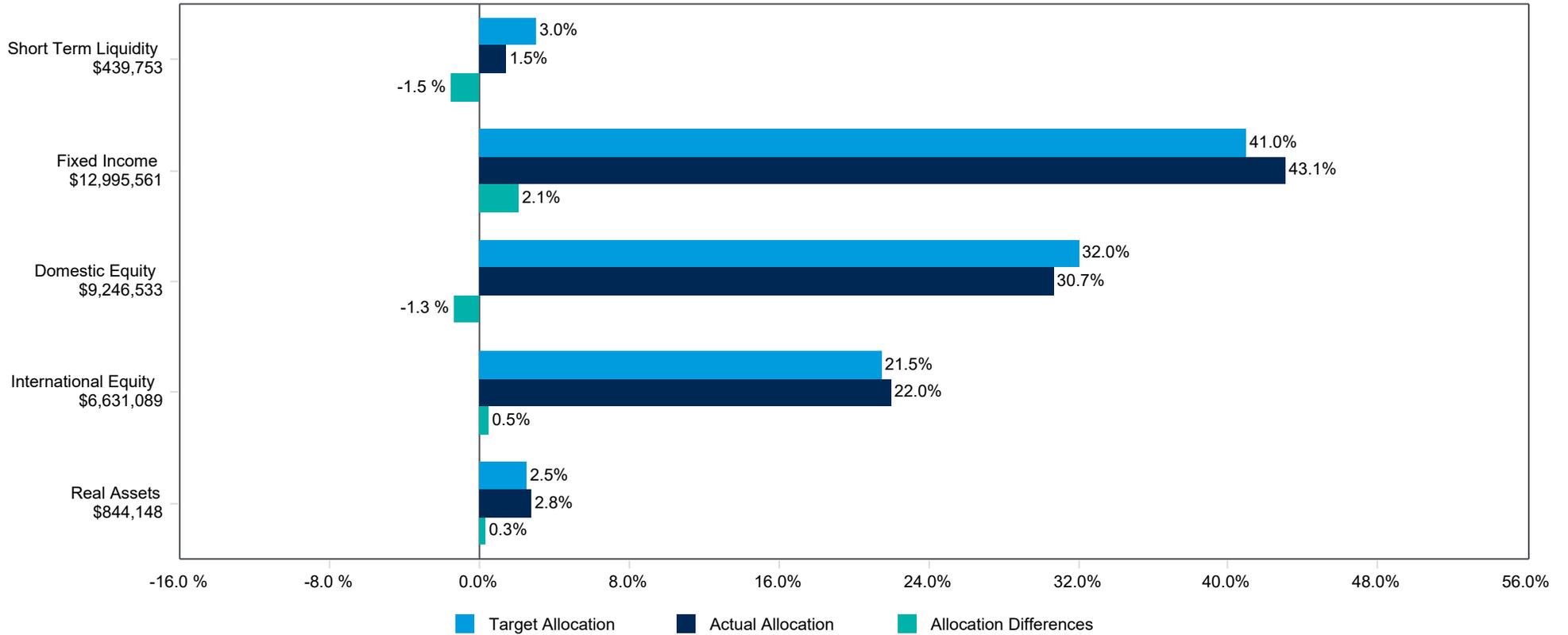


Asset Allocation

Town of Ledyard Pension Plan

As of March 31, 2025

Actual vs. Target



	Asset Allocation (\$)	Asset Allocation (%)	Target Allocation (%)	Differences (%)
Short Term Liquidity	439,753	1.5	3.0	-1.5
Fixed Income	12,995,561	43.1	41.0	2.1
Domestic Equity	9,246,533	30.7	32.0	-1.3
International Equity	6,631,089	22.0	21.5	0.5
Real Assets	844,148	2.8	2.5	0.3
Town of Ledyard Pension Plan	30,157,084	100.0	100.0	0.0



Performance Overview

Town of Ledyard Pension Plan

As of March 31, 2025

Trailing Performance Summary									
	QTD	Fiscal YTD	1 Year	3 Years	5 Years	7 Years	10 Years	Since Inception	Inception Date
Town of Ledyard Pension Plan	0.4	4.2	5.1	3.6	8.7	5.8	5.7	6.4	01/2012
Blended Benchmark	0.5	4.3	5.3	3.6	8.6	5.7	5.5	6.2	01/2012

Calendar Year Performance Summary										
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Town of Ledyard Pension Plan	8.8	13.6	-16.2	10.6	14.9	19.0	-6.3	13.1	10.0	-3.1
Blended Benchmark	8.5	13.4	-15.2	9.8	13.6	18.4	-6.0	12.9	9.1	-3.5

Plan Reconciliation							
	QTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date
Town of Ledyard Pension Plan							01/2012
Beginning Market Value	30,582,048	29,752,961	29,645,329	23,243,293	18,409,104	11,303,089	
Net Contributions	-539,281	-1,181,982	-2,624,378	-4,574,551	-2,556,256	418,984	
Gain/Loss	114,318	1,586,105	3,136,134	11,488,343	14,304,236	18,435,012	
Ending Market Value	30,157,084	30,157,084	30,157,084	30,157,084	30,157,084	30,157,084	

Benchmark Composition	
	Weight (%)
Dec-2024	
90 Day U.S. Treasury Bill	3.0
Blmbg. U.S. Aggregate	41.0
S&P 500	21.0
Russell 2000 Index	11.0
MSCI EAFE (Net)	15.0
MSCI Emerging Markets (Net)	6.5
S&P Real Assets	2.5



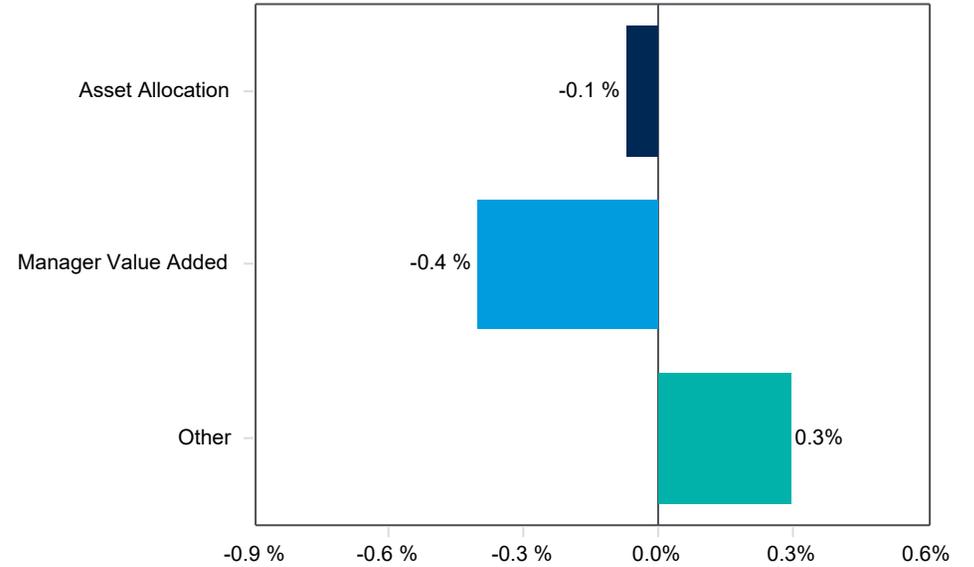
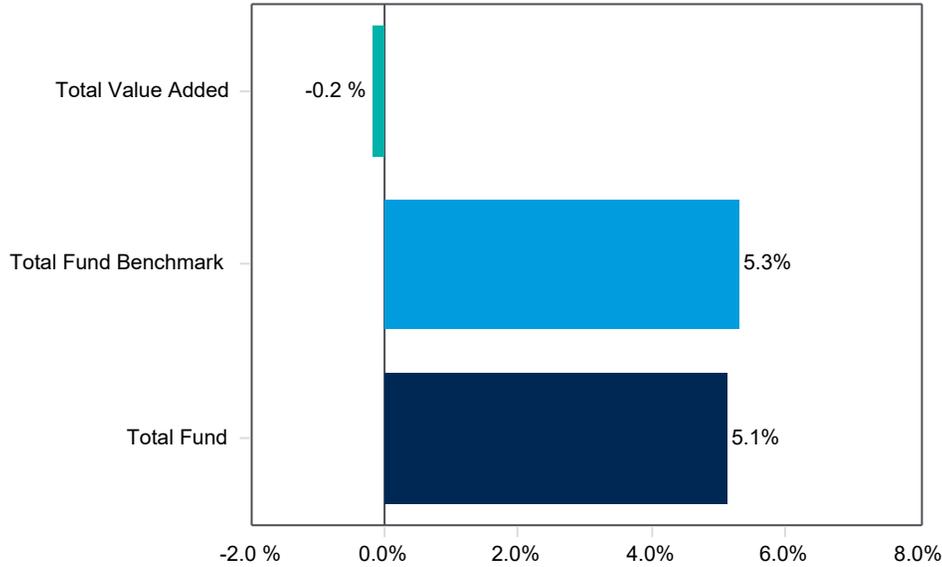
Performance Attribution

Town of Ledyard Pension Plan vs. Attribution Blended Benchmark

1 Year Ending March 31, 2025

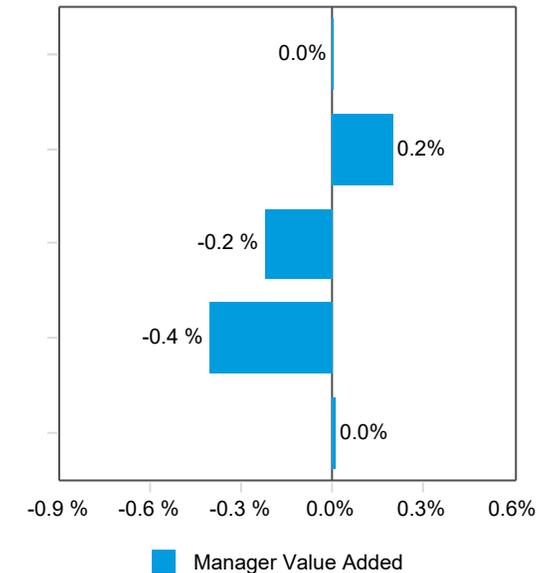
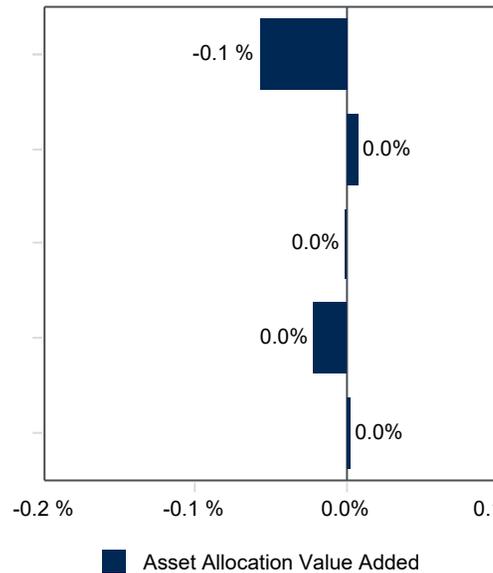
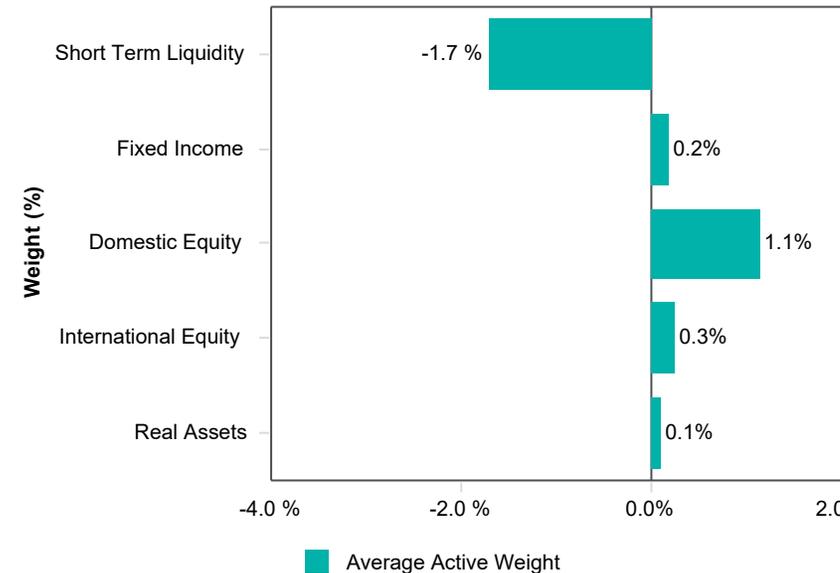
Total Fund Performance

Total Value Added:-0.2 %



Total Asset Allocation:-0.1 %

Total Manager Value Added:-0.4 %



Client portfolio performance is presented net of underlying investment manager fees but gross of Fiduciant Advisors' fees.



Manager Status Commentary

As of March 31, 2025

Manager	Recommendation	Comments
Vanguard Total Bond Market Index Adm	Maintain	
Baird Aggregate Bond Instl	Maintain	
Harbor Core Bond Retirement - IR&M	Maintain	
PGIM Total Return Bond R6	Maintain	
BlackRock Strategic Income Opportunities Class K	Maintain	
Vanguard Institutional Index Fund Instl	Maintain	
Touchstone Large Cap Focused Fund Instl	Maintain	
Neuberger Berman Genesis R6	Maintain	
William Blair Small Cap Value R6	Maintain	
Hood River Small Cap Growth R	Maintain	
Causeway International Value Inst	Maintain	
JHancock International Dynamic Growth R6 - Axiom	Maintain	
ARGA Emerging Markets Value Fund	Maintain	
Driehaus Emerging Markets Growth Inst	Maintain	
DWS RREEF Real Assets R6	Maintain	

Commentary produced upon change of status.



Manager Performance

Town of Ledyard Pension Plan

As of March 31, 2025

	Allocation		Performance(%)								Manager Status
	Market Value (\$)	%	QTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date	
Town of Ledyard Pension Plan	30,157,084	100.0	0.4	4.2	5.1	3.6	8.7	5.7	6.4	01/2012	
<i>Blended Benchmark</i>			0.5	4.3	5.3	3.6	8.6	5.5	6.2		
Short Term Liquidity	439,753	1.5	0.9	3.5	4.8	4.0	2.4	1.7	1.3	01/2012	
<i>90 Day U.S. Treasury Bill</i>			1.0	3.6	5.0	4.2	2.6	1.9	1.4		
Dreyfus Treasury Securities Cash Management	439,753	1.5	0.9	3.5	4.8	4.0	2.4	1.7	1.3	01/2012	
<i>90 Day U.S. Treasury Bill</i>			1.0	3.6	5.0	4.2	2.6	1.9	1.4		
Fixed Income	12,995,561	43.1	2.7	5.0	5.4	1.1	0.5	2.0	2.5	01/2012	
<i>Blmbg. U.S. Aggregate</i>			2.8	4.8	4.9	0.5	-0.4	1.5	1.8		
Vanguard Total Bond Market Index Adm	3,177,702	10.5	2.8	4.7	4.9	0.5	-0.4	1.4	1.8	01/2012	Maintain
<i>Vanguard Spliced Bloomberg U.S. Agg Flt Adj</i>			2.8	4.8	4.9	0.6	-0.4	1.5	1.9		
IM U.S. Broad Market Core Fixed Income (MF) Median			2.7	4.7	5.0	0.5	0.2	1.5	2.0		
Vanguard Total Bond Market Index Adm Rank			31	57	59	46	83	55	67		
Baird Aggregate Bond Instl	2,224,920	7.4	2.8	5.0	5.2	1.0	0.4	1.9	5.2	04/2024	Maintain
<i>Blmbg. U.S. Aggregate</i>			2.8	4.8	4.9	0.5	-0.4	1.5	4.9		
IM U.S. Broad Market Core Fixed Income (MF) Median			2.7	4.7	5.0	0.5	0.2	1.5	5.0		
Baird Aggregate Bond Instl Rank			19	28	30	17	41	20	30		
Harbor Core Bond Retirement - IR&M	2,218,231	7.4	2.7	4.8	5.0	0.6	0.0	-	5.0	04/2024	Maintain
<i>Blmbg. U.S. Aggregate</i>			2.8	4.8	4.9	0.5	-0.4	1.5	4.9		
IM U.S. Broad Market Core Fixed Income (MF) Median			2.7	4.7	5.0	0.5	0.2	1.5	5.0		
Harbor Core Bond Retirement - IR&M Rank			43	44	45	37	62	-	45		
PGIM Total Return Bond R6	4,066,092	13.5	2.8	5.3	5.7	1.3	1.3	2.3	2.3	04/2015	Maintain
<i>Blmbg. U.S. Aggregate</i>			2.8	4.8	4.9	0.5	-0.4	1.5	1.5		
IM U.S. Broad Market Core+ Fixed Income (MF) Median			2.7	4.9	5.1	0.7	0.8	1.7	1.7		
PGIM Total Return Bond R6 Rank			34	24	23	21	28	14	14		

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Manager Performance

Town of Ledyard Pension Plan

As of March 31, 2025

	Allocation		Performance(%)								Manager Status
	Market Value (\$)	%	QTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date	
BlackRock Strategic Income Opportunities Class K	1,308,616	4.3	1.8	5.5	6.3	3.8	4.6	3.0	3.8	04/2022	Maintain
<i>Blmbg. U.S. Aggregate</i>			2.8	4.8	4.9	0.5	-0.4	1.5	0.5		
IM Alternative Credit Focus (MF) Median			1.5	5.3	6.4	3.7	5.1	2.3	3.7		
BlackRock Strategic Income Opportunities Class K Rank			38	41	57	43	55	27	43		
Domestic Equity	9,246,533	30.7	-6.1	1.7	3.5	6.3	16.4	11.1	12.9	01/2012	
<i>Domestic Equity Benchmark</i>			-6.1	2.4	4.1	6.2	16.9	10.6	12.6		
Vanguard Institutional Index Fund Instl	4,074,930	13.5	-4.3	3.8	8.2	9.0	18.6	12.5	14.0	01/2012	Maintain
<i>S&P 500</i>			-4.3	3.8	8.3	9.1	18.6	12.5	14.1		
IM U.S. Large Cap Core Equity (MF) Median			-4.4	2.6	6.1	8.1	17.4	11.4	13.1		
Vanguard Institutional Index Fund Instl Rank			48	32	17	29	21	9	15		
Touchstone Large Cap Focused Fund Instl	2,020,393	6.7	-3.6	4.3	7.5	7.9	18.0	12.7	15.5	01/2019	Maintain
<i>S&P 500</i>			-4.3	3.8	8.3	9.1	18.6	12.5	15.6		
IM U.S. Large Cap Core Equity (MF) Median			-4.4	2.6	6.1	8.1	17.4	11.4	14.5		
Touchstone Large Cap Focused Fund Instl Rank			38	21	26	56	38	7	22		
Neuberger Berman Genesis R6	1,696,503	5.6	-8.3	-2.7	-5.2	1.8	12.0	8.4	9.6	04/2012	Maintain
<i>Russell 2000 Index</i>			-9.5	-0.8	-4.0	0.5	13.3	6.3	8.5		
IM U.S. Small Cap Core Equity (MF) Median			-8.3	-0.5	-3.4	1.7	15.1	6.4	8.5		
Neuberger Berman Genesis R6 Rank			50	77	72	49	93	7	16		
William Blair Small Cap Value R6	722,023	2.4	-8.2	-3.2	-8.4	-0.8	14.0	6.6	-0.2	12/2021	Maintain
<i>Russell 2000 Value Index</i>			-7.7	0.5	-3.1	0.0	15.3	6.1	0.5		
IM U.S. Small Cap Value Equity (MF) Median			-7.8	0.2	-3.9	1.9	18.0	6.2	2.9		
William Blair Small Cap Value R6 Rank			58	86	90	93	96	37	97		
Hood River Small Cap Growth R	732,684	2.4	-15.1	-1.7	1.0	4.4	21.1	11.5	1.1	12/2021	Maintain
<i>Russell 2000 Growth Index</i>			-11.1	-2.0	-4.9	0.8	10.8	6.1	-3.2		
IM U.S. Small Cap Growth Equity (MF) Median			-10.4	-3.2	-5.3	0.2	12.0	7.1	-3.1		
Hood River Small Cap Growth R Rank			94	33	10	4	2	1	9		

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Manager Performance

Town of Ledyard Pension Plan

As of March 31, 2025

	Allocation		Performance(%)								Manager Status
	Market Value (\$)	%	QTD	Fiscal YTD	1 Year	3 Years	5 Years	10 Years	Since Inception	Inception Date	
International Equity	6,631,089	22.0	5.1	4.5	5.0	3.9	9.8	4.5	4.6	03/2012	
<i>International Equity Benchmark</i>			5.7	5.1	6.8	4.3	10.5	4.9	4.8		
Causeway International Value Inst	2,336,149	7.7	10.1	9.8	11.2	12.7	18.0	6.1	8.3	12/2024	Maintain
<i>MSCI EAFE Value Index (Net)</i>			11.6	12.8	12.8	9.7	14.8	5.1	9.6		
IM International Large Cap Value Equity (MF) Median			9.7	9.3	10.4	7.9	14.1	4.7	6.6		
Causeway International Value Inst Rank			33	47	43	1	2	12	13		
JHancock International Dynamic Growth R6 - Axiom	2,256,889	7.5	1.3	1.1	7.9	7.4	15.0	-	-0.7	10/2024	Maintain
<i>MSCI AC World ex USA Growth (Net)</i>			2.0	0.4	1.2	1.8	8.1	5.1	-6.1		
IM International Growth Equity (MF) Median			4.1	3.2	2.9	3.2	9.9	5.1	-3.5		
JHancock International Dynamic Growth R6 - Axiom Rank			79	70	14	5	2	-	18		
ARGA Emerging Markets Value Fund	1,055,200	3.5	7.4	10.2	14.9	11.0	-	-	7.2	12/2024	Maintain
<i>MSCI Emerging Markets Value (Net)</i>			4.3	2.4	7.6	2.8	9.8	3.2	3.6		
IM Emerging Markets Equity (MF) Median			2.5	1.6	5.8	1.4	8.2	3.5	1.5		
ARGA Emerging Markets Value Fund Rank			2	4	4	1	-	-	1		
Driehaus Emerging Markets Growth Inst	982,851	3.3	-0.1	-3.7	1.0	0.7	8.2	4.9	-0.4	12/2024	Maintain
<i>MSCI Emerging Markets Growth (Net)</i>			1.7	3.4	8.5	0.2	6.1	4.1	2.1		
IM Emerging Markets Equity (MF) Median			2.5	1.6	5.8	1.4	8.2	3.5	1.5		
Driehaus Emerging Markets Growth Inst Rank			80	84	78	64	51	20	76		
Real Assets	844,148	2.8	5.0	9.3	8.5	-0.5	-	-	-0.5	04/2022	
<i>S&P Real Assets</i>			4.4	8.4	8.0	1.1	9.1	4.2	1.1		
DWS RREEF Real Assets R6	844,148	2.8	5.0	9.3	8.5	-0.5	10.0	5.2	-0.5	04/2022	Maintain
<i>S&P Real Assets</i>			4.4	8.4	8.0	1.1	9.1	4.2	1.1		

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Calendar Year Performance

Town of Ledyard Pension Plan

As of March 31, 2025

	Performance(%)									
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
Town of Ledyard Pension Plan	8.8	13.6	-16.2	10.6	14.9	19.0	-6.3	13.1	10.0	-3.1
<i>Blended Benchmark</i>	8.5	13.4	-15.2	9.8	13.6	18.4	-6.0	12.9	9.1	-3.5
Short Term Liquidity	5.2	4.7	1.3	0.0	0.4	2.0	1.8	0.6	0.2	0.0
<i>90 Day U.S. Treasury Bill</i>	5.3	5.0	1.5	0.0	0.7	2.3	1.9	0.9	0.3	0.0
Dreyfus Treasury Securities Cash Management	5.2	4.7	1.3	0.0	0.4	2.0	1.8	0.6	0.2	0.0
<i>90 Day U.S. Treasury Bill</i>	5.3	5.0	1.5	0.0	0.7	2.3	1.9	0.9	0.3	0.0
Fixed Income	2.2	6.6	-13.5	-1.3	8.3	9.1	0.0	4.6	4.6	-0.2
<i>Blmbg. U.S. Aggregate</i>	1.3	5.5	-13.0	-1.5	7.5	8.7	0.0	3.5	2.6	0.5
Vanguard Total Bond Market Index Adm	1.2	5.7	-13.2	-1.7	7.7	8.7	0.0	3.6	2.6	0.4
<i>Vanguard Spliced Bloomberg U.S. Agg Flt Adj</i>	1.3	5.6	-13.1	-1.6	7.7	8.9	-0.1	3.6	2.8	0.4
IM U.S. Broad Market Core Fixed Income (MF) Median	1.6	5.8	-13.7	-1.3	8.2	8.8	-0.6	3.6	2.9	0.0
Vanguard Total Bond Market Index Adm Rank	75	54	27	66	65	53	20	54	64	30
Baird Aggregate Bond Instl	1.9	6.4	-13.4	-1.5	8.6	9.5	-0.3	4.2	3.5	0.6
<i>Blmbg. U.S. Aggregate</i>	1.3	5.5	-13.0	-1.5	7.5	8.7	0.0	3.5	2.6	0.5
IM U.S. Broad Market Core Fixed Income (MF) Median	1.6	5.8	-13.7	-1.3	8.2	8.8	-0.6	3.6	2.9	0.0
Baird Aggregate Bond Instl Rank	43	23	36	57	37	27	33	22	33	20
Harbor Core Bond Retirement - IR&M	1.6	5.8	-13.3	-1.6	9.1	8.8	-	-	-	-
<i>Blmbg. U.S. Aggregate</i>	1.3	5.5	-13.0	-1.5	7.5	8.7	0.0	3.5	2.6	0.5
IM U.S. Broad Market Core Fixed Income (MF) Median	1.6	5.8	-13.7	-1.3	8.2	8.8	-0.6	3.6	2.9	0.0
Harbor Core Bond Retirement - IR&M Rank	49	48	33	62	26	50	-	-	-	-
PGIM Total Return Bond R6	3.0	7.8	-14.9	-1.2	8.1	11.1	-0.6	6.7	4.8	0.1
<i>Blmbg. U.S. Aggregate</i>	1.3	5.5	-13.0	-1.5	7.5	8.7	0.0	3.5	2.6	0.5
IM U.S. Broad Market Core+ Fixed Income (MF) Median	2.1	6.3	-13.7	-0.9	8.6	9.3	-1.0	4.5	4.1	-0.3
PGIM Total Return Bond R6 Rank	17	6	76	60	60	11	36	2	30	35

Client portfolio performance is presented net of underlying investment manager fees but gross of Fiduciant Advisors' fees. Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Funds may include returns of an equivalent share class with a longer return history if period includes dates prior to the fund's inception. Returns are net of fees unless otherwise stated. The fund's inception date represents the first month the client made the investment. Composite performance includes all funds held in the composite since inception. Inception dates for asset class composites reflect the start date at which these returns could be calculated using historical and existing system capabilities and may vary from the inception dates of underlying component strategies.



Calendar Year Performance

Town of Ledyard Pension Plan

As of March 31, 2025

	Performance(%)									
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
BlackRock Strategic Income Opportunities Class K	5.4	7.4	-5.6	1.0	7.3	7.8	-0.5	5.0	3.6	-0.6
<i>Blmbg. U.S. Aggregate</i>	1.3	5.5	-13.0	-1.5	7.5	8.7	0.0	3.5	2.6	0.5
IM Alternative Credit Focus (MF) Median	6.1	7.3	-7.6	1.9	3.9	7.3	-1.9	4.5	4.9	-1.6
BlackRock Strategic Income Opportunities Class K Rank	69	49	41	58	17	43	29	43	64	25
Domestic Equity	20.0	22.4	-18.2	25.1	21.7	30.7	-5.1	19.7	13.9	1.1
<i>Domestic Equity Benchmark</i>	20.4	23.1	-18.8	24.4	19.2	29.8	-6.3	19.5	15.1	-0.5
Vanguard Institutional Index Fund Instl	25.0	26.2	-18.1	28.7	18.4	31.5	-4.4	21.8	11.9	1.4
<i>S&P 500</i>	25.0	26.3	-18.1	28.7	18.4	31.5	-4.4	21.8	12.0	1.4
IM U.S. Large Cap Core Equity (MF) Median	22.9	24.8	-18.7	26.9	18.4	30.7	-5.4	21.5	9.7	0.5
Vanguard Institutional Index Fund Instl Rank	27	38	46	26	50	37	32	45	20	35
Touchstone Large Cap Focused Fund Instl	20.6	25.4	-17.3	25.6	24.2	30.6	-2.4	23.6	11.6	0.9
<i>S&P 500</i>	25.0	26.3	-18.1	28.7	18.4	31.5	-4.4	21.8	12.0	1.4
IM U.S. Large Cap Core Equity (MF) Median	22.9	24.8	-18.7	26.9	18.4	30.7	-5.4	21.5	9.7	0.5
Touchstone Large Cap Focused Fund Instl Rank	65	46	37	67	10	52	16	25	25	44
Neuberger Berman Genesis R6	9.3	15.9	-19.0	18.5	25.2	29.8	-6.4	15.9	18.4	0.5
<i>Russell 2000 Index</i>	11.5	16.9	-20.4	14.8	20.0	25.5	-11.0	14.6	21.3	-4.4
IM U.S. Small Cap Core Equity (MF) Median	10.3	16.0	-15.8	25.1	9.9	23.9	-12.7	12.1	21.7	-4.3
Neuberger Berman Genesis R6 Rank	61	52	79	83	5	7	5	14	79	3
William Blair Small Cap Value R6	3.6	11.0	-11.1	29.6	2.8	26.2	-14.0	13.1	31.4	-3.2
<i>Russell 2000 Value Index</i>	8.1	14.6	-14.5	28.3	4.6	22.4	-12.9	7.8	31.7	-7.5
IM U.S. Small Cap Value Equity (MF) Median	8.6	16.6	-11.1	32.0	3.6	21.1	-16.1	8.5	26.7	-7.0
William Blair Small Cap Value R6 Rank	93	88	49	66	57	9	32	13	18	11
Hood River Small Cap Growth R	35.7	21.6	-27.9	23.9	60.8	24.2	-6.8	20.8	13.5	0.8
<i>Russell 2000 Growth Index</i>	15.2	18.7	-26.4	2.8	34.6	28.5	-9.3	22.2	11.3	-1.4
IM U.S. Small Cap Growth Equity (MF) Median	14.1	16.5	-27.5	10.5	36.6	27.6	-5.6	20.7	10.1	-2.4
Hood River Small Cap Growth R Rank	2	12	53	9	10	73	57	50	27	17

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Calendar Year Performance

Town of Ledyard Pension Plan

As of March 31, 2025

	Performance(%)									
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
International Equity	3.6	14.7	-18.0	5.2	12.5	23.0	-13.8	28.6	4.1	-7.3
<i>International Equity Benchmark</i>	5.5	14.8	-16.6	5.9	12.0	20.6	-14.1	29.8	5.6	-7.2
Causeway International Value Inst	3.7	27.3	-6.8	9.1	5.4	20.1	-18.6	27.2	0.4	-3.0
<i>MSCI EAFE Value Index (Net)</i>	5.7	19.0	-5.6	10.9	-2.6	16.1	-14.8	21.4	5.0	-5.7
IM International Large Cap Value Equity (MF) Median	5.2	17.0	-10.6	13.2	4.1	19.0	-16.7	22.9	1.3	-1.8
Causeway International Value Inst Rank	72	1	9	88	29	27	95	9	63	75
JHancock International Dynamic Growth R6 - Axiom	25.1	19.0	-31.4	18.7	36.7	-	-	-	-	-
<i>MSCI AC World ex USA Growth (Net)</i>	5.1	14.0	-23.1	5.1	22.2	27.3	-14.4	32.0	0.1	-1.3
IM International Growth Equity (MF) Median	4.1	15.2	-23.0	9.4	18.4	26.6	-15.9	30.7	-1.0	0.9
JHancock International Dynamic Growth R6 - Axiom Rank	1	13	88	4	7	-	-	-	-	-
ARGA Emerging Markets Value Fund	8.2	16.7	-1.2	-	-	-	-	-	-	-
<i>MSCI Emerging Markets Value (Net)</i>	4.5	14.2	-15.8	4.0	5.5	12.0	-10.7	28.1	14.9	-18.6
IM Emerging Markets Equity (MF) Median	6.4	10.9	-22.5	-1.6	17.7	20.2	-16.5	35.7	8.3	-13.7
ARGA Emerging Markets Value Fund Rank	28	17	1	-	-	-	-	-	-	-
Driehaus Emerging Markets Growth Inst	7.7	11.5	-22.4	-1.7	27.6	25.6	-16.1	42.6	5.9	-10.5
<i>MSCI Emerging Markets Growth (Net)</i>	10.3	5.8	-24.0	-8.4	31.3	25.1	-18.3	46.8	7.6	-11.3
IM Emerging Markets Equity (MF) Median	6.4	10.9	-22.5	-1.6	17.7	20.2	-16.5	35.7	8.3	-13.7
Driehaus Emerging Markets Growth Inst Rank	33	45	50	51	21	23	46	15	63	29
Real Assets	5.6	2.6	-	-	-	-	-	-	-	-
<i>S&P Real Assets</i>	3.6	7.8	-9.9	15.4	1.2	17.2	-5.9	11.2	10.8	-10.1
DWS RREEF Real Assets R6	5.6	2.6	-9.6	23.9	3.9	21.8	-5.1	15.0	4.4	-9.5
<i>S&P Real Assets</i>	3.6	7.8	-9.9	15.4	1.2	17.2	-5.9	11.2	10.8	-10.1

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Investment Gain/Loss Summary

Town of Ledyard Pension Plan

1 Quarter Ending March 31, 2025

	Market Value as of 01/01/2025	Net Contributions	Gain/Loss	Market Value As of 03/31/2025
Town of Ledyard Pension Plan	30,582,048	-539,281	114,318	30,157,084
Short Term Liquidity	495,871	-59,281	3,163	439,753
Dreyfus Treasury Securities Cash Management	495,871	-59,281	3,163	439,753
Fixed Income	12,730,223	-75,000	340,339	12,995,561
Vanguard Total Bond Market Index Adm	3,092,137	-	85,565	3,177,702
Baird Aggregate Bond Instl	2,163,581	-	61,339	2,224,920
Harbor Core Bond Retirement - IR&M	2,159,403	-	58,828	2,218,231
PGIM Total Return Bond R6	4,029,078	-75,000	112,014	4,066,092
BlackRock Strategic Income Opportunities Class K	1,286,024	-	22,592	1,308,616
Domestic Equity	10,079,178	-230,000	-602,645	9,246,533
Vanguard Institutional Index Fund Instl	4,405,044	-150,000	-180,114	4,074,930
Touchstone Large Cap Focused Fund Instl	2,173,579	-80,000	-73,186	2,020,393
Neuberger Berman Genesis R6	1,850,241	-	-153,738	1,696,503
William Blair Small Cap Value R6	786,888	-	-64,865	722,023
Hood River Small Cap Growth R	863,425	-	-130,742	732,684
International Equity	6,472,992	-175,000	333,098	6,631,089
Causeway International Value Inst	2,254,932	-150,000	231,218	2,336,149
JHancock International Dynamic Growth R6 - Axiom	2,251,951	-25,000	29,938	2,256,889
ARGA Emerging Markets Value Fund	982,728	-	72,473	1,055,200
Driehaus Emerging Markets Growth Inst	983,381	-	-531	982,851
Real Assets	803,785	-	40,363	844,148
DWS RREEF Real Assets R6	803,785	-	40,363	844,148

Client portfolio performance is presented net of underlying investment manager fees but gross of Fiducient Advisors' fees. Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian.



Estimated Fee Analysis

Town of Ledyard Pension Plan

As of March 31, 2025

	Market Value (\$)	Estimated Annual Fee (\$)	Estimated Annual Fee (%)
Town of Ledyard Pension Plan	30,157,084	145,665	0.48
Short Term Liquidity	439,753	-	-
Dreyfus Treasury Securities Cash Management	439,753	-	-
Fixed Income	12,995,561	38,077	0.29
Vanguard Total Bond Market Index Adm	3,177,702	1,271	0.04
Baird Aggregate Bond Instl	2,224,920	6,675	0.30
Harbor Core Bond Retirement - IR&M	2,218,231	5,767	0.26
PGIM Total Return Bond R6	4,066,092	15,858	0.39
BlackRock Strategic Income Opportunities Class K	1,308,616	8,506	0.65
Domestic Equity	9,246,533	41,283	0.45
Vanguard Institutional Index Fund Instl	4,074,930	1,426	0.04
Touchstone Large Cap Focused Fund Instl	2,020,393	14,345	0.71
Neuberger Berman Genesis R6	1,696,503	12,554	0.74
William Blair Small Cap Value R6	722,023	5,704	0.79
Hood River Small Cap Growth R	732,684	7,254	0.99
International Equity	6,631,089	58,708	0.89
Causeway International Value Inst	2,336,149	19,857	0.85
JHancock International Dynamic Growth R6 - Axiom	2,256,889	18,958	0.84
ARGA Emerging Markets Value Fund	1,055,200	9,180	0.87
Driehaus Emerging Markets Growth Inst	982,851	10,713	1.09
Real Assets	844,148	7,597	0.90
DWS RREEF Real Assets R6	844,148	7,597	0.90

The figures on this page have been obtained from sources we deem to be reliable. Fiducient Advisors has not independently verified this information.

Fee calculations for mutual funds represent fees at the net expense level. Fee calculations for commingled funds and/or alternative investments reflect base management fees and exclude underlying fund expenses captured at the NAV level, any applicable performance-based fees, or incentive fees. Fees for fund of funds are shown at the fund of fund level and do not include fees charged by underlying investment managers/funds.



Fiduciary Governance Calendar for Public Defined Benefit & OPEB Plans

The fiduciary governance calendar is designed to create a disciplined framework around governance, which helps ensure that over the course of a calendar year key fiduciary obligations and responsibilities are being met.



*Liquidity analysis is provided only for portfolios with marketable alternatives and/or private equity.



Ensuring Effective Governance & Oversight

- **Public pension committees** play a critical role in safeguarding the retirement benefits of public employees and effective governance and oversight are essential for ensuring the long-term sustainability of these funds.
- **Maintaining transparency** and accountability is fundamental to building trust with stakeholders. Committees should ensure that decisions are well-documented and communicated to all relevant parties (e.g., Board of Finance; Board of Selectman; Freedom of Information (FoI) inquiries).
- A comprehensive **governance policy** should outline the committee's mission, values, and principles. This policy should be revisited and updated regularly to reflect changing circumstances and best practices across public plans.
- Regular **public disclosures** of financial performance, investment strategies, and governance practices are recommended to keep stakeholders informed.
- **Continuous education** is crucial for committee members to stay informed about industry trends, regulatory changes, and best practices. Regular training sessions, workshops, and conferences can help members enhance their skills and knowledge.
- Effective **succession planning** ensures the continuity and stability of the committee. This includes identifying and mentoring potential new members, as well as establishing a process for the orderly transition of roles and responsibilities.



Board Educational Support

Training & Education to Assist Board Members in Making Informed Decisions

Fiduciary Governance

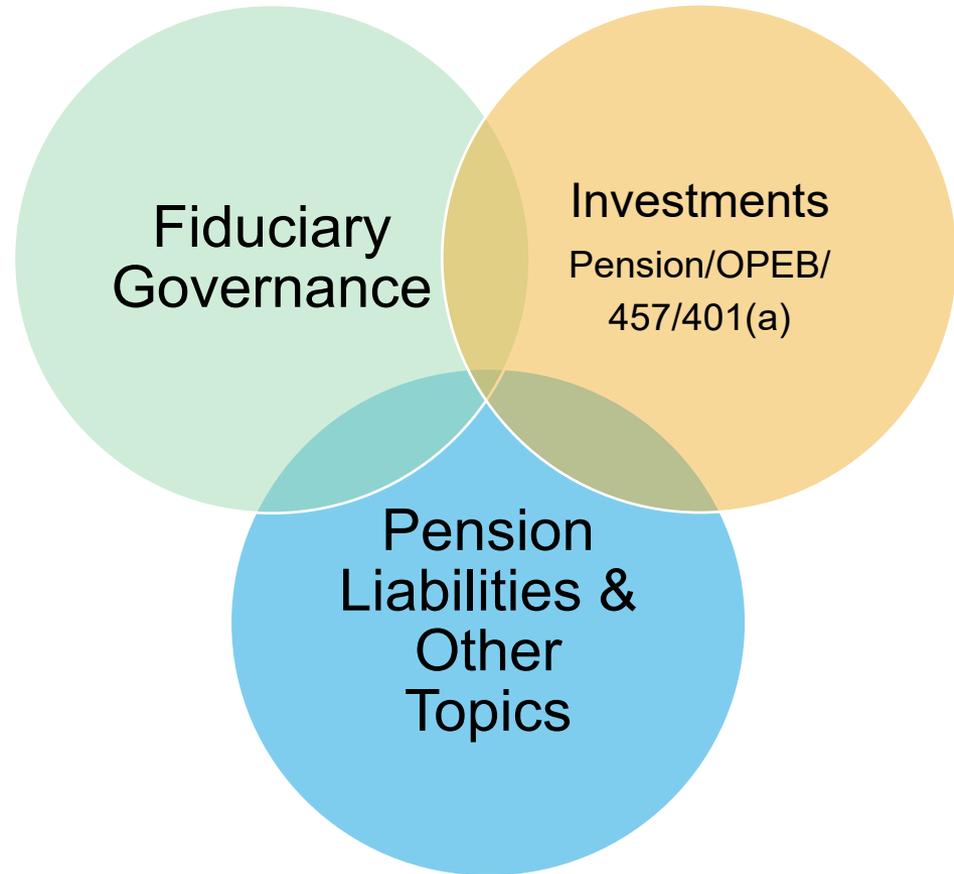
A thorough discussion regarding your role and responsibilities, and embracing Committee Best Practices, as a fiduciary to public fund assets.

Investments

In-depth reviews of global capital markets and specific asset classes, the concept of diversification and asset allocation, and the various types of strategies that may be used by investment managers.

Pension Liabilities & Other Topics

Understanding key concepts and assumptions that drive pension liability valuations and contribution volatility, and other topics of interest to a governing body





Considerations for 457 & 401(a) Plans

- **A participant directed defined contribution plan** is the primary retirement vehicle option for many public employees
- Public defined contribution plans **have grown in size** (participant count and assets) over the years
- Unlike the legacy pension plan which has a governing body (pension committee/board) the defined contribution plan tends to reside **under the purview** of the municipality's human resources area or the finance director.
- Some municipalities have **multiple defined contribution recordkeepers** (vendors) servicing the 401(a) or the 457 plan which can add to administrative complexity, confusion, and higher costs.
- Unlike the pension plan, participants in a defined contribution plan **are tasked with investment decisions** and creating optimal asset allocation strategies based on their retirement goals and objectives.
- Public plan sponsors should be mindful of their **responsibilities** tasked with overseeing the defined contribution plans.
- Public plan sponsors should consider establishing a **due diligence process** around fund menu design; recordkeeping fees; investment fund performance and participant education.



Governance & Oversight

Public fund fiduciaries shoulder a significant responsibility in managing and overseeing the assets entrusted to them by the public

- While governmental plans **are not subject to Title I of ERISA**, which deals with fiduciary duties, they are however subject to **applicable provisions in the Internal Revenue Code (“Code”) and state laws**.
- Legislative history suggests that the satisfaction of ERISA rules would be sufficient to satisfy the Code requirements ... **“Spirit of ERISA”**
- The “exclusive benefit rule” under IRC Section 401(a)(2) has been interpreted to mean **exercise of prudence** in the investment of plan assets is a requirement.
- Many states have adopted “prudent investor” language, which includes many of the basic ERISA fiduciary principles (including duty of loyalty, duty of prudence, duty to diversify).
- The **Uniform Prudent Investor Act (UPIA)** is a law that establishes standards for how trustees should manage trust assets. It requires trustees to act in the best interests of the beneficiaries, exercise reasonable care, skill, and caution, and consider the prudence of an individual investment in the context of the total portfolio. Most states have adopted UPIA.

“Five Key Duties”

Duty of Loyalty:

Act exclusively in the interest of plan participants and beneficiaries

Duty of Prudence:

Act in accordance with the “prudent expert rule”

Duty to Diversify Investments:

Diversify the portfolio options to balance risk

Duty to Follow Plan Documents:

Follow the plan provisions and policies governing the plan

Duty to Avoid Prohibited Transactions:

Ensure legal and appropriate transactions and be free from conflict



Committee/Board Best Practices

Structure/Makeup

- **Leadership**
 - Effective leader with the ability to see the big picture and set the direction to achieve objectives – seeks input from other board members
 - Ideally, experience with pension benefits, investments, finance, actuarial science, etc., or perhaps has other leadership roles along the lines of board chair, etc.,
- **Committee/Board Makeup**
 - ✓ Diversity (a mix of skills, experience and perspectives) fosters lively discussion and varied points of view.
 - ✓ Controlled turnover leads to well-informed Committee/Board members and preserves institutional memory.
 - ✓ Large enough to promote meaningful discussion/debate, but small enough to reach consensus.

Governance

- **Meeting Frequency/Attendance**
 - ✓ Meetings must be frequent enough for the Committee/Board to fulfill its duties, not so frequent as to discourage attendance.
 - ✓ Meeting attendance is expected, member participation during a meeting should be encouraged.
- **Meeting Preparation**
 - ✓ Use of a formal agenda leads to a structured, efficient meeting.
 - ✓ Materials should be sent in advance and reviewed by all members prior to the meeting.
- **Governance Checklist**
 - ✓ Ensures that fiduciary responsibilities/obligations are reviewed on a regular basis.
 - ✓ Allows for a structured long-term approach in the face of potential short-term “fire drills”.

Documentation

- **Investment Policy Statement**
 - ✓ Serves as the Committee’s/Board’s blueprint for the management of the investment pool
 - ✓ Outlines roles and responsibilities of the Committee/Board members and other parties
 - ✓ Establishes framework for asset classes; asset allocation ranges; investment performance evaluation criteria; hiring/terminating managers,
- **Meeting Minutes**
 - ✓ Should be scribed and ultimately reviewed and approved by all Committee/Board members at each meeting
 - ✓ Provide historical context for why/how decisions were made and educate newer members on past decisions.
- **Properly Safekeep Meeting Materials**
 - ✓ Materials, including minutes, should be safekept and made available upon inquiry.



Investment Policy Statement

A well-written Investment Policy Statement serves as the blueprint for the management of the investment program. As such, there are certain criteria that are required in an IPS, and other criteria that may or may not be included based on the organization’s circumstances:

Important elements of an IPS to consider:

Investment objective(s)	✓
Assignment of responsibilities	✓
Asset allocation framework	✓
Rebalancing guidelines	✓
Selection and monitoring criteria for investment strategies	✓
Termination guidelines for investment strategies	✓

In the appendix, you will find the most recent IPS on file for the Town of Ledyard Pension.

- The body of the IPS is as of March 2012, and the asset allocation table in Appendix A is as of May 2024.
- There are no recommendations for change at this point in time.

TOWN OF LEDYARD, CONNECTICUT

DEFINED BENEFIT PENSION PLAN

INVESTMENT POLICY STATEMENT

MARCH 2012

Amended Appendix A as of August 2019, March 2022, May 2024

Introduction & Purpose

The Town of Ledyard Defined Benefit Pension Plan (the “Plan”) has been established to provide retirement benefits to those individuals eligible to receive them. This policy statement outlines the goals and investment objectives for the Plan. This document is intended to provide guidelines for managing the Plan, and to outline specific investment policies that will govern how those goals are to be achieved. This statement:

- Describes the investment objectives of the Plan;
- Defines the responsibilities of the Pension Board and other parties responsible for the management of the Plan;
- Establishes investment guidelines regarding the selection of investment managers and diversification of assets;
- Specifies the criteria for evaluating the performance of the investment managers and of the Plan as a whole.

Investment Objective

The Plan’s assets shall be invested in accordance with sound investment practices that emphasize long-term investment fundamentals. In establishing the investment objectives of the Plan, the Pension Board has taken into account the financial needs and circumstances of the Town, the time horizon available for investment, the nature of the Plan’s cash flows and liabilities, and other factors that affect their risk tolerance. Consistent with this, the Pension Board has determined that the investment of these assets shall be guided by the following underlying goals:

- To achieve the stated actuarial target of the Plan;
- To maintain sufficient liquidity to meet the obligations of the Plan;
- To diversify the assets of the Plan in order to reduce risk;
- To achieve investment results over the long-term that compare favorably with those of other pension plans, professionally managed portfolios and of appropriate market indexes.

Assignment of Responsibilities

Pension Board - The Pension Board is charged with the responsibility of overseeing the assets of the Plan. To that end, the Board’s responsibilities include: establishing and maintaining the Plan’s investment policy, objectives and portfolio guidelines with respect to asset allocation, risk parameters, and return evaluation and for specific interpretation of said investment policy, as well as selecting the investment vehicles, and periodically monitoring the performance of investments. The Pension Board,

however, may establish rules or other resolutions governing its investment policy and may delegate to the committee members or agents the authority to act. The Pension Board will meet periodically. The Pension Board shall discharge its duties with the care, skill, prudence and diligence appropriate to the circumstances then prevailing. The Pension Board recognizes that some risk must be assumed to achieve the Plan's long-term investment objectives.

Investment Consultant - The Pension Board may engage the services of an Investment Consultant. The Investment Consultant's role is that of a non-discretionary advisor to the Pension Board. The Investment Consultant will assist in the development and periodic review of an Investment Policy Statement and the Plan's asset allocation, conduct manager searches when necessary, monitor the performance of the managers/funds, and communicate on other matters of relevance to the oversight of the Plan.

Custodian - The Custodian is responsible for the safekeeping and custody of assets. The Custodian will physically (or through agreement with a sub-custodian) maintain possession of securities owned by the Plan, collect dividends and interest payments, redeem maturing securities, and effect receipt and delivery following purchases and sales. The Custodian may also perform regular accounting of all assets owned, purchased, or sold, as well as movement of assets into and out of the Plan accounts (for example, to accommodate distribution needs).

Asset Allocation

The asset allocation target ranges set forth in Appendix A represent a long-term view. Short-term market volatility may cause the asset mix to fall outside the targeted range.

Rebalancing

The Pension Board, at its discretion, may or may not institute rebalancing as necessary. Such adjustments should be executed with consideration to turnover, transaction costs, and realized losses over the long term. The necessity to rebalance will be reviewed periodically.

Selection Criteria for Investment Managers

Investment managers/funds retained by the Plan shall be chosen using various criteria, including but not limited to the following:

- Past results, considered relative to appropriate indexes and other investments having similar investment objectives. Consideration shall be given to both consistency of performance and the level of risk taken to achieve results;
- The investment style and discipline of the investment manager;

- How well the manager’s investment style or approach complements other assets in the Plan;
- Level of experience, personnel turnover, financial resources, and staffing levels of the investment management firm or fund.

The Plan will utilize a multi-manager structure of complementary investment styles and asset classes to invest the Plan’s assets.

Should additional contributions and/or market value growth permit, the Pension Board may retain additional investment managers to invest the assets of the Plan. Additional managers would be expected to diversify the Plan by investment style, asset class, and management structure and thereby enhance the probability of the Plan achieving its long-term investment objectives.

Securities Guidelines

The Plan’s investments may include separately managed accounts and/or mutual funds/co-mingled funds, including marketable and non-marketable alternatives and exchange traded funds. The Board understands that managers have full responsibility for security selection, diversification, turnover and allocation of holdings among selected securities and industry groups, as particularly detailed in the Investment Policy Statement of each of the Plan’s separately managed accounts or in the prospectus/offering memorandum for each mutual fund/co-mingled fund/exchange traded fund in the portfolio. No securities will be purchased, or carried, on margin.

With respect to mutual/co-mingled funds, the Board will consider the following to insure proper diversification and function for each of the funds:

1. The mutual fund/co-mingled pool organizations selected should demonstrate: (a) a clearly defined investment philosophy; (b) a consistent investment process; (c) an experienced and stable organization; and (d) cost-effectiveness.
2. The mutual fund/co-mingled pool used will generally have at least a full three-year track record, or its equivalent, and the individual fund/pool must have at least \$25 million under management (or, as an organization, \$100 million in the same strategy) at the time of selection.
3. Each mutual fund/co-mingled pool will be regularly evaluated for proper diversity and each will provide material information on a timely basis.
4. With respect to hedge fund-of-funds, in addition to meeting each of the three above-specified criteria, each fund-of-funds will include an appropriate number of hedge fund managers to be considered well diversified. Investment strategies in hedge fund-of-funds may generally include: long/short U.S. equity, global equity, derivatives, distressed debt and other fixed income strategies, currency exposure,

arbitrage and event driven strategies, and additional strategies with low correlation to traditional asset classes.

Proxy Voting

Each investment manager is responsible for and empowered to exercise all rights, including voting rights, as are acquired through the purchase of securities, where practical. Each investment manager shall vote proxies in the best interest of the client. A copy of each firm's guidelines, and/or summary of proxy votes shall be provided to the Pension Board upon request.

Investment Monitoring and Reporting

The Board will periodically review performance of the investments in the Plan. Performance monitoring is the mechanism for revisiting the investment selection process and confirming that the criteria originally satisfied remain intact and that an investment continues to be appropriate for the Plan. While frequent change is neither expected nor desirable, the process of monitoring investment performance relative to specified guidelines is an on-going process.

Monitoring should occur on a periodic basis. The monitoring process will utilize the same criteria that formed the basis of the investment selection decision. In addition, a set of "watch list criteria" may be employed to track important quantitative and qualitative elements, assist in the evaluation process, and focus the Board on potential areas of concern.

Watch list criteria may include the following:

- Performance relative to benchmark performance over various time frames;
- Deterioration of risk-adjusted performance;
- Notable style drift / change in investment objective;
- High manager fees relative to peers;
- Significant organizational or manager change.

Termination of an Investment Manager or Fund

A manager/fund may be terminated when the Board has lost confidence in the manager's ability to:

- Achieve performance and risk objectives;
- Comply with investment guidelines;
- Comply with reporting requirements;
- Maintain a stable organization and retain key investment professionals.

There are no hard and fast rules for manager termination. However, if the investment manager has consistently failed to adhere to one or more of the above

conditions, termination may be considered. Failure to remedy the circumstances of unsatisfactory performance by the manager/fund, within a reasonable time, may be grounds for termination.

Any recommendation to terminate a manager/fund will be treated on an individual basis, and will not be made solely based on quantitative data. In addition to those above, other factors may include, but shall not be limited to, professional or client turnover, or material change to investment processes.

The process for selecting a replacement for a terminated manager would follow the criteria outlined in the section of this Investment Policy Statement titled Selection Criteria for Investment Managers.

Approval

It is understood that this investment policy is to be reviewed periodically by the Pension Board to determine if any revisions are warranted by changing circumstances including, but not limited to, changes in financial status, risk tolerance, or changes involving the investment managers.

Approved by the Town of Ledyard Pension Board May 2024

Appendix A
Updated May 2024

Target Asset Allocation Table

Asset Class	Min Weight	Target Weight	Max Weight	Benchmark Index
Cash	0.0%	3.0%	5.0%	90-Day Treasury Bill
Fixed Income	30.0%	41.0%	50.0%	Barclays Capital Aggregate Index
Domestic Equities	20.0%	32.0%	50.0%	S&P 500 Index Russell 2000 Index
International Equities	10.0%	21.5%	40.0%	MSCI ACWI ex-US Index MSCI Emerging Markets Index
Real Assets	0.0%	2.5%	7.5%	DWS Real Assets Benchmark

Definitions & Disclosures

Please note: Due to rounding methodologies of various data providers, certain returns in this report might differ slightly when compared to other sources

REGULATORY DISCLOSURES

Offer of ADV Part 2A: Rule 204-3 under the Investment Advisers Act of 1940 requires that we make an annual offer to clients to send them, without charge, a written disclosure statement meeting the requirements of such rule. We will be glad to send a copy of our ADV Part 2A to you upon your written request to compliance@fiducient.com.

INDEX DEFINITIONS

- **Citigroup 3 Month T-Bill** measures monthly return equivalents of yield averages that are not marked to market. The Three-Month Treasury Bill Indexes consist of the last three three-month Treasury bill issues.
- **Ryan 3 Yr. GIC** is an arithmetic mean of market rates of \$1 million Guaranteed Interest Contracts held for three years.
- **Bloomberg Treasury U.S. T-Bills-1-3 Month Index** includes aged U.S. Treasury bills, notes and bonds with a remaining maturity from 1 up to (but not including) 3 months. It excludes zero coupon strips.
- **Bloomberg Capital US Treasury Inflation Protected Securities Index** consists of Inflation-Protection securities issued by the U.S. Treasury.
- **Bloomberg Muni Index** is a rules-based, market-value-weighted index engineered for the long-term tax-exempt bond market. Bonds must be rated investment-grade by at least two ratings agencies.
- **Bloomberg Muni 1 Year Index** is the 1-year (1-2) component of the Municipal Bond index.
- **Bloomberg Muni 3 Year Index** is the 3-year (2-4) component of the Municipal Bond index.
- **Bloomberg Muni 5 Year Index** is the 5-year (4-6) component of the Municipal Bond index.
- **Bloomberg Muni 7 Year Index** is the 7-year (6-8) component of the Municipal Bond index.
- **Bloomberg Intermediate U.S. Gov't/Credit** is the Intermediate component of the U.S. Government/Credit index, which includes securities in the Government and Credit Indices. The Government Index includes treasuries and agencies, while the credit index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements.
- **Bloomberg U.S. Aggregate Index** covers the U.S. investment grade fixed rate bond market, with index components for government and corporate securities, mortgage pass-through securities, and asset-backed securities.
- **Bloomberg Global Aggregate ex. USD Indices** represent a broad-based measure of the global investment-grade fixed income markets. The two major components of this index are the Pan-European Aggregate and the Asian-Pacific Aggregate Indices. The index also includes Eurodollar and Euro-Yen corporate bonds and Canadian government, agency and corporate securities.
- **Bloomberg U.S. Corporate High Yield Index** covers the universe of fixed rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets (sovereign rating of Baa1/BBB+/BBB+ and below using the middle of Moody's, S&P, and Fitch) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included.
- **JP Morgan Government Bond Index-Emerging Market (GBI-EM) Index** is a comprehensive, global local emerging markets index, and consists of regularly traded, liquid fixed-rate, domestic currency government bonds to which international investors can gain exposure.
- **The S&P 500** is a capitalization-weighted index of 500 stocks designed to measure performance of the broad domestic economy through changes in the aggregate market value of 500 stocks representing all major industries.
- **The Dow Jones Industrial Index** is a price-weighted average of 30 blue-chip stocks that are generally the leaders in their industry.
- **The NASDAQ** is a broad-based capitalization-weighted index of stocks in all three NASDAQ tiers: Global Select, Global Market and Capital Market.
- **Russell 3000** is a market-cap-weighted index which consists of roughly 3,000 of the largest companies in the U.S. as determined by market capitalization. It represents nearly 98% of the investable U.S. equity market.
- **Russell 1000** consists of the largest 1000 companies in the Russell 3000 Index.
- **Russell 1000 Growth** measures the performance of those Russell 1000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 1000 Value** measures the performance of those Russell 1000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell Mid Cap** measures the performance of the 800 smallest companies in the Russell 1000 Index.
- **Russell Mid Cap Growth** measures the performance of those Russell Mid Cap companies with higher P/B ratios and higher forecasted growth values.
- **Russell Mid Cap Value** measures the performance of those Russell Mid Cap companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2000** consists of the 2,000 smallest U.S. companies in the Russell 3000 index.
- **Russell 2000 Growth** measures the performance of the Russell 2000 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2000 Value** measures the performance of those Russell 2000 companies with lower P/B ratios and lower forecasted growth values.
- **Russell 2500** consists of the 2,500 smallest U.S. companies in the Russell 3000 index.
- **Russell 2500 Growth** measures the performance of the Russell 2500 companies with higher P/B ratios and higher forecasted growth values.
- **Russell 2500 Value** measures the performance of those Russell 2500 companies with lower P/B ratios and lower forecasted growth values.
- **MSCI World** captures large and mid-cap representation across 23 Developed Markets countries. With 1,645 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.
- **MSCI ACWI (All Country World Index) ex. U.S. Index** captures large and mid-cap representation across 22 of 23 Developed Markets countries (excluding the United States) and 23 Emerging Markets countries. With 1,859 constituents, the index covers approximately 85% of the global equity opportunity set outside the US.
- **MSCI ACWI (All Country World Index) ex. U.S. Small Cap Index** captures small cap representation across 22 of 23 Developed Markets countries (excluding the US) and 23 Emerging Markets countries. With 4,368 constituents, the index covers approximately 14% of the global equity opportunity set outside the US.
- **MSCI EAFE** is an equity index which captures large and mid-cap representation across Developed Markets countries around the world, excluding the US and Canada. With 930 constituents, the index covers approximately 85% of the free float-adjusted market capitalization in each country.

- **MSCI EAFE Value** captures large and mid-cap securities exhibiting overall value style characteristics across Developed Markets countries around the world, excluding the US and Canada. The value investment style characteristics for index construction are defined using three variables: book value to price, 12-month forward earnings to price and dividend yield. With 507 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI EAFE Growth** captures large and mid-cap securities exhibiting overall growth style characteristics across Developed Markets countries around the world, excluding the US and Canada. The growth investment style characteristics for index construction are defined using five variables: long-term forward EPS growth rate, short-term forward EPS growth rate, current internal growth rate and long-term historical EPS growth trend and long-term historical sales per share growth trend. With 542 constituents, the index targets 50% coverage of the free float-adjusted market capitalization of the MSCI EAFE Index.
- **MSCI Emerging Markets** captures large and mid-cap representation across 23 Emerging Markets countries. With 836 constituents, the index covers approximately 85% of the free-float adjusted market capitalization in each country.
- **Consumer Price Index** is a measure of prices paid by consumers for a market basket of consumer goods and services. The yearly (or monthly) growth rates represent the inflation rate.
- **FTSE NAREIT Equity REITs Index** contains all Equity REITs not designed as Timber REITs or Infrastructure REITs.
- **S&P Developed World Property** defines and measures the investable universe of publicly traded property companies domiciled in developed markets. The companies in the index are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **S&P Developed World Property x U.S.** defines and measures the investable universe of publicly traded property companies domiciled in developed countries outside of the U.S. The companies included are engaged in real estate related activities, such as property ownership, management, development, rental and investment.
- **Fund Specific Broad Real Asset Benchmarks:**
 - **DWS Real Assets:** 30%: Dow Jones Brookfield Infrastructure Index, 30%: FTSE EPRA/NAREIT Developed Index, 15%: Bloomberg Commodity Index, 15%: S&P Global Natural Resources Index, 10%: U.S. Treasury Inflation Notes Total Return Index
 - **PIMCO Inflation Response Multi Asset Fund:** 45% Bloomberg U.S. TIPS, 20% Bloomberg Commodity Index, 15% JP Morgan Emerging Local Markets Plus, 10% Dow Jones Select REIT, 10% Bloomberg Gold Subindex Total Return
 - **Principal Diversified Real Assets:** 35% BbgBarc U.S. Treasury TIPS Index, 20% S&P Global Infrastructure Index NTR, 20% S&P Global Natural Resources Index NTR, 15% Bloomberg Commodity Index, and 10% FTSE EPRA/NAREIT Developed Index NTR
 - **Wellington Diversified Inflation H:** 50% MSCI ACWI Commodity Producers Index, 25% Bloomberg Commodity Index, and 25% Bloomberg Bloomberg US TIPS 1 – 10 Year Index
- **Bloomberg Commodity Index** is calculated on an excess return basis and reflects commodity futures price movements. The index rebalances annually weighted 2/3 by trading volume and 1/3 by world production and weight-caps are applied at the commodity, sector and group level for diversification.
- **HFRI Fund Weighted Composite Index** is a global, equal-weighted index of over 2,000 single-manager funds that report to HFR Database. Constituent funds report monthly net of all fees performance in US Dollar and have a minimum of \$50 Million under management or a twelve (12) month track record of active performance. The HFRI Fund Weighted Composite Index does not include Funds of Hedge Funds.
- **The Alerian MLP Index** is the leading gauge of energy Master Limited Partnerships (MLPs). The float adjusted, capitalization-weighted index, whose constituents represent approximately 85% of total float-adjusted market capitalization, is disseminated real-time on a price-return basis (AMZ) and on a total-return basis.
- **The Adjusted Alerian MLP Index** is commensurate with 65% of the monthly returns of the Alerian MLP Index to incorporate the effect of deferred tax liabilities incurred by MLP entities.
- **Cambridge Associates U.S. Private Equity Index** is based on data compiled from more than 1,200 institutional-quality buyout, growth equity, private equity energy, and mezzanine funds formed between 1986 and 2015.
- **Cambridge Associates U.S. Venture Capital Index** is based on data compiled from over 1,600 institutional-quality venture capital funds formed between 1986 and 2015.
- **Vanguard Spliced Bloomberg US1-5Yr Gov/Cr Flt Adj Index:** Bloomberg U.S. 1–5 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 1–5 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US5-10Yr Gov/Cr Flt Adj Index:** Bloomberg U.S. 5–10 Year Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. 5–10 Year Government/Credit Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US Agg Flt Adj Index:** Bloomberg U.S. Aggregate Bond Index through December 31, 2009; Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Bloomberg US Long Gov/Cr Flt Adj Index:** Bloomberg U.S. Long Government/Credit Bond Index through December 31, 2009; Bloomberg U.S. Long Government/Credit Float Adjusted Index thereafter.
- **Vanguard Balanced Composite Index:** Made up of two unmanaged benchmarks, weighted 60% Dow Jones U.S. Total Stock Market Index (formerly the Dow Jones Wilshire 5000 Index) and 40% Bloomberg U.S. Aggregate Bond Index through May 31, 2005; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Bond Index through December 31, 2009; 60% MSCI US Broad Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index through January 14, 2013; and 60% CRSP US Total Market Index and 40% Bloomberg U.S. Aggregate Float Adjusted Index thereafter.
- **Vanguard Spliced Intermediate-Term Tax-Exempt Index:** Bloomberg 1–15 Year Municipal Bond Index.
- **Vanguard Spliced Extended Market Index:** Dow Jones Wilshire 4500 Index through June 17, 2005; S&P Transitional Completion Index through September 16, 2005; S&P Completion Index thereafter.
- **Vanguard Spliced Value Index:** S&P 500 Value Index (formerly the S&P 500/Barra Value Index) through May 16, 2003; MSCI US Prime Market Value Index through April 16, 2013; CRSP US Large Cap Value Index thereafter.
- **Vanguard Spliced Large Cap Index:** Consists of MSCI US Prime Market 750 Index through January 30, 2013, and the CRSP US Large Cap Index thereafter.
- **Vanguard Spliced Growth Index:** S&P 500 Growth Index (formerly the S&P 500/Barra Growth Index) through May 16, 2003; MSCI US Prime Market Growth Index through April 16, 2013; CRSP US Large Cap Growth Index thereafter.
- **Vanguard Spliced Mid Cap Value Index:** MSCI US Mid Cap Value Index through April 16, 2013; CRSP US Mid Cap Value Index thereafter.
- **Vanguard Spliced Mid Cap Index:** S&P MidCap 400 Index through May 16, 2003; the MSCI US Mid Cap 450 Index through January 30, 2013; and the CRSP US Mid Cap Index thereafter.
- **Vanguard Spliced Mid Cap Growth Index:** MSCI US Mid Cap Growth Index through April 16, 2013; CRSP US Mid Cap Growth Index thereafter.
- **Vanguard Spliced Total Stock Market Index:** Dow Jones U.S. Total Stock Market Index (formerly known as the Dow Jones Wilshire 5000 Index) through April 22, 2005; MSCI US Broad Market Index through June 2, 2013; and CRSP US Total Market Index thereafter.
- **Vanguard Spliced Small Cap Value Index:** SmallCap 600 Value Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Value Index through April 16, 2013; CRSP US Small Cap Value Index thereafter.

- **Vanguard Spliced Small Cap Index:** Russell 2000 Index through May 16, 2003; the MSCI US Small Cap 1750 Index through January 30, 2013; and the CRSP US Small Cap Index thereafter.
- **Vanguard Spliced Small Cap Growth Index:** S&P SmallCap 600 Growth Index (formerly the S&P SmallCap 600/Barra Value Index) through May 16, 2003; MSCI US Small Cap Growth Index through April 16, 2013; CRSP US Small Cap Growth Index thereafter.
- **Vanguard Spliced Total International Stock Index:** Consists of the Total International Composite Index through August 31, 2006; the MSCI EAFE + Emerging Markets Index through December 15, 2010; the MSCI ACWI ex USA IMI Index through June 2, 2013; and FTSE Global All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Developed Markets Index:** MSCI EAFE Index through May 28, 2013; FTSE Developed ex North America Index through December 20, 2015; FTSE Developed All Cap ex US Transition Index through May 31, 2016; FTSE Developed All Cap ex US Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard Spliced Emerging Markets Index:** Select Emerging Markets Index through August 23, 2006; MSCI Emerging Markets Index through January 9, 2013; FTSE Emerging Transition Index through June 27, 2013; FTSE Emerging Index through November 1, 2015; and FTSE Emerging Markets All Cap China A Transition Index thereafter. Benchmark returns are adjusted for withholding taxes.
- **Vanguard REIT Spliced Index:** MSCI US REIT Index adjusted to include a 2% cash position (Lipper Money Market Average) through April 30, 2009; MSCI US REIT Index through January 31, 2018; MSCI US Investable Market Real Estate 25/50 Transition Index through July 24, 2018; MSCI US Investable Market Real Estate 25/50 Index thereafter.

Additional:

- Equity sector returns are calculated by Russell and MSCI for domestic and international markets, respectively. MSCI sector definitions correspond to the MSCI GICS® classification (Global Industry Classification System); Russell uses its own sector and industry classifications.
- MSCI country returns are calculated by MSCI and are free float-adjusted market capitalization indices that are designed to measure equity market performance in each specific country.
- Currency returns are calculated using Bloomberg's historical spot rate indices and are calculated using the U.S. dollar as the base currency.
- The Index of Leading Economic Indicators, calculated by The Conference Board, is used as a barometer of economic activity over a range of three to six months. The index is used to determine the direction and stability of the economy. The composite index of leading indicators, which is derived from 10 leading indicators, helps to signal turning points in the economy and forecast economic cycles. The leading indicators are the following: average weekly hours, average weekly initial claims, manufacturers' new orders, both consumer and non-defense capital goods, vendor performance, building permits, stock prices, money supply (M2), the interest rate spread and the index of consumer expectations.
- S&P Target Date Indexes are constructed using a survey method of current target date investments with \$100 million or more in assets under management. Allocations for each vintage are comprised of exchange-traded funds that represent respective asset classes used in target date portfolios. The indexes are designed to represent a market consensus glide path.

DEFINITION OF KEY STATISTICS AND TERMS

- **Returns:** A percentage figure used when reporting historical average compounded rate of investment return. All returns are annualized if the period for which they are calculated exceeds one year.
- **Universe Comparison:** The universe compares the fund's returns to a group of other investment portfolios with similar investment strategies. The returns for the fund, the index and the universe percentiles are displayed. A percentile ranking of 1 is the best, while a percentile ranking of 100 is the worst. For example, a ranking of 50 indicates the fund outperformed half of the universe. A ranking of 25 indicates the fund was in the top 25% of the universe, outperforming 75%.
- **Returns In Up/Down Markets:** This measures how the fund performed in both up and down markets. The methodology is to segregate the performance for each time period into the quarters in which the market, as defined by the index, was positive and negative. Quarters with negative index returns are treated as down markets, and quarters with positive index returns are treated as up markets. Thus, in a 3 year or 12 quarter period, there might be 4 down quarters and 8 up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the up quarters. A simple arithmetic average of returns is calculated for the fund and the index based on the down quarters. The up market capture ratio is the ratio of the fund's return in up markets to the index. The down market capture ratio is the ratio of the fund's return in down markets to the index. Ideally, the fund would have a greater up market capture ratio than down market capture ratio.
- **Standard Deviation:** Standard deviation is a statistical measure of the range of performance within which the total returns of a fund fall. When a fund has a high standard deviation, the range of performance is very wide, meaning there is a greater volatility. Approximately 68% of the time, the total return of any given fund will differ from the average total return by no more than plus or minus the standard deviation figure. Ninety-five percent of the time, a fund's total return will be within a range of plus or minus two times the standard deviation from the average total return. If the quarterly or monthly returns are all the same the standard deviation will be zero. The more they vary from one another, the higher the standard deviation. Standard deviation can be misleading as a risk indicator for funds with high total returns because large positive deviations will increase the standard deviation without a corresponding increase in the risk of the fund. While positive volatility is welcome, negative is not.
- **R-Squared:** This reflects the percentage of a fund's movements that are explained by movements in its benchmark index. An R-squared of 100 means that all movements of a fund are completely explained by movements in the index. Conversely, a low R-squared indicates very few of the fund's movements are explained by movements in the benchmark index. R-squared can also be used to ascertain the significance of a particular beta. Generally, a higher R-squared will indicate a more reliable beta figure. If the R-squared is lower, then the beta is less relevant to the fund's performance. A measure of diversification, R-squared indicates the extent to which fluctuations in portfolio returns are explained by market. An R-squared = 0.70 implies that 70% of the fluctuation in a portfolio's return is explained by the fluctuation in the market. In this instance, overweighting or underweighting of industry groups or individual securities is responsible for 30% of the fund's movement.
- **Beta:** This is a measure of a fund's market risk. The beta of the market is 1.00. Accordingly, a fund with a 1.10 beta is expected to perform 10% better than the market in up markets and 10% worse than the market in down markets. It is important to note, however, a low fund beta does not imply the fund has a low level of volatility; rather, a low beta means only that the fund's market-related risk is low. Because beta analyzes the market risk of a fund by showing how responsive the fund is to the market, its usefulness depends on the degree to which the markets determine the fund's total risk (indicated by R-squared).
- **Alpha:** The Alpha is the nonsystematic return, or the return that can't be attributed to the market. It can be thought of as how the manager performed if the market's return was zero. A positive alpha implies the manager added value to the return of the portfolio over that of the market. A negative alpha implies the manager did not contribute any value over the performance of the market.
- **Sharpe Ratio:** The Sharpe ratio is the excess return per unit of total risk as measured by standard deviation. Higher numbers are better, indicating more return for the level of risk experienced. The ratio is a fund's return minus the risk-free rate of return (30-day T-Bill rate) divided by the fund's standard deviation. The higher the Sharpe ratio, the more reward you are receiving per unit of total risk. This measure can be used to rank the performance of mutual funds or other portfolios.
- **Treynor Ratio:** The Treynor ratio measures returns earned in excess of that which could have been earned on a riskless investment per each unit of market risk. The ratio relates excess return over the risk-free rate to the additional risk taken; however, systematic risk is used instead of total risk. The Treynor ratio is similar to the Sharpe ratio, except in the fact that it uses the beta to evaluate the returns rather than the standard deviation of portfolio returns. High values mean better return for risk taken.

- **Tracking Error:** Tracking error measures the volatility of the difference in annual returns between the manager and the index. This value is calculated by measuring the standard deviation of the difference between the manager and index returns. For example, a tracking error of +/- 5 would mean there is about a 68% chance (1 standard deviation event) that the manager's returns will fall within +/- 5% of the benchmark's annual return.
- **Information Ratio:** The information ratio is a measure of the consistency of excess return. This value is determined by taking the annualized excess return over a benchmark (style benchmark by default) and dividing it by the standard deviation of excess return.
- **Consistency:** Consistency shows the percent of the periods the fund has beaten the index and the percent of the periods the index has beat the fund. A high average for the fund (e.g., over 50) is desirable, indicating the fund has beaten the index frequently.
- **Downside Risk:** Downside risk is a measure similar to standard deviation but focuses only on the negative movements of the return series. It is calculated by taking the standard deviation of the negative quarterly set of returns. The higher the factor, the riskier the product.
- **M-Squared:** M-squared, or the Modigliani risk-adjusted performance measure is used to characterize how well a portfolio's return rewards an investor for the amount of risk taken, relative to that of some benchmark portfolio and to the risk-free rate.

DEFINITION OF KEY PRIVATE EQUITY TERMS

- **PIC (Paid in Capital):** The amount of committed capital that has been transferred from the limited partner to the general partner.
- **TVPI (Total Value to Paid in Capital):** Money returned to limited partners plus the fund's unrealized investments, divided by money paid-in to the partnership. The TVPI should equal RVPI plus DPI.
- **DPI (Distribution to Paid In Capital):** Money returned (distributions) to limited partners divided by money paid in to the partnership. Also called cash-on-cash multiple.
- **RVPI (Residual Value to Paid In Capital):** The value of a fund's unrealized investments divided by money paid-in to the partnership.
- **Internal rate of return (IRR):** This is the most appropriate performance benchmark for private equity investments. It is a time-weighted return expressed as a percentage. IRR uses the present sum of cash drawdowns (money invested), the present value of distributions (money returned from investments) and the current value of unrealized investments and applies a discount.
- **Commitment:** Every investor in a private equity fund commits to investing a specified sum of money in the fund partnership over a specified period of time. The fund records this as the limited partnership's capital commitment. The sum of capital commitments is equal to the size of the fund.
- **Capital Distribution:** These are the returns that an investor in a private equity fund receives. It is the income and capital realized from investments less expenses and liabilities. Once a limited partner has had their cost of investment returned, further distributions are actual profit. The partnership agreement determines the timing of distributions to the limited partner. It will also determine how profits are divided among the limited partners and general partner.
- **Carried Interest:** The share of profits that the fund manager is due once it has returned the cost of investment to investors. Carried interest is normally expressed as a percentage of the total profits of the fund.
- **Co-Investment:** Co-Investments are minority investments made alongside a private equity investor in an LBO, a recapitalization, or an expansion capital transaction. It is a passive, non-controlling investment, as the private equity firm involved will typically exercise control and perform monitoring functions.
- **General Partner (GP):** This can refer to the top-ranking partners at a private equity firm as well as the firm managing the private equity fund.
- **GP Commitments:** It is normal practice for the GP managing a private equity fund to also make a financial commitment to the fund on the same basis as the LPs in the fund, and this is seen as an important factor driving the alignment of GP and LP interests. The historic benchmark for GP commitments has been 1% of the total fund size, but this is by no means universal, and many GPs commit significantly larger amounts. Furthermore, there has been a marked trend towards GPs making larger commitments to their funds over recent years.
- **Leveraged Buy-Out (LBO):** The acquisition of a company using debt and equity finance.
- **Limited Partner (LP):** Institutions or high-net-worth individuals/sophisticated investors that contribute capital to a private equity fund.
- **Public Market Equivalent (PME):** Performance measure used to evaluate performance relative to the market. It is calculated as the ratio of the discounted value of the LP's inflows divided by the discounted value of outflows, with the discounting performed using realized market returns.
- **Primaries:** An original investment vehicle that invests directly into a company or asset.

VALUATION POLICY

Fiducient Advisors does not engage an independent third-party pricing service to value securities. Our reports are generated using the security prices provided by custodians used by our clients. Our custodial pricing hierarchy is available upon request. If a client holds a security not reported by the first custodian within the hierarchy, the valuation is generated from the next custodian within the hierarchy, and so forth. Each custodian uses pricing services from outside vendors, where the vendors may generate nominally different prices. Therefore, this report can reflect minor valuation differences from those contained in a custodian's report. In rare instances where FA overrides a custodial price, prices are taken from Bloomberg.

REPORTING POLICY

This report is intended for the exclusive use of the client listed within the report. Content is privileged and confidential. Any dissemination or distribution is strictly prohibited. Information has been obtained from a variety of sources believed to be reliable though not independently verified. Any forecast represents median expectations and actual returns, volatilities and correlations will differ from forecasts. Please note each client has customized investment objectives and constraints and the investment strategy for each portfolio is based on a client-specific asset allocation model. Past performance does not indicate future performance and there is a possibility of a loss. Performance calculated net of investment fees. Certain portfolios presented may be gross of Fiducient Advisors' fees and actual performance would be reduced by investment advisory fees. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney, and accountant, as appropriate, regarding specific advice.

Custodian reports are the reports that govern the account. There will be different account values between Fiduciant Advisors' reports and the custodian reports based on whether the report utilizes trade date or settlement date to calculate value. Additionally, difference between values contained on reports may be caused by different accrued income values. Any forecasts represent future expectations and actual returns, volatilities and correlations will differ from forecasts. This report does not represent a specific investment recommendation. Please consult with your advisor, attorney, and accountant, as appropriate, regarding specific advice. Past performance does not indicate future performance and there is a possibility of a loss.

Manager performance for mutual funds and ETFs is based on NAV and provided by Lipper. Performance for non-mutual fund or ETF investments is based on the returns provided by managers, calculations based on a manager statement, or calculations based on a statement or data from the client's custodian. Unless specified otherwise, all returns are net of individual manager fees, represent total returns and are annualized for periods greater than one year. The deduction of fees produces a compounding effect that reduces the total rate of return over time. As an example, the effect of investment management fees on the total value of a client's portfolio assuming (a) quarterly fee assessment, (b) \$1,000,000 investment, (c) portfolio return of 8% a year, and (d) 0.50% annual investment advisory fee would be \$5,228 in the first year, and cumulative effects of \$30,342 over five years and \$73,826 over ten years. Additional information on advisory fees charged by Fiduciant Advisors are described in Part 2 of the Form ADV.

MATERIAL RISKS & LIMITATIONS

Fixed Income securities are subject to interest rate risks, the risk of default and liquidity risk. U.S. investors exposed to non-U.S. fixed income may also be subject to currency risk and fluctuations.
-Liability Driven Investing (LDI) Assets

Cash may be subject to the loss of principal and over longer period of time may lose purchasing power due to inflation.
-Short Term Liquidity

Domestic Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry factors, or other macro events. These may happen quickly and unpredictably.

International Equity can be volatile. The rise or fall in prices take place for a number of reasons including, but not limited to changes to underlying company conditions, sector or industry impacts, or other macro events. These may happen quickly and unpredictably. International equity allocations may also be impact by currency and/or country specific risks which may result in lower liquidity in some markets.

Real Assets can be volatile and may include asset segments that may have greater volatility than investment in traditional equity securities. Such volatility could be influenced by a myriad of factors including, but not limited to overall market volatility, changes in interest rates, political and regulatory developments, or other exogenous events like weather or natural disaster.

Private Equity involves higher risk and is suitable only for sophisticated investors. Along with traditional equity market risks, private equity investments are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility and/or the potential loss of capital.

Private Credit involves higher risk and is suitable only for sophisticated investors. These assets are subject to interest rate risks, the risk of default and limited liquidity. U.S. investors exposed to non-U.S. private credit may also be subject to currency risk and fluctuations.

Private Real Estate involves higher risk and is suitable only for sophisticated investors. Real estate assets can be volatile and may include unique risks to the asset class like leverage and/or industry, sector or geographical concentration. Declines in real estate value may take place for a number of reasons including, but are not limited to economic conditions, change in condition of the underlying property or defaults by the borrow.

Marketable Alternatives involves higher risk and is suitable only for sophisticated investors. Along with traditional market risks, marketable alternatives are also subject to higher fees, lower liquidity and the potential for leverage that may amplify volatility or the potential for loss of capital. Additionally, short selling involved certain risks including, but not limited to additional costs, and the potential for unlimited loss on certain short sale positions.

OTHER

By regulation, closed-end funds utilizing debt for leverage must report their interest expense, as well as their income tax expense, as part of their total expense ratio. To make for a useful comparison between closed-end funds and both open-end funds and exchange-traded funds, adjusted expense ratios excluding interest and income tax expenses are utilized for closed-end funds within this report. See disclosure on closed-end fund fact sheets for information regarding the total expense ratio of each closed-end fund.

Please advise us of any changes in your objectives or circumstances.

CUSTODIAN STATEMENTS

Please remember to review the periodic statements you receive from you custodian. If you do not receive periodic statements from your custodian or notice issues with the activity reported in those statements, please contact FA or your custodian immediately.



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1905

Agenda Date: 5/20/2025

Agenda #: 1.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Motion to APPROVE Regular Meeting Minutes from April 15, 2025, as written.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)



TOWN OF LEDYARD

741 Colonel Ledyard Highway
Ledyard, Connecticut 06339

Retirement Board Meeting Minutes

Chairman
John Rodolico

Regular Meeting

Tuesday, April 15, 2025

10:00 AM

Council Chambers - Hybrid Format

I. CALL TO ORDER

The Regular Meeting was called to order by Chairman Rodolico at 10:00 a.m.

II. ROLL CALL

Present Board Member William Thorne
Chairperson John Rodolico
Board Member Roger Coddling
Board Member Sharon Wadecki

Also in attendance:
Naomi Rodriguez, Town Council Chairperson.

Staff Present:
Mayor Fred Allyn III
Christine Dias, Human Resource Director
Matt Bonin, Finance Director
Christina Hostetler, Town Hall Assistant

Staff Excused:
Ian Stammel, Assistant Finance Director

III. PRESENTATIONS

None.

IV. REVIEW AND APPROVAL OF MINUTES

1. Motion to APPROVE Regular Meeting Minutes from March 18, 2025, as written.

RESULT: APPROVED AND SO DECLARED

MOVER: John Rodolico

SECONDER: Sharon Wadecki

AYE 4 Thorne Rodolico Coddling Wadecki

V. DIRECTOR OF HUMAN RESOURCES UPDATE

1. Director of Human Resources Update.

No report this month.

Mr. Thorne asked what the status was of the Police/Public Works Union meeting regarding Connecticut's Municipal Employee Retirement System (CMERs). It was answered that the meeting was held in January and the obligation to hold a meeting has been fulfilled.

RESULT: DISCUSSED

VI. FINANCE DIRECTOR'S REPORTS**1. Finance Director's Report.**

Matt Bonin, Finance Director said he had nothing to report other than the email from Chris Rowlin, Fiducient Advisors, regarding the current market turmoil. This email was sent to the Board members.

RESULT: DISCUSSED

VII. OLD BUSINESS**1. Discussion and possible vote on USI Plan Compliance Services Proposal.**

Mr. Thorne reiterated that at the last meeting the Board agreed to reach out to Robinson & Cole, specifically Bruce Barth, for an estimate. Mr. Thorne drafted a letter to Attorney Barth which he shared with the Board.

"The Town of Ledyard requests Robinson + Cole's services in assisting the Town of Ledyard Retirement Board (Retirement Board) with the review and restatement of the town's "Retirement Plan for Full Time Employees" (Defined Benefit Plan). The "Plan" was last restated in July 2012 and is in need of a legal/technical review, possible restructuring and subsequent restatement. I believe your firm (you specifically) was involved in the last restatement effort and is probably in the best position to help the Retirement Board with this new restatement effort. The Town, through the Retirement Board, will provide liaison and administrative support for this effort. So that the Retirement Board can authorize an expenditure for this effort, it is requested that Robinson + Cole provide an estimate of your services needed to complete this effort."

Mr. Thorne asked if Robinson & Cole are the Town's attorney. Mayor Allyn III answered that Shipman & Goodwin are the Town's attorneys.

Mr. Thorne will ask Robinson & Cole to give a cost structure for updating the 2012 plan and compare it to the one provided by USI.

Motion to APPROVE submittal of letter to Robinson & Cole requesting an estimate to complete a legal and technical review, possible restructuring and subsequent restatement of the Retirement Plan for Full-Time Employees of the Town of Ledyard.

RESULT: APPROVED AND SO DECLARED

MOVER: John Rodolico

SECONDER: Roger Coddling

AYE 4 Thorne Rodolico Coddling Wadecki

2. Any Other Old Business to come before the Board.

None.

VIII. NEW BUSINESS

1. Motion to APPROVE a change to the monthly modified cash refund retirement pension benefit for Kenneth Creutz to the amount of \$4,668.95 from \$4,886.00 as of May 1, 2025.

Ms. Wadecki stated that she thought the Board had already completed all of the Police retirement reevaluations. Christine Dias, Human Resource Director replied that while looking at other files administrative reporting errors were found with the max cap 130% calculations. In this case the number was misreported, which resulted in a change to the benefit calculation. Ms. Wadecki asked if there would be more reporting errors to come, Ms. Dias answered that at this point every retirement that is subject to the 130% cap has been reviewed and the Board is in a good position moving forward.

RESULT: APPROVED AND SO DECLARED

MOVER: John Rodolico

SECONDER: Sharon Wadecki

AYE 4 Thorne Rodolico Coddling Wadecki

2. Motion to APPROVE payment of USI invoice #90108571, dated March 31, 2025, in the amount of \$400.00, for a revised benefit calculation for Kenneth Creutz.

RESULT: APPROVED AND SO DECLARED

MOVER: John Rodolico

SECONDER: Sharon Wadecki

AYE 4 Thorne Rodolico Coddling Wadecki

3. Any Other New Business to come before the Board.

Chairman Rodolico asked if there was any other New Business. Naomi Rodriguez, Town Council Chairperson said that April is National Volunteer appreciation month and on behalf of the Town Council she wanted to thank the Board for their time, hard work and effort.

RESULT: DISCUSSED

IX. ADJOURNMENT

Motion to ADJOURN the Regular meeting at 10:13 a.m.

RESULT: APPROVED AND SO DECLARED

MOVER: Sharon Wadecki

SECONDER: John Rodolico

AYE 4 Thorne Rodolico Coddling Wadecki

DISCLAIMER: Although we try to be timely and accurate these are not official records of the Town.



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1909

Agenda Date: 5/20/2025

Agenda #: 1.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Director of Human Resources Update.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1908

Agenda Date: 5/20/2025

Agenda #: 1.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Finance Director's Report.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1922

Agenda Date: 5/20/2025

Agenda #: 1.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Update on Police Union Pension discussion.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1906

Agenda Date: 5/20/2025

Agenda #: 2.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Any Other Old Business to come before the Board.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1879

Agenda Date: 5/20/2025

Agenda #: 1.

RETIREMENT-EMPLOYEE BENEFITS

Motion/Request:

Motion to AUTHORIZE payment to Robinson-Cole for up to \$5,000 for their assistance in revising the Retirement Plan for Full-Time Employees of the Town of Ledyard (Defined Benefit Plan).

Background:

The Retirement Board requested an estimate from Robinson & Cole on April 14, 2025. The estimate requested was for review and restatement of the Town's Retirement Plan for Full Time Employees.

Robinson and Cole replied:

"We estimate this project will cost approximately \$3,000 (at an hourly rate of \$500). As discussed with Bill, the Plan allows for administrative expenses to be paid by the Trust. My fees to update the Plan to reflect the current union contracts and required regulatory changes are administrative expenses that can be paid by the Trust (much like the fees paid to USI for actuarial services)."

This motion allows for up to \$5,000.00 which includes a \$2,000 cushion.

Human Resources Comment/Recommendation:

(type text here)

Finance Director Comment/Recommendation:

(type text here)

Mayor Comment/Recommendation:

(type text here)



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1896

Agenda Date: 5/20/2025

Agenda #: 2.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Motion to approve a monthly retirement benefit for Stephen Banks in the amount of \$2,900.76 as of June 1, 2025, payable in the normal form of a Modified Cash Refund Annuity, based on his service and earnings through this retirement date.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)



USI Consulting Group
95 Glastonbury Boulevard
Glastonbury, CT 06033
www.usi.com
Phone: 860.633.5283

April 24, 2025

CONFIDENTIAL

Christine Dias
Town of Ledyard
741 Colonel Ledyard Highway
Ledyard, CT 06339

Re: Retirement Plan for Full-Time Employees of the Town of Ledyard – Calculation for Stephen Banks

Dear Christine:

As requested, we have prepared the attached Benefit Calculation Worksheet for Stephen Banks for a June 1, 2025, retirement date. Based on the projected compensation provided for the period ending May 31st, 2025, we've calculated that Mr. Banks is eligible to receive a monthly retirement benefit of \$2,900.76 as of June 1, 2025, payable in the normal form of a Modified Cash Refund Annuity, based on his service and earnings through this retirement date. In addition, Mr. Banks employee contributions with and without interest will be \$144,328.41 and \$84,365.01, respectively, as of that same date. The non-taxable portion of the monthly benefit will be \$401.74 for 210 months if he elects the Modified Cash Refund or a 10-year Certain & Life Annuity or \$324.48 for 260 months if he elects a Joint & Survivor Annuity. Please note that Mr. Banks benefit and accumulated employee contributions as of June 1, 2025, are based on expected pay and contributions, thus these benefit amounts may need to be recalculated if actual pay and contributions are different once finalized.

The calculation is based upon a 1.5% multiplier but limited to 50% of the participant's three-year average salary. These are the current plan provisions in effect for Town employees. Our calculation of the referenced pension benefit is based on the service, compensation and other relevant information provided to us by the Town of Ledyard. USI Consulting Group has not independently confirmed the accuracy or completeness of such information.

Please forward a copy of completed forms to us for our records. If you have any questions regarding this calculation, please do not hesitate to contact me.

Sincerely,
USI CONSULTING GROUP

Nelroy Giddings
Actuarial Consultant

cc: Frederica S. Daniels, USI Consulting Group

**Town of Ledyard
Benefit Calculation**

Demographic Information:

Name:	Banks, Stephen		
Department:	Town Hall		
Date of Birth:	6/26/1958	As of 7/1/2024:	
Original Date of Hire:	3/27/2000	Employee Contributions:	\$ 79,806.26
Date of Participation:	4/1/2001	Employee Contributions With Interest:	\$ 133,656.28
Date of Termination:	5/30/2025		
Normal Retirement Date (NRD):	7/1/2023	As of BCD:	
Benefit Commencement Date (BCD):	6/1/2025	Employee Contributions:	\$ 84,365.01
Beneficiary's Date of Birth:	1/10/1952	Employee Contributions With Interest:	\$ 144,328.41
Credited Service:	25.1667		

Salary History (Based on Plan Year Ending June 30):

2025	\$	94,820.82	<i>Annualized</i>
2024	\$	92,413.01	
2023	\$	89,395.07	
2022	\$	86,861.04	
2021	\$	85,072.00	
2020	\$	83,408.00	
2019	\$	81,764.80	
2018	\$	80,248.56	
2017	\$	81,547.28	

3-Year Final Average Earnings (FAE): \$ 92,209.63

Benefit Formula (Amount Payable as a Modified Cash Refund):

A	3-Year Final Average Earnings (FAE):	\$	92,209.63
B	Multiplier:		1.50%
C	Credited Service:		25.17
D	Vesting Percentage:		<u>100%</u>
E	Annual Benefit Payable at NRD: [AxBxCxD]	\$	34,809.14
F	Maximum Annual Benefit: 50% of FAE	\$	46,104.82
G	Annual Benefit Payable at NRD: Lesser of [E, F]	\$	34,809.14
H	Early Retirement Factor:		<u>100%</u>
I	Monthly Benefit Payable at BCD: [GxH]/12	\$	2,900.76

Optional Forms of Benefit:	Factor	Participant Benefit	Spouse Benefit
Modified Cash Refund Annuity:	1.000	\$ 2,900.76	N/A
50% Joint & Survivor:	0.904	\$ 2,622.29	\$ 1,311.15
66-2/3% Joint & Survivor:	0.876	\$ 2,541.07	\$ 1,694.05
75% Joint & Survivor:	0.863	\$ 2,503.36	\$ 1,877.52
100% Joint & Survivor:	0.825	\$ 2,393.13	\$ 2,393.13
10 Years Certain & Continuous:	0.925	\$ 2,684.64	\$ 2,684.64

IMPORTANT NOTICE

The retirement benefit to which you are entitled is stated in the Plan's documents. This retirement benefit illustration has been prepared based on the current understanding of the Plan's provisions as in effect on the date of preparation of the calculation, and on personnel and employment data available on that date. To the extent your benefit differs from this illustration, the terms of the Plan control. If the understanding of the Plan's provisions or this data should prove to be incorrect, or if the calculation is for any reason erroneous, your Plan benefit will be adjusted retroactively to an amount which reflects the correct Plan provisions and data.



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1901

Agenda Date: 5/20/2025

Agenda #: 3.

RETIREMENT-EMPLOYEE BENEFITS

Motion/Request:

Motion to APPROVE payment of USI invoice #90110250, dated April 30, 2025, in the amount of \$400.00, for benefit calculation of Steven Banks.

Background:

The Auctorial Consulting fees are not being billed to the Retirement Board, disregard those charges on the invoice.

Human Resources Comment/Recommendation:

(type text here)

Finance Director Comment/Recommendation:

(type text here)

Mayor Comment/Recommendation:

(type text here)



USI Consulting Group, Inc.
 95 Glastonbury Blvd.
 Suite 102
 Glastonbury, CT 06033-6503
 (860) 633-5283

600 3rd Avenue 3rd Floor,
 New York, NY 10016

601 Union Street Suite 1000
 Seattle, WA 98101

725 RXR Plaza, East Tower
 Uniondale, NY 11556

Invoice

Bill To :
Town of Ledyard Matt Bonin 741 Colonel Ledyard Highway Ledyard CT 06339

Remit To:
USI Consulting Group, Inc. 95 Glastonbury Blvd Glastonbury, CT 06033 (860) 633-5283

Information	
Invoice No.	90110250
Invoice Date	04/30/2025
Customer No.	1003385
Terms of Payment	Net due in 15 days
Purchase Order Number	DB-CT - 1

Service	Quantity	Unit Price	Amount
Benefit Calculation(s) Benefit calculation (revision) for Stephen Banks	1	400.00	400.00
Actuarial Consulting Fees 1st round of actuarial support services for arbitration case related to plan benefit (Police) calculation, inc. prep calls with Town's attorney (in progress)			1,000.00
Total			1,400.00



TOWN OF LEDYARD

741 Colonel Ledyard
Highway
Ledyard, CT 06339-1511

File #: 25-1907

Agenda Date: 5/20/2025

Agenda #: 4.

AGENDA REQUEST
GENERAL DISCUSSION ITEM

Subject:

Any Other New Business to come before the Board.

Background:

(type text here)

Department Comment/Recommendation:

(type text here)